

ETA Salary Schedule Initial Placement and Review

Background

The Old Schedule, in place since 2001, was 31 steps and 10 lanes. A new lane exists for every 8 hours earned after the BA. Additionally, there were lanes beyond the MA column every 8 hours with a maximum lane of MA+40.

The New Schedule, to be implemented retroactively to the start of this academic year (2018-19), is 20 steps and 8 lanes. Under the New Schedule lanes are established every for every 10 lane credits beyond the BA, with a maximum of +70.

Since the dimension and labeling changed, initial placement (mapping) was determined by the following process:

1. Create a transition reference salary
 - a. Old Schedule was increased by 1% on the base salary,
 - b. Award any applicable step earned by the teacher for the start of the 2018-19 school year,
 - c. This placement identified the Reference Salary for the individual teacher
2. Locate proper cell on New Schedule:
 - a. Lane Identification: Acknowledge/preserve the credit hours already earned and recognized on the salary schedule by membership in the old model through the Initial Lane Conversion/Identification Process (described below),
 - b. Step Identification: locate the first salary in the New Schedule in the identified lane (Step 2a) that is greater than the Reference Salary (Step 1c).
 - c. This Step – Lane will be the salary for the 2018-19 year upon which all retro salary wages will be calculated and from which the teacher will progress through the New Schedule going forward

The results of the above outlined process are summarized in two matrixes located at the end of this document: [Placement Matrixes: Step](#) and [No Step](#). For greater detail and understanding, the step-by-step process for Lane Identification is described in the following section.

Initial Lane Conversion/Identification Process

For purposes of identification of the proper lane placement on the New Schedule, teachers were considered to have the minimum number of credits to be placed into that lane. Additionally, for this initial placement, a master’s degree was treated as equivalent to 32 hours¹. The following represents the number of credit hours earned and recognized beyond a bachelor’s degree:

Old Schedule	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
Presumed Additional Hours	0	8	16	24	32 ¹	40	48	56	64	72

¹ It is understood that not all master’s degrees are 32 hours. A process to obtain salary schedule credit for lengthier programs will be in place for teachers to initiate a review and salary schedule recognition.

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The above table then leads to the following lane placement according to the New Schedule:

Old Schedule	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
Presumed Additional Hours	0	8	16	24	32	40	48	56	64	72
New Schedule	BA	BA	+10	+20	+30	+40	+40	+50	+60	+70

There are only two lanes, when we assume the minimum requirements, that map to the minimum requirement of the New Schedule (highlighted below). All other lanes create a “balance” in the teacher’s record which is labeled “Presumed Additional Hours” in the table below:

Old Schedule	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
Presumed Additional Hours	0	8	16	24	32	40	48	56	64	72
New Schedule	BA	BA	+10	+20	+30	+40	+40	+50	+60	70
<i>Presumed Additional Hours</i>	<i>0</i>	<i>8</i>	<i>6</i>	<i>4</i>	<i>2</i>	<i>0</i>	<i>8</i>	<i>6</i>	<i>4</i>	<i>2</i>

Placement Review

Every teacher has their own unique academic preparation experience. For a variety of reasons, teachers may possess additional academic credits that have not already been awarded salary schedule credit. Knowing this, we have agreed that some hours may be considered and upon verification will be recognized as additional academic credit beginning the fall of 2019. This process will be teacher initiated. Any hours determined to be eligible for salary schedule placement will be recognized pursuant to the terms and conditions stated in **27.2 B1. ADVANCEMENT BEYOND THE BA COLUMN.**

Hours qualified for review and recognition as **27.2 B1aⁱⁱ ADDITIONAL ACADEMIC CREDITS** (27.2 B1aⁱⁱ) fall into two categories:

1. Master’s degree review: If the master’s degree program required more than 32 credit hours, upon verification by Human Resources, the difference between the required number of hours on the transcript and 32 hours will become recognized additional academic credits, and
2. Transcript hours: Additional completed academic hours not already accounted for in part 1, master’s degree review, with a maximum recognition not to exceed ten (10) additional credit hours.^{2,3}

² A teacher in BA+24 who has an additional 12 hours of graduate coursework completed, upon verification, would receive the 10-credit hour maximum recognition.

