**2018-2019 Pay for Performance Initial Placement Chart Teacher Salary Schedule**

**Teachers hired after June 30, 2019**

**196 Calendar 7.5**

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Initial Placement Increases</th>
<th>Hourly (Start Date Effective After June 30, 2017)</th>
<th>Hourly (Start Date Effective After June 30, 2019)</th>
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<td>9–10</td>
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<td>46,164</td>
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</tbody>
</table>

**SALARY SCHEDULE**

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

**2018-2019 Salary Program Schedule:**

### Pay for Performance Teachers:

For the 2018-2019 school year, BTU-Pay for Performance Teachers rated as "Highly Effective" during the 2017-2018 School Year, shall receive a salary adjustment of 2.17% effective January 1, 2019. BTU-Pay for Performance Teachers rated as "Effective" will receive a salary adjustment increase of 1.63% effective January 1, 2019.

* **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.