

1 **H. B. 2099**

2
3 (By Delegate Wells)

4 [Introduced January 12, 2011; referred to the
5 Committee on Education then Finance.]
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10 A BILL to amend and reenact §18A-4-1 and §18A-4-2 of the Code of
11 West Virginia, 1931, as amended, all relating to the minimum
12 salaries of teachers based on years experience and level of
13 education.

14 *Be it enacted by the Legislature of West Virginia:*

15 That §18A-4-1 and §18A-4-2 of the Code of West Virginia, 1931,
16 as amended, be amended and reenacted, all to read as follows:

17 **ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

18 **§18A-4-1. Definitions.**

19 For the purpose of this article, salaries ~~shall be~~ are defined
20 as: (a) "Basic salaries" which ~~shall~~ mean the salaries paid to
21 teachers with zero years of experience and in accordance with the
22 classification of certification and of training of ~~said~~ the
23 teachers; and (b) "advanced salaries" which ~~shall~~ mean the basic

1 salary plus an experience increment based on the allowable years of
2 experience of the respective teachers in accordance with the
3 schedule established ~~herein~~ for the applicable classification of
4 certification and of training of ~~said~~ the teachers.

5 "Classification of certification" means the class or type of
6 certificate issued by the state superintendent under the statutory
7 provisions of this chapter. "Classification of training" means the
8 number of collegiate or graduate hours necessary to meet the
9 requirements stipulated in the definitions set forth in the next
10 paragraph in items (2) to (11), inclusive.

11 The column heads of the state minimum salary schedule set
12 forth in section two of this article are defined as follows:

13 (1) "Years of experience" means the number of years the
14 teacher has been employed in the teaching profession, including
15 active work in educational positions other than the public schools,
16 and service in the Armed Forces of the United States if the teacher
17 was under contract to teach at the time of induction. For a
18 registered professional nurse employed by a county board, "years of
19 experience" means the number of years the nurse has been employed
20 as a public school health nurse, including active work in a nursing
21 position related to education, and service in the Armed Forces if
22 the nurse was under contract with the county board at the time of
23 induction. For the purpose of section two of this article, the
24 experience of a teacher or a nurse shall be limited to that allowed

1 under their training classification as found in the minimum salary
2 schedule.

3 (2) "Fourth class" means all certificates previously
4 identified as: (a) "Certificates secured by examination"; and (b)
5 "other first grade certificates".

6 (3) "Third class" means all certificates previously identified
7 as: (a) "Standard normal certificates"; and (b) "third class
8 temporary (sixty-four semester hours) certificates".

9 (4) "Second class" means all certificates previously
10 identified as "second class temporary certificates based upon the
11 required ninety-six hours of college work".

12 (5) "A.B." means a bachelor's degree, from an accredited
13 institution of higher education, which has been issued to, or for
14 which the requirements for such have been met by, a person who
15 qualifies for or holds a professional certificate or its
16 equivalent. A registered professional nurse with a bachelor's
17 degree, who is licensed by the West Virginia board of examiners for
18 registered professional nurses and employed by a county board,
19 shall be within this classification for payment in accordance with
20 sections two and two-a of this article.

21 (6) "A.B. plus 15" means a bachelor's degree as defined above
22 plus fifteen hours of graduate work, from an accredited institution
23 of higher education certified to do graduate work, in an approved
24 planned program at the graduate level which requirements have been

1 met by a person who qualifies for or holds a professional
2 certificate or its equivalent.

3 (7) "A.B. plus 30" means a bachelor's degree as defined above
4 plus thirty hours of graduate work, from an accredited institution
5 of higher education certified to do graduate work, in an approved
6 planned program at the graduate level which requirements have been
7 met by a person who qualifies for or holds a professional
8 certificate or its equivalent.

9 (8) "A.B. plus 45" means a bachelor's degree as defined above
10 plus thirty hours of graduate work, from an accredited institution
11 of higher education certified to do graduate work, in an approved
12 planned program at the graduate level which requirements have been
13 met by a person who qualifies for or holds a professional
14 certificate or its equivalent.

15 ~~(7)~~ (9) "M.A." means a master's degree, earned in an
16 institution of higher education approved to do graduate work, which
17 has been issued to, or the requirements for such have been met by,
18 a person who qualifies for or holds a professional certificate or
19 its equivalent.

20 ~~(8)~~ (10) "M.A. plus 15" means the above-defined master's
21 degree plus fifteen hours of graduate work, earned in an
22 institution of higher education approved to do graduate work, if
23 the person is qualified for or holds a professional certificate or
24 its equivalent.

1 ~~(9)~~ (11) "M.A. plus 30" means the above-defined master's
2 degree plus thirty graduate hours, earned in an institution
3 approved to do graduate work, if the person is qualified for or
4 holds a professional certificate or its equivalent.

5 (12) "M.A. plus 45" means the above-defined master's degree
6 plus forty-five graduate hours, earned in an institution approved
7 to do graduate work, if the person is qualified for or holds a
8 professional certificate or its equivalent.

9 (13) "M.A. plus 60" means the above--defined master's degree
10 plus forty-five graduate hours, earned in an institution approved
11 to do graduate work, if the person is qualified for or holds a
12 professional certificate or its equivalent.

13 ~~(10)~~ (14) "Doctorate" means a doctor's degree, earned from a
14 university qualified and approved to confer such a degree, which
15 has been issued to or the requirements for such have been met by a
16 person who qualifies for or holds a professional certificate or its
17 equivalent.

18 For purposes of advanced salary classification, graduate work
19 completed after July 1, 1994, shall be related to the public school
20 program, as prescribed by the state board.

21 Notwithstanding the requirements set forth in subdivisions
22 (6), ~~(8)~~ (10) and ~~(9)~~ (11) of this section relating to hours of
23 graduate work at an institution certified to do such work, fifteen
24 undergraduate credit hours from a regionally accredited institution

1 of higher education, earned after the effective date of this
2 section, may be utilized for advanced salary classification if such
3 hours are in accordance with: (a) The teacher's current
4 classification of certification and of training; (b) a designated
5 instructional shortage area documented by the employing county
6 superintendent; or (c) an identified teaching deficiency documented
7 through the state approved county personnel evaluation system.

