

New Teachers

Career Ladder Salary Schedule for New Teachers Effective July 1, 2010

1. This schedule replaces the bachelors and masters teachers salary schedules. All other current PFT professional salary schedules shall continue.

This schedule:

- Provides opportunity for accelerated earnings for teachers
- Provides higher earning potential for teachers, exceeding \$100,000 per year
- Recognizes and rewards differences in teacher practice based on multiple measures accumulated across years and grounded in student growth
- Enables teachers at Professional Growth levels 3 and 4 to assume roles, via Career Ladders, that reward them for working with the highest need students and taking on additional responsibilities
- Allows the opportunity to recognize tenure as a milestone
- Makes implementation manageable through fixed cycles and clear decision points
- Maintains a familiar step-format

<i>Academy</i>	Step A	\$39,000				
<i>Pre-Tenure</i>	Step 1	\$40,000				
	Step 2	\$41,000				
	Step 3	\$42,000				
	Step 4	\$48,000				
<i>Tenure</i>	Step 5	\$50,000	\$55,000			
	Step 6	\$52,000	\$58,000			
	Step 7	\$54,000	\$61,000			
	Step 8	\$56,000	\$64,000	\$72,000	\$80,000	Additional \$10,000 - \$14,000
	Step 9	\$58,000	\$67,000	\$76,000	\$90,000	
	Step 10	\$60,000	\$70,000	\$80,000	\$100,000	
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Level 4</i>	Career Ladders & Extra Teaching Opportunity
		Professional Growth Level				
<i>Length of Work Day</i>	7 hours, 16 minutes				8 hours	
<i>Length of Work Year</i>	192 days				192-207 days	

Tenure milestone and Level-decision year

Additional Level-decision years

2. The Career Ladder Salary Schedule Guidelines

- a. Step movement
 1. Annually, eligible teachers will move vertically to the next step. Teachers who receive an unsatisfactory rating are not eligible to advance to the next step in the subsequent school year.
 2. Advanced Study, Longevity will not apply in the Career Ladder salary schedule.
- b. Advancing across levels

Level decisions will be made between Steps 4-5, Steps 7-8, after Step 10, and every three years thereafter.

Advancing across levels will be determined in one of two methods, whichever method moves the most teachers to a higher level, so long as no teachers advance who have not achieved an acceptable student growth standard. A teacher can only advance one level at a given level decision.

Method 1:

Attain desired levels of performance on components of effective teaching practice that are predictive of success in roles such as Career Ladders. Teachers and administrators who are trained and certified in recognizing effective teaching will, collaboratively, evaluate teaching performance. The components and methods and standards for assessing components of effective teaching practice will be developed by the District and Federation during the 2010-2011 school year.

And

Attain *desired* student growth standard. A group of PPS and PFT representatives will be charged with exploring and making recommendations for the appropriate thresholds of "acceptable" and "desired" levels of student growth that are used.

Or

Method 2:

Top 20% of teachers in the same level of step cohort at same decision point based on student growth.

C. Experienced hire placement guidelines

- 1. Step placement
The step placement of newly hired teachers, with experience, shall be based upon a Salary Schedule Placement Rubric.
- 2. Determination of first opportunity for level advancement
The year for the first opportunity for level advancement will be established at the point of hire for experienced hires.

Experienced hires will be required to have three years of student growth measures, either in Pittsburgh Public Schools or from another district, in order to have an opportunity for level advancement. No level advancements will be made prior to the 2014-15 school year.

Day to Day Substitutes

As necessary to attract and retain effective day-to-day substitute teachers, the daily rates for day-to-day substitute teachers may be increased following discussion between the District and the Federation.

T. Administration of the Five-Year Agreement

All other Articles and terms of the 2007-2010 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this five-year Agreement.

Visit the PFT website at pft400.org for additional information on Qualification and Selection Process for Career Ladder Roles, PRC Bonus Requirements, PRC Cohort Bonus Sample, CRI Daily Teaching Schedules and Teaching Schedules of ITL2s.

