

# Schedule 1 Salary Guides

Settlement rates (salary increases) for each year of the new agreement shall be inclusive of increment and longevity and be as follows:

2024-2025 3.9% of the total base cost of the 2/15/24 signed scattergram.

2025-2026 3.9% of the 2024-2025 base cost with the addition of \$10,000 for the Administrative Assistant's guide.

2026-2027 3.8% of the 2025-2026 base cost with the addition of \$5,000 for the Administrative Assistant's guide. (\$10,000 stays in the 2025-2026 base)

## Schedule 1.1 Certificated Staff

### YEAR 1

2024-25 Collingswood Certificated Staff

### Salary Guide

Step	BA	BA+30	MA	MA+30	PHD	Longevity 10 \$500 Longevity 20+ \$3,000
1	\$54,635	\$56,085	\$56,885	\$57,885	\$59,385	
2	\$55,175	\$56,625	\$57,425	\$58,425	\$59,925	
3	\$55,715	\$57,165	\$57,965	\$58,965	\$60,465	
4	\$56,255	\$57,705	\$58,505	\$59,505	\$61,005	
5	\$56,795	\$58,245	\$59,045	\$60,045	\$61,545	
6	\$57,335	\$58,785	\$59,585	\$60,585	\$62,085	
7	\$57,875	\$59,325	\$60,125	\$61,125	\$62,625	
8	\$59,175	\$60,625	\$61,425	\$62,425	\$63,925	
9	\$61,275	\$62,725	\$63,525	\$64,525	\$66,025	
10	\$63,775	\$65,225	\$66,025	\$67,025	\$68,525	
11	\$66,775	\$68,225	\$69,025	\$70,025	\$71,525	
12	\$68,775	\$70,225	\$71,025	\$72,025	\$73,525	
13	\$70,800	\$72,250	\$73,050	\$74,050	\$75,550	
14	\$74,150	\$75,600	\$76,400	\$77,400	\$78,900	
15	\$78,150	\$79,600	\$80,400	\$81,400	\$82,900	
16	\$82,200	\$83,650	\$84,450	\$85,450	\$86,950	
17	\$85,200	\$86,650	\$87,450	\$88,450	\$89,950	
18	\$87,400	\$88,850	\$89,650	\$90,650	\$92,150	
19	\$88,300	\$89,750	\$90,550	\$91,550	\$93,050	
20+	\$89,100	\$90,550	\$91,350	\$92,350	\$93,850	

## Schedule 1.1 Certificated Staff (Continued)

**YEAR 2**

**2025-26**

**Collingswood Certificated Staff**

**Salary Guide**

Step	BA	BA+30	MA	MA+30	PHD	Longevity 10 \$500 Longevity 20+ \$3,000
1-3	\$59,150	\$60,600	\$61,400	\$62,400	\$63,900	
4	\$59,550	\$61,000	\$61,800	\$62,800	\$64,300	
5	\$60,050	\$61,500	\$62,300	\$63,300	\$64,800	
6	\$60,550	\$62,000	\$62,800	\$63,800	\$65,300	
7	\$61,050	\$62,500	\$63,300	\$64,300	\$65,800	
8	\$61,550	\$63,000	\$63,800	\$64,800	\$66,300	
9	\$62,050	\$63,500	\$64,300	\$65,300	\$66,800	
10	\$64,450	\$65,900	\$66,700	\$67,700	\$69,200	
11	\$66,950	\$68,400	\$69,200	\$70,200	\$71,700	
12	\$69,700	\$71,150	\$71,950	\$72,950	\$74,450	
13	\$72,600	\$74,050	\$74,850	\$75,850	\$77,350	
14	\$75,300	\$76,750	\$77,550	\$78,550	\$80,050	
15	\$78,500	\$79,950	\$80,750	\$81,750	\$83,250	
16	\$82,200	\$83,650	\$84,450	\$85,450	\$86,950	
17	\$85,300	\$86,750	\$87,550	\$88,550	\$90,050	
18	\$87,500	\$88,950	\$89,750	\$90,750	\$92,250	
19	\$89,000	\$90,450	\$91,250	\$92,250	\$93,750	
20+	\$90,600	\$92,050	\$92,850	\$93,850	\$95,350	

