Career Ladder NBPTS Raise Data - \$14,000

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

Earnings Comparison to New Teacher with BA: First 5 Years

Time to NBPTS Certification - Teacher with BA NBC + Degree Modest Moderate Rapid NBC Yr. 5 Earned MA Year Current 1 ΒA \$47,222 \$47,222 \$47,222 \$47,222 \$47,222 \$47,222 2 \$48,797 \$48,797 \$48,797 \$48,797 \$48,797 \$48,797 ΒA 3 ΒA \$49,735 \$49,735 \$49,735 \$49,735 \$49,735 \$49,735 \$50,683 \$50,683 \$50,683 \$50,683 \$50,683 \$50,683 4 ΒA 5 ΒA \$52,098 \$52,098 \$57,098 \$60,098 \$66,098 \$63,718 \$260,154 **Total Earnings:** \$248,534 \$248,534 \$253,534 \$256,534 \$262,534

Timing of Raises - Proposed										
Degree	Modest Moderate Rapid NBC Yr. 5 B1 + Earned MA									
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

		-	Time to NBPT	S Certification	- Teacher wit	th BA	NBC +
Year	Degree	Current	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	\$57,098	\$60,098	\$66,098	\$57,098
6	BA	\$53,718	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718
7	BA	\$55,483	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483
8	BA	\$56,745	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376
9	BA	\$58,526	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376
10	BA	\$60,279	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376
First 5 Years Last 5 Years:		\$248,534 \$284,750	\$248,534 \$326,750	\$253,534 \$339,435	\$256,534 \$338,590	\$262,534 \$338,490	\$253,534 \$353,330
Total Earning	gs:	\$533,284	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864

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

Earnings Comparison to New Teacher with BA: First 20 Years

			Time to NBPT	S Certification	n - Teacher wi	th BA	NBC +
Year	Degree	Current	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	\$57,098	\$60,098	\$66,098	\$57,098
6	BA	\$53,718	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718
7	BA	\$55,483	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483
8	BA	\$56,745	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376
9	BA	\$58,526	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376
10	BA	\$60,279	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376
11	MA	\$66,314	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376
12	MA	\$67,663	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376
13	MA	\$68,819	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376
14	MA	\$70,251	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376
15	MA	\$71,614	\$82,279	\$78,745	\$75,718	\$81,098	\$83,376
16	MA	\$73,380	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376
17	MA	\$75,271	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376
18	MA	\$76,220	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376
19	MA	\$77,915	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376
20	MA	\$78,879	\$89,279	\$85,745	\$82,718	\$87,098	\$90,376
First 10 Yea	irs.	\$533,284	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864
Last 10 Yea		\$726,326	\$797,785	\$792,448	\$792,180	\$788,980	\$838,763
Total Earnii		\$1,259,610	\$1,373,069	\$1,385,417	\$1,387,305	\$1,390,004	\$1,445,626

