



Arlington
Public
Schools

Pay Plan FY 2026

July 1, 2025 -
June 30, 2026

Effective July 1, 2025

Scale	Positions	Page Number
	ALLOCATION OF CLASSES TO GRADES	2-9
A	PROFESSIONAL STANDARDS	10
A	Retirement Eligible - INSTRUCTIONAL ASSISTANTS, RESOURCE & OCCUPATIONAL/PHYSICAL THERAPY ASSISTANT	11
A	Non-Retirement Eligible - INSTRUCTIONAL ASSISTANTS, RESOURCE & OCCUPATIONAL/PHYSICAL THERAPY ASSISTANT	12
C	Retirement Eligible and Non-Retirement FOOD SERVICES	13
D	Retirement Eligible and Non-Retirement t TRANSPORTATION	14
E	Retirement Eligible E-SCALE 10 & 12 MONTH	15-17
E	Non-Retirement Eligible E-SCALE 10 & 12 MONTH	18-20
G	Retirement Eligible G-SCALE	21-22
G	Non-Retirement Eligible G-SCALE	23-24
M	Retirement Eligible and Non-Retirement CUSTODIAL & MAINTENANCE	25
N	Retirement Eligible and Non-Retirement N-SCALE	26
P	Retirement Eligible PRINCIPAL & ADMINISTRATIVE	27
P	Non-Retirement Eligible PRINCIPAL & ADMINISTRATIVE	28
T	Retirement Eligible TEACHERS	29
T	Non-Retirement Eligible TEACHERS	30
T	Retirement Eligible TEACHERS - CAP1	31
T	Retirement Eligible TEACHERS - CAP2	32
X	Retirement Eligible EXTENDED DAY Supervisors and Assistant Supervisors	33
X	Non-Retirement Eligible EXTENDED DAY Supervisors and Assistant Supervisors & EXTENDED DAY Hourly Aides	34
	CAREER, TECHNICAL & ADULT EDUCATION	35, 36
	HOURLY RATES OF PAY	37
	SPECIAL EDUCATION ASSESSMENT FEES/SCHOOL & COMMUNITY RELATIONS STIPENDS	38
	ACADEMIC STIPENDS	39
	ATHLETIC STIPENDS	40
	INSTRUCTIONAL SUBSTITUTES	41
	SUMMER SCHOOL RATES	42
	RETIREE REHIRE RATES	43
	EXTENDED DAY/STARTALK HOURLY RATES	44

Notes: Semi-monthly pay reflects salary if an employee begins work on the first day of the fiscal year. Otherwise, semi-monthly pay is determined based on days worked within the fiscal year.

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

A - Scale Classification	Units	Grade	C - Scale Classification	Units	Grade
ASL INTERPRETER RES ASST	190 Days	12	CENTRAL KITCHEN MGR	Hourly	12
COMMUNITY RESOURCE ASST	190 Days	9	FARM-TO-SCHOOL FOOD SERVICE COORDINATOR	Hourly	12
EL INST ASST 187 Day	187 Days	9	FOOD SVC MGR I	Hourly	6
EL INST ASST 190 Day	190 Days	9	FOOD SVC MGR II	Hourly	8
EVEN START ASST	187 Days	9	FOOD SVC MGR III	Hourly	10
EVEN START SCHOOL RES ASST	190 Days	9	FOOD SVC MGR IV	Hourly	11
INSTRUCTIONAL ASST	187 Days	9	FOOD SVC WORKER I	Hourly	2
INSTRUCTIONAL ASST VIRTUAL	187 Days	9	FOOD SVC WORKER II	Hourly	3
INTERLUDE RES ASST	190 Days	9			
KINDERGARTEN ASST	187 Days	07; 9	D - Scale Classification	Units	Grade
LANGUAGE INTERPRETER	190 Days	11	BUS DRIVER	Hourly	10
LEAD ASL INTERPRETER RES ASST	190 Days	14	CLUSTER SWING DRIVER	260 Days	12
LIBRARY MEDIA ASST	187 Days	9	SCHOOL BUS ATTENDANT	Hourly	4
MONTESORI ASST	187 Days	9	SCHOOL BUS ATTENDANT - EXTENDED YEAR	Hourly	4
OCCUPATIONAL THERAPY ASST	190 Days	12	TRANSPORT VAN DRIVER - EXT YEAR	198 Days	7
OUTDOOR LAB ASST	190 Days	11			
PHYSICAL THERAPY ASST	190 Days	12	X - Scale Classification	Units	Grade
PREK SPECIAL ED ASST	187 Days	07; 9	EXTENDED DAY CARE AIDE	Hourly	OX
PRESCHOOL ASST	187 Days	9	EXTENDED DAY CARE ASST SUPR	191 Days	10
SCHOOL RES ASST	190 Days	09; 12	EXTENDED DAY CARE SUPR	191 Days	12
SCHOOL TRANSITION RES ASST	190 Days	9	EXTENDED DAY TEAM LEADER I	191 Days	7
SPECIAL ED ASST	187 Days	07; 09	EXTENDED DAY TEAM LEADER II	191 Days	8
SPECIAL ED RES ASST	190 Days	9			

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade	E - Scale Classification	Units	Grade
ABE/GED COORDINATOR	12-Month	4	ENERGY/STORMWATER MGMT PROG ADMINISTRATOR	12-Month	12
ACTIVITIES COORD	200 Days	8	ERP DEVELOPER	12-Month	15
ADULT ED GED SPEC	12-Month	5	ERP SENIOR ANALYST - FINANCE	12-Month	16
AQUATICS MANAGER	12-Month	4	EVALUATION SPEC	12-Month	10
ASL/CLT TEACHER SPECIALIST	12-Month	8	EXTENDED DAY SPEC	12-Month	8
ASSESSMENT SPECIALIST	12-Month	10	FACILITIES MGR (GUNSTON)	12-Month	7
ASST DIR STUDENT ACTIVITIES	12-Month	6	FACILITIES MGR (HOFFMAN-BOSTON)	12-Month	3
ASST FACILITY MGR	12-Month	1	FACILITIES MGR (JEFFERSON)	12-Month	7
BENEFITS SPEC	12-Month	7	FACILITIES MGR (KENMORE)	12-Month	3
BENEFITS SUPERVISOR	12-Month	13	FACILITIES MGR (W-L)	12-Month	3
BUDGET ANALYST* I	12-Month	5	FAMILY & COMMUNITY ENGAGEMENT & PUBLIC INFORMATION SPEC	12-Month	10
BUDGET ANALYST* II	12-Month	7	FAMILY & COMMUNITY ENGAGEMENT SPEC	12-Month	10
BUDGET ANALYST* III	12-Month	9	FIELD TRIP COORDINATOR	12-Month	6
BUDGET ANALYST* IV	12-Month	11	FINANCIAL ANALYST I*	12-Month	5
BUYER	12-Month	7	FINANCIAL ANALYST II*	12-Month	7
CLERK OF THE BOARD	12-Month	14	FINANCIAL ANALYST III*	12-Month	10
CLUSTER LEAD DRIVER	12-Month	8	FISCAL ADMINISTRATOR	12-Month	13
COORD EARLY CHILDHOOD	12-Month	14	FOOD SVCS SPEC I*	12-Month	5
COORD SCHOOL HEALTH	12-Month	12	FOOD SVCS SPEC II*	12-Month	6
COORD SPECIAL PROJECTS	12-Month	15	FOOD SVCS SPEC III*	12-Month	8
CUSTOMER SVC COORD	12-Month	9	FUNCTIONAL ANALYST SIS	12-Month	14
DATA ARCHITECT	12-Month	14	GRANT ANALYST	12-Month	5
DATA COORDINATOR	12-Month	11	HRIS ADMINISTRATOR	12-Month	10
DATA SPECIALIST	12-Month	10	HUMANITIES COORDINATOR	200 Days	8
DATABASE ADMINISTRATOR	12-Month	14	INFO SYSTEM ANALYST I*	12-Month	6
DEPUTY CLERK OF THE BOARD	12-Month	9	INFO SYSTEM ANALYST II*	12-Month	8
DISPATCHER	12-Month	5	INFO SYSTEM ANALYST III*	12-Month	10
DIVERSITY, EQUITY, AND INCLUSION (DEI) SPECIALIST	12-Month	11	INFO SYSTEM ANALYST IV	12-Month	12
EAP PROFESSIONAL	12-Month	10	INST TECH INTEGRATION ANALYST	12-Month	14
EAP SUPERVISOR	12-Month	13	INSTRL TECHNOLOGY COORD I*	11-Month	6
EL DATA COORDINATOR	12-Month	10	INSTRL TECHNOLOGY COORD II*	11-Month	8
EMPLOYEE RELATIONS SPECIALIST	12-Month	13	INSTRL TECHNOLOGY COORD III	11-Month	10
EMPLOYMENT SPEC	12-Month	7	INTEGRATED PROJECT PLANNER	12-Month	10

* Career Ladder Positions

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade	E - Scale Classification	Units	Grade
INTERPRETATION SERVICES COORD	12-Month	9	SENIOR PROJECT MANAGER LICENSURE	12-Month	12
INVENTORY SPECIALIST	12-Month	3	SENIOR PROCUREMENT SPECIALIST	12-Month	9
JUNIOR PRODUCER	12-Month	10	SENIOR PRODUCER	12-Month	12
LABOR RELATIONS SPECIALIST	12-Month	13	SENIOR PROJECT MGR III	12-Month	13
LEAD ACCIDENT INVESTIGATOR	12-Month	6	SUPR ROUTING AND PLANNING	12-Month	9
LEAD DISPATCHER	12-Month	7	SUPR OF PUBLIC ENGAGEMENT	12-Month	12
LEAD ORACLE ERP FUNCT ANALYST - HR/PAYROLL	12-Month	16	SUPR ENTERPRISE RESOURCE PLANNING (ERP)	12-Month	15
LEAD TSC TECHNICIAN	12-Month	8	SUPR HRIS	12-Month	13
LEARNING MGMT SYSTEMS ADMIN	12-Month	12	SUPR OF PUBLIC ENGAGEMENT	12-Month	12
LEAVE ADMINISTRATOR	12-Month	10	SUPR STUDENT REGISTRATION	12-Month	13
MEDICAID SPECIALIST	12-Month	8	SUPR TELECOMMUNICATIONS	12-Month	12
NETWORK ANALYST I*	12-Month	8	SUPR WEB, MULTI DESIGN & PRINT SERVICES	12-Month	12
NETWORK ANALYST II*	12-Month	10	TECHNOLOGY ARCHITECT	12-Month	15
NETWORK ANALYST III*	12-Month	12	TECHNOLOGY SUPPORT SPECIALIST (TSS)	12-Month	5
NETWORK ANALYST IV	12-Month	14	TELECOMMUNICATION ANALYST	12-Month	10
PARALEGAL	12-Month	10	TITLE IX COORDINATOR	12-Month	13
PARENT TEEN OUTREACH HOME VISIT SPEC	12-Month	14	TITLE I GRANT ANALYST	12-Month	5
PARTNERSHIP COORD	12-Month	12	TRANSLATION SPEC	12-Month	3
PAY GO MGR	12-Month	10	TRANSPORTATION COORD/PRESCHOOL/SPECIAL ED	12-Month	6
PAYROLL ADMIN	12-Month	10	TRANSPORTATION COORDINATOR	12-Month	10
PAYROLL SPEC	12-Month	7	TRANSPORTATION DEMAND MGMT SPECIALIST	12-Month	13
PERSONAL HEALTHCARE COORDINATOR	12-Month	12	TRANSPORTATION OPERATIONS MGR*	12-Month	13
PLANNER	12-Month	9	TRANSPORTATION TRAINER	12-Month	6
POOL MANAGER	12-Month	2	THREAT SPECIALIST	12-Month	13
PRINCIPAL PLANNER	12-Month	15	TSC TECH I*	12-Month	3
PROFESSIONAL DEVELOPMENT SPEC	12-Month	11	TSC TECH II*	12-Month	5
PROFESSIONAL LEARNING SPECIALIST	12-Month	11	TSC TECH III	12-Month	7
PROJECT MGR ENVIRONMENTAL SERVICES	12-Month	10	VIDEO HEADEND OPERATOR*	12-Month	2
REEP NON INTENSIVE ADULT ESL SPEC	12-Month	5	VIDEO SYSTEMS ENGINEER	12-Month	9
REEP VOLUNTEER PROGRAM SPECIALIST	12-Month	2	VIDEO SYSTEMS SPEC I*	12-Month	2
RESIDENCY SPECIALIST	12-Month	10	VIDEO SYSTEMS SPEC II*	12-Month	3
RISK MANAGER	12-Month	12	VIDEO SYSTEMS SPEC III	12-Month	6
ROUTE PLANNER	12-Month	5	VOLUNTEER, PARTNERSHIPS & EVENTS MANAGER	12-Month	12
SAFETY TRAINER	12-Month	6			
SCHOOL HEALTH COORED	12-Month	12			
SCHOOL PSYCHOLOGIST	12-Month	11			
SENIOR BUYER	12-Month	9			
SENIOR EMPLOYMENT SPEC	12-Month	8			

* Career Ladder Positions

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

G - Scale Classification	Units	Grade	G - Scale Classification	Units	Grade
ACCOUNT CLERK	12-Month	10	EDUCATIONAL ADMIN SPEC	208 Days	8
ACCOUNT SPECIALIST	12-Month	11	EDUCATIONAL ADMIN SPEC	12-Month	8
ADMINISTRATIVE ASST	12-Month	8; 12	EXEC ASST TO THE CHIEF OPERATING OFFICER	12-Month	14
ADMINISTRATIVE ASST	12-Month	9	EXEC ASST TO THE SUPERINTENDENT	12-Month	14
ADMINISTRATIVE SPEC	12-Month	10	EXECUTIVE ADMIN SPEC	12-Month	13
CALL CENTER TECHNICIAN	12-Month	8	HUMAN RESOURCES ASSISTANT	12-Month	8
CLERICAL ASST	12-Month	7	HRIS SPEC	12-Month	13
EDUCATIONAL ADMIN ASST	12-Month	7	LIBRARY TECHNICIAN	12-Month	10
EDUCATIONAL ADMIN ASST	196 Days	7	PRINTING & MATERIALS PRODUCTION SUPR	12-Month	12
EDUCATIONAL ADMIN ASST	208 Days	7	PURCHASING TECHNICIAN	12-Month	11
EDUCATIONAL ADMIN COORD I	196 Days	10	REGISTRAR	12-Month	10
EDUCATIONAL ADMIN COORD I	208 Days	10	REGISTRATION SVC TECH	12-Month	11
EDUCATIONAL ADMIN COORD I	12-Month	10; 12	SCHOOL TREASURER	12-Month	11
EDUCATIONAL ADMIN COORD II	196 Days	11	VOC LAB TECH	12-Month	11
EDUCATIONAL ADMIN COORD II	12-Month	10; 11			

* Career Ladder Positions

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

M - Scale Classification	Units	Grade	M - Scale Classification	Units	Grade
ASST MAINTENANCE SUPERVISOR	Hourly	11	HVAC MECHANIC I*	Hourly	14
BLDG MAINT MECHANIC	Hourly	8	HVAC MECHANIC II*	Hourly	15
CUSTODIAL ASST SUPERVISOR I	Hourly	7	HVAC MECHANIC III	Hourly	16
CUSTODIAL ASST SUPERVISOR II	Hourly	8	HVAC MECHANIC IV	Hourly	17
CUSTODIAL QUALITY CONTROL SPEC	Hourly	8	LOCKSMITH I	Hourly	11
CUSTODIAL SUPERVISOR I	Hourly	7	MAIL CLERK/DRIVER	Hourly	5
CUSTODIAL SUPERVISOR II	Hourly	8	MAINTENANCE MECHANIC I	Hourly	9
CUSTODIAL SUPERVISOR III	Hourly	9	MAINTENANCE MECHANIC II	Hourly	9
CUSTODIAL SUPERVISOR IV	Hourly	10	MAINTENANCE SUPERVISOR I	Hourly	13
CUSTODIAL SUPERVISOR V	Hourly	11	MAINTENANCE SUPERVISOR II	Hourly	14
CUSTODIAN	Hourly	2	OPERATING ENGINEER	Hourly	13
CUSTODIAN	Hourly	3	PLUMBER I*	Hourly	9
CUSTODIAN I	Hourly	2	PLUMBER II*	Hourly	10
CUSTODIAN II	Hourly	3	PLUMBER III	Hourly	11
CUSTODIAN III	Hourly	4	PREVENTATIVE MAINT MECH	Hourly	8
CUSTODIAN IV	Hourly	6	RELIEF CUSTODIAN	Hourly	7
ELECTRICIAN I	Hourly	9	SAFETY SPECIALIST II	Hourly	13
ELECTRICIAN II	Hourly	10			
ELECTRICIAN III	Hourly	11			
ELECTRONIC SECURITY TECHNICIAN	Hourly	13			
ELECTRONICS TECHICIAN	Hourly	10			
GROUNDS MECHANIC	Hourly	8			
HVAC MAINT SUPR	Hourly	19			
HVAC MAINTENANCE ASST SUPERVISOR	Hourly	18			

N - Scale Classification	Units	Grade
BILINGUAL FAMILY SPECIALIST	200 Days	BF
LEAD SAFETY COORDINATOR	12-Month	LS
SCHOOL SECURITY COORDINATOR	200 Days	SS
SCHOOL SECURITY COORDINATOR	12-Month	SC

* Career Ladder Positions

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

P - Scale Classification	Units	Grade	P - Scale Classification	Units	Grade
ADMINISTRATOR OF ND & LCH SCHOOL PROGRAM	12-Month	18	COORD STUDENT BEHAVIOR	12-Month	15
ADMINISTRATOR	12-Month	14	DEAN OF STUDENTS	11-Month	11
AQUATICS MANAGEMENT	12-Month	16	DIR ACCT, EVALUATION, STRATEGIC PLANNING	12-Month	15
ARLINGTON COMMUNITY HS PRINCIPAL	12-Month	18	DIR ADVANCED ACADEMICS	12-Month	17
ASST DIR FINANCE	12-Month	14	DIR AETV	12-Month	16
ASST DIVISION COUNSEL	12-Month	16	DIR ASSESSMENT	12-Month	15
ASST DIR ACCOUNTABILITY & EVALUATION	12-Month	14	DIR AQUATICS	12-Month	16
ASST DIR ASSESSMENT	12-Month	14	DIR BUDGET	12-Month	15
ASST DIR OF COMMUNICATIONS	12-Month	14	DIR COMMUNICATIONS	12-Month	15
ASST DIR DESIGN & CONSTRUCTION	12-Month	14	DIR COUNSELING SVCS HIGH SCHOOL	12-Month	16
ASST DIR EXTENDED DAY	12-Month	11	DIR COUNSELING SVCS MIDDLE SCHOOL	12-Month	15
ASST DIR MAINT	12-Month	11	DIR CURRICULUM & INSTRUCTION	12-Month	17
ASST DIR OF RISK AND SECURITY	12-Month	13	DIR DESIGN & CONST	12-Month	16
ASST DIR OF SAFETY & EMERGENCY MNGMT	12-Month	13	DIR EARLY CHILDHOOD & ELEMENTARY ED	12-Month	16
ASST DIR PLANT OPERATIONS	12-Month	11	DIR OF EMPLOYEE RELATIONS	12-Month	17
ASST DIR PROCUREMENT	12-Month	11	DIR ENGLISH LEARNER SERVICES	12-Month	17
ASST DIR PURCHASING	12-Month	11	DIR ENTERPRISE SOLUTIONS	12-Month	17
ASST DIR TECHNOLOGY SVCS	12-Month	15	DIR EXTENDED DAY	12-Month	15
ASST DIVISION COUNSEL OF SPECIAL EDUCATION	12-Month	16	DIR FACILITIES & OPERATIONS	12-Month	16
ASST SUPT FACILITIES & OPERATIONS	12-Month	19	DIR FINANCE	12-Month	17
ASST SUPT FINANCE & MGMT SVCS	12-Month	19	DIR FOOD SVCS	12-Month	15
ASST SUPT HUMAN RESOURCES	12-Month	19	DIR INTERNAL AUDIT	12-Month	15
ASST SUPT INFO SVCS	12-Month	19	DIR LABOR RELATIONS	12-Month	15
ASST SUPT SCHOOL & COMMUNITY RELATIONS	12-Month	19	DIR MAINT	12-Month	16
BUSINESS OFFICER	12-Month	20	DIR OF EDUCATION (ELEMENTARY/SECONDARY)	12-Month	16
CHIEF ACADEMIC OFFICER	12-Month	19	DIR PAYROLL	12-Month	17
CHIEF DIVERSITY, EQUITY, & INCLUSION OFFICER	12-Month	19	DIR PLANT OPERATIONS	12-Month	16
CHIEF OF SCHOOL SUPPORT	12-Month	19	DIR POLICY AND LEGISLATIVE AFFAIRS	12-Month	15
CHIEF OF STAFF	12-Month	19	DIR PROCUREMENT	12-Month	15
CHIEF OPERATING OFFICER	12-Month	20	DIR PROFESS LEARNING	12-Month	16
COORD ADULT EDUCATION	12-Month	12	DIR PURCHASING/PURCHASING AGENT	12-Month	15
COORD COUNSELING	12-Month	12	DIR SCHOOL CLIMATE AND CULTURE	12-Month	16
COORD EARLY CHILDHOOD	12-Month	14	DIR SPECIAL ED (ELEMENTARY/SECONDARY)	12-Month	17
COORD INTERNATL BACCALAUREATE	12-Month	15	DIR SSR & EMER MGMT	12-Month	16
COORD LANGUAGE SVCS REGISTRATION CENTER	12-Month	11	DIR STUDENT ACTIVITIES/HIGH SCHOOL	12-Month	16
COORD TALENT ACQUISITION	12-Month	15	DIR STUDENT BEHAVIOR HEA;TH & WELLNESS	12-Month	17
COORD SPECIAL PROJECTS	12-Month	15	DIR STUDENT REG & LANGUAGE SVCS	12-Month	15

2025-26 Allocation of Classes to Pay Grades - Alphabetical Listing

P - Scale Classification	Units	Grade	P - Scale Classification	Units	Grade
DIR TALENT ACQUISITION & MANAGEMENT	12-Month	16	STUDENT CLIMATE COORDINATOR	12-Month	15
DIR TECHNOLOGY SERVICES	12-Month	17	SUPR ARL ED & EMPL PROG (REEP)	12-Month	15
DIR VOC CAREER TECH & ADULT ED	12-Month	17	SUPR ADVANCED ACADEMICS & TALENT DEV	12-Month	16
DIR AETV	12-Month	16	SUPR, CAREER & TECH ED	12-Month	16
DIVISION COUNSEL	12-Month	19	SUPR CURRICULUM & INSTRUCTION	12-Month	16
DUAL LANGUAGE IMMERSION COORDINATOR	12-Month	12	SUPR OF DIGITAL LEARNING & INNOVATION	12-Month	16
ED DIR TRANSPORTATION & FLEET MANAGEMENT SERVICES	12-Month	18	SUPR OF MATHEMATICS	12-Month	16
ELEM ASST PRINCIPAL	12-Month	15	SUPR OUTDOOR LAB	12-Month	15
ELEM PRINCIPAL	12-Month	17	SUPR OF SPECIALLY DESIGNED INSTRUCTIONS	12-Month	16
EUNICE KENNEDY SHRIVER PRINCIPAL	12-Month	17	SUPR ENGLISH/LANGUAGE ARTS	12-Month	16
EXECUTIVE DIR CURRICULUM & INSTRUCTION	12-Month	18	SUPR FEDERAL PROGRAMS	12-Month	15
EXECUTIVE DIR OF DEI	12-Month	18	SUPR FINE ARTS	12-Month	16
EXECUTIVE DIR STUDENT SERVICES	12-Month	18	SUPR HEALTH & PE	12-Month	16
EXECUTIVE DIR OF TRANSPORTATION & FLEET MGMT	12-Month	18	SUPR LIBRARY SVCS	12-Month	16
HB WOODLAWN PRINCIPAL	12-Month	18	SUPR OUTDOOR LAB	12-Month	15
HIGH SCHOOL ASST PRINCIPAL	12-Month	16	SUPR OF PROGRAMS, ACCOUNTS, & GRANTS MGMT	12-Month	15
HIGH SCHOOL PRINCIPAL	12-Month	18	SUPR SPECIAL EDUCATION	12-Month	16
INSTRUCTIONAL SUPPORT SUPERVISOR	12-Month	16	SUPR SCHOOL PSYCHOLOGIST/SOCIAL WORK	12-Month	16
MIDDLE SCHOOL ASST PRINCIPAL	12-Month	15	SUPR SOCIAL STUDIES	12-Month	16
MIDDLE SCHOOL PRINCIPAL	12-Month	17	SUPR STUDENT SERVICES	12-Month	16
PLAN OPERATIONS SPECIALIST	12-Month	11	SUPR SCIENCE	12-Month	16
SOCIAL EMOTIONAL LEARNING COORDINATOR	12-Month	12	SUPR WORLD LANGUAGES	12-Month	16

Professional Standards - Support Staff (A, C, D, G, M, N, and X-Scale)

	Basic	Intermediate	Associate	Advanced	Professional
Full Time	\$636	\$798	\$1,083	\$1,274	\$1,593
Half Time	\$319	\$399	\$543	\$636	\$796

Professional Standards - E and P-Scales

	Master's Degree	Doctorate Degree
Amount	\$1,224	\$2,040

2025-26 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

A Scale 187 Days Resource & Occupational/Physical Therapy Assistant 10 Month 7.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	21.97	22.84	23.76	24.69	25.68	26.71	27.80	28.90	30.05	31.24	32.51	33.15	33.82	34.49	35.18	35.87	36.59	37.33	38.08	38.84	39.63
Daily	153.79	159.88	166.32	172.83	179.76	186.97	194.60	202.30	210.35	218.68	227.57	232.05	236.74	241.43	246.26	251.09	256.13	261.31	266.56	271.88	277.41
20 Pays	1,437.94	1,494.88	1,555.09	1,615.96	1,680.76	1,748.17	1,819.51	1,891.51	1,966.77	2,044.66	2,127.78	2,169.67	2,213.52	2,257.37	2,302.53	2,347.69	2,394.82	2,443.25	2,492.34	2,542.08	2,593.78
24 Pays	1,198.28	1,245.73	1,295.91	1,346.63	1,400.63	1,456.81	1,516.26	1,576.25	1,638.98	1,703.88	1,773.15	1,808.06	1,844.60	1,881.14	1,918.78	1,956.41	1,995.68	2,036.04	2,076.95	2,118.40	2,161.49
Annual	28,758.73	29,897.56	31,101.84	32,319.21	33,615.12	34,963.39	36,390.20	37,830.10	39,335.45	40,893.16	42,555.59	43,393.35	44,270.38	45,147.41	46,050.62	46,953.83	47,896.31	48,864.97	49,846.72	50,841.56	51,875.67

Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	25.18	26.18	27.23	28.32	29.46	30.63	31.85	33.14	34.46	35.83	37.27	38.02	38.78	39.55	40.35	41.15	41.97	42.81	43.68	44.54	45.43
Daily	176.26	183.26	190.61	198.24	206.22	214.41	222.95	231.98	241.22	250.81	260.89	266.14	271.46	276.85	282.45	288.05	293.79	299.67	305.76	311.78	318.01
20 Pays	1,648.03	1,713.48	1,782.20	1,853.54	1,928.16	2,004.73	2,084.58	2,169.01	2,255.41	2,345.07	2,439.32	2,488.41	2,538.15	2,588.55	2,640.91	2,693.27	2,746.94	2,801.91	2,858.86	2,915.14	2,973.39
24 Pays	1,373.36	1,427.90	1,485.17	1,544.62	1,606.80	1,670.61	1,737.15	1,807.51	1,879.51	1,954.23	2,032.77	2,073.67	2,115.13	2,157.12	2,200.76	2,244.39	2,289.11	2,334.93	2,382.38	2,429.29	2,477.83
Annual	32,960.62	34,269.62	35,644.07	37,070.88	38,563.14	40,094.67	41,691.65	43,380.26	45,108.14	46,901.47	48,786.43	49,768.18	50,763.02	51,770.95	52,818.15	53,865.35	54,938.73	56,038.29	57,177.12	58,302.86	59,467.87

