

# HEA Specialists Salary Schedules 2023-26

## 2023-24 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	50,212	51,865	53,514	53,514	56,823	59,242
2.0	51,656	53,310	54,963	54,963	58,270	60,666
3.0	53,100	54,758	56,409	56,409	59,716	62,089
4.0	54,548	56,203	57,855	57,855	61,163	63,515
5.0	55,995	57,648	59,301	59,301	62,611	64,940
6.0	57,442	59,095	60,748	60,748	64,057	66,366
7.0	58,889	60,542	62,195	62,195	65,502	67,791
8.0	60,335	61,987	63,642	63,642	66,947	69,216
9.0	61,780	63,433	65,088	65,088	68,392	70,641
10.0	63,228	64,880	66,535	66,535	69,838	72,067
11.0	64,675	66,328	67,981	67,981	71,285	73,490
12.0	66,120	67,775	69,426	69,426	72,732	74,915
13.0	67,568	69,221	70,873	70,873	74,178	76,340
14.0	68,980	70,533	72,177	72,177	75,433	77,668
15.0	69,990	71,841	73,481	73,481	76,689	78,996
16.0	71,131	73,036	74,662	74,662	77,867	80,212
17.0	72,272	74,231	75,841	75,841	79,045	81,427
18.0	73,597	75,468	77,103	77,103	80,360	82,648
19.0	74,923	76,704	78,365	78,365	81,677	83,868
20.0	75,777	77,510	79,186	79,186	82,523	84,665
21.0	78,554	80,281	82,012	82,012	85,464	88,919

## 2024-25 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	51,216	52,902	54,584	54,584	57,959	60,427
2.0	52,689	54,376	56,062	56,062	59,435	61,879
3.0	54,162	55,853	57,537	57,537	60,910	63,331
4.0	55,639	57,327	59,012	59,012	62,386	64,785
5.0	57,115	58,801	60,487	60,487	63,863	66,239
6.0	58,591	60,277	61,963	61,963	65,338	67,693
7.0	60,067	61,753	63,439	63,439	66,812	69,147
8.0	61,542	63,227	64,915	64,915	68,286	70,600
9.0	63,016	64,702	66,390	66,390	69,760	72,054
10.0	64,493	66,178	67,866	67,866	71,235	73,508
11.0	65,969	67,655	69,341	69,341	72,711	74,960
12.0	67,442	69,131	70,815	70,815	74,187	76,413
13.0	68,919	70,605	72,290	72,290	75,662	77,867
14.0	70,156	71,944	73,621	73,621	76,942	79,221
15.0	71,390	73,278	74,951	74,951	78,223	80,576
16.0	72,554	74,497	76,155	76,155	79,424	81,816
17.0	73,717	75,716	77,358	77,358	80,626	83,056
18.0	75,069	76,977	78,645	78,645	81,967	84,301
19.0	76,421	78,238	79,932	79,932	83,311	85,545
20.0	77,293	79,060	80,770	80,770	84,173	86,358
21.0	80,125	81,887	83,652	83,652	87,173	90,697

## 2025-26 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	52,240	53,960	55,676	55,676	59,118	61,636
2.0	53,743	55,464	57,183	57,183	60,624	63,117
3.0	55,245	56,970	58,688	58,688	62,128	64,598
4.0	56,752	58,474	60,192	60,192	63,634	66,081
5.0	58,257	59,977	61,697	61,697	65,140	67,564
6.0	59,763	61,483	63,202	63,202	66,645	69,047
7.0	61,268	62,988	64,708	64,708	68,148	70,530
8.0	62,773	64,492	66,213	66,213	69,652	72,012
9.0	64,276	65,996	67,718	67,718	71,155	73,495
10.0	65,783	67,502	69,223	69,223	72,660	74,978
11.0	67,288	69,008	70,728	70,728	74,165	76,459
12.0	68,791	70,514	72,231	72,231	75,671	77,941
13.0	70,297	72,017	73,736	73,736	77,175	79,424
14.0	71,559	73,383	75,093	75,093	78,481	80,805
15.0	72,818	74,744	76,450	76,450	79,787	82,188
16.0	74,005	75,987	77,678	77,678	81,012	83,452
17.0	75,191	77,230	78,905	78,905	82,239	84,717
18.0	76,570	78,517	80,218	80,218	83,606	85,987
19.0	77,949	79,803	81,531	81,531	84,977	87,256
20.0	78,839	80,641	82,385	82,385	85,856	88,085
21.0	81,728	83,525	85,325	85,325	88,916	92,511