Career Ladder Implementation - HB 222

Assumed annual average net retention rate:	0.9567
Percent that earn master premium in year 4	0.25
percent of those eligible that advance to Professional	0.90
Percent that earn master premium after year 4	0.05
FF	1.00
Years in transition	5
Ed 1 1P (% Estimate BA+24)	0.40
Ed 2 1P (% Estimate MA)	0.10
Ed 1 1M (% Educ 1 + Master Premium)	0.30
Ed 2 1M (% Educ 2 + Master Premium)	0.30
Educ increment 1 (BA+24)	2000
Educ increment 2 (MA)	3500
Masters Premium	4000

Growth year 1	1.0149
Growth year 2	1.01
Growth year 3	1.01
Growth year 4	1.01
Growth year 5	1.01
Growth year 6	1.01
Growth year 7	1.01
Growth year 8	1.01
Benefit adj.	1.1897
Percent of Prof moving to Prof Ed 1 net, annua	0.03
Percent of Prof Ed 1 moving to Prof Ed 2 net, a	0.02

	Incremental Cost	With benefits
FY2016	**$26,840,048**	**$31,931,606**
FY2017	**$34,305,574**	**$40,813,342**
FY2018	**$44,555,772**	**$53,008,002**
FY2019	**$39,649,690**	**$47,171,236**
FY2020	**$34,474,173**	**$41,013,924**

Fiscal Impact Table	Total FTE	Pupil service staff	Instructional Staff
$31,750	4928.08	279.21	4,648.86
$32,528	621.75	45.93	575.82
$33,748	445.13	31.00	414.13
$35,013	708.53	45.22	663.31
$36,326	919.87	39.81	880.06
$37,688	1374.19	85.32	1,288.87
$39,102	215.42	22.75	192.67
$40,568	1250.65	71.55	1,179.10
$42,089	173.56	20.95	152.61
$43,668	3846.90	196.54	3,650.36
$45,305	58.19	17.40	40.79
$47,004	1498.74	301.68	1,197.06
	16,041.0093	1,157.36	14,883.65

Year Five Salaries

Residency	Professional
$37,000	$42,500
$38,000	$44,375
$39,000	$46,250
	$48,125
	$50,000

The present salary cohorts, shown above, go in different cells in year 0. As we progress through the transition, the cohorts generally stay intact, with some consolidation occurring at the top of the professional salary range. The transition is effected as the cohorts move to different cells in different years.
The transition really takes 6 years, since year 0 is where we are now, and year 1 is where the transition begins.

FY15 Minimum Salary: $31,750

	BA	BA + 12	BA + 24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 PhD
0	$23,354	$24,230	$25,138	$26,081	$27,059	$28,074	$29,127
1	$24,230	$25,138	$26,081	$27,059	$28,074	$29,127	$30,219
2	$25,138	$26,081	$27,059	$28,074	$29,127	$30,219	$31,352
3	$26,081	$27,059	$28,074	$29,127	$30,219	$31,352	$32,528
4	$27,059	$28,074	$29,127	$30,219	$31,352	$32,528	$33,748
5	$28,074	$29,127	$30,219	$31,352	$32,528	$33,748	$35,013
6	$29,127	$30,219	$31,352	$32,528	$33,748	$35,013	$36,326
7	$30,219	$31,352	$32,528	$33,748	$35,013	$36,326	$37,688
8	$31,352	$32,528	$33,748	$35,013	$36,326	$37,688	$39,102
9	$32,528	$33,748	$35,013	$36,326	$37,688	$39,102	$40,568
10	$32,528	$35,013	$36,326	$37,688	$39,102	$40,568	$42,089
11	$32,528	$35,013	$36,326	$37,688	$40,568	$42,089	$43,668
12	$32,528	$35,013	$36,326	$37,688	$40,568	$43,668	$45,305
13+	$32,528	$35,013	$36,326	$37,688	$40,568	$43,668	$47,004

Career Ladder Year 0 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	$31,000	$31,750	$32,528							
Professional Teacher	$33,748	$35,013	$36,326	$37,688	$39,102	$40,568	$42,089	$43,668	$45,305	$47,004

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	0.00	4648.86	575.82							
Professional Teacher	414.13	663.31	880.06	1288.87	192.67	1179.10	152.61	3650.36	40.79	1197.06
								Career Ladder Cost:	$563,385,703	
								FTE	14883.65	
		3.94%	3.98%							
	5.19%	5.35%	5.46%	5.54%	5.57%	3.75%	3.75%	3.75%	3.75%	1.27%

