

13-MED-03-0321  
K30138  
1685-01

STATE EMPLOYMENT  
RELATIONS BOARD

M. O. U.

2014 JAN 10 P 3-24

THE PARTIES AGREE TO REVIEW THE JOBS  
DUTIES ASSOCIATED W/ THE WORK PERFORMED  
BY THE BUILDING CUSTODIANS. THE LEAD  
CUSTODIAN WILL REPORT INFORMATION TO THE  
SUPERVISOR REGARDING THEIR CURRENT JOB  
DUTIES. THIS REVIEW SHALL OCCUR NO LATER  
THAN FORTY-FIVE (45) DAYS AFTER CONTRACT  
RATIFICATION THE FINDINGS AND RECOMMENDATIONS SHALL  
BE SUBMITTED TO THE SUPERINTENDENT AND TMEBA.

FOR ASSOCIATION

FOR BOARD

M. O. U. 8-1-13  
DATE

[Signature] 8-1-13  
DATE

Memorandum of Understanding 2014 JAN 10 P 3: 24

**The Trotwood-Madison Education Association and the Trotwood-Madison Board of Education hereby enter into this Memorandum of Understanding effective upon completed signatures. The terms and conditions are as follow:**

**There will be a study of daily, monthly, weekly, yearly requirements and responsibilities of all head custodian positions to support the need to place all head custodians be placed in the same column as the current high school head custodian.**

**The study is to be completed with in 45 days of the ratification of the contract currently being negotiated.**

**The results will be presented at the same time to the current TMEA negotiation team, the superintendent, and the current Board negotiation team.**

For Association

Michael Lyell 8-9-13

For Board

Kevin [unclear] 8/9/13

**Memorandum of Understanding**

2014 JAN 10 P 3: 24

**The Trotwood-Madison Education Association and the Trotwood-Madison Board of Education hereby enter into this Memorandum of Understanding effective upon completed signatures. The terms and conditions are as follow:**

**An annual incentive payment program and its policy will be created by a committee comprised of an equal number of Association Members appointed by the Association and administrative members appointed by the Superintendent.**

**This committee is charged with deriving the incentive payment program guidelines, criteria, and those eligible (inclusive of certified and classified members). The incentive payment program and its policy will be mutually agreed to by the Association and the Superintendent.**

**The Incentive program is not to be based on individual teachers' students' performance, rather on aggregate results such as grade bands or buildings.**

**The incentive payment program is to be finalized no later the end of the 2014 - 2015 contract year and will be implemented for the 2015 - 2016 contract year. The incentive program is to replace the Attendance Bonus in Article 15 Section 08 (15.08 Attendance Bonus).**

**The incentive payment program is not to be tied to any unit member's salary in any manner. It is not and will not be individual performance pay or merit pay.**

Association

Melinda Cuyell 8/12/13

Date

Board

[Signature] 8/12/13

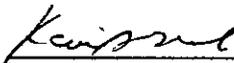
Date

**Memorandum of Understanding**

The Trotwood-Madison Board of Education and the Trotwood-Madison Education Association hereby enter into this Memorandum of Understanding effective upon completion of signatures. The terms and conditions are as follows:

The Board of Education will provide a one-time reimbursement of \$139.00 to K-3 teachers who register for, take, and pass the Praxis 5203 assessment, Teaching Reading: Elementary Education. The reimbursement is intended to cover the registration cost of Praxis 5203 and is only available for the 2013-14 school year. Teachers will be reimbursed when the district receives an original score report from Educational Testing Services (ETS) denoting attainment of the ODE-established passing score for credentialing purposes related to the Third Grade Reading Guarantee. No reimbursement will be provided for non-passing scores. Praxis results will be incorporated into reimbursed teachers' personnel file.

