

YEAR 4 - September 2025 - June 2026
2025-26 East Orange EA Teachers

Salary Guide Step	BA	MA	MA+15	MA+32	DOC
1.0	60,500	65,800	67,200	74,100	75,350
2.0	61,000	66,300	67,700	74,600	75,850
3.0	61,200	66,500	67,900	74,800	76,050
4.0	61,475	66,975	68,375	75,275	76,525
5.0	61,725	67,425	68,825	75,725	76,975
6.0	62,225	68,125	69,525	76,425	77,675
7.0	62,725	68,725	70,125	77,025	78,275
8.0	63,825	69,875	71,275	78,175	79,425
9.0	65,025	70,375	71,875	78,975	80,225
10.0	66,750	73,600	75,100	80,700	81,950
11.0	70,350	76,500	78,000	85,100	86,350
12.0	74,050	80,900	81,900	87,900	89,150
13.0	79,450	86,200	88,700	94,200	95,450
14.0	85,850	94,155	95,155	102,655	103,905
15.0	92,250	100,555	101,555	109,055	110,305
16.0	99,350	106,064	107,646	113,909	115,159

YEAR 5 - September 2026 - June 2027
2026-27 East Orange EA Teachers

Salary Guide Step	BA	MA	MA+15	MA+32	DOC
1.0	63,000	68,300	69,700	76,600	77,850
2.0	63,500	68,800	70,200	77,100	78,350
3.0	64,000	69,300	70,700	77,600	78,850
4.0	64,500	70,000	71,400	78,300	79,550
5.0	65,000	70,700	72,100	79,000	80,250
6.0	65,390	71,290	72,690	79,590	80,840
7.0	65,890	71,890	73,290	80,190	81,440
8.0	66,990	73,040	74,440	81,340	82,590
9.0	68,190	73,540	75,040	82,140	83,390
10.0	69,490	76,340	77,840	83,440	84,690
11.0	72,800	78,950	80,450	87,550	88,800
12.0	76,200	83,050	84,050	90,050	91,300
13.0	81,100	87,850	90,350	95,850	97,100
14.0	87,300	95,605	96,605	104,105	105,355
15.0	93,500	101,805	102,805	110,305	111,555
16.0	100,500	107,214	108,796	115,059	116,309