

**Appendix A-1: 2025-2026 Licensed Salary Schedule**

2025-26	Step	BA	BA+30	BA+60	MA/BA+75	MA+45/ BA+105
4.5% COLA	1	\$ 46,307	\$ 48,298	\$ 50,335	\$ 51,399	\$ 53,576
	2	\$ 48,159	\$ 50,229	\$ 52,348	\$ 53,455	\$ 55,719
	3	\$ 50,086	\$ 52,239	\$ 54,442	\$ 55,593	\$ 57,948
	4	\$ 52,089	\$ 54,328	\$ 56,620	\$ 57,817	\$ 60,266
	5	\$ 54,173	\$ 56,501	\$ 58,885	\$ 60,130	\$ 62,677
	6	\$ 56,340	\$ 58,761	\$ 61,240	\$ 62,535	\$ 65,184
	7	\$ 58,593	\$ 61,112	\$ 63,690	\$ 65,036	\$ 67,791
	8	\$ 60,937	\$ 63,556	\$ 66,237	\$ 67,638	\$ 70,503
	9	\$ 63,374	\$ 66,099	\$ 68,887	\$ 70,343	\$ 73,323
	10		\$ 68,742	\$ 71,642	\$ 73,157	\$ 76,256
	11		\$ 71,492	\$ 74,508	\$ 76,083	\$ 79,306
	12			\$ 77,488	\$ 79,126	\$ 82,478
	13				\$ 82,291	\$ 85,777
	14				\$ 85,583	\$ 89,209
	15					\$ 92,777
Experience	2.0%	\$ 64,642	\$ 72,922	\$ 79,038	\$ 87,295	\$ 94,632

**Appendix A-2: 2026-2027 Licensed Salary Schedule**

2026-27	Step	BA	BA+30	BA+60	MA/BA+75	MA+45/ BA+105
4.0% COLA	1	\$ 48,159	\$ 50,229	\$ 52,348	\$ 53,455	\$ 55,719
	2	\$ 50,086	\$ 52,239	\$ 54,442	\$ 55,593	\$ 57,948
	3	\$ 52,089	\$ 54,328	\$ 56,620	\$ 57,817	\$ 60,266
	4	\$ 54,173	\$ 56,501	\$ 58,885	\$ 60,130	\$ 62,677
	5	\$ 56,340	\$ 58,761	\$ 61,240	\$ 62,535	\$ 65,184
	6	\$ 58,593	\$ 61,112	\$ 63,690	\$ 65,036	\$ 67,791
	7	\$ 60,937	\$ 63,556	\$ 66,237	\$ 67,638	\$ 70,503
	8	\$ 63,374	\$ 66,099	\$ 68,887	\$ 70,343	\$ 73,323
	9	\$ 65,909	\$ 68,742	\$ 71,642	\$ 73,157	\$ 76,256
	10		\$ 71,492	\$ 74,508	\$ 76,083	\$ 79,306
	11		\$ 74,352	\$ 77,488	\$ 79,126	\$ 82,478
	12			\$ 80,588	\$ 82,291	\$ 85,777
	13				\$ 85,583	\$ 89,209
	14				\$ 89,006	\$ 92,777
	15					\$ 96,488
Experience	2.5%	\$ 67,557	\$ 76,211	\$ 82,603	\$ 91,232	\$ 98,900

**Appendix B – Salary Schedule Index Factors**

Step	BA	BA+30	BA+60	MA/BA+75	MA+45/ BA+105
1	1.040	1.043	1.087	1.110	1.157
2	1.082	1.085	1.130	1.154	1.203
3	1.125	1.128	1.176	1.201	1.251
4	1.170	1.173	1.223	1.249	1.301
5	1.217	1.220	1.272	1.298	1.354
6	1.265	1.269	1.322	1.350	1.408
7	1.316	1.320	1.375	1.404	1.464
8	1.369	1.373	1.430	1.461	1.523
9		1.427	1.488	1.519	1.583
10		1.484	1.547	1.580	1.647
11		1.544	1.609	1.643	1.713
12			1.673	1.709	1.781
13				1.777	1.852
14				1.848	1.926
15					2.004

