

Exhibit J

12-MONTH PRINCIPAL & VICE PRINCIPAL MONTHLY & ANNUAL SALARY SCHEDULE Effective July 1, 2028 to June 30, 2029

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
EO1	COHORT INTERN	9,480.42 113,765.00	9,613.26 115,359.00	9,747.76 116,973.00	9,884.18 118,610.00	10,022.60 120,271.00	10,162.84 121,954.00	10,305.18 123,662.00	10,449.50 125,394.00	10,595.76 127,149.00	10,744.00 128,928.00	10,894.42 130,733.00	11,047.00 132,564.00	11,201.60 134,419.00
EO2	VP I COMM SCH VP I	9,859.68 118,316.00	9,997.76 119,973.00	10,137.68 121,652.00	10,279.60 123,355.00	10,423.50 125,082.00	10,569.42 126,833.00	10,717.34 128,608.00	10,867.42 130,409.00	11,019.50 132,234.00	11,173.76 134,085.00	11,330.26 135,963.00	11,488.84 137,866.00	11,649.84 139,798.00
EO3	VP II COMM SCH VP II	10,254.00 123,048.00	10,397.60 124,771.00	10,543.18 126,518.00	10,690.76 128,289.00	10,840.42 130,085.00	10,992.10 131,905.00	11,146.00 133,752.00	11,302.10 135,625.00	11,460.34 137,524.00	11,620.84 139,450.00	11,783.42 141,401.00	11,948.34 143,380.00	12,115.76 145,389.00
EO4	VP III COMM SCH VP III	10,664.26 127,971.00	10,813.50 129,762.00	10,964.92 131,579.00	11,118.50 133,422.00	11,274.18 135,290.00	11,431.92 137,183.00	11,591.84 139,102.00	11,754.26 141,051.00	11,918.76 143,025.00	12,085.60 145,027.00	12,254.92 147,059.00	12,426.42 149,117.00	12,600.34 151,204.00
EO5	VP IV COMM SCH VP IV	11,090.84 133,090.00	11,246.26 134,955.00	11,403.60 136,843.00	11,563.26 138,759.00	11,725.18 140,702.00	11,889.34 142,672.00	12,055.68 144,668.00	12,224.50 146,694.00	12,395.60 148,747.00	12,569.10 150,829.00	12,745.00 152,940.00	12,923.50 155,082.00	13,104.34 157,252.00
EO6	ELEM PRIN I COMM SCH PRIN I	11,534.50 138,414.00	11,696.00 140,352.00	11,859.76 142,317.00	12,025.76 144,309.00	12,194.18 146,330.00	12,364.84 148,378.00	12,538.00 150,456.00	12,713.50 152,562.00	12,891.50 154,698.00	13,072.00 156,864.00	13,255.00 159,060.00	13,440.50 161,286.00	13,628.76 163,545.00
EO7	ELEM PRIN II COMM SCH PRIN II	11,996.00 143,952.00	12,163.92 145,967.00	12,334.18 148,010.00	12,506.92 150,083.00	12,682.00 152,184.00	12,859.42 154,313.00	13,039.50 156,474.00	13,222.00 158,664.00	13,407.10 160,885.00	13,594.84 163,138.00	13,785.26 165,423.00	13,978.18 167,738.00	14,173.84 170,086.00
EO8	ELEM PRIN III INTER PRIN IV COMM SCH PRIN III	12,475.76 149,709.00	12,650.42 151,805.00	12,827.68 153,932.00	13,007.18 156,086.00	13,189.18 158,270.00	13,373.84 160,486.00	13,561.10 162,733.00	13,751.00 165,012.00	13,943.50 167,322.00	14,138.68 169,664.00	14,336.68 172,040.00	14,537.26 174,447.00	14,740.92 176,891.00
EO9	ELEM PRIN IV INTER PRIN V HIGH SCH PRIN V COMM SCH PRIN IV	12,974.76 155,697.00	13,156.42 157,877.00	13,340.76 160,089.00	13,527.42 162,329.00	13,716.76 164,601.00	13,908.92 166,907.00	14,103.50 169,242.00	14,301.00 171,612.00	14,501.26 174,015.00	14,704.18 176,450.00	14,910.10 178,921.00	15,118.76 181,425.00	15,330.50 183,966.00
EO10	INTER PRIN VI HIGH SCH PRIN VI COMM SCH PRIN V	13,493.68 161,924.00	13,682.60 164,191.00	13,874.26 166,491.00	14,068.50 168,822.00	14,265.50 171,186.00	14,465.18 173,582.00	14,667.68 176,012.00	14,873.10 178,477.00	15,081.34 180,976.00	15,292.50 183,510.00	15,506.60 186,079.00	15,723.68 188,684.00	15,943.76 191,325.00
EO11	HIGH SCH PRIN VII COMM SCH PRIN VI	14,033.42 168,401.00	14,229.92 170,759.00	14,429.18 173,150.00	14,631.18 175,574.00	14,836.10 178,033.00	15,043.76 180,525.00	15,254.42 183,053.00	15,467.92 185,615.00	15,684.60 188,215.00	15,904.18 190,850.00	16,126.76 193,521.00	16,352.50 196,230.00	16,581.50 198,978.00
EO12	HIGH SCH PRIN VIII	14,594.76 175,137.00	14,799.10 177,589.00	15,006.34 180,076.00	15,216.34 182,596.00	15,429.50 185,154.00	15,645.50 187,746.00	15,864.50 190,374.00	16,086.68 193,040.00	16,311.84 195,742.00	16,540.26 198,483.00	16,771.84 201,262.00	17,006.68 204,080.00	17,244.84 206,938.00

