

APPENDIX A

Licensed Educator Salary Schedule 2026-2027

The Licensed Educator Salary Schedule listed above is based on 180 days.

TRS Contributions paid by Employer will be paid on full salary at 9% with a factor of 1.098901 for 2026-2027.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Pre-Vocational Coordinator	\$48 /day	Bd Pd 9% TRS	\$855
School Psychologist	\$88 /day	Bd Pd 9% TRS	\$1,567
School Social Worker	\$49 /day	Bd Pd 9% TRS	\$872
Speech-Language Pathologist	\$49 /day	Bd Pd 9% TRS	\$872
Licensed Educator	\$30 /day	Bd Pd 9% TRS	\$534

***Total Salary Example:**

Licensed Educator ~ BS ~ Step 1 ~ 180 days

Salary: **\$40,170** Bd Pd 9% TRS on Salary: **\$3,973** Stipend: **\$5,400** Bd Pd 9% TRS on Stipend: **\$534** = Total Salary: **\$50,077**

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	40,170	Salary	41,259	Salary	42,347	Salary	43,315	Salary	44,223
	Bd Pd 9% TRS	3,973	Bd Pd 9% TRS	4,081	Bd Pd 9% TRS	4,188	Bd Pd 9% TRS	4,284	Bd Pd 9% TRS	4,374
	Total Salary	44,143	Total Salary	45,340	Total Salary	46,535	Total Salary	47,599	Total Salary	48,596
2	Salary	41,344	Salary	42,437	Salary	43,563	Salary	44,536	Salary	45,446
	Bd Pd 9% TRS	4,089	Bd Pd 9% TRS	4,197	Bd Pd 9% TRS	4,308	Bd Pd 9% TRS	4,405	Bd Pd 9% TRS	4,495
	Total Salary	45,433	Total Salary	46,635	Total Salary	47,872	Total Salary	48,940	Total Salary	49,941
3	Salary	42,045	Salary	43,184	Salary	44,323	Salary	45,335	Salary	46,284
	Bd Pd 9% TRS	4,158	Bd Pd 9% TRS	4,271	Bd Pd 9% TRS	4,384	Bd Pd 9% TRS	4,484	Bd Pd 9% TRS	4,577
	Total Salary	46,203	Total Salary	47,455	Total Salary	48,706	Total Salary	49,818	Total Salary	50,861
4	Salary	42,962	Salary	44,098	Salary	45,268	Salary	46,279	Salary	47,226
	Bd Pd 9% TRS	4,249	Bd Pd 9% TRS	4,361	Bd Pd 9% TRS	4,477	Bd Pd 9% TRS	4,577	Bd Pd 9% TRS	4,671
	Total Salary	47,210	Total Salary	48,460	Total Salary	49,745	Total Salary	50,856	Total Salary	51,897
5	Salary	43,895	Salary	45,083	Salary	46,272	Salary	47,327	Salary	48,317
	Bd Pd 9% TRS	4,341	Bd Pd 9% TRS	4,459	Bd Pd 9% TRS	4,576	Bd Pd 9% TRS	4,681	Bd Pd 9% TRS	4,779
	Total Salary	48,236	Total Salary	49,541	Total Salary	50,848	Total Salary	52,008	Total Salary	53,096
6	Salary	44,852	Salary	46,040	Salary	47,260	Salary	48,317	Salary	49,307
	Bd Pd 9% TRS	4,436	Bd Pd 9% TRS	4,553	Bd Pd 9% TRS	4,674	Bd Pd 9% TRS	4,779	Bd Pd 9% TRS	4,877
	Total Salary	49,288	Total Salary	50,593	Total Salary	51,935	Total Salary	53,096	Total Salary	54,183
7	Salary	45,809	Salary	46,997	Salary	48,250	Salary	49,307	Salary	50,298
	Bd Pd 9% TRS	4,531	Bd Pd 9% TRS	4,648	Bd Pd 9% TRS	4,772	Bd Pd 9% TRS	4,877	Bd Pd 9% TRS	4,975
	Total Salary	50,339	Total Salary	51,645	Total Salary	53,022	Total Salary	54,183	Total Salary	55,273

