

240 day Schedule: Content *				240 day Schedule: LEADS		
			Content includes:			
YR EXP	BA	Masters	Math specialist	YR EXP	BA	Masters
0	\$63,000.00	\$64,500.00	Science Specialist	0	\$63,750.00	\$65,000.00
1	\$63,200.00	\$64,800.00	Tech Coordinator	1	\$64,050.00	\$65,450.00
2	\$63,400.00	\$65,100.00	CTE coordinator	2	\$64,350.00	\$65,900.00
3	\$63,600.00	\$65,400.00	Dyslexia Speicalist	3	\$64,650.00	\$66,350.00
4	\$63,800.00	\$65,700.00	Student Enrichment	4	\$64,950.00	\$66,800.00
5	\$64,000.00	\$66,000.00	Mentoring Specialist	5	\$65,250.00	\$67,250.00
6	\$64,200.00	\$66,300.00		6	\$65,550.00	\$67,700.00
7	\$64,400.00	\$66,600.00		7	\$65,850.00	\$68,150.00
8	\$64,600.00	\$66,900.00		8	\$66,150.00	\$68,600.00
9	\$64,800.00	\$67,200.00		9	\$66,450.00	\$69,050.00
10	\$65,000.00	\$67,500.00		10	\$66,750.00	\$69,500.00
11	\$65,300.00	\$68,000.00		11	\$67,050.00	\$70,000.00
12	\$65,600.00	\$68,500.00		12	\$67,350.00	\$70,500.00
13	\$65,900.00	\$69,000.00		13	\$67,650.00	\$71,000.00
14	\$66,200.00	\$69,500.00		14	\$67,950.00	\$71,500.00
15	\$66,500.00	\$70,000.00		15	\$68,250.00	\$72,000.00
16	\$66,800.00	\$70,500.00		16	\$68,550.00	\$72,500.00
17	\$67,100.00	\$71,000.00		17	\$68,850.00	\$73,000.00
18	\$67,400.00	\$71,500.00		18	\$69,150.00	\$73,500.00
19	\$67,700.00	\$72,000.00		19	\$69,450.00	\$74,000.00
20	\$68,000.00	\$72,500.00		20	\$69,750.00	\$74,500.00
240 Day Admin				ESVI		
YR EXP	Teacher Center Coordinator	Assistant Director		YR EXP	TSVI/Masters	TSVI/Masters/COMS
0	\$68,000.00	\$72,500.00		0	\$61,047.00	\$63,954.00
1	\$68,500.00	\$73,500.00		1	\$61,547.47	\$64,593.54
2	\$69,000.00	\$74,500.00		2	\$62,274.04	\$65,239.48
3	\$69,500.00	\$75,500.00		3	\$62,896.79	\$65,891.87

4	\$70,000.00	\$76,500.00			4	\$63,525.75	\$66,550.79
5	\$70,500.00	\$77,500.00			5	\$64,161.01	\$67,216.30
6	\$71,000.00	\$78,500.00			6	\$64,802.62	\$67,888.46
7	\$71,500.00	\$79,500.00			7	\$65,450.65	\$68,567.34
8	\$72,000.00	\$80,500.00			8	\$66,105.15	\$69,253.02
9	\$72,500.00	\$81,500.00			9	\$66,766.20	\$69,945.55
10	\$73,000.00	\$82,500.00			10	\$67,433.87	\$70,645.00
11	\$73,500.00	\$83,500.00			11	\$68,108.21	\$71,351.45
12	\$74,000.00	\$84,500.00			12	\$68,789.29	\$72,064.97
13	\$74,500.00	\$85,500.00			13	\$69,477.18	\$72,785.62
14	\$75,000.00	\$86,500.00			14	\$70,171.95	\$73,513.47
15	\$75,500.00	\$87,500.00			15	\$70,873.67	\$74,248.61
16	\$76,000.00	\$88,500.00			16	\$71,582.41	\$74,991.09
17	\$76,500.00	\$89,500.00			17	\$72,298.23	\$75,741.01
18	\$77,000.00	\$90,500.00			18	\$73,021.21	\$76,498.42
19	\$77,500.00	\$91,500.00			19	\$73,751.43	\$77,263.40
20	\$78,000.00	\$92,500.00			20	\$74,488.94	\$78,036.03

ESVI State Coordinator: *If contracted days are less than 260, salary will be prorated.*

Professional Salary Schedule 2026-2027

Professional Salary Schedule - 260 Day Contract											
	Beginning	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Level I	70000	71750	73544	75382	77267	79199	81179	83208	85288	87420	89606
Level II	7400	75850	77746	79690	81682	83724	85817	87963	90162	92416	94726
Level III	80000	82000	84050	86151	88305	90513	92775	95095	97472	99909	102407

Level 1: Certified in Education or related field preferred; travel required; Masters in education preferred, Bachelors required.

Level 2: Certified in Education, related field, or specialty certification required; travel required; Masters in education preferred; 3 years of experience required.

Level 3: Certified in Education, Ed.S, Ph.D., Ed.D. in education or related field preferred; travel required; 10 or more years experience; experience as an instructional leader or related field preferred.

NOTE: Salary step increases are contingent upon sufficient revenue availability from the employee's appropriate funding source. If sufficient revenue isn't available to support an increase, the employee will remain at the current level. When/if funds subsequently become available, employee will "Step up" to level which funding allows. Base funds may not be used to support non-base employee increases without special approval of

the Co-op Board. APPROVED BY SWAEC BOARD APRIL 16, 2026

Supplemental	earning stipends	
Technology Project(s)	\$3,000	
Executive Bookkeeper	\$1,750	
Executive Secretary	\$1,000	
PR/Communication	\$3,750	
National Certification	\$2,250	
ArPEP Site Facilitator	Determined annually by DESE	

The following salaries are negotiated based on contract or consortium funds:

Director						
LEA Supervisor						
Ed Examiner						