

2020-21**Schedule B: ~~Teacher Salary Schedule, Eff. 7-1-2020 to 6-30-2021~~**

Step	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45	MA+60
1	36,815	37,522	38,227	38,934	38,934	39,639	39,639	40,343	41,047	41,752
2	37,898	38,605	39,308	40,015	40,015	40,721	40,721	41,428	42,131	42,836
3	38,980	39,687	40,393	41,098	41,098	41,804	41,804	42,509	43,215	43,920
4	40,065	40,770	41,476	42,182	42,182	42,887	42,887	43,592	44,298	45,003
5	41,146	41,854	42,560	43,264	43,264	43,972	43,972	44,678	45,381	46,085
6	42,228	42,936	43,644	44,350	44,350	45,054	45,054	45,758	46,463	47,168
7	43,313	44,018	44,725	45,431	45,431	46,136	46,136	46,841	47,545	48,250
8	44,394	45,101	45,808	46,512	46,512	47,219	47,219	47,926	48,629	49,334
9	45,477	46,183	46,890	47,595	47,595	48,300	48,300	49,006	49,711	50,416
10	46,558	47,265	47,972	48,678	48,678	49,383	49,383	50,088	50,795	51,500
11	47,642	48,349	49,056	49,762	49,762	50,467	50,467	51,172	51,879	52,583
12	48,726	49,433	50,140	50,845	50,845	51,550	51,550	52,255	52,961	53,667
13	49,808	50,515	51,222	51,928	51,928	52,633	52,633	53,338	54,045	54,750
14	50,892	51,599	52,306	53,012	53,012	53,717	53,717	54,421	55,128	55,833
15	51,976	52,682	53,389	54,095	54,095	54,800	54,800	55,505	56,212	56,917
16	51,976	52,682	53,389	54,095	54,095	54,800	54,800	55,505	56,212	56,917
17	51,976	52,682	53,389	54,095	54,095	54,800	54,800	55,505	56,212	56,917
18	53,059	53,765	54,473	55,179	55,179	55,884	55,884	56,588	57,296	58,001
19	53,059	53,765	54,473	55,179	55,179	55,884	55,884	56,588	57,296	58,001
20	53,059	53,765	54,473	55,179	55,179	55,884	55,884	56,588	57,296	58,001

***To check your salary schedule placement: MPS Website [login] → "Quick Links" → "Finance/HR Systems - Success Factors" → "My Employee File" (menu upper left) → "Show More"*

New Language in 2021-2023 Adult Education Contract:

4.1.2 Wage Schedule Improvements: Effective, July 1, 2021, the first three (3) steps in Standard Salary Schedule A of the ABE contract will be removed and any teacher on **step three (3) or above will receive three (3) steps.**

Effective, July 1, 2022, the first step in Standard Salary Schedule B of the ABE contract will be removed and any teacher on step one (1) or above will receive one (1) steps.

4.1.3 Step Movement:

- a. Effective July 1, 20~~19~~**21**, teachers will receive annual steps in accordance with 4.2.4 below.
- b. Effective July 1, 20~~20~~**22**, teachers will receive annual steps in accordance with 4.2.4 below: Any negotiated increases to salary, including any one-time bonuses, and benefits for the teachers in the K-12 program shall also be provided to the teachers in the Adult Education Program.

