

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

ANNUAL

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$48,097	\$48,173	\$48,248	\$55,744	\$50,067	\$57,736	\$51,278	\$58,948	\$60,161	\$60,817
	Contractual Days	5.00	\$1,336	\$1,338	\$1,340	\$1,548	\$1,391	\$1,604	\$1,424	\$1,637	\$1,671	\$1,689
	Tech Days	4.00	\$1,069	\$1,071	\$1,072	\$1,239	\$1,113	\$1,283	\$1,140	\$1,310	\$1,337	\$1,351
	Responsibility/Incentive		\$6,445	\$7,016	\$7,288	\$8,437	\$7,545	\$8,722	\$7,717	\$8,893	\$9,065	\$9,159
	TOTAL	189.00	\$56,947	\$57,598	\$57,948	\$66,968	\$60,116	\$69,345	\$61,559	\$70,788	\$72,234	\$73,016
2	Base Pay	180.00	\$48,197	\$48,380	\$49,032	\$56,339	\$51,998	\$58,202	\$53,531	\$59,467	\$61,057	\$63,336
	Contractual Days	5.00	\$1,339	\$1,344	\$1,362	\$1,565	\$1,444	\$1,617	\$1,487	\$1,652	\$1,696	\$1,759
	Tech Days	4.00	\$1,071	\$1,075	\$1,090	\$1,252	\$1,156	\$1,293	\$1,190	\$1,321	\$1,357	\$1,407
	Responsibility/Incentive		\$6,976	\$7,307	\$7,404	\$8,524	\$7,839	\$8,789	\$8,060	\$8,969	\$9,199	\$9,543
	TOTAL	189.00	\$57,583	\$58,106	\$58,888	\$67,680	\$62,437	\$69,901	\$64,268	\$71,409	\$73,309	\$76,045
3	Base Pay	180.00	\$48,296	\$48,743	\$50,566	\$56,701	\$53,956	\$58,566	\$55,664	\$59,858	\$63,136	\$65,395
	Contractual Days	5.00	\$1,342	\$1,354	\$1,405	\$1,575	\$1,499	\$1,627	\$1,546	\$1,663	\$1,754	\$1,817
	Tech Days	4.00	\$1,073	\$1,083	\$1,124	\$1,260	\$1,199	\$1,301	\$1,237	\$1,330	\$1,403	\$1,453
	Responsibility/Incentive		\$7,293	\$7,359	\$7,636	\$8,576	\$8,136	\$8,841	\$8,385	\$9,025	\$9,515	\$9,856
	TOTAL	189.00	\$58,004	\$58,539	\$60,731	\$68,112	\$64,790	\$70,335	\$66,832	\$71,876	\$75,808	\$78,521
4	Base Pay	180.00	\$48,658	\$49,107	\$51,700	\$57,066	\$55,483	\$58,930	\$57,357	\$60,223	\$64,721	\$66,948
	Contractual Days	5.00	\$1,352	\$1,364	\$1,436	\$1,585	\$1,541	\$1,637	\$1,593	\$1,673	\$1,798	\$1,860
	Tech Days	4.00	\$1,081	\$1,091	\$1,149	\$1,268	\$1,233	\$1,310	\$1,275	\$1,338	\$1,438	\$1,488
	Responsibility/Incentive		\$7,345	\$7,410	\$7,807	\$8,627	\$8,368	\$8,892	\$8,641	\$9,076	\$9,755	\$10,091
	TOTAL	189.00	\$58,436	\$58,972	\$62,092	\$68,546	\$66,625	\$70,769	\$68,866	\$72,310	\$77,712	\$80,387
5	Base Pay	180.00	\$49,023	\$50,078	\$53,168	\$57,429	\$57,353	\$59,790	\$59,394	\$61,830	\$66,702	\$68,911
