

**SPECIAL MAGISTRATE HEARING CASE NO. SM 2016 027
MEA SALARY PROPOSAL**

JANUARY 25, 2017

Schedule/Performance Group	COLA \$300 FTE of 2819.70	3 Levels + \$2 (\$911) FTE of 350.45 (63%)	4 Levels + \$2 (\$1214) FTE of 194.69 (35%)	4 Levels (\$1211) FTE of 1965.83	Longevity	Cost Without Benefits
COLA	\$ 845,910					\$ 845,910
Eligible Performance Effective (350.45)		\$ 319,260				\$ 319,260
Eligible Performance Highly Effective (194.69)			\$ 236,354			\$ 236,354
Eligible Grandfathered (1965.83)				\$ 2,380,620		\$ 2,380,620
TOTAL						\$ 3,782,144
LONGEVITY 16+ \$2100 (29)					\$ 60,900	
LONGEVITY 25+ \$3600 (27)					\$ 97,200	\$ 158,100
TOTAL						\$ 3,940,244
Prior TA Not Ratified						\$ 2,335,826
Difference						\$ 1,604,418

Schedule/Performance Group	COLA \$0 FTE of 2819.70	2 Levels + \$2 (\$609) FTE of 350.45 (63%)	3 Levels + \$2 (\$911) FTE of 194.69 (35%)	3 Levels (\$909) FTE of 1965.83	Longevity	Cost Without Benefits
COLA	\$ -					\$ -
Eligible Performance Effective (350.45)		\$ 213,424				\$ 213,424
Eligible Performance Highly Effective (194.69)			\$ 177,363			\$ 177,363
Eligible Grandfathered (1965.83)				\$ 1,786,939		\$ 1,786,939
TOTAL						\$ 2,177,726
LONGEVITY 16+ \$2100 (29)					\$ 60,900	
LONGEVITY 25+ \$3600 (27)					\$ 97,200	\$ 158,100
TOTAL						\$ 2,335,826

Performance Schedule 2016-2017 Specialist PAB2 10-Month					
1a	\$	41,612	13a	\$	52,493
1b	\$	41,914	13b	\$	52,795
1c	\$	42,216	13c	\$	53,097
2a	\$	42,519	14a	\$	53,400
2b	\$	42,821	14b	\$	53,702
2c	\$	43,123	14c	\$	54,004
3a	\$	43,425	15a	\$	54,306
3b	\$	43,728	15b	\$	54,609
3c	\$	44,030	15c	\$	54,911
4a	\$	44,332	16a	\$	55,213
4b	\$	44,634	16b	\$	55,515
4c	\$	44,937	16c	\$	55,818
5a	\$	45,239	17a	\$	56,120
5b	\$	45,541	17b	\$	56,422
5c	\$	45,843	17c	\$	56,724
6a	\$	46,146	18a	\$	57,027
6b	\$	46,448	18b	\$	57,329
6c	\$	46,750	18c	\$	57,631
7a	\$	47,052	19a	\$	57,933
7b	\$	47,355	19b	\$	58,236
7c	\$	47,657	19c	\$	58,538
8a	\$	47,959	20a	\$	58,840
8b	\$	48,261	20b	\$	59,142
8c	\$	48,564	20c	\$	59,445
9a	\$	48,866	21a	\$	59,747
9b	\$	49,168	21b	\$	60,049
9c	\$	49,470	21c	\$	60,351
10a	\$	49,773	22a	\$	60,654
10b	\$	50,075	22b	\$	60,956
10c	\$	50,377	22c	\$	61,258
11a	\$	50,679	23a	\$	61,560
11b	\$	50,982	23b	\$	61,863
11c	\$	51,284	23c	\$	62,165
12a	\$	51,586	24a	\$	62,467
12b	\$	51,888	24b	\$	62,769
12c	\$	52,191	24c	\$	63,072
			25a	\$	63,374
			25b	\$	63,676
			25c	\$	63,978
			26a	\$	64,281
			26b	\$	64,583
			26c	\$	64,885
			27a	\$	65,187
			27b	\$	65,490
			27c	\$	65,792
			28a	\$	66,094
			28b	\$	66,396
			28c	\$	66,699
			29a	\$	67,001
			29b	\$	67,303
			29c	\$	67,605
			30a	\$	67,908
			30b	\$	68,210
			30c	\$	68,512
			31a	\$	68,814
			31b	\$	69,117
			31c	\$	69,419
			32a	\$	69,721
			32b	\$	70,023
			32c	\$	70,326
			33a	\$	70,628
			33b	\$	70,930
			33c	\$	71,232
			34a	\$	71,535
			34b	\$	71,837
			34c	\$	72,139
			35a	\$	72,441
			35b	\$	72,744
			35c	\$	73,046
			36a	\$	73,348
			36b	\$	73,650
			36c	\$	73,953

