

FAQ ABOUT BARGAINING

Frequently Asked Questions

1. I have heard that the District does not want to pay teachers what they're asking for in bargaining with the Union? Does it think teachers don't deserve it?

The District values the hard work of its teachers and believes teachers deserve more pay. The proposal from the Bandon Education Association includes a 26.9% increase in salary and benefits. For example, under the BEA's proposal some teacher compensation could rise from \$133,844 (salary and benefits) to approximately \$168,366 at the three year mark. The District has explained to the BEA its concern that such significant increases would be difficult to sustain and could risk financial instability.

2. I have heard that the District has too many administrators. Could cutting them fund teacher raises?

Compared to surrounding districts, Bandon's administrative staff is minimal. Some roles are funded outside of the general fund (e.g., transportation and bond projects). The team includes:

- Transportation Director (funded by transportation budget)
- Nutrition Services Director
- IT Director
- Executive Director of Maintenance/Operations & Bond Projects (½ general fund, ½ bond funds)
- Three Principals (who all wear several hats including: SPED director, Title III coordinator, curriculum coordinator, 504 coordinator, etc.) and one Vice Principal (who is part time and our part time Athletic Director 6-12).
- Superintendent
- Payroll/HR
- Business Manager
- Half-time Program Director (grant-funded)

Additional non-administrative staff includes a Nurse, High School Counselor, and two Behavior Specialists. The District also employs three mental health counselors that are not administrators and funded with grant dollars and not general fund money that is allocated to teacher compensation.

3. Why hasn't the District made an offer to teachers?

The District has made four counterproposals to BEA since we began bargaining in February 2025. The District's latest offer on May 29 included a 16.6% salary increase over a three year period.

INFORMATION AS OF BARGAINING MEETING ON 5/29/2025				
BANDON TEACHER'S UNION OFFER				
25-26	26-27	27-28	TOTAL	
Add Step 15 (avg 3.3%)	Add Step 16 (avg 3.3%)	Add Step 17 (avg 3.3%)		
7% SALARY INCREASE	5% SALARY INCREASE	5% SALARY INCREASE		
TOTAL 25-26 INCREASE10.3%	TOTAL 26-27 INCREASE8.3%	TOTAL 27-28 INCREASE8.3%		26.9%

BANDON SCHOOL DISTRICT OFFER				
25-26	26-27	27-28	TOTAL	
	Add Step 15 (avg 3.3%) Total 3.3%	Add Step 16 (avg 3.3%) Total 3.3%		
4% SALARY INCREASE	3% SALARY INCREASE	3% SALARY INCREASE		
TOTAL 25-26 INCREASE4%	TOTAL 26-27 INCREASE6.3%	TOTAL 27-28 INCREASE6.3%		16.6%

Both the District and BEA's proposals are available to the public on the District's website under the "District and BEA Bargaining 2025" section or at <https://bandon.k12.or.us/district-and-bea-bargaining-2025-28/>.

4. What's the difference between the BEA's request and the District's offer?

BEA is asking for a 26.9% salary increase over a three year period. The District has recently offered an approximately 16.6% increase for the same three year period. The proposals break down as follows:

Year	BEA Proposal	District's Recent Proposal
1	10.3% (7% + 3.3% step)	4% (no step)
2	8.3% (5% + 3.3% step)	6.3% (3% + 3.3% step)
3	8.3% (5% + 3.3% step)	6.3% (3% + 3.3% step)
Total	26.9%	16.6%

These numbers are just averages for example. Under both the District and the BEA's proposals, some teachers could receive substantially more than the average, depending on their current salary step, education and experience.

5. I've heard the district has a substantial ending fund balance. Is this true?

In recent years, the District's annual expenditures have exceeded revenues by approximately \$600,000. For the current year, this shortfall is currently projected to grow to around \$700,000. Many school districts across Oregon are experiencing similar pressures, as revenue growth has not kept pace with rising costs.

If all District revenue and expenditures for the 2025–26 year materialize exactly as budgeted, which is not always the case, the District projects ending the fiscal year with only its contingency reserve remaining. This reserve functions as the District's emergency fund and requires Board approval before it can be used. The District cannot predict how all budgeted expenditures will be spent, it could be more or it could be less, but at this juncture we are looking to what has been authorized. The District remains committed to seeking additional funding sources and implementing measures to strengthen long-term fiscal stability.

