



Compensation Details: Teachers with PhD Degrees

Teachers on the current PhD scale will:

- Receive a retroactive payment
- Have a choice between:
 - Moving to the universal salary scale, which includes a transition bonus and opportunities for annual rewards of up to \$12,500 on top of your annual salary OR
 - Remaining on the PhD scale and earning annual stipends

How Much Will I Earn?

Retroactive Payment and Transition Bonus

Use the table below to identify the amount of your retroactive payment and transition bonus:

1. Identify your current step on the left-hand column.
2. Read across to determine the value of your retroactive payment and your transition bonus. Remember, you will only receive the transition bonus if you elect to move to the Universal Salary Scale.
3. The total amount is listed in the right-hand column.

For example, a teacher currently on step 5 will receive \$5,250 in retroactive payment and \$5,500 in the form of a transition bonus (if you choose to move to the universal salary scale), for a total payment of \$10,750.

<u>My Current Step</u>	<u>Retroactive Payment</u>	+	<u>Transition Bonus</u>	=	<u>Total</u>
1	\$5,250		\$5,500		\$10,750
2	\$5,250		\$5,500		\$10,750
3	\$5,250		\$5,500		\$10,750
4	\$5,250		\$5,500		\$10,750
5	\$5,250		\$5,500		\$10,750
6	\$7,500		\$5,500		\$13,000
7	\$9,000		\$5,500		\$14,500
8	\$9,000		\$5,500		\$14,500
9	\$10,500		\$5,500		\$16,000
10	\$12,000		\$5,500		\$17,500
11	\$12,000		\$5,500		\$17,500
12	\$12,000		\$5,500		\$17,500
13	\$12,000		\$5,500		\$17,500
14	\$9,000		\$5,500		\$14,500

Please note:

- *The retroactive payment amounts assume that an individual educator has been working in Newark Public Schools since the expiration of the last contract. If you joined the NPS team within the last two years or changed pay scales during that time, your payment will be adapted accordingly.*
- *You will only receive the transition bonus if you choose to move to the new universal salary scale.*

Salary Scale

If the contract is ratified, you will have a choice between moving to the new universal salary scale or staying on an expanded version of the current scale.

Option A: Move to the Universal Salary Scale.

If you choose to move to the universal salary scale, you will be eligible for a transition bonus and annual rewards of up to \$12,500 on top of your annual salary. No educator will earn less in annual salary than s/he currently earns. You will either earn the amount of the appropriate step on the universal salary scale OR the dollar value of your current step, if it is higher.

Universal Salary Scale - Existing PhDs				
My Current Step	My Current Salary	SY2012-13	SY2013-14	SY2014-15
1	\$53,000			
2	\$54,723	\$53,000		
3	\$55,755	\$54,723	\$53,000	
4	\$56,788	\$55,755	\$54,723	\$53,861
5	\$57,287	\$56,788	\$55,755	\$54,890
6	\$57,650	\$57,287	\$56,788	\$56,244
7	\$58,012	\$57,650	\$57,287	\$57,076
8	\$58,478	\$58,012	\$57,650	\$58,457
9	\$59,670	\$58,478	\$58,378	\$60,082
10	\$61,028	\$59,670	\$59,637	\$61,146
11	\$63,240	\$61,028	\$60,998	\$62,003
12	\$70,500	\$66,311	\$66,422	\$66,533
13	\$80,725	\$70,500	\$70,346	\$71,000
14	\$94,209	\$80,725	\$73,547	\$75,500
15		\$94,209	\$80,725	\$80,000
16			\$94,209	\$85,472
17				\$94,209
18				

Annual Average % Increase:	0.35%	1.72%	4.02%
Average 3-year % Increase:			6.26%

For further details, please see “Compensation Details: The New Universal Salary Scale and Highly Effective Teaching Rewards.”

Option B: Stay on the expanded current salary scale and receive supplemental stipends.

If you choose to remain on the PhD salary scale, you will not be eligible for the transition bonus or annual rewards. However, you will move up your steps if you earn an “effective” or “highly effective” annual evaluation rating and receive annual stipends to enhance your total compensation. The PhD scale will increase from 14 to 16 steps over the course of the contract.

Use the table on the next page to identify what you would earn in annual compensation if you remain on the PhD scale:

1. Find the step you currently are on and note the color coding of that step.

2. Follow the color coding down and to the right to see the total compensation you will earn each year as you move up steps.
3. In each year, the first column is your base salary, the second column is a supplementary stipend, and the third column is the total compensation that you will receive.

For example, a teacher currently on step 5 will earn:

- \$58,050 in total compensation in school year 2012-13 (\$57,650 in base salary + \$400 in annual stipend)
- \$58,712 in total compensation in school year 2013-14 (\$58,012 in base salary + \$700 in annual stipend)
- \$59,478 in total compensation in school year 2014-15 (\$58,478 in base salary + \$1,000 in annual stipend).

Expanded Current Salary Scale, plus Stipends for Teachers with PhDs

My Current Step	My Current Salary	School Year 2012-13			School Year 2013-14			School Year 2014-15		
		Salary	+ Stipend	= Total	Salary	+ Stipend	= Total	Salary	+ Stipend	= Total
1	\$53,000									
2	\$54,723	\$54,723	\$300	\$55,023						
3	\$55,755	\$55,755	\$300	\$56,055	\$55,755	\$600	\$56,355			
4	\$56,788	\$56,788	\$300	\$57,088	\$56,788	\$600	\$57,388	\$56,788	\$900	\$57,688
5	\$57,287	\$57,287	\$300	\$57,587	\$57,287	\$600	\$57,887	\$57,287	\$900	\$58,187
6	\$57,650	\$57,650	\$400	\$58,050	\$57,650	\$600	\$58,250	\$57,650	\$900	\$58,550
7	\$58,012	\$58,012	\$400	\$58,412	\$58,012	\$700	\$58,712	\$58,012	\$900	\$58,912
8	\$58,478	\$58,478	\$400	\$58,878	\$58,478	\$700	\$59,178	\$58,478	\$1,000	\$59,478
9	\$59,670	\$59,670	\$400	\$60,070	\$59,670	\$700	\$60,370	\$59,670	\$1,000	\$60,670
10	\$61,028	\$61,028	\$400	\$61,428	\$61,028	\$700	\$61,728	\$61,028	\$1,000	\$62,028
11	\$63,240	\$63,240	\$0	\$63,240	\$63,240	\$700	\$63,940	\$63,240	\$1,000	\$64,240
12	\$70,500	\$70,500	\$0	\$70,500	\$70,500	\$0	\$70,500	\$70,500	\$0	\$70,500
13	\$80,725	\$76,000	\$0	\$76,000	\$76,000	\$0	\$76,000	\$76,000	\$0	\$76,000
14	\$94,209	\$86,000	\$0	\$86,000	\$84,000	\$0	\$84,000	\$84,000	\$0	\$84,000
15		\$94,680	\$500	\$95,180	\$90,000	\$0	\$90,000	\$90,000	\$0	\$90,000
16					\$95,153	\$500	\$95,653	\$95,629	\$500	\$96,129
16								\$95,629	\$500	\$96,129

Annual Average % Increase:	3.60%	4.31%	5.04%
Average 3-year % Increase:			12.43%