

Career Ladder NBPTS Raise Data - \$16,000

		Current Salaries (2018)	
		BA	MA
Complete 1st Module (B1)	\$6,000		
Complete 2nd Module (B2)	\$4,000	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 Yr. 5	Earned MA
			Modest	Moderate	Rapid			
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	\$58,098	\$62,098	\$68,098	\$64,718	
Total Earnings:		\$248,534	\$248,534	\$254,534	\$258,534	\$264,534	\$261,154	

(2018 Statewide Salaries/NBC = \$16,000)

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 = \$16,000)

Year	Degree	Time to NBPTS Certification - Teacher with BA				NBC +	
		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	\$58,098	\$62,098	\$68,098	\$58,098
6	BA	\$53,718	\$59,718	\$63,718	\$69,718	\$68,098	\$63,718
7	BA	\$55,483	\$61,483	\$67,483	\$69,718	\$68,098	\$67,483
8	BA	\$56,745	\$66,745	\$72,745	\$69,718	\$68,098	\$77,376
9	BA	\$58,526	\$70,526	\$72,745	\$69,718	\$68,098	\$77,376
10	BA	\$60,279	\$76,279	\$72,745	\$69,718	\$76,098	\$77,376
First 5 Years:		\$248,534	\$248,534	\$254,534	\$258,534	\$264,534	\$254,534
Last 5 Years:		\$284,750	\$334,750	\$349,435	\$348,590	\$348,490	\$363,330
Total Earnings:		\$533,284	\$583,284	\$603,969	\$607,124	\$613,024	\$617,864

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	
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 30 Years

(2018 Statewide Salaries/NBC = \$16,000)

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	\$58,098	\$62,098	\$68,098	\$68,098	\$58,098	BA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid
6	BA	\$53,718	\$59,718	\$63,718	\$69,718	\$68,098	\$63,718	\$68,098	BA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid
7	BA	\$55,483	\$61,483	\$67,483	\$69,718	\$68,098	\$67,483	\$67,483	BA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid
8	BA	\$56,745	\$66,745	\$72,745	\$69,718	\$68,098	\$77,376	\$68,098	BA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid
9	BA	\$58,526	\$70,526	\$72,745	\$69,718	\$68,098	\$77,376	\$68,098	BA	B3 Paid	NBC	NBC	NBC	NBC	NBC
10	BA	\$60,279	\$76,279	\$72,745	\$69,718	\$76,098	\$77,376	\$76,098	BA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
11	MA	\$66,314	\$76,279	\$72,745	\$77,718	\$76,098	\$77,376	\$76,098	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
12	MA	\$67,663	\$76,279	\$72,745	\$77,718	\$76,098	\$77,376	\$76,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$68,819	\$76,279	\$80,745	\$77,718	\$76,098	\$85,376	\$76,098	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC Renewal Paid
14	MA	\$70,251	\$76,279	\$80,745	\$77,718	\$76,098	\$85,376	\$76,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$71,614	\$84,279	\$80,745	\$77,718	\$83,098	\$85,376	\$83,098	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
16	MA	\$73,380	\$84,279	\$80,745	\$84,718	\$83,098	\$85,376	\$83,098	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
17	MA	\$75,271	\$84,279	\$80,745	\$84,718	\$83,098	\$85,376	\$83,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$76,220	\$84,279	\$87,745	\$84,718	\$83,098	\$92,376	\$83,098	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC Renewal Paid
19	MA	\$77,915	\$84,279	\$87,745	\$84,718	\$83,098	\$92,376	\$83,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$78,879	\$91,279	\$87,745	\$84,718	\$89,098	\$92,376	\$89,098	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
21	MA	\$80,382	\$91,279	\$87,745	\$90,718	\$89,098	\$92,376	\$89,098	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
22	MA	\$80,356	\$91,279	\$87,745	\$90,718	\$89,098	\$92,376	\$89,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$82,892	\$91,279	\$93,745	\$90,718	\$89,098	\$98,376	\$89,098	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC Renewal Paid
24	MA	\$84,010	\$91,279	\$93,745	\$90,718	\$89,098	\$98,376	\$89,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$83,900	\$97,279	\$93,745	\$90,718	\$95,098	\$98,376	\$95,098	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
26	MA	\$85,482	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	\$95,098	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
27	MA	\$86,354	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	\$95,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$86,515	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	\$95,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$85,880	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	\$95,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$85,654	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	\$95,098	MA	NBC	NBC	NBC	NBC	NBC	NBC
First 15 Years:		\$877,945	\$972,677	\$991,693	\$995,715	\$1,000,514	\$1,028,745								
Last 15 Years:		\$1,223,090	\$1,377,178	\$1,350,172	\$1,360,771	\$1,348,470	\$1,419,644								
Total Earnings:		\$2,101,036	\$2,349,854	\$2,341,866	\$2,356,485	\$2,348,984	\$2,448,389								

