

**School District of River Falls  
Personnel Committee meeting**

May 12, 2025 - at 7:00 PM or immediately following the 6:00 PM Finance & Facilities meeting  
District Office  
852 E Division Street  
River Falls, Wisconsin 54022

Personnel Committee members: Stacy Johnson Myers (Chair), Alison Page, & Alan Tuchtenhagen

A quorum of the Board may be present for information-gathering purposes only.

Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at  
<https://meetings.boardbook.org/Public/Organization/1447>

1. **CALL TO ORDER - 7:00 PM (or immediately after Finance & Facilities Committee Meeting)**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS**
  
4. **MONTESSORI CHARTER REVIEW** **3**  
**Description:** The Montessori administration will review key elements of their charter as it pertains to teacher certification.  
**Recommended Action:** None, informational only.
  
5. **CERTIFIED STAFFING UPDATE** **10**  
**Description:** The administrative team will share a 2025-26 staffing update.  
**Recommended Action:** None, informational only.
  
6. **SEND LETTERS OF INTENT TO RETURN TO ALL SUPPORT STAFF** **11**  
**Description:** Per Section III.2.2.1 Letters of Intent to Return. The district will issue a letter of intent to return before the last student contract day to support staff expected to be needed for the 2025-26 school year.  
**Recommended Action:** Approve sending letters of intent to support staff.
  
7. **2025-26 HOURLY SUPPORT STAFF SALARY SCHEDULE** **12**  
**Description:** The recommended salary schedule will be shared with support staff employees when letters of intent are shared. The 2025-26 salary schedule reflects an average 4.60% per cell increase.  
**Recommended Action:** Approve 2025-26 Support Staff Salary Schedule.
  
8. **2025-26 BUS DRIVER COLLECTIVE BARGAINING AGREEMENT** **13**  
**Description:** The Negotiations Committee is recommending the approval of the 2025-26 Bus Driver Collective Bargaining Agreement. The agreement includes a per cell increase of 2.90% for cells #1-9 and a 4.48% increase for cell #10. The average total base wage increase is 4.51% for steps 1-10. The agreement also includes a total salary increase of 3.00% for trip drivers and suburban drivers, and a 4.48% total salary increase for driver trainers.  
**Recommended Action:** Approve 2025-26 Driver Collective Bargaining Agreement as presented.
  
9. **2025-26 TEACHER COLLECTIVE BARGAINING AGREEMENT** **15**  
**Description:** The Negotiations Committee is recommending the approval of the 2025-26 Teacher Collective Bargaining Agreement. The agreement includes a 2.95% base wage increase for each step on the teacher ladder and a total salary increase of 4.28%.  
**Recommended Action:** Approve 2025-26 Teacher Collective Bargaining Agreement as presented.
  
10. **CONSIDERATION OF ADJOURNING TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS 2025-26 ADMINISTRATOR AND SUPERVISOR CONTRACTS. ROLL CALL REQUIRED.**

**11. CONVENE TO CLOSED SESSION**

**12. RECONVENE INTO OPEN SESSION TO AFFIRM ACTION TAKEN IN CLOSED SESSION**

**13. PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE PERSONNEL MEETING AGENDA(S)**

**Description:** As always, committee members will be given the opportunity to suggest items for future committee and/or Board meeting agendas.

**Recommended Action:** As needed.

**14. SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

**Description:** Upcoming committee meeting dates, times, and locations will be reviewed.

**Recommended Action:** Set the meeting schedule as follows:

Personnel Committee meeting, Monday, June 9, 2025, 6:00 p.m.

*The meeting will be held at the District Office, 852 E. Division Street.*

**15. ADJOURN**

community-at-large, and if possible, an additional Montessori-trained professional. Others may be added to fill in expertise gaps or gaps in representation from key stakeholders. The Governance Board meets regularly throughout each year.

No more than a minority of the board members will be employees of the River Falls Public Montessori Elementary Charter School or employees or officers of the school district in which the charter school is located.

The administration in the River Falls Public Montessori Elementary Charter School plays a key role in providing ongoing support and assisting the parents and staff in being autonomous, while at the same time integrating River Falls Public Montessori Elementary Charter School as a school equal to the other schools in the School District of River Falls. The Governance Board serves an advisory role for the River Falls Public Montessori Elementary Charter School, and is responsible to the Board of Education to ensure that River Falls Public Montessori Elementary Charter School is fulfilling its requirements under this Charter School Contract.

