

**TROY SCHOOL DISTRICT 287  
2025-2026  
SALARY MATRIX**

3% Base Increase

Experience	BA		BA+15		BA+30		BA+45 MA		BA+60 MA+15		** MA+30	
	FTE	\$ per FTE	FTE	\$ per FTE	FTE	\$ per FTE	FTE	\$ per FTE	FTE	\$ per FTE	FTE	\$ per FTE
1	1.000	40,341	1.049	42,318	1.098	44,294	1.147	46,271	1.196	48,248	1.245	50,225
		50,252		50,252		50,252		50,252		50,252		50,252
2	1.049	42,318	1.098	44,294	1.147	46,271	1.196	48,248	1.245	50,225	1.294	52,201
		50,252		50,252		50,252		50,252		50,252		
3	1.098	44,294	1.147	46,271	1.196	48,248	1.245	50,225	1.294	52,201	1.343	54,178
		50,252		50,252		50,252		50,252				
4	1.147	46,271	1.196	48,248	1.245	50,225	1.294	52,201	1.343	54,178	1.392	56,155
		50,252		50,252		50,252						
5	1.196	48,248	1.245	50,225	1.294	52,201	1.343	54,178	1.392	56,155	1.441	58,131
		50,252		50,252								
6	1.245	50,225	1.294	52,201	1.343	54,178	1.392	56,155	1.441	58,131	1.490	60,108
		50,252										
7	1.294	52,201	1.343	54,178	1.392	56,155	1.441	58,131	1.490	60,108	1.539	62,085
8	1.343	54,178	1.392	56,155	1.441	58,131	1.490	60,108	1.539	62,085	1.588	64,061
9			1.441	58,131	1.490	60,108	1.539	62,085	1.588	64,061	1.637	66,038
10					1.539	62,085	1.588	64,061	1.637	66,038	1.686	68,015
11					1.588	64,061	1.637	66,038	1.686	68,015	1.735	69,992
12					1.637	66,038	1.686	68,015	1.735	69,992	1.784	71,968
13							1.735	69,992	1.784	71,968	1.833	73,945
14							1.784	71,968	1.833	73,945	1.882	75,922
15								1.882	75,922	1.931	77,898	
16								1.931	77,898	1.980	79,875	
17										2.029	81,852	

Appendix B

2025-2026 Extracurricular Salary Schedule

**COACHING:**

High School:

Girls & Boys Basketball -----	5,083
Football -----	4,707
Volleyball -----	4,707
Assistant Basketball, Football, & Volleyball -	3,389
Tennis, Track, Cross Country, Baseball, Softball -----	3,956
Assistant Tennis, Track, Cross Country, Softball, Baseball -----	2,635

**JUNIOR HIGH:**

If the majority of the coaching is done outside the regular P.E.program -----	2,070
If coaching is part of the regular P.E. program -----	1,544
Assistant Coach	1,386

**MUSIC:**

Pep Band, Concerts, Festivals -----	1,359
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**ATHLETIC DIRECTOR:**

5,147

**CLASS ADVISORS:**

Senior or Junior Class -----	1,394
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**OTHER ADVISORS:**

FFA -----	4,143
BPA -----	3,390
Drama Club -----	2,675
Honor Society -----	903
THS Quiz Bowl Advisor -----	2,260
TES Quiz Bowl Advisor -----	1,505
Student Council Advisor -----	1,317
Concessions Advisor -----	3,766
Cheerleading -----	2,519

STEP	A	B	C	D	E
1	15.08	19.10	20.10	22.11	30.15
2	15.53	19.67	20.70	22.77	31.05
3	15.99	20.26	21.32	23.46	31.99
4	16.47	20.87	21.96	24.16	32.95
5	16.97	21.49	22.62	24.88	33.93
6	17.48	22.14	23.30	25.63	34.95
7	18.00	22.80	24.00	26.40	36.00
8	18.54	23.48	24.72	27.19	37.08
9	19.10	24.19	25.46	28.01	38.19
10	19.67	24.91	26.23	28.85	39.34
11	20.26	25.66	27.01	29.71	40.52
12	20.87	26.43	27.82	30.61	41.73
13	21.49	27.22	28.66	31.52	42.99

*(3% increase annually)*

- A. Custodian/Aides/Grounds/Librarian Tech/Food Service Aides/ Paraprofessional**
- B. Office Support**
- C. Bus Driver**
- D. Directors (Maintenance/Food Service/Transportation/Admin Secretary)**
- E. District Office Staff (IT, BusMgr, Clerk, Admin Assistant)**

**Longevity:**

20-24 years service \$1,500/ year  
 25-29 years service \$1,500/year  
 30+ years service \$1,500/year  
 (Cumulative)

**Substitute Teachers Salary Schedule**

\$100 per day plus Lunch