

### APPENDIX C

| 2023-2024  | Board will pay 3.9% of TRS |            |          | Factor 1.040583 |          | Factor calculation 1-.039=.961 1/.961= 1.040583 |          |            |          |            |          |            |
|------------|----------------------------|------------|----------|-----------------|----------|---|----------|------------|----------|------------|----------|------------|
| Experience | BA                         | TRS Salary | BA12     | TRS Salary      | BA24     | TRS Salary                                      | MA       | TRS Salary | MA12     | TRS Salary | MA24     | TRS Salary |
| 0          | \$40,503                   | \$42,147   | \$41,314 | \$42,990        | \$42,141 | \$43,851  | \$43,405 | \$45,166   | \$44,706 | \$46,521   | \$46,047 | \$47,916   |
| 1          | \$40,804                   | \$42,460   | \$41,621 | \$43,310        | \$42,454 | \$44,177  | \$43,728 | \$45,502   | \$45,040 | \$46,867   | \$46,389 | \$48,272   |
| 2          | \$41,700                   | \$43,392   | \$42,525 | \$44,251        | \$43,367 | \$45,127  | \$44,654 | \$46,466   | \$45,979 | \$47,845   | \$47,345 | \$49,266   |
| 3          | \$42,716                   | \$44,449   | \$43,561 | \$45,329        | \$44,424 | \$46,226  | \$45,743 | \$47,599   | \$47,101 | \$49,012   | \$48,499 | \$50,467   |
| 4          | \$43,756                   | \$45,532   | \$44,622 | \$46,433        | \$45,507 | \$47,354  | \$46,858 | \$48,760   | \$48,250 | \$50,208   | \$49,682 | \$51,698   |
| 5          | \$44,760                   | \$46,576   | \$45,639 | \$47,491        | \$46,536 | \$48,425  | \$47,906 | \$49,851   | \$49,319 | \$51,320   | \$50,772 | \$52,833   |

| 2024-2025  | Board will pay 6.9% of TRS |            |          | Factor 1.074113 |          | Factor calculation 1-.069=.931 1/.931= 1.074113 |          |            |          |            |          |            |
|------------|----------------------------|------------|----------|-----------------|----------|---|----------|------------|----------|------------|----------|------------|
| Experience | BA                         | TRS Salary | BA12     | TRS Salary      | BA24     | TRS Salary                                      | MA       | TRS Salary | MA12     | TRS Salary | MA24     | TRS Salary |
| 0          | \$41,515                   | \$44,592   | \$42,346 | \$45,485        | \$43,194 | \$45,264  | \$44,490 | \$47,787   | \$45,824 | \$49,220   | \$47,198 | \$50,696   |
| 1          | \$41,824                   | \$44,924   | \$42,662 | \$45,823        | \$43,516 | \$45,601  | \$44,821 | \$48,143   | \$46,166 | \$49,587   | \$47,549 | \$51,073   |
| 2          | \$42,743                   | \$45,910   | \$43,588 | \$46,819        | \$44,451 | \$46,581  | \$45,770 | \$49,163   | \$47,129 | \$50,622   | \$48,528 | \$52,125   |
| 3          | \$43,784                   | \$47,029   | \$44,651 | \$47,960        | \$45,534 | \$47,716  | \$46,886 | \$50,361   | \$48,278 | \$51,856   | \$49,711 | \$53,396   |
| 4          | \$44,850                   | \$48,174   | \$45,738 | \$49,128        | \$46,645 | \$48,880  | \$48,029 | \$51,589   | \$49,456 | \$53,121   | \$50,924 | \$54,698   |
| 5          | \$45,879                   | \$49,279   | \$46,780 | \$50,247        | \$47,699 | \$49,985  | \$49,104 | \$52,743   | \$50,552 | \$54,298   | \$52,042 | \$55,899   |

| 2025-2026  | Board will pay 9% (100%) of TRS |            |          | Factor 1.098901 |          | Factor calculation 1-.09=.91 1/.91= 1.098901 |          |            |          |            |          |            |
|------------|---------------------------------|------------|----------|-----------------|----------|--|----------|------------|----------|------------|----------|------------|
| Experience | BA                              | TRS Salary | BA12     | TRS Salary      | BA24     | TRS Salary                                   | MA       | TRS Salary | MA12     | TRS Salary | MA24     | TRS Salary |
| 0          | \$42,553                        | \$46,762   | \$43,405 | \$47,698        | \$44,274 | \$48,653                                     | \$45,602 | \$50,112   | \$46,970 | \$51,615   | \$48,378 | \$53,163   |
| 1          | \$42,870                        | \$47,110   | \$43,728 | \$48,053        | \$44,604 | \$49,015                                     | \$45,941 | \$50,485   | \$47,320 | \$52,000   | \$48,738 | \$53,558   |
| 2          | \$43,811                        | \$48,144   | \$44,678 | \$49,097        | \$45,562 | \$50,068                                     | \$46,915 | \$51,555   | \$48,307 | \$53,085   | \$49,742 | \$54,661   |
| 3          | \$44,878                        | \$49,317   | \$45,767 | \$50,293        | \$46,672 | \$51,288                                     | \$48,058 | \$52,811   | \$49,485 | \$54,379   | \$50,954 | \$55,994   |
| 4          | \$45,971                        | \$50,518   | \$46,881 | \$51,518        | \$47,811 | \$52,539                                     | \$49,230 | \$54,099   | \$50,692 | \$55,706   | \$52,197 | \$57,359   |
| 5          | \$47,026                        | \$51,677   | \$47,950 | \$52,692        | \$48,892 | \$53,727                                     | \$50,332 | \$55,310   | \$51,816 | \$56,940   | \$53,343 | \$58,618   |

