

ETA Salary Schedules for academic years 2007, 2008, and 2009

New Data Reflected in the 2009-2010 Salary Schedule

Salary Schedule without TRS

Salary Schedule with TRS

2007-08 (New TRS Pickup of 9.4%)

Raise Amount: 3.80% on base
Salary w/o TRS: Board pays 9.4%

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	33,507	35,015	36,523	38,030	39,538	41,047	42,554	44,062	45,569	47,077
2	35,015	36,523	38,030	39,538	41,047	42,554	44,062	45,569	47,077	48,586
3	36,523	38,030	39,538	41,047	42,554	44,062	45,569	47,077	48,586	50,093
4	38,030	39,538	41,047	42,554	44,062	45,569	47,077	48,586	50,093	51,601
5	39,538	41,047	42,554	44,062	45,569	47,077	48,586	50,093	51,601	53,108
6	41,047	42,554	44,062	45,569	47,077	48,586	50,093	51,601	53,108	54,617
7	42,554	44,062	45,569	47,077	48,586	50,093	51,601	53,108	54,617	56,125
8	44,062	45,569	47,077	48,586	50,093	51,601	53,108	54,617	56,125	57,632
9	45,569	47,077	48,586	50,093	51,601	53,108	54,617	56,125	57,632	59,140
10	47,077	48,586	50,093	51,601	53,108	54,617	56,125	57,632	59,140	60,647
11	48,586	50,093	51,601	53,108	54,617	56,125	57,632	59,140	60,647	62,156
12	50,093	51,601	53,108	54,617	56,125	57,632	59,140	60,647	62,156	63,664
13	51,601	53,108	54,617	56,125	57,632	59,140	60,647	62,156	63,664	65,171
14	51,601	54,617	56,125	57,632	59,140	60,647	62,156	63,664	65,171	66,679
15	51,601	54,617	56,125	59,140	60,647	62,156	63,664	65,171	66,679	68,187
16	51,601	54,617	56,125	59,140	62,156	63,664	65,171	66,679	68,187	69,695
17	51,601	54,617	56,125	59,140	62,156	65,171	66,679	68,187	69,695	71,203
18	52,117	55,163	56,668	59,732	62,777	65,824	67,345	68,868	70,392	71,915
19	52,638	55,715	57,253	60,330	63,404	66,481	68,202	69,557	71,096	72,634
20	53,165	56,272	57,825	60,932	64,039	67,146	68,699	70,253	71,807	73,361
21	53,696	56,835	58,403	61,542	64,680	67,818	69,386	70,956	72,525	74,093
22	54,233	57,402	58,987	62,158	65,325	68,496	70,080	71,666	73,250	74,836
23	54,775	57,976	59,577	62,778	65,979	69,181	70,781	72,382	73,982	75,583
24	55,323	58,557	60,173	63,406	66,640	69,873	71,489	73,105	74,723	76,340
25	55,877	59,142	60,775	64,040	67,306	70,571	72,204	73,837	75,469	77,103
26	56,435	59,733	61,382	64,681	67,979	71,277	72,926	74,575	76,224	77,874
27	57,000	60,332	61,996	65,327	68,659	71,989	73,655	75,320	76,986	78,651
28	57,571	60,934	62,616	65,980	69,346	72,710	74,392	76,074	77,757	79,438
29	58,146	61,544	63,242	66,641	70,039	73,437	75,136	76,835	78,534	80,233
30	58,726	62,159	63,874	67,307	70,739	74,171	75,887	77,603	79,320	81,035
31	59,313	62,780	64,513	67,980	71,447	74,913	76,646	78,378	80,113	81,845

