

**APPENDIX A
SALARY SCHEDULES OF
DAY SCHOOL TEACHERS**

I

In any and all schedules hereinafter set forth advancement by increments shall be conditioned upon regulations adopted by the Board of Education upon recommendation of the Chancellor.

Whenever, in the schedules which follow, provision is made for the payment of a salary differential based upon the completion of additional approved study, the certificate issued by the Chancellor shall provide that the effective date thereof shall be determined in accordance with appropriate regulations issued by the Chancellor with the approval of the Board of Education.

II

A. Salaries and Differentials

1. Salary Schedules and Differential Eligibility

The specified increases in salaries and rates of pay set forth in Appendix A (or elsewhere in this Agreement or in any Appendix) for day school teachers or for any other employees covered by this Agreement shall apply only to incumbents on payroll on September 12, 2005 or after, except that they shall also apply to individuals who retired during the term of the Agreement.

2. Special Education Differential

All special education teachers currently receiving the additional compensation set forth in Appendix A 11 F c or g of the 1975-78 Agreement shall continue to receive such additional compensation at the rate in effect on September 8, 1978 so long as they serve in any special education assignment. A teacher serving in a high school who is receiving the additional compensation hereunder and who is involuntarily assigned to a program which would disqualify him/her from continuing to receive such additional compensation shall have the opportunity to transfer to a vacancy for which he/she is qualified and which would enable him/her to continue to receive the additional compensation. Teachers newly assigned or employed in special education assignments after September 8, 1978 shall not be eligible for the additional compensation set forth therein.

B. Salary Schedules

The approximate qualifications which appear at the head of each column marked "Descriptive Designation" are for general descriptive purposes only. In order to be placed on a particular schedule, the teacher must meet, in full, the qualifications hereinafter described.

All regularly appointed teachers will advance to the next step in the salary schedule on the anniversary date of their appointment and on March 1 of each year until they have advanced to the last step of the salary schedule.

Regular substitute teachers will advance to the next step in the salary schedule upon completion of each full year of regular substitute service and on March 1 of each such year but not beyond Step 4A of the salary schedule.

Full-term and other-than-occasional per diem substitutes serving in full-time vacancies shall be compensated at the first salary step in Schedule C1, or at such salary

step and rate as may be payable pursuant to a certificate of salary fixation issued by the Chancellor. Such per diem substitute teachers will advance to the next step in the salary schedule upon completion of 170 school days of service and on March 1, following the completion of each such unit of 170 school days of service but not beyond Step 4A of the salary schedule.

Full-term and other-than-occasional per diem substitutes serving in regularly scheduled part time positions shall be compensated for each full day of service at the rate of one two-hundredth of the first salary step of Schedule C1, or at the rate of one two-hundredth of such salary step and rate as may be payable pursuant to a certificate of salary fixation issued by the Chancellor. Such per diem substitute teachers will advance to the next step in the salary schedule upon completion of 170 school days of service and on March 1, following the completion of each such unit of 170 school days of service but not beyond Step 4A of the salary schedule.

