

**Career Ladder NBPTS Raise Data - \$12,000**

		Current Salaries (2018)	
		BA	MA
Complete 1st Module (B1)	\$4,000		
Complete 2nd Module (B2)	\$2,000	1	\$47,222 \$51,133
Complete 3rd Module (B3)	\$2,000	2	\$48,797 \$58,478
Complete 4th Module-Earn Cert. (C)	\$4,000	3	\$49,735 \$59,220
Complete 4th Module-Earn Cert. Low-Perf. School (D)	\$5,000	4	\$50,683 \$59,065
NBPTS Cert Lead Teacher (E A-1)	\$5,000	5	\$52,098 \$58,718
NBPTS Cert Master Teacher (E A-2)	\$10,000	6	\$53,718 \$59,104
NBPTS Cert Professor Master Teacher (E A-3)	\$15,000	7	\$55,483 \$61,314
NBPTS Certification Renewal 1 (5 years)	\$8,000	8	\$56,745 \$61,376
NBPTS Certification Renewal 2 (10 years)	\$7,000	9	\$58,526 \$63,203
NBPTS Certification Renewal 3 (15+ years)	\$6,000	10	\$60,279 \$65,033
		11	\$62,897 \$66,314
		12	\$63,697 \$67,663
		13	\$64,565 \$68,819
		14	\$65,509 \$70,251
		15	\$69,493 \$71,614
		16	\$70,469 \$73,380
		17	\$69,753 \$75,271
		18	\$69,955 \$76,220
		19	\$73,920 \$77,915
		20	\$73,387 \$78,879
		21	\$80,382
		22	\$80,356
		23	\$82,892
		24	\$84,010
		25	\$83,900
		26	\$85,482
		27	\$86,354
		28	\$86,515
		29	\$85,880
		30	\$85,654

**Earnings Comparison to New Teacher with BA: First 5 Years**

Year	Degree	Current	Time to NBPTS Certification - Teacher with BA				NBC +	
			Modest	Moderate	Rapid	NBC Yr. 5	Earned MA	
1	BA	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	
2	BA	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	
3	BA	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	
4	BA	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	
5	BA	\$52,098	\$52,098	\$56,098	\$58,098	\$64,098	\$62,718	
<b>Total Earnings:</b>		\$248,534	\$248,534	\$252,534	\$254,534	\$260,534	\$259,154	

**(2018 Statewide Salaries/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 BA: First 10 Years**

(2018 Statewide Salaries/NBC = \$12,000)

Year	Degree	Time to NBPTS Certification - Teacher with BA					NBC Yr. 5	Earned MA
		Current	Modest	Moderate	Rapid			
1	BA	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222
2	BA	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797
3	BA	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735
4	BA	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683
5	BA	\$52,098	\$52,098	\$56,098	\$58,098	\$64,098	\$56,098	\$56,098
6	BA	\$53,718	\$57,718	\$59,718	\$65,718	\$64,098	\$59,718	\$59,718
7	BA	\$55,483	\$59,483	\$63,483	\$65,718	\$64,098	\$63,483	\$63,483
8	BA	\$56,745	\$62,745	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376
9	BA	\$58,526	\$66,526	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376
10	BA	\$60,279	\$72,279	\$68,745	\$65,718	\$72,098	\$73,376	\$73,376
<b>First 5 Years:</b>		\$248,534	\$248,534	\$252,534	\$254,534	\$260,534	\$252,534	
<b>Last 5 Years:</b>		\$284,750	\$318,750	\$329,435	\$328,590	\$328,490	\$343,330	
<b>Total Earnings:</b>		\$533,284	\$567,284	\$581,969	\$583,124	\$589,024	\$595,864	