	Contractual Days	5.00	\$1,362	\$1,391	\$1,477	\$1,595	\$1,593	\$1,661	\$1,650	\$1,718	\$1,853	\$1,914
	Tech Days	4.00	\$1,089	\$1,113	\$1,182	\$1,276	\$1,275	\$1,329	\$1,320	\$1,374	\$1,482	\$1,531
	Responsibility/Incentive		\$7,396	\$7,555	\$8,029	\$8,679	\$8,652	\$9,020	\$8,951	\$9,320	\$10,057	\$10,390
	TOTAL	189.00	\$58,870	\$60,137	\$63,856	\$68,979	\$68,873	\$71,800	\$71,315	\$74,242	\$80,094	\$82,746
6	Base Pay	180.00	\$49,386	\$51,063	\$54,748	\$57,914	\$59,208	\$61,626	\$61,413	\$63,830	\$68,666	\$70,863
	Contractual Days	5.00	\$1,372	\$1,418	\$1,521	\$1,609	\$1,645	\$1,712	\$1,706	\$1,773	\$1,907	\$1,968
	Tech Days	4.00	\$1,097	\$1,135	\$1,217	\$1,287	\$1,316	\$1,369	\$1,365	\$1,418	\$1,526	\$1,575
	Responsibility/Incentive		\$7,448	\$7,703	\$8,266	\$8,748	\$8,934	\$9,299	\$9,259	\$9,624	\$10,355	\$10,687
	TOTAL	189.00	\$59,303	\$61,319	\$65,752	\$69,558	\$71,103	\$74,006	\$73,743	\$76,645	\$82,454	\$85,093
7	Base Pay	180.00			\$56,693	\$59,110	\$61,572	\$63,993	\$63,947	\$66,363	\$71,205	\$73,400
	Contractual Days	5.00			\$1,575	\$1,642	\$1,710	\$1,778	\$1,776	\$1,843	\$1,978	\$2,039
	Tech Days	4.00			\$1,260	\$1,314	\$1,368	\$1,422	\$1,421	\$1,475	\$1,582	\$1,631
	Responsibility/Incentive				\$8,561	\$8,926	\$9,293	\$9,658	\$9,644	\$10,009	\$10,741	\$11,072
	TOTAL	189.00			\$68,089	\$70,992	\$73,943	\$76,851	\$76,788	\$79,690	\$85,506	\$88,142
8	Base Pay	180.00			\$58,572	\$60,993	\$63,868	\$66,283	\$66,414	\$68,825	\$73,658	\$75,854
	Contractual Days	5.00			\$1,627	\$1,694	\$1,774	\$1,841	\$1,845	\$1,912	\$2,046	\$2,107
	Tech Days	4.00			\$1,302	\$1,355	\$1,419	\$1,473	\$1,476	\$1,529	\$1,637	\$1,686
	Responsibility/Incentive				\$8,845	\$9,211	\$9,641	\$10,006	\$10,018	\$10,383	\$11,114	\$11,445
	TOTAL	189.00			\$70,346	\$73,253	\$76,702	\$79,603	\$79,753	\$82,649	\$88,455	\$91,092
9	Base Pay	180.00			\$60,520	\$62,937	\$66,231	\$68,643	\$68,944	\$71,357	\$76,191	\$78,385
	Contractual Days	5.00			\$1,681	\$1,748	\$1,840	\$1,907	\$1,915	\$1,982	\$2,116	\$2,177
	Tech Days	4.00			\$1,345	\$1,399	\$1,472	\$1,525	\$1,532	\$1,586	\$1,693	\$1,742
	Responsibility/Incentive				\$9,139	\$9,505	\$9,999	\$10,364	\$10,403	\$10,768	\$11,499	\$11,830
	TOTAL	189.00			\$72,685	\$75,589	\$79,542	\$82,439	\$82,794	\$85,693	\$91,499	\$94,134

