

**Compensation**

**Minimum Teachers' Salary**

Beginning with the 2025-26 school year and thereafter, the minimum teachers' salary will be Forty Thousand Dollars (\$40,000) per school year.

Full-time teachers with a master's degree and at least ten (10) years of teacher experience in a public school(s) will receive Thirty-three Thousand Dollars (\$33,000) minimum salary for the 2025-26 school year. For the 2025-26 school year, the minimum teaching salary for any full-time teacher with a master's degree in an academic teaching field directly related to the teacher's assignment and possession of at least ten (10) years teaching experience in a public school(s) will be Forty-six Thousand Dollars (\$46,000).

1. In the 2026-27 school year, such minimum salary will be Forty-seven Thousand Dollars (\$47,000).
2. In the 2027-28 school year, such minimum salary will be Forty-eight Thousand Dollars (\$48,000).
3. In the 2028-29 school year and in subsequent years, such minimum salaries will be adjusted annually by the percentage increase in the Consumer Price Index (CPI).

If the CPI report for January of a given year shows that inflation increased over the previous twelve (12) months, DESE will increase the minimum salary by the same percentage increase in inflation, not to exceed three percent (3%).

Modifications to the minimum teacher salaries will take effect on July 1 of each calendar year.

Subject to the appropriation of monies to the teacher baseline salary grant fund, the District will apply to DESE for a grant of monies from the teacher baseline grant fund to assist the District in increasing minimum teachers' salaries as provided in this policy.

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