A Scale 190 Days Resource & Occupational/Physical Therapy/Outdoord Lab Assistant 10 Month 8.00 Hours																					
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	25.18	26.18	27.23	28.32	29.46	30.63	31.85	33.14	34.46	35.83	37.27	38.02	38.78	39.55	40.35	41.15	41.97	42.81	43.68	44.54	45.43
Daily	201.44	209.44	217.84	226.56	235.68	245.04	254.80	265.12	275.68	286.64	298.16	304.16	310.24	316.40	322.80	329.20	335.76	342.48	349.44	356.32	363.44
20 Pays	1,913.68	1,989.68	2,069.48	2,152.32	2,238.96	2,327.88	2,420.60	2,518.64	2,618.96	2,723.08	2,832.52	2,889.52	2,947.28	3,005.80	3,066.60	3,127.40	3,189.72	3,253.56	3,319.68	3,385.04	3,452.68
24 Pays	1,594.73	1,658.07	1,724.57	1,793.60	1,865.80	1,939.90	2,017.17	2,098.87	2,182.47	2,269.23	2,360.43	2,407.93	2,456.07	2,504.83	2,555.50	2,606.17	2,658.10	2,711.30	2,766.40	2,820.87	2,877.23
Annual	38,273.60	39,793.60	41,389.60	43,046.40	44,779.20	46,557.60	48,412.00	50,372.80	52,379.20	54,461.60	56,650.40	57,790.40	58,945.60	60,116.00	61,332.00	62,548.00	63,794.40	65,071.20	66,393.60	67,700.80	69,053.60

Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	28.71	29.85	31.05	32.28	33.58	34.91	36.31	37.78	39.28	40.85	42.48	43.33	44.22	45.08	46.00	46.91	47.85	48.80	49.79	50.78	51.80
Daily	229.68	238.80	248.40	258.24	268.64	279.28	290.48	302.24	314.24	326.80	339.84	346.64	353.76	360.64	368.00	375.28	382.80	390.40	398.32	406.24	414.40
20 Pays	2,181.96	2,268.60	2,359.80	2,453.28	2,552.08	2,653.16	2,759.56	2,871.28	2,985.28	3,104.60	3,228.48	3,293.08	3,360.72	3,426.08	3,496.00	3,565.16	3,636.60	3,708.80	3,784.04	3,859.28	3,936.80
24 Pays	1,818.30	1,890.50	1,966.50	2,044.40	2,126.73	2,210.97	2,299.63	2,392.73	2,487.73	2,587.17	2,690.40	2,744.23	2,800.60	2,855.07	2,913.33	2,970.97	3,030.50	3,090.67	3,153.37	3,216.07	3,280.67
Annual	43,639.20	45,372.00	47,196.00	49,065.60	51,041.60	53,063.20	55,191.20	57,425.60	59,705.60	62,092.00	64,569.60	65,861.60	67,214.40	68,521.60	69,920.00	71,303.20	72,732.00	74,176.00	75,680.80	77,185.60	78,736.00

Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	30.87	32.11	33.37	34.72	36.12	37.55	39.06	40.62	42.24	43.92	45.69	46.59	47.53	48.49	49.46	50.44	51.45	52.49	53.54	54.60	55.69
Daily	246.96	256.88	266.96	277.76	288.96	300.40	312.48	324.96	337.92	351.36	365.52	372.72	380.24	387.92	395.68	403.52	411.60	419.92	428.32	436.80	445.52
20 Pays	2,346.12	2,440.36	2,536.12	2,638.72	2,745.12	2,853.80	2,968.56	3,087.12	3,210.24	3,337.92	3,472.44	3,540.84	3,612.28	3,685.24	3,758.96	3,833.44	3,910.20	3,989.24	4,069.04	4,149.60	4,232.44
24 Pays	1,955.10	2,033.63	2,113.43	2,198.93	2,287.60	2,378.17	2,473.80	2,572.60	2,675.20	2,781.60	2,893.70	2,950.70	3,010.23	3,071.03	3,132.47	3,194.53	3,258.50	3,324.37	3,390.87	3,458.00	3,527.03
Annual	46,922.40	48,807.20	50,722.40	52,774.40	54,902.40	57,076.00	59,371.20	61,742.40	64,204.80	66,758.40	69,448.80	70,816.80	72,245.60	73,704.80	75,179.20	76,668.80	78,204.00	79,784.80	81,380.80	82,992.00	84,648.80

Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	35.10	36.51	37.95	39.48	41.08	42.70	44.41	46.20	48.04	49.94	51.95	52.99	54.04	55.14	56.24	57.36	58.51	59.68	60.88	62.09	63.33
Daily	280.80	292.08	303.60	315.84	328.64	341.60	355.28	369.60	384.32	399.52	415.60	423.92	432.32	441.12	449.92	458.88	468.08	477.44	487.04	496.72	506.64
20 Pays	2,667.60	2,774.76	2,884.20	3,000.48	3,122.08	3,245.20	3,375.16	3,511.20	3,651.04	3,795.44	3,948.20	4,027.24	4,107.04	4,190.64	4,274.24	4,359.36	4,446.76	4,535.68	4,626.88	4,718.84	4,813.08
24 Pays	2,223.00	2,312.30	2,403.50	2,500.40	2,601.73	2,704.33	2,812.63	2,926.00	3,042.53	3,162.87	3,290.17	3,356.03	3,422.53	3,492.20	3,561.87	3,632.80	3,705.63	3,779.73	3,855.73	3,932.37	4,010.90
Annual	53,352.00	55,495.20	57,684.00	60,009.60	62,441.60	64,904.00	67,503.20	70,224.00	73,020.80	75,908.80	78,964.00	80,544.80	82,140.80	83,812.80	85,484.80	87,187.20	88,935.20	90,713.60	92,537.60	94,376.80	96,261.60

2025-26 A-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

A Scale 187 Days Resource & Occupational/Physical Therapy Assistant 10 Month 7.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	20.87	21.70	22.57	23.46	24.40	25.37	26.41	27.46	28.55	29.68	30.88	31.49	32.13	32.77	33.42	34.08	34.76	35.46	36.18	36.90	37.65
Daily	146.09	151.90	157.99	164.22	170.80	177.59	184.87	192.22	199.85	207.76	216.16	220.43	224.91	229.39	233.94	238.56	243.32	248.22	253.26	258.30	263.55
20 Pays	1,365.94	1,420.27	1,477.21	1,535.46	1,596.98	1,660.47	1,728.53	1,797.26	1,868.60	1,942.56	2,021.10	2,061.02	2,102.91	2,144.80	2,187.34	2,230.54	2,275.04	2,320.86	2,367.98	2,415.11	2,464.19
24 Pays	1,138.28	1,183.55	1,231.01	1,279.55	1,330.82	1,383.72	1,440.45	1,497.71	1,557.16	1,618.80	1,684.25	1,717.52	1,752.42	1,787.33	1,822.78	1,858.78	1,895.87	1,934.05	1,973.32	2,012.59	2,053.49
Annual	27,318.83	28,405.30	29,544.13	30,709.14	31,939.60	33,209.33	34,570.69	35,945.14	37,371.95	38,851.12	40,421.92	41,220.41	42,058.17	42,895.93	43,746.78	44,610.72	45,500.84	46,417.14	47,359.62	48,302.10	49,283.85

A Scale 187 Days Resource & Occupational/Physical Therapy Assistant 10 Month 7.00 Hours																					
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.92	24.87	25.87	26.90	27.99	29.10	30.26	31.48	32.74	34.04	35.41	36.12	36.84	37.57	38.33	39.09	39.87	40.67	41.50	42.31	43.16
Daily	167.44	174.09	181.09	188.30	195.93	203.70	211.82	220.36	229.18	238.28	247.87	252.84	257.88	262.99	268.31	273.63	279.09	284.69	290.50	296.17	302.12
20 Pays	1,565.56	1,627.74	1,693.19	1,760.61	1,831.95	1,904.60	1,980.52	2,060.37	2,142.83	2,227.92	2,317.58	2,364.05	2,411.18	2,458.96	2,508.70	2,558.44	2,609.49	2,661.85	2,716.18	2,769.19	2,824.82
24 Pays	1,304.64	1,356.45	1,410.99	1,467.17	1,526.62	1,587.16	1,650.43	1,716.97	1,785.69	1,856.60	1,931.32	1,970.05	2,009.32	2,049.13	2,090.58	2,132.03	2,174.58	2,218.21	2,263.48	2,307.66	2,354.02
Annual	31,311.28	32,554.83	33,863.83	35,212.10	36,638.91	38,091.90	39,610.34	41,207.32	42,856.66	44,558.36	46,351.69	47,281.08	48,223.56	49,179.13	50,173.97	51,168.81	52,189.83	53,237.03	54,323.50	55,383.79	56,496.44

A Scale 190 Days Resource & Occupational/Physical Therapy/Outooodor Lab Assistant Assistant 10 Month 8.00 Hours																					
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.92	24.87	25.87	26.90	27.99	29.10	30.26	31.48	32.74	34.04	35.41	36.12	36.84	37.57	38.33	39.09	39.87	40.67	41.50	42.31	43.16
Daily	191.36	198.96	206.96	215.20	223.92	232.80	242.08	251.84	261.92	272.32	283.28	288.96	294.72	300.56	306.64	312.72	318.96	325.36	332.00	338.48	345.28
20 Pays	1,817.92	1,890.12	1,966.12	2,044.40	2,127.24	2,211.60	2,299.76	2,392.48	2,488.24	2,587.04	2,691.16	2,745.12	2,799.84	2,855.32	2,913.08	2,970.84	3,030.12	3,090.92	3,154.00	3,215.56	3,280.16
24 Pays	1,514.93	1,575.10	1,638.43	1,703.67	1,772.70	1,843.00	1,916.47	1,993.73	2,073.53	2,155.87	2,242.63	2,287.60	2,333.20	2,379.43	2,427.57	2,475.70	2,525.10	2,575.77	2,628.33	2,679.63	2,733.47
Annual	36,358.40	37,802.40	39,322.40	40,888.00	42,544.80	44,232.00	45,995.20	47,849.60	49,764.80	51,740.80	53,823.20	54,902.40	55,996.80	57,106.40	58,261.60	59,416.80	60,602.40	61,818.40	63,080.00	64,311.20	65,603.20

A Scale 190 Days Resource & Occupational/Physical Therapy/Outooodor Lab Assistant Assistant 10 Month 8.00 Hours																					
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	27.27	28.36	29.50	30.67	31.90	33.16	34.49	35.89	37.32	38.81	40.36	41.16	42.01	42.83	43.70	44.56	45.46	46.36	47.30	48.24	49.21
Daily	218.16	226.88	236.00	245.36	255.20	265.28	275.92	287.12	298.56	310.48	322.88	329.28	336.08	342.64	349.60	356.48	363.68	370.88	378.40	385.92	393.68
20 Pays	2,072.52	2,155.36	2,242.00	2,330.92	2,424.40	2,520.16	2,621.24	2,727.64	2,836.32	2,949.56	3,067.36	3,128.16	3,192.76	3,255.08	3,321.20	3,386.56	3,454.96	3,523.36	3,594.80	3,666.24	3,739.96
24 Pays	1,727.10	1,796.13	1,868.33	1,942.43	2,020.33	2,100.13	2,184.37	2,273.03	2,363.60	2,457.97	2,556.13	2,606.80	2,660.63	2,712.57	2,767.67	2,822.13	2,879.13	2,936.13	2,995.67	3,055.20	3,116.63
Annual	41,450.40	43,107.20	44,840.00	46,618.40	48,488.00	50,403.20	52,424.80	54,552.80	56,726.40	58,991.20	61,347.20	62,563.20	63,855.20	65,101.60	66,424.00	67,731.20	69,099.20	70,467.20	71,896.00	73,324.80	74,799.20

A Scale 190 Days Resource & Occupational/Physical Therapy/Outooodor Lab Assistant Assistant 10 Month 8.00 Hours																					
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	29.33	30.50	31.70	32.98	34.31	35.67	37.11	38.59	40.13	41.72	43.41	44.26	45.15	46.07	46.99	47.92	48.88	49.87	50.86	51.87	52.91
Daily	234.64	244.00	253.60	263.84	274.48	285.36	296.88	308.72	321.04	333.76	347.28	354.08	361.20	368.56	375.92	383.36	391.04	398.96	406.88	414.96	423.28
20 Pays	2,229.08	2,318.00	2,409.20	2,506.48	2,607.56	2,710.92	2,820.36	2,932.84	3,049.88	3,170.72	3,299.16	3,363.76	3,431.40	3,501.32	3,571.24	3,641.92	3,714.88	3,790.12	3,865.36	3,942.12	4,021.16
24 Pays	1,857.57	1,931.67	2,007.67	2,088.73	2,172.97	2,259.10	2,350.30	2,444.03	2,541.57	2,642.27	2,749.30	2,803.13	2,859.50	2,917.77	2,976.03	3,034.93	3,095.73	3,158.43	3,221.13	3,285.10	3,350.97
Annual	44,581.60	46,360.00	48,184.00	50,129.60	52,151.20	54,218.40	56,407.20	58,656.80	60,997.60	63,414.40	65,983.20	67,275.20	68,628.00	70,026.40	71,424.80	72,838.40	74,297.60	75,802.40	77,307.20	78,842.40	80,423.20

A Scale 190 Days Resource & Occupational/Physical Therapy/Outooodor Lab Assistant Assistant 10 Month 8.00 Hours																					
Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	33.35	34.68	36.05	37.51	39.03	40.57	42.19	43.89	45.64	47.44	49.35	50.34	51.34	52.38	53.43	54.49	55.58	56.70	57.84	58.99	60.16
Daily	266.80	277.44	288.40	300.08	312.24	324.56	337.52	351.12	365.12	379.52	394.80	402.72	410.72	419.04	427.44	435.92	444.64	453.60	462.72	471.92	481.28
20 Pays	2,534.60	2,635.68	2,739.80	2,850.76	2,966.28	3,083.32	3,206.44	3,335.64	3,468.64	3,605.44	3,750.60	3,825.84	3,901.84	3,980.88	4,060.68	4,141.24	4,224.08	4,309.20	4,395.84	4,483.24	4,572.16
24 Pays	2,112.17	2,196.40	2,283.17	2,375.63	2,471.90	2,569.43	2,672.03	2,779.70	2,890.53	3,004.53	3,125.50	3,188.20	3,251.53	3,317.40	3,383.90	3,451.03	3,520.07	3,591.00	3,663.20	3,736.03	3,810.13
Annual	50,692.00	52,713.60	54,796.00	57,015.20	59,325.60	61,666.40	64,128.80	66,712.80	69,372.80	72,108.80	75,012.00	76,516.80	78,036.80	79,617.60	81,213.60	82,824.80	84,481.60	86,184.00	87,916.80	89,664.80	91,443.20

2025-26 Food Service (C-Scale) Hourly Schedule for Retirement Eligible Employees

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
02	17.01	17.51	18.04	18.57	19.15	19.72	20.32	20.92	21.55	22.20	22.86	23.55	24.25	24.97	25.72	26.49	27.30	28.11	28.96	29.82	30.72
03	17.51	18.04	18.57	19.15	19.72	20.32	20.92	21.55	22.20	22.86	23.55	24.25	24.97	25.72	26.49	27.30	28.11	28.96	29.82	30.72	31.63
05	18.04	18.57	19.15	19.72	20.32	20.92	21.55	22.20	22.86	23.55	24.25	24.97	25.72	26.49	27.30	28.11	28.96	29.82	30.72	31.63	32.59
06	18.57	19.15	19.72	20.32	20.92	21.55	22.20	22.86	23.55	24.25	24.97	25.72	26.49	27.30	28.11	28.96	29.82	30.72	31.63	32.59	33.58
07	19.89	20.49	21.10	21.73	22.39	23.06	23.76	24.46	25.20	25.95	26.72	27.52	28.35	29.20	30.08	31.00	31.92	32.87	33.86	34.86	35.91
08	21.28	21.93	22.57	23.25	23.95	24.67	25.41	26.17	26.97	27.77	28.60	29.46	30.35	31.24	32.19	33.16	34.14	35.18	36.23	37.31	38.43
09	22.78	23.46	24.15	24.88	25.63	26.40	27.19	28.00	28.85	29.70	30.60	31.52	32.47	33.43	34.44	35.48	36.54	37.64	38.77	39.92	41.13
10	24.36	25.09	25.84	26.63	27.42	28.24	29.08	29.97	30.87	31.78	32.75	33.72	34.74	35.78	36.86	37.95	39.09	40.27	41.48	42.73	44.01
11	26.08	26.86	27.65	28.49	29.35	30.22	31.13	32.07	33.03	34.02	35.04	36.10	37.18	38.28	39.43	40.61	41.84	43.08	44.38	45.71	47.08
12	27.90	28.73	29.59	30.48	31.41	32.32	33.30	34.31	35.34	36.39	37.49	38.62	39.78	40.96	42.20	43.46	44.77	46.10	47.48	48.91	50.38

2025-26 Food Service (C-Scale) Hourly Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
02	16.16	16.63	17.14	17.64	18.19	18.73	19.30	19.87	20.47	21.09	21.72	22.37	23.04	23.72	24.43	25.17	25.94	26.70	27.51	28.33	29.18
03	16.63	17.14	17.64	18.19	18.73	19.30	19.87	20.47	21.09	21.72	22.37	23.04	23.72	24.43	25.17	25.94	26.70	27.51	28.33	29.18	30.05
05	17.14	17.64	18.19	18.73	19.30	19.87	20.47	21.09	21.72	22.37	23.04	23.72	24.43	25.17	25.94	26.70	27.51	28.33	29.18	30.05	30.96
06	17.64	18.19	18.73	19.30	19.87	20.47	21.09	21.72	22.37	23.04	23.72	24.43	25.17	25.94	26.70	27.51	28.33	29.18	30.05	30.96	31.90
07	18.90	19.47	20.05	20.64	21.27	21.91	22.57	23.24	23.94	24.65	25.38	26.14	26.93	27.74	28.58	29.45	30.32	31.23	32.17	33.12	34.11
08	20.22	20.83	21.44	22.09	22.75	23.44	24.14	24.86	25.62	26.38	27.17	27.99	28.83	29.68	30.58	31.50	32.43	33.42	34.42	35.44	36.51
09	21.64	22.29	22.94	23.64	24.35	25.08	25.83	26.60	27.41	28.22	29.07	29.94	30.85	31.76	32.72	33.71	34.71	35.76	36.83	37.92	39.07
10	23.14	23.84	24.55	25.30	26.05	26.83	27.63	28.47	29.33	30.19	31.11	32.03	33.00	33.99	35.02	36.05	37.14	38.26	39.41	40.59	41.81
11	24.78	25.52	26.27	27.07	27.88	28.71	29.57	30.47	31.38	32.32	33.29	34.30	35.32	36.37	37.46	38.58	39.75	40.93	42.16	43.42	44.73
12	26.51	27.29	28.11	28.96	29.84	30.70	31.64	32.59	33.57	34.57	35.62	36.69	37.79	38.91	40.09	41.29	42.53	43.80	45.11	46.46	47.86

2025-26 Transportation (D-Scale) Hourly Schedule for Retirement Eligible Employees

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
4	18.99	19.76	20.54	21.37	22.22	23.11	24.03	24.98	25.98	27.03	28.11	28.83	29.54	30.27	31.04	31.79	32.45	33.10	33.75	34.43	35.13
7	21.66	22.53	23.44	24.36	25.35	26.37	27.42	28.52	29.65	30.83	32.08	32.87	33.70	34.54	35.40	36.29	37.02	37.76	38.51	39.29	40.08
9	25.06	26.08	27.11	28.20	29.34	30.50	31.71	32.99	34.31	35.68	37.11	38.03	38.98	39.94	40.96	41.98	42.81	43.68	44.55	45.44	46.35
10	26.83	27.91	29.02	30.18	31.40	32.65	33.95	35.31	36.72	38.20	39.71	40.71	41.73	42.77	43.83	44.92	45.83	46.76	47.70	48.63	49.60
11	28.69	29.86	31.05	32.27	33.58	34.91	36.31	37.77	39.29	40.85	42.47	43.54	44.64	45.74	46.90	48.06	49.02	50.01	51.01	52.03	53.07
12	30.73	31.98	33.25	34.59	35.97	37.39	38.90	40.46	42.08	43.76	45.50	46.64	47.81	49.01	50.22	51.48	52.52	53.57	54.64	55.72	56.84

2025-26 Transportation (D-Scale) Hourly Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
4	18.04	18.77	19.51	20.30	21.11	21.95	22.83	23.73	24.68	25.68	26.70	27.39	28.06	28.76	29.49	30.20	30.83	31.45	32.06	32.71	33.37
7	20.58	21.40	22.27	23.14	24.08	25.05	26.05	27.09	28.17	29.29	30.48	31.23	32.02	32.81	33.63	34.48	35.17	35.87	36.58	37.33	38.08
9	23.81	24.78	25.75	26.79	27.87	28.98	30.12	31.34	32.59	33.90	35.25	36.13	37.03	37.94	38.91	39.88	40.67	41.50	42.32	43.17	44.03
10	25.49	26.51	27.57	28.67	29.83	31.02	32.25	33.54	34.88	36.29	37.72	38.67	39.64	40.63	41.64	42.67	43.54	44.42	45.32	46.20	47.12
11	27.26	28.37	29.50	30.66	31.90	33.16	34.49	35.88	37.33	38.81	40.35	41.36	42.41	43.45	44.56	45.66	46.57	47.51	48.46	49.43	50.42
12	29.19	30.38	31.59	32.86	34.17	35.52	36.96	38.44	39.98	41.57	43.23	44.31	45.42	46.56	47.71	48.91	49.89	50.89	51.91	52.93	54.00

2025-26 E-Scale 10-Month Salary Schedule for Retirement Eligible Employees

200* Days - 8.00 Hours/Day																										
Grade 02	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	27.06	27.88	28.71	29.57	30.46	31.38	32.30	33.27	34.27	35.31	36.36	37.09	37.84	38.60	39.37	40.15	40.55	40.96	41.36	41.78	42.20	42.63	43.04	43.48	43.90	44.35
Daily	216.48	223.04	229.68	236.56	243.68	251.04	258.40	266.16	274.16	282.48	290.88	296.72	302.72	308.80	314.96	321.20	324.40	327.68	330.88	334.24	337.60	341.04	344.32	347.84	351.20	354.80
20 Pays	2,164.80	2,230.40	2,296.80	2,365.60	2,436.80	2,510.40	2,584.00	2,661.60	2,741.60	2,824.80	2,908.80	2,967.20	3,027.20	3,088.00	3,149.60	3,212.00	3,244.00	3,276.80	3,308.80	3,342.40	3,376.00	3,410.40	3,443.20	3,478.40	3,512.00	3,548.00
24 Pays	1,804.00	1,858.67	1,914.00	1,971.33	2,030.67	2,092.00	2,153.33	2,218.00	2,284.67	2,354.00	2,424.00	2,472.67	2,522.67	2,573.33	2,624.67	2,676.67	2,703.33	2,730.67	2,757.33	2,785.33	2,813.33	2,842.00	2,869.33	2,898.67	2,926.67	2,956.67
Annual	43,296.00	44,608.00	45,936.00	47,312.00	48,736.00	50,208.00	51,680.00	53,232.00	54,832.00	56,496.00	58,176.00	59,344.00	60,544.00	61,760.00	62,992.00	64,240.00	64,880.00	65,536.00	66,176.00	66,848.00	67,520.00	68,208.00	68,864.00	69,568.00	70,240.00	70,960.00

Grade 03	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	28.42	29.26	30.13	31.05	31.98	32.95	33.93	34.94	36.00	37.08	38.19	38.94	39.72	40.52	41.32	42.16	42.59	43.00	43.43	43.86	44.32	44.75	45.21	45.65	46.10	46.56
Daily	227.36	234.08	241.04	248.40	255.84	263.60	271.44	279.52	288.00	296.64	305.52	311.52	317.76	324.16	330.56	337.28	340.72	344.00	347.44	350.88	354.56	358.00	361.68	365.20	368.80	372.48
20 Pays	2,273.60	2,340.80	2,410.40	2,484.00	2,558.40	2,636.00	2,714.40	2,795.20	2,880.00	2,966.40	3,055.20	3,115.20	3,177.60	3,241.60	3,305.60	3,372.80	3,407.20	3,440.00	3,474.40	3,508.80	3,545.60	3,580.00	3,616.80	3,652.00	3,688.00	3,724.80
24 Pays	1,894.67	1,950.67	2,008.67	2,070.00	2,132.00	2,196.67	2,262.00	2,329.33	2,400.00	2,472.00	2,546.00	2,596.00	2,648.00	2,701.33	2,754.67	2,810.67	2,839.33	2,866.67	2,895.33	2,924.00	2,954.67	2,983.33	3,014.00	3,043.33	3,073.33	3,104.00
Annual	45,472.00	46,816.00	48,208.00	49,680.00	51,168.00	52,720.00	54,288.00	55,904.00	57,600.00	59,328.00	61,104.00	62,304.00	63,552.00	64,832.00	66,112.00	67,456.00	68,144.00	68,800.00	69,488.00	70,176.00	70,912.00	71,600.00	72,336.00	73,040.00	73,760.00	74,496.00

Grade 04	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	29.85	30.72	31.65	32.59	33.59	34.59	35.62	36.69	37.79	38.92	40.10	40.90	41.70	42.55	43.40	44.27	44.71	45.17	45.60	46.05	46.52	46.99	47.45	47.94	48.42	48.90
Daily	238.80	245.76	253.20	260.72	268.72	276.72	284.96	293.52	302.32	311.36	320.80	327.20	333.60	340.40	347.20	354.16	357.68	361.36	364.80	368.40	372.16	375.92	379.60	383.52	387.36	391.20
20 Pays	2,388.00	2,457.60	2,532.00	2,607.20	2,687.20	2,767.20	2,849.60	2,935.20	3,023.20	3,113.60	3,208.00	3,272.00	3,336.00	3,404.00	3,472.00	3,541.60	3,576.80	3,613.60	3,648.00	3,684.00	3,721.60	3,759.20	3,796.00	3,835.20	3,873.60	3,912.00
24 Pays	1,990.00	2,048.00	2,110.00	2,172.67	2,239.33	2,306.00	2,374.67	2,446.00	2,519.33	2,594.67	2,673.33	2,726.67	2,780.00	2,836.67	2,893.33	2,951.33	2,980.67	3,011.33	3,040.00	3,070.00	3,101.33	3,132.67	3,163.33	3,196.00	3,228.00	3,260.00
Annual	47,760.00	49,152.00	50,640.00	52,144.00	53,744.00	55,344.00	56,992.00	58,704.00	60,464.00	62,272.00	64,160.00	65,440.00	66,720.00	68,080.00	69,440.00	70,832.00	71,536.00	72,272.00	72,960.00	73,680.00	74,432.00	75,184.00	75,920.00	76,704.00	77,472.00	78,240.00

Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	36.26	37.34	38.46	39.63	40.80	42.03	43.29	44.59	45.93	47.31	48.74	49.69	50.69	51.71	52.75	53.81	54.34	54.88	55.43	55.99	56.54	57.11	57.68	58.27	58.84	59.44
Daily	290.08	298.72	307.68	317.04	326.40	336.24	346.32	356.72	367.44	378.48	389.92	397.52	405.52	413.68	422.00	430.48	434.72	439.04	443.44	447.92	452.32	456.88	461.44	466.16	470.72	475.52
20 Pays	2,900.80	2,987.20	3,076.80	3,170.40	3,264.00	3,362.40	3,463.20	3,567.20	3,674.40	3,784.80	3,899.20	3,975.20	4,055.20	4,136.80	4,220.00	4,304.80	4,347.20	4,390.40	4,434.40	4,479.20	4,523.20	4,568.80	4,614.40	4,661.60	4,707.20	4,755.20
24 Pays	2,417.33	2,489.33	2,564.00	2,642.00	2,720.00	2,802.00	2,886.00	2,972.67	3,062.00	3,154.00	3,249.33	3,312.67	3,379.33	3,447.33	3,516.67	3,587.33	3,622.67	3,658.67	3,695.33	3,732.67	3,769.33	3,807.33	3,845.33	3,884.67	3,922.67	3,962.67
Annual	58,016.00	59,744.00	61,536.00	63,408.00	65,280.00	67,248.00	69,264.00	71,344.00	73,488.00	75,696.00	77,984.00	79,504.00	81,104.00	82,736.00	84,400.00	86,096.00	86,944.00	87,808.00	88,688.00	89,584.00	90,464.00	91,376.00	92,288.00	93,232.00	94,144.00	95,104.00

