TEACHERS' SALARY GUIDE
2025-2026
EXHIBIT A-2

The "Years of Service" column in Exhibits A-1; A-2; and A-3 is used to determine maximum salary level placement for new staff members.

Years of Service as of June 30, 2025	Step	BA	BA+30	MA	MA+30	Ed.D
0	1	63,625	65,265	67,165	69,165	71,065
1	2	63,915	65,915	67,815	69,815	71,715
2	3	64,590	66,590	68,490	70,490	72,390
3	4	65,290	67,290	69,190	71,190	73,090
4	5	65,990	67,990	69,890	71,890	73,790
5	6	66,690	68,690	70,590	72,590	74,490
6	7	67,590	69,590	71,490	73,490	75,390
7	8	69,390	71,390	73,290	75,290	77,190
8	9	71,390	73,390	75,290	77,290	79,190
9	10	73,690	75,690	77,590	79,590	81,490
10	11	76,190	78,190	80,090	82,090	83,990
11	12	78,990	80,990	82,890	84,890	86,790
12	13-14	81,890	83,890	85,790	87,790	89,690
13-14	15-16	84,990	86,990	88,890	90,890	92,790
15-16	17	88,190	90,190	92,090	94,090	95,990
17	18	91,690	93,690	95,590	97,590	99,490
18	19	95,990	97,990	99,890	101,890	103,790

ATHLETIC PROGRAM SALARY GUIDE*
2025-2026
EXHIBIT B-2

	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
GROUP I					
Head	**$7,120**	**$7,270**	**$7,470**	**$7,720**	**$8,100.**
Assistant to Athletic Director, Football, Basketball, Wrestling, Athletic Trainer					
Assistant	**$5,542.**	**$5,639.**	**$5,785.**	**$5,981.**	**$6,374.**
Football, Basketball, Wrestling					
Intermediate School	**$5,417.**	**$5,514.**	**$5,660.**	**$5,856.**	**$6,249.**
Basketball, Wrestling					
GROUP II					
Head	**$6,468.**	**$6,592.**	**$6,765.**	**$6,988.**	**$7,338.**
Baseball, Field Hockey, Gymnastics, Lacrosse, Soccer, Softball, Track, Swimming					
Assistant	**$5,020.**	**$5,097.**	**$5,221.**	**$5,395.**	**$6,011.**
Baseball, Field Hockey, Gymnastics, Lacrosse, Soccer, Softball, Track, Jr. High Coord., Swimming					
Intermediate School	**$4,895.**	**$4,972.**	**$5,096.**	**$5,270.**	**$5,886.**
Baseball, Field Hockey, Soccer, Track					
GROUP III					
Head	**$6,142.**	**$6,253.**	**$6,413.**	**$6,622.**	**$6,956.**
Cross Country, Golf, Tennis					
Assistant	**$4,759.**	**$4,826.**	**$4,940.**	**$5,103.**	**$5,697.**
Cross Country, Golf, Tennis					
Intermediate School	**$4,634.**	**$4,701.**	**$4,815.**	**$4,978.**	**$5,572.**
Cross Country					
GROUP IV					
Head	**$5,817.**	**$5,914.**	**$6,060.**	**$6,256.**	**$6,575.**
Bowling, Cheering					
Assistant	**$4,499**	**$4,555.**	**$4,657.**	**$4,810.**	**$5,461.**
Bowling, Cheering					
Intermediate School	**$4,374.**	**$4,430.**	**$4,532.**	**$4,685.**	**$5,336**
Cheering					

*The District shall reimburse Coaches for out of pocket expenses required for certification renewals in their coaching positions mandated by the NJSIAA. This shall not apply for the basic coaching requirements of a teaching certification.

