

EXHIBIT B

TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-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	T02-14B 73,843	T03-14B 79,750	T04-14B 82,940	T05-14B 86,257	T06-14B 89,708	T07-14B 95,090
14A⁵	T02-14A 69,663	T03-14A 75,235	T04-14A 78,246	T05-14A 81,375	T06-14A 84,631	T07-14A 89,707
14⁵	T02-14 67,633	T03-14 73,044	T04-14 75,967	T05-14 79,005	T06-14 82,164	T07-14 87,096
13⁵	T02-13 65,663	T03-13 70,916	T04-13 73,754	T05-13 76,703	T06-13 79,771	T07-13 84,558
12⁵	T02-12 63,751	T03-12 68,852	T04-12 71,607	T05-12 74,471	T06-12 77,448	T07-12 82,096
11⁵	T02-11 61,895	T03-11 66,847	T04-11 69,520	T05-11 72,300	T06-11 75,191	T07-11 79,702
10⁵	T02-10 60,090	T03-10 64,900	T04-10 67,494	T05-10 70,194	T06-10 73,000	T07-10 77,383
9⁵	T02-09 58,342	T03-09 63,009	T04-09 65,530	T05-09 68,151	T06-09 70,877	T07-09 75,130
8⁵	T02-08 56,643	T03-08 61,173	T04-08 63,618	T05-08 66,165	T06-08 68,811	T07-08 72,941
7⁵	T02-07 54,993	T03-07 59,392	T04-07 61,768	T05-07 64,238	T06-07 66,807	T07-07 70,816
6⁵	T02-06 53,391	T03-06 57,661	T04-06 59,969	T05-06 62,368	T06-06 64,861	T07-06 68,753
5⁵	T02-05 51,835	T03-05 55,982	T04-05 58,222	T05-05 60,549	T06-05 62,973	T07-05 66,750
(ENTRY LEVEL) 4⁵	T02-04 50,325	T03-04 54,351	T04-04 56,526	T05-04 58,785	T06-04 61,139	T07-04 64,806

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 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 C

TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-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	T02-14B 76,058	T03-14B 82,143	T04-14B 85,428	T05-14B 88,845	T06-14B 92,399	T07-14B 97,943
14A⁵	T02-14A 71,753	T03-14A 77,492	T04-14A 80,593	T05-14A 83,816	T06-14A 87,170	T07-14A 92,398
14⁵	T02-14 69,662	T03-14 75,235	T04-14 78,246	T05-14 81,375	T06-14 84,629	T07-14 89,709
13⁵	T02-13 67,633	T03-13 73,044	T04-13 75,967	T05-13 79,004	T06-13 82,164	T07-13 87,095
12⁵	T02-12 65,664	T03-12 70,918	T04-12 73,755	T05-12 76,705	T06-12 79,772	T07-12 84,559
11⁵	T02-11 63,752	T03-11 68,853	T04-11 71,606	T05-11 74,469	T06-11 77,447	T07-11 82,093
10⁵	T02-10 61,893	T03-10 66,847	T04-10 69,519	T05-10 72,300	T06-10 75,190	T07-10 79,705
9⁵	T02-09 60,092	T03-09 64,899	T04-09 67,496	T05-09 70,196	T06-09 73,003	T07-09 77,384
8⁵	T02-08 58,343	T03-08 63,008	T04-08 65,527	T05-08 68,150	T06-08 70,875	T07-08 75,129
7⁵	T02-07 56,643	T03-07 61,174	T04-07 63,621	T05-07 66,165	T06-07 68,811	T07-07 72,941
6⁵	T02-06 54,993	T03-06 59,391	T04-06 61,768	T05-06 64,239	T06-06 66,807	T07-06 70,816
5⁵	T02-05 53,390	T03-05 57,662	T04-05 59,969	T05-05 62,366	T06-05 64,862	T07-05 68,753
(ENTRY LEVEL) 4⁵	T02-04 51,835	T03-04 55,982	T04-04 58,222	T05-04 60,549	T06-04 62,973	T07-04 66,750

