

**GORMAN LEARNING CENTER NETWORK**

**CERTIFICATED TEACHER**

**SALARY SCHEDULE**

Effective: September 1, 2026

| <b>JOB CLASSIFICATION/POSITION TITLE</b> |                                              |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | <b>WORK DAYS</b> |
|------------------------------------------|----------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------|
| Personalized Learning Teacher            |                                              |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | 190              |
| <b>STEP</b>                              | <b><u>COLUMN</u><br/><u>1</u><br/>INTERN</b> | <b><u>COLUMN</u><br/><u>2</u><br/>B.A. + PRELIM<br/>CREDENTIAL</b> | <b><u>COLUMN</u><br/><u>3</u><br/>B.A. +<br/>CREDENTIAL</b> | <b><u>COLUMN</u><br/><u>4</u><br/>B.A. + 45 UNITS OR<br/>M.A. + 15 UNITS</b> | <b><u>COLUMN</u><br/><u>5</u><br/>B.A. + 60 UNITS OR<br/>M.A. + 30 UNITS</b> | <b><u>COLUMN</u><br/><u>6</u><br/>B.A. + 75 UNITS OR<br/>M.A. + 45 UNITS</b> |                  |
| <b>1</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              |                                                                              |                                                                              |                  |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              |                                                                              |                                                                              |                  |
|                                          | Hourly                                       | \$ 26.17                                                           | \$ 28.80                                                    | \$ 30.21                                                                     | \$ 31.72                                                                     | \$ 32.99                                                                     | \$ 36.23         |
| <b>2</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 64,806.00     |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 6,480.60      |
|                                          | Hourly                                       | \$ 29.95                                                           | \$ 31.42                                                    | \$ 32.99                                                                     | \$ 34.57                                                                     | \$ 37.68                                                                     |                  |
| <b>3</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 67,397.00     |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 6,739.70      |
|                                          | Hourly                                       | \$ 31.15                                                           | \$ 32.67                                                    | \$ 34.57                                                                     | \$ 35.95                                                                     | \$ 39.18                                                                     |                  |
| <b>4</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 70,094.00     |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              |                                                                              |                                                                              | \$ 7,009.40      |
|                                          | Hourly                                       | \$ 32.40                                                           | \$ 34.24                                                    | \$ 35.95                                                                     | \$ 37.39                                                                     | \$ 40.75                                                                     |                  |
| <b>5</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              |                                                                              | \$ 66,879.00                                                                 | \$ 72,898.00     |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              |                                                                              | \$ 6,687.90                                                                  | \$ 7,289.80      |
|                                          | Hourly                                       | \$ 33.95                                                           | \$ 35.61                                                    | \$ 37.39                                                                     | \$ 38.88                                                                     | \$ 42.38                                                                     |                  |
| <b>6</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             |                                                                              | \$ 66,879.00                                                                 | \$ 69,554.00                                                                 | \$ 75,814.00     |
|                                          | Monthly                                      |                                                                    |                                                             |                                                                              | \$ 6,687.90                                                                  | \$ 6,955.40                                                                  | \$ 7,581.40      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 37.03                                                                     | \$ 38.88                                                                     | \$ 40.44                                                                     | \$ 44.08         |
| <b>7</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 66,242.00                                                                 | \$ 69,554.00                                                                 | \$ 72,336.00                                                                 | \$ 78,846.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 6,624.20                                                                  | \$ 6,955.40                                                                  | \$ 7,233.60                                                                  | \$ 7,884.60      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 38.51                                                                     | \$ 40.44                                                                     | \$ 42.06                                                                     | \$ 45.84         |
| <b>8</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 68,891.00                                                                 | \$ 72,336.00                                                                 | \$ 75,229.00                                                                 | \$ 82,000.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 6,889.10                                                                  | \$ 7,233.60                                                                  | \$ 7,522.90                                                                  | \$ 8,200.00      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 40.05                                                                     | \$ 42.06                                                                     | \$ 43.74                                                                     | \$ 47.67         |
| <b>9</b>                                 | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 71,647.00                                                                 | \$ 75,229.00                                                                 | \$ 78,239.00                                                                 | \$ 85,280.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 7,164.70                                                                  | \$ 7,522.90                                                                  | \$ 7,823.90                                                                  | \$ 8,528.00      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 41.66                                                                     | \$ 43.74                                                                     | \$ 45.49                                                                     | \$ 49.58         |
| <b>10</b>                                | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 74,513.00                                                                 | \$ 78,239.00                                                                 | \$ 81,368.00                                                                 | \$ 88,691.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 7,451.30                                                                  | \$ 7,823.90                                                                  | \$ 8,136.80                                                                  | \$ 8,869.10      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 43.32                                                                     | \$ 45.49                                                                     | \$ 47.31                                                                     | \$ 51.56         |
| <b>11</b>                                | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 77,493.00                                                                 | \$ 81,368.00                                                                 | \$ 84,623.00                                                                 | \$ 92,239.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 7,749.30                                                                  | \$ 8,136.80                                                                  | \$ 8,462.30                                                                  | \$ 9,223.90      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 45.05                                                                     | \$ 47.31                                                                     | \$ 49.20                                                                     | \$ 53.63         |
| <b>12</b>                                | Annual<br>(10 Months)                        |                                                                    |                                                             | \$ 80,593.00                                                                 | \$ 84,623.00                                                                 | \$ 88,008.00                                                                 | \$ 95,928.00     |
|                                          | Monthly                                      |                                                                    |                                                             | \$ 8,059.30                                                                  | \$ 8,462.30                                                                  | \$ 8,800.80                                                                  | \$ 9,592.80      |
|                                          | Hourly                                       |                                                                    |                                                             | \$ 46.86                                                                     | \$ 49.20                                                                     | \$ 51.17                                                                     | \$ 55.77         |

