

STIPULATION OF AGREEMENT made and entered into this 29th day of May 2024 by and between the negotiating committees for the Bedford Central School District and the Bedford Teachers' Association ("the BTA").

WHEREAS, the District and the BTA are parties to a collective bargaining agreement covering the period July 1, 2021 through June 30, 2023 ("the CBA"); and

WHEREAS, the parties have engaged in good faith negotiations and settled upon the terms of a collective bargaining agreement covering the period July 1, 2023 through June 30, 2027 ("the 2023-2027 Agreement");

NOW, THEREFORE, in consideration of the mutual covenants contained here, the parties hereby stipulate and agree as follows:

1. The provisions of this Agreement are subject to ratification by the BTA's membership and ratification and approval by the District's Board of Education.
2. The respective negotiating committees agree to recommend this Agreement for ratification/approval.
3. A copy of this document has been furnished to the District and BTA representatives.
4. All proposals not covered herein by either party during the course of negotiations will be deemed dropped.
5. Except as set forth in this Agreement, the terms of the CBA will be carried forward. However, the parties may agree to additional clean up and housekeeping revisions.
6. ARTICLE TWO(B)(3) (Voluntary Transfers) (p. 2). At the end of the paragraph, add: "Within 10 workdays of the teacher's receipt of a denial, they may request to meet with the

building principal and the Superintendent of Schools, or their designee, to review the reasons supporting the denial. The meeting will take place within 10 workdays of the teacher's request."

7. ARTICLE TWO(C) (Determination of Requests for Voluntary Transfers) (p. 3).

Move and renumber as Section B(4).

8. ARTICLE FOUR(A)(2) (Involuntary Transfers) (p. 4). Add new second paragraph to read as follows: "Effective July 1, 2024, elementary teachers may not be involuntarily transferred more than two times over the course of three school years."

9. ARTICLE FIVE(D) (Homebound Instruction) (p. 6). At the end of the second paragraph, add: "Effective July 1, 2024, compensation for homebound instruction shall be \$85 per hour."

10. ARTICLE ELEVEN(A) (Professional Development – Middle School and High School Teachers) (p. 14). At the end of the first paragraph, add: "Effective July 1, 2024, teachers will log 10 hours of unpaid professional development time." At the end of the second paragraph, add: "Effective July 1, 2024, administration may schedule up to five hours of unpaid professional development outside the workday."

11. ARTICLE ELEVEN(B) (Professional Growth and Development Grants (PG&Ds) (p. 14-15). Effective July 1, 2024, the funds for each category will be as follows:

<u>Elementary</u>	<u>Middle</u>	<u>High</u>	<u>Multiple</u>
\$21,632	\$8,959	\$13,470	\$1,598

12. ARTICLE ELEVEN(F)(1) (Professional Reflection Years) (p. 18). In the first sentence, delete "hired on or before June 30, 2013."

13. ARTICLE ELEVEN(F)(1) (Professional Reflection Years) (p. 18). Add a second paragraph to read as follows: "Non-tenured teachers are ineligible for a pause for reflection and the professional reflection stipend set forth in paragraph 6. When they enter their tenure year,

non-tenured teachers will be evaluated in the same manner as they were in the immediately preceding year.”

14. ARTICLE FIFTEEN(C)(1)(d) (Class Coverage) (p. 32). At the end of the paragraph, add: “Effective July 1, 2024, each secondary teacher who voluntarily participates in the provision of class coverage will provide two class coverages, without compensation, each year. Effective July 1, 2026, each secondary teacher who voluntarily participates in the provision of class coverage will provide three class coverages, without compensation, each year.”

15. ARTICLE FIFTEEN(I)(2) (Music Teacher Compensation) (p. 34). At the end of the paragraph, add: “Effective July 1, 2024, the rate will be increased to \$1,100.”

16. ARTICLE TWENTY(A)(1)(f) (Elementary School Teachers’ Hours) (p. 38). At the end of the paragraph, add: “Effective July 1, 2024, the elementary Art, Physical Education, Music and Library teacher student contact time will not exceed a weekly average of 252 minutes per day.”

