Note: This file comprises 3 pay plans: AEA Licensed Unit, AEA Support Unit, and ASA Confidential Unit, in that order.

Arlington Public Schools

AEA Licensed Pay Plan FY 2027

July 1, 2026 - June 30, 2027

Effective July 1, 2026

Scale	Positions	Page Number
	ALLOCATION OF CLASSES TO GRADES	3
E	**PROFESSIONAL STANDARDS**	4
E	**Retirement Eligible** E-SCALE	5
E	**Non-Retirement Eligible** E-SCALE	6
T	**Retirement Eligible** TEACHERS	7
T	**Non-Retirement Eligible** TEACHERS	8
T	**Retirement Eligible** TEACHERS - CAP1	9
T	**Retirement Eligible** TEACHERS - CAP2	10
	ACADEMIC STIPENDS	11
	ATHLETIC STIPENDS	12

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.

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade
BEHAVIOR ANALYST	12-Month	11
PROFESSIONAL LEARNING SPECIALIST	12-Month	11
PSYCHOLOGIST	12-Month	11
SOCIAL WORKER	12-Month	11
SPECIALLY DESIGNED INSTRUCTION SPECIALIST	12-Month	10

E - Scale Classification	Units	Grade
INSTRL TECHNOLOGY COORD I*	11-Month	6
INSTRL TECHNOLOGY COORD II*	11-Month	8
INSTRL TECHNOLOGY COORD III	11-Month	10

* Career Ladder Positions

Professional Standards - E Scale

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

2026-27 E-Scale 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	309.57	318.86	328.42	338.27	348.42	358.87	369.64	380.72	392.15	403.91	416.03	424.35	432.84	441.49	450.33	459.33	463.93	468.56	473.25	477.98	482.76	487.59	492.46	497.39	502.37	507.39
24 Pays	2,695.83	2,776.70	2,859.98	2,945.76	3,034.14	3,125.19	3,218.96	3,315.47	3,414.95	3,517.41	3,622.96	3,695.39	3,769.31	3,844.67	3,921.61	4,000.03	4,040.02	4,080.42	4,121.25	4,162.41	4,204.05	4,246.10	4,288.54	4,331.43	4,374.80	4,418.49
Annual	64,699.80	66,640.73	68,639.54	70,698.15	72,819.47	75,004.46	77,255.05	79,571.23	81,958.80	84,417.77	86,951.00	88,689.34	90,463.38	92,272.15	94,118.54	96,000.61	96,960.47	97,929.96	98,910.08	99,897.90	100,897.31	101,906.36	102,925.06	103,954.36	104,995.25	106,043.85

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	341.30	351.53	362.08	372.95	384.13	395.66	407.53	419.75	432.34	445.31	458.67	467.84	477.20	486.75	496.48	506.41	511.48	516.59	521.76	526.98	532.24	537.57	542.94	548.37	553.85	559.39
24 Pays	2,972.12	3,061.28	3,153.08	3,247.74	3,345.13	3,445.50	3,548.88	3,655.36	3,764.97	3,877.91	3,994.28	4,074.14	4,155.62	4,238.74	4,323.55	4,410.01	4,454.11	4,498.60	4,543.66	4,589.08	4,634.94	4,681.33	4,728.07	4,775.42	4,823.14	4,871.37
Annual	71,330.98	73,470.63	75,673.95	77,945.76	80,283.16	82,691.96	85,173.10	87,728.52	90,359.20	93,069.94	95,862.67	97,779.47	99,734.87	101,729.82	103,765.29	105,840.30	106,898.55	107,966.45	109,047.84	110,137.94	111,238.63	112,351.86	113,473.78	114,610.17	115,755.24	116,912.85

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	376.28	387.57	399.20	411.17	423.51	436.21	449.29	462.78	476.66	490.96	505.69	515.80	526.12	536.64	547.38	558.32	563.90	569.54	575.24	580.99	586.80	592.67	598.60	604.58	610.63	616.73
24 Pays	3,276.76	3,375.08	3,476.33	3,580.59	3,688.03	3,798.65	3,912.60	4,030.05	4,150.88	4,275.44	4,403.74	4,491.77	4,581.60	4,673.25	4,766.74	4,862.00	4,910.64	4,959.76	5,009.40	5,059.48	5,110.05	5,161.13	5,212.78	5,264.88	5,317.53	5,370.71
Annual	78,642.25	81,001.85	83,431.86	85,934.23	88,512.80	91,167.59	93,902.44	96,721.23	99,621.04	102,610.57	105,689.81	107,802.45	109,958.50	112,157.97	114,401.79	116,688.07	117,855.34	119,034.17	120,225.55	121,427.52	122,641.09	123,867.19	125,106.80	126,357.02	127,620.74	128,897.00

2026-27 E-Scale Salary Schedule for Retirement Eligible Employees

260** 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	328.77	338.63	348.80	359.26	370.03	381.13	392.57	404.35	416.47	428.97	441.85	450.68	459.69	468.89	478.27	487.83	492.70	497.63	502.62	507.64	512.72	517.84	523.02	528.25	533.53	538.87
24 Pays	3,561.67	3,668.54	3,778.63	3,891.96	4,008.71	4,128.96	4,252.83	4,380.50	4,511.79	4,647.21	4,786.67	4,882.38	4,980.00	5,079.63	5,181.25	5,284.79	5,337.63	5,391.04	5,445.00	5,499.42	5,554.42	5,609.92	5,666.08	5,722.71	5,779.92	5,837.71
Annual	85,480.00	88,045.00	90,687.00	93,407.00	96,209.00	99,095.00	102,068.00	105,132.00	108,283.00	111,533.00	114,880.00	117,177.00	119,520.00	121,911.00	124,350.00	126,835.00	128,103.00	129,385.00	130,680.00	131,986.00	133,306.00	134,638.00	135,986.00	137,345.00	138,718.00	140,105.00

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	362.88	373.76	384.97	396.52	408.41	420.67	433.29	446.28	459.68	473.47	487.67	497.43	507.37	517.52	527.87	538.42	543.81	549.25	554.74	560.29	565.88	571.55	577.27	583.04	588.87	594.76
24 Pays	3,931.21	4,049.08	4,170.50	4,295.63	4,424.46	4,557.25	4,693.96	4,834.75	4,979.83	5,129.21	5,283.08	5,388.83	5,496.50	5,606.42	5,718.58	5,832.92	5,891.29	5,950.21	6,009.71	6,069.79	6,130.42	6,191.83	6,253.75	6,316.25	6,379.42	6,443.25
Annual	94,349.00	97,178.00	100,092.00	103,095.00	106,187.00	109,374.00	112,655.00	116,034.00	119,516.00	123,101.00	126,794.00	129,332.00	131,916.00	134,554.00	137,246.00	139,990.00	141,391.00	142,805.00	144,233.00	145,675.00	147,130.00	148,604.00	150,090.00	151,590.00	153,106.00	154,638.00

2025-26 E-Scale 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	294.09	302.91	312.00	321.36	331.00	340.93	351.16	361.69	372.54	383.72	395.23	403.13	411.20	419.42	427.81	436.37	440.73	445.14	449.59	454.08	458.62	463.21	467.84	472.52	477.25	482.02
24 Pays	2,561.03	2,637.86	2,716.98	2,798.47	2,882.44	2,968.93	3,058.01	3,149.69	3,244.20	3,341.54	3,441.81	3,510.62	3,580.84	3,652.44	3,725.53	3,800.02	3,838.02	3,876.39	3,915.19	3,954.29	3,993.85	4,033.79	4,074.12	4,114.86	4,156.06	4,197.57
Annual	61,464.81	63,308.69	65,207.56	67,163.24	69,178.50	71,254.24	73,392.30	75,592.67	77,860.86	80,196.88	82,603.45	84,254.87	85,940.21	87,658.54	89,412.61	91,200.58	92,112.45	93,033.46	93,964.58	94,903.01	95,852.44	96,811.04	97,778.81	98,756.64	99,745.49	100,741.66

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	324.23	333.96	343.97	354.30	364.92	375.87	387.15	398.77	410.72	423.05	435.74	444.45	453.34	462.41	471.66	481.09	485.90	490.76	495.67	500.63	505.63	510.69	515.79	520.96	526.16	531.42
24 Pays	2,823.52	2,908.21	2,995.43	3,085.35	3,177.88	3,273.22	3,371.44	3,472.59	3,576.72	3,684.02	3,794.56	3,870.44	3,947.84	4,026.81	4,107.38	4,189.51	4,231.40	4,273.67	4,316.48	4,359.63	4,403.20	4,447.26	4,491.67	4,536.65	4,581.98	4,627.80
Annual	67,764.43	69,797.10	71,890.25	74,048.47	76,269.00	78,557.36	80,914.45	83,342.09	85,841.24	88,416.44	91,069.54	92,890.50	94,748.13	96,643.33	98,577.03	100,548.29	101,553.62	102,568.13	103,595.45	104,631.04	105,676.70	106,734.27	107,800.09	108,879.66	109,967.48	111,067.21

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	357.46	368.19	379.24	390.61	402.33	414.40	426.83	439.64	452.82	466.41	480.41	490.01	499.81	509.81	520.01	530.40	535.71	541.06	546.48	551.94	557.46	563.03	568.67	574.35	580.09	585.90
24 Pays	3,112.92	3,206.32	3,302.51	3,401.56	3,503.63	3,608.72	3,716.97	3,828.55	3,943.33	4,061.67	4,183.56	4,267.18	4,352.52	4,439.59	4,528.40	4,618.90	4,665.11	4,711.77	4,758.93	4,806.51	4,854.54	4,903.08	4,952.14	5,001.63	5,051.65	5,102.17
Annual	74,710.14	76,951.76	79,260.27	81,637.52	84,087.16	86,609.21	89,207.32	91,885.17	94,639.99	97,480.04	100,405.32	102,412.33	104,460.58	106,550.07	108,681.70	110,853.67	111,962.57	113,082.46	114,214.27	115,356.14	116,509.04	117,673.83	118,851.46	120,039.17	121,239.70	122,452.15

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

260** 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	312.33	321.70	331.36	341.30	351.53	362.08	372.94	384.13	395.65	407.52	419.75	428.15	436.71	445.44	454.36	463.43	468.07	472.75	477.48	482.26	487.08	491.95	496.87	501.84	506.85	511.92
24 Pays	3,383.58	3,485.13	3,589.71	3,697.38	3,808.29	3,922.50	4,040.21	4,161.46	4,286.21	4,414.83	4,547.33	4,638.25	4,731.00	4,825.63	4,922.21	5,020.54	5,070.75	5,121.50	5,172.75	5,224.46	5,276.71	5,329.42	5,382.79	5,436.58	5,490.92	5,545.83
Annual	81,206	83,643	86,153	88,737	91,399	94,140	96,965	99,875	102,869	105,956	109,136	111,318	113,544	115,815	118,133	120,493	121,698	122,916	124,146	125,387	126,641	127,906	129,187	130,478	131,782	133,100

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	344.74	355.07	365.72	376.69	387.99	399.63	411.62	423.97	436.69	449.79	463.28	472.56	482.00	491.64	501.48	511.50	516.62	521.79	527.00	532.27	537.59	542.98	548.41	553.89	559.43	565.02
24 Pays	3,734.67	3,846.63	3,961.96	4,080.83	4,203.25	4,329.38	4,459.25	4,593.00	4,730.83	4,872.75	5,018.92	5,119.38	5,221.67	5,326.08	5,432.67	5,541.29	5,596.71	5,652.71	5,709.21	5,766.29	5,823.92	5,882.25	5,941.08	6,000.46	6,060.46	6,121.08
Annual	89,632	92,319	95,087	97,940	100,878	103,905	107,022	110,232	113,540	116,946	120,454	122,865	125,320	127,826	130,384	132,991	134,321	135,665	137,021	138,391	139,774	141,174	142,586	144,011	145,451	146,906

2026-27 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)	59,429	297.15	39.62	63,587	317.94	42.39	68,039	340.20	45.36	70,760	353.80	47.17	73,590	367.95	49.06
Step B	(1)	61,210	306.05	40.81	65,496	327.48	43.66	70,080	350.40	46.72	72,882	364.41	48.59	75,799	379.00	50.53
Step C	(1)	63,046	315.23	42.03	67,459	337.30	44.97	72,182	360.91	48.12	75,069	375.35	50.05	78,072	390.36	52.05
Step D	(1)	64,939	324.70	43.29	69,484	347.42	46.32	74,347	371.74	49.56	77,322	386.61	51.55	80,415	402.08	53.61
Step E	(1)	66,887	334.44	44.59	71,569	357.85	47.71	76,579	382.90	51.05	79,641	398.21	53.09	82,827	414.14	55.22
Step F	(1)	68,892	344.46	45.93	73,715	368.58	49.14	78,875	394.38	52.58	82,030	410.15	54.69	85,312	426.56	56.87
Step G	(1)	70,960	354.80	47.31	75,926	379.63	50.62	81,242	406.21	54.16	84,492	422.46	56.33	87,871	439.36	58.58
Step H	(1)	73,089	365.45	48.73	78,204	391.02	52.14	83,678	418.39	55.79	87,026	435.13	58.02	90,507	452.54	60.34
Step I	(1)	75,280	376.40	50.19	80,551	402.76	53.70	86,190	430.95	57.46	89,637	448.19	59.76	93,222	466.11	62.15
Step J	(1)	77,540	387.70	51.69	82,968	414.84	55.31	88,775	443.88	59.18	92,326	461.63	61.55	96,019	480.10	64.01
Step K	(1)	79,865	399.33	53.24	85,456	427.28	56.97	91,439	457.20	60.96	95,096	475.48	63.40	98,899	494.50	65.93
Step L	(1)	82,263	411.32	54.84	88,019	440.10	58.68	94,180	470.90	62.79	97,948	489.74	65.30	101,866	509.33	67.91
Step M	(1)	84,730	423.65	56.49	90,659	453.30	60.44	97,006	485.03	64.67	100,887	504.44	67.26	104,922	524.61	69.95
Step N	(1)	87,272	436.36	58.18	93,380	466.90	62.25	99,916	499.58	66.61	103,913	519.57	69.28	108,070	540.35	72.05
Step O	(1)	89,889	449.45	59.93	96,182	480.91	64.12	102,915	514.58	68.61	107,032	535.16	71.35	111,313	556.57	74.21
Step P	(1)	92,586	462.93	61.72	99,068	495.34	66.05	106,002	530.01	70.67	110,242	551.21	73.49	114,653	573.27	76.44
Step Q	(1)	93,512	467.56	62.34	101,048	505.24	67.37	108,122	540.61	72.08	112,447	562.24	74.96	116,945	584.73	77.96
Step R	(1)	94,446	472.23	62.96	103,070	515.35	68.71	110,284	551.42	73.52	114,695	573.48	76.46	119,283	596.42	79.52
Step S	(1)	95,391	476.96	63.59	105,132	525.66	70.09	112,491	562.46	74.99	116,989	584.95	77.99	121,670	608.35	81.11
Step T	(1)	96,345	481.73	64.23	107,233	536.17	71.49	114,740	573.70	76.49	119,330	596.65	79.55	124,102	620.51	82.73
Step U	(1)	97,308	486.54	64.87	109,378	546.89	72.92	117,035	585.18	78.02	121,717	608.59	81.14	126,585	632.93	84.39
Step V	(1)	98,282	491.41	65.52	110,472	552.36	73.65	118,206	591.03	78.80	122,932	614.66	81.95	127,850	639.25	85.23
Step W	(1)	99,265	496.33	66.18	111,577	557.89	74.38	119,387	596.94	79.59	124,163	620.82	82.78	129,129	645.65	86.09
Step X	(1)	100,258	501.29	66.84	112,691	563.46	75.13	120,581	602.91	80.39	125,405	627.03	83.60	130,421	652.11	86.95
Step Y	(1)	101,260	506.30	67.51	113,819	569.10	75.88	121,787	608.94	81.19	126,658	633.29	84.44	131,726	658.63	87.82
Step Z	(1)	102,274	511.37	68.18	114,958	574.79	76.64	123,004	615.02	82.00	127,925	639.63	85.28	133,042	665.21	88.69
Step AA	(1)	102,274	511.37	68.18	116,107	580.54	77.40	124,235	621.18	82.82	129,203	646.02	86.14	134,372	671.86	89.58
Step AB	(1)	102,274	511.37	68.18	117,269	586.35	78.18	125,476	627.38	83.65	130,495	652.48	87.00	135,717	678.59	90.48
Step AC	(1)	102,274	511.37	68.18	118,441	592.21	78.96	126,732	633.66	84.49	131,801	659.01	87.87	137,075	685.38	91.38
Step AD	(1)	102,274	511.37	68.18	119,625	598.13	79.75	127,999	640.00	85.33	133,119	665.60	88.75	138,445	692.23	92.30
Step AE	(1)	102,274	511.37	68.18	120,823	604.12	80.55	129,279	646.40	86.19	134,449	672.25	89.63	139,828	699.14	93.22

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2026-27 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)	56,458	282.29	37.64	60,408	302.04	40.27	64,637	323.19	43.09	67,222	336.11	44.81	69,911	349.56	46.61
Step B	(1)	58,150	290.75	38.77	62,221	311.11	41.48	66,576	332.88	44.38	69,238	346.19	46.16	72,009	360.05	48.01
Step C	(1)	59,894	299.47	39.93	64,086	320.43	42.72	68,573	342.87	45.72	71,316	356.58	47.54	74,168	370.84	49.45
Step D	(1)	61,692	308.46	41.13	66,010	330.05	44.01	70,630	353.15	47.09	73,456	367.28	48.97	76,394	381.97	50.93
Step E	(1)	63,543	317.72	42.36	67,991	339.96	45.33	72,750	363.75	48.50	75,659	378.30	50.44	78,686	393.43	52.46
Step F	(1)	65,447	327.24	43.63	70,029	350.15	46.69	74,931	374.66	49.95	77,929	389.65	51.95	81,046	405.23	54.03
Step G	(1)	67,412	337.06	44.94	72,130	360.65	48.09	77,180	385.90	51.45	80,267	401.34	53.51	83,477	417.39	55.65
Step H	(1)	69,435	347.18	46.29	74,294	371.47	49.53	79,494	397.47	53.00	82,675	413.38	55.12	85,982	429.91	57.32
Step I	(1)	71,516	357.58	47.68	76,523	382.62	51.02	81,881	409.41	54.59	85,155	425.78	56.77	88,561	442.81	59.04
Step J	(1)	73,663	368.32	49.11	78,820	394.10	52.55	84,336	421.68	56.22	87,710	438.55	58.47	91,218	456.09	60.81
Step K	(1)	75,872	379.36	50.58	81,183	405.92	54.12	86,867	434.34	57.91	90,341	451.71	60.23	93,954	469.77	62.64
Step L	(1)	78,150	390.75	52.10	83,618	418.09	55.75	89,471	447.36	59.65	93,051	465.26	62.03	96,773	483.87	64.52
Step M	(1)	80,494	402.47	53.66	86,126	430.63	57.42	92,156	460.78	61.44	95,843	479.22	63.90	99,676	498.38	66.45
Step N	(1)	82,908	414.54	55.27	88,711	443.56	59.14	94,920	474.60	63.28	98,717	493.59	65.81	102,667	513.34	68.44
Step O	(1)	85,395	426.98	56.93	91,373	456.87	60.92	97,769	488.85	65.18	101,680	508.40	67.79	105,747	528.74	70.50
Step P	(1)	87,957	439.79	58.64	94,115	470.58	62.74	100,702	503.51	67.13	104,730	523.65	69.82	108,920	544.60	72.61
Step Q	(1)	88,836	444.18	59.22	95,996	479.98	64.00	102,716	513.58	68.48	106,825	534.13	71.22	111,098	555.49	74.07
Step R	(1)	89,724	448.62	59.82	97,917	489.59	65.28	104,770	523.85	69.85	108,960	544.80	72.64	113,319	566.60	75.55
Step S	(1)	90,621	453.11	60.41	99,875	499.38	66.58	106,866	534.33	71.24	111,140	555.70	74.09	115,587	577.94	77.06
Step T	(1)	91,528	457.64	61.02	101,871	509.36	67.91	109,003	545.02	72.67	113,364	566.82	75.58	117,897	589.49	78.60
Step U	(1)	92,443	462.22	61.63	103,909	519.55	69.27	111,183	555.92	74.12	115,631	578.16	77.09	120,256	601.28	80.17
Step V	(1)	93,368	466.84	62.25	104,948	524.74	69.97	112,296	561.48	74.86	116,785	583.93	77.86	121,458	607.29	80.97
Step W	(1)	94,302	471.51	62.87	105,998	529.99	70.67	113,418	567.09	75.61	117,955	589.78	78.64	122,673	613.37	81.78
Step X	(1)	95,245	476.23	63.50	107,056	535.28	71.37	114,552	572.76	76.37	119,135	595.68	79.42	123,900	619.50	82.60
Step Y	(1)	96,197	480.99	64.13	108,128	540.64	72.09	115,698	578.49	77.13	120,325	601.63	80.22	125,140	625.70	83.43
Step Z	(1)	97,160	485.80	64.77	109,210	546.05	72.81	116,854	584.27	77.90	121,529	607.65	81.02	126,390	631.95	84.26
Step AA	(1)	97,160	485.80	64.77	110,302	551.51	73.53	118,023	590.12	78.68	122,743	613.72	81.83	127,653	638.27	85.10
Step AB	(1)	97,160	485.80	64.77	111,406	557.03	74.27	119,202	596.01	79.47	123,970	619.85	82.65	128,931	644.66	85.95
Step AC	(1)	97,160	485.80	64.77	112,519	562.60	75.01	120,395	601.98	80.26	125,211	626.06	83.47	130,221	651.11	86.81
Step AD	(1)	97,160	485.80	64.77	113,644	568.22	75.76	121,599	608.00	81.07	126,463	632.32	84.31	131,523	657.62	87.68
Step AE	(1)	97,160	485.80	64.77	114,782	573.91	76.52	122,815	614.08	81.88	127,727	638.64	85.15	132,837	664.19	88.56

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2026-27 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)	59,429	297.15	39.62	63,587	317.94	42.39	68,039	340.20	45.36	70,760	353.80	47.17	73,590	367.95	49.06
Step B	(1)	61,210	306.05	40.81	65,496	327.48	43.66	70,080	350.40	46.72	72,882	364.41	48.59	75,799	379.00	50.53
Step C	(1)	63,046	315.23	42.03	67,459	337.30	44.97	72,182	360.91	48.12	75,069	375.35	50.05	78,072	390.36	52.05
Step D	(1)	64,939	324.70	43.29	69,484	347.42	46.32	74,347	371.74	49.56	77,322	386.61	51.55	80,415	402.08	53.61
Step E	(1)	66,887	334.44	44.59	71,569	357.85	47.71	76,579	382.90	51.05	79,641	398.21	53.09	82,827	414.14	55.22
Step F	(1)	68,892	344.46	45.93	73,715	368.58	49.14	78,875	394.38	52.58	82,030	410.15	54.69	85,312	426.56	56.87
Step G	(1)	70,960	354.80	47.31	75,926	379.63	50.62	81,242	406.21	54.16	84,492	422.46	56.33	87,871	439.36	58.58
Step H	(1)	73,089	365.45	48.73	78,204	391.02	52.14	83,678	418.39	55.79	87,026	435.13	58.02	90,507	452.54	60.34
Step I	(1)	75,280	376.40	50.19	80,551	402.76	53.70	86,190	430.95	57.46	89,637	448.19	59.76	93,222	466.11	62.15
Step J	(1)	77,540	387.70	51.69	82,968	414.84	55.31	88,775	443.88	59.18	92,326	461.63	61.55	96,019	480.10	64.01
Step K	(1)	82,661	413.31	55.11	88,447	442.24	58.96	94,638	473.19	63.09	98,424	492.12	65.62	102,361	511.81	68.24
Step L	(1)	85,140	425.70	56.76	91,101	455.51	60.73	97,478	487.39	64.99	101,377	506.89	67.58	105,432	527.16	70.29
Step M	(1)	87,697	438.49	58.46	93,835	469.18	62.56	100,401	502.01	66.93	104,417	522.09	69.61	108,596	542.98	72.40
Step N	(1)	90,325	451.63	60.22	96,648	483.24	64.43	103,415	517.08	68.94	107,550	537.75	71.70	111,852	559.26	74.57
Step O	(1)	93,035	465.18	62.02	99,549	497.75	66.37	106,516	532.58	71.01	110,777	553.89	73.85	115,208	576.04	76.81
Step P	(1)	95,826	479.13	63.88	102,535	512.68	68.36	109,712	548.56	73.14	114,100	570.50	76.07	118,665	593.33	79.11
Step Q	(1)	96,786	483.93	64.52	104,586	522.93	69.72	111,908	559.54	74.61	116,382	581.91	77.59	121,037	605.19	80.69
Step R	(1)	97,753	488.77	65.17	106,677	533.39	71.12	114,144	570.72	76.10	118,710	593.55	79.14	123,460	617.30	82.31
Step S	(1)	98,730	493.65	65.82	108,811	544.06	72.54	116,427	582.14	77.62	121,085	605.43	80.72	125,928	629.64	83.95
Step T	(1)	99,718	498.59	66.48	110,987	554.94	73.99	118,755	593.78	79.17	123,506	617.53	82.34	128,446	642.23	85.63
Step U	(1)	100,715	503.58	67.14	113,206	566.03	75.47	121,130	605.65	80.75	125,976	629.88	83.98	131,017	655.09	87.34
Step V	(1)	101,723	508.62	67.82	114,338	571.69	76.23	122,343	611.72	81.56	127,236	636.18	84.82	132,325	661.63	88.22
Step W	(1)	102,739	513.70	68.49	115,482	577.41	76.99	123,566	617.83	82.38	128,507	642.54	85.67	133,649	668.25	89.10
Step X	(1)	103,766	518.83	69.18	116,637	583.19	77.76	124,801	624.01	83.20	129,793	648.97	86.53	134,986	674.93	89.99
Step Y	(1)	104,805	524.03	69.87	117,803	589.02	78.54	126,048	630.24	84.03	131,091	655.46	87.39	136,334	681.67	90.89
Step Z	(1)	105,852	529.26	70.57	118,981	594.91	79.32	127,310	636.55	84.87	132,401	662.01	88.27	137,698	688.49	91.80
Step AA	(1)	105,852	529.26	70.57	120,170	600.85	80.11	128,583	642.92	85.72	133,726	668.63	89.15	139,076	695.38	92.72
Step AB	(1)	105,852	529.26	70.57	121,374	606.87	80.92	129,869	649.35	86.58	135,063	675.32	90.04	140,466	702.33	93.64
Step AC	(1)	105,852	529.26	70.57	122,586	612.93	81.72	131,168	655.84	87.45	136,414	682.07	90.94	141,870	709.35	94.58
Step AD	(1)	105,852	529.26	70.57	123,813	619.07	82.54	132,479	662.40	88.32	137,779	688.90	91.85	143,289	716.45	95.53
Step AE	(1)	105,852	529.26	70.57	125,050	625.25	83.37	133,803	669.02	89.20	139,155	695.78	92.77	144,723	723.62	96.48

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2026-27 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)	59,429	297.15	39.62	63,587	317.94	42.39	68,039	340.20	45.36	70,760	353.80	47.17	73,590	367.95	49.06
Step B	(1)	61,210	306.05	40.81	65,496	327.48	43.66	70,080	350.40	46.72	72,882	364.41	48.59	75,799	379.00	50.53
Step C	(1)	63,046	315.23	42.03	67,459	337.30	44.97	72,182	360.91	48.12	75,069	375.35	50.05	78,072	390.36	52.05
Step D	(1)	64,939	324.70	43.29	69,484	347.42	46.32	74,347	371.74	49.56	77,322	386.61	51.55	80,415	402.08	53.61
Step E	(1)	66,887	334.44	44.59	71,569	357.85	47.71	76,579	382.90	51.05	79,641	398.21	53.09	82,827	414.14	55.22
Step F	(1)	68,892	344.46	45.93	73,715	368.58	49.14	78,875	394.38	52.58	82,030	410.15	54.69	85,312	426.56	56.87
Step G	(1)	70,960	354.80	47.31	75,926	379.63	50.62	81,242	406.21	54.16	84,492	422.46	56.33	87,871	439.36	58.58
Step H	(1)	73,089	365.45	48.73	78,204	391.02	52.14	83,678	418.39	55.79	87,026	435.13	58.02	90,507	452.54	60.34
Step I	(1)	75,280	376.40	50.19	80,551	402.76	53.70	86,190	430.95	57.46	89,637	448.19	59.76	93,222	466.11	62.15
Step J	(1)	77,540	387.70	51.69	82,968	414.84	55.31	88,775	443.88	59.18	92,326	461.63	61.55	96,019	480.10	64.01
Step K	(1)	85,554	427.77	57.04	91,543	457.72	61.03	97,951	489.76	65.30	101,869	509.35	67.91	105,945	529.73	70.63
Step L	(1)	88,122	440.61	58.75	94,288	471.44	62.86	100,889	504.45	67.26	104,924	524.62	69.95	109,121	545.61	72.75
Step M	(1)	90,764	453.82	60.51	97,117	485.59	64.74	103,916	519.58	69.28	108,073	540.37	72.05	112,395	561.98	74.93
Step N	(1)	93,487	467.44	62.32	100,031	500.16	66.69	107,034	535.17	71.36	111,315	556.58	74.21	115,767	578.84	77.18
Step O	(1)	96,292	481.46	64.19	103,032	515.16	68.69	110,245	551.23	73.50	114,655	573.28	76.44	119,240	596.20	79.49
Step P	(1)	99,181	495.91	66.12	106,122	530.61	70.75	113,552	567.76	75.70	118,093	590.47	78.73	122,817	614.09	81.88
Step Q	(1)	100,172	500.86	66.78	108,245	541.23	72.16	115,823	579.12	77.22	120,457	602.29	80.30	125,273	626.37	83.52
Step R	(1)	101,175	505.88	67.45	110,411	552.06	73.61	118,140	590.70	78.76	122,867	614.34	81.91	127,779	638.90	85.19
Step S	(1)	102,185	510.93	68.12	112,618	563.09	75.08	120,502	602.51	80.33	125,323	626.62	83.55	130,336	651.68	86.89
Step T	(1)	103,208	516.04	68.81	114,873	574.37	76.58	122,912	614.56	81.94	127,829	639.15	85.22	132,942	664.71	88.63
Step U	(1)	104,239	521.20	69.49	117,169	585.85	78.11	125,370	626.85	83.58	130,385	651.93	86.92	135,600	678.00	90.40
Step V	(1)	105,283	526.42	70.19	118,340	591.70	78.89	126,625	633.13	84.42	131,690	658.45	87.79	136,957	684.79	91.30
Step W	(1)	106,335	531.68	70.89	119,524	597.62	79.68	127,890	639.45	85.26	133,006	665.03	88.67	138,326	691.63	92.22
Step X	(1)	107,400	537.00	71.60	120,720	603.60	80.48	129,170	645.85	86.11	134,336	671.68	89.56	139,710	698.55	93.14
Step Y	(1)	108,473	542.37	72.32	121,927	609.64	81.28	130,460	652.30	86.97	135,679	678.40	90.45	141,105	705.53	94.07
Step Z	(1)	109,557	547.79	73.04	123,145	615.73	82.10	131,765	658.83	87.84	137,037	685.19	91.36	142,517	712.59	95.01
Step AA	(1)	109,557	547.79	73.04	124,376	621.88	82.92	133,083	665.42	88.72	138,407	692.04	92.27	143,944	719.72	95.96
Step AB	(1)	109,557	547.79	73.04	125,621	628.11	83.75	134,414	672.07	89.61	139,791	698.96	93.19	145,383	726.92	96.92
Step AC	(1)	109,557	547.79	73.04	126,877	634.39	84.58	135,757	678.79	90.50	141,189	705.95	94.13	146,836	734.18	97.89
Step AD	(1)	109,557	547.79	73.04	128,146	640.73	85.43	137,115	685.58	91.41	142,600	713.00	95.07	148,304	741.52	98.87
Step AE	(1)	109,557	547.79	73.04	129,427	647.14	86.28	138,489	692.45	92.33	144,027	720.14	96.02	149,788	748.94	99.86

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

2026-27 Athletic Stipends

Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Intramural Director - M.S.	$1,355
Assistant Swim Coach - M.S.	$1,355
Assistant Track Coach - M.S.	$1,355
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Wrestling Coach - M.S.	$2,484
Cheer Coach Fall - M.S.	$2,484
Cheer Coach Winter - M.S.	$2,484
Dive Coach - M.S.	$2,484
E-Sport - H.S. HBW & ACC	$2,484
Head Tennis Coach - M.S.	$2,484
Intramural Director - H.S.	$2,484
Intramural Director - M.S.	$2,484
Intermural Ult. Frisbee Coach - H.S.	$2,484
Intermural Ult. Frisbee Coach - M.S.	$2,484
Tennis Program Assistant	$2,484
(6.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Baseball Coach - H.S.	$3,613
Assistant Basketball Coach - H.S.	$3,613
Assistant Cheer Coach - Fall - H.S.	$3,613
Assistant Field Hockey Coach - H.S.	$3,613
Assistant Gymnastics Coach - H.S.	$3,613
Assistant Soccer Coach - H.S.	$3,613
Assistant Softball Coach - H.S.	$3,613
Assistant Swim Coach - H.S.	$3,613
Assistant Volleyball Coach - H.S.	$3,613
Assistant Wrestling Coach - H.S.	$3,613
Basketball Coach - M.S.	$3,613
Club Organization Coordinator	$3,613
Elementary Safety Patrol (ES)	$3,613
Freshman Cheer Fall - H.S.	$3,613
Freshman Cheer Winter - H.S.	$3,613
Learn to Crew Program Coach - H.S.	$3,613

