

APPENDIX “A” LICENSED SALARY SCHEDULE
PENDLETON SCHOOL DISTRICT 16R
2025-2026 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	53,127	55,787	58,443	61,098	63,758	66,414	69,068
2	55,518	58,177	60,833	63,489	66,147	68,801	71,458
3	57,910	60,568	63,225	65,880	68,538	71,191	73,850
4	60,302	62,956	65,615	68,270	70,928	73,585	76,239
5	62,692	65,349	68,006	70,664	73,315	75,975	78,632
6	65,082	67,740	70,396	73,051	75,710	78,365	81,023
7	67,473	70,132	72,787	75,441	78,099	80,757	83,414
8	69,866	72,522	75,178	77,838	80,490	83,146	85,804
9	72,257	74,912	77,568	80,225	82,881	85,536	88,196
10	74,647	77,303	79,958	82,614	85,273	87,932	90,584
11	77,037	79,693	82,352	85,006	87,661	90,321	92,975
12	77,037	79,693	84,740	87,399	90,056	92,712	95,369
13	77,037	79,693	84,740	89,788	92,444	95,102	97,758
14	77,037	79,693	84,740	89,788	94,834	97,493	100,147
15	77,037	79,693	84,740	89,788	94,834	99,883	102,539
16	77,037	79,693	84,740	89,788	94,834	99,883	104,928

LONGEVITY STIPEND

After 10 years.....	\$155.00 per year
After 15 years	\$395.00 per year
After 20 years.....	\$552.00 per year
After 25 years.....	\$748.00 per year
After 30 years.....	\$986.00 per year

LONGEVITY BONUS

ONE TIME BONUS paid only once during the contract period 2025-2028

and on the final check in the first year of being on one of
the three steps.

\$947 Step 14	\$947 Step 15	\$947 Step 16
LONGEVITY BONUS		