

**CUBA INDEPENDENT SCHOOLS  
2018-2019 CERTIFIED STAFF SALARY SCHEDULE**

Counselors, Teachers, Librarians

LEVEL I						LEVEL II						LEVEL III			
EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45	EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45	EXP	MA	MA+15	MA+45
0	\$40,000	\$40,400	\$40,800	\$41,200	\$41,600	3	\$46,000	\$46,500	\$47,500	\$48,000	\$50,000	6	\$56,000	\$58,000	\$60,000
1	\$40,012	\$40,412	\$40,812	\$41,241	\$41,642	4	\$46,092	\$46,593	\$47,595	\$48,408	\$50,425	7	\$56,168	\$58,174	\$60,150
2	\$40,024	\$40,424	\$40,824	\$41,282	\$41,683	5	\$46,184	\$46,686	\$47,690	\$48,819	\$50,854	8	\$56,337	\$58,349	\$60,300
3	\$40,036	\$40,436	\$40,837	\$41,324	\$41,725	6	\$46,277	\$46,780	\$47,786	\$49,234	\$51,286	9	\$56,506	\$58,524	\$60,451
4	\$40,048	\$40,449	\$40,849	\$41,365	\$41,767	7	\$46,369	\$46,873	\$47,881	\$49,653	\$51,722	10	\$56,675	\$58,699	\$60,602
5	\$40,060	\$40,461	\$40,861	\$41,406	\$41,808	8	\$46,462	\$46,967	\$47,977	\$50,075	\$52,161	11	\$57,682	\$58,875	\$60,754
6	\$40,072	\$40,473	\$40,873	\$41,448	\$41,850	9	\$46,608	\$47,190	\$47,772	\$50,501	\$52,605	12	\$57,970	\$59,170	\$60,906
7	\$40,084	\$40,485	\$41,086	\$41,489	\$41,892	10	\$46,841	\$47,426	\$48,011	\$50,930	\$53,052	13	\$58,667	\$59,465	\$61,058
8	\$40,096	\$40,497	\$41,127	\$41,531	\$41,934	11	\$48,006	\$48,588	\$48,491	\$51,363	\$53,503	14	\$59,078	\$59,882	\$61,211
9	\$40,108	\$40,509	\$41,168	\$41,572	\$41,976	12	\$48,726	\$49,317	\$49,219	\$51,799	\$53,958	15	\$59,491	\$60,301	\$61,364
10	\$40,120	\$40,521	\$41,209	\$41,614	\$42,018	13	\$49,457	\$50,057	\$49,957	\$52,240	\$54,416	16	\$59,908	\$60,723	\$61,517
11	\$40,132	\$40,534	\$41,251	\$41,655	\$42,060	14	\$50,103	\$50,193	\$50,706	\$52,684	\$54,879	17	\$60,299	\$61,148	\$61,671
12	\$40,144	\$40,546	\$41,292	\$41,697	\$42,102	15	\$51,446	\$51,699	\$51,446	\$53,131	\$55,345	18	\$60,721	\$61,576	\$61,825
13	\$40,156	\$40,558	\$41,657	\$41,739	\$42,144	16	\$52,083	\$52,258	\$52,217	\$53,583	\$55,816	19	\$61,146	\$61,615	\$61,980
14	\$40,168	\$40,570	\$41,699	\$41,781	\$42,186	17	\$52,865	\$53,041	\$54,622	\$54,039	\$56,290	20	\$61,574	\$61,984	\$62,134
15	\$40,180	\$40,582	\$41,740	\$41,822	\$42,228	18	\$53,658	\$53,837	\$54,648	\$54,498	\$56,769	21	\$61,929	\$62,356	\$62,885
16	\$40,192	\$40,594	\$41,782	\$41,864	\$42,271	19	\$53,926	\$54,106	\$54,921	\$54,961	\$57,251	22	\$62,363	\$62,731	\$63,325
17	\$40,204	\$40,607	\$41,824	\$41,906	\$42,313	20	\$54,735	\$54,918	\$55,463	\$55,428	\$57,738	23	\$62,745	\$63,107	\$63,768
18	\$40,217	\$40,619	\$41,866	\$41,948	\$42,355	21	\$55,556	\$55,742	\$56,295	\$55,899	\$58,229	24	\$63,153	\$63,486	\$64,215
19	\$40,229	\$40,631	\$41,908	\$41,990	\$42,398	22	\$55,695	\$56,578	\$56,861	\$56,375	\$58,724	25	\$63,595	\$63,866	\$64,664
20	\$40,241	\$40,643	\$41,949	\$42,032	\$42,440	23	\$56,308	\$57,426	\$57,486	\$56,854	\$59,223	26	\$64,041	\$64,250	\$65,117
21	\$40,253	\$40,655	\$41,991	\$42,074	\$42,482	24	\$56,927	\$57,677	\$58,119	\$57,337	\$59,726	27	\$64,489	\$64,635	\$65,573
22	\$40,265	\$40,667	\$42,033	\$42,116	\$42,525	25	\$57,554	\$58,542	\$58,758	\$58,197	\$60,123	28	\$64,784	\$65,023	\$66,032
						26	\$58,187	\$59,075	\$59,404	\$59,070	\$61,025	29	\$65,192	\$65,576	\$66,494
						27	\$58,827	\$59,725	\$60,058	\$59,956	\$61,941	30	\$65,518	\$65,904	\$66,959
						28	\$59,474	\$60,382	\$60,718	\$60,855	\$62,870	31	\$65,846	\$66,234	\$67,428
						29	\$60,128	\$61,046	\$61,386	\$61,768	\$63,813	32	\$66,175	\$66,565	\$67,900
						30	\$60,790	\$61,717	\$62,062	\$62,695	\$64,770	33	\$66,823	\$66,898	\$68,375
						31	\$61,458	\$62,396	\$62,744	\$63,635	\$65,742	34	\$69,496	\$69,574	\$71,794
						32	\$62,134	\$63,083	\$63,434	\$64,590	\$66,728	35	\$72,276	\$72,357	\$75,384
						33	\$62,818	\$63,777	\$64,132	\$65,559	\$67,729	36	\$75,167	\$75,251	\$79,153
						34	\$63,509	\$64,478	\$65,250	\$66,542	\$68,745	37	\$78,173	\$78,261	\$83,111

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 183 days for TEACHERS as per School Calendar at 7 hours per day. HS/MS Counselor ADD 2 weeks before 1st day of school, 2 weeks after last day of school, Librarians & Elementary Counselor ADD 1 week before 1st day of school, 1 week after last day of school.
- 3) The district accepts 22 years of experience.
- 4) Stipends: TESOL Endorsement \$1,000. Bilingual Endorsement \$3,000. Pre-K Early Childhood \$8,500. NBCT based on final funded SEG unit value.
- 5) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 6) Approval must be obtained from the Superintendent/Designee for all undergraduate classes counted towards movement on the salary schedule
- 7) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 8) Substitute teaching and/or student teaching is not recognized as teaching experience
- 9) Advancement in years of experience is based on successful completion of the previous year.

Board Approved 05/16/18