

# FY 2022-23 A.C.T. SALARY SCHEDULE - BACHELOR'S DEGREE

Proposed (Add \$300 to Step 0 and 1.1% on every step after that)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS**
						FLEX CASH*	FLEX BEN*	
0	\$37,246.00	\$2,743.32	\$60.15	\$40,049.47	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$37,490.97	\$2,718.50	\$103.41	\$40,312.88	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$37,920.84	\$2,708.61	\$145.65	\$40,775.10	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$38,356.15	\$2,698.88	\$188.15	\$41,243.18	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$38,794.97	\$2,686.73	\$233.33	\$41,715.03	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$39,251.34	\$2,675.65	\$278.76	\$42,205.75	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$39,703.32	\$2,663.17	\$325.26	\$42,691.75	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$40,160.96	\$2,650.06	\$372.82	\$43,183.84	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$40,622.33	\$2,636.16	\$421.44	\$43,679.93	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$41,088.47	\$2,621.57	\$471.12	\$44,181.15	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$41,684.00	\$2,615.64	\$521.87	\$44,821.51	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$42,177.00	\$2,600.95	\$573.67	\$45,351.62	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$42,670.00	\$2,585.19	\$626.54	\$45,881.73	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$43,162.00	\$2,568.28	\$680.48	\$46,410.76	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$43,655.00	\$2,550.40	\$735.47	\$46,940.87	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$44,167.00	\$2,532.88	\$791.53	\$47,491.41	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$44,660.00	\$2,512.86	\$848.65	\$48,021.51	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$45,157.58	\$2,492.14	\$906.83	\$48,556.54	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$45,674.37	\$2,471.79	\$966.07	\$49,112.23	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$46,196.54	\$2,450.79	\$1,026.38	\$49,673.71	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$46,744.17	\$2,430.64	\$1,087.75	\$50,262.55	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$47,277.30	\$2,408.33	\$1,150.18	\$50,835.81	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$47,817.01	\$2,385.46	\$1,213.68	\$51,416.15	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$48,361.36	\$2,361.88	\$1,278.23	\$52,001.47	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$48,911.43	\$2,337.66	\$1,343.85	\$52,592.94	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$50,398.28	\$2,382.90	\$1,410.53	\$54,191.70	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$50,891.97	\$2,420.06	\$1,410.53	\$54,722.56	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$51,391.59	\$2,457.66	\$1,410.53	\$55,259.78	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$51,897.20	\$2,495.72	\$1,410.53	\$55,803.45	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$52,408.87	\$2,534.23	\$1,410.53	\$56,353.63	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$52,926.68	\$2,573.21	\$1,410.53	\$56,910.41	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$53,450.69	\$2,612.65	\$1,410.53	\$57,473.87	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$53,980.99	\$2,652.57	\$1,410.53	\$58,044.09	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$54,517.65	\$2,692.96	\$1,410.53	\$58,621.14	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$55,060.74	\$2,733.84	\$1,410.53	\$59,205.11	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$55,610.35	\$2,775.21	\$1,410.53	\$59,796.08	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$56,166.54	\$2,817.07	\$1,410.53	\$60,394.14	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$56,729.41	\$2,859.44	\$1,410.53	\$60,999.38	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$57,299.03	\$2,902.31	\$1,410.53	\$61,611.87	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$57,879.61	\$2,946.01	\$1,410.53	\$62,236.15	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$58,470.92	\$2,990.52	\$1,410.53	\$62,871.97	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$59,068.29	\$3,035.48	\$1,410.53	\$63,514.30	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

\* Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.

