**BEND-LA PINE PUBLIC SCHOOLS**
**CERTIFIED SALARY SCHEDULE 2026-27**
191 Day Schedule
Reflects 3.25% COLA Increase from 2025-26 Schedule

| STEP | A<br>BA | B<br>BA+15 | C<br>BA+30 | D<br>BA+45 | E<br>BA+60 | F<br>BA+75/MA | G<br>BA+90/MA+15 | H<br>BA+105/MA+30 | I<br>BA+120/MA+45 | J<br>Doctorate |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 1.041 | 1.0664 | 1.0914 | 1.1167 | 1.1420 | 1.1706 | 1.1961 | 1.2248 | 1.2510 | 1.2778 |
| | | 2.44% | 2.34% | 2.32% | 2.27% | 2.50% | 2.18% | 2.40% | 2.14% | 2.14% |
| | **$52,615** | **$53,899** | **$55,163** | **$56,442** | **$57,720** | **$59,166** | **$60,455** | **$61,905** | **$63,230** | **$64,582** |
| | $34.43390 | $35.27422 | $36.10144 | $36.93848 | $37.77487 | $38.72120 | $39.56479 | $40.51374 | $41.38089 | $42.26571 |
| 2 | 1.082 | 1.1078 | 1.1328 | 1.1584 | 1.1840 | 1.2162 | 1.2422 | 1.2746 | 1.3020 | 1.3300 |
| | | 2.38% | 2.26% | 2.26% | 2.21% | 2.72% | 2.14% | 2.61% | 2.15% | 2.15% |
| | **$54,688** | **$55,992** | **$57,255** | **$58,549** | **$59,843** | **$61,471** | **$62,785** | **$64,422** | **$65,807** | **$67,222** |
| | $35.79058 | $36.64398 | $37.47055 | $38.31741 | $39.16427 | $40.22971 | $41.08966 | $42.16100 | $43.06741 | $43.99346 |
| 3 | 1.123 | 1.1492 | 1.1742 | 1.2001 | 1.2260 | 1.2618 | 1.2883 | 1.3244 | 1.3530 | 1.3822 |
| | | 2.33% | 2.18% | 2.21% | 2.16% | 2.92% | 2.10% | 2.80% | 2.16% | 2.16% |
| | **$56,760** | **$58,084** | **$59,348** | **$60,657** | **$61,966** | **$63,775** | **$65,115** | **$66,939** | **$68,385** | **$69,862** |
| | $37.14660 | $38.01309 | $38.84031 | $39.69699 | $40.55367 | $41.73757 | $42.61453 | $43.80825 | $44.75458 | $45.72120 |
| 4 | 1.164 | 1.1906 | 1.2156 | 1.2418 | 1.2680 | 1.3074 | 1.3344 | 1.3742 | 1.4040 | 1.4344 |
| | | 2.29% | 2.10% | 2.16% | 2.11% | 3.11% | 2.07% | 2.98% | 2.17% | 2.17% |
| | **$58,832** | **$60,177** | **$61,440** | **$62,765** | **$64,089** | **$66,080** | **$67,445** | **$69,456** | **$70,963** | **$72,501** |
| | $38.50262 | $39.38285 | $40.20942 | $41.07657 | $41.94306 | $43.24607 | $44.13940 | $45.45550 | $46.44175 | $47.44830 |
| 5 | 1.205 | 1.2320 | 1.2570 | 1.2835 | 1.3100 | 1.3530 | 1.3805 | 1.4240 | 1.4550 | 1.4867 |
| | | 2.24% | 2.03% | 2.11% | 2.06% | 3.28% | 2.03% | 3.15% | 2.18% | 2.18% |
| | **$60,905** | **$62,269** | **$63,533** | **$64,872** | **$66,212** | **$68,385** | **$69,775** | **$71,973** | **$73,540** | **$75,141** |
| | $39.85929 | $40.75196 | $41.57919 | $42.45550 | $43.33246 | $44.75458 | $45.66427 | $47.10275 | $48.12827 | $49.17605 |
| 6 | 1.246 | 1.2734 | 1.2984 | 1.3252 | 1.3520 | 1.3986 | 1.4266 | 1.4738 | 1.5060 | 1.5389 |
| | | 2.20% | 1.96% | 2.06% | 2.02% | 3.45% | 2.00% | 3.31% | 2.18% | 2.18% |
