SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA Salary Schedule

	Step							
	A	B	C	D	E	F	G	H
Range								
3	15.66	16.29	16.94	17.62	18.32	19.06	19.82	20.61
4	16.33	16.98	17.66	18.37	19.10	19.87	20.66	21.49
5	17.11	17.79	18.51	19.24	20.01	20.81	21.64	22.52
6	17.91	18.63	19.37	20.15	20.95	21.78	22.66	23.57
7	18.73	19.48	20.26	21.07	21.91	22.79	23.70	24.65
8	19.62	20.40	21.23	22.08	22.96	23.88	24.83	25.82
9	20.54	21.36	22.21	23.11	24.02	24.99	25.99	27.03
10	21.48	22.34	23.23	24.16	25.13	26.12	27.18	28.26
11	22.50	23.40	24.33	25.31	26.31	27.37	28.47	29.60
12	23.57	24.51	25.49	26.51	27.57	28.68	29.82	31.01
13	24.66	25.65	26.67	27.73	28.85	30.00	31.20	32.45
14	25.86	26.89	27.98	29.10	30.25	31.47	32.73	34.04
15	27.07	28.15	29.28	30.45	31.67	32.93	34.26	35.62

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	27.07	28.15	29.28	30.45	31.67	32.94	34.26	35.63
Wellness Specialist	27.07	28.15	29.28	30.45	31.67	32.94	34.26	35.63
Journeyman	28.57	29.71	30.90	32.14	33.43	34.76	36.15	37.60
Electrical Specialist	30.05	31.25	32.50	33.80	35.15	36.56	38.02	39.54

This salary schedule includes an increase of 4.0% COLA over 2025-26, and 4% between columns.

SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA 10-Year Longevity

	Step							
	A	B	C	D	E	F	G	H
Range								
3	16.25	16.90	17.58	18.28	19.01	19.77	20.56	21.38
4	16.94	17.62	18.32	19.06	19.82	20.61	21.44	22.30
5	17.75	18.46	19.20	19.96	20.76	21.59	22.45	23.36
6	18.58	19.32	20.10	20.90	21.73	22.60	23.51	24.45
7	19.43	20.21	21.02	21.86	22.73	23.64	24.59	25.57
8	20.36	21.17	22.02	22.90	23.82	24.77	25.76	26.79
9	21.31	22.16	23.05	23.98	24.92	25.93	26.97	28.04
10	22.28	23.18	24.10	25.07	26.07	27.10	28.19	29.32
11	23.34	24.27	25.25	26.26	27.30	28.40	29.54	30.71
12	24.45	25.43	26.45	27.51	28.61	29.75	30.93	32.17
13	25.59	26.61	27.67	28.77	29.93	31.13	32.37	33.67
14	26.83	27.90	29.03	30.19	31.39	32.65	33.96	35.31
15	28.08	29.21	30.37	31.59	32.85	34.17	35.54	36.96

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	28.08	29.21	30.38	31.59	32.85	34.18	35.54	36.96
Wellness Specialist	28.08	29.21	30.38	31.59	32.85	34.18	35.54	36.96
Journeyman	29.65	30.82	32.06	33.35	34.68	36.06	37.50	39.00
Electrical Specialist	31.17	32.42	33.72	35.07	36.47	37.93	39.45	41.03

This new salary schedule includes an increase of 4.0% COLA, 3.75% increase over the base schedule, and 4% between columns.

SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA 15-Year Longevity

	Step							
	A	B	C	D	E	F	G	H
Range								
3	16.45	17.10	17.78	18.49	19.23	20.00	20.80	21.63
4	17.15	17.84	18.55	19.29	20.06	20.86	21.69	22.56
5	17.97	18.69	19.44	20.22	21.03	21.87	22.75	23.66
6	18.80	19.55	20.33	21.14	21.99	22.87	23.79	24.74
7	19.67	20.46	21.28	22.13	23.02	23.94	24.90	25.90
8	20.61	21.43	22.29	23.18	24.11	25.07	26.07	27.11
9	21.57	22.43	23.33	24.26	25.23	26.24	27.29	28.38
10	22.55	23.45	24.39	25.37	26.38	27.44	28.54	29.68
11	23.63	24.58	25.56	26.58	27.64	28.75	29.90	31.10
12	24.75	25.74	26.77	27.84	28.95	30.11	31.31	32.56
13	25.89	26.93	28.00	29.12	30.29	31.50	32.76	34.07
14	27.15	28.24	29.37	30.55	31.77	33.04	34.36	35.73
15	28.42	29.56	30.74	31.97	33.25	34.58	35.96	37.40

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	28.42	29.56	30.74	31.97	33.25	34.58	35.96	37.40
Wellness Specialist	28.42	29.56	30.74	31.97	33.25	34.58	35.96	37.40
Journeyman	30.00	31.20	32.45	33.75	35.10	36.50	37.96	39.48
Electrical Specialist	31.55	32.81	34.12	35.49	36.91	38.39	39.93	41.53

This new salary schedule includes an increase of 4.0% COLA, 5% increase over the base schedule, and 4% between columns.

SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA 20-Year Longevity

	Step							
	A	B	C	D	E	F	G	H
Range								
3	16.84	17.51	18.21	18.94	19.69	20.49	21.31	22.16
4	17.55	18.25	18.98	19.75	20.53	21.36	22.21	23.10
5	18.39	19.12	19.89	20.68	21.51	22.37	23.27	24.20
6	19.25	20.03	20.82	21.65	22.52	23.42	24.36	25.33
7	20.13	20.94	21.78	22.65	23.55	24.50	25.48	26.50
8	21.09	21.94	22.82	23.74	24.68	25.67	26.69	27.76
9	22.08	22.96	23.89	24.83	25.83	26.86	27.94	29.06
10	23.09	24.02	24.97	25.97	27.00	28.09	29.21	30.38
11	24.19	25.16	26.15	27.20	28.29	29.42	30.59	31.81
12	25.34	26.35	27.40	28.50	29.64	30.82	32.06	33.34
13	26.51	27.56	28.67	29.82	31.01	32.25	33.54	34.88
14	27.80	28.92	30.08	31.27	32.53	33.83	35.18	36.59
15	29.10	30.26	31.48	32.73	34.05	35.41	36.82	38.29

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	29.10	30.26	31.48	32.73	34.05	35.41	36.82	38.29
Wellness Specialist	29.10	30.26	31.48	32.73	34.05	35.41	36.82	38.29
Journeyman	30.71	31.94	33.22	34.55	35.93	37.37	38.86	40.41
Electrical Specialist	32.30	33.59	34.94	36.33	37.79	39.30	40.87	42.50

This new salary schedule includes an increase of 4.0% COLA, 7.5% increase over the base schedule, and 4% between columns.

SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA 25-Year Longevity

	Step							
	A	B	C	D	E	F	G	H
Range								
3	17.42	18.12	18.85	19.60	20.38	21.20	22.05	22.93
4	18.17	18.89	19.65	20.44	21.25	22.11	22.98	23.90
5	19.04	19.79	20.58	21.40	22.26	23.15	24.09	25.05
6	19.93	20.73	21.55	22.41	23.31	24.24	25.21	26.22
7	20.84	21.67	22.54	23.44	24.38	25.35	26.37	27.42
8	21.83	22.71	23.62	24.56	25.54	26.57	27.62	28.72
9	22.85	23.76	24.72	25.70	26.73	27.80	28.91	30.07
10	23.90	24.85	25.84	26.88	27.95	29.07	30.23	31.44
11	25.03	26.03	27.07	28.15	29.28	30.45	31.66	32.93
12	26.22	27.27	28.36	29.49	30.67	31.90	33.18	34.51
13	27.43	28.53	29.67	30.86	32.10	33.38	34.71	36.10
14	28.77	29.93	31.13	32.36	33.66	35.01	36.41	37.87
15	30.12	31.32	32.57	33.88	35.23	36.65	38.10	39.62

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	30.12	31.32	32.57	33.88	35.23	36.65	38.10	39.62
Wellness Specialist	30.12	31.32	32.57	33.88	35.23	36.65	38.10	39.62
Journeyman	31.78	33.05	34.38	35.76	37.18	38.67	40.22	41.83
Electrical Specialist	33.43	34.77	36.16	37.60	39.10	40.67	42.30	43.99

This new salary schedule includes an increase of 4.0% COLA, 11.25% increase over the base schedule, and 4% between columns.

SPRINGFIELD PUBLIC SCHOOLS
Every Student, Every Day

2026-2027 OSEA 30-Year Longevity

	Step							
	A	B	C	D	E	F	G	H
Range								
3	17.58	18.28	19.01	19.77	20.56	21.38	22.24	23.13
4	18.33	19.06	19.82	20.61	21.43	22.29	23.19	24.11
5	19.21	19.98	20.78	21.61	22.47	23.37	24.30	25.27
6	20.10	20.90	21.74	22.61	23.51	24.45	25.43	26.45
7	21.02	21.86	22.73	23.64	24.59	25.57	26.59	27.65
8	22.02	22.90	23.82	24.77	25.76	26.79	27.86	28.97
9	23.06	23.98	24.94	25.94	26.98	28.06	29.18	30.35
10	24.11	25.07	26.07	27.11	28.19	29.32	30.49	31.71
11	25.26	26.27	27.32	28.41	29.55	30.73	31.96	33.24
12	26.46	27.52	28.62	29.76	30.95	32.19	33.48	34.82
13	27.68	28.79	29.94	31.14	32.39	33.69	35.04	36.44
14	29.03	30.19	31.40	32.66	33.97	35.33	36.74	38.21
15	30.38	31.61	32.87	34.18	35.55	36.97	38.45	39.99

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	30.39	31.61	32.87	34.18	35.55	36.97	38.45	39.99
Wellness Specialist	30.39	31.61	32.87	34.18	35.55	36.97	38.45	39.99
Journeyman	32.07	33.35	34.68	36.07	37.51	39.01	40.57	42.19
Electrical Specialist	33.73	35.08	36.48	37.94	39.46	41.04	42.68	44.39

This new salary schedule includes an increase of 4.0% COLA, 12.25% increase over the base schedule, and 4% between columns.