

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2021-2022 School Year*

Reflects increase of: **2.50%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	38,658	39,280	39,912	40,557	41,209	41,875	42,547	43,231	43,928	44,636
2	40,090	40,734	41,391	42,057	42,735	43,421	44,122	44,831	45,556	46,290
3	41,573	42,240	42,923	43,615	44,315	45,029	45,756	46,490	47,241	48,000
4	43,109	43,804	44,509	45,227	45,955	46,694	47,448	48,212	48,987	49,775
5	44,705	45,425	46,156	46,902	47,655	48,422	49,202	49,994	50,801	51,617
6	46,361	47,107	47,864	48,637	49,420	50,213	51,025	51,847	52,681	53,529
7	48,077	48,848	49,635	50,436	51,248	52,072	52,914	53,761	54,628	55,510
8	49,855	50,657	51,470	52,303	53,144	54,000	54,869	55,750	56,651	57,564
9			53,376	54,237	55,110	55,998	56,900	57,814	58,746	59,692
10				56,245	57,147	58,067	59,006	59,953	60,920	61,900
11				58,329	59,260	60,218	61,187	62,172	63,175	64,192
12				60,484	61,453	62,445	63,451	64,474	65,513	66,567
13				62,723	63,728	64,756	65,801	66,858	67,935	69,031
14							68,234	69,333	70,450	71,583
15							70,757	71,898	73,059	74,228

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Reflects increase of: **2.50%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	1.0000	1.0161	1.0324	1.0491	1.0660	1.0832	1.1006	1.1183	1.1363	1.1546
2	1.0370	1.0537	1.0707	1.0879	1.1055	1.1232	1.1413	1.1597	1.1784	1.1974
3	1.0754	1.0927	1.1103	1.1282	1.1463	1.1648	1.1836	1.2026	1.2220	1.2417
4	1.1151	1.1331	1.1514	1.1699	1.1888	1.2079	1.2274	1.2471	1.2672	1.2876
5	1.1564	1.1750	1.1940	1.2133	1.2327	1.2526	1.2728	1.2932	1.3141	1.3352
6	1.1993	1.2186	1.2381	1.2581	1.2784	1.2989	1.3199	1.3412	1.3627	1.3847
7	1.2436	1.2636	1.2840	1.3047	1.3257	1.3470	1.3688	1.3907	1.4131	1.4359
8	1.2896	1.3104	1.3314	1.3530	1.3747	1.3969	1.4193	1.4421	1.4654	1.4891
9			1.3807	1.4030	1.4256	1.4485	1.4719	1.4955	1.5196	1.5441
10				1.4549	1.4783	1.5021	1.5264	1.5509	1.5759	1.6012
11				1.5088	1.5329	1.5577	1.5828	1.6083	1.6342	1.6605
12				1.5646	1.5897	1.6153	1.6413	1.6678	1.6947	1.7219
13				1.6225	1.6485	1.6751	1.7021	1.7295	1.7573	1.7857
14							1.7651	1.7935	1.8224	1.8517
15							1.8303	1.8598	1.8899	1.9201

**Fern Ridge School District #28J**  
**Co-Curricular Instruction Salary Schedule**  
 2021-2022 School Year

Reflects increase of: **2.50%**

Step	A	B	C	D	E	F	G	H	I	J	K	L
1	382	762	1,143	1,522	1,901	2,286	2,666	3,047	3,435	3,812	4,193	4,572
2	399	798	1,200	1,600	2,000	2,400	2,801	3,202	3,601	3,998	4,401	4,796
3	423	839	1,261	1,677	2,096	2,523	2,939	3,360	3,777	4,200	4,620	5,039
4	441	879	1,326	1,761	2,205	2,647	3,087	3,525	3,969	4,410	4,852	5,290
5	462	926	1,388	1,849	2,313	2,783	3,239	3,706	4,164	4,631	5,094	5,551
6	487	971	1,458	1,941	2,431	2,919	3,400	3,893	4,372	4,861	5,356	5,833
	Class Advisor	HS Drama (3 Act Play)	HS Chess MS Vocal HS UBX	HS Publ MS Band MS Ldrship	HS Asst CC HS Vocal	HS Asst BB HS Asst SB HS Asst VB	HS 9th BX HS Asst FB HS Asst TR HS Asst WR HS Golf	HS Asst BX HS Band	HS Head CC HS Head SR HS Ldrship	HS Dance HS Head VB HS Cheer	HS Head BB HS Head SB	HS Head BX HS Head FB HS Head TR HS Head WR

