

APPENDIX A – SALARY SCHEDULES

HARNEY COUNTY SD#3
 CERTIFIED SALARY SCHEDULE
 2024-25

	"A"	"B"	"C"	"D"	"E"	"F"	"G"
						VA+15	MA+30
Years	BA	BA+15	BA+30	BA+45	MA/BA+60	BA+75	BA+90
EXP 0	45569	46663	47783	48929	50104	51306	52537
EXP 1	46663	47783	48929	50104	51306	52537	53798
EXP 2	47783	48929	50104	51306	52537	53798	55090
EXP 3	48929	50104	51306	52537	53798	55090	56412
EXP 4	50104	51306	52537	53798	55090	56412	57766
EXP 5	51306	52537	53798	55090	56412	57766	59152
EXP 6	52537	53798	55090	56412	57766	59152	60572
EXP 7	53798	55090	56412	57766	59152	60572	62025
EXP 8	55090	56412	57766	59152	60572	62025	63514
EXP 9	56412	57766	59152	60572	62025	63514	65038
EXP 10	57766	59152	60572	62025	63514	65038	66599
EXP 11			62025	63514	65038	66599	68198
EXP 12			63514	65038	66599	68198	69834
EXP 13				66599	68198	69834	71510
EXP 14				68198	69834	71510	73227
EXP 15				69834	71510	73227	74984
EXP 16				71510	73227	74984	76784
EXP 17					74984	76784	78626
EXP 18					76784	78626	80513
EXP 19					78626	80513	82446
EXP 20					80513	82446	84424
EXP 21					82446	84424	86451

HARNEY COUNTY SD#3
 CERTIFIED SALARY SCHEDULE
 2025-26

Reflecting 3.5 COLA

Years	"A" BA	"B" BA+15	"C" BA+30	"D" BA+45	"E" MA/BA+60	"F" MA+15	"G" MA+30
EXP 0	47164	48296	49455	50642	51857	53102	54376
EXP 1	48296	49455	50642	51857	53102	54376	55681
EXP 2	49455	50642	51857	53102	54376	55681	57018
EXP 3	50642	51857	53102	54376	55681	57018	58386
EXP 4	51857	53102	54376	55681	57018	58386	59787
EXP 5	53102	54376	55681	57018	58386	59787	61222
EXP 6	54376	55681	57018	58386	59787	61222	62692
EXP 7	55681	57018	58386	59787	61222	62692	64196
EXP 8	57018	58386	59787	61222	62692	64196	65737
EXP 9	58386	59787	61222	62692	64196	65737	67315
EXP 10	59787	61222	62692	64196	65737	67315	68930
EXP 11			64196	65737	67315	68930	70585
EXP 12			65737	67315	68930	70585	72279
EXP 13				68930	70585	72279	74013
EXP 14				70585	72279	74013	75790
EXP 15				72279	74013	75790	77609
EXP 16				74013	75790	77609	79471
EXP 17					77609	79471	81378
EXP 18					79471	81378	83332
EXP 19					81378	83332	85332
EXP 20					83332	85332	87379
EXP 21					85332	87379	89477

HARNEY COUNTY SD#3
 CERTIFIED SALARY SCHEDULE
 2026-27

Reflecting 3.5 COLA

Years	"A" BA	"B" BA+15	"C" BA+30	"D" BA+45	"E" MA/BA+60	"F" MA+15	"G" MA+30
EXP 0	48815	49987	51186	52415	53673	54961	56280
EXP 1	49987	51186	52415	53673	54961	56280	57631
EXP 2	51186	52415	53673	54961	56280	57631	59014
EXP 3	52415	53673	54961	56280	57631	59014	60430
EXP 4	53673	54961	56280	57631	59014	60430	61880
EXP 5	54961	56280	57631	59014	60430	61880	63365
EXP 6	56280	57631	59014	60430	61880	63365	64886
EXP 7	57631	59014	60430	61880	63365	64886	66444
EXP 8	59014	60430	61880	63365	64886	66444	68038
EXP 9	60430	61880	63365	64886	66444	68038	69671
EXP 10	61880	63365	64886	66444	68038	69671	71343
EXP 11			66444	68038	69671	71343	73055
EXP 12			68038	69671	71343	73055	74809
EXP 13				71343	73055	74809	76604
EXP 14				73055	74809	76604	78443
EXP 15				74809	76604	78443	80325
EXP 16				76604	78443	80325	82253
EXP 17					80325	82253	84227
EXP 18					82253	84227	86249
EXP 19					84227	86249	88319
EXP 20					86249	88319	90438
EXP 21					88319	90438	92609