The salary tables below are based on 7.5 hours per day inclusive of 1/2 hour lunch, 193 days per year. Employees who work less than this will have their annual salary reduced accordingly.

Non-Grandfathered

Christina School District - WILMINGTON SCHOOLS

Teacher's Salary Schedule - 193

SY 2025-2026

Effective November 14, 2025, paycheck with Retro to September 19, 2025, paycheck

No Degree			
Step	State	Local	Total
1	35,353	15,400	50,753
2	35,703	16,075	51,778
3	36,020	16,746	52,766
4	37,288	17,442	54,730
5	38,346	18,132	56,478
6	39,649	19,494	59,143
7	40,917	20,858	61,775
8	42,220	22,213	64,433
9	43,488	23,570	67,058
10	44,756	24,927	69,683
11	46,059	26,291	72,350
12	46,059	27,618	73,677
13	46,059	28,937	74,996
14	46,059	30,267	76,326
15	46,059	31,591	77,650
16	46,059	33,904	79,963
17	46,059	33,904	79,963
21	46,059	34,109	80,168
26	46,059	34,622	80,681

Bachelors			
Step	State	Local	Total
1	36,760	16,744	53,504
2	37,114	17,133	54,247
3	37,465	18,315	55,780
4	38,696	19,518	58,214
5	39,649	20,721	60,370
6	40,917	21,928	62,845
7	42,220	23,138	65,358
8	43,488	24,348	67,836
9	44,756	25,557	70,313
10	46,059	26,768	72,827
11	47,402	27,978	75,380
12	47,402	29,321	76,723
13	47,402	30,658	78,060
14	47,402	32,001	79,403
15	47,402	33,347	80,749
16	47,402	35,503	82,905
17	47,402	35,503	82,905
21	47,402	35,708	83,110
26	47,402	36,222	83,624

Bachelors + 15			
Step	State	Local	Total
1	38,168	16,936	55,104
2	38,523	17,501	56,024
3	38,873	18,692	57,565
4	40,105	19,891	59,996
5	40,917	21,090	62,007
6	42,220	22,303	64,523
7	43,488	23,570	67,058
8	44,756	24,927	69,683
9	46,059	26,291	72,350
10	47,327	27,652	74,979
11	48,594	29,005	77,599
12	49,898	30,369	80,267
13	51,237	31,728	82,965
14	51,237	33,051	84,288
15	51,237	34,384	85,621
16	51,237	36,691	87,928
17	51,237	36,691	87,928
21	51,237	36,896	88,133
26	51,237	37,409	88,646

Bachelors + 30			
Step	State	Local	Total
1	39,577	18,722	58,299
2	39,931	19,395	59,326
3	40,282	19,511	59,793
4	41,517	20,874	62,391
5	42,220	22,213	64,433
6	43,488	23,570	67,058
7	44,756	24,927	69,683
8	46,059	26,291	72,350
9	47,327	27,652	74,979
10	48,594	29,005	77,599
11	49,898	30,369	80,267
12	51,165	31,726	82,891
13	52,432	33,083	85,515
14	53,732	34,450	88,182
15	55,064	35,809	90,873
16	55,064	38,120	93,184
17	55,064	38,120	93,184
21	55,064	38,326	93,390
26	55,064	38,839	93,903

Masters			
Step	State	Local	Total
1	41,689	18,887	60,576
2	42,043	20,218	62,261
3	42,394	21,553	63,947
4	43,629	22,920	66,549
5	44,120	24,252	68,372
6	45,387	25,608	70,995
7	46,691	26,968	73,659
8	47,958	28,329	76,287
9	51,165	29,739	80,904
10	52,432	31,095	83,527
11	53,732	32,458	86,190
12	55,003	33,818	88,821
13	56,303	35,177	91,480
14	57,570	36,535	94,105
15	58,842	37,896	96,738
16	60,142	41,201	101,343
17	60,142	41,201	101,343
21	60,142	41,406	101,548
26	60,142	41,920	102,062

