

196 DAY PERFORMANCE PAY INSTRUCTIONAL SALARY SCHEDULE

NOTE: "Step" is the terminology used in Skyward and does not correlate to experience.

Performance Pay \$ 150.00 Add-on to 2024-25 Base Salary for a HE Rating.
 \$ 100.00 Add-on to 2024-25 Base Salary for an EF Rating.

Millage Initiative \$ 1,750.00 Add-on to 2024-25 Base Salary for 0 years of instructional experience.
 \$ 3,500.00 Add-on to 2024-25 Base Salary for 1-6 years of instructional experience.
 \$ 6,500.00 Add-on to 2024-25 Base Salary for 7-12 years of instructional experience.
 \$ 8,000.00 Add-on to 2024-25 Base Salary for 13-18 years of instructional experience.
 \$ 10,250.00 Add-on to 2024-25 Base Salary for 19-24 years of instructional experience.
 \$ 11,000.00 Add-on to 2024-25 Base Salary for 25+ years of instructional experience.

| Step | 2023-24 Base Salary | 2024-25 Increase | 2024-25 Base Salary |
|------|------------------------|---------------------|------------------------|
| 0 | \$50,000.00 | \$1,500.00 | \$51,500.00 |
| 1 | \$50,153.00 | \$1,504.59 | \$51,657.59 |
| 2 | \$50,198.00 | \$1,505.94 | \$51,703.94 |
| 3 | \$50,243.00 | \$1,507.29 | \$51,750.29 |
| 4 | \$50,288.00 | \$1,508.64 | \$51,796.64 |
| 5 | \$50,651.00 | \$1,519.53 | \$52,170.53 |
| 6 | \$50,696.00 | \$1,520.88 | \$52,216.88 |
| 7 | \$50,741.00 | \$1,522.23 | \$52,263.23 |
| 8 | \$50,786.00 | \$1,523.58 | \$52,309.58 |
| 9 | \$51,149.00 | \$1,534.47 | \$52,683.47 |
| 10 | \$51,194.00 | \$1,535.82 | \$52,729.82 |
| 11 | \$51,239.00 | \$1,537.17 | \$52,776.17 |
| 12 | \$51,284.00 | \$1,538.52 | \$52,822.52 |
| 13 | \$51,647.00 | \$1,549.41 | \$53,196.41 |
| 14 | \$51,692.00 | \$1,550.76 | \$53,242.76 |
| 15 | \$51,737.00 | \$1,552.11 | \$53,289.11 |
| 16 | \$51,782.00 | \$1,553.46 | \$53,335.46 |
| 17 | \$52,145.00 | \$1,564.35 | \$53,709.35 |
| 18 | \$52,508.00 | \$1,575.24 | \$54,083.24 |
| 19 | \$52,871.00 | \$1,586.13 | \$54,457.13 |
| 20 | \$53,582.00 | \$1,607.46 | \$55,189.46 |
| 21 | \$53,945.00 | \$1,618.35 | \$55,563.35 |
| 22 | \$54,308.00 | \$1,629.24 | \$55,937.24 |
| 23 | \$54,671.00 | \$1,640.13 | \$56,311.13 |
| 24 | \$55,034.00 | \$1,651.02 | \$56,685.02 |
| 25 | \$55,397.00 | \$1,661.91 | \$57,058.91 |
| 26 | \$55,760.00 | \$1,672.80 | \$57,432.80 |
| 27 | \$56,123.00 | \$1,683.69 | \$57,806.69 |
| 28 | \$56,486.00 | \$1,694.58 | \$58,180.58 |
| 29 | \$56,849.00 | \$1,705.47 | \$58,554.47 |
| 30 | \$57,212.00 | \$1,716.36 | \$58,928.36 |
| 31 | \$57,530.00 | \$1,725.90 | \$59,255.90 |
| 32 | \$57,848.00 | \$1,735.44 | \$59,583.44 |
| 33 | \$58,166.00 | \$1,744.98 | \$59,910.98 |
| 34 | \$58,484.00 | \$1,754.52 | \$60,238.52 |
| 35 | \$58,802.00 | \$1,764.06 | \$60,566.06 |
| 36 | \$59,120.00 | \$1,773.60 | \$60,893.60 |
| 37 | \$59,438.00 | \$1,783.14 | \$61,221.14 |

