MEXICO 59

SALARY PROTOCOL 2025-26

Fiscal Year Ending June 30, 2026

BOARD OF EDUCATION

Jessica Ekern
Michelle Stephens
Jon Calhoun
Mathew Pilger
Chris Williams
Lennette Brown
Scott Nichols

ADMINSTRATION

Dr. Troy Lentz, Superintendent
Ms. Julie Lower, Assistant Superintendent

Mexico Public Schools 2025-26 Salary Plan

1. **Teacher Salary Schedule**
    - Base salary increased to $42,700
    - Returning teachers will advance one step on the salary schedule
    - Up to 20 years of prior teaching experience will be recognized for new hires
    - $3,000 annual stipend added for teachers who obtain National Board Certification
    - $3,000 annual stipend added for teachers holding an earned Doctoral degree in education

2. **Extended Days Adjustments**
    - +5 days: Pathways to Education Teacher
    - +5 days: Math Instructional Coach
    - +15 days: for Social Worker

3. **Extra Duty Adjustments**
    (All stipends calculated as a percentage of the teacher base salary plus longevity)
    - Special Olympics increased to 8%
    - iReady Coordinator increased to 14.5%
    - New position: Special Olympics assistant at 4%
    - PLTW Lead Teacher positions at EF & HAW removed

4. **Coaching Salary Schedule**
    (All stipends calculated as a percentage of the teacher base salary plus longevity)
    - Cheerleading Coach (MHS) increased to 13%; Assistant increased to 9%
    - Cheerleading Coach (MMS): Added a second coach,increased both to 7%
    - New position: Season strength Coordinator

5. **Support Staff Pay Schedule Adjustments**
    - $0.50/hour increase to the base pay for all support staff positions (excluding positions below)
    - $1.00/hour added to the base pay for the following roles to meet minimum wage requirements:
        i. Custodian, Delivery, Groundskeeper, Cafeteria, Paras, Aides, Attendance Secretary, Perm Substitutes, Summer, and Summer lead.
    - $2.00/hour added to bus route drivers base pay for minimum wage alignment

6. **Existing Support Staff Adjustments**
    - 3% salary increase for all support staff positions. *(unless otherwise noted)*
        i. If the 3% increase falls below the new base, salaries are adjusted to the base rate
        ii. Accounts Payable position increased by 15% to align with department

7. **Administrator Salary Adjustments**
    - 3% increase across all administrative positions
8. **New Positions**
    - Pathways to Education Teacher
    - Math Instructional Coach
    - Social Worker (Replacing Attendance Coordinator)

Mexico Public Schools Teacher Salary Schedule

2025-2026

# STEPS	# BA	# BA +15	# MA	# MA +15	# EDS
1	42,700	43,900	45,950	47,100	49,200
2	43,225	44,425	46,575	47,725	49,925
3	43,750	44,950	47,200	48,350	50,650
4	44,275	45,475	47,825	48,975	51,375
5	44,800	46,000	48,450	49,600	52,100
6	45,325	46,525	49,075	50,225	52,825
7	45,850	47,050	49,700	50,850	53,550
8	46,375	47,575	50,325	51,475	54,275
9	46,900	48,100	50,950	52,100	55,000
10	47,425	48,625	51,575	52,725	55,725
11	47,975	49,175	52,225	53,375	56,475
12	48,525	49,725	52,875	54,025	57,225
13	49,075	50,275	53,525	54,675	57,975
14	49,625	50,825	54,175	55,325	58,725
15	50,175	51,375	54,825	55,975	59,475
16	50,725	51,925	55,475	56,625	60,225
17	51,275	52,475	56,125	57,275	60,975
18	51,825	53,025	56,775	57,925	61,725
19	52,375	53,575	57,425	58,575	62,475
20	52,925	54,125	58,075	59,225	63,225
21	53,500	54,700	58,750	59,900	64,000
22	54,075	55,275	59,425	60,575	64,775
23	54,650	55,850	60,100	61,250	65,550
24	55,225	56,425	60,775	61,925	66,325
25	55,800	57,000	61,450	62,600	67,100
26	56,375	57,575	62,125	63,275	67,875
27	56,950	58,150	62,800	63,950	68,650
28	57,525	58,725	63,475	64,625	69,425
29	58,100	59,300	64,150	65,300	70,200
30	58,675	59,875	64,825	65,975	70,975
31	59,250	60,450	65,500	66,650	71,750
32	59,825	61,025	66,175	67,325	72,525
33	60,400	61,600	66,850	68,000	73,300