Career Ladder Salary Schedule

At Pittsburgh Public Schools (PPS), we know that teacher effectiveness is the most important school-based factor in improving outcomes for our students.

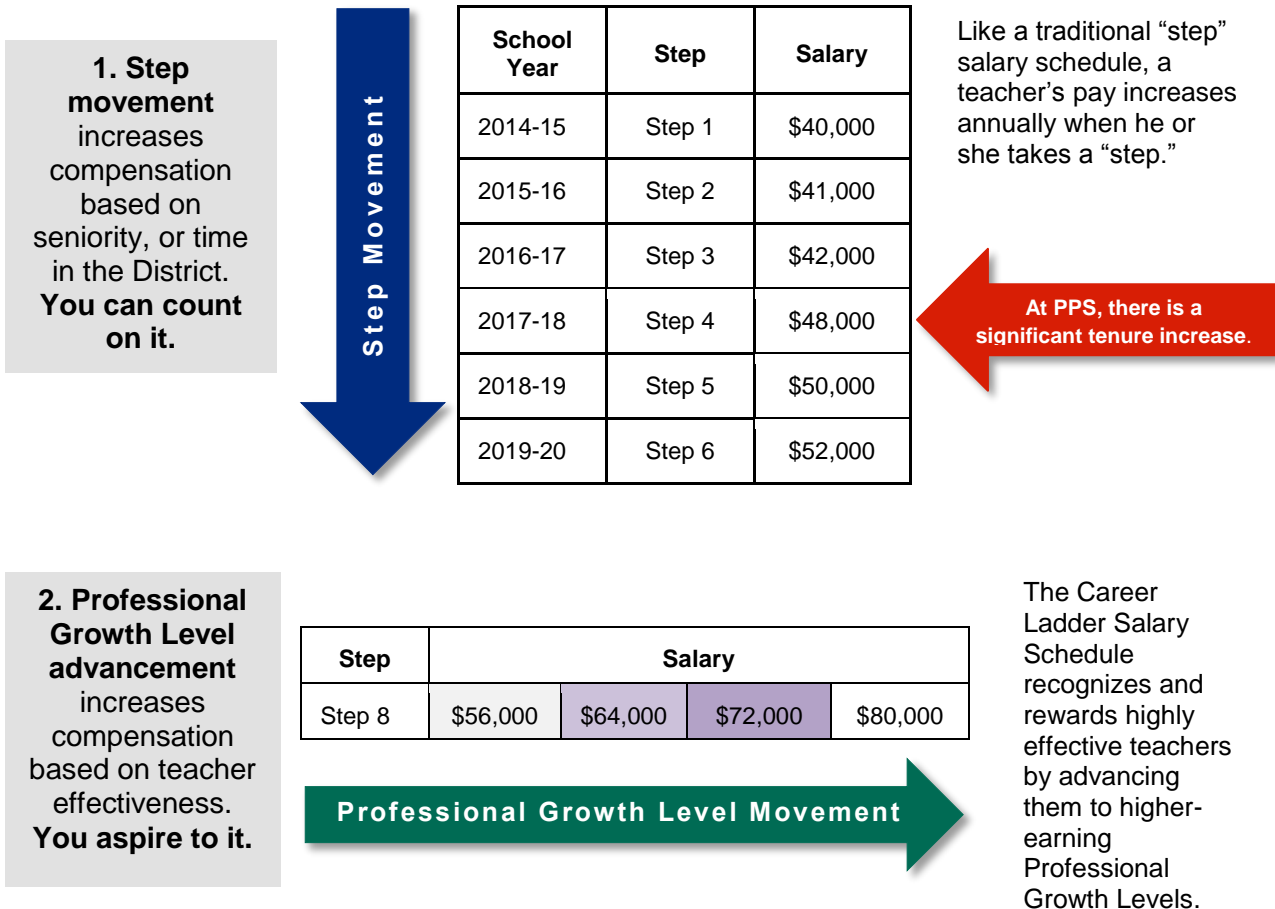
We also know that our most effective teachers are able to grow students at rates that can make a transformative difference in students' lives.

