

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	827.2608
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	172.7880
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	415.4700
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	

FY13 Statewide

0	734.9428	27.64	10	131.74	6.571	15.46	12.198	938.5518	6.07%
1	507.64	24.89	14.58	103.241	5.19	7.83	10.87	674.241	4.36%
2	410.51	42.64	15	84.58	20.59	11.6	8	592.92	3.83%
3	325.23	81.85	27	93.456	23.82	19.62	9.922	580.898	3.76%
4	258.62	113.63	52.12	135.17	46.57	23.52	18.6	648.23	4.19%
5	160.16	148.53	69.31	140.93	68.21	40.278	26.64	654.058	4.23%
6	144.12	131.64	71.78	142.71	77.49	58.19	40.61	666.54	4.31%
7	96.38	129.08	87.37	123.27	81.68	71.79	33.36	622.93	4.03%
8	59.61	102.6	82.65	132.22	91.87	95.475	32.21	596.635	3.86%
9	38.25	86.59	74	98.09	84.65	92.54	36.99	511.11	3.30%
10	21	78.87	78.12	96.47	77.73	122.26	53.19	527.64	3.41%
11	26.19	52.88	64.07	94.34	86.8402	128.33	53.88	506.5302	3.28%
12	10.68	43.31	65.72	107.48	88.477	161.41	56.639	533.716	3.45%
13	60.76	133.56	366.13	819.469	947.83675	3575.593	1507.5688	7410.91755	47.92%
	2854.0928	1197.71	1077.85	2303.166	1707.52495	1507.569	1900.6778	15464.91755	

FY15 Projected Statewide

0	741.7237	27.8950	10.0923	132.9555	6.6316	15.6026	12.3105	947.2113	2,226.0638
1	512.3237	25.1196	14.7145	104.1936	5.2379	7.9022	10.9703	680.4619	
2	414.2976	43.0334	15.1384	85.3604	20.7800	11.7070	8.0738	598.3906	
3	328.2307	82.6052	27.2491	94.3183	24.0398	19.8010	10.0135	586.2577	1,900.5612
4	261.0062	114.6784	52.6009	136.4171	46.9997	23.7370	18.7716	654.2109	
5	161.6377	149.9004	69.9495	142.2303	68.8393	40.6496	26.8858	660.0927	
6	145.4497	132.8546	72.4423	144.0267	78.2050	58.7269	40.9847	672.6898	
7	97.2693	130.2710	88.1761	124.4074	82.4336	72.4524	33.6678	628.6775	
8	60.1600	103.5466	83.4126	133.4399	92.7176	96.3559	32.5072	602.1399	11,480.9796
9	38.6029	87.3889	74.6828	98.9950	85.4310	93.3938	37.3313	515.8258	
10	21.1938	79.5977	78.8408	97.3601	78.4472	123.3880	53.6808	532.5083	
11	26.4316	53.3679	64.6611	95.2104	87.6414	129.5140	54.3771	511.2037	
12	10.7785	43.7096	66.3264	108.4717	89.2933	162.8992	57.1616	538.6403	
13	61.3206	134.7923	369.5081	827.0298	956.5820	3,608.5832	1,521.4784	7,479.2944	
	2,880.4261	1,208.7607	1,087.7948	2,324.4162	1,723.2794	4,464.7131	1,918.2144	15,607.6046	

FY14 Minimum Salary: \$31,000 1.00000

	BA	BA + 12	BA + 24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 PhD
0	\$23,123	\$23,990	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839
1	\$23,990	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920
2	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042
3	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206
4	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414
5	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667
6	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967
7	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316
8	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316	\$38,715
9	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316	\$38,715	\$40,167
10	\$32,206	\$34,667	\$35,967	\$37,316	\$38,715	\$40,167	\$41,673
11	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$41,673	\$43,236
12	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$43,236	\$44,857
13+	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$43,236	\$46,539

