

# Teacher Pay Compromise Proposal

## \$5,000 Base Salary Raise + Immediate Step Raises

This proposal offers a straightforward, linear salary schedule that allows BA-level teachers with 3-14 years of experience to earn more than under either the Senate or House plan. Teachers at the beginning and tail-end of their careers earn between what the Senate and House plans offer. **This compromise proposal costs just 1.01% more than the Senate plan; offers more than twice as many raises of at least \$5,000 as either plan; and would go into effect immediately for the 2022-2023 school year.**



**Average Raise:**  
**\$4,837**



Average Starting Salary **Surpasses National Average**



Most Teachers Receive at Least a **\$5,000 Raise**

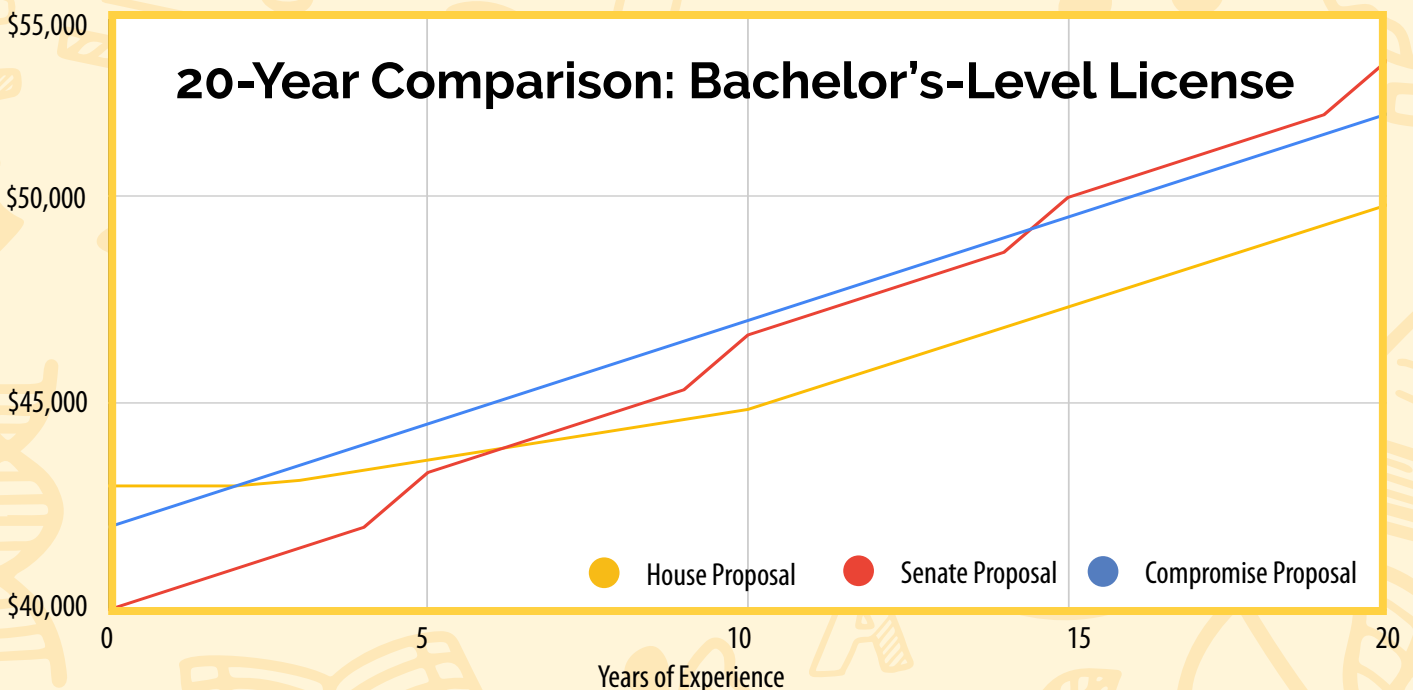


Immediate **\$500-\$600 Yearly Step Raises**

### By the Numbers

	Senate Proposal	House Proposal	Compromise Proposal
<b>Average Raise</b>	\$4,785	\$4,506	\$4,837
<b>Average Starting Salary</b>	\$40,262	\$43,125	\$42,195
<b>Minimum Step Raise</b>	\$500	\$135	\$500
<b>Number of \$5k+ Raises</b>	9,758	9,638	20,969
<b>Number of \$6k+ Raises</b>	4,787	5,105	14,232
<b>Estimated Annual Cost*</b>	\$228,574,913	\$216,055,790	\$230,885,181

\* Includes \$2,000 raise for teacher assistants



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### Detailed Salary Schedule