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8	Salary	46,764	Salary	47,954	Salary	49,241	Salary	50,298	Salary	51,287
	Bd Pd 9% TRS	4,625	Bd Pd 9% TRS	4,743	Bd Pd 9% TRS	4,870	Bd Pd 9% TRS	4,975	Bd Pd 9% TRS	5,072
	Total Salary	51,389	Total Salary	52,696	Total Salary	54,111	Total Salary	55,273	Total Salary	56,359
9	Salary	47,723	Salary	48,912	Salary	50,231	Salary	51,287	Salary	52,278
	Bd Pd 9% TRS	4,720	Bd Pd 9% TRS	4,837	Bd Pd 9% TRS	4,968	Bd Pd 9% TRS	5,072	Bd Pd 9% TRS	5,170
	Total Salary	52,442	Total Salary	53,749	Total Salary	55,199	Total Salary	56,359	Total Salary	57,448
10	Salary	48,680	Salary	49,869	Salary	51,222	Salary	52,278	Salary	53,267
	Bd Pd 9% TRS	4,814	Bd Pd 9% TRS	4,932	Bd Pd 9% TRS	5,066	Bd Pd 9% TRS	5,170	Bd Pd 9% TRS	5,268
	Total Salary	53,494	Total Salary	54,801	Total Salary	56,288	Total Salary	57,448	Total Salary	58,536
11	Salary	49,636	Salary	50,826	Salary	52,211	Salary	53,267	Salary	54,258
	Bd Pd 9% TRS	4,909	Bd Pd 9% TRS	5,027	Bd Pd 9% TRS	5,164	Bd Pd 9% TRS	5,268	Bd Pd 9% TRS	5,366
	Total Salary	54,546	Total Salary	55,852	Total Salary	57,374	Total Salary	58,536	Total Salary	59,625
12	Salary	50,595	Salary	51,781	Salary	53,203	Salary	54,258	Salary	55,248
	Bd Pd 9% TRS	5,004	Bd Pd 9% TRS	5,121	Bd Pd 9% TRS	5,262	Bd Pd 9% TRS	5,366	Bd Pd 9% TRS	5,464
	Total Salary	55,599	Total Salary	56,903	Total Salary	58,465	Total Salary	59,625	Total Salary	60,712
13	Salary	51,552	Salary	52,738	Salary	54,191	Salary	55,248	Salary	56,238
	Bd Pd 9% TRS	5,099	Bd Pd 9% TRS	5,216	Bd Pd 9% TRS	5,360	Bd Pd 9% TRS	5,464	Bd Pd 9% TRS	5,562
	Total Salary	56,650	Total Salary	57,954	Total Salary	59,551	Total Salary	60,712	Total Salary	61,800
14	Salary	52,510	Salary	53,697	Salary	55,181	Salary	56,238	Salary	57,228
	Bd Pd 9% TRS	5,193	Bd Pd 9% TRS	5,311	Bd Pd 9% TRS	5,457	Bd Pd 9% TRS	5,562	Bd Pd 9% TRS	5,660
	Total Salary	57,703	Total Salary	59,007	Total Salary	60,639	Total Salary	61,800	Total Salary	62,888
15	Salary	53,467	Salary	54,654	Salary	56,172	Salary	57,228	Salary	58,217
	Bd Pd 9% TRS	5,288	Bd Pd 9% TRS	5,405	Bd Pd 9% TRS	5,555	Bd Pd 9% TRS	5,660	Bd Pd 9% TRS	5,758
	Total Salary	58,755	Total Salary	60,059	Total Salary	61,728	Total Salary	62,888	Total Salary	63,975
16	Salary	54,422	Salary	55,610	Salary	57,162	Salary	58,217	Salary	59,208
	Bd Pd 9% TRS	5,382	Bd Pd 9% TRS	5,500	Bd Pd 9% TRS	5,653	Bd Pd 9% TRS	5,758	Bd Pd 9% TRS	5,856
	Total Salary	59,805	Total Salary	61,110	Total Salary	62,815	Total Salary	63,975	Total Salary	65,064
17	Salary	55,379	Salary	56,567	Salary	58,153	Salary	59,208	Salary	60,198
	Bd Pd 9% TRS	5,477	Bd Pd 9% TRS	5,595	Bd Pd 9% TRS	5,751	Bd Pd 9% TRS	5,856	Bd Pd 9% TRS	5,954
	Total Salary	60,857	Total Salary	62,162	Total Salary	63,904	Total Salary	65,064	Total Salary	66,152
18	Salary	56,336	Salary	57,524	Salary	59,142	Salary	60,198	Salary	61,188
	Bd Pd 9% TRS	5,572	Bd Pd 9% TRS	5,689	Bd Pd 9% TRS	5,849	Bd Pd 9% TRS	5,954	Bd Pd 9% TRS	6,052
	Total Salary	61,908	Total Salary	63,214	Total Salary	64,991	Total Salary	66,152	Total Salary	67,240
19	Salary	57,295	Salary	58,483	Salary	60,131	Salary	61,188	Salary	62,179
	Bd Pd 9% TRS	5,666	Bd Pd 9% TRS	5,784	Bd Pd 9% TRS	5,947	Bd Pd 9% TRS	6,052	Bd Pd 9% TRS	6,150
	Total Salary	62,961	Total Salary	64,267	Total Salary	66,078	Total Salary	67,240	Total Salary	68,329
20	Salary	58,252	Salary	59,440	Salary	61,124	Salary	62,179	Salary	63,169
	Bd Pd 9% TRS	5,761	Bd Pd 9% TRS	5,879	Bd Pd 9% TRS	6,045	Bd Pd 9% TRS	6,150	Bd Pd 9% TRS	6,247
	Total Salary	64,013	Total Salary	65,318	Total Salary	67,169	Total Salary	68,329	Total Salary	69,416
21	Salary	59,208	Salary	60,396	Salary	62,112	Salary	63,169	Salary	64,159
	Bd Pd 9% TRS	5,856	Bd Pd 9% TRS	5,973	Bd Pd 9% TRS	6,143	Bd Pd 9% TRS	6,247	Bd Pd 9% TRS	6,345
	Total Salary	65,064	Total Salary	66,370	Total Salary	68,255	Total Salary	69,416	Total Salary	70,504