**TEACHER SALARY SCHEDULE
DECEMBER 1, 2003**

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV+30
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1A	\$39,780	\$43,342	\$41,100	\$43,541	\$44,662	\$47,103	\$45,982	\$49,544
1B	\$39,780	\$43,342	\$41,100	\$43,541	\$44,662	\$47,103	\$45,982	\$49,544
2A	\$40,112	\$43,674	\$41,432	\$43,873	\$44,994	\$47,435	\$46,314	\$49,876
2B	\$40,112	\$43,674	\$41,432	\$43,873	\$44,994	\$47,435	\$46,314	\$49,876
3A	\$40,443	\$44,005	\$41,763	\$44,204	\$45,325	\$47,766	\$46,645	\$50,207
3B	\$40,443	\$44,005	\$41,763	\$44,204	\$45,325	\$47,766	\$46,645	\$50,207
4A	\$41,030	\$44,592	\$42,350	\$44,791	\$45,912	\$48,353	\$47,232	\$50,794
4B	\$41,030	\$44,592	\$42,350	\$44,791	\$45,912	\$48,353	\$47,232	\$50,794
5A	\$41,534	\$45,096	\$42,854	\$45,295	\$46,416	\$48,857	\$47,736	\$51,298
5B	\$41,534	\$45,096	\$42,854	\$45,295	\$46,416	\$48,857	\$47,736	\$51,298
6A	\$42,080	\$45,642	\$43,400	\$45,841	\$46,962	\$49,403	\$48,282	\$51,844
6B	\$42,852	\$46,414	\$44,172	\$46,613	\$47,734	\$50,175	\$49,054	\$52,616
7A	\$43,999	\$47,561	\$45,319	\$47,760	\$48,881	\$51,322	\$50,201	\$53,763
7B	\$46,683	\$50,245	\$48,003	\$50,444	\$51,565	\$54,006	\$52,885	\$56,447
8A	\$49,196	\$52,758	\$50,516	\$52,957	\$54,078	\$56,519	\$55,398	\$58,960
8B	\$52,179	\$55,741	\$53,499	\$55,940	\$57,061	\$59,502	\$58,381	\$61,943
L10	\$55,565	\$59,127	\$56,885	\$59,326	\$60,447	\$62,888	\$61,767	\$65,329
L13	\$57,306	\$60,868	\$58,626	\$61,067	\$62,188	\$64,629	\$63,508	\$67,070
L15	\$60,982	\$64,544	\$62,302	\$64,743	\$65,864	\$68,305	\$67,184	\$70,746
L18	\$61,947	\$65,509	\$63,267	\$65,708	\$66,829	\$69,270	\$68,149	\$71,711
L20	\$69,078	\$72,640	\$70,398	\$72,839	\$73,960	\$76,401	\$75,280	\$78,842
L22	\$73,092	\$76,654	\$74,412	\$76,853	\$77,974	\$80,415	\$79,294	\$82,856
L10	\$3,386							
L13	\$5,127							
L15	\$8,803							
L18	\$9,768							
L20	\$16,899							
L22	\$20,913							

**TEACHER SALARY SCHEDULE
DECEMBER 1, 2004**

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV+30
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1A	\$41,172	\$44,859	\$42,538	\$45,065	\$46,225	\$48,751	\$47,591	\$51,278
1B	\$41,172	\$44,859	\$42,538	\$45,065	\$46,225	\$48,751	\$47,591	\$51,278
2A	\$41,516	\$45,203	\$42,882	\$45,409	\$46,569	\$49,095	\$47,935	\$51,622
2B	\$41,516	\$45,203	\$42,882	\$45,409	\$46,569	\$49,095	\$47,935	\$51,622
3A	\$41,859	\$45,546	\$43,225	\$45,752	\$46,912	\$49,438	\$48,278	\$51,965
3B	\$41,859	\$45,546	\$43,225	\$45,752	\$46,912	\$49,438	\$48,278	\$51,965
4A	\$42,466	\$46,153	\$43,832	\$46,359	\$47,519	\$50,045	\$48,885	\$52,572
4B	\$42,466	\$46,153	\$43,832	\$46,359	\$47,519	\$50,045	\$48,885	\$52,572
5A	\$42,988	\$46,675	\$44,354	\$46,881	\$48,041	\$50,567	\$49,407	\$53,094
5B	\$42,988	\$46,675	\$44,354	\$46,881	\$48,041	\$50,567	\$49,407	\$53,094
6A	\$43,553	\$47,240	\$44,919	\$47,446	\$48,606	\$51,132	\$49,972	\$53,659
6B	\$44,352	\$48,039	\$45,718	\$48,245	\$49,405	\$51,931	\$50,771	\$54,458
7A	\$45,539	\$49,226	\$46,905	\$49,432	\$50,592	\$53,118	\$51,958	\$55,645
7B	\$48,317	\$52,004	\$49,683	\$52,210	\$53,370	\$55,896	\$54,736	\$58,423
8A	\$50,918	\$54,605	\$52,284	\$54,811	\$55,971	\$58,497	\$57,337	\$61,024
8B	\$54,005	\$57,692	\$55,371	\$57,898	\$59,058	\$61,584	\$60,424	\$64,111
L10	\$57,510	\$61,197	\$58,876	\$61,403	\$62,563	\$65,089	\$63,929	\$67,616
L13	\$59,311	\$62,998	\$60,677	\$63,204	\$64,364	\$66,890	\$65,730	\$69,417
L15	\$63,116	\$66,803	\$64,482	\$67,009	\$68,169	\$70,695	\$69,535	\$73,222
L18	\$64,115	\$67,802	\$65,481	\$68,008	\$69,168	\$71,694	\$70,534	\$74,221
L20	\$71,495	\$75,182	\$72,861	\$75,388	\$76,548	\$79,074	\$77,914	\$81,601
L22	\$75,650	\$79,337	\$77,016	\$79,543	\$80,703	\$83,229	\$82,069	\$85,756
L10	\$3,505							
L13	\$5,306							
L15	\$9,111							
L18	\$10,110							
L20	\$17,490							
L22	\$21,645							