For the Board

      11/18/13  
Signature                                      Date

For the Association

      11/19/13  
Signature                                      Date

STATE EMPLOYMENT  
RELATIONS BOARD

2014 JAN 10 P 3:23

*Library Aide*

Bargaining Unit Support Staff

FY11+2% *2013-14*  
*Ed. Teache* *Head Cust.*  
*Aide* *Custodian* *Bus Drive* *Grounds Keeper* *Mechanic* *Head Maint.*  
 (step and base freeze in FY12 & FY13)

STEP	<i>Bus Aide</i>	<i>Cook</i>	II	III	IV	V
0	\$12.68	\$13.52	\$14.40	\$15.29	\$16.12	
1	\$13.05	\$13.93	\$14.84	\$15.75	\$16.63	
2	\$13.43	\$14.34	\$15.28	\$16.23	\$17.12	
3	\$13.79	\$14.74	\$15.72	\$16.69	\$17.63	
4	\$14.17	\$15.14	\$16.14	\$17.18	\$18.14	
5	\$14.53	\$15.55	\$16.58	\$17.64	\$18.63	
6	\$14.91	\$15.95	\$17.02	\$18.10	\$19.14	
7	\$15.28	\$16.35	\$17.46	\$18.58	\$19.65	
8	\$15.28	\$16.35	\$17.46	\$18.58	\$19.65	
9	\$15.28	\$16.35	\$17.46	\$18.58	\$19.65	
10	\$15.28	\$16.35	\$17.46	\$18.58	\$19.65	
11	\$15.65	\$16.75	\$17.88	\$19.04	\$20.15	
12	\$15.65	\$16.75	\$17.88	\$19.04	\$20.15	
13	\$15.65	\$16.75	\$17.88	\$19.04	\$20.15	
14	\$15.65	\$16.75	\$17.88	\$19.04	\$20.15	
15	\$15.65	\$16.75	\$17.88	\$19.04	\$20.15	
16	\$16.01	\$17.15	\$18.34	\$19.52	\$20.65	
17	\$16.01	\$17.15	\$18.34	\$19.52	\$20.65	
18	\$16.01	\$17.15	\$18.34	\$19.52	\$20.65	
19	\$16.01	\$17.15	\$18.34	\$19.52	\$20.65	
20	\$16.01	\$17.15	\$18.34	\$19.52	\$20.65	
21	\$16.37	\$17.57	\$18.76	\$19.99	\$21.16	
22	\$16.37	\$17.57	\$18.76	\$19.99	\$21.16	
23	\$16.75	\$17.96	\$19.20	\$20.47	\$21.66	

*Head Cook H.S. Secy*

**DIRECTORS' SALARY SCHEDULE**

2013-14

2014 JAN 10 P 3: 23

FY11+2% (step and base freeze in FY12 & FY13)

STEP	MA	MA+18	MA+36	DOCTOR
1	\$87,138	\$89,534	\$91,931	\$94,327
2	\$90,134	\$92,530	\$94,926	\$97,323
3	\$93,130	\$95,525	\$97,922	\$100,319
4	\$96,124	\$98,520	\$100,917	\$103,313
5	\$99,120	\$101,516	\$103,911	\$106,309
6	\$102,116	\$104,512	\$106,907	\$109,305
7	\$105,111	\$107,507	\$109,903	\$112,300
8	\$108,106	\$110,502	\$112,899	\$115,294
9	\$108,106	\$110,502	\$112,899	\$115,294
10	\$108,106	\$110,502	\$112,899	\$115,294
11	\$108,106	\$110,502	\$112,899	\$115,294
12	\$108,106	\$110,502	\$112,899	\$115,294
13	\$111,100	\$113,498	\$115,893	\$118,290
14	\$111,100	\$113,498	\$115,893	\$118,290
15	\$111,100	\$113,498	\$115,893	\$118,290
16	\$111,100	\$113,498	\$115,893	\$118,290
17	\$111,100	\$113,498	\$115,893	\$118,290
18	\$114,096	\$116,494	\$118,889	\$121,285

FY11+2%

2013-14

(step and base freeze in FY12 & FY13)

