

EXHIBIT BB

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the First Work Day of the 2023-2024 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits
14B⁵	TM02-14B 88,402	TM03-14B 95,472	TM04-14B 99,296	TM05-14B 103,264	TM06-14B 107,395	TM07-14B 113,838
14A⁵	TM02-14A 83,396	TM03-14A 90,068	TM04-14A 93,674	TM05-14A 97,419	TM06-14A 101,318	TM07-14A 107,395
14⁵	TM02-14 80,968	TM03-14 87,446	TM04-14 90,945	TM05-14 94,584	TM06-14 98,366	TM07-14 104,270
13⁵	TM02-13 78,609	TM03-13 84,900	TM04-13 88,295	TM05-13 91,827	TM06-13 95,500	TM07-13 101,230
12⁵	TM02-12 76,318	TM03-12 82,427	TM04-12 85,724	TM05-12 89,152	TM06-12 92,718	TM07-12 98,282
11⁵	TM02-11 74,099	TM03-11 80,026	TM04-11 83,228	TM05-11 86,554	TM06-11 90,019	TM07-11 95,420
10⁵	TM02-10 71,939	TM03-10 77,695	TM04-10 80,803	TM05-10 84,033	TM06-10 87,397	TM07-10 92,639
9⁵	TM02-09 69,845	TM03-09 75,432	TM04-09 78,449	TM05-09 81,588	TM06-09 84,850	TM07-09 89,942
8⁵	TM02-08 67,811	TM03-08 73,234	TM04-08 76,164	TM05-08 79,208	TM06-08 82,379	TM07-08 87,323
7⁵	TM02-07 65,834	TM03-07 71,104	TM04-07 73,947	TM05-07 76,904	TM06-07 79,979	TM07-07 84,777
6⁵	TM02-06 63,918	TM03-06 69,033	TM04-06 71,794	TM05-06 74,664	TM06-06 77,650	TM07-06 82,311
5⁵	TM02-05 62,055	TM03-05 67,020	TM04-05 69,702	TM05-05 72,489	TM06-05 75,388	TM07-05 79,911
(ENTRY LEVEL) 4⁵	TM02-04 60,247	TM03-04 65,068	TM04-04 67,672	TM05-04 70,378	TM06-04 73,192	TM07-04 77,583

⁵Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

EXHIBIT CC

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the First Work Day of the 2024-2025 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits
14B⁵	TM02-14B 91,054	TM03-14B 98,336	TM04-14B 102,275	TM05-14B 106,362	TM06-14B 110,617	TM07-14B 117,253
14A⁵	TM02-14A 85,898	TM03-14A 92,770	TM04-14A 96,484	TM05-14A 100,342	TM06-14A 104,358	TM07-14A 110,617
14⁵	TM02-14 83,397	TM03-14 90,069	TM04-14 93,673	TM05-14 97,422	TM06-14 101,317	TM07-14 107,398
13⁵	TM02-13 80,967	TM03-13 87,447	TM04-13 90,944	TM05-13 94,582	TM06-13 98,365	TM07-13 104,267
12⁵	TM02-12 78,608	TM03-12 84,900	TM04-12 88,296	TM05-12 91,827	TM06-12 95,500	TM07-12 101,230
11⁵	TM02-11 76,322	TM03-11 82,427	TM04-11 85,725	TM05-11 89,151	TM06-11 92,720	TM07-11 98,283
10⁵	TM02-10 74,097	TM03-10 80,026	TM04-10 83,227	TM05-10 86,554	TM06-10 90,019	TM07-10 95,418
9⁵	TM02-09 71,940	TM03-09 77,695	TM04-09 80,802	TM05-09 84,036	TM06-09 87,396	TM07-09 92,640
8⁵	TM02-08 69,845	TM03-08 75,431	TM04-08 78,449	TM05-08 81,584	TM06-08 84,850	TM07-08 89,943
7⁵	TM02-07 67,809	TM03-07 73,237	TM04-07 76,165	TM05-07 79,211	TM06-07 82,378	TM07-07 87,320
6⁵	TM02-06 65,836	TM03-06 71,104	TM04-06 73,948	TM05-06 76,904	TM06-06 79,980	TM07-06 84,780
5⁵	TM02-05 63,917	TM03-05 69,031	TM04-05 71,793	TM05-05 74,664	TM06-05 77,650	TM07-05 82,308
(ENTRY LEVEL) 4⁵	TM02-04 62,054	TM03-04 67,020	TM04-04 69,702	TM05-04 72,489	TM06-04 75,388	TM07-04 79,910

