

2022-2023 Pay for Performance Initial Placement Chart Teacher Salary Schedule
Teachers hired after June 30, 2022
196 Calendar 7.5

Years of Experience	Hourly	Salary (Start Date Effective After June 30, <u>2022</u>)	Initial Placement Increases	Salary (Start Date Effective After June 30, <u>2022</u>)
0-16	33.28232	48,925		48,925
17	33.28232	48,925	535	49,460
18	33.28232	48,925	1,184	50,109
19	33.28232	48,925	1,841	50,766
20	33.28232	48,925	2,507	51,432

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

***Equity Adjustment:** The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employee will earn no less than a new hire would pursuant to this schedule. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January 1, 2019.

Pay for Performance Teachers:

Pay for Performance Teachers who are in an active status as of the date of Board approval of this Agreement rated as "Highly Effective" during the 2021-2022 School Year, shall receive a base salary increase of 5.00% effective July 1, 2022. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 3.75% effective July 1, 2022. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase.

Beginning July 1, 2021 Per statute the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the Grandfathered Schedule.

For the 2022-2023 school year, bargaining unit employees who are in an active status as of the date of Board approval, will receive a \$1,000 one-time payment (non-recurring, non-FRS eligible).