

Final

**Appendix B
Juneau Education Association Salary Schedule
2009/2010 School Year**

Hired	B+0		B+18		B+29		M+0		M+18	
Prior to 5/1/96 (JEA1)	B+0		B+18		B+29		M+0		M+18	
AFTER 5/1/96 (JEA2)	B+0		B+18		M+0		M+18		M+36	
Step	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily
0	40,886 224.65	41,646 228.82	43,541 239.24	45,525 250.14	46,677 256.47					
1	42,061 231.10	42,843 235.40	44,795 246.13	46,838 257.35	48,026 263.88					
2	43,270 237.75	44,076 242.18	46,088 253.23	48,192 264.79	49,415 271.51					
3	44,517 244.60	45,346 249.15	47,419 260.54	49,585 272.45	50,845 279.37					
4	45,800 251.65	46,655 256.35	48,790 268.08	51,020 280.33	52,318 287.46					
5	47,122 258.91	48,002 263.75	50,201 275.83	52,499 288.46	53,836 295.80					
6	48,484 266.40	49,390 271.37	51,656 283.82	54,022 296.82	55,398 304.38					
7	49,886 274.10	50,820 279.23	53,153 292.05	55,591 305.45	57,008 313.23					
8	51,330 282.03	52,293 287.32	54,695 300.52	57,207 314.32	58,666 322.34					
9	52,819 290.21	53,810 295.66	56,285 309.26	58,871 323.47	60,374 331.73					
10	52,819 290.21	55,373 304.25	57,921 318.25	60,586 332.89	62,133 341.39					
11	52,819 290.21	56,982 313.09	59,607 327.51	62,352 342.59	63,945 351.35					
12	52,819 290.21	58,640 322.20	61,343 337.05	64,170 352.58	65,811 361.60					
13	52,819 290.21	60,347 331.58	63,131 346.87	66,043 362.87	67,734 372.16					
14	52,819 290.21	60,347 331.58	64,973 356.99	67,972 373.47	69,714 383.04					
15	54,351 298.63	60,347 331.58	64,973 356.99	69,959 384.39	71,753 394.25					
16	54,351 298.63	62,106 341.24	66,870 367.42	72,006 395.64	73,853 405.79					
17	54,351 298.63	62,106 341.24	66,870 367.42	74,122 407.26	76,033 417.76					
18				75,209 413.24	77,148 423.89					

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 40, Section G.
2. 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 six(6) years may be out-of-state experience with a bachelor's degree.

Final

**Appendix C
Juneau Education Association Salary Schedule
2010/2011 School Year**

Hired					
Prior to 5/1/96 (JEA1)	B+0	B+18	B+29	M+0 B+40	M+18 B+58
AFTER 5/1/96 (JEA2)	B+0	B+18	M+0 B+36	M+18 B+54	M+36 B+72
Step	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily	Annual/ Daily
0	43,625 238.39	44,405 242.65	46,348 253.27	48,383 264.39	49,564 270.84
1	44,830 244.97	45,632 249.36	47,634 260.30	49,730 271.75	50,948 278.40
2	46,070 251.75	46,897 256.27	48,960 267.54	51,118 279.33	52,372 286.19
3	47,349 258.74	48,199 263.38	50,325 275.00	52,547 287.14	53,839 294.20
4	48,665 265.93	49,542 270.72	51,731 282.68	54,019 295.19	55,350 302.46
5	50,021 273.34	50,923 278.27	53,179 290.60	55,535 303.47	56,907 310.97
6	51,418 280.97	52,347 286.05	54,671 298.75	57,097 312.01	58,509 319.72
7	52,856 288.83	53,813 294.06	56,206 307.14	58,707 320.80	60,160 328.74
8	54,337 296.92	55,324 302.32	57,788 315.78	60,364 329.86	61,860 338.03
9	55,864 305.27	56,880 310.82	59,418 324.69	62,071 339.19	63,612 347.61
10	55,864 305.27	58,483 319.58	61,096 333.86	63,830 348.80	65,416 357.46
11	55,864 305.27	60,133 328.60	62,825 343.31	65,641 358.69	67,275 367.62
12	55,864 305.27	61,834 337.89	64,606 353.04	67,505 368.88	69,188 378.08
13	55,864 305.27	63,584 347.45	66,440 363.06	69,426 379.38	71,161 388.86
14	55,864 305.27	63,584 347.45	68,329 373.38	71,405 390.19	73,191 399.95
15	57,435 313.85	63,584 347.45	68,329 373.38	73,443 401.33	75,282 411.38
16	57,435 313.85	65,388 357.31	70,274 384.01	75,542 412.80	77,436 423.15
17	57,435 313.85	65,388 357.31	70,274 384.01	77,712 424.66	79,672 435.37
18				78,827 430.75	80,816 441.62

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 40, Section G.
2. 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 six(6) years may be out-of-state experience with a bachelor's degree.

Final

**Appendix D
Juneau Education Association Salary Schedule
2011/2012 School Year**

Hired	B+0		B+18		B+29		M+0		M+18	
Prior to 5/1/96 (JEA1)	B+0		B+18		B+29		M+0		M+18	
AFTER 5/1/96 (JEA2)	B+0		B+18		M+0		M+18		M+36	
	B+0		B+18		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	46,063 250.34	46,861 254.68	48,849 265.48	50,931 276.80	52,139 283.36					
1	47,296 257.04	48,117 261.51	50,165 272.64	52,309 284.29	53,555 291.06					
2	48,565 263.94	49,411 268.54	51,521 280.01	53,729 292.01	55,012 298.98					
3	49,873 271.05	50,743 275.78	52,918 287.60	55,191 299.95	56,513 307.14					
4	51,220 278.37	52,117 283.24	54,356 295.41	56,697 308.14	58,059 315.54					
5	52,607 285.91	53,530 290.92	55,838 303.47	58,248 316.57	59,652 324.20					
6	54,036 293.67	54,986 298.84	57,364 311.76	59,846 325.25	61,291 333.10					
7	55,507 301.67	56,486 306.99	58,934 320.29	61,493 334.20	62,980 342.28					
8	57,022 309.90	58,032 315.39	60,553 329.09	63,188 343.41	64,719 351.73					
9	58,585 318.40	59,624 324.04	62,220 338.15	64,935 352.91	66,511 361.47					
10	58,585 318.40	61,264 332.96	63,937 347.48	66,734 362.68	68,357 371.51					
11	58,585 318.40	62,952 342.13	65,706 357.10	68,587 372.76	70,259 381.84					
12	58,585 318.40	64,692 351.59	67,528 367.00	70,494 383.12	72,216 392.48					
13	58,585 318.40	66,483 361.32	69,404 377.20	72,459 393.80	74,234 403.45					
14	58,585 318.40	66,483 361.32	71,337 387.70	74,484 404.80	76,311 414.73					
15	60,192 327.13	66,483 361.32	71,337 387.70	76,569 416.14	78,450 426.36					
16	60,192 327.13	68,328 371.35	73,327 398.52	78,716 427.80	80,654 438.34					
17	60,192 327.13	68,328 371.35	73,327 398.52	80,936 439.87	82,942 450.77					
18				82,077 446.07	84,112 457.13					

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 40, Section G.
2. 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 six(6) years may be out-of-state experience with a bachelor's degree.