\*\* National Board Certified Teacher Bonus is in addition to Total Compensation for certified teachers achieving this designation

**FY 2022-23 A.C.T. SALARY SCHEDULE**  
**BACHELOR'S DEGREE + 15'**  
**(173 DAYS; 7.92 HOURS/DAY)**

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS <sup>2</sup>
						FLEX CASH**	FLEX BEN**	
0	\$37,553.45	\$2,766.46	\$60.15	\$40,380.06	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$37,800.28	\$2,741.78	\$103.41	\$40,645.47	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$38,233.86	\$2,732.17	\$145.65	\$41,111.68	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$38,672.93	\$2,722.72	\$188.15	\$41,583.80	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$39,115.54	\$2,710.86	\$233.33	\$42,059.73	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$39,575.75	\$2,700.07	\$278.76	\$42,554.58	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$40,031.62	\$2,687.88	\$325.26	\$43,044.76	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$40,493.20	\$2,675.06	\$372.82	\$43,541.08	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$40,958.55	\$2,661.47	\$421.44	\$44,041.46	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$41,428.72	\$2,647.18	\$471.12	\$44,547.02	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$42,011.78	\$2,640.31	\$521.87	\$45,173.96	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$42,496.77	\$2,625.02	\$573.67	\$45,695.46	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$42,986.77	\$2,609.03	\$626.54	\$46,222.34	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$43,480.82	\$2,592.28	\$680.48	\$46,753.58	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$43,981.00	\$2,574.94	\$735.47	\$47,291.40	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$44,505.36	\$2,558.34	\$791.53	\$47,855.23	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$45,015.96	\$2,539.66	\$848.65	\$48,404.27	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$45,531.87	\$2,520.31	\$906.83	\$48,959.01	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$46,053.15	\$2,500.30	\$966.07	\$49,519.53	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$46,579.87	\$2,479.64	\$1,026.38	\$50,085.89	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$47,132.09	\$2,459.84	\$1,087.75	\$50,679.67	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$47,669.87	\$2,437.88	\$1,150.18	\$51,257.93	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$48,214.29	\$2,415.36	\$1,213.68	\$51,843.33	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$48,763.41	\$2,392.14	\$1,278.23	\$52,433.78	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$49,318.29	\$2,368.29	\$1,343.85	\$53,030.43	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$50,810.02	\$2,413.89	\$1,410.53	\$54,634.44	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$51,308.65	\$2,451.42	\$1,410.53	\$55,170.60	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$51,813.27	\$2,489.40	\$1,410.53	\$55,713.20	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$52,323.93	\$2,527.84	\$1,410.53	\$56,262.30	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$52,840.72	\$2,566.74	\$1,410.53	\$56,817.99	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$53,363.70	\$2,606.10	\$1,410.53	\$57,380.33	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$53,892.96	\$2,645.94	\$1,410.53	\$57,949.43	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$54,428.56	\$2,686.25	\$1,410.53	\$58,525.34	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$54,970.58	\$2,727.05	\$1,410.53	\$59,108.17	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$55,519.11	\$2,768.34	\$1,410.53	\$59,697.98	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$56,074.21	\$2,810.12	\$1,410.53	\$60,294.86	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$56,635.97	\$2,852.40	\$1,410.53	\$60,898.90	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$57,204.46	\$2,895.19	\$1,410.53	\$61,510.19	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$57,779.77	\$2,938.50	\$1,410.53	\$62,128.80	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$58,365.36	\$2,982.57	\$1,410.53	\$62,758.47	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$58,961.64	\$3,027.45	\$1,410.53	\$63,399.63	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$59,564.01	\$3,072.79	\$1,410.53	\$64,047.34	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

<sup>1</sup> Additional hours must be toward a Master's or higher degree.

<sup>2</sup> Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 5% in total compensation above the salary schedule and step they are currently on for the performance of these duties.

<sup>3</sup> Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.



