

Salary Schedule 2004-05

9.8901% TRS Contribution 0.75% TRS Health Contribution

IRS Sal	Brd Pd TRIP Employee Share
TRS Sal	Brd Pd TRS Employee Share

	BA		BA+15		MA		MA+15		MA+30		MA+45	
1	30,310	250	31,055	256	32,796	270	33,889	279	-	-	-	-
	33,308	2,998	34,126	3,071	36,040	3,244	37,241	3,352	-	-	-	-
2	31,058	256	32,203	265	34,449	284	35,597	293	-	-	-	-
	34,130	3,072	35,388	3,185	37,856	3,407	39,118	3,521	-	-	-	-
3	31,806	262	33,351	275	36,102	298	37,305	307	-	-	-	-
	34,952	3,146	36,649	3,298	39,673	3,571	40,995	3,690	-	-	-	-
4	32,554	268	34,499	284	37,755	311	39,013	322	-	-	-	-
	35,774	3,220	37,911	3,412	41,489	3,734	42,871	3,858	-	-	-	-
5	33,302	274	35,647	294	39,408	325	40,721	336	-	-	-	-
	36,596	3,294	39,173	3,526	43,305	3,897	44,748	4,027	-	-	-	-
6	34,050	281	36,795	303	41,061	338	42,429	350	44,154	364	45,820	378
	37,418	3,368	40,434	3,639	45,122	4,061	46,625	4,196	48,521	4,367	50,352	4,532
7	34,798	287	37,943	313	42,714	352	44,137	364	46,034	379	47,876	395
	38,240	3,442	41,696	3,753	46,938	4,224	48,502	4,365	50,587	4,553	52,611	4,735
8	35,546	293	39,091	322	44,367	366	45,845	378	47,914	395	49,932	412
	39,062	3,516	42,957	3,866	48,755	4,388	50,379	4,534	52,653	4,739	54,870	4,938
9	36,294	299	40,239	332	46,020	379	47,553	392	49,794	410	51,988	428
	39,884	3,590	44,219	3,980	50,571	4,551	52,256	4,703	54,719	4,925	57,130	5,142
10	37,044	305	41,387	341	47,673	393	49,261	406	51,674	426	54,044	445
	40,708	3,664	45,480	4,093	52,388	4,715	54,133	4,872	56,785	5,111	59,389	5,345
11	-	-	42,535	351	49,326	407	50,969	420	53,554	441	56,100	462
	-	-	46,742	4,207	54,204	4,878	56,010	5,041	58,851	5,297	61,648	5,548
12	-	-	43,683	360	50,979	420	52,677	434	55,434	457	58,156	479
	-	-	48,003	4,320	56,021	5,042	57,887	5,210	60,916	5,482	63,908	5,752
13	-	-	44,831	369	52,632	434	54,385	448	57,314	472	60,212	496
	-	-	49,265	4,434	57,837	5,205	59,764	5,379	62,982	5,668	66,167	5,955
14	-	-	45,979	379	54,285	447	56,093	462	59,194	488	62,268	513
	-	-	50,526	4,547	59,654	5,369	61,641	5,548	65,048	5,854	68,426	6,158
15	-	-	47,123	388	55,938	461	57,801	476	61,074	503	64,324	530
	-	-	51,784	4,661	61,470	5,532	63,518	5,717	67,114	6,040	70,686	6,362
16	-	-	-	-	57,591	475	59,509	490	62,954	519	66,380	547
	-	-	-	-	63,287	5,696	65,395	5,886	69,180	6,226	72,945	6,565
17	-	-	-	-	59,244	488	61,217	505	64,834	534	68,436	564
	-	-	-	-	65,103	5,859	67,271	6,054	71,246	6,412	75,204	6,768
18	-	-	-	-	60,897	502	62,925	519	66,714	550	70,492	581
	-	-	-	-	66,920	6,023	69,148	6,223	73,312	6,598	77,464	6,972
19	-	-	-	-	62,550	516	64,633	533	68,594	565	72,548	598
	-	-	-	-	68,736	6,186	71,025	6,392	75,378	6,784	79,723	7,175
20	-	-	-	-	64,198	529	66,341	547	70,474	581	74,604	615
	-	-	-	-	70,547	6,349	72,902	6,561	77,444	6,970	81,982	7,378
21	-	-	-	-	-	-	68,049	561	72,354	596	76,660	632
	-	-	-	-	-	-	74,779	6,730	79,510	7,156	84,242	7,582
22	-	-	-	-	-	-	69,760	575	74,234	612	78,716	649
	-	-	-	-	-	-	76,659	6,899	81,576	7,342	86,501	7,785
23	-	-	-	-	-	-	-	-	76,120	627	80,772	666
	-	-	-	-	-	-	-	-	83,648	7,528	88,760	7,988
24	-	-	-	-	-	-	-	-	-	-	82,827	683
	-	-	-	-	-	-	-	-	-	-	91,019	8,192
Master Incent	1,700	14	1,200	10	800	7	-	-	-	-	-	-
	1,868	168	1,319	119	879	79	-	-	-	-	-	-
Top of Scale	-	-	-	-	800	7	1,050	9	1,525	13	1,825	15
	-	-	-	-	879	79	1,154	104	1,676	151	2,005	180