³ A teacher in MA+40 who has an additional 8 hours of graduate coursework completed, upon verification, would receive the additional 8 credit hours as credit toward a Lane Credit to Step Increment Conversion (27.2 A2)

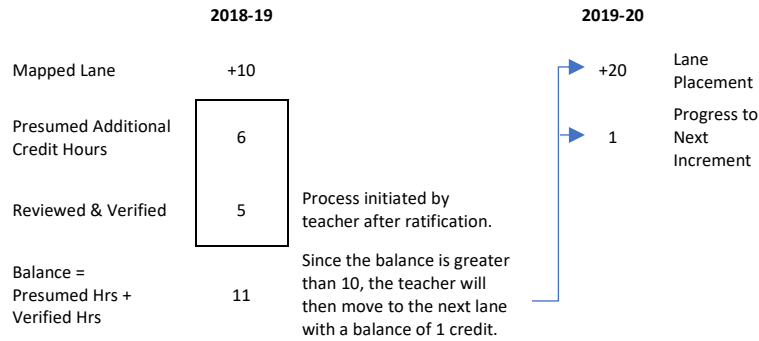
ETA Salary Schedule

This graphic shows the Old Schedule and the presumed location within any given lane (highlighted in yellow). When mapped to the New Schedule (corresponding green highlight), some members will be very close to achieving another lane increment.

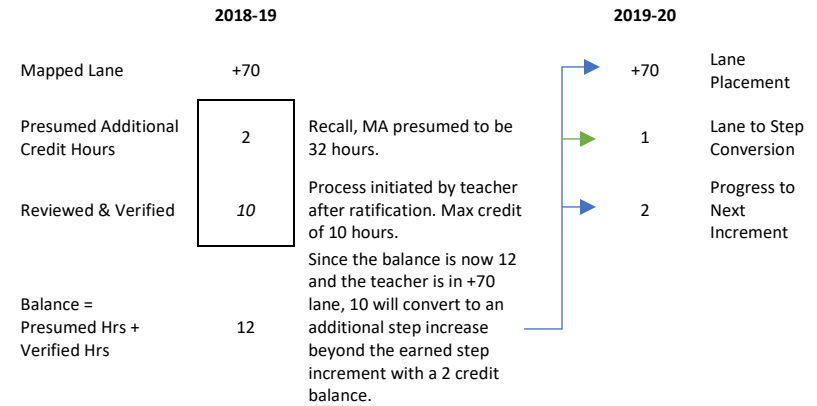
BA+8								BA+16								BA+24								MA								MA+8								MA+16								MA+24								MA+32								MA+40								
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
0	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	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
BA									+10									+20									+30									+40									+50									+60									+70									

Examples of Impact of Review

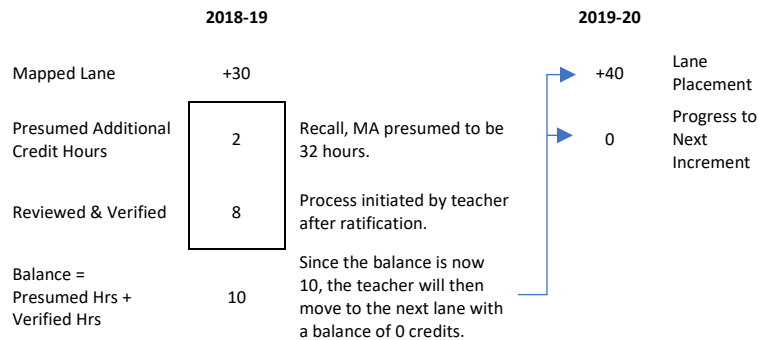
Example 1: Teacher A is currently in BA+16 and has an additional 5 hours completed (turned in or not).