8 ~~Effective July 1, 1994, the following definition shall be~~
9 ~~applicable.~~

10 ~~(11) "M.A. plus 45" means the above-defined master's degree~~
11 ~~plus forty-five graduate hours, earned in an institution approved~~
12 ~~to do graduate work, if the person is qualified for or holds a~~
13 ~~professional certificate or its equivalent.~~

14 **§18A-4-2. State minimum salaries for teachers.**

15 ~~(a) Effective July 1, 2007, through June 30, 2008, each~~
16 ~~teacher shall receive the amount prescribed in the 2007-08 State~~
17 ~~Minimum Salary Schedule as set forth in this section, specific~~
18 ~~additional amounts prescribed in this section or article and any~~
19 ~~county supplement in effect in a county pursuant to section five-a~~
20 ~~of this article during the contract year.~~

21 ~~Effective July 1, 2008, and thereafter, each teacher shall~~
22 ~~receive the amount prescribed in the 2008-09 State Minimum Salary~~
23 ~~Schedule as set forth in this section, specific additional amounts~~
24 ~~prescribed in this section or article and any county supplement in~~

1 ~~effect in a county pursuant to section five-a of this article~~
2 ~~during the contract year.~~

3 (a) Effective July 1, 2011, through June 30, 2012, each
4 teacher shall receive the amount prescribed in the 2011-2012 State
5 Minimum Salary Schedule as set forth in this section, specific
6 additional amounts prescribed in this section or article and any
7 county supplement in effect in a county pursuant to section five-a
8 of this article during the contract year.

9 Effective July 1, 2012, through June 30, 2013, each teacher
10 shall receive the amount prescribed in the 2012-2013 State Minimum
11 Salary Schedule as set forth in this section, specific additional
12 amounts prescribed in this section or article and any county
13 supplement in effect in a county pursuant to section five-a of this
14 article during the contract year.

15 Effective July 1, 2013, and thereafter, each teacher shall
16 receive the amount prescribed in the 2013-2014 State Minimum Salary
17 Schedule as set forth in this section, specific additional amounts
18 prescribed in this section or article and any county supplement in
19 effect in a county pursuant to section five-a of this article
20 during the contract year.

21 ~~2007-08 MINIMUM SALARY SCHEDULE~~

22
23 ~~(1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11)~~

1	Years	4th	3rd	2nd	A.B.		M.A.	M.A.	M.A.	Doc-	
2	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
3											
4	0	24,051	24,711	24,975	26,227	26,988	28,755	29,516	30,277	31,038	32,073
5	1	24,379	25,039	25,303	26,745	27,506	29,274	30,035	30,795	31,556	32,591
6	2	24,708	25,367	25,631	27,264	28,025	29,792	30,553	31,314	32,075	33,110
7	3	25,036	25,695	25,959	27,783	28,543	30,311	31,072	31,832	32,593	33,628
8	4	25,608	26,267	26,531	28,545	29,306	31,074	31,835	32,595	33,356	34,391
9	5	25,936	26,595	26,859	29,064	29,825	31,592	32,353	33,114	33,875	34,910
10	6	26,264	26,923	27,187	29,582	30,343	32,111	32,872	33,632	34,393	35,428
11	7	26,592	27,252	27,515	30,101	30,862	32,629	33,390	34,151	34,912	35,947
12	8	26,920	27,580	27,844	30,619	31,380	33,148	33,909	34,669	35,430	36,465
13	9	27,248	27,908	28,172	31,138	31,899	33,666	34,427	35,188	35,949	36,984
14	10	27,577	28,236	28,500	31,657	32,417	34,185	34,946	35,706	36,467	37,502
15	11	27,905	28,564	28,828	32,175	32,936	34,704	35,464	36,225	36,986	38,021
16	12	28,233	28,892	29,156	32,694	33,454	35,222	35,983	36,744	37,504	38,539
17	13	28,561	29,220	29,484	33,212	33,973	35,741	36,501	37,262	38,023	39,058
18	14	28,561	29,548	29,812	33,731	34,491	36,259	37,020	37,781	38,541	39,576
19	15	28,561	29,876	30,140	34,249	35,010	36,778	37,538	38,299	39,060	40,095
20	16	28,561	29,876	30,468	34,768	35,528	37,296	38,057	38,818	39,578	40,613
21	17	28,561	29,876	30,796	35,286	36,047	37,815	38,575	39,336	40,097	41,132
22	18	28,561	29,876	30,796	35,805	36,566	38,333	39,094	39,855	40,615	41,650
23	19	28,561	29,876	30,796	36,323	37,084	38,852	39,613	40,373	41,134	42,169
24	20	28,561	29,876	30,796	36,842	37,603	39,370	40,131	40,892	41,653	42,688

1	21	28,561	29,876	30,796	36,842	37,603	39,889	40,650	41,410	42,171	43,206
2	22	28,561	29,876	30,796	36,842	37,603	40,407	41,168	41,929	42,690	43,725
3	23	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,447	43,208	44,243
4	24	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,966	43,727	44,762
5	25	28,561	29,876	30,796	36,842	37,603	40,926	41,687	43,484	44,245	45,280
6	26	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
7	27	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
8	28	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
9	29	28,889	30,204	31,125	37,360	38,121	41,445	42,205	44,522	45,282	46,317
10	30	29,217	30,533	31,453	37,879	38,640	41,963	42,724	45,040	45,801	46,836
11	31	29,545	30,861	31,781	38,397	39,158	42,482	43,242	45,559	46,319	47,354
12	32	29,873	31,189	32,109	38,916	39,677	43,000	43,761	46,077	46,838	47,873
13	33	30,201	31,517	32,437	39,435	40,195	43,519	44,279	46,596	47,356	48,391
14	34	30,529	31,845	32,765	39,953	40,714	44,037	44,798	47,114	47,875	48,910
15	35	30,857	32,173	33,093	40,472	41,232	44,556	45,316	47,633	48,393	49,428

~~2008-09 STATE MINIMUM SALARY SCHEDULE~~

17											
18	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
19	Years	4th	3rd	2nd	A.B.			M.A.	M.A.	M.A.	Doc-
20	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
21											
22	0	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
23	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
24	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
25	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
26	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991

1	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
2	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
3	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
4	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
5	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
6	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
7	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
8	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
9	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
10	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
11	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
12	16	31,145	31,804	32,068	36,369	37,129	38,897	39,658	40,419	41,179	42,214
13	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
14	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
15	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
16	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
17	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
18	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
19	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
20	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
21	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
22	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
23	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
24	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
25	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
26	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
27	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
28	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
29	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
30	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
31	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

