

Career Ladder Implementation - HB 222

Assumed annual average net retention rate:	0.9567	Growth year 1	1.0149	Incremental Cost	With benefits
Percent that earn master premium in year 4	0.25	Growth year 2	1.01	FY2016	\$26,840,048 \$31,931,606
percent of those eligible that advance to Professional	0.90	Growth year 3	1.01	FY2017	\$34,305,574 \$40,813,342
Percent that earn master premium after year 4	0.05	Growth year 4	1.01	FY2018	\$44,555,772 \$53,008,002
FF	1.00	Growth year 5	1.01	FY2019	\$39,649,690 \$47,171,236
		Growth year 6	1.01	FY2020	\$34,474,173 \$41,013,924
Years in transition	5	Growth year 7	1.01		
		Growth year 8	1.01		
Ed 1 1P (% Estimate BA+24)	0.40	Benefit adj.	1.1897		
Ed 2 1P (% Estimate MA)	0.10				
Ed 1 1M (% Educ 1 + Master Premium)	0.30	Percent of Prof moving to Prof Ed 1 net, annual			0.03
Ed 2 1M (% Educ 2 + Master Premium)	0.30	Percent of Prof Ed 1 moving to Prof Ed 2 net, annual			0.02
Educ increment 1 (BA+24)	2000				
Educ increment 2 (MA)	3500				
Masters Premium	4000				

Fiscal Impact Table	Total FTE	Pupil service staff	Instructional Staff	Year Five Salaries	
				Residency	Professional
\$31,750	4928.08	279.21	4,648.86		
\$32,528	621.75	45.93	575.82	\$37,000	\$42,500
\$33,748	445.13	31.00	414.13	\$38,000	\$44,375
\$35,013	708.53	45.22	663.31	\$39,000	\$46,250
\$36,326	919.87	39.81	880.06		\$48,125
\$37,688	1374.19	85.32	1,288.87		\$50,000
\$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		
	<u>16,041.0093</u>	<u>1,157.36</u>	<u>14,883.65</u>		

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

5.19%	3.94%	3.98%	5.54%	5.57%	3.75%	3.75%	3.75%	3.75%	3.75%	1.27%
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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**