17. ARTICLE TWENTY-ONE(A) (School Year) (p. 44). At the end of the second paragraph, add: “Effective June 30, 2024, the prior sentence will be deleted. Effective July 1, 2024, when emergency closing days are unused, the first day will be returned to the unit on a date(s) to be jointly determined. All other unused emergency closing days will be teaching days.”

18. ARTICLE TWENTY-ONE(C) (Unused Snow Days) (p. 44). At the end of the paragraph, add: “Effective June 30, 2024, this paragraph will be deleted.”

19. ARTICLE TWENTY-TWO (Teachers’ Compensation) (p. 45). Renumber this Article: “ARTICLE TWENTY-TWO – A (Effective through and including June 30, 2024).” At the beginning of the Article, add: “Article Twenty-Two - A will be effective for the period July 1, 2023 through and including June 30, 2024 at which point it will be deemed to be deleted.”

20. ARTICLE TWENTY-TWO - B (Teachers' Compensation) (p. 45). Insert a new

Article Twenty-Two - B to read as follows:

ARTICLE TWENTY-TWO - B – Teachers' Compensation (Effective July 1, 2024)

Article Twenty-Two - B will be effective July 1, 2024 and will replace Article 22 - A.

The substantive changes between Article Twenty-Two - A and Twenty-Two - B are set forth below. For ease of reading, language that will be carried forward to Article Twenty-Two - B is omitted and instead marked by asterisks.

A. Teachers' Compensation

1. Each teacher on the payroll or an approved leave of absence as of the date on which the 2023-2027 Agreement is fully ratified and approved will receive a one-time, off schedule payment of \$2,500.

2. Effective July 1, 2024, all teachers will be placed on the transitional 2023-2024 salary schedule attached to the 2023-2027 Agreement as Appendix A. Column/step placement will be determined by placing teachers on the column commensurate with the degree and number of credits they have earned and on the step that is closest to, but higher than, their base salary during the 2023-2024 school year. Once placed, teachers will remain on the same step for the remainder of the 2024-2025 school year. Following teachers' placement, the transitional 2023-2024 salary schedule will be increased by 2% and will become the 2024-2025 salary schedule.

For purposes of placement on the transitional 2023-2024 salary schedule, the base salary of a teacher who earns tenure between July 1, 2024 and the first day of the 2024-2025 student instructional year will include the \$4,000 increase set forth in Article Twenty-Two – A (B)(3).

3. Effective July 1, 2025, the 2024-2025 salary schedule will be increased by 2%, and eligible teachers will receive step increment.

4. Effective July 1, 2026, the 2025-2026 salary schedule will be increased by 2%, and eligible teachers will receive step increment.

B. Salary Increments for Study

1. Graduate Courses: A teacher may receive credit toward column movement for graduate course credits earned from an accredited college or university in a field of study related to education preapproved in advance by the Superintendent or designee. Documentation for column movement must be filed with Human Resources by April 1 for implementation retroactive to the first full payroll period in February and by November 1 for implementation

retroactive to the first full payroll period in September. The responsibility for initiating the request and providing the verifying evidence rests solely with the teacher. Teachers may advance a maximum of one column per school year.

2. In-District or In-Service Courses: Pre-approved in-District and in-service courses related to the field of education may be used for column movement. Fifteen approved hours of courses will be converted to the equivalent of one graduate course credit from an accredited college or university. Credits will accumulate until a teacher is able to apply them toward column movement.

3. Salary increments will only be granted when a teacher completes and submits 15 credits for purposes of column movement. However, a teacher who, as of July 1, 2024, is less than 15 credits from the next column may submit the number of credits needed to move to that column.

4. Except when specifically approved by the Superintendent or their designee, salary credit will not be granted for correspondence courses; courses in adult or continuing education programs; courses leading to a profession outside the field of education; courses which duplicate ones taken previously; weekend, workshop or travel courses. Approval of such courses will be based on the needs of the school district.

*

*

*

C. Career Differentials: Beginning in the 11th year of uninterrupted service with the Bedford Central School District, teachers may be eligible for a career differential as shown below, dependent on their years of service in the profession. These differentials are paid as part of the teacher's regular salary, beginning with the school year in which the eligible teacher completes his/her 18th year of service in the profession (or such subsequent year of service in the profession that coincides with the teacher's 11th year of uninterrupted service with the Bedford CSD) and continuing all subsequent years. Approved leave of absence (Article Twelve) and layoff (Article Nine I) from Bedford CSD shall not constitute an "interruption" in service, but "years of service" will not accrue during leave of absence or layoff.

