



Proposed Certified Teacher Pay Scale for JMA 25-26 SY

Annual Salary Scale

Instructional Stipends:

- Master's \$1200.00 (already calculated in pay scale)

Additional Employment Benefits:

- TRS – Teachers Retirement System
- TRS – Health insurance offered, district pays \$225.00 toward premium
- Cafeteria plans offered - Dental, vision, disability and cancer policies
- 10 PTO days (5 state, 5 local)
- Flex Days throughout the SY
- Extra duty pay
- Performance Incentive Awards as determined by district rubric based on evaluations and student achievement

Substitute Teacher Pay All Grade Levels:

- Certified teacher \$155 per day
- Certified Long-term sub pay-daily rate TBD
- Non-Certified degreed teacher \$135 per day

Bachelors				
Yrs. Exp	Annual Salary 187 Days	Yrs. Exp	New salary	Additional teacher pay per 89 th legislature
0	56,420	0	n/a	n/a
1	56,984	1	n/a	n/a
2	57,553	2	n/a	n/a
3	58,127	3	62,127	With 4,000
4	58,508	4	62,508	With 4,000
5	59,105	5	67,105	With 8,000
6	59,475	6	67,475	With 8,000
7	59,921	7	67,921	With 8,000
8	60,597	8	68,597	With 8,000
9	60,906	9	68,906	With 8,000
10	61,400	10	69,400	With 8,000
11	61,857	11	69,857	With 8,000
12	62,352	12	70,352	With 8,000
13	63,245	13	71,245	With 8,000
14	63,879	14	71,879	With 8,000
15	64, 623	15	72,623	With 8,000
16	65,353	16	73,353	With 8,000
17	66,278	17	74,278	With 8,000
18	67,104	18	75,104	With 8,000
19	67,752	19	75,752	With 8,000
20	68,143	20	76,143	With 8,000
21	68,824	21	76,824	With 8,000
22	69,246	22	77,446	With 8,000
23	69,938	23	77,938	With 8,000
24	70,305	24	78,305	With 8,000
25	70,950	25	78,950	With 8,000
25+	TBD	25+	TBD	TBD