

BASE YEAR
2019-20 Glassboro Teachers

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	50,040	51,440	52,840	55,640	57,040	58,440	60,540
2	50,540	51,940	53,340	56,140	57,540	58,940	61,040
3	51,040	52,440	53,840	56,640	58,040	59,440	61,540
4	51,790	53,190	54,590	57,390	58,790	60,190	62,290
5	52,540	53,940	55,340	58,140	59,540	60,940	63,040
6	53,640	55,040	56,440	59,240	60,640	62,040	64,140
7	54,940	56,340	57,740	60,540	61,940	63,340	65,440
8	56,240	57,640	59,040	61,840	63,240	64,640	66,740
9	57,573	58,973	60,373	63,173	64,573	65,973	68,073
10	59,223	60,623	62,023	64,823	66,223	67,623	69,723
11	60,923	62,323	63,723	66,523	67,923	69,323	71,423
12	62,673	64,073	65,473	68,273	69,673	71,073	73,173
13	64,673	66,073	67,473	70,273	71,673	73,073	75,173
14	67,073	68,473	69,873	72,673	74,073	75,473	77,573
15	69,673	71,073	72,473	75,273	76,673	78,073	80,173
16	72,473	73,873	75,273	78,073	79,473	80,873	82,973
17	77,473	78,873	80,273	83,073	84,473	85,873	87,973
18	84,173	85,573	86,973	89,773	91,173	92,573	94,673

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	7.00			5.00	1.00	1.00		14.00	7.00%
2	6.80	1.00		1.00		1.00	1.00	10.80	5.40%
3	8.50	3.00	1.00	2.00				14.50	7.25%
4	2.00			3.00		2.00		7.00	3.50%
5	2.00	1.00		3.00				6.00	3.00%
6	3.00	1.00		4.64	1.00	2.00		11.64	5.82%
7	3.00			2.00	1.00			6.00	3.00%
8	2.00			2.00				4.00	2.00%
9		1.00		1.00				2.00	1.00%
10			1.00					1.00	0.50%
11	1.00	1.00	1.00	4.00	1.00			8.00	4.00%
12				1.00	3.00		1.00	5.00	2.50%
13				4.00	1.00			5.00	2.50%
14	3.00		2.00	2.00		1.00		8.00	4.00%
15	4.00	1.00		2.00	1.00			8.00	4.00%
16	1.00	1.00		2.00		1.00	2.00	7.00	3.50%
17	4.00	1.00		4.00	1.00		1.00	11.00	5.50%
18	22.00	1.00	3.00	25.00	9.00	8.00	3.00	71.00	35.51%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

BASE YEAR
2019-20 *Glassboro Teachers*

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	350,280	-	-	278,200	57,040	58,440	-
2	343,672	51,940	-	56,140	-	58,940	61,040
3	433,840	157,320	53,840	113,280	-	-	-
4	103,580	-	-	172,170	-	120,380	-
5	105,080	53,940	-	174,420	-	-	-
6	160,920	55,040	-	275,039	60,640	124,080	-
7	164,820	-	-	121,080	61,940	-	-
8	112,480	-	-	123,680	-	-	-
9	-	58,973	-	63,173	-	-	-
10	-	-	62,023	-	-	-	-
11	60,923	62,323	63,723	266,092	67,923	-	-
12	-	-	-	68,273	209,019	-	73,173
13	-	-	-	281,092	71,673	-	-
14	201,219	-	139,746	145,346	-	75,473	-
15	278,692	71,073	-	150,546	76,673	-	-
16	72,473	73,873	-	156,146	-	80,873	165,946
17	309,892	78,873	-	332,292	84,473	-	87,973
18	1,851,806	85,573	260,919	2,244,325	820,557	740,584	284,019
						Total	14,341,009
	5,021,294					Average	71,726
						1%	143,410

BASE YEAR
2019-20 Glassboro Teachers

Increment Pattern

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	1,100	1,100	1,100	1,100	1,100	1,100	1,100
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,300	1,300	1,300	1,300	1,300	1,300	1,300
8	1,333	1,333	1,333	1,333	1,333	1,333	1,333
9	1,650	1,650	1,650	1,650	1,650	1,650	1,650
10	1,700	1,700	1,700	1,700	1,700	1,700	1,700
11	1,750	1,750	1,750	1,750	1,750	1,750	1,750
12	2,000	2,000	2,000	2,000	2,000	2,000	2,000
13	2,400	2,400	2,400	2,400	2,400	2,400	2,400
14	2,600	2,600	2,600	2,600	2,600	2,600	2,600
15	2,800	2,800	2,800	2,800	2,800	2,800	2,800
16	5,000	5,000	5,000	5,000	5,000	5,000	5,000
17	6,700	6,700	6,700	6,700	6,700	6,700	6,700
18	-	-	-	-	-	-	-