The union's proposal appears to assume the District has a 30% ending fund balance and its proposals looks to be based on dividing the District's 2023–24 ending fund balance by that same year's expenditures—both of which are figures from the prior fiscal year and will not apply in coming years. The entire estimated ending fund balance for 2024–25 was used to help balance the adopted budget for 2025–26.

6. What is the fiscal impact of the District's proposal versus the fiscal impact of the Union's request?

The following is a summary of the costs associated with the Bandon School District's most recent proposal compared to the BEA's proposal, along with the estimate of fiscal impact to the District.

ESTIMATED SALARY AND BENEFITS COSTS INCLUDED IN BANDON SCHOOL DISTRICT OFFER ON 5/29/2025

4% SALARY INCREASE			
2025-26			
	SALARY	BENEFITS	TOTAL
TEACHER 1	\$ 77,205	\$ 55,675	\$ 132,880
TEACHER 2	\$ 80,597	\$ 59,699	\$ 140,296
TEACHER 3	\$ 60,531	\$ 48,493	\$ 109,024
TEACHER 4	\$ 54,766	\$ 46,010	\$ 100,776
TEACHER 5	\$ 73,036	\$ 53,878	\$ 126,914
TEACHER 6	\$ 80,597	\$ 59,699	\$ 140,296
TEACHER 7	\$ 80,597	\$ 59,699	\$ 140,296
TEACHER 8	\$ 75,120	\$ 54,776	\$ 129,896
TEACHER 9	\$ 61,839	\$ 49,056	\$ 110,895
TEACHER 10	\$ 78,514	\$ 56,238	\$ 134,752
TEACHER 11	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 12	\$ 78,514	\$ 56,238	\$ 134,752
TEACHER 13	\$ 80,597	\$ 59,699	\$ 140,296
TEACHER 14	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 15	\$ 79,290	\$ 56,573	\$ 135,863
TEACHER 16	\$ 69,104	\$ 52,185	\$ 121,289
TEACHER 17	\$ 56,363	\$ 46,697	\$ 103,060
TEACHER 18	\$ 57,671	\$ 47,260	\$ 104,931
TEACHER 19	\$ 70,419	\$ 52,751	\$ 123,170
TEACHER 20	\$ 50,597	\$ 44,214	\$ 94,811
TEACHER 21	\$ 63,924	\$ 49,954	\$ 113,878
TEACHER 22	\$ 79,290	\$ 56,573	\$ 135,863
TEACHER 23	\$ 75,120	\$ 54,776	\$ 129,896
TEACHER 24	\$ 65,734	\$ 50,734	\$ 116,468
TEACHER 25	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 26	\$ 80,597	\$ 59,699	\$ 140,296
TEACHER 27	\$ 79,290	\$ 59,094	\$ 138,384
TEACHER 28	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 29	\$ 70,176	\$ 52,647	\$ 122,823
TEACHER 30	\$ 79,290	\$ 56,572	\$ 135,862
TEACHER 31	\$ 75,120	\$ 54,776	\$ 129,896
TEACHER 32	\$ 74,344	\$ 54,434	\$ 128,778
TEACHER 33	\$ 74,344	\$ 54,434	\$ 128,778
TEACHER 34	\$ 77,205	\$ 55,675	\$ 132,880
TEACHER 35	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 36	\$ 80,597	\$ 57,135	\$ 137,732
TEACHER 37	\$ 80,597	\$ 57,137	\$ 137,734
TEACHER 38	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 39	\$ 80,597	\$ 57,136	\$ 137,733
TEACHER 40	\$ 56,363	\$ 46,697	\$ 103,060
TEACHER 41	\$ 62,615	\$ 49,390	\$ 112,005
TEACHER 42	\$ 80,597	\$ 57,137	\$ 137,734
TEACHER 43	\$ 79,290	\$ 59,094	\$ 138,384
TEACHER 44	\$ 68,868	\$ 52,084	\$ 120,952
TOTAL			\$ 5,629,731