Title	Amt
(6.4% of BA, Step A of the Teacher Salary Schedule)	
Soccer Coach - M.S.	$3,613
Swim Coach - M.S.	$3,613
Track Coach - M.S.	$3,613
Varsity Dive - H.S.	$3,613
Wrestling Coach - M.S.	$3,613
(8.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Coach Indoor Track - H.S.	$4,742
Assistant Crew Coach - H.S.	$4,742
Assistant Cross Country Coach - H.S.	$4,742
Assistant Lacrosse Coach - H.S.	$4,742
Assistant Outdoor Track Coach - H.S.	$4,742
Color Guard - H.S.	$4,742
Dance Team Sponsor - H.S.	$4,742
Freshman Basketball Coach - H.S.	$4,742
Freshman Field Hockey Coach - H.S.	$4,742
Freshman Volleyball Coach - H.S.	$4,742
Golf Program Assistant	$4,742
Junior Varsity Basketball Coach - H.S.	$4,742
Junior Varsity Cheer Coach/Fall - H.S.	$4,742
Junior Varsity Cheer Coach/Winter - H.S.	$4,742
Junior Varsity Softball Coach - H.S.	$4,742
Junior Varsity Wrestling Coach	$4,742
Varsity Cheer Coach/Winter - H.S.	$4,742
Varsity Tennis Coach - H.S.	$4,742
(10.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Activities Director - Winter/Spring	$5,872
Football Program Assistant Coach - H.S.	$5,872
Junior Varsity Baseball Coach - H.S.	$5,872
Junior Varsity Field Hockey Coach- H.S.	$5,872
Junior Varsity Lacrosse Coach - H.S.	$5,872
Junior Varsity Soccer Coach - H.S.	$5,872

Title	Amt
(10.4% of BA, Step A of the Teacher Salary Schedule)	
Junior Varsity Volleyball Coach - H.S.	$5,872
Novice Crew Coach - H.S.	$5,872
Varsity Cross Country Coach - H.S.	$5,872
Varsity Golf Coach - H.S.	$5,872
Varsity Gymnastics Coach - H.S.	$5,872
Varsity Rifle Coach - H.S.	$5,872
Varsity Swim Coach - H.S.	$5,872
(12.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Activities Director - Fall	$7,001
Freshman Football Coach - H.S.	$7,001
Junior Varsity Football Coach - H.S.	$7,001
Varsity Baseball Coach - H.S.	$7,001
Varsity Basketball Coach - H.S.	$7,001
Varsity Cheer Coach/Fall - H.S.	$7,001
Varsity Field Hockey Coach - H.S.	$7,001
Varsity Lacrosse Coach - H.S.	$7,001
Varsity Soccer Coach - H.S.	$7,001
Varsity Softball Coach - H.S.	$7,001
Varsity Track Coach/Indoor - H.S.	$7,001
Varsity Track Coach/Outdoor - H.S.	$7,001
Varsity Volleyball Coach - H.S.	$7,001
Varsity Wrestling Coach - H.S.	$7,001
(14.4% of BA, Step A of the Teacher Salary Schedule)	
Varsity Crew Coach - H.S.	$8,130
(16.4% of BA, Step A of the Teacher Salary Schedule)	
Varsity Football Coach - H.S.	$9,259
Athletic Trainer - Fall, Winter, Spring - H.S.	$9,259
Athletic Trainer - Winter - H.S.	$9,259
Athletic Trainer - Spring - H.S.	$9,259

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

2026-27 Academic Stipends

Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)	
Academic Competition Coach	$1,355
Choral Dir. w/o Musical Component - M.S.	$1,355
Contact Teacher Mentors	$1,355
Content Lead Teacher w/ Release Time	$1,355
DECA Student Advisor - H.S. & CC	$1,355
FBLA Student Advisor M.S.	$1,355
FCCLA Student Advisor M.S.	$1,355
Freshman Class Sponsor - H.S.	$1,355
Honors Band Manager - M.S.	$1,355
Honors Orchestra Manager - M.S.	$1,355
Literary Magazine Sponsor - E.S.	$1,355
Lit Magazine Sponsor w/Release Time - M.S.	$1,355
Math Counts Coach M.S. & HBW M.S.	$1,355
National Jr Honor Society Sponsor - M.S.	$1,355
Project Y.E.S. Building Coordinator - E.S.	$1,355
Science Fair Director - M.S.	$1,355
Sophomore Class Sponsor - H.S.	$1,355
Student Council Assoc. Sponsor - M.S.	$1,355
Sustainability Liaison	$1,355
Tri-M Music Honor Society Sponsor - H.S.	$1,355
VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB	$1,355
Visual Art Exhibit Sponsor - H.S.* & HBW*	$1,355
Yearbook Sponsor - School Published - E.S.	$1,355
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Arlington Youth Symphony Manager	$2,484
Band Director - M.S.	$2,484
Band Drill Writer - H.S.	$2,484
Band Music Arranger - H.S.	$2,484
Content Lead Teacher - H.S. or M.S.	$2,484
E-Sports Sponsor - Fall (- H.S. & HB & CC)	$2,484
Elem Honors Chorus Accompanist - ES	$2,484
Elementary Musical Production Director	$2,484
Equity Influencer	$2,484
FACE Action Team Coordinator	$2,484
FCCLA Student Advisor - H.S., CC, TPP	$2,484
FBLA Student Advisor - H.S.	$2,484
Film Fest Coordinator (Countywide)	$2,484
Gifted Resources K-12 Lead Teacher Elementary (Countywide)	$2,484
Gifted Resources K-12 Lead Teacher Secondary (Countywide)	$2,484
Health and PE Lead Teacher E.S. (Countywide)	$2,484
Health and PE Lead Teacher M.S. (Countywide)	$2,484
Health and PE Lead Teacher - H.S. (Countywide)	$2,484
Honors Band Director - M.S.	$2,484
Honors Chorus Accompanist - M.S.	$2,484
Honors Orchestra Director - M.S.	$2,484
Indoor Percussion Ensemble Drill Writer	$2,484
It's Academic & Scholastic Bowl Coach - H.S.	$2,484
Jr Honors Band & Orchestra Manager - E.S.	$2,484
Junior Class Sponsor - H.S. & HBW	$2,484

Title	Amt
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Knowledge Master's Sponsor - HBW	$2,484
Learning Community Leader - H.S.	$2,484
Library Services Lead Librarian Elementary (Countywide)	$2,484
Library Services Lead Librarian Secondary (Countywide)	$2,484
Lit Magazine After School Club Sponsor - M.S.	$2,484
Model United Nations Sponsor - H.S.	$2,484
Model General Assembly Sponsor	$2,484
National Honor Society Sponsor - H.S. & HBW	$2,484
Orchestra Director - M.S.	$2,484
Pep Band Director - M.S.	$2,484
Project Y.E.S. Mentor - E.S.	$2,484
Robotics	$2,484
School Webmaster Liaison	$2,484
Scholastic Art Coordinator (Countywide)	$2,484
Science Fair Director - H.S. & HBW	$2,484
Secondary Choral Accompanist	$2,484
Substance Use Prevention Sponsor (HS, HB, ACC, & LHSC)	$2,484
Teacher Mentor	$2,484
Team Leader M.S.	$2,484
Team Leader - H.S.	$2,484
Tech. Ed. Student Org. Advisor - H.S. & CC	$2,484
Tech. Ed. Student Org. Advisor M.S.	$2,484
Tech Theater Club Sponsor	$2,484
Trade & Industrial Org. Advisor CC	$2,484
VA Jr Acad Sci Spnsr 41+ Subms HS, MS & HBW	$2,484
Winterguard Ensemble Assistant Director	$2,484
Yearbook Sponsor w/Commercial Vendor-E.S.	$2,484
Yearbook Sponsor - M.S.	$2,484
(6.4% of BA, Step A of the Teacher Salary Schedule)	
A Capella Sponsor - H.S.	$3,613
Arlington Youth Symphony Conductor	$3,613
Art Lead Teacher - All Levels (Countywide)	$3,613
Band - Battery Instructor - H.S.	$3,613
Band - Brass Instructor - H.S.	$3,613
Band - Frontline Instructor - H.S.	$3,613
Band - Marching & Maneuvering Instructor - H.S.	$3,613
Band - Woodwind Instructor - H.S.	$3,613
Band Director - H.S. & HBW	$3,613
Choral Director - H.S. & HBW	$3,613
Choral Director w/ Musical Component - M.S.	$3,613
CTE Secondary Lead Teacher	$3,613
Content Lead Teacher - E.S.	$3,613
Drama Director - M.S. & HBW	$3,613
Drama Set Construction - H.S. & HBW	$3,613
Drama Sponsor HS/1st Sem. - H.S. & HBW	$3,613
Drama Sponsor HS/2nd Sem. - H.S. & HBW	$3,613
Elementary Honors Chorus - ES	$3,613
Elementary School Site Administrator for S.S.	$3,613
EL Lead Teacher - E.S.	$3,613

Title	Amt
(6.4% of BA, Step A of the Teacher Salary Schedule)	
EL Lead Teacher - M.S.	$3,613
EL Lead Teacher - H.S.	$3,613
FFASO Student Advisor (CC)	$3,613
FHPSO Student Advisor (CC)	$3,613
Forensics Lincoln-Douglas Team Sponsor - H.S.	$3,613
Forensics Policy Debate Team Sponsor - H.S.	$3,613
Forensics Public Forum Team Sponsor H.S	$3,613
Forensics Speech Team Sponsor - H.S.	$3,613
Forensics Student Congress Team Sponsor - H.S.	$3,613
Future Farmer	$3,613
Future Health	$3,613
Honors Chorus Director - M.S.	$3,613
Indoor Percussion Ensemble Battery Instructor	$3,613
Indoor Percussion Ensemble Marching & Maneuvering Instructor	$3,613
Indoor Percussion Frontline Instructor	$3,613
Jazz Band Director - M.S.	$3,613
Junior (4-6) Honors Band Director	$3,613
Junior (4-6) Honors Orchestra Director	$3,613
Literary Magazine Sponsor - H.S. & HBW	$3,613
Middle School Site Administrator for S.S.	$3,613
Orchestra Director - H.S. & HBW	$3,613
Senior Class Sponsor - H.S. & HBW	$3,613
Special Education Lead Teacher - E.S.	$3,613
Social-Emotional Learning Lead Teacher	$3,613
Student Govt. Assoc. Sponsor - H.S. & HBW	$3,613
Tech Theater Club Sponsor - H.S.	$3,613
Tech Theater Club Sponsor - M.S.	$3,613
Tech Theater Director Fall - H.S.	$3,613
Tech Theater Director Fall - M.S.	$3,613
Tech Theater Director Spring - H.S.	$3,613
Tech Theater Director Spring - M.S.	$3,613
Wintergaurd Ensemble Director	$3,613
(8.4% of BA, Step A of the Teacher Salary Schedule)	
High School Site Administrator for S.S.	$4,742
Indoor Percussion Ensemble Director	$4,742
Instructional Lead Teacher	$4,742
Marching Band Director - H.S.	$4,742
Newspaper (Student) Sponsor - H.S. & HBW	$4,742
Yearbook Sponsor - H.S. & HBW	$4,742
Other Academic Stipends	
Gifted Contact Teacher (ES)	$985
Department Chair (1 - 2.9 FTE)	$416
Department Chair (3 - 4.9 FTE)	$832
Department Chair (5 - 8.9 FTE)	$1,040
Department Chair (9 - 12.9 FTE)	$1,248
Department Chair (13 + FTE)	$1,458

*Each Visual Art Teacher who completes requirements receives full stipend.

Arlington Public Schools

AEA Support & Hourly Pay Plan FY 2027

July 1, 2026 - June 30, 2027

Effective July 1, 2026

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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.

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

A - Scale Classification	Units	Grade
ASL INTERPRETER RES ASST	190 Days	12
COMMUNITY RESOURCE ASST	190 Days	9
EVEN START ASST	187 Days	9
EVEN START SCHOOL RES ASST	190 Days	9
INSTRUCTIONAL ASST	187 Days	9
INSTRUCTIONAL ASST VIRTUAL	187 Days	9
INTERLUDE RES ASST	190 Days	9
KINDERGARTEN ASST	187 Days	07; 9
LANGUAGE INTERPRETER	190 Days	11
LEAD ASL INTERPRETER RES ASST	190 Days	14
LIBRARY MEDIA ASST	187 Days	9
MONTESSORI ASST	187 Days	9
OCCUPATIONAL THERAPY ASST	190 Days	12
OUTDOOR LAB ASST	190 Days	11
PHYSICAL THERAPY ASST	190 Days	12
PREK SPECIAL ED ASST	187 Days	07; 9
PRESCHOOL ASST	187 Days	9
SCHOOL RES ASST	190 Days	09; 12
SCHOOL TRANSITION RES ASST	190 Days	9
SPECIAL ED ASST	187 Days	07; 09
SPECIAL ED RES ASST	190 Days	9
SPANISH LANG INTERPRETER	190 Days	11

C - Scale Classification	Units	Grade
CENTRAL KITCHEN MGR	Hourly	12
FARM-TO-SCHOOL FOOD SERVICE COORDINATOR	Hourly	12
FOOD SVC MGR I	Hourly	6
FOOD SVC MGR II	Hourly	8
FOOD SVC MGR III	Hourly	10
FOOD SVC MGR IV	Hourly	11
FOOD SVC WORKER I	Hourly	2
FOOD SVC WORKER II	Hourly	3

D - Scale Classification	Units	Grade
BUS DRIVER	Hourly	10
CLUSTER SWING DRIVER	260 Days	12
SCHOOL BUS ATTENDANT	Hourly	4
SCHOOL BUS ATTENDANT - EXTENDED YEAR	Hourly	4
TRANSPORT VAN DRIVER - EXT YEAR	198 Days	7

X - Scale Classification	Units	Grade
EXTENDED DAY CARE AIDE	Hourly	OX
EXTENDED DAY CARE ASST SUPR	194 Days	10
EXTENDED DAY CARE SUPR	194 Days	12
EXTENDED DAY TEAM LEADER I	194 Days	7
EXTENDED DAY TEAM LEADER II	194 Days	8

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade
ABE/GED COORDINATOR	260 Days	4
ACTIVITIES COORD	200 Days	8
ACCOUNTS COORD	260 Days	10
AQUATICS MANAGER	260 Days	4
ASSESSMENT SPECIALIST	260 Days	10
ASST DIR STUDENT ACTIVITIES	260 Days	6
ASST FACILITY MGR	260 Days	1
BENEFITS SPEC	260 Days	10
BENEFITS SPEC - RETIREMENT	260 Days	10
BUDGET ANALYST* I	260 Days	5
BUDGET ANALYST* II	260 Days	7
BUDGET ANALYST* III	260 Days	9
BUDGET ANALYST* IV	260 Days	11
BUYER	260 Days	7
COORD SPECIAL PROJECTS	260 Days	12; 15
DATA ARCHITECT	260 Days	14
DATA COORDINATOR	260 Days	11
DATA SPECIALIST	260 Days	10
DATABASE ADMINISTRATOR	260 Days	14
DISPATCHER	260 Days	5
DIVERSITY, EQUITY, AND INCLUSION (DEI) SPECIALIST	260 Days	11
EAP PROFESSIONAL	260 Days	10
ACCOUNTABILITY & STRATEGIC PLAN COORD	260 Days	10

E - Scale Classification	Units	Grade
EL DATA COORDINATOR	260 Days	10
EMPLOYMENT SPEC	260 Days	7
ENERGY/STORMWATER MGMT PROG ADMINISTRATOR	260 Days	12
ERP DEVELOPER	260 Days	15
ERP SENIOR ANALYST - FINANCE	260 Days	16
EVALUATION SPEC	260 Days	10
FAMILY & COMMUNITY ENGAGEMENT & PUBLIC INFORMATION COORD	260 Days	10
FAMILY & COMMUNITY ENGAGEMENT SPEC	260 Days	10
FIELD TRIP COORDINATOR	260 Days	6
FINANCIAL OPERATIONS SPEC	260 Days	7
FOOD SVCS SPEC I*	260 Days	5
FOOD SVCS SPEC II*	260 Days	6
FOOD SVCS SPEC III*	260 Days	8
FUNCTIONAL ANALYST SIS	260 Days	14
GRANT ANALYST	260 Days	5
HRIS ADMINISTRATOR	260 Days	10
HRIS SPECIALIST	260 Days	7
HUMANITIES COORDINATOR	200 Days	8
INFO SYSTEM ANALYST I*	260 Days	6
INFO SYSTEM ANALYST II*	260 Days	8
INFO SYSTEM ANALYST III*	260 Days	10
INFO SYSTEM ANALYST IV	260 Days	12
INST TECH INTEGRATION ANALYST	260 Days	14

* Career Ladder Positions

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade
INVENTORY SPECIALIST	260 Days	3
JUNIOR PRODUCER	260 Days	10
LEAD ACCIDENT INVESTIGATOR	260 Days	6
LEAD DISPATCHER	260 Days	7
LEAD ORACLE ERP FUNCT ANALYST - HR/PAYROLL	260 Days	16
LEAD TSC TECHNICIAN	260 Days	8
LEARNING MGMT SYSTEMS ADMIN	260 Days	12
MEDICAID SPECIALIST	260 Days	8
NETWORK ANALYST I*	260 Days	8
NETWORK ANALYST II*	260 Days	10
NETWORK ANALYST III*	260 Days	12
NETWORK ANALYST IV	260 Days	14
PARENT TEEN OUTREACH HOME VISIT COORD	260 Days	12
PARENT TEEN OUTREACH HOME VISIT SPEC	260 Days	10
PARTNERSHIP COORD	260 Days	12
PAY GO MGR	260 Days	10
PAYROLL ADMIN	260 Days	10
PAYROLL SPEC	260 Days	7
PERSONAL HEALTHCARE COORDINATOR	260 Days	12
PLANNER	260 Days	9
PRINCIPAL PLANNER	260 Days	15
PROJECT MGR ENVIRONMENTAL SERVICES	260 Days	10
REEP NON INTENSIVE ADULT ESL SPEC	260 Days	5
REEP VOLUNTEER PROGRAM SPECIALIST	260 Days	2
RESIDENCY SPECIALIST	260 Days	10
ROUTE PLANNER	260 Days	5
PROCUREMENT SPECIALIST	260 Days	7
SAFETY TRAINER	260 Days	6
SCHOOL HEALTH COORD	260 Days	12
SENIOR EMPLOYMENT SPEC	260 Days	8
SENIOR PROCUREMENT SPECIALIST	260 Days	9
SENIOR PRODUCER	260 Days	12
SENIOR PROJECT MANAGER LICENSURE	260 Days	12
SENIOR PROJECT MGR III	260 Days	13
STAFF ACCOUNTANT	260 Days	11
TECHNOLOGY ARCHITECT	260 Days	15
TECHNOLOGY SUPPORT SPECIALIST (TSS)	260 Days	5
TELECOMMUNICATION ANALYST	260 Days	10
THREAT SPECIALIST	260 Days	13
TITLE I GRANT ANALYST	260 Days	5
TITLE IX COORDINATOR	260 Days	13
TRANSLATION SPEC	260 Days	3
TRANSPORTATION DEMAND MGMT SPECIALIST	260 Days	13
TSC TECH I*	260 Days	3
TSC TECH II*	260 Days	5
TSC TECH III	260 Days	7
VIDEO HEADEND OPERATOR*	260 Days	2
VIDEO SYSTEMS ENGINEEER	260 Days	9
VIDEO SYSTEMS SPEC I*	260 Days	2
VIDEO SYSTEMS SPEC II*	260 Days	3
VIDEO SYSTEMS SPEC III	260 Days	6
VOLUNTEER, PARTNERSHIPS & EVENTS MANAGER	260 Days	12

* Career Ladder Positions

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

G - Scale Classification	Units	Grade
ACCOUNT CLERK	260 Days	10
ACCOUNT SPECIALIST	260 Days	11
ADMINISTRATIVE ASST	260 Days	8; 12
ADMINISTRATIVE ASST	260 Days	9
ADMINISTRATIVE SPEC	260 Days	10
CALL CENTER TECHNICIAN	260 Days	8
CLERICAL ASST	260 Days	7
EDUCATIONAL ADMIN ASST	260 Days	7
EDUCATIONAL ADMIN ASST	196 Days	7
EDUCATIONAL ADMIN ASST	208 Days	7
EDUCATIONAL ADMIN COORD I	196 Days	10
EDUCATIONAL ADMIN COORD I	208 Days	10
EDUCATIONAL ADMIN COORD I	260 Days	10
EDUCATIONAL ADMIN COORD II	196 Days	11
EDUCATIONAL ADMIN COORD II	260 Days	11
EDUCATIONAL ADMIN SPEC	208 Days	8
EDUCATIONAL ADMIN SPEC	260 Days	8
EXECUTIVE ADMIN SPEC	260 Days	13
FINANCIAL & ADMIN SPEC	260 Days	11
LEAD HUMAN RESOURCES ASST	260 Days	10
HUMAN RESOURCES ASST	260 Days	8
LIBRARY TECHNICIAN	260 Days	10
PURCHASING TECHNICIAN	260 Days	11
REGISTRAR	260 Days	10
REGISTRATION SVC TECH	260 Days	11
SCHOOL TREASURER	260 Days	11
VOC LAB TECH	260 Days	11

2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

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

N - Scale Classification	Units	Grade
BILINGUAL FAMILY SPECIALIST	200 Days	BF
LEAD SAFETY COORDINATOR	260 Days	LS
SCHOOL SECURITY COORDINATOR	200 Days	SS
SCHOOL SECURITY COORDINATOR	260 Days	SC

***** Career Ladder Positions

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 Scale

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

2026-27 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

A Scale 187 Days Resource & Occupational/Physical Therapy Assistant 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	22.59	23.48	24.43	25.38	26.40	27.46	28.58	29.71	30.89	32.11	33.42	34.08	34.77	35.46	36.17	36.87	37.61	38.38	39.15	39.93	40.74
Daily	158.13	164.36	171.01	177.66	184.80	192.22	200.06	207.97	216.23	224.77	233.94	238.56	243.39	248.22	253.19	258.09	263.27	268.66	274.05	279.51	285.18
20 Pays	1,478.52	1,536.77	1,598.94	1,661.12	1,727.88	1,797.26	1,870.56	1,944.52	2,021.75	2,101.60	2,187.34	2,230.54	2,275.70	2,320.86	2,367.33	2,413.14	2,461.57	2,511.97	2,562.37	2,613.42	2,666.43
24 Pays	1,232.10	1,280.64	1,332.45	1,384.27	1,439.90	1,497.71	1,558.80	1,620.43	1,684.79	1,751.33	1,822.78	1,858.78	1,896.41	1,934.05	1,972.77	2,010.95	2,051.31	2,093.31	2,135.31	2,177.85	2,222.03
Annual	29,570.31	30,735.32	31,978.87	33,222.42	34,557.60	35,945.14	37,411.22	38,890.39	40,435.01	42,031.99	43,746.78	44,610.72	45,513.93	46,417.14	47,346.53	48,262.83	49,231.49	50,239.42	51,247.35	52,268.37	53,328.66

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	25.89	26.91	27.99	29.11	30.28	31.49	32.74	34.07	35.42	36.83	38.31	39.08	39.87	40.66	41.48	42.30	43.15	44.01	44.90	45.79	46.70
Daily	181.23	188.37	195.93	203.77	211.96	220.43	229.18	238.49	247.94	257.81	268.17	273.56	279.09	284.62	290.36	296.10	302.05	308.07	314.30	320.53	326.90
20 Pays	1,694.50	1,761.26	1,831.95	1,905.25	1,981.83	2,061.02	2,142.83	2,229.88	2,318.24	2,410.52	2,507.39	2,557.79	2,609.49	2,661.20	2,714.87	2,768.54	2,824.17	2,880.45	2,938.71	2,996.96	3,056.52
24 Pays	1,412.08	1,467.72	1,526.62	1,587.71	1,651.52	1,717.52	1,785.69	1,858.23	1,931.87	2,008.77	2,089.49	2,131.49	2,174.58	2,217.66	2,262.39	2,307.11	2,353.47	2,400.38	2,448.92	2,497.46	2,547.10
Annual	33,890.01	35,225.19	36,638.91	38,104.99	39,636.52	41,220.41	42,856.66	44,597.63	46,364.78	48,210.47	50,147.79	51,155.72	52,189.83	53,223.94	54,297.32	55,370.70	56,483.35	57,609.09	58,774.10	59,939.11	61,130.30

A Scale 190 Days Resource & Occupational/Physical Therapy/Outoodor Lab Assistant 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	25.89	26.91	27.99	29.11	30.28	31.49	32.74	34.07	35.42	36.83	38.31	39.08	39.87	40.66	41.48	42.30	43.15	44.01	44.90	45.79	46.70
Daily	207.12	215.28	223.92	232.88	242.24	251.92	261.92	272.56	283.36	294.64	306.48	312.64	318.96	325.28	331.84	338.40	345.20	352.08	359.20	366.32	373.60
20 Pays	1,967.64	2,045.16	2,127.24	2,212.36	2,301.28	2,393.24	2,488.24	2,589.32	2,691.92	2,799.08	2,911.56	2,970.08	3,030.12	3,090.16	3,152.48	3,214.80	3,279.40	3,344.76	3,412.40	3,480.04	3,549.20
24 Pays	1,639.70	1,704.30	1,772.70	1,843.63	1,917.73	1,994.37	2,073.53	2,157.77	2,243.27	2,332.57	2,426.30	2,475.07	2,525.10	2,575.13	2,627.07	2,679.00	2,732.83	2,787.30	2,843.67	2,900.03	2,957.67
Annual	39,352.80	40,903.20	42,544.80	44,247.20	46,025.60	47,864.80	49,764.80	51,786.40	53,838.40	55,981.60	58,231.20	59,401.60	60,602.40	61,803.20	63,049.60	64,296.00	65,588.00	66,895.20	68,248.00	69,600.80	70,984.00

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**
Hourly	29.51	30.69	31.92	33.18	34.52	35.89	37.33	38.84	40.38	41.99	43.67	44.54	45.46	46.34	47.29	48.22	49.19	50.17	51.18	52.20	53.25
Daily	236.08	245.52	255.36	265.44	276.16	287.12	298.64	310.72	323.04	335.92	349.36	356.32	363.68	370.72	378.32	385.76	393.52	401.36	409.44	417.60	426.00
20 Pays	2,242.76	2,332.44	2,425.92	2,521.68	2,623.52	2,727.64	2,837.08	2,951.84	3,068.88	3,191.24	3,318.92	3,385.04	3,454.96	3,521.84	3,594.04	3,664.72	3,738.44	3,812.92	3,889.68	3,967.20	4,047.00
24 Pays	1,868.97	1,943.70	2,021.60	2,101.40	2,186.27	2,273.03	2,364.23	2,459.87	2,557.40	2,659.37	2,765.77	2,820.87	2,879.13	2,934.87	2,995.03	3,053.93	3,115.37	3,177.43	3,241.40	3,306.00	3,372.50
Annual	44,855.20	46,648.80	48,518.40	50,433.60	52,470.40	54,552.80	56,741.60	59,036.80	61,377.60	63,824.80	66,378.40	67,700.80	69,099.20	70,436.80	71,880.80	73,294.40	74,768.80	76,258.40	77,793.60	79,344.00	80,940.00

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	31.73	33.01	34.30	35.69	37.13	38.60	40.15	41.76	43.42	45.15	46.97	47.89	48.86	49.85	50.84	51.85	52.89	53.96	55.04	56.13	57.25
Daily	253.84	264.08	274.40	285.52	297.04	308.80	321.20	334.08	347.36	361.20	375.76	383.12	390.88	398.80	406.72	414.80	423.12	431.68	440.32	449.04	458.00
20 Pays	2,411.48	2,508.76	2,606.80	2,712.44	2,821.88	2,933.60	3,051.40	3,173.76	3,299.92	3,431.40	3,569.72	3,639.64	3,713.36	3,788.60	3,863.84	3,940.60	4,019.64	4,100.96	4,183.04	4,265.88	4,351.00
24 Pays	2,009.57	2,090.63	2,172.33	2,260.37	2,351.57	2,444.67	2,542.83	2,644.80	2,749.93	2,859.50	2,974.77	3,033.03	3,094.47	3,157.17	3,219.87	3,283.83	3,349.70	3,417.47	3,485.87	3,554.90	3,625.83
Annual	48,229.60	50,175.20	52,136.00	54,248.80	56,437.60	58,672.00	61,028.00	63,475.20	65,998.40	68,628.00	71,394.40	72,792.80	74,267.20	75,772.00	77,276.80	78,812.00	80,392.80	82,019.20	83,660.80	85,317.60	87,020.00

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	36.08	37.53	39.01	40.59	42.23	43.90	45.65	47.49	49.39	51.34	53.40	54.47	55.55	56.68	57.81	58.97	60.15	61.35	62.58	63.83	65.10
Daily	288.64	300.24	312.08	324.72	337.84	351.20	365.20	379.92	395.12	410.72	427.20	435.76	444.40	453.44	462.48	471.76	481.20	490.80	500.64	510.64	520.80
20 Pays	2,742.08	2,852.28	2,964.76	3,084.84	3,209.48	3,336.40	3,469.40	3,609.24	3,753.64	3,901.84	4,058.40	4,139.72	4,221.80	4,307.68	4,393.56	4,481.72	4,571.40	4,662.60	4,756.08	4,851.08	4,947.60
24 Pays	2,285.07	2,376.90	2,470.63	2,570.70	2,674.57	2,780.33	2,891.17	3,007.70	3,128.03	3,251.53	3,382.00	3,449.77	3,518.17	3,589.73	3,661.30	3,734.77	3,809.50	3,885.50	3,963.40	4,042.57	4,123.00
Annual	54,841.60	57,045.60	59,295.20	61,696.80	64,189.60	66,728.00	69,388.00	72,184.80	75,072.80	78,036.80	81,168.00	82,794.40	84,436.00	86,153.60	87,871.20	89,634.40	91,428.00	93,252.00	95,121.60	97,021.60	98,952.00

2026-27 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 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	21.46	22.31	23.21	24.11	25.08	26.09	27.15	28.22	29.35	30.50	31.75	32.38	33.03	33.69	34.36	35.03	35.73	36.46	37.19	37.93	38.70
Daily	150.22	156.17	162.47	168.77	175.56	182.63	190.05	197.54	205.45	213.50	222.25	226.66	231.21	235.83	240.52	245.21	250.11	255.22	260.33	265.51	270.90
20 Pays	1,404.56	1,460.19	1,519.09	1,578.00	1,641.49	1,707.59	1,776.97	1,847.00	1,920.96	1,996.23	2,078.04	2,119.27	2,161.81	2,205.01	2,248.86	2,292.71	2,338.53	2,386.31	2,434.09	2,482.52	2,532.92
24 Pays	1,170.46	1,216.82	1,265.91	1,315.00	1,367.91	1,422.99	1,480.81	1,539.17	1,600.80	1,663.52	1,731.70	1,766.06	1,801.51	1,837.51	1,874.05	1,910.59	1,948.77	1,988.59	2,028.40	2,068.77	2,110.76
Annual	28,091.14	29,203.79	30,381.89	31,559.99	32,829.72	34,151.81	35,539.35	36,939.98	38,419.15	39,924.50	41,560.75	42,385.42	43,236.27	44,100.21	44,977.24	45,854.27	46,770.57	47,726.14	48,681.71	49,650.37	50,658.30

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	24.60	25.56	26.59	27.65	28.77	29.92	31.10	32.37	33.65	34.99	36.39	37.13	37.88	38.63	39.41	40.19	40.99	41.81	42.66	43.50	44.37
Daily	172.20	178.92	186.13	193.55	201.39	209.44	217.70	226.59	235.55	244.93	254.73	259.91	265.16	270.41	275.87	281.33	286.93	292.67	298.62	304.50	310.59
20 Pays	1,610.07	1,672.90	1,740.32	1,809.69	1,883.00	1,958.26	2,035.50	2,118.62	2,202.39	2,290.10	2,381.73	2,430.16	2,479.25	2,528.33	2,579.38	2,630.44	2,682.80	2,736.46	2,792.10	2,847.08	2,904.02
24 Pays	1,341.73	1,394.09	1,450.26	1,508.08	1,569.16	1,631.89	1,696.25	1,765.51	1,835.33	1,908.41	1,984.77	2,025.13	2,066.04	2,106.94	2,149.49	2,192.03	2,235.66	2,280.39	2,326.75	2,372.56	2,420.01
Annual	32,201.40	33,458.04	34,806.31	36,193.85	37,659.93	39,165.28	40,709.90	42,372.33	44,047.85	45,801.91	47,634.51	48,603.17	49,584.92	50,566.67	51,587.69	52,608.71	53,655.91	54,729.29	55,841.94	56,941.50	58,080.33

A Scale 190 Days Resource & Occupational/Physical Therapy/Outoodor Lab Assistant Assistant 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	24.60	25.56	26.59	27.65	28.77	29.92	31.10	32.37	33.65	34.99	36.39	37.13	37.88	38.63	39.41	40.19	40.99	41.81	42.66	43.50	44.37
Daily	196.80	204.48	212.72	221.20	230.16	239.36	248.80	258.96	269.20	279.92	291.12	297.04	303.04	309.04	315.28	321.52	327.92	334.48	341.28	348.00	354.96
20 Pays	1,869.60	1,942.56	2,020.84	2,101.40	2,186.52	2,273.92	2,363.60	2,460.12	2,557.40	2,659.24	2,765.64	2,821.88	2,878.88	2,935.88	2,995.16	3,054.44	3,115.24	3,177.56	3,242.16	3,306.00	3,372.12
24 Pays	1,558.00	1,618.80	1,684.03	1,751.17	1,822.10	1,894.93	1,969.67	2,050.10	2,131.17	2,216.03	2,304.70	2,351.57	2,399.07	2,446.57	2,495.97	2,545.37	2,596.03	2,647.97	2,701.80	2,755.00	2,810.10
Annual	37,392.00	38,851.20	40,416.80	42,028.00	43,730.40	45,478.40	47,272.00	49,202.40	51,148.00	53,184.80	55,312.80	56,437.60	57,577.60	58,717.60	59,903.20	61,088.80	62,304.80	63,551.20	64,843.20	66,120.00	67,442.40

