

Market-Based Pay Reform for Public School Teachers

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Table 1

2007-08 Salary Schedule for Columbus, Ohio Public School Teachers

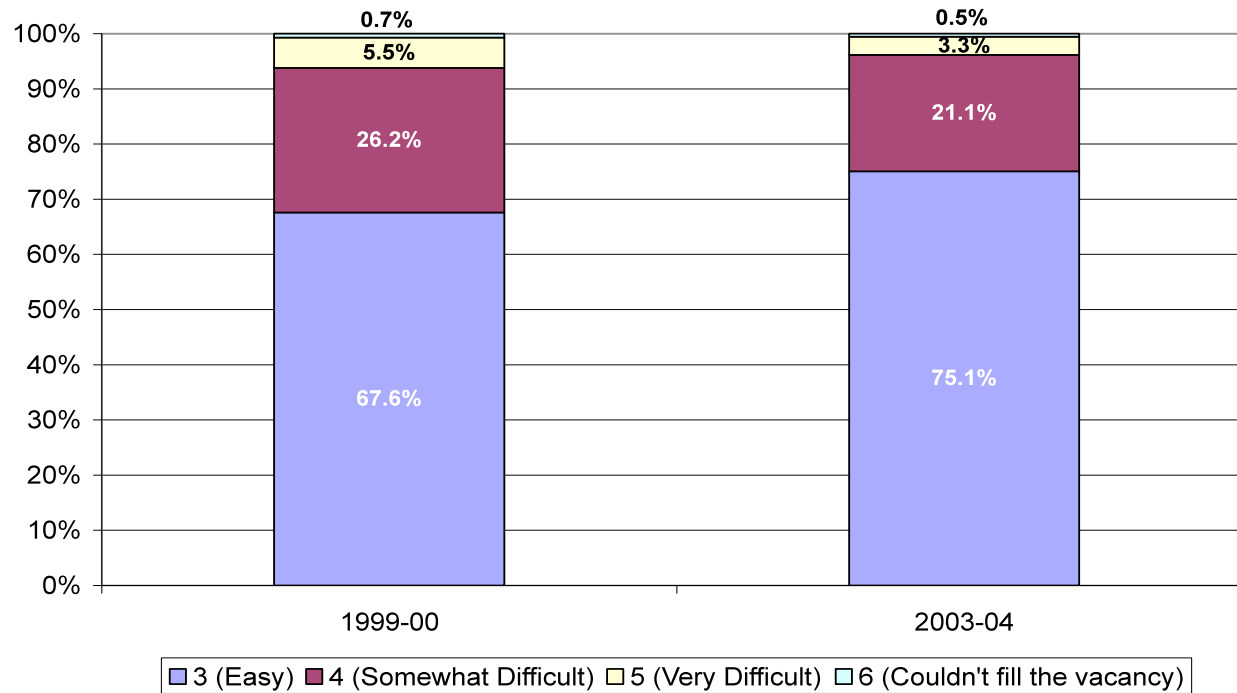
Years Experience	Pre-License Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours
0	29,313	36,779	37,844	40,788	44,220
1	30,490	38,251	39,353	42,406	43,252
2	31,703	39,795	40,935	44,098	44,981
3	32,991	41,376	42,553	45,863	46,746
4	34,278	43,031	44,282	47,702	48,622
5	35,676	44,760	46,047	49,615	50,571
6		46,525	47,886	51,601	52,594
7		48,401	49,799	53,661	54,727
8		50,350	51,785	55,794	56,897
9		52,337	53,844	58,037	59,177
10		54,433	56,014	60,354	61,531
11		56,640	58,258	62,782	63,995
12		58,883	60,575	65,283	66,570
13		61,237	63,002	67,894	69,218
14		63,701	65,540	70,616	72,013

