

start ►

# YEAR 1

- Record your current (11-12) salary below. Do **not** include degree stipends, cash option, extra duty, supervision, etc.

A

2011-12 SALARY

+

- If you receive a graduate degree stipend (pre-2005 \$2000 or post-2005 \$800), add it here. If you do not receive a graduate degree (e.g., MA), skip this step.

B

\$2000

OR

\$800

C

2011-12 COMPENSATION

TOTAL (A+B)

D

YEAR 1 PERCENT  
RAISE OF 1.1%

- The minimum percent raise for year one of this agreement is 1.1%. Multiply BOX C by **.011**. Record the result in D. This is your calculated raise under the "percent gain" method.

Now we will calculate your compensation under the formula method. The greater of the two will be your 2012-13 salary. Move to step 4.

## 2012-2013 FORMULA METHOD (25% FUNDED)

- If you have earned graduate credit hours beyond your highest degree, record them in the CREDITS box. For example, if you are a BA +16 teacher, record 16. Note the limitations described to the right.

CREDITS

- Record your total credited years of experience NEXT YEAR, in 2012-13. For example, if you are in year 3 of your employment with Millard in 2011-12, record a 4 in the YEARS BOX.

YEARS

BASE

6. RECORD BASE \$

+

EXPERIENCE

7. YEARS x GROWTH \$

+

EDUCATION

8. CREDITS x CREDIT \$

►

9. ENTER SUBTOTAL

F

10. SUBTOTAL (BOX E) MINUS  
OLD COMPENSATION (BOX C)

X .25 =

G

FORMULA  
RAISE



Don't worry. If the value in F is negative, you will receive the 1.1% raise. If it's positive, proceed to the next step.

	2012-13 base	growth value	credit value
Bachelor's	\$35,400	\$300	\$185
Master's	\$42,060	\$600	\$243
EdSpec	\$50,808	\$630	\$243
Doctorate	\$50,808	\$660	\$243

**LIMITATIONS ON CREDITS.** Be careful not to double count. MA+4 is 4, not "BA+40." At the BA and MA levels, hours are capped at 36, 39 if the last 3 were earned from a district-approved program (e.g. leadership academy). The EdSpec and Doctoral degree bases already include the "MA+36" calculation, so their cap is the 3 additional, district-approved hours.

**LIMITATIONS ON YEARS.** At the BA level, years are capped at **10**. At other levels, years are capped at **25**. Note that this value refers to total *credited* years of experience. For example, if you are in your third year with the district but were credited with six years of outside experience at your hiring, that places you at nine years total (and you would put a 10 in the years box).

### LAST STEP FOR YEAR 1.

Compare the two circles, your raise as calculated under the percentage method versus your raise under the formula method (D) vs. (G). The greater of the two is your raise in year one of the negotiated agreement. **Add that amount to BOX C, flip the page over, and put it in BOX H, where we'll start calculating your year two compensation.**

# YEAR 2

## YEAR 2 START

**11.** Record your 2012-13 salary below in BOX H. This will be C+D if you were on the PERCENT model in year one **OR** C+G if you were on the FORMULA in year one.

### NOT FULL TIME? EXTENDED CONTRACT?

If you are not a full-time employee, you can multiply H by your FTE (.75, .5, etc.). If you work an extended contract beyond 193 days, divide H by 193 (to find your per diem) and multiply that by your total contracted number of days (199, 205, 216, etc.) Use the same method when you calculate your year two salary.

**H**

2012-13 SALARY

**I**

YEAR 2  
PERCENT RAISE  
OF 1.25%

**12.** The minimum percent raise for year two of this agreement is 1.25%. Multiply BOX H by **.0125**. Record the result in I. This is your potential raise in year 2 under the "percent gain" method.

*Now we will again calculate your compensation under the formula method. The greater of the two will be your 2013-14 salary. Move to step 12.*

## 2013-14 FORMULA METHOD (100% FUNDED)

**13.** Enter credits (both currently credited and any new hours you anticipate earning by September 1, 2013. Note LIMITATIONS).

**CREDITS**

**14.** Add an additional year of experience (note LIMITATIONS). Remember, this is the second contract year, so if you are currently in year 3 of your employment, you would enter a 5.

**YEARS**

BASE

**15.** RECORD BASE \$  
(NOTE THE NEW  
VALUES ABOVE)

+

EXPERIENCE

**16.** YEARS x GROWTH \$

+

EDUCATION

**17.** CREDITS x CREDIT \$

▶

**18.** ENTER 2013-14 TOTAL

**J**

**% RAISE**

**19.** ADD H and I,  
record above

versus

**K**

**FULL FORMULA**

**20.** Copy the 2013-14 formula total from step 18 into this box for the final comparison.

*Your year two, 2013-14 salary is the greater of J and K.*

## YEAR 2 • 2013-2014

	2012-13 base	growth value	credit value
<b>Bachelor's</b>	<b>\$35,700</b>	\$300	\$185
<b>Master's</b>	<b>\$42,360</b>	\$600	\$243
<b>EdSpec</b>	<b>\$51,108</b>	\$630	\$243
<b>Doctorate</b>	<b>\$51,108</b>	\$660	\$243

**NOTE BASE  
GROWTH  
FOR 2012-13**