Salary w/ TRS: Board pays 9.4%
1.103753 "Gross Up" factor

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40	Yrs to Max
0											
1	36,983	38,648	40,312	41,976	43,641	45,305	46,969	48,634	50,297	51,962	30
2	38,648	40,312	41,976	43,641	45,305	46,969	48,634	50,297	51,962	53,627	29
3	40,312	41,976	43,641	45,305	46,969	48,634	50,297	51,962	53,627	55,290	28
4	41,976	43,641	45,305	46,969	48,634	50,297	51,962	53,627	55,290	56,955	27
5	43,641	45,305	46,969	48,634	50,297	51,962	53,627	55,290	56,955	58,618	26
6	45,305	46,969	48,634	50,297	51,962	53,627	55,290	56,955	58,618	60,284	25
7	46,969	48,634	50,297	51,962	53,627	55,290	56,955	58,618	60,284	61,948	24
8	48,634	50,297	51,962	53,627	55,290	56,955	58,618	60,284	61,948	63,611	23
9	50,297	51,962	53,627	55,290	56,955	58,618	60,284	61,948	63,611	65,276	22
10	51,962	53,627	55,290	56,955	58,618	60,284	61,948	63,611	65,276	66,940	21
11	53,627	55,290	56,955	58,618	60,284	61,948	63,611	65,276	66,940	68,605	20
12	55,290	56,955	58,618	60,284	61,948	63,611	65,276	66,940	68,605	70,269	19
13	56,955	58,618	60,284	61,948	63,611	65,276	66,940	68,605	70,269	71,933	18
14	56,955	60,284	61,948	63,611	65,276	66,940	68,605	70,269	71,933	73,597	17
15	56,955	60,284	61,948	65,276	66,940	68,605	70,269	71,933	73,597	75,262	16
16	56,955	60,284	61,948	65,276	68,605	70,269	71,933	73,597	75,262	76,927	15
17	56,955	60,284	61,948	65,276	68,605	71,933	73,597	75,262	76,927	78,590	14
18	57,524	60,887	62,568	65,929	69,291	72,653	74,333	76,013	77,695	79,376	13
19	58,099	61,495	63,193	66,589	69,983	73,378	75,077	76,774	78,472	80,170	12
20	58,681	62,110	63,824	67,253	70,684	74,113	75,827	77,542	79,257	80,972	11
21	59,267	62,731	64,463	67,927	71,391	74,854	76,585	78,317	80,050	81,781	10
22	59,860	63,358	65,108	68,607	72,103	75,602	77,350	79,101	80,849	82,600	9
23	60,458	63,992	65,758	69,292	72,825	76,358	78,125	79,892	81,658	83,425	8
24	61,063	64,632	66,416	69,985	73,554	77,123	78,906	80,690	82,475	84,260	7
25	61,674	65,278	67,080	70,685	74,289	77,892	79,696	81,498	83,299	85,102	6
26	62,290	65,930	67,751	71,392	75,032	78,673	80,492	82,313	84,133	85,954	5
27	62,914	66,591	68,428	72,104	75,782	79,459	81,297	83,135	84,974	86,812	4
28	63,544	67,256	69,113	72,826	76,540	80,254	82,111	83,967	85,824	87,680	3
29	64,178	67,929	69,804	73,555	77,306	81,057	82,931	84,807	86,682	88,558	2
30	64,819	68,608	70,502	74,290	78,078	81,867	83,761	85,655	87,549	89,442	1
31	65,467	69,294	71,206	75,033	78,859	82,686	84,598	86,510	88,425	90,337	0

ETA Salary Schedules for academic years 2007, 2008, and 2009

New Data Reflected in the 2009-2010 Salary Schedule

Salary Schedule without TRS

Salary Schedule with TRS

2008-09 (New TRS Pickup of 9.4%)