NON-ATHLETIC PROGRAM SALARY GUIDE
2025-2026
EXHIBIT C-2

	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
GROUP I	**$5,043.**	**$5,163.**	**$5,283.**	**$5,403.**	**$5,823.**

Band Director, Drama Director, Stage Crew Manager, Light/Tech Manager, Choral Director, DECA Club, Yearbook Advisor, Yearbook Bus. Manager, Natl. Honor Society, Newspaper Advisor, Newspaper Advisor Intermediate School, Student Council Advisor, Senior Class Advisor, Site Manager, Literary Magazine/ Coffee House Editor, Cable Youth Network, Asst. Coordinator Student Activities, Yearbook Advisor Intermediate School.

GROUP II	**$4,818.**	**$4,938.**	**$5,058.**	**$5,178.**	**$5,598.**

Band Front, Computer Club Advisor, Junior Class Advisor, Key Club Advisor, Chess Club Advisor, Stage Crew Intermediate School, Character Club Advisor.

GROUP III	**$4,593.**	**$4,713.**	**$4,833.**	**$4,953.**	**$5,248.**

Deeply Rooted Club, Asst. National Honor Society, Instrumental Director, Vocal Director, Varsity Club Advisor, Sophomore Class Advisor, Freshman Class Advisor, Band Director Intermediate School, Chorus Director Intermediate School, Assistant Drama Director, Student Council Intermediate School, Math Club Intermediate School, Chorus Wanamassa, Chorus Wayside, Chorus OTES, Olympics of the Mind/Academic Team, Literary Magazine Advisor Intermediate School, Forensics Intermediate School, Chorus 5th Grade, Math Team High School, Science and Research Club, *Italian Club Advisor, *French Club Advisor, *Spanish Club Advisor, Makerspace Elementary and Intermediate

*Provided a National Honor Society participation for those qualified students

GROUP IV	**$2,949.**	**$2,949.**	**$2,949.**	**$2,949.**	**$2,949.**

S.A.D.D., Art Club Intermediate School, Assistant Drama Director Intermediate School, Marching Band High School, FCCLA, GSA, Spartan Dancers, PEA, HOSA, HS Mock Trial, Pep and Jazz Band, Intermediate School Garden Club and High School Garden Club, Elementary Art Club, Elementary Book Club

GROUPV	**$1000.**	**$1,000.**	**$1,000.**	**$1,000.**	**$1,000.**

Elementary Schools Safety Patrol, TOIS Italian Culture Club, HS Volleyball Club, Intermediate Dance Club and Intermediate Deeply Rooted Club, TOIS Hope Club, TOIS Jazz Club

Any employee who organized a new club with the approval of the Administration and Board of Education and voluntarily worked with a group of students for one year as an advisor of a club or an activity not currently listed on the salary schedule, shall be eligible to apply to the Board of Education with the recommendation of the Superintendent of Schools.

OTHER SALARY SCHEDULES
2024-2025, 2025-2026, 2026-2027
EXHIBIT D

1. Teachers who perform intramural and co-curricular duties shall be paid at the rate of $24.00 per hour. If the teacher cannot perform such duties through no fault of the teacher then the latter shall be paid the stipend for one hour.

2. Emergency coverage shall be compensated at the rate of $35.00 per class period.

3. Home Instruction duties shall receive $45.00 per hour.

4. Mileage incurred shall be reimbursed at the State of NJ Rate currently **47 cents** per mile.

5. Chaperones for evening activities shall receive a stipend of $50.00 per event for school dances, duration of student musicals and dramatic programs. Chaperones for overnight trips shall be compensated at the rate of $150.00. Paid advisors to Extra Curricular activities are excluded from overnight stipends when they are supervising students involved in their club activity.

6. After school detention advisors shall be compensated at the rate of $28.00 per hour. This rate applies to High School and Intermediate School.

7. School psychologist will receive a stipend of $700.00 per year. Any new psychologists that may be hired by the district after July 1, 1995 will not receive this stipend.

8. Homework Club duties shall receive $35.00 per hour.

9. Sport Physicals duties shall receive $28.00 per hour.

10. Curriculum Development duties shall receive $50.00 per hour and apply to summer work or work outside the school day, opportunities to work on curriculum development will be posted in a manner consistent with the handling of other vacancies.