Vertical Step Increases

	BA	MA	EDS
Years 1-10	$525.00	$625.00	$725.00
Years 11-20	$550.00	$650.00	$750.00
Years 21-33	$575.00	$675.00	$775.00

BOE Adopted: 3/18/25

Mexico Public Schools

2025-26 Extended Day Schedule

Positions	Extra Days - Per Diem Rate (Calculated using 185 days per year)	Days
TBD	New Teacher Institute	5
3	District Social Worker	15
1	Head High School Counselor	20
2	High School Counselor	15
1	Vocational Counselor/ Resource Educator	20
1	Middle School Counselor	10
1	Middle School Counselor	15
1	rootEd Advisor	15
1	High School Librarian	5
1	Middle School Librarian	5
3	Instructional Coach	15
2	Agricultural Sciences - Secondary	75
1	Automotive Mechanics Technology	5
1	Building Trades	5
1	Business Education/FBLA	15
1	Cosmetology	5
1	Diesel Mechanics	5
1	Electronics / Pre-engineering	15
1	Graphic Arts Technology	5
1	Health Occupations	10
1	Marketing Education and Marketing COE	15
1	Networking / Computer Technology	5
1	Pathways to Education	5
1	Web Design / Computer Programming	5
2	Welding Technology	5

Mexico Public Schools

2025-26 Extra Duty Salary Schedule

Position	Number for 2025-26	Percent of Base Salary	Teacher Base	Stipend Amount	Longevity Stipend
			$42,700		
Instrumental Music-HS	1	18.50%		$7,900	$35/yr up to 20yrs.
Special Education Coordinator	4	11.00%		$4,697	$35/yr up to 20yrs.
SLP-Clinical Fellowship Year		10.50%		$4,484	$35/yr up to 20yrs.
SLP-Licensed	3	17.00%		$7,259	$35/yr up to 20yrs.
Speech/Debate	1	10.00%		$4,270	$35/yr up to 20yrs.
Summer School Admin	5	17.00%		$7,259	$35/yr up to 20yrs.
Theatre	1	10.00%		$4,270	$35/yr up to 20yrs.
Vocal Music	1	13.00%		$5,551	$35/yr up to 20yrs.
i-Ready Coordinator	1	14.50%		$6,192	$35/yr up to 20yrs.
Asst. Instrumental Music-HS/MS	1	8.00%		$3,416	$30/yr up to 20yrs.
Asst. Speech/Debate	1	6.00%		$2,562	$30/yr up to 20yrs.
Color Guard-HS	1	4.00%		$1,708	$30/yr up to 20yrs.
Department Chair	16	6.00%		$2,562	$30/yr up to 20yrs.
Instrumental Music-MS	1	10.50%		$4,484	$30/yr up to 20yrs.
Mascot/Growl-HS	1	7.25%		$3,096	$30/yr up to 20yrs.
Special Olympics	1	8.00%		$3,416	$30/yr up to 20yrs.
Special Olympics Assistant	1	4.00%		$1,708	$30/yr up to 20yrs.
Student Council-HS	1	7.00%		$2,989	$30/yr up to 20yrs.
Vocal Music Accompanist	1	13.00%		$5,551	$30/yr up to 20yrs.
Academic Team-HS	1	6.00%		$2,562	$25/yr up to 20yrs.
Academic Team-MS	1	4.50%		$1,922	$25/yr up to 20yrs.
Cadet Teaching-HS	1	4.50%		$1,922	$25/yr up to 20yrs.
Junior Class Sponsor	3	3.00%		$1,281	$25/yr up to 20yrs.
Key Club-MHS	1	4.50%		$1,922	$25/yr up to 20yrs.
Student Council-MS	1	4.50%		$1,922	$25/yr up to 20yrs.
Yearbook-MS	1	4.50%		$1,922	$25/yr up to 20yrs.
Youth In Government	1	4.50%		$1,922	$25/yr up to 20yrs.
Asst. Academic Team-HS	1	3.75%		$1,601	$20/yr up to 20yrs.
Asst. Fall Theatre Director	1	2.75%		$1,174	$20/yr up to 20yrs.
Asst. Theatre	1	2.75%		$1,174	$20/yr up to 20yrs.
Culinary - MHS	1	4.00%		$1,708	$20/yr up to 20yrs.
eSports	1	6.00%		$2,562	$20/yr up to 20yrs.
PLTW Lead Teacher-MELC	1	4.00%		$1,708	$20/yr up to 20yrs.
Safety Patrol-Elem	2	3.75%		$1,601	$20/yr up to 20yrs.
Student Council-Elem	2	3.50%		$1,495	$20/yr up to 20yrs.

