

**OSBORN SCHOOL DISTRICT #8**  
**2025/26 CERTIFIED TEACHER SALARY PLACEMENT SCHEDULE (STEPLESS) at time of hire**

<b>Proposed Funding Source*</b>	<b>Level**</b>	<b>BA</b>	<b>MA</b>
M&O/P301	0	50000	54000
M&O/P301	1	51000	55000
M&O/P301	2	52000	56000
M&O/P301	3	53000	57000
M&O/P301	4	54000	58000
M&O/P301	5	55000	59000

**District-approved college coursework (from accredited college/university only):**

M&O/P301	+ 6 credits	250	250
M&O/P301	+ 12 credits	500	500
M&O/P301	+ 18 credits	750	750
M&O/P301	+ 24 credits	1000	1000
M&O/P301	+ 30 credits	1250	1250
M&O/P301	+ 36 credits		1500

**Add for Endorsements/Certificates**

IIF	Reading Endorsement	500
IIF	Gifted Endorsement	500
IIF	K-8 Mathematics Endorsement	500
IIF	MS Math AEPA	500
IIF	MS Science AEPA	500
IIF	MS Social Studies AEPA	500
IIF	MS Language Arts AEPA	500
IIF	ESL	500
IIF	BLE	500
IIF	National Board Certification	2000

**Add for Endorsement/Certificates attached to teaching assignment (includes Master Teachers servicing these areas):**

IIF	Early Childhood Endorsement	500 Only if teach kinder
IIF	Special Ed Class	1500
IIF	Montessori Certificate	1500

**Each level for placement represents two years of certified teaching experience:**

<b>0</b> = 0-1 years of exp.	<b>2</b> = 4-5 years	<b>4</b> = 8-9 years
<b>1</b> = 2-3 years	<b>3</b> = 6-7 years	<b>5</b> = 10+ years

**Education:**

**BA** = Bachelors obtained  
**MA** = Masters obtained

**NOTE:**

**EdD** = Annual Stipend of \$2,500

**Longevity Pay** = \$500 annually at beginning of 6th year; additional \$500 at beginning of 11th year

\*Positions written into grants must be supported by that grant for salary and benefits

Assignment addendums also available for dual-language classroom teachers.

**SUBSTITUTE PAY RATES**

Day 1- thru Day 19 =	\$150/day
Day 20+, (Longterm Sub)=	\$175/day

Effective 7.1.25