



TEACHERS and NURSES SALARY SCHEDULE 2026-2027
Effective with the September 18, 2026 Paycheck

The state portion of the salary schedule is based on the provisions of the Annual Budget Bill. The local salary reflects the current contract between the Colonial School District Board of Education and the Colonial Education Association CEA/DSEA/NEA.

Step	No Degree				Bachelor's				Bachelor's + 15			
	State*	Local	Long	Total	State*	Local	Long	Total	State*	Local	Long	Total
1	37,863	15,537		53,400	39,370	16,142		55,512	40,878	16,765		57,643
2	38,237	15,924		54,161	39,749	16,548		56,297	41,258	17,157		58,415
3	38,577	16,548		55,125	40,125	17,157		57,282	41,633	17,771		59,404
4	39,936	17,157	1,000	58,093	41,443	17,771	1,000	60,214	42,952	18,991	1,000	62,943
5	41,069	17,119	1,000	59,188	42,464	18,338	1,000	61,802	43,822	19,564	1,000	64,386
6	42,464	17,894	1,000	61,358	43,822	19,164	1,000	63,986	45,217	20,425	1,000	66,642
7	43,822	18,821	1,800	64,443	45,217	20,081	1,800	67,098	46,576	21,350	1,800	69,726
8	45,217	19,845	1,800	66,862	46,576	21,114	1,800	69,490	47,933	22,377	1,800	72,110
9	46,576	21,094	1,800	69,470	47,933	22,356	1,800	72,089	49,330	23,621	1,800	74,751
10	47,933	22,336	1,800	72,069	49,330	23,903	1,800	75,033	50,687	24,858	1,800	77,345
11	49,330	23,579	2,600	75,509	50,768	24,838	2,600	78,206	52,044	26,098	2,600	80,742
12	49,330	24,815	2,600	76,745	50,768	26,073	2,600	79,441	53,441	27,329	2,600	83,370
13	49,330	26,050	2,600	77,980	50,768	27,304	2,600	80,672	54,874	28,566	2,600	86,040
14	49,330	27,278	2,600	79,208	50,768	28,540	2,600	81,908	54,874	29,795	2,600	87,269
15	49,330	28,513	3,500	81,343	50,768	29,767	3,500	84,035	54,874	31,020	3,500	89,394
16-18	49,330	31,294	3,500	84,124	50,768	32,865	3,500	87,133	54,874	33,171	3,500	91,545
19-24	49,330	31,294	4,600	85,224	50,768	32,865	4,600	88,233	54,874	33,171	4,600	92,645
25+	49,330	31,294	5,600	86,224	50,768	32,865	5,600	89,233	54,874	33,171	5,600	93,645

Step	Bachelor's + 30				Master's				Master's + 15			
	State	Local	Long	Total	State	Local	Long	Total	State	Local	Long	Total
1	42,387	17,374		59,761	44,649	18,597		63,246	46,158	19,820		65,978
2	42,766	17,771		60,537	45,028	19,602		64,630	46,537	20,829		67,366
3	43,142	18,991		62,133	45,404	20,829		66,233	46,911	22,050		68,961
4	44,464	20,217	1,000	65,681	46,726	22,050	1,000	69,776	48,234	23,276	1,000	72,510
5	45,217	20,587	1,000	66,804	47,253	22,623	1,000	70,876	48,610	23,842	1,000	73,452
6	46,576	21,694	1,000	69,270	48,610	23,591	1,000	73,201	50,006	24,857	1,000	75,863
7	47,933	22,614	1,800	72,347	50,006	24,510	1,800	76,316	51,363	25,780	1,800	78,943
8	49,330	23,643	1,800	74,773	51,363	25,539	1,800	78,702	52,760	26,799	1,800	81,359
9	50,687	24,882	1,800	77,369	54,798	26,774	1,800	83,372	56,155	28,031	1,800	85,986
10	52,044	26,122	1,800	79,966	56,155	28,005	1,800	85,960	57,547	29,276	1,800	88,623
11	53,441	27,353	2,600	83,394	57,547	29,250	2,600	89,397	58,909	30,505	2,600	92,014
12	54,798	28,593	2,600	85,991	58,909	30,476	2,600	91,985	60,301	31,732	2,600	94,633
13	56,155	29,823	2,600	88,578	60,301	31,705	2,600	94,606	61,658	32,968	2,600	97,226
14	57,547	31,049	2,600	91,196	61,658	32,938	2,600	97,196	63,020	34,822	2,600	100,442
15	58,974	32,279	3,500	94,753	63,020	34,159	3,500	100,679	64,412	36,668	3,500	104,580
16-18	58,974	34,250	3,500	96,724	64,412	37,031	3,500	104,943	65,836	40,531	3,500	109,867
19-24	58,974	34,250	4,600	97,824	64,412	37,031	4,600	106,043	65,836	40,531	4,600	110,967
25+	58,974	34,250	5,600	98,824	64,412	37,031	5,600	107,043	65,836	40,531	5,600	111,967

