



FY2027 Foundation Program

State Minimum Salary Schedule 9 Month Employee - 187 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
0, 1, 2	48,552	52,913	57,055	61,195
3, 4, 5	50,609	58,200	62,755	67,317
6, 7, 8	52,828	60,750	65,522	70,259
9	54,424	62,586	67,501	72,382
10	54,966	63,211	68,175	73,105
11	55,517	63,843	68,857	73,835
12	56,072	64,482	69,545	74,574
13	56,633	65,125	70,242	75,319
14	57,199	65,777	70,943	76,073
15	57,771	66,436	71,653	76,834
16	58,349	67,099	72,369	77,602
17	58,932	67,770	73,094	78,378
18	59,522	68,448	73,825	79,161
19	60,116	69,132	74,564	79,952
20	60,718	69,824	75,308	80,753
21	61,325	70,522	76,062	81,561
22	61,938	71,228	76,821	82,376
23	62,557	71,939	77,590	83,199
24	63,183	72,659	78,366	84,031

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 9 Month Employee - 187 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
25	63,815	73,385	79,149	84,872
26	64,452	74,119	79,941	85,720
27	65,098	74,860	80,741	86,578
28	65,749	75,609	81,547	87,443
29	66,407	76,365	82,363	88,318
30	67,070	77,129	83,187	89,202
31	67,741	77,900	84,019	90,092
32	68,419	78,679	84,859	90,994
33	69,102	79,466	85,708	91,905
34	69,793	80,260	86,565	92,824
35	70,492	81,063	87,430	93,751

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 9.5 Month Employee - 197 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
0, 1, 2	51,149	55,743	60,107	64,468
3, 4, 5	53,316	61,313	66,111	70,918
6, 7, 8	55,654	63,999	69,026	74,017
9	57,335	65,933	71,111	76,253
10	57,906	66,592	71,821	77,015
11	58,486	67,258	72,540	77,784
12	59,071	67,931	73,265	78,562
13	59,662	68,608	73,999	79,347
14	60,258	69,295	74,737	80,142
15	60,861	69,989	75,485	80,943
16	61,470	70,688	76,240	81,752
17	62,084	71,395	77,003	82,570
18	62,705	72,109	77,773	83,395
19	63,331	72,829	78,552	84,228
20	63,965	73,558	79,336	85,072
21	64,605	74,294	80,130	85,923
22	65,251	75,037	80,930	86,782
23	65,903	75,787	81,740	87,649
24	66,562	76,545	82,557	88,525

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 9.5 Month Employee - 197 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
25	67,228	77,310	83,382	89,411
26	67,899	78,083	84,216	90,305
27	68,580	78,864	85,059	91,208
28	69,265	79,653	85,908	92,120
29	69,959	80,449	86,768	93,041
30	70,657	81,254	87,636	93,973
31	71,364	82,066	88,512	94,910
32	72,078	82,887	89,397	95,860
33	72,798	83,716	90,292	96,820
34	73,526	84,552	91,195	97,788
35	74,262	85,398	92,106	98,765

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Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 10 Month Employee - 202 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
0, 1, 2	52,447	57,158	61,632	66,104
3, 4, 5	54,669	62,869	67,789	72,717
6, 7, 8	57,066	65,623	70,778	75,895
9	58,790	67,607	72,916	78,189
10	59,376	68,282	73,644	78,970
11	59,971	68,965	74,381	79,758
12	60,570	69,655	75,124	80,556
13	61,176	70,349	75,877	81,361
14	61,788	71,054	76,634	82,176
15	62,406	71,766	77,401	82,998
16	63,030	72,482	78,175	83,827
17	63,660	73,207	78,958	84,666
18	64,297	73,939	79,747	85,511
19	64,939	74,678	80,546	86,366
20	65,589	75,425	81,349	87,231
21	66,245	76,179	82,164	88,104
22	66,907	76,942	82,984	88,984
23	67,575	77,710	83,814	89,873
24	68,252	78,488	84,653	90,772

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 10 Month Employee - 202 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
25	68,934	79,272	85,498	91,680
26	69,622	80,065	86,354	92,597
27	70,320	80,866	87,218	93,523
28	71,023	81,674	88,089	94,458
29	71,734	82,491	88,971	95,403
30	72,450	83,316	89,860	96,358
31	73,175	84,149	90,759	97,319
32	73,908	84,991	91,666	98,293
33	74,646	85,841	92,583	99,278
34	75,392	86,698	93,509	100,270
35	76,147	87,566	94,444	101,272

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 12 Month Employee - 240 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
0, 1, 2	62,313	67,910	73,226	78,540
3, 4, 5	64,953	74,696	80,542	86,397
6, 7, 8	67,801	77,968	84,093	90,172
9	69,849	80,325	86,633	92,897
10	70,545	81,127	87,498	93,825
11	71,252	81,938	88,373	94,762
12	71,965	82,758	89,256	95,710
13	72,685	83,583	90,151	96,667
14	73,411	84,420	91,050	97,634
15	74,145	85,266	91,962	98,611
16	74,887	86,117	92,880	99,597
17	75,635	86,978	93,811	100,593
18	76,392	87,848	94,749	101,598
19	77,155	88,726	95,698	102,613
20	77,927	89,614	96,652	103,641
21	78,706	90,510	97,620	104,678
22	79,493	91,416	98,594	105,724
23	80,288	92,329	99,581	106,780
24	81,091	93,253	100,577	107,848

Effective July 1, 2026



FY2027 Foundation Program

State Minimum Salary Schedule 12 Month Employee - 240 Day Contract Public School Experience

Completed Yrs. of Exp.	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO
25	81,902	94,185	101,582	108,927
26	82,720	95,126	102,599	110,015
27	83,549	96,078	103,625	111,117
28	84,384	97,039	104,660	112,227
29	85,229	98,009	105,707	113,350
30	86,080	98,990	106,765	114,484
31	86,941	99,979	107,832	115,627
32	87,811	100,979	108,911	116,784
33	88,688	101,989	110,000	117,953
34	89,574	103,008	111,100	119,133
35	90,472	104,039	112,210	120,323

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Effective July 1, 2026