

POTTSTOWN CITIZENS FOR Enlightened LEADERSHIP

Salary schedule facts

On Tuesday, we pointed out that Pottstown police officers enjoy considerably higher compensation than Pottstown teachers, a situation that is reversed from 30 years ago.

For one thing, a police officer reaches the top of the salary schedule in just five years, whereas a Pottstown teacher has 18 steps to reach the top.

The Federation of Pottstown Teachers will begin negotiations with the school district in January for a new contract starting in September 2022.

With rising inflation and a shortage of teachers, we can be sure the Federation will seek substantial salary increases.

But Pottstown has a declining tax base and the sixth highest property taxes of Pennsylvania's 500 school districts.

As the salary schedules, below, demonstrate, there is a huge gulf between the compensation for teachers early in their careers and those at

the top of the schedule.

If Pottstown wants to attract teachers, it should boost compensation for those in the early years and freeze salaries at the top.

We should also phase out the enormous extra pay given to teachers with master's degrees and graduate credits.

Research has shown that in K-12 schools, having a master's degree makes no difference in the ability to teach.

But it makes a huge difference in cost to the taxpayer.

In this year's Pottstown Federation contract, a teacher at the top of the salary schedule makes \$63,000 with a bachelor's degree but \$87,000 with a master's degree.

What *does* make a difference is certifications. Teachers with multiple certifications are more valuable to the district because they provide a lot more flexibility in staff placement.

Tom Hylton is a member of the Pottstown School Board. However, the views expressed are his alone and not the board's.



Commentary by
Tom Hylton

Step	Pottstown		Pottsgrove		Owen J. Roberts	
	Bachelor+15	Master	Bachelor+24	Master	Bachelor+12	Master
1	\$46,000	\$49,500	\$47,397	\$50,702	\$50,625	\$54,780
2	\$47,000	\$50,000	\$48,708	\$52,911	\$50,925	\$55,320
3	\$48,000	\$50,500	\$50,017	\$55,146	\$51,825	\$55,860
4	\$49,000	\$51,000	\$51,326	\$57,318	\$52,625	\$56,855
5	\$50,000	\$52,000	\$52,635	\$59,271	\$53,225	\$58,380
6	\$51,000	\$53,000	\$53,946	\$61,349	\$55,025	\$59,850
7	\$52,000	\$55,000	\$55,257	\$63,362	\$56,025	\$61,250
8	\$53,000	\$57,000	\$56,761	\$65,439	\$57,825	\$63,200
9	\$54,000	\$59,000	\$60,416	\$68,614	\$59,525	\$65,400
10	\$55,000	\$61,000	\$65,733	\$74,061	\$61,325	\$67,700
11	\$56,000	\$64,000	\$70,901	\$79,359	\$63,025	\$70,300
12	\$57,000	\$67,000	\$76,965	\$84,813	\$65,025	\$72,750
13	\$59,000	\$70,000	\$84,829	\$92,068	\$67,025	\$75,550
14	\$61,000	\$73,000	\$85,829	\$93,068	\$69,025	\$78,350
15	\$61,500	\$76,000	\$87,329	\$94,568	\$71,075	\$81,150
16	\$62,000	\$79,000			\$73,075	\$83,150
17	\$62,500	\$83,000				
18	\$63,000	\$87,000				