| | **$62,977** | **$64,362** | **$65,625** | **$66,980** | **$68,334** | **$70,690** | **$72,105** | **$74,491** | **$76,118** | **$77,781** |
| | $41.21531 | $42.12173 | $42.94830 | $43.83508 | $44.72120 | $46.26309 | $47.18914 | $48.75066 | $49.81545 | $50.90380 |
| 7 | 1.287 | 1.3148 | 1.3398 | 1.3669 | 1.3940 | 1.4442 | 1.4727 | 1.5236 | 1.5570 | 1.5911 |
| | | 2.16% | 1.90% | 2.02% | 1.98% | 3.60% | 1.97% | 3.46% | 2.19% | 2.19% |
| | **$65,049** | **$66,454** | **$67,718** | **$69,087** | **$70,457** | **$72,994** | **$74,435** | **$77,008** | **$78,696** | **$80,421** |
| | $42.57134 | $43.49084 | $44.31806 | $45.21401 | $46.11060 | $47.77094 | $48.71401 | $50.39791 | $51.50262 | $52.63155 |
| 8 | 1.328 | 1.3562 | 1.3812 | 1.4086 | 1.4360 | 1.4898 | 1.5188 | 1.5734 | 1.6080 | 1.6434 |
| | | 2.12% | 1.84% | 1.98% | 1.95% | 3.75% | 1.95% | 3.59% | 2.20% | 2.20% |
| | **$67,121** | **$68,547** | **$69,810** | **$71,195** | **$72,580** | **$75,299** | **$76,765** | **$79,525** | **$81,273** | **$83,061** |
| | $43.92736 | $44.86060 | $45.68717 | $46.59359 | $47.50000 | $49.27945 | $50.23887 | $52.04516 | $53.18914 | $54.35929 |
| 9 | 1.369 | 1.3976 | 1.4226 | 1.4503 | 1.4780 | 1.5354 | 1.5649 | 1.6232 | 1.6590 | 1.6956 |
| | | 2.09% | 1.79% | 1.95% | 1.91% | 3.88% | 1.92% | 3.73% | 2.21% | 2.21% |
| | **$69,194** | **$70,639** | **$71,903** | **$73,303** | **$74,703** | **$77,604** | **$79,095** | **$82,042** | **$83,851** | **$85,700** |
| | $45.28403 | $46.22971 | $47.05694 | $47.97317 | $48.88940 | $50.78796 | $51.76374 | $53.69241 | $54.87631 | $56.08639 |
| 10 | 1.410 | 1.4390 | 1.4640 | 1.4920 | 1.5200 | 1.5810 | 1.6110 | 1.6730 | 1.7100 | 1.7478 |
| | | 2.06% | 1.74% | 1.91% | 1.88% | 4.01% | 1.90% | 3.85% | 2.21% | 2.21% |
| | **$71,266** | **$72,732** | **$73,995** | **$75,410** | **$76,826** | **$79,909** | **$81,425** | **$84,559** | **$86,429** | **$88,340** |
| | $46.64005 | $47.59948 | $48.42605 | $49.35209 | $50.27880 | $52.29647 | $53.28861 | $55.33966 | $56.56348 | $57.81414 |
| 11 | | 1.4804 | 1.5054 | 1.5337 | 1.5620 | 1.6266 | 1.6571 | 1.7228 | 1.7610 | 1.8000 |
| | | | 1.69% | 1.88% | 1.85% | 4.14% | 1.88% | 3.96% | 2.22% | 2.22% |
| | | **$74,824** | **$76,088** | **$77,518** | **$78,948** | **$82,214** | **$83,755** | **$87,076** | **$89,007** | **$90,980** |
| | | $48.96859 | $49.79581 | $50.73168 | $51.66754 | $53.80497 | $54.81348 | $56.98691 | $58.25066 | $59.54189 |
| 12 | | | | 1.5754 | 1.6040 | 1.6722 | 1.7032 | 1.7726 | 1.8120 | 1.8523 |
| | | | | | 1.82% | 4.25% | 1.85% | 4.07% | 2.22% | 2.22% |
| | | | | **$79,626** | **$81,071** | **$84,518** | **$86,085** | **$89,593** | **$91,584** | **$93,620** |
| | | | | $52.11126 | $53.05694 | $55.31283 | $56.33835 | $58.63416 | $59.93717 | $61.26963 |