Source: http://www.ceahio.org/staticDocs/CEA_Master_Agreement_071121.pdf



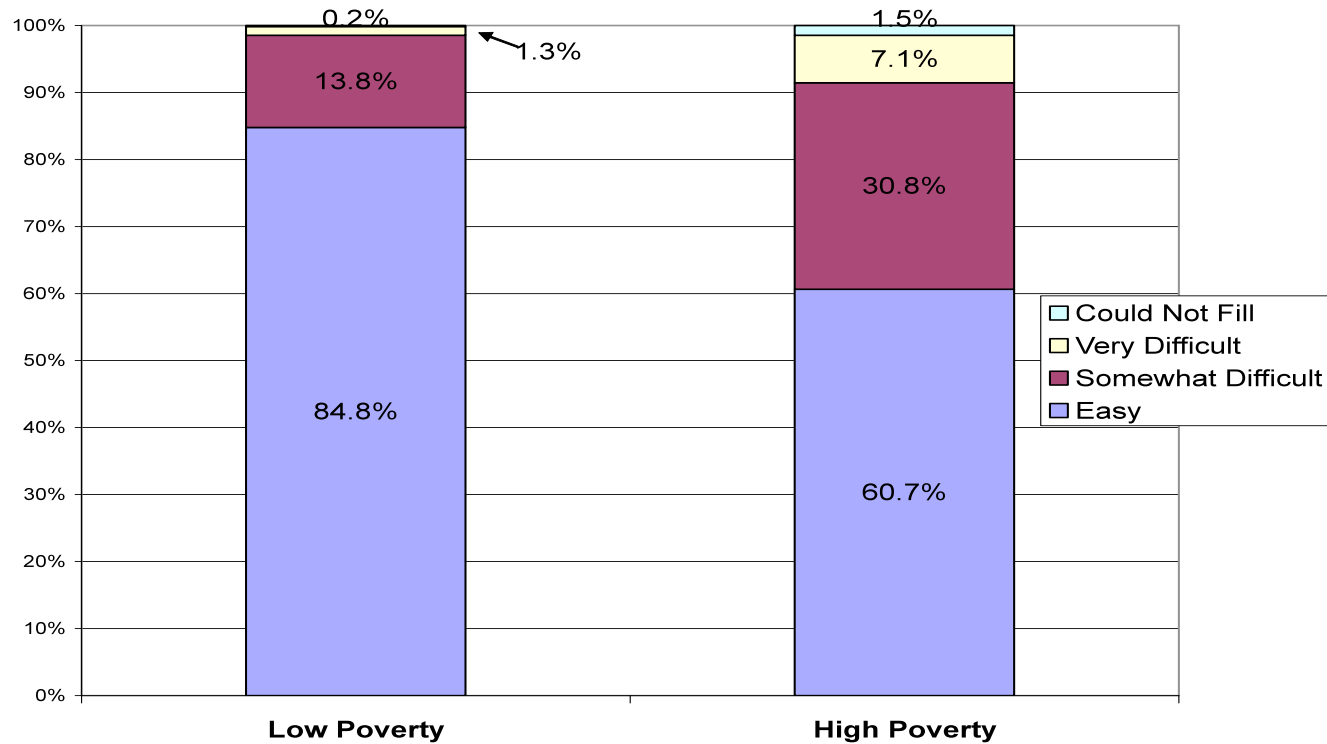
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How Difficult Was It To Fill Teacher Vacancies? Elementary Ed



