



Every Student a Graduate Prepared for a Bright and Successful Future

Springfield Public Schools

2021-2022 OSEA Salary Schedule

Range	Step									
	A	B	C	D	E	F	G	H	I*	J**
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	12.86	13.34	13.84	14.36	14.90	15.46	16.04	16.64	17.35	18.00
4	13.40	13.90	14.42	14.96	15.53	16.11	16.71	17.34	18.08	18.76
5	14.04	14.57	15.11	15.68	16.27	16.88	17.51	18.17	18.94	19.65
6	14.70	15.25	15.82	16.42	17.03	17.67	18.33	19.02	19.83	20.57
7	15.37	15.95	16.54	17.16	17.81	18.48	19.17	19.89	20.74	21.52
8	16.11	16.71	17.34	17.99	18.67	19.37	20.09	20.85	21.74	22.56
9	16.85	17.48	18.14	18.82	19.52	20.26	21.01	21.80	22.74	23.59
10	17.63	18.29	18.98	19.69	20.43	21.19	21.99	22.81	23.78	24.67
11	18.47	19.16	19.88	20.63	21.40	22.20	23.04	23.90	24.92	25.85
12	19.34	20.07	20.82	21.60	22.41	23.25	24.12	25.02	26.09	27.07
13	20.24	21.00	21.79	22.60	23.45	24.33	25.24	26.19	27.31	28.33
14	21.23	22.03	22.85	23.71	24.60	25.52	26.48	27.47	28.63	29.70
15	22.21	23.04	23.91	24.80	25.73	26.70	27.70	28.74	29.96	31.08

This salary schedule includes an increase of 2% over the 2020-21 salary schedule.

For longevity step I, the salary schedule includes an increase of 2.0% over the 2020-21 salary schedule.

*Step I is for Longevity Pay. According to the bargaining agreement "employees who have been on Step H for a minimum of one year and who have worked for the school district for a minimum of ten (10) years will be advanced to the ninth step (I)."

**Step J is for Longevity Pay. According to the bargaining agreement "employees who have been on Step I for a minimum of one year and who have worked for the school district for a minimum of twenty (20) years will be advanced to the tenth step (J)."