

**BOZEMAN PUBLIC SCHOOLS
APPENDIX A
Salary Schedule 2019-2020**

BASE=\$41,586

2019

STEP	BA	BA+15	BA+30	BA+45	BA/MA+45	BA+60	BA/MA+60	BA+75	BA/MA+75	BA+90	BA/MA+90	BA/MA+105
1	\$ 41,586	\$ 43,249	\$ 44,954	\$ 46,618	\$ 49,113	\$ 48,323	\$ 50,818	\$ 49,986	\$ 52,482	\$ 51,691	\$ 54,187	\$ 55,892
2	\$ 42,917	\$ 44,580	\$ 46,244	\$ 47,949	\$ 50,444	\$ 49,612	\$ 52,107	\$ 51,317	\$ 53,812	\$ 52,981	\$ 55,476	\$ 57,181
3	\$ 44,206	\$ 45,911	\$ 47,574	\$ 49,238	\$ 51,733	\$ 50,943	\$ 53,438	\$ 52,606	\$ 55,101	\$ 54,311	\$ 56,806	\$ 58,512
4	\$ 45,537	\$ 47,200	\$ 48,905	\$ 50,569	\$ 53,064	\$ 52,232	\$ 54,727	\$ 53,937	\$ 56,432	\$ 55,600	\$ 58,096	\$ 59,801
5	\$ 46,826	\$ 48,531	\$ 50,194	\$ 51,899	\$ 54,394	\$ 53,563	\$ 56,058	\$ 55,226	\$ 57,721	\$ 56,931	\$ 59,426	\$ 61,131
6	\$ 48,157	\$ 49,820	\$ 51,525	\$ 53,188	\$ 55,684	\$ 54,894	\$ 57,389	\$ 56,557	\$ 59,052	\$ 58,262	\$ 60,757	\$ 62,462
7	\$ 48,157	\$ 51,151	\$ 52,814	\$ 54,519	\$ 57,014	\$ 56,183	\$ 58,678	\$ 57,888	\$ 60,383	\$ 59,551	\$ 62,046	\$ 63,751
8	\$ 48,157	\$ 51,151	\$ 54,145	\$ 55,808	\$ 58,304	\$ 57,513	\$ 60,009	\$ 59,177	\$ 61,672	\$ 60,882	\$ 63,377	\$ 65,082
9	\$ 48,157	\$ 51,151	\$ 54,145	\$ 57,139	\$ 59,634	\$ 58,803	\$ 61,298	\$ 60,508	\$ 63,003	\$ 62,171	\$ 64,666	\$ 66,371
10	\$ 48,157	\$ 51,151	\$ 54,145	\$ 58,470	\$ 60,965	\$ 60,133	\$ 62,629	\$ 61,797	\$ 64,292	\$ 63,502	\$ 65,997	\$ 67,702
11	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 61,464	\$ 63,959	\$ 63,128	\$ 65,623	\$ 64,791	\$ 67,286	\$ 68,991
12	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 62,753	\$ 65,248	\$ 64,458	\$ 66,953	\$ 66,122	\$ 68,617	\$ 70,322
13	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 65,747	\$ 68,243	\$ 67,452	\$ 69,948	\$ 71,653
14	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 67,078	\$ 69,573	\$ 68,742	\$ 71,237	\$ 72,942
15	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 68,367	\$ 70,863	\$ 70,072	\$ 72,568	\$ 74,273
16	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 68,367	\$ 70,863	\$ 71,362	\$ 73,857	\$ 75,562
17	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 68,367	\$ 70,863	\$ 72,692	\$ 75,187	\$ 76,893
18	\$ 48,157	\$ 51,151	\$ 54,145	\$ 59,759	\$ 62,254	\$ 64,084	\$ 66,579	\$ 68,367	\$ 70,863	\$ 72,692	\$ 75,187	\$ 79,429

Additional Compensation for those beyond Step 18 on the Salary Schedule:

In recognition of veteran teachers' involvement in leadership through service on committees, mentoring beginning teachers and serving an important role in helping to implement District initiatives, the following is added to the Salary Schedule.

1. The following amounts will be added to the salary of those teachers that have:

Completed 4 Years at Step 18	\$500
Completed 8 Years at Step 18	\$1,000
Completed 12 Years and more at Step 18	\$1,500

2. The above amounts only apply to employees in the 5th Year or BA+105(M) columns of the salary schedule as these employees are "topped out" on the schedule.

3. To qualify the employee must be meeting or exceeding the expectations of the District.

4. Employees at Step 18 will receive \$240 annually toward their insurance program in addition to the regular insurance contribution.