Degree	Timing of Raises - Proposed					NBC Yr. 5	NBC + Earned MA
	Modest	Moderate	Rapid				
BA	-	-	-	-	-	-	-
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 Statewide Salaries/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	BA	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	BA	-	-	-	-	-	-
2	BA	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	BA	-	-	-	-	-	-
3	BA	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	BA	-	-	-	-	-	-
4	BA	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	BA	-	-	-	-	-	-
5	BA	\$52,098	\$52,098	\$56,098	\$58,098	\$64,098	\$64,098	\$56,098	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC		B1 Paid
6	BA	\$53,718	\$57,718	\$59,718	\$65,718	\$64,098	\$59,718	\$64,098	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC		B2 Paid
7	BA	\$55,483	\$59,483	\$63,483	\$65,718	\$64,098	\$63,483	\$63,483	BA	-	B3 Paid	B3 Paid	NBC		B3 Paid
8	BA	\$56,745	\$62,745	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376	BA	B2 Paid	B4 Paid	NBC	NBC		Earns MA & B4 Paid
9	BA	\$58,526	\$66,526	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376	BA	B3 Paid	NBC	NBC	NBC		NBC
10	BA	\$60,279	\$72,279	\$68,745	\$65,718	\$72,098	\$73,376	\$73,376	BA	B4 Paid	NBC	NBC	NBC Renewal Paid		NBC
11	MA	\$66,314	\$72,279	\$68,745	\$73,718	\$72,098	\$73,376	\$73,376	MA	NBC	NBC	NBC Renewal Paid	NBC		NBC
12	MA	\$67,663	\$72,279	\$68,745	\$73,718	\$72,098	\$73,376	\$73,376	MA	NBC	NBC	NBC	NBC		NBC
13	MA	\$68,819	\$72,279	\$76,745	\$73,718	\$72,098	\$81,376	\$81,376	MA	NBC	NBC Renewal Paid	NBC	NBC		NBC Renewal Paid
14	MA	\$70,251	\$72,279	\$76,745	\$73,718	\$72,098	\$81,376	\$81,376	MA	NBC	NBC	NBC	NBC		NBC
15	MA	\$71,614	\$80,279	\$76,745	\$73,718	\$79,098	\$81,376	\$81,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid		NBC
16	MA	\$73,380	\$80,279	\$76,745	\$80,718	\$79,098	\$81,376	\$81,376	MA	NBC	NBC	NBC Renewal Paid	NBC		NBC
17	MA	\$75,271	\$80,279	\$76,745	\$80,718	\$79,098	\$81,376	\$81,376	MA	NBC	NBC	NBC	NBC		NBC
18	MA	\$76,220	\$80,279	\$83,745	\$80,718	\$79,098	\$88,376	\$88,376	MA	NBC	NBC Renewal Paid	NBC	NBC		NBC Renewal Paid
19	MA	\$77,915	\$80,279	\$83,745	\$80,718	\$79,098	\$88,376	\$88,376	MA	NBC	NBC	NBC	NBC		NBC
20	MA	\$78,879	\$87,279	\$83,745	\$80,718	\$85,098	\$88,376	\$88,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid		NBC
21	MA	\$80,382	\$87,279	\$83,745	\$86,718	\$85,098	\$88,376	\$88,376	MA	NBC	NBC	NBC Renewal Paid	NBC		NBC
22	MA	\$80,356	\$87,279	\$83,745	\$86,718	\$85,098	\$88,376	\$88,376	MA	NBC	NBC	NBC	NBC		NBC
23	MA	\$82,892	\$87,279	\$89,745	\$86,718	\$85,098	\$94,376	\$94,376	MA	NBC	NBC Renewal Paid	NBC	NBC		NBC Renewal Paid
24	MA	\$84,010	\$87,279	\$89,745	\$86,718	\$85,098	\$94,376	\$94,376	MA	NBC	NBC	NBC	NBC		NBC
25	MA	\$83,900	\$93,279	\$89,745	\$86,718	\$91,098	\$94,376	\$94,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid		NBC
26	MA	\$85,482	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	\$94,376	MA	NBC	NBC	NBC Renewal Paid	NBC		NBC
27	MA	\$86,354	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	\$94,376	MA	NBC	NBC	NBC	NBC		NBC
28	MA	\$86,515	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	\$94,376	MA	NBC	NBC	NBC	NBC		NBC
29	MA	\$85,880	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	\$94,376	MA	NBC	NBC	NBC	NBC		NBC
30	MA	\$85,654	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	\$94,376	MA	NBC	NBC	NBC	NBC		NBC
<b>First 15 Years:</b>		\$877,945	\$936,677	\$949,693	\$951,715	\$956,514	\$986,745								
<b>Last 15 Years:</b>		\$1,223,090	\$1,317,178	\$1,290,172	\$1,300,771	\$1,288,470	\$1,359,644								
<b>Total Earnings:</b>		\$2,101,036	\$2,253,854	\$2,239,866	\$2,252,485	\$2,244,984	\$2,346,389								

**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	\$51,133	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	
2	MA	\$58,478	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	
3	MA	\$59,220	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	
4	MA	\$59,065	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	
5	MA	\$58,718	\$52,098	\$56,098	\$58,098	\$64,098	\$62,718	
<b>Total Earnings:</b>		\$286,616	\$248,534	\$252,534	\$254,534	\$260,534	\$259,154	