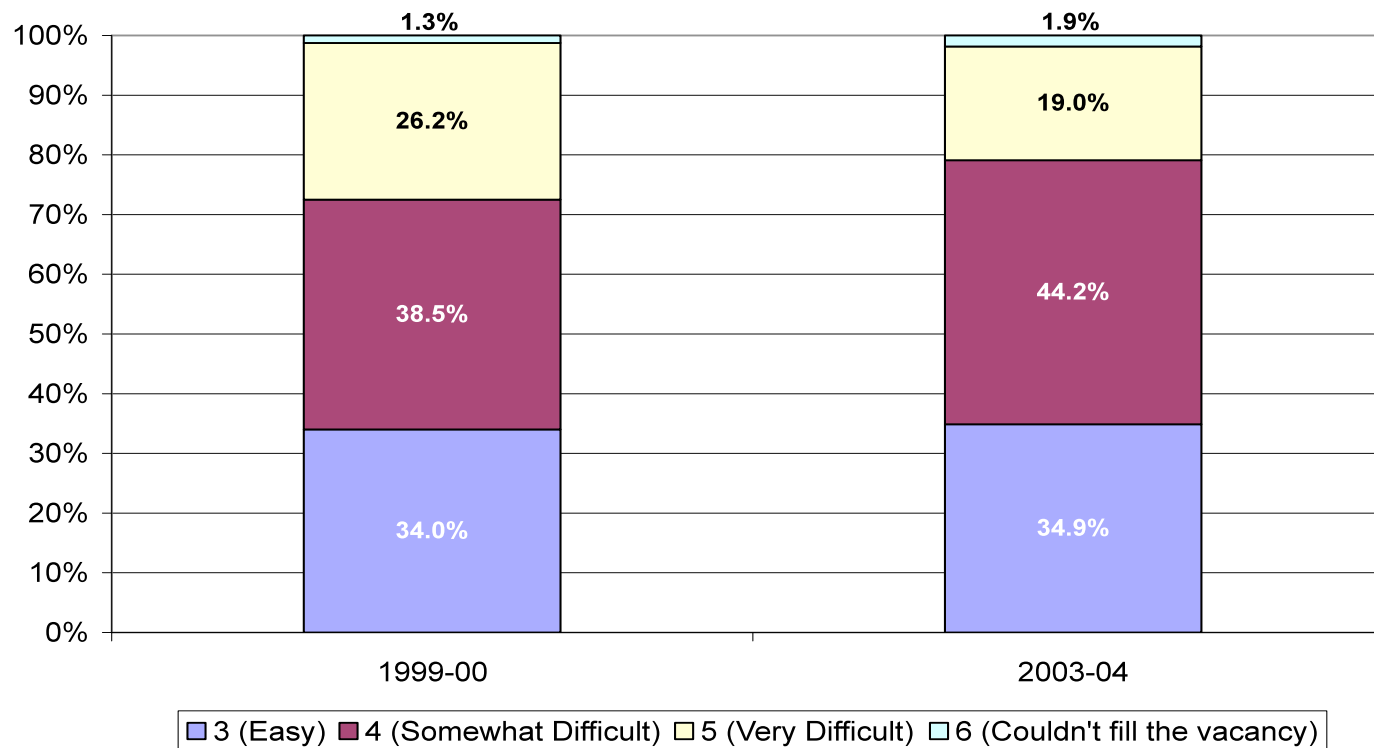
Source: Schools and Staffing Surveys, 1999-00, 2003-04

