



Educator Salary Scale
Draft April 15, 2024
Adopted: April 22, 2024

Philip's Academy's salary scale is a structured system where Certified Teachers, Credentialed Teacher Associates, and Aides' compensation is determined by value-based factors such as years of qualified teaching experience for certified teachers, relevant work experience for Credentialed Teacher Associates, and One-to-One Aides, performance ratings, additional credits, degrees attained, dual credentials, and instructional roles. The scale consists of steps, each representing a level of advancement within the organization each year.

Based on the Chief School Administrator and Board approval, employees move up the scale in one-step increments based on their performance ratings, specifically those rated as effective or high-effective. However, those rated as partially or ineffective may not advance on the scale. There are eighteen (18) steps on the scale. Advancement up the steps are only done in one year/one step increments following the conclusion of a school year.

The primary determinant of movement on the scale is the employee's years of qualified **certificated** teaching experience as a certificated teacher or years of qualified relevant educational experience as a non-certificated teacher associate or One-to-One Aide, with each additional year often resulting in advancement to the next step. Non-certificated teaching staff are Teacher Associates and One-to-One Aides.

In addition to performance ratings and experience, additional salary increments may be applied based on extra credits earned or higher degrees attained relevant to the instructional role. For instance, teachers with dual relevant certifications (ex: Special Education, English Language Learner, etc..) will receive an extra salary increment of **\$4,000** on top of the base pay corresponding to the salary scale they qualify for based on their qualifications, experience, and application of their credentials. If a personnel reaches the top of the scale, the salary is frozen until the salary range is adjusted or the employee is promoted to a higher job grade.

Philip's Academy's salary scale provides a transparent and structured framework for determining certified teachers, Teacher Associates, and One-to-One Aide's compensation, taking into account various factors that align with our core values, talent strategy, and overall goals for our young people.





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Philip's Teacher Salary Scale - DRAFT						
10-Month Teacher - BACHELORS EARNED						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$62,750.00		20.7%	\$62,910.00		19.2%
2	\$63,700.00	1.5%	20.7%	\$63,860.00	1.5%	19.2%
3	\$64,650.00	1.5%	20.7%	\$64,810.00	1.5%	19.2%
4	\$65,620.00	1.5%	20.7%	\$65,790.00	1.5%	19.2%
5	\$66,610.00	1.5%	20.7%	\$66,770.00	1.5%	19.2%
6	\$69,940.00	5.0%	24.9%	\$70,110.00	5.0%	23.3%
7	\$71,510.00	2.2%	25.8%	\$71,690.00	2.3%	24.2%
8	\$73,120.00	2.3%	18.0%	\$73,300.00	2.2%	16.5%
9	\$74,760.00	2.2%	10.7%	\$74,950.00	2.3%	9.3%
10	\$78,500.00	5.0%	14.5%	\$78,700.00	5.0%	13.1%
11	\$80,150.00	2.1%	15.2%	\$80,350.00	2.1%	13.8%
12	\$81,830.00	2.1%	15.9%	\$82,040.00	2.1%	14.4%
13	\$83,260.00	1.7%	16.1%	\$83,470.00	1.7%	14.7%
14	\$84,720.00	1.8%	16.4%	\$84,930.00	1.7%	15.0%
15	\$88,960.00	5.0%	20.5%	\$89,180.00	5.0%	19.0%
16	\$90,290.00	1.5%	20.4%	\$90,520.00	1.5%	19.0%
17	\$90,740.00	0.5%	19.3%	\$90,970.00	0.5%	17.8%
18	\$91,200.00	0.5%	18.1%	\$91,420.00	0.5%	16.6%

Teachers with dual relevant certifications (ex: Special Education, English Language Learner, etc..) will receive an extra salary increment of **\$4,000** on top of the base pay corresponding to the salary scale they qualify for





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Philip's Teacher Salary Scale - DRAFT						
10-Month Teacher - MASTERS EARNED + \$4000						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$66,750.00		17.7%	\$66,910.00		16.4%
2	\$67,700.00	1.4%	17.6%	\$67,860.00	1.4%	16.3%
3	\$68,650.00	1.4%	17.5%	\$68,810.00	1.4%	16.2%
4	\$69,620.00	1.4%	17.4%	\$69,790.00	1.4%	16.1%
5	\$70,610.00	1.4%	17.3%	\$70,770.00	1.4%	16.0%
6	\$73,940.00	4.7%	21.0%	\$74,110.00	4.7%	19.6%
7	\$75,510.00	2.1%	21.7%	\$75,690.00	2.1%	20.4%
8	\$77,120.00	2.1%	13.0%	\$77,300.00	2.1%	11.8%
9	\$78,760.00	2.1%	4.9%	\$78,950.00	2.1%	3.8%
10	\$82,500.00	4.7%	8.3%	\$82,700.00	4.7%	7.1%
11	\$84,150.00	2.0%	8.8%	\$84,350.00	2.0%	7.6%
12	\$85,830.00	2.0%	9.4%	\$86,040.00	2.0%	8.2%
13	\$87,260.00	1.7%	9.6%	\$87,470.00	1.7%	8.3%
14	\$88,720.00	1.7%	9.7%	\$88,930.00	1.7%	8.5%
15	\$92,960.00	4.8%	13.3%	\$93,180.00	4.8%	12.0%
16	\$94,290.00	1.4%	13.2%	\$94,520.00	1.4%	11.9%
17	\$94,740.00	0.5%	12.1%	\$94,970.00	0.5%	10.8%
18	\$95,200.00	0.5%	10.9%	\$95,420.00	0.5%	9.7%

