

2020-2023

LINEA Teacher Agreement

LindberghSchools

Excellence in **Learning**. Designing the **Future**.

Lindbergh Schools is an Equal Opportunity Employer.

AGREEMENT

July 1st, 2020-June 30th, 2023

Lindbergh Schools

AGREEMENT BETWEEN

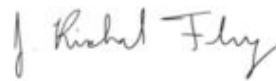
Lindbergh Schools Board of Education and
The Lindbergh National Education Association

July 1, 2020 - June 30, 2023

This agreement has been reached by the representatives of the Lindbergh Schools Board of Education and the representatives of the Lindbergh National Education Association, the official bargaining group for Lindbergh teachers.



Dr. Brian McKenney
Chief Human Resources Officer



Mr. James (Rich) Florez
LNEA President



Ms. Joël Cracchiolo
Chief Financial Officer



Ms. Carrie Turek
LNEA Vice President

Date of Signing: April 23rd, 2020

Date of Board of Education
Approval: April 28th, 2020

Superintendent Endorsement :



Dr. William (Tony) Lake
Superintendent of
Schools

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THE AGREEMENT

ARTICLE I

AGREEMENT UNDERSTANDINGS

The Lindbergh Board of Education, whose authority is strictly defined and delineated by state law, confers with employees and their designated representatives in the manner and to the extent authorized by Missouri Law. Certified teachers, counselors and librarians have common employment interests - therefore, representing the bargaining group herein referred to as "teachers".

The Board of Education, under law, has the final responsibility of establishing and evaluating policies for the District. The Superintendent is delegated the responsibility and authority to implement the established policies, and the professional teaching staff has the responsibility to carry out established policies and administrative regulations.

The Board of Education-Administration-Lindbergh National Education Association will meet and discuss with teacher representatives. The Board is not required to agree to any proposed terms or conditions. Notwithstanding any other provision of this agreement, any other agreement between the district and employees, or any other provision of policy and/or regulation to the contrary, the Board of Education reserves the right to unilaterally suspend, modify, amend, or repeal any provision of this Agreement due to changes in the law or natural disaster, if in the judgment of the Board and at its sole discretion, the best interest of the District so require.

The Agreement records terms of the Lindbergh Board of Education-Lindbergh NEA Agreement in May 2019. Upon acceptance by the Board of Education and the Lindbergh Teachers, this Agreement will be effective July 1, 2019 through June 30, 2020 (except for Teachers' Salary Schedule, Insurance, and Tuition Reimbursement).

The Superintendent of Schools and the President of the Lindbergh NEA will work collaboratively with the Board of Education to facilitate implementation of the Agreement. Notwithstanding any other provision of this Agreement, the Board of Education reserves the right to make all final decisions regarding the operation of the District, including but not limited to decisions pertaining to finances, policy, personnel, and students. The Board further reserves the right to make any decisions to comply with applicable law, as determined by the Board.

The Board and LNEA declare their intent to cooperate in their common aims to achieve educational excellence in the Lindbergh School District, and in the achievement of that objective recognize the fundamental necessities of the children and the legitimate expectations of the community. Further, it is recognized that the Board reserves the right to make decisions that are in the best interest of the students.

In the absence of explicit language to the contrary in, or upon expiration of the agreement, Board policy and regulation shall govern.

MODIFICATION OF THE AGREEMENT

The agreement includes all matters negotiated and agreed upon, and such matters will not be discussed again until the regularly scheduled negotiations, except by mutual agreement.

ARTICLE II ASSIGNMENTS

A. Notification of Assignment –

Teachers will be notified of their tentative building or grade level or subject area assignment for the next school year at the time the teacher contracts/letters are issued, no later than May 15. If the teacher's assignment represents a change in grade level or subject area, the principal will discuss the change of assignment with the teacher prior to reassignment.

Circumstances may require a superintendent or his or her designee to modify an assignment after teacher contracts have been issued. If so, the administration will notify the teacher either by registered letter or personal conference of the change in assignment and discuss the change with the teacher as soon as possible. The superintendent or his or her designee's decision is final.