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

TA BWP 10/10/10

New Teacher Placement	\$	41,612
1 Year	\$	41,914
2 Year	\$	42,216
3 Year	\$	42,519
4 Year	\$	42,821
5 Year	\$	43,123
6 Year	\$	43,425
7 Year	\$	43,728
8 Year	\$	44,030

Performance Schedule 2016-2017		
Doctorate		
PAA2		
10-Month		
1a	\$ 44,030	13b \$ 55,213
1b	\$ 44,332	13c \$ 55,515
1c	\$ 44,634	14a \$ 55,818
2a	\$ 44,937	14b \$ 56,120
2b	\$ 45,239	14c \$ 56,422
2c	\$ 45,541	15a \$ 56,724
3a	\$ 45,843	15b \$ 57,027
3b	\$ 46,146	15c \$ 57,329
3c	\$ 46,448	16a \$ 57,631
4a	\$ 46,750	16b \$ 57,933
4b	\$ 47,052	16c \$ 58,236
4c	\$ 47,355	17a \$ 58,538
5a	\$ 47,657	17b \$ 58,840
5b	\$ 47,959	17c \$ 59,142
5c	\$ 48,261	18a \$ 59,445
6a	\$ 48,564	18b \$ 59,747
6b	\$ 48,866	18c \$ 60,049
6c	\$ 49,168	19a \$ 60,351
7a	\$ 49,470	19b \$ 60,654
7b	\$ 49,773	19c \$ 60,956
7c	\$ 50,075	20a \$ 61,258
8a	\$ 50,377	20b \$ 61,560
8b	\$ 50,679	20c \$ 61,863
8c	\$ 50,982	21a \$ 62,165
9a	\$ 51,284	21b \$ 62,467
9b	\$ 51,586	21c \$ 62,769
9c	\$ 51,888	22a \$ 63,072
10a	\$ 52,191	22b \$ 63,374
10b	\$ 52,493	22c \$ 63,676
10c	\$ 52,795	23a \$ 63,978
11a	\$ 53,097	23b \$ 64,281
11b	\$ 53,400	23c \$ 64,583
11c	\$ 53,702	24a \$ 64,885
12a	\$ 54,004	24b \$ 65,187
12b	\$ 54,306	24c \$ 65,490
12c	\$ 54,609	25a \$ 65,792
13a	\$ 54,911	25b \$ 66,094
		25c \$ 66,396
		26a \$ 66,699
		26b \$ 67,001
		26c \$ 67,303
		27a \$ 67,605
		27b \$ 67,908
		27c \$ 68,210
		28a \$ 68,512
		28b \$ 68,814
		28c \$ 69,117
		29a \$ 69,419
		29b \$ 69,721
		29c \$ 70,023
		30a \$ 70,326
		30b \$ 70,628
		30c \$ 70,930
		31a \$ 71,232
		31b \$ 71,535
		31c \$ 71,837
		32a \$ 72,139
		32b \$ 72,441
		32c \$ 72,744
		33a \$ 73,046
		33b \$ 73,348
		33c \$ 73,650
		34a \$ 73,953
		34b \$ 74,255
		34c \$ 74,557
		35a \$ 74,859
		35b \$ 75,162
		35c \$ 75,464
		36a \$ 75,766
		36b \$ 76,068
		36c \$ 76,371
		37a \$ 76,673
		37b \$ 76,975
		37c \$ 77,277

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 44,030
1 Year	\$ 44,332
2 Year	\$ 44,634
3 Year	\$ 44,937
4 Year	\$ 45,239
5 Year	\$ 45,541
6 Year	\$ 45,843
7 Year	\$ 46,146
8 Year	\$ 46,448

