

# Competitive Context: BA vs MA (20 Years)

Period	Delaware (weighted average)	Neighbors (weighted average)
Year 5	43,200   48,300	45,100   47,500
Year 10	50,400   57,600	50,600   56,900
Year 15	53,800   65,000	53,400   63,500
Year 20	55,000   67,700	55,000   67,600

Notes:

- All figures weighted based on average Delaware distribution of educators across each step and lane
- Sourced from local district scales available publically and weighted for total teacher count in a given school system; each district scale adjusted for cost of living
- Delaware figures assume average district share of 30% contribution to total educator salaries at each interval through step 20
- Neighbors figures include 2 districts from NJ, 3 from PA, and 4 from MD approximating closest representation of districts hiring from comparable pools of graduates