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	28.03	29.16	30.32	31.52	32.79	34.10	35.46	36.90	38.36	39.89	41.49	42.31	43.19	44.02	44.93	45.81	46.73	47.66	48.62	49.59	50.59
Daily	224.24	233.28	242.56	252.16	262.32	272.80	283.68	295.20	306.88	319.12	331.92	338.48	345.52	352.16	359.44	366.48	373.84	381.28	388.96	396.72	404.72
20 Pays	2,130.28	2,216.16	2,304.32	2,395.52	2,492.04	2,591.60	2,694.96	2,804.40	2,915.36	3,031.64	3,153.24	3,215.56	3,282.44	3,345.52	3,414.68	3,481.56	3,551.48	3,622.16	3,695.12	3,768.84	3,844.84
24 Pays	1,775.23	1,846.80	1,920.27	1,996.27	2,076.70	2,159.67	2,245.80	2,337.00	2,429.47	2,526.37	2,627.70	2,679.63	2,735.37	2,787.93	2,845.57	2,901.30	2,959.57	3,018.47	3,079.27	3,140.70	3,204.03
Annual	42,605.60	44,323.20	46,086.40	47,910.40	49,840.80	51,832.00	53,899.20	56,088.00	58,307.20	60,632.80	63,064.80	64,311.20	65,648.80	66,910.40	68,293.60	69,631.20	71,029.60	72,443.20	73,902.40	75,376.80	76,896.80

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	30.14	31.36	32.59	33.91	35.27	36.67	38.14	39.67	41.25	42.89	44.62	45.50	46.42	47.36	48.30	49.26	50.25	51.26	52.29	53.32	54.39
Daily	241.12	250.88	260.72	271.28	282.16	293.36	305.12	317.36	330.00	343.12	356.96	364.00	371.36	378.88	386.40	394.08	402.00	410.08	418.32	426.56	435.12
20 Pays	2,290.64	2,383.36	2,476.84	2,577.16	2,680.52	2,786.92	2,898.64	3,014.92	3,135.00	3,259.64	3,391.12	3,458.00	3,527.92	3,599.36	3,670.80	3,743.76	3,819.00	3,895.76	3,974.04	4,052.32	4,133.64
24 Pays	1,908.87	1,986.13	2,064.03	2,147.63	2,233.77	2,322.43	2,415.53	2,512.43	2,612.50	2,716.37	2,825.93	2,881.67	2,939.93	2,999.47	3,059.00	3,119.80	3,182.50	3,246.47	3,311.70	3,376.93	3,444.70
Annual	45,812.80	47,667.20	49,536.80	51,543.20	53,610.40	55,738.40	57,972.80	60,298.40	62,700.00	65,192.80	67,822.40	69,160.00	70,558.40	71,987.20	73,416.00	74,875.20	76,380.00	77,915.20	79,480.80	81,046.40	82,672.80

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	34.28	35.65	37.06	38.56	40.12	41.71	43.37	45.12	46.92	48.77	50.73	51.75	52.77	53.85	54.92	56.02	57.14	58.28	59.45	60.64	61.85
Daily	274.24	285.20	296.48	308.48	320.96	333.68	346.96	360.96	375.36	390.16	405.84	414.00	422.16	430.80	439.36	448.16	457.12	466.24	475.60	485.12	494.80
20 Pays	2,605.28	2,709.40	2,816.56	2,930.56	3,049.12	3,169.96	3,296.12	3,429.12	3,565.92	3,706.52	3,855.48	3,933.00	4,010.52	4,092.60	4,173.92	4,257.52	4,342.64	4,429.28	4,518.20	4,608.64	4,700.60
24 Pays	2,171.07	2,257.83	2,347.13	2,442.13	2,540.93	2,641.63	2,746.77	2,857.60	2,971.60	3,088.77	3,212.90	3,277.50	3,342.10	3,410.50	3,478.27	3,547.93	3,618.87	3,691.07	3,765.17	3,840.53	3,917.17
Annual	52,105.60	54,188.00	56,331.20	58,611.20	60,982.40	63,399.20	65,922.40	68,582.40	71,318.40	74,130.40	77,109.60	78,660.00	80,210.40	81,852.00	83,478.40	85,150.40	86,852.80	88,585.60	90,364.00	92,172.80	94,012.00

2026-27 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			18.55	19.09	19.69	20.27	20.89	21.51	22.15	22.82	23.50	24.21	24.93	25.67	26.44	27.23	28.06	28.90	29.77	30.65	31.58
03		18.55	19.09	19.69	20.27	20.89	21.51	22.15	22.82	23.50	24.21	24.93	25.67	26.44	27.23	28.06	28.90	29.77	30.65	31.58	32.52
05	18.55	19.09	19.69	20.27	20.89	21.51	22.15	22.82	23.50	24.21	24.93	25.67	26.44	27.23	28.06	28.90	29.77	30.65	31.58	32.52	33.50
06	19.09	19.69	20.27	20.89	21.51	22.15	22.82	23.50	24.21	24.93	25.67	26.44	27.23	28.06	28.90	29.77	30.65	31.58	32.52	33.50	34.52
07	20.45	21.06	21.69	22.34	23.02	23.71	24.43	25.14	25.91	26.68	27.47	28.29	29.14	30.02	30.92	31.87	32.81	33.79	34.81	35.84	36.92
08	21.88	22.54	23.20	23.90	24.62	25.36	26.12	26.90	27.73	28.55	29.40	30.28	31.20	32.11	33.09	34.09	35.10	36.17	37.24	38.35	39.51
09	23.42	24.12	24.83	25.58	26.35	27.14	27.95	28.78	29.66	30.53	31.46	32.40	33.38	34.37	35.40	36.47	37.56	38.69	39.86	41.04	42.28
10	25.04	25.79	26.56	27.38	28.19	29.03	29.89	30.81	31.73	32.67	33.67	34.66	35.71	36.78	37.89	39.01	40.18	41.40	42.64	43.93	45.24
11	26.81	27.61	28.42	29.29	30.17	31.07	32.00	32.97	33.95	34.97	36.02	37.11	38.22	39.35	40.53	41.75	43.01	44.29	45.62	46.99	48.40
12	28.68	29.53	30.42	31.33	32.29	33.22	34.23	35.27	36.33	37.41	38.54	39.70	40.89	42.11	43.38	44.68	46.02	47.39	48.81	50.28	51.79

2026-27 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			17.62	18.14	18.71	19.26	19.85	20.43	21.04	21.68	22.33	23.00	23.68	24.39	25.12	25.87	26.66	27.46	28.28	29.12	30.00
03		17.62	18.14	18.71	19.26	19.85	20.43	21.04	21.68	22.33	23.00	23.68	24.39	25.12	25.87	26.66	27.46	28.28	29.12	30.00	30.89
05	17.62	18.14	18.71	19.26	19.85	20.43	21.04	21.68	22.33	23.00	23.68	24.39	25.12	25.87	26.66	27.46	28.28	29.12	30.00	30.89	31.83
06	18.14	18.71	19.26	19.85	20.43	21.04	21.68	22.33	23.00	23.68	24.39	25.12	25.87	26.66	27.46	28.28	29.12	30.00	30.89	31.83	32.79
07	19.43	20.01	20.61	21.22	21.87	22.52	23.21	23.88	24.61	25.35	26.10	26.88	27.68	28.52	29.37	30.28	31.17	32.10	33.07	34.05	35.07
08	20.79	21.41	22.04	22.71	23.39	24.09	24.81	25.56	26.34	27.12	27.93	28.77	29.64	30.50	31.44	32.39	33.35	34.36	35.38	36.43	37.53
09	22.25	22.91	23.59	24.30	25.03	25.78	26.55	27.34	28.18	29.00	29.89	30.78	31.71	32.65	33.63	34.65	35.68	36.76	37.87	38.99	40.17
10	23.79	24.50	25.23	26.01	26.78	27.58	28.40	29.27	30.14	31.04	31.99	32.93	33.92	34.94	36.00	37.06	38.17	39.33	40.51	41.73	42.98
11	25.47	26.23	27.00	27.83	28.66	29.52	30.40	31.32	32.25	33.22	34.22	35.25	36.31	37.38	38.50	39.66	40.86	42.08	43.34	44.64	45.98
12	27.25	28.05	28.90	29.76	30.68	31.56	32.52	33.51	34.51	35.54	36.61	37.72	38.85	40.00	41.21	42.45	43.72	45.02	46.37	47.77	49.20

2026-27 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	19.52	20.31	21.12	21.97	22.84	23.76	24.70	25.68	26.71	27.79	28.90	29.64	30.37	31.12	31.91	32.68	33.36	34.03	34.70	35.39	36.11
7	22.27	23.16	24.10	25.04	26.06	27.11	28.19	29.32	30.48	31.69	32.98	33.79	34.64	35.51	36.39	37.31	38.06	38.82	39.59	40.39	41.20
9	25.76	26.81	27.87	28.99	30.16	31.35	32.60	33.91	35.27	36.68	38.15	39.09	40.07	41.06	42.11	43.16	44.01	44.90	45.80	46.71	47.65
10	27.58	28.69	29.83	31.03	32.28	33.56	34.90	36.30	37.75	39.27	40.82	41.85	42.90	43.97	45.06	46.18	47.11	48.07	49.04	49.99	50.99
11	29.49	30.70	31.92	33.17	34.52	35.89	37.33	38.83	40.39	41.99	43.66	44.76	45.89	47.02	48.21	49.41	50.39	51.41	52.44	53.49	54.56
12	31.59	32.88	34.18	35.56	36.98	38.44	39.99	41.59	43.26	44.99	46.77	47.95	49.15	50.38	51.63	52.92	53.99	55.07	56.17	57.28	58.43

2026-27 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	18.54	19.29	20.06	20.87	21.70	22.57	23.47	24.40	25.37	26.40	27.46	28.16	28.85	29.56	30.31	31.05	31.69	32.33	32.97	33.62	34.30
7	21.16	22.00	22.90	23.79	24.76	25.75	26.78	27.85	28.96	30.11	31.33	32.10	32.91	33.73	34.57	35.44	36.16	36.88	37.61	38.37	39.14
9	24.47	25.47	26.48	27.54	28.65	29.78	30.97	32.21	33.51	34.85	36.24	37.14	38.07	39.01	40.00	41.00	41.81	42.66	43.51	44.37	45.27
10	26.20	27.26	28.34	29.48	30.67	31.88	33.16	34.49	35.86	37.31	38.78	39.76	40.76	41.77	42.81	43.87	44.75	45.67	46.59	47.49	48.44
11	28.02	29.17	30.32	31.51	32.79	34.10	35.46	36.89	38.37	39.89	41.48	42.52	43.60	44.67	45.80	46.94	47.87	48.84	49.82	50.82	51.83
12	30.01	31.24	32.47	33.78	35.13	36.52	37.99	39.51	41.10	42.74	44.43	45.55	46.69	47.86	49.05	50.27	51.29	52.32	53.36	54.42	55.51

2026-27 E-Scale Salary Schedule for Retirement Eligible Employees

200* 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**
Hourly	37.28	38.39	39.54	40.74	41.94	43.21	44.50	45.84	47.22	48.63	50.10	51.08	52.11	53.16	54.23	55.32	55.86	56.42	56.98	57.56	58.12	58.71	59.30	59.90	60.49	61.10
Daily	298.24	307.12	316.32	325.92	335.52	345.68	356.00	366.72	377.76	389.04	400.80	408.64	416.88	425.28	433.84	442.56	446.88	451.36	455.84	460.48	464.96	469.68	474.40	479.20	483.92	488.80
20 Pays	2,982.40	3,071.20	3,163.20	3,259.20	3,355.20	3,456.80	3,560.00	3,667.20	3,777.60	3,890.40	4,008.00	4,086.40	4,168.80	4,252.80	4,338.40	4,425.60	4,468.80	4,513.60	4,558.40	4,604.80	4,649.60	4,696.80	4,744.00	4,792.00	4,839.20	4,888.00
24 Pays	2,485.33	2,559.33	2,636.00	2,716.00	2,796.00	2,880.67	2,966.67	3,056.00	3,148.00	3,242.00	3,340.00	3,405.33	3,474.00	3,544.00	3,615.33	3,688.00	3,724.00	3,761.33	3,798.67	3,837.33	3,874.67	3,914.00	3,953.33	3,993.33	4,032.67	4,073.33
Annual	59,648.00	61,424.00	63,264.00	65,184.00	67,104.00	69,136.00	71,200.00	73,344.00	75,552.00	77,808.00	80,160.00	81,728.00	83,376.00	85,056.00	86,768.00	88,512.00	89,376.00	90,272.00	91,168.00	92,096.00	92,992.00	93,936.00	94,880.00	95,840.00	96,784.00	97,760.00

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	211.93	218.28	224.83	231.57	238.52	245.68	253.05	260.65	268.45	276.51	284.81	290.50	296.31	302.24	308.28	314.45	317.59	320.77	323.98	327.22	330.49	333.80	337.14	340.50	343.91	347.35
24 Pays	2,295.88	2,364.67	2,435.63	2,508.71	2,583.96	2,661.50	2,741.38	2,823.67	2,908.25	2,995.54	3,085.42	3,147.13	3,210.04	3,274.25	3,339.75	3,406.54	3,440.58	3,475.04	3,509.79	3,544.88	3,580.29	3,616.13	3,652.33	3,688.79	3,725.67	3,762.96
Annual	55,101.00	56,752.00	58,455.00	60,209.00	62,015.00	63,876.00	65,793.00	67,768.00	69,798.00	71,893.00	74,050.00	75,531.00	77,041.00	78,582.00	80,154.00	81,757.00	82,574.00	83,401.00	84,235.00	85,077.00	85,927.00	86,787.00	87,656.00	88,531.00	89,416.00	90,311.00

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	222.52	229.20	236.08	243.15	250.45	257.97	265.70	273.67	281.88	290.34	299.05	305.03	311.13	317.35	323.70	330.17	333.48	336.80	340.18	343.58	347.01	350.48	353.99	357.53	361.10	364.71
24 Pays	2,410.67	2,483.00	2,557.50	2,634.17	2,713.21	2,794.63	2,878.42	2,964.79	3,053.71	3,145.33	3,239.67	3,304.50	3,370.54	3,437.96	3,506.71	3,576.83	3,612.67	3,648.71	3,685.25	3,722.13	3,759.29	3,796.92	3,834.92	3,873.21	3,911.96	3,951.04
Annual	57,856.00	59,592.00	61,380.00	63,220.00	65,117.00	67,071.00	69,082.00	71,155.00	73,289.00	75,488.00	77,752.00	79,308.00	80,893.00	82,511.00	84,161.00	85,844.00	86,704.00	87,569.00	88,446.00	89,331.00	90,223.00	91,126.00	92,038.00	92,957.00	93,887.00	94,825.00

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	233.66	240.67	247.88	255.32	262.98	270.87	279.00	287.37	295.99	304.87	314.02	320.29	326.70	333.23	339.90	346.69	350.17	353.67	357.20	360.77	364.38	368.03	371.70	375.42	379.18	382.97
24 Pays	2,531.29	2,607.25	2,685.38	2,765.96	2,848.96	2,934.42	3,022.50	3,113.17	3,206.54	3,302.75	3,401.83	3,469.79	3,539.29	3,610.04	3,682.25	3,755.83	3,793.46	3,831.38	3,869.67	3,908.33	3,947.42	3,986.96	4,026.79	4,067.08	4,107.75	4,148.79
Annual	60,751.00	62,574.00	64,449.00	66,383.00	68,375.00	70,426.00	72,540.00	74,716.00	76,957.00	79,266.00	81,644.00	83,275.00	84,943.00	86,641.00	88,374.00	90,140.00	91,043.00	91,953.00	92,872.00	93,800.00	94,738.00	95,687.00	96,643.00	97,610.00	98,586.00	99,571.00

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	245.34	252.70	260.28	268.10	276.13	284.42	292.95	301.74	310.78	320.12	329.72	336.32	343.03	349.90	356.90	364.03	367.68	371.35	375.07	378.82	382.60	386.43	390.30	394.20	398.13	402.12
24 Pays	2,657.88	2,737.58	2,819.71	2,904.38	2,991.38	3,081.17	3,173.67	3,268.83	3,366.83	3,467.92	3,571.92	3,643.42	3,716.21	3,790.54	3,866.42	3,943.67	3,983.17	4,023.00	4,063.21	4,103.88	4,144.83	4,186.33	4,228.21	4,270.50	4,313.13	4,356.29
Annual	63,789.00	65,702.00	67,673.00	69,705.00	71,793.00	73,948.00	76,168.00	78,452.00	80,804.00	83,230.00	85,726.00	87,442.00	89,189.00	90,973.00	92,794.00	94,648.00	95,596.00	96,552.00	97,517.00	98,493.00	99,476.00	100,472.00	101,477.00	102,492.00	103,515.00	104,551.00

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	257.59	265.32	273.28	281.48	289.93	298.62	307.58	316.82	326.32	336.10	346.19	353.11	360.18	367.38	374.73	382.22	386.04	389.90	393.80	397.74	401.72	405.73	409.79	413.89	418.03	422.21
24 Pays	2,790.58	2,874.33	2,960.54	3,049.38	3,140.88	3,235.08	3,332.17	3,432.17	3,535.08	3,641.13	3,750.38	3,825.38	3,901.96	3,979.96	4,059.54	4,140.75	4,182.13	4,223.96	4,266.21	4,308.83	4,351.92	4,395.42	4,439.42	4,483.79	4,528.63	4,573.92
Annual	66,974.00	68,984.00	71,053.00	73,185.00	75,381.00	77,642.00	79,972.00	82,372.00	84,842.00	87,387.00	90,009.00	91,809.00	93,647.00	95,519.00	97,429.00	99,378.00	100,371.00	101,375.00	102,389.00	103,412.00	104,446.00	105,490.00	106,546.00	107,611.00	108,687.00	109,774.00

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	270.48	278.60	286.95	295.56	304.43	313.57	322.97	332.66	342.63	352.92	363.51	370.78	378.19	385.75	393.47	401.34	405.35	409.40	413.50	417.63	421.81	426.03	430.29	434.59	438.94	443.33
24 Pays	2,930.21	3,018.17	3,108.67	3,201.92	3,298.00	3,396.96	3,498.88	3,603.79	3,711.88	3,823.25	3,938.00	4,016.75	4,097.08	4,179.00	4,262.58	4,347.83	4,391.33	4,435.21	4,479.63	4,524.38	4,569.63	4,615.33	4,661.46	4,708.08	4,755.21	4,802.75
Annual	70,325.00	72,436.00	74,608.00	76,846.00	79,152.00	81,527.00	83,973.00	86,491.00	89,085.00	91,758.00	94,512.00	96,402.00	98,330.00	100,296.00	102,302.00	104,348.00	105,392.00	106,445.00	107,511.00	108,585.00	109,671.00	110,768.00	111,875.00	112,994.00	114,125.00	115,266.00

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	284.00	292.52	301.30	310.33	319.65	329.23	339.11	349.28	359.77	370.55	381.67	389.30	397.09	405.03	413.14	421.40	425.61	429.87	434.17	438.51	442.89	447.32	451.79	456.31	460.88	465.48
24 Pays	3,076.63	3,169.00	3,264.04	3,361.96	3,462.83	3,566.71	3,673.67	3,783.92	3,897.46	4,014.33	4,134.79	4,217.46	4,301.83	4,387.83	4,475.67	4,565.17	4,610.79	4,656.88	4,703.46	4,750.50	4,797.96	4,845.96	4,894.42	4,943.38	4,992.83	5,042.71
Annual	73,839.00	76,056.00	78,337.00	80,687.00	83,108.00	85,601.00	88,168.00	90,814.00	93,539.00	96,344.00	99,235.00	101,219.00	103,244.00	105,308.00	107,416.00	109,564.00	110,659.00	111,765.00	112,883.00	114,012.00	115,151.00	116,303.00	117,466.00	118,641.00	119,828.00	121,025.00

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	298.21	307.15	316.36	325.86	335.63	345.70	356.08	366.76	377.75	389.09	400.76	408.78	416.95	425.29	433.80	442.47	446.90	451.36	455.88	460.44	465.04	469.70	474.39	479.14	483.93	488.77
24 Pays	3,230.58	3,327.46	3,427.25	3,530.17	3,636.00	3,745.08	3,857.50	3,973.21	4,092.33	4,215.13	4,341.58	4,428.42	4,517.00	4,607.33	4,699.50	4,793.46	4,841.42	4,889.75	4,938.75	4,988.13	5,037.96	5,088.38	5,139.21	5,190.67	5,242.54	5,294.96
Annual	77,534.00	79,859.00	82,254.00	84,724.00	87,264.00	89,882.00	92,580.00	95,357.00	98,216.00	101,163.00	104,198.00	106,282.00	108,408.00	110,576.00	112,788.00	115,043.00	116,194.00	117,354.00	118,530.00	119,715.00	120,911.00	122,121.00	123,341.00	124,576.00	125,821.00	127,079.00

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	313.12	322.51	332.18	342.15	352.42	362.98	373.88	385.09	396.65	408.55	420.80	429.22	437.80	446.56	455.49	464.60	469.24	473.93	478.68	483.47	488.30	493.18	498.11	503.10	508.12	513.20
24 Pays	3,392.13	3,493.83	3,598.63	3,706.63	3,817.83	3,932.33	4,050.38	4,171.83	4,297.00	4,425.92	4,558.71	4,649.92	4,742.83	4,837.71	4,934.46	5,033.13	5,083.42	5,134.29	5,185.67	5,237.58	5,289.96	5,342.83	5,396.21	5,450.21	5,504.63	5,559.71
Annual	81,411.00	83,852.00	86,367.00	88,959.00	91,628.00	94,376.00	97,209.00	100,124.00	103,128.00	106,222.00	109,409.00	111,598.00	113,828.00	116,105.00	118,427.00	120,795.00	122,002.00	123,223.00	124,456.00	125,702.00	126,959.00	128,228.00	129,509.00	130,805.00	132,111.00	133,433.00

2026-27 E-Scale Salary Schedule for Retirement Eligible Employees

260** 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	328.77	338.63	348.80	359.26	370.03	381.13	392.57	404.35	416.47	428.97	441.85	450.68	459.69	468.89	478.27	487.83	492.70	497.63	502.62	507.64	512.72	517.84	523.02	528.25	533.53	538.87
24 Pays	3,561.67	3,668.54	3,778.63	3,891.96	4,008.71	4,128.96	4,252.83	4,380.50	4,511.79	4,647.21	4,786.67	4,882.38	4,980.00	5,079.63	5,181.25	5,284.79	5,337.63	5,391.04	5,445.00	5,499.42	5,554.42	5,609.92	5,666.08	5,722.71	5,779.92	5,837.71
Annual	85,480.00	88,045.00	90,687.00	93,407.00	96,209.00	99,095.00	102,068.00	105,132.00	108,283.00	111,533.00	114,880.00	117,177.00	119,520.00	121,911.00	124,350.00	126,835.00	128,103.00	129,385.00	130,680.00	131,986.00	133,306.00	134,638.00	135,986.00	137,345.00	138,718.00	140,105.00

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	362.88	373.76	384.97	396.52	408.41	420.67	433.29	446.28	459.68	473.47	487.67	497.43	507.37	517.52	527.87	538.42	543.81	549.25	554.74	560.29	565.88	571.55	577.27	583.04	588.87	594.76
24 Pays	3,931.21	4,049.08	4,170.50	4,295.63	4,424.46	4,557.25	4,693.96	4,834.75	4,979.83	5,129.21	5,283.08	5,388.83	5,496.50	5,606.42	5,718.58	5,832.92	5,891.29	5,950.21	6,009.71	6,069.79	6,130.42	6,191.83	6,253.75	6,316.25	6,379.42	6,443.25
Annual	94,349.00	97,178.00	100,092.00	103,095.00	106,187.00	109,374.00	112,655.00	116,034.00	119,516.00	123,101.00	126,794.00	129,332.00	131,916.00	134,554.00	137,246.00	139,990.00	141,391.00	142,805.00	144,233.00	145,675.00	147,130.00	148,604.00	150,090.00	151,590.00	153,106.00	154,638.00

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	377.39	388.71	400.38	412.38	424.75	437.49	450.62	464.14	478.07	492.40	507.18	517.33	527.67	538.23	548.99	559.97	565.57	571.22	576.93	582.70	588.53	594.42	600.36	606.36	612.43	618.55
24 Pays	4,088.38	4,211.04	4,337.42	4,467.42	4,601.46	4,739.50	4,881.71	5,028.21	5,179.04	5,334.33	5,494.46	5,604.38	5,716.42	5,830.79	5,947.38	6,066.29	6,126.96	6,188.25	6,250.13	6,312.63	6,375.79	6,439.50	6,503.88	6,568.92	6,634.63	6,701.00
Annual	98,121.00	101,065.00	104,098.00	107,218.00	110,435.00	113,748.00	117,161.00	120,677.00	124,297.00	128,024.00	131,867.00	134,505.00	137,194.00	139,939.00	142,737.00	145,591.00	147,047.00	148,518.00	150,003.00	151,503.00	153,019.00	154,548.00	156,093.00	157,654.00	159,231.00	160,824.00

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	392.48	404.26	416.39	428.87	441.74	455.00	468.65	482.71	497.18	512.10	527.47	538.02	548.77	559.75	570.95	582.37	588.18	594.07	600.01	606.01	612.07	618.19	624.37	630.61	636.92	643.29
24 Pays	4,251.88	4,379.50	4,510.88	4,646.13	4,785.54	4,929.13	5,077.00	5,229.33	5,386.17	5,547.79	5,714.21	5,828.50	5,945.04	6,063.96	6,185.25	6,308.96	6,372.00	6,435.75	6,500.13	6,565.13	6,630.71	6,697.08	6,764.00	6,831.63	6,899.96	6,969.00
Annual	102,045.00	105,108.00	108,261.00	111,507.00	114,853.00	118,299.00	121,848.00	125,504.00	129,268.00	133,147.00	137,141.00	139,884.00	142,681.00	145,535.00	148,446.00	151,415.00	152,928.00	154,458.00	156,003.00	157,563.00	159,137.00	160,730.00	162,336.00	163,959.00	165,599.00	167,256.00

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	419.96	432.55	445.53	458.90	472.67	486.85	501.45	516.49	531.99	547.94	564.39	575.67	587.19	598.93	610.91	623.13	629.36	635.65	642.01	648.43	654.92	661.46	668.08	674.76	681.51	688.33
24 Pays	4,549.58	4,686.00	4,826.58	4,971.46	5,120.54	5,274.17	5,432.42	5,595.33	5,763.21	5,936.04	6,114.21	6,236.46	6,361.21	6,488.38	6,618.21	6,750.58	6,818.08	6,886.25	6,955.13	7,024.71	7,094.92	7,165.83	7,237.50	7,309.88	7,383.00	7,456.88
Annual	109,190.00	112,464.00	115,838.00	119,315.00	122,893.00	126,580.00	130,378.00	134,288.00	138,317.00	142,465.00	146,741.00	149,675.00	152,669.00	155,721.00	158,837.00	162,014.00	163,634.00	165,270.00	166,923.00	168,593.00	170,278.00	171,980.00	173,700.00	175,437.00	177,192.00	178,965.00

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	449.35	462.84	476.72	491.02	505.75	520.92	536.55	552.65	569.23	586.30	603.90	615.98	628.29	640.86	653.67	666.75	673.42	680.15	686.95	693.82	700.76	707.77	714.84	721.99	729.21	736.50
24 Pays	4,868.00	5,014.08	5,164.46	5,319.38	5,479.00	5,643.33	5,812.67	5,987.08	6,166.67	6,351.63	6,542.21	6,673.08	6,806.50	6,942.63	7,081.46	7,223.17	7,295.33	7,368.29	7,442.00	7,516.42	7,591.54	7,667.46	7,744.13	7,821.54	7,899.75	7,978.79
Annual	116,832.00	120,338.00	123,947.00	127,665.00	131,496.00	135,440.00	139,504.00	143,690.00	148,000.00	152,439.00	157,013.00	160,154.00	163,356.00	166,623.00	169,955.00	173,356.00	175,088.00	176,839.00	178,608.00	180,394.00	182,197.00	184,019.00	185,859.00	187,717.00	189,594.00	191,491.00

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	480.81	495.23	510.08	525.40	541.16	557.39	574.11	591.34	609.08	627.34	646.17	659.10	672.27	685.72	699.43	713.42	720.55	727.76	735.03	742.39	749.81	757.31	764.88	772.53	780.26	788.06
24 Pays	5,208.75	5,365.00	5,525.92	5,691.79	5,862.54	6,038.38	6,219.54	6,406.17	6,598.33	6,796.21	7,000.13	7,140.21	7,282.92	7,428.63	7,577.21	7,728.71	7,806.00	7,884.08	7,962.88	8,042.58	8,122.92	8,204.21	8,286.21	8,369.08	8,452.79	8,537.29
Annual	125,010.00	128,760.00	132,622.00	136,603.00	140,701.00	144,921.00	149,269.00	153,748.00	158,360.00	163,109.00	168,003.00	171,365.00	174,790.00	178,287.00	181,853.00	185,489.00	187,344.00	189,218.00	191,109.00	193,022.00	194,950.00	196,901.00	198,869.00	200,858.00	202,867.00	204,895.00

2026-27 E-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

200* 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**
Hourly	35.42	36.47	37.56	38.70	39.84	41.05	42.28	43.55	44.86	46.20	47.60	48.53	49.50	50.50	51.52	52.55	53.07	53.60	54.13	54.68	55.21	55.77	56.34	56.91	57.47	58.05
Daily	283.36	291.76	300.48	309.60	318.72	328.40	338.24	348.40	358.88	369.60	380.80	388.24	396.00	404.00	412.16	420.40	424.56	428.80	433.04	437.44	441.68	446.16	450.72	455.28	459.76	464.40
20 Pays	2,833.60	2,917.60	3,004.80	3,096.00	3,187.20	3,284.00	3,382.40	3,484.00	3,588.80	3,696.00	3,808.00	3,882.40	3,960.00	4,040.00	4,121.60	4,204.00	4,245.60	4,288.00	4,330.40	4,374.40	4,416.80	4,461.60	4,507.20	4,552.80	4,597.60	4,644.00
24 Pays	2,361.33	2,431.33	2,504.00	2,580.00	2,656.00	2,736.67	2,818.67	2,903.33	2,990.67	3,080.00	3,173.33	3,235.33	3,300.00	3,366.67	3,434.67	3,503.33	3,538.00	3,573.33	3,608.67	3,645.33	3,680.67	3,718.00	3,756.00	3,794.00	3,831.33	3,870.00
Annual	56,672.00	58,352.00	60,096.00	61,920.00	63,744.00	65,680.00	67,648.00	69,680.00	71,776.00	73,920.00	76,160.00	77,648.00	79,200.00	80,800.00	82,432.00	84,080.00	84,912.00	85,760.00	86,608.00	87,488.00	88,336.00	89,232.00	90,144.00	91,056.00	91,952.00	92,880.00

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	201.33	207.36	213.58	220.00	226.59	233.39	240.40	247.62	255.03	262.68	270.57	275.98	281.50	287.13	292.87	298.73	301.71	304.73	307.78	310.86	313.97	317.11	320.28	323.48	326.71	329.98
24 Pays	2,181.08	2,246.42	2,313.83	2,383.29	2,454.75	2,528.42	2,604.29	2,682.50	2,762.83	2,845.75	2,931.17	2,989.75	3,049.54	3,110.54	3,172.75	3,236.21	3,268.54	3,301.29	3,334.29	3,367.63	3,401.29	3,435.33	3,469.71	3,504.33	3,539.38	3,574.79
Annual	52,346	53,914	55,532	57,199	58,914	60,682	62,503	64,380	66,308	68,298	70,348	71,754	73,189	74,653	76,146	77,669	78,445	79,231	80,023	80,823	81,631	82,448	83,273	84,104	84,945	85,795

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	211.40	217.74	224.27	231.00	237.93	245.07	252.42	259.99	267.79	275.82	284.09	289.78	295.57	301.48	307.51	313.66	316.80	319.97	323.17	326.40	329.66	332.96	336.29	339.65	343.05	346.48
24 Pays	2,290.13	2,358.83	2,429.63	2,502.46	2,577.54	2,654.88	2,734.50	2,816.54	2,901.04	2,988.08	3,077.67	3,139.29	3,202.00	3,266.04	3,331.38	3,398.00	3,432.04	3,466.29	3,501.00	3,536.00	3,571.33	3,607.08	3,643.17	3,679.54	3,716.38	3,753.50
Annual	54,963	56,612	58,311	60,059	61,861	63,717	65,628	67,597	69,625	71,714	73,864	75,343	76,848	78,385	79,953	81,552	82,369	83,191	84,024	84,864	85,712	86,570	87,436	88,309	89,193	90,084

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	221.97	228.63	235.49	242.55	249.83	257.33	265.05	273.00	281.19	289.63	298.32	304.27	310.37	316.57	322.90	329.36	332.66	335.98	339.34	342.73	346.16	349.63	353.12	356.65	360.22	363.82
24 Pays	2,404.71	2,476.88	2,551.13	2,627.67	2,706.50	2,787.71	2,871.38	2,957.50	3,046.21	3,137.63	3,231.75	3,296.29	3,362.33	3,429.54	3,498.13	3,568.04	3,603.79	3,639.79	3,676.17	3,712.92	3,750.04	3,787.63	3,825.46	3,863.75	3,902.38	3,941.33
Annual	57,713	59,445	61,227	63,064	64,956	66,905	68,913	70,980	73,109	75,303	77,562	79,111	80,696	82,309	83,955	85,633	86,491	87,355	88,228	89,110	90,001	90,903	91,811	92,730	93,657	94,592

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	233.08	240.07	247.27	254.69	262.32	270.20	278.31	286.65	295.25	304.11	313.23	319.50	325.88	332.40	339.05	345.83	349.29	352.78	356.31	359.88	363.47	367.11	370.78	374.49	378.23	382.01
24 Pays	2,525.00	2,600.71	2,678.71	2,759.17	2,841.79	2,927.13	3,015.00	3,105.38	3,198.50	3,294.54	3,393.33	3,461.25	3,530.42	3,601.00	3,673.08	3,746.50	3,784.00	3,821.83	3,860.04	3,898.67	3,937.58	3,977.00	4,016.79	4,056.96	4,097.46	4,138.46
Annual	60,600	62,417	64,289	66,220	68,203	70,251	72,360	74,529	76,764	79,069	81,440	83,070	84,730	86,424	88,154	89,916	90,816	91,724	92,641	93,568	94,502	95,448	96,403	97,367	98,339	99,323