Masters + 15			
Step	State	Local	Total
1	43,098	20,246	63,344
2	43,452	21,581	65,033
3	43,802	22,924	66,726
4	45,036	24,276	69,312
5	45,387	25,608	70,995
6	46,691	26,968	73,659
7	47,958	28,329	76,287
8	49,262	29,688	78,950
9	52,432	31,095	83,527
10	53,732	32,458	86,190
11	55,003	33,818	88,821
12	56,303	35,177	91,480
13	57,570	36,535	94,105
14	58,842	38,557	97,399
15	60,142	40,581	100,723
16	61,471	43,854	105,325
17	61,471	43,854	105,325
21	61,471	44,059	105,530
26	61,471	44,573	106,044

The salary tables below are based on 7.5 hours per day inclusive of 1/2 hour lunch, 188 days per year. Employees who work less than this will have their annual salary reduced accordingly.

Non-Grandfathered

Christina School District - WILMINGTON SCHOOLS
Teacher's Salary Schedule - 193
SY 2025-2026
Effective November 14, 2025, paycheck with Retro to September 19, 2025, paycheck

Masters + 30			
Step	State	Local	Total
1	44,506	20,953	65,459
2	44,859	22,283	67,142
3	45,211	23,616	68,827
4	46,445	24,972	71,417
5	46,972	26,315	73,287
6	47,958	27,668	75,626
7	49,262	29,022	78,284
8	50,529	30,386	80,915
9	53,732	31,795	85,527
10	55,003	33,151	88,154
11	56,303	34,519	90,822
12	57,570	36,302	93,872
13	58,842	38,351	97,193
14	60,142	40,401	100,543
15	61,409	42,445	103,854
16	62,676	45,272	107,948
17	63,970	45,306	109,276
21	63,970	45,511	109,481
26	63,969	46,025	109,994

Masters + 45			
Step	State	Local	Total
1	45,918	21,901	67,819
2	46,268	22,990	69,258
3	46,622	24,319	70,941
4	47,853	25,674	73,527
5	48,381	27,013	75,394
6	49,262	28,364	77,626
7	50,529	29,738	80,267
8	51,797	31,116	82,913
9	55,003	32,542	87,545
10	56,303	33,916	90,219
11	57,570	35,295	92,865
12	58,842	37,346	96,188
13	60,142	39,393	99,535
14	61,409	41,442	102,851
15	62,676	43,490	106,166
16	63,980	46,017	109,997
17	65,312	46,053	111,365
21	65,312	46,258	111,570
26	65,312	46,771	112,083

Masters + 60			
Step	State	Local	Total
1	45,918	22,573	68,491
2	46,268	23,585	69,853
3	46,622	24,936	71,558
4	47,853	26,311	74,164
5	48,381	27,665	76,046
6	49,262	29,035	78,297
7	50,529	30,409	80,938
8	51,797	31,788	83,585
9	55,003	33,213	88,216
10	56,303	34,587	90,890
11	57,570	35,967	93,537
12	58,842	38,015	96,857
13	60,142	40,064	100,206
14	61,409	42,112	103,521
15	62,676	44,162	106,838
16	63,980	46,275	110,255
17	65,312	46,310	111,622
21	65,312	46,516	111,828
26	65,312	47,029	112,341

Doctorate			
Step	State	Local	Total
1	47,327	23,282	70,609
2	47,676	24,294	71,970
3	48,030	25,644	73,674
4	49,262	27,018	76,280
5	49,789	28,373	78,162
6	50,529	29,738	80,267
7	51,797	31,116	82,913
8	53,100	32,491	85,591
9	56,303	33,916	90,219
10	57,570	35,295	92,865
11	58,842	36,669	95,511
12	60,142	38,721	98,863
13	61,408	40,769	102,177
14	62,676	42,820	105,496
15	63,980	44,862	108,842
16	65,247	47,222	112,469
17	66,541	47,256	113,797
21	66,541	47,461	114,002
26	66,540	47,975	114,515

Masters +60 - Approved Credits Only; State Level = Master +45

Longevity Information:

The above schedule includes an increase by a $300 longevity increment beginning Pay Step 16, a $500 longevity increment beginning Pay Step 21 and by a $1000 longevity increment beginning Pay Step 26.