| 2026-2027  | Board will pay 9% (100%) of TRS |            |          | Factor 1.098901 |          | Factor calculation 1-.09=.91 1/.91= 1.098901 |          |            |          |            |          |            |
|------------|---------------------------------|------------|----------|-----------------|----------|--|----------|------------|----------|------------|----------|------------|
| Experience | BA                              | TRS Salary | BA12     | TRS Salary      | BA24     | TRS Salary                                   | MA       | TRS Salary | MA12     | TRS Salary | MA24     | TRS Salary |
| 0          | \$42,979                        | \$47,230   | \$43,839 | \$48,175        | \$44,717 | \$49,139                                     | \$46,058 | \$50,613   | \$47,439 | \$52,131   | \$48,862 | \$53,695   |
| 1          | \$42,516                        | \$46,720   | \$44,166 | \$48,534        | \$45,050 | \$49,505                                     | \$46,401 | \$50,990   | \$47,793 | \$52,520   | \$49,225 | \$54,094   |
| 2          | \$44,249                        | \$48,626   | \$45,125 | \$49,588        | \$46,018 | \$50,569                                     | \$47,384 | \$52,070   | \$48,790 | \$53,616   | \$50,239 | \$55,208   |
| 3          | \$45,327                        | \$49,810   | \$46,224 | \$50,796        | \$47,139 | \$51,801                                     | \$48,539 | \$53,340   | \$49,980 | \$54,923   | \$51,464 | \$56,554   |
| 4          | \$46,431                        | \$51,023   | \$47,350 | \$52,033        | \$48,289 | \$53,065                                     | \$49,722 | \$54,640   | \$51,199 | \$56,263   | \$52,719 | \$57,933   |
| 5          | \$47,496                        | \$52,193   | \$48,429 | \$53,219        | \$49,381 | \$54,265                                     | \$50,835 | \$55,863   | \$52,334 | \$57,510   | \$53,876 | \$59,205   |

| 2027-2028  | Board will pay 9% (100%) of TRS |            |          | Factor 1.098901 |          | Factor calculation 1-.09=.91 1/.91= 1.098901 |          |            |          |            |          |            |
|------------|---------------------------------|------------|----------|-----------------|----------|--|----------|------------|----------|------------|----------|------------|
| Experience | BA                              | TRS Salary | BA12     | TRS Salary      | BA24     | TRS Salary                                   | MA       | TRS Salary | MA12     | TRS Salary | MA24     | TRS Salary |
| 0          | \$43,409                        | \$47,702   | \$44,278 | \$48,657        | \$45,164 | \$49,631                                     | \$46,519 | \$51,119   | \$47,914 | \$52,652   | \$49,351 | \$54,231   |
| 1          | \$42,941                        | \$47,188   | \$44,607 | \$49,019        | \$45,500 | \$50,000                                     | \$46,865 | \$51,500   | \$48,271 | \$53,045   | \$49,718 | \$54,635   |
| 2          | \$44,692                        | \$49,112   | \$45,576 | \$50,084        | \$46,478 | \$51,075                                     | \$47,858 | \$52,591   | \$49,278 | \$54,152   | \$50,741 | \$55,760   |
| 3          | \$45,780                        | \$50,308   | \$46,687 | \$51,304        | \$47,611 | \$52,319                                     | \$49,024 | \$53,873   | \$50,480 | \$55,472   | \$51,978 | \$57,119   |
| 4          | \$46,895                        | \$51,533   | \$47,824 | \$52,553        | \$48,772 | \$53,595                                     | \$50,220 | \$55,186   | \$51,711 | \$56,826   | \$53,246 | \$58,512   |
| 5          | \$47,971                        | \$52,715   | \$48,913 | \$53,751        | \$49,875 | \$54,807                                     | \$51,343 | \$56,421   | \$52,857 | \$58,085   | \$54,415 | \$59,797   |