**YEAR 3**

**2026-27**

**Collingswood Certificated Staff**

**Salary Guide**

Step	BA	BA+30	MA	MA+30	PHD	Longevity 10 \$500 Longevity 20+ \$3,000
1	\$61,400	\$62,850	\$63,650	\$64,650	\$66,150	
2-4	\$61,800	\$63,250	\$64,050	\$65,050	\$66,550	
5	\$62,200	\$63,650	\$64,450	\$65,450	\$66,950	
6	\$62,700	\$64,150	\$64,950	\$65,950	\$67,450	
7	\$63,200	\$64,650	\$65,450	\$66,450	\$67,950	
8	\$63,700	\$65,150	\$65,950	\$66,950	\$68,450	
9	\$64,200	\$65,650	\$66,450	\$67,450	\$68,950	
10	\$66,600	\$68,050	\$68,850	\$69,850	\$71,350	
11	\$69,050	\$70,500	\$71,300	\$72,300	\$73,800	
12	\$71,550	\$73,000	\$73,800	\$74,800	\$76,300	
13	\$74,300	\$75,750	\$76,550	\$77,550	\$79,050	
14	\$77,200	\$78,650	\$79,450	\$80,450	\$81,950	
15	\$79,900	\$81,350	\$82,150	\$83,150	\$84,650	
16	\$82,950	\$84,400	\$85,200	\$86,200	\$87,700	
17	\$85,500	\$86,950	\$87,750	\$88,750	\$90,250	
18	\$87,600	\$89,050	\$89,850	\$90,850	\$92,350	
19	\$89,800	\$91,250	\$92,050	\$93,050	\$94,550	
20+	\$92,100	\$93,550	\$94,350	\$95,350	\$96,850	

## Schedule 1.2 Administrative Assistants

### YEAR 1

2024-25

Collingswood Administrative Assistants

#### Salary Guide

Step	Class II	Class IV	Longevity 10 \$500
A	\$32,450	\$36,650	Longevity 20+ \$3,000
B	\$32,850	\$38,150	
C	\$35,100	\$40,900	
D	\$37,500	\$43,800	
E	\$40,000	\$48,000	
F	\$42,600	\$50,600	
G	\$43,000	\$51,000	
H	\$43,500	\$51,500	
I	\$44,250	\$52,250	

### YEAR 2

2025-26

Collingswood Administrative Assistants

#### Salary Guide

Step	Class II	Class IV	Longevity 10 \$500
A	\$35,785	\$43,785	Longevity 20+ \$3,000
B	\$36,185	\$44,185	
C	\$37,085	\$44,585	
D	\$39,025	\$45,325	
E	\$40,800	\$48,550	
F	\$42,950	\$50,600	
G	\$43,250	\$52,025	
H	\$44,050	\$52,550	
I	\$45,350	\$53,150	

### YEAR 3

2026-27

Collingswood Administrative Assistants

#### Salary Guide

Step	Class II	Class IV	Longevity 10 \$500
A	\$37,380	\$45,380	Longevity 20+ \$3,000
B	\$37,780	\$45,780	
C	\$38,180	\$46,180	
D	\$39,080	\$46,580	
E	\$41,055	\$48,555	
F	\$43,100	\$50,600	
G	\$44,900	\$52,600	
H	\$45,100	\$54,100	
I	\$46,200	\$54,800	

## Schedule 1.3 Instructional Assistants

### YEAR 1

2024-25

Collingswood Instructional Assistants

#### Salary Guide

Step	Salary	Longevity 10 \$500
A	\$31,773	Longevity 20+ \$3,000
B	\$32,173	
C	\$32,573	
D	\$32,973	
E	\$33,373	
F	\$33,773	
G	\$34,273	
H	\$34,773	
I	\$35,273	

### YEAR 2

2025-26

Collingswood Instructional Assistants

#### Salary Guide

Step	Salary	Longevity 10 \$500
A	\$32,963	Longevity 20+ \$3,000
B	\$33,363	
C	\$33,763	
D	\$34,163	
E	\$34,563	
F	\$34,963	
G	\$35,373	
H	\$35,873	
I	\$36,373	

### YEAR 3

2026-27

Collingswood Instructional Assistants

#### Salary Guide

Step	Salary	Longevity 10 \$500
A	\$34,310	Longevity 20+ \$3,000
B	\$34,710	
C	\$35,110	
D	\$35,510	
E	\$35,910	
F	\$36,310	
G	\$36,710	
H	\$37,120	
I	\$37,520	