

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
DECEMBER 18, 2014**

Fiscal Impact Table	FTE	Transition Cost
\$31,750	4,827.1094	4928.08
\$32,528	609.4589	621.75
\$33,748	436.1255	445.13
\$35,013	694.4273	708.53
\$36,326	901.0850	919.87
\$37,688	1,346.4286	1374.19
\$39,102	211.3493	215.42
\$40,568	1,224.5804	1250.65
\$42,089	169.9368	173.56
\$43,668	3,768.3175	3846.90
\$45,305	56.8987	58.19
\$47,004	1,468.0309	1498.74

Total FTE: 15,713.7482

Leadership Award Pool at \$850 per FTE: \$15,890,449

Total Year 1 Extra Cost: \$15,890,449

4928.08 621.75 445.13 708.53 919.87 1374.19 215.42 1250.65 173.56 3846.90

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The present salary cohorts, shown above, go in different cells in year 0. As we progress through the transition, the cohorts generally stay intact, with some consolidation occurring at the top of the professional salary range. The transition is effected as the cohorts move to different cells in different years. The transition really takes 6 years, since year 0 is where we are now, and year 1 is where the transition begins.

Career Ladder Year 0 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$31,000	\$31,750	\$32,528							
Professional Teacher	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089	\$43,668	\$45,305	\$47,004
Prof Ed 1 pre-imp	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089	\$43,668	\$45,305	\$47,004
Prof Ed 2 pre-imp	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089	\$43,668	\$45,305	\$47,004
Prof Ed 3 pre-imp	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089	\$43,668	\$45,305	\$47,004
Master Teacher	\$48,000	\$49,000	\$50,000	\$51,000	\$52,000					
Master Ed 1 pre-imp	\$48,000	\$49,000	\$50,000	\$51,000	\$52,000					
Master Ed 2 pre-imp	\$48,000	\$49,000	\$50,000	\$51,000	\$52,000					
Master Ed 3 pre-imp	\$48,000	\$49,000	\$50,000	\$51,000	\$52,000					

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	0.00	4928.08	621.75							
Professional Teacher	218.11	347.18	450.73	673.35	105.55	612.82	85.04	1884.98	28.51	734.38
Prof Ed 1,pre-imp	178.05	283.41	367.95	549.67	86.17	500.26	69.42	1538.76	23.28	599.50
Prof Ed 2 pre-imp	44.51	70.85	91.99	137.42	21.54	125.07	17.36	384.69	5.82	149.87
Prof Ed 3 pre-imp	4.45	7.09	9.20	13.74	2.15	12.51	1.74	38.47	0.58	14.99
Master Teacher	0	0	0	0	0					
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$0	\$156,466,457	\$20,224,364							
Professional Teacher	\$7,360,899	\$12,155,843	\$16,373,392	\$25,377,244	\$4,127,411	\$24,860,851	\$3,579,430	\$82,313,391	\$1,291,865	\$34,518,918
Prof Ed 1 pre-imp	\$6,008,897	\$9,923,137	\$13,366,035	\$20,716,117	\$3,369,315	\$20,294,572	\$2,921,983	\$67,194,605	\$1,054,584	\$28,178,708
Prof Ed 2 pre-imp	\$1,502,224	\$2,480,784	\$3,341,509	\$5,179,029	\$842,329	\$5,073,643	\$730,496	\$16,798,651	\$263,646	\$7,044,677
Prof Ed 3 pre-imp	\$150,222	\$248,078	\$334,151	\$517,903	\$84,233	\$507,364	\$73,050	\$1,679,865	\$26,365	\$704,468
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
subtotals	\$15,022,242	\$181,274,300	\$53,639,450	\$51,790,293	\$8,423,288	\$50,736,430	\$7,304,958	\$167,986,513	\$2,636,460	\$70,446,771

