11.20 SALARY SCHEDULE - TOTAL COMPENSATION*

STEP	BS	BS+15	MS	MS+15	MS+30	DR
0	$44,576.85	$44,910.74	$46,783.32	$47,451.11	$48,115.65	$49,651.07
1	$44,842.89	$45,178.81	$47,061.44	$47,733.28	$48,401.82	$50,171.40
2	$45,309.74	$45,649.68	$47,552.42	$48,232.31	$48,908.87	$50,697.20
3	$45,782.50	$46,126.52	$48,049.60	$48,737.64	$49,422.32	$51,229.63
4	$46,259.06	$46,607.21	$48,550.88	$49,247.17	$49,940.05	$51,766.57
5	$47,840.71	$48,193.03	$50,157.53	$50,862.17	$51,563.37	$53,409.32
6	$48,331.57	$48,688.11	$50,673.70	$51,386.79	$52,096.40	$53,963.10
7	$48,828.58	$49,189.40	$51,196.32	$51,917.96	$52,636.08	$54,521.61
8	$49,329.63	$49,694.78	$51,723.29	$52,453.59	$53,180.32	$55,085.99
9	$49,835.87	$50,205.39	$52,256.85	$52,995.90	$53,731.35	$55,657.40
10	$51,568.65	$51,924.63	$54,072.04	$54,819.95	$55,564.23	$57,659.69
11	$52,104.06	$52,451.34	$54,621.14	$55,378.01	$56,131.22	$58,247.56
12	$52,639.47	$52,983.49	$55,175.93	$55,941.88	$56,704.12	$58,841.59
13	$53,173.79	$53,520.04	$55,736.49	$56,511.63	$57,283.01	$59,441.86
14	$53,709.20	$54,063.24	$56,301.80	$57,086.23	$57,866.87	$60,047.35
15	$55,351.27	$55,718.73	$57,981.85	$58,775.68	$59,565.68	$61,769.16
16	$55,886.68	$56,273.26	$58,560.13	$59,363.48	$60,162.95	$62,388.59
17	$56,427.05	$56,833.55	$59,144.46	$59,957.44	$60,766.50	$63,014.56
18	$56,988.30	$57,399.67	$59,734.91	$60,557.64	$61,376.41	$63,647.16
19	$57,555.40	$57,971.70	$60,331.55	$61,164.15	$61,992.74	$64,286.45
20	$58,150.13	$58,571.42	$60,957.27	$61,799.85	$62,638.38	$64,956.43
21	$58,729.12	$59,155.46	$61,566.53	$62,419.21	$63,267.80	$65,609.36
22	$59,315.26	$59,746.71	$62,182.21	$63,045.11	$63,903.88	$66,269.25
23	$59,906.44	$60,343.06	$62,805.47	$63,678.72	$64,547.79	$66,937.25
24	$60,503.82	$60,945.68	$63,434.22	$64,317.94	$65,197.43	$67,611.27
25	$62,118.57	$62,565.73	$65,119.80	$66,014.13	$66,904.17	$69,391.54
26	$62,654.73	$63,107.26	$65,688.09	$66,593.14	$67,493.85	$70,006.19
27	$63,197.33	$63,655.28	$66,263.19	$67,179.09	$68,090.61	$70,628.23
28	$63,746.43	$64,209.87	$66,845.19	$67,772.07	$68,694.53	$71,257.70
29	$64,302.12	$64,771.11	$67,434.17	$68,372.17	$69,305.69	$71,894.73
30	$64,864.47	$65,339.09	$68,030.21	$68,979.45	$69,924.17	$72,539.41
31	$65,433.56	$65,913.87	$68,633.40	$69,594.02	$70,550.07	$73,191.81
32	$66,009.47	$66,495.54	$69,243.82	$70,215.96	$71,183.48	$73,852.04
33	$66,592.30	$67,084.19	$69,861.56	$70,845.36	$71,824.48	$74,520.18
34	$67,182.11	$67,679.90	$70,486.71	$71,482.31	$72,473.17	$75,196.33
35	$67,778.99	$68,282.76	$71,119.36	$72,126.89	$73,129.64	$75,880.59
36	$68,383.03	$68,892.84	$71,759.59	$72,779.20	$73,793.98	$76,573.06
37	$68,994.32	$69,510.24	$72,407.50	$73,439.33	$74,466.29	$77,273.83
38	$69,612.93	$70,135.04	$73,063.17	$74,107.39	$75,146.65	$77,983.01
39	$70,243.46	$70,771.00	$73,729.60	$74,783.79	$75,841.31	$78,700.70
40	$70,885.64	$71,418.57	$74,407.40	$75,472.35	$76,540.68	$79,429.27
41	$71,534.39	$72,072.76	$75,092.11	$76,167.95	$77,247.19	$80,165.29

** Additional $1,183.00 compensation as shown in the salary schedules will be added to the above Total Compensation Schedule for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 5% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change*

NOTES FOR THE 2025-2026 ACT CONTRACT

NOTE 1. The attached schedule reflects the total compensation (base salary + teachers' retirement paid by the district and the state) for each lane and step.

NOTE 2. For the 2025-2026 contract year experience shall equal step up to the top step of the schedule by lane.

NOTE 3. No teacher shall receive less in contracted total compensation for the 2025-2026 year than he/she received for the 2024-2025 year unless necessitated by a change in assignment or length of the employment contract.

NOTE 4. For the 2025-2026 contract year the district shall pay each certified employee additional compensation in accordance with the attached chart. The years of experience shall be the number of years of experience reported on the Certified Personnel Report. In accordance with state law, this shall be paid in addition to the total compensation salary schedule.

NOTE 5. For the 2025-2026 contract year, all certified employees enrolled in the state insurance plan and eligible to receive the Flexible Benefit Allowance (FBA) as determined by state law and the State Department of Education will receive 100% of the cost of employee health insurance up to the premium of Health Choice High. Those employees who are eligible, but not enrolled in the state insurance plan, shall receive a FBA of $69.71 per month (S836.52 per year) in addition to the salary schedule.

NOTE 6. Teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties

FY 2025-26 A.C.T. SALARY SCHEDULE

BACHELOR'S DEGREE[1]

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[4]
						FLEX CASH[3]	FLEX BEN[3]	
0	$41,456.46	$3,060.24	$60.15	$44,576.85	$60.15	$836.52	$8,484.00	$1,183.00
1	$41,703.88	$3,035.60	$103.41	$44,842.89	$103.41	$836.52	$8,484.00	$1,183.00
2	$42,138.05	$3,026.04	$145.65	$45,309.74	$145.65	$836.52	$8,484.00	$1,183.00
3	$42,577.72	$3,016.63	$188.15	$45,782.50	$188.15	$836.52	$8,484.00	$1,183.00
4	$43,020.92	$3,004.81	$233.33	$46,259.06	$233.33	$836.52	$8,484.00	$1,183.00
5	$44,491.85	$3,070.10	$278.76	$47,840.71	$278.76	$836.52	$8,484.00	$1,183.00
6	$44,948.35	$3,057.96	$325.26	$48,331.57	$325.26	$836.52	$8,484.00	$1,183.00
7	$45,410.57	$3,045.19	$372.82	$48,828.58	$372.82	$836.52	$8,484.00	$1,183.00
8	$45,876.55	$3,031.64	$421.44	$49,329.63	$421.44	$836.52	$8,484.00	$1,183.00
9	$46,347.35	$3,017.40	$471.12	$49,835.87	$471.12	$836.52	$8,484.00	$1,183.00
10	$47,958.84	$3,087.94	$521.87	$51,568.65	$521.87	$836.52	$8,484.00	$1,183.00
11	$48,456.77	$3,073.62	$573.67	$52,104.06	$573.67	$836.52	$8,484.00	$1,183.00
12	$48,954.70	$3,058.23	$626.54	$52,639.47	$626.54	$836.52	$8,484.00	$1,183.00
13	$49,451.62	$3,041.69	$680.48	$53,173.79	$680.48	$836.52	$8,484.00	$1,183.00
14	$49,949.55	$3,024.18	$735.47	$53,709.20	$735.47	$836.52	$8,484.00	$1,183.00
15	$51,476.67	$3,083.07	$791.53	$55,351.27	$791.53	$836.52	$8,484.00	$1,183.00
16	$51,974.60	$3,063.43	$848.65	$55,886.68	$848.65	$836.52	$8,484.00	$1,183.00
17	$52,477.15	$3,043.07	$906.83	$56,427.05	$906.83	$836.52	$8,484.00	$1,183.00
18	$52,999.11	$3,023.12	$966.07	$56,988.30	$966.07	$836.52	$8,484.00	$1,183.00
19	$53,526.51	$3,002.51	$1,026.38	$57,555.40	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$54,079.61	$2,982.77	$1,087.75	$58,150.13	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$54,618.07	$2,960.87	$1,150.18	$58,729.12	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$55,163.18	$2,938.40	$1,213.68	$59,315.26	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$55,712.98	$2,915.23	$1,278.23	$59,906.44	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$56,268.54	$2,891.43	$1,343.85	$60,503.82	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$57,770.26	$2,937.78	$1,410.53	$62,118.57	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$58,268.89	$2,975.31	$1,410.53	$62,654.73	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$58,773.51	$3,013.29	$1,410.53	$63,197.33	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$59,284.17	$3,051.73	$1,410.53	$63,746.43	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$59,800.96	$3,090.63	$1,410.53	$64,302.12	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$60,323.94	$3,129.99	$1,410.53	$64,864.47	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$60,853.20	$3,169.83	$1,410.53	$65,433.56	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$61,388.80	$3,210.14	$1,410.53	$66,009.47	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$61,930.82	$3,250.94	$1,410.53	$66,592.30	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$62,479.35	$3,292.23	$1,410.53	$67,182.11	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$63,034.45	$3,334.01	$1,410.53	$67,778.99	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$63,596.21	$3,376.29	$1,410.53	$68,383.03	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$64,164.70	$3,419.08	$1,410.53	$68,994.32	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$64,740.02	$3,462.39	$1,410.53	$69,612.93	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$65,326.40	$3,506.52	$1,410.53	$70,243.46	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$65,923.63	$3,551.48	$1,410.53	$70,885.64	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$66,526.97	$3,596.89	$1,410.53	$71,534.39	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

[2] *Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. SALARY SCHEDULE

BACHELOR'S DEGREE + 15 HOURS[1]