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
10	Base Pay	180.00			\$62,463	\$64,881	\$68,592	\$71,005	\$71,478	\$73,892	\$78,724	\$80,920
	Contractual Days	5.00			\$1,735	\$1,802	\$1,905	\$1,972	\$1,986	\$2,053	\$2,187	\$2,248
	Tech Days	4.00			\$1,388	\$1,442	\$1,524	\$1,578	\$1,588	\$1,642	\$1,749	\$1,798
	Responsibility/Incentive				\$9,433	\$9,799	\$10,358	\$10,723	\$10,788	\$11,153	\$11,884	\$12,215
	TOTAL	189.00			\$75,019	\$77,924	\$82,379	\$85,278	\$85,840	\$88,740	\$94,544	\$97,181
11	Base Pay	180.00			\$64,406	\$66,825	\$70,953	\$73,369	\$74,009	\$76,426	\$81,255	\$83,451
	Contractual Days	5.00			\$1,789	\$1,856	\$1,971	\$2,038	\$2,056	\$2,123	\$2,257	\$2,318
	Tech Days	4.00			\$1,431	\$1,485	\$1,577	\$1,630	\$1,645	\$1,698	\$1,806	\$1,854
	Responsibility/Incentive				\$9,727	\$10,092	\$10,716	\$11,081	\$11,172	\$11,538	\$12,268	\$12,600
	TOTAL	189.00			\$77,353	\$80,258	\$85,217	\$88,118	\$88,882	\$91,785	\$97,586	\$100,223
12	Base Pay	180.00			\$66,349	\$68,769	\$73,314	\$75,730	\$76,541	\$78,959	\$83,788	\$85,984
	Contractual Days	5.00			\$1,843	\$1,910	\$2,037	\$2,104	\$2,126	\$2,193	\$2,327	\$2,388
	Tech Days	4.00			\$1,474	\$1,528	\$1,629	\$1,683	\$1,701	\$1,755	\$1,862	\$1,911
	Responsibility/Incentive				\$10,021	\$10,387	\$11,075	\$11,440	\$11,557	\$11,923	\$12,653	\$12,984
	TOTAL	189.00			\$79,687	\$82,594	\$88,055	\$90,957	\$91,925	\$94,830	\$100,630	\$103,267
13	Base Pay	180.00					\$75,674	\$78,090	\$79,075	\$81,491	\$86,321	\$88,517
	Contractual Days	5.00					\$2,102	\$2,169	\$2,197	\$2,264	\$2,398	\$2,459
	Tech Days	4.00					\$1,682	\$1,735	\$1,757	\$1,811	\$1,918	\$1,967
	Responsibility/Incentive						\$11,433	\$11,798	\$11,942	\$12,308	\$13,038	\$13,369
	TOTAL	189.00					\$90,891	\$93,792	\$94,971	\$97,874	\$103,675	\$106,312
14	Base Pay	180.00					\$78,035	\$80,452	\$81,604	\$84,022	\$88,852	\$91,049
	Contractual Days	5.00					\$2,168	\$2,235	\$2,267	\$2,334	\$2,468	\$2,529
	Tech Days	4.00					\$1,734	\$1,788	\$1,813	\$1,867	\$1,974	\$2,023
	Responsibility/Incentive						\$11,791	\$12,156	\$12,327	\$12,692	\$13,423	\$13,754
	TOTAL	189.00					\$93,728	\$96,631	\$98,011	\$100,915	\$106,717	\$109,355
15	Base Pay	180.00					\$79,512	\$81,962	\$83,122	\$85,571	\$90,463	\$92,686
	Contractual Days	5.00					\$2,209	\$2,277	\$2,309	\$2,377	\$2,513	\$2,575
	Tech Days	4.00					\$1,767	\$1,821	\$1,847	\$1,902	\$2,010	\$2,060
	Responsibility/Incentive						\$12,013	\$12,384	\$12,555	\$12,925	\$13,665	\$14,001
	TOTAL	189.00					\$95,501	\$98,444	\$99,833	\$102,775	\$108,651	\$111,322