**Staffing Difficulties in Low (<25%) and High (>75%) Poverty Schools:
Elementary Ed 2003-04**



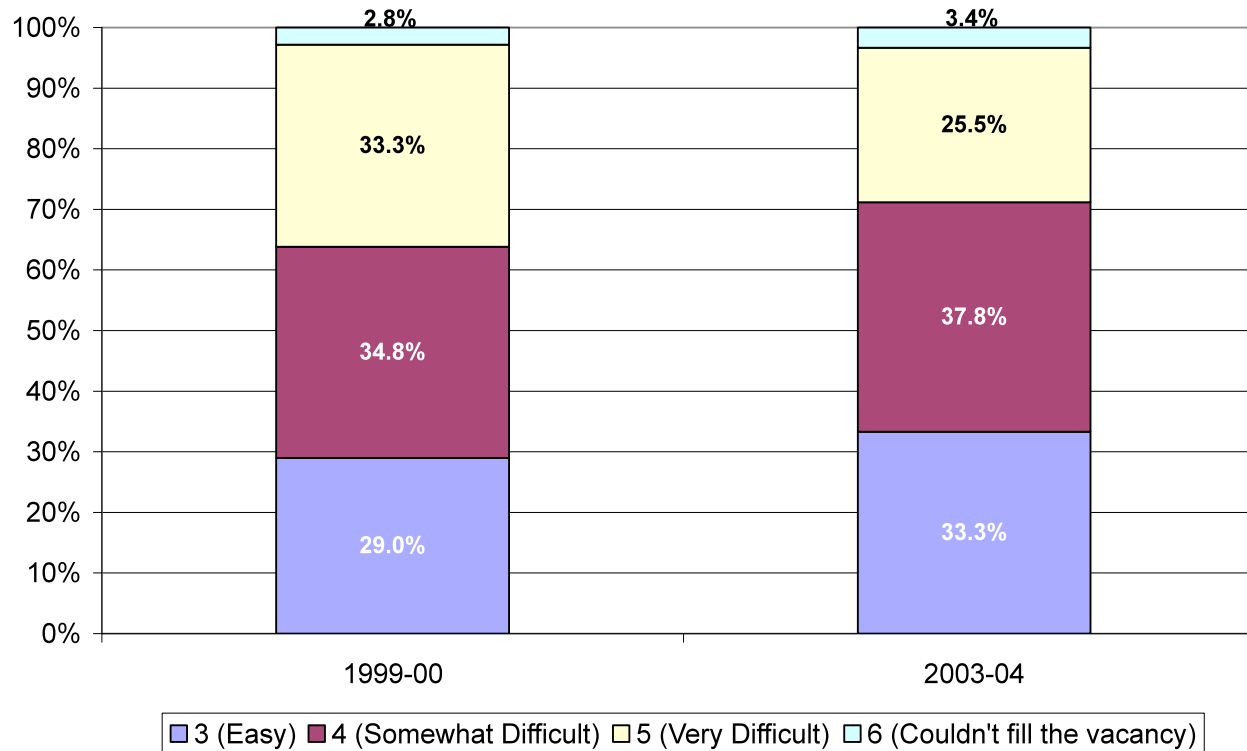
Source: Schools and Staffing Surveys 2003-04

