

**Public Education Compensation Committee**  
**Meeting Minutes**  
September 12, 2022  
Virtual Meeting

The Public Education Compensation Committee (PECC) meeting was held virtually on September 12, 2022, with the following members in attendance: Sen. Brian Pettyjohn, Sen. Laura Sturgeon, Rep. Kim Williams, Rep. Michael Smith, Mark Holodick, Ruth Ann Jones, Tammy Croce, David Kohan, Chuck Longfellow, Heath Chasanov, Franklin Newton, Alonna Berry, Sara Croce, Stephanie Ingram, Courtney Stewart, Carla Cassell-Carter, and Jonathan Starkey.

Also participating were Tina Shockley, Nicholas Konzelman, Jeff Taschner, Jon Neubauer, Alyssa Moore, Saroja Warner, Nancy Tien, Sarah Barzee and Raifu Durodye, Linnea Bradshaw, Kevin Lamb, Kathy Dulis, Laura Rowe, V.J. Leonard, Mark Baxter, David Wright, Justin Richards, Jarek Crutz, Julie DeHaas, Keisha Talley, Diana Dolan-Beulah, Elizabeth Geller, Christy Wright, Shelley Meadowcroft, Maureen McGurk, Maureen Keeney, Deanna Killen, Deb Stevens, David Davis, Mike Kempinski, Kristin Dwyer

[Audio Recording of Meeting](#)

**Welcome/Introductions**

The Chair asked for a motion to begin the meeting. A motion was made by Senator Brian Pettyjohn, which was seconded by Representative Michael Smith. All members were in favor, and the meeting began at 4:36 p.m. A quorum was present.

Sec. Mark Holodick welcomed everyone and each member introduced themselves.

**Approval of July 29 Meeting Minutes**

Senator Brian Pettyjohn motioned to approve the July 29 meeting minutes, and Representative Michael Smith seconded the motion. All members were in favor and the motion carried. The meeting minutes for July 29 were approved.

**Public Comment Process and Public Comment**

The Chair advised everyone that members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested individuals should:

- (1) send their name, the name of the group they represent and the topic of their comment via [email to DOE staff](#) prior to the meeting to request to have their name put on the public comment list for the upcoming meeting; or
  - (2) put their name/organization/topic in the chat during the meeting.
- Those who register ahead of time will be called on by the meeting Chair to provide public comment first, followed by those listed in the chat.
- a. To provide all members of the public with an equal opportunity to speak before the PECC, each individual is limited to two minutes, unless otherwise noted, at the beginning of the meeting.

The Chair advised anyone wishing to make public comment to put their name in the chat. The Chair noted that there was one person who signed up for public comment prior to the meeting but they were unable to attend and give public comment. After reviewing the chat, no one was

listed to make public comment. A public comment was received via email during the meeting. It is attached.

The Chair reported the results of the Meeting Schedule Survey. Specifically, members wanted meetings on Mondays, with Thursdays as an alternate; meetings 1-1 ½ hours typically from 3:30-5pm; meetings held at least once a month or more frequently as needed; and meetings held both in person (now that COVID is dissipating) and virtually.

Tentatively, the next meeting will be October 17 from 3:30 - 5:00 P.M. The November 14 meeting may need to change to November 16 due to a conflict. The last meeting of the year will be December 12 at 3:30 P.M.

It was noted that attendance for the PECC meetings is documented in the minutes, which are posted publicly on the State of Delaware's Public Meeting Calendar.

The Chair advise a consultant (WestEd) has been selected to support and facilitate meetings. The WestEd team introduced themselves as Saroja Warner, Sarah Barzee, Nancy Tien and Raifu Durodye. Sarah Barzee will be the project lead. Each team member provided an overview of their experience, with many working with neighboring states on similar educator, compensation, finance, evaluation, and educator preparation programs.

The Chair reviewed PECC's charge as detailed in [SB 100 with SA 1](#) and recommended the following as items to focus on:

- Competing with regional school districts in recruiting and retaining a qualified and diverse educator workforce
- Competitive base pay
- Fewer steps to advancement in careers
- Career advancement and career ladder opportunities
- Timely acquisition of knowledge and skills
- Teacher leadership roles
- Consideration of other pay scales, such as IT and bus drivers
- Review of fiscal note, recognizing that recommendations are due to General Assembly November 15, 2023

Members agreed with these key recommendations as focal points for the group's work, and added the following items to be considered as the work progresses:

- Increasing the base pay rate to be competitive with surrounding states
- Having 12-month employees (instead of 10-month) and offering them vacation and other benefits
- Educators are underpaid when compared to professionals with similar degrees
- Remember that achieving the best outcomes for students is of utmost importance
- Fewer steps to career advancement
- Raise base salary at every step on the ladder
- Recruitment and retention strategies are needed
- Raising the cap of earned income (from \$30,000 to \$40,000) for retired educators who teach in high needs schools so experienced educators can be retained
- We may not have control over the local portion of the state/local funding of educators

- Collapsing steps or lanes to get educators to higher salaries faster (before they hit mid-career and want to spend more time with families or obtain specific certification)

Next, the Chair discussed the Report from the Committee to Advance Educator Compensation and Careers (CAECC) to see where it aligns with our current work. Key points that were made included:

- Educators deserve a career path where they do not have to leave the classroom to earn more money
- A streamlined, clear career pathway from provisional to emerging to professional to established professional
- Teacher-leadership roles

A couple of members noted that not much was accomplished by the CAECC due to the environment and budget cutbacks at that time (June 2015).

DSEA (Delaware State Education Association) provided members with high level data in both the Educator Compensation Reform Data and the Delaware Educator Compensation Overview documents that were previously shared with members. In speaking about the Delaware Educator Compensation Overview, DSEA cautioned that the salary in mid-career (years 4-10) is too low. This is when educators are growing the most, but they tend to leave for more salary. Secondly, five teacher-leader roles were defined by the Educator Work Group of the CAECC, and we should build on that work.

DSEA noted that the Educator Compensation Reform Data is specifically Delaware data that is listed in comparison to Maryland/New Jersey/Pennsylvania (where base salary is computed on a different scale - not a state/local match). A Compensation Reform Presentation will be provided to members (see attached). Additionally, an updated Educator Compensation Reform Data is being prepared and will be shared with members when it is available.

In New Business, the Chair noted that WestEd will take the basic data and combine it with additional national data around teachers salaries (considering different phases of careers). They will also look at best practices highlighting successful teacher-leadership roles. One member noted that in looking at comparative data, the state's standard of living should be considered as this will impact the true educator salary.

In Next Steps / Follow Up / Homework, the Chair will consult with West Ed following the meeting to prepare for our next meeting. It was noted that our next meeting, October 17, will be 1 ½ hours to ensure time to dig into some of this work.

### **Adjournment**

Stephanie Ingram motioned to adjourn the meeting and Rep. Kim Williams seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 5:29 p.m.

Respectfully Submitted,  
Tina Shockley

**Shockley Tina**

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**From:** Thompson John  
**Sent:** Monday, September 12, 2022 5:06 PM  
**To:** Shockley Tina  
**Subject:** teacher compensation committee public comment

I apologize for not getting this to you sooner - but ironically, the reason is found in the very reason I'm offering public comment.

Any discussion about teacher compensation much include conversation about the true number of hours teachers work, far outside the contractual 37.5 hours per week. No teacher comes close to working only 37.5 hours per week.

That said, I struggle to come up with another state position that regular works more than their contract hours, who are not paid overtime.

State Police officers regularly receiver overtime pay. They are often some of the highest paid state workers because of overtime pay.

Custodians (school), nurses, cafeteria workers - none of these regularly work more than their contract hours. But with teachers is just ACCEPTED that we will do this.

To be clear, I am not advocating that our contract workweek becomes a 50 or 60 hour work week. But you have to consider that we ARE working 10-15-20 hours more per week than what our contract stipulates. And we do it because we cannot be successful without it. And our students will suffer without our work. And remember - when a State Police officer works overtime, he/she is paid overtime.

This is coming in late to you to the meeting because I was working more than my contract hours today (in order to do something that will help my students).

We are having a crisis in education, and I'm certain you are all aware of it. I learned today that a school district in Delaware is now contracting out its math instruction, because of a lack of teachers available to teach some classes. That is a crisis. Lowering the qualifications necessary to teach high school math in this district will not solve the crisis.

Thank you,  
John Thompson  
HB duPont MS  
8<sup>th</sup> Grade Math

# Compensation Reform

A Recruitment and Retention Imperative

September 2022

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DELEGATE ORIENTATION

# Framing

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### How underpaid are teachers in your state?

Depending on the state, teachers make between 3.4% and 35.9% less than other comparable college-educated workers

**Notes:** Figure shows state-specific regression-adjusted weekly wage penalties for public school teachers (elementary, middle, and secondary) relative to their college-educated, non-teaching peers. See [Aligretto and Michel 2019, Appendix A](#), for more details on data and methodology.  
**Source:** Author's analysis of 2016–2021 Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29 (EPI 2022), <https://nces.ed/ipeds/data/eprg/>

<https://www.epi.org/publication/teacher-pay-penalty-2022/>

Economic Policy Institute

In Delaware, teachers are paid  
**10.9%**  
less than other comparable  
college-educated workers

Full report: <https://www.epi.org/publication/teacher-pay-penalty-2022/>  
Source: Current Population Survey Outgoing Rotation Group

EPI

- In 2021, teachers earned 23.5% less than non-teacher college-educated professionals – a record high.
- In 1996, the pay gap stood at 6.1%. After reaching a then record 22% in 2018, the pay gap narrowed slightly (due to Red for Ed) to 19.2% in 2019 before widening in each of the past two years with the most recent data (2021) showing a record-high 23.5% teacher pay penalty.
- Even when health insurance and retirement benefits are accounted for, the teacher total compensation penalty was still 14.2%, as compared to 2.7% in 1993.

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### Teachers' weekly wages have remained relatively flat for 25 years

Average weekly wages of public school teachers and other college graduates, 1979–2021

Year	Public school teachers	Other college grads
1980	\$1,052	\$1,364
1990	\$1,250	\$1,536
2000	\$1,319	\$1,564
2021	\$1,348	\$2,009

**Notes:** Figure shows average weekly wages (2021) of public school teachers (elementary, middle, and secondary) and other college graduate (nonteacher) peers. Data points for 1994 and 1995 are unavailable; dotted lines represent interpolated data. See [Aligretto and Michel 2019, Appendix A](#), for more details on data and methodology.  
**Source:** Author's analysis of Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29 (EPI 2022a), <https://nces.ed/ipeds/data/eprg/>

Economic Policy Institute

This difference remained fairly consistent, with some ups and downs, throughout the 2000s. But, a significant widening of the wage gap has occurred since 2010 as teacher wages remained relatively flat while wages of other college graduates took off. The difference increased by 7.6 percentage points between 2010 and 2021—leaving the average weekly wages of teachers 32.9% behind that of other college graduates by 2021.