AVERAGE TEACHER TOTAL COST 2025-26 \$ 127,948

3% SALARY INCREASE PLUS STEP			
2026-27			
	SALARY	BENEFITS	TOTAL
TEACHER 1	\$ 81,668	\$ 58,497	\$ 140,165
TEACHER 2	\$ 85,173	\$ 62,715	\$ 147,888
TEACHER 3	\$ 64,494	\$ 51,101	\$ 115,595
TEACHER 4	\$ 58,556	\$ 48,542	\$ 107,098
TEACHER 5	\$ 77,374	\$ 56,647	\$ 134,021
TEACHER 6	\$ 85,173	\$ 62,715	\$ 147,888
TEACHER 7	\$ 85,173	\$ 62,715	\$ 147,888
TEACHER 8	\$ 79,522	\$ 57,571	\$ 137,093
TEACHER 9	\$ 65,841	\$ 51,679	\$ 117,520
TEACHER 10	\$ 83,015	\$ 59,077	\$ 142,092
TEACHER 11	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 12	\$ 83,015	\$ 59,077	\$ 142,092
TEACHER 13	\$ 85,173	\$ 62,715	\$ 147,888
TEACHER 14	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 15	\$ 83,791	\$ 59,411	\$ 143,202
TEACHER 16	\$ 73,313	\$ 54,899	\$ 128,212
TEACHER 17	\$ 60,200	\$ 49,250	\$ 109,450
TEACHER 18	\$ 61,548	\$ 49,830	\$ 111,378
TEACHER 19	\$ 74,636	\$ 55,468	\$ 130,104
TEACHER 20	\$ 54,263	\$ 46,693	\$ 100,956
TEACHER 21	\$ 67,988	\$ 52,603	\$ 120,591
TEACHER 22	\$ 83,791	\$ 59,411	\$ 143,202
TEACHER 23	\$ 79,522	\$ 57,571	\$ 137,093
TEACHER 24	\$ 69,873	\$ 53,415	\$ 123,288
TEACHER 25	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 26	\$ 85,173	\$ 62,715	\$ 147,888
TEACHER 27	\$ 83,791	\$ 62,076	\$ 145,867
TEACHER 28	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 29	\$ 74,428	\$ 55,379	\$ 129,807
TEACHER 30	\$ 83,792	\$ 59,412	\$ 143,204
TEACHER 31	\$ 79,522	\$ 57,571	\$ 137,093
TEACHER 32	\$ 78,721	\$ 57,219	\$ 135,940
TEACHER 33	\$ 78,721	\$ 57,219	\$ 135,940
TEACHER 34	\$ 81,668	\$ 58,497	\$ 140,165
TEACHER 35	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 36	\$ 85,174	\$ 60,008	\$ 145,182
TEACHER 37	\$ 85,173	\$ 60,009	\$ 145,182
TEACHER 38	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 39	\$ 85,173	\$ 60,007	\$ 145,180
TEACHER 40	\$ 60,200	\$ 49,250	\$ 109,450
TEACHER 41	\$ 66,640	\$ 52,023	\$ 118,663
TEACHER 42	\$ 85,173	\$ 60,009	\$ 145,182
TEACHER 43	\$ 83,791	\$ 62,076	\$ 145,867
TEACHER 44	\$ 73,080	\$ 54,796	\$ 127,876
TOTAL			\$ 5,944,270