How Difficult Was It to Fill Teacher Vacancies? Biological Sciences



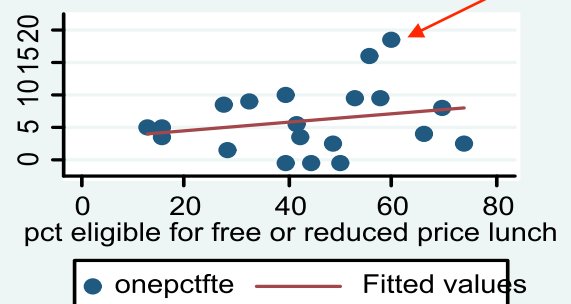
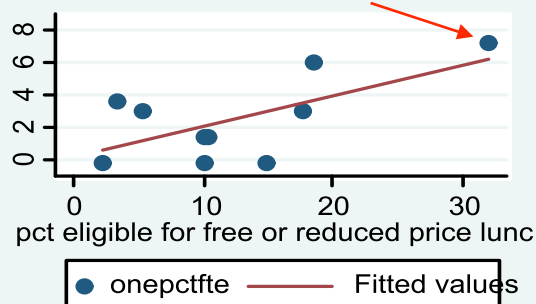
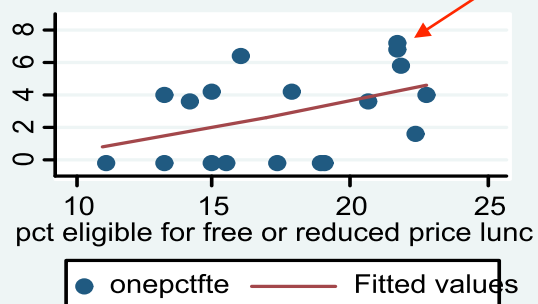
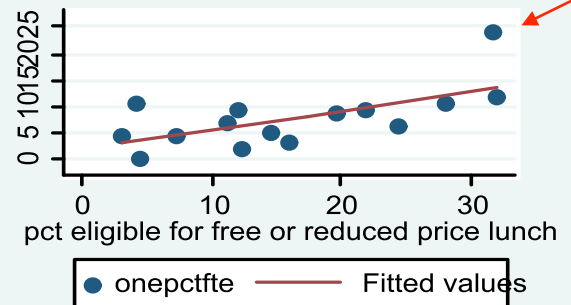
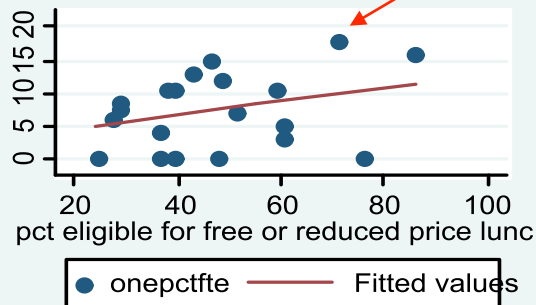
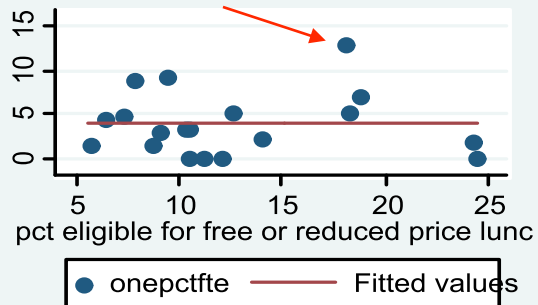
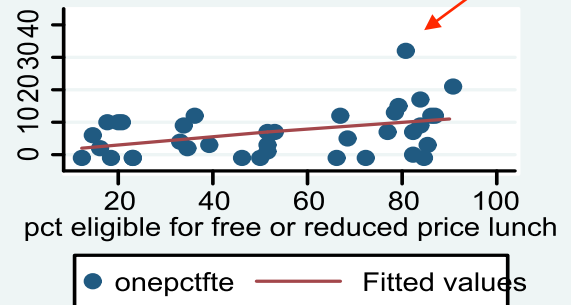
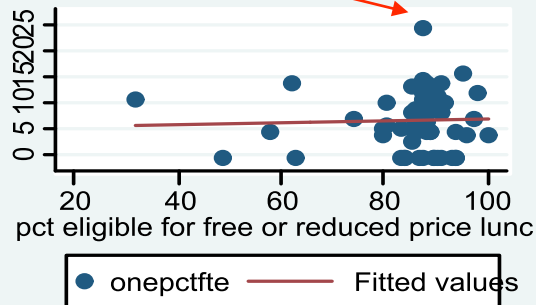
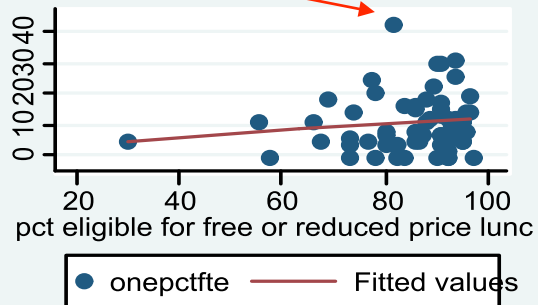
Source: Schools and Staffing Surveys, 1999-00, 2003-04