Raise Amount: 3.80% on base
Salary w/o TRS: Board pays 9.4%

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	34,780	36,345	37,911	39,475	41,041	42,606	44,171	45,736	47,301	48,866
2	36,345	37,911	39,475	41,041	42,606	44,171	45,736	47,301	48,866	50,432
3	37,911	39,475	41,041	42,606	44,171	45,736	47,301	48,866	50,432	51,996
4	39,475	41,041	42,606	44,171	45,736	47,301	48,866	50,432	51,996	53,562
5	41,041	42,606	44,171	45,736	47,301	48,866	50,432	51,996	53,562	55,126
6	42,606	44,171	45,736	47,301	48,866	50,432	51,996	53,562	55,126	56,693
7	44,171	45,736	47,301	48,866	50,432	51,996	53,562	55,126	56,693	58,257
8	45,736	47,301	48,866	50,432	51,996	53,562	55,126	56,693	58,257	59,822
9	47,301	48,866	50,432	51,996	53,562	55,126	56,693	58,257	59,822	61,387
10	48,866	50,432	51,996	53,562	55,126	56,693	58,257	59,822	61,387	62,952
11	50,432	51,996	53,562	55,126	56,693	58,257	59,822	61,387	62,952	64,518
12	51,996	53,562	55,126	56,693	58,257	59,822	61,387	62,952	64,518	66,083
13	53,562	55,126	56,693	58,257	59,822	61,387	62,952	64,518	66,083	67,647
14	53,562	56,693	58,257	59,822	61,387	62,952	64,518	66,083	67,647	69,213
15	53,562	56,693	58,257	61,387	62,952	64,518	66,083	67,647	69,213	70,778
16	53,562	56,693	58,257	61,387	64,518	66,083	67,647	69,213	70,778	72,344
17	53,562	56,693	58,257	61,387	64,518	67,647	69,213	70,778	72,344	73,908
18	54,097	57,260	58,840	62,002	65,163	68,325	69,905	71,485	73,067	74,647
19	54,638	57,832	59,429	62,622	65,814	69,007	70,605	72,201	73,797	75,394
20	55,186	58,410	60,022	63,247	66,473	69,698	71,310	72,922	74,535	76,148
21	55,736	58,994	60,622	63,881	67,138	70,395	72,023	73,652	75,281	76,909
22	56,294	59,584	61,229	64,520	67,808	71,098	72,743	74,389	76,033	77,679
23	56,857	60,180	61,841	65,164	68,487	71,809	73,471	75,132	76,794	78,455
24	57,426	60,782	62,459	65,816	69,172	72,528	74,206	75,883	77,562	79,241
25	58,000	61,390	63,084	66,474	69,864	73,252	74,948	76,643	78,337	80,033
26	58,580	62,003	63,715	67,139	70,562	73,986	75,697	77,409	79,121	80,833
27	59,166	62,624	64,351	67,809	71,268	74,725	76,454	78,182	79,912	81,640
28	59,758	63,249	64,996	68,488	71,981	75,473	77,219	78,965	80,711	82,457
29	60,355	63,883	65,645	69,173	72,701	76,228	77,991	79,755	81,518	83,282
30	60,957	64,521	66,302	69,865	73,427	76,992	78,771	80,552	82,334	84,114
31	61,567	65,166	66,964	70,563	74,162	77,760	79,558	81,357	83,157	84,955

