

## Salary Schedule Based on Merit

**Table 1. Performance Evaluation & Ranking System**

Score	Content Knowledge	Designing, Planning, Doc, & Assessment	Pedagogy, Instruction, Delivery	Classroom Mgt	Student Performance	Supplemental Responsibilities
4						
3						
2						
1						

On the score sheet (Table 1), teachers earn scores of 1 to 4 points on the each of the five categories of accomplishment. To win placement in Performance Band 5 (meriting the highest level of compensation), a teacher must have scored 4 in at least three categories and no lower than 3 on any category.

**Table 2. Teacher Salary Increase Table (2021-2026)**

Salary-Year Initial Salary	Band 1		Band 2		Band 3		Band 4		Band 5	
\$65,000									3.00%	4.00%
\$55,605							3.00%	4.00%	4.00%	5.00%
\$47,100					3.00%	4.00%	4.00%	5.00%	5.00%	6.00%
\$41,650			3.00%	4.00%	4.00%	5.00%	5.00%	6.00%	6.00%	7.00%
\$38,075	3.00%	4.00%	4.00%	5.00%	5.00%	6.00%	6.00%	7.00%	7.00%	8.00%
\$35,000-\$55,0000	Initial hire based on past experience and performance.									
Base	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
	Band 1		Band 2		Band 3		Band 4		Band 5	

Once all the data are collected from formal and informal observations, peer observations (each teacher reviews what goes on in the classrooms of four or five colleagues each year), self-evaluations, and each teacher's accomplishment sheet, the scores are added and teachers are ranked in Performance Bands 1 through 5. Band 5, the highest, is the master level. Teachers earning advancement to a higher band become eligible for higher salary increases.