AVERAGE TEACHER TOTAL COST 2026-27 \$ 135,097

3% SALARY INCREASE PLUS STEP			
2027-28			
	SALARY	BENEFITS	TOTAL
TEACHER 1	\$ 86,389	\$ 61,462	\$ 147,851
TEACHER 2	\$ 89,922	\$ 65,883	\$ 155,805
TEACHER 3	\$ 68,716	\$ 53,849	\$ 122,565
TEACHER 4	\$ 62,608	\$ 51,213	\$ 113,821
TEACHER 5	\$ 81,970	\$ 59,558	\$ 141,528
TEACHER 6	\$ 89,922	\$ 65,883	\$ 155,805
TEACHER 7	\$ 89,922	\$ 65,883	\$ 155,805
TEACHER 8	\$ 84,182	\$ 60,509	\$ 144,691
TEACHER 9	\$ 70,102	\$ 54,442	\$ 124,544
TEACHER 10	\$ 87,774	\$ 62,059	\$ 149,833
TEACHER 11	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 12	\$ 87,774	\$ 62,059	\$ 149,833
TEACHER 13	\$ 89,922	\$ 65,883	\$ 155,805
TEACHER 14	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 15	\$ 88,548	\$ 62,391	\$ 150,939
TEACHER 16	\$ 77,778	\$ 57,754	\$ 135,532
TEACHER 17	\$ 64,298	\$ 51,943	\$ 116,241
TEACHER 18	\$ 65,686	\$ 52,540	\$ 118,226
TEACHER 19	\$ 79,106	\$ 58,325	\$ 137,431
TEACHER 20	\$ 58,195	\$ 49,311	\$ 107,506
TEACHER 21	\$ 72,310	\$ 55,392	\$ 127,702
TEACHER 22	\$ 88,548	\$ 62,391	\$ 150,939
TEACHER 23	\$ 84,182	\$ 60,509	\$ 144,691
TEACHER 24	\$ 74,273	\$ 56,238	\$ 130,511
TEACHER 25	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 26	\$ 89,922	\$ 65,883	\$ 155,805
TEACHER 27	\$ 88,548	\$ 65,208	\$ 153,756
TEACHER 28	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 29	\$ 78,938	\$ 58,253	\$ 137,191
TEACHER 30	\$ 88,550	\$ 62,395	\$ 150,945
TEACHER 31	\$ 84,182	\$ 60,509	\$ 144,691
TEACHER 32	\$ 83,356	\$ 60,146	\$ 143,502
TEACHER 33	\$ 83,356	\$ 60,146	\$ 143,502
TEACHER 34	\$ 86,389	\$ 61,462	\$ 147,851
TEACHER 35	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 36	\$ 89,922	\$ 63,025	\$ 152,947
TEACHER 37	\$ 89,922	\$ 63,025	\$ 152,947
TEACHER 38	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 39	\$ 89,922	\$ 63,022	\$ 152,944
TEACHER 40	\$ 64,298	\$ 51,943	\$ 116,241
TEACHER 41	\$ 70,924	\$ 54,796	\$ 125,720
TEACHER 42	\$ 89,922	\$ 63,025	\$ 152,947
TEACHER 43	\$ 88,548	\$ 65,208	\$ 153,756
TEACHER 44	\$ 77,550	\$ 57,649	\$ 135,199
TOTAL			\$ 6,275,212

