

Appendix D
Burlington-Edison Salary Schedule 2025-2026

| Step | | BA | BA + 15 | BA + 30 | BA + 45 | BA + 90 | MA | MA + 45 | MA+90/ PHD |
|------|-------|-----------|-----------|-----------|------------|------------|------------|------------|---------------|
| 0 | Base | \$ 69,561 | \$ 70,554 | \$ 72,387 | \$ 74,549 | \$ 80,968 | \$ 82,812 | \$ 89,230 | \$ 93,369 |
| | PRS | \$ 2,451 | \$ 2,468 | \$ 2,498 | \$ 2,533 | \$ 2,638 | \$ 2,669 | \$ 2,774 | \$ 2,842 |
| | Total | \$ 72,013 | \$ 73,021 | \$ 74,884 | \$ 77,082 | \$ 83,607 | \$ 85,481 | \$ 92,004 | \$ 96,210 |
| 1 | Base | \$ 69,588 | \$ 71,540 | \$ 73,561 | \$ 75,649 | \$ 82,135 | \$ 83,763 | \$ 90,249 | \$ 94,358 |
| | PRS | \$ 2,452 | \$ 2,484 | \$ 2,517 | \$ 2,551 | \$ 2,657 | \$ 2,684 | \$ 2,790 | \$ 2,858 |
| | Total | \$ 72,040 | \$ 74,024 | \$ 76,077 | \$ 78,200 | \$ 84,792 | \$ 86,447 | \$ 93,039 | \$ 97,215 |
| 2 | Base | \$ 70,501 | \$ 72,473 | \$ 73,782 | \$ 76,766 | \$ 83,230 | \$ 84,719 | \$ 91,186 | \$ 95,341 |
| | PRS | \$ 2,467 | \$ 2,499 | \$ 2,521 | \$ 2,569 | \$ 2,675 | \$ 2,700 | \$ 2,806 | \$ 2,874 |
| | Total | \$ 72,968 | \$ 74,973 | \$ 76,303 | \$ 79,336 | \$ 85,906 | \$ 87,419 | \$ 93,992 | \$ 98,215 |
| 3 | Base | \$ 71,444 | \$ 73,435 | \$ 75,499 | \$ 78,676 | \$ 84,275 | \$ 85,629 | \$ 92,077 | \$ 96,334 |
| | PRS | \$ 2,482 | \$ 2,515 | \$ 2,549 | \$ 2,601 | \$ 2,693 | \$ 2,715 | \$ 2,820 | \$ 2,890 |
| | Total | \$ 73,927 | \$ 75,949 | \$ 78,048 | \$ 81,276 | \$ 86,967 | \$ 88,343 | \$ 94,897 | \$ 99,224 |
| 4 | Base | \$ 72,369 | \$ 74,446 | \$ 76,524 | \$ 78,925 | \$ 85,417 | \$ 86,578 | \$ 93,069 | \$ 97,357 |
| | PRS | \$ 2,497 | \$ 2,531 | \$ 2,565 | \$ 2,605 | \$ 2,711 | \$ 2,730 | \$ 2,837 | \$ 2,907 |
| | Total | \$ 74,866 | \$ 76,977 | \$ 79,090 | \$ 81,530 | \$ 88,128 | \$ 89,309 | \$ 95,906 | \$ 100,264 |
| 5 | Base | \$ 73,324 | \$ 75,412 | \$ 77,509 | \$ 80,044 | \$ 86,510 | \$ 87,544 | \$ 94,015 | \$ 98,386 |
| | PRS | \$ 2,513 | \$ 2,547 | \$ 2,582 | \$ 2,623 | \$ 2,729 | \$ 2,746 | \$ 2,852 | \$ 2,924 |
| | Total | \$ 75,837 | \$ 77,959 | \$ 80,091 | \$ 82,667 | \$ 89,240 | \$ 90,291 | \$ 96,867 | \$ 101,310 |
| 6 | Base | \$ 74,305 | \$ 76,347 | \$ 78,516 | \$ 81,176 | \$ 87,614 | \$ 88,535 | \$ 94,974 | \$ 99,365 |
| | PRS | \$ 2,529 | \$ 2,563 | \$ 2,598 | \$ 2,642 | \$ 2,747 | \$ 2,762 | \$ 2,868 | \$ 2,940 |
| | Total | \$ 76,834 | \$ 78,909 | \$ 81,114 | \$ 83,818 | \$ 90,361 | \$ 91,297 | \$ 97,842 | \$ 102,304 |
| 7 | Base | \$ 76,029 | \$ 78,103 | \$ 80,301 | \$ 83,106 | \$ 89,637 | \$ 90,390 | \$ 96,921 | \$ 101,438 |
