

# ADDRESSING TEACHERS COMPRESSED ON LOWER HSTA SALARY STEPS

## EXHIBIT A TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-MONTH) Effective the First Working Day of the 2021-2022 School Year

Yrs of Svc (Span)	Curr Count	Yrs of Svc (Span)	Realign Count
33+	513	22+	2898
32 (1)	143	20-21 (2)	637
31 (1)	174	18-19 (2)	684
27-30 (4)	796	16-17 (2)	813
24-26 (3)	848	14-15 (2)	796
16-23 (8)	2569	12-13 (2)	686
15 (1)	495	10-11 (2)	745
9-14 (6)	2374	8-9 (2)	1130
7-8 (2)	931	6-7 (2)	1035
5-6 (2)	931	4-5 (2)	947
3-4 (2)	1125	2-3 (2)	1189
0-2 (2)	1727	0-1 (1)	1064

Initial Classification	CLASS II		CLASS III		CLASS IV		CLASS V		CLASS VI		CLASS VII	
Reclassification	BA		BA+30 or MA		Class III + 15		Class IV + 15		Class V + 15		Class VI + 15	
14B <sup>5</sup>	T02-14B	71,403	T03-14B	77,115	T04-14B	80,200	T05-14B	83,408	T06-14B	86,744	T07-14B	91,948
14A <sup>5</sup>	T02-14A	67,361	T03-14A	72,750	T04-14A	75,661	T05-14A	78,686	T06-14A	81,835	T07-14A	86,743
14 <sup>5</sup>	T02-14	65,399	T03-14	70,631	T04-14	73,457	T05-14	76,395	T06-14	79,450	T07-14	84,218
13 <sup>5</sup>	T02-13	63,493	T03-13	68,573	T04-13	71,317	T05-13	74,169	T06-13	77,136	T07-13	81,764
12 <sup>5</sup>	T02-12	61,645	T03-12	66,577	T04-12	69,241	T05-12	72,011	T06-12	74,889	T07-12	79,383
11 <sup>5</sup>	T02-11	59,850	T03-11	64,638	T04-11	67,223	T05-11	69,911	T06-11	72,707	T07-11	77,069
10 <sup>5</sup>	T02-10	58,105	T03-10	62,755	T04-10	65,265	T05-10	67,875	T06-10	70,589	T07-10	74,827
9 <sup>5</sup>	T02-09	56,414	T03-09	60,928	T04-09	63,365	T05-09	65,900	T06-09	68,535	T07-09	72,648
8 <sup>5</sup>	T02-08	54,771	T03-08	59,152	T04-08	61,517	T05-08	63,979	T06-08	66,538	T07-08	70,531
7 <sup>5</sup>	T02-07	53,176	T03-07	57,429	T04-07	59,727	T05-07	62,115	T06-07	64,600	T07-07	68,476
6 <sup>5</sup>	T02-06	51,627	T03-06	55,756	T04-06	57,988	T05-06	60,307	T06-06	62,718	T07-06	66,482
5 <sup>5</sup>	T02-05	50,123	T03-05	54,132	T04-05	56,298	T05-05	58,549	T06-05	60,892	T07-05	64,545
	1706		2684		1762		1217		955		4300	

Counts do not include Steps 1-3 nor teachers at charter schools that do not utilize HDOE payroll.

**↑ STEPS** Vertical movement happens only via negotiations. Seeking to realign teachers whose step does not align with their years of service based upon two years of service per step.

**→ CLASSES** Initial placement based upon credits when entering the profession and subsequent horizontal movement based upon earning of professional development credits. Seeking to remove Class VII cap to allow future negotiations to incentivize continuing professional development.





# CURRENT DISTRIBUTION OF TEACHERS BY SALARY STEP AND YEARS OF SERVICE

HSTA BU05 Years completed after 2021-22 SY (10/1/21 data)

Step	Total	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	>37						
14B	513																	1								1		7	5	8	9	11	14	15	111	105	62	52	29	84						
14A	143																									1	1	5	2	1	5	7	13	106	1				1							
14	174																										4	2	1	3	10	17	132	6												
13	796										1		1										8	14	8	24	13	44	183	180	177	138	6					1								
12	848														1		1			24	24	18	19	21	37	206	206	262	28	3																
11	2569			1					1		2	10	14	10	12	34	103	367	366	347	263	295	262	248	207	11	6	2	2		4	3		1						1						
10	495				1				1	1	8	23	27	23	53	61	261	14	8	6	2	2	2	1		1	1															1				
09	2374			1	4	11	74	79	86	107	393	357	303	262	275	295	28	27	17	5	9	11	9	4	8	4	1	1	2	1		2											2			
08	931	2	6	8	75	79	34	38	313	311	25	5	8	5	4	3	2	2	1		1	4	2	2	2																			2		
07	931	3	3	4	37	53	360	377	45	15	5	6	2	3	6	3	2	2	1		1	1	2	1																						
06	1125	1.5	76	98	442	397	42	21	22	5	6	1		1	3	1	1	1	2	1	1		2																					1		
05	1727	509	556	519	53	32	17	11	5	5	6	2		1	2	1	2	2	1		1	1				1	1	1																		
03	25	5	7	2	3	6		2																																						
02	12			1	10		1																																							
01	321	170	75	50	6	1	7	1	4	1	2						1	1																												
*	12980	690	723	683	631	578	534	529	476	444	448	404	357	305	354	398	399	418	396	383	302	332	305	290	262	249	232	325	223	196	205	179	165	128	112	105	65	53	30	84						

(some totals may differ due to rounding) (\*Information from charter schools that do not use DOE payroll were not provided and are not reflected in this data.)

Affected

8626		568	59	429	67	410	76	337	44	371	315	295	342	397	399	417	396	383	302	332	305	290	262	248	232	318	218	188	196	168	151	113	1		3	1	1								
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(some totals may differ due to rounding)

# DISTRIBUTION IF SALARY STEPS WERE CONNECTED TO YEARS OF SERVICE

HSTA BU05 Years completed after 2021-22 SY (10/1/21 data) **Step Corrected**

Step	Total	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	>37									
14B	2898																	1							290	262	249	232	325	223	196	205	179	165	128	112	105	65	53	30	84								
14A	637																																																
14	684																																																
13	813										1		1																																				
12	796																																																
11	686			1					1		2	10	14	305	354																																		
10	745				1				1	1	8	394	340																																				
09	1130			1	4	11	74	79	86	442	435																																						
08	1035	2	6	8	75	79	34	447	385																																								
07	947	3	3	4	37	481	419																																										
06	1189	2	76	617	495																																												
05	1064	509	556																																														
03	46	5	7	2	3	7	8	3	4	1	2						1	1																															
02	67			51	16																																												
01	245	170	75																																														
*	12980	690	723	683	631	578	534	529	476	444	448	404	357	305	354	398	399	418	396	383	302	332	305	290	262	249	232	325	223	196	205	179	165	128	112	105	65	53	30	84									

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(rev 1/19/22)