

## **Bartlett City Board of Education Business Meeting**

**AUDITORIUM  
5705 STAGE ROAD  
BARTLETT, TN 38134**

**May 26, 2022  
7:00 PM**

- I. INVOCATION
- II. PLEDGE OF ALLEGIANCE
- III. CALL TO ORDER & ROLL CALL
  - A. Official Business of the Day
- IV. SPECIAL PRESENTATIONS
- V. PUBLIC COMMENT
- VI. APPROVAL OF AGENDA
- VII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS
  - A. April 28, 2022 Business Meeting Minutes
- VIII. REPORTS
  - A. Chairman's Report
  - B. Superintendent's Report
  - C. General Counsel's Report
  - D. Tennessee Legislative Network (TLN) Representative Report
  - E. Financial Report
- IX. UNFINISHED BOARD BUSINESS
- X. BOARD ACTION ITEMS
  - A. New Board Business
    - 1. Resolution 9 -7
    - 2. Interlocal Agreement for Planning Services (ILA)
    - 3. FY2022 Consolidated Application for IDEA/ESEA Funding for 2022-2023
    - 4. 2022-2023 BCS Differentiated Pay Plan
    - 5. 2022-2023 BCS Teacher Pay Scales
    - 6. Contract for Capturing Kids' Hearts
    - 7. Bid #FY22013 Fence Project at W.J. Freeman Park
    - 8. Resolution 9-6 Budget Amendment
    - 9. 2021-2022 Superintendent Evaluation Instrument
- XI. ADJOURNMENT

**BARTLETT CITY BOARD OF EDUCATION  
BUSINESS MEETING MINUTES**

**AUDITORIUM  
5705 STAGE ROAD  
BARTLETT, TN 38134**

**April 28, 2022  
7:00 PM**

**INVOCATION AND PLEDGE OF ALLEGIANCE**

Chairman Bryan Woodruff said a prayer. The Board and audience recited the Pledge of Allegiance.

**CALL TO ORDER & ROLL CALL**

**Official Business of the Day**

Chairman Woodruff called the meeting to order at 7:00 p.m. The following Board Members were present:

Ms. Erin Berry  
Mr. David Cook  
Mrs. Shirley Jackson  
Mr. Bryan Woodruff

Absent: Mr. Brad Ratliff

**SPECIAL PRESENTATIONS**

Superintendent Dr. David Stephens recognized and presented a certificate to the following students:

**Valedictorian** - Kayla Nguyen is the daughter of Kim Vo and Kennedy Nguyen of Bartlett. She is in the Beta Club, Honors Academy, Key Club, Mu Alpha Theta, National Honors Society, and Varsity Tennis Team. Kayla will be graduating with a 4.6 weighted GPA and plans to attend Rhodes College to major in either biology or chemistry, and then continue her education at the Southern College of Optometry with aspirations of becoming an optometrist. Outside of school Kayla loves to crochet and has an Instagram account where she sells her creations locally.

**Salutatorian and National Merit Finalist** - Bernadette Truong is the daughter of Teresa and Sinh Truong of Bartlett. She is an active member of the BETA Club, Honors Academy, Key Club, Mu Alpha Theta, ROSES, National Honor Society and Varsity Tennis Team. Bernadette will be graduating with a 4.58 GPA and plans to attend Rhodes College to major in neuroscience and international studies on the pre-med track. Outside of school Bernadette volunteers at her Church in the Vietnamese Community.

## **PUBLIC COMMENT**

No public comments.

## **APPROVAL OF AGENDA**

Ms. Erin Berry made the motion to approve the agenda. Mr. David Cook seconded the motion. With all ayes, the amended agenda was approved.

## **APPROVAL OF MINUTES OF PREVIOUS MEETINGS**

### **March 24, 2022 Business Meeting Minutes**

The March 24, 2022 Business Meeting Minutes passed with a motion by Mr. David Cook and a second by Mrs. Shirley Jackson.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

## **REPORTS**

### **Chairman's Report**

Chairman Woodruff reminded the Board that the Bartlett High School graduation ceremony will be held on Monday, May 9th at 7:00 p.m. at Bellevue Baptist Church. He then stated, I shared this at the Teacher of the Year Banquet and want to do so again. The last couple of years have been difficult for everyone and especially our kids, and I couldn't be prouder of our ability to provide continuity in education, a consistent safe environment for the kids, and a sense of normalcy. I appreciate what teachers have done. The benefit that these kids will receive from that cannot be quantified but will be a life-long benefit. Thank you.

