



10-29-25

## Fiscal Year 2025-2026

East Shore Leadership Academy Average Compensation		
New Teachers <5 Years	Veteran Teachers >5 Years	Support Staff
\$ 42,427	\$ 49,492	\$ 36,733

- “New teachers” = those holding a teaching certificate for **less than 5 years**
- “Veteran teachers” = those holding a teaching certificate for **5 or more years**
- “Support staff” includes administration, coaches, paraprofessionals, food service, bus drivers, maintenance, custodial, literacy coaches, etc.