

Salary Step	Hourly		Salaried					
	Instructional Assistants	Co-Teacher/COTA	Office Manager	Lead Teachers and Specialists (BCBA, SLP, OT, MH)				Program Director
				BA (Sub/Interim/Alt/ Emergency License)	BA + SpEd License (Initial or Professional) OR BA + SLPA	MA	MA +Specialist License (BCBA, SLP, OT)	
0	\$20.00	\$21.20	\$55,000	\$55,000	\$57,500	\$62,500	\$65,000	\$85,000
1	\$20.30	\$21.52	\$55,825	\$55,825	\$58,363	\$63,438	\$65,975	\$86,275
2	\$20.60	\$21.84	\$56,662	\$56,662	\$59,238	\$64,389	\$66,965	\$87,569
3	\$20.91	\$22.17	\$57,512	\$57,512	\$60,127	\$65,355	\$67,969	\$88,883
4	\$21.23	\$22.50	\$58,375	\$58,375	\$61,028	\$66,335	\$68,989	\$90,216
5	\$21.55	\$22.84	\$59,251	\$59,251	\$61,944	\$67,330	\$70,023	\$91,569
6	\$21.87	\$23.18	\$60,139	\$60,139	\$62,873	\$68,340	\$71,074	\$92,943
7	\$22.20	\$23.53	\$61,041	\$61,041	\$63,816	\$69,365	\$72,140	\$94,337
8	\$22.53	\$23.88	\$61,957	\$61,957	\$64,773	\$70,406	\$73,222	\$95,752
9	\$22.87	\$24.24	\$62,886	\$62,886	\$65,745	\$71,462	\$74,320	\$97,188
10	\$23.21	\$24.60	\$63,830	\$63,830	\$66,731	\$72,534	\$75,435	\$98,646
11	\$23.56	\$24.97	\$64,787	\$64,787	\$67,732	\$73,622	\$76,567	\$100,126
12	\$23.91	\$25.35	\$65,759	\$65,759	\$68,748	\$74,726	\$77,715	\$101,628
13	\$24.27	\$25.73	\$66,745	\$66,745	\$69,779	\$75,847	\$78,881	\$103,152
14						\$76,985	\$80,064	\$104,699
15						\$78,140	\$81,265	\$106,270
16							\$82,484	\$107,864
17							\$83,721	\$109,482
18							\$84,977	\$111,124
19								\$112,791

<p>* IAs, Lead IAs, and Co-Teachers - steps correspond to years of experience at The Joshua School. ** SLPAs/OTAs - steps are equal to years of experience in the same or equivalent role. *** Anyone certified as an RBT, BCBA, or Special Education Teacher in an IA, Lead IA, or Co-Teacher role, receives an additional \$1000.</p>	<p>* Lead Teacher/Behavior Specialists, Lead/BCBA, and Lead Teacher II (caseload of 10 or more) receive a \$12,000 salary increase. Lead Behavior Therapist does NOT receive increase unless also licensed as a Special Education Teacher. ** Steps are equal to years of experience in the same or equivalent role. *** Lead Teachers on interim, alternative, emergency, or substitute licences are not eligible for step increases. **** PhD/EdD are equivalent to a two-step salary increase.</p>
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