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	244.71	252.06	259.62	267.41	275.43	283.69	292.20	300.97	310.00	319.30	328.88	335.46	342.17	349.01	355.99	363.11	366.74	370.41	374.12	377.85	381.63	385.45	389.30	393.19	397.13	401.10
24 Pays	2,651.04	2,730.63	2,812.50	2,896.92	2,983.83	3,073.33	3,165.54	3,260.54	3,358.33	3,459.08	3,562.88	3,634.13	3,706.88	3,780.96	3,856.58	3,933.71	3,973.00	4,012.75	4,052.92	4,093.38	4,134.33	4,175.67	4,217.46	4,259.58	4,302.21	4,345.21
Annual	63,625	65,535	67,500	69,526	71,612	73,760	75,973	78,253	80,600	83,018	85,509	87,219	88,965	90,743	92,558	94,409	95,352	96,306	97,270	98,241	99,224	100,216	101,219	102,230	103,253	104,285

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	256.96	264.67	272.61	280.78	289.21	297.89	306.82	316.02	325.50	335.27	345.33	352.24	359.28	366.47	373.80	381.27	385.08	388.93	392.83	396.75	400.72	404.73	408.77	412.86	417.00	421.17
24 Pays	2,783.71	2,867.25	2,953.25	3,041.83	3,133.08	3,227.13	3,323.92	3,423.58	3,526.29	3,632.08	3,741.08	3,815.92	3,892.25	3,970.04	4,049.46	4,130.46	4,171.75	4,213.46	4,255.63	4,298.17	4,341.13	4,384.58	4,428.38	4,472.67	4,517.46	4,562.63
Annual	66,809	68,814	70,878	73,004	75,194	77,451	79,774	82,166	84,631	87,170	89,786	91,582	93,414	95,281	97,187	99,131	100,122	101,123	102,135	103,156	104,187	105,230	106,281	107,344	108,419	109,503

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	269.80	277.90	286.23	294.82	303.67	312.77	322.15	331.82	341.78	352.03	362.59	369.84	377.24	384.78	392.48	400.33	404.33	408.37	412.46	416.58	420.74	424.95	429.20	433.50	437.83	442.21
24 Pays	2,922.79	3,010.54	3,100.83	3,193.88	3,289.71	3,388.38	3,490.00	3,594.71	3,702.58	3,813.63	3,928.04	4,006.58	4,086.75	4,168.46	4,251.88	4,336.92	4,380.25	4,424.04	4,468.29	4,512.96	4,558.04	4,603.67	4,649.71	4,696.21	4,743.21	4,790.58
Annual	70,147	72,253	74,420	76,653	78,953	81,321	83,760	86,273	88,862	91,527	94,273	96,158	98,082	100,043	102,045	104,086	105,126	106,177	107,239	108,311	109,393	110,488	111,593	112,709	113,837	114,974

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	283.30	291.79	300.54	309.57	318.85	328.42	338.27	348.42	358.87	369.63	380.72	388.34	396.11	404.03	412.11	420.35	424.55	428.79	433.09	437.42	441.79	446.21	450.67	455.18	459.73	464.33
24 Pays	3,069.04	3,161.08	3,255.88	3,353.67	3,454.21	3,557.83	3,664.63	3,774.54	3,887.71	4,004.38	4,124.50	4,207.00	4,291.17	4,376.96	4,464.54	4,553.79	4,599.33	4,645.25	4,691.83	4,738.71	4,786.04	4,833.96	4,882.25	4,931.13	4,980.42	5,030.21
Annual	73,657	75,866	78,141	80,488	82,901	85,388	87,951	90,589	93,305	96,105	98,988	100,968	102,988	105,047	107,149	109,291	110,384	111,486	112,604	113,729	114,865	116,015	117,174	118,347	119,530	120,725

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	297.46	306.38	315.57	325.04	334.80	344.83	355.19	365.84	376.82	388.12	399.77	407.76	415.91	424.23	432.72	441.37	445.78	450.24	454.74	459.30	463.89	468.53	473.21	477.94	482.71	487.54
24 Pays	3,222.50	3,319.13	3,418.71	3,521.29	3,626.96	3,735.71	3,847.88	3,963.25	4,082.17	4,204.63	4,330.79	4,417.42	4,505.71	4,595.83	4,687.75	4,781.46	4,829.25	4,877.58	4,926.38	4,975.71	5,025.46	5,075.71	5,126.42	5,177.71	5,229.38	5,281.71
Annual	77,340	79,659	82,049	84,511	87,047	89,657	92,349	95,118	97,972	100,911	103,939	106,018	108,137	110,300	112,506	114,755	115,902	117,062	118,233	119,417	120,611	121,817	123,034	124,265	125,505	126,761

2026-27 E-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

260** 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	312.33	321.70	331.36	341.30	351.53	362.08	372.94	384.13	395.65	407.52	419.75	428.15	436.71	445.44	454.36	463.43	468.07	472.75	477.48	482.26	487.08	491.95	496.87	501.84	506.85	511.92
24 Pays	3,383.58	3,485.13	3,589.71	3,697.38	3,808.29	3,922.50	4,040.21	4,161.46	4,286.21	4,414.83	4,547.33	4,638.25	4,731.00	4,825.63	4,922.21	5,020.54	5,070.75	5,121.50	5,172.75	5,224.46	5,276.71	5,329.42	5,382.79	5,436.58	5,490.92	5,545.83
Annual	81,206	83,643	86,153	88,737	91,399	94,140	96,965	99,875	102,869	105,956	109,136	111,318	113,544	115,815	118,133	120,493	121,698	122,916	124,146	125,387	126,641	127,906	129,187	130,478	131,782	133,100

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	344.74	355.07	365.72	376.69	387.99	399.63	411.62	423.97	436.69	449.79	463.28	472.56	482.00	491.64	501.48	511.50	516.62	521.79	527.00	532.27	537.59	542.98	548.41	553.89	559.43	565.02
24 Pays	3,734.67	3,846.63	3,961.96	4,080.83	4,203.25	4,329.38	4,459.25	4,593.00	4,730.83	4,872.75	5,018.92	5,119.38	5,221.67	5,326.08	5,432.67	5,541.29	5,596.71	5,652.71	5,709.21	5,766.29	5,823.92	5,882.25	5,941.08	6,000.46	6,060.46	6,121.08
Annual	89,632	92,319	95,087	97,940	100,878	103,905	107,022	110,232	113,540	116,946	120,454	122,865	125,320	127,826	130,384	132,991	134,321	135,665	137,021	138,391	139,774	141,174	142,586	144,011	145,451	146,906

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	358.52	369.28	380.36	391.76	403.51	415.62	428.09	440.93	454.16	467.78	481.82	491.46	501.28	511.32	521.54	531.97	537.29	542.66	548.09	553.57	559.11	564.70	570.34	576.04	581.80	587.63
24 Pays	3,883.96	4,000.50	4,120.54	4,244.04	4,371.38	4,502.54	4,637.63	4,776.79	4,920.08	5,067.63	5,219.75	5,324.17	5,430.58	5,539.25	5,650.00	5,762.96	5,820.63	5,878.83	5,937.63	5,997.00	6,057.00	6,117.54	6,178.67	6,240.46	6,302.88	6,365.96
Annual	93,215	96,012	98,893	101,857	104,913	108,061	111,303	114,643	118,082	121,623	125,274	127,780	130,334	132,942	135,600	138,311	139,695	141,092	142,503	143,928	145,368	146,821	148,288	149,771	151,269	152,783

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	372.86	384.05	395.57	407.43	419.65	432.25	445.22	458.57	472.33	486.50	501.09	511.12	521.33	531.76	542.40	553.25	558.78	564.37	570.01	575.71	581.46	587.28	593.15	599.08	605.07	611.13
24 Pays	4,039.29	4,160.54	4,285.33	4,413.83	4,546.25	4,682.67	4,823.17	4,967.88	5,116.88	5,270.42	5,428.50	5,537.08	5,647.79	5,760.75	5,876.00	5,993.50	6,053.42	6,113.96	6,175.13	6,236.88	6,299.17	6,362.25	6,425.79	6,490.04	6,554.96	6,620.54
Annual	96,943	99,853	102,848	105,932	109,110	112,384	115,756	119,229	122,805	126,490	130,284	132,890	135,547	138,258	141,024	143,844	145,282	146,735	148,203	149,685	151,180	152,694	154,219	155,761	157,319	158,893

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	398.97	410.93	423.25	435.96	449.03	462.50	476.38	490.67	505.39	520.55	536.17	546.89	557.83	568.98	580.37	591.97	597.89	603.87	609.91	616.01	622.17	628.39	634.67	641.02	647.43	653.91
24 Pays	4,322.13	4,451.71	4,585.25	4,722.88	4,864.50	5,010.46	5,160.79	5,315.58	5,475.04	5,639.25	5,808.50	5,924.63	6,043.17	6,163.96	6,287.29	6,413.04	6,477.17	6,541.96	6,607.38	6,673.46	6,740.17	6,807.54	6,875.63	6,944.38	7,013.83	7,084.04
Annual	103,731	106,841	110,046	113,349	116,748	120,251	123,859	127,574	131,401	135,342	139,404	142,191	145,036	147,935	150,895	153,913	155,452	157,007	158,577	160,163	161,764	163,381	165,015	166,665	168,332	170,017

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	426.88	439.70	452.88	466.47	480.47	494.88	509.73	525.02	540.77	556.99	573.70	585.18	596.88	608.82	620.99	633.42	639.75	646.14	652.61	659.13	665.72	672.38	679.10	685.89	692.75	699.68
24 Pays	4,624.58	4,763.38	4,906.25	5,053.42	5,205.04	5,361.17	5,522.04	5,687.75	5,858.33	6,034.04	6,215.08	6,339.42	6,466.17	6,595.50	6,727.38	6,862.00	6,930.58	6,999.88	7,069.92	7,140.58	7,211.96	7,284.08	7,356.92	7,430.46	7,504.75	7,579.83
Annual	110,990	114,321	117,750	121,282	124,921	128,668	132,529	136,506	140,600	144,817	149,162	152,146	155,188	158,292	161,457	164,688	166,334	167,997	169,678	171,374	173,087	174,818	176,566	178,331	180,114	181,916

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	456.77	470.47	484.58	499.13	514.10	529.52	545.41	561.77	578.62	595.98	613.86	626.14	638.66	651.43	664.46	677.75	684.53	691.37	698.28	705.27	712.32	719.45	726.64	733.90	741.25	748.65
24 Pays	4,948.33	5,096.75	5,249.63	5,407.21	5,569.42	5,736.46	5,908.58	6,085.88	6,268.42	6,456.42	6,650.13	6,783.21	6,918.79	7,057.21	7,198.33	7,342.29	7,415.71	7,489.88	7,564.75	7,640.46	7,716.79	7,794.00	7,871.92	7,950.63	8,030.17	8,110.42
Annual	118,760	122,322	125,991	129,773	133,666	137,675	141,806	146,061	150,442	154,954	159,603	162,797	166,051	169,373	172,760	176,215	177,977	179,757	181,554	183,371	185,203	187,056	188,926	190,815	192,724	194,650

2026-27 G-Scale Salary Schedule for Retirement Eligible Employees

G-Scale 196 Day 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	19.77	20.55	21.39	22.24	23.12	24.04	25.01	26.02	27.07	28.15	29.26	29.84	30.44	31.06	31.67	32.32	32.96	33.62	34.27	34.97	35.67
Daily	158.16	164.40	171.12	177.92	184.96	192.32	200.08	208.16	216.56	225.20	234.08	238.72	243.52	248.48	253.36	258.56	263.68	268.96	274.16	279.76	285.36
20 - Pays	1,549.97	1,611.12	1,676.98	1,743.62	1,812.61	1,884.74	1,960.78	2,039.97	2,122.29	2,206.96	2,293.98	2,339.46	2,386.50	2,435.10	2,482.93	2,533.89	2,584.06	2,635.81	2,686.77	2,741.65	2,796.53
24 - Pays	1,291.64	1,342.60	1,397.48	1,453.01	1,510.51	1,570.61	1,633.99	1,699.97	1,768.57	1,839.13	1,911.65	1,949.55	1,988.75	2,029.25	2,069.11	2,111.57	2,153.39	2,196.51	2,238.97	2,284.71	2,330.44
Annual	30,999.36	32,222.40	33,539.52	34,872.32	36,252.16	37,694.72	39,215.68	40,799.36	42,445.76	44,139.20	45,879.68	46,789.12	47,729.92	48,702.08	49,658.56	50,677.76	51,681.28	52,716.16	53,735.36	54,832.96	55,930.56

G-Scale 208 Days 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	19.77	20.55	21.39	22.24	23.12	24.04	25.01	26.02	27.07	28.15	29.26	29.84	30.44	31.06	31.67	32.32	32.96	33.62	34.27	34.97	35.67
Daily	158.16	164.40	171.12	177.92	184.96	192.32	200.08	208.16	216.56	225.20	234.08	238.72	243.52	248.48	253.36	258.56	263.68	268.96	274.16	279.76	285.36
20 - Pays	1,644.86	1,709.76	1,779.65	1,850.37	1,923.58	2,000.13	2,080.83	2,164.86	2,252.22	2,342.08	2,434.43	2,482.69	2,532.61	2,584.19	2,634.94	2,689.02	2,742.27	2,797.18	2,851.26	2,909.50	2,967.74
24 - Pays	1,370.72	1,424.80	1,483.04	1,541.97	1,602.99	1,666.77	1,734.03	1,804.05	1,876.85	1,951.73	2,028.69	2,068.91	2,110.51	2,153.49	2,195.79	2,240.85	2,285.23	2,330.99	2,376.05	2,424.59	2,473.12
Annual	32,897.28	34,195.20	35,592.96	37,007.36	38,471.68	40,002.56	41,616.64	43,297.28	45,044.48	46,841.60	48,688.64	49,653.76	50,652.16	51,683.84	52,698.88	53,780.48	54,845.44	55,943.68	57,025.28	58,190.08	59,354.88

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	21.17	22.02	22.90	23.82	24.77	25.76	26.79	27.86	28.98	30.13	31.34	31.97	32.61	33.25	33.93	34.61	35.30	36.01	36.73	37.45	38.22
Daily	169.36	176.16	183.20	190.56	198.16	206.08	214.32	222.88	231.84	241.04	250.72	255.76	260.88	266.00	271.44	276.88	282.40	288.08	293.84	299.60	305.76
20 - Pays	1,761.34	1,832.06	1,905.28	1,981.82	2,060.86	2,143.23	2,228.93	2,317.95	2,411.14	2,506.82	2,607.49	2,659.90	2,713.15	2,766.40	2,822.98	2,879.55	2,936.96	2,996.03	3,055.94	3,115.84	3,179.90
24 - Pays	1,467.79	1,526.72	1,587.73	1,651.52	1,717.39	1,786.03	1,857.44	1,931.63	2,009.28	2,089.01	2,172.91	2,216.59	2,260.96	2,305.33	2,352.48	2,399.63	2,447.47	2,496.69	2,546.61	2,596.53	2,649.92
Annual	35,226.88	36,641.28	38,105.60	39,636.48	41,217.28	42,864.64	44,578.56	46,359.04	48,222.72	50,136.32	52,149.76	53,198.08	54,263.04	55,328.00	56,459.52	57,591.04	58,739.20	59,920.64	61,118.72	62,316.80	63,598.08

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	24.25	25.23	26.22	27.27	28.35	29.49	30.70	31.92	33.17	34.52	35.89	36.62	37.34	38.09	38.85	39.64	40.43	41.24	42.07	42.90	43.76
Daily	194.00	201.84	209.76	218.16	226.80	235.92	245.60	255.36	265.36	276.16	287.12	292.96	298.72	304.72	310.80	317.12	323.44	329.92	336.56	343.20	350.08
20 - Pays	2,017.60	2,099.14	2,181.50	2,268.86	2,358.72	2,453.57	2,554.24	2,655.74	2,759.74	2,872.06	2,986.05	3,046.78	3,106.69	3,169.09	3,232.32	3,298.05	3,363.78	3,431.17	3,500.22	3,569.28	3,640.83
24 - Pays	1,681.33	1,749.28	1,817.92	1,890.72	1,965.60	2,044.64	2,128.53	2,213.12	2,299.79	2,393.39	2,488.37	2,538.99	2,588.91	2,640.91	2,693.60	2,748.37	2,803.15	2,859.31	2,916.85	2,974.40	3,034.03
Annual	40,352.00	41,982.72	43,630.08	45,377.28	47,174.40	49,071.36	51,084.80	53,114.88	55,194.88	57,441.28	59,720.96	60,935.68	62,133.76	63,381.76	64,646.40	65,960.96	67,275.52	68,623.36	70,004.48	71,385.60	72,816.64

2026-27 G-Scale Salary Schedule for Retirement Eligible Employees

G-Scale 260 Days* 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	19.77	20.55	21.39	22.24	23.12	24.04	25.01	26.02	27.07	28.15	29.26	29.84	30.44	31.06	31.67	32.32	32.96	33.62	34.27	34.97	35.67
Daily	158.16	164.40	171.12	177.92	184.96	192.32	200.08	208.16	216.56	225.20	234.08	238.72	243.52	248.48	253.36	258.56	263.68	268.96	274.16	279.76	285.36
24 - Pays	1,713.40	1,781.00	1,853.80	1,927.47	2,003.73	2,083.47	2,167.53	2,255.07	2,346.07	2,439.67	2,535.87	2,586.13	2,638.13	2,691.87	2,744.73	2,801.07	2,856.53	2,913.73	2,970.07	3,030.73	3,091.40
Annual	41,121.60	42,744.00	44,491.20	46,259.20	48,089.60	50,003.20	52,020.80	54,121.60	56,305.60	58,552.00	60,860.80	62,067.20	63,315.20	64,604.80	65,873.60	67,225.60	68,556.80	69,929.60	71,281.60	72,737.60	74,193.60

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	21.17	22.02	22.90	23.82	24.77	25.76	26.79	27.86	28.98	30.13	31.34	31.97	32.61	33.25	33.93	34.61	35.30	36.01	36.73	37.45	38.22
Daily	169.36	176.16	183.20	190.56	198.16	206.08	214.32	222.88	231.84	241.04	250.72	255.76	260.88	266.00	271.44	276.88	282.40	288.08	293.84	299.60	305.76
24 - Pays	1,834.73	1,908.40	1,984.67	2,064.40	2,146.73	2,232.53	2,321.80	2,414.53	2,511.60	2,611.27	2,716.13	2,770.73	2,826.20	2,881.67	2,940.60	2,999.53	3,059.33	3,120.87	3,183.27	3,245.67	3,312.40
Annual	44,033.60	45,801.60	47,632.00	49,545.60	51,521.60	53,580.80	55,723.20	57,948.80	60,278.40	62,670.40	65,187.20	66,497.60	67,828.80	69,160.00	70,574.40	71,988.80	73,424.00	74,900.80	76,398.40	77,896.00	79,497.60

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	22.67	23.57	24.52	25.50	26.51	27.57	28.68	29.82	31.01	32.27	33.55	34.21	34.90	35.61	36.32	37.05	37.78	38.54	39.31	40.09	40.90
Daily	181.36	188.56	196.16	204.00	212.08	220.56	229.44	238.56	248.08	258.16	268.40	273.68	279.20	284.88	290.56	296.40	302.24	308.32	314.48	320.72	327.20
24 - Pays	1,964.73	2,042.73	2,125.07	2,210.00	2,297.53	2,389.40	2,485.60	2,584.40	2,687.53	2,796.73	2,907.67	2,964.87	3,024.67	3,086.20	3,147.73	3,211.00	3,274.27	3,340.13	3,406.87	3,474.47	3,544.67
Annual	47,153.60	49,025.60	51,001.60	53,040.00	55,140.80	57,345.60	59,654.40	62,025.60	64,500.80	67,121.60	69,784.00	71,156.80	72,592.00	74,068.80	75,545.60	77,064.00	78,582.40	80,163.20	81,764.80	83,387.20	85,072.00

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	24.25	25.23	26.22	27.27	28.35	29.49	30.70	31.92	33.17	34.52	35.89	36.62	37.34	38.09	38.85	39.64	40.43	41.24	42.07	42.90	43.76
Daily	194.00	201.84	209.76	218.16	226.80	235.92	245.60	255.36	265.36	276.16	287.12	292.96	298.72	304.72	310.80	317.12	323.44	329.92	336.56	343.20	350.08
24 - Pays	2,101.67	2,186.60	2,272.40	2,363.40	2,457.00	2,555.80	2,660.67	2,766.40	2,874.73	2,991.73	3,110.47	3,173.73	3,236.13	3,301.13	3,367.00	3,435.47	3,503.93	3,574.13	3,646.07	3,718.00	3,792.53
Annual	50,440.00	52,478.40	54,537.60	56,721.60	58,968.00	61,339.20	63,856.00	66,393.60	68,993.60	71,801.60	74,651.20	76,169.60	77,667.20	79,227.20	80,808.00	82,451.20	84,094.40	85,779.20	87,505.60	89,232.00	91,020.80

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	25.96	26.99	28.05	29.17	30.36	31.55	32.83	34.13	35.51	36.91	38.40	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.89	46.79
Daily	207.68	215.92	224.40	233.36	242.88	252.40	262.64	273.04	284.08	295.28	307.20	313.28	319.60	326.00	332.48	339.12	345.92	352.80	359.92	367.12	374.32
24 - Pays	2,249.87	2,339.13	2,431.00	2,528.07	2,631.20	2,734.33	2,845.27	2,957.93	3,077.53	3,198.87	3,328.00	3,393.87	3,462.33	3,531.67	3,601.87	3,673.80	3,747.47	3,822.00	3,899.13	3,977.13	4,055.13
Annual	53,996.80	56,139.20	58,344.00	60,673.60	63,148.80	65,624.00	68,286.40	70,990.40	73,860.80	76,772.80	79,872.00	81,452.80	83,096.00	84,760.00	86,444.80	88,171.20	89,939.20	91,728.00	93,579.20	95,451.20	97,323.20

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	27.79	28.90	30.05	31.26	32.50	33.80	35.16	36.57	38.03	39.54	41.12	41.94	42.79	43.64	44.51	45.41	46.32	47.25	48.19	49.16	50.15
Daily	222.32	231.20	240.40	250.08	260.00	270.40	281.28	292.56	304.24	316.32	328.96	335.52	342.32	349.12	356.08	363.28	370.56	378.00	385.52	393.28	401.20
24 - Pays	2,408.47	2,504.67	2,604.33	2,709.20	2,816.67	2,929.33	3,047.20	3,169.40	3,295.93	3,426.80	3,563.73	3,634.80	3,708.47	3,782.13	3,857.53	3,935.53	4,014.40	4,095.00	4,176.47	4,260.53	4,346.33
Annual	57,803.20	60,112.00	62,504.00	65,020.80	67,600.00	70,304.00	73,132.80	76,065.60	79,102.40	82,243.20	85,529.60	87,235.20	89,003.20	90,771.20	92,580.80	94,452.80	96,345.60	98,280.00	100,235.20	102,252.80	104,312.00

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**
Hourly	29.72	30.89	32.13	33.42	34.75	36.15	37.59	39.09	40.67	42.29	43.98	44.87	45.76	46.67	47.61	48.56	49.52	50.51	51.53	52.55	53.61
Daily	237.76	247.12	257.04	267.36	278.00	289.20	300.72	312.72	325.36	338.32	351.84	358.96	366.08	373.36	380.88	388.48	396.16	404.08	412.24	420.40	428.88
24 - Pays	2,575.73	2,677.13	2,784.60	2,896.40	3,011.67	3,133.00	3,257.80	3,387.80	3,524.73	3,665.13	3,811.60	3,888.73	3,965.87	4,044.73	4,126.20	4,208.53	4,291.73	4,377.53	4,465.93	4,554.33	4,646.20
Annual	61,817.60	64,251.20	66,830.40	69,513.60	72,280.00	75,192.00	78,187.20	81,307.20	84,593.60	87,963.20	91,478.40	93,329.60	95,180.80	97,073.60	99,028.80	101,004.80	103,001.60	105,060.80	107,182.40	109,304.00	111,508.80

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	31.81	33.07	34.42	35.76	37.21	38.69	40.24	41.85	43.52	45.26	47.08	48.03	48.97	49.95	50.96	51.98	53.01	54.07	55.15	56.25	57.38
Daily	254.48	264.56	275.36	286.08	297.68	309.52	321.92	334.80	348.16	362.08	376.64	384.24	391.76	399.60	407.68	415.84	424.08	432.56	441.20	450.00	459.04
24 - Pays	2,756.87	2,866.07	2,983.07	3,099.20	3,224.87	3,353.13	3,487.47	3,627.00	3,771.73	3,922.53	4,080.27	4,162.60	4,244.07	4,329.00	4,416.53	4,504.93	4,594.20	4,686.07	4,779.67	4,875.00	4,972.93
Annual	66,164.80	68,785.60	71,593.60	74,380.80	77,396.80	80,475.20	83,699.20	87,048.00	90,521.60	94,140.80	97,926.40	99,902.40	101,857.60	103,896.00	105,996.80	108,118.40	110,260.80	112,465.60	114,712.00	117,000.00	119,350.40

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

2026-27 G-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

G-Scale 196 Day 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	18.78	19.52	20.32	21.13	21.96	22.84	23.76	24.72	25.72	26.74	27.80	28.35	28.92	29.51	30.09	30.70	31.31	31.94	32.56	33.22	33.89
Daily	150.25	156.18	162.56	169.02	175.71	182.70	190.08	197.75	205.73	213.94	222.38	226.78	231.34	236.06	240.69	245.63	250.50	255.51	260.45	265.77	271.09
20 - Pays	1,472.47	1,530.56	1,593.13	1,656.44	1,721.98	1,790.50	1,862.74	1,937.97	2,016.17	2,096.61	2,179.28	2,222.48	2,267.17	2,313.35	2,358.78	2,407.19	2,454.86	2,504.02	2,552.43	2,604.57	2,656.70
24 - Pays	1,227.06	1,275.47	1,327.61	1,380.36	1,434.98	1,492.08	1,552.29	1,614.97	1,680.14	1,747.18	1,816.07	1,852.07	1,889.31	1,927.79	1,965.65	2,005.99	2,045.72	2,086.68	2,127.02	2,170.47	2,213.92
Annual	29,449.39	30,611.28	31,862.54	33,128.70	34,439.55	35,809.98	37,254.90	38,759.39	40,323.47	41,932.24	43,585.70	44,449.66	45,343.42	46,266.98	47,175.63	48,143.87	49,097.22	50,080.35	51,048.59	52,091.31	53,134.03

G-Scale 208 Days 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	18.78	19.52	20.32	21.13	21.96	22.84	23.76	24.72	25.72	26.74	27.80	28.35	28.92	29.51	30.09	30.70	31.31	31.94	32.56	33.22	33.89
Daily	150.24	156.16	162.56	169.04	175.68	182.72	190.08	197.76	205.76	213.92	222.40	226.80	231.36	236.08	240.72	245.60	250.48	255.52	260.48	265.76	271.12
20 - Pays	1,562.50	1,624.06	1,690.62	1,758.02	1,827.07	1,900.29	1,976.83	2,056.70	2,139.90	2,224.77	2,312.96	2,358.72	2,406.14	2,455.23	2,359.06	2,406.88	2,454.70	2,504.10	2,552.70	2,604.45	2,656.98
24 - Pays	1,302.08	1,353.39	1,408.85	1,465.01	1,522.56	1,583.57	1,647.36	1,713.92	1,783.25	1,853.97	1,927.47	1,965.60	2,005.12	2,046.03	1,965.88	2,005.73	2,045.59	2,086.75	2,127.25	2,170.37	2,214.15
Annual	31,249.92	32,481.28	33,812.48	35,160.32	36,541.44	38,005.76	39,536.64	41,134.08	42,798.08	44,495.36	46,259.20	47,174.40	48,122.88	49,104.64	47,181.12	48,137.60	49,094.08	50,081.92	51,054.08	52,088.96	53,139.52

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	20.11	20.92	21.76	22.63	23.53	24.47	25.45	26.47	27.53	28.62	29.77	30.37	30.98	31.59	32.23	32.88	33.54	34.21	34.89	35.58	36.31
Daily	160.88	167.36	174.08	181.04	188.24	195.76	203.60	211.76	220.24	228.96	238.16	242.96	247.84	252.72	257.84	263.04	268.32	273.68	279.12	284.64	290.48
20 - Pays	1,673.15	1,740.54	1,810.43	1,882.82	1,957.70	2,035.90	2,117.44	2,202.30	2,290.50	2,381.18	2,476.86	2,526.78	2,577.54	2,628.29	2,526.83	2,577.79	2,629.54	2,682.06	2,735.38	2,789.47	2,846.70
24 - Pays	1,394.29	1,450.45	1,508.69	1,569.01	1,631.41	1,696.59	1,764.53	1,835.25	1,908.75	1,984.32	2,064.05	2,105.65	2,147.95	2,190.24	2,105.69	2,148.16	2,191.28	2,235.05	2,279.48	2,324.56	2,372.25
Annual	33,463.04	34,810.88	36,208.64	37,656.32	39,153.92	40,718.08	42,348.80	44,046.08	45,809.92	47,623.68	49,537.28	50,535.68	51,550.72	52,565.76	50,536.64	51,555.84	52,590.72	53,641.28	54,707.52	55,789.44	56,934.08

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	23.04	23.97	24.91	25.91	26.93	28.02	29.17	30.32	31.51	32.79	34.10	34.79	35.47	36.19	36.91	37.66	38.41	39.18	39.97	40.76	41.57
Daily	184.32	191.76	199.28	207.28	215.44	224.16	233.36	242.56	252.08	262.32	272.80	278.32	283.76	289.52	295.28	301.28	307.28	313.44	319.76	326.08	332.56
20 - Pays	1,916.93	1,994.30	2,072.51	2,155.71	2,240.58	2,331.26	2,426.94	2,522.62	2,621.63	2,728.13	2,837.12	2,894.53	2,951.10	3,011.01	3,070.91	3,133.31	3,195.71	3,259.78	3,325.50	3,391.23	3,458.62
24 - Pays	1,597.44	1,661.92	1,727.09	1,796.43	1,867.15	1,942.72	2,022.45	2,102.19	2,184.69	2,273.44	2,364.27	2,412.11	2,459.25	2,509.17	2,559.09	2,611.09	2,663.09	2,716.48	2,771.25	2,826.03	2,882.19
Annual	38,338.56	39,886.08	41,450.24	43,114.24	44,811.52	46,625.28	48,538.88	50,452.48	52,432.64	54,562.56	56,742.40	57,890.56	59,022.08	60,220.16	61,418.24	62,666.24	63,914.24	65,195.52	66,510.08	67,824.64	69,172.48

2026-27 G-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

G-Scale 260 Days* 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	18.78	19.52	20.32	21.13	21.96	22.84	23.76	24.72	25.72	26.74	27.80	28.35	28.92	29.51	30.09	30.70	31.31	31.94	32.56	33.22	33.89
Daily	150.24	156.16	162.56	169.04	175.68	182.72	190.08	197.76	205.76	213.92	222.40	226.80	231.36	236.08	240.72	245.60	250.48	255.52	260.48	265.76	271.12
24 - Pays	1,627.60	1,691.73	1,761.07	1,831.27	1,903.20	1,979.47	2,059.20	2,142.40	2,229.07	2,317.47	2,409.33	2,457.00	2,506.40	2,557.53	2,607.80	2,660.67	2,713.53	2,768.13	2,821.87	2,879.07	2,937.13
Annual	39,062.40	40,601.60	42,265.60	43,950.40	45,676.80	47,507.20	49,420.80	51,417.60	53,497.60	55,619.20	57,824.00	58,968.00	60,153.60	61,380.80	62,587.20	63,856.00	65,124.80	66,435.20	67,724.80	69,097.60	70,491.20

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	20.11	20.92	21.76	22.63	23.53	24.47	25.45	26.47	27.53	28.62	29.77	30.37	30.98	31.59	32.23	32.88	33.54	34.21	34.89	35.58	36.31
Daily	160.88	167.36	174.08	181.04	188.24	195.76	203.60	211.76	220.24	228.96	238.16	242.96	247.84	252.72	257.84	263.04	268.32	273.68	279.12	284.64	290.48
24 - Pays	1,742.87	1,813.07	1,885.87	1,961.27	2,039.27	2,120.73	2,205.67	2,294.07	2,385.93	2,480.40	2,580.07	2,632.07	2,684.93	2,737.80	2,793.27	2,849.60	2,906.80	2,964.87	3,023.80	3,083.60	3,146.87
Annual	41,828.80	43,513.60	45,260.80	47,070.40	48,942.40	50,897.60	52,936.00	55,057.60	57,262.40	59,529.60	61,921.60	63,169.60	64,438.40	65,707.20	67,038.40	68,390.40	69,763.20	71,156.80	72,571.20	74,006.40	75,524.80

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	21.54	22.39	23.29	24.23	25.18	26.19	27.25	28.33	29.46	30.66	31.87	32.50	33.16	33.83	34.50	35.20	35.89	36.61	37.34	38.09	38.86
Daily	172.32	179.12	186.32	193.84	201.44	209.52	218.00	226.64	235.68	245.28	254.96	260.00	265.28	270.64	276.00	281.60	287.12	292.88	298.72	304.72	310.88
24 - Pays	1,866.80	1,940.47	2,018.47	2,099.93	2,182.27	2,269.80	2,361.67	2,455.27	2,553.20	2,657.20	2,762.07	2,816.67	2,873.87	2,931.93	2,990.00	3,050.67	3,110.47	3,172.87	3,236.13	3,301.13	3,367.87
Annual	44,803.20	46,571.20	48,443.20	50,398.40	52,374.40	54,475.20	56,680.00	58,926.40	61,276.80	63,772.80	66,289.60	67,600.00	68,972.80	70,366.40	71,760.00	73,216.00	74,651.20	76,148.80	77,667.20	79,227.20	80,828.80

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	23.04	23.97	24.91	25.91	26.93	28.02	29.17	30.32	31.51	32.79	34.10	34.79	35.47	36.19	36.91	37.66	38.41	39.18	39.97	40.76	41.57
Daily	184.32	191.76	199.28	207.28	215.44	224.16	233.36	242.56	252.08	262.32	272.80	278.32	283.76	289.52	295.28	301.28	307.28	313.44	319.76	326.08	332.56
24 - Pays	1,996.80	2,077.40	2,158.87	2,245.53	2,333.93	2,428.40	2,528.07	2,627.73	2,730.87	2,841.80	2,955.33	3,015.13	3,074.07	3,136.47	3,198.87	3,263.87	3,328.87	3,395.60	3,464.07	3,532.53	3,602.73
Annual	47,923.20	49,857.60	51,812.80	53,892.80	56,014.40	58,281.60	60,673.60	63,065.60	65,540.80	68,203.20	70,928.00	72,363.20	73,777.60	75,275.20	76,772.80	78,332.80	79,892.80	81,494.40	83,137.60	84,780.80	86,465.60

