

# NORTHLAND CAREER CENTER 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			\$41,975	\$43,234	\$44,531	\$45,867	\$47,243	\$48,660	\$50,120	\$51,624	\$53,173	\$58,173
Step 2			\$42,605	\$43,883	\$45,199	\$46,555	\$47,952	\$49,390	\$50,872	\$52,398	\$53,971	\$58,971
Step 3	\$40,760	\$41,983	\$43,244	\$44,541	\$45,877	\$47,253	\$48,671	\$50,131	\$51,635	\$53,184	\$54,781	\$59,781
Step 4	\$41,371	\$42,613	\$43,893	\$45,209	\$46,565	\$47,962	\$49,401	\$50,883	\$52,410	\$53,982	\$55,603	\$60,603
Step 5	\$41,992	\$43,252	\$44,551	\$45,887	\$47,263	\$48,681	\$50,142	\$51,646	\$53,196	\$54,792	\$56,437	\$61,437
Step 6	\$42,622	\$43,901	\$45,219	\$46,575	\$47,972	\$49,411	\$50,894	\$52,421	\$53,994	\$55,614	\$57,284	\$62,284
Step 7	\$43,261	\$44,560	\$45,897	\$47,274	\$48,692	\$50,152	\$51,657	\$53,207	\$54,804	\$56,448	\$58,143	\$63,143
Step 8	\$43,910	\$45,228	\$46,585	\$47,983	\$49,422	\$50,904	\$52,432	\$54,005	\$55,626	\$57,295	\$59,015	\$64,015
Step 9	\$44,569	\$45,906	\$47,284	\$48,703	\$50,163	\$51,668	\$53,218	\$54,815	\$56,460	\$58,154	\$59,900	\$64,900
Step 10	\$45,238	\$46,595	\$47,993	\$49,434	\$50,915	\$52,443	\$54,016	\$55,637	\$57,307	\$59,026	\$60,799	\$65,799
Step 11	\$45,917	\$47,294	\$48,713	\$50,176	\$51,679	\$53,230	\$54,826	\$56,472	\$58,167	\$59,911	\$61,711	\$66,711
Step 12			\$49,444	\$50,929	\$52,454	\$54,028	\$55,648	\$57,319	\$59,040	\$60,810	\$62,637	\$67,637
Step 13				\$51,693	\$53,241	\$54,838	\$56,483	\$58,179	\$59,926	\$61,722	\$63,577	\$68,577
Step 14					\$54,040	\$55,661	\$57,330	\$59,052	\$60,825	\$62,648	\$64,531	\$69,531
Step 15					\$54,851	\$56,496	\$58,190	\$59,938	\$61,737	\$63,588	\$65,499	\$70,499
Step 16					\$55,674	\$57,343	\$59,063	\$60,837	\$62,663	\$64,542	\$66,481	\$71,481
Step 17					\$56,509	\$58,203	\$59,949	\$61,750	\$63,603	\$65,510	\$67,478	\$72,478
Step 18					\$57,357	\$59,076	\$60,848	\$62,676	\$64,557	\$66,493	\$68,490	\$73,490
Step 19					\$58,217	\$59,962	\$61,761	\$63,616	\$65,525	\$67,490	\$69,517	\$74,517
Step 20					\$59,090	\$60,861	\$62,687	\$64,570	\$66,508	\$68,502	\$70,560	\$75,560
Step 21					\$59,976	\$61,774	\$63,627	\$65,539	\$67,506	\$69,530	\$71,618	\$76,618
Step 22					\$60,876	\$62,701	\$64,581	\$66,522	\$68,519	\$70,573	\$72,692	\$77,692
Step 23					\$61,789	\$63,642	\$65,550	\$67,520	\$69,547	\$71,632	\$73,782	\$78,782
Step 24					\$62,716	\$64,597	\$66,533	\$68,533	\$70,590	\$72,706	\$74,889	\$79,889
Step 25					\$63,657	\$65,566	\$67,531	\$69,561	\$71,649	\$73,797	\$76,012	\$81,012
Step 26					\$64,612	\$66,549	\$68,544	\$70,604	\$72,724	\$74,904	\$77,152	\$82,152
Step 27					\$65,581	\$67,547	\$69,572	\$71,663	\$73,815	\$76,028	\$78,309	\$83,309
Step 28					\$66,565	\$68,560	\$70,616	\$72,738	\$74,922	\$77,168	\$79,484	\$84,484
Step 29					\$67,563	\$69,588	\$71,675	\$73,829	\$76,046	\$78,326	\$80,676	\$85,676
Step 30					\$68,576	\$70,632	\$72,750	\$74,936	\$77,187	\$79,501	\$81,886	\$86,886

## Guide for Initial Placement\*

Years	Step
3	4
4	5
5	6
6-7	7
8-9	8
10-11	9
12-13	10
14-15	11

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)

- Placement does not necessarily reflect years of experience.
- Schedule reflects 1.5% increase down, and 3% across, except Doctorate column which reflects \$5000 increase.
- Teachers who are new to the district and participate fully in staff orientation will receive a one time \$500 stipend.
- Certified staff who provide documentation of advanced degree completion or National Board Certification before first day of second semester will receive a one time \$500 stipend.
- Staff members holding National Board Certification will receive a stipend equal to 10% of Base Salary for each year the stipend is in effect.
- 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 NCC director or Assistant Superintendent.
- 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.
- Staff hired after July 1, 2014, will be maxed out at Step 30.

