

Teacher Pay Compromise Proposal #2

\$4k Base Salary Raise + Immediate Step Raises + 5-Year Bonus Raises

This proposal offers a similar salary schedule to the Senate plan but allows teachers with 5-19 years of experience to earn more than under either the Senate or House plan. It features a higher starting salary than the Senate plan and more generous step raises than the House plan. **This proposal costs about \$2.5 million less than the Senate plan; offers more raises of at least \$5,000 and \$6,000 than either plan; and would go into effect immediately for the 2022-2023 school year.**



**Average Raise:
\$4,730**



Average Starting Salary **Surpasses National Average**



Immediate **\$500 Yearly Step Raises**

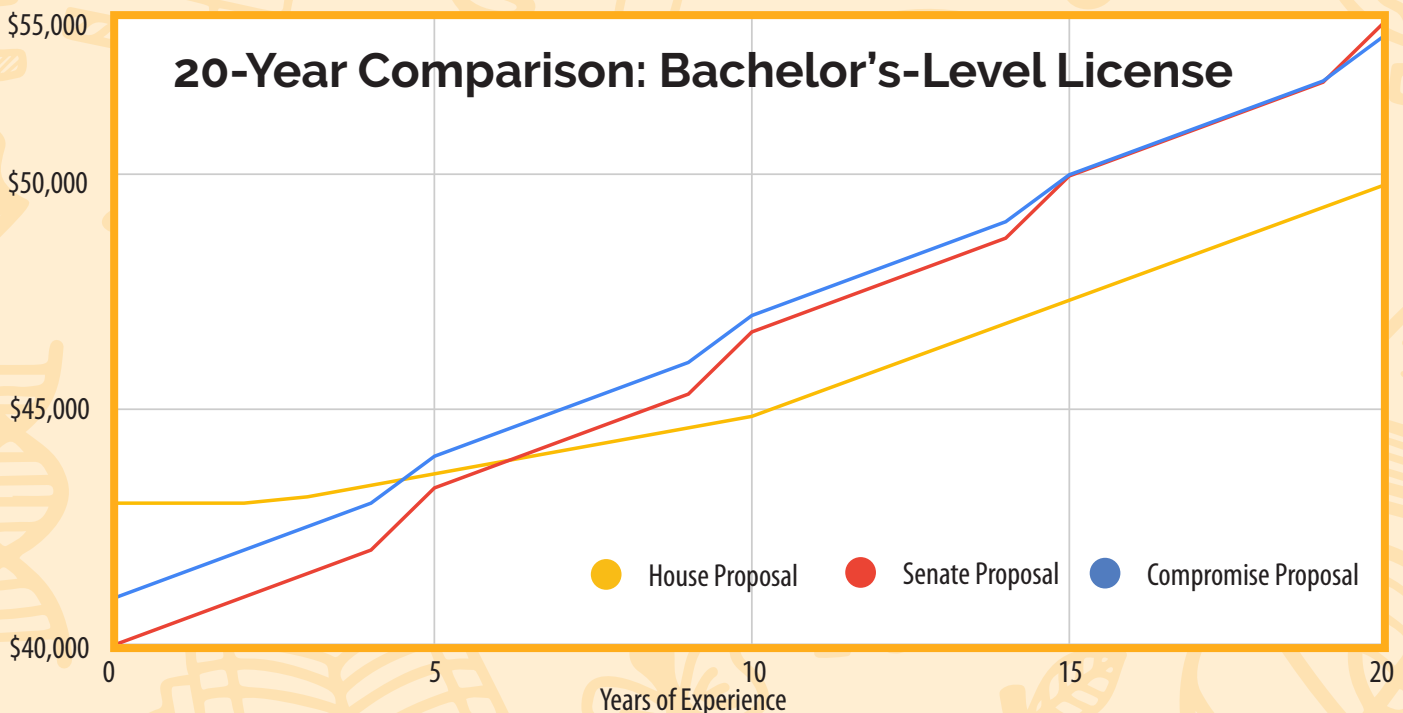


\$1,000 Step Raises Every 5 Years

By the Numbers

	Senate Proposal	House Proposal	Compromise Proposal
Average Raise	\$4,785	\$4,506	\$4,730
Average Starting Salary	\$40,262	\$43,125	\$41,195
Minimum Step Raise	\$500	\$135	\$500
Number of \$5k+ Raises	9,758	9,638	14,232
Number of \$6k+ Raises	4,787	5,105	6,792
Estimated Annual Cost*	\$228,574,913	\$216,055,790	\$226,104,269

