

**Santa Fe Trail BOCES**  
2025-2026  
**BEHAVIOR INTERVENTIONIST**

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
1	\$42,000	\$42,968	\$43,936	\$44,904	\$47,130	\$48,098	\$49,067	\$50,035	\$51,003
2	\$42,572	\$43,540	\$44,508	\$45,476	\$47,702	\$48,670	\$49,639	\$50,607	\$51,575
3	\$43,144	\$44,112	\$45,080	\$46,048	\$48,274	\$49,242	\$50,211	\$51,179	\$52,147
4	\$43,716	\$44,684	\$45,652	\$46,620	\$48,846	\$49,814	\$50,783	\$51,751	\$52,719
5	\$44,288	\$45,256	\$46,224	\$47,192	\$49,418	\$50,386	\$51,355	\$52,323	\$53,291
6	\$44,860	\$45,828	\$46,796	\$47,764	\$49,990	\$50,958	\$51,927	\$52,895	\$53,863
7	\$45,432	\$46,400	\$47,368	\$48,336	\$50,562	\$51,530	\$52,499	\$53,467	\$54,435
8	\$46,004	\$46,972	\$47,940	\$48,908	\$51,134	\$52,102	\$53,071	\$54,039	\$55,007
9	\$46,576	\$47,544	\$48,512	\$49,480	\$51,706	\$52,674	\$53,643	\$54,611	\$55,579
10	\$47,148	\$48,116	\$49,084	\$50,052	\$52,278	\$53,246	\$54,215	\$55,183	\$56,151
11	\$47,720	\$48,688	\$49,656	\$50,624	\$52,850	\$53,818	\$54,787	\$55,755	\$56,723
12	\$48,292	\$49,260	\$50,228	\$51,196	\$53,422	\$54,390	\$55,359	\$56,327	\$57,295
13	\$48,864	\$49,832	\$50,800	\$51,768	\$53,994	\$54,962	\$55,931	\$56,899	\$57,867
14	\$49,436	\$50,404	\$51,372	\$52,340	\$54,566	\$55,534	\$56,503	\$57,471	\$58,439
15	\$50,008	\$50,976	\$51,944	\$52,912	\$55,138	\$56,106	\$57,075	\$58,043	\$59,011
16	\$50,580	\$51,548	\$52,516	\$53,484	\$55,710	\$56,678	\$57,647	\$58,615	\$59,583
17	\$51,152	\$52,120	\$53,088	\$54,056	\$56,282	\$57,250	\$58,219	\$59,187	\$60,155
18	\$51,724	\$52,692	\$53,660	\$54,628	\$56,854	\$57,822	\$58,791	\$59,759	\$60,727
19	\$52,296	\$53,264	\$54,232	\$55,200	\$57,426	\$58,394	\$59,363	\$60,331	\$61,299
20	\$52,868	\$53,836	\$54,804	\$55,772	\$57,998	\$58,966	\$59,935	\$60,903	\$61,871
21	\$53,440	\$54,408	\$55,376	\$56,344	\$58,570	\$59,538	\$60,507	\$61,475	\$62,443
22					\$59,142	\$60,110	\$61,079	\$62,047	\$63,015
23					\$59,714	\$60,682	\$61,651	\$62,619	\$63,587
24					\$60,286	\$61,254	\$62,223	\$63,191	\$64,159
25					\$60,858	\$61,826	\$62,795	\$63,763	\$64,731
26					\$61,430	\$62,398	\$63,367	\$64,335	\$65,303
27					\$62,002	\$62,970	\$63,939	\$64,907	\$65,875
28					\$62,574	\$63,542	\$64,511	\$65,479	\$66,447
29					\$63,146	\$64,114	\$65,083	\$66,051	\$67,019
30					\$63,718	\$64,686	\$65,655	\$66,623	\$67,591
31					\$64,290	\$65,258	\$66,227	\$67,195	\$68,163
32					\$64,862	\$65,830	\$66,799	\$67,767	\$68,735
33					\$65,434	\$66,402	\$67,371	\$68,339	\$69,307
34					\$66,006	\$66,974	\$67,943	\$68,911	\$69,879

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.									
2. Health/Life Benefits									
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.									
15-19 Years	\$1,000								
20-24 Years	\$1,500								
25-29 Years	\$2,000								
30-34 Years	\$2,500								
35-40 Years	\$3,000								
41-45 Years	\$3,500								
Effective Date: Start of Academic Year 2024-2025									

# Santa Fe Trail BOCES

2025-2026

## BUSINESS MANAGER

	STEP		STEP	
	1	\$64,650	33	\$82,090
	2	\$65,195	34	\$82,635
	3	\$65,740	35	\$83,180
	4	\$66,285	36	\$83,725
	5	\$66,830	37	\$84,270
	6	\$67,375	38	\$84,815
	7	\$67,920	39	\$85,360
	8	\$68,465	40	\$85,905
	9	\$69,010	41	\$86,450
	10	\$69,555	42	\$86,995
	11	\$70,100	43	\$87,540
	12	\$70,645	44	\$88,085
	13	\$71,190		
	14	\$71,735		
	15	\$72,280		
	16	\$72,825		
	17	\$73,370		
	18	\$73,915		
	19	\$74,460		
	20	\$75,005		
	21	\$75,550		
	22	\$76,095		
	23	\$76,640		
	24	\$77,185		
	25	\$77,730		
	26	\$78,275		
	27	\$78,820		
	28	\$79,365		
	29	\$79,910		
	30	\$80,455		
	31	\$81,000		
	32	\$81,545		
	1. Health/Life Benefits			
	2. Vacation Leave is granted according to policy.			
BA is required				
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.				
15-19 Years	\$1,000			
20-24 Years	\$1,500			
25-29 Years	\$2,000			
30-34 Years	\$2,500			
35-40 Years	\$3,000			
41-45 Years	\$3,500			
Effective Date: Start of Academic Year 2024-2025				