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### New Jersey

AVERAGE TEACHER STARTING SALARY	AVERAGE TEACHER SALARY
<b>\$54,053</b> °	<b>\$77,677</b> °
#2 <small>in the nation</small>	#7 <small>in the nation</small>

Minimum Living Wage: \$64,342

### Maryland

AVERAGE TEACHER STARTING SALARY	AVERAGE TEACHER SALARY
<b>\$48,510</b> °	<b>\$74,006</b> °
#7 <small>in the nation</small>	#9 <small>in the nation</small>

Minimum Living Wage: \$50,383

### Pennsylvania

AVERAGE TEACHER STARTING SALARY	AVERAGE TEACHER SALARY
<b>\$46,991</b> °	<b>\$71,479</b> °
#11 <small>in the nation</small>	#11 <small>in the nation</small>

Minimum Living Wage: \$47,690

### Delaware

AVERAGE TEACHER STARTING SALARY	AVERAGE TEACHER SALARY
<b>\$43,448</b> °	<b>\$65,141</b> °
#17 <small>in the nation</small>	#16 <small>in the nation</small>

Minimum Living Wage: \$59,978

EDUCATOR PAY IN YOUR STATE

Based on data from <https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank>

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- New Mexico increased teacher salaries by an average of 20%.
- Florida approved \$800 million for teacher salaries. The average salary in the state will go from \$40,000 to \$47,000.
- Mississippi approved an increase of about \$5,100 per year.
- Alabama approved an \$8.3 billion education budget. Teachers will see an increase in pay of up to 21%, depending on experience.
- Gilbert, Arizona, will increase teacher pay by 3%.
- Maryland implementing a 10% state increase in baseline teacher salaries across the board, phased in by July 1, 2024. \$60,000 starting salary for teachers by July 1, 2026.

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# Real Compensation Reform...

Begins with an increase in base salaries.

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## Meeting the Charge of SB 100

1. Make recommendations that strengthen Delaware's ability to compete with regional school districts in recruiting and retaining qualified and diverse educators.
2. Make recommendations for competitive base pay for educators at all steps in the compensation structure.
3. Make recommendations for achieving competitive career level earnings in fewer, more meaningful steps.
4. Salary advancement for acquisition of relevant degrees, certifications and competencies
5. Compensation for acquiring additional knowledge and skills
6. Teacher Leadership Opportunities
7. additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321
9. Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324
10. Identify and consider adopting state pay scales for job categories where one does not exist



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# Modeling Different Solutions

DSEA has created more than 60 different data sets to gain a better understanding of the current landscape and propose solutions to the base salary challenge we face.

**COMPENSATION REFORM DATA TABLE OF CONTENTS**

Teacher Compensation Data  
Salary Options 7\_21\_22  
Main Tables Tab:

LETTER	DESCRIPTION
A	Original Index Table- From Title 14 Section 1305
B	Index Values Multiplied by \$30,769 (Current Base Salary, 70% State Share)
C	Table B With 10% Added To Dollar Amount
D	Table A With .1 Added to Each Index Value
E	% Difference Between Tables B and D
F	Table A Multiplied by \$42,000 (70% of \$60,000)
G	Table B Banded Every 3 Years With Each Year Earning Top Salary for That Band
H	% Difference Between Tables G and B
I	Table B Banded Every 3 Years With Each Year Earning Top Salary for That Band
J	% Difference Between Tables I and B
K	Table A Multiplied by \$13,074 (which is 70% of \$48,534- 16.2% Higher Total Salary to Match Similar Professions)
L	Index Value Differences from Table A, Between Each Step and Lane
M	Index Values Based Off Of Collapsed Salary Schedule to 12 Years for All (Equal Step)
N	Table L Multiplied by \$30,769 (Current Base Salary)
O	Table M Multiplied by \$42,000 (70% of \$60,000)
P	Table M Multiplied by \$33,974 (70% of \$48,534)
Q	Dollar Difference Between Tables N and Table B
R	Table A Multiplied by \$18,000 (which is 25% of \$60K)
S	Index Values Based Off Of Collapsed Salary Schedule to 10 Years for All (Equal Step)
T	Table S Multiplied by \$30,769 (Current Base Salary)
U	Table S Multiplied by \$42,000 (70% of \$60,000)
V	Table S Multiplied by \$33,974 (70% of \$48,534)
W	Collapsed Lines- Bach, Paid at current B+30; Mast, Paid at current M+30; 2nd Mast, Paid at M+45; Doct. Paid at current Doct.
X	Collapsed Lines and Steps-10 Years (Based off of Table T.)- Bach, Paid at current B+30; Mast, Paid at current M+30; 2nd Mast, Paid at M+45; Doct. Paid at current Doct.
Y	Collapsed Lines and Steps-10 Years (Based off of Table U.)- Bach, Paid at current B+30; Mast, Paid at current M+30; 2nd Mast, Paid at M+45; Doct. Paid at current Doct.
Z	Collapsed Lines and Steps-10 Years (Based off of Table V.)- Bach, Paid at current B+30; Mast, Paid at current M+30; 2nd Mast, Paid at M+45; Doct. Paid at current Doct.



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# Setting Baseline Salary Targets



The solution does not need to be complicated!

- Salary Differences Between Education and Other Professions
- Regional Salary Structures
- Collapsing Lanes and/or Steps
- Complete Overhaul of Salary Structure
- Neighboring Competition



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# Model Solution

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Current Salary Schedule - Comprised of 9 Lanes and 17 Steps

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$29,590.85	\$30,769.00	\$31,947.15	\$33,125.32	\$34,304.51	\$36,073.88	\$37,252.34	\$38,433.87	\$39,613.24
2	\$29,883.47	\$31,065.00	\$32,244.37	\$33,422.52	\$35,190.51	\$36,369.88	\$37,548.03	\$38,727.40	\$39,905.85
3	\$30,149.00	\$31,358.53	\$32,536.99	\$33,718.36	\$35,484.35	\$36,662.49	\$37,805.87	\$39,023.40	\$40,201.85
4	\$31,210.84	\$32,388.99	\$33,568.36	\$34,749.89	\$36,517.88	\$37,698.02	\$38,875.40	\$40,053.85	\$41,233.23
5	\$32,096.37	\$33,186.52	\$34,248.36	\$35,338.50	\$36,929.26	\$37,989.87	\$39,316.01	\$40,495.39	\$41,673.84
6	\$33,186.52	\$34,248.36	\$35,338.50	\$36,400.34	\$37,989.87	\$39,081.25	\$40,141.85	\$41,233.23	\$42,293.84
7	\$34,248.36	\$35,338.50	\$36,400.34	\$37,461.26	\$39,081.25	\$40,141.85	\$41,233.23	\$42,293.84	\$43,354.75
8	\$35,338.50	\$36,400.34	\$37,461.26	\$38,552.33	\$40,141.85	\$41,233.23	\$42,293.84	\$43,354.75	\$44,445.82
9	\$36,400.34	\$37,461.26	\$38,552.33	\$39,613.24	\$42,825.83	\$43,886.75	\$44,974.74	\$46,038.73	\$47,126.72
10	\$37,461.26	\$38,552.33	\$39,613.24	\$40,673.85	\$43,886.75	\$44,974.74	\$46,038.73	\$47,126.72	\$48,187.33
11	\$38,552.33	\$39,613.24	\$40,673.85	\$41,765.23	\$44,974.74	\$46,038.73	\$47,126.72	\$48,187.33	\$49,251.63
12	\$38,552.33	\$39,613.24	\$41,765.23	\$42,825.83	\$46,038.73	\$47,126.72	\$48,187.33	\$49,251.63	\$50,339.62
13	\$38,552.33	\$39,613.24	\$42,825.83	\$43,886.75	\$47,126.72	\$48,187.33	\$49,251.63	\$50,339.62	\$51,400.23
14	\$38,552.33	\$39,613.24	\$42,825.83	\$44,974.74	\$48,187.33	\$49,251.63	\$50,339.62	\$51,400.23	\$52,461.15
15	\$38,552.33	\$39,613.24	\$42,825.83	\$45,516.58	\$49,251.63	\$50,339.62	\$51,400.23	\$52,461.15	\$53,552.21
16	\$38,552.33	\$39,613.24	\$42,825.83	\$45,516.58	\$50,339.62	\$51,452.54	\$52,461.15	\$53,552.21	\$54,613.13
17	\$38,552.33	\$39,613.24	\$42,825.83	\$45,516.58	\$50,339.62	\$51,452.54	\$53,543.60	\$54,667.59	\$55,695.58

Within 3 years, increase state share base salary to \$42,000 and collapse index table to 10 steps.

Proposed Salary Schedule - Comprised of 9 Lanes and 10 Steps

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$40,391.82	\$42,000.00	\$43,608.18	\$45,218.04	\$47,631.36	\$49,241.22	\$50,849.82	\$52,462.62	\$54,072.48
2	\$40,791.24	\$42,404.04	\$44,013.90	\$45,622.08	\$48,035.40	\$49,645.26	\$51,253.44	\$52,863.30	\$54,471.90
3	\$41,153.70	\$42,804.72	\$44,413.32	\$46,023.18	\$48,436.50	\$50,044.68	\$51,605.40	\$53,267.34	\$54,875.94
4	\$42,603.12	\$44,211.30	\$45,821.16	\$47,433.96	\$49,847.28	\$51,455.48	\$53,065.32	\$54,673.92	\$56,283.78
5	\$43,911.88	\$45,299.94	\$46,749.36	\$48,237.42	\$50,408.82	\$51,856.58	\$53,668.78	\$55,276.62	\$56,885.22
6	\$45,209.94	\$46,749.36	\$48,237.42	\$49,686.84	\$51,856.58	\$53,346.30	\$54,794.04	\$56,283.78	\$57,733.62
7	\$46,749.36	\$48,237.42	\$49,686.84	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00
8	\$48,237.42	\$49,686.84	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46
9	\$49,686.84	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13
10	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
11	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
12	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
13	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
14	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
15	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
16	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46
17	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,733.62	\$58,669.00	\$59,628.46	\$60,613.13	\$61,628.46