**TEACHER SALARY SCHEDULE
NOVEMBER 1, 2005**

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV+30
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1A	\$41,172	\$45,062	\$42,613	\$45,279	\$46,503	\$49,168	\$47,944	\$51,834
1B	\$41,172	\$45,062	\$42,613	\$45,279	\$46,503	\$49,168	\$47,944	\$51,834
2A	\$43,799	\$47,689	\$45,240	\$47,906	\$49,130	\$51,795	\$50,571	\$54,461
2B	\$43,799	\$47,689	\$45,240	\$47,906	\$49,130	\$51,795	\$50,571	\$54,461
3A	\$44,161	\$48,051	\$45,602	\$48,268	\$49,492	\$52,157	\$50,933	\$54,823
3B	\$44,161	\$48,051	\$45,602	\$48,268	\$49,492	\$52,157	\$50,933	\$54,823
4A	\$44,802	\$48,692	\$46,243	\$48,909	\$50,133	\$52,798	\$51,574	\$55,464
4B	\$44,802	\$48,692	\$46,243	\$48,909	\$50,133	\$52,798	\$51,574	\$55,464
5A	\$45,352	\$49,242	\$46,793	\$49,459	\$50,683	\$53,348	\$52,124	\$56,014
5B	\$45,352	\$49,242	\$46,793	\$49,459	\$50,683	\$53,348	\$52,124	\$56,014
6A	\$45,948	\$49,838	\$47,389	\$50,055	\$51,279	\$53,944	\$52,720	\$56,610
6B	\$46,791	\$50,681	\$48,232	\$50,898	\$52,122	\$54,787	\$53,563	\$57,453
7A	\$48,044	\$51,934	\$49,485	\$52,151	\$53,375	\$56,040	\$54,816	\$58,706
7B	\$50,974	\$54,864	\$52,415	\$55,081	\$56,305	\$58,970	\$57,746	\$61,636
8A	\$53,718	\$57,608	\$55,159	\$57,825	\$59,049	\$61,714	\$60,490	\$64,380
8B	\$56,975	\$60,865	\$58,416	\$61,082	\$62,306	\$64,971	\$63,747	\$67,637
L10	\$60,673	\$64,563	\$62,114	\$64,780	\$66,004	\$68,669	\$67,445	\$71,335
L13	\$62,573	\$66,463	\$64,014	\$66,680	\$67,904	\$70,569	\$69,345	\$73,235
L15	\$66,587	\$70,477	\$68,028	\$70,694	\$71,918	\$74,583	\$73,359	\$77,249
L18	\$67,641	\$71,531	\$69,082	\$71,748	\$72,972	\$75,637	\$74,413	\$78,303
L20	\$75,427	\$79,317	\$76,868	\$79,534	\$80,758	\$83,423	\$82,199	\$86,089
L22	\$79,810	\$83,700	\$81,251	\$83,917	\$85,141	\$87,806	\$86,582	\$90,472
L10	\$3,698							
L13	\$5,598							
L15	\$9,612							
L18	\$10,666							
L20	\$18,452							
L22	\$22,835							