AVERAGE TEACHER TOTAL COST 27-28 \$ 142,618

TEACHER BENEFITS AVERAGE 73% OF LICENSED SALARY

ESTIMATED SALARY AND BENEFITS COSTS INCLUDED IN BANDON EDUCATORS ASSOCIATION (BEA) OFFER ON 5/29/2025

7% SALARY INCREASE PLUS STEP 15				5% SALARY INCREASE PLUS STEP 16				5% SALARY INCREASE PLUS STEP 17			
2025-26				2026-27				2027-28			
	SALARY	BENEFITS	TOTAL		SALARY	BENEFITS	TOTAL		SALARY	BENEFITS	TOTAL
TEACHER 1	\$79,433	\$ 56,634	\$ 136,067	TEACHER 1	\$85,656	\$ 60,215	\$ 145,871	TEACHER 1	\$92,367	\$ 64,022	\$ 156,389
TEACHER 2	\$85,078	\$ 61,771	\$ 146,849	TEACHER 2	\$91,565	\$ 65,672	\$ 157,237	TEACHER 2	\$98,547	\$ 69,819	\$ 168,366
TEACHER 3	\$62,277	\$ 49,245	\$ 111,522	TEACHER 3	\$67,642	\$ 52,457	\$ 120,099	TEACHER 3	\$73,469	\$ 55,879	\$ 129,348
TEACHER 4	\$56,346	\$ 46,689	\$ 103,035	TEACHER 4	\$61,415	\$ 49,772	\$ 111,187	TEACHER 4	\$66,940	\$ 53,059	\$ 119,999
TEACHER 5	\$75,143	\$ 54,786	\$ 129,929	TEACHER 5	\$81,151	\$ 58,275	\$ 139,426	TEACHER 5	\$87,639	\$ 61,986	\$ 149,625
TEACHER 6	\$85,078	\$ 59,066	\$ 144,144	TEACHER 6	\$91,565	\$ 62,760	\$ 154,325	TEACHER 6	\$98,547	\$ 66,685	\$ 165,232
TEACHER 7	\$85,078	\$ 61,771	\$ 146,849	TEACHER 7	\$91,565	\$ 65,672	\$ 157,237	TEACHER 7	\$98,547	\$ 69,819	\$ 168,366
TEACHER 8	\$77,287	\$ 55,710	\$ 132,997	TEACHER 8	\$83,405	\$ 59,245	\$ 142,650	TEACHER 8	\$90,007	\$ 63,004	\$ 153,011
TEACHER 9	\$63,623	\$ 49,824	\$ 113,447	TEACHER 9	\$69,056	\$ 53,065	\$ 122,121	TEACHER 9	\$74,953	\$ 56,517	\$ 131,470
TEACHER 10	\$80,779	\$ 57,216	\$ 137,995	TEACHER 10	\$87,068	\$ 60,823	\$ 147,891	TEACHER 10	\$93,847	\$ 64,657	\$ 158,504
TEACHER 11	\$85,078	\$ 59,066	\$ 144,144	TEACHER 11	\$91,565	\$ 62,760	\$ 154,325	TEACHER 11	\$98,547	\$ 66,685	\$ 165,232
TEACHER 12	\$80,779	\$ 57,216	\$ 137,995	TEACHER 12	\$87,068	\$ 60,823	\$ 147,891	TEACHER 12	\$93,847	\$ 64,657	\$ 158,504
TEACHER 13	\$85,078	\$ 61,771	\$ 146,849	TEACHER 13	\$91,565	\$ 65,672	\$ 157,237	TEACHER 13	\$98,547	\$ 69,819	\$ 168,366
TEACHER 14	\$85,078	\$ 59,066	\$ 144,144	TEACHER 14	\$91,565	\$ 62,760	\$ 154,325	TEACHER 14	\$98,547	\$ 66,685	\$ 165,232
TEACHER 15	\$81,577	\$ 57,559	\$ 139,136	TEACHER 15	\$87,883	\$ 61,174	\$ 149,057	TEACHER 15	\$94,676	\$ 65,016	\$ 159,692
TEACHER 16	\$71,097	\$ 53,042	\$ 124,139	TEACHER 16	\$76,893	\$ 56,441	\$ 133,334	TEACHER 16	\$83,162	\$ 60,058	\$ 143,220
TEACHER 17	\$57,989	\$ 47,397	\$ 105,386	TEACHER 17	\$63,140	\$ 50,516	\$ 113,656	TEACHER 17	\$68,749	\$ 53,840	\$ 122,589
TEACHER 18	\$59,335	\$ 47,977	\$ 107,312	TEACHER 18	\$64,553	\$ 51,124	\$ 115,677	TEACHER 18	\$70,230	\$ 54,477	\$ 124,707
TEACHER 19	\$72,451	\$ 53,628	\$ 126,079	TEACHER 19	\$78,280	\$ 57,037	\$ 135,317	TEACHER 19	\$84,578	\$ 60,663	\$ 145,241
TEACHER 20	\$52,057	\$ 44,842	\$ 96,899	TEACHER 20	\$56,912	\$ 47,834	\$ 104,746	TEACHER 20	\$62,220	\$ 51,026	\$ 113,246
TEACHER 21	\$65,768	\$ 50,749	\$ 116,517	TEACHER 21	\$71,308	\$ 54,034	\$ 125,342	TEACHER 21	\$77,315	\$ 57,532	\$ 134,847
