

APPENDIX 7: SAN JUAN EDUCATION ASSOCIATION SALARY SCHEDULES

Year 1 2025-26: 5.5% (Inclusive of IPD) Contract format altered to include additional PD days approved for the 2025-26 school year only. See MOU for details.

Year 2 2026-27: 2% plus IPD

Year 3 2027-28: 2% plus IPD, or 4%, whichever is greater

2025-26 TOTAL SALARY (186 days) at 5.5% OVER 24-25 RATES

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$70,271	\$73,394	\$75,348	\$81,607	\$83,406	\$89,668	\$93,705
1	\$70,507	\$74,383	\$76,420	\$82,746	\$84,335	\$90,660	\$94,669
2	\$71,399	\$75,315	\$77,509	\$83,815	\$85,268	\$91,576	\$95,629
3	\$72,318	\$76,274	\$78,538	\$84,833	\$86,155	\$92,444	\$96,597
4	\$73,220	\$77,273	\$79,615	\$85,948	\$87,081	\$93,414	\$97,597
5	\$74,151	\$78,233	\$80,706	\$87,015	\$88,026	\$94,336	\$98,599
6	\$75,108	\$79,217	\$81,813	\$88,091	\$88,990	\$95,271	\$99,554
7	\$76,791	\$80,956	\$83,692	\$90,065	\$90,800	\$97,170	\$101,578
8	\$79,252	\$83,581	\$86,543	\$93,003	\$93,649	\$100,107	\$104,673
9	\$79,252	\$86,354	\$89,423	\$96,033	\$96,527	\$103,137	\$107,863
10	\$79,252	\$89,159	\$92,453	\$99,150	\$99,556	\$106,256	\$111,134
11	\$79,252	\$89,159	\$95,568	\$102,410	\$102,673	\$109,518	\$114,494
12	\$79,252	\$89,159	\$98,585	\$105,761	\$105,914	\$112,867	\$117,995
13	\$79,252	\$89,159	\$98,585	\$109,194	\$109,266	\$116,299	\$121,578
14	\$79,252	\$89,159	\$98,585	\$112,641	\$112,718	\$119,974	\$125,297
15	\$79,252	\$89,159	\$98,585	\$115,574	\$115,648	\$123,093	\$128,557
16	\$79,252	\$89,159	\$98,585	\$118,164	\$118,311	\$126,254	\$135,891

2025-26 BASE (180 DAYS) SALARY SCHEDULE @ 5.5% OVER 24-25 RATES

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$68,004	\$71,027	\$72,917	\$78,974	\$80,716	\$86,776	\$90,683
1	\$68,232	\$71,984	\$73,954	\$80,077	\$81,615	\$87,736	\$91,615
2	\$69,096	\$72,886	\$75,008	\$81,112	\$82,518	\$88,622	\$92,545
3	\$69,986	\$73,813	\$76,004	\$82,097	\$83,376	\$89,462	\$93,481
4	\$70,858	\$74,781	\$77,047	\$83,175	\$84,272	\$90,401	\$94,449
5	\$71,759	\$75,709	\$78,103	\$84,208	\$85,186	\$91,293	\$95,418
6	\$72,685	\$76,662	\$79,174	\$85,249	\$86,120	\$92,198	\$96,343
7	\$74,314	\$78,344	\$80,992	\$87,160	\$87,871	\$94,035	\$98,302
8	\$76,695	\$80,885	\$83,751	\$90,003	\$90,628	\$96,877	\$101,297
9	\$76,695	\$83,569	\$86,538	\$92,935	\$93,413	\$99,810	\$104,384
10	\$76,695	\$86,283	\$89,470	\$95,951	\$96,345	\$102,829	\$107,549
11	\$76,695	\$86,283	\$92,486	\$99,107	\$99,361	\$105,985	\$110,800
12	\$76,695	\$86,283	\$95,405	\$102,350	\$102,497	\$109,226	\$114,189
13	\$76,695	\$86,283	\$95,405	\$105,672	\$105,742	\$112,547	\$117,656
14	\$76,695	\$86,283	\$95,405	\$109,008	\$109,082	\$116,104	\$121,255
15	\$76,695	\$86,283	\$95,405	\$111,846	\$111,918	\$119,122	\$124,410
16	\$76,695	\$86,283	\$95,405	\$114,353	\$114,495	\$122,182	\$131,508

2025-26 LOCAL DAYS (THREE DAYS POSSIBLE - AUGUST 26-28, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 5.5% OVER 24-25