A staffing survey form (Intent to Return) will be secured from each teacher annually in February to assist in making plans for the forthcoming school year. Teachers requesting confidentiality should indicate the same by checking appropriate box. The Chief Human Resource Officer will notify teachers if a position which they requested becomes available.

The tentative assignments for tenured and probationary teachers will be made by May 15.

B. Assignment Concerns Procedure -

When a concern by a teacher develops regarding an assignment or transfer (either permanent or tentative) the procedure to be observed is: (1) The teacher initiates an informal discussion with the individual who made the assignment. (2) Should the concern remain unresolved at this point and the teacher believes proper procedure was not followed, the teacher may ask for a release from contract or initiate a grievance observing the formal grievance procedure.

ARTICLE III

TRANSFERS

A. Philosophy

The District embraces the philosophy that teacher transfer is an effective vehicle to enhance the strength of the school system and professional growth of the teaching staff. The transfer process should enable teachers to be employed in positions that allow the greatest utilization of their skills, strengths, and interests for the benefit of the students, school, and district. The transfer process is designed to facilitate the movement of teachers in a positive and timely manner. Qualified Lindbergh employees will be given the opportunity to interview for district vacancies through the transfer process before hiring new teachers or calling back teachers from a R.I.F. leave of absence.

B. Voluntary Transfer

A voluntary transfer shall be defined as a transfer initiated by an employee. Requests by a teacher for voluntary transfer to a different building shall be made in writing on forms furnished by the administration. The procedure for filling a vacancy shall be used in a voluntary transfer (found in the Teacher Handbook). Such requests must be renewed annually to assure active consideration. Teachers are assigned at the discretion of the administration.

C. Involuntary Transfer

An involuntary transfer is a transfer initiated by the district. When necessary in the judgment of the administration due to student population changes, an adverse effect on the instructional program, or the nature of human relationships, a tenured or non tenured teacher may be reassigned.

D. Other

Involuntary transfers are based on student need, teacher qualification, and years of teaching service. When redistricting occurs, a plan for redistribution of teachers will be a collaboration of the District Administration and the LNEA President or designee. The Board of Education will have final approval of the plan.

ARTICLE IV

VACANCIES

Definition of Vacancy

A vacancy shall be defined as a position previously held by an employee or when a new position is created. The Superintendent in consultation with the LNEA President has the authority to assign personnel prior to the opening being posted. The Board reserves the right not to fill a vacancy. Every qualified teacher has the opportunity to apply for openings within the district, including administrative positions.

A. Steps to Posting Vacancies and Order of Interviewing:

1. Letter of resignation/retirement accepted by administration from the person leaving the current position or a new position is established, subject to Board approval.
2. District administration checks current INTENT TO RETURN forms to see if there is internal interest for vacancy
3. When vacancies occur prior to June 1, Human Resources sends (district-wide) email for vacancy. Vacancies that occur after June 1 will be posted simultaneously, internally via district-wide email and externally
4. If a current employee is interested in pursuing district transfer to new vacancy, employee/applicant submits an internal application via district application software
5. When vacancies occur prior to June 1, five [5] days after in-district e-mail posting is released (and courtesy period for Internal candidates has passed), the vacancy is placed on Lindbergh website and external sites if necessary
6. Order of *interviewing* to fill vacancy will be:
 1. Employee within same building
 2. Employee within district
 3. Candidate from outside of district
7. Posting to be removed once the position is presented to BOE for approval to hire.

ARTICLE V

VOIDING A CONTRACT

Employment Documentation -

Employment may be terminated (contract becomes void) if certification, transcripts, and/or other employment documents are not current and on file in the Personnel Office on the first day of classes or at any time during the school year. The Board through its designee may accept provisional or other temporary certification within the limits of state statutes and/or the Department of Elementary and Secondary Education endorsements. It is the responsibility of the employee to be sure his or her certification is current and on file.

