

PULASKI COUNTY PUBLIC SCHOOLS
10 MONTH TEACHER SCALE
2015-2016

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
1	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
2	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
3	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
4	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
5	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
6	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
7	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
8	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
9	\$38,798	\$39,347	\$40,996	\$42,645	\$43,745
10	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
11	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
12	\$40,226	\$40,776	\$42,425	\$44,073	\$45,173
13	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
14	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
15	\$41,545	\$42,094	\$43,744	\$45,393	\$46,493
16	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811
17	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811
18	\$42,864	\$43,414	\$45,063	\$46,712	\$47,811
19	\$44,184	\$44,733	\$46,382	\$48,031	\$49,130
20	\$44,184	\$44,733	\$46,382	\$48,031	\$49,130
21	\$44,184	\$44,733	\$46,382	\$48,031	\$49,130
22	\$45,942	\$46,492	\$48,140	\$49,789	\$50,889
23	\$45,942	\$46,492	\$48,140	\$49,789	\$50,889
24	\$45,942	\$46,492	\$48,140	\$49,789	\$50,889
25	\$47,371	\$47,921	\$49,570	\$51,219	\$52,319
26	\$47,371	\$47,921	\$49,570	\$51,219	\$52,319
27	\$47,371	\$47,921	\$49,570	\$51,219	\$52,319
28	\$49,130	\$49,679	\$51,328	\$52,977	\$54,077
29	\$49,130	\$49,679	\$51,328	\$52,977	\$54,077
30	\$49,130	\$49,679	\$51,328	\$52,977	\$54,077
31	\$52,098	\$52,647	\$54,297	\$55,945	\$57,046
32	\$52,098	\$52,647	\$54,297	\$55,945	\$57,046
33	\$52,098	\$52,647	\$54,297	\$55,945	\$57,046
34	\$57,593	\$58,143	\$59,791	\$61,441	\$62,540
35	\$57,593	\$58,143	\$59,791	\$61,441	\$62,540
36	\$57,593	\$58,143	\$59,791	\$61,441	\$62,540
37	\$58,693	\$59,243	\$60,892	\$62,540	\$63,640
38	\$58,693	\$59,243	\$60,892	\$62,540	\$63,640
39	\$58,693	\$59,243	\$60,892	\$62,540	\$63,640
40+	\$60,671	\$61,220	\$62,869	\$64,518	\$65,618

Note this salary scale incorporates the 5% VRS employee contribution

PULASKI COUNTY PUBLIC SCHOOLS
 10 MONTH TEACHER SCALE (Actual Count)
 2015-2016

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	11	1	4		
1	16		5		
2	7		6		
3	8		3		
4	9		10		
5	5		8		
6	12		11		
7	6		5		
8	8	1	5		
9	8	1	8		
10	6	1	7		
11	6		9		
12	2		2		
13	2		5	1	
14	9		9		
15	3		6		
16	8		2		
17	12	1	8	1	
18	6		3		
19	2		5		
20	4		1	1	
21	4		9		
22	2	1	2		
23	1			1	
24					
25	2				
26			3		
27	4		3		
28	4		3		
29	2		2		
30			1		
31	2				1
32	1		1		
33	1		3		
34			1		1
35	4		1		
36			4		
37	4				
38	2		1		
39	1				
40+	2		5		
	186	6	161	4	2
359	51.8%	1.7%	44.8%	1.1%	0.6%

PULASKI COUNTY PUBLIC SCHOOLS
10 MONTH TEACHER SCALE
2015-2016

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$414,403	\$38,222	\$159,484	\$0	\$0
1	\$602,768	\$0	\$199,355	\$0	\$0
2	\$263,711	\$0	\$239,226	\$0	\$0
3	\$301,384	\$0	\$119,613	\$0	\$0
4	\$339,057	\$0	\$398,710	\$0	\$0
5	\$188,365	\$0	\$318,968	\$0	\$0
6	\$465,576	\$0	\$450,956	\$0	\$0
7	\$232,788	\$0	\$204,980	\$0	\$0
8	\$310,384	\$39,347	\$204,980	\$0	\$0
9	\$310,384	\$39,347	\$327,968	\$0	\$0
10	\$241,356	\$40,776	\$296,975	\$0	\$0
11	\$241,356	\$0	\$381,825	\$0	\$0
12	\$80,452	\$0	\$84,850	\$0	\$0
13	\$83,090	\$0	\$218,720	\$45,393	\$0
14	\$373,905	\$0	\$393,696	\$0	\$0
15	\$124,635	\$0	\$262,464	\$0	\$0
16	\$342,912	\$0	\$90,126	\$0	\$0
17	\$514,368	\$43,414	\$360,504	\$46,712	\$0
18	\$257,184	\$0	\$135,189	\$0	\$0
19	\$88,368	\$0	\$231,910	\$0	\$0
20	\$176,736	\$0	\$46,382	\$48,031	\$0
21	\$176,736	\$0	\$417,438	\$0	\$0
22	\$91,884	\$46,492	\$96,280	\$0	\$0
23	\$45,942	\$0	\$0	\$49,789	\$0
24	\$0	\$0	\$0	\$0	\$0
25	\$94,742	\$0	\$0	\$0	\$0
26	\$0	\$0	\$148,710	\$0	\$0
27	\$189,484	\$0	\$148,710	\$0	\$0
28	\$196,520	\$0	\$153,984	\$0	\$0
29	\$98,260	\$0	\$102,656	\$0	\$0
30	\$0	\$0	\$51,328	\$0	\$0
31	\$104,196	\$0	\$0	\$0	\$57,046
32	\$52,098	\$0	\$54,297	\$0	\$0
33	\$52,098	\$0	\$162,891	\$0	\$0
34	\$0	\$0	\$59,791	\$0	\$62,540
35	\$230,372	\$0	\$59,791	\$0	\$0
36	\$0	\$0	\$239,164	\$0	\$0
37	\$234,772	\$0	\$0	\$0	\$0
38	\$117,386	\$0	\$60,892	\$0	\$0
39	\$58,693	\$0	\$0	\$0	\$0
40+	\$121,342	\$0	\$314,345	\$0	\$0
	\$7,817,707	\$247,598	\$7,197,158	\$189,925	\$119,586