Compromise Proposal								
Years of Experience	Class A		Class AA		Class AAA		Class AAAA	
	\$5k Base Salary Raise + \$500 Step Raises (\$2.5k at Year 25)		\$4.7k Base Salary Raise + \$500 Step Raises (\$2.5k at Year 25)		\$4.6k Base Salary Raise + \$600 Step Raises (\$2.5k at Year 25)		\$4.4k Base Salary Raise + \$600 Step Raises (\$3.5k 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	\$42,000	\$39,280	\$44,000	\$40,444	\$45,000	\$41,608	\$46,000
1	\$37,000	\$42,500	\$39,280	\$44,500	\$40,444	\$45,600	\$41,608	\$46,600
2	\$37,000	\$43,000	\$39,280	\$45,000	\$40,444	\$46,200	\$41,608	\$47,200
3	\$37,385	\$43,500	\$39,940	\$45,500	\$41,171	\$46,800	\$42,402	\$47,800
4	\$37,880	\$44,000	\$40,600	\$46,000	\$41,898	\$47,400	\$43,196	\$48,400
5	\$38,375	\$44,500	\$41,260	\$46,500	\$42,625	\$48,000	\$43,990	\$49,000
6	\$38,870	\$45,000	\$41,920	\$47,000	\$43,352	\$48,600	\$44,784	\$49,600
7	\$39,365	\$45,500	\$42,580	\$47,500	\$44,079	\$49,200	\$45,578	\$50,200
8	\$39,860	\$46,000	\$43,240	\$48,000	\$44,806	\$49,800	\$46,372	\$50,800
9	\$40,355	\$46,500	\$43,900	\$48,500	\$45,533	\$50,400	\$47,166	\$51,400
10	\$40,850	\$47,000	\$44,560	\$49,000	\$46,260	\$51,000	\$47,960	\$52,000
11	\$41,345	\$47,500	\$45,220	\$49,500	\$46,987	\$51,600	\$48,754	\$52,600
12	\$41,840	\$48,000	\$45,880	\$50,000	\$47,714	\$52,200	\$49,548	\$53,200
13	\$42,335	\$48,500	\$46,540	\$50,500	\$48,441	\$52,800	\$50,342	\$53,800
14	\$42,830	\$49,000	\$47,200	\$51,000	\$49,168	\$53,400	\$51,136	\$54,400
15	\$43,325	\$49,500	\$47,860	\$51,500	\$49,895	\$54,000	\$51,930	\$55,000
16	\$43,820	\$50,000	\$48,520	\$52,000	\$50,622	\$54,600	\$52,724	\$55,600
17	\$44,315	\$50,500	\$49,180	\$52,500	\$51,349	\$55,200	\$53,518	\$56,200
18	\$44,810	\$51,000	\$49,840	\$53,000	\$52,076	\$55,800	\$54,312	\$56,800
19	\$45,305	\$51,500	\$50,500	\$53,500	\$52,803	\$56,400	\$55,106	\$57,400
20	\$45,800	\$52,000	\$51,160	\$54,000	\$53,530	\$57,000	\$55,900	\$58,000
21	\$46,295	\$52,500	\$51,820	\$54,500	\$54,257	\$57,600	\$56,694	\$58,600
22	\$46,790	\$53,000	\$52,480	\$55,000	\$54,984	\$58,200	\$57,488	\$59,200
23	\$47,285	\$53,500	\$53,140	\$55,500	\$55,711	\$58,800	\$58,282	\$59,800
24	\$47,780	\$54,000	\$53,800	\$56,000	\$56,438	\$59,400	\$59,076	\$60,400
25	\$50,335	\$56,500	\$56,520	\$58,500	\$59,225	\$61,900	\$61,930	\$63,900
26	\$50,830	\$57,000	\$57,180	\$59,000	\$59,952	\$62,500	\$62,724	\$64,500
27	\$51,325	\$57,500	\$57,840	\$59,500	\$60,679	\$63,100	\$63,518	\$65,100
28	\$51,820	\$58,000	\$58,500	\$60,000	\$61,406	\$63,700	\$64,312	\$65,700
29	\$52,315	\$58,500	\$59,160	\$60,500	\$62,133	\$64,300	\$65,106	\$66,300
30	\$52,810	\$59,000	\$59,820	\$61,000	\$62,860	\$64,900	\$65,900	\$66,900
31	\$53,305	\$59,500	\$60,480	\$61,500	\$63,587	\$65,500	\$66,694	\$67,500
32	\$53,800	\$60,000	\$61,140	\$62,000	\$64,314	\$66,100	\$67,488	\$68,100
33	\$54,295	\$60,500	\$61,800	\$62,500	\$65,041	\$66,700	\$68,282	\$68,700
34	\$54,790	\$61,000	\$62,460	\$63,000	\$65,768	\$67,300	\$69,076	\$69,300
35+	\$55,285	\$61,500	\$63,120	\$63,500	\$66,495	\$67,900	\$69,870	\$69,900