

		Current Salaries (2018)		Current Salaries (2018) with \$60,000 Minimum		
		BA	MA	BA	MA	
MA at 30 years	\$85,654					
Percentage for earning certification	85%	1	\$47,222	\$51,133	\$60,000	\$60,000
Salary upon earning certification	\$72,806	2	\$48,797	\$58,478	\$60,000	\$60,000
Percentage for first renewal	90%	3	\$49,735	\$59,220	\$60,000	\$60,000
Salary upon earning first renewal	\$77,089	4	\$50,683	\$59,065	\$60,000	\$60,000
Percentage for second renewal	95%	5	\$52,098	\$58,718	\$60,000	\$60,000
Salary upon earning second renewal	\$81,371	6	\$53,718	\$59,104	\$60,000	\$60,000
Percentage for third + renewals	100%	7	\$55,483	\$61,314	\$60,000	\$61,314
Salary upon earning third + renewals	\$85,654	8	\$56,745	\$61,376	\$60,000	\$61,376
Percentage for fourth + renewals	105%	9	\$58,526	\$63,203	\$60,000	\$63,203
Salary upon earning fourth + renewals	\$89,937	10	\$60,279	\$65,033	\$60,279	\$65,033
		11	\$62,897	\$66,314	\$62,897	\$66,314
		12	\$63,697	\$67,663	\$63,697	\$67,663
		13	\$64,565	\$68,819	\$64,565	\$68,819
		14	\$65,509	\$70,251	\$65,509	\$70,251
		15	\$69,493	\$71,614	\$69,493	\$71,614
		16	\$70,469	\$73,380	\$70,469	\$73,380
		17	\$69,753	\$75,271	\$69,753	\$75,271
		18	\$69,955	\$76,220	\$69,955	\$76,220
		19	\$73,920	\$77,915	\$73,920	\$77,915
		20	\$73,387	\$78,879	\$73,387	\$78,879
		21		\$80,382		\$80,382
		22		\$80,356		\$80,356
		23		\$82,892		\$82,892
		24		\$84,010		\$84,010
		25		\$83,900		\$83,900
		26		\$85,482		\$85,482
		27		\$86,354		\$86,354
		28		\$86,515		\$86,515
		29		\$85,880		\$85,880
		30		\$85,654		\$85,654

Time to NBPTS Certification - Teacher with BA

Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5
1	BA	\$47,222	\$60,000	\$60,000	\$60,000	\$60,000
2	BA	\$48,797	\$60,000	\$60,000	\$60,000	\$60,000
3	BA	\$49,735	\$60,000	\$60,000	\$60,000	\$60,000
4	BA	\$50,683	\$60,000	\$60,000	\$60,000	\$60,000
5	BA	\$52,098	\$60,000	\$60,000	\$60,000	\$72,806
Total Earnings:		\$248,534	\$300,000	\$300,000	\$300,000	\$312,806

Timing of Raises - Proposed

Degree	Modest	Moderate	Rapid	NBC Yr. 5
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	Earns NBC

Time to NBPTS Certification - Teacher with BA						
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5
1	BA	\$47,222	\$60,000	\$60,000	\$60,000	\$60,000
2	BA	\$48,797	\$60,000	\$60,000	\$60,000	\$60,000
3	BA	\$49,735	\$60,000	\$60,000	\$60,000	\$60,000
4	BA	\$50,683	\$60,000	\$60,000	\$60,000	\$60,000
5	BA	\$52,098	\$60,000	\$60,000	\$60,000	\$72,806
6	BA	\$53,718	\$60,000	\$60,000	\$72,806	\$72,806
7	BA	\$55,483	\$60,000	\$60,000	\$72,806	\$72,806
8	BA	\$56,745	\$60,000	\$72,806	\$72,806	\$72,806
9	BA	\$58,526	\$60,000	\$72,806	\$72,806	\$72,806
10	BA	\$60,279	\$72,806	\$72,806	\$72,806	\$77,089
First 5 Years:		\$248,534	\$300,000	\$300,000	\$300,000	\$312,806
Last 5 Years:		\$284,750	\$312,806	\$338,418	\$364,029	\$368,312
Total Earnings:		\$533,284	\$612,806	\$638,418	\$664,029	\$681,118

Timing of Raises - Proposed				
Degree	Modest	Moderate	Rapid	NBC Yr. 5
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	-
BA	-	-	-	Earns NBC
BA	-	-	Earns NBC	NBC
BA	-	-	NBC	NBC
BA	-	Earns NBC	NBC	NBC
BA	-	NBC	NBC	NBC
BA	Earns NBC	NBC	NBC	NBC Renewal Paid

Time to NBPTS Certification - Teacher with MA						
Year	Degree	Current	Modest	Moderate	Rapid	NBC Yr. 5
1	MA	\$51,133	\$60,000	\$60,000	\$60,000	\$60,000
2	MA	\$58,478	\$60,000	\$60,000	\$60,000	\$60,000
3	MA	\$59,220	\$60,000	\$60,000	\$60,000	\$60,000
4	MA	\$59,065	\$60,000	\$60,000	\$60,000	\$60,000
5	MA	\$58,718	\$60,000	\$60,000	\$60,000	\$72,806
Total Earnings:		\$286,616	\$300,000	\$300,000	\$300,000	\$312,806