Step	Non-BA	BA	B+150	Masters	M+18	M+36	Doctor
1	\$50,160	\$55,121	\$57,418	\$59,830	\$62,113	\$64,382	\$66,666
2	\$52,250	\$57,418	\$59,830	\$62,674	\$64,957	\$67,237	\$69,514
3	\$54,446	\$59,830	\$62,674	\$65,528	\$67,803	\$70,085	\$72,362
4	\$57,033	\$62,674	\$65,528	\$68,376	\$70,652	\$72,930	\$75,210
5	\$59,631	\$65,528	\$68,376	\$71,223	\$73,500	\$75,777	\$78,054
6	\$62,222	\$68,376	\$71,223	\$74,072	\$76,349	\$78,624	\$80,905
7	\$64,813	\$71,223	\$74,072	\$76,920	\$79,197	\$81,473	\$83,750
8	\$67,406	\$74,072	\$76,920	\$79,763	\$82,056	\$84,322	\$86,600
9	\$67,406	\$74,072	\$76,920	\$79,763	\$82,056	\$84,322	\$86,600
10	\$67,406	\$74,072	\$76,920	\$79,763	\$82,056	\$84,322	\$86,600
11	\$67,406	\$74,072	\$76,920	\$79,763	\$82,056	\$84,322	\$86,600
12	\$67,406	\$74,072	\$76,920	\$79,763	\$82,056	\$84,322	\$86,600
13	\$69,997	\$76,920	\$79,763	\$82,611	\$84,887	\$87,171	\$89,446
14	\$69,997	\$76,920	\$79,763	\$82,611	\$84,887	\$87,171	\$89,446
15	\$69,997	\$76,920	\$79,763	\$82,611	\$84,887	\$87,171	\$89,446
16	\$69,997	\$76,920	\$79,763	\$82,611	\$84,887	\$87,171	\$89,446
17	\$69,997	\$76,920	\$79,763	\$82,611	\$84,887	\$87,171	\$89,446
18	\$72,585	\$79,763	\$82,611	\$85,460	\$87,738	\$90,019	\$92,295

STATE EMPLOYMENT  
RELATIONS BOARD  
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**HIGH SCHOOL PRINCIPAL**

2013-14

FY11+2%

(step and base freeze in FY12 &amp; FY13)

<b>STEP</b>	<b>MA</b>	<b>MA+18</b>	<b>MA+36</b>	<b>DOCTOR</b>
1	\$83,685	\$86,082	\$88,478	\$90,874
2	\$86,681	\$89,076	\$91,474	\$93,870
3	\$89,677	\$92,072	\$94,468	\$96,865
4	\$92,671	\$95,068	\$97,464	\$99,861
5	\$95,667	\$98,064	\$100,459	\$102,856
6	\$98,663	\$101,058	\$103,454	\$105,852
7	\$101,658	\$104,054	\$106,450	\$108,845
8	\$104,652	\$107,050	\$109,446	\$111,841
9	\$104,652	\$107,050	\$109,446	\$111,841
10	\$104,652	\$107,050	\$109,446	\$111,841
11	\$104,652	\$107,050	\$109,446	\$111,841
12	\$104,652	\$107,050	\$109,446	\$111,841
13	\$107,648	\$110,045	\$112,441	\$114,837
14	\$107,648	\$110,045	\$112,441	\$114,837
15	\$107,648	\$110,045	\$112,441	\$114,837
16	\$107,648	\$110,045	\$112,441	\$114,837
17	\$107,648	\$110,045	\$112,441	\$114,837
18	\$110,644	\$113,040	\$115,436	\$117,833

STATE EMPLOYMENT  
RELATIONS BOARD

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**MIDDLE SCHOOL PRINCIPAL**

2013-14

FY11+2%

(step and base freeze in FY12 &amp; FY13)

<b>STEP</b>	<b>MA</b>	<b>MA+18</b>	<b>MA+36</b>	<b>DOCTOR</b>
1	\$77,942	\$80,174	\$82,406	\$84,638
2	\$80,732	\$82,963	\$85,196	\$87,428
3	\$83,523	\$85,754	\$87,986	\$90,218
4	\$86,311	\$88,543	\$90,775	\$93,007
5	\$89,102	\$91,334	\$93,565	\$95,798
6	\$91,892	\$94,123	\$96,355	\$98,588
7	\$94,681	\$96,913	\$99,145	\$101,375
8	\$97,470	\$99,703	\$101,935	\$104,166
9	\$97,470	\$99,703	\$101,935	\$104,166
10	\$97,470	\$99,703	\$101,935	\$104,166
11	\$97,470	\$99,703	\$101,935	\$104,166
12	\$97,470	\$99,703	\$101,935	\$104,166
13	\$100,261	\$102,494	\$104,725	\$106,955
14	\$100,261	\$102,494	\$104,725	\$106,955
15	\$100,261	\$102,494	\$104,725	\$106,955
16	\$100,261	\$102,494	\$104,725	\$106,955
17	\$100,261	\$102,494	\$104,725	\$106,955
18	\$103,050	\$105,282	\$107,514	\$109,746

STATE EMPLOYMENT  
RELATIONS BOARD

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2013-14

FY11+2%

(step and base freeze in FY12 & FY13)

