

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

Reflects 3% On-Salary Increase Effective July 1, 2021
 Reflects 7.25% On-Salary Increase Effective July 1, 2022
 Reflects 5% On-Salary Increase Effective July 1, 2023

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

Reflects 3% On-Salary Increase Effective July 1, 2021
Reflects 7.25% On-Salary Increase Effective July 1, 2022
Reflects 5% On-Salary Increase Effective July 1, 2023

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

Reflects 3% On-Salary Increase Effective July 1, 2021
Reflects 7.25% On-Salary Increase Effective July 1, 2022
Reflects 5% On-Salary Increase Effective July 1, 2023

198 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

188 Day ECE									
ECE Head Start Single Session Schedule F				Head Start Home Base/State Preschool Double Session/Head Start Full Day Schedule I			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	Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS
1	\$ 30,255.58	\$ 32,675.36	\$ 35,289.39	\$ 34,577.81	\$ 37,323.93	\$ 40,309.84	\$ 36,911.82	\$ 39,843.28	\$ 43,030.75
2	\$ 32,675.36	\$ 35,281.25	\$ 38,103.75	\$ 37,323.93	\$ 40,321.45	\$ 43,547.15	\$ 39,843.28	\$ 43,043.13	\$ 46,486.60
3	\$ 35,281.25	\$ 38,107.15	\$ 41,155.72	\$ 40,321.45	\$ 43,551.03	\$ 47,035.11	\$ 43,043.13	\$ 46,490.72	\$ 50,209.97
4	\$ 38,107.16	\$ 41,153.02	\$ 44,445.25	\$ 43,551.03	\$ 47,032.00	\$ 50,794.57	\$ 46,490.72	\$ 50,206.66	\$ 54,223.20
5	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
6	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
7	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
8	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
9	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
10	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
11	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
12	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
13	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
14	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
15	\$ 38,107.16	\$ 44,452.68	\$ 48,008.90	\$ 43,551.03	\$ 50,803.08	\$ 54,867.33	\$ 46,490.72	\$ 54,232.28	\$ 58,570.86
16	\$ 39,513.11	\$ 45,858.63	\$ 51,728.54	\$ 44,956.98	\$ 52,209.03	\$ 58,891.79	\$ 47,896.67	\$ 55,638.23	\$ 62,759.93
17	\$ 39,513.11	\$ 45,858.63	\$ 51,728.54	\$ 44,956.98	\$ 52,209.03	\$ 58,891.79	\$ 47,896.67	\$ 55,638.23	\$ 62,759.93
18	\$ 39,513.11	\$ 45,858.63	\$ 51,728.54	\$ 44,956.98	\$ 52,209.03	\$ 58,891.79	\$ 47,896.67	\$ 55,638.23	\$ 62,759.93
19	\$ 39,513.11	\$ 45,858.63	\$ 51,728.54	\$ 44,956.98	\$ 52,209.03	\$ 58,891.79	\$ 47,896.67	\$ 55,638.23	\$ 62,759.93
20	\$ 41,200.25	\$ 47,545.77	\$ 54,867.82	\$ 46,644.12	\$ 53,896.17	\$ 62,196.18	\$ 49,583.81	\$ 57,325.37	\$ 66,153.48
21	\$ 41,200.25	\$ 47,545.77	\$ 54,867.82	\$ 46,644.12	\$ 53,896.17	\$ 62,196.18	\$ 49,583.81	\$ 57,325.37	\$ 66,153.48
22	\$ 41,200.25	\$ 47,545.77	\$ 54,867.82	\$ 46,644.12	\$ 53,896.17	\$ 62,196.18	\$ 49,583.81	\$ 57,325.37	\$ 66,153.48
23	\$ 41,200.25	\$ 47,545.77	\$ 54,867.82	\$ 46,644.12	\$ 53,896.17	\$ 62,196.18	\$ 49,583.81	\$ 57,325.37	\$ 66,153.48
24	\$ 41,200.25	\$ 47,545.77	\$ 54,867.82	\$ 46,644.12	\$ 53,896.17	\$ 62,196.18	\$ 49,583.81	\$ 57,325.37	\$ 66,153.48
25	\$ 43,168.58	\$ 49,514.10	\$ 56,792.68	\$ 48,612.45	\$ 55,864.50	\$ 64,076.59	\$ 51,552.14	\$ 59,293.70	\$ 68,009.88