Increment Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	3,500	-	-	2,500	500	500	-
2	3,400	500	-	500	-	500	500
3	6,375	2,250	750	1,500	-	-	-
4	1,500	-	-	2,250	-	1,500	-
5	2,200	1,100	-	3,300	-	-	-
6	3,900	1,300	-	6,036	1,300	2,600	-
7	3,900	-	-	2,600	1,300	-	-
8	2,666	-	-	2,666	-	-	-
9	-	1,650	-	1,650	-	-	-
10	-	-	1,700	-	-	-	-
11	1,750	1,750	1,750	7,000	1,750	-	-
12	-	-	-	2,000	6,000	-	2,000
13	-	-	-	9,600	2,400	-	-
14	7,800	-	5,200	5,200	-	2,600	-
15	11,200	2,800	-	5,600	2,800	-	-
16	5,000	5,000	-	10,000	-	5,000	10,000
17	26,800	6,700	-	26,800	6,700	-	6,700
18	-	-	-	-	-	-	-

Increment Forward	
Years	%
1 to 2	1.55%
2 to 3	1.51%
3 to 4	1.36%
4 to 5	1.21%
5 to 6	1.15%

Total 256,293
% of Base 1.79%

YEAR 1
2020-21 Glassboro Teachers

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	
1	50,696	52,096	53,496	56,296	57,696	59,096	61,196	
2	51,196	52,596	53,996	56,796	58,196	59,596	61,696	
3	51,696	53,096	54,496	57,296	58,696	60,096	62,196	
4	52,446	53,846	55,246	58,046	59,446	60,846	62,946	
5	53,196	54,596	55,996	58,796	60,196	61,596	63,696	
6	54,296	55,696	57,096	59,896	61,296	62,696	64,796	
7	55,596	56,996	58,396	61,196	62,596	63,996	66,096	
8	56,896	58,296	59,696	62,496	63,896	65,296	67,396	
9	58,396	59,796	61,196	63,996	65,396	66,796	68,896	
10	60,046	61,446	62,846	65,646	67,046	68,446	70,546	
11	61,746	63,146	64,546	67,346	68,746	70,146	72,246	
12	63,496	64,896	66,296	69,096	70,496	71,896	73,996	
13	65,696	67,096	68,496	71,296	72,696	74,096	76,196	
14	68,096	69,496	70,896	73,696	75,096	76,496	78,596	
15	70,696	72,096	73,496	76,296	77,696	79,096	81,196	
16	73,496	74,896	76,296	79,096	80,496	81,896	83,996	
17	78,496	79,896	81,296	84,096	85,496	86,896	88,996	
18	85,173	86,573	87,973	90,773	92,173	93,573	95,673	1,000

Scattergram Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	7.00	-	-	5.00	1.00	1.00	-	14.00	7.00%
3	6.80	1.00	-	1.00	-	1.00	1.00	10.80	5.40%
4	8.50	3.00	1.00	2.00	-	-	-	14.50	7.25%
5	2.00	-	-	3.00	-	2.00	-	7.00	3.50%
6	2.00	1.00	-	3.00	-	-	-	6.00	3.00%
7	3.00	1.00	-	4.64	1.00	2.00	-	11.64	5.82%
8	3.00	-	-	2.00	1.00	-	-	6.00	3.00%
9	2.00	-	-	2.00	-	-	-	4.00	2.00%
10	-	1.00	-	1.00	-	-	-	2.00	1.00%
11	-	-	1.00	-	-	-	-	1.00	0.50%
12	1.00	1.00	1.00	4.00	1.00	-	-	8.00	4.00%
13	-	-	-	1.00	3.00	-	1.00	5.00	2.50%
14	-	-	-	4.00	1.00	-	-	5.00	2.50%
15	3.00	-	2.00	2.00	-	1.00	-	8.00	4.00%
16	4.00	1.00	-	2.00	1.00	-	-	8.00	4.00%
17	1.00	1.00	-	2.00	-	1.00	2.00	7.00	3.50%
18	26.00	2.00	3.00	29.00	10.00	8.00	4.00	82.00	41.01%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