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	24.66	25.64	26.65	27.71	28.84	29.97	31.19	32.42	33.73	35.06	36.48	37.20	37.95	38.71	39.48	40.27	41.08	41.90	42.74	43.60	44.45
Daily	197.28	205.12	213.20	221.68	230.72	239.76	249.52	259.36	269.84	280.48	291.84	297.60	303.60	309.68	315.84	322.16	328.64	335.20	341.92	348.80	355.60
24 - Pays	2,137.20	2,222.13	2,309.67	2,401.53	2,499.47	2,597.40	2,703.13	2,809.73	2,923.27	3,038.53	3,161.60	3,224.00	3,289.00	3,354.87	3,421.60	3,490.07	3,560.27	3,631.33	3,704.13	3,778.67	3,852.33
Annual	51,292.80	53,331.20	55,432.00	57,636.80	59,987.20	62,337.60	64,875.20	67,433.60	70,158.40	72,924.80	75,878.40	77,376.00	78,936.00	80,516.80	82,118.40	83,761.60	85,446.40	87,152.00	88,899.20	90,688.00	92,456.00

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	26.40	27.46	28.55	29.70	30.88	32.11	33.40	34.74	36.13	37.56	39.06	39.84	40.65	41.46	42.28	43.14	44.00	44.89	45.78	46.70	47.64
Daily	211.20	219.68	228.40	237.60	247.04	256.88	267.20	277.92	289.04	300.48	312.48	318.72	325.20	331.68	338.24	345.12	352.00	359.12	366.24	373.60	381.12
24 - Pays	2,288.00	2,379.87	2,474.33	2,574.00	2,676.27	2,782.87	2,894.67	3,010.80	3,131.27	3,255.20	3,385.20	3,452.80	3,523.00	3,593.20	3,664.27	3,738.80	3,813.33	3,890.47	3,967.60	4,047.33	4,128.80
Annual	54,912.00	57,116.80	59,384.00	61,776.00	64,230.40	66,788.80	69,472.00	72,259.20	75,150.40	78,124.80	81,244.80	82,867.20	84,552.00	86,236.80	87,942.40	89,731.20	91,520.00	93,371.20	95,222.40	97,136.00	99,091.20

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	28.23	29.35	30.52	31.75	33.01	34.34	35.71	37.14	38.64	40.18	41.78	42.63	43.47	44.34	45.23	46.13	47.04	47.98	48.95	49.92	50.93
Daily	225.84	234.80	244.16	254.00	264.08	274.72	285.68	297.12	309.12	321.44	334.24	341.04	347.76	354.72	361.84	369.04	376.32	383.84	391.60	399.36	407.44
24 - Pays	2,446.60	2,543.67	2,645.07	2,751.67	2,860.87	2,976.13	3,094.87	3,218.80	3,348.80	3,482.27	3,620.93	3,694.60	3,767.40	3,842.80	3,919.93	3,997.93	4,076.80	4,158.27	4,242.33	4,326.40	4,413.93
Annual	58,718.40	61,048.00	63,481.60	66,040.00	68,660.80	71,427.20	74,276.80	77,251.20	80,371.20	83,574.40	86,902.40	88,670.40	90,417.60	92,227.20	94,078.40	95,950.40	97,843.20	99,798.40	101,816.00	103,833.60	105,934.40

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	30.22	31.42	32.70	33.97	35.35	36.76	38.23	39.76	41.34	43.00	44.73	45.63	46.52	47.45	48.41	49.38	50.36	51.37	52.39	53.44	54.51
Daily	241.76	251.36	261.60	271.76	282.80	294.08	305.84	318.08	330.72	344.00	357.84	365.04	372.16	379.60	387.28	395.04	402.88	410.96	419.12	427.52	436.08
24 - Pays	2,619.07	2,723.07	2,834.00	2,944.07	3,063.67	3,185.87	3,313.27	3,445.87	3,582.80	3,726.67	3,876.60	3,954.60	4,031.73	4,112.33	4,195.53	4,279.60	4,364.53	4,452.07	4,540.47	4,631.47	4,724.20
Annual	62,857.60	65,353.60	68,016.00	70,657.60	73,528.00	76,460.80	79,518.40	82,700.80	85,987.20	89,440.00	93,038.40	94,910.40	96,761.60	98,696.00	100,692.80	102,710.40	104,748.80	106,849.60	108,971.20	111,155.20	113,380.80

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

2026-27 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				18.57	19.12	19.70	20.29	20.91	21.53	22.17	22.83	23.52	24.23	24.95	25.69	26.46	27.26	28.10	28.92	29.79	30.70
03			18.57	19.12	19.70	20.29	20.91	21.53	22.17	22.83	23.52	24.23	24.95	25.69	26.46	27.26	28.10	28.92	29.79	30.70	31.60
04		18.57	19.12	19.70	20.29	20.91	21.53	22.17	22.83	23.52	24.23	24.95	25.69	26.46	27.26	28.10	28.92	29.79	30.70	31.60	32.56
05	18.57	19.12	19.70	20.29	20.91	21.53	22.17	22.83	23.52	24.23	24.95	25.69	26.46	27.26	28.10	28.92	29.79	30.70	31.60	32.56	33.53
06	19.49	20.08	20.67	21.30	21.95	22.61	23.27	23.98	24.69	25.44	26.19	26.99	27.80	28.64	29.48	30.38	31.29	32.23	33.18	34.18	35.21
07	20.47	21.08	21.71	22.36	23.05	23.74	24.45	25.19	25.94	26.71	27.50	28.32	29.20	30.06	30.95	31.90	32.85	33.83	34.84	35.89	36.98
08	21.91	22.57	23.22	23.93	24.65	25.38	26.15	26.93	27.76	28.59	29.43	30.33	31.24	32.17	33.12	34.12	35.15	36.21	37.29	38.40	39.56
09	23.44	24.14	24.86	25.61	26.38	27.17	27.98	28.83	29.70	30.57	31.50	32.44	33.42	34.44	35.45	36.51	37.60	38.75	39.90	41.09	42.33
10	25.07	25.82	26.60	27.41	28.22	29.06	29.95	30.84	31.77	32.71	33.70	34.71	35.74	36.82	37.93	39.07	40.24	41.45	42.69	43.97	45.29
11	26.84	27.64	28.48	29.33	30.21	31.11	32.03	33.01	33.99	35.01	36.06	37.15	38.26	39.40	40.59	41.80	43.06	44.35	45.67	47.05	48.46
12	28.71	29.58	30.46	31.37	32.32	33.28	34.27	35.31	36.37	37.46	38.58	39.74	40.93	42.16	43.42	44.73	46.07	47.46	48.87	50.34	51.85
13	30.73	31.63	32.59	33.57	34.58	35.62	36.69	37.78	38.92	40.08	41.28	42.52	43.81	45.11	46.48	47.85	49.30	50.78	52.31	53.88	55.47
14	32.88	33.86	34.87	35.92	37.01	38.10	39.26	40.43	41.63	42.88	44.18	45.50	46.87	48.27	49.73	51.21	52.75	54.33	55.96	57.64	59.38
15	35.17	36.23	37.31	38.43	39.59	40.78	41.99	43.26	44.55	45.89	47.27	48.69	50.16	51.66	53.20	54.80	56.44	58.12	59.88	61.68	63.52
16	37.64	38.77	39.93	41.12	42.36	43.62	44.94	46.30	47.67	49.11	50.57	52.08	53.65	55.27	56.93	58.64	60.38	62.20	64.05	65.99	67.98
17	40.26	41.49	42.71	44.00	45.31	46.68	48.09	49.51	51.00	52.54	54.12	55.74	57.41	59.14	60.92	62.75	64.61	66.55	68.56	70.61	72.73
18	43.09	44.38	45.70	47.08	48.50	49.94	51.45	52.99	54.58	56.21	57.90	59.63	61.42	63.28	65.16	67.13	69.14	71.23	73.34	75.56	77.82
19	46.10	47.49	48.91	50.38	51.89	53.46	55.05	56.69	58.40	60.16	61.96	63.83	65.72	67.70	69.74	71.84	73.99	76.21	78.49	80.83	83.27
20	49.33	50.81	52.35	53.91	55.52	57.19	58.89	60.66	62.49	64.37	66.29	68.28	70.34	72.44	74.62	76.85	79.16	81.54	83.98	86.51	89.11

2nd Shift = $0.32

3rd Shift = $0.36

2026-27 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				17.64	18.16	18.72	19.28	19.86	20.45	21.06	21.69	22.34	23.02	23.70	24.41	25.14	25.90	26.70	27.47	28.30	29.17
03			17.64	18.16	18.72	19.28	19.86	20.45	21.06	21.69	22.34	23.02	23.70	24.41	25.14	25.90	26.70	27.47	28.30	29.17	30.02
04		17.64	18.16	18.72	19.28	19.86	20.45	21.06	21.69	22.34	23.02	23.70	24.41	25.14	25.90	26.70	27.47	28.30	29.17	30.02	30.93
05	17.64	18.16	18.72	19.28	19.86	20.45	21.06	21.69	22.34	23.02	23.70	24.41	25.14	25.90	26.70	27.47	28.30	29.17	30.02	30.93	31.85
06	18.52	19.08	19.64	20.24	20.85	21.48	22.11	22.78	23.46	24.17	24.88	25.64	26.41	27.21	28.01	28.86	29.73	30.62	31.52	32.47	33.45
07	19.45	20.03	20.62	21.24	21.90	22.55	23.23	23.93	24.64	25.37	26.13	26.90	27.74	28.56	29.40	30.31	31.21	32.14	33.10	34.10	35.13
08	20.81	21.44	22.06	22.73	23.42	24.11	24.84	25.58	26.37	27.16	27.96	28.81	29.68	30.56	31.46	32.41	33.39	34.40	35.43	36.48	37.58
09	22.27	22.93	23.62	24.33	25.06	25.81	26.58	27.39	28.22	29.04	29.93	30.82	31.75	32.72	33.68	34.68	35.72	36.81	37.91	39.04	40.21
10	23.82	24.53	25.27	26.04	26.81	27.61	28.45	29.30	30.18	31.07	32.02	32.97	33.95	34.98	36.03	37.12	38.23	39.38	40.56	41.77	43.03
11	25.50	26.26	27.06	27.86	28.70	29.55	30.43	31.36	32.29	33.26	34.26	35.29	36.35	37.43	38.56	39.71	40.91	42.13	43.39	44.70	46.04
12	27.27	28.10	28.94	29.80	30.70	31.62	32.56	33.54	34.55	35.59	36.65	37.75	38.88	40.05	41.25	42.49	43.77	45.09	46.43	47.82	49.26
13	29.19	30.05	30.96	31.89	32.85	33.84	34.86	35.89	36.97	38.08	39.22	40.39	41.62	42.85	44.16	45.46	46.84	48.24	49.69	51.19	52.70
14	31.24	32.17	33.13	34.12	35.16	36.20	37.30	38.41	39.55	40.74	41.97	43.23	44.53	45.86	47.24	48.65	50.11	51.61	53.16	54.76	56.41
15	33.41	34.42	35.44	36.51	37.61	38.74	39.89	41.10	42.32	43.60	44.91	46.26	47.65	49.08	50.54	52.06	53.62	55.21	56.89	58.60	60.34
16	35.76	36.83	37.93	39.06	40.24	41.44	42.69	43.99	45.29	46.65	48.04	49.48	50.97	52.51	54.08	55.71	57.36	59.09	60.85	62.69	64.58
17	38.25	39.42	40.57	41.80	43.04	44.35	45.69	47.03	48.45	49.91	51.41	52.95	54.54	56.18	57.87	59.61	61.38	63.22	65.13	67.08	69.09
18	40.94	42.16	43.42	44.73	46.08	47.44	48.88	50.34	51.85	53.40	55.01	56.65	58.35	60.12	61.90	63.77	65.68	67.67	69.67	71.78	73.93
19	43.80	45.12	46.46	47.86	49.30	50.79	52.30	53.86	55.48	57.15	58.86	60.64	62.43	64.32	66.25	68.25	70.29	72.40	74.57	76.79	79.11
20	46.86	48.27	49.73	51.21	52.74	54.33	55.95	57.63	59.37	61.15	62.98	64.87	66.82	68.82	70.89	73.01	75.20	77.46	79.78	82.18	84.65

2nd Shift = $0.32

3rd Shift = $0.36

2026-27 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	29.22	30.08	30.97	31.92	32.88	33.87	34.88	35.92	37.01	38.12	39.26	40.03	40.83	41.65	42.48	43.34	43.78	44.20	44.65	45.09	45.56	46.00	46.48	46.93	47.39	47.86
Daily	233.76	240.64	247.76	255.36	263.04	270.96	279.04	287.36	296.08	304.96	314.08	320.24	326.64	333.20	339.84	346.72	350.24	353.60	357.20	360.72	364.48	368.00	371.84	375.44	379.12	382.88
20 Pays	2,337.60	2,406.40	2,477.60	2,553.60	2,630.40	2,709.60	2,790.40	2,873.60	2,960.80	3,049.60	3,140.80	3,202.40	3,266.40	3,332.00	3,398.40	3,467.20	3,502.40	3,536.00	3,572.00	3,607.20	3,644.80	3,680.00	3,718.40	3,754.40	3,791.20	3,828.80
24 Pays	1,948.00	2,005.33	2,064.67	2,128.00	2,192.00	2,258.00	2,325.33	2,394.67	2,467.33	2,541.33	2,617.33	2,668.67	2,722.00	2,776.67	2,832.00	2,889.33	2,918.67	2,946.67	2,976.67	3,006.00	3,037.33	3,066.67	3,098.67	3,128.67	3,159.33	3,190.67
Annual	46,752.00	48,128.00	49,552.00	51,072.00	52,608.00	54,192.00	55,808.00	57,472.00	59,216.00	60,992.00	62,816.00	64,048.00	65,328.00	66,640.00	67,968.00	69,344.00	70,048.00	70,720.00	71,440.00	72,144.00	72,896.00	73,600.00	74,368.00	75,088.00	75,824.00	76,576.00

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	29.22	30.08	30.97	31.92	32.88	33.87	34.88	35.92	37.01	38.12	39.26	40.03	40.83	41.65	42.48	43.34	43.78	44.20	44.65	45.09	45.56	46.00	46.48	46.93	47.39	47.86
Daily	233.76	240.64	247.76	255.36	263.04	270.96	279.04	287.36	296.08	304.96	314.08	320.24	326.64	333.20	339.84	346.72	350.24	353.60	357.20	360.72	364.48	368.00	371.84	375.44	379.12	382.88
24 Pays	2,532.40	2,606.93	2,684.07	2,766.40	2,849.60	2,935.40	3,022.93	3,113.07	3,207.53	3,303.73	3,402.53	3,469.27	3,538.60	3,609.67	3,681.60	3,756.13	3,794.27	3,830.67	3,869.67	3,907.80	3,948.53	3,986.67	4,028.27	4,067.27	4,107.13	4,147.87
Annual	60,777.60	62,566.40	64,417.60	66,393.60	68,390.40	70,449.60	72,550.40	74,713.60	76,980.80	79,289.60	81,660.80	83,262.40	84,926.40	86,632.00	88,358.40	90,147.20	91,062.40	91,936.00	92,872.00	93,787.20	94,764.80	95,680.00	96,678.40	97,614.40	98,571.20	99,548.80

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	37.28	38.39	39.54	40.74	41.94	43.21	44.50	45.84	47.22	48.63	50.10	51.08	52.11	53.16	54.23	55.32	55.86	56.42	56.98	57.56	58.12	58.71	59.30	59.90	60.49	61.10
Daily	298.24	307.12	316.32	325.92	335.52	345.68	356.00	366.72	377.76	389.04	400.80	408.64	416.88	425.28	433.84	442.56	446.88	451.36	455.84	460.48	464.96	469.68	474.40	479.20	483.92	488.80
20 Pays	2,982.40	3,071.20	3,163.20	3,259.20	3,355.20	3,456.80	3,560.00	3,667.20	3,777.60	3,890.40	4,008.00	4,086.40	4,168.80	4,252.80	4,338.40	4,425.60	4,468.80	4,513.60	4,558.40	4,604.80	4,649.60	4,696.80	4,744.00	4,792.00	4,839.20	4,888.00
24 Pays	2,485.33	2,559.33	2,636.00	2,716.00	2,796.00	2,880.67	2,966.67	3,056.00	3,148.00	3,242.00	3,340.00	3,405.33	3,474.00	3,544.00	3,615.33	3,688.00	3,724.00	3,761.33	3,798.67	3,837.33	3,874.67	3,914.00	3,953.33	3,993.33	4,032.67	4,073.33
Annual	59,648.00	61,424.00	63,264.00	65,184.00	67,104.00	69,136.00	71,200.00	73,344.00	75,552.00	77,808.00	80,160.00	81,728.00	83,376.00	85,056.00	86,768.00	88,512.00	89,376.00	90,272.00	91,168.00	92,096.00	92,992.00	93,936.00	94,880.00	95,840.00	96,784.00	97,760.00

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	32.19	33.16	34.16	35.18	36.25	37.33	38.44	39.61	40.79	42.01	43.28	44.14	45.03	45.93	46.85	47.77	48.25	48.74	49.23	49.72	50.22	50.72	51.23	51.75	52.26	52.78
Daily	257.52	265.28	273.28	281.44	290.00	298.64	307.52	316.88	326.32	336.08	346.24	353.12	360.24	367.44	374.80	382.16	386.00	389.92	393.84	397.76	401.76	405.76	409.84	414.00	418.08	422.24
24 Pays	2,789.80	2,873.87	2,960.53	3,048.93	3,141.67	3,235.27	3,331.47	3,432.87	3,535.13	3,640.87	3,750.93	3,825.47	3,902.60	3,980.60	4,060.33	4,140.07	4,181.67	4,224.13	4,266.60	4,309.07	4,352.40	4,395.73	4,439.93	4,485.00	4,529.20	4,574.27
Annual	66,955	68,973	71,053	73,174	75,400	77,646	79,955	82,389	84,843	87,381	90,022	91,811	93,662	95,534	97,448	99,362	100,360	101,379	102,398	103,418	104,458	105,498	106,558	107,640	108,701	109,782

2026-27 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	27.76	28.58	29.42	30.32	31.24	32.18	33.14	34.12	35.16	36.21	37.30	38.03	38.79	39.57	40.36	41.17	41.59	41.99	42.42	42.84	43.28	43.70	44.16	44.58	45.02	45.47
Daily	222.08	228.64	235.36	242.56	249.92	257.44	265.12	272.96	281.28	289.68	298.40	304.24	310.32	316.56	322.88	329.36	332.72	335.92	339.36	342.72	346.24	349.60	353.28	356.64	360.16	363.76
20 Pays	2,220.80	2,286.40	2,353.60	2,425.60	2,499.20	2,574.40	2,651.20	2,729.60	2,812.80	2,896.80	2,984.00	3,042.40	3,103.20	3,165.60	3,228.80	3,293.60	3,327.20	3,359.20	3,393.60	3,427.20	3,462.40	3,496.00	3,532.80	3,566.40	3,601.60	3,637.60
24 Pays	1,850.67	1,905.33	1,961.33	2,021.33	2,082.67	2,145.33	2,209.33	2,274.67	2,344.00	2,414.00	2,486.67	2,535.33	2,586.00	2,638.00	2,690.67	2,744.67	2,772.67	2,799.33	2,828.00	2,856.00	2,885.33	2,913.33	2,944.00	2,972.00	3,001.33	3,031.33
Annual	44,416.00	45,728.00	47,072.00	48,512.00	49,984.00	51,488.00	53,024.00	54,592.00	56,256.00	57,936.00	59,680.00	60,848.00	62,064.00	63,312.00	64,576.00	65,872.00	66,544.00	67,184.00	67,872.00	68,544.00	69,248.00	69,920.00	70,656.00	71,328.00	72,032.00	72,752.00

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	27.76	28.58	29.42	30.32	31.24	32.18	33.14	34.12	35.16	36.21	37.30	38.03	38.79	39.57	40.36	41.17	41.59	41.99	42.42	42.84	43.28	43.70	44.16	44.58	45.02	45.47
Daily	222.08	228.64	235.36	242.56	249.92	257.44	265.12	272.96	281.28	289.68	298.40	304.24	310.32	316.56	322.88	329.36	332.72	335.92	339.36	342.72	346.24	349.60	353.28	356.64	360.16	363.76
24 Pays	2,405.87	2,476.93	2,549.73	2,627.73	2,707.47	2,788.93	2,872.13	2,957.07	3,047.20	3,138.20	3,232.67	3,295.93	3,361.80	3,429.40	3,497.87	3,568.07	3,604.47	3,639.13	3,676.40	3,712.80	3,750.93	3,787.33	3,827.20	3,863.60	3,901.73	3,940.73
Annual	57,740.80	59,446.40	61,193.60	63,065.60	64,979.20	66,934.40	68,931.20	70,969.60	73,132.80	75,316.80	77,584.00	79,102.40	80,683.20	82,305.60	83,948.80	85,633.60	86,507.20	87,339.20	88,233.60	89,107.20	90,022.40	90,896.00	91,852.80	92,726.40	93,641.60	94,577.60

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	35.42	36.47	37.56	38.70	39.84	41.05	42.28	43.55	44.86	46.20	47.60	48.53	49.50	50.50	51.52	52.55	53.07	53.60	54.13	54.68	55.21	55.77	56.34	56.91	57.47	58.05
Daily	283.36	291.76	300.48	309.60	318.72	328.40	338.24	348.40	358.88	369.60	380.80	388.24	396.00	404.00	412.16	420.40	424.56	428.80	433.04	437.44	441.68	446.16	450.72	455.28	459.76	464.40
20 Pays	2,833.60	2,917.60	3,004.80	3,096.00	3,187.20	3,284.00	3,382.40	3,484.00	3,588.80	3,696.00	3,808.00	3,882.40	3,960.00	4,040.00	4,121.60	4,204.00	4,245.60	4,288.00	4,330.40	4,374.40	4,416.80	4,461.60	4,507.20	4,552.80	4,597.60	4,644.00
24 Pays	2,361.33	2,431.33	2,504.00	2,580.00	2,656.00	2,736.67	2,818.67	2,903.33	2,990.67	3,080.00	3,173.33	3,235.33	3,300.00	3,366.67	3,434.67	3,503.33	3,538.00	3,573.33	3,608.67	3,645.33	3,680.67	3,718.00	3,756.00	3,794.00	3,831.33	3,870.00
Annual	56,672.00	58,352.00	60,096.00	61,920.00	63,744.00	65,680.00	67,648.00	69,680.00	71,776.00	73,920.00	76,160.00	77,648.00	79,200.00	80,800.00	82,432.00	84,080.00	84,912.00	85,760.00	86,608.00	87,488.00	88,336.00	89,232.00	90,144.00	91,056.00	91,952.00	92,880.00

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	30.58	31.50	32.45	33.42	34.44	35.46	36.52	37.63	38.75	39.91	41.12	41.93	42.78	43.63	44.51	45.38	45.84	46.30	46.77	47.23	47.71	48.18	48.67	49.16	49.65	50.14
Daily	244.64	252.00	259.60	267.36	275.52	283.68	292.16	301.04	310.00	319.28	328.96	335.44	342.24	349.04	356.08	363.04	366.72	370.40	374.16	377.84	381.68	385.44	389.36	393.28	397.20	401.12
24 Pays	2,650.27	2,730.00	2,812.33	2,896.40	2,984.80	3,073.20	3,165.07	3,261.27	3,358.33	3,458.87	3,563.73	3,633.93	3,707.60	3,781.27	3,857.53	3,932.93	3,972.80	4,012.67	4,053.40	4,093.27	4,134.87	4,175.60	4,218.07	4,260.53	4,303.00	4,345.47
Annual	63,606	65,520	67,496	69,514	71,635	73,757	75,962	78,270	80,600	83,013	85,530	87,214	88,982	90,750	92,581	94,390	95,347	96,304	97,282	98,238	99,237	100,214	101,234	102,253	103,272	104,291

2026-27 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees (Employees working in a .50 FTE or greater position)

X-Scale 194 Days Team Leader 1 - 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	20.60	21.43	22.29	23.17	24.11	25.06	26.08	27.12	28.20	29.33	30.49	31.11	31.73	32.37	33.01	33.68	34.32	35.03	35.72	36.45	37.18
Daily	123.60	128.58	133.74	139.02	144.66	150.36	156.48	162.72	169.20	175.98	182.94	186.66	190.38	194.22	198.06	202.08	205.92	210.18	214.32	218.70	223.08
20 Pays	1,198.92	1,247.23	1,297.28	1,348.49	1,403.20	1,458.49	1,517.86	1,578.38	1,641.24	1,707.01	1,774.52	1,810.60	1,846.69	1,883.93	1,921.18	1,960.18	1,997.42	2,038.75	2,078.90	2,121.39	2,163.88
24 Pays	999.10	1,039.36	1,081.07	1,123.75	1,169.34	1,215.41	1,264.88	1,315.32	1,367.70	1,422.51	1,478.77	1,508.84	1,538.91	1,569.95	1,600.99	1,633.48	1,664.52	1,698.96	1,732.42	1,767.83	1,803.23
Annual	23,978.40	24,944.52	25,945.56	26,969.88	28,064.04	29,169.84	30,357.12	31,567.68	32,824.80	34,140.12	35,490.36	36,212.04	36,933.72	37,678.68	38,423.64	39,203.52	39,948.48	40,774.92	41,578.08	42,427.80	43,277.52

X-Scale 194 Days Team Leader 2 - 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	21.61	22.47	23.39	24.30	25.29	26.30	27.36	28.46	29.59	30.77	31.99	32.62	33.28	33.95	34.62	35.32	36.03	36.74	37.47	38.24	38.99
Daily	151.27	157.29	163.73	170.10	177.03	184.10	191.52	199.22	207.13	215.39	223.93	228.34	232.96	237.65	242.34	247.24	252.21	257.18	262.29	267.68	272.93
20 Pays	1,467.32	1,525.71	1,588.18	1,649.97	1,717.19	1,785.77	1,857.74	1,932.43	2,009.16	2,089.28	2,172.12	2,214.90	2,259.71	2,305.21	2,350.70	2,398.23	2,446.44	2,494.65	2,544.21	2,596.50	2,647.42
24 Pays	1,222.77	1,271.43	1,323.48	1,374.98	1,430.99	1,488.14	1,548.12	1,610.36	1,674.30	1,741.07	1,810.10	1,845.75	1,883.09	1,921.00	1,958.92	1,998.52	2,038.70	2,078.87	2,120.18	2,163.75	2,206.18
Annual	29,346.38	30,514.26	31,763.62	32,999.40	34,343.82	35,715.40	37,154.88	38,648.68	40,183.22	41,785.66	43,442.42	44,297.96	45,194.24	46,104.10	47,013.96	47,964.56	48,928.74	49,892.92	50,884.26	51,929.92	52,948.42

X-Scale 194 Days Assistant Supervisor - 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	24.98	25.99	27.04	28.11	29.23	30.40	31.60	32.89	34.19	35.57	36.98	37.72	38.46	39.26	40.03	40.83	41.64	42.47	43.33	44.19	45.07
Daily	187.35	194.93	202.80	210.83	219.23	228.00	237.00	246.68	256.43	266.78	277.35	282.90	288.45	294.45	300.23	306.23	312.30	318.53	324.98	331.43	338.03
20 Pays	1,817.30	1,890.82	1,967.16	2,045.05	2,126.53	2,211.60	2,298.90	2,392.80	2,487.37	2,587.77	2,690.30	2,744.13	2,797.97	2,856.17	2,912.23	2,970.43	3,029.31	3,089.74	3,152.31	3,214.87	3,278.89
24 Pays	1,514.41	1,575.68	1,639.30	1,704.21	1,772.11	1,843.00	1,915.75	1,994.00	2,072.81	2,156.47	2,241.91	2,286.78	2,331.64	2,380.14	2,426.86	2,475.36	2,524.43	2,574.78	2,626.92	2,679.06	2,732.41
Annual	36,345.90	37,816.42	39,343.20	40,901.02	42,530.62	44,232.00	45,978.00	47,855.92	49,747.42	51,755.32	53,805.90	54,882.60	55,959.30	57,123.30	58,244.62	59,408.62	60,586.20	61,794.82	63,046.12	64,297.42	65,577.82

X-Scale 194 Days Supervisor - 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	28.92	30.07	31.28	32.52	33.82	35.18	36.59	38.06	39.59	41.16	42.80	43.66	44.52	45.43	46.34	47.26	48.21	49.17	50.16	51.15	52.17
Daily	216.90	225.53	234.60	243.90	253.65	263.85	274.43	285.45	296.93	308.70	321.00	327.45	333.90	340.73	347.55	354.45	361.58	368.78	376.20	383.63	391.28
20 Pays	2,103.93	2,187.64	2,275.62	2,365.83	2,460.41	2,559.35	2,661.97	2,768.87	2,880.22	2,994.39	3,113.70	3,176.27	3,238.83	3,305.08	3,371.24	3,438.17	3,507.33	3,577.17	3,649.14	3,721.21	3,795.42
24 Pays	1,753.28	1,823.03	1,896.35	1,971.53	2,050.34	2,132.79	2,218.31	2,307.39	2,400.18	2,495.33	2,594.75	2,646.89	2,699.03	2,754.23	2,809.36	2,865.14	2,922.77	2,980.97	3,040.95	3,101.01	3,162.85
Annual	42,078.60	43,752.82	45,512.40	47,316.60	49,208.10	51,186.90	53,239.42	55,377.30	57,604.42	59,887.80	62,274.00	63,525.30	64,776.60	66,101.62	67,424.70	68,763.30	70,146.52	71,543.32	72,982.80	74,424.22	75,908.32

2026-27 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees (Employees working in a position less than .50 FTE)

2026-27 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	18.67	19.35	20.06	20.79	21.55	22.35	23.17	24.03	24.93	25.85	26.83	27.32	27.84	28.35	28.90	29.44	30.00	30.56	31.15	31.73	32.34

2026-27 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees (Employees working in a position less than .50 FTE)

X-Scale 194 Days Team Leader 1 - 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	19.57	20.36	21.18	22.01	22.90	23.81	24.78	25.76	26.79	27.86	28.97	29.55	30.14	30.75	31.36	32.00	32.60	33.28	33.93	34.63	35.32
Daily	117.42	122.15	127.05	132.07	137.43	142.84	148.66	154.58	160.74	167.18	173.79	177.33	180.86	184.51	188.16	191.98	195.62	199.67	203.60	207.77	211.93
20 Pays	1,138.97	1,184.86	1,232.39	1,281.08	1,333.07	1,385.55	1,442.00	1,499.43	1,559.18	1,621.65	1,685.76	1,720.10	1,754.34	1,789.75	1,825.15	1,862.21	1,897.51	1,936.80	1,974.92	2,015.37	2,055.72
24 Pays	949.15	987.38	1,026.99	1,067.57	1,110.89	1,154.62	1,201.67	1,249.52	1,299.32	1,351.37	1,404.80	1,433.42	1,461.95	1,491.46	1,520.96	1,551.84	1,581.26	1,614.00	1,645.77	1,679.47	1,713.10
Annual	22,779.48	23,697.10	24,647.70	25,621.58	26,661.42	27,710.96	28,840.04	29,988.52	31,183.56	32,432.92	33,715.26	34,402.02	35,086.84	35,794.94	36,503.04	37,244.12	37,950.28	38,735.98	39,498.40	40,307.38	41,114.42

X-Scale 194 Days Team Leader 2 - 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	20.53	21.35	22.22	23.09	24.03	24.99	25.99	27.04	28.11	29.23	30.39	30.99	31.62	32.25	32.89	33.55	34.23	34.90	35.60	36.33	37.04
Daily	143.71	149.43	155.54	161.60	168.18	174.90	181.94	189.26	196.77	204.62	212.73	216.92	221.31	225.77	230.22	234.88	239.60	244.32	249.18	254.30	259.28
20 Pays	1,393.99	1,449.47	1,508.74	1,567.52	1,631.35	1,696.53	1,764.82	1,835.82	1,908.67	1,984.81	2,063.48	2,104.12	2,146.71	2,189.97	2,233.13	2,278.34	2,324.12	2,369.90	2,417.05	2,466.71	2,515.02
24 Pays	1,161.66	1,207.89	1,257.28	1,306.27	1,359.46	1,413.78	1,470.68	1,529.85	1,590.56	1,654.01	1,719.57	1,753.44	1,788.92	1,824.97	1,860.95	1,898.61	1,936.77	1,974.92	2,014.21	2,055.59	2,095.85
Annual	27,879.74	28,989.42	30,174.76	31,350.40	32,626.92	33,930.60	35,296.36	36,716.44	38,173.38	39,696.28	41,269.62	42,082.48	42,934.14	43,799.38	44,662.68	45,566.72	46,482.40	47,398.08	48,340.92	49,334.20	50,300.32

X-Scale 194 Days Assistant Supervisor - 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	23.73	24.69	25.69	26.70	27.77	28.88	30.02	31.25	32.48	33.79	35.13	35.83	36.54	37.30	38.03	38.79	39.56	40.35	41.16	41.98	42.82
Daily	177.98	185.18	192.66	200.28	208.26	216.60	225.15	234.34	243.60	253.44	263.48	268.76	274.03	279.73	285.21	290.91	296.69	302.60	308.73	314.85	321.12
20 Pays	1,726.41	1,796.25	1,868.80	1,942.72	2,020.12	2,101.02	2,183.96	2,273.10	2,362.92	2,458.37	2,555.76	2,606.97	2,658.09	2,713.38	2,766.54	2,821.83	2,877.89	2,935.22	2,994.68	3,054.05	3,114.86
24 Pays	1,438.67	1,496.87	1,557.34	1,618.93	1,683.44	1,750.85	1,819.96	1,894.25	1,969.10	2,048.64	2,129.80	2,172.48	2,215.08	2,261.15	2,305.45	2,351.52	2,398.24	2,446.02	2,495.57	2,545.04	2,595.72
Annual	34,528.12	35,924.92	37,376.04	38,854.32	40,402.44	42,020.40	43,679.10	45,461.96	47,258.40	49,167.36	51,115.12	52,139.44	53,161.82	54,267.62	55,330.74	56,436.54	57,557.86	58,704.40	59,893.62	61,080.90	62,297.28