Career Ladder Year 1 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	$32,200	$33,000	$33,822							
Professional Teacher	$35,498	$36,885	$38,311	$39,775	$41,282	$42,089	$43,668	$45,305	$47,004	$47,603
Prof Ed 1	$35,898	$37,285	$38,711	$40,175	$41,682	$42,489	$44,068	$45,705	$47,404	$48,003
Prof Ed 2	$36,198	$37,585	$39,011	$40,475	$41,982	$42,789	$44,368	$46,005	$47,704	$48,303

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	866.23	4,447.57	550.89							
Professional Teacher	198.10	317.29	420.98	616.53	92.16	564.02	73.00	1,746.15	19.51	572.61
Prof Ed 1	158.48	253.84	336.78	493.22	73.73	451.22	58.40	1,396.92	15.61	458.09
Prof Ed 2	39.62	63.46	84.20	123.31	18.43	112.80	14.60	349.23	3.90	114.52

Career Ladder Cost:	$590,225,752	702,191,577
FTE	15105.42	Benefits Adj.
Total System Cost Increase over Previous Year:	**$26,840,048**	**$ 31,931,606**

Career Ladder Year 2 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	$33,400	$34,250	$35,117							
Professional Teacher	$37,249	$38,758	$39,546	$41,113	$41,961	$43,591	$44,503	$46,201	$47,183	$48,202
Prof Ed 1 pre imp (BA+24)	$38,049	$39,558	$40,346	$41,913	$42,761	$44,391	$45,303	$47,001	$47,983	$49,002
Prof Ed 2 pre imp (MA)	$38,649	$40,158	$40,946	$42,513	$43,361	$44,991	$45,903	$47,601	$48,583	$49,602
Prof Ed 1 (BA+24)	$38,049	$39,558	$40,346	$41,913	$42,761	$44,391	$45,303	$47,001	$47,983	$49,002
Prof Ed 2 (MA)	$38,649	$40,158	$40,946	$42,513	$43,361	$44,991	$45,903	$47,601	$48,583	$49,602

FTE Table

	1	2	3	4	5	6	7	8	9	10
Res/Prof(<3 yrs) Teacher	805.12	828.72	4,254.99							
Professional Teacher	255.61	183.84	294.45	390.67	572.14	85.53	523.41	67.75	1,620.42	549.49
Prof Ed 1 pre imp (BA+24)	209.76	148.59	237.99	315.76	462.43	69.13	423.05	54.76	1,309.70	444.13
Prof Ed 2 pre imp (MA)	52.70	37.90	60.71	80.55	117.97	17.63	107.92	13.97	334.11	113.30
Prof Ed 1 (BA+24)	7.91	5.69	9.11	12.08	17.70	2.65	16.19	2.10	50.12	16.99
Prof Ed 2 (MA)	1.05	3.03	4.86	6.44	9.44	1.41	8.63	1.12	26.73	9.06

Career Ladder Cost:	$624,531,326	743,004,918
FTE	15256.47	Benefits Adj.
Total System Cost Increase over Previous Year:	**$34,305,574**	**$ 40,813,342**

Career Ladder Year 3 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	$34,600	$35,500	$36,411							
Professional Teacher	$38,999	$40,630	$41,155	$42,825	$43,391	$45,102	$45,711	$47,467	$48,122	$48,802
Prof Ed 1 pre imp (BA+24)	$40,199	$41,830	$42,355	$44,025	$44,591	$46,302	$46,911	$48,667	$49,322	$50,002
Prof Ed 2 pre imp (MA)	$41,099	$42,730	$43,255	$44,925	$45,491	$47,202	$47,811	$49,567	$50,222	$50,902
Prof Ed 1 (BA+24)	$40,199	$41,830	$42,355	$44,025	$44,591	$46,302	$46,911	$48,667	$49,322	$50,002
Prof Ed 2 (MA)	$41,099	$42,730	$43,255	$44,925	$45,491	$47,202	$47,811	$49,567	$50,222	$50,902

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	813.17	770.26	792.84							
Professional Teacher	1,974.31	244.54	175.88	281.70	373.75	547.37	81.83	500.75	64.81	2,075.96
Prof Ed 1 pre imp (BA+24)	1,595.73	197.65	142.15	227.68	302.08	442.41	66.14	404.73	52.38	1,677.89
Prof Ed 2 pre imp (MA)	407.07	50.42	36.26	58.08	77.06	112.86	16.87	103.25	13.36	428.03
Prof Ed 1 (BA+24)	61.06	7.56	5.44	8.71	11.56	16.93	2.53	15.49	2.00	64.20
Prof Ed 2 (MA)	32.57	4.03	2.90	4.65	6.16	9.03	1.35	8.26	1.07	34.24