CC - Cross Country  
 BB - Baseball  
 BX - Basketball

FB - Football  
 Ldrship- Leadership  
 SB - Softball  
 SR - Soccer

TR - Track  
 VB - Volleyball  
 WR - Wrestling

MS - Middle School  
 HS - High School  
 Publ - Publications

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2022-2023 School Year*

Reflects increase of: **2.00%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	39,431	40,066	40,710	41,368	42,033	42,713	43,398	44,096	44,807	45,529
2	40,892	41,549	42,219	42,898	43,590	44,289	45,004	45,728	46,467	47,216
3	42,404	43,085	43,781	44,487	45,201	45,930	46,671	47,420	48,186	48,960
4	43,971	44,680	45,399	46,132	46,874	47,628	48,397	49,176	49,967	50,771
5	45,599	46,334	47,079	47,840	48,608	49,390	50,186	50,994	51,817	52,649
6	47,288	48,049	48,821	49,610	50,408	51,217	52,046	52,884	53,735	54,600
7	49,039	49,825	50,628	51,445	52,273	53,113	53,972	54,836	55,721	56,620
8	50,852	51,670	52,499	53,349	54,207	55,080	55,966	56,865	57,784	58,715
9			54,444	55,322	56,212	57,118	58,038	58,970	59,921	60,886
10				57,370	58,290	59,228	60,186	61,152	62,138	63,138
11				59,496	60,445	61,422	62,411	63,415	64,439	65,476
12				61,694	62,682	63,694	64,720	65,763	66,823	67,898
13				63,977	65,003	66,051	67,117	68,195	69,294	70,412
14							69,599	70,720	71,859	73,015
15							72,172	73,336	74,520	75,713

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2022-2023 School Year*

Reflects increase of: **2.00%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	1.0000	1.0161	1.0324	1.0491	1.0660	1.0832	1.1006	1.1183	1.1363	1.1546
2	1.0371	1.0537	1.0707	1.0879	1.1055	1.1232	1.1413	1.1597	1.1784	1.1974
3	1.0754	1.0927	1.1103	1.1282	1.1463	1.1648	1.1836	1.2026	1.2220	1.2417
4	1.1151	1.1331	1.1514	1.1699	1.1888	1.2079	1.2274	1.2471	1.2672	1.2876
5	1.1564	1.1751	1.1940	1.2133	1.2327	1.2526	1.2728	1.2932	1.3141	1.3352
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8	1.2896	1.3104	1.3314	1.3530	1.3747	1.3969	1.4193	1.4421	1.4654	1.4891
9			1.3807	1.4030	1.4256	1.4486	1.4719	1.4955	1.5196	1.5441
10				1.4549	1.4783	1.5021	1.5264	1.5509	1.5759	1.6012
11				1.5089	1.5329	1.5577	1.5828	1.6083	1.6342	1.6605
12				1.5646	1.5897	1.6153	1.6413	1.6678	1.6947	1.7219
13				1.6225	1.6485	1.6751	1.7021	1.7295	1.7573	1.7857
14							1.7651	1.7935	1.8224	1.8517
15							1.8303	1.8599	1.8899	1.9201

**Fern Ridge School District #28J**  
**Co-Curricular Instruction Salary Schedule**  
 2022-2023 School Year

Reflects increase of: **2.00%**

Step	A	B	C	D	E	F	G	H	I	J	K	L
1	390	777	1,166	1,552	1,939	2,332	2,719	3,108	3,504	3,888	4,277	4,663
2	407	814	1,224	1,632	2,040	2,448	2,857	3,266	3,673	4,078	4,489	4,892
3	431	856	1,286	1,711	2,138	2,573	2,998	3,427	3,853	4,284	4,712	5,140
4	450	897	1,353	1,796	2,249	2,700	3,149	3,596	4,048	4,498	4,949	5,396
5	471	945	1,416	1,886	2,359	2,839	3,304	3,780	4,247	4,724	5,196	5,662
6	497	990	1,487	1,980	2,480	2,977	3,468	3,971	4,459	4,958	5,463	5,950
	Class Advisor	HS Drama (3 Act Play)	HS Chess MS Vocal HS UBX	HS Publ MS Band MS Ldrship	HS Asst CC HS Vocal	HS Asst BB HS Asst SB HS Asst VB	HS 9th BX HS Asst FB HS Asst TR HS Asst WR HS Golf	HS Asst BX HS Band	HS Head CC HS Head SR HS Ldrship	HS Dance HS Head VB HS Cheer	HS Head BB HS Head SB	HS Head BX HS Head FB HS Head TR HS Head WR

