

APPENDIX A - CERTIFICATED SALARY COMPENSATION SCHEDULE

MEAD SCHOOL DISTRICT #354 CERTIFICATED SALARY COMPENSATION SCHEDULE FOR 2026-27											
YRS	COMPENSATION ELEMENTS	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90	
Step 0	Base	\$ 56,752	\$ 58,206	\$ 59,699	\$ 61,231	\$ 62,804	\$ 106,620	\$ 66,060	\$ 67,760	\$ 69,495	
	Time/Incentive	\$ 2,537	\$ 2,602	\$ 2,669	\$ 2,737	\$ 2,807	\$ 4,766	\$ 2,953	\$ 3,029	\$ 3,106	
	Professional Days (5)	\$ 1,576	\$ 1,617	\$ 1,658	\$ 1,701	\$ 1,745	\$ 2,962	\$ 1,835	\$ 1,882	\$ 1,930	
	Total	\$ 60,865	\$ 62,425	\$ 64,026	\$ 65,669	\$ 67,356	\$ 114,348	\$ 70,848	\$ 72,671	\$ 74,531	
Step 1	Base	\$ 58,569	\$ 60,072	\$ 61,611	\$ 63,188	\$ 64,812	\$ 106,620	\$ 68,178	\$ 69,925	\$ 71,718	
	Time/Incentive	\$ 2,618	\$ 2,685	\$ 2,754	\$ 2,825	\$ 2,897	\$ 4,766	\$ 3,048	\$ 3,126	\$ 3,206	
	Professional Days (5)	\$ 1,627	\$ 1,669	\$ 1,711	\$ 1,755	\$ 1,800	\$ 2,962	\$ 1,894	\$ 1,942	\$ 1,992	
	Total	\$ 62,814	\$ 64,426	\$ 66,076	\$ 67,768	\$ 69,509	\$ 114,348	\$ 73,120	\$ 74,993	\$ 76,916	
Step 2	Base	\$ 60,442	\$ 61,992	\$ 63,580	\$ 65,216	\$ 66,884	\$ 106,620	\$ 70,357	\$ 72,162	\$ 74,012	
	Time/Incentive	\$ 2,702	\$ 2,771	\$ 2,842	\$ 2,915	\$ 2,990	\$ 4,766	\$ 3,145	\$ 3,226	\$ 3,308	
	Professional Days (5)	\$ 1,679	\$ 1,722	\$ 1,766	\$ 1,812	\$ 1,858	\$ 2,962	\$ 1,954	\$ 2,005	\$ 2,056	
	Total	\$ 64,823	\$ 66,485	\$ 68,188	\$ 69,943	\$ 71,732	\$ 114,348	\$ 75,456	\$ 77,393	\$ 79,376	
Step 3	Base	\$ 62,377	\$ 63,978	\$ 65,618	\$ 67,297	\$ 69,023	\$ 106,620	\$ 72,609	\$ 74,471	\$ 76,383	
	Time/Incentive	\$ 2,788	\$ 2,860	\$ 2,933	\$ 3,008	\$ 3,085	\$ 4,766	\$ 3,246	\$ 3,329	\$ 3,414	
	Professional Days (5)	\$ 1,733	\$ 1,777	\$ 1,823	\$ 1,869	\$ 1,917	\$ 2,962	\$ 2,017	\$ 2,069	\$ 2,122	
	Total	\$ 66,898	\$ 68,615	\$ 70,374	\$ 72,174	\$ 74,025	\$ 114,348	\$ 77,872	\$ 79,869	\$ 81,919	
Step 4	Base	\$ 64,375	\$ 66,026	\$ 67,719	\$ 69,453	\$ 71,237	\$ 106,620	\$ 74,931	\$ 76,856	\$ 78,825	
	Time/Incentive	\$ 2,878	\$ 2,951	\$ 3,027	\$ 3,105	\$ 3,184	\$ 4,766	\$ 3,349	\$ 3,435	\$ 3,523	
	Professional Days (5)	\$ 1,788	\$ 1,834	\$ 1,881	\$ 1,929	\$ 1,979	\$ 2,962	\$ 2,081	\$ 2,135	\$ 2,190	
	Total	\$ 69,041	\$ 70,811	\$ 72,627	\$ 74,487	\$ 76,400	\$ 114,348	\$ 80,361	\$ 82,426	\$ 84,538	
Step 5	Base	\$ 66,437	\$ 68,139	\$ 69,885	\$ 71,674	\$ 73,513	\$ 106,620	\$ 77,332	\$ 79,312	\$ 81,351	
	Time/Incentive	\$ 2,970	\$ 3,046	\$ 3,124	\$ 3,204	\$ 3,286	\$ 4,766	\$ 3,457	\$ 3,545	\$ 3,636	