| 13 | | | | | 1.6460 | 1.7178 | 1.7493 | 1.8224 | 1.8630 | 1.9045 |
| | | | | | | 4.36% | 1.83% | 4.18% | 2.23% | 2.23% |
| | | | | | **$83,194** | **$86,823** | **$88,415** | **$92,110** | **$94,162** | **$96,260** |
| | | | | | $54.44634 | $56.82134 | $57.86322 | $60.28141 | $61.62435 | $62.99738 |
| 14 | | | | | | 1.7634 | 1.7954 | 1.8722 | 1.9140 | 1.9567 |
| | | | | | | | 1.81% | 4.28% | 2.23% | 2.23% |
| | | | | | | **$89,128** | **$90,745** | **$94,627** | **$96,740** | **$98,900** |
| | | | | | | $58.32984 | $59.38809 | $61.92867 | $63.31152 | $64.72513 |
| 15 | | | | | | | 1.8415 | 1.9220 | 1.9650 | 2.0090 |
| | | | | | | | | 4.37% | 2.24% | 2.24% |
| | | | | | | | **$93,075** | **$97,144** | **$99,317** | **$101,539** |
| | | | | | | | $60.91296 | $63.57592 | $64.99804 | $66.45223 |
| 16 | | | | | | | | | 2.0160 | 2.0710 |
| | | | | | | | | | | 0.0273 |
| | | | | | | | | | **$101,895** | **$104,675** |
| | | | | | | | | | $66.68521 | $68.50458 |

National Board Certification for Teacher receives $2,500 extra
National Board Certification for Psychologists receive $2,500 extra
National Board Certification for School Nurses receive $2,500 extra
National Board Certification for School Counselors receive $2,500 extra
National Board Certification for Speech Pathologist receive $2,500 extra
National Board Certification for Social Workers receive $2,500 extra
Stipend of $1,000 a year for certified employees who provide up to 40 hours of translation/interpretation services per contract year, beginning in 2024-25
BA+120 column granted only to those having a Master's degree.
Doctorate column granted only to those having a verified Doctor's degree.

# BEND-LA PINE PUBLIC SCHOOLS
## CERTIFIED SALARY SCHEDULE 2025-26
191 Day Schedule

Reflects 3.15% COLA Increase from 2024-25 Schedule

| STEP | A<br>BA | B<br>BA+15 | C<br>BA+30 | D<br>BA+45 | E<br>BA+60 | F<br>BA+75/MA | G<br>BA+90/MA+15 | H<br>BA+105/MA+30 | I<br>BA+120/MA+45 | J<br>Doctorate |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 1.041 | 1.0664 | 1.0914 | 1.1167 | 1.1420 | 1.1706 | 1.1961 | 1.2248 | 1.2510 | 1.2778 |
| | | 2.44% | 2.34% | 2.32% | 2.27% | 2.50% | 2.18% | 2.40% | 2.14% | 2.14% |
| | **$50,959** | **$52,203** | **$53,426** | **$54,665** | **$55,903** | **$57,303** | **$58,552** | **$59,957** | **$61,239** | **$62,549** |
| | $33.35013 | $34.16427 | $34.96466 | $35.77552 | $36.58573 | $37.50196 | $38.31937 | $39.23887 | $40.07788 | $40.93521 |
| 2 | 1.082 | 1.1078 | 1.1328 | 1.1584 | 1.1840 | 1.2162 | 1.2422 | 1.2746 | 1.3020 | 1.3300 |
| | | 2.38% | 2.26% | 2.26% | 2.21% | 2.72% | 2.14% | 2.61% | 2.15% | 2.15% |
| | **$52,966** | **$54,229** | **$55,453** | **$56,706** | **$57,959** | **$59,536** | **$60,808** | **$62,395** | **$63,736** | **$65,106** |