**(2018 Statewide Salaries/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 Statewide Salaries/NBC = \$12,000)

Year	Degree	Time to NBPTS Certification - Teacher with BA					NBC Yr. 5	Earned MA
		Current	Modest	Moderate	Rapid			
1	MA	\$51,133	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222
2	MA	\$58,478	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797
3	MA	\$59,220	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735
4	MA	\$59,065	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683
5	MA	\$58,718	\$52,098	\$56,098	\$58,098	\$64,098	\$56,098	\$56,098
6	MA	\$59,104	\$57,718	\$59,718	\$65,718	\$64,098	\$59,718	\$59,718
7	MA	\$61,314	\$59,483	\$63,483	\$65,718	\$64,098	\$63,483	\$63,483
8	MA	\$61,376	\$62,745	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376
9	MA	\$63,203	\$66,526	\$68,745	\$65,718	\$64,098	\$73,376	\$73,376
10	MA	\$65,033	\$72,279	\$68,745	\$65,718	\$72,098	\$73,376	\$73,376
<b>First 5 Years:</b>		\$286,616	\$248,534	\$252,534	\$254,534	\$260,534	\$252,534	
<b>Last 5 Years:</b>		\$310,031	\$318,750	\$329,435	\$328,590	\$328,490	\$343,330	
<b>Total Earnings:</b>		\$596,646	\$567,284	\$581,969	\$583,124	\$589,024	\$595,864	

Degree	Timing of Raises - Proposed					NBC Yr. 5	NBC + Earned MA
	Modest	Moderate	Rapid				
BA	-	-	-	-	-	-	-
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 Statewide Salaries/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	\$51,133	\$47,222	\$47,222	\$47,222	\$47,222	\$47,222	BA	-	-	-	-	-	-
2	MA	\$58,478	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	BA	-	-	-	-	-	-
3	MA	\$59,220	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	BA	-	-	-	-	-	-
4	MA	\$59,065	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	BA	-	-	-	-	-	-
5	MA	\$58,718	\$52,098	\$56,098	\$58,098	\$64,098	\$56,098	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid
6	MA	\$59,104	\$57,718	\$59,718	\$65,718	\$64,098	\$59,718	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid
7	MA	\$61,314	\$59,483	\$63,483	\$65,718	\$64,098	\$63,483	BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid
8	MA	\$61,376	\$62,745	\$68,745	\$65,718	\$64,098	\$73,376	BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid
9	MA	\$63,203	\$66,526	\$68,745	\$65,718	\$64,098	\$73,376	BA	B3 Paid	NBC	NBC	NBC	NBC	NBC
10	MA	\$65,033	\$72,279	\$68,745	\$65,718	\$72,098	\$73,376	BA	B4 Paid	NBC	NBC	NBC	NBC	NBC
11	MA	\$66,314	\$72,279	\$68,745	\$73,718	\$72,098	\$73,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
12	MA	\$67,663	\$72,279	\$68,745	\$73,718	\$72,098	\$73,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$68,819	\$72,279	\$76,745	\$73,718	\$72,098	\$81,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
14	MA	\$70,251	\$72,279	\$76,745	\$73,718	\$72,098	\$81,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$71,614	\$80,279	\$76,745	\$73,718	\$79,098	\$81,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
16	MA	\$73,380	\$80,279	\$76,745	\$80,718	\$79,098	\$81,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
17	MA	\$75,271	\$80,279	\$76,745	\$80,718	\$79,098	\$81,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$76,220	\$80,279	\$83,745	\$80,718	\$79,098	\$88,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
19	MA	\$77,915	\$80,279	\$83,745	\$80,718	\$79,098	\$88,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$78,879	\$87,279	\$83,745	\$80,718	\$85,098	\$88,376	BA	NBC	NBC	NBC	NBC	NBC	NBC
21	MA	\$80,382	\$87,279	\$83,745	\$86,718	\$85,098	\$88,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
22	MA	\$80,356	\$87,279	\$83,745	\$86,718	\$85,098	\$88,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$82,892	\$87,279	\$89,745	\$86,718	\$85,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
24	MA	\$84,010	\$87,279	\$89,745	\$86,718	\$85,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$83,900	\$93,279	\$89,745	\$86,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
26	MA	\$85,482	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
27	MA	\$86,354	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$86,515	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$85,880	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$85,654	\$93,279	\$89,745	\$92,718	\$91,098	\$94,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
<b>First 15 Years:</b>		\$941,308	\$936,677	\$949,693	\$951,715	\$956,514	\$986,745							
<b>Last 15 Years:</b>		\$1,294,704	\$1,397,456	\$1,366,917	\$1,374,489	\$1,367,568	\$1,441,020							
<b>Total Earnings:</b>		\$2,164,398	\$2,253,854	\$2,239,866	\$2,252,485	\$2,244,984	\$2,346,389							