Drivers

Base Pay increase	8.00%
Contractual Days	5.00
Tech Days	4.00
Responsibility/Incentive	Responsibility/Incentive % included in Base Pay increase %

Calculations

Base Pay is (2017-18 Base Pay + 2017-18 TRI Responsibility + 2017-18 Collaboration) times Base Pay increase (above), less transfer to Responsibility/Incentive
 Contractual Days is 2018-19 Base Pay per diem rate times the number of Contractual Days (above).
 Tech Days is 2018-19 Base Pay per diem rate times the number of Tech Days (above).
 Responsibility/Incentive is transfer from Base Pay times the Responsibility/Incentive percentage (above).

2018-19 Cost Estimate

\$86,299	2018-19 average total compensation
<u>\$78,110</u>	2017-18 average total compensation
\$8,189	10.5% 2018-19 above 2017-18 total compensation

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

MONTHLY

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$4,809.70	\$4,817.30	\$4,824.80	\$5,574.40	\$5,006.70	\$5,773.60	\$5,127.80	\$5,894.80	\$6,016.10	\$6,081.70
	Contractual Days	5.00	\$133.60	\$133.80	\$134.00	\$154.80	\$139.10	\$160.40	\$142.40	\$163.70	\$167.10	\$168.90
	Tech Days	4.00	\$106.90	\$107.10	\$107.20	\$123.90	\$111.30	\$128.30	\$114.00	\$131.00	\$133.70	\$135.10
	Responsibility/Incentive		\$644.50	\$701.60	\$728.80	\$843.70	\$754.50	\$872.20	\$771.70	\$889.30	\$906.50	\$915.90
	TOTAL	189.00	\$5,695	\$5,760	\$5,795	\$6,697	\$6,012	\$6,935	\$6,156	\$7,079	\$7,223	\$7,302
2	Base Pay	180.00	\$4,819.70	\$4,838.00	\$4,903.20	\$5,633.90	\$5,199.80	\$5,820.20	\$5,353.10	\$5,946.70	\$6,105.70	\$6,333.60
	Contractual Days	5.00	\$133.90	\$134.40	\$136.20	\$156.50	\$144.40	\$161.70	\$148.70	\$165.20	\$169.60	\$175.90
	Tech Days	4.00	\$107.10	\$107.50	\$109.00	\$125.20	\$115.60	\$129.30	\$119.00	\$132.10	\$135.70	\$140.70
	Responsibility/Incentive		\$697.60	\$730.70	\$740.40	\$852.40	\$783.90	\$878.90	\$806.00	\$896.90	\$919.90	\$954.30
	TOTAL	189.00	\$5,758	\$5,811	\$5,889	\$6,768	\$6,244	\$6,990	\$6,427	\$7,141	\$7,331	\$7,605
3	Base Pay	180.00	\$4,829.60	\$4,874.30	\$5,056.60	\$5,670.10	\$5,395.60	\$5,856.60	\$5,566.40	\$5,985.80	\$6,313.60	\$6,539.50
	Contractual Days	5.00	\$134.20	\$135.40	\$140.50	\$157.50	\$149.90	\$162.70	\$154.60	\$166.30	\$175.40	\$181.70
	Tech Days	4.00	\$107.30	\$108.30	\$112.40	\$126.00	\$119.90	\$130.10	\$123.70	\$133.00	\$140.30	\$145.30
	Responsibility/Incentive		\$729.30	\$735.90	\$763.60	\$857.60	\$813.60	\$884.10	\$838.50	\$902.50	\$951.50	\$985.60
	TOTAL	189.00	\$5,800	\$5,854	\$6,073	\$6,811	\$6,479	\$7,034	\$6,683	\$7,188	\$7,581	\$7,852
4	Base Pay	180.00	\$4,865.80	\$4,910.70	\$5,170.00	\$5,706.60	\$5,548.30	\$5,893.00	\$5,735.70	\$6,022.30	\$6,472.10	\$6,694.80
	Contractual Days	5.00	\$135.20	\$136.40	\$143.60	\$158.50	\$154.10	\$163.70	\$159.30	\$167.30	\$179.80	\$186.00
