



Licensed Salary Scale

Phase 1	Step 1	\$ 43,000.00	Phase 1: Individuals who are in this segment of the salary scale move annually based on returning to the district. Teachers in this phase can begin to bank points for movement in Phase 2 but do not require points for movement in this phase of the salary scale.
	Step 2	\$ 44,000.00	
	Step 3	\$ 45,000.00	
	Step 4	\$ 46,000.00	
	Step 5	\$ 47,000.00	

Phase 2	Step 6	\$ 48,000.00	Phase 2: Individuals in this phase of the salary scale move based upon contribution to the school/district and personal development. Employees who earn a certain number of points move to the next cell. The list of activities whereby teachers can earn points shall be determined through a collaborative process. Point values will take into account the amount of time required to complete the additional task for which the employee has volunteered. Examples could include but are not limited to: Participating in a leadership role, mentoring or supporting new staff, participation on district level work group or committee, participation in voluntary professional development or preapproved college coursework, etc.
	Step 7	\$ 51,500.00	
	Step 8	\$ 55,000.00	
	Step 9	\$ 58,500.00	
	Step 10	\$ 62,000.00	
	Step 11	\$ 65,500.00	
	Step 12	\$ 69,000.00	
	Step 13	\$ 72,500.00	
	Step 14	\$ 76,000.00	
	Step 15	\$ 79,500.00	

Phase 3	CAP	\$ 85,000.00	Retirement Track: An individual approved on the retirement track will receive an 8% increase each year for the term of their retirement track plan. This advancement will be capped at the amount listed to the left.
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Modified: February 10, 2025



Special Education Salary Scale

Phase 1	Step 1	\$ 52,000.00	Phase 1: Individuals who are in this segment of the salary scale move annually based on returning to the district. Special educators in this phase can begin to bank points for movement in Phase 2 but do not require points for movement in this phase of the salary scale.
	Step 2	\$ 53,000.00	
	Step 3	\$ 54,000.00	
	Step 4	\$ 55,000.00	
	Step 5	\$ 56,000.00	

Phase 2	Step 6	\$ 57,000.00	Phase 2: Individuals in this phase of the salary scale move based upon contribution to the school/district and personal development. Employees who earn a certain number of points move to the next cell. The list of activities whereby teachers can earn points shall be determined through a collaborative process. Point values will take into account the amount of time required to complete the additional task for which the employee has volunteered. Examples could include but are not limited to: Participating in a leadership role, mentoring or supporting new staff, participation on district level work group or committee, participation in voluntary professional development or pre-approved college coursework, etc.
	Step 7	\$ 60,500.00	
	Step 8	\$ 64,000.00	
	Step 9	\$ 67,500.00	
	Step 10	\$ 71,000.00	
	Step 11	\$ 74,500.00	
	Step 12	\$ 78,000.00	
	Step 13	\$ 81,500.00	
	Step 14	\$ 85,000.00	
	Step 15	\$ 88,500.00	

Phase 3	Step A	\$ 94,000.00	Retirement Track: An individual approved on the retirement track will receive an 8% increase each year for the term of their retirement track plan. This advancement will be capped at the amount listed to the left.
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