w/o benefits

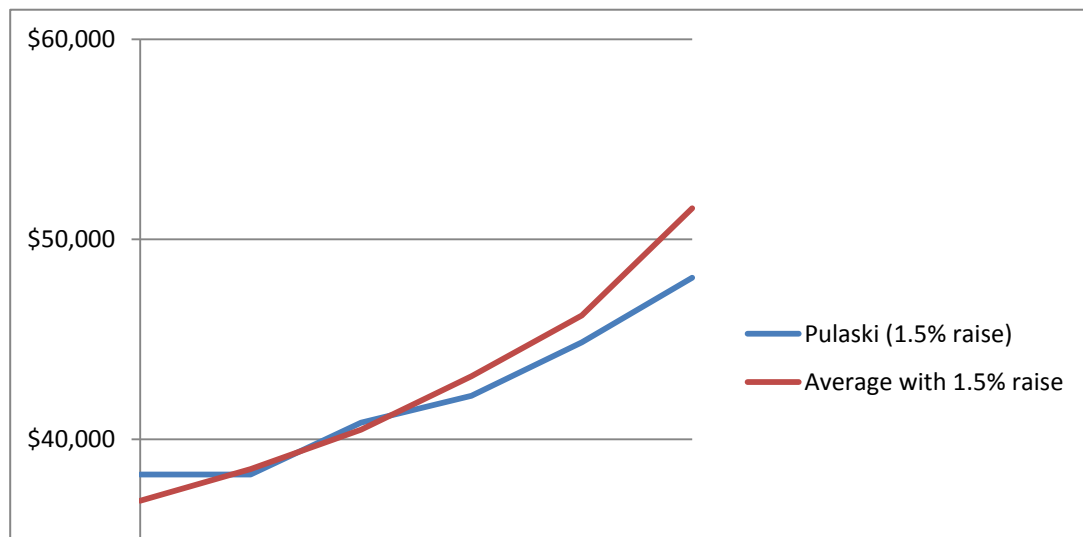
\$15,571,974 w/benefits

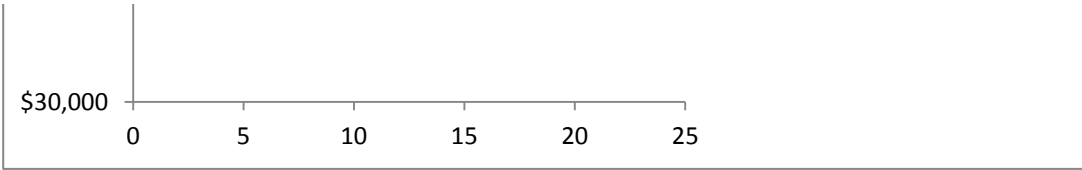
\$19,304,576

	Experience					
	0	5	10	15	20	25
Radford City	\$38,005	\$40,012	\$41,565	\$44,684	\$48,046	\$51,666
Giles	\$34,237	\$36,538	\$39,439	\$42,781	\$46,589	\$50,811
Floyd	\$37,813	\$38,765	\$39,288	\$39,797	\$41,131	\$43,807
Carroll	\$36,000	\$36,554	\$38,472	\$41,608	\$43,974	\$48,566
Wythe	\$38,100	\$39,600	\$41,200	\$43,200	\$45,700	\$51,800
Montgomery	\$37,011	\$38,932	\$42,354	\$46,080	\$50,132	\$54,540
Bland	\$33,510	\$35,130	\$36,800	\$39,479	\$42,932	\$54,349
Average	\$36,382	\$37,933	\$39,874	\$42,518	\$45,501	\$50,791
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553
Pulaski (Current)	\$37,673	\$37,673	\$40,226	\$41,545	\$44,184	\$47,371
Pulaski (1.5% raise)	\$38,238	\$38,238	\$40,829	\$42,168	\$44,847	\$48,082
Pulaski vs. the Average	\$1,291	-\$260	\$352	-\$973	-\$1,317	-\$3,420
Highest Salary	\$38,100	\$40,012	\$42,354	\$46,080	\$50,132	\$54,540
	\$38,005	\$39,600	\$41,565	\$44,684	\$48,046	\$54,349
	\$37,813	\$38,932	\$41,200	\$42,781	\$46,589	\$51,800
	\$37,673	\$38,765	\$40,226	\$43,200	\$45,700	\$51,666
	\$37,011	\$37,673	\$39,439	\$41,608	\$44,184	\$50,811
	\$36,000	\$36,554	\$39,288	\$41,545	\$43,974	\$48,566
	\$34,237	\$36,538	\$38,472	\$39,797	\$42,932	\$47,371
Lowest Salary	\$33,510	\$35,130	\$36,800	\$39,479	\$41,131	\$43,807

CURRENT STANDING

Pulaski (1.5% raise)	\$38,238	\$38,238	\$40,829	\$42,168	\$44,847	\$48,082
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553





10 MONTH TEACHER SCALE

OPTION #2 = New Scale for 2016-2017 with adjustments

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$38,238	\$38,787	\$40,436	\$42,085	\$43,185
1	\$38,290	\$38,839	\$40,488	\$42,137	\$43,237
2	\$38,343	\$38,892	\$40,541	\$42,190	\$43,290
3	\$38,396	\$38,945	\$40,594	\$42,243	\$43,343
4	\$38,449	\$38,998	\$40,647	\$42,296	\$43,396
5	\$38,502	\$39,051	\$40,700	\$42,349	\$43,449
6	\$39,211	\$39,760	\$41,409	\$43,058	\$44,158
7	\$39,526	\$40,075	\$41,724	\$43,373	\$44,473
8	\$39,841	\$40,390	\$42,039	\$43,688	\$44,788
9	\$40,156	\$40,705	\$42,354	\$44,003	\$45,103
10	\$40,472	\$41,021	\$42,670	\$44,319	\$45,419
11	\$41,008	\$41,557	\$43,206	\$44,855	\$45,955
12	\$41,545	\$42,094	\$43,743	\$45,392	\$46,492
13	\$42,082	\$42,631	\$44,280	\$45,929	\$47,029
14	\$42,619	\$43,168	\$44,817	\$46,466	\$47,566
15	\$43,156	\$43,705	\$45,354	\$47,003	\$48,103
16	\$43,761	\$44,310	\$45,959	\$47,608	\$48,708
17	\$44,366	\$44,915	\$46,564	\$48,213	\$49,313
18	\$44,971	\$45,520	\$47,169	\$48,818	\$49,918
19	\$45,577	\$46,126	\$47,775	\$49,424	\$50,524
20	\$46,183	\$46,732	\$48,381	\$50,030	\$51,130
21	\$47,257	\$47,806	\$49,455	\$51,104	\$52,204
22	\$48,331	\$48,880	\$50,529	\$52,178	\$53,278
23	\$49,405	\$49,954	\$51,603	\$53,252	\$54,352
24	\$50,479	\$51,028	\$52,677	\$54,326	\$55,426
25	\$51,553	\$52,102	\$53,751	\$55,400	\$56,500
26	\$52,131	\$52,680	\$54,329	\$55,978	\$57,078
27	\$52,709	\$53,258	\$54,907	\$56,556	\$57,656
28	\$53,287	\$53,836	\$55,485	\$57,134	\$58,234
29	\$53,865	\$54,414	\$56,063	\$57,712	\$58,812
30	\$54,443	\$54,992	\$56,641	\$58,290	\$59,390
31	\$55,146	\$55,703	\$57,278	\$59,049	\$60,167
32	\$55,849	\$56,406	\$57,981	\$59,752	\$60,870
33	\$56,552	\$57,109	\$58,684	\$60,455	\$61,573
34	\$57,256	\$57,812	\$59,387	\$61,158	\$62,276
35	\$57,959	\$58,516	\$60,091	\$61,862	\$62,980
36	\$58,326	\$58,876	\$60,525	\$62,173	\$63,273
37	\$58,693	\$59,243	\$60,892	\$62,540	\$63,640
38	\$59,352	\$59,902	\$61,551	\$63,199	\$64,299
39	\$60,011	\$60,561	\$62,210	\$63,858	\$64,958
40	\$60,671	\$61,220	\$62,869	\$64,518	\$65,618
41+	\$61,331	\$61,880	\$63,529	\$65,178	\$66,278

10 MONTH TEACHER SCALE

OPTION #2 for 2016-2017 - Initial Raise

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$617	\$617	\$617	\$617	\$617
2	\$670	\$670	\$670	\$670	\$670
3	\$723	\$723	\$723	\$723	\$723
4	\$776	\$776	\$776	\$776	\$776
5	\$829	\$829	\$829	\$829	\$829
6	\$1,538	\$1,538	\$1,538	\$1,538	\$1,538
7	\$728	\$728	\$728	\$728	\$728
8	\$1,043	\$1,043	\$1,043	\$1,043	\$1,043
9	\$1,358	\$1,358	\$1,358	\$1,358	\$1,358
10	\$1,674	\$1,674	\$1,674	\$1,674	\$1,674
11	\$782	\$781	\$781	\$782	\$782
12	\$1,319	\$1,318	\$1,318	\$1,319	\$1,319
13	\$1,856	\$1,855	\$1,855	\$1,856	\$1,856
14	\$1,074	\$1,074	\$1,073	\$1,073	\$1,073
15	\$1,611	\$1,611	\$1,610	\$1,610	\$1,610
16	\$2,216	\$2,216	\$2,215	\$2,215	\$2,215
17	\$1,502	\$1,501	\$1,501	\$1,501	\$1,502
18	\$2,107	\$2,106	\$2,106	\$2,106	\$2,107
19	\$2,713	\$2,712	\$2,712	\$2,712	\$2,713
20	\$1,999	\$1,999	\$1,999	\$1,999	\$2,000
21	\$3,073	\$3,073	\$3,073	\$3,073	\$3,074
22	\$4,147	\$4,147	\$4,147	\$4,147	\$4,148
23	\$3,463	\$3,462	\$3,463	\$3,463	\$3,463
24	\$4,537	\$4,536	\$4,537	\$4,537	\$4,537
25	\$5,611	\$5,610	\$5,611	\$5,611	\$5,611
26	\$4,760	\$4,759	\$4,759	\$4,759	\$4,759
27	\$5,338	\$5,337	\$5,337	\$5,337	\$5,337
28	\$5,916	\$5,915	\$5,915	\$5,915	\$5,915
29	\$4,735	\$4,735	\$4,735	\$4,735	\$4,735
30	\$5,313	\$5,313	\$5,313	\$5,313	\$5,313
31	\$6,016	\$6,024	\$5,950	\$6,072	\$6,090
32	\$3,751	\$3,759	\$3,684	\$3,807	\$3,824
33	\$4,454	\$4,462	\$4,387	\$4,510	\$4,527
34	\$5,158	\$5,165	\$5,090	\$5,213	\$5,230
35	\$366	\$373	\$300	\$421	\$440
36	\$733	\$733	\$734	\$732	\$733
37	\$1,100	\$1,100	\$1,101	\$1,099	\$1,100
38	\$659	\$659	\$659	\$659	\$659
39	\$1,318	\$1,318	\$1,318	\$1,318	\$1,318
40	\$1,978	\$1,977	\$1,977	\$1,978	\$1,978
41+	\$660	\$660	\$660	\$660	\$660

