

BASE YEAR

2022-23 Jersey City EA Teachers

Salary Guide

Step	BA	MA	MA32	PhD
A	61,000	64,800	68,600	72,400
B	61,000	64,800	68,600	72,400
C	61,000	64,800	68,600	72,400
D	61,000	64,800	68,600	72,400
E	61,000	64,800	68,600	72,400
F	61,000	64,800	68,600	72,400
G	61,000	64,800	68,600	72,400
H	61,000	64,800	68,600	72,400
I	66,530	70,330	74,130	77,930
J	74,030	77,830	81,630	85,430
K	81,530	85,330	89,130	92,930
L	89,030	92,830	96,630	100,430
M	96,530	100,330	104,130	107,930
M+	104,280	108,080	111,880	115,680

Scattergram

Step	BA	MA	MA32	PhD	Total	Percent
A	48.00	10.00	3.00	-	61.00	2.43%
B	41.00	27.00	7.00	-	75.00	2.98%
C	49.00	17.00	4.00	-	70.00	2.78%
D	32.00	-	-	1.00	33.00	1.31%
E	11.00	17.00	3.00	1.00	32.00	1.27%
F	33.00	34.00	8.00	-	75.00	2.98%
G	80.00	70.00	21.00	4.00	175.00	6.96%
H	56.00	53.00	16.00	1.00	126.00	5.01%
I	19.00	22.00	9.00	1.00	51.00	2.03%
J	76.00	59.00	32.00	1.00	168.00	6.68%
K	50.00	39.00	10.00	1.00	100.00	3.98%
L	61.00	57.00	23.00	2.00	143.00	5.69%
M	36.00	38.00	18.00	2.00	94.00	3.74%
M+	537.00	476.00	287.00	12.00	1,312.00	52.17%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		







YEAR 1**2023-24 Jersey City EA Teachers**

Salary Guide Step	BA	4,000 MA	8,000 MA32	12,000 PhD	239,100,037 -3
1	61,000	65,000	69,000	73,000	
2	61,500	65,500	69,500	73,500	
3	62,500	66,500	70,500	74,500	
4	63,500	67,500	71,500	75,500	
5	65,000	69,000	73,000	77,000	
6	68,000	72,000	76,000	80,000	
7	74,030	78,030	82,030	86,030	
8	81,530	85,530	89,530	93,530	
9	89,030	93,030	97,030	101,030	
10	96,530	100,530	104,530	108,530	
11	104,280	108,280	112,280	116,280	
12	106,780	110,780	114,780	118,780	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	89.00	37.00	10.00	-	136.00	5.41%
3	92.00	34.00	7.00	2.00	135.00	5.37%
4	33.00	34.00	8.00	-	75.00	2.98%
5	80.00	70.00	21.00	4.00	175.00	6.96%
6	56.00	53.00	16.00	1.00	126.00	5.01%
7	19.00	22.00	9.00	1.00	51.00	2.03%
8	76.00	59.00	32.00	1.00	168.00	6.68%
9	50.00	39.00	10.00	1.00	100.00	3.98%
10	61.00	57.00	23.00	2.00	143.00	5.69%
11	36.00	38.00	18.00	2.00	94.00	3.74%
12	537.00	476.00	287.00	12.00	1,312.00	52.17%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		



 
 

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YEAR 2
2024-25 Jersey City EA Teachers

Salary Guide Step	BA	4,000 MA	8,000 MA32	12,000 PhD	248,538,921 -9
1	61,250	65,250	69,250	73,250	
2	61,750	65,750	69,750	73,750	
3	62,750	66,750	70,750	74,750	
4	63,750	67,750	71,750	75,750	
5	65,250	69,250	73,250	77,250	
6	68,250	72,250	76,250	80,250	
7	74,250	78,250	82,250	86,250	
8	82,000	86,000	90,000	94,000	
9	90,000	94,000	98,000	102,000	
10	97,250	101,250	105,250	109,250	
11	105,000	109,000	113,000	117,000	
12	109,280	113,280	117,280	121,280	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	89.00	37.00	10.00	-	136.00	5.41%
4	92.00	34.00	7.00	2.00	135.00	5.37%
5	33.00	34.00	8.00	-	75.00	2.98%
6	80.00	70.00	21.00	4.00	175.00	6.96%
7	56.00	53.00	16.00	1.00	126.00	5.01%
8	19.00	22.00	9.00	1.00	51.00	2.03%
9	76.00	59.00	32.00	1.00	168.00	6.68%
10	50.00	39.00	10.00	1.00	100.00	3.98%
11	61.00	57.00	23.00	2.00	143.00	5.69%
12	573.00	514.00	305.00	14.00	1,406.00	55.90%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

