

## Career Ladder Cost Calculations

### Assumptions

1. Estimate of 800 new "Year 0" teachers hired each year to replace attrition
2. Estimate of annual attrition of 75 within each cohort of 800
3. Estimate of \$712,654,446 in FY14 cert. instructional salary-based apportionment & state-paid variable benefits under current system
4. Estimate of 15,892.8 total state-funded certificated instructional FTE in FY14
5. Professional Teachers can make up no more than 50% of a district's certificated instructional staff
6. Master Teachers can make up no more than 25% of a district's certificated instructional staff

### Career Ladder Salary Reimbursement Table

	0	1	2	3	4	5	6
Associate Teacher	\$35,000	\$35,500	\$36,000	\$36,500	\$37,000	\$37,500	\$38,000
Professional Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$42,000	\$42,500	\$43,000
Master Teacher	\$45,000	\$45,500	\$46,000	\$46,500	\$47,000	\$47,500	\$48,000

### Year 1 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$165,442,061	\$0	\$0	\$0	\$0	\$0	\$0	\$165,442,061
Professional Teacher	\$378,153,283	\$0	\$0	\$0	\$0	\$0	\$0	\$378,153,283
Master Teacher	\$212,711,222	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$212,711,222</u>
								\$756,306,566

### Year 2 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$134,018,039	\$0	\$0	\$0	\$0	\$0	\$167,329,639
Professional Teacher	\$38,070,400	\$344,333,919	\$0	\$0	\$0	\$0	\$0	\$382,404,319
Master Teacher	\$42,829,200	\$171,769,600	\$0	\$0	\$0	\$0	\$0	<u>\$214,598,800</u>
								\$764,332,758

### Year 3 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$30,619,904	\$104,854,447	\$0	\$0	\$0	\$0	\$168,785,951
Professional Teacher	\$38,070,400	\$34,932,566	\$313,221,123	\$0	\$0	\$0	\$0	\$386,224,089
Master Teacher	\$42,829,200	\$39,245,229	\$133,980,683	\$0	\$0	\$0	\$0	<u>\$216,055,112</u>
								\$771,065,152

### Year 4 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$30,619,904	\$27,838,980	\$78,085,127	\$0	\$0	\$0	\$169,855,610
Professional Teacher	\$38,070,400	\$34,932,566	\$31,705,505	\$284,948,735	\$0	\$0	\$0	\$389,657,206
Master Teacher	\$42,829,200	\$39,245,229	\$35,572,030	\$99,478,312	\$0	\$0	\$0	<u>\$217,124,771</u>
								\$776,637,588

### Year 5 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$30,619,904	\$27,838,980	\$24,968,829	\$53,843,918	\$0	\$0	\$170,583,231
Professional Teacher	\$38,070,400	\$34,932,566	\$31,705,505	\$28,389,216	\$259,650,597	\$0	\$0	\$392,748,285
Master Teacher	\$42,829,200	\$39,245,229	\$35,572,030	\$31,809,604	\$68,396,329	\$0	\$0	<u>\$217,852,391</u>
								\$781,183,907

### Year 6 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$30,619,904	\$27,838,980	\$24,968,829	\$22,009,450	\$32,264,664	\$0	\$171,013,427
Professional Teacher	\$38,070,400	\$34,932,566	\$31,705,505	\$28,389,216	\$24,983,700	\$237,460,551	\$0	\$395,541,938
Master Teacher	\$42,829,200	\$39,245,229	\$35,572,030	\$31,809,604	\$27,957,950	\$40,868,574	\$0	<u>\$218,282,587</u>
								\$784,837,952

### Year 7 Total Cost w/variable benefits

	0	1	2	3	4	5	6	Total
Associate Teacher	\$33,311,600	\$30,619,904	\$27,838,980	\$24,968,829	\$22,009,450	\$18,960,844	\$13,481,205	\$171,190,811
Professional Teacher	\$38,070,400	\$34,932,566	\$31,705,505	\$28,389,216	\$24,983,700	\$21,488,956	\$218,512,437	\$398,082,781
Master Teacher	\$42,829,200	\$39,245,229	\$35,572,030	\$31,809,604	\$27,957,950	\$24,017,069	\$17,028,890	<u>\$218,459,971</u>
								\$787,733,563

Annual cost of additional steps earned for serving in highest poverty/LEP/Special Ed schools, and hardest to staff certificate and endorsement areas. \$3,781,533

## Career Ladder Rules

1. To advance from 'Associate' to 'Professional' the individual must:
  - a. Have a Proficient rating in his/her most recent performance evaluation; and
  - b. Be able to demonstrate above average academic growth in the students he/she serves; and
  - c. Have at least three years of experience in a certificated instructional capacity.
  
2. To advance from 'Professional' to 'Master' the individual must:
  - a. Have a Distinguished rating in his/her most recent performance evaluation; and
  - b. Be able to demonstrate above average academic growth in 3 of last 4 years in the students he/she serves; and
  - c. Have at least six years of experience in a certificated instructional capacity; and
  - d. Have a content area Masters degree; or
  - e. Serve in a leadership capacity in his/her school or district.
  
3. To regress from 'Master' to 'Professional' or 'Professional' to 'Master' the individual must:
  - a. Have a Basic or Unsatisfactory rating in his/her most recent performance evaluation; and
  - b. Be unable to demonstrate above average academic growth in any of the last 3 years in the students he/she serves
  
4. Those serving in any of the following schools earn the equivalent of an additional step:
  - a. The 10% highest poverty schools serving elementary grades (K-6)
  - b. The 10% highest poverty schools serving secondary grades (7-12)
  - c. The 10% highest percentage LEP schools serving elementary grades (K-6)
  - d. The 10% highest percentage LEP schools serving secondary grades (7-12)
  - e. The 10% highest percentage Special Ed schools serving elementary grades (K-6)
  - f. The 10% highest percentage Special Ed schools serving secondary grades (7-12)
  
5. Those serving in the 10% most in demand certificate/endorsement areas earn the equivalent of an additional step.