Career Ladder Cost: \$609,260,707
FTE 16041.01

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Career Ladder Year 1 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$32,800	\$33,600	\$34,422							
Professional Teacher	\$36,398	\$37,610	\$38,661	\$39,950	\$41,082	\$42,454	\$43,671	\$45,134	\$47,004	\$47,803
Prof Ed 1 pre-imp	\$36,398	\$37,610	\$38,661	\$39,950	\$41,082	\$42,454	\$43,671	\$45,134	\$47,004	\$47,803
Prof Ed 2 pre-imp	\$36,398	\$37,610	\$38,661	\$39,950	\$41,082	\$42,454	\$43,671	\$45,134	\$47,004	\$47,803
Prof Ed 3 pre-imp	\$36,398	\$37,610	\$38,661	\$39,950	\$41,082	\$42,454	\$43,671	\$45,134	\$47,004	\$47,803
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	694.58	4,714.69	594.83							
Professional Teacher	208.67	332.15	431.22	644.19	100.98	586.28	81.36	1,803.36	27.28	702.58
Prof Ed 1 pre-imp	170.34	271.14	352.01	525.87	82.44	478.60	66.42	1,472.13	22.27	573.54
Prof Ed 2 pre-imp	42.59	67.79	88.00	131.47	20.61	119.65	16.60	368.03	5.57	143.38
Prof Ed 3 pre-imp	4.26	6.78	8.80	13.15	2.06	11.96	1.66	36.80	0.56	14.34
Master Teacher										
Master Ed 1										
Master Ed 2										

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$22,782,083	\$158,413,639	\$20,475,496							
Professional Teacher	\$7,595,229	\$12,492,216	\$16,671,232	\$25,735,835	\$4,148,603	\$24,890,342	\$3,553,171	\$81,393,672	\$1,282,277	\$33,585,754
Prof Ed 1 pre-imp	\$6,200,187	\$10,197,728	\$13,609,169	\$21,008,845	\$3,386,615	\$20,318,647	\$2,900,548	\$66,443,814	\$1,046,756	\$27,416,942
Prof Ed 2 pre-imp	\$1,550,047	\$2,549,432	\$3,402,292	\$5,252,211	\$846,654	\$5,079,662	\$725,137	\$16,610,953	\$261,689	\$6,854,235
Prof Ed 3 pre-imp	\$155,005	\$254,943	\$340,229	\$525,221	\$84,665	\$507,966	\$72,514	\$1,661,095	\$26,169	\$685,424
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
subtotals	\$38,282,550	\$183,907,958	\$54,498,419	\$52,522,112	\$8,466,537	\$50,796,617	\$7,251,370	\$166,109,535	\$2,616,891	\$68,542,355

Career Ladder Cost: \$632,994,343

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$23,733,636 \$ 28,235,907**

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
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Career Ladder Year 2 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$34,600	\$35,450	\$36,317							
Professional Teacher	\$39,049	\$40,208	\$40,996	\$42,213	\$43,061	\$44,341	\$45,253	\$46,601	\$47,583	\$48,602
Prof Ed 1 pre-imp	\$39,049	\$40,208	\$40,996	\$42,213	\$43,061	\$44,341	\$45,253	\$46,601	\$47,583	\$48,602
Prof Ed 2 pre-imp	\$39,049	\$40,208	\$40,996	\$42,213	\$43,061	\$44,341	\$45,253	\$46,601	\$47,583	\$48,602
Prof Ed 3 pre-imp	\$39,049	\$40,208	\$40,996	\$42,213	\$43,061	\$44,341	\$45,253	\$46,601	\$47,583	\$48,602
Prof Ed 1 post-imp	\$39,549	\$40,708	\$41,496	\$42,713	\$43,561	\$44,841	\$45,753	\$47,101	\$48,083	\$49,102
Prof Ed 2 post-imp	\$39,924	\$41,083	\$41,871	\$43,088	\$43,936	\$45,216	\$46,128	\$47,476	\$48,458	\$49,477
Prof Ed 3 post-imp	\$40,549	\$41,708	\$42,496	\$43,713	\$44,561	\$45,841	\$46,753	\$48,101	\$49,083	\$50,102
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	694.58	664.50	4,510.55							
Professional Teacher	270.48	193.64	308.23	400.17	597.81	93.71	544.07	75.50	1,673.52	677.31
Prof Ed 1 pre-imp	223.08	159.71	254.21	330.04	493.04	77.29	448.72	62.27	1,380.22	558.61
Prof Ed 2 pre-imp	56.34	40.33	64.20	83.35	124.52	19.52	113.32	15.73	348.58	141.08
Prof Ed 3 pre-imp	5.69	4.07	6.49	8.42	12.58	1.97	11.45	1.59	35.21	14.25
Prof Ed 1 post-imp	8.37	5.99	9.53	12.38	18.49	2.90	16.83	2.34	51.76	20.95
Prof Ed 2 post-imp	4.55	3.26	5.19	6.74	10.06	1.58	9.16	1.27	28.17	11.40
Prof Ed 3 post-imp	0.57	0.41	0.65	0.84	1.26	0.20	1.14	0.16	3.52	1.43
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	\$24,032,319	\$23,556,545	\$163,808,578							
Professional Teacher	\$10,561,961	\$7,786,036	\$12,636,194	\$16,892,290	\$25,742,503	\$4,155,330	\$24,621,068	\$3,518,535	\$79,631,023	\$32,919,038