10 MONTH TEACHER SCALE

OPTION #2 for 2016-2017 - Yearly step value

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$52	\$52	\$52	\$52	\$52
2	\$53	\$53	\$53	\$53	\$53
3	\$53	\$53	\$53	\$53	\$53
4	\$53	\$53	\$53	\$53	\$53
5	\$53	\$53	\$53	\$53	\$53
6	\$709	\$709	\$709	\$709	\$709
7	\$315	\$315	\$315	\$315	\$315
8	\$315	\$315	\$315	\$315	\$315
9	\$315	\$315	\$315	\$315	\$315
10	\$316	\$316	\$316	\$316	\$316
11	\$536	\$536	\$536	\$536	\$536
12	\$537	\$537	\$537	\$537	\$537
13	\$537	\$537	\$537	\$537	\$537
14	\$537	\$537	\$537	\$537	\$537
15	\$537	\$537	\$537	\$537	\$537
16	\$605	\$605	\$605	\$605	\$605
17	\$605	\$605	\$605	\$605	\$605
18	\$605	\$605	\$605	\$605	\$605
19	\$606	\$606	\$606	\$606	\$606
20	\$606	\$606	\$606	\$606	\$606
21	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
22	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
23	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
24	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
25	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
26	\$578	\$578	\$578	\$578	\$578
27	\$578	\$578	\$578	\$578	\$578
28	\$578	\$578	\$578	\$578	\$578
29	\$578	\$578	\$578	\$578	\$578
30	\$578	\$578	\$578	\$578	\$578
31	\$703	\$711	\$637	\$759	\$777
32	\$703	\$703	\$703	\$703	\$703
33	\$703	\$703	\$703	\$703	\$703
34	\$704	\$703	\$703	\$703	\$703
35	\$703	\$704	\$704	\$704	\$704
36	\$367	\$360	\$434	\$311	\$293
37	\$367	\$367	\$367	\$367	\$367
38	\$659	\$659	\$659	\$659	\$659
39	\$659	\$659	\$659	\$659	\$659
40	\$660	\$659	\$659	\$660	\$660
41+	\$660	\$660	\$660	\$660	\$660

10 MONTH TEACHER SCALE
OPTION #2 for 2016-2017 - Expense

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$421,190	\$38,839	\$161,952	\$0	\$0
2	\$613,488	\$0	\$202,705	\$0	\$0
3	\$268,772	\$0	\$243,564	\$0	\$0
4	\$307,592	\$0	\$121,941	\$0	\$0
5	\$346,518	\$0	\$407,000	\$0	\$0
6	\$196,055	\$0	\$331,272	\$0	\$0
7	\$474,312	\$0	\$458,964	\$0	\$0
8	\$239,046	\$0	\$210,195	\$0	\$0
9	\$321,248	\$40,705	\$211,770	\$0	\$0
10	\$323,776	\$41,021	\$341,360	\$0	\$0
11	\$246,048	\$41,557	\$302,442	\$0	\$0
12	\$249,270	\$0	\$393,687	\$0	\$0
13	\$84,164	\$0	\$88,560	\$0	\$0
14	\$85,238	\$0	\$224,085	\$46,466	\$0
15	\$388,404	\$0	\$408,186	\$0	\$0
16	\$131,283	\$0	\$275,754	\$0	\$0
17	\$354,928	\$0	\$93,128	\$0	\$0
18	\$539,652	\$45,520	\$377,352	\$48,818	\$0
19	\$273,462	\$0	\$143,325	\$0	\$0
20	\$92,366	\$0	\$241,905	\$0	\$0
21	\$189,028	\$0	\$49,455	\$51,104	\$0
22	\$193,324	\$0	\$454,761	\$0	\$0
23	\$98,810	\$49,954	\$103,206	\$0	\$0
24	\$50,479	\$0	\$0	\$54,326	\$0
25	\$0	\$0	\$0	\$0	\$0
26	\$104,262	\$0	\$0	\$0	\$0
27	\$0	\$0	\$164,721	\$0	\$0
28	\$213,148	\$0	\$166,455	\$0	\$0
29	\$215,460	\$0	\$168,189	\$0	\$0
30	\$108,886	\$0	\$113,282	\$0	\$0
31	\$0	\$0	\$57,278	\$0	\$0
32	\$111,698	\$0	\$0	\$0	\$60,870
33	\$56,552	\$0	\$58,684	\$0	\$0
34	\$57,256	\$0	\$178,161	\$0	\$0
35	\$0	\$0	\$60,091	\$0	\$62,980
36	\$233,304	\$0	\$60,525	\$0	\$0
37	\$0	\$0	\$243,568	\$0	\$0
38	\$237,408	\$0	\$0	\$0	\$0
39	\$120,022	\$0	\$62,210	\$0	\$0
40	\$60,671	\$0	\$0	\$0	\$0
41+	\$183,993	\$0	\$317,645	\$0	\$0
	\$8,191,113	\$257,596	\$7,497,378	\$200,714	\$123,850
Total+	\$16,270,651	Diff.w/o benefits	\$698,677 w/benefits		\$872,298

	10 Month Teacher	11 Month Teacher and Guidance	12 Month Teacher, Guidance, and Psychologists	TOTALS
Number of employees	359	6	5	370
Conversion Cost for Option #2 - Salary	\$698,677	\$12,541	\$15,564	\$726,782
Conversion Cost - Benefits (24.85%)	\$173,621	\$3,116	\$3,868	\$180,605
Total Conversion Cost for Option #2	\$872,298	\$15,657	\$19,432	\$907,387
Sustainability - Salary	\$239,143	\$3,830	\$4,951	\$247,924
Sustainability - Benefits (24.85%)	\$59,427	\$952	\$1,230	\$61,609
Total Sustainability for Option #2	\$298,570	\$4,782	\$6,181	\$309,533