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

Earnings Comparison to New Teacher with BA: First 30 Years

		_	Time to NBPT	S Certification	n - Teacher wi	ith BA	NBC +			Timing of	Raises - Proposed		
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5	Earned MA	Degree	Modest	Moderate	Rapid	NBC Yr. 5	NBC + Earned MA
1	BA	\$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	BA	-	-	-	-	-
3	BA	\$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	BA	-	-	-	-	-
5	BA	\$52 <i>,</i> 098	\$52,098	\$57,098	\$60,098	\$66,098	\$57,098	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid
6	BA	\$53,718	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid
7	BA	\$55,483	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483	BA	-	B3 Paid	NBC	NBC	B3 Paid
8	BA	\$56,745	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376	BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid
9	BA	\$58,526	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376	BA	B3 Paid	NBC	NBC	NBC	NBC
10	BA	\$60,279	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376	BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC
11	MA	\$66,314	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC
12	MA	\$67,663	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	MA	NBC	NBC	NBC	NBC	NBC
13	MA	\$68,819	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid
14	MA	\$70,251	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	MA	NBC	NBC	NBC	NBC	NBC
15	MA	\$71,614	\$82,279	\$78,745	\$75,718	\$81,098	\$83,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC
16	MA	\$73,380	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC
17	MA	\$75,271	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	MA	NBC	NBC	NBC	NBC	NBC
18	MA	\$76,220	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid
19	MA	\$77,915	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	MA	NBC	NBC	NBC	NBC	NBC
20	MA	\$78,879	\$89,279	\$85,745	\$82,718	\$87 <i>,</i> 098	\$90,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC
21	MA	\$80,382	\$89,279	\$85,745	\$88,718	\$87 <i>,</i> 098	\$90,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC
22	MA	\$80,356	\$89,279	\$85,745	\$88,718	\$87 <i>,</i> 098	\$90,376	MA	NBC	NBC	NBC	NBC	NBC
23	MA	\$82,892	\$89,279	\$91,745	\$88,718	\$87 <i>,</i> 098	\$96,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid
24	MA	\$84,010	\$89,279	\$91,745	\$88,718	\$87 <i>,</i> 098	\$96,376	MA	NBC	NBC	NBC	NBC	NBC
25	MA	\$83,900	\$95,279	\$91,745	\$88,718	\$93,098	\$96,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC
26	MA	\$85,482	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC
27	MA	\$86,354	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC	NBC	NBC	NBC	NBC
28	MA	\$86,515	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC	NBC	NBC	NBC	NBC
29	MA	\$85,880	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC	NBC	NBC	NBC	NBC
30	MA	\$85,654	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC	NBC	NBC	NBC	NBC
First 15 Yea	irs:	\$877,945	\$954,677	\$970,693	\$973,715	\$978,514	\$1,007,745						
Last 15 Yea	rs:	\$1,223,090	\$1,347,178	\$1,320,172	\$1,330,771	\$1,318,470	\$1,389,644						
Total Earnii	ngs:	\$2,101,036	\$2,301,854	\$2,290,866	\$2,304,485	\$2,296,984	\$2,397,389						

Earnings Comparison to New Teacher with MA: First 5 Years

		-	Time to NBPT	NBC +			
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5	Earned MA
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 <i>,</i> 683	\$50,683	\$50,683	\$50,683	\$50,683
5	MA	\$58,718	\$52 <i>,</i> 098	\$57,098	\$60,098	\$66,098	\$63,718
Total Earni	ngs:	\$286,616	\$248,534	\$253,534	\$256,534	\$262,534	\$260,154

	Timing of Raises - Proposed								
Degree	Modest	Moderate	Rapid	NBC Yr. 5	B1 + Earned MA				
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

		-	Time to NBPT	S Certification	- Teacher wit	th BA	NBC +
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5	Earned MA
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 <i>,</i> 065	\$50,683	\$50,683	\$50,683	\$50,683	\$50,683
5	MA	\$58,718	\$52,098	\$57,098	\$60,098	\$66,098	\$57,098
6	MA	\$59,104	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718
7	MA	\$61,314	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483
8	MA	\$61,376	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376
9	MA	\$63,203	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376
10	MA	\$65,033	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376
First 5 Years	5:	\$286,616	\$248,534	\$253,534	\$256,534	\$262,534	\$253,534
Last 5 Years	:	\$310,031	\$326,750	\$339,435	\$338,590	\$338,490	\$353,330
Total Earnir	ngs:	\$596,646	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864