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[2]
						FLEX CASH[3]	FLEX BEN[3]	
0	$41,766.98	$3,083.61	$60.15	$44,910.74	$60.15	$836.52	$8,484.00	$1,183.00
1	$42,016.28	$3,059.11	$103.41	$45,178.81	$103.41	$836.52	$8,484.00	$1,183.00
2	$42,454.20	$3,049.83	$145.65	$45,649.68	$145.65	$836.52	$8,484.00	$1,183.00
3	$42,897.65	$3,040.71	$188.15	$46,126.52	$188.15	$836.52	$8,484.00	$1,183.00
4	$43,344.69	$3,029.18	$233.33	$46,607.21	$233.33	$836.52	$8,484.00	$1,183.00
5	$44,819.51	$3,094.76	$278.76	$48,193.03	$278.76	$836.52	$8,484.00	$1,183.00
6	$45,279.94	$3,082.92	$325.26	$48,688.11	$325.26	$836.52	$8,484.00	$1,183.00
7	$45,746.13	$3,070.45	$372.82	$49,189.40	$372.82	$836.52	$8,484.00	$1,183.00
8	$46,216.13	$3,057.20	$421.44	$49,694.78	$421.44	$836.52	$8,484.00	$1,183.00
9	$46,691.01	$3,043.27	$471.12	$50,205.39	$471.12	$836.52	$8,484.00	$1,183.00
10	$48,289.89	$3,112.86	$521.87	$51,924.63	$521.87	$836.52	$8,484.00	$1,183.00
11	$48,779.74	$3,097.93	$573.67	$52,451.34	$573.67	$836.52	$8,484.00	$1,183.00
12	$49,274.63	$3,082.31	$626.54	$52,983.49	$626.54	$836.52	$8,484.00	$1,183.00
13	$49,773.63	$3,065.93	$680.48	$53,520.04	$680.48	$836.52	$8,484.00	$1,183.00
14	$50,278.81	$3,048.97	$735.47	$54,063.24	$735.47	$836.52	$8,484.00	$1,183.00
15	$51,818.41	$3,108.79	$791.53	$55,718.73	$791.53	$836.52	$8,484.00	$1,183.00
16	$52,334.12	$3,090.49	$848.65	$56,273.26	$848.65	$836.52	$8,484.00	$1,183.00
17	$52,855.19	$3,071.53	$906.83	$56,833.55	$906.83	$836.52	$8,484.00	$1,183.00
18	$53,381.68	$3,051.92	$966.07	$57,399.67	$966.07	$836.52	$8,484.00	$1,183.00
19	$53,913.67	$3,031.65	$1,026.38	$57,971.70	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$54,471.41	$3,012.26	$1,087.75	$58,571.42	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$55,014.57	$2,990.71	$1,150.18	$59,155.46	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$55,564.43	$2,968.60	$1,213.68	$59,746.71	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$56,119.04	$2,945.79	$1,278.23	$60,343.06	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$56,679.48	$2,922.36	$1,343.85	$60,945.68	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$58,186.12	$2,969.08	$1,410.53	$62,565.73	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$58,689.74	$3,006.99	$1,410.53	$63,107.26	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$59,199.40	$3,045.35	$1,410.53	$63,655.28	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$59,715.17	$3,084.17	$1,410.53	$64,209.87	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$60,237.12	$3,123.46	$1,410.53	$64,771.11	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$60,765.34	$3,163.22	$1,410.53	$65,339.09	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$61,299.89	$3,203.45	$1,410.53	$65,913.87	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$61,840.85	$3,244.17	$1,410.53	$66,495.54	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$62,388.29	$3,285.37	$1,410.53	$67,084.19	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$62,942.30	$3,327.07	$1,410.53	$67,679.90	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$63,502.95	$3,369.27	$1,410.53	$68,282.76	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$64,070.33	$3,411.98	$1,410.53	$68,892.84	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$64,644.51	$3,455.20	$1,410.53	$69,510.24	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$65,225.57	$3,498.93	$1,410.53	$70,135.04	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$65,817.02	$3,543.45	$1,410.53	$70,771.00	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$66,419.26	$3,588.78	$1,410.53	$71,418.57	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$67,027.65	$3,634.57	$1,410.53	$72,072.76	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

[2] *Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. SALARY SCHEDULE

MASTER'S DEGREE[1]

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[2]
						FLEX CASH[3]	FLEX BEN[3]	
0	$43,508.48	$3,214.69	$60.15	$46,783.32	$60.15	$836.52	$8,484.00	$1,183.00
1	$43,767.13	$3,190.90	$103.41	$47,061.44	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,223.74	$3,183.03	$145.65	$47,552.42	$145.65	$836.52	$8,484.00	$1,183.00
3	$44,686.12	$3,175.33	$188.15	$48,049.60	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,152.31	$3,165.24	$233.33	$48,550.88	$233.33	$836.52	$8,484.00	$1,183.00
5	$46,646.50	$3,232.28	$278.76	$50,157.53	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,126.53	$3,221.91	$325.26	$50,673.70	$325.26	$836.52	$8,484.00	$1,183.00
7	$47,612.57	$3,210.93	$372.82	$51,196.32	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,102.66	$3,199.20	$421.44	$51,723.29	$421.44	$836.52	$8,484.00	$1,183.00
9	$48,598.86	$3,186.87	$471.12	$52,256.85	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,286.99	$3,263.18	$521.87	$54,072.04	$521.87	$836.52	$8,484.00	$1,183.00
11	$50,797.65	$3,249.82	$573.67	$54,621.14	$573.67	$836.52	$8,484.00	$1,183.00
12	$51,313.61	$3,235.78	$626.54	$55,175.93	$626.54	$836.52	$8,484.00	$1,183.00
13	$51,834.93	$3,221.08	$680.48	$55,736.49	$680.48	$836.52	$8,484.00	$1,183.00
14	$52,360.67	$3,205.67	$735.47	$56,301.80	$735.47	$836.52	$8,484.00	$1,183.00
15	$53,923.11	$3,267.21	$791.53	$57,981.85	$791.53	$836.52	$8,484.00	$1,183.00
16	$54,460.91	$3,250.57	$848.65	$58,560.13	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,004.33	$3,233.29	$906.83	$59,144.46	$906.83	$836.52	$8,484.00	$1,183.00
18	$55,553.45	$3,215.38	$966.07	$59,734.91	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,108.33	$3,196.84	$1,026.38	$60,331.55	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$56,690.25	$3,179.27	$1,087.75	$60,957.27	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$57,256.86	$3,159.49	$1,150.18	$61,566.53	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$57,829.44	$3,139.08	$1,213.68	$62,182.21	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$58,409.07	$3,118.16	$1,278.23	$62,805.47	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$58,993.81	$3,096.56	$1,343.85	$63,434.22	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$60,561.41	$3,147.87	$1,410.53	$65,119.80	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,089.92	$3,187.65	$1,410.53	$65,688.09	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$61,624.76	$3,227.90	$1,410.53	$66,263.19	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$62,166.02	$3,268.64	$1,410.53	$66,845.19	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$62,713.77	$3,309.87	$1,410.53	$67,434.17	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$63,268.09	$3,351.60	$1,410.53	$68,030.21	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$63,829.05	$3,393.82	$1,410.53	$68,633.40	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$64,396.74	$3,436.55	$1,410.53	$69,243.82	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$64,971.24	$3,479.79	$1,410.53	$69,861.56	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$65,552.63	$3,523.55	$1,410.53	$70,486.71	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$66,140.99	$3,567.84	$1,410.53	$71,119.36	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$66,736.40	$3,612.65	$1,410.53	$71,759.59	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$67,338.96	$3,658.01	$1,410.53	$72,407.50	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$67,948.74	$3,703.90	$1,410.53	$73,063.17	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$68,568.52	$3,750.55	$1,410.53	$73,729.60	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$69,198.87	$3,798.00	$1,410.53	$74,407.40	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$69,835.65	$3,845.93	$1,410.53	$75,092.11	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

[2] *Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. SALARY SCHEDULE

MASTER'S DEGREE + 15 HOURS[1]

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[2]
						FLEX CASH[3]	FLEX BEN[3]	
0	$44,129.53	$3,261.44	$60.15	$47,451.11	$60.15	$836.52	$8,484.00	$1,183.00
1	$44,391.94	$3,237.93	$103.41	$47,733.28	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,856.04	$3,230.62	$145.65	$48,232.31	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,326.00	$3,223.49	$188.15	$48,737.64	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,799.86	$3,213.98	$233.33	$49,247.17	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,301.81	$3,281.60	$278.76	$50,862.17	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,789.71	$3,271.82	$325.26	$51,386.79	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,283.70	$3,261.45	$372.82	$51,917.96	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,781.83	$3,250.32	$421.44	$52,453.59	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,286.18	$3,238.60	$471.12	$52,995.90	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,982.55	$3,315.54	$521.87	$54,819.95	$521.87	$836.52	$8,484.00	$1,183.00
11	$51,501.55	$3,302.80	$573.67	$55,378.01	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,025.94	$3,289.40	$626.54	$55,941.88	$626.54	$836.52	$8,484.00	$1,183.00
13	$52,555.80	$3,275.34	$680.48	$56,511.63	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,090.19	$3,260.58	$735.47	$57,086.23	$735.47	$836.52	$8,484.00	$1,183.00
15	$54,661.38	$3,322.78	$791.53	$58,775.68	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,208.03	$3,306.80	$848.65	$59,363.48	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,760.41	$3,290.20	$906.83	$59,957.44	$906.83	$836.52	$8,484.00	$1,183.00
18	$56,318.60	$3,272.97	$966.07	$60,557.64	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,882.65	$3,255.12	$1,026.38	$61,164.15	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$57,473.85	$3,238.25	$1,087.75	$61,799.85	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,049.86	$3,219.17	$1,150.18	$62,419.21	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$58,631.95	$3,199.49	$1,213.68	$63,045.11	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$59,221.20	$3,179.29	$1,278.23	$63,678.72	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$59,815.68	$3,158.42	$1,343.85	$64,317.94	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$61,393.13	$3,210.47	$1,410.53	$66,014.13	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,931.61	$3,251.00	$1,410.53	$66,593.14	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$62,476.55	$3,292.02	$1,410.53	$67,179.09	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,028.02	$3,333.53	$1,410.53	$67,772.07	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$63,586.10	$3,375.53	$1,410.53	$68,372.17	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$64,150.88	$3,418.04	$1,410.53	$68,979.45	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$64,722.43	$3,461.06	$1,410.53	$69,594.02	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$65,300.83	$3,504.60	$1,410.53	$70,215.96	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$65,886.17	$3,548.66	$1,410.53	$70,845.36	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$66,478.53	$3,593.24	$1,410.53	$71,482.31	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$67,077.99	$3,638.36	$1,410.53	$72,126.89	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$67,684.64	$3,684.03	$1,410.53	$72,779.20	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$68,298.57	$3,730.23	$1,410.53	$73,439.33	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$68,919.86	$3,777.00	$1,410.53	$74,107.39	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$69,548.92	$3,824.35	$1,410.53	$74,783.79	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$70,189.28	$3,872.55	$1,410.53	$75,472.35	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$70,836.18	$3,921.24	$1,410.53	$76,167.95	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

[2] *Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. SALARY SCHEDULE

MASTER'S DEGREE + 30 HOURS[1]

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[2]
						FLEX CASH[3]	FLEX BEN[3]	
0	$44,747.55	$3,307.95	$60.15	$48,115.65	$60.15	$836.52	$8,484.00	$1,183.00
1	$45,013.68	$3,284.72	$103.41	$48,401.82	$103.41	$836.52	$8,484.00	$1,183.00
2	$45,485.24	$3,277.98	$145.65	$48,908.87	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,962.75	$3,271.42	$188.15	$49,422.32	$188.15	$836.52	$8,484.00	$1,183.00
4	$46,444.24	$3,262.48	$233.33	$49,940.05	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,953.93	$3,330.68	$278.76	$51,563.37	$278.76	$836.52	$8,484.00	$1,183.00
6	$48,449.64	$3,321.50	$325.26	$52,096.40	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,951.55	$3,311.71	$372.82	$52,636.08	$372.82	$836.52	$8,484.00	$1,183.00
8	$49,457.69	$3,301.19	$421.44	$53,180.32	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,970.15	$3,290.08	$471.12	$53,731.35	$471.12	$836.52	$8,484.00	$1,183.00
10	$51,674.72	$3,367.63	$521.87	$55,564.23	$521.87	$836.52	$8,484.00	$1,183.00
11	$52,202.02	$3,355.52	$573.67	$56,131.22	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,734.82	$3,342.76	$626.54	$56,704.12	$626.54	$836.52	$8,484.00	$1,183.00
13	$53,273.19	$3,329.34	$680.48	$57,283.01	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,816.18	$3,315.22	$735.47	$57,866.87	$735.47	$836.52	$8,484.00	$1,183.00
15	$55,396.07	$3,378.08	$791.53	$59,565.68	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,951.54	$3,362.77	$848.65	$60,162.95	$848.65	$836.52	$8,484.00	$1,183.00
17	$56,512.84	$3,346.83	$906.83	$60,766.50	$906.83	$836.52	$8,484.00	$1,183.00
18	$57,080.05	$3,330.29	$966.07	$61,376.41	$966.07	$836.52	$8,484.00	$1,183.00
19	$57,653.24	$3,313.12	$1,026.38	$61,992.74	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$58,253.68	$3,296.95	$1,087.75	$62,638.38	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,839.04	$3,278.58	$1,150.18	$63,267.80	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$59,430.60	$3,259.60	$1,213.68	$63,903.88	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$60,029.43	$3,240.13	$1,278.23	$64,547.79	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$60,633.60	$3,219.98	$1,343.85	$65,197.43	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$62,220.86	$3,272.77	$1,410.53	$66,904.17	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$62,769.27	$3,314.05	$1,410.53	$67,493.85	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$63,324.26	$3,355.82	$1,410.53	$68,090.61	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,885.90	$3,398.10	$1,410.53	$68,694.53	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$64,454.28	$3,440.88	$1,410.53	$69,305.69	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$65,029.47	$3,484.17	$1,410.53	$69,924.17	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$65,611.56	$3,527.99	$1,410.53	$70,550.07	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$66,200.63	$3,572.32	$1,410.53	$71,183.48	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$66,796.76	$3,617.20	$1,410.53	$71,824.48	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$67,400.04	$3,662.60	$1,410.53	$72,473.17	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$68,010.55	$3,708.56	$1,410.53	$73,129.64	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$68,628.39	$3,755.06	$1,410.53	$73,793.98	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$69,253.64	$3,802.12	$1,410.53	$74,466.29	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$69,886.37	$3,849.75	$1,410.53	$75,146.65	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$70,532.41	$3,898.37	$1,410.53	$75,841.31	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$71,182.82	$3,947.33	$1,410.53	$76,540.68	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$71,839.88	$3,996.79	$1,410.53	$77,247.19	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