CC - Cross Country  
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 Ldrship- Leadership  
 SB - Softball  
 SR - Soccer

TR - Track  
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 Publ - Publications

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2023-2024 School Year*

Reflects increase of: **4.00%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	41,008	41,669	42,338	43,023	43,714	44,422	45,134	45,860	46,599	47,350
2	42,528	43,211	43,908	44,614	45,334	46,061	46,804	47,557	48,326	49,105
3	44,100	44,808	45,532	46,266	47,009	47,767	48,538	49,317	50,113	50,918
4	45,730	46,467	47,215	47,977	48,749	49,533	50,333	51,143	51,966	52,802
5	47,423	48,187	48,962	49,754	50,552	51,366	52,193	53,034	53,890	54,755
6	49,180	49,971	50,774	51,594	52,424	53,266	54,128	54,999	55,884	56,784
7	51,001	51,818	52,653	53,503	54,364	55,238	56,131	57,029	57,950	58,885
8	52,886	53,737	54,599	55,483	56,375	57,283	58,205	59,140	60,095	61,064
9			56,622	57,535	58,460	59,403	60,360	61,329	62,318	63,321
10				59,665	60,622	61,597	62,593	63,598	64,624	65,664
11				61,876	62,863	63,879	64,907	65,952	67,017	68,095
12				64,162	65,189	66,242	67,309	68,394	69,496	70,614
13				66,536	67,603	68,693	69,802	70,923	72,066	73,228
14							72,383	73,549	74,733	75,936
15							75,059	76,269	77,501	78,742

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2023-2024 School Year*

Reflects increase of: **4.00%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	1.0000	1.0161	1.0324	1.0491	1.0660	1.0833	1.1006	1.1183	1.1363	1.1547
2	1.0371	1.0537	1.0707	1.0879	1.1055	1.1232	1.1413	1.1597	1.1785	1.1974
3	1.0754	1.0927	1.1103	1.1282	1.1463	1.1648	1.1836	1.2026	1.2220	1.2417
4	1.1151	1.1331	1.1514	1.1699	1.1888	1.2079	1.2274	1.2471	1.2672	1.2876
5	1.1564	1.1751	1.1940	1.2133	1.2327	1.2526	1.2728	1.2933	1.3141	1.3352
6	1.1993	1.2186	1.2381	1.2581	1.2784	1.2989	1.3199	1.3412	1.3628	1.3847
7	1.2437	1.2636	1.2840	1.3047	1.3257	1.3470	1.3688	1.3907	1.4131	1.4359
8	1.2897	1.3104	1.3314	1.3530	1.3747	1.3969	1.4194	1.4422	1.4654	1.4891
9			1.3808	1.4030	1.4256	1.4486	1.4719	1.4955	1.5197	1.5441
10				1.4550	1.4783	1.5021	1.5264	1.5509	1.5759	1.6012
11				1.5089	1.5329	1.5577	1.5828	1.6083	1.6342	1.6605
12				1.5646	1.5897	1.6153	1.6414	1.6678	1.6947	1.7220
13				1.6225	1.6485	1.6751	1.7022	1.7295	1.7574	1.7857
14							1.7651	1.7935	1.8224	1.8517
15							1.8304	1.8599	1.8899	1.9202

**Fern Ridge School District #28J**  
**Co-Curricular Instruction Salary Schedule**  
 2023-2024 School Year

Reflects increase of: **4.00%**

Step	A	B	C	D	E	F	G	H	I	J	K	L
1	406	808	1,213	1,614	2,017	2,425	2,828	3,232	3,644	4,044	4,448	4,850
2	423	847	1,273	1,697	2,122	2,546	2,971	3,397	3,820	4,241	4,669	5,088
3	448	890	1,337	1,779	2,224	2,676	3,118	3,564	4,007	4,455	4,900	5,346
4	468	933	1,407	1,868	2,339	2,808	3,275	3,740	4,210	4,678	5,147	5,612
5	490	983	1,473	1,961	2,453	2,953	3,436	3,931	4,417	4,913	5,404	5,888
6	517	1,030	1,546	2,059	2,579	3,096	3,607	4,130	4,637	5,156	5,682	6,188
	Class Advisor	HS Drama (3 Act Play)	HS Chess MS Vocal HS UBX	HS Publ MS Band MS Ldrship	HS Asst CC HS Vocal	HS Asst BB HS Asst SB HS Asst VB	HS 9th BX HS Asst FB HS Asst TR HS Asst WR HS Golf	HS Asst BX HS Band	HS Head CC HS Head SR HS Ldrship	HS Dance HS Head VB HS Cheer	HS Head BB HS Head SB	HS Head BX HS Head FB HS Head TR HS Head WR

