

Salary Schedules
from The Elgin Agreement 2011-2014

Salary Schedule without TRS

Salary Schedule with TRS

2011-12

Raise Amount: 0.00% on base

Salary w/o TRS

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	35,650	37,255	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088
2	37,255	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693
3	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297
4	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901
5	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504
6	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109
7	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714
8	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318
9	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922
10	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526
11	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131
12	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131	67,735
13	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131	67,735	69,338
14	54,901	58,109	59,714	61,318	62,922	64,526	66,131	67,735	69,338	70,943
15	54,901	58,109	59,714	62,922	64,526	66,131	67,735	69,338	70,943	72,547
16	54,901	58,109	59,714	62,922	66,131	67,735	69,338	70,943	72,547	74,152
17	54,901	58,109	59,714	62,922	66,131	69,338	70,943	72,547	74,152	75,757
18	55,449	58,690	60,311	63,552	66,792	70,033	71,652	73,272	74,894	76,514
19	56,004	59,278	60,915	64,189	67,458	70,732	72,370	74,005	75,643	77,279
20	56,565	59,870	61,523	64,828	68,134	71,440	73,093	74,746	76,399	78,053
21	57,129	60,470	62,138	65,478	68,816	72,155	73,824	75,493	77,163	78,832
22	57,701	61,073	62,760	66,133	69,502	72,876	74,562	76,249	77,935	79,622
23	58,277	61,683	63,387	66,793	70,198	73,605	75,308	77,011	78,713	80,416
24	58,861	62,302	64,022	67,460	70,901	74,341	76,061	77,780	79,501	81,222
25	59,450	62,924	64,661	68,136	71,611	75,084	76,822	78,559	80,295	82,034
26	60,045	63,553	65,308	68,817	72,326	75,836	77,589	79,344	81,099	82,854
27	60,645	64,191	65,961	69,504	73,050	76,593	78,365	80,137	81,909	83,681
28	61,253	64,830	66,620	70,199	73,781	77,360	79,149	80,939	82,730	84,518
29	61,865	65,480	67,286	70,902	74,518	78,134	79,941	81,749	83,556	85,364
30	62,482	66,134	67,959	71,612	75,263	78,914	80,740	82,566	84,392	86,217
31	63,106	66,795	68,638	72,327	76,016	79,704	81,548	83,390	85,236	87,079

Salary w/ TRS: Board pays 9.4%

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	39,349	41,120	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285
2	41,120	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056
3	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827
4	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597
5	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366
6	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138
7	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910
8	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680
9	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450
10	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221
11	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992
12	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992	74,763
13	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992	74,763	76,532
14	60,597	64,138	65,910	67,680	69,450	71,221	72,992	74,763	76,532	78,304
15	60,597	64,138	65,910	69,450	71,221	72,992	74,763	76,532	78,304	80,074
16	60,597	64,138	65,910	69,450	72,992	74,763	76,532	78,304	80,074	81,845
17	60,597	64,138	65,910	69,450	72,992	76,532	78,304	80,074	81,845	83,617
18	61,202	64,779	66,568	70,146	73,722	77,299	79,086	80,874	82,664	84,453
19	61,815	65,428	67,235	70,849	74,457	78,071	79,879	81,683	83,491	85,297
20	62,434	66,082	67,906	71,554	75,203	78,852	80,677	82,501	84,326	86,151
21	63,056	66,744	68,585	72,272	75,956	79,641	81,483	83,326	85,169	87,011
22	63,688	67,410	69,272	72,994	76,713	80,437	82,298	84,160	86,021	87,883
23	64,323	68,083	69,964	73,723	77,481	81,242	83,121	85,001	86,880	88,759
24	64,968	68,766	70,664	74,459	78,257	82,054	83,953	85,850	87,749	89,649
25	65,618	69,453	71,370	75,205	79,041	82,874	84,793	86,710	88,626	90,545
26	66,275	70,147	72,084	75,957	79,830	83,704	85,639	87,576	89,513	91,450
27	66,937	70,851	72,805	76,715	80,629	84,540	86,496	88,451	90,407	92,363
28	67,608	71,556	73,532	77,482	81,436	85,386	87,361	89,337	91,313	93,287
29	68,284	72,274	74,267	78,258	82,249	86,241	88,235	90,231	92,225	94,221
30	68,965	72,996	75,010	79,042	83,072	87,102	89,117	91,132	93,148	95,162
31	69,653	73,725	75,759	79,831	83,903	87,974	90,009	92,042	94,079	96,114

