

Mingus Union High School District
Certified Salary Determination Chart
 (To determine salary of newly hired district personnel only)

2026-27 Salary Determination Chart

Base Salary = 43,500 Increment \$600

Cell-pts.	Salary		Cell-pts.	Salary
0 or 1	43,500		21	55,500
2	44,100		22	56,100
3	44,700		23	56,700
4	45,300		24	57,300
5	45,900		25	57,900
6	46,500		26	58,500
7	47,100		27	59,100
8	47,700		28	59,700
9	48,300		29	60,300
10	48,900		30	60,900
11	49,500		31	61,500
12	50,100		32	62,100
13	50,700		33	62,700
14	51,300		34	63,300
15	51,900		35	63,900
16	52,500		36	64,500
17	53,100		37	65,100
18	53,700		38	65,700
19	54,300		39	66,300
20	54,900		40	66,900

Performance Pay Program

Classroom Site Fund (Proposition 301) provides for additional compensation outside of the salary which is determined by this document. Successful completion of the district Performance Pay Plan must be documented to receive 301 funds when available.

The candidate realizes and accepts the fact that this offer and the contract are not official until formal action has been taken by the Governing Board of the Mingus Union High School District #4

To Determine Placement:

Chart 1 – Experience Value

Determine your experience as outlined:

No experience = 0

1-10 years experience = 1 pt. per year

>10 years experience = +1 pt. per 2yrs. over 10

_____ years experience = _____ points

Chart 2 – Education Value

BA	0	BA+12	2
BA+24	4	BA+36/MA	6
MA+12	8	MA+24	10
MA+36	12	MA+48	14

Education _____ = _____ points

Chart 3 – Additional Approved Area/Endorsements

The following apply only to each ADE Certification Approved Area or Endorsement which is *additional* to those which are required for the teaching assignment.

ADE Certification Approved Area* (on teaching certificate which is approved for grades 9-12) associated with a course which is currently taught at MUHS: **1 point**

ADE Certification Endorsement* which is approved for grades 9-12 (on teaching certificate which is approved for grades 9-12): **1 point**

National Board Certification – **4 points**

*See current ADE Certification Guidelines for Teaching Assignments.

Additional Approved Area/Endorsement(s) : _____ = _____ points

CTE workplace adjustment; 2 yrs related experience* = 1pt up to 20 yrs (10 pts) maximum.

*experience which would qualify for ADE certification.

TOTAL POINTS: _____

INITIAL SALARY: _____

 Superintendent

 Date

 Accepting Teacher

 Date