Rates for incumbents as of the ratification date

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1A	\$43,436	\$47,326	\$44,877	\$47,543	\$48,767	\$51,432	\$50,208	\$54,098
1B	\$43,436	\$47,326	\$44,877	\$47,543	\$48,767	\$51,432	\$50,208	\$54,098

**TEACHER SALARY SCHEDULE
OCTOBER 1, 2006**

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV+30
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1A	\$42,512	\$46,528	\$44,000	\$46,752	\$48,016	\$50,768	\$49,504	\$53,521
1B	\$42,512	\$46,528	\$44,000	\$46,752	\$48,016	\$50,768	\$49,504	\$53,521
2A	\$45,224	\$49,240	\$46,712	\$49,464	\$50,728	\$53,480	\$52,216	\$56,233
2B	\$45,224	\$49,240	\$46,712	\$49,464	\$50,728	\$53,480	\$52,216	\$56,233
3A	\$45,598	\$49,614	\$47,086	\$49,838	\$51,102	\$53,854	\$52,590	\$56,607
3B	\$45,598	\$49,614	\$47,086	\$49,838	\$51,102	\$53,854	\$52,590	\$56,607
4A	\$46,259	\$50,275	\$47,747	\$50,499	\$51,763	\$54,515	\$53,251	\$57,268
4B	\$46,259	\$50,275	\$47,747	\$50,499	\$51,763	\$54,515	\$53,251	\$57,268
5A	\$46,828	\$50,844	\$48,316	\$51,068	\$52,332	\$55,084	\$53,820	\$57,837
5B	\$46,828	\$50,844	\$48,316	\$51,068	\$52,332	\$55,084	\$53,820	\$57,837
6A	\$47,443	\$51,459	\$48,931	\$51,683	\$52,947	\$55,699	\$54,435	\$58,452
6B	\$48,314	\$52,330	\$49,802	\$52,554	\$53,818	\$56,570	\$55,306	\$59,323
7A	\$49,606	\$53,622	\$51,094	\$53,846	\$55,110	\$57,862	\$56,598	\$60,615
7B	\$52,633	\$56,649	\$54,121	\$56,873	\$58,137	\$60,889	\$59,625	\$63,642
8A	\$55,466	\$59,482	\$56,954	\$59,706	\$60,970	\$63,722	\$62,458	\$66,475
8B	\$58,829	\$62,845	\$60,317	\$63,069	\$64,333	\$67,085	\$65,821	\$69,838
L10	\$62,647	\$66,663	\$64,135	\$66,887	\$68,151	\$70,903	\$69,639	\$73,656
L13	\$64,609	\$68,625	\$66,097	\$68,849	\$70,113	\$72,865	\$71,601	\$75,618
L15	\$68,754	\$72,770	\$70,242	\$72,994	\$74,258	\$77,010	\$75,746	\$79,763
L18	\$69,841	\$73,857	\$71,329	\$74,081	\$75,345	\$78,097	\$76,833	\$80,850
L20	\$77,882	\$81,898	\$79,370	\$82,122	\$83,386	\$86,138	\$84,874	\$88,891
L22	\$82,407	\$86,423	\$83,895	\$86,647	\$87,911	\$90,663	\$89,399	\$93,416
L10	\$3,818							
L13	\$5,780							
L15	\$9,925							
L18	\$11,012							
L20	\$19,053							
L22	\$23,578							

Rates for incumbents as of the ratification date

	BA+30				EARNED MA OR EQUIV		MA+30	EARNED MA OR EQUIV+30
	BA C1	C1+PD	C2	C2+ID	C2+PD	C2+ID+PD	C6	C6+PD
1B	\$44,849	\$48,865	\$46,337	\$49,089	\$50,353	\$53,105	\$51,841	\$55,858