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Prof Ed 1 pre-imp	\$8,710,896	\$6,421,473	\$10,421,604	\$13,931,786	\$21,230,930	\$3,427,077	\$20,306,035	\$2,901,885	\$65,675,071	\$27,149,722
Prof Ed 2 pre-imp	\$2,199,946	\$1,621,749	\$2,631,987	\$3,518,487	\$5,361,893	\$865,512	\$5,128,310	\$732,874	\$16,586,306	\$6,856,690
Prof Ed 3 pre-imp	\$222,217	\$163,813	\$265,857	\$355,403	\$541,605	\$87,425	\$518,011	\$74,028	\$1,675,384	\$692,595
Prof Ed 1 post-imp	\$330,841	\$243,800	\$395,577	\$528,630	\$805,404	\$129,965	\$769,890	\$109,988	\$2,488,694	\$1,028,589
Prof Ed 2 post-imp	\$181,757	\$133,902	\$217,225	\$290,216	\$442,089	\$71,321	\$422,422	\$60,334	\$1,364,954	\$564,051
Prof Ed 3 post-imp	\$23,075	\$16,992	\$27,558	\$36,803	\$56,047	\$9,038	\$53,518	\$7,641	\$172,820	\$71,397
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										
subtotals	\$46,263,012	\$39,944,311	\$190,404,580	\$35,553,614	\$54,180,472	\$8,745,667	\$51,819,254	\$7,405,285	\$167,594,253	\$69,282,083

Career Ladder Cost: \$671,192,531

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$38,198,188 \$ 45,444,384**

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
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Career Ladder Year 3 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$36,400	\$37,300	\$38,211							
Professional Teacher	\$41,699	\$42,805	\$43,330	\$44,475	\$45,041	\$46,227	\$46,836	\$48,067	\$48,722	\$49,402
Prof Ed 1 pre-imp	\$41,699	\$42,805	\$43,330	\$44,475	\$45,041	\$46,227	\$46,836	\$48,067	\$48,722	\$49,402
Prof Ed 2 pre-imp	\$41,699	\$42,805	\$43,330	\$44,475	\$45,041	\$46,227	\$46,836	\$48,067	\$48,722	\$49,402
Prof Ed 3 pre-imp	\$41,699	\$42,805	\$43,330	\$44,475	\$45,041	\$46,227	\$46,836	\$48,067	\$48,722	\$49,402
Prof Ed 1 post-imp	\$42,699	\$43,805	\$44,330	\$45,475	\$46,041	\$47,227	\$47,836	\$49,067	\$49,722	\$50,402
Prof Ed 2 post-imp	\$43,449	\$44,555	\$45,080	\$46,225	\$46,791	\$47,977	\$48,586	\$49,817	\$50,472	\$51,152
Prof Ed 3 post-imp	\$44,699	\$45,805	\$46,330	\$47,475	\$48,041	\$49,227	\$49,836	\$51,067	\$51,722	\$52,402
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	694.58	664.50	635.73							
Professional Teacher	2,051.03	251.01	179.70	286.04	371.36	554.77	86.97	504.90	70.07	2,181.57
Prof Ed 1 pre-imp	1,691.57	209.15	149.74	238.34	309.43	462.26	72.46	420.70	58.38	1,817.78
Prof Ed 2 pre-imp	427.21	53.36	38.20	60.81	78.94	117.94	18.49	107.33	14.90	463.77
Prof Ed 3 pre-imp	43.15	5.44	3.90	6.20	8.05	12.03	1.89	10.95	1.52	47.32
Prof Ed 1 post-imp	63.43	15.61	11.17	17.78	23.09	34.49	5.41	31.39	4.36	135.64
Prof Ed 2 post-imp	34.52	8.74	6.26	9.96	12.93	19.32	3.03	17.58	2.44	75.96
Prof Ed 3 post-imp	4.32	1.13	0.81	1.28	1.67	2.49	0.39	2.27	0.31	9.79
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$25,282,556	\$24,785,871	\$24,291,918							
Professional Teacher	\$85,526,437	\$10,744,369	\$7,786,572	\$12,721,680	\$16,726,227	\$25,645,415	\$4,073,105	\$24,269,007	\$3,413,824	\$107,773,007
Prof Ed 1 pre-imp	\$70,537,267	\$8,952,689	\$6,488,120	\$10,600,273	\$13,937,041	\$21,368,908	\$3,393,894	\$20,222,023	\$2,844,551	\$89,801,294

