

EXHIBIT 9
SALARY SCHEDULE

Years	Bachelors	Masters	Doctorate
0	\$40,050.00	\$42,750.00	\$45,450.00
1	\$40,400.00	\$43,300.00	\$46,200.00
2	\$40,750.00	\$43,850.00	\$46,950.00
3	\$41,100.00	\$44,400.00	\$47,700.00
4	\$41,450.00	\$44,950.00	\$48,450.00
5	\$41,800.00	\$45,500.00	\$49,200.00
6	\$42,150.00	\$46,050.00	\$49,950.00
7	\$42,500.00	\$46,600.00	\$50,700.00
8	\$42,850.00	\$47,150.00	\$51,450.00
9	\$43,200.00	\$47,700.00	\$52,200.00
10	\$43,550.00	\$48,250.00	\$52,950.00
11	\$43,900.00	\$48,800.00	\$53,700.00
12	\$44,250.00	\$49,350.00	\$54,450.00
13	\$44,600.00	\$49,900.00	\$55,200.00
14	\$44,950.00	\$50,450.00	\$55,950.00
15	\$45,300.00	\$51,000.00	\$56,700.00
16	\$45,650.00	\$51,550.00	\$57,450.00
17	\$46,000.00	\$52,100.00	\$58,200.00
18	\$46,350.00	\$52,650.00	\$58,950.00
19	\$46,700.00	\$53,200.00	\$59,700.00
20	\$47,050.00	\$53,750.00	\$60,450.00
21	\$47,400.00	\$54,300.00	\$61,200.00
22	\$47,750.00	\$54,850.00	\$61,950.00
23	\$48,100.00	\$55,400.00	\$62,700.00
24	\$48,450.00	\$55,950.00	\$63,450.00
25	\$48,800.00	\$56,500.00	\$64,200.00
26	\$49,150.00	\$57,050.00	\$64,950.00
27	\$49,500.00	\$57,600.00	\$65,700.00
28	\$49,850.00	\$58,150.00	\$66,450.00
29	\$50,200.00	\$58,700.00	\$67,200.00
30	\$50,550.00	\$59,250.00	\$67,950.00

Criteria for placement of New Professional Employee on Salary Schedule

Prior relevant teaching or industry experience will be granted when a new Professional Employee is placed on the salary schedule. Professional Employees with years in K-12 or non-teaching higher education will be given credit at a rate of 2:1 (every two years of experience equals one-year placement on the salary schedule). Industry experience will be granted the same recognition of 2:1. Professional Employees with teaching experience in Higher Education from an accredited institution will be given credit at a rate of 1:1 (each year equals one-year placement on the salary schedule).