

Teacher New Hire Schedule

FY 2026-2027



Experience Credit: Prior job-related experience may be granted at \$350 per year of related experience. All prior related experience must be presented and considered at the time of initial placement. Prior experience will not be considered after initial placement.

Education Credit: Compensation may be granted for job-related coursework at a rate of \$45 per credit hour beyond the degree required for the position and up to the amount credited for the next degree (see chart below). Every 15 seated hours would be equal to 1 credit hour equivalency. All credits must be presented and considered at the time of initial placement; credits completed prior to hire date will not be considered after initial placement.

Classroom Site Fund*: There are two compensation structures teachers may be eligible for as noted below:
Teach 011: All employees are eligible for the Teach 011 compensation depending on certification status referenced below. The amount of eligible classroom site fund is prorated based on hire and paid as a stipend in accordance with the employee's work calendar.
 Certified Teacher: \$5,350
 Classified Instructor: \$4,350
High Growth Component: In addition to the above compensation, there is an additional component of compensation for eligible teachers whose student achievement growth data is higher than 60%. The amount of compensation for this component may vary depending on the available funds and the eligible teachers. More details of this plan can be found in the BESD Performance Pay Plan.

*Classroom Site Fund is currently set to expire in fiscal year 2041.

MINIMUM SALARY PLACEMENT [Classified Instructor, Teacher (Including Academic Coach, Reading Specialist, TOSA, or Dean)]

Classified Instructor	Teacher (BA/BS)	Per Credit up to next degree	BA/BS	MA/MS	DOC
\$43,210	\$45,310	\$45	+2,100	+\$3,500	+\$4,200

BASE SALARY CALCULATION

	+		+		=	
Position Starting		Education Credit		Experience Credit		Estimated Base Salary

SUPPLEMENTAL PAY

Classroom Site Fund (TCH 011) - Classified Instructor	\$4,350
Classroom Site Fund (TCH 011) - Certified Teacher	\$5,350
National Board Certified Teacher	\$5,000
Reading Specialist/Academic Coach	\$7,000
TOSA Dean of Students	\$10,000
Hard-to-Fill Stipend Special Education Appropriately Certified	\$10,000
Hard-to-Fill Stipend Appropriately Certified (Math, Science, ELA) (Endorsement/Approved Area Required)	\$3,500
Hard-to-Fill Stipend Not Appropriately Certified (Math, Science, ELA)	\$1,500

TOTAL SALARY CALCULATION

	+		=	
Estimated Base Salary		Supplemental Compensation		Estimated Base Salary

Board Approved: February 2, 2026