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Prof Ed 2 pre-imp	\$17,814,259	\$2,284,082	\$1,655,302	\$2,704,427	\$3,555,730	\$5,451,808	\$865,878	\$5,159,206	\$725,725	\$22,910,831
Prof Ed 3 pre-imp	\$1,799,420	\$233,046	\$168,891	\$275,934	\$362,793	\$556,250	\$88,346	\$526,396	\$74,046	\$2,337,601
Prof Ed 1 post-imp	\$2,708,582	\$683,632	\$495,299	\$808,749	\$1,063,034	\$1,628,984	\$258,650	\$1,540,305	\$216,609	\$6,836,372
Prof Ed 2 post-imp	\$1,499,949	\$389,427	\$282,088	\$460,415	\$605,057	\$926,810	\$147,130	\$875,843	\$123,143	\$3,885,724
Prof Ed 3 post-imp	\$192,888	\$51,621	\$37,381	\$60,971	\$80,100	\$122,616	\$19,459	\$115,765	\$16,271	\$513,268
Master Teacher										
Master Ed 1 pre-imp										
Master Ed 2 pre-imp										
Master Ed 3 pre-imp										
Master Ed 1 post-imp										
Master Ed 2 post-imp										
Master Ed 3 post-imp										
subtotals	\$205,361,357	\$48,124,739	\$41,205,571	\$27,632,449	\$36,329,981	\$55,700,792	\$8,846,462	\$52,708,544	\$7,414,169	\$234,058,097

Career Ladder Cost: \$717,382,160

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$46,189,630 \$ 54,951,803**

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Career Ladder Year 4 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$38,200	\$39,150	\$40,106							
Professional Teacher	\$44,350	\$45,403	\$45,665	\$46,738	\$47,020	\$48,114	\$48,418	\$49,534	\$49,861	\$50,201
Prof Ed 1 pre-imp	\$44,350	\$45,403	\$45,665	\$46,738	\$47,020	\$48,114	\$48,418	\$49,534	\$49,861	\$50,201
Prof Ed 2 pre-imp	\$44,350	\$45,403	\$45,665	\$46,738	\$47,020	\$48,114	\$48,418	\$49,534	\$49,861	\$50,201
Prof Ed 3 pre-imp	\$44,350	\$45,403	\$45,665	\$46,738	\$47,020	\$48,114	\$48,418	\$49,534	\$49,861	\$50,201
Prof Ed 1 post-imp	\$45,850	\$46,903	\$47,165	\$48,238	\$48,520	\$49,614	\$49,918	\$51,034	\$51,361	\$51,701
Prof Ed 2 post-imp	\$46,975	\$48,028	\$48,290	\$49,363	\$49,645	\$50,739	\$51,043	\$52,159	\$52,486	\$52,826
Prof Ed 3 post-imp	\$48,850	\$49,903	\$50,165	\$51,238	\$51,520	\$52,614	\$52,918	\$54,034	\$54,361	\$54,701
Master Teacher	\$52,800									
Master Ed 1 pre-imp	\$52,800									
Master Ed 2 pre-imp	\$52,800									
Master Ed 3 pre-imp	\$52,800									
Master Ed 1 post-imp	\$53,550									
Master Ed 2 post-imp	\$55,425									
Master Ed 3 post-imp	\$57,300									

