

DISCLAIMER: What follows is WTU's draft calculator for retro payments, which has not been reviewed or approved by DCPS. This is intended for educational purposes only. If there is any discrepancy between the result under this calculator and the result under the new contract, the new contract will control.

WTU is working with DCPS on official salary schedules, which will be shared with the membership when available.

How to Calculate Your Retro Payment (Retros only this does not include the 4% retention bonus)

		1	2	3	4	5	6	
		School Year 2018-2019	School Year 2019-2020	School Year 2020-2021	School Year 2021-2022	School Year 2022-2023		
A	Your Step Level during this School Year							
B	Your Education Level during this school year							
C	Salary for your Step and Education from 2018-2019 Salary Table (only use the 2018-2019 salary table for all years)							
D	Salary for your Step and Education from that year's Salary Table (these are the new retro salary tables)							
E	Subtract Line C from D (this is your retro amount for that year)							
F		Retros for School Years 2020-2022 =						
G		Retro for School Year 2022-2023 (x 25% only three months) =						
H						Total Retro =		

Instructions:

1. Row A – enter your step level for each school year
2. Row B – enter your education level for each school year
3. Row C – enter the corresponding salary for each year (step and education) on the 2018-2019 salary table (this is what you were paid over the past three years). Place a salary from the 2018-2019 table in every cell in row C (do not use any other salary table)

4. Row D – enter the corresponding salary from that year’s new salary table (a salary from the four other tables)
5. Row E – subtract the salary in row C from the salary in row D, this is your in-year retro amount
6. Row F – add the amounts in columns 2, 3, and 4, place the total in F6.
7. Row G – multiply the amount in F5 by 0.25, place in G6 (in year retro is only for 3 months or ¼ of the school year).
8. Row H – Add F6 and G6 together, this is your total retro amount.

Example: Teacher with a MA and was on Step 10 in School Year 2018-2019.

		1	2	3	4	5	6
		School Year 2018-2019	School Year 2019-2020	School Year 2020-2021	School Year 2021-2022	School Year 2022-2023	
A	Your Step Level during this School Year	Step 10	Step 11	Step 12-15	Step 12-15	Step 12-15	
B	Your Education Level during this school year	MA	MA	MA	MA	MA	
C	Salary for your Step and Education from 2018-2019 Salary Table (only use the 2018-2019 salary table for all years)		\$ 88,869	\$ 95,529	\$ 95,529	\$ 95,529	
D	Salary for your Step and Education from that year’s Salary Table (these are the new retro salary tables)		\$ 90,646	\$ 99,876	\$ 103,371	\$ 107,506	
E	Subtract Line C from D (this is your retro amount for that year)		\$ 1,777	\$ 4,347	\$ 7,842	\$ 11,977	
F					Retros for School Years 2020-2022 =		\$ 13,966
G					Retro for School Year 2022-2023 (x 25% only three months) =		\$ 2,994
H					Total Retro =		\$ 16,960

														Longevity Placements		
School Year 2018-2019 Salary Schedule - 10 Month				Adjustment:		0.00%								1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	56,313	56,506	57,665	59,794	61,903	64,027	66,724	69,400	72,097	74,769	77,457	82,838	89,294	N/A	N/A	N/A
Bachelors + 15	58,189	59,110	60,324	62,440	64,560	66,685	69,377	72,066	74,751	77,444	80,117	85,510	94,635	N/A	N/A	N/A
Bachelors + 30/Masters	60,067	61,451	64,136	66,823	69,503	72,198	75,535	78,856	82,200	85,523	88,869	95,529	104,199	105,395	107,389	110,179
Masters + 30	61,944	64,136	66,823	69,503	72,198	74,885	78,211	81,553	84,883	88,206	91,533	98,213	106,938	108,134	110,128	112,919
Masters + 60/PhD	65,697	66,823	69,503	72,198	74,885	77,573	80,903	84,242	87,571	90,905	94,224	101,191	110,427	111,622	113,617	116,408