**FY 2022-23 A.C.T. SALARY SCHEDULE**  
**MASTER'S DEGREE**  
(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS <sup>2</sup>
						FLEX CASH**	FLEX BEN**	
0	\$39,277.70	\$2,896.24	\$60.15	\$42,234.09	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$39,533.80	\$2,872.26	\$103.41	\$42,509.46	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$39,985.88	\$2,864.05	\$145.65	\$42,995.58	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$40,443.68	\$2,856.01	\$188.15	\$43,487.84	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$40,905.25	\$2,845.57	\$233.33	\$43,984.15	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$41,384.65	\$2,836.22	\$278.76	\$44,499.63	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$41,859.93	\$2,825.50	\$325.26	\$45,010.69	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$42,341.16	\$2,814.16	\$372.82	\$45,528.14	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$42,826.39	\$2,802.06	\$421.44	\$46,049.89	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$43,317.68	\$2,789.36	\$471.12	\$46,578.16	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$43,989.10	\$2,789.15	\$521.87	\$47,300.12	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$44,494.70	\$2,775.40	\$573.67	\$47,843.77	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$45,005.55	\$2,760.98	\$626.54	\$48,393.07	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$45,521.71	\$2,745.89	\$680.48	\$48,948.08	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$46,042.24	\$2,730.08	\$735.47	\$49,507.80	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$46,589.22	\$2,715.19	\$791.53	\$50,095.94	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$47,121.69	\$2,698.15	\$848.65	\$50,668.49	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$47,659.74	\$2,680.47	\$906.83	\$51,247.04	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$48,203.42	\$2,662.15	\$966.07	\$51,831.64	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$48,752.80	\$2,643.19	\$1,026.38	\$52,422.38	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$49,328.96	\$2,625.19	\$1,087.75	\$53,041.90	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$49,889.96	\$2,604.99	\$1,150.18	\$53,645.13	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$50,456.87	\$2,584.16	\$1,213.68	\$54,254.71	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$51,030.77	\$2,562.80	\$1,278.23	\$54,871.80	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$51,609.71	\$2,540.76	\$1,343.85	\$55,494.33	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$53,161.79	\$2,590.90	\$1,410.53	\$57,163.22	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$53,685.06	\$2,630.29	\$1,410.53	\$57,725.89	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$54,214.61	\$2,670.15	\$1,410.53	\$58,295.29	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$54,750.51	\$2,710.49	\$1,410.53	\$58,871.53	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$55,292.84	\$2,751.31	\$1,410.53	\$59,454.68	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$55,841.67	\$2,792.62	\$1,410.53	\$60,044.82	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$56,397.08	\$2,834.42	\$1,410.53	\$60,642.03	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$56,959.15	\$2,876.73	\$1,410.53	\$61,246.41	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$57,527.96	\$2,919.54	\$1,410.53	\$61,858.04	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$58,103.59	\$2,962.87	\$1,410.53	\$62,476.99	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$58,686.13	\$3,006.72	\$1,410.53	\$63,103.37	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$59,275.65	\$3,051.09	\$1,410.53	\$63,737.27	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$59,872.24	\$3,095.99	\$1,410.53	\$64,378.76	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$60,475.98	\$3,141.44	\$1,410.53	\$65,027.95	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$61,089.62	\$3,187.62	\$1,410.53	\$65,687.77	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$61,713.73	\$3,234.60	\$1,410.53	\$66,358.86	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$62,344.21	\$3,282.06	\$1,410.53	\$67,036.79	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

<sup>1</sup> Additional hours must be toward a Doctorate degree.

<sup>2</sup> Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 5% in total compensation above the salary schedule and step they are currently on for the performance of these duties.

<sup>3</sup> Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.



