# STEPS	Sub Cert TOR	# BA	# BA+15	# MA	# MA+15	# EDS
1	43,700	43,700	44,900	46,950	48,100	50,200
2	44,225	44,225	45,425	47,575	48,725	50,925
3	44,750	44,750	45,950	48,200	49,350	51,650
4	45,275	45,275	46,475	48,825	49,975	52,375
5	45,800	45,800	47,000	49,450	50,600	53,100
6	45,800	46,325	47,525	50,075	51,225	53,825
7	45,800	46,850	48,050	50,700	51,850	54,550
8	45,800	47,375	48,575	51,325	52,475	55,275
9	45,800	47,900	49,100	51,950	53,100	56,000
10	45,800	48,425	49,625	52,575	53,725	56,725
11	45,800	49,000	50,200	53,250	54,400	57,500
12	45,800	49,575	50,775	53,925	55,075	58,275
13	45,800	50,150	51,350	54,600	55,750	59,050
14	45,800	50,725	51,925	55,275	56,425	59,825
15	45,800	51,300	52,500	55,950	57,100	60,600
16	45,800	51,875	53,075	56,625	57,775	61,375
17	45,800	52,450	53,650	57,300	58,450	62,150
18	45,800	53,025	54,225	57,975	59,125	62,925
19	45,800	53,600	54,800	58,650	59,800	63,700
20	45,800	54,175	55,375	59,325	60,475	64,475
21	45,800	54,775	55,975	60,025	61,175	65,275
22	45,800	55,375	56,575	60,725	61,875	66,075
23	45,800	55,975	57,175	61,425	62,575	66,875
24	45,800	56,575	57,775	62,125	63,275	67,675
25	45,800	57,175	58,375	62,825	63,975	68,475
26	45,800	57,775	58,975	63,525	64,675	69,275
27	45,800	58,375	59,575	64,225	65,375	70,075
28	45,800	58,975	60,175	64,925	66,075	70,875
29	45,800	59,575	60,775	65,625	66,775	71,675
30	45,800	60,175	61,375	66,325	67,475	72,475
31	45,800	60,775	61,975	67,025	68,175	73,275
32	45,800	61,375	62,575	67,725	68,875	74,075
33	45,800	61,975	63,175	68,425	69,575	74,875

Vertical Step Increases

	BA	MA	EDS
Years 1-10	$525.00	$625.00	$725.00
Years 11-20	$575.00	$675.00	$775.00
Years 21-33	$600.00	$700.00	$800.00

Teachers of record serving under a DESE Substitute Certificate will be placed at the Sub Cert TOR, Step 1 salary level. Salary advancement shall be limited to Step 5 and will remain frozen until the employee obtains official teaching certification.