Recommendations
Teacher Pay Scale – Option 1

Option 1

1.5% between steps

Years	Current Step Increase	Current Step Rate	Proposed Step Rate	$ Increase
0	0.5%	$51,966	$51,966	$0
5	0.6%	$53,011	$55,982	$2,971
10	0.5%	$54,460	$60,308	$5,848
15	0.9%	$56,587	$64,969	$8,382
20	2.1%	$62,324	$69,990	$7,666
25	1.9%	$68,746	$75,399	$6,653
30	1.7%	$75,169	$81,226	$6,057
35	1.1%	$80,415	$87,504	$7,089
40	1.5%	$86,744	$94,267	$7,523
43+	1.3%	$90,473	$98,572	$8,099

Pros:

Meets our project goal

Exceeds Chesapeake by 0.2%-0.9%, depending on year and degree lane

Ranks #1 amongst peers (excluding Prince William)

Cons:

Most costly

The recommended step increases for years 16-30 are lower than the current scale, but the compounded effects of increasing steps 0-15 will provide those employees with a higher salary.

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Recommendations
Teacher Pay Scale – Option 2

Option 2

0-15 Years: 1.25% between steps

16+ Years: 1.5% between steps

Years	Current Step Increase	Current Step Rate	Proposed Step Rate	$ Increase
0	0.5%	$51,966	$51,966	$0
5	0.6%	$53,011	$55,296	$2,285
10	0.5%	$54,460	$58,839	$4,379
15	0.9%	$56,587	$62,610	$6,023
20	2.1%	$62,324	$67,448	$5,124
25	1.9%	$68,746	$72,661	$3,915
30	1.7%	$75,169	$78,277	$3,108
35	1.1%	$80,415	$84,326	$3,911
40	1.5%	$86,744	$90,843	$4,099
43+	1.3%	$90,473	$94,993	$4,520

Pros:

Above the overall peer market average by 2.4%-6.7% (excluding Prince William), depending on year and degree lane

More affordable than Option 1

Cons:

Does not meet our project goal

Below Chesapeake by approximately 1.6%-3.1%

Ranks #2 amongst peers (excluding Prince William)

The recommended step increases for years 16-30 are lower than the current scale, but the compounded effects of increasing steps 0-15 will provide those employees with a higher salary.

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