10 MONTH TEACHER SCALE

HYBRID OPTION = New Scale for 2016-2017 with adjustments

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
1	\$37,786	\$38,335	\$39,984	\$41,633	\$42,733
2	\$37,899	\$38,448	\$40,097	\$41,746	\$42,846
3	\$38,012	\$38,561	\$40,210	\$41,859	\$42,959
4	\$38,125	\$38,674	\$40,323	\$41,972	\$43,072
5	\$38,238	\$38,787	\$40,436	\$42,085	\$43,185
6	\$38,756	\$39,305	\$40,954	\$42,603	\$43,703
7	\$39,274	\$39,823	\$41,472	\$43,121	\$44,221
8	\$39,792	\$40,341	\$41,990	\$43,639	\$44,739
9	\$40,310	\$40,859	\$42,508	\$44,157	\$45,257
10	\$40,472	\$41,021	\$42,670	\$44,319	\$45,419
11	\$41,008	\$41,557	\$43,206	\$44,855	\$45,955
12	\$41,545	\$42,094	\$43,743	\$45,392	\$46,492
13	\$42,082	\$42,631	\$44,280	\$45,929	\$47,029
14	\$42,619	\$43,168	\$44,817	\$46,466	\$47,566
15	\$43,156	\$43,705	\$45,354	\$47,003	\$48,103
16	\$43,761	\$44,310	\$45,959	\$47,608	\$48,708
17	\$44,366	\$44,915	\$46,564	\$48,213	\$49,313
18	\$44,971	\$45,520	\$47,169	\$48,818	\$49,918
19	\$45,577	\$46,126	\$47,775	\$49,424	\$50,524
20	\$46,183	\$46,732	\$48,381	\$50,030	\$51,130
21	\$47,257	\$47,806	\$49,455	\$51,104	\$52,204
22	\$48,331	\$48,880	\$50,529	\$52,178	\$53,278
23	\$49,405	\$49,954	\$51,603	\$53,252	\$54,352
24	\$50,479	\$51,028	\$52,677	\$54,326	\$55,426
25	\$51,553	\$52,102	\$53,751	\$55,400	\$56,500
26	\$52,131	\$52,680	\$54,329	\$55,978	\$57,078
27	\$52,709	\$53,258	\$54,907	\$56,556	\$57,656
28	\$53,287	\$53,836	\$55,485	\$57,134	\$58,234
29	\$53,865	\$54,414	\$56,063	\$57,712	\$58,812
30	\$54,443	\$54,992	\$56,641	\$58,290	\$59,390
31	\$55,146	\$55,703	\$57,278	\$59,049	\$60,167
32	\$55,849	\$56,406	\$57,981	\$59,752	\$60,870
33	\$56,552	\$57,109	\$58,684	\$60,455	\$61,573
34	\$57,256	\$57,812	\$59,387	\$61,158	\$62,276
35	\$57,959	\$58,516	\$60,091	\$61,862	\$62,980
36	\$58,326	\$58,876	\$60,525	\$62,173	\$63,273
37	\$58,693	\$59,243	\$60,892	\$62,540	\$63,640
38	\$59,352	\$59,902	\$61,551	\$63,199	\$64,299
39	\$60,011	\$60,561	\$62,210	\$63,858	\$64,958
40	\$60,671	\$61,220	\$62,869	\$64,518	\$65,618
41+	\$61,331	\$61,880	\$63,529	\$65,178	\$66,278

10 MONTH TEACHER SCALE
HYBRID OPTION for 2016-2017 - Initial Raise

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$113	\$113	\$113	\$113	\$113
2	\$226	\$226	\$226	\$226	\$226
3	\$339	\$339	\$339	\$339	\$339
4	\$452	\$452	\$452	\$452	\$452
5	\$565	\$565	\$565	\$565	\$565
6	\$1,083	\$1,083	\$1,083	\$1,083	\$1,083
7	\$476	\$476	\$476	\$476	\$476
8	\$994	\$994	\$994	\$994	\$994
9	\$1,512	\$1,512	\$1,512	\$1,512	\$1,512
10	\$1,674	\$1,674	\$1,674	\$1,674	\$1,674
11	\$782	\$781	\$781	\$782	\$782
12	\$1,319	\$1,318	\$1,318	\$1,319	\$1,319
13	\$1,856	\$1,855	\$1,855	\$1,856	\$1,856
14	\$1,074	\$1,074	\$1,073	\$1,073	\$1,073
15	\$1,611	\$1,611	\$1,610	\$1,610	\$1,610
16	\$2,216	\$2,216	\$2,215	\$2,215	\$2,215
17	\$1,502	\$1,501	\$1,501	\$1,501	\$1,502
18	\$2,107	\$2,106	\$2,106	\$2,106	\$2,107
19	\$2,713	\$2,712	\$2,712	\$2,712	\$2,713
20	\$1,999	\$1,999	\$1,999	\$1,999	\$2,000
21	\$3,073	\$3,073	\$3,073	\$3,073	\$3,074
22	\$4,147	\$4,147	\$4,147	\$4,147	\$4,148
23	\$3,463	\$3,462	\$3,463	\$3,463	\$3,463
24	\$4,537	\$4,536	\$4,537	\$4,537	\$4,537
25	\$5,611	\$5,610	\$5,611	\$5,611	\$5,611
26	\$4,760	\$4,759	\$4,759	\$4,759	\$4,759
27	\$5,338	\$5,337	\$5,337	\$5,337	\$5,337
28	\$5,916	\$5,915	\$5,915	\$5,915	\$5,915
29	\$4,735	\$4,735	\$4,735	\$4,735	\$4,735
30	\$5,313	\$5,313	\$5,313	\$5,313	\$5,313
31	\$6,016	\$6,024	\$5,950	\$6,072	\$6,090
32	\$3,751	\$3,759	\$3,684	\$3,807	\$3,824
33	\$4,454	\$4,462	\$4,387	\$4,510	\$4,527
34	\$5,158	\$5,165	\$5,090	\$5,213	\$5,230
35	\$366	\$373	\$300	\$421	\$440
36	\$733	\$733	\$734	\$732	\$733
37	\$1,100	\$1,100	\$1,101	\$1,099	\$1,100
38	\$659	\$659	\$659	\$659	\$659
39	\$1,318	\$1,318	\$1,318	\$1,318	\$1,318
40	\$1,978	\$1,977	\$1,977	\$1,978	\$1,978
41+	\$660	\$660	\$660	\$660	\$660

10 MONTH TEACHER SCALE

HYBRID OPTION for 2016-2017 - Yearly step value

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$113	\$113	\$113	\$113	\$113
2	\$113	\$113	\$113	\$113	\$113
3	\$113	\$113	\$113	\$113	\$113
4	\$113	\$113	\$113	\$113	\$113
5	\$113	\$113	\$113	\$113	\$113
6	\$518	\$518	\$518	\$518	\$518
7	\$518	\$518	\$518	\$518	\$518
8	\$518	\$518	\$518	\$518	\$518
9	\$518	\$518	\$518	\$518	\$518
10	\$162	\$162	\$162	\$162	\$162
11	\$536	\$536	\$536	\$536	\$536
12	\$537	\$537	\$537	\$537	\$537
13	\$537	\$537	\$537	\$537	\$537
14	\$537	\$537	\$537	\$537	\$537
15	\$537	\$537	\$537	\$537	\$537
16	\$605	\$605	\$605	\$605	\$605
17	\$605	\$605	\$605	\$605	\$605
18	\$605	\$605	\$605	\$605	\$605
19	\$606	\$606	\$606	\$606	\$606
20	\$606	\$606	\$606	\$606	\$606
21	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
22	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
23	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
24	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
25	\$1,074	\$1,074	\$1,074	\$1,074	\$1,074
26	\$578	\$578	\$578	\$578	\$578
27	\$578	\$578	\$578	\$578	\$578
28	\$578	\$578	\$578	\$578	\$578
29	\$578	\$578	\$578	\$578	\$578
30	\$578	\$578	\$578	\$578	\$578
31	\$703	\$711	\$637	\$759	\$777
32	\$703	\$703	\$703	\$703	\$703
33	\$703	\$703	\$703	\$703	\$703
34	\$704	\$703	\$703	\$703	\$703
35	\$703	\$704	\$704	\$704	\$704
36	\$367	\$360	\$434	\$311	\$293
37	\$367	\$367	\$367	\$367	\$367
38	\$659	\$659	\$659	\$659	\$659
39	\$659	\$659	\$659	\$659	\$659
40	\$660	\$659	\$659	\$660	\$660
41+	\$660	\$660	\$660	\$660	\$660

