

APPENDIX I

Salary Schedules

186 Certificated

Step	Column A	Column B	Column C	Column D
	BA/BS	BA/BS +45 or MA/MS	BA/BS +60 or MA/MS +15	BA/BS +75 or MA/MS +30
1	\$ 58,752.08	\$ 62,369.16	\$ 65,972.99	\$ 69,581.13
2	\$ 61,846.28	\$ 65,459.04	\$ 69,070.16	\$ 72,670.99
3	\$ 65,776.26	\$ 68,545.94	\$ 72,154.10	\$ 75,765.22
4	\$ 68,030.38	\$ 71,640.15	\$ 75,249.91	\$ 78,858.07
5	\$ 71,130.53	\$ 74,731.38	\$ 78,342.51	\$ 81,949.30
6	\$ 74,218.79	\$ 77,828.56	\$ 81,429.41	\$ 85,036.21
7	\$ 77,308.68	\$ 80,918.44	\$ 84,526.60	\$ 88,129.07
8	\$ 80,397.21	\$ 84,005.36	\$ 87,615.13	\$ 91,227.59
9	\$ 83,488.43	\$ 87,103.88	\$ 90,710.69	\$ 94,314.51
10	\$ 86,585.61	\$ 90,193.76	\$ 93,800.56	\$ 97,411.68
11	\$ 86,585.61	\$ 93,289.59	\$ 96,888.82	\$ 100,495.62
12	\$ 86,585.61	\$ 93,289.59	\$ 99,984.64	\$ 103,589.83
13	\$ 86,585.61	\$ 93,289.59	\$ 103,075.88	\$ 106,679.71
14	\$ 86,585.61	\$ 93,289.59	\$ 103,075.88	\$ 106,679.71
15	\$ 86,585.61	\$ 93,289.59	\$ 103,075.88	\$ 106,679.71
16	\$ 88,035.50	\$ 94,739.47	\$ 104,525.77	\$ 108,129.59
17	\$ 88,035.50	\$ 94,739.47	\$ 104,525.77	\$ 108,129.59
18	\$ 88,035.50	\$ 94,739.47	\$ 104,525.77	\$ 108,129.59
19	\$ 88,035.50	\$ 94,739.47	\$ 104,525.77	\$ 108,129.59
20	\$ 89,775.36	\$ 96,479.34	\$ 106,265.63	\$ 109,869.45
21	\$ 89,775.36	\$ 96,479.34	\$ 106,265.63	\$ 109,869.45
22	\$ 89,775.36	\$ 96,479.34	\$ 106,265.63	\$ 109,869.45
23	\$ 89,775.36	\$ 96,479.34	\$ 106,265.63	\$ 109,869.45
24	\$ 89,775.36	\$ 96,479.34	\$ 106,265.63	\$ 109,869.45
25	\$ 91,805.20	\$ 98,509.18	\$ 108,295.47	\$ 111,899.29

