

## FY25 Staff Scale

All new staff will start at \$50,000 base salary plus value add supplements. Plan for a 3% annual step raise plus 2-5% COLA annually for all renewing staff thereafter.

Plan	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
#6 3% per year + COLA (2-5%)	\$50,000	\$51,500	\$53,045	\$54,636	\$56,275	\$57,964	\$59,703	\$61,494	\$63,339	\$65,239

**\*Value Add Criteria – Amount added to base rate for new staff based on the following criteria.**

- a. Teaching License OR M.Ed. = \$2000
- b. Any other Masters = \$2000
- c. Fluent in Spanish = \$2000
- d. Ph.D. = \$3000 (not combinable with Masters if same field)
- e. 5 Years Full-time High School Teaching Experience = \$2000