When it comes to compensating our teachers, we are dedicated to rewarding this type of student-based success. After all, making a positive impact on students' lives is why teachers teach.

Thanks to strong collaboration between District and PFT leadership, teacher and principals, we are proud to have a pioneering salary schedule for our teachers that:

- Provides teachers greater earning potential, and more rapid earning increases;
- Rewards effectiveness, based on multiple years of multiple measures and grounded in student growth;
- Allows career growth opportunities and additional compensation through Career Ladder positions;
- Recognizes tenure as a significant milestone.

WHAT ARE THE COMPONENTS OF THE SALARY SCHEDULE?



HOW DOES PROFESSIONAL GROWTH LEVEL ADVANCEMENT WORK?

When? Level decisions will be made between Steps 4-5, Steps 7-8, after Step 10, and every three years thereafter.

Who? Teachers with **Distinguished** performance within three years of effectiveness evidence can advance.

In 2014-15, **our first cohort of teachers were eligible to advance** to Professional Growth Level 2. About 30% will advance based on their performance in 2011-12 through 2013-14.

HOW DOES IT ALL COME TOGETHER?

This chart shows the salary schedule structure, and illustrates how effectiveness evidence for use in level decisions is accumulated for a pre-tenure teacher hired onto Step 1 in July 2014.

← Step Movement	Tenure Status	School Year	Step	Evidence	Salary				
	← Step Movement	Pre-Tenure / Tenure Not Earned in PA	2014-15	Step 1	Not used for level decision	\$40,000			
2015-16			Step 2	2 sem.	\$41,000				
2016-17			Step 3	4 sem.	\$42,000				
Earns Tenure									
		2017-18	Step 4	3 yrs.	\$48,000				
Level Decision									
← Step Movement		Tenure	2018-19	Step 5	1 yr.	\$50,000	\$55,000		
			2019-20	Step 6	2 yrs.	\$52,000	\$58,000		
			2020-21	Step 7	3 yrs.	\$54,000	\$61,000		
		Level Decision							
		2021-22	Step 8	1 yr.	\$56,000	\$64,000	\$72,000	\$80,000	
		2022-23	Step 9	2 yrs.	\$58,000	\$67,000	\$76,000	\$90,000	
	2023-24	Step 10	3 yrs.	\$60,000	\$70,000	\$80,000	\$100,000		
Level Decision									
					Level 1	Level 2	Level 3	Level 4	
					Professional Growth Level				

Professional Growth Level Movement →

WHAT ELSE SHOULD I KNOW?

Keep on stepping: After level advancement, a teacher continues to step annually *in that level*.

Back to school? The Career Ladder Salary Schedule does not provide additional compensation for advanced degrees or credit hours.

Level up: Professional Growth Level 4 is the highest level on the salary schedule. Teachers can get here as early as Step 8 by advancing to Level 4 from Level 2.

A teacher needs to perform at the Distinguished level twice within three years of evidence to advance to Level 4.

More information about the Career Ladder Salary Schedule is available through My PPS.



Career Ladder Salary Schedule

Business Rules

Updated: August 26, 2014



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Section 1: Overview

In 2010, Pittsburgh Public Schools (PPS) and the Pittsburgh Federation of Teachers (PFT) reached a Collective Bargaining Agreement that included a new teacher salary schedule, called the Career Ladder Salary Schedule (CLSS). This schedule preserves many elements of a traditional schedule and also:

- Recognizes tenure as a significant milestone;
- Provides highly effective teachers greater earning potential and more rapid earning increases;
- Rewards effectiveness, based on multiple years of multiple measures and grounded in student growth;
- Allows career growth opportunities and additional compensation through Career Ladder positions.