Mexico Public Schools

2025-26 Coaching Salary Schedule

High School

Position	Number for 2025-26	Percent of Base Salary	Teacher Base	Stipend Amount	Longevity Stipend
			$42,700		
Baseball-Head Coach	1	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Baseball	2	9.00%		$3,843	$50/yr up to 20yrs.
Basketball-Head Coach	2	17.50%		$7,473	$75/yr up to 20yrs.
Asst. Basketball	4	11.00%		$4,697	$50/yr up to 20yrs.
Cheerleading-Head Sponsor	1	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Cheerleading	1	9.00%		$3,843	$50/yr up to 20yrs.
Cross Country	1	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Cross Country	1	9.00%		$3,843	$50/yr up to 20yrs.
Football-Head Coach	1	17.50%		$7,473	$75/yr up to 20yrs.
Football-Coordinator	2	12.00%		$5,124	$50/yr up to 20yrs.
Asst. Football	3	11.00%		$4,697	$50/yr up to 20yrs.
Golf	2	10.00%		$4,270	$75/yr up to 20yrs.
Asst. Golf	1	6.00%		$2,562	$50/yr up to 20yrs.
Soccer-Head Coach	2	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Soccer	2	9.00%		$3,843	$50/yr up to 20yrs.
Softball-Head Coach	1	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Softball	2	9.00%		$3,843	$50/yr up to 20yrs.
Tennis-Head Coach	2	10.00%		$4,270	$75/yr up to 20yrs.
Asst. Tennis	2	8.00%		$3,416	$50/yr up to 20yrs.
Track and Field-Head Coach	1	17.50%		$7,473	$75/yr up to 20yrs.
Track and Field-Head Asst.	1	11.50%		$4,911	$50/yr up to 20yrs.
Asst. Track and Field	4	9.00%		$3,843	$50/yr up to 20yrs.
Volleyball-Head Coach	1	13.00%		$5,551	$75/yr up to 20yrs.
Asst. Volleyball	2	9.00%		$3,843	$50/yr up to 20yrs.
Wrestling	2	16.00%		$6,832	$75/yr up to 20yrs.
Asst. Wrestling	3	10.00%		$4,270	$50/yr up to 20yrs.
Zero Hour Weightlifting	1	15.00%		$6,405	$75/yr up to 20yrs.
Summer Weightlifting	3	6.00%		$2,562	$50/yr up to 20yrs.
Bass Fishing Coach	1	5.00%		$2,135	$75/yr up to 20yrs.
Season Strength Trainer - Fall	1	5.00%		$2,135	$50/yr up to 20yrs.
Season Strength Trainer - Spring	1	5.00%		$2,135	$50/yr up to 20yrs.
Athletic Trainer - Fall	1	7.50%		$3,203	$50/yr up to 20yrs.
Athletic Trainer - Winter	1	7.50%		$3,203	$50/yr up to 20yrs.
Athletic Trainer - Spring	1	7.50%		$3,203	$50/yr up to 20yrs.

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2025-26 Coaching Salary Schedule

Middle School

Position	Number for 2025-26	Percent of Base Salary	Teacher Base	Stipend Amount	Longevity Stipend
			$42,700		
Activities Director-MS	1	20.00%		$8,540	$75/yr up to 20yrs.
Basketball	4	9.00%		$3,843	$30/yr up to 20yrs.
Cheerleading	2	7.00%		$2,989	$30/yr up to 20yrs.
Cross Country-Head Coach	1	8.00%		$3,416	$30/yr up to 20yrs.
Asst. Cross Country	1	6.00%		$2,562	$25/yr up to 20yrs.
Football-Head Coach	1	11.00%		$4,697	$30/yr up to 20yrs.
Asst. Football	4	8.00%		$3,416	$25/yr up to 20yrs.
Softball-Head Coach	1	9.00%		$3,843	$30/yr up to 20yrs.
Asst. Softball	1	8.00%		$3,416	$25/yr up to 20yrs.
Track and Field-Head Coach	1	9.00%		$3,843	$30/yr up to 20yrs.
Asst. Track and Field	3	8.00%		$3,416	$25/yr up to 20yrs.
Volleyball-Head Coach	1	9.00%		$3,843	$30/yr up to 20yrs.
Asst. Volleyball	1	8.00%		$3,416	$25/yr up to 20yrs.
Wrestling	3	9.00%		$3,843	$30/yr up to 20yrs.