YEAR 1
2020-21 *Glassboro Teachers*

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	358,372	-	-	283,980	58,196	59,596	-
3	351,533	53,096	-	57,296	-	60,096	62,196
4	445,791	161,538	55,246	116,092	-	-	-
5	106,392	-	-	176,388	-	123,192	-
6	108,592	55,696	-	179,688	-	-	-
7	166,788	56,996	-	284,121	62,596	127,992	-
8	170,688	-	-	124,992	63,896	-	-
9	116,792	-	-	127,992	-	-	-
10	-	61,446	-	65,646	-	-	-
11	-	-	64,546	-	-	-	-
12	63,496	64,896	66,296	276,384	70,496	-	-
13	-	-	-	71,296	218,088	-	76,196
14	-	-	-	294,784	75,096	-	-
15	212,088	-	146,992	152,592	-	79,096	-
16	293,984	74,896	-	158,192	80,496	-	-
17	78,496	79,896	-	168,192	-	86,896	177,992
18	2,214,498	173,146	263,919	2,632,417	921,730	748,584	382,692
						Total	14,771,289
						2019-20	14,341,009
						Difference	430,279
						% Increase	3.00%

YEAR 1
2020-21 Glassboro Teachers

Increment Pattern

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	1,100	1,100	1,100	1,100	1,100	1,100	1,100
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,300	1,300	1,300	1,300	1,300	1,300	1,300
8	1,500	1,500	1,500	1,500	1,500	1,500	1,500
9	1,650	1,650	1,650	1,650	1,650	1,650	1,650
10	1,700	1,700	1,700	1,700	1,700	1,700	1,700
11	1,750	1,750	1,750	1,750	1,750	1,750	1,750
12	2,200	2,200	2,200	2,200	2,200	2,200	2,200
13	2,400	2,400	2,400	2,400	2,400	2,400	2,400
14	2,600	2,600	2,600	2,600	2,600	2,600	2,600
15	2,800	2,800	2,800	2,800	2,800	2,800	2,800
16	5,000	5,000	5,000	5,000	5,000	5,000	5,000
17	6,677	6,677	6,677	6,677	6,677	6,677	6,677
18	-	-	-	-	-	-	-

Increment Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	3,500	-	-	2,500	500	500	-
3	5,100	750	-	750	-	750	750
4	6,375	2,250	750	1,500	-	-	-
5	2,200	-	-	3,300	-	2,200	-
6	2,600	1,300	-	3,900	-	-	-
7	3,900	1,300	-	6,036	1,300	2,600	-
8	4,500	-	-	3,000	1,500	-	-
9	3,300	-	-	3,300	-	-	-
10	-	1,700	-	1,700	-	-	-
11	-	-	1,750	-	-	-	-
12	2,200	2,200	2,200	8,800	2,200	-	-
13	-	-	-	2,400	7,200	-	2,400
14	-	-	-	10,400	2,600	-	-
15	8,400	-	5,600	5,600	-	2,800	-
16	20,000	5,000	-	10,000	5,000	-	-
17	6,677	6,677	-	13,354	-	6,677	13,354
18	-	-	-	-	-	-	-
						Total	229,100
						% of Base	1.55%

YEAR 2
2021-22 *Glassboro Teachers*

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	
1	51,794	53,194	54,594	57,394	58,794	60,194	62,294	
2	52,294	53,694	55,094	57,894	59,294	60,694	62,794	
3	52,794	54,194	55,594	58,394	59,794	61,194	63,294	
4	53,544	54,944	56,344	59,144	60,544	61,944	64,044	
5	54,294	55,694	57,094	59,894	61,294	62,694	64,794	
6	55,394	56,794	58,194	60,994	62,394	63,794	65,894	
7	56,694	58,094	59,494	62,294	63,694	65,094	67,194	
8	58,094	59,494	60,894	63,694	65,094	66,494	68,594	
9	59,594	60,994	62,394	65,194	66,594	67,994	70,094	
10	61,198	62,598	63,998	66,798	68,198	69,598	71,698	
11	62,898	64,298	65,698	68,498	69,898	71,298	73,398	
12	64,648	66,048	67,448	70,248	71,648	73,048	75,148	
13	66,848	68,248	69,648	72,448	73,848	75,248	77,348	
14	69,248	70,648	72,048	74,848	76,248	77,648	79,748	
15	71,848	73,248	74,648	77,448	78,848	80,248	82,348	
16	74,648	76,048	77,448	80,248	81,648	83,048	85,148	
17	79,548	80,948	82,348	85,148	86,548	87,948	90,048	
18	86,173	87,573	88,973	91,773	93,173	94,573	96,673	1,000