| | PRS | \$ 2,557 | \$ 2,591 | \$ 2,627 | \$ 2,673 | \$ 2,780 | \$ 2,793 | \$ 2,900 | \$ 2,974 |
| | Total | \$ 78,587 | \$ 80,694 | \$ 82,928 | \$ 85,779 | \$ 92,417 | \$ 93,183 | \$ 99,821 | \$ 104,412 |
| 8 | Base | \$ 78,555 | \$ 80,740 | \$ 82,989 | \$ 86,027 | \$ 92,647 | \$ 93,310 | \$ 99,933 | \$ 107,040 |
| | PRS | \$ 2,599 | \$ 2,635 | \$ 2,671 | \$ 2,721 | \$ 2,830 | \$ 2,841 | \$ 2,949 | \$ 3,066 |
| | Total | \$ 81,154 | \$ 83,375 | \$ 85,660 | \$ 88,748 | \$ 95,477 | \$ 96,150 | \$ 102,882 | \$ 110,106 |
| 9 | Base | | \$ 84,829 | \$ 87,192 | \$ 90,338 | \$ 97,114 | \$ 97,619 | \$ 104,398 | \$ 109,240 |
| | PRS | | \$ 2,702 | \$ 2,740 | \$ 2,792 | \$ 2,903 | \$ 2,911 | \$ 3,022 | \$ 3,102 |
| | Total | | \$ 87,530 | \$ 89,932 | \$ 93,130 | \$ 100,017 | \$ 100,530 | \$ 107,420 | \$ 112,342 |
| 10 | Base | | | \$ 90,067 | \$ 93,651 | \$ 101,016 | \$ 103,048 | \$ 108,374 | \$ 112,371 |
| | PRS | | | \$ 2,788 | \$ 2,846 | \$ 2,967 | \$ 3,000 | \$ 3,088 | \$ 3,153 |
| | Total | | | \$ 92,855 | \$ 96,497 | \$ 103,983 | \$ 106,048 | \$ 111,462 | \$ 115,524 |
| 11 | Base | | | | \$ 96,637 | \$ 103,652 | \$ 103,920 | \$ 110,936 | \$ 114,355 |
| | PRS | | | | \$ 2,895 | \$ 3,010 | \$ 3,015 | \$ 3,130 | \$ 3,186 |
| | Total | | | | \$ 99,533 | \$ 106,662 | \$ 106,935 | \$ 114,066 | \$ 117,541 |
| 12 | Base | | | | \$ 99,730 | \$ 107,087 | \$ 107,241 | \$ 114,370 | \$ 118,376 |
| | PRS | | | | \$ 2,946 | \$ 3,067 | \$ 3,069 | \$ 3,186 | \$ 3,252 |
| | Total | | | | \$ 102,676 | \$ 110,154 | \$ 110,310 | \$ 117,556 | \$ 121,627 |
| 13 | Base | | | | | \$ 110,605 | \$ 112,037 | \$ 119,247 | \$ 124,657 |
| | PRS | | | | | \$ 3,124 | \$ 3,148 | \$ 3,266 | \$ 3,355 |
| | Total | | | | | \$ 113,729 | \$ 115,185 | \$ 122,513 | \$ 128,012 |
| 14 | Base | | | | | \$ 115,499 | \$ 115,575 | \$ 123,013 | \$ 127,089 |
| | PRS | | | | | \$ 3,204 | \$ 3,206 | \$ 3,328 | \$ 3,394 |
| | Total | | | | | \$ 118,703 | \$ 118,781 | \$ 126,341 | \$ 130,484 |
| 15 | Base | | | | | \$ 117,144 | \$ 118,580 | \$ 126,210 | \$ 129,082 |
| | PRS | | | | | \$ 3,231 | \$ 3,255 | \$ 3,380 | \$ 7,945 |
| | Total | | | | | \$ 120,375 | \$ 121,835 | \$ 129,590 | \$ 137,027 |
| 16 | Base | \$ 82,211 | \$ 87,186 | \$ 92,485 | \$ 102,259 | \$ 120,911 | \$ 122,350 | \$ 130,223 | \$ 131,075 |
| | PRS | \$ 2,659 | \$ 2,740 | \$ 2,827 | \$ 2,987 | \$ 3,293 | \$ 3,317 | \$ 3,446 | \$ 11,128 |
| | Total | \$ 84,870 | \$ 89,926 | \$ 95,312 | \$ 105,246 | \$ 124,204 | \$ 125,666 | \$ 133,669 | \$ 142,203 |

**For MA+90/PhD, Steps 15 and 16, the PRS is comprised of Technology Stipend, PLC Days, and PLS.