2025-26 E-Scale 11-Month Salary Schedule for Retirement Eligible Employees

ITC I 209** Days - 8.00 Hours/Day																										
Grade 06	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	301.14	310.17	319.47	329.06	338.93	349.10	359.57	370.35	381.47	392.91	404.70	412.79	421.05	429.47	438.06	446.82	451.29	455.80	460.36	464.96	469.61	474.31	479.05	483.84	488.69	493.57
24 Pays	2,622.40	2,701.07	2,782.08	2,865.52	2,951.50	3,040.06	3,131.28	3,225.16	3,321.94	3,421.60	3,524.28	3,594.74	3,666.64	3,739.95	3,814.79	3,891.08	3,929.98	3,969.28	4,009.00	4,049.04	4,089.55	4,130.45	4,171.74	4,213.46	4,255.64	4,298.15
Annual	62,937.55	64,825.61	66,769.98	68,772.52	70,836.06	72,961.54	75,150.83	77,403.92	79,726.46	82,118.45	84,582.68	86,273.68	87,999.40	89,758.90	91,555.00	93,385.81	94,319.52	95,262.61	96,216.03	97,176.95	98,149.13	99,130.70	100,121.65	101,122.92	102,135.46	103,155.50

ITC II 209** Days - 8.00 Hours/Day																										
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	332.00	341.96	352.21	362.79	373.67	384.88	396.43	408.32	420.56	433.18	446.18	455.10	464.20	473.49	482.96	492.62	497.55	502.52	507.55	512.62	517.75	522.93	528.15	533.44	538.77	544.16
24 Pays	2,891.17	2,977.90	3,067.20	3,159.28	3,254.02	3,351.65	3,452.22	3,555.79	3,662.42	3,772.29	3,885.48	3,963.18	4,042.43	4,123.29	4,205.79	4,289.90	4,332.79	4,376.07	4,419.90	4,464.09	4,508.70	4,553.82	4,599.29	4,645.35	4,691.77	4,738.69
Annual	69,388.11	71,469.48	73,612.79	75,822.72	78,096.46	80,439.65	82,853.21	85,339.03	87,898.05	90,534.96	93,251.62	95,116.22	97,018.36	98,958.97	100,939.00	102,957.49	103,986.92	105,025.73	106,077.67	107,138.07	108,208.78	109,291.69	110,383.05	111,488.49	112,602.37	113,728.45

ITC III 209** Days - 8.00 Hours/Day																										
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	366.03	377.01	388.32	399.97	411.97	424.33	437.06	450.18	463.67	477.59	491.92	501.75	511.79	522.02	532.47	543.11	548.54	554.03	559.57	565.17	570.82	576.52	582.29	588.11	593.99	599.93
24 Pays	3,187.51	3,283.15	3,381.64	3,483.07	3,587.58	3,695.18	3,806.03	3,920.28	4,037.82	4,158.99	4,283.80	4,369.43	4,456.81	4,545.96	4,636.91	4,729.58	4,776.89	4,824.67	4,872.96	4,921.67	4,970.86	5,020.56	5,070.80	5,121.47	5,172.70	5,224.42
Annual	76,500.24	78,795.57	81,159.40	83,593.61	86,101.95	88,684.43	91,344.79	94,086.80	96,907.63	99,815.73	102,811.10	104,866.20	106,963.52	109,103.08	111,285.79	113,509.80	114,645.27	115,791.99	116,950.92	118,120.16	119,300.67	120,493.38	121,699.22	122,915.39	124,144.69	125,386.19

2025-26 E-Scale 12-Month Salary Schedule for Retirement Eligible Employees

260** Days - 8.00 Hours/Day																										
Grade 01	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	206.15	212.33	218.70	225.27	232.02	238.98	246.16	253.55	261.14	268.98	277.05	282.59	288.24	294.01	299.89	305.88	308.94	312.03	315.16	318.31	321.49	324.70	327.95	331.23	334.54	337.89
24 Pays	2,233.33	2,300.25	2,369.29	2,440.38	2,513.58	2,589.00	2,666.71	2,746.75	2,829.04	2,913.96	3,001.38	3,061.42	3,122.63	3,185.08	3,248.79	3,313.75	3,346.88	3,380.38	3,414.21	3,448.33	3,482.79	3,517.63	3,552.83	3,588.33	3,624.21	3,660.46
Annual	53,600.00	55,206.00	56,863.00	58,569.00	60,326.00	62,136.00	64,001.00	65,922.00	67,897.00	69,935.00	72,033.00	73,474.00	74,943.00	76,442.00	77,971.00	79,530.00	80,325.00	81,129.00	81,941.00	82,760.00	83,587.00	84,423.00	85,268.00	86,120.00	86,981.00	87,851.00
Grade 02	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	216.46	222.96	229.65	236.53	243.63	250.94	258.46	266.22	274.20	282.43	290.90	296.72	302.65	308.71	314.88	321.18	324.39	327.63	330.91	334.22	337.56	340.94	344.35	347.79	351.27	354.78
24 Pays	2,345.00	2,415.38	2,487.83	2,562.42	2,639.29	2,718.50	2,800.00	2,884.04	2,970.54	3,059.67	3,151.42	3,214.50	3,278.75	3,344.33	3,411.21	3,479.42	3,514.25	3,549.33	3,584.88	3,620.75	3,656.92	3,693.50	3,730.46	3,767.71	3,805.42	3,843.42
Annual	56,280.00	57,969.00	59,708.00	61,498.00	63,343.00	65,244.00	67,200.00	69,217.00	71,293.00	73,432.00	75,634.00	77,148.00	78,690.00	80,264.00	81,869.00	83,506.00	84,342.00	85,184.00	86,037.00	86,898.00	87,766.00	88,644.00	89,531.00	90,425.00	91,330.00	92,242.00
Grade 03	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	227.29	234.12	241.13	248.37	255.82	263.49	271.40	279.54	287.93	296.57	305.46	311.57	317.80	324.16	330.64	337.25	340.63	344.03	347.47	350.94	354.45	358.00	361.58	365.20	368.85	372.53
24 Pays	2,462.33	2,536.25	2,612.25	2,690.63	2,771.38	2,854.50	2,940.17	3,028.38	3,119.21	3,212.79	3,309.17	3,375.29	3,442.88	3,511.71	3,581.96	3,653.54	3,690.13	3,727.00	3,764.25	3,801.88	3,839.92	3,878.38	3,917.13	3,956.29	3,995.88	4,035.79
Annual	59,096.00	60,870.00	62,694.00	64,575.00	66,513.00	68,508.00	70,564.00	72,681.00	74,861.00	77,107.00	79,420.00	81,007.00	82,629.00	84,281.00	85,967.00	87,685.00	88,563.00	89,448.00	90,342.00	91,245.00	92,158.00	93,081.00	94,011.00	94,951.00	95,901.00	96,859.00
Grade 04	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	238.66	245.82	253.19	260.79	268.61	276.67	284.97	293.52	302.32	311.40	320.73	327.15	333.69	340.37	347.18	354.12	357.66	361.24	364.85	368.50	372.18	375.90	379.67	383.46	387.29	391.17
24 Pays	2,585.50	2,663.00	2,742.92	2,825.25	2,909.92	2,997.25	3,087.21	3,179.79	3,275.13	3,373.46	3,474.63	3,544.17	3,615.00	3,687.29	3,761.13	3,836.25	3,874.67	3,913.42	3,952.54	3,992.08	4,031.96	4,072.29	4,113.04	4,154.17	4,195.67	4,237.63
Annual	62,052.00	63,912.00	65,830.00	67,806.00	69,838.00	71,934.00	74,093.00	76,315.00	78,603.00	80,963.00	83,391.00	85,060.00	86,760.00	88,495.00	90,267.00	92,070.00	92,992.00	93,922.00	94,861.00	95,810.00	96,767.00	97,735.00	98,713.00	99,700.00	100,696.00	101,703.00
Grade 05	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	250.58	258.10	265.84	273.82	282.03	290.49	299.21	308.18	317.43	326.95	336.76	343.49	350.37	357.37	364.52	371.81	375.53	379.28	383.08	386.90	390.77	394.68	398.63	402.62	406.64	410.71
24 Pays	2,714.58	2,796.04	2,879.92	2,966.33	3,055.33	3,146.96	3,241.42	3,338.67	3,438.79	3,541.96	3,648.21	3,721.17	3,795.67	3,871.54	3,948.96	4,027.96	4,068.21	4,108.92	4,150.00	4,191.46	4,233.38	4,275.71	4,318.50	4,361.67	4,405.29	4,449.33
Annual	65,150.00	67,105.00	69,118.00	71,192.00	73,328.00	75,527.00	77,794.00	80,128.00	82,531.00	85,007.00	87,557.00	89,308.00	91,096.00	92,917.00	94,775.00	96,671.00	97,637.00	98,614.00	99,600.00	100,595.00	101,601.00	102,617.00	103,644.00	104,680.00	105,727.00	106,784.00
Grade 06	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	263.12	271.01	279.14	287.51	296.14	305.02	314.18	323.60	333.30	343.30	353.61	360.68	367.89	375.25	382.75	390.41	394.31	398.25	402.24	406.26	410.32	414.43	418.57	422.75	426.99	431.25
24 Pays	2,850.42	2,935.96	3,024.00	3,114.71	3,208.17	3,304.42	3,403.58	3,505.63	3,610.79	3,719.13	3,830.75	3,907.33	3,985.50	4,065.17	4,146.50	4,229.42	4,271.71	4,314.42	4,357.63	4,401.13	4,445.17	4,489.63	4,534.50	4,579.83	4,625.71	4,671.92
Annual	68,410.00	70,463.00	72,576.00	74,753.00	76,996.00	79,306.00	81,686.00	84,135.00	86,659.00	89,259.00	91,938.00	93,776.00	95,652.00	97,564.00	99,516.00	101,506.00	102,521.00	103,546.00	104,583.00	105,627.00	106,684.00	107,751.00	108,828.00	109,916.00	111,017.00	112,126.00
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	276.26	284.55	293.09	301.88	310.94	320.27	329.87	339.77	349.97	360.46	371.28	378.70	386.28	394.00	401.88	409.92	414.02	418.16	422.34	426.57	430.83	435.13	439.49	443.88	448.32	452.80
24 Pays	2,992.83	3,082.67	3,175.13	3,270.38	3,368.50	3,469.54	3,573.63	3,680.83	3,791.29	3,905.00	4,022.17	4,102.58	4,184.67	4,268.33	4,353.75	4,440.83	4,485.21	4,530.04	4,575.33	4,621.13	4,667.29	4,713.96	4,761.13	4,808.75	4,856.83	4,905.38
Annual	71,828.00	73,984.00	76,203.00	78,489.00	80,844.00	83,269.00	85,767.00	88,340.00	90,991.00	93,720.00	96,532.00	98,462.00	100,432.00	102,440.00	104,490.00	106,580.00	107,645.00	108,721.00	109,808.00	110,907.00	112,015.00	113,135.00	114,267.00	115,410.00	116,564.00	117,729.00
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	290.08	298.78	307.75	316.98	326.49	336.28	346.38	356.77	367.47	378.49	389.85	397.64	405.60	413.71	421.98	430.42	434.73	439.07	443.47	447.90	452.38	456.90	461.47	466.09	470.75	475.45
24 Pays	3,142.58	3,236.83	3,333.92	3,434.00	3,536.96	3,643.08	3,752.42	3,865.00	3,980.88	4,100.33	4,223.33	4,307.79	4,393.96	4,481.83	4,571.50	4,662.92	4,709.54	4,756.58	4,804.25	4,852.25	4,900.75	4,949.79	4,999.25	5,049.29	5,099.75	5,150.75
Annual	75,422.00	77,684.00	80,014.00	82,416.00	84,887.00	87,434.00	90,058.00	92,760.00	95,541.00	98,408.00	101,360.00	103,387.00	105,455.00	107,564.00	109,716.00	111,910.00	113,029.00	114,158.00	115,302.00	116,454.00	117,618.00	118,795.00	119,982.00	121,183.00	122,394.00	123,618.00

2025-26 E-Scale 12-Month Salary Schedule for Retirement Eligible Employees

260** Days - 8.00 Hours/Day																										
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	304.59	313.72	323.13	332.83	342.82	353.10	363.70	374.60	385.84	397.42	409.34	417.53	425.88	434.40	443.08	451.94	456.46	461.03	465.64	470.30	475.00	479.75	484.55	489.39	494.28	499.23
24 Pays	3,299.75	3,398.67	3,500.63	3,605.67	3,713.83	3,825.21	3,940.04	4,058.21	4,179.96	4,305.38	4,434.54	4,523.25	4,613.67	4,705.96	4,800.04	4,896.04	4,944.96	4,994.46	5,044.42	5,094.92	5,145.88	5,197.29	5,249.25	5,301.75	5,354.71	5,408.29
Annual	79,194.00	81,568.00	84,015.00	86,536.00	89,132.00	91,805.00	94,561.00	97,397.00	100,319.00	103,329.00	106,429.00	108,558.00	110,728.00	112,943.00	115,201.00	117,505.00	118,679.00	119,867.00	121,066.00	122,278.00	123,501.00	124,735.00	125,982.00	127,242.00	128,513.00	129,799.00
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	319.82	329.41	339.30	349.47	359.96	370.75	381.88	393.34	405.13	417.29	429.81	438.40	447.17	456.12	465.24	474.54	479.28	484.08	488.93	493.81	498.75	503.73	508.78	513.86	519.00	524.19
24 Pays	3,464.67	3,568.63	3,675.71	3,785.96	3,899.54	4,016.50	4,137.00	4,261.17	4,388.92	4,520.63	4,656.29	4,749.38	4,844.38	4,941.25	5,040.13	5,140.83	5,192.25	5,244.21	5,296.71	5,349.63	5,403.13	5,457.13	5,511.75	5,566.83	5,622.50	5,678.71
Annual	83,152.00	85,647.00	88,217.00	90,863.00	93,589.00	96,396.00	99,288.00	102,268.00	105,334.00	108,495.00	111,751.00	113,985.00	116,265.00	118,590.00	120,963.00	123,380.00	124,614.00	125,861.00	127,121.00	128,391.00	129,675.00	130,971.00	132,282.00	133,604.00	134,940.00	136,289.00
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	353.00	363.58	374.48	385.72	397.29	409.21	421.49	434.13	447.16	460.57	474.38	483.88	493.55	503.42	513.49	523.76	529.00	534.29	539.63	545.03	550.47	555.98	561.55	567.16	572.83	578.56
24 Pays	3,824.13	3,938.79	4,056.92	4,178.63	4,303.96	4,433.13	4,566.13	4,703.08	4,844.21	4,989.50	5,139.17	5,242.04	5,346.79	5,453.71	5,562.83	5,674.04	5,730.83	5,788.13	5,846.00	5,904.46	5,963.46	6,023.17	6,083.42	6,144.21	6,205.67	6,267.75
Annual	91,779.00	94,531.00	97,366.00	100,287.00	103,295.00	106,395.00	109,587.00	112,874.00	116,261.00	119,748.00	123,340.00	125,809.00	128,323.00	130,889.00	133,508.00	136,177.00	137,540.00	138,915.00	140,304.00	141,707.00	143,123.00	144,556.00	146,002.00	147,461.00	148,936.00	150,426.00
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	367.11	378.12	389.47	401.15	413.18	425.58	438.35	451.50	465.04	478.99	493.37	503.23	513.30	523.57	534.03	544.71	550.16	555.67	561.22	566.83	572.50	578.23	584.00	589.85	595.75	601.71
24 Pays	3,977.00	4,096.33	4,219.29	4,345.75	4,476.13	4,610.42	4,748.75	4,891.25	5,037.96	5,189.04	5,344.79	5,451.71	5,560.71	5,671.96	5,785.38	5,901.04	5,960.08	6,019.71	6,079.88	6,140.67	6,202.13	6,264.13	6,326.71	6,390.00	6,453.92	6,518.50
Annual	95,448.00	98,312.00	101,263.00	104,298.00	107,427.00	110,650.00	113,970.00	117,390.00	120,911.00	124,537.00	128,275.00	130,841.00	133,457.00	136,127.00	138,849.00	141,625.00	143,042.00	144,473.00	145,917.00	147,376.00	148,851.00	150,339.00	151,841.00	153,360.00	154,894.00	156,444.00
Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	381.79	393.25	405.05	417.19	429.71	442.60	455.88	469.56	483.64	498.15	513.10	523.36	533.83	544.50	555.40	566.50	572.17	577.89	583.67	589.50	595.40	601.35	607.36	613.43	619.57	625.77
24 Pays	4,136.08	4,260.21	4,388.00	4,519.58	4,655.21	4,794.88	4,938.71	5,086.92	5,239.46	5,396.67	5,558.58	5,669.75	5,783.13	5,898.79	6,016.79	6,137.13	6,198.46	6,260.46	6,323.08	6,386.29	6,450.13	6,514.67	6,579.75	6,645.54	6,712.04	6,779.17
Annual	99,266.00	102,245.00	105,312.00	108,470.00	111,725.00	115,077.00	118,529.00	122,086.00	125,747.00	129,520.00	133,406.00	136,074.00	138,795.00	141,571.00	144,403.00	147,291.00	148,763.00	150,251.00	151,754.00	153,271.00	154,803.00	156,352.00	157,914.00	159,493.00	161,089.00	162,700.00
Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	408.52	420.77	433.40	446.40	459.79	473.58	487.80	502.42	517.50	533.02	549.02	559.99	571.20	582.62	594.27	606.16	612.22	618.34	624.52	630.77	637.08	643.45	649.88	656.38	662.95	669.58
24 Pays	4,425.67	4,558.38	4,695.13	4,836.04	4,981.08	5,130.50	5,284.46	5,442.92	5,606.25	5,774.38	5,947.67	6,066.58	6,187.96	6,311.67	6,437.96	6,566.71	6,632.38	6,698.67	6,765.67	6,833.38	6,901.67	6,970.67	7,040.38	7,110.79	7,181.92	7,253.75
Annual	106,216.00	109,401.00	112,683.00	116,065.00	119,546.00	123,132.00	126,827.00	130,630.00	134,550.00	138,585.00	142,744.00	145,598.00	148,511.00	151,480.00	154,511.00	157,601.00	159,177.00	160,768.00	162,376.00	164,001.00	165,640.00	167,296.00	168,969.00	170,659.00	172,366.00	174,090.00
Grade 15	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	437.12	450.23	463.73	477.65	491.98	506.73	521.94	537.60	553.73	570.33	587.45	599.20	611.18	623.40	635.87	648.59	655.07	661.62	668.24	674.93	681.67	688.49	695.37	702.32	709.35	716.44
24 Pays	4,735.42	4,877.50	5,023.79	5,174.50	5,329.75	5,489.63	5,654.33	5,824.00	5,998.71	6,178.63	6,364.00	6,491.33	6,621.13	6,753.54	6,888.58	7,026.42	7,096.63	7,167.58	7,239.29	7,311.71	7,384.75	7,458.63	7,533.21	7,608.50	7,684.58	7,761.46
Annual	113,650.00	117,060.00	120,571.00	124,188.00	127,914.00	131,751.00	135,704.00	139,776.00	143,969.00	148,287.00	152,736.00	155,792.00	158,907.00	162,085.00	165,326.00	168,634.00	170,319.00	172,022.00	173,743.00	175,481.00	177,234.00	179,007.00	180,797.00	182,604.00	184,430.00	186,275.00
Grade 16	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	467.71	481.74	496.19	511.08	526.42	542.21	558.47	575.23	592.49	610.25	628.57	641.14	653.96	667.04	680.38	693.99	700.93	707.94	715.02	722.17	729.38	736.68	744.05	751.49	759.00	766.59
24 Pays	5,066.88	5,218.88	5,375.42	5,536.75	5,702.88	5,873.92	6,050.13	6,231.67	6,418.63	6,611.08	6,809.46	6,945.71	7,084.54	7,226.29	7,370.83	7,518.21	7,593.38	7,669.33	7,746.00	7,823.54	7,901.67	7,980.75	8,060.50	8,141.13	8,222.54	8,304.75
Annual	121,605.00	125,253.00	129,010.00	132,882.00	136,869.00	140,974.00	145,203.00	149,560.00	154,047.00	158,666.00	163,427.00	166,697.00	170,029.00	173,431.00	176,900.00	180,437.00	182,241.00	184,064.00	185,904.00	187,765.00	189,640.00	191,538.00	193,452.00	195,387.00	197,341.00	199,314.00

2025-26 E-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

200* Days - 8.00 Hours/Day																										
Grade 02	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	25.71	26.49	27.27	28.09	28.94	29.81	30.69	31.61	32.56	33.54	34.54	35.24	35.95	36.67	37.40	38.14	38.52	38.91	39.29	39.69	40.09	40.50	40.89	41.31	41.71	42.13
Daily	205.68	211.92	218.16	224.72	231.52	238.48	245.52	252.88	260.48	268.32	276.32	281.92	287.60	293.36	299.20	305.12	308.16	311.28	314.32	317.52	320.72	324.00	327.12	330.48	333.68	337.04
20 Pays	2,056.80	2,119.20	2,181.60	2,247.20	2,315.20	2,384.80	2,455.20	2,528.80	2,604.80	2,683.20	2,763.20	2,819.20	2,876.00	2,933.60	2,992.00	3,051.20	3,081.60	3,112.80	3,143.20	3,175.20	3,207.20	3,240.00	3,271.20	3,304.80	3,336.80	3,370.40
24 Pays	1,714.00	1,766.00	1,818.00	1,872.67	1,929.33	1,987.33	2,046.00	2,107.33	2,170.67	2,236.00	2,302.67	2,349.33	2,396.67	2,444.67	2,493.33	2,542.67	2,568.00	2,594.00	2,619.33	2,646.00	2,672.67	2,700.00	2,726.00	2,754.00	2,780.67	2,808.67
Annual	41,136.00	42,384.00	43,632.00	44,944.00	46,304.00	47,696.00	49,104.00	50,576.00	52,096.00	53,664.00	55,264.00	56,384.00	57,520.00	58,672.00	59,840.00	61,024.00	61,632.00	62,256.00	62,864.00	63,504.00	64,144.00	64,800.00	65,424.00	66,096.00	66,736.00	67,408.00

Grade 03	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	27.00	27.80	28.62	29.50	30.38	31.30	32.23	33.19	34.20	35.23	36.28	36.99	37.73	38.49	39.25	40.05	40.46	40.85	41.26	41.67	42.10	42.51	42.95	43.37	43.80	44.23
Daily	216.00	222.40	228.96	236.00	243.04	250.40	257.84	265.52	273.60	281.84	290.24	295.92	301.84	307.92	314.00	320.40	323.68	326.80	330.08	333.36	336.80	340.08	343.60	346.96	350.40	353.84
20 Pays	2,160.00	2,224.00	2,289.60	2,360.00	2,430.40	2,504.00	2,578.40	2,655.20	2,736.00	2,818.40	2,902.40	2,959.20	3,018.40	3,079.20	3,140.00	3,204.00	3,236.80	3,268.00	3,300.80	3,333.60	3,368.00	3,400.80	3,436.00	3,469.60	3,504.00	3,538.40
24 Pays	1,800.00	1,853.33	1,908.00	1,966.67	2,025.33	2,086.67	2,148.67	2,212.67	2,280.00	2,348.67	2,418.67	2,466.00	2,515.33	2,566.00	2,616.67	2,670.00	2,697.33	2,723.33	2,750.67	2,778.00	2,806.67	2,834.00	2,863.33	2,891.33	2,920.00	2,948.67
Annual	43,200.00	44,480.00	45,792.00	47,200.00	48,608.00	50,080.00	51,568.00	53,104.00	54,720.00	56,368.00	58,048.00	59,184.00	60,368.00	61,584.00	62,800.00	64,080.00	64,736.00	65,360.00	66,016.00	66,672.00	67,360.00	68,016.00	68,720.00	69,392.00	70,080.00	70,768.00

Grade 04	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	28.36	29.18	30.07	30.96	31.91	32.86	33.84	34.86	35.90	36.97	38.10	38.86	39.62	40.42	41.23	42.06	42.47	42.91	43.32	43.75	44.19	44.64	45.08	45.54	46.00	46.46
Daily	226.88	233.44	240.56	247.68	255.28	262.88	270.72	278.88	287.20	295.76	304.80	310.88	316.96	323.36	329.84	336.48	339.76	343.28	346.56	350.00	353.52	357.12	360.64	364.32	368.00	371.68
20 Pays	2,268.80	2,334.40	2,405.60	2,476.80	2,552.80	2,628.80	2,707.20	2,788.80	2,872.00	2,957.60	3,048.00	3,108.80	3,169.60	3,233.60	3,298.40	3,364.80	3,397.60	3,432.80	3,465.60	3,500.00	3,535.20	3,571.20	3,606.40	3,643.20	3,680.00	3,716.80
24 Pays	1,890.67	1,945.33	2,004.67	2,064.00	2,127.33	2,190.67	2,256.00	2,324.00	2,393.33	2,464.67	2,540.00	2,590.67	2,641.33	2,694.67	2,748.67	2,804.00	2,831.33	2,860.67	2,888.00	2,916.67	2,946.00	2,976.00	3,005.33	3,036.00	3,066.67	3,097.33
Annual	45,376.00	46,688.00	48,112.00	49,536.00	51,056.00	52,576.00	54,144.00	55,776.00	57,440.00	59,152.00	60,960.00	62,176.00	63,392.00	64,672.00	65,968.00	67,296.00	67,952.00	68,656.00	69,312.00	70,000.00	70,704.00	71,424.00	72,128.00	72,864.00	73,600.00	74,336.00

Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	34.45	35.47	36.54	37.65	38.76	39.93	41.13	42.36	43.63	44.94	46.30	47.21	48.16	49.12	50.11	51.12	51.62	52.14	52.66	53.19	53.71	54.25	54.80	55.36	55.90	56.47
Daily	275.60	283.76	292.32	301.20	310.08	319.44	329.04	338.88	349.04	359.52	370.40	377.68	385.28	392.96	400.88	408.96	412.96	417.12	421.28	425.52	429.68	434.00	438.40	442.88	447.20	451.76
20 Pays	2,756.00	2,837.60	2,923.20	3,012.00	3,100.80	3,194.40	3,290.40	3,388.80	3,490.40	3,595.20	3,704.00	3,776.80	3,852.80	3,929.60	4,008.80	4,089.60	4,129.60	4,171.20	4,212.80	4,255.20	4,296.80	4,340.00	4,384.00	4,428.80	4,472.00	4,517.60
24 Pays	2,296.67	2,364.67	2,436.00	2,510.00	2,584.00	2,662.00	2,742.00	2,824.00	2,908.67	2,996.00	3,086.67	3,147.33	3,210.67	3,274.67	3,340.67	3,408.00	3,441.33	3,476.00	3,510.67	3,546.00	3,580.67	3,616.67	3,653.33	3,690.67	3,726.67	3,764.67
Annual	55,120.00	56,752.00	58,464.00	60,240.00	62,016.00	63,888.00	65,808.00	67,776.00	69,808.00	71,904.00	74,080.00	75,536.00	77,056.00	78,592.00	80,176.00	81,792.00	82,592.00	83,424.00	84,256.00	85,104.00	85,936.00	86,800.00	87,680.00	88,576.00	89,440.00	90,352.00