	Professional Days (5)	\$ 1,845	\$ 1,893	\$ 1,941	\$ 1,991	\$ 2,042	\$ 2,962	\$ 2,148	\$ 2,203	\$ 2,260	
	Total	\$ 71,252	\$ 73,078	\$ 74,950	\$ 76,869	\$ 78,841	\$ 114,348	\$ 82,937	\$ 85,060	\$ 87,247	
Step 6	Base	\$ 68,557	\$ 70,318	\$ 72,123	\$ 73,972	\$ 75,868	\$ 106,620	\$ 79,807	\$ 81,854	\$ 83,949	
	Time/Incentive	\$ 3,064	\$ 3,143	\$ 3,224	\$ 3,307	\$ 3,391	\$ 4,766	\$ 3,567	\$ 3,659	\$ 3,753	
	Professional Days (5)	\$ 1,904	\$ 1,953	\$ 2,003	\$ 2,055	\$ 2,107	\$ 2,962	\$ 2,217	\$ 2,274	\$ 2,332	
	Total	\$ 73,525	\$ 75,414	\$ 77,350	\$ 79,334	\$ 81,366	\$ 114,348	\$ 85,591	\$ 87,787	\$ 90,034	
Step 7	Base	\$ 70,756	\$ 72,570	\$ 74,425	\$ 76,341	\$ 78,296	\$ 106,620	\$ 82,361	\$ 84,472	\$ 86,640	
	Time/Incentive	\$ 3,163	\$ 3,244	\$ 3,327	\$ 3,412	\$ 3,500	\$ 4,766	\$ 3,682	\$ 3,776	\$ 3,873	
	Professional Days (5)	\$ 1,965	\$ 2,016	\$ 2,067	\$ 2,121	\$ 2,175	\$ 2,962	\$ 2,288	\$ 2,346	\$ 2,407	
	Total	\$ 75,884	\$ 77,830	\$ 79,819	\$ 81,874	\$ 83,971	\$ 114,348	\$ 88,331	\$ 90,594	\$ 92,920	
Step 8	Base	\$ 73,018	\$ 74,891	\$ 76,809	\$ 78,779	\$ 80,801	\$ 106,620	\$ 84,995	\$ 87,172	\$ 89,408	
	Time/Incentive	\$ 3,264	\$ 3,348	\$ 3,433	\$ 3,521	\$ 3,612	\$ 4,766	\$ 3,799	\$ 3,897	\$ 3,997	
	Professional Days (5)	\$ 2,028	\$ 2,080	\$ 2,134	\$ 2,188	\$ 2,244	\$ 2,962	\$ 2,361	\$ 2,421	\$ 2,484	
	Total	\$ 78,310	\$ 80,319	\$ 82,376	\$ 84,488	\$ 86,657	\$ 114,348	\$ 91,155	\$ 93,490	\$ 95,889	
Step 9	Base	\$ 75,287	\$ 77,267	\$ 79,287	\$ 81,349	\$ 83,463	\$ 106,620	\$ 87,718	\$ 89,965	\$ 92,267	
	Time/Incentive	\$ 3,365	\$ 3,453	\$ 3,543	\$ 3,634	\$ 3,727	\$ 4,766	\$ 3,921	\$ 4,021	\$ 4,124	
	Professional Days (5)	\$ 2,147	\$ 2,202	\$ 2,258	\$ 2,316	\$ 2,376	\$ 2,962	\$ 2,437	\$ 2,499	\$ 2,563	
	Total	\$ 80,799	\$ 82,922	\$ 85,012	\$ 87,119	\$ 89,296	\$ 114,348	\$ 94,076	\$ 96,485	\$ 98,954	
Step 10	Base	\$ 77,599	\$ 79,659	\$ 81,763	\$ 83,911	\$ 86,103	\$ 106,620	\$ 90,522	\$ 92,843	\$ 95,227	
	Time/Incentive	\$ 3,466	\$ 3,565	\$ 3,667	\$ 3,771	\$ 3,877	\$ 4,766	\$ 4,046	\$ 4,150	\$ 4,257	
	Professional Days (5)	\$ 2,272	\$ 2,331	\$ 2,391	\$ 2,453	\$ 2,517	\$ 2,962	\$ 2,515	\$ 2,579	\$ 2,645	
	Total	\$ 83,337	\$ 85,555	\$ 87,815	\$ 89,987	\$ 92,293	\$ 114,348	\$ 97,083	\$ 99,572	\$ 102,129	
Step 11	Base	\$ 79,915	\$ 82,065	\$ 84,259	\$ 86,497	\$ 88,789	\$ 106,620	\$ 93,422	\$ 95,817	\$ 98,272	
	Time/Incentive	\$ 3,567	\$ 3,676	\$ 3,787	\$ 3,900	\$ 4,017	\$ 4,766	\$ 4,176	\$ 4,283	\$ 4,393	
	Professional Days (5)	\$ 2,388	\$ 2,453	\$ 2,519	\$ 2,587	\$ 2,657	\$ 2,962	\$ 2,595	\$ 2,662	\$ 2,730	