**Santa Fe Trail BOCES**  
2025-2026  
**SPECIALIZED - CLASSIFIED**

STEP	SPEECH/LANGUAGE PARAPROFESSIONAL & PRESCHOOL PARAPROFESSIONAL & TUTOR INTERPRETER (Not certified) & OT PARAPROFESSIONAL	CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT (COTA) & PHYSICAL THERAPIST ASSISTANT (PTA) & TUTOR INTERPRETER (Certified)
	1	\$22.26
2	\$22.54	\$27.28
3	\$22.82	\$27.56
4	\$23.10	\$27.84
5	\$23.38	\$28.12
6	\$23.66	\$28.40
7	\$23.94	\$28.68
8	\$24.22	\$28.96
9	\$24.50	\$29.24
10	\$24.78	\$29.52
11	\$25.06	\$29.80
12	\$25.34	\$30.08
13	\$25.62	\$30.36
14	\$25.90	\$30.64
15	\$26.18	\$30.92
16	\$26.46	\$31.20
17	\$26.74	\$31.48
18	\$27.02	\$31.76
19	\$27.30	\$32.04
20	\$27.58	\$32.32
21	\$27.86	\$32.60
22	\$28.14	\$32.88
23	\$28.42	\$33.16
24	\$28.70	\$33.44
25	\$28.98	\$33.72
26	\$29.26	\$34.00
27	\$29.54	\$34.28
28	\$29.82	\$34.56
29	\$30.10	\$34.84
30	\$30.38	\$35.12
31	\$30.66	\$35.40
32	\$30.94	\$35.68
33	\$31.22	\$35.96
34	\$31.50	\$36.24
35	\$31.78	\$36.52
36	\$32.06	\$36.80
	1. Health/Life Benefits	
	2. Discretionary Time	
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.		
15-19 Years	\$1,000	
20-24 Years	\$1,500	
25-29 Years	\$2,000	
30-34 Years	\$2,500	
35-40 Years	\$3,000	
41-45 Years	\$3,500	
Effective Date: Start of Academic Year 2024-2025		

**Santa Fe Trail BOCES**  
2025-2026  
**CLASSIFIED EMPLOYEES**

STEP	CUSTODIAN	SECRETARY	PARAPROFESSIONALS
1	\$16.70	\$20.03	\$20.03
2	\$16.97	\$20.31	\$20.31
3	\$17.25	\$20.59	\$20.59
4	\$17.53	\$20.87	\$20.87
5	\$17.81	\$21.15	\$21.15
6	\$18.09	\$21.42	\$21.42
7	\$18.36	\$21.70	\$21.70
8	\$18.64	\$21.98	\$21.98
9	\$18.92	\$22.26	\$22.26
10	\$19.20	\$22.54	\$22.54
11	\$19.48	\$22.81	\$22.81
12	\$19.75	\$23.09	\$23.09
13	\$20.03	\$23.37	\$23.37
14	\$20.31	\$23.65	\$23.65
15	\$20.59	\$23.93	\$23.93
16	\$20.87	\$24.20	\$24.20
17	\$21.14	\$24.48	\$24.48
18	\$21.42	\$24.76	\$24.76
19	\$21.70	\$25.04	\$25.04
20	\$21.98	\$25.32	\$25.32
21	\$22.26	\$25.59	\$25.59
22	\$22.53	\$25.87	\$25.87
23	\$22.81	\$26.15	\$26.15
24	\$23.09	\$26.43	\$26.43
25	\$23.37	\$26.71	\$26.71
26	\$23.65	\$26.98	\$26.98
27	\$23.92	\$27.26	\$27.26
28	\$24.20	\$27.54	\$27.54
29	\$24.48	\$27.82	\$27.82
30	\$24.76	\$28.10	\$28.10
31	\$25.04	\$28.37	\$28.37
32	\$25.31	\$28.65	\$28.65
33	\$25.59	\$28.93	\$28.93
34	\$25.87	\$29.21	\$29.21
35	\$26.15	\$29.49	\$29.49
36	\$26.43	\$29.76	\$29.76
37	\$26.70	\$30.04	\$30.04
38	\$26.98	\$30.32	\$30.32
39	\$27.26	\$30.60	\$30.60
40	\$27.54	\$30.88	\$30.88
41	\$27.81	\$31.15	\$31.15
1	Health/Life Benefits		
2	Discretionary Time		
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.			
15-19 Years	\$1,000		
20-24 Years	\$1,500		
25-29 Years	\$2,000		
30-34 Years	\$2,500		
35-40 Years	\$3,000		
41-45 Years	\$3,500		
Effective Date: Start of Academic Year 2024-2025			