X-Scale 194 Days Supervisor - 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	27.47	28.57	29.72	30.89	32.13	33.42	34.76	36.16	37.61	39.10	40.66	41.48	42.29	43.16	44.02	44.90	45.80	46.71	47.65	48.59	49.56
Daily	206.03	214.28	222.90	231.68	240.98	250.65	260.70	271.20	282.08	293.25	304.95	311.10	317.18	323.70	330.15	336.75	343.50	350.33	357.38	364.43	371.70
20 Pays	1,998.49	2,078.52	2,162.13	2,247.30	2,337.51	2,431.31	2,528.79	2,630.64	2,736.18	2,844.53	2,958.02	3,017.67	3,076.65	3,139.89	3,202.46	3,266.48	3,331.95	3,398.20	3,466.59	3,534.97	3,605.49
24 Pays	1,665.41	1,732.10	1,801.78	1,872.75	1,947.92	2,026.09	2,107.33	2,192.20	2,280.15	2,370.44	2,465.01	2,514.73	2,563.87	2,616.58	2,668.71	2,722.06	2,776.63	2,831.83	2,888.82	2,945.81	3,004.58
Annual	39,969.82	41,570.32	43,242.60	44,945.92	46,750.12	48,626.10	50,575.80	52,612.80	54,723.52	56,890.50	59,160.30	60,353.40	61,532.92	62,797.80	64,049.10	65,329.50	66,639.00	67,964.02	69,331.72	70,699.42	72,109.80

2026-27 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	ISAEP Instructor	1	$32.00
Adult Education	ISAEP Instructor	2	$34.00
Adult Education	ISAEP 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	$20.89
REEP*	Instructor / Coordinator	1	$25.61
REEP	Instructor / Coordinator	2	$27.67
REEP	Instructor / Coordinator	3	$29.45
REEP	Instructor / Coordinator	4	$32.45
REEP	Instructor / Coordinator	5	$34.56
REEP**	Instructor / Coordinator	6	$36.79
REEP**	Instructor / Coordinator	7	$39.17
REEP**	Instructor / Coordinator	L1	$40.75
REEP**	Instructor / Coordinator	L2	$42.39
REEP	Substitute Teacher / Placement Tester	1	$19.12

*Step 1 not currently used

**Longevity steps: 4 years each

2026-27 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
	$18.60	$19.33	$20.16	$20.96	$21.79	$22.65	$23.56	$24.51	$25.48	$26.50	$27.57	$28.39	$29.25	$30.65

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
	$17.25	$17.94	$18.70	$19.44	$20.23	$21.01	$21.86	$22.73	$23.63	$24.59	$25.58	$26.36	$27.14	$28.43

2026-27 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	$51.69
APS Homebound Special Education Teacher	Hourly Rate
Curriculum Development/Observation/Proctors	$36.52
Family and Consumer Science - High School	$29.73
Federal Grant/Title 1 Program Coordinator	Hourly Rate
Homebound Teacher NON-APS	$36.52
Library Media Specialist - After Hours	Hourly Rate
Project Development	$42.60
Saturday School	$36.52
Staff Development Attendance	$21.18
Staff Development Presentation	$36.52
Tutoring - All-In Tutor External Non-Exempt & Non-Licensed	$36.52
Tutoring - All-In Tutor APS Teacher or Hold Current Teaching License	$51.69
Special Education Instructional Assistant (funding source: 915)	$27.15
Instructional Assistant	$17.69
Staff Professional Activities - Outside of Contractual Hours for Licensed Staff @ Schools with a Federal ID	$60.00
Interpreter	$37.20
Translator	$37.20
Clerical/Administrative Assistant	$18.01
Bus Attendant (Sub/Trainee)	$18.01
Bus Driver - (Sub/Trainee)	$18.01
Maintenance/Trades/Relief Custodians	$18.01
Food Service Manager	$19.08
Food Service Worker	$19.05
Lunchroom Attendant	$18.01
Extended Day Trainee	$18.50
Technology Support Intern	$18.01
Community Center Audio/Visual Equipment Technician	$49.60
Community Center Facility Event Coorindnator/House Manager	$45.89
Sporting Event Worker (Game/Ticket)	$22.33
DEI Intern	$22.00
Driver - Crew Trailer	$21.08
High School Students	$13.39
LIFE GUARDS	**Amt**
Life Guard 1 - LG Certification	$13.39
Life Guard 2 - LG Certification w/1 year exp.	$13.95
Life Guard 3 - LG Certification/Instructor AIDE/Head Guard w/2 year exp.	$15.62
Life Guard 4 - LG Cert/Instructor (Basic)/Pool Ops HS Grad w/3 year exp.	$17.29
Instructor 1 - LG Certification/Instructor/Pool Op w/3 year exp. +1 (LG+Inst)	$18.96
Instructor 2 - LG Certification/Instructor w/3 year exp. +2 (LG+Inst)	$22.31
Instructor 3 - LG Certification/Instructor w/3 year exp. +3 (LG+Inst)	$25.65
Instructor 4 - G (2+) 4-year WASI/LGI (Coach/Water Fitness Certification) 3-5 years + certs	$27.89 - $33.46

2026-2027 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

2026-27 Academic Stipends

Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)	
Academic Competition Coach	$1,355
Choral Dir. w/o Musical Component - M.S.	$1,355
Contact Teacher Mentors	$1,355
Content Lead Teacher w/ Release Time	$1,355
DECA Student Advisor - H.S. & CC	$1,355
FBLA Student Advisor M.S.	$1,355
FCCLA Student Advisor M.S.	$1,355
Freshman Class Sponsor - H.S.	$1,355
Honors Band Manager - M.S.	$1,355
Honors Orchestra Manager - M.S.	$1,355
Literary Magazine Sponsor - E.S.	$1,355
Lit Magazine Sponsor w/Release Time - M.S.	$1,355
Math Counts Coach M.S. & HBW M.S.	$1,355
National Jr Honor Society Sponsor - M.S.	$1,355
Project Y.E.S. Building Coordinator - E.S.	$1,355
Science Fair Director - M.S.	$1,355
Sophomore Class Sponsor - H.S.	$1,355
Student Council Assoc. Sponsor - M.S.	$1,355
Sustainability Liaison	$1,355
Tri-M Music Honor Society Sponsor - H.S.	$1,355
VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB	$1,355
Visual Art Exhibit Sponsor - H.S.* & HBW*	$1,355
Yearbook Sponsor - School Published - E.S.	$1,355
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Arlington Youth Symphony Manager	$2,484
Band Director - M.S.	$2,484
Band Drill Writer - H.S.	$2,484
Band Music Arranger - H.S.	$2,484
Content Lead Teacher - H.S. or M.S.	$2,484
E-Sports Sponsor - Fall (- H.S. & HB & CC)	$2,484
Elem Honors Chorus Accompanist - ES	$2,484
Elementary Musical Production Director	$2,484
Equity Influencer	$2,484
FACE Action Team Coordinator	$2,484
FCCLA Student Advisor - H.S., CC, TPP	$2,484
FBLA Student Advisor - H.S.	$2,484
Film Fest Coordinator (Countywide)	$2,484
Gifted Resources K-12 Lead Teacher Elementary (Countywide)	$2,484
Gifted Resources K-12 Lead Teacher Secondary (Countywide)	$2,484
Health and PE Lead Teacher E.S. (Countywide)	$2,484
Health and PE Lead Teacher M.S. (Countywide)	$2,484
Health and PE Lead Teacher - H.S. (Countywide)	$2,484
Honors Band Director - M.S.	$2,484
Honors Chorus Accompanist - M.S.	$2,484
Honors Orchestra Director - M.S.	$2,484
Indoor Percussion Ensemble Drill Writer	$2,484
It's Academic & Scholastic Bowl Coach - H.S.	$2,484
Jr Honors Band & Orchestra Manager - E.S.	$2,484
Junior Class Sponsor - H.S. & HBW	$2,484

Title	Amt
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Knowledge Master's Sponsor - HBW	$2,484
Learning Community Leader - H.S.	$2,484
Library Services Lead Librarian Elementary (Countywide)	$2,484
Library Services Lead Librarian Secondary (Countywide)	$2,484
Lit Magazine After School Club Sponsor - M.S.	$2,484
Model United Nations Sponsor - H.S.	$2,484
Model General Assembly Sponsor	$2,484
National Honor Society Sponsor - H.S. & HBW	$2,484
Orchestra Director - M.S.	$2,484
Pep Band Director - M.S.	$2,484
Project Y.E.S. Mentor - E.S.	$2,484
Robotics	$2,484
School Webmaster Liaison	$2,484
Scholastic Art Coordinator (Countywide)	$2,484
Science Fair Director - H.S. & HBW	$2,484
Secondary Choral Accompanist	$2,484
Substance Use Prevention Sponsor (HS, HB, ACC, & LHSC)	$2,484
Teacher Mentor	$2,484
Team Leader M.S.	$2,484
Team Leader - H.S.	$2,484
Tech. Ed. Student Org. Advisor - H.S. & CC	$2,484
Tech. Ed. Student Org. Advisor M.S.	$2,484
Tech Theater Club Sponsor	$2,484
Trade & Industrial Org. Advisor CC	$2,484
VA Jr Acad Sci Spnsr 41+ Subms HS, MS & HBW	$2,484
Winterguard Ensemble Assistant Director	$2,484
Yearbook Sponsor w/Commercial Vendor-E.S.	$2,484
Yearbook Sponsor - M.S.	$2,484
(6.4% of BA, Step A of the Teacher Salary Schedule)	
A Capella Sponsor - H.S.	$3,613
Arlington Youth Symphony Conductor	$3,613
Art Lead Teacher - All Levels (Countywide)	$3,613
Band - Battery Instructor - H.S.	$3,613
Band - Brass Instructor - H.S.	$3,613
Band - Frontline Instructor - H.S.	$3,613
Band - Marching & Maneuvering Instructor - H.S.	$3,613
Band - Woodwind Instructor - H.S.	$3,613
Band Director - H.S. & HBW	$3,613
Choral Director - H.S. & HBW	$3,613
Choral Director w/ Musical Component - M.S.	$3,613
CTE Secondary Lead Teacher	$3,613
Content Lead Teacher - E.S.	$3,613
Drama Director - M.S. & HBW	$3,613
Drama Set Construction - H.S. & HBW	$3,613
Drama Sponsor HS/1st Sem. - H.S. & HBW	$3,613
Drama Sponsor HS/2nd Sem. - H.S. & HBW	$3,613
Elementary Honors Chorus - ES	$3,613
Elementary School Site Administrator for S.S.	$3,613
EL Lead Teacher - E.S.	$3,613

Title	Amt
(6.4% of BA, Step A of the Teacher Salary Schedule)	
EL Lead Teacher - M.S.	$3,613
EL Lead Teacher - H.S.	$3,613
FFASO Student Advisor (CC)	$3,613
FHPSO Student Advisor (CC)	$3,613
Forensics Lincoln-Douglas Team Sponsor - H.S.	$3,613
Forensics Policy Debate Team Sponsor - H.S.	$3,613
Forensics Public Forum Team Sponsor H.S	$3,613
Forensics Speech Team Sponsor - H.S.	$3,613
Forensics Student Congress Team Sponsor - H.S.	$3,613
Future Farmer	$3,613
Future Health	$3,613
Honors Chorus Director - M.S.	$3,613
Indoor Percussion Ensemble Battery Instructor	$3,613
Indoor Percussion Ensemble Marching & Maneuvering Instructor	$3,613
Indoor Percussion Frontline Instructor	$3,613
Jazz Band Director - M.S.	$3,613
Junior (4-6) Honors Band Director	$3,613
Junior (4-6) Honors Orchestra Director	$3,613
Literary Magazine Sponsor - H.S. & HBW	$3,613
Middle School Site Administrator for S.S.	$3,613
Orchestra Director - H.S. & HBW	$3,613
Senior Class Sponsor - H.S. & HBW	$3,613
Special Education Lead Teacher - E.S.	$3,613
Social-Emotional Learning Lead Teacher	$3,613
Student Govt. Assoc. Sponsor - H.S. & HBW	$3,613
Tech Theater Club Sponsor - H.S.	$3,613
Tech Theater Club Sponsor - M.S.	$3,613
Tech Theater Director Fall - H.S.	$3,613
Tech Theater Director Fall - M.S.	$3,613
Tech Theater Director Spring - H.S.	$3,613
Tech Theater Director Spring - M.S.	$3,613
Wintergaurd Ensemble Director	$3,613
(8.4% of BA, Step A of the Teacher Salary Schedule)	
High School Site Administrator for S.S.	$4,742
Indoor Percussion Ensemble Director	$4,742
Instructional Lead Teacher	$4,742
Marching Band Director - H.S.	$4,742
Newspaper (Student) Sponsor - H.S. & HBW	$4,742
Yearbook Sponsor - H.S. & HBW	$4,742
Other Academic Stipends	
Gifted Contact Teacher (ES)	$985
Department Chair (1 - 2.9 FTE)	$416
Department Chair (3 - 4.9 FTE)	$832
Department Chair (5 - 8.9 FTE)	$1,040
Department Chair (9 - 12.9 FTE)	$1,248
Department Chair (13 + FTE)	$1,458

*Each Visual Art Teacher who completes requirements receives full

2026-27 Athletic Stipends

Title	Amt
(2.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Intramural Director - M.S.	$1,355
Assistant Swim Coach - M.S.	$1,355
Assistant Track Coach - M.S.	$1,355
(4.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Wrestling Coach - M.S.	$2,484
Cheer Coach Fall - M.S.	$2,484
Cheer Coach Winter - M.S.	$2,484
Dive Coach - M.S.	$2,484
E-Sport - H.S. HBW & ACC	$2,484
Head Tennis Coach - M.S.	$2,484
Intramural Director - H.S.	$2,484
Intramural Director - M.S.	$2,484
Intermural Ult. Frisbee Coach - H.S.	$2,484
Intermural Ult. Frisbee Coach - M.S.	$2,484
Tennis Program Assistant	$2,484
(6.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Baseball Coach - H.S.	$3,613
Assistant Basketball Coach - H.S.	$3,613
Assistant Cheer Coach - Fall - H.S.	$3,613
Assistant Field Hockey Coach - H.S.	$3,613
Assistant Gymnastics Coach - H.S.	$3,613
Assistant Soccer Coach - H.S.	$3,613
Assistant Softball Coach - H.S.	$3,613
Assistant Swim Coach - H.S.	$3,613
Assistant Volleyball Coach - H.S.	$3,613
Assistant Wrestling Coach - H.S.	$3,613
Basketball Coach - M.S.	$3,613
Club Organization Coordinator	$3,613
Elementary Safety Patrol (ES)	$3,613
Freshman Cheer Fall - H.S.	$3,613
Freshman Cheer Winter - H.S.	$3,613
Learn to Crew Program Coach - H.S.	$3,613

Title	Amt
(6.4% of BA, Step A of the Teacher Salary Schedule)	
Soccer Coach - M.S.	$3,613
Swim Coach - M.S.	$3,613
Track Coach - M.S.	$3,613
Varsity Dive - H.S.	$3,613
Wrestling Coach - M.S.	$3,613
(8.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Coach Indoor Track - H.S.	$4,742
Assistant Crew Coach - H.S.	$4,742
Assistant Cross Country Coach - H.S.	$4,742
Assistant Lacrosse Coach - H.S.	$4,742
Assistant Outdoor Track Coach - H.S.	$4,742
Color Guard - H.S.	$4,742
Dance Team Sponsor - H.S.	$4,742
Freshman Basketball Coach - H.S.	$4,742
Freshman Field Hockey Coach - H.S.	$4,742
Freshman Volleyball Coach - H.S.	$4,742
Golf Program Assistant	$4,742
Junior Varsity Basketball Coach - H.S.	$4,742
Junior Varsity Cheer Coach/Fall - H.S.	$4,742
Junior Varsity Cheer Coach/Winter - H.S.	$4,742
Junior Varsity Softball Coach - H.S.	$4,742
Junior Varsity Wrestling Coach	$4,742
Varsity Cheer Coach/Winter - H.S.	$4,742
Varsity Tennis Coach - H.S.	$4,742
(10.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Activities Director - Winter/Spring	$5,872
Football Program Assistant Coach - H.S.	$5,872
Junior Varsity Baseball Coach - H.S.	$5,872
Junior Varsity Field Hockey Coach- H.S.	$5,872
Junior Varsity Lacrosse Coach - H.S.	$5,872
Junior Varsity Soccer Coach - H.S.	$5,872

Title	Amt
(10.4% of BA, Step A of the Teacher Salary Schedule)	
Junior Varsity Volleyball Coach - H.S.	$5,872
Novice Crew Coach - H.S.	$5,872
Varsity Cross Country Coach - H.S.	$5,872
Varsity Golf Coach - H.S.	$5,872
Varsity Gymnastics Coach - H.S.	$5,872
Varsity Rifle Coach - H.S.	$5,872
Varsity Swim Coach - H.S.	$5,872
(12.4% of BA, Step A of the Teacher Salary Schedule)	
Assistant Activities Director - Fall	$7,001
Freshman Football Coach - H.S.	$7,001
Junior Varsity Football Coach - H.S.	$7,001
Varsity Baseball Coach - H.S.	$7,001
Varsity Basketball Coach - H.S.	$7,001
Varsity Cheer Coach/Fall - H.S.	$7,001
Varsity Field Hockey Coach - H.S.	$7,001
Varsity Lacrosse Coach - H.S.	$7,001
Varsity Soccer Coach - H.S.	$7,001
Varsity Softball Coach - H.S.	$7,001
Varsity Track Coach/Indoor - H.S.	$7,001
Varsity Track Coach/Outdoor - H.S.	$7,001
Varsity Volleyball Coach - H.S.	$7,001
Varsity Wrestling Coach - H.S.	$7,001
(14.4% of BA, Step A of the Teacher Salary Schedule)	
Varsity Crew Coach - H.S.	$8,130
(16.4% of BA, Step A of the Teacher Salary Schedule)	
Varsity Football Coach - H.S.	$9,259
Athletic Trainer - Fall, Winter, Spring - H.S.	$9,259
Athletic Trainer - Winter - H.S.	$9,259
Athletic Trainer - Spring - H.S.	$9,259

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

2026-27 Instructional Substitutes Rates of Pay

Description	Hourly Rate of Pay	Daily Rate (7 Hours)
Substitute Teacher	$23.82	$166.74
Long Term Substitute Teacher (1-10)	$23.82	$166.74
Long Term Substitute Teacher (Days 11- end of assignment)	$32.48	$227.36
School Based Substitute	$24.16	$169.12
Substitute Assistant	$19.23	
Substitute Athletic Trainer	$37.91	

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

SUMMER SCHOOL/INTERSESSION HOURLY RATES

Position	Summer School 2026	Rate as of July 1, 2026
Teacher	Licensed APS Teacher	Hourly rate or $38.46/hr., whichever is higher. FY27 VRS Hourly Rate as of July 1, 2026.
	Licensed Non-APS Teacher (must hold valid VA license)	$38.46/hr.
	Retired APS Teacher (must hold valid VA license)	$51.68/hr.
Assistant	APS Assistant (A, C, G, X-scales)	Hourly rate or $17.49/hr., whichever is higher. FY26 VRS Hourly Rate as of July 1, 2026.
	APS Assistant (T-scale)	$32.32/hr.
	Non-APS Assistant	$17.49/hr.
	Retired APS Assistant	G-Scale $28.41/hr. and A-Scale $26.92/hr.
Clerical	APS Clerical (A, C, G, X-scales)	Hourly rate or $17.49/hr., whichever is higher. FY27 VRS Hourly Rate as of July 1, 2026.
	APS Clerical (E-Scale)	Hourly rate. FY27 VRS Hourly Rate as of July 1, 2026.
	APS Clerical (T-scale)	$28.19/hr.
	Non-APS Clerical	$17.49/hr.
	Retired APS Clerical	$28.19/hr.
Coordinator/Assistant Administrator	Coordinator/Assistant Principal (T-Scale)	Hourly rate or $38.46/hr., whichever is higher. FY27 VRS Hourly Rate as of July 1, 2026.
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 $19.05/hr.
Substitute Teacher	Non-Aps or APS Non- T-Scale	$23.82/hr.
	APS T-Scale	$38.46/hr.
Substitute Assistant	APS and Non-APS Sub Assistant	$19.23/hr.
Special Education ESY - Teacher	APS only Special Education Teacher (ESY-Mandated Services)	Hourly Rate of Current Employee. FY27 VRS Hourly Rate as of July 1, 2026.
Special Education ESY - Assistant	APS only Special Education Assistant (ESY-Mandated Services)	Hourly Rate of Current Employee. FY27 VRS Hourly Rate as of July 1, 2026.
Bilingual Family Specialist	APS Worker	Hourly Rate of Current Employee. FY27 VRS Hourly Rate as of July 1, 2026.
Lunch/Recess Attendant and Health Screener		$17.49/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 · $19.69 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 · $21.85 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 · $28.37 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)

Arlington Public Schools

ASA & Confidential Pay Plan FY 2027

July 1, 2026 - June 30, 2027

Effective July 1, 2026

Scale	Positions	Page Number
	ALLOCATION OF CLASSES TO GRADES (ASA Unit)	2-3
	ALLOCATION OF CLASSES TO GRADES (Confidential Unit)	4-5
	PROFESSIONAL STANDARDS	6
E	**ASA Retirement Eligible** E-SCALE	7-8
E	**ASA Non-Retirement Eligible** E-SCALE	18-20
P	**Retirement Eligible** G-SCALE	21-22
P	**Non-Retirement Eligible** G-SCALE	23-24
P	**Retirement Eligible** PRINCIPAL & ADMINISTRATIVE	27
P	**Non-Retirement Eligible** PRINCIPAL & ADMINISTRATIVE	28

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.

Notes:

ASA Unit 2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade
CLUSTER LEAD DRIVER	12-Month	8
COORD EARLY CHILDHOOD	12-Month	14
CUSTOMER SVC COORD	12-Month	9
EXTENDED DAY SPEC	12-Month	8
FACILITIES MGR (GUNSTON)	12-Month	7
FACILITIES MGR (HOFFMAN-BOSTON)	12-Month	3
FACILITIES MGR (JEFFERSON)	12-Month	7
FACILITIES MGR (KENMORE)	12-Month	3
FACILITIES MGR (W-L)	12-Month	3
INTERPRETATION SERVICES COORD	12-Month	9
RISK MANAGER	12-Month	12
SUPR ROUTING AND PLANNING	12-Month	9
SUPR ENTERPRISE RESOURCE PLANNING (ERP)	12-Month	15
SUPR OF COMMUNITY PARTNERSHIP & ENGAGEMENT	12-Month	13
SUPR TELECOMMUNICATIONS	12-Month	12
SUPR WEB, MULTI DESIGN & PRINT SERVICES	12-Month	13
TRANSPORTATION COORD/PRESCHOOL/SPECIAL ED	12-Month	6
TRANSPORTATION COORDINATOR	12-Month	10
TRANSPORTATION OPERATIONS MGR*	12-Month	13

* Career Ladder Positions

ASA Unit 2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

P - Scale Classification	Units	Grade
ADMINISTRATOR	12-Month	14
AQUATICS MANAGEMENT	12-Month	16
ASST DIR ACCOUNTABILITY & EVALUATION	12-Month	14
ASST DIR OF COMMUNICATIONS	12-Month	14
ASST DIR EXTENDED DAY	12-Month	11
ASST DIR FINANCE	12-Month	14
ASST DIR MAINT	12-Month	11
ASST DIR OF SAFETY & EMERGENCY MNGMT	12-Month	12;13
ASST DIR PLANT OPERATIONS	12-Month	11
ASST DIR TECHNOLOGY SVCS	12-Month	15
COORD ADULT EDUCATION	12-Month	12
COORD COUNSELING	12-Month	12
COORD INTERNATL BACCALAUREATE	12-Month	15
COORD STUDENT BEHAVIOR	12-Month	15
DEAN OF STUDENTS	11-Month	11
DIR ADVANCED ACADEMICS	12-Month	17
DIR ASSESSMENT	12-Month	15
DIR COUNSELING SVCS HIGH SCHOOL	12-Month	16
DIR COUNSELING SVCS MIDDLE SCHOOL	12-Month	15
DIR CURRICULUM & INSTRUCTION	12-Month	17
DIR DESIGN & CONST	12-Month	16
DIR EXTENDED DAY	12-Month	15
DIR FOOD SVCS	12-Month	15
DIR MAINT	12-Month	16
DIR ENGLISH LEARNER SERVICES	12-Month	17
DIR FACILITIES & OPERATIONS	12-Month	16
DIR SCHOOL CLIMATE AND CULTURE	12-Month	16
DIR PROFESS LEARNING	12-Month	16
DIR SPECIAL ED (ELEMENTARY/SECONDARY)	12-Month	17
DIR STUDENT ACTIVITIES/HIGH SCHOOL	12-Month	16
DIR STUDENT BEHAVIOR HEALTH & WELLNESS	12-Month	17
DIR VOC CAREER TECH & ADULT ED	12-Month	17
DIR AETV	12-Month	16
DIRECTOR COMMUNICATIONS	12-Month	15
DIRECTOR FACE	12-Month	15
DIR STUDENT REG & LANGUAGE SVCS	12-Month	15
DUAL LANGUAGE IMMERSION COORDINATOR	12-Month	12

P - Scale Classification	Units	Grade
ELEM ASST PRINCIPAL	12-Month	15
ELEM PRINCIPAL	12-Month	17
EUNICE KENNEDY SHRIVER PRINCIPAL	12-Month	17
EXECUTIVE DIR OF DEI	12-Month	18
HB WOODLAWN PRINCIPAL	12-Month	18
HIGH SCHOOL ASST PRINCIPAL	12-Month	15;16
HIGH SCHOOL PRINCIPAL	12-Month	18
INSTRUCTIONAL SUPPORT SUPERVISOR	12-Month	16
MIDDLE SCHOOL ASST PRINCIPAL	12-Month	15
MIDDLE SCHOOL PRINCIPAL	12-Month	17
SOCIAL EMOTIONAL LEARNING COORDINATOR	12-Month	12
STUDENT CLIMATE COORDINATOR	12-Month	15
SUPR ARL ED & EMPL PROG (REEP)	12-Month	15
SUPR ADVANCED ACADEMICS & TALENT DEV	12-Month	16
SUPR, CAREER & TECH ED	12-Month	16
SUPR OF DIGITAL LEARNING & INNOVATION	12-Month	16
SUPR OF MATHEMATICS	12-Month	16
SUPR OUTDOOR LAB	12-Month	15
SUPR OF SPECIALLY DESIGNED INSTRUCTIONS	12-Month	16
SUPR ENGLISH/LANGUAGE ARTS	12-Month	16
SUPR FEDERAL PROGRAMS	12-Month	15
SUPR FINE ARTS	12-Month	16
SUPR HEALTH & PE	12-Month	16
SUPR LIBRARY SVCS	12-Month	16
SUPR, STUDENT SERVICES	12-Month	16
SUPR, ENGLISH LEARNER	12-Month	16
SUPR SPECIAL EDUCATION	12-Month	16
SUPR SCHOOL PSYCHOLOGIST/SOCIAL WORK	12-Month	16
SUPR SOCIAL STUDIES	12-Month	16
SUPR SCIENCE	12-Month	16
SUPR WORLD LANGUAGES	12-Month	16
TITLE I DEAN OF STUDENTS	12-Month	11

Confidential Unit 2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade
BENEFITS SUPERVISOR	12-Month	13
CLERK OF THE BOARD	12-Month	14
COORD SPECIAL PROJECTS	12-Month	15
CUSTOMER SVC COORD	12-Month	9
DEPUTY CLERK OF THE BOARD	12-Month	9
EMPLOYEE RELATIONS SPECIALIST	12-Month	13
LABOR RELATIONS SPECIALIST	12-Month	13
PARALEGAL	12-Month	7
EAP SUPERVISOR	12-Month	13

G - Scale Classification	Units	Grade
EXEC ASST TO THE SUPERINTENDENT	12-Month	14
EXECUTIVE ADMIN SPEC	12-Month	12;13;14

Confidential Unit 2026-27 Allocation of Classes to Pay Grades - Alphabetical Listing

P - Scale Classification	Units	Grade
ASST DIVISION COUNSEL	12-Month	16
ASST DIR PROCUREMENT	12-Month	11
ASST DIVISION COUNSEL OF SPECIAL EDUCATION	12-Month	16
ASST SUPT FACILITIES & OPERATIONS	12-Month	19
ASST SUPT HUMAN RESOURCES	12-Month	19
ASST SUPT INFO SVCS	12-Month	19
ASST SUPT SCHOOL & COMMUNITY RELATIONS	12-Month	19
BUSINESS OFFICER	12-Month	20
CHIEF ACADEMIC OFFICER	12-Month	19
CHIEF DIVERSITY, EQUITY, & INCLUSION OFFICER	12-Month	19
CHIEF OF SCHOOL SUPPORT	12-Month	20
CHIEF OF STAFF	12-Month	20
COORD TALENT ACQUISITION	12-Month	15
COORD, CLASSIFICATION & POSITION MGMT	12-Month	13
DIR ACCT, EVALUATION, STRATEGIC PLANNING	12-Month	15
DIR BUDGET	12-Month	17
DIR OF EMPLOYEE RELATIONS	12-Month	17
DIR ENTERPRISE SOLUTIONS	12-Month	17
DIR FINANCE	12-Month	17
DIR INTERNAL AUDIT	12-Month	15
DIR LABOR RELATIONS	12-Month	15
DIR PAYROLL	12-Month	17
DIR POLICY AND LEGISLATIVE AFFAIRS	12-Month	15
DIR PROCUREMENT	12-Month	17
DIR SSR & EMER MGMT	12-Month	16
DIR TALENT ACQUISITION & MANAGEMENT, CLASSIFIED STAFFING	12-Month	16
DIR TALENT ACQUISITION & MANAGEMENT, LICENSED STAFFING	12-Month	16
DIR TECHNOLOGY SERVICES	12-Month	17
DIVISION COUNSEL	12-Month	19
EXEC PRINCIPAL SL & SUPPORT	12-Month	19
ED DIR TRANSPORTATION & FLEET MANAGEMENT SERVICES	12-Month	18
EXECUTIVE DIR CURRICULUM & INSTRUCTION	12-Month	18
EXECUTIVE DIR STUDENT SERVICES	12-Month	18

Confidential Unit Professional Standards - Support Staff (G Scale)

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

Confidential Unit Professional Standards - E and P-Scales

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

ASA Unit -Professional Standards

	Principal Chair	Master's Degree	Doctorate Degree	New Administrator Mentor
Amount	$3,000	$1,200	$2,000	Based on Teacher Mentor

ASA 2026-27 E-Scale 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
Daily	209.25	215.52	221.99	228.65	235.51	242.57	249.85	257.35	265.07	273.02	281.21	289.65	298.33	307.29	316.50	326.00	335.78	345.85	356.23	366.92
24 Pays	2,266.83	2,334.83	2,404.88	2,477.04	2,551.33	2,627.88	2,706.71	2,787.92	2,871.54	2,957.71	3,046.46	3,137.83	3,231.96	3,328.96	3,428.79	3,531.67	3,637.58	3,746.71	3,859.13	3,974.92
Annual	54,404.00	56,036.00	57,717.00	59,449.00	61,232.00	63,069.00	64,961.00	66,910.00	68,917.00	70,985.00	73,115.00	75,308.00	77,567.00	79,895.00	82,291.00	84,760.00	87,302.00	89,921.00	92,619.00	95,398.00

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
Daily	219.71	226.30	233.09	240.08	247.28	254.70	262.34	270.21	278.31	286.66	295.27	304.12	313.25	322.64	332.32	342.29	352.56	363.13	374.03	385.25
24 Pays	2,380.17	2,451.58	2,525.13	2,600.83	2,678.88	2,759.25	2,842.00	2,927.25	3,015.04	3,105.50	3,198.71	3,294.67	3,393.50	3,495.29	3,600.13	3,708.13	3,819.38	3,933.92	4,051.96	4,173.50
Annual	57,124.00	58,838.00	60,603.00	62,420.00	64,293.00	66,222.00	68,208.00	70,254.00	72,361.00	74,532.00	76,769.00	79,072.00	81,444.00	83,887.00	86,403.00	88,995.00	91,665.00	94,414.00	97,247.00	100,164.00

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
Daily	230.70	237.62	244.75	252.10	259.66	267.45	275.47	283.73	292.24	301.01	310.04	319.34	328.92	338.79	348.96	359.43	370.21	381.32	392.75	404.53
24 Pays	2,499.25	2,574.25	2,651.46	2,731.04	2,812.96	2,897.33	2,984.21	3,073.75	3,165.96	3,260.96	3,358.75	3,459.54	3,563.33	3,670.25	3,780.38	3,893.79	4,010.58	4,130.92	4,254.83	4,382.46
Annual	59,982.00	61,782.00	63,635.00	65,545.00	67,511.00	69,536.00	71,621.00	73,770.00	75,983.00	78,263.00	80,610.00	83,029.00	85,520.00	88,086.00	90,729.00	93,451.00	96,254.00	99,142.00	102,116.00	105,179.00

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
Daily	242.24	249.51	256.99	264.70	272.65	280.82	289.25	297.93	306.86	316.07	325.55	335.32	345.38	355.74	366.41	377.40	388.73	400.38	412.40	424.77
24 Pays	2,624.29	2,703.04	2,784.08	2,867.63	2,953.67	3,042.25	3,133.50	3,227.54	3,324.33	3,424.04	3,526.79	3,632.58	3,741.58	3,853.83	3,969.46	4,088.54	4,211.21	4,337.50	4,467.67	4,601.67
Annual	62,983.00	64,873.00	66,818.00	68,823.00	70,888.00	73,014.00	75,204.00	77,461.00	79,784.00	82,177.00	84,643.00	87,182.00	89,798.00	92,492.00	95,267.00	98,125.00	101,069.00	104,100.00	107,224.00	110,440.00