Career Ladder Year 1 Impact

Fiscal Impact Table	FTE		
\$31,000	4,096.1968	\$9,746,491	\$573
\$31,042	479.9780	\$1,118,104	\$183
\$32,206	596.6668	\$563,607	\$216
\$33,414	432.8350	\$301,885	\$973
\$34,667	687.6365	\$272,612	
\$35,967	884.4861	\$4,244,059	
\$37,316	1,343.5267	\$4,290,849	
\$38,715	204.3482	\$312,435	
\$40,167	1,294.2361	\$1,283,132	
\$41,673	183.1948	\$71,287	
\$43,236	3,825.8596	\$3,479,045	
\$44,857	57.1616	\$9,726	
\$46,539	1,521.4784	\$834,237	
Additional Career Ladder Compensation:		\$26,527,468	

FTE with 3+ years of experience: 13,381.5408
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019

Total Year 1 Extra Cost: **\$42,447,488**

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$33,000	\$34,000	\$35,000					
Professional Teacher	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000
Master Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	5,173	433	688					
Professional Teacher	2,432	1,294	183	0	3,826	57	0	1,521
Master Teacher	0	0	0	0	0			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$203,086,282	\$17,508,091	\$28,632,839					
Professional Teacher	\$115,751,196	\$63,129,858	\$9,153,768	\$0	\$200,271,506	\$3,060,231	\$0	\$85,074,833
Master Teacher	\$0	\$0	\$0	\$0	\$0			
	\$318,837,478	\$80,637,949	\$37,786,607	\$0	\$200,271,506	\$3,060,231	\$0	\$85,074,833

Career Ladder Cost: \$725,668,604
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$741,588,623

Career Ladder Year 2 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$34,250	\$35,250	\$36,250					
Professional Teacher	\$41,250	\$42,250	\$43,250	\$44,250	\$45,250	\$45,250	\$46,000	\$47,000
Master Teacher	\$48,250	\$49,250	\$50,250	\$51,250	\$52,250			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	680	4,947	414					
Professional Teacher	493	1,745	928	131	0	2,744	41	1,091
Master Teacher	2,391	0	0	0	0			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$27,726,482	\$207,475,359	\$17,852,895					
Professional Teacher	\$24,205,961	\$87,698,916	\$47,768,223	\$6,917,766	\$0	\$147,736,256	\$2,243,890	\$61,024,344
Master Teacher	\$137,277,468	\$0	\$0	\$0	\$0			
	\$189,209,911	\$295,174,275	\$65,621,117	\$6,917,766	\$0	\$147,736,256	\$2,243,890	\$61,024,344

Career Ladder Cost: \$767,927,559
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$783,847,579
 Total System Cost Increase over Previous Year: \$42,258,956

Career Ladder Year 3 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$36,000	\$37,000	\$38,000					
Professional Teacher	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000	\$47,000	\$47,000	\$47,000
Master Teacher	\$50,000	\$51,000	\$52,000	\$53,000	\$54,000			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	680	651	4,732					
Professional Teacher	297	472	1,669	888	126	0	2,625	1,083
Master Teacher	99	2,287	0	0	0			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$29,143,163	\$28,646,836	\$213,910,328					
Professional Teacher	\$15,190,466	\$24,694,021	\$89,334,822	\$48,590,521	\$7,027,344	\$0	\$146,759,802	\$60,556,558
Master Teacher	\$5,887,778	\$138,775,523	\$0	\$0	\$0			
	\$50,221,407	\$192,116,380	\$303,245,150	\$48,590,521	\$7,027,344	\$0	\$146,759,802	\$60,556,558

Career Ladder Cost: \$808,517,162
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$824,437,181
 Total System Cost Increase over Previous Year: \$40,589,603

Career Ladder Year 4 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$36,250	\$37,250	\$38,250					
Professional Teacher	\$43,250	\$44,250	\$45,250	\$46,250	\$47,250	\$47,250	\$47,250	\$47,250
Master Teacher	\$50,250	\$51,250	\$52,250	\$53,250	\$54,250			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	680	651	622					
Professional Teacher	3,394	284	451	1,596	849	120	0	3,546
Master Teacher	1,131	95	2,187	0	0			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$29,345,546	\$28,840,396	\$28,323,514					
Professional Teacher	\$174,637,009	\$14,950,533	\$24,288,376	\$87,813,392	\$47,734,930	\$6,756,720	\$0	\$199,332,578
Master Teacher	\$67,633,986	\$5,771,863	\$135,978,343	\$0	\$0			
	\$271,616,542	\$49,562,792	\$188,590,233	\$87,813,392	\$47,734,930	\$6,756,720	\$0	\$199,332,578