**Santa Fe Trail BOCES**

2025-2026

**COUNSELOR**

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
1	\$46,716	\$47,638	\$48,560	\$49,482	\$51,602	\$52,524	\$53,446	\$54,368	\$55,290
2	\$47,261	\$48,183	\$49,105	\$50,027	\$52,147	\$53,069	\$53,991	\$54,913	\$55,835
3	\$47,806	\$48,728	\$49,650	\$50,572	\$52,692	\$53,614	\$54,536	\$55,458	\$56,380
4	\$48,351	\$49,273	\$50,195	\$51,117	\$53,237	\$54,159	\$55,081	\$56,003	\$56,925
5	\$48,896	\$49,818	\$50,740	\$51,662	\$53,782	\$54,704	\$55,626	\$56,548	\$57,470
6	\$49,441	\$50,363	\$51,285	\$52,207	\$54,327	\$55,249	\$56,171	\$57,093	\$58,015
7	\$49,986	\$50,908	\$51,830	\$52,752	\$54,872	\$55,794	\$56,716	\$57,638	\$58,560
8	\$50,531	\$51,453	\$52,375	\$53,297	\$55,417	\$56,339	\$57,261	\$58,183	\$59,105
9	\$51,076	\$51,998	\$52,920	\$53,842	\$55,962	\$56,884	\$57,806	\$58,728	\$59,650
10	\$51,621	\$52,543	\$53,465	\$54,387	\$56,507	\$57,429	\$58,351	\$59,273	\$60,195
11	\$52,166	\$53,088	\$54,010	\$54,932	\$57,052	\$57,974	\$58,896	\$59,818	\$60,740
12	\$52,711	\$53,633	\$54,555	\$55,477	\$57,597	\$58,519	\$59,441	\$60,363	\$61,285
13	\$53,256	\$54,178	\$55,100	\$56,022	\$58,142	\$59,064	\$59,986	\$60,908	\$61,830
14	\$53,801	\$54,723	\$55,645	\$56,567	\$58,687	\$59,609	\$60,531	\$61,453	\$62,375
15	\$54,346	\$55,268	\$56,190	\$57,112	\$59,232	\$60,154	\$61,076	\$61,998	\$62,920
16	\$54,891	\$55,813	\$56,735	\$57,657	\$59,777	\$60,699	\$61,621	\$62,543	\$63,465
17	\$55,436	\$56,358	\$57,280	\$58,202	\$60,322	\$61,244	\$62,166	\$63,088	\$64,010
18	\$55,981	\$56,903	\$57,825	\$58,747	\$60,867	\$61,789	\$62,711	\$63,633	\$64,555
19	\$56,526	\$57,448	\$58,370	\$59,292	\$61,412	\$62,334	\$63,256	\$64,178	\$65,100
20	\$57,071	\$57,993	\$58,915	\$59,837	\$61,957	\$62,879	\$63,801	\$64,723	\$65,645
21	\$57,616	\$58,538	\$59,460	\$60,382	\$62,502	\$63,424	\$64,346	\$65,268	\$66,190
22					\$63,047	\$63,969	\$64,891	\$65,813	\$66,735
23					\$63,592	\$64,514	\$65,436	\$66,358	\$67,280
24					\$64,137	\$65,059	\$65,981	\$66,903	\$67,825
25					\$64,682	\$65,604	\$66,526	\$67,448	\$68,370
26					\$65,227	\$66,149	\$67,071	\$67,993	\$68,915
27					\$65,772	\$66,694	\$67,616	\$68,538	\$69,460
28					\$66,317	\$67,239	\$68,161	\$69,083	\$70,005
29					\$66,862	\$67,784	\$68,706	\$69,628	\$70,550
30					\$67,407	\$68,329	\$69,251	\$70,173	\$71,095
31					\$67,952	\$68,874	\$69,796	\$70,718	\$71,640
32					\$68,497	\$69,419	\$70,341	\$71,263	\$72,185
33					\$69,042	\$69,964	\$70,886	\$71,808	\$72,730

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**

2025-2026

**EARLY CHILDHOOD SPED TEACHER/PRESCHOOL COORDINATOR**

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
1	\$44,000	\$44,441	\$44,882	\$45,323	\$47,423	\$47,864	\$48,305	\$48,746	\$49,187
2	\$44,572	\$45,013	\$45,454	\$45,895	\$47,995	\$48,436	\$48,877	\$49,318	\$49,759
3	\$45,144	\$45,585	\$46,026	\$46,467	\$48,567	\$49,008	\$49,449	\$49,890	\$50,331
4	\$45,716	\$46,157	\$46,598	\$47,039	\$49,139	\$49,580	\$50,021	\$50,462	\$50,903
5	\$46,288	\$46,729	\$47,170	\$47,611	\$49,711	\$50,152	\$50,593	\$51,034	\$51,475
6	\$46,860	\$47,301	\$47,742	\$48,183	\$50,283	\$50,724	\$51,165	\$51,606	\$52,047
7	\$47,432	\$47,873	\$48,314	\$48,755	\$50,855	\$51,296	\$51,737	\$52,178	\$52,619
8	\$48,004	\$48,445	\$48,886	\$49,327	\$51,427	\$51,868	\$52,309	\$52,750	\$53,191
9	\$48,576	\$49,017	\$49,458	\$49,899	\$51,999	\$52,440	\$52,881	\$53,322	\$53,763
10	\$49,148	\$49,589	\$50,030	\$50,471	\$52,571	\$53,012	\$53,453	\$53,894	\$54,335
11		\$50,161	\$50,602	\$51,043	\$53,143	\$53,584	\$54,025	\$54,466	\$54,907
12		\$50,733	\$51,174	\$51,615	\$53,715	\$54,156	\$54,597	\$55,038	\$55,479
13			\$51,746	\$52,187	\$54,287	\$54,728	\$55,169	\$55,610	\$56,051
14				\$52,759	\$54,859	\$55,300	\$55,741	\$56,182	\$56,623
15				\$53,331	\$55,431	\$55,872	\$56,313	\$56,754	\$57,195
16				\$53,903	\$56,003	\$56,444	\$56,885	\$57,326	\$57,767
17					\$56,575	\$57,016	\$57,457	\$57,898	\$58,339
18					\$57,147	\$57,588	\$58,029	\$58,470	\$58,911
19						\$58,160	\$58,601	\$59,042	\$59,483
20						\$58,732	\$59,173	\$59,614	\$60,055
21							\$59,745	\$60,186	\$60,627
22								\$60,758	\$61,199
23									\$61,771
24									\$62,343
25									\$62,915
26									\$63,487
27									\$64,059
28									\$64,631

