

216 DAY PERFORMANCE PAY INSTRUCTIONAL SALARY SCHEDULE

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

Performance Pay \$ 165.31 Add-on to 2023-24 Base Salary for a HE Rating.
 \$ 110.20 Add-on to 2023-24 Base Salary for an EF Rating.

Millage Initiative \$ 2,000.00 Add-on to 2023-24 Base Salary for 1-6 years of instructional experience.
 \$ 4,000.00 Add-on to 2023-24 Base Salary for 7-12 years of instructional experience.
 \$ 6,000.00 Add-on to 2023-24 Base Salary for 13-18 years of instructional experience.
 \$ 8,000.00 Add-on to 2023-24 Base Salary for 19-24 years of instructional experience.
 \$ 10,000.00 Add-on to 2023-24 Base Salary for 25+ years of instructional experience.

| Step | 2022-23 Base Salary | 2023-24 Increase | 2023-24 Base Salary |
|------|------------------------|---------------------|------------------------|
| 0 | \$54,576.59 | \$525.67 | \$55,102.26 |
| 1 | \$54,695.74 | \$575.27 | \$55,271.01 |
| 2 | \$54,695.74 | \$624.86 | \$55,320.60 |
| 3 | \$54,695.74 | \$674.45 | \$55,370.19 |
| 4 | \$54,695.74 | \$724.04 | \$55,419.78 |
| 5 | \$55,046.19 | \$773.63 | \$55,819.82 |
| 6 | \$55,046.19 | \$823.22 | \$55,869.41 |
| 7 | \$55,046.19 | \$872.82 | \$55,919.01 |
| 8 | \$55,046.19 | \$922.41 | \$55,968.60 |
| 9 | \$55,396.64 | \$972.00 | \$56,368.64 |
| 10 | \$55,396.64 | \$1,021.59 | \$56,418.23 |
| 11 | \$55,396.64 | \$1,071.18 | \$56,467.82 |
| 12 | \$55,396.64 | \$1,120.78 | \$56,517.42 |
| 13 | \$55,747.09 | \$1,170.37 | \$56,917.46 |
| 14 | \$55,747.09 | \$1,219.96 | \$56,967.05 |
| 15 | \$55,747.09 | \$1,269.55 | \$57,016.64 |
| 16 | \$55,747.09 | \$1,319.14 | \$57,066.23 |
| 17 | \$56,097.54 | \$1,368.73 | \$57,466.27 |
| 18 | \$56,447.99 | \$1,418.33 | \$57,866.32 |
| 19 | \$56,798.44 | \$1,467.92 | \$58,266.36 |
| 20 | \$57,532.04 | \$1,517.51 | \$59,049.55 |
| 21 | \$57,882.49 | \$1,567.10 | \$59,449.59 |
| 22 | \$58,232.94 | \$1,616.69 | \$59,849.63 |
| 23 | \$58,583.39 | \$1,666.29 | \$60,249.68 |
| 24 | \$58,933.84 | \$1,715.88 | \$60,649.72 |
| 25 | \$59,284.29 | \$1,765.47 | \$61,049.76 |
| 26 | \$59,634.73 | \$1,815.06 | \$61,449.79 |
| 27 | \$59,985.18 | \$1,864.65 | \$61,849.83 |
| 28 | \$60,335.63 | \$1,914.24 | \$62,249.87 |
| 29 | \$60,686.08 | \$1,963.84 | \$62,649.92 |
| 30 | \$61,036.53 | \$2,013.43 | \$63,049.96 |
| 31 | \$61,386.98 | \$2,013.43 | \$63,400.41 |
| 32 | \$61,737.43 | \$2,013.43 | \$63,750.86 |
| 33 | \$62,087.88 | \$2,013.43 | \$64,101.31 |
| 34 | \$62,438.33 | \$2,013.43 | \$64,451.76 |
| 35 | \$62,788.78 | \$2,013.43 | \$64,802.21 |
| 36 | \$63,139.22 | \$2,013.43 | \$65,152.65 |
| 37 | \$63,489.67 | \$2,013.43 | \$65,503.10 |

