

**M-DCPS Salary Proposal**

Instructional Personnel

2013-2014

Salary

Current 10-mo Teacher Salary Schedule			Salary				Race To The Top Investment
Salary Step	Base Salary	Current Schedule Step Increase Amount		Base Salary	Salary Increase Amount	Salary Increase %	Range
			01	\$40,500			
01	\$40,000	\$0	02	\$41,300	\$1,300	3.25%	\$1,000 - \$4,000
02	\$40,000	\$0	03	\$41,315	\$1,315	3.29%	\$1,000 - \$4,000
03	\$40,000	\$0	04	\$41,325	\$1,325	3.31%	\$1,000 - \$4,000
04	\$40,000	\$300	05	\$41,335	\$1,335	3.34%	\$1,000 - \$4,000
05	\$40,300	\$302	06	\$41,676	\$1,376	3.41%	\$1,000 - \$4,000
06	\$40,602	\$305	07	\$41,979	\$1,377	3.39%	\$1,000 - \$4,000
07	\$40,907	\$307	08	\$42,285	\$1,378	3.37%	\$1,000 - \$4,000
08	\$41,214	\$309	09	\$42,593	\$1,379	3.35%	\$1,000 - \$4,000
09	\$41,523	\$311	10	\$42,903	\$1,380	3.32%	\$1,000 - \$4,000
10	\$41,834	\$314	11	\$43,215	\$1,381	3.30%	\$1,000 - \$4,000
11	\$42,148	\$316	12	\$43,530	\$1,382	3.28%	\$1,000 - \$4,000
12	\$42,464	\$318	13	\$43,847	\$1,383	3.26%	\$1,000 - \$4,000
13*	\$42,782	\$4,218	15	\$45,700	\$2,918	6.82%	\$1,000 - \$4,000
15	\$47,000	\$3,300	17	\$50,300	\$3,300	7.02%	\$1,000 - \$4,000
17	\$50,300	\$2,800	19	\$53,100	\$2,800	5.57%	\$1,000 - \$4,000
19	\$53,100	\$1,250	20	\$54,450	\$1,350	2.54%	\$1,000 - \$4,000
20	\$54,350	\$4,000	21	\$58,350	\$4,000	7.36%	\$1,000 - \$4,000
21**	\$58,350	\$10,875	22	\$64,314	\$5,964	10.22%	\$1,000 - \$4,000
22***	\$69,225	\$1,000	23	\$70,325	\$1,100	1.59%	\$1,000 - \$4,000
<b>3.10%</b>			<b>4.26%</b>				<b>\$20 Million</b>

• \$20 million dollars will be used for Race To The Top performance pay.

**Salary increases  
+  
Race To The Top performance pay  
(for eligible teachers)**

**6.51%**

average increase



\* Employees on step 13 will receive a one-time supplement of \$1,300 for 2013-2014 only.

\*\* Employees on step 21 will receive a one-time supplement of \$4,911 for 2013-2014 only.

\*\*\* Employees on step 22 will receive a one-time supplement of \$100 for 2013-2014 only.

Negotiations for Race To The Top performance pay are ongoing.

# M-DCPS PROPOSAL #2d revised

## ARTICLE XVII -- PARAPROFESSIONAL/ASSOCIATE EDUCATOR/SCHOOL SUPPORT PERSONNEL

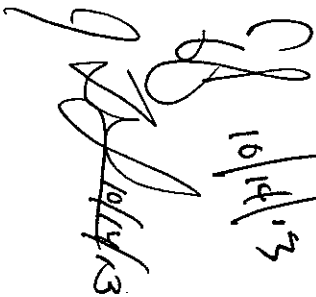
Effective October 11, 2013, the U1 salary schedule, steps 02 – 14 will be improved by 2.3%. Step 15 of the U1 salary schedule shall remain the same, however full time employees on this step shall receive a 2.3% recurring salary supplement. Employees will remain on their current salary step.

Additionally, effective October 11, 2013, full-time employees will receive a one-time supplement of \$331.

## ARTICLE XVIII -- OFFICE EMPLOYEES

Effective October 11, 2013, the U0 salary schedule, steps 02 – 13 will be improved by 2.3%. Step 14 of the U0 salary schedule shall remain the same, however full time employees on this step shall receive a 2.3% recurring salary supplement. Employees will remain on their current salary step.

Additionally, effective October 11, 2013, full-time employees will receive a one-time supplement of \$331.

  
10/14/13