

**EXHIBIT D**

**TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-MONTH)**

Effective the First Work Day of the 2025-2026 School Year

|                                    | <b>CLASS II<br/>TEACHER</b> | <b>CLASS III<br/>TEACHER</b> | <b>CLASS IV<br/>TEACHER</b> | <b>CLASS V<br/>TEACHER</b>    | <b>CLASS VI<br/>TEACHER</b> | <b>CLASS VII<br/>TEACHER</b> | <b>CLASS VIII<br/>TEACHER</b> |                             |  |                              |  |                                |  |
|------------------------------------|-----------------------------|------------------------------|-----------------------------|-------------------------------|-----------------------------|------------------------------|-------------------------------|-----------------------------|--|------------------------------|--|--------------------------------|--|
| <b>Initial Classification</b>      | <b>BA</b>                   |                              | <b>BA+30 or MA</b>          |                               |                             | <b>Doctorate</b>             |                               |                             |  |                              |  |                                |  |
| <b>Reclassification</b>            |                             | <b>Class II + 15 credits</b> |                             | <b>Class III + 15 credits</b> |                             | <b>Class IV + 15 credits</b> |                               | <b>Class V + 15 credits</b> |  | <b>Class VI + 15 credits</b> |  | <b>Class VII + 15 credits*</b> |  |
| <b>14B<sup>5</sup></b>             | <b>T02-14B</b> 76,058       | <b>T03-14B</b> 82,143        | <b>T04-14B</b> 85,428       | <b>T05-14B</b> 88,845         | <b>T06-14B</b> 92,399       | <b>T07-14B</b> 97,943        | <b>T08-14B</b> 101,861        |                             |  |                              |  |                                |  |
| <b>14A<sup>5</sup></b>             | <b>T02-14A</b> 71,753       | <b>T03-14A</b> 77,492        | <b>T04-14A</b> 80,593       | <b>T05-14A</b> 83,816         | <b>T06-14A</b> 87,170       | <b>T07-14A</b> 92,398        | <b>T08-14A</b> 96,094         |                             |  |                              |  |                                |  |
| <b>14<sup>5</sup></b>              | <b>T02-14</b> 69,662        | <b>T03-14</b> 75,235         | <b>T04-14</b> 78,246        | <b>T05-14</b> 81,375          | <b>T06-14</b> 84,629        | <b>T07-14</b> 89,709         | <b>T08-14</b> 93,297          |                             |  |                              |  |                                |  |
| <b>13<sup>5</sup></b>              | <b>T02-13</b> 67,633        | <b>T03-13</b> 73,044         | <b>T04-13</b> 75,967        | <b>T05-13</b> 79,004          | <b>T06-13</b> 82,164        | <b>T07-13</b> 87,095         | <b>T08-13</b> 90,579          |                             |  |                              |  |                                |  |
| <b>12<sup>5</sup></b>              | <b>T02-12</b> 65,664        | <b>T03-12</b> 70,918         | <b>T04-12</b> 73,755        | <b>T05-12</b> 76,705          | <b>T06-12</b> 79,772        | <b>T07-12</b> 84,559         | <b>T08-12</b> 87,941          |                             |  |                              |  |                                |  |
| <b>11<sup>5</sup></b>              | <b>T02-11</b> 63,752        | <b>T03-11</b> 68,853         | <b>T04-11</b> 71,606        | <b>T05-11</b> 74,469          | <b>T06-11</b> 77,447        | <b>T07-11</b> 82,093         | <b>T08-11</b> 85,377          |                             |  |                              |  |                                |  |
| <b>10<sup>5</sup></b>              | <b>T02-10</b> 61,893        | <b>T03-10</b> 66,847         | <b>T04-10</b> 69,519        | <b>T05-10</b> 72,300          | <b>T06-10</b> 75,190        | <b>T07-10</b> 79,705         | <b>T08-10</b> 82,893          |                             |  |                              |  |                                |  |
| <b>9<sup>5</sup></b>               | <b>T02-09</b> 60,092        | <b>T03-09</b> 64,899         | <b>T04-09</b> 67,496        | <b>T05-09</b> 70,196          | <b>T06-09</b> 73,003        | <b>T07-09</b> 77,384         | <b>T08-09</b> 80,479          |                             |  |                              |  |                                |  |
| <b>8<sup>5</sup></b>               | <b>T02-08</b> 58,343        | <b>T03-08</b> 63,008         | <b>T04-08</b> 65,527        | <b>T05-08</b> 68,150          | <b>T06-08</b> 70,875        | <b>T07-08</b> 75,129         | <b>T08-08</b> 78,134          |                             |  |                              |  |                                |  |
| <b>7<sup>5</sup></b>               | <b>T02-07</b> 56,643        | <b>T03-07</b> 61,174         | <b>T04-07</b> 63,621        | <b>T05-07</b> 66,165          | <b>T06-07</b> 68,811        | <b>T07-07</b> 72,941         | <b>T08-07</b> 75,859          |                             |  |                              |  |                                |  |
| <b>6<sup>5</sup></b>               | <b>T02-06</b> 54,993        | <b>T03-06</b> 59,391         | <b>T04-06</b> 61,768        | <b>T05-06</b> 64,239          | <b>T06-06</b> 66,807        | <b>T07-06</b> 70,816         | <b>T08-06</b> 73,649          |                             |  |                              |  |                                |  |
| <b>5<sup>5</sup></b>               | <b>T02-05</b> 53,390        | <b>T03-05</b> 57,662         | <b>T04-05</b> 59,969        | <b>T05-05</b> 62,366          | <b>T06-05</b> 64,862        | <b>T07-05</b> 68,753         | <b>T08-05</b> 71,503          |                             |  |                              |  |                                |  |
| <b>(ENTRY LEVEL) 4<sup>5</sup></b> | <b>T02-04</b> 51,835        | <b>T03-04</b> 55,982         | <b>T04-04</b> 58,222        | <b>T05-04</b> 60,549          | <b>T06-04</b> 62,973        | <b>T07-04</b> 66,750         | <b>T08-04</b> 69,420          |                             |  |                              |  |                                |  |

<sup>5</sup>Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

\* Note: Must meet the completion requirement of the six (6) credit or Equivalency of Sheltered Instruction.