Read across - same row to get your step movement

2020-21	2021-22	2022-23
STEP	STEP	STEP
--	--	<i>5 = New Lowest</i>
--	<i>4 = New Lowest</i>	<i>—> 5 add 1 = 6</i>
<i>1</i>	<i>—> 2 add 3= 5</i>	<i>—> 6 add 1 = 7</i>
<i>2</i>	<i>—> 3 add 3= 6</i>	<i>—> 7 add 1 = 8</i>
<i>3</i>	<i>—> 4 add 3= 7</i>	<i>—> 8 add 1 = 9</i>
<i>4</i>	<i>—> 5 add 3= 8</i>	<i>—> 9 add 1 = 10</i>
<i>5</i>	<i>—> 6 add 3= 9</i>	<i>—> 10 add 1 = 11</i>
<i>6</i>	<i>—> 7 add 3= 10</i>	<i>—> 11 add 1 = 12</i>
<i>7</i>	<i>—> 8 add 3= 11</i>	<i>—> 12 add 1 = 13</i>
<i>8</i>	<i>—> 9 add 3= 12</i>	<i>—> 13 add 1 = 14</i>
<i>9</i>	<i>—> 10 add 3= 13</i>	<i>—> 14 add 1 = 15</i>
<i>10</i>	<i>—> 11 add 3= 14</i>	<i>—> 15 add 1 = 16</i>
<i>11</i>	<i>—> 12 add 3= 15</i>	<i>—> 16 add 1 = 17</i>
<i>12</i>	<i>—> 13 add 3= 16</i>	<i>—> 17 add 1 = 18</i>
<i>13</i>	<i>—> 14 add 3= 17</i>	<i>—> 18 add 1 = 19</i>
<i>14</i>	<i>—> 15 add 3= 18</i>	<i>—> 19 add 1 = 20</i>
<i>15</i>	<i>—> 16 add 3= 19</i>	<i>—> 20</i>
<i>16</i>	<i>—> 17 add 3= 20</i>	<i>—> 20</i>
<i>17</i>	<i>—> 18 add 3 = 20</i>	<i>—> 20</i>
<i>18</i>	<i>—> 18 add 3 = 20</i>	<i>—> 20</i>
<i>19</i>	<i>—> 18 add 3 = 20</i>	<i>—> 20</i>
<i>20</i>	<i>—> 18 add 3 = 20</i>	<i>—> 20</i>

YEAR 1: 2021-2022**Schedule A: Teacher Salary Schedule, Eff. 7-1-2021 to 6-30-2022 (2%)**

4.1.2 Wage Schedule Improvements: Effective, July 1, 2021, the first three (3) steps in Standard Salary Schedule A of the ABE contract will be removed and any teacher on **step three (3) or above will receive three (3) steps.**

Step	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45	MA+60
Drop 1	37,551	38,272	38,992	39,713	39,713	40,432	40,432	41,150	41,868	42,587
Drop 2	38,656	39,377	40,094	40,815	40,815	41,535	41,535	42,257	42,974	43,693
Drop 3	39,760	40,481	41,201	41,920	41,920	42,640	42,640	43,359	44,079	44,798
4	40,866	41,585	42,306	43,026	43,026	43,745	43,745	44,464	45,184	45,903
5	41,969	42,691	43,411	44,129	44,129	44,851	44,851	45,572	46,289	47,007
6	43,073	43,795	44,517	45,237	45,237	45,955	45,955	46,673	47,392	48,111
7	44,179	44,898	45,620	46,340	46,340	47,059	47,059	47,778	48,496	49,215
8	45,282	46,003	46,724	47,442	47,442	48,163	48,163	48,885	49,602	50,321
9	46,387	47,107	47,828	48,547	48,547	49,266	49,266	49,986	50,705	51,424
10	47,489	48,210	48,931	49,652	49,652	50,371	50,371	51,090	51,811	52,530
11	48,595	49,316	50,037	50,757	50,757	51,476	51,476	52,195	52,917	53,635
12	49,701	50,422	51,143	51,862	51,862	52,581	52,581	53,300	54,020	54,740
13	50,804	51,525	52,246	52,967	52,967	53,686	53,686	54,405	55,126	55,845
14	51,910	52,631	53,352	54,072	54,072	54,791	54,791	55,509	56,231	56,950
15	53,016	53,736	54,457	55,177	55,177	55,896	55,896	56,615	57,336	58,055
16	53,016	53,736	54,457	55,177	55,177	55,896	55,896	56,615	57,336	58,055
17	53,016	53,736	54,457	55,177	55,177	55,896	55,896	56,615	57,336	58,055
18	54,120	54,840	55,562	56,283	56,283	57,002	57,002	57,720	58,442	59,161
19	54,120	54,840	55,562	56,283	56,283	57,002	57,002	57,720	58,442	59,161
20	54,120	54,840	55,562	56,283	56,283	57,002	57,002	57,720	58,442	59,161

YEAR 2: 2022-2023**Schedule B: Teacher Salary Schedule, Eff. 7-1-2022 to 6-30-2023 (3%)**

