

**Appendix "A"**  
**PENDLETON SCHOOL DISTRICT 16R**  
**Licensed Salary Schedule 2019-2020 School Year**

EXPERIENCE	B.A.	BA + 23 hours	B.A. + 45 hours	M.A. or B.A. + 90 hours	M.A. + 23 or B.A. + 113	M.A. + 45 or B.A. + 135	M.A. + 68 Doctorate B.A. + 158
1	42,824	44,966	47,108	49,248	51,391	53,533	55,672
2	44,751	46,895	49,035	51,176	53,318	55,458	57,600
3	46,679	48,821	50,962	53,103	55,244	57,385	59,528
4	48,606	50,746	52,889	55,029	57,171	59,313	61,453
5	50,533	52,675	54,816	56,958	59,097	61,239	63,382
6	52,460	54,602	56,743	58,883	61,027	63,166	65,309
7	54,386	56,529	58,671	60,810	62,953	65,095	67,236
8	56,315	58,457	60,597	62,740	64,879	67,020	69,162
9	58,243	60,384	62,524	64,666	66,807	68,948	71,090
10	60,169	62,310	64,450	66,591	68,734	70,878	73,015
11	62,097	64,237	66,380	68,520	70,659	72,803	74,944
12	62,097	64,237	68,305	70,448	72,589	74,730	76,872
13	62,097	64,237	68,305	72,374	74,516	76,657	78,798
14	62,097	64,237	68,305	72,374	76,442	78,584	80,724
15	62,097	64,237	68,305	72,374	76,442	80,511	82,651
16	62,097	64,237	68,305	72,374	76,442	80,511	84,578

**LONGEVITY STIPEND**

After 10 years..... \$125.00 per year  
 After 15 years ..... \$318.00 per year  
 After 20 years..... \$445.00 per year  
 After 25 years..... \$603.00 per year  
 After 30 years..... \$795.00 per year

\$763 Step 14	\$763 Step 15	\$763 Step 16
<b>LONGEVITY BONUS</b>		

**LONGEVITY BONUS**

**ONE TIME BONUS** paid only once during the contract period 2019-2022  
 and on the final check in the first year of being on one of  
 the three steps.