Career Ladder Cost: \$851,407,187
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$867,327,206
 Total System Cost Increase over Previous Year: \$42,890,025

Career Ladder Year 5 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$38,000	\$39,000	\$40,000					
Professional Teacher	\$45,000	\$46,000	\$47,000	\$48,000	\$49,000	\$49,000	\$49,000	\$49,000
Master Teacher	\$52,000	\$53,000	\$54,000	\$55,000	\$56,000			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	680	651	622					
Professional Teacher	446	3,246	272	432	1,526	812	115	3,391
Master Teacher	149	1,082	91	2,092	0			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$30,762,228	\$30,195,314	\$29,619,361					
Professional Teacher	\$23,901,779	\$177,643,270	\$15,187,350	\$24,641,202	\$88,978,658	\$47,344,694	\$6,701,483	\$197,703,020
Master Teacher	\$9,206,611	\$68,225,314	\$5,816,432	\$136,894,781	\$0			
	\$63,870,618	\$276,063,897	\$50,623,144	\$161,535,983	\$88,978,658	\$47,344,694	\$6,701,483	\$197,703,020

Career Ladder Cost: \$892,821,497
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$908,741,516
 Total System Cost Increase over Previous Year: \$41,414,310

Career Ladder Year 6 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$40,000	\$41,000	\$42,000					
Professional Teacher	\$47,000	\$48,000	\$49,000	\$50,000	\$51,000	\$51,000	\$51,000	\$51,000
Master Teacher	\$54,000	\$55,000	\$56,000	\$57,000	\$58,000			

FTE Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	680	651	622					
Professional Teacher	446	427	3,105	260	413	1,460	777	3,353
Master Teacher	149	142	1,035	87	2,001			

Salary Reimbursement Table

Career Ladder Rung	Step 1	Step 2	Step 3	Step 4	Step 5	Ghost Step	Ghost Step	Ghost Step
Standard Teacher	\$32,381,293	\$31,743,792	\$31,100,329					
Professional Teacher	\$24,964,080	\$24,383,706	\$180,978,823	\$15,452,363	\$25,039,841	\$88,572,867	\$47,128,776	\$203,472,307
Master Teacher	\$9,560,712	\$9,313,221	\$68,944,314	\$5,871,898	\$138,067,973			
	\$66,906,085	\$65,440,718	\$281,023,466	\$21,324,261	\$163,107,814	\$88,572,867	\$47,128,776	\$203,472,307

Career Ladder Cost: \$936,976,294
 Leadership Award Pool at \$1,000 per FTE: \$15,920,019
 Total System Cost: \$952,896,313
 Total System Cost Increase over Previous Year: \$44,154,797

 Average Cost per year over 6 years: \$42,292,530

Assumptions

1. All teachers will be moved to Career Ladder in Year 1
2. In Year 1, each teacher will be placed on a Rung and Step next above the level of salary reimbursement their district would receive under the current (FY14) grid
3. After Year 1, those on Career Ladder will progress one step per year
4. For a Career Ladder teacher to move from Rung 1 to Rung 2, the teacher must have spent at least one year on Rung 1, Step 3, and hold professional licensure
5. For a Career Ladder teacher to move from Rung 2 to Rung 3, the teacher must have at least 5 years experience and hold master licensure
6. Beginning in Year 2, all new hires with at least 1 year experience will be placed on at least Rung 1, Step 2
7. Beginning in Year 3, all new hires with at least 2 years experience will be placed on at least Rung 1, Step 3
8. Beginning in Year 4, all new hires with at least 3 years experience will be placed on at least Rung 2, Step 1, provided they have attained professional licensure
9. Beginning in Year 5, all new hires with at least 4 years experience will be placed on at least Rung 2, Step 2, provided they have attained professional licensure (etc.)
10. Assumed annual average net retention rate: 95.64% (does not count replacing a lost experienced teacher with a new experienced teacher as attrition)
11. Value of Step increments: \$1,000
12. Value of Rung increments: \$7,000
13. % of teachers with 5+ years of experience qualifying for master licensure 25%
14. If a teacher moves backwards in terms of their licensure status, then they are moved back to the terminal step in the previous rung