11. In-service Instructor duties shall receive $50.00 per hour.

12. Child Study team Summer program to include 20 days (each person on the team), beginning July 1st to August 20th. Schedule to be developed by June 1 each year. Scheduled days shall be flexible and can be served as either full or half days. Posting for positions shall be completed by May and in the event of lack of applicants, the administration shall then assign the summer work. Compensation shall be based upon the per diem salary rate of each member of the Child Study Team, (including OT, PT, and Speech Therapist) for the 20 days worked.

13. 10 month secretaries shall receive their hourly rate for summer work.

OFFICE PERSONNEL SALARY GUIDE
2025-2026
EXHIBIT E-2

STEP	Secretary 10 Month
1	31,298
2-3	31,498
4	31,698
5	31,948
6	32,548
7	33,263
8	34,063
9	34,863
10	35,663
11	36,463
12	37,263
13	38,063
14	38,863
15	39,688
16	40,518

*Off Guide (OG) will be eliminated as employees associated with the step separate employment with the District.

10 month Secretary position is based on a seven hour workday, and the work year is the same number of workdays as set forth in the teachers' calendar, not to exceed 187 days.

OFFICE PERSONNEL SALARY GUIDE
2025-2026
EXHIBIT E-2

STEP	Secretary 12 Month
1	42,089
2-4	42,589
5-7	43,389
8-9	44,189
10	44,989
11	45,789
12	46,589
13	47,489
14	48,389
15	49,349
16	50,349
17	51,349
18	52,449
19	53,649
20	54,899
21	56,254
22	57,754
23	59,254

OFFICE PERSONNEL SALARY GUIDE
2025-2026
EXHIBIT E-2

STEP	A/P, A/R Clerks
1	52,195
2	52,995
3	53,795
4	54,795
5	55,795
6	56,795
7	57,795
8	58,795
9	59,795
10	60,875
11	62,075
12	63,275

CUSTODIAL, MAINTENANCE, GROUNDS SALARY GUIDES
2025-2026
EXHIBIT F-2

Step	Custodian I	Custodian II	Grounds	Maintenance
A	42,480	-	58,380	61,580
1	42,980	-	58,880	62,080
2	43,580	-	59,480	62,680
3	44,180	-	60,080	63,280
4	44,780	-	60,680	63,880
5	45,530	-	61,430	64,630
6	46,430	-	62,330	65,530
7	47,380	-	63,280	66,480
8	48,380	-	64,280	67,480
9	49,380	-	65,621	68,480
10	50,380	-	66,805	69,605
11	51,405	59,405	67,830	70,630

Black Seal Boiler License	$1,300
Black Seal-In-Charge Boiler License	$1,550
Electrician	$6,200
HVAC	$6,200
Master Plumber License	$6,200
Head Groundskeeper	$4,200
Pesticide & Fertilizer License	$700
Head Custodians-In-Charge	
High School	$3,200
Night Custodian-In-Charge (HS)	$1,900
Intermediate School	$3,200
Night Custodian-In-Charge (TOIS)	$1,900
Ocean Township Elementary School	$3,200
Wayside School	$3,200
Wanamassa School	$3,200
Maintenance Foreman	$5,000

If a CDL is required by the school district, the cost of the license will be paid for by the Board of Education.

*Off Guide (OG) will be eliminated as employees associated with the step separate employment with the District.

INSTRUCTIONAL ASSISTANTS GUIDE
2025-2026
EXHIBIT G-2

STEP	Instructional Assistants
1	27,550
2-3	27,750
4	27,990
5	28,440
6	29,015
7	29,590
8	30,240
9	30,990
10	31,840
11	32,790
12	33,790
13-14	34,890
15	36,040

Instructional Assistants Guide is based on a six hour workday.

Instructional Assistants working in MD/PSD classrooms will receive a $500 stipend annually, distributed in equal parts, half in January and half in June.