

Guiding Principles for New Teacher Salary Model

1. Salary that attracts new teachers to the profession
2. Salary that incentivizes existing teachers to opt-in to the career ladder (higher salary earlier in career, greater lifetime earnings, meet/exceed MA@30)
3. Progressing in teacher salary as performance increases as demonstrated by pursuing/achieving National Board Certification
4. Career ladder incentivizes teachers to stay in the classroom without moving to the Administrator Track (Lead/Master/Professor Master teachers)
5. These principles must work in all 24 school systems

Helfman Model

1. 10% across the board increase
2. Project salary in all LEAs of minimum \$60k within 5 years
3. Maintain existing salary schedules for current workforce
4. NBC attainment bump equals 85% of top of the MA scale
5. NBC renewal bump equals additional 5 percentage points of top of MA scale
6. Top of MA scale increases by 10% but the higher minimum starting salary does not increase the top of the scale, i.e. the salary schedule is compressed and based on moving up the career ladder
7. This is a floor, LEAs can go beyond