*Column placement on this salary schedule is determined by the total number of verified semester units completed. Step increases are not tied to years of service, and new hires may be placed on up to a maximum of Step 5 effective July 1, 2025. Step increases are subject to budget approval.*

**Board Approved: May 21, 2026**

**Revised: September 3, 2026**

**GORMAN LEARNING CENTER NETWORK**

**CERTIFICATED TEACHER**

**SALARY SCHEDULE**

Effective: September 1, 2026

| <b>JOB CLASSIFICATION/POSITION TITLE</b> | <b>WORK DAYS</b> |
|------------------------------------------|------------------|
| Career Technical Education (CTE) Teacher | 190              |

|             |        | <b><u>COLUMN</u></b> | <b><u>COLUMN</u></b>   | <b><u>COLUMN</u></b>   | <b><u>COLUMN</u></b>   | <b><u>COLUMN</u></b> |
|-------------|--------|----------------------|------------------------|------------------------|------------------------|----------------------|
|             |        | <b><u>1</u></b>      | <b><u>2</u></b>        | <b><u>3</u></b>        | <b><u>4</u></b>        | <b><u>5</u></b>      |
| <b>STEP</b> |        | CTE<br>CREDENTIAL    | AA + CTE<br>CREDENTIAL | BA + CTE<br>CREDENTIAL | MA + CTE<br>CREDENTIAL | PhD +<br>CREDENTIAL  |
| <b>1</b>    | Hourly | \$ 26.93             | \$ 28.70               | \$ 34.91               | \$ 36.75               | \$ 39.34             |
| <b>2</b>    | Hourly | \$ 27.68             | \$ 29.50               | \$ 35.89               | \$ 37.78               | \$ 40.44             |
| <b>3</b>    | Hourly | \$ 28.46             | \$ 30.33               | \$ 36.89               | \$ 38.84               | \$ 41.58             |
| <b>4</b>    | Hourly | \$ 29.25             | \$ 31.18               | \$ 37.92               | \$ 39.93               | \$ 42.74             |
| <b>5</b>    | Hourly | \$ 30.07             | \$ 32.05               | \$ 38.99               | \$ 41.04               | \$ 43.94             |
| <b>6</b>    | Hourly | \$ 30.91             | \$ 32.95               | \$ 40.08               | \$ 42.19               | \$ 45.17             |
| <b>7</b>    | Hourly | \$ 31.78             | \$ 33.87               | \$ 41.20               | \$ 43.38               | \$ 46.43             |
| <b>8</b>    | Hourly | \$ 32.67             | \$ 34.82               | \$ 42.35               | \$ 44.59               | \$ 47.73             |
| <b>9</b>    | Hourly | \$ 33.58             | \$ 35.79               | \$ 43.54               | \$ 45.84               | \$ 49.07             |
| <b>10</b>   | Hourly | \$ 34.53             | \$ 36.79               | \$ 44.76               | \$ 47.12               | \$ 50.44             |