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[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. SALARY SCHEDULE

DOCTORATE

(173 DAYS; 7.92 HOURS/DAY)

STEP	DISTRICT BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION[2]	ADD'L COMP (OFFSET)[4]	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS[2]
						FLEX CASH[3]	FLEX BEN[3]	
0	$46,175.48	$3,355.28	$60.15	$49,651.07	$60.15	$836.52	$8,484.00	$1,183.00
1	$46,659.39	$3,305.19	$103.41	$50,171.40	$103.41	$836.52	$8,484.00	$1,183.00
2	$47,148.39	$3,257.51	$145.65	$50,697.20	$145.65	$836.52	$8,484.00	$1,183.00
3	$47,643.55	$3,209.78	$188.15	$51,229.63	$188.15	$836.52	$8,484.00	$1,183.00
4	$48,142.90	$3,157.01	$233.33	$51,766.57	$233.33	$836.52	$8,484.00	$1,183.00
5	$49,670.66	$3,181.14	$278.76	$53,409.32	$278.76	$836.52	$8,484.00	$1,183.00
6	$50,185.68	$3,126.91	$325.26	$53,963.10	$325.26	$836.52	$8,484.00	$1,183.00
7	$50,705.08	$3,070.88	$372.82	$54,521.61	$372.82	$836.52	$8,484.00	$1,183.00
8	$51,229.96	$3,013.15	$421.44	$55,085.99	$421.44	$836.52	$8,484.00	$1,183.00
9	$51,761.37	$2,953.79	$471.12	$55,657.40	$471.12	$836.52	$8,484.00	$1,183.00
10	$53,623.51	$2,992.45	$521.87	$57,659.69	$521.87	$836.52	$8,484.00	$1,183.00
11	$54,170.22	$2,930.00	$573.67	$58,247.56	$573.67	$836.52	$8,484.00	$1,183.00
12	$54,722.67	$2,865.84	$626.54	$58,841.59	$626.54	$836.52	$8,484.00	$1,183.00
13	$55,280.92	$2,799.98	$680.48	$59,441.86	$680.48	$836.52	$8,484.00	$1,183.00
14	$55,844.03	$2,732.38	$735.47	$60,047.35	$735.47	$836.52	$8,484.00	$1,183.00
15	$57,445.30	$2,740.79	$791.53	$61,769.16	$791.53	$836.52	$8,484.00	$1,183.00
16	$58,021.38	$2,669.91	$848.65	$62,388.59	$848.65	$836.52	$8,484.00	$1,183.00
17	$58,603.53	$2,597.37	$906.83	$63,014.56	$906.83	$836.52	$8,484.00	$1,183.00
18	$59,191.85	$2,523.17	$966.07	$63,647.16	$966.07	$836.52	$8,484.00	$1,183.00
19	$59,786.39	$2,447.30	$1,026.38	$64,286.45	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$60,409.47	$2,371.46	$1,087.75	$64,956.43	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$61,016.70	$2,292.31	$1,150.18	$65,609.36	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$61,630.39	$2,211.50	$1,213.68	$66,269.25	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$62,251.63	$2,129.16	$1,278.23	$66,937.25	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$62,878.47	$2,045.10	$1,343.85	$67,611.27	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$64,534.13	$2,036.36	$1,410.53	$69,391.54	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$65,105.75	$2,079.38	$1,410.53	$70,006.19	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$65,684.24	$2,122.93	$1,410.53	$70,628.23	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$66,269.65	$2,166.99	$1,410.53	$71,257.70	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$66,862.09	$2,211.58	$1,410.53	$71,894.73	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$67,461.64	$2,256.71	$1,410.53	$72,539.41	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$68,068.37	$2,302.38	$1,410.53	$73,191.81	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$68,682.38	$2,348.59	$1,410.53	$73,852.04	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$69,303.76	$2,395.36	$1,410.53	$74,520.18	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$69,932.57	$2,442.69	$1,410.53	$75,196.33	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$70,568.94	$2,490.59	$1,410.53	$75,880.59	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$71,212.94	$2,539.07	$1,410.53	$76,573.06	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$71,864.65	$2,588.12	$1,410.53	$77,273.83	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$72,524.18	$2,637.76	$1,410.53	$77,983.01	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$73,191.64	$2,688.00	$1,410.53	$78,700.70	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$73,869.21	$2,739.00	$1,410.53	$79,429.27	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$74,553.70	$2,790.52	$1,410.53	$80,165.29	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Master's or higher degree.*

[2] *Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

[3] *Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

[4] *Offset amounts based on the number of years of certified Oklahoma experience.*

FY 2025-26 A.C.T. ELEMENTARY COUNSELOR SALARY SCHEDULE
MASTERS DEGREE
(183 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 10	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$43,508.48	$2,500.49	$46,008.96	$3,402.90	$60.15	$49,472.01	$60.15	$836.52	$8,484.00	$1,183.00
1	$43,767.13	$2,515.35	$46,282.49	$3,380.23	$103.41	$49,766.12	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,223.74	$2,541.59	$46,765.34	$3,374.33	$145.65	$50,285.32	$145.65	$836.52	$8,484.00	$1,183.00
3	$44,686.12	$2,568.17	$47,254.29	$3,368.63	$188.15	$50,811.07	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,152.31	$2,594.96	$47,747.27	$3,360.56	$233.33	$51,341.16	$233.33	$836.52	$8,484.00	$1,183.00
5	$46,646.50	$2,680.83	$49,327.33	$3,434.06	$278.76	$53,040.15	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,126.53	$2,708.42	$49,834.96	$3,425.77	$325.26	$53,585.98	$325.26	$836.52	$8,484.00	$1,183.00
7	$47,612.57	$2,736.35	$50,348.93	$3,416.89	$372.82	$54,138.64	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,102.66	$2,764.52	$50,867.18	$3,407.28	$421.44	$54,695.90	$421.44	$836.52	$8,484.00	$1,183.00
9	$48,598.86	$2,793.04	$51,391.90	$3,397.10	$471.12	$55,260.12	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,286.99	$2,890.06	$53,177.05	$3,480.71	$521.87	$57,179.63	$521.87	$836.52	$8,484.00	$1,183.00
11	$50,797.65	$2,919.41	$53,717.05	$3,469.56	$573.67	$57,760.28	$573.67	$836.52	$8,484.00	$1,183.00
12	$51,313.61	$2,949.06	$54,262.67	$3,457.76	$626.54	$58,346.96	$626.54	$836.52	$8,484.00	$1,183.00
13	$51,834.93	$2,979.02	$54,813.95	$3,445.31	$680.48	$58,939.74	$680.48	$836.52	$8,484.00	$1,183.00
14	$52,360.67	$3,009.23	$55,369.90	$3,432.17	$735.47	$59,537.54	$735.47	$836.52	$8,484.00	$1,183.00
15	$53,923.11	$3,099.03	$57,022.14	$3,500.47	$791.53	$61,314.14	$791.53	$836.52	$8,484.00	$1,183.00
16	$54,460.91	$3,129.94	$57,590.85	$3,486.16	$848.65	$61,925.65	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,004.33	$3,161.17	$58,165.50	$3,471.23	$906.83	$62,543.56	$906.83	$836.52	$8,484.00	$1,183.00
18	$55,553.45	$3,192.73	$58,746.18	$3,455.70	$966.07	$63,167.95	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,108.33	$3,224.62	$59,332.95	$3,439.55	$1,026.38	$63,798.88	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$56,690.25	$3,258.06	$59,948.31	$3,424.50	$1,087.75	$64,460.56	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$57,256.86	$3,290.62	$60,547.48	$3,407.17	$1,150.18	$65,104.83	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$57,829.44	$3,323.53	$61,152.97	$3,389.24	$1,213.68	$65,755.90	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$58,409.07	$3,356.84	$61,765.92	$3,370.83	$1,278.23	$66,414.98	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$58,993.81	$3,390.45	$62,384.26	$3,351.75	$1,343.85	$67,079.86	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$60,561.41	$3,480.54	$64,041.95	$3,409.84	$1,410.53	$68,862.32	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,089.92	$3,510.91	$64,600.83	$3,451.91	$1,410.53	$69,463.27	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$61,624.76	$3,541.65	$65,166.41	$3,494.48	$1,410.53	$70,071.42	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$62,166.02	$3,572.76	$65,738.78	$3,537.56	$1,410.53	$70,686.87	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$62,713.77	$3,604.24	$66,318.01	$3,581.16	$1,410.53	$71,309.70	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$63,268.09	$3,636.10	$66,904.18	$3,625.28	$1,410.53	$71,940.00	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$63,829.05	$3,668.34	$67,497.39	$3,669.93	$1,410.53	$72,577.85	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$64,396.74	$3,700.96	$68,097.71	$3,715.12	$1,410.53	$73,223.35	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$64,971.24	$3,733.98	$68,705.22	$3,760.84	$1,410.53	$73,876.60	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$65,552.63	$3,767.39	$69,320.02	$3,807.12	$1,410.53	$74,537.67	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$66,140.99	$3,801.21	$69,942.20	$3,853.95	$1,410.53	$75,206.68	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$66,736.40	$3,835.43	$70,571.83	$3,901.34	$1,410.53	$75,883.70	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$67,338.96	$3,870.06	$71,209.01	$3,949.30	$1,410.53	$76,568.85	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$67,948.74	$3,905.10	$71,853.84	$3,997.84	$1,410.53	$77,262.21	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$68,568.52	$3,940.72	$72,509.24	$4,047.17	$1,410.53	$77,966.93	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$69,198.87	$3,976.95	$73,175.81	$4,097.34	$1,410.53	$78,683.68	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$69,835.65	$4,013.54	$73,849.19	$4,148.02	$1,410.53	$79,407.75	$1,410.53	$836.52	$8,484.00	$1,183.00

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

FY 2025-26 A.C.T. ELEMENTARY COUNSELOR SALARY SCHEDULE

MASTER'S + 15[1]