2025-26 E-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

ITC I 209** Days - 8.00 Hours/Day																										
Grade 06	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	286.08	294.66	303.50	312.60	321.98	331.64	341.59	351.84	362.39	373.27	384.47	392.15	400.00	408.00	416.16	424.48	428.73	433.01	437.34	441.71	446.13	450.59	455.10	459.65	464.25	468.89
24 Pays	2,491.29	2,566.00	2,642.96	2,722.25	2,803.92	2,888.04	2,974.71	3,063.92	3,155.83	3,250.54	3,348.08	3,415.00	3,483.29	3,552.96	3,624.04	3,696.54	3,733.50	3,770.79	3,808.54	3,846.58	3,885.08	3,923.92	3,963.17	4,002.79	4,042.88	4,083.25
Annual	59,791.00	61,584.00	63,431.00	65,334.00	67,294.00	69,313.00	71,393.00	73,534.00	75,740.00	78,013.00	80,354.00	81,960.00	83,599.00	85,271.00	86,977.00	88,717.00	89,604.00	90,499.00	91,405.00	92,318.00	93,242.00	94,174.00	95,116.00	96,067.00	97,029.00	97,998.00

ITC II 209** Days - 8.00 Hours/Day																										
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	315.40	324.86	334.60	344.65	354.99	365.64	376.61	387.90	399.54	411.52	423.87	432.34	440.99	449.81	458.81	467.99	472.67	477.39	482.17	486.99	491.86	496.78	501.74	506.77	511.83	516.95
24 Pays	2,746.63	2,829.00	2,913.83	3,001.33	3,091.33	3,184.08	3,279.63	3,378.00	3,479.29	3,583.67	3,691.21	3,765.00	3,840.29	3,917.13	3,995.50	4,075.42	4,116.17	4,157.25	4,198.92	4,240.88	4,283.25	4,326.13	4,369.33	4,413.08	4,457.17	4,501.75
Annual	65,919.00	67,896.00	69,932.00	72,032.00	74,192.00	76,418.00	78,711.00	81,072.00	83,503.00	86,008.00	88,589.00	90,360.00	92,167.00	94,011.00	95,892.00	97,810.00	98,788.00	99,774.00	100,774.00	101,781.00	102,798.00	103,827.00	104,864.00	105,914.00	106,972.00	108,042.00

ITC III 209** Days - 8.00 Hours/Day																										
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	347.73	358.16	368.90	379.97	391.37	403.11	415.21	427.67	440.49	453.71	467.33	476.67	486.20	495.92	505.85	515.95	521.11	526.33	531.59	536.91	542.28	547.70	553.18	558.71	564.29	569.94
24 Pays	3,028.13	3,119.00	3,212.54	3,308.92	3,408.21	3,510.42	3,615.75	3,724.25	3,835.92	3,951.04	4,069.63	4,150.96	4,233.96	4,318.67	4,405.08	4,493.08	4,538.04	4,583.42	4,629.29	4,675.58	4,722.33	4,769.54	4,817.25	4,865.42	4,914.04	4,963.21
Annual	72,675.00	74,856.00	77,101.00	79,414.00	81,797.00	84,250.00	86,778.00	89,382.00	92,062.00	94,825.00	97,671.00	99,623.00	101,615.00	103,648.00	105,722.00	107,834.00	108,913.00	110,002.00	111,103.00	112,214.00	113,336.00	114,469.00	115,614.00	116,770.00	117,937.00	119,117.00

2025-26 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

260** Days - 8.00 Hours/Day																										
Grade 01	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	195.85	201.72	207.77	214.00	220.42	227.03	233.85	240.87	248.08	255.53	263.20	268.46	273.83	279.31	284.89	290.59	293.50	296.43	299.40	302.39	305.42	308.47	311.56	314.67	317.82	320.99
24 Pays	2,121.67	2,185.25	2,250.83	2,318.38	2,387.92	2,459.54	2,533.38	2,609.42	2,687.58	2,768.25	2,851.29	2,908.33	2,966.50	3,025.83	3,086.33	3,148.08	3,179.54	3,211.38	3,243.50	3,275.92	3,308.67	3,341.75	3,375.21	3,408.92	3,443.00	3,477.42
Annual	50,920	52,446	54,020	55,641	57,310	59,029	60,801	62,626	64,502	66,438	68,431	69,800	71,196	72,620	74,072	75,554	76,309	77,073	77,844	78,622	79,408	80,202	81,005	81,814	82,632	83,458
Grade 02	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	205.64	211.81	218.17	224.70	231.45	238.39	245.54	252.91	260.49	268.31	276.35	281.89	287.52	293.27	299.14	305.12	308.17	311.25	314.37	317.51	320.68	323.89	327.13	330.40	333.71	337.04
24 Pays	2,227.75	2,294.63	2,363.46	2,434.29	2,507.33	2,582.58	2,660.00	2,739.83	2,822.00	2,906.67	2,993.83	3,053.79	3,114.83	3,177.13	3,240.67	3,305.46	3,338.54	3,371.88	3,405.63	3,439.71	3,474.08	3,508.83	3,543.92	3,579.33	3,615.17	3,651.25
Annual	53,466	55,071	56,723	58,423	60,176	61,982	63,840	65,756	67,728	69,760	71,852	73,291	74,756	76,251	77,776	79,331	80,125	80,925	81,735	82,553	83,378	84,212	85,054	85,904	86,764	87,630
Grade 03	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	215.93	222.41	229.07	235.95	243.03	250.32	257.83	265.57	273.53	281.74	290.19	295.99	301.92	307.95	314.11	320.39	323.60	326.83	330.10	333.40	336.73	340.10	343.50	346.93	350.41	353.91
24 Pays	2,339.21	2,409.46	2,481.63	2,556.08	2,632.79	2,711.79	2,793.17	2,876.96	2,963.25	3,052.17	3,143.71	3,206.54	3,270.75	3,336.13	3,402.88	3,470.88	3,505.63	3,540.67	3,576.04	3,611.79	3,647.92	3,684.46	3,721.25	3,758.46	3,796.08	3,834.00
Annual	56,141	57,827	59,559	61,346	63,187	65,083	67,036	69,047	71,118	73,252	75,449	76,957	78,498	80,067	81,669	83,301	84,135	84,976	85,825	86,683	87,550	88,427	89,310	90,203	91,106	92,016
Grade 04	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	226.73	233.52	240.53	247.75	255.18	262.83	270.72	278.84	287.20	295.83	304.70	310.80	317.01	323.35	329.82	336.41	339.78	343.18	346.61	350.08	353.57	357.11	360.68	364.29	367.93	371.61
24 Pays	2,456.21	2,529.83	2,605.79	2,684.00	2,764.42	2,847.38	2,932.83	3,020.79	3,111.38	3,204.79	3,300.88	3,366.96	3,434.25	3,502.92	3,573.08	3,644.46	3,680.92	3,717.75	3,754.92	3,792.50	3,830.38	3,868.67	3,907.38	3,946.46	3,985.88	4,025.75
Annual	58,949	60,716	62,539	64,416	66,346	68,337	70,388	72,499	74,673	76,915	79,221	80,807	82,422	84,070	85,754	87,467	88,342	89,226	90,118	91,020	91,929	92,848	93,777	94,715	95,661	96,618
Grade 05	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	238.05	245.19	252.55	260.12	267.93	275.97	284.25	292.78	301.55	310.60	319.92	326.32	332.85	339.50	346.29	353.22	356.75	360.32	363.92	367.56	371.23	374.95	378.70	382.48	386.31	390.17
24 Pays	2,578.88	2,656.25	2,735.92	2,818.00	2,902.58	2,989.63	3,079.33	3,171.75	3,266.83	3,364.88	3,465.79	3,535.13	3,605.88	3,677.96	3,751.50	3,826.54	3,864.79	3,903.46	3,942.50	3,981.88	4,021.71	4,061.92	4,102.58	4,143.58	4,185.04	4,226.88
Annual	61,893	63,750	65,662	67,632	69,662	71,751	73,904	76,122	78,404	80,757	83,179	84,843	86,541	88,271	90,036	91,837	92,755	93,683	94,620	95,565	96,521	97,486	98,462	99,446	100,441	101,445
Grade 06	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	249.96	257.46	265.18	273.13	281.33	289.77	298.47	307.42	316.64	326.14	335.93	342.64	349.50	356.48	363.62	370.89	374.60	378.34	382.13	385.95	389.81	393.70	397.64	401.62	405.64	409.69
24 Pays	2,707.92	2,789.17	2,872.79	2,958.96	3,047.75	3,139.21	3,233.42	3,330.33	3,430.25	3,533.17	3,639.21	3,711.96	3,786.21	3,861.92	3,939.17	4,017.96	4,058.13	4,098.71	4,139.75	4,181.08	4,222.92	4,265.13	4,307.79	4,350.83	4,394.42	4,438.33
Annual	64,990	66,940	68,947	71,015	73,146	75,341	77,602	79,928	82,326	84,796	87,341	89,087	90,869	92,686	94,540	96,431	97,395	98,369	99,354	100,346	101,350	102,363	103,387	104,420	105,466	106,520
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	262.45	270.33	278.43	286.79	295.39	304.25	313.38	322.78	332.47	342.44	352.71	359.77	366.96	374.30	381.79	389.43	393.32	397.25	401.22	405.24	409.28	413.38	417.52	421.69	425.91	430.17
24 Pays	2,843.21	2,928.54	3,016.38	3,106.88	3,200.08	3,296.08	3,394.96	3,496.79	3,601.71	3,709.75	3,821.04	3,897.46	3,975.42	4,054.92	4,136.08	4,218.79	4,260.96	4,303.54	4,346.58	4,390.08	4,433.92	4,478.25	4,523.08	4,568.33	4,614.00	4,660.13
Annual	68,237	70,285	72,393	74,565	76,802	79,106	81,479	83,923	86,441	89,034	91,705	93,539	95,410	97,318	99,266	101,251	102,263	103,285	104,318	105,362	106,414	107,478	108,554	109,640	110,736	111,843
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	275.58	283.85	292.36	301.13	310.17	319.47	329.06	338.93	349.09	359.57	370.35	377.76	385.32	393.02	400.88	408.90	412.99	417.12	421.30	425.50	429.76	434.06	438.40	442.78	447.21	451.68
24 Pays	2,985.46	3,075.00	3,167.21	3,262.29	3,360.13	3,460.92	3,564.79	3,671.75	3,781.83	3,895.33	4,012.17	4,092.42	4,174.25	4,257.75	4,342.92	4,429.79	4,474.08	4,518.75	4,564.04	4,609.63	4,655.71	4,702.29	4,749.29	4,796.83	4,844.75	4,893.21
Annual	71,651	73,800	76,013	78,295	80,643	83,062	85,555	88,122	90,764	93,488	96,292	98,218	100,182	102,186	104,230	106,315	107,378	108,450	109,537	110,631	111,737	112,855	113,983	115,124	116,274	117,437

2025-26 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

260** Days - 8.00 Hours/Day																										
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	289.36	298.04	306.98	316.19	325.67	335.44	345.51	355.87	366.55	377.55	388.88	396.65	404.58	412.68	420.93	429.35	433.63	437.98	442.36	446.78	451.25	455.76	460.32	464.92	469.57	474.27
24 Pays	3,134.75	3,228.75	3,325.58	3,425.38	3,528.13	3,633.96	3,743.04	3,855.29	3,970.96	4,090.13	4,212.83	4,297.08	4,383.00	4,470.67	4,560.04	4,651.25	4,697.71	4,744.75	4,792.21	4,840.17	4,888.58	4,937.42	4,986.79	5,036.67	5,086.96	5,137.88
Annual	75,234	77,490	79,814	82,209	84,675	87,215	89,833	92,527	95,303	98,163	101,108	103,130	105,192	107,296	109,441	111,630	112,745	113,874	115,013	116,164	117,326	118,498	119,683	120,880	122,087	123,309
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	303.82	312.94	322.33	332.00	341.96	352.22	362.78	373.67	384.87	396.42	408.32	416.48	424.82	433.31	441.98	450.81	455.32	459.88	464.48	469.12	473.81	478.55	483.34	488.17	493.05	497.98
24 Pays	3,291.42	3,390.21	3,491.92	3,596.67	3,704.58	3,815.67	3,930.17	4,048.13	4,169.46	4,294.58	4,423.46	4,511.92	4,602.17	4,694.21	4,788.13	4,883.79	4,932.63	4,982.00	5,031.88	5,082.13	5,132.96	5,184.25	5,236.17	5,288.50	5,341.38	5,394.79
Annual	78,994	81,365	83,806	86,320	88,910	91,576	94,324	97,155	100,067	103,070	106,163	108,286	110,452	112,661	114,915	117,211	118,383	119,568	120,765	121,971	123,191	124,422	125,668	126,924	128,193	129,475
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	335.35	345.40	355.76	366.43	377.42	388.75	400.42	412.42	424.80	437.54	450.67	459.69	468.87	478.25	487.82	497.57	502.55	507.57	512.65	517.78	522.95	528.18	533.47	538.80	544.19	549.63
24 Pays	3,632.92	3,741.83	3,854.08	3,969.71	4,088.75	4,211.46	4,337.83	4,467.92	4,602.00	4,740.04	4,882.21	4,979.96	5,079.46	5,181.04	5,284.71	5,390.33	5,444.29	5,498.71	5,553.71	5,609.25	5,665.29	5,722.00	5,779.25	5,837.00	5,895.38	5,954.38
Annual	87,190	89,804	92,498	95,273	98,130	101,075	104,108	107,230	110,448	113,761	117,173	119,519	121,907	124,345	126,833	129,368	130,663	131,969	133,289	134,622	135,967	137,328	138,702	140,088	141,489	142,905
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	348.75	359.22	370.00	381.09	392.52	404.30	416.43	428.93	441.79	455.04	468.70	478.07	487.63	497.39	507.33	517.48	522.65	527.88	533.16	538.49	543.88	549.32	554.80	560.35	565.96	571.62
24 Pays	3,778.17	3,891.50	4,008.33	4,128.46	4,252.33	4,379.92	4,511.33	4,646.71	4,786.04	4,929.58	5,077.54	5,179.13	5,282.67	5,388.38	5,496.13	5,606.00	5,662.08	5,718.71	5,775.88	5,833.63	5,892.00	5,950.92	6,010.38	6,070.50	6,131.21	6,192.58
Annual	90,676	93,396	96,200	99,083	102,056	105,118	108,272	111,521	114,865	118,310	121,861	124,299	126,784	129,321	131,907	134,544	135,890	137,249	138,621	140,007	141,408	142,822	144,249	145,692	147,149	148,622
Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	362.70	373.59	384.79	396.33	408.23	420.47	433.09	446.08	459.46	473.25	487.45	497.19	507.13	517.28	527.63	538.18	543.56	548.99	554.48	560.03	565.63	571.28	576.99	582.76	588.60	594.48
24 Pays	3,929.29	4,047.21	4,168.58	4,293.63	4,422.46	4,555.13	4,691.79	4,832.58	4,977.50	5,126.83	5,280.67	5,386.25	5,493.96	5,603.83	5,715.96	5,830.25	5,888.54	5,947.42	6,006.92	6,066.96	6,127.63	6,188.92	6,250.75	6,313.25	6,376.46	6,440.21
Annual	94,303	97,133	100,046	103,047	106,139	109,323	112,603	115,982	119,460	123,044	126,736	129,270	131,855	134,492	137,183	139,926	141,325	142,738	144,166	145,607	147,063	148,534	150,018	151,518	153,035	154,565
Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	388.10	399.73	411.73	424.08	436.80	449.90	463.41	477.30	491.63	506.37	521.57	531.99	542.63	553.48	564.56	575.85	581.61	587.42	593.30	599.23	605.22	611.27	617.39	623.56	629.80	636.10
24 Pays	4,204.38	4,330.46	4,460.38	4,594.25	4,732.04	4,873.96	5,020.25	5,170.79	5,325.96	5,485.67	5,650.29	5,763.25	5,878.54	5,996.08	6,116.04	6,238.38	6,300.75	6,363.75	6,427.38	6,491.71	6,556.58	6,622.13	6,688.38	6,755.25	6,822.83	6,891.08
Annual	100,905	103,931	107,049	110,262	113,569	116,975	120,486	124,099	127,823	131,656	135,607	138,318	141,085	143,906	146,785	149,721	151,218	152,730	154,257	155,801	157,358	158,931	160,521	162,126	163,748	165,386
Grade 15	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	415.26	427.72	440.55	453.77	467.38	481.40	495.84	510.72	526.04	541.82	558.07	569.24	580.62	592.23	604.08	616.16	622.32	628.54	634.83	641.18	647.58	654.07	660.60	667.21	673.88	680.62
24 Pays	4,498.67	4,633.63	4,772.58	4,915.79	5,063.25	5,215.13	5,371.63	5,532.79	5,698.79	5,869.71	6,045.79	6,166.75	6,290.08	6,415.88	6,544.17	6,675.08	6,741.79	6,809.21	6,877.33	6,946.13	7,015.50	7,085.71	7,156.54	7,228.08	7,300.38	7,373.38
Annual	107,968	111,207	114,542	117,979	121,518	125,163	128,919	132,787	136,771	140,873	145,099	148,002	150,962	153,981	157,060	160,202	161,803	163,421	165,056	166,707	168,372	170,057	171,757	173,474	175,209	176,961
Grade 16	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	444.33	457.65	471.38	485.53	500.10	515.10	530.55	546.47	562.87	579.74	597.14	609.08	621.26	633.69	646.37	659.29	665.88	672.54	679.27	686.07	692.92	699.85	706.84	713.92	721.05	728.26
24 Pays	4,813.54	4,957.92	5,106.67	5,259.92	5,417.75	5,580.21	5,747.63	5,920.08	6,097.71	6,280.54	6,469.00	6,598.42	6,730.33	6,864.96	7,002.29	7,142.29	7,213.71	7,285.88	7,358.71	7,432.38	7,506.58	7,581.71	7,657.46	7,734.08	7,811.42	7,889.50
Annual	115,525	118,990	122,560	126,238	130,026	133,925	137,943	142,082	146,345	150,733	155,256	158,362	161,528	164,759	168,055	171,415	173,129	174,861	176,609	178,377	180,158	181,961	183,779	185,618	187,474	189,348

2025-26 G-Scale 10-Month Salary Schedule for Retirement Eligible Employees

G-Scale 196 Day 10 Month 8.00 Hours/Day																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.23	19.99	20.81	21.63	22.49	23.39	24.33	25.31	26.33	27.38	28.46	29.03	29.61	30.21	30.81	31.44	32.06	32.70	33.34	34.02	34.70
Daily	153.84	159.92	166.48	173.04	179.92	187.12	194.64	202.48	210.64	219.04	227.68	232.24	236.88	241.68	246.48	251.52	256.48	261.60	266.72	272.16	277.60
20 - Pays	1,507.63	1,567.22	1,631.50	1,695.79	1,763.22	1,833.78	1,907.47	1,984.30	2,064.27	2,146.59	2,231.26	2,275.95	2,321.42	2,368.46	2,415.50	2,464.90	2,513.50	2,563.68	2,613.86	2,667.17	2,720.48
24 - Pays	1,256.36	1,306.01	1,359.59	1,413.16	1,469.35	1,528.15	1,589.56	1,653.59	1,720.23	1,788.83	1,859.39	1,896.63	1,934.52	1,973.72	2,012.92	2,054.08	2,094.59	2,136.40	2,178.21	2,222.64	2,267.07
Annual	30,152.64	31,344.32	32,630.08	33,915.84	35,264.32	36,675.52	38,149.44	39,686.08	41,285.44	42,931.84	44,625.28	45,519.04	46,428.48	47,369.28	48,310.08	49,297.92	50,270.08	51,273.60	52,277.12	53,343.36	54,409.60
G-Scale 208 Days 10 Month 8.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.23	19.99	20.81	21.63	22.49	23.39	24.33	25.31	26.33	27.38	28.46	29.03	29.61	30.21	30.81	31.44	32.06	32.70	33.34	34.02	34.70
Daily	153.84	159.92	166.48	173.04	179.92	187.12	194.64	202.48	210.64	219.04	227.68	232.24	236.88	241.68	246.48	251.52	256.48	261.60	266.72	272.16	277.60
20 - Pays	1,599.94	1,663.17	1,731.39	1,799.62	1,871.17	1,946.05	2,024.26	2,105.79	2,190.66	2,278.02	2,367.87	2,415.30	2,463.55	2,513.47	2,563.39	2,615.81	2,667.39	2,720.64	2,773.89	2,830.46	2,887.04
24 - Pays	1,333.28	1,385.97	1,442.83	1,499.68	1,559.31	1,621.71	1,686.88	1,754.83	1,825.55	1,898.35	1,973.23	2,012.75	2,052.96	2,094.56	2,136.16	2,179.84	2,222.83	2,267.20	2,311.57	2,358.72	2,405.87
Annual	31,998.72	33,263.36	34,627.84	35,992.32	37,423.36	38,920.96	40,485.12	42,115.84	43,813.12	45,560.32	47,357.44	48,305.92	49,271.04	50,269.44	51,267.84	52,316.16	53,347.84	54,412.80	55,477.76	56,609.28	57,740.80
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	20.59	21.42	22.28	23.17	24.10	25.06	26.06	27.10	28.19	29.31	30.49	31.10	31.72	32.34	33.01	33.67	34.34	35.03	35.73	36.43	37.18
Daily	164.72	171.36	178.24	185.36	192.80	200.48	208.48	216.80	225.52	234.48	243.92	248.80	253.76	258.72	264.08	269.36	274.72	280.24	285.84	291.44	297.44
20 - Pays	1,713.09	1,782.14	1,853.70	1,927.74	2,005.12	2,084.99	2,168.19	2,254.72	2,345.41	2,438.59	2,536.77	2,587.52	2,639.10	2,690.69	2,746.43	2,801.34	2,857.09	2,914.50	2,972.74	3,030.98	3,093.38
24 - Pays	1,427.57	1,485.12	1,544.75	1,606.45	1,670.93	1,737.49	1,806.83	1,878.93	1,954.51	2,032.16	2,113.97	2,156.27	2,199.25	2,242.24	2,288.69	2,334.45	2,380.91	2,428.75	2,477.28	2,525.81	2,577.81
Annual	34,261.76	35,642.88	37,073.92	38,554.88	40,102.40	41,699.84	43,363.84	45,094.40	46,908.16	48,771.84	50,735.36	51,750.40	52,782.08	53,813.76	54,928.64	56,026.88	57,141.76	58,289.92	59,454.72	60,619.52	61,867.52
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.59	24.54	25.51	26.53	27.58	28.69	29.86	31.05	32.27	33.58	34.91	35.62	36.32	37.05	37.79	38.56	39.33	40.12	40.92	41.73	42.57
Daily	188.72	196.32	204.08	212.24	220.64	229.52	238.88	248.40	258.16	268.64	279.28	284.96	290.56	296.40	302.32	308.48	314.64	320.96	327.36	333.84	340.56
20 - Pays	1,962.69	2,041.73	2,122.43	2,207.30	2,294.66	2,387.01	2,484.35	2,583.36	2,684.86	2,793.86	2,904.51	2,963.58	3,021.82	3,082.56	3,144.13	3,208.19	3,272.26	3,337.98	3,404.54	3,471.94	3,541.82
24 - Pays	1,635.57	1,701.44	1,768.69	1,839.41	1,912.21	1,989.17	2,070.29	2,152.80	2,237.39	2,328.21	2,420.43	2,469.65	2,518.19	2,568.80	2,620.11	2,673.49	2,726.88	2,781.65	2,837.12	2,893.28	2,951.52
Annual	39,253.76	40,834.56	42,448.64	44,145.92	45,893.12	47,740.16	49,687.04	51,667.20	53,697.28	55,877.12	58,090.24	59,271.68	60,436.48	61,651.20	62,882.56	64,163.84	65,445.12	66,759.68	68,090.88	69,438.72	70,836.48

2025-26 G-Scale 12-Month Salary Schedule for Retirement Eligible Employees

G-Scale 260 Days* 12 Month 8.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.23	19.99	20.81	21.63	22.49	23.39	24.33	25.31	26.33	27.38	28.46	29.03	29.61	30.21	30.81	31.44	32.06	32.70	33.34	34.02	34.70
Daily	153.84	159.92	166.48	173.04	179.92	187.12	194.64	202.48	210.64	219.04	227.68	232.24	236.88	241.68	246.48	251.52	256.48	261.60	266.72	272.16	277.60
24 - Pays	1,666.60	1,732.47	1,803.53	1,874.60	1,949.13	2,027.13	2,108.60	2,193.53	2,281.93	2,372.93	2,466.53	2,515.93	2,566.20	2,618.20	2,670.20	2,724.80	2,778.53	2,834.00	2,889.47	2,948.40	3,007.33
Annual	39,998.40	41,579.20	43,284.80	44,990.40	46,779.20	48,651.20	50,606.40	52,644.80	54,766.40	56,950.40	59,196.80	60,382.40	61,588.80	62,836.80	64,084.80	65,395.20	66,684.80	68,016.00	69,347.20	70,761.60	72,176.00
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	20.59	21.42	22.28	23.17	24.10	25.06	26.06	27.10	28.19	29.31	30.49	31.10	31.72	32.34	33.01	33.67	34.34	35.03	35.73	36.43	37.18
Daily	164.72	171.36	178.24	185.36	192.80	200.48	208.48	216.80	225.52	234.48	243.92	248.80	253.76	258.72	264.08	269.36	274.72	280.24	285.84	291.44	297.44
24 - Pays	1,784.47	1,856.40	1,930.93	2,008.07	2,088.67	2,171.87	2,258.53	2,348.67	2,443.13	2,540.20	2,642.47	2,695.33	2,749.07	2,802.80	2,860.87	2,918.07	2,976.13	3,035.93	3,096.60	3,157.27	3,222.27
Annual	42,827.20	44,553.60	46,342.40	48,193.60	50,128.00	52,124.80	54,204.80	56,368.00	58,635.20	60,964.80	63,419.20	64,688.00	65,977.60	67,267.20	68,660.80	70,033.60	71,427.20	72,862.40	74,318.40	75,774.40	77,334.40
Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	22.05	22.93	23.85	24.81	25.79	26.82	27.90	29.01	30.17	31.39	32.64	33.28	33.95	34.64	35.33	36.04	36.75	37.49	38.24	39.00	39.79
Daily	176.40	183.44	190.80	198.48	206.32	214.56	223.20	232.08	241.36	251.12	261.12	266.24	271.60	277.12	282.64	288.32	294.00	299.92	305.92	312.00	318.32
24 - Pays	1,911.00	1,987.27	2,067.00	2,150.20	2,235.13	2,324.40	2,418.00	2,514.20	2,614.73	2,720.47	2,828.80	2,884.27	2,942.33	3,002.13	3,061.93	3,123.47	3,185.00	3,249.13	3,314.13	3,380.00	3,448.47
Annual	45,864.00	47,694.40	49,608.00	51,604.80	53,643.20	55,785.60	58,032.00	60,340.80	62,753.60	65,291.20	67,891.20	69,222.40	70,616.00	72,051.20	73,486.40	74,963.20	76,440.00	77,979.20	79,539.20	81,120.00	82,763.20
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.59	24.54	25.51	26.53	27.58	28.69	29.86	31.05	32.27	33.58	34.91	35.62	36.32	37.05	37.79	38.56	39.33	40.12	40.92	41.73	42.57
Daily	188.72	196.32	204.08	212.24	220.64	229.52	238.88	248.40	258.16	268.64	279.28	284.96	290.56	296.40	302.32	308.48	314.64	320.96	327.36	333.84	340.56
24 - Pays	2,044.47	2,126.80	2,210.87	2,299.27	2,390.27	2,486.47	2,587.87	2,691.00	2,796.73	2,910.27	3,025.53	3,087.07	3,147.73	3,211.00	3,275.13	3,341.87	3,408.60	3,477.07	3,546.40	3,616.60	3,689.40
Annual	49,067.20	51,043.20	53,060.80	55,182.40	57,366.40	59,675.20	62,108.80	64,584.00	67,121.60	69,846.40	72,612.80	74,089.60	75,545.60	77,064.00	78,603.20	80,204.80	81,806.40	83,449.60	85,113.60	86,798.40	88,545.60
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	25.25	26.25	27.29	28.38	29.53	30.69	31.94	33.20	34.54	35.90	37.35	38.09	38.86	39.64	40.43	41.24	42.06	42.90	43.76	44.64	45.52
Daily	202.00	210.00	218.32	227.04	236.24	245.52	255.52	265.60	276.32	287.20	298.80	304.72	310.88	317.12	323.44	329.92	336.48	343.20	350.08	357.12	364.16
24 - Pays	2,188.33	2,275.00	2,365.13	2,459.60	2,559.27	2,659.80	2,768.13	2,877.33	2,993.47	3,111.33	3,237.00	3,301.13	3,367.87	3,435.47	3,503.93	3,574.13	3,645.20	3,718.00	3,792.53	3,868.80	3,945.07
Annual	52,520.00	54,600.00	56,763.20	59,030.40	61,422.40	63,835.20	66,435.20	69,056.00	71,843.20	74,672.00	77,688.00	79,227.20	80,828.80	82,451.20	84,094.40	85,779.20	87,484.80	89,232.00	91,020.80	92,851.20	94,681.60
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	27.03	28.11	29.23	30.41	31.61	32.88	34.20	35.57	36.99	38.46	40.00	40.80	41.62	42.45	43.30	44.17	45.06	45.96	46.88	47.82	48.78
Daily	216.24	224.88	233.84	243.28	252.88	263.04	273.60	284.56	295.92	307.68	320.00	326.40	332.96	339.60	346.40	353.36	360.48	367.68	375.04	382.56	390.24
24 - Pays	2,342.60	2,436.20	2,533.27	2,635.53	2,739.53	2,849.60	2,964.00	3,082.73	3,205.80	3,333.20	3,466.67	3,536.00	3,607.07	3,679.00	3,752.67	3,828.07	3,905.20	3,983.20	4,062.93	4,144.40	4,227.60
Annual	56,222.40	58,468.80	60,798.40	63,252.80	65,748.80	68,390.40	71,136.00	73,985.60	76,939.20	79,996.80	83,200.00	84,864.00	86,569.60	88,296.00	90,064.00	91,873.60	93,724.80	95,596.80	97,510.40	99,465.60	101,462.40
Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	28.91	30.05	31.25	32.51	33.80	35.17	36.57	38.03	39.56	41.14	42.78	43.65	44.51	45.40	46.31	47.24	48.17	49.13	50.13	51.12	52.15
Daily	231.28	240.40	250.00	260.08	270.40	281.36	292.56	304.24	316.48	329.12	342.24	349.20	356.08	363.20	370.48	377.92	385.36	393.04	401.04	408.96	417.20
24 - Pays	2,505.53	2,604.33	2,708.33	2,817.53	2,929.33	3,048.07	3,169.40	3,295.93	3,428.53	3,565.47	3,707.60	3,783.00	3,857.53	3,934.67	4,013.53	4,094.13	4,174.73	4,257.93	4,344.60	4,430.40	4,519.67
Annual	60,132.80	62,504.00	65,000.00	67,620.80	70,304.00	73,153.60	76,065.60	79,102.40	82,284.80	85,571.20	88,982.40	90,792.00	92,580.80	94,432.00	96,324.80	98,259.20	100,193.60	102,190.40	104,270.40	106,329.60	108,472.00
Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	30.94	32.17	33.48	34.79	36.20	37.64	39.14	40.71	42.33	44.03	45.80	46.72	47.64	48.59	49.57	50.56	51.57	52.60	53.65	54.72	55.82
Daily	247.52	257.36	267.84	278.32	289.60	301.12	313.12	325.68	338.64	352.24	366.40	373.76	381.12	388.72	396.56	404.48	412.56	420.80	429.20	437.76	446.56
24 - Pays	2,681.47	2,788.07	2,901.60	3,015.13	3,137.33	3,262.13	3,392.13	3,528.20	3,668.60	3,815.93	3,969.33	4,049.07	4,128.80	4,211.13	4,296.07	4,381.87	4,469.40	4,558.67	4,649.67	4,742.40	4,837.73
Annual	64,355.20	66,913.60	69,638.40	72,363.20	75,296.00	78,291.20	81,411.20	84,676.80	88,046.40	91,582.40	95,264.00	97,177.60	99,091.20	101,067.20	103,105.60	105,164.80	107,265.60	109,408.00	111,592.00	113,817.60	116,105.60

