

Appendix A - Salary Schedule - 2023-2024
 Vernonia School District
 186-Day Licensed Salary Schedule*

STEP	BA+0	BA+30	BA+45	BA+60 MA+0	BA+75 MA+15	BA+105 MA+30	STEP
1	\$41,413	\$43,070	\$44,793	\$46,584	\$48,448	\$50,384	1
2	\$42,654	\$44,361	\$46,136	\$47,981	\$49,900	\$51,896	2
3	\$43,935	\$45,693	\$47,520	\$49,421	\$51,398	\$53,452	3
4	\$45,253	\$47,064	\$48,947	\$50,904	\$52,939	\$55,056	4
5	\$46,611	\$48,476	\$50,414	\$52,432	\$54,528	\$56,708	5
6	\$48,009	\$49,931	\$51,927	\$54,004	\$56,165	\$58,409	6
7	\$49,449	\$51,427	\$53,485	\$55,624	\$57,850	\$60,164	7
8	\$50,933	\$52,970	\$55,089	\$57,292	\$59,584	\$61,968	8
9	\$52,460	\$54,560	\$56,742	\$59,011	\$61,371	\$63,825	9
10	\$54,036	\$56,197	\$58,443	\$60,781	\$63,212	\$65,742	10
11	\$55,655	\$57,881	\$60,197	\$62,605	\$65,111	\$67,715	11
12		\$59,618	\$62,004	\$64,483	\$67,062	\$69,744	12
13			\$63,862	\$66,417	\$69,074	\$71,837	13
14				\$68,411	\$71,147	\$73,992	14
15					\$73,281	\$76,212	15
16						\$78,497	16
17						\$81,636	17

* Based on the 2023-2024 186-day calendar adopted by the Vernonia School Board April 2023.

Appendix A - Salary Schedule - 2024-2025
 Vernonia School District
 186-Day Licensed Salary Schedule*

STEP	BA+0	BA+30	BA+45	BA+60 MA+0	BA+75 MA+15	BA+105 MA+30	STEP
1	\$43,484	\$45,224	\$47,033	\$48,913	\$50,870	\$52,903	1
2	\$44,787	\$46,579	\$48,443	\$50,380	\$52,395	\$54,491	2
3	\$46,132	\$47,978	\$49,896	\$51,892	\$53,968	\$56,125	3
4	\$47,516	\$49,417	\$51,394	\$53,449	\$55,586	\$57,809	4
5	\$48,942	\$50,900	\$52,935	\$55,054	\$57,254	\$59,543	5
6	\$50,409	\$52,428	\$54,523	\$56,704	\$58,973	\$61,329	6
7	\$51,921	\$53,998	\$56,159	\$58,405	\$60,743	\$63,172	7
8	\$53,480	\$55,619	\$57,843	\$60,157	\$62,563	\$65,066	8
9	\$55,083	\$57,288	\$59,579	\$61,962	\$64,440	\$67,016	9
10	\$56,738	\$59,007	\$61,365	\$63,820	\$66,373	\$69,029	10
11	\$58,438	\$60,775	\$63,207	\$65,735	\$68,367	\$71,101	11
12		\$62,599	\$65,104	\$67,707	\$70,415	\$73,231	12
13			\$67,055	\$69,738	\$72,528	\$75,429	13
14				\$71,832	\$74,704	\$77,692	14
15					\$76,945	\$80,023	15
16						\$82,422	16
17						\$85,718	17

* Based on the 2023-2024 186-day calendar adopted by the Vernonia School Board April 2023.

