

**HIGHLY QUALIFIED TEACHER, SCHOOL COUNSELOR and LIBRARIAN REQUIREMENTS and COMPENSATION PLAN**

Approved by State Board of Education On October 06, 2017 *Board Action No. 2017-15-011*

Degree	Requirements (Certification and Praxis)	Required Yrs of Experience	Renewable Certification	Salary	AMT INCREASE IN NEXT LEVEL	% INCREASE IN NEXT LEVEL	Classification	Pay Level/Step
	<b>BASIC I (HQT)</b>						<b>For new employees beginning 8/1/2006 or later</b>	
Bachelor's Degree	Basic I & Praxis II	0-4 yrs	NO	\$ 33,289.35			Classroom Teacher, School Counselor, Librarian	VI/03
Bachelor's Degree	Basic I & Praxis II	5+ yrs	NO	\$ 35,837.44	\$ 2,548.09	7.654%	Classroom Teacher, School Counselor, Librarian	VI/05
Master's Degree	Basic I & Praxis II	0-4 yrs	NO	\$ 35,837.44	\$ -		Classroom Teacher, School Counselor, Librarian	VIII/03
Master's Degree	Basic I & Praxis II	5+ yrs	NO	\$ 38,646.74	\$ 2,809.30	7.839%	Classroom Teacher, School Counselor, Librarian	VIII/05
Doctorate Degree	Basic I & Praxis II	0-4 yrs	NO	\$ 69,442.42	\$ 3,306.78	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/06
	<b>Basic II (HQT)</b>							
Bachelor's Degree	Basic II Certificate & Praxis II	2 to 5 yrs	NO	\$ 38,646.74	-		Classroom Teacher, School Counselor, Librarian	VI/07
Master's Degree	Basic II Certificate & Praxis II	2 to 5 yrs	NO	\$ 41,745.42	\$ 3,098.68	8.018%	Classroom Teacher, School Counselor, Librarian	VIII/07
Doctorate Degree	Basic II Certificate & Praxis II	2 to 5 yrs	NO	\$ 72,914.54	\$ 3,472.12	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/07
	<b>Standard (HQT)</b>							
Bachelor's Degree	Standard with or without endorsement & Praxis II	2 to 5 yrs	YES	\$ 38,646.74	-		Classroom Teacher, School Counselor, Librarian	VI/07
		6 to 10 yrs	YES	\$ 41,745.42	\$ 3,098.68	8.018%	Classroom Teacher, School Counselor, Librarian	VI/09
		10+ yrs	YES	\$ 45,163.20	\$ 3,417.78	8.187%	Classroom Teacher, School Counselor, Librarian	VI/12
Master's Degree	Standard with or without endorsement & Praxis II	2 to 5 yrs	YES	\$ 41,745.42	-		Classroom Teacher, School Counselor, Librarian	VIII/07
		6 to 10 yrs	YES	\$ 45,163.20	\$ 3,417.78	8.187%	Classroom Teacher, School Counselor, Librarian	VIII/09
		10+ yrs	YES	\$ 47,001.36	\$ 1,838.16	4.070%	Classroom Teacher, School Counselor, Librarian	VIII/10
Doctorate Degree	Standard with or without endorsement & Praxis II	5 to 6 yrs	YES	\$ 76,560.26	\$ 3,645.73	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/08
		7 to 9 yrs	YES	\$ 80,388.28	\$ 3,828.01	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/09
	<b>Professional (HQT)</b>						<b>Only received after ten years of related experience</b>	
Master's Degree	Professional Certificate with Endorsement & Praxis II	10 to 12 yrs	YES	\$ 51,819.00	\$ -	0.000%	Classroom Teacher, School Counselor, Librarian	VIII/12
Master's Degree	Professional Certificate with Endorsement & Praxis II	13 to 14 yrs	YES	\$ 57,130.45	\$ 2,590.95	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/03
Master's Degree	Professional Certificate with Endorsement & Praxis II	15 to 16 yrs	YES	\$ 62,986.32	\$ 2,856.52	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/04
Master's Degree	Professional Certificate with Endorsement & Praxis II	17+ yrs	YES	\$ 66,135.63	\$ 3,149.32	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/05
Doctorate Degree	Professional Certificate with Endorsement & Praxis II	10 to 12 yrs	YES	\$ 84,407.69	\$ 4,019.41	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/10
Doctorate Degree	Professional Certificate with Endorsement & Praxis II	13 to 14 yrs	YES	\$ 88,628.07	\$ 4,220.38	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/11
Doctorate Degree	Professional Certificate with Endorsement & Praxis II	15+	YES	\$ 93,059.48	\$ 4,431.40	5.00%	Classroom Teacher, School Counselor, Librarian	VIII/12