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| Step | 2022-23 Base Salary | 2023-24 Increase | 2023-24 Base Salary |
|------|------------------------|---------------------|------------------------|
| 38 | \$63,840.12 | \$2,013.43 | \$65,853.55 |
| 39 | \$64,190.57 | \$2,013.43 | \$66,204.00 |
| 40 | \$64,541.02 | \$2,013.43 | \$66,554.45 |
| 41 | \$64,891.47 | \$2,013.43 | \$66,904.90 |
| 42 | \$65,241.92 | \$2,013.43 | \$67,255.35 |
| 43 | \$65,592.37 | \$2,013.43 | \$67,605.80 |
| 44 | \$65,942.82 | \$2,013.43 | \$67,956.25 |
| 45 | \$66,293.27 | \$2,013.43 | \$68,306.70 |
| 46 | \$66,643.71 | \$2,013.43 | \$68,657.14 |
| 47 | \$66,994.16 | \$2,013.43 | \$69,007.59 |
| 48 | \$67,344.61 | \$2,013.43 | \$69,358.04 |
| 49 | \$67,695.06 | \$2,013.43 | \$69,708.49 |
| 50 | \$68,045.51 | \$2,013.43 | \$70,058.94 |
| 51 | \$68,395.96 | \$2,013.43 | \$70,409.39 |
| 52 | \$68,746.41 | \$2,013.43 | \$70,759.84 |
| 53 | \$69,096.86 | \$2,013.43 | \$71,110.29 |
| 54 | \$69,447.31 | \$2,013.43 | \$71,460.74 |
| 55 | \$69,797.76 | \$2,013.43 | \$71,811.19 |
| 56 | \$70,148.20 | \$2,013.43 | \$72,161.63 |
| 57 | \$70,498.65 | \$2,013.43 | \$72,512.08 |
| 58 | \$70,849.10 | \$2,013.43 | \$72,862.53 |
| 59 | \$71,199.55 | \$2,013.43 | \$73,212.98 |
| 60 | \$71,550.00 | \$2,013.43 | \$73,563.43 |
| 61 | \$71,900.45 | \$2,013.43 | \$73,913.88 |
| 62 | \$72,250.90 | \$2,013.43 | \$74,264.33 |
| 63 | \$72,601.35 | \$2,013.43 | \$74,614.78 |
| 64 | \$72,951.80 | \$2,013.43 | \$74,965.23 |
| 65 | \$73,302.24 | \$2,013.43 | \$75,315.67 |
| 66 | \$73,652.69 | \$2,013.43 | \$75,666.12 |
| 67 | \$74,003.14 | \$2,013.43 | \$76,016.57 |
| 68 | \$74,353.59 | \$2,013.43 | \$76,367.02 |
| 69 | \$74,704.04 | \$2,013.43 | \$76,717.47 |
| 70 | \$75,054.49 | \$2,013.43 | \$77,067.92 |
| 71 | \$75,404.94 | \$2,013.43 | \$77,418.37 |
| 72 | \$75,755.39 | \$2,013.43 | \$77,768.82 |
| 73 | \$76,105.84 | \$2,013.43 | \$78,119.27 |
| 74 | \$76,456.29 | \$2,013.43 | \$78,469.72 |
| 75 | \$76,806.73 | \$2,013.43 | \$78,820.16 |

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| Step | 2022-23 Base Salary | 2023-24 Increase | 2023-24 Base Salary |
|------|------------------------|---------------------|------------------------|
| 76 | \$77,157.18 | \$2,013.43 | \$79,170.61 |
| 77 | \$77,507.63 | \$2,013.43 | \$79,521.06 |
| 78 | \$77,858.08 | \$2,013.43 | \$79,871.51 |
| 79 | \$78,208.53 | \$2,013.43 | \$80,221.96 |
| 80 | \$78,558.98 | \$2,013.43 | \$80,572.41 |
| 81 | \$78,909.43 | \$2,013.43 | \$80,922.86 |
| 82 | \$79,259.88 | \$2,013.43 | \$81,273.31 |
| 83 | \$79,610.33 | \$2,013.43 | \$81,623.76 |
| 84 | \$79,960.78 | \$2,013.43 | \$81,974.21 |
| 85 | \$80,311.22 | \$2,013.43 | \$82,324.65 |
| 86 | \$80,661.67 | \$2,013.43 | \$82,675.10 |
| 87 | \$81,012.12 | \$2,013.43 | \$83,025.55 |
| 88 | \$81,362.57 | \$2,013.43 | \$83,376.00 |
| 89 | \$81,713.02 | \$2,013.43 | \$83,726.45 |
| 90 | \$82,063.47 | \$2,013.43 | \$84,076.90 |
| 91 | \$82,413.92 | \$2,013.43 | \$84,427.35 |
| 92 | \$82,764.37 | \$2,013.43 | \$84,777.80 |
| 93 | \$83,114.82 | \$2,013.43 | \$85,128.25 |
| 94 | \$83,465.27 | \$2,013.43 | \$85,478.70 |
| 95 | \$83,815.71 | \$2,013.43 | \$85,829.14 |
| 96 | \$84,166.16 | \$2,013.43 | \$86,179.59 |
| 97 | \$84,516.61 | \$2,013.43 | \$86,530.04 |
| 98 | \$84,867.06 | \$2,013.43 | \$86,880.49 |
| 99 | \$85,217.51 | \$2,013.43 | \$87,230.94 |
| 100 | \$85,567.96 | \$2,013.43 | \$87,581.39 |
| 101 | \$85,918.41 | \$2,013.43 | \$87,931.84 |
| 102 | \$86,268.86 | \$2,013.43 | \$88,282.29 |
| 103 | \$86,619.31 | \$2,013.43 | \$88,632.74 |
| 104 | \$86,969.76 | \$2,013.43 | \$88,983.19 |
| 105 | \$87,320.20 | \$2,013.43 | \$89,333.63 |
| 106 | \$87,670.65 | \$2,013.43 | \$89,684.08 |
| 107 | \$88,021.10 | \$2,013.43 | \$90,034.53 |