

**DULCE INDEPENDENT SCHOOLS  
CERTIFIED TEACHER SALARY  
2019-20**

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	\$ 43,000	\$ 43,500	\$ 44,000	\$ 44,500	\$ 45,000	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
1	\$ 43,500	\$ 44,000	\$ 44,500	\$ 45,000	\$ 45,500	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
2	\$ 44,000	\$ 44,500	\$ 45,000	\$ 45,500	\$ 46,000	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
3	\$ 44,500	\$ 45,000	\$ 45,500	\$ 46,000	\$ 46,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 61,000	\$ 61,500	\$ 62,000
4	\$ 45,000	\$ 45,500	\$ 46,000	\$ 46,500	\$ 47,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 61,500	\$ 62,000	\$ 62,500
5	\$ 45,500	\$ 46,000	\$ 46,500	\$ 47,000	\$ 47,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 62,000	\$ 62,500	\$ 63,000
6	\$ 46,000	\$ 46,500	\$ 47,000	\$ 47,500	\$ 48,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 62,500	\$ 63,000	\$ 63,500
7						\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,000	\$ 63,000	\$ 63,500	\$ 64,000
8						\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,000	\$ 55,500	\$ 63,500	\$ 64,000	\$ 64,500
9						\$ 54,000	\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,000	\$ 64,000	\$ 64,500	\$ 65,000
10						\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 64,500	\$ 65,000	\$ 65,500
11						\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000	\$ 65,000	\$ 65,500	\$ 66,000
12						\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 65,500	\$ 66,000	\$ 66,500
13						\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 58,000	\$ 66,000	\$ 66,500	\$ 67,000
14						\$ 56,500	\$ 57,000	\$ 57,500	\$ 58,000	\$ 58,500	\$ 66,500	\$ 67,000	\$ 67,500
15						\$ 57,000	\$ 57,500	\$ 58,000	\$ 58,500	\$ 59,000	\$ 67,000	\$ 67,500	\$ 68,000
16						\$ 57,500	\$ 58,000	\$ 58,500	\$ 59,000	\$ 59,500	\$ 67,500	\$ 68,000	\$ 68,500
17						\$ 58,000	\$ 58,500	\$ 59,000	\$ 59,500	\$ 60,000	\$ 68,000	\$ 68,500	\$ 69,000
18						\$ 58,500	\$ 59,000	\$ 59,500	\$ 60,000	\$ 60,500	\$ 68,500	\$ 69,000	\$ 69,500
19						\$ 59,000	\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,000	\$ 69,000	\$ 69,500	\$ 70,000
20						\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,000	\$ 61,500	\$ 69,500	\$ 70,000	\$ 70,500
21								\$ 61,000	\$ 61,500	\$ 62,000	\$ 70,000	\$ 70,500	\$ 71,000
22								\$ 61,500	\$ 62,000	\$ 62,500	\$ 70,500	\$ 71,000	\$ 71,500
23								\$ 62,000	\$ 62,500	\$ 63,000	\$ 71,000	\$ 71,500	\$ 72,000
24								\$ 62,500	\$ 63,000	\$ 63,500	\$ 71,500	\$ 72,000	\$ 72,500
25								\$ 63,000	\$ 63,500	\$ 64,000	\$ 72,000	\$ 72,500	\$ 73,000
26								\$ 63,500	\$ 64,000	\$ 64,500	\$ 72,500	\$ 73,000	\$ 73,500
27								\$ 64,000	\$ 64,500	\$ 65,000	\$ 73,000	\$ 73,500	\$ 74,000
28								\$ 64,500	\$ 65,000	\$ 65,500	\$ 73,500	\$ 74,000	\$ 74,500
29								\$ 65,000	\$ 65,500	\$ 66,000	\$ 74,000	\$ 74,500	\$ 75,000
30								\$ 65,500	\$ 66,000	\$ 66,500	\$ 74,500	\$ 75,000	\$ 75,500
31								\$ 66,000	\$ 66,500	\$ 67,000	\$ 75,000	\$ 75,500	\$ 76,000
32								\$ 66,500	\$ 67,000	\$ 67,500	\$ 75,500	\$ 76,000	\$ 76,500
33								\$ 67,000	\$ 67,500	\$ 68,000	\$ 76,000	\$ 76,500	\$ 77,000
34								\$ 67,500	\$ 68,000	\$ 68,500	\$ 76,500	\$ 77,000	\$ 77,500
35								\$ 68,000	\$ 68,500	\$ 69,000	\$ 77,000	\$ 77,500	\$ 78,000
36-42								\$ 68,500	\$ 69,000	\$ 69,500	\$ 77,500	\$ 78,000	\$ 78,500
43-48								\$ 69,000	\$ 69,500	\$ 70,000	\$ 78,000	\$ 78,500	\$ 79,000

16 years out of district experience allowed/official verification required  
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 on 06/04/19**  
**Approved by the Board of Education on 06/25/19**