

APPENDIX A (1)
2022-2023 SALARY SCHEDULE

Step	BA	BA+15	MA	MA+15	6TH YR	PH.D
1	49,684	50,202	54,500	55,791	57,053	61,121
2	51,528	52,168	57,060	58,352	59,786	63,854
3	53,727	54,366	59,627	60,918	62,522	66,593
4	55,924	56,568	62,186	63,480	65,259	69,323
5	58,119	58,760	64,745	66,038	67,992	72,065
6	60,312	60,957	67,315	68,607	70,726	74,797
7	62,509	63,159	69,878	71,170	73,468	77,533
8	64,712	65,351	72,439	73,729	76,201	80,267
9	67,851	68,486	76,161	77,453	80,196	84,186
10	72,038	72,680	80,125	81,416	84,407	88,472
11	76,282	76,953	82,686	83,977	87,141	91,206
12	80,232	80,933	85,990	87,283	89,879	93,943
13	85,365	86,106	89,686	91,016	92,610	96,679
14	85,365	86,106	93,382	94,750	100,463	104,497
15	85,365	86,106	97,435	98,854	106,851	110,959
16	86,138	86,890	103,952	105,467	116,050	120,355

2022-2023 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.