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 Publ - Publications

**Fern Ridge School District #28J**  
**Licensed Employee Salary Schedule**  
*2024-2025 School Year*

Reflects increase of: **3.90%**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90/MA	MA+15	MA+30	MA+45
1	42,607	43,294	43,989	44,701	45,419	46,154	46,894	47,649	48,416	49,197
2	44,187	44,896	45,620	46,354	47,102	47,857	48,629	49,412	50,211	51,020
3	45,820	46,556	47,308	48,070	48,842	49,630	50,431	51,240	52,067	52,904
4	47,513	48,279	49,056	49,848	50,650	51,465	52,296	53,138	53,993	54,861
5	49,272	50,066	50,872	51,694	52,524	53,369	54,229	55,102	55,992	56,890
6	51,098	51,920	52,754	53,606	54,469	55,343	56,239	57,144	58,063	58,999
7	52,990	53,839	54,706	55,590	56,484	57,392	58,320	59,253	60,210	61,182
8	54,949	55,833	56,728	57,647	58,574	59,517	60,475	61,446	62,439	63,445
9			58,830	59,779	60,740	61,720	62,714	63,721	64,748	65,791
10				61,992	62,986	63,999	65,034	66,078	67,144	68,225
11				64,289	65,315	66,370	67,438	68,524	69,631	70,751
12				66,664	67,731	68,825	69,934	71,061	72,206	73,368
13				69,131	70,240	71,372	72,524	73,689	74,877	76,084
14							75,206	76,417	77,648	78,898
15							77,986	79,243	80,524	81,813

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*2024-2025 School Year*

Reflects increase of: **3.90%**

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1	1.0000	1.0161	1.0324	1.0491	1.0660	1.0832	1.1006	1.1183	1.1363	1.1547
2	1.0371	1.0537	1.0707	1.0879	1.1055	1.1232	1.1413	1.1597	1.1785	1.1975
3	1.0754	1.0927	1.1103	1.1282	1.1463	1.1648	1.1836	1.2026	1.2220	1.2417
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5	1.1564	1.1751	1.1940	1.2133	1.2328	1.2526	1.2728	1.2933	1.3142	1.3352
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9			1.3808	1.4030	1.4256	1.4486	1.4719	1.4956	1.5197	1.5441
10				1.4550	1.4783	1.5021	1.5264	1.5509	1.5759	1.6013
11				1.5089	1.5330	1.5577	1.5828	1.6083	1.6343	1.6605
12				1.5646	1.5897	1.6153	1.6414	1.6678	1.6947	1.7220
13				1.6225	1.6486	1.6751	1.7022	1.7295	1.7574	1.7857
14							1.7651	1.7935	1.8224	1.8518
15							1.8304	1.8599	1.8899	1.9202

**Fern Ridge School District #28J**  
**Co-Curricular Instruction Salary Schedule**  
 2024-2025 School Year

Reflects increase of: **3.90%**

Step	A	B	C	D	E	F	G	H	I	J	K	L
1	422	840	1,260	1,677	2,096	2,520	2,938	3,358	3,786	4,202	4,621	5,039
2	439	880	1,323	1,763	2,205	2,645	3,087	3,529	3,969	4,406	4,851	5,286
3	465	925	1,389	1,848	2,311	2,780	3,240	3,703	4,163	4,629	5,091	5,554
4	486	969	1,462	1,941	2,430	2,918	3,403	3,886	4,374	4,860	5,348	5,831
5	509	1,021	1,530	2,037	2,549	3,068	3,570	4,084	4,589	5,105	5,615	6,118
6	537	1,070	1,606	2,139	2,680	3,217	3,748	4,291	4,818	5,357	5,904	6,429
	Class Advisor	HS Drama (3 Act Play)	HS Chess MS Vocal HS UBX	HS Publ MS Band MS Ldrship	HS Asst CC HS Vocal	HS Asst BB HS Asst SB HS Asst VB	HS 9th BX HS Asst FB HS Asst TR HS Asst WR HS Golf	HS Asst BX HS Band	HS Head CC HS Head SR HS Ldrship	HS Dance HS Head VB HS Cheer	HS Head BB HS Head SB	HS Head BX HS Head FB HS Head TR HS Head WR

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