



TEACHERS and NURSES SALARY SCHEDULE 2025-2026
Effective with the September 19, 2025 Paycheck

The state portion of the salary schedule is based on the provisions of the Annual Budget Bill. The local salary reflects the current contract between the Colonial School District Board of Education and the Colonial Education Association CEA/DSEA/NEA.

Step	No Degree				Bachelor's				Bachelor's + 15			
	State*	Local	Long	Total	State*	Local	Long	Total	State*	Local	Long	Total
1	35,353	15,307		50,660	36,760	15,903		52,663	38,168	16,517		54,685
2	35,703	15,689		51,392	37,114	16,303		53,417	38,523	16,903		55,426
3	36,020	16,303		52,323	37,465	16,903		54,368	38,873	17,508		56,381
4	37,288	16,903	1,000	55,191	38,696	17,508	1,000	57,204	40,105	18,710	1,000	59,815
5	38,346	16,866	1,000	56,212	39,649	18,067	1,000	58,716	40,917	19,275	1,000	61,192
6	39,649	17,630	1,000	58,279	40,917	18,881	1,000	60,798	42,220	20,123	1,000	63,343
7	40,917	18,543	1,800	61,260	42,220	19,784	1,800	63,804	43,488	21,034	1,800	66,322
8	42,220	19,552	1,800	63,572	43,488	20,802	1,800	66,090	44,756	22,046	1,800	68,602
9	43,488	20,782	1,800	66,070	44,756	22,026	1,800	68,582	46,059	23,272	1,800	71,131
10	44,756	22,006	1,800	68,562	46,059	23,550	1,800	71,409	47,327	24,491	1,800	73,618
11	46,059	23,231	2,500	71,790	47,402	24,471	2,500	74,373	48,594	25,712	2,500	76,806
12	46,059	24,448	2,500	73,007	47,402	25,688	2,500	75,590	49,898	26,925	2,500	79,323
13	46,059	25,665	2,500	74,224	47,402	26,900	2,500	76,802	51,237	28,144	2,500	81,881
14	46,059	26,875	2,500	75,434	47,402	28,118	2,500	78,020	51,237	29,355	2,500	83,092
15	46,059	28,092	3,500	77,651	47,402	29,327	3,500	80,229	51,237	30,562	3,500	85,299
16-18	46,059	30,832	3,500	80,391	47,402	32,379	3,500	83,281	51,237	32,681	3,500	87,418
19-24	46,059	30,832	4,600	81,491	47,402	32,379	4,600	84,381	51,237	32,681	4,600	88,518
25+	46,059	30,832	5,600	82,491	47,402	32,379	5,600	85,381	51,237	32,681	5,600	89,518

Step	Bachelor's + 30				Master's				Master's + 15			
	State	Local	Long	Total	State	Local	Long	Total	State	Local	Long	Total
1	39,577	17,117		56,694	41,689	18,322		60,011	43,098	19,527		62,625
2	39,931	17,508		57,439	42,043	19,312		61,355	43,452	20,521		63,973
3	40,282	18,710		58,992	42,394	20,521		62,915	43,802	21,724		65,526
4	41,517	19,918	1,000	62,435	43,629	21,724	1,000	66,353	45,036	22,932	1,000	68,968
5	42,220	20,283	1,000	63,503	44,120	22,289	1,000	67,409	45,387	23,490	1,000	69,877
6	43,488	21,373	1,000	65,861	45,387	23,242	1,000	69,629	46,691	24,490	1,000	72,181
7	44,756	22,280	1,800	68,836	46,691	24,148	1,800	72,639	47,958	25,399	1,800	75,157
8	46,059	23,294	1,800	71,153	47,958	25,162	1,800	74,920	49,262	26,403	1,800	77,465
9	47,327	24,514	1,800	73,641	51,165	26,378	1,800	79,343	52,432	27,617	1,800	81,849
10	48,594	25,736	1,800	76,130	52,432	27,591	1,800	81,823	53,732	28,843	1,800	84,375
11	49,898	26,949	2,500	79,347	53,732	28,818	2,500	85,050	55,003	30,054	2,500	87,557
12	51,165	28,170	2,500	81,835	55,003	30,026	2,500	87,529	56,303	31,263	2,500	90,066
13	52,432	29,382	2,500	84,314	56,303	31,236	2,500	90,039	57,570	32,481	2,500	92,551
14	53,732	30,590	2,500	86,822	57,570	32,451	2,500	92,521	58,842	34,307	2,500	95,649
15	55,064	31,802	3,500	90,366	58,842	33,654	3,500	95,996	60,142	36,126	3,500	99,768
16-18	55,064	33,744	3,500	92,308	60,142	36,484	3,500	100,126	61,471	39,932	3,500	104,903
19-24	55,064	33,744	4,600	93,408	60,142	36,484	4,600	101,226	61,471	39,932	4,600	106,003
25+	55,064	33,744	5,600	94,408	60,142	36,484	5,600	102,226	61,471	39,932	5,600	107,003

