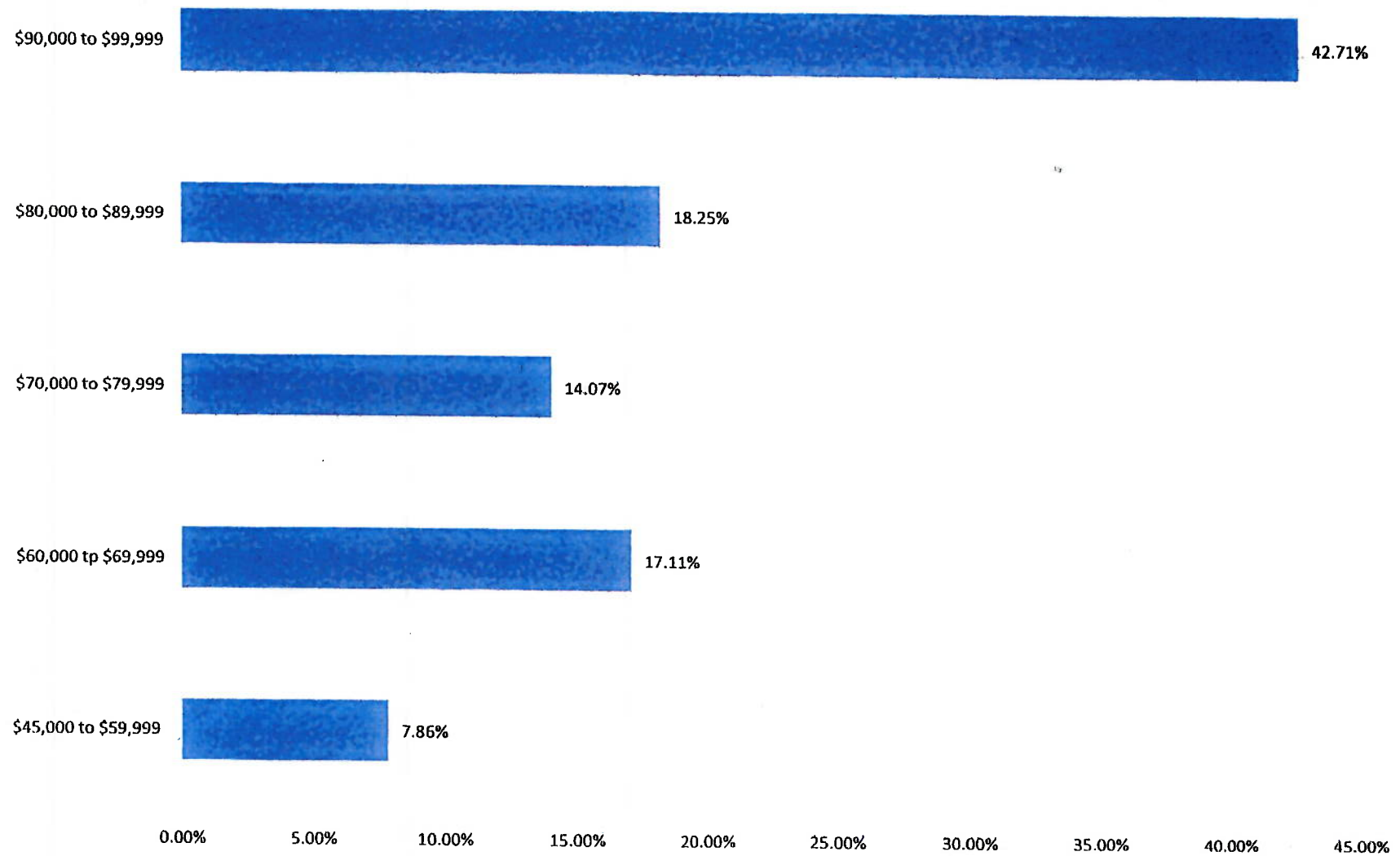


Breakdown of Projected 2026/27 Full Time Teacher Salaries by Salary Range
(Salaries based on district's offer on 9/16/26)



Summary of Full Time Teacher Salaries

Kalamazoo Public Schools

Projected for the 2026/27 School Year

Including the District's Last Financial offer 9/16/26

Salary Range	# of Full Time Teachers	% of Total Full Time Teachers
\$45,000 to \$59,999	62.00	7.86%
\$60,000 to \$69,999	135.00	17.11%
\$70,000 to \$79,999	111.00	14.07%
\$80,000 to \$89,999	144.00	18.25%
\$90,000 to \$99,999	337.00	42.71%
	789.00	100.00%

Notes:

1. 75.03% of full time teachers earn \$70,000 or greater salary
2. 42.71 % of full time teachers earn \$90,000 or greater salary
3. Salaries listed above do not include district provided insurance, retirement or fica costs, or Schedule B compensation for additional duties.