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 D

TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-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	T02-14B 76,058	T03-14B 82,143	T04-14B 85,428	T05-14B 88,845	T06-14B 92,399	T07-14B 97,943	T08-14B 101,861
14A⁵	T02-14A 71,753	T03-14A 77,492	T04-14A 80,593	T05-14A 83,816	T06-14A 87,170	T07-14A 92,398	T08-14A 96,094
14⁵	T02-14 69,662	T03-14 75,235	T04-14 78,246	T05-14 81,375	T06-14 84,629	T07-14 89,709	T08-14 93,297
13⁵	T02-13 67,633	T03-13 73,044	T04-13 75,967	T05-13 79,004	T06-13 82,164	T07-13 87,095	T08-13 90,579
12⁵	T02-12 65,664	T03-12 70,918	T04-12 73,755	T05-12 76,705	T06-12 79,772	T07-12 84,559	T08-12 87,941
11⁵	T02-11 63,752	T03-11 68,853	T04-11 71,606	T05-11 74,469	T06-11 77,447	T07-11 82,093	T08-11 85,377
10⁵	T02-10 61,893	T03-10 66,847	T04-10 69,519	T05-10 72,300	T06-10 75,190	T07-10 79,705	T08-10 82,893
9⁵	T02-09 60,092	T03-09 64,899	T04-09 67,496	T05-09 70,196	T06-09 73,003	T07-09 77,384	T08-09 80,479
8⁵	T02-08 58,343	T03-08 63,008	T04-08 65,527	T05-08 68,150	T06-08 70,875	T07-08 75,129	T08-08 78,134
7⁵	T02-07 56,643	T03-07 61,174	T04-07 63,621	T05-07 66,165	T06-07 68,811	T07-07 72,941	T08-07 75,859
6⁵	T02-06 54,993	T03-06 59,391	T04-06 61,768	T05-06 64,239	T06-06 66,807	T07-06 70,816	T08-06 73,649
5⁵	T02-05 53,390	T03-05 57,662	T04-05 59,969	T05-05 62,366	T06-05 64,862	T07-05 68,753	T08-05 71,503
(ENTRY LEVEL) 4⁵	T02-04 51,835	T03-04 55,982	T04-04 58,222	T05-04 60,549	T06-04 62,973	T07-04 66,750	T08-04 69,420

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 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 E

TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-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	T02-14B 78,720	T03-14B 85,018	T04-14B 88,418	T05-14B 91,955	T06-14B 95,633	T07-14B 101,371	T08-14B 105,426
14A⁵	T02-14A 74,264	T03-14A 80,204	T04-14A 83,414	T05-14A 86,750	T06-14A 90,221	T07-14A 95,632	T08-14A 99,457
14⁵	T02-14 72,100	T03-14 77,868	T04-14 80,985	T05-14 84,223	T06-14 87,591	T07-14 92,849	T08-14 96,562
13⁵	T02-13 70,000	T03-13 75,601	T04-13 78,626	T05-13 81,769	T06-13 85,040	T07-13 90,143	T08-13 93,749
12⁵	T02-12 67,962	T03-12 73,400	T04-12 76,337	T05-12 79,390	T06-12 82,564	T07-12 87,519	T08-12 91,019
11⁵	T02-11 65,984	T03-11 71,263	T04-11 74,112	T05-11 77,076	T06-11 80,158	T07-11 84,966	T08-11 88,365
10⁵	T02-10 64,059	T03-10 69,187	T04-10 71,952	T05-10 74,831	T06-10 77,822	T07-10 82,495	T08-10 85,794
9⁵	T02-09 62,195	T03-09 67,171	T04-09 69,859	T05-09 72,653	T06-09 75,558	T07-09 80,093	T08-09 83,296
8⁵	T02-08 60,385	T03-08 65,213	T04-08 67,821	T05-08 70,535	T06-08 73,356	T07-08 77,759	T08-08 80,869
7⁵	T02-07 58,626	T03-07 63,315	T04-07 65,848	T05-07 68,481	T06-07 71,220	T07-07 75,494	T08-07 78,514
6⁵	T02-06 56,918	T03-06 61,470	T04-06 63,930	T05-06 66,488	T06-06 69,145	T07-06 73,295	T08-06 76,227
5⁵	T02-05 55,259	T03-05 59,680	T04-05 62,068	T05-05 64,549	T06-05 67,132	T07-05 71,160	T08-05 74,006
(ENTRY LEVEL) 4⁵	T02-04 53,649	T03-04 57,942	T04-04 60,260	T05-04 62,668	T06-04 65,177	T07-04 69,086	T08-04 71,850

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.