Appendix A - Salary Schedule - 2025-2026
 Vernonia School District
 186-Day Licensed Salary Schedule*

STEP	BA+0	BA+30	BA+45	BA+60 MA+0	BA+75 MA+15	BA+105 MA+30	STEP
1	\$46,093	\$47,937	\$49,855	\$51,848	\$53,922	\$56,077	1
2	\$47,474	\$49,374	\$51,350	\$53,403	\$55,539	\$57,760	2
3	\$48,900	\$50,857	\$52,890	\$55,006	\$57,206	\$59,493	3
4	\$50,367	\$52,382	\$54,478	\$56,656	\$58,921	\$61,278	4
5	\$51,879	\$53,954	\$56,111	\$58,357	\$60,689	\$63,116	5
6	\$53,434	\$55,574	\$57,794	\$60,106	\$62,511	\$65,009	6
7	\$55,036	\$57,238	\$59,529	\$61,909	\$64,388	\$66,962	7
8	\$56,689	\$58,956	\$61,314	\$63,766	\$66,317	\$68,970	8
9	\$58,388	\$60,725	\$63,154	\$65,680	\$68,306	\$71,037	9
10	\$60,142	\$62,547	\$65,047	\$67,649	\$70,355	\$73,171	10
11	\$61,944	\$64,422	\$66,999	\$69,679	\$72,469	\$75,367	11
12		\$66,355	\$69,010	\$71,769	\$74,640	\$77,625	12
13			\$71,078	\$73,922	\$76,880	\$79,955	13
14				\$76,142	\$79,186	\$82,354	14
15					\$81,562	\$84,824	15
16						\$87,367	16
17						\$90,861	17

* Based on the 2023-2024 186-day calendar adopted by the Vernonia School Board April 2023.

Appendix B - Extra Duty Schedule
 Vernonia School District
 2023-2026 Extra Duty Salary Schedule

2023-24: 5% Increase; 2024-25: 5% Increase; 2025-26 – 6% Increase

Class A	0,1,2 Years Experience (at HS Level in same sport)	3+ Years Experience (at HS Level in same sport)
10% of Base, \$150 Increment		
<ul style="list-style-type: none"> • Head Coach – High School (per season) • District Athletic Director (2 periods of release time) • H.S. Activities Director (1 period of release time) 	23-24: \$4141 24-25: \$4348 23-24: \$4609	23-24: \$4291 24-25: \$4498 25-26: \$4759
Class B	0,1,2 Years Experience (at MS Level or above in same sport)	3+ Years Experience (at MS Level or above in same sport)
8% of Base, \$90 Increment		
<ul style="list-style-type: none"> • Assistant Coach – High School (per season) • Head Coach – Middle School (per season) 	23-24: \$3313 24-25: \$3479 23-24: \$3687	23-24: \$3403 24-25: \$3569 25-26: \$3777
Class C	0,1,2 Years Experience (at MS Level or above in same sport)	3+ Years Experience (at MS Level or above in same sport)
6% of Base, \$75 Increment		
<ul style="list-style-type: none"> • Assistant Coach – Middle School (per season) • M.S. Athletic Supervisor • M.S. Activities Director (Yearbook & Concessions included) • H.S. Pep Band Supervisor (Football & Basketball Season) • H.S Musical or Theater Production • Robotics Coach • NHS Advisor 	23-24: \$2485 24-25: \$2609 23-24: \$2766	23-24: \$2560 24-25: \$2684 25-26: \$2841
Class D	0,1,2, Years Experience (in similar position)	3+ Years Experience (in similar position)
4% of Base, \$60 Increment		
<ul style="list-style-type: none"> • Junior Class Advisor • Senior Class Advisor • H.S. Yearbook Advisor 	23-24: \$1657 24-25: \$1739 23-24: \$1844	23-24: \$1717 24-25: \$1799 25-26: \$1904

Class E	0,1,2, Years Experience (in similar position)	3+ Years Experience (in similar position)
3% of Base, \$60 Increment		
<ul style="list-style-type: none"> • Freshman Class Advisor • Sophomore Class Advisor • H.S. Concessions Advisor • Mentor K-5 • Mentor 6-8 • Mentor 9-12 • Outdoor School Supervisor • Drama/Other Advisors • Life Skills/Behavior Educators • Middle School Yearbook • Honor Choir 	23-24: \$1242 24-25: \$1305 23-24: \$1383 Second Mentee: \$300 Third Mentee: \$200	23-24: \$1302 24-25: \$1365 25-26: \$1443 Second Mentee: \$300 Third Mentee: \$200
Extended Season Pay for Paid Coaches and Assistant Coaches	A week's pay per each extended week of State Playoffs	
Substitute Rate	\$25 an hour	