

Portland does not have a "traditional" salary schedule and there is no one defined salary trajectory for teachers based on advanced degrees or otherwise; rather there are numerous ways teachers can earn salary contact hours and advance a salary lane (see the 2019-2022 contract, pp. 18-20, Art. 12.C. for the ways in which teachers advance both vertically and horizontally on the salary schedule). For NCTQ's analysis, we looked at salary in all five lanes on the Professional Learning-Based Salary Schedule as well as one possible salary trajectory for a teacher with a BA and one for a teacher with a MA. All questions have detailed notes on what was analyzed and the assumptions made.

APPENDIX A-3: PEA Salary Schedule 2020-2021 (Schedule 183 Day)

(Step + 2.5% Increase)

Schedule 183 Day								
Experience-Based Salary Schedule (To be used for initial placement on the Professional Learning-Based Scale only)								
STEP	B		M		MI		D	
1	37,727	1	41,320	4	43,116	5	44,913	6
2	39,524	3	43,116	5	44,913	6	46,710	1
3	41,320	4	44,913	6	46,710	1	48,507	2
4	43,116	5	46,710	1	48,507	2	50,303	4
5	44,554	6	48,507	2	50,303	4	52,099	5
6	45,990	1	49,943	3	51,739	5	53,535	6
7	47,428	2	51,380	4	53,178	6	54,974	1
8	48,865	3	52,817	5	54,614	1	56,411	1
9	50,303	4	54,255	6	56,051	1	57,848	2
10	51,739	5	55,691	1	57,488	2	59,285	3
11	53,178	6	57,129	2	58,925	3	60,723	4
12	54,614	1	58,567	3	60,363	4	62,160	5
13	56,051	1	60,003	4	61,800	5	63,596	6
14	57,488	2	61,441	5	63,237	6	65,033	1
15	58,746	3	62,699	6	64,495	1	66,292	1
16	60,003	4	63,955	6	65,752	1	67,549	2
17	61,261	5	65,214	1	67,010	2	68,806	3
18	61,261	5	66,471	2	68,267	3	70,065	4
19	61,261	5	66,471	2	69,524	4	71,321	5
20	61,261	5	66,471	2	69,524	4	71,321	5
21	62,340	5	67,549	2	70,603	4	72,399	6
22	62,340	5	67,549	2	70,603	4	72,399	6
23	62,340	5	67,549	2	70,603	4	72,399	6
24	62,340	5	67,549	2	70,603	4	72,399	6
25	62,340	5	67,549	2	70,603	4	72,399	6
26	63,237	6	68,448	3	71,501	5	73,298	6
27	63,237	6	68,448	3	71,501	5	73,298	6
28	63,237	6	68,448	3	71,501	5	73,298	6
29	63,237	6	68,448	3	71,501	5	73,298	6
30	63,237	6	68,448	3	71,501	5	73,298	6
31	64,315	1	69,524	4	72,578	6	74,375	1

Schedule 183 Day					
Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	40,601	47,249	56,770	66,292	75,812
2	40,601	48,685	58,207	67,727	77,249
3	40,601	50,122	59,645	69,166	78,688
4	42,038	51,560	61,081	70,603	80,124
5	43,475	52,997	62,519	72,040	81,561
6	44,913	54,434	63,955	73,477	82,998
7	46,350	55,871	65,393	74,915	84,436
8	47,787	57,308	66,831	76,352	85,874
9	49,224	58,746	68,267	77,789	87,310
10	50,661	60,183	69,703	79,227	88,748

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