



2026-2027 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	47,588	49,373	51,224	53,145	55,138	57,206	59,351
Step 02	49,373	51,224	53,145	55,138	57,206	59,351	61,577
Step 03	51,224	53,145	55,138	57,206	59,351	61,577	63,886
Step 04	53,145	55,138	57,206	59,351	61,577	63,886	66,282
Step 05	55,138	57,206	59,351	61,577	63,886	66,282	68,767
Step 06	57,206	59,351	61,577	63,886	66,282	68,767	71,346
Step 07	59,351	61,577	63,886	66,282	68,767	71,346	74,021
Step 08	61,577	63,886	66,282	68,767	71,346	74,021	76,797
Step 09	63,886	66,282	68,767	71,346	74,021	76,797	79,677
Step 10	66,282	68,767	71,346	74,021	76,797	79,677	82,665
Step 11	68,767	71,346	74,021	76,797	79,677	82,665	85,765
Step 12	71,346	74,021	76,797	79,677	82,665	85,765	88,981
Step 13	74,021	76,797	79,677	82,665	85,765	88,981	92,318
Step 14		79,677	82,665	85,765	88,981	92,318	95,780
Step 15				88,981	92,318	95,780	99,371
Step 16					95,780	99,371	103,098

This salary schedule includes a 4.0% COLA over 2025/26, and is based on a 193-day calendar.

Springfield Public Schools provides employees' 6% PERS contribution.