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2010-11 STATE MINIMUM SALARY SCHEDULE PART I									
<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>	<u>(6)</u>	<u>(7)</u>	<u>(8)</u>	<u>(9)</u>	
<u>Years</u>	<u>4th</u>	<u>3rd</u>	<u>2nd</u>	<u>A.B.</u>	<u>A.B. +</u>	<u>A.B. +</u>	<u>A.B. +</u>	<u>M.A.</u>	
<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>	<u>15</u>	<u>30</u>	<u>45</u>			
5	<u>0</u>	<u>26,934</u>	<u>27,627</u>	<u>27,904</u>	<u>29,218</u>	<u>30,017</u>	<u>30,816</u>	<u>31,615</u>	<u>33,471</u>
6	<u>1</u>	<u>27,278</u>	<u>27,971</u>	<u>28,248</u>	<u>29,762</u>	<u>30,561</u>	<u>31,360</u>	<u>32,159</u>	<u>34,015</u>
7	<u>2</u>	<u>27,623</u>	<u>28,315</u>	<u>28,593</u>	<u>30,307</u>	<u>31,106</u>	<u>31,905</u>	<u>32,704</u>	<u>34,560</u>
8	<u>3</u>	<u>27,968</u>	<u>28,660</u>	<u>28,937</u>	<u>30,852</u>	<u>31,650</u>	<u>32,449</u>	<u>33,248</u>	<u>35,104</u>
9	<u>4</u>	<u>28,568</u>	<u>29,260</u>	<u>29,538</u>	<u>31,652</u>	<u>32,451</u>	<u>33,250</u>	<u>34,049</u>	<u>35,905</u>
10	<u>5</u>	<u>28,913</u>	<u>29,605</u>	<u>29,882</u>	<u>32,197</u>	<u>32,996</u>	<u>33,795</u>	<u>34,594</u>	<u>36,450</u>
11	<u>6</u>	<u>29,257</u>	<u>29,949</u>	<u>30,226</u>	<u>32,741</u>	<u>33,540</u>	<u>34,339</u>	<u>35,138</u>	<u>36,994</u>
12	<u>7</u>	<u>29,602</u>	<u>30,295</u>	<u>30,571</u>	<u>33,286</u>	<u>34,085</u>	<u>34,884</u>	<u>35,683</u>	<u>37,539</u>
13	<u>8</u>	<u>29,946</u>	<u>30,639</u>	<u>30,916</u>	<u>33,830</u>	<u>34,629</u>	<u>35,428</u>	<u>36,227</u>	<u>38,083</u>
14	<u>9</u>	<u>30,290</u>	<u>30,983</u>	<u>31,261</u>	<u>34,375</u>	<u>35,174</u>	<u>35,973</u>	<u>36,772</u>	<u>38,628</u>
15	<u>10</u>	<u>30,636</u>	<u>31,328</u>	<u>31,605</u>	<u>34,921</u>	<u>35,719</u>	<u>36,518</u>	<u>37,317</u>	<u>39,173</u>
16	<u>11</u>	<u>30,980</u>	<u>31,672</u>	<u>31,949</u>	<u>35,465</u>	<u>36,264</u>	<u>37,063</u>	<u>37,862</u>	<u>39,718</u>
17	<u>12</u>	<u>31,325</u>	<u>32,017</u>	<u>32,294</u>	<u>36,010</u>	<u>36,808</u>	<u>37,607</u>	<u>38,406</u>	<u>40,262</u>
18	<u>13</u>	<u>31,669</u>	<u>32,361</u>	<u>32,638</u>	<u>36,554</u>	<u>37,353</u>	<u>38,152</u>	<u>38,951</u>	<u>40,807</u>
19	<u>14</u>	<u>32,013</u>	<u>32,705</u>	<u>32,983</u>	<u>37,099</u>	<u>37,897</u>	<u>38,696</u>	<u>39,495</u>	<u>41,351</u>
20	<u>15</u>	<u>32,358</u>	<u>33,050</u>	<u>33,327</u>	<u>37,643</u>	<u>38,442</u>	<u>39,241</u>	<u>40,040</u>	<u>41,896</u>
21	<u>16</u>	<u>32,702</u>	<u>33,394</u>	<u>33,671</u>	<u>38,187</u>	<u>38,985</u>	<u>39,784</u>	<u>40,583</u>	<u>42,439</u>
22	<u>17</u>	<u>33,047</u>	<u>33,740</u>	<u>34,016</u>	<u>38,731</u>	<u>39,530</u>	<u>40,329</u>	<u>41,128</u>	<u>42,984</u>
23	<u>18</u>	<u>33,391</u>	<u>34,084</u>	<u>34,361</u>	<u>39,276</u>	<u>40,075</u>	<u>40,874</u>	<u>41,673</u>	<u>43,529</u>
24	<u>19</u>	<u>33,735</u>	<u>34,428</u>	<u>34,706</u>	<u>39,820</u>	<u>40,619</u>	<u>41,418</u>	<u>42,217</u>	<u>44,073</u>
25	<u>20</u>	<u>34,080</u>	<u>34,773</u>	<u>35,050</u>	<u>40,365</u>	<u>41,164</u>	<u>41,963</u>	<u>42,762</u>	<u>44,618</u>

1	<u>21</u>	<u>34,425</u>	<u>35,117</u>	<u>35,394</u>	<u>40,909</u>	<u>41,708</u>	<u>42,507</u>	<u>43,306</u>	<u>45,162</u>
2	<u>22</u>	<u>34,770</u>	<u>35,462</u>	<u>35,739</u>	<u>41,454</u>	<u>42,253</u>	<u>43,052</u>	<u>43,851</u>	<u>45,707</u>
3	<u>23</u>	<u>35,114</u>	<u>35,806</u>	<u>36,083</u>	<u>41,999</u>	<u>42,797</u>	<u>43,596</u>	<u>44,395</u>	<u>46,251</u>
4	<u>24</u>	<u>35,459</u>	<u>36,150</u>	<u>36,428</u>	<u>42,543</u>	<u>43,342</u>	<u>44,141</u>	<u>44,940</u>	<u>46,796</u>
5	<u>25</u>	<u>35,803</u>	<u>36,495</u>	<u>36,772</u>	<u>43,088</u>	<u>43,886</u>	<u>44,685</u>	<u>45,484</u>	<u>47,340</u>
6	<u>26</u>	<u>36,147</u>	<u>36,839</u>	<u>37,116</u>	<u>43,632</u>	<u>44,431</u>	<u>45,230</u>	<u>46,029</u>	<u>47,885</u>
7	<u>27</u>	<u>36,492</u>	<u>37,184</u>	<u>37,461</u>	<u>44,177</u>	<u>44,975</u>	<u>45,774</u>	<u>46,573</u>	<u>48,429</u>
8	<u>28</u>	<u>36,836</u>	<u>37,529</u>	<u>37,805</u>	<u>44,721</u>	<u>45,520</u>	<u>46,319</u>	<u>47,118</u>	<u>48,974</u>
9	<u>29</u>	<u>37,181</u>	<u>37,874</u>	<u>38,151</u>	<u>45,266</u>	<u>46,064</u>	<u>46,863</u>	<u>47,662</u>	<u>49,518</u>
10	<u>30</u>	<u>37,525</u>	<u>38,218</u>	<u>38,495</u>	<u>45,809</u>	<u>46,608</u>	<u>47,407</u>	<u>48,206</u>	<u>50,062</u>
11	<u>31</u>	<u>37,870</u>	<u>38,562</u>	<u>38,840</u>	<u>46,354</u>	<u>47,153</u>	<u>47,952</u>	<u>48,751</u>	<u>50,607</u>
12	<u>32</u>	<u>38,215</u>	<u>38,907</u>	<u>39,184</u>	<u>46,898</u>	<u>47,697</u>	<u>48,496</u>	<u>49,295</u>	<u>51,151</u>
13	<u>33</u>	<u>38,559</u>	<u>39,251</u>	<u>39,528</u>	<u>47,443</u>	<u>48,242</u>	<u>49,041</u>	<u>49,840</u>	<u>51,696</u>
14	<u>34</u>	<u>38,904</u>	<u>39,596</u>	<u>39,873</u>	<u>47,987</u>	<u>48,786</u>	<u>49,585</u>	<u>50,384</u>	<u>52,240</u>
15	<u>35</u>	<u>39,248</u>	<u>39,940</u>	<u>40,217</u>	<u>48,532</u>	<u>49,331</u>	<u>50,130</u>	<u>50,929</u>	<u>52,785</u>