For teachers hired after June 30, 2010, the CLSS provides teachers with annual increases similar to PPS' traditional salary step schedule, but also offers significant increases based on performance. The CLSS rewards differences in teacher effectiveness grounded in student growth based on multiple years and considering multiple measures.

Unlike the traditional salary schedule, the CLSS does not provide additional compensation for the acquisition of advanced degrees or credit hours. The salary schedule is the same for a teacher with a Bachelor's degree as it is for a teacher with a PhD.

The purpose of this document is to organize and explain the details of how this Career Ladder Salary Schedule works in practice for teachers in Pittsburgh Public Schools.

Section 2: Movement on the Career Ladder Salary Schedule

The Career Ladder Salary Schedule provides both step movement and Professional Growth Level advancement:

- **Step movement** increases compensation based on seniority, or time in the District. All teachers can count on taking a salary step annually, unless he or she has received an Unsatisfactory rating in the previous year.
- **Professional Growth Level advancement** significantly increases compensation based on teacher effectiveness. Level decisions will be made between Steps 4 and 5, Steps 7 and 8, after Step 10, and every three years thereafter.

Tenure Status	School Year	Step	Evidence	Salary				
Pre-Tenure	2010-11	Step 1	Not used for level decision	\$40,000				
	2011-12	Step 2	2 sem.	\$41,000				
	2012-13	Step 3	4 sem.	\$42,000				
Earns Tenure								
	2013-14	Step 4	3 yrs.	\$48,000				
Level Decision								
Tenure	2014-15	Step 5	1 yr.	\$50,000	\$55,000			
	2016-17	Step 6	2 yrs.	\$52,000	\$58,000			
	2017-18	Step 7	3 yrs.	\$54,000	\$61,000			
	Level Decision							
	2018-19	Step 8	1 yr.	\$56,000	\$64,000	\$72,000	\$80,000	
	2019-20	Step 9	2 yrs.	\$58,000	\$67,000	\$76,000	\$90,000	
	2020-21	Step 10	3 yrs.	\$60,000	\$70,000	\$80,000	\$100,000	
Level Decision								
				Level 1	Level 2	Level 3	Level 4	
				Professional Growth Level				

Professional Growth Level Movement →

Step Movement

Step movement occurs annually at a teacher's increment date. A teacher's increment date is the date when he or she moves to the next step on a salary schedule and begins to receive that step's salary.

Teachers with an Unsatisfactory rating

Teachers who receive an Unsatisfactory rating are not eligible to advance to the next step in the subsequent school year. A teacher will be eligible to increment the first day of the school year following the receipt of a Satisfactory rating.

Teachers hired above Step 1

Teachers with previous teaching experience at their time of hire with PPS, or who are hired into high-needs certification areas or at high-needs schools, can be placed above Step 1 at their time of hire. More information about advanced step placement is included in **Appendix A**.

An agreement between the PFT and the District in 2010 stipulates that teachers hired onto advanced steps be held on steps 3, 4 or 7 in order to maintain the significance of the tenure “bump” at step 4, and to ensure that a teacher has sufficient evidence at the time of his or her first level decision. A teacher held on a step will receive an annual salary increase each year he or she is held on a step. Step progression details for advanced placement hires are included in **Appendix B**.

Professional Growth Level Advancement

Professional Growth Level decisions will be made between Steps 4 and 5, Steps 7 and 8, after Step 10, and every three years thereafter.

When a teacher reaches a level decision point, whether he or she advances to a higher Professional Growth Level is primarily based on his or her **performance level**, as it appears on the Annual Rating Form. Evidence from the Annual Rating Forms from the **three most recent three years** is used to support this decision.

