

2025/26 Certificated Staff Salary Schedule

		A	B	C	D	E	F	G
		BA	BA+15	BA+30	BA+45	BA+90/ MA	BA+135*/ MA+45	MA+90/ Doctorate
Step	Index							
1	Index	1.00000	1.02763	1.05603	1.08521	1.11519	1.14601	1.17767
	Base Pay	\$ 65,504	\$ 67,314	\$ 69,174	\$ 71,085	\$ 73,050	\$ 75,068	\$ 77,142
	Contractual Prof Dev (4 Days)	\$ 1,456	\$ 1,496	\$ 1,537	\$ 1,580	\$ 1,623	\$ 1,668	\$ 1,714
	Optional Prof Dev (2.5 Days)	\$ 910	\$ 935	\$ 961	\$ 987	\$ 1,015	\$ 1,043	\$ 1,071
	Responsibility/Incentive (4%)	\$ 2,620	\$ 2,693	\$ 2,767	\$ 2,843	\$ 2,922	\$ 3,003	\$ 3,086
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 73,990	\$ 75,938	\$ 77,939	\$ 79,995	\$ 82,110	\$ 84,282	\$ 86,513
2	Index	1.02763	1.05603	1.08521	1.11519	1.14601	1.17767	1.21021
	Base Pay	\$ 67,314	\$ 69,174	\$ 71,085	\$ 73,050	\$ 75,068	\$ 77,142	\$ 79,274
	Contractual Prof Dev (4 Days)	\$ 1,496	\$ 1,537	\$ 1,580	\$ 1,623	\$ 1,668	\$ 1,714	\$ 1,762
	Optional Prof Dev (2.5 Days)	\$ 935	\$ 961	\$ 987	\$ 1,015	\$ 1,043	\$ 1,071	\$ 1,101
	Responsibility/Incentive (4%)	\$ 2,693	\$ 2,767	\$ 2,843	\$ 2,922	\$ 3,003	\$ 3,086	\$ 3,171
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 75,938	\$ 77,939	\$ 79,995	\$ 82,110	\$ 84,282	\$ 86,513	\$ 88,808
3	Index	1.05603	1.08521	1.11519	1.14601	1.17767	1.21021	1.24365
	Base Pay	\$ 69,174	\$ 71,085	\$ 73,050	\$ 75,068	\$ 77,142	\$ 79,274	\$ 81,464
	Contractual Prof Dev (4 Days)	\$ 1,537	\$ 1,580	\$ 1,623	\$ 1,668	\$ 1,714	\$ 1,762	\$ 1,810
	Optional Prof Dev (2.5 Days)	\$ 961	\$ 987	\$ 1,015	\$ 1,043	\$ 1,071	\$ 1,101	\$ 1,131
	Responsibility/Incentive (4%)	\$ 2,767	\$ 2,843	\$ 2,922	\$ 3,003	\$ 3,086	\$ 3,171	\$ 3,259
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 77,939	\$ 79,995	\$ 82,110	\$ 84,282	\$ 86,513	\$ 88,808	\$ 91,164
4	Index	1.08521	1.11519	1.14601	1.17767	1.21021	1.24365	1.27802
	Base Pay	\$ 71,085	\$ 73,050	\$ 75,068	\$ 77,142	\$ 79,274	\$ 81,464	\$ 83,715
	Contractual Prof Dev (4 Days)	\$ 1,580	\$ 1,623	\$ 1,668	\$ 1,714	\$ 1,762	\$ 1,810	\$ 1,860
	Optional Prof Dev (2.5 Days)	\$ 987	\$ 1,015	\$ 1,043	\$ 1,071	\$ 1,101	\$ 1,131	\$ 1,163
	Responsibility/Incentive (4%)	\$ 2,843	\$ 2,922	\$ 3,003	\$ 3,086	\$ 3,171	\$ 3,259	\$ 3,349
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 79,995	\$ 82,110	\$ 84,282	\$ 86,513	\$ 88,808	\$ 91,164	\$ 93,587
5	Index	1.12119	1.15217	1.18400	1.21672	1.25034	1.28489	1.32039
	Base Pay	\$ 73,442	\$ 75,472	\$ 77,557	\$ 79,700	\$ 81,902	\$ 84,165	\$ 86,491
	Contractual Prof Dev (4 Days)	\$ 1,632	\$ 1,677	\$ 1,723	\$ 1,771	\$ 1,820	\$ 1,870	\$ 1,922