Timing of Raises - Proposed				
Degree	Modest	Moderate	Rapid	NBC Yr. 5
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	Earns NBC

Year	Degree	Time to NBPTS Certification - Teacher with MA					Timing of Raises - Proposed				
		Current	Modest	Moderate	Rapid	NBC Yr. 5	Degree	Modest	Moderate	Rapid	NBC Yr. 5
1	MA	\$51,133	\$60,000	\$60,000	\$60,000	\$60,000	MA	-	-	-	-
2	MA	\$58,478	\$60,000	\$60,000	\$60,000	\$60,000	MA	-	-	-	-
3	MA	\$59,220	\$60,000	\$60,000	\$60,000	\$60,000	MA	-	-	-	-
4	MA	\$59,065	\$60,000	\$60,000	\$60,000	\$60,000	MA	-	-	-	-
5	MA	\$58,718	\$60,000	\$60,000	\$60,000	\$72,806	MA	-	-	-	Earns NBC
6	MA	\$59,104	\$60,000	\$60,000	\$72,806	\$72,806	MA	-	-	Earns NBC	NBC
7	MA	\$61,314	\$61,314	\$61,314	\$72,806	\$72,806	MA	-	-	NBC	NBC
8	MA	\$61,376	\$61,376	\$72,806	\$72,806	\$72,806	MA	-	Earns NBC	NBC	NBC
9	MA	\$63,203	\$63,203	\$72,806	\$72,806	\$72,806	MA	-	NBC	NBC	NBC
10	MA	\$65,033	\$72,806	\$72,806	\$72,806	\$77,089	MA	Earns NBC	NBC	NBC	NBC Renewal Paid
First 5 Years:		\$286,616	\$300,000	\$300,000	\$300,000	\$312,806					
Last 5 Years:		\$310,031	\$318,699	\$339,732	\$364,029	\$368,312					
Total Earnings:		\$596,646	\$618,699	\$639,732	\$664,029	\$681,118					

Year	Degree	Current	Time to NBPTS Certification - Teacher with MA			
			Modest	Moderate	Rapid	NBC Yr. 5
1	MA	\$51,133	\$60,000	\$60,000	\$60,000	\$60,000
2	MA	\$58,478	\$60,000	\$60,000	\$60,000	\$60,000
3	MA	\$59,220	\$60,000	\$60,000	\$60,000	\$60,000
4	MA	\$59,065	\$60,000	\$60,000	\$60,000	\$60,000
5	MA	\$58,718	\$60,000	\$60,000	\$60,000	\$72,806
6	MA	\$59,104	\$60,000	\$60,000	\$72,806	\$72,806
7	MA	\$61,314	\$61,314	\$61,314	\$72,806	\$72,806
8	MA	\$61,376	\$61,376	\$72,806	\$72,806	\$72,806
9	MA	\$63,203	\$63,203	\$72,806	\$72,806	\$72,806
10	MA	\$65,033	\$72,806	\$72,806	\$72,806	\$77,089
11	MA	\$66,314	\$72,806	\$72,806	\$77,089	\$77,089
12	MA	\$67,663	\$72,806	\$72,806	\$77,089	\$77,089
13	MA	\$68,819	\$72,806	\$77,089	\$77,089	\$77,089
14	MA	\$70,251	\$72,806	\$77,089	\$77,089	\$77,089
15	MA	\$71,614	\$77,089	\$77,089	\$77,089	\$81,371
16	MA	\$73,380	\$77,089	\$77,089	\$81,371	\$81,371
17	MA	\$75,271	\$77,089	\$77,089	\$81,371	\$81,371
18	MA	\$76,220	\$77,089	\$81,371	\$81,371	\$81,371
19	MA	\$77,915	\$77,089	\$81,371	\$81,371	\$81,371
20	MA	\$78,879	\$81,371	\$81,371	\$81,371	\$85,654
First 10 Years:		\$596,646	\$618,699	\$639,732	\$664,029	\$681,118
Last 10 Years:		\$726,326	\$758,038	\$775,169	\$792,299	\$800,865
Total Earnings:		\$1,322,972	\$1,376,737	\$1,414,900	\$1,456,329	\$1,481,983

Degree	Timing of Raises - Proposed			
	Modest	Moderate	Rapid	NBC Yr. 5
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	-
MA	-	-	-	Earns NBC
MA	-	-	Earns NBC	NBC
MA	-	-	NBC	NBC
MA	-	Earns NBC	NBC	NBC
MA	Earns NBC	NBC	NBC	NBC Renewal Paid
MA	NBC	NBC	NBC Renewal Paid	NBC
MA	NBC	NBC	NBC	NBC
MA	NBC	NBC Renewal Paid	NBC	NBC
MA	NBC	NBC	NBC	NBC
MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid
MA	NBC	NBC	NBC Renewal Paid	NBC
MA	NBC	NBC	NBC	NBC
MA	NBC	NBC Renewal Paid	NBC	NBC
MA	NBC	NBC	NBC	NBC
MA	NBC Renewal Paid	NBC	NBC	NBC Renewal Paid