Increment Schedule 2004-05 Note: The schedule includes only years 1 thru 4. Years 5 and above are based on a multiple of the employee salary to a maximum of the MA30 Step 15.

Year	A	B	C	D	E	F	G	H	I	J
1	0.020	0.030	0.040	0.050	0.060	0.070	0.080	0.090	0.100	0.110
2	0.022	0.033	0.044	0.055	0.066	0.077	0.088	0.099	0.110	0.121
3	0.024	0.036	0.048	0.060	0.072	0.084	0.096	0.108	0.120	0.132
4	0.026	0.039	0.052	0.065	0.078	0.091	0.104	0.117	0.130	0.143
5	0.028	0.040	0.050	0.062	0.075	0.090	0.106	0.110	0.120	0.140

w/out TRS

Yr 1-4 Base 30,310

Yr 5+ Max Base 61,074

IRS Sal	Brd Pd Health
TRs Sal	Brd Pd TRS

9.89011% TRS Contribution 0.75% TRS Health Contribution

	A		B		C		D		E		F		G		H		I		J	
1	606	5	909	7	1,212	10	1,516	12	1,819	15	2,122	17	2,425	20	2,728	22	3,031	25	3,334	27
	666	60	999	90	1,332	120	1,666	150	1,999	180	2,332	210	2,665	240	2,998	270	3,331	300	3,664	330
2	667	5	1,000	8	1,334	11	1,667	14	2,000	16	2,334	19	2,667	22	3,001	25	3,334	27	3,668	30
	733	66	1,099	99	1,466	132	1,832	165	2,198	198	2,565	231	2,931	264	3,298	297	3,664	330	4,031	363
3	727	6	1,091	9	1,455	12	1,819	15	2,182	18	2,546	21	2,910	24	3,273	27	3,637	30	4,001	33
	799	72	1,199	108	1,599	144	1,999	180	2,398	216	2,798	252	3,198	288	3,597	324	3,997	360	4,397	396
4	788	6	1,182	10	1,576	13	1,970	16	2,364	19	2,758	23	3,152	26	3,546	29	3,940	32	4,334	36
	866	78	1,299	117	1,732	156	2,165	195	2,598	234	3,031	273	3,464	312	3,897	351	4,330	390	4,763	429
5+	0.028		0.040		0.050		0.062		0.075		0.090		0.106		0.110		0.120		0.140	

In year 5, the above percentage is multiplied by the employee salary up to the maximum listed above.

