

Certified Salary Schedule as of July 1, 2026

	Bachelor Degree (contracted days/year)						Master Degree (contracted days/year)					
	189	194	199	204	209	219	189	194	199	204	209	219
Level 1	\$51,581	\$52,705	\$53,829	\$54,953	\$55,910	\$58,585	\$55,687	\$56,919	\$58,152	\$59,385	\$60,449	\$63,342
Level 2	\$52,612	\$53,760	\$54,906	\$56,052	\$57,028	\$59,756	\$56,801	\$58,057	\$59,315	\$60,572	\$61,658	\$64,608
Level 3	\$53,665	\$54,834	\$56,004	\$57,173	\$58,168	\$60,952	\$57,937	\$59,219	\$60,502	\$61,784	\$62,891	\$65,901
Level 4	\$54,739	\$55,931	\$57,124	\$58,316	\$59,331	\$62,170	\$59,095	\$60,403	\$61,711	\$63,020	\$64,149	\$67,219
Level 5	\$55,834	\$57,050	\$58,266	\$59,482	\$60,518	\$63,414	\$60,277	\$61,612	\$62,946	\$64,280	\$65,433	\$68,563
Level 6	\$58,481	\$59,721	\$60,961	\$62,202	\$63,189	\$66,212	\$63,013	\$64,375	\$65,735	\$67,097	\$68,202	\$71,465
Level 7	\$59,660	\$60,925	\$62,190	\$63,455	\$64,462	\$67,546	\$64,283	\$65,672	\$67,060	\$68,449	\$69,575	\$72,904
Level 8	\$60,853	\$62,144	\$63,434	\$64,724	\$65,750	\$68,896	\$65,570	\$66,985	\$68,401	\$69,817	\$70,967	\$74,363
Level 9	\$62,070	\$63,387	\$64,703	\$66,018	\$67,065	\$70,274	\$66,881	\$68,325	\$69,769	\$71,214	\$72,386	\$75,850
Level 10	\$63,311	\$64,655	\$65,997	\$67,339	\$68,407	\$71,680	\$68,218	\$69,691	\$71,165	\$72,638	\$73,835	\$77,367
Level 11	\$66,107	\$67,478	\$68,848	\$70,215	\$71,236	\$74,644	\$71,113	\$72,615	\$74,118	\$75,621	\$76,772	\$80,445
Level 12	\$67,439	\$68,837	\$70,235	\$71,629	\$72,670	\$76,147	\$72,545	\$74,077	\$75,609	\$77,143	\$78,317	\$82,064
Level 13	\$68,788	\$70,214	\$71,640	\$73,062	\$74,123	\$77,669	\$73,996	\$75,558	\$77,122	\$78,686	\$79,883	\$83,705
Level 14	\$70,163	\$71,617	\$73,072	\$74,524	\$75,605	\$79,223	\$75,477	\$77,069	\$78,664	\$80,259	\$81,481	\$85,380
Level 15	\$71,566	\$73,049	\$74,534	\$76,014	\$77,118	\$80,808	\$76,986	\$78,611	\$80,237	\$81,865	\$83,111	\$87,087
Level 16	\$74,527	\$76,041	\$77,554	\$79,065	\$80,121	\$83,954	\$80,056	\$81,713	\$83,373	\$85,032	\$86,233	\$90,359
Level 17	\$76,027	\$77,571	\$79,115	\$80,656	\$81,733	\$85,643	\$81,666	\$83,357	\$85,049	\$86,742	\$87,967	\$92,176
Level 18	\$77,547	\$79,122	\$80,697	\$82,269	\$83,367	\$87,356	\$83,300	\$85,024	\$86,750	\$88,477	\$89,726	\$94,020
Level 19	\$79,098	\$80,705	\$82,311	\$83,914	\$85,034	\$89,103	\$84,966	\$86,725	\$88,485	\$90,246	\$91,521	\$95,900
Level 20	\$80,680	\$82,319	\$83,958	\$85,593	\$86,735	\$90,885	\$86,666	\$88,460	\$90,255	\$92,051	\$93,352	\$97,818
Level 21							\$88,398	\$90,229	\$92,060	\$93,893	\$95,219	\$99,775
Level 22							\$90,166	\$92,033	\$93,902	\$95,771	\$97,123	\$101,770
Level 23							\$91,970	\$93,874	\$95,780	\$97,686	\$99,066	\$103,806
Level 24							\$93,809	\$95,751	\$97,696	\$99,639	\$101,047	\$105,882
Level 25							\$95,685	\$97,666	\$99,650	\$101,631	\$103,068	\$107,999

NOTE: Red boxes show recommended retention payments.

Pay Philosophy Statement for the ECASD Salary Schedule

Equity & Fairness: We aim to foster internal equity by promoting consistency in compensation for employees in similar roles with comparable experience and performance. Offers are generally aligned to a standard number of contract days for each position. If your current contract includes more or fewer days than those outlined by ECASD, we'll adjust the offer to support a fair and balanced comparison.

Market Competitiveness: To remain competitive, we regularly review our salary schedule in relation to relevant labor markets. During the hiring process, we take into account a candidate's current compensation and typically offer the next step on our salary schedule, which often results in an increase. This helps us attract strong candidates while supporting internal consistency.

Performance Alignment: Compensation growth is thoughtfully connected to ongoing performance, professional development, and contributions to our organizational goals. Employees who receive a satisfactory evaluation are generally eligible for an annual salary increase, reflecting our commitment to recognizing consistent achievement.

Transparency: We're committed to providing clear and accessible salary schedules, along with open communication about how compensation decisions are made. Please note that listed salary figures are based on a full-time equivalent (1.0 FTE). If an offer is for less than 1.0 FTE, the salary will be adjusted proportionally.

Sustainability: Our compensation practices are designed to be fiscally responsible and aligned with the long-term health of the organization and its budgetary priorities.