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| Step | 2023-24 Base Salary | 2024-25 Increase | 2024-25 Base Salary |
|------|------------------------|---------------------|------------------------|
| 38 | \$59,756.00 | \$1,792.68 | \$61,548.68 |
| 39 | \$60,074.00 | \$1,802.22 | \$61,876.22 |
| 40 | \$60,392.00 | \$1,811.76 | \$62,203.76 |
| 41 | \$60,710.00 | \$1,821.30 | \$62,531.30 |
| 42 | \$61,028.00 | \$1,830.84 | \$62,858.84 |
| 43 | \$61,346.00 | \$1,840.38 | \$63,186.38 |
| 44 | \$61,664.00 | \$1,849.92 | \$63,513.92 |
| 45 | \$61,982.00 | \$1,859.46 | \$63,841.46 |
| 46 | \$62,300.00 | \$1,869.00 | \$64,169.00 |
| 47 | \$62,618.00 | \$1,878.54 | \$64,496.54 |
| 48 | \$62,936.00 | \$1,888.08 | \$64,824.08 |
| 49 | \$63,254.00 | \$1,897.62 | \$65,151.62 |
| 50 | \$63,572.00 | \$1,907.16 | \$65,479.16 |
| 51 | \$63,890.00 | \$1,916.70 | \$65,806.70 |
| 52 | \$64,208.00 | \$1,926.24 | \$66,134.24 |
| 53 | \$64,526.00 | \$1,935.78 | \$66,461.78 |
| 54 | \$64,844.00 | \$1,945.32 | \$66,789.32 |
| 55 | \$65,162.00 | \$1,954.86 | \$67,116.86 |
| 56 | \$65,480.00 | \$1,964.40 | \$67,444.40 |
| 57 | \$65,798.00 | \$1,973.94 | \$67,771.94 |
| 58 | \$66,116.00 | \$1,983.48 | \$68,099.48 |
| 59 | \$66,434.00 | \$1,993.02 | \$68,427.02 |
| 60 | \$66,752.00 | \$2,002.56 | \$68,754.56 |
| 61 | \$67,070.00 | \$2,012.10 | \$69,082.10 |
| 62 | \$67,388.00 | \$2,021.64 | \$69,409.64 |
| 63 | \$67,706.00 | \$2,031.18 | \$69,737.18 |
| 64 | \$68,024.00 | \$2,040.72 | \$70,064.72 |
| 65 | \$68,342.00 | \$2,050.26 | \$70,392.26 |
| 66 | \$68,660.00 | \$2,059.80 | \$70,719.80 |
| 67 | \$68,978.00 | \$2,069.34 | \$71,047.34 |
| 68 | \$69,296.00 | \$2,078.88 | \$71,374.88 |
| 69 | \$69,614.00 | \$2,088.42 | \$71,702.42 |
| 70 | \$69,932.00 | \$2,097.96 | \$72,029.96 |
| 71 | \$70,250.00 | \$2,107.50 | \$72,357.50 |
| 72 | \$70,568.00 | \$2,117.04 | \$72,685.04 |
| 73 | \$70,886.00 | \$2,126.58 | \$73,012.58 |
| 74 | \$71,204.00 | \$2,136.12 | \$73,340.12 |
| 75 | \$71,522.00 | \$2,145.66 | \$73,667.66 |

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| Step | 2023-24 Base Salary | 2024-25 Increase | 2024-25 Base Salary |
|------|------------------------|---------------------|------------------------|
| 76 | \$71,840.00 | \$2,155.20 | \$73,995.20 |
| 77 | \$72,158.00 | \$2,164.74 | \$74,322.74 |
| 78 | \$72,476.00 | \$2,174.28 | \$74,650.28 |
| 79 | \$72,794.00 | \$2,183.82 | \$74,977.82 |
| 80 | \$73,112.00 | \$2,193.36 | \$75,305.36 |
| 81 | \$73,430.00 | \$2,202.90 | \$75,632.90 |
| 82 | \$73,748.00 | \$2,212.44 | \$75,960.44 |
| 83 | \$74,066.00 | \$2,221.98 | \$76,287.98 |
| 84 | \$74,384.00 | \$2,231.52 | \$76,615.52 |
| 85 | \$74,702.00 | \$2,241.06 | \$76,943.06 |
| 86 | \$75,020.00 | \$2,250.60 | \$77,270.60 |
| 87 | \$75,338.00 | \$2,260.14 | \$77,598.14 |
| 88 | \$75,656.00 | \$2,269.68 | \$77,925.68 |
| 89 | \$75,974.00 | \$2,279.22 | \$78,253.22 |
| 90 | \$76,292.00 | \$2,288.76 | \$78,580.76 |
| 91 | \$76,610.00 | \$2,298.30 | \$78,908.30 |
| 92 | \$76,928.00 | \$2,307.84 | \$79,235.84 |
| 93 | \$77,246.00 | \$2,317.38 | \$79,563.38 |
| 94 | \$77,564.00 | \$2,326.92 | \$79,890.92 |
| 95 | \$77,882.00 | \$2,336.46 | \$80,218.46 |
| 96 | \$78,200.00 | \$2,346.00 | \$80,546.00 |
| 97 | \$78,518.00 | \$2,355.54 | \$80,873.54 |
| 98 | \$78,836.00 | \$2,365.08 | \$81,201.08 |
| 99 | \$79,154.00 | \$2,374.62 | \$81,528.62 |
| 100 | \$79,472.00 | \$2,384.16 | \$81,856.16 |
| 101 | \$79,790.00 | \$2,393.70 | \$82,183.70 |
| 102 | \$80,108.00 | \$2,403.24 | \$82,511.24 |
| 103 | \$80,426.00 | \$2,412.78 | \$82,838.78 |
| 104 | \$80,744.00 | \$2,422.32 | \$83,166.32 |
| 105 | \$81,062.00 | \$2,431.86 | \$83,493.86 |
| 106 | \$81,380.00 | \$2,441.40 | \$83,821.40 |
| 107 | \$81,698.00 | \$2,450.94 | \$84,148.94 |