Reflects 3% On-Salary Increase Effective July 1, 2021
 Reflects 4% On-Salary Increase Effective July 1, 2022
 Reflects 5% On-Salary Increase Effective July 1, 2023

198 Day ECE

ECE Lead Teacher Schedule G				ECE Dual Immersion Lead Teacher Schedule K		
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	\$ 36,397.69	\$ 39,288.33	\$ 42,431.40	\$ 38,854.54	\$ 41,940.30	\$ 45,295.53
2	\$ 39,288.33	\$ 42,443.61	\$ 45,839.10	\$ 41,940.30	\$ 45,373.77	\$ 49,003.67
3	\$ 42,443.61	\$ 45,843.18	\$ 49,510.63	\$ 45,373.77	\$ 48,937.60	\$ 52,852.60
4	\$ 45,843.19	\$ 49,507.38	\$ 53,467.96	\$ 48,937.60	\$ 52,849.14	\$ 57,077.06
5	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
6	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
7	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
8	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
9	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
10	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
11	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
12	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
13	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
14	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
15	\$ 45,843.19	\$ 53,476.92	\$ 57,755.07	\$ 48,937.60	\$ 57,086.61	\$ 61,653.54
16	\$ 47,249.14	\$ 54,882.87	\$ 61,907.87	\$ 50,343.55	\$ 58,492.56	\$ 65,979.63
17	\$ 47,249.14	\$ 54,882.87	\$ 61,907.87	\$ 50,343.55	\$ 58,492.56	\$ 65,979.63
18	\$ 47,249.14	\$ 54,882.87	\$ 61,907.87	\$ 50,343.55	\$ 58,492.56	\$ 65,979.63
19	\$ 47,249.14	\$ 54,882.87	\$ 61,907.87	\$ 50,343.55	\$ 58,492.56	\$ 65,979.63
20	\$ 48,936.28	\$ 56,570.01	\$ 65,281.79	\$ 52,030.69	\$ 60,179.70	\$ 69,447.39
21	\$ 48,936.28	\$ 56,570.01	\$ 65,281.79	\$ 52,030.69	\$ 60,179.70	\$ 69,447.39
22	\$ 48,936.28	\$ 56,570.01	\$ 65,281.79	\$ 52,030.69	\$ 60,179.70	\$ 69,447.39
23	\$ 48,936.28	\$ 56,570.01	\$ 65,281.79	\$ 52,030.69	\$ 60,179.70	\$ 69,447.39
24	\$ 48,936.28	\$ 56,570.01	\$ 65,281.79	\$ 52,030.69	\$ 60,179.70	\$ 69,447.39
25	\$ 50,904.61	\$ 58,538.34	\$ 67,143.48	\$ 53,999.02	\$ 62,148.03	\$ 71,283.81

Reflects 3% On-Salary Increase Effective July 1, 2021
 Reflects 4% On-Salary Increase Effective July 1, 2022
 Reflects 5% On-Salary Increase Effective July 1, 2023

230 Day ECE

ECE Early Head Start Home Base			
Step	Column 1	Column 2 BA/BS	Column 3 BA/BS +45 or MA/MS
1	\$ 42,221.32	\$ 45,574.47	\$ 49,220.44
2	\$ 45,574.47	\$ 49,234.61	\$ 53,173.37
3	\$ 49,234.61	\$ 53,178.10	\$ 57,432.34
4	\$ 53,178.10	\$ 57,428.56	\$ 62,022.85
5	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
6	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
7	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
8	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
9	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
10	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
11	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
12	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
13	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
14	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
15	\$ 53,178.10	\$ 62,033.23	\$ 66,995.89
16	\$ 54,471.57	\$ 63,439.18	\$ 71,559.40
17	\$ 54,471.57	\$ 63,439.18	\$ 71,559.40
18	\$ 54,471.57	\$ 63,439.18	\$ 71,559.40
19	\$ 54,471.57	\$ 63,439.18	\$ 71,559.40
20	\$ 56,271.19	\$ 65,126.32	\$ 75,155.78
21	\$ 56,271.19	\$ 65,126.32	\$ 75,155.78
22	\$ 56,271.19	\$ 65,126.32	\$ 75,155.78
23	\$ 56,271.19	\$ 65,126.32	\$ 75,155.78
24	\$ 56,271.19	\$ 65,126.32	\$ 75,155.78
25	\$ 58,239.52	\$ 67,094.65	\$ 76,957.58