

APPENDIX "A" LICENSED SALARY SCHEDULE
 PENDLETON SCHOOL DISTRICT 16R
 2026-2027 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	55,252	58,018	60,781	63,542	66,308	69,071	71,831
2	57,739	60,504	63,266	66,029	68,793	71,553	74,316
3	60,226	62,991	65,754	68,515	71,280	74,039	76,804
4	62,714	65,474	68,240	71,001	73,765	76,528	79,289
5	65,200	67,963	70,726	73,491	76,248	79,014	81,777
6	67,685	70,450	73,212	75,973	78,738	81,500	84,264
7	70,172	72,937	75,698	78,459	81,223	83,987	86,751
8	72,661	75,423	78,185	80,952	83,710	86,472	89,236
9	75,147	77,908	80,671	83,434	86,196	88,957	91,724
10	77,633	80,395	83,156	85,919	88,684	91,449	94,207
11	80,118	82,881	85,646	88,406	91,167	93,934	96,694
12	80,118	82,881	88,130	90,895	93,658	96,420	99,184
13	80,118	82,881	88,130	93,380	96,142	98,906	101,668
14	80,118	82,881	88,130	93,380	98,627	101,393	104,153
15	80,118	82,881	88,130	93,380	98,627	103,878	106,641
16	80,118	82,881	88,130	93,380	98,627	103,878	109,125

LONGEVITY STIPEND

After 10 years.....	\$161.00 per year
After 15 years	\$411.00 per year
After 20 years.....	\$574.00 per year
After 25 years.....	\$778.00 per year
After 30 years.....	\$1025.00 per year

\$985 Step 14	\$985 Step 15	\$985 Step 16
LONGEVITY BONUS		

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.