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22	Salary	60,165	Salary	61,353	Salary	63,103	Salary	64,159	Salary	65,148
	Bd Pd 9% TRS	5,950	Bd Pd 9% TRS	6,068	Bd Pd 9% TRS	6,241	Bd Pd 9% TRS	6,345	Bd Pd 9% TRS	6,443
	Total Salary	66,116	Total Salary	67,421	Total Salary	69,344	Total Salary	70,504	Total Salary	71,592
23	Salary	61,124	Salary	62,310	Salary	64,092	Salary	65,148	Salary	66,139
	Bd Pd 9% TRS	6,045	Bd Pd 9% TRS	6,163	Bd Pd 9% TRS	6,339	Bd Pd 9% TRS	6,443	Bd Pd 9% TRS	6,541
	Total Salary	67,169	Total Salary	68,473	Total Salary	70,430	Total Salary	71,592	Total Salary	72,681
24	Salary	62,079	Salary	63,269	Salary	65,084	Salary	66,139	Salary	67,129
	Bd Pd 9% TRS	6,140	Bd Pd 9% TRS	6,257	Bd Pd 9% TRS	6,437	Bd Pd 9% TRS	6,541	Bd Pd 9% TRS	6,639
	Total Salary	68,219	Total Salary	69,526	Total Salary	71,521	Total Salary	72,681	Total Salary	73,768
25	Salary	63,036	Salary	64,226	Salary	66,073	Salary	67,129	Salary	68,119
	Bd Pd 9% TRS	6,234	Bd Pd 9% TRS	6,352	Bd Pd 9% TRS	6,535	Bd Pd 9% TRS	6,639	Bd Pd 9% TRS	6,737
	Total Salary	69,271	Total Salary	70,578	Total Salary	72,607	Total Salary	73,768	Total Salary	74,856
26	Salary	63,993	Salary	65,182	Salary	67,062	Salary	68,119	Salary	69,109
	Bd Pd 9% TRS	6,329	Bd Pd 9% TRS	6,447	Bd Pd 9% TRS	6,633	Bd Pd 9% TRS	6,737	Bd Pd 9% TRS	6,835
	Total Salary	70,322	Total Salary	71,629	Total Salary	73,695	Total Salary	74,856	Total Salary	75,944
27	Salary	64,950	Salary	66,139	Salary	68,053	Salary	69,109	Salary	70,100
	Bd Pd 9% TRS	6,424	Bd Pd 9% TRS	6,541	Bd Pd 9% TRS	6,731	Bd Pd 9% TRS	6,835	Bd Pd 9% TRS	6,933
	Total Salary	71,374	Total Salary	72,681	Total Salary	74,784	Total Salary	75,944	Total Salary	77,033
28	Salary	65,908	Salary	67,095	Salary	69,043	Salary	70,100	Salary	71,090
	Bd Pd 9% TRS	6,518	Bd Pd 9% TRS	6,636	Bd Pd 9% TRS	6,828	Bd Pd 9% TRS	6,933	Bd Pd 9% TRS	7,031
	Total Salary	72,427	Total Salary	73,731	Total Salary	75,872	Total Salary	77,033	Total Salary	78,120
29	Salary	66,865	Salary	68,053	Salary	70,034	Salary	71,090	Salary	72,079
	Bd Pd 9% TRS	6,613	Bd Pd 9% TRS	6,731	Bd Pd 9% TRS	6,926	Bd Pd 9% TRS	7,031	Bd Pd 9% TRS	7,129
	Total Salary	73,478	Total Salary	74,784	Total Salary	76,961	Total Salary	78,120	Total Salary	79,208
30	Salary	67,822	Salary	69,010	Salary	71,023	Salary	72,079	Salary	73,069
	Bd Pd 9% TRS	6,708	Bd Pd 9% TRS	6,825	Bd Pd 9% TRS	7,024	Bd Pd 9% TRS	7,129	Bd Pd 9% TRS	7,227
	Total Salary	74,530	Total Salary	75,835	Total Salary	78,047	Total Salary	79,208	Total Salary	80,296