TA BOP 10/10/16

Performance Schedule 2016-2017 Bachelor's Degree PXD2 11-Month					
1a	\$ 42,216	11b	\$ 51,586	21c	\$ 60,956
1b	\$ 42,519	11c	\$ 51,888	22a	\$ 61,258
1c	\$ 42,821	12a	\$ 52,191	22b	\$ 61,560
2a	\$ 43,123	12b	\$ 52,493	22c	\$ 61,863
2b	\$ 43,425	12c	\$ 52,795	23a	\$ 62,165
2c	\$ 43,728	13a	\$ 53,097	23b	\$ 62,467
3a	\$ 44,030	13b	\$ 53,400	23c	\$ 62,769
3b	\$ 44,332	13c	\$ 53,702	24a	\$ 63,072
3c	\$ 44,634	14a	\$ 54,004	24b	\$ 63,374
4a	\$ 44,937	14b	\$ 54,306	24c	\$ 63,676
4b	\$ 45,239	14c	\$ 54,609	25a	\$ 63,978
4c	\$ 45,541	15a	\$ 54,911	25b	\$ 64,281
5a	\$ 45,843	15b	\$ 55,213	25c	\$ 64,583
5b	\$ 46,146	15c	\$ 55,515	26a	\$ 64,885
5c	\$ 46,448	16a	\$ 55,818	26b	\$ 65,187
6a	\$ 46,750	16b	\$ 56,120	26c	\$ 65,490
6b	\$ 47,052	16c	\$ 56,422	27a	\$ 65,792
6c	\$ 47,355	17a	\$ 56,724	27b	\$ 66,094
7a	\$ 47,657	17b	\$ 57,027	27c	\$ 66,396
7b	\$ 47,959	17c	\$ 57,329	28a	\$ 66,699
7c	\$ 48,261	18a	\$ 57,631	28b	\$ 67,001
8a	\$ 48,564	18b	\$ 57,933	28c	\$ 67,303
8b	\$ 48,866	18c	\$ 58,236	29a	\$ 67,605
8c	\$ 49,168	19a	\$ 58,538	29b	\$ 67,908
9a	\$ 49,470	19b	\$ 58,840	29c	\$ 68,210
9b	\$ 49,773	19c	\$ 59,142	30a	\$ 68,512
9c	\$ 50,075	20a	\$ 59,445	30b	\$ 68,814
10a	\$ 50,377	20b	\$ 59,747	30c	\$ 69,117
10b	\$ 50,679	20c	\$ 60,049	31a	\$ 69,419
10c	\$ 50,982	21a	\$ 60,351	31b	\$ 69,721
11a	\$ 51,284	21b	\$ 60,654	31c	\$ 70,023

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 42,216
1 Year	\$ 42,519
2 Year	\$ 42,821
3 Year	\$ 43,123
4 Year	\$ 43,425
5 Year	\$ 43,728
6 Year	\$ 44,030
7 Year	\$ 44,332
8 Year	\$ 44,634

TA BOP 10/14/16

Performance Schedule 2016-2017		
Master's Degree		
PXC2		
11-Month		
1a	\$ 43,123	13a \$ 54,004
1b	\$ 43,425	13b \$ 54,306
1c	\$ 43,728	13c \$ 54,609
2a	\$ 44,030	14a \$ 54,911
2b	\$ 44,332	14b \$ 55,213
2c	\$ 44,634	14c \$ 55,515
3a	\$ 44,937	15a \$ 55,818
3b	\$ 45,239	15b \$ 56,120
3c	\$ 45,541	15c \$ 56,422
4a	\$ 45,843	16a \$ 56,724
4b	\$ 46,146	16b \$ 57,027
4c	\$ 46,448	16c \$ 57,329
5a	\$ 46,750	17a \$ 57,631
5b	\$ 47,052	17b \$ 57,933
5c	\$ 47,355	17c \$ 58,236
6a	\$ 47,657	18a \$ 58,538
6b	\$ 47,959	18b \$ 58,840
6c	\$ 48,261	18c \$ 59,142
7a	\$ 48,564	19a \$ 59,445
7b	\$ 48,866	19b \$ 59,747
7c	\$ 49,168	19c \$ 60,049
8a	\$ 49,470	20a \$ 60,351
8b	\$ 49,773	20b \$ 60,654
8c	\$ 50,075	20c \$ 60,956
9a	\$ 50,377	21a \$ 61,258
9b	\$ 50,679	21b \$ 61,560
9c	\$ 50,982	21c \$ 61,863
10a	\$ 51,284	22a \$ 62,165
10b	\$ 51,586	22b \$ 62,467
10c	\$ 51,888	22c \$ 62,769
11a	\$ 52,191	23a \$ 63,072
11b	\$ 52,493	23b \$ 63,374
11c	\$ 52,795	23c \$ 63,676
12a	\$ 53,097	24a \$ 63,978
12b	\$ 53,400	24b \$ 64,281
12c	\$ 53,702	24c \$ 64,583
		37a \$ 75,766

