

# Ednovate Teacher Salary Scale (25-26)

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Experience Step	Years as an Ednovate Teacher →			
	1 - 3 yrs	4 - 7 yrs	8 - 11 yrs	12+ yrs
1	\$70,250			
2	\$71,655			
3	\$73,088			
4	\$75,281	\$77,473		
5	\$77,539	\$79,798		
6	\$79,865	\$82,192		
7	\$82,261	\$84,657		
8	\$84,729	\$87,197	\$89,737	
9	\$86,424	\$88,941	\$91,980	
10	\$88,152	\$90,720	\$94,280	
11	\$89,915	\$92,534	\$96,637	
12	\$91,714	\$94,385	\$99,053	\$102,435
13	\$93,548	\$96,273	\$101,529	\$104,483
14	\$95,419	\$98,198	\$104,067	\$106,573
15*	\$97,327	\$100,162	\$106,669	\$108,705
16*	\$99,274	\$102,165	\$107,218	\$110,879
17*	\$101,259	\$104,208	\$109,362	\$113,096
18		\$106,293	\$111,549	\$115,358
19		\$108,418	\$113,780	\$117,665
20**		\$110,587	\$116,056	\$120,019
...	...	...	...	...

### Notes:

- Cells in **dark blue** represent the salary pathway for Ednovate teachers who start with us in year 1 of their teaching career and pursue a career at Ednovate.
- \*Like many district peers, the highest starting salary step for new-to-Ednovate teachers is Step 15. *No teachers will be hired at step 16 or above.*
- \*\*Teachers passing Step 20 of experience (eg. the "column") receive 2% increases each year and continue to move across the matrix (eg. the "rows") based on years at Ednovate.

### How is our teacher salary scale changing in 25-26?

Put simply, our goal is to offer pay that is higher than most of our competitors, that is transparent and consistent, and that rewards longevity within our system.

Our **top three parameters** for building and maintaining our teacher scale are:

- Higher than other systems:** Set teacher pay at each year of experience to be higher than almost all of our peers.
- Reward Experience:** Ensure a year over year increase that is baked into each step across all years of experience.
- Align with More Like Family:** Ensure larger steps in years 4, 8, 12 aligned with our *More Like Family* aspirations for advisory.

Our rationale for the above three parameters include:

- Beat our competitors:** After reviewing pay scales from 12 peers in LA and Orange County, we made sure that our teacher salaries are well above typical pay across experience levels. In this case, we defined "well above" as being above the 75th percentile of salaries across all years of experience.
- No limit on increases:** Your pay increases across every year of our scale as you join or stay with Ednovate. There is no "cap" on growth, even for highly experienced teachers.
- Celebrate teachers as they earn their More Like Family recognition:** Teachers who grow with us will see larger salary steps in going into their 4th, 8th, and 12th years.