(183 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 10	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,129.53	$2,536.18	$46,665.71	$3,452.33	$60.15	$50,178.19	$60.15	$836.52	$8,484.00	$1,183.00
1	$44,391.94	$2,551.26	$46,943.20	$3,429.96	$103.41	$50,476.57	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,856.04	$2,577.93	$47,433.97	$3,424.66	$145.65	$51,004.28	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,326.00	$2,604.94	$47,930.94	$3,419.56	$188.15	$51,538.65	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,799.86	$2,632.18	$48,432.03	$3,412.10	$233.33	$52,077.46	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,301.81	$2,718.50	$50,020.31	$3,486.22	$278.76	$53,785.29	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,789.71	$2,746.53	$50,536.24	$3,478.55	$325.26	$54,340.05	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,283.70	$2,774.93	$51,058.62	$3,470.31	$372.82	$54,901.75	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,781.83	$2,803.55	$51,585.38	$3,461.34	$421.44	$55,468.16	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,286.18	$2,832.54	$52,118.71	$3,451.80	$471.12	$56,041.64	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,982.55	$2,930.03	$53,912.58	$3,536.08	$521.87	$57,970.52	$521.87	$836.52	$8,484.00	$1,183.00
11	$51,501.55	$2,959.86	$54,461.40	$3,525.59	$573.67	$58,560.66	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,025.94	$2,990.00	$55,015.94	$3,514.45	$626.54	$59,156.93	$626.54	$836.52	$8,484.00	$1,183.00
13	$52,555.80	$3,020.45	$55,576.25	$3,502.69	$680.48	$59,759.42	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,090.19	$3,051.16	$56,141.35	$3,490.23	$735.47	$60,367.05	$735.47	$836.52	$8,484.00	$1,183.00
15	$54,661.38	$3,141.46	$57,802.83	$3,559.23	$791.53	$62,153.60	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,208.03	$3,172.88	$58,380.90	$3,545.62	$848.65	$62,775.18	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,760.41	$3,204.62	$58,965.03	$3,531.41	$906.83	$63,403.27	$906.83	$836.52	$8,484.00	$1,183.00
18	$56,318.60	$3,236.70	$59,555.30	$3,516.60	$966.07	$64,037.96	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,882.65	$3,269.12	$60,151.77	$3,501.18	$1,026.38	$64,679.33	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$57,473.85	$3,303.10	$60,776.95	$3,486.87	$1,087.75	$65,351.57	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,049.86	$3,336.20	$61,386.06	$3,470.29	$1,150.18	$66,006.52	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$58,631.95	$3,369.65	$62,001.60	$3,453.12	$1,213.68	$66,668.40	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$59,221.20	$3,403.52	$62,624.72	$3,435.47	$1,278.23	$67,338.42	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$59,815.68	$3,437.68	$63,253.36	$3,417.17	$1,343.85	$68,014.38	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$61,393.13	$3,528.34	$64,921.47	$3,476.04	$1,410.53	$69,808.04	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,931.61	$3,559.29	$65,490.90	$3,518.90	$1,410.53	$70,420.33	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$62,476.55	$3,590.61	$66,067.15	$3,562.28	$1,410.53	$71,039.96	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,028.02	$3,622.30	$66,650.32	$3,606.17	$1,410.53	$71,667.02	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$63,586.10	$3,654.37	$67,240.48	$3,650.59	$1,410.53	$72,301.60	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$64,150.88	$3,686.83	$67,837.71	$3,695.55	$1,410.53	$72,943.79	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$64,722.43	$3,719.68	$68,442.11	$3,741.04	$1,410.53	$73,593.68	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$65,300.83	$3,752.92	$69,053.76	$3,787.08	$1,410.53	$74,251.36	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$65,886.17	$3,786.56	$69,672.74	$3,833.67	$1,410.53	$74,916.93	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$66,478.53	$3,820.61	$70,299.14	$3,880.82	$1,410.53	$75,590.48	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$67,077.99	$3,855.06	$70,933.05	$3,928.53	$1,410.53	$76,272.11	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$67,684.64	$3,889.92	$71,574.57	$3,976.82	$1,410.53	$76,961.91	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$68,298.57	$3,925.21	$72,223.77	$4,025.68	$1,410.53	$77,659.98	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$68,919.86	$3,960.91	$72,880.77	$4,075.13	$1,410.53	$78,366.43	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$69,548.92	$3,997.06	$73,545.98	$4,125.20	$1,410.53	$79,081.71	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$70,189.28	$4,033.87	$74,223.14	$4,176.17	$1,410.53	$79,809.84	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$70,836.18	$4,071.04	$74,907.23	$4,227.66	$1,410.53	$80,545.42	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

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FY 2025-26 A.C.T. ELEMENTARY COUNSELOR SALARY SCHEDULE
MASTER'S + 30[1]
(183 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 10	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,747.55	$2,571.70	$47,319.24	$3,501.52	$60.15	$50,880.92	$60.15	$836.52	$8,484.00	$1,183.00
1	$45,013.68	$2,586.99	$47,600.67	$3,479.45	$103.41	$51,183.53	$103.41	$836.52	$8,484.00	$1,183.00
2	$45,485.24	$2,614.09	$48,099.33	$3,474.74	$145.65	$51,719.72	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,962.75	$2,641.54	$48,604.28	$3,470.25	$188.15	$52,262.68	$188.15	$836.52	$8,484.00	$1,183.00
4	$46,444.24	$2,669.21	$49,113.45	$3,463.39	$233.33	$52,810.17	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,953.93	$2,755.97	$50,709.90	$3,538.12	$278.76	$54,526.78	$278.76	$836.52	$8,484.00	$1,183.00
6	$48,449.64	$2,784.46	$51,234.11	$3,531.08	$325.26	$55,090.45	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,951.55	$2,813.31	$51,764.86	$3,523.47	$372.82	$55,661.15	$372.82	$836.52	$8,484.00	$1,183.00
8	$49,457.69	$2,842.40	$52,300.09	$3,515.14	$421.44	$56,236.66	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,970.15	$2,871.85	$52,841.99	$3,506.24	$471.12	$56,819.36	$471.12	$836.52	$8,484.00	$1,183.00
10	$51,674.72	$2,969.81	$54,644.53	$3,591.17	$521.87	$58,757.57	$521.87	$836.52	$8,484.00	$1,183.00
11	$52,202.02	$3,000.12	$55,202.14	$3,581.34	$573.67	$59,357.15	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,734.82	$3,030.74	$55,765.56	$3,570.88	$626.54	$59,962.98	$626.54	$836.52	$8,484.00	$1,183.00
13	$53,273.19	$3,061.68	$56,334.87	$3,559.79	$680.48	$60,575.13	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,816.18	$3,092.88	$56,909.06	$3,548.02	$735.47	$61,192.55	$735.47	$836.52	$8,484.00	$1,183.00
15	$55,396.07	$3,183.68	$58,579.75	$3,617.71	$791.53	$62,988.99	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,951.54	$3,215.61	$59,167.14	$3,604.80	$848.65	$63,620.59	$848.65	$836.52	$8,484.00	$1,183.00
17	$56,512.84	$3,247.86	$59,760.70	$3,591.30	$906.83	$64,258.83	$906.83	$836.52	$8,484.00	$1,183.00
18	$57,080.05	$3,280.46	$60,360.51	$3,577.21	$966.07	$64,903.79	$966.07	$836.52	$8,484.00	$1,183.00
19	$57,653.24	$3,313.40	$60,966.64	$3,562.52	$1,026.38	$65,555.54	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$58,253.68	$3,347.91	$61,601.60	$3,548.94	$1,087.75	$66,238.29	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,839.04	$3,381.55	$62,220.60	$3,533.10	$1,150.18	$66,903.88	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$59,430.60	$3,415.55	$62,846.15	$3,516.69	$1,213.68	$67,576.52	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$60,029.43	$3,449.97	$63,479.40	$3,499.80	$1,278.23	$68,257.43	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$60,633.60	$3,484.69	$64,118.29	$3,482.27	$1,343.85	$68,944.41	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$62,220.86	$3,575.91	$65,796.78	$3,541.93	$1,410.53	$70,749.23	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$62,769.27	$3,607.43	$66,376.70	$3,585.58	$1,410.53	$71,372.81	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$63,324.26	$3,639.33	$66,963.59	$3,629.75	$1,410.53	$72,003.87	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,885.90	$3,671.60	$67,557.50	$3,674.46	$1,410.53	$72,642.49	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$64,454.28	$3,704.27	$68,158.55	$3,719.70	$1,410.53	$73,288.77	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$65,029.47	$3,737.33	$68,766.79	$3,765.48	$1,410.53	$73,942.80	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$65,611.56	$3,770.78	$69,382.34	$3,811.81	$1,410.53	$74,604.68	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$66,200.63	$3,804.63	$70,005.26	$3,858.70	$1,410.53	$75,274.49	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$66,796.76	$3,838.89	$70,635.65	$3,906.14	$1,410.53	$75,952.33	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$67,400.04	$3,873.57	$71,273.61	$3,954.16	$1,410.53	$76,638.30	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$68,010.55	$3,908.65	$71,919.21	$4,002.76	$1,410.53	$77,332.49	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$68,628.39	$3,944.16	$72,572.55	$4,051.93	$1,410.53	$78,035.01	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$69,253.64	$3,980.09	$73,233.73	$4,101.70	$1,410.53	$78,745.96	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$69,886.37	$4,016.46	$73,902.83	$4,152.06	$1,410.53	$79,465.42	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$70,532.41	$4,053.59	$74,586.00	$4,203.48	$1,410.53	$80,200.01	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$71,182.82	$4,090.97	$75,273.79	$4,255.25	$1,410.53	$80,939.57	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$71,839.88	$4,128.73	$75,968.61	$4,307.55	$1,410.53	$81,686.69	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

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FY 2025-26 A.C.T. ELEMENTARY COUNSELOR SALARY SCHEDULE
DOCTORATE
(183 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 10	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$46,175.48	$2,653.76	$48,829.25	$3,615.18	$60.15	$52,504.57	$60.15	$836.52	$8,484.00	$1,183.00
1	$46,659.39	$2,681.57	$49,340.97	$3,610.44	$103.41	$53,054.81	$103.41	$836.52	$8,484.00	$1,183.00
2	$47,148.39	$2,709.68	$49,858.06	$3,607.12	$145.65	$53,610.83	$145.65	$836.52	$8,484.00	$1,183.00
3	$47,643.55	$2,738.13	$50,381.68	$3,604.03	$188.15	$54,173.86	$188.15	$836.52	$8,484.00	$1,183.00
4	$48,142.90	$2,766.83	$50,909.74	$3,598.60	$233.33	$54,741.66	$233.33	$836.52	$8,484.00	$1,183.00
5	$49,670.66	$2,854.64	$52,525.30	$3,674.77	$278.76	$56,478.82	$278.76	$836.52	$8,484.00	$1,183.00
6	$50,185.68	$2,884.23	$53,069.91	$3,669.26	$325.26	$57,064.43	$325.26	$836.52	$8,484.00	$1,183.00
7	$50,705.08	$2,914.09	$53,619.17	$3,663.04	$372.82	$57,655.03	$372.82	$836.52	$8,484.00	$1,183.00
8	$51,229.96	$2,944.25	$54,174.21	$3,656.20	$421.44	$58,251.85	$421.44	$836.52	$8,484.00	$1,183.00
9	$51,761.37	$2,974.79	$54,736.17	$3,648.82	$471.12	$58,856.10	$471.12	$836.52	$8,484.00	$1,183.00
10	$53,623.51	$3,081.81	$56,705.32	$3,746.28	$521.87	$60,973.47	$521.87	$836.52	$8,484.00	$1,183.00
11	$54,170.22	$3,113.23	$57,283.45	$3,738.00	$573.67	$61,595.12	$573.67	$836.52	$8,484.00	$1,183.00
12	$54,722.67	$3,144.98	$57,867.65	$3,729.10	$626.54	$62,223.29	$626.54	$836.52	$8,484.00	$1,183.00
13	$55,280.92	$3,177.06	$58,457.98	$3,719.59	$680.48	$62,858.06	$680.48	$836.52	$8,484.00	$1,183.00
14	$55,844.03	$3,209.43	$59,053.46	$3,709.42	$735.47	$63,498.35	$735.47	$836.52	$8,484.00	$1,183.00
15	$57,445.30	$3,301.45	$60,746.76	$3,780.82	$791.53	$65,319.11	$791.53	$836.52	$8,484.00	$1,183.00
16	$58,021.38	$3,334.56	$61,355.94	$3,769.55	$848.65	$65,974.14	$848.65	$836.52	$8,484.00	$1,183.00
17	$58,603.53	$3,368.02	$61,971.55	$3,757.71	$906.83	$66,636.09	$906.83	$836.52	$8,484.00	$1,183.00
18	$59,191.85	$3,401.83	$62,593.68	$3,745.29	$966.07	$67,305.05	$966.07	$836.52	$8,484.00	$1,183.00
19	$59,786.39	$3,436.00	$63,222.39	$3,732.31	$1,026.38	$67,981.07	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$60,409.47	$3,471.81	$63,881.27	$3,720.53	$1,087.75	$68,689.55	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$61,016.70	$3,506.71	$64,523.40	$3,706.43	$1,150.18	$69,380.01	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$61,630.39	$3,541.98	$65,172.37	$3,691.78	$1,213.68	$70,077.82	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$62,251.63	$3,577.68	$65,829.31	$3,676.68	$1,278.23	$70,784.21	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$62,878.47	$3,613.71	$66,492.18	$3,660.95	$1,343.85	$71,496.98	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$64,534.13	$3,708.86	$68,242.98	$3,726.05	$1,410.53	$73,379.56	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$65,105.75	$3,741.71	$68,847.46	$3,771.55	$1,410.53	$74,029.54	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$65,684.24	$3,774.96	$69,459.19	$3,817.59	$1,410.53	$74,687.32	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$66,269.65	$3,808.60	$70,078.25	$3,864.19	$1,410.53	$75,352.97	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$66,862.09	$3,842.65	$70,704.74	$3,911.34	$1,410.53	$76,026.61	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$67,461.64	$3,877.11	$71,338.75	$3,959.07	$1,410.53	$76,708.34	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$68,068.37	$3,911.98	$71,980.34	$4,007.36	$1,410.53	$77,398.23	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$68,682.38	$3,947.26	$72,629.65	$4,056.23	$1,410.53	$78,096.41	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$69,303.76	$3,982.97	$73,286.73	$4,105.69	$1,410.53	$78,802.95	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$69,932.57	$4,019.11	$73,951.68	$4,155.74	$1,410.53	$79,517.95	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$70,568.94	$4,055.69	$74,624.62	$4,206.39	$1,410.53	$80,241.54	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$71,212.94	$4,092.70	$75,305.63	$4,257.65	$1,410.53	$80,973.81	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$71,864.65	$4,130.15	$75,994.80	$4,309.52	$1,410.53	$81,714.86	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$72,524.18	$4,168.06	$76,692.24	$4,362.02	$1,410.53	$82,464.79	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$73,191.64	$4,206.42	$77,398.06	$4,415.14	$1,410.53	$83,223.73	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$73,869.21	$4,245.36	$78,114.57	$4,469.08	$1,410.53	$83,994.17	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$74,553.70	$4,284.70	$78,838.40	$4,523.56	$1,410.53	$84,772.49	$1,410.53	$836.52	$8,484.00	$1,183.00