| | $34.66361 | $35.49018 | $36.29123 | $37.11126 | $37.93128 | $38.96335 | $39.79581 | $40.83442 | $41.71204 | $42.60864 |
| 3 | 1.123 | 1.1492 | 1.1742 | 1.2001 | 1.2260 | 1.2618 | 1.2883 | 1.3244 | 1.3530 | 1.3822 |
| | | 2.33% | 2.18% | 2.21% | 2.16% | 2.92% | 2.10% | 2.80% | 2.16% | 2.16% |
| | **$54,973** | **$56,256** | **$57,480** | **$58,748** | **$60,015** | **$61,768** | **$63,065** | **$64,832** | **$66,232** | **$67,663** |
| | $35.97709 | $36.81675 | $37.61780 | $38.44764 | $39.27683 | $40.42408 | $41.27291 | $42.42932 | $43.34555 | $44.28207 |
| 4 | 1.164 | 1.1906 | 1.2156 | 1.2418 | 1.2680 | 1.3074 | 1.3344 | 1.3742 | 1.4040 | 1.4344 |
| | | 2.29% | 2.10% | 2.16% | 2.11% | 3.11% | 2.07% | 2.98% | 2.17% | 2.17% |
| | **$56,980** | **$58,283** | **$59,506** | **$60,789** | **$62,071** | **$64,000** | **$65,322** | **$67,270** | **$68,729** | **$70,219** |
| | $37.29058 | $38.14333 | $38.94372 | $39.78338 | $40.62238 | $41.88482 | $42.75000 | $44.02487 | $44.97971 | $45.95484 |
| 5 | 1.205 | 1.2320 | 1.2570 | 1.2835 | 1.3100 | 1.3530 | 1.3805 | 1.4240 | 1.4550 | 1.4867 |
| | | 2.24% | 2.03% | 2.11% | 2.06% | 3.28% | 2.03% | 3.15% | 2.18% | 2.18% |
| | **$58,987** | **$60,309** | **$61,533** | **$62,830** | **$64,127** | **$66,232** | **$67,579** | **$69,708** | **$71,226** | **$72,776** |
| | $38.60406 | $39.46924 | $40.27029 | $41.11911 | $41.96793 | $43.34555 | $44.22709 | $45.62042 | $46.61387 | $47.62827 |
| 6 | 1.246 | 1.2734 | 1.2984 | 1.3252 | 1.3520 | 1.3986 | 1.4266 | 1.4738 | 1.5060 | 1.5389 |
| | | 2.20% | 1.96% | 2.06% | 2.02% | 3.45% | 2.00% | 3.31% | 2.18% | 2.18% |
| | **$60,994** | **$62,336** | **$63,560** | **$64,872** | **$66,183** | **$68,465** | **$69,835** | **$72,146** | **$73,722** | **$75,333** |
| | $39.91754 | $40.79581 | $41.59686 | $42.45550 | $43.31348 | $44.80694 | $45.70353 | $47.21597 | $48.24738 | $49.30170 |
| 7 | 1.287 | 1.3148 | 1.3398 | 1.3669 | 1.3940 | 1.4442 | 1.4727 | 1.5236 | 1.5570 | 1.5911 |
| | | 2.16% | 1.90% | 2.02% | 1.98% | 3.60% | 1.97% | 3.46% | 2.19% | 2.19% |
| | **$63,002** | **$64,362** | **$65,586** | **$66,913** | **$68,239** | **$70,697** | **$72,092** | **$74,584** | **$76,219** | **$77,889** |
| | $41.23168 | $42.12173 | $42.92278 | $43.79123 | $44.65903 | $46.26767 | $47.18063 | $48.81152 | $49.88155 | $50.97448 |
| 8 | 1.328 | 1.3562 | 1.3812 | 1.4086 | 1.4360 | 1.4898 | 1.5188 | 1.5734 | 1.6080 | 1.6434 |
| | | 2.12% | 1.84% | 1.98% | 1.95% | 3.75% | 1.95% | 3.59% | 2.20% | 2.20% |
| | **$65,009** | **$66,389** | **$67,613** | **$68,954** | **$70,295** | **$72,929** | **$74,349** | **$77,021** | **$78,715** | **$80,446** |
