

ortland does not have a "traditional" salary schedule and there is no 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-1: PEA Salary Schedule 2019-2020 (Schedule 183 Day)**

(Step + 1.0% 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	36,806	1	40,312	4	42,064	5	43,818	6
2	38,560	3	42,064	5	43,818	6	45,571	1
3	40,312	4	43,818	6	45,571	1	47,324	2
4	42,064	5	45,571	1	47,324	2	49,076	4
5	43,467	6	47,324	2	49,076	4	50,828	5
6	44,868	1	48,724	3	50,477	5	52,229	6
7	46,271	2	50,127	4	51,881	6	53,633	1
8	47,673	3	51,529	5	53,282	1	55,035	1
9	49,076	4	52,932	6	54,683	1	56,437	2
10	50,477	5	54,333	1	56,086	2	57,839	3
11	51,881	6	55,736	2	57,488	3	59,242	4
12	53,282	1	57,139	3	58,891	4	60,643	5
13	54,683	1	58,540	4	60,293	5	62,045	6
14	56,086	2	59,942	5	61,695	6	63,447	1
15	57,313	3	61,170	6	62,922	1	64,675	1
16	58,540	4	62,395	6	64,148	1	65,901	2
17	59,767	5	63,623	1	65,375	2	67,128	3
18	59,767	5	64,850	2	66,602	3	68,356	4
19	59,767	5	64,850	2	67,829	4	69,582	5
20	59,767	5	64,850	2	67,829	4	69,582	5
21	60,819	5	65,901	2	68,881	4	70,633	6
22	60,819	5	65,901	2	68,881	4	70,633	6
23	60,819	5	65,901	2	68,881	4	70,633	6
24	60,819	5	65,901	2	68,881	4	70,633	6
25	60,819	5	65,901	2	68,881	4	70,633	6
26	61,695	6	66,778	3	69,757	5	71,510	6
27	61,695	6	66,778	3	69,757	5	71,510	6
28	61,695	6	66,778	3	69,757	5	71,510	6
29	61,695	6	66,778	3	69,757	5	71,510	6
30	61,695	6	66,778	3	69,757	5	71,510	6
31	62,746	1	67,829	4	70,808	6	72,561	1

Schedule 183 Day					
Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	39,611	46,096	55,385	64,675	73,963
2	39,611	47,497	56,787	66,075	75,365
3	39,611	48,899	58,190	67,479	76,769
4	41,013	50,302	59,591	68,881	78,170
5	42,415	51,704	60,994	70,283	79,572
6	43,818	53,107	62,395	71,685	80,974
7	45,220	54,509	63,798	73,088	82,377
8	46,622	55,911	65,201	74,490	83,780
9	48,023	57,313	66,602	75,891	85,180
10	49,425	58,715	68,003	77,294	86,583

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