



CAPE HENLOPEN SCHOOL DISTRICT

TEACHER COMBINED SALARY SCHEDULE 2024-2025

Effective 8/25/2024

| Yrs | Step | ND | BA | BA 15 | BA 30 | MA | MA 15 | MA 30 | MA 45 | DR |
|-----|------|--------|--------|--------|--------|--------|--------|---------|---------|---------|
| 0 | 1 | 46,993 | 49,812 | 51,351 | 53,659 | 56,523 | 58,781 | 61,091 | 63,358 | 65,683 |
| 1 | 2 | 47,525 | 50,369 | 51,903 | 54,515 | 57,406 | 59,694 | 62,035 | 64,340 | 66,679 |
| 2 | 3 | 48,022 | 50,917 | 52,480 | 55,367 | 58,285 | 60,609 | 62,980 | 65,313 | 67,691 |
| 3 | 4 | 49,607 | 52,514 | 54,152 | 57,042 | 59,995 | 62,338 | 64,743 | 67,106 | 69,521 |
| 4 | 5 | 50,888 | 53,726 | 55,435 | 58,225 | 61,005 | 63,251 | 65,855 | 68,246 | 70,689 |
| 5 | 6 | 52,572 | 55,435 | 57,174 | 59,929 | 62,741 | 65,053 | 67,391 | 69,714 | 72,061 |
| 6 | 7 | 54,229 | 57,174 | 58,880 | 61,638 | 64,507 | 66,819 | 69,221 | 71,544 | 73,920 |
| 7 | 8 | 55,917 | 58,881 | 60,589 | 63,599 | 66,474 | 68,857 | 71,275 | 73,638 | 76,095 |
| 8 | 9 | 57,983 | 61,049 | 62,546 | 65,759 | 70,500 | 72,908 | 75,413 | 77,844 | 80,359 |
| 9 | 10 | 60,052 | 63,249 | 64,708 | 67,928 | 72,717 | 75,218 | 77,751 | 80,264 | 82,812 |
| 10 | 11 | 62,152 | 65,485 | 66,876 | 70,262 | 75,116 | 77,653 | 80,285 | 82,834 | 85,449 |
| 11 | 12 | 62,152 | 65,485 | 68,091 | 72,569 | 77,489 | 80,113 | 82,791 | 85,400 | 88,117 |
| 12 | 13 | 62,152 | 65,485 | 69,339 | 74,876 | 79,884 | 82,810 | 85,559 | 88,003 | 90,758 |
| 13 | 14 | 62,152 | 65,485 | 69,339 | 77,213 | 82,250 | 85,300 | 88,085 | 90,570 | 93,390 |
| 14 | 15 | 62,152 | 65,485 | 69,339 | 79,998 | 85,068 | 88,174 | 91,081 | 93,656 | 96,609 |
| 15 | 16 | 63,590 | 67,080 | 70,896 | 81,049 | 87,911 | 91,626 | 94,279 | 96,699 | 99,693 |
| 16 | 17 | 63,590 | 67,080 | 70,896 | 81,311 | 88,256 | 92,164 | 96,019 | 98,204 | 101,227 |
| 17 | 18 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,435 | 96,279 | 98,531 | 101,487 |
| 18 | 19 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 96,542 | 98,922 | 101,884 |
| 19 | 20 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 96,806 | 99,644 | 102,344 |
| 20 | 21 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 97,070 | 100,168 | 102,864 |
| 21 | 22 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 97,070 | 100,168 | 102,864 |
| 22 | 23 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 97,070 | 100,168 | 102,864 |
| 23 | 24 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 97,070 | 100,168 | 102,864 |
| 24 | 25 | 63,590 | 67,080 | 70,896 | 81,311 | 88,790 | 92,698 | 97,070 | 100,168 | 102,864 |
| 25 | 26 | 64,599 | 68,203 | 72,007 | 82,619 | 90,101 | 94,009 | 98,381 | 101,483 | 104,176 |
| 26 | 27 | 64,599 | 68,203 | 72,007 | 82,619 | 90,101 | 94,009 | 98,381 | 101,483 | 104,176 |
| 27 | 28 | 66,357 | 69,960 | 73,767 | 84,376 | 91,860 | 95,766 | 100,139 | 103,242 | 105,934 |
| 28 | 29 | 66,357 | 69,960 | 73,767 | 84,376 | 91,860 | 95,766 | 100,139 | 103,242 | 105,934 |
| 29 | 30 | 66,357 | 69,960 | 73,767 | 84,376 | 91,860 | 95,766 | 100,139 | 103,242 | 105,934 |
| 30 | 31 | 66,357 | 69,960 | 73,767 | 84,376 | 91,860 | 95,766 | 100,139 | 103,242 | 105,934 |

