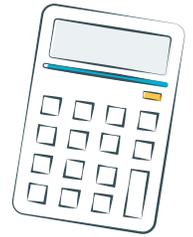


LEVERAGING YOUR SALARY SCALE



Salary advancement is generally determined at the district level. Studies show the majority of districts offer salary advancement for furthering your education. Use this document to learn more, and figure out how to keep your raise . . . in your pocket!

- 1. Get your hands on your salary schedule.** Look at your contract or your collective bargaining agreement. If you don't have a copy, ask your union rep or building administrator!
- 2. Learn the terminology.** Depending on how complex your district's schedule is, there may be two ways to move. Vertical movement is usually referred to as "steps" and has to do with how long you've been in the district. Lateral movement is usually referred to as "lane change" and is determined by your education.
- 3. Crunch the numbers.** What are you currently earning? How many courses do you need to take to change lanes? How much would you earn then? How much more money do you earn with an MA? What does that look like after 5 years, 10 years, or 20 years?
- 4. Figure out your ROI.** ROI stands for return on investment. If you invest in the cost of a master's degree, how long will it take to recoup that cost? When does your raise start going directly into your pocket? How much money will your investment make you over time?

BREAKING EVEN

1	CURRENT SALARY	\$
2	TIME TO CHANGE LANES	YRS
3	INVESTMENT TO CHANGE LANES*	\$
4	FUTURE SALARY	\$

*Total degree cost \$13,314 • Cost/credit \$349

$$\text{ROW 4} - \text{ROW 1} = \text{Money Bag} \quad \text{This is your raise.}$$

$$\text{ROW 3} \div \text{Money Bag} = \text{Clock} \quad \text{This is how long it takes to break even.}$$

$$\text{Clock} + \text{ROW 2} = \text{Fireworks} \quad \text{In this many years, your raise is 100% your own!}$$

RETURN ON YOUR INVESTMENT

1	CURRENT SALARY	\$
2	YOUR AGE NOW	
3	YOUR AGE AT RETIREMENT	
4	FUTURE SALARY	\$

$$\text{ROW 4} - \text{ROW 1} = \text{Money Bag} \quad \text{This is your raise.}$$

$$\text{ROW 3} - \text{ROW 2} = \text{Hourglass} \quad \text{This is how long you have to teach.}$$

$$\text{Money Bag} \times \text{Hourglass} = \text{Multiple Money Bags} \quad \text{This is your ROI!}$$

We ❤️ math! If you need help determining your ROI, take a picture of your salary scale, and reach out to admissions@theartofeducation.edu!