

**APPENDIX A-1 to A-8**  
Salaries

**APPENDIX A-1**  
**Tier I**  
**2012-2013 Salary Schedule**

Years Exp.	Step	B.A. Comp	BA+16 Comp	BA+24 Comp	M.A. Comp	MA+15 Comp	MA+30 Comp
0	0	41,124	44,126	45,893	49,225	53,245	57,262
1	1	41,954	45,018	46,821	50,219	54,321	58,418
2	2	43,712	46,777	48,581	51,980	56,085	60,185
3	3	45,468	48,536	50,341	53,743	57,851	61,964
4	4	47,230	50,296	52,100	55,505	59,616	63,718
5	5	48,986	52,053	54,277	57,823	61,977	66,121
6	6	50,806	53,872	56,767	60,244	64,439	68,624
7	7	52,991	56,058	59,566	63,081	67,320	71,547
8	8	55,171	58,240	61,814	65,333	69,546	73,807
9	9	57,356	60,423	64,063	67,586	71,827	76,063
10	10	59,536	62,608	66,312	69,837	74,084	78,319
11	11	61,835	64,907	68,678	72,209	76,458	80,697
12	12	64,380	67,453	71,301	74,835	79,089	83,330
13	13	66,929	70,000	73,922	77,463	81,719	85,965
14	14	69,475	72,547	76,547	80,090	84,350	88,761
15 16 17	15	72,023	75,095	79,170	82,720	86,980	91,228
18 19 20	16	72,023	77,757	81,911	85,464	89,729	93,985
21	17	72,023	77,757	84,910	88,472	92,737	96,993
22	18	72,023	77,757	84,910	88,472	92,737	96,993
23	19	72,023	77,757	86,543	90,938	95,324	99,324
24	20	77,184	82,922	90,404	93,978	98,168	102,431

**APPENDIX A-2**  
**Tier 1**  
**2013-2014 Salary Schedule**

Years Exp.	Step	BA Comp	BA+16 Comp	BA+24 Comp	M.A. Comp	MA+15 Comp	MA+30 Comp
0	0	40,712	43,685	45,434	48,733	52,713	56,689
1	1	41,946	45,009	46,811	50,209	54,310	58,407
2	2	42,793	45,918	47,757	51,224	55,407	59,587
3	3	44,586	47,713	49,553	53,019	57,207	61,389
4	4	46,378	49,506	51,348	54,818	59,008	63,203
5	5	48,174	51,302	53,142	56,615	60,809	64,992
6	6	49,966	53,094	55,363	58,979	63,216	67,443
7	7	51,822	54,950	57,902	61,449	65,728	69,997
8	8	54,050	57,179	60,757	64,342	68,666	72,978
9	9	56,275	59,404	63,050	66,640	70,936	75,283
10	10	58,503	61,632	65,345	68,938	73,264	77,584
11	11	60,727	63,860	67,638	71,234	75,565	79,886
12	12	63,072	66,205	70,052	73,653	77,987	82,311
13	13	65,668	68,802	72,727	76,332	80,671	84,997
14	14	68,267	71,400	75,400	79,012	83,353	87,684
15	15	70,864	73,998	78,078	81,692	86,037	90,536
16 17 18	16	73,464	76,596	80,753	84,374	88,720	93,053
19 20 21	17	73,464	79,312	83,549	87,173	91,524	95,864
22	18	73,464	79,312	86,608	90,241	94,592	98,933
23	19	73,464	79,312	86,608	90,241	94,592	98,933
24	20	78,728	84,580	92,212	95,858	100,131	104,480

