

EXHIBIT R

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the End of the WorkDay , June 30, 2017

| | CLASS II TEACHER BA | CLASS III TEACHER BA+30 or MA | CLASS IV TEACHER CLASS III + 15 | CLASS V TEACHER CLASS IV + 15 | CLASS VI TEACHER CLASS V +15 | CLASS VII TEACHER CLASS VI +15 or Doctorate |
|------------------------------------|------------------------------------|--|--|--|---|--|
| 14B⁵ | T02-14B 79,986 | T03-14B 86,384 | T04-14B 89,843 | T05-14B 93,434 | T06-14B 97,172 | T07-14B 103,002 |
| 14A⁵ | T02-14A 75,458 | T03-14A 81,495 | T04-14A 84,757 | T05-14A 88,146 | T06-14A 91,672 | T07-14A 97,172 |
| 14⁵ | T02-14 73,260 | T03-14 79,122 | T04-14 82,288 | T05-14 85,580 | T06-14 89,002 | T07-14 94,343 |
| 13⁵ | T02-13 71,126 | T03-13 76,817 | T04-13 79,890 | T05-13 83,085 | T06-13 86,409 | T07-13 91,593 |
| 12⁵ | T02-12 69,054 | T03-12 74,581 | T04-12 77,563 | T05-12 80,666 | T06-12 83,892 | T07-12 88,927 |
| 11⁵ | T02-11 67,044 | T03-11 72,408 | T04-11 75,305 | T05-11 78,315 | T06-11 81,449 | T07-11 86,336 |
| 10⁵ | T02-10 65,091 | T03-10 70,299 | T04-10 73,112 | T05-10 76,034 | T06-10 79,076 | T07-10 83,821 |
| 9⁵ | T02-09 63,196 | T03-09 68,252 | T04-09 70,982 | T05-09 73,821 | T06-09 76,773 | T07-09 81,380 |
| 8⁵ | T02-08 61,356 | T03-08 66,263 | T04-08 68,914 | T05-08 71,669 | T06-08 74,537 | T07-08 79,011 |
| 7⁵ | T02-07 59,567 | T03-07 64,335 | T04-07 66,907 | T05-07 69,583 | T06-07 72,366 | T07-07 76,707 |
| 6⁵ | T02-06 57,834 | T03-06 62,461 | T04-06 64,959 | T05-06 67,557 | T06-06 70,258 | T07-06 74,475 |
| 5⁵ | T02-05 56,148 | T03-05 60,640 | T04-05 63,066 | T05-05 65,588 | T06-05 68,212 | T07-05 72,304 |
| 3⁵ | T02-03 45,152 | T03-03 48,763 | T04-03 50,716 | | | |
| 2⁵ | T02-02 43,837 | T03-02 47,343 | T04-02 49,238 | | | |
| (ENTRY LEVEL) 1⁵ | T02-01 42,561 | T03-01 45,965 | T04-01 47,804 | | | |

⁵Step 1 (Entry Level) to Step 3 have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.