

BETHANY PUBLIC SCHOOLS
COMPENSATION SCHEDULE - DOCTOR'S DEGREE - 2018-2019 Proposed

| STEPS | BASE SALARY | TR OFFSET CASH PAYMENT | DISTRICT PAID RETIREMENT | TOTAL DISTRICT COMPENSATION |
|-------|-------------|------------------------|--------------------------|-----------------------------|
| 00D | 40,861.41 | 60.15 | 3,015.44 | 43,937.00 |
| 01D | 41,427.78 | 103.41 | 3,014.81 | 44,546.00 |
| 02D | 41,575.65 | 145.65 | 2,983.70 | 44,705.00 |
| 03D | 41,980.20 | 188.15 | 2,971.65 | 45,140.00 |
| 04D | 42,383.82 | 233.33 | 2,956.85 | 45,574.00 |
| 05D | 42,799.53 | 278.76 | 2,942.71 | 46,021.00 |
| 06D | 43,393.80 | 325.26 | 2,940.94 | 46,660.00 |
| 07D | 43,824.39 | 372.82 | 2,925.79 | 47,123.00 |
| 08D | 44,254.98 | 421.44 | 2,909.58 | 47,586.00 |
| 09D | 44,686.50 | 471.12 | 2,892.38 | 48,050.00 |
| 10D | 45,408.18 | 521.87 | 2,895.95 | 48,826.00 |
| 11D | 47,331.42 | 573.67 | 2,988.91 | 50,894.00 |
| 12D | 47,882.91 | 626.54 | 2,977.55 | 51,487.00 |
| 13D | 48,341.40 | 680.48 | 2,958.12 | 51,980.00 |
| 14D | 48,798.96 | 735.47 | 2,937.57 | 52,472.00 |
| 15D | 49,276.98 | 791.53 | 2,917.49 | 52,986.00 |
| 16D | 49,735.47 | 848.65 | 2,894.88 | 53,479.00 |
| 17D | 50,472.96 | 906.83 | 2,892.21 | 54,272.00 |
| 18D | 51,024.45 | 966.07 | 2,874.48 | 54,865.00 |
| 19D | 51,482.94 | 1,026.38 | 2,848.68 | 55,358.00 |
| 20D | 51,961.89 | 1,087.75 | 2,823.36 | 55,873.00 |
| 21D | 52,420.38 | 1,150.18 | 2,795.44 | 56,366.00 |
| 22D | 52,878.87 | 1,213.68 | 2,766.45 | 56,859.00 |
| 23D | 53,338.29 | 1,278.23 | 2,736.48 | 57,353.00 |
| 24D | 53,796.78 | 1,343.85 | 2,705.37 | 57,846.00 |
| 25D | 55,196.43 | 1,410.53 | 2,744.04 | 59,351.00 |
| 26D | 55,591.68 | 1,410.53 | 2,773.79 | 59,776.00 |
| 27D | 55,986.93 | 1,410.53 | 2,803.54 | 60,201.00 |
| 28D | 56,382.18 | 1,410.53 | 2,833.29 | 60,626.00 |
| 29D | 56,690.94 | 1,410.53 | 2,856.53 | 60,958.00 |
| 30D | 56,999.70 | 1,410.53 | 2,879.77 | 61,290.00 |
| 31D | 57,308.46 | 1,410.53 | 2,903.01 | 61,622.00 |
| 32D | 57,617.22 | 1,410.53 | 2,926.25 | 61,954.00 |
| 33D | 57,925.98 | 1,410.53 | 2,949.49 | 62,286.00 |
| 34D | 58,234.74 | 1,410.53 | 2,972.73 | 62,618.00 |
| 35D | 58,543.50 | 1,410.53 | 2,995.97 | 62,950.00 |
| 36D | 58,852.26 | 1,410.53 | 3,019.21 | 63,282.00 |
| 37D | 59,161.02 | 1,410.53 | 3,042.45 | 63,614.00 |

The following classifications of employees receive compensation in addition to the amounts provided on the schedule above as follows:

1. Counselor - 19% of Total District Compensation
2. Media Specialist - 11% of Total District Compensation
3. Developmental Center Teacher - 5% of Total District Compensation
4. Special Education Teacher - 5% of Total District Compensation
5. LEAP - 5% of Total District Compensation
6. Teachers enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment.
7. Teachers not enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment of \$69.71 per month.