ARTICLE VI

TEACHER SALARY SCHEDULE

The Teacher Salary Schedule for the 2020-2021 school year is attached on the final page of this document

ARTICLE VII

COST SAVINGS REDUCTION PROGRAM (CSRP)

The Board of Education may suspend or change the Cost Savings Reduction Program. If the Board of Education decides to suspend or change the Cost Savings Reduction Program, it will make this decision at least 18 months (covering the current school year and the subsequent school year) before the Cost Savings Reduction Program will be suspended or changed.

ARTICLE VIII

TUITION REIMBURSEMENT

Tuition Reimbursement was negotiated in January, 2010. See Teacher Handbook.

ARTICLE IX

INSURANCE

(ONE YEAR ONLY - Negotiated Annually for the Length of Insurance Contract *)*

Insurance - The Board of Education of Lindbergh Schools will furnish life, medical and hospitalization, dental and vision coverage for teachers and will offer family coverage for those who desire to pay for this additional benefit. Qualified retirees and dependents may remain in a Lindbergh group health plan at the retiree's expense.

ARTICLE X

LEAVE POLICIES

LEAVE WITH SALARY (included in Sick Leave Formula)

With the exception of Professional Development Leave, Jury Duty, Sabbatical Leave and Teacher Exchanges all paid leave categories will be charged against the Substitute Fund. The amount of money appropriated each year by the Board of Education is the product of the formula $A \times D \times N$ equal appropriation: A being an arbitrary factor of 6; D being the per diem wage to be paid during the current year for substitute teacher service; and N being the number of teachers in the school system.

The teacher absence pool will be calculated immediately following the last day of school and chargebacks (if any) will be deducted from the employee's June check. The six (6) week/eight (8) week childcare recovery absences will be included in the substitute teacher formula. Leave without pay will not count against the teacher absence pool.

If the amount spent by the Board to employ substitutes exceeds the amount appropriated, the excess shall be deducted from the last salary checks of the teachers who were absent. The deduction shall be the product of the excess times the fraction whose numerator is the number of days of absence of the individual teacher and whose denominator is the sum of all days of such absence by all teachers, regardless of a substitute being required.

If the amount spent by the Board to employ substitutes does not exceed the amount appropriated, the excess shall be added to the appropriation for the following year.

A. Bereavement Leave (included in formula)

Teachers will be granted up to three (3) bereavement days (working days) for a death in the immediate family. (See Board Policy GCBDA). [GCBDA - PROF ESSIO NAL STAFF SHORT-TERM LEAVES AND ABSENCES](#)

Nothing herein shall be interpreted to prohibit a teacher's use of personal leave.

If a death occurs which requires traveling to and from a destination outside of the local area, two (2) additional days (working days) will be granted, one (1) day each for traveling to and from the destination point.

If a death occurs to others of close relationship, a special request for bereavement absence to attend the services may be made through the building principal to the Personnel Department.

B. Conference or Convention Leave

In the interest of promoting professional development, the Board, within budget limitations, will provide staff development release days to accomplish established staff professional development objectives.

Teachers must secure the approval of their principals to be excused from their regular teaching assignments for the purpose of attending conferences, workshops, or seminars and/or to observe other instructional techniques and programs. Teachers who desire to miss school for such purposes will complete an application for absence at least five (5) days in advance.

C. **Personal Leave (included in formula)**

Personal leave will be charged against the sick leave formula. No teacher shall suffer loss of salary because of absence while using acquired Personal Leave unless the amount of money spent by the Board of Education to employ substitutes exceeds that appropriation.

Personal leave is designed to allow the teacher to deal with situations of business or of a personal nature when such situations or business cannot be routinely scheduled outside school time. The personal leave policy shall be administered under the following provisions:

Each staff member shall be granted two (2) days of personal leave per year.

1. In any year, the unused personal leave days will be added to the following year accumulating to a maximum of five (5) days.
2. No specific reason for such personal leave shall be required or solicited.
3. No more than three (3%) percent of the staff may have personal leave on- any single day.
4. Personal leave will not be granted for the first or last week of a semester or for the day before or after a school holiday.
5. Personal leave is funded in accordance with district procedures for funding all leaves.
6. Personal leave may not be taken for more than three (3) days consecutively.

