

Teacher salary based on 185 day contract.
 Teacher salary subject to previous experience up to 10 years approved by the UCAS Board.

Step	Bachelors Degree	B	Bachelors Degree + 20	B+20	Bachelors Degree + 36	B+36	Masters Degree	M	Masters Degree + 30	M+30	Masters Degree + 60	M+60	Doctorate Degree	D
1	100%	\$ 52,581	103%	\$ 53,803	106%	\$ 55,025	112%	\$ 57,469	115%	\$ 58,691	118%	\$ 59,913	124%	\$ 62,356
2	103%	\$ 53,803	106%	\$ 55,025	109%	\$ 56,247	115%	\$ 58,691	118%	\$ 59,913	121%	\$ 61,135	127%	\$ 63,578
3	106%	\$ 55,025	109%	\$ 56,247	112%	\$ 57,469	118%	\$ 59,913	121%	\$ 61,135	124%	\$ 62,356	130%	\$ 64,800
4	109%	\$ 56,247	112%	\$ 57,469	115%	\$ 58,691	121%	\$ 61,135	124%	\$ 62,356	127%	\$ 63,578	133%	\$ 66,022
5	112%	\$ 57,469	115%	\$ 58,691	118%	\$ 59,913	124%	\$ 62,356	127%	\$ 63,578	130%	\$ 64,800	136%	\$ 67,244
6	115%	\$ 58,691	118%	\$ 59,913	121%	\$ 61,135	127%	\$ 63,578	130%	\$ 64,800	133%	\$ 66,022	139%	\$ 68,466
7	118%	\$ 59,913	121%	\$ 61,135	124%	\$ 62,356	130%	\$ 64,800	133%	\$ 66,022	136%	\$ 67,244	142%	\$ 69,688
8	121%	\$ 61,135	124%	\$ 62,356	127%	\$ 63,578	133%	\$ 66,022	136%	\$ 67,244	139%	\$ 68,466	145%	\$ 70,910
9	124%	\$ 62,356	127%	\$ 63,578	130%	\$ 64,800	136%	\$ 67,244	139%	\$ 68,466	142%	\$ 69,688	148%	\$ 72,132
10	130%	\$ 64,800	133%	\$ 66,022	136%	\$ 67,244	142%	\$ 69,688	145%	\$ 70,910	148%	\$ 72,132	154%	\$ 74,576
11	133%	\$ 66,022	136%	\$ 67,244	139%	\$ 68,466	145%	\$ 70,910	148%	\$ 72,132	151%	\$ 73,354	157%	\$ 75,798
12	136%	\$ 67,244	139%	\$ 68,466	142%	\$ 69,688	148%	\$ 72,132	151%	\$ 73,354	154%	\$ 74,576	160%	\$ 77,020
13	139%	\$ 68,466	142%	\$ 69,688	145%	\$ 70,910	151%	\$ 73,354	154%	\$ 74,576	157%	\$ 75,798	163%	\$ 78,242
14	142%	\$ 69,688	145%	\$ 70,910	148%	\$ 72,132	154%	\$ 74,576	157%	\$ 75,798	160%	\$ 77,020	166%	\$ 79,463
15	145%	\$ 70,910	148%	\$ 72,132	151%	\$ 73,354	157%	\$ 75,798	160%	\$ 77,020	163%	\$ 78,242	169%	\$ 80,685
16	148%	\$ 72,132	151%	\$ 73,354	154%	\$ 74,576	160%	\$ 77,020	163%	\$ 78,242	166%	\$ 79,463	172%	\$ 81,907
17	151%	\$ 73,354	154%	\$ 74,576	157%	\$ 75,798	163%	\$ 78,242	166%	\$ 79,463	169%	\$ 80,685	175%	\$ 83,129
18	154%	\$ 74,576	157%	\$ 75,798	160%	\$ 77,020	166%	\$ 79,463	169%	\$ 80,685	172%	\$ 81,907	178%	\$ 84,351
19	157%	\$ 75,798	160%	\$ 77,020	163%	\$ 78,242	169%	\$ 80,685	172%	\$ 81,907	175%	\$ 83,129	181%	\$ 85,573
20	160%	\$ 77,020	163%	\$ 78,242	166%	\$ 79,463	172%	\$ 81,907	175%	\$ 83,129	178%	\$ 84,351	184%	\$ 86,795

Base FY25	\$ 40,731
Base FY26	\$ 40,731
Legislative Adjustment (b)	\$ 10,350
Administrative Adjustment (c)	\$ 1,500

- (a) Each step and lane value shown includes Legislative and Administrative Adjustments.
- (c) Distributed over 12 months.
- (d) Withheld over 12 months.

The salary for counselors is based on teacher salary daily rate that is prorated for additional days. See agreement for more details.

Full time employees who are eligible for health benefits may elect to collect a stipend in lieu of medical benefits. The stipend will be paid in equal payments with regular payroll. The stipend amount for insurance is \$3,600 per year.

Step and lane changes are not automatic. Each change must be approved by the administration and Board of Trustees.

Full time employees receive 12 school days sick leave, 5 days bereavement leave, and 3 days personal leave per year. Bereavement days and personal leave do not roll over to the next year. Sick days accumulate to 30. Any days worked beyond those stated in the employee's annual agreement are not funded.

This is only a summary of benefits. Please see UCAS Polices for more information.

EMPLOYEE - HEALTH PLAN FOR 1.0 FTE EMPLOYEES					
Option 1 - Select Value					
Coverage Type	Annual Premium	Annual HSA Employer Contribution (a)	Total Benefit Value	Annual Employee Cost (b)	Monthly Employee Cost
Family	\$ 20,428.08	\$ 1,800.00	\$ 22,228.08	\$ 1,200.00	\$ 100.00
Employee Plus Spouse	\$ 13,179.36	\$ 1,800.00	\$ 14,979.36	\$ 600.00	\$ 50.00
Employee Plus Child(ren)	\$ 13,838.40	\$ 1,800.00	\$ 15,638.40	\$ 600.00	\$ 50.00
Single	\$ 6,589.68	\$ 1,800.00	\$ 8,389.68	\$ 300.00	\$ 25.00
Option 2 - Select Med+					
Coverage Type	Annual Premium for Employees	Annual HSA Employer Contribution (a)	Total Employer Annual Cost	Annual Employee Cost (b)	Monthly Employee Cost
Family	\$ 22,637.52	\$ 1,800.00	\$ 24,437.52	\$ 3,409.44	\$ 284.12
Employee Plus Spouse	\$ 14,604.84	\$ 1,800.00	\$ 16,404.84	\$ 2,025.48	\$ 168.79
Employee Plus Child(ren)	\$ 15,335.04	\$ 1,800.00	\$ 17,135.04	\$ 2,096.64	\$ 174.72
Single	\$ 7,302.48	\$ 1,800.00	\$ 9,102.48	\$ 1,012.80	\$ 84.40