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FY 2025-26 A.C.T. SECONDARY COUNSELOR SALARY SCHEDULE
MASTERS DEGREE*
(188 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$43,508.48	$3,750.73	$47,259.21	$3,497.00	$60.15	$50,816.36	$60.15	$836.52	$8,484.00	$1,183.00
1	$43,767.13	$3,773.03	$47,540.16	$3,474.89	$103.41	$51,118.46	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,223.74	$3,812.39	$48,036.13	$3,469.98	$145.65	$51,651.76	$145.65	$836.52	$8,484.00	$1,183.00
3	$44,686.12	$3,852.25	$48,538.37	$3,465.28	$188.15	$52,191.81	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,152.31	$3,892.44	$49,044.75	$3,458.22	$233.33	$52,736.30	$233.33	$836.52	$8,484.00	$1,183.00
5	$46,646.50	$4,021.25	$50,667.75	$3,534.95	$278.76	$54,481.46	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,126.53	$4,062.63	$51,189.17	$3,527.70	$325.26	$55,042.12	$325.26	$836.52	$8,484.00	$1,183.00
7	$47,612.57	$4,104.53	$51,717.11	$3,519.87	$372.82	$55,609.80	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,102.66	$4,146.78	$52,249.44	$3,511.32	$421.44	$56,182.20	$421.44	$836.52	$8,484.00	$1,183.00
9	$48,598.86	$4,189.56	$52,788.42	$3,502.21	$471.12	$56,761.75	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,286.99	$4,335.09	$54,622.08	$3,589.48	$521.87	$58,733.43	$521.87	$836.52	$8,484.00	$1,183.00
11	$50,797.65	$4,379.11	$55,176.76	$3,579.43	$573.67	$59,329.86	$573.67	$836.52	$8,484.00	$1,183.00
12	$51,313.61	$4,423.59	$55,737.19	$3,568.74	$626.54	$59,932.48	$626.54	$836.52	$8,484.00	$1,183.00
13	$51,834.93	$4,468.53	$56,303.46	$3,557.42	$680.48	$60,541.36	$680.48	$836.52	$8,484.00	$1,183.00
14	$52,360.67	$4,513.85	$56,874.52	$3,545.42	$735.47	$61,155.41	$735.47	$836.52	$8,484.00	$1,183.00
15	$53,923.11	$4,648.54	$58,571.65	$3,617.10	$791.53	$62,980.28	$791.53	$836.52	$8,484.00	$1,183.00
16	$54,460.91	$4,694.91	$59,155.81	$3,603.95	$848.65	$63,608.41	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,004.33	$4,741.75	$59,746.09	$3,590.20	$906.83	$64,243.12	$906.83	$836.52	$8,484.00	$1,183.00
18	$55,553.45	$4,789.09	$60,342.54	$3,575.85	$966.07	$64,884.47	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,108.33	$4,836.93	$60,945.26	$3,560.91	$1,026.38	$65,532.55	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$56,690.25	$4,887.09	$61,577.34	$3,547.11	$1,087.75	$66,212.21	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$57,256.86	$4,935.94	$62,192.80	$3,531.01	$1,150.18	$66,873.99	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$57,829.44	$4,985.30	$62,814.74	$3,514.32	$1,213.68	$67,542.74	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$58,409.07	$5,035.26	$63,444.34	$3,497.16	$1,278.23	$68,219.73	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$58,993.81	$5,085.67	$64,079.48	$3,479.35	$1,343.85	$68,902.68	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$60,561.41	$5,220.81	$65,782.22	$3,540.83	$1,410.53	$70,733.58	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,089.92	$5,266.37	$66,356.29	$3,584.04	$1,410.53	$71,350.86	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$61,624.76	$5,312.48	$66,937.24	$3,627.77	$1,410.53	$71,975.54	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$62,166.02	$5,359.14	$67,525.16	$3,672.02	$1,410.53	$72,607.71	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$62,713.77	$5,406.36	$68,120.13	$3,716.80	$1,410.53	$73,247.46	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$63,268.09	$5,454.15	$68,722.23	$3,762.12	$1,410.53	$73,894.89	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$63,829.05	$5,502.50	$69,331.56	$3,807.99	$1,410.53	$74,550.07	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$64,396.74	$5,551.44	$69,948.19	$3,854.40	$1,410.53	$75,213.12	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$64,971.24	$5,600.97	$70,572.21	$3,901.37	$1,410.53	$75,884.11	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$65,552.63	$5,651.09	$71,203.72	$3,948.90	$1,410.53	$76,563.15	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$66,140.99	$5,701.81	$71,842.80	$3,997.01	$1,410.53	$77,250.34	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$66,736.40	$5,753.14	$72,489.54	$4,045.69	$1,410.53	$77,945.76	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$67,338.96	$5,805.08	$73,144.04	$4,094.95	$1,410.53	$78,649.52	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$67,948.74	$5,857.65	$73,806.39	$4,144.80	$1,410.53	$79,361.72	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$68,568.52	$5,911.08	$74,479.60	$4,195.47	$1,410.53	$80,085.60	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$69,198.87	$5,965.42	$75,164.29	$4,247.01	$1,410.53	$80,821.83	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$69,835.65	$6,020.31	$75,855.96	$4,299.07	$1,410.53	$81,565.57	$1,410.53	$836.52	$8,484.00	$1,183.00

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

FY 2025-26 A.C.T. SECONDARY COUNSELOR SALARY SCHEDULE

MASTER'S + 15[1]

(188 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,129.53	$3,804.27	$47,933.80	$3,547.78	$60.15	$51,541.72	$60.15	$836.52	$8,484.00	$1,183.00
1	$44,391.94	$3,826.89	$48,218.83	$3,525.97	$103.41	$51,848.21	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,856.04	$3,866.90	$48,722.94	$3,521.68	$145.65	$52,390.26	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,326.00	$3,907.41	$49,233.41	$3,517.60	$188.15	$52,939.16	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,799.86	$3,948.26	$49,748.12	$3,511.16	$233.33	$53,492.61	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,301.81	$4,077.74	$51,379.56	$3,588.53	$278.76	$55,246.84	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,789.71	$4,119.80	$51,909.51	$3,581.92	$325.26	$55,816.69	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,283.70	$4,162.39	$52,446.08	$3,574.74	$372.82	$56,393.65	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,781.83	$4,205.33	$52,987.16	$3,566.85	$421.44	$56,975.45	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,286.18	$4,248.81	$53,534.98	$3,558.40	$471.12	$57,564.51	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,982.55	$4,395.05	$55,377.59	$3,646.35	$521.87	$59,545.81	$521.87	$836.52	$8,484.00	$1,183.00
11	$51,501.55	$4,439.79	$55,941.33	$3,636.98	$573.67	$60,151.98	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,025.94	$4,485.00	$56,510.94	$3,626.98	$626.54	$60,764.46	$626.54	$836.52	$8,484.00	$1,183.00
13	$52,555.80	$4,530.67	$57,086.48	$3,616.36	$680.48	$61,383.32	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,090.19	$4,576.74	$57,666.93	$3,605.06	$735.47	$62,007.46	$735.47	$836.52	$8,484.00	$1,183.00
15	$54,661.38	$4,712.19	$59,373.56	$3,677.46	$791.53	$63,842.55	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,208.03	$4,759.31	$59,967.34	$3,665.03	$848.65	$64,481.02	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,760.41	$4,806.93	$60,567.34	$3,652.01	$906.83	$65,126.19	$906.83	$836.52	$8,484.00	$1,183.00
18	$56,318.60	$4,855.05	$61,173.65	$3,638.41	$966.07	$65,778.13	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,882.65	$4,903.68	$61,786.33	$3,624.21	$1,026.38	$66,436.92	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$57,473.85	$4,954.64	$62,428.50	$3,611.18	$1,087.75	$67,127.43	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,049.86	$5,004.30	$63,054.16	$3,595.84	$1,150.18	$67,800.18	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$58,631.95	$5,054.48	$63,686.43	$3,579.93	$1,213.68	$68,480.04	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$59,221.20	$5,105.28	$64,326.48	$3,563.56	$1,278.23	$69,168.27	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$59,815.68	$5,156.52	$64,972.20	$3,546.54	$1,343.85	$69,862.59	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$61,393.13	$5,292.51	$66,685.64	$3,608.83	$1,410.53	$71,705.00	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,931.61	$5,338.93	$67,270.54	$3,652.86	$1,410.53	$72,333.93	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$62,476.55	$5,385.91	$67,862.46	$3,697.41	$1,410.53	$72,970.39	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,028.02	$5,433.45	$68,461.47	$3,742.50	$1,410.53	$73,614.49	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$63,586.10	$5,481.56	$69,067.66	$3,788.12	$1,410.53	$74,266.32	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$64,150.88	$5,530.25	$69,681.13	$3,834.30	$1,410.53	$74,925.96	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$64,722.43	$5,579.52	$70,301.95	$3,881.03	$1,410.53	$75,593.51	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$65,300.83	$5,629.38	$70,930.22	$3,928.32	$1,410.53	$76,269.06	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$65,886.17	$5,679.84	$71,566.02	$3,976.17	$1,410.53	$76,952.72	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$66,478.53	$5,730.91	$72,209.44	$4,024.60	$1,410.53	$77,644.57	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$67,077.99	$5,782.59	$72,860.58	$4,073.61	$1,410.53	$78,344.72	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$67,684.64	$5,834.88	$73,519.53	$4,123.21	$1,410.53	$79,053.27	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$68,298.57	$5,887.81	$74,186.38	$4,173.40	$1,410.53	$79,770.31	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$68,919.86	$5,941.37	$74,861.22	$4,224.20	$1,410.53	$80,495.95	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$69,548.92	$5,995.60	$75,544.51	$4,275.63	$1,410.53	$81,230.67	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$70,189.28	$6,050.80	$76,240.08	$4,327.98	$1,410.53	$81,978.59	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$70,836.18	$6,106.57	$76,942.75	$4,380.87	$1,410.53	$82,734.15	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