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2025-26 G-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

G-Scale 196 Day 10 Month 8.00 Hours/Day																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	18.27	18.99	19.77	20.55	21.37	22.22	23.11	24.04	25.01	26.01	27.04	27.58	28.13	28.70	29.27	29.87	30.46	31.07	31.67	32.32	32.97
Daily	146.15	151.92	158.16	164.39	170.92	177.76	184.91	192.36	200.11	208.09	216.30	220.63	225.04	229.60	234.16	238.94	243.66	248.52	253.38	258.55	263.72
20 - Pays	1,432.25	1,488.86	1,549.93	1,611.00	1,675.06	1,742.09	1,812.10	1,885.09	1,961.06	2,039.26	2,119.70	2,162.15	2,205.35	2,250.04	2,294.73	2,341.65	2,387.83	2,435.50	2,483.16	2,533.81	2,584.46
24 - Pays	1,193.54	1,240.71	1,291.61	1,342.50	1,395.88	1,451.74	1,510.08	1,570.91	1,634.22	1,699.39	1,766.42	1,801.80	1,837.79	1,875.03	1,912.27	1,951.38	1,989.86	2,029.58	2,069.30	2,111.51	2,153.71
Annual	28,645.01	29,777.10	30,998.58	32,220.05	33,501.10	34,841.74	36,241.97	37,701.78	39,221.17	40,785.25	42,394.02	43,243.09	44,107.06	45,000.82	45,894.58	46,833.02	47,756.58	48,709.92	49,663.26	50,676.19	51,689.12
G-Scale 208 Days 10 Month 8.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	18.27	18.99	19.77	20.55	21.37	22.22	23.11	24.04	25.01	26.01	27.04	27.58	28.13	28.70	29.27	29.87	30.46	31.07	31.67	32.32	32.97
Daily	146.16	151.92	158.16	164.40	170.96	177.76	184.88	192.32	200.08	208.08	216.32	220.64	225.04	229.60	234.16	238.96	243.68	248.56	253.36	258.56	263.76
20 - Pays	1,520.06	1,579.97	1,644.86	1,709.76	1,777.98	1,848.70	1,922.75	2,000.13	2,080.83	2,164.03	2,249.73	2,294.66	2,340.42	2,387.84	2,294.77	2,341.81	2,388.06	2,435.89	2,482.93	2,533.89	2,584.85
24 - Pays	1,266.72	1,316.64	1,370.72	1,424.80	1,481.65	1,540.59	1,602.29	1,666.77	1,734.03	1,803.36	1,874.77	1,912.21	1,950.35	1,989.87	1,912.31	1,951.51	1,990.05	2,029.91	2,069.11	2,111.57	2,154.04
Annual	30,401.28	31,599.36	32,897.28	34,195.20	35,559.68	36,974.08	38,455.04	40,002.56	41,616.64	43,280.64	44,994.56	45,893.12	46,808.32	47,756.80	45,895.36	46,836.16	47,761.28	48,717.76	49,658.56	50,677.76	51,696.96
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.56	20.35	21.17	22.01	22.90	23.81	24.76	25.75	26.78	27.84	28.97	29.55	30.13	30.72	31.36	31.99	32.62	33.28	33.94	34.61	35.32
Daily	156.48	162.80	169.36	176.08	183.20	190.48	198.08	206.00	214.24	222.72	231.76	236.40	241.04	245.76	250.88	255.92	260.96	266.24	271.52	276.88	282.56
20 - Pays	1,627.39	1,693.12	1,761.34	1,831.23	1,905.28	1,980.99	2,060.03	2,142.40	2,228.10	2,316.29	2,410.30	2,458.56	2,506.82	2,555.90	2,458.62	2,508.02	2,557.41	2,609.15	2,660.90	2,713.42	2,769.09
24 - Pays	1,356.16	1,410.93	1,467.79	1,526.03	1,587.73	1,650.83	1,716.69	1,785.33	1,856.75	1,930.24	2,008.59	2,048.80	2,089.01	2,129.92	2,048.85	2,090.01	2,131.17	2,174.29	2,217.41	2,261.19	2,307.57
Annual	32,547.84	33,862.40	35,226.88	36,624.64	38,105.60	39,619.84	41,200.64	42,848.00	44,561.92	46,325.76	48,206.08	49,171.20	50,136.32	51,118.08	49,172.48	50,160.32	51,148.16	52,183.04	53,217.92	54,268.48	55,381.76
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	22.41	23.31	24.23	25.20	26.20	27.26	28.37	29.50	30.66	31.90	33.16	33.84	34.50	35.20	35.90	36.63	37.36	38.11	38.87	39.64	40.44
Daily	179.28	186.48	193.84	201.60	209.60	218.08	226.96	236.00	245.28	255.20	265.28	270.72	276.00	281.60	287.20	293.04	298.88	304.88	310.96	317.12	323.52
20 - Pays	1,864.51	1,939.39	2,015.94	2,096.64	2,179.84	2,268.03	2,360.38	2,454.40	2,550.91	2,654.08	2,758.91	2,815.49	2,870.40	2,928.64	2,986.88	3,047.62	3,108.35	3,170.75	3,233.98	3,298.05	3,364.61
24 - Pays	1,553.76	1,616.16	1,679.95	1,747.20	1,816.53	1,890.03	1,966.99	2,045.33	2,125.76	2,211.73	2,299.09	2,346.24	2,392.00	2,440.53	2,489.07	2,539.68	2,590.29	2,642.29	2,694.99	2,748.37	2,803.84
Annual	37,290.24	38,787.84	40,318.72	41,932.80	43,596.80	45,360.64	47,207.68	49,088.00	51,018.24	53,081.60	55,178.24	56,309.76	57,408.00	58,572.80	59,737.60	60,952.32	62,167.04	63,415.04	64,679.68	65,960.96	67,292.16

2025-26 G-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

G-Scale 260 Days* 12 Month 8.00 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	18.27	18.99	19.77	20.55	21.37	22.22	23.11	24.04	25.01	26.01	27.04	27.58	28.13	28.70	29.27	29.87	30.46	31.07	31.67	32.32	32.97
Daily	146.16	151.92	158.16	164.40	170.96	177.76	184.88	192.32	200.08	208.08	216.32	220.64	225.04	229.60	234.16	238.96	243.68	248.56	253.36	258.56	263.76
24 - Pays	1,583.40	1,645.80	1,713.40	1,781.00	1,852.07	1,925.73	2,002.87	2,083.47	2,167.53	2,254.20	2,343.47	2,390.27	2,437.93	2,487.33	2,536.73	2,588.73	2,639.87	2,692.73	2,744.73	2,801.07	2,857.40
Annual	38,001.60	39,499.20	41,121.60	42,744.00	44,449.60	46,217.60	48,068.80	50,003.20	52,020.80	54,100.80	56,243.20	57,366.40	58,510.40	59,696.00	60,881.60	62,129.60	63,356.80	64,625.60	65,873.60	67,225.60	68,577.60

Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.56	20.35	21.17	22.01	22.90	23.81	24.76	25.75	26.78	27.84	28.97	29.55	30.13	30.72	31.36	31.99	32.62	33.28	33.94	34.61	35.32
Daily	156.48	162.80	169.36	176.08	183.20	190.48	198.08	206.00	214.24	222.72	231.76	236.40	241.04	245.76	250.88	255.92	260.96	266.24	271.52	276.88	282.56
24 - Pays	1,695.20	1,763.67	1,834.73	1,907.53	1,984.67	2,063.53	2,145.87	2,231.67	2,320.93	2,412.80	2,510.73	2,561.00	2,611.27	2,662.40	2,717.87	2,772.47	2,827.07	2,884.27	2,941.47	2,999.53	3,061.07
Annual	40,684.80	42,328.00	44,033.60	45,780.80	47,632.00	49,524.80	51,500.80	53,560.00	55,702.40	57,907.20	60,257.60	61,464.00	62,670.40	63,897.60	65,228.80	66,539.20	67,849.60	69,222.40	70,595.20	71,988.80	73,465.60

Grade 09	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	20.95	21.78	22.66	23.57	24.50	25.48	26.51	27.56	28.66	29.82	31.01	31.62	32.25	32.91	33.56	34.24	34.91	35.62	36.33	37.05	37.80
Daily	167.60	174.24	181.28	188.56	196.00	203.84	212.08	220.48	229.28	238.56	248.08	252.96	258.00	263.28	268.48	273.92	279.28	284.96	290.64	296.40	302.40
24 - Pays	1,815.67	1,887.60	1,963.87	2,042.73	2,123.33	2,208.27	2,297.53	2,388.53	2,483.87	2,584.40	2,687.53	2,740.40	2,795.00	2,852.20	2,908.53	2,967.47	3,025.53	3,087.07	3,148.60	3,211.00	3,276.00
Annual	43,576.00	45,302.40	47,132.80	49,025.60	50,960.00	52,998.40	55,140.80	57,324.80	59,612.80	62,025.60	64,500.80	65,769.60	67,080.00	68,452.80	69,804.80	71,219.20	72,612.80	74,089.60	75,566.40	77,064.00	78,624.00

Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	22.41	23.31	24.23	25.20	26.20	27.26	28.37	29.50	30.66	31.90	33.16	33.84	34.50	35.20	35.90	36.63	37.36	38.11	38.87	39.64	40.44
Daily	179.28	186.48	193.84	201.60	209.60	218.08	226.96	236.00	245.28	255.20	265.28	270.72	276.00	281.60	287.20	293.04	298.88	304.88	310.96	317.12	323.52
24 - Pays	1,942.20	2,020.20	2,099.93	2,184.00	2,270.67	2,362.53	2,458.73	2,556.67	2,657.20	2,764.67	2,873.87	2,932.80	2,990.00	3,050.67	3,111.33	3,174.60	3,237.87	3,302.87	3,368.73	3,435.47	3,504.80
Annual	46,612.80	48,484.80	50,398.40	52,416.00	54,496.00	56,700.80	59,009.60	61,360.00	63,772.80	66,352.00	68,972.80	70,387.20	71,760.00	73,216.00	74,672.00	76,190.40	77,708.80	79,268.80	80,849.60	82,451.20	84,115.20

Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.99	24.94	25.93	26.96	28.05	29.16	30.34	31.54	32.81	34.11	35.48	36.19	36.92	37.66	38.41	39.18	39.96	40.76	41.57	42.41	43.24
Daily	191.92	199.52	207.44	215.68	224.40	233.28	242.72	252.32	262.48	272.88	283.84	289.52	295.36	301.28	307.28	313.44	319.68	326.08	332.56	339.28	345.92
24 - Pays	2,079.13	2,161.47	2,247.27	2,336.53	2,431.00	2,527.20	2,629.47	2,733.47	2,843.53	2,956.20	3,074.93	3,136.47	3,199.73	3,263.87	3,328.87	3,395.60	3,463.20	3,532.53	3,602.73	3,675.53	3,747.47
Annual	49,899.20	51,875.20	53,934.40	56,076.80	58,344.00	60,652.80	63,107.20	65,603.20	68,244.80	70,948.80	73,798.40	75,275.20	76,793.60	78,332.80	79,892.80	81,494.40	83,116.80	84,780.80	86,465.60	88,212.80	89,939.20

Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	25.68	26.70	27.77	28.89	30.03	31.24	32.49	33.79	35.14	36.54	38.00	38.76	39.54	40.33	41.14	41.96	42.81	43.66	44.54	45.43	46.34
Daily	205.44	213.60	222.16	231.12	240.24	249.92	259.92	270.32	281.12	292.32	304.00	310.08	316.32	322.64	329.12	335.68	342.48	349.28	356.32	363.44	370.72
24 - Pays	2,225.60	2,314.00	2,406.73	2,503.80	2,602.60	2,707.47	2,815.80	2,928.47	3,045.47	3,166.80	3,293.33	3,359.20	3,426.80	3,495.27	3,565.47	3,636.53	3,710.20	3,783.87	3,860.13	3,937.27	4,016.13
Annual	53,414.40	55,536.00	57,761.60	60,091.20	62,462.40	64,979.20	67,579.20	70,283.20	73,091.20	76,003.20	79,040.00	80,620.80	82,243.20	83,886.40	85,571.20	87,276.80	89,044.80	90,812.80	92,643.20	94,494.40	96,387.20

Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	27.46	28.55	29.69	30.88	32.11	33.41	34.74	36.13	37.58	39.08	40.64	41.47	42.28	43.13	43.99	44.88	45.76	46.67	47.62	48.56	49.54
Daily	219.68	228.40	237.52	247.04	256.88	267.28	277.92	289.04	300.64	312.64	325.12	331.76	338.24	345.04	351.92	359.04	366.08	373.36	380.96	388.48	396.32
24 - Pays	2,379.87	2,474.33	2,573.13	2,676.27	2,782.87	2,895.53	3,010.80	3,131.27	3,256.93	3,386.93	3,522.13	3,594.07	3,664.27	3,737.93	3,812.47	3,889.60	3,965.87	4,044.73	4,127.07	4,208.53	4,293.47
Annual	57,116.80	59,384.00	61,755.20	64,230.40	66,788.80	69,492.80	72,259.20	75,150.40	78,166.40	81,286.40	84,531.20	86,257.60	87,942.40	89,710.40	91,499.20	93,350.40	95,180.80	97,073.60	99,049.60	101,004.80	103,043.20

Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	29.39	30.56	31.81	33.05	34.39	35.76	37.18	38.67	40.21	41.83	43.51	44.38	45.26	46.16	47.09	48.03	48.99	49.97	50.97	51.98	53.03
Daily	235.12	244.48	254.48	264.40	275.12	286.08	297.44	309.36	321.68	334.64	348.08	355.04	362.08	369.28	376.72	384.24	391.92	399.76	407.76	415.84	424.24
24 - Pays	2,547.13	2,648.53	2,756.87	2,864.33	2,980.47	3,099.20	3,222.27	3,351.40	3,484.87	3,625.27	3,770.87	3,846.27	3,922.53	4,000.53	4,081.13	4,162.60	4,245.80	4,330.73	4,417.40	4,504.93	4,595.93
Annual	61,131.20	63,564.80	66,164.80	68,744.00	71,531.20	74,380.80	77,334.40	80,433.60	83,636.80	87,006.40	90,500.80	92,310.40	94,140.80	96,012.80	97,947.20	99,902.40	101,899.20	103,937.60	106,017.60	108,118.40	110,302.40

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2025-26 Custodial and Maintenance (M-Scale) Hourly Schedule for Retirement Eligible Employees

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
02	16.52	17.02	17.52	18.06	18.60	19.16	19.74	20.34	20.94	21.57	22.21	22.88	23.57	24.27	24.99	25.74	26.52	27.33	28.13	28.98	29.86
03	17.02	17.52	18.06	18.60	19.16	19.74	20.34	20.94	21.57	22.21	22.88	23.57	24.27	24.99	25.74	26.52	27.33	28.13	28.98	29.86	30.74
04	17.52	18.06	18.60	19.16	19.74	20.34	20.94	21.57	22.21	22.88	23.57	24.27	24.99	25.74	26.52	27.33	28.13	28.98	29.86	30.74	31.67
05	18.06	18.60	19.16	19.74	20.34	20.94	21.57	22.21	22.88	23.57	24.27	24.99	25.74	26.52	27.33	28.13	28.98	29.86	30.74	31.67	32.62
06	18.96	19.53	20.11	20.72	21.35	21.99	22.64	23.33	24.02	24.75	25.48	26.25	27.04	27.86	28.68	29.55	30.44	31.35	32.28	33.25	34.25
07	19.91	20.51	21.12	21.75	22.42	23.09	23.78	24.50	25.23	25.98	26.75	27.55	28.40	29.24	30.11	31.03	31.96	32.91	33.89	34.91	35.97
08	21.31	21.96	22.59	23.28	23.98	24.69	25.44	26.20	27.00	27.81	28.63	29.50	30.39	31.29	32.22	33.19	34.19	35.22	36.27	37.35	38.48
09	22.80	23.48	24.18	24.91	25.66	26.43	27.22	28.04	28.89	29.74	30.64	31.56	32.51	33.50	34.48	35.52	36.58	37.69	38.81	39.97	41.18
10	24.39	25.12	25.88	26.66	27.45	28.27	29.13	30.00	30.90	31.82	32.78	33.76	34.77	35.82	36.90	38.01	39.14	40.32	41.53	42.77	44.06
11	26.11	26.89	27.70	28.53	29.39	30.26	31.16	32.11	33.06	34.06	35.08	36.14	37.22	38.33	39.48	40.66	41.89	43.14	44.43	45.77	47.14
12	27.93	28.77	29.63	30.52	31.44	32.37	33.34	34.35	35.38	36.44	37.53	38.66	39.82	41.01	42.24	43.51	44.82	46.17	47.54	48.97	50.44
13	29.89	30.77	31.70	32.66	33.64	34.65	35.69	36.75	37.86	38.99	40.16	41.36	42.62	43.88	45.21	46.55	47.96	49.40	50.89	52.41	53.96
14	31.98	32.94	33.92	34.94	36.00	37.06	38.19	39.33	40.50	41.71	42.98	44.26	45.59	46.96	48.38	49.82	51.31	52.85	54.44	56.07	57.76
15	34.21	35.24	36.29	37.38	38.51	39.67	40.85	42.08	43.34	44.64	45.98	47.36	48.79	50.25	51.75	53.31	54.90	56.54	58.25	60.00	61.79
16	36.61	37.71	38.84	40.00	41.21	42.43	43.72	45.04	46.37	47.77	49.19	50.66	52.19	53.76	55.38	57.04	58.74	60.51	62.31	64.19	66.13
17	39.16	40.36	41.55	42.80	44.08	45.41	46.78	48.16	49.61	51.11	52.65	54.22	55.85	57.53	59.26	61.04	62.85	64.74	66.69	68.69	70.75
18	41.92	43.17	44.46	45.80	47.18	48.58	50.05	51.55	53.09	54.68	56.32	58.01	59.75	61.56	63.39	65.30	67.26	69.29	71.34	73.50	75.70
19	44.84	46.20	47.58	49.01	50.48	52.00	53.55	55.15	56.81	58.52	60.27	62.09	63.93	65.86	67.84	69.88	71.97	74.13	76.35	78.63	81.00
20	47.99	49.43	50.92	52.44	54.01	55.63	57.29	59.01	60.79	62.62	64.48	66.42	68.42	70.47	72.59	74.76	77.00	79.32	81.69	84.15	86.68

2nd Shift = \$0.32

3rd Shift = \$0.38

2025-26 Custodial and Maintenance (M-Scale) Hourly Schedule for Non-Retirement Eligible Employees Part-time employees working less than .50 FTE)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
02	15.69	16.17	16.64	17.16	17.67	18.20	18.75	19.32	19.89	20.49	21.10	21.74	22.39	23.06	23.74	24.45	25.19	25.96	26.72	27.53	28.37
03	16.17	16.64	17.16	17.67	18.20	18.75	19.32	19.89	20.49	21.10	21.74	22.39	23.06	23.74	24.45	25.19	25.96	26.72	27.53	28.37	29.20
04	16.64	17.16	17.67	18.20	18.75	19.32	19.89	20.49	21.10	21.74	22.39	23.06	23.74	24.45	25.19	25.96	26.72	27.53	28.37	29.20	30.09
05	17.16	17.67	18.20	18.75	19.32	19.89	20.49	21.10	21.74	22.39	23.06	23.74	24.45	25.19	25.96	26.72	27.53	28.37	29.20	30.09	30.99
06	18.01	18.55	19.10	19.68	20.28	20.89	21.51	22.16	22.82	23.51	24.21	24.94	25.69	26.47	27.25	28.07	28.92	29.78	30.67	31.59	32.54
07	18.91	19.48	20.06	20.66	21.30	21.94	22.59	23.28	23.97	24.68	25.41	26.17	26.98	27.78	28.60	29.48	30.36	31.26	32.20	33.16	34.17
08	20.24	20.86	21.46	22.12	22.78	23.46	24.17	24.89	25.65	26.42	27.20	28.03	28.87	29.73	30.61	31.53	32.48	33.46	34.46	35.48	36.56
09	21.66	22.31	22.97	23.66	24.38	25.11	25.86	26.64	27.45	28.25	29.11	29.98	30.88	31.83	32.76	33.74	34.75	35.81	36.87	37.97	39.12
10	23.17	23.86	24.59	25.33	26.08	26.86	27.67	28.50	29.36	30.23	31.14	32.07	33.03	34.03	35.06	36.11	37.18	38.30	39.45	40.63	41.86
11	24.80	25.55	26.32	27.10	27.92	28.75	29.60	30.50	31.41	32.36	33.33	34.33	35.36	36.41	37.51	38.63	39.80	40.98	42.21	43.48	44.78
12	26.53	27.33	28.15	28.99	29.87	30.75	31.67	32.63	33.61	34.62	35.65	36.73	37.83	38.96	40.13	41.33	42.58	43.86	45.16	46.52	47.92
13	28.40	29.23	30.12	31.03	31.96	32.92	33.91	34.91	35.97	37.04	38.15	39.29	40.49	41.69	42.95	44.22	45.56	46.93	48.35	49.79	51.26
14	30.38	31.29	32.22	33.19	34.20	35.21	36.28	37.36	38.48	39.62	40.83	42.05	43.31	44.61	45.96	47.33	48.74	50.21	51.72	53.27	54.87
15	32.50	33.48	34.48	35.51	36.58	37.69	38.81	39.98	41.17	42.41	43.68	44.99	46.35	47.74	49.16	50.64	52.16	53.71	55.34	57.00	58.70
16	34.78	35.82	36.90	38.00	39.15	40.31	41.53	42.79	44.05	45.38	46.73	48.13	49.58	51.07	52.61	54.19	55.80	57.48	59.19	60.98	62.82
17	37.20	38.34	39.47	40.66	41.88	43.14	44.44	45.75	47.13	48.55	50.02	51.51	53.06	54.65	56.30	57.99	59.71	61.50	63.36	65.26	67.21
18	39.82	41.01	42.24	43.51	44.82	46.15	47.55	48.97	50.44	51.95	53.50	55.11	56.76	58.48	60.22	62.04	63.90	65.83	67.77	69.83	71.92
19	42.60	43.89	45.20	46.56	47.96	49.40	50.87	52.39	53.97	55.59	57.26	58.99	60.73	62.57	64.45	66.39	68.37	70.42	72.53	74.70	76.95
20	45.59	46.96	48.37	49.82	51.31	52.85	54.43	56.06	57.75	59.49	61.26	63.10	65.00	66.95	68.96	71.02	73.15	75.35	77.61	79.94	82.35

2nd Shift = \$0.31

3rd Shift = \$0.36

2025-26 N-Scale Salary Schedule for Retirement Eligible Employees

School Security Coordinator 200* Days - 8.00 Hours/Day																										
Grade SS	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	28.42	29.26	30.13	31.05	31.98	32.95	33.93	34.94	36.00	37.08	38.19	38.94	39.72	40.52	41.32	42.16	42.59	43.00	43.43	43.86	44.32	44.75	45.21	45.65	46.10	46.56
Daily	227.36	234.08	241.04	248.40	255.84	263.60	271.44	279.52	288.00	296.64	305.52	311.52	317.76	324.16	330.56	337.28	340.72	344.00	347.44	350.88	354.56	358.00	361.68	365.20	368.80	372.48
20 Pays	2,273.60	2,340.80	2,410.40	2,484.00	2,558.40	2,636.00	2,714.40	2,795.20	2,880.00	2,966.40	3,055.20	3,115.20	3,177.60	3,241.60	3,305.60	3,372.80	3,407.20	3,440.00	3,474.40	3,508.80	3,545.60	3,580.00	3,616.80	3,652.00	3,688.00	3,724.80
24 Pays	1,894.67	1,950.67	2,008.67	2,070.00	2,132.00	2,196.67	2,262.00	2,329.33	2,400.00	2,472.00	2,546.00	2,596.00	2,648.00	2,701.33	2,754.67	2,810.67	2,839.33	2,866.67	2,895.33	2,924.00	2,954.67	2,983.33	3,014.00	3,043.33	3,073.33	3,104.00
Annual	45,472.00	46,816.00	48,208.00	49,680.00	51,168.00	52,720.00	54,288.00	55,904.00	57,600.00	59,328.00	61,104.00	62,304.00	63,552.00	64,832.00	66,112.00	67,456.00	68,144.00	68,800.00	69,488.00	70,176.00	70,912.00	71,600.00	72,336.00	73,040.00	73,760.00	74,496.00

