

**APPENDIX F-1**

**ETS TEACHER SALARY SCHEDULE  
CURRENT**

	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	\$42,315	\$46,104	\$43,719	\$46,315	\$47,508	\$50,104	\$48,913	\$52,702
1b	\$42,315	\$46,104	\$43,719	\$46,315	\$47,508	\$50,104	\$48,913	\$52,702
2a	\$42,668	\$46,457	\$44,072	\$46,668	\$47,861	\$50,457	\$49,266	\$53,055
2b	\$42,668	\$46,457	\$44,072	\$46,668	\$47,861	\$50,457	\$49,266	\$53,055
3a	\$43,020	\$46,809	\$44,424	\$47,020	\$48,213	\$50,809	\$49,618	\$53,407
3b	\$43,020	\$46,809	\$44,424	\$47,020	\$48,213	\$50,809	\$49,618	\$53,407
4a	\$43,644	\$47,433	\$45,048	\$47,644	\$48,837	\$51,433	\$50,242	\$54,031
4b	\$43,644	\$47,433	\$45,048	\$47,644	\$48,837	\$51,433	\$50,242	\$54,031
5a	\$44,181	\$47,970	\$45,585	\$48,181	\$49,374	\$51,970	\$50,779	\$54,568
5b	\$44,181	\$47,970	\$45,585	\$48,181	\$49,374	\$51,970	\$50,779	\$54,568
6a	\$44,762	\$48,551	\$46,166	\$48,762	\$49,955	\$52,551	\$51,360	\$55,149
6b	\$45,583	\$49,372	\$46,987	\$49,583	\$50,776	\$53,372	\$52,181	\$55,970
7a	\$46,803	\$50,592	\$48,207	\$50,803	\$51,996	\$54,592	\$53,401	\$57,190
7b	\$49,658	\$53,447	\$51,062	\$53,658	\$54,851	\$57,447	\$56,256	\$60,045
8a	\$52,331	\$56,120	\$53,735	\$56,331	\$57,524	\$60,120	\$58,929	\$62,718
8b	\$55,504	\$59,293	\$56,908	\$59,504	\$60,697	\$63,293	\$62,102	\$65,891
L10	\$59,106	\$62,895	\$60,510	\$63,106	\$64,299	\$66,895	\$65,704	\$69,493
L13	\$60,957	\$64,746	\$62,361	\$64,957	\$66,150	\$68,746	\$67,555	\$71,344
L15	\$64,868	\$68,657	\$66,272	\$68,868	\$70,061	\$72,657	\$71,466	\$75,255
L18	\$65,894	\$69,683	\$67,298	\$69,894	\$71,087	\$73,683	\$72,492	\$76,281
L20	\$73,481	\$77,270	\$74,885	\$77,481	\$78,674	\$81,270	\$80,079	\$83,868
L22	\$77,750	\$81,539	\$79,154	\$81,750	\$82,943	\$85,539	\$84,348	\$88,137
L10	\$3,602							
L13	\$5,453							
L15	\$9,364							
L18	\$10,390							
L20	\$17,977							
L22	\$22,246							

**ETS 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	\$43,161	\$47,026	\$44,593	\$47,241	\$48,458	\$51,106	\$49,891	\$53,756
1b	\$43,161	\$47,026	\$44,593	\$47,241	\$48,458	\$51,106	\$49,891	\$53,756
2a	\$43,521	\$47,386	\$44,953	\$47,601	\$48,818	\$51,466	\$50,251	\$54,116
2b	\$43,521	\$47,386	\$44,953	\$47,601	\$48,818	\$51,466	\$50,251	\$54,116
3a	\$43,880	\$47,745	\$45,312	\$47,960	\$49,177	\$51,825	\$50,610	\$54,475
3b	\$43,880	\$47,745	\$45,312	\$47,960	\$49,177	\$51,825	\$50,610	\$54,475
4a	\$44,517	\$48,382	\$45,949	\$48,597	\$49,814	\$52,462	\$51,247	\$55,112
4b	\$44,517	\$48,382	\$45,949	\$48,597	\$49,814	\$52,462	\$51,247	\$55,112
5a	\$45,065	\$48,930	\$46,497	\$49,145	\$50,362	\$53,010	\$51,795	\$55,660
5b	\$45,065	\$48,930	\$46,497	\$49,145	\$50,362	\$53,010	\$51,795	\$55,660
6a	\$45,657	\$49,522	\$47,089	\$49,737	\$50,954	\$53,602	\$52,387	\$56,252
6b	\$46,495	\$50,360	\$47,927	\$50,575	\$51,792	\$54,440	\$53,225	\$57,090
7a	\$47,739	\$51,604	\$49,171	\$51,819	\$53,036	\$55,684	\$54,469	\$58,334
7b	\$50,651	\$54,516	\$52,083	\$54,731	\$55,948	\$58,596	\$57,381	\$61,246
8a	\$53,378	\$57,243	\$54,810	\$57,458	\$58,675	\$61,323	\$60,108	\$63,973
8b	\$56,614	\$60,479	\$58,046	\$60,694	\$61,911	\$64,559	\$63,344	\$67,209
L10	\$60,288	\$64,153	\$61,720	\$64,368	\$65,585	\$68,233	\$67,018	\$70,883
L13	\$62,176	\$66,041	\$63,608	\$66,256	\$67,473	\$70,121	\$68,906	\$72,771
L15	\$66,165	\$70,030	\$67,597	\$70,245	\$71,462	\$74,110	\$72,895	\$76,760
L18	\$67,212	\$71,077	\$68,644	\$71,292	\$72,509	\$75,157	\$73,942	\$77,807
L20	\$74,951	\$78,816	\$76,383	\$79,031	\$80,248	\$82,896	\$81,681	\$85,546
L22	\$79,305	\$83,170	\$80,737	\$83,385	\$84,602	\$87,250	\$86,035	\$89,900
L10	\$3,674							
L13	\$5,562							
L15	\$9,551							
L18	\$10,598							
L20	\$18,337							
L22	\$22,691							