FY 2025-26 A.C.T. SECONDARY COUNSELOR SALARY SCHEDULE

MASTER'S + 30[1]

(188 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,747.55	$3,857.55	$48,605.09	$3,598.31	$60.15	$52,263.55	$60.15	$836.52	$8,484.00	$1,183.00
1	$45,013.68	$3,880.49	$48,894.17	$3,576.81	$103.41	$52,574.39	$103.41	$836.52	$8,484.00	$1,183.00
2	$45,485.24	$3,921.14	$49,406.38	$3,573.12	$145.65	$53,125.15	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,962.75	$3,962.31	$49,925.05	$3,569.66	$188.15	$53,682.86	$188.15	$836.52	$8,484.00	$1,183.00
4	$46,444.24	$4,003.81	$50,448.06	$3,563.84	$233.33	$54,245.23	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,953.93	$4,133.96	$52,087.89	$3,641.84	$278.76	$56,008.49	$278.76	$836.52	$8,484.00	$1,183.00
6	$48,449.64	$4,176.69	$52,626.34	$3,635.87	$325.26	$56,587.47	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,951.55	$4,219.96	$53,171.51	$3,629.35	$372.82	$57,173.68	$372.82	$836.52	$8,484.00	$1,183.00
8	$49,457.69	$4,263.59	$53,721.28	$3,622.11	$421.44	$57,764.83	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,970.15	$4,307.77	$54,277.92	$3,614.32	$471.12	$58,363.36	$471.12	$836.52	$8,484.00	$1,183.00
10	$51,674.72	$4,454.72	$56,129.44	$3,702.94	$521.87	$60,354.25	$521.87	$836.52	$8,484.00	$1,183.00
11	$52,202.02	$4,500.17	$56,702.20	$3,694.25	$573.67	$60,970.12	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,734.82	$4,546.11	$57,280.93	$3,684.94	$626.54	$61,592.41	$626.54	$836.52	$8,484.00	$1,183.00
13	$53,273.19	$4,592.52	$57,865.70	$3,675.01	$680.48	$62,221.20	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,816.18	$4,639.33	$58,455.50	$3,664.42	$735.47	$62,855.39	$735.47	$836.52	$8,484.00	$1,183.00
15	$55,396.07	$4,775.52	$60,171.60	$3,737.53	$791.53	$64,700.65	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,951.54	$4,823.41	$60,774.95	$3,725.82	$848.65	$65,349.42	$848.65	$836.52	$8,484.00	$1,183.00
17	$56,512.84	$4,871.80	$61,384.64	$3,713.53	$906.83	$66,005.00	$906.83	$836.52	$8,484.00	$1,183.00
18	$57,080.05	$4,920.69	$62,000.74	$3,700.66	$966.07	$66,667.48	$966.07	$836.52	$8,484.00	$1,183.00
19	$57,653.24	$4,970.11	$62,623.34	$3,687.22	$1,026.38	$67,336.94	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$58,253.68	$5,021.87	$63,275.55	$3,674.94	$1,087.75	$68,038.24	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,839.04	$5,072.33	$63,911.37	$3,660.37	$1,150.18	$68,721.92	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$59,430.60	$5,123.33	$64,553.93	$3,645.23	$1,213.68	$69,412.83	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$60,029.43	$5,174.95	$65,204.38	$3,629.64	$1,278.23	$70,112.25	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$60,633.60	$5,227.03	$65,860.64	$3,613.41	$1,343.85	$70,817.90	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$62,220.86	$5,363.87	$67,584.73	$3,676.51	$1,410.53	$72,671.77	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$62,769.27	$5,411.14	$68,180.42	$3,721.34	$1,410.53	$73,312.29	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$63,324.26	$5,458.99	$68,783.25	$3,766.72	$1,410.53	$73,960.49	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,885.90	$5,507.41	$69,393.31	$3,812.63	$1,410.53	$74,616.47	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$64,454.28	$5,556.40	$70,010.68	$3,859.10	$1,410.53	$75,280.31	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$65,029.47	$5,605.99	$70,635.46	$3,906.13	$1,410.53	$75,952.12	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$65,611.56	$5,656.17	$71,267.73	$3,953.72	$1,410.53	$76,631.98	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$66,200.63	$5,706.95	$71,907.58	$4,001.88	$1,410.53	$77,319.99	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$66,796.76	$5,758.34	$72,555.10	$4,050.62	$1,410.53	$78,016.25	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$67,400.04	$5,810.35	$73,210.39	$4,099.94	$1,410.53	$78,720.86	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$68,010.55	$5,862.98	$73,873.53	$4,149.86	$1,410.53	$79,433.92	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$68,628.39	$5,916.24	$74,544.63	$4,200.37	$1,410.53	$80,155.53	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$69,253.64	$5,970.14	$75,223.78	$4,251.49	$1,410.53	$80,885.80	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$69,886.37	$6,024.69	$75,911.06	$4,303.22	$1,410.53	$81,624.81	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$70,532.41	$6,080.38	$76,612.79	$4,356.04	$1,410.53	$82,379.36	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$71,182.82	$6,136.45	$77,319.27	$4,409.21	$1,410.53	$83,139.01	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$71,839.88	$6,193.09	$78,032.97	$4,462.93	$1,410.53	$83,906.43	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

FY 2025-26 A.C.T. SECONDARY COUNSELOR SALARY SCHEDULE
DOCTORATE*
(188 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	COUNSELOR BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$46,175.48	$3,980.65	$50,156.13	$3,715.05	$60.15	$53,931.33	$60.15	$836.52	$8,484.00	$1,183.00
1	$46,659.39	$4,022.36	$50,681.76	$3,711.36	$103.41	$54,496.52	$103.41	$836.52	$8,484.00	$1,183.00
2	$47,148.39	$4,064.52	$51,212.90	$3,709.09	$145.65	$55,067.65	$145.65	$836.52	$8,484.00	$1,183.00
3	$47,643.55	$4,107.20	$51,750.75	$3,707.08	$188.15	$55,645.98	$188.15	$836.52	$8,484.00	$1,183.00
4	$48,142.90	$4,150.25	$52,293.15	$3,702.72	$233.33	$56,229.21	$233.33	$836.52	$8,484.00	$1,183.00
5	$49,670.66	$4,281.95	$53,952.62	$3,782.20	$278.76	$58,013.58	$278.76	$836.52	$8,484.00	$1,183.00
6	$50,185.68	$4,326.35	$54,512.03	$3,777.81	$325.26	$58,615.09	$325.26	$836.52	$8,484.00	$1,183.00
7	$50,705.08	$4,371.13	$55,076.21	$3,772.71	$372.82	$59,221.74	$372.82	$836.52	$8,484.00	$1,183.00
8	$51,229.96	$4,416.38	$55,646.34	$3,767.00	$421.44	$59,834.78	$421.44	$836.52	$8,484.00	$1,183.00
9	$51,761.37	$4,462.19	$56,223.56	$3,760.77	$471.12	$60,455.45	$471.12	$836.52	$8,484.00	$1,183.00
10	$53,623.51	$4,622.72	$58,246.22	$3,862.26	$521.87	$62,630.36	$521.87	$836.52	$8,484.00	$1,183.00
11	$54,170.22	$4,669.85	$58,840.07	$3,855.16	$573.67	$63,268.90	$573.67	$836.52	$8,484.00	$1,183.00
12	$54,722.67	$4,717.47	$59,440.14	$3,847.46	$626.54	$63,914.15	$626.54	$836.52	$8,484.00	$1,183.00
13	$55,280.92	$4,765.60	$60,046.52	$3,839.16	$680.48	$64,566.16	$680.48	$836.52	$8,484.00	$1,183.00
14	$55,844.03	$4,814.14	$60,658.17	$3,830.21	$735.47	$65,223.85	$735.47	$836.52	$8,484.00	$1,183.00
15	$57,445.30	$4,952.18	$62,397.49	$3,905.07	$791.53	$67,094.08	$791.53	$836.52	$8,484.00	$1,183.00
16	$58,021.38	$5,001.84	$63,023.22	$3,895.04	$848.65	$67,766.91	$848.65	$836.52	$8,484.00	$1,183.00
17	$58,603.53	$5,052.03	$63,655.56	$3,884.46	$906.83	$68,446.85	$906.83	$836.52	$8,484.00	$1,183.00
18	$59,191.85	$5,102.75	$64,294.60	$3,873.32	$966.07	$69,133.99	$966.07	$836.52	$8,484.00	$1,183.00
19	$59,786.39	$5,154.00	$64,940.39	$3,861.62	$1,026.38	$69,828.38	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$60,409.47	$5,207.71	$65,617.18	$3,851.19	$1,087.75	$70,556.12	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$61,016.70	$5,260.06	$66,276.76	$3,838.41	$1,150.18	$71,265.34	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$61,630.39	$5,312.96	$66,943.35	$3,825.08	$1,213.68	$71,982.11	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$62,251.63	$5,366.52	$67,618.15	$3,811.32	$1,278.23	$72,707.70	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$62,878.47	$5,420.56	$68,299.03	$3,796.95	$1,343.85	$73,439.83	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$64,534.13	$5,563.29	$70,097.41	$3,865.63	$1,410.53	$75,373.57	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$65,105.75	$5,612.56	$70,718.31	$3,912.37	$1,410.53	$76,041.21	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$65,684.24	$5,662.43	$71,346.67	$3,959.66	$1,410.53	$76,716.87	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$66,269.65	$5,712.90	$71,982.55	$4,007.52	$1,410.53	$77,400.61	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$66,862.09	$5,763.97	$72,626.06	$4,055.96	$1,410.53	$78,092.55	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$67,461.64	$5,815.66	$73,277.30	$4,104.98	$1,410.53	$78,792.81	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$68,068.37	$5,867.96	$73,936.33	$4,154.58	$1,410.53	$79,501.44	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$68,682.38	$5,920.90	$74,603.28	$4,204.78	$1,410.53	$80,218.59	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$69,303.76	$5,974.46	$75,278.22	$4,255.59	$1,410.53	$80,944.33	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$69,932.57	$6,028.67	$75,961.24	$4,307.00	$1,410.53	$81,678.77	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$70,568.94	$6,083.53	$76,652.47	$4,359.02	$1,410.53	$82,422.02	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$71,212.94	$6,139.05	$77,351.98	$4,411.68	$1,410.53	$83,174.19	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$71,864.65	$6,195.23	$78,059.88	$4,464.96	$1,410.53	$83,935.37	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$72,524.18	$6,252.08	$78,776.27	$4,518.88	$1,410.53	$84,705.68	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$73,191.64	$6,309.62	$79,501.27	$4,573.45	$1,410.53	$85,485.25	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$73,869.21	$6,368.04	$80,237.25	$4,628.85	$1,410.53	$86,276.63	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$74,553.70	$6,427.04	$80,980.75	$4,684.81	$1,410.53	$87,076.09	$1,410.53	$836.52	$8,484.00	$1,183.00

