

APPENDIX A-3

LICENSED PROFESSIONAL SALARY PLAN

Effective July 1, 2016 and ending June 30, 2017

Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23
	<u>191 Day Base Salary</u>	<u>191 Day Base Salary</u>	<u>191 Day Base Salary</u>	<u>191 Day Base Salary</u>	<u>191 Day Base Salary</u>
1	36,286	37,629	39,021	40,465	41,962
2	37,629	39,021	40,465	41,962	43,515
3	39,021	40,465	41,962	43,515	45,125
4	40,465	41,962	43,515	45,125	46,795
5	41,962	43,515	45,125	46,795	48,526
6	43,515	45,125	46,795	48,526	50,321
7	44,320	45,960	47,661	49,424	51,253
8	45,140	46,810	48,542	50,338	52,201
9	46,810	48,542	50,338	52,201	54,132
10	48,542	50,338	52,201	54,132	56,135
11	50,338	52,201	54,132	56,135	58,212
12	52,201	54,132	56,135	58,212	60,366
13	54,132	56,135	58,212	60,366	62,600
14^ (previously 16*)	56,135	58,212	60,366	62,600	64,916
15 (previously Longevity 16)	58,212	60,366	62,600	64,916	67,318
16 (new top step)	59,813	62,026	64,322	66,701	69,169

Step	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
	<u>191 Day Base Salary</u>	<u>191 Day Base Salary</u>
1	43,515	45,125
2	45,125	46,795
3	46,795	48,526
4	48,526	50,321
5	50,321	52,183
6	52,183	54,114
7	53,149	55,116
8	54,132	56,135
9	56,135	58,212
10	58,212	60,366
11	60,366	62,600
12	62,600	64,916
13	64,916	67,318
14^ (previously 16*)	67,318	69,809
15 (previously Longevity 16)	69,809	72,392
16 (previously Longevity 17)	71,903	74,564
17 (new top step)	73,880	76,615

Notes:

- * The 2016-17 Salary Plan reflects a 1.3% cost of living increase.
- ^ Highest entry level for 2016-2017.
- In 2014-15, the following steps were renumbered:
 - Step 14 (previously "16*").
 - Step 15 (previously "Longevity 16").
 - Step 16 is comprised of the following: a new top step in the first five columns, and what was formerly "Longevity 17" in the last two columns.
 - Step 17 has been added as the new top step for the last two columns.
 - For 2016-17, the new top step created in 2014-15 (Step 16 for the first five columns and Step 17 for the last two columns) is 2.75% higher than the preceding step.