C. Longevity Increments

1. Effective September 16, 1998 or on such date thereafter as the requirements shall be met, additional compensation shall be paid to those teachers eligible therefor pursuant to the conditions and at the rates set forth below. Such additional compensation shall be known as the “longevity increment” and the gross annual salary rates of teachers to whom said longevity increment is payable shall be computed by adding the sum provided per annum to the rates ascertained without consideration of said longevity increment. Longevity increments shall be payable as follows to appointed teachers with the requisite years of pedagogical service in the New York City public schools:

LONGEVITY INCREMENTS

Years of NYC Public School Service	Current	Effective Dates			
		12-1-03	12-1-04	11-1-05	10-1-06
10 but less than 13	\$3,320	\$3,386	\$3,505	\$3,698	\$3,818
13 but less than 15	5,026	5,127	5,306	5,598	5,780
15 but less than 18	8,630	8,803	9,111	9,612	9,925
18 but less than 20	9,576	9,768	10,110	10,666	11,013
20 but less than 22	16,568	16,899	17,490	18,452	19,052
22 or more	20,503	20,913	21,645	22,835	23,578

2. Pursuant to law, the service required for these longevity increments shall include teaching service outside the New York City public school system and/or related non-teaching experience for which salary credit was granted by the Board prior to April 12, 1971.

D. Payment Under Schedule C1

Rates under Schedule C1 shall be paid to teachers who do not qualify as provided hereinafter in this Section for payment under any other Schedule.

E. Qualification for Schedule C2-First Differential

1. Rates under Schedule C2 shall be paid to teachers covered by this Agreement when they qualify for a salary differential by reason of having completed (1) 30 semester hours of approved study beyond the baccalaureate or (2) 30 semester hours of approved study beyond such courses offered for and accepted by the Board as the equivalent of a baccalaureate for eligibility for the license under which the teacher is serving at the time of filing application for the salary differential or (3) holding an approved master’s degree issued by a recognized college or university. In any of the above cases, qualification for the differential shall be evidenced by a certificate issued by the Chancellor.

2. Effective January 1, 1958, rates under Schedule C2 shall be paid to teachers covered by this Agreement who, at the time of licensing, were not required to be holders of a baccalaureate or its equivalent as an exclusive prerequisite to said licensing; with the proviso that such teachers qualify for a salary differential, as evidenced by a certificate issued by the Chancellor, by reason of having completed 30 semester hours of approved study beyond the academic qualifications submitted and accepted for said licensing; except that the additional 30 semester hours of approved study shall be waived (for purposes of placement under this paragraph only) in the case of any teacher holding a baccalaureate or who was graduated from an approved four year normal school course, if such teacher was licensed as a result of an examination wherein the academic

qualifications for the license were not restricted to holders of a baccalaureate or its equivalent.

3. Effective July 1, 1964, any teacher who was graduated from an approved three-year normal or teacher training school course and has completed 15 semester hours of approved study beyond such graduation shall qualify for salary placement under Schedule C2 if such a teacher, at the time of licensing, was not required to be a holder of a baccalaureate or its equivalent as an exclusive prerequisite to such licensing.

4. Effective July 1, 1962, teachers of shop subjects (trades) shall qualify for the salary differential payable pursuant to the terms and conditions of this paragraph upon completion of the required 32 semester hours of approved teacher training courses set forth in Section 389 of the Board of Education by-laws.

Effective February 1, 1985, teachers of shop subjects (trades) shall qualify for the salary differential payable pursuant to the terms and conditions of this paragraph upon completion of the required 30 semester hours of approved teacher training courses set forth in Chancellor's Regulation C389. Years of experience beyond those required for the license may be substituted for the required 30 semester hours of approved teacher training courses at the rate of 15 credits for each year of such experience, provided that experience used for this purpose is not used to qualify for any other differential.