10 MONTH TEACHER SCALE
HYBRID OPTION for 2016-2017 - Expense

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	*	*	*	*	*
1	\$415,646	\$38,335	\$159,936	\$0	\$0
2	\$606,384	\$0	\$200,485	\$0	\$0
3	\$266,084	\$0	\$241,260	\$0	\$0
4	\$305,000	\$0	\$120,969	\$0	\$0
5	\$344,142	\$0	\$404,360	\$0	\$0
6	\$193,780	\$0	\$327,632	\$0	\$0
7	\$471,288	\$0	\$456,192	\$0	\$0
8	\$238,752	\$0	\$209,950	\$0	\$0
9	\$322,480	\$40,859	\$212,540	\$0	\$0
10	\$323,776	\$41,021	\$341,360	\$0	\$0
11	\$246,048	\$41,557	\$302,442	\$0	\$0
12	\$249,270	\$0	\$393,687	\$0	\$0
13	\$84,164	\$0	\$88,560	\$0	\$0
14	\$85,238	\$0	\$224,085	\$46,466	\$0
15	\$388,404	\$0	\$408,186	\$0	\$0
16	\$131,283	\$0	\$275,754	\$0	\$0
17	\$354,928	\$0	\$93,128	\$0	\$0
18	\$539,652	\$45,520	\$377,352	\$48,818	\$0
19	\$273,462	\$0	\$143,325	\$0	\$0
20	\$92,366	\$0	\$241,905	\$0	\$0
21	\$189,028	\$0	\$49,455	\$51,104	\$0
22	\$193,324	\$0	\$454,761	\$0	\$0
23	\$98,810	\$49,954	\$103,206	\$0	\$0
24	\$50,479	\$0	\$0	\$54,326	\$0
25	\$0	\$0	\$0	\$0	\$0
26	\$104,262	\$0	\$0	\$0	\$0
27	\$0	\$0	\$164,721	\$0	\$0
28	\$213,148	\$0	\$166,455	\$0	\$0
29	\$215,460	\$0	\$168,189	\$0	\$0
30	\$108,886	\$0	\$113,282	\$0	\$0
31	\$0	\$0	\$57,278	\$0	\$0
32	\$111,698	\$0	\$0	\$0	\$60,870
33	\$56,552	\$0	\$58,684	\$0	\$0
34	\$57,256	\$0	\$178,161	\$0	\$0
35	\$0	\$0	\$60,091	\$0	\$62,980
36	\$233,304	\$0	\$60,525	\$0	\$0
37	\$0	\$0	\$243,568	\$0	\$0
38	\$237,408	\$0	\$0	\$0	\$0
39	\$120,022	\$0	\$62,210	\$0	\$0
40	\$60,671	\$0	\$0	\$0	\$0
41+	\$122,662	\$0	\$317,645	\$0	\$0

\$8,105,117 \$257,246 \$7,481,339 \$200,714 \$123,850

Total= \$16,168,266 w/o benefits \$596,292.00 w/benefits \$744,471

	10 Month Teacher	11 Month Teacher and Guidance	12 Month Teacher, Guidance, and Psychologists	TOTALS
Number of employees	359	6	5	370
Conversion Cost for HYBRID Option - Salary	\$596,292	\$3,830	\$4,900	\$605,022
Conversion Cost - Benefits (24.85%)	\$148,179	\$952	\$1,218	\$150,348
Total Conversion Cost for HYBRID Option	\$744,471	\$4,782	\$6,118	\$755,370
Sustainability - Salary	\$244,008	\$4,100	\$4,850	\$252,958
Sustainability - Benefits (24.85%)	\$60,636	\$1,019	\$1,205	\$62,860
Total Sustainability for HYBRID Option	\$304,644	\$5,119	\$6,055	\$315,818

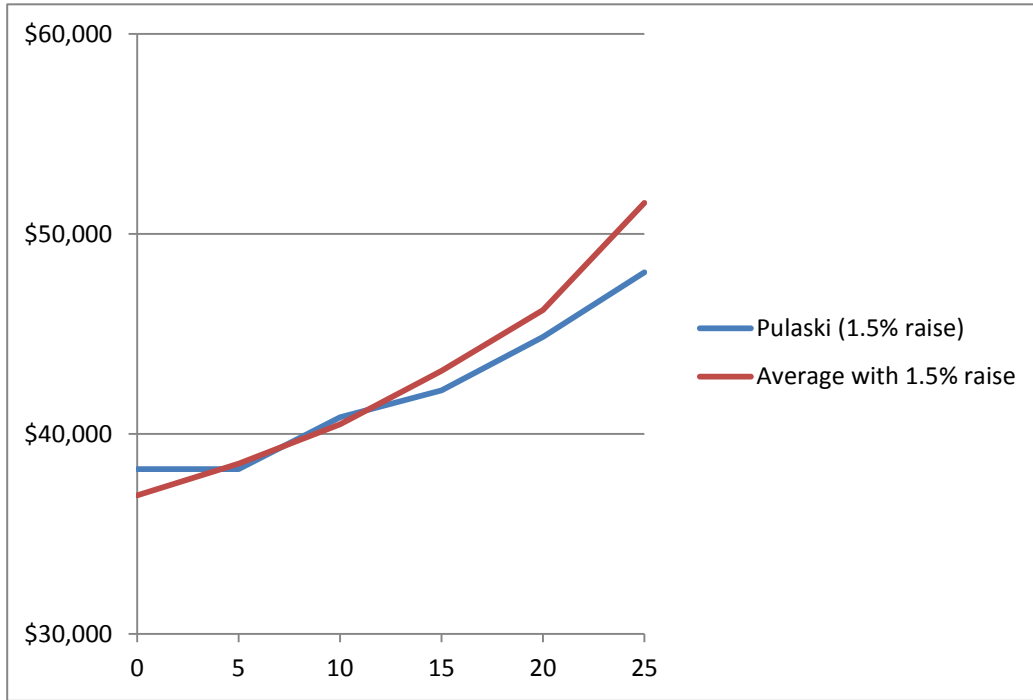
	Experience					
	0	5	10	15	20	25
Radford City	\$38,005	\$40,012	\$41,565	\$44,684	\$48,046	\$51,666
Giles	\$34,237	\$36,538	\$39,439	\$42,781	\$46,589	\$50,811
Floyd	\$37,813	\$38,765	\$39,288	\$39,797	\$41,131	\$43,807
Carroll	\$36,000	\$36,554	\$38,472	\$41,608	\$43,974	\$48,566
Wythe	\$38,100	\$39,600	\$41,200	\$43,200	\$45,700	\$51,800
Montgomery	\$37,011	\$38,932	\$42,354	\$46,080	\$50,132	\$54,540
Bland	\$33,510	\$35,130	\$36,800	\$39,479	\$42,932	\$54,349
Average	\$36,382	\$37,933	\$39,874	\$42,518	\$45,501	\$50,791
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553
Pulaski (Current)	\$37,673	\$37,673	\$40,226	\$41,545	\$44,184	\$47,371
Pulaski (1.5% raise)	\$38,238	\$38,238	\$40,829	\$42,168	\$44,847	\$48,082
Pulaski vs. the Average	\$1,291	-\$260	\$352	-\$973	-\$1,317	-\$3,420
Highest Salary	\$38,100	\$40,012	\$42,354	\$46,080	\$50,132	\$54,540
	\$38,005	\$39,600	\$41,565	\$44,684	\$48,046	\$54,349
	\$37,813	\$38,932	\$41,200	\$42,781	\$46,589	\$51,800
	\$37,673	\$38,765	\$40,226	\$43,200	\$45,700	\$51,666
	\$37,011	\$37,673	\$39,439	\$41,608	\$44,184	\$50,811
	\$36,000	\$36,554	\$39,288	\$41,545	\$43,974	\$48,566
	\$34,237	\$36,538	\$38,472	\$39,797	\$42,932	\$47,371
Lowest Salary	\$33,510	\$35,130	\$36,800	\$39,479	\$41,131	\$43,807

Highest Salary	\$38,238	\$40,012	\$42,354	\$46,080	\$50,132	\$54,540
	\$38,100	\$39,600	\$41,565	\$44,684	\$48,046	\$54,349
	\$38,005	\$39,079	\$41,200	\$43,746	\$46,589	\$52,158
Option #2	\$37,813	\$38,932	\$41,055	\$43,200	\$46,780	\$51,800
	\$37,011	\$38,765	\$39,439	\$42,781	\$45,700	\$51,666
	\$36,000	\$37,033	\$39,288	\$41,608	\$43,974	\$50,811
	\$34,237	\$36,538	\$38,472	\$39,797	\$42,932	\$48,566
Lowest Salary	\$33,510	\$35,130	\$36,800	\$39,479	\$41,131	\$43,807