**ETS 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	\$44,672	\$48,672	\$46,154	\$48,895	\$50,154	\$52,895	\$51,638	\$55,638
1b	\$44,672	\$48,672	\$46,154	\$48,895	\$50,154	\$52,895	\$51,638	\$55,638
2a	\$45,044	\$49,044	\$46,526	\$49,267	\$50,526	\$53,267	\$52,010	\$56,010
2b	\$45,044	\$49,044	\$46,526	\$49,267	\$50,526	\$53,267	\$52,010	\$56,010
3a	\$45,416	\$49,416	\$46,898	\$49,639	\$50,898	\$53,639	\$52,382	\$56,382
3b	\$45,416	\$49,416	\$46,898	\$49,639	\$50,898	\$53,639	\$52,382	\$56,382
4a	\$46,075	\$50,075	\$47,557	\$50,298	\$51,557	\$54,298	\$53,041	\$57,041
4b	\$46,075	\$50,075	\$47,557	\$50,298	\$51,557	\$54,298	\$53,041	\$57,041
5a	\$46,642	\$50,642	\$48,124	\$50,865	\$52,124	\$54,865	\$53,608	\$57,608
5b	\$46,642	\$50,642	\$48,124	\$50,865	\$52,124	\$54,865	\$53,608	\$57,608
6a	\$47,255	\$51,255	\$48,737	\$51,478	\$52,737	\$55,478	\$54,221	\$58,221
6b	\$48,122	\$52,122	\$49,604	\$52,345	\$53,604	\$56,345	\$55,088	\$59,088
7a	\$49,410	\$53,410	\$50,892	\$53,633	\$54,892	\$57,633	\$56,376	\$60,376
7b	\$52,424	\$56,424	\$53,906	\$56,647	\$57,906	\$60,647	\$59,390	\$63,390
8a	\$55,246	\$59,246	\$56,728	\$59,469	\$60,728	\$63,469	\$62,212	\$66,212
8b	\$58,595	\$62,595	\$60,077	\$62,818	\$64,077	\$66,818	\$65,561	\$69,561
L10	\$62,398	\$66,398	\$63,880	\$66,621	\$67,880	\$70,621	\$69,364	\$73,364
L13	\$64,352	\$68,352	\$65,834	\$68,575	\$69,834	\$72,575	\$71,318	\$75,318
L15	\$68,480	\$72,480	\$69,962	\$72,703	\$73,962	\$76,703	\$75,446	\$79,446
L18	\$69,564	\$73,564	\$71,046	\$73,787	\$75,046	\$77,787	\$76,530	\$80,530
L20	\$77,574	\$81,574	\$79,056	\$81,797	\$83,056	\$85,797	\$84,540	\$88,540
L22	\$82,080	\$86,080	\$83,562	\$86,303	\$87,562	\$90,303	\$89,046	\$93,046
L10	\$3,803							
L13	\$5,757							
L15	\$9,885							
L18	\$10,969							
L20	\$18,979							
L22	\$23,485							