16 **2010-11 STATE MINIMUM SALARY SCHEDULE PART II**

17	<u>(10)</u>	<u>(11)</u>	<u>(12)</u>	<u>(13)</u>	<u>(14)</u>
18	<u>M.A. + 15</u>	<u>M.A. + 30</u>	<u>M.A. + 45</u>	<u>M.A. + 60</u>	<u>Doctorate</u>
19	<u>34,270</u>	<u>35,069</u>	<u>35,868</u>	<u>36,667</u>	<u>37,754</u>
20	<u>34,814</u>	<u>35,613</u>	<u>36,412</u>	<u>37,211</u>	<u>38,298</u>
21	<u>35,359</u>	<u>36,158</u>	<u>36,957</u>	<u>37,756</u>	<u>38,843</u>
22	<u>35,903</u>	<u>36,702</u>	<u>37,501</u>	<u>38,300</u>	<u>39,387</u>
23	<u>36,704</u>	<u>37,503</u>	<u>38,302</u>	<u>39,101</u>	<u>40,188</u>
24	<u>37,249</u>	<u>38,048</u>	<u>38,847</u>	<u>39,646</u>	<u>40,733</u>
25	<u>37,793</u>	<u>38,592</u>	<u>39,391</u>	<u>40,190</u>	<u>41,277</u>
26	<u>38,338</u>	<u>39,137</u>	<u>39,936</u>	<u>40,735</u>	<u>41,822</u>

1	<u>38,882</u>	<u>39,681</u>	<u>40,480</u>	<u>41,279</u>	<u>42,366</u>
2	<u>39,427</u>	<u>40,226</u>	<u>41,025</u>	<u>41,824</u>	<u>42,911</u>
3	<u>39,972</u>	<u>40,771</u>	<u>41,570</u>	<u>42,369</u>	<u>43,456</u>
4	<u>40,517</u>	<u>41,316</u>	<u>42,115</u>	<u>42,914</u>	<u>44,001</u>
5	<u>41,061</u>	<u>41,860</u>	<u>42,659</u>	<u>43,458</u>	<u>44,545</u>
6	<u>41,606</u>	<u>42,405</u>	<u>43,204</u>	<u>44,003</u>	<u>45,090</u>
7	<u>42,150</u>	<u>42,949</u>	<u>43,748</u>	<u>44,547</u>	<u>45,634</u>
8	<u>42,695</u>	<u>43,494</u>	<u>44,293</u>	<u>45,092</u>	<u>46,179</u>
9	<u>43,238</u>	<u>44,037</u>	<u>44,836</u>	<u>45,635</u>	<u>46,722</u>
10	<u>43,783</u>	<u>44,582</u>	<u>45,381</u>	<u>46,180</u>	<u>47,267</u>
11	<u>44,328</u>	<u>45,127</u>	<u>45,926</u>	<u>46,725</u>	<u>47,812</u>
12	<u>44,872</u>	<u>45,671</u>	<u>46,470</u>	<u>47,269</u>	<u>48,356</u>
13	<u>45,417</u>	<u>46,216</u>	<u>47,015</u>	<u>47,814</u>	<u>48,901</u>
14	<u>45,961</u>	<u>46,760</u>	<u>47,559</u>	<u>48,358</u>	<u>49,445</u>
15	<u>46,506</u>	<u>47,305</u>	<u>48,104</u>	<u>48,903</u>	<u>49,990</u>
16	<u>47,050</u>	<u>47,849</u>	<u>48,648</u>	<u>49,447</u>	<u>50,534</u>
17	<u>47,595</u>	<u>48,394</u>	<u>49,193</u>	<u>49,992</u>	<u>51,079</u>
18	<u>48,139</u>	<u>48,938</u>	<u>49,737</u>	<u>50,536</u>	<u>51,623</u>
19	<u>48,684</u>	<u>49,483</u>	<u>50,282</u>	<u>51,081</u>	<u>52,168</u>
20	<u>49,228</u>	<u>50,027</u>	<u>50,826</u>	<u>51,625</u>	<u>52,712</u>
21	<u>49,773</u>	<u>50,572</u>	<u>51,371</u>	<u>52,170</u>	<u>53,257</u>
22	<u>50,317</u>	<u>51,116</u>	<u>51,915</u>	<u>52,714</u>	<u>53,801</u>
23	<u>50,861</u>	<u>51,660</u>	<u>52,459</u>	<u>53,258</u>	<u>54,345</u>
24	<u>51,406</u>	<u>52,205</u>	<u>53,004</u>	<u>53,803</u>	<u>54,890</u>
25	<u>51,950</u>	<u>52,749</u>	<u>53,548</u>	<u>54,347</u>	<u>55,434</u>
26	<u>52,495</u>	<u>53,294</u>	<u>54,093</u>	<u>54,892</u>	<u>55,979</u>
27	<u>53,039</u>	<u>53,838</u>	<u>54,637</u>	<u>55,436</u>	<u>56,523</u>
28	<u>53,584</u>	<u>54,383</u>	<u>55,182</u>	<u>55,981</u>	<u>57,068</u>

