

# Teachers

## 2018-2019 Teacher Compensation Matrix

TIER 1						TIER 2							TIER 3			TIER 4					
PL pts.	T1-1	T1-2	T1-3	T1-4	T1-5	PL pts.	T2-1	T2-2	T2-3	T2-4	T2-5	T2-6	T2-7	PL pts.	T3-1	T3-2	T3-3	PL pts.	T4-1	T4-2	T4-3
1000	40,572	40,742	40,912	41,082	41,252	2000	41,422	41,982	42,542	43,102	43,662	44,222	44,782	3000	52,296	52,856	53,416	4150			
1050		41,901	42,071	42,241	42,411	2050	42,581	43,141	43,701	44,261	44,821	45,381	45,941	3050	53,455	54,015	54,575	4200			
1100			43,230	43,400	43,570	2100	43,740	44,300	44,860	45,420	45,980	46,540	47,100	3100	54,614	55,174	55,734	4250			
						2150	44,899	45,459	46,019	46,579	47,139	47,699	48,259	3150	55,773	56,333	56,893	4300			
						2200	46,058	46,618	47,178	47,738	48,298	48,858	49,418	3200	56,932	57,492	58,052	4350			
						2250		47,777	48,337	48,897	49,457	50,017	50,577	3250	58,091	58,651	59,211	4400	70,202	70,762	71,322
						2300		48,936	49,496	50,056	50,616	51,176	51,736	3300	59,250	59,810	60,370	4450	71,361	71,921	72,481
						2350			50,655	51,215	51,775	52,335	52,895	3350	60,409	60,969	61,529	4500	72,520	73,080	73,640
						2400			51,814	52,374	52,934	53,494	54,054	3400	61,568	62,128	62,688	4550	73,679	74,239	74,799
						2450				53,533	54,093	54,653	55,213	3450		63,287	63,847	4600		75,398	75,958
						2500				54,692	55,252	55,812	56,372	3500		64,446	65,006	4650			77,117
						2550					56,411	56,971	57,531	3550		65,605	66,165				
						2600					57,570	58,130	58,690	3600			67,324				
						2650						59,289	59,849	3650			68,483				
						2700						60,448	61,008	3700			69,642				
						2750							62,167	3750			70,801				
						2800							63,326	3800			71,960				

**Migrating into these cells in T4 earns a \$1000 1-time bonus**

**1-time bonuses end 6-20-29**

Migrating to any new tier results in placement in the new tier to a cell leftmost and uppermost that is greater than that in the previous tier.

These two rows in T4 are introduced for 2018-19

The structure for 2018-19, approved by the Board on 3/12/18, is shown here with dollar amounts for 2018-19 (Board approved 8/13/18).

## 2018-2019 Teacher Compensation Matrix\* with Tier 4 Modifications effective for 2019-20

TIER 1						TIER 2							TIER 3			TIER 4					
PL pts.	T1-1	T1-2	T1-3	T1-4	T1-5	PL pts.	T2-1	T2-2	T2-3	T2-4	T2-5	T2-6	T2-7	PL pts.	T3-1	T3-2	T3-3	PL pts.	T4-1	T4-2	T4-3
1000	40,572	40,742	40,912	41,082	41,252	2000	41,422	41,982	42,542	43,102	43,662	44,222	44,782	3000	52,296	52,856	53,416	4150			
1050		41,901	42,071	42,241	42,411	2050	42,581	43,141	43,701	44,261	44,821	45,381	45,941	3050	53,455	54,015	54,575	4200			
1100			43,230	43,400	43,570	2100	43,740	44,300	44,860	45,420	45,980	46,540	47,100	3100	54,614	55,174	55,734	4250			
						2150	44,899	45,459	46,019	46,579	47,139	47,699	48,259	3150	55,773	56,333	56,893	4300	67,884	68,444	69,004
						2200	46,058	46,618	47,178	47,738	48,298	48,858	49,418	3200	56,932	57,492	58,052	4350	69,043	69,603	70,163
						2250		47,777	48,337	48,897	49,457	50,017	50,577	3250	58,091	58,651	59,211	4400	70,202	70,762	71,322
						2300		48,936	49,496	50,056	50,616	51,176	51,736	3300	59,250	59,810	60,370	4450	71,361	71,921	72,481
						2350			50,655	51,215	51,775	52,335	52,895	3350	60,409	60,969	61,529	4500	72,520	73,080	73,640
						2400			51,814	52,374	52,934	53,494	54,054	3400	61,568	62,128	62,688	4550	73,679	74,239	74,799
						2450				53,533	54,093	54,653	55,213	3450		63,287	63,847	4600		75,398	75,958
						2500				54,692	55,252	55,812	56,372	3500		64,446	65,006	4650			77,117
						2550					56,411	56,971	57,531	3550		65,605	66,165				
						2600					57,570	58,130	58,690	3600			67,324				
						2650						59,289	59,849	3650			68,483				
						2700						60,448	61,008	3700			69,642				
						2750							62,167	3750			70,801				
						2800							63,326	3800			71,960				

