

DRAFT

# Teacher Bargaining Unit

Steps	BA	MA	Phys Ther	Occ Ther	SLP	Interpreters	Nurses	SSW	Trav Music
0	\$ 43,537.00	\$ 46,537.00	\$ 50,102.20	\$ 46,671.67	\$ 49,000.00	\$ 32,000.00	\$ 50,000.00	\$ 54,650.00	\$ 21.86
1	\$ 45,137.00	\$ 48,287.00	\$ 51,852.20	\$ 48,421.67	\$ 50,750.00	\$ 33,300.00	\$ 51,750.00	\$ 56,400.00	\$ 22.77
2	\$ 46,737.00	\$ 50,037.00	\$ 53,602.20	\$ 50,171.67	\$ 52,500.00	\$ 34,600.00	\$ 53,500.00	\$ 58,150.00	\$ 23.68
3	\$ 48,337.00	\$ 51,787.00	\$ 55,352.20	\$ 51,921.67	\$ 54,250.00	\$ 35,900.00	\$ 55,250.00	\$ 59,900.00	\$ 24.59
4	\$ 49,937.00	\$ 53,537.00	\$ 57,102.20	\$ 53,671.67	\$ 56,000.00	\$ 37,200.00	\$ 57,000.00	\$ 61,650.00	\$ 25.50
5	\$ 51,537.00	\$ 55,287.00	\$ 58,852.20	\$ 55,421.67	\$ 57,750.00	\$ 38,500.00	\$ 58,750.00	\$ 63,400.00	\$ 26.41
6	\$ 53,137.00	\$ 57,037.00	\$ 60,602.20	\$ 57,171.67	\$ 59,500.00	\$ 39,800.00	\$ 60,500.00	\$ 65,150.00	\$ 27.32
7	\$ 54,737.00	\$ 58,787.00	\$ 62,352.20	\$ 58,921.67	\$ 61,250.00	\$ 41,100.00	\$ 62,250.00	\$ 66,900.00	\$ 28.23
8	\$ 56,337.00	\$ 60,537.00	\$ 64,102.20	\$ 60,671.67	\$ 63,000.00	\$ 42,400.00	\$ 64,000.00	\$ 68,650.00	\$ 29.14
9	\$ 57,937.00	\$ 62,287.00	\$ 65,852.20	\$ 62,421.67	\$ 64,750.00	\$ 43,700.00	\$ 65,750.00	\$ 70,400.00	\$ 30.05
10	\$ 59,537.00	\$ 64,037.00	\$ 67,602.20	\$ 64,171.67	\$ 66,500.00	\$ 45,000.00	\$ 67,500.00	\$ 72,150.00	\$ 30.96
11	\$ 61,137.00	\$ 65,787.00	\$ 69,352.20	\$ 65,921.67	\$ 68,250.00	\$ 46,300.00	\$ 69,250.00	\$ 73,900.00	\$ 31.87
12	\$ 62,737.00	\$ 67,537.00	\$ 71,102.20	\$ 67,671.67	\$ 70,000.00	\$ 47,600.00	\$ 71,000.00	\$ 75,650.00	\$ 32.78
13	\$ 64,337.00	\$ 69,287.00	\$ 72,852.20	\$ 69,421.67	\$ 71,750.00		\$ 72,750.00	\$ 77,400.00	\$ 33.69
14	\$ 65,937.00	\$ 71,037.00	\$ 74,602.20	\$ 71,171.67	\$ 73,500.00		\$ 74,500.00	\$ 79,150.00	\$ 34.60
15	\$ 67,537.00	\$ 72,787.00	\$ 76,352.20	\$ 72,921.67	\$ 75,250.00		\$ 76,250.00	\$ 80,900.00	\$ 35.51
16	\$ 69,137.00	\$ 74,537.00	\$ 78,102.20	\$ 74,671.67	\$ 77,000.00		\$ 78,000.00	\$ 82,650.00	\$ 36.42
17		\$ 76,287.00	\$ 79,852.20	\$ 76,421.67	\$ 78,750.00		\$ 79,750.00	\$ 84,400.00	
18		\$ 78,037.00	\$ 81,602.20	\$ 78,171.67	\$ 80,500.00		\$ 81,500.00	\$ 86,150.00	
19		\$ 79,787.00	\$ 83,352.20	\$ 79,921.67	\$ 82,250.00		\$ 83,250.00	\$ 87,900.00	
20		\$ 81,537.00	\$ 85,102.20	\$ 81,671.67	\$ 84,000.00		\$ 85,000.00	\$ 89,650.00	