Salary Schedules
from The Elgin Agreement 2011-2014

Salary Schedule without TRS

Salary Schedule with TRS

2012-13

Raise Amount: 0.75% on base

Salary w/o TRS

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	35,917	37,534	39,150	40,765	42,381	44,000	45,615	47,231	48,848	50,464
2	37,534	39,150	40,765	42,381	44,000	45,615	47,231	48,848	50,464	52,081
3	39,150	40,765	42,381	44,000	45,615	47,231	48,848	50,464	52,081	53,697
4	40,765	42,381	44,000	45,615	47,231	48,848	50,464	52,081	53,697	55,313
5	42,381	44,000	45,615	47,231	48,848	50,464	52,081	53,697	55,313	56,928
6	44,000	45,615	47,231	48,848	50,464	52,081	53,697	55,313	56,928	58,545
7	45,615	47,231	48,848	50,464	52,081	53,697	55,313	56,928	58,545	60,162
8	47,231	48,848	50,464	52,081	53,697	55,313	56,928	58,545	60,162	61,778
9	48,848	50,464	52,081	53,697	55,313	56,928	58,545	60,162	61,778	63,394
10	50,464	52,081	53,697	55,313	56,928	58,545	60,162	61,778	63,394	65,010
11	52,081	53,697	55,313	56,928	58,545	60,162	61,778	63,394	65,010	66,627
12	53,697	55,313	56,928	58,545	60,162	61,778	63,394	65,010	66,627	68,243
13	55,313	56,928	58,545	60,162	61,778	63,394	65,010	66,627	68,243	69,858
14	55,313	58,545	60,162	61,778	63,394	65,010	66,627	68,243	69,858	71,475
15	55,313	58,545	60,162	63,394	65,010	66,627	68,243	69,858	71,475	73,091
16	55,313	58,545	60,162	63,394	66,627	68,243	69,858	71,475	73,091	74,708
17	55,313	58,545	60,162	63,394	66,627	69,858	71,475	73,091	74,708	76,325
18	55,865	59,130	60,763	64,029	67,293	70,558	72,189	73,822	75,456	77,088
19	56,424	59,723	61,372	64,670	67,964	71,262	72,913	74,560	76,210	77,859
20	56,989	60,319	61,984	65,314	68,645	71,976	73,641	75,307	76,972	78,638
21	57,557	60,924	62,604	65,969	69,332	72,696	74,378	76,059	77,742	79,423
22	58,134	61,531	63,231	66,629	70,023	73,423	75,121	76,821	78,520	80,219
23	58,714	62,146	63,862	67,294	70,724	74,157	75,873	77,589	79,303	81,019
24	59,302	62,769	64,502	67,966	71,433	74,899	76,631	78,363	80,097	81,831
25	59,896	63,396	65,146	68,647	72,148	75,647	77,398	79,148	80,897	82,649
26	60,495	64,030	65,798	69,333	72,868	76,405	78,171	79,939	81,707	83,475
27	61,100	64,672	66,456	70,025	73,598	77,167	78,953	80,738	82,523	84,309
28	61,712	65,316	67,120	70,725	74,334	77,940	79,743	81,546	83,350	85,152
29	62,329	65,971	67,791	71,434	75,077	78,720	80,541	82,362	84,183	86,004
30	62,951	66,630	68,469	72,149	75,827	79,506	81,346	83,185	85,025	86,864
31	63,579	67,296	69,153	72,869	76,586	80,302	82,160	84,015	85,875	87,732