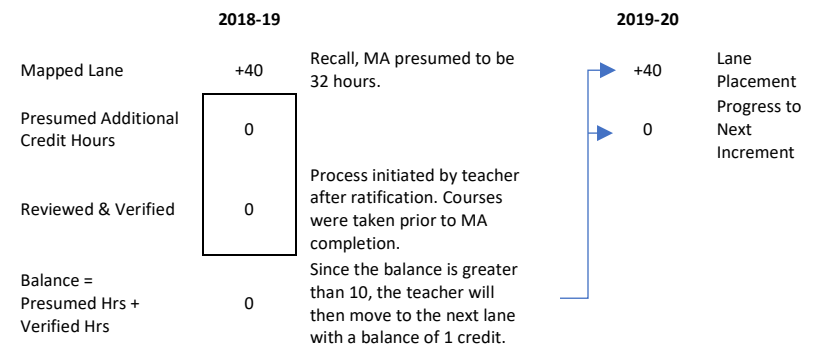
Example 3: Teacher C is currently in MA+40 and has an additional 12 hours completed (turned in or not).



Example 2: Teacher B is currently in MA and has an additional 8 hours based upon a review of the master's degree program.



Example 4: Teacher A is currently in MA+8 and has an additional 6 hours completed (not turned in).



ETA Salary Schedule

Resources: Placement Matrices

Be sure to use the appropriate table for accurate identification of placement on the new schedule.

Placement Matrix: Step

For those teachers who qualified for a step increment at the beginning of 2018-19 school year.

	1	2	3	4	5	6	7	8	9	10
<i>Step</i>	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	A-1	A-1	A-2	A-3	A-4	A-5	A-5	A-6	A-7	A-8
2	A-1	A-1	A-2	A-3	A-4	A-5	B-5	A-6	A-7	A-8
3	A-1	B-1	B-2	B-3	B-4	B-5	B-5	B-6	B-7	B-8
4	B-1	C-1	C-2	C-3	C-4	B-5	C-5	C-6	C-7	C-8
5	C-1	D-1	D-2	D-3	C-4	C-5	D-5	D-6	D-7	D-8
6	D-1	E-1	E-2	D-3	D-4	D-5	E-5	E-6	E-7	E-8
7	E-1	F-1	E-2	E-3	E-4	E-5	F-5	F-6	F-7	F-8
8	F-1	F-1	F-2	F-3	F-4	F-5	G-5	G-6	G-7	G-8
9	F-1	G-1	G-2	G-3	G-4	G-5	H-5	H-6	H-7	G-8
10	G-1	H-1	H-2	H-3	H-4	H-5	I-5	I-6	H-7	H-8
11	H-1	I-1	I-2	I-3	I-4	I-5	J-5	I-6	I-7	I-8
12	I-1	J-1	J-2	J-3	J-4	J-5	J-5	J-6	J-7	J-8
13	I-1	K-1	K-2	K-3	K-4	J-5	K-5	K-6	K-7	K-8
14	I-1	K-1	K-2	L-3	K-4	K-5	L-5	L-6	L-7	L-8
15	I-1	K-1	K-2	L-3	L-4	L-5	M-5	M-6	M-7	M-8
16	I-1	K-1	K-2	L-3	L-4	M-5	N-5	N-6	N-7	N-8
17	I-1	K-1	K-2	L-3	M-4	M-5	N-5	N-6	N-7	N-8
18	J-1	L-1	K-2	L-3	M-4	N-5	O-5	O-6	O-7	N-8
19	J-1	L-1	L-2	M-3	M-4	N-5	O-5	O-6	O-7	O-8
20	J-1	L-1	L-2	M-3	N-4	O-5	P-5	O-6	O-7	O-8
21	K-1	M-1	L-2	M-3	N-4	O-5	P-5	P-6	P-7	P-8
22	K-1	M-1	M-2	N-3	O-4	O-5	P-5	P-6	P-7	P-8
23	K-1	M-1	M-2	N-3	O-4	P-5	Q-5	Q-6	Q-7	Q-8
24	L-1	N-1	M-2	N-3	O-4	P-5	Q-5	Q-6	Q-7	Q-8
25	L-1	N-1	N-2	O-3	P-4	Q-5	R-5	R-6	R-7	R-8
26	L-1	N-1	N-2	O-3	P-4	Q-5	R-5	R-6	R-7	R-8
27	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	R-8
28	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	S-8
29	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	S-8
30	N-1	P-1	P-2	Q-3	R-4	S-5	T-5	T-6	T-7	T-8
31	N-1	P-1	P-2	Q-3	R-4	S-5	T-5	T-6	T-7	T-8