*Column placement on this salary schedule is determined by the total number of verified semester units completed. Step increases are not tied to years of service, and new hires may receive up to five years credit for prior experience effective July 1, 2025. Step increases are subject to budget approval.*

| <b>JOB CLASSIFICATION/POSITION TITLE</b> | <b>WORK DAYS</b> |
|------------------------------------------|------------------|
| Virtual Academy Teacher                  | 190              |

|             |        | <b><u>COLUMN</u></b> | <b><u>COLUMN</u></b>        | <b><u>COLUMN</u></b> | <b><u>COLUMN</u></b> | <b><u>COLUMN</u></b> |
|-------------|--------|----------------------|-----------------------------|----------------------|----------------------|----------------------|
|             |        | <b><u>1</u></b>      | <b><u>2</u></b>             | <b><u>3</u></b>      | <b><u>4</u></b>      | <b><u>5</u></b>      |
| <b>STEP</b> |        | INTERN               | B.A. + PRELIM<br>CREDENTIAL | BA +<br>CREDENTIAL   | MA +<br>CREDENTIAL   | PhD +<br>CREDENTIAL  |
| <b>1</b>    | Hourly | \$ 26.93             | \$ 28.70                    | \$ 34.91             | \$ 36.75             | \$ 39.34             |
| <b>2</b>    | Hourly | \$ 27.68             | \$ 29.50                    | \$ 35.89             | \$ 37.78             | \$ 40.44             |
| <b>3</b>    | Hourly | \$ 28.46             | \$ 30.33                    | \$ 36.89             | \$ 38.84             | \$ 41.58             |
| <b>4</b>    | Hourly |                      | \$ 31.18                    | \$ 37.92             | \$ 39.93             | \$ 42.74             |
| <b>5</b>    | Hourly |                      | \$ 32.05                    | \$ 38.99             | \$ 41.04             | \$ 43.94             |
| <b>6</b>    | Hourly |                      | \$ 32.95                    | \$ 40.08             | \$ 42.19             | \$ 45.17             |
| <b>7</b>    | Hourly |                      | \$ 33.87                    | \$ 41.20             | \$ 43.38             | \$ 46.43             |
| <b>8</b>    | Hourly |                      | \$ 34.82                    | \$ 42.35             | \$ 44.59             | \$ 47.73             |
| <b>9</b>    | Hourly |                      | \$ 35.79                    | \$ 43.54             | \$ 45.84             | \$ 49.07             |
| <b>10</b>   | Hourly |                      | \$ 36.79                    | \$ 44.76             | \$ 47.12             | \$ 50.44             |

*Column placement on this salary schedule is determined by the total number of verified semester units completed. Step increases are subject to budget approval.*

**LONGEVITY PAY (FULL TIME EMPLOYEES):**

Twenty (20) Years of Continuous Service:      \$1,000/Year