



10-29-25

Fiscal Year 2025-2026

Oakland Academy Average Compensation		
New Teachers <5 Years	Veteran Teachers >5 Years	Support Staff
\$ 41,941	\$ 45,210	\$ 34,280

- “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.