	Optional Prof Dev (2.5 Days)	\$ 1,020	\$ 1,048	\$ 1,077	\$ 1,107	\$ 1,138	\$ 1,169	\$ 1,201
	Responsibility/Incentive (4%)	\$ 2,938	\$ 3,019	\$ 3,102	\$ 3,188	\$ 3,276	\$ 3,367	\$ 3,460
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 82,532	\$ 84,716	\$ 86,959	\$ 89,266	\$ 91,636	\$ 94,071	\$ 96,574
6	Index	1.15836	1.19037	1.22326	1.25706	1.29180	1.32749	1.36417
	Base Pay	\$ 75,878	\$ 77,974	\$ 80,129	\$ 82,343	\$ 84,618	\$ 86,956	\$ 89,359
	Contractual Prof Dev (4 Days)	\$ 1,686	\$ 1,733	\$ 1,781	\$ 1,830	\$ 1,880	\$ 1,932	\$ 1,986
	Optional Prof Dev (2.5 Days)	\$ 1,054	\$ 1,083	\$ 1,113	\$ 1,144	\$ 1,175	\$ 1,208	\$ 1,241
	Responsibility/Incentive (4%)	\$ 3,035	\$ 3,119	\$ 3,205	\$ 3,294	\$ 3,385	\$ 3,478	\$ 3,574
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 85,153	\$ 87,409	\$ 89,728	\$ 92,111	\$ 94,558	\$ 97,074	\$ 99,660
7	Index	1.19677	1.22984	1.26382	1.29875	1.33463	1.37151	1.40941
	Base Pay	\$ 78,393	\$ 80,560	\$ 82,786	\$ 85,073	\$ 87,424	\$ 89,839	\$ 92,322
	Contractual Prof Dev (4 Days)	\$ 1,742	\$ 1,790	\$ 1,840	\$ 1,891	\$ 1,943	\$ 1,996	\$ 2,052
	Optional Prof Dev (2.5 Days)	\$ 1,089	\$ 1,119	\$ 1,150	\$ 1,182	\$ 1,214	\$ 1,248	\$ 1,282
	Responsibility/Incentive (4%)	\$ 3,136	\$ 3,222	\$ 3,311	\$ 3,403	\$ 3,497	\$ 3,594	\$ 3,693
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 87,860	\$ 90,191	\$ 92,587	\$ 95,049	\$ 97,578	\$ 100,177	\$ 102,849
8	Index	1.23646	1.27062	1.30573	1.34181	1.37888	1.41699	1.45614
	Base Pay	\$ 80,993	\$ 83,231	\$ 85,530	\$ 87,894	\$ 90,322	\$ 92,818	\$ 95,383
	Contractual Prof Dev (4 Days)	\$ 1,800	\$ 1,850	\$ 1,901	\$ 1,953	\$ 2,007	\$ 2,063	\$ 2,120
	Optional Prof Dev (2.5 Days)	\$ 1,125	\$ 1,156	\$ 1,188	\$ 1,221	\$ 1,254	\$ 1,289	\$ 1,325
	Responsibility/Incentive (4%)	\$ 3,240	\$ 3,329	\$ 3,421	\$ 3,516	\$ 3,613	\$ 3,713	\$ 3,815
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 90,658	\$ 93,066	\$ 95,540	\$ 98,084	\$ 100,696	\$ 103,383	\$ 106,143
9	Index	1.27745	1.31275	1.34902	1.38630	1.42461	1.46397	1.50442
	Base Pay	\$ 83,678	\$ 85,990	\$ 88,366	\$ 90,808	\$ 93,317	\$ 95,896	\$ 98,546
	Contractual Prof Dev (4 Days)	\$ 1,860	\$ 1,911	\$ 1,964	\$ 2,018	\$ 2,074	\$ 2,131	\$ 2,190
	Optional Prof Dev (2.5 Days)	\$ 1,162	\$ 1,194	\$ 1,227	\$ 1,261	\$ 1,296	\$ 1,332	\$ 1,369
	Responsibility/Incentive (4%)	\$ 3,347	\$ 3,440	\$ 3,535	\$ 3,632	\$ 3,733	\$ 3,836	\$ 3,942
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 93,547	\$ 96,035	\$ 98,592	\$ 101,219	\$ 103,920	\$ 106,695	\$ 109,547

