

Teacher Pay Final Plan

\$4.5K Base Salary Raise + Immediate Step Raises + 5-Year Bonus Raises

The **Final Plan** features key aspects of both the original House plan (a pay raise for teacher assistants and an immediate phase-in of raises for the 2022-2023 school year) and the original Senate plan (immediate yearly step raises beginning in a teacher's second year and an increased step raise of at least \$1,200 every five years). **The Final Plan increases the base salary by \$4,500 and provides raises of at least \$5,000 to 51% of teachers and at least \$4,000 to 96% of teachers.** If signed into law by the Governor, it would go into effect for the 2022-2023 school year.



Average raise:
\$5,151



Average starting salary **surpasses** regional average



Immediate **\$400-\$600** yearly step raises



\$1,200-\$1,350 step raises every 5 years



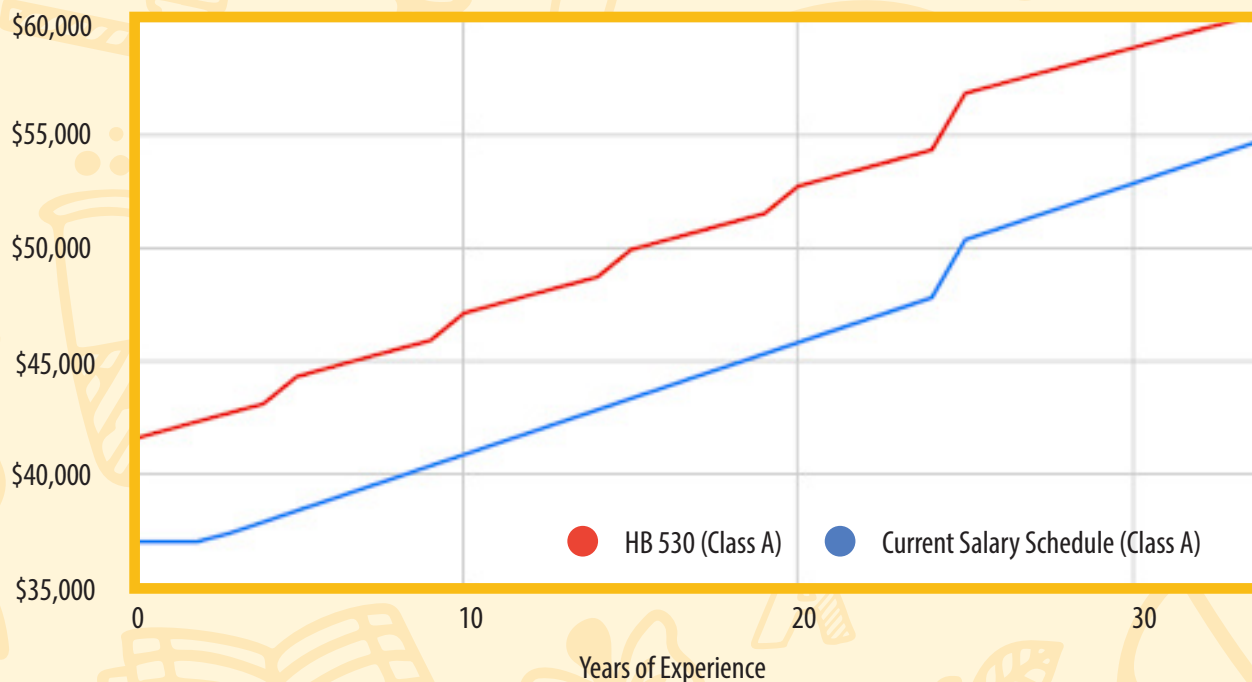
Teachers would receive **full raise** for the **2022-2023** school year

By the Numbers

	Original Senate Proposal	Original House Proposal	Final Plan
Average Raise	\$4,785	\$4,506	\$5,151
Average Starting Salary	\$40,262	\$43,125	\$41,650
Minimum Step Raise	\$500	\$135	\$400
Number of \$4k+ Raises	9,758	9,638	34,264
Number of \$5k+ Raises	4,787	5,105	18,318
Estimated Annual Cost*	\$228,574,913	\$216,055,790	\$245,972,782