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**

2025-2026

**OT PT**

STEP	MA	MA+10	MA+20	MA+30	MA+45 ED.S	PhD
1	\$51,755	\$52,723	\$53,691	\$54,659	\$55,628	\$57,854
2	\$52,361	\$53,329	\$54,298	\$55,266	\$56,234	\$58,460
3	\$52,968	\$53,936	\$54,904	\$55,873	\$56,841	\$59,067
4	\$53,574	\$54,543	\$55,511	\$56,479	\$57,448	\$59,674
5	\$54,181	\$55,149	\$56,118	\$57,086	\$58,054	\$60,280
6	\$54,788	\$55,756	\$56,724	\$57,692	\$58,661	\$60,887
7	\$55,394	\$56,362	\$57,331	\$58,299	\$59,267	\$61,493
8	\$56,001	\$56,969	\$57,937	\$58,906	\$59,874	\$62,100
9	\$56,607	\$57,576	\$58,544	\$59,512	\$60,481	\$62,707
10	\$57,214	\$58,182	\$59,151	\$60,119	\$61,087	\$63,313
11	\$57,821	\$58,789	\$59,757	\$60,725	\$61,694	\$63,920
12	\$58,427	\$59,395	\$60,364	\$61,332	\$62,300	\$64,526
13	\$59,034	\$60,002	\$60,970	\$61,939	\$62,907	\$65,133
14	\$59,640	\$60,609	\$61,577	\$62,545	\$63,514	\$65,740
15	\$60,247	\$61,215	\$62,184	\$63,152	\$64,120	\$66,346
16	\$60,854	\$61,822	\$62,790	\$63,758	\$64,727	\$66,953
17	\$61,460	\$62,428	\$63,397	\$64,365	\$65,333	\$67,559
18	\$62,067	\$63,035	\$64,003	\$64,972	\$65,940	\$68,166
19	\$62,673	\$63,642	\$64,610	\$65,578	\$66,547	\$68,773
20	\$63,280	\$64,248	\$65,217	\$66,185	\$67,153	\$69,379
21	\$63,887	\$64,855	\$65,823	\$66,791	\$67,760	\$69,986
22	\$64,493	\$65,461	\$66,430	\$67,398	\$68,366	\$70,592
23	\$65,100	\$66,068	\$67,036	\$68,005	\$68,973	\$71,199
24			\$67,643	\$68,611	\$69,580	\$71,806
25			\$68,250	\$69,218	\$70,186	\$72,412
26			\$68,856	\$69,824	\$70,793	\$73,019
27			\$69,463	\$70,431	\$71,399	\$73,625
28			\$70,069	\$71,038	\$72,006	\$74,232
29			\$70,676	\$71,644	\$72,613	\$74,839
30				\$72,251	\$73,219	\$75,445
31				\$72,857	\$73,826	\$76,052
32				\$73,464	\$74,432	\$76,658
33				\$74,071	\$75,039	\$77,265
34				\$74,677	\$75,646	\$77,872
35				\$75,284	\$76,252	\$78,478
36					\$76,859	\$79,085
37					\$77,465	\$79,691
38					\$78,072	\$80,298
39					\$78,679	\$80,905

