

**2024-2025 Salary**

**For the 2024-2025 school year, the minimum base salary for instructional staff will be \$51,250. The raises will be retroactive to July 1, 2024.**

Placement Level	BA Salary	Adjusted Salary w/ Market Adjustment (MA) (\$2063.57)	BA Salary* w/MA & TSIA (\$936.43)	Total Percent Increase TSIA & MA	BA Salary Effective (\$2500)	Total Increase E. TSIA & MA	Total Percent Increase (E)	BA Salary Highly Effective (\$3350)	Total Increase HE. TSIA & MA	Total Percent Increase (HE)
0	48,250	<u>\$ 50,313.57</u>	<u>\$ 51,250.00</u>	6%	<u>\$ 53,750.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 54,600.00</u>	<u>\$ 6,350.00</u>	12%
1	48,250	<u>\$ 50,313.57</u>	<u>\$ 51,250.00</u>	6%	<u>\$ 53,750.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 54,600.00</u>	<u>\$ 6,350.00</u>	12%
2	48,250	<u>\$ 50,313.57</u>	<u>\$ 51,250.00</u>	6%	<u>\$ 53,750.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 54,600.00</u>	<u>\$ 6,350.00</u>	12%
3	48,250	<u>\$ 50,313.57</u>	<u>\$ 51,250.00</u>	6%	<u>\$ 53,750.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 54,600.00</u>	<u>\$ 6,350.00</u>	12%
4	49,250	<u>\$ 51,413.57</u>	<u>\$ 52,350.00</u>	6%	<u>\$ 54,850.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 55,700.00</u>	<u>\$ 6,350.00</u>	11%
5	49,250	<u>\$ 51,413.57</u>	<u>\$ 52,350.00</u>	6%	<u>\$ 54,850.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 55,700.00</u>	<u>\$ 6,350.00</u>	11%
6	49,250	<u>\$ 51,413.57</u>	<u>\$ 52,350.00</u>	6%	<u>\$ 54,850.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 55,700.00</u>	<u>\$ 6,350.00</u>	11%
7	50,450	<u>\$ 52,513.57</u>	<u>\$ 53,450.00</u>	6%	<u>\$ 55,950.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 56,800.00</u>	<u>\$ 6,350.00</u>	11%
8	50,450	<u>\$ 52,513.57</u>	<u>\$ 53,450.00</u>	6%	<u>\$ 55,950.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 56,800.00</u>	<u>\$ 6,350.00</u>	11%
9	50,450	<u>\$ 52,513.57</u>	<u>\$ 53,450.00</u>	6%	<u>\$ 55,950.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 56,800.00</u>	<u>\$ 6,350.00</u>	11%
10	51,550	<u>\$ 53,613.57</u>	<u>\$ 54,550.00</u>	5%	<u>\$ 57,050.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 57,900.00</u>	<u>\$ 6,350.00</u>	11%
11	51,550	<u>\$ 53,613.57</u>	<u>\$ 54,550.00</u>	5%	<u>\$ 57,050.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 57,900.00</u>	<u>\$ 6,350.00</u>	11%
12	51,550	<u>\$ 53,613.57</u>	<u>\$ 54,550.00</u>	5%	<u>\$ 57,050.00</u>	<u>\$ 5,500.00</u>	10%	<u>\$ 57,900.00</u>	<u>\$ 6,350.00</u>	11%
13	52650	<u>\$ 54,713.57</u>	<u>\$ 55,650.00</u>	5%	<u>\$ 58,150.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 59,000.00</u>	<u>\$ 6,350.00</u>	11%
14	52650	<u>\$ 54,713.57</u>	<u>\$ 55,650.00</u>	5%	<u>\$ 58,150.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 59,000.00</u>	<u>\$ 6,350.00</u>	11%
15	52650	<u>\$ 54,713.57</u>	<u>\$ 55,650.00</u>	5%	<u>\$ 58,150.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 59,000.00</u>	<u>\$ 6,350.00</u>	11%
16	53,750	<u>\$ 55,813.57</u>	<u>\$ 56,750.00</u>	5%	<u>\$ 59,250.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 60,100.00</u>	<u>\$ 6,350.00</u>	11%
17	53,750	<u>\$ 55,813.57</u>	<u>\$ 56,750.00</u>	5%	<u>\$ 59,250.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 60,100.00</u>	<u>\$ 6,350.00</u>	11%
18	53,750	<u>\$ 55,813.57</u>	<u>\$ 56,750.00</u>	5%	<u>\$ 59,250.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 60,100.00</u>	<u>\$ 6,350.00</u>	11%
19	54,850	<u>\$ 56,913.57</u>	<u>\$ 57,850.00</u>	5%	<u>\$ 60,350.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 61,200.00</u>	<u>\$ 6,350.00</u>	10%
20	54,850	<u>\$ 56,913.57</u>	<u>\$ 57,850.00</u>	5%	<u>\$ 60,350.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 61,200.00</u>	<u>\$ 6,350.00</u>	10%
21	54,850	<u>\$ 56,913.57</u>	<u>\$ 57,850.00</u>	5%	<u>\$ 60,350.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 61,200.00</u>	<u>\$ 6,350.00</u>	10%
22	55,950	<u>\$ 58,013.57</u>	<u>\$ 58,950.00</u>	5%	<u>\$ 61,450.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 62,300.00</u>	<u>\$ 6,350.00</u>	10%
23	55,950	<u>\$ 58,013.57</u>	<u>\$ 58,950.00</u>	5%	<u>\$ 61,450.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 62,300.00</u>	<u>\$ 6,350.00</u>	10%
24	55,950	<u>\$ 58,013.57</u>	<u>\$ 58,950.00</u>	5%	<u>\$ 61,450.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 62,300.00</u>	<u>\$ 6,350.00</u>	10%
25	57,050	<u>\$ 59,113.57</u>	<u>\$ 60,050.00</u>	5%	<u>\$ 62,550.00</u>	<u>\$ 5,500.00</u>	9%	<u>\$ 63,400.00</u>	<u>\$ 6,350.00</u>	10%

**Performance Pay Instructional Personnel**

- **Newly hired instructional personnel or those who received a rating below effective on their 2023-2024 Summative Performance Evaluation will be placed on the BA Salary lane.**

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New language is identified in **boldface and is underlined**.

September 5, 2024

- **Instructional personnel on performance pay that have a 2023-2024 Summative Performance Evaluation rating of effective will receive the Market Adjustment (MA) and TSIA increase equaling \$3,000 and performance pay of \$2,500.**
- **Instructional personnel on performance pay that have a 2023-2024 Summative Performance Evaluation rating of highly effective will receive the Market Adjustment (MA) and TSIA increase equaling \$3,000 and performance pay of \$3,350.**

**Grandfathered Instructional Personnel**

- **Grandfathered Salary instructional personnel who received a rating of below effective on their 2023-2024 Summative Performance Evaluation will receive the Market Adjustment (MA) and TSIA salary increase.**
- **Instructional personnel on the Grandfathered Salary Schedule that have a 2023-2024 Summative Performance Evaluation rating of effective or above will receive the Market Adjustment (MA) and TSIA increase equaling \$3,000 and an increase equal to effective performance pay (\$2,500).**

TA'D Article Compensation on \_\_\_\_\_

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Holly Buchanan, BDS Chief Negotiator

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Aubrey Davey, ABCE Chief Negotiator

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Michael Petty, ABCE Executive Director

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New language is identified in **boldface and is underlined**.