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

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FY 2025-26 A.C.T. MEDIA SPECIALIST SALARY SCHEDULE
MASTERS DEGREE
(189 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	MEDIA SPEC BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$43,508.48	$3,772.41	$47,280.89	$3,498.64	$60.15	$50,839.67	$60.15	$836.52	$8,484.00	$1,183.00
1	$43,767.13	$3,794.84	$47,561.97	$3,476.53	$103.41	$51,141.91	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,223.74	$3,834.43	$48,058.17	$3,471.64	$145.65	$51,675.46	$145.65	$836.52	$8,484.00	$1,183.00
3	$44,686.12	$3,874.52	$48,560.64	$3,466.96	$188.15	$52,215.75	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,152.31	$3,914.94	$49,067.25	$3,459.91	$233.33	$52,760.49	$233.33	$836.52	$8,484.00	$1,183.00
5	$46,646.50	$4,044.49	$50,690.99	$3,536.70	$278.76	$54,506.45	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,126.53	$4,086.12	$51,212.65	$3,529.46	$325.26	$55,067.37	$325.26	$836.52	$8,484.00	$1,183.00
7	$47,612.57	$4,128.26	$51,740.83	$3,521.66	$372.82	$55,635.31	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,102.66	$4,170.75	$52,273.41	$3,513.13	$421.44	$56,207.97	$421.44	$836.52	$8,484.00	$1,183.00
9	$48,598.86	$4,213.77	$52,812.64	$3,504.03	$471.12	$56,787.79	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,286.99	$4,360.14	$54,647.14	$3,591.37	$521.87	$58,760.37	$521.87	$836.52	$8,484.00	$1,183.00
11	$50,797.65	$4,404.42	$55,202.07	$3,581.33	$573.67	$59,357.07	$573.67	$836.52	$8,484.00	$1,183.00
12	$51,313.61	$4,449.16	$55,762.76	$3,570.67	$626.54	$59,959.97	$626.54	$836.52	$8,484.00	$1,183.00
13	$51,834.93	$4,494.36	$56,329.29	$3,559.37	$680.48	$60,569.14	$680.48	$836.52	$8,484.00	$1,183.00
14	$52,360.67	$4,539.94	$56,900.61	$3,547.38	$735.47	$61,183.46	$735.47	$836.52	$8,484.00	$1,183.00
15	$53,923.11	$4,675.41	$58,598.52	$3,619.12	$791.53	$63,009.17	$791.53	$836.52	$8,484.00	$1,183.00
16	$54,460.91	$4,722.04	$59,182.95	$3,605.99	$848.65	$63,637.59	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,004.33	$4,769.16	$59,773.50	$3,592.26	$906.83	$64,272.59	$906.83	$836.52	$8,484.00	$1,183.00
18	$55,553.45	$4,816.77	$60,370.23	$3,577.94	$966.07	$64,914.23	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,108.33	$4,864.88	$60,973.22	$3,563.01	$1,026.38	$65,562.61	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$56,690.25	$4,915.34	$61,605.59	$3,549.24	$1,087.75	$66,242.58	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$57,256.86	$4,964.47	$62,221.33	$3,533.16	$1,150.18	$66,904.67	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$57,829.44	$5,014.11	$62,843.55	$3,516.49	$1,213.68	$67,573.73	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$58,409.07	$5,064.37	$63,473.44	$3,499.35	$1,278.23	$68,251.03	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$58,993.81	$5,115.07	$64,108.88	$3,481.56	$1,343.85	$68,934.29	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$60,561.41	$5,250.99	$65,812.40	$3,543.10	$1,410.53	$70,766.03	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,089.92	$5,296.81	$66,386.73	$3,586.33	$1,410.53	$71,383.59	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$61,624.76	$5,343.19	$66,967.95	$3,630.08	$1,410.53	$72,008.56	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$62,166.02	$5,390.12	$67,556.14	$3,674.35	$1,410.53	$72,641.02	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$62,713.77	$5,437.61	$68,151.38	$3,719.16	$1,410.53	$73,281.07	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$63,268.09	$5,485.67	$68,753.76	$3,764.50	$1,410.53	$73,928.79	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$63,829.05	$5,534.31	$69,363.36	$3,810.38	$1,410.53	$74,584.27	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$64,396.74	$5,583.53	$69,980.28	$3,856.82	$1,410.53	$75,247.62	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$64,971.24	$5,633.34	$70,604.59	$3,903.81	$1,410.53	$75,918.92	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$65,552.63	$5,683.75	$71,236.38	$3,951.36	$1,410.53	$76,598.28	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$66,140.99	$5,734.77	$71,875.76	$3,999.49	$1,410.53	$77,285.77	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$66,736.40	$5,786.39	$72,522.80	$4,048.19	$1,410.53	$77,981.52	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$67,338.96	$5,838.64	$73,177.60	$4,097.47	$1,410.53	$78,685.60	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$67,948.74	$5,891.51	$73,840.25	$4,147.35	$1,410.53	$79,398.13	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$68,568.52	$5,945.25	$74,513.76	$4,198.05	$1,410.53	$80,122.34	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$69,198.87	$5,999.90	$75,198.77	$4,249.61	$1,410.53	$80,858.90	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$69,835.65	$6,055.11	$75,890.76	$4,301.69	$1,410.53	$81,602.98	$1,410.53	$836.52	$8,484.00	$1,183.00

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FY 2025-26 A.C.T. MEDIA SPECIALIST SALARY SCHEDULE

MASTERS DEGREE + 15[1]

(189 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	MEDIA SPEC BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,129.53	$3,826.26	$47,955.79	$3,549.43	$60.15	$51,565.37	$60.15	$836.52	$8,484.00	$1,183.00
1	$44,391.94	$3,849.01	$48,240.95	$3,527.64	$103.41	$51,872.00	$103.41	$836.52	$8,484.00	$1,183.00
2	$44,856.04	$3,889.25	$48,745.29	$3,523.36	$145.65	$52,414.30	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,326.00	$3,930.00	$49,256.00	$3,519.30	$188.15	$52,963.45	$188.15	$836.52	$8,484.00	$1,183.00
4	$45,799.86	$3,971.09	$49,770.94	$3,512.88	$233.33	$53,517.15	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,301.81	$4,101.31	$51,403.13	$3,590.30	$278.76	$55,272.19	$278.76	$836.52	$8,484.00	$1,183.00
6	$47,789.71	$4,143.62	$51,933.32	$3,583.71	$325.26	$55,842.29	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,283.70	$4,186.45	$52,470.14	$3,576.56	$372.82	$56,419.52	$372.82	$836.52	$8,484.00	$1,183.00
8	$48,781.83	$4,229.64	$53,011.46	$3,568.68	$421.44	$57,001.58	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,286.18	$4,273.37	$53,559.54	$3,560.25	$471.12	$57,590.92	$471.12	$836.52	$8,484.00	$1,183.00
10	$50,982.55	$4,420.45	$55,403.00	$3,648.26	$521.87	$59,573.13	$521.87	$836.52	$8,484.00	$1,183.00
11	$51,501.55	$4,465.45	$55,967.00	$3,638.91	$573.67	$60,179.58	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,025.94	$4,510.92	$56,536.86	$3,628.93	$626.54	$60,792.34	$626.54	$836.52	$8,484.00	$1,183.00
13	$52,555.80	$4,556.86	$57,112.67	$3,618.33	$680.48	$61,411.48	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,090.19	$4,603.20	$57,693.38	$3,607.05	$735.47	$62,035.91	$735.47	$836.52	$8,484.00	$1,183.00
15	$54,661.38	$4,739.43	$59,400.80	$3,679.51	$791.53	$63,871.84	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,208.03	$4,786.82	$59,994.85	$3,667.10	$848.65	$64,510.60	$848.65	$836.52	$8,484.00	$1,183.00
17	$55,760.41	$4,834.72	$60,595.13	$3,654.10	$906.83	$65,156.06	$906.83	$836.52	$8,484.00	$1,183.00
18	$56,318.60	$4,883.12	$61,201.71	$3,640.52	$966.07	$65,808.30	$966.07	$836.52	$8,484.00	$1,183.00
19	$56,882.65	$4,932.02	$61,814.67	$3,626.35	$1,026.38	$66,467.40	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$57,473.85	$4,983.28	$62,457.14	$3,613.34	$1,087.75	$67,158.22	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,049.86	$5,033.22	$63,083.08	$3,598.02	$1,150.18	$67,831.28	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$58,631.95	$5,083.69	$63,715.64	$3,582.13	$1,213.68	$68,511.45	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$59,221.20	$5,134.79	$64,355.99	$3,565.78	$1,278.23	$69,200.00	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$59,815.68	$5,186.33	$65,002.01	$3,548.79	$1,343.85	$69,894.64	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$61,393.13	$5,323.10	$66,716.23	$3,611.13	$1,410.53	$71,737.89	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$61,931.61	$5,369.79	$67,301.40	$3,655.18	$1,410.53	$72,367.11	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$62,476.55	$5,417.04	$67,893.59	$3,699.75	$1,410.53	$73,003.87	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,028.02	$5,464.86	$68,492.88	$3,744.86	$1,410.53	$73,648.27	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$63,586.10	$5,513.25	$69,099.35	$3,790.51	$1,410.53	$74,300.39	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$64,150.88	$5,562.22	$69,713.10	$3,836.71	$1,410.53	$74,960.33	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$64,722.43	$5,611.77	$70,334.20	$3,883.46	$1,410.53	$75,628.19	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$65,300.83	$5,661.92	$70,962.76	$3,930.77	$1,410.53	$76,304.05	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$65,886.17	$5,712.67	$71,598.85	$3,978.64	$1,410.53	$76,988.02	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$66,478.53	$5,764.03	$72,242.57	$4,027.10	$1,410.53	$77,680.19	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$67,077.99	$5,816.01	$72,894.01	$4,076.13	$1,410.53	$78,380.66	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$67,684.64	$5,868.61	$73,553.25	$4,125.75	$1,410.53	$79,089.53	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$68,298.57	$5,921.84	$74,220.41	$4,175.97	$1,410.53	$79,806.91	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$68,919.86	$5,975.71	$74,895.57	$4,226.78	$1,410.53	$80,532.88	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$69,548.92	$6,030.25	$75,579.17	$4,278.24	$1,410.53	$81,267.94	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$70,189.28	$6,085.78	$76,275.05	$4,330.62	$1,410.53	$82,016.20	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$70,836.18	$6,141.87	$76,978.05	$4,383.53	$1,410.53	$82,772.11	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*

FY 2025-26 A.C.T. MEDIA SPECIALIST SALARY SCHEDULE

MASTERS DEGREE + 30[1]

