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**Investing in Educators: Pathways to Long-Term Success for Teachers and Students in  
New Jersey Communities**

*KIPP New Jersey will Offer the State's Highest First-year Teaching Salary in Camden and  
Newark to Support Long-Lasting Careers*

**Newark, NJ** (May 5, 2023) – KIPP New Jersey, a network of free, open-enrollment public charter schools, has announced an increase in the salary scale for its educators as a part of its ongoing commitment to recruiting and retaining top talent in the education field. The increased salary scale is a significant investment in the future of education in New Jersey and is a testament to the network's commitment to providing high-quality education for all students.

Educators will receive pay increases with updated teacher pay scales, larger yearly salary increases and hourly compensation increases. These pathways allow educators to have long-lasting careers, which is crucial to the success of schools and academic excellence of students. Based on thorough market research and adjusted for cost of living, KIPP proudly offers the highest starting salary for first-year teachers in both Camden and Newark, at \$63,000 and \$65,000, respectively. All returning teachers will also receive a \$2,000 and \$4,000 pay increase in addition to their performance increase.

Supporting KIPP NJ's best-in-class teachers and leaders as well as young learners who will change the world around them continues to be a top priority.

"We believe that our educators are our greatest strength," said Drew Martin, executive director at KIPP NJ. "Through this investment, we will ensure that our staff are compensated appropriately for their critical role in shaping the next generation of New Jerseyans. We want to attract and retain the best educators, and we believe that providing a competitive salary and ongoing professional development opportunities is key to achieving that goal and simply put, the right thing to do."

[Research](#) shows that teachers who are supported financially by school and district leadership provide higher quality educational services to their students. These pay increases are an intentional investment which will benefit educators, students and the larger New Jersey community.

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**About KIPP New Jersey**

KIPP New Jersey is part of the nationally recognized “Knowledge Is Power Program” network of free, open-enrollment, college-preparatory public schools dedicated to preparing students for success in college and in life. In 2002, 80 fifth graders walked through the doors of our first middle school in Newark, New Jersey and KIPP New Jersey has since grown to educate 8,135 students in grades K-12 across 19 schools in Newark and Camden. More than 90% of KIPP New Jersey students currently qualify for free or reduced meals.

By 2025, KIPP New Jersey will provide a world-class education to over 10,300 students across fifteen schools in Newark and five in Camden. To learn more, visit [www.kippnj.org](http://www.kippnj.org).