

2025-2026 Pay for Performance Initial Placement Chart Teacher Salary Schedule				
Teachers hired after June 30, 2025				
196 Calendar 7.5				
Years of Experience	Hourly	Salary (Start Date Effective After June 30, 2025)	Initial Placement Increases	Salary (Start Date Effective After June 30, 2025)
0-16	35.10023	\$51,597		\$51,597
17	35.10023	\$51,597	\$535	\$52,132
18	35.10023	\$51,597	\$1,184	\$52,781
19	35.10023	\$51,597	\$1,841	\$53,438
20	35.10023	\$51,597	\$2,507	\$54,104

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

***Equity Adjustment:** The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employee will earn no less than a new hire would pursuant to this schedule.

Pay for Performance Teachers:

Pay for Performance Teachers who are in an active status as of the date of Board approval of this Agreement rated as "Highly Effective" during the 2024-2025 School Year, shall receive a base salary increase of 0.65% effective July 1, 2025. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 0.46% effective July 1, 2025. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase.

Beginning July 1, 2021 Per statute the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the Grandfathered Schedule.

Note: Salary rates for 2025-2026 school year were approved by the Board through a Memorandum of Understanding (MOU) on January 21, 2026, for TSIA distribution.