

# NORTHLAND CAREER CENTER CERTIFIED SALARY SCHEDULE

	1 YR TAC	1 YR TAC + ED	TAC + 8	ICEC	ICEC + Masters OR ICEC + 8	CCEC (99 YR)	CCEC + 8	CCEC + 16	CCEC + 24	CCEC + 30	Specialist OR CCEC + 40	Doctorate
Step 1			\$43,247	\$44,544	\$45,880	\$47,256	\$48,674	\$50,134	\$51,638	\$53,187	\$54,783	\$59,783
Step 2			\$43,896	\$45,212	\$46,568	\$47,965	\$49,404	\$50,886	\$52,413	\$53,985	\$55,605	\$60,605
Step 3	\$41,996	\$43,256	\$44,554	\$45,890	\$47,267	\$48,684	\$50,145	\$51,649	\$53,199	\$54,795	\$56,439	\$61,439
Step 4	\$42,626	\$43,905	\$45,222	\$46,578	\$47,976	\$49,414	\$50,897	\$52,424	\$53,997	\$55,617	\$57,286	\$62,286
Step 5	\$43,265	\$44,564	\$45,900	\$47,277	\$48,696	\$50,155	\$51,660	\$53,210	\$54,807	\$56,451	\$58,145	\$63,145
Step 6	\$43,914	\$45,232	\$46,589	\$47,986	\$49,426	\$50,907	\$52,435	\$54,008	\$55,629	\$57,298	\$59,017	\$64,017
Step 7	\$44,573	\$45,910	\$47,288	\$48,706	\$50,167	\$51,671	\$53,222	\$54,818	\$56,463	\$58,157	\$59,902	\$64,902
Step 8	\$45,242	\$46,599	\$47,997	\$49,437	\$50,920	\$52,446	\$54,020	\$55,640	\$57,310	\$59,029	\$60,801	\$65,801
Step 9	\$45,921	\$47,298	\$48,717	\$50,179	\$51,684	\$53,233	\$54,830	\$56,475	\$58,170	\$59,914	\$61,713	\$66,713
Step 10	\$46,610	\$48,007	\$49,448	\$50,932	\$52,459	\$54,031	\$55,652	\$57,322	\$59,043	\$60,813	\$62,639	\$67,639
Step 11	\$47,309	\$48,727	\$50,190	\$51,696	\$53,246	\$54,841	\$56,487	\$58,182	\$59,929	\$61,725	\$63,579	\$68,579
Step 12			\$50,943	\$52,471	\$54,045	\$55,664	\$57,334	\$59,055	\$60,828	\$62,651	\$64,533	\$69,533
Step 13				\$53,258	\$54,856	\$56,499	\$58,194	\$59,941	\$61,740	\$63,591	\$65,501	\$70,501
Step 14					\$55,679	\$57,346	\$59,067	\$60,840	\$62,666	\$64,545	\$66,484	\$71,484
Step 15					\$56,514	\$58,206	\$59,953	\$61,753	\$63,606	\$65,513	\$67,481	\$72,481
Step 16					\$57,362	\$59,079	\$60,852	\$62,679	\$64,560	\$66,496	\$68,493	\$73,493
Step 17					\$58,222	\$59,965	\$61,765	\$63,619	\$65,528	\$67,493	\$69,520	\$74,520
Step 18					\$59,095	\$60,864	\$62,691	\$64,573	\$66,511	\$68,505	\$70,563	\$75,563
Step 19					\$59,981	\$61,777	\$63,631	\$65,542	\$67,509	\$69,533	\$71,621	\$76,621
Step 20					\$60,881	\$62,704	\$64,585	\$66,525	\$68,522	\$70,576	\$72,695	\$77,695
Step 21					\$61,794	\$63,645	\$65,554	\$67,523	\$69,550	\$71,635	\$73,785	\$78,785
Step 22					\$62,721	\$64,600	\$66,537	\$68,536	\$70,593	\$72,710	\$74,892	\$79,892
Step 23					\$63,662	\$65,569	\$67,535	\$69,564	\$71,652	\$73,801	\$76,015	\$81,015
Step 24					\$64,617	\$66,553	\$68,548	\$70,607	\$72,727	\$74,908	\$77,155	\$82,155
Step 25					\$65,586	\$67,551	\$69,576	\$71,666	\$73,818	\$76,032	\$78,312	\$83,312
Step 26					\$66,570	\$68,564	\$70,620	\$72,741	\$74,925	\$77,172	\$79,487	\$84,487
Step 27					\$67,569	\$69,592	\$71,679	\$73,832	\$76,049	\$78,330	\$80,679	\$85,679
Step 28					\$68,583	\$70,636	\$72,754	\$74,939	\$77,190	\$79,505	\$81,889	\$86,889
Step 29					\$69,612	\$71,696	\$73,845	\$76,063	\$78,348	\$80,698	\$83,117	\$88,117
Step 30					\$70,656	\$72,771	\$74,953	\$77,204	\$79,523	\$81,908	\$84,364	\$89,364

- Placement would not necessarily reflect years of experience.
- Schedule reflects 1.5% increase down (0.5% beyond Step 30) and 3% across the schedule except the Doctorate column which reflects a \$5,000 increase.
- September 1 is the deadline to move columns for education.
- Certified Staff who provide documentation of advanced degree completion of National board Certification before the first day of the second semester will receive a one time \$500 stipend.
- Staff members holding an active National Board Certification will receive a stipend equal to 10% of Base Salary each year.
- Professional Development hours do not count as graduate credit on this schedule without prior approval.
- All CTE coursework, externships, and technical training must be approved by the NCC director/HR.
- Formula for technical training is 14 hours = 1 college credit.
- Once on salary schedule as degree awarded teacher or CTE teacher, advancement can only be completed in the same schedule/path.
- Teachers who are new to the district and participate fully in new teacher orientation will receive a one-time \$500 stipend.

TAC = Temporary CTE Teacher Certification  
 ICEC = Initial CTE Teacher Certification  
 CCEC = Career CTE Certification  
 + any number = Credit hours earned since current level of certification  
 ED = Any Educational Degree  
 D = Bachelor Degree (related)  
 M = Master Degree (related)