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**

2025-2026

**SCHOOL PRINCIPAL**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>PhD</b>
1	\$67,893	\$68,861	\$69,829	\$70,797	\$73,023
2	\$69,006	\$69,974	\$70,942	\$71,910	\$74,136
3	\$70,119	\$71,087	\$72,055	\$73,023	\$75,249
4	\$71,232	\$72,200	\$73,168	\$74,136	\$76,362
5	\$72,345	\$73,313	\$74,281	\$75,249	\$77,475
6	\$73,458	\$74,426	\$75,394	\$76,362	\$78,588
7	\$74,571	\$75,539	\$76,507	\$77,475	\$79,701
8	\$75,684	\$76,652	\$77,620	\$78,588	\$80,814
9	\$76,797	\$77,765	\$78,733	\$79,701	\$81,927
10	\$77,910	\$78,878	\$79,846	\$80,814	\$83,040
11	\$79,023	\$79,991	\$80,959	\$81,927	\$84,153
12	\$80,136	\$81,104	\$82,072	\$83,040	\$85,266
13	\$81,249	\$82,217	\$83,185	\$84,153	\$86,379
14	\$82,362	\$83,330	\$84,298	\$85,266	\$87,492
15	\$83,475	\$84,443	\$85,411	\$86,379	\$88,605
16	\$84,588	\$85,556	\$86,524	\$87,492	\$89,718
17	\$85,701	\$86,669	\$87,637	\$88,605	\$90,831
18	\$86,814	\$87,782	\$88,750	\$89,718	\$91,944
19	\$87,927	\$88,895	\$89,863	\$90,831	\$93,057
20	\$89,040	\$90,008	\$90,976	\$91,944	\$94,170
21	\$90,153	\$91,121	\$92,089	\$93,057	\$95,283
22	\$91,266	\$92,234	\$93,202	\$94,170	\$96,396
23	\$92,379	\$93,347	\$94,315	\$95,283	\$97,509
1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.					
2. Health/Life Benefits					
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.					
15-19 Years	\$1,000				
20-24 Years	\$1,500				
25-29 Years	\$2,000				
30-34 Years	\$2,500				
35-40 Years	\$3,000				
41-45 Years	\$3,500				
Effective Date:	Start of Academic Year 2024-2025				

**Santa Fe Trail BOCES**  
2025-2026  
**SCHOOL PSYCHOLOGIST**

STEP	Licensed School Psych	LSP + 10	LSP + 20	LSP + 30	LSP + 45	PhD
1	\$54,600	\$55,568	\$56,537	\$57,505	\$58,473	\$60,699
2	\$55,207	\$56,175	\$57,143	\$58,112	\$59,080	\$61,306
3	\$55,813	\$56,782	\$57,750	\$58,718	\$59,686	\$61,912
4	\$56,420	\$57,388	\$58,356	\$59,325	\$60,293	\$62,519
5	\$57,026	\$57,995	\$58,963	\$59,931	\$60,900	\$63,126
6	\$57,633	\$58,601	\$59,570	\$60,538	\$61,506	\$63,732
7	\$58,240	\$59,208	\$60,176	\$61,145	\$62,113	\$64,339
8	\$58,846	\$59,815	\$60,783	\$61,751	\$62,719	\$64,945
9	\$59,453	\$60,421	\$61,389	\$62,358	\$63,326	\$65,552
10	\$60,059	\$61,028	\$61,996	\$62,964	\$63,933	\$66,159
11	\$60,666	\$61,634	\$62,603	\$63,571	\$64,539	\$66,765
12	\$61,273	\$62,241	\$63,209	\$64,178	\$65,146	\$67,372
13	\$61,879	\$62,848	\$63,816	\$64,784	\$65,752	\$67,978
14	\$62,486	\$63,454	\$64,422	\$65,391	\$66,359	\$68,585
15	\$63,092	\$64,061	\$65,029	\$65,997	\$66,966	\$69,192
16	\$63,699	\$64,667	\$65,636	\$66,604	\$67,572	\$69,798
17	\$64,306	\$65,274	\$66,242	\$67,211	\$68,179	\$70,405
18	\$64,912	\$65,881	\$66,849	\$67,817	\$68,785	\$71,011
19	\$65,519	\$66,487	\$67,455	\$68,424	\$69,392	\$71,618
20	\$66,125	\$67,094	\$68,062	\$69,030	\$69,999	\$72,225
21	\$66,732	\$67,700	\$68,669	\$69,637	\$70,605	\$72,831
22	\$67,339	\$68,307	\$69,275	\$70,244	\$71,212	\$73,438
23	\$67,945	\$68,914	\$69,882	\$70,850	\$71,818	\$74,044
24	\$68,552	\$69,520	\$70,488	\$71,457	\$72,425	\$74,651
25	\$69,158	\$70,127	\$71,095	\$72,063	\$73,032	\$75,258
26	\$69,765	\$70,733	\$71,702	\$72,670	\$73,638	\$75,864
27	\$70,372	\$71,340	\$72,308	\$73,277	\$74,245	\$76,471
28	\$70,978	\$71,947	\$72,915	\$73,883	\$74,851	\$77,077
29	\$71,585	\$72,553	\$73,521	\$74,490	\$75,458	\$77,684
30	\$72,191	\$73,160	\$74,128	\$75,096	\$76,065	\$78,291
31	\$72,798	\$73,766	\$74,735	\$75,703	\$76,671	\$78,897
32	\$73,405	\$74,373	\$75,341	\$76,310	\$77,278	\$79,504
33	\$74,011	\$74,980	\$75,948	\$76,916	\$77,884	\$80,110
34	\$74,618	\$75,586	\$76,554	\$77,523	\$78,491	\$80,717
35	\$75,224	\$76,193	\$77,161	\$78,129	\$79,098	\$81,324
36	\$75,831	\$76,799	\$77,768	\$78,736	\$79,704	\$81,930
1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.						
2. Health/Life Benefits						
Longevity based on number of years of service completed in the Santa Fe Trail BOCES.						
15-19 Years	\$1,000					
20-24 Years	\$1,500					
25-29 Years	\$2,000					
30-34 Years	\$2,500					
35-40 Years	\$3,000					
41-45 Years	\$3,500					
Effective Date:	Start of Academic Year 2024-2025					

