

Christine Duncan Heritage Academy
Certified Employee Salary Schedule - 2025-2026

LEVEL I						
EXP	BA	BA+15	BA+45/MA	MA+15	MA+45	PHD
0	\$64,196.00	\$64,321.00	\$64,447.00	\$64,573.00	\$64,699.00	\$64,824.00
1	\$66,763.84	\$66,893.84	\$67,024.88	\$67,155.92	\$67,286.96	\$67,416.96
2	\$68,766.76	\$68,900.66	\$69,035.63	\$69,170.60	\$69,305.57	\$69,439.47
3	\$68,767.83	\$68,901.73	\$69,036.70	\$69,171.67	\$69,306.64	\$69,440.54
4	\$68,768.90	\$68,902.80	\$69,037.77	\$69,172.74	\$69,307.71	\$69,441.61
5	\$68,769.97	\$68,904.94	\$69,038.84	\$69,173.81	\$69,308.78	\$69,444.82
6	\$68,771.04	\$68,906.01	\$69,040.98	\$69,174.88	\$69,309.85	\$69,445.90
7	\$68,772.11	\$68,907.08	\$69,042.05	\$69,177.02	\$69,312.00	\$69,446.97
8	\$68,773.18	\$68,908.15	\$69,043.12	\$69,179.17	\$69,313.07	\$69,448.04
9	\$68,775.32	\$68,909.22	\$69,044.20	\$69,180.24	\$69,315.21	\$69,449.11
10	\$68,776.40	\$68,911.37	\$69,045.27	\$69,181.31	\$69,316.28	\$69,451.25
11	\$68,777.47	\$68,912.44	\$69,048.48	\$69,182.38	\$69,317.35	\$69,452.32
12	\$68,778.54	\$68,914.58	\$69,049.55	\$69,183.45	\$69,318.42	\$69,453.39
13	\$68,779.61	\$68,915.65	\$69,050.62	\$69,185.59	\$69,319.49	\$69,454.47
14	\$68,782.82	\$68,916.72	\$69,051.69	\$69,186.67	\$69,321.64	\$69,455.54
15	\$68,783.89	\$68,918.87	\$69,052.77	\$69,187.74	\$69,322.71	\$69,457.68
16	\$68,784.97	\$68,919.94	\$69,053.84	\$69,188.81	\$69,323.78	\$69,458.75
17	\$68,786.04	\$68,921.01	\$69,055.98	\$69,189.88	\$69,324.85	\$69,459.82
18	\$68,787.11	\$68,922.08	\$69,057.05	\$69,192.02	\$69,325.92	\$69,460.89
19	\$68,789.25	\$68,923.15	\$69,058.12	\$69,193.09	\$69,328.06	\$69,463.04
20	\$68,790.32	\$68,924.22	\$69,059.19	\$69,194.16	\$69,329.14	\$69,464.11
21	\$68,791.39	\$68,926.36	\$69,060.26	\$69,195.24	\$69,331.28	\$69,466.25
22	\$68,792.46	\$68,927.44	\$69,062.41	\$69,196.31	\$69,332.35	\$69,467.32
23	\$68,793.54	\$68,928.51	\$69,063.48	\$69,199.52	\$69,333.42	\$69,468.39
24	\$68,794.61	\$68,929.58	\$69,065.62	\$69,200.59	\$69,334.49	\$69,469.46
25	\$68,796.75	\$68,930.65	\$69,066.69	\$69,201.66	\$69,336.63	\$69,470.53
26	\$68,797.82	\$68,933.86	\$69,067.76	\$69,202.73	\$69,337.70	\$69,472.68
27	\$68,798.89	\$68,934.93	\$69,069.90	\$69,203.80	\$69,338.78	\$69,473.75
28	\$68,801.03	\$68,936.00	\$69,070.98	\$69,204.88	\$69,339.85	\$69,474.82
29	\$68,802.10	\$68,937.08	\$69,072.05	\$69,207.02	\$69,340.92	\$69,475.89
30	\$68,804.25	\$68,938.15	\$69,073.12	\$69,208.09	\$69,343.06	\$69,476.96