Current Index Table

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	0.96171	1	1.03829	1.07662	1.13408	1.17241	1.21071	1.24911	1.28744
2	0.97122	1.00962	1.04795	1.08624	1.1437	1.18203	1.22032	1.25865	1.29695
3	0.97985	1.01916	1.05746	1.09579	1.15325	1.19154	1.22987	1.26827	1.30657
4	1.01436	1.05265	1.09098	1.12938	1.18684	1.22513	1.26346	1.30176	1.34009
5	1.04314	1.07857	1.11308	1.14851	1.20021	1.23468	1.27778	1.31611	1.35441
6	1.07857	1.11308	1.14851	1.18302	1.23468	1.27015	1.30462	1.34009	1.37456
7	1.11308	1.14851	1.18302	1.2175	1.27015	1.30462	1.34009	1.37461	1.40904
8	1.14851	1.18302	1.2175	1.25296	1.30462	1.34009	1.37456	1.40941	1.4445
9	1.18302	1.2175	1.25296	1.28744	1.32191	1.35185	1.38179	1.41173	1.44167
10	1.2175	1.25296	1.28744	1.32191	1.35185	1.38179	1.41173	1.44167	1.47161
11	1.25296	1.28949	1.32191	1.35738	1.46169	1.49627	1.53163	1.5661	1.60069
12			1.35738	1.39185	1.49627	1.53163	1.5661	1.60069	1.63605
13			1.3938	1.42633	1.53163	1.5661	1.60069	1.63605	1.67052
14				1.46169	1.5661	1.60069	1.63605	1.67052	1.705
15				1.4793	1.60069	1.63605	1.67052	1.705	1.74046
16					1.63605	1.67222	1.705	1.74046	1.77494
17							1.74018	1.77671	1.81012

Proposed Index Table

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	0.96171	1	1.03829	1.07662	1.13408	1.17241	1.21071	1.24911	1.28744
2	0.97122	1.00962	1.04795	1.08624	1.1437	1.18203	1.22032	1.25865	1.29695
3	0.97985	1.01916	1.05746	1.09579	1.15325	1.19154	1.22987	1.26827	1.30657
4	1.01436	1.05265	1.09098	1.12938	1.18684	1.22513	1.26346	1.30176	1.34009
5	1.04314	1.07857	1.11308	1.14851	1.20021	1.23468	1.27778	1.31611	1.35441
6	1.07857	1.11308	1.14851	1.18302	1.23468	1.27015	1.30462	1.34009	1.37456
7	1.11308	1.14851	1.18302	1.2175	1.27015	1.30462	1.34009	1.37461	1.40904
8	1.14851	1.18302	1.2175	1.25296	1.30462	1.34009	1.37456	1.40941	1.4445
9	1.18302	1.2175	1.25296	1.28744	1.32191	1.35185	1.38179	1.41173	1.44167
10	1.2175	1.25296	1.28744	1.32191	1.35185	1.38179	1.41173	1.44167	1.47161

Proposed Index Table is identical to current Index Table through Step 10.

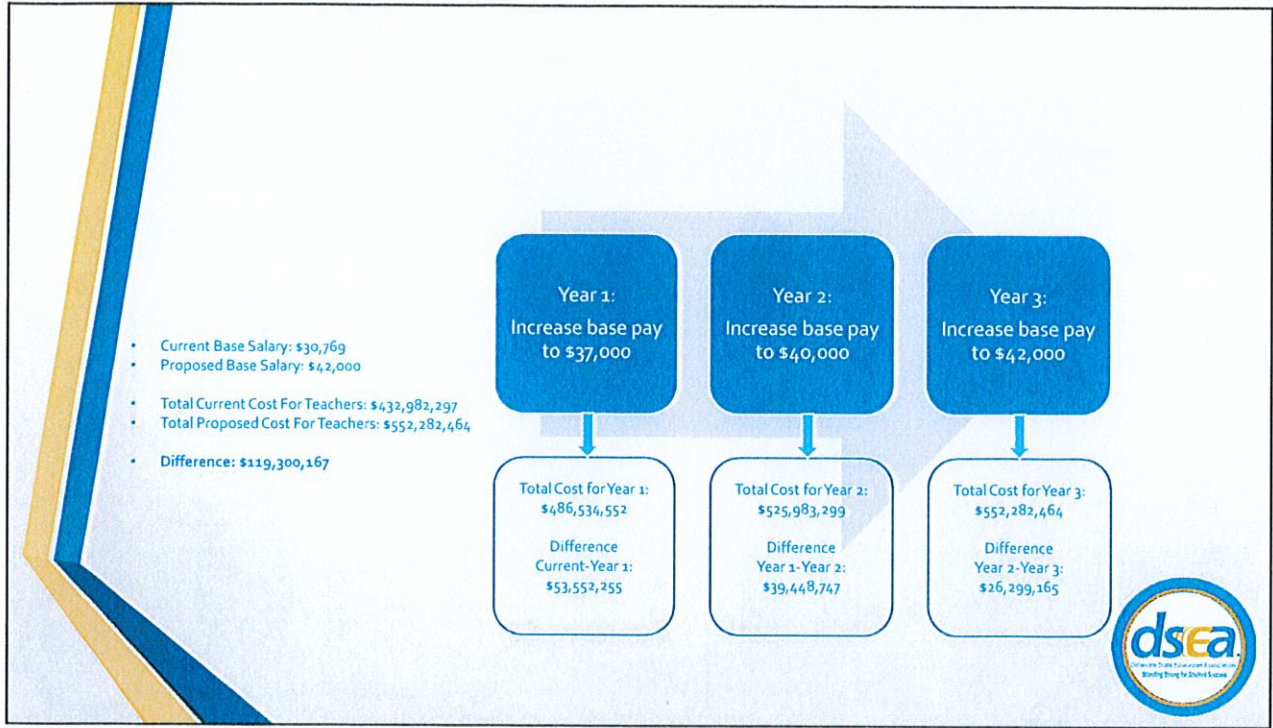


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# 3 Year Rollout

\* Based upon information DSEA currently has. Needs to be confirmed by OMB. \*

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### Year 1 Increase Base Salary to \$37,000

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$35,583.27	\$37,000.00	\$38,416.73	\$39,834.94	\$41,960.96	\$43,378.17	\$44,796.27	\$46,217.07	\$47,635.28
2	\$35,935.14	\$37,355.94	\$38,774.15	\$40,190.88	\$42,316.90	\$43,735.11	\$45,151.84	\$46,570.05	\$47,987.15
3	\$36,254.45	\$37,708.92	\$39,126.02	\$40,544.23	\$42,670.25	\$44,086.96	\$45,461.90	\$46,925.99	\$48,343.09
4	\$37,531.32	\$38,948.05	\$40,366.26	\$41,787.06	\$43,513.08	\$45,329.81	\$46,748.02	\$48,165.12	\$49,583.33
5	\$38,596.18	\$39,907.09	\$41,183.96	\$42,494.87	\$44,407.77	\$45,683.16	\$47,277.86	\$48,696.07	\$50,113.17
6	\$39,907.00	\$41,183.96	\$42,494.87	\$43,771.74	\$45,683.16	\$46,995.55	\$48,270.94	\$49,583.33	\$50,858.72
7	\$41,183.96	\$42,494.87	\$43,771.74	\$45,047.50	\$46,995.55	\$48,270.94	\$49,583.33	\$50,858.72	\$52,134.48
8	\$42,494.87	\$43,771.74	\$45,047.50	\$46,359.52	\$48,270.94	\$49,583.33	\$50,858.72	\$52,134.48	\$53,446.50
9	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
10	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
11	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
12	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
13	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
14	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
15	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
16	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31
17	\$43,771.74	\$45,047.50	\$46,359.52	\$47,635.28	\$51,498.45	\$52,774.21	\$54,082.53	\$55,361.99	\$56,670.31

Year 1 Total- \$486,534,551.76  
 Current Total- \$432,982,296.92  
 Difference- \$53,552,255

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
2	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
3	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
4	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
5	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
6	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
7	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
8	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
9	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25	20.25
10	16.85	16.85	17.03	17.12	17.34	17.34	17.47	17.47	17.60
11	13.54	13.54	13.86	14.00	14.51	14.63	14.76	14.89	15.06
12	13.54	13.54	11.00	11.23	11.86	11.98	12.23	12.41	12.58
13	13.54	13.54	8.10	8.54	8.28	8.52	8.81	9.98	10.25
14	13.54	13.54	8.10	5.92	8.87	7.15	7.44	7.71	8.02
15	13.54	13.54	8.10	4.65	4.58	4.84	5.22	5.53	5.82
16	13.54	13.54	8.10	4.65	2.38	2.87	3.03	3.38	3.77
17	13.54	13.54	8.10	4.65	2.38	2.87	3.03	3.27	3.75

Table Key:  
 • Red: 1-5%  
 • Orange: 5-10%  
 • Yellow: 10-15%  
 • Green: 15-20%  
 • Blue: 20-25%

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Delaware State Education Association  
Building Stronger Schools


## Year 2 Increase Base Salary to \$40,000

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$38,468.40	\$40,000.00	\$41,531.60	\$43,064.80	\$45,363.20	\$46,896.40	\$48,428.40	\$49,964.40	\$51,497.60
2	\$38,848.00	\$40,384.80	\$41,919.00	\$43,449.60	\$45,748.00	\$47,281.20	\$48,812.80	\$50,348.00	\$51,878.00
3	\$39,194.00	\$40,768.00	\$42,296.40	\$43,831.60	\$46,130.00	\$47,661.60	\$49,188.00	\$50,730.00	\$52,262.80
4	\$40,574.40	\$42,108.00	\$43,632.00	\$45,175.20	\$47,473.60	\$49,005.20	\$50,538.40	\$52,070.40	\$53,603.60
5	\$41,725.60	\$43,142.80	\$44,523.20	\$45,940.40	\$48,008.40	\$49,387.20	\$51,111.20	\$52,644.40	\$54,176.40
6	\$43,142.80	\$44,523.20	\$45,940.40	\$47,320.80	\$49,387.20	\$50,806.00	\$52,184.80	\$53,603.60	\$54,982.40
7	\$44,523.20	\$45,940.40	\$47,320.80	\$48,700.00	\$50,806.00	\$52,184.80	\$53,603.60	\$54,984.40	\$56,361.60
8	\$45,940.40	\$47,320.80	\$48,700.00	\$50,118.40	\$52,184.80	\$53,603.60	\$54,982.40	\$56,370.40	\$57,780.00
9	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
10	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
11	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
12	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
13	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
14	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
15	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
16	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00
17	\$47,320.80	\$48,700.00	\$50,118.40	\$51,497.60	\$53,603.60	\$55,062.40	\$56,440.00	\$57,816.00	\$59,196.00

Year 2 Total- \$525,983,299.20  
Year 1 Total- \$486,534,551.76  
Difference- \$39,448,747

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
2	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
3	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
4	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
5	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
6	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
7	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
8	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
9	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
10	26.32	26.32	26.32	26.61	26.86	26.86	27.00	27.00	27.14
11	22.74	22.74	23.22	23.30	23.78	23.92	24.06	24.20	24.39
12	22.74	22.74	23.00	23.25	23.53	23.81	24.06	24.33	24.52
13	22.74	22.74	18.96	17.34	18.14	18.40	18.71	18.99	19.19
14	22.74	22.74	16.86	14.50	15.54	15.84	16.15	16.44	16.78
15	22.74	22.74	16.86	13.14	13.04	13.34	13.75	14.09	14.40
16	22.74	22.74	16.86	13.14	10.80	10.80	11.45	11.78	12.18
17	22.74	22.74	16.86	13.14	10.80	10.80	9.26	9.48	9.80