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	755.40	664.50	635.73							
Professional Teacher	259.28	1,903.36	232.93	166.76	265.44	292.93	437.60	68.60	398.26	1,776.09
Prof Ed 1 pre-imp	214.09	1,585.96	196.09	140.39	223.46	246.60	368.39	57.75	335.27	1,495.17
Prof Ed 2 pre-imp	54.13	404.62	50.54	36.18	57.59	63.56	94.95	14.88	86.41	385.35
Prof Ed 3 pre-imp	5.47	41.28	5.21	3.73	5.94	6.55	9.79	1.53	8.91	39.71
Prof Ed 1 post-imp	8.94	118.34	21.84	15.63	24.88	27.46	41.02	6.43	37.33	166.50
Prof Ed 2 post-imp	4.87	66.28	12.58	9.01	14.33	15.82	23.63	3.70	21.51	95.91
Prof Ed 3 post-imp	0.61	8.55	1.67	1.20	1.91	2.10	3.14	0.49	2.86	12.75
Master Teacher	530.14									
Master Ed 1 pre-imp	432.72									
Master Ed 2 pre-imp	112.70									
Master Ed 3 pre-imp	11.73									
Master Ed 1 post-imp	43.11									
Master Ed 2 post-imp	37.84									
Master Ed 3 post-imp	5.11									

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$28,856,118	\$26,015,197	\$25,496,241							
Professional Teacher	\$11,498,785	\$86,417,338	\$10,636,953	\$7,794,127	\$12,481,316	\$14,093,737	\$21,187,691	\$3,397,941	\$19,857,776	\$89,161,089
Prof Ed 1 pre-imp	\$9,494,657	\$72,006,795	\$8,954,559	\$6,561,369	\$10,507,208	\$11,864,600	\$17,836,538	\$2,860,506	\$16,716,969	\$75,058,918

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Prof Ed 2 pre-imp	\$2,400,638	\$18,370,955	\$2,307,871	\$1,691,071	\$2,708,038	\$3,057,880	\$4,597,036	\$737,242	\$4,308,488	\$19,345,041
Prof Ed 3 pre-imp	\$242,761	\$1,874,396	\$237,852	\$174,283	\$279,093	\$315,148	\$473,775	\$75,981	\$444,037	\$1,993,720
Prof Ed 1 post-imp	\$409,921	\$5,550,466	\$1,029,897	\$754,097	\$1,207,366	\$1,362,384	\$2,047,738	\$328,180	\$1,917,536	\$8,608,001
Prof Ed 2 post-imp	\$228,560	\$3,183,133	\$607,430	\$444,533	\$711,637	\$802,605	\$1,206,197	\$193,218	\$1,128,803	\$5,066,592
Prof Ed 3 post-imp	\$29,710	\$426,456	\$83,891	\$61,344	\$98,182	\$110,646	\$166,250	\$26,611	\$155,431	\$697,491
Master Teacher	\$27,991,445									
Master Ed 1 pre-imp	\$22,847,731									
Master Ed 2 pre-imp	\$5,950,537									
Master Ed 3 pre-imp	\$619,526									
Master Ed 1 post-imp	\$2,308,422									
Master Ed 2 post-imp	\$2,097,038									
Master Ed 3 post-imp	\$292,548									
subtotals	\$115,268,397	\$213,844,737	\$49,354,693	\$17,480,824	\$27,992,839	\$31,607,001	\$47,515,226	\$7,619,679	\$44,529,039	\$199,930,852

Career Ladder Cost: \$755,143,287

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$37,761,126 \$ 44,924,412**

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
DECEMBER 18, 2014**

Career Ladder Year 5 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$40,000	\$41,000	\$42,000							
Professional Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000					
Prof Ed 1	\$49,000	\$50,000	\$51,000	\$52,000	\$53,000					
Prof Ed 2	\$50,500	\$51,500	\$52,500	\$53,500	\$54,500					
Prof Ed 3	\$53,000	\$54,000	\$55,000	\$56,000	\$57,000					
Master Teacher	\$54,000	\$55,000	\$56,000	\$57,000	\$58,000					
Master Ed 1	\$55,000	\$56,000	\$57,000	\$58,000	\$59,000					
Master Ed 2	\$57,500	\$58,500	\$59,500	\$60,500	\$61,500					
Master Ed 3	\$60,000	\$61,000	\$62,000	\$63,000	\$64,000					