Years in the Profession	18	22	25
Career Differential	\$1,750	\$3,400	\$5,050

"22" and "25" refer to the school years in which the teacher completes their 22nd or 25th years of service in the profession, respectively, and subsequent years. The differentials in the chart show the full differential paid to teachers at that level; i.e., a teacher receiving the \$3,400 differential does not also receive the \$1,750 differential. For the purposes of this Paragraph, "in the profession" refers only to work for which a state certification is required. "Teachers" refers to all those who are compensated according to the teachers' salary schedule.

D. Differentials

1. Unless otherwise agreed by the District and BTA, teachers who are appointed to a position set forth in this subsection may only receive one differential at a time. Teachers receiving a differential must receive the prior written approval of the Superintendent of Schools, or their designee, prior to working additional time outside of the school day or during recess periods.

2. Special Education Coordinators:

- a. Special Education Coordinators who held the position during the 2023-2024 school year will receive a differential of 9.5% of base wages for any subsequent school year in which they are appointed to the position. The differential will be added to the teacher's salary. Special Education Coordinators will not be required to teach. They will be required to work three days during the summer and up to seven evenings during the student instructional year without additional compensation.
- b. The differential for Special Education Coordinators not covered by paragraph 2(a) will be determined as follows: 5% of base salary for Special Education Coordinators who are not required to teach; 7.25% of base salary for Special Education Coordinators who are 0.2 classroom teachers; and 9.5% of base salary for Special Education Coordinators who are 0.4 classroom teachers. In addition, Special Education Coordinators will be required to work five days in the summer and up to seven evenings during the student instructional year without additional compensation. The summer days will be mutually agreed upon by the Superintendent of Schools, or their designee, and the Special Education Coordinator.

3. High School and Middle School Guidance Counselors:

- a. Guidance Counselors who held the position during the 2023-2024 school year will receive a differential of 5% of their base salary for any subsequent school year in which they are appointed to the position. Guidance Counselors will be required to work three days during the summer and up to seven evenings during the student instructional year without additional compensation.
- b. Guidance Counselors not covered by paragraph 3(a) will receive a differential of 5% of their base salary up to a maximum of \$9,000. Guidance Counselors will be required to work three days in the summer and up to seven evenings during the student instructional year without additional compensation.

4. Department Coordinators (6-12): Fifty percent (50%) of each Department Coordinator's workday shall consist of instructional activities. Each Department Coordinator will be assigned to at least two (2) courses each semester and one of the following instructional activities:

- Semester Course
- Alternate day Academic Intervention Services ("AIS") for the full year
- One semester of AIS each day
- Push-in team teacher each day for a semester
- Other activities mutually agreed to by the Department Coordinator and the Superintendent.

The stipend and additional work requirements for Department Coordinators will be as follows:

- a. Department Coordinators who held the position during the 2023-2024 school year will receive a differential of 9.5% of their base salary for any subsequent school year in which they are appointed to the position. Department Coordinators will be required to work three days during the summer without additional compensation. Administration may assign coordinators up to 14 added days of summer work at the Department Coordinator's per diem rate of pay.
- b. The differential for Department Coordinators not covered by paragraph 4(a) will be determined as follows: 5% of base salary for Department Coordinators who are not required to teach; 7.25% of base salary for coordinators who are 0.2 classroom teachers; and 9.5% of base salary for Department Coordinators who are 0.4 classroom teachers. In addition, Department Coordinators will be required to work five days in the summer and up to seven evenings during the student instructional year without additional compensation. The summer days will be mutually agreed upon by the Superintendent of Schools, or their designee, and the Department Coordinator.

5. Middle School Unified Arts Coordinators: A differential of one percent (1%) of the salary plus \$1,000 will be added to the teacher's salary for service as a full-time Middle School Unified Arts Coordinator.

