

**TEACHER SALARY SCHEDULE COMPARISONS 2018-2019****KPBSD Compared To Mat-Su Borough School District 2018-2019**

Salary Schedule <u>Placement</u>	<u>KPBSD</u>	<u>MSBSD</u>	KPBSD <u>Difference</u>
Beginning Base Column	\$ 48,045	\$ 47,258	\$ 787
Max Base Column	\$ 67,616	\$ 61,776	\$ 5,840
Beginning Masters Column	\$ 51,851	\$ 53,479	\$ (1,628)
Max Beginning Masters Column	\$ 79,146	\$ 74,218	\$ 4,928
Max without Doctorate	\$ 91,274	\$ 86,662	\$ 4,612
Max with Doctorate	\$ 95,274	\$ 88,739	\$ 6,535

**KPBSD Compared To Anchorage School District 2018-2019**

Salary Schedule <u>Placement</u>	<u>KPBSD</u>	<u>ASD</u>	KPBSD <u>Difference</u>
Beginning Base Column	\$ 48,045	\$ 50,213	\$ (2,168)
Max Base Column	\$ 67,616	\$ 63,492	\$ 4,124
Beginning Masters Column	\$ 51,851	\$ 55,674	\$ (3,823)
Max Beginning Masters Column	\$ 79,146	\$ 75,596	\$ 3,550
Max without Doctorate	\$ 91,274	\$ 89,536	\$ 1,738
Max with Doctorate	\$ 95,274	\$ 91,311	\$ 3,963

**KPBSD Compared To Juneau School District 2018-2019**

Salary Schedule <u>Placement</u>	<u>KPBSD</u>	<u>JSD</u>	KPBSD <u>Difference</u>
Beginning Base Column	\$ 48,045	\$ 50,160	\$ (2,115)
Max Base Column	\$ 67,616	\$ 65,083	\$ 2,533
Beginning Masters Column	\$ 51,851	\$ 53,101	\$ (1,250)
Max Beginning Masters Column	\$ 79,146	\$ 78,957	\$ 189
Max without Doctorate	\$ 91,274	\$ 90,348	\$ 926
Max with Doctorate	\$ 95,274	\$ 90,348	\$ 4,926

**KPBSD Compared To Fairbanks North Star Borough School District 2018-2019**

Salary Schedule <u>Placement</u>	<u>KPBSD</u>	<u>FNSBSD</u>	KPBSD <u>Difference</u>
Beginning Base Column	\$ 48,045	\$ 49,278.97	\$ (1,233.97)
Max Base Column	\$ 67,616	\$ 65,263.95	\$ 2,352.05
Beginning Masters Column	\$ 51,851	\$ 54,304.01	\$ (2,453.01)
Max Beginning Masters Column	\$ 79,146	\$ 83,988.92	\$ (4,842.92)
Max without Doctorate	\$ 91,274	\$ 95,401.77	\$ (4,127.77)
Max with Doctorate	\$ 95,274	\$ 98,047.93	\$ (2,773.93)