	Tech Days	4.00	\$108.10	\$109.10	\$114.90	\$126.80	\$123.30	\$131.00	\$127.50	\$133.80	\$143.80	\$148.80
	Responsibility/Incentive		\$734.50	\$741.00	\$780.70	\$862.70	\$836.80	\$889.20	\$864.10	\$907.60	\$975.50	\$1,009.10
	TOTAL	189.00	\$5,844	\$5,897	\$6,209	\$6,855	\$6,663	\$7,077	\$6,887	\$7,231	\$7,771	\$8,039
5	Base Pay	180.00	\$4,902.30	\$5,007.80	\$5,316.80	\$5,742.90	\$5,735.30	\$5,979.00	\$5,939.40	\$6,183.00	\$6,670.20	\$6,891.10
	Contractual Days	5.00	\$136.20	\$139.10	\$147.70	\$159.50	\$159.30	\$166.10	\$165.00	\$171.80	\$185.30	\$191.40
	Tech Days	4.00	\$108.90	\$111.30	\$118.20	\$127.60	\$127.50	\$132.90	\$132.00	\$137.40	\$148.20	\$153.10
	Responsibility/Incentive		\$739.60	\$755.50	\$802.90	\$867.90	\$865.20	\$902.00	\$895.10	\$932.00	\$1,005.70	\$1,039.00
	TOTAL	189.00	\$5,887	\$6,014	\$6,386	\$6,898	\$6,887	\$7,180	\$7,132	\$7,424	\$8,009	\$8,275
6	Base Pay	180.00	\$4,938.60	\$5,106.30	\$5,474.80	\$5,791.40	\$5,920.80	\$6,162.60	\$6,141.30	\$6,383.00	\$6,866.60	\$7,086.30
	Contractual Days	5.00	\$137.20	\$141.80	\$152.10	\$160.90	\$164.50	\$171.20	\$170.60	\$177.30	\$190.70	\$196.80
	Tech Days	4.00	\$109.70	\$113.50	\$121.70	\$128.70	\$131.60	\$136.90	\$136.50	\$141.80	\$152.60	\$157.50
	Responsibility/Incentive		\$744.80	\$770.30	\$826.60	\$874.80	\$893.40	\$929.90	\$925.90	\$962.40	\$1,035.50	\$1,068.70
	TOTAL	189.00	\$5,930	\$6,132	\$6,575	\$6,956	\$7,110	\$7,401	\$7,374	\$7,665	\$8,245	\$8,509
7	Base Pay	180.00			\$5,669.30	\$5,911.00	\$6,157.20	\$6,399.30	\$6,394.70	\$6,636.30	\$7,120.50	\$7,340.00
	Contractual Days	5.00			\$157.50	\$164.20	\$171.00	\$177.80	\$177.60	\$184.30	\$197.80	\$203.90
	Tech Days	4.00			\$126.00	\$131.40	\$136.80	\$142.20	\$142.10	\$147.50	\$158.20	\$163.10
	Responsibility/Incentive				\$856.10	\$892.60	\$929.30	\$965.80	\$964.40	\$1,000.90	\$1,074.10	\$1,107.20
	TOTAL	189.00			\$6,809	\$7,099	\$7,394	\$7,685	\$7,679	\$7,969	\$8,551	\$8,814
8	Base Pay	180.00			\$5,857.20	\$6,099.30	\$6,386.80	\$6,628.30	\$6,641.40	\$6,882.50	\$7,365.80	\$7,585.40
	Contractual Days	5.00			\$162.70	\$169.40	\$177.40	\$184.10	\$184.50	\$191.20	\$204.60	\$210.70
	Tech Days	4.00			\$130.20	\$135.50	\$141.90	\$147.30	\$147.60	\$152.90	\$163.70	\$168.60
	Responsibility/Incentive				\$884.50	\$921.10	\$964.10	\$1,000.60	\$1,001.80	\$1,038.30	\$1,111.40	\$1,144.50
	TOTAL	189.00			\$7,035	\$7,325	\$7,670	\$7,960	\$7,975	\$8,265	\$8,846	\$9,109
9	Base Pay	180.00			\$6,052.00	\$6,293.70	\$6,623.10	\$6,864.30	\$6,894.40	\$7,135.70	\$7,619.10	\$7,838.50
	Contractual Days	5.00			\$168.10	\$174.80	\$184.00	\$190.70	\$191.50	\$198.20	\$211.60	\$217.70
	Tech Days	4.00			\$134.50	\$139.90	\$147.20	\$152.50	\$153.20	\$158.60	\$169.30	\$174.20
	Responsibility/Incentive				\$913.90	\$950.50	\$999.90	\$1,036.40	\$1,040.30	\$1,076.80	\$1,149.90	\$1,183.00
	TOTAL	189.00			\$7,269	\$7,559	\$7,954	\$8,244	\$8,279	\$8,569	\$9,150	\$9,413

