

APPENDIX A - 1

SALARY SCHEDULE April 7, 2016

INSTRUCTOR

STEP	Hiring Rate	1	2	3	4	5	6	7	8	Job Rate	Increment
Bachelors	\$39,468	\$42,291	\$45,114	\$47,937	\$50,760	\$53,583	\$56,406	\$59,229	\$62,052	\$64,875	\$2,823
Bachelors/30	\$41,090	\$44,322	\$47,554	\$50,786	\$54,018	\$57,250	\$60,482	\$63,714	\$66,946	\$70,178	\$3,232
Bachelors/45	\$41,901	\$45,137	\$48,373	\$51,609	\$54,845	\$58,081	\$61,317	\$64,553	\$67,789	\$71,025	\$3,236
Masters and Bachelors/60 a	\$42,707	\$46,113	\$49,519	\$52,925	\$56,331	\$59,737	\$63,143	\$66,549	\$69,955	\$73,361	\$3,406
Masters/15	\$43,516	\$47,092	\$50,668	\$54,244	\$57,820	\$61,396	\$64,972	\$68,548	\$72,124	\$75,700	\$3,576
Masters/30	\$44,324	\$48,070	\$51,816	\$55,562	\$59,308	\$63,054	\$66,800	\$70,546	\$74,292	\$78,038	\$3,746
Masters/45	\$45,134	\$49,050	\$52,966	\$56,882	\$60,798	\$64,714	\$68,630	\$72,546	\$76,462	\$80,378	\$3,916
Masters/60	\$45,942	\$50,028	\$54,114	\$58,200	\$62,286	\$66,372	\$70,458	\$74,544	\$78,630	\$82,716	\$4,086

Footnote a: The Bachelors/60 lane will be eliminated for persons first appointed effective September 2002 and after.

APPENDIX A - 2

SALARY SCHEDULE April 7, 2016

DEPARTMENT HEADS

Head of Department	HIRING RATE	1	2	3	4	5	6	7	8	JOB RATE	Increment
Bachelors	\$49,309	\$51,685	\$54,061	\$56,437	\$58,813	\$61,189	\$63,565	\$65,941	\$68,317	\$70,693	\$2,376
Bachelors/30	\$50,921	\$53,505	\$56,089	\$58,673	\$61,257	\$63,841	\$66,425	\$69,009	\$71,593	\$74,177	\$2,584
Bachelors/45	\$51,730	\$54,319	\$56,908	\$59,497	\$62,086	\$64,675	\$67,264	\$69,853	\$72,442	\$75,031	\$2,589
Masters and Bachelors/60 a	\$52,539	\$55,308	\$58,077	\$60,846	\$63,615	\$66,384	\$69,153	\$71,922	\$74,691	\$77,460	\$2,769
Masters/15	\$53,345	\$56,295	\$59,245	\$62,195	\$65,145	\$68,095	\$71,045	\$73,995	\$76,945	\$79,895	\$2,950
Masters/30	\$54,154	\$57,285	\$60,416	\$63,547	\$66,678	\$69,809	\$72,940	\$76,071	\$79,202	\$82,333	\$3,131
Masters/45	\$54,960	\$58,272	\$61,584	\$64,896	\$68,208	\$71,520	\$74,832	\$78,144	\$81,456	\$84,768	\$3,312
Masters/60	\$55,766	\$59,258	\$62,750	\$66,242	\$69,734	\$73,226	\$76,718	\$80,210	\$83,702	\$87,194	\$3,492

APPENDIX A - 3

SALARY SCHEDULE April 7, 2016

SCHOOL PSYCHOLOGIST/AUDIOLOGIST

STEP	HIRING RATE	1	2	3	4	5	6	7	8	9	INCR
	\$57,780	\$60,107	\$62,434	\$64,761	\$67,088	\$69,415	\$71,742	\$74,069	\$76,396	\$78,723	\$2,327