**Section 3.7** Subject to Wis. Stat. § 118.40(7)(a), 118.19(1) and 121.02(1)(a)2, the qualifications that must be met by the individuals to be employed in the River Falls Public Montessori Elementary Charter School.

The instructional staff will be School District of River Falls employees, subject to the Employee Handbook, maintaining and accruing same benefits. They must each have a current Wisconsin teacher license. Additionally, teachers must possess Montessori teacher certification from an MACTE (Montessori Accreditation Council for Teacher Education) recognized program, or be in the process of pursuing such certification. Montessori training must be completed in a timely manner through continuous, full-time enrollment in the certification program.

In the event that a suitable MACTE certified candidate is not available, non-certified applicants will be considered. If hired, these employees must enroll in a MACTE-accredited Montessori certification program at the inception of the next available academic term. The cost of the certification program will be the employee's fiscal responsibility.

If, due to extreme and unforeseeable circumstances, the employee is unable to meet the terms of the training agreement, the employee may petition the River Falls Public Montessori Elementary Charter School administration who, in consultation with the Governance Board, will advise the River Falls Board of Education of the employee's circumstances and provide a recommendation for Board consideration.

The procedure by which Montessori staff will be selected for placement at the River Falls Public Montessori Elementary Charter School.

Interviews for new River Falls Public Montessori Elementary Charter School staff members will be conducted, at minimum, by the following individuals: one River Falls Public Montessori Elementary Charter School administrator, one River Falls Public Montessori Elementary Charter School teacher, and one council-appointed parent member from the River Falls Public Montessori Elementary Charter School Governance Board. Whenever possible, the Director of Personnel for the School District of River Falls will assist in conducting the interview with the aforementioned individuals.

# RFPME

## Montessori Teacher Training/Certification



### A Look at RFPME Montessori Training for Staff

The RFPME Charter as written:

**Section 3.7** Subject to Wis. Stat. § 118.40(7)(a), 118.19(1) and 121.02(1)(a)2, the qualifications that must be met by the individuals to be employed in the River Falls Public Montessori Elementary Charter School.

The instructional staff will be School District of River Falls employees, subject to the Employee Handbook, maintaining and accruing same benefits. They must each have a current Wisconsin teacher license. Additionally, teachers must possess Montessori teacher certification from an MACTE (Montessori Accreditation Council for Teacher Education) recognized program, or be in the process of pursuing such certification. Montessori training must be completed in a timely manner through continuous, full-time enrollment in the certification program.

In the event that a suitable MACTE certified candidate is not available, non-certified applicants will be considered. If hired, these employees must enroll in a MACTE-accredited Montessori certification program at the inception of the next available academic term. The cost of the certification program will be the employee's fiscal responsibility.



If, due to extreme and unforeseeable circumstances, the employee is unable to meet the terms of the training agreement, the employee may petition the River Falls Public Montessori Elementary Charter School administration who, in consultation with the Governance Board, will advise the River Falls Board of Education of the employee's circumstances and provide a recommendation for Board consideration.

## In short...

- RFPME teachers must hold
  - Current WI Teaching license.
  - Montessori teacher certification from a MACTE-recognized program or be in the process of pursuing certification (continuous, full time enrollment).
- If hired without a MACTE accreditation, must enroll in a accredited program at the beginning of the next term.
- The cost is the employee's responsibility.
- If there are unforeseen circumstances about starting/completing a training program, the teacher can ask permission for an alternative.



## Background information...

- There is a shortage of Montessori teachers worldwide - public Montessori schools in the US have doubled in number in the last 10 years.
- Hiring a licensed teacher without Montessori certification is often the case - however networking is proving that this may soon not be the case.
- MACTE (Montessori Accreditation Council for Teacher Education) programs:
  - In many cases, cohorts start multiple times during the school year
  - 18-24 months - both in person out of town (in the summer or weekends with travel/lodging costs) and online weekly with assignments - Master's level - intense (usually 10-15 hours/wk)
  - Tuition \$10,000-25,000



## How do other Charter Schools approach training?

Eau Claire:

- Teachers must hold:
  - Current WI teaching license
- Core classroom teachers must begin Montessori certification within one year of hire and be completed within two years of hire, unless administrator extends time with just cause.
- The School District does not technically pay for training - however, the Governance Board wrote a \$100,000 grant to cover training for teachers.