Salary Schedule 2005-06

9.8901% TRS Contribution 0.75% TRS Health Contribution

IRS Sal	Brd Pd TRIP Employee Share
TRS Sal	Brd Pd TRS Employee Share

	BA		BA+15		MA		MA+15		MA+30		MA+45	
1	31,610	261	32,355	267	35,096	289	36,189	298	-	-	-	-
	34,736	3,126	35,555	3,200	38,567	3,471	39,768	3,579	-	-	-	-
2	32,289	266	33,471	276	36,689	302	37,848	312	-	-	-	-
	35,482	3,193	36,781	3,310	40,318	3,629	41,591	3,743	-	-	-	-
3	32,968	272	34,587	285	38,282	316	39,507	326	-	-	-	-
	36,229	3,261	38,008	3,421	42,068	3,786	43,414	3,907	-	-	-	-
4	33,647	277	35,703	294	39,875	329	41,166	339	-	-	-	-
	36,975	3,328	39,234	3,531	43,819	3,944	45,237	4,071	-	-	-	-
5	34,326	283	36,819	303	41,468	342	42,825	353	-	-	-	-
	37,721	3,395	40,460	3,641	45,569	4,101	47,060	4,235	-	-	-	-
6	35,005	289	37,935	313	43,061	355	44,484	367	46,454	383	48,120	397
	38,467	3,462	41,687	3,752	47,320	4,259	48,884	4,400	51,048	4,594	52,879	4,759
7	35,684	294	39,051	322	44,654	368	46,143	380	48,281	398	50,132	413
	39,213	3,529	42,913	3,862	49,070	4,416	50,707	4,564	53,056	4,775	55,090	4,958
8	36,363	300	40,167	331	46,247	381	47,802	394	50,108	413	52,144	430
	39,959	3,596	44,140	3,973	50,821	4,574	52,530	4,728	55,064	4,956	57,301	5,157
9	37,042	305	41,283	340	47,840	394	49,461	408	51,935	428	54,156	446
	40,705	3,663	45,366	4,083	52,571	4,731	54,353	4,892	57,071	5,136	59,512	5,356
10	37,720	311	42,399	349	49,433	407	51,120	421	53,762	443	56,168	463
	41,451	3,731	46,592	4,193	54,322	4,889	56,176	5,056	59,079	5,317	61,723	5,555
11	-	-	43,515	359	51,026	421	52,779	435	55,589	458	58,180	480
	-	-	47,819	4,304	56,073	5,047	57,999	5,220	61,087	5,498	63,934	5,754
12	-	-	44,631	368	52,619	434	54,438	449	57,416	473	60,192	496
	-	-	49,045	4,414	57,823	5,204	59,822	5,384	63,095	5,679	66,145	5,953
13	-	-	45,747	377	54,212	447	56,097	462	59,243	488	62,204	513
	-	-	50,271	4,524	59,574	5,362	61,645	5,548	65,102	5,859	68,356	6,152
14	-	-	46,863	386	55,805	460	57,756	476	61,070	503	64,216	529
	-	-	51,498	4,635	61,324	5,519	63,468	5,712	67,110	6,040	70,567	6,351
15	-	-	47,983	395	57,398	473	59,415	490	62,897	518	66,228	546
	-	-	52,729	4,746	63,075	5,677	65,291	5,876	69,118	6,221	72,778	6,550
16	-	-	-	-	58,991	486	61,074	503	64,724	533	68,240	562
	-	-	-	-	64,825	5,834	67,114	6,040	71,125	6,401	74,989	6,749
17	-	-	-	-	60,584	499	62,733	517	66,551	548	70,252	579
	-	-	-	-	66,576	5,992	68,937	6,204	73,133	6,582	77,200	6,948
18	-	-	-	-	62,177	512	64,392	531	68,378	564	72,264	596
	-	-	-	-	68,326	6,149	70,760	6,368	75,141	6,763	79,411	7,147
19	-	-	-	-	63,770	526	66,051	544	70,205	579	74,276	612
	-	-	-	-	70,077	6,307	72,584	6,533	77,148	6,943	81,622	7,346
20	-	-	-	-	65,370	539	67,710	558	72,032	594	76,288	629
	-	-	-	-	71,835	6,465	74,407	6,697	79,156	7,124	83,833	7,545
21	-	-	-	-	-	-	69,369	572	73,859	609	78,300	645
	-	-	-	-	-	-	76,230	6,861	81,164	7,305	86,044	7,744
22	-	-	-	-	-	-	-	-	75,686	624	80,312	662
	-	-	-	-	-	-	-	-	83,171	7,485	88,255	7,943
23	-	-	-	-	-	-	-	-	77,509	639	82,324	678
	-	-	-	-	-	-	-	-	85,175	7,666	90,466	8,142
24	-	-	-	-	-	-	-	-	-	-	84,339	695
	-	-	-	-	-	-	-	-	-	-	92,680	8,341
Master Incent	1,700	14	1,200	10	800	7	-	-	-	-	-	-
	1,868	168	1,319	119	879	79	-	-	-	-	-	-
Top of Scale	-	-	-	-	-	-	1,065	9	1,550	13	2,108	17
	-	-	-	-	-	-	1,170	105	1,703	153	2,316	208

Increment Schedule 2005-06 Note: The schedule includes only years 1 thru 4. Years 5 and above are based on a multiple of the employee salary to a maximum of the MA30 Step 15.