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$1,133.40	\$1,183.78	\$1,215.29	\$1,316.24	\$1,345.27	\$1,446.26	\$1,511.38
1	\$1,137.20	\$1,199.73	\$1,232.57	\$1,334.61	\$1,360.25	\$1,462.27	\$1,526.92
2	\$1,151.60	\$1,214.76	\$1,250.14	\$1,351.86	\$1,375.30	\$1,477.04	\$1,542.41
3	\$1,166.43	\$1,230.22	\$1,266.74	\$1,368.28	\$1,389.59	\$1,491.03	\$1,558.02
4	\$1,180.97	\$1,246.34	\$1,284.11	\$1,386.25	\$1,404.54	\$1,506.68	\$1,574.15
5	\$1,195.98	\$1,261.82	\$1,301.71	\$1,403.47	\$1,419.77	\$1,521.56	\$1,590.31
6	\$1,211.42	\$1,277.69	\$1,319.56	\$1,420.82	\$1,435.33	\$1,536.63	\$1,605.71
7	\$1,238.57	\$1,305.74	\$1,349.87	\$1,452.66	\$1,464.52	\$1,567.26	\$1,638.36
8	\$1,278.26	\$1,348.08	\$1,395.85	\$1,500.05	\$1,510.46	\$1,614.62	\$1,688.28
9	\$1,278.26	\$1,392.81	\$1,442.31	\$1,548.92	\$1,556.88	\$1,663.51	\$1,739.73
10	\$1,278.26	\$1,438.05	\$1,491.17	\$1,599.19	\$1,605.75	\$1,713.81	\$1,792.48
11	\$1,278.26	\$1,438.05	\$1,541.43	\$1,651.78	\$1,656.02	\$1,766.42	\$1,846.67
12	\$1,278.26	\$1,438.05	\$1,590.08	\$1,705.83	\$1,708.29	\$1,820.44	\$1,903.15
13	\$1,278.26	\$1,438.05	\$1,590.08	\$1,761.20	\$1,762.36	\$1,875.79	\$1,960.93
14	\$1,278.26	\$1,438.05	\$1,590.08	\$1,816.80	\$1,818.03	\$1,935.06	\$2,020.92
15	\$1,278.26	\$1,438.05	\$1,590.08	\$1,864.10	\$1,865.29	\$1,985.37	\$2,073.50
16	\$1,278.26	\$1,438.05	\$1,590.08	\$1,905.88	\$1,908.25	\$2,036.36	\$2,191.80

2025-26 SJI INSTITUTE (TWO DAYS POSSIBLE- AUGUST 21-22, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 5.5% OVER 24-25

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$755.60	\$789.19	\$810.19	\$877.49	\$896.84	\$964.18	\$1,007.58
1	\$758.13	\$799.82	\$821.72	\$889.74	\$906.83	\$974.84	\$1,017.95
2	\$767.74	\$809.84	\$833.43	\$901.24	\$916.87	\$984.69	\$1,028.27
3	\$777.62	\$820.15	\$844.49	\$912.19	\$926.40	\$994.02	\$1,038.68
4	\$787.31	\$830.89	\$856.07	\$924.17	\$936.36	\$1,004.45	\$1,049.43
5	\$797.32	\$841.21	\$867.81	\$935.64	\$946.51	\$1,014.37	\$1,060.20
6	\$807.61	\$851.80	\$879.71	\$947.21	\$956.89	\$1,024.42	\$1,070.47
7	\$825.71	\$870.49	\$899.92	\$968.44	\$976.34	\$1,044.84	\$1,092.24
8	\$852.17	\$898.72	\$930.57	\$1,000.03	\$1,006.97	\$1,076.42	\$1,125.52
9	\$852.17	\$928.54	\$961.54	\$1,032.61	\$1,037.92	\$1,109.00	\$1,159.82
10	\$852.17	\$958.70	\$994.11	\$1,066.12	\$1,070.50	\$1,142.54	\$1,194.99
11	\$852.17	\$958.70	\$1,027.62	\$1,101.19	\$1,104.01	\$1,177.61	\$1,231.11
12	\$852.17	\$958.70	\$1,060.05	\$1,137.22	\$1,138.86	\$1,213.63	\$1,268.77
13	\$852.17	\$958.70	\$1,060.05	\$1,174.13	\$1,174.91	\$1,250.53	\$1,307.29
14	\$852.17	\$958.70	\$1,060.05	\$1,211.20	\$1,212.02	\$1,290.04	\$1,347.28
15	\$852.17	\$958.70	\$1,060.05	\$1,242.73	\$1,243.53	\$1,323.58	\$1,382.33
16	\$852.17	\$958.70	\$1,060.05	\$1,270.58	\$1,272.17	\$1,357.57	\$1,461.20