School Security Coordinator 260* Days - 8.00 Hours/Day																										
Grade SC	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	28.42	29.26	30.13	31.05	31.98	32.95	33.93	34.94	36.00	37.08	38.19	38.94	39.72	40.52	41.32	42.16	42.59	43.00	43.43	43.86	44.32	44.75	45.21	45.65	46.10	46.56
Daily	227.36	234.08	241.04	248.40	255.84	263.60	271.44	279.52	288.00	296.64	305.52	311.52	317.76	324.16	330.56	337.28	340.72	344.00	347.44	350.88	354.56	358.00	361.68	365.20	368.80	372.48
20 Pays	2,955.68	3,043.04	3,133.52	3,229.20	3,325.92	3,426.80	3,528.72	3,633.76	3,744.00	3,856.32	3,971.76	4,049.76	4,130.88	4,214.08	4,297.28	4,384.64	4,429.36	4,472.00	4,516.72	4,561.44	4,609.28	4,654.00	4,701.84	4,747.60	4,794.40	4,842.24
24 Pays	2,463.07	2,535.87	2,611.27	2,691.00	2,771.60	2,855.67	2,940.60	3,028.13	3,120.00	3,213.60	3,309.80	3,374.80	3,442.40	3,511.73	3,581.07	3,653.87	3,691.13	3,726.67	3,763.93	3,801.20	3,841.07	3,878.33	3,918.20	3,956.33	3,995.33	4,035.20
Annual	59,113.60	60,860.80	62,670.40	64,584.00	66,518.40	68,536.00	70,574.40	72,675.20	74,880.00	77,126.40	79,435.20	80,995.20	82,617.60	84,281.60	85,945.60	87,692.80	88,587.20	89,440.00	90,334.40	91,228.80	92,185.60	93,080.00	94,036.80	94,952.00	95,888.00	96,844.80

Bilingual Family Specialist 200* Days - 8.00 Hours/Day																										
Grade BF	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	36.26	37.34	38.46	39.63	40.80	42.03	43.29	44.59	45.93	47.31	48.74	49.69	50.69	51.71	52.75	53.81	54.34	54.88	55.43	55.99	56.54	57.11	57.68	58.27	58.84	59.44
Daily	290.08	298.72	307.68	317.04	326.40	336.24	346.32	356.72	367.44	378.48	389.92	397.52	405.52	413.68	422.00	430.48	434.72	439.04	443.44	447.92	452.32	456.88	461.44	466.16	470.72	475.52
20 Pays	2,900.80	2,987.20	3,076.80	3,170.40	3,264.00	3,362.40	3,463.20	3,567.20	3,674.40	3,784.80	3,899.20	3,975.20	4,055.20	4,136.80	4,220.00	4,304.80	4,347.20	4,390.40	4,434.40	4,479.20	4,523.20	4,568.80	4,614.40	4,661.60	4,707.20	4,755.20
24 Pays	2,417.33	2,489.33	2,564.00	2,642.00	2,720.00	2,802.00	2,886.00	2,972.67	3,062.00	3,154.00	3,249.33	3,312.67	3,379.33	3,447.33	3,516.67	3,587.33	3,622.67	3,658.67	3,695.33	3,732.67	3,769.33	3,807.33	3,845.33	3,884.67	3,922.67	3,962.67
Annual	58,016.00	59,744.00	61,536.00	63,408.00	65,280.00	67,248.00	69,264.00	71,344.00	73,488.00	75,696.00	77,984.00	79,504.00	81,104.00	82,736.00	84,400.00	86,096.00	86,944.00	87,808.00	88,688.00	89,584.00	90,464.00	91,376.00	92,288.00	93,232.00	94,144.00	95,104.00

Lead Safety Coordinator 260** Days - 8.00 Hours/Day																										
Grade LS	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	31.31	32.26	33.23	34.22	35.26	36.31	37.39	38.53	39.68	40.87	42.10	42.94	43.80	44.68	45.57	46.47	46.94	47.41	47.89	48.37	48.85	49.34	49.83	50.34	50.84	51.34
Daily	250.48	258.08	265.84	273.76	282.08	290.48	299.12	308.24	317.44	326.96	336.80	343.52	350.40	357.44	364.56	371.76	375.52	379.28	383.12	386.96	390.80	394.72	398.64	402.72	406.72	410.72
24 Pays	2,713.53	2,795.87	2,879.93	2,965.73	3,055.87	3,146.87	3,240.47	3,339.27	3,438.93	3,542.07	3,648.67	3,721.47	3,796.00	3,872.27	3,949.40	4,027.40	4,068.13	4,108.87	4,150.47	4,192.07	4,233.67	4,276.13	4,318.60	4,362.80	4,406.13	4,449.47
Annual	65,125	67,101	69,118	71,178	73,341	75,525	77,771	80,142	82,534	85,010	87,568	89,315	91,104	92,934	94,786	96,658	97,635	98,613	99,611	100,610	101,608	102,627	103,646	104,707	105,747	106,787

2025-26 N-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

School Security Coordinator 200* Days - 8.00 Hours/Day																										
Grade SS	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	27.00	27.80	28.62	29.50	30.38	31.30	32.23	33.19	34.20	35.23	36.28	36.99	37.73	38.49	39.25	40.05	40.46	40.85	41.26	41.67	42.10	42.51	42.95	43.37	43.80	44.23
Daily	216.00	222.40	228.96	236.00	243.04	250.40	257.84	265.52	273.60	281.84	290.24	295.92	301.84	307.92	314.00	320.40	323.68	326.80	330.08	333.36	336.80	340.08	343.60	346.96	350.40	353.84
20 Pays	2,160.00	2,224.00	2,289.60	2,360.00	2,430.40	2,504.00	2,578.40	2,655.20	2,736.00	2,818.40	2,902.40	2,959.20	3,018.40	3,079.20	3,140.00	3,204.00	3,236.80	3,268.00	3,300.80	3,333.60	3,368.00	3,400.80	3,436.00	3,469.60	3,504.00	3,538.40
24 Pays	1,800.00	1,853.33	1,908.00	1,966.67	2,025.33	2,086.67	2,148.67	2,212.67	2,280.00	2,348.67	2,418.67	2,466.00	2,515.33	2,566.00	2,616.67	2,670.00	2,697.33	2,723.33	2,750.67	2,778.00	2,806.67	2,834.00	2,863.33	2,891.33	2,920.00	2,948.67
Annual	43,200.00	44,480.00	45,792.00	47,200.00	48,608.00	50,080.00	51,568.00	53,104.00	54,720.00	56,368.00	58,048.00	59,184.00	60,368.00	61,584.00	62,800.00	64,080.00	64,736.00	65,360.00	66,016.00	66,672.00	67,360.00	68,016.00	68,720.00	69,392.00	70,080.00	70,768.00

School Security Coordinator 260* Days - 8.00 Hours/Day																										
Grade SC	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Hourly	27.00	27.80	28.62	29.50	30.38	31.30	32.23	33.19	34.20	35.23	36.28	36.99	37.73	38.49	39.25	40.05	40.46	40.85	41.26	41.67	42.10	42.51	42.95	43.37	43.80	44.23
Daily	216.00	222.40	228.96	236.00	243.04	250.40	257.84	265.52	273.60	281.84	290.24	295.92	301.84	307.92	314.00	320.40	323.68	326.80	330.08	333.36	336.80	340.08	343.60	346.96	350.40	353.84
20 Pays	2,808.00	2,891.20	2,976.48	3,068.00	3,159.52	3,255.20	3,351.92	3,451.76	3,556.80	3,663.92	3,773.12	3,846.96	3,923.92	4,002.96	4,082.00	4,165.20	4,207.84	4,248.40	4,291.04	4,333.68	4,378.40	4,421.04	4,466.80	4,510.48	4,555.20	4,599.92
24 Pays	2,340.00	2,409.33	2,480.40	2,556.67	2,632.93	2,712.67	2,793.27	2,876.47	2,964.00	3,053.27	3,144.27	3,205.80	3,269.93	3,335.80	3,401.67	3,471.00	3,506.53	3,540.33	3,575.87	3,611.40	3,648.67	3,684.20	3,722.33	3,758.73	3,796.00	3,833.27
Annual	56,160.00	57,824.00	59,529.60	61,360.00	63,190.40	65,104.00	67,038.40	69,035.20	71,136.00	73,278.40	75,462.40	76,939.20	78,478.40	80,059.20	81,640.00	83,304.00	84,156.80	84,968.00	85,820.80	86,673.60	87,568.00	88,420.80	89,336.00	90,209.60	91,104.00	91,998.40

2025-26 P-Scale 12-Month Salary Schedule for Retirement Eligible Employees

220 Days** - 8.00 Hours/Day																										
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	352.99	363.58	374.48	385.72	397.29	409.21	421.49	434.13	447.16	460.57	474.38	483.87	493.55	503.43	513.49	523.76	529.00	534.30	539.63	545.03	550.48	555.98	561.55	567.16	572.83	578.56
22 Pays	3,235.75	3,332.79	3,432.75	3,535.75	3,641.83	3,751.08	3,863.63	3,979.54	4,098.96	4,221.88	4,348.50	4,435.50	4,524.25	4,614.75	4,707.00	4,801.17	4,849.21	4,897.71	4,946.63	4,996.08	5,046.04	5,096.46	5,147.50	5,198.96	5,250.92	5,303.50
Annual	77,658	79,987	82,386	84,858	87,404	90,026	92,727	95,509	98,375	101,325	104,364	106,452	108,582	110,754	112,968	115,228	116,381	117,545	118,719	119,906	121,105	122,315	123,540	124,775	126,022	127,284
260 Days** - 8.00 Hours/Day																										
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	353.00	363.58	374.48	385.72	397.29	409.21	421.49	434.13	447.16	460.57	474.38	483.88	493.55	503.42	513.49	523.76	529.00	534.29	539.63	545.03	550.47	555.98	561.55	567.16	572.83	578.56
24 Pays	3,824.13	3,938.79	4,056.92	4,178.63	4,303.96	4,433.13	4,566.13	4,703.08	4,844.21	4,989.50	5,139.17	5,242.04	5,346.79	5,453.71	5,562.83	5,674.04	5,730.83	5,788.13	5,846.00	5,904.46	5,963.46	6,023.17	6,083.42	6,144.21	6,205.67	6,267.75
Annual	91,779	94,531	97,366	100,287	103,295	106,395	109,587	112,874	116,261	119,748	123,340	125,809	128,323	130,889	133,508	136,177	137,540	138,915	140,304	141,707	143,123	144,556	146,002	147,461	148,936	150,426
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	367.11	378.12	389.47	401.15	413.18	425.58	438.35	451.50	465.04	478.99	493.37	503.23	513.30	523.57	534.03	544.71	550.16	555.67	561.22	566.83	572.50	578.23	584.00	589.85	595.75	601.71
24 Pays	3,977.00	4,096.33	4,219.29	4,345.75	4,476.13	4,610.42	4,748.75	4,891.25	5,037.96	5,189.04	5,344.79	5,451.71	5,560.71	5,671.96	5,785.38	5,901.04	5,960.08	6,019.71	6,079.88	6,140.67	6,202.13	6,264.13	6,326.71	6,390.00	6,453.92	6,518.50
Annual	95,448	98,312	101,263	104,298	107,427	110,650	113,970	117,390	120,911	124,537	128,275	130,841	133,457	136,127	138,849	141,625	143,042	144,473	145,917	147,376	148,851	150,339	151,841	153,360	154,894	156,444
Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	381.79	393.25	405.05	417.19	429.71	442.60	455.88	469.56	483.64	498.15	513.10	523.36	533.83	544.50	555.40	566.50	572.17	577.89	583.67	589.50	595.40	601.35	607.36	613.43	619.57	625.77
24 Pays	4,136.08	4,260.21	4,388.00	4,519.58	4,655.21	4,794.88	4,938.71	5,086.92	5,239.46	5,396.67	5,558.58	5,669.75	5,783.13	5,898.79	6,016.79	6,137.13	6,198.46	6,260.46	6,323.08	6,386.29	6,450.13	6,514.67	6,579.75	6,645.54	6,712.04	6,779.17
Annual	99,266	102,445	105,312	108,470	111,725	115,077	118,529	122,086	125,747	129,520	133,406	136,074	138,795	141,571	144,403	147,291	148,763	150,251	151,754	153,271	154,803	156,352	157,914	159,493	161,089	162,700
Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	408.52	420.77	433.40	446.40	459.79	473.58	487.80	502.42	517.50	533.02	549.02	559.99	571.20	582.62	594.27	606.16	612.22	618.34	624.52	630.77	637.08	643.45	649.88	656.38	662.95	669.58
24 Pays	4,425.67	4,558.38	4,695.13	4,836.04	4,981.08	5,130.50	5,284.46	5,442.92	5,606.25	5,774.38	5,947.67	6,066.58	6,187.96	6,311.67	6,437.96	6,566.71	6,632.38	6,698.67	6,765.67	6,833.38	6,901.67	6,970.67	7,040.38	7,110.79	7,181.92	7,253.75
Annual	106,216	109,401	112,683	116,065	119,546	123,132	126,827	130,630	134,550	138,585	142,744	145,598	148,511	151,480	154,511	157,601	159,177	160,768	162,376	164,001	165,640	167,296	168,969	170,659	172,366	174,090
Grade 15	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	437.12	450.23	463.73	477.65	491.98	506.73	521.94	537.60	553.73	570.33	587.45	599.20	611.18	623.40	635.87	648.59	655.07	661.62	668.24	674.93	681.67	688.49	695.37	702.32	709.35	716.44
24 Pays	4,735.42	4,877.50	5,023.79	5,174.50	5,329.75	5,489.63	5,654.33	5,824.00	5,998.71	6,178.63	6,364.00	6,491.33	6,621.13	6,753.54	6,888.58	7,026.42	7,096.63	7,167.58	7,239.29	7,311.71	7,384.75	7,458.63	7,533.21	7,608.50	7,684.58	7,761.46
Annual	113,650	117,060	120,571	124,188	127,914	131,751	135,704	139,776	143,969	148,287	152,736	155,792	158,907	162,085	165,326	168,634	170,319	172,022	173,743	175,481	177,234	179,007	180,797	182,604	184,430	186,275
Grade 16	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	467.71	481.74	496.19	511.08	526.42	542.21	558.47	575.23	592.49	610.25	628.57	641.14	653.96	667.04	680.38	693.99	700.93	707.94	715.02	722.17	729.38	736.68	744.05	751.49	759.00	766.59
24 Pays	5,066.88	5,218.88	5,375.42	5,536.75	5,702.88	5,873.92	6,050.13	6,231.67	6,418.63	6,611.08	6,809.46	6,945.71	7,084.54	7,226.29	7,370.83	7,518.21	7,593.38	7,669.33	7,746.00	7,823.54	7,901.67	7,980.75	8,060.50	8,141.13	8,222.54	8,304.75
Annual	121,605	125,253	129,010	132,882	136,869	140,974	145,203	149,560	154,047	158,666	163,427	166,697	170,029	173,431	176,900	180,433	182,241	184,064	185,904	187,765	189,640	191,538	193,452	195,387	197,341	199,314
Grade 17	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	500.45	515.47	530.93	546.85	563.27	580.17	597.57	615.50	633.95	652.98	672.57	686.02	699.73	713.73	728.01	742.57	750.00	757.50	765.07	772.72	780.45	788.25	796.13	804.09	812.13	820.26
24 Pays	5,421.54	5,584.25	5,751.79	5,924.25	6,102.04	6,285.13	6,473.67	6,667.88	6,867.83	7,073.92	7,286.17	7,431.83	7,580.46	7,732.13	7,886.75	8,044.50	8,124.96	8,206.21	8,288.25	8,371.08	8,454.88	8,539.42	8,624.75	8,711.00	8,798.13	8,886.13
Annual	130,117	134,022	138,043	142,182	146,449	150,843	155,368	160,029	164,828	169,774	174,868	178,364	181,931	185,571	189,282	193,068	194,999	196,949	198,918	200,906	202,917	204,946	206,994	209,064	211,155	213,267
Grade 18	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	535.48	551.55	568.10	585.14	602.70	620.78	639.40	658.58	678.33	698.69	719.65	734.04	748.72	763.69	778.97	794.55	802.49	810.52	818.62	826.81	835.07	843.42	851.87	860.38	868.99	877.68
24 Pays	5,801.08	5,975.17	6,154.38	6,339.00	6,529.21	6,725.08	6,926.79	7,134.58	7,348.63	7,569.13	7,796.17	7,952.13	8,111.13	8,273.33	8,438.79	8,607.58	8,693.63	8,780.63	8,868.38	8,957.08	9,046.63	9,137.08	9,228.54	9,320.79	9,414.04	9,508.17
Annual	139,226	143,404	147,705	152,136	156,701	161,402	166,243	171,230	176,367	181,659	187,108	190,851	194,667	198,560	202,531	206,582	208,647	210,735	212,841							

2025-26 P-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

220 Days** - 8.00 Hours/Day																										
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	335.34	345.40	355.76	366.43	377.43	388.75	400.41	412.43	424.80	437.54	450.66	459.68	468.88	478.25	487.82	497.58	502.55	507.58	512.65	517.78	522.95	528.18	533.47	538.80	544.19	549.64
22 Pays	3,353.41	3,454.00	3,557.59	3,664.32	3,774.27	3,887.50	4,004.14	4,124.27	4,248.00	4,375.41	4,506.64	4,596.77	4,688.77	4,782.55	4,878.18	4,975.77	5,025.55	5,075.82	5,126.50	5,177.77	5,229.55	5,281.77	5,334.68	5,388.00	5,441.86	5,496.36
Annual	73,775	75,988	78,267	80,615	83,034	85,525	88,091	90,734	93,456	96,259	99,146	101,129	103,153	105,216	107,320	109,467	110,562	111,668	112,783	113,911	115,050	116,199	117,363	118,536	119,721	120,920

260 Days** - 8.00 Hours/Day																										
Grade 11	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	335.35	345.40	355.76	366.43	377.42	388.75	400.42	412.42	424.80	437.54	450.67	459.69	468.87	478.25	487.82	497.57	502.55	507.57	512.65	517.78	522.95	528.18	533.47	538.80	544.19	549.63
24 Pays	3,632.92	3,741.83	3,854.08	3,969.71	4,088.75	4,211.46	4,337.83	4,467.92	4,602.00	4,740.04	4,882.21	4,979.96	5,079.46	5,181.04	5,284.71	5,390.33	5,444.29	5,498.71	5,553.71	5,609.25	5,665.29	5,722.00	5,779.25	5,837.00	5,895.38	5,954.38
Annual	87,190	89,804	92,498	95,273	98,130	101,075	104,108	107,230	110,448	113,761	117,173	119,519	121,907	124,345	126,833	129,368	130,663	131,969	133,289	134,622	135,967	137,328	138,702	140,088	141,489	142,905

Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	348.75	359.22	370.00	381.09	392.52	404.30	416.43	428.93	441.79	455.04	468.70	478.07	487.63	497.39	507.33	517.48	522.65	527.88	533.16	538.49	543.88	549.32	554.80	560.35	565.96	571.62
24 Pays	3,778.17	3,891.50	4,008.33	4,128.46	4,252.33	4,379.92	4,511.33	4,646.71	4,786.04	4,929.58	5,077.54	5,179.13	5,282.67	5,388.38	5,496.13	5,606.00	5,662.08	5,718.71	5,775.88	5,833.63	5,892.00	5,950.92	6,010.38	6,070.50	6,131.21	6,192.58
Annual	90,676	93,396	96,200	99,083	102,056	105,118	108,272	111,521	114,865	118,310	121,861	124,299	126,784	129,321	131,907	134,544	135,890	137,249	138,621	140,007	141,408	142,822	144,249	145,692	147,149	148,622

Grade 13	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
24 Pays	3,929.29	4,047.21	4,168.58	4,293.63	4,422.46	4,555.13	4,691.79	4,832.58	4,977.50	5,126.83	5,280.67	5,386.25	5,493.96	5,603.83	5,715.96	5,830.25	5,888.54	5,947.42	6,006.92	6,066.96	6,127.63	6,188.92	6,250.75	6,313.25	6,376.46	6,440.21
Annual	94,303	97,133	100,046	103,047	106,139	109,323	112,603	115,982	119,460	123,044	126,736	129,270	131,855	134,492	137,183	139,926	141,325	142,738	144,166	145,607	147,063	148,534	150,018	151,518	153,035	154,561

Grade 14	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	388.10	399.73	411.73	424.08	436.80	449.90	463.41	477.30	491.63	506.37	521.57	531.99	542.63	553.48	564.56	575.85	581.61	587.42	593.30	599.23	605.22	611.27	617.39	623.56	629.80	636.10
24 Pays	4,204.38	4,330.46	4,460.38	4,594.25	4,732.04	4,873.96	5,020.25	5,170.79	5,325.96	5,485.67	5,650.29	5,763.25	5,878.54	5,996.08	6,116.04	6,238.38	6,300.75	6,363.75	6,427.38	6,491.71	6,556.58	6,622.13	6,688.38	6,755.25	6,822.83	6,891.08
Annual	100,905	103,931	107,049	110,262	113,569	116,975	120,486	124,099	127,823	131,656	135,607	138,318	141,085	143,906	146,785	149,721	151,218	152,730	154,257	155,801	157,358	158,931	160,521	162,126	163,748	165,386

Grade 15	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	415.26	427.72	440.55	453.77	467.38	481.40	495.84	510.72	526.04	541.82	558.07	569.24	580.62	592.23	604.08	616.16	622.32	628.54	634.83	641.18	647.58	654.07	660.60	667.21	673.88	680.62
24 Pays	4,498.67	4,633.63	4,772.58	4,915.79	5,063.25	5,215.13	5,371.63	5,532.79	5,698.79	5,869.71	6,045.79	6,166.75	6,290.08	6,415.88	6,544.17	6,675.08	6,741.79	6,809.21	6,877.33	6,946.13	7,015.50	7,085.71	7,156.54	7,228.08	7,300.38	7,373.38
Annual	107,968	111,207	114,542	117,979	121,518	125,163	128,919	132,787	136,771	140,873	145,099	148,002	150,962	153,981	157,060	160,202	161,803	163,421	165,056	166,707	168,372	170,057	171,757	173,474	175,209	176,961

Grade 16	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	444.33	457.65	471.38	485.53	500.10	515.10	530.55	546.47	562.87	579.74	597.14	609.08	621.26	633.69	646.37	659.29	665.88	672.54	679.27	686.07	692.92	699.85	706.84	713.92	721.05	728.26
24 Pays	4,813.54	4,957.92	5,106.67	5,259.92	5,417.75	5,580.21	5,747.63	5,920.08	6,097.71	6,280.54	6,469.00	6,598.42	6,730.33	6,864.96	7,002.29	7,142.29	7,213.71	7,285.88	7,358.71	7,432.38	7,506.58	7,581.71	7,657.46	7,734.08	7,811.42	7,889.50
Annual	115,525	118,990	122,560	126,238	130,026	133,925	137,943	142,082	146,345	150,733	155,256	158,362	161,528	164,759	168,055	171,415	173,129	174,861	176,609	178,377	180,158	181,961	183,779	185,618	187,474	189,348

Grade 17	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	475.43	489.70	504.39	519.51	535.10	551.16	567.69	584.72	602.26	620.33	638.94	651.72	664.75	678.05	691.61	705.44	712.50	719.62	726.82	734.08	741.43	748.84	756.32	763.89	771.53	779.25
24 Pays	5,150.46	5,305.04	5,464.21	5,628.04	5,796.96	5,970.88	6,150.00	6,334.50	6,524.46	6,720.21	6,921.88	7,060.25	7,201.42	7,345.50	7,492.42	7,642.29	7,718.71	7,795.92	7,873.83	7,952.54	8,032.13	8,112.46	8,193.50	8,275.46	8,358.21	8,441.83
Annual	123,611	127,321	131,141	135,073	139,127	143,301	147,600	152,028	156,587	161,285	166,125	169,446	172,834	176,292	179,818	183,415	185,249	187,102	188,972	190,861	192,771	194,699	196,644	198,611	200,597	202,604

Grade 18	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	508.71	523.98	539.69	555.88	572.56	589.74	607.43	625.65	644.42	663.75	683.67	697.34	711.28	725.51	740.02	754.82	762.37	769.99	777.69	785.47	793.32	801.25	809.27	817.36	825.54	833.79
24 Pays	5,511.04	5,676.42	5,846.67	6,022.04	6,202.75	6,388.83	6,580.46	6,777.88	6,981.21	7,190.67	7,406.38	7,554.50	7,705.58	7,859.67	8,016.83	8,177.21	8,258.96	8,341.58	8,424.96	8,509.25	8,594.29	8,680.25	8,767.13	8,854.75	8,943.33	9,032.75
Annual	132,265	136,234	140,320	144,529	148,866	153,332	157,931	162,669	167,549	172,576	177,753	181,308	184,934	188,632	192,404	196,253	198,215	200,198	202,199	204,222	206,263	208,326	210,411	212,514	214,640	216,786

Grade 19	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	Step V	Step W	Step X	Step Y	Step Z
Daily	534.15	550.17	566.68	583.67	601.18	619.22	637.80	656.93	676.64	696.94	717.85	732.20	746.85	761.78	777.02	792.56	800.48	808.49	816.58	824.75	832.98	841.32	849.73	858.23	866.81	875.48
24 Pays	5,786.58	5,960.13	6,139.00	6,323.13	6,512.79	6,708.21	6,909.46	7,116.75	7,330.25	7,550.17	7,776.67	7,932.17	8,090.88	8,252.67	8,417.75	8,586.04	8,671.92	8,758.63	8,846.25	8,934.75	9,024.00	9,114.29	9,205.42	9,297.54	9,390.42	9,484.38
Annual	138,878	143,043	147,336	151,755	156,307	160,997	165,827	170,802	175,926	181,204	186,640	190,372	194,181	198,064	202,026	206,065	208,126	210,207	212,310	214,434	216,576	218,743	220,930	223,141	225,370	227,625

Grade 20	Step A	Step B	Step C	Step D
----------	--------	--------	--------	--------

2025-26 Teacher Salary Schedule Retirement Eligible Employees (Employees working in a .50 FTE or greater position)

