

**BOZEMAN PUBLIC SCHOOLS**  
**APPENDIX A**  
**Salary Schedule 2021-22**

**BASE=\$43,478**

**2021**

STEP	BA	BA+15	BA+30	BA+45	BA/MA+45	BA+60	BA/MA+60	BA+75	BA/MA+75	BA+90	BA/MA+90	BA/MA+105
1	\$ 43,478	\$ 45,217	\$ 47,000	\$ 48,739	\$ 51,348	\$ 50,521	\$ 53,130	\$ 52,261	\$ 54,869	\$ 54,043	\$ 56,652	\$ 58,434
2	\$ 44,869	\$ 46,608	\$ 48,348	\$ 50,130	\$ 52,739	\$ 51,869	\$ 54,478	\$ 53,652	\$ 56,261	\$ 55,391	\$ 58,000	\$ 59,782
3	\$ 46,217	\$ 48,000	\$ 49,739	\$ 51,478	\$ 54,087	\$ 53,261	\$ 55,869	\$ 55,000	\$ 57,608	\$ 56,782	\$ 59,391	\$ 61,174
4	\$ 47,608	\$ 49,348	\$ 51,130	\$ 52,869	\$ 55,478	\$ 54,608	\$ 57,217	\$ 56,391	\$ 59,000	\$ 58,130	\$ 60,739	\$ 62,521
5	\$ 48,956	\$ 50,739	\$ 52,478	\$ 54,261	\$ 56,869	\$ 56,000	\$ 58,608	\$ 57,739	\$ 60,347	\$ 59,521	\$ 62,130	\$ 63,913
6	\$ 50,348	\$ 52,087	\$ 53,869	\$ 55,608	\$ 58,217	\$ 57,391	\$ 60,000	\$ 59,130	\$ 61,739	\$ 60,913	\$ 63,521	\$ 65,304
7	\$ 50,348	\$ 53,478	\$ 55,217	\$ 57,000	\$ 59,608	\$ 58,739	\$ 61,347	\$ 60,521	\$ 63,130	\$ 62,260	\$ 64,869	\$ 66,652
8	\$ 50,348	\$ 53,478	\$ 56,608	\$ 58,347	\$ 60,956	\$ 60,130	\$ 62,739	\$ 61,869	\$ 64,478	\$ 63,652	\$ 66,260	\$ 68,043
9	\$ 50,348	\$ 53,478	\$ 56,608	\$ 59,739	\$ 62,347	\$ 61,478	\$ 64,087	\$ 63,260	\$ 65,869	\$ 65,000	\$ 67,608	\$ 69,391
10	\$ 50,348	\$ 53,478	\$ 56,608	\$ 61,130	\$ 63,739	\$ 62,869	\$ 65,478	\$ 64,608	\$ 67,217	\$ 66,391	\$ 69,000	\$ 70,782
11	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 64,260	\$ 66,869	\$ 66,000	\$ 68,608	\$ 67,739	\$ 70,347	\$ 72,130
12	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 65,608	\$ 68,217	\$ 67,391	\$ 70,000	\$ 69,130	\$ 71,739	\$ 73,521
13	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 68,739	\$ 71,347	\$ 70,521	\$ 73,130	\$ 74,913
14	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 70,130	\$ 72,739	\$ 71,869	\$ 74,478	\$ 76,260
15	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 73,260	\$ 75,869	\$ 77,652
16	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 74,608	\$ 77,217	\$ 79,000
17	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 76,000	\$ 78,608	\$ 80,391
18	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 76,000	\$ 78,608	\$ 83,043

Additional Compensation for those beyond Step 18 on the Salary Schedule:  
 In recognition of veteran teachers' involvement in leadership through service on committees, mentoring beginning teachers and serving an important role in helping to implement District initiatives, the following is added to the Salary Schedule.

- The following amounts will be added to the salary of those teachers that have:
 

Completed 4 Years at Step 18	\$500
Completed 8 Years at Step 18	\$1,000
Completed 12 Years and more at Step 18	\$1,500
- The above amounts only apply to employees in the 5th Year or BA+105(M) columns of the salary schedule as these employees are "topped out" on the schedule.
- To qualify the employee must be meeting or exceeding the expectations of the District.
- Employees at Step 18 will receive \$240 annually toward their insurance program in addition to the regular insurance contribution.