Teachers with dual relevant certifications (ex: Special Education, English Language Learner, etc..) will receive an extra salary increment of **\$4,000** on top of the base pay corresponding to the salary scale they qualify for





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Philip's Teacher Salary Scale - DRAFT						
10-Month Teacher - DOCTORATE EARNED + \$7000						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$69,750.00		16.7%	\$69,910.00		15.4%
2	\$70,700.00	1.4%	16.5%	\$70,860.00	1.4%	15.3%
3	\$71,650.00	1.3%	16.3%	\$71,810.00	1.3%	15.1%
4	\$72,620.00	1.4%	16.2%	\$72,790.00	1.4%	14.9%
5	\$73,610.00	1.4%	16.0%	\$73,770.00	1.3%	14.8%
6	\$76,940.00	4.5%	19.5%	\$77,110.00	4.5%	18.2%
7	\$78,510.00	2.0%	20.1%	\$78,690.00	2.0%	18.8%
8	\$80,120.00	2.1%	11.4%	\$80,300.00	2.0%	10.2%
9	\$81,760.00	2.0%	3.4%	\$81,950.00	2.1%	2.3%
10	\$85,500.00	4.6%	6.5%	\$85,700.00	4.6%	5.4%
11	\$87,150.00	1.9%	6.9%	\$87,350.00	1.9%	5.8%
12	\$88,830.00	1.9%	7.4%	\$89,040.00	1.9%	6.3%
13	\$90,260.00	1.6%	7.5%	\$90,470.00	1.6%	6.4%
14	\$91,720.00	1.6%	7.6%	\$91,930.00	1.6%	6.5%
15	\$95,960.00	4.6%	11.0%	\$96,180.00	4.6%	9.8%
16	\$97,290.00	1.4%	10.8%	\$97,520.00	1.4%	9.7%
17	\$97,740.00	0.5%	9.7%	\$97,970.00	0.5%	8.5%
18	\$98,200.00	0.5%	8.6%	\$98,420.00	0.5%	7.4%

Teachers with dual relevant certifications (ex: Special Education, English Language Learner, etc..) will receive an extra salary increment of **\$4,000** on top of the base pay corresponding to the salary scale they qualify for





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Philip's Teacher Associate Salary Scale - DRAFT						
10-Month Teacher Associate - Diploma EARNED						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$45,000.00		38.1%	\$45,120.00		36.4%
2	\$45,680.00	1.5%	36.5%	\$45,790.00	1.5%	34.8%
3	\$46,370.00	1.5%	34.9%	\$46,480.00	1.5%	33.3%
4	\$47,060.00	1.5%	33.3%	\$47,180.00	1.5%	31.7%
5	\$47,770.00	1.5%	31.8%	\$47,890.00	1.5%	30.2%
6	\$50,150.00	5.0%	34.7%	\$50,280.00	5.0%	33.1%
7	\$51,280.00	2.3%	34.1%	\$51,410.00	2.2%	32.5%
8	\$52,440.00	2.3%	33.6%	\$52,570.00	2.3%	31.9%
9	\$53,620.00	2.3%	33.0%	\$53,750.00	2.2%	31.3%
10	\$56,300.00	5.0%	36.0%	\$56,440.00	5.0%	34.3%
11	\$57,480.00	2.1%	35.2%	\$57,620.00	2.1%	33.5%
12	\$58,690.00	2.1%	34.4%	\$58,830.00	2.1%	32.7%
13	\$59,710.00	1.7%	33.1%	\$59,860.00	1.8%	31.5%
14	\$60,760.00	1.8%	31.9%	\$60,910.00	1.8%	30.3%
15	\$63,800.00	5.0%	34.8%	\$63,950.00	5.0%	33.2%
16	\$64,750.00	1.5%	33.3%	\$64,910.00	1.5%	31.6%
17	\$65,080.00	0.5%	30.4%	\$65,240.00	0.5%	28.8%
18	\$65,400.00	0.5%	27.6%	\$65,560.00	0.5%	26.0%