Table Key:  
 • Red: 5-10%  
 • Orange: 10-15%  
 • Yellow: 15-20%  
 • Green: 20-25%  
 • Blue: 25-30%



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## Year 3 Increase Base Salary to \$42,000

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$40,391.82	\$42,000.00	\$43,608.18	\$45,218.04	\$47,831.36	\$49,241.22	\$50,848.82	\$52,462.82	\$54,072.48
2	\$40,791.24	\$42,404.04	\$44,013.90	\$45,622.08	\$48,035.40	\$49,642.28	\$51,253.44	\$52,863.30	\$54,471.90
3	\$41,153.70	\$42,804.72	\$44,413.32	\$46,023.18	\$48,436.50	\$50,044.68	\$51,605.40	\$53,267.34	\$54,875.94
4	\$42,603.12	\$44,211.50	\$45,821.16	\$47,433.90	\$49,847.28	\$51,455.48	\$53,055.32	\$54,673.92	\$56,283.78
5	\$43,811.88	\$45,299.94	\$46,749.36	\$48,237.42	\$50,408.82	\$51,856.56	\$53,668.76	\$55,276.62	\$56,885.22
6	\$45,299.94	\$46,749.36	\$48,237.42	\$49,686.84	\$51,856.56	\$53,346.50	\$54,794.04	\$56,283.78	\$57,731.52
7	\$46,749.36	\$48,237.42	\$49,686.84	\$51,135.00	\$53,346.50	\$54,794.04	\$56,283.78	\$57,731.52	\$58,196.68
8	\$48,237.42	\$49,686.84	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,731.52	\$58,196.68	\$60,669.00
9	\$49,686.84	\$51,135.00	\$52,624.32	\$54,072.48	\$56,457.70	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48
10	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
11	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
12	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
13	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
14	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
15	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
16	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20
17	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.48	\$65,776.20

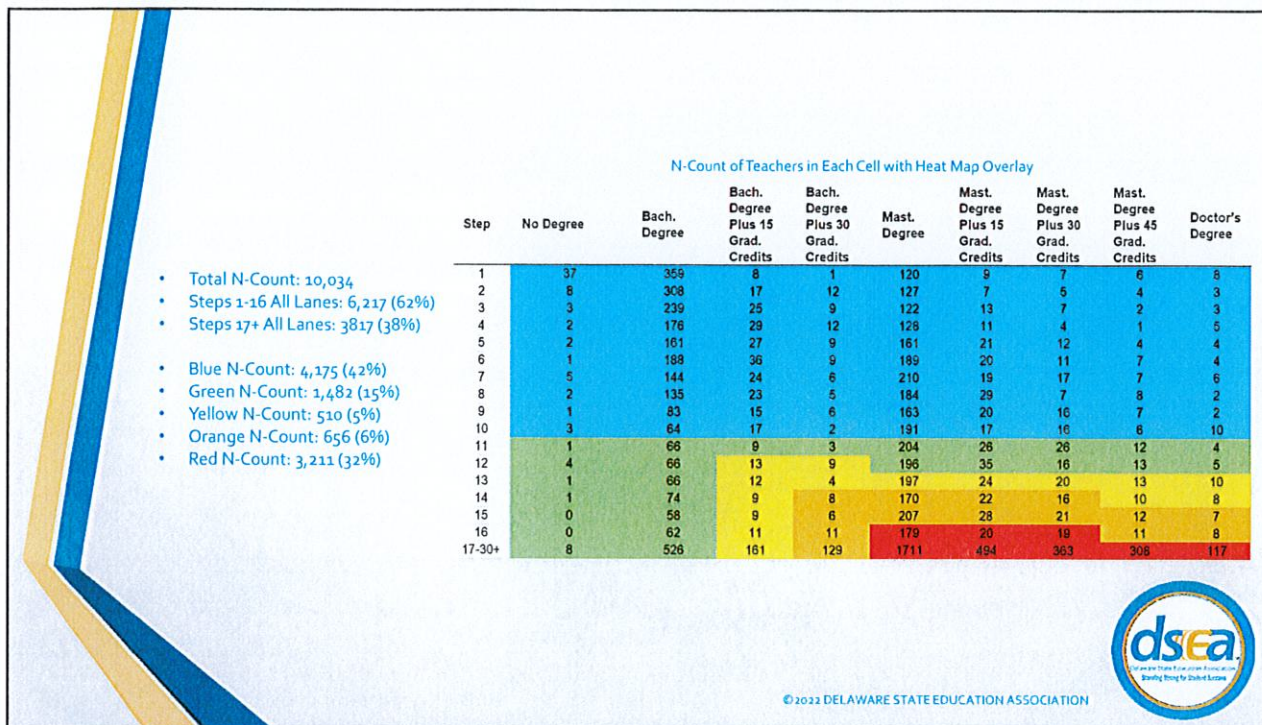
Year 3 Total- \$552,282,464.16  
Year 2 Total- \$525,983,299.20  
Difference- \$26,299,165

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
2	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
3	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
4	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
5	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
6	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
7	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
8	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
9	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50
10	32.64	32.63	32.94	32.93	33.20	33.25	33.35	33.50	33.55
11	32.64	32.63	29.47	29.64	30.12	30.27	30.41	30.61	30.66
12	32.64	32.63	26.08	26.51	27.12	27.40	27.60	27.78	27.97
13	32.64	32.63	26.08	23.45	24.32	24.65	24.84	25.15	25.38
14	32.64	32.63	26.08	21.98	21.80	21.63	21.69	22.28	22.83
15	32.64	32.63	26.08	21.98	19.12	19.12	19.12	20.12	20.44
16	32.64	32.63	26.08	21.98	19.12	19.12	19.12	19.12	19.12
17	32.64	32.63	26.08	21.98	19.12	19.12	19.12	19.12	19.12

Table Key:  
 • Red: 15-20%  
 • Orange: 20-25%  
 • Yellow: 25-30%  
 • Green: 30-35%  
 • Blue: 35-40%



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# Compensation Reform Beyond Base Salary

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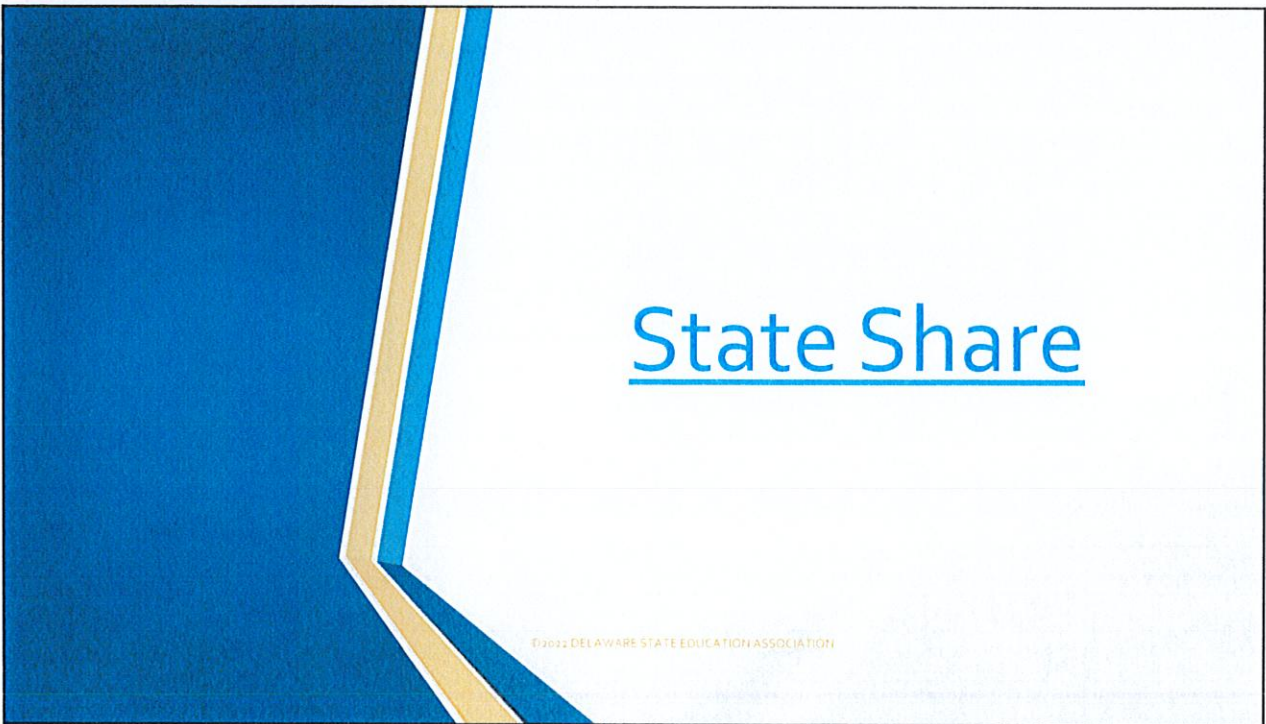
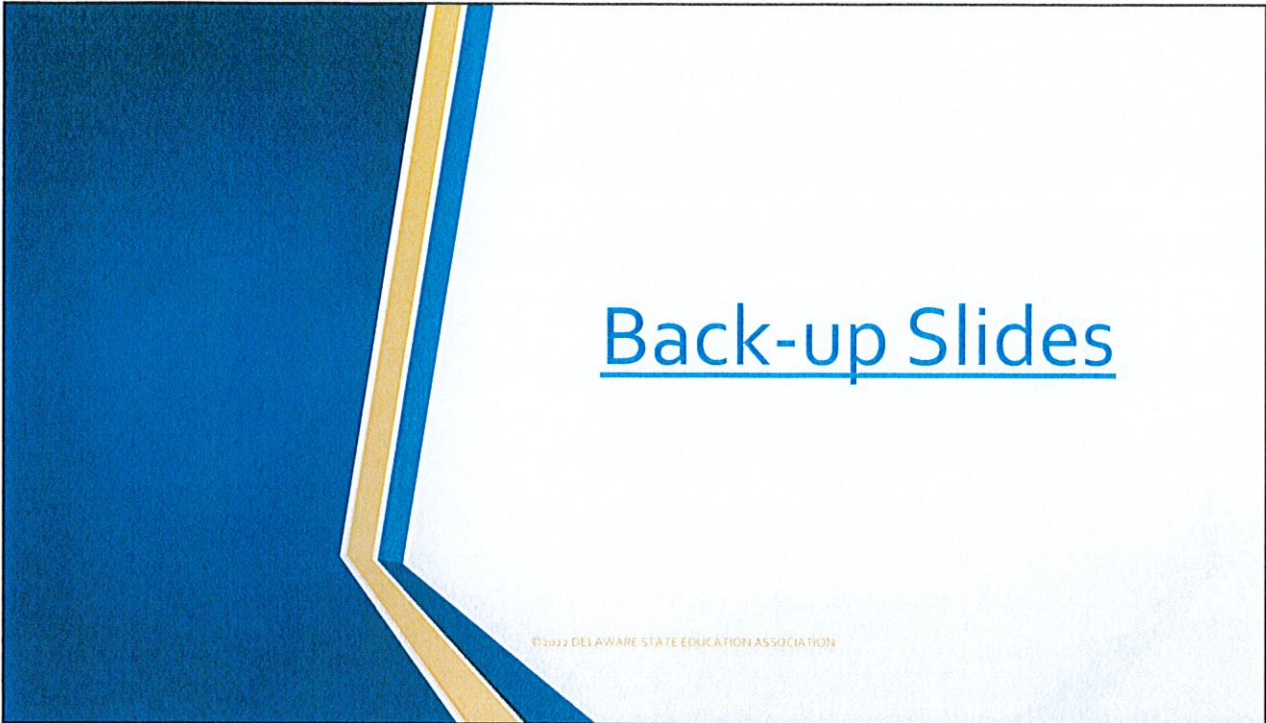
1. Increase salary supplements in 1305(I) for national board certification to 12% across the board.
2. Create a new salary supplement in 1305 for educators holding any special education certification.
  - a. [1570 Early Childhood Exceptional Children Special Education Teacher](#)
  - b. [1571 Special Education Teacher of Students with Disabilities](#)
  - c. [1572 Teacher of Students Who Are Gifted and Talented](#)
  - d. [1573 Teacher of Students with Autism or with Severe Intellectual Disabilities](#)
  - e. [1574 Teacher of Students Who Are Deaf or Hard of Hearing](#)
  - f. [1575 Teacher of Students with Visual Impairments](#)
3. Create a new salary supplement in 1305 for educators earning a "Distinction".
4. Create a teacher leadership role in which teachers may earn additional compensation for serving in this role.
5. Adding a salary supplement for identified educators (high needs schools, special education caseload, etc.).