Annualized Teacher Salary
 Kalamazoo Public Schools
 Projected for the 2026/27 School Year
 Including the District's Last Financial offer 9/16/26

Salary	Teacher				12 mo full time employee			Annualized Teacher salary	
	# of Days	# of hour/day	# of hours/yr	Rate per Hour	# of days/yr	# of hours/day	# of hours/yr		
\$48,603.34	194	6.50	1,261.00	\$ 38.54	261	8.00	2,088.00	\$	80,478.81
\$60,195.88	194	6.50	1,261.00	\$ 47.74	261	8.00	2,088.00	\$	99,674.07
\$71,788.44	194	6.50	1,261.00	\$ 56.93	261	8.00	2,088.00	\$	118,869.36
\$83,380.98	194	6.50	1,261.00	\$ 66.12	261	8.00	2,088.00	\$	138,064.62
\$94,972.51	194	6.50	1,261.00	\$ 75.32	261	8.00	2,088.00	\$	157,258.21

Summary of Projected Revenue Changes for 26/27

Kalamazoo Public Schools

For the 26/27 school year

Projected Revenue Changes:

Per Pupil Foundation Increase (2.5%) - already budgeted for in the 26/27 Preliminary budget

\$ 3,050,393.00

Sec 22b (4) Weighted Pupil Member funds (restricted funding - cannot be used for base pay increases):

a. Economically Disadvantaged Funding (Formerly At Risk)*

\$ 2,813,504.00

b. English Learner (formerly Sec 41)*

\$ 227,332.00

Total additional restricted funding

\$ 3,040,836.00

Sec 27l Educator Compensation funding (already discussed and cannot be used for on-going base pay increases)

\$ 1,345,327.00

Sec 31aa (restricted funding - cannot be used for base pay increases):

a. Mental Health

\$ 896,891.00

b. School Safety (district elected to not receive due to waiver language)

\$ 1,793,782.00

\$ 2,690,673.00

Total

\$ 10,127,229.00

Possible Additional General Fund Revenue:

3 yr Average Membership additional payment (only receive if pupil membership decreases in 26/27)

Example - If 26/27 is down 100 students, then district loses foundation of \$1,030,000, but will be offset by this categorical (approximately \$300,000)

Information per the "District by District Impact School Aid FY2026-27" as of 7-3-26, Conference Committee and Final Budget, MSBO website

**Per MDE will be prorated as not enough money statewide for projected increases.*

Teacher Salary Comparison

Kalamazoo County

For the 2025/26 School Year

Per KRESA County-wide Salary Analysis

2025-2026			
Bachelors			
	Starting Salary		Top Step
Kalamazoo	\$	47,599	\$ 93,010
KRESA	\$	45,050	\$ 82,630
Comstock	\$	43,905	\$ 71,453
Vicksburg	\$	43,303	\$ 85,024
Climax	\$	42,621	\$ 71,330
Schoolcraft	\$	43,493	\$ 65,787
Galesburg	\$	42,258	\$ 70,261
Portage	\$	41,645	\$ 85,197
Gull Lake**	\$	40,600	\$ 72,698
Parchment**	\$	40,310	\$ 84,986
County Average	\$	43,778	\$ 78,036

2025-2026			
Masters			
	Starting Salary		Top Step
KRESA	\$	48,154	\$ 92,787
Kalamazoo	\$	47,599	\$ 93,010
Vicksburg	\$	47,586	\$ 91,712
Schoolcraft	\$	46,675	\$ 84,743
Comstock	\$	46,473	\$ 81,397
Climax	\$	45,179	\$ 82,242
Parchment**	\$	44,554	\$ 89,760
Portage	\$	44,143	\$ 97,603
Galesburg	\$	44,060	\$ 79,363
Gull Lake**	\$	43,042	\$ 82,643
County Average	\$	45,968	\$ 88,291

2025-2026			
MA- MAX (Doctorate)			
	Starting Salary		Top Step
Kalamazoo	\$	58,952	\$ 93,010
Comstock	\$	53,956	\$ 86,608
Gull Lake**	\$	52,110	\$ 83,658
KRESA	\$	51,572	\$ 99,371
Vicksburg	\$	50,561	\$ 97,014
Schoolcraft	\$	48,266	\$ 87,632
Portage*	\$	46,791	\$ 103,459
Galesburg	\$	45,241	\$ 80,049
Climax	\$	45,179	\$ 82,242
Parchment**	n/a		n/a
County Average	\$	49,334	\$ 90,961

**Per website contract - 24/25 salary schedule