

Career Ladder NBPTS Raise Data - \$12,000

Complete 1st Module (B1)	\$4,000
Complete 2nd Module (B2)	\$2,000
Complete 3rd Module (B3)	\$2,000
Complete 4th Module-Earn Cert. (C)	\$4,000
Complete 4th Module-Earn Cert. Low-Perf. School (D)	\$5,000
NBPTS Cert Lead Teacher (E A-1)	\$5,000
NBPTS Cert Master Teacher (E A-2)	\$10,000
NBPTS Cert Professor Master Teacher (E A-3)	\$15,000
NBPTS Certification Renewal 1 (5 years)	\$8,000
NBPTS Certification Renewal 2 (10 years)	\$7,000
NBPTS Certification Renewal 3 (15+ years)	\$6,000

Current Salaries with 10% Raise (Baltimore Co.)

	BA	MA
1	53,221	54,476
2	53,636	55,294
3	54,442	56,263
4	55,396	57,246
5	56,363	58,248
6	57,210	59,705
7	58,069	61,496
8	58,940	63,587
9	59,824	65,813
10	60,721	68,116
11		70,499
12		72,790
13		75,158
14		77,601
15		78,958
16		80,340
17		81,747
18		83,175
19		84,633
20		86,114
21		87,405
22		88,716
23		90,047
24		91,399
25		92,769
26		94,161
27		96,043
28		97,964
29		99,923
30		101,922

Earnings Comparison to New Teacher with BA: First 5 Years

Year	Degree	Current	Time to NBPTS Certification - Teacher with BA				NBC Yr. 5	Earned MA
			Modest	Moderate	Rapid			
1	BA	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	
2	BA	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	
3	BA	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	
4	BA	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	
5	BA	\$56,363	\$56,363	\$60,363	\$62,363	\$68,363	\$62,248	
Total Earnings:		\$273,059	\$273,059	\$277,059	\$279,059	\$285,059	\$278,944	

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Degree	Timing of Raises - Proposed				NBC Yr. 5	B1 + Earned MA
	Modest	Moderate	Rapid			
BA	-	-	-	-	-	-
BA	-	-	-	-	-	-
BA	-	-	-	-	-	-
BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	Earns MA & B1 Paid	

Earnings Comparison to New Teacher with BA: First 10 Years

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Year	Degree	Time to NBPTS Certification - Teacher with BA					NBC Yr. 5	Earned MA
		Current	Modest	Moderate	Rapid			
1	BA	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221
2	BA	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636
3	BA	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442
4	BA	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396
5	BA	\$56,363	\$56,363	\$60,363	\$62,363	\$68,363	\$60,363	\$60,363
6	BA	\$57,210	\$61,210	\$63,210	\$69,210	\$68,363	\$63,210	\$63,210
7	BA	\$58,069	\$62,069	\$66,069	\$69,210	\$68,363	\$66,069	\$66,069
8	BA	\$58,940	\$64,940	\$70,940	\$69,210	\$68,363	\$75,587	\$75,587
9	BA	\$59,824	\$67,824	\$70,940	\$69,210	\$68,363	\$75,587	\$75,587
10	BA	\$60,721	\$72,721	\$70,940	\$69,210	\$76,363	\$75,587	\$75,587
First 5 Years:		\$273,059	\$273,059	\$277,059	\$279,059	\$285,059	\$277,059	
Last 5 Years:		\$294,764	\$328,764	\$342,100	\$346,050	\$349,815	\$356,039	
Total Earnings:		\$567,822	\$601,822	\$619,158	\$625,108	\$634,873	\$633,097	

Degree	Timing of Raises - Proposed					NBC Yr. 5	NBC + Earned MA
	Modest	Moderate	Rapid				
BA	-	-	-	-	-	-	-
BA	-	-	-	-	-	-	-
BA	-	-	-	-	-	-	-
BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid	B1 Paid
BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid	B2 Paid
BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid	B3 Paid
BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid	Earns MA & B4 Paid
BA	B3 Paid	NBC	NBC	NBC	NBC	NBC	NBC
BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC

Earnings Comparison to New Teacher with BA: First 30 Years

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Year	Degree	Current	Time to NBPTS Certification - Teacher with BA				NBC +		Timing of Raises - Proposed					
			Modest	Moderate	Rapid	NBC Yr. 5	Earned MA	Degree	Modest	Moderate	Rapid	NBC Yr. 5	NBC + Earned MA	
1	BA	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	BA	-	-	-	-	-	-
2	BA	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	BA	-	-	-	-	-	-
3	BA	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	BA	-	-	-	-	-	-
4	BA	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	BA	-	-	-	-	-	-
5	BA	\$56,363	\$56,363	\$60,363	\$62,363	\$68,363	\$60,363	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid
6	BA	\$57,210	\$61,210	\$63,210	\$69,210	\$68,363	\$63,210	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid
7	BA	\$58,069	\$62,069	\$66,069	\$69,210	\$68,363	\$66,069	BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid
8	BA	\$58,940	\$64,940	\$70,940	\$69,210	\$68,363	\$75,587	BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid
9	BA	\$59,824	\$67,824	\$70,940	\$69,210	\$68,363	\$75,587	BA	B3 Paid	NBC	NBC	NBC	NBC	NBC
10	BA	\$60,721	\$72,721	\$70,940	\$69,210	\$76,363	\$75,587	BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
11	MA	\$70,499	\$72,721	\$70,940	\$77,210	\$76,363	\$75,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
12	MA	\$72,790	\$72,721	\$70,940	\$77,210	\$76,363	\$75,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$75,158	\$72,721	\$78,940	\$77,210	\$76,363	\$83,587	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
14	MA	\$77,601	\$72,721	\$78,940	\$77,210	\$76,363	\$83,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$78,958	\$80,721	\$78,940	\$77,210	\$83,363	\$83,587	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
16	MA	\$80,340	\$80,721	\$78,940	\$84,210	\$83,363	\$83,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
17	MA	\$81,747	\$80,721	\$78,940	\$84,210	\$83,363	\$83,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$83,175	\$80,721	\$85,940	\$84,210	\$83,363	\$90,587	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
19	MA	\$84,633	\$80,721	\$85,940	\$84,210	\$83,363	\$90,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$86,114	\$87,721	\$85,940	\$84,210	\$89,363	\$90,587	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
21	MA	\$87,405	\$87,721	\$85,940	\$90,210	\$89,363	\$90,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
22	MA	\$88,716	\$87,721	\$85,940	\$90,210	\$89,363	\$90,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$90,047	\$87,721	\$91,940	\$90,210	\$89,363	\$96,587	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
24	MA	\$91,399	\$87,721	\$91,940	\$90,210	\$89,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$92,769	\$93,721	\$91,940	\$90,210	\$95,363	\$96,587	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
26	MA	\$94,161	\$93,721	\$91,940	\$96,210	\$95,363	\$96,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
27	MA	\$96,043	\$93,721	\$91,940	\$96,210	\$95,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$97,964	\$93,721	\$91,940	\$96,210	\$95,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$99,923	\$93,721	\$91,940	\$96,210	\$95,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$101,922	\$93,721	\$91,940	\$96,210	\$95,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
First 15 Years:		\$942,828	\$973,428	\$997,859	\$1,011,158	\$1,023,688	\$1,035,030							
Last 15 Years:		\$1,356,356	\$1,323,817	\$1,323,103	\$1,353,149	\$1,352,444	\$1,392,799							
Total Earnings:		\$2,299,184	\$2,297,244	\$2,320,962	\$2,364,306	\$2,376,131	\$2,427,829							

Earnings Comparison to New Teacher with MA: First 5 Years

Year	Degree	Current	Time to NBPTS Certification - Teacher with BA				NBC Yr. 5	Earned MA
			Modest	Moderate	Rapid			
1	MA	\$54,476	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	
2	MA	\$55,294	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	
3	MA	\$56,263	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	
4	MA	\$57,246	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	
5	MA	\$58,248	\$56,363	\$60,363	\$62,363	\$68,363	\$62,248	
Total Earnings:		\$281,527	\$273,059	\$277,059	\$279,059	\$285,059	\$278,944	

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Degree	Timing of Raises - Proposed				NBC Yr. 5	B1 + Earned MA
	Modest	Moderate	Rapid			
BA	-	-	-		-	-
BA	-	-	-		-	-
BA	-	-	-		-	-
BA	-	-	-		-	-
BA	-	B1 Paid	B1 & B2 Paid		Earns NBC	Earns MA & B1 Paid

Earnings Comparison to New Teacher with MA: First 10 Years

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Year	Degree	Time to NBPTS Certification - Teacher with BA					NBC Yr. 5	Earned MA
		Current	Modest	Moderate	Rapid			
1	MA	\$54,476	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221
2	MA	\$55,294	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636
3	MA	\$56,263	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442
4	MA	\$57,246	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396
5	MA	\$58,248	\$56,363	\$60,363	\$62,363	\$68,363	\$60,363	\$60,363
6	MA	\$59,705	\$61,210	\$63,210	\$69,210	\$68,363	\$63,210	\$63,210
7	MA	\$61,496	\$62,069	\$66,069	\$69,210	\$68,363	\$66,069	\$66,069
8	MA	\$63,587	\$64,940	\$70,940	\$69,210	\$68,363	\$75,587	\$75,587
9	MA	\$65,813	\$67,824	\$70,940	\$69,210	\$68,363	\$75,587	\$75,587
10	MA	\$68,116	\$72,721	\$70,940	\$69,210	\$76,363	\$75,587	\$75,587
First 5 Years:		\$281,527	\$273,059	\$277,059	\$279,059	\$285,059	\$277,059	
Last 5 Years:		\$318,716	\$328,764	\$342,100	\$346,050	\$349,815	\$356,039	
Total Earnings:		\$600,244	\$601,822	\$619,158	\$625,108	\$634,873	\$633,097	