### **Superintendent's Report**

Superintendent Dr. David Stephens provided the following updates:

- Introduced Doug Bailey, our new Security Officer.
- TCAP testing is going well.
- A lot of discussion going on around work force development.
- I had two meetings with Ford and spoke at the Bartlett Chamber Board of Directors regarding Workforce Development.
- Graduation is May 9<sup>th</sup> at 7:00 BBC.
- Our budget presentation to the City of Bartlett is May 10<sup>th</sup> at 6:00 p.m. Board Members are welcome to attend.
- The last day of school is Friday, May 20<sup>th</sup>.

### **General Counsel's Report**

No report.

### **Tennessee Legislative Network (TLN) Representative Report**

No report.

### **Financial Report**

The March 2021-22 Financial Report was accepted by the Board. It is a non-voting item.

## **UNFINISHED BOARD BUSINESS**

### **Policy 6015: Attendance of Non-Resident Students REVISED SECOND READING**

The second reading of Revised Policy 6015: Attendance of Non-Resident Students passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

## **BOARD ACTION ITEMS**

### **New Board Business**

#### **Proposed 2022-2023 BCS Elementary, Middle and High School Fees**

Proposed 2022-2023 BCS Elementary, Middle and High School Fees passed with a motion by Mrs. Shirley Jackson and a second by Mr. David Cook.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

#### **Bid #FY22009 Oak Elementary Reroof**

Bid #FY22009 Oak Elementary Reroof awarded to B Four Plieed in the amount of \$1,935,973 passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

#### **Memorandum of Understanding (MOU) between Southern College of Optometry (MobileYES Clinic) and Bartlett City Board of Education**

The Memorandum of Understanding (MOU) between Southern College of Optometry (MobileYES Clinic) and Bartlett City Board of Education passed with a motion by Mr. David Cook and a second by Mrs. Shirley Jackson.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

#### **Carrier of Student Insurance**

K & K was named the Carrier of Student Insurance passed with a motion by Mrs. Shirley Jackson and a second by Ms. Erin Berry.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

**Sodexo Renewal for BHS**

The Sodexo Renewal for BHS passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

**RFP K-12 Stem Supplemental Curriculum Lessons Materials, And Services**

RFP K-12 Stem Supplemental Curriculum Lessons, Materials, and Services awarded to Lego K-5 in the amount of \$56,411.25 and WozED in the amount of \$246,300.00 passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

**Resolution 9-5 Budget Amendment**

Resolution 9-5 Budget Amendment passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

**FY 22-23 Bartlett City Schools Operating Budget**

The FY 22-23 Bartlett City Schools Operating Budget passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

**2022 Tenure Recommendations**

- |   |  |
|---|--|
| 1. Andrea Beasley- Rivercrest Elementary    | 11. Chanelle Houston- Bon Lin Middle School  |
| 2. Toni Berryhill- Appling Middle School    | 12. Amy Milzarek- Altruria Elementary        |
| 3. Shirah Beyer- Elmore Park Middle School  | 13. Misty Nichols- Bon Lin Middle School     |
| 4. Amber Combs- Altruria Elementary         | 14. Amber Roland- Rivercrest Elementary      |
| 5. Carlyn Cosmini- Bartlett Elementary      | 15. Marcy Ross- Bartlett High School         |
| 6. Bobbie Currey- Elmore Park Middle School | 16. Trevor Rundell- Bartlett High School     |
| 7. Sara Duffy- Bon Lin Middle School        | 17. Laura Shores- Bon Lin Elementary         |
| 8. William Edwards- Rivercrest Elementary   | 18. Katherine Sinclair- Bartlett High School |
| 9. Wesley Hansen- Elmore Park Middle School | 19. Kimberly Zachar- Rivercrest Elementary   |
| 10. Susanna House- Ellendale Elementary     |  |

The 2022 Tenure Recommendations passed with a motion by Mrs. Shirley Jackson and a second by Mr. David Cook.

Mr. Brad Ratliff: Absent, Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Bryan Woodruff: Aye

The 2022 Tenure Recommendations were read into the record by Dr. Lee-Ann Kight, Chief Academic Officer and each teacher received a gift and certificate. A light reception was provided to honor the Tenured Teachers following the conclusion of the meeting.

**ADJOURNMENT**

The Board Meeting adjourned at 7:40 p.m.

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Bryan Woodruff, Chairman

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Dr. David A. Stephens, Superintendent

**Bartlett City Schools**  
**FY 2023 Every Student Succeeds Act (ESSA) Programs Summary**

	<u>Title I</u>	<u>Title I N</u>	<u>Title ID</u>	<u>Title IIA</u>	<u>Title III</u>	<u>Title IV</u>
FY21	\$2,348,595	\$791,824	\$56,936	\$283,399	\$15,711	\$266,087
FY22	\$1,867,593	\$803,154	\$48,160	\$255,767	\$18,215	\$203,806
FY23	\$1,485,022	\$744,084	\$71,175	\$299,803	\$22,305	\$118,966

**Title IA, Title IN, & Title ID**-For the 2022-2023 school year the Bartlett City Schools Title I program will provide instructional services to all students in Altruria Elementary, Bartlett Elementary, Ellendale Elementary, Elmore Park Middle, and Rivercrest Elementary; two facilities for neglected children (Lakeside Behavioral and Youth Villages); and one facility for delinquent children (Archon Academy). These services will supplement instructional services provided by state and local funds.