Step	Staff	C	Staff	C+18	Staff	C+36orM	Staff	C+54/M	Staff	C+72/M	Staff	C+90/M	Experience
1	16.00	48,045	0.00	49,466	6.00	51,851	1.00	53,549	1.00	55,247	0.00	56,950	24.00
2	8.00	49,466	0.00	51,852	5.00	53,549	0.00	55,247	0.00	56,950	0.00	58,650	13.00
3	12.75	51,851	0.00	53,550	6.00	55,247	1.00	56,950	1.00	58,650	0.00	60,351	20.75
4	9.00	53,549	1.75	55,248	7.05	56,950	4.00	58,650	0.00	60,351	0.00	62,053	21.80
5	14.00	55,247	0.50	56,950	14.00	58,650	0.25	60,351	2.00	62,053	2.00	63,752	32.75
6	10.70	56,950	3.00	58,650	9.00	60,351	3.00	62,053	5.00	63,752	0.00	65,450	30.70
7	20.50	58,648	4.00	60,375	16.00	62,053	7.00	63,752	3.00	65,450	5.00	67,147	55.50
8	15.00	61,148	3.00	62,053	15.00	63,752	5.00	65,450	2.00	67,147	3.00	68,852	43.00
9	5.50	62,814	1.00	63,752	8.00	65,450	5.00	67,147	3.00	68,852	3.00	70,549	25.50
10	3.75	64,445	5.00	66,247	15.50	67,147	7.00	68,852	8.00	70,549	5.00	72,250	44.25
11	4.50	66,048	4.00	67,913	16.00	68,852	3.00	70,549	4.00	72,250	3.00	73,947	34.50
12	14.00	67,616	3.00	69,547	15.00	71,347	1.00	72,250	4.00	73,947	3.00	75,648	40.00
13	0.00		1.00	71,146	10.00	72,678	2.00	73,947	2.00	75,648	3.00	77,348	18.00
14	0.00		21.00	72,716	14.00	74,343	7.00	75,648	3.00	77,348	5.00	79,052	50.00
15	0.00		0.00		8.00	75,977	4.20	78,146	5.00	79,848	2.00	81,552	19.20
16	0.00		0.00		6.00	77,577	2.00	79,810	2.00	81,514	7.00	83,083	17.00
17	0.00		0.00		39.81	79,146	4.00	81,444	1.00	83,147	8.00	84,748	52.81
18	0.00		0.00		0.00		8.00	83,043	1.00	84,747	3.00	86,382	12.00
19	0.00		0.00		0.00		13.00	84,614	18.80	86,316	8.00	87,981	39.80
20	0.00		0.00		0.00		0.00		0.00		7.00	89,551	7.00
21	0.00		0.00		0.00		0.00		0.00		38.00	91,274	38.00

Staff	C	Staff	C+18	Staff	C+36 or M	Staff	C+54/M	Staff	C+72/M	Staff	C+90/M
133.70	7,640,802	47.25	3,202,230	210.36	14,353,095	77.45	5,676,821	65.80	4,979,386	105.00	8,799,713

Total Staff	639.560	Checksums
Total Base Salary	44,652,047	639.560
Base Average	69,817	44,633,413
Total Average	69,788	
Total Salary	44,633,413	

Error
<b>0.042%</b>

## THE KENAI PENINSULA EDUCATION ASSOCIATION

~~2017-2018~~ (1.5% increase)

2018-2019

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	48,045	49,466	51,851	53,549	55,247	56,950
(B)	49,466	51,852	53,549	55,247	56,950	58,650
(C)	51,851	53,550	55,247	56,950	58,650	60,351
(D)	53,549	55,248	56,950	58,650	60,351	62,053
(E)	55,247	56,950	58,650	60,351	62,053	63,752
(F)	56,950	58,650	60,351	62,053	63,752	65,450
(G)	58,648	60,375	62,053	63,752	65,450	67,147
(H)	61,148	62,053	63,752	65,450	67,147	68,852
(I)	62,814	63,752	65,450	67,147	68,852	70,549
(J)	64,445	66,247	67,147	68,852	70,549	72,250
(K)	66,048	67,913	68,852	70,549	72,250	73,947
(L)	67,616	69,547	71,347	72,250	73,947	75,648
(M)		71,146	72,678	73,947	75,648	77,348
(N)		72,716	74,343	75,648	77,348	79,052
(O)			75,977	78,146	79,848	81,552
(P)			77,577	79,810	81,514	83,083
(Q)			79,146	81,444	83,147	84,748
(R)				83,043	84,747	86,382
(S)				84,614	86,316	87,981
(T)						89,551

Step and column movement to all eligible employees

**LONGEVITY** 91,274

### 110 SALARY CONDITIONS

- E. **PhD's will receive \$4000 added to annual salary.** National Board of Professional Teaching Standards Certification or Certificate of Clinical Competency from the American Speech, Language and Hearing Association or National Certification of School Psychologists (NCSP) from the National Association of School Psychologists, or National Board Certification from the National Board for Certification of Occupational Therapy, or physical therapists with national certification will receive \$2000 added to annual salary. Only one PhD or one national certification will be recognized.

