

Portland does not have a "traditional" salary schedule and there is no one defined salary trajectory for teachers; rather, there are numerous ways teachers can earn salary contact hours and advance a salary lane (see the 2022-2025 contract, pp. 18-20, Art. 12.C. for the ways in which teachers advance vertically and horizontally on the salary schedule). For NCTQ's salary 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 2022-2023 (Schedule 183 Day)

(5% Step increase and Lane 1 adjustment of \$1,000)

1
2
3
4

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		2		6		8		4
2		3		7		9		5
3		4		8		6		6
4		5		2		7		6
5		6		3		8		7
6		7		4		8		8
7		8		5		9		9
8		9		6		9		4
9		5		7		4		5
10		6		7		5		6
11		7		8		6		7
12		8		3		6		7
13		1		3		7		8
14		1		4		7		8
15		2		4		8		2
16		3		5		8		2
17		4		5		2		3
18		5		6		2		4
19		5		6		3		5
20		5		1		4		6
21		6		1		5		6
22		6		2		5		6
23		6		2		6		7
24		7		3		6		7
25		7		3		6		7
26		1		4		7		8
27		2		5		7		8
28		3		5		8		9
29		4		6		8		2
30		5		6		9		3
31		6		7		9		4

Schedule 183 Day					
Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	43,617	49,430	59,189	68,950	78,708
2	43,617	50,852	61,098	71,348	81,593
3	44,698	52,397	62,645	72,891	83,140
4	45,779	53,944	64,193	74,440	84,689
5	46,243	55,491	65,738	75,986	86,233
6	47,790	57,037	67,286	77,533	87,780
7	49,338	58,585	68,832	79,080	89,327
8	50,884	60,131	70,378	80,627	90,874
9	52,431	61,678	71,926	82,174	92,422
10	53,978	63,226	73,473	83,720	93,968
11	55,524	64,772	75,018	85,267	95,515

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