

UPDATED 4/19/23

Education for Change FY24 Salaries: *Certificated (CEFC-Certificated Bargaining Unit)*

PER CEFC CERTIFICATED- EFC COLLECTIVE BARGAINING AGREEMENT (UPDATED for FY24)

Step	All Other Teacher Positions		Teacher 9-12 Computer Science Teacher 9-12 Science Teacher 9-12 Mathematics		Teacher 6-8 Science Teacher 6-8 Math		Counselor	Ed Specialist	Dean of Instruction	Lead School Psychologist Occupational Therapist Psychologist Speech Language Pathologist	Mental Health Clinician	CEP Sub
	BA	MA or BA+45	BA	MA or BA+45	BA	MA or BA+45						
1	\$62,500	\$64,500	\$66,500	\$68,500	\$67,500	\$69,500	\$64,500	\$71,052	\$80,000	\$91,500	\$71,052	\$55,500
2	\$63,750	\$65,790	\$67,750	\$69,790	\$68,750	\$70,790	\$65,790	\$72,473	\$81,600	\$93,330	\$72,473	\$56,610
3	\$65,025	\$67,106	\$69,025	\$71,106	\$70,025	\$72,106	\$67,106	\$73,923	\$83,232	\$95,197	\$73,923	\$57,742
4	\$66,326	\$68,448	\$70,326	\$72,448	\$71,326	\$73,448	\$68,448	\$75,401	\$84,897	\$97,101	\$75,401	\$58,897
5	\$67,652	\$69,817	\$71,652	\$73,817	\$72,652	\$74,817	\$69,817	\$76,909	\$86,595	\$99,043	\$76,909	\$60,075
6	\$69,005	\$71,213	\$73,005	\$75,213	\$74,005	\$76,213	\$71,213	\$78,447	\$88,326	\$101,023	\$78,447	\$61,276
7	\$70,385	\$72,637	\$74,385	\$76,637	\$75,385	\$77,637	\$72,637	\$80,016	\$90,093	\$103,044	\$80,016	\$62,502
8	\$71,793	\$74,090	\$75,793	\$78,090	\$76,793	\$79,090	\$74,090	\$81,616	\$91,895	\$105,105	\$81,616	\$63,752
9	\$73,229	\$75,572	\$77,229	\$79,572	\$78,229	\$80,572	\$75,572	\$83,249	\$93,733	\$107,207	\$83,249	\$65,027
10	\$74,693	\$77,083	\$78,693	\$81,083	\$79,693	\$82,083	\$77,083	\$84,914	\$95,607	\$109,351	\$84,914	\$66,328
11	\$76,187	\$78,625	\$80,187	\$82,625	\$81,187	\$83,625	\$78,625	\$86,612	\$97,520	\$111,538	\$86,612	\$66,328
12	\$77,711	\$80,198	\$81,711	\$84,198	\$82,711	\$85,198	\$80,198	\$88,344	\$99,470	\$113,769	\$88,344	\$66,328
13	\$79,265	\$81,802	\$83,265	\$85,802	\$84,265	\$86,802	\$81,802	\$90,111	\$101,459	\$116,044	\$90,111	\$66,328
14	\$80,850	\$83,438	\$84,850	\$87,438	\$85,850	\$88,438	\$83,438	\$91,913	\$103,489	\$118,365	\$91,913	\$66,328