5. Effective July 1, 1965, teachers of business subjects shall qualify for the salary differential payable pursuant to the terms and conditions of this paragraph upon submitting evidence of meeting in full the requirements of such license which were in effect as of July 1, 1963 through June 30, 1965, as then set forth in Section 347b of the Board of Education by-laws.

6. Effective July 1, 1963, teachers of related technical subjects shall qualify for the salary differential payable pursuant to the terms and conditions of this paragraph upon submitting evidence of meeting in full, the requirements for such license as set forth in Section 387 of the Board of Education by-laws.

F. Qualification for Schedule C6-Second Differential

1. Commencing September 1, 1969, eligibility for the second differential (Schedule C6) shall be acquired by a teacher who:

- a. holds an approved doctorate issued by a recognized college or university; or
- b. holds an approved master's degree issued by a recognized college or university and who, after having earned the baccalaureate has satisfactorily completed 30 semester hours of approved credits in college or university study in addition to those required for the master's degree; and/or effective September 1996, professional development courses and /or activities approved by the Chancellor; or
- c. effective September 1996, achieves full National Board for Professional Teaching Standards (NBPTS) certification.

Provided, however, that a teacher regularly employed by the Board of Education on June 30, 1967, who had satisfied the conditions of eligibility then existing or who satisfied those conditions not later than June 30, 1970, shall not be affected by this alteration of the conditions of entitlement;

Provided, further, that teachers of shop subjects (trades), teachers of industrial arts, teachers of business subjects and teachers of related technical subjects may continue to qualify by meeting the requirements existing on June 30, 1967, as listed in subparagraphs (1) through (12), below.

2. a. Teachers who were regularly employed on June 30, 1967, may qualify for the second differential by meeting any of the following requirements not later than June 30, 1970:

(1) Teachers who hold an approved doctorate issued by a recognized college or university.

(2) Teachers who hold an approved master's degree issued by a recognized college or university and who, after having earned the baccalaureate, have completed 30 semester hours of approved study.

(3) Teachers who hold an approved baccalaureate issued by a recognized college or university and who, beyond such degree, have completed 60 semester hours of approved study.

(4) Effective July 1, 1964, teachers who, at the time of appointment, were not required to hold a baccalaureate as an exclusive prerequisite to qualify for the teaching license, provided:

(a) graduates of an approved four year normal or teacher training school, or holders of a baccalaureate, have completed 30 semester hours of approved study beyond such graduation or degree, or

(b) graduates of an approved three-year normal or teacher training school have completed 45 semester hours of approved study beyond such graduation, or

(c) graduates of an approved two-year normal or teacher training school have completed 60 semester hours of approved study beyond such graduation.

(5) Teachers who have completed 60 semester hours of approved study beyond such courses offered for and accepted by the Board of Examiners as the equivalent of a baccalaureate for eligibility for the license under which the teacher is serving at the time of filing application for salary differential.

(6) Teachers of shop subjects (trades) who hold a baccalaureate and in addition have had five years of journeyman trade experience.

(7) Teachers of shop subjects (trades) who have established eligibility for the first differential and who in addition thereto (1) have successfully completed a program of 30 semester hours of courses formulated by the State Commissioner of Education for extension of license to permit teaching of related technical material in the trade areas; and (2) hold a certificate of competency in related technical subjects issued on the basis of a recommendation of the Board of Examiners following the passing of a suitable examination.

SUBSTITUTION: An in-service course or courses marked "C" or "D" or a course or courses taken at a recognized college or university may be substituted for a course or courses of the same number of semester hours to be offered under paragraph (7) above, provided such course or courses were completed prior to September 1, 1959.

(8) Teachers of shop subjects (trades) who have established eligibility for the first differential, and who in addition thereto have completed 30 semester hours of approved study; with the proviso that each year of journeyman experience beyond the number required for the license may be submitted as the equivalent of 15 semester hours of approved study. Effective February 1, 1985 journeyman experience submitted to establish eligibility for the first differential may not be submitted to establish eligibility for the second differential.