Salary w/ TRS: Board pays 9.4%

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	39,643	41,429	43,212	44,995	46,779	48,565	50,347	52,131	53,916	55,699
2	41,429	43,212	44,995	46,779	48,565	50,347	52,131	53,916	55,699	57,484
3	43,212	44,995	46,779	48,565	50,347	52,131	53,916	55,699	57,484	59,268
4	44,995	46,779	48,565	50,347	52,131	53,916	55,699	57,484	59,268	61,052
5	46,779	48,565	50,347	52,131	53,916	55,699	57,484	59,268	61,052	62,834
6	48,565	50,347	52,131	53,916	55,699	57,484	59,268	61,052	62,834	64,619
7	50,347	52,131	53,916	55,699	57,484	59,268	61,052	62,834	64,619	66,404
8	52,131	53,916	55,699	57,484	59,268	61,052	62,834	64,619	66,404	68,188
9	53,916	55,699	57,484	59,268	61,052	62,834	64,619	66,404	68,188	69,971
10	55,699	57,484	59,268	61,052	62,834	64,619	66,404	68,188	69,971	71,755
11	57,484	59,268	61,052	62,834	64,619	66,404	68,188	69,971	71,755	73,540
12	59,268	61,052	62,834	64,619	66,404	68,188	69,971	71,755	73,540	75,323
13	61,052	62,834	64,619	66,404	68,188	69,971	71,755	73,540	75,323	77,106
14	61,052	64,619	66,404	68,188	69,971	71,755	73,540	75,323	77,106	78,891
15	61,052	64,619	66,404	69,971	71,755	73,540	75,323	77,106	78,891	80,675
16	61,052	64,619	66,404	69,971	73,540	75,323	77,106	78,891	80,675	82,459
17	61,052	64,619	66,404	69,971	73,540	77,106	78,891	80,675	82,459	84,244
18	61,661	65,265	67,068	70,672	74,275	77,879	79,679	81,481	83,284	85,086
19	62,278	65,919	67,739	71,380	75,015	78,656	80,478	82,296	84,117	85,937
20	62,902	66,577	68,415	72,091	75,767	79,444	81,282	83,120	84,958	86,797
21	63,529	67,245	69,099	72,814	76,526	80,239	82,095	83,951	85,808	87,664
22	64,165	67,915	69,791	73,542	77,288	81,040	82,915	84,791	86,666	88,542
23	64,806	68,593	70,488	74,276	78,062	81,851	83,745	85,639	87,531	89,425
24	65,455	69,282	71,194	75,018	78,844	82,670	84,582	86,494	88,408	90,321
25	66,110	69,973	71,905	75,769	79,634	83,496	85,428	87,360	89,291	91,224
26	66,772	70,673	72,625	76,527	80,429	84,332	86,281	88,233	90,185	92,136
27	67,439	71,382	73,351	77,291	81,234	85,174	87,144	89,115	91,085	93,056
28	68,115	72,093	74,084	78,063	82,047	86,027	88,016	90,007	91,998	93,987
29	68,796	72,816	74,824	78,845	82,866	86,887	88,897	90,907	92,917	94,927
30	69,482	73,543	75,573	79,635	83,695	87,755	89,785	91,816	93,847	95,876
31	70,176	74,278	76,328	80,430	84,532	88,633	90,684	92,732	94,785	96,835

Salary Schedules
from The Elgin Agreement 2011-2014

Salary Schedule without TRS

Salary Schedule with TRS

2013-14

Raise Amount: 0.75% on base

Salary w/o TRS

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	36,186	37,816	39,444	41,071	42,699	44,330	45,957	47,585	49,214	50,842
2	37,816	39,444	41,071	42,699	44,330	45,957	47,585	49,214	50,842	52,471
3	39,444	41,071	42,699	44,330	45,957	47,585	49,214	50,842	52,471	54,099
4	41,071	42,699	44,330	45,957	47,585	49,214	50,842	52,471	54,099	55,728
5	42,699	44,330	45,957	47,585	49,214	50,842	52,471	54,099	55,728	57,355
6	44,330	45,957	47,585	49,214	50,842	52,471	54,099	55,728	57,355	58,984
7	45,957	47,585	49,214	50,842	52,471	54,099	55,728	57,355	58,984	60,613
8	47,585	49,214	50,842	52,471	54,099	55,728	57,355	58,984	60,613	62,241
9	49,214	50,842	52,471	54,099	55,728	57,355	58,984	60,613	62,241	63,869
10	50,842	52,471	54,099	55,728	57,355	58,984	60,613	62,241	63,869	65,498
11	52,471	54,099	55,728	57,355	58,984	60,613	62,241	63,869	65,498	67,127
12	54,099	55,728	57,355	58,984	60,613	62,241	63,869	65,498	67,127	68,755
13	55,728	57,355	58,984	60,613	62,241	63,869	65,498	67,127	68,755	70,382
14	55,728	58,984	60,613	62,241	63,869	65,498	67,127	68,755	70,382	72,011
15	55,728	58,984	60,613	63,869	65,498	67,127	68,755	70,382	72,011	73,639
16	55,728	58,984	60,613	63,869	67,127	68,755	70,382	72,011	73,639	75,268
17	55,728	58,984	60,613	63,869	67,127	70,382	72,011	73,639	75,268	76,898
18	56,284	59,574	61,219	64,509	67,798	71,087	72,731	74,375	76,022	77,666
19	56,847	60,171	61,832	65,155	68,474	71,797	73,460	75,119	76,782	78,443
20	57,417	60,771	62,449	65,804	69,160	72,516	74,194	75,871	77,549	79,228
21	57,989	61,380	63,074	66,464	69,852	73,241	74,936	76,630	78,325	80,019
22	58,570	61,993	63,705	67,129	70,548	73,973	75,685	77,397	79,108	80,821
23	59,154	62,612	64,341	67,799	71,255	74,713	76,442	78,170	79,898	81,627
24	59,747	63,240	64,986	68,476	71,969	75,460	77,206	78,951	80,698	82,445
25	60,345	63,871	65,635	69,162	72,689	76,214	77,979	79,742	81,504	83,269
26	60,949	64,510	66,291	69,853	73,415	76,978	78,757	80,539	82,320	84,101
27	61,558	65,157	66,954	70,550	74,150	77,746	79,545	81,344	83,142	84,941
28	62,175	65,806	67,623	71,256	74,892	78,525	80,341	82,158	83,976	85,791
29	62,796	66,466	68,299	71,970	75,640	79,310	81,145	82,980	84,814	86,649
30	63,423	67,130	68,982	72,690	76,396	80,102	81,956	83,809	85,663	87,515
31	64,056	67,801	69,671	73,416	77,161	80,904	82,776	84,646	86,519	88,390