15	\$82,467	\$85,106	\$86,467	\$89,106	\$87,467	\$90,106	\$85,106	\$93,752	\$105,558	\$120,732	\$93,752	\$68,317
16	\$83,704	\$86,383	\$87,704	\$90,383	\$88,704	\$91,383	\$86,383	\$95,158	\$107,142	\$122,543	\$95,158	\$68,317
17	\$84,960	\$87,679	\$88,960	\$91,679	\$89,960	\$92,679	\$87,679	\$96,585	\$108,749	\$124,381	\$96,585	\$68,317
18	\$86,234	\$88,994	\$90,234	\$92,994	\$91,234	\$93,994	\$88,994	\$98,034	\$110,380	\$126,247	\$98,034	\$68,317
19	\$87,528	\$90,329	\$91,528	\$94,329	\$92,528	\$95,329	\$90,329	\$99,505	\$112,036	\$128,141	\$99,505	\$68,317
20	\$88,841	\$91,684	\$92,841	\$95,684	\$93,841	\$96,684	\$91,684	\$100,997	\$113,716	\$130,063	\$100,997	\$70,367
21	\$88,841	\$91,684	\$92,841	\$95,684	\$93,841	\$96,684	\$91,684	\$100,997	\$113,716	\$130,063	\$100,997	\$70,367
22	\$88,841	\$91,684	\$92,841	\$95,684	\$93,841	\$96,684	\$91,684	\$100,997	\$113,716	\$130,063	\$100,997	\$70,367
23	\$88,841	\$91,684	\$92,841	\$95,684	\$93,841	\$96,684	\$91,684	\$100,997	\$113,716	\$130,063	\$100,997	\$70,367
24	\$88,841	\$91,684	\$92,841	\$95,684	\$93,841	\$96,684	\$91,684	\$100,997	\$113,716	\$130,063	\$100,997	\$70,367
25	\$91,506	\$94,434	\$95,626	\$98,554	\$96,656	\$99,584	\$94,434	\$104,027	\$117,128	\$133,965	\$104,027	\$72,478
26	\$91,506	\$94,434	\$95,506	\$98,434	\$96,506	\$99,434	\$91,029	\$104,027	\$117,128	\$133,965	\$104,027	\$72,478
27	\$91,506	\$94,434	\$95,506	\$98,434	\$96,506	\$99,434	\$91,029	\$104,027	\$117,128	\$133,965	\$104,027	\$72,478
28	\$91,506	\$94,434	\$95,506	\$98,434	\$96,506	\$99,434	\$91,029	\$104,027	\$117,128	\$133,965	\$104,027	\$72,478
29	\$91,506	\$94,434	\$95,506	\$98,434	\$96,506	\$99,434	\$91,029	\$104,027	\$117,128	\$133,965	\$104,027	\$72,478
30	\$95,166	\$98,212	\$99,326	\$102,372	\$100,366	\$103,412	\$94,670	\$108,188	\$121,813	\$139,323	\$108,188	\$75,377
31	\$95,166	\$98,212	\$99,166	\$102,212	\$100,166	\$103,212	\$95,255	\$108,188	\$121,813	\$139,323	\$108,188	\$75,377
32	\$95,166	\$98,212	\$99,166	\$102,212	\$100,166	\$103,212	\$95,255	\$108,188	\$121,813	\$139,323	\$108,188	\$75,377