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	7.00	-	-	5.00	1.00	1.00	-	14.00	7.00%
4	6.80	1.00	-	1.00	-	1.00	1.00	10.80	5.40%
5	8.50	3.00	1.00	2.00	-	-	-	14.50	7.25%
6	2.00	-	-	3.00	-	2.00	-	7.00	3.50%
7	2.00	1.00	-	3.00	-	-	-	6.00	3.00%
8	3.00	1.00	-	4.64	1.00	2.00	-	11.64	5.82%
9	3.00	-	-	2.00	1.00	-	-	6.00	3.00%
10	2.00	-	-	2.00	-	-	-	4.00	2.00%
11	-	1.00	-	1.00	-	-	-	2.00	1.00%
12	-	-	1.00	-	-	-	-	1.00	0.50%
13	1.00	1.00	1.00	4.00	1.00	-	-	8.00	4.00%
14	-	-	-	1.00	3.00	-	1.00	5.00	2.50%
15	-	-	-	4.00	1.00	-	-	5.00	2.50%
16	3.00	-	2.00	2.00	-	1.00	-	8.00	4.00%
17	4.00	1.00	-	2.00	1.00	-	-	8.00	4.00%
18	27.00	3.00	3.00	31.00	10.00	9.00	6.00	89.00	44.51%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

YEAR 2
2021-22 *Glassboro Teachers*

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	369,558	-	-	291,970	59,794	61,194	-
4	364,099	54,944	-	59,144	-	61,944	64,044
5	461,499	167,082	57,094	119,788	-	-	-
6	110,788	-	-	182,982	-	127,588	-
7	113,388	58,094	-	186,882	-	-	-
8	174,282	59,494	-	295,719	65,094	132,988	-
9	178,782	-	-	130,388	66,594	-	-
10	122,396	-	-	133,596	-	-	-
11	-	64,298	-	68,498	-	-	-
12	-	-	67,448	-	-	-	-
13	66,848	68,248	69,648	289,792	73,848	-	-
14	-	-	-	74,848	228,744	-	79,748
15	-	-	-	309,792	78,848	-	-
16	223,944	-	154,896	160,496	-	83,048	-
17	318,192	80,948	-	170,296	86,548	-	-
18	2,326,671	262,719	266,919	2,844,963	931,730	851,157	580,038
						Total	15,214,382
						2020-21	14,771,289
						Difference	443,093
						% Increase	3.00%

YEAR 2**2021-22 Glassboro Teachers****Increment Pattern**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	1,100	1,100	1,100	1,100	1,100	1,100	1,100
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,400	1,400	1,400	1,400	1,400	1,400	1,400
8	1,500	1,500	1,500	1,500	1,500	1,500	1,500
9	1,604	1,604	1,604	1,604	1,604	1,604	1,604
10	1,700	1,700	1,700	1,700	1,700	1,700	1,700
11	1,750	1,750	1,750	1,750	1,750	1,750	1,750
12	2,200	2,200	2,200	2,200	2,200	2,200	2,200
13	2,400	2,400	2,400	2,400	2,400	2,400	2,400
14	2,600	2,600	2,600	2,600	2,600	2,600	2,600
15	2,800	2,800	2,800	2,800	2,800	2,800	2,800
16	4,900	4,900	4,900	4,900	4,900	4,900	4,900
17	6,625	6,625	6,625	6,625	6,625	6,625	6,625
18	-	-	-	-	-	-	-