2011-12 STATE MINIMUM SALARY SCHEDULE PART I

30	<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>	<u>(6)</u>	<u>(7)</u>	<u>(8)</u>
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1	<u>Years</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>A.B.</u>	<u>A.B. + 15</u>	<u>A.B. + 30</u>	<u>A.B. + 45</u>
2	<u>Exp.</u>							
3	<u>0</u>	<u>28,280</u>	<u>29,008</u>	<u>29,299</u>	<u>30,679</u>	<u>31,518</u>	<u>32,357</u>	<u>33,196</u>
4	<u>1</u>	<u>28,642</u>	<u>29,369</u>	<u>29,661</u>	<u>31,250</u>	<u>32,089</u>	<u>32,928</u>	<u>33,767</u>
5	<u>2</u>	<u>29,005</u>	<u>29,731</u>	<u>30,022</u>	<u>31,823</u>	<u>32,662</u>	<u>33,501</u>	<u>34,339</u>
6	<u>3</u>	<u>29,366</u>	<u>30,093</u>	<u>30,384</u>	<u>32,395</u>	<u>33,233</u>	<u>34,072</u>	<u>34,911</u>
7	<u>4</u>	<u>29,997</u>	<u>30,723</u>	<u>31,014</u>	<u>33,235</u>	<u>34,074</u>	<u>34,913</u>	<u>35,752</u>
8	<u>5</u>	<u>30,358</u>	<u>31,085</u>	<u>31,376</u>	<u>33,807</u>	<u>34,646</u>	<u>35,485</u>	<u>36,324</u>
9	<u>6</u>	<u>30,720</u>	<u>31,447</u>	<u>31,738</u>	<u>34,378</u>	<u>35,217</u>	<u>36,056</u>	<u>36,895</u>
10	<u>7</u>	<u>31,082</u>	<u>31,809</u>	<u>32,099</u>	<u>34,950</u>	<u>35,789</u>	<u>36,628</u>	<u>37,467</u>
11	<u>8</u>	<u>31,443</u>	<u>32,171</u>	<u>32,462</u>	<u>35,521</u>	<u>36,360</u>	<u>37,199</u>	<u>38,038</u>
12	<u>9</u>	<u>31,805</u>	<u>32,533</u>	<u>32,824</u>	<u>36,094</u>	<u>36,933</u>	<u>37,772</u>	<u>38,611</u>
13	<u>10</u>	<u>32,168</u>	<u>32,894</u>	<u>33,185</u>	<u>36,667</u>	<u>37,505</u>	<u>38,344</u>	<u>39,183</u>
14	<u>11</u>	<u>32,529</u>	<u>33,256</u>	<u>33,547</u>	<u>37,238</u>	<u>38,077</u>	<u>38,916</u>	<u>39,755</u>
15	<u>12</u>	<u>32,891</u>	<u>33,617</u>	<u>33,908</u>	<u>37,810</u>	<u>38,648</u>	<u>39,487</u>	<u>40,326</u>
16	<u>13</u>	<u>33,253</u>	<u>33,979</u>	<u>34,270</u>	<u>38,381</u>	<u>39,220</u>	<u>40,059</u>	<u>40,898</u>
17	<u>14</u>	<u>33,614</u>	<u>34,341</u>	<u>34,632</u>	<u>38,954</u>	<u>39,791</u>	<u>40,630</u>	<u>41,469</u>
18	<u>15</u>	<u>33,976</u>	<u>34,702</u>	<u>34,993</u>	<u>39,525</u>	<u>40,364</u>	<u>41,203</u>	<u>42,042</u>
19	<u>16</u>	<u>34,337</u>	<u>35,064</u>	<u>35,355</u>	<u>40,097</u>	<u>40,935</u>	<u>41,774</u>	<u>42,613</u>
20	<u>17</u>	<u>34,699</u>	<u>35,427</u>	<u>35,717</u>	<u>40,668</u>	<u>41,507</u>	<u>42,346</u>	<u>43,185</u>
21	<u>18</u>	<u>35,061</u>	<u>35,788</u>	<u>36,079</u>	<u>41,240</u>	<u>42,079</u>	<u>42,918</u>	<u>43,757</u>
22	<u>19</u>	<u>35,422</u>	<u>36,150</u>	<u>36,441</u>	<u>41,811</u>	<u>42,650</u>	<u>43,489</u>	<u>44,328</u>
23	<u>20</u>	<u>35,784</u>	<u>36,511</u>	<u>36,803</u>	<u>42,383</u>	<u>43,222</u>	<u>44,061</u>	<u>44,900</u>
24	<u>21</u>	<u>36,147</u>	<u>36,873</u>	<u>37,164</u>	<u>42,955</u>	<u>43,794</u>	<u>44,632</u>	<u>45,471</u>

1	<u>22</u>	<u>36,508</u>	<u>37,235</u>	<u>37,526</u>	<u>43,527</u>	<u>44,366</u>	<u>45,205</u>	<u>46,044</u>
2	<u>23</u>	<u>36,870</u>	<u>37,596</u>	<u>37,887</u>	<u>44,099</u>	<u>44,937</u>	<u>45,776</u>	<u>46,615</u>
3	<u>24</u>	<u>37,231</u>	<u>37,958</u>	<u>38,249</u>	<u>44,670</u>	<u>45,509</u>	<u>46,348</u>	<u>47,187</u>
4	<u>25</u>	<u>37,593</u>	<u>38,320</u>	<u>38,611</u>	<u>45,242</u>	<u>46,080</u>	<u>46,919</u>	<u>47,758</u>
5	<u>26</u>	<u>37,955</u>	<u>38,681</u>	<u>38,972</u>	<u>45,813</u>	<u>46,652</u>	<u>47,491</u>	<u>48,330</u>
6	<u>27</u>	<u>38,316</u>	<u>39,043</u>	<u>39,334</u>	<u>46,385</u>	<u>47,223</u>	<u>48,062</u>	<u>48,901</u>
7	<u>28</u>	<u>38,678</u>	<u>39,406</u>	<u>39,696</u>	<u>46,957</u>	<u>47,796</u>	<u>48,635</u>	<u>49,473</u>
8	<u>29</u>	<u>39,040</u>	<u>39,767</u>	<u>40,058</u>	<u>47,529</u>	<u>48,367</u>	<u>49,206</u>	<u>50,045</u>
9	<u>30</u>	<u>39,401</u>	<u>40,129</u>	<u>40,420</u>	<u>48,100</u>	<u>48,939</u>	<u>49,778</u>	<u>50,617</u>
10	<u>31</u>	<u>39,764</u>	<u>40,490</u>	<u>40,781</u>	<u>48,672</u>	<u>49,511</u>	<u>50,350</u>	<u>51,189</u>
11	<u>32</u>	<u>40,125</u>	<u>40,852</u>	<u>41,143</u>	<u>49,243</u>	<u>50,082</u>	<u>50,921</u>	<u>51,760</u>
12	<u>33</u>	<u>40,487</u>	<u>41,214</u>	<u>41,505</u>	<u>49,815</u>	<u>50,654</u>	<u>51,493</u>	<u>52,332</u>
13	<u>34</u>	<u>40,849</u>	<u>41,575</u>	<u>41,866</u>	<u>50,386</u>	<u>51,225</u>	<u>52,064</u>	<u>52,903</u>
14	<u>35</u>	<u>41,210</u>	<u>41,937</u>	<u>42,228</u>	<u>50,959</u>	<u>51,798</u>	<u>52,637</u>	<u>53,476</u>

