

Harlem teachers' pay

Harlem teachers' salaries are based on years of experience and levels of education. Two pay schedules went into effect when the last contract was signed in 2004. Teachers hired before 2004 received 5 percent annual raises for each year of experience. Teachers hired since 2004 received 3 percent annual raises for each year of experience. All teachers received a 5 percent salary increase for each eight credit hours of education. The pay schedule for teachers hired before 2004 has been coined "5x5" and "3x5" is used to refer to pay schedules for teachers hired after 2004.

Breakdown of teachers' pay based on experience and education

EXAMPLE:

Annual salary for a teacher with a bachelor's degree and five years of experience

| 3 BY 5 PAY STRUCTURE | | 5 BY 5 PAY STRUCTURE | |
|----------------------|-------------|----------------------|-------------|
| YEAR | BACHELOR'S | YEAR | BACHELOR'S |
| 5 | \$34,847.70 | 5 | \$37,336.82 |

| 2006-2007 3 BY 5 PAY STRUCTURE | | BACHELOR'S | BACHELOR'S + 8 graduate hours | BACHELOR'S + 16 graduate hours | BACHELOR'S + 24 graduate hours | MASTER'S | MASTER'S + 8 graduate hours | MASTER'S + 16 graduate hours | MASTER'S + 24 graduate hours | MASTER'S + 32 graduate hours |
|--------------------------------------|-------------|-------------|----------------------------------|-----------------------------------|-----------------------------------|-------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|
| YEAR | SALARY | | | | | | | | | |
| 1 | \$31,114.02 | \$32,669.72 | \$34,225.42 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 |
| 2 | \$32,047.44 | \$33,603.14 | \$35,158.84 | \$36,714.54 | \$38,270.24 | \$39,825.95 | \$41,381.65 | \$42,937.35 | \$44,493.05 | \$46,604.45 |
| 3 | \$32,980.86 | \$34,536.56 | \$36,092.26 | \$37,647.96 | \$39,203.67 | \$40,759.37 | \$42,315.07 | \$43,870.77 | \$45,426.47 | \$47,293.31 |
| 4 | \$33,914.28 | \$35,469.98 | \$37,025.68 | \$38,581.38 | \$40,137.09 | \$41,692.79 | \$43,248.49 | \$44,804.19 | \$46,359.89 | \$48,226.73 |
| 5 | \$34,847.70 | \$36,403.40 | \$37,959.10 | \$39,514.81 | \$41,070.51 | \$42,626.21 | \$44,181.91 | \$45,737.61 | \$47,293.31 | \$49,160.15 |
| 6 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$50,093.57 |
| 7 | \$36,714.54 | \$38,270.24 | \$39,825.95 | \$41,381.65 | \$42,937.35 | \$44,493.05 | \$46,048.75 | \$47,604.45 | \$49,160.15 | \$51,026.99 |
| 8 | \$37,647.96 | \$39,203.67 | \$40,759.37 | \$42,315.07 | \$43,870.77 | \$45,426.47 | \$46,982.17 | \$48,537.87 | \$50,093.57 | \$52,893.83 |
| 9 | \$38,581.38 | \$40,137.09 | \$41,692.79 | \$43,248.49 | \$44,804.19 | \$46,359.89 | \$47,915.59 | \$49,471.29 | \$51,026.99 | \$53,827.25 |
| 10 | \$39,514.81 | \$41,070.51 | \$42,626.21 | \$44,181.91 | \$45,737.61 | \$47,293.31 | \$48,449.01 | \$50,404.71 | \$52,893.83 | \$54,760.68 |
| 11 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$53,827.25 | \$55,694.10 |
| 12 | \$41,381.65 | \$42,937.35 | \$44,493.05 | \$46,048.75 | \$47,604.45 | \$49,160.15 | \$50,715.85 | \$52,271.55 | \$54,760.68 | \$56,627.52 |
| 13 | \$42,315.07 | \$43,870.77 | \$45,426.47 | \$46,982.17 | \$48,537.87 | \$50,093.57 | \$51,649.27 | \$53,204.97 | \$55,694.10 | \$57,560.94 |
| 14 | \$43,248.49 | \$44,804.19 | \$46,359.89 | \$47,915.59 | \$49,471.29 | \$51,026.99 | \$52,582.69 | \$54,138.39 | \$56,627.52 | \$58,494.36 |
| 15 | \$44,181.91 | \$45,737.61 | \$47,293.31 | \$48,849.01 | \$50,404.71 | \$51,960.41 | \$53,516.11 | \$55,071.82 | \$57,560.94 | \$59,427.78 |
| 16 | \$44,181.91 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$58,494.36 | \$60,833.96 |
| 17 | \$44,181.91 | \$47,604.45 | \$49,160.15 | \$50,715.85 | \$52,271.55 | \$53,827.25 | \$55,382.96 | \$56,938.66 | | |
| 18 | \$44,181.91 | \$47,604.45 | \$49,160.15 | \$50,715.85 | \$53,204.97 | \$54,760.68 | \$56,316.38 | \$57,872.08 | | |
| 18 + | \$45,588.09 | \$49,010.63 | \$50,566.33 | \$52,122.03 | \$54,611.15 | \$56,166.86 | \$57,722.56 | \$59,278.26 | | |

| 2006-2007 5 BY 5 PAY STRUCTURE | | BACHELOR'S | BACHELOR'S + 8 graduate hours | BACHELOR'S + 16 graduate hours | BACHELOR'S + 24 graduate hours | MASTER'S | MASTER'S + 8 graduate hours | MASTER'S + 16 graduate hours | MASTER'S + 24 graduate hours | MASTER'S + 32 graduate hours |
|--------------------------------------|-------------|-------------|----------------------------------|-----------------------------------|-----------------------------------|-------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|
| YEAR | SALARY | | | | | | | | | |
| 1 | \$31,114.02 | \$32,669.72 | \$34,225.42 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 |
| 2 | \$32,669.72 | \$34,225.42 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 |
| 3 | \$34,225.42 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 |
| 4 | \$35,781.12 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 |
| 5 | \$37,336.82 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 |
| 6 | \$38,892.53 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 |
| 7 | \$40,448.23 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 |
| 8 | \$42,003.93 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 |
| 9 | \$43,559.63 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 |
| 10 | \$45,115.33 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 |
| 11 | \$46,671.03 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 |
| 12 | \$48,226.73 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 |
| 13 | \$49,782.43 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 | \$63,783.74 |
| 14 | \$51,338.13 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 | \$63,783.74 | \$65,339.44 |
| 15 | \$52,893.83 | \$54,449.54 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 | \$63,783.74 | \$65,339.44 | \$66,895.14 |
| 16 | \$52,893.83 | \$56,005.24 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 | \$63,783.74 | \$65,339.44 | \$66,895.14 | \$68,450.84 |
| 17 | \$52,893.83 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$62,228.04 | \$63,783.74 | \$65,339.44 | \$66,895.14 | \$68,450.84 | \$70,006.55 |
| 18 | \$52,893.83 | \$57,560.94 | \$59,116.64 | \$60,672.34 | \$63,783.74 | \$65,339.44 | \$66,895.14 | \$68,450.84 | \$70,006.55 | |
| 18 + | \$54,300.01 | \$58,967.12 | \$60,522.82 | \$62,078.52 | \$65,189.92 | \$66,745.62 | \$68,301.32 | \$69,857.02 | | |