- **Advancement from Level 1:** At the time of a level decision, if a teacher on Level 1 has performed at the Distinguished level at least one of the most recent three years, he or she will advance to Level 2.
- **Advancement from Level 2:** At the time of a level decision, if a teacher on Level 2 has performed at the Distinguished level one of the most recent three years, he or she will advance to Level 3. If a teacher performed at the Distinguished level two or more of the most recent three years, he or she will advance to Level 4.
- **Advancement from Level 3:** A teacher must perform at the Distinguished level two or more of the most recent three years in order to advance to level 4. At the time of a level decision, if a teacher on Level 3 performed at the Distinguished level one of the most recent three years, he or she will remain on Level 3. If a teacher performed at the Distinguished level two or more of the most recent three years, he or she will advance to Level 4.

Needs Improvement and Failing Performance Levels

If a teacher performed at the Needs Improvement or Failing level on a *year-end* rating during the three years of evidence used to support a level decision, no advancement will take place, even if the teacher also performed at the Distinguished level in that time. If a teacher performed at the Needs Improvement or Failing level on a single *semester* rating, he or she *can* advance if they also performed at the Distinguished level within the three years of evidence.

Arriving at a Performance Level on the Annual Rating Form

There are many resources available through [My PPS](#) to help teachers understand how a performance level is determined on the Annual Rating Form. For most classroom teachers, 50% of their rating is based on observation as determined through the RISE process. 30% is based on student growth as determined by either PPS Teacher VAM or RISE component 3f. 15% is based on student feedback through the Tripod student survey. 5% is based on student growth at the school level as determined by PPS School VAM. An overall score of at 210 out of 300 points required to perform at the Distinguished level.

Section 3: Ensuring Teachers Advance Professional Growth Levels

There is no limit or quota on the number of teachers who can advance at a level decision year. However, in the case that few teachers in a level decision cohort performed at the Distinguished level, the 2010-15 PFT Collective Bargaining Agreement stipulates that at least 20% of teachers in the cohort must advance at a level decision year.

Therefore, if fewer than 20% of teachers in a cohort advance based on performing at the Distinguished level within three years of evidence, an alternative methodology will be used to ensure that at least 20% of teachers in a cohort advance.

In addition to those teachers with at least one year of Distinguished performance, the top performing teachers at the Proficient level based on their average overall evaluation score over three years will advance until 20% of the cohort will be advancing.

To determine the “top performing teachers at the Proficient level” for this purpose, the average evaluation score from the total points reported on the Annual Rating Form¹ across the three years of data will be used. Teachers are ranked based on this average, and the highest ranked teachers will be identified for Professional Growth Level advancement.

The alternative method is *only* applied in a case where less than 20% of a cohort has advanced based on performing at the Distinguished level within three years of evidence. Some additional details regarding the alternative method:

- Teachers with fewer than three years of total points information on the Annual Rating Form who are part of a level decision cohort will be ranked alongside teachers with three years of results.
- Teachers without total points information on the Annual Rating Form (e.g., a teacher evaluated based on a preponderance of evidence in RISE), are not eligible to advance based on the alternative method. These teachers can only advance based on performing at the Distinguished level within three years of evidence.
- The Collective Bargaining Agreement stipulates that any teacher advancing across a Professional Growth Level must meet an “acceptable student growth standard.” Therefore, in a case where the alternative methodology is applied, no teacher who ranks below the 51st percentile in a rank-order list of teacher performance District-wide in any of the three years of evidence used to support a level decision will advance a professional growth level, even if this means that fewer than 20% of a cohort advance in a level decision year.

Section 4: Additional Opportunities for Compensation

The CLSS does not provide additional compensation for the acquisition of advanced degrees or credit hours, or for longevity. Teachers on the CLSS are eligible for all other opportunities for additional compensation included in the 2010-15 Collective Bargaining Agreement, including National Board for Professional Teaching (NBPTS) Certification, which is \$4,600 per year.

¹ The evaluation score from the total points reported on the Annual Rating Form is often referred to as the “combined measure” score.

Appendix

Appendix A: Advanced Placement Eligibility

Teachers with previous teaching experience at their time of hire with PPS, or who are hired into high-needs certification areas or at high-needs schools, can be placed above Step 1 at their time of hire.