(9) Effective July 1, 1962, teachers of shop subjects (trades) appointed prior to July 1, 1947, to serve in junior high schools whose licenses qualified them for appointment to service in academic or vocational high schools at that time in the same manner as teachers of shop subjects (trades) who were appointed prior to July 1, 1947, to academic or vocational high schools.

(10) Effective July 1, 1963, teachers of industrial arts appointed prior to July 1, 1947, to serve in junior high schools.

(11) Effective July 1, 1965, teachers of business subjects who have established eligibility for the first differential and who, in addition thereto, have completed 30 semester hours of approved study. All approved courses, beyond those needed to meet license requirements in effect as of July 1, 1963, through June 30, 1965, as then set forth in Section 347b of the Board of Education by-laws, shall be credited toward the second differential.

(12) Effective July 1, 1963, teachers of related technical subjects who have established eligibility for the first differential and who in addition thereto have completed 30 semester hours of approved study, with the proviso that a maximum of 15 semester hours of study shall be granted for approved and appropriate experience of not less than one year above the three years required by Section 387 of the Board of Education by-laws.

b. For teachers who were regularly employed on June 30, 1967, service as a cooperating teacher for a full term in an approved teacher training program may be submitted as the equivalent of two semester hours of approved study in meeting requirements for the second differential under paragraph a, above. A maximum of four semester hours of approved study may be granted for such service.

G. Footnotes to Schedules

1. A teacher appointed prior to July 1, 1947, who returns to active service following a leave of absence without pay or upon withdrawal of resignation or upon restoration to service by the Chancellor shall be compensated under the appropriate schedule at a salary step computed in accordance with the revised equated date of appointment, by reference to all salary schedules, charts and conditions operative between July 1, 1947, and the date of resumption of active service.

2. Teachers of agriculture shall be paid under the appropriate schedule with the addition of 10% to their rates.

H. Promotional Differential

On such date as the requirements shall be met, as evidenced by a certificate issued by the Chancellor, additional compensation, known as the "Promotional Differential," shall be paid to teachers eligible therefor pursuant to the conditions set forth below. The promotional differential shall be at the rate of \$3,492 per annum (\$3,562 effective December 1, 2003; \$3,687 effective December 1, 2004; \$3,890 effective November 1, 2005 and \$4,016 effective October 1, 2006). The gross annual salary rates of teachers to whom said promotional differential is payable shall be computed by adding the applicable sum per annum to the annual rates ascertained without consideration of said promotional differential.

Promotional differentials shall be payable to:

1. Regularly appointed teachers serving under junior or senior high school licenses in day academic or day vocational high schools, junior high schools and, effective July 1,

1963, in “400” schools, “600” schools or “K-8” schools or as teachers of homebound children, who have met requirements, in full, for such licenses.

2. Teachers who hold an approved master’s degree issued by a recognized college or university.

3. Teachers who hold an approved baccalaureate issued by a recognized college or university and who beyond such degree have satisfactorily completed 30 semester hours of approved credits in college or university study, provided however, that teachers seeking eligibility under this subdivision shall have completed not less than 36 semester hours of study in an approved subject matter area, which may be in combination of graduate and undergraduate study.

4. All teachers compensated under Salary Schedule C6 as of June 30, 1962, provided said teachers shall have completed 24 hours of study in an approved subject matter area which may be in combination of graduate and undergraduate study. The differential herein provided shall become payable only when the study requirements have been met.

5. Teachers of shop subjects (trades) appointed after July 1, 1947, who are compensated under Salary Schedule C2, and who have completed the required 32 semester hours of approved teacher training courses set forth in Section 389 of the Board of Education by-laws.