How Difficult Was It to Fill Teacher Vacancies? Math

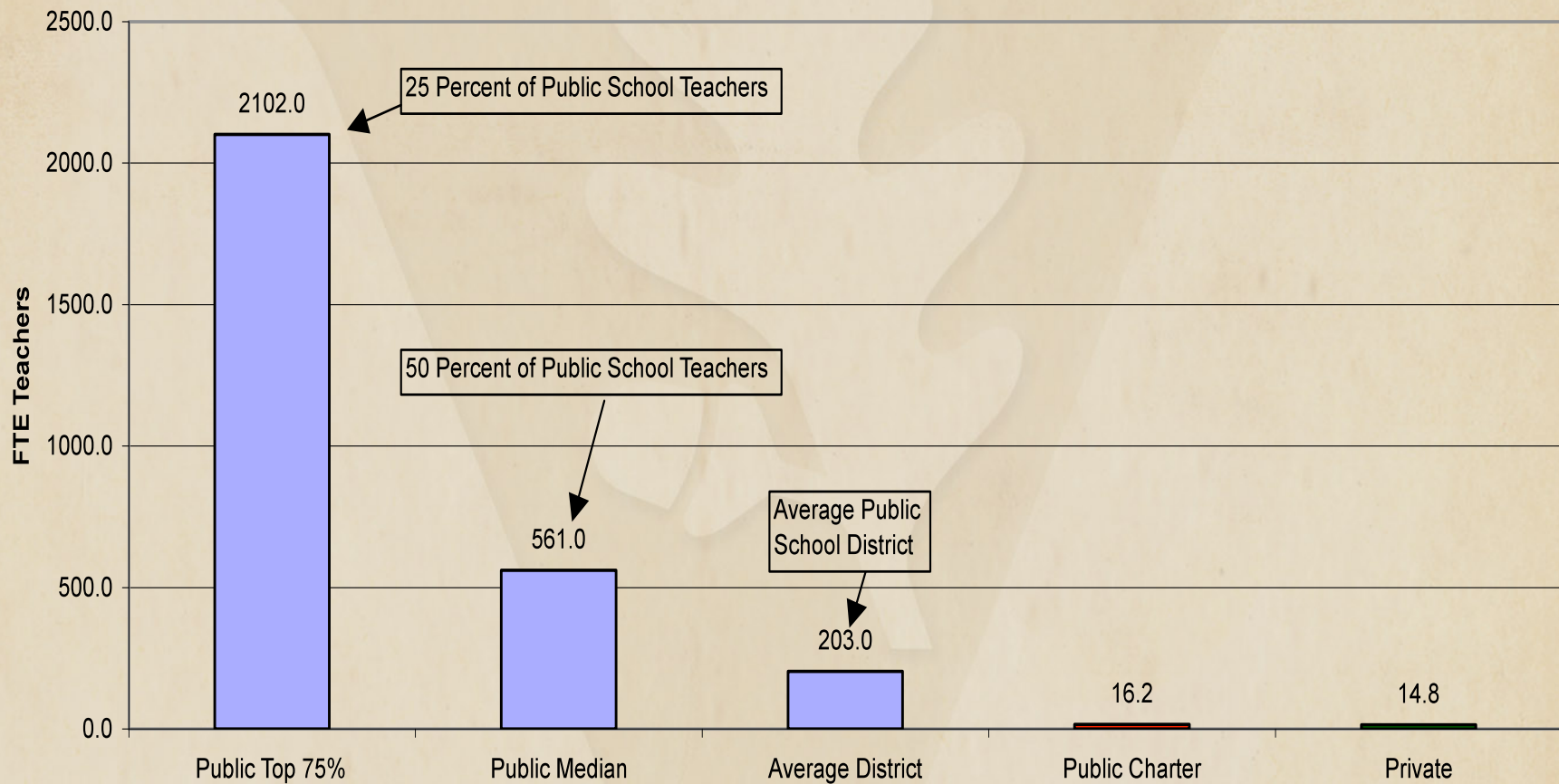


Source: Schools and Staffing Surveys, 1999-00, 2003-04

Percent Student Poverty and Percent Novice Teachers: Elementary Schools in
Nine Largest Missouri School Districts, 2005-06

