

**Appendix A-1**  
**Teachers' Salary Schedule 2011-2012**

<b>Scales A &amp; B</b>				<b>Scale C</b>		
<u>Exp.</u>	<u>Level/Step</u>	<u>Scale A</u>	<u>Scale B</u>	<u>Scale C</u>	<u>Level/Step</u>	<u>Exp.</u>
		(Bachelors)	(Masters)	(6 <sup>th</sup> Year)		
0-1	A	44,464	45,609	48,880	A	0-1
2-3	B	46,427	48,192	52,480	B	2-3
4-5	C	47,573	49,838	54,445	C	4-5
6	D	49,862	52,476	59,189	D	6
7	E	51,335	54,237	61,969	E	7
8-9	F	52,809	56,246	65,078	F	8-9
10	G	54,279	59,468	69,495	G	10
11-14	H	56,733	62,100	73,096	H	11-14
15	I	59,350	65,309	76,697	I	15
16-17	J	61,969	68,516	81,089	J	16-17
18	K	66,568	74,152	83,624	K	18+
19+	L	69,619	78,055			

Teachers will be placed on the salary schedule level in accordance with years of experience.

**NOTES:**

1. **Scale D Earned Doctorate:** An earned doctorate from an accredited college or university shall receive a stipend of \$800 in addition to their placement on the sixth year schedule according to the provisions of the agreement.
2. **Withholding of Increase:** The Board shall have the option to withhold all increases in compensation from the salary of a returning teacher whose performance is in need of improvement. A teacher shall be notified in writing of intent to withhold prior to February 1. Upon request of the teacher, a special observation by the Superintendent will be made. Such request for an observation shall be made in writing prior to February 15. This provision shall be subject to the "Just Cause" article.