

## Framework for Phase-in of Teacher Salary Increases 7/25/18 Draft

<u>Career Lattice Level</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>	<u>Year 10</u>
Level 1 (A)	4%	3%	3%							
Level 2 - NBC 1st mod (B1)				3%						
Level 2 - NBC 2nd mod (B2)					2%					
Level 2 - NBC 3rd mod (B3)						1%				
Level 3 NBC (C/D)*				10%			4%			
Level 4 - Lead Teacher								2%		
Level 4 - Master Teacher									2%	
Level 4 - Prof. Master Teacher										2%

### Notes:

1) Does not include cost of living adjustments

2) Year 1-3 represent 10% increase in starting/average salary to close the gap with teacher salaries in Massachusetts and New Jersey

3) Year 4-7 represent increases if a teacher pursued NBC sequentially each year

\*If a teacher earned NBC in one year, (s)he would receive a 10% salary increase to teach in a non-low performing school; D salary increase (and duration) to teach in a low-performing school is still to be determined

4) Year 8-10 represent increase if a NBC teacher pursued Teacher Leadership Track sequentially

