

## APPENDIX A-1 – CERTIFICATED SALARY COMPENSATION SCHEDULE

MEAD SCHOOL DISTRICT #354 CERTIFICATED SALARY COMPENSATION SCHEDULE FOR 2021-22										
YRS	COMPENSATION ELEMENTS	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90
Step 0	Base	\$47,567.00	\$48,785.00	\$50,037.00	\$51,320.00	\$52,638.00	\$89,363.00	\$55,369.00	\$56,792.00	\$58,246.00
	*Time/Incentive	\$3,449.00	\$3,537.00	\$3,628.00	\$3,721.00	\$3,816.00	\$6,479.00	\$4,014.00	\$4,117.00	\$4,223.00
	Total	\$51,016.00	\$52,322.00	\$53,665.00	\$55,041.00	\$56,454.00	\$95,842.00	\$59,383.00	\$60,909.00	\$62,469.00
Step 1	Base	\$49,090.00	\$50,350.00	\$51,639.00	\$52,961.00	\$54,322.00	\$89,363.00	\$57,142.00	\$58,608.00	\$60,111.00
	*Time/Incentive	\$3,559.00	\$3,650.00	\$3,744.00	\$3,840.00	\$3,938.00	\$6,479.00	\$4,143.00	\$4,249.00	\$4,358.00
	Total	\$52,649.00	\$54,000.00	\$55,383.00	\$56,801.00	\$58,260.00	\$95,842.00	\$61,285.00	\$62,857.00	\$64,469.00
Step 2	Base	\$50,659.00	\$51,958.00	\$53,290.00	\$54,660.00	\$56,059.00	\$89,363.00	\$58,969.00	\$60,482.00	\$62,033.00
	*Time/Incentive	\$3,673.00	\$3,767.00	\$3,864.00	\$3,963.00	\$4,064.00	\$6,479.00	\$4,275.00	\$4,385.00	\$4,497.00
	Total	\$54,332.00	\$55,725.00	\$57,154.00	\$58,623.00	\$60,123.00	\$95,842.00	\$63,244.00	\$64,867.00	\$66,530.00
Step 3	Base	\$52,281.00	\$53,623.00	\$54,997.00	\$56,405.00	\$57,851.00	\$89,363.00	\$60,857.00	\$62,418.00	\$64,020.00
	*Time/Incentive	\$3,790.00	\$3,888.00	\$3,987.00	\$4,089.00	\$4,194.00	\$6,479.00	\$4,412.00	\$4,525.00	\$4,641.00
	Total	\$56,071.00	\$57,511.00	\$58,984.00	\$60,494.00	\$62,045.00	\$95,842.00	\$65,269.00	\$66,943.00	\$68,661.00
Step 4	Base	\$53,956.00	\$55,339.00	\$56,757.00	\$58,212.00	\$59,707.00	\$89,363.00	\$62,803.00	\$64,416.00	\$66,066.00
	*Time/Incentive	\$3,912.00	\$4,012.00	\$4,115.00	\$4,220.00	\$4,329.00	\$6,479.00	\$4,553.00	\$4,670.00	\$4,790.00
	Total	\$57,868.00	\$59,351.00	\$60,872.00	\$62,432.00	\$64,036.00	\$95,842.00	\$67,356.00	\$69,086.00	\$70,856.00
Step 5	Base	\$55,683.00	\$57,110.00	\$58,574.00	\$60,073.00	\$61,614.00	\$89,363.00	\$64,815.00	\$66,475.00	\$68,183.00
	*Time/Incentive	\$4,037.00	\$4,140.00	\$4,247.00	\$4,355.00	\$4,467.00	\$6,479.00	\$4,699.00	\$4,819.00	\$4,943.00
	Total	\$59,720.00	\$61,250.00	\$62,821.00	\$64,428.00	\$66,081.00	\$95,842.00	\$69,514.00	\$71,294.00	\$73,126.00
Step 6	Base	\$57,461.00	\$58,936.00	\$60,448.00	\$61,999.00	\$63,588.00	\$89,363.00	\$66,890.00	\$68,606.00	\$70,361.00
	*Time/Incentive	\$4,166.00	\$4,273.00	\$4,382.00	\$4,495.00	\$4,610.00	\$6,479.00	\$4,850.00	\$4,974.00	\$5,101.00
	Total	\$61,627.00	\$63,209.00	\$64,830.00	\$66,494.00	\$68,198.00	\$95,842.00	\$71,740.00	\$73,580.00	\$75,462.00
Step 7	Base	\$59,303.00	\$60,825.00	\$62,379.00	\$63,964.00	\$65,584.00	\$89,363.00	\$69,030.00	\$70,799.00	\$72,616.00