Previous Teaching Experience

- Hires with prior PPS teaching experience:
 - For hires with PPS Early Childhood experience, or other hires with experience in roles covered by the Teachers and Other Professionals bargaining unit, the first choice is to apply step credit. At time of hire, a teacher will be placed at the step closest to or greater than his or her most recent step in a position covered in the Teachers and Other Professionals unit, so long as the annual salary of that step is equal to or greater than the annual salary of the most recent step. If this is not the case, then salary credit should be applied.
 - Teachers who take a central office position and then return to teaching return to their previous salary schedule, having earned step credit for their service, but not having earned seniority.
- For experienced hires with no previous PPS experience:
 - Previous experience outside of PPS is considered. New hires are placed between step 1 and step 6 based on his or her weighted years of teaching experience. Years teaching in a high poverty public school receiving a full weight, and years of other teaching experience receiving a weight of 0.75. Only years of Satisfactory service will be counted toward years of experience.

The table below illustrates salary schedule placement based on weighted years of non-PPS experience at time of hire.

Weighted Years of Experience	Career Ladder Salary Schedule Step Placement
0-2.0	Step 1
2.1-3.5	Step 2
3.6-6.0	Step 3
6.1-8.0	Step 4
8.1-9.9	Step 5
10.0 +	Step 6

Exceptional Situations

If a position meets the following criteria required to be considered a special situation, then additional step credit shall be awarded.

- **Does the Position require Certification in a High Need Area?**
A High Need Area is an area which requires certification or a combination of certifications in which a limited number of applicants applied during the previous staffing season, and/or there was a high level of turnover. High Need Areas should be determined once school level budgets have been submitted and should be approved by the Chief of Human Resources no later than March 1st.
- **Is the Position located in a High Impact School?**
A Staffing Support School can face difficulty in attracting and recruiting an applicant pool comparable to that which has applied to the district as a whole. Staffing Support Schools will be identified using criteria approved by the Director of Talent Management.

Hires at a Staffing Support School *or* in a High Needs Certification area are awarded an **additional 2 steps**. Hires at a Staffing Support School *and* in a High Needs Certification area are awarded an **additional 3 steps**.

Appendix B: Schedule Movement for Teachers Hired Above Step 1

Tenure Status	Year	Step	Data at EOY	Salary			
Pre-Tenure	Pre-Tenure Teacher hired onto step 2.						
	Y1	Step 2	2 semesters rating	\$41,000			
	Y2	Step 3	4 semesters rating	\$42,000			
	Y3	Step 3a	6 semesters rating	\$43,000			
Earns Tenure							
Tenure	Y4	Step 4	Annual Rating	\$48,000			
	Level Decision						
	Y5	Step 5	Annual Rating	\$50,000	\$55,000		
	Y6	Step 6	Annual Rating	\$52,000	\$58,000		
	Y7	Step 7	Annual Rating	\$54,000	\$61,000		
	Level Decision						
	Y8	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000
	Y9	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000
	Y10	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000
					Level 1	Level 2	Level 3

Tenure Status	Year	Step	Data at EOY	Salary			
Pre-Tenure	Pre-Tenure Teacher hired onto step 3.						
	Y1	Step 3	2 semesters rating	\$42,000			
	Y2	Step 3a	4 semesters rating	\$43,000			
	Y3	Step 3b	6 semesters rating	\$44,000			
Earns Tenure							
Tenure	Y4	Step 4	Annual Rating	\$48,000			
	Level Decision						
	Y5	Step 5	Annual Rating	\$50,000	\$55,000		
	Y6	Step 6	Annual Rating	\$52,000	\$58,000		
	Y7	Step 7	Annual Rating	\$54,000	\$61,000		
	Level Decision						
	Y8	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000
	Y9	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000
	Y10	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000
					Level 1	Level 2	Level 3