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# Questions

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Year 1 Local Share Information

Combined State and Local Share

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$50,833.24	\$52,857.14	\$54,881.04	\$56,907.06	\$59,944.23	\$61,970.24	\$63,994.87	\$66,024.39	\$68,050.40
2	\$51,335.91	\$53,363.83	\$55,391.84	\$57,419.54	\$60,452.71	\$62,478.73	\$64,502.83	\$66,528.84	\$68,553.07
3	\$51,732.07	\$53,760.89	\$55,789.31	\$57,803.33	\$60,857.50	\$62,881.40	\$64,905.57	\$66,931.13	\$68,956.56
4	\$53,016.17	\$55,040.07	\$57,066.09	\$59,095.80	\$62,132.97	\$64,156.87	\$66,182.89	\$68,207.31	\$70,233.33
5	\$55,137.40	\$57,161.13	\$59,184.23	\$61,206.96	\$63,231.06	\$65,261.66	\$67,289.49	\$69,345.81	\$71,400.24
6	\$57,010.13	\$59,034.23	\$61,058.23	\$63,083.06	\$65,136.50	\$67,185.50	\$69,250.49	\$71,313.33	\$73,385.31
7	\$58,834.23	\$60,706.96	\$62,531.06	\$64,353.57	\$67,136.50	\$69,250.49	\$71,313.33	\$73,385.31	\$75,457.83
8	\$60,706.96	\$62,531.06	\$64,353.57	\$66,227.89	\$68,050.40	\$70,833.33	\$72,655.31	\$74,497.39	\$76,355.14
9	\$62,531.06	\$64,353.57	\$66,227.89	\$68,050.40	\$70,833.33	\$72,655.31	\$74,497.39	\$76,355.14	\$78,207.59
10	\$64,353.57	\$66,227.89	\$68,050.40	\$70,833.33	\$72,655.31	\$74,497.39	\$76,355.14	\$78,207.59	\$80,057.59
11	\$66,227.89	\$68,050.40	\$70,833.33	\$72,655.31	\$74,497.39	\$76,355.14	\$78,207.59	\$80,057.59	\$81,907.59
12	\$68,050.40	\$70,833.33	\$72,655.31	\$74,497.39	\$76,355.14	\$78,207.59	\$80,057.59	\$81,907.59	\$83,757.59
13	\$69,875.00	\$72,655.31	\$74,497.39	\$76,355.14	\$78,207.59	\$80,057.59	\$81,907.59	\$83,757.59	\$85,607.59
14	\$71,700.00	\$74,497.39	\$76,355.14	\$78,207.59	\$80,057.59	\$81,907.59	\$83,757.59	\$85,607.59	\$87,457.59
15	\$73,525.00	\$76,355.14	\$78,207.59	\$80,057.59	\$81,907.59	\$83,757.59	\$85,607.59	\$87,457.59	\$89,307.59
16	\$75,350.00	\$78,207.59	\$80,057.59	\$81,907.59	\$83,757.59	\$85,607.59	\$87,457.59	\$89,307.59	\$91,157.59
17	\$77,175.00	\$80,057.59	\$81,907.59	\$83,757.59	\$85,607.59	\$87,457.59	\$89,307.59	\$91,157.59	\$93,007.59

Local Share Amount

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$15,249.97	\$15,857.14	\$16,464.31	\$17,071.48	\$17,678.65	\$18,285.82	\$18,892.99	\$19,500.16	\$20,107.33
2	\$15,400.77	\$16,009.89	\$16,619.49	\$17,224.66	\$17,839.43	\$18,454.20	\$19,068.97	\$19,683.74	\$20,298.51
3	\$15,537.62	\$16,150.97	\$16,762.29	\$17,376.10	\$17,991.27	\$18,606.04	\$19,220.81	\$19,835.58	\$20,453.28
4	\$16,084.85	\$16,692.02	\$17,299.83	\$17,908.74	\$18,518.89	\$19,127.06	\$19,735.23	\$20,343.40	\$21,250.00
5	\$18,541.22	\$19,103.04	\$19,664.86	\$20,212.09	\$20,773.91	\$21,335.73	\$21,897.55	\$22,459.37	\$23,021.19
6	\$17,103.04	\$17,650.27	\$18,212.09	\$18,759.32	\$19,306.07	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36
7	\$17,650.27	\$18,212.09	\$18,759.32	\$19,306.07	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54
8	\$18,212.09	\$18,759.32	\$19,306.07	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72
9	\$18,759.32	\$19,306.07	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90
10	\$19,306.07	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08
11	\$19,852.82	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26
12	\$20,400.00	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44
13	\$20,947.18	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44	\$25,318.62
14	\$21,494.36	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44	\$25,318.62	\$25,863.80
15	\$22,041.54	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44	\$25,318.62	\$25,863.80	\$26,409.00
16	\$22,588.72	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44	\$25,318.62	\$25,863.80	\$26,409.00	\$26,954.20
17	\$23,135.90	\$23,683.08	\$24,228.26	\$24,773.44	\$25,318.62	\$25,863.80	\$26,409.00	\$26,954.20	\$27,500.00

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Combined State and Local Share

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$54,954.86	\$57,142.80	\$59,330.86	\$61,521.14	\$64,804.57	\$66,994.86	\$69,184.43	\$71,377.71	\$73,568.00
2	\$55,498.29	\$57,689.57	\$59,882.86	\$62,070.86	\$65,354.29	\$67,544.57	\$69,732.67	\$71,922.86	\$74,114.43
3	\$55,991.43	\$58,232.71	\$60,428.29	\$62,616.57	\$65,900.00	\$68,088.00	\$70,271.43	\$72,472.57	\$74,661.14
4	\$57,063.43	\$59,251.43	\$61,441.43	\$63,631.43	\$67,819.43	\$70,007.43	\$72,197.71	\$74,386.29	\$76,576.57
5	\$59,068.00	\$61,257.57	\$63,447.14	\$65,637.14	\$69,817.14	\$72,207.14	\$74,597.14	\$76,987.14	\$79,377.14
6	\$61,032.57	\$63,222.14	\$65,411.71	\$67,601.14	\$71,781.14	\$74,171.14	\$76,561.14	\$78,951.14	\$81,341.14
7	\$63,037.14	\$65,226.71	\$67,416.29	\$69,605.71	\$73,785.71	\$76,175.71	\$78,565.71	\$80,945.71	\$83,715.71
8	\$65,041.71	\$67,231.29	\$69,420.86	\$71,610.29	\$75,980.29	\$78,370.29	\$80,760.29	\$82,540.29	\$84,710.29
9	\$67,045.29	\$69,234.86	\$71,424.43	\$73,804.43	\$78,174.43	\$80,564.43	\$82,344.43	\$84,514.43	\$86,504.43
10	\$69,049.86	\$71,238.43	\$73,428.00	\$75,808.00	\$80,658.00	\$83,048.00	\$85,218.00	\$87,368.00	\$89,518.00
11	\$71,054.43	\$73,243.00	\$75,432.57	\$77,812.57	\$82,202.57	\$84,592.57	\$86,742.57	\$88,932.57	\$91,122.57
12	\$73,059.00	\$75,247.57	\$77,437.14	\$79,807.14	\$84,557.14	\$86,947.14	\$89,137.14	\$91,527.14	\$93,717.14
13	\$75,063.57	\$77,252.14	\$79,440.29	\$81,810.29	\$86,520.29	\$88,910.29	\$91,100.29	\$92,690.29	\$94,880.29
14	\$77,068.14	\$79,256.71	\$81,445.29	\$83,805.29	\$88,885.29	\$91,275.29	\$93,465.29	\$95,045.29	\$96,825.29
15	\$79,072.71	\$81,261.29	\$83,450.86	\$85,810.86	\$91,890.86	\$94,280.86	\$96,460.86	\$98,040.86	\$99,800.86
16	\$81,077.29	\$83,265.86	\$85,454.43	\$87,804.43	\$93,224.43	\$95,614.43	\$97,194.43	\$98,954.43	\$100,714.43
17	\$83,081.86	\$85,270.43	\$87,459.00	\$90,809.00	\$95,218.00	\$97,608.00	\$99,178.00	\$100,438.00	\$102,628.00

