TEACHERS' SALARY GUIDE
2026-2027
EXHIBIT A-3

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, 2026	Step	BA	BA+30	MA	MA+30	Ed.D
0	1	65,190	67,190	69,090	71,090	72,990
1	2	65,790	67,790	69,690	71,690	73,590
2	3	66,440	68,440	70,340	72,340	74,240
3	4	67,115	69,115	71,015	73,015	74,915
4	5	67,815	69,815	71,715	73,715	75,615
5	6	68,515	70,515	72,415	74,415	76,315
6	7	69,465	71,465	73,365	75,365	77,265
7	8	71,315	73,315	75,215	77,215	79,115
8	9	73,315	75,315	77,215	79,215	81,115
9	10	75,615	77,615	79,515	81,515	83,415
10	11	78,115	80,115	82,015	84,015	85,915
11	12	80,915	82,915	84,815	86,815	88,715
12	13	83,815	85,815	87,715	89,715	91,615
13	14-15	86,915	88,915	90,815	92,815	94,715
14-15	16-17	90,115	92,115	94,015	96,015	97,915
16-17	18	93,615	95,615	97,515	99,515	101,415
18	19	97,915	99,915	101,815	103,815	105,715

ATHLETIC PROGRAM SALARY GUIDE*
2026-2027
EXHIBIT B-3

	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
2026-2027
EXHIBIT C-3

	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, FEA, 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
2026-2027
EXHIBIT E-3

STEP	Secretary 10 Month
1-2	32,198
3-4	32,398
5	32,648
6	33,248
7	33,948
8	34,748
9	35,548
10	36,348
11	37,148
12	37,948
13	38,748
14	39,568
15	40,393
16	41,243

*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
2026-2027
EXHIBIT E-3

STEP	Secretary 12 Month
1-2	43,844
3-5	44,344
6-8	45,144
9-10	45,944
11	46,744
12	47,544
13	48,444
14	49,344
15	50,304
16	51,304
17	52,304
18	53,404
19	54,604
20	55,904
21	57,304
22	58,754
23	60,254

OFFICE PERSONNEL SALARY GUIDE
2026-2027
EXHIBIT E-3

STEP	A/P, A/R Clerks
1	53,385
2	54,185
3	54,985
4	55,785
5	56,785
6	57,785
7	58,785
8	59,785
9	60,785
10	61,785
11	62,785
12	63,785

CUSTODIAL, MAINTENANCE, GROUNDS SALARY GUIDES
2026-2027
EXHIBIT F-3

Step	Custodian I	Custodian II	Grounds	Maintenance
A	43,905	-	59,905	63,105
1	44,405	-	60,405	63,605
2	45,005	-	61,005	64,205
3	45,605	-	61,605	64,805
4	46,205	-	62,205	65,405
5	46,955	-	62,955	66,155
6	47,855	-	63,855	67,055
7	48,805	-	64,805	68,005
8	49,805	-	65,805	69,005
9	50,805	-	67,146	70,005
10	51,805	-	68,230	71,030
11	52,830	60,830	69,255	72,055

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
2026-2027
EXHIBIT G-3

STEP	Instructional Assistants
1-2	28,440
3-4	28,640
5	29,065
6	29,640
7	30,215
8	30,865
9	31,615
10	32,465
11	33,415
12	34,415
13	35,515
14	36,665

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.