



B = Bachelors Level of Education  
M = Masters Level of Education  
M+ = Masters plus Educational Credits beyond Masters  
PhD = Doctorate Level of Education

## Teachers' Level of Education

2023-2024						
Step	B	M	M+15	M+30	M+45	PhD
1	48,717	49,470	50,223	50,975	51,728	53,484
2	49,917	50,670	51,423	52,175	52,928	54,684
3	51,217	51,970	52,723	53,475	54,228	55,984
4	52,517	53,270	54,023	54,775	55,528	57,284
5	53,817	54,570	55,323	56,075	56,828	58,584
6	55,117	55,870	56,623	57,375	58,128	59,884
7	56,952	57,705	58,458	59,210	59,963	61,719
8	58,602	59,355	60,108	60,860	61,613	63,369
9	60,252	61,005	61,758	62,510	63,263	65,019
10	61,902	62,655	63,408	64,160	64,913	66,669
11	63,552	64,305	65,058	65,810	66,563	68,319
12	64,852	65,605	66,358	67,110	67,863	69,619
13	65,852	66,605	67,358	68,110	68,863	70,619
14	66,352	67,105	67,858	68,610	69,363	71,119
15	66,682	67,924	68,606	69,037	69,693	71,851
16	75,714	77,660	78,310	78,744	79,392	81,556
17	94,612	97,957	98,736	99,739	100,646	103,307
18	114,862	118,207	118,986	119,989	120,896	123,557

**The Number of Years a Teacher has worked or experience within the Public School Retirement System\***

This salary scale is only for the 2023-2024 school year.  
Salary scales for 2024 through 2026 include higher salaries and can be seen below.

\*A teacher is normally hired on step 1, however if they have previously taught in another school district or have experience, a teacher can be placed on a different step to start their career at Chartiers Valley.



## How to read the salary schedule:

A teacher's place or "step" on the salary scale is determined by the amount of education they have as well as the number of years they have taught.

Historically, contracts have dictated that teachers move to the next higher step every year they teach. Thus, a teacher who begins teaching out of college would be on step 1 and move to step 2 the next year, reaching step 18 after 17 years of teaching. In the event the teacher acquires advanced degrees or additional credits, they would move to the column reflecting their credits or degree.

Teachers are also placed in a "Column" based on the education that they have. In the Salary Schedule:

- B = Bachelor's Degree Column.
  - M = Master's Degree Column.
  - M +15 = Master's Degree plus 15 qualifying continuing education credits.
  - M +30 = Master's Degree plus 30 qualifying continuing education credits.
  - M+45 = Master's Degree plus 45 qualifying continuing education credits.
  - PhD = Doctorate Degree Column.
- Accordingly, a teacher with a Bachelor's Degree right out of college would be entered on B Step 1 (Bachelor's Step 1) of the Salary Scale (\$48,717 for the 2023/24 school year). The teacher does NOT start at the beginning of the next column, but truly moves horizontally on a step, never moving backward.
  - Generally, contracts have included a different Salary Scale for every year of the contract so that in 2023-2024, if a teacher were on Step 3 of the Bachelor's Column, the teacher's salary would be based on the Salary Scale applicable to 2023-2024 and on September 1 of the next year, the teacher would move to Step 4 and be paid according to the 2024-2025 Salary Scale.
  - There are 166 out of 247.5 teachers at step 18 during the 2023/24 school year. This equates to approximately 65% of all Charters Valley teachers making between \$114,862.00 to \$120,896.00 as their base salary. See teacher salary step placement matrix below for breakdown.
  - Historically, each successive Salary Scale has included a sizable increase in salary.

## Why is there such a large salary increase from steps 15 to 18?

That is referred to as the “Jump Steps”. For many years, across the State and at Chartiers Valley, teachers’ contracts have developed such that teachers receive a large salary increase in the last three steps of the salary scale.

- Because the Jump Steps involve such a large increase in salary, the District must consider the effect the number of teachers reaching the Jump Step has on the District’s budget in any one year and throughout a contract.