APPENDIX A - 4

HOURLY RATES April 7, 2016

INSTRUCTOR AIDE/INSTRUCTOR ASSISTANT

STEP	HIRING RATE	1	2	3	4	5	6	7	8	INCR
Less Than 1 Year of Appropriate Post-Secondary Education	\$15.13	\$15.55	\$15.97	\$16.39	\$16.81	\$17.23	\$17.65	\$18.07	\$18.49	\$0.42
1 - 2 Years	\$16.33	\$16.81	\$17.29	\$17.77	\$18.25	\$18.73	\$19.21	\$19.69	\$20.17	\$0.48
2 Years or More	\$18.45	\$18.95	\$19.45	\$19.95	\$20.45	\$20.95	\$21.45	\$21.95	\$22.45	\$0.50

Appendix A-5

SALARY SCHEDULE April 7, 2016

Special Education Assistant

	HIRING RATE	1	2	3	4	5	6	7	Job Rate	Increment
Less than two years appropriate post-secondary education	\$26,148	\$27,398	\$28,648	\$29,898	\$31,148	\$32,398	\$33,648	\$34,898	\$36,148	\$1,250
Two years or more of appropriate post-secondary education	\$27,390	\$28,640	\$29,890	\$31,140	\$32,390	\$33,640	\$34,890	\$36,140	\$37,390	\$1,250

APPENDIX B - 1

SALARY SCHEDULE April 6, 2017

INSTRUCTOR

STEP	Hiring Rate	1	2	3	4	5	6	7	8	Job Rate	Increment
Bachelors	\$40,257	\$43,137	\$46,017	\$48,897	\$51,777	\$54,657	\$57,537	\$60,417	\$63,297	\$66,177	\$2,880
Bachelors/30	\$41,912	\$45,209	\$48,506	\$51,803	\$55,100	\$58,397	\$61,694	\$64,991	\$68,288	\$71,585	\$3,297
Bachelors/45	\$42,739	\$46,040	\$49,341	\$52,642	\$55,943	\$59,244	\$62,545	\$65,846	\$69,147	\$72,448	\$3,301
Masters and Bachelors/60 a	\$43,561	\$47,035	\$50,509	\$53,983	\$57,457	\$60,931	\$64,405	\$67,879	\$71,353	\$74,827	\$3,474
Masters/15	\$44,386	\$48,034	\$51,682	\$55,330	\$58,978	\$62,626	\$66,274	\$69,922	\$73,570	\$77,218	\$3,648
Masters/30	\$45,210	\$49,031	\$52,852	\$56,673	\$60,494	\$64,315	\$68,136	\$71,957	\$75,778	\$79,599	\$3,821
Masters/45	\$46,037	\$50,031	\$54,025	\$58,019	\$62,013	\$66,007	\$70,001	\$73,995	\$77,989	\$81,983	\$3,994
Masters/60	\$46,861	\$51,029	\$55,197	\$59,365	\$63,533	\$67,701	\$71,869	\$76,037	\$80,205	\$84,373	\$4,168

Footnote a: The Bachelors/60 lane will be eliminated for persons first appointed effective September 2002 and after.