****Teacher salary is a combination of the state and local salary. See Individual salary tables below.***



State of Delaware Teacher Salary Schedule

Fiscal Year 2025 Salary Schedule

| Years of Experience | Step | No Degree | Bachelor's Degree | Bachelor's Plus 15 | Bachelor's Plus 30 | Master Degree | Master Plus 15 | Master Plus 30 | Master Plus 45 | Doctorate Degree |
|---------------------|------|-----------|-------------------|--------------------|--------------------|---------------|----------------|----------------|----------------|------------------|
| 0 | 1 | 32,954 | 34,266 | 35,578 | 36,891 | 38,860 | 40,174 | 41,486 | 42,802 | 44,115 |
| 1 | 2 | 33,280 | 34,596 | 35,909 | 37,221 | 39,190 | 40,503 | 41,815 | 43,129 | 44,441 |
| 2 | 3 | 33,576 | 34,923 | 36,235 | 37,548 | 39,517 | 40,829 | 42,143 | 43,459 | 44,771 |
| 3 | 4 | 34,758 | 36,070 | 37,384 | 38,699 | 40,668 | 41,980 | 43,294 | 44,606 | 45,920 |
| 4 | 5 | 35,744 | 36,958 | 38,141 | 39,355 | 41,126 | 42,308 | 43,784 | 45,098 | 46,410 |
| 5 | 6 | 36,958 | 38,141 | 39,355 | 40,537 | 42,308 | 43,523 | 44,704 | 45,920 | 47,101 |
| 6 | 7 | 38,141 | 39,355 | 40,537 | 41,719 | 43,523 | 44,704 | 45,920 | 47,101 | 48,282 |
| 7 | 8 | 39,355 | 40,537 | 41,719 | 42,934 | 44,704 | 45,920 | 47,101 | 48,282 | 49,497 |
| 8 | 9 | 40,537 | 41,719 | 42,934 | 44,115 | 47,693 | 48,875 | 50,086 | 51,271 | 52,483 |
| 9 | 10 | 41,719 | 42,934 | 44,115 | 45,297 | 48,875 | 50,086 | 51,271 | 52,483 | 53,664 |
| 10 | 11 | 42,934 | 44,186 | 45,297 | 46,512 | 50,086 | 51,271 | 52,483 | 53,664 | 54,849 |
| 11 | 12 | - | - | 46,512 | 47,693 | 51,271 | 52,483 | 53,664 | 54,849 | 56,061 |
| 12 | 13 | - | - | 47,760 | 48,875 | 52,483 | 53,664 | 54,849 | 56,061 | 57,242 |
| 13 | 14 | - | - | - | 50,086 | 53,664 | 54,849 | 56,061 | 57,242 | 58,424 |
| 14 | 15 | - | - | - | 51,328 | 54,849 | 56,061 | 57,242 | 58,424 | 59,639 |
| 15 | 16 | - | - | - | - | 56,061 | 57,300 | 58,424 | 59,639 | 60,820 |
| 16 | 17 | - | - | - | - | - | - | 59,629 | 60,881 | 62,026 |



