

Portland does not have a "traditional" salary schedule and there is no defined salary trajectory for teachers based on advanced degrees or otherwise; rather there are numerous ways teacher can earn salary contact hours and advance a salary lane (see the 2016-2019 CBA, pp. 18-20, Art. 12.C. for the ways in which teachers advance both vertically and horizontally on the salary schedule). For NCTQ's salary analysis, we looked at salary in all five lanes on the Professional-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 in the database have detailed notes on what was analyzed and the assumptions made.

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APPENDIX A-5: PEA Salary Schedule 2018-2019 (Schedule 183 Day)

(Step + 1.5%)

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	36,442	1	39,913	4	41,648	5	43,384	6
2	38,178	3	41,648	5	43,384	6	45,120	1
3	39,913	4	43,384	6	45,120	1	46,855	2
4	41,648	5	45,120	1	46,855	2	48,590	4
5	43,037	6	46,855	2	48,590	4	50,325	5
6	44,424	1	48,242	3	49,977	5	51,712	6
7	45,813	2	49,631	4	51,367	6	53,102	1
8	47,201	3	51,019	5	52,754	1	54,490	1
9	48,590	4	52,408	6	54,142	1	55,878	2
10	49,977	5	53,795	1	55,531	2	57,266	3
11	51,367	6	55,184	2	56,919	3	58,655	4
12	52,754	1	56,573	3	58,308	4	60,043	5
13	54,142	1	57,960	4	59,696	5	61,431	6
14	55,531	2	59,349	5	61,084	6	62,819	1
15	56,746	3	60,564	6	62,299	1	64,035	1
16	57,960	4	61,777	6	63,513	1	65,249	2
17	59,175	5	62,993	1	64,728	2	66,463	3
18	59,175	5	64,208	2	65,943	3	67,679	4
19	59,175	5	64,208	2	67,157	4	68,893	5
20	59,175	5	64,208	2	67,157	4	68,893	5
21	60,217	5	65,249	2	68,199	4	69,934	6
22	60,217	5	65,249	2	68,199	4	69,934	6
23	60,217	5	65,249	2	68,199	4	69,934	6
24	60,217	5	65,249	2	68,199	4	69,934	6
25	60,217	5	65,249	2	68,199	4	69,934	6
26	61,084	6	66,117	3	69,066	5	70,802	6
27	61,084	6	66,117	3	69,066	5	70,802	6
28	61,084	6	66,117	3	69,066	5	70,802	6
29	61,084	6	66,117	3	69,066	5	70,802	6
30	61,084	6	66,117	3	69,066	5	70,802	6
31	62,125	1	67,157	4	70,107	6	71,843	1

Schedule 183 Day Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	39,219	45,640	54,837	64,035	73,231
2	39,219	47,027	56,225	65,421	74,619
3	39,219	48,415	57,614	66,811	76,009
4	40,607	49,804	59,001	68,199	77,396
5	41,995	51,192	60,390	69,587	78,784
6	43,384	52,581	61,777	70,975	80,172
7	44,772	53,969	63,166	72,364	81,561
8	46,160	55,357	64,555	73,752	82,950
9	47,548	56,746	65,943	75,140	84,337
10	48,936	58,134	67,330	76,529	85,726

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APPENDIX A-6: PEA Salary Schedule 2018-2019 (Schedule 193 Day)

(Step + 1.5%)

Schedule 193 Day Experience-Based Salary Schedule (To be used for initial placement on the Professional Learning-Based Scale only)								
STEP	B		M		MI		D	
1	38,433	1	42,094	4	43,924	5	45,754	6
2	40,263	3	43,924	5	45,754	6	47,585	1
3	42,094	4	45,754	6	47,585	1	49,416	2
4	43,924	5	47,585	1	49,416	2	51,243	4
5	45,389	6	49,416	2	51,243	4	53,075	5
6	46,853	1	50,879	3	52,708	5	54,539	6
7	48,317	2	52,343	4	54,173	6	56,003	1
8	49,780	3	53,807	5	55,636	1	57,468	1
9	51,243	4	55,272	6	57,101	1	58,931	2
10	52,708	5	56,736	1	58,566	2	60,395	3
11	54,173	6	58,199	2	60,030	3	61,860	4
12	55,636	1	59,664	3	61,493	4	63,323	5
13	57,101	1	61,126	4	62,958	5	64,788	6
14	58,566	2	62,591	5	64,422	6	66,252	1
15	59,847	3	63,873	6	65,702	1	67,533	1
16	61,126	4	65,153	6	66,985	1	68,814	2
17	62,410	5	66,434	1	68,265	2	70,095	3
18	62,410	5	67,717	2	69,546	3	71,376	4
19	62,410	5	67,717	2	70,828	4	72,658	5
20	62,410	5	67,717	2	70,828	4	72,658	5
21	63,507	5	68,814	2	71,926	4	73,756	6
22	63,507	5	68,814	2	71,926	4	73,756	6
23	63,507	5	68,814	2	71,926	4	73,756	6
24	63,507	5	68,814	2	71,926	4	73,756	6
25	63,507	5	68,814	2	71,926	4	73,756	6
26	64,422	6	69,730	3	72,840	5	74,672	6
27	64,422	6	69,730	3	72,840	5	74,672	6
28	64,422	6	69,730	3	72,840	5	74,672	6
29	64,422	6	69,730	3	72,840	5	74,672	6
30	64,422	6	69,730	3	72,840	5	74,672	6
31	65,520	1	70,828	4	73,938	6	75,769	1

Schedule 193 Day Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	41,361	48,133	57,834	67,533	77,233
2	41,361	49,597	59,299	68,996	78,697
3	41,361	51,061	60,762	70,461	80,162
4	42,825	52,526	62,226	71,926	81,625
5	44,290	53,990	63,690	73,389	83,090
6	45,754	55,454	65,153	74,854	84,554
7	47,218	56,919	66,617	76,318	86,018
8	48,682	58,382	68,082	77,781	87,483
9	50,146	59,847	69,546	79,247	88,946
10	51,611	61,311	71,010	80,711	90,410

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