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YEAR 3

2025-26 Jersey City EA Teachers

Salary Guide Step	BA	MA	MA32	PhD	
		4,000	8,000	12,000	258,532,208
					-12
1	61,500	65,500	69,500	73,500	
2	62,000	66,000	70,000	74,000	
3	63,000	67,000	71,000	75,000	
4	64,000	68,000	72,000	76,000	
5	65,500	69,500	73,500	77,500	
6	68,500	72,500	76,500	80,500	
7	74,600	78,600	82,600	86,600	
8	83,000	87,000	91,000	95,000	
9	91,000	95,000	99,000	103,000	
10	98,250	102,250	106,250	110,250	
11	105,250	109,250	113,250	117,250	
12	111,780	115,780	119,780	123,780	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	89.00	37.00	10.00	-	136.00	5.41%
5	92.00	34.00	7.00	2.00	135.00	5.37%
6	33.00	34.00	8.00	-	75.00	2.98%
7	80.00	70.00	21.00	4.00	175.00	6.96%
8	56.00	53.00	16.00	1.00	126.00	5.01%
9	19.00	22.00	9.00	1.00	51.00	2.03%
10	76.00	59.00	32.00	1.00	168.00	6.68%
11	50.00	39.00	10.00	1.00	100.00	3.98%
12	634.00	571.00	328.00	16.00	1,549.00	61.59%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

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Year 4
2026-27 Jersey City EA Teachers

Salary Guide Step	BA	4,000 MA	8,000 MA32	12,000 PhD	269,052,517 11,567
1	63,000	67,000	71,000	75,000	
2	64,000	68,000	72,000	76,000	
3	65,000	69,000	73,000	77,000	
4	66,000	70,000	74,000	78,000	
5	66,680	70,680	74,680	78,680	
6	70,000	74,000	78,000	82,000	
7	76,000	80,000	84,000	88,000	
8	84,000	88,000	92,000	96,000	
9	91,000	95,000	99,000	103,000	
10	98,250	102,250	106,250	110,250	
11	105,250	109,250	113,250	117,250	
12	114,280	118,280	122,280	126,280	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	89.00	37.00	10.00	-	136.00	5.41%
6	92.00	34.00	7.00	2.00	135.00	5.37%
7	33.00	34.00	8.00	-	75.00	2.98%
8	80.00	70.00	21.00	4.00	175.00	6.96%
9	56.00	53.00	16.00	1.00	126.00	5.01%
10	19.00	22.00	9.00	1.00	51.00	2.03%
11	76.00	59.00	32.00	1.00	168.00	6.68%
12	684.00	610.00	338.00	17.00	1,649.00	65.57%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

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18/5/80

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BASE YEAR

2022-23 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spec

Salary Guide**Step****MA****MA32****PhD**

1	70,950	74,750	78,550
2	73,800	77,600	81,400
3	76,650	80,450	84,250
4	79,500	83,300	87,100
5	82,350	86,150	89,950
6	85,720	89,520	93,320
7	89,090	92,890	96,690
8	92,460	96,260	100,060
9	95,830	99,630	103,430
10	99,160	102,960	106,760
11	102,590	106,390	110,190
12	106,120	109,920	113,720
13	109,750	113,550	117,350

Scattergram**Step****MA****MA32****PhD****Total****Percent**

1	5.00	1.00	-	6.00	3.03%
2	29.00	7.00	-	36.00	18.18%
3	1.00	-	-	1.00	0.51%
4	5.00	4.00	-	9.00	4.55%
5	-	1.00	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	2.00	2.00	-	4.00	2.02%
8	3.00	1.00	-	4.00	2.02%
9	1.00	1.00	1.00	3.00	1.52%
10	2.00	5.00	-	7.00	3.54%
11	-	-	1.00	1.00	0.51%
12	5.00	7.00	1.00	13.00	6.57%
13	11.00	87.00	6.00	104.00	52.53%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		




KR CD

YEAR 1

2023-24 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Speech)

Salary Guide

Step	MA	MA32	PhD	
1	71,450	75,250	79,050	500
2	74,300	78,100	81,900	500
3	77,150	80,950	84,750	500
4	80,000	83,800	87,600	500
5	82,850	86,650	90,450	500
6	86,220	90,020	93,820	500
7	89,590	93,390	97,190	500
8	92,960	96,760	100,560	500
9	96,330	100,130	103,930	500
10	99,660	103,460	107,260	500
11	103,090	106,890	110,690	500
12	107,370	111,170	114,970	1,250
	112,250	116,050	119,850	2,500

