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Salary Scale Information

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Compensation Information

The full value of employment, a "total compensation package", encompasses more than just base salary. Total compensation includes base salary plus employer funded benefits such as health insurance and retirement plan contributions, paid time off, stipends, and other non-salary compensation elements provided by the division.

To calculate the value of salary plus employer paid benefits, begin with a base annual salary and increase it by 35% (e.g., \$50,000 x 1.35= \$67,500). The resulting amount reflects the full value of employment, a "total compensation package." This figure may vary from year to year and can change as employees progress in their career.

Final salary determination is contingent on verification of previous experience and must be approved by the Human Resources Department.

Positions on the salary scales are grouped into three categories: "Classified" for grades 1-11, "Certified" for grade 12, and "Managers" for grades 13-23. For more information on these groups, visit the [Employment Opportunities](#) page.

2024-25 Salary Scales

2024-25 New Teacher Placement Chart

2024-25 New Teacher Placement Chart

195 Day Contract

Completed Years Experience as of June 30, 2024*	Step	Bachelor's	Bachelor's + 15	Master's	Master's + 30	Doctorate
0 years	1	57,340	58,840	63,340	65,340	66,840
1 year	2	59,240	60,740	65,240	67,240	68,740

2 years	3	61,197	62,697	67,197	69,197	70,697
3 years	4	63,213	64,713	69,213	71,213	72,713
4-6 years	5	65,289	66,789	71,289	73,289	74,789
7 years	6	67,428	68,928	73,428	75,428	76,928
8 years	7	69,631	71,131	75,631	77,631	79,131
9 years	8	71,900	73,400	77,900	79,900	81,400
10 years	9	74,237	75,737	80,237	82,237	83,737
11 years	10	76,644	78,144	82,644	84,644	86,144
12 years	11	79,123	80,623	85,123	87,123	88,623
13-15 years	12	81,677	83,177	87,677	89,677	91,177
16-17 years	13	84,307	85,807	90,307	92,307	93,807
18 years	14	87,016	88,516	93,016	95,016	96,516
19 years	15	89,806	91,306	95,806	97,806	99,306
20-21 years	16	92,680	94,180	98,680	100,680	102,180
22-23 years	17	95,640	97,140	101,640	103,640	105,140
24 years	18	98,689	100,189	104,689	106,689	108,189
25 years	19	101,830	103,330	107,830	109,830	111,330

*Years of experience are credited based on [Regulation 524-2, "Certificated Personnel - Guidelines for Determining Grades and Salaries."](#) New hires to PWCS have an experience cap of 25 years. Salaries shown are based on 195 days.

- [2024-25 Certified/Instructional Salary Scale](#) +
- [2024-25 Managers Salary Scale](#) +
- [2024-25 Classified Salary Scale](#) +
- [2024-25 Classified Hourly Rates](#) +

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Positions on the salary scales are grouped into three categories: "Classified" for grades 1-11, "Certified" for grade 12, and "Managers" for grades 13-23. For more information on these groups, visit the [Employment Opportunities](#) page.

2024-25 Salary Scales

[2024-25 New Teacher Placement Chart](#) +

[2024-25 Certified/Instructional Salary Scale](#) -

2024-25 Certified/Instructional Salary Scale (Grade 12)

195 Day Contract

Step	Bachelor's	Bachelor's + 15	Master's	Master's + 30	Doctorate
1	57,340	58,840	63,340	65,340	66,840

Step	Bachelor's	Bachelor's + 15	Master's	Master's + 30	Doctorate
2	59,240	60,740	65,240	67,240	68,740
3	61,197	62,697	67,197	69,197	70,697
4	63,213	64,713	69,213	71,213	72,713
5	65,289	66,789	71,289	73,289	74,789
6	67,428	68,928	73,428	75,428	76,928
7	69,631	71,131	75,631	77,631	79,131
8	71,900	73,400	77,900	79,900	81,400
9	74,237	75,737	80,237	82,237	83,737
10	76,644	78,144	82,644	84,644	86,144
11	79,123	80,623	85,123	87,123	88,623
12	81,677	83,177	87,677	89,677	91,177
13	84,307	85,807	90,307	92,307	93,807
14	87,016	88,516	93,016	95,016	96,516
15	89,806	91,306	95,806	97,806	99,306
16	92,680	94,180	98,680	100,680	102,180
17	95,640	97,140	101,640	103,640	105,140
18	98,689	100,189	104,689	106,689	108,189
19	101,830	103,330	107,830	109,830	111,330
20	105,065	106,565	111,065	113,065	114,565
21	108,397	109,897	114,397	116,397	117,897
22	111,829	113,329	117,829	119,829	121,329
23	115,364	116,864	121,364	123,364	124,864
24	119,005	120,505	125,005	127,005	128,505
25	122,755	124,255	128,755	130,755	132,255
26	126,618	128,118	132,618	134,618	136,118
27	130,597	132,097	136,597	138,597	140,097
28	134,695	136,195	140,695	142,695	144,195
29	138,916	140,416	144,916	146,916	148,416
30	143,263	144,763	149,263	151,263	152,763

*Step numbers do not correlate to years of creditable service. Years of experience are credited based on [Regulation 524-2, "Certificated Personnel - Guidelines for Determining Grades and Salaries."](#) Salary caps apply. Salaries shown are based on 195 days.

2024-25 Managers Salary Scale +

2024-25 Classified Salary Scale +

2024-25 Classified Hourly Rates +