

Increases for purely vertical movement (no education upgrades)

2008-2009 Salary Schedule

|    | B      | M      | M+15   | M+30   | M+45   | M+60   | PhD     |
|----|--------|--------|--------|--------|--------|--------|---------|
| 1  | 45,100 | 47,100 | 48,100 | 49,100 | 50,500 | 51,400 | 53,800  |
| 2  | 46,549 | 48,600 | 50,980 | 52,480 | 53,980 | 55,480 | 56,980  |
| 3  | 47,448 | 49,500 | 52,090 | 54,280 | 56,530 | 58,940 | 61,460  |
| 4  | 48,797 | 50,950 | 53,440 | 55,630 | 57,880 | 60,290 | 62,810  |
| 5  | 50,245 | 53,000 | 55,440 | 57,630 | 59,880 | 62,290 | 64,810  |
| 6  | 51,144 | 54,240 | 56,740 | 58,930 | 61,180 | 63,590 | 66,110  |
| 7  | 53,141 | 56,350 | 58,940 | 61,130 | 63,380 | 65,790 | 68,310  |
| 8  | 54,940 | 58,550 | 61,140 | 63,330 | 65,580 | 67,990 | 70,510  |
| 9  | 56,738 | 60,550 | 63,140 | 65,330 | 67,580 | 69,990 | 72,510  |
| 10 | 59,075 | 63,150 | 65,740 | 67,930 | 70,180 | 72,590 | 75,110  |
| 11 | 60,930 | 65,950 | 68,140 | 70,330 | 72,580 | 74,990 | 77,510  |
| 12 | 65,006 | 69,350 | 71,940 | 74,130 | 76,380 | 78,790 | 81,310  |
| 13 | 69,996 | 74,250 | 76,840 | 79,030 | 81,280 | 83,690 | 86,210  |
| 14 | 74,850 | 79,800 | 81,390 | 83,115 | 85,365 | 87,775 | 90,295  |
| 15 | 80,134 | 85,860 | 87,450 | 89,640 | 91,890 | 94,300 | 96,820  |
| 16 | 86,500 | 92,400 | 93,400 | 94,400 | 95,500 | 96,700 | 100,000 |

2011-2012 Salary Schedule

|    | B      | M      | M+15    | M+30    | M+45    | M+60    | PhD     |
|----|--------|--------|---------|---------|---------|---------|---------|
| 1  | 50,250 | 51,100 | 52,100  | 54,450  | 56,550  | 58,600  | 62,500  |
| 2  | 51,250 | 52,450 | 54,000  | 56,200  | 58,250  | 61,100  | 65,800  |
| 3  | 52,450 | 53,850 | 56,560  | 59,800  | 61,850  | 65,100  | 69,800  |
| 4  | 53,100 | 55,600 | 60,340  | 63,580  | 65,630  | 68,880  | 73,580  |
| 5  | 54,699 | 57,300 | 64,340  | 67,580  | 69,630  | 72,880  | 77,580  |
| 6  | 55,648 | 58,300 | 69,340  | 72,580  | 74,630  | 77,880  | 81,580  |
| 7  | 57,047 | 59,800 | 73,480  | 77,980  | 80,030  | 82,880  | 86,580  |
| 8  | 58,495 | 61,950 | 77,480  | 80,580  | 81,680  | 83,880  | 87,580  |
| 9  | 59,394 | 63,300 | 81,480  | 82,480  | 83,580  | 86,780  | 91,480  |
| 10 | 61,391 | 65,500 | 82,680  | 83,680  | 84,780  | 87,980  | 92,680  |
| 11 | 63,190 | 69,000 | 83,700  | 84,700  | 85,800  | 89,000  | 93,700  |
| 12 | 65,776 | 71,300 | 86,400  | 87,400  | 88,500  | 91,700  | 96,400  |
| 13 | 71,112 | 77,400 | 89,100  | 90,100  | 91,200  | 94,400  | 99,100  |
| 14 | 76,138 | 83,900 | 93,100  | 94,100  | 95,200  | 98,400  | 103,100 |
| 15 | 84,316 | 89,100 | 96,900  | 97,900  | 99,000  | 102,200 | 106,900 |
| 16 | 90,000 | 95,900 | 100,900 | 101,900 | 103,000 | 106,200 | 110,900 |

