

**Appendix B**  
**BASE SALARY AND YEARLY ADVANCEMENTS**

1. Base Salary

The base salary shall be defined as the amount of compensation paid as determined by the formula for compensation, absent stipend(s) in any contract year. The initial base salary is set out in Paragraph 2 below.

**For the 2023-2024 school year:** The base salary for each teacher will be increased over the previous year's base salary by the greater of 6% or \$3,300.

**For the 2024-2025 school year:** The base salary for each teacher will be increased over the previous year's base salary by the greater of 6% or \$3,300.

**For the 2025-2026 school year:** The base salary for each teacher will be increased over the previous year's base salary by the greater of 6% or \$3,300.

2. Entry Level Starting Salary for the Duration of the Agreement (except as noted)

BA	MA	MA+15	MA+30	MA+45	PhD/Doctorate
\$47,300	\$50,300	\$52,300	\$54,300	\$56,300	\$58,300

The Board may award credit for prior teaching experience. For each year of recognized teaching experience, a new hire will receive \$500 if they hold a BA, \$750 if they hold an MA, \$875 if they hold an MA+15, and \$1,000 if they hold a MA+30 or MA+45. For example, a newly hired teacher possessing an MA and 5 years of prior experience would have a starting salary of \$54,050.

The district has the discretion to increase the starting salary in the BA, MA, MA+15 and MA+30 lane by up to 1.5% in any one year of the contract so long as the salary for such teacher is not higher than the salary paid to a currently employed teacher at the same level of experience and educational credit.

Teachers may move into the MA15 lane only after receiving an endorsement/certification in reading (ELA endorsement), Music, Science, Spanish, Middle or High School Math at either the Elementary or High School level.

3. BA and MA Lane Adjustments

The lane adjustments for education and training are as follows. BA and MA lane advancements are added to the base salary to formulate the total base salary. A teacher with

prior hours to a MA degree will be placed at MA O once obtaining a MA degree.

/MA	MA+15	MA+30	MA+45	Natal Boards	PhD/Doctorate
\$3,000	\$2,000	\$2,000	\$2,000	\$1000	\$2,000

#### 4. Formula for Compensation

(Previous year's base salary+ any *MA* lane and category advancement) x Salary Increase % or plus \$3,300, whichever is greater) from section 1) = new base salary. Example: 2022-2023 \$55,000+\$4,000 (moved from MA to MA+30) = \$59,000\*1.06(greater % than \$3,300) = \$62,540 (new 2023-2024 salary). \$62,540 becomes the base for determining the salary for 2024-2025.)