Mexico Public Schools

2025-26 Other Staff Pay Guidelines

1. **Hourly Pay for Additional Duties**
   Staff participating in any meetings, tutoring, homebound instruction, training sessions, open lab supervision, screenings, ECSE services, ESY, or other duties that require compensation will be paid at the Level 1, Step 1 per diem hourly rate based on the current salary schedule: $32.97 per hour

2. **Summer School Pay - Certified Teachers**
   Certified teachers working during summer school will receive a stipend based on the number of instructional days:
   - Bachelor's degree: $4,100
   - Master's degree: $4,400

3. **Dual Credit Course Compensation**
   Teachers instructing Dual Credit Courses will receive 75% of the reimbursement provided by the partnering institution of higher learning.
   - The remaining 25% is retained by the district to cover retirement and tax-related costs.

4. **Athletic Activity Supervision**
   Staff serving as Athletic Activity Supervisors will be paid as follows:
   - Half-day (under 4 hours): $60 per activity
   - Full-day (4 hours or more): $120 per activity

5. **Gate Workers** - $35 per activity with the following exceptions:

MMS Football & Varsity Football	$50 per night
Quad Basketball	$50 per night
MHS Volleyball	$50 per night
Tournaments	$38 per shift (2.5 hour shifts)

6. **Scorekeepers and Announcers** - $40 per activity with the following exceptions:

MMS Football & Varsity Football	$57.00 per night
Quad Basketball	$57.00 per night
MHS Volleyball	$57.00 per night
Tournaments	$40 per shift (2.5 hour shifts)

7. **Certified Staff – Summer Supervision (Non-Stipend Activities)**
   Certified staff supervising student-involved activities over the summer without an assigned stipend will be paid the daily rate based on the teacher base salary: $230.81 per day (Calculated from $42,700 ÷ 185 contract days)

Mexico Public Schools

2025-26 Support Staff Pay

Position	2025-2026 Base
Accounting - Payroll Coordinator	$20.50
Accounting - Accounts Payable	$18.50
Bus Driver - Guaranteed 1.5 hours for AM & PM routes	$22.00
Bus Driver- Trip Driving Time and Wait Time	$18.00
Custodian	$15.50
Custodian - Head District	$18.00
Delivery	$15.50
Groundskeeper	$15.50
Food Service - Cafeteria	$15.00
Food Service - Cafeteria Asst. Mgr	$17.00
Food Service - Cafeteria Manager	$18.00
Maintenance - General	$17.00
Mechanic - Assistant Mechanic	$17.00
Mechanic - Lead Mechanic	$22.00
Health Aide	$15.00
Nurse CMA	$18.00
Nurse LPN	$21.00
Nurse RN	$25.00
Paraprofessional	$15.50
Teacher Aide	$15.50
Bus Aide	$15.50
Library Aide	$17.00
Computer Lab Aide	$17.00
Playground Aide	$15.50
Secretary - Attendance/Office Assistant	$15.50
Secretary - Guidance	$17.00
Secretary - Central Office Receptionist	$17.00
Secretary - Principal	$17.00
Secretary - Activities Director	$17.00
Secretary - Transportation/Maintenance/Grounds/Operations	$18.50
Secretary - Special Education	$18.50
Secretary - Administrative Assistant to the Assistant Superintendent	$18.50
Secretary - MOSIS/Core Data	$18.50
Secretary - Board Secretary/Executive Assistant	$22.00
Substitute - Permanent Substitute w/o Teaching Degree	$15.50
Substitute - Permanent Substitute with Teaching Degree	$16.50
Summer Employees	$15.00
Summer Employee - Lead	$16.00
Tech - Computer Tech Assistant	$18.00
Tech- Computer Technician	$21.00
Translation Services (After Hours)	$32.97

New employees are hired at the base rate plus 1% for each year of applicable experience for up to 20 years.