STEP	MA	MA+18	MA+36	DOCTOR
1	\$73,196	\$75,592	\$77,989	\$80,385
2	\$76,192	\$78,588	\$80,984	\$83,381
3	\$79,187	\$81,583	\$83,979	\$86,377
4	\$82,182	\$84,578	\$86,975	\$89,371
5	\$85,178	\$87,574	\$89,969	\$92,367
6	\$88,174	\$90,570	\$92,965	\$95,363
7	\$91,168	\$93,564	\$95,961	\$98,357
8	\$94,164	\$96,560	\$98,957	\$101,352
9	\$94,164	\$96,560	\$98,957	\$101,352
10	\$94,164	\$96,560	\$98,957	\$101,352
11	\$94,164	\$96,560	\$98,957	\$101,352
12	\$94,164	\$96,560	\$98,957	\$101,352
13	\$97,158	\$99,556	\$101,952	\$104,347
14	\$97,158	\$99,556	\$101,952	\$104,347
15	\$97,158	\$99,556	\$101,952	\$104,347
16	\$97,158	\$99,556	\$101,952	\$104,347
17	\$97,158	\$99,556	\$101,952	\$104,347
18	\$100,154	\$102,552	\$104,947	\$107,343

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STATE EMPLOYMENT  
RELATIONS BOARD

**ASSISTANT PRINCIPAL**

2013-14

FY11+2%

(step and base freeze in FY12 &amp; FY13)

STEP	DEGREE	B+150	MA	MA+18	MA+36	DOCTOR
1	\$66,280	\$66,280	\$68,665	\$71,060	\$73,458	\$75,854
2	\$69,274	\$69,274	\$71,661	\$74,056	\$76,454	\$78,849
3	\$72,270	\$72,270	\$74,655	\$77,052	\$79,449	\$81,845
4	\$75,266	\$75,266	\$77,651	\$80,048	\$82,443	\$84,840
5	\$78,262	\$78,262	\$80,647	\$83,042	\$85,438	\$87,836
6	\$81,256	\$81,256	\$83,643	\$86,037	\$88,434	\$90,831
7	\$84,252	\$84,252	\$86,637	\$89,034	\$91,430	\$93,826
8	\$87,248	\$87,248	\$89,632	\$92,029	\$94,425	\$96,822
9	\$87,248	\$87,248	\$89,632	\$92,029	\$94,425	\$96,822
10	\$87,248	\$87,248	\$89,632	\$92,029	\$94,425	\$96,822
11	\$87,248	\$87,248	\$89,632	\$92,029	\$94,425	\$96,822
12	\$87,248	\$87,248	\$89,632	\$92,029	\$94,425	\$96,822
13	\$90,243	\$90,243	\$92,628	\$95,024	\$97,420	\$99,817
14	\$90,243	\$90,243	\$92,628	\$95,024	\$97,420	\$99,817
15	\$90,243	\$90,243	\$92,628	\$95,024	\$97,420	\$99,817
16	\$90,243	\$90,243	\$92,628	\$95,024	\$97,420	\$99,817
17	\$90,243	\$90,243	\$92,628	\$95,024	\$97,420	\$99,817
18	\$93,238	\$93,238	\$95,623	\$98,020	\$100,416	\$102,811

STATE EMPLOYMENT  
RELATIONS BOARD  
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**PSYCHOLOGIST (280 DAY)**

2013-14

FY11+2%

(step and base freeze in FY12 & FY13)

STEP	MA	MA+18	MA+36	DOCTOR
1	\$65,277	\$67,560	\$69,831	\$72,113
2	\$68,127	\$70,402	\$72,684	\$74,961
3	\$70,974	\$73,251	\$75,533	\$77,808
4	\$73,822	\$76,099	\$78,375	\$80,657
5	\$76,670	\$78,947	\$81,223	\$83,500
6	\$79,519	\$81,795	\$84,072	\$86,349
7	\$82,367	\$84,643	\$86,921	\$89,196
8	\$85,209	\$87,492	\$89,769	\$92,045
9	\$85,209	\$87,492	\$89,769	\$92,045
10	\$85,209	\$87,492	\$89,769	\$92,045
11	\$85,209	\$87,492	\$89,769	\$92,045
12	\$85,209	\$87,492	\$89,769	\$92,045
13	\$88,059	\$90,336	\$92,617	\$94,894
14	\$88,059	\$90,336	\$92,617	\$94,894
15	\$88,059	\$90,336	\$92,617	\$94,894
16	\$88,059	\$90,336	\$92,617	\$94,894
17	\$88,059	\$90,336	\$92,617	\$94,894
18	\$90,701	\$93,184	\$95,465	\$97,742