6. Dean of Students:

- a. Deans who held the position during the 2023-2024 school year will be released from teaching two periods per day and will be paid a stipend of 5% of their base salary plus \$1,000 for the additional duties.

- b. Deans who are not covered by paragraph 6(a) will be released from teaching two periods per day and will be paid a stipend of 5% of their base salary, up to a maximum of \$8,000, plus \$1,000 for the additional duties. Deans will be required to work up to seven evenings during the instructional year without additional compensation.

7. Elementary Coordinators:

- a. Elementary Coordinators who held the position during the 2023-2024 school year will be paid a differential of 5% of their base salary for any subsequent school year in which they are appointed to the position. Elementary Coordinators will be required to work five (5) additional days during the summer without additional compensation. The summer days will be mutually agreed upon by the Superintendent of Schools, or their designee, and the Elementary Coordinator.

If an Elementary Coordinator who held the position during the 2023-2024 school year is assigned to teach, the differential will be determined in accordance with paragraph (b) below.

- b. The differential for Elementary Coordinators not covered by paragraph 7(a) will be determined as follows: 5% of base salary for coordinators who are not required to teach; 7.25% of base salary for coordinators who are 0.2 classroom teachers; and 9.5% of base salary for coordinators who are 0.4 classroom teachers. In addition, Elementary Coordinators will be required to work five days in the summer and up to seven evenings during the student instructional year without additional compensation. The summer days will be mutually agreed upon by the Superintendent of Schools, or their designee, and the Elementary Coordinator.

8. Instructional Support: Teachers who are appointed to serve full-time as a coach or to provide instructional support, including assistive technology, will be released from their teaching duties. There will be no differential for these positions.

9. K-12 MTSS Department Coordinator: The K-12 MTSS Department Coordinator is defined as a department leader who oversees the K-12 tiered support department, student intervention and support programs, K-12 assessments, progress monitoring, and data analysis.

The differential for the MTSS Coordinator will be determined as follows: 5% of base salary for MTSS Coordinator who is not required to teach; 7.25% of base salary for MTSS Coordinator who is 0.2 classroom teacher; and 9.5% of base salary for MTSS Coordinator who is 0.4 classroom teacher. In addition, the MTSS Coordinator will be required to work five days in the summer and up to seven evenings during the student instructional year without additional compensation. The summer days will be mutually agreed upon by the Superintendent of Schools, or their designee, and the MTSS Coordinator.

*

*

*

E. Extracurricular Activities & Coaching Positions and Stipends:

1. Extracurricular Activities

a. Extracurricular positions are set forth in Appendix ____ of this Agreement. Positions are not mandated by their inclusion in the Appendix.

b. Each year, a committee of up to five District members and up to five BTA members will meet to review the list of extracurricular activities to determine whether there are any extracurricular activities that should be removed from the list and whether the compensation for any activity should be adjusted. The committee will establish a rubric consistent with the High School Student Activities Handbook (or other applicable policy), which will be used as a guideline for making its determinations. The list of agreed upon extracurricular activities and compensation for the following school year will be submitted to the Board of Education and BTA for approval. If the committee is unable to reach an agreement prior to June 30, the existing list will continue into the next school year.

c. A committee of up to three District members and up to three BTA members will be established to study and review the development of elementary level extracurricular activities. The committee will submit a written recommendation to the District and BTA.

d. A \$35 longevity differential will be added to the compensation rate of any teacher for each year of experience in an activity if that teacher has supervised the same activities for two or more years.

*

*

*

F. Rates of Payment - Other

1. Hourly and Per Assignment:

Hourly: \$55

Per Assignment: \$120

*

*

*

5. Homebound Instruction: Teachers who accept homebound tutoring assignments in accordance with Article 5 will be paid at the hourly rate of \$85.

*

*

*

9. Teacher in Charge: A member of the bargaining unit designated as “in charge” in the absence of the building principal shall be paid a \$1,000 annual stipend. If more than one individual is appointed as “teacher in charge” in one building, the stipend will be prorated.

* * *

11. Overnight Trips: Teachers that accompany students on overnight trips shall receive a \$125 stipend for each night of stay.