Year	A	B	C	D	E	F	G	H	I	J										
Yr 1-4 Base	w/out TRS		31,610		IRS Sal	Brd Pd Health														
Yr 5+ Max Base	62,897		TRS Sal	Brd Pd TRS	9.89011%	TRS Contribution	0.75%	TRS Health Contribution												
	A		B		C		D		E		F		G		H		I		J	
1	632	5	948	8	1,264	10	1,581	13	1,897	16	2,213	18	2,529	21	2,845	23	3,161	26	3,477	29
	695	63	1,042	94	1,389	125	1,737	156	2,085	188	2,432	219	2,779	250	3,126	281	3,474	313	3,821	344
2	695	6	1,043	9	1,391	11	1,739	14	2,086	17	2,434	20	2,782	23	3,129	26	3,477	29	3,825	32
	764	69	1,146	103	1,529	138	1,911	172	2,292	206	2,675	241	3,057	275	3,438	309	3,821	344	4,203	378
3	759	6	1,138	9	1,517	13	1,897	16	2,276	19	2,655	22	3,035	25	3,414	28	3,793	31	4,173	34
	834	75	1,251	113	1,667	150	2,085	188	2,501	225	2,918	263	3,335	300	3,752	338	4,168	375	4,586	413
4	822	7	1,233	10	1,644	14	2,055	17	2,466	20	2,877	24	3,287	27	3,698	30	4,109	34	4,520	37
	903	81	1,355	122	1,807	163	2,258	203	2,710	244	3,162	285	3,612	325	4,064	366	4,515	406	4,967	447
5+	0.028		0.040		0.050		0.062		0.075		0.090		0.106		0.110		0.120		0.140	

In year 5, the above percentage is multiplied by the employee salary up to the maximum listed above.

Salary Schedule 2006-07

9.8901% TRS Contribution 0.75% TRS Health Contribution

IRS Sal	Brd Pd TRIP Employee Share
TRS Sal	Brd Pd TRS Employee Share

	BA		BA+15		MA		MA+15		MA+30		MA+45	
1	34,310	283	35,055	289	38,796	320	39,889	329	-	-	-	-
	37,703	3,393	38,522	3,467	42,633	3,837	43,834	3,945	-	-	-	-
2	34,794	287	36,064	297	40,281	332	41,457	342	-	-	-	-
	38,235	3,441	39,631	3,567	44,265	3,984	45,557	4,100	-	-	-	-
3	35,278	291	37,073	306	41,766	344	43,025	355	-	-	-	-
	38,767	3,489	40,740	3,667	45,897	4,131	47,280	4,255	-	-	-	-
4	35,762	295	38,082	314	43,251	356	44,593	368	-	-	-	-
	39,299	3,537	41,848	3,766	47,529	4,278	49,003	4,410	-	-	-	-
5	36,246	299	39,091	322	44,736	369	46,161	380	-	-	-	-
	39,831	3,585	42,957	3,866	49,160	4,424	50,726	4,565	-	-	-	-
6	36,730	303	40,100	330	46,221	381	47,729	393	50,154	413	51,820	427
	40,363	3,633	44,066	3,966	50,792	4,571	52,449	4,720	55,114	4,960	56,945	5,125
7	37,214	307	41,109	339	47,706	393	49,297	406	51,877	428	53,744	443
	40,895	3,681	45,175	4,066	52,424	4,718	54,173	4,876	57,008	5,131	59,059	5,315
8	37,698	311	42,118	347	49,191	405	50,865	419	53,600	442	55,668	459
	41,426	3,728	46,284	4,166	54,056	4,865	55,896	5,031	58,901	5,301	61,174	5,506
9	38,182	315	43,127	355	50,676	418	52,433	432	55,323	456	57,592	475
	41,958	3,776	47,392	4,265	55,688	5,012	57,619	5,186	60,795	5,472	63,288	5,696
10	38,663	319	44,136	364	52,161	430	54,001	445	57,046	470	59,516	491
	42,487	3,824	48,501	4,365	57,320	5,159	59,342	5,341	62,688	5,642	65,402	5,886
11	-	-	45,145	372	53,646	442	55,569	458	58,769	484	61,440	506
	-	-	49,610	4,465	58,952	5,306	61,065	5,496	64,581	5,812	67,516	6,076
12	-	-	46,154	380	55,131	454	57,137	471	60,492	499	63,364	522
	-	-	50,719	4,565	60,584	5,453	62,788	5,651	66,475	5,983	69,631	6,267
13	-	-	47,163	389	56,616	467	58,705	484	62,215	513	65,288	538
	-	-	51,827	4,664	62,215	5,599	64,511	5,806	68,368	6,153	71,745	6,457
14	-	-	48,172	397	58,101	479	60,273	497	63,938	527	67,212	554
	-	-	52,936	4,764	63,847	5,746	66,234	5,961	70,262	6,324	73,859	6,647
15	-	-	49,183	405	59,586	491	61,841	510	65,661	541	69,136	570
	-	-	54,047	4,864	65,479	5,893	67,957	6,116	72,155	6,494	75,974	6,838
16	-	-	-	-	61,071	503	63,409	523	67,384	555	71,060	586
	-	-	-	-	67,111	6,040	69,680	6,271	74,048	6,664	78,088	7,028
17	-	-	-	-	62,556	516	64,977	536	69,107	570	72,984	602
	-	-	-	-	68,743	6,187	71,403	6,426	75,942	6,835	80,202	7,218
18	-	-	-	-	64,041	528	66,545	548	70,830	584	74,908	617
	-	-	-	-	70,375	6,334	73,126	6,581	77,835	7,005	82,316	7,408
19	-	-	-	-	65,526	540	68,113	561	72,553	598	76,832	633
	-	-	-	-	72,007	6,481	74,849	6,736	79,729	7,176	84,431	7,599
20	-	-	-	-	67,004	552	69,681	574	74,276	612	78,756	649
	-	-	-	-	73,631	6,627	76,573	6,892	81,622	7,346	86,545	7,789
21	-	-	-	-	-	-	71,249	587	77,722	641	80,680	665
	-	-	-	-	-	-	78,296	7,047	85,409	7,687	88,659	7,979
22	-	-	-	-	-	-	72,809	600	79,447	655	82,604	681
	-	-	-	-	-	-	80,010	7,201	87,304	7,857	90,774	8,170
23	-	-	-	-	-	-	-	-	-	-	84,528	697
	-	-	-	-	-	-	-	-	-	-	92,888	8,360
24	-	-	-	-	-	-	-	-	-	-	86,447	712
	-	-	-	-	-	-	-	-	-	-	94,997	8,550
Master Incent	1,700	14	1,200	10	800	7	-	-	-	-	-	-
	1,868	168	1,319	119	879	79	-	-	-	-	-	-
Top of Scale	-	-	-	-	-	-	1,092	9	1,589	13	2,161	18
	-	-	-	-	-	-	1,200	108	1,746	157	2,375	214