200 Days - 7.5 hours/Day																
	Grade	Bachelor's (B)			Bachelor's + 15 (C)			Master's (M)			Master's +30 (X)			Doctorate (D)		
	(Wait)	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly
Step A	(1)	57,810	289.05	38.54	61,855	309.28	41.24	66,186	330.93	44.12	68,833	344.17	45.89	71,586	357.93	47.72
Step B	(1)	59,543	297.72	39.70	63,712	318.56	42.47	68,171	340.86	45.45	70,897	354.49	47.26	73,734	368.67	49.16
Step C	(1)	61,329	306.65	40.89	65,622	328.11	43.75	70,216	351.08	46.81	73,024	365.12	48.68	75,946	379.73	50.63
Step D	(1)	63,170	315.85	42.11	67,591	337.96	45.06	72,322	361.61	48.21	75,216	376.08	50.14	78,225	391.13	52.15
Step E	(1)	65,065	325.33	43.38	69,620	348.10	46.41	74,493	372.47	49.66	77,472	387.36	51.65	80,571	402.86	53.71
Step F	(1)	67,016	335.08	44.68	71,707	358.54	47.80	76,727	383.64	51.15	79,796	398.98	53.20	82,988	414.94	55.33
Step G	(1)	69,027	345.14	46.02	73,858	369.29	49.24	79,029	395.15	52.69	82,191	410.96	54.79	85,478	427.39	56.99
Step H	(1)	71,098	355.49	47.40	76,074	380.37	50.72	81,399	407.00	54.27	84,656	423.28	56.44	88,042	440.21	58.69
Step I	(1)	73,230	366.15	48.82	78,357	391.79	52.24	83,842	419.21	55.89	87,196	435.98	58.13	90,683	453.42	60.46
Step J	(1)	75,428	377.14	50.29	80,708	403.54	53.81	86,357	431.79	57.57	89,811	449.06	59.87	93,404	467.02	62.27
Step K	(1)	77,690	388.45	51.79	83,128	415.64	55.42	88,948	444.74	59.30	92,506	462.53	61.67	96,205	481.03	64.14
Step L	(1)	80,022	400.11	53.35	85,622	428.11	57.08	91,615	458.08	61.08	95,280	476.40	63.52	99,091	495.46	66.06
Step M	(1)	82,422	412.11	54.95	88,190	440.95	58.79	94,364	471.82	62.91	98,139	490.70	65.43	102,064	510.32	68.04
Step N	(1)	84,895	424.48	56.60	90,837	454.19	60.56	97,195	485.98	64.80	101,083	505.42	67.39	105,126	525.63	70.08
Step O	(1)	87,441	437.21	58.29	93,562	467.81	62.37	100,112	500.56	66.74	104,117	520.59	69.41	108,281	541.41	72.19
Step P	(1)	90,064	450.32	60.04	96,370	481.85	64.25	103,115	515.58	68.74	107,239	536.20	71.49	111,530	557.65	74.35
Step Q	(1)	90,965	454.83	60.64	98,296	491.48	65.53	105,177	525.89	70.12	109,384	546.92	72.92	113,760	568.80	75.84
Step R	(1)	91,874	459.37	61.25	100,263	501.32	66.84	107,280	536.40	71.52	111,571	557.86	74.38	116,034	580.17	77.36
Step S	(1)	92,793	463.97	61.86	102,268	511.34	68.18	109,427	547.14	72.95	113,803	569.02	75.87	118,356	591.78	78.90
Step T	(1)	93,721	468.61	62.48	104,312	521.56	69.54	111,615	558.08	74.41	116,080	580.40	77.39	120,722	603.61	80.48
Step U	(1)	94,658	473.29	63.11	106,399	532.00	70.93	113,847	569.24	75.90	118,402	592.01	78.93	123,137	615.69	82.09
Step V	(1)	95,605	478.03	63.74	107,463	537.32	71.64	114,986	574.93	76.66	119,584	597.92	79.72	124,368	621.84	82.91
Step W	(1)	96,561	482.81	64.37	108,538	542.69	72.36	116,135	580.68	77.42	120,781	603.91	80.52	125,612	628.06	83.74
Step X	(1)	97,527	487.64	65.02	109,622	548.11	73.08	117,297	586.49	78.20	121,989	609.95	81.33	126,869	634.35	84.58
Step Y	(1)	98,502	492.51	65.67	110,719	553.60	73.81	118,470	592.35	78.98	123,208	616.04	82.14	128,138	640.69	85.43
Step Z	(1)	99,488	497.44	66.33	111,827	559.14	74.55	119,654	598.27	79.77	124,441	622.21	82.96	129,418	647.09	86.28
Step AA	(1)	99,488	497.44	66.33	112,945	564.73	75.30	120,851	604.26	80.57	125,684	628.42	83.79	130,712	653.56	87.14
Step AB	(1)	99,488	497.44	66.33	114,075	570.38	76.05	122,058	610.29	81.37	126,941	634.71	84.63	132,020	660.10	88.01
Step AC	(1)	99,488	497.44	66.33	115,215	576.08	76.81	123,280	616.40	82.19	128,211	641.06	85.47	133,341	666.71	88.89
Step AD	(1)	99,488	497.44	66.33	116,367	581.84	77.58	124,513	622.57	83.01	129,493	647.47	86.33	134,674	673.37	89.78
Step AE	(1)	99,488	497.44	66.33	117,532	587.66	78.35	125,758	628.79	83.84	130,787	653.94	87.19	136,019	680.10	90.68

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2025-26 Non-Retirement Eligible Teacher Salary Schedule (Employees working in a position less than .50 FTE)

200 Days - 7.5 hours/Day																
	Grade	Bachelor's (B)			Bachelor's + 15 (C)			Master's (M)			Master's +30 (X)			Doctorate (D)		
	(Wait)	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly
Step A	(1)	54,920	274.60	36.61	58,762	293.81	39.17	62,877	314.39	41.92	65,391	326.96	43.59	68,007	340.04	45.34
Step B	(1)	56,566	282.83	37.71	60,526	302.63	40.35	64,762	323.81	43.17	67,352	336.76	44.90	70,047	350.24	46.70
Step C	(1)	58,263	291.32	38.84	62,341	311.71	41.56	66,705	333.53	44.47	69,373	346.87	46.25	72,149	360.75	48.10
Step D	(1)	60,012	300.06	40.01	64,211	321.06	42.81	68,706	343.53	45.80	71,455	357.28	47.64	74,314	371.57	49.54
Step E	(1)	61,812	309.06	41.21	66,139	330.70	44.09	70,768	353.84	47.18	73,598	367.99	49.07	76,542	382.71	51.03
Step F	(1)	63,665	318.33	42.44	68,122	340.61	45.41	72,891	364.46	48.59	75,806	379.03	50.54	78,839	394.20	52.56
Step G	(1)	65,576	327.88	43.72	70,165	350.83	46.78	75,078	375.39	50.05	78,081	390.41	52.05	81,204	406.02	54.14
Step H	(1)	67,543	337.72	45.03	72,270	361.35	48.18	77,329	386.65	51.55	80,423	402.12	53.62	83,640	418.20	55.76
Step I	(1)	69,569	347.85	46.38	74,439	372.20	49.63	79,650	398.25	53.10	82,836	414.18	55.22	86,149	430.75	57.43
Step J	(1)	71,657	358.29	47.77	76,673	383.37	51.12	82,039	410.20	54.69	85,320	426.60	56.88	88,734	443.67	59.16
Step K	(1)	73,806	369.03	49.20	78,972	394.86	52.65	84,501	422.51	56.33	87,881	439.41	58.59	91,395	456.98	60.93
Step L	(1)	76,021	380.11	50.68	81,341	406.71	54.23	87,034	435.17	58.02	90,516	452.58	60.34	94,136	470.68	62.76
Step M	(1)	78,301	391.51	52.20	83,781	418.91	55.85	89,646	448.23	59.76	93,232	466.16	62.15	96,961	484.81	64.64
Step N	(1)	80,650	403.25	53.77	86,295	431.48	57.53	92,335	461.68	61.56	96,029	480.15	64.02	99,870	499.35	66.58
Step O	(1)	83,069	415.35	55.38	88,884	444.42	59.26	95,106	475.53	63.40	98,911	494.56	65.94	102,867	514.34	68.58
Step P	(1)	85,561	427.81	57.04	91,552	457.76	61.03	97,959	489.80	65.31	101,877	509.39	67.92	105,954	529.77	70.64
Step Q	(1)	86,417	432.09	57.61	93,381	466.91	62.25	99,918	499.59	66.61	103,915	519.58	69.28	108,072	540.36	72.05
Step R	(1)	87,280	436.40	58.19	95,250	476.25	63.50	101,916	509.58	67.94	105,992	529.96	70.66	110,232	551.16	73.49
Step S	(1)	88,153	440.77	58.77	97,155	485.78	64.77	103,956	519.78	69.30	108,113	540.57	72.08	112,438	562.19	74.96
Step T	(1)	89,035	445.18	59.36	99,096	495.48	66.06	106,034	530.17	70.69	110,276	551.38	73.52	114,686	573.43	76.46
Step U	(1)	89,925	449.63	59.95	101,079	505.40	67.39	108,155	540.78	72.10	112,482	562.41	74.99	116,980	584.90	77.99
Step V	(1)	90,825	454.13	60.55	102,090	510.45	68.06	109,237	546.19	72.82	113,605	568.03	75.74	118,150	590.75	78.77
Step W	(1)	91,733	458.67	61.16	103,111	515.56	68.74	110,328	551.64	73.55	114,742	573.71	76.49	119,331	596.66	79.55
Step X	(1)	92,651	463.26	61.77	104,141	520.71	69.43	111,432	557.16	74.29	115,890	579.45	77.26	120,526	602.63	80.35
Step Y	(1)	93,577	467.89	62.38	105,183	525.92	70.12	112,547	562.74	75.03	117,048	585.24	78.03	121,731	608.66	81.15
Step Z	(1)	94,514	472.57	63.01	106,236	531.18	70.82	113,671	568.36	75.78	118,219	591.10	78.81	122,947	614.74	81.96
Step AA	(1)	94,514	472.57	63.01	107,298	536.49	71.53	114,808	574.04	76.54	119,400	597.00	79.60	124,176	620.88	82.78
Step AB	(1)	94,514	472.57	63.01	108,371	541.86	72.25	115,955	579.78	77.30	120,594	602.97	80.40	125,419	627.10	83.61
Step AC	(1)	94,514	472.57	63.01	109,454	547.27	72.97	117,116	585.58	78.08	121,800	609.00	81.20	126,674	633.37	84.45
Step AD	(1)	94,514	472.57	63.01	110,549	552.75	73.70	118,287	591.44	78.86	123,018	615.09	82.01	127,940	639.70	85.29
Step AE	(1)	94,514	472.57	63.01	111,655	558.28	74.44	119,470	597.35	79.65	124,248	621.24	82.83	129,218	646.09	86.15

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2025-26 CAP1 (Career Advancement Program Portfolio 1) Teacher Salary Schedule Retirement Eligible Employees (Employees working in an eligible .50 FTE or greater position)

200 Days - 7.5 hours/Day																
	Grade	Bachelor's (B1)			Bachelor's + 15 (C1)			Master's (M1)			Master's +30 (X1)			Doctorate (D1)		
	(Wait)	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly
Step A	(1)	57,810	289.05	38.54	61,855	309.28	41.24	66,186	330.93	44.12	68,833	344.17	45.89	71,586	357.93	47.72
Step B	(1)	59,543	297.72	39.70	63,712	318.56	42.47	68,171	340.86	45.45	70,897	354.49	47.26	73,734	368.67	49.16
Step C	(1)	61,329	306.65	40.89	65,622	328.11	43.75	70,216	351.08	46.81	73,024	365.12	48.68	75,946	379.73	50.63
Step D	(1)	63,170	315.85	42.11	67,591	337.96	45.06	72,322	361.61	48.21	75,216	376.08	50.14	78,225	391.13	52.15
Step E	(1)	65,065	325.33	43.38	69,620	348.10	46.41	74,493	372.47	49.66	77,472	387.36	51.65	80,571	402.86	53.71
Step F	(1)	67,016	335.08	44.68	71,707	358.54	47.80	76,727	383.64	51.15	79,796	398.98	53.20	82,988	414.94	55.33
Step G	(1)	69,027	345.14	46.02	73,858	369.29	49.24	79,029	395.15	52.69	82,191	410.96	54.79	85,478	427.39	56.99
Step H	(1)	71,098	355.49	47.40	76,074	380.37	50.72	81,399	407.00	54.27	84,656	423.28	56.44	88,042	440.21	58.69
Step I	(1)	73,230	366.15	48.82	78,357	391.79	52.24	83,842	419.21	55.89	87,196	435.98	58.13	90,683	453.42	60.46
Step J	(1)	75,428	377.14	50.29	80,708	403.54	53.81	86,357	431.79	57.57	89,811	449.06	59.87	93,404	467.02	62.27
Step K	(1)	80,410	402.05	53.61	86,038	430.19	57.36	92,060	460.30	61.37	95,743	478.72	63.83	99,573	497.87	66.38
Step L	(1)	82,821	414.11	55.21	88,620	443.10	59.08	94,823	474.12	63.22	98,616	493.08	65.74	102,560	512.80	68.37
Step M	(1)	85,308	426.54	56.87	91,279	456.40	60.85	97,666	488.33	65.11	101,573	507.87	67.72	105,638	528.19	70.43
Step N	(1)	87,865	439.33	58.58	94,016	470.08	62.68	100,598	502.99	67.07	104,621	523.11	69.75	108,805	544.03	72.54
Step O	(1)	90,501	452.51	60.33	96,838	484.19	64.56	103,615	518.08	69.08	107,760	538.80	71.84	112,070	560.35	74.71
Step P	(1)	93,216	466.08	62.14	99,742	498.71	66.49	106,724	533.62	71.15	110,992	554.96	73.99	115,433	577.17	76.96
Step Q	(1)	94,150	470.75	62.77	101,737	508.69	67.82	108,860	544.30	72.57	113,212	566.06	75.47	117,740	588.70	78.49
Step R	(1)	95,090	475.45	63.39	103,771	518.86	69.18	111,035	555.18	74.02	115,477	577.39	76.98	120,097	600.49	80.06
Step S	(1)	96,041	480.21	64.03	105,847	529.24	70.56	113,256	566.28	75.50	117,787	588.94	78.52	122,498	612.49	81.67
Step T	(1)	97,002	485.01	64.67	107,964	539.82	71.98	115,520	577.60	77.01	120,142	600.71	80.09	124,947	624.74	83.30
Step U	(1)	97,972	489.86	65.31	110,123	550.62	73.42	117,831	589.16	78.55	122,545	612.73	81.70	127,448	637.24	84.97
Step V	(1)	98,952	494.76	65.97	111,224	556.12	74.15	119,011	595.06	79.34	123,770	618.85	82.51	128,721	643.61	85.81
Step W	(1)	99,941	499.71	66.63	112,337	561.69	74.89	120,200	601.00	80.13	125,007	625.04	83.34	130,009	650.05	86.67
Step X	(1)	100,940	504.70	67.29	113,460	567.30	75.64	121,402	607.01	80.93	126,258	631.29	84.17	131,309	656.55	87.54
Step Y	(1)	101,950	509.75	67.97	114,594	572.97	76.40	122,615	613.08	81.74	127,520	637.60	85.01	132,621	663.11	88.41
Step Z	(1)	102,969	514.85	68.65	115,740	578.70	77.16	123,842	619.21	82.56	128,795	643.98	85.86	133,947	669.74	89.30
Step AA	(1)	102,969	514.85	68.65	116,897	584.49	77.93	125,081	625.41	83.39	130,084	650.42	86.72	135,288	676.44	90.19
Step AB	(1)	102,969	514.85	68.65	118,068	590.34	78.71	126,332	631.66	84.22	131,384	656.92	87.59	136,640	683.20	91.09
Step AC	(1)	102,969	514.85	68.65	119,247	596.24	79.50	127,595	637.98	85.06	132,698	663.49	88.47	138,006	690.03	92.00
Step AD	(1)	102,969	514.85	68.65	120,441	602.21	80.29	128,871	644.36	85.91	134,026	670.13	89.35	139,386	696.93	92.92
Step AE	(1)	102,969	514.85	68.65	121,644	608.22	81.10	130,159	650.80	86.77	135,365	676.83	90.24	140,781	703.91	93.85

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2025-26 CAP2 (Career Advancement Program Portfolio 2) Teacher Salary Schedule Retirement Eligible Employees (Employees working in an eligible .50 FTE or greater position)

200 Days - 7.5 hours/Day																
	Grade	Bachelor's (B2)			Bachelor's +15 (C2)			Master's (M2)			Master's +30 (X2)			Doctorate (D2)		
	(Wait)	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly	Annual	Daily	Hourly
Step A	(1)	57,810	289.05	38.54	61,855	309.28	41.24	66,186	330.93	44.12	68,833	344.17	45.89	71,586	357.93	47.72
Step B	(1)	59,543	297.72	39.70	63,712	318.56	42.47	68,171	340.86	45.45	70,897	354.49	47.26	73,734	368.67	49.16
Step C	(1)	61,329	306.65	40.89	65,622	328.11	43.75	70,216	351.08	46.81	73,024	365.12	48.68	75,946	379.73	50.63
Step D	(1)	63,170	315.85	42.11	67,591	337.96	45.06	72,322	361.61	48.21	75,216	376.08	50.14	78,225	391.13	52.15
Step E	(1)	65,065	325.33	43.38	69,620	348.10	46.41	74,493	372.47	49.66	77,472	387.36	51.65	80,571	402.86	53.71
Step F	(1)	67,016	335.08	44.68	71,707	358.54	47.80	76,727	383.64	51.15	79,796	398.98	53.20	82,988	414.94	55.33
Step G	(1)	69,027	345.14	46.02	73,858	369.29	49.24	79,029	395.15	52.69	82,191	410.96	54.79	85,478	427.39	56.99
Step H	(1)	71,098	355.49	47.40	76,074	380.37	50.72	81,399	407.00	54.27	84,656	423.28	56.44	88,042	440.21	58.69
Step I	(1)	73,230	366.15	48.82	78,357	391.79	52.24	83,842	419.21	55.89	87,196	435.98	58.13	90,683	453.42	60.46
Step J	(1)	75,428	377.14	50.29	80,708	403.54	53.81	86,357	431.79	57.57	89,811	449.06	59.87	93,404	467.02	62.27
Step K	(1)	83,224	416.12	55.48	89,050	445.25	59.37	95,283	476.42	63.52	99,094	495.47	66.06	103,059	515.30	68.71
Step L	(1)	85,722	428.61	57.15	91,720	458.60	61.15	98,141	490.71	65.43	102,066	510.33	68.04	106,149	530.75	70.77
Step M	(1)	88,292	441.46	58.86	94,472	472.36	62.98	101,086	505.43	67.39	105,129	525.65	70.09	109,334	546.67	72.89
Step N	(1)	90,941	454.71	60.63	97,306	486.53	64.87	104,119	520.60	69.41	108,283	541.42	72.19	112,614	563.07	75.08
Step O	(1)	93,669	468.35	62.45	100,226	501.13	66.82	107,242	536.21	71.49	111,532	557.66	74.35	115,992	579.96	77.33
Step P	(1)	96,480	482.40	64.32	103,232	516.16	68.82	110,459	552.30	73.64	114,876	574.38	76.58	119,472	597.36	79.65
Step Q	(1)	97,444	487.22	64.96	105,297	526.49	70.20	112,668	563.34	75.11	117,176	585.88	78.12	121,861	609.31	81.24
Step R	(1)	98,419	492.10	65.61	107,404	537.02	71.60	114,922	574.61	76.61	119,520	597.60	79.68	124,299	621.50	82.87
Step S	(1)	99,402	497.01	66.27	109,551	547.76	73.03	117,220	586.10	78.15	121,910	609.55	81.27	126,786	633.93	84.52
Step T	(1)	100,397	501.99	66.93	111,744	558.72	74.50	119,564	597.82	79.71	124,347	621.74	82.90	129,321	646.61	86.21
Step U	(1)	101,400	507.00	67.60	113,978	569.89	75.99	121,955	609.78	81.30	126,834	634.17	84.56	131,907	659.54	87.94
Step V	(1)	102,415	512.08	68.28	115,117	575.59	76.74	123,176	615.88	82.12	128,103	640.52	85.40	133,227	666.14	88.82
Step W	(1)	103,439	517.20	68.96	116,268	581.34	77.51	124,407	622.04	82.94	129,383	646.92	86.26	134,558	672.79	89.71
Step X	(1)	104,475	522.38	69.65	117,432	587.16	78.29	125,652	628.26	83.77	130,677	653.39	87.12	135,905	679.53	90.60
Step Y	(1)	105,518	527.59	70.35	118,606	593.03	79.07	126,907	634.54	84.60	131,983	659.92	87.99	137,262	686.31	91.51
Step Z	(1)	106,573	532.87	71.05	119,791	598.96	79.86	128,176	640.88	85.45	133,304	666.52	88.87	138,635	693.18	92.42
Step AA	(1)	106,573	532.87	71.05	120,988	604.94	80.66	129,458	647.29	86.31	134,637	673.19	89.76	140,023	700.12	93.35
Step AB	(1)	106,573	532.87	71.05	122,199	611.00	81.47	130,753	653.77	87.17	135,983	679.92	90.66	141,423	707.12	94.28
Step AC	(1)	106,573	532.87	71.05	123,421	617.11	82.28	132,059	660.30	88.04	137,343	686.72	91.56	142,837	714.19	95.22
Step AD	(1)	106,573	532.87	71.05	124,656	623.28	83.10	133,380	666.90	88.92	138,716	693.58	92.48	144,265	721.33	96.18
Step AE	(1)	106,573	532.87	71.05	125,902	629.51	83.93	134,717	673.59	89.81	140,104	700.52	93.40	145,708	728.54	97.14

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2025-26 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees (Employees working in a .50 FTE or greater position)

X-Scale 191 Days Team Leader 1 - 10 Month 6 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	20.04	20.85	21.68	22.54	23.45	24.38	25.37	26.38	27.43	28.53	29.66	30.26	30.87	31.49	32.11	32.76	33.39	34.08	34.75	35.46	36.17
Daily	120.24	125.10	130.08	135.24	140.70	146.28	152.22	158.28	164.58	171.18	177.96	181.56	185.22	188.94	192.66	196.56	200.34	204.48	208.50	212.76	217.02
20 Pays	1,148.29	1,194.71	1,242.26	1,291.54	1,343.69	1,396.97	1,453.70	1,511.57	1,571.74	1,634.77	1,699.52	1,733.90	1,768.85	1,804.38	1,839.90	1,877.15	1,913.25	1,952.78	1,991.18	2,031.86	2,072.54
24 Pays	956.91	995.59	1,035.22	1,076.29	1,119.74	1,164.15	1,211.42	1,259.65	1,309.78	1,362.31	1,416.27	1,444.92	1,474.04	1,503.65	1,533.25	1,564.29	1,594.37	1,627.32	1,659.31	1,693.22	1,727.12
Annual	22,965.84	23,894.10	24,845.28	25,830.84	26,873.70	27,939.48	29,074.02	30,231.48	31,434.78	32,695.38	33,990.36	34,677.96	35,377.02	36,087.54	36,798.06	37,542.96	38,264.94	39,055.68	39,823.50	40,637.16	41,450.82

X-Scale 191 Days Team Leader 2 - 10 Month 7 Hours																					
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	21.02	21.86	22.75	23.64	24.60	25.58	26.61	27.68	28.78	29.93	31.12	31.73	32.37	33.03	33.68	34.36	35.05	35.74	36.45	37.20	37.93
Daily	147.14	153.02	159.25	165.48	172.20	179.06	186.27	193.76	201.46	209.51	217.84	222.11	226.59	231.21	235.76	240.52	245.35	250.18	255.15	260.40	265.51
20 Pays	1,405.19	1,461.34	1,520.84	1,580.33	1,644.51	1,710.02	1,778.88	1,850.41	1,923.94	2,000.82	2,080.37	2,121.15	2,163.93	2,208.06	2,251.51	2,296.97	2,343.09	2,389.22	2,436.68	2,486.82	2,535.62
24 Pays	1,170.99	1,217.78	1,267.36	1,316.95	1,370.43	1,425.02	1,482.40	1,542.01	1,603.29	1,667.35	1,733.64	1,767.63	1,803.28	1,840.05	1,876.26	1,914.14	1,952.58	1,991.02	2,030.57	2,072.35	2,113.02
Annual	28,103.74	29,226.82	30,416.75	31,606.68	32,890.20	34,200.46	35,577.57	37,008.16	38,478.86	40,016.41	41,607.44	42,423.01	43,278.69	44,161.11	45,030.16	45,939.32	46,861.85	47,784.38	48,733.65	49,736.40	50,712.41

X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours																					
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	24.30	25.28	26.30	27.34	28.43	29.57	30.74	31.99	33.26	34.60	35.97	36.69	37.41	38.19	38.94	39.72	40.51	41.31	42.15	42.99	43.84
Daily	182.25	189.60	197.25	205.05	213.23	221.78	230.55	239.93	249.45	259.50	269.78	275.18	280.58	286.43	292.05	297.90	303.83	309.83	316.13	322.43	328.80
20 Pays	1,740.49	1,810.68	1,883.74	1,958.23	2,036.35	2,118.00	2,201.75	2,291.33	2,382.25	2,478.23	2,576.40	2,627.97	2,679.54	2,735.41	2,789.08	2,844.95	2,901.58	2,958.88	3,019.04	3,079.21	3,140.04
24 Pays	1,450.41	1,508.90	1,569.78	1,631.86	1,696.96	1,765.00	1,834.79	1,909.44	1,985.21	2,065.19	2,147.00	2,189.97	2,232.95	2,279.51	2,324.23	2,370.79	2,417.98	2,465.73	2,515.87	2,566.01	2,616.70
Annual	34,809.75	36,213.60	37,674.75	39,164.55	40,726.93	42,359.98	44,035.05	45,826.63	47,644.95	49,564.50	51,527.98	52,559.38	53,590.78	54,708.13	55,781.55	56,898.90	58,031.53	59,177.53	60,380.83	61,584.13	62,800.80

X-Scale 191 Days Supervisor - 10 Month 7.50 Hours																					
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	28.13	29.25	30.43	31.63	32.90	34.22	35.59	37.02	38.51	40.04	41.63	42.47	43.31	44.19	45.08	45.97	46.90	47.83	48.79	49.76	50.75
Daily	210.98	219.38	228.23	237.23	246.75	256.65	266.93	277.65	288.83	300.30	312.23	318.53	324.83	331.43	338.10	344.78	351.75	358.73	365.93	373.20	380.63
20 Pays	2,014.86	2,095.08	2,179.60	2,265.55	2,356.46	2,451.01	2,549.18	2,651.56	2,758.33	2,867.87	2,981.80	3,041.96	3,102.13	3,165.16	3,228.86	3,292.65	3,359.21	3,425.87	3,494.63	3,564.06	3,635.02
24 Pays	1,679.05	1,745.90	1,816.33	1,887.96	1,963.72	2,042.51	2,124.32	2,209.63	2,298.61	2,389.89	2,484.83	2,534.97	2,585.11	2,637.63	2,690.71	2,743.87	2,799.34	2,854.89	2,912.19	2,970.05	3,029.18
Annual	40,297.18	41,901.58	43,591.93	45,310.93	47,129.25	49,020.15	50,983.63	53,031.15	55,166.53	57,357.30	59,635.93	60,839.23	62,042.53	63,303.13	64,577.10	65,852.98	67,184.25	68,517.43	69,892.63	71,281.20	72,700.33

2025-26 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees (Employees working in a position less than .50 FTE)

2025-26 X-Scale Extended Day Hourly Aides																					
Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
OX	18.16	18.82	19.51	20.22	20.96	21.74	22.54	23.38	24.25	25.15	26.10	26.58	27.08	27.58	28.11	28.64	29.18	29.73	30.30	30.87	31.46

2025-26 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees (Employees working in a position less than .50 FTE)

X-Scale 191 Days Team Leader 1 - 10 Month 6 Hours																					
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.04	19.81	20.60	21.41	22.28	23.16	24.10	25.06	26.06	27.10	28.18	28.75	29.33	29.92	30.50	31.12	31.72	32.38	33.01	33.69	34.36
Daily	114.23	118.85	123.58	128.48	133.67	138.97	144.61	150.37	156.35	162.62	169.06	172.48	175.96	179.49	183.03	186.73	190.32	194.26	198.08	202.12	206.17
20 Pays	1,090.90	1,135.02	1,180.19	1,226.98	1,276.55	1,327.16	1,381.03	1,436.03	1,493.14	1,553.02	1,614.52	1,647.18	1,680.42	1,714.13	1,747.94	1,783.27	1,817.56	1,855.18	1,891.66	1,930.25	1,968.92
24 Pays	909.08	945.85	983.49	1,022.49	1,063.79	1,105.97	1,150.85	1,196.69	1,244.29	1,294.18	1,345.44	1,372.65	1,400.35	1,428.44	1,456.61	1,486.06	1,514.63	1,545.99	1,576.39	1,608.54	1,640.77
Annual	21,817.93	22,700.35	23,603.78	24,539.68	25,530.97	26,543.27	27,620.51	28,720.67	29,862.85	31,060.42	32,290.46	32,943.68	33,608.36	34,282.59	34,958.73	35,665.43	36,351.12	37,103.66	37,833.28	38,604.92	39,378.47

X-Scale 191 DaysTeam Leader 2 - 10 Month 7 Hours																					
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	19.97	20.77	21.61	22.46	23.37	24.30	25.28	26.30	27.34	28.43	29.56	30.14	30.75	31.38	32.00	32.64	33.30	33.95	34.63	35.34	36.03
Daily	139.78	145.37	151.29	157.21	163.59	170.11	176.96	184.07	191.39	199.03	206.95	211.00	215.26	219.65	223.97	228.49	233.08	237.67	242.39	247.38	252.23
20 Pays	1,334.90	1,388.28	1,444.82	1,501.36	1,562.28	1,624.55	1,689.97	1,757.87	1,827.77	1,900.74	1,976.37	2,015.05	2,055.73	2,097.66	2,138.91	2,182.08	2,225.91	2,269.75	2,314.82	2,362.48	2,408.80
24 Pays	1,112.42	1,156.90	1,204.02	1,251.13	1,301.90	1,353.79	1,408.31	1,464.89	1,523.15	1,583.95	1,646.98	1,679.21	1,713.11	1,748.05	1,782.43	1,818.40	1,854.93	1,891.46	1,929.02	1,968.73	2,007.33
Annual	26,697.98	27,765.67	28,896.39	30,027.11	31,245.69	32,491.01	33,799.36	35,157.37	36,555.49	38,014.73	39,527.45	40,301.00	41,114.66	41,953.15	42,778.27	43,641.59	44,518.28	45,394.97	46,296.49	47,249.58	48,175.93

