

Assumptions for October 22nd Helfman Plan Model

- Teachers start out on their school system's standard teacher salary schedule and may stay on that schedule for their entire career.
- Base salaries include the 10% increase over three years with a minimum salary of \$60,000. The salary of any teacher earning less than \$60,000 is increased to \$60,000.
- At any time after gaining three years of teaching experience, teachers may elect to earn NBPTS certification. Upon earning certification, teachers receive a salary equal to 85% of the salary paid in their school system to teachers with an MA and 30 years of experience (the estimated statewide average salary of a teacher with an MA and 30 years of experience after the 10% raise is \$97,204. Eighty-five percent of this equals \$82,623).
- Once teachers are on the National Board pay scale they no longer receive the step or lane salary increases of their school system's standard salary schedule. Raises are paid for earning their National Board recertification and for COLAs negotiated within their school system. The salary paid to a teacher achieving her first National Board recertification is equal to 90% of the salary of a teacher with an MA and 30 years of experience (the statewide average after the 10% raise is \$87,483), 95% of this salary for the second recertification (\$92,343), and 100% of the salary for a third recertification (\$97,204). Some teachers may potentially earn a fourth recertification. One option is to provide a raise to 105% of the MA/30 years salary. It is assumed teachers will not be required to earn recertification after 25 years of experience.
 - The salary upon which recertification raises are based is the salary in effect at the time recertification is earned, not the salary in effect at the time National Board certification was first achieved.
- This plan provides significant incentive for newer teachers to earn National Board certification early in their career. Assumed participation rates are:
 - 65% in the first year of implementation for teachers with 4-8 years of experience.
 - 48% for teachers with 9-13 years of experience.
 - 34% for teachers with 14-18 years of experience.
 - 10% for teachers with 19-23 years of experience.
 - 1% for teachers with 24 or more years of experience or for those whose current salary is 80% or more of the salary for MA and 30 years of experience (any teacher whose salary exceeds \$77,763).
 - Participation rates increase by 1.0 percentage point per year through 2029 for teachers with 4-18 years of experience, 1.0 point per year for four years for teachers with 19-23 years of experience, and 1.0 point per year for two years for teachers with 24 or more years of experience.
- Passing rates for earning National Board certification start at 40% in 2023 and increase to 54% by 2029.
- Teachers in the teacher leadership track receive the same raises as in the original career ladder plan.

- There is no salary increase for teachers working in low performing schools.
- The model does not currently include the cost of providing additional student-free time for teacher collaboration. Awaiting decisions from the work group on phase-in and coordination on cost savings opportunities with other work groups.
- The model does not currently include any cost savings offsets. A number of these will require coordination with other work groups.
- Assumes a maximum of 360 FTE of master principals. The number of master principals is phased-in between 2023 and 2026.
- All other data and assumptions are shared with the original career ladder model.

Model Runs:

Cost estimates were made for the following scenarios and the results are shown in the tables below.

	Run 1
Salary for earning NBPTS certification – 85% of salary for MA and 30 years of experience (\$97,204)	\$82,623
Additional raise for low-performing Schools	NA
Salary for earning 1 st recertification	\$87,483
Salary for earning 2 nd recertification	\$92,343
Salary for earning 3 rd recertification	\$97,204
Raise for lead teacher	\$5,000
Raise for master teacher	\$10,000
Raise for professor master teacher	\$15,000
Raise for master principal	\$15,000