

NAPACOUNTY OFFICE OF EDUCATION
 Barbara Nemko, Ph.D., Superintendent

2025-26 Certificated Management Salary Schedule
Effective 7/1/25
Annual Rates - Calendar Days: 210

| Step Range | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|-------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 107 | \$ 119,099.52 | \$ 123,275.52 | \$ 126,971.28 | \$ 130,813.20 | \$ 134,696.88 | \$ 138,726.72 | \$ 142,923.60 | \$ 147,204.00 | \$ 150,878.88 | \$ 153,948.24 | \$ 156,975.84 | \$ 160,107.84 | \$ 163,323.36 |
| 106 | \$ 108,137.52 | \$ 111,958.56 | \$ 115,278.48 | \$ 118,744.56 | \$ 122,315.04 | \$ 125,969.04 | \$ 129,748.32 | \$ 133,652.88 | \$ 136,993.68 | \$ 139,708.08 | \$ 142,526.88 | \$ 145,345.68 | \$ 148,268.88 |
| 105 | \$ 98,115.12 | \$ 101,560.32 | \$ 104,587.92 | \$ 107,699.04 | \$ 110,935.44 | \$ 114,297.12 | \$ 117,700.56 | \$ 121,271.04 | \$ 124,298.64 | \$ 126,783.36 | \$ 129,309.84 | \$ 131,878.08 | \$ 134,550.72 |
| 104 | \$ 88,948.80 | \$ 92,059.92 | \$ 94,836.96 | \$ 97,697.52 | \$ 100,641.60 | \$ 103,648.32 | \$ 106,759.44 | \$ 109,954.08 | \$ 112,710.24 | \$ 114,965.28 | \$ 117,241.20 | \$ 119,579.76 | \$ 121,960.08 |
| 103 | \$ 80,596.80 | \$ 83,436.48 | \$ 85,900.32 | \$ 88,489.44 | \$ 91,182.96 | \$ 93,897.36 | \$ 96,695.28 | \$ 99,597.60 | \$ 102,124.08 | \$ 104,128.56 | \$ 106,258.32 | \$ 108,388.08 | \$ 110,517.84 |
| 102b | \$ 76,775.76 | \$ 79,469.28 | \$ 81,849.60 | \$ 84,313.44 | \$ 86,839.92 | \$ 89,449.92 | \$ 92,122.56 | \$ 94,899.60 | \$ 97,279.92 | \$ 99,200.88 | \$ 101,226.24 | \$ 103,230.72 | \$ 105,276.96 |
| 102 | \$ 72,954.72 | \$ 75,522.96 | \$ 77,798.88 | \$ 80,158.32 | \$ 82,517.76 | \$ 85,002.48 | \$ 87,549.84 | \$ 90,180.72 | \$ 92,435.76 | \$ 94,294.08 | \$ 96,194.16 | \$ 98,094.24 | \$ 100,036.08 |
| 101 | \$ 66,022.56 | \$ 68,319.36 | \$ 70,344.72 | \$ 72,495.36 | \$ 74,666.88 | \$ 76,880.16 | \$ 79,197.84 | \$ 81,557.28 | \$ 83,603.52 | \$ 85,253.04 | \$ 86,986.08 | \$ 88,719.12 | \$ 90,493.92 |

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

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2025-26 Certificated Management Salary Schedule
Effective 7/1/25
Annual Rates - Calendar Days: 220

| Step Range | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|-------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 113 | \$ 210,679.20 | \$ 218,028.96 | \$ 224,606.16 | \$ 231,308.64 | \$ 238,303.44 | \$ 245,423.52 | \$ 252,794.16 | \$ 260,373.60 | \$ 266,867.28 | \$ 272,212.56 | \$ 277,641.36 | \$ 283,216.32 | \$ 288,853.92 |
| 112 | \$ 191,761.92 | \$ 198,464.40 | \$ 204,415.20 | \$ 210,553.92 | \$ 216,901.44 | \$ 223,374.24 | \$ 230,097.60 | \$ 237,008.88 | \$ 242,897.04 | \$ 247,741.20 | \$ 252,689.76 | \$ 257,784.48 | \$ 262,920.96 |
| 111 | \$ 174,494.16 | \$ 180,591.12 | \$ 186,019.92 | \$ 191,574.00 | \$ 197,357.76 | \$ 203,245.92 | \$ 209,363.76 | \$ 215,627.76 | \$ 220,993.92 | \$ 225,420.48 | \$ 229,951.44 | \$ 234,565.92 | \$ 239,263.92 |
| 110 | \$ 161,611.20 | \$ 167,290.56 | \$ 172,280.88 | \$ 177,480.00 | \$ 182,804.40 | \$ 188,274.96 | \$ 193,912.56 | \$ 199,758.96 | \$ 204,749.28 | \$ 208,841.76 | \$ 213,017.76 | \$ 217,235.52 | \$ 221,620.32 |
| 109 | \$ 147,475.44 | \$ 152,632.80 | \$ 157,205.52 | \$ 161,903.52 | \$ 166,768.56 | \$ 171,800.64 | \$ 176,937.12 | \$ 182,261.52 | \$ 186,792.48 | \$ 190,550.88 | \$ 194,351.04 | \$ 198,234.72 | \$ 202,160.16 |
| 108 | \$ 131,147.28 | \$ 135,720.00 | \$ 139,833.36 | \$ 143,988.48 | \$ 148,289.76 | \$ 152,737.20 | \$ 157,330.80 | \$ 162,070.56 | \$ 166,121.28 | \$ 169,420.32 | \$ 172,823.76 | \$ 176,310.72 | \$ 179,776.80 |

Plus 3% longevity increment after 20 years of service in an NCOE management position
 Plus 3% longevity increment after 25 years of service in an NCOE management position