Local Share Amount

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$16,486.86	\$17,142.80	\$17,799.26	\$18,456.34	\$19,112.37	\$19,768.40	\$20,424.43	\$21,080.46	\$21,736.49
2	\$16,640.49	\$17,297.71	\$17,954.86	\$18,611.94	\$19,268.97	\$19,925.00	\$20,581.03	\$21,237.06	\$21,893.09
3	\$16,794.13	\$17,451.31	\$18,107.89	\$18,764.97	\$19,421.00	\$20,077.03	\$20,733.06	\$21,389.09	\$22,045.12
4	\$17,389.03	\$18,045.43	\$18,701.51	\$19,357.59	\$20,013.67	\$20,669.70	\$21,325.73	\$21,981.76	\$22,637.79
5	\$17,882.40	\$18,489.77	\$19,096.14	\$19,702.51	\$20,318.54	\$20,974.57	\$21,630.60	\$22,286.63	\$22,942.66
6	\$18,476.77	\$19,083.14	\$19,689.51	\$20,295.88	\$20,951.91	\$21,607.94	\$22,263.97	\$22,919.00	\$23,575.03
7	\$19,071.14	\$19,677.51	\$20,283.88	\$20,890.25	\$21,546.28	\$22,202.31	\$22,858.34	\$23,514.37	\$24,170.40
8	\$19,665.51	\$20,271.88	\$20,878.25	\$21,484.62	\$22,136.65	\$22,792.68	\$23,448.71	\$24,104.74	\$24,760.77
9	\$20,260.88	\$20,867.25	\$21,473.62	\$22,080.00	\$22,736.03	\$23,392.06	\$24,048.09	\$24,704.12	\$25,360.15
10	\$20,855.25	\$21,461.62	\$22,067.99	\$22,675.86	\$23,332.89	\$24,088.92	\$24,744.95	\$25,400.98	\$26,057.01
11	\$21,450.62	\$22,057.00	\$22,663.37	\$23,271.74	\$23,927.77	\$24,583.80	\$25,239.83	\$25,895.86	\$26,551.89
12	\$22,045.99	\$22,652.37	\$23,258.74	\$23,864.11	\$24,520.14	\$25,176.17	\$25,832.20	\$26,488.23	\$27,144.26
13	\$22,641.36	\$23,247.74	\$23,854.11	\$24,460.48	\$25,116.51	\$25,772.54	\$26,428.57	\$27,084.60	\$27,740.63
14	\$23,236.73	\$23,843.11	\$24,449.48	\$25,056.85	\$25,712.88	\$26,368.91	\$27,024.94	\$27,681.00	\$28,337.03
15	\$23,832.10	\$24,438.48	\$25,044.85	\$25,652.22	\$26,309.25	\$26,965.28	\$27,621.31	\$28,273.34	\$28,929.37
16	\$24,427.47	\$25,034.85	\$25,641.22	\$26,247.59	\$26,903.62	\$27,559.65	\$28,211.68	\$28,863.71	\$29,519.74
17	\$25,022.84	\$25,629.22	\$26,235.59	\$26,843.96	\$27,500.00	\$28,156.03	\$28,808.06	\$29,460.09	\$30,116.12

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Year 3 Local Share Information

Combined State and Local Share

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$47,302.80	\$60,000.00	\$62,297.40	\$64,597.20	\$68,044.80	\$70,344.80	\$72,642.80	\$74,946.80	\$77,246.40
2	\$48,273.20	\$60,577.20	\$62,877.00	\$65,174.40	\$68,620.00	\$70,921.80	\$73,219.20	\$75,519.00	\$77,817.00
3	\$49,243.60	\$61,154.60	\$63,454.80	\$65,747.40	\$69,195.00	\$71,492.40	\$73,722.00	\$76,098.20	\$78,334.20
4	\$50,214.00	\$61,732.00	\$64,032.00	\$66,324.00	\$70,272.00	\$72,564.00	\$74,796.00	\$77,028.00	\$79,260.00
5	\$51,184.40	\$62,309.40	\$64,609.40	\$66,904.40	\$71,344.40	\$73,636.40	\$75,868.40	\$78,100.40	\$80,332.40
6	\$52,154.80	\$62,886.80	\$65,186.80	\$67,481.80	\$72,416.80	\$74,708.80	\$76,940.80	\$79,164.80	\$81,404.80
7	\$53,125.20	\$63,464.20	\$65,764.20	\$68,056.20	\$73,488.20	\$75,780.20	\$78,012.20	\$80,420.20	\$82,476.20
8	\$54,095.60	\$64,041.60	\$66,341.60	\$68,633.60	\$74,560.20	\$76,852.20	\$79,084.20	\$81,492.20	\$83,548.20
9	\$55,066.00	\$64,619.00	\$66,919.00	\$69,210.00	\$75,632.00	\$77,924.00	\$80,156.00	\$82,564.00	\$84,620.00
10	\$56,036.40	\$65,196.40	\$67,496.40	\$69,787.40	\$76,704.00	\$79,036.00	\$81,288.00	\$83,636.00	\$85,692.00
11	\$57,006.80	\$65,773.80	\$68,073.80	\$70,364.80	\$77,776.00	\$80,108.00	\$82,360.00	\$84,708.00	\$86,764.00
12	\$57,977.20	\$66,351.20	\$68,651.20	\$70,942.20	\$78,848.00	\$81,180.00	\$83,432.00	\$85,780.00	\$87,836.00
13	\$58,947.60	\$66,928.60	\$69,228.60	\$71,520.20	\$79,920.00	\$82,252.00	\$84,504.00	\$86,852.00	\$88,908.00
14	\$59,918.00	\$67,506.00	\$69,806.00	\$72,098.40	\$80,992.00	\$83,324.00	\$85,576.00	\$87,924.00	\$90,000.00
15	\$60,888.40	\$68,083.40	\$70,383.40	\$72,676.80	\$82,064.00	\$84,396.00	\$86,648.00	\$89,000.00	\$91,072.00
16	\$61,858.80	\$68,660.80	\$70,960.80	\$73,255.20	\$83,136.00	\$85,468.00	\$87,720.00	\$90,072.00	\$92,144.00
17	\$62,829.20	\$69,238.20	\$71,538.20	\$73,833.60	\$84,208.00	\$86,538.00	\$88,792.00	\$91,144.00	\$93,216.00

Local Share Amount

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$17,310.78	\$18,000.00	\$18,689.22	\$19,379.18	\$20,413.44	\$21,103.38	\$21,792.78	\$22,483.98	\$23,173.92
2	\$17,481.96	\$18,173.16	\$18,863.10	\$19,552.32	\$20,586.60	\$21,276.54	\$21,965.78	\$22,655.70	\$23,345.10
3	\$17,653.20	\$18,346.40	\$19,036.28	\$19,724.22	\$20,758.50	\$21,447.72	\$22,136.60	\$22,825.86	\$23,514.26
4	\$17,824.44	\$18,519.70	\$19,209.64	\$19,896.14	\$20,930.44	\$21,618.12	\$22,306.34	\$22,995.28	\$23,683.02
5	\$17,995.68	\$18,693.00	\$19,383.52	\$20,068.08	\$21,102.36	\$21,791.64	\$22,480.24	\$23,169.36	\$23,851.78
6	\$18,166.92	\$18,866.30	\$19,557.46	\$20,241.02	\$21,276.30	\$21,966.58	\$22,655.70	\$23,346.30	\$24,020.52
7	\$18,338.16	\$19,039.60	\$19,731.34	\$20,414.96	\$21,451.24	\$22,141.52	\$22,830.64	\$23,519.42	\$24,189.46
8	\$18,509.40	\$19,212.90	\$19,905.28	\$20,588.90	\$21,626.18	\$22,316.46	\$23,005.58	\$23,694.36	\$24,358.40
9	\$18,680.64	\$19,386.20	\$20,079.22	\$20,762.84	\$21,801.12	\$22,491.40	\$23,180.50	\$23,869.34	\$24,527.34
10	\$18,851.88	\$19,559.50	\$20,253.16	\$20,936.78	\$21,976.06	\$22,666.34	\$23,355.44	\$24,044.38	\$24,696.28
11	\$19,023.12	\$19,732.80	\$20,427.10	\$21,110.72	\$22,150.98	\$22,841.28	\$23,530.36	\$24,213.32	\$24,865.22
12	\$19,194.36	\$19,906.10	\$20,601.04	\$21,284.66	\$22,325.92	\$23,016.22	\$23,705.30	\$24,382.26	\$25,034.16
13	\$19,365.60	\$20,079.40	\$20,774.98	\$21,458.60	\$22,500.86	\$23,191.16	\$23,880.24	\$24,551.20	\$25,203.10
14	\$19,536.84	\$20,252.70	\$20,948.92	\$21,632.54	\$22,675.80	\$23,366.10	\$24,055.14	\$24,720.14	\$25,372.04
15	\$19,708.08	\$20,426.00	\$21,122.86	\$21,806.48	\$22,850.74	\$23,541.04	\$24,229.08	\$24,895.08	\$25,540.98
16	\$19,879.32	\$20,599.30	\$21,296.80	\$21,980.42	\$23,025.68	\$23,715.98	\$24,403.02	\$25,064.02	\$25,709.92
17	\$20,050.56	\$20,772.60	\$21,470.74	\$22,154.36	\$23,200.62	\$23,890.92	\$24,577.96	\$25,232.96	\$25,878.86



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# Salary Increases from Current

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**Year 1 Dollar Amount Difference Between Current Salary and Proposed Salary**

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree	Yrs of Exp.
1	\$8,560.59	\$8,901.43	\$9,242.26	\$9,583.46	\$10,094.93	\$10,436.12	\$10,777.05	\$11,118.86	\$11,460.06	0
2	\$8,645.25	\$8,987.06	\$9,328.25	\$9,669.09	\$10,180.56	\$10,521.76	\$10,862.59	\$11,203.78	\$11,544.71	1
3	\$8,722.06	\$9,071.98	\$9,412.90	\$9,754.10	\$10,265.57	\$10,606.41	\$10,937.19	\$11,289.41	\$11,630.34	2
4	\$9,029.25	\$9,370.09	\$9,711.28	\$10,053.10	\$10,564.57	\$10,905.41	\$11,246.60	\$11,587.52	\$11,928.72	3
5	\$9,285.44	\$9,600.81	\$9,908.00	\$10,223.38	\$10,683.58	\$10,990.42	\$11,374.07	\$11,715.26	\$12,056.18	4
6	\$9,600.81	\$9,908.00	\$10,223.38	\$10,530.57	\$10,990.42	\$11,306.15	\$11,612.98	\$11,928.72	\$12,235.55	5
7	\$9,908.00	\$10,223.38	\$10,530.57	\$10,837.49	\$11,306.15	\$11,612.98	\$11,928.72	\$12,235.55	\$12,542.47	6
8	\$10,223.38	\$10,530.57	\$10,837.49	\$11,153.13	\$11,612.98	\$11,928.72	\$12,235.55	\$12,545.76	\$12,858.11	7
9	\$10,530.57	\$10,837.49	\$11,153.13	\$11,460.06	\$12,389.45	\$12,696.37	\$13,011.13	\$13,318.94	\$13,633.70	8
10	\$9,014.98	\$9,278.82	\$9,637.54	\$9,944.90	\$10,873.86	\$11,142.10	\$11,491.14	\$11,764.67	\$12,118.54	9
11	\$7,456.31	\$7,673.12	\$8,122.39	\$8,385.79	\$9,319.59	\$9,622.11	\$9,936.87	\$10,249.51	\$10,598.11	10
12	\$7,456.31	\$7,673.12	\$6,563.28	\$6,870.64	\$7,799.60	\$8,067.84	\$8,421.71	\$8,729.08	\$9,043.84	11
13	\$7,456.31	\$7,673.12	\$4,962.41	\$5,355.05	\$6,245.32	\$6,552.68	\$6,901.28	\$7,174.81	\$7,528.69	12
14	\$7,456.31	\$7,673.12	\$4,962.41	\$3,800.77	\$4,730.17	\$5,032.26	\$5,347.01	\$5,659.66	\$6,013.09	13
15	\$7,456.31	\$7,673.12	\$4,962.41	\$3,026.71	\$3,209.74	\$3,477.98	\$3,831.86	\$4,144.06	\$4,454.42	14
16	\$7,456.31	\$7,673.12	\$4,962.41	\$3,026.71	\$1,655.47	\$1,888.10	\$2,318.26	\$2,585.39	\$2,938.83	15
17	\$7,456.31	\$7,673.12	\$4,962.41	\$3,026.71	\$1,655.47	\$1,888.10	\$769.90	\$992.00	\$1,392.47	16