**FY 2022-23 A.C.T. SALARY SCHEDULE  
MASTER'S + 15'<sup>1</sup>  
(173 DAYS; 7.92 HOURS/DAY)**

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS <sup>2</sup>
						FLEX CASH**	FLEX BEN**	
0	\$39,892.60	\$2,942.53	\$60.15	\$42,895.28	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$40,152.41	\$2,918.82	\$103.41	\$43,174.65	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$40,611.92	\$2,911.17	\$145.65	\$43,668.74	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$41,077.23	\$2,903.69	\$188.15	\$44,169.07	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$41,546.39	\$2,893.83	\$233.33	\$44,673.55	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$42,033.48	\$2,885.06	\$278.76	\$45,197.30	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$42,516.54	\$2,874.92	\$325.26	\$45,716.72	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$43,005.64	\$2,864.17	\$372.82	\$46,242.63	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$43,498.84	\$2,852.67	\$421.44	\$46,772.95	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$43,998.19	\$2,840.58	\$471.12	\$47,309.89	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$44,677.77	\$2,840.98	\$521.87	\$48,040.62	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$45,191.63	\$2,827.86	\$573.67	\$48,593.16	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$45,710.83	\$2,814.07	\$626.54	\$49,151.44	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$46,235.45	\$2,799.62	\$680.48	\$49,715.55	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$46,764.54	\$2,784.45	\$735.47	\$50,284.46	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$47,320.17	\$2,770.21	\$791.53	\$50,881.92	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$47,861.41	\$2,753.83	\$848.65	\$51,463.89	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$48,408.33	\$2,736.82	\$906.83	\$52,051.97	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$48,960.99	\$2,719.17	\$966.07	\$52,646.23	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$49,519.45	\$2,700.90	\$1,026.38	\$53,246.73	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$50,104.80	\$2,683.59	\$1,087.75	\$53,876.14	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$50,675.11	\$2,664.08	\$1,150.18	\$54,489.37	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$51,251.43	\$2,643.96	\$1,213.68	\$55,109.08	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$51,834.85	\$2,623.33	\$1,278.23	\$55,736.41	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$52,423.44	\$2,602.01	\$1,343.85	\$56,369.30	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$53,985.27	\$2,652.89	\$1,410.53	\$58,048.69	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$54,518.42	\$2,693.02	\$1,410.53	\$58,621.97	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$55,057.97	\$2,733.63	\$1,410.53	\$59,202.12	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$55,603.98	\$2,774.73	\$1,410.53	\$59,789.23	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$56,156.54	\$2,816.32	\$1,410.53	\$60,383.38	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$56,715.72	\$2,858.41	\$1,410.53	\$60,984.66	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$57,281.62	\$2,901.00	\$1,410.53	\$61,593.14	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$57,854.29	\$2,944.10	\$1,410.53	\$62,208.93	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$58,433.84	\$2,987.73	\$1,410.53	\$62,832.09	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$59,020.33	\$3,031.87	\$1,410.53	\$63,462.73	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$59,613.86	\$3,076.55	\$1,410.53	\$64,100.93	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$60,214.50	\$3,121.76	\$1,410.53	\$64,746.78	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$60,822.35	\$3,167.51	\$1,410.53	\$65,400.38	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$61,437.48	\$3,213.81	\$1,410.53	\$66,061.82	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$62,060.31	\$3,260.69	\$1,410.53	\$66,731.53	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$62,694.33	\$3,308.41	\$1,410.53	\$67,413.27	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$63,334.83	\$3,356.62	\$1,410.53	\$68,101.98	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

<sup>1</sup> Additional hours must be toward a Doctorate degree.

<sup>2</sup> Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 5% in total compensation above the salary schedule and step they are currently on for the performance of these duties.

<sup>3</sup> Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.



