



Educator PhD Salary Guide - 2023-2024		Educator PhD Guide SY24-25		Educator PhD Guide SY25-26		Educator PhD Guide SY26-27		Educator PhD Guide SY27-28		Educator PhD Guide SY28-29	
Step -> SY24-25	Guide	Step	Guide	Step	Guide	Step	Guide	Step	Guide	Step	Guide
										A	\$79,900
								A	\$77,375	B	\$80,150
						A	\$74,750	B	\$77,875	C	\$80,400
				A	\$71,375	B	\$75,250	C	\$78,375	D	\$80,900
		A (1)	\$69,100	B	\$71,875	C	\$75,750	D	\$78,875	E	\$81,400
1 -> B	\$66,000	B (2)	\$69,350	C	\$72,375	D	\$76,250	E	\$79,375	F	\$81,900
2 -> C	\$66,000	C (3)	\$69,600	D	\$72,875	E	\$76,750	F	\$79,875	G	\$82,275
3 -> D	\$66,000	D (4)	\$70,100	E	\$73,375	F	\$77,750	G	\$80,875	H	\$83,025
4 -> D	\$66,000	E (5)	\$70,600	F	\$74,375	G	\$78,750	H	\$81,625	I	\$84,275
5-6 -> E	\$66,000	F (6)	\$71,100	G	\$75,375	H	\$80,250	I	\$83,625	J	\$86,275
7 -> F	\$66,000	G (7)	\$72,725	H	\$76,375	I	\$81,750	J	\$85,625	K	\$90,900
8 -> F	\$67,400	H (8)	\$75,225	I	\$78,875	J	\$84,750	K	\$90,125	L	\$96,400
9 -> G	\$68,000	I (9)	\$78,100	J	\$83,375	K	\$89,250	L	\$95,750	M	\$102,900
10 ->G	\$70,100	J (10)	\$82,225	K	\$88,375	L	\$95,125	M	\$102,000	N	\$110,150
11 -> H	\$71,200	K (11)	\$87,225	L	\$94,375	M	\$101,250	N	\$109,500	O	\$116,900
12-13 -> J	\$75,100	L (12)	\$92,225	M	\$100,625	N	\$108,750	O	\$115,625	P	\$124,900
14-15 -> K	\$82,000	M (13)	\$99,725	N	\$107,625	O	\$112,250	P	\$119,625	P	\$124,900
16 -> L	\$87,000	N (14)	\$106,225	O	\$109,625	P	\$114,750	P	\$119,625	P	\$124,900
17 -> M	\$92,000	O (15)	\$107,225	P	\$111,625	P	\$114,750	P	\$119,625	P	\$124,900
18 -> N	\$99,505	P (16)	\$109,100	P	\$111,625	P	\$114,750	P	\$119,625	P	\$124,900
19 -> O	\$106,010										
20 -> P	\$107,010										

Legacy MA 2023-2024 ----> Earned MA Guide											
Step -> SY24-25		MA 2024-2025		2025-2026		2026-2027		2027-2028		2028-2029	
11-13 -> MA-K	\$73,200	K (11)	\$85,125	12	\$92,125	13	\$98,750	14	\$106,500	15	\$113,500
14 -> MA-L	\$80,300	L (12)	\$90,125	13	\$98,375	14	\$106,250	15	\$112,625	16	\$121,500
15 -> MA-M	\$85,800	M (13)	\$97,625	14	\$105,375	15	\$109,750	16	\$116,625	16	\$121,500
16 -> MA-N	\$94,265	N (14)	\$104,125	15	\$107,375	16	\$112,250	16	\$116,625	16	\$121,500
17 -> MA-O	\$102,300	O (15)	\$105,125	16	\$109,375	16	\$112,250	16	\$116,625	16	\$121,500
18 -> MA-O	\$103,300										

Legacy PhD 2023-2024 ----> Earned PhD Guide											
Step -> SY24-25		PhD SY2024-2025		PhD SY2025-2026		PhD SY2026-2027		PhD SY2027-2028		PhD SY2028-2029	
12-13 -> Phd-J	\$74,600	J	\$82,225	11	\$88,375	12	\$95,125	13	\$102,000	14	\$110,150
14 -> Phd-K	\$81,600	K	\$87,225	12	\$94,375	13	\$101,250	14	\$109,500	15	\$116,900
15 -> Phd-M	\$87,600	L	\$92,225	13	\$100,625	14	\$108,750	15	\$115,625	16	\$124,900
16 -> Phd-N	\$96,460	M	\$99,725	14	\$107,625	15	\$112,250	16	\$119,625	16	\$124,900
17 -> Phd-O	\$104,743	N	\$106,225	15	\$109,625	16	\$114,750	16	\$119,625	16	\$124,900
18 -> Phd-P	\$105,743	O	\$107,225	16	\$111,625	16	\$114,750	16	\$119,625	16	\$124,900
		P	\$109,100	16	\$111,625	16	\$114,750	16	\$119,625	16	\$124,900

CST 2023-2024 -----> Earned MA Guide											
CST 2023-2024		SY2024-2025		SY2025-2026		SY2026-2027		SY2027-2028		SY2028-2029	
Step -> SY24-25	Guide										
1 -> MA-B	\$59,000	B (2)	\$67,250	3	\$70,125	4	\$73,750	5	\$76,375	6	\$78,500
2 -> MA-C	\$60,200	C (3)	\$67,500	4	\$70,625	5	\$74,250	6	\$76,875	7	\$78,875
3 -> MA-D	\$61,400	D (4)	\$68,000	5	\$71,125	6	\$75,250	7	\$77,875	8	\$79,625
4 -> MA-D	\$62,700	E (5)	\$68,500	6	\$72,125	7	\$76,250	8	\$78,625	9	\$80,875
5 -> MA-E	\$63,900	F (6)	\$69,000	7	\$73,125	8	\$77,750	9	\$80,625	10	\$82,875
6 -> MA-G	\$65,900	G (7)	\$70,625	8	\$74,125	9	\$79,250	10	\$82,625	11	\$87,500
7 -> MA-G	\$67,100	H (8)	\$73,125	9	\$76,625	10	\$82,250	11	\$87,125	12	\$93,000
8 -> MA-H	\$68,900	I (9)	\$76,000	10	\$81,125	11	\$86,750	12	\$92,750	13	\$99,500
9 -> MA-J	\$72,700	J (10)	\$80,125	11	\$86,125	12	\$92,625	13	\$99,000	14	\$106,750
10 -> MA-K	\$75,300	K (11)	\$85,125	12	\$92,125	13	\$98,750	14	\$106,500	15	\$113,500
11 -> MA-L	\$78,500	L (12)	\$90,125	13	\$98,375	14	\$106,250	15	\$112,625	16	\$121,500
12 -> MA-M	\$84,000	M (13)	\$97,625	14	\$105,375	15	\$109,750	16	\$116,625	16	\$121,500
13 -> MA-N	\$91,000	N (14)	\$104,125	15	\$107,375	16	\$112,250	16	\$116,625	16	\$121,500
14 -> MA-O	\$98,180	O (15)	\$105,125	16	\$109,375	16	\$112,250	16	\$116,625	16	\$121,500
15 -> MA-P	\$105,360	P (16)	\$107,000	17	\$109,375	16	\$112,250	16	\$116,625	16	\$121,500

Note: CST members who have their PhD would move to the equivalent step on the Earned PhD guide instead