# MATANUSKA-SUSITNA EDUCATION ASSOCIATION

**Fiscal Year 2019**

*18-19 school year*

**185 Contracted Days**

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 47,258	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776
	daily rate	\$ 255.45	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92
1	annual salary	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852
	daily rate	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15
2	annual salary	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924
	daily rate	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35
3	annual salary	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998
	daily rate	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55
4	annual salary	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072
	daily rate	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77
5	annual salary	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144
	daily rate	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97
6	annual salary	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218
	daily rate	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18
7	annual salary	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293
	daily rate	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39
8	annual salary		\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367
	daily rate		\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61
9	annual salary			\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442
	daily rate			\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82
10	annual salary				\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442	\$ 82,515
	daily rate				\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82	\$ 446.03
11	annual salary					\$ 78,367	\$ 80,442	\$ 82,515	\$ 84,589
	daily rate					\$ 423.61	\$ 434.82	\$ 446.03	\$ 457.24
12	annual salary						\$ 82,515	\$ 84,589	\$ 86,662
	daily rate						\$ 446.03	\$ 457.24	\$ 468.44
13	annual salary						\$ 84,589	\$ 86,662	\$ 88,739
	daily rate						\$ 457.24	\$ 468.44	\$ 479.67

**ANCHORAGE EDUCATION ASSOCIATION**

**2018-2019 Salary Schedule**

Step	B00	B18	B36	M54	M72	M90
0	50,213	52,649	55,084	-	-	-
1	51,543	53,978	56,412	-	-	-
2	52,870	55,305	57,739	-	-	-
3	54,198	56,633	59,067	-	-	-
4	55,527	57,960	60,394	-	-	-
5	56,853	59,288	61,723	64,158	66,591	69,026
6	58,183	60,616	63,051	65,485	67,919	70,354
7	59,511	61,945	64,379	66,812	69,247	71,682
8	60,838	63,272	65,707	68,140	70,575	73,012
9	62,165	64,600	67,034	69,469	71,905	74,338
10	63,492	65,928	68,363	70,796	73,232	75,666
11	-	67,255	69,690	72,125	74,560	76,993
12	-	68,582	71,017	73,452	75,887	78,322
13	-	-	72,345	74,780	77,214	79,648
14	-	-	73,673	76,109	78,543	80,978
15	-	-	-	77,436	79,872	82,306
16	-	-	-	78,763	81,198	83,634
17	-	-	-	-	82,524	84,960
18	-	-	-	-	-	86,286

**2018-2019 Salary Schedule**

Step	Masters	B54 w/ Masters	B72 w/ Masters	B90 w/ Masters	B90 w/ Doctorate
0	55,674	58,108	60,545	62,979	64,751
1	57,002	59,437	61,872	64,306	66,080
2	58,331	60,765	63,198	65,634	67,408
3	59,657	62,093	64,526	66,961	68,735
4	60,987	63,420	65,855	68,290	70,064
5	62,314	64,748	67,183	69,618	71,391
6	63,643	66,075	68,511	70,947	72,720
7	64,969	67,405	69,840	72,273	74,048
8	66,297	68,732	71,167	73,601	75,375
9	67,625	70,060	72,495	74,928	76,702
10	68,954	71,388	73,823	76,257	78,031
11	70,281	72,716	75,150	77,586	79,359
12	71,609	74,044	76,478	78,913	80,686
13	72,936	75,372	77,807	80,240	82,014
14	74,266	76,700	79,133	81,569	83,343
15	75,596	78,027	80,462	82,896	84,670
16	-	79,356	81,790	84,224	85,999
17	-	80,685	83,118	85,552	87,326
18	-	-	84,447	86,880	88,653
19	-	-	85,776	88,208	89,982
20	-	-	-	89,536	91,311

