

5% Increase Salary Scale 2016-17 proposed 5/27/16 bargaining meeting												
Exp.	Blue Oak Experience											
4%	1	2	3	4	5	6	7	8	9	10	12	14
1	\$36,960	N/A	N/A									
2	\$37,760	\$38,438	N/A	N/A					Masters Stipend \$1,250			
3	\$38,560	\$39,270	\$39,976	N/A	N/A				Waldorf Certification Stipend \$5,000			
4	\$39,360	\$40,102	\$40,841	\$41,575	N/A	N/A						
5	\$40,160	\$40,934	\$41,706	\$42,475	\$43,238	N/A	N/A	N/A				
6	\$40,960	\$41,766	\$42,572	\$43,375	\$44,174	\$44,967	N/A	N/A				
7	\$41,760	\$42,598	\$43,437	\$44,275	\$45,110	\$45,941	\$46,766	N/A	N/A			
8	\$42,560	\$43,430	\$44,302	\$45,175	\$46,046	\$46,914	\$47,778	\$48,637	N/A	N/A		
9	\$43,360	\$44,262	\$45,168	\$46,074	\$46,982	\$47,887	\$48,791	\$49,690	\$50,582	N/A		
10**	\$44,160	\$45,094	\$46,033	\$46,974	\$47,917	\$48,861	\$49,803	\$50,742	\$51,677	\$52,606	N/A	
12	N/A	\$45,926	\$46,898	\$47,874	\$48,853	\$49,834	\$50,815	\$51,795	\$52,772	\$53,744	\$54,710	N/A
14	N/A	N/A	\$47,763	\$48,774	\$49,789	\$50,807	\$51,827	\$52,848	\$53,867	\$54,883	\$55,894	\$56,898
16		N/A	N/A	\$49,674	\$50,725	\$51,781	\$52,840	\$53,901	\$54,962	\$56,022	\$57,078	\$58,130
18			N/A	N/A	\$51,661	\$52,754	\$53,852	\$54,953	\$56,057	\$57,160	\$58,262	\$59,361
20				N/A	N/A	\$53,727	\$54,864	\$56,006	\$57,151	\$58,299	\$59,447	\$60,593
22					N/A	N/A	\$55,876	\$57,059	\$58,246	\$59,438	\$60,631	\$61,824
24						N/A	N/A	\$58,112	\$59,341	\$60,576	\$61,815	\$63,056
Years teaching experience is defined as working 80% or more of any given school year in a certificated position												
*Years at Blue Oak based on years teaching in Blue Oak classroom as a full time certificated teacher												
-does not account for time employed at BO in another capacity												
**Maximum previous experience 10 years												
Benefits premium 100% Employee Only Premium and 50% Dependents Premium of approved plans (Medical, Vision, Dental)												
Additional Stipends provided for required activities (see Required Activities Spreadsheet)												