Career Ladder Cost:	$669,087,098	796,012,921
FTE	15409.04	Benefits Adj.
Total System Cost Increase over Previous Year:	**$44,555,772**	**$ 53,008,002**

Career Ladder Year 4 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	$35,800	$36,750	$37,706							
Professional Teacher	$40,750	$42,503	$42,765	$44,538	$44,820	$46,614	$46,918	$48,734	$49,061	$49,401
Prof Ed 1 pre imp (BA+24)	$42,350	$44,103	$44,365	$46,138	$46,420	$48,214	$48,518	$50,334	$50,661	$51,001
Prof Ed 2 pre imp (MA)	$43,550	$45,303	$45,565	$47,338	$47,620	$49,414	$49,718	$51,534	$51,861	$52,201
Prof Ed 1 (BA+24)	$42,350	$44,103	$44,365	$46,138	$46,420	$48,214	$48,518	$50,334	$50,661	$51,001
Prof Ed 2 (MA)	$43,550	$45,303	$45,565	$47,338	$47,620	$49,414	$49,718	$51,534	$51,861	$52,201
Master Teacher Premium	$44,750	$46,503	$46,765	$48,538	$48,820	$50,614	$50,918	$52,734	$53,061	$53,401
Master Ed 1 (BA+24+MasterPremium)	$46,350	$48,103	$48,365	$50,138	$50,420	$52,214	$52,518	$54,334	$54,661	$55,001
Master Ed 2 (MA+MasterPremium)	$47,550	$49,303	$49,565	$51,338	$51,620	$53,414	$53,718	$55,534	$55,861	$56,201

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	821.30	777.96	812.76							
Professional Teacher	331.09	1,888.83	233.96	168.26	202.13	268.18	392.75	58.71	359.30	1,536.06
Prof Ed 1 pre imp (BA+24)	267.60	1,526.64	189.09	136.00	163.37	216.75	317.44	47.45	290.40	1,241.51
Prof Ed 2 pre imp (MA)	68.27	389.45	48.24	34.69	41.68	55.29	80.98	12.11	74.08	316.71
Prof Ed 1 (BA+24)	10.24	58.42	7.24	5.20	6.25	8.29	12.15	1.82	11.11	47.51
Prof Ed 2 (MA)	5.46	31.16	3.86	2.78	3.33	4.42	6.48	0.97	5.93	25.34
Master Teacher Premium					55.57	73.73	107.97	16.14	98.78	422.28
Master Ed 1 (BA+24+MasterPremium)					41.68	55.29	80.98	12.11	74.08	316.71
Master Ed 2 (MA+MasterPremium)					41.68	55.29	80.98	12.11	74.08	316.71

Career Ladder Cost:	$708,736,788	843,184,157
FTE	15563.13	Benefits Adj.
Total System Cost Increase over Previous Year:	**$39,649,690**	**$ 47,171,236**

Career Ladder Year 5 Impact

Salary Reimbursement Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	$37,000	$38,000	$39,000							
Professional Teacher	$42,500	$44,375	$46,250	$48,125	$50,000					
Prof Ed 1 (BA+24)	$44,500	$46,375	$48,250	$50,125	$52,000					
Prof Ed 2 (MA)	$46,000	$47,875	$49,750	$51,625	$53,500					
Master Teacher Premium	$46,500	$48,375	$50,250	$52,125	$54,000					
Master Ed 1 (BA+24+MasterPremium)	$48,500	$50,375	$52,250	$54,125	$56,000					
Master Ed 2 (MA+MasterPremium)	$50,000	$51,875	$53,750	$55,625	$57,500					

FTE Table

	1	2	3	4	5	6	7	8	9	10
Residency Teacher	995.79	785.74	822.03							
Professional Teacher	349.90	2,189.48	396.70	440.66	2,198.91					
Prof Ed 1 (BA+24)	279.92	1,751.58	317.36	352.53	1,759.13					
Prof Ed 2 (MA)	69.98	437.90	79.34	88.13	439.78					
Master Teacher Premium				146.89	649.83					
Master Ed 1 (BA+24+MasterPremium)				111.32	489.00					
Master Ed 2 (MA+MasterPremium)				97.41	469.45					

Career Ladder Cost:	$743,210,961	884,198,081
FTE	15718.76	Benefits Adj.
Total System Cost Increase over Previous Year:	**$34,474,173**	**$ 41,013,924**