Tenure Status	Year	Step	Data at EOY	Salary				
Pre-Tenure	Pre-Tenure Teacher hired onto step 4.							
	Y1	Step 4	2 semesters rating	\$48,000				
	Y2	Step 4a	4 semesters rating	\$48,500				
	Y3	Step 4b	6 semesters rating	\$49,000				
Earns Tenure								
Tenure	Y4	Step 4c	Annual Rating	\$49,500				
	Level Decision							
	Y5	Step 5	Annual Rating	\$50,000	\$55,000			
	Y6	Step 6	Annual Rating	\$52,000	\$58,000			
	Y7	Step 7	Annual Rating	\$54,000	\$61,000			
	Level Decision							
	Y8	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000	
	Y9	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000	
	Y10	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000	
					Level 1	Level 2	Level 3	Level 4

Tenure Status	Year	Step	Data at EOY	Salary		
Pre-Tenure	Pre-Tenure Teacher hired onto step 5.					
	Y1	Step 5	2 semesters rating	\$50,000		
	Y2	Step 6	4 semesters rating	\$52,000		
	Y3	Step 7	6 semesters rating	\$54,000		
Earns Tenure						
Tenure	Y4	Step 7a	Annual Rating	\$55,000		
	Level Decision					
	Y5	Step 8	Annual Rating	\$56,000	\$64,000	
	Y6	Step 9	Annual Rating	\$58,000	\$67,000	
	Y7	Step 10	Annual Rating	\$60,000	\$70,000	
				Level 1	Level 2	

Tenure Status	Year	Step	Data at EOY	Salary		
Pre-Tenure	Pre-Tenure Teacher hired onto step 6.					
	Y1	Step 6	2 semesters rating	\$52,000		
	Y2	Step 7	4 semesters rating	\$54,000		
	Y3	Step 7a	6 semesters rating	\$54,667		
Earns Tenure						
Tenure	Y4	Step 7b	Annual Rating	\$55,333		
	Level Decision					
	Y5	Step 8	Annual Rating	\$56,000	\$64,000	
	Y6	Step 9	Annual Rating	\$58,000	\$67,000	
	Y7	Step 10	Annual Rating	\$60,000	\$70,000	
				Level 1	Level 2	

Tenure Status	Year	Step	Data at EOY	Salary	
Pre-Tenure	Pre-Tenure Teacher hired onto step 7.				
	Y1	Step 7	2 semesters rating	\$54,000	
	Y2	Step 8	4 semesters rating	\$56,000	
	Y3	Step 9	6 semesters rating	\$58,000	
Earns Tenure					
Tenure	Y4	Step 10	Annual Rating	\$60,000	
	Level Decision				
	Y5	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Pre-Tenure	Pre-Tenure Teacher hired onto step 8.				
	Y1	Step 8	2 semesters rating	\$56,000	
	Y2	Step 9	4 semesters rating	\$58,000	
	Y3	Step 10	6 semesters rating	\$60,000	
Earns Tenure					
Tenure	Y4	Step 10	Annual Rating	\$60,000	
	Level Decision				
	Y5	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Pre-Tenure	Pre-Tenure Teacher hired onto step 9.				
	Y1	Step 9	2 semesters rating	\$58,000	
	Y2	Step 10	4 semesters rating	\$60,000	
	Y3	Step 10	6 semesters rating	\$60,000	
Earns Tenure					
Tenure	Y4	Step 10	Annual Rating	\$60,000	
	Level Decision				
	Y5	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Pre-Tenure	Pre-Tenure Teacher hired onto step 10.				
	Y1	Step 10	2 semesters rating	\$60,000	
	Y2	Step 10	4 semesters rating	\$60,000	
	Y3	Step 10	6 semesters rating	\$60,000	
Earns Tenure					
Tenure	Y4	Step 10	Annual Rating	\$60,000	
	Level Decision				
	Y5	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary			
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 2.						
	Y1	Step 2	Annual Rating	\$41,000			
	Y2	Step 3	Annual Rating	\$42,000			
	Y3	Step 4	Annual Rating	\$48,000			
Level Decision							
Tenure	Y4	Step 5	Annual Rating	\$50,000	\$55,000		
	Y5	Step 6	Annual Rating	\$52,000	\$58,000		
	Y6	Step 7	Annual Rating	\$54,000	\$61,000		
	Level Decision						
	Y7	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000
	Y8	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000
	Y9	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000
					Level 1	Level 2	Level 3

