

**Mingus Union High School District**  
**Certified Salary Determination Chart**  
 (To determine salary of newly hired district personnel only)

**2026-27 Salary Determination Chart**

*Base Salary : 43,500 Increment \$600*

Cell-pts.	Salary	Cell-pts.	Salary
0 or 1	43,500	21	55,500
2	44,100	22	56,100
3	44,700	23	56,700
4	45,300	24	57,300
5	45,900	25	57,900
6	46,500	26	58,500
7	47,100	27	59,100
8	47,700	28	59,700
9	48,300	29	60,300
10	48,900	30	60,900
11	49,500	31	61,500
12	50,100	32	62,100
13	50,700	33	62,700
14	51,300	34	63,300
15	51,900	35	63,900
16	52,500	36	64,500
17	53,100	37	65,100
18	53,700	38	65,700
19	54,300	39	66,300
20	54,900	40	66,900

**Performance Pay Program**

Classroom Site Fund (Proposition 301) provides for additional compensation outside of the salary which is determined by this document. Successful completion of the district Performance Pay Plan must be documented to receive 301 funds when available.

The candidate realizes and accepts the fact that this offer and the contract are not official until formal action has been taken by the Governing Board of the Mingus Union High School District #4

**To Determine Placement:**

**Chart 1 – Experience Value**

Determine your experience as outlined:

No experience = 0

1-10 years experience = 1 pt. per year

>10 years experience = +1 pt. per 2yrs. over 10

\_\_\_\_\_ years experience = \_\_\_\_\_ points

**Chart 2 – Education Value**

BA	0	BA+12	2
BA+24	4	BA+36/MA	6
MA+12	8	MA+24	10
MA+36	12	MA+48	14

Education \_\_\_\_\_ = \_\_\_\_\_ points

**Chart 3 – Additional Approved Area/Endorsements**

The following apply only to each ADE Certification Approved Area or Endorsement which is *additional* to those which are required for the teaching assignment.

ADE Certification Approved Area\* (on teaching certificate which is approved for grades 9-12) associated with a course which is currently taught at MUHS: **1 point**

ADE Certification Endorsement\* which is approved for grades 9-12 (on teaching certificate which is approved for grades 9-12): **1 point**

National Board Certification – **4 points**

\*See current ADE Certification Guidelines for Teaching Assignments.

Additional Approved Area/Endorsement(s) : \_\_\_\_\_ = \_\_\_\_\_ points

CTE workplace adjustment; 2 yrs related experience\* = 1pt up to 20 yrs (10 pts) maximum.

\*experience which would qualify for ADE certification.

TOTAL POINTS: \_\_\_\_\_

INITIAL SALARY: \_\_\_\_\_

\_\_\_\_\_  
 Superintendent

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Accepting Teacher

\_\_\_\_\_  
 Date