

**Appendix A
Section A**

**Teacher's Preliminary/Clear/Life Credentials
Digital Education Specialist, Nurses, Librarians, Content Area Specialists**

**Effective 1-1-21
Adopted 05-27-21**

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	51,005	51,005	51,005	51,005	51,005	51,005
2	51,005	51,005	51,005	51,005	51,505	51,505
3	51,005	51,005	51,005	51,732	54,014	54,078
4	51,953	52,401	52,847	54,241	56,526	56,593
5	51,953	54,854	55,357	56,750	59,037	59,109
6	51,953	57,304	57,867	59,261	61,547	61,625
7	51,953	59,761	60,379	61,770	64,056	64,143
8	51,953	59,761	62,889	64,283	66,566	66,658
9	51,953	59,761	65,399	66,791	69,076	69,176
10	51,953	59,761	67,907	69,300	71,587	71,692
11	51,953	59,761	70,418	71,811	74,096	74,206
12	51,953	59,761	70,418	74,321	76,606	79,011
13	51,953	59,761	70,418	74,321	76,606	79,024
14	51,953	59,761	70,418	74,321	76,606	79,030
15	51,953	59,761	70,418	74,321	76,606	79,036
16	54,567	62,376	73,032	76,938	79,221	81,663
17	54,567	62,376	73,032	76,938	79,221	81,668
18	54,567	62,376	73,032	76,938	79,221	81,676
19	57,182	64,990	75,650	79,551	81,837	84,297
20	57,182	64,990	75,650	79,551	81,837	84,309
21	57,182	64,990	75,650	79,551	81,837	84,334
22	59,798	67,605	78,261	82,166	84,451	86,967
23	59,798	67,605	78,261	82,166	84,451	86,987
24	59,798	67,605	78,261	82,166	84,451	87,004
25	62,411	70,221	80,878	84,782	87,067	89,643
26	62,411	70,221	80,878	84,782	87,067	89,669
27	62,411	70,221	80,878	84,782	87,067	89,693
28	65,027	72,835	83,493	87,396	89,680	92,332
29	65,027	72,835	83,493	87,396	89,680	92,358
30	67,644	75,450	86,108	90,012	92,297	94,998
31	70,256	78,066	88,721	92,626	94,910	97,662

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$1581.00

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$3162.00

Teacher Internships, Waivers and Permits: Base Salary multiplied by 0.984

**State Preschool Permit Teachers: Base Salary multiplied by 0.650*
*BA/Child Development Permit Only**

Includes 1% in July, 2020 and 1% in January 2021

**Appendix A
Section C**

**Elem./Middle School Counselor, Program Specialist, Coordinators,
Work Experience**

**Effective 1-1-21
Adopted 05-27-21**

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	51,005	51,005	51,005	51,005	53,106	53,106
2	51,005	51,413	51,897	53,342	55,756	55,756
3	53,584	54,069	54,553	56,000	58,410	58,471
4	56,240	56,725	57,208	58,657	61,068	61,140
5	56,240	59,379	59,865	61,316	63,722	63,796
6	56,240	62,033	62,516	63,963	66,377	66,458
7	56,240	64,691	65,170	66,621	69,038	69,123
8	56,240	64,691	67,827	69,277	71,691	71,784
9	56,240	64,691	70,478	71,927	74,346	74,444
10	56,240	64,691	73,139	74,586	77,002	77,108
11	56,240	64,691	75,793	77,238	79,657	79,768
12	56,240	64,691	75,793	79,894	82,309	84,898
13	56,240	64,691	75,793	79,894	82,309	85,027
14	56,240	64,691	75,793	79,894	82,309	85,034
15	56,240	64,691	75,793	79,894	82,309	85,039
16	58,855	67,304	78,408	82,511	84,924	87,550
17	58,855	67,304	78,408	82,511	84,924	87,555
18	58,855	67,304	78,408	82,511	84,924	87,562
19	61,469	69,920	81,021	85,125	87,540	90,181
20	61,469	69,920	81,021	85,125	87,540	90,196
21	61,469	69,920	81,021	85,125	87,540	90,221
22	64,085	72,535	83,637	87,741	90,156	92,854
23	64,085	72,535	83,637	87,741	90,156	92,873
24	64,085	72,535	83,637	87,741	90,156	92,890
25	66,699	75,151	86,254	90,354	92,768	95,530
26	66,699	75,151	86,254	90,354	92,768	95,557
27	66,699	75,151	86,254	90,354	92,768	95,580
28	69,314	77,764	88,868	92,970	95,385	98,218
29	69,314	77,764	88,868	92,970	95,385	98,244
30	71,929	80,380	91,481	95,584	97,998	100,885
31	74,544	82,994	94,099	98,201	100,616	103,549

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$1581.00

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$3162.00

**Elementary/Middle School Head Counselor: Base salary
multiplied by 1.0230**

**High School Counselor/Alternative School Counselor:
Base salary multiplied by 1.0104**

**High School Head Counselor/Alternative School Head
Counselor: Base salary multiplied by 1.0330**

Includes 1% in July, 2020 and 1% in January 2021

**Appendix A
Section G**

Psychologists, Speech Therapists

**Effective 1-1-21
Adopted 05-27-21**

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1			66,043	70,377	72,930	72,930
2			68,845	73,184	75,734	75,734
3			71,654	75,604	78,541	78,601
4			74,458	78,799	81,341	81,408
5			77,266	81,599	84,149	84,227
6			80,069	84,403	86,953	89,641
7			80,069	84,403	86,953	89,647
8			80,069	84,403	86,953	89,654
9			80,069	84,403	86,953	89,662
10			82,105	86,437	88,987	91,703
11			82,105	86,437	88,987	91,708
12			82,105	86,437	88,987	91,713
13			84,140	88,472	91,023	93,762
14			84,140	88,472	91,023	93,769
15			84,140	88,472	91,023	93,774
16			86,173	90,508	93,056	95,822
17			86,173	90,508	93,056	95,827
18			86,173	90,508	93,056	95,833
19			88,210	92,541	95,093	97,875
20			88,210	92,541	95,093	97,888
21			88,210	92,541	95,093	97,912
22			90,247	94,576	97,129	99,967
23			90,247	94,576	97,129	99,986
24			90,247	94,576	97,129	100,004
25			92,278	96,614	99,163	102,063
26			92,278	96,614	99,163	102,088
27			92,278	96,614	99,163	102,114
28			94,316	98,648	101,199	104,174
29			94,316	98,648	101,199	104,196
30			96,350	100,682	103,233	106,258
31			98,385	102,719	105,267	108,343

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$1581.00

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$3162.00

Psychologist Internships, Waivers and Permits: Base Salary multiplied by 0.984

Includes 1% in July, 2020 and 1% in January 2021