## How do other Charter Schools approach training?

Wausau:

- Teachers must hold:
  - Current WI teaching license
- Classroom teachers must start training of their choice within first year of hire
- Training must be continuous until completion
- School District pays for training



## How do other Charter Schools approach training?

Milwaukee:

- To be eligible for a Montessori teaching position in MPS:
  - Teachers must hold a current WI teaching license
  - Teachers must have completed or be enrolled in an AMI (Association Montessori International) or AMS (American Montessori Society) training program
- School District pays for training with the agreement that teachers must teach within MPS for 3 years upon completion of program



## RFPME - current situation

- 9 classroom teachers
  - 6 fully trained - MACTE accredited
  - 1 fully trained - approved alternate program - NAMC
  - 1 beginning approved alternative program - NAMC (but already holds 80% of MACTE accredited program)
  - 1 half way through MACTE accredited program



## Questions...

- Is MACTE accreditation necessary?
- Is the intensity of a MACTE program sustainable while simultaneously managing the first years of teaching?
- Is it equitable/fair for some teachers to be able to access alternative, less intensive trainings through a petition process?
- What happens if a teacher does not start/complete training?
- Does the current Charter provide clarity in these areas?



## Recommendation

Maintain current language in the RFPME Charter for these reasons:

- Research supports student success with MACTE trained teachers.
- Part of Montessori training involves the growth/evolution of the teacher - the rigor is essential to make this happen.
- The unforeseen circumstances of our two non-MACTE teachers are truly exceptions - the hiring process gives RFPME the opportunity to guide/educate new hires about mandatory training before a contract is signed.



## Future Considerations

- Classify new Montessori hires 'as a hard to fill' in their contract.
- More money for teacher training through advanced learning grant.
- Grant writing to subsidize teacher training costs.
- Consideration of District to subsidize full or partial training, like other districts.



**2025-26 CERTIFIED STAFF HIRES**

LOCATION	POSITION	APPLICANTS	INTERVIEW	REPLACES	REASON	NEW EMPLOYEE	NOTES
HS	SCIENCE	12	3/28	Merkatoris, A	Resignation	RAND, AMANDA	
HS	SPANISH	4	3/27	Muenich, C	Retirement	TURNER, SARA	
HS	SPED	4	3/27	Anderson-Smolinski, M	Resignation	MURRAY, KATE	<i>Unfilled 2024-25</i>
HS	SOCIAL STUDIES	44	5/5	Villeneuve, A.	Resignation	GRAMACHE, GREG	
HS	SOCIAL STUDIES	44	5/5	Seegerstrom, P	Resignation	HAYES, SOPHIA	
HS	ART	8	5/2	Sorenson, A	Resignation	WELTZIEN, BRIAN	
HS	BAND/MUSIC (.5FTE)	14		Plum, A	Transfer		<i>Plum to MMS Band (Mike Fulle)</i>
HS	French (.55 FTE)	0		Sabelko, M	Resignation		
DISTRICT	OT	3	4/4	NA	New Position	HENDRICKS LEUINING, LANA	
DISTRICT	SP/L (.5FTE)	2	4/28	NA	New Position		
MMS	SPED Cross Cat.	4	3/27	NA	New Position	VESSEY, JOSIE	
MMS	SOCIAL STUDIES	20	4/4	Carlson, J	Resignation	VOGEL, SOPHIA	
MMS	MUSIC*	28	4/9	Fuller, Mk	Retirement	PLUM, ALEX	
MMS	SPED CROSS CAT ID EMPH	3		Hauschild, D	Resignation		
MMS	LITERACY	1	5/21	Yang, C	Resignation		
WS	5TH GRADE	26	4/10	Lindquist, N	Retirement	DEBRIYN, CANDICE	
WS	TITLE I READING*	7	4/3	Owens, K	Retirement	LARUE, HELEN	
WS	1ST GRADE	34	5/7	LaRue, H	Transfer	offered	<i>LaRoue to Title I (Kari Owens)</i>
RB	SPED CROSS CAT ID EMPH	9	4/1	NA	New Position	HANSON, SYDNEY	
RB	1ST GRADE	36	4/21	Kornmann, C	Retirement	WALTH, CHRISTINE	<i>Bubble</i>
RB	SPED, CROSS CAT, EBD EMPH	4	4/8	Kennealy, M	Resignation	REICHE, BECCA	
GW	SPED ID	7	4/1	Wronski, D	Resignation	WEYENBERG, ASIA	
GW	MUSIC	11	4/14	Jantscher, B	Retirement	ROBUCK, NATALIE	
GW	SPEECH/LANGUAGE	8	4/18	Lindevig, K	Retirement	KRUEGER, SAM	



