

**NEWCASTLE ELEMENTARY SCHOOL DISTRICT  
CTA/NTA - CERTIFICATED SALARY SCHEDULE  
2019 - 2020  
180 teaching days & 4 contract work days (1.0 FTE)**

Step	BA <30 w/out clear credential	BA + 30 with clear credential	BA + 45 with clear credential	BA + 60 with clear credential	BA+ 75 or Master's must have min 5 yrs of service
1	\$43,059	\$48,882	\$50,349	\$51,861	\$54,807
2	\$43,059	\$50,104	\$51,608	\$53,157	\$56,177
3	\$43,059	\$51,357	\$52,898	\$54,486	\$57,581
4	\$43,059	\$52,640	\$54,220	\$55,848	\$59,022
5	\$43,059	\$53,956	\$55,576	\$57,244	\$60,497
6	\$43,059	\$55,305	\$56,965	\$58,675	\$62,009
7	\$43,059	\$56,688	\$58,389	\$60,142	\$63,559
8	\$43,059	\$58,105	\$59,849	\$61,646	\$65,148
9	\$43,059	\$59,558	\$61,345	\$63,187	\$66,778
10	\$43,059	\$61,047	\$62,879	\$64,767	\$68,446
11	\$43,059	\$62,573	\$64,451	\$66,386	\$70,157
12	\$43,059	\$64,450	\$66,384	\$68,377	\$72,263
13	\$43,059	\$64,450	\$68,376	\$70,429	\$74,431
14	\$43,059	\$64,450	\$70,427	\$72,542	\$76,663
15	\$43,059	\$64,450	\$72,540	\$74,718	\$78,964
16	\$43,059	\$64,450	\$72,540	\$76,959	\$81,332
17	\$43,059	\$64,450	\$72,540	\$79,268	\$83,771
18	\$43,059	\$64,450	\$72,540	\$81,646	\$86,285
19	\$43,059	\$64,450	\$72,540	\$81,646	\$88,873
20	\$43,059	\$64,450	\$72,540	\$81,646	\$91,540

2.5% down

2.5% down

3% down

3% down

**Masters Annual Stipend \$2,500.00 for 1.0 FTE**

**Professional Annual Stipend - SDC, RSP, Speech, Counselor**

**Psychologist hired after 7/1/2017**

Years	1.0 FTE
1-5	\$ 2,500.00
6-18	\$ 5,000.00
19+	\$ 7,500.00

**History**

- 12/13 = step/column, no cola, added 1 additional contract day (180+2), longevity steps added (19-24), H&W remains same
- 13/14 = step/column, 3% cola added to salary schedule (retro to July 2013), H&W CAP increased to \$649.40 (+\$50) retro to January 1, 2014
- 14/15 = step/column, 3% cola added to salary schedule (retro to July 2014), H&W CAP remains the same (\$649.40/month)
- 15/16 = step/column, 3% cola added to salary schedule (retro to July 2015), H&W CAP increases (\$732.06/month)
- 16/17 = step/column, 1% cola added to salary schedule H&W CAP remains the same (\$732.06/month)
- 17/18 & 18/19 = \$5,000 One time payment off Salary Schedule- H&W CAP remains the same (\$732.06/month),  
\$5000 one time payment-paid over 2 years
- 19/20 = Step/Column - Restructured Salary Schedule to 20 Steps and a 4.65% average increase -  
- Add 1 PD Day to Calendar with 1 day optional at per diem rate - H&W Cap Increased to (\$757.00/month)
- 20/21 - Step/Column - 2.5% Increase on salary schedule- - H&W increase to (\$791.67/month)