

ARTICLE 38
SALARY SCHEDULE

The base salary for the term of this agreement will be increased Year 1 by two percent (2%), Year 2 by three percent (3%) and Year 3 by three percent (3%) plus a revised index and salary schedule.

Employees will continue to advance on education/training steps (horizontally) as they become eligible.

INDEX

<u>Years of Service</u>	<u>Bachelors Degree</u>	<u>Masters Degree</u>	<u>M+15</u>	<u>M+30¹</u>	<u>M+45</u>
0	1.0000	1.0450	1.0925	1.1425	1.1950
1	1.0400	1.0900	1.1400	1.1925	1.2475
2	1.0800	1.1350	1.1875	1.2425	1.3000
3	1.1200	1.1800	1.2350	1.2925	1.3525
4	1.1600	1.2250	1.2825	1.3425	1.4050
5	1.2000	1.2700	1.3300	1.3925	1.4575
6	1.2400	1.3150	1.3775	1.4425	1.5100
7	1.2800	1.3600	1.4250	1.4925	1.5625
8	1.3200	1.4050	1.4725	1.5425	1.6150
9	1.3600	1.4500	1.5200	1.5925	1.6675
10	1.4000	1.4950	1.5675	1.6425	1.7200
11	1.4400	1.5400	1.6150	1.6925	1.7725
12	1.4800	1.5850	1.6625	1.7425	1.8250
13	1.5200	1.6300	1.7100	1.7925	1.8775
14	1.5600	1.6750	1.7575	1.8425	1.9300
15	1.6000	1.7200	1.8050	1.8925	1.9825
16	1.6000	1.7200	1.8050	1.8925	1.9825
17	1.6400	1.7650	1.8525	1.9425	2.0350
18	1.6400	1.7650	1.8525	1.9425	2.0350
19	1.6800	1.8100	1.9000	1.9925	2.0875
20	1.6800	1.8100	1.9000	1.9925	2.0875
21	1.7200	1.8550	1.9475	2.0425	2.1400
22	1.7200	1.8550	1.9475	2.0425	2.1400
23	1.7600	1.9000	1.9950	2.0925	2.1925
24	1.7600	1.9000	1.9950	2.0925	2.1925
25	1.8000	1.9450	2.0425	2.1425	2.2450

¹ - Unit members hired prior to July 1, 2024 with 200 semester hours will be placed at M+30 unless the unit member has earned enough semester hours to qualify for M+45. For unit members hired on or after July 1, 2024, only semester hours earned after obtaining the first Master's degree will count towards advancement across the salary schedule.

NOTE: Unit member's assigned extended service shall be paid per diem rate based upon the individual's placement on the salary schedule. This does not apply to summer school.

Southwest Licking Local School District
Salary Schedule
Effective July 1, 2024 Through June 30, 2025

Years of Service	Bachelors Degree	Masters Degree	M+15	M+30¹	M+45
0	\$ 48,144	\$ 50,310	\$ 52,597	\$ 55,005	\$ 57,532
1	\$ 50,070	\$ 52,477	\$ 54,884	\$ 57,412	\$ 60,060
2	\$ 51,996	\$ 54,643	\$ 57,171	\$ 59,819	\$ 62,587
3	\$ 53,921	\$ 56,810	\$ 59,458	\$ 62,226	\$ 65,115
4	\$ 55,847	\$ 58,976	\$ 61,745	\$ 64,633	\$ 67,642
5	\$ 57,773	\$ 61,143	\$ 64,032	\$ 67,041	\$ 70,170
6	\$ 59,699	\$ 63,309	\$ 66,318	\$ 69,448	\$ 72,697
7	\$ 61,624	\$ 65,476	\$ 68,605	\$ 71,855	\$ 75,225
8	\$ 63,550	\$ 67,642	\$ 70,892	\$ 74,262	\$ 77,753
9	\$ 65,476	\$ 69,809	\$ 73,179	\$ 76,669	\$ 80,280
10	\$ 67,402	\$ 71,975	\$ 75,466	\$ 79,077	\$ 82,808
11	\$ 69,327	\$ 74,142	\$ 77,753	\$ 81,484	\$ 85,335
12	\$ 71,253	\$ 76,308	\$ 80,039	\$ 83,891	\$ 87,863
13	\$ 73,179	\$ 78,475	\$ 82,326	\$ 86,298	\$ 90,390
14	\$ 75,105	\$ 80,641	\$ 84,613	\$ 88,705	\$ 92,918
15	\$ 77,030	\$ 82,808	\$ 86,900	\$ 91,113	\$ 95,445
17	\$ 78,956	\$ 84,974	\$ 89,187	\$ 93,520	\$ 97,973
19	\$ 80,882	\$ 87,141	\$ 91,474	\$ 95,927	\$ 100,501
21	\$ 82,808	\$ 89,307	\$ 93,760	\$ 98,334	\$ 103,028
23	\$ 84,733	\$ 91,474	\$ 96,047	\$ 100,741	\$ 105,556
25	\$ 86,659	\$ 93,640	\$ 98,334	\$ 103,149	\$ 108,083

