



2025-2026 Licensed Salary Schedule

Column	A	B	C	D	E	F	G
Teachers:	Bachelors	B+23	B+45	B+68 or Masters	B+90 or M+22 or B+67 with Masters	B+105 or B+90 with Masters or M+45	Masters +90 or PhD
Nurses:	LPN	RN		RN+B	RN+M		
Step 01	45,758	47,474	49,254	51,101	53,017	55,006	57,068
Step 02	47,474	49,254	51,101	53,017	55,006	57,068	59,208
Step 03	49,254	51,101	53,017	55,006	57,068	59,208	61,429
Step 04	51,101	53,017	55,006	57,068	59,208	61,429	63,732
Step 05	53,017	55,006	57,068	59,208	61,429	63,732	66,122
Step 06	55,006	57,068	59,208	61,429	63,732	66,122	68,602
Step 07	57,068	59,208	61,429	63,732	66,122	68,602	71,174
Step 08	59,208	61,429	63,732	66,122	68,602	71,174	73,843
Step 09	61,429	63,732	66,122	68,602	71,174	73,843	76,613
Step 10	63,732	66,122	68,602	71,174	73,843	76,613	79,485
Step 11	66,122	68,602	71,174	73,843	76,613	79,485	82,466
Step 12	68,602	71,174	73,843	76,613	79,485	82,466	85,559
Step 13	71,174	73,843	76,613	79,485	82,466	85,559	88,767
Step 14		76,613	79,485	82,466	85,559	88,767	92,096
Step 15				85,559	88,767	92,096	95,550
Step 16					92,096	95,550	99,133

This salary schedule includes a 4.0% COLA over 2024/25, and is based on a 193-day calendar.

Springfield Public Schools provides employees' 6% PERS contribution.