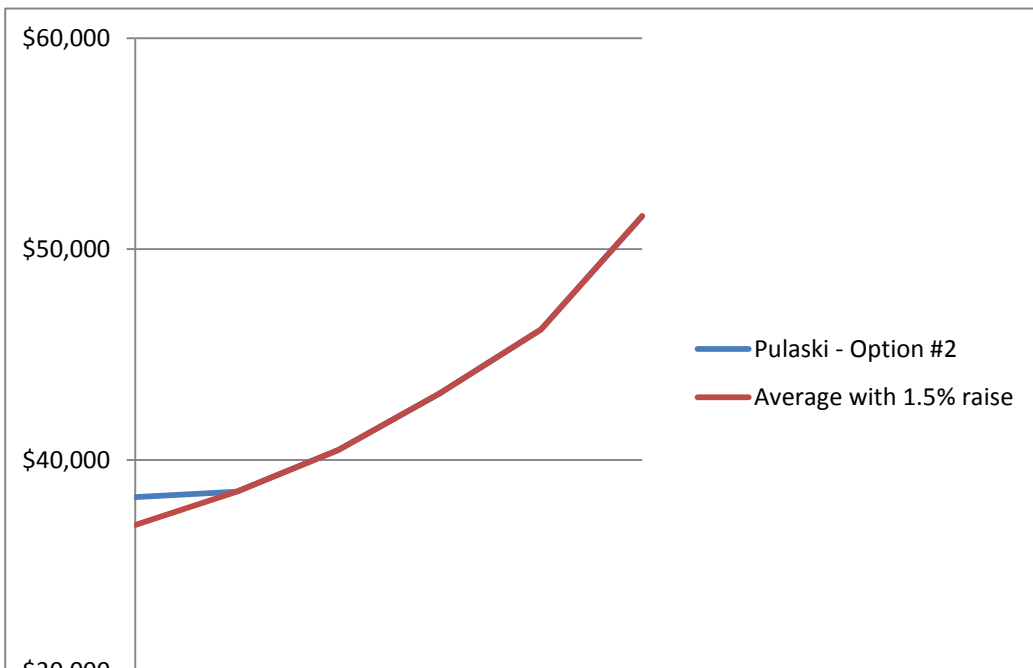
Highest Salary	\$38,100	\$40,012	\$42,354	\$46,080	\$50,132	\$54,540
	\$38,005	\$39,600	\$41,565	\$44,684	\$48,046	\$54,349
	\$37,813	\$38,932	\$41,200	\$43,746	\$46,589	\$52,158
HYBRID Option	\$37,673	\$38,765	\$40,226	\$43,200	\$46,780	\$51,800
	\$37,011	\$38,610	\$39,439	\$42,781	\$45,700	\$51,666
	\$36,000	\$36,554	\$39,288	\$41,608	\$43,974	\$50,811
	\$34,237	\$36,538	\$38,472	\$39,797	\$42,932	\$48,566
Lowest Salary	\$33,510	\$35,130	\$36,800	\$39,479	\$41,131	\$43,807

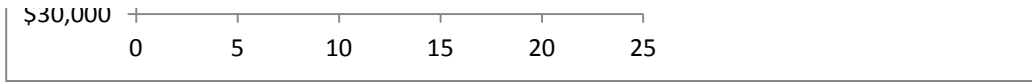
CURRENT STANDING

Pulaski (1.5% raise)	\$38,238	\$38,238	\$40,829	\$42,168	\$44,847	\$48,082
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553

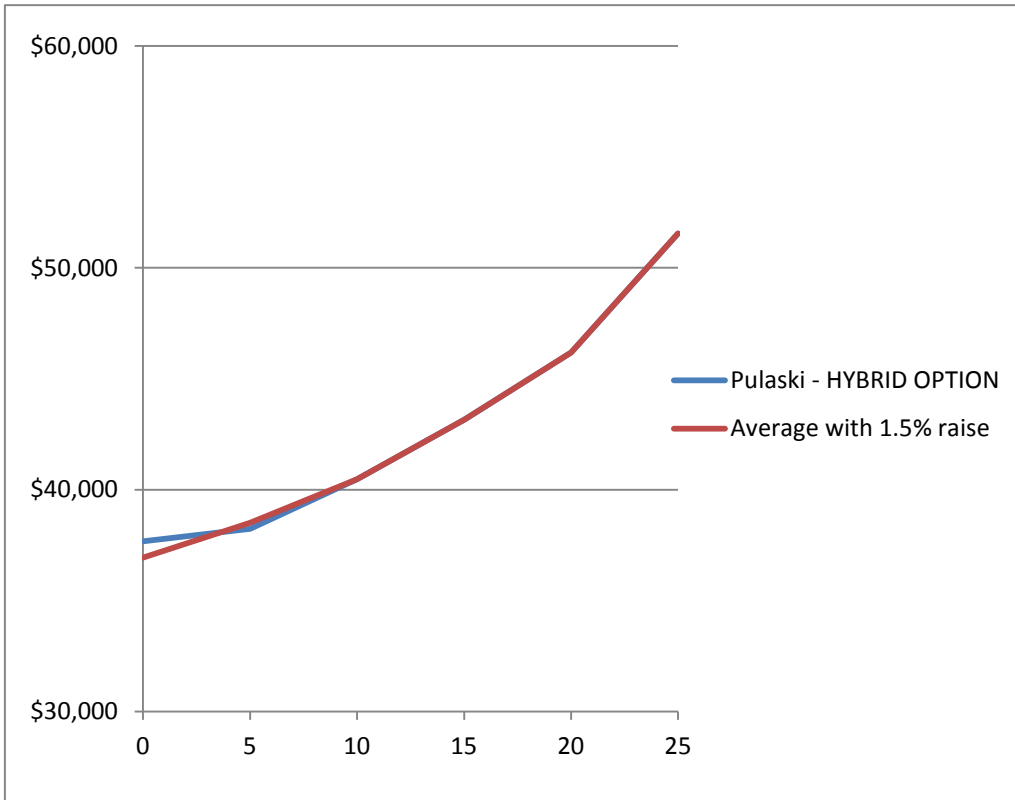


Years of Experience	0	5	10	15	20	25
Pulaski - Option #2	\$38,238	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553





Years of Experience	0	5	10	15	20	25
Pulaski - HYBRID OPTION	\$37,673	\$38,238	\$40,472	\$43,156	\$46,183	\$51,553
Average with 1.5% raise	\$36,928	\$38,502	\$40,472	\$43,156	\$46,183	\$51,553



	10 Month Teacher	11 Month Teacher and Guidance	12 Month Teacher, Guidance, and Psychologists	TOTALS
Number of employees	359	6	5	370
Conversion Cost for Option #2				
Conversion Cost for Option #2 - Salary	\$698,677	\$12,541	\$15,564	\$726,782
Conversion Cost - Benefits (24.85%)	\$173,621	\$3,116	\$3,868	\$180,605
Total Conversion Cost for Option #2	\$872,298	\$15,657	\$19,432	\$907,387
Sustainability for Option #2				
Sustainability - Salary	\$239,143	\$3,830	\$4,951	\$247,924
Sustainability - Benefits (24.85%)	\$59,427	\$952	\$1,230	\$61,609
Total Sustainability for Option #2	\$298,570	\$4,782	\$6,181	\$309,533
Conversion Cost for HYBRID Option				
Conversion Cost for HYBRID Option - Salary	\$596,292	\$3,830	\$4,900	\$605,022
Conversion Cost - Benefits (24.85%)	\$148,179	\$952	\$1,218	\$150,348
Total Conversion Cost for HYBRID Option	\$744,471	\$4,782	\$6,118	\$755,370
Sustainability for HYBRID Option				
Sustainability - Salary	\$244,008	\$4,100	\$4,850	\$252,958
Sustainability - Benefits (24.85%)	\$60,636	\$1,019	\$1,205	\$62,860
Total Sustainability for HYBRID Option	\$304,644	\$5,119	\$6,055	\$315,818