10	Index	1.33393	1.37079	1.40866	1.44759	1.48759	1.52869	1.57093
	Base Pay	\$ 87,378	\$ 89,792	\$ 92,273	\$ 94,823	\$ 97,443	\$ 100,135	\$ 102,902
	Contractual Prof Dev (4 Days)	\$ 1,942	\$ 1,995	\$ 2,051	\$ 2,107	\$ 2,165	\$ 2,225	\$ 2,287
	Optional Prof Dev (2.5 Days)	\$ 1,214	\$ 1,247	\$ 1,282	\$ 1,317	\$ 1,353	\$ 1,391	\$ 1,429
	Responsibility/Incentive (4%)	\$ 3,495	\$ 3,592	\$ 3,691	\$ 3,793	\$ 3,898	\$ 4,005	\$ 4,116
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 97,529	\$ 100,126	\$ 102,797	\$ 105,540	\$ 108,359	\$ 111,256	\$ 114,234
11	Index				1.51159	1.55335	1.59628	1.64038
	Base Pay				\$ 99,015	\$ 101,751	\$ 104,562	\$ 107,452
	Contractual Prof Dev (4 Days)				\$ 2,200	\$ 2,261	\$ 2,324	\$ 2,388
	Optional Prof Dev (2.5 Days)				\$ 1,375	\$ 1,413	\$ 1,452	\$ 1,492
	Responsibility/Incentive (4%)				\$ 3,961	\$ 4,070	\$ 4,182	\$ 4,298
	Technology				\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total				\$ 110,051	\$ 112,995	\$ 116,020	\$ 119,130
12	Index					1.62203	1.66685	1.71290
	Base Pay					\$ 106,249	\$ 109,185	\$ 112,202
	Contractual Prof Dev (4 Days)					\$ 2,361	\$ 2,426	\$ 2,493
	Optional Prof Dev (2.5 Days)					\$ 1,476	\$ 1,516	\$ 1,558
	Responsibility/Incentive (4%)					\$ 4,250	\$ 4,367	\$ 4,488
	Technology					\$ 3,500	\$ 3,500	\$ 3,500
	Total					\$ 117,836	\$ 120,994	\$ 124,241
13	Index					1.69374	1.74054	1.78863
	Base Pay					\$ 110,947	\$ 114,012	\$ 117,163
	Contractual Prof Dev (4 Days)					\$ 2,465	\$ 2,534	\$ 2,604
	Optional Prof Dev (2.5 Days)					\$ 1,541	\$ 1,584	\$ 1,627
	Responsibility/Incentive (4%)					\$ 4,438	\$ 4,560	\$ 4,687
	Technology					\$ 3,500	\$ 3,500	\$ 3,500
	Total					\$ 122,891	\$ 126,190	\$ 129,581
14	Index						1.81749	1.86771
	Base Pay						\$ 119,053	\$ 122,342
	Contractual Prof Dev (4 Days)						\$ 2,646	\$ 2,719
	Optional Prof Dev (2.5 Days)						\$ 1,654	\$ 1,699
	Responsibility/Incentive (4%)						\$ 4,762	\$ 4,894
	Technology						\$ 3,500	\$ 3,500
	Total						\$ 131,615	\$ 135,154
15	Index	1.33393	1.37079	1.40866	1.51159	1.69374	1.81749	1.86771
	Base Pay	\$ 87,378	\$ 89,792	\$ 92,273	\$ 99,015	\$ 110,947	\$ 119,053	\$ 122,342