# FY 2022-23 A.C.T. SALARY SCHEDULE

## MASTER'S + 30<sup>1</sup>

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS <sup>2</sup>
						FLEX CASH**	FLEX BEN**	
0	\$40,504.50	\$2,988.58	\$60.15	\$43,553.23	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$40,768.00	\$2,965.16	\$103.41	\$43,836.57	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$41,234.89	\$2,958.06	\$145.65	\$44,338.60	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$41,707.67	\$2,951.14	\$188.15	\$44,846.96	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$42,184.40	\$2,941.85	\$233.33	\$45,359.58	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$42,679.14	\$2,933.66	\$278.76	\$45,891.55	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$43,169.94	\$2,924.10	\$325.26	\$46,419.30	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$43,666.88	\$2,913.94	\$372.82	\$46,953.64	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$44,168.01	\$2,903.04	\$421.44	\$47,492.49	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$44,675.39	\$2,891.55	\$471.12	\$48,038.06	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$45,363.09	\$2,892.56	\$521.87	\$48,777.53	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$45,885.17	\$2,880.06	\$573.67	\$49,338.90	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$46,412.70	\$2,866.90	\$626.54	\$49,906.13	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$46,945.73	\$2,853.08	\$680.48	\$50,479.29	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$47,483.34	\$2,838.55	\$735.47	\$51,057.37	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$48,047.60	\$2,824.96	\$791.53	\$51,664.09	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$48,597.56	\$2,809.24	\$848.65	\$52,255.45	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$49,153.31	\$2,792.89	\$906.83	\$52,853.03	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$49,714.90	\$2,775.92	\$966.07	\$53,456.89	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$50,282.41	\$2,758.33	\$1,026.38	\$54,067.12	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$50,876.91	\$2,741.70	\$1,087.75	\$54,706.37	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$51,456.48	\$2,722.90	\$1,150.18	\$55,329.56	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$52,042.18	\$2,703.48	\$1,213.68	\$55,959.34	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$52,635.08	\$2,683.56	\$1,278.23	\$56,596.87	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$53,233.27	\$2,662.97	\$1,343.85	\$57,240.09	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$54,804.82	\$2,714.57	\$1,410.53	\$58,929.92	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$55,347.80	\$2,755.44	\$1,410.53	\$59,513.77	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$55,897.29	\$2,796.80	\$1,410.53	\$60,104.62	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$56,453.37	\$2,838.66	\$1,410.53	\$60,702.56	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$57,016.12	\$2,881.02	\$1,410.53	\$61,307.66	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$57,585.61	\$2,923.88	\$1,410.53	\$61,920.02	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$58,161.94	\$2,967.26	\$1,410.53	\$62,539.73	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$58,745.17	\$3,011.16	\$1,410.53	\$63,166.86	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$59,335.40	\$3,055.59	\$1,410.53	\$63,801.52	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$59,932.71	\$3,100.55	\$1,410.53	\$64,443.79	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$60,537.18	\$3,146.04	\$1,410.53	\$65,093.76	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$61,148.90	\$3,192.09	\$1,410.53	\$65,751.52	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$61,767.96	\$3,238.68	\$1,410.53	\$66,417.17	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$62,394.43	\$3,285.84	\$1,410.53	\$67,090.79	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$63,034.07	\$3,333.98	\$1,410.53	\$67,778.58	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$63,678.04	\$3,382.45	\$1,410.53	\$68,471.02	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$64,328.59	\$3,431.42	\$1,410.53	\$69,170.54	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

<sup>1</sup> Additional hours must be toward a Doctorate degree.

<sup>2</sup> Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 5% in total compensation above the salary schedule and step they are currently on for the performance of these duties.

<sup>3</sup> Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.