Scattergram

Step	MA	MA32	PhD	Total	Percent
1	5.00	1.00	-	6.00	3.03%
2	29.00	7.00	-	36.00	18.18%
3	1.00	-	-	1.00	0.51%
4	5.00	4.00	-	9.00	4.55%
5	-	1.00	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	2.00	2.00	-	4.00	2.02%
8	3.00	1.00	-	4.00	2.02%
9	1.00	1.00	1.00	3.00	1.52%
10	2.00	5.00	-	7.00	3.54%
11	-	-	1.00	1.00	0.51%
12	5.00	7.00	1.00	13.00	6.57%
13	11.00	87.00	6.00	104.00	52.53%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

CB 1/8/24 R. G. J. D. J.

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YEAR 2

2024-25 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Speech Therapists)

Salary Guide

Step	MA	MA32	PhD	
1-2	74,800	78,600	82,400	500
3	77,650	81,450	85,250	500
4	80,500	84,300	88,100	500
5	83,350	87,150	90,950	500
6	86,720	90,520	94,320	500
7	90,090	93,890	97,690	500
8	93,460	97,260	101,060	500
9	96,830	100,630	104,430	500
10	100,160	103,960	107,760	500
11	103,590	107,390	111,190	500
12	108,370	112,170	115,970	1000
13	114,750	118,550	122,350	2500

Scattergram

Step	MA	MA32	PhD	Total	Percent
0	-	-	-	-	-
1-2	5.00	1.00	-	6.00	3.03%
3	29.00	7.00	-	36.00	18.18%
4	1.00	-	-	1.00	0.51%
5	5.00	4.00	-	9.00	4.55%
6	-	1.00	-	1.00	0.51%
7	5.00	4.00	-	9.00	4.55%
8	2.00	2.00	-	4.00	2.02%
9	3.00	1.00	-	4.00	2.02%
10	1.00	1.00	1.00	3.00	1.52%
11	2.00	5.00	-	7.00	3.54%
12	-	-	1.00	1.00	0.51%
13	16.00	94.00	7.00	117.00	59.09%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

YEAR 3**2025-26 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spec****Salary Guide****Step****MA****MA32****PhD**

1	75,000	78,000	82,600	200
2-3	77,850	81,650	85,450	200
4	80,700	84,500	88,300	200
5	83,550	87,350	91,150	200
6	86,920	90,720	94,520	200
7	90,290	94,090	97,890	200
8	93,660	97,460	101,260	200
9	97,030	100,830	104,630	200
10	100,360	104,160	107,960	200
11	103,790	107,590	111,390	200
12	109,370	113,170	116,970	1000
13	117,250	121,050	124,850	2500

Scattergram**Step****MA****MA32****PhD****Total****Percent**

0	-	-	-	-	-
1	-	-	-	-	-
2-3	5.00	1.00	-	6.00	3.03%
4	29.00	7.00	-	36.00	18.18%
5	1.00	-	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	-	1.00	-	1.00	0.51%
8	5.00	4.00	-	9.00	4.55%
9	2.00	2.00	-	4.00	2.02%
10	3.00	1.00	-	4.00	2.02%
11	1.00	1.00	1.00	3.00	1.52%
12	2.00	5.00	-	7.00	3.54%
13	16.00	94.00	8.00	118.00	59.60%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

Year 4

2026-27 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spec

Salary Guide**Step****MA****MA32****PhD**

1	75,500	79,300	83,100	500
2	78,350	82,150	85,950	500
3-4	81,200	85,000	88,800	500
5	84,050	87,850	91,650	500
6	87,420	91,220	95,020	500
7	90,790	94,590	98,390	500
8	94,160	97,960	101,760	500
9	97,530	101,330	105,130	500
10	100,860	104,660	108,460	500
11	104,290	108,090	111,890	500
12	110,370	114,170	117,970	1000
13	119,750	123,550	127,350	2500

Scattergram**Step****MA****MA32****PhD****Total****Percent**

0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3-4	5.00	1.00	-	6.00	3.03%
5	29.00	7.00	-	36.00	18.18%
6	1.00	-	-	1.00	0.51%
7	5.00	4.00	-	9.00	4.55%
8	-	1.00	-	1.00	0.51%
9	5.00	4.00	-	9.00	4.55%
10	2.00	2.00	-	4.00	2.02%
11	3.00	1.00	-	4.00	2.02%
12	1.00	1.00	1.00	3.00	1.52%
13	18.00	99.00	8.00	125.00	63.13%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		








