

## Salary Grid Comparison - District Level Models #3, #4, #5, & #6

<b>State Summary</b>								<----- <b>(Select District here)</b>	
<b>Prelim SY 2016-17 S275 CIS FTE</b>		<b>68,298.1</b>		<b>EHB 2242 SY 2019-20 Salary (w/ Regionalization)</b>		<b>68,985</b>			
<b>Forecasted SY 2019-20 Final Salary</b>		<b>4,791,291,407</b>		<b>EHB 2242 Salary with S275 Units</b>		<b>4,964,880,305</b>			
		(E)				(F)			
<b>00000 - State Summary</b>									
			(G)	(H)	(H + G) - E	(H + G) - F			
Model Number	New Staff Mix	New Salary	District New Total w/o Regionalization	District New Total with Regionalization	Estimated Individual Hold Harmless	HH + Model Compared to S275	HH + Model compared to EHB 2242		
A) Model #3	1.55404	62,158	4,245,306,700	4,661,852,788	167,229,257	(17,945,314)	135,798,260		
B) Model #4	1.60157	64,066	4,375,582,501	4,804,651,712	126,704,558	(140,064,863)	33,524,035		
C) Model #5	1.60127	64,052	4,374,651,448	4,802,542,401	166,105,288	(478,688,610)	(3,767,384)		
D) Model #6	N/A	70,160	4,791,821,327	5,261,897,123	38,503,804	(509,109,520)	(335,520,622)		

**Notes and Assumptions:**

Preliminary SY 2016-17 is from all certificated instructional staff in Report 34B in the S275.

Forecasted SY 2019-20 Final Salary is estimated by using the Final Salary in the Preliminary S275 (report 34B), inflated by I.P.D. to School Year 2019-20.

Hold Harmless is calculated at an INDIVIDUAL level using Preliminary S275. It is the difference of current salary, inflated by IPD to SY 2019-20, versus the new salary in each model version. Hold Harmless also includes regionalization.

<b>MODEL VERSION #3; Average Salary \$62,158</b>												
		Residency/ Initial Certification Level			Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree			
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor		
1st	0	\$40,000 1.0000	18.0%	\$47,200 1.1800	30.0%	\$52,000 1.3000	8.0%	\$56,160 1.4040	22.0%	\$63,440 1.5860	8.0%	\$68,515 1.7129
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6											
8th	7											
9th	8											
10th+	9 or more	\$44,000 1.1000			30.0%	\$67,600 1.6900	8.0%	\$73,008 1.8252	22.0%	\$82,472 2.0618	9.1%	\$90,000 2.2500

<b>MODEL VERSION #4; Average Salary \$64,066</b>												
		Residency/ Initial Certification Level			Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree			
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor		
1st	0	\$40,000 1.0000	22.0%	\$48,800 1.2200	30.0%	\$52,000 1.3000	11.0%	\$57,720 1.4430	25.0%	\$65,000 1.6250	6.5%	\$69,225 1.7306
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6											
8th	7											
9th	8											
10th+	9 or more	\$44,000 1.1000			30.0%	\$67,600 1.6900	14.0%	\$77,064 1.9266	25.0%	\$84,500 2.1125	6.5%	\$90,000 2.2500

<b>STAFFING GRID - Preliminary S275 Staff (FTE) School Year 2016-17</b>												
		Residency/ Initial Certification Level			Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree		Bachelor's Degree	Advanced Degree			
		FTE	FTE		FTE	FTE		FTE	FTE			
1st	0	6,821.2	12,892.6		2,585.9	3,045.7		121.8		532.3		
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6											
8th	7											
9th	8											
10th+	9 or more	2,717.6			6,915.8	23,437.0		684.9		4,623.0		

