

Teachers in First Year With Current Employer

ExperienceYears	BA	BA+12	BA+24	MA / BA+36	MA+12 / BA+48	MA+24 / BA+60	MA+36 / ES/DR	
0	538.3228	17.5000	6.0000	99.6700	3.0000	7.4600	8.4980	680.4508
1	67.0100	0.0000	2.0000	18.5000	1.0300	0.4000	0.5700	89.5100
2	30.6300	2.5000	3.0000	17.6600	0.9100	0.6000	2.0000	57.3000
3	28.3600	6.5000	1.0000	14.3400	4.3000	3.0000	3.0000	60.5000
4	12.9600	5.7500	8.5000	12.5500	3.0000	0.0000	3.0000	45.7600
5	9.0700	10.5700	6.0000	24.5400	4.0000	7.3480	5.0000	66.5280
6	9.7200	3.3000	7.7100	17.8900	7.4000	3.0700	0.8000	49.8900
7	12.4800	3.0000	2.0000	12.3200	4.0000	2.9300	3.0000	39.7300
8	5.0000	2.3800	2.3400	11.9400	8.0000	7.2000	2.0000	38.8600
9	4.9400	2.9300	5.0000	5.9300	6.6000	3.0000	3.0000	31.4000
10	3.5000	6.9000	4.7500	12.2900	5.0000	0.0000	4.1200	36.5600
11	3.0000	2.0000	1.5000	7.0000	4.0000	5.9400	1.8000	25.2400
12	0.0000	1.2500	0.0000	7.7500	2.0000	6.0000	4.4000	21.4000
13	0.0000	1.0000	0.0000	3.7200	4.1200	4.0000	1.0000	13.8400
14	3.0900	0.0000	0.0000	4.9700	3.5000	5.5000	1.0000	18.0600
15-99	5.7000	5.0000	7.6400	18.6800	16.9800	52.8400	33.6500	140.4900
								1,415.5188

FY14 Statewide

0	782.38	12.56	9.11	153.8	13.48	8.2	18.53	998.06
1	641.16	43.74	11.23	124.36	7.43	8.68	15.1	851.7
2	477.34	39.36	23.13	108.932	13.72	11.05	16.59	690.122
3	325.69	67.82	34.29	95.09	16.29	17.59	8.75	565.52
4	245.9	87.64	39.98	112.78	36.896	22.26	14.9	560.356
5	193.44	135.07	52.87	128.08	57.68	37.04	19.48	623.66
6	116.27	132.41	89.85	138.685	78.12	45.37	33.86	634.565
7	114.2	119.14632	90.02	120.95	86.59	71.47	39.43	641.80632
8	66.65	127.76	92.27	125.73	81.26	80.7	41.26	615.63
9	39.8	87.49	79.74	125.87	89.83	95.304	38.66	556.694
10	26.29	72.51	79.54	103.75	72.19	85.56	40.39	480.23
11	13.66	59.26	74.66	93.52	74.18	127.46	65.07	507.81
12	15.9	55.15	59.62	96.62	76.98	135.67	56.2	496.14
13	61.17	142.07	363.74	826.045	934.163	3521.304	1450.004	7298.496
	3119.85	1181.98632	1100.05	2354.212	1638.809	1507.569	1858.224	15520.78932

FY15 Projected Statewide

0	792.1068	12.7161	9.2233	155.7121	13.6476	8.3019	18.7604	1,010.4682
1	649.1311	44.2838	11.3696	125.9061	7.5224	8.7879	15.2877	862.2886
2	483.2744	39.8493	23.4176	110.2863	13.8906	11.1874	16.7963	698.7018
3	329.7391	68.6632	34.7163	96.2722	16.4925	17.8087	8.8588	572.5507
4	248.9571	88.7296	40.4770	114.1821	37.3547	22.5367	15.0852	567.3225
5	195.8449	136.7492	53.5273	129.6723	58.3971	37.5005	19.7222	631.4135
6	117.7155	134.0562	90.9670	140.4092	79.0912	45.9341	34.2810	642.4541
7	115.6198	120.6276	91.1392	122.4537	87.6665	72.3585	39.9202	649.7854
8	67.4786	129.3483	93.4171	127.2931	82.2702	81.7033	41.7730	623.2837
9	40.2948	88.5777	80.7314	127.4349	90.9468	96.4888	39.1406	563.6150
10	26.6168	73.4115	80.5289	105.0398	73.0875	86.6237	40.8921	486.2004
11	13.8298	59.9967	75.5882	94.6827	75.1022	129.0446	65.8790	514.1232
12	16.0977	55.8356	60.3612	97.8212	77.9370	137.3567	56.8987	502.3082
13	61.9305	143.8363	368.2621	836.3146	945.7768	3,565.0818	1,468.0309	7,389.2330
	3,158.6369	1,196.6811	1,113.7261	2,383.4802	1,659.1831	4,320.7147	1,881.3260	15,713.7482

FY15 Minimum Salary: \$31,750

	BA	BA + 12	BA + 24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 PhD
0	\$23,354	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127
1	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219
2	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352
3	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528
4	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748
5	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013
6	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326
7	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688
8	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102
9	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568
10	\$32,528	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089
11	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$42,089	\$43,668
12	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$45,305
13+	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$47,004

The Career Ladder as recommended by the 2013 Task Force for Improving Education called for a 5-6 year implementation. In addition, further funding was proposed for tiers two and three that teachers could earn for fulfillment of leadership responsibilities, including such things as curriculum development work, chairing collaboration teams, mentoring, and other responsibilities that the districts may determine.

