

DCTA Counter Proposal - 01/18/2019 8:45pm

Step/Lane	BA	BA+15	BA+30	BA+45/MA	MA+15	MA+30	MA+45	PhD
1	45,800	48,050	50,300	52,550	54,800	57,050	59,300	63,800
2	47,375	49,625	51,875	54,125	56,375	58,625	60,875	65,745
3	49,450	51,200	53,450	55,700	57,950	60,200	62,450	67,692
4	51,025	52,775	55,025	57,275	59,525	61,775	64,025	69,639
5	52,600	54,350	56,600	58,850	61,100	63,350	65,600	71,586
6	54,425	55,925	58,175	60,425	62,675	64,925	67,175	73,533
7	56,150	57,500	59,750	62,000	64,250	66,500	68,750	75,480
8	57,825	59,075	61,325	63,575	65,825	68,075	70,325	77,427
9	59,500	60,650	62,900	65,150	67,400	69,650	71,900	79,374
10	61,250	62,225	64,475	66,725	68,975	71,225	73,475	81,321
11	62,750	63,800	66,050	68,300	70,550	72,800	75,050	83,268
12	64,250	65,375	67,625	69,875	72,125	74,375	76,625	85,215
13	65,700	66,950	69,200	71,450	73,700	75,950	78,200	87,162
14	66,775	68,525	70,775	73,025	75,275	77,525	79,775	89,109
15	67,850	70,100	72,350	74,600	76,850	79,100	81,350	91,056
16	69,425	71,675	73,925	76,175	78,425	80,675	82,925	93,003
17	71,000	73,250	75,500	77,750	80,000	82,250	84,500	94,950
18	72,575	74,825	77,075	79,325	81,575	83,825	86,075	96,897
19	74,150	76,400	78,650	80,900	83,150	85,400	87,650	98,844
20	75,725	77,975	80,225	82,475	84,725	86,975	89,225	100,000
21+	Cumulative longevity increases of \$1,624 added to base salary every 5 years							

Additional Terms:

- (a) Each PDU shall be the equivalent of three (3) college credits for the purposes of moving lanes.
 - (b) Nat'l Board Certification &/or Advanced License/Certificate shall award two (2) lane movements.
- If two additional lanes are not available, a 7% increase to base shall be awarded.

Incentive	Per Year
Distinguished Schools (10 Schools)	\$750
Hard-to-Staff Positions	\$2,500
Title 1	\$1,750
Tuition Reimbursement (Max. \$6,000)	\$1,000