**Santa Fe Trail BOCES**

2025-2026

**SPEECH THERAPIST**

STEP	MA	MA+10	MA+20	MA+30	MA+45	PhD
					<b>ED.S</b>	
1	\$53,550	\$54,518	\$55,487	\$56,455	\$57,423	\$59,649
2	\$54,157	\$55,125	\$56,093	\$57,062	\$58,030	\$60,256
3	\$54,763	\$55,732	\$56,700	\$57,668	\$58,636	\$60,862
4	\$55,370	\$56,338	\$57,306	\$58,275	\$59,243	\$61,469
5	\$55,976	\$56,945	\$57,913	\$58,881	\$59,850	\$62,076
6	\$56,583	\$57,551	\$58,520	\$59,488	\$60,456	\$62,682
7	\$57,190	\$58,158	\$59,126	\$60,095	\$61,063	\$63,289
8	\$57,796	\$58,765	\$59,733	\$60,701	\$61,669	\$63,895
9	\$58,403	\$59,371	\$60,339	\$61,308	\$62,276	\$64,502
10	\$59,009	\$59,978	\$60,946	\$61,914	\$62,883	\$65,109
11	\$59,616	\$60,584	\$61,553	\$62,521	\$63,489	\$65,715
12	\$60,223	\$61,191	\$62,159	\$63,128	\$64,096	\$66,322
13	\$60,829	\$61,798	\$62,766	\$63,734	\$64,702	\$66,928
14	\$61,436	\$62,404	\$63,372	\$64,341	\$65,309	\$67,535
15	\$62,042	\$63,011	\$63,979	\$64,947	\$65,916	\$68,142
16	\$62,649	\$63,617	\$64,586	\$65,554	\$66,522	\$68,748
17	\$63,256	\$64,224	\$65,192	\$66,161	\$67,129	\$69,355
18	\$63,862	\$64,831	\$65,799	\$66,767	\$67,735	\$69,961
19	\$64,469	\$65,437	\$66,405	\$67,374	\$68,342	\$70,568
20	\$65,075	\$66,044	\$67,012	\$67,980	\$68,949	\$71,175
21	\$65,682	\$66,650	\$67,619	\$68,587	\$69,555	\$71,781
22	\$66,289	\$67,257	\$68,225	\$69,194	\$70,162	\$72,388
23	\$66,895	\$67,864	\$68,832	\$69,800	\$70,768	\$72,994
24		\$68,470	\$69,438	\$70,407	\$71,375	\$73,601
25		\$69,077	\$70,045	\$71,013	\$71,982	\$74,208
26			\$70,652	\$71,620	\$72,588	\$74,814
27			\$71,258	\$72,227	\$73,195	\$75,421
28			\$71,865	\$72,833	\$73,801	\$76,027
29				\$73,440	\$74,408	\$76,634
30				\$74,046	\$75,015	\$77,241
31				\$74,653	\$75,621	\$77,847
32				\$75,260	\$76,228	\$78,454
33					\$76,834	\$79,060
34					\$77,441	\$79,667
35					\$78,048	\$80,274
36					\$78,654	\$80,880
37					\$79,261	\$81,487
38					\$79,867	\$82,093
39					\$80,474	\$82,700
40					\$81,081	\$83,307
41					\$81,687	\$83,913
42					\$82,294	\$84,520
43					\$82,900	\$85,126

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**

2025-2026

**SPECIAL ED  
COORDINATOR**

<b>STEP</b>	<b>Spec Ed Coord</b>	<b>+ 10</b>	<b>+ 20</b>	<b>+ 30</b>	<b>+ 45</b>	<b>PhD</b>
1	\$55,191	\$56,159	\$57,128	\$58,096	\$59,064	\$61,290
2	\$55,798	\$56,766	\$57,734	\$58,703	\$59,671	\$61,897
3	\$56,404	\$57,373	\$58,341	\$59,309	\$60,278	\$62,504
4	\$57,011	\$57,979	\$58,948	\$59,916	\$60,884	\$63,110
5	\$57,618	\$58,586	\$59,554	\$60,522	\$61,491	\$63,717
6	\$58,224	\$59,192	\$60,161	\$61,129	\$62,097	\$64,323
7	\$58,831	\$59,799	\$60,767	\$61,736	\$62,704	\$64,930
8	\$59,437	\$60,406	\$61,374	\$62,342	\$63,311	\$65,537
9	\$60,044	\$61,012	\$61,981	\$62,949	\$63,917	\$66,143
10	\$60,651	\$61,619	\$62,587	\$63,555	\$64,524	\$66,750
11	\$61,257	\$62,225	\$63,194	\$64,162	\$65,130	\$67,356
12	\$61,864	\$62,832	\$63,800	\$64,769	\$65,737	\$67,963
13	\$62,470	\$63,439	\$64,407	\$65,375	\$66,344	\$68,570
14	\$63,077	\$64,045	\$65,014	\$65,982	\$66,950	\$69,176
15	\$63,684	\$64,652	\$65,620	\$66,588	\$67,557	\$69,783
16	\$64,290	\$65,258	\$66,227	\$67,195	\$68,163	\$70,389
17	\$64,897	\$65,865	\$66,833	\$67,802	\$68,770	\$70,996
18	\$65,503	\$66,472	\$67,440	\$68,408	\$69,377	\$71,603
19	\$66,110	\$67,078	\$68,047	\$69,015	\$69,983	\$72,209
20	\$66,717	\$67,685	\$68,653	\$69,621	\$70,590	\$72,816
21	\$67,323	\$68,291	\$69,260	\$70,228	\$71,196	\$73,422
22	\$67,930	\$68,898	\$69,866	\$70,835	\$71,803	\$74,029
23	\$68,536	\$69,505	\$70,473	\$71,441	\$72,410	\$74,636
24	\$69,143	\$70,111	\$71,080	\$72,048	\$73,016	\$75,242
25	\$69,750	\$70,718	\$71,686	\$72,654	\$73,623	\$75,849
26	\$70,356	\$71,324	\$72,293	\$73,261	\$74,229	\$76,455
27	\$70,963	\$71,931	\$72,899	\$73,868	\$74,836	\$77,062
28	\$71,569	\$72,538	\$73,506	\$74,474	\$75,443	\$77,669
29	\$72,176	\$73,144	\$74,113	\$75,081	\$76,049	\$78,275
30	\$72,783	\$73,751	\$74,719	\$75,687	\$76,656	\$78,882
31	\$73,389	\$74,357	\$75,326	\$76,294	\$77,262	\$79,488
32	\$73,996	\$74,964	\$75,932	\$76,901	\$77,869	\$80,095
33	\$74,602	\$75,571	\$76,539	\$77,507	\$78,476	\$80,702
34	\$75,209	\$76,177	\$77,146	\$78,114	\$79,082	\$81,308
35	\$75,816	\$76,784	\$77,752	\$78,720	\$79,689	\$81,915