**Appendix C-1: 2025-26 Co-Curricular Salary Schedule**

<u>Athletics</u>	<u>Year 0-4</u>	<u>Year 5-9</u>	<u>Year 10+</u>
Athletic Director	7,798.42	9,468.98	11,139.54
Head Coach	4,733.96	5,291.52	5,849.08
Assistant Coach	3,314.62	3,704.70	4,093.72
Middle School	2,982.84	3,333.70	3,684.56
HS Athletic Supervisor	5,848.02	5,848.02	5,848.02
MS Athletic Supervisor	1,979.02	1,979.02	1,979.02
<u>District Level Positions</u>	<u>Year 0-4</u>	<u>Year 5-9</u>	<u>Year 10+</u>
Instructional Specialist: ELD	7,212.00	7,212.00	7,212.00
Instructional Specialist: RTIi	7,212.00	7,212.00	7,212.00
Dean of Students	7,212.00		
Head Teacher/ Program Coordinator	4,204.00	4,729.00	5,255.00
<u>Activities</u>	<u>Year 0-4</u>	<u>Year 5-9</u>	<u>Year 10+</u>
HS/ MS Play Production (See Footnote 1)	3,342.18	3,619.90	3,899.74
HS Inst. Music (See Footnote 2)	3,342.18	3,619.90	3,899.74
HS Choral (See Footnote 3)	2,785.68	3,063.40	3,342.18
HS Annual Advisor	2,785.68	3,063.40	3,342.18
MS Annual Advisor	2,785.68	3,063.40	3,342.18
MS Music	2,785.68	3,063.40	3,342.18
MS/ HS Advisors	1,894.22	2,061.70	2,228.12
Elementary Music	1,894.22	2,061.70	2,228.12

1 Per full productions produced – arranged with building administration

2 Perform at all home football and ten (10) home basketball games. Participate in three (3) contests and three (3) concerts).

3 Three (3) concerts per year and Perform at least three (3) contests per year

\*\* All positions subject to administration approval

**Appendix C-2: 2026-27 Co-Curricular Salary Schedule**

	<u><b>Year 0-4</b></u>	<u><b>Year 5-9</b></u>	<u><b>Year 10+</b></u>
<b>Athletics</b>			
Athletic Director	8,266.33	10,037.12	11,807.91
Head Coach	5,018.00	5,609.01	6,200.02
Assistant Coach	3,513.50	3,926.98	4,339.34
Middle School	3,161.81	3,533.72	3,905.63
HS Athletic Supervisor	6,198.90	6,198.90	6,198.90
MS Athletic Supervisor	2,097.76	2,097.76	2,097.76
<u><b>District Level Positions</b></u>	<u><b>Year 0-4</b></u>	<u><b>Year 5-9</b></u>	<u><b>Year 10+</b></u>
Instructional Specialist: ELD	7,212.00	7,212.00	7,212.00
Instructional Specialist: RTIi	7,212.00	7,212.00	7,212.00
Dean of Students	7,212.00		
Head Teacher/ Program Coordinator	4,204.00	4,729.00	5,255.00
<u><b>Activities</b></u>	<u><b>Year 0-4</b></u>	<u><b>Year 5-9</b></u>	<u><b>Year 10+</b></u>
HS/ MS Play Production (See Footnote 1)	3,542.71	3,837.09	4,133.72
HS Inst. Music (See Footnote 2)	3,542.71	3,837.09	4,133.72
HS Choral (See Footnote 3)	2,952.82	3,247.20	3,542.71
HS Annual Advisor	2,952.82	3,247.20	3,542.71
MS Annual Advisor	2,952.82	3,247.20	3,542.71
MS Music	2,952.82	3,247.20	3,542.71
MS/ HS Advisors	2,007.87	2,185.40	2,361.81
Elementary Music	2,007.87	2,185.40	2,361.81

1 Per full productions produced – arranged with building administration

2 Perform at all home football and ten (10) home basketball games. Participate in three (3) contests and three (3) concerts).

3 Three (3) concerts per year and Perform at least three (3) contests per year

\*\* All positions subject to administration approval