CAPE HENLOPEN SCHOOL DISTRICT

APPENDIX II

LOCAL PROFESSIONAL SALARY SCHEDULE 2024-2025

Assumptions - 3% Increase/ 188 Days/7.5 hours per day/26 pays; Effective 8/25/24

| Yrs | Step | ND | BA | BA 15 | BA 30 | MA | MA 15 | MA 30 | MA 45 | DR |
|-----|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 | 1 | 14,039 | 15,546 | 15,773 | 16,768 | 17,663 | 18,607 | 19,605 | 20,556 | 21,568 |
| 1 | 2 | 14,245 | 15,773 | 15,994 | 17,294 | 18,216 | 19,191 | 20,220 | 21,211 | 22,238 |
| 2 | 3 | 14,446 | 15,994 | 16,245 | 17,819 | 18,768 | 19,780 | 20,837 | 21,854 | 22,920 |
| 3 | 4 | 14,849 | 16,444 | 16,768 | 18,343 | 19,327 | 20,358 | 21,449 | 22,500 | 23,601 |
| 4 | 5 | 15,144 | 16,768 | 17,294 | 18,870 | 19,879 | 20,943 | 22,071 | 23,148 | 24,279 |
| 5 | 6 | 15,614 | 17,294 | 17,819 | 19,392 | 20,433 | 21,530 | 22,687 | 23,794 | 24,960 |
| 6 | 7 | 16,088 | 17,819 | 18,343 | 19,919 | 20,984 | 22,115 | 23,301 | 24,443 | 25,638 |
| 7 | 8 | 16,562 | 18,344 | 18,870 | 20,665 | 21,770 | 22,937 | 24,174 | 25,356 | 26,598 |
| 8 | 9 | 17,446 | 19,330 | 19,612 | 21,644 | 22,807 | 24,033 | 25,327 | 26,573 | 27,876 |
| 9 | 10 | 18,333 | 20,315 | 20,593 | 22,631 | 23,842 | 25,132 | 26,480 | 27,781 | 29,148 |
| 10 | 11 | 19,218 | 21,299 | 21,579 | 23,750 | 25,030 | 26,382 | 27,802 | 29,170 | 30,600 |
| 11 | 12 | 19,218 | 21,299 | 21,579 | 24,876 | 26,218 | 27,630 | 29,127 | 30,551 | 32,056 |
| 12 | 13 | 19,218 | 21,299 | 21,579 | 26,001 | 27,401 | 29,146 | 30,710 | 31,942 | 33,516 |
| 13 | 14 | 19,218 | 21,299 | 21,579 | 27,127 | 28,586 | 30,451 | 32,024 | 33,328 | 34,966 |
| 14 | 15 | 19,218 | 21,299 | 21,579 | 28,670 | 30,219 | 32,113 | 33,839 | 35,232 | 36,970 |
| 15 | 16 | 20,656 | 22,894 | 23,136 | 29,721 | 31,850 | 34,326 | 35,855 | 37,060 | 38,873 |
| 16 | 17 | 20,656 | 22,894 | 23,136 | 29,983 | 32,195 | 34,864 | 36,390 | 37,323 | 39,201 |
| 17 | 18 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,135 | 36,650 | 37,650 | 39,461 |
| 18 | 19 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 36,913 | 38,041 | 39,858 |
| 19 | 20 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,177 | 38,763 | 40,318 |
| 20 | 21 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,441 | 39,287 | 40,838 |
| 21 | 22 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,441 | 39,287 | 40,838 |
| 22 | 23 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,441 | 39,287 | 40,838 |
| 23 | 24 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,441 | 39,287 | 40,838 |
| 24 | 25 | 20,656 | 22,894 | 23,136 | 29,983 | 32,729 | 35,398 | 37,441 | 39,287 | 40,838 |
| 25 | 26 | 21,665 | 24,017 | 24,247 | 31,291 | 34,040 | 36,709 | 38,752 | 40,602 | 42,150 |
| 26 | 27 | 21,665 | 24,017 | 24,247 | 31,291 | 34,040 | 36,709 | 38,752 | 40,602 | 42,150 |
| 27 | 28 | 23,423 | 25,774 | 26,007 | 33,048 | 35,799 | 38,466 | 40,510 | 42,361 | 43,908 |
| 28 | 29 | 23,423 | 25,774 | 26,007 | 33,048 | 35,799 | 38,466 | 40,510 | 42,361 | 43,908 |
| 29 | 30 | 23,423 | 25,774 | 26,007 | 33,048 | 35,799 | 38,466 | 40,510 | 42,361 | 43,908 |
| 30 | 31 | 23,423 | 25,774 | 26,007 | 33,048 | 35,799 | 38,466 | 40,510 | 42,361 | 43,908 |

Annual Local Professional Salary Schedule increase for 2024-2025 will be the equivalent to 3% plus a \$500 adjustment to cells 0-26 and a \$1000 adjustment to cells 27-30

*** Annual Salary In whole dollars (actual may be less due to rounding)**