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

TA BAX
10/10/16

New Teacher Placement	\$ 43,123
1 Year	\$ 43,425
2 Year	\$ 43,728
3 Year	\$ 44,030
4 Year	\$ 44,332
5 Year	\$ 44,634
6 Year	\$ 44,937
7 Year	\$ 45,239
8 Year	\$ 45,541

10/10/16

Performance Schedule 2016-2017 Specialist PXB2 11-Month								
1a	\$	45,843	14a	\$	57,631	27a	\$	69,419
1b	\$	46,146	14b	\$	57,933	27b	\$	69,721
1c	\$	46,448	14c	\$	58,236	27c	\$	70,023
2a	\$	46,750	15a	\$	58,538	28a	\$	70,326
2b	\$	47,052	15b	\$	58,840	28b	\$	70,628
2c	\$	47,355	15c	\$	59,142	28c	\$	70,930
3a	\$	47,657	16a	\$	59,445	29a	\$	71,232
3b	\$	47,959	16b	\$	59,747	29b	\$	71,535
3c	\$	48,261	16c	\$	60,049	29c	\$	71,837
4a	\$	48,564	17a	\$	60,351	30a	\$	72,139
4b	\$	48,866	17b	\$	60,654	30b	\$	72,441
4c	\$	49,168	17c	\$	60,956	30c	\$	72,744
5a	\$	49,470	18a	\$	61,258	31a	\$	73,046
5b	\$	49,773	18b	\$	61,560	31b	\$	73,348
5c	\$	50,075	18c	\$	61,863	31c	\$	73,650
6a	\$	50,377	19a	\$	62,165	32a	\$	73,953
6b	\$	50,679	19b	\$	62,467	32b	\$	74,255
6c	\$	50,982	19c	\$	62,769	32c	\$	74,557
7a	\$	51,284	20a	\$	63,072	33a	\$	74,859
7b	\$	51,586	20b	\$	63,374	33b	\$	75,162
7c	\$	51,888	20c	\$	63,676	33c	\$	75,464
8a	\$	52,191	21a	\$	63,978	34a	\$	75,766
8b	\$	52,493	21b	\$	64,281	34b	\$	76,068
8c	\$	52,795	21c	\$	64,583	34c	\$	76,371
9a	\$	53,097	22a	\$	64,885	35a	\$	76,673
9b	\$	53,400	22b	\$	65,187	35b	\$	76,975
9c	\$	53,702	22c	\$	65,490	35c	\$	77,277
10a	\$	54,004	23a	\$	65,792	36a	\$	77,580
10b	\$	54,306	23b	\$	66,094	36b	\$	77,882
10c	\$	54,609	23c	\$	66,396	36c	\$	78,184
11a	\$	54,911	24a	\$	66,699	37a	\$	78,486
11b	\$	55,213	24b	\$	67,001	37b	\$	78,789
11c	\$	55,515	24c	\$	67,303	37c	\$	79,091
12a	\$	55,818	25a	\$	67,605	38a	\$	79,393
12b	\$	56,120	25b	\$	67,908	38b	\$	79,695
12c	\$	56,422	25c	\$	68,210	38c	\$	79,998
13a	\$	56,724	26a	\$	68,512	39a	\$	80,300
13b	\$	57,027	26b	\$	68,814	39b	\$	80,602
13c	\$	57,329	26c	\$	69,117	39c	\$	80,904

