

APPENDIX A - CERTIFICATED SALARY COMPENSATION SCHEDULE

MEAD SCHOOL DISTRICT #354											
CERTIFICATED SALARY COMPENSATION SCHEDULE FOR 2024-25											
YRS	COMPENSATION ELEMENTS	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90	
Step 0	Base	\$ 53,965	\$ 55,347	\$ 56,767	\$ 58,223	\$ 59,719	\$ 101,383	\$ 62,816	\$ 64,432	\$ 66,082	
	*Time/Incentive	\$ 3,912	\$ 4,013	\$ 4,116	\$ 4,221	\$ 4,330	\$ 7,350	\$ 4,554	\$ 4,671	\$ 4,791	
	Total	\$ 57,877	\$ 59,360	\$ 60,883	\$ 62,444	\$ 64,049	\$ 108,733	\$ 67,370	\$ 69,103	\$ 70,873	
Step 1	Base	\$ 55,693	\$ 57,122	\$ 58,585	\$ 60,085	\$ 61,629	\$ 101,383	\$ 64,829	\$ 66,491	\$ 68,196	
	*Time/Incentive	\$ 4,038	\$ 4,141	\$ 4,247	\$ 4,356	\$ 4,468	\$ 7,350	\$ 4,700	\$ 4,821	\$ 4,944	
	Total	\$ 59,731	\$ 61,263	\$ 62,832	\$ 64,441	\$ 66,097	\$ 108,733	\$ 69,529	\$ 71,312	\$ 73,140	
Step 2	Base	\$ 57,473	\$ 58,947	\$ 60,458	\$ 62,013	\$ 63,599	\$ 101,383	\$ 66,901	\$ 68,618	\$ 70,377	
	*Time/Incentive	\$ 4,167	\$ 4,274	\$ 4,383	\$ 4,496	\$ 4,611	\$ 7,350	\$ 4,850	\$ 4,975	\$ 5,102	
	Total	\$ 61,640	\$ 63,221	\$ 64,841	\$ 66,509	\$ 68,210	\$ 108,733	\$ 71,751	\$ 73,593	\$ 75,479	
Step 3	Base	\$ 59,313	\$ 60,836	\$ 62,395	\$ 63,992	\$ 65,633	\$ 101,383	\$ 69,043	\$ 70,814	\$ 72,631	
	*Time/Incentive	\$ 4,300	\$ 4,411	\$ 4,524	\$ 4,639	\$ 4,758	\$ 7,350	\$ 5,006	\$ 5,134	\$ 5,266	
	Total	\$ 63,613	\$ 65,247	\$ 66,919	\$ 68,631	\$ 70,391	\$ 108,733	\$ 74,049	\$ 75,948	\$ 77,897	
Step 4	Base	\$ 61,214	\$ 62,783	\$ 64,393	\$ 66,042	\$ 67,739	\$ 101,383	\$ 71,251	\$ 73,081	\$ 74,953	
	*Time/Incentive	\$ 4,438	\$ 4,552	\$ 4,668	\$ 4,788	\$ 4,911	\$ 7,350	\$ 5,166	\$ 5,298	\$ 5,434	
	Total	\$ 65,652	\$ 67,335	\$ 69,061	\$ 70,830	\$ 72,650	\$ 108,733	\$ 76,417	\$ 78,379	\$ 80,387	
Step 5	Base	\$ 63,174	\$ 64,792	\$ 66,453	\$ 68,154	\$ 69,902	\$ 101,383	\$ 73,534	\$ 75,417	\$ 77,355	
	*Time/Incentive	\$ 4,580	\$ 4,697	\$ 4,818	\$ 4,941	\$ 5,068	\$ 7,350	\$ 5,331	\$ 5,468	\$ 5,608	
	Total	\$ 67,754	\$ 69,489	\$ 71,271	\$ 73,095	\$ 74,970	\$ 108,733	\$ 78,865	\$ 80,885	\$ 82,963	
Step 6	Base	\$ 65,190	\$ 66,864	\$ 68,580	\$ 70,339	\$ 72,141	\$ 101,383	\$ 75,888	\$ 77,834	\$ 79,826	
	*Time/Incentive	\$ 4,726	\$ 4,848	\$ 4,972	\$ 5,100	\$ 5,230	\$ 7,350	\$ 5,502	\$ 5,643	\$ 5,787	
	Total	\$ 69,916	\$ 71,712	\$ 73,552	\$ 75,439	\$ 77,371	\$ 108,733	\$ 81,390	\$ 83,477	\$ 85,613	
Step 7	Base	\$ 67,281	\$ 69,006	\$ 70,770	\$ 72,591	\$ 74,451	\$ 101,383	\$ 78,316	\$ 80,323	\$ 82,384	
	*Time/Incentive	\$ 4,878	\$ 5,003	\$ 5,131	\$ 5,263	\$ 5,398	\$ 7,350	\$ 5,678	\$ 5,823	\$ 5,973	
	Total	\$ 72,159	\$ 74,009	\$ 75,901	\$ 77,854	\$ 79,849	\$ 108,733	\$ 83,994	\$ 86,146	\$ 88,357	
Step 8	Base	\$ 69,432	\$ 71,213	\$ 73,037	\$ 74,910	\$ 76,832	\$ 101,383	\$ 80,820	\$ 82,891	\$ 85,017	
	*Time/Incentive	\$ 5,034	\$ 5,163	\$ 5,295	\$ 5,431	\$ 5,570	\$ 7,350	\$ 5,859	\$ 6,010	\$ 6,164	
