



## New York City Teacher Salary

The New York City Department of Education offers extremely competitive salaries to newly hired teachers. Salaries are based on prior experience as well as academic coursework and degrees earned.

Starting teacher salaries range from \$45,530 (bachelor's degree, no prior teaching experience) to \$74,796 (bachelor's degree, master's degree plus 30 credits, 7.5+ years teaching experience). Teachers who have a master's degree but no teaching experience will start at \$51,425.

With annual increases plus increases for additional coursework, teachers' salaries will rise to the current maximum of \$100,049 per year over time.

### How to Read the Salary Schedule\*

#### Salary Steps and Longevity

A salary step is an incremental increase in salary based on previous qualifying professional experience. The salary steps are listed vertically down the left-hand side of the schedule. Newly appointed teachers are eligible to receive credit for up to 7.5 years (up to step 8B) of prior teaching experience outside the New York City Department of Education and/or related non-teaching experience.\* For every semester of satisfactory teaching service within the New York City Department of Education, an appointed teacher will move up one step.

There are seven salary increments based on longevity (5, 10, 13, 15, 18, 20, 22 years), which are paid to appointed teachers with five years or more of service within the New York City Department of Education.

#### Salary Differentials

A salary differential is an incremental increase in salary based on academic credit, coursework or degrees earned. The salary differentials are listed horizontally across the top of the salary schedule. An appointed teacher is eligible to move horizontally across the schedule as they accumulate academic credit, coursework, and degrees above the bachelor's degree. The salary differentials are as follows:

<b>C1 (MA)</b>	Base (Bachelor's degree)
<b>C2 (PA)</b>	Bachelor's + 30 additional credits
<b>C2+ID (QA)</b>	Bachelor's + 60 additional credits
<b>C2+PD (RA)</b>	Master's degree OR Bachelor's + 30 additional credits with 36 of all credits earned in an Area of Specialization*
<b>C2+PD+ID (SA)</b>	60-credit Master's degree OR Bachelor's + 60 additional credits with 36 credits earned in an Area of Specialization*
<b>C2+C6 (TA)</b>	Work Experience OR BA + 60 credits for other stipulated licenses (this differential is applicable to Trade Teachers only)
<b>C2+PD+C6 (UA)</b>	Master's + one of the following: 30 additional credits, Doctorate degree, or National Board for Professional Teaching Standards certification

\* see the Office of Salary Services website at [schools.nyc.gov/teachersalary](http://schools.nyc.gov/teachersalary) for detailed salary information, including a complete list of licenses that are eligible for related non-teaching credit and the Areas of Specialization list

### Additional Income Opportunities

Along with competitive salaries, the New York City Department of Education offers ways to earn additional income through incentives, bonuses and school positions outside of the regular contract day. Teachers in selected high need schools who raise student achievement may be eligible for a performance bonus of up to \$3,000. Teachers can also earn additional income from after-school, weekend, or summer school employment, paid at a contractual rate of \$41.98 per hour.

OFFICE OF SALARY SERVICES - ROOM 815  
65 COURT STREET, BROOKLYN, NEW YORK 11201

**SALARY SCHEDULE EFFECTIVE MAY 19, 2008**  
**CERTIFIED TEACHERS SCHEDULE**

OFFICIAL DESIGNATION	C1 (MA)	C2 (PA)	C2+ID (QA)	C2+ PD (RA)	C2+PD+ID (SA)	C2+C6 (TA)	C2+PD+C6 (UA)
GENERAL DESCRIPTIVE DESIGNATION	BASE	BA+30 CREDITS	BA+60 CREDITS	APPROVED MA OR BA + 30 CREDITS w/36 CREDITS IN AREA OF SPECIALIZATION	BA + 60 CREDITS INCLUDING APPROVED MA or 36 CREDITS IN AREA OF SPECIALIZATION	WORK EXPERIENCE FOR TRADE LICENSES OR BA + 60 FOR OTHER STIPULATED LICENSES (SEE AGREEMENT)	BACHELORS, MASTERS AND 30 ADDITIONAL CREDITS
1A	45,530	47,124	50,071	51,425	54,372	53,019	57,320
1B	45,530	47,124	50,071	51,425	54,372	53,019	57,320
2A	48,434	50,028	52,975	54,329	57,276	55,923	60,224
2B	48,434	50,028	52,975	54,329	57,276	55,923	60,224
3A	48,836	50,430	53,377	54,731	57,678	56,325	60,626
3B	48,836	50,430	53,377	54,731	57,678	56,325	60,626
4A	49,543	51,137	54,084	55,438	58,385	57,032	61,333
4B	49,543	51,137	54,084	55,438	58,385	57,032	61,333
5A	50,153	51,747	54,694	56,048	58,995	57,642	61,943
5B	50,153	51,747	54,694	56,048	58,995	57,642	61,943
6A	50,812	52,406	55,353	56,707	59,654	58,301	62,602
6B	51,744	53,338	56,285	57,639	60,586	59,233	63,534
7A	53,128	54,722	57,669	59,023	61,970	60,617	64,918
7B	56,370	57,964	60,911	62,265	65,212	63,859	68,160
8A	59,404	60,998	63,945	65,299	68,246	66,893	71,194
8B	63,006	64,600	67,547	68,901	71,848	70,495	74,796
<b>5 YR LONG</b>	<b>64,006</b>	<b>65,600</b>	<b>68,547</b>	<b>69,901</b>	<b>72,848</b>	<b>71,495</b>	<b>75,796</b>
<b>10 YR LONG</b>	<b>67,095</b>	<b>68,689</b>	<b>71,636</b>	<b>72,990</b>	<b>75,937</b>	<b>74,584</b>	<b>78,885</b>
<b>13 YR LONG</b>	<b>69,197</b>	<b>70,791</b>	<b>73,738</b>	<b>75,092</b>	<b>78,039</b>	<b>76,686</b>	<b>80,987</b>
<b>15 YR LONG</b>	<b>73,636</b>	<b>75,230</b>	<b>78,177</b>	<b>79,531</b>	<b>82,478</b>	<b>81,125</b>	<b>85,426</b>
<b>18 YR LONG</b>	<b>74,800</b>	<b>76,394</b>	<b>79,341</b>	<b>80,695</b>	<b>83,642</b>	<b>82,289</b>	<b>86,590</b>
<b>20 YR LONG</b>	<b>83,412</b>	<b>85,006</b>	<b>87,953</b>	<b>89,307</b>	<b>92,254</b>	<b>90,901</b>	<b>95,202</b>
<b>22 YR LONG</b>	<b>88,259</b>	<b>89,853</b>	<b>92,800</b>	<b>94,154</b>	<b>97,101</b>	<b>95,748</b>	<b>100,049</b>

OCCASIONAL PER DIEM RATE: \$154.97

**NOTE:** If you are eligible for the 5 years longevity, please add \$1000 to your annual salary  
**Example:** Jane smith had completed 5 years of full-time work for the DOE. She is currently on step 6a with the Masters Differential. Her annual salary is \$56,707. Her new salary code is 6V and her new annual salary is \$57,707.