

**SALARY SCHEDULE FOR FULL-CREDENTIAL CERTIFICATED BARGAINING UNIT
MEMBERS***

Effective July 1, 2023

Salary Rating	Class I Bachelor's Degree	Class II Bachelor's Degree +15	Class III Bachelor's Degree +30	Class IV Bachelor's Degree +45	Class V Bachelor's Degree +60	Class VI Bachelor's Degree +75
1	61,282	61,285	63,201	63,821	66,118	68,688
2	61,285	61,288	63,202	65,311	68,514	71,078
3	61,288	61,289	64,448	67,621	70,847	73,416
4	61,289	62,330	66,790	69,993	73,242	75,813
5	61,290	64,547	69,089	72,308	75,581	78,148
6	61,291	66,848	71,431	74,681	77,971	80,541
7	61,292	69,048	73,726	76,991	80,314	82,878
8	61,293	71,325	76,072	79,364	82,704	85,272
9	62,998	73,542	78,363	81,678	85,042	88,454
10		75,824	80,714	84,050	89,953	90,875
11		78,046	83,003	86,361	92,359	93,225
12			85,350	88,733	94,823	95,645
13			87,641	91,053	97,227	98,007
14			89,992	93,418	99,691	100,421
15				95,734	102,098	103,549
18**					104,556	106,909
21**					106,964	110,210
24**						114,912

Notes: **Employees hired on or after July 1, 2005 may not advance past the bold lines in Columns I, II and III.**
Employees hired before July 1, 2005 shall be grandfathered.

The earned Master's Degree or earned Doctorate Degree is recognized at any point on the schedule with \$1,582 added to the base salary. Only one earned Master's Degree and only one earned Doctorate Degree will be recognized for this additional remuneration. The maximum amount for any employee for the Master's Degree and Doctorate is \$3,164.

A Bilingual Certificate of Competence, Bilingual-Cross Cultural Credential, other state approved bilingual certificate or credential, or evidence of mastery of the American Sign Language Communication Proficiency Interview is recognized at any point on the schedule with additional remuneration added to the base salary. This additional remuneration shall be \$1,582 for an employee employed in an assignment that requires the use of primary language for supporting students, conferencing with parents, and preparing progress reports.

A Learning Handicapped, Severely Handicapped, Deaf and Hard of Hearing, Resource Specialist, Speech/Language Therapist, Adaptive Physical Education, Mild-to-Moderate, Moderate-to-Severe, or other state approved special education certificate or credential is recognized at any point on the schedule with \$1,791 added to the base salary provided such employee is employed in a special education assignment.

**** Beginning with the conclusion of the 2017-2018 school year, and at the completion of each full year of employment, all 1.0 Speech/Language Pathologists (SLPs) will receive a retention bonus of \$12,102. Part-time SLPs will receive a pro-rated amount based on their FTE. The retention bonus will replace the previously agreed to SLP one-time hiring incentive bonus.

***** Beginning with the conclusion of the 2023-2024 school year, and at the completion of each full year of employment, all 1.0 School Nurses will receive a retention bonus of \$10,000 (prorated for part-time employees). Nurses must work the full year to receive the bonus. For Nurses hired mid-year, the amount will be prorated for the number of months worked. Nurses who resign midyear or who take unpaid leave during the year will not qualify for this retention bonus.

* Includes Teachers, Nurses, Librarians and Counselors who are fully credentialed.
(For implementation, see Rules and Regulations.)

** Anniversary Step

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MEMBERS*
Effective July 1, 2023**

For the purpose of rating in Speech/Language Pathologists (SLPs):

Fully licensed Speech-Language Pathologists (credentialed or credential-pending***) will receive credit for all years of prior verified professional SLP experience working with children in a school, hospital or clinic licensed private practice setting shall be granted at the time of initial placement. If a current fully credentialed SLP was credited five years or less at the time he or she was hired, but had more, he or she shall be granted all additional years of service credit, effective January 1, 2016. Additional prior service credit shall not be owed retroactively.

For fully credentialed SLPs, additional prior service credit shall not be owed retroactively, but if a current fully credentialed SLP was only credited five years at the time he or she was hired, but had more, he or she shall be granted all additional years of service credit effective January 1, 2016.

For the purpose of rating in School Nurses:

Fully licensed Nurses (credentialed or credential-pending***) will receive credit for all years of prior verified professional Nurse experience working in a school, hospital or clinic, or licensed private practice setting at the time of initial placement.

*** Applicant must have begun the process for credentialing at the time he or she begins work.
For SLP's, a waiver will be issued/obtained by the district so that the SLP may begin work at the beginning of the school year.

**** Effective July 1, 2017

***** Effective July 1, 2023