Increment Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	5,250	-	-	3,750	750	750	-
4	5,100	750	-	750	-	750	750
5	9,350	3,300	1,100	2,200	-	-	-
6	2,600	-	-	3,900	-	2,600	-
7	2,800	1,400	-	4,200	-	-	-
8	4,500	1,500	-	6,964	1,500	3,000	-
9	4,812	-	-	3,208	1,604	-	-
10	3,400	-	-	3,400	-	-	-
11	-	1,750	-	1,750	-	-	-
12	-	-	2,200	-	-	-	-
13	2,400	2,400	2,400	9,600	2,400	-	-
14	-	-	-	2,600	7,800	-	2,600
15	-	-	-	11,200	2,800	-	-
16	14,700	-	9,800	9,800	-	4,900	-
17	26,500	6,625	-	13,250	6,625	-	-
18	-	-	-	-	-	-	-
						Total	230,038
						% of Base	1.51%

YEAR 3
2022-23 Glassboro Teachers

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	
1	53,072	54,472	55,872	58,672	60,072	61,472	63,572	
2	53,572	54,972	56,372	59,172	60,572	61,972	64,072	
3	54,072	55,472	56,872	59,672	61,072	62,472	64,572	
4	54,822	56,222	57,622	60,422	61,822	63,222	65,322	
5	55,572	56,972	58,372	61,172	62,572	63,972	66,072	
6	56,672	58,072	59,472	62,272	63,672	65,072	67,172	
7	57,972	59,372	60,772	63,572	64,972	66,372	68,472	
8	59,372	60,772	62,172	64,972	66,372	67,772	69,872	
9	60,872	62,272	63,672	66,472	67,872	69,272	71,372	
10	62,472	63,872	65,272	68,072	69,472	70,872	72,972	
11	64,172	65,572	66,972	69,772	71,172	72,572	74,672	
12	65,922	67,322	68,722	71,522	72,922	74,322	76,422	
13	68,122	69,522	70,922	73,722	75,122	76,522	78,622	
14	70,622	72,022	73,422	76,222	77,622	79,022	81,122	
15	73,222	74,622	76,022	78,822	80,222	81,622	83,722	
16	76,122	77,522	78,922	81,722	83,122	84,522	86,622	
17	80,973	82,373	83,773	86,573	87,973	89,373	91,473	
18	87,273	88,673	90,073	92,873	94,273	95,673	97,773	1,100

Scattergram Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-
4	7.00	-	-	5.00	1.00	1.00	-	14.00	7.00%
5	6.80	1.00	-	1.00	-	1.00	1.00	10.80	5.40%
6	8.50	3.00	1.00	2.00	-	-	-	14.50	7.25%
7	2.00	-	-	3.00	-	2.00	-	7.00	3.50%
8	2.00	1.00	-	3.00	-	-	-	6.00	3.00%
9	3.00	1.00	-	4.64	1.00	2.00	-	11.64	5.82%
10	3.00	-	-	2.00	1.00	-	-	6.00	3.00%
11	2.00	-	-	2.00	-	-	-	4.00	2.00%
12	-	1.00	-	1.00	-	-	-	2.00	1.00%
13	-	-	1.00	-	-	-	-	1.00	0.50%
14	1.00	1.00	1.00	4.00	1.00	-	-	8.00	4.00%
15	-	-	-	1.00	3.00	-	1.00	5.00	2.50%
16	-	-	-	4.00	1.00	-	-	5.00	2.50%
17	3.00	-	2.00	2.00	-	1.00	-	8.00	4.00%
18	31.00	4.00	3.00	33.00	11.00	9.00	6.00	97.00	48.51%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

YEAR 3
2022-23 *Glassboro Teachers*

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	383,754	-	-	302,110	61,822	63,222	-
5	377,890	56,972	-	61,172	-	63,972	66,072
6	481,712	174,216	59,472	124,544	-	-	-
7	115,944	-	-	190,716	-	132,744	-
8	118,744	60,772	-	194,916	-	-	-
9	182,616	62,272	-	308,616	67,872	138,544	-
10	187,416	-	-	136,144	69,472	-	-
11	128,344	-	-	139,544	-	-	-
12	-	67,322	-	71,522	-	-	-
13	-	-	70,922	-	-	-	-
14	70,622	72,022	73,422	304,888	77,622	-	-
15	-	-	-	78,822	240,666	-	83,722
16	-	-	-	326,888	83,122	-	-
17	242,919	-	167,546	173,146	-	89,373	-
18	2,705,463	354,692	270,219	3,064,809	1,037,003	861,057	586,638
						Total	15,686,033
						2021-22	15,214,382
						Difference	471,651
						% Increase	3.10%