D. **Professional Association Leave**

The professional teaching association(s) will be credited with Association Days during which designated agents of the association(s) conduct association business. The cost of substitute teachers will be paid for by the district. Association Days will be granted in a ratio of one (1) day absence per each twenty-five (25) association members with at least twenty-five (25) members.

Application for use of a professional association day must be approved by the president of the association and must be submitted through the principal to the Personnel Department prior to the date of the proposed leave.

Each organization will be credited association days following receipt of a letter certifying memberships. Letters certifying membership must be filed with the Personnel Department by October 30th of each school year.

Verification of the number of delegates attending a meeting or a convention is required. The ratio of one (1) day per each twenty-five (25) association members will be approved for each teacher organization. A membership list must be provided each year.

E. **Sick Leave (included in formula)**

No teacher on a leave of absence shall suffer loss of salary because of absence caused by personal illness or injury, causing such teacher to be physically or mentally incapable of performing his or her duties, unless the amount of money spent by the Board of Education to employ substitute teachers exceeds that appropriation.

Certificated personnel shall be granted sick leave for personal illness or injury up to 365 consecutive days. A certificated employee whose illness or injury requiring an extended leave may be required to submit a physician's statement every thirty (30) calendar days to the Chief Human Resource Officer . Employees who are declared to be permanently disabled by the employee's physician or an independent physician will be subject to Disability Retirement through the Public School Retirement System.

Notwithstanding the sick leave provisions contained herein, for the purpose of determining what constitutes excessive or unreasonable absences, combined absences of more than ten (10) days in one (1) school year may be deemed excessive and unreasonable unless adequate medical data is furnished which establishes actual illness for the dates of absences.

F. **Special Leave (included in formula)**

Special leave will be charged against the substitute pool.

No teacher shall suffer loss of salary for absences for the following reasons when- approved in advance by the Superintendent or his or her designee unless the amount of money spent by the Board of Education to employ substitute teachers exceeds the appropriation. The Superintendent or his or her designees may request a statement of verification for the absence.

Special Leave List of Approved Absences:

1. Religious Observance – Absence with pay for two days each school year may be granted for the observance of religious holidays. Whenever possible, it is expected that requests for religious holidays will be made in writing to the designated administrator for his/her consideration at least two weeks in advance of the time leave is requested
2. Court summons
3. Graduation in the immediate family (high school or post secondary)
4. Examination for advanced degrees
5. Wedding in the immediate family; persons who are in the wedding party would not suffer any loss of pay the day of the wedding
6. Injury or severe illness in the immediate family; family member requires immediate medical attention
7. Unusual transportation or weather problems when out of town during school vacations or at conferences
8. Professional meetings and conferences

Paternal **-four (4) days** maximum

For approved absences for reasons other than those listed, the request should be made through the building principal to the Chief Human Resource Officer .

G. **Sabbatical Leave**

Sabbatical Leave will not be charged against the substitute fund.

1. **Qualifications**

Any person employed by the Lindbergh School District in a position requiring certification may apply for a Sabbatical Leave for improving instruction during the sixth

(61h) continuous year of teaching in the Lindbergh School District or any year thereafter

2. **Purpose**

The purpose of a Sabbatical Leave is the improvement of instruction by relieving a teacher of normal teaching duties in order to improve his or her professional skills and knowledge through study and/or travel.

3. **Duration**

A Sabbatical Leave for improving instruction may be granted for one (1) year or one (1) semester. In extremely rare circumstances, the Board may consider a request for Sabbatical Leave overlapping two (2) school years. However, the total length for such leave may not exceed one (1) calendar year

4. **Remuneration**

Any person granted a Sabbatical Leave agrees to modification of the indefinite teacher's contract as to mode of service and the amount of salary by inserting the following paragraph:

It is further agreed by the parties that pursuant to the request of teacher, in lieu of teaching, teacher is hereby placed on Sabbatical Leave for the term of the contract or for one semester which commences and ends in accordance with the District Sabbatical Leave Regulations the salary shall be one-half (1/2) of the above stated salary while teacher is on Sabbatical Leave assignment.