APPENDIX B - 2

SALARY SCHEDULE April 6, 2017

DEPARTMENT HEADS

Head of Department	HIRING RATE	1	2	3	4	5	6	7	8	JOB RATE	*Increment
Bachelors	\$50,295	\$52,719	\$55,143	\$57,567	\$59,991	\$62,415	\$64,839	\$67,263	\$69,687	\$72,111	\$2,424
Bachelors/30	\$51,939	\$54,575	\$57,211	\$59,847	\$62,483	\$65,119	\$67,755	\$70,391	\$73,027	\$75,663	\$2,636
Bachelors/45	\$52,765	\$55,406	\$58,047	\$60,688	\$63,329	\$65,970	\$68,611	\$71,252	\$73,893	\$76,534	\$2,641
Masters and Bachelors/60 a	\$53,590	\$56,414	\$59,238	\$62,062	\$64,886	\$67,710	\$70,534	\$73,358	\$76,182	\$79,006	\$2,824
Masters/15	\$54,412	\$57,421	\$60,430	\$63,439	\$66,448	\$69,457	\$72,466	\$75,475	\$78,484	\$81,493	\$3,009
Masters/30	\$55,237	\$58,431	\$61,625	\$64,819	\$68,013	\$71,207	\$74,401	\$77,595	\$80,789	\$83,983	\$3,194
Masters/45	\$56,059	\$59,437	\$62,815	\$66,193	\$69,571	\$72,949	\$76,327	\$79,705	\$83,083	\$86,461	\$3,378
Masters/60	\$56,881	\$60,443	\$64,005	\$67,567	\$71,129	\$74,691	\$78,253	\$81,815	\$85,377	\$88,939	\$3,562

APPENDIX B - 3

SALARY SCHEDULE April 6, 2017

SCHOOL PSYCHOLOGIST/AUDIOLOGIST

STEP	HIRING RATE	1	2	3	4	5	6	7	8	9	INCR
	\$58,936	\$61,310	\$63,684	\$66,058	\$68,432	\$70,806	\$73,180	\$75,554	\$77,928	\$80,302	\$2,374

APPENDIX B - 4

HOURLY RATES April 6, 2017

INSTRUCTOR AIDE/INSTRUCTOR ASSISTANT

STEP	HIRING RATE	1	2	3	4	5	6	7	8	INCR
Less Than 1 Year of Appropriate Post-Secondary Education	\$15.43	\$15.86	\$16.29	\$16.72	\$17.15	\$17.58	\$18.01	\$18.44	\$18.87	\$0.43
1 - 2 Years	\$16.66	\$17.15	\$17.64	\$18.13	\$18.62	\$19.11	\$19.60	\$20.09	\$20.58	\$0.49
2 Years or More	\$18.82	\$19.33	\$19.84	\$20.35	\$20.86	\$21.37	\$21.88	\$22.39	\$22.90	\$0.51

Appendix B-5

SALARY SCHEDULE April 6, 2017

Special Education Assistant

	HIRING RATE	1	2	3	4	5	6	7	Job Rate	Increment
Less than two years appropriate post-secondary education	\$26,671	\$27,946	\$29,221	\$30,496	\$31,771	\$33,046	\$34,321	\$35,596	\$36,871	\$1,275
Two years or more of appropriate post-secondary education	\$27,938	\$29,213	\$30,488	\$31,763	\$33,038	\$34,313	\$35,588	\$36,863	\$38,138	\$1,275

APPENDIX C - 1

SALARY SCHEDULE April 5, 2018

INSTRUCTOR

STEP	Hiring Rate	1	2	3	4	5	6	7	8	Job Rate	Increment
Bachelors	\$41,062	\$43,999	\$46,936	\$49,873	\$52,810	\$55,747	\$58,684	\$61,621	\$64,558	\$67,495	\$2,937
Bachelors/30	\$42,750	\$46,113	\$49,476	\$52,839	\$56,202	\$59,565	\$62,928	\$66,291	\$69,654	\$73,017	\$3,363
Bachelors/45	\$43,594	\$46,961	\$50,328	\$53,695	\$57,062	\$60,429	\$63,796	\$67,163	\$70,530	\$73,897	\$3,367
Masters and Bachelors/60 a	\$44,432	\$47,976	\$51,520	\$55,064	\$58,608	\$62,152	\$65,696	\$69,240	\$72,784	\$76,328	\$3,544
Masters/15	\$45,274	\$48,994	\$52,714	\$56,434	\$60,154	\$63,874	\$67,594	\$71,314	\$75,034	\$78,754	\$3,720
Masters/30	\$46,114	\$50,011	\$53,908	\$57,805	\$61,702	\$65,599	\$69,496	\$73,393	\$77,290	\$81,187	\$3,897
Masters/45	\$46,958	\$51,032	\$55,106	\$59,180	\$63,254	\$67,328	\$71,402	\$75,476	\$79,550	\$83,624	\$4,074
Masters/60	\$47,798	\$52,049	\$56,300	\$60,551	\$64,802	\$69,053	\$73,304	\$77,555	\$81,806	\$86,057	\$4,251

Footnote a: The Bachelors/60 lane will be eliminated for persons first appointed effective September 2002 and after.

