

POTTSTOWN CITIZENS FOR Enlightened LEADERSHIP

Salary schedule comparisons

Last week, the Pottstown School Board ratified a three-year contract with the Federation of Pottstown Teachers.

Earlier this summer, both the Pottsgrove and Owen J. Roberts school districts also approved contracts with their teachers' unions,

For decades, Pottstown has paid its professional staff considerably less than its wealthy suburban neighbors.

With a declining tax base and among the highest taxes in Pennsylvania, Pottstown could not afford parity. But now the district is receiving substantially higher state subsidies.

A major goal in negotiating the new contract was coming closer to Pottsgrove and Roberts salaries.

We have done that in the critical first few years of the salary schedule. Prospective teachers are much more interested in what they'll be paid now than what they might earn in 10 years.

Unlike other professions, there is a financial disincentive for experienced teachers to move from one district to another, because they likely will lose a lot of salary steps if they do.

Still, there is a huge gulf between the compensation for teachers early in their careers and those at the top of the schedule. That needs to be reduced.

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 the needed subject matter.

What *does* make a difference in a highly bureaucratic state like Pennsylvania 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	\$48,240	\$51,891	\$47,744	\$51,207	\$52,425	\$57,000
2	\$49,259	\$52,388	\$49,018	\$53,385	\$52,925	\$57,500
3	\$50,278	\$52,884	\$50,291	\$55,589	\$53,425	\$58,000
4	\$51,296	\$53,379	\$51,563	\$57,732	\$53,925	\$58,600
5	\$52,313	\$54,395	\$52,836	\$59,663	\$54,425	\$59,400
6	\$53,341	\$55,423	\$54,110	\$61,741	\$55,835	\$60,900
7	\$54,343	\$57,464	\$55,421	\$63,754	\$56,735	\$62,350
8	\$55,344	\$59,502	\$56,925	\$65,831	\$58,535	\$64,300
9	\$56,262	\$61,448	\$60,579	\$69,006	\$60,235	\$66,500
10	\$57,285	\$63,507	\$65,897	\$74,404	\$62,035	\$69,000
11	\$58,014	\$66,266	\$71,065	\$79,661	\$63,735	\$71,500
12	\$59,003	\$69,310	\$77,129	\$85,067	\$65,735	\$74,450
13	\$60,917	\$72,228	\$84,976	\$92,215	\$67,735	\$77,350
14	\$62,851	\$75,166	\$85,976	\$93,215	\$69,735	\$80,150
15	\$63,288	\$78,150	\$88,436	\$95,675	\$71,785	\$83,000
16	\$63,988	\$81,225			\$73,760	\$86,000
17	\$64,313	\$85,325				
18	\$65,338	\$89,938				