Title I funds will be utilized for Instructional Facilitators; teachers (RTI and STEM); tutors; accounting support; administrative support through an N & D Supervisor and a Federal Programs Supervisor; parent training; family engagement; supplies and materials to be used in the classrooms; and educational software.

**Title IIA**-Professional development activities for core academic subjects that are high quality, sustained, intensive, and classroom focused will be provided for instructional staff in all BCS schools and the participating non-public schools (St. Ann Bartlett and Faith Christian Academy).

Title IIA funds will be utilized for a Central Office level position (Lead Instructional Coach) and off-site professional development opportunities, the position of a part-time RTI Coach, and supplies/materials. These items support school administrative initiatives and goals by providing PD to teachers through Instructional Coaches.

**Title IIIA**- Supplemental scientifically-based language instruction to increase English proficiency and student academic achievement in support of English as a Second Language (ESL) services to English Learners will be provided to eligible BCS students, as well as eligible students attending participating non-public schools (St. Ann Bartlett and Youth Villages).

Funds will be utilized for instructional materials/supplies, equipment, parent outreach, and PD.

**Title IV**- Providing students with a well-rounded education (e.g. STEM, arts, civics, IB/AP, health and physical education). Supporting safe and healthy students (e.g. school mental health, drug/violence prevention, training on trauma-informed practices). Supporting the effective use of technology (e.g. professional development, blended learning, technology devices).

Funds will be used for a social worker, a safety manager, and PD for BCS and the participating non-public school (St. Ann Bartlett).

**Summary presented by:**

**James Aldinger, Chief of Human Resources & Federal Programs, Bartlett City Schools**  
james.aldinger@bartlettschools.org

**2022-2023 Bartlett City Schools  
Differentiated Pay Plan**

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Describe how the district will differentiate for this element.</p> <p>Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).</p>	<p>Will the compensation be given as a bonus or a base pay increase?</p> <p>How much will qualifying teachers receive?</p>	<p>Eligibility: How many teachers are eligible for this type of compensation?</p> <p>Forecasted participation: How many teachers do you estimate will receive the award?</p>	<p>How much does the district estimate it will pay out for this differentiated pay element?</p>	<p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p>
<p>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS Teacher salary schedule and given parity for all years of experience if such experience is beyond the 10 years (step 9 of our teacher pay scale) BCS recognizes for incoming candidates. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, library-media specialist, and foreign language, ESL, and SLPs make these areas high need.</p>	<p>Compensation will be paid as the additional base salary for qualifying teachers. The amount that teachers receive will be contingent upon total years of experience for the critical shortage areas identified.</p>	<p>ten to fifteen</p>	<p>(\$2,000-\$10,000 difference between the two salary schedules).</p>	<p>This will comprise less than 1% of the district salary expenditures</p>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Learning Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.</p>	<p>Selected teachers will receive a \$2,500 stipend based on completion of 75 documented teacher support hours.</p>	<p>Twelve teachers will be selected to receive the position. Based on current data in TNCompass, over 400 in our district teachers would be eligible to apply for this position.</p>	<p>The total district pay out is \$30,000 for the stipend.</p>	<p>The total district pay out is \$30,000 for the stipend. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject and then selected to complete extra hours outside of the contracted time covered by the stipend.</p>
<p>Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24 hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.</p>	<p>Selected teachers will receive an hourly rate of \$30.71- \$33.47 per hour.</p>	<p>Based on current data in TNCompass, over four teachers in BCS would meet the effectiveness requirements to earn additional money as part of the Flex Professional Learning program.</p>	<p>The district's max pay out is \$33,470 for all possible hours earned for Flex Professional Learning Leaders.</p>	<p>The district's max pay out is \$23,880 for all possible hours earned for Flex Professional Learning Leaders. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject.</p>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Lead Instructional Coaches is a full time classroom teacher with stipend to serve the high, middle, and elementary schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.</p>	<p>Selected teacher will receive a teacher base salary with stipend.</p>	<p>Teachers will be selected to receive the position. Based on current data in TNCompass, all teachers would be eligible to apply for this position.</p>	<p>The district pay out for the stipend is \$6,000.</p>	<p>The total district pay out is \$73,137 for base salary and \$6,000 for stipend. This brings the district total pay out to approximately \$79,137. The base salary will have a final determination based on the years of experience and education of the hired teacher.</p>
<p>Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of the School Improvement Plan and the budgeting process.</p>	<p>Selected teacher will receive a teacher base salary with stipend.</p>	<p>Eight teachers will be selected to receive the position. Based on current data in TNCompass, over four hundred teachers district-wide would be eligible to apply for this position.</p>	<p>The district pay out for the stipend is \$6,000.</p>	<p>The total district pay out is \$542,787 for base salaries and \$6,000 for stipend. This brings the district total pay out to approximately \$590,787. The base salary will have a final determination based on the years of experience and education of the hired teacher.</p>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Teachers who are hired to also fill major extracurricular and/or sponsorships are deemed to have a high programmatic impact as determined by the superintendent will be placed on the current BCS salary schedule that recognizes experience parity and educational lanes. This strategy will assist BCS in recruiting and retaining employees in these very crucial programmatic impact areas.</p>	<p>Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the high programmatic impact areas related to extracurricular and/or sponsorships identified.</p> <p>(\$2,000-\$10,000 difference between the two salary schedules.)</p>	<p>three to six</p>	<p>\$20,000-\$40,000</p>	<p>This will comprise less than 1% of the district salary expenditures.</p>

