

*Certified Salary Schedule***Kirkwood School District****2026-2027**

Level	BA	BA+15	MA	MA+15	MA+35	PHD
1	48,365	50,783	53,322	55,988	58,787	61,726
2	49,622	52,103	54,708	57,444	60,315	63,331
3	50,912	53,458	56,130	58,938	61,883	64,978
4	52,236	54,848	57,589	60,470	63,492	66,667
5	53,594	56,274	59,086	62,042	65,143	68,400
6	54,987	57,737	60,622	63,655	66,837	70,178
7	56,417	59,238	62,198	65,310	68,575	72,003
8	57,884	60,778	63,815	67,008	70,358	73,875
9	59,389	62,358	65,474	68,750	72,187	75,796
10	60,933	63,979	67,176	70,538	74,064	77,767
11		65,642	68,923	72,372	75,990	79,789
12		67,349	70,715	74,254	77,966	81,864
13		69,100	72,554	76,185	79,993	83,992
14		70,897	74,440	78,166	82,073	86,176
15		72,740	76,375	80,198	84,207	88,417
16			78,361	82,283	86,396	90,716
17			80,398	84,422	88,642	93,075
18			82,488	86,617	90,947	95,495
19			84,633	88,869	93,312	97,978
20			86,833	91,180	95,738	100,525
21			89,091	93,551	98,227	103,139
22			91,407	95,983	100,781	105,821
23			93,784	98,479	103,401	108,572
24			96,222	101,039	106,089	111,395
25			98,724	103,666	108,847	114,291
26			101,291	106,361	111,677	117,263
27			103,925	109,126	114,581	120,312
28			106,627	111,963	117,560	123,440

Placement on salary schedule may not match your years of service

**New hires will be placed no higher than step 11 upon initial employment. Placement is subject to district verification of experience and education.*

Teachers moving beyond a Master's degree must establish a planned program with their principal.

QUALIFICATIONS FOR HORIZONTAL MOVEMENT

If you have attained the appropriate hours to move on the salary schedule, you need to complete and submit the "Application for Horizontal Movement on the Salary Schedule" form by February 1st of the year immediately preceding the movement and provide an official transcript to the Director of Human Resources by September 30, or the following business day of that same year. You will receive an adjusted contract with the appropriate annual increase.

In addition, the district will provide a \$3,000 annual stipend upon completion of the National Board Certification. The stipend will be paid for the life of the certification. This adjustment will be done in conjunction with the established date for horizontal movement. *A Master's Degree must be earned prior to beginning work toward National Board Certification.

Approved March 9, 2026