YEAR 3
2022-23 Glassboro Teachers

Increment Pattern

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	1,100	1,100	1,100	1,100	1,100	1,100	1,100
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,400	1,400	1,400	1,400	1,400	1,400	1,400
8	1,500	1,500	1,500	1,500	1,500	1,500	1,500
9	1,600	1,600	1,600	1,600	1,600	1,600	1,600
10	1,700	1,700	1,700	1,700	1,700	1,700	1,700
11	1,750	1,750	1,750	1,750	1,750	1,750	1,750
12	2,200	2,200	2,200	2,200	2,200	2,200	2,200
13	2,500	2,500	2,500	2,500	2,500	2,500	2,500
14	2,600	2,600	2,600	2,600	2,600	2,600	2,600
15	2,900	2,900	2,900	2,900	2,900	2,900	2,900
16	4,851	4,851	4,851	4,851	4,851	4,851	4,851
17	6,300	6,300	6,300	6,300	6,300	6,300	6,300
18	-	-	-	-	-	-	-

Increment Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	5,250	-	-	3,750	750	750	-
5	7,480	1,100	-	1,100	-	1,100	1,100
6	11,050	3,900	1,300	2,600	-	-	-
7	2,800	-	-	4,200	-	2,800	-
8	3,000	1,500	-	4,500	-	-	-
9	4,800	1,600	-	7,428	1,600	3,200	-
10	5,100	-	-	3,400	1,700	-	-
11	3,500	-	-	3,500	-	-	-
12	-	2,200	-	2,200	-	-	-
13	-	-	2,500	-	-	-	-
14	2,600	2,600	2,600	10,400	2,600	-	-
15	-	-	-	2,900	8,700	-	2,900
16	-	-	-	19,404	4,851	-	-
17	18,900	-	12,600	12,600	-	6,300	-
18	-	-	-	-	-	-	-
						Total	212,713
						% of Base	1.36%

Year 4
2023-24 Glassboro Teachers

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	
1	54,481	55,881	57,281	60,081	61,481	62,881	64,981	
2	54,981	56,381	57,781	60,581	61,981	63,381	65,481	
3	55,481	56,881	58,281	61,081	62,481	63,881	65,981	
4	56,231	57,631	59,031	61,831	63,231	64,631	66,731	
5	56,981	58,381	59,781	62,581	63,981	65,381	67,481	
6	58,081	59,481	60,881	63,681	65,081	66,481	68,581	
7	59,381	60,781	62,181	64,981	66,381	67,781	69,881	
8	60,781	62,181	63,581	66,381	67,781	69,181	71,281	
9	62,281	63,681	65,081	67,881	69,281	70,681	72,781	
10	63,981	65,381	66,781	69,581	70,981	72,381	74,481	
11	65,781	67,181	68,581	71,381	72,781	74,181	76,281	
12	67,681	69,081	70,481	73,281	74,681	76,081	78,181	
13	69,881	71,281	72,681	75,481	76,881	78,281	80,381	
14	72,381	73,781	75,181	77,981	79,381	80,781	82,881	
15	75,131	76,531	77,931	80,731	82,131	83,531	85,631	
16	78,131	79,531	80,931	83,731	85,131	86,531	88,631	
17	82,773	84,173	85,573	88,373	89,773	91,173	93,273	
18	88,473	89,873	91,273	94,073	95,473	96,873	98,973	1,200

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-	-
5	7.00	-	-	5.00	1.00	1.00	-	14.00	7.00%
6	6.80	1.00	-	1.00	-	1.00	1.00	10.80	5.40%
7	8.50	3.00	1.00	2.00	-	-	-	14.50	7.25%
8	2.00	-	-	3.00	-	2.00	-	7.00	3.50%
9	2.00	1.00	-	3.00	-	-	-	6.00	3.00%
10	3.00	1.00	-	4.64	1.00	2.00	-	11.64	5.82%
11	3.00	-	-	2.00	1.00	-	-	6.00	3.00%
12	2.00	-	-	2.00	-	-	-	4.00	2.00%
13	-	1.00	-	1.00	-	-	-	2.00	1.00%
14	-	-	1.00	-	-	-	-	1.00	0.50%
15	1.00	1.00	1.00	4.00	1.00	-	-	8.00	4.00%
16	-	-	-	1.00	3.00	-	1.00	5.00	2.50%
17	-	-	-	4.00	1.00	-	-	5.00	2.50%
18	34.00	4.00	5.00	35.00	11.00	10.00	6.00	105.00	52.52%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