15 **2011-12 STATE MINIMUM SALARY SCHEDULE PART II**

16	<u>(9)</u>	<u>(10)</u>	<u>(11)</u>	<u>(12)</u>	<u>(13)</u>	<u>(14)</u>
17	<u>M.A.</u>	<u>M.A. + 15</u>	<u>M.A. + 30</u>	<u>M.A. + 45</u>	<u>M.A. + 60</u>	<u>Doctorate</u>
18	<u>35,145</u>	<u>35,984</u>	<u>36,823</u>	<u>37,662</u>	<u>38,501</u>	<u>39,642</u>
19	<u>35,716</u>	<u>36,555</u>	<u>37,394</u>	<u>38,233</u>	<u>39,072</u>	<u>40,213</u>
20	<u>36,288</u>	<u>37,127</u>	<u>37,966</u>	<u>38,805</u>	<u>39,644</u>	<u>40,785</u>
21	<u>36,859</u>	<u>37,698</u>	<u>38,537</u>	<u>39,376</u>	<u>40,215</u>	<u>41,357</u>
22	<u>37,701</u>	<u>38,540</u>	<u>39,378</u>	<u>40,217</u>	<u>41,056</u>	<u>42,198</u>
23	<u>38,273</u>	<u>39,112</u>	<u>39,951</u>	<u>40,790</u>	<u>41,629</u>	<u>42,770</u>

1	<u>38,844</u>	<u>39,683</u>	<u>40,522</u>	<u>41,361</u>	<u>42,200</u>	<u>43,341</u>
2	<u>39,416</u>	<u>40,255</u>	<u>41,094</u>	<u>41,933</u>	<u>42,772</u>	<u>43,913</u>
3	<u>39,987</u>	<u>40,826</u>	<u>41,665</u>	<u>42,504</u>	<u>43,343</u>	<u>44,484</u>
4	<u>40,559</u>	<u>41,398</u>	<u>42,237</u>	<u>43,076</u>	<u>43,915</u>	<u>45,056</u>
5	<u>41,132</u>	<u>41,970</u>	<u>42,809</u>	<u>43,648</u>	<u>44,487</u>	<u>45,629</u>
6	<u>41,704</u>	<u>42,543</u>	<u>43,382</u>	<u>44,221</u>	<u>45,060</u>	<u>46,201</u>
7	<u>42,275</u>	<u>43,114</u>	<u>43,953</u>	<u>44,792</u>	<u>45,631</u>	<u>46,772</u>
8	<u>42,847</u>	<u>43,686</u>	<u>44,525</u>	<u>45,364</u>	<u>46,203</u>	<u>47,344</u>
9	<u>43,418</u>	<u>44,257</u>	<u>45,096</u>	<u>45,935</u>	<u>46,774</u>	<u>47,915</u>
10	<u>43,990</u>	<u>44,829</u>	<u>45,668</u>	<u>46,507</u>	<u>47,346</u>	<u>48,487</u>
11	<u>44,561</u>	<u>45,400</u>	<u>46,239</u>	<u>47,078</u>	<u>47,917</u>	<u>49,059</u>
12	<u>45,134</u>	<u>45,973</u>	<u>46,812</u>	<u>47,650</u>	<u>48,489</u>	<u>49,631</u>
13	<u>45,706</u>	<u>46,545</u>	<u>47,384</u>	<u>48,223</u>	<u>49,062</u>	<u>50,203</u>
14	<u>46,277</u>	<u>47,116</u>	<u>47,955</u>	<u>48,794</u>	<u>49,633</u>	<u>50,774</u>
15	<u>46,849</u>	<u>47,688</u>	<u>48,527</u>	<u>49,366</u>	<u>50,205</u>	<u>51,346</u>
16	<u>47,420</u>	<u>48,259</u>	<u>49,098</u>	<u>49,937</u>	<u>50,776</u>	<u>51,917</u>
17	<u>47,992</u>	<u>48,831</u>	<u>49,670</u>	<u>50,509</u>	<u>51,348</u>	<u>52,490</u>
18	<u>48,563</u>	<u>49,402</u>	<u>50,241</u>	<u>51,080</u>	<u>51,919</u>	<u>53,061</u>
19	<u>49,136</u>	<u>49,975</u>	<u>50,814</u>	<u>51,653</u>	<u>52,491</u>	<u>53,633</u>
20	<u>49,707</u>	<u>50,546</u>	<u>51,385</u>	<u>52,224</u>	<u>53,063</u>	<u>54,204</u>
21	<u>50,279</u>	<u>51,118</u>	<u>51,957</u>	<u>52,796</u>	<u>53,635</u>	<u>54,776</u>
22	<u>50,850</u>	<u>51,689</u>	<u>52,528</u>	<u>53,367</u>	<u>54,206</u>	<u>55,347</u>
23	<u>51,422</u>	<u>52,261</u>	<u>53,100</u>	<u>53,939</u>	<u>54,778</u>	<u>55,919</u>
24	<u>51,993</u>	<u>52,832</u>	<u>53,671</u>	<u>54,510</u>	<u>55,349</u>	<u>56,491</u>

1	<u>52,566</u>	<u>53,405</u>	<u>54,243</u>	<u>55,082</u>	<u>55,921</u>	<u>57,063</u>
2	<u>53,138</u>	<u>53,977</u>	<u>54,816</u>	<u>55,655</u>	<u>56,494</u>	<u>57,635</u>
3	<u>53,709</u>	<u>54,548</u>	<u>55,387</u>	<u>56,226</u>	<u>57,065</u>	<u>58,206</u>
4	<u>54,281</u>	<u>55,120</u>	<u>55,959</u>	<u>56,798</u>	<u>57,637</u>	<u>58,778</u>
5	<u>54,852</u>	<u>55,691</u>	<u>56,530</u>	<u>57,369</u>	<u>58,208</u>	<u>59,349</u>
6	<u>55,424</u>	<u>56,263</u>	<u>57,102</u>	<u>57,941</u>	<u>58,780</u>	<u>59,922</u>