| | $42.54516 | $43.44830 | $44.24935 | $45.12696 | $46.00458 | $47.72840 | $48.65772 | $50.40641 | $51.51505 | $52.64791 |
| 9 | 1.369 | 1.3976 | 1.4226 | 1.4503 | 1.4780 | 1.5354 | 1.5649 | 1.6232 | 1.6590 | 1.6956 |
| | | 2.09% | 1.79% | 1.95% | 1.91% | 3.88% | 1.92% | 3.73% | 2.21% | 2.21% |
| | **$67,016** | **$68,416** | **$69,639** | **$70,995** | **$72,351** | **$75,161** | **$76,605** | **$79,459** | **$81,212** | **$83,003** |
| | $43.85864 | $44.77487 | $45.57526 | $46.46270 | $47.35013 | $49.18914 | $50.13416 | $52.00196 | $53.14922 | $54.32134 |
| 10 | 1.410 | 1.4390 | 1.4640 | 1.4920 | 1.5200 | 1.5810 | 1.6110 | 1.6730 | 1.7100 | 1.7478 |
| | | 2.06% | 1.74% | 1.91% | 1.88% | 4.01% | 1.90% | 3.85% | 2.21% | 2.21% |
| | **$69,023** | **$70,442** | **$71,666** | **$73,037** | **$74,407** | **$77,393** | **$78,862** | **$81,897** | **$83,708** | **$85,560** |
| | $45.17212 | $46.10079 | $46.90183 | $47.79908 | $48.69568 | $50.64987 | $51.61126 | $53.59751 | $54.78272 | $55.99477 |
| 11 | | 1.4804 | 1.5054 | 1.5337 | 1.5620 | 1.6266 | 1.6571 | 1.7228 | 1.7610 | 1.8000 |
| | | | 1.69% | 1.88% | 1.85% | 4.14% | 1.88% | 3.96% | 2.22% | 2.22% |
| | | **$72,469** | **$73,693** | **$75,078** | **$76,463** | **$79,626** | **$81,119** | **$84,335** | **$86,205** | **$88,116** |
| | | $47.42736 | $48.22840 | $49.13482 | $50.04123 | $52.11126 | $53.08835 | $55.19306 | $56.41689 | $57.66754 |
| 12 | | | | 1.5754 | 1.6040 | 1.6722 | 1.7032 | 1.7726 | 1.8120 | 1.8523 |
| | | | | | 1.82% | 4.25% | 1.85% | 4.07% | 2.22% | 2.22% |
| | | | | **$77,119** | **$78,519** | **$81,858** | **$83,375** | **$86,773** | **$88,701** | **$90,673** |
| | | | | $50.47055 | $51.38678 | $53.57199 | $54.56479 | $56.78861 | $58.05039 | $59.34097 |
| 13 | | | | | 1.6460 | 1.7178 | 1.7493 | 1.8224 | 1.8630 | 1.9045 |
| | | | | | | 4.36% | 1.83% | 4.18% | 2.23% | 2.23% |
| | | | | | **$80,575** | **$84,090** | **$85,632** | **$89,211** | **$91,198** | **$93,230** |
| | | | | | $52.73233 | $55.03272 | $56.04189 | $58.38416 | $59.68456 | $61.01440 |
| 14 | | | | | | 1.7634 | 1.7954 | 1.8722 | 1.9140 | 1.9567 |
| | | | | | | | 1.81% | 4.28% | 2.23% | 2.23% |
| | | | | | | **$86,322** | **$87,889** | **$91,648** | **$93,695** | **$95,786** |
| | | | | | | $56.49346 | $57.51898 | $59.97906 | $61.31872 | $62.68717 |
| 15 | | | | | | | 1.8415 | 1.9220 | 1.9650 | 2.0090 |
| | | | | | | | | 4.37% | 2.24% | 2.24% |
| | | | | | | | **$90,146** | **$94,086** | **$96,191** | **$98,343** |
| | | | | | | | $58.99607 | $61.57461 | $62.95223 | $64.36060 |
| 16 | | | | | | | | | 2.0160 | 2.0710 |
| | | | | | | | | | | 2.73% |
| | | | | | | | | | **$98,688** | **$101,380** |
| | | | | | | | | | $64.58639 | $66.34817 |

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