

OSBORN SCHOOL DISTRICT #8
2026/27 CERTIFIED TEACHER SALARY PLACEMENT SCHEDULE (STEPLESS) at time of hire

Proposed Funding Source*	Level**	BA	MA
M&O/P301	0	\$52,500	\$56,500
M&O/P301	1	\$53,500	\$57,500
M&O/P301	2	\$54,500	\$58,500
M&O/P301	3	\$55,500	\$59,500
M&O/P301	4	\$56,500	\$60,500
M&O/P301	5	\$57,500	\$61,500

District-approved college coursework (from accredited college/university only):

M&O/P301	+ 6 credits	250	250
M&O/P301	+ 12 credits	500	500
M&O/P301	+ 18 credits	750	750
M&O/P301	+ 24 credits	1000	1000
M&O/P301	+ 30 credits	1250	1250
M&O/P301	+ 36 credits	1500	1500

Add for Endorsements/Certificates

IIF	Reading Endorsement	500
IIF	Gifted Endorsement	500
IIF	K-8 Mathematics Endorsement	500
IIF	MS Math AEPA	500
IIF	MS Science AEPA	500
IIF	MS Social Studies AEPA	500
IIF	MS Language Arts AEPA	500
IIF	ESL	500
IIF	BLE	500
IIF	National Board Certification	2000

Add for Endorsement/Certificates attached to teaching assignment (includes Master Teachers servicing these areas):

IIF	Early Childhood Endorsement	500 Only if teach kinder
IIF	Special Ed Class	1500
IIF	Montessori Certificate	1500

Each level for placement represents two years of certified teaching experience:

0 = 0-1 years of exp.	2 = 4-5 years	4 = 8-9 years
1 = 2-3 years	3 = 6-7 years	5 = 10+ years

Education:

BA = Bachelors obtained

MA = Masters obtained

NOTE:

EdD = Annual Stipend of \$2,500

Longevity Pay = \$500 annually at beginning of 6th year; additional \$500 at beginning of 11th year

*Positions written into grants must be supported by that grant for salary and benefits

Assignment addendums also available for dual-language classroom teachers.

SUBSTITUTE PAY RATES

Day 1- thru Day 19 =	\$150/day
Day 20+, (Longterm Sub)=	\$175/day

Effective 7.1.26