

**KALAMA SCHOOL DISTRICT  
KEA SALARY SCHEDULE  
2026 - 2027**

Years of Service	BA+0	BA+45	BA+90	MA+0	MA+45	MA+90
0	60,002	65,979	71,461	73,035	78,519	82,054
1	60,961	66,918	72,456	73,848	79,389	82,899
2	61,937	67,870	73,393	74,665	80,190	83,739
3	62,929	68,773	74,285	75,440	80,950	84,586
4	63,936	69,716	75,259	76,252	81,799	85,464
5	66,003	71,145	76,196	77,080	82,606	86,338
6	66,993	71,640	77,139	77,926	83,425	87,176
7	67,998	73,287	77,918	79,510	85,091	88,948
8	69,017	75,783	81,438	82,005	87,661	91,660
9		78,302	84,091	84,522	90,311	94,451
10		80,958	86,824	87,176	93,046	97,316
11		83,685	89,677	89,908	95,903	100,259
12		86,327	92,612	92,745	98,832	103,322
13			95,617	95,681	101,839	106,462
14			98,638	98,704	105,057	109,718
15			101,202	101,275	107,788	112,573
16			103,227	103,295	109,943	114,825
20				107,426	114,340	119,418

187 Day Contract

2.6% IPD + 0.5% = 3.1% increase over 2025-26