Year 4
2023-24 **Glassboro Teachers**

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	398,867	-	-	312,905	63,981	65,381	-
6	394,951	59,481	-	63,681	-	66,481	68,581
7	504,739	182,343	62,181	129,962	-	-	-
8	121,562	-	-	199,143	-	138,362	-
9	124,562	63,681	-	203,643	-	-	-
10	191,943	65,381	-	323,051	70,981	144,762	-
11	197,343	-	-	142,762	72,781	-	-
12	135,362	-	-	146,562	-	-	-
13	-	71,281	-	75,481	-	-	-
14	-	-	75,181	-	-	-	-
15	75,131	76,531	77,931	322,924	82,131	-	-
16	-	-	-	83,731	255,393	-	88,631
17	-	-	-	353,492	89,773	-	-
18	3,008,082	359,492	456,365	3,292,555	1,050,203	968,730	593,838
						Total	16,172,290
						2022-23	15,686,033
						Difference	486,257
						% Increase	3.10%

Year 4
2023-24 Glassboro Teachers

Increment Pattern

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	1,100	1,100	1,100	1,100	1,100	1,100	1,100
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,400	1,400	1,400	1,400	1,400	1,400	1,400
8	1,500	1,500	1,500	1,500	1,500	1,500	1,500
9	1,700	1,700	1,700	1,700	1,700	1,700	1,700
10	1,800	1,800	1,800	1,800	1,800	1,800	1,800
11	1,900	1,900	1,900	1,900	1,900	1,900	1,900
12	2,200	2,200	2,200	2,200	2,200	2,200	2,200
13	2,500	2,500	2,500	2,500	2,500	2,500	2,500
14	2,750	2,750	2,750	2,750	2,750	2,750	2,750
15	3,000	3,000	3,000	3,000	3,000	3,000	3,000
16	4,642	4,642	4,642	4,642	4,642	4,642	4,642
17	5,700	5,700	5,700	5,700	5,700	5,700	5,700
18	-	-	-	-	-	-	-

Increment Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	7,700	-	-	5,500	1,100	1,100	-
6	8,840	1,300	-	1,300	-	1,300	1,300
7	11,900	4,200	1,400	2,800	-	-	-
8	3,000	-	-	4,500	-	3,000	-
9	3,400	1,700	-	5,100	-	-	-
10	5,400	1,800	-	8,357	1,800	3,600	-
11	5,700	-	-	3,800	1,900	-	-
12	4,400	-	-	4,400	-	-	-
13	-	2,500	-	2,500	-	-	-
14	-	-	2,750	-	-	-	-
15	3,000	3,000	3,000	12,000	3,000	-	-
16	-	-	-	4,642	13,926	-	4,642
17	-	-	-	22,800	5,700	-	-
18	-	-	-	-	-	-	-
						Total	195,057
						% of Base	1.21%

Year 5
2024-25 **Glassboro Teachers**

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	
1	56,822	58,222	59,622	62,422	63,822	65,222	67,322	
2	57,322	58,722	60,122	62,922	64,322	65,722	67,822	
3	57,822	59,222	60,622	63,422	64,822	66,222	68,322	
4	58,572	59,972	61,372	64,172	65,572	66,972	69,072	
5	59,322	60,722	62,122	64,922	66,322	67,722	69,822	
6	60,072	61,472	62,872	65,672	67,072	68,472	70,572	
7	61,372	62,772	64,172	66,972	68,372	69,772	71,872	
8	62,772	64,172	65,572	68,372	69,772	71,172	73,272	
9	64,272	65,672	67,072	69,872	71,272	72,672	74,772	
10	65,972	67,372	68,772	71,572	72,972	74,372	76,472	
11	67,772	69,172	70,572	73,372	74,772	76,172	78,272	
12	69,772	71,172	72,572	75,372	76,772	78,172	80,272	
13	72,022	73,422	74,822	77,622	79,022	80,422	82,522	
14	74,522	75,922	77,322	80,122	81,522	82,922	85,022	
15	77,272	78,672	80,072	82,872	84,272	85,672	87,772	
16	80,272	81,672	83,072	85,872	87,272	88,672	90,772	
17	84,272	85,672	87,072	89,872	91,272	92,672	94,772	
18	89,773	91,173	92,573	95,373	96,773	98,173	100,273	1,300