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Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
10	Base Pay	180.00			\$6,246.30	\$6,488.10	\$6,859.20	\$7,100.50	\$7,147.80	\$7,389.20	\$7,872.40	\$8,092.00
	Contractual Days	5.00			\$173.50	\$180.20	\$190.50	\$197.20	\$198.60	\$205.30	\$218.70	\$224.80
	Tech Days	4.00			\$138.80	\$144.20	\$152.40	\$157.80	\$158.80	\$164.20	\$174.90	\$179.80
	Responsibility/Incentive				\$943.30	\$979.90	\$1,035.80	\$1,072.30	\$1,078.80	\$1,115.30	\$1,188.40	\$1,221.50
	TOTAL	189.00			\$7,502	\$7,792	\$8,238	\$8,528	\$8,584	\$8,874	\$9,454	\$9,718
11	Base Pay	180.00			\$6,440.60	\$6,682.50	\$7,095.30	\$7,336.90	\$7,400.90	\$7,642.60	\$8,125.50	\$8,345.10
	Contractual Days	5.00			\$178.90	\$185.60	\$197.10	\$203.80	\$205.60	\$212.30	\$225.70	\$231.80
	Tech Days	4.00			\$143.10	\$148.50	\$157.70	\$163.00	\$164.50	\$169.80	\$180.60	\$185.40
	Responsibility/Incentive				\$972.70	\$1,009.20	\$1,071.60	\$1,108.10	\$1,117.20	\$1,153.80	\$1,226.80	\$1,260.00
	TOTAL	189.00			\$7,735	\$8,026	\$8,522	\$8,812	\$8,888	\$9,179	\$9,759	\$10,022
12	Base Pay	180.00			\$6,634.90	\$6,876.90	\$7,331.40	\$7,573.00	\$7,654.10	\$7,895.90	\$8,378.80	\$8,598.40
	Contractual Days	5.00			\$184.30	\$191.00	\$203.70	\$210.40	\$212.60	\$219.30	\$232.70	\$238.80
	Tech Days	4.00			\$147.40	\$152.80	\$162.90	\$168.30	\$170.10	\$175.50	\$186.20	\$191.10
	Responsibility/Incentive				\$1,002.10	\$1,038.70	\$1,107.50	\$1,144.00	\$1,155.70	\$1,192.30	\$1,265.30	\$1,298.40
	TOTAL	189.00			\$7,969	\$8,259	\$8,806	\$9,096	\$9,193	\$9,483	\$10,063	\$10,327
13	Base Pay	180.00					\$7,567.40	\$7,809.00	\$7,907.50	\$8,149.10	\$8,632.10	\$8,851.70
	Contractual Days	5.00					\$210.20	\$216.90	\$219.70	\$226.40	\$239.80	\$245.90
	Tech Days	4.00					\$168.20	\$173.50	\$175.70	\$181.10	\$191.80	\$196.70
	Responsibility/Incentive						\$1,143.30	\$1,179.80	\$1,194.20	\$1,230.80	\$1,303.80	\$1,336.90
	TOTAL	189.00					\$9,089	\$9,379	\$9,497	\$9,787	\$10,368	\$10,631
14	Base Pay	180.00					\$7,803.50	\$8,045.20	\$8,160.40	\$8,402.20	\$8,885.20	\$9,104.90
	Contractual Days	5.00					\$216.80	\$223.50	\$226.70	\$233.40	\$246.80	\$252.90
	Tech Days	4.00					\$173.40	\$178.80	\$181.30	\$186.70	\$197.40	\$202.30
	Responsibility/Incentive						\$1,179.10	\$1,215.60	\$1,232.70	\$1,269.20	\$1,342.30	\$1,375.40
	TOTAL	189.00					\$9,373	\$9,663	\$9,801	\$10,092	\$10,672	\$10,936
15	Base Pay	180.00					\$7,951.20	\$8,196.20	\$8,312.20	\$8,557.10	\$9,046.30	\$9,268.60
	Contractual Days	5.00					\$220.90	\$227.70	\$230.90	\$237.70	\$251.30	\$257.50
	Tech Days	4.00					\$176.70	\$182.10	\$184.70	\$190.20	\$201.00	\$206.00
	Responsibility/Incentive						\$1,201.30	\$1,238.40	\$1,255.50	\$1,292.50	\$1,366.50	\$1,400.10
	TOTAL	189.00					\$9,550	\$9,844	\$9,983	\$10,278	\$10,865	\$11,132