**State Definitions**

A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.

An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.

Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.

A district specific plan designed to aid in recruiting and retaining highly effective teachers.

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
A component, typically bonus or stipend, that provides an additional compensation for educators staffed in shortage areas such as high needs schools, subjects, or grade areas.				
A component, typically bonus or stipend, which provides educators additional compensation for completing additional duties or taking on additional responsibilities or teacher leadership roles.				
Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.				
A component that provides a base pay increase, bonus, or both to educators typically determined by an educator's individual performance using a Tennessee approved evaluation model, a school-level performance measure, or a district performance measure.				
A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.				

Bartlett City Schools  
**10 Month TEACHER - ELEM/MID-COUNSELOR SALARY SCHEDULE**  
 2022-2023

All Teachers will follow this salary schedule as of 7/1/2022

STEP	B.A.		M.A.		M.A. + 45		EDS		EDD	
	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO
0	46,058	1,919.09	49,794	2,074.77	53,656	2,235.67	54,412	2,267.16	56,411	2,350.46
1	46,997	1,958.19	50,956	2,123.17	55,004	2,291.81	55,771	2,323.77	57,700	2,404.18
2	48,141	2,005.87	52,073	2,169.71	56,289	2,345.36	57,052	2,377.15	58,982	2,457.56
3	49,211	2,050.46	53,147	2,214.46	57,544	2,397.68	58,311	2,429.64	60,236	2,509.84
4	50,210	2,092.06	54,239	2,259.94	58,920	2,455.01	59,690	2,487.10	61,677	2,569.89
5	51,097	2,129.04	55,166	2,298.57	60,009	2,500.36	60,743	2,530.96	62,758	2,614.90
6	52,349	2,181.23	56,497	2,354.03	61,549	2,564.54	62,290	2,595.43	64,303	2,679.29
7	52,991	2,207.96	57,177	2,382.38	62,580	2,607.50	63,357	2,639.89	65,289	2,720.38
8	54,037	2,251.52	58,316	2,429.85	63,812	2,658.84	64,612	2,692.16	66,518	2,771.60
9	54,531	2,272.14	58,858	2,452.42	64,587	2,691.14	65,374	2,723.91	67,759	2,823.28
10	55,624	2,317.65	60,046	2,501.93	65,912	2,746.35	66,670	2,777.93	68,638	2,859.91
11	57,135	2,380.64	61,652	2,568.83	67,893	2,828.89	68,614	2,858.93	70,633	2,943.04
12	58,511	2,437.97	63,023	2,625.95	69,384	2,891.02	70,179	2,924.13	72,097	3,004.03
13	59,906	2,496.07	64,375	2,682.30	71,032	2,959.66	71,786	2,991.07	73,805	3,075.22
14	61,209	2,550.38	65,821	2,742.53	72,505	3,021.03	73,301	3,054.22	75,207	3,133.61
15	62,610	2,608.74	67,147	2,797.78	74,108	3,087.84	74,894	3,120.56	76,844	3,201.82
16	63,234	2,634.75	67,772	2,823.83	74,733	3,113.89	75,519	3,146.62	77,470	3,227.92
17	63,860	2,660.84	68,398	2,849.92	75,360	3,139.99	76,144	3,172.67	78,095	3,253.97
18	64,739	2,697.48	69,371	2,890.47	76,472	3,186.35	77,274	3,219.76	79,263	3,302.63
19	66,033	2,751.37	70,758	2,948.27	78,001	3,250.06	78,819	3,284.15	80,848	3,368.68

BCS honors up to 10 years (Step 9) of verified, public school experience to determine teacher salaries.