

Our Certified Compensation Model:

Below is our scale for the 2024-2025 school year. We pay by the **Step** and **Range** model.

Step (1-12) provides credit for the experience you have had with Neshaminy as a former Long-Term Substitute (partial or full year) or as a Contracted employee. We do not provide credit for experience outside of our district.

Range (B-M30) is your level of education, starting with a bachelor’s degree and graduate credits beyond in the order listed below. Note: the M+6 column appears on the salary schedule only for those bargaining unit members who are on that column as of July 1, 2019.

| 2024-2025 NFT SALARY SCHEDULE | | | | | | | | | | | |
|-------------------------------|----|--------|-----------|-----------|------------|------------|------------|------------|------------|------------|--|
| STEP | | B | B+12 | B+24 | B+30/M | M+6 | M+12 | M+18 | M+24 | M+30 | |
| 1.0 | \$ | 48,059 | \$ 52,864 | \$ 57,670 | \$ 60,074 | \$ 62,477 | \$ 64,879 | \$ 67,283 | \$ 69,686 | \$ 72,087 | |
| 2.0 | \$ | 51,017 | \$ 55,937 | \$ 60,855 | \$ 63,311 | \$ 65,770 | \$ 68,223 | \$ 70,681 | \$ 73,135 | \$ 75,589 | |
| 3.0 | \$ | 54,153 | \$ 59,187 | \$ 64,213 | \$ 66,725 | \$ 69,234 | \$ 71,744 | \$ 74,250 | \$ 76,755 | \$ 79,262 | |
| 4.0 | \$ | 57,483 | \$ 62,627 | \$ 67,758 | \$ 70,322 | \$ 72,884 | \$ 75,441 | \$ 77,999 | \$ 80,556 | \$ 83,111 | |
| 5.0 | \$ | 61,020 | \$ 66,265 | \$ 71,498 | \$ 74,112 | \$ 76,722 | \$ 79,333 | \$ 81,939 | \$ 84,546 | \$ 87,149 | |
| 6.0 | \$ | 64,772 | \$ 70,117 | \$ 75,445 | \$ 78,108 | \$ 80,766 | \$ 83,422 | \$ 86,078 | \$ 88,732 | \$ 91,384 | |
| 7.0 | \$ | 68,757 | \$ 74,189 | \$ 79,610 | \$ 82,317 | \$ 85,020 | \$ 87,725 | \$ 90,425 | \$ 93,125 | \$ 95,822 | |
| 8.0 | \$ | 72,987 | \$ 78,501 | \$ 84,005 | \$ 86,754 | \$ 89,502 | \$ 92,248 | \$ 94,992 | \$ 97,736 | \$ 100,476 | |
| 9.0 | \$ | 77,476 | \$ 83,062 | \$ 88,643 | \$ 91,431 | \$ 94,217 | \$ 97,005 | \$ 99,788 | \$ 102,574 | \$ 105,356 | |
| 10.0 | \$ | 82,241 | \$ 87,888 | \$ 93,535 | \$ 96,359 | \$ 99,183 | \$ 102,005 | \$ 104,829 | \$ 107,652 | \$ 110,477 | |
| 11.0 | \$ | 84,299 | \$ 90,084 | \$ 95,874 | \$ 98,768 | \$ 101,664 | \$ 104,555 | \$ 107,450 | \$ 110,343 | \$ 113,238 | |
| 12.0 | \$ | 85,996 | \$ 91,897 | \$ 97,804 | \$ 100,755 | \$ 103,710 | \$ 106,660 | \$ 109,612 | \$ 112,564 | \$ 115,517 | |

Salary Movement: Each fall, certified employees may submit proof of earned appropriate graduate credits for purposes of horizontal movement no later than October 15. Compensation in accordance with the adjustment will be paid retroactively.

Benefits: <https://www.neshaminy.org/Page/188>

- **Health Insurance: Independence Blue Cross**
- **Prescription Drug Coverage / RX**
- Fitness Program
- Weight Management
- Fitness Center Discount
- **Dental:** United Concordia
- **Vision:** Vision Benefits of America
- Perks at Work – tons of discounts for Neshaminy employees!
- One America: Short-term disability, long-term disability, Life Insurance
- **403 B**
- **PSERS** – Pension
- **Tuition Reimbursement:** \$320 per credit, nine credits per year.
- **Professional Development:** Various programs are offered throughout the year.
- **Employee Assistance Program**