	Contractual Prof Dev (4 Days)	\$ 1,942	\$ 1,995	\$ 2,051	\$ 2,200	\$ 2,465	\$ 2,646	\$ 2,719
	Optional Prof Dev (2.5 Days)	\$ 1,214	\$ 1,247	\$ 1,282	\$ 1,375	\$ 1,541	\$ 1,654	\$ 1,699
	Responsibility/Incentive (4% + Longevity)	\$ 4,695	\$ 4,792	\$ 4,891	\$ 5,161	\$ 5,638	\$ 5,962	\$ 6,094
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 98,729	\$ 101,326	\$ 103,997	\$ 111,251	\$ 124,091	\$ 132,815	\$ 136,354
20	Index	1.33393	1.37079	1.40866	1.51159	1.69374	1.81749	1.86771
	Base Pay	\$ 87,378	\$ 89,792	\$ 92,273	\$ 99,015	\$ 110,947	\$ 119,053	\$ 122,342
	Contractual Prof Dev (4 Days)	\$ 1,942	\$ 1,995	\$ 2,051	\$ 2,200	\$ 2,465	\$ 2,646	\$ 2,719
	Optional Prof Dev (2.5 Days)	\$ 1,214	\$ 1,247	\$ 1,282	\$ 1,375	\$ 1,541	\$ 1,654	\$ 1,699
	Responsibility/Incentive (4% + Longevity)	\$ 5,895	\$ 5,992	\$ 6,091	\$ 6,361	\$ 6,838	\$ 7,162	\$ 7,294
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 99,929	\$ 102,526	\$ 105,197	\$ 112,451	\$ 125,291	\$ 134,015	\$ 137,554
25	Index	1.33393	1.37079	1.40866	1.51159	1.69374	1.81749	1.86771
	Base Pay	\$ 87,378	\$ 89,792	\$ 92,273	\$ 99,015	\$ 110,947	\$ 119,053	\$ 122,342
	Contractual Prof Dev (4 Days)	\$ 1,942	\$ 1,995	\$ 2,051	\$ 2,200	\$ 2,465	\$ 2,646	\$ 2,719
	Optional Prof Dev (2.5 Days)	\$ 1,214	\$ 1,247	\$ 1,282	\$ 1,375	\$ 1,541	\$ 1,654	\$ 1,699
	Responsibility/Incentive (4% + Longevity)	\$ 7,095	\$ 7,192	\$ 7,291	\$ 7,561	\$ 8,038	\$ 8,362	\$ 8,494
	Technology	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
	Total	\$ 101,129	\$ 103,726	\$ 106,397	\$ 113,651	\$ 126,491	\$ 135,215	\$ 138,754

Notes: **Part-time Teachers:**

Contract PD - will work full day and receive pay for full day; Optional PD - Eligible for all days at per diem rate

Base Pay and Responsibility/Incentive (4%) - pro rated based on FTE

Technology Stipend: If 0.5 FTE or less, receive \$1,750 of technology stipend, if greater than 0.5 FTE, receive full \$3,500 of technology stipend.

*BA+135 is closed effective 9/1/1997

Negotiated Project Rate	\$37.82
Summer School Rate	\$47.27
Single Rate of Pay (G1 Per Diem)	\$53.57

Substitute Teacher Rates	1-15 Days	\$241.00
	16 Days On/Long Term	\$277.00
	Extended/Friday	\$312.00