TA'd

*[Signature]* 11-14-2018

AEA

Date

TA'd

*[Signature]* 11-14-18

ASD

Date

# JUNEAU EDUCATION ASSOCIATION

Final

Appendix D

## Juneau Education Association Salary Schedule 2018/2019 School Year

Hired	B+0		B+18		B+28		M+0		M+18	
Prior to 5/1/86 (JEA1)							B+40		B+58	
AFTER 5/1/86 (JEA2)	B+0		B+18		M+0		M+18		M+36	
					B+36		B+54		B+72	
Step	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily
0	50,160 274.10	51,002 276.70	53,101 290.17	55,301 302.19	58,578 309.16					
1	51,461 281.21	52,329 285.95	54,492 297.77	56,756 310.14	58,073 317.34					
2	52,801 288.53	53,695 293.42	55,924 305.60	58,257 318.34	59,612 325.75					
3	54,185 296.08	55,103 301.11	57,400 313.68	59,801 326.78	61,197 334.41					
4	55,607 303.86	56,553 309.03	58,918 321.96	61,391 335.47	62,831 343.34					
5	57,071 311.86	58,047 317.20	60,484 330.51	63,031 344.43	64,513 352.53					
6	58,581 320.11	59,584 325.60	62,096 339.32	64,718 353.65	66,245 361.99					
7	60,135 328.61	61,169 334.26	63,754 348.38	66,458 363.16	68,027 371.73					
8	61,734 337.34	62,801 343.17	65,464 357.73	68,248 372.94	69,864 381.77					
9	63,385 346.37	64,483 352.37	67,223 367.34	70,094 383.03	71,758 382.12					
10	63,385 346.37	66,215 361.83	69,037 377.25	71,993 393.40	73,708 402.77					
11	63,385 346.37	67,997 371.57	70,908 387.48	73,951 404.10	75,717 413.75					
12	63,385 346.37	69,835 381.61	72,832 397.99	75,963 415.10	77,782 425.04					
13	63,385 346.37	71,728 391.98	74,813 408.81	78,040 426.45	79,916 436.70					
14	63,385 346.37	71,728 391.98	76,855 419.97	80,178 438.13	82,109 448.68					
15	65,083 355.64	71,728 391.98	76,855 419.97	82,383 450.18	84,369 461.03					
16	65,083 355.64	73,677 402.61	78,957 431.46	84,649 462.56	86,695 473.74					
17	65,083 355.64	73,677 402.61	78,957 431.46	86,993 475.37	88,112 486.95					
18				88,189 481.96	90,348 493.70					

**Placement on Salary Scale:**

- The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 39, Section G.
- Teachers newly hired for the Juneau School District effective with the 2006/07 school year may apply for an adjusted total of ten (10) creditable years of teaching experience toward initial placement on the salary schedule, of which a maximum eight (8) years may be out-of-state experience with a master's degree and a maximum two (2) years may be out-of-state experience with a bachelor's degree.

# FAIRBANKS EDUCATION ASSOCIATION

2018-2019 SALARY SCHEDULE						
STEP	B+0	B+18	M/B+36	M+18	M+36	M+Specified Certification
0	49,278.97	51,564.01	54,304.01	57,045.02	58,873.03	61,519.17
1	51,564.01	53,850.07	56,589.02	59,448.36	61,160.09	63,805.18
2	53,850.07	56,136.12	58,873.03	61,612.00	63,440.02	66,085.13
3	56,136.12	58,417.04	61,160.09	63,896.01	65,721.98	68,366.08
4	58,417.04	60,701.05	63,440.02	66,182.04	68,006.00	70,650.08
5	60,701.05	62,981.99	65,721.98	68,465.02	70,286.93	72,932.06
6	62,981.99	65,264.97	68,006.00	70,742.92	72,571.96	75,218.10
7	65,263.95	67,547.96	70,204.32	73,026.93	74,851.88	77,498.00
8		69,830.94	72,571.96	75,308.88	77,138.93	79,784.07
9		72,111.98	74,851.88	77,592.89	79,419.90	82,066.02
10		74,396.90	77,138.93	79,875.85	81,701.85	84,347.97
11			79,420.90	82,158.85	83,984.83	86,631.98
12			81,703.89	84,440.82	86,267.81	88,913.95
13			83,988.92*	86,724.79	88,551.80	91,195.90
14				89,009.85	90,834.80	93,479.91
15					93,116.77	95,762.91
16					95,401.77	98,047.93

\*Master's degree only

Step movement on the salary schedule shall be limited to one (1) step per year.

- I. One (1) step for each year of public or nonpublic school experience is allowed, not to exceed six (6) steps on the B columns and eight (8) steps on the M columns. In order for experience credit to be granted the teacher must have held a valid teaching certificate and taught in a school that is approved or accredited.
  
- II. A bachelor's degree is the minimum training required for all new professional faculty with the exception of the vocational education teachers and non-degreed JrROTC instructors.

Certified, enlisted, and officer JrROTC instructors shall be compensated consistent with the contractual agreement between the District and the federal government. JrROTC instructor positions are non-tenured teaching positions. JrROTC instructors are required to hold limited teaching certificates from the state of Alaska. Teaching salaries for JrROTC