

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 2019-2022 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.

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APPENDIX A-5: PEA Salary Schedule 2021-2022 (Schedule 183 Day)

(Step + 2.5% Increase)

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	38,670	1	42,353	4	44,194	5	46,036	6
2	40,512	3	44,194	5	46,036	6	47,878	1
3	42,353	4	46,036	6	47,878	1	49,719	2
4	44,194	5	47,878	1	49,719	2	51,560	4
5	45,668	6	49,719	2	51,560	4	53,401	5
6	47,140	1	51,191	3	53,032	5	54,873	6
7	48,614	2	52,665	4	54,507	6	56,348	1
8	50,086	3	54,138	5	55,979	1	57,821	1
9	51,560	4	55,612	6	57,452	1	59,294	2
10	53,032	5	57,084	1	58,926	2	60,767	3
11	54,507	6	58,557	2	60,399	3	62,241	4
12	55,979	1	60,031	3	61,872	4	63,714	5
13	57,452	1	61,503	4	63,345	5	65,186	6
14	58,926	2	62,977	5	64,818	6	66,659	1
15	60,215	3	64,266	6	66,107	1	67,950	1
16	61,503	4	65,554	6	67,396	1	69,238	2
17	62,792	5	66,844	1	68,685	2	70,526	3
18	62,792	5	68,133	2	69,974	3	71,816	4
19	62,792	5	68,133	2	71,262	4	73,105	5
20	62,792	5	68,133	2	71,262	4	73,105	5
21	63,898	5	69,238	2	72,368	4	74,209	6
22	63,898	5	69,238	2	72,368	4	74,209	6
23	63,898	5	69,238	2	72,368	4	74,209	6
24	63,898	5	69,238	2	72,368	4	74,209	6
25	63,898	5	69,238	2	72,368	4	74,209	6
26	64,818	6	70,159	3	73,288	5	75,130	6
27	64,818	6	70,159	3	73,288	5	75,130	6
28	64,818	6	70,159	3	73,288	5	75,130	6
29	64,818	6	70,159	3	73,288	5	75,130	6
30	64,818	6	70,159	3	73,288	5	75,130	6
31	65,923	1	71,262	4	74,393	6	76,235	1

Schedule 183 Day					
Professional Learning-Based Salary Schedule					
STEP	Lane I	Lane II	Lane III	Lane IV	Lane V
1	41,617	48,430	58,189	67,950	77,708
2	41,617	49,902	59,662	69,420	79,181
3	41,617	51,375	61,136	70,895	80,656
4	43,089	52,849	62,608	72,368	82,127
5	44,562	54,321	64,082	73,841	83,600
6	46,036	55,795	65,554	75,314	85,073
7	47,509	57,268	67,027	76,788	86,547
8	48,982	58,741	68,501	78,261	88,021
9	50,455	60,215	69,974	79,733	89,493
10	51,928	61,688	71,446	81,207	90,967

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