* * *

17. Dual Language Bilingual Education (DLBE): The prior practice of compensating DLBE classroom teachers through additional compensation or credits will end effective June 30, 2024. Effective July 1, 2024, DLBE classroom teachers will receive an off-schedule annual stipend of \$2,500. Effective July 1, 2025, the stipend will be \$2,750.

18. Special Education Science Labs: Special education teachers whose class load exceeds the cap of 25 classes per week as a result of being assigned to teach science labs in order to meet IEP requirements will be paid the hourly rate in accordance with Article 22.L.1 for the additional lab periods.

* * *

21. ARTICLE TWENTY-FOUR(E) (Dental) (p. 65). The District and the BTA will review other available dental insurance options.

22. ARTICLE THIRTY-FOUR(A) (Teaching Assistants) (p. 79). Effective July 1, 2024, the salary schedule attached as Appendix ____ will be added to the CBA.

23. ARTICLE THIRTY-FIVE(A)(2) (Registered Nurses Salary Schedule) (p. 82-83).
Revise to read as follows: “Each nurse on the payroll as of the date on which the 2023-2027 Agreement is fully ratified and approved will receive a one-time, off schedule payment of \$1,750. Effective July 1, 2024, the 2022-2023 salary schedule will be increased by 2%. Effective July 1, 2025, the 2024-2025 salary schedule will be increased by 2%. Effective July 1, 2026, the 2025-2026 salary schedule will be increased by 2%.”

24. ARTICLE THIRTY-FIVE(A)(4) (Lead Nurse Stipend) (p. 83). Add: “Effective July 1, 2024, the stipend will be increased to \$3,000.”

25. ARTICLE THIRTY-SIX(A)(1) (Occupational Therapists and Physical Therapists)
 (p. 86). Each occupational therapist and physical therapist on the payroll or an approved leave of absence as of the date on which the 2023-2027 Agreement is fully ratified and approved will receive a one-time, off schedule payment of \$2,500. Effective July 1, 2024, occupational therapists and physical therapists will be placed on the transitional 2023-2024 teachers' salary schedule attached to the 2023-2027 Agreement as Appendix A. Column/step placement will be determined by placing occupational therapists and physical therapists on the column commensurate with the degree and credits they have earned and on the step that is closest to, but higher than, their base salary during the 2023-2024 school year. Once placed, occupational therapists and physical therapists will remain on the same step for the remainder of the 2024-2025 school year. Following their placement, occupational therapists and physical therapists will be compensated according to the teachers' salary schedule.

FOR THE DISTRICT:

Robb Glass

Date: 5/29/2024

FOR THE BTA:

Carol De George

Date: 5/29/2024

Alan Du

Date: 5/29/2024

Hyas

Date: 5/29/2024

Amy D. Heistman

Date: 5/29/24

Patricia Jones

Date: 5/29/24

Appendix A

2023-2024 Transitional Teachers' Salary Schedule

	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
Step							
1	\$69,194	\$75,260	\$76,760	\$78,260	\$79,760	\$81,260	\$82,760
2	\$71,290	\$77,424	\$78,924	\$80,424	\$81,924	\$83,424	\$84,924
3	\$73,386	\$79,588	\$81,088	\$82,588	\$84,088	\$85,588	\$87,088
4	\$75,482	\$81,753	\$83,253	\$84,753	\$86,253	\$87,753	\$89,253
5	\$77,578	\$83,917	\$85,417	\$86,917	\$88,417	\$89,917	\$91,417
6	\$79,674	\$86,081	\$87,581	\$89,081	\$90,581	\$92,081	\$93,581
7	\$81,770	\$88,245	\$89,745	\$91,245	\$92,745	\$94,245	\$95,745
8	\$83,866	\$90,410	\$91,910	\$93,410	\$94,910	\$96,410	\$97,910
9	\$85,962	\$92,574	\$94,074	\$95,574	\$97,074	\$98,574	\$100,074
10	\$88,058	\$94,738	\$96,238	\$97,738	\$99,238	\$100,738	\$102,238
11	\$90,154	\$96,902	\$98,402	\$99,902	\$101,402	\$102,902	\$104,402
12	\$92,250	\$99,067	\$100,567	\$102,067	\$103,567	\$105,067	\$106,567
13	\$94,346	\$101,231	\$102,731	\$104,231	\$105,731	\$107,231	\$108,731
14	\$96,442	\$103,395	\$104,895	\$106,395	\$107,895	\$109,395	\$110,895
15	\$98,538	\$105,559	\$107,059	\$108,559	\$110,059	\$111,559	\$113,059
16	\$100,634	\$107,724	\$109,224	\$110,724	\$112,224	\$113,724	\$115,224
17	\$102,730	\$109,888	\$111,388	\$112,888	\$114,388	\$115,888	\$117,388
18	\$104,826	\$112,052	\$113,552	\$115,052	\$116,552	\$118,052	\$119,552
19	\$106,922	\$114,216	\$115,716	\$117,216	\$118,716	\$120,216	\$121,716
20	\$109,018	\$116,381	\$117,881	\$119,381	\$120,881	\$122,381	\$123,881
21	\$111,114	\$118,545	\$120,045	\$121,545	\$123,045	\$124,545	\$126,045
22	\$113,210	\$120,709	\$122,209	\$123,709	\$125,209	\$126,709	\$128,209
23	\$115,306	\$122,873	\$124,373	\$125,873	\$127,373	\$128,873	\$130,373
24	\$117,402	\$125,038	\$126,538	\$128,038	\$129,538	\$131,038	\$132,538
25	\$119,498	\$127,202	\$128,702	\$130,202	\$131,702	\$133,202	\$134,702
26	\$121,594	\$129,366	\$130,866	\$132,366	\$133,866	\$135,366	\$136,866
27	\$123,690	\$131,530	\$133,030	\$134,530	\$136,030	\$137,530	\$139,030
28	\$125,786	\$133,695	\$135,195	\$136,695	\$138,195	\$139,695	\$141,195
29	\$127,882	\$135,859	\$137,359	\$138,859	\$140,359	\$141,859	\$143,359
30	\$129,978	\$138,023	\$139,523	\$141,023	\$142,523	\$144,023	\$145,523

2024-2025 Teachers' Salary Schedule

	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
Step							
1	\$70,578	\$76,765	\$78,295	\$79,825	\$81,355	\$82,885	\$84,415
2	\$72,716	\$78,972	\$80,502	\$82,032	\$83,562	\$85,092	\$86,622
3	\$74,853	\$81,180	\$82,710	\$84,240	\$85,770	\$87,300	\$88,830
4	\$76,991	\$83,388	\$84,918	\$86,448	\$87,978	\$89,508	\$91,038
5	\$79,129	\$85,595	\$87,125	\$88,655	\$90,185	\$91,715	\$93,245
6	\$81,267	\$87,803	\$89,333	\$90,863	\$92,393	\$93,923	\$95,453
7	\$83,405	\$90,010	\$91,540	\$93,070	\$94,600	\$96,130	\$97,660
8	\$85,543	\$92,218	\$93,748	\$95,278	\$96,808	\$98,338	\$99,868
9	\$87,681	\$94,425	\$95,955	\$97,485	\$99,015	\$100,545	\$102,075
10	\$89,819	\$96,633	\$98,163	\$99,693	\$101,223	\$102,753	\$104,283
11	\$91,957	\$98,840	\$100,370	\$101,900	\$103,430	\$104,960	\$106,490
12	\$94,095	\$101,048	\$102,578	\$104,108	\$105,638	\$107,168	\$108,698
13	\$96,233	\$103,256	\$104,786	\$106,316	\$107,846	\$109,376	\$110,906
14	\$98,371	\$105,463	\$106,993	\$108,523	\$110,053	\$111,583	\$113,113
15	\$100,508	\$107,670	\$109,200	\$110,730	\$112,260	\$113,790	\$115,320
16	\$102,646	\$109,878	\$111,408	\$112,938	\$114,468	\$115,998	\$117,528
17	\$104,784	\$112,086	\$113,616	\$115,146	\$116,676	\$118,206	\$119,736
18	\$106,922	\$114,293	\$115,823	\$117,353	\$118,883	\$120,413	\$121,943
19	\$109,060	\$116,500	\$118,030	\$119,560	\$121,090	\$122,620	\$124,150
20	\$111,198	\$118,709	\$120,239	\$121,769	\$123,299	\$124,829	\$126,359
21	\$113,336	\$120,916	\$122,446	\$123,976	\$125,506	\$127,036	\$128,566
22	\$115,474	\$123,123	\$124,653	\$126,183	\$127,713	\$129,243	\$130,773
23	\$117,612	\$125,330	\$126,860	\$128,390	\$129,920	\$131,450	\$132,980
24	\$119,750	\$127,539	\$129,069	\$130,599	\$132,129	\$133,659	\$135,189
25	\$121,888	\$129,746	\$131,276	\$132,806	\$134,336	\$135,866	\$137,396
26	\$124,026	\$131,953	\$133,483	\$135,013	\$136,543	\$138,073	\$139,603
27	\$126,164	\$134,161	\$135,691	\$137,221	\$138,751	\$140,281	\$141,811
28	\$128,301	\$136,369	\$137,899	\$139,429	\$140,959	\$142,489	\$144,019
29	\$130,439	\$138,576	\$140,106	\$141,636	\$143,166	\$144,696	\$146,226
30	\$132,577	\$140,783	\$142,313	\$143,843	\$145,373	\$146,903	\$148,433