Salary w/ TRS: Board pays 9.4%

1.103753

"Gross Up" factor

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	39,940	41,740	43,536	45,332	47,129	48,929	50,725	52,522	54,320	56,117
2	41,740	43,536	45,332	47,129	48,929	50,725	52,522	54,320	56,117	57,915
3	43,536	45,332	47,129	48,929	50,725	52,522	54,320	56,117	57,915	59,712
4	45,332	47,129	48,929	50,725	52,522	54,320	56,117	57,915	59,712	61,510
5	47,129	48,929	50,725	52,522	54,320	56,117	57,915	59,712	61,510	63,306
6	48,929	50,725	52,522	54,320	56,117	57,915	59,712	61,510	63,306	65,104
7	50,725	52,522	54,320	56,117	57,915	59,712	61,510	63,306	65,104	66,902
8	52,522	54,320	56,117	57,915	59,712	61,510	63,306	65,104	66,902	68,699
9	54,320	56,117	57,915	59,712	61,510	63,306	65,104	66,902	68,699	70,496
10	56,117	57,915	59,712	61,510	63,306	65,104	66,902	68,699	70,496	72,294
11	57,915	59,712	61,510	63,306	65,104	66,902	68,699	70,496	72,294	74,092
12	59,712	61,510	63,306	65,104	66,902	68,699	70,496	72,294	74,092	75,889
13	61,510	63,306	65,104	66,902	68,699	70,496	72,294	74,092	75,889	77,684
14	61,510	65,104	66,902	68,699	70,496	72,294	74,092	75,889	77,684	79,482
15	61,510	65,104	66,902	70,496	72,294	74,092	75,889	77,684	79,482	81,279
16	61,510	65,104	66,902	70,496	74,092	75,889	77,684	79,482	81,279	83,077
17	61,510	65,104	66,902	70,496	74,092	77,684	79,482	81,279	83,077	84,876
18	62,124	65,755	67,571	71,202	74,832	78,462	80,277	82,092	83,910	85,724
19	62,745	66,414	68,247	71,915	75,578	79,246	81,082	82,913	84,748	86,582
20	63,374	67,076	68,928	72,631	76,336	80,040	81,892	83,743	85,595	87,448
21	64,006	67,748	69,618	73,360	77,099	80,840	82,711	84,581	86,451	88,321
22	64,647	68,425	70,315	74,094	77,868	81,648	83,538	85,427	87,316	89,206
23	65,291	69,108	71,017	74,833	78,648	82,465	84,373	86,280	88,188	90,096
24	65,946	69,801	71,728	75,581	79,436	83,289	85,216	87,142	89,071	90,999
25	66,606	70,498	72,445	76,338	80,231	84,121	86,070	88,015	89,960	91,908
26	67,273	71,203	73,169	77,100	81,032	84,965	86,928	88,895	90,861	92,827
27	67,945	71,917	73,901	77,870	81,843	85,812	87,798	89,784	91,768	93,754
28	68,626	72,634	74,639	78,649	82,662	86,672	88,677	90,682	92,689	94,692
29	69,311	73,362	75,385	79,437	83,488	87,539	89,564	91,589	93,614	95,639
30	70,003	74,095	76,139	80,232	84,322	88,413	90,459	92,504	94,551	96,595
31	70,702	74,836	76,900	81,033	85,167	89,298	91,364	93,428	95,496	97,561