186 CDS, Autism, Yellen, PACS

Step	Column A	Column B	Column C	Column D
	BA/BS	BA/BS +45 or MA/MS	BA/BS +60 or MA/MS +15	BA/BS +75 or MA/MS +30
1	\$ 69,452.76	\$ 73,727.54	\$ 77,991.49	\$ 82,252.76
2	\$ 73,111.46	\$ 77,383.52	\$ 81,652.88	\$ 85,911.43
3	\$ 77,756.41	\$ 81,031.39	\$ 85,298.04	\$ 89,567.39
4	\$ 80,423.41	\$ 84,690.07	\$ 88,956.72	\$ 93,223.39
5	\$ 84,090.20	\$ 88,346.04	\$ 92,610.01	\$ 96,876.66
6	\$ 87,738.07	\$ 92,004.74	\$ 96,265.98	\$ 100,527.23
7	\$ 91,391.35	\$ 95,660.71	\$ 99,924.67	\$ 104,180.51
8	\$ 95,041.92	\$ 99,308.58	\$ 103,575.23	\$ 107,844.60
9	\$ 98,695.20	\$ 102,972.66	\$ 107,233.93	\$ 111,495.17
10	\$ 102,356.57	\$ 106,623.23	\$ 110,884.49	\$ 115,153.86
11	\$ 102,356.57	\$ 110,287.32	\$ 114,537.77	\$ 118,801.73
12	\$ 102,356.57	\$ 110,287.32	\$ 118,196.46	\$ 122,463.11
13	\$ 102,356.57	\$ 110,287.32	\$ 121,852.43	\$ 126,113.68
14	\$ 102,356.57	\$ 110,287.32	\$ 121,852.43	\$ 126,113.68
15	\$ 102,356.57	\$ 110,287.32	\$ 121,852.43	\$ 126,113.68
16	\$ 103,806.47	\$ 111,737.21	\$ 123,302.31	\$ 127,563.57
17	\$ 103,806.47	\$ 111,737.21	\$ 123,302.31	\$ 127,563.57
18	\$ 103,806.47	\$ 111,737.21	\$ 123,302.31	\$ 127,563.57
19	\$ 103,806.47	\$ 111,737.21	\$ 123,302.31	\$ 127,563.57
20	\$ 105,546.33	\$ 113,477.07	\$ 125,042.17	\$ 129,303.43
21	\$ 105,546.33	\$ 113,477.07	\$ 125,042.17	\$ 129,303.43
22	\$ 105,546.33	\$ 113,477.07	\$ 125,042.17	\$ 129,303.43
23	\$ 105,546.33	\$ 113,477.07	\$ 125,042.17	\$ 129,303.43
24	\$ 105,546.33	\$ 113,477.07	\$ 125,042.17	\$ 129,303.43
25	\$ 107,576.16	\$ 115,506.91	\$ 127,072.01	\$ 131,333.27

186 Nurse

Step	Column A	Column B	Column C	Column D
	BSN	BSN + 45 or MSN	BSN + 60 or MSN +15	BSN + 75 or MSN +30
1	\$ 73,025.60	\$ 77,407.16	\$ 82,051.59	\$ 86,974.66
2	\$ 75,581.51	\$ 80,116.40	\$ 84,923.38	\$ 90,018.80
3	\$ 78,226.86	\$ 82,920.47	\$ 87,895.71	\$ 93,169.46
4	\$ 80,964.81	\$ 85,822.68	\$ 90,972.06	\$ 96,430.38
5	\$ 83,798.58	\$ 88,826.49	\$ 94,156.07	\$ 99,805.44
6	\$ 86,731.52	\$ 91,935.41	\$ 97,451.54	\$ 103,298.62
7	\$ 89,767.11	\$ 95,153.16	\$ 100,862.34	\$ 106,914.09
8	\$ 92,908.98	\$ 98,483.52	\$ 104,392.53	\$ 110,656.08
9	\$ 96,160.80	\$ 101,930.45	\$ 108,046.27	\$ 114,529.04
10	\$ 99,526.42	\$ 105,498.00	\$ 111,827.88	\$ 118,537.56
11	\$ 99,526.42	\$ 109,190.45	\$ 111,827.88	\$ 118,537.56
12	\$ 99,526.42	\$ 109,190.45	\$ 111,827.88	\$ 118,537.56
13	\$ 99,526.42	\$ 109,190.45	\$ 115,741.87	\$ 122,686.38
14	\$ 99,526.42	\$ 109,190.45	\$ 115,741.87	\$ 122,686.38
15	\$ 99,526.42	\$ 109,190.45	\$ 115,741.87	\$ 122,686.38
16	\$ 100,976.31	\$ 110,640.33	\$ 117,191.75	\$ 124,136.26
17	\$ 100,976.31	\$ 110,640.33	\$ 117,191.75	\$ 124,136.26
18	\$ 100,976.31	\$ 110,640.33	\$ 117,191.75	\$ 124,136.26
19	\$ 100,976.31	\$ 110,640.33	\$ 117,191.75	\$ 124,136.26
20	\$ 102,716.17	\$ 112,380.19	\$ 118,931.62	\$ 125,876.12
21	\$ 102,716.17	\$ 112,380.19	\$ 118,931.62	\$ 125,876.12
22	\$ 102,716.17	\$ 112,380.19	\$ 118,931.62	\$ 125,876.12
23	\$ 102,716.17	\$ 112,380.19	\$ 118,931.62	\$ 125,876.12
24	\$ 102,716.17	\$ 112,380.19	\$ 118,931.62	\$ 125,876.12
25	\$ 104,746.01	\$ 114,410.04	\$ 120,961.46	\$ 127,905.96