Date

Dear FIRST NAME LAST NAME,

Greetings! We are entering the final weeks of the present school year. On behalf of the entire school board, thank you for your efforts. Public education is one of the most critical commitments our society makes to demonstrate concrete hope for the future. We appreciate you and your work.

While you are fully immersed in the present school year, the school board, administrators, and the superintendent are planning for the coming academic year. Accordingly, School Board Clerk Lindsey Curtis, Superintendent David Bell, and I are reaching out to extend an offer of continued employment for the next academic year. Please accept this letter as the school board's offer of continued employment for the 2025-2026 school year. We hope you will accept this offer and return to the River Falls School District.

The 2025-26 school year is scheduled to begin on September 2, 2025. The position we envision for you will be similar in terms of duties and hours as your 2024-25 assignment. Your anticipated rate of pay for 2025-26 will be \$ [redacted]. For your reference, your rate for 2024-25 was \$ [redacted]. This notice aligns with the reasonable assurance outlined in Wis. Stat. §108.04(17)(d). The benefits which accompany your employment are set out in the employee handbook.

As you know, the school district has the right to transfer or reassign you pursuant to the employee handbook. These employee handbook terms reserve the right to lay you off, in full or part, pursuant to the employee handbook. While we are legally required to remind you of this, please realize we have no current plans to do so.

We have given you two copies of this letter. Please complete the bottom portion of one letter and return it to your building secretary by the end of the school year; the other copy is for your files.

Along with our board colleagues, we know how important you are to the school district. You have our enduring thanks and appreciation.

Sincerely,

Stacy Johnson Myers, Board President

Lindsey Curtis, Board Clerk

David Bell, Superintendent

I **accept** this offer of employment

or

I **decline** this offer of employment

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**APPENDIX A: 2025-26 SUPPORT STAFF SALARY SCHEDULE**