BASE YEAR

2022-23 Jersey City EA Teacher Assistants

Salary Guide

Step	Co Sub	90	BA
A	30,081	31,307	34,312
B	30,581	31,807	34,812
C	31,081	32,307	35,312
D	31,581	32,807	35,812
E	32,081	33,307	36,312
F	33,799	35,025	38,030
G	35,517	36,743	39,748
H	37,235	38,461	41,466
I	38,953	40,179	43,184
J	40,671	41,897	44,902
K	42,389	43,615	46,628
OG			51,596

Scattergram

Step	Co Sub	90.00	BA	Total	Percent
A	1.00	-	8.00	9.00	5.84%
B	-	-	8.00	8.00	5.19%
C	-	-	-	-	-
D	-	-	-	-	-
E	-	-	-	-	-
F	-	-	1.00	1.00	0.65%
G	-	-	-	-	-
H	-	-	-	-	-
I	-	-	1.00	1.00	0.65%
J	-	-	-	-	-
K	36.00	17.00	1.00	54.00	35.06%
OG			81.00	81.00	52.60%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

YEAR 1**2023-24 Jersey City EA Teacher Assistants****Salary Guide**

7,314,045

Step**Co Sub****90****BA**

(29)

1	30,934	32,160	35,165
2	31,434	32,660	35,665
3	31,934	33,160	36,165
4	32,434	33,660	36,665
5	32,934	34,160	37,165
6	34,634	35,860	38,865
7	36,334	37,560	40,565
8	38,034	39,260	42,265
9	39,734	40,960	43,965
10	41,434	42,660	45,665
11	43,126	44,352	47,365
12	-	-	52,625

1,285

(0)

Scattergram**Step****Co Sub****90.00****BA****Total****Percent**

1	-	-	-	-	-
2	1.00	-	8.00	9.00	5.84%
3	-	-	8.00	8.00	5.19%
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	1.00	1.00	0.65%
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	1.00	1.00	0.65%
11	36.00	17.00	-	53.00	34.42%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

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YEAR 2
2024-25 Jersey City EA Teacher Assistants

Salary Guide				7,412,083
Step	Co Sub	90	BA	9
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	53,675	1,359
				0

Scattergram				Total	Percent
Step	Co Sub	90.00	BA		
1	-	-	-	-	-
2	-	-	-	-	-
3	1.00	-	8.00	9.00	5.84%
4	-	-	8.00	8.00	5.19%
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	-	-	-
8	-	-	1.00	1.00	0.65%
9	-	-	-	-	-
10	-	-	-	-	-
11	36.00	17.00	1.00	54.00	35.06%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

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YEAR 3

2025-26 Jersey City EA Teacher Assistants

Salary Guide Step	Co Sub	90	BA	7,510,655 231
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	54,750	1,413 1

Scattergram Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	1.00	-	8.00	9.00	5.84%
5	-	-	8.00	8.00	5.19%
6	-	-	-	-	-
7	-	-	-	-	-
8	-	-	-	-	-
9	-	-	1.00	1.00	0.65%
10	-	-	-	-	-
11	36.00	17.00	1.00	54.00	35.06%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		



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Year 4
2026-27 Jersey City EA Teacher Assistants

Salary Guide				7,629,089
Step	Co Sub	90	BA	180
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	55,850	1,362
				1

Scattergram					
Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	1.00	-	8.00	9.00	5.84%
6	-	-	8.00	8.00	5.19%
7	-	-	-	-	-
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	1.00	1.00	0.65%
11	36.00	17.00	-	53.00	34.42%
12	-	-	83.00	83.00	53.90%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

det
 B
 JR
 AS
 FR
 CB

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BASE YEAR**2022-23 Jersey City EA Attendance Counselors****Salary Guide**

Step	BA	MA	MA32
1	53,354	56,654	59,954
2	56,154	59,454	62,754
3	58,954	62,254	65,554
4	61,754	65,054	68,354
5	64,554	67,854	71,154
6	67,354	70,654	73,954
7	70,154	73,454	76,754
8	72,954	76,254	79,554
9	75,754	79,054	82,354
10	78,554	81,854	85,154
11	81,354	84,654	87,954
12	84,154	87,454	90,754
13	86,954	90,254	93,554
14	89,754	93,054	96,354

Scattergram

Step	BA	MA	MA32	Total	Percent
1	-	-	-	-	-
2	4.00	-	-	4.00	57.14%
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	1.00	-	1.00	14.29%
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		