	Total	\$ 74,466	\$ 76,376	\$ 78,332	\$ 80,341	\$ 82,402	\$ 108,733	\$ 86,679	\$ 88,901	\$ 91,181	
Step 9	Base	\$ 73,491	\$ 75,374	\$ 77,306	\$ 79,291	\$ 81,329	\$ 101,383	\$ 83,410	\$ 85,546	\$ 87,736	
	*Time/Incentive	\$ 5,328	\$ 5,465	\$ 5,605	\$ 5,749	\$ 5,898	\$ 7,350	\$ 6,047	\$ 6,202	\$ 6,361	
	Total	\$ 78,819	\$ 80,839	\$ 82,911	\$ 85,040	\$ 87,227	\$ 108,733	\$ 89,457	\$ 91,748	\$ 94,097	
Step 10	Base	\$ 77,785	\$ 79,784	\$ 81,829	\$ 83,922	\$ 86,064	\$ 101,383	\$ 86,076	\$ 88,283	\$ 90,550	
	*Time/Incentive	\$ 5,639	\$ 5,784	\$ 5,933	\$ 6,087	\$ 6,246	\$ 7,350	\$ 6,241	\$ 6,401	\$ 6,565	
	Total	\$ 83,424	\$ 85,568	\$ 87,762	\$ 90,009	\$ 92,310	\$ 108,733	\$ 92,317	\$ 94,684	\$ 97,115	
Step 11	Base	\$ 82,336	\$ 84,444	\$ 86,597	\$ 88,796	\$ 91,041	\$ 101,383	\$ 88,834	\$ 91,111	\$ 93,446	
	*Time/Incentive	\$ 5,969	\$ 6,122	\$ 6,280	\$ 6,443	\$ 6,611	\$ 7,350	\$ 6,440	\$ 6,606	\$ 6,775	
	Total	\$ 88,305	\$ 90,566	\$ 92,877	\$ 95,239	\$ 97,652	\$ 108,733	\$ 95,274	\$ 97,717	\$ 100,221	
Step 12	Base	\$ 84,970	\$ 87,149	\$ 89,378	\$ 91,657	\$ 93,986	\$ 101,383	\$ 91,672	\$ 94,025	\$ 96,436	
	*Time/Incentive	\$ 6,160	\$ 6,318	\$ 6,481	\$ 6,649	\$ 6,822	\$ 7,350	\$ 6,646	\$ 6,817	\$ 6,992	
	Total	\$ 91,130	\$ 93,467	\$ 95,859	\$ 98,306	\$ 100,808	\$ 108,733	\$ 98,318	\$ 100,842	\$ 103,428	
Step 13	Base	\$ 89,934	\$ 92,213	\$ 94,542	\$ 96,921	\$ 99,350	\$ 101,383	\$ 94,607	\$ 97,029	\$ 99,519	
	*Time/Incentive	\$ 6,520	\$ 6,688	\$ 6,861	\$ 7,039	\$ 7,218	\$ 7,350	\$ 6,859	\$ 7,035	\$ 7,215	
	Total	\$ 96,454	\$ 98,901	\$ 101,403	\$ 103,960	\$ 106,568	\$ 108,733	\$ 101,466	\$ 104,064	\$ 106,734	
Step 14	Base	\$ 92,817	\$ 95,216	\$ 97,675	\$ 100,194	\$ 102,773	\$ 101,383	\$ 97,634	\$ 100,139	\$ 102,708	
	*Time/Incentive	\$ 6,729	\$ 6,907	\$ 7,090	\$ 7,278	\$ 7,471	\$ 7,350	\$ 7,078	\$ 7,260	\$ 7,446	
	Total	\$ 99,546	\$ 102,123	\$ 104,765	\$ 107,472	\$ 110,244	\$ 108,733	\$ 104,712	\$ 107,399	\$ 110,154	
Step 15	Base	\$ 95,783	\$ 98,292	\$ 100,851	\$ 103,460	\$ 106,119	\$ 101,383	\$ 100,759	\$ 103,344	\$ 105,994	
	*Time/Incentive	\$ 6,944	\$ 7,132	\$ 7,325	\$ 7,523	\$ 7,726	\$ 7,350	\$ 7,305	\$ 7,492	\$ 7,685	
	Total	\$ 102,727	\$ 105,424	\$ 108,176	\$ 111,003	\$ 113,845	\$ 108,733	\$ 108,064	\$ 110,836	\$ 113,679	
Step 16	Base	\$ 98,849	\$ 101,428	\$ 104,067	\$ 106,766	\$ 109,525	\$ 101,383	\$ 103,981	\$ 106,646	\$ 109,384	
	*Time/Incentive	\$ 7,167	\$ 7,365	\$ 7,568	\$ 7,776	\$ 7,989	\$ 7,350	\$ 7,539	\$ 7,732	\$ 7,930	
	Total	\$ 106,016	\$ 108,793	\$ 111,635	\$ 114,542	\$ 117,514	\$ 108,733	\$ 111,520	\$ 114,378	\$ 117,314	

Curriculum Rate - \$60/hour

Grandfathered BA+135 individuals - Base Salary \$101,383 + Time/Incentive contract of \$7,350 for a total of \$108,733

Time & Incentive stipend includes Learning Improvement Days, Principal Days and an Attract & Retain Incentive