Contributions for retirement purposes shall be withheld on the basis of compensation as if the member had not been on Sabbatical Leave.

Graduate hours earned during the Sabbatical Leave, prior to the first masters degree, are not eligible for tuition reimbursement. The district does not reimburse tuition while the teacher is on a paid sabbatical leave.

5. **Effect of Sabbatical Leave on Salary and Advancement**

In order to be credited with one (1) complete year of teaching Service for salary Increment purposes, the person:

- a. Engaged in a formal study program:
 1. On a two (2) semester Sabbatical Leave the employee must acquire twenty-four (24) semester hours at a four (4) year college or university during the employment contract period, with not less than eight (8) semester hours taken during either the Fall or Spring Semesters.
 2. On a one (1) semester Sabbatical Leave, the employee must acquire twelve (12) semester hours at a four (4) year college or university during the Sabbatical Leave contract period. (A person shall be credited with one (1) complete year of teaching service provided the person teaches the other one-half (1/2) of the school year at Lindbergh Schools.)

- b. Engaged in a special project, research or travel:
1. On a two (2) semester Sabbatical Leave, any person, upon completion of the Sabbatical Leave, whose special project, research report, or detail itinerary and report of travel experience for the term of the Sabbatical Leave is accepted and approved by the Board of Education.
 2. On a one (1) semester Sabbatical Leave, any person, upon completion of the Sabbatical Leave, whose special project, research report, or detail itinerary and report of travel experience for one (1) semester is accepted and approved by the Board of Education. (A person shall be credited with one (1) complete year of teaching service, provided he or she teaches the other one-half (1/2) of the school year at Lindbergh Schools.)

Conditions of Sabbatical Leave

Any person receiving a Sabbatical Leave agrees to return to the Lindbergh Schools and teach for one year immediately following the Sabbatical Leave. The said person shall be salaried in accordance with the salary schedule in effect, and shall be given full credit for the period of leave. A person will return to the same or similar position occupied prior to the commencement of the leave.

A person not fulfilling the agreement to return to the District agrees to reimburse the full amount of salary paid to him or her during Sabbatical Leave. The Board of Education may relieve such a person of this obligation upon good cause shown.

While on Sabbatical Leave involving a planned program of study at a four (4) year college or university, a person shall:

1. Within twenty (20) days after the beginning of the semester provide the Board of Education with completed form SL Section I, certified by the Registrar of the four (4) year college or university being attended.
2. At the approximate midpoint of each semester of study, the person will provide the Board of Education with completed Form SL Section II, certified by the Registrar of the four (4) year college or university being attended.
3. Within forty (40) days after the completion of each semester's work, the teacher shall submit to the Board of Education transcripts of the completed work.

In those instances where a teacher's Sabbatical Leave involves a special project, research or travel, during the course of the leave, the teacher shall file with the Board of Education a resume of the teacher's progress and/or travel experience within thirty (30) days after the request for same by the Board of Education.

Any person being granted a Sabbatical Leave solely for travel shall remain in travel status at least four months for each semester of leave granted. Upon completion of the leave and within sixty (60) days after the person completes his or her travel, a detailed itinerary and a written report setting forth the individual's reaction to the trip, and a statement of the benefits received from it shall be submitted to the Board of Education.

If in the judgment of the Board of Education, during the course of a Sabbatical Leave, a person fails to meet the Sabbatical Leave conditions as set forth herein, or is not fulfilling the stated objectives of the Sabbatical Leave as set forth in the application for same, the Board of Education may, at its sole discretion, elect to terminate the Sabbatical Leave and reassign the person to a teaching position or terminate employment of the person as provided by the teacher tenure law.