**ETS 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	\$42,979	\$47,040	\$44,483	\$47,266	\$48,544	\$51,326	\$50,048	\$54,109
1b	\$42,979	\$47,040	\$44,483	\$47,266	\$48,544	\$51,326	\$50,048	\$54,109
2a	\$45,722	\$49,783	\$47,226	\$50,009	\$51,287	\$54,069	\$52,791	\$56,852
2b	\$45,722	\$49,783	\$47,226	\$50,009	\$51,287	\$54,069	\$52,791	\$56,852
3a	\$46,100	\$50,161	\$47,604	\$50,387	\$51,665	\$54,447	\$53,169	\$57,230
3b	\$46,100	\$50,161	\$47,604	\$50,387	\$51,665	\$54,447	\$53,169	\$57,230
4a	\$46,769	\$50,830	\$48,273	\$51,056	\$52,334	\$55,116	\$53,838	\$57,899
4b	\$46,769	\$50,830	\$48,273	\$51,056	\$52,334	\$55,116	\$53,838	\$57,899
5a	\$47,343	\$51,404	\$48,847	\$51,630	\$52,908	\$55,690	\$54,412	\$58,473
5b	\$47,343	\$51,404	\$48,847	\$51,630	\$52,908	\$55,690	\$54,412	\$58,473
6a	\$47,965	\$52,026	\$49,469	\$52,252	\$53,530	\$56,312	\$55,034	\$59,095
6b	\$48,845	\$52,906	\$50,349	\$53,132	\$54,410	\$57,192	\$55,914	\$59,975
7a	\$50,153	\$54,214	\$51,657	\$54,440	\$55,718	\$58,500	\$57,222	\$61,283
7b	\$53,212	\$57,273	\$54,716	\$57,499	\$58,777	\$61,559	\$60,281	\$64,342
8a	\$56,076	\$60,137	\$57,580	\$60,363	\$61,641	\$64,423	\$63,145	\$67,206
8b	\$59,476	\$63,537	\$60,980	\$63,763	\$65,041	\$67,823	\$66,545	\$70,606
L10	\$63,336	\$67,397	\$64,840	\$67,623	\$68,901	\$71,683	\$70,405	\$74,466
L13	\$65,320	\$69,381	\$66,824	\$69,607	\$70,885	\$73,667	\$72,389	\$76,450
L15	\$69,510	\$73,571	\$71,014	\$73,797	\$75,075	\$77,857	\$76,579	\$80,640
L18	\$70,610	\$74,671	\$72,114	\$74,897	\$76,175	\$78,957	\$77,679	\$81,740
L20	\$78,738	\$82,799	\$80,242	\$83,025	\$84,303	\$87,085	\$85,807	\$89,868
L22	\$83,313	\$87,374	\$84,817	\$87,600	\$88,878	\$91,660	\$90,382	\$94,443
L10	\$3,860							
L13	\$5,844							
L15	\$10,034							
L18	\$11,134							
L20	\$19,262							
L22	\$23,837							

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
1A	\$45,343	\$49,404	\$46,847	\$49,630	\$50,908	\$53,690	\$52,412	\$56,473
1B	\$45,343	\$49,404	\$46,847	\$49,630	\$50,908	\$53,690	\$52,412	\$56,473

**ETS 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	\$44,378	\$48,570	\$45,931	\$48,804	\$50,124	\$52,996	\$51,677	\$55,870
1b	\$44,378	\$48,570	\$45,931	\$48,804	\$50,124	\$52,996	\$51,677	\$55,870
2a	\$47,209	\$51,401	\$48,762	\$51,635	\$52,955	\$55,827	\$54,508	\$58,701
2b	\$47,209	\$51,401	\$48,762	\$51,635	\$52,955	\$55,827	\$54,508	\$58,701
3a	\$47,600	\$51,792	\$49,153	\$52,026	\$53,346	\$56,218	\$54,899	\$59,092
3b	\$47,600	\$51,792	\$49,153	\$52,026	\$53,346	\$56,218	\$54,899	\$59,092
4a	\$48,290	\$52,482	\$49,843	\$52,716	\$54,036	\$56,908	\$55,589	\$59,782
4b	\$48,290	\$52,482	\$49,843	\$52,716	\$54,036	\$56,908	\$55,589	\$59,782
5a	\$48,884	\$53,076	\$50,437	\$53,310	\$54,630	\$57,502	\$56,183	\$60,376
5b	\$48,884	\$53,076	\$50,437	\$53,310	\$54,630	\$57,502	\$56,183	\$60,376
6a	\$49,526	\$53,718	\$51,079	\$53,952	\$55,272	\$58,144	\$56,825	\$61,018
6b	\$50,435	\$54,627	\$51,988	\$54,861	\$56,181	\$59,053	\$57,734	\$61,927
7a	\$51,784	\$55,976	\$53,337	\$56,210	\$57,530	\$60,402	\$59,083	\$63,276
7b	\$54,944	\$59,136	\$56,497	\$59,370	\$60,690	\$63,562	\$62,243	\$66,436
8a	\$57,901	\$62,093	\$59,454	\$62,327	\$63,647	\$66,519	\$65,200	\$69,393
8b	\$61,412	\$65,604	\$62,965	\$65,838	\$67,158	\$70,030	\$68,711	\$72,904
L10	\$65,398	\$69,590	\$66,951	\$69,824	\$71,144	\$74,016	\$72,697	\$76,890
L13	\$67,446	\$71,638	\$68,999	\$71,872	\$73,192	\$76,064	\$74,745	\$78,938
L15	\$71,773	\$75,965	\$73,326	\$76,199	\$77,519	\$80,391	\$79,072	\$83,265
L18	\$72,907	\$77,099	\$74,460	\$77,333	\$78,653	\$81,525	\$80,206	\$84,399
L20	\$81,301	\$85,493	\$82,854	\$85,727	\$87,047	\$89,919	\$88,600	\$92,793
L22	\$86,025	\$90,217	\$87,578	\$90,451	\$91,771	\$94,643	\$93,324	\$97,517
L10	\$3,986							
L13	\$6,034							
L15	\$10,361							
L18	\$11,495							
L20	\$19,889							
L22	\$24,613							

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	\$46,818	\$51,010	\$48,371	\$51,244	\$52,564	\$55,436	\$54,117	\$58,310