Lead Teacher & College Counselor Pay Scale (Bachelor's)

Effective July 1, 2025

Years' Experience	Annual Salary
0	$48,637.00
1	$49,387.00
2	$50,150.00
3	$51,035.00
4	$51,920.00
5	$52,805.00
6	$53,950.00
7	$55,024.00
8	$56,086.00
9	$57,160.00
10	$58,233.00
11	$59,295.00
12	$60,369.00
13	$61,431.00
14	$62,505.00
15	$63,741.00
16	$64,118.00
17	$64,118.00
18	$64,199.00
19	$64,333.00
20	$64,617.00
21	$64,617.00
22	$64,831.00
23	$64,831.00
24	$65,416.00
25	$68,120.00
26	$68,399.00
27	$68,679.00
28	$68,959.00
29	$69,239.00
30	$69,518.00
31	$69,518.00
32	$69,518.00
33	$69,518.00
34	$69,518.00
35+	$69,518.00

Lead Teacher & College Counselor Pay Scale (Master's)

Effective July 1, 2025

Years' Experience	Annual Salary
0	$53,737.00
1	$54,567.00
2	$55,399.00
3	$56,263.00
4	$57,112.00
5	$58,091.00
6	$59,343.00
7	$60,523.00
8	$61,691.00
9	$62,872.00
10	$64,062.00
11	$65,230.00
12	$66,410.00
13	$67,578.00
14	$68,759.00
15	$70,508.00
16	$70,650.00
17	$70,650.00
18	$70,709.00
19	$71,148.00
20	$71,386.00
21	$71,833.00
22	$71,833.00
23	$71,833.00
24	$72,276.00
25	$74,937.00
26	$75,244.00
27	$75,552.00
28	$75,860.00
29	$76,167.00
30	$76,475.00
31	$76,475.00
32	$76,475.00
33	$76,475.00
34	$76,475.00
35+	$76,475.00

Lead Teacher & College Counselor Pay Scale (Ph.D.)

Effective July 1, 2025

Years' Experience	Annual Salary
0	$56,567.00
1	$57,097.00
2	$58,151.00
3	$59,129.00
4	$60,098.00
5	$61,076.00
6	$62,328.00
7	$63,509.00
8	$64,677.00
9	$65,857.00
10	$67,047.00
11	$68,215.00
12	$69,396.00
13	$70,564.00
14	$71,744.00
15	$73,295.00
16	$73,542.00
17	$73,542.00
18	$73,635.00
19	$73,765.00
20	$73,996.00
21	$74,392.00
22	$74,392.00
23	$74,392.00
24	$74,806.00
25	$77,696.00
26	$78,017.00
27	$78,337.00
28	$78,658.00
29	$78,978.00
30	$79,298.00
31	$79,298.00
32	$79,298.00
33	$79,298.00
34	$79,298.00
35+	$79,298.00

Lead TeacherLead Teacher & College Counselor Pay Scales for 2025-26

Years' Experience	Bachelor's	Master's	Doctorate
0	$48,637.00	$53,737.00	$56,567.00
1	$49,387.00	$54,567.00	$57,097.00
2	$50,150.00	$55,399.00	$58,151.00
3	$51,035.00	$56,263.00	$59,129.00
4	$51,920.00	$57,112.00	$60,098.00
5	$52,805.00	$58,091.00	$61,076.00
6	$53,950.00	$59,343.00	$62,328.00
7	$55,024.00	$60,523.00	$63,509.00
8	$56,086.00	$61,691.00	$64,677.00
9	$57,160.00	$62,872.00	$65,857.00
10	$58,233.00	$64,062.00	$67,047.00
11	$59,295.00	$65,230.00	$68,215.00
12	$60,369.00	$66,410.00	$69,396.00
13	$61,431.00	$67,578.00	$70,564.00
14	$62,505.00	$68,759.00	$71,744.00
15	$63,741.00	$70,508.00	$73,295.00
16	$64,118.00	$70,650.00	$73,542.00
17	$64,118.00	$70,650.00	$73,542.00
18	$64,199.00	$70,709.00	$73,635.00
19	$64,333.00	$71,148.00	$73,765.00
20	$64,617.00	$71,386.00	$73,996.00
21	$64,617.00	$71,833.00	$74,392.00
22	$64,831.00	$71,833.00	$74,392.00
23	$64,831.00	$71,833.00	$74,392.00
24	$65,416.00	$72,276.00	$74,806.00
25	$68,120.00	$74,937.00	$77,696.00
26	$68,399.00	$75,244.00	$78,017.00
27	$68,679.00	$75,552.00	$78,337.00
28	$68,959.00	$75,860.00	$78,658.00
29	$69,239.00	$76,167.00	$78,978.00
30	$69,518.00	$76,475.00	$79,298.00
31	$69,518.00	$76,475.00	$79,298.00
32	$69,518.00	$76,475.00	$79,298.00
33	$69,518.00	$76,475.00	$79,298.00
34	$69,518.00	$76,475.00	$79,298.00
35+	$69,518.00	$76,475.00	$79,298.00