2025-2026

VINELAND

SCHOOL DISTRICT

SALARY SCHEDULE

CERTIFICATED TEACHER SALARY SCHEDULE

2025 - 2026

(184 Working Days) Unit: VTA

YEAR	STEP A BA *Credential	STEP B BA + 12S or 18Q	STEP C BA + 24S or 36Q	STEP D BA + 36S or 54Q	STEP E BA + 48S or 75Q	STEP F BA + 60S or 90Q
1	$ 53,512	$ 55,848	$ 58,186	$ 60,522	$ 62,858	$ 65,199
2	$ 55,179	$ 57,518	$ 59,853	$ 62,194	$ 64,531	$ 66,869
3	$ 56,847	$ 59,189	$ 61,524	$ 63,865	$ 66,202	$ 68,539
4	$ 58,520	$ 60,860	$ 63,195	$ 65,533	$ 67,873	$ 70,208
5	$ 60,191	$ 62,529	$ 64,865	$ 67,201	$ 69,541	$ 71,879
6	$ 61,860	$ 64,196	$ 66,536	$ 68,877	$ 71,212	$ 73,549
7	$ 63,533	$ 65,869	$ 68,208	$ 70,545	$ 72,886	$ 75,221
8	$ 65,185	$ 67,541	$ 69,877	$ 72,214	$ 74,551	$ 76,891
9	$ 66,815	$ 69,209	$ 71,549	$ 73,886	$ 76,229	$ 78,560
10	$ 68,418	$ 70,802	$ 73,219	$ 75,557	$ 77,896	$ 80,234
11	$ 69,992	$ 72,359	$ 74,889	$ 77,226	$ 79,563	$ 81,903
12	$ 71,532	$ 73,879	$ 76,462	$ 78,895	$ 81,232	$ 83,572
13	$ 73,033	$ 75,356	$ 77,992	$ 80,569	$ 82,904	$ 85,243
14		$ 76,788	$ 79,472	$ 82,180	$ 84,575	$ 86,911
15		$ 78,170	$ 80,903	$ 83,741	$ 86,244	$ 88,582
16			$ 82,279	$ 85,249	$ 87,916	$ 90,253
17			$ 83,596	$ 86,698	$ 89,588	$ 91,922
18				$ 88,085	$ 91,201	$ 93,593
19				$ 89,406	$ 92,750	$ 95,296
20					$ 94,235	$ 96,917
21					$ 95,648	$ 98,468
22					$ 96,988	$ 99,945
23					$ 98,249	$ 101,344
24						$ 102,661
25						$ 103,894

* Partial, Emergency, Provisional, Pre-Intern, Intern, ect.

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

CERTIFICATED STIPENDS

Additional Duties	$	45	Hourly
Athletic Coach	$	1,300	Season
Athletic Director	$	1,000	Quarterly
Battle of the Books Coordinators:			
(1) - 3rd Grade	$	200	Season
(1) - 4th - 6th Grade	$	200	Season
(1) - 7th - 8th Grade	$	200	Season
Battle of the Books Coaches:			
(1) - 3rd Grade	$	800	Season
(2) - 4th - 6th Grade	$	800	Season
(1) - 7th - 8th Grade	$	800	Season
Bilingual Authorization (Must be utilized in current assignment)	$	1,500	Annual
Cheer Coaches:			
(1) - 3rd - 4th Grade	$	650	Season (2 max)
(1) - 5th - 8th Grade	$	650	Season
Camp Keep Advisor (1-5 day attendance)	$	100	Day
Flag Football for 1 - (Grade 3-4)	$	650	Season
Grade Level Chairs:			
TK/Kinder	$	600	Annual
1st Grade	$	600	Annual
2nd Grade	$	600	Annual
3rd Grade	$	600	Annual
4th Grade	$	600	Annual
5th Grade	$	600	Annual
6th Grade	$	600	Annual
7th Grade	$	600	Annual
8th Grade	$	600	Annual
Longevity (non-cumulative• beginning with the 26th year of	$	2,000	Annual
Longevity (non-cumulative• beginning with the 31st year of	$	3,000	Annual
Master's Degree	$	2,500	Annual
New Teacher Induction Provider (Must Meet Qualifications)	$	1,200	Participant (no more than 3)
Oral Language Festival Coordinator/Coach	$	500	Season
Resource Specialist/Special Day Class Program	$	1,657	Annual
SST (2 per site)	$	700	Annual
Science Fair Coordinator/Coach	$	500	Season
Speech & Language Pathologist	$	5,000	Annual
Student Council Advisor	$	900	Annual
TOSA (Teacher on Special Assignment)	$	5,000	Annual
Yearbook Advisor	$	900	Annual