STATE EMPLOYMENT  
RELATIONS BOARD  
2014 JAN 10 P 3:23

**PSYCHOLOGIST (206 DAY)**

2013-14

FY11+2%

(step and base freeze in FY12 & FY13)

STEP	MA	MA+18	MA+36	DOCTOR
1	\$54,669	\$56,582	\$58,483	\$60,395
2	\$57,056	\$58,963	\$60,873	\$62,780
3	\$59,441	\$61,347	\$63,259	\$65,164
4	\$61,826	\$63,733	\$65,639	\$67,550
5	\$64,211	\$66,118	\$68,024	\$69,932
6	\$66,597	\$68,503	\$70,409	\$72,317
7	\$68,983	\$70,889	\$72,797	\$74,702
8	\$71,363	\$73,275	\$75,182	\$77,087
9	\$71,363	\$73,275	\$75,182	\$77,087
10	\$71,363	\$73,275	\$75,182	\$77,087
11	\$71,363	\$73,275	\$75,182	\$77,087
12	\$71,363	\$73,275	\$75,182	\$77,087
13	\$73,750	\$75,656	\$77,566	\$79,474
14	\$73,750	\$75,656	\$77,566	\$79,474
15	\$73,750	\$75,656	\$77,566	\$79,474
16	\$73,750	\$75,656	\$77,566	\$79,474
17	\$73,750	\$75,656	\$77,566	\$79,474
18	\$75,962	\$78,042	\$79,952	\$81,860

STATE EMPLOYMENT  
RELATIONS BOARD

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# INTERNS: PSYCH OR SPEECH PATH

Flat Rate Stipend: \$25,000

STEP	MA	MA+18	MA+36	DOCTOR
1	\$25,000	\$25,000	\$25,000	\$25,000
2	\$25,000	\$25,000	\$25,000	\$25,000
3	\$25,000	\$25,000	\$25,000	\$25,000
4	\$25,000	\$25,000	\$25,000	\$25,000
5	\$25,000	\$25,000	\$25,000	\$25,000
6	\$25,000	\$25,000	\$25,000	\$25,000
7	\$25,000	\$25,000	\$25,000	\$25,000
8	\$25,000	\$25,000	\$25,000	\$25,000
9	\$25,000	\$25,000	\$25,000	\$25,000
10	\$25,000	\$25,000	\$25,000	\$25,000
11	\$25,000	\$25,000	\$25,000	\$25,000
12	\$25,000	\$25,000	\$25,000	\$25,000
13	\$25,000	\$25,000	\$25,000	\$25,000
14	\$25,000	\$25,000	\$25,000	\$25,000
15	\$25,000	\$25,000	\$25,000	\$25,000
16	\$25,000	\$25,000	\$25,000	\$25,000
17	\$25,000	\$25,000	\$25,000	\$25,000
18	\$25,000	\$25,000	\$25,000	\$25,000

STATE EMPLOYMENT  
RELATIONS BOARD  
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FY11+2%

2013-14

260 DAY CONTRACT

**Administrative Assistant  
Assistant Transportation Supervisor  
Financial Analyst  
Payroll Specialist  
Public Information Officer**

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STATE EMPLOYMENT  
RELATIONS BOARD

**EQUIVALENT**

<b>STEP</b>	<b>NONDEGREE</b>	<b>30 SEM. HOURS</b>	<b>ASSOCIATES</b>	<b>DEGREE</b>	<b>B+18</b>
1	\$40,846	\$41,936	\$43,024	\$44,114	\$45,203
2	\$43,570	\$44,658	\$45,748	\$46,837	\$47,926
3	\$46,292	\$47,382	\$48,470	\$49,560	\$50,649
4	\$49,015	\$50,104	\$51,194	\$52,283	\$53,372
5	\$51,738	\$52,827	\$53,918	\$55,006	\$56,095
6	\$54,461	\$55,551	\$56,639	\$57,730	\$58,819
7	\$57,185	\$58,273	\$59,363	\$60,453	\$61,541
8	\$59,907	\$60,997	\$62,085	\$63,175	\$64,265
9	\$59,907	\$60,997	\$62,085	\$63,175	\$64,265
10	\$59,907	\$60,997	\$62,085	\$63,175	\$64,265
11	\$59,907	\$60,997	\$62,085	\$63,175	\$64,265
12	\$59,907	\$60,997	\$62,085	\$63,175	\$64,265
13	\$62,631	\$63,719	\$64,809	\$65,898	\$66,988
14	\$62,631	\$63,719	\$64,809	\$65,898	\$66,988
15	\$62,631	\$63,719	\$64,809	\$65,898	\$66,988
16	\$62,631	\$63,719	\$64,809	\$65,898	\$66,988
17	\$62,631	\$63,719	\$64,809	\$65,898	\$66,988
18	\$65,353	\$66,443	\$67,532	\$68,621	\$69,710

