

Paraeducator Scale

Step	ParaEducator - No Degree/Associates	ParaEducator - BA/MA
1	\$20.48	\$23.54
2	\$21.09	\$24.25
3	\$21.73	\$24.97
4	\$22.38	\$25.72
5	\$23.05	\$26.49
6	\$23.74	\$27.29
7	\$24.45	\$28.11
8	\$25.19	\$28.95
9	\$25.94	\$29.82
10	\$26.72	\$30.71
11	\$27.52	\$31.64
12	\$27.80	\$31.95
13	\$28.08	\$32.27
14	\$28.92	\$33.24
15	\$29.21	\$33.57
16	\$29.50	\$33.91
17	\$30.39	\$34.92
18	\$30.69	\$35.27
19	\$31.00	\$35.63
20	\$31.93	\$36.70
21	\$32.25	\$37.06
22	\$32.57	\$37.43
23	\$32.89	\$37.81
24	\$33.22	\$38.19
25*	\$34.22	\$39.33

*Once a staff member surpasses step 25 they receive a 2% increase every year.

Tutor Scale

Step	Tutor - No Degree/Associates	Tutor - BA & MA
1	\$42,435	\$48,801
2	\$43,708	\$50,265
3	\$45,019	\$51,773
4	\$46,370	\$53,326
5	\$47,761	\$54,927
6	\$49,194	\$56,574
7	\$50,670	\$58,272
8	\$52,190	\$60,019
9	\$53,756	\$61,820
10	\$55,368	\$63,674
11	\$57,029	\$65,585
12	\$57,600	\$66,240
13	\$58,176	\$66,903
14	\$59,921	\$68,910
15	\$60,520	\$69,599
16	\$61,125	\$70,295
17	\$62,959	\$72,404
18	\$63,589	\$73,128
19	\$64,224	\$73,859
20	\$66,151	\$76,075
21	\$66,813	\$76,836
22	\$67,481	\$77,604
23	\$68,156	\$78,380
24	\$68,837	\$79,164
25*	\$70,902	\$81,539

*Once a staff member surpasses step 25 they receive a 2% increase every year.



Carlos Rosario Compensation System 2025-2026

GED/NAT/CAT Teacher Scale

Step	Teacher Bachelors	Teacher - BA+15	Teacher Masters
1	\$63,000.00	\$65,000.00	\$71,000.00
2	\$64,889.76	\$66,949.75	\$73,840.00
3	\$66,836.45	\$68,958.24	\$76,793.60
4	\$68,841.99	\$71,027.45	\$79,865.34
5	\$70,907.81	\$73,158.85	\$83,059.96
6	\$73,035.08	\$75,353.65	\$86,382.36
7	\$75,226.17	\$77,614.30	\$89,837.65
8	\$77,482.26	\$79,942.01	\$93,431.16
9	\$79,806.72	\$82,340.27	\$97,168.40
10	\$82,200.92	\$84,810.48	\$101,055.14
11	\$84,666.95	\$87,354.79	\$105,097.34
12	\$85,513.62	\$88,228.34	\$106,148.32
13	\$86,368.76	\$89,110.62	\$107,209.80
14	\$88,959.82	\$91,783.94	\$110,426.09
15	\$89,849.42	\$92,701.78	\$111,530.36
16	\$90,747.91	\$93,628.80	\$112,645.66
17	\$93,470.35	\$96,437.66	\$116,025.03
18	\$94,405.05	\$97,402.04	\$117,185.28
19	\$95,349.10	\$98,376.06	\$118,357.13
20	\$98,209.58	\$101,327.34	\$121,907.85
21	\$99,191.67	\$102,340.62	\$123,126.92
22	\$100,183.59	\$103,364.02	\$124,358.19
23	\$101,185.43	\$104,397.66	\$125,601.78
24	\$102,197.28	\$105,441.64	\$126,857.79
25	\$105,263.20	\$108,604.89	\$130,663.53

*Once a staff member surpasses step 25 they receive a 2% increase every year.

This information is for the 2025-2026 school year. Should you have any questions about your salary please contact HR.



Carlos Rosario Compensation System 2025-2026

Teacher/Librarian/Counselor Scale

Step	Teacher Bachelors	Teacher - BA+15	Teacher Masters
1	\$55,000.00	\$57,000.00	\$62,000.00
2	\$56,649.79	\$58,709.78	\$64,480.00
3	\$58,349.28	\$60,471.08	\$67,059.20
4	\$60,100.15	\$62,285.61	\$69,741.57
5	\$61,903.64	\$64,154.69	\$72,531.23
6	\$63,760.78	\$66,079.36	\$75,432.48
7	\$65,673.64	\$68,061.77	\$78,449.78
8	\$67,643.24	\$70,102.99	\$81,587.77
9	\$69,672.54	\$72,206.08	\$84,851.28
10	\$71,762.71	\$74,372.26	\$88,245.33
11	\$73,915.59	\$76,603.43	\$91,775.15
12	\$74,654.75	\$77,369.47	\$92,692.90
13	\$75,401.30	\$78,143.16	\$93,619.83
14	\$77,663.34	\$80,487.46	\$96,428.42
15	\$78,439.97	\$81,292.33	\$97,392.71
16	\$79,224.37	\$82,105.25	\$98,366.63
17	\$81,601.10	\$84,568.41	\$101,317.63
18	\$82,417.11	\$85,414.10	\$102,330.81
19	\$83,241.28	\$86,268.24	\$103,354.12
20	\$85,738.52	\$88,856.28	\$106,454.74
21	\$86,595.91	\$89,744.85	\$107,519.29
22	\$87,461.86	\$90,642.30	\$108,594.48
23	\$88,336.48	\$91,548.72	\$109,680.42
24	\$89,219.85	\$92,464.21	\$110,777.23
25	\$91,896.44	\$95,238.13	\$114,100.55

*Once a staff member surpasses step 25 they receive a 2% increase every year.