The 2014 legislature appropriated the \$15.8 million for the these "leadership premiums." That ongoing amount is not reflected in the implementation plan presented on the following pages.

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

Total FTE: 15,713.7482

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

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

The present salary cohorts, shown on Page 2, 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
Master Teacher	\$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	445.13	708.53	919.87	1374.19	215.42	1250.65	173.56	3846.90	58.19	1498.74
Master Teacher	0	0	0	0	0					

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	\$15,022,242	\$24,807,844	\$33,415,086	\$51,790,293	\$8,423,288	\$50,736,430	\$7,304,958	\$167,986,513	\$2,636,460	\$70,446,771
Master Teacher										
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

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
Master Teacher										

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	425.86	677.85	880.04	1,314.68	206.09	1,196.50	166.04	3,680.33	55.67	1,433.84
Master Teacher										

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	\$15,500,467	\$25,494,319	\$34,022,923	\$52,522,112	\$8,466,537	\$50,796,617	\$7,251,370	\$166,109,535	\$2,616,891	\$68,542,355
Master Teacher										
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

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

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
Master Teacher										

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	569.07	407.42	648.50	841.93	1,257.76	197.17	1,144.69	158.85	3,520.97	1,425.02
Master Teacher										

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	\$0						
Professional Teacher	\$22,221,673	\$16,381,308	\$26,585,724	\$35,540,270	\$54,160,536	\$8,742,542	\$51,801,111	\$7,402,767	\$167,538,445	\$69,259,496
Master Teacher										
subtotals	\$46,253,992	\$39,937,853	\$190,394,302	\$35,540,270	\$54,160,536	\$8,742,542	\$51,801,111	\$7,402,767	\$167,538,445	\$69,259,496

Career Ladder Cost: \$671,031,314

FTE 16041.01

Total System Cost Increase over Previous Year: **\$38,036,971**

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
Master Teacher										

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	694.58	664.50	635.73							
Professional Teacher	4,315.24	544.43	389.78	620.42	805.48	1,203.30	188.63	1,095.12	151.98	4,731.83
Master Teacher										

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	\$179,942,008	\$23,304,585	\$16,889,109	\$27,593,381	\$36,279,261	\$55,625,021	\$8,834,584	\$52,639,585	\$7,404,599	\$233,760,136
Master Teacher										
subtotals	\$205,224,564	\$48,090,456	\$41,181,027	\$27,593,381	\$36,279,261	\$55,625,021	\$8,834,584	\$52,639,585	\$7,404,599	\$233,760,136

Career Ladder Cost: \$716,632,613
 FTE 16041.01
 Total System Cost Increase over Previous Year: **\$45,601,299**

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
Master Teacher	\$52,800									

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	755.40	664.50	635.73							
Professional Teacher	547.38	4,128.39	520.86	372.90	593.56	655.01	978.51	153.39	890.55	3,971.49
Master Teacher	1,173.35									

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	\$24,276,112	\$187,439,595	\$23,785,154	\$17,428,348	\$27,909,310	\$31,514,824	\$47,377,523	\$7,598,093	\$44,403,716	\$199,371,961
Master Teacher	\$61,952,622									
subtotals	\$115,084,852	\$213,454,793	\$49,281,395	\$17,428,348	\$27,909,310	\$31,514,824	\$47,377,523	\$7,598,093	\$44,403,716	\$199,371,961

Career Ladder Cost: \$753,424,814

FTE 16041.01

Total System Cost Increase over Previous Year: **\$36,792,201**

Career Ladder Year 5 Impact -- Full Implementation

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					
Master Teacher	\$54,000	\$55,000	\$56,000	\$57,000	\$58,000					

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	755.40	722.69	635.73							
Professional Teacher	547.38	4,473.31	855.06	1,134.78	5,447.69					
Master Teacher	346.45	1,122.54								

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	\$25,726,889	\$214,718,823	\$41,897,823	\$56,738,903	\$277,832,122					
Master Teacher	\$18,708,063	\$61,739,660								
subtotals	\$74,650,783	\$306,088,656	\$68,598,387	\$56,738,903	\$277,832,122	\$0	\$0	\$0	\$0	\$0

Career Ladder Cost: \$783,908,851

FTE 16041.01

Total System Cost Increase over Previous Year: **\$30,484,036**

Assumed annual average net retention rate: 0.9567
 percent eligible for Master in year 4 0.60
 percent of those eligible that advance to Professional 0.90
 percent of those eligible that advance to Master 0.25
 percent eligible for master after year 4 0.20

Years in transition 5