

Final

**Appendix C
Juneau Education Association Salary "On" Schedule
2015/2016 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	49,170 268.69	49,996 273.20	52,054 284.45	54,210 296.23	55,461 303.07					
1	50,446 275.66	51,297 280.31	53,417 291.90	55,637 304.03	56,927 311.08					
2	51,759 282.84	52,636 287.63	54,821 299.57	57,107 312.06	58,436 319.32					
3	53,115 290.25	54,016 295.17	56,268 307.48	58,621 320.33	59,990 327.81					
4	54,509 297.86	55,438 302.94	57,756 315.61	60,180 328.85	61,591 336.56					
5	55,945 305.71	56,901 310.93	59,291 323.99	61,787 337.63	63,240 345.57					
6	57,426 313.80	58,409 319.17	60,871 332.63	63,441 346.67	64,937 354.85					
7	58,949 322.13	59,962 327.66	62,497 341.51	65,146 355.99	66,686 364.40					
8	60,516 330.69	61,562 336.40	64,172 350.67	66,901 365.58	68,486 374.24					
9	62,135 339.54	63,211 345.42	65,898 360.10	68,710 375.46	70,342 384.38					
10	62,135 339.54	64,909 354.69	67,676 369.81	70,573 385.64	72,252 394.82					
11	62,135 339.54	66,656 364.24	69,508 379.83	72,492 396.13	74,223 405.59					
12	62,135 339.54	68,458 374.09	71,395 390.14	74,465 406.91	76,248 416.66					
13	62,135 339.54	70,312 384.22	73,337 400.75	76,500 418.03	78,339 428.08					
14	62,135 339.54	70,312 384.22	75,339 411.69	78,596 429.49	80,489 439.83					
15	63,799 348.63	70,312 384.22	75,339 411.69	80,757 441.30	82,704 451.93					
16	63,799 348.63	72,223 394.66	77,399 422.95	82,979 453.44	84,985 464.40					
17	63,799 348.63	72,223 394.66	77,399 422.95	85,277 465.99	87,354 477.34					
18				86,459 472.45	88,566 483.97					

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 39, 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
2016/2017 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	49,416	50,246	52,314	54,481	55,738					
	270.03	274.57	285.87	297.71	304.58					
1	50,698	51,553	53,684	55,915	57,212					
	277.04	281.71	293.36	305.55	312.63					
2	52,018	52,899	55,095	57,393	58,728					
	284.25	289.07	301.07	313.62	320.92					
3	53,381	54,286	56,549	58,914	60,290					
	291.70	296.64	309.01	321.93	329.45					
4	54,782	55,715	58,045	60,481	61,899					
	299.36	304.45	317.19	330.50	338.25					
5	56,225	57,186	59,587	62,096	63,556					
	307.24	312.49	325.61	339.32	347.30					
6	57,713	58,701	61,175	63,758	65,262					
	315.37	320.77	334.29	348.40	356.62					
7	59,244	60,262	62,809	65,472	67,019					
	323.74	329.30	343.22	357.77	366.22					
8	60,819	61,870	64,493	67,236	68,828					
	332.34	338.09	352.42	367.41	376.11					
9	62,446	63,527	66,227	69,054	70,694					
	341.23	347.14	361.90	377.34	386.31					
10	62,446	65,234	68,014	70,926	72,613					
	341.23	356.47	371.66	387.57	396.79					
11	62,446	66,989	69,856	72,854	74,594					
	341.23	366.06	381.73	398.11	407.62					
12	62,446	68,800	71,752	74,837	76,629					
	341.23	375.96	392.09	408.95	418.74					
13	62,446	70,664	73,704	76,883	78,731					
	341.23	386.14	402.75	420.13	430.22					
14	62,446	70,664	75,716	78,989	80,891					
	341.23	386.14	413.75	431.63	442.03					
15	64,118	70,664	75,716	81,161	83,118					
	350.37	386.14	413.75	443.50	454.20					
16	64,118	72,584	77,786	83,394	85,410					
	350.37	396.63	425.06	455.70	466.72					
17	64,118	72,584	77,786	85,703	87,791					
	350.37	396.63	425.06	468.32	479.73					
18				86,891	89,009					
				474.81	486.39					
Special Annual Contract Amounts for Members on Step 18 in FY 2016							87,324	89,452		
							477.18	488.81		

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 six(6) years may be out-of-state experience with a bachelor's degree.

Final

**Appendix D
Juneau Education Association Salary Schedule
2017/2018 School Year**

Hired	B+0		B+18		B+29		M+0		M+18	
Prior to 5/1/96 (JEA1)							B+40		B+58	
AFTER 5/1/96 (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	49,910 272.73	50,748 277.31	52,837 288.73	55,026 300.69	56,295 307.62					
1	51,205 279.81	52,069 284.53	54,221 296.29	56,474 308.60	57,784 315.76					
2	52,538 287.09	53,428 291.96	55,646 304.08	57,967 316.76	59,315 324.13					
3	53,915 294.62	54,829 299.61	57,114 312.10	59,503 325.15	60,893 332.75					
4	55,330 302.35	56,272 307.50	58,625 320.36	61,086 333.80	62,518 341.63					
5	56,787 310.31	57,758 315.62	60,183 328.87	62,717 342.72	64,192 350.78					
6	58,290 318.52	59,288 323.98	61,787 337.63	64,396 351.89	65,915 360.19					
7	59,836 326.97	60,865 332.60	63,437 346.65	66,127 361.35	67,689 369.89					
8	61,427 335.67	62,489 341.47	65,138 355.95	67,908 371.08	69,516 379.87					
9	63,070 344.64	64,162 350.61	66,889 365.51	69,745 381.12	71,401 390.17					
10	63,070 344.64	65,886 360.03	68,694 375.38	71,635 391.45	73,339 400.76					
11	63,070 344.64	67,659 369.72	70,555 385.55	73,583 402.09	75,340 411.69					
12	63,070 344.64	69,488 379.72	72,470 396.01	75,585 413.03	77,395 422.92					
13	63,070 344.64	71,371 390.01	74,441 406.78	77,652 424.33	79,518 434.52					
14	63,070 344.64	71,371 390.01	76,473 417.89	79,779 435.95	81,700 446.45					
15	64,759 353.87	71,371 390.01	76,473 417.89	81,973 447.94	83,949 458.74					
16	64,759 353.87	73,310 400.60	78,564 429.31	84,228 460.26	86,264 471.39					
17	64,759 353.87	73,310 400.60	78,564 429.31	86,560 473.01	88,669 484.53					
18				87,760 479.56	89,899 491.25					

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 39, 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 E
Juneau Education Association Salary Schedule
2018/2019 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	50,160 274.10	51,002 278.70	53,101 290.17	55,301 302.19	56,576 309.16					
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	54,185 296.09	55,103 301.11	57,400 313.66	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	71,758 392.12					
10	63,385 346.37	66,215 361.83	69,037 377.25	71,993 393.40	73,706 402.77					
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	71,728 391.96	74,813 408.81	78,040 426.45	79,916 436.70					
14	63,385 346.37	71,728 391.96	76,855 419.97	80,178 438.13	82,109 448.68					
15	65,083 355.64	71,728 391.96	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	89,112 486.95					
18				88,199 481.96	90,348 493.70					

Placement on Salary Scale:

1. The educational requirements for horizontal advancement of all teachers hired prior to May 1, 1996, are specified in Article 39, 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.