

TEACHERS WITH A BACHELOR’S DEGREE ONLY

Per the information shared by the EVSC on March 18, 2022 (video) and the current Collective Bargaining Agreement (CBA), a teacher will **advance two rows** for the 2022-2023 academic year as long as the following criteria are met:

- i.) Be in a paid status for minimum of 120 days the previous year, and
- ii.) Have a completed evaluation for the previous year, and
- iii.) Not be rated Ineffective or Improvement Necessary on the previous years evaluation (required by state statute), except for those teachers in their first two years in the teaching profession (exception granted in state statute.)

Career Path I (Bachelor’s Degree)	Career Path II (Master’s or Doctorate Degree)
\$40,000	\$41,500
\$41,500	\$43,000
\$43,000	\$44,500
\$44,500	\$46,000
\$46,000	\$47,500
\$47,500	\$49,000
\$49,000	\$50,500
\$50,500	\$52,000
\$52,000	\$53,500
\$53,500	\$55,000
\$55,000	\$56,500
\$56,500	\$58,000
\$58,000	\$59,500
\$59,500	\$61,000
\$61,000	\$62,500
	\$64,000
	\$65,500
	\$67,000
	\$68,500
	\$70,000
	\$71,500
	\$73,000
	\$74,500
	\$76,000
	\$77,500
	\$79,000
	\$80,500

EXAMPLES

▶ **Example 1: I have a Bachelor’s Degree and am on Career Path I making \$40,000. What will be my base pay for the 2022-2023 school year?**

You will advance two rows and your base salary will be \$43,000.

▶ **Example 2: I have a Bachelor’s Degree and am on Career Path I making \$41,500. I’m working on my Master’s but will not have it completed until December. What will my base salary be for the 2022-2023 school year?**

Since you will not have your Master’s completed until December, you will advance 2 rows in Career Path I. This means your base salary will be \$44,500.

SPECIAL NOTE: No one’s base pay is “at the top” of either Career Path.

On Friday, March 18, an announcement was made regarding an agreement between ETA and EVSC to increase the raise in base salary for the 2022-23 academic year. The agreement that was signed by ETA President Lori Young and EVSC Superintendent Dr. David Smith is specific to the base salary increase for 2022-23 and is not related to the increases that were negotiated for the 2021-22 academic year.

The relevant excerpts from the CBA are included below. The only changes for the 2022-23 academic year are under “Movement on the Career Path Schedules”, paragraphs A and B and are highlighted below. Please note that among members of our bargaining unit, no one is “at the top” of either Career Path in 2021-22, so the language of paragraph D under “Movement on the Career Path Schedules” is irrelevant. The full collective bargaining agreement is available at <http://www.evansvilleeta.org/collective-bargaining-agreement.html>.

Eligibility

In order to be eligible for a base salary increase, a teacher must:

- Be in a paid status for a minimum of one hundred twenty (120) days during the previous academic year;
- Have a completed evaluation for the previous academic year; and,
- Not receive an evaluation rating of Ineffective or Improvement Necessary for the previous academic year, with the exception of those teachers who are eligible under I.C. 20-28-9-1.5(f). Specifically, this eligibility requirement does not apply to a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year or its equivalent in the other state, that time the teacher provides instruction counts toward the two (2) full school years under this subsection.

Factors and Definitions

- A. Evaluation - The teacher must receive an evaluation rating of Effective or Highly Effective for the prior academic year. Any teacher receiving an evaluation rating of Ineffective or Improvement Necessary will not be eligible for an increase with the exception of those eligible per I.C. 20-28-9-1.5(f).
- B. Education - The teacher must complete a content area degree (Master’s) beyond the requirement for employment. Eligible content areas are those defined by the IDOE.

Movement on the Career Path Schedules

- A. Career Path I: A teacher in Career Path I who meets the Evaluation factor will advance ~~one (1) row~~ **two (2) rows** in Career Path I column on the Career Path Schedules in Appendix A.
- B. Career Path II: A teacher in Career Path II who meets the Evaluation factor will advance ~~one (1) row~~ **two (2) rows** in Career Path II column on the Career Path Schedules in Appendix A.
- C. Movement from Career Path I to Career Path II: A teacher in Career Path I who meets the Education factor prior to the start of the upcoming academic year moves from Career Path I to Career Path II in the same row on the Career Path Schedules in Appendix A. In order to advance in this manner for the 2021-2022 academic year, an eligible teacher must provide notice of eligible content area degree completion to the Office of Human Resources on or before November 8, 2021. For 2022-2023, notice of eligible content area degree completion must be provided to the Office of Human Resources on or before the first teacher work day of the academic year.
- D. Teachers at Top of Career Paths - A teacher who has reached the top row of Career Path I or Career Path II will not receive an increase to their base salary, but will receive a stipend in an amount equal to the base

salary increase received by teachers in their Career Path. Those teachers less than 1.0 FTE at the top step of either Career Path shall receive the stipend prorated to match their current FTE.

Appendix A

Career Path Schedules

Career Path I	Career Path II
\$40,000	\$41,500
\$41,500	\$43,000
\$43,000	\$44,500
\$44,500	\$46,000
\$46,000	\$47,500
\$47,500	\$49,000
\$49,000	\$50,500
\$50,500	\$52,000
\$52,000	\$53,500
\$53,500	\$55,000
\$55,000	\$56,500
\$56,500	\$58,000
\$58,000	\$59,500
\$59,500	\$61,000
\$61,000	\$62,500
	\$64,000
	\$65,500
	\$67,000
	\$68,500
	\$70,000
	\$71,500
	\$73,000
	\$74,500
	\$76,000
	\$77,500
	\$79,000
	\$80,500