Step	BA	BA+15	BA+30	BA+45	MA	BA+60	MA+15	MA+30	MA+45	MA+60
Drop 1	38,678	39,421	40,161	40,904	40,904	41,645	41,645	42,384	43,124	43,865
Drop 2	39,816	40,558	41,297	42,040	42,040	42,781	42,781	43,524	44,263	45,004
Drop 3	40,952	41,695	42,437	43,178	43,178	43,919	43,919	44,660	45,402	46,142
Drop 4	42,092	42,833	43,575	44,316	44,316	45,057	45,057	45,798	46,539	47,280
5	43,228	43,972	44,714	45,453	45,453	46,197	46,197	46,939	47,677	48,417
6	44,365	45,109	45,852	46,594	46,594	47,334	47,334	48,073	48,814	49,555
7	45,505	46,245	46,988	47,730	47,730	48,470	48,470	49,211	49,951	50,691
8	46,640	47,383	48,126	48,866	48,866	49,608	49,608	50,351	51,090	51,830
9	47,778	48,520	49,263	50,003	50,003	50,744	50,744	51,486	52,226	52,967
10	48,914	49,657	50,399	51,141	51,141	51,882	51,882	52,622	53,365	54,106
11	50,053	50,795	51,538	52,280	52,280	53,021	53,021	53,761	54,504	55,244
12	51,192	51,934	52,677	53,418	53,418	54,158	54,158	54,899	55,641	56,383
13	52,328	53,071	53,814	54,556	54,556	55,296	55,296	56,037	56,780	57,520
14	53,467	54,210	54,953	55,694	55,694	56,435	56,435	57,175	57,917	58,658
15	54,606	55,348	56,090	56,832	56,832	57,573	57,573	58,314	59,056	59,797
16	54,606	55,348	56,090	56,832	56,832	57,573	57,573	58,314	59,056	59,797
17	54,606	55,348	56,090	56,832	56,832	57,573	57,573	58,314	59,056	59,797
18	55,744	56,486	57,229	57,971	57,971	58,712	58,712	59,451	60,195	60,936
19	55,744	56,486	57,229	57,971	57,971	58,712	58,712	59,451	60,195	60,936
20	55,744	56,486	57,229	57,971	57,971	58,712	58,712	59,451	60,195	60,936

Schedule E: Hourly and Staff Development Rates:HOURLY FLAT RATE: ~~Effective 2021-2022 SY: \$29.00~~ **35.00/hr**

Schedule C Reserve Teachers

Reserve Cadre Teachers: July 1, 2015: \$180 per day	<u>Eff. 7/1/21</u>	<u>7/1/22</u>
	<u>\$189.00</u>	<u>\$198.45</u>
...		
Long-Call Reserve Teachers: Effective July 1, 2015: \$170 per day	<u>\$178.50</u>	<u>\$187.43</u>
Short-Call Reserve Teacher: Effective July 1, 2015	<u>Eff. 7/1/21</u>	<u>7/1/22</u>
Pay Scale: \$160 per day	<u>\$168.00</u>	<u>\$176.40</u>

Incentive for Priority Schools: The District shall pay an incentive in the form of a \$160 stipend to teachers who serve three (3) consecutive student days at a Priority School or Special Education site. To receive the stipend, a short-call reserve teacher must serve three (3) consecutive student days at the same Priority School or Special Education site.

a. The District shall pay an incentive in the form of a **\$160** stipend to teachers who serve three (3) consecutive student days at Priority schools where the reserve fill rate is less than 75%. To receive the stipend, a short-call reserve teacher must serve three (3) consecutive student days at the ~~same Priority School or Special Education~~ site.

Schedule E Hourly and Staff Development Rates

Hourly Flat Rate: Effective 7/1/2021: ~~\$29~~ **\$35/hr**

Teachers shall be compensated at the Hourly Flat Rate of pay for work performed as specifically indicated in the Agreement, such as hourly employment, lost preparation or lunch time reimbursement, extended-time program assignments, and for work performed beyond the teacher's regular assignment not otherwise defined in this Agreement.

Teachers shall be paid at this rate for each full hour of time outside their regular assignment during which they participate in approved staff development activities. In addition, they shall be paid one half (½) the amount of this rate for each additional full thirty (30) minutes spent participating in such activities.