

Appendix A - Salary Schedule

Appendix A1: For employees at the bottom of the column, when it is not possible for movement, they will receive the difference between Step 1 and Step 2 in the first column. This will be provided as a stipend.

Appendix A Salary Schedule 2026-2027

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	\$47,476	\$49,375	\$51,350	\$53,404	\$55,540	\$57,762	1
2	\$48,898	\$50,854	\$52,888	\$55,004	\$57,204	\$59,492	2
3	\$50,367	\$52,382	\$54,477	\$56,656	\$58,922	\$61,279	3
4	\$51,878	\$53,953	\$56,111	\$58,355	\$60,689	\$63,117	4
5	\$53,435	\$55,572	\$57,795	\$60,107	\$62,511	\$65,011	5
6	\$55,037	\$57,238	\$59,528	\$61,909	\$64,385	\$66,960	6
7	\$56,687	\$58,954	\$61,312	\$63,764	\$66,315	\$68,968	7
8	\$58,390	\$60,726	\$63,155	\$65,681	\$68,308	\$71,040	8
9	\$60,140	\$62,546	\$65,048	\$67,650	\$70,356	\$73,170	9
10	\$61,946	\$64,424	\$67,001	\$69,681	\$72,468	\$75,367	10
11	\$63,802	\$66,354	\$69,008	\$71,768	\$74,639	\$77,625	11
12		\$68,346	\$71,080	\$73,923	\$76,880	\$79,955	12
13			\$73,210	\$76,138	\$79,184	\$82,351	13
14				\$78,426	\$81,563	\$84,826	14
15					\$84,009	\$87,369	15
16						\$89,988	16
17						\$93,587	17

* Based on the 2026-2027 186-day calendar adopted by the Vernonia School Board May 2026.

Appendix A Salary Schedule 2027-2028

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	\$48,900	\$50,856	\$52,891	\$55,006	\$57,206	\$59,495	1
2	\$50,365	\$52,380	\$54,475	\$56,654	\$58,920	\$61,277	2
3	\$51,878	\$53,953	\$56,111	\$58,356	\$60,690	\$63,117	3
4	\$53,434	\$55,572	\$57,794	\$60,106	\$62,510	\$65,011	4
5	\$55,038	\$57,239	\$59,529	\$61,910	\$64,386	\$66,961	5
6	\$56,688	\$58,955	\$61,314	\$63,766	\$66,317	\$68,969	6
7	\$58,388	\$60,723	\$63,151	\$65,677	\$68,304	\$71,037	7
8	\$60,142	\$62,548	\$65,050	\$67,651	\$70,357	\$73,171	8
9	\$61,944	\$64,422	\$66,999	\$69,680	\$72,467	\$75,365	9
10	\$63,804	\$66,357	\$69,011	\$71,771	\$74,642	\$77,628	10
11	\$65,716	\$68,345	\$71,078	\$73,921	\$76,878	\$79,954	11
12		\$70,396	\$73,212	\$76,141	\$79,186	\$82,354	12
13			\$75,406	\$78,422	\$81,560	\$84,822	13
14				\$80,779	\$84,010	\$87,371	14
15					\$86,5	\$89,990	15
16						\$92,688	16
17						\$96,395	17

* Based on the 2026-2027 186-day calendar adopted by the Vernonia School Board May 2026.

Appendix B: Extra Duty Salary Schedule

2026-27: 3% Increase; 2027-28: 3% 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		
Head Coach - High School (per season) District Athletic Director (2 periods of release time) H.S. Activities Director (1 period of release time)	26-27: \$ 4747 27-28: \$ 4889	26-27: \$ 4902 27-28: \$ 5049

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		
Assistant Coach - High School (per season) Head Coach - Middle School (per season) Trapshooting Coach (per school year) Robotics Coach (per school year)	26-27: \$ 3798 27-28: \$ 3912	26-27: \$ 3890 27-28: \$ 4007

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		
Assistant Coach - Middle School (per season) M.S. Athletic Supervisor M.S. Activities Director Music Teacher Extra Duties NHS Advisor	26-27: \$ 2849 27-28: \$ 2934	26-27: \$ 2926 27-28: \$ 3014

Class D	0,1,2, Years Experience (in similar position)	3+ Years Experience (in similar position)
4% of Base, \$60 Increment		
Junior Class Advisor Senior Class Advisor H.S. Yearbook Advisor	26-27: \$ 1899 27-28: \$ 1956	26-27: \$ 1961 27-28: \$ 2020

Class E	0,1,2, Years Experience (in similar position)	3+ Years Experience (in similar position)
3% of Base, \$60 Increment		
Freshman Class Advisor Sophomore Class Advisor Mentor K-5 Mentor 6-8 Mentor 9-12 Outdoor School Supervisor Drama/Other Advisors Life Skills/Behavior Educators Middle School Yearbook	26-27: \$ 1424 27-28: \$ 1467 Second Mentee: \$300 Third Mentee: \$200	26-27: \$ 1486 27-28: \$ 1531 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 Hourly Rate	The hourly weight of base pay 26-27: \$ 31.91 27-28: \$ 32.86