TEACHER 22	\$81,577	\$ 57,559	\$ 139,136	TEACHER 22	\$87,883	\$ 61,174	\$ 149,057	TEACHER 22	\$94,676	\$ 65,016	\$ 159,692
TEACHER 23	\$77,287	\$ 55,710	\$ 132,997	TEACHER 23	\$83,405	\$ 59,245	\$ 142,650	TEACHER 23	\$90,007	\$ 63,004	\$ 153,011
TEACHER 24	\$67,630	\$ 51,550	\$ 119,180	TEACHER 24	\$73,285	\$ 54,886	\$ 128,171	TEACHER 24	\$79,413	\$ 58,438	\$ 137,851
TEACHER 25	\$85,078	\$ 59,066	\$ 144,144	TEACHER 25	\$91,565	\$ 62,760	\$ 154,325	TEACHER 25	\$98,547	\$ 66,685	\$ 165,232
TEACHER 26	\$85,078	\$ 61,771	\$ 146,849	TEACHER 26	\$91,565	\$ 65,672	\$ 157,237	TEACHER 26	\$98,547	\$ 69,819	\$ 168,366
TEACHER 27	\$81,577	\$ 60,153	\$ 141,730	TEACHER 27	\$87,883	\$ 63,968	\$ 151,851	TEACHER 27	\$94,676	\$ 68,025	\$ 162,701
TEACHER 28	\$85,078	\$ 59,066	\$ 144,144	TEACHER 28	\$91,565	\$ 62,760	\$ 154,325	TEACHER 28	\$98,547	\$ 66,685	\$ 165,232
TEACHER 29	\$72,200	\$ 53,518	\$ 125,718	TEACHER 29	\$78,062	\$ 56,944	\$ 135,006	TEACHER 29	\$84,400	\$ 60,589	\$ 144,989
TEACHER 30	\$81,578	\$ 57,556	\$ 139,134	TEACHER 30	\$87,884	\$ 61,174	\$ 149,058	TEACHER 30	\$94,677	\$ 65,019	\$ 159,696
TEACHER 31	\$77,287	\$ 55,710	\$ 132,997	TEACHER 31	\$83,405	\$ 59,245	\$ 142,650	TEACHER 31	\$90,007	\$ 63,004	\$ 153,011
TEACHER 32	\$76,489	\$ 55,358	\$ 131,847	TEACHER 32	\$82,565	\$ 58,875	\$ 141,440	TEACHER 32	\$89,124	\$ 62,615	\$ 151,739
TEACHER 33	\$76,489	\$ 55,358	\$ 131,847	TEACHER 33	\$82,565	\$ 58,875	\$ 141,440	TEACHER 33	\$89,124	\$ 62,615	\$ 151,739
TEACHER 34	\$81,577	\$ 57,559	\$ 139,136	TEACHER 34	\$87,883	\$ 61,174	\$ 149,057	TEACHER 34	\$94,676	\$ 65,016	\$ 159,692
TEACHER 35	\$85,078	\$ 59,066	\$ 144,144	TEACHER 35	\$91,565	\$ 62,760	\$ 154,325	TEACHER 35	\$98,547	\$ 66,685	\$ 165,232
TEACHER 36	\$85,077	\$ 59,068	\$ 144,145	TEACHER 36	\$91,566	\$ 62,759	\$ 154,325	TEACHER 36	\$98,550	\$ 66,681	\$ 165,231
TEACHER 37	\$85,078	\$ 59,066	\$ 144,144	TEACHER 37	\$91,565	\$ 62,761	\$ 154,326	TEACHER 37	\$98,547	\$ 66,687	\$ 165,234
TEACHER 38	\$85,078	\$ 59,066	\$ 144,144	TEACHER 38	\$91,565	\$ 62,760	\$ 154,325	TEACHER 38	\$98,547	\$ 66,685	\$ 165,232
TEACHER 39	\$85,078	\$ 59,066	\$ 144,144	TEACHER 39	\$91,565	\$ 62,760	\$ 154,325	TEACHER 39	\$98,547	\$ 66,685	\$ 165,232
TEACHER 40	\$57,989	\$ 47,397	\$ 105,386	TEACHER 40	\$63,140	\$ 50,516	\$ 113,656	TEACHER 40	\$68,749	\$ 53,840	\$ 122,589
TEACHER 41	\$64,421	\$ 50,167	\$ 114,588	TEACHER 41	\$69,894	\$ 53,427	\$ 123,321	TEACHER 41	\$75,832	\$ 56,899	\$ 132,731
TEACHER 42	\$85,078	\$ 59,066	\$ 144,144	TEACHER 42	\$91,565	\$ 62,763	\$ 154,328	TEACHER 42	\$98,547	\$ 66,691	\$ 165,238
TEACHER 43	\$81,577	\$ 60,153	\$ 141,730	TEACHER 43	\$87,883	\$ 63,968	\$ 151,851	TEACHER 43	\$94,676	\$ 68,025	\$ 162,701
TEACHER 44	\$70,854	\$ 52,938	\$ 123,792	TEACHER 44	\$76,650	\$ 56,336	\$ 132,986	TEACHER 44	\$82,920	\$ 59,952	\$ 142,872
TOTAL		\$ 5,810,654		TOTAL		\$ 6,232,986		TOTAL		\$ 6,686,429	
AVERAGE TEACHER TOTAL COST 2025-26	\$	132,060		AVERAGE TEACHER TOTAL COST 2026-27	\$	141,659		AVERAGE TEACHER TOTAL COST 2027-28	\$	151,964	

AVERAGE BENEFITS ARE 73% OF LICENSED SALARY