



Overview

At the heart of our success lies our team—the best and brightest talent dedicated to making a difference in the lives of our students and our community. Without your passion, expertise, and commitment, we could not achieve our goals.

One of our core principles is to attract and retain top talent, and we recognize that competitive salaries are integral to this endeavor. We understand that economic conditions and the size of our network are factors that influence our salary structure. However, we remain committed to ensuring our compensation packages remain as strong as possible.

Teacher Compensation

Center City PCS uses a scale to determine teacher compensation. Scaled salaries are based on three factors:

- The degree requirement for the position
- Highest level of degree attained: BA (Bachelor), MA (Master), PH (PhD/EdD)
- Number of years as a Teacher of Record also known as “step”
 - defined as an educator who is assigned the lead responsibility for a student's learning in a subject/course section with aligned performance measures
 - Not to include experience gained through teacher residency programs (i.e. KIPP CRT, Urban Teachers, NYU Residency, etc.); camp counseling; and childcare/daycare facilities, except early childhood teachers.

The step (credit years) is based on the application/resume submitted at the time of hire. Since degrees are not required for Instructional Assistant or Dedicated Aide positions, credits towards a degree do not merit salary adjustment.

Teacher Salary Scale

	FY24	FY25		FY24	FY25		FY24	FY25
BA1	62,441	64,500	IA1	35,368	36,300	PH1	68,927	69,900
BA2	63,061	65,564	IA2	35,907	37,136	PH2	71,366	72,374
BA3	64,165	66,214	IA3	36,636	37,702	PH3	74,355	74,934
BA4	66,534	67,373	IA4	37,744	38,468	PH4	77,338	78,073
BA5	68,881	69,861	IA5	39,058	39,631	PH5	80,336	81,205
BA6	70,947	72,325	IA6	41,236	41,011	PH6	83,327	84,353
BA7	73,075	74,495	IA7	41,915	43,298	PH7	87,028	87,493
BA8	75,267	76,728	IA8	42,963	44,011	PH8	90,747	91,379
BA9	77,526	79,031	IA9	44,037	45,111	PH9	94,451	95,284
BA10	79,852	81,403	IA10	45,138	46,239	PH10	98,149	99,173
BA11	81,476	83,845	IA11	46,267	47,395	PH11	101,851	103,057
BA12	82,819	85,550	IA12	47,423	48,580	PH12	103,887	106,944
BA13	84,269	86,960	IA13	48,610	49,794	PH13	105,966	109,082
BA14	86,221	88,482	IA14	49,824	51,041	PH14	108,085	111,264
BA15	87,514	90,532	IA15	50,820	52,315	PH15	109,283	113,489
BA16	88,826	91,890				PH16	111,468	114,748
BA17	90,159	93,268	DA1	33,683	34,600	PH17	113,698	117,042
BA18	91,511	94,667	DA2	34,197	35,367	PH18	115,971	119,383
BA19	92,884	96,087	DA3	34,892	35,907	PH19	118,292	121,770
BA20	94,276	97,528	DA4	35,948	36,637	PH20	120,208	124,206
			DA5	37,198	37,745			
MA1	65,773	66,700	DA6	38,503	39,058			
MA2	67,124	69,062	DA7	39,920	40,428			
MA3	69,478	70,480	DA8	41,393	41,916			
MA4	71,837	72,952	DA9	42,837	43,463			
MA5	74,202	75,429	DA10	44,129	44,979			
MA6	77,198	77,912	DA11	45,004	46,335			
MA7	80,190	81,058	DA12	45,685	47,254			
MA8	82,194	84,199	DA13	46,587	47,969			
MA9	84,250	86,304	DA14	47,531	48,916			
MA10	85,935	88,462	DA15	48,476	49,908			
MA11	87,223	90,231						
MA12	88,097	91,584						
MA13	89,418	92,502						
MA14	90,757	93,889						
MA15	92,737	95,295						
MA16	94,129	97,374						
MA17	95,381	98,836						
MA18	97,765	100,150						
MA19	100,209	102,653						
MA20	102,715	105,220						