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Southwest Licking Local School District
Salary Schedule
Effective July 1, 2025 Through June 30, 2026

Years of Service	Bachelors Degree	Masters Degree	MA+15	MA+30¹	MA+45
0	\$ 49,588	\$ 51,819	\$ 54,175	\$ 56,654	\$ 59,258
1	\$ 51,572	\$ 54,051	\$ 56,530	\$ 59,134	\$ 61,861
2	\$ 53,555	\$ 56,282	\$ 58,886	\$ 61,613	\$ 64,464
3	\$ 55,539	\$ 58,514	\$ 61,241	\$ 64,092	\$ 67,068
4	\$ 57,522	\$ 60,745	\$ 63,597	\$ 66,572	\$ 69,671
5	\$ 59,506	\$ 62,977	\$ 65,952	\$ 69,051	\$ 72,275
6	\$ 61,489	\$ 65,208	\$ 68,307	\$ 71,531	\$ 74,878
7	\$ 63,473	\$ 67,440	\$ 70,663	\$ 74,010	\$ 77,481
8	\$ 65,456	\$ 69,671	\$ 73,018	\$ 76,489	\$ 80,085
9	\$ 67,440	\$ 71,903	\$ 75,374	\$ 78,969	\$ 82,688
10	\$ 69,423	\$ 74,134	\$ 77,729	\$ 81,448	\$ 85,291
11	\$ 71,407	\$ 76,366	\$ 80,085	\$ 83,928	\$ 87,895
12	\$ 73,390	\$ 78,597	\$ 82,440	\$ 86,407	\$ 90,498
13	\$ 75,374	\$ 80,828	\$ 84,795	\$ 88,886	\$ 93,101
14	\$ 77,357	\$ 83,060	\$ 87,151	\$ 91,366	\$ 95,705
15	\$ 79,341	\$ 85,291	\$ 89,506	\$ 93,845	\$ 98,308
17	\$ 81,324	\$ 87,523	\$ 91,862	\$ 96,325	\$ 100,912
19	\$ 83,308	\$ 89,754	\$ 94,217	\$ 98,804	\$ 103,515
21	\$ 85,291	\$ 91,986	\$ 96,573	\$ 101,283	\$ 106,118
23	\$ 87,275	\$ 94,217	\$ 98,928	\$ 103,763	\$ 108,722
25	\$ 89,258	\$ 96,449	\$ 101,283	\$ 106,242	\$ 111,325

¹ - Unit members hired prior to July 1, 2024 with 200 semester hours will be placed at M+30 unless the unit member has earned enough semester hours to qualify for M+45. For unit members hired on or after July 1, 2024, only semester hours earned after obtaining the first Master's degree will count towards advancement across the salary schedule.

Southwest Licking Local School District
Salary Schedule
Effective July 1, 2026 Through June 30, 2027

Years of Service	Bachelors Degree	Masters Degree	MA+15	MA+30¹	MA+45
0	\$ 51,076	\$ 53,374	\$ 55,801	\$ 58,354	\$ 61,036
1	\$ 53,119	\$ 55,673	\$ 58,227	\$ 60,908	\$ 63,717
2	\$ 55,162	\$ 57,971	\$ 60,653	\$ 63,462	\$ 66,399
3	\$ 57,205	\$ 60,270	\$ 63,079	\$ 66,016	\$ 69,080
4	\$ 59,248	\$ 62,568	\$ 65,505	\$ 68,570	\$ 71,762
5	\$ 61,291	\$ 64,867	\$ 67,931	\$ 71,123	\$ 74,443
6	\$ 63,334	\$ 67,165	\$ 70,357	\$ 73,677	\$ 77,125
7	\$ 65,377	\$ 69,463	\$ 72,783	\$ 76,231	\$ 79,806
8	\$ 67,420	\$ 71,762	\$ 75,209	\$ 78,785	\$ 82,488
9	\$ 69,463	\$ 74,060	\$ 77,636	\$ 81,339	\$ 85,169
10	\$ 71,506	\$ 76,359	\$ 80,062	\$ 83,892	\$ 87,851
11	\$ 73,549	\$ 78,657	\$ 82,488	\$ 86,446	\$ 90,532
12	\$ 75,592	\$ 80,955	\$ 84,914	\$ 89,000	\$ 93,214
13	\$ 77,636	\$ 83,254	\$ 87,340	\$ 91,554	\$ 95,895
14	\$ 79,679	\$ 85,552	\$ 89,766	\$ 94,108	\$ 98,577
15	\$ 81,722	\$ 87,851	\$ 92,192	\$ 96,661	\$ 101,258
17	\$ 83,765	\$ 90,149	\$ 94,618	\$ 99,215	\$ 103,940
19	\$ 85,808	\$ 92,448	\$ 97,044	\$ 101,769	\$ 106,621
21	\$ 87,851	\$ 94,746	\$ 99,471	\$ 104,323	\$ 109,303
23	\$ 89,894	\$ 97,044	\$ 101,897	\$ 106,877	\$ 111,984
25	\$ 91,937	\$ 99,343	\$ 104,323	\$ 109,430	\$ 114,666

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