

Teacher salary based on 185 day contract.

Teacher salary subject to previous experience up to 10 years approved by the UCAS Board.

| Step | Bachelors Degree |          | Bachelors Degree + 20 |           | Bachelors Degree + 36 |           | Masters Degree |           | Masters Degree + 30 |           | Masters Degree + 60 |           | Doctorate Degree |           |
|------|------------------|----------|-----------------------|-----------|-----------------------|-----------|----------------|-----------|---------------------|-----------|---------------------|-----------|------------------|-----------|
| 1    | 100%             | \$42,209 | 103%                  | \$ 43,350 | 106%                  | \$ 44,490 | 112%           | \$ 46,771 | 115%                | \$ 47,911 | 118%                | \$ 49,051 | 124%             | \$ 51,332 |
| 2    | 103%             | \$43,350 | 106%                  | \$ 44,490 | 109%                  | \$ 45,630 | 115%           | \$ 47,911 | 118%                | \$ 49,051 | 121%                | \$ 50,191 | 127%             | \$ 52,472 |
| 3    | 106%             | \$44,490 | 109%                  | \$ 45,630 | 112%                  | \$ 46,771 | 118%           | \$ 49,051 | 121%                | \$ 50,191 | 124%                | \$ 51,332 | 130%             | \$ 53,612 |
| 4    | 109%             | \$45,630 | 112%                  | \$ 46,771 | 115%                  | \$ 47,911 | 121%           | \$ 50,191 | 124%                | \$ 51,332 | 127%                | \$ 52,472 | 133%             | \$ 54,753 |
| 5    | 112%             | \$46,771 | 115%                  | \$ 47,911 | 118%                  | \$ 49,051 | 124%           | \$ 51,332 | 127%                | \$ 52,472 | 130%                | \$ 53,612 | 136%             | \$ 55,893 |
| 6    | 115%             | \$47,911 | 118%                  | \$ 49,051 | 121%                  | \$ 50,191 | 127%           | \$ 52,472 | 130%                | \$ 53,612 | 133%                | \$ 54,753 | 139%             | \$ 57,033 |
| 7    | 118%             | \$49,051 | 121%                  | \$ 50,191 | 124%                  | \$ 51,332 | 130%           | \$ 53,612 | 133%                | \$ 54,753 | 136%                | \$ 55,893 | 142%             | \$ 58,173 |
| 8    | 121%             | \$50,191 | 124%                  | \$ 51,332 | 127%                  | \$ 52,472 | 133%           | \$ 54,753 | 136%                | \$ 55,893 | 139%                | \$ 57,033 | 145%             | \$ 59,314 |
| 9    | 124%             | \$51,332 | 127%                  | \$ 52,472 | 130%                  | \$ 53,612 | 136%           | \$ 55,893 | 139%                | \$ 57,033 | 142%                | \$ 58,173 | 148%             | \$ 60,454 |
| 10   | 130%             | \$53,612 | 133%                  | \$ 54,753 | 136%                  | \$ 55,893 | 142%           | \$ 58,173 | 144%                | \$ 58,934 | 148%                | \$ 60,454 | 154%             | \$ 62,735 |
| 11   | 133%             | \$54,753 | 136%                  | \$ 55,893 | 139%                  | \$ 57,033 | 145%           | \$ 59,314 | 147%                | \$ 60,074 | 151%                | \$ 61,594 | 157%             | \$ 63,875 |
| 12   | 136%             | \$55,893 | 139%                  | \$ 57,033 | 142%                  | \$ 58,173 | 148%           | \$ 60,454 | 150%                | \$ 61,214 | 154%                | \$ 62,735 | 160%             | \$ 65,015 |
| 13   | 139%             | \$57,033 | 142%                  | \$ 58,173 | 145%                  | \$ 59,314 | 151%           | \$ 61,594 | 153%                | \$ 62,355 | 157%                | \$ 63,875 | 163%             | \$ 66,155 |
| 14   | 142%             | \$58,173 | 145%                  | \$ 59,314 | 148%                  | \$ 60,454 | 154%           | \$ 62,735 | 156%                | \$ 63,495 | 160%                | \$ 65,015 | 166%             | \$ 67,296 |
| 15   | 145%             | \$59,314 | 148%                  | \$ 60,454 | 151%                  | \$ 61,594 | 157%           | \$ 63,875 | 159%                | \$ 64,635 | 163%                | \$ 66,155 | 169%             | \$ 68,436 |
| 16   | 148%             | \$60,454 | 151%                  | \$ 61,594 | 154%                  | \$ 62,735 | 160%           | \$ 65,015 | 162%                | \$ 65,775 | 166%                | \$ 67,296 | 172%             | \$ 69,576 |
| 17   | 151%             | \$61,594 | 154%                  | \$ 62,735 | 157%                  | \$ 63,875 | 163%           | \$ 66,155 | 165%                | \$ 66,916 | 169%                | \$ 68,436 | 175%             | \$ 70,717 |
| 18   | 154%             | \$62,735 | 157%                  | \$ 63,875 | 160%                  | \$ 65,015 | 166%           | \$ 67,296 | 168%                | \$ 68,056 | 172%                | \$ 69,576 | 178%             | \$ 71,857 |
| 19   | 157%             | \$63,875 | 160%                  | \$ 65,015 | 163%                  | \$ 66,155 | 169%           | \$ 68,436 | 171%                | \$ 69,196 | 175%                | \$ 70,717 | 181%             | \$ 72,997 |
| 20   | 160%             | \$65,015 | 163%                  | \$ 66,155 | 166%                  | \$ 67,296 | 172%           | \$ 69,576 | 174%                | \$ 70,336 | 178%                | \$ 71,857 | 184%             | \$ 74,137 |

|                            |           |
|----------------------------|-----------|
| Base FY22                  | \$ 38,009 |
| Legislative Adjustment (b) | \$ 4,200  |

- (a) Effective for those hired on or after July 1, 2018.
- (b) Each step and lane value shown includes Legislative Adjustment.
- (c) Distributed over 12 months.
- (d) Withheld over 12 months.

The salary for counselors is based on teacher salary daily rate times 195 days.

| EMPLOYEE - HEALTH PLAN FOR 1.0 FTE EMPLOYEES |                |                                      |                            |                          |                       |
|--|----------------|--------------------------------------|----------------------------|--------------------------|-----------------------|
| Coverage Type                                | Annual Premium | Annual HSA Employer Contribution (c) | Total Employer Annual Cost | Annual Employee Cost (d) | Monthly Employee Cost |
| Family                                       | \$ 18,497      | \$ 1,800                             | \$ 20,297                  | \$ 1,200                 | \$ 100                |
| Two-Party                                    | \$ 12,529      | \$ 1,800                             | \$ 14,329                  | \$ 600                   | \$ 50                 |
| Single                                       | \$ 5,966       | \$ 1,800                             | \$ 7,766                   | \$ 300                   | \$ 25                 |

Full time employees who are eligible for health benefits may elect to collect a stipend in lieu of medical benefits. The stipend will be paid in equal payments with regular payroll. The stipend amount for insurance is \$3,600 per year.

Step and lane changes are not automatic. Each change must be approved by the administration and Board of Trustees.

Employees receive 12 school days sick leave, 5 days bereavement leave, 3 days personal leave per year. Bereavement days, and personal leave do not roll over to the next year. Sick days may be accumulated up to 30.

This is only a summary of benefits. Please see UCAS Polices for more information.