

**APPENDIX A
INDEX
2024-2027**

	BA	BA+23	MA OR BA+45	MA+24	MA+45
1*	1.0000				
2	1.0436	1.0955	1.1889	1.2511	1.3134
3	1.0872	1.1391	1.2325	1.2947	1.3570
4	1.1308	1.1826	1.2760	1.3383	1.4006
5	1.1743	1.2262	1.3196	1.3819	1.4441
6	1.2179	1.2698	1.3632	1.4255	1.4877
7	1.2615	1.3134	1.4068	1.4691	1.5313
8	1.3051	1.3570	1.4504	1.5126	1.5749
9	1.3487	1.4006	1.4940	1.5562	1.6185
10	1.3923	1.4441	1.5375	1.5998	1.6621
11	1.4358	1.4877	1.5811	1.6434	1.7057
12	1.4794	1.5313	1.6247	1.6870	1.7492
13	1.5230	1.5749	1.6683	1.7306	1.7928
14	1.5666	1.6185	1.7119	1.7741	1.8364
15	1.6102	1.6621	1.7555	1.8177	1.8800
16	1.6538	1.7057	1.7991	1.8613	1.9236
17	1.6974	1.7492	1.8426	1.9049	1.9672
18					2.0108

Index is applied to the Base Salary - BA Step 1 to calculate the salary for each cell.
Effective July 1, 2024, the BA+45 column was combined with the MA or BA+75 to make a new MA or BA+45. The BA and BA+23 columns added steps to fill down the salary schedule to Step 17.

*Step BA-1 is used for the calculation of the extra duty schedule and not for the placement of new hires.

Step 2 of MA or BA+45 is used for the calculation of the curriculum rate.

**APPENDIX B1
SALARY SCHEDULE
2024-2025**

	MA OR				
	BA	BA+23	BA+45	MA+24	MA+45
1 *	51,073				
2	53,299	55,949	60,719	63,899	67,079
3	55,525	58,175	62,945	66,125	69,305
4	57,751	60,401	65,171	68,351	71,531
5	59,977	62,627	67,397	70,577	73,757
6	62,203	64,853	69,623	72,803	75,983
7	64,429	67,079	71,849	75,029	78,209
8	66,655	69,305	74,075	77,255	80,435
9	68,881	71,531	76,301	79,481	82,661
10	71,107	73,757	78,527	81,707	84,887
11	73,333	75,983	80,753	83,933	87,113
12	75,559	78,209	82,979	86,159	89,339
13	77,785	80,435	85,205	88,385	91,565
14	80,011	82,661	87,431	90,611	93,791
15	82,237	84,887	89,657	92,837	96,017
16	84,463	87,113	91,883	95,063	98,243
17	86,689	89,339	94,109	97,289	100,469
18					102,695

Includes a five percent (5%) COLA after a restructure of the salary schedule index and the discontinuation of the six percent (6%) employee share of PERS being picked up by the District. This includes one hundred ninety-two (192) contract days.

*Step BA-1 is used for the calculation of the extra duty schedule and not for the placement of new hires.

Step 2 of MA or BA+45 is used for the calculation of the curriculum rate.

**APPENDIX B2
SALARY SCHEDULE
2025-26**

	BA	BA+23	MA OR BA+45	MA+24	MA+45
1*	53,116				
2	55,431	58,187	63,148	66,455	69,762
3	57,746	60,502	65,463	68,770	72,077
4	60,061	62,817	67,778	71,085	74,392
5	62,376	65,132	70,093	73,400	76,707
6	64,691	67,447	72,408	75,715	79,022
7	67,006	69,762	74,723	78,030	81,337
8	69,321	72,077	77,038	80,345	83,652
9	71,636	74,392	79,353	82,660	85,967
10	73,951	76,707	81,668	84,975	88,282
11	76,266	79,022	83,983	87,290	90,597
12	78,581	81,337	86,298	89,605	92,912
13	80,896	83,652	88,613	91,920	95,228
14	83,211	85,967	90,928	94,235	97,543
15	85,526	88,282	93,243	96,550	99,858
16	87,841	90,597	95,558	98,865	102,173
17	90,156	92,912	97,873	101,180	104,488
18					106,803

This is a four percent (4.0%) increase over the 2024-25 salary schedule and includes one hundred ninety-two (192) contract days.

*Step BA-1 is used for the calculation of the extra duty schedule and not for the placement of new hires.

Step 2 of MA or BA+45 is used for the calculation of the curriculum rate.

**APPENDIX B3
SALARY SCHEDULE
2026-27**

	BA	BA+23	MA OR BA+45	MA+24	MA+45
1*	55,240				
2	57,648	60,514	65,674	69,113	72,553
3	60,056	62,922	68,081	71,521	74,960
4	62,463	65,330	70,489	73,928	77,368
5	64,871	67,737	72,897	76,336	79,775
6	67,279	70,145	75,304	78,744	82,183
7	69,686	72,553	77,712	81,151	84,591
8	72,094	74,960	80,119	83,559	86,998
9	74,502	77,368	82,527	85,967	89,406
10	76,909	79,775	84,935	88,374	91,814
11	79,317	82,183	87,342	90,782	94,221
12	81,725	84,591	89,750	93,189	96,629
13	84,132	86,998	92,158	95,597	99,037
14	86,540	89,406	94,565	98,005	101,444
15	88,947	91,814	96,973	100,412	103,852
16	91,355	94,221	99,381	102,820	106,260
17	93,763	96,629	101,788	105,228	108,667
18					111,075

This is a four percent (4.0%) increase over the 2025-26 salary schedule and includes one hundred ninety-two (192) contract days.

*Step BA-1 is used for the calculation of the extra duty schedule and not for the placement of new hires.

Step 2 of MA or BA+45 is used for the calculation of the curriculum rate.

**APPENDIX C
EXTRA DUTY PAY SCHEDULE
2024-2027**

2024-25						
Step	A	B	C	D	E	F
Initial	7,661	5,873	4,597	3,575	2,554	1,788
Experienced (after 3 years)	8,682	6,384	5,107	4,086	3,064	2,043

Step	G		Step	H
Annual	766		One Sem	255
			Two Sem	511

2025-26						
Step	A	B	C	D	E	F
Initial	7,967	6,108	4,780	3,718	2,656	1,859
Experienced (after 3 years)	9,030	6,640	5,312	4,249	3,187	2,125

Step	G		Step	H
Annual	797		One Sem	266
			Two Sem	531

2026-27						
Step	A	B	C	D	E	F
Initial	8,286	6,353	4,972	3,867	2,762	1,933
Experienced (after 3 years)	9,391	6,905	5,524	4,419	3,314	2,210

Step	G		Step	H
Annual	829		One Sem	276
			Two Sem	552

Formula: Percent of Base Salary						
Step	A	B	C	D	E	F
Initial	15.00%	11.50%	9.00%	7.00%	5.00%	3.50%
Experienced (after 3 years)	17.00%	12.50%	10.00%	8.00%	6.00%	4.00%

Step	G		Step	H
Annual	1.50%		One Sem	0.50%
			Two Sem	1.00%

Extra duty amounts subject to change based on the work of the extra duty committee meeting in the 24/25 school year.