186 Language Speech Specialist

Step	Column 1
1	\$ 119,923.10
2	\$ 122,065.89
3	\$ 124,205.98
4	\$ 126,348.77
5	\$ 128,491.55
6	\$ 128,491.55
7	\$ 128,491.55
8	\$ 128,491.55
9	\$ 128,491.55
10	\$ 128,491.55
11	\$ 128,491.55
12	\$ 128,491.55
13	\$ 128,491.55
14	\$ 128,491.55
15	\$ 128,491.55
16	\$ 129,941.44
17	\$ 129,941.44
18	\$ 129,941.44
19	\$ 129,941.44
20	\$ 131,681.30
21	\$ 131,681.30
22	\$ 131,681.30
23	\$ 131,681.30
24	\$ 131,681.30
25	\$ 133,711.14

Effective July 1, 2025

196 Psychologist

Step	Column 1
1	\$ 105,383.47
2	\$ 107,447.42
3	\$ 109,548.22
4	\$ 111,691.82
5	\$ 113,879.40
6	\$ 113,879.40
7	\$ 113,879.40
8	\$ 113,879.40
9	\$ 113,879.40
10	\$ 113,879.40
11	\$ 113,879.40
12	\$ 113,879.40
13	\$ 113,879.40
14	\$ 113,879.40
15	\$ 113,879.40
16	\$ 115,329.29
17	\$ 115,329.29
18	\$ 115,329.29
19	\$ 115,329.29
20	\$ 117,069.15
21	\$ 117,069.15
22	\$ 117,069.15
23	\$ 117,069.15
24	\$ 117,069.15
25	\$ 119,098.99

Reflects 3.5% On-Salary Increase Effective July 1, 2024

188 Day ECE

ECE Head Start Single Session Schedule I					Head Start Home Base/ State Preschool Double Session/ Head Start Full Day/ ECE Full Day Dual Immersion Schedule J		
Step	Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS		Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS
1	\$35,788.03	\$38,630.27	\$41,720.68		\$38,203.73	\$41,237.79	\$44,536.83
2	\$38,630.27	\$41,732.70	\$45,071.30		\$41,237.79	\$44,549.64	\$48,113.63
3	\$41,732.70	\$45,075.32	\$48,681.34		\$44,549.64	\$48,117.90	\$51,967.32
4	\$45,075.32	\$48,678.12	\$52,572.38		\$48,117.90	\$51,963.89	\$56,121.01
5	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
6	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
7	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
8	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
9	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
10	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
11	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
12	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
13	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
14	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
15	\$45,075.32	\$52,581.19	\$56,787.69		\$48,117.90	\$56,130.41	\$60,620.84
16	\$46,530.47	\$54,036.35	\$60,953.00		\$49,573.05	\$57,585.57	\$64,956.53
17	\$46,530.47	\$54,036.35	\$60,953.00		\$49,573.05	\$57,585.57	\$64,956.53
18	\$46,530.47	\$54,036.35	\$60,953.00		\$49,573.05	\$57,585.57	\$64,956.53
19	\$46,530.47	\$54,036.35	\$60,953.00		\$49,573.05	\$57,585.57	\$64,956.53
20	\$48,276.66	\$55,782.54	\$64,373.05		\$51,319.24	\$59,331.76	\$68,468.85
21	\$48,276.66	\$55,782.54	\$64,373.05		\$51,319.24	\$59,331.76	\$68,468.85
22	\$48,276.66	\$55,782.54	\$64,373.05		\$51,319.24	\$59,331.76	\$68,468.85
23	\$48,276.66	\$55,782.54	\$64,373.05		\$51,319.24	\$59,331.76	\$68,468.85
24	\$48,276.66	\$55,782.54	\$64,373.05		\$51,319.24	\$59,331.76	\$68,468.85
25	\$50,313.89	\$57,819.76	\$66,319.27		\$53,356.46	\$61,368.98	\$70,390.23