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	\$58,098	\$62,098	\$68,098	\$64,718	
Total Earnings:		\$286,616	\$248,534	\$254,534	\$258,534	\$264,534	\$261,154	

(2018 Statewide Salaries/NBC = \$16,000)

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 = \$16,000)

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	\$58,098	\$62,098	\$68,098	\$58,098	\$58,098
6	MA	\$59,104	\$59,718	\$63,718	\$69,718	\$68,098	\$63,718	\$63,718
7	MA	\$61,314	\$61,483	\$67,483	\$69,718	\$68,098	\$67,483	\$67,483
8	MA	\$61,376	\$66,745	\$72,745	\$69,718	\$68,098	\$77,376	\$77,376
9	MA	\$63,203	\$70,526	\$72,745	\$69,718	\$68,098	\$77,376	\$77,376
10	MA	\$65,033	\$76,279	\$72,745	\$69,718	\$76,098	\$77,376	\$77,376
First 5 Years:		\$286,616	\$248,534	\$254,534	\$258,534	\$264,534	\$254,534	\$254,534
Last 5 Years:		\$310,031	\$334,750	\$349,435	\$348,590	\$348,490	\$363,330	\$363,330
Total Earnings:		\$596,646	\$583,284	\$603,969	\$607,124	\$613,024	\$617,864	\$617,864

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 = \$16,000)

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	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	\$58,098	\$62,098	\$68,098	\$58,098	MA	-	B1 Paid	B1 & B2 Paid	Earns NBC	B1 Paid	B1 Paid
6	MA	\$59,104	\$59,718	\$63,718	\$69,718	\$68,098	\$63,718	MA	B1 Paid	B2 Paid	B3 & B4 Paid	NBC	B2 Paid	B2 Paid
7	MA	\$61,314	\$61,483	\$67,483	\$69,718	\$68,098	\$67,483	MA	-	B3 Paid	NBC	NBC	B3 Paid	B3 Paid
8	MA	\$61,376	\$66,745	\$72,745	\$69,718	\$68,098	\$77,376	MA	B2 Paid	B4 Paid	NBC	NBC	Earns MA & B4 Paid	Earns MA & B4 Paid
9	MA	\$63,203	\$70,526	\$72,745	\$69,718	\$68,098	\$77,376	MA	B3 Paid	NBC	NBC	NBC	NBC	NBC
10	MA	\$65,033	\$76,279	\$72,745	\$69,718	\$76,098	\$77,376	MA	B4 Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
11	MA	\$66,314	\$76,279	\$72,745	\$77,718	\$76,098	\$77,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
12	MA	\$67,663	\$76,279	\$72,745	\$77,718	\$76,098	\$77,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
13	MA	\$68,819	\$76,279	\$80,745	\$77,718	\$76,098	\$85,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
14	MA	\$70,251	\$76,279	\$80,745	\$77,718	\$76,098	\$85,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
15	MA	\$71,614	\$84,279	\$80,745	\$77,718	\$83,098	\$85,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
16	MA	\$73,380	\$84,279	\$80,745	\$84,718	\$83,098	\$85,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
17	MA	\$75,271	\$84,279	\$80,745	\$84,718	\$83,098	\$85,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
18	MA	\$76,220	\$84,279	\$87,745	\$84,718	\$83,098	\$92,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
19	MA	\$77,915	\$84,279	\$87,745	\$84,718	\$83,098	\$92,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
20	MA	\$78,879	\$91,279	\$87,745	\$84,718	\$89,098	\$92,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
21	MA	\$80,382	\$91,279	\$87,745	\$90,718	\$89,098	\$92,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
22	MA	\$80,356	\$91,279	\$87,745	\$90,718	\$89,098	\$92,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
23	MA	\$82,892	\$91,279	\$93,745	\$90,718	\$89,098	\$98,376	MA	NBC	NBC Renewal Paid	NBC	NBC	NBC	NBC Renewal Paid
24	MA	\$84,010	\$91,279	\$93,745	\$90,718	\$89,098	\$98,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
25	MA	\$83,900	\$97,279	\$93,745	\$90,718	\$95,098	\$98,376	MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid	NBC	NBC
26	MA	\$85,482	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	MA	NBC	NBC	NBC Renewal Paid	NBC	NBC	NBC
27	MA	\$86,354	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
28	MA	\$86,515	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
29	MA	\$85,880	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
30	MA	\$85,654	\$97,279	\$93,745	\$96,718	\$95,098	\$98,376	MA	NBC	NBC	NBC	NBC	NBC	NBC
First 15 Years:		\$941,308	\$972,677	\$991,693	\$995,715	\$1,000,514	\$1,028,745							
Last 15 Years:		\$1,223,090	\$1,377,178	\$1,350,172	\$1,360,771	\$1,348,470	\$1,419,644							
Total Earnings:		\$2,164,398	\$2,349,854	\$2,341,866	\$2,356,485	\$2,348,984	\$2,448,389							