

This Appendix A is offered to show examples of current salary ranges and demonstrate how salary increases may be applied to licensed staff.

To aid in understanding licensed staff compensation in Academy District 20, Table 1 provides **examples** of actual current salaries for six experience/education level samples for teaching staff. This does not represent all teacher salaries. Prospective teachers should consult with the Director for Human Resources for specific salary information.

Table 1. 2014-15 Sample Salary Ranges for Various Experience and Degree Levels

<u>Total Teaching Experience and Education</u>	<u>Average</u>	<u>Low</u>	<u>High</u>
5 Years teaching experience and BA+16	\$38,491	\$37,557	\$38,934
10 years teaching experience and MA	\$46,133	\$44,460	\$47,427
15 years teaching experience and MA+16	\$53,791	\$53,499	\$54,143
20 years teaching experience and MA+32	\$58,811	\$56,423	\$61,457
25 years teaching experience and MA+48	\$59,503	\$57,770	\$64,697
30 years teaching experience and MA+64	\$72,338	\$66,676	\$74,225

In Academy School District 20, increases are applied using one of three methods; a percent increase applied to all staff, a fixed dollar amount, or a combination of the two. Sample calculations for each are shown in Tables 2a, 2b, and 2c, respectively. For illustrative purposes only, 2.5% is used as an example percentage increase and \$750 is used as an example fixed dollar amount. These amounts are applied to three of the six salary examples identified in Table 1. Actual increase amounts are determined annually by the Board of Education following legislative action regarding the Colorado School Finance Act.

Table 2a. Percent Increase Example @ 2.50 % increase

<u>Salary Level Examples</u>	<u>Year 1</u>	<u>Year 2 Increase</u>	<u>Year 2 Salary</u>	<u>Year 3 Increase</u>	<u>Year 3 Salary</u>	<u>Year 4 Increase</u>	<u>Year 4 Salary</u>
5 Years teaching experience and BA+16	\$ 38,491	\$ 962	\$ 39,453	\$ 986	\$ 40,440	\$ 1,011	\$ 41,451
15 years teaching experience and MA+16	\$ 53,791	\$ 1,345	\$ 55,136	\$ 1,378	\$ 56,514	\$ 1,413	\$ 57,927
30 years teaching experience and MA+64	\$ 72,338	\$ 1,808	\$ 74,146	\$ 1,854	\$ 76,000	\$ 1,900	\$ 77,900

Table 2b. Dollar Amount Increase @ \$750.00 increase

<u>Salary Level Examples</u>	<u>Year 1</u>	<u>Year 2 Increase</u>	<u>Year 2 Salary</u>	<u>Year 3 Increase</u>	<u>Year 3 Salary</u>	<u>Year 4 Increase</u>	<u>Year 4 Salary</u>
5 Years teaching experience and BA+16	\$ 38,491	\$750	\$ 39,241	\$750	\$ 39,991	\$750	\$ 40,741
15 years teaching experience and MA+16	\$ 53,791	\$750	\$ 54,541	\$750	\$ 55,291	\$750	\$ 56,041
30 years teaching experience and MA+64	\$ 72,338	\$750	\$ 73,088	\$750	\$ 73,838	\$750	\$ 74,588

Table 2c. Percent & Dollar Increase @ 2.50 % plus \$750 increase

<u>Salary Level Examples</u>	<u>Year 1</u>	<u>Year 2 Increase</u>	<u>Year 2 Salary</u>	<u>Year 3 Increase</u>	<u>Year 3 Salary</u>	<u>Year 4 Increase</u>	<u>Year 4 Salary</u>
5 Years teaching experience and BA+16	\$ 38,491	\$ 1,712	\$ 40,203	\$1,755	\$ 41,958	\$1,799	\$ 43,757
15 years teaching experience and MA+16	\$ 53,791	\$ 2,095	\$ 55,886	\$2,147	\$ 58,033	\$2,201	\$ 60,234
30 years teaching experience and MA+64	\$ 72,338	\$ 2,558	\$ 74,896	\$2,622	\$ 77,519	\$2,688	\$ 80,207

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