198 Day ECE

ECE Lead Teacher/ECE Dual Immersion Lead Teacher Schedule K			
Step	Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS
1	\$40,214.45	\$43,408.21	\$46,880.87
2	\$43,408.21	\$46,961.85	\$50,718.80
3	\$46,961.85	\$50,650.42	\$54,702.44
4	\$50,650.42	\$54,698.86	\$59,074.76
5	\$50,650.42	\$59,084.64	\$63,811.41
6	\$50,650.42	\$59,084.64	\$63,811.41
7	\$50,650.42	\$59,084.64	\$63,811.41
8	\$50,650.42	\$59,084.64	\$63,811.41
9	\$50,650.42	\$59,084.64	\$63,811.41
10	\$50,650.42	\$59,084.64	\$63,811.41
11	\$50,650.42	\$59,084.64	\$63,811.41
12	\$50,650.42	\$59,084.64	\$63,811.41
13	\$50,650.42	\$59,084.64	\$63,811.41
14	\$50,650.42	\$59,084.64	\$63,811.41
15	\$50,650.42	\$59,084.64	\$63,811.41
16	\$52,105.57	\$60,539.80	\$68,288.92
17	\$52,105.57	\$60,539.80	\$68,288.92
18	\$52,105.57	\$60,539.80	\$68,288.92
19	\$52,105.57	\$60,539.80	\$68,288.92
20	\$53,851.76	\$62,285.99	\$71,878.05
21	\$53,851.76	\$62,285.99	\$71,878.05
22	\$53,851.76	\$62,285.99	\$71,878.05
23	\$53,851.76	\$62,285.99	\$71,878.05
24	\$53,851.76	\$62,285.99	\$71,878.05
25	\$55,888.99	\$64,323.21	\$73,778.74

230 Day ECE

ECE Early Head Start Home Base Schedule H			
Step	Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS
1	\$43,699.07	\$47,169.58	\$50,943.16
2	\$47,169.58	\$50,957.82	\$55,034.44
3	\$50,957.82	\$55,039.33	\$59,442.47
4	\$55,039.33	\$59,438.56	\$64,193.65
5	\$55,039.33	\$64,204.39	\$69,340.75
6	\$55,039.33	\$64,204.39	\$69,340.75
7	\$55,039.33	\$64,204.39	\$69,340.75
8	\$55,039.33	\$64,204.39	\$69,340.75
9	\$55,039.33	\$64,204.39	\$69,340.75
10	\$55,039.33	\$64,204.39	\$69,340.75
11	\$55,039.33	\$64,204.39	\$69,340.75
12	\$55,039.33	\$64,204.39	\$69,340.75
13	\$55,039.33	\$64,204.39	\$69,340.75
14	\$55,039.33	\$64,204.39	\$69,340.75
15	\$55,039.33	\$64,204.39	\$69,340.75
16	\$56,378.07	\$65,659.55	\$74,063.98
17	\$56,378.07	\$65,659.55	\$74,063.98
18	\$56,378.07	\$65,659.55	\$74,063.98
19	\$56,378.07	\$65,659.55	\$74,063.98
20	\$58,240.68	\$67,405.74	\$77,786.23
21	\$58,240.68	\$67,405.74	\$77,786.23
22	\$58,240.68	\$67,405.74	\$77,786.23
23	\$58,240.68	\$67,405.74	\$77,786.23
24	\$58,240.68	\$67,405.74	\$77,786.23
25	\$60,277.90	\$69,442.96	\$79,651.10