Drivers

Base Pay increase	8.00%
Contractual Days	5.00
Tech Days	4.00
Responsibility/Incentive	Responsibility/Incentive % included in Base Pay increase %

Calculations

Base Pay is (2017-18 Base Pay + 2017-18 TRI Responsibility + 2017-18 Collaboration) times Base Pay increase (above), less transfer to Responsibility/Incentive
 Contractual Days is 2018-19 Base Pay per diem rate times the number of Contractual Days (above).
 Tech Days is 2018-19 Base Pay per diem rate times the number of Tech Days (above).
 Responsibility/Incentive is transfer from Base Pay times the Responsibility/Incentive percentage (above).

2018-19 Cost Estimate

\$0		2018-19 average total compensation
\$0		2017-18 average total compensation
\$0	#DIV/0!	2018-19 above 2017-18 total compensation

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

HOURLY

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	33.40	33.45	33.51	38.71	34.77	40.09	35.61	40.94	41.78	42.23
	Contractual Days	5.00	0.93	0.93	0.93	1.08	0.97	1.11	0.99	1.14	1.16	1.17
	Tech Days	4.00	0.74	0.74	0.74	0.86	0.77	0.89	0.79	0.91	0.93	0.94
	Responsibility/Incentive		4.48	4.87	5.06	5.86	5.24	6.06	5.36	6.18	6.30	6.36
	TOTAL	189.00	39.55	40.00	40.24	46.51	41.75	48.16	42.75	49.16	50.16	50.71
2	Base Pay	180.00	33.47	33.60	34.05	39.12	36.11	40.42	37.17	41.30	42.40	43.98
	Contractual Days	5.00	0.93	0.93	0.95	1.09	1.00	1.12	1.03	1.15	1.18	1.22
	Tech Days	4.00	0.74	0.75	0.76	0.87	0.80	0.90	0.83	0.92	0.94	0.98
	Responsibility/Incentive		4.84	5.07	5.14	5.92	5.44	6.10	5.60	6.23	6.39	6.63
	TOTAL	189.00	39.99	40.35	40.89	47.00	43.36	48.54	44.63	49.59	50.91	52.81
3	Base Pay	180.00	33.54	33.85	35.12	39.38	37.47	40.67	38.66	41.57	43.84	45.41
	Contractual Days	5.00	0.93	0.94	0.98	1.09	1.04	1.13	1.07	1.15	1.22	1.26
	Tech Days	4.00	0.75	0.75	0.78	0.88	0.83	0.90	0.86	0.92	0.97	1.01
	Responsibility/Incentive		5.06	5.11	5.30	5.96	5.65	6.14	5.82	6.27	6.61	6.84
	TOTAL	189.00	40.28	40.65	42.17	47.30	44.99	48.84	46.41	49.91	52.64	54.53
4	Base Pay	180.00	33.79	34.10	35.90	39.63	38.53	40.92	39.83	41.82	44.95	46.49
	Contractual Days	5.00	0.94	0.95	1.00	1.10	1.07	1.14	1.11	1.16	1.25	1.29
	Tech Days	4.00	0.75	0.76	0.80	0.88	0.86	0.91	0.89	0.93	1.00	1.03
	Responsibility/Incentive		5.10	5.15	5.42	5.99	5.81	6.18	6.00	6.30	6.77	7.01
	TOTAL	189.00	40.58	40.95	43.12	47.60	46.27	49.15	47.82	50.22	53.97	55.82
5	Base Pay	180.00	34.04	34.78	36.92	39.88	39.83	41.52	41.25	42.94	46.32	47.85
	Contractual Days	5.00	0.95	0.97	1.03	1.11	1.11	1.15	1.15	1.19	1.29	1.33
	Tech Days	4.00	0.76	0.77	0.82	0.89	0.89	0.92	0.92	0.95	1.03	1.06
	Responsibility/Incentive		5.14	5.25	5.58	6.03	6.01	6.26	6.22	6.47	6.98	7.22
	TOTAL	189.00	40.88	41.76	44.34	47.90	47.83	49.86	49.52	51.56	55.62	57.46
6	Base Pay	180.00	34.30	35.46	38.02	40.22	41.12	42.80	42.65	44.33	47.68	49.21
	Contractual Days	5.00	0.95	0.98	1.06	1.12	1.14	1.19	1.18	1.23	1.32	1.37
	Tech Days	4.00	0.76	0.79	0.85	0.89	0.91	0.95	0.95	0.98	1.06	1.09
	Responsibility/Incentive		5.17	5.35	5.74	6.08	6.20	6.46	6.43	6.68	7.19	7.42
	TOTAL	189.00	41.18	42.58	45.66	48.30	49.38	51.39	51.21	53.23	57.26	59.09
7	Base Pay	180.00			39.37	41.05	42.76	44.44	44.41	46.09	49.45	50.97
	Contractual Days	5.00			1.09	1.14	1.19	1.23	1.23	1.28	1.37	1.42
	Tech Days	4.00			0.88	0.91	0.95	0.99	0.99	1.02	1.10	1.13
	Responsibility/Incentive				5.95	6.20	6.45	6.71	6.70	6.95	7.46	7.69
	TOTAL	189.00			47.28	49.30	51.35	53.37	53.33	55.34	59.38	61.21
8	Base Pay	180.00			40.68	42.36	44.35	46.03	46.12	47.80	51.15	52.68
	Contractual Days	5.00			1.13	1.18	1.23	1.28	1.28	1.33	1.42	1.46
	Tech Days	4.00			0.90	0.94	0.99	1.02	1.03	1.06	1.14	1.17
	Responsibility/Incentive				6.14	6.40	6.70	6.95	6.96	7.21	7.72	7.95
	TOTAL	189.00			48.85	50.87	53.27	55.28	55.38	57.40	61.43	63.26
9	Base Pay	180.00			42.03	43.71	45.99	47.67	47.88	49.55	52.91	54.43
	Contractual Days	5.00			1.17	1.21	1.28	1.32	1.33	1.38	1.47	1.51
	Tech Days	4.00			0.93	0.97	1.02	1.06	1.06	1.10	1.18	1.21
	Responsibility/Incentive				6.35	6.60	6.94	7.20	7.22	7.48	7.99	8.22
	TOTAL	189.00			50.48	52.49	55.24	57.25	57.50	59.51	63.54	65.37