**Migrating into these cells in T4 earns a \$2000 1-time bonus**

**Migrating into these cells in T4 earns a \$1000 1-time bonus**

**1-time bonuses end 6-20-29**

Migrating to any new tier results in placement in the new tier to a cell leftmost and uppermost that is greater than that in the previous tier.

These two rows in T4 are introduced for 2019-20

\* The structure for 2019-20, approved by the Board on 3/12/18, is shown here with dollar amounts from 2018-19 (Board approved 8/13/18). These amounts may increase for 2019-20 and beyond.

## 2017-2018 Teacher Compensation Matrix\* with Tier 4 Modifications effective for 2020-21

TIER 1						TIER 2							TIER 3			TIER 4					
PL pts.	T1-1	T1-2	T1-3	T1-4	T1-5	PL pts.	T2-1	T2-2	T2-3	T2-4	T2-5	T2-6	T2-7	PL pts.	T3-1	T3-2	T3-3	PL pts.	T4-1	T4-2	T4-3
1000	40,572	40,742	40,912	41,082	41,252	2000	41,422	41,982	42,542	43,102	43,662	44,222	44,782	3000	52,296	52,856	53,416	4150	64,407	64,967	65,527
1050		41,901	42,071	42,241	42,411	2050	42,581	43,141	43,701	44,261	44,821	45,381	45,941	3050	53,455	54,015	54,575	4200	65,566	66,126	66,686
1100			43,230	43,400	43,570	2100	43,740	44,300	44,860	45,420	45,980	46,540	47,100	3100	54,614	55,174	55,734	4250	66,725	67,285	67,845
						2150	44,899	45,459	46,019	46,579	47,139	47,699	48,259	3150	55,773	56,333	56,893	4300	67,884	68,444	69,004
						2200	46,058	46,618	47,178	47,738	48,298	48,858	49,418	3200	56,932	57,492	58,052	4350	69,043	69,603	70,163
						2250		47,777	48,337	48,897	49,457	50,017	50,577	3250	58,091	58,651	59,211	4400	70,202	70,762	71,322
						2300		48,936	49,496	50,056	50,616	51,176	51,736	3300	59,250	59,810	60,370	4450	71,361	71,921	72,481
						2350			50,655	51,215	51,775	52,335	52,895	3350	60,409	60,969	61,529	4500	72,520	73,080	73,640
						2400			51,814	52,374	52,934	53,494	54,054	3400	61,568	62,128	62,688	4550	73,679	74,239	74,799
						2450				53,533	54,093	54,653	55,213	3450		63,287	63,847	4600		75,398	75,958
						2500				54,692	55,252	55,812	56,372	3500		64,446	65,006	4650			77,117
						2550					56,411	56,971	57,531	3550		65,605	66,165				
						2600					57,570	58,130	58,690	3600			67,324				
						2650						59,289	59,849	3650			68,483				
						2700						60,448	61,008	3700			69,642				
						2750							62,167	3750			70,801				
						2800							63,326	3800			71,960				

**Migrating into these cells in T4 earns a \$3000 1-time bonus**

**Migrating into these cells in T4 earns a \$2000 1-time bonus**

**Migrating into these cells in T4 earns a \$1000 1-time bonus**

**1-time bonuses end 6-20-29**

Migrating to any new tier results in placement in the new tier to a cell leftmost and uppermost that is greater than that in the previous tier.

These three rows in T4 are introduced for 2020-21

\* The structure for 2020-21, approved by the Board on 3/12/18, is shown here with dollar amounts from 2018-19 (Board approved 8/13/18). These amounts may increase for 2020-21 and beyond.