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
Daily	254.33	261.97	269.83	277.92	286.26	294.85	303.70	312.81	322.19	331.86	341.81	352.07	362.63	373.51	384.72	396.26	408.14	420.38	433.00	445.99
24 Pays	2,755.29	2,838.00	2,923.13	3,010.83	3,101.17	3,194.21	3,290.04	3,388.75	3,490.42	3,595.13	3,702.96	3,814.08	3,928.50	4,046.38	4,167.75	4,292.79	4,421.54	4,554.17	4,690.83	4,831.54
Annual	66,127.00	68,112.00	70,155.00	72,260.00	74,428.00	76,661.00	78,961.00	81,330.00	83,770.00	86,283.00	88,871.00	91,538.00	94,284.00	97,113.00	100,026.00	103,027.00	106,117.00	109,300.00	112,580.00	115,957.00

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
Daily	267.06	275.07	283.33	291.82	300.58	309.60	318.88	328.45	338.31	348.46	358.91	369.68	380.77	392.19	403.96	416.08	428.56	441.41	454.65	468.29
24 Pays	2,893.17	2,979.96	3,069.38	3,161.42	3,256.29	3,354.00	3,454.58	3,558.25	3,665.00	3,774.96	3,888.21	4,004.83	4,125.00	4,248.75	4,376.21	4,507.50	4,642.71	4,781.96	4,925.42	5,073.17
Annual	69,436.00	71,519.00	73,665.00	75,874.00	78,151.00	80,496.00	82,910.00	85,398.00	87,960.00	90,599.00	93,317.00	96,116.00	99,000.00	101,970.00	105,029.00	108,180.00	111,425.00	114,767.00	118,210.00	121,756.00

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
Daily	280.40	288.82	297.48	306.40	315.60	325.07	334.82	344.86	355.21	365.87	376.84	388.15	399.79	411.78	424.14	436.86	449.97	463.47	477.37	491.69
24 Pays	3,037.71	3,128.88	3,222.71	3,319.38	3,419.00	3,521.54	3,627.17	3,736.00	3,848.08	3,963.54	4,082.46	4,204.92	4,331.08	4,461.00	4,594.83	4,732.67	4,874.63	5,020.88	5,171.50	5,326.63
Annual	72,905.00	75,093.00	77,345.00	79,665.00	82,056.00	84,517.00	87,052.00	89,664.00	92,354.00	95,125.00	97,979.00	100,918.00	103,946.00	107,064.00	110,276.00	113,584.00	116,991.00	120,501.00	124,116.00	127,839.00

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
Daily	294.43	303.27	312.37	321.74	331.39	341.33	351.57	362.12	372.98	384.17	395.70	407.57	419.80	432.39	445.36	458.72	472.48	486.66	501.26	516.30
24 Pays	3,189.71	3,285.42	3,384.00	3,485.50	3,590.04	3,697.79	3,808.71	3,922.96	4,040.67	4,161.88	4,286.71	4,415.33	4,547.79	4,684.21	4,824.75	4,969.50	5,118.54	5,272.13	5,430.29	5,593.21
Annual	76,553.00	78,850.00	81,216.00	83,652.00	86,161.00	88,747.00	91,409.00	94,151.00	96,976.00	99,885.00	102,881.00	105,968.00	109,147.00	112,421.00	115,794.00	119,268.00	122,845.00	126,531.00	130,327.00	134,237.00

ASA 2026-27 E-Scale 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
Daily	309.16	318.44	327.99	337.83	347.97	358.40	369.15	380.23	391.64	403.39	415.49	427.95	440.80	454.02	467.64	481.67	496.12	511.00	526.33	542.12
24 Pays	3,349.25	3,449.75	3,553.21	3,659.83	3,769.63	3,882.71	3,999.17	4,119.17	4,242.75	4,370.04	4,501.13	4,636.17	4,775.29	4,918.54	5,066.08	5,218.08	5,374.58	5,535.83	5,701.92	5,873.00
Annual	80,382.00	82,794.00	85,277.00	87,836.00	90,471.00	93,185.00	95,980.00	98,860.00	101,826.00	104,881.00	108,027.00	111,268.00	114,607.00	118,045.00	121,586.00	125,234.00	128,990.00	132,860.00	136,846.00	140,952.00

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
Daily	324.61	334.35	344.38	354.71	365.35	376.32	387.60	399.23	411.21	423.55	436.25	449.35	462.82	476.71	491.01	505.74	520.91	536.54	552.63	569.21
24 Pays	3,516.63	3,622.17	3,730.79	3,842.71	3,958.00	4,076.75	4,199.04	4,325.04	4,454.79	4,588.42	4,726.08	4,867.92	5,013.92	5,164.38	5,319.29	5,478.83	5,643.21	5,812.50	5,986.83	6,166.46
Annual	84,399.00	86,932.00	89,539.00	92,225.00	94,992.00	97,842.00	100,777.00	103,801.00	106,915.00	110,122.00	113,426.00	116,830.00	120,334.00	123,945.00	127,663.00	131,492.00	135,437.00	139,500.00	143,684.00	147,995.00

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
Daily	358.29	369.04	380.11	391.51	403.26	415.36	427.82	440.65	453.87	467.49	481.52	495.96	510.84	526.17	541.95	558.21	574.95	592.20	609.97	628.27
24 Pays	3,881.50	3,997.92	4,117.88	4,241.38	4,368.63	4,499.71	4,634.71	4,773.75	4,916.96	5,064.46	5,216.42	5,372.92	5,534.08	5,700.13	5,871.08	6,047.25	6,228.67	6,415.50	6,608.00	6,806.21
Annual	93,156.00	95,950.00	98,829.00	101,793.00	104,847.00	107,993.00	111,233.00	114,570.00	118,007.00	121,547.00	125,194.00	128,950.00	132,818.00	136,803.00	140,906.00	145,134.00	149,488.00	153,972.00	158,592.00	163,349.00

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
Daily	372.62	383.79	395.30	407.16	419.38	431.96	444.92	458.27	472.02	486.18	500.76	515.78	531.26	547.20	563.62	580.52	597.93	615.87	634.35	653.38
24 Pays	4,036.67	4,157.75	4,282.46	4,410.92	4,543.25	4,679.58	4,820.00	4,964.58	5,113.54	5,266.92	5,424.92	5,587.67	5,755.29	5,928.00	6,105.83	6,289.00	6,477.63	6,671.96	6,872.13	7,078.33
Annual	96,880.00	99,786.00	102,779.00	105,862.00	109,038.00	112,310.00	115,680.00	119,150.00	122,725.00	126,406.00	130,198.00	134,104.00	138,127.00	142,272.00	146,540.00	150,936.00	155,463.00	160,127.00	164,931.00	169,880.00

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
Daily	387.52	399.15	411.12	423.45	436.15	449.24	462.72	476.60	490.90	505.62	520.79	536.42	552.51	569.08	586.15	603.74	621.85	640.51	659.72	679.52
24 Pays	4,198.13	4,324.08	4,453.79	4,587.38	4,725.00	4,866.75	5,012.75	5,163.13	5,318.04	5,477.58	5,641.92	5,811.17	5,985.50	6,165.08	6,350.00	6,540.50	6,736.71	6,938.83	7,147.00	7,361.42
Annual	100,755.00	103,778.00	106,891.00	110,097.00	113,400.00	116,802.00	120,306.00	123,915.00	127,633.00	131,462.00	135,406.00	139,468.00	143,652.00	147,962.00	152,400.00	156,972.00	161,681.00	166,532.00	171,528.00	176,674.00

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
Daily	414.65	427.09	439.90	453.10	466.69	480.69	495.11	509.97	525.27	541.03	557.26	573.97	591.20	608.93	627.20	646.01	665.39	685.35	705.91	727.09
24 Pays	4,492.04	4,626.79	4,765.58	4,908.58	5,055.83	5,207.50	5,363.71	5,524.63	5,690.38	5,861.13	6,036.96	6,218.04	6,404.63	6,596.75	6,794.63	6,998.46	7,208.42	7,424.63	7,647.38	7,876.83
Annual	107,809.00	111,043.00	114,374.00	117,806.00	121,340.00	124,980.00	128,729.00	132,591.00	136,569.00	140,667.00	144,887.00	149,233.00	153,711.00	158,322.00	163,071.00	167,963.00	173,002.00	178,191.00	183,537.00	189,044.00

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
Daily	443.67	456.98	470.70	484.82	499.36	514.34	529.77	545.67	562.03	578.89	596.26	614.15	632.58	651.55	671.10	691.23	711.97	733.33	755.32	777.98
24 Pays	4,806.46	4,950.67	5,099.21	5,252.17	5,409.75	5,572.00	5,739.21	5,911.38	6,088.71	6,271.33	6,459.50	6,653.29	6,852.92	7,058.50	7,270.25	7,488.33	7,713.00	7,944.38	8,182.67	8,428.13
Annual	115,355.00	118,816.00	122,381.00	126,052.00	129,834.00	133,728.00	137,741.00	141,873.00	146,129.00	150,512.00	155,028.00	159,679.00	164,470.00	169,404.00	174,486.00	179,720.00	185,112.00	190,665.00	196,384.00	202,275.00

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
Daily	474.73	488.97	503.64	518.75	534.31	550.34	566.85	583.85	601.37	619.41	637.99	657.13	676.85	697.15	718.06	739.60	761.79	784.65	808.18	832.43
24 Pays	5,142.88	5,297.17	5,456.08	5,619.75	5,788.33	5,962.00	6,140.83	6,325.04	6,514.83	6,710.25	6,911.54	7,118.92	7,332.50	7,552.46	7,779.00	8,012.38	8,252.75	8,500.33	8,755.33	9,018.04
Annual	123,429.00	127,132.00	130,946.00	134,874.00	138,920.00	143,088.00	147,380.00	151,801.00	156,356.00	161,046.00	165,877.00	170,854.00	175,980.00	181,259.00	186,696.00	192,297.00	198,066.00	204,008.00	210,128.00	216,433.00

ASA 2026-27 E-Scale 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**
Daily	198.78	204.75	210.89	217.22	223.73	230.45	237.36	244.48	251.81	259.37	267.15	275.17	283.42	291.92	300.68	309.70	318.99	328.56	338.42	348.57
24 Pays	2,153.50	2,218.08	2,284.63	2,353.21	2,423.75	2,496.50	2,571.38	2,648.54	2,727.96	2,809.83	2,894.13	2,980.96	3,070.38	3,162.50	3,257.33	3,355.08	3,455.71	3,559.38	3,666.17	3,776.17
Annual	51,684	53,234	54,831	56,477	58,170	59,916	61,713	63,565	65,471	67,436	69,459	71,543	73,689	75,900	78,176	80,522	82,937	85,425	87,988	90,628

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**
Daily	208.72	214.98	221.43	228.07	234.92	241.97	249.22	256.70	264.40	272.33	280.50	288.92	297.58	306.51	315.70	325.17	334.93	344.97	355.33	365.98
24 Pays	2,261.17	2,329.00	2,398.88	2,470.79	2,544.92	2,621.29	2,699.92	2,780.88	2,864.29	2,950.21	3,038.79	3,129.92	3,223.83	3,320.54	3,420.13	3,522.71	3,628.42	3,737.21	3,849.38	3,964.83
Annual	54,268	55,896	57,573	59,299	61,078	62,911	64,798	66,741	68,743	70,805	72,931	75,118	77,372	79,693	82,083	84,545	87,082	89,693	92,385	95,156

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**
Daily	219.17	225.74	232.51	239.49	246.67	254.07	261.69	269.55	277.63	285.96	294.54	303.38	312.48	321.85	331.51	341.45	351.70	362.25	373.12	384.31
24 Pays	2,374.29	2,445.54	2,518.88	2,594.50	2,672.29	2,752.46	2,835.00	2,920.08	3,007.67	3,097.92	3,190.83	3,286.58	3,385.17	3,486.75	3,591.38	3,699.08	3,810.04	3,924.38	4,042.08	4,163.33
Annual	56,983	58,693	60,453	62,268	64,135	66,059	68,040	70,082	72,184	74,350	76,580	78,878	81,244	83,682	86,193	88,778	91,441	94,185	97,010	99,920

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**
Daily	230.13	237.03	244.14	251.47	259.02	266.78	274.78	283.03	291.52	300.26	309.27	318.55	328.11	337.95	348.09	358.53	369.29	380.37	391.78	403.53
24 Pays	2,493.08	2,567.88	2,644.88	2,724.25	2,806.00	2,890.13	2,976.83	3,066.17	3,158.13	3,252.83	3,350.46	3,450.96	3,554.50	3,661.13	3,771.00	3,884.13	4,000.67	4,120.63	4,244.29	4,371.58
Annual	59,834	61,629	63,477	65,382	67,344	69,363	71,444	73,588	75,795	78,068	80,411	82,823	85,308	87,867	90,504	93,219	96,016	98,895	101,863	104,918

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**
Daily	241.62	248.87	256.33	264.03	271.95	280.11	288.51	297.17	306.08	315.27	324.72	334.47	344.50	354.83	365.48	376.45	387.73	399.37	411.35	423.69
24 Pays	2,617.54	2,696.08	2,776.96	2,860.29	2,946.13	3,034.50	3,125.54	3,219.33	3,315.92	3,415.38	3,517.79	3,623.38	3,732.08	3,844.04	3,959.38	4,078.17	4,200.46	4,326.46	4,456.29	4,589.96
Annual	62,821	64,706	66,647	68,647	70,707	72,828	75,013	77,264	79,582	81,969	84,427	86,961	89,570	92,257	95,025	97,876	100,811	103,835	106,951	110,159

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**
Daily	253.71	261.32	269.16	277.23	285.55	294.12	302.94	312.03	321.39	331.03	340.97	351.19	361.73	372.58	383.76	395.27	407.13	419.34	431.92	444.88
24 Pays	2,748.50	2,830.96	2,915.92	3,003.33	3,093.46	3,186.29	3,281.88	3,380.33	3,481.75	3,586.21	3,693.79	3,804.58	3,918.75	4,036.33	4,157.42	4,282.13	4,410.58	4,542.88	4,679.17	4,819.50
Annual	65,964	67,943	69,982	72,080	74,243	76,471	78,765	81,128	83,562	86,069	88,651	91,310	94,050	96,872	99,778	102,771	105,854	109,029	112,300	115,668

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**
Daily	266.38	274.38	282.61	291.08	299.82	308.81	318.07	327.62	337.45	347.57	358.00	368.74	379.80	391.20	402.93	415.02	427.47	440.29	453.50	467.10
24 Pays	2,885.83	2,972.42	3,061.58	3,153.42	3,248.04	3,345.46	3,445.79	3,549.21	3,655.67	3,765.38	3,878.33	3,994.67	4,114.54	4,237.96	4,365.08	4,496.04	4,630.88	4,769.83	4,912.92	5,060.29
Annual	69,260	71,338	73,478	75,682	77,953	80,291	82,699	85,181	87,736	90,369	93,080	95,872	98,749	101,711	104,762	107,905	111,141	114,476	117,910	121,447

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**
Daily	279.71	288.11	296.75	305.65	314.82	324.27	334.00	344.01	354.33	364.97	375.91	387.19	398.81	410.77	423.09	435.79	448.86	462.32	476.20	490.48
24 Pays	3,030.21	3,121.17	3,214.79	3,311.21	3,410.54	3,512.92	3,618.29	3,726.79	3,838.63	3,953.79	4,072.38	4,194.58	4,320.42	4,450.00	4,583.50	4,721.04	4,862.63	5,008.50	5,158.79	5,313.54
Annual	72,725	74,908	77,155	79,469	81,853	84,310	86,839	89,443	92,127	94,891	97,737	100,670	103,690	106,800	110,004	113,305	116,703	120,204	123,811	127,525

ASA 2026-27 E-Scale 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**
Daily	293.70	302.52	311.59	320.94	330.57	340.48	350.70	361.22	372.06	383.22	394.72	406.56	418.76	431.32	444.26	457.58	471.31	485.45	500.02	515.02
24 Pays	3,181.79	3,277.25	3,375.54	3,476.83	3,581.13	3,688.58	3,799.21	3,913.21	4,030.63	4,151.54	4,276.08	4,404.38	4,536.54	4,672.63	4,812.79	4,957.17	5,105.88	5,259.04	5,416.83	5,579.33
Annual	76,363	78,654	81,013	83,444	85,947	88,526	91,181	93,917	96,735	99,637	102,626	105,705	108,877	112,143	115,507	118,972	122,541	126,217	130,004	133,904

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**
Daily	308.38	317.63	327.16	336.98	347.08	357.50	368.22	379.27	390.65	402.37	414.44	426.88	439.68	452.88	466.46	480.45	494.87	509.71	525.00	540.75
24 Pays	3,340.79	3,441.04	3,544.25	3,650.58	3,760.08	3,872.92	3,989.08	4,108.79	4,232.04	4,359.00	4,489.79	4,624.54	4,763.21	4,906.17	5,053.33	5,204.88	5,361.04	5,521.88	5,687.50	5,858.13
Annual	80,179	82,585	85,062	87,614	90,242	92,950	95,738	98,611	101,569	104,616	107,755	110,989	114,317	117,748	121,280	124,917	128,665	132,525	136,500	140,595

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**
Daily	340.38	350.59	361.11	371.93	383.10	394.59	406.43	418.62	431.18	444.12	457.44	471.17	485.30	499.86	514.85	530.30	546.21	562.59	579.47	596.85
24 Pays	3,687.42	3,798.04	3,912.00	4,029.29	4,150.21	4,274.71	4,402.96	4,535.08	4,671.13	4,811.25	4,955.58	5,104.29	5,257.38	5,415.13	5,577.54	5,744.88	5,917.25	6,094.71	6,277.58	6,465.92
Annual	88,498	91,153	93,888	96,703	99,605	102,593	105,671	108,842	112,107	115,470	118,934	122,503	126,177	129,963	133,861	137,877	142,014	146,273	150,662	155,182

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**
Daily	353.98	364.60	375.54	386.80	398.41	410.37	422.68	435.36	448.42	461.87	475.72	490.00	504.70	519.84	535.43	551.50	568.04	585.08	602.63	620.72
24 Pays	3,834.83	3,949.88	4,068.33	4,190.38	4,316.08	4,445.63	4,579.00	4,716.38	4,857.88	5,003.58	5,153.67	5,308.29	5,467.54	5,631.58	5,800.54	5,974.54	6,153.75	6,338.38	6,528.50	6,724.42
Annual	92,036	94,797	97,640	100,569	103,586	106,695	109,896	113,193	116,589	120,086	123,688	127,399	131,221	135,158	139,213	143,389	147,690	152,121	156,684	161,386

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**
Daily	368.14	379.19	390.56	402.28	414.35	426.78	439.58	452.77	466.35	480.34	494.75	509.60	524.88	540.63	556.85	573.55	590.76	608.48	626.74	645.54
24 Pays	3,988.21	4,107.88	4,231.08	4,358.00	4,488.75	4,623.42	4,762.13	4,904.96	5,052.13	5,203.71	5,359.83	5,520.63	5,686.21	5,856.83	6,032.50	6,213.46	6,399.88	6,591.88	6,789.67	6,993.33
Annual	95,717	98,589	101,546	104,592	107,730	110,962	114,291	117,719	121,251	124,889	128,636	132,495	136,469	140,564	144,780	149,123	153,597	158,205	162,952	167,840

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**
Daily	393.92	405.73	417.90	430.45	443.36	456.66	470.36	484.47	499.00	513.98	529.40	545.27	561.63	578.48	595.83	613.71	632.12	651.08	670.62	690.74
24 Pays	4,267.46	4,395.46	4,527.29	4,663.17	4,803.04	4,947.13	5,095.54	5,248.38	5,405.88	5,568.08	5,735.13	5,907.13	6,084.38	6,266.92	6,454.88	6,648.54	6,848.00	7,053.38	7,265.00	7,483.00
Annual	102,419	105,491	108,655	111,916	115,273	118,731	122,293	125,961	129,741	133,634	137,643	141,771	146,025	150,406	154,917	159,565	164,352	169,281	174,360	179,592

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**
Daily	421.49	434.13	447.16	460.57	474.39	488.62	503.28	518.38	533.93	549.95	566.45	583.44	600.95	618.98	637.55	656.67	676.37	696.66	717.56	739.08
24 Pays	4,566.13	4,703.13	4,844.25	4,989.54	5,139.25	5,293.42	5,452.25	5,615.79	5,784.29	5,957.75	6,136.54	6,320.63	6,510.29	6,705.58	6,906.75	7,113.92	7,327.33	7,547.17	7,773.54	8,006.71
Annual	109,587	112,875	116,262	119,749	123,342	127,042	130,854	134,779	138,823	142,986	147,277	151,695	156,247	160,934	165,762	170,734	175,856	181,132	186,565	192,161

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**
Daily	450.99	464.52	478.46	492.81	507.59	522.82	538.50	554.66	571.30	588.44	606.09	624.27	643.00	662.29	682.16	702.62	723.70	745.42	767.78	790.81
24 Pays	4,885.75	5,032.29	5,183.29	5,338.75	5,498.92	5,663.92	5,833.79	6,008.79	6,189.08	6,374.75	6,565.96	6,762.96	6,965.88	7,174.83	7,390.04	7,611.75	7,840.13	8,075.33	8,317.58	8,567.13
Annual	117,258	120,775	124,399	128,130	131,974	135,934	140,011	144,211	148,538	152,994	157,583	162,311	167,181	172,196	177,361	182,682	188,163	193,808	199,622	205,611

ASA 2026-27 P-Scale 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**
Daily	358.29	369.04	380.11	391.51	403.26	415.35	427.82	440.65	453.87	467.49	481.51	495.95	510.84	526.16	541.95	558.20	574.95	592.20	609.97	628.27
22 Pays	3,284.29	3,382.83	3,484.33	3,588.88	3,696.54	3,807.42	3,921.67	4,039.33	4,160.50	4,285.29	4,413.88	4,546.25	4,682.67	4,823.17	4,967.83	5,116.88	5,270.38	5,428.50	5,591.38	5,759.13
Annual	78,823	81,188	83,624	86,133	88,717	91,378	94,120	96,944	99,852	102,847	105,933	109,110	112,384	115,756	119,228	122,805	126,489	130,284	134,193	138,219

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**
Daily	358.29	369.04	380.11	391.51	403.26	415.36	427.82	440.65	453.87	467.49	481.52	495.96	510.84	526.17	541.95	558.21	574.95	592.20	609.97	628.27
24 Pays	3,881.50	3,997.92	4,117.88	4,241.38	4,368.63	4,499.71	4,634.71	4,773.75	4,916.96	5,064.46	5,216.42	5,372.92	5,534.08	5,700.13	5,871.08	6,047.25	6,228.67	6,415.50	6,608.00	6,806.21
Annual	93,156	95,950	98,829	101,793	104,847	107,993	111,233	114,570	118,007	121,547	125,194	128,950	132,818	136,803	140,906	145,134	149,488	153,972	158,592	163,349

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**
Daily	372.62	383.79	395.30	407.16	419.38	431.96	444.92	458.27	472.02	486.18	500.76	515.78	531.26	547.20	563.62	580.52	597.93	615.87	634.35	653.38
24 Pays	4,036.67	4,157.75	4,282.46	4,410.92	4,543.25	4,679.58	4,820.00	4,964.58	5,113.54	5,266.92	5,424.92	5,587.67	5,755.29	5,928.00	6,105.83	6,289.00	6,477.63	6,671.96	6,872.13	7,078.33
Annual	96,880	99,786	102,779	105,862	109,038	112,310	115,680	119,150	122,725	126,406	130,198	134,104	138,127	142,272	146,540	150,936	155,463	160,127	164,931	169,880

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**
Daily	387.52	399.15	411.12	423.45	436.15	449.24	462.72	476.60	490.90	505.62	520.79	536.42	552.51	569.08	586.15	603.74	621.85	640.51	659.72	679.52
24 Pays	4,198.13	4,324.08	4,453.79	4,587.38	4,725.00	4,866.75	5,012.75	5,163.13	5,318.04	5,477.58	5,641.92	5,811.17	5,985.50	6,165.08	6,350.00	6,540.50	6,736.71	6,938.83	7,147.00	7,361.42
Annual	100,755	103,778	106,891	110,097	113,400	116,802	120,306	123,915	127,633	131,462	135,406	139,468	143,652	147,962	152,400	156,972	161,681	166,532	171,528	176,674

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**
Daily	414.65	427.09	439.90	453.10	466.69	480.69	495.11	509.97	525.27	541.03	557.26	573.97	591.20	608.93	627.20	646.01	665.39	685.35	705.91	727.09
24 Pays	4,492.04	4,626.79	4,765.58	4,908.58	5,055.83	5,207.50	5,363.71	5,524.63	5,690.38	5,861.13	6,036.96	6,218.04	6,404.63	6,596.75	6,794.63	6,998.46	7,208.42	7,424.63	7,647.38	7,876.83
Annual	107,809	111,043	114,374	117,806	121,340	124,980	128,729	132,591	136,569	140,667	144,887	149,233	153,711	158,322	163,071	167,963	173,002	178,191	183,537	189,044

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**
Daily	443.67	456.98	470.70	484.82	499.36	514.34	529.77	545.67	562.03	578.89	596.26	614.15	632.58	651.55	671.10	691.23	711.97	733.33	755.32	777.98
24 Pays	4,806.46	4,950.67	5,099.21	5,252.17	5,409.75	5,572.00	5,739.21	5,911.38	6,088.71	6,271.33	6,459.50	6,653.29	6,852.92	7,058.50	7,270.25	7,488.33	7,713.00	7,944.38	8,182.67	8,428.13
Annual	115,355	118,816	122,381	126,052	129,834	133,728	137,741	141,873	146,129	150,512	155,028	159,679	164,470	169,404	174,486	179,720	185,112	190,665	196,384	202,275

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**
Daily	474.73	488.97	503.64	518.75	534.31	550.34	566.85	583.85	601.37	619.41	637.99	657.13	676.85	697.15	718.06	739.60	761.79	784.65	808.18	832.43
24 Pays	5,142.88	5,297.17	5,456.08	5,619.75	5,788.33	5,962.00	6,140.83	6,325.04	6,514.83	6,710.25	6,911.54	7,118.92	7,332.50	7,552.46	7,779.00	8,012.38	8,252.75	8,500.33	8,755.33	9,018.04
Annual	123,429	127,132	130,946	134,874	138,920	143,088	147,380	151,801	156,356	161,046	165,877	170,854	175,980	181,259	186,696	192,297	198,066	204,008	210,128	216,433

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**
Daily	507.96	523.20	538.90	555.06	571.71	588.86	606.52	624.72	643.46	662.77	682.65	703.13	724.22	745.95	768.32	791.37	815.11	839.57	864.75	890.69
24 Pays	5,502.88	5,667.96	5,838.04	6,013.17	6,193.54	6,379.33	6,570.67	6,767.79	6,970.83	7,180.00	7,395.38	7,617.25	7,845.75	8,081.08	8,323.50	8,573.21	8,830.38	9,095.29	9,368.17	9,649.17
Annual	132,069	136,031	140,113	144,316	148,645	153,104	157,696	162,427	167,300	172,320	177,489	182,814	188,298	193,946	199,764	205,757	211,929	218,287	224,836	231,580

ASA 2026-27 P-Scale Salary Schedule for Retirement Eligible Employees

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
Daily	543.52	559.82	576.62	593.92	611.73	630.08	648.99	668.45	688.51	709.17	730.44	752.35	774.93	798.17	822.12	846.78	872.18	898.35	925.30	953.07
24 Pays	5,888.08	6,064.75	6,246.71	6,434.08	6,627.13	6,825.92	7,030.71	7,241.58	7,458.88	7,682.63	7,913.13	8,150.50	8,395.04	8,646.88	8,906.29	9,173.50	9,448.67	9,732.17	10,024.13	10,324.88
Annual	141,314	145,554	149,921	154,418	159,051	163,822	168,737	173,798	179,013	184,383	189,915	195,612	201,481	207,525	213,751	220,164	226,768	233,572	240,579	247,797

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
Daily	570.69	587.82	605.45	623.61	642.32	661.59	681.43	701.88	722.94	744.63	766.97	789.97	813.67	838.08	863.23	889.12	915.80	943.27	971.57	1,000.72
24 Pays	6,182.50	6,368.00	6,559.00	6,755.79	6,958.46	7,167.21	7,382.21	7,603.71	7,831.83	8,066.79	8,308.79	8,558.04	8,814.79	9,079.25	9,351.63	9,632.17	9,921.17	10,218.79	10,525.38	10,841.13
Annual	148,380	152,832	157,416	162,139	167,003	172,013	177,173	182,489	187,964	193,603	199,411	205,393	211,555	217,902	224,439	231,172	238,108	245,251	252,609	260,187

Grade 20	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
Daily	599.23	617.21	635.72	654.79	674.43	694.67	715.51	736.97	759.08	781.85	805.30	829.47	854.35	879.98	906.38	933.57	961.57	990.42	1,020.13	1,050.73
24 Pays	6,491.63	6,686.42	6,887.00	7,093.58	7,306.38	7,525.58	7,751.33	7,983.88	8,223.38	8,470.04	8,724.13	8,985.88	9,255.46	9,533.08	9,819.08	10,113.63	10,417.04	10,729.54	11,051.42	11,382.92
Annual	155,799	160,474	165,288	170,246	175,353	180,614	186,032	191,613	197,361	203,281	209,379	215,661	222,131	228,794	235,658	242,727	250,009	257,509	265,234	273,190

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

ASA 2026-27 P-Scale 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
Daily	340.37	350.59	361.10	371.94	383.10	394.59	406.43	418.62	431.18	444.11	457.44	471.16	485.30	499.85	514.85	530.30	546.20	562.59	579.47	596.85
22 Pays	3,403.73	3,505.86	3,611.05	3,719.36	3,830.95	3,945.86	4,064.27	4,186.23	4,311.77	4,441.14	4,574.36	4,711.59	4,852.95	4,998.55	5,148.50	5,302.95	5,462.05	5,625.91	5,794.68	5,968.55
Annual	74,882	77,129	79,443	81,826	84,281	86,809	89,414	92,097	94,859	97,705	100,636	103,655	106,765	109,968	113,267	116,665	120,165	123,770	127,483	131,308

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
Daily	340.38	350.59	361.11	371.93	383.10	394.59	406.43	418.62	431.18	444.12	457.44	471.17	485.30	499.86	514.85	530.30	546.21	562.59	579.47	596.85
24 Pays	3,687.42	3,798.04	3,912.00	4,029.29	4,150.21	4,274.71	4,402.96	4,535.08	4,671.13	4,811.25	4,955.58	5,104.29	5,257.38	5,415.13	5,577.54	5,744.88	5,917.25	6,094.71	6,277.58	6,465.92
Annual	88,498	91,153	93,888	96,703	99,605	102,593	105,671	108,842	112,107	115,470	118,934	122,503	126,177	129,963	133,861	137,877	142,014	146,273	150,662	155,182

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
Daily	353.98	364.60	375.54	386.80	398.41	410.37	422.68	435.36	448.42	461.87	475.72	490.00	504.70	519.84	535.43	551.50	568.04	585.08	602.63	620.72
24 Pays	3,834.83	3,949.88	4,068.33	4,190.38	4,316.08	4,445.63	4,579.00	4,716.38	4,857.88	5,003.58	5,153.67	5,308.29	5,467.54	5,631.58	5,800.54	5,974.54	6,153.75	6,338.38	6,528.50	6,724.42
Annual	92,036	94,797	97,640	100,569	103,586	106,695	109,896	113,193	116,589	120,086	123,688	127,399	131,221	135,158	139,213	143,389	147,690	152,121	156,684	161,386

ASA 2026-27 P-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

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
Daily	368.14	379.19	390.56	402.28	414.35	426.78	439.58	452.77	466.35	480.34	494.75	509.60	524.88	540.63	556.85	573.55	590.76	608.48	626.74	645.54
24 Pays	3,988.21	4,107.88	4,231.08	4,358.00	4,488.75	4,623.42	4,762.13	4,904.96	5,052.13	5,203.71	5,359.83	5,520.63	5,686.21	5,856.83	6,032.50	6,213.46	6,399.88	6,591.88	6,789.67	6,993.33
Annual	95,717	98,589	101,546	104,592	107,730	110,962	114,291	117,719	121,251	124,889	128,636	132,495	136,469	140,564	144,780	149,123	153,597	158,205	162,952	167,840

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
Daily	393.92	405.73	417.90	430.45	443.36	456.66	470.36	484.47	499.00	513.98	529.40	545.27	561.63	578.48	595.83	613.71	632.12	651.08	670.62	690.74
24 Pays	4,267.46	4,395.46	4,527.29	4,663.17	4,803.04	4,947.13	5,095.54	5,248.38	5,405.88	5,568.08	5,735.13	5,907.13	6,084.38	6,266.92	6,454.88	6,648.54	6,848.00	7,053.38	7,265.00	7,483.00
Annual	102,419	105,491	108,655	111,916	115,273	118,731	122,293	125,961	129,741	133,634	137,643	141,771	146,025	150,406	154,917	159,565	164,352	169,281	174,360	179,592

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
Daily	421.49	434.13	447.16	460.57	474.39	488.62	503.28	518.38	533.93	549.95	566.45	583.44	600.95	618.98	637.55	656.67	676.37	696.66	717.56	739.08
24 Pays	4,566.13	4,703.13	4,844.25	4,989.54	5,139.25	5,293.42	5,452.25	5,615.79	5,784.29	5,957.75	6,136.54	6,320.63	6,510.29	6,705.58	6,906.75	7,113.92	7,327.33	7,547.17	7,773.54	8,006.71
Annual	109,587	112,875	116,262	119,749	123,342	127,042	130,854	134,779	138,823	142,986	147,277	151,695	156,247	160,934	165,762	170,734	175,856	181,132	186,565	192,161

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
Daily	450.99	464.52	478.46	492.81	507.59	522.82	538.50	554.66	571.30	588.44	606.09	624.27	643.00	662.29	682.16	702.62	723.70	745.42	767.78	790.81
24 Pays	4,885.75	5,032.29	5,183.29	5,338.75	5,498.92	5,663.92	5,833.79	6,008.79	6,189.08	6,374.75	6,565.96	6,762.96	6,965.88	7,174.83	7,390.04	7,611.75	7,840.13	8,075.33	8,317.58	8,567.13
Annual	117,258	120,775	124,399	128,130	131,974	135,934	140,011	144,211	148,538	152,994	157,583	162,311	167,181	172,196	177,361	182,682	188,163	193,808	199,622	205,611

