

**APPENDIX A (1)**  
**2025-2026 SALARY SCHEDULE**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>6TH YR</b>	<b>PH.D</b>
1						
2	52,922	53,567	58,495	59,797	61,242	65,340
3	55,137	55,781	61,082	62,382	63,998	68,100
4	57,351	58,000	63,660	64,964	66,756	70,850
5	59,562	60,208	66,238	67,541	69,509	73,613
6						
7	63,985	64,640	71,410	72,711	75,027	79,122
8	66,205	66,849	73,990	75,289	77,780	81,877
9	69,367	70,007	77,740	79,041	81,805	85,825
10	73,586	74,233	81,733	83,034	86,048	90,143
11	77,862	78,538	84,314	85,614	88,802	92,898
12	81,841	82,547	87,642	88,945	91,561	95,655
13	87,013	87,759	91,366	92,706	94,312	98,412
14	87,013	87,759	95,090	96,468	102,224	106,288
15	87,013	87,759	99,173	100,603	108,660	112,799
16	91,847	92,649	110,842	112,458	123,743	128,332

2025-2026 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.

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) 6<sup>th</sup> 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 6<sup>th</sup> 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 6<sup>th</sup> 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) The Superintendent or designee shall place all unit members on the salary schedule, taking into consideration the following:
  - (a) Degree status as defined in Section C of this Article.
  - (b) Previous teaching or related educational experience in public, private, and military dependency schools.
  - (c) Experience other than that of certified classroom teachers.
  - (d) The needs of the school district, including shortage areas.
  - (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) 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.
- (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.

E. Change in Salary Classification

When all requirements have been successfully completed for the next salary classification, documentary evidence must be presented to the Human Resources Office on or about August 31st or January 31st. If, for reasons beyond the control of the SEA unit member, documentary evidence cannot be presented by such dates a forty-five (45) day extension shall be granted. Upon approval, reclassification shall be made effective on September 1st, or February 1st, respectively. No reclassification shall reflect a percentage of less than fifty percent (50%) of the appropriate higher classification on Schedule A.

F. Step Adjustment

Step Adjustment shall be consistent with full years of experience. Teachers employed for more than half of the school year shall be advanced in years in which step movement is granted, or as otherwise negotiated by the parties.