Step	Master's + 30				Master's + 45				Doctorate			
	State	Local	Long	Total	State	Local	Long	Total	State	Local	Long	Total
1	47,666	20,434		68,100	49,178	21,046		70,224	50,687	21,653		72,340
2	48,044	21,435		69,479	49,554	22,050		71,604	51,061	22,662		73,723
3	48,420	22,661		71,081	49,932	23,276		73,208	51,440	23,885		75,325
4	49,743	23,885	1,000	74,628	51,251	24,494	1,000	76,745	52,760	25,111	1,000	78,871
5	50,307	24,458	1,000	75,765	51,816	25,065	1,000	77,881	53,324	25,680	1,000	80,004
6	51,363	25,495	1,000	77,858	52,760	26,129	1,000	79,889	54,117	26,760	1,000	81,877
7	52,760	26,410	1,800	80,970	54,117	27,040	1,800	82,957	55,474	27,671	1,800	84,945
8	54,117	27,428	1,800	83,345	55,474	28,058	1,800	85,332	56,870	28,697	1,800	87,367
9	57,547	28,672	1,800	88,019	58,909	29,303	1,800	90,012	60,301	29,932	1,800	92,033
10	58,909	29,906	1,800	90,615	60,301	30,533	1,800	92,634	61,658	31,165	1,800	94,623
11	60,301	31,135	2,600	94,036	61,658	31,761	2,600	96,019	63,020	33,029	2,600	98,649
12	61,658	32,369	2,600	96,627	63,020	32,999	2,600	98,619	64,412	34,888	2,600	101,900
13	63,020	34,222	2,600	99,842	64,412	34,855	2,600	101,867	65,769	35,482	2,600	103,851
14	64,412	36,075	2,600	103,087	65,769	36,702	2,600	105,071	67,126	37,336	2,600	107,062
15	65,769	37,926	3,500	107,195	67,126	38,556	3,500	109,182	68,522	39,183	3,500	111,205
16	67,126	42,248	3,500	112,874	68,522	42,383	3,500	114,405	69,880	43,185	3,500	116,565
17-18	68,511	42,248	3,500	114,259	69,950	42,383	3,500	115,833	71,265	43,185	3,500	117,950
19-24	68,511	42,248	4,600	115,359	69,950	42,383	4,600	116,933	71,265	43,185	4,600	119,050
25+	68,511	42,248	5,600	116,359	69,950	42,383	5,600	117,933	71,265	43,185	5,600	120,050

*Individuals in the No Degree, Bachelor's and Bachelor's + 15 categories who meet the requirements of Title 14 § 1305(a)(1)-(8) will be paid in accordance with the provisions therein. These individuals will be entitled to the appropriate local salary for which they qualify without restrictions.

The Colonial School District shall not discriminate in its employment practices or its educational programs and activities of students on the basis of race, creed, color, religion, national origin, age, sex, sexual orientation, domicile, marital status, disability, genetic information, veteran status, or any legally protected characteristic.