

Career Ladder NBPTS Raise Data - \$14,000

		Current Salaries (2018)	
		BA	MA
Complete 1st Module (B1)	\$5,000		
Complete 2nd Module (B2)	\$3,000	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	Time to NBPTS Certification - Teacher with BA					NBC +
		Current	Modest	Moderate	Rapid	NBC Yr. 5	
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	\$57,098	\$60,098	\$66,098	\$63,718
Total Earnings:		\$248,534	\$248,534	\$253,534	\$256,534	\$262,534	\$260,154

(2018 Statewide Salaries/NBC = \$14,000)

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 = \$14,000)

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	\$57,098	\$60,098	\$66,098	\$57,098	\$57,098
6	BA	\$53,718	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718	\$61,718
7	BA	\$55,483	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483	\$65,483
8	BA	\$56,745	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376
9	BA	\$58,526	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376
10	BA	\$60,279	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376	\$75,376
First 5 Years:		\$248,534	\$248,534	\$253,534	\$256,534	\$262,534	\$253,534	
Last 5 Years:		\$284,750	\$326,750	\$339,435	\$338,590	\$338,490	\$353,330	
Total Earnings:		\$533,284	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864	

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 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	\$57,098	\$60,098	\$66,098	\$63,718	
Total Earnings:		\$286,616	\$248,534	\$253,534	\$256,534	\$262,534	\$260,154	

(2018 Statewide Salaries/NBC = \$14,000)

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 = \$14,000)

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	\$57,098	\$60,098	\$66,098	\$57,098	\$57,098
6	MA	\$59,104	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718	\$61,718
7	MA	\$61,314	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483	\$65,483
8	MA	\$61,376	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376
9	MA	\$63,203	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376
10	MA	\$65,033	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376	\$75,376
First 5 Years:		\$286,616	\$248,534	\$253,534	\$256,534	\$262,534	\$253,534	\$253,534
Last 5 Years:		\$310,031	\$326,750	\$339,435	\$338,590	\$338,490	\$353,330	\$353,330
Total Earnings:		\$596,646	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864	\$606,864

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 = \$14,000)

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	\$47,222	MA	-	-	-	-	-	-
2	MA	\$58,478	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	\$48,797	MA	-	-	-	-	-	-
3	MA	\$59,220	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	\$49,735	MA	-	-	-	-	-	-
4	MA	\$59,065	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683	MA	-	-	-	-	-	-
5	MA	\$58,718	\$52,098	\$57,098	\$60,098	\$66,098	\$66,098	\$57,098	MA	-	B1 Paid	B1 & B2 Paid	Earns NBC		B1 Paid
6	MA	\$59,104	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718	\$66,098	MA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC		B2 Paid
7	MA	\$61,314	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483	\$65,483	MA	-	B3 Paid	B3 Paid	NBC		B3 Paid
8	MA	\$61,376	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376	MA	B2 Paid	B4 Paid	NBC	NBC		Earns MA & B4 Paid
9	MA	\$63,203	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376	\$75,376	MA	B3 Paid	NBC	NBC	NBC		NBC
10	MA	\$65,033	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376	\$75,376	MA	B4 Paid	NBC	NBC	NBC	NBC Renewal Paid	NBC
11	MA	\$66,314	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	\$75,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
12	MA	\$67,663	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	\$75,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$68,819	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	\$83,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
14	MA	\$70,251	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	\$83,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$71,614	\$82,279	\$78,745	\$75,718	\$81,098	\$83,376	\$83,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
16	MA	\$73,380	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	\$83,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
17	MA	\$75,271	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	\$83,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$76,220	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	\$90,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
19	MA	\$77,915	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	\$90,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$78,879	\$89,279	\$85,745	\$82,718	\$87,098	\$90,376	\$90,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
21	MA	\$80,382	\$89,279	\$85,745	\$88,718	\$87,098	\$90,376	\$90,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
22	MA	\$80,356	\$89,279	\$85,745	\$88,718	\$87,098	\$90,376	\$90,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$82,892	\$89,279	\$91,745	\$88,718	\$87,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
24	MA	\$84,010	\$89,279	\$91,745	\$88,718	\$87,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$83,900	\$95,279	\$91,745	\$88,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
26	MA	\$85,482	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
27	MA	\$86,354	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$86,515	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$85,880	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$85,654	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	\$96,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
First 15 Years:		\$941,308	\$954,677	\$970,693	\$973,715	\$978,514	\$1,007,745								
Last 15 Years:		\$1,223,090	\$1,347,178	\$1,320,172	\$1,330,771	\$1,318,470	\$1,389,644								
Total Earnings:		\$2,164,398	\$2,301,854	\$2,290,866	\$2,304,485	\$2,296,984	\$2,397,389								