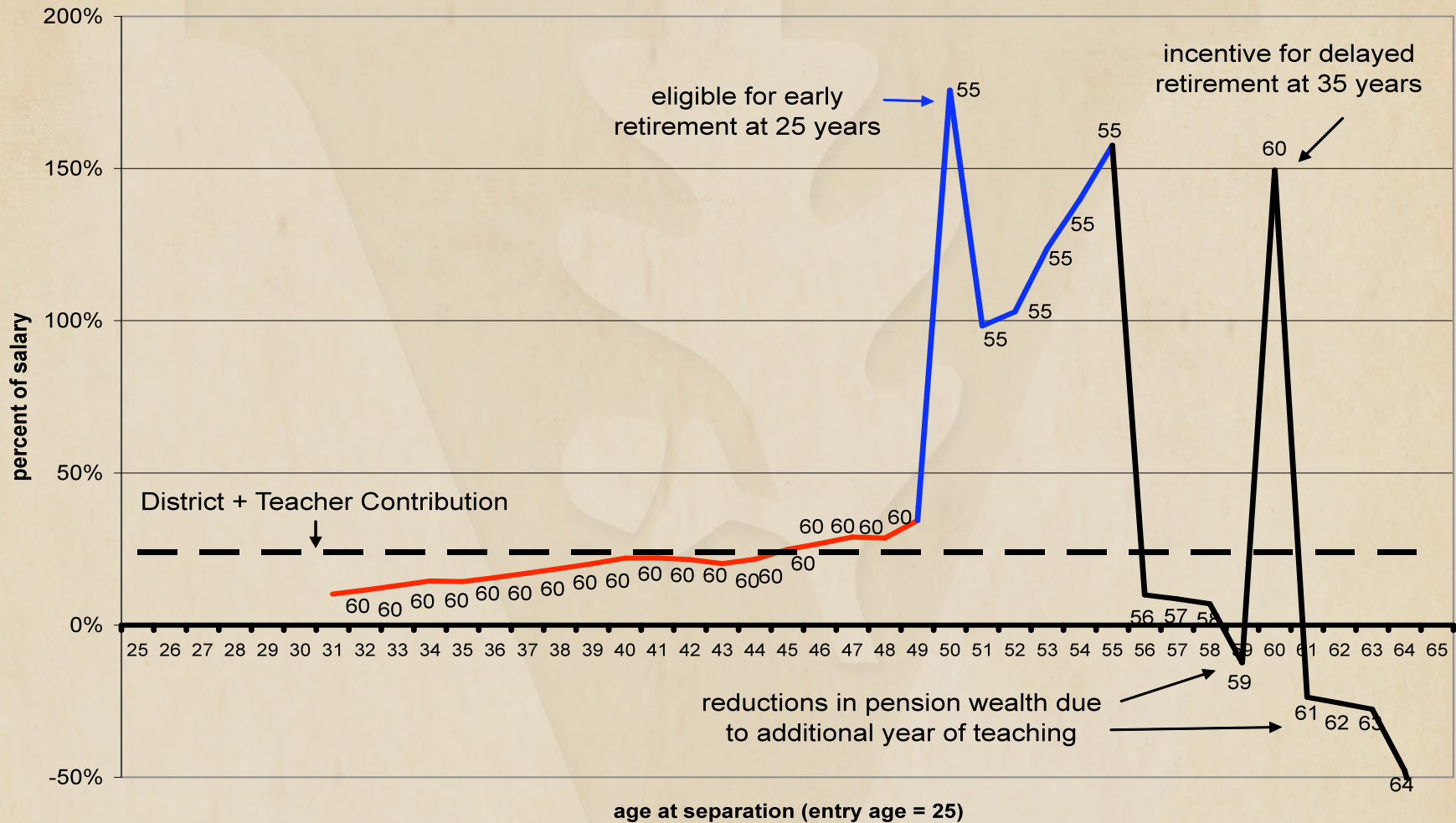


Teams Versus Bureaucracies: Size of Wage-Setting Units
In Traditional Public, Charter and Private Schools
FTE Teachers Employed



