

Teacher salary based on 185 day contract.

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%	\$ 53,314	103%	\$ 54,558	106%	\$ 55,802	112%	\$ 58,290	115%	\$ 59,534	118%	\$ 60,778	124%	\$ 63,266
2	103%	\$ 54,558	106%	\$ 55,802	109%	\$ 57,046	115%	\$ 59,534	118%	\$ 60,778	121%	\$ 62,022	127%	\$ 64,509
3	106%	\$ 55,802	109%	\$ 57,046	112%	\$ 58,290	118%	\$ 60,778	121%	\$ 62,022	124%	\$ 63,266	130%	\$ 65,753
4	109%	\$ 57,046	112%	\$ 58,290	115%	\$ 59,534	121%	\$ 62,022	124%	\$ 63,266	127%	\$ 64,509	133%	\$ 66,997
5	112%	\$ 58,290	115%	\$ 59,534	118%	\$ 60,778	124%	\$ 63,266	127%	\$ 64,509	130%	\$ 65,753	136%	\$ 68,241
6	115%	\$ 59,534	118%	\$ 60,778	121%	\$ 62,022	127%	\$ 64,509	130%	\$ 65,753	133%	\$ 66,997	139%	\$ 69,485
7	118%	\$ 60,778	121%	\$ 62,022	124%	\$ 63,266	130%	\$ 65,753	133%	\$ 66,997	136%	\$ 68,241	142%	\$ 70,729
8	121%	\$ 62,022	124%	\$ 63,266	127%	\$ 64,509	133%	\$ 66,997	136%	\$ 68,241	139%	\$ 69,485	145%	\$ 71,973
9	124%	\$ 63,266	127%	\$ 64,509	130%	\$ 65,753	136%	\$ 68,241	139%	\$ 69,485	142%	\$ 70,729	148%	\$ 73,217
10	130%	\$ 65,753	133%	\$ 66,997	136%	\$ 68,241	142%	\$ 70,729	145%	\$ 71,973	148%	\$ 73,217	154%	\$ 75,705
11	133%	\$ 66,997	136%	\$ 68,241	139%	\$ 69,485	145%	\$ 71,973	148%	\$ 73,217	151%	\$ 74,461	157%	\$ 76,949
12	136%	\$ 68,241	139%	\$ 69,485	142%	\$ 70,729	148%	\$ 73,217	151%	\$ 74,461	154%	\$ 75,705	160%	\$ 78,193
13	139%	\$ 69,485	142%	\$ 70,729	145%	\$ 71,973	151%	\$ 74,461	154%	\$ 75,705	157%	\$ 76,949	163%	\$ 79,437
14	142%	\$ 70,729	145%	\$ 71,973	148%	\$ 73,217	154%	\$ 75,705	157%	\$ 76,949	160%	\$ 78,193	166%	\$ 80,681
15	145%	\$ 71,973	148%	\$ 73,217	151%	\$ 74,461	157%	\$ 76,949	160%	\$ 78,193	163%	\$ 79,437	169%	\$ 81,924
16	148%	\$ 73,217	151%	\$ 74,461	154%	\$ 75,705	160%	\$ 78,193	163%	\$ 79,437	166%	\$ 80,681	172%	\$ 83,168
17	151%	\$ 74,461	154%	\$ 75,705	157%	\$ 76,949	163%	\$ 79,437	166%	\$ 80,681	169%	\$ 81,924	175%	\$ 84,412
18	154%	\$ 75,705	157%	\$ 76,949	160%	\$ 78,193	166%	\$ 80,681	169%	\$ 81,924	172%	\$ 83,168	178%	\$ 85,656
19	157%	\$ 76,949	160%	\$ 78,193	163%	\$ 79,437	169%	\$ 81,924	172%	\$ 83,168	175%	\$ 84,412	181%	\$ 86,900
20	160%	\$ 79,693	163%	\$ 80,937	166%	\$ 82,181	172%	\$ 84,668	175%	\$ 85,912	178%	\$ 87,156	184%	\$ 89,644

	Base FY26	\$ 40,731		
1.3% Increase	Base FY27	\$ 41,464		
	Legislative Adjustment (b)	\$ 10,350		
	Administrative Adjustment (c)	\$ 1,500	Tenure 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 15 school days leave. 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 Policies for more information.

*Salary increases above the last step on the schedule are subject to negotiation.

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