

| NEW EDUCATION SYSTEM (NES) SCHOOLS ELEMENTARY SCHOOL TEACHER PAY SCALE SALARY TABLE | | | |
|---|-----------|------------|--|
| POSITION | MINIMUM | MAXIMUM | MINIMUM FOR HIGH PERFORMERS WITH 3YRS EXP. |
| Pre-K | \$ 66,000 | \$ 91,000 | \$ 71,000 |
| Kindergarten | \$ 66,000 | \$ 91,000 | \$ 71,000 |
| 1st Grade | \$ 66,000 | \$ 91,000 | \$ 71,000 |
| 2nd Grade ELA | \$ 73,000 | \$ 98,000 | \$ 78,000 |
| 2nd Grade Science of Reading | \$ 73,000 | \$ 98,000 | \$ 78,000 |
| 2nd Grade Math | \$ 68,000 | \$ 93,000 | \$ 73,000 |
| 2nd Grade Science | \$ 68,000 | \$ 93,000 | \$ 73,000 |
| 3rd Grade ELA | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 3rd Grade Science of Reading | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 3rd Grade Math | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 3rd Grade Science | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 3rd Grade Art of Thinking | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 3rd Grade Social Studies | \$ 73,000 | \$ 98,000 | \$ 78,000 |
| 4th Grade ELA | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 4th Grade Science of Reading | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 4th Grade Math | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 4th Grade Science | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 4th Grade Art of Thinking | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 4th Grade Social Studies | \$ 73,000 | \$ 98,000 | \$ 78,000 |
| 5th Grade ELA | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 5th Grade Science of Reading | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 5th Grade Math | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 5th Grade Science | \$ 75,000 | \$ 100,000 | \$ 80,000 |
| 5th Grade Art of Thinking | \$ 80,000 | \$ 105,000 | \$ 85,000 |
| 5th Grade Social Studies | \$ 73,000 | \$ 98,000 | \$ 78,000 |
| Elective classes | \$ 63,000 | \$ 88,000 | \$ 68,000 |
| Learning Coach | \$ 53,000 | \$ 78,000 | \$ 58,000 |
| Teacher Apprentice | \$ 68,000 | \$ 93,000 | \$ 73,000 |
| Special Education | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| Special Education Support | \$ 55,000 | \$ 80,000 | \$ 60,000 |

| NES ADMINISTRATION SALARY TABLE | |
|---------------------------------|------------|
| POSITION | SALARY |
| Principal | \$ 140,000 |
| Asst. Principal | \$ 90,000 |
| Dean of Students | \$ 70,000 |
| Counselor | \$ 80,000 |
| Nurse | \$ 65,000 |
| Office Manager | \$ 55,000 |
| Asst. Office Manager | \$ 45,000 |
| Cafeteria manager | \$ 35,000 |
| Copy clerk | \$ 35,000 |

**NEW EDUCATION SYSTEM (NES) SCHOOLS MIDDLE SCHOOL PAY SCALE
SALARY TABLE**

| POSITION | MINIMUM | MAXIMUM | MINIMUM HIGH PERFORMERS WITH 3 YRS. EXP |
|------------------------------|----------------|----------------|--|
| 6th Grade ELA | \$ 86,000 | \$ 111,000 | \$ 91,000 |
| 6th Grade Science of Reading | \$ 86,000 | \$ 111,000 | \$ 91,000 |
| 6th Grade Math | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 6th Grade Science | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 6th Grade Art of Thinking | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 6th Grade Social studies | \$ 74,000 | \$ 99,000 | \$ 79,000 |
| 7th Grade ELA | \$ 84,000 | \$ 109,000 | \$ 89,000 |
| 7th Grade Science of Reading | \$ 84,000 | \$ 109,000 | \$ 89,000 |
| 7th Grade Math | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 7th Grade Science | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 7th Grade Art of Thinking | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 7th Grade Social studies | \$ 74,000 | \$ 99,000 | \$ 79,000 |
| 8th Grade ELA | \$ 84,000 | \$ 109,000 | \$ 89,000 |
| 8th Grade Science of Reading | \$ 84,000 | \$ 109,000 | \$ 89,000 |
| 8th Grade Math | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 8th Grade Science | \$ 81,000 | \$ 106,000 | \$ 86,000 |
| 8th Grade Art of Thinking | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| 8th Grade Social studies | \$ 74,000 | \$ 99,000 | \$ 79,000 |
| Elective Teachers | \$ 65,000 | \$ 90,000 | \$ 70,000 |
| Reading Interventionist | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| ELD Interventionist | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| Teacher Apprentice | \$ 68,000 | \$ 93,000 | \$ 73,000 |
| Special Education | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| Special Education Support | \$ 55,000 | \$ 80,000 | \$ 60,000 |

NES ADMINISTRATION SALARY TABLE

| POSITION | SALARY |
|----------------------|---------------|
| Principal | \$ 150,000 |
| Asst. Principal | \$ 95,000 |
| Dean of Students | \$ 75,000 |
| Counselor | \$ 85,000 |
| Nurse | \$ 65,000 |
| Office Manager | \$ 55,000 |
| Asst. Office Manager | \$ 45,000 |
| Cafeteria manager | \$ 35,000 |
| Copy clerk | \$ 35,000 |
| Registrar | TBD |

| NEW EDUCATION SYSTEM (NES) SCHOOLS HIGH SCHOOL PAY SCALE SALARY TABLE | | | |
|--|----------------|----------------|---|
| POSITION | MINIMUM | MAXIMUM | MINIMUM HIGH PERFORMERS WITH 3 YRS EXP |
| Algebra/Strategic Math/PreAP | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| Geometry/ Algebra II/PreAP | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Geometry/Pre-Cal | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| English I/PreAP/Reading I | \$ 90,000 | \$ 115,000 | \$ 95,000 |
| English II/Reading II | \$ 90,000 | \$ 115,000 | \$ 95,000 |
| ENG I and II ESOL | \$ 88,000 | \$ 113,000 | \$ 93,000 |
| ENG III/AP | \$ 88,000 | \$ 113,000 | \$ 93,000 |
| ENG IV/AP | \$ 88,000 | \$ 113,000 | \$ 93,000 |
| Environmental Systems | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Environmental/BIO PreAP | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Chemistry/PreAP | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Physics/PreAP | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Anatomy/Chemistry | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| African American | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| AA Studies/AP Human Geography | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| World History/AP | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| AP US HIST/World Hist | \$ 83,000 | \$ 108,000 | \$ 88,000 |
| Government/Economics/AP | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| Art of Thinking | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| LOTE (Span 1) | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| LOTE (Span 1/2) | \$ 76,000 | \$ 101,000 | \$ 81,000 |
| Fine Arts, ROTC, Electives, Health | \$ 70,000 | \$ 95,000 | \$ 75,000 |
| SPED (all) | \$ 85,000 | \$ 110,000 | \$ 90,000 |
| CTE | \$ 76,000 | \$ 101,000 | \$ 81,000 |

| NES ADMINISTRATION SALARY TABLE | |
|--|---------------|
| POSITION | SALARY |
| Principal | \$ 160,000 |
| Asst. Principal | \$ 95,000 |
| Dean of Students | \$ 75,000 |
| Counselor | \$ 85,000 |
| Dyad Coordinator | \$ 75,000 |
| Nurse | \$ 65,000 |
| Office Manager | \$ 55,000 |
| Asst. Office Manager | \$ 45,000 |
| Cafeteria manager | \$ 35,000 |
| Copy clerk | \$ 35,000 |
| Registrar | TBD |