10 MONTH TEACHER SCALE

OPTION #2 = New Scale for 2016-2017 with adjustments

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
1	\$37,786	\$38,335	\$39,984	\$41,633	\$42,733
2	\$37,899	\$38,448	\$40,097	\$41,746	\$42,846
3	\$38,012	\$38,561	\$40,210	\$41,859	\$42,959
4	\$38,125	\$38,674	\$40,323	\$41,972	\$43,072
5	\$38,238	\$38,787	\$40,436	\$42,085	\$43,185
6	\$38,756	\$39,305	\$40,954	\$42,603	\$43,703
7	\$39,274	\$39,823	\$41,472	\$43,121	\$44,221
8	\$39,792	\$40,341	\$41,990	\$43,639	\$44,739
9	\$40,310	\$40,859	\$42,508	\$44,157	\$45,257
10	\$40,472	\$41,021	\$42,670	\$44,319	\$45,419
11	\$41,008	\$41,557	\$43,206	\$44,855	\$45,955
12	\$41,545	\$42,094	\$43,743	\$45,392	\$46,492
13	\$42,082	\$42,631	\$44,280	\$45,929	\$47,029
14	\$42,619	\$43,168	\$44,817	\$46,466	\$47,566
15	\$43,156	\$43,705	\$45,354	\$47,003	\$48,103
16	\$43,761	\$44,310	\$45,959	\$47,608	\$48,708
17	\$44,366	\$44,915	\$46,564	\$48,213	\$49,313
18	\$44,971	\$45,520	\$47,169	\$48,818	\$49,918
19	\$45,577	\$46,126	\$47,775	\$49,424	\$50,524
20	\$46,183	\$46,732	\$48,381	\$50,030	\$51,130
21	\$47,257	\$47,806	\$49,455	\$51,104	\$52,204
22	\$48,331	\$48,880	\$50,529	\$52,178	\$53,278
23	\$49,405	\$49,954	\$51,603	\$53,252	\$54,352
24	\$50,479	\$51,028	\$52,677	\$54,326	\$55,426
25	\$51,553	\$52,102	\$53,751	\$55,400	\$56,500
26	\$52,131	\$52,680	\$54,329	\$55,978	\$57,078
27	\$52,709	\$53,258	\$54,907	\$56,556	\$57,656
28	\$53,287	\$53,836	\$55,485	\$57,134	\$58,234
29	\$53,865	\$54,414	\$56,063	\$57,712	\$58,812

Starting with experience level 30, the scale will increase by \$850 per additional year of experience

10 MONTH TEACHER SCALE

HYBRID OPTION = New Scale for 2016-2017 with adjustments

Experience	B.A.	B.A. + 15 hours	Masters	Ed.S./CAGS	Ph.D.
0	\$37,673	\$38,222	\$39,871	\$41,520	\$42,620
1	\$37,786	\$38,335	\$39,984	\$41,633	\$42,733
2	\$37,899	\$38,448	\$40,097	\$41,746	\$42,846
3	\$38,012	\$38,561	\$40,210	\$41,859	\$42,959
4	\$38,125	\$38,674	\$40,323	\$41,972	\$43,072
5	\$38,238	\$38,787	\$40,436	\$42,085	\$43,185
6	\$38,756	\$39,305	\$40,954	\$42,603	\$43,703
7	\$39,274	\$39,823	\$41,472	\$43,121	\$44,221
8	\$39,792	\$40,341	\$41,990	\$43,639	\$44,739
9	\$40,310	\$40,859	\$42,508	\$44,157	\$45,257
10	\$40,472	\$41,021	\$42,670	\$44,319	\$45,419
11	\$41,008	\$41,557	\$43,206	\$44,855	\$45,955
12	\$41,545	\$42,094	\$43,743	\$45,392	\$46,492
13	\$42,082	\$42,631	\$44,280	\$45,929	\$47,029
14	\$42,619	\$43,168	\$44,817	\$46,466	\$47,566
15	\$43,156	\$43,705	\$45,354	\$47,003	\$48,103
16	\$43,761	\$44,310	\$45,959	\$47,608	\$48,708
17	\$44,366	\$44,915	\$46,564	\$48,213	\$49,313
18	\$44,971	\$45,520	\$47,169	\$48,818	\$49,918
19	\$45,577	\$46,126	\$47,775	\$49,424	\$50,524
20	\$46,183	\$46,732	\$48,381	\$50,030	\$51,130
21	\$47,257	\$47,806	\$49,455	\$51,104	\$52,204
22	\$48,331	\$48,880	\$50,529	\$52,178	\$53,278
23	\$49,405	\$49,954	\$51,603	\$53,252	\$54,352
24	\$50,479	\$51,028	\$52,677	\$54,326	\$55,426
25	\$51,553	\$52,102	\$53,751	\$55,400	\$56,500
26	\$52,131	\$52,680	\$54,329	\$55,978	\$57,078
27	\$52,709	\$53,258	\$54,907	\$56,556	\$57,656
28	\$53,287	\$53,836	\$55,485	\$57,134	\$58,234
29	\$53,865	\$54,414	\$56,063	\$57,712	\$58,812

Starting with experience level 30, the scale will increase by \$850 per additional year of experience

10 MONTH TEACHER SCALE

OPTION #2 for 2016-2017 - Initial Raise

Experience	B.A.		B.A. + 15 hours		Masters		Ed.S./CAGS		Ph.D.	
0	*		*		*		*		*	
1	\$617	1.6%	\$617	1.6%	\$617	1.5%	\$617	1.5%	\$617	1.4%
2	\$670	1.8%	\$670	1.8%	\$670	1.7%	\$670	1.6%	\$670	1.6%
3	\$723	1.9%	\$723	1.9%	\$723	1.8%	\$723	1.7%	\$723	1.7%
4	\$776	2.1%	\$776	2.0%	\$776	1.9%	\$776	1.9%	\$776	1.8%
5	\$829	2.2%	\$829	2.2%	\$829	2.1%	\$829	2.0%	\$829	1.9%
6	\$1,538	4.1%	\$1,538	4.0%	\$1,538	3.9%	\$1,538	3.7%	\$1,538	3.6%
7	\$728	1.9%	\$728	1.9%	\$728	1.8%	\$728	1.7%	\$728	1.7%
8	\$1,043	2.7%	\$1,043	2.7%	\$1,043	2.5%	\$1,043	2.4%	\$1,043	2.4%
9	\$1,358	3.5%	\$1,358	3.5%	\$1,358	3.3%	\$1,358	3.2%	\$1,358	3.1%
10	\$1,674	4.3%	\$1,674	4.3%	\$1,674	4.1%	\$1,674	3.9%	\$1,674	3.8%
11	\$782	1.9%	\$781	1.9%	\$781	1.8%	\$782	1.8%	\$782	1.7%
12	\$1,319	3.3%	\$1,318	3.2%	\$1,318	3.1%	\$1,319	3.0%	\$1,319	2.9%
13	\$1,856	4.6%	\$1,855	4.5%	\$1,855	4.4%	\$1,856	4.2%	\$1,856	4.1%
14	\$1,074	2.6%	\$1,074	2.6%	\$1,073	2.5%	\$1,073	2.4%	\$1,073	2.3%
15	\$1,611	3.9%	\$1,611	3.8%	\$1,610	3.7%	\$1,610	3.5%	\$1,610	3.5%
16	\$2,216	5.3%	\$2,216	5.3%	\$2,215	5.1%	\$2,215	4.9%	\$2,215	4.8%
17	\$1,502	3.5%	\$1,501	3.5%	\$1,501	3.3%	\$1,501	3.2%	\$1,502	3.1%
18	\$2,107	4.9%	\$2,106	4.9%	\$2,106	4.7%	\$2,106	4.5%	\$2,107	4.4%
19	\$2,713	6.3%	\$2,712	6.2%	\$2,712	6.0%	\$2,712	5.8%	\$2,713	5.7%
20	\$1,999	4.5%	\$1,999	4.5%	\$1,999	4.3%	\$1,999	4.2%	\$2,000	4.1%
21	\$3,073	7.0%	\$3,073	6.9%	\$3,073	6.6%	\$3,073	6.4%	\$3,074	6.3%
22	\$4,147	9.4%	\$4,147	9.3%	\$4,147	8.9%	\$4,147	8.6%	\$4,148	8.4%
23	\$3,463	7.5%	\$3,462	7.4%	\$3,463	7.2%	\$3,463	7.0%	\$3,463	6.8%
24	\$4,537	9.9%	\$4,536	9.8%	\$4,537	9.4%	\$4,537	9.1%	\$4,537	8.9%
25	\$5,611	12.2%	\$5,610	12.1%	\$5,611	11.7%	\$5,611	11.3%	\$5,611	11.0%
26	\$4,760	10.0%	\$4,759	9.9%	\$4,759	9.6%	\$4,759	9.3%	\$4,759	9.1%
27	\$5,338	11.3%	\$5,337	11.1%	\$5,337	10.8%	\$5,337	10.4%	\$5,337	10.2%
28	\$5,916	12.5%	\$5,915	12.3%	\$5,915	11.9%	\$5,915	11.5%	\$5,915	11.3%
29	\$4,735	9.6%	\$4,735	9.5%	\$4,735	9.2%	\$4,735	8.9%	\$4,735	8.8%
30	\$5,313	10.8%	\$5,313	10.7%	\$5,313	10.4%	\$5,313	10.0%	\$5,313	9.8%
31	\$6,016	12.2%	\$6,024	12.1%	\$5,950	11.6%	\$6,072	11.5%	\$6,090	11.3%
32	\$3,751	7.2%	\$3,759	7.1%	\$3,684	6.8%	\$3,807	6.8%	\$3,824	6.7%
33	\$4,454	8.5%	\$4,462	8.5%	\$4,387	8.1%	\$4,510	8.1%	\$4,527	7.9%
34	\$5,158	9.9%	\$5,165	9.8%	\$5,090	9.4%	\$5,213	9.3%	\$5,230	9.2%
35	\$366	0.6%	\$373	0.6%	\$300	0.5%	\$421	0.7%	\$440	0.7%
36	\$733	1.3%	\$733	1.3%	\$734	1.2%	\$732	1.2%	\$733	1.2%
37	\$1,100	1.9%	\$1,100	1.9%	\$1,101	1.8%	\$1,099	1.8%	\$1,100	1.8%
38	\$659	1.1%	\$659	1.1%	\$659	1.1%	\$659	1.1%	\$659	1.0%
39	\$1,318	2.2%	\$1,318	2.2%	\$1,318	2.2%	\$1,318	2.1%	\$1,318	2.1%
40	\$1,978	3.4%	\$1,977	3.3%	\$1,977	3.2%	\$1,978	3.2%	\$1,978	3.1%
41+	\$660	1.1%	\$660	1.1%	\$660	1.0%	\$660	1.0%	\$660	1.0%