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Philip's Teacher Associate Salary Scale - DRAFT 10-Month Teacher Associate - BACHELORS EARNED + \$1000 Base Step Increases Bi-Annually @ .25% Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$46,000.00		38.6%	\$46,120.00		36.9%
2	\$46,680.00	1.5%	36.9%	\$46,790.00	1.5%	35.3%
3	\$47,370.00	1.5%	36.9%	\$47,480.00	1.5%	35.2%
4	\$48,060.00	1.5%	36.8%	\$48,180.00	1.5%	35.2%
5	\$48,770.00	1.5%	36.8%	\$48,890.00	1.5%	35.2%
6	\$51,150.00	4.9%	41.4%	\$51,280.00	4.9%	39.7%
7	\$52,280.00	2.2%	42.4%	\$52,410.00	2.2%	40.6%
8	\$53,440.00	2.2%	32.3%	\$53,570.00	2.2%	30.7%
9	\$54,620.00	2.2%	22.9%	\$54,750.00	2.2%	21.4%
10	\$57,300.00	4.9%	27.0%	\$57,440.00	4.9%	25.5%
11	\$58,480.00	2.1%	27.7%	\$58,620.00	2.1%	26.2%
12	\$59,690.00	2.1%	28.5%	\$59,830.00	2.1%	26.9%
13	\$60,710.00	1.7%	28.7%	\$60,860.00	1.7%	27.2%
14	\$61,760.00	1.7%	29.0%	\$61,910.00	1.7%	27.5%
15	\$64,800.00	4.9%	33.4%	\$64,950.00	4.9%	31.7%
16	\$65,750.00	1.5%	33.3%	\$65,910.00	1.5%	31.7%
17	\$66,080.00	0.5%	32.0%	\$66,240.00	0.5%	30.4%
18	\$66,400.00	0.5%	30.7%	\$66,560.00	0.5%	29.1%





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Philip's Aide Salary Scale - DRAFT						
10-Month Aide - 89 Credits or Less						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$33,700.00		10.9%	\$33,790.00		9.6%
2	\$34,210.00	1.5%	9.7%	\$34,300.00	1.5%	8.3%
3	\$34,720.00	1.5%	8.4%	\$34,810.00	1.5%	7.0%
4	\$35,240.00	1.5%	7.1%	\$35,330.00	1.5%	5.8%
5	\$35,770.00	1.5%	5.9%	\$35,860.00	1.5%	4.6%
6	\$37,560.00	5.0%	8.2%	\$37,660.00	5.0%	6.9%
7	\$38,410.00	2.3%	7.8%	\$38,500.00	2.2%	6.4%
8	\$39,270.00	2.2%	7.3%	\$39,370.00	2.3%	6.0%
9	\$40,150.00	2.2%	6.8%	\$40,250.00	2.2%	5.5%
10	\$42,160.00	5.0%	9.2%	\$42,270.00	5.0%	7.9%
11	\$43,050.00	2.1%	8.6%	\$43,150.00	2.1%	7.2%
12	\$43,950.00	2.1%	7.9%	\$44,060.00	2.1%	6.6%
13	\$44,720.00	1.8%	6.9%	\$44,830.00	1.7%	5.6%
14	\$45,500.00	1.7%	5.9%	\$45,620.00	1.8%	4.7%
15	\$47,780.00	5.0%	8.3%	\$47,900.00	5.0%	7.0%
16	\$48,490.00	1.5%	7.0%	\$48,610.00	1.5%	5.7%
17	\$48,740.00	0.5%	4.8%	\$48,860.00	0.5%	3.5%
18	\$48,980.00	0.5%	2.5%	\$49,100.00	0.5%	1.3%





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Philip's Aide Salary Scale - DRAFT						
10-Month Aide - BACHELORS + \$2000						
Base Step Increases Bi-Annually @ .25%						
Steps based on years of qualified experience.						
Step	Philip's 2024-2026	% Yr Chg	vs. District	Philip's 2027-2028	% Yr Chg	vs. District
1	\$35,700.00		15.2%	\$35,790.00		13.8%
2	\$36,210.00	1.4%	13.8%	\$36,300.00	1.4%	12.4%
3	\$36,720.00	1.4%	13.7%	\$36,810.00	1.4%	12.3%
4	\$37,240.00	1.4%	13.6%	\$37,330.00	1.4%	12.2%
5	\$37,770.00	1.4%	13.5%	\$37,860.00	1.4%	12.1%
6	\$39,560.00	4.7%	17.1%	\$39,660.00	4.8%	15.7%
7	\$40,410.00	2.1%	17.9%	\$40,500.00	2.1%	16.4%
8	\$41,270.00	2.1%	9.4%	\$41,370.00	2.1%	8.1%
9	\$42,150.00	2.1%	1.6%	\$42,250.00	2.1%	0.4%
10	\$44,160.00	4.8%	4.9%	\$44,270.00	4.8%	3.6%
11	\$45,050.00	2.0%	5.4%	\$45,150.00	2.0%	4.1%
12	\$45,950.00	2.0%	5.9%	\$46,060.00	2.0%	4.6%
13	\$46,720.00	1.7%	6.1%	\$46,830.00	1.7%	4.8%
14	\$47,500.00	1.7%	6.3%	\$47,620.00	1.7%	5.0%
15	\$49,780.00	4.8%	9.8%	\$49,900.00	4.8%	8.4%
16	\$50,490.00	1.4%	9.7%	\$50,610.00	1.4%	8.3%
17	\$50,740.00	0.5%	8.6%	\$50,860.00	0.5%	7.3%
18	\$50,980.00	0.5%	7.5%	\$51,100.00	0.5%	6.2%