2025-2026 Teachers' Salary Schedule

	BA	MA	MA+15	MA+3-	MA+45	MA+6-	PHD
Step							
1	\$71,989	\$78,301	\$79,861	\$81,422	\$82,982	\$84,543	\$86,104
2	\$74,170	\$80,552	\$82,113	\$83,673	\$85,234	\$86,794	\$88,355
3	\$76,351	\$82,803	\$84,364	\$85,925	\$87,485	\$89,046	\$90,606
4	\$78,531	\$85,056	\$86,616	\$88,177	\$89,738	\$91,298	\$92,859
5	\$80,712	\$87,307	\$88,868	\$90,428	\$91,989	\$93,550	\$95,110
6	\$82,893	\$89,559	\$91,119	\$92,680	\$94,240	\$95,801	\$97,362
7	\$85,073	\$91,810	\$93,371	\$94,931	\$96,492	\$98,052	\$99,613
8	\$87,254	\$94,063	\$95,623	\$97,184	\$98,744	\$100,305	\$101,866
9	\$89,435	\$96,314	\$97,875	\$99,435	\$100,996	\$102,556	\$104,117
10	\$91,615	\$98,565	\$100,126	\$101,687	\$103,247	\$104,808	\$106,368
11	\$93,796	\$100,817	\$102,377	\$103,938	\$105,499	\$107,059	\$108,620
12	\$95,977	\$103,069	\$104,630	\$106,191	\$107,751	\$109,312	\$110,872
13	\$98,157	\$105,321	\$106,881	\$108,442	\$110,003	\$111,563	\$113,124
14	\$100,338	\$107,572	\$109,133	\$110,693	\$112,254	\$113,815	\$115,375
15	\$102,519	\$109,824	\$111,384	\$112,945	\$114,505	\$116,066	\$117,627
16	\$104,699	\$112,076	\$113,637	\$115,197	\$116,758	\$118,318	\$119,879
17	\$106,880	\$114,327	\$115,888	\$117,449	\$119,009	\$120,570	\$122,130
18	\$109,061	\$116,579	\$118,140	\$119,700	\$121,261	\$122,821	\$124,382
19	\$111,241	\$118,830	\$120,391	\$121,952	\$123,512	\$125,073	\$126,633
20	\$113,422	\$121,083	\$122,643	\$124,204	\$125,765	\$127,325	\$128,886
21	\$115,603	\$123,334	\$124,895	\$126,455	\$128,016	\$129,577	\$131,137
22	\$117,783	\$125,586	\$127,146	\$128,707	\$130,267	\$131,828	\$133,389
23	\$119,964	\$127,837	\$129,398	\$130,958	\$132,519	\$134,079	\$135,640
24	\$122,145	\$130,090	\$131,650	\$133,211	\$134,771	\$136,332	\$137,893
25	\$124,325	\$132,341	\$133,902	\$135,462	\$137,023	\$138,583	\$140,144
26	\$126,506	\$134,592	\$136,153	\$137,714	\$139,274	\$140,835	\$142,395
27	\$128,687	\$136,844	\$138,404	\$139,965	\$141,526	\$143,086	\$144,647
28	\$130,867	\$139,096	\$140,657	\$142,217	\$143,778	\$145,339	\$146,899
29	\$133,048	\$141,348	\$142,908	\$144,469	\$146,030	\$147,590	\$149,151
30	\$135,229	\$143,599	\$145,160	\$146,720	\$148,281	\$149,842	\$151,402

