

10 YEAR HISTORY OF SALARY INCREASES AND TEACHER PAY TABLES

TEACHER SALARY SCHEDULES FY00 - FY09

STEP	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
0	26,698	30,000	31,000	31,620	32,252	35,000	36,575	37,800	40,000	41,135
1	27,251	30,000	31,000	31,620	32,252	35,000	36,575	38,367	40,400	41,546
2	27,802	30,000	31,000	31,620	32,252	35,000	36,575	39,038	40,804	41,962
3	28,355	30,500	32,104	32,746	33,401	35,525	37,124	39,721	41,436	42,612
4	28,908	30,897	32,579	33,231	33,895	36,058	37,681	40,416	42,079	43,273
5	29,460	31,298	33,061	33,722	34,397	36,599	38,246	41,123	42,731	43,943
6	30,012	31,705	33,550	34,221	34,905	37,148	38,820	41,843	43,393	44,625
7	30,564	32,117	34,047	34,728	35,423	37,705	39,402	42,492	44,066	45,316
8	31,117	32,535	34,551	35,242	35,947	38,271	39,993	43,151	44,749	46,019
9	31,669	32,958	35,062	35,763	36,479	38,845	40,593	43,820	45,443	46,732
10	32,221	33,386	36,310	37,036	37,777	39,427	41,201	44,499	46,147	47,550
11	32,775	34,087	36,848	37,585	38,337	40,019	41,820	45,189	46,862	48,382
12	33,326	34,530	37,393	38,141	38,904	40,619	42,447	45,889	47,589	49,132
13	33,878	35,117	37,946	38,705	39,479	41,228	43,083	46,600	48,326	49,893
14	34,432	35,714	38,508	39,278	40,064	41,847	43,730	47,322	49,075	50,667
15	34,984	36,322	39,078	39,860	40,657	42,474	44,385	47,914	49,836	51,452
16	35,536	36,866	39,656	40,449	41,258	43,111	45,051	48,513	50,583	52,250
17	36,088	37,419	40,243	41,048	41,869	43,758	45,727	49,119	51,342	53,059
18	36,640	37,981	40,839	41,656	42,489	44,414	46,413	49,733	51,984	53,882
19	37,193	38,550	41,443	42,272	43,117	45,081	47,110	50,355	52,634	54,555
20	37,745	39,129	42,919	43,777	44,653	45,757	47,816	50,984	53,292	55,237
21	38,298	39,716	43,554	44,425	45,314	46,443	48,533	51,621	53,957	55,928
22	38,850	40,311	44,198	45,082	45,984	47,140	49,261	52,266	54,632	56,627
23	39,402	40,916	44,852	45,749	46,664	47,847	50,000	52,919	55,315	57,278
24	39,956	41,530	45,516	46,426	47,355	48,565	50,750	53,580	56,006	57,937
25	40,507	42,153	46,190	47,114	48,056	49,293	51,511	54,250	56,706	58,603
26	41,239	42,785	46,874	47,811	48,768	50,033	52,284	54,928	57,415	59,277
27	41,971	43,427	47,567	48,518	49,489	50,783	53,068	55,615	58,133	59,959
28	42,726	44,078	48,271	49,236	50,221	51,545	53,865	56,310	58,859	60,648
29	43,494	45,500	50,000	51,000	52,020	53,200	55,594	57,014	59,595	61,346

- 1999-00: Average teacher increase was 5.2% (to match Albemarle scale). All other employees ranged from 3.1% to 6.4% due to adjustments to specific tables (division wide coordinators, administrators, secretary/bookkeepers to 8 hour day, and rolled in supervisor supplements to pay tables). Increased Instructional assistants an average of 7%. Increased hourly rates.
- 2000-01: Average teacher increase was 6.26% with a range from 4.61% at the top of the scale to 12.37% at the beginning. Custodians average increase was 22.27% to get to minimum wage of \$8.00 per hour for all contracted positions. Average increase for all others was 3.50%. Degree supplements increased to \$2,000 per year for 200 day teacher with Masters degree, \$3,000 per year for M+30, and \$4,000 per year for Doctorate.
- 2001-02: Average teacher increase was 8.87% with a range from 3.33% at the beginning of the scale to 13.44% at the top. Collapsed to 15 steps administrative pay tables that held the same base pay for steps 0 to 18. Increased all hourly rates that were under \$8.00 per hour to \$8.00 per hour. Increased substitute pay from 15% to 25% depending on consecutive days worked. Average increase for all non-teachers was 5.56%.
- 2002-03: Average teacher increase was 3.65% with a range from 2.00% to 5.65%. Average increase for all other employees was 3.5%. increased Book Buddies from \$21.25 per hour to \$25.00 per hour.
- 2003-04: Average teacher increase was 3.65% with a range from 2.00% to 5.65%. Average increase for all other employees was 3.5%.
- 2004-05: Average teacher increase was 6.61%, 7.93% increase plus \$500 degree supplement for BA or higher for Instructional Assistants due to NCLB educational requirements. Average increase for all other staff was 6.26%
- 2005-06: Average teacher increase was 5.64%. Non teaching staff and non central office administration averaged 5.26%. Central Office administrators was 3.0%.
- 2006-07: Average teacher increase averaged 7.46% with a range from 4.90% to 9.84%. Non teachers increase averaged 6.25% with a range from 5.00% to 8.50%.
- 2007-08: Average teacher increase averaged 5.77%. Non teachers increase averaged 4.00%. Increased substitute rate to \$155/day from \$115.
- 2008-09: Average teacher increase averaged 4.48%. Non teachers increase averaged 4.25%. Nurses scale increased by 10%.