Years	Step
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20

- \*Steps are for years of certified experience
- \*Distinguished pay – All teachers who earned a \$1500 base-building wage will earn an additional step on the salary schedule (or the equivalent if already at the top of the salary schedule)
- \*The practice of distinguished pay has ended in MPS and no further salary increases, or bonuses will be based on the EE assessment system
- \*MPS will maintain the additional pay for PhD/EdD, NBPTS Cert./Master Educator
- \*MPS will maintain the current practice for additional pay for high need certifications for those with a bachelor's degree
- \* 200 day, 260 day, and other alternate pay structures will be reviewed and compensated similarly to current practices

In addition to the stated salary schedule, teachers may be eligible for additional pay		
Additional certification (high need area)	\$ 2,000	Added as an additional component of pay, received annually over the course of the pay year, once awarded Available to teachers with a bachelor's degree
Ph.D./Ed.D (education related)	\$ 1,165	Added as an additional component of pay, received annually over the course of the pay year, once awarded
NBPTS Cert /Master Educator	\$ 2,000	Added as an additional component of pay, received annually over the course of the pay year, once awarded

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# PAMPS Bargaining Unit

Steps	PSYCHOLOGIST
0	\$ 56,125.22
1	\$ 58,269.29
2	\$ 60,413.37
3	\$ 62,557.44
4	\$ 64,701.51
5	\$ 66,845.58
6	\$ 68,989.66
7	\$ 71,133.73
8	\$ 73,277.80
9	\$ 75,421.87
10	\$ 77,565.95
11	\$ 79,710.02
12	\$ 81,854.09
13	\$ 83,998.16
14	\$ 86,142.24
15	\$ 88,286.31

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Years	Step
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	15
17	15
18	15
19	15
20	15

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# Local 420 Bargaining Unit

Steps	BAT	BA	SE I	SE II	SE III	SE III+	SE IV
0	\$ 36,000.00	\$ 41,000.00	\$ 46,000.00	\$ 51,000.00	\$ 56,000.00	\$ 60,000.00	\$ 65,000.00
1	\$ 37,000.00	\$ 42,000.00	\$ 47,000.00	\$ 52,000.00	\$ 57,000.00	\$ 61,000.00	\$ 66,000.00
2	\$ 38,000.00	\$ 43,000.00	\$ 48,000.00	\$ 53,000.00	\$ 58,000.00	\$ 62,000.00	\$ 67,000.00
3	\$ 39,000.00	\$ 44,000.00	\$ 49,000.00	\$ 54,000.00	\$ 59,000.00	\$ 63,000.00	\$ 68,000.00
4	\$ 40,000.00	\$ 45,000.00	\$ 50,000.00	\$ 55,000.00	\$ 60,000.00	\$ 64,000.00	\$ 69,000.00
5	\$ 41,000.00	\$ 46,000.00	\$ 51,000.00	\$ 56,000.00	\$ 61,000.00	\$ 65,000.00	\$ 70,000.00
6	\$ 42,000.00	\$ 47,000.00	\$ 52,000.00	\$ 57,000.00	\$ 62,000.00	\$ 66,000.00	\$ 71,000.00
7	\$ 43,000.00	\$ 48,000.00	\$ 53,000.00	\$ 58,000.00	\$ 63,000.00	\$ 67,000.00	\$ 72,000.00
8	\$ 44,000.00	\$ 49,000.00	\$ 54,000.00	\$ 59,000.00	\$ 64,000.00	\$ 68,000.00	\$ 73,000.00
9	\$ 45,000.00	\$ 50,000.00	\$ 55,000.00	\$ 60,000.00	\$ 65,000.00	\$ 69,000.00	\$ 74,000.00
10	\$ 46,000.00	\$ 51,000.00	\$ 56,000.00	\$ 61,000.00	\$ 66,000.00	\$ 70,000.00	\$ 75,000.00

