

## Table 2: The National Education Association Professional Growth Salary Schedule

### Provisional Teacher

- ▶ Minimum Entry Criteria: Bachelor's degree in subject area
- ▶ Responsibilities: Reduced teaching schedule. Observe Professional and Accomplished Teachers
- ▶ Dedicated professional development. Participate in an induction and mentoring program
- ▶ Salary: Minimum of \$40,000
- ▶ Duration: One year, two years in special circumstances
- ▶ Movement to Next Level: Complete requirements as assessed by a comprehensive teacher evaluation system

### Emerging Teacher

- ▶ Minimum Entry Criteria: Preliminary license/teaching certificate and one year at the Provisional level
- ▶ Responsibilities: Full teaching schedule but no non-teaching duties. Maintain a professional journal
- ▶ Continue in induction/mentoring program
- ▶ Salary: Minimum of \$45,000, plus a 5 percent increase for completion of each successful year.
- ▶ Duration: Three years
- ▶ Movement to Next Level: Complete requirements as assessed by a comprehensive teacher evaluation

### Professional Teacher

- ▶ Minimum Entry Criteria: Professional License and successful completion of Provisional and Emerging levels
- ▶ Responsibilities: Full-time teaching or equivalency. After five years of successful teaching, may become peer coach, mentor or teacher leader.
- ▶ Salary: Minimum of \$55,000, with a 5 percent increase for completion of each successful year up to a maximum at Year 9
- ▶ Additional pay for additional activities
- ▶ Duration: An option to remain for duration of teaching career
- ▶ Must show evidence of effectiveness and continuous professional learning periodically
- ▶ Movement to Next Level: Achieving NBPTS Certification

### Accomplished Teacher

- ▶ Minimum Entry Criteria: Five years of teaching, including successful movement through previous levels
- ▶ At least one year as Professional Teacher
- ▶ Responsibilities: Full-time teaching or service as a peer coach, mentor, National Board for Professional Teaching Standards-certified coach (the national certification is known commonly as NBPTS), or teacher leader
- ▶ Salary: Minimum of \$80,000. Additional pay for additional activities
- ▶ Duration: An option to remain for duration of one's teaching career
- ▶ Must show evidence of effectiveness and continuous professional learning periodically.
- ▶ Active National Board Certification required, with renewal as set forth by NBPTS

Source: National Education Association

