

## ***FY 2026 Foundation Program***

### **State Minimum Salary Schedule Classroom Teachers**

**Public School Experience - 187 Day Contract**

| Experience      | Bachelor  | Master    | Education Specialist | Doctoral  | Non-Degree |
|-----------------|-----------|-----------|----------------------|-----------|------------|
|                 | <b>BS</b> | <b>MS</b> | <b>ED. S.</b>        | <b>DO</b> | <b>DO</b>  |
| <b>0 years</b>  | 47,600    | 51,875    | 55,936               | 59,995    | 47,600     |
| <b>1 year</b>   | 47,600    | 51,875    | 55,936               | 59,995    | 47,600     |
| <b>2 years</b>  | 47,600    | 51,875    | 55,936               | 59,995    | 47,600     |
| <b>3 years</b>  | 49,616    | 57,058    | 61,524               | 65,997    | 49,616     |
| <b>4 years</b>  | 49,616    | 57,058    | 61,524               | 65,997    | 49,616     |
| <b>5 years</b>  | 49,616    | 57,058    | 61,524               | 65,997    | 49,616     |
| <b>6 years</b>  | 51,792    | 59,558    | 64,237               | 68,881    | 51,792     |
| <b>7 years</b>  | 51,792    | 59,558    | 64,237               | 68,881    | 51,792     |
| <b>8 years</b>  | 51,792    | 59,558    | 64,237               | 68,881    | 51,792     |
| <b>9 years</b>  | 53,356    | 61,358    | 66,177               | 70,962    | 53,356     |
| <b>10 years</b> | 53,888    | 61,971    | 66,838               | 71,671    | 53,888     |
| <b>11 years</b> | 54,428    | 62,591    | 67,506               | 72,387    | 54,428     |
| <b>12 years</b> | 54,972    | 63,217    | 68,181               | 73,111    | 54,972     |
| <b>13 years</b> | 55,522    | 63,848    | 68,864               | 73,842    | 55,522     |
| <b>14 years</b> | 56,077    | 64,487    | 69,551               | 74,581    | 56,077     |
| <b>15 years</b> | 56,638    | 65,133    | 70,248               | 75,327    | 56,638     |
| <b>16 years</b> | 57,204    | 65,783    | 70,950               | 76,080    | 57,204     |
| <b>17 years</b> | 57,776    | 66,441    | 71,660               | 76,841    | 57,776     |
| <b>18 years</b> | 58,354    | 67,105    | 72,377               | 77,608    | 58,354     |
| <b>19 years</b> | 58,937    | 67,776    | 73,101               | 78,384    | 58,937     |

Continued on Next Page

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|            | Bachelor | Master | Education Specialist | Doctoral | Non-Degree |
|------------|----------|--------|----------------------|----------|------------|
| Experience | BS       | MS     | ED. S.               | DO       | ND         |
| 20 years   | 59,527   | 68,454 | 73,831               | 79,169   | 59,527     |
| 21 years   | 60,122   | 69,139 | 74,570               | 79,961   | 60,122     |
| 22 years   | 60,723   | 69,831 | 75,314               | 80,760   | 60,723     |
| 23 years   | 61,330   | 70,528 | 76,068               | 81,567   | 61,330     |
| 24 years   | 61,944   | 71,234 | 76,829               | 82,383   | 61,944     |
| 25 years   | 62,563   | 71,946 | 77,597               | 83,207   | 62,563     |
| 26 years   | 63,188   | 72,665 | 78,373               | 84,039   | 63,188     |
| 27 years   | 63,821   | 73,392 | 79,157               | 84,880   | 63,821     |
| 28 years   | 64,459   | 74,126 | 79,948               | 85,728   | 64,459     |
| 29 years   | 65,104   | 74,867 | 80,748               | 86,586   | 65,104     |
| 30 years   | 65,754   | 75,616 | 81,555               | 87,452   | 65,754     |
| 31 years   | 66,412   | 76,372 | 82,371               | 88,325   | 66,412     |
| 32 years   | 67,077   | 77,136 | 83,195               | 89,209   | 67,077     |
| 33 years   | 67,747   | 77,907 | 84,027               | 90,102   | 67,747     |
| 34 years   | 68,424   | 78,686 | 84,867               | 91,003   | 68,424     |
| 35 years   | 69,109   | 79,473 | 85,715               | 91,912   | 69,109     |

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.