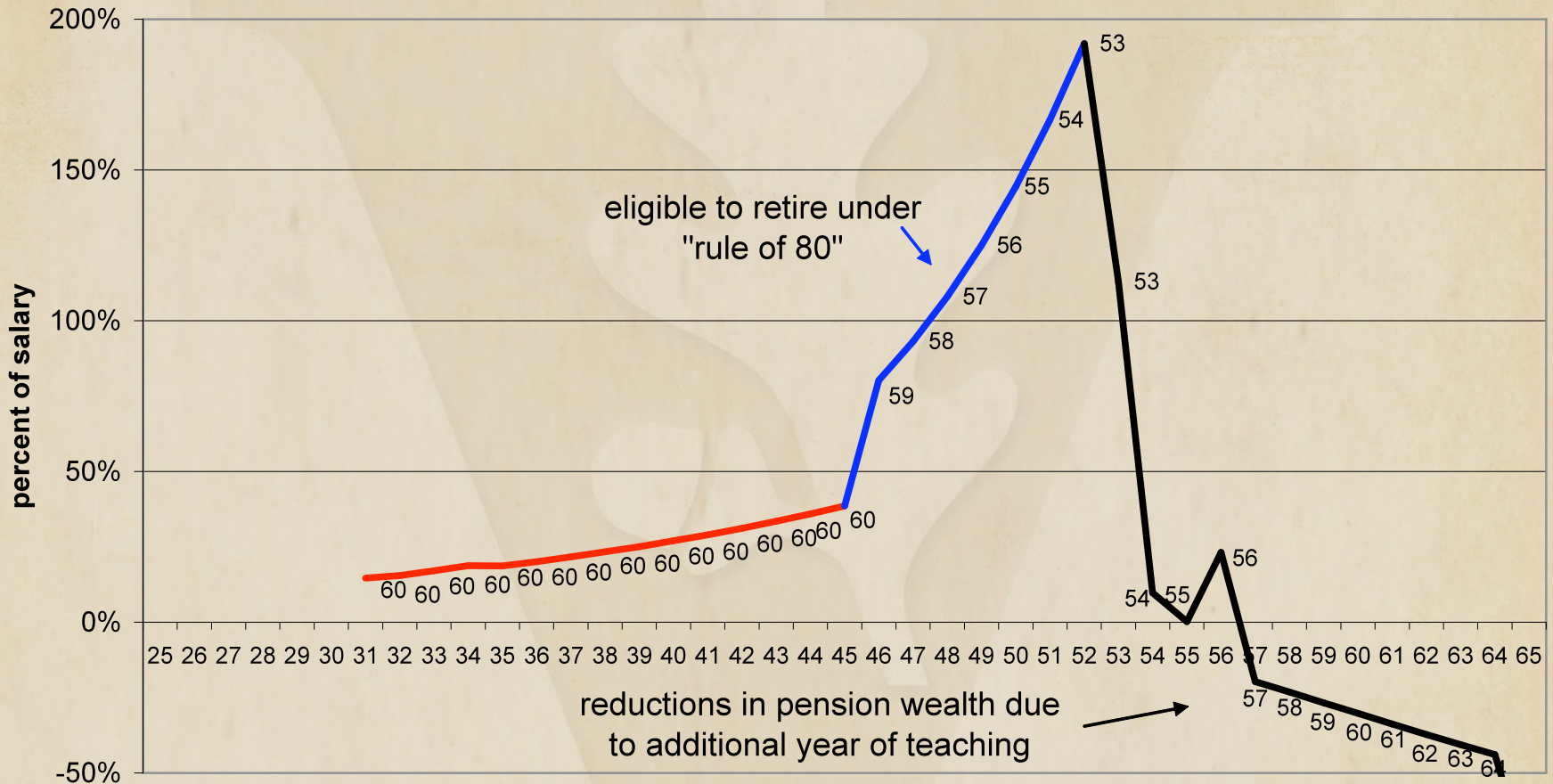
Source: U.S. Department of Education, 1999-00 Schools and Staffing Surveys

Figure 3. Deferred income per year, as percent of salary: Ohio
 Addition to Pension Wealth from an Additional Year of Teaching



age at separation (entry age = 25)
 (Age of first pension draw indicated. Addition to pension wealth is net of interest on prior wealth.
 Assumptions: see Figure 1)

Figure 5. Deferred income per year, as percent of salary: Missouri
 Addition to Pension Wealth from an Additional Year of Teaching



age at separation (entry age = 25)
 (Age of first pension draw indicated. Addition to pension wealth is net of interest on prior wealth.
 Assumptions as in Figure 1, except Jefferson City salary grid and MO COLA.)