<b>A.2.1 Hourly Staff</b>									
Accounting, Accountant	\$34.27	\$34.70	\$35.13	\$35.72	\$36.99				
Accounting, Payroll and Benefits	\$27.66	\$28.09	\$28.51	\$29.61					
Accounting, Accounts Payable	\$26.64	\$27.07	\$27.49	\$27.92	\$28.98				
Administrative Assistant	\$31.49	\$31.92	\$32.34	\$32.77	\$33.89				
Building & Grounds, Custodian	\$20.33	\$20.75	\$21.18	\$21.61	\$22.03	\$22.45	\$23.56		
Building & Grounds, District Courier	\$22.76	\$23.19	\$23.62	\$24.03	\$24.46	\$24.88	\$25.31	\$26.50	
Building & Grounds, District Building/Grounds Lead	\$24.59	\$25.02	\$25.45	\$25.88	\$26.30	\$27.38			
Building & Grounds, Lead Custodian	\$22.89	\$23.32	\$23.75	\$24.18	\$24.61	\$25.03	\$25.46	\$26.50	
Building & Grounds, Maintenance Tech I	\$23.53	\$23.95	\$24.38	\$24.81	\$25.23	\$25.66	\$26.10	\$27.15	
Building & Grounds, Maintenance Tech II	\$30.13	\$30.56	\$31.62						
Building & Grounds, Seas, Grnds Worker/Trainer	\$20.71								
Building & Grounds, Seasonal, Grounds Worker	\$19.70								
Building & Grounds, Seasonal, Snow Removal	\$19.70								
Kids Club, Accounts Receivable	\$23.85	\$24.28	\$24.71	\$25.76					
Kids Club, Assistant Care Giver	\$14.54								
Kids Club, Lead Care Giver	\$16.51	\$16.93	\$17.36	\$17.78	\$18.20	\$19.26			
Kids Club, Site Manager	\$18.28	\$20.90							
Kids Club, High School Helper	\$13.65								
Paraprofessional, General Education	\$19.03	\$19.45	\$19.88	\$20.30	\$20.73	\$21.16	\$21.58	\$22.01	\$23.05
Para, Bilingual/Health/Special Ed/At-Risk	\$20.06	\$20.49	\$20.92	\$21.34	\$21.77	\$22.20	\$22.62	\$23.05	\$24.06
Program Assistant	\$25.33	\$25.74	\$26.15	\$26.56	\$26.97	\$27.95			
Secretary & Volunteer Coordinator, District	\$21.03	\$21.46	\$21.89	\$22.31	\$22.74	\$23.16	\$23.59	\$24.65	
Technology, Computer Workstation Technician/ Software Facilitator	\$30.08	\$30.51	\$30.93	\$31.36	\$31.79	\$32.34	\$33.60		
Transportation, Mechanic	\$31.48	\$31.91	\$32.34	\$32.76	\$33.19	\$34.44			
<b>OTHER:</b>									
Transportation, Seasonal, Bus Washer	\$13.11								
Auditorium Supervisor Stipend	\$2,690.36								
Auditorium Supervisor, MMS	\$28.81								
Food Service	\$20.13								
Lifeguard, Swimming	\$19.03								
Local Education Guide (LEG)						\$100/course, \$1,500 max per semester			
Medical/Emerg. Response Team Training Stipend						\$100 stipend, MERT training outside normal working hours			
Retainment Stipend						\$500 Upon completion of an employee's 10th year (full or part-time), for an active employee. The stipend will be paid on the 10/20/24 payroll.			
Summer Band Clinician (\$25.00 per parade)	15.75*								
Summer Speed/Strength (Gen Ed Para Step 1)	\$19.03*								
Translator/Interpreter	\$25.75								
Tutor, Homebound (non-teacher)	\$18.78								
Tutor Supervisor, Middle School	\$17.10								
*Rate for Summer 2026									
						<b>Final: 5-6-25</b>			

**2025-26 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN WEAC REGION 1-BUS DRIVERS AND RIVER FALLS SCHOOL DISTRICT**

**1. ARTICLE I – RECOGNITION**

The School Board recognizes the Association (WEAC) as the exclusive bargaining representative on base wages for all bus drivers employed by the School District of River Falls, excluding professional, confidential, supervisory, and casual employees as certified by the Wisconsin Employment Relations Commission.

**2. ARTICLE II – DURATION**

All items in this Agreement shall be in effect for a period of one (1) year beginning with the 1<sup>st</sup> day of July 2025 and ending on the 30th day of June 2026.

**3. ARTICLE III – SEVERABILITY**

If any sections of this Agreement or any addenda thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if the compliance with or enforcement of any section or addenda should be restrained by such tribunal, the remainder of this Agreement and addenda thereto shall not be affected thereby, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid section(s).

**4. ARTICLE IV – COMPENSATION**

**The School Board agrees per cell increase of 2.90% for cells #1-9 and a 4.48% increase for cell #10. The average total base wage increase is 4.51% for steps 1-10. The Board agrees to a total salary increases of 3.00% for trip drivers and suburban drivers, and a 4.48% total salary increase for driver trainers. A summary of the new schedule is on p.2**

**WEAC REGION 1—RIVER FALLS BUS DRIVERS**

\_\_\_\_\_  
WEAC Region 1 President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairperson, Negotiations Committee

\_\_\_\_\_  
Date

**SCHOOL BOARD**

\_\_\_\_\_  
Stacy Johnson-Myers, President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Lindsey Curtis, School Board Clerk

\_\_\_\_\_  
Date

**Summary of 2025-26 Bus Driver Schedule (Draft)**

*Bus Driver, Route*

<i><u>Step</u></i>	<i><u>2024-25</u></i>	<i><u>2025-26</u></i>
1	\$25.07	\$25.80
2	\$25.49	\$26.23
3	\$25.91	\$26.66
4	\$26.32	\$27.08
5	\$26.74	\$27.52
6	\$27.15	\$27.94
7	\$27.57	\$28.37
8	\$28.00	\$28.81
9	\$28.40	\$29.22
10	\$29.00	\$30.30