Step	Master's + 30				Master's + 45				Doctorate			
	State	Local	Long	Total	State	Local	Long	Total	State	Local	Long	Total
1	44,506	20,132		64,638	45,918	20,735		66,653	47,327	21,333		68,660
2	44,859	21,118		65,977	46,268	21,724		67,992	47,676	22,327		70,003
3	45,211	22,326		67,537	46,622	22,932		69,554	48,030	23,532		71,562
4	46,445	23,532	1,000	70,977	47,853	24,132	1,000	72,985	49,262	24,740	1,000	75,002
5	46,972	24,097	1,000	72,069	48,381	24,695	1,000	74,076	49,789	25,300	1,000	76,089
6	47,958	25,118	1,000	74,076	49,262	25,743	1,000	76,005	50,529	26,365	1,000	77,894
7	49,262	26,020	1,800	77,082	50,529	26,640	1,800	78,969	51,797	27,262	1,800	80,859
8	50,529	27,023	1,800	79,352	51,797	27,643	1,800	81,240	53,100	28,273	1,800	83,173
9	53,732	28,248	1,800	83,780	55,003	28,870	1,800	85,673	56,303	29,490	1,800	87,593
10	55,003	29,464	1,800	86,267	56,303	30,082	1,800	88,185	57,570	30,704	1,800	90,074
11	56,303	30,675	2,500	89,478	57,570	31,292	2,500	91,362	58,842	32,541	2,500	93,883
12	57,570	31,891	2,500	91,961	58,842	32,511	2,500	93,853	60,142	34,372	2,500	97,014
13	58,842	33,716	2,500	95,058	60,142	34,340	2,500	96,982	61,409	34,958	2,500	98,867
14	60,142	35,542	2,500	98,184	61,409	36,160	2,500	100,069	62,676	36,784	2,500	101,960
15	61,409	37,366	3,500	102,275	62,676	37,986	3,500	104,162	63,980	38,604	3,500	106,084
16	62,676	41,624	3,500	107,800	63,980	41,757	3,500	109,237	65,247	42,547	3,500	111,294
17-18	63,970	41,624	4,600	110,194	65,312	41,757	4,600	111,669	66,541	42,547	4,600	113,688
19-24	63,970	41,624	4,600	110,194	65,312	41,757	4,600	111,669	66,541	42,547	4,600	113,688
25+	63,970	41,624	5,600	111,194	65,312	41,757	5,600	112,669	66,541	42,547	5,600	114,688

*Individuals in the No Degree, Bachelor's and Bachelor's + 15 categories who meet the requirements of Title 14 § 1305(a)(1)-(8) will be paid in accordance with the provisions therein. These individuals will be entitled to the appropriate local salary for which they qualify without restrictions.

The Colonial School District shall not discriminate in its employment practices or its educational programs and activities of students on the basis of race, creed, color, religion, national origin, age, sex, sexual orientation, domicile, marital status, disability, genetic information, veteran status, or any legally protected characteristic.