2012-13 STATE MINIMUM SALARY SCHEDULE I

8	<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>	<u>(6)</u>	<u>(7)</u>	<u>(8)</u>
9	<u>Years Exp.</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>A.B.</u>	<u>A.B. + 15</u>	<u>A.B. + 30</u>	<u>A.B. + 45</u>
11	<u>0</u>	<u>29,694</u>	<u>30,458</u>	<u>30,764</u>	<u>32,213</u>	<u>33,094</u>	<u>33,975</u>	<u>34,856</u>
12	<u>1</u>	<u>30,074</u>	<u>30,838</u>	<u>31,144</u>	<u>32,813</u>	<u>33,694</u>	<u>34,575</u>	<u>35,456</u>
13	<u>2</u>	<u>30,455</u>	<u>31,218</u>	<u>31,523</u>	<u>33,414</u>	<u>34,295</u>	<u>35,176</u>	<u>36,056</u>
14	<u>3</u>	<u>30,834</u>	<u>31,597</u>	<u>31,903</u>	<u>34,014</u>	<u>34,894</u>	<u>35,775</u>	<u>36,656</u>
15	<u>4</u>	<u>31,497</u>	<u>32,260</u>	<u>32,565</u>	<u>34,897</u>	<u>35,778</u>	<u>36,658</u>	<u>37,539</u>
16	<u>5</u>	<u>31,876</u>	<u>32,639</u>	<u>32,945</u>	<u>35,497</u>	<u>36,378</u>	<u>37,259</u>	<u>38,140</u>
17	<u>6</u>	<u>32,256</u>	<u>33,019</u>	<u>33,325</u>	<u>36,097</u>	<u>36,978</u>	<u>37,859</u>	<u>38,740</u>
18	<u>7</u>	<u>32,636</u>	<u>33,400</u>	<u>33,704</u>	<u>36,698</u>	<u>37,579</u>	<u>38,460</u>	<u>39,341</u>
19	<u>8</u>	<u>33,015</u>	<u>33,779</u>	<u>34,085</u>	<u>37,298</u>	<u>38,178</u>	<u>39,059</u>	<u>39,940</u>
20	<u>9</u>	<u>33,395</u>	<u>34,159</u>	<u>34,465</u>	<u>37,898</u>	<u>38,779</u>	<u>39,660</u>	<u>40,541</u>
21	<u>10</u>	<u>33,776</u>	<u>34,539</u>	<u>34,845</u>	<u>38,500</u>	<u>39,380</u>	<u>40,261</u>	<u>41,142</u>
22	<u>11</u>	<u>34,156</u>	<u>34,919</u>	<u>35,224</u>	<u>39,100</u>	<u>39,981</u>	<u>40,862</u>	<u>41,743</u>
23	<u>12</u>	<u>34,535</u>	<u>35,298</u>	<u>35,604</u>	<u>39,701</u>	<u>40,581</u>	<u>41,461</u>	<u>42,342</u>
24	<u>13</u>	<u>34,915</u>	<u>35,678</u>	<u>35,984</u>	<u>40,300</u>	<u>41,181</u>	<u>42,062</u>	<u>42,943</u>

1	<u>14</u>	<u>35,295</u>	<u>36,058</u>	<u>36,363</u>	<u>40,901</u>	<u>41,781</u>	<u>42,662</u>	<u>43,543</u>
2	<u>15</u>	<u>35,675</u>	<u>36,437</u>	<u>36,743</u>	<u>41,501</u>	<u>42,382</u>	<u>43,263</u>	<u>44,144</u>
3	<u>16</u>	<u>36,054</u>	<u>36,817</u>	<u>37,123</u>	<u>42,102</u>	<u>42,981</u>	<u>43,862</u>	<u>44,743</u>
4	<u>17</u>	<u>36,434</u>	<u>37,198</u>	<u>37,502</u>	<u>42,701</u>	<u>43,582</u>	<u>44,463</u>	<u>45,344</u>
5	<u>18</u>	<u>36,814</u>	<u>37,578</u>	<u>37,883</u>	<u>43,302</u>	<u>44,183</u>	<u>45,064</u>	<u>45,945</u>
6	<u>19</u>	<u>37,193</u>	<u>37,957</u>	<u>38,263</u>	<u>43,902</u>	<u>44,783</u>	<u>45,664</u>	<u>46,545</u>
7	<u>20</u>	<u>37,573</u>	<u>38,337</u>	<u>38,643</u>	<u>44,503</u>	<u>45,384</u>	<u>46,264</u>	<u>47,145</u>
8	<u>21</u>	<u>37,954</u>	<u>38,717</u>	<u>39,022</u>	<u>45,102</u>	<u>45,983</u>	<u>46,864</u>	<u>47,745</u>
9	<u>22</u>	<u>38,334</u>	<u>39,096</u>	<u>39,402</u>	<u>45,703</u>	<u>46,584</u>	<u>47,465</u>	<u>48,346</u>
10	<u>23</u>	<u>38,713</u>	<u>39,476</u>	<u>39,782</u>	<u>46,304</u>	<u>47,184</u>	<u>48,065</u>	<u>48,945</u>
11	<u>24</u>	<u>39,093</u>	<u>39,856</u>	<u>40,161</u>	<u>46,903</u>	<u>47,784</u>	<u>48,665</u>	<u>49,546</u>
12	<u>25</u>	<u>39,473</u>	<u>40,236</u>	<u>40,541</u>	<u>47,504</u>	<u>48,384</u>	<u>49,265</u>	<u>50,146</u>
13	<u>26</u>	<u>39,852</u>	<u>40,615</u>	<u>40,921</u>	<u>48,104</u>	<u>48,985</u>	<u>49,866</u>	<u>50,747</u>
14	<u>27</u>	<u>40,232</u>	<u>40,995</u>	<u>41,301</u>	<u>48,705</u>	<u>49,585</u>	<u>50,465</u>	<u>51,346</u>
15	<u>28</u>	<u>40,612</u>	<u>41,376</u>	<u>41,680</u>	<u>49,304</u>	<u>50,185</u>	<u>51,066</u>	<u>51,947</u>
16	<u>29</u>	<u>40,992</u>	<u>41,756</u>	<u>42,061</u>	<u>49,905</u>	<u>50,785</u>	<u>51,666</u>	<u>52,547</u>
17	<u>30</u>	<u>41,371</u>	<u>42,135</u>	<u>42,441</u>	<u>50,505</u>	<u>51,386</u>	<u>52,267</u>	<u>53,148</u>
18	<u>31</u>	<u>41,752</u>	<u>42,515</u>	<u>42,821</u>	<u>51,106</u>	<u>51,987</u>	<u>52,868</u>	<u>53,748</u>
19	<u>32</u>	<u>42,132</u>	<u>42,895</u>	<u>43,200</u>	<u>51,705</u>	<u>52,586</u>	<u>53,467</u>	<u>54,348</u>
20	<u>33</u>	<u>42,511</u>	<u>43,274</u>	<u>43,580</u>	<u>52,306</u>	<u>53,187</u>	<u>54,068</u>	<u>54,949</u>
21	<u>34</u>	<u>42,891</u>	<u>43,654</u>	<u>43,960</u>	<u>52,906</u>	<u>53,787</u>	<u>54,668</u>	<u>55,549</u>
22	<u>35</u>	<u>43,271</u>	<u>44,034</u>	<u>44,339</u>	<u>53,507</u>	<u>54,388</u>	<u>55,268</u>	<u>56,149</u>