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
10	Base Pay	180.00			43.38	45.06	47.63	49.31	49.64	51.31	54.67	56.19
	Contractual Days	5.00			1.20	1.25	1.32	1.37	1.38	1.43	1.52	1.56
	Tech Days	4.00			0.96	1.00	1.06	1.10	1.10	1.14	1.21	1.25
	Responsibility/Incentive				6.55	6.80	7.19	7.45	7.49	7.75	8.25	8.48
	TOTAL	189.00			52.10	54.11	57.21	59.22	59.61	61.63	65.66	67.49
11	Base Pay	180.00			44.73	46.41	49.27	50.95	51.40	53.07	56.43	57.95
	Contractual Days	5.00			1.24	1.29	1.37	1.42	1.43	1.47	1.57	1.61
	Tech Days	4.00			0.99	1.03	1.10	1.13	1.14	1.18	1.25	1.29
	Responsibility/Incentive				6.75	7.01	7.44	7.70	7.76	8.01	8.52	8.75
	TOTAL	189.00			53.72	55.73	59.18	61.19	61.72	63.74	67.77	69.60
12	Base Pay	180.00			46.08	47.76	50.91	52.59	53.15	54.83	58.19	59.71
	Contractual Days	5.00			1.28	1.33	1.41	1.46	1.48	1.52	1.62	1.66
	Tech Days	4.00			1.02	1.06	1.13	1.17	1.18	1.22	1.29	1.33
	Responsibility/Incentive				6.96	7.21	7.69	7.94	8.03	8.28	8.79	9.02
	TOTAL	189.00			55.34	57.36	61.15	63.16	63.84	65.85	69.88	71.71
13	Base Pay	180.00					52.55	54.23	54.91	56.59	59.95	61.47
	Contractual Days	5.00					1.46	1.51	1.53	1.57	1.67	1.71
	Tech Days	4.00					1.17	1.20	1.22	1.26	1.33	1.37
	Responsibility/Incentive						7.94	8.19	8.29	8.55	9.05	9.28
	TOTAL	189.00					63.12	65.13	65.95	67.97	72.00	73.83
14	Base Pay	180.00					54.19	55.87	56.67	58.35	61.70	63.23
	Contractual Days	5.00					1.51	1.55	1.57	1.62	1.71	1.76
	Tech Days	4.00					1.20	1.24	1.26	1.30	1.37	1.40
	Responsibility/Incentive						8.19	8.44	8.56	8.81	9.32	9.55
	TOTAL	189.00					65.09	67.10	68.06	70.08	74.11	75.94
15	Base Pay	180.00					55.22	56.92	57.72	59.42	62.82	64.37
	Contractual Days	5.00					1.53	1.58	1.60	1.65	1.75	1.79
	Tech Days	4.00					1.23	1.26	1.28	1.32	1.40	1.43
	Responsibility/Incentive						8.34	8.60	8.72	8.98	9.49	9.72
	TOTAL	189.00					66.32	68.36	69.33	71.37	75.45	77.31

Drivers

Base Pay increase	8.00%
Contractual Days	5.00
Tech Days	4.00
Responsibility/Incentive	Responsibility/Incentive % included in Base Pay increase %

Calculations

Base Pay is (2017-18 Base Pay + 2017-18 TRI Responsibility + 2017-18 Collaboration) times Base Pay increase (above), less transfer to Responsibility/Incentive
 Contractual Days is 2018-19 Base Pay per diem rate times the number of Contractual Days (above).
 Tech Days is 2018-19 Base Pay per diem rate times the number of Tech Days (above).
 Responsibility/Incentive is transfer from Base Pay times the Responsibility/Incentive percentage (above).

2018-19 Cost Estimate

\$0	2018-19 average total compensation
\$0	2017-18 average total compensation
\$0 #DIV/0!	2018-19 above 2017-18 total compensation