|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Step** | **RN** | **RN + 30** | **\*\*BA** | **\*\*BA + 15** | **\*\*BA + 30** | **\*\*MA** | **\*\*MA + 15** | **\*\*MA + 30** | **BLUE** |
|  | **Generator Base $25,978** |  | **Generator Base $31,299** |  |  |  |  |  |  |
| **1** | 29,290 | 32,602 | 42,917 | 44,482 | 45,734 | 46,751 | 48,316 | 49,881 | 44,117 |
| **2** | 29,842 | 33,154 | 42,917 | 44,482 | 45,734 | 46,751 | 48,316 | 49,881 | 44,117 |
| **3** | 30,946 | 34,258 | 42,917 | 44,482 | 45,734 | 46,751 | 48,316 | 49,881 | 44,917 |
| **4** | 32,050 | 35,363 | 44,326 | 45,890 | 47,142 | 48,316 | 49,881 | 51,446 | 45,526 |
| **5** | 33,219 | 36,532 | 45,734 | 47,299 | 48,551 | 49,881 | 51,446 | 53,011 | 48,299+ |
| **6** | 34,453 | 37,766 | 47,142 | 48,707 | 49,959 | 51,446 | 53,011 | 54,576 | 51,446 |
| **7** | 35,687 | 38,999 | 48,551 | 50,116 | 51,368 | 53,011 | 54,576 | 56,141 | 53,011 |
| **8** |  | 40,201 | 49,959 | 51,524 | 52,854 | 54,576 | 56,141 | 57,706 | 54,576\* |
| **9** |  |  | 51,446 | 53,011 | 54,419 | 56,219 | 57,706 | 59,271 |  |
| **10** |  |  | 53,011\* | 54,576\* | 55,984\* | 57,941\* | 59,271\* | 60,836\* |  |
|  |  |  | **#** | **#** | **#** | **#** | **#** | **#** |  |
| **11** |  |  | 54,576 | 56,141 | 57,549 | 59,662 | 60,914 | 62,401 |  |
| **12** |  |  | 56,141 | 57,706 | 58,332 | 61,383 | 62,635 | 63,966 |  |
| **13** |  |  |  |  |  | 63,105 | 64,357 | 65,609 |  |

*\*\*\* Steps do not necessarily indicate years of experience.*

Generator Base **$31,299**

Non-degreed nurses' generator base= 83% of teachers' generator base.

Minimum salary for certificated teachers **$42,917**

Maximum starting salary for new certificated teachers - Step 13.

#Training increment. Not eligible to advance except upon completion of 6 semester hours of approved work during the preceding 5 yrs.

+Blue contract remain at step 5 until Master’s is earned and will continue on schedule through step 8

\* Maximum step for lane

\*\*Salaries include the **$5,280** Teacher Compensation pay which is subject to change annually. You must be eligible to receive Teacher Compensation pay.

**ADDITIONS TO SALARY**

RN + 60 approved hrs.--$400 additional

MA+45--$1,000 additional

PHD--$2,000 additional

LONGEVITY: (1) Those employees who have been at the maximum of their salary column for more than 1 year shall receive additional salary computed on the % of the generator base as follows plus the amount of the embedded step:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Step** | **Lane** | **%** | **Longevity** | **Longevity** | **Total** |
|  |  |  | **Amount** | **Step** | **Salary** |
| **Steps 8 and above** | **RN** | 8.75 | 2,273 | 617 | 38,577 |
| **Steps 9 and above** | **RN+30** | 9.25 | 2,403 | 584 | 43,188 |
| **Steps 13 and above** | **BA** | 11.75 | 3,678 | 782 | 60,601 |
| **Steps 13 and above** | **BA+15** | 12.25 | 3,834 | 782 | 62,322 |
| **Steps 13 and above** | **BA+30** | 12.75 | 3,991 | 938 | 63,261 |
| **Steps 14 and above** | **MA** | 13.25 | 4,147 | 861 | 68,113 |
| **Steps 14 and above** | **MA+15** | 13.75 | 4,304 | 860 | 69,521 |
| **Steps 14 and above** | **MA+30** | 14.25 | 4,460 | 2,582 | 72,651 |

(2) In addition to the above longevity, those employees who have been at Step 20 of their salary column for more than one year (Steps 21 and above) shall receive additional salary/longevity at 2.5% of the generator base: RN=$649; and BA through MA+30=$782. This amount should be added to the “Total Salary” listed in the above table.

Recruitment Incentive=The Employer has the sole discretion to post positions on or about January 1, April 1, and July 1 identified as acute shortage areas and to provide a recruitment incentive of $3,000. Receipt of this incentive will be contingent upon provision of satisfactory service with payment equally distributed over a 3-yr period, e.g. 72 semi-monthly payments.