CERTIFICATED SCHOOL PSYCHOLOGIST

(184 Working Days) Unit: VTA

2025 - 2026		
YEAR	YEARLY	MONTHLY
1	$ 88,924	$ 7,410.37
2	$ 91,147	$ 7,595.62
3	$ 93,426	$ 7,785.50
4	$ 95,762	$ 7,980.18
5	$ 98,155.84	$ 8,179.65
6	$ 100,610	$ 8,384.18
7	$ 103,125	$ 8,593.75
8	$ 105,704	$ 8,808.63
9	$ 108,346	$ 9,028.81
10	$ 111,055	$ 9,254.55

Additions to Salary Schedule when applicable:

Master's Degree	$ 2,500	Annual
Cell Phone Stipend	$ 1,200	Annual
Bilingual Authorization	$ 1,500	Annual
Additional Duties	$ 45	Hourly

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

CERTIFICATED SPEECH PATHOLOGIST

(184 Working Days) Unit: VTA

2025 - 2026		
YEAR	STEP A BA *Credential	STEP B BA + 48S or 75Q
1	$ 59,163	$ 79,626
2	$ 60,938	$ 82,014
3	$ 62,766	$ 84,475
4	$ 64,649	$ 87,009
5	$ 66,589	$ 89,619
6	$ 68,586	$ 92,308
7	$ 70,644	$ 95,077
8	$ 72,763	$ 97,929
9	$ 74,946	$ 100,867
10	$ 77,194	$ 103,893
11		$ 105,971
12		$ 108,091
13		$ 110,252
14		$ 112,457
15		$ 114,707

Additions to Salary Schedule when applicable:

Master's Degree	$ 2,500	Annual
Speech & Language Pathologist	$ 5,000	Annual
Cell Phone Stipend	$ 1,200	Annual
Additional Duties	$ 45	Hourly

**Parial, Emergency, Provisional, Pre-Intern, Intern, etc.*

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

CERTIFICATED ADMINISTRATION SALARY SCHEDULE

SUPERINTENDENT

(224 Working Days) Unit: ADM

2025 - 2026		
YEAR	YEARLY	MONTHLY
1	$ 149,318	$ 12,443
2	$ 152,821	$ 12,735
3	$ 156,396	$ 13,033
4	$ 160,057	$ 13,338
5	$ 163,802	$ 13,650
6	$ 170,347	$ 14,196
7	$ 177,170	$ 14,764
8	$ 184,248	$ 15,354
9	$ 191,617	$ 15,968
10	$ 199,289	$ 16,607

Additions to Salary Schedule when applicable:

Master's Degree	$	2,500	Annual
Cell Phone Stipend	$	1,200	Annual
Bilingual Authorization	$	1,500	Annual

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

Paid Sick Leave 1 day per month accumulative (12 days annually)

CERTIFICATED ADMINISTRATION SALARY SCHEDULE

(214 Working Days) Unit: ADM

2025 - 2026			
YEAR	PRINCIPAL	CATEGORICAL PROGRAMS DIRECTOR	TECHNOLOGY & SPECIAL PROGRAMS DIRECTOR
1	$ 116,722	$ 112,351	$ 90,858
2	$ 119,453	$ 114,980	$ 92,984
3	$ 122,249	$ 117,671	$ 95,160
4	$ 125,109	$ 120,423	$ 97,386
5	$ 128,037	$ 123,241	$ 99,665
6	$ 131,238	$ 126,322	$ 102,157
7	$ 134,519	$ 129,480	$ 104,711
8	$ 137,882	$ 132,717	$ 107,328
9	$ 141,329	$ 136,035	$ 110,012
10	$ 144,862	$ 139,436	$ 112,762

Additions to Salary Schedule when applicable:

Master's Degree	$ 2,500	Annual
Cell Phone Stipend	$ 1,200	Annual
Bilingual Authorization	$ 1,500	Annual

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

Paid Sick Leave 1 day per month accumulative (12 days annually)

CLASSIFIED MANAGEMENT SALARY SCHEDULE

(247 Working Days) OVERTIME EXEMPT

2025 - 2026					
YEAR	Chief Business Official	Director of Human Resources	Director of Community, Family & Support Services	Director of Maintenance, Operations & Transportation	Director of Nutrition Services
1	$ 8,463	$ 8,463	$ 6,259	$ 5,977	$ 5,570
2	$ 8,886	$ 8,886	$ 6,541	$ 6,247	$ 5,765
3	$ 9,241	$ 9,241	$ 6,835	$ 6,527	$ 5,956
4	$ 9,657	$ 9,657	$ 7,143	$ 6,821	$ 6,155
5	$ 10,091	$ 10,091	$ 7,464	$ 7,128	$ 6,348
6	$ 10,546	$ 10,546	$ 7,800	$ 7,449	$ 6,547
7	$ 11,021	$ 11,021	$ 8,151	$ 7,784	$ 6,735
8	$ 11,516	$ 11,516	$ 8,517	$ 8,134	$ 6,922
9	$ 12,035	$ 12,035	$ 8,901	$ 8,501	$ 7,123
10	$ 12,576	$ 12,576	$ 9,301	$ 8,883	$ 7,320