	*Time/Incentive	\$4,299.00	\$4,410.00	\$4,522.00	\$4,639.00	\$4,758.00	\$6,479.00	\$5,005.00	\$5,133.00	\$5,265.00
	Total	\$63,602.00	\$65,235.00	\$66,901.00	\$68,603.00	\$70,342.00	\$95,842.00	\$74,035.00	\$75,932.00	\$77,881.00
Step 8	Base	\$61,200.00	\$62,770.00	\$64,377.00	\$66,028.00	\$67,722.00	\$89,363.00	\$71,237.00	\$73,063.00	\$74,937.00
	*Time/Incentive	\$4,437.00	\$4,551.00	\$4,667.00	\$4,787.00	\$4,910.00	\$6,479.00	\$5,165.00	\$5,297.00	\$5,433.00
	Total	\$65,637.00	\$67,321.00	\$69,044.00	\$70,815.00	\$72,632.00	\$95,842.00	\$76,402.00	\$78,360.00	\$80,370.00
Step 9	Base		\$64,777.00	\$66,438.00	\$68,140.00	\$69,890.00	\$89,363.00	\$73,520.00	\$75,404.00	\$77,334.00
	*Time/Incentive		\$4,696.00	\$4,817.00	\$4,940.00	\$5,067.00	\$6,479.00	\$5,330.00	\$5,467.00	\$5,607.00
	Total		\$69,473.00	\$71,255.00	\$73,080.00	\$74,957.00	\$95,842.00	\$78,850.00	\$80,871.00	\$82,941.00
Step 10	Base			\$68,563.00	\$70,324.00	\$72,127.00	\$89,363.00	\$75,870.00	\$77,815.00	\$79,813.00
	*Time/Incentive			\$4,971.00	\$5,098.00	\$5,229.00	\$6,479.00	\$5,501.00	\$5,642.00	\$5,786.00
	Total			\$73,534.00	\$75,422.00	\$77,356.00	\$95,842.00	\$81,371.00	\$83,457.00	\$85,599.00
Step 11	Base				\$72,573.00	\$74,432.00	\$89,363.00	\$78,301.00	\$80,308.00	\$82,367.00
	*Time/Incentive				\$5,262.00	\$5,396.00	\$6,479.00	\$5,677.00	\$5,822.00	\$5,972.00
	Total				\$77,835.00	\$79,828.00	\$95,842.00	\$83,978.00	\$86,130.00	\$88,339.00
Step 12	Base				\$74,895.00	\$76,816.00	\$89,363.00	\$80,803.00	\$82,877.00	\$85,002.00
	*Time/Incentive				\$5,430.00	\$5,569.00	\$6,479.00	\$5,858.00	\$6,009.00	\$6,163.00
	Total				\$80,325.00	\$82,385.00	\$95,842.00	\$86,661.00	\$88,886.00	\$91,165.00
Step 13	Base					\$79,271.00	\$89,363.00	\$83,390.00	\$85,525.00	\$87,719.00
	*Time/Incentive					\$5,747.00	\$6,479.00	\$6,046.00	\$6,201.00	\$6,360.00
	Total					\$85,018.00	\$95,842.00	\$89,436.00	\$91,726.00	\$94,079.00
Step 14	Base					\$81,811.00	\$89,363.00	\$86,058.00	\$88,266.00	\$90,530.00
	*Time/Incentive					\$5,931.00	\$6,479.00	\$6,239.00	\$6,399.00	\$6,563.00
	Total					\$87,742.00	\$95,842.00	\$92,297.00	\$94,665.00	\$97,093.00
Step 15	Base					\$84,426.00	\$89,363.00	\$88,812.00	\$91,091.00	\$93,427.00
	*Time/Incentive					\$6,121.00	\$6,479.00	\$6,439.00	\$6,604.00	\$6,773.00
	Total					\$90,547.00	\$95,842.00	\$95,251.00	\$97,695.00	\$100,200.00
Step 16	Base					\$87,129.00	\$89,363.00	\$91,652.00	\$94,002.00	\$96,414.00
	*Time/Incentive					\$6,317.00	\$6,479.00	\$6,645.00	\$6,815.00	\$6,990.00
	Total					\$93,446.00	\$95,842.00	\$98,297.00	\$100,817.00	\$103,404.00

Curriculum Rate - \$53/hour

Grandfathered BA+135 Individuals - Base Salary \$89,363 + Time/Incentive contract of \$6,479 for a total of \$95,842

Time & Incentive stipend includes Learning Improvement Days, Principal Days and an Attract & Retain Incentive