## How many of our teachers are currently on each step of the salary scale?

<b>2023-2024 Matrix of how many Teachers on an individual step</b>							
Step	B	M	M+15	M+30	M+45	PhD	Totals
1	0.0	0.0	0.0	0.0	0.0	0.0	<b>0.0</b>
2	0.0	0.0	0.0	0.0	0.0	0.0	<b>0.0</b>
3	0.0	0.0	0.0	0.0	0.0	0.0	<b>8.5</b>
4	4.5	4.0	0.0	0.0	0.0	0.0	<b>8.0</b>
5	3.0	5.0	0.0	0.0	0.0	0.0	<b>2.0</b>
6	0.0	1.0	0.0	1.0	0.0	0.0	<b>1.0</b>
7	0.0	1.0	0.0	0.0	0.0	0.0	<b>7.0</b>
8	1.0	5.0	0.0	1.0	0.0	0.0	<b>4.0</b>
9	3.0	1.0	0.0	0.0	0.0	0.0	<b>4.0</b>
10	2.0	1.0	0.0	1.0	0.0	0.0	<b>3.0</b>
11	0.0	3.0	0.0	0.0	0.0	0.0	<b>11.0</b>
12	1.0	7.0	3.0	0.0	0.0	0.0	<b>3.0</b>
13	1.0	2.0	0.0	0.0	0.0	0.0	<b>3.0</b>
14	1.0	2.0	0.0	0.0	0.0	0.0	<b>4.0</b>
15	1.0	3.0	0.0	0.0	0.0	0.0	<b>5.0</b>
16	0.0	5.0	0.0	0.0	0.0	0.0	<b>10.0</b>
17	5.0	5.0	0.0	0.0	0.0	0.0	<b>8.0</b>
18	57.0	100.0	12.0	3.0	2.0	0.0	<b>166.0</b>
<b>Totals</b>	<b>79.5</b>	<b>145.0</b>	<b>15.0</b>	<b>6.0</b>	<b>2.0</b>	<b>0.0</b>	<b>247.5</b>



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## Teachers' Level of Education

2024-2025						
Step	B	M	M+15	M+30	M+45	PhD
1	49,467	50,220	50,973	51,725	52,478	54,234
2	50,667	51,420	52,173	52,925	53,678	55,434
3	51,967	52,720	53,473	54,225	54,978	56,734
4	53,267	54,020	54,773	55,525	56,278	58,034
5	54,567	55,320	56,073	56,825	57,578	59,334
6	55,867	56,620	57,373	58,125	58,878	60,634
7	57,702	58,455	59,208	59,960	60,713	62,469
8	59,352	60,105	60,858	61,610	62,363	64,119
9	61,002	61,755	62,508	63,260	64,013	65,769
10	62,652	63,405	64,158	64,910	65,663	67,419
11	64,302	65,055	65,808	66,560	67,313	69,069
12	65,602	66,355	67,108	67,860	68,613	70,369
13	66,752	67,505	68,258	69,010	69,763	71,519
14	67,252	68,005	68,758	69,510	70,263	72,019
15	67,582	68,824	69,506	69,937	70,593	72,751
16	75,914	77,860	78,510	78,944	79,592	81,756
17	94,812	98,157	98,936	99,939	100,846	103,507
18	115,987	119,332	120,111	121,114	122,021	124,682

**The Number of Years a Teacher has worked or experience within the Public School Retirement System\***

This salary scale is only for the 2024-2025 school year.

The salary scale includes higher salaries than the previous year plus step movement.

\*A teacher is normally hired on step 1, however if they have previously taught in another school district or have experience, a teacher can be placed on a different step to start their career at Chartiers Valley.



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## Teachers' Level of Education

2025-2026						
Step	B	M	M+15	M+30	M+45	PhD
1	50,217	50,970	51,723	52,475	53,228	54,984
2	51,417	52,170	52,923	53,675	54,428	56,184
3	52,717	53,470	54,223	54,975	55,728	57,484
4	54,017	54,770	55,523	56,275	57,028	58,784
5	55,317	56,070	56,823	57,575	58,328	60,084
6	56,617	57,370	58,123	58,875	59,628	61,384
7	58,452	59,205	59,958	60,710	61,463	63,219
8	60,102	60,855	61,608	62,360	63,113	64,869
9	61,752	62,505	63,258	64,010	64,763	66,519
10	63,402	64,155	64,908	65,660	66,413	68,169
11	65,052	65,805	66,558	67,310	68,063	69,819
12	66,352	67,105	67,858	68,610	69,363	71,119
13	67,652	68,405	69,158	69,910	70,663	72,419
14	68,152	68,905	69,658	70,410	71,163	72,919
15	68,482	69,724	70,406	70,837	71,493	73,651
16	76,114	78,060	78,710	79,144	79,792	81,956
17	95,012	98,357	99,136	100,139	101,046	103,707
18	117,112	120,457	121,236	122,239	123,146	125,807

**The Number of Years a Teacher has worked or experience within the Public School Retirement System\***

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The salary scale includes higher salaries than the previous year plus step movement.

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