

Steps	A		B		C		D		E	
	BA	BA + Teaching Credential	Longevity	BA + Teaching Credential + 45	Longevity	BA + Teaching Credential + 60	Longevity	BA + Teaching Credential + 75	Longevity	
1	\$61,984.80	\$65,331.98		\$65,334.90		\$67,711.61		\$71,374.50		
2	\$61,987.57	\$65,334.90		\$67,434.23		\$71,097.12		\$74,757.09		
3	\$63,267.15	\$66,683.57		\$70,317.83		\$73,954.98		\$77,536.38		
4	\$66,449.76	\$70,038.05		\$73,676.65		\$77,315.26		\$80,950.96		
5		\$73,399.77		\$77,036.92		\$80,674.08		\$84,309.78		
6		\$76,757.14		\$80,394.30		\$84,032.90		\$87,668.61		
7		\$80,118.86		\$83,756.02		\$87,393.17		\$91,028.88		
8		\$83,476.24		\$87,113.39		\$90,752.00		\$94,387.70		
9		\$86,836.51		\$90,473.66		\$94,112.27		\$97,746.52		
10		\$90,195.33		\$93,832.49		\$97,469.64		\$101,106.79		
11		\$93,552.71		\$97,191.31		\$100,828.46		\$104,465.62		
12		\$96,914.43		\$100,551.58		\$104,188.74		\$107,824.44		
13		\$100,387.77		\$104,024.93		\$107,662.08		\$111,297.78		
14		\$100,387.77	\$3,011.63	\$104,024.93	\$3,120.75	\$107,662.08	\$3,229.86	\$111,297.78	\$3,338.93	
15		\$100,387.77	\$3,011.63	\$104,024.93	\$3,120.75	\$107,662.08	\$3,229.86	\$111,297.78	\$3,338.93	
16		\$100,387.77	\$3,011.63	\$104,024.93	\$3,120.75	\$107,662.08	\$3,229.86	\$111,297.78	\$3,338.93	
17		\$103,861.12	\$4,154.44	\$107,498.27	\$4,299.93	\$111,135.42	\$4,445.42	\$114,771.13	\$4,590.85	
18		\$103,861.12	\$4,154.44	\$107,498.27	\$4,299.93	\$111,135.42	\$4,445.42	\$114,771.13	\$4,590.85	
19		\$103,861.12	\$4,154.44	\$107,498.27	\$4,299.93	\$111,135.42	\$4,445.42	\$114,771.13	\$4,590.85	
20		\$103,861.12	\$5,193.06	\$107,498.27	\$5,374.91	\$111,135.42	\$5,556.77	\$114,771.13	\$5,738.56	
21		\$107,334.46	\$5,366.72	\$110,971.61	\$5,548.58	\$114,608.77	\$5,730.44	\$118,244.47	\$5,912.22	
22		\$107,334.46	\$5,366.72	\$110,971.61	\$5,548.58	\$114,608.77	\$5,730.44	\$118,244.47	\$5,912.22	
23		\$107,334.46	\$6,440.07	\$110,971.61	\$6,658.30	\$114,608.77	\$6,876.53	\$118,244.47	\$7,094.67	
24		\$107,334.46	\$6,440.07	\$110,971.61	\$6,658.30	\$114,608.77	\$6,876.53	\$118,244.47	\$7,094.67	
25		\$110,807.81	\$6,648.47	\$114,444.96	\$6,866.70	\$118,082.11	\$7,084.93	\$121,717.82	\$7,303.07	
26		\$110,807.81	\$7,756.55	\$114,444.96	\$8,011.15	\$118,082.11	\$8,265.75	\$121,717.82	\$8,520.25	
27		\$110,807.81	\$7,756.55	\$114,444.96	\$8,011.15	\$118,082.11	\$8,265.75	\$121,717.82	\$8,520.25	
28		\$110,807.81	\$7,756.55	\$114,444.96	\$8,011.15	\$118,082.11	\$8,265.75	\$121,717.82	\$8,520.25	
29		\$110,807.81	\$11,080.78	\$114,444.96	\$11,444.50	\$118,082.11	\$11,808.21	\$121,717.82	\$12,171.78	

Notes:

1. Minimum Salary: \$61,984.80
2. Workdays 185 (2nd year and beyond) or 187 (first year teachers)
3. Longevity Stipends: After 8 consecutive years of service in Bayshore; 3% at step 14, 4% at step 17, 5% at step 20, 6% at step 23, 7% at step 26, and 10% at step 29 and beyond. Longevity Stipend is added each year after Annual Step Increase for the 14th step and beyond. Longevity Stipends are not added to the base salary for salary raise calculations.
4. CTA endorsed disability provided by district
5. Provide parental leave per Article 11 (Child Bonding Time)
6. HW of resigned/terminated employees at June 30 will be earned by the district to Sept. 30.
7. Substitutes are paid \$200 for full-day service and \$225 per full-day service after 20 continuous days for the same teacher
8. District employees at 0.5 FTE & over are entitled to a district contribution towards medical, dental, & vision insurance premiums for themselves and dependents based on Article 10.1.2.
9. Masters Degree \$2,000
10. National Board Certification \$1,500
11. Doctorate \$1,500
12. Lead Teacher \$1,250
13. Ancillary Work requests per article 9.10 \$50
14. Yearbook Production \$1,000

**BOARD APPROVED ON JUNE 16, 2023**