Procedure for Application

Any person meeting the stated qualifications may submit an application for a Sabbatical Leave for improving instruction through the principal to the Superintendent of Schools by February 1st, or November 1st, preceding the semester or semesters for which the leave is granted. Application

shall include:

1. Applicant's name and address
2. Applicants shall submit a planned program for approval by the Board of Education. The program may be one of the following, a combination, or as approved by the Superintendent:
 - a. Formal graduate study at a four (4) year college or university
 - b. Special project or research
 - c. Travel
3. A written statement of specific purpose or objective.

Criteria for Selection of Applicants

The following criteria shall be considered by the Board of Education when granting Sabbatical Leave for improving instruction:

1. Specific purpose of Sabbatical Leave
2. Benefits to be derived from the Sabbatical Leave
3. Total length of professional service
4. Former leaves of absence
5. Seniority in the district
6. Attendance record
7. Recommendation of principal

Limitation on Number Granted

Only two (2%) percent of the staff at any given level (elementary, middle, high) will be permitted to be on Sabbatical Leave at the same time.

Teacher Exchange

Teacher Exchange will not be charged against the Substitute Pool.

Teachers may apply for participation in the Educational and Cultural Exchange Program of the Department of Education, Washington, D.C. This program is authorized by the Mutual Education and

Cultural Exchange Act of 1961, the Fulbright-Hays Act.

A teacher who wishes to participate in the program must request a leave of absence with pay to accept the teaching assignment.

A teacher must initiate the program process.

Leave Policies - A non-tenured teacher is not eligible for a paid or unpaid leave of absence except for situations covered by the Family Medical Leave Act (FMLA).

Requested leave spanning more than one (1) school year, paid or unpaid, will not be granted.

LEAVE OF ABSENCE WITHOUT SALARY

Family Medical Leave may be requested.

A. Requested Leave of Absence without Salary Procedure

Except for leave under the Family and Medical Leave Act ("FMLA") a probationary teacher is not eligible for leave of absence without salary. In addition to FMLA leave, if applicable, the Board may in its discretion, upon written request by a tenured teacher, and for good cause shown, grant a leave of absence for one (1) year, subject to a renewal from year to year, under the following circumstances:

1. Child care leave may be granted for the remainder of the school year in which the child is born. The child rearing leave, if granted, will begin immediately when the post child birth leave has ended. The parent may request an additional year of child rearing leave.
2. A leave for the adoption of a child may be granted. Adoption leave will commence as soon as the child has been released to the care of the adoptive parent(s).
3. The teacher will return to the same or similar position at the end of the leave. If the teacher has completed one-half (1/2) of the school year prior to going on leave; he or she will be given a full year's credit on the salary schedule.
4. A teacher planning to return the following school year must return the preliminary staffing form by February 15.
5. A teacher on Requested Leave of Absence without Salary may elect to remain as part of the district's insurance group at his or her own expense.

B. Unrequested Leave of Absence without Salary

Teachers may be placed on Unrequested Leave of Absence because of a decrease in student enrollment, school district reorganization, or the financial condition of the school district. Teachers will be placed on Unrequested Leave of Absence and recalled to active teaching according to the Reduction in Force procedure. While on Unrequested Leave of Absence, teachers may elect to remain in the district's insurance group at their own expense.

ARTICLE XI

EMPLOYEE ASSISTANCE PLAN (EAP)

Employee Assistance Plan - The district will provide a Board-paid employee assistance plan for teachers in the district. If utilization exceeds 12% the BOE may evaluate and terminate.

ARTICLE XII

TEACHERS' DAY

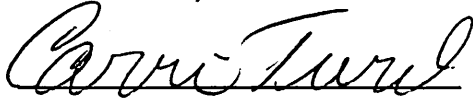
Non-instructional time is considered a regular part of the school day and is subject to the supervision of the principal or administrator. It is the responsibility of each faculty member to attend all called and regularly scheduled faculty, department or subject area meetings. Arrival and departure times may vary only as the building principal authorizes. Responsibilities or special assignments for this time can be made by the building principal.