**NON-BARGAINING SUPPORT**

FY11+2%

2013-14

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	<b>MAINTENANCE FOREMAN</b>
<b>STEP</b>	
1	\$17.53
3	\$18.51
5	\$19.48
7	\$20.44
9	\$20.44
11	\$20.92
13	\$20.92
15	\$21.41
17	\$21.88
19	\$21.88
21	\$22.37
23	\$22.84

<b>FOOD SERVICE MANAGER HIGH SCHOOL</b>
\$16.48
\$17.43
\$18.38
\$19.33
\$19.33
\$19.81
\$19.81
\$20.28
\$20.76
\$20.76
\$21.23
\$21.71

<b>FOOD SERVICE MANAGER MIDDLE SCHOOL ELEMENTARY</b>
\$15.24
\$16.19
\$17.14
\$18.09
\$18.09
\$18.58
\$18.58
\$19.04
\$19.53
\$19.53
\$19.99
\$20.48

# CENTRAL OFFICE CLERICAL SUPPORT STAFF

FY11+2%

2013-14

2014 JAN 10 P 3: 23

(step and base freeze in FY12 & FY13)

STEP	ACCT CLERK BOOKKEEPER TRANS MANAGER	DIRECTOR'S SECRETARY	CLERICAL SUPPORT	SUPT SECRETARY
0	\$17.31	\$15.79	\$15.65	\$18.38
1	\$17.77	\$16.25	\$15.80	\$18.92
2	\$18.24	\$16.70	\$15.95	\$19.47
3	\$18.70	\$17.15	\$16.71	\$20.04
4	\$19.15	\$17.63	\$17.18	\$20.62
5	\$19.60	\$18.08	\$17.64	\$21.23
6	\$20.07	\$18.54	\$18.09	\$21.85
7	\$20.53	\$18.99	\$18.55	\$22.49
8	\$20.53	\$18.99	\$18.55	\$22.49
9	\$20.53	\$18.99	\$18.55	\$22.49
10	\$20.99	\$19.47	\$19.01	\$23.14
11	\$20.99	\$19.47	\$19.01	\$23.14
12	\$20.99	\$19.47	\$19.01	\$23.14
13	\$20.99	\$19.47	\$19.01	\$23.14
14	\$21.44	\$19.92	\$19.48	\$23.82
15	\$21.44	\$19.92	\$19.48	\$23.82
16	\$21.89	\$20.37	\$19.93	\$24.51
17	\$21.89	\$20.37	\$19.93	\$24.51
18	\$21.89	\$20.37	\$19.93	\$24.51
19	\$21.89	\$20.37	\$19.93	\$24.51
20	\$21.89	\$20.37	\$19.93	\$24.51
21	\$22.37	\$20.83	\$20.38	\$25.22
22	\$22.37	\$20.83	\$20.38	\$25.22
23	\$22.82	\$21.28	\$20.84	\$25.96

**Appendix D: Other Wage Schedules - 2013-14**

STATE EMPLOYMENT  
RELATIONS BOARD

- Summer School Teachers
  - Driver's Education
  - Home Tutors
  - Staff Development Committee
  - Curriculum Development Committee Members
- Hourly Rate

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INDEX 0.0008 times Certified Salary Schedule Step 0 Degree \$33,973  
7/1/2013 \$27.18