Tenure Status	Year	Step	Data at EOY	Salary			
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 3.						
	Y1	Step 3	Annual Rating	\$42,000			
	Y2	Step 4	Annual Rating	\$48,000			
	Y3	Step 4a	Annual Rating	\$49,000			
Level Decision							
Tenure	Y4	Step 5	Annual Rating	\$50,000	\$55,000		
	Y5	Step 6	Annual Rating	\$52,000	\$58,000		
	Y6	Step 7	Annual Rating	\$54,000	\$61,000		
	Level Decision						
	Y7	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000
	Y8	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000
	Y9	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000
					Level 1	Level 2	Level 3

Tenure Status	Year	Step	Data at EOY	Salary			
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 4.						
	Y1	Step 4	Annual Rating	\$48,000			
	Y2	Step 4a	Annual Rating	\$48,666			
	Y3	Step 4b	Annual Rating	\$49,333			
Tenure	Level Decision						
	Y4	Step 5	Annual Rating	\$50,000	\$55,000		
	Y5	Step 6	Annual Rating	\$52,000	\$58,000		
	Y6	Step 7	Annual Rating	\$54,000	\$61,000		
	Level Decision						
	Y7	Step 8	Annual Rating	\$56,000	\$64,000	\$72,000	\$80,000
	Y8	Step 9	Annual Rating	\$58,000	\$67,000	\$76,000	\$90,000
	Y9	Step 10	Annual Rating	\$60,000	\$70,000	\$80,000	\$100,000
				Level 1	Level 2	Level 3	Level 4

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 5.				
	Y1	Step 5	Annual Rating	\$50,000	
	Y2	Step 6	Annual Rating	\$52,000	
	Y3	Step 7	Annual Rating	\$54,000	
Tenure	Level Decision				
	Y4	Step 8	Annual Rating	\$56,000	\$64,000
	Y5	Step 9	Annual Rating	\$58,000	\$67,000
	Y6	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 6.				
	Y1	Step 6	Annual Rating	\$52,000	
	Y2	Step 7	Annual Rating	\$54,000	
	Y3	Step 7a	Annual Rating	\$55,000	
Tenure	Level Decision				
	Y4	Step 8	Annual Rating	\$56,000	\$64,000
	Y5	Step 9	Annual Rating	\$58,000	\$67,000
	Y6	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 7.				
	Y1	Step 7	Annual Rating	\$54,000	
	Y2	Step 7a	Annual Rating	\$54,667	
	Y3	Step 7b	Annual Rating	\$55,333	
Tenure	Level Decision				
	Y4	Step 8	Annual Rating	\$56,000	\$64,000
	Y5	Step 9	Annual Rating	\$58,000	\$67,000
	Y6	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 8				
	Y1	Step 8	Annual Rating	\$56,000	
	Y2	Step 9	Annual Rating	\$58,000	
	Y3	Step 10	Annual Rating	\$60,000	
Tenure	Level Decision				
	Y4	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 9				
	Y1	Step 9	Annual Rating	\$58,000	
	Y2	Step 10	Annual Rating	\$60,000	
	Y3	Step 10	Annual Rating	\$60,000	
Tenure	Level Decision				
	Y4	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2

Tenure Status	Year	Step	Data at EOY	Salary	
Tenure Not Earned in PPS	Post-Tenure Teacher hired onto step 10				
	Y1	Step 10	Annual Rating	\$60,000	
	Y2	Step 10	Annual Rating	\$60,000	
	Y3	Step 10	Annual Rating	\$60,000	
Tenure	Level Decision				
	Y4	Step 10	Annual Rating	\$60,000	\$70,000
				Level 1	Level 2