* Includes \$2,000 raise for teacher assistants



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Detailed Salary Schedule

Compromise Proposal #2								
Years of Experience	Class A		Class AA		Class AAA		Class AAAA	
	\$4k Base Salary Raise + \$500 Step Raises (\$1k Every 5 Years; \$3k at Year 25)		\$3.7k Base Salary Raise + \$500 Step Raises (\$1k Every 5 Years; \$3k at Year 25)		\$3.6k Base Salary Raise + \$500 Step Raises (\$1k Every 5 Years; \$3k at Year 25)		\$3.4k Base Salary Raise + \$500 Step Raises (\$1.5k Every 5 Years; \$3k at Year 25)	
	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	\$41,000	\$39,280	\$43,000	\$40,444	\$44,000	\$41,608	\$45,000
1	\$37,000	\$41,500	\$39,280	\$43,500	\$40,444	\$44,500	\$41,608	\$45,500
2	\$37,000	\$42,000	\$39,280	\$44,000	\$40,444	\$45,000	\$41,608	\$46,000
3	\$37,385	\$42,500	\$39,940	\$44,500	\$41,171	\$45,500	\$42,402	\$46,500
4	\$37,880	\$43,000	\$40,600	\$45,000	\$41,898	\$46,000	\$43,196	\$47,000
5	\$38,375	\$44,000	\$41,260	\$46,000	\$42,625	\$47,000	\$43,990	\$48,500
6	\$38,870	\$44,500	\$41,920	\$46,500	\$43,352	\$47,500	\$44,784	\$49,000
7	\$39,365	\$45,000	\$42,580	\$47,000	\$44,079	\$48,000	\$45,578	\$49,500
8	\$39,860	\$45,500	\$43,240	\$47,500	\$44,806	\$48,500	\$46,372	\$50,000
9	\$40,355	\$46,000	\$43,900	\$48,000	\$45,533	\$49,000	\$47,166	\$50,500
10	\$40,850	\$47,000	\$44,560	\$49,000	\$46,260	\$50,000	\$47,960	\$52,000
11	\$41,345	\$47,500	\$45,220	\$49,500	\$46,987	\$50,500	\$48,754	\$52,500
12	\$41,840	\$48,000	\$45,880	\$50,000	\$47,714	\$51,000	\$49,548	\$53,000
13	\$42,335	\$48,500	\$46,540	\$50,500	\$48,441	\$51,500	\$50,342	\$53,500
14	\$42,830	\$49,000	\$47,200	\$51,000	\$49,168	\$52,000	\$51,136	\$54,000
15	\$43,325	\$50,000	\$47,860	\$52,000	\$49,895	\$53,000	\$51,930	\$55,500
16	\$43,820	\$50,500	\$48,520	\$52,500	\$50,622	\$53,500	\$52,724	\$56,000
17	\$44,315	\$51,000	\$49,180	\$53,000	\$51,349	\$54,000	\$53,518	\$56,500
18	\$44,810	\$51,500	\$49,840	\$53,500	\$52,076	\$54,500	\$54,312	\$57,000
19	\$45,305	\$52,000	\$50,500	\$54,000	\$52,803	\$55,000	\$55,106	\$57,500
20	\$45,800	\$53,000	\$51,160	\$55,000	\$53,530	\$56,000	\$55,900	\$59,000
21	\$46,295	\$53,500	\$51,820	\$55,500	\$54,257	\$56,500	\$56,694	\$59,500
22	\$46,790	\$54,000	\$52,480	\$56,000	\$54,984	\$57,000	\$57,488	\$60,000
23	\$47,285	\$54,500	\$53,140	\$56,500	\$55,711	\$57,500	\$58,282	\$60,500
24	\$47,780	\$55,000	\$53,800	\$57,000	\$56,438	\$58,000	\$59,076	\$61,000
25	\$50,335	\$58,000	\$56,520	\$60,000	\$59,225	\$61,000	\$61,930	\$64,000
26	\$50,830	\$58,500	\$57,180	\$60,500	\$59,952	\$61,500	\$62,724	\$64,500
27	\$51,325	\$59,000	\$57,840	\$61,000	\$60,679	\$62,000	\$63,518	\$65,000
28	\$51,820	\$59,500	\$58,500	\$61,500	\$61,406	\$62,500	\$64,312	\$65,500
29	\$52,315	\$60,000	\$59,160	\$62,000	\$62,133	\$63,000	\$65,106	\$66,000
30	\$52,810	\$61,000	\$59,820	\$63,000	\$62,860	\$64,000	\$65,900	\$67,500
31	\$53,305	\$61,500	\$60,480	\$63,500	\$63,587	\$64,500	\$66,694	\$68,000
32	\$53,800	\$62,000	\$61,140	\$64,000	\$64,314	\$65,000	\$67,488	\$68,500
33	\$54,295	\$62,500	\$61,800	\$64,500	\$65,041	\$65,500	\$68,282	\$69,000
34	\$54,790	\$63,000	\$62,460	\$65,000	\$65,768	\$66,000	\$69,076	\$69,500
35+	\$55,285	\$64,000	\$63,120	\$66,000	\$66,495	\$67,000	\$69,870	\$70,500