* Includes \$2,000 raise for teacher assistants

Final Plan vs. Current Salary Schedule: Bachelor's-Level License



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Detailed Salary Schedule

HB 530 Salary Schedule								
Years of Experience	Class A		Class AA		Class AAA		Class AAAA	
	\$4.5K Base Salary Raise + \$400 Step Raises (\$1.2K Every 5 Years)		\$3.7K Base Salary Raise + \$525 Step Raises (\$1.25K Every 5 Years)		\$3.6K Base Salary Raise + \$550 Step Raises (\$1.3K Every 5 Years)		\$3.9K Base Salary Raise + \$600 Step Raises (\$1.35K Every 5 Years)	
	Current Salary Schedule	Proposed Salary Schedule	Current Salary Schedule	Proposed Salary Schedule	Current Salary Schedule	Proposed Salary Schedule	Current Salary Schedule	Proposed Salary Schedule
0	\$37,000	\$41,500	\$39,280	\$43,000	\$40,444	\$44,000	\$41,608	\$45,500
1	\$37,000	\$41,900	\$39,280	\$43,525	\$40,444	\$44,550	\$41,608	\$46,100
2	\$37,000	\$42,300	\$39,280	\$44,050	\$40,444	\$45,100	\$41,608	\$46,700
3	\$37,385	\$42,700	\$39,940	\$44,575	\$41,171	\$45,650	\$42,402	\$47,300
4	\$37,880	\$43,100	\$40,600	\$45,100	\$41,898	\$46,200	\$43,196	\$47,900
5	\$38,375	\$44,300	\$41,260	\$46,350	\$42,625	\$47,500	\$43,990	\$49,250
6	\$38,870	\$44,700	\$41,920	\$46,875	\$43,352	\$48,050	\$44,784	\$49,850
7	\$39,365	\$45,100	\$42,580	\$47,400	\$44,079	\$48,600	\$45,578	\$50,450
8	\$39,860	\$45,500	\$43,240	\$47,925	\$44,806	\$49,150	\$46,372	\$51,050
9	\$40,355	\$45,900	\$43,900	\$48,450	\$45,533	\$49,700	\$47,166	\$51,650
10	\$40,850	\$47,100	\$44,560	\$49,700	\$46,260	\$51,000	\$47,960	\$53,000
11	\$41,345	\$47,500	\$45,220	\$50,225	\$46,987	\$51,550	\$48,754	\$53,600
12	\$41,840	\$47,900	\$45,880	\$50,750	\$47,714	\$52,100	\$49,548	\$54,200
13	\$42,335	\$48,300	\$46,540	\$51,275	\$48,441	\$52,650	\$50,342	\$54,800
14	\$42,830	\$48,700	\$47,200	\$51,800	\$49,168	\$53,200	\$51,136	\$55,400
15	\$43,325	\$49,900	\$47,860	\$53,050	\$49,895	\$54,500	\$51,930	\$56,750
16	\$43,820	\$50,300	\$48,520	\$53,575	\$50,622	\$55,050	\$52,724	\$57,350
17	\$44,315	\$50,700	\$49,180	\$54,100	\$51,349	\$55,600	\$53,518	\$57,950
18	\$44,810	\$51,100	\$49,840	\$54,625	\$52,076	\$56,150	\$54,312	\$58,550
19	\$45,305	\$51,500	\$50,500	\$55,150	\$52,803	\$56,700	\$55,106	\$59,150
20	\$45,800	\$52,700	\$51,160	\$56,400	\$53,530	\$58,000	\$55,900	\$60,500
21	\$46,295	\$53,100	\$51,820	\$56,925	\$54,257	\$58,550	\$56,694	\$61,100
22	\$46,790	\$53,500	\$52,480	\$57,450	\$54,984	\$59,100	\$57,488	\$61,700
23	\$47,285	\$53,900	\$53,140	\$57,975	\$55,711	\$59,650	\$58,282	\$62,300
24	\$47,780	\$54,300	\$53,800	\$58,500	\$56,438	\$60,200	\$59,076	\$62,900
25	\$50,335	\$56,800	\$56,520	\$61,000	\$59,225	\$62,700	\$61,930	\$65,400
26	\$50,830	\$57,200	\$57,180	\$61,525	\$59,952	\$63,250	\$62,724	\$66,000
27	\$51,325	\$57,600	\$57,840	\$62,050	\$60,679	\$63,800	\$63,518	\$66,600
28	\$51,820	\$58,000	\$58,500	\$62,575	\$61,406	\$64,350	\$64,312	\$67,200
29	\$52,315	\$58,400	\$59,160	\$63,100	\$62,133	\$64,900	\$65,106	\$67,800
30	\$52,810	\$58,800	\$59,820	\$63,625	\$62,860	\$65,450	\$65,900	\$68,400
31	\$53,305	\$59,200	\$60,480	\$64,150	\$63,587	\$66,000	\$66,694	\$69,000
32	\$53,800	\$59,600	\$61,140	\$64,675	\$64,314	\$66,550	\$67,488	\$69,600
33	\$54,295	\$60,000	\$61,800	\$65,200	\$65,041	\$67,100	\$68,282	\$70,200
34	\$54,790	\$60,400	\$62,460	\$65,725	\$65,768	\$67,650	\$69,076	\$70,800
35+	\$55,285	\$60,800	\$63,120	\$66,250	\$66,495	\$68,200	\$69,870	\$71,400