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-	-
6	7.00	-	-	5.00	1.00	1.00	-	14.00	7.00%
7	6.80	1.00	-	1.00	-	1.00	1.00	10.80	5.40%
8	8.50	3.00	1.00	2.00	-	-	-	14.50	7.25%
9	2.00	-	-	3.00	-	2.00	-	7.00	3.50%
10	2.00	1.00	-	3.00	-	-	-	6.00	3.00%
11	3.00	1.00	-	4.64	1.00	2.00	-	11.64	5.82%
12	3.00	-	-	2.00	1.00	-	-	6.00	3.00%
13	2.00	-	-	2.00	-	-	-	4.00	2.00%
14	-	1.00	-	1.00	-	-	-	2.00	1.00%
15	-	-	1.00	-	-	-	-	1.00	0.50%
16	1.00	1.00	1.00	4.00	1.00	-	-	8.00	4.00%
17	-	-	-	1.00	3.00	-	1.00	5.00	2.50%
18	34.00	4.00	5.00	39.00	12.00	10.00	6.00	110.00	55.02%
Totals	69.30	12.00	8.00	67.64	19.00	16.00	8.00	199.94	100.00%
Percent	34.66%	6.00%	4.00%	33.83%	9.50%	8.00%	4.00%		

Year 5
2024-25 **Glassboro Teachers**

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	420,504	-	-	328,360	67,072	68,472	-
7	417,330	62,772	-	66,972	-	69,772	71,872
8	533,562	192,516	65,572	136,744	-	-	-
9	128,544	-	-	209,616	-	145,344	-
10	131,944	67,372	-	214,716	-	-	-
11	203,316	69,172	-	340,652	74,772	152,344	-
12	209,316	-	-	150,744	76,772	-	-
13	144,044	-	-	155,244	-	-	-
14	-	75,922	-	80,122	-	-	-
15	-	-	80,072	-	-	-	-
16	80,272	81,672	83,072	343,488	87,272	-	-
17	-	-	-	89,872	273,816	-	94,772
18	3,052,282	364,692	462,865	3,719,547	1,161,276	981,730	601,638
						Total	16,689,813
						2023-24	16,172,290
						Difference	517,523
						% Increase	3.20%

Year 5
2024-25 *Glassboro Teachers*

Increment Pattern							
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	500	500	500	500	500	500	500
2	500	500	500	500	500	500	500
3	750	750	750	750	750	750	750
4	750	750	750	750	750	750	750
5	750	750	750	750	750	750	750
6	1,300	1,300	1,300	1,300	1,300	1,300	1,300
7	1,400	1,400	1,400	1,400	1,400	1,400	1,400
8	1,500	1,500	1,500	1,500	1,500	1,500	1,500
9	1,700	1,700	1,700	1,700	1,700	1,700	1,700
10	1,800	1,800	1,800	1,800	1,800	1,800	1,800
11	2,000	2,000	2,000	2,000	2,000	2,000	2,000
12	2,250	2,250	2,250	2,250	2,250	2,250	2,250
13	2,500	2,500	2,500	2,500	2,500	2,500	2,500
14	2,750	2,750	2,750	2,750	2,750	2,750	2,750
15	3,000	3,000	3,000	3,000	3,000	3,000	3,000
16	4,000	4,000	4,000	4,000	4,000	4,000	4,000
17	5,501	5,501	5,501	5,501	5,501	5,501	5,501
18	-	-	-	-	-	-	-

Increment Cost							
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	9,100	-	-	6,500	1,300	1,300	-
7	9,520	1,400	-	1,400	-	1,400	1,400
8	12,750	4,500	1,500	3,000	-	-	-
9	3,400	-	-	5,100	-	3,400	-
10	3,600	1,800	-	5,400	-	-	-
11	6,000	2,000	-	9,286	2,000	4,000	-
12	6,750	-	-	4,500	2,250	-	-
13	5,000	-	-	5,000	-	-	-
14	-	2,750	-	2,750	-	-	-
15	-	-	3,000	-	-	-	-
16	4,000	4,000	4,000	16,000	4,000	-	-
17	-	-	-	5,501	16,503	-	5,501
18	-	-	-	-	-	-	-
						Total	192,561
						% of Base	1.15%