

## II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

STEPS	BS	ADV
1	\$ 34,380	\$ 37,300
2	\$ 34,730	\$ 37,650
3	\$ 35,080	\$ 38,000
4	\$ 35,430	\$ 38,350
5	\$ 35,780	\$ 38,700
6	\$ 36,130	\$ 39,050
7	\$ 36,480	\$ 39,400
8	\$ 36,830	\$ 39,750
9	\$ 37,180	\$ 40,100
10	\$ 37,530	\$ 40,450
11	\$ 37,880	\$ 40,800
12	\$ 38,230	\$ 41,150
13	\$ 38,580	\$ 41,500
14	\$ 38,930	\$ 41,850
15	\$ 39,280	\$ 42,200
16	\$ 39,630	\$ 42,550
17	\$ 39,980	\$ 42,900
18	\$ 40,330	\$ 43,250

19	\$ 40,680	\$ 43,600
20	\$ 41,030	\$ 43,950
21	\$ 41,380	\$ 44,300
22	\$ 41,730	\$ 44,650
23	\$ 42,080	\$ 45,000
24	\$ 42,430	\$ 45,350
25	\$ 42,780	\$ 45,700
26	\$ 43,130	\$ 46,050
27	\$ 43,480	\$ 46,400
28	\$ 43,830	\$ 46,750
29	\$ 44,180	\$ 47,100
30	\$ 44,530	\$ 47,450
31	\$ 44,880	\$ 47,800
32	\$ 45,230	\$ 48,150
33	\$ 45,580	\$ 48,500
34	\$ 45,930	\$ 48,850
35	\$ 46,280	\$ 49,200
36	\$ 46,630	\$ 49,550

37	\$ 46,980	\$ 49,900
38	\$ 47,330	\$ 50,250
39	\$ 47,680	\$ 50,600
40	\$ 48,030	\$ 50,950
41	\$ 48,380	\$ 51,300
42	\$ 48,730	\$ 51,650
43	\$ 49,080	\$ 52,000
44	\$ 49,430	\$ 52,350
45	\$ 49,780	\$ 52,700
46	\$ 50,130	\$ 53,050
47	\$ 50,480	\$ 53,400
48	\$ 50,830	\$ 53,750
49	\$ 51,180	\$ 54,100
50	\$ 51,530	\$ 54,450
51	\$ 51,880	\$ 54,800
52	\$ 52,230	\$ 55,150
53	\$ 52,580	\$ 55,500
54	\$ 52,930	\$ 55,850
55	\$ 53,280	\$ 56,200

56	\$ 53,630	\$ 56,550
57	\$ 53,980	\$ 56,900
58	\$ 54,330	\$ 57,250
59	\$ 54,680	\$ 57,600
60	\$ 55,030	\$ 57,950
61	\$ 55,380	\$ 58,300
62	\$ 55,730	\$ 58,650
63	\$ 56,080	\$ 59,000
64	\$ 56,430	\$ 59,350
65	\$ 56,780	\$ 59,700
66	\$ 57,130	\$ 60,050
67	\$ 57,480	\$ 60,400
68	\$ 57,830	\$ 60,750
69	\$ 58,180	\$ 61,100
70	\$ 58,530	\$ 61,450
71	\$ 58,880	\$ 61,800
72	\$ 59,230	\$ 62,150
73	\$ 59,580	\$ 62,500
74	\$ 59,930	\$ 62,850
75	\$ 60,280	\$ 63,200

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

**Future state funding increases will be allocated toward differentiated pay. This will allow for the continuance of the alternative salary schedule when the life of the TIF grant expires.**

### **III. Eligibility and Stakeholder Engagement (Optional Section)**

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

Teachers who are rated below effective are not eligible for performance awards using TIF 4 funds.

#### Eligibility Rules:

- Employee must not miss more than ~~10~~ 12 days or 95% of the remaining days from the date of hire prior to October 1<sup>st</sup> to be eligible for the ACCESS bonus award. (This particular eligibility rule does not apply to base pay increases.)
- Central office staff, substitutes, homebound teachers, student teachers, contracted employees, part-time employees, classified staff and any other staff who do not fit the criteria below are NOT eligible.
- Employees who are currently employed must be in “good standing”. Good standing is interpreted as holding a valid transitional, apprentice or professional license by the first day of the second semester.
- Employee must earn a 3 or higher on their TEAM composite evaluation score.
- Employees must be supervised and evaluated at least 2 times by the principal or his/her designee on the campus where they are serving students.
- Includes all certified staff who receive a TEAM score.
- Employees must be employed by October 1<sup>st</sup> to be eligible for an ACCESS bonus award for that school year. Employee must be continuously employed in an eligible position through the last day of school.
- Employee leave- The following types of leave will be held harmless (not count as days absent) but must be approved prior to taking them in order to not be counted against attendance. These leaves must match the Board’s current policies and term definitions and shall include: military leave, FMLA- Family Medical Leave, assault leave, jury duty, religious holidays, and any off campus duty (such as professional development opportunities, field trips or activities approved by the district).
- Employees who are terminated any time during the year are NOT eligible to receive their ACCESS award.
- Employees who are non-renewed due to district budget circumstances are eligible to receive a pro-rated ACCESS award.
- In the case of the death of an employee in good standing, the estate of the employee will received a pro-rated ACCESS award.
- Employees who leave the district at the end of the year on their own accord shall not be eligible for their award.
- Employees who are transferred during the year by central office decision are still eligible for the award as long as they remain in a teaching position. The rate of the reward will be calculated by the percent of time they have spent in each position.
- Employees who are transferred to a non-classroom teaching position will still be eligible for their award. The rate of the reward will be calculated by the percent of time they have spent in each position.
- Employees who are transferred to a central office position will still be eligible for their award. The rate of the reward will be calculated by the percent of time they have spent in each position.
- Employees who travel from one school to another will split the award (should there be a difference in measures) according to the amount of time they spend at each school.