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2012-13 STATE MINIMUM SALARY SCHEDULE II

24

1	<u>(9)</u>	<u>(10)</u>	<u>(11)</u>	<u>(12)</u>	<u>(13)</u>	<u>(14)</u>
2	<u>M.A.</u>	<u>M.A. + 15</u>	<u>M.A. + 30</u>	<u>M.A. + 45</u>	<u>M.A. + 60</u>	<u>Doctorate</u>
3	<u>36,902</u>	<u>37,783</u>	<u>38,664</u>	<u>39,545</u>	<u>40,426</u>	<u>41,624</u>
4	<u>37,502</u>	<u>38,383</u>	<u>39,264</u>	<u>40,145</u>	<u>41,025</u>	<u>42,224</u>
5	<u>38,103</u>	<u>38,984</u>	<u>39,864</u>	<u>40,745</u>	<u>41,626</u>	<u>42,825</u>
6	<u>38,702</u>	<u>39,583</u>	<u>40,464</u>	<u>41,345</u>	<u>42,226</u>	<u>43,424</u>
7	<u>39,586</u>	<u>40,466</u>	<u>41,347</u>	<u>42,228</u>	<u>43,109</u>	<u>44,308</u>
8	<u>40,186</u>	<u>41,067</u>	<u>41,948</u>	<u>42,829</u>	<u>43,710</u>	<u>44,908</u>
9	<u>40,786</u>	<u>41,667</u>	<u>42,548</u>	<u>43,429</u>	<u>44,310</u>	<u>45,508</u>
10	<u>41,387</u>	<u>42,268</u>	<u>43,149</u>	<u>44,030</u>	<u>44,910</u>	<u>46,109</u>
11	<u>41,987</u>	<u>42,867</u>	<u>43,748</u>	<u>44,629</u>	<u>45,510</u>	<u>46,709</u>
12	<u>42,587</u>	<u>43,468</u>	<u>44,349</u>	<u>45,230</u>	<u>46,111</u>	<u>47,309</u>
13	<u>43,188</u>	<u>44,069</u>	<u>44,950</u>	<u>45,831</u>	<u>46,712</u>	<u>47,910</u>
14	<u>43,789</u>	<u>44,670</u>	<u>45,551</u>	<u>46,432</u>	<u>47,313</u>	<u>48,511</u>
15	<u>44,389</u>	<u>45,269</u>	<u>46,150</u>	<u>47,031</u>	<u>47,912</u>	<u>49,111</u>
16	<u>44,989</u>	<u>45,870</u>	<u>46,751</u>	<u>47,632</u>	<u>48,513</u>	<u>49,711</u>
17	<u>45,589</u>	<u>46,470</u>	<u>47,351</u>	<u>48,232</u>	<u>49,113</u>	<u>50,311</u>
18	<u>46,190</u>	<u>47,071</u>	<u>47,952</u>	<u>48,833</u>	<u>49,713</u>	<u>50,912</u>
19	<u>46,789</u>	<u>47,670</u>	<u>48,551</u>	<u>49,432</u>	<u>50,313</u>	<u>51,512</u>
20	<u>47,390</u>	<u>48,271</u>	<u>49,152</u>	<u>50,033</u>	<u>50,914</u>	<u>52,112</u>
21	<u>47,991</u>	<u>48,872</u>	<u>49,753</u>	<u>50,634</u>	<u>51,515</u>	<u>52,713</u>
22	<u>48,591</u>	<u>49,472</u>	<u>50,353</u>	<u>51,233</u>	<u>52,114</u>	<u>53,313</u>
23	<u>49,192</u>	<u>50,072</u>	<u>50,953</u>	<u>51,834</u>	<u>52,715</u>	<u>53,914</u>
24	<u>49,791</u>	<u>50,672</u>	<u>51,553</u>	<u>52,434</u>	<u>53,315</u>	<u>54,513</u>

1	<u>50,392</u>	<u>51,273</u>	<u>52,154</u>	<u>53,035</u>	<u>53,916</u>	<u>55,114</u>
2	<u>50,992</u>	<u>51,873</u>	<u>52,753</u>	<u>53,634</u>	<u>54,515</u>	<u>55,714</u>
3	<u>51,592</u>	<u>52,473</u>	<u>53,354</u>	<u>54,235</u>	<u>55,116</u>	<u>56,314</u>
4	<u>52,192</u>	<u>53,073</u>	<u>53,954</u>	<u>54,835</u>	<u>55,716</u>	<u>56,914</u>
5	<u>52,793</u>	<u>53,674</u>	<u>54,555</u>	<u>55,436</u>	<u>56,317</u>	<u>57,515</u>
6	<u>53,393</u>	<u>54,273</u>	<u>55,154</u>	<u>56,035</u>	<u>56,916</u>	<u>58,115</u>
7	<u>53,993</u>	<u>54,874</u>	<u>55,755</u>	<u>56,636</u>	<u>57,517</u>	<u>58,715</u>
8	<u>54,593</u>	<u>55,474</u>	<u>56,355</u>	<u>57,236</u>	<u>58,117</u>	<u>59,315</u>
9	<u>55,194</u>	<u>56,075</u>	<u>56,956</u>	<u>57,837</u>	<u>58,717</u>	<u>59,916</u>
10	<u>55,795</u>	<u>56,676</u>	<u>57,556</u>	<u>58,437</u>	<u>59,318</u>	<u>60,517</u>
11	<u>56,394</u>	<u>57,275</u>	<u>58,156</u>	<u>59,037</u>	<u>59,918</u>	<u>61,116</u>
12	<u>56,995</u>	<u>57,876</u>	<u>58,757</u>	<u>59,638</u>	<u>60,519</u>	<u>61,717</u>
13	<u>57,595</u>	<u>58,476</u>	<u>59,357</u>	<u>60,237</u>	<u>61,118</u>	<u>62,317</u>
14	<u>58,196</u>	<u>59,076</u>	<u>59,957</u>	<u>60,838</u>	<u>61,719</u>	<u>62,918</u>

15 (b) Six hundred dollars shall be paid annually to each
16 classroom teacher who has at least twenty years of teaching
17 experience. The payments: (i) Shall be in addition to any amounts
18 prescribed in the applicable state minimum salary schedule; (ii)
19 shall be paid in equal monthly installments; and (iii) shall be
20 considered a part of the state minimum salaries for teachers.

NOTE: The purpose of this bill is to provide a five percent increase in teacher's salaries for each of the following school years, 2010-2011, 2011-2012, 2012-2013, and also to add pay

increment categories for teachers with BA +30, +45 and Master's +60.

Strike-throughs indicate language that would be stricken from the present law, and underscoring indicates new language that would be added.