

Owens Elementary School District #6

2025-2026 Certified Salary Schedule

| | | BA | BA + 12 | BA+24 | MA BA+36 | MA + 12 BA+48 | MA+24 BA+60 | ED.S MA+36 | ED.S+12 MA+48 | ED.D MA+60 |
|-------------------------------------------|--|----------|----------|----------|-------------|------------------|----------------|---------------|------------------|---------------|
| New Hire Minimum No Experience | | \$43,594 | \$44,594 | \$45,594 | \$46,594 | \$47,594 | \$48,594 | \$49,594 | \$50,594 | \$51,594 |
| 1 Year Experience | | \$44,094 | \$45,094 | \$46,094 | \$47,094 | \$48,094 | \$49,094 | \$50,094 | \$51,094 | \$52,094 |
| 2 Year Experience | | \$44,594 | \$45,594 | \$46,594 | \$47,594 | \$48,594 | \$49,594 | \$50,594 | \$51,594 | \$52,594 |
| 3 Year Experience | | \$45,094 | \$46,094 | \$47,094 | \$48,094 | \$49,094 | \$50,094 | \$51,094 | \$52,094 | \$53,094 |
| 4 Year Experience | | \$45,594 | \$46,594 | \$47,594 | \$48,594 | \$49,594 | \$50,594 | \$51,594 | \$52,594 | \$53,594 |
| 5 Year Experience | | \$46,094 | \$47,094 | \$48,094 | \$49,094 | \$50,094 | \$51,094 | \$52,094 | \$53,094 | \$54,094 |
| 6 Year Experience | | \$46,594 | \$47,594 | \$48,594 | \$49,594 | \$50,594 | \$51,594 | \$52,594 | \$53,594 | \$54,594 |
| 7 Year Experience | | \$47,094 | \$48,094 | \$49,094 | \$50,094 | \$51,094 | \$52,094 | \$53,094 | \$54,094 | \$55,094 |
| 8 Year Experience | | \$47,594 | \$48,594 | \$49,594 | \$50,594 | \$51,594 | \$52,594 | \$53,594 | \$54,594 | \$55,594 |
| 9 Year Experience | | \$48,094 | \$49,094 | \$50,094 | \$51,094 | \$52,094 | \$53,094 | \$54,094 | \$55,094 | \$56,094 |
| 10 Year Experience | | \$48,594 | \$49,594 | \$50,594 | \$51,594 | \$52,594 | \$53,594 | \$54,594 | \$55,594 | \$56,594 |

•Salary Schedule Honors up to 10 Years Experience.

•Salary Schedule is utilized for initial placement only.

•Classroom Site Fund monies are **not** included in base salary schedule.

•Experience Index: \$500

•Education Index-BA: \$1,000

*Teachers who teach in grades PK-2 with a Reading Endorsement will receive a stipend of \$2,500.

*Teachers who teach in a Special Education Classroom will receive a stipend of \$2,500.

*100% of Base Health Benefit Plan for all Full-Time Certified Staff Members paid by OESD

■ **2025-26 Classroom Site Fund Compensation: (Addition to Base Salary)**

Compensation Calculation:

| | |
|----------------------------------------|----------------|
| Fund 011: Base Pay Increase | \$3,850 |
| Fund 012: Incentive Pay | \$3,000 |
| Fund 013: <u>Performance Incentive</u> | \$500 |
| • CSF Total Possible: | \$7,350 |

| | |
|--------------------------------------|-----------------|
| • Base Salary (Exp. + Degree) | \$ _____ |
| • CSF Total Possible | \$ _____ |
| • Stipend (SpEd/Reading) | \$ _____ |
| • Total Possible Compensation | \$ _____ |

Board Approved: _____ 4/8/2025