



Teacher Salary Scales

Certified Teacher Scale

Step	Bachelor's Degree	Master's Degree
1	\$44,000	\$48,779
2	\$45,000	\$49,697
3	\$46,000	\$51,087
4	\$47,831	\$53,213
5	\$49,725	\$54,715
6	\$51,879	\$56,874
7	\$54,065	\$59,057
8	\$56,222	\$61,218
9	\$58,378	\$64,992
10	\$60,564	\$67,149
11	\$62,783	\$69,332
12	\$64,033	\$72,269
13	\$65,280	\$75,236
14	\$66,530	\$78,169
15	\$67,785	\$81,114
16	\$69,506	\$85,163
17	\$69,506	\$85,163
	Salary Step Supplements	
18		\$500
21		\$1,000
26		\$1,500

Substitute Teacher

Step	Bachelor's Degree	Master's Degree
1	\$39,286	\$45,121
2	\$40,154	\$46,430
3	\$41,075	\$47,762
4	\$42,641	\$49,739
5	\$44,411	\$51,155
6	\$46,450	\$53,188
7	\$48,509	\$55,250
8	\$50,546	\$57,289
9	\$52,581	\$60,813
10	\$54,646	\$62,846
11	\$55,738	\$64,103
12	\$56,853	\$65,385
13	\$57,990	\$66,693
14	\$59,150	\$68,027
15	\$60,333	\$69,387
16	\$61,539	\$70,775
17	\$62,770	\$72,190

NOTES:

Scales are updated each year to include state/local increases

This scale does not include supplemental pay of any kind (for teacher or leadership positions, stipends, etc.)

91 days of service counts as a full year of employment

Doctoral degree in subject area equates to a \$1,500 increase above the Master's Degree scale

Step 18 includes the salary of step 17 plus the step 18 supplement.

Step 21 includes the salary at step 17 plus the supplements of step 18 and step 21.

Step 26 includes the salary at step 17 plus the supplements of step 18, step 21 and step 26.



Salary Scales

Paraprofessional, Custodian & Secretary

Paraprofessional

Step	Salary
1	\$31,610
2	\$33,102
3	\$34,168
4	\$35,280
5	\$36,440
6	\$37,650
7	\$38,916
8	\$40,235
9	\$41,611
10	\$43,049
11	\$43,063
12	\$43,160
13	\$43,188
14	\$43,202
15	\$43,216
16	\$43,493
17	\$43,493
18	\$43,493
19	\$43,493
20	\$43,493
21	\$43,743
22	\$43,743
23	\$43,743
24	\$43,743
25	\$43,743
26	\$43,993
27	\$43,993

Custodian & Secretary

Step	Custodian	Head Custodian	Secretary
1	\$28,544	\$40,660	\$31,367
2	\$29,457	\$41,688	\$32,454
3	\$30,890	\$42,737	\$33,499
4	\$32,320	\$43,779	\$34,541
5	\$33,753	\$44,759	\$35,586
6	\$35,183	\$45,873	\$36,629
7	\$36,108	\$46,918	\$37,673
8	\$37,055	\$47,966	\$38,711
9	\$38,029	\$49,013	\$39,821
10	\$39,003	\$50,056	\$40,932
11	\$39,974	\$51,105	\$42,044
12	\$40,944	\$52,150	\$43,155
13	\$41,924	\$53,208	\$44,267
14	\$42,916	\$54,277	\$45,381
15	\$43,533	\$54,974	\$46,707
16	\$44,033	\$55,556	\$47,316
17			\$48,338
18			\$48,946
19			\$49,600
20			\$50,209
21			\$51,740
22			\$52,361
23			\$52,997
24			\$53,647
25			\$54,307

Salary Scale

School Leaders & Specialists



School Leaders

Starting Salary	0-2 years of experience	3+ years of experience	High
Chief*	Range: \$100,000 - \$130,000		\$135,000
Principal*	\$110,000	\$115,000	\$130,000
Managing Director	\$90,000	\$95,000	\$115,000
Assistant Principal	\$77,000	\$85,000	\$100,000
Director	\$65,000	\$70,000	\$85,000
Dean	\$55,000	\$60,000	\$75,000
Assitant Director	\$50,000	\$55,000	\$70,000
Assttant Dean	\$40,000	\$45,000	\$55,000

* Salary is negotiable for Chief, Principal, or employee with more than 5 years of experience in similar position in a similar organization

Specialists

Starting Salary	0-2 years of experience	3+ years of experience	High
Specialist A	\$30,000	\$35,000	\$45,000
Specialist B	\$30,000	\$40,000	\$50,000
Specialist C	\$40,000	\$45,000	\$55,000
Specialist D	\$75,000	\$80,000	\$95,000

Specialist Categories

Specialist A	Specialist B	Specialist C	Specialist D
Office Manager*	Behavior Specialist	Special Projects Coordinator Instructional Coach	Pyschologist

Notes

*Eligible to earn an enrollment bonus