

Portland does not have a traditional salary schedule in that there is no one true BA or MA lane. For TR3 calculation purposes, we used a mixture of information - we looked at the lanes on the Professional Learning Scale, salaries for new hires to the district and created BA and MA lanes (with the assumption that a teacher does not advance to the next lane) based on the starting salary for a teacher with the appropriate degree and no experience. In Portland, continuing education (earned in a variety of ways and called salary contact hours) is rewarded; however, there are a number of paths and points at which teachers will advance to the next lane. For more information, view the current CBA (http://nctq.org/docs/Portland_ME_PEA_11-14_Final.pdf), Article 12, which starts on page 19.

Appendix A-1
PEA Salary Schedule 2011-13
Schedule 187 Day

YEAR	BASE	HOURLY
11-13	32,066	26.96

2011-2012 = no steps
2012-2013 = step increases

Schedule 187 Day Experienced Based Salary Schedule (To be used for initial placement on the Professional Learning Based Scale only)								
STEP	B		M		MI	D		
1	33,669	1	36,876	4	38,479	5	40,083	6
2	35,273	3	38,479	5	40,083	6	41,686	1
3	36,876	4	40,083	6	41,686	1	43,289	2
4	38,479	5	41,686	1	43,289	2	44,892	4
5	39,762	6	43,289	2	44,892	4	46,496	5
6	41,044	1	44,572	3	46,175	5	47,778	6
7	42,327	2	45,854	4	47,458	6	49,061	1
8	43,610	3	47,137	5	48,740	1	50,344	1
9	44,892	4	48,420	6	50,023	1	51,626	2
10	46,175	5	49,702	1	51,306	2	52,909	3
11	47,458	6	50,985	2	52,588	3	54,192	4
12	48,740	1	52,268	3	53,871	4	55,474	5
13	50,023	1	53,550	4	55,154	5	56,757	6
14	51,306	2	54,833	5	56,436	6	58,039	1
15	52,428	3	55,955	6	57,558	1	59,162	1
16	53,550	4	57,077	6	58,681	1	60,284	2
17	54,673	5	58,200	1	59,803	2	61,406	3
18	54,673	5	59,322	2	60,925	3	62,529	4
19	54,673	5	59,322	2	62,048	4	63,651	5
20	54,673	5	59,322	2	62,048	4	63,651	5
21	55,635	5	60,284	2	63,010	4	64,613	6
22	55,635	5	60,284	2	63,010	4	64,613	6
23	55,635	5	60,284	2	63,010	4	64,613	6
24	55,635	5	60,284	2	63,010	4	64,613	6
25	55,635	5	60,284	2	63,010	4	64,613	6
26	56,436	6	61,086	3	63,811	5	65,415	6
27	56,436	6	61,086	3	63,811	5	65,415	6
28	56,436	6	61,086	3	63,811	5	65,415	6
29	56,436	6	61,086	3	63,811	5	65,415	6
30	56,436	6	61,086	3	63,811	5	65,415	6
31	57,398	1	62,048	4	64,773	6	66,377	1

Schedule 187 Day Professional Learning Based Salary Schedule					
STEP	I	II	III	IV	V
1	33,669	42,167	50,664	59,162	67,659
2	34,952	43,449	51,947	60,444	68,942
3	36,235	44,732	53,230	61,727	70,225
4	37,517	46,015	54,512	63,010	71,507
5	38,800	47,297	55,795	64,292	72,790
6	40,083	48,580	57,077	65,575	74,072
7	41,365	49,863	58,360	66,858	75,355
8	42,648	51,145	59,643	68,140	76,638
9	43,930	52,428	60,925	69,423	77,920
10	45,213	53,711	62,208	70,706	79,203