

**10 YEAR HISTORY OF SALARY INCREASES AND TEACHER PAY TABLES**

<b>TEACHER SALARY SCHEDULES FY03 - FY12</b>										
<b>STEP</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>
0	31,620	32,252	35,000	36,575	37,800	40,000	41,135	41,546	41,546	41,546
1	31,620	32,252	35,000	36,575	38,367	40,400	41,546	41,961	41,961	41,961
2	31,620	32,252	35,000	36,575	39,038	40,804	41,962	42,382	42,382	42,381
3	32,746	33,401	35,525	37,124	39,721	41,436	42,612	43,038	43,038	42,953
4	33,231	33,895	36,058	37,681	40,416	42,079	43,273	43,704	43,704	43,533
5	33,722	34,397	36,599	38,246	41,123	42,731	43,943	44,382	44,382	44,143
6	34,221	34,905	37,148	38,820	41,843	43,393	44,625	45,071	45,071	44,827
7	34,728	35,423	37,705	39,402	42,492	44,066	45,316	45,769	45,769	45,522
8	35,242	35,947	38,271	39,993	43,151	44,749	46,019	46,479	46,479	46,227
9	35,763	36,479	38,845	40,593	43,820	45,443	46,732	47,199	47,199	46,944
10	37,036	37,777	39,427	41,201	44,499	46,147	47,550	48,026	48,026	47,718
11	37,585	38,337	40,019	41,820	45,189	46,862	48,382	48,866	48,866	48,506
12	38,141	38,904	40,619	42,447	45,889	47,589	49,132	49,623	49,623	49,282
13	38,705	39,479	41,228	43,083	46,600	48,326	49,893	50,392	50,392	50,070
14	39,278	40,064	41,847	43,730	47,322	49,075	50,667	51,174	51,174	50,871
15	39,860	40,657	42,474	44,385	47,914	49,836	51,452	51,967	51,967	51,634
16	40,449	41,258	43,111	45,051	48,513	50,583	52,250	52,773	52,773	52,409
17	41,048	41,869	43,758	45,727	49,119	51,342	53,059	53,590	53,590	53,195
18	41,656	42,489	44,414	46,413	49,733	51,984	53,882	54,421	54,421	53,993
19	42,272	43,117	45,081	47,110	50,355	52,634	54,555	55,100	55,100	54,803
20	43,777	44,653	45,757	47,816	50,984	53,292	55,237	55,789	55,789	55,488
21	44,425	45,314	46,443	48,533	51,621	53,957	55,928	56,487	56,487	56,181
22	45,082	45,984	47,140	49,261	52,266	54,632	56,627	57,193	57,193	56,884
23	45,749	46,664	47,847	50,000	52,919	55,315	57,278	57,850	57,850	57,595
24	46,426	47,355	48,565	50,750	53,580	56,006	57,937	58,516	58,516	58,315
25	47,114	48,056	49,293	51,511	54,250	56,706	58,603	59,189	59,189	58,985
26	47,811	48,768	50,033	52,284	54,928	57,415	59,277	59,870	59,870	59,664
27	48,518	49,489	50,783	53,068	55,615	58,133	59,959	60,559	60,559	60,350
28	49,236	50,221	51,545	53,865	56,310	58,859	60,648	61,254	61,254	61,044
29	51,000	52,020	53,200	55,594	57,014	59,595	61,346	61,959	61,959	62,875

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 was 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 was 5.77%. Non teachers increase averaged 4.00%. Increased substitute rate to \$155/day from \$115.

2008-09: Average teacher increase was 4.48%. Non teachers increase averaged 4.25%. Nurses scale increased by 10%.

2009-10: Average teacher increase was 2.5%. Non teachers increase averaged 1.5%

2010-11: No increase in salaries - all staff frozen on current step.

2011-12: Two step increase all existing staff to correct for prior year freeze. Compressed scales (average less than 1%) with overall average increase of 2.4%.