

APPENDIX A (3)
2024-2025 SALARY SCHEDULE

| Step | BA | BA+15 | MA | MA+15 | 6TH YR | PH.D |
|------|--------|--------|---------|---------|---------|---------|
| 1 | 50,684 | 51,202 | 55,500 | 56,791 | 58,053 | 62,121 |
| 2 | 52,528 | 53,168 | 58,060 | 59,352 | 60,786 | 64,854 |
| 3 | 54,727 | 55,366 | 60,627 | 61,918 | 63,522 | 67,593 |
| 4 | 56,924 | 57,568 | 63,186 | 64,480 | 66,259 | 70,323 |
| 5 | 59,119 | 59,760 | 65,745 | 67,038 | 68,992 | 73,065 |
| 6 | 61,312 | 61,957 | 68,315 | 69,607 | 71,726 | 75,797 |
| 7 | 63,509 | 64,159 | 70,878 | 72,170 | 74,468 | 78,533 |
| 8 | 65,712 | 66,351 | 73,439 | 74,729 | 77,201 | 81,267 |
| 9 | 68,851 | 69,486 | 77,161 | 78,453 | 81,196 | 85,186 |
| 10 | 73,038 | 73,680 | 81,125 | 82,416 | 85,407 | 89,472 |
| 11 | 77,282 | 77,953 | 83,686 | 84,977 | 88,141 | 92,206 |
| 12 | 81,232 | 81,933 | 86,990 | 88,283 | 90,879 | 94,943 |
| 13 | 86,365 | 87,106 | 90,686 | 92,016 | 93,610 | 97,679 |
| 14 | 86,365 | 87,106 | 94,382 | 95,750 | 101,463 | 105,497 |
| 15 | 86,365 | 87,106 | 98,435 | 99,854 | 107,851 | 111,959 |
| 16 | 88,741 | 89,516 | 107,094 | 108,655 | 119,558 | 123,992 |

2024-2025 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.