(189 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	MEDIA SPEC BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$44,747.55	$3,879.84	$48,627.39	$3,599.99	$60.15	$52,287.52	$60.15	$836.52	$8,484.00	$1,183.00
1	$45,013.68	$3,902.92	$48,916.60	$3,578.49	$103.41	$52,598.50	$103.41	$836.52	$8,484.00	$1,183.00
2	$45,485.24	$3,943.81	$49,429.05	$3,574.82	$145.65	$53,149.52	$145.65	$836.52	$8,484.00	$1,183.00
3	$45,962.75	$3,985.21	$49,947.95	$3,571.38	$188.15	$53,707.49	$188.15	$836.52	$8,484.00	$1,183.00
4	$46,444.24	$4,026.96	$50,471.20	$3,565.59	$233.33	$54,270.12	$233.33	$836.52	$8,484.00	$1,183.00
5	$47,953.93	$4,157.86	$52,111.78	$3,643.64	$278.76	$56,034.18	$278.76	$836.52	$8,484.00	$1,183.00
6	$48,449.64	$4,200.84	$52,650.48	$3,637.69	$325.26	$56,613.43	$325.26	$836.52	$8,484.00	$1,183.00
7	$48,951.55	$4,244.35	$53,195.90	$3,631.18	$372.82	$57,199.91	$372.82	$836.52	$8,484.00	$1,183.00
8	$49,457.69	$4,288.24	$53,745.93	$3,623.96	$421.44	$57,791.33	$421.44	$836.52	$8,484.00	$1,183.00
9	$49,970.15	$4,332.67	$54,302.82	$3,616.20	$471.12	$58,390.14	$471.12	$836.52	$8,484.00	$1,183.00
10	$51,674.72	$4,480.47	$56,155.19	$3,704.87	$521.87	$60,381.93	$521.87	$836.52	$8,484.00	$1,183.00
11	$52,202.02	$4,526.19	$56,728.21	$3,696.21	$573.67	$60,998.09	$573.67	$836.52	$8,484.00	$1,183.00
12	$52,734.82	$4,572.38	$57,307.21	$3,686.92	$626.54	$61,620.66	$626.54	$836.52	$8,484.00	$1,183.00
13	$53,273.19	$4,619.06	$57,892.25	$3,677.01	$680.48	$62,249.74	$680.48	$836.52	$8,484.00	$1,183.00
14	$53,816.18	$4,666.14	$58,482.32	$3,666.44	$735.47	$62,884.22	$735.47	$836.52	$8,484.00	$1,183.00
15	$55,396.07	$4,803.13	$60,199.20	$3,739.60	$791.53	$64,730.33	$791.53	$836.52	$8,484.00	$1,183.00
16	$55,951.54	$4,851.29	$60,802.83	$3,727.92	$848.65	$65,379.39	$848.65	$836.52	$8,484.00	$1,183.00
17	$56,512.84	$4,899.96	$61,412.80	$3,715.65	$906.83	$66,035.28	$906.83	$836.52	$8,484.00	$1,183.00
18	$57,080.05	$4,949.14	$62,029.19	$3,702.80	$966.07	$66,698.06	$966.07	$836.52	$8,484.00	$1,183.00
19	$57,653.24	$4,998.84	$62,652.07	$3,689.38	$1,026.38	$67,367.83	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$58,253.68	$5,050.90	$63,304.58	$3,677.12	$1,087.75	$68,069.45	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$58,839.04	$5,101.65	$63,940.69	$3,662.57	$1,150.18	$68,753.45	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$59,430.60	$5,152.94	$64,583.54	$3,647.46	$1,213.68	$69,444.68	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$60,029.43	$5,204.86	$65,234.30	$3,631.89	$1,278.23	$70,144.42	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$60,633.60	$5,257.25	$65,890.85	$3,615.69	$1,343.85	$70,850.39	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$62,220.86	$5,394.87	$67,615.74	$3,678.84	$1,410.53	$72,705.11	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$62,769.27	$5,442.42	$68,211.70	$3,723.70	$1,410.53	$73,345.92	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$63,324.26	$5,490.54	$68,814.80	$3,769.09	$1,410.53	$73,994.42	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$63,885.90	$5,539.24	$69,425.14	$3,815.03	$1,410.53	$74,650.70	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$64,454.28	$5,588.52	$70,042.80	$3,861.52	$1,410.53	$75,314.85	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$65,029.47	$5,638.39	$70,667.86	$3,908.57	$1,410.53	$75,986.96	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$65,611.56	$5,688.86	$71,300.42	$3,956.18	$1,410.53	$76,667.13	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$66,200.63	$5,739.94	$71,940.56	$4,004.36	$1,410.53	$77,355.46	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$66,796.76	$5,791.63	$72,588.38	$4,053.13	$1,410.53	$78,052.04	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$67,400.04	$5,843.93	$73,243.97	$4,102.47	$1,410.53	$78,756.97	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$68,010.55	$5,896.87	$73,907.42	$4,152.41	$1,410.53	$79,470.36	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$68,628.39	$5,950.44	$74,578.83	$4,202.94	$1,410.53	$80,192.30	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$69,253.64	$6,004.65	$75,258.29	$4,254.09	$1,410.53	$80,922.90	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$69,886.37	$6,059.51	$75,945.88	$4,305.84	$1,410.53	$81,662.26	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$70,532.41	$6,115.53	$76,647.94	$4,358.68	$1,410.53	$82,417.15	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$71,182.82	$6,171.92	$77,354.74	$4,411.88	$1,410.53	$83,177.16	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$71,839.88	$6,228.89	$78,068.77	$4,465.63	$1,410.53	$83,944.93	$1,410.53	$836.52	$8,484.00	$1,183.00

[1] *Additional hours must be toward a Doctorate degree.*

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FY 2025-26 A.C.T. MEDIA SPECIALIST SALARY SCHEDULE
DOCTORATE
(189 DAYS; 7.92 HOURS/DAY)

STEP	TEACHER BASE PAY	EXTRA DAYS 15	MEDIA SPEC BASE PAY	DISTRICT PAID RETIRE	STATE PAID RETIRE	TOTAL COMPEN-SATION*	ADD'L COMP (OFFSET)	FLEXIBLE BENEFIT		NATIONAL BOARD BONUS*
								FLEX CASH**	FLEX BEN**	
0	$46,175.48	$4,003.65	$50,179.14	$3,716.78	$60.15	$53,956.07	$60.15	$836.52	$8,484.00	$1,183.00
1	$46,659.39	$4,045.61	$50,705.01	$3,713.11	$103.41	$54,521.52	$103.41	$836.52	$8,484.00	$1,183.00
2	$47,148.39	$4,088.01	$51,236.40	$3,710.86	$145.65	$55,092.91	$145.65	$836.52	$8,484.00	$1,183.00
3	$47,643.55	$4,130.94	$51,774.49	$3,708.86	$188.15	$55,671.51	$188.15	$836.52	$8,484.00	$1,183.00
4	$48,142.90	$4,174.24	$52,317.14	$3,704.53	$233.33	$56,255.00	$233.33	$836.52	$8,484.00	$1,183.00
5	$49,670.66	$4,306.70	$53,977.37	$3,784.06	$278.76	$58,040.19	$278.76	$836.52	$8,484.00	$1,183.00
6	$50,185.68	$4,351.36	$54,537.03	$3,779.69	$325.26	$58,641.98	$325.26	$836.52	$8,484.00	$1,183.00
7	$50,705.08	$4,396.39	$55,101.48	$3,774.61	$372.82	$59,248.91	$372.82	$836.52	$8,484.00	$1,183.00
8	$51,229.96	$4,441.90	$55,671.86	$3,768.93	$421.44	$59,862.23	$421.44	$836.52	$8,484.00	$1,183.00
9	$51,761.37	$4,487.98	$56,249.35	$3,762.71	$471.12	$60,483.19	$471.12	$836.52	$8,484.00	$1,183.00
10	$53,623.51	$4,649.44	$58,272.94	$3,864.28	$521.87	$62,659.09	$521.87	$836.52	$8,484.00	$1,183.00
11	$54,170.22	$4,696.84	$58,867.06	$3,857.19	$573.67	$63,297.92	$573.67	$836.52	$8,484.00	$1,183.00
12	$54,722.67	$4,744.74	$59,467.41	$3,849.51	$626.54	$63,943.47	$626.54	$836.52	$8,484.00	$1,183.00
13	$55,280.92	$4,793.14	$60,074.06	$3,841.23	$680.48	$64,595.78	$680.48	$836.52	$8,484.00	$1,183.00
14	$55,844.03	$4,841.97	$60,686.00	$3,832.30	$735.47	$65,253.77	$735.47	$836.52	$8,484.00	$1,183.00
15	$57,445.30	$4,980.81	$62,426.11	$3,907.22	$791.53	$67,124.86	$791.53	$836.52	$8,484.00	$1,183.00
16	$58,021.38	$5,030.76	$63,052.13	$3,897.22	$848.65	$67,798.00	$848.65	$836.52	$8,484.00	$1,183.00
17	$58,603.53	$5,081.23	$63,684.77	$3,886.66	$906.83	$68,478.25	$906.83	$836.52	$8,484.00	$1,183.00
18	$59,191.85	$5,132.24	$64,324.09	$3,875.54	$966.07	$69,165.70	$966.07	$836.52	$8,484.00	$1,183.00
19	$59,786.39	$5,183.79	$64,970.18	$3,863.86	$1,026.38	$69,860.42	$1,026.38	$836.52	$8,484.00	$1,183.00
20	$60,409.47	$5,237.81	$65,647.28	$3,853.46	$1,087.75	$70,588.49	$1,087.75	$836.52	$8,484.00	$1,183.00
21	$61,016.70	$5,290.46	$66,307.16	$3,840.69	$1,150.18	$71,298.03	$1,150.18	$836.52	$8,484.00	$1,183.00
22	$61,630.39	$5,343.68	$66,974.06	$3,827.39	$1,213.68	$72,015.14	$1,213.68	$836.52	$8,484.00	$1,183.00
23	$62,251.63	$5,397.54	$67,649.17	$3,813.66	$1,278.23	$72,741.05	$1,278.23	$836.52	$8,484.00	$1,183.00
24	$62,878.47	$5,451.89	$68,330.36	$3,799.31	$1,343.85	$73,473.52	$1,343.85	$836.52	$8,484.00	$1,183.00
25	$64,534.13	$5,595.44	$70,129.57	$3,868.05	$1,410.53	$75,408.15	$1,410.53	$836.52	$8,484.00	$1,183.00
26	$65,105.75	$5,645.01	$70,750.75	$3,914.81	$1,410.53	$76,076.09	$1,410.53	$836.52	$8,484.00	$1,183.00
27	$65,684.24	$5,695.17	$71,379.40	$3,962.13	$1,410.53	$76,752.06	$1,410.53	$836.52	$8,484.00	$1,183.00
28	$66,269.65	$5,745.92	$72,015.58	$4,010.01	$1,410.53	$77,436.12	$1,410.53	$836.52	$8,484.00	$1,183.00
29	$66,862.09	$5,797.29	$72,659.38	$4,058.47	$1,410.53	$78,128.38	$1,410.53	$836.52	$8,484.00	$1,183.00
30	$67,461.64	$5,849.28	$73,310.92	$4,107.51	$1,410.53	$78,828.95	$1,410.53	$836.52	$8,484.00	$1,183.00
31	$68,068.37	$5,901.88	$73,970.25	$4,157.14	$1,410.53	$79,537.92	$1,410.53	$836.52	$8,484.00	$1,183.00
32	$68,682.38	$5,955.12	$74,637.50	$4,207.36	$1,410.53	$80,255.39	$1,410.53	$836.52	$8,484.00	$1,183.00
33	$69,303.76	$6,009.00	$75,312.75	$4,258.19	$1,410.53	$80,981.47	$1,410.53	$836.52	$8,484.00	$1,183.00
34	$69,932.57	$6,063.52	$75,996.09	$4,309.62	$1,410.53	$81,716.24	$1,410.53	$836.52	$8,484.00	$1,183.00
35	$70,568.94	$6,118.69	$76,687.63	$4,361.67	$1,410.53	$82,459.83	$1,410.53	$836.52	$8,484.00	$1,183.00
36	$71,212.94	$6,174.53	$77,387.47	$4,414.35	$1,410.53	$83,212.35	$1,410.53	$836.52	$8,484.00	$1,183.00
37	$71,864.65	$6,231.04	$78,095.69	$4,467.65	$1,410.53	$83,973.87	$1,410.53	$836.52	$8,484.00	$1,183.00
38	$72,524.18	$6,288.22	$78,812.41	$4,521.60	$1,410.53	$84,744.54	$1,410.53	$836.52	$8,484.00	$1,183.00
39	$73,191.64	$6,346.10	$79,537.74	$4,576.20	$1,410.53	$85,524.46	$1,410.53	$836.52	$8,484.00	$1,183.00
40	$73,869.21	$6,404.84	$80,274.06	$4,631.62	$1,410.53	$86,316.21	$1,410.53	$836.52	$8,484.00	$1,183.00
41	$74,553.70	$6,464.19	$81,017.90	$4,687.61	$1,410.53	$87,116.04	$1,410.53	$836.52	$8,484.00	$1,183.00

** Additional total compensation shown above will be added to the above salary schedules for teachers obtaining National Board Certification after June 30, 2013. Also, teachers with Special Education Certification performing Special Education services shall receive an additional 10% in total compensation above the salary schedule and step they are currently on for the performance of these duties .*

*** Flex cash is given to employees that do not take district health insurance. The flexible benefit allowance is the amount paid by the district on the employee's behalf for those employees who take district health insurance coverage. These amounts are based on the current HealthChoice high option plan at the time of contract ratification and may change with any insurance premium changes during the year.*