

Portland does not have a "traditional salary schedule" and there is no one defined salary trajectory for a teacher with a BA, MA or other advanced degree - there are numerous ways in which a teacher can advance to a new lane. For NCTQ's salary analysis, we looked at salaries 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 answers in our database contain detailed notes on what we looked at for our analysis). For additional details on how teachers advance on the salary schedule and move across lanes, view the 2016-2019 CBA, pp. 18-20, Art. 12.C ([http://nctq.org/docs/PEA\\_\(Teachers\\_and\\_School\\_Professionals\)\\_Contract.pdf](http://nctq.org/docs/PEA_(Teachers_and_School_Professionals)_Contract.pdf)).

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**APPENDIX A-1: PEA Salary Schedule 2016-2017 (Schedule 183 Day)**

(Step)

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	35,373	1	38,742	4	40,426	5	42,111	6
2	37,058	3	40,426	5	42,111	6	43,796	1
3	38,742	4	42,111	6	43,796	1	45,480	2
4	40,426	5	43,796	1	45,480	2	47,164	4
5	41,774	6	45,480	2	47,164	4	48,849	5
6	43,121	1	46,827	3	48,511	5	50,195	6
7	44,469	2	48,175	4	49,860	6	51,544	1
8	45,816	3	49,522	5	51,206	1	52,891	1
9	47,164	4	50,870	6	52,554	1	54,239	2
10	48,511	5	52,217	1	53,902	2	55,586	3
11	49,860	6	53,565	2	55,249	3	56,934	4
12	51,206	1	54,913	3	56,597	4	58,281	5
13	52,554	1	56,260	4	57,945	5	59,629	6
14	53,902	2	57,608	5	59,292	6	60,976	1
15	55,081	3	58,787	6	60,471	1	62,156	1
16	56,260	4	59,965	6	61,650	1	63,335	2
17	57,439	5	61,145	1	62,829	2	64,513	3
18	57,439	5	62,324	2	64,008	3	65,693	4
19	57,439	5	62,324	2	65,187	4	66,872	5
20	57,439	5	62,324	2	65,187	4	66,872	5
21	58,450	5	63,335	2	66,198	4	67,882	6
22	58,450	5	63,335	2	66,198	4	67,882	6
23	58,450	5	63,335	2	66,198	4	67,882	6
24	58,450	5	63,335	2	66,198	4	67,882	6
25	58,450	5	63,335	2	66,198	4	67,882	6
26	59,292	6	64,177	3	67,040	5	68,725	6
27	59,292	6	64,177	3	67,040	5	68,725	6
28	59,292	6	64,177	3	67,040	5	68,725	6
29	59,292	6	64,177	3	67,040	5	68,725	6
30	59,292	6	64,177	3	67,040	5	68,725	6
31	60,302	1	65,187	4	68,050	6	69,735	1

Schedule 183 Day Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	38,068	44,301	53,228	62,156	71,083
2	38,068	45,647	54,575	63,502	72,430
3	38,068	46,995	55,924	64,851	73,779
4	39,416	48,343	57,270	66,198	75,125
5	40,763	49,690	58,618	67,545	76,473
6	42,111	51,038	59,965	68,893	77,820
7	43,458	52,386	61,313	70,241	79,168
8	44,806	53,733	62,661	71,588	80,516
9	46,153	55,081	64,008	72,936	81,863
10	47,500	56,428	65,355	74,284	83,211

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**APPENDIX A-2: PEA Salary Schedule 2016-2017 (Schedule 193 Day)**

(Step)

Schedule 193 Day Experience-Based Salary Schedule (To be used for initial placement on the Professional Learning-Based Scale only)								
STEP	B		M		MI		D	
1	37,305	1	40,859	4	42,635	5	44,412	6
2	39,082	3	42,635	5	44,412	6	46,189	1
3	40,859	4	44,412	6	46,189	1	47,966	2
4	42,635	5	46,189	1	47,966	2	49,740	4
5	44,057	6	47,966	2	49,740	4	51,518	5
6	45,478	1	49,386	3	51,162	5	52,939	6
7	46,899	2	50,807	4	52,584	6	54,360	1
8	48,320	3	52,228	5	54,004	1	55,782	1
9	49,740	4	53,650	6	55,426	1	57,202	2
10	51,162	5	55,071	1	56,848	2	58,623	3
11	52,584	6	56,492	2	58,269	3	60,045	4
12	54,004	1	57,914	3	59,689	4	61,465	5
13	55,426	1	59,333	4	61,111	5	62,887	6
14	56,848	2	60,755	5	62,532	6	64,308	1
15	58,091	3	61,999	6	63,774	1	65,552	1
16	59,333	4	63,242	6	65,020	1	66,795	2
17	60,579	5	64,485	1	66,262	2	68,039	3
18	60,579	5	65,730	2	67,506	3	69,282	4
19	60,579	5	65,730	2	68,750	4	70,526	5
20	60,579	5	65,730	2	68,750	4	70,526	5
21	61,644	5	66,795	2	69,816	4	71,592	6
22	61,644	5	66,795	2	69,816	4	71,592	6
23	61,644	5	66,795	2	69,816	4	71,592	6
24	61,644	5	66,795	2	69,816	4	71,592	6
25	61,644	5	66,795	2	69,816	4	71,592	6
26	62,532	6	67,684	3	70,703	5	72,481	6
27	62,532	6	67,684	3	70,703	5	72,481	6
28	62,532	6	67,684	3	70,703	5	72,481	6
29	62,532	6	67,684	3	70,703	5	72,481	6
30	62,532	6	67,684	3	70,703	5	72,481	6
31	63,598	1	68,750	4	71,769	6	73,546	1

Schedule 193 Day Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	40,148	46,721	56,137	65,552	74,967
2	40,148	48,142	57,559	66,972	76,388
3	40,148	49,563	58,979	68,394	77,810
4	41,569	50,985	60,400	69,816	79,230
5	42,991	52,406	61,821	71,236	80,652
6	44,412	53,827	63,242	72,658	82,073
7	45,833	55,249	64,663	74,079	83,494
8	47,254	56,669	66,085	75,499	84,916
9	48,675	58,091	67,506	76,922	86,336
10	50,097	59,512	68,927	78,343	87,758

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