



Murphy Elementary School District #21
Certified Teacher and Counselors Initial Placement
Compensation Guide

Years of Experience	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$54,000	\$57,600	\$61,200
1	\$55,200	\$58,800	\$62,400
2	\$56,400	\$60,000	\$63,600
3	\$57,600	\$61,200	\$64,800
4	\$58,800	\$62,400	\$66,000
5	\$60,000	\$63,600	\$67,200

*****Please note: The above Initial Compensation Guide includes the 301 Base fund dollars. Teachers can earn an additional Performance pay of up to \$2,500 for teachers who qualify and meet performance criteria.**

Additional Compensation Guide:

NEW TEACHERS WILL BE PLACED ON THE HIRING SCHEDULE BASED ON EXPERIENCE AND EDUCATION.

STIPENDS FOR EXTRA DUTIES WILL ONLY BE ADDED AS ASSIGNED WITH AN ADDENDUM OR PAR.

VOLUNTARY BENEFITS: DENTAL, VISION, SHORT TERM DISABILITY, OTHER INSURANCE PRODUCTS (30 HRS/WEEK REQUIRED).

* Revised: 03/24/2026

* Board Approved: 04/13/2026