



**MELBA SCHOOL DISTRICT NO. 136J**  
**2015 -2016 CERTIFIED SALARY SCHEDULE**

Residency/Professional	Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5	Cohort 6	Cohort 7	Cohort 8	Cohort 9	Cohort 10
	32700	33200	33822							
Professional	35498	36885	38311	39775	41282	42089	43668	45305	47004	47603

**Cohorts**  
 Certificated staff will “cross-walk” to the new career ladder cohort according to the State’s 2015 current education and service index as of 2014 -2015 fiscal year. The Department of Education “cross-walk” form used in determining the appropriate cohort is available in the District office.

**Certificated Staff**  
 With regards to Fiscal Year 2016, in cases where the current 2015 fiscal year’s certified employee’s wage plus two-percent (2%) is higher than the State career ladder, a Salary Equalization Payment will be issued.

This Salary Equalization Payment will only be for current Melba School District certified employees; certified employees currently employed by Melba School District and return for the 2015 – 2016 Fiscal year. For questions regarding the Salary Equalization Payment please contact the District office.

New certified employees would be paid at the designated career ladder cohort and are not eligible for the Salary Equalization Payment.