Degree	Timing of Raises - Proposed					NBC Yr. 5	NBC + Earned MA
	Modest	Moderate	Rapid				
BA	-	-	-	-	-	-	-
BA	-	-	-	-	-	-	-
BA	-	-	-	-	-	-	-
BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid	B1 Paid
BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid	B2 Paid
BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid	B3 Paid
BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid	Earns MA & B4 Paid
BA	B3 Paid	NBC	NBC	NBC	NBC	NBC	NBC
BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC

Earnings Comparison to New Teacher with MA: First 30 Years

(2018 Baltimore Co. Salaries + 10%/NBC = \$12,000)

Year	Degree	Current	Time to NBPTS Certification - Teacher with BA					NBC + Earned MA	Timing of Raises - Proposed					
			Modest	Moderate	Rapid	NBC Yr. 5	Degree		Modest	Moderate	Rapid	NBC Yr. 5	NBC + Earned MA	
1	MA	\$54,476	\$53,221	\$53,221	\$53,221	\$53,221	\$53,221	BA	-	-	-	-	-	-
2	MA	\$55,294	\$53,636	\$53,636	\$53,636	\$53,636	\$53,636	BA	-	-	-	-	-	-
3	MA	\$56,263	\$54,442	\$54,442	\$54,442	\$54,442	\$54,442	BA	-	-	-	-	-	-
4	MA	\$57,246	\$55,396	\$55,396	\$55,396	\$55,396	\$55,396	BA	-	-	-	-	-	-
5	MA	\$58,248	\$56,363	\$60,363	\$62,363	\$68,363	\$60,363	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid
6	MA	\$59,705	\$61,210	\$63,210	\$69,210	\$68,363	\$63,210	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid
7	MA	\$61,496	\$62,069	\$66,069	\$69,210	\$68,363	\$66,069	BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid
8	MA	\$63,587	\$64,940	\$70,940	\$69,210	\$68,363	\$75,587	BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid
9	MA	\$65,813	\$67,824	\$70,940	\$69,210	\$68,363	\$75,587	BA	B3 Paid	NBC	NBC	NBC	NBC	NBC
10	MA	\$68,116	\$72,721	\$70,940	\$69,210	\$76,363	\$75,587	BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
11	MA	\$70,499	\$72,721	\$70,940	\$77,210	\$76,363	\$75,587	BA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
12	MA	\$72,790	\$72,721	\$70,940	\$77,210	\$76,363	\$75,587	BA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$75,158	\$72,721	\$78,940	\$77,210	\$76,363	\$83,587	BA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
14	MA	\$77,601	\$72,721	\$78,940	\$77,210	\$76,363	\$83,587	BA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$78,958	\$80,721	\$78,940	\$77,210	\$84,363	\$83,587	BA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
16	MA	\$80,340	\$80,721	\$78,940	\$84,210	\$84,363	\$83,587	BA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
17	MA	\$81,747	\$80,721	\$78,940	\$84,210	\$84,363	\$83,587	BA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$83,175	\$80,721	\$85,940	\$84,210	\$84,363	\$90,587	BA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
19	MA	\$84,633	\$80,721	\$85,940	\$84,210	\$84,363	\$90,587	BA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$86,114	\$87,721	\$85,940	\$84,210	\$91,363	\$90,587	BA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
21	MA	\$87,405	\$87,721	\$85,940	\$90,210	\$91,363	\$90,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
22	MA	\$88,716	\$87,721	\$85,940	\$90,210	\$91,363	\$90,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$90,047	\$87,721	\$91,940	\$90,210	\$91,363	\$96,587	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
24	MA	\$91,399	\$87,721	\$91,940	\$90,210	\$91,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$92,769	\$93,721	\$91,940	\$90,210	\$97,363	\$96,587	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
26	MA	\$94,161	\$93,721	\$91,940	\$96,210	\$97,363	\$96,587	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
27	MA	\$96,043	\$93,721	\$91,940	\$96,210	\$97,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$97,964	\$93,721	\$91,940	\$96,210	\$97,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$99,923	\$93,721	\$91,940	\$96,210	\$97,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$101,922	\$93,721	\$91,940	\$96,210	\$97,363	\$96,587	MA	NBC	NBC	NBC	NBC	NBC	NBC
First 15 Years:		\$975,249	\$973,428	\$997,859	\$1,011,158	\$1,024,688	\$1,035,030							
Last 15 Years:		\$1,435,314	\$1,404,538	\$1,402,043	\$1,430,358	\$1,462,806	\$1,476,386							
Total Earnings:		\$2,331,605	\$2,297,244	\$2,320,962	\$2,364,306	\$2,403,131	\$2,427,829							