

Salary Conditions

- a) New teachers to the district shall file an Intent to Move form with the district within 10 working days of the first teacher orientation day.
- b) Any teacher planning to move horizontally on the salary schedule for the next school year must file an Intent to Move form with the district office by May 1 at 4 PM of the present school year.
- c) Official Transcripts must be submitted to the District Office by October 1st for salary advancement.
- d) Persons entering the district for the first time shall be placed at the letter that corresponds to the placement of returning teachers with the same experience.
- e) Professional Development Points as per State Plan shall be allowed for horizontal movement.
- f) Persons entering the district with more experience than any returning teacher shall be placed at the letter of the most experienced returning teacher.
- g) If the Board and BEA agree to move all teachers on the salary schedule one step for experience, teachers who are frozen on the salary schedule shall receive \$600 per year that they are frozen. (Example: Frozen 1 year = \$600, Frozen 2 years = \$1200, Frozen 3 years = \$1800, etc added to their frozen step). This shall be designated on the individual contract as Step W + \$600 for the first frozen year, Step W + \$1200 for the second year, etc. This does not apply to teachers who are frozen in columns BS, BS+8, or BS+16.

Supplemental Salary base \$46,300

2025-2026

BALDWIN USD #348 SALARY SCHEDULE

Step	BS	BS+8	BS+16	BS+24	BS+32	MS	MS+8	MS+16	MS+24	MS+32	MS+40	Doctorate
B	46,300	47,100	47,900	48,700	49,500	51,600	52,600	53,600	54,600	55,600	56,600	60,600
C	46,900	47,700	48,500	49,300	50,100	52,200	53,200	54,200	55,200	56,200	57,200	61,200
D	47,500	48,300	49,100	49,900	50,700	52,800	53,800	54,800	55,800	56,800	57,800	61,800
E	48,100	48,900	49,700	50,500	51,300	53,400	54,400	55,400	56,400	57,400	58,400	62,400
F	48,700	49,500	50,300	51,100	51,900	54,000	55,000	56,000	57,000	58,000	59,000	63,000
G	49,300	50,100	50,900	51,700	52,500	54,600	55,600	56,600	57,600	58,600	59,600	63,600
H		50,700	51,500	52,300	53,100	55,200	56,200	57,200	58,200	59,200	60,200	64,200
I		51,300	52,100	52,900	53,700	55,800	56,800	57,800	58,800	59,800	60,800	64,800
J		51,900	52,700	53,500	54,300	56,400	57,400	58,400	59,400	60,400	61,400	65,400
K		52,500	53,300	54,100	54,900	57,000	58,000	59,000	60,000	61,000	62,000	66,000
L		53,100	53,900	54,700	55,500	57,600	58,600	59,600	60,600	61,600	62,600	66,600
M			54,500	55,300	56,100	58,200	59,200	60,200	61,200	62,200	63,200	67,200
N			55,100	55,900	56,700	58,800	59,800	60,800	61,800	62,800	63,800	67,800
O			55,700	56,500	57,300	59,400	60,400	61,400	62,400	63,400	64,400	68,400
P			56,300	57,100	57,900	60,000	61,000	62,000	63,000	64,000	65,000	69,000
Q			56,900	57,700	58,500	60,600	61,600	62,600	63,600	64,600	65,600	69,600
R				58,300	59,100	61,200	62,200	63,200	64,200	65,200	66,200	70,200
S				58,900	59,700	61,800	62,800	63,800	64,800	65,800	66,800	70,800
T				59,500	60,300	62,400	63,400	64,400	65,400	66,400	67,400	71,400
U				60,100	60,900	63,000	64,000	65,000	66,000	67,000	68,000	72,000
V				60,700	61,500	63,600	64,600	65,600	66,600	67,600	68,600	72,600
W				61,300	62,100	64,200	65,200	66,200	67,200	68,200	69,200	73,200