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**Year 2 Dollar Amount Difference Between Current Salary and Proposed Salary**

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree	Yrs of Exp.
1	\$12,682.21	\$13,187.14	\$13,692.08	\$14,197.54	\$14,955.27	\$15,460.74	\$15,965.81	\$16,472.19	\$16,977.66	0
2	\$12,807.62	\$13,314.00	\$13,819.47	\$14,324.40	\$15,082.14	\$15,587.60	\$16,092.53	\$16,598.00	\$17,103.06	1
3	\$12,921.42	\$13,439.81	\$13,944.88	\$14,450.34	\$15,208.07	\$15,713.01	\$16,203.04	\$16,724.86	\$17,229.93	2
4	\$13,376.51	\$13,881.45	\$14,386.91	\$14,893.30	\$15,651.03	\$16,155.96	\$16,661.43	\$17,166.50	\$17,671.96	3
5	\$13,756.04	\$14,223.26	\$14,678.34	\$15,145.57	\$15,827.34	\$16,281.90	\$16,850.27	\$17,355.73	\$17,860.80	4
6	\$14,223.26	\$14,678.34	\$15,145.57	\$15,600.65	\$16,281.90	\$16,749.65	\$17,204.21	\$17,671.96	\$18,126.52	5
7	\$14,678.34	\$15,145.57	\$15,600.65	\$16,055.35	\$16,749.65	\$17,204.21	\$17,671.96	\$18,127.18	\$18,581.21	6
8	\$15,145.57	\$15,600.65	\$16,055.35	\$16,522.96	\$17,204.21	\$17,671.96	\$18,126.52	\$18,586.09	\$19,048.83	7
9	\$15,600.65	\$16,055.35	\$16,522.96	\$16,977.66	\$18,354.52	\$18,809.22	\$19,275.51	\$19,731.53	\$20,197.82	8
10	\$14,085.06	\$14,496.68	\$15,007.37	\$15,462.50	\$16,838.93	\$17,254.94	\$17,755.53	\$18,177.25	\$18,682.67	9
11	\$12,526.39	\$12,890.97	\$13,492.22	\$13,903.39	\$15,284.66	\$15,734.95	\$16,201.25	\$16,662.10	\$17,162.24	10
12	\$12,526.39	\$12,890.97	\$11,933.11	\$12,388.24	\$13,764.67	\$14,180.68	\$14,686.10	\$15,141.67	\$15,607.97	11
13	\$12,526.39	\$12,890.97	\$10,332.24	\$10,872.65	\$12,210.40	\$12,665.53	\$13,165.67	\$13,587.40	\$14,092.81	12
14	\$12,526.39	\$12,890.97	\$10,332.24	\$9,318.37	\$10,695.24	\$11,145.10	\$11,611.40	\$12,072.24	\$12,577.22	13
15	\$12,526.39	\$12,890.97	\$10,332.24	\$8,544.31	\$9,174.81	\$9,590.83	\$10,096.24	\$10,556.65	\$11,018.55	14
16	\$12,526.39	\$12,890.97	\$10,332.24	\$8,544.31	\$7,620.54	\$8,000.95	\$8,500.95	\$8,997.98	\$9,502.96	15
17	\$12,526.39	\$12,890.97	\$10,332.24	\$8,544.31	\$7,620.54	\$8,000.95	\$7,034.29	\$7,404.59	\$7,956.60	16



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Year 3 Dollar Amount Difference Between Current Salary and Proposed Salary

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree	Yrs of Exp.
1	\$15,429.95	\$16,044.29	\$16,658.62	\$17,273.60	\$18,195.50	\$18,810.48	\$19,424.98	\$20,041.08	\$20,656.06	0
2	\$15,682.63	\$16,198.63	\$16,813.61	\$17,427.94	\$18,349.85	\$18,964.83	\$19,579.16	\$20,194.14	\$20,808.64	1
3	\$15,720.99	\$16,351.69	\$16,966.19	\$17,581.17	\$18,503.07	\$19,117.41	\$19,713.61	\$20,348.49	\$20,962.98	2
4	\$16,274.68	\$16,889.02	\$17,503.99	\$18,120.10	\$19,042.00	\$19,656.34	\$20,271.31	\$20,885.81	\$21,500.79	3
5	\$16,736.44	\$17,304.89	\$17,858.57	\$18,427.02	\$19,256.51	\$19,809.56	\$20,501.07	\$21,116.04	\$21,730.54	4
6	\$17,304.89	\$17,858.57	\$18,427.02	\$18,980.71	\$19,809.56	\$20,378.65	\$20,931.70	\$21,500.79	\$22,053.83	5
7	\$17,858.57	\$18,427.02	\$18,980.71	\$19,533.92	\$20,378.65	\$20,931.70	\$21,500.79	\$22,054.64	\$22,607.04	6
8	\$18,427.02	\$18,980.71	\$19,533.92	\$20,102.85	\$20,931.70	\$21,500.79	\$22,053.83	\$22,612.98	\$23,175.97	7
9	\$18,980.71	\$19,533.92	\$20,102.85	\$20,656.06	\$22,331.24	\$22,884.45	\$23,451.77	\$24,006.58	\$24,573.91	8
10	\$19,533.92	\$20,102.85	\$20,656.06	\$21,209.10	\$22,884.45	\$23,451.77	\$24,006.58	\$24,573.91	\$25,126.96	9
11	\$17,975.25	\$18,497.15	\$19,140.90	\$19,649.99	\$21,330.17	\$21,931.78	\$22,452.31	\$23,058.76	\$23,606.53	10
12	\$17,975.25	\$18,497.15	\$17,881.79	\$18,134.84	\$18,810.18	\$20,377.51	\$20,937.16	\$21,538.33	\$22,052.25	11
13	\$17,975.25	\$18,497.15	\$15,980.93	\$16,619.25	\$18,255.91	\$18,862.36	\$19,416.73	\$19,984.05	\$20,537.10	12
14	\$17,975.25	\$18,497.15	\$15,980.93	\$15,064.97	\$16,740.76	\$17,341.93	\$17,862.45	\$18,468.90	\$19,021.51	13
15	\$17,975.25	\$18,497.15	\$15,980.93	\$14,290.91	\$15,220.33	\$15,787.65	\$16,347.30	\$16,953.31	\$17,462.84	14
16	\$17,975.25	\$18,497.15	\$15,980.93	\$14,290.91	\$13,866.05	\$14,197.78	\$14,831.71	\$15,394.64	\$15,947.24	15
17	\$17,975.25	\$18,497.15	\$15,980.93	\$14,290.91	\$13,866.05	\$14,197.78	\$13,285.35	\$13,801.24	\$14,400.88	16



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Sample District Schedules

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**Appoquinimink**  
**FY2023 TEACHER SALARY SCALE**  
**EFFECTIVE 7/1/2022**