Salary w/ TRS: Board pays 9.4%
1.103753 "Gross Up" factor

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40	Yrs to Max
0											
1	38,388	40,116	41,844	43,571	45,299	47,027	48,754	50,482	52,208	53,936	30
2	40,116	41,844	43,571	45,299	47,027	48,754	50,482	52,208	53,936	55,664	29
3	41,844	43,571	45,299	47,027	48,754	50,482	52,208	53,936	55,664	57,391	28
4	43,571	45,299	47,027	48,754	50,482	52,208	53,936	55,664	57,391	59,119	27
5	45,299	47,027	48,754	50,482	52,208	53,936	55,664	57,391	59,119	60,846	26
6	47,027	48,754	50,482	52,208	53,936	55,664	57,391	59,119	60,846	62,575	25
7	48,754	50,482	52,208	53,936	55,664	57,391	59,119	60,846	62,575	64,302	24
8	50,482	52,208	53,936	55,664	57,391	59,119	60,846	62,575	64,302	66,029	23
9	52,208	53,936	55,664	57,391	59,119	60,846	62,575	64,302	66,029	67,756	22
10	53,936	55,664	57,391	59,119	60,846	62,575	64,302	66,029	67,756	69,483	21
11	55,664	57,391	59,119	60,846	62,575	64,302	66,029	67,756	69,483	71,212	20
12	57,391	59,119	60,846	62,575	64,302	66,029	67,756	69,483	71,212	72,939	19
13	59,119	60,846	62,575	64,302	66,029	67,756	69,483	71,212	72,939	74,666	18
14	59,119	62,575	64,302	66,029	67,756	69,483	71,212	72,939	74,666	76,394	17
15	59,119	62,575	64,302	67,756	69,483	71,212	72,939	74,666	76,394	78,122	16
16	59,119	62,575	64,302	67,756	71,212	72,939	74,666	76,394	78,122	79,850	15
17	59,119	62,575	64,302	67,756	71,212	74,666	76,394	78,122	79,850	81,577	14
18	59,710	63,201	64,945	68,434	71,924	75,414	77,157	78,902	80,648	82,392	13
19	60,307	63,832	65,594	69,119	72,642	76,167	77,930	79,692	81,454	83,217	12
20	60,911	64,471	66,250	69,809	73,370	76,929	78,708	80,488	82,269	84,049	11
21	61,519	65,115	66,912	70,508	74,103	77,698	79,495	81,294	83,092	84,889	10
22	62,135	65,766	67,582	71,214	74,843	78,475	80,290	82,107	83,922	85,739	9
23	62,756	66,423	68,257	71,925	75,592	79,260	81,094	82,928	84,761	86,595	8
24	63,384	67,088	68,940	72,644	76,349	80,053	81,905	83,756	85,609	87,462	7
25	64,018	67,759	69,630	73,371	77,112	80,852	82,724	84,595	86,464	88,336	6
26	64,657	68,436	70,325	74,105	77,883	81,662	83,551	85,440	87,330	89,220	5
27	65,304	69,122	71,028	74,844	78,662	82,478	84,387	86,294	88,203	90,110	4
28	65,958	69,811	71,739	75,594	79,449	83,303	85,231	87,158	89,085	91,012	3
29	66,617	70,511	72,456	76,350	80,243	84,137	86,083	88,029	89,976	91,923	2
30	67,282	71,215	73,181	77,113	81,045	84,978	86,944	88,909	90,876	92,841	1
31	67,955	71,927	73,912	77,884	81,856	85,828	87,813	89,798	91,785	93,770	0

ETA Salary Schedules for academic years 2007, 2008, and 2009

New Data Reflected in the 2009-2010 Salary Schedule

Salary Schedule without TRS

Salary Schedule with TRS

2009-10 (New TRS Pickup of 9.4%)