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Step	All Other Teacher Positions		Teacher 9-12 Computer Science Teacher 9-12 Science Teacher 9-12 Mathematics		Teacher 6-8 Science Teacher 6-8 Math		Counselor	Ed Specialist	Dean of Instruction	Lead School Psychologist Occupational Therapist Psychologist Speech Language Pathologist	Mental Health Clinician	CEP Sub
	BA	MA or BA+45	BA	MA or BA+45	BA	MA or BA+45						
33	\$95,166	\$98,212	\$99,166	\$102,212	\$100,166	\$103,212	\$95,255	\$108,188	\$121,813	\$139,323	\$108,188	\$75,377
34	\$95,166	\$98,212	\$99,166	\$102,212	\$100,166	\$103,212	\$95,255	\$108,188	\$121,813	\$139,323	\$108,188	\$75,377
35	\$99,925	\$103,122	\$104,125	\$107,322	\$105,175	\$108,372	\$100,018	\$113,598	\$127,904	\$146,290	\$113,598	\$79,146

UPDATED 5/22/23

Education for Change FY24 Salaries: *Education Support Staff (CEFC-ESS Bargaining Unit)*

\$102,315.36

PER CEFC ESS - EFC COLLECTIVE BARGAINING AGREEMENT (UPDATED for FY24)

Step	ESS I: Cafeteria Worker SSA Traffic Monitor Yard Duty	ESS II: Cafeteria Manager Custodian Junior Office Manager	ESS III: Academic/Behavioral Intervention Aide School Minivan Driver Instructional Aide IT Support Technician Office Manager Tutor	ESS IV: Family and Community Coordinator Learning Guide	ESS V: Associate Dean of Culture Community Partner Lead Outdoor Ed & Activities Coordinator	ESS VI: Operations Support Specialist Site Operations Support Specialist Speech Language Pathologist Assistant Student Recruitment Specialist	ESS VII: Data Manager Development & Communications Manager HR Clerk Payroll Manager Talent Acquisition Manager ELO Site Manager SPED Operations Manager
1	\$23.00	\$24.38	\$25.84	\$27.69	\$29.97	\$35.12	\$41.14
2	\$23.46	\$24.87	\$26.36	\$28.24	\$30.57	\$35.81	\$41.97
3	\$23.93	\$25.36	\$26.89	\$28.80	\$31.18	\$36.53	\$42.81
4	\$24.41	\$25.87	\$27.42	\$29.39	\$31.81	\$37.26	\$43.66
5	\$24.90	\$26.39	\$27.97	\$29.97	\$32.44	\$38.01	\$44.53
6	\$25.39	\$26.92	\$28.53	\$30.57	\$33.08	\$38.76	\$45.43
7	\$25.90	\$27.46	\$29.10	\$31.18	\$33.74	\$39.54	\$46.34
8	\$26.42	\$28.00	\$29.69	\$31.81	\$34.42	\$40.34	\$47.25
9	\$26.95	\$28.57	\$30.28	\$32.44	\$35.12	\$41.14	\$48.21
10	\$27.49	\$29.14	\$30.88	\$33.08	\$35.81	\$41.97	\$49.17
11	\$28.04	\$29.72	\$31.50	\$33.74	\$36.53	\$42.81	\$50.15
12	\$28.60	\$30.31	\$32.13	\$34.42	\$37.26	\$43.66	\$51.16
13	\$29.17	\$30.92	\$32.77	\$35.12	\$38.01	\$44.53	\$52.18
14	\$29.75	\$31.54	\$33.43	\$35.81	\$38.76	\$45.43	\$53.22
15	\$30.35	\$32.17	\$34.10	\$36.53	\$39.54	\$46.34	\$54.29
16	\$30.95	\$32.81	\$34.78	\$37.26	\$40.34	\$47.25	\$55.37
17	\$31.57	\$33.47	\$35.48	\$38.01	\$41.14	\$48.21	\$56.48
18	\$32.21	\$34.14	\$36.19	\$38.76	\$41.97	\$49.17	\$57.61

UPDATED 5/22/23

Education for Change FY24 Salaries: *Education Support Staff (CEFC-ESS Bargaining Unit)*

\$102,315.36

PER CEFC ESS - EFC COLLECTIVE BARGAINING AGREEMENT (UPDATED for FY24)