## FY 2022-23 A.C.T. SALARY SCHEDULE - DOCTORATE

Proposed (Add \$330 to Step 0 and 1.1% on every step after that)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN- SATION	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS**
						FLEX CASH*	FLEX BEN*	
0	\$41,918.30	\$3,095.00	\$60.15	\$45,073.45	\$60.15	\$836.52	\$7,138.80	\$1,183.00
1	\$42,397.42	\$3,087.80	\$103.41	\$45,588.63	\$103.41	\$836.52	\$7,138.80	\$1,183.00
2	\$42,881.57	\$3,082.00	\$145.65	\$46,109.22	\$145.65	\$836.52	\$7,138.80	\$1,183.00
3	\$43,371.83	\$3,076.40	\$188.15	\$46,636.38	\$188.15	\$836.52	\$7,138.80	\$1,183.00
4	\$43,866.24	\$3,068.44	\$233.33	\$47,168.01	\$233.33	\$836.52	\$7,138.80	\$1,183.00
5	\$44,378.87	\$3,061.59	\$278.76	\$47,719.23	\$278.76	\$836.52	\$7,138.80	\$1,183.00
6	\$44,888.79	\$3,053.47	\$325.26	\$48,267.52	\$325.26	\$836.52	\$7,138.80	\$1,183.00
7	\$45,403.05	\$3,044.62	\$372.82	\$48,820.50	\$372.82	\$836.52	\$7,138.80	\$1,183.00
8	\$45,922.73	\$3,035.12	\$421.44	\$49,379.29	\$421.44	\$836.52	\$7,138.80	\$1,183.00
9	\$46,448.88	\$3,025.04	\$471.12	\$49,945.05	\$471.12	\$836.52	\$7,138.80	\$1,183.00
10	\$47,292.58	\$3,037.80	\$521.87	\$50,852.25	\$521.87	\$836.52	\$7,138.80	\$1,183.00
11	\$47,833.88	\$3,026.74	\$573.67	\$51,434.29	\$573.67	\$836.52	\$7,138.80	\$1,183.00
12	\$48,380.86	\$3,015.04	\$626.54	\$52,022.44	\$626.54	\$836.52	\$7,138.80	\$1,183.00
13	\$48,933.58	\$3,002.70	\$680.48	\$52,616.77	\$680.48	\$836.52	\$7,138.80	\$1,183.00
14	\$49,491.12	\$2,989.68	\$735.47	\$53,216.27	\$735.47	\$836.52	\$7,138.80	\$1,183.00
15	\$50,076.54	\$2,977.68	\$791.53	\$53,845.75	\$791.53	\$836.52	\$7,138.80	\$1,183.00
16	\$50,646.91	\$2,963.49	\$848.65	\$54,459.05	\$848.65	\$836.52	\$7,138.80	\$1,183.00
17	\$51,223.30	\$2,948.70	\$906.83	\$55,078.83	\$906.83	\$836.52	\$7,138.80	\$1,183.00
18	\$51,805.79	\$2,933.30	\$966.07	\$55,705.16	\$966.07	\$836.52	\$7,138.80	\$1,183.00
19	\$52,394.44	\$2,917.30	\$1,026.38	\$56,338.12	\$1,026.38	\$836.52	\$7,138.80	\$1,183.00
20	\$53,011.35	\$2,902.36	\$1,087.75	\$57,001.46	\$1,087.75	\$836.52	\$7,138.80	\$1,183.00
21	\$53,612.57	\$2,885.18	\$1,150.18	\$57,647.93	\$1,150.18	\$836.52	\$7,138.80	\$1,183.00
22	\$54,220.19	\$2,867.42	\$1,213.68	\$58,301.29	\$1,213.68	\$836.52	\$7,138.80	\$1,183.00
23	\$54,835.27	\$2,849.17	\$1,278.23	\$58,962.67	\$1,278.23	\$836.52	\$7,138.80	\$1,183.00
24	\$55,455.91	\$2,830.26	\$1,343.85	\$59,630.02	\$1,343.85	\$836.52	\$7,138.80	\$1,183.00
25	\$57,095.17	\$2,886.97	\$1,410.53	\$61,392.67	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
26	\$57,661.14	\$2,929.57	\$1,410.53	\$62,001.23	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
27	\$58,233.90	\$2,972.68	\$1,410.53	\$62,617.11	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
28	\$58,813.52	\$3,016.30	\$1,410.53	\$63,240.35	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
29	\$59,400.09	\$3,060.46	\$1,410.53	\$63,871.07	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
30	\$59,993.70	\$3,105.14	\$1,410.53	\$64,509.37	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
31	\$60,594.42	\$3,150.35	\$1,410.53	\$65,155.30	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
32	\$61,202.36	\$3,196.11	\$1,410.53	\$65,809.00	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
33	\$61,817.58	\$3,242.42	\$1,410.53	\$66,470.53	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
34	\$62,440.17	\$3,289.28	\$1,410.53	\$67,139.98	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
35	\$63,070.23	\$3,336.70	\$1,410.53	\$67,817.47	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
36	\$63,707.86	\$3,384.70	\$1,410.53	\$68,503.08	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
37	\$64,353.12	\$3,433.26	\$1,410.53	\$69,196.91	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
38	\$65,006.12	\$3,482.42	\$1,410.53	\$69,899.07	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
39	\$65,666.97	\$3,532.16	\$1,410.53	\$70,609.66	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
40	\$66,337.83	\$3,582.65	\$1,410.53	\$71,331.02	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00
41	\$67,015.55	\$3,633.66	\$1,410.53	\$72,059.74	\$1,410.53	\$836.52	\$7,138.80	\$1,183.00

\* Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.

\*\* National Board Certified Teacher Bonus is in addition to Total Compensation for certified teachers achieving this designation. There is no State Minimum provision for a National Board Certified Teacher with a Doctorate.