

APPENDIX A

Salary Structure for Performance Pay

Open Range Schedule	
Minimum	Maximum
\$50,000	\$117,000

- Non Degreed Registered Nurses: 3 years of work experience shall serve in lieu of a Bachelor's Degree.
- Adjuncts/Technical Adult: Placement at Level A and based on degree or its equivalent. The degree or its vocational equivalent is as defined in Article VIII, Section L.
- New hires shall be placed on the schedule at the same level as teachers with comparable years of instructional experience.

Salary Structure for Performance Pay for School Psychologists

Open Range Schedule	
Minimum	Maximum
\$58,410	\$118,000

The Union reserves the right to add to, delete and/or modify these proposals during the course of negotiations. The Union's proposals may represent a clarification of rights that it already has under existing contract language.

Compression Adjustment

<u>Compression Adjustment</u>	
<u>Years of Exp</u>	<u>Experience Range Minimum</u>
<u>0-1</u>	<u>\$50,000</u>
<u>2-4</u>	<u>\$50,225</u>
<u>5-9</u>	<u>\$50,575</u>
<u>10-14</u>	<u>\$51,000</u>
<u>15-19</u>	<u>\$53,000</u>
<u>20-24</u>	<u>\$55,000</u>
<u>25-29</u>	<u>\$60,000</u>
<u>30-31</u>	<u>\$65,000</u>
<u>32+</u>	<u>\$70,000</u>

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