2026-2027 Teachers' Salary Schedule

	BA	MA	MA+15	MA+30	MA+45	MA+60	PHD
Step							0
1	\$73,429	\$79,867	\$81,458	\$83,050	\$84,642	\$86,234	\$87,826
2	\$75,653	\$82,163	\$83,755	\$85,347	\$86,938	\$88,530	\$90,122
3	\$77,878	\$84,459	\$86,051	\$87,643	\$89,235	\$90,827	\$92,418
4	\$80,102	\$86,757	\$88,349	\$89,941	\$91,532	\$93,124	\$94,716
5	\$82,326	\$89,053	\$90,645	\$92,237	\$93,829	\$95,421	\$97,012
6	\$84,550	\$91,350	\$92,942	\$94,533	\$96,125	\$97,717	\$99,309
7	\$86,775	\$93,646	\$95,238	\$96,830	\$98,422	\$100,014	\$101,605
8	\$88,999	\$95,944	\$97,536	\$99,127	\$100,719	\$102,311	\$103,903
9	\$91,223	\$98,240	\$99,832	\$101,424	\$103,016	\$104,608	\$106,199
10	\$93,448	\$100,537	\$102,129	\$103,720	\$105,312	\$106,904	\$108,496
11	\$95,672	\$102,833	\$104,425	\$106,017	\$107,609	\$109,200	\$110,792
12	\$97,896	\$105,131	\$106,723	\$108,314	\$109,906	\$111,498	\$113,090
13	\$100,120	\$107,427	\$109,019	\$110,611	\$112,203	\$113,794	\$115,386
14	\$102,345	\$109,724	\$111,315	\$112,907	\$114,499	\$116,091	\$117,683
15	\$104,569	\$112,020	\$113,612	\$115,204	\$116,795	\$118,387	\$119,979
16	\$106,793	\$114,318	\$115,909	\$117,501	\$119,093	\$120,685	\$122,277
17	\$109,018	\$116,614	\$118,206	\$119,798	\$121,389	\$122,981	\$124,573
18	\$111,242	\$118,910	\$120,502	\$122,094	\$123,686	\$125,278	\$126,870
19	\$113,466	\$121,207	\$122,799	\$124,391	\$125,982	\$127,574	\$129,166
20	\$115,690	\$123,504	\$125,096	\$126,688	\$128,280	\$129,872	\$131,464
21	\$117,915	\$125,801	\$127,393	\$128,985	\$130,576	\$132,168	\$133,760
22	\$120,139	\$128,097	\$129,689	\$131,281	\$132,873	\$134,465	\$136,056
23	\$122,363	\$130,394	\$131,986	\$133,577	\$135,169	\$136,761	\$138,353
24	\$124,588	\$132,691	\$134,283	\$135,875	\$137,467	\$139,059	\$140,650
25	\$126,812	\$134,988	\$136,580	\$138,171	\$139,763	\$141,355	\$142,947
26	\$129,036	\$137,284	\$138,876	\$140,468	\$142,060	\$143,651	\$145,243
27	\$131,261	\$139,581	\$141,173	\$142,764	\$144,356	\$145,948	\$147,540
28	\$133,485	\$141,878	\$143,470	\$145,062	\$146,654	\$148,245	\$149,837
29	\$135,709	\$144,175	\$145,766	\$147,358	\$148,950	\$150,542	\$152,134
30	\$137,933	\$146,471	\$148,063	\$149,655	\$151,247	\$152,838	\$154,430

Appendix B

2024-2025 Teaching Assistants Salary Schedule

Step	
1	\$41,027
2	\$43,786
3	\$47,243
4	\$49,668
5	\$53,240
6	\$55,071
7	\$55,845
8	\$56,630
9	\$57,427
10	\$58,235
11	\$60,108