2025-26 TECH PD (DOCUMENTATION DUE BY JUNE 30TH, 2026. TOTAL DAYS DETERMINED BY SJI INSTITUTE ATTENDANCE- ONE DAY IF BOTH SJI INSTITUTE DAYS ARE ATTENDED OR NEITHER ARE ATTENDED, TWO DAYS IF ONE SJI INSTITUTE DAY IS ATTENDED, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 5.5% OVER 24-25

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$755.60	\$789.19	\$810.19	\$877.49	\$896.84	\$964.18	\$1,007.58
1	\$758.13	\$799.82	\$821.72	\$889.74	\$906.83	\$974.84	\$1,017.95
2	\$767.74	\$809.84	\$833.43	\$901.24	\$916.87	\$984.69	\$1,028.27
3	\$777.62	\$820.15	\$844.49	\$912.19	\$926.40	\$994.02	\$1,038.68
4	\$787.31	\$830.89	\$856.07	\$924.17	\$936.36	\$1,004.45	\$1,049.43
5	\$797.32	\$841.21	\$867.81	\$935.64	\$946.51	\$1,014.37	\$1,060.20
6	\$807.61	\$851.80	\$879.71	\$947.21	\$956.89	\$1,024.42	\$1,070.47
7	\$825.71	\$870.49	\$899.92	\$968.44	\$976.34	\$1,044.84	\$1,092.24
8	\$852.17	\$898.72	\$930.57	\$1,000.03	\$1,006.97	\$1,076.42	\$1,125.52
9	\$852.17	\$928.54	\$961.54	\$1,032.61	\$1,037.92	\$1,109.00	\$1,159.82
10	\$852.17	\$958.70	\$994.11	\$1,066.12	\$1,070.50	\$1,142.54	\$1,194.99
11	\$852.17	\$958.70	\$1,027.62	\$1,101.19	\$1,104.01	\$1,177.61	\$1,231.11
12	\$852.17	\$958.70	\$1,060.05	\$1,137.22	\$1,138.86	\$1,213.63	\$1,268.77
13	\$852.17	\$958.70	\$1,060.05	\$1,174.13	\$1,174.91	\$1,250.53	\$1,307.29
14	\$852.17	\$958.70	\$1,060.05	\$1,211.20	\$1,212.02	\$1,290.04	\$1,347.28
15	\$852.17	\$958.70	\$1,060.05	\$1,242.73	\$1,243.53	\$1,323.58	\$1,382.33
16	\$852.17	\$958.70	\$1,060.05	\$1,270.58	\$1,272.17	\$1,357.57	\$1,461.20

2025-26 TOTAL PER DAY

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$377.80	\$394.59	\$405.10	\$438.75	\$448.42	\$482.09	\$503.79
1	\$379.07	\$399.91	\$410.86	\$444.87	\$453.42	\$487.42	\$508.97
2	\$383.87	\$404.92	\$416.71	\$450.62	\$458.43	\$492.35	\$514.14
3	\$388.81	\$410.07	\$422.25	\$456.09	\$463.20	\$497.01	\$519.34
4	\$393.66	\$415.45	\$428.04	\$462.08	\$468.18	\$502.23	\$524.72
5	\$398.66	\$420.61	\$433.90	\$467.82	\$473.26	\$507.19	\$530.10
6	\$403.81	\$425.90	\$439.85	\$473.61	\$478.44	\$512.21	\$535.24
7	\$412.86	\$435.25	\$449.96	\$484.22	\$488.17	\$522.42	\$546.12
8	\$426.09	\$449.36	\$465.28	\$500.02	\$503.49	\$538.21	\$562.76
9	\$426.09	\$464.27	\$480.77	\$516.31	\$518.96	\$554.50	\$579.91
10	\$426.09	\$479.35	\$497.06	\$533.06	\$535.25	\$571.27	\$597.49
11	\$426.09	\$479.35	\$513.81	\$550.59	\$552.01	\$588.81	\$615.56
12	\$426.09	\$479.35	\$530.03	\$568.61	\$569.43	\$606.81	\$634.38
13	\$426.09	\$479.35	\$530.03	\$587.07	\$587.45	\$625.26	\$653.64
14	\$426.09	\$479.35	\$530.03	\$605.60	\$606.01	\$645.02	\$673.64
15	\$426.09	\$479.35	\$530.03	\$621.37	\$621.76	\$661.79	\$691.17
16	\$426.09	\$479.35	\$530.03	\$635.29	\$636.08	\$678.79	\$730.60