YRS EXP	FAY STEP	BACHELOR	BACHELOR+5	BACHELOR+10	MASTERS	MASTERS+5	MASTERS+10	DOCTORATE
0	1	30,769	31,947	33,125	34,303	35,481	36,659	37,837
0	2	31,788	33,058	34,328	35,598	36,868	38,138	39,408
0	3	32,807	34,177	35,447	36,717	37,987	39,257	40,527
0	4	33,826	35,196	36,466	37,736	39,006	40,276	41,546
0	5	34,845	36,215	37,485	38,755	40,025	41,295	42,565
0	6	35,864	37,234	38,504	39,774	41,044	42,314	43,584
0	7	36,883	38,253	39,523	40,793	42,063	43,333	44,603
0	8	37,902	39,272	40,542	41,812	43,082	44,352	45,622
0	9	38,921	40,291	41,561	42,831	44,101	45,371	46,641
0	10	39,940	41,310	42,580	43,850	45,120	46,390	47,660
0	11	40,959	42,329	43,599	44,869	46,139	47,409	48,679
0	12	41,978	43,348	44,618	45,888	47,158	48,428	49,698
1	1	31,065	32,243	33,421	34,599	35,777	36,955	38,133
1	2	32,084	33,262	34,440	35,618	36,796	37,974	39,152
1	3	33,103	34,281	35,459	36,637	37,815	38,993	40,171
1	4	34,122	35,299	36,477	37,655	38,833	40,009	41,187
1	5	35,141	36,318	37,496	38,673	39,852	41,028	42,206
1	6	36,160	37,337	38,515	39,691	40,869	42,046	43,225
1	7	37,179	38,356	39,534	40,709	41,888	43,064	44,244
1	8	38,198	39,375	40,553	41,727	42,902	44,082	45,263
1	9	39,217	40,394	41,572	42,745	43,920	45,101	46,282
1	10	40,236	41,413	42,591	43,763	44,939	46,119	47,301
1	11	41,255	42,432	43,610	44,781	45,957	47,138	48,320
1	12	42,274	43,451	44,629	45,799	46,976	48,156	49,339
2	1	31,362	32,540	33,718	34,896	36,074	37,252	38,430
2	2	32,381	33,559	34,737	35,914	37,092	38,270	39,448
2	3	33,400	34,578	35,756	36,932	38,110	39,288	40,466
2	4	34,419	35,597	36,775	37,949	39,128	40,306	41,484
2	5	35,438	36,616	37,794	38,967	40,146	41,322	42,502
2	6	36,457	37,635	38,813	39,985	41,164	42,340	43,520
2	7	37,476	38,654	39,832	41,003	42,178	43,358	44,538
2	8	38,495	39,673	40,851	42,026	43,196	44,376	45,556
2	9	39,514	40,692	41,870	43,044	44,214	45,394	46,574
2	10	40,533	41,711	42,889	44,062	45,232	46,412	47,592
2	11	41,552	42,730	43,908	45,080	46,250	47,430	48,610
2	12	42,571	43,749	44,927	46,098	47,268	48,448	49,628
3	1	31,659	32,837	34,015	35,193	36,371	37,549	38,727
3	2	32,678	33,856	35,034	36,211	37,389	38,567	39,745
3	3	33,697	34,875	36,053	37,230	38,406	39,584	40,762
3	4	34,716	35,894	37,072	38,249	39,424	40,602	41,780
3	5	35,735	36,913	38,091	39,267	40,442	41,619	42,798
3	6	36,754	37,932	39,110	40,286	41,460	42,637	43,816
3	7	37,773	38,951	40,129	41,304	42,478	43,655	44,835
3	8	38,792	39,970	41,148	42,322	43,496	44,673	45,853
3	9	39,811	40,989	42,167	43,341	44,514	45,691	46,872
3	10	40,830	42,008	43,186	44,359	45,529	46,709	47,890
3	11	41,849	43,027	44,205	45,377	46,547	47,727	48,908
3	12	42,868	44,046	45,224	46,395	47,565	48,745	49,927
4	1	31,956	33,134	34,312	35,490	36,668	37,846	39,024
4	2	32,975	34,153	35,331	36,509	37,687	38,865	40,043
4	3	33,994	35,172	36,350	37,528	38,706	39,884	41,062
4	4	35,013	36,191	37,369	38,547	39,724	40,902	42,081
4	5	36,032	37,210	38,388	39,566	40,742	41,920	43,099
4	6	37,051	38,229	39,407	40,585	41,761	42,939	44,118
4	7	38,070	39,248	40,426	41,604	42,780	43,958	45,137
4	8	39,089	40,267	41,445	42,623	43,807	44,976	46,156
4	9	40,108	41,286	42,464	43,642	44,825	46,005	47,175
4	10	41,127	42,305	43,483	44,661	45,844	47,024	48,193
4	11	42,146	43,324	44,502	45,680	46,862	48,043	49,212
4	12	43,165	44,343	45,521	46,699	47,881	49,061	50,230
5	1	32,253	33,431	34,609	35,787	36,965	38,143	39,321
5	2	33,272	34,450	35,628	36,806	37,984	39,162	40,340
5	3	34,291	35,469	36,647	37,825	39,003	40,181	41,359
5	4	35,310	36,488	37,666	38,844	40,022	41,200	42,378
5	5	36,329	37,507	38,685	39,863	41,041	42,297	43,496
5	6	37,348	38,526	39,704	40,882	42,060	43,316	44,515
5	7	38,367	39,545	40,723	41,901	43,079	44,334	45,534
5	8	39,386	40,564	41,742	42,920	44,098	45,353	46,553
5	9	40,405	41,583	42,761	43,939	45,117	46,372	47,572
5	10	41,424	42,602	43,780	44,958	46,136	47,391	48,591
5	11	42,443	43,621	44,799	45,977	47,155	48,410	49,610
5	12	43,462	44,640	45,818	46,996	48,174	49,429	50,629
6	1	32,550	33,728	34,906	36,084	37,262	38,440	39,618
6	2	33,569	34,747	35,925	37,103	38,281	39,459	40,637
6	3	34,588	35,766	36,944	38,122	39,300	40,478	41,656
6	4	35,607	36,785	37,963	39,141	40,319	41,496	42,675
6	5	36,626	37,804	38,982	40,160	41,338	42,514	43,692
6	6	37,645	38,823	39,999	41,179	42,357	43,532	44,710
6	7	38,664	39,842	41,018	42,198	43,376	44,549	45,729
6	8	39,683	40,861	42,037	43,217	44,395	45,568	46,748
6	9	40,702	41,880	43,056	44,236	45,414	46,587	47,767
6	10	41,721	42,899	44,075	45,255	46,433	47,596	48,786
6	11	42,740	43,918	45,094	46,274	47,452	48,615	49,805
6	12	43,759	44,937	46,113	47,293	48,471	49,634	50,824
7	1	32,847	34,025	35,203	36,381	37,559	38,737	39,915
7	2	33,866	35,044	36,222	37,400	38,578	39,756	40,934
7	3	34,885	36,063	37,241	38,419	39,597	40,773	41,951
7	4	35,904	37,082	38,260	39,438	40,616	41,791	42,969
7	5	36,923	38,101	39,279	40,457	41,635	42,810	44,038
7	6	37,942	39,120	40,298	41,476	42,649	43,829	45,057
7	7	38,961	40,139	41,317	42,495	43,668	44,848	46,076
7	8	39,980	41,158	42,336	43,514	44,687	45,867	47,095
7	9	41,000	42,177	43,355	44,533	45,706	46,886	48,114
7	10	42,019	43,196	44,374	45,552	46,725	47,904	49,133
7	11	43,038	44,215	45,393	46,571	47,744	48,923	50,152
7	12	44,057	45,234	46,412	47,590	48,763	49,942	51,171
8	1	33,144	34,322	35,500	36,678	37,856	39,034	40,212
8	2	34,163	35,341	36,519	37,696	38,874	40,052	41,230
8	3	35,182	36,360	37,538	38,715	39,892	41,070	42,248
8	4	36,201	37,379	38,557	39,734	40,909	42,096	43,266
8	5	37,220	38,398	39,576	40,752	41,924	43,084	44,284
8	6	38,239	39,417	40,595	41,771	42,942	44,102	45,302
8	7	39,258	40,436	41,614	42,790	43,960	45,120	46,320
8	8	40,277	41,455	42,633	43,808	45,038	46,138	47,338
8	9	41,296	42,474	43,652	44,826	46,116	47,156	48,356
8	10	42,315	43,493	44,671	45,844	47,194	48,174	49,374
8	11	43,334	44,512	45,690	46,862	48,212	49,232	50,432
8	12	44,353	45,531	46,709	47,880	49,250	50,450	51,490
9	1	33,441	34,619	35,797	36,975	38,153	39,331	40,509
9	2	34,460	35,638	36,816	37,994	39,171	40,349	41,527
9	3	35,479	36,657	37,835	39,012	40,189	41,367	42,545
9	4	36,498	37,676	38,854	40,031	41,207	42,384	43,562
9	5	37,517	38,695	39,873	41,050	42,226	43,403	44,580
9	6	38,536	39,714	40,892	42,069	43,244	44,421	45,598
9	7	39,555	40,733	41,911	43,088	44,262	45,440	46,616
9	8	40,574	41,7					


# Additional Data

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## N-Count of Teachers in Each Step and Lane

Step	No Degree*	Bachelor	Bachelor Plus 15	Bachelor Plus 30	Masters*	Masters Plus 15	Masters Plus 30	Masters Plus 45	Doctorate
1	37	359	8	1	120	9	7	6	8
2	8	308	17	12	127	7	5	4	3
3	3	239	25	9	122	13	7	2	3
4	2	178	20	12	128	11	4	1	5
5	2	161	27	9	161	21	12	4	4
6	1	188	36	9	189	20	11	7	4
7	5	244	24	8	250	19	17	7	6
8	2	135	23	5	184	29	7	8	2
9	1	83	15	6	163	20	16	7	2
10	3	64	17	2	191	17	16	6	10
11	1	66	9	3	204	26	26	12	4
12	4	66	13	9	196	35	18	13	5
13	1	66	12	4	197	24	20	13	10
14	1	74	9	8	170	22	16	10	8
15	0	58	9	6	207	28	21	12	7
16	0	82	11	11	179	20	19	11	8
17	0	56	11	8	179	37	11	17	6
18	0	55	9	4	161	38	25	20	6
19	0	45	7	3	176	29	28	13	14
20	1	48	12	9	163	36	23	18	11
21	0	45	10	12	154	43	23	21	7
22	2	53	6	6	137	26	21	14	5
23	0	43	13	6	104	26	29	15	5
24	0	40	15	10	131	32	27	16	12
25	0	30	19	14	94	32	28	18	9
26	1	12	13	3	86	27	17	22	5
27	1	14	4	7	58	32	20	16	8
28	1	12	9	7	56	19	19	20	8
29	0	15	5	8	46	19	18	14	7
30	0	6	3	6	39	15	13	16	5
31	0	11	5	3	27	19	14	14	2
>31	2	40	20	23	100	64	47	54	11

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# Maryland's New Salary Schedule (\$60K)

\$60K Starting Salary Effective July 1, 2026

Career Ladder Implementation Date: July 1, 2024

Step	Level 1		Level 2		Level 3			Level 4			AAS		
	Conditional/Temporary Prof. License/Resident (5 years) Non-renewal (Upon tenure - move to Level)	Initial Professional License (5 years) Renewable	Professional/Adjunct	NBC Commitment; Approved plan for pursuing MA; Approved plan for pursuing JD	Obtained Advanced Professional License; MA; BA+30; NBC/Comparable or Advanced Degree (\$10K bump)	Obtained Advanced Professional License; 1st NBC Maintenance (\$8K) or MA+30/BA+45 (in content area)	End NBC Maintenance (\$7K) or MA+60 (in content area)	3rd NBC Maintenance (\$6K) or PhD (in content area)	*Lead Teacher (add additional \$5,000 to salary)	**Distished Teacher (add additional \$10,000 to salary)	Professor Distinguis had Teacher (\$15k bump; higher ed)	Licensed Principal	Distinguis had Principal
1	\$ 60,000	\$ 60,500	\$ 61,000	\$ 66,000	\$ 76,000	\$ 84,000	\$ 91,000	\$ 97,000					
2	\$ 60,500	\$ 61,000	\$ 61,500	\$ 66,500	\$ 76,500	\$ 84,500	\$ 91,500	\$ 97,500					
3	\$ 61,000	\$ 61,500	\$ 62,000	\$ 67,000	\$ 77,000	\$ 85,000	\$ 92,000	\$ 98,000					
4	\$ 61,500	\$ 62,000	\$ 62,500	\$ 67,500	\$ 77,500	\$ 85,500	\$ 92,500	\$ 98,500					
5	\$ 62,000	\$ 62,500	\$ 63,000	\$ 68,000	\$ 78,000	\$ 86,000	\$ 93,000	\$ 99,000					
6			\$ 63,500	\$ 68,500	\$ 78,500	\$ 86,500	\$ 93,500	\$ 99,500					
7			\$ 64,000	\$ 69,000	\$ 79,000	\$ 87,000	\$ 94,000	\$ 100,000					
8			\$ 64,500	\$ 69,500	\$ 79,500	\$ 87,500	\$ 94,500	\$ 100,500					
9			\$ 65,000	\$ 70,000	\$ 80,000	\$ 88,000	\$ 95,000	\$ 101,000					
10			\$ 65,500	\$ 70,500	\$ 80,500	\$ 88,500	\$ 95,500	\$ 101,500					



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