Years	Step
0	0
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

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**Support Staff (1616)**

Steps	H21	F12	B11	04M	4K	4KA	04B	F2
0	\$ 14.25	\$ 16.44	\$ 21.01	\$ 16,877.32	\$ 17,790.40	\$ 29,204.86	\$ 37,220.59	\$ 40,574.98
1	\$ 14.67	\$ 16.77	\$ 21.43	\$ 17,368.58	\$ 18,277.99	\$ 30,062.07	\$ 38,448.87	\$ 41,386.48
2	\$ 15.08	\$ 17.10	\$ 21.85	\$ 17,859.84	\$ 18,765.58	\$ 30,919.28	\$ 39,677.15	\$ 42,197.98
3	\$ 15.50	\$ 17.43	\$ 22.27	\$ 18,351.09	\$ 19,253.16	\$ 31,776.49	\$ 40,905.43	\$ 43,009.48
4	\$ 15.91	\$ 17.76	\$ 22.69	\$ 18,842.35	\$ 19,740.75	\$ 32,633.70	\$ 42,133.71	\$ 43,820.98
5	\$ 16.33	\$ 18.09	\$ 23.12	\$ 19,333.61	\$ 20,228.34	\$ 33,490.92	\$ 43,361.99	\$ 44,632.48
6	\$ 16.75	\$ 18.41	\$ 23.54	\$ 19,824.87	\$ 20,715.93	\$ 34,348.13	\$ 44,590.26	\$ 45,443.98
7	\$ 17.16	\$ 18.74	\$ 23.96	\$ 20,316.13	\$ 21,203.52	\$ 35,205.34	\$ 45,818.54	\$ 46,255.48
8	\$ 17.58	\$ 19.07	\$ 24.38	\$ 20,807.38	\$ 21,691.10	\$ 36,062.55	\$ 47,046.82	\$ 47,066.98
9	\$ 17.99	\$ 19.40	\$ 24.80	\$ 21,298.64	\$ 22,178.69	\$ 36,919.76	\$ 48,275.10	\$ 47,878.48
10	\$ 18.41	\$ 19.73	\$ 25.22	\$ 21,789.90	\$ 22,666.28	\$ 37,776.97	\$ 49,503.38	\$ 48,689.98

Steps	F5	9A	C3	F5A	F6	F7	D3
0	\$ 44,542.50	\$ 44,892.41	\$ 46,439.92	\$ 47,660.29	\$ 49,787.51	\$ 51,031.71	\$ 54,237.23
1	\$ 45,870.67	\$ 45,783.77	\$ 47,361.49	\$ 49,080.38	\$ 50,774.43	\$ 52,043.29	\$ 56,400.73
2	\$ 47,198.85	\$ 46,675.12	\$ 48,283.05	\$ 50,500.48	\$ 51,761.34	\$ 53,054.87	\$ 58,564.23
3	\$ 48,527.02	\$ 47,566.48	\$ 49,204.62	\$ 51,920.57	\$ 52,748.26	\$ 54,066.45	\$ 60,727.74
4	\$ 49,855.20	\$ 48,457.83	\$ 50,126.18	\$ 53,340.67	\$ 53,735.17	\$ 55,078.03	\$ 62,891.24
5	\$ 51,183.37	\$ 49,349.19	\$ 51,047.75	\$ 54,760.76	\$ 54,722.09	\$ 56,089.61	\$ 65,054.74
6	\$ 52,511.54	\$ 50,240.54	\$ 51,969.32	\$ 56,180.85	\$ 55,709.01	\$ 57,101.19	\$ 67,218.24
7	\$ 53,839.72	\$ 51,131.90	\$ 52,890.88	\$ 57,600.95	\$ 56,695.92	\$ 58,112.77	\$ 69,381.74
8	\$ 55,167.89	\$ 52,023.25	\$ 53,812.45	\$ 59,021.04	\$ 57,682.84	\$ 59,124.35	\$ 71,545.25
9	\$ 56,496.07	\$ 52,914.61	\$ 54,734.01	\$ 60,441.14	\$ 58,669.75	\$ 60,135.93	\$ 73,708.75
10	\$ 57,824.24	\$ 53,805.96	\$ 55,655.58	\$ 61,861.23	\$ 59,656.67	\$ 61,147.51	\$ 75,872.25

Years	Step
0	0
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

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