X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours																					
Grade 10	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	23.09	24.02	24.99	25.97	27.01	28.09	29.20	30.39	31.60	32.87	34.17	34.86	35.54	36.28	36.99	37.73	38.48	39.24	40.04	40.84	41.65
Daily	173.14	180.12	187.39	194.80	202.56	210.69	219.02	227.93	236.98	246.53	256.29	261.42	266.55	272.10	277.45	283.01	288.63	294.33	300.32	306.30	312.36
20 Pays	1,653.49	1,720.15	1,789.57	1,860.34	1,934.45	2,012.09	2,091.64	2,176.73	2,263.16	2,354.36	2,447.57	2,496.56	2,545.55	2,598.56	2,649.65	2,702.75	2,756.42	2,810.85	2,868.06	2,925.17	2,983.04
24 Pays	1,377.91	1,433.46	1,491.31	1,550.28	1,612.04	1,676.74	1,743.03	1,813.94	1,885.97	1,961.97	2,039.64	2,080.47	2,121.29	2,165.46	2,208.04	2,252.29	2,297.01	2,342.38	2,390.05	2,437.64	2,485.87
Annual	33,069.74	34,402.92	35,791.49	37,206.80	38,688.96	40,241.79	41,832.82	43,534.63	45,263.18	47,087.23	48,951.39	49,931.22	50,911.05	51,971.10	52,992.95	54,054.91	55,128.33	56,217.03	57,361.12	58,503.30	59,660.76

X-Scale 191 Days Supervisor - 10 Month 7.50 Hours																					
Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U
Hourly	26.72	27.79	28.91	30.05	31.26	32.51	33.81	35.17	36.58	38.04	39.55	40.35	41.14	41.98	42.83	43.67	44.56	45.44	46.35	47.27	48.21
Daily	200.40	208.43	216.83	225.38	234.45	243.83	253.58	263.78	274.35	285.30	296.63	302.63	308.55	314.85	321.23	327.53	334.20	340.80	347.63	354.53	361.58
20 Pays	1,913.82	1,990.51	2,070.73	2,152.38	2,239.00	2,328.58	2,421.69	2,519.10	2,620.04	2,724.62	2,832.82	2,890.12	2,946.65	3,006.82	3,067.75	3,127.91	3,191.61	3,254.64	3,319.87	3,385.76	3,453.09
24 Pays	1,594.85	1,658.76	1,725.61	1,793.65	1,865.83	1,940.48	2,018.07	2,099.25	2,183.37	2,270.51	2,360.68	2,408.43	2,455.54	2,505.68	2,556.46	2,606.59	2,659.68	2,712.20	2,766.56	2,821.47	2,877.57
Annual	38,276.40	39,810.13	41,414.53	43,047.58	44,779.95	46,571.53	48,433.78	50,381.98	52,400.85	54,492.30	56,656.33	57,802.33	58,933.05	60,136.35	61,354.93	62,558.23	63,832.20	65,092.80	66,397.33	67,715.23	69,061.78

2025-26 Career, Technical and Adult Education Hourly Rates of Pay

Dept.	Job	Step	Rate
Adult Education	Facility Manager	1	\$19.00
Adult Education	Facility Manager	2	\$21.00
Adult Education	Facility Manager	3	\$23.00
Adult Education	Instructor	1	\$24.00
Adult Education	Instructor	2	\$26.00
Adult Education	Instructor	3	\$28.00
Adult Education	Instructor	4	\$30.00
Adult Education	Instructor	5	\$32.00
Adult Education	Instructor	6	\$34.00
Adult Education	Instructor	7	\$36.00
Adult Education	Office Aide	1	\$16.00
Adult Education	ISAEF Instructor	1	\$32.00
Adult Education	ISAEF Instructor	2	\$34.00
Adult Education	ISAEF Instructor	3	\$36.00
Adult Education	Substitute Teacher/Assessment Specialist	1	\$21.00
Adult Education	Substitute Teacher/Assessment Specialist	2	\$23.00
Adult Education	Substitute Teacher/Assessment Specialist	3	\$25.00
Dept.	Job	Step	Rate
REEP	Facility Manager	1	\$20.32
REEP*	Instructor / Coordinator	1	\$24.91
REEP	Instructor / Coordinator	2	\$26.92
REEP	Instructor / Coordinator	3	\$28.65
REEP	Instructor / Coordinator	4	\$31.57
REEP	Instructor / Coordinator	5	\$33.62
REEP**	Instructor / Coordinator	6	\$35.79
REEP**	Instructor / Coordinator	7	\$38.10
REEP**	Instructor / Coordinator	L1	\$39.64
REEP**	Instructor / Coordinator	L2	\$41.24
REEP	Substitute Teacher / Placement Tester	1	\$18.60

*Step 1 not currently used

**Longevity steps: 4 years each

2025-26 Career, Technical and Adult Education Hourly Rates of Pay

REEP Lab Assistant Hourly Schedule

Grade 6	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N
	\$18.09	\$18.80	\$19.61	\$20.39	\$21.20	\$22.03	\$22.92	\$23.84	\$24.79	\$25.78	\$26.82	\$27.62	\$28.45	\$29.82

REEP Office Staff Hourly Schedule

Grade 6	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N
	\$16.78	\$17.45	\$18.19	\$18.91	\$19.68	\$20.44	\$21.26	\$22.11	\$22.99	\$23.92	\$24.88	\$25.64	\$26.40	\$27.66

2025-26 Hourly Rates of Pay

The following hourly rates will be paid for temporary and extra work during this school year. Hourly rates are subject to change at the discretion of the Assistant Superintendent of Human Resources.

Title	Amt
APS Homebound Teacher	\$50.28
Curriculum Development/Observation/Proctors	\$35.53
Family and Consumer Science - High School	\$28.92
Federal Grant/Title 1 Program Coordinator	Hourly Rate
Homebound Teacher NON-APS	\$35.53
Library Media Specialist - After Hours	Hourly Rate
Project Development	\$41.44
Saturday School	\$35.53
Staff Development Attendance	\$20.60
Staff Development Presentation	\$35.53
Tutoring - All-In Tutor External Non-Exempt & Non-Licensed	\$35.53
Tutoring - All-In Tutor APS Teacher or Hold Current Teaching License	\$50.28
Individual-Small Group Instruction	
Special Education Instructional Assistant (funding source: 915)	\$26.41
Instructional Assistant	\$17.21
Interpreter	\$29.50
Translator (Sign Language Interpretation)	\$36.19
Clerical/Administrative Assistant	\$17.52
Bus Attendant (Sub/Trainee)	\$17.52
Bus Driver - (Sub/Trainee)	\$17.52
Maintenance/Trades/Relief Custodians	\$17.52
Food Service Manager	\$18.56
Food Service Worker	\$18.53
Lunchroom Attendant	\$17.52
Extended Day Trainee	\$17.52
Technology Support Intern	\$17.52
Community Center Audio/Visual Equipment Technician	\$48.25
Community Center Facility Event Coordinator/House Manager	\$44.64
Sporting Event Worker (Game/Ticket)	\$21.72
Driver - Crew Trailer	\$20.51
High School Students	\$13.03
LIFE GUARDS	Amt
Life Guard 1 - LG Certification	\$13.03
Life Guard 2 - LG Certification w/1 year exp.	\$13.57
Life Guard 3 - LG Certification/Instructor AIDE/Head Guard w/2 year exp.	\$15.19
Life Guard 4 - LG Cert/Instructor (Basic)/Pool Ops HS Grad w/3 year exp.	\$16.82
Instructor 1 - LG Certification/Instructor/Pool Op w/3 year exp. +1 (LG+Inst)	\$18.44
Instructor 2 - LG Certification/Instructor w/3 year exp. +2 (LG+Inst)	\$21.70
Instructor 3 - LG Certification/Instructor w/3 year exp. +3 (LG+Inst)	\$24.95
Instructor 4 - G (2+) 4-year WASI/LGI (Coach/Water Fitness Certification) 3-5 years + certs	\$27.13 - \$32.55

2025-26 Special Education Assessments

Set Fee Per Evaluation	
Evaluation Name	Fee
Educational Evaluation	\$95.00
Speech/Language Evaluation	\$95.00
Speech/Language Screening	\$80.00
Occupational Therapy Evaluation	\$95.00
Occupational Therapy Screening	\$80.00
Physical Therapy Evaluation	\$95.00
Physical Therapy Screening	\$80.00
Preschool-Developmental/Educational	\$95.00
CAT Teacher Narrative	\$85.00
Teacher Narrative-Development Evaluation (Speech Only)	\$65.00

-
- Stipends are the same for all levels – ES/MS/HS
 - Eligible staff are A, E, G and T-Scale staff

2025-26 Academic Stipends

Title	Amt	Title	Amt	Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)		(4.4% of BA, Step A of the Teacher Salary Schedule)		(6.4% of BA, Step A of the Teacher Salary Schedule)	
Academic Competition Coach	\$1,318	Knowledge Master's Sponsor - HBW	\$2,416	EL Lead Teacher - M.S.	\$3,515
Choral Dir. w/o Musical Component - M.S.	\$1,318	Learning Community Leader - H.S.	\$2,416	EL Lead Teacher - H.S.	\$3,515
Contact Teacher Mentors	\$1,318	Library Services Lead Librarian Elementary (Countywide)	\$2,416	FFASO Student Advisor (CC)	\$3,515
Content Lead Teacher w/ Release Time	\$1,318	Library Services Lead Librarian Secondary (Countywide)	\$2,416	FHPSO Student Advisor (CC)	\$3,515
DECA Student Advisor - H.S. & CC	\$1,318	Lit Magazine After School Club Sponsor - M.S.	\$2,416	Forensics Lincoln-Douglas Team Sponsor - H.S.	\$3,515
FBLA Student Advisor M.S.	\$1,318	Model United Nations Sponsor - H.S.	\$2,416	Forensics Policy Debate Team Sponsor - H.S.	\$3,515
FCCLA Student Advisor M.S.	\$1,318	Model General Assembly Sponsor	\$2,416	Forensics Public Forum Team Sponsor H.S	\$3,515
Freshman Class Sponsor - H.S.	\$1,318	National Honor Society Sponsor - H.S. & HBW	\$2,416	Forensics Speech Team Sponsor - H.S.	\$3,515
Honors Band Manager - M.S.	\$1,318	Orchestra Director - M.S.	\$2,416	Forensics Student Congress Team Sponsor - H.S.	\$3,515
Honors Orchestra Manager - M.S.	\$1,318	Pep Band Director - M.S.	\$2,416	Future Farmer	\$3,515
Literary Magazine Sponsor - E.S.	\$1,318	Project Y.E.S. Mentor - E.S.	\$2,416	Future Health	\$3,515
Lit Magazine Sponsor w/Release Time - M.S.	\$1,318	Robotics	\$2,416	Honors Chorus Director - M.S.	\$3,515
Math Counts Coach M.S. & HBW M.S.	\$1,318	School Webmaster Liaison	\$2,416	Indoor Percussion Ensemble Battery Instructor	\$3,515
National Jr Honor Society Sponsor - M.S.	\$1,318	Scholastic Art Coordinator (Countywide)	\$2,416	Indoor Percussion Ensemble Marching & Maneuvering Instructor	\$3,515
Project Y.E.S. Building Coordinator - E.S.	\$1,318	Science Fair Director - H.S. & HBW	\$2,416	Indoor Percussion Frontline Instructor	\$3,515
Science Fair Director - M.S.	\$1,318	Secondary Choral Accompanist	\$2,416	Jazz Band Director - M.S.	\$3,515
Sophomore Class Sponsor - H.S.	\$1,318	Substance Use Prevention Sponsor (HS, HB, ACC, & LHSC)	\$2,416	Junior (4-6) Honors Band Director	\$3,515
Student Council Assoc. Sponsor - M.S.	\$1,318	Teacher Mentor	\$2,416	Junior (4-6) Honors Orchestra Director	\$3,515
Sustainability Liaison	\$1,318	Team Leader M.S.	\$2,416	Literary Magazine Sponsor - H.S. & HBW	\$3,515
Tri-M Music Honor Society Sponsor - H.S.	\$1,318	Team Leader - H.S.	\$2,416	Middle School Site Administrator for S.S.	\$3,515
VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB	\$1,318	Tech. Ed. Student Org. Advisor - H.S. & CC	\$2,416	Orchestra Director - H.S. & HBW	\$3,515
Visual Art Exhibit Sponsor - H.S.* & HBW*	\$1,318	Tech. Ed. Student Org. Advisor M.S.	\$2,416	Senior Class Sponsor - H.S. & HBW	\$3,515
Yearbook Sponsor - School Published - E.S.	\$1,318	Tech Theater Club Sponsor	\$2,416	Special Education Lead Teacher - E.S.	\$3,515
(4.4% of BA, Step A of the Teacher Salary Schedule)		Trade & Industrial Org. Advisor CC	\$2,416	Social-Emotional Learning Lead Teacher	\$3,515
Arlington Youth Symphony Manager	\$2,416	VA Jr Acad Sci Spnsr 41+ Subms HS, MS & HBW	\$2,416	Student Govt. Assoc. Sponsor - H.S. & HBW	\$3,515
Band Director - M.S.	\$2,416	Winterguard Ensemble Assistant Director	\$2,416	Tech Theater Club Sponsor - H.S.	\$3,515
Band Drill Writer - H.S.	\$2,416	Yearbook Sponsor w/Commercial Vendor-E.S.	\$2,416	Tech Theater Club Sponsor - M.S.	\$3,515
Band Music Arranger - H.S.	\$2,416	Yearbook Sponsor - M.S.	\$2,416	Tech Theater Director Fall - H.S.	\$3,515
Content Lead Teacher - H.S. or M.S.	\$2,416	(6.4% of BA, Step A of the Teacher Salary Schedule)		Tech Theater Director Fall - M.S.	\$3,515
E-Sports Sponsor - Fall (- H.S. & HB & CC)	\$2,416	A Capella Sponsor - H.S.	\$3,515	Tech Theater Director Spring - H.S.	\$3,515
Elem Honors Chorus Accompanist - ES	\$2,416	Arlington Youth Symphony Conductor	\$3,515	Tech Theater Director Spring - M.S.	\$3,515
Elementary Musical Production Director	\$2,416	Art Lead Teacher - All Levels (Countywide)	\$3,515	Wintergaurd Ensemble Director	\$3,515
Equity Influencer	\$2,416	Band - Battery Instructor - H.S.	\$3,515	(8.4% of BA, Step A of the Teacher Salary Schedule)	
FACE Action Team Coordinator	\$2,416	Band - Brass Instructor - H.S.	\$3,515	High School Site Administrator for S.S.	\$4,613
FCCLA Student Advisor - H.S., CC, TPP	\$2,416	Band - Frontline Instructor - H.S.	\$3,515	Indoor Percussion Ensemble Director	\$4,613
FBLA Student Advisor - H.S.	\$2,416	Band - Marching & Maneuvering Instructor - H.S.	\$3,515	Instructional Lead Teacher	\$4,613
Film Fest Coordinator (Countywide)	\$2,416	Band - Woodwind Instructor - H.S.	\$3,515	Marching Band Director - H.S.	\$4,613
Gifted Resources K-12 Lead Teacher Elementary (Countywide)	\$2,416	Band Director - H.S. & HBW	\$3,515	Newspaper (Student) Sponsor - H.S. & HBW	\$4,613
Gifted Resources K-12 Lead Teacher Secondary (Countywide)	\$2,416	Choral Director - H.S. & HBW	\$3,515	Yearbook Sponsor - H.S. & HBW	\$4,613
Health and PE Lead Teacher E.S. (Countywide)	\$2,416	Choral Director w/ Musical Component - M.S.	\$3,515	Other Academic Stipends	
Health and PE Lead Teacher M.S. (Countywide)	\$2,416	CTE Secondary Lead Teacher	\$3,515	Gifted Contact Teacher (ES)	\$985
Health and PE Lead Teacher - H.S. (Countywide)	\$2,416	Content Lead Teacher - E.S.	\$3,515	Department Chair (1 - 2.9 FTE)	\$416
Honors Band Director - M.S.	\$2,416	Drama Director - M.S. & HBW	\$3,515	Department Chair (3 - 4.9 FTE)	\$832
Honors Chorus Accompanist - M.S.	\$2,416	Drama Set Construction - H.S. & HBW	\$3,515	Department Chair (5 - 8.9 FTE)	\$1,040
Honors Orchestra Director - M.S.	\$2,416	Drama Sponsor HS/1st Sem. - H.S. & HBW	\$3,515	Department Chair (9 - 12.9 FTE)	\$1,248
Indoor Percussion Ensemble Drill Writer	\$2,416	Drama Sponsor HS/2nd Sem. - H.S. & HBW	\$3,515	Department Chair (13 + FTE)	\$1,458
It's Academic & Scholastic Bowl Coach - H.S.	\$2,416	Elementary Honors Chorus - ES	\$3,515		
Jr Honors Band & Orchestra Manager - E.S.	\$2,416	Elementary School Site Administrator for S.S.	\$3,515		
Junior Class Sponsor - H.S. & HBW	\$2,416	EL Lead Teacher - E.S.	\$3,515		

*Each Visual Art Teacher who completes requirements receives full

2025-26 Athletic Stipends

Title	Amt	Title	Amt	Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)		(6.4% of BA, Step A of the Teacher Salary Schedule)		(10.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Intramural Director - M.S.	\$1,318	Soccer Coach - M.S.	\$3,515	Junior Varsity Volleyball Coach - H.S.	\$5,712
Assistant Swim Coach - M.S.	\$1,318	Swim Coach - M.S.	\$3,515	Novice Crew Coach - H.S.	\$5,712
Assistant Track Coach - M.S.	\$1,318	Track Coach - M.S.	\$3,515	Varsity Cross Country Coach - H.S.	\$5,712
		Varsity Dive - H.S.	\$3,515	Varsity Golf Coach - H.S.	\$5,712
		Wrestling Coach - M.S.	\$3,515	Varsity Gymnastics Coach - H.S.	\$5,712
				Varsity Rifle Coach - H.S.	\$5,712
				Varsity Swim Coach - H.S.	\$5,712
(4.4% of BA, Step A of the Teacher Salary Schedule)		(8.4% of BA, Step A of the Teacher Salary Schedule)		(12.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Wrestling Coach - M.S.	\$2,416	Assistant Coach Indoor Track - H.S.	\$4,613	Assistant Activities Director - Fall	\$6,810
Cheer Coach Fall - M.S.	\$2,416	Assistant Crew Coach - H.S.	\$4,613	Freshman Football Coach - H.S.	\$6,810
Cheer Coach Winter - M.S.	\$2,416	Assistant Cross Country Coach - H.S.	\$4,613	Junior Varsity Football Coach - H.S.	\$6,810
Dive Coach - M.S.	\$2,416	Assistant Lacrosse Coach - H.S.	\$4,613	Varsity Baseball Coach - H.S.	\$6,810
E-Sport - H.S. HBW & ACC	\$2,416	Assistant Outdoor Track Coach - H.S.	\$4,613	Varsity Basketball Coach - H.S.	\$6,810
Head Tennis Coach - M.S.	\$2,416	Color Guard - H.S.	\$4,613	Varsity Cheer Coach/Fall - H.S.	\$6,810
Intramural Director - H.S.	\$2,416	Dance Team Sponsor - H.S.	\$4,613	Varsity Field Hockey Coach - H.S.	\$6,810
Intramural Director - M.S.	\$2,416	Freshman Basketball Coach - H.S.	\$4,613	Varsity Lacrosse Coach - H.S.	\$6,810
Intermural Ult. Frisbee Coach - H.S.	\$2,416	Freshman Field Hockey Coach - H.S.	\$4,613	Varsity Soccer Coach - H.S.	\$6,810
Intermural Ult. Frisbee Coach - M.S.	\$2,416	Freshman Volleyball Coach - H.S.	\$4,613	Varsity Softball Coach - H.S.	\$6,810
Tennis Program Assistant	\$2,416	Golf Program Assistant	\$4,613	Varsity Track Coach/Indoor - H.S.	\$6,810
(6.4% of BA, Step A of the Teacher Salary Schedule)		Junior Varsity Basketball Coach - H.S.	\$4,613	Varsity Track Coach/Outdoor - H.S.	\$6,810
Assistant Baseball Coach - H.S.	\$3,515	Junior Varsity Cheer Coach/Fall - H.S.	\$4,613	Varsity Volleyball Coach - H.S.	\$6,810
Assistant Basketball Coach - H.S.	\$3,515	Junior Varsity Cheer Coach/Winter - H.S.	\$4,613	Varsity Wrestling Coach - H.S.	\$6,810
Assistant Cheer Coach - Fall - H.S.	\$3,515	Junior Varsity Softball Coach - H.S.	\$4,613		
Assistant Field Hockey Coach - H.S.	\$3,515	Junior Varsity Wrestling Coach	\$4,613	(14.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Gymnastics Coach - H.S.	\$3,515	Varsity Cheer Coach/Winter - H.S.	\$4,613	Varsity Crew Coach - H.S.	\$7,908
Assistant Soccer Coach - H.S.	\$3,515	Varsity Tennis Coach - H.S.	\$4,613		
Assistant Softball Coach - H.S.	\$3,515			(16.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Swim Coach - H.S.	\$3,515	(10.4% of BA, Step A of the Teacher Salary Schedule)		Varsity Football Coach - H.S.	\$9,007
Assistant Volleyball Coach - H.S.	\$3,515	Assistant Activities Director - Winter/Spring	\$5,712	Athletic Trainer - Fall, Winter, Spring - H.S.	\$9,007
Assistant Wrestling Coach - H.S.	\$3,515	Football Program Assistant Coach - H.S.	\$5,712	Athletic Trainer - Winter - H.S.	\$9,007
Basketball Coach - M.S.	\$3,515	Junior Varsity Baseball Coach - H.S.	\$5,712	Athletic Trainer - Spring - H.S.	\$9,007
Club Organization Coordinator	\$3,515	Junior Varsity Field Hockey Coach- H.S.	\$5,712		
Elementary Safety Patrol (ES)	\$3,515	Junior Varsity Lacrosse Coach - H.S.	\$5,712		
Freshman Cheer Fall - H.S.	\$3,515	Junior Varsity Soccer Coach - H.S.	\$5,712		
Freshman Cheer Winter - H.S.	\$3,515				
Learn to Crew Program Coach - H.S.	\$3,515				

Stipends are based on non-retirement eligible salary and are subject to change based on stipend review process.

2025-26 Instructional Substitutes Rates of Pay

Description	Hourly Rate of Pay	Daily Rate (7 Hours)
Substitute Teacher	\$23.17	\$162.22
Long Term Substitute Teacher (1-10)	\$23.17	\$162.22
Long Term Substitute Teacher (Days 11- end of assignment)	\$31.60	\$221.20
School Based Substitute	\$23.50	\$164.51
Substitute Assistant	\$18.71	
Substitute Athletic Trainer	\$36.87	

Substitute Teachers and Assistants are paid for any hours worked with no half-day adjustment.

SUMMER SCHOOL/INTERSESSION HOURLY RATES

Position	Summer School 2025	Rate as of July 1, 2025
Teacher	Licensed APS Teacher	Hourly rate or \$37.41/hr., whichever is higher. FY26 VRS Hourly Rate as of July 1, 2025.
	Licensed Non-APS Teacher (must hold valid VA license)	\$37.41/hr.
	Retired APS Teacher (must hold valid VA license)	\$50.28/hr.
Assistant	APS Assistant (A, C, G, X-scales)	Hourly rate or \$17.01/hr., whichever is higher. FY26 VRS Hourly Rate as of July 1, 2025.
	APS Assistant (T-scale)	\$31.44/hr.
	Non-APS Assistant	\$17.01/hr.
	Retired APS Assistant	G-Scale \$27.63/hr. and A-Scale \$26.19/hr.
Clerical	APS Clerical (A, C, G, X-scales)	Hourly rate or \$17.01/hr., whichever is higher. FY26 VRS Hourly Rate as of July 1, 2025.
	APS Clerical (E-Scale)	Hourly rate. FY26 VRS Hourly Rate as of July 1, 2025.
	APS Clerical (T-scale)	\$27.42/hr.
	Non-APS Clerical	\$17.01/hr.
	Retired APS Clerical	\$27.42/hr.
Coordinator/Assistant Administrator	Coordinator/Assistant Principal (T-Scale)	Hourly rate or \$37.41/hr., whichever is higher. FY26 VRS Hourly Rate as of July 1, 2025.
Extended Day Summer School Team Lead	Available only to current Extended Day Team Leaders	Hourly Rate
Food Service	APS Manager	Hourly Rate
	APS Worker	Hourly rate or \$18.53/hr.
Substitute Teacher	Non-Aps or APS Non- T-Scale	\$23.17/hr.
	APS T-Scale	\$37.41/hr.
Substitute Assistant	APS and Non-APS Sub Assistant	\$18.71/hr.
Special Education ESY - Teacher	APS only Special Education Teacher (ESY-Mandated Services)	Hourly Rate of Current Employee. FY26 VRS Hourly Rate as of July 1, 2025.
Special Education ESY - Assistant	APS only Special Education Assistant (ESY-Mandated Services)	Hourly Rate of Current Employee. FY26 VRS Hourly Rate as of July 1, 2025.
Bilingual Family Specialist	APS Worker	Hourly Rate of Current Employee. FY26 VRS Hourly Rate as of July 1, 2025.
Lunch/Recess Attendant and Health Screener		\$17.01/hr.

Retiree Rehire Hourly Rates

T- Scale – Equivalent Type of Work		Rate
Teachers		47.73
A- Scale – Equivalent Type of Work		Rate
Assistant		24.86
P- Scale – Equivalent Type of Work		Rate
Assistant Principal		58.59
Assistant Superintendent		71.22
Coordinators		53.15
Director		61.52
Principal		64.60
Supervisors		55.80
C- Scale – Equivalent Type of Work		Rate
Food Service Manager		30.44
Food Service Worker		15.47
D- Scale – Equivalent Type of Work		Rate
Bus Driver		24.86
X- Scale – Equivalent Type of Work		Rate
Extended Day Assistant Supervisor		23.19
Extended Day Supervisor		30.44

*Retiree Rehire Rates are not eligible for COLA updates

Retiree Rehire Hourly Rates

E- Scale – Equivalent Type of Work		Rate
Analyst		45.91
Assistant Director		48.20
Coordinators		43.72
Director		58.59
Instructional Technology Coordinator		45.91
Specialists / Manager		53.15
Supervisors		53.15
G- Scale – Equivalent Type of Work		Rate
Administrative / Educational Assistant		26.24
Clerical		22.89
M- Scale – Equivalent Type of Work		Rate
Custodian		18.94
Electrician		24.86
HVAC		24.86
Maintenance		24.86
Plumber		24.86
Supervisor		32.58
Consultant – Equivalent Type of Work		Rate
Consultants		35.00

*Retiree Rehire Rates are not eligible for COLA updates

Extended Day Summer School Pay Rates

Summer School Aide	· Hourly Rate if Extended Day Aide during the school year · \$19.15 if not an Extended Day Aide during the school year
Summer School Assistant Supervisor	· Hourly Supervisor Rate if Extended Day Asst Supervisor during the school year · \$21.25 if not an Extended Day Asst Supervisor during the school year
Summer School Supervisor	· Hourly Supervisor Rate if Extended Day Supervisor during the school year · \$27.60 if not an Extended Day Supervisor during the school year
Summer School Team Lead	· Current Team Lead Rate (Available only to existing team leads)
Summer Trainee	· Current Trainee Rate (Available only to existing trainees)