APPENDIX C - 2

SALARY SCHEDULE April 5, 2018

DEPARTMENT HEADS

Head of Department	HIRING RATE	1	2	3	4	5	6	7	8	JOB RATE	*Increment
Bachelors	\$51,301	\$53,773	\$56,245	\$58,717	\$61,189	\$63,661	\$66,133	\$68,605	\$71,077	\$73,549	\$2,472
Bachelors/30	\$52,978	\$55,667	\$58,356	\$61,045	\$63,734	\$66,423	\$69,112	\$71,801	\$74,490	\$77,179	\$2,689
Bachelors/45	\$53,820	\$56,514	\$59,208	\$61,902	\$64,596	\$67,290	\$69,984	\$72,678	\$75,372	\$78,066	\$2,694
Masters and Bachelors/60 a	\$54,662	\$57,542	\$60,422	\$63,302	\$66,182	\$69,062	\$71,942	\$74,822	\$77,702	\$80,582	\$2,880
Masters/15	\$55,500	\$58,569	\$61,638	\$64,707	\$67,776	\$70,845	\$73,914	\$76,983	\$80,052	\$83,121	\$3,069
Masters/30	\$56,342	\$59,600	\$62,858	\$66,116	\$69,374	\$72,632	\$75,890	\$79,148	\$82,406	\$85,664	\$3,258
Masters/45	\$57,180	\$60,626	\$64,072	\$67,518	\$70,964	\$74,410	\$77,856	\$81,302	\$84,748	\$88,194	\$3,446
Masters/60	\$58,019	\$61,652	\$65,285	\$68,918	\$72,551	\$76,184	\$79,817	\$83,450	\$87,083	\$90,716	\$3,633

APPENDIX C - 3

SALARY SCHEDULE April 5, 2018

SCHOOL PSYCHOLOGIST/AUDIOLOGIST

STEP	HIRING RATE	1	2	3	4	5	6	7	8	9	INCR
	\$60,115	\$62,536	\$64,957	\$67,378	\$69,799	\$72,220	\$74,641	\$77,062	\$79,483	\$81,904	\$2,421

APPENDIX C - 4

HOURLY RATES April 5, 2018

INSTRUCTOR AIDE/INSTRUCTOR ASSISTANT

2% Increase

1.02

STEP	HIRING RATE	1	2	3	4	5	6	7	8	INCR
Less Than 1 Year of Appropriate Post-Secondary Education	\$15.74	\$16.18	\$16.62	\$17.06	\$17.50	\$17.94	\$18.38	\$18.82	\$19.26	\$0.44
1 - 2 Years	\$16.99	\$17.49	\$17.99	\$18.49	\$18.99	\$19.49	\$19.99	\$20.49	\$20.99	\$0.50
2 Years or More	\$19.20	\$19.72	\$20.24	\$20.76	\$21.28	\$21.80	\$22.32	\$22.84	\$23.36	\$0.52

Appendix C-5

SALARY SCHEDULE April 5, 2018

Special Education Assistant

	HIRING RATE	1	2	3	4	5	6	7	Job Rate	Increment
Less than two years appropriate post-secondary education	\$27,204	\$28,505	\$29,806	\$31,107	\$32,408	\$33,709	\$35,010	\$36,311	\$37,612	\$1,301
Two years or more of appropriate post-secondary education	\$28,497	\$29,798	\$31,099	\$32,400	\$33,701	\$35,002	\$36,303	\$37,604	\$38,905	\$1,301