

**CERTIFIED STAFF SALARY SCALE
SCHOOL YEAR 2018-19**



Certificate Levels:
Level 4 - Bachelor's
Level 5 - Master's
Level 6 - Specialist
Level 7 - Doctorate

Based on 190-day work calendar

Induction - < 3 completed years
Professional - 3+ completed years

Years of Creditable Service	Funding Source	Certificate Level 1	Certificate Level 2	*Induction Pathway 4	Induction 1,2,3 /Professional	*Induction Pathway 4	Induction 1,2,3 /Professional	*Induction Pathway 4	Induction 1,2,3 /Professional	*Induction Pathway 4	Induction 1,2,3 /Professional
		Vocational	Vocational	Level 4	Level 4	Level 5	Level 5	Level 6	Level 6	Level 7	Level 7
0,1,2	BCS Certified	\$34,180	\$35,174	\$34,180	\$36,169	\$38,520	\$41,594	\$44,298	\$47,002	\$50,057	\$52,172
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$34,180	\$35,174	\$36,380	\$38,369	\$41,120	\$44,194	\$47,398	\$50,102	\$53,757	\$55,872
3	BCS Certified	\$35,206	\$36,229	\$34,180	\$37,254	\$39,676	\$42,842	\$45,626	\$48,412	\$51,559	\$53,737
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$35,206	\$36,229	\$36,380	\$39,454	\$42,276	\$45,442	\$48,726	\$51,512	\$55,259	\$57,437
4	BCS Certified	\$36,262	\$37,316	\$34,180	\$38,372	\$40,866	\$44,128	\$46,995	\$49,864	\$53,105	\$55,349
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$36,262	\$37,316	\$36,380	\$40,572	\$43,466	\$46,728	\$50,095	\$52,964	\$56,805	\$59,049
5	BCS Certified	\$37,349	\$38,436	\$34,180	\$39,524	\$42,092	\$45,451	\$48,405	\$51,359	\$54,698	\$57,009
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$37,349	\$38,436	\$36,380	\$41,724	\$44,692	\$48,051	\$51,505	\$54,459	\$58,398	\$60,709
6	BCS Certified	\$38,469	\$39,589	\$34,180	\$41,104	\$43,776	\$47,269	\$50,341	\$53,413	\$56,886	\$59,289
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$38,469	\$39,589	\$36,380	\$43,304	\$46,376	\$49,869	\$53,441	\$56,513	\$60,586	\$62,989
7	BCS Certified	\$39,624	\$40,777	\$34,180	\$42,338	\$45,090	\$48,687	\$51,852	\$55,016	\$58,592	\$61,068
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$39,624	\$40,777	\$36,380	\$44,538	\$47,690	\$51,287	\$54,952	\$58,116	\$62,292	\$64,768
8	BCS Certified	\$40,813	\$42,000	\$34,180	\$44,243	\$47,119	\$50,878	\$54,185	\$57,492	\$61,229	\$63,817
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$40,813	\$42,000	\$36,380	\$46,443	\$49,719	\$53,478	\$57,285	\$60,592	\$64,929	\$67,517
9,10	BCS Certified	\$42,037	\$43,260	\$34,180	\$45,571	\$48,532	\$52,405	\$55,810	\$59,217	\$63,066	\$65,731
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$42,037	\$43,260	\$36,380	\$47,771	\$51,132	\$55,005	\$58,910	\$62,317	\$66,766	\$69,431
11,12	BCS Certified	\$43,298	\$44,557	\$34,180	\$46,938	\$49,987	\$53,977	\$57,484	\$60,994	\$64,957	\$67,703
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$43,298	\$44,557	\$36,380	\$49,138	\$52,587	\$56,577	\$60,584	\$64,094	\$68,657	\$71,403
13,14	BCS Certified	\$44,596	\$45,894	\$34,180	\$48,346	\$51,487	\$55,596	\$59,209	\$62,823	\$66,906	\$69,734
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$44,596	\$45,894	\$36,380	\$50,546	\$54,087	\$58,196	\$62,309	\$65,923	\$70,606	\$73,434
15,16	BCS Certified	\$45,934	\$47,270	\$34,180	\$49,796	\$53,031	\$57,264	\$60,985	\$64,708	\$68,914	\$71,826
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$45,934	\$47,270	\$36,380	\$51,996	\$55,631	\$59,864	\$64,085	\$67,808	\$72,614	\$75,526
17,18	BCS Certified	\$47,311	\$48,688	\$34,180	\$51,290	\$54,622	\$58,982	\$62,815	\$66,650	\$70,982	\$73,980
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$47,311	\$48,688	\$36,380	\$53,490	\$57,222	\$61,582	\$65,915	\$69,750	\$74,682	\$77,680
19,20	BCS Certified	\$48,731	\$50,149	\$34,180	\$52,829	\$56,260	\$60,751	\$64,699	\$68,650	\$73,111	\$76,200
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$48,731	\$50,149	\$36,380	\$55,029	\$58,860	\$63,351	\$67,799	\$71,750	\$76,811	\$79,900
21	BCS Certified	\$50,193	\$51,653	\$34,180	\$54,414	\$57,949	\$62,573	\$66,640	\$70,709	\$75,305	\$78,486
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	ANNUAL	\$50,193	\$51,653	\$36,380	\$56,614	\$60,549	\$65,173	\$69,740	\$73,809	\$79,005	\$82,186
22-27	BCS Certified	\$50,193	\$51,653	\$34,180	\$54,414	\$57,949	\$62,573	\$66,640	\$70,709	\$75,305	\$78,486
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	Longevity	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250
ANNUAL	\$50,443	\$51,903	\$36,630	\$56,864	\$60,799	\$65,423	\$69,990	\$74,059	\$79,255	\$82,436	
28+	BCS Certified	\$50,193	\$51,653	\$34,180	\$54,414	\$57,949	\$62,573	\$66,640	\$70,709	\$75,305	\$78,486
	Local Supp	\$0	\$0	\$2,200	\$2,200	\$2,600	\$2,600	\$3,100	\$3,100	\$3,700	\$3,700
	Longevity	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500
ANNUAL	\$50,693	\$52,153	\$36,880	\$57,114	\$61,049	\$65,673	\$70,240	\$74,309	\$79,505	\$82,686	

*Induction Pathway 4 certificates are issued to those who hold at least a bachelor's degree and have not previously completed a teacher preparation program. Enrollment in a program may be required prior to approval for hire by the district.