LEVEL II						
EXP	BA	BA + 15	BA+45/MA	MA+15	MA+45	PHD
0	\$76,783.00	\$76,908.00	\$77,035.00	\$77,161.00	\$77,287.00	\$77,412.00
1	\$79,854.32	\$79,984.32	\$80,116.40	\$80,247.44	\$80,378.48	\$80,508.48
2	\$82,249.95	\$82,383.85	\$82,519.89	\$82,654.86	\$82,789.83	\$82,923.73
3	\$82,251.02	\$82,384.92	\$82,520.96	\$82,655.93	\$82,790.91	\$82,924.81
4	\$82,252.09	\$82,385.99	\$82,522.03	\$82,657.01	\$82,791.98	\$82,925.88
5	\$82,253.16	\$82,389.21	\$82,523.11	\$82,658.08	\$82,793.05	\$82,928.02
6	\$82,254.23	\$82,390.28	\$82,525.25	\$82,659.15	\$82,794.12	\$82,929.09
7	\$82,256.38	\$82,391.35	\$82,526.32	\$82,661.29	\$82,795.19	\$82,930.16
8	\$82,257.45	\$82,392.42	\$82,527.39	\$82,662.36	\$82,796.26	\$82,931.23
9	\$82,259.59	\$82,393.49	\$82,528.46	\$82,663.43	\$82,798.40	\$82,932.30
10	\$82,260.66	\$82,395.63	\$82,529.53	\$82,664.50	\$82,799.48	\$82,934.45
11	\$82,261.73	\$82,396.70	\$82,531.68	\$82,665.58	\$82,800.55	\$82,935.52
12	\$82,262.80	\$82,397.78	\$82,532.75	\$82,666.65	\$82,801.62	\$82,937.66
13	\$82,263.88	\$82,398.85	\$82,533.82	\$82,668.79	\$82,802.69	\$82,938.73
14	\$82,266.02	\$82,399.92	\$82,534.89	\$82,669.86	\$82,805.90	\$82,939.80
15	\$82,267.09	\$82,402.06	\$82,535.96	\$82,670.93	\$82,806.97	\$82,941.94
16	\$82,268.16	\$82,403.13	\$82,537.03	\$82,673.07	\$82,808.04	\$82,943.02
17	\$82,269.23	\$82,404.20	\$82,540.24	\$82,674.14	\$82,809.12	\$82,944.09
18	\$82,270.30	\$82,405.27	\$82,541.32	\$82,676.29	\$82,810.19	\$82,945.16
19	\$82,272.44	\$82,407.42	\$82,542.39	\$82,677.36	\$82,812.33	\$82,946.23
20	\$82,273.52	\$82,408.49	\$82,543.46	\$82,678.43	\$82,813.40	\$82,947.30
21	\$82,275.66	\$82,410.63	\$82,544.53	\$82,679.50	\$82,814.47	\$82,949.44
22	\$82,276.73	\$82,411.70	\$82,546.67	\$82,680.57	\$82,815.54	\$82,950.51
23	\$82,277.80	\$82,412.77	\$82,547.74	\$82,682.71	\$82,816.61	\$82,951.59
24	\$82,278.87	\$82,413.84	\$82,548.81	\$82,683.79	\$82,817.69	\$82,952.66
25	\$82,281.01	\$82,414.91	\$82,549.89	\$82,684.86	\$82,819.83	\$82,953.73
26	\$82,282.09	\$82,417.06	\$82,550.96	\$82,685.93	\$82,820.90	\$82,956.94
27	\$82,283.16	\$82,418.13	\$82,553.10	\$82,687.00	\$82,821.97	\$82,958.01
28	\$82,284.23	\$82,419.20	\$82,554.17	\$82,688.07	\$82,824.11	\$82,959.08
29	\$82,285.30	\$82,420.27	\$82,555.24	\$82,691.28	\$82,825.18	\$82,960.16
30	\$82,287.44	\$82,421.34	\$82,556.31	\$82,692.36	\$82,827.33	\$82,961.23

LEVEL III				
EXP	MA	MA + 15	MA + 45	PHD
0	\$89,371.00	\$89,496.00	\$89,622.00	\$89,748.00
1	\$92,945.84	\$93,075.84	\$93,206.88	\$93,337.92
2	\$95,734.22	\$95,868.12	\$96,003.09	\$96,138.06
3	\$95,735.29	\$95,869.19	\$96,004.16	\$96,139.13
4	\$95,736.36	\$95,870.26	\$96,005.23	\$96,140.20
5	\$95,737.43	\$95,872.40	\$96,006.30	\$96,141.27
6	\$95,738.50	\$95,873.47	\$96,008.44	\$96,142.34
7	\$95,739.57	\$95,874.54	\$96,009.51	\$96,144.48
8	\$95,740.64	\$95,875.61	\$96,010.58	\$96,146.63
9	\$95,742.78	\$95,876.68	\$96,011.66	\$96,147.70
10	\$95,743.86	\$95,878.83	\$96,012.73	\$96,148.77
11	\$95,744.93	\$95,879.90	\$96,015.94	\$96,149.84
12	\$95,746.00	\$95,882.04	\$96,017.01	\$96,150.91
13	\$95,747.07	\$95,883.11	\$96,018.08	\$96,153.05
14	\$95,750.28	\$95,884.18	\$96,019.15	\$96,154.13
15	\$95,751.35	\$95,886.33	\$96,020.23	\$96,155.20
16	\$95,752.43	\$95,887.40	\$96,021.30	\$96,156.27
17	\$95,753.50	\$95,888.47	\$96,023.44	\$96,157.34
18	\$95,754.57	\$95,889.54	\$96,024.51	\$96,159.48
19	\$95,756.71	\$95,890.61	\$96,025.58	\$96,160.55
20	\$95,757.78	\$95,891.68	\$96,026.65	\$96,161.62
21	\$95,758.85	\$95,893.82	\$96,027.72	\$96,162.70
22	\$95,759.92	\$95,894.90	\$96,029.87	\$96,163.77
23	\$95,761.00	\$95,895.97	\$96,030.94	\$96,166.98
24	\$95,762.07	\$95,897.04	\$96,033.08	\$96,168.05
25	\$95,764.21	\$95,898.11	\$96,034.15	\$96,169.12
26	\$95,765.28	\$95,901.32	\$96,035.22	\$96,170.19
27	\$95,766.35	\$95,902.39	\$96,037.36	\$96,171.26
28	\$95,768.49	\$95,903.46	\$96,038.44	\$96,172.34
29	\$95,769.56	\$95,904.54	\$96,039.51	\$96,174.48
30	\$95,771.71	\$95,905.61	\$96,040.58	\$96,175.55
31	\$95,772.78	\$95,907.75	\$96,041.65	\$96,176.62

* The Salary Schedule includes Teachers, Librarians, Career Pathway Nurses, Counselors, Social Workers, and Interpreters.

* Teachers with a bilingual endorsement will receive a stipend of \$4,000. Teachers with a TESOL endorsement will receive a stipend of \$2,500. (\$6,500 for both endorsements)

* College credit hours recognized for salary schedule increments are earned after completion of a degree program and will be documented with official sealed transcripts from the school prior to October 1 of the school year.

** Out of district experience allowed. ** Christine Duncan will honor up to 25 years of experience.

** Based on 187 work days