

FY 26 TENTATIVE AGREEMENT - 2% COLA, No Step

July 1, 2025 11 Month Teacher Pay Scale (TA5) - 208 Day - 7 Hour

Lane 010 BA/BS			Lane 020 MA or 30 HRS Min. 21 Grad Credits			Lane 030 45 Hours Min. 21 Grad Credits			Lane 040 60 Hours Min. 30 Grad Credits			Lane 050 75 Hours 36 Grad Credits & 3 yrs tch exp			Lane 060 90 Hours 36 Grad Credits & 3 yrs tch exp		
Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary
A	1,2,3	63,120	A	1,2,3	65,014	A	1,2,3	67,665	A	1,2,3	70,758						
B	4	64,951	B	4	66,845	B	4,5,6,7	69,497	B	4,5,6,7	72,588	B	4,5,6,7	75,238	B	4,5,6,7	77,890
C	5,6,7,8	67,034	C	5,6,7,8	68,927	C	8	71,579	C	8	74,670	C	8	77,322	C	8	79,973
D	9	69,117	D	9	71,453	D	9	74,104	D	9	77,196	D	9	79,848	D	9	82,499
E	10	71,199	E	10	73,978	E	10	76,629	E	10	79,719	E	10	82,371	E	10	85,022
F	11	73,283	F	11	76,502	F	11	79,154	F	11	82,246	F	11	84,897	F	11	87,548
G	12	73,283	G	12	79,531	G	12	82,183	G	12	85,274	G	12	87,926	G	12	90,576
H	13	73,283	H	13	82,562	H	13	85,213	H	13	88,304	H	13	90,955	H	13	93,606
I	14	73,283	I	14	85,591	I	14	88,242	I	14	91,335	I	14	93,986	I	14	96,637
J	15	73,283	J	15	88,621	J	15	91,273	J	15	94,364	J	15	97,017	J	15	99,666
K	16	73,283	K	16	91,651	K	16	94,302	K	16	97,394	K	16	100,047	K	16	102,696
L	17	73,283	L	17	93,165	L	17	95,817	L	17	98,908	L	17	101,561	L	17	104,210
M	18	73,283	M	18	94,680	M	18	97,332	M	18	100,423	M	18	103,074	M	18	105,725
N	19+	74,661	N	19	96,195	N	19	98,846	N	19	101,939	N	19	104,592	N	19	107,243
			O	20	97,710	O	20	100,362	O	20	103,454	O	20	106,107	O	20	108,755
			P	21+	99,614	P	21	101,877	P	21	104,970	P	21	107,619	P	21	110,270
						Q	22	103,391	Q	22	106,483	Q	22	109,136	Q	22	111,787
						R	23	104,907	R	23	107,998	R	23	110,651	R	23	113,300
						S	24+	106,839	S	24	109,514	S	24	112,165	S	24	114,816
									T	25	111,027	T	25	113,680	T	25	116,331
									U	26	112,542	U	26	115,195	U	26	117,844
									V	27+	116,279	V	27+	119,765	V	27	121,948
															W	28+	123,062
			X	*35+	115,763				X	*35+	125,288						

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For State approved National Board Certification (NBC), add a \$10,000 salary enhancement to the appropriate scale, grade, and step.

For the first qualifying Maintenance of Certificate (NBC), add a \$4,000 salary enhancement to the appropriate scale, grade, and step.

For the second qualifying Maintenance of Certificate (NBC), add a \$1,750 salary enhancement to the appropriate scale, grade, and step.

For the third qualifying Maintenance of Certificate (NBC), add a \$1,500 salary enhancement to the appropriate scale, grade, and step.

For non-state approved NBC and all other approved national certifications, add \$5,000 salary enhancement to the appropriate scale, grade and step.

For Doctorate Degrees, add \$2,000 salary enhancement to the appropriate scale, step and grade.

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/30 or 60 HR Scale