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**

2025-2026

**TEACHER**

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
1	\$42,000	\$42,473	\$42,945	\$43,418	\$45,518	\$45,990	\$46,463	\$46,935	\$47,408
2	\$42,572	\$43,045	\$43,517	\$43,990	\$46,090	\$46,562	\$47,035	\$47,507	\$47,980
3	\$43,144	\$43,617	\$44,089	\$44,562	\$46,662	\$47,134	\$47,607	\$48,079	\$48,552
4	\$43,716	\$44,189	\$44,661	\$45,134	\$47,234	\$47,706	\$48,179	\$48,651	\$49,124
5	\$44,288	\$44,761	\$45,233	\$45,706	\$47,806	\$48,278	\$48,751	\$49,223	\$49,696
6	\$44,860	\$45,333	\$45,805	\$46,278	\$48,378	\$48,850	\$49,323	\$49,795	\$50,268
7	\$45,432	\$45,905	\$46,377	\$46,850	\$48,950	\$49,422	\$49,895	\$50,367	\$50,840
8	\$46,004	\$46,477	\$46,949	\$47,422	\$49,522	\$49,994	\$50,467	\$50,939	\$51,412
9	\$46,576	\$47,049	\$47,521	\$47,994	\$50,094	\$50,566	\$51,039	\$51,511	\$51,984
10	\$47,148	\$47,621	\$48,093	\$48,566	\$50,666	\$51,138	\$51,611	\$52,083	\$52,556
11	\$47,720	\$48,193	\$48,665	\$49,138	\$51,238	\$51,710	\$52,183	\$52,655	\$53,128
12	\$48,292	\$48,765	\$49,237	\$49,710	\$51,810	\$52,282	\$52,755	\$53,227	\$53,700
13	\$48,864	\$49,337	\$49,809	\$50,282	\$52,382	\$52,854	\$53,327	\$53,799	\$54,272
14	\$49,436	\$49,909	\$50,381	\$50,854	\$52,954	\$53,426	\$53,899	\$54,371	\$54,844
15	\$50,008	\$50,481	\$50,953	\$51,426	\$53,526	\$53,998	\$54,471	\$54,943	\$55,416
16	\$50,580	\$51,053	\$51,525	\$51,998	\$54,098	\$54,570	\$55,043	\$55,515	\$55,988
17	\$51,152	\$51,625	\$52,097	\$52,570	\$54,670	\$55,142	\$55,615	\$56,087	\$56,560
18	\$51,724	\$52,197	\$52,669	\$53,142	\$55,242	\$55,714	\$56,187	\$56,659	\$57,132
19	\$52,296	\$52,769	\$53,241	\$53,714	\$55,814	\$56,286	\$56,759	\$57,231	\$57,704
20	\$52,868	\$53,341	\$53,813	\$54,286	\$56,386	\$56,858	\$57,331	\$57,803	\$58,276
21	\$53,440	\$53,913	\$54,385	\$54,858	\$56,958	\$57,430	\$57,903	\$58,375	\$58,848
22	\$54,012	\$54,485	\$54,957	\$55,430	\$57,530	\$58,002	\$58,475	\$58,947	\$59,420
23	\$54,584	\$55,057	\$55,529	\$56,002	\$58,102	\$58,574	\$59,047	\$59,519	\$59,992
24				\$56,574	\$58,674	\$59,146	\$59,619	\$60,091	\$60,564
25				\$57,146	\$59,246	\$59,718	\$60,191	\$60,663	\$61,136
26				\$57,718	\$59,818	\$60,290	\$60,763	\$61,235	\$61,708
27				\$58,290	\$60,390	\$60,862	\$61,335	\$61,807	\$62,280
28					\$60,962	\$61,434	\$61,907	\$62,379	\$62,852
29						\$62,006	\$62,479	\$62,951	\$63,424
30								\$63,523	\$63,996
31								\$64,095	\$64,568
32								\$64,667	\$65,140
33								\$65,239	\$65,712
34								\$65,811	\$66,284
35									\$66,856

