

Teachers in First Year With Current Employer

Experience Years	BA	BA+12	BA+24	MA / BA+36	MA+12 / BA+12	MA+24 / BA+24	MA+36 / BA+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
	5,7000	5,0000	7,6400	18,6800	16,9800	52,8400	33,6500	140,4900
								1,415,5188

15-99

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	6.07%
1	512.3237	25.1196	14.7145	104.1936	5.2379	7.9022	10.9703	680.4619	4.36%
2	414.2976	43.0334	15.1384	85.3604	20.7800	11.7070	8.0738	598.3906	3.83%
3	328.2307	82.6052	27.2491	94.3183	24.0398	19.8010	10.0135	586.2577	3.76%
4	261.0062	114.6784	52.6009	136.4171	46.9997	23.7370	18.7716	654.2109	4.19%
5	161.6377	149.9004	69.9495	142.2303	68.8393	40.6496	26.8858	660.0927	4.23%
6	145.4497	132.8546	72.4423	144.0267	78.2050	58.7269	40.9847	672.6898	4.31%
7	97.2693	130.2710	88.1761	124.4074	82.4336	72.4524	33.6678	628.6775	4.03%
8	60.1600	103.5466	83.4126	133.4399	92.7176	96.3559	32.5072	602.1399	3.86%
9	38.6029	87.3889	74.6828	98.9950	85.4310	93.3938	37.3313	515.8258	3.30%
10	21.1938	79.5977	78.8408	97.3601	78.4472	123.3880	53.6808	532.5083	3.41%
11	26.4316	53.3679	64.6611	95.2104	87.6414	129.5140	54.3771	511.2037	3.28%
12	10.7785	43.7096	66.3264	108.4717	89.2933	162.8992	57.1616	538.6403	3.45%
13	61.3206	134.7923	369.5081	827.0298	956.5820	3,608.5832	1,521.4784	7,479.2944	47.92%
	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	MA + 12	MA + 24	MA + 36	MA + 36	PhD
0	\$23,123	\$23,990	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839	\$28,839	\$28,839
1	\$23,990	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920	\$28,839	\$29,920
2	\$24,890	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042	\$29,920	\$31,042
3	\$25,823	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206	\$31,042	\$32,206
4	\$26,791	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414	\$32,206	\$33,414
5	\$27,796	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667	\$33,414	\$34,667
6	\$28,839	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967	\$34,667	\$35,967
7	\$29,920	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316	\$35,967	\$37,316
8	\$31,042	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316	\$38,715	\$37,316	\$38,715
9	\$32,206	\$33,414	\$34,667	\$35,967	\$37,316	\$38,715	\$40,167	\$38,715	\$40,167
10	\$32,206	\$34,667	\$35,967	\$37,316	\$38,715	\$40,167	\$41,673	\$40,167	\$41,673
11	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$41,673	\$43,236	\$41,673	\$43,236
12	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$41,673	\$44,857	\$43,236	\$44,857
13+	\$32,206	\$34,667	\$35,967	\$37,316	\$40,167	\$41,673	\$46,539	\$43,236	\$46,539

Assumptions

1. Each year up to 20% of the district's certificated instructional FTE allowance may enter the Career Ladder
2. All new hires are automatically placed on Career Ladder
3. Priority for those opting in to Career Ladder after new hires are as follows:
  - 1.) Those whose placement on the state grid is less than the lowest Career Ladder salary
  - 2.) Those eligible to be placed at no higher than the Professional Teacher rung
  - 3.) Everyone else
4. Teachers become eligible to move to next rung after spending a year at Step 4
5. # of teachers with exactly 13 years of experience: 500
6. # of teachers who may enter 40/50/60 career ladder each year: 3,187
7. # of new hires: 1,416
8. # of new hires w/0-4 Years of Experience: 934
9. # of new hires w/5-9 Years of Experience: 226
10. # of new hires w/10+ Years of Experience: 256
11. Assumed annual opt-in rate for eligible tenured teachers, by year: 50%
12. Assumed eligibility for placement on eligible rung: 50%
13. Assumed annual retention rates for Standard/Prof/Master Teachers: 85%
14. Value of Step increments: \$500
15. Value of Step increments: 90%
16. Value of Step increments: 90%
17. Value of Step increments: 90%