NOTES: DIFFERENTIALS IN PAY
$.50 per hour night differential for Custodians after 3:00 p.m.
$.50 per hour personal hygiene for Para as needed
$1.00 per hour for Aides, Paras, Comp. Tech. Assit., Comp. Lab. Assit., Comp. Technician for Bachelors Degree
$1.00 per hour for District approved Maintenance Certification

Mexico Public Schools

2025-26 Substitute Pay Schedule

Substitutes	Position	Substitute Certificate	Teaching Certificate
Short-term Substitutes			
	Half Day	$65	$70
	Full Day	$130	$140
Long-term Substitutes			
*After 10 consecuitive days on the same assignment	Half Day	$75	$80
	Full Day	$150	$160

Substitute pay will not exceed a full day of pay in one day.

*Consecutive-Acting as the substitute for the same teaching assignment continuously, without changing assignments, due to an extended absence by the teacher. Consecutive status is not lost due to an authorized absence as defined in the Board Policy.

Support Staff Substitutes	Hourly Rate
Custodian Substitute	$15.50
Delivery Substitute	$15.50
Food Service Substitute	$15.00
Health Aide Substitute	$15.00
Nurse CMA Substitute	$18.00
Nurse LPN Substitute	$21.00
Nurse RN Substitute	$25.00
Paraprofessional/Aide Substitute	$15.50
Secretary Substitute	$15.50
Current FT Employee - Classroom (Max 1 hour)	$32.97

Any current staff will be paid to sub with the approval of the building administrator. The amount will be $32.97 per hour (max 1 hour per day)

Mexico Public Schools

Aministrator Salaries

Administrator	Position	Salary	Contract Term in Months
Dr. Troy Lentz	Superintendent of Schools	$152,000	12
Julie Lower	Assistant Superintendent	$123,600	12
Brad Ellebracht	Principal, MHS	$122,341	11
Shannon Davolt	Assistant Principal, MHS	$80,855	11
Michael Fernandez	Assistant Principal, MHS	$82,086	10
Brandon Schafer	Assistant Principal & Athletic Dir., MHS	$90,366	11
Kyle Louder	Principal, MMS	$92,494	10.5
Jennifer Barnett	Assistant Principal, MMS	$74,675	10
Scott Daly	Principal, Eugene Field	$93,812	10.5
Robin Friedrich	Assistant Principal, Eugene Field	$66,522	10
Katie Lehnen	Principal, Hawthorne	$79,442	10.5
Brett Davis	Assistant Principal, Hawthorne	$63,860	10
Anne Billington	Principal, McMillan	$93,979	10.5
	Assistant Principal, McMillan		11
Chris Denham	Director of Career Center	$104,566	12
Mark Holman	Director of Alternative Education	$77,621	10.5
Melissa Deimeke	Director of Special Education	$96,478	10.5
Christina McCaw	Director of Student Services	$85,169	10.5
Marci Orr	Director of Communications	$72,491	12 (220 days)

Mexico Public Schools

Non-Certified Director Salaries

Administrator	Position	Salary	Months of Employment
Jennifer Fowler	Director of Transportation	$74,624	12
Anna Richardson	Director of Technology	$85,284	12
Joyce Fenner	Director of Food Services	$74,111	12
Amber Henderson	Director of Human Resources	$84,623	12
Dawn Malone	Director of Business Operations	$87,550	12
Jason Benjamin	Director of Maintance	$77,236	12
Kronesha Belcher	Director of Health Services	$59,225	11

Mexico Public Schools
2025-26 Health Premiums and Employer Contributions

	Traditional PPO With Deductible & Copays		HSA 2000 Non-embedded		HSA 3300 Embedded		HSA 4000 Embedded	
Rates	**Full Rate**	**Employee Cost**	**Full Rate**	**Employee Cost**	**Full Rate**	**Employee Cost**	**Full Rate**	**Employee Cost**
Employee	$782.99	$73.76	$709.23	$0	$709.23	$0	$663.66	ADD $45.57 TO HSA
Employee + Spouse	$1650.44	$941.21	$1492.22	$782.99	$1492.22	$782.99	$1397.03	$687.80
Employee + Child(ren)	$1490.90	$781.67	$1350.11	$640.88	$1350.11	$640.88	$1262.97	$553.74
Employee + Family	$2280.57	$1571.34	$2064.71	$1355.48	$2064.71	$1355.48	$1930.64	$1221.41

The District will pay $709.23 for the 2025-26 School Year