6. Teachers assigned to service in special education areas in accordance with Footnote “g” of Section 513 of the Board’s by-laws and who do not otherwise qualify for the promotional differential shall be permitted to qualify for such promotional differential by offering the appropriate special education courses to the extent described in Footnote “g” of Section 513 as part of the subject matter area courses described in paragraphs 3 and 4, above. Teachers who qualify in this manner shall be eligible for the promotional differential upon submitting, with their applications, a waiver of the additional compensation of \$200 per annum currently payable. However, if and when teachers in special education areas shall qualify for the promotional differential, upon filing separate applications therefor under paragraph 2, 3, 4 or 5 above, such additional compensation of \$200 per annum shall nevertheless be paid to those teachers during assignment to special education areas if they otherwise are eligible to receive the additional compensation under the terms of this Agreement.

7. Effective July 1, 1965, teachers of special classes as covered by Section 312 of these by-laws, teachers of speech improvement, and teachers of homebound children who were licensed to teach in such special education areas and were appointed to serve in such license prior to July 1, 1947.

8. Effective July 1, 1965, teachers who, at the time of appointment, were not required to hold a baccalaureate or its equivalent to qualify for the teaching license under which the teacher is serving and who are graduates of a recognized two, three or four year normal school or training school for teachers, provided that such teachers have completed (a) 120 semester hours of approved study accepted by the Board as the equivalent of a baccalaureate, and (b) 30 semester hours of approved credits in college or university study beyond such baccalaureate equivalent, and (c) not less than 36 semester hours of study in an approved subject matter area, which may be in combination of graduate and undergraduate study.

9. Substitute teachers may qualify for the promotional differential by meeting the eligibility requirements set forth in paragraphs 2, 3, 4 and 5, above. Substitute teachers

shall qualify also if they are compensated under Salary Schedule C6 by virtue of a license issued as a result of prior service as a regular teacher compensated under Salary Schedule IIa.

10. Effective September 9, 1975, the “approved subject matter areas” referred to above shall include every subject in which a subject matter license exists or may be established.

I. Intermediate Differential

On such date as the requirements shall be met, as evidenced by a certificate issued by the Chancellor, additional compensation at the rate of \$2,393 (\$2,441 _effective December 1, 2003; \$2,526 effective December 1, 2004; \$ 2,665 effective November 1, 2005 and \$2,752 effective October 1, 2006) per annum shall be paid to those teachers eligible therefor pursuant to the conditions set forth below. Such additional compensation shall be known as the “Intermediate Differential,” and the gross annual salary rates of teachers to whom said intermediate differential is payable, shall be computed by adding the applicable sum to the rates ascertained without consideration of said intermediate differential.

Intermediate differentials shall be payable to teachers who hold an approved baccalaureate issued by a recognized college or university and who beyond such degree have satisfactorily completed 60 semester hours of approved credits in college or university study.

The intermediate differential is not payable to anyone receiving the second differential.

**III
Schedule IIa(1)**

This schedule shall apply to teachers appointed prior to July 1, 1947, to day academic and day vocational high schools.

Current.....	\$60,653
Effective December 1, 2003.....	61,866
Effective December 1, 2004.....	64,031
Effective November 1, 2005.....	67,553
Effective October 1, 2006.....	69,749

IV

Schedule VIIm 1. Regular Substitute Teachers. On or after July 1, 1947, regular substitute teachers, when assigned as such, shall be compensated at the first salary step in Schedule C1, C2 or C6, above, or at such salary step and rate as may be payable pursuant to a certificate of salary fixation issued by the Chancellor in accordance with this Section.

2. Substitute Teachers Serving in Full Time Vacancies (other than regular substitute teachers). On or after September 1, 1977, substitute teachers serving in full time vacancies (other than regular substitute teachers) shall be compensated at the first salary step in Schedule C1, supra, or at such salary step and rate as may be payable pursuant to a certificate of salary fixation issued by the Chancellor in accordance with this Section.

3. Substitute Teachers Serving in Regularly Scheduled Part-Time Positions. On or after September 1, 1975, substitute teachers serving in regularly scheduled part-time positions shall be compensated for each full day of service at the rate of one two-hundredth of the first salary step of Schedule C1, supra, or at the rate of one two hundredth of such salary step and rate as may be payable pursuant to a certificate of salary fixation issued by the Chancellor in accordance with this Section.