Increment Schedule 2006-07 Note: The schedule includes only years 1 thru 4. Years 5 and above are based on a multiple of the employee salary to a maximum of the MA30 Step 15.

Year	A	B	C	D	E	F	G	H	I	J										
Yr 1-4 Base	w/out TRS 34,310		IRS Sal		Brd Pd Health															
Yr 5+ Max Base	65,661		TRs Sal		Brd Pd TRS		9.89011% TRS Contribution 0.75% TRS Health Contribution													
	A		B		C		D		E		F		G		H		I		J	
1	686	6	1,029	8	1,372	11	1,716	14	2,059	17	2,402	20	2,745	23	3,088	25	3,431	28	3,774	31
	754	68	1,131	102	1,508	136	1,886	170	2,263	204	2,640	238	3,016	271	3,393	305	3,770	339	4,147	373
2	755	6	1,132	9	1,510	12	1,887	16	2,264	19	2,642	22	3,019	25	3,397	28	3,774	31	4,152	34
	830	75	1,244	112	1,659	149	2,074	187	2,488	224	2,903	261	3,318	299	3,733	336	4,147	373	4,563	411
3	823	7	1,235	10	1,647	14	2,059	17	2,470	20	2,882	24	3,294	27	3,705	31	4,117	34	4,529	37
	904	81	1,357	122	1,810	163	2,263	204	2,714	244	3,167	285	3,620	326	4,071	366	4,524	407	4,977	448
4	892	7	1,338	11	1,784	15	2,230	18	2,676	22	3,122	26	3,568	29	4,014	33	4,460	37	4,906	40
	980	88	1,470	132	1,960	176	2,451	221	2,941	265	3,431	309	3,921	353	4,411	397	4,901	441	5,391	485
5+	0.028		0.040		0.050		0.062		0.075		0.090		0.106		0.110		0.120		0.140	

In year 5, the above percentage is multiplied by the employee salary up to the maximum listed above.