

PROFESSIONAL ADVANCEMENT SUPPORT SYSTEM - BEND-LA PINE SCHOOLS

2020-21

190-day Schedule - Reflects 3.0% COLA Increase from 2019-20 Schedule

<p align="center">Early Career Educator</p> <table border="1"> <tr> <td>Step 1</td> <td>Step 2</td> <td>Step 3</td> <td>Step 4</td> <td>Step 5</td> </tr> <tr> <td>45,198</td> <td>47,516</td> <td>49,834</td> <td>52,152</td> <td>54,469</td> </tr> <tr> <td colspan="5" style="text-align: center;">Accelerator Zone</td> </tr> </table>	Step 1	Step 2	Step 3	Step 4	Step 5	45,198	47,516	49,834	52,152	54,469	Accelerator Zone					<p align="center">Professional Educator</p> <table border="1"> <tr> <td colspan="5">Professional Tier 1</td> <td colspan="5">Professional Tier 2</td> <td colspan="5">Professional Tier 3</td> </tr> <tr> <td>Step 1</td> <td>Step 2</td> <td>Step 3</td> <td>Step 4</td> <td>Step 5</td> <td>Step 1</td> <td>Step 2</td> <td>Step 3*</td> <td>Step 4</td> <td>Step 5</td> <td>Step 1</td> <td>Step 2</td> <td>Step 3</td> <td>Step 4</td> <td>Step 5</td> </tr> <tr> <td>58,526</td> <td>59,685</td> <td>60,843</td> <td>62,002</td> <td>63,161</td> <td>65,479</td> <td>66,638</td> <td>67,797</td> <td>68,956</td> <td>70,115</td> <td>72,433</td> <td>73,592</td> <td>74,751</td> <td>75,909</td> <td>77,068</td> </tr> </table> <p align="center">Master Educator***</p> <table border="1"> <tr> <td>Master 1</td> <td>Master 2**</td> <td>Master 3**</td> </tr> <tr> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </table>	Professional Tier 1					Professional Tier 2					Professional Tier 3					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3*	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	58,526	59,685	60,843	62,002	63,161	65,479	66,638	67,797	68,956	70,115	72,433	73,592	74,751	75,909	77,068	Master 1	Master 2**	Master 3**	TBD	TBD	TBD	
Step 1	Step 2	Step 3	Step 4	Step 5																																																																
45,198	47,516	49,834	52,152	54,469																																																																
Accelerator Zone																																																																				
Professional Tier 1					Professional Tier 2					Professional Tier 3																																																										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3*	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5																																																						
58,526	59,685	60,843	62,002	63,161	65,479	66,638	67,797	68,956	70,115	72,433	73,592	74,751	75,909	77,068																																																						
Master 1	Master 2**	Master 3**																																																																		
TBD	TBD	TBD																																																																		
Educators may accelerate on any step. **																																																																				
<p>* Professional Educators who achieve National Board Certification prior to meeting the other criteria for advancement to the Master Educator Level will receive a \$2,500 annual stipend. At the earliest, National Board Advancement to the Master Level can occur on Professional Tier 2, Step 3.</p> <p>** See "Acceleration Requirements."</p> <p>*** Salaries at the Master Educator level reflect the \$2,500 additional National Board Stipend, so employees moving to this level are no longer eligible for the additional \$2,500 stipend.</p>																																																																				