**APPENDIX 3 Total Compensation Salary Schedule for Certificated Instructional Staff 2016-2017**

Total compensation salary schedule for 180 days of employment. Includes all compensation available at the member’s per diem rate of pay, i.e.:

Optional staff“Start Up Day” (9/1/16) 1.0

District “Start Up Day” (9/2/16) 1.0

One day/seven hours, “…to attend meetings beyond the work day” 1.0

Optional Semester Work Day 1.0

Professional Learning Community Days 1.5

5.5

TRI Responsibility Pay “…determined by the employees’ own professional judgment” 18.08%

Educational Experience, Credits, and/or Clock Hours

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Years of**  **Service** | **B** | **C** | **D** | **E** | **F** | **G** | **H** | **I** | **J** |
| **BA** | **BA+15** | **BA+30** | **BA+45** | **BA+90** | **BA+135** | **MA** | **MA+45** | **MA+90**  **Or PhD** |
| 0 | 43,527 | 44,703 | 45,920 | 47,142 | 51,058 | 53,582 | 52,184 | 56,102 | 58,628 |
| 1 | 44,113 | 45,304 | 46,538 | 47,813 | 51,770 | 54,280 | 52,765 | 56,724 | 59,231 |
| 2 | 44,671 | 45,874 | 47,121 | 48,493 | 52,440 | 54,976 | 53,349 | 57,295 | 59,831 |
| 3 | 45,246 | 46,461 | 47,721 | 49,138 | 53,076 | 55,673 | 53,903 | 57,839 | 60,438 |
| 4 | 45,811 | 47,079 | 48,346 | 49,812 | 53,774 | 56,389 | 54,482 | 58,445 | 61,062 |
| 5 | 46,393 | 47,667 | 48,948 | 50,495 | 54,442 | 57,110 | 55,072 | 59,022 | 61,690 |
| 6 | 46,992 | 48,239 | 49,562 | 51,186 | 55,115 | 57,797 | 55,678 | 59,607 | 62,287 |
| 7 | 48,044 | 49,310 | 50,651 | 52,364 | 56,350 | 59,106 | 56,810 | 60,796 | 63,553 |
| 8 | 49,585 | 50,919 | 52,292 | 54,147 | 58,187 | 61,045 | 58,592 | 62,634 | 65,490 |
| 9 | 49,585 | 52,587 | 54,028 | 55,948 | 60,084 | 63,038 | 60,392 | 64,530 | 67,484 |
| 10 | 49,585 | 52,587 | 55,783 | 57,843 | 62,033 | 65,087 | 62,288 | 66,480 | 69,532 |
| 11 | 49,585 | 52,587 | 55,783 | 59,793 | 64,074 | 67,189 | 64,239 | 68,522 | 71,634 |
| 12 | 49,585 | 52,587 | 55,783 | 61,682 | 66,171 | 69,378 | 66,266 | 70,616 | 73,824 |
| 13 | 49,585 | 52,587 | 55,783 | 61,682 | 68,317 | 71,621 | 68,364 | 72,764 | 76,066 |
| 14 | 49,585 | 52,587 | 55,783 | 61,682 | 70,476 | 73,948 | 70,524 | 75,063 | 78,394 |
| 15 | 49,585 | 52,587 | 55,783 | 61,682 | 72,309 | 75,872 | 72,356 | 77,014 | 80,433 |
| 16 or more | 49,585 | 52,587 | 55,783 | 61,682 | 73,756 | 77,388 | 73,803 | 78,554 | 82,041 |