YEAR 1**2023-24 Jersey City EA Attendance Counselors**

Salary Guide Step	BA	4,000 MA	8,000 MA32	481,980 2
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	100
11	86,954	90,954	94,954	100
12	92,254	96,254	100,254	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
1	4.00	-	-	4.00	57.14%
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	1.00	-	1.00	14.29%
6	-	-	-	-	-
7	-	1.00	-	1.00	14.29%
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

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YEAR 2**2024-25 Jersey City EA Attendance Counselors**

Salary Guide Step	BA	4,000 MA	8,000 MA32	501,879 601
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	100
11	86,954	90,954	94,954	100
12	94,754	98,754	102,754	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	4.00	-	-	4.00	57.14%
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	1.00	-	1.00	14.29%
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		







YEAR 3**2025-26 Jersey City EA Attendance Counselors**

Salary Guide Step	BA	4,000 MA	8,000 MA32	521,154 576
1	58,954	62,954	66,954	
2	61,754	65,754	69,754	
3	64,554	68,554	72,554	
4	67,354	71,354	75,354	
5	70,154	74,154	78,154	
6	72,954	76,954	80,954	
7	75,754	79,754	83,754	
8	78,554	82,554	86,554	
9	81,354	85,354	89,354	
10	84,154	88,154	92,154	
11	86,954	90,954	94,954	
12	97,254	101,254	105,254	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3	4.00	-	-	4.00	57.14%
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	1.00	-	1.00	14.29%
8	-	-	-	-	-
9	-	1.00	-	1.00	14.29%
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

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Year 4
2026-27 Jersey City EA Attendance Counselors

Salary Guide Step	BA	4,000 MA	8,000 MA32	541,396 1,518
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	1,000
11	86,954	90,954	94,954	2,000
12	99,754	103,754	107,754	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	4.00	-	-	4.00	57.14%
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	1.00	-	1.00	14.29%
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		


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FTE	Base Year 2021-22	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26
Teachers	\$ 2,462.00	\$ 223,571,920 4.338%	\$ 233,271,070 3.977%	\$ 242,548,550 4.063%	\$ 252,378,640 4.066%
Ed Services	198.00	\$ 19,095,310 5.647%	\$ 20,173,590 3.183%	\$ 20,817,670 2.787%	\$ 21,397,780 2.975%
Tchr Assts	154.00	\$ 7,157,650 2.185%	\$ 7,314,074 1.340%	\$ 7,412,074 1.327%	\$ 7,510,424 1.578%
Attend Couns	7.00	\$ 461,278 4.488%	\$ 481,978 4.004%	\$ 501,278 3.850%	\$ 520,578 3.707%
TOTALS	2,821.00	\$ 250,286,158	\$ 271,279,572	\$ 281,807,422	\$ 292,924,747
Difference		\$	\$ 10,954,554	\$ 10,527,850	\$ 11,117,325
Increment Cost			4.377%	3.843%	3.881%
Total Avg	1% = \$ 2,502,962				16.045%

Handwritten signatures and initials in blue ink, including a large signature at the top and several smaller initials below.

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LONGEVITY

CUMULATIVE TOTALS

A	16-19	539.00	1,000	539,000
B	20-24	733.00	2,000	1,466,000
C	25-29	160.00	3,700	592,000
D	30-34	49.00	5,400	264,600
E	35-39	21.00	7,400	155,400
F	40-44	7.00	9,400	65,800
G	45+	7.00	11,400	79,800
		1,516		3,162,600

Amounts

1,000
1,000
1,700
1,700
2,000
2,000
2,000

LONGEVITY MODIFICATION 1

A	16-19	539.00	1,500	808,500
B	20-24	733.00	3,500	2,565,500
C	25-29	160.00	5,700	912,000
D	30-34	49.00	8,300	406,700
E	35-39	21.00	10,300	216,300
F	40-44	7.00	12,300	86,100
G	45+	7.00	14,300	100,100
		1,516		5,095,200

NEW AMOUNTS

1,500
2,000
2,200
2,600
2,000
2,000
2,000

JAH
 J
 CB
 TA
 JR
 KR



Marilyn Molina <marilynmolina@jcea.org>

Fwd: FINAL Corrected Ed Services Guide

Reggie Graham <rgraham@jcea.org>

Mon, May 15, 2023 at 3:03 PM

To: Marilyn Molina <marilynmolina@jcea.org>

Sent from my iPhone

Begin forwarded message:

From: Daniel Suarez <dsuarez@njea.org>

Date: May 15, 2023 at 2:58:45 PM EDT

<cecchinibob@yahoo.com>, DENNIS FROHNAPFEL <dfrohnafel@jcboe.org>, Daniel Suarez
<dsuarez@njea.org>

Subject: FINAL Corrected Ed Services Guide

