

**DULCE INDEPENDENT SCHOOLS**  
**CERTIFIED SALARY**  
**2020-21**  
**1%**

Steps	LEVEL 1					LEVEL 2					LEVEL 3		
	BA	BA+15	BA+45 /MA	MA+15	MA+45	BA	BA+15	BA+45/MA	MA+15	MA+45	MA	MA+15	MA+45
0	\$ 43,430	\$ 43,935	\$ 44,440	\$ 44,945	\$ 45,450	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
1	\$ 43,930	\$ 44,435	\$ 44,940	\$ 45,445	\$ 45,950	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
2	\$ 44,430	\$ 44,935	\$ 45,440	\$ 45,945	\$ 46,450	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
3	\$ 44,930	\$ 45,435	\$ 45,940	\$ 46,445	\$ 46,950	\$ 51,510	\$ 52,015	\$ 52,520	\$ 53,025	\$ 53,530	\$ 0.00	\$ 0.00	\$ 0.00
4	\$ 45,430	\$ 45,935	\$ 46,440	\$ 46,945	\$ 47,450	\$ 52,010	\$ 52,515	\$ 53,020	\$ 53,525	\$ 54,030	\$ 0.00	\$ 0.00	\$ 0.00
5	\$ 45,930	\$ 46,435	\$ 46,940	\$ 47,445	\$ 47,950	\$ 52,510	\$ 53,015	\$ 53,520	\$ 54,025	\$ 54,530	\$ 0.00	\$ 0.00	\$ 0.00
6	\$ 46,430	\$ 46,935	\$ 47,440	\$ 47,945	\$ 48,450	\$ 53,010	\$ 53,515	\$ 54,020	\$ 54,525	\$ 55,030	\$ 61,610	\$ 62,115	\$ 62,620
7						\$ 53,510	\$ 54,015	\$ 54,520	\$ 55,025	\$ 55,530	\$ 62,110	\$ 62,615	\$ 63,120
8						\$ 54,010	\$ 54,515	\$ 55,020	\$ 55,525	\$ 56,030	\$ 62,610	\$ 63,115	\$ 63,620
9						\$ 54,510	\$ 55,015	\$ 55,520	\$ 56,025	\$ 56,530	\$ 63,110	\$ 63,615	\$ 64,120
10						\$ 55,010	\$ 55,515	\$ 56,020	\$ 56,525	\$ 57,030	\$ 63,610	\$ 64,115	\$ 64,620
11						\$ 55,510	\$ 56,015	\$ 56,520	\$ 57,025	\$ 57,530	\$ 64,110	\$ 64,615	\$ 65,120
12						\$ 56,010	\$ 56,515	\$ 57,020	\$ 57,525	\$ 58,030	\$ 64,610	\$ 65,115	\$ 65,620
13						\$ 56,510	\$ 57,015	\$ 57,520	\$ 58,025	\$ 58,530	\$ 65,110	\$ 65,615	\$ 66,120
14						\$ 57,010	\$ 57,515	\$ 58,020	\$ 58,525	\$ 59,030	\$ 65,610	\$ 66,115	\$ 66,620
15						\$ 57,510	\$ 58,015	\$ 58,520	\$ 59,025	\$ 59,530	\$ 66,110	\$ 66,615	\$ 67,120
16						\$ 58,010	\$ 58,515	\$ 59,020	\$ 59,525	\$ 60,030	\$ 66,610	\$ 67,115	\$ 67,620
17						\$ 58,510	\$ 59,015	\$ 59,520	\$ 60,025	\$ 60,530	\$ 67,110	\$ 67,615	\$ 68,120
18						\$ 59,010	\$ 59,515	\$ 60,020	\$ 60,525	\$ 61,030	\$ 67,610	\$ 68,115	\$ 68,620
19						\$ 59,510	\$ 60,015	\$ 60,520	\$ 61,025	\$ 61,530	\$ 68,110	\$ 68,615	\$ 69,120
20						\$ 60,010	\$ 60,515	\$ 61,020	\$ 61,525	\$ 62,030	\$ 68,610	\$ 69,115	\$ 69,620
21								\$ 61,520	\$ 62,025	\$ 62,530	\$ 69,110	\$ 69,615	\$ 70,120
22								\$ 62,020	\$ 62,525	\$ 63,030	\$ 69,610	\$ 70,115	\$ 70,620
23								\$ 62,520	\$ 63,025	\$ 63,530	\$ 70,110	\$ 70,615	\$ 71,120
24								\$ 63,020	\$ 63,525	\$ 64,030	\$ 70,610	\$ 71,115	\$ 71,620
25								\$ 63,520	\$ 64,025	\$ 64,530	\$ 71,110	\$ 71,615	\$ 72,120
26								\$ 64,020	\$ 64,525	\$ 65,030	\$ 71,610	\$ 72,115	\$ 72,620
27								\$ 64,520	\$ 65,025	\$ 65,530	\$ 72,110	\$ 72,615	\$ 73,120
28								\$ 65,020	\$ 65,525	\$ 66,030	\$ 72,610	\$ 73,115	\$ 73,620
29								\$ 65,520	\$ 66,025	\$ 66,530	\$ 73,110	\$ 73,615	\$ 74,120
30								\$ 66,020	\$ 66,525	\$ 67,030	\$ 73,610	\$ 74,115	\$ 74,620
31								\$ 66,520	\$ 67,025	\$ 67,530	\$ 74,110	\$ 74,615	\$ 75,120
32								\$ 67,020	\$ 67,525	\$ 68,030	\$ 74,610	\$ 75,115	\$ 75,620
33								\$ 67,520	\$ 68,025	\$ 68,530	\$ 75,110	\$ 75,615	\$ 76,120
34								\$ 68,020	\$ 68,525	\$ 69,030	\$ 75,610	\$ 76,115	\$ 76,620
35								\$ 68,520	\$ 69,025	\$ 69,530	\$ 76,110	\$ 76,615	\$ 77,120
36-42								\$ 70,900	\$ 71,400	\$ 71,900	\$ 78,800	\$ 79,300	\$ 79,800
43-48								\$ 71,400	\$ 71,900	\$ 72,400	\$ 79,300	\$ 79,800	\$ 80,300

ED BY BOARD OF EDUCATION ON August 3, 2020.

In the General Appropriation Act of 2020, the Legislature appropriated state funds in order to provide for a mandatory "average four percent salary increase to all licensed teachers whose primary duty is classroom\* instruction" and "an average four percent salary increase for all school personnel, other than licensed teachers whose primary duty is classroom instruction." Pursuant to the General Appropriation Act of 2020, the District was mandated to provide for an operating budget which includes such average salary increases. In compliance with state law, the District submitted to PED a budget providing for the salary increases set forth in the General Appropriations Act, which are noted in this preliminary salary schedule. However, the final salary schedule and pay for District personnel will be contingent upon the Legislature's actual appropriation of the state funds to provide for an "average four percent salary increase to all licensed teachers whose primary duty is classroom instruction" and "an average four percent salary increase for all school personnel, other than licensed teachers whose primary duty is classroom instruction." Should the Legislature revise state law to no longer mandate payment of such average salary increases, the actual 2020-2021 salaries of District personnel will be .revised to reflect the actual Legislative appropriations and, therefore, may be less than the salary amounts stated herein

Salary schedule is based on 185days/7.5-hour day plus 30-minute duty free lunch  
 Official transcripts due by September 30th of each year for movement on schedule

TESOL ENDORSEMENT - \$1,000.00 Annually  
**Ratified by DFUSE on July 10, 2020**

APPROVED BY BOARD OF EDUCATION ON