# Career Ladder Year 1 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$0	\$0	\$0	\$0
Professional Teacher	\$50,000	\$0	\$0	\$0	\$0
Master Teacher	\$60,000	\$0	\$0	\$0	\$0

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	2,946	0	0	0	0	2,946
Professional Teacher	113	0	0	0	0	113
Master Teacher	128	0	0	0	0	3,060
<b>TOTAL:</b>	<b>3,187</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,187</b>

Years 0-4: 3,466.53  
 Years 5-9: 3,079.43  
 Years 10+: 9,061.65

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$31,547,571	\$0	\$0	\$0	\$0	\$31,547,571
Professional Teacher	\$2,247,500	\$0	\$0	\$0	\$0	\$2,247,500
Master Teacher	\$2,788,043	\$0	\$0	\$0	\$0	\$33,795,071
<b>TOTAL:</b>	<b>\$36,583,114</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$36,583,114</b>

# Career Ladder Year 2 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$0	\$0	\$0
Professional Teacher	\$50,000	\$50,500	\$0	\$0	\$0
Master Teacher	\$60,000	\$60,500	\$0	\$0	\$0

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	1,622	2,504	0	0	0	4,127
Professional Teacher	1,437	102	0	0	0	1,539
Master Teacher	128	115	0	0	0	5,666
<b>TOTAL:</b>	<b>3,187</b>	<b>2,721</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,909</b>

Years 0-5: 4,126.63  
 Years 6-10: 2,951.84  
 Years 11+: 8,529.14

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$17,369,577	\$28,305,182	\$0	\$0	\$0	\$0
Professional Teacher	\$26,426,367	\$1,933,788	\$0	\$0	\$0	\$0
Master Teacher	\$2,751,597	\$2,544,854	\$0	\$0	\$0	\$0
<b>TOTAL:</b>	<b>\$46,547,540</b>	<b>\$32,783,824</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$79,331,365</b>

\$42,748,251 Increase over Previous Year

# Career Ladder Year 3 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$0	\$0
Professional Teacher	\$50,000	\$50,500	\$51,000	\$0	\$0
Master Teacher	\$60,000	\$60,500	\$61,000	\$0	\$0

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	1,292	1,379	2,129	0	0	4,799
Professional Teacher	1,405	1,294	92	0	0	2,790
Master Teacher	491	115	104	0	0	7,590
<b>TOTAL:</b>	<b>3,187</b>	<b>2,788</b>	<b>2,324</b>	<b>0</b>	<b>0</b>	<b>8,299</b>

Years 0-6: 4,799.31  
 Years 7-11: 2,790.36  
 Years 12+: 8,017.93

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$13,830,444	\$15,584,370	\$25,325,689	\$0	\$0	\$0
Professional Teacher	\$23,562,533	\$22,463,274	\$1,646,811	\$0	\$0	\$0
Master Teacher	\$10,449,448	\$2,518,026	\$2,327,798	\$0	\$0	\$0
<b>TOTAL:</b>	<b>\$47,842,425</b>	<b>\$40,565,670</b>	<b>\$29,300,299</b>	<b>\$0</b>	<b>\$0</b>	<b>\$117,708,394</b>

\$38,377,029 Increase over Previous Year

# Career Ladder Year 4 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$0
Professional Teacher	\$50,000	\$50,500	\$51,000	\$51,500	\$0
Master Teacher	\$60,000	\$60,500	\$61,000	\$61,500	\$0

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	1,349	1,098	1,172	1,809	0	5,428
Professional Teacher	188	1,265	1,164	83	0	2,699
Master Teacher	1,651	442	104	93	0	8,127
TOTAL:	3,187	2,804	2,440	1,985	0	10,416