**APPENDIX A-3**  
**Tier 1**  
**2014-2015 Salary Schedule**

Years Exp.	Step	B.A. Comp	BA+16 Comp	BA+24 Comp	M.A. Comp	MA+15 Comp	MA+30 Comp
0	0	\$40,305	\$43,248	\$44,980	\$48,245	\$52,186	\$56,122
1	1	\$41,527	\$44,559	\$46,343	\$49,707	\$53,767	\$57,823
2	2	\$42,785	\$45,909	\$47,748	\$51,213	\$55,396	\$59,575
3	3	\$43,649	\$46,836	\$48,712	\$52,248	\$56,515	\$60,779
4	4	\$45,478	\$48,667	\$50,544	\$54,080	\$58,351	\$62,616
5	5	\$47,305	\$50,496	\$52,375	\$55,914	\$60,188	\$64,467
6	6	\$49,138	\$52,328	\$54,205	\$57,747	\$62,025	\$66,292
7	7	\$50,965	\$54,156	\$56,470	\$60,159	\$64,480	\$68,792
8	8	\$52,859	\$56,049	\$59,060	\$62,678	\$67,042	\$71,397
9	9	\$55,131	\$58,323	\$61,972	\$65,629	\$70,039	\$74,438
10	10	\$57,400	\$60,593	\$64,311	\$67,972	\$72,355	\$76,789
11	11	\$59,673	\$62,864	\$66,651	\$70,317	\$74,729	\$79,136
12	12	\$61,942	\$65,137	\$68,991	\$72,659	\$77,076	\$81,484
13	13	\$64,333	\$67,529	\$71,453	\$75,126	\$79,547	\$83,957
14	14	\$66,981	\$70,178	\$74,182	\$77,858	\$82,284	\$86,697
15	15	\$69,633	\$72,828	\$76,908	\$80,592	\$85,021	\$89,438
16	16	\$72,282	\$75,478	\$79,639	\$83,326	\$87,758	\$92,347
17 18 19	17	\$74,933	\$78,128	\$82,368	\$86,062	\$90,494	\$94,914
20 21 22	18	\$74,933	\$80,898	\$85,220	\$88,917	\$93,354	\$97,782
23	19	\$74,933	\$80,898	\$88,340	\$92,046	\$96,484	\$100,912
24	20	\$80,302	\$86,272	\$94,056	\$97,775	102,134	\$106,569

**APPENDIX A-4**  
**Tier 1**  
**2015-2016 Salary Schedule**

Years Exp.	Step	B.A. Comp	BA+16 Comp	BA+24 Comp	M.A. Comp	MA+15 Comp	MA+30 Comp
0	0	\$39,902	\$42,816	\$44,530	\$47,763	\$51,664	\$55,561
1	1	\$41,111	\$44,113	\$45,880	\$49,210	\$53,229	\$57,245
2	2	\$42,357	\$45,450	\$47,270	\$50,701	\$54,842	\$58,979
3	3	\$43,641	\$46,827	\$48,702	\$52,238	\$56,504	\$60,766
4	4	\$44,522	\$47,773	\$49,686	\$53,293	\$57,646	\$61,994
5	5	\$46,387	\$49,640	\$51,555	\$55,161	\$59,518	\$63,869
6	6	\$48,251	\$51,506	\$53,423	\$57,033	\$61,392	\$65,756
7	7	\$50,120	\$53,374	\$55,289	\$58,902	\$63,265	\$67,618
8	8	\$51,984	\$55,239	\$57,600	\$61,362	\$65,770	\$70,168
9	9	\$53,916	\$57,170	\$60,242	\$63,932	\$68,383	\$72,825
10	10	\$56,234	\$59,489	\$63,212	\$66,942	\$71,440	\$75,927
11	11	\$58,548	\$61,804	\$65,598	\$69,332	\$73,802	\$78,324
12	12	\$60,867	\$64,122	\$67,984	\$71,723	\$76,224	\$80,719
13	13	\$63,181	\$66,440	\$70,370	\$74,112	\$78,618	\$83,113
14	14	\$65,620	\$68,879	\$72,882	\$76,629	\$81,138	\$85,636
15	15	\$68,321	\$71,582	\$75,665	\$79,415	\$83,930	\$88,431
16	16	\$71,025	\$74,285	\$78,447	\$82,204	\$86,721	\$91,227
17	17	\$73,727	\$76,988	\$81,232	\$84,992	\$89,513	\$94,194
18 19 20	18	\$76,431	\$79,691	\$84,016	\$87,783	\$92,304	\$96,812
21 22 23	19	\$76,431	\$82,516	\$86,925	\$90,695	\$95,222	\$99,737
24	20	\$81,908	\$87,998	\$95,938	\$99,731	\$104,177	108,701

[WE NEED TO FORMAT AND INSERT THE TIER II SCHEDULES, APPENDICES A-5 THRU A-8. BOTH TEAMS WERE GIVEN COPIES DURING NEGOTIATIONS. THEY WILL BE INSERTED WITHOUT CHANGE.]