

**Colorado Springs School District 11 - Teacher Salary Schedule 2019-2020**

LANE	1	2	3	4	5	6	7	8	9	
STEP	BA	BA+16	BA+32	MA	MA+16	MA+32	MA+48	MA+64	Phd/EdD	STEP
A-1	39,273	41,073	42,873	44,673	46,473	48,273	50,073	51,873	53,673	A-1
B-2	40,058	41,894	43,730	45,566	47,402	49,238	51,074	52,910	54,746	B-2
C-3	40,859	42,732	44,605	46,477	48,350	50,223	52,095	53,968	55,841	C-3
D-4	41,676	43,587	45,497	47,407	49,317	51,227	53,137	55,047	56,958	D-4
E-5	42,510	44,459	46,407	48,355	50,303	52,252	54,200	56,148	58,097	E-5
F-6	43,360	45,348	47,335	49,322	51,309	53,297	55,284	57,271	59,259	F-6
G-7	44,227	46,255	48,282	50,308	52,335	54,363	56,390	58,416	60,444	G-7
H-8	45,112	47,180	49,248	51,314	53,382	55,450	57,518	59,584	61,653	H-8
I-9	46,014	48,124	50,233	52,340	54,450	56,559	58,668	60,776	62,886	I-9
J-10	46,934	49,086	51,238	53,387	55,539	57,690	59,841	61,992	64,144	J-10
K-11	47,873	50,068	52,263	54,455	56,650	58,844	61,038	63,232	65,427	K-11
L-12	48,830	51,069	53,308	55,544	57,783	60,021	62,259	64,497	66,736	L-12
M-13	49,807	52,090	54,374	56,655	58,939	61,221	63,504	65,787	68,071	M-13
N-14		53,132	55,461	57,788	60,118	62,445	64,774	67,103	69,432	N-14
O-15			56,570	58,944	61,320	63,694	66,069	68,445	70,821	O-15
P-16			57,701	60,123	62,546	64,968	67,390	69,814	72,237	P-16
Q-17			58,855	61,325	63,797	66,267	68,738	71,210	73,682	Q-17
R-18			60,032	62,552	65,073	67,592	70,113	72,634	75,156	R-18
S-19			61,233	63,803	66,374	68,944	71,515	74,087	76,659	S-19
S-20			62,458	65,079	67,701	70,323	72,945	75,569	78,192	S-20
S-21			63,707					77,080	79,756	S-21
S-22								78,622	81,351	S-22

CIVA utilizes D11's salary schedule as a guideline for determining equitable compensation.

Base Salary: \$35,165				General Hourly Rate: \$28.84			
Note:	Placement on the Teacher Salary Schedule, for teachers new to Colorado Springs School District 11, shall be based upon graduate-level semester credit hours only.						
Note:	Teachers new to the District may be granted up to 14 years of experience, provided the experience occurred within the last 15 years, in accordance with the Master Agreement. The maximum salary offered for Lane 1 is \$49,807; for Lane 2 is \$53,132 and for Lane 3 is \$63,707.						
Note:	Salaries listed above are for full-time (7 hours 15 minutes /day) employment and for a 185 day teaching contract. Teachers who work less than a full-day (7 hours 15 minutes /day) and/or a full year (185 days) will have the amount listed above prorated.						
<b><i>Movement on the Teachers Salary Schedule will occur annually pending funding availability.</i></b>							