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$	45,843
1 Year	\$	46,146
2 Year	\$	46,448
3 Year	\$	46,750
4 Year	\$	47,052
5 Year	\$	47,355
6 Year	\$	47,657
7 Year	\$	47,959
8 Year	\$	48,261

TA BPP 10/10/16

Performance Schedule 2016-2017					
Doctorate					
PXA2					
11-Month					
1a	\$ 48,866	14c	\$ 61,258	28b	\$ 73,650
1b	\$ 49,168	15a	\$ 61,560	28c	\$ 73,953
1c	\$ 49,470	15b	\$ 61,863	29a	\$ 74,255
2a	\$ 49,773	15c	\$ 62,165	29b	\$ 74,557
2b	\$ 50,075	16a	\$ 62,467	29c	\$ 74,859
2c	\$ 50,377	16b	\$ 62,769	30a	\$ 75,162
3a	\$ 50,679	16c	\$ 63,072	30b	\$ 75,464
3b	\$ 50,982	17a	\$ 63,374	30c	\$ 75,766
3c	\$ 51,284	17b	\$ 63,676	31a	\$ 76,068
4a	\$ 51,586	17c	\$ 63,978	31b	\$ 76,371
4b	\$ 51,888	18a	\$ 64,281	31c	\$ 76,673
4c	\$ 52,191	18b	\$ 64,583	32a	\$ 76,975
5a	\$ 52,493	18c	\$ 64,885	32b	\$ 77,277
5b	\$ 52,795	19a	\$ 65,187	32c	\$ 77,580
5c	\$ 53,097	19b	\$ 65,490	33a	\$ 77,882
6a	\$ 53,400	19c	\$ 65,792	33b	\$ 78,184
6b	\$ 53,702	20a	\$ 66,094	33c	\$ 78,486
6c	\$ 54,004	20b	\$ 66,396	34a	\$ 78,789
7a	\$ 54,306	20c	\$ 66,699	34b	\$ 79,091
7b	\$ 54,609	21a	\$ 67,001	34c	\$ 79,393
7c	\$ 54,911	21b	\$ 67,303	35a	\$ 79,695
8a	\$ 55,213	21c	\$ 67,605	35b	\$ 79,998
8b	\$ 55,515	22a	\$ 67,908	35c	\$ 80,300
8c	\$ 55,818	22b	\$ 68,210	36a	\$ 80,602
9a	\$ 56,120	22c	\$ 68,512	36b	\$ 80,904
9b	\$ 56,422	23a	\$ 68,814	36c	\$ 81,207
9c	\$ 56,724	23b	\$ 69,117	37a	\$ 81,509
10a	\$ 57,027	23c	\$ 69,419	37b	\$ 81,811
10b	\$ 57,329	24a	\$ 69,721	37c	\$ 82,113
10c	\$ 57,631	24b	\$ 70,023	38a	\$ 82,416
11a	\$ 57,933	24c	\$ 70,326	38b	\$ 82,718
11b	\$ 58,236	25a	\$ 70,628	38c	\$ 83,020
11c	\$ 58,538	25b	\$ 70,930	39a	\$ 83,322
12a	\$ 58,840	25c	\$ 71,232	39b	\$ 83,625
12b	\$ 59,142	26a	\$ 71,535	39c	\$ 83,927
12c	\$ 59,445	26b	\$ 71,837	40a	\$ 84,229
13a	\$ 59,747	26c	\$ 72,139	40b	\$ 84,531
13b	\$ 60,049	27a	\$ 72,441	40c	\$ 84,834
13c	\$ 60,351	27b	\$ 72,744	41a	\$ 85,136
14a	\$ 60,654	27c	\$ 73,046	41b	\$ 85,438
14b	\$ 60,956	28a	\$ 73,348	41c	\$ 85,740
				42a	\$ 85,740

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 48,866
1 Year	\$ 49,168
2 Year	\$ 49,470
3 Year	\$ 49,773
4 Year	\$ 50,075
5 Year	\$ 50,377
6 Year	\$ 50,679
7 Year	\$ 50,982
8 Year	\$ 51,284