**MODEL VERSION #5; Average Salary \$64,052**

Years of Service									MA+90 OR
	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>Ph.D.</u>
0	1.00000	1.02701	1.05499	1.08304	1.17303	1.23099	1.19891	1.28891	1.34693
1	1.01346	1.04084	1.06918	1.09846	1.18939	1.24704	1.21224	1.30317	1.36079
2	1.02628	1.05393	1.08257	1.11411	1.20478	1.26303	1.22566	1.31632	1.37458
3	1.03950	1.06741	1.09636	1.12890	1.21940	1.27905	1.23838	1.32881	1.38850
4	1.05246	1.08160	1.11072	1.14439	1.23542	1.29551	1.25171	1.34274	1.40286
5	1.06585	1.09513	1.12454	1.16008	1.25077	1.31206	1.26526	1.35599	1.41728
6	<b>1.10000</b>	1.10825	1.13866	1.17597	1.26623	1.32785	1.27915	1.36942	1.43100
7	<b>1.12602</b>	1.13286	1.16367	1.20301	1.29461	1.35793	1.30517	1.39673	1.46008
8	<b>1.16695</b>	1.16984	1.20138	1.24398	1.33681	1.40246	1.34610	1.43896	1.50458
9		1.20814	1.24125	1.28538	1.38038	1.44826	1.38747	1.48253	1.55041
10			1.28158	1.32891	1.42517	1.49532	1.43104	1.52733	1.59744
11				1.37371	1.47207	1.54362	1.47584	1.57423	1.64574
12				1.41708	1.52023	1.59391	1.52240	1.62236	1.69607
13					1.56956	1.64544	1.57060	1.67169	1.74756
14					1.61913	1.69890	1.62022	1.72451	1.80105
15					1.66126	1.74310	1.66233	1.76934	1.84788
16.000					1.69447	1.77794	1.69557	1.80472	1.88482
17.000							<b>1.72857</b>	<b>1.83972</b>	<b>1.92182</b>
18.000							<b>1.76157</b>	<b>1.87472</b>	<b>1.95882</b>
19.000							<b>1.79457</b>	<b>1.90972</b>	<b>1.99582</b>
20.000							<b>1.82757</b>	<b>1.94472</b>	<b>2.03282</b>
21.000							<b>1.86057</b>	<b>1.97972</b>	<b>2.06982</b>
22.000							<b>1.89357</b>	<b>2.01472</b>	<b>2.10682</b>
23.000							<b>1.92657</b>	<b>2.04972</b>	<b>2.14382</b>
24.000							<b>1.95957</b>	<b>2.08472</b>	<b>2.18082</b>
25.000							<b>1.99257</b>	<b>2.11972</b>	<b>2.25000</b>

*For credits earned after the BA degree but before the MA degree:*

*Any credits in excess of 45 may be counted after the MA degree.*

**MODEL VERSION #6; Average Salary \$70,160**

Years of Service									MA+90 OR
	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>Ph.D.</u>
0	40,000	41,526	43,107	44,692	49,778	53,053	51,240	56,326	59,605
1	40,761	42,308	43,909	45,564	50,702	53,960	51,993	57,132	60,388
2	41,485	43,048	44,666	46,448	51,572	54,863	52,752	57,875	61,167
3	42,232	43,809	45,445	47,284	52,398	55,769	53,471	58,581	61,954
4	42,964	44,611	46,257	48,159	53,303	56,699	54,224	59,368	62,765
5	44,000	45,376	47,038	49,046	54,171	57,634	54,989	60,117	63,580
6	<b>44,778</b>	46,117	47,835	49,944	55,044	58,526	55,774	60,875	64,355
7	<b>46,144</b>	47,508	49,249	51,472	56,648	60,226	57,245	62,419	65,999
8	<b>48,144</b>	49,597	51,380	53,787	59,033	62,742	59,558	64,805	68,513
9		51,762	53,633	56,126	61,495	65,331	61,895	67,267	71,103
10			55,912	58,586	64,026	67,990	64,357	69,799	73,761
11				61,118	66,676	70,719	66,889	72,449	76,490
12				63,569	69,398	73,561	69,520	75,169	79,334
13					72,185	76,473	72,244	77,956	82,244
14					74,986	79,494	75,048	80,941	85,266
15					77,367	81,992	77,427	83,474	87,913
16 or more					79,244	83,960	79,306	85,474	90,000

*For credits earned after the BA degree but before the MA degree:*

*Any credits in excess of 45 may be counted after the MA degree.*