- A. **Elementary –**
Elementary teachers are expected to arrive at the building twenty five (25) minutes before the starting time of school. Teachers should remain in the respective buildings at least five (5) minutes after the close of school.
- B. **Middle School –**
Middle School teachers are to be in their classroom fifteen (15) minutes before the start of school and remain in the building five (5) minutes after the close of the day.
- C. **High School –**
High School teachers are to be in their classroom ten (10) minutes before the start of school and remain ten (10) minutes after the close of the day.

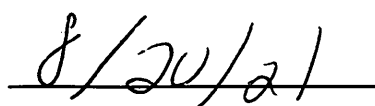
Teacher arrival and dismissal times were revised to reflect changes to school start times, approved by the Lindbergh Board of Education in May of 2021.

Signed by:

Carrie Turek, LNEA President



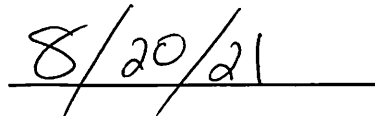
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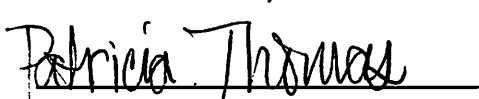
James Florez, LNEA Officer



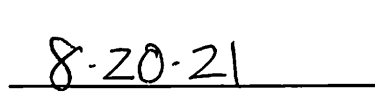
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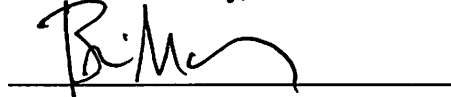
Patricia Thomas, LNEA Officer



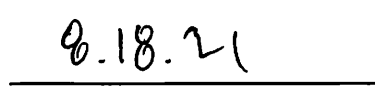
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Brian McKenney, CHRO



Date



ARTICLE XIII

TEACHING SCHEDULES

Administration will collaborate with teachers before making any policy changes to teaching schedules.

ARTICLE XIV

MODIFICATION of HANDBOOK POLICIES

Prior to BOE action on existing policies in the Handbook, the Board's representative will make a reasonable attempt to meet with LNEA representatives in order to discuss the issues. All building administrators will receive regular training on the Agreement and the Teacher Handbook.

2020-2021 TEACHER SALARY SCHEDULE

Step	Bachelor's Degree	Step	Bachelor's Degree & 150 Total Hours	Step	Master's Degree	Step	Master's Degree +30 Graduate Hours
1	\$43,000	1	\$43,500	1	\$46,000	1	\$48,200
2	\$43,189	2	\$43,978	2	\$46,456	2	\$49,067
3	\$43,947	3	\$44,748	3	\$47,385	3	\$50,291
4	\$44,714	4	\$45,529	4	\$48,332	4	\$51,550
5	\$45,496	5	\$46,328	5	\$49,298	5	\$52,836
6	\$46,179	6	\$47,138	6	\$50,532	6	\$54,158
7	\$46,872	7	\$47,964	7	\$51,796	7	\$55,513
8	\$47,644	8	\$48,804	8	\$53,090	8	\$56,901
		9	\$49,657	9	\$54,417	9	\$58,323
		10	\$50,557	10	\$55,778	10	\$59,780
		11	\$51,411	11	\$57,451	11	\$61,575
		12	\$52,183	12	\$59,175	12	\$63,419
		13	\$52,966	13	\$60,950	13	\$65,322
				14	\$62,778	14	\$67,282
				15	\$64,708	15	\$69,301
				16	\$66,762	16	\$71,555
				17	\$68,933	17	\$73,881
				18	\$71,172	18	\$76,283
				19	\$73,484	19	\$78,760
				20	\$75,874	20	\$81,320
						21	\$83,557
						22	\$85,853
						23	\$88,213
						24	\$90,639
						25	\$93,134

Stipends

National Board	\$2,500
Doctorate	\$3,000

Notes

Step placement on the salary schedule may not correspond to the number of years of experience