

# Article XXVII Compensation

## 27.2 ADJUSTMENTS TO HIGHER SALARY LEVELS

*Advancing through the salary schedule.*



## 27.2 A. SALARY INCREMENT: STEP

*This is the vertical movement through the schedule earned two different ways beginning with the 2019-20 school year.*

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*There are no changes to this provision of the contract.*

1. Experience:
  - I. Lays out the various combinations a teacher earns a step based upon their position status (full or part-time).
  - II. Most teachers fall under 1 (a) and earn a step every year.
  
2. Annual Limit: Maximum of one experience step per year for all those that qualify

## 27.2 B. SALARY INCREMENT: LANE

*The horizontal movement through the schedule can be earned two different ways beginning with the 2019-20 school year.*

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1. Academic Credits:
  - I. Rules governing undergraduate and graduate hours earned for salary schedule credit remain unchanged.
  - II. Submission dates (Oct 15 and Feb 15) remain unchanged with any earned increment retroactive to the start of the applicable term.
  - III. Academic Credits can be earned without limit
  
2. Professional Credits
  - I. Professional Development participation
  - II. Committee participation
  - III. Professional Learning Community participation
  - IV. Maximum number of Professional Credits earned is 5 per year.

## 27.2 B. SALARY INCREMENT: LANE

*The horizontal movement through the schedule can be earned two different ways beginning with the 2019-20 school year.*

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*(continued)*

3. Lane Advancement as a horizontal movement
  - I. One lane for every 10 credits.
  - II. The 10 credits can be any combination of Academic and Professional Credits.
  - III. Awarding the lane increment follows the respective rules of the submitted credit, Academic or Professional.
4. Lane Advance as a vertical movement:
  - I. Lane Credit to Step Credit Conversion – *New beginning with the 2019-20 school year.*
  - II. Provision that recognizes continued acquisition of Academic and Professional Credits as a step increment for those that have reached the rightmost lane, +70.
  - III. These “converted” lanes as steps are separate and apart from the step in 27.2.A SALARY INCREMENT: STEP.
5. Annual Limits: Limit of two (2) lanes increments can be awarded in any given year:
  - I. 2 lanes horizontally, or
  - II. 1 lane horizontally and 1 lane “converted” to a vertical step, or
  - III. 2 lanes “converted” to 2 vertical steps.



# Visualization of salary schedule advancement:

Annual Step Increment



Earned Lane Increment





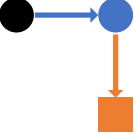

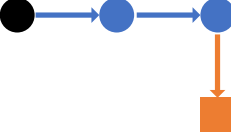
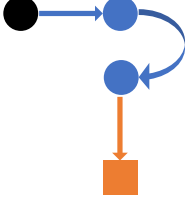



Converted Lane to  
Step Increment



Only applicable  
in +70 Lane

# 27.2 Adjustments to Higher Salary Levels

		Applicable Lanes						
Increment Type Earned	Symbol	BA through +70 (all)	BA through +60	+70	BA through +50	+60	+70	
Maximum two total	Lane		0	1	0	2	1	0
	Converted Lane to Step		-	-	1	-	1	2
	Annual Step		1	1	1	1	1	1
Total Increments		1	2	2	3	3	3	
Advancement Visualizations								

# EXAMPLES OF ADVANCEMENT POSSIBILITIES

Step	BA	+10	+20	+30	+40	+50	+60	+70
A	50,500 ●	52,709	54,919	57,128	59,338	61,547	63,756 ●	65,966 → ●
B	52,709 ■	54,919	57,128	59,338	61,547	63,756	65,966	68,175 ■
C	54,919	57,128	59,338	61,547	63,756	65,966	68,175	70,384
D	57,128	59,338 ●	61,547 → ●	63,756	65,966	68,175	70,384 ●	72,594 → ●
E	59,338	61,547	63,756 ■	65,966	68,175	70,384	72,594	74,803 ●
F	61,547	63,756	65,966	68,175	70,384	72,594	74,803	77,013 ■
G	63,756	65,966 ●	68,175 → ●	70,384 → ●	72,594	74,803 ●	77,013	79,222
H	65,966	68,175	70,384	72,594 ■	74,803	77,013 ■	79,222	81,431 ●
I	68,175	70,384	72,594	74,803	77,013	79,222	81,431	83,641 ●
J	70,384	72,594	74,803	77,013	79,222	81,431	83,641	85,850 ●
K	72,594	74,803 ●	77,013	79,222	81,431	83,641	85,850	88,059 ■
L	74,803	77,013 ■	79,222	81,431	83,641	85,850	88,059	90,269
M	77,013	79,222	81,431 ●	83,641 → ●	85,850 → ●	88,059	90,269	92,478 ●
N	79,222	81,431	83,641	85,850	88,059 ■	90,269	92,478	94,688 ●
O	81,431 ●	83,641 → ●	85,850	88,059	90,269	92,478	94,688	96,897 ■
P	83,641	85,850 ■	88,059	90,269 ●	92,478 → ●	94,688	96,897	99,106
Q	85,850	88,059	90,269	92,478	94,688 ■	96,897 ●	99,106 → ●	101,316 → ●
R	88,059	90,269	92,478	94,688	96,897	99,106	101,316	103,525 ■
S	90,269	92,478	94,688	96,897	99,106	101,316	103,525	105,734 ●
T	92,478	94,688	96,897	99,106	101,316	103,525	105,734	107,944 ■