Years 0-7: 5,427.99  
 Years 8-12: 2,700.32  
 Years 13+: 7,479.29

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$14,439,594	\$12,408,981	\$13,943,910	\$22,603,177	\$0	\$0
Professional Teacher	\$2,821,373	\$19,759,923	\$18,885,302	\$1,387,739	\$0	\$0
Master Teacher	\$34,853,391	\$9,583,848	\$2,308,266	\$2,132,857	\$0	\$0
TOTAL:	\$52,114,358	\$41,752,753	\$35,137,478	\$26,123,774	\$0	\$155,128,363

\$37,419,969 Increase over Previous Year

# Career Ladder Year 5 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$42,000
Professional Teacher	\$50,000	\$50,500	\$51,000	\$51,500	\$52,000
Master Teacher	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	1,416	1,146	933	996	1,538	6,030
Professional Teacher	169	169	1,138	1,048	74	2,598
Master Teacher	1,602	1,486	397	93	84	8,628
<b>TOTAL:</b>	<b>3,187</b>	<b>2,801</b>	<b>2,469</b>	<b>2,137</b>	<b>1,696</b>	<b>12,291</b>

Years 0-8: 6,030.13  
 Years 8-13: 2,598.18  
 Years 14+: 6,979.29

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$15,165,163	\$12,955,524	\$11,102,773	\$12,444,940	\$20,127,591	
Professional Teacher	\$2,324,476	\$2,423,170	\$17,001,993	\$16,276,849	\$1,197,935	
Master Teacher	\$33,816,404	\$32,251,985	\$8,861,863	\$2,132,857	\$1,969,447	
	\$51,306,043	\$47,630,680	\$36,966,628	\$30,854,646	\$23,294,974	\$190,052,971

\$34,924,609 Increase over Previous Year



# Career Ladder Year 6 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$42,000
Professional Teacher	\$50,000	\$50,500	\$51,000	\$51,500	\$52,000
Master Teacher	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	1,855	1,204	974	793	1,500	6,327
Professional Teacher	767	152	152	1,024	976	3,072
Master Teacher	566	1,442	1,337	358	122	9,399
<b>TOTAL:</b>	<b>3,187</b>	<b>2,798</b>	<b>2,464</b>	<b>2,175</b>	<b>2,599</b>	<b>13,223</b>

Years 0-8+: 6,326.73  
 Years 9-13+: 2,526.58  
 Years 14+: 6,754.29

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$19,859,661	\$13,606,522	\$11,591,785	\$9,909,225	\$19,636,149	
Professional Teacher	\$10,543,874	\$2,182,538	\$2,271,292	\$15,911,086	\$15,749,204	
Master Teacher	\$11,942,007	\$31,292,397	\$29,822,327	\$8,188,435	\$2,855,699	
	\$42,345,542	\$47,081,456	\$43,685,404	\$34,008,746	\$38,241,052	\$205,362,201

\$15,309,230 Increase over Previous Year

# Career Ladder Year 7 Impact

Salary Reimbursement Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4
Standard Teacher	\$40,000	\$40,500	\$41,000	\$41,500	\$42,000
Professional Teacher	\$50,000	\$50,500	\$51,000	\$51,500	\$52,000
Master Teacher	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000

FTE Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	2,009	1,577	1,023	828	1,312	6,749
Professional Teacher	751	690	137	137	1,361	3,076
Master Teacher	427	509	1,298	1,204	377	9,825
<b>TOTAL:</b>	<b>3,187</b>	<b>2,776</b>	<b>2,458</b>	<b>2,169</b>	<b>3,050</b>	<b>13,640</b>

Years 0-8+: 6,749.39  
 Years 10-13+: 2,381.92  
 Years 14+: 0.00

Fiscal Impact Table

Career Ladder Rung	Step 0	Step 1	Step 2	Step 3	Step 4	TOTAL
Standard Teacher	\$21,514,848	\$17,818,529	\$12,174,256	\$10,345,668	\$17,169,292	
Professional Teacher	\$10,324,435	\$9,900,038	\$2,045,742	\$2,125,558	\$21,955,483	
Master Teacher	\$9,015,719	\$11,050,673	\$28,935,028	\$27,556,080	\$8,846,139	
	\$40,855,002	\$38,769,240	\$43,155,026	\$40,027,307	\$47,970,914	\$210,777,489

\$5,415,288 Increase over Previous Year