

APPENDIX A (2)
2023-2024 SALARY SCHEDULE

Step	BA	BA+15	MA	MA+15	6TH YR	PH.D
1	50,184	50,702	55,000	56,291	57,553	61,621
2	52,028	52,668	57,560	58,852	60,286	64,354
3	54,227	54,866	60,127	61,418	63,022	67,093
4	56,424	57,068	62,686	63,980	65,759	69,823
5	58,619	59,260	65,245	66,538	68,492	72,565
6	60,812	61,457	67,815	69,107	71,226	75,297
7	63,009	63,659	70,378	71,670	73,968	78,033
8	65,212	65,851	72,939	74,229	76,701	80,767
9	68,351	68,986	76,661	77,953	80,696	84,686
10	72,538	73,180	80,625	81,916	84,907	88,972
11	76,782	77,453	83,186	84,477	87,641	91,706
12	80,732	81,433	86,490	87,783	90,379	94,443
13	85,865	86,606	90,186	91,516	93,110	97,179
14	85,865	86,606	93,882	95,250	100,963	104,997
15	85,865	86,606	97,935	99,354	107,351	111,459
16	87,430	88,193	105,511	107,049	117,791	122,160

2023-2024 Step Movement: Teachers not yet on maximum step (who have worked at least one-half of the work days in the previous school year) shall move one full step on the salary schedule. See also Article 4, Section C, Salary Classification, and Section D, Placement.

ARTICLE 4. SALARIES AND COMPENSATION

- A. The salaries of all unit members covered by this Agreement are set forth in Appendix “A” which is attached hereto and made a part of this Agreement, and there shall be no exceptions thereto, except as may be specifically negotiated between the parties to this Agreement. For any new position in an area covered by the Recognition Clause (Article 2 above) which may be created by the Board and for which no salary provision is made herein, the parties agree that the salary for the said position shall be subject to negotiations pursuant to Conn. Gen. Statute 10153, Section f(e).
- B. Extra pay for extracurricular activities shall be as set forth in Appendix “B” which is attached hereto and made part of the Agreement.
- C. Salary Classification
- (1) The terms used in Appendix “A” shall be interpreted and applied in accordance with the following definitions:
- (a) B.A. Bachelor
A baccalaureate degree earned at an accredited college or university.
- (b) B.A. + 15
A baccalaureate degree plus fifteen credits towards a master's degree earned at an accredited college or university in an approved program in any subject area.
- (c) M.A. Master
A master's degree earned at an accredited college or university in an approved program obtained in any subject area. (Also referred to as “Fifth Year”).
- (d) M.A. + 15
A Master's Degree earned at an accredited college or university plus fifteen credits towards a Sixth Year degree (as defined in Section (e) (1-3) below) earned at an accredited college or university in an approved program in any subject area.
- (e) 6th Sixth Year
1. A second master's degree or a sixth year certificate earned at an accredited college or university in an approved program in any subject area.
 2. Unit members serving in positions that require a MSW degree shall be placed on the appropriate step of the 6th Year schedule and shall not receive any extra stipend.
 3. Teachers whose M.A. degree requires sixty (60) hours of credit for certification by the accredited College or University in the field in which the teacher is working in Stamford shall be placed on the appropriate step of the 6th year schedule.
- (f) A Ph.D. or Ed.D. degree earned at an accredited college or university and in a relevant subject area.

D. Placement

- (1) All unit members shall be placed on the appropriate step in the salary schedule, taking into consideration the following:
 - (a) Degree status as defined in Section C of this Article.
 - (b) Full credit for up to eight years previous teaching or related educational experience in public, private, and military dependency schools, provided that such experience shall have been continuous service of at least half of any school year (93 school days). The Superintendent may grant additional step credit for previous teaching experience beyond eight years for teachers hired both in positions that are difficult to fill as well as in shortage areas as identified by the Commissioner of Education. Intermittent or short-term substitute service will not be credited as previous experience.
 - (c) Salary credit for experience under a Durational Shortage Area Permit will be granted the same as above if the experience outside of Stamford led to full certification prior to employment in Stamford.
 - (d) Unit members with experience other than that of certified classroom teachers may receive credit up to ten (10) years of the salary scale at the sole discretion of the Superintendent, with appeal to the Board; the Board's decision shall be final.
 - (e) Pay at salary classification B.A. +15 or M.A. +15 shall revert to pay at salary classification B.A. or M.A. respectively if a master's or respectively a 6th year is not obtained within three years after the unit member qualifies for pay at salary classification B.A.+15 or M.A. +15.
 - (f) Full credit for up to two years for active service in the Armed Forces of the United States shall be granted to those employed by the Board prior to October 1, 1980.
 - (g) Change of classification at any level shall be accomplished by progressing to the appropriate step on the next degree classification of the salary schedule consistent with the teacher's number of years of experience.
 - (h) Full credit up to two years for service in the Peace Corps shall be granted to those employed by the Board prior to July 1, 1975.
 - (i) None of the above shall be construed as retroactive, or as a basis for reopening past agreements, or as a basis for salary above maximum.
- (2) If the employment of a unit member is terminated for any reason prior to the completion of the full school year, the Board shall pay the unit member's salary accrued up to and including the last day the unit member performed duties.