10 MONTH TEACHER SCALE

HYBRID OPTION for 2016-2017 - Initial Raise

Experience	B.A.		B.A. + 15 hours		Masters		Ed.S./CAGS		Ph.D.	
0	*		*		*		*		*	
1	\$113	0.3%	\$113	0.3%	\$113	0.3%	\$113	0.3%	\$113	0.3%
2	\$226	0.6%	\$226	0.6%	\$226	0.6%	\$226	0.5%	\$226	0.5%
3	\$339	0.9%	\$339	0.9%	\$339	0.9%	\$339	0.8%	\$339	0.8%
4	\$452	1.2%	\$452	1.2%	\$452	1.1%	\$452	1.1%	\$452	1.1%
5	\$565	1.5%	\$565	1.5%	\$565	1.4%	\$565	1.4%	\$565	1.3%
6	\$1,083	2.9%	\$1,083	2.8%	\$1,083	2.7%	\$1,083	2.6%	\$1,083	2.5%
7	\$476	1.2%	\$476	1.2%	\$476	1.2%	\$476	1.1%	\$476	1.1%
8	\$994	2.6%	\$994	2.5%	\$994	2.4%	\$994	2.3%	\$994	2.3%
9	\$1,512	3.9%	\$1,512	3.8%	\$1,512	3.7%	\$1,512	3.5%	\$1,512	3.5%
10	\$1,674	4.3%	\$1,674	4.3%	\$1,674	4.1%	\$1,674	3.9%	\$1,674	3.8%
11	\$782	1.9%	\$781	1.9%	\$781	1.8%	\$782	1.8%	\$782	1.7%
12	\$1,319	3.3%	\$1,318	3.2%	\$1,318	3.1%	\$1,319	3.0%	\$1,319	2.9%
13	\$1,856	4.6%	\$1,855	4.5%	\$1,855	4.4%	\$1,856	4.2%	\$1,856	4.1%
14	\$1,074	2.6%	\$1,074	2.6%	\$1,073	2.5%	\$1,073	2.4%	\$1,073	2.3%
15	\$1,611	3.9%	\$1,611	3.8%	\$1,610	3.7%	\$1,610	3.5%	\$1,610	3.5%
16	\$2,216	5.3%	\$2,216	5.3%	\$2,215	5.1%	\$2,215	4.9%	\$2,215	4.8%
17	\$1,502	3.5%	\$1,501	3.5%	\$1,501	3.3%	\$1,501	3.2%	\$1,502	3.1%
18	\$2,107	4.9%	\$2,106	4.9%	\$2,106	4.7%	\$2,106	4.5%	\$2,107	4.4%
19	\$2,713	6.3%	\$2,712	6.2%	\$2,712	6.0%	\$2,712	5.8%	\$2,713	5.7%
20	\$1,999	4.5%	\$1,999	4.5%	\$1,999	4.3%	\$1,999	4.2%	\$2,000	4.1%
21	\$3,073	7.0%	\$3,073	6.9%	\$3,073	6.6%	\$3,073	6.4%	\$3,074	6.3%
22	\$4,147	9.4%	\$4,147	9.3%	\$4,147	8.9%	\$4,147	8.6%	\$4,148	8.4%
23	\$3,463	7.5%	\$3,462	7.4%	\$3,463	7.2%	\$3,463	7.0%	\$3,463	6.8%
24	\$4,537	9.9%	\$4,536	9.8%	\$4,537	9.4%	\$4,537	9.1%	\$4,537	8.9%
25	\$5,611	12.2%	\$5,610	12.1%	\$5,611	11.7%	\$5,611	11.3%	\$5,611	11.0%
26	\$4,760	10.0%	\$4,759	9.9%	\$4,759	9.6%	\$4,759	9.3%	\$4,759	9.1%
27	\$5,338	11.3%	\$5,337	11.1%	\$5,337	10.8%	\$5,337	10.4%	\$5,337	10.2%
28	\$5,916	12.5%	\$5,915	12.3%	\$5,915	11.9%	\$5,915	11.5%	\$5,915	11.3%
29	\$4,735	9.6%	\$4,735	9.5%	\$4,735	9.2%	\$4,735	8.9%	\$4,735	8.8%
30	\$5,313	10.8%	\$5,313	10.7%	\$5,313	10.4%	\$5,313	10.0%	\$5,313	9.8%
31	\$6,016	12.2%	\$6,024	12.1%	\$5,950	11.6%	\$6,072	11.5%	\$6,090	11.3%
32	\$3,751	7.2%	\$3,759	7.1%	\$3,684	6.8%	\$3,807	6.8%	\$3,824	6.7%
33	\$4,454	8.5%	\$4,462	8.5%	\$4,387	8.1%	\$4,510	8.1%	\$4,527	7.9%
34	\$5,158	9.9%	\$5,165	9.8%	\$5,090	9.4%	\$5,213	9.3%	\$5,230	9.2%
35	\$366	0.6%	\$373	0.6%	\$300	0.5%	\$421	0.7%	\$440	0.7%
36	\$733	1.3%	\$733	1.3%	\$734	1.2%	\$732	1.2%	\$733	1.2%
37	\$1,100	1.9%	\$1,100	1.9%	\$1,101	1.8%	\$1,099	1.8%	\$1,100	1.8%
38	\$659	1.1%	\$659	1.1%	\$659	1.1%	\$659	1.1%	\$659	1.0%
39	\$1,318	2.2%	\$1,318	2.2%	\$1,318	2.2%	\$1,318	2.1%	\$1,318	2.1%
40	\$1,978	3.4%	\$1,977	3.3%	\$1,977	3.2%	\$1,978	3.2%	\$1,978	3.1%
41+	\$660	1.1%	\$660	1.1%	\$660	1.0%	\$660	1.0%	\$660	1.0%