*Suburban Driver*

<i><u>2024-25</u></i>	<i><u>2025-26</u></i>
\$22.38	\$23.05

*Bus Driver, Trip*

<i><u>2024-25</u></i>	<i><u>2025-26</u></i>
\$19.70	\$20.29

*Bus Driver, Trainer*

<i><u>2024-25</u></i>	<i><u>2025-26</u></i>
\$29.00	\$30.30

*Retention Stipend*

- Upon completion of an employee's 10<sup>th</sup> year (full or part-time), an active employee will be eligible for a \$500 retention stipend.

**2025-26 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN WEAC REGION 1-TEACHERS AND RIVER FALLS SCHOOL DISTRICT**

**1. ARTICLE I – RECOGNITION**

The School Board recognizes the Association (WEAC) as the exclusive bargaining representative on base wages for all full-time and regular part-time employees employed by the School District of River Falls, including but not limited to counselors, reading coordinator, school psychologist, teacher of the hearing impaired, and school nurse, but excluding administrators and supervisory personnel, teacher aides, clerical employees and uncertified support staff.

**2. ARTICLE II – DURATION**

All items in this Agreement shall be in effect for a period of one (1) year beginning with the 1<sup>st</sup> day of July 2025 and ending on the 30th day of June 2026.

**3. ARTICLE III – SEVERABILITY**

If any sections of this Agreement or any addenda thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if the compliance with or enforcement of any section or addenda should be restrained by such tribunal, the remainder of this Agreement and addenda thereto shall not be affected thereby, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid section(s).

**4. ARTICLE IV – COMPENSATION**

The School Board agrees to a total base wage increase of \$366,482 (2.95%). The Base Wage increases shall be distributed in accordance with the attached 2025-26 Teacher Salary Ladder.

**WEAC REGION 1—RIVER FALLS TEACHERS**

\_\_\_\_\_  
WEAC Region 1 President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairperson, Negotiations Committee

\_\_\_\_\_  
Date

**SCHOOL BOARD**

\_\_\_\_\_  
Stacy Johnson-Myers, President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Lindsey Curtis, Board Clerk

\_\_\_\_\_  
Date

## Appendix C: 2025-26 Teacher Ladder

Draft 4/22/25

2025-26 Ladder				
	BA		MA	
	2024-25	2025-26	2024-25	2025-26
V			\$82,220	\$84,687
H3	\$75,713	\$77,265	\$80,242	\$81,895
H2	\$75,013	\$76,641	\$79,513	\$80,507
H1	\$74,411	\$75,341	\$78,160	\$79,137
G3	\$72,641	\$73,854	\$76,181	\$77,743
G2	\$71,704	\$72,600	\$75,453	\$76,396
G1	\$70,351	\$71,389	\$73,370	\$75,351
F3	\$69,310	\$70,426	\$72,121	\$74,068
F2	\$68,372	\$69,227	\$71,392	\$73,320
F1	\$67,019	\$67,857	\$69,310	\$71,181
E3	\$65,249	\$66,456	\$68,060	\$69,898
E2	\$64,520	\$65,327	\$67,435	\$69,256
E1	\$62,958	\$63,745	\$65,769	\$67,545
D3	\$61,188	\$62,091	\$63,791	\$65,513
D2	\$60,251	\$61,004	\$63,062	\$64,765
D1	\$58,898	\$59,634	\$60,720	\$62,359
C3	\$57,128	\$58,728	\$59,731	\$61,344
C2	\$56,190	\$57,763	\$58,887	\$60,477
C1	\$54,627	\$56,157	\$57,646	\$59,202
B3	\$52,305	\$53,770	\$54,908	\$56,391
B2	\$51,440	\$52,880	\$54,252	\$55,717
B1	\$50,368	\$51,778	\$52,867	\$54,694
A3	\$49,087	\$50,461	\$51,899	\$53,600
A2	\$48,671	\$50,034	\$51,482	\$53,266
A1	\$48,046	\$49,391	\$51,378	\$52,765
NEW	\$47,323	\$48,648	\$50,446	\$51,808

\*Teachers at V ladder or above earn a 3.0% increase