



2019-2020 Teacher Salary Schedule

Board approved: March 15, 2019

Step	Bachelor's Degree	Master's Degree
1	\$47,800.00	\$52,343.00
2	\$48,869.00	\$54,018.00
3	\$50,434.00	\$55,694.00
4	\$51,998.00	\$57,369.00
5	\$53,563.00	\$59,044.00
6	\$55,127.00	\$60,720.00
7	\$56,692.00	\$62,395.00
8	\$58,256.00	\$64,070.00
9	\$59,820.00	\$65,746.00
10	\$61,385.00	\$67,421.00
11	\$62,949.00	\$69,096.00
12	\$64,514.00	\$70,771.00

- For the 2019 - 2020 school year, SOAR is offering an incentive compensation policy, not limited to health & wellness. This benefit consists of reimbursing employees \$1,000.00 maximum per school year. See Exhibit A, attached here.
- If a Master's Degree is completed in the school year of 2019 – 2020, the employee will move to the Master's Degree line the following school year, e.g. next contract year.
- 12 years of experience are the maximum years portable into SOAR. For example, staff with 12 or more years of experience will enter on Step 12.