

**2018-2019 BASIC SALARY PLAN**  
**Hastings Board of Education, Hastings, Nebraska Adopted:**  
**\$34,150 Base**

The Index is 4.5% X 4.5%  
 Underlined steps are indexed at 6.0%

Level	BA	BA09	BA18	BA27	BA36	MA	MA09	MA18	MA27	MA36	MA45
1	\$34,150	\$35,687	\$37,224	\$38,760	\$40,297	\$40,297	\$41,834	\$43,371	\$44,907	\$46,444	\$47,981
	1	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	\$35,687	\$37,224	\$38,760	\$40,297	\$41,834	\$41,834	\$43,371	\$44,907	\$46,444	\$47,981	\$49,518
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	\$37,224	\$38,760	\$40,297	\$41,834	\$43,371	\$43,371	\$44,907	\$46,444	\$47,981	\$49,518	\$51,054
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	\$38,760	\$40,297	\$41,834	\$43,371	\$44,907	\$44,907	\$46,444	\$47,981	\$49,518	\$51,054	\$52,591
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	\$40,297	\$41,834	\$43,371	\$44,907	\$46,444	\$46,444	\$47,981	\$49,518	\$51,054	\$52,591	\$54,128
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	\$41,834	\$43,371	\$44,907	\$46,444	\$47,981	\$47,981	\$49,518	\$51,054	\$52,591	\$54,128	\$55,665
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	\$43,371	\$44,907	\$46,444	\$47,981	\$49,518	\$49,518	\$51,054	\$52,591	\$54,128	\$55,665	\$57,201
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	\$44,907	\$46,444	\$47,981	\$49,518	\$51,054	\$51,054	\$52,591	\$54,128	\$55,665	\$57,201	\$58,738
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			<u>\$50,030</u>	\$51,054	\$52,591	\$52,591	\$54,128	\$55,665	\$57,201	\$58,738	\$60,275
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				<u>\$53,103</u>	\$54,128	\$54,128	\$55,665	\$57,201	\$58,738	\$60,275	\$61,812
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					\$55,665	\$55,665	\$57,201	\$58,738	\$60,275	\$61,812	\$63,348
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					\$57,201	\$57,201	\$58,738	\$60,275	\$61,812	\$63,348	\$64,885
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						\$58,738	\$60,275	\$61,812	\$63,348	\$64,885	\$66,422
						1.72	1.765	1.81	1.855	1.9	1.945
14						\$60,275	\$61,812	\$63,348	\$64,885	\$66,422	\$67,959
						1.765	1.81	1.855	1.9	1.945	1.99
15										\$67,959	\$69,495
										1.99	2.035

\*\* Beginning with the 2002-2003 school year, all staff members who are frozen at the bottom of the MA+45 column will be given an additional 1.5% of the base salary every year they are at this last step. (For 2018-2019 this amount is an additional \$512 making the total salary for qualified individuals \$70,008.)