

BASE	1%	1.50%	2%	2.50%	3%		
\$ 30,200.00	\$ 302.00	\$ 453.00	\$ 604.00	\$ 755.00	\$ 906.00		
Across of base =	100%	103.40%	106.90%	110.30%	113.80%	113.80%	117.20%
Down of base =	4%	4.40%	4.70%	5.10%	5.40%	5.40%	5.80%
*AVERAGE ANNUAL INCREASE BASED ON PRIOR YEARS EARNINGS IS 3%, DEPENDING ON LOCATION OF STAFF MEMB							
*All staff come in with three steps/ (2 years of experience) and advance							
YEARS	B.A.	B.A. +1	B.A. +2	B.A. +3	B.A. +4	M.A.	M.A. +1
0	\$ 30,200.00	\$ 31,226.80	\$ 32,283.80	\$ 33,310.60	\$ 34,367.60	\$ 34,367.60	\$ 35,394.40
1	31408	32555.6	33703.2	34850.8	35998.4	35998.4	37146.0
2	32616	33884.4	35122.6	36391.0	37629.2	37629.2	38897.6
3	33824	35213.2	36542.0	37931.2	39260.0	39260.0	40649.2
4	35032	36542.0	37961.4	39471.4	40890.8	40890.8	42400.8
5	36240	37870.8	39380.8	41011.6	42521.6	42521.6	44152.4
6	37448	39199.6	40800.2	42551.8	44152.4	44152.4	45904.0
7	38656	40528.4	42219.6	44092.0	45783.2	45783.2	47655.6
8	39864	41857.2	43639.0	45632.2	47414.0	47414.0	49407.2
9	41072	43186.0	45058.4	47172.4	49044.8	49044.8	51158.8
10	42280	44514.8	46477.8	48712.6	50675.6	50675.6	52910.4
11	43488	45843.6	47897.2	50252.8	52306.4	52306.4	54662.0
12	44696	47172.4	49316.6	51793.0	53937.2	53937.2	56413.6
13		48501.2	50736.0	53333.2	55568.0	55568.0	58165.2
14			52155.4	54873.4	57198.8	57198.8	59916.8
15				56413.6	58829.6	58829.6	61668.4
16				57953.8	60460.4	60460.4	63420.0
17	45904	49709.2	53363	59161.8	61668.4	61668.4	64628.0
20	46508	50313.2	53967	59765.8	62272.4	62272.4	65232.0
	1st Career Inc.	17 + Years	4% of base		DRP	333.01	348.83
	2nd Career Inc.	20+ Years	6% of base				
Bonus from 2009-10	\$ 503.00						

*Curriculum rate is \$20 for approved work. *Instructor rate, \$25 an hour if you are teaching a professional development beyond contract time.