



CERTIFIED HIRING SCHEDULE

Initial Placement of Certified Staff

This schedule is to be used for newly hired certified teachers and certified school counselors. All approved graduate-level coursework will be recognized in 15-credit increments during initial placement, as outlined in the table below.

BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	EdD/PhD
\$37,000	\$37,700	\$38,400	\$39,100	\$39,800	\$40,500	\$41,200	\$41,900	\$42,600	\$43,300

Experience

Full-time, verified, certificated teaching experience will be honored at a rate of \$500 per year. A maximum of 15 years of experience will be granted upon initial placement.

Compensation Package

- Salary and benefits are prorated based on the hire date and the employee's full-time equivalent (FTE) status.
- Classroom Site Funds 011 and 013 attribute to an additional maximum of \$6,600 per year.
- Classroom Site Fund 012 provides performance pay to eligible certificated staff who complete the annual board-approved performance plan. Funded by state sales tax revenue, payouts may fluctuate annually, with a maximum of \$4,400 per year.
- Certified teachers may qualify for an annual \$2,000 stipend if they meet one of the following criteria:
 - Hold a valid National Board for Professional Teaching Standards Certification (NBCT).
 - Hold the required certification and are assigned to teach Special Education.
 - Hold the required certification and are assigned to teach Algebra I, Algebra II, Geometry I, or Geometry II to 7th or 8th-grade students.
- Fully paid annual benefits, *valued at approximately \$7,000*, include:
 - Tier 1 Medical Plan (including Teledoc)
 - Tier 1 Vision Plan
 - Dental
 - \$25,000 Employee Life Insurance
- The SAMPLE compensation package below is calculated for a teacher with 15 years of verified classroom experience, who holds a Bachelor's degree plus 18 additional credits of graduate-level coursework.

BA+15	\$37,700
15 Years of Experience (15 x \$500)	\$7,500
SAMPLE Contract Amount Subtotal	\$45,200
Classroom Site Funds 011 & 013	\$6,600
Classroom Site Fund 012 (Performance Pay)	\$4,400
SAMPLE Classroom Site Fund Subtotal	\$11,000
SAMPLE Benefits Subtotal	\$7,000
SAMPLE Compensation Package Grand Total	\$63,200