

2021-2022 SUMMARY OF SALARY INCREASES AND BONUSES

The state budget was approved in November 2021 and provides school district employees some long awaited recognition. This is a very complicated and intricate budget, and we continue to receive additional guidance and clarification from the state on many items. This document will be updated periodically to reflect new information. [Recent updates are displayed in BLUE.](#)

Teachers and Certified Instructional Support

- Salary Increases
 - Step increase for all who earned a year of service + 1.3% increase to state salary schedule
 - 2.5% **average** increase to state rates including the step (actual percentage amounts vary, depending on an individual's step level)
 - Additional \$350 monthly supplement for psychologists, SLP's, and audiologists
 - Additional \$100 monthly supplement for counselors
- Bonuses
 - \$300 teacher bonus if employed on January 1, 2022
 - Performance bonuses for only AP, IB, AICE and CTE teachers up to \$3,500 based on 2020-21 results
 - There is no performance bonus for grades 3-8 math or reading this year
 - [\\$1000 training bonus for attending COVID-related training between March 12, 2020, and January 1, 2022](#)
 - Premium Pay bonus (*defined on page 2*)
- Personal Leave Requests - \$50 Sub Cost
 - Beginning November 18, 2021, teachers who provide a reason for personal leave requests will no longer be deducted \$50 for the cost of a sub. Per DPI guidelines, this will not be applied retroactively to July 1, 2021.

Occupational Therapists/Physical Therapists

- Salary Increases
 - [Step increase for all who earned a year of service + 1.3% increase to salary schedule](#)
- Bonuses
 - [Premium Pay bonus \(*defined on page 2*\)](#)

Assistant Principals

- Salary Increases
 - Step increase for all who earned a year of service + 1.3% increase to state salary schedule
 - 2.5% **average** increase to state rates including the step (actual percentage amounts vary, depending on an individual's step level)
 - [Assistant Principals whose salary is over the maximum of the range may receive a lump sum payment in lieu of an increase to base pay. More information will be shared at a later date with impacted staff.](#)
- Bonuses
 - Premium Pay bonus (*defined on page 2*)

Principals

- Salary Increases
 - 2.5% increase applied to total base salary (*state and local*)
 - Principals whose salary is over the maximum of the range may receive a lump sum payment in lieu of an increase to base pay. More information will be shared at a later date with impacted staff.
- Bonuses
 - \$1,800 bonus if employed January 1, 2022
 - Premium Pay bonus (*defined below*)

Noncertified and all other staff

- Salary Increases
 - 2.5% increase
- Bonuses
 - Premium Pay bonus (*defined below*)

Premium Pay Bonus for ALL permanent full-time staff

- \$1,000 Premium Pay Bonus if employed on December 1, 2021
- Additional \$500 bonus to employees with a total annual salary of less than \$75,000
- Bonus will be prorated for permanent part-time employees.

Retroactive Salary Bonus Payments

- Retroactive pay for the period of July 1, 2021, to December 31, 2021, will be paid in the form of a retroactive salary bonus payment after January 1, 2022.
- To be eligible for the retroactive pay adjustment, individuals must be employed through December 31, 2021.

Substitute Pay

- Instructional substitute rates will be increased in compliance with SL 2021-180.
- New rates will be implemented as of January 1, 2022.
- Substitutes are not eligible for the retroactive salary bonus payment per DPI guidance.
- **New Daily Rates for Instructional Substitutes**
 - Non-Certified – \$98.00/day
 - Certified – \$126.00/day

Pay Dates for Salary Increases and Bonuses (*Pending Board Approval*)

- Salary increases for biweekly paid staff: **Friday, January 28, 2022**
- Salary increases for monthly paid staff: **Tuesday, January 31, 2022**
- Most bonuses will be paid on **January 31, 2022**.
- Retroactive pay for all groups will be paid no later than **March 31, 2022**.
- Pay dates for AP, IB, AICE and CTE teacher performance bonuses have not yet been determined.

Additional Information

- The new salary schedules and associated step increases will be implemented beginning January 1, 2022, with an effective date of July 1, 2021.
- Bonuses will be paid on or before January 31, 2022. Legislative bonuses will not be paid in December.
- Additional FAQs will be published as more information becomes available.