⁵Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

EXHIBIT DD

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the First Work Day of the 2025-2026 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER	CLASS VIII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate	
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits	Class VII + 15 credits*
14B⁵	TM02-14B 91,054	TM03-14B 98,336	TM04-14B 102,275	TM05-14B 106,362	TM06-14B 110,617	TM07-14B 117,253	TM08-14B 121,943
14A⁵	TM02-14A 85,898	TM03-14A 92,770	TM04-14A 96,484	TM05-14A 100,342	TM06-14A 104,358	TM07-14A 110,617	TM08-14A 115,042
14⁵	TM02-14 83,397	TM03-14 90,069	TM04-14 93,673	TM05-14 97,422	TM06-14 101,317	TM07-14 107,398	TM08-14 111,694
13⁵	TM02-13 80,967	TM03-13 87,447	TM04-13 90,944	TM05-13 94,582	TM06-13 98,365	TM07-13 104,267	TM08-13 108,438
12⁵	TM02-12 78,608	TM03-12 84,900	TM04-12 88,296	TM05-12 91,827	TM06-12 95,500	TM07-12 101,230	TM08-12 105,279
11⁵	TM02-11 76,322	TM03-11 82,427	TM04-11 85,725	TM05-11 89,151	TM06-11 92,720	TM07-11 98,283	TM08-11 102,214
10⁵	TM02-10 74,097	TM03-10 80,026	TM04-10 83,227	TM05-10 86,554	TM06-10 90,019	TM07-10 95,418	TM08-10 99,235
9⁵	TM02-09 71,940	TM03-09 77,695	TM04-09 80,802	TM05-09 84,036	TM06-09 87,396	TM07-09 92,640	TM08-09 96,346
8⁵	TM02-08 69,845	TM03-08 75,431	TM04-08 78,449	TM05-08 81,584	TM06-08 84,850	TM07-08 89,943	TM08-08 93,541
7⁵	TM02-07 67,809	TM03-07 73,237	TM04-07 76,165	TM05-07 79,211	TM06-07 82,378	TM07-07 87,320	TM08-07 90,813
6⁵	TM02-06 65,836	TM03-06 71,104	TM04-06 73,948	TM05-06 76,904	TM06-06 79,980	TM07-06 84,780	TM08-06 88,171
5⁵	TM02-05 63,917	TM03-05 69,031	TM04-05 71,793	TM05-05 74,664	TM06-05 77,650	TM07-05 82,308	TM08-05 85,600
(ENTRY LEVEL) 4⁵	TM02-04 62,054	TM03-04 67,020	TM04-04 69,702	TM05-04 72,489	TM06-04 75,388	TM07-04 79,910	TM08-04 83,106

⁵Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

* Note: Must meet the completion requirement of the six (6) credit or Equivalency of Sheltered Instruction.

EXHIBIT EE

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the First Work Day of the 2026-2027 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER	CLASS VIII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate	
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits	Class VII + 15 credits*
14B⁵	TM02-14B 94,241	TM03-14B 101,778	TM04-14B 105,855	TM05-14B 110,085	TM06-14B 114,489	TM07-14B 121,357	TM08-14B 126,211
14A⁵	TM02-14A 88,904	TM03-14A 96,017	TM04-14A 99,861	TM05-14A 103,854	TM06-14A 108,011	TM07-14A 114,489	TM08-14A 119,068
14⁵	TM02-14 86,316	TM03-14 93,221	TM04-14 96,952	TM05-14 100,832	TM06-14 104,863	TM07-14 111,157	TM08-14 115,603
13⁵	TM02-13 83,801	TM03-13 90,508	TM04-13 94,127	TM05-13 97,892	TM06-13 101,808	TM07-13 107,916	TM08-13 112,233
12⁵	TM02-12 81,359	TM03-12 87,872	TM04-12 91,386	TM05-12 95,041	TM06-12 98,843	TM07-12 104,773	TM08-12 108,964
11⁵	TM02-11 78,993	TM03-11 85,312	TM04-11 88,725	TM05-11 92,271	TM06-11 95,965	TM07-11 101,723	TM08-11 105,791
10⁵	TM02-10 76,690	TM03-10 82,827	TM04-10 86,140	TM05-10 89,583	TM06-10 93,170	TM07-10 98,758	TM08-10 102,708
9⁵	TM02-09 74,458	TM03-09 80,414	TM04-09 83,630	TM05-09 86,977	TM06-09 90,455	TM07-09 95,882	TM08-09 99,718
8⁵	TM02-08 72,290	TM03-08 78,071	TM04-08 81,195	TM05-08 84,439	TM06-08 87,820	TM07-08 93,091	TM08-08 96,815
7⁵	TM02-07 70,182	TM03-07 75,800	TM04-07 78,831	TM05-07 81,983	TM06-07 85,261	TM07-07 90,376	TM08-07 93,991
6⁵	TM02-06 68,140	TM03-06 73,593	TM04-06 76,536	TM05-06 79,596	TM06-06 82,779	TM07-06 87,747	TM08-06 91,257
5⁵	TM02-05 66,154	TM03-05 71,447	TM04-05 74,306	TM05-05 77,277	TM06-05 80,368	TM07-05 85,189	TM08-05 88,596
(ENTRY LEVEL) 4⁵	TM02-04 64,226	TM03-04 69,366	TM04-04 72,142	TM05-04 75,026	TM06-04 78,027	TM07-04 82,707	TM08-04 86,015

⁵Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

* Note: Must meet the completion requirement of the six (6) credit or Equivalency of Sheltered Instruction.