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Carlos Rosario Compensation System 2025-2026

Instructional Coach Scale

Step	Instructional Coach Bachelors	Instructional Coach Bachelors + 15	Instructional Coach Master's
1	\$67,000.00	\$69,000.00	\$74,000.00
2	\$69,009.74	\$71,069.74	\$76,219.72
3	\$71,080.04	\$73,201.83	\$78,506.31
4	\$73,212.91	\$75,398.37	\$80,862.03
5	\$75,409.89	\$77,660.93	\$83,288.54
6	\$77,672.23	\$79,990.80	\$85,787.24
7	\$80,002.43	\$82,390.56	\$88,360.89
8	\$82,401.76	\$84,861.52	\$91,010.90
9	\$84,873.82	\$87,407.36	\$93,741.23
10	\$87,420.03	\$90,029.58	\$96,553.47
11	\$90,042.63	\$92,730.47	\$99,450.07
12	\$90,943.06	\$93,657.78	\$100,444.57
13	\$91,852.49	\$94,594.35	\$101,449.02
14	\$94,608.06	\$97,432.18	\$104,492.49
15	\$95,554.14	\$98,406.51	\$105,537.41
16	\$96,509.69	\$99,390.57	\$106,592.79
17	\$99,404.98	\$102,372.29	\$109,790.57
18	\$100,399.03	\$103,396.01	\$110,888.48
19	\$101,403.02	\$104,429.97	\$111,997.36
20	\$104,445.11	\$107,562.87	\$115,357.28
21	\$105,489.56	\$108,638.50	\$116,510.85
22	\$106,544.45	\$109,724.88	\$117,675.96
23	\$107,609.90	\$110,822.13	\$118,852.72
24	\$108,686.00	\$111,930.35	\$120,041.25
25	\$111,946.58	\$115,288.27	\$123,642.49

*Once a staff member surpasses step 25 they receive a 2% increase every year.

This information is for the 2025-2026 school year. Should you have any questions about your salary please contact HR.



Carlos Rosario Compensation System 2025-2026

Assistant Principal Scale

Step	Starting Pay
1	\$98,000
2	\$100,940
3	\$103,968
4	\$107,088
5	\$110,301
6	\$113,610
7	\$117,018
8	\$120,528
9	\$124,144
10	\$127,868
11	\$131,704
12	\$133,021
13	\$134,351
14	\$138,382
15	\$139,766
16	\$141,163
17	\$145,398
18	\$146,852
19	\$148,321
20	\$152,770
21	\$154,298
22	\$155,841
23	\$157,400
24	\$158,974
25	\$163,743

*Once a staff member surpasses step 25 they receive a 2% increase every year.

This information is for the 2025-2026 school year. Should you have any questions about your salary please contact HR.



Carlos Rosario Compensation System 2025-2026

Vice-Principal/Academic Director Scale

Step	Starting Pay
1	\$107,950
2	\$111,188
3	\$114,524
4	\$117,960
5	\$121,500
6	\$125,145
7	\$128,899
8	\$132,765
9	\$136,748
10	\$140,851
11	\$145,076
12	\$146,527
13	\$147,992
14	\$152,432
15	\$153,956
16	\$155,496
17	\$160,161
18	\$161,762
19	\$163,380
20	\$168,281
21	\$169,964
22	\$171,664
23	\$173,380
24	\$175,114
25	\$180,368

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Carlos Rosario Compensation System 2025-2026

Principal Scale

Step	Starting Pay
1	\$127,000
2	\$130,810
3	\$134,734
4	\$138,777
5	\$142,941
6	\$147,229
7	\$151,646
8	\$156,194
9	\$160,880
10	\$165,707
11	\$170,678
12	\$172,385
13	\$174,108
14	\$179,332
15	\$181,125
16	\$182,936
17	\$188,424
18	\$190,309
19	\$192,212
20	\$197,978
21	\$199,958
22	\$201,957
23	\$203,977
24	\$206,017
25	\$212,197

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Carlos Rosario Compensation System 2025-2026

Years of Experience Explained

What Counts

- Relevant experience as an Assistant Principal in an adult education, K-12 public, private, or faith-based school in the United States or internationally
- Relevant experience as a Principal in an adult education, K-12 public, private, or faith-based school in the United States or internationally
- Relevant experience in a senior academic role such as Chief Academic Officer, Chief Schools Officer or district level academic leadership (i.e. Superintendent)

What Doesn't Count

- Lead teaching experience does not count towards Assistant Principal experience.
- District or headquarters coaching experience or other non-academic experience
- Prior experience in another leadership role that is NOT the same as current role, i.e. Dean of Culture/Students

Partial years of experience: Experience that began on or after January 1 or that is less than 6 months of relevant experience will not count as one year of experience.

Partial years of experience: Experience that began on or before December 31 or is equivalent to 6 months of relevant experience as detailed above will be counted as one year

Updating Your Information on File

If you would like to submit a more updated resume and/or evidence of additional credentials to human resources, please follow the process below:

1. Submit an HR email request to rosariohr@carlosrosario.org
2. Email should include:
 - Updated resume
 - Contact information of a current representative of the former employer who can verify your employment (not a personal email or phone number) (if seeking credit for additional years of employment)
 - Official or unofficial transcript from accredited college or university (if seeking review of education attainment)
 - Explanation of basis for appeal for review

This information is for the 2025-2026 school year. Should you have any questions about your salary please contact HR.