

**APPENDIX A-4  
EXPERIENCE GRID**

*As per agreement, movement on grids for 2022-2023 and 2024-2025; step freeze for 2023-2024.*

Teachers entering the Salem School System with previous experience shall be placed on the salary schedule in accordance with the following:

<u>2022-2023</u>		<u>2023-2024</u>		<u>2024-2025</u>	
<u>EXP</u>	<u>STEP</u>	<u>EXP</u>	<u>STEP</u>	<u>EXP</u>	<u>STEP</u>
0	1	0	<u>1</u> <u>2</u>	0	<del>1</del> <u>2</u>
1	2	1-2	<u>2</u> <u>3</u>	1	<u>2</u> <u>3</u>
2-3	3	3-4	<u>3</u> <u>4</u>	2-3	<u>3</u> <u>4</u>
4	4	5	<u>4</u> <u>5</u>	4-5	<u>4</u> <u>5</u>
5-6	5	6-7	<u>5</u> <u>6</u>	6	<u>5</u> <u>6</u>
7	6	8	<u>6</u> <u>7</u>	7-8	<u>6</u> <u>7</u>
8	7	9	<u>7</u> <u>8</u>	9	<u>7</u> <u>8</u>
9-10	8	10-11	<u>8</u> <u>9</u>	10	<u>8</u> <u>9</u>
11	9	12	<u>9</u> <u>10</u>	11-12	<u>9</u> <u>10</u>
12	10	13	<del>10</del> <u>11</u>	13	<del>10</del> <u>11</u>
13-14	11	14-15	<del>11</del> <u>12</u>	14-16	<del>11</del> <u>12</u>
15	12	16	<del>12</del> <u>13</u>	15	<del>12</del> <u>13</u>

The intent is to have this Appendix A-4 appear in every subsequent contract negotiated between the parties until the "1-2 years" experience step in the 2023-2024 Salary Schedule reaches maximum. Once a teacher is placed on the experience grid, his/her step movement shall be based upon the negotiated salary schedules contained in Appendices A-1, A-2, and A-3.