Maximum Uniform Board Monthly Cost

INDEX 2 times Step 0 Column IV - \$15.29  
7/1/2013 \$30.58

**Supplementary Salary Schedule**

FY11+2%

INDEX											
Step	A	B	C	D	E	F	G	H	I	J	K
0	0.180	0.177	0.130	0.106	0.092	0.077	0.062	0.048	0.033	0.018	0.012
1	0.195	0.183	0.136	0.112	0.098	0.083	0.068	0.053	0.039	0.024	0.014
2	0.210	0.189	0.142	0.118	0.103	0.089	0.074	0.059	0.045	0.030	0.016
5	0.225	0.195	0.148	0.124	0.110	0.095	0.082	0.065	0.051	0.036	0.019
10	0.240	0.201	0.154	0.130	0.116	0.101	0.088	0.071	0.057	0.042	0.023

BASE - \$33,973											
Step	A	B	C	D	E	F	G	H	I	J	K
0	\$6,116	\$6,013	\$4,416	\$3,602	\$3,126	\$2,616	\$2,107	\$1,631	\$1,121	\$612	\$407
1	\$6,625	\$6,217	\$4,621	\$3,805	\$3,329	\$2,819	\$2,310	\$1,800	\$1,325	\$815	\$476
2	\$7,135	\$6,421	\$4,824	\$4,009	\$3,499	\$3,024	\$2,514	\$2,004	\$1,529	\$1,019	\$543
5	\$7,644	\$6,625	\$5,028	\$4,213	\$3,737	\$3,228	\$2,786	\$2,209	\$1,733	\$1,223	\$645
10	\$8,154	\$6,828	\$5,232	\$4,416	\$3,941	\$3,431	\$2,990	\$2,412	\$1,936	\$1,427	\$781

STATE EMPLOYMENT  
RELATIONS BOARD

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Teachers

2013-14

FY11+2% (step and base freeze in FY12 & FY13)

Base - \$33973						
STEP	NON DEGREE	BS	150 HOURS	MA	MA+18	MA+36
0		\$33,973	\$35,842	\$37,710	\$39,579	\$41,447
1	\$30,746	\$35,842	\$37,710	\$39,579	\$41,447	\$43,316
2	\$32,614	\$37,710	\$39,579	\$41,447	\$43,316	\$45,184
3	\$34,483	\$39,579	\$41,447	\$43,316	\$45,184	\$47,053
4	\$36,351	\$41,447	\$43,316	\$45,184	\$47,053	\$48,921
5	\$38,220	\$43,316	\$45,184	\$47,053	\$48,921	\$50,790
6	\$40,088	\$45,184	\$47,053	\$48,921	\$50,790	\$52,658
7	\$41,957	\$47,053	\$48,921	\$50,790	\$52,658	\$54,527
8	\$41,957	\$48,921	\$50,790	\$52,658	\$54,527	\$56,395
9	\$41,957	\$50,790	\$52,658	\$54,527	\$56,395	\$58,264
10	\$41,957	\$52,658	\$54,527	\$56,395	\$58,264	\$60,132
11	\$41,957	\$54,527	\$56,395	\$58,264	\$60,132	\$62,001
12	\$43,825	\$56,395	\$58,264	\$60,132	\$62,001	\$63,870
13	\$43,825	\$56,395	\$58,264	\$62,001	\$63,870	\$65,738
14	\$43,825	\$56,395	\$58,264	\$62,001	\$63,870	\$65,738
15	\$43,825	\$56,395	\$58,264	\$62,001	\$63,870	\$65,738
16	\$43,825	\$56,395	\$58,264	\$62,001	\$63,870	\$65,738
17	\$45,694	\$58,264	\$60,132	\$62,001	\$63,870	\$65,738
18	\$45,694	\$58,264	\$60,132	\$63,870	\$65,738	\$67,607
19	\$45,694	\$58,264	\$60,132	\$63,870	\$65,738	\$67,607
20	\$45,694	\$58,264	\$60,132	\$63,870	\$65,738	\$67,607
21	\$45,694	\$58,264	\$60,132	\$63,870	\$65,738	\$67,607
22	\$47,562	\$60,132	\$62,001	\$63,870	\$65,738	\$67,607
23	\$47,562	\$60,132	\$62,001	\$65,738	\$67,607	\$69,475
24	\$47,562	\$60,132	\$62,001	\$65,738	\$67,607	\$69,475
25	\$47,562	\$62,001	\$63,870	\$65,738	\$67,607	\$69,475
26	\$47,562	\$62,001	\$63,870	\$65,738	\$67,607	\$69,475
27	\$47,562	\$62,001	\$63,870	\$67,607	\$69,475	\$71,344