	Total	\$ 85,870	\$ 88,194	\$ 90,565	\$ 92,984	\$ 95,463	\$ 114,348	\$ 100,193	\$ 102,762	\$ 105,395	
Step 12	Base	\$ 82,235	\$ 84,475	\$ 86,759	\$ 89,087	\$ 91,469	\$ 106,620	\$ 96,407	\$ 98,882	\$ 101,417	
	Time/Incentive	\$ 3,668	\$ 3,788	\$ 3,909	\$ 4,032	\$ 4,159	\$ 4,766	\$ 4,309	\$ 4,420	\$ 4,533	
	Professional Days (5)	\$ 2,499	\$ 2,569	\$ 2,640	\$ 2,713	\$ 2,789	\$ 2,962	\$ 2,678	\$ 2,747	\$ 2,817	
	Total	\$ 88,402	\$ 90,832	\$ 93,308	\$ 95,832	\$ 98,417	\$ 114,348	\$ 103,394	\$ 106,049	\$ 108,767	
Step 13	Base	\$ 84,551	\$ 86,891	\$ 89,275	\$ 91,703	\$ 94,175	\$ 106,620	\$ 99,493	\$ 102,041	\$ 104,659	
	Time/Incentive	\$ 3,769	\$ 3,899	\$ 4,029	\$ 4,161	\$ 4,297	\$ 4,766	\$ 4,447	\$ 4,561	\$ 4,678	
	Professional Days (5)	\$ 2,619	\$ 2,694	\$ 2,769	\$ 2,846	\$ 2,925	\$ 2,962	\$ 2,764	\$ 2,834	\$ 2,907	
	Total	\$ 90,939	\$ 93,484	\$ 96,073	\$ 98,710	\$ 101,401	\$ 114,348	\$ 106,704	\$ 109,436	\$ 112,244	
Step 14	Base	\$ 86,867	\$ 89,307	\$ 91,791	\$ 94,319	\$ 96,891	\$ 106,620	\$ 102,677	\$ 105,311	\$ 108,013	
	Time/Incentive	\$ 3,870	\$ 3,999	\$ 4,129	\$ 4,261	\$ 4,397	\$ 4,766	\$ 4,590	\$ 4,707	\$ 4,828	
	Professional Days (5)	\$ 2,719	\$ 2,794	\$ 2,869	\$ 2,946	\$ 3,025	\$ 2,962	\$ 2,852	\$ 2,925	\$ 3,000	
	Total	\$ 93,456	\$ 96,100	\$ 98,789	\$ 101,526	\$ 104,283	\$ 114,348	\$ 110,119	\$ 112,943	\$ 115,841	
Step 15	Base	\$ 89,183	\$ 91,723	\$ 94,307	\$ 96,935	\$ 99,607	\$ 106,620	\$ 105,963	\$ 108,682	\$ 111,469	
	Time/Incentive	\$ 3,971	\$ 4,100	\$ 4,230	\$ 4,362	\$ 4,498	\$ 4,766	\$ 4,737	\$ 4,858	\$ 4,983	
	Professional Days (5)	\$ 2,819	\$ 2,894	\$ 2,969	\$ 3,046	\$ 3,125	\$ 2,962	\$ 2,943	\$ 3,019	\$ 3,096	
	Total	\$ 95,973	\$ 98,717	\$ 101,506	\$ 104,347	\$ 107,230	\$ 114,348	\$ 113,643	\$ 116,559	\$ 119,548	
Step 16	Base	\$ 91,499	\$ 94,139	\$ 96,823	\$ 99,551	\$ 102,323	\$ 106,620	\$ 109,352	\$ 112,154	\$ 115,034	
	Time/Incentive	\$ 4,072	\$ 4,201	\$ 4,331	\$ 4,463	\$ 4,599	\$ 4,766	\$ 4,888	\$ 5,013	\$ 5,142	
	Professional Days (5)	\$ 2,929	\$ 2,999	\$ 3,069	\$ 3,146	\$ 3,225	\$ 2,962	\$ 3,038	\$ 3,115	\$ 3,195	
	Total	\$ 98,499	\$ 101,339	\$ 104,223	\$ 107,160	\$ 110,147	\$ 114,348	\$ 117,278	\$ 120,282	\$ 123,371	

Curriculum Rate - \$64/hour

Grandfathered BA+135 individuals - Base Salary \$106,620 + Time/Incentive contract of \$4,645 + 5 professional days for a total of \$111,450

5 Professional Days includes (3) Learning Improvement Days and (2) Principal Days