

# "A Tale of Two Teachers"

The following is a comparison of a Franklin teacher's salary with that of a teacher in a neighboring district based on the salary systems currently in place. This comparison assumes that the Franklin teacher begins in the New Educator category and moves to the Professional Educator category where she will remain along with approximately 90% of all other teachers in the District. It is also optimistically assumed that the Franklin teacher will receive an inflationary\* increase every year and "salary enhancements" (bonuses) of \$2,000 each year for things like being a Building Team Leader.

Scenario #1 - Assumes very conservatively that the Greendale teacher earns a Masters degree but never receives an inflationary increase on her salary.

Franklin Teacher		
Franklin Compensation Framework		
		Average Inflation
		1.67%
Years of Teaching	Starting Pay	Annual Stipend
1	\$44,000	
2	\$44,735	\$ 2,000
3	\$45,482	
4	\$46,241	
5	\$50,000	
6	\$52,835	
7	\$53,684	
8	\$54,547	
9	\$55,425	
10	\$56,317	
11	\$57,224	
12	\$58,146	
13	\$59,084	
14	\$60,037	
15	\$61,006	
16	\$61,992	

Greendale Teacher		
Greendale Compensation Model		
		Average Step Increase
		4.0%
Years of Teaching	Starting Pay	Salary Schedule Increase
1	\$42,000	
2	\$43,680	
3	\$45,450	0.000%
4	\$47,250	
5	\$50,000	MA Stipend
6	\$53,500	\$ 1,500
7	\$55,580	
8	\$57,750	
9	\$60,000	
10	\$62,500	
11	\$64,950	
12	\$67,500	
13	\$70,200	
14	\$73,000	
15	\$76,500	
16	\$79,500	

Even with no inflationary increases, by year 16 the Greendale teacher is earning \$17,508 more each year than the Franklin teacher.

\*The inflation rate is assumed to be the same as the average inflation rate over the past ten years (2009-2018).