														Longevity Placements		
School Year 2019-2020 Salary Schedule - 10 Month				Adjustment:		2.0%								1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	57,439	57,636	58,819	60,990	63,141	65,307	68,059	70,788	73,539	76,265	79,006	84,495	91,079	N/A	N/A	N/A
Bachelors + 15	59,353	60,292	61,530	63,689	65,851	68,019	70,765	73,508	76,246	78,993	81,719	87,220	96,528	N/A	N/A	N/A
Bachelors + 30/Masters	61,268	62,680	65,419	68,159	70,893	73,642	77,046	80,433	83,844	87,233	90,646	97,440	106,283	107,502	109,536	112,383
Masters + 30	63,183	65,419	68,159	70,893	73,642	76,383	79,775	83,185	86,580	89,971	93,364	100,177	109,077	110,296	112,330	115,178
Masters + 60/PhD	67,011	68,159	70,893	73,642	76,383	79,124	82,521	85,927	89,322	92,723	96,108	103,215	112,636	113,855	115,889	118,736

														Longevity Placements		
School Year 2020-2021 Salary Schedule - 10 Month														1	2	2
Adjustment: 2.5%																
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	58,875	59,077	60,289	62,514	64,719	66,940	69,760	72,558	75,377	78,171	80,982	86,608	93,356	N/A	N/A	N/A
Bachelors + 15	60,836	61,799	63,069	65,281	67,497	69,719	72,534	75,345	78,152	80,968	83,762	89,401	98,941	N/A	N/A	N/A
Bachelors + 30/Masters	62,800	64,247	67,054	69,863	72,665	75,483	78,972	82,444	85,940	89,414	92,912	99,876	108,940	110,190	112,275	115,192
Masters + 30	64,763	67,054	69,863	72,665	75,483	78,292	81,770	85,264	88,745	92,220	95,698	102,681	111,804	113,054	115,139	118,057
Masters + 60/PhD	68,687	69,863	72,665	75,483	78,292	81,103	84,584	88,075	91,555	95,041	98,511	105,795	115,452	116,701	118,786	121,705

														Longevity Placements		
School Year 2021-2022 Salary Schedule - 10 Month														1	2	2
Adjustment: 3.5%																
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	60,936	61,145	62,399	64,702	66,984	69,283	72,202	75,097	78,015	80,907	83,816	89,639	96,624	N/A	N/A	N/A
Bachelors + 15	62,966	63,962	65,276	67,566	69,860	72,159	75,073	77,982	80,887	83,802	86,694	92,530	102,404	N/A	N/A	N/A
Bachelors + 30/Masters	64,998	66,496	69,401	72,308	75,209	78,125	81,736	85,329	88,948	92,544	96,164	103,371	112,753	114,047	116,204	119,224
Masters + 30	67,029	69,401	72,308	75,209	78,125	81,033	84,632	88,248	91,851	95,448	99,048	106,275	115,717	117,011	119,168	122,189
Masters + 60/PhD	71,091	72,308	75,209	78,125	81,033	83,941	87,545	91,158	94,759	98,368	101,959	109,498	119,492	120,786	122,944	125,964

														Longevity Placements		
School Year 2022-2023 Salary Schedule - 10 Month				Adjustment:		4.0%								1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	63,373	63,591	64,895	67,291	69,664	72,054	75,090	78,101	81,136	84,144	87,168	93,224	100,489	N/A	N/A	N/A
Bachelors + 15	65,484	66,521	67,887	70,269	72,654	75,046	78,076	81,102	84,123	87,154	90,161	96,231	106,500	N/A	N/A	N/A
Bachelors + 30/Masters	67,598	69,156	72,177	75,201	78,217	81,250	85,006	88,742	92,506	96,246	100,011	107,506	117,263	118,608	120,853	123,993
Masters + 30	69,710	72,177	75,201	78,217	81,250	84,274	88,017	91,778	95,525	99,265	103,010	110,526	120,346	121,691	123,935	127,077
Masters + 60/PhD	73,934	75,201	78,217	81,250	84,274	87,299	91,047	94,804	98,550	102,303	106,037	113,878	124,272	125,617	127,861	131,003