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2024-2025

**Santa Fe Trail BOCES**  
2025-2026  
**TOSA / SPECIALIST TTE**

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
1	\$44,100	\$44,601	\$45,102	\$45,603	\$47,829	\$48,330	\$48,831	\$49,331	\$49,832
2	\$44,707	\$45,208	\$45,708	\$46,209	\$48,435	\$48,936	\$49,437	\$49,938	\$50,439
3	\$45,313	\$45,814	\$46,315	\$46,816	\$49,042	\$49,543	\$50,044	\$50,545	\$51,046
4	\$45,920	\$46,421	\$46,922	\$47,423	\$49,649	\$50,149	\$50,650	\$51,151	\$51,652
5	\$46,526	\$47,027	\$47,528	\$48,029	\$50,255	\$50,756	\$51,257	\$51,758	\$52,259
6	\$47,133	\$47,634	\$48,135	\$48,636	\$50,862	\$51,363	\$51,864	\$52,364	\$52,865
7	\$47,740	\$48,241	\$48,741	\$49,242	\$51,468	\$51,969	\$52,470	\$52,971	\$53,472
8	\$48,346	\$48,847	\$49,348	\$49,849	\$52,075	\$52,576	\$53,077	\$53,578	\$54,079
9	\$48,953	\$49,454	\$49,955	\$50,456	\$52,682	\$53,182	\$53,683	\$54,184	\$54,685
10	\$49,559	\$50,060	\$50,561	\$51,062	\$53,288	\$53,789	\$54,290	\$54,791	\$55,292
11	\$50,166	\$50,667	\$51,168	\$51,669	\$53,895	\$54,396	\$54,897	\$55,397	\$55,898
12	\$50,773	\$51,274	\$51,774	\$52,275	\$54,501	\$55,002	\$55,503	\$56,004	\$56,505
13	\$51,379	\$51,880	\$52,381	\$52,882	\$55,108	\$55,609	\$56,110	\$56,611	\$57,112
14	\$51,986	\$52,487	\$52,988	\$53,489	\$55,715	\$56,215	\$56,716	\$57,217	\$57,718
15	\$52,592	\$53,093	\$53,594	\$54,095	\$56,321	\$56,822	\$57,323	\$57,824	\$58,325
16	\$53,199	\$53,700	\$54,201	\$54,702	\$56,928	\$57,429	\$57,930	\$58,430	\$58,931
17	\$53,806	\$54,307	\$54,807	\$55,308	\$57,534	\$58,035	\$58,536	\$59,037	\$59,538
18	\$54,412	\$54,913	\$55,414	\$55,915	\$58,141	\$58,642	\$59,143	\$59,644	\$60,145
19	\$55,019	\$55,520	\$56,021	\$56,522	\$58,748	\$59,248	\$59,749	\$60,250	\$60,751
20	\$55,625	\$56,126	\$56,627	\$57,128	\$59,354	\$59,855	\$60,356	\$60,857	\$61,358
21	\$56,232	\$56,733	\$57,234	\$57,735	\$59,961	\$60,462	\$60,963	\$61,463	\$61,964
22	\$56,839	\$57,340	\$57,840	\$58,341	\$60,567	\$61,068	\$61,569	\$62,070	\$62,571
23	\$57,445	\$57,946	\$58,447	\$58,948	\$61,174	\$61,675	\$62,176	\$62,677	\$63,178
24	\$58,052	\$58,553	\$59,054	\$59,555	\$61,781	\$62,281	\$62,782	\$63,283	\$63,784
25	\$58,658	\$59,159	\$59,660	\$60,161	\$62,387	\$62,888	\$63,389	\$63,890	\$64,391
26		\$59,766	\$60,267	\$60,768	\$62,994	\$63,495	\$63,996	\$64,496	\$64,997
27		\$60,373	\$60,873	\$61,374	\$63,600	\$64,101	\$64,602	\$65,103	\$65,604
28		\$60,979	\$61,480	\$61,981	\$64,207	\$64,708	\$65,209	\$65,710	\$66,211
29		\$61,586	\$62,087	\$62,588	\$64,814	\$65,314	\$65,815	\$66,316	\$66,817
30		\$62,192	\$62,693			\$65,921	\$66,422	\$66,923	\$67,424
31		\$62,799				\$66,528	\$67,029	\$67,529	\$68,030
32							\$67,635	\$68,136	\$68,637
33								\$68,743	\$69,244
34								\$69,349	\$69,850
35								\$69,956	\$70,457
36								\$70,562	\$71,063
37								\$71,169	\$71,670

1. All certified employees are placed on the adopted salary schedule for their assignment according to experience and degree held.

2. Health/Life Benefits

Longevity based on number of years of service completed in the Santa Fe Trail BOCES.

15-19 Years	\$1,000
20-24 Years	\$1,500
25-29 Years	\$2,000
30-34 Years	\$2,500
35-40 Years	\$3,000
41-45 Years	\$3,500

Effective Date: Start of Academic Year 2023-2024