Step in Contract raise over 4 years

| Step in 2011-2012 | B      | M      | M+15   | M+30   | M+45   | M+60   | PhD    |
|-------------------|--------|--------|--------|--------|--------|--------|--------|
| 1                 |        |        |        |        |        |        |        |
| 2                 |        |        |        |        |        |        |        |
| 3                 |        |        |        |        |        |        |        |
| 4                 | 8,000  | 8,500  | 12,240 | 14,480 | 15,130 | 17,480 | 19,780 |
| 5                 | 8,150  | 8,700  | 13,360 | 15,100 | 15,650 | 17,400 | 20,600 |
| 6                 | 8,200  | 8,800  | 17,250 | 18,300 | 18,100 | 18,940 | 20,120 |
| 7                 | 8,250  | 8,850  | 20,040 | 22,350 | 22,150 | 22,590 | 23,770 |
| 8                 | 8,250  | 8,950  | 22,040 | 22,950 | 21,800 | 21,590 | 22,770 |
| 9                 | 8,250  | 9,060  | 24,740 | 23,550 | 22,400 | 23,190 | 25,370 |
| 10                | 8,250  | 9,150  | 23,740 | 22,550 | 21,400 | 22,190 | 24,370 |
| 11                | 8,250  | 10,450 | 22,560 | 21,370 | 20,220 | 21,010 | 23,190 |
| 12                | 9,038  | 10,750 | 23,260 | 22,070 | 20,920 | 21,710 | 23,890 |
| 13                | 12,037 | 14,250 | 23,360 | 22,170 | 21,020 | 21,810 | 23,990 |
| 14                | 15,208 | 17,950 | 24,960 | 23,770 | 22,620 | 23,410 | 25,590 |
| 15                | 19,310 | 19,750 | 24,960 | 23,770 | 22,620 | 23,410 | 25,590 |
| 16-1              | 20,004 | 21,650 | 24,060 | 22,870 | 21,720 | 22,510 | 24,690 |
| 16-2              | 15,150 | 16,100 | 19,510 | 18,785 | 17,635 | 18,425 | 20,605 |
| 16-3              | 9,866  | 10,040 | 13,450 | 12,260 | 11,110 | 11,900 | 14,080 |
| 16-4              | 3,500  | 3,500  | 7,500  | 7,500  | 7,500  | 9,500  | 10,900 |

4 year Percentage Raise

|      | B     | M     | M+15  | M+30  | M+45  | M+60  | PhD   |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1    |       |       |       |       |       |       |       |
| 2    |       |       |       |       |       |       |       |
| 3    |       |       |       |       |       |       |       |
| 4    | 17.7% | 18.0% | 25.4% | 29.5% | 30.0% | 34.0% | 36.8% |
| 5    | 17.5% | 17.9% | 26.2% | 28.8% | 29.0% | 31.4% | 36.2% |
| 6    | 17.3% | 17.8% | 33.1% | 33.7% | 32.0% | 32.1% | 32.7% |
| 7    | 16.9% | 17.4% | 37.5% | 40.2% | 38.3% | 37.5% | 37.8% |
| 8    | 16.4% | 16.9% | 39.8% | 39.8% | 36.4% | 34.7% | 35.1% |
| 9    | 16.1% | 16.7% | 43.6% | 40.0% | 36.6% | 36.5% | 38.4% |
| 10   | 15.5% | 16.2% | 40.3% | 36.9% | 33.8% | 33.7% | 35.7% |
| 11   | 15.0% | 17.8% | 36.9% | 33.7% | 30.8% | 30.9% | 32.9% |
| 12   | 15.9% | 17.8% | 36.8% | 33.8% | 31.0% | 31.0% | 32.9% |
| 13   | 20.4% | 22.6% | 35.5% | 32.6% | 30.0% | 30.0% | 31.9% |
| 14   | 25.0% | 27.2% | 36.6% | 33.8% | 31.2% | 31.2% | 33.0% |
| 15   | 29.7% | 28.5% | 34.7% | 32.1% | 29.6% | 29.7% | 31.5% |
| 16-1 | 28.6% | 29.2% | 31.3% | 28.9% | 26.7% | 26.9% | 28.6% |
| 16-2 | 20.2% | 20.2% | 24.0% | 22.6% | 20.7% | 21.0% | 22.8% |
| 16-3 | 12.3% | 11.7% | 15.4% | 13.7% | 12.1% | 12.6% | 14.5% |
| 16-4 | 4.0%  | 3.8%  | 8.0%  | 7.9%  | 7.9%  | 9.8%  | 10.9% |