

Merrimack Teachers on Track for Pay Increase

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[1/2/2013 - A previous version of this article claimed that teachers would receive a pay raise even if the School Board negotiated a 0% pay increase which is technically incorrect. If the same pay table were maintained, the salary costs to the District would increase by approximately \$340,496 (a 1.8% increase) due to step increases. The first paragraph has been adjusted to correct the mistake.]

Although formal negotiations have yet to conclude, most Merrimack teachers will see a pay increase next year **even if the School Board negotiates no changes to the pay table**. In fact, two-thirds of teachers would receive an average of 3% in additional pay based on step increases contained in the current pay schedule. Step increases are given annually to all teachers (except those already in the top step) as a “built-in” experience pay raise.

Take a look at the included graphics to see some Merrimack specifics. The first graphic shows how much of a pay raise each part of the pay table would receive if the current pay schedule were carried forward without a negotiated pay raise. For example, current Step 9 teachers that have a bachelor's degree plus 15 additional college credits would receive a 2.98% pay raise due to the step increase associated with a move to Step 10.

The second table shows where the current population of 342.5 teachers fall on the pay scale. Put the second table together with the first one to see how many educators would be affected by each step raise. Obviously, the 33.3% of teachers that fall into the top step no longer receive any step increase but it should be noted that this group did get step 19 and step 20 added to the pay scale during the last contract negotiation.

Teacher pay and benefits comprise nearly half of the \$67-million school budget. While the School Board spent a fair bit of time in its December 17th meeting charging the School Superintendent with finding areas where they could reduce the budget, it is important to note that it is the School Board that has far more control over the budget with this contract negotiation. I am anxious to see what measures they pursue to keep costs under control.

For more information on teacher salaries, see [my previous article on how negotiated pay raises are calculated](#) and you can find the [current pay table in the official MTA contract \(pg 28\)](#).

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Pay Raise % (Due to Step Increases)

Step	BA	BA+15	BA+36	MA	MA+15	MA+30
1	3.95%	3.91%	4.19%	4.19%	4.10%	3.96%
2	3.80%	3.76%	4.02%	4.02%	3.93%	3.81%
3	3.66%	3.62%	3.87%	3.87%	3.78%	3.67%
4	3.53%	3.50%	3.72%	3.72%	3.65%	3.54%
5	3.41%	3.38%	3.59%	3.59%	3.52%	3.42%
6	3.30%	3.27%	3.46%	3.46%	3.40%	3.31%
7	3.19%	3.16%	3.35%	3.35%	3.29%	3.20%
8	3.09%	3.07%	3.24%	3.24%	3.18%	3.10%
9	3.00%	2.98%	3.14%	3.14%	3.08%	3.01%
10	2.91%	2.89%	3.04%	3.04%	2.99%	2.92%
11	2.83%	2.81%	2.95%	2.95%	2.91%	2.84%
12	2.75%	2.73%	2.87%	2.87%	2.82%	2.76%
13	2.68%	2.66%	2.79%	2.79%	2.74%	2.69%
14	2.61%	2.59%	2.71%	2.71%	2.67%	2.61%
15	2.54%	2.53%	2.64%	2.64%	2.60%	2.55%
16	2.48%	2.46%	2.57%	2.57%	2.54%	2.48%
17	5.46%	5.01%	2.48%	2.48%	2.51%	2.85%
18	5.17%	4.77%	2.42%	2.42%	2.45%	2.77%
19	0.00%	0.00%	1.72%	1.72%	1.68%	1.63%
20	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Merrimack Teacher Population (as of 12-10-2012)

Step	BA	BA+15	BA+36	MA	MA+15	MA+30	Total	Total %
1	2	1	1	0	0	0	4.0	1.2%
2	3	0	0	2	0	0	5.0	1.5%
3	0	0	1	2.5	0	2	5.5	1.6%
4	4	1	1	8	0	0	14.0	4.1%
5	7	1	0	10.5	1	0	19.5	5.7%
6	4	0	0	5.5	0.5	1	11.0	3.2%
7	2	1	1	6	2	0	12.0	3.5%
8	6	1	0	13	1	0	21.0	6.1%
9	4	3	0	8	3	1	19.0	5.5%
10	2	2	0	6	1	0	11.0	3.2%
11	5	2	1	8	1	0	17.0	5.0%
12	1	0	1	7	2	1	12.0	3.5%
13	7	2	0	8	0	0	17.0	5.0%
14	2	0	0	8	0	0	10.0	2.9%
15	3	0	0	4.5	1	1	9.5	2.8%
16	3	2	0	3	2	0	10.0	2.9%
17	3	0	0	4	2	3	12.0	3.5%
18	4	1	0	3	0	0	8.0	2.3%
19	3	1	1	5	1	0	11.0	3.2%
20+	25	10	16	38	10	15	114.0	33.3%
Total	90.0	28.0	23.0	150.0	27.5	24.0	342.5	100.0%