Additions to Salary Schedule when applicable:

Cell Phone Stipend	$ 1,200	Annual
Bus Certificate/License	$ 1,500	Annual
Masters Degreee Stipend	$ 2,500	Annual

Benefits:

Paid Family Medical, Dental, and Vision per Contract.
Paid Sick Leave 12 days per year
Paid Vacation:

Years of Service	Days/yr.
1 - 6	10
7 - 16	15
17 +	20

CLASSIFIED CONFIDENTIAL SALARY SCHEDULE

(247 Working Days)

2025 - 2026											
YEAR	1ST A	2ND B	3RD C	4TH D	5TH E	6TH F	10TH G	15TH H	20TH I	25TH J	30TH K
	Human Resources Specialist										
MONTHLY	$ 5,932.54	$ 6,220.41	$ 6,523.03	$ 6,847.80	$ 7,192.86	$ 7,423.89	$ 7,711.33	$ 7,998.77	$ 8,286.21	$ 8,576.23	$ 8,876.40
HOURLY	$ 34.10	$ 35.75	$ 37.49	$ 39.36	$ 41.34	$ 42.67	$ 44.32	$ 45.97	$ 47.62	$ 49.29	$ 51.01
	Technology Director										
MONTHLY	$ 5,625.44	$ 5,822.27	$ 6,026.12	$ 6,237.01	$ 6,454.93	$ 6,681.63	$ 6,915.37	$ 7,157.89	$ 7,407.44	$ 7,667.54	$ 7,934.66
HOURLY	$ 32.33	$ 33.46	$ 34.63	$ 35.84	$ 37.0973	$ 38.40	$ 39.74	$ 41.14	$ 42.57	$ 44.07	$ 45.60
	Administrative Assistant										
	Business Service Coordinator										
MONTHLY	$ 4,507.26	$ 4,696.33	$ 4,887.32	$ 5,078.30	$ 5,273.11	$ 5,466.00	$ 5,656.99	$ 5,844.15	$ 6,038.96	$ 6,250.32	$ 6,469.08
HOURLY	$ 25.90	$ 26.99	$ 28.09	$ 29.19	$ 30.31	$ 31.4138	$ 32.51	$ 33.59	$ 34.71	$ 35.92	$ 37.18
	Nutrition Services Supervisor										
MONTHLY	$ 4,103.53	$ 4,291.57	$ 4,483.13	$ 4,676.44	$ 4,725.65	$ 5,063.07	$ 5,252.87	$ 5,440.91	$ 5,637.74	$ 5,834.57	$ 6,038.43
HOURLY	$ 23.58	$ 24.66	$ 25.77	$ 26.88	$ 27.16	$ 29.10	$ 30.19	$ 31.27	$ 32.40	$ 33.53	$ 34.70
	Technology Support Specialist										
MONTHLY	$ 3,911.89	$ 4,048.80	$ 4,190.51	$ 4,337.18	$ 4,488.98	$ 4,646.10	$ 4,808.71	$ 4,977.01	$ 5,151.21	$ 5,331.50	$ 5,518.10
HOURLY	$ 22.48	$ 23.27	$ 24.08	$ 24.93	$ 25.80	$ 26.70	$ 27.64	$ 28.60	$ 29.60	$ 30.64	$ 31.71
	District Network/Data Technician										
	District Categorical Secretary										
	School Secretary										
	School Medical Services Assistant										
MONTHLY	$ 3,159.00	$ 3,310.04	$ 3,450.44	$ 3,590.84	$ 3,731.24	$ 3,869.51	$ 4,018.42	$ 4,165.20	$ 4,301.34	$ 4,451.89	$ 4,607.71
HOURLY	$ 18.16	$ 19.02	$ 19.83	$ 20.64	$ 21.44	$ 22.24	$ 23.09	$ 23.94	$ 24.72	$ 25.59	$ 26.48
	Family Resource Center Secretary (.69 FTE)										
MONTHLY	$ 2,172.37	$ 2,275.06	$ 2,371.72	$ 2,468.38	$ 2,565.04	$ 2,660.48	$ 2,763.18	$ 2,863.46	$ 2,957.70	$ 3,060.40	$ 3,167.93
HOURLY	$ 18.16	$ 19.02	$ 19.83	$ 20.63	$ 21.44	$ 22.24	$ 23.10	$ 23.94	$ 24.72	$ 25.58	$ 26.48
	District Bookkeeper/Payroll Clerk										
MONTHLY	$ 3,016.47	$ 3,156.87	$ 3,303.65	$ 3,448.31	$ 3,586.58	$ 3,729.11	$ 3,867.38	$ 4,014.16	$ 4,165.20	$ 4,310.98	$ 4,461.87
HOURLY	$ 17.34	$ 18.14	$ 18.99	$ 19.82	$ 20.61	$ 21.43	$ 22.23	$ 23.07	$ 23.94	$ 24.78	$ 25.64