Raise Amount: 2.50% on base
Salary w/o TRS: Board pays 9.4%

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40
0										
1	35,650	37,255	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088
2	37,255	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693
3	38,859	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297
4	40,462	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901
5	42,066	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504
6	43,672	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109
7	45,275	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714
8	46,879	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318
9	48,484	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922
10	50,088	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526
11	51,693	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131
12	53,297	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131	67,735
13	54,901	56,504	58,109	59,714	61,318	62,922	64,526	66,131	67,735	69,338
14	54,901	58,109	59,714	61,318	62,922	64,526	66,131	67,735	69,338	70,943
15	54,901	58,109	59,714	62,922	64,526	66,131	67,735	69,338	70,943	72,547
16	54,901	58,109	59,714	62,922	66,131	67,735	69,338	70,943	72,547	74,152
17	54,901	58,109	59,714	62,922	66,131	69,338	70,943	72,547	74,152	75,757
18	55,449	58,690	60,311	63,552	66,792	70,033	71,652	73,272	74,894	76,514
19	56,004	59,278	60,915	64,189	67,458	70,732	72,370	74,005	75,643	77,279
20	56,565	59,870	61,523	64,828	68,134	71,440	73,093	74,746	76,399	78,053
21	57,129	60,470	62,138	65,478	68,816	72,155	73,824	75,493	77,163	78,832
22	57,701	61,073	62,760	66,133	69,502	72,876	74,562	76,249	77,935	79,622
23	58,277	61,683	63,387	66,793	70,198	73,605	75,308	77,011	78,713	80,416
24	58,861	62,302	64,022	67,460	70,901	74,341	76,061	77,780	79,501	81,222
25	59,450	62,924	64,661	68,136	71,611	75,084	76,822	78,559	80,295	82,034
26	60,045	63,553	65,308	68,817	72,326	75,836	77,589	79,344	81,099	82,854
27	60,645	64,191	65,961	69,504	73,050	76,593	78,365	80,137	81,909	83,681
28	61,253	64,830	66,620	70,199	73,781	77,360	79,149	80,939	82,730	84,518
29	61,865	65,480	67,286	70,902	74,518	78,134	79,941	81,749	83,556	85,364
30	62,482	66,134	67,959	71,612	75,263	78,914	80,740	82,566	84,392	86,217
31	63,106	66,795	68,638	72,327	76,016	79,704	81,548	83,390	85,236	87,079

Salary w/ TRS: Board pays 9.4%
1.103753 "Gross Up" factor

Step	1 BA	2 BA +8	3 BA +16	4 BA +24	5 MA	6 MA +8	7 MA +16	8 MA +24	9 MA +32	10 MA +40	Yrs to Max
0											
1	39,349	41,120	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285	30
2	41,120	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056	29
3	42,891	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827	28
4	44,660	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597	27
5	46,430	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366	26
6	48,203	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138	25
7	49,972	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910	24
8	51,743	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680	23
9	53,514	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450	22
10	55,285	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221	21
11	57,056	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992	20
12	58,827	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992	74,763	19
13	60,597	62,366	64,138	65,910	67,680	69,450	71,221	72,992	74,763	76,532	18
14	60,597	64,138	65,910	67,680	69,450	71,221	72,992	74,763	76,532	78,304	17
15	60,597	64,138	65,910	69,450	71,221	72,992	74,763	76,532	78,304	80,074	16
16	60,597	64,138	65,910	69,450	72,992	74,763	76,532	78,304	80,074	81,845	15
17	60,597	64,138	65,910	69,450	72,992	76,532	78,304	80,074	81,845	83,617	14
18	61,202	64,779	66,568	70,146	73,722	77,299	79,086	80,874	82,664	84,453	13
19	61,815	65,428	67,235	70,849	74,457	78,071	79,879	81,683	83,491	85,297	12
20	62,434	66,082	67,906	71,554	75,203	78,852	80,677	82,501	84,326	86,151	11
21	63,056	66,744	68,585	72,272	75,956	79,641	81,483	83,326	85,169	87,011	10
22	63,688	67,410	69,272	72,994	76,713	80,437	82,298	84,160	86,021	87,883	9
23	64,323	68,083	69,964	73,723	77,481	81,242	83,121	85,001	86,880	88,759	8
24	64,968	68,766	70,664	74,459	78,257	82,054	83,953	85,850	87,749	89,649	7
25	65,618	69,453	71,370	75,205	79,041	82,874	84,793	86,710	88,626	90,545	6
26	66,275	70,147	72,084	75,957	79,830	83,704	85,639	87,576	89,513	91,450	5
27	66,937	70,851	72,805	76,715	80,629	84,540	86,496	88,451	90,407	92,363	4
28	67,608	71,556	73,532	77,482	81,436	85,386	87,361	89,337	91,313	93,287	3
29	68,284	72,274	74,267	78,258	82,249	86,241	88,235	90,231	92,225	94,221	2
30	68,965	72,996	75,010	79,042	83,072	87,102	89,117	91,132	93,148	95,162	1
31	69,653	73,725	75,759	79,831	83,903	87,974	90,009	92,042	94,079	96,114	0