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	755.40	722.69	635.73							
Professional Teacher	268.22	2,006.92	370.92	492.26	2,363.17					
Prof Ed 1	218.95	1,869.07	362.07	480.52	2,306.81					
Prof Ed 2	54.74	538.76	109.73	145.63	699.13					
Prof Ed 3	5.47	58.56	12.33	16.37	78.57					
Master Teacher	150.29	497.04								
Master Ed 1	146.70	447.16								
Master Ed 2	44.46	159.35								
Master Ed 3	5.00	18.99								

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$30,215,831	\$29,630,172	\$26,700,563							
Professional Teacher	\$12,606,176	\$96,332,201	\$18,175,002	\$24,612,966	\$120,521,762					
Prof Ed 1	\$10,728,660	\$93,453,411	\$18,465,696	\$24,987,016	\$122,261,091					
Prof Ed 2	\$2,764,272	\$27,746,116	\$5,761,073	\$7,791,362	\$38,102,851					
Prof Ed 3	\$290,112	\$3,162,251	\$678,261	\$916,511	\$4,478,430					
Master Teacher	\$8,115,436	\$27,337,320								
Master Ed	\$8,068,594	\$25,041,026								
Master Ed 2	\$2,556,534	\$9,321,724								
Master Ed 3	\$299,795	\$1,158,403								
subtotals	\$75,645,410	\$313,182,624	\$69,780,595	\$58,307,855	\$285,364,134	\$0	\$0	\$0	\$0	\$0

Career Ladder Cost: \$802,280,619

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$47,137,332 \$ 56,079,284**

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
DECEMBER 18, 2014**

Career Ladder Year 6 Impact (post-transition)

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$40,000	\$41,000	\$42,000							
Professional Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000					
Prof Ed 1	\$49,000	\$50,000	\$51,000	\$52,000	\$53,000					
Prof Ed 2	\$50,500	\$51,500	\$52,500	\$53,500	\$54,500					
Prof Ed 3	\$53,000	\$54,000	\$55,000	\$56,000	\$57,000					
Master Teacher	\$54,000	\$55,000	\$56,000	\$57,000	\$58,000					
Master Ed 1	\$55,000	\$56,000	\$57,000	\$58,000	\$59,000					
Master Ed 2	\$58,500	\$59,500	\$60,500	\$61,500	\$62,500					
Master Ed 3	\$60,000	\$61,000	\$62,000	\$63,000	\$64,000					

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	755.40	722.69	691.39							
Professional Teacher	268.22	248.90	1,862.42	327.00	2,517.35					
Prof Ed 1	218.95	212.98	1,809.98	332.61	2,560.50					
Prof Ed 2	54.74	56.03	546.04	105.32	810.77					
Prof Ed 3	5.47	5.76	61.18	12.21	93.96					
Master Teacher	149.70	140.90	466.01							
Master Ed 1	152.27	137.61	420.20							
Master Ed 2	48.22	47.30	166.51							
Master Ed 3	5.59	5.63	21.22							

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	\$30,215,831	\$29,630,172	\$29,038,581							
Professional Teacher	\$12,606,176	\$11,947,423	\$91,258,607	\$16,350,066	\$128,384,614					
Prof Ed 1	\$10,728,660	\$10,649,013	\$92,308,748	\$17,295,560	\$135,706,440					
Prof Ed 2	\$2,764,272	\$2,885,733	\$28,667,084	\$5,634,524	\$44,186,872					
Prof Ed 3	\$290,112	\$311,065	\$3,364,837	\$683,507	\$5,355,783					
Master Teacher	\$8,083,933	\$7,749,660	\$26,096,552							
Master Ed 1	\$8,374,780	\$7,706,223	\$23,951,260							
Master Ed 2	\$2,820,582	\$2,814,323	\$10,073,799							
Master Ed 3	\$335,263	\$343,489	\$1,315,445							
subtotals	\$76,219,608	\$74,037,101	\$306,074,912	\$39,963,657	\$313,633,708	\$0	\$0	\$0	\$0	\$0

Career Ladder Cost: \$809,928,987

FTE 16041.01 Benefits Adj.

Total System Cost Increase over Previous Year: **\$7,648,368 \$ 9,099,264**