

**Millard School District
Professional Salary Schedule
2026-2027**

Experience Index	Factor	BS+Certificate	BS+20 Credits	MS or BS+37 Credits	MS+30 or BS+57 Credits
1	BASE	\$59,617	\$62,002	\$64,482	\$67,062
2	1.00	\$59,617	\$62,002	\$64,482	\$67,062
3	1.00	\$59,617	\$62,002	\$64,482	\$67,062
4	1.02	\$60,810	\$63,242	\$65,772	\$68,403
5	1.02	\$62,026	\$64,507	\$67,087	\$69,771
6	1.0325	\$64,042	\$66,604	\$69,268	\$72,038
7	1.035	\$66,283	\$68,935	\$71,692	\$74,560
8	1.037	\$68,736	\$71,485	\$74,345	\$77,318
9	1.037	\$71,279	\$74,130	\$77,095	\$80,179
10	1.037	\$73,916	\$76,873	\$79,948	\$83,146
11	1.037	\$76,651	\$79,717	\$82,906	\$86,222
12	1.045	\$80,101	\$83,305	\$86,637	\$90,102
*13 (15)	1.04	\$83,305	\$86,637	\$90,102	\$93,706
**14 (20)	1.04	\$86,637	\$90,102	\$93,706	\$97,455
***15 (26)	1.04	\$90,102	\$93,706	\$97,455	\$101,353
****16 (27+)	1.03	\$92,805	\$96,517	\$100,378	\$104,393

HB382/SB2/HB215 An educator salary adjustment of \$2,500/\$1,700/\$4,200/\$1,000 has been included in salary amount shown above.

*In order to qualify for Step 13, a teacher must have completed fourteen (14) years of Professional teaching experience.

**Teachers qualifying for Step 14 must have had at least completed Nineteen (19) years of Professional teaching experience.

***Teachers qualify for Step 15 after completion of 25 years in education as a Professional teaching experience.

****To be eligible for Step 16, an employee have completed twenty-seven (27) + years of Professional teaching experience
An eligible employee will be placed on Step 16 upon completion of a request form. An eligible employee will be placed on Step 16 for three (3) years, and if they continue to work after the completion of three (3) years on Step 16, will revert back to Step 15 until retirement.

New Professional Educators to the Millard School District are consider Provisional Educators for first three (3) years.

2026/2027 Employee Benefits

Select Health Group Insurance	Health Insurance PHD4000	Dental Insurance	Term Life Insurance Employee \$25,000 Dependent \$5,000	Total Annual Premium
Family	\$28,162	\$1,291.20	\$37.62	\$29,490.42
Couple	\$19,813	\$701.52	\$37.62	\$20,552.34
Single	\$9,022	\$351.72	\$27.90	\$9,401.22