

2026/27 Teacher Salary Schedule

Meeting Date: April 23, 2026

Background:

In 2016, an aggressive minimum wage increase plan was set in motion, which increased wages from \$10 per hour to \$15 per hour over 6 years. It is projected to continue to rise roughly 3% per year until it reaches the target minimum of \$20 per hour. For January 2027, the projection is \$17.40 per hour.

The hourly minimum wage also affects monthly salary. The minimum monthly salary for an exempt employee must be twice what a full-time hourly person would earn. Because the law specifies monthly rather than annually, Nord was able to mitigate some of the stress this put on our budget by changing teacher pay schedules from 12 months per year to 10 months per year. To further assist our efforts to balance our budget, teachers recommended including step increase ranges with varying percentage increases in their payscale.

In order to comply with the anticipated 3% increase to the minimum wage in 2027, the starting wage for the teacher scale must begin at \$60,320 over 10 months rather than the current \$58,587 over ten months. That increase, coupled with the increases built into the existing scale results in the proposed schedule attached here for your approval.

Agenda:

This item is on the Discussion/Action Calendar for approval. Please contact Amber with any questions or concerns you may have.

Nord Country School
Teacher Certificated Salary Schedule
 effective 7/1/2026

Step	Teachers (Classroom, Speech, Counselor, Ed. Spec.)
1	\$ 60,320
2	\$ 60,772
3	\$ 61,228
4	\$ 61,687
5	\$ 62,150
6	\$ 63,548
7	\$ 64,978
8	\$ 66,440
9	\$ 67,935
10	\$ 69,464
11	\$ 71,548
12	\$ 73,694
13	\$ 75,905
14	\$ 78,182
15	\$ 80,528
16	\$ 83,145
17	\$ 85,847
18	\$ 88,637
19	\$ 91,518
20	\$ 94,492
21 - 24	\$ 97,563
25 - 30	\$ 100,734

Master's Degree	add \$1,000
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Substitutes and Extra Duty Daily: \$25.00 per hour Long Term: \$30.00 per hour Extra Duty, Steps 1-10: \$45 per hour Extra Duty, Steps 11-30: \$50 per hour
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