

### E. NEW HIRE COMPENSATION 2017-2018 SCHEDULE

All new hires will be placed by the Superintendent on a traditional step and lane system which has a column for a Bachelor's and Master's degree or BA+36 Hrs. (graduate level license-related hours). The scale is used only for the placement, and it is used only once for each new teacher hired. The Superintendent reserves the right to place new teachers at the appropriate effectiveness step. If the Superintendent uses his/her discretion to adjust a salary for a difficult to fill position, the Association would be notified.

<u>2017-2018 SALARY SCHEDULE</u>		
Years of level Experience	Bachelor's Degree	Master's Degree or BA=36 Hrs. (graduate license-related hours)
0	33,800	34,750
1	34,440	35,700
2	35,080	36,650
3	35,720	37,600
4	36,360	38,550
5	37,000	39,500
6	37,640	40,450
7	38,280	41,400
8	38,920	42,350
9	39,560	43,300
10	40,200	44,250
11	40,840	45,200
12	41,480	46,150
13	42,120	47,100
14	42,760	48,050
15	43,400	49,000
16	44,040	49,950
17	44,680	50,900
18	45,320	51,850
19		52,800
20		53,750
21		54,700
22		55,650
23		56,600
24		57,550
25		58,500
26		59,450
27		60,400