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

Earnings Comparison to New Teacher with MA: First 20 Years

			Time to NBPTS Certification - Teacher with BA			NBC +	
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5	Earned MA
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	\$57,098
6	MA	\$59,104	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718
7	MA	\$61,314	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483
8	MA	\$61,376	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376
9	MA	\$63,203	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376
10	MA	\$65,033	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376
11	MA	\$66,314	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376
12	MA	\$67,663	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376
13	MA	\$68,819	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376
14	MA	\$70,251	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376
15	MA	\$71,614	\$82,279	\$78,745	\$75,718	\$81,098	\$83,376
16	MA	\$73,380	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376
17	MA	\$75,271	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376
18	MA	\$76,220	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376
19	MA	\$77,915	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376
20	MA	\$78,879	\$89,279	\$85,745	\$82,718	\$87,098	\$90,376
First 10 Yea	irs:	\$596,646	\$575,284	\$592,969	\$595,124	\$601,024	\$606,864
Last 10 Yea	rs:	\$726,326	\$797,785	\$792,448	\$792,180	\$788,980	\$838,763
Total Earnings:		\$1,322,972	\$1,373,069	\$1,385,417	\$1,387,305	\$1,390,004	\$1,445,626

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

Earnings Comparison to New Teacher with MA: First 30 Years

			Time to NBPT	S Certificatio	n - Teacher wi	ith BA	NBC +		
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5	Earned MA	Degree	Mode
1	MA	\$51,133	\$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	MA	-
3	MA	\$59,220	\$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	MA	-
5	MA	\$58,718	\$52,098	\$57,098	\$60,098	\$66,098	\$57,098	MA	-
6	MA	\$59,104	\$58,718	\$61,718	\$67,718	\$66,098	\$61,718	MA	B1 Pa
7	MA	\$61,314	\$60,483	\$65,483	\$67,718	\$66,098	\$65,483	MA	-
8	MA	\$61,376	\$64,745	\$70,745	\$67,718	\$66,098	\$75,376	MA	B2 Pa
9	MA	\$63,203	\$68,526	\$70,745	\$67,718	\$66,098	\$75,376	MA	B3 Pa
10	MA	\$65,033	\$74,279	\$70,745	\$67,718	\$74,098	\$75,376	MA	B4 Pa
11	MA	\$66,314	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	MA	NBC
12	MA	\$67,663	\$74,279	\$70,745	\$75,718	\$74,098	\$75,376	MA	NBC
13	MA	\$68,819	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	MA	NBC
14	MA	\$70,251	\$74,279	\$78,745	\$75,718	\$74,098	\$83,376	MA	NBC
15	MA	\$71,614	\$82,279	\$78,745	\$75,718	\$81,098	\$83,376	MA	NBC Renew
16	MA	\$73,380	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	MA	NBC
17	MA	\$75,271	\$82,279	\$78,745	\$82,718	\$81,098	\$83,376	MA	NBC
18	MA	\$76,220	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	MA	NBC
19	MA	\$77,915	\$82,279	\$85,745	\$82,718	\$81,098	\$90,376	MA	NBC
20	MA	\$78,879	\$89,279	\$85,745	\$82,718	\$87 <i>,</i> 098	\$90,376	MA	NBC Renew
21	MA	\$80,382	\$89,279	\$85,745	\$88,718	\$87 <i>,</i> 098	\$90,376	MA	NBC
22	MA	\$80,356	\$89,279	\$85,745	\$88,718	\$87,098	\$90,376	MA	NBC
23	MA	\$82,892	\$89,279	\$91,745	\$88,718	\$87 <i>,</i> 098	\$96,376	MA	NBC
24	MA	\$84,010	\$89,279	\$91,745	\$88,718	\$87,098	\$96,376	MA	NBC
25	MA	\$83,900	\$95,279	\$91,745	\$88,718	\$93,098	\$96,376	MA	NBC Renew
26	MA	\$85,482	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC
27	MA	\$86,354	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC
28	MA	\$86,515	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC
29	MA	\$85,880	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC
30	MA	\$85,654	\$95,279	\$91,745	\$94,718	\$93,098	\$96,376	MA	NBC
First 15 Yea	ars:	\$941,308	\$954,677	\$970,693	\$973,715	\$978,514	\$1,007,745		
Last 15 Yea	irs:	\$1,223,090	\$1,347,178	\$1,320,172	\$1,330,771	\$1,318,470	\$1,389,644		
Total Earni	ngs:	\$2,164,398	\$2,301,854	\$2,290,866	\$2,304,485	\$2,296,984	\$2,397,389		

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