Additions to Salary Schedule when applicable:

Medical Certification for MA Certificate	$ 500	Annual
Car Allowance (Site split positions only)	$ 600	Annual
Professional Growth (postions requiring AA/BA/BS excluded) for AA/BA/BS	$ 500	Annual
Bus Certificate/License	$ 1,000	Annual
Cell Phone Stipend	$ 1,200	Annual
Masters Degreee Stipend	$ 2,500	Annual

Benefits:

Paid Family Medical, Dental, and Vision per Contract.

Paid Sick Leave 1 day per month accumulative (12 days annually)

Paid Vacation:

Years of Servic	Days/yr.
1 - 6	10
7 - 16	15
17 +	20

APPENDIX A-1 CLASSIFIED SALARY SCHEDULE

APPROVED BY THE BOARD OF TRUSTEES:

April 28, 2025 / Effective July 1, 2024

$16.90 Minimum Wage Increase Effective 1/1/2026

CLASSIFICATION	RANGE
Campus Monitor	1
Transportation Aide	1
Comprehensive Aide	2
Cook's Helper	3
Cook	4
Community Liason	5
Librarian	5
Library Aide	5
Special Education Aide	5
Lead Cook	6
Special Education Aide II	6
Special Education Clerk	6
State and Federal Program Clerk	6
Wellness Coordinator	6
Community & Family Advocate	7
Migrant SSA/Clerk	7
School Clerk	7
District Network / Data Technician	8
Maintenance / Custodian	8
Nutrition Services Maintenance / Custodian	8
Driver / Maintenance / Custodian	9
Warehouse / Bus Inspector	9
At Risk/School Safety Coordinator	10
Speech - Language Pathology Assistant	10

Range	Step A 1st Year	Step B 2nd Year	Step C 3rd Year	Step D 4th Year	Step E 5th Year	Step F 6th Year	Step G 10th Year	Step H 15th Year	Step I 20th Year	Step J 25th Year	Step K 30th Year
1	$ 16.90	$ 16.90	$ 16.90	$ 16.90	$ 16.94	$ 17.55	$ 18.16	$ 18.79	$ 19.45	$ 20.09	$ 20.74
2	$ 16.90	$ 16.90	$ 16.90	$ 16.90	$ 17.39	$ 18.05	$ 18.65	$ 19.30	$ 19.98	$ 20.64	$ 21.30
3	$ 16.90	$ 16.90	$ 16.90	$ 17.14	$ 17.81	$ 18.48	$ 19.15	$ 19.82	$ 20.52	$ 21.20	$ 21.88
4	$ 16.90	$ 16.90	$ 16.97	$ 17.65	$ 18.33	$ 18.96	$ 19.65	$ 20.34	$ 21.05	$ 21.75	$ 22.45
5	$ 16.90	$ 16.90	$ 17.10	$ 17.76	$ 18.40	$ 19.04	$ 19.69	$ 20.38	$ 21.09	$ 21.79	$ 22.49
6	$ 17.15	$ 17.82	$ 18.50	$ 19.12	$ 19.76	$ 20.40	$ 21.07	$ 21.80	$ 22.57	$ 23.31	$ 24.06
7	$ 18.38	$ 19.05	$ 19.74	$ 20.35	$ 20.99	$ 21.63	$ 22.30	$ 23.09	$ 23.89	$ 24.68	$ 25.48
8	$ 19.67	$ 20.20	$ 20.71	$ 21.20	$ 21.72	$ 22.24	$ 22.75	$ 23.54	$ 24.37	$ 25.18	$ 25.99
9	$ 20.71	$ 21.32	$ 21.77	$ 22.53	$ 23.15	$ 23.74	$ 24.35	$ 25.21	$ 26.09	$ 26.95	$ 27.82
10	$ 20.26	$ 21.09	$ 21.92	$ 22.67	$ 23.44	$ 24.22	$ 25.05	$ 25.92	$ 26.83	$ 27.71	$ 28.61

Additions to Salary Schedule when applicable:

Car Allowance *(Site split positions only)*	$ 50	Month
Professional Growth for AA/BA/BS	$ 500	Annual
Bus Certificate/License	$ 1,000	Annual