

**Appendix A2**  
**Teacher/Certificated Staff Salary Guide**  
**Year 2 – 2025-2026**

| <b>Step</b>  | <b>BA</b> | <b>BA +30</b> | <b>MA</b> | <b>MA +30</b> | <b>PhD</b> |
|--------------|-----------|---------------|-----------|---------------|------------|
| <b>B1</b>    | 63,090    | 64,790        | 66,090    | 67,415        | 69,090     |
| <b>C2</b>    | 63,490    | 65,190        | 66,490    | 67,815        | 69,490     |
| <b>D3</b>    | 63,890    | 65,590        | 66,890    | 68,215        | 69,890     |
| <b>E4</b>    | 65,690    | 67,390        | 68,690    | 70,015        | 71,690     |
| <b>F5</b>    | 67,790    | 69,490        | 70,790    | 72,115        | 73,790     |
| <b>G6</b>    | 70,290    | 71,990        | 73,290    | 74,615        | 76,290     |
| <b>H7</b>    | 73,065    | 74,765        | 76,065    | 77,390        | 79,065     |
| <b>I8</b>    | 75,865    | 77,565        | 78,865    | 80,190        | 81,865     |
| <b>J9</b>    | 78,865    | 80,565        | 81,865    | 83,190        | 84,865     |
| <b>K10</b>   | 81,965    | 83,665        | 84,965    | 86,290        | 87,965     |
| <b>L-M11</b> | 85,065    | 86,765        | 88,065    | 89,390        | 91,065     |
| <b>N12</b>   | 87,565    | 89,265        | 90,565    | 91,890        | 93,565     |

| <b>Longevity Upon Completion of:</b> | <b>Amount</b> |
|--------------------------------------|---------------|
| 5 Years                              | 450           |
| 10 Years                             | 800           |
| 15 Years                             | 2,050         |
| 20 Years                             | 3,350         |
| 25 Years                             | 4,175         |
| 30 Years                             | 4,925         |

| <b>Differential</b>                              |        |
|--------------------------------------------------|--------|
| Community & Parent Involvement Specialist-NBTECC | 8,193  |
| Family Engagement Coordinator                    | 2,850  |
| Homeless Student Coordinator                     | 2,850  |
| Language Arts Coordinator                        | 2,850  |
| Math/Science Coordinator                         | 2,850  |
| National Board Certified*                        | 1,556  |
| Child Study Team**                               | 795    |
| Coordinator of School Health Services***         | 15,600 |
| Elementary Chorus & Instrumental                 | 176    |
| Freshman Academy House Leader                    | 2,850  |
| Subject Area Leader                              | 2,850  |
| Transition Coordinator                           | 2,850  |
| Technology Ambassador                            | 5,627  |

| <b>24-25 Step</b> | <b>25-26 Step</b> |
|-------------------|-------------------|
| B1                | C2                |
| C2                | D3                |
| D3                | E4                |
| E4                | F5                |
| F5                | G6                |
| G6                | H7                |
| H7                | I8                |
| I8                | J9                |
| J9                | K10               |
| K-L10             | L-M11             |
| M-N11             | N12               |
| O12               | N12               |

|                                |        |
|--------------------------------|--------|
| Technology Ambassador (NBTECC) | 2,813  |
| Website Manager                | 10,400 |

|                                         |        |
|-----------------------------------------|--------|
| Lost Prep (Single)                      | 54.11  |
| Lost Prep (Double)                      | 81.16  |
| Professional Development stipend        | 321.00 |
| Professional Rate                       | 58.00  |
| Home Instruction/Detention/Curr Develop | 58.00  |
| Teaching Staff Development              | 79.04  |
| Summer Professional Development         | 27.04  |
| Chaperoning                             | 32.24  |

|                                  |       |
|----------------------------------|-------|
| <u>Summer School</u>             |       |
| Special Education (3-hr program) | 6,113 |
| Special Education (4-hr program) | 8,153 |
| Enrichment                       | 3,375 |
| Summer Academy/Institute         | 3,876 |

#### Grade Level Leaders (GLL)/Subject Area Leader (SAL)

1. All GLL/SAL stipends shall depend upon the number of teachers (excluding the GLL him/herself) on grade/department.
2. Where there is only one other teacher on grade/department, the stipends shall be \$1,693 in 2025-26.
3. For every additional teacher on grade/department, the stipend shall increase \$58 in 2025-26.
4. The number and duration of meetings annually shall be mutually agreed upon between administration and grade level leaders.
5. GLL shall include grades PK-4 special education, elementary special subject teachers (one per school), AST and ESL departments.

\* Only members who have achieved National Board Certification through The National Board for Professional Teaching Standards process are entitled to and/or eligible for this stipend. Applicable certificates shall include:

- Art (Early and Middle Childhood) (Early Adolescence through Young Adulthood)
- Career and Technical Education (Early Adolescence through Young Adulthood)
- English as a New Language (Early and Middle Childhood) (Early Adolescence through Young Adulthood)
- English Language Arts (Early Adolescence) (Adolescence and Young Adulthood)

- Exceptional Needs Specialist (Early Childhood through Young Adulthood)
- Generalist (Early Childhood) (Middle Childhood)
- Health Education (Early Adolescence through Young Adulthood)
- Library Media (Early Childhood through Young Adulthood)
- Literacy: Reading-Language Arts (Early and Middle Childhood)
- Mathematics (Early Adolescence) (Adolescence and Young Adulthood)
- Music (Early and Middle Childhood) (Early Adolescence through Young Adulthood)
- Physical Education (Early and Middle Childhood) (Early Adolescence through Young Adulthood)
- School Counseling (Early Childhood through Young Adulthood)
- Science (Early Adolescence) (Adolescence and Young Adulthood)
- Social Studies-History (Early Adolescence) (Adolescence and Young Adulthood)
- World Languages (Early Adolescence through Young Adulthood)

And any other future certificated area by the National Board for Professional Teaching Standards.

\*\*The Child Study Team stipend applies to school psychologists, LDTs, social workers, and speech therapists

\*\*\*Per sidebar agreement effective January 29, 2025