Step	ESS I: Cafeteria Worker SSA Traffic Monitor Yard Duty	ESS II: Cafeteria Manager Custodian Junior Office Manager	ESS III: Academic/Behavioral Intervention Aide School Minivan Driver Instructional Aide IT Support Technician Office Manager Tutor	ESS IV: Family and Community Coordinator Learning Guide	ESS V: Associate Dean of Culture Community Partner Lead Outdoor Ed & Activities Coordinator	ESS VI: Operations Support Specialist Site Operations Support Specialist Speech Language Pathologist Assistant Student Recruitment Specialist	ESS VII: Data Manager Development & Communications Manager HR Clerk Payroll Manager Talent Acquisition Manager ELO Site Manager SPED Operations Manager
19	\$32.85	\$34.82	\$36.91	\$39.54	\$42.81	\$50.15	\$58.76
20	\$33.51	\$35.52	\$37.65	\$40.34	\$43.66	\$51.16	\$59.94
21	\$34.18	\$36.23	\$38.40	\$41.14	\$44.53	\$52.18	\$61.13
22	\$34.86	\$36.95	\$39.17	\$41.97	\$45.43	\$53.22	\$62.36
23	\$35.56	\$37.69	\$39.95	\$42.81	\$46.34	\$54.29	\$63.61
24	\$36.27	\$38.44	\$40.75	\$43.66	\$47.25	\$55.37	\$64.87
25	\$36.99	\$39.21	\$41.57	\$44.53	\$48.21	\$56.48	\$66.17
26	\$36.99	\$39.21	\$41.57	\$44.53	\$48.21	\$56.48	\$66.17
27	\$36.99	\$39.21	\$41.57	\$44.53	\$48.21	\$56.48	\$66.17
28	\$36.99	\$39.21	\$41.57	\$44.53	\$48.21	\$56.48	\$66.17
29	\$36.99	\$39.21	\$41.57	\$44.53	\$48.21	\$56.48	\$66.17
30	\$38.10	\$40.39	\$42.81	\$45.87	\$49.65	\$58.18	\$68.16
31	\$38.10	\$40.39	\$42.81	\$45.87	\$49.65	\$58.18	\$68.16
32	\$38.10	\$40.39	\$42.81	\$45.87	\$49.65	\$58.18	\$68.16
33	\$38.10	\$40.39	\$42.81	\$45.87	\$49.65	\$58.18	\$68.16
34	\$38.10	\$40.39	\$42.81	\$45.87	\$49.65	\$58.18	\$68.16
35	\$39.63	\$42.01	\$44.52	\$47.71	\$51.64	\$60.51	\$70.88

UPDATED 4/28/23

Education for Change FY24 Salaries: *Supervisory*

UPDATED FOR FY24

Step	Principal	Assistant Principal	AP of Instruction / School Culture	Board Certified Behavior Analyst	Operations Manager	Dean of Culture
1	\$125,556	\$109,408	\$82,451	\$78,375	\$78,375	\$67,925
2	\$129,323	\$112,691	\$84,512	\$80,334	\$80,334	\$69,623
3	\$133,202	\$116,071	\$86,625	\$82,343	\$82,343	\$71,364
4	\$137,199	\$119,553	\$88,790	\$84,401	\$84,401	\$73,148
5	\$141,314	\$123,139	\$91,010	\$86,511	\$86,511	\$74,976
6	\$145,553	\$126,834	\$93,285	\$88,674	\$88,674	\$76,851
7	\$149,921	\$130,639	\$95,617	\$90,891	\$90,891	\$78,772
8	\$154,418	\$134,558	\$98,008	\$93,163	\$93,163	\$80,741
9	\$159,051	\$138,595	\$100,458	\$95,492	\$95,492	\$82,760
10	\$163,822	\$142,753	\$102,969	\$97,880	\$97,880	\$84,829
11	\$163,822	\$142,753	\$105,544	\$100,327	\$100,327	\$86,950
12	\$167,098	\$145,608	\$108,182	\$102,835	\$102,835	\$89,123
13	\$167,098	\$145,608	\$108,182	\$102,835	\$102,835	\$89,123
14	\$167,098	\$145,608	\$108,182	\$102,835	\$102,835	\$89,123
15	\$167,098	\$145,608	\$108,182	\$102,835	\$102,835	\$89,123
16	\$172,111	\$149,976	\$111,428	\$105,920	\$105,920	\$91,797
17	\$172,111	\$149,976	\$111,428	\$105,920	\$105,920	\$91,797
18	\$172,111	\$149,976	\$111,428	\$105,920	\$105,920	\$91,797
19	\$172,111	\$149,976	\$111,428	\$105,920	\$105,920	\$91,797
20	\$178,995	\$155,975	\$115,885	\$110,157	\$110,157	\$95,469