(cont.)

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Placement Matrix: No Step

For those newly hired in the 2018-19 school year for which no step was withheld and for those teachers for whom a step increment had not accrued for the beginning of the school year.

	1	2	3	4	5	6	7	8	9	10
Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	A-1	A-1	A-2	A-3	A-4	A-5	A-5	A-6	A-7	A-8
2	A-1	A-1	A-2	A-3	A-4	A-5	A-5	A-6	A-7	A-8
3	A-1	A-1	A-2	A-3	A-4	A-5	B-5	A-6	A-7	A-8
4	A-1	B-1	B-2	B-3	B-4	B-5	B-5	B-6	B-7	B-8
5	B-1	C-1	C-2	C-3	C-4	B-5	C-5	C-6	C-7	C-8
6	C-1	D-1	D-2	D-3	C-4	C-5	D-5	D-6	D-7	D-8
7	D-1	E-1	E-2	D-3	D-4	D-5	E-5	E-6	E-7	E-8
8	E-1	F-1	E-2	E-3	E-4	E-5	F-5	F-6	F-7	F-8
9	F-1	F-1	F-2	F-3	F-4	F-5	G-5	G-6	G-7	G-8
10	F-1	G-1	G-2	G-3	G-4	G-5	H-5	H-6	H-7	G-8
11	G-1	H-1	H-2	H-3	H-4	H-5	I-5	I-6	H-7	H-8
12	H-1	I-1	I-2	I-3	I-4	I-5	J-5	I-6	I-7	I-8
13	I-1	J-1	J-2	J-3	J-4	J-5	J-5	J-6	J-7	J-8
14	I-1	K-1	K-2	K-3	K-4	J-5	K-5	K-6	K-7	K-8
15	I-1	K-1	K-2	L-3	K-4	K-5	L-5	L-6	L-7	L-8
16	I-1	K-1	K-2	L-3	L-4	L-5	M-5	M-6	M-7	M-8
17	I-1	K-1	K-2	L-3	L-4	M-5	N-5	N-6	N-7	N-8
18	I-1	K-1	K-2	L-3	M-4	M-5	N-5	N-6	N-7	N-8
19	J-1	L-1	K-2	L-3	M-4	N-5	O-5	O-6	O-7	N-8
20	J-1	L-1	L-2	M-3	M-4	N-5	O-5	O-6	O-7	O-8
21	J-1	L-1	L-2	M-3	N-4	O-5	P-5	O-6	O-7	O-8
22	K-1	M-1	L-2	M-3	N-4	O-5	P-5	P-6	P-7	P-8
23	K-1	M-1	M-2	N-3	O-4	O-5	P-5	P-6	P-7	P-8
24	K-1	M-1	M-2	N-3	O-4	P-5	Q-5	Q-6	Q-7	Q-8
25	L-1	N-1	M-2	N-3	O-4	P-5	Q-5	Q-6	Q-7	Q-8
26	L-1	N-1	N-2	O-3	P-4	Q-5	R-5	R-6	R-7	R-8
27	L-1	N-1	N-2	O-3	P-4	Q-5	R-5	R-6	R-7	R-8
28	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	R-8
29	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	S-8
30	M-1	O-1	O-2	P-3	Q-4	R-5	S-5	S-6	S-7	S-8
31	N-1	P-1	P-2	Q-3	R-4	S-5	T-5	T-6	T-7	T-8