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Effective July 1, 2028 to June 30, 2029

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
EO1	COHORT INTERN	11,358.42 136,301.00	11,517.50 138,210.00	11,678.76 140,145.00	11,842.26 142,107.00	12,007.92 144,095.00	12,176.10 146,113.00	12,346.50 148,158.00	12,519.34 150,232.00	12,694.60 152,335.00	12,872.34 154,468.00	13,052.50 156,630.00	13,235.18 158,822.00	13,420.50 161,046.00
EO2	VP I COMM SCH VP I	11,812.92 141,755.00	11,978.26 143,739.00	12,146.00 145,752.00	12,316.10 147,793.00	12,488.42 149,861.00	12,663.26 151,959.00	12,840.50 154,086.00	13,020.34 156,244.00	13,202.50 158,430.00	13,387.34 160,648.00	13,574.68 162,896.00	13,764.84 165,178.00	13,957.60 167,491.00
EO3	VP II COMM SCH VP II	12,285.34 147,424.00	12,457.42 149,489.00	12,631.92 151,583.00	12,808.68 153,704.00	12,988.10 155,857.00	13,169.84 158,038.00	13,354.26 160,251.00	13,541.18 162,494.00	13,730.76 164,769.00	13,923.00 167,076.00	14,117.92 169,415.00	14,315.60 171,787.00	14,516.00 174,192.00
EO4	VP III COMM SCH VP III	12,776.84 153,322.00	12,955.68 155,468.00	13,137.10 157,645.00	13,321.10 159,853.00	13,507.60 162,091.00	13,696.68 164,360.00	13,888.42 166,661.00	14,082.76 168,993.00	14,280.10 171,361.00	14,479.92 173,759.00	14,682.68 176,192.00	14,888.26 178,659.00	15,096.68 181,160.00
EO5	VP IV COMM SCH VP IV	13,287.92 159,455.00	13,474.00 161,688.00	13,662.60 163,951.00	13,853.92 166,247.00	14,047.84 168,574.00	14,244.60 170,935.00	14,444.10 173,329.00	14,646.26 175,755.00	14,851.18 178,214.00	15,059.18 180,710.00	15,270.00 183,240.00	15,483.76 185,805.00	15,700.50 188,406.00
EO6	ELEM PRIN I COMM SCH PRIN I	13,819.50 165,834.00	14,013.10 168,157.00	14,209.18 170,510.00	14,408.10 172,897.00	14,609.92 175,319.00	14,814.34 177,772.00	15,021.84 180,262.00	15,232.00 182,784.00	15,445.42 185,345.00	15,661.60 187,939.00	15,880.76 190,569.00	16,103.10 193,237.00	16,328.50 195,942.00
EO7	ELEM PRIN II COMM SCH PRIN II	14,372.34 172,468.00	14,573.50 174,882.00	14,777.68 177,332.00	14,984.50 179,814.00	15,194.42 182,333.00	15,407.10 184,885.00	15,622.76 187,473.00	15,841.42 190,097.00	16,063.26 192,759.00	16,288.18 195,458.00	16,516.18 198,194.00	16,747.34 200,968.00	16,981.84 203,782.00
EO8	ELEM PRIN III INTER PRIN IV COMM SCH PRIN III	14,947.18 179,366.00	15,156.60 181,879.00	15,368.76 184,425.00	15,583.92 187,007.00	15,802.18 189,626.00	16,023.34 192,280.00	16,247.68 194,972.00	16,475.18 197,702.00	16,705.84 200,470.00	16,939.68 203,276.00	17,176.84 206,122.00	17,417.34 209,008.00	17,661.18 211,934.00
EO9	ELEM PRIN IV INTER PRIN V HIGH SCH PRIN V COMM SCH PRIN IV	15,545.10 186,541.00	15,762.76 189,153.00	15,983.50 191,802.00	16,207.18 194,486.00	16,434.18 197,210.00	16,664.26 199,971.00	16,897.50 202,770.00	17,134.18 205,610.00	17,374.00 208,488.00	17,617.34 211,408.00	17,863.84 214,366.00	18,113.92 217,367.00	18,367.60 220,411.00
EO10	INTER PRIN VI HIGH SCH PRIN VI COMM SCH PRIN V	16,167.00 194,004.00	16,393.34 196,720.00	16,622.76 199,473.00	16,855.50 202,266.00	17,091.42 205,097.00	17,330.76 207,969.00	17,573.50 210,882.00	17,819.50 213,834.00	18,068.92 216,827.00	18,321.92 219,863.00	18,578.34 222,940.00	18,838.50 226,062.00	19,102.26 229,227.00
EO11	HIGH SCH PRIN VII COMM SCH PRIN VI	16,813.76 201,765.00	17,049.10 204,589.00	17,287.84 207,454.00	17,529.84 210,358.00	17,775.26 213,303.00	18,024.10 216,289.00	18,276.50 219,318.00	18,532.26 222,387.00	18,791.76 225,501.00	19,054.76 228,657.00	19,321.50 231,858.00	19,592.10 235,105.00	19,866.34 238,396.00
EO12	HIGH SCH PRIN VIII	17,486.34 209,836.00	17,731.10 212,773.00	17,979.26 215,751.00	18,231.00 218,772.00	18,486.26 221,835.00	18,745.00 224,940.00	19,007.50 228,090.00	19,273.50 231,282.00	19,543.34 234,520.00	19,817.10 237,805.00	20,094.50 241,134.00	20,375.84 244,510.00	20,661.10 247,933.00