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
Daily	482.56	497.03	511.95	527.31	543.13	559.42	576.20	593.48	611.29	629.63	648.52	667.97	688.01	708.65	729.91	751.80	774.36	797.59	821.52	846.16
24 Pays	5,227.75	5,384.54	5,546.13	5,712.50	5,883.88	6,060.38	6,242.13	6,429.42	6,622.29	6,821.00	7,025.63	7,236.38	7,453.46	7,677.04	7,907.33	8,144.54	8,388.88	8,640.54	8,899.75	9,166.71
Annual	125,466	129,229	133,107	137,100	141,213	145,449	149,811	154,306	158,935	163,704	168,615	173,673	178,883	184,249	189,776	195,469	201,333	207,373	213,594	220,001

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
Daily	516.34	531.83	547.79	564.22	581.15	598.58	616.54	635.03	654.08	673.71	693.92	714.73	736.18	758.27	781.01	804.45	828.58	853.43	879.04	905.41
24 Pays	5,593.67	5,761.50	5,934.38	6,112.38	6,295.75	6,484.63	6,679.17	6,879.50	7,085.92	7,298.50	7,517.46	7,742.96	7,975.29	8,214.54	8,460.96	8,714.83	8,976.25	9,245.54	9,522.92	9,808.63
Annual	134,248	138,276	142,425	146,697	151,098	155,631	160,300	165,108	170,062	175,164	180,419	185,831	191,407	197,149	203,063	209,156	215,430	221,893	228,550	235,407

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
Daily	542.16	558.42	575.17	592.43	610.20	628.51	647.36	666.79	686.79	707.40	728.62	750.47	772.99	796.18	820.07	844.67	870.01	896.11	923.00	950.68
24 Pays	5,873.38	6,049.58	6,231.04	6,418.00	6,610.54	6,808.83	7,013.08	7,223.54	7,440.25	7,663.46	7,893.33	8,130.13	8,374.04	8,625.29	8,884.04	9,150.54	9,425.13	9,707.83	9,999.13	10,299.08
Annual	140,961	145,190	149,545	154,032	158,653	163,412	168,314	173,365	178,566	183,923	189,440	195,123	200,977	207,007	213,217	219,613	226,203	232,988	239,979	247,178

Grade 20	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
Daily	569.27	586.35	603.94	622.05	640.71	659.93	679.73	700.12	721.13	742.76	765.04	787.99	811.63	835.98	861.06	886.89	913.50	940.90	969.12	998.20
24 Pays	6,167.04	6,352.08	6,542.67	6,738.92	6,941.04	7,149.29	7,363.75	7,584.67	7,812.21	8,046.54	8,287.92	8,536.58	8,792.67	9,056.42	9,328.13	9,607.96	9,896.21	10,193.08	10,498.83	10,813.79
Annual	148,009	152,450	157,024	161,734	166,585	171,583	176,730	182,032	187,493	193,117	198,910	204,878	211,024	217,354	223,875	230,591	237,509	244,634	251,972	259,531

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

Confidential Unit 2026-27 G-Scale Salary Schedule for Retirement Eligible Employees

G-Scale 260 Days* 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	27.79	28.90	30.05	31.26	32.50	33.80	35.16	36.57	38.03	39.54	41.12	41.94	42.79	43.64	44.51	45.41	46.32	47.25	48.19	49.16	50.15
Daily	222.32	231.20	240.40	250.08	260.00	270.40	281.28	292.56	304.24	316.32	328.96	335.52	342.32	349.12	356.08	363.28	370.56	378.00	385.52	393.28	401.20
24 - Pays	2,408.47	2,504.67	2,604.33	2,709.20	2,816.67	2,929.33	3,047.20	3,169.40	3,295.93	3,426.80	3,563.73	3,634.80	3,708.47	3,782.13	3,857.53	3,935.53	4,014.40	4,095.00	4,176.47	4,260.53	4,346.33
Annual	57,803.20	60,112.00	62,504.00	65,020.80	67,600.00	70,304.00	73,132.80	76,065.60	79,102.40	82,243.20	85,529.60	87,235.20	89,003.20	90,771.20	92,580.80	94,452.80	96,345.60	98,280.00	100,235.20	102,252.80	104,312.00

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**
Hourly	29.72	30.89	32.13	33.42	34.75	36.15	37.59	39.09	40.67	42.29	43.98	44.87	45.76	46.67	47.61	48.56	49.52	50.51	51.53	52.55	53.61
Daily	237.76	247.12	257.04	267.36	278.00	289.20	300.72	312.72	325.36	338.32	351.84	358.96	366.08	373.36	380.88	388.48	396.16	404.08	412.24	420.40	428.88
24 - Pays	2,575.73	2,677.13	2,784.60	2,896.40	3,011.67	3,133.00	3,257.80	3,387.80	3,524.73	3,665.13	3,811.60	3,888.73	3,965.87	4,044.73	4,126.20	4,208.53	4,291.73	4,377.53	4,465.93	4,554.33	4,646.20
Annual	61,817.60	64,251.20	66,830.40	69,513.60	72,280.00	75,192.00	78,187.20	81,307.20	84,593.60	87,963.20	91,478.40	93,329.60	95,180.80	97,073.60	99,028.80	101,004.80	103,001.60	105,060.80	107,182.40	109,304.00	111,508.80

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	31.81	33.07	34.42	35.76	37.21	38.69	40.24	41.85	43.52	45.26	47.08	48.03	48.97	49.95	50.96	51.98	53.01	54.07	55.15	56.25	57.38
Daily	254.48	264.56	275.36	286.08	297.68	309.52	321.92	334.80	348.16	362.08	376.64	384.24	391.76	399.60	407.68	415.84	424.08	432.56	441.20	450.00	459.04
24 - Pays	2,756.87	2,866.07	2,983.07	3,099.20	3,224.87	3,353.13	3,487.47	3,627.00	3,771.73	3,922.53	4,080.27	4,162.60	4,244.07	4,329.00	4,416.53	4,504.93	4,594.20	4,686.07	4,779.67	4,875.00	4,972.93
Annual	66,164.80	68,785.60	71,593.60	74,380.80	77,396.80	80,475.20	83,699.20	87,048.00	90,521.60	94,140.80	97,926.40	99,902.40	101,857.60	103,896.00	105,996.80	108,118.40	110,260.80	112,465.60	114,712.00	117,000.00	119,350.40

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

Confidential Unit 2026-27 G-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

G-Scale 260 Days* 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	26.40	27.46	28.55	29.70	30.88	32.11	33.40	34.74	36.13	37.56	39.06	39.84	40.65	41.46	42.28	43.14	44.00	44.89	45.78	46.70	47.64
Daily	211.20	219.68	228.40	237.60	247.04	256.88	267.20	277.92	289.04	300.48	312.48	318.72	325.20	331.68	338.24	345.12	352.00	359.12	366.24	373.60	381.12
24 - Pays	2,288.00	2,379.87	2,474.33	2,574.00	2,676.27	2,782.87	2,894.67	3,010.80	3,131.27	3,255.20	3,385.20	3,452.80	3,523.00	3,593.20	3,664.27	3,738.80	3,813.33	3,890.47	3,967.60	4,047.33	4,128.80
Annual	54,912.00	57,116.80	59,384.00	61,776.00	64,230.40	66,788.80	69,472.00	72,259.20	75,150.40	78,124.80	81,244.80	82,867.20	84,552.00	86,236.80	87,942.40	89,731.20	91,520.00	93,371.20	95,222.40	97,136.00	99,091.20

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	28.23	29.35	30.52	31.75	33.01	34.34	35.71	37.14	38.64	40.18	41.78	42.63	43.47	44.34	45.23	46.13	47.04	47.98	48.95	49.92	50.93
Daily	225.84	234.80	244.16	254.00	264.08	274.72	285.68	297.12	309.12	321.44	334.24	341.04	347.76	354.72	361.84	369.04	376.32	383.84	391.60	399.36	407.44
24 - Pays	2,446.60	2,543.67	2,645.07	2,751.67	2,860.87	2,976.13	3,094.87	3,218.80	3,348.80	3,482.27	3,620.93	3,694.60	3,767.40	3,842.80	3,919.93	3,997.93	4,076.80	4,158.27	4,242.33	4,326.40	4,413.93
Annual	58,718.40	61,048.00	63,481.60	66,040.00	68,660.80	71,427.20	74,276.80	77,251.20	80,371.20	83,574.40	86,902.40	88,670.40	90,417.60	92,227.20	94,078.40	95,950.40	97,843.20	99,798.40	101,816.00	103,833.60	105,934.40

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	30.22	31.42	32.70	33.97	35.35	36.76	38.23	39.76	41.34	43.00	44.73	45.63	46.52	47.45	48.41	49.38	50.36	51.37	52.39	53.44	54.51
Daily	241.76	251.36	261.60	271.76	282.80	294.08	305.84	318.08	330.72	344.00	357.84	365.04	372.16	379.60	387.28	395.04	402.88	410.96	419.12	427.52	436.08
24 - Pays	2,619.07	2,723.07	2,834.00	2,944.07	3,063.67	3,185.87	3,313.27	3,445.87	3,582.80	3,726.67	3,876.60	3,954.60	4,031.73	4,112.33	4,195.53	4,279.60	4,364.53	4,452.07	4,540.47	4,631.47	4,724.20
Annual	62,857.60	65,353.60	68,016.00	70,657.60	73,528.00	76,460.80	79,518.40	82,700.80	85,987.20	89,440.00	93,038.40	94,910.40	96,761.60	98,696.00	100,692.80	102,710.40	104,748.80	106,849.60	108,971.20	111,155.20	113,380.80

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

Confidential Unit 2026-27 E-Scale 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	211.93	218.28	224.83	231.57	238.52	245.68	253.05	260.65	268.45	276.51	284.81	290.50	296.31	302.24	308.28	314.45	317.59	320.77	323.98	327.22	330.49	333.80	337.14	340.50	343.91	347.35
24 Pays	2,295.88	2,364.67	2,435.63	2,508.71	2,583.96	2,661.50	2,741.38	2,823.67	2,908.25	2,995.54	3,085.42	3,147.13	3,210.04	3,274.25	3,339.75	3,406.54	3,440.58	3,475.04	3,509.79	3,544.88	3,580.29	3,616.13	3,652.33	3,688.79	3,725.67	3,762.96
Annual	55,101.00	56,752.00	58,455.00	60,209.00	62,015.00	63,876.00	65,793.00	67,768.00	69,798.00	71,893.00	74,050.00	75,531.00	77,041.00	78,582.00	80,154.00	81,757.00	82,574.00	83,401.00	84,235.00	85,077.00	85,927.00	86,787.00	87,656.00	88,531.00	89,416.00	90,311.00

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	222.52	229.20	236.08	243.15	250.45	257.97	265.70	273.67	281.88	290.34	299.05	305.03	311.13	317.35	323.70	330.17	333.48	336.80	340.18	343.58	347.01	350.48	353.99	357.53	361.10	364.71
24 Pays	2,410.67	2,483.00	2,557.50	2,634.17	2,713.21	2,794.63	2,878.42	2,964.79	3,053.71	3,145.33	3,239.67	3,304.50	3,370.54	3,437.96	3,506.71	3,576.83	3,612.67	3,648.71	3,685.25	3,722.13	3,759.29	3,796.92	3,834.92	3,873.21	3,911.96	3,951.04
Annual	57,856.00	59,592.00	61,380.00	63,220.00	65,117.00	67,071.00	69,082.00	71,155.00	73,289.00	75,488.00	77,752.00	79,308.00	80,893.00	82,511.00	84,161.00	85,844.00	86,704.00	87,569.00	88,446.00	89,331.00	90,223.00	91,126.00	92,038.00	92,957.00	93,887.00	94,825.00

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	233.66	240.67	247.88	255.32	262.98	270.87	279.00	287.37	295.99	304.87	314.02	320.29	326.70	333.23	339.90	346.69	350.17	353.67	357.20	360.77	364.38	368.03	371.70	375.42	379.18	382.97
24 Pays	2,531.29	2,607.25	2,685.38	2,765.96	2,848.96	2,934.42	3,022.50	3,113.17	3,206.54	3,302.75	3,401.83	3,469.79	3,539.29	3,610.04	3,682.25	3,755.83	3,793.46	3,831.38	3,869.67	3,908.33	3,947.42	3,986.96	4,026.79	4,067.08	4,107.75	4,148.79
Annual	60,751.00	62,574.00	64,449.00	66,383.00	68,375.00	70,426.00	72,540.00	74,716.00	76,957.00	79,266.00	81,644.00	83,275.00	84,943.00	86,641.00	88,374.00	90,140.00	91,043.00	91,953.00	92,872.00	93,800.00	94,738.00	95,687.00	96,643.00	97,610.00	98,586.00	99,571.00

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	245.34	252.70	260.28	268.10	276.13	284.42	292.95	301.74	310.78	320.12	329.72	336.32	343.03	349.90	356.90	364.03	367.68	371.35	375.07	378.82	382.60	386.43	390.30	394.20	398.13	402.12
24 Pays	2,657.88	2,737.58	2,819.71	2,904.38	2,991.38	3,081.17	3,173.67	3,268.83	3,366.83	3,467.92	3,571.92	3,643.42	3,716.21	3,790.54	3,866.42	3,943.67	3,983.17	4,023.00	4,063.21	4,103.88	4,144.83	4,186.33	4,228.21	4,270.50	4,313.13	4,356.29
Annual	63,789.00	65,702.00	67,673.00	69,705.00	71,793.00	73,948.00	76,168.00	78,452.00	80,804.00	83,230.00	85,726.00	87,442.00	89,189.00	90,973.00	92,794.00	94,648.00	95,596.00	96,552.00	97,517.00	98,493.00	99,476.00	100,472.00	101,477.00	102,492.00	103,515.00	104,551.00

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	257.59	265.32	273.28	281.48	289.93	298.62	307.58	316.82	326.32	336.10	346.19	353.11	360.18	367.38	374.73	382.22	386.04	389.90	393.80	397.74	401.72	405.73	409.79	413.89	418.03	422.21
24 Pays	2,790.58	2,874.33	2,960.54	3,049.38	3,140.88	3,235.08	3,332.17	3,432.17	3,535.08	3,641.13	3,750.38	3,825.38	3,901.96	3,979.96	4,059.54	4,140.75	4,182.13	4,223.96	4,266.21	4,308.83	4,351.92	4,395.42	4,439.42	4,483.79	4,528.63	4,573.92
Annual	66,974.00	68,984.00	71,053.00	73,185.00	75,381.00	77,642.00	79,972.00	82,372.00	84,842.00	87,387.00	90,009.00	91,809.00	93,647.00	95,519.00	97,429.00	99,378.00	100,371.00	101,375.00	102,389.00	103,412.00	104,446.00	105,490.00	106,546.00	107,611.00	108,687.00	109,774.00

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	270.48	278.60	286.95	295.56	304.43	313.57	322.97	332.66	342.63	352.92	363.51	370.78	378.19	385.75	393.47	401.34	405.35	409.40	413.50	417.63	421.81	426.03	430.29	434.59	438.94	443.33
24 Pays	2,930.21	3,018.17	3,108.67	3,201.92	3,298.00	3,396.96	3,498.88	3,603.79	3,711.88	3,823.25	3,938.00	4,016.75	4,097.08	4,179.00	4,262.58	4,347.83	4,391.33	4,435.21	4,479.63	4,524.38	4,569.63	4,615.33	4,661.46	4,708.08	4,755.21	4,802.75
Annual	70,325.00	72,436.00	74,608.00	76,846.00	79,152.00	81,527.00	83,973.00	86,491.00	89,085.00	91,758.00	94,512.00	96,402.00	98,330.00	100,296.00	102,302.00	104,348.00	105,392.00	106,445.00	107,511.00	108,585.00	109,671.00	110,768.00	111,875.00	112,994.00	114,125.00	115,266.00

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	284.00	292.52	301.30	310.33	319.65	329.23	339.11	349.28	359.77	370.55	381.67	389.30	397.09	405.03	413.14	421.40	425.61	429.87	434.17	438.51	442.89	447.32	451.79	456.31	460.88	465.48
24 Pays	3,076.63	3,169.00	3,264.04	3,361.96	3,462.83	3,566.71	3,673.67	3,783.92	3,897.46	4,014.33	4,134.79	4,217.46	4,301.83	4,387.83	4,475.67	4,565.17	4,610.79	4,656.88	4,703.46	4,750.50	4,797.96	4,845.96	4,894.42	4,943.38	4,992.83	5,042.71
Annual	73,839.00	76,056.00	78,337.00	80,687.00	83,108.00	85,601.00	88,168.00	90,814.00	93,539.00	96,344.00	99,235.00	101,219.00	103,244.00	105,308.00	107,416.00	109,564.00	110,659.00	111,765.00	112,883.00	114,012.00	115,151.00	116,303.00	117,466.00	118,641.00	119,828.00	121,025.00

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	298.21	307.15	316.36	325.86	335.63	345.70	356.08	366.76	377.75	389.09	400.76	408.78	416.95	425.29	433.80	442.47	446.90	451.36	455.88	460.44	465.04	469.70	474.39	479.14	483.93	488.77
24 Pays	3,230.58	3,327.46	3,427.25	3,530.17	3,636.00	3,745.08	3,857.50	3,973.21	4,092.33	4,215.13	4,341.58	4,428.42	4,517.00	4,607.33	4,699.50	4,793.46	4,841.42	4,889.75	4,938.75	4,988.13	5,037.96	5,088.38	5,139.21	5,190.67	5,242.54	5,294.96
Annual	77,534.00	79,859.00	82,254.00	84,724.00	87,264.00	89,882.00	92,580.00	95,357.00	98,216.00	101,163.00	104,198.00	106,282.00	108,408.00	110,576.00	112,788.00	115,043.00	116,194.00	117,354.00	118,530.00	119,715.00	120,911.00	122,121.00	123,341.00	124,576.00	125,821.00	127,079.00

Confidential Unit 2026-27 E-Scale 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	313.12	322.51	332.18	342.15	352.42	362.98	373.88	385.09	396.65	408.55	420.80	429.22	437.80	446.56	455.49	464.60	469.24	473.93	478.68	483.47	488.30	493.18	498.11	503.10	508.12	513.20
24 Pays	3,392.13	3,493.83	3,598.63	3,706.63	3,817.83	3,932.33	4,050.38	4,171.83	4,297.00	4,425.92	4,558.71	4,649.92	4,742.83	4,837.71	4,934.46	5,033.13	5,083.42	5,134.29	5,185.67	5,237.58	5,289.96	5,342.83	5,396.21	5,450.21	5,504.63	5,559.71
Annual	81,411.00	83,852.00	86,367.00	88,959.00	91,628.00	94,376.00	97,209.00	100,124.00	103,128.00	106,222.00	109,409.00	111,598.00	113,828.00	116,105.00	118,427.00	120,795.00	122,002.00	123,223.00	124,456.00	125,702.00	126,959.00	128,228.00	129,509.00	130,805.00	132,111.00	133,433.00

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	328.77	338.63	348.80	359.26	370.03	381.13	392.57	404.35	416.47	428.97	441.85	450.68	459.69	468.89	478.27	487.83	492.70	497.63	502.62	507.64	512.72	517.84	523.02	528.25	533.53	538.87
24 Pays	3,561.67	3,668.54	3,778.63	3,891.96	4,008.71	4,128.96	4,252.83	4,380.50	4,511.79	4,647.21	4,786.67	4,882.38	4,980.00	5,079.63	5,181.25	5,284.79	5,337.63	5,391.04	5,445.00	5,499.42	5,554.42	5,609.92	5,666.08	5,722.71	5,779.92	5,837.71
Annual	85,480.00	88,045.00	90,687.00	93,407.00	96,209.00	99,095.00	102,068.00	105,132.00	108,283.00	111,533.00	114,880.00	117,177.00	119,520.00	121,911.00	124,350.00	126,835.00	128,103.00	129,385.00	130,680.00	131,986.00	133,306.00	134,638.00	135,986.00	137,345.00	138,718.00	140,105.00

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	362.88	373.76	384.97	396.52	408.41	420.67	433.29	446.28	459.68	473.47	487.67	497.43	507.37	517.52	527.87	538.42	543.81	549.25	554.74	560.29	565.88	571.55	577.27	583.04	588.87	594.76
24 Pays	3,931.21	4,049.08	4,170.50	4,295.63	4,424.46	4,557.25	4,693.96	4,834.75	4,979.83	5,129.21	5,283.08	5,388.83	5,496.50	5,606.42	5,718.58	5,832.92	5,891.29	5,950.21	6,009.71	6,069.79	6,130.42	6,191.83	6,253.75	6,316.25	6,379.42	6,443.25
Annual	94,349.00	97,178.00	100,092.00	103,095.00	106,187.00	109,374.00	112,655.00	116,034.00	119,516.00	123,101.00	126,794.00	129,332.00	131,916.00	134,554.00	137,246.00	139,990.00	141,391.00	142,805.00	144,233.00	145,675.00	147,130.00	148,604.00	150,090.00	151,590.00	153,106.00	154,638.00

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	377.39	388.71	400.38	412.38	424.75	437.49	450.62	464.14	478.07	492.40	507.18	517.33	527.67	538.23	548.99	559.97	565.57	571.22	576.93	582.70	588.53	594.42	600.36	606.36	612.43	618.55
24 Pays	4,088.38	4,211.04	4,337.42	4,467.42	4,601.46	4,739.50	4,881.71	5,028.21	5,179.04	5,334.33	5,494.46	5,604.38	5,716.42	5,830.79	5,947.38	6,066.29	6,126.96	6,188.25	6,250.13	6,312.63	6,375.79	6,439.50	6,503.88	6,568.92	6,634.63	6,701.00
Annual	98,121.00	101,065.00	104,098.00	107,218.00	110,435.00	113,748.00	117,161.00	120,677.00	124,297.00	128,024.00	131,867.00	134,505.00	137,194.00	139,939.00	142,737.00	145,591.00	147,047.00	148,518.00	150,003.00	151,503.00	153,019.00	154,548.00	156,093.00	157,654.00	159,231.00	160,824.00

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	392.48	404.26	416.39	428.87	441.74	455.00	468.65	482.71	497.18	512.10	527.47	538.02	548.77	559.75	570.95	582.37	588.18	594.07	600.01	606.01	612.07	618.19	624.37	630.61	636.92	643.29
24 Pays	4,251.88	4,379.50	4,510.88	4,646.13	4,785.54	4,929.13	5,077.00	5,229.33	5,386.17	5,547.79	5,714.21	5,828.50	5,945.04	6,063.96	6,185.25	6,308.96	6,372.00	6,435.75	6,500.13	6,565.13	6,630.71	6,697.08	6,764.00	6,831.63	6,899.96	6,969.00
Annual	102,045.00	105,108.00	108,261.00	111,507.00	114,853.00	118,299.00	121,848.00	125,504.00	129,268.00	133,147.00	137,141.00	139,884.00	142,681.00	145,535.00	148,446.00	151,415.00	152,928.00	154,458.00	156,003.00	157,563.00	159,137.00	160,730.00	162,336.00	163,959.00	165,599.00	167,256.00

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	419.96	432.55	445.53	458.90	472.67	486.85	501.45	516.49	531.99	547.94	564.39	575.67	587.19	598.93	610.91	623.13	629.36	635.65	642.01	648.43	654.92	661.46	668.08	674.76	681.51	688.33
24 Pays	4,549.58	4,686.00	4,826.58	4,971.46	5,120.54	5,274.17	5,432.42	5,595.33	5,763.21	5,936.04	6,114.21	6,236.46	6,361.21	6,488.38	6,618.21	6,750.58	6,818.08	6,886.25	6,955.13	7,024.71	7,094.92	7,165.83	7,237.50	7,309.88	7,383.00	7,456.88
Annual	109,190.00	112,464.00	115,838.00	119,315.00	122,893.00	126,580.00	130,378.00	134,288.00	138,317.00	142,465.00	146,741.00	149,675.00	152,669.00	155,721.00	158,837.00	162,014.00	163,634.00	165,270.00	166,923.00	168,593.00	170,278.00	171,980.00	173,700.00	175,437.00	177,192.00	178,965.00

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	449.35	462.84	476.72	491.02	505.75	520.92	536.55	552.65	569.23	586.30	603.90	615.98	628.29	640.86	653.67	666.75	673.42	680.15	686.95	693.82	700.76	707.77	714.84	721.99	729.21	736.50
24 Pays	4,868.00	5,014.08	5,164.46	5,319.38	5,479.00	5,643.33	5,812.67	5,987.08	6,166.67	6,351.63	6,542.21	6,673.08	6,806.50	6,942.63	7,081.46	7,223.17	7,295.33	7,368.29	7,442.00	7,516.42	7,591.54	7,667.46	7,744.13	7,821.54	7,899.75	7,978.79
Annual	116,832.00	120,338.00	123,947.00	127,665.00	131,496.00	135,440.00	139,504.00	143,690.00	148,000.00	152,439.00	157,013.00	160,154.00	163,356.00	166,623.00	169,955.00	173,356.00	175,088.00	176,839.00	178,608.00	180,394.00	182,197.00	184,019.00	185,859.00	187,717.00	189,594.00	191,491.00

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	480.81	495.23	510.08	525.40	541.16	557.39	574.11	591.34	609.08	627.34	646.17	659.10	672.27	685.72	699.43	713.42	720.55	727.76	735.03	742.39	749.81	757.31	764.88	772.53	780.26	788.06
24 Pays	5,208.75	5,365.00	5,525.92	5,691.79	5,862.54	6,038.38	6,219.54	6,406.17	6,598.33	6,796.21	7,000.13	7,140.21	7,282.92	7,428.63	7,577.21	7,728.71	7,806.00	7,884.08	7,962.88	8,042.58	8,122.92	8,204.21	8,286.21	8,369.08	8,452.79	8,537.29
Annual	125,010.00	128,760.00	132,622.00	136,603.00	140,701.00	144,921.00	149,269.00	153,748.00	158,360.00	163,109.00	168,003.00	171,365.00	174,790.00	178,287.00	181,853.00	185,489.00	187,344.00	189,218.00	191,109.00	193,022.00	194,950.00	196,901.00	198,869.00	200,858.00	202,867.00	204,895.00

Confidential Unit 2026-27 E-Scale 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	201.33	207.36	213.58	220.00	226.59	233.39	240.40	247.62	255.03	262.68	270.57	275.98	281.50	287.13	292.87	298.73	301.71	304.73	307.78	310.86	313.97	317.11	320.28	323.48	326.71	329.98
24 Pays	2,181.08	2,246.42	2,313.83	2,383.29	2,454.75	2,528.42	2,604.29	2,682.50	2,762.83	2,845.75	2,931.17	2,989.75	3,049.54	3,110.54	3,172.75	3,236.21	3,268.54	3,301.29	3,334.29	3,367.63	3,401.29	3,435.33	3,469.71	3,504.33	3,539.38	3,574.79
Annual	52,346	53,914	55,532	57,199	58,914	60,682	62,503	64,380	66,308	68,298	70,348	71,754	73,189	74,653	76,146	77,669	78,445	79,231	80,023	80,823	81,631	82,448	83,273	84,104	84,945	85,795

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	211.40	217.74	224.27	231.00	237.93	245.07	252.42	259.99	267.79	275.82	284.09	289.78	295.57	301.48	307.51	313.66	316.80	319.97	323.17	326.40	329.66	332.96	336.29	339.65	343.05	346.48
24 Pays	2,290.13	2,358.83	2,429.63	2,502.46	2,577.54	2,654.88	2,734.50	2,816.54	2,901.04	2,988.08	3,077.67	3,139.29	3,202.00	3,266.04	3,331.38	3,398.00	3,432.04	3,466.29	3,501.00	3,536.00	3,571.33	3,607.08	3,643.17	3,679.54	3,716.38	3,753.50
Annual	54,963	56,612	58,311	60,059	61,861	63,717	65,628	67,597	69,625	71,714	73,864	75,343	76,848	78,385	79,953	81,552	82,369	83,191	84,024	84,864	85,712	86,570	87,436	88,309	89,193	90,084

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	221.97	228.63	235.49	242.55	249.83	257.33	265.05	273.00	281.19	289.63	298.32	304.27	310.37	316.57	322.90	329.36	332.66	335.98	339.34	342.73	346.16	349.63	353.12	356.65	360.22	363.82
24 Pays	2,404.71	2,476.88	2,551.13	2,627.67	2,706.50	2,787.71	2,871.38	2,957.50	3,046.21	3,137.63	3,231.75	3,296.29	3,362.33	3,429.54	3,498.13	3,568.04	3,603.79	3,639.79	3,676.17	3,712.92	3,750.04	3,787.63	3,825.46	3,863.75	3,902.38	3,941.33
Annual	57,713	59,445	61,227	63,064	64,956	66,905	68,913	70,980	73,109	75,303	77,562	79,111	80,696	82,309	83,955	85,633	86,491	87,355	88,228	89,110	90,001	90,903	91,811	92,730	93,657	94,592

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	233.08	240.07	247.27	254.69	262.32	270.20	278.31	286.65	295.25	304.11	313.23	319.50	325.88	332.40	339.05	345.83	349.29	352.78	356.31	359.88	363.47	367.11	370.78	374.49	378.23	382.01
24 Pays	2,525.00	2,600.71	2,678.71	2,759.17	2,841.79	2,927.13	3,015.00	3,105.38	3,198.50	3,294.54	3,393.33	3,461.25	3,530.42	3,601.00	3,673.08	3,746.50	3,784.00	3,821.83	3,860.04	3,898.67	3,937.58	3,977.00	4,016.79	4,056.96	4,097.46	4,138.46
Annual	60,600	62,417	64,289	66,220	68,203	70,251	72,360	74,529	76,764	79,069	81,440	83,070	84,730	86,424	88,154	89,916	90,816	91,724	92,641	93,568	94,502	95,448	96,403	97,367	98,339	99,323

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	244.71	252.06	259.62	267.41	275.43	283.69	292.20	300.97	310.00	319.30	328.88	335.46	342.17	349.01	355.99	363.11	366.74	370.41	374.12	377.85	381.63	385.45	389.30	393.19	397.13	401.10
24 Pays	2,651.04	2,730.63	2,812.50	2,896.92	2,983.83	3,073.33	3,165.54	3,260.54	3,358.33	3,459.08	3,562.88	3,634.13	3,706.88	3,780.96	3,856.58	3,933.71	3,973.00	4,012.75	4,052.92	4,093.38	4,134.33	4,175.67	4,217.46	4,259.58	4,302.21	4,345.21
Annual	63,625	65,535	67,500	69,526	71,612	73,760	75,973	78,253	80,600	83,018	85,509	87,219	88,965	90,743	92,558	94,409	95,352	96,306	97,270	98,241	99,224	100,216	101,219	102,230	103,253	104,285

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	256.96	264.67	272.61	280.78	289.21	297.89	306.82	316.02	325.50	335.27	345.33	352.24	359.28	366.47	373.80	381.27	385.08	388.93	392.83	396.75	400.72	404.73	408.77	412.86	417.00	421.17
24 Pays	2,783.71	2,867.25	2,953.25	3,041.83	3,133.08	3,227.13	3,323.92	3,423.58	3,526.29	3,632.08	3,741.08	3,815.92	3,892.25	3,970.04	4,049.46	4,130.46	4,171.75	4,213.46	4,255.63	4,298.17	4,341.13	4,384.58	4,428.38	4,472.67	4,517.46	4,562.63
Annual	66,809	68,814	70,878	73,004	75,194	77,451	79,774	82,166	84,631	87,170	89,786	91,582	93,414	95,281	97,187	99,131	100,122	101,123	102,135	103,156	104,187	105,230	106,281	107,344	108,419	109,503

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	269.80	277.90	286.23	294.82	303.67	312.77	322.15	331.82	341.78	352.03	362.59	369.84	377.24	384.78	392.48	400.33	404.33	408.37	412.46	416.58	420.74	424.95	429.20	433.50	437.83	442.21
24 Pays	2,922.79	3,010.54	3,100.83	3,193.88	3,289.71	3,388.38	3,490.00	3,594.71	3,702.58	3,813.63	3,928.04	4,006.58	4,086.75	4,168.46	4,251.88	4,336.92	4,380.25	4,424.04	4,468.29	4,512.96	4,558.04	4,603.67	4,649.71	4,696.21	4,743.21	4,790.58
Annual	70,147	72,253	74,420	76,653	78,953	81,321	83,760	86,273	88,862	91,527	94,273	96,158	98,082	100,043	102,045	104,086	105,126	106,177	107,239	108,311	109,393	110,488	111,593	112,709	113,837	114,974

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	283.30	291.79	300.54	309.57	318.85	328.42	338.27	348.42	358.87	369.63	380.72	388.34	396.11	404.03	412.11	420.35	424.55	428.79	433.09	437.42	441.79	446.21	450.67	455.18	459.73	464.33
24 Pays	3,069.04	3,161.08	3,255.88	3,353.67	3,454.21	3,557.83	3,664.63	3,774.54	3,887.71	4,004.38	4,124.50	4,207.00	4,291.17	4,376.96	4,464.54	4,553.79	4,599.33	4,645.25	4,691.83	4,738.71	4,786.04	4,833.96	4,882.25	4,931.13	4,980.42	5,030.21
Annual	73,657	75,866	78,141	80,488	82,901	85,388	87,951	90,589	93,305	96,105	98,988	100,968	102,988	105,047	107,149	109,291	110,384	111,486	112,604	113,729	114,865	116,015	117,174	118,347	119,530	120,725

Confidential Unit 2026-27 E-Scale 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	297.46	306.38	315.57	325.04	334.80	344.83	355.19	365.84	376.82	388.12	399.77	407.76	415.91	424.23	432.72	441.37	445.78	450.24	454.74	459.30	463.89	468.53	473.21	477.94	482.71	487.54
24 Pays	3,222.50	3,319.13	3,418.71	3,521.29	3,626.96	3,735.71	3,847.88	3,963.25	4,082.17	4,204.63	4,330.79	4,417.42	4,505.71	4,595.83	4,687.75	4,781.46	4,829.25	4,877.58	4,926.38	4,975.71	5,025.46	5,075.71	5,126.42	5,177.71	5,229.38	5,281.71
Annual	77,340	79,659	82,049	84,511	87,047	89,657	92,349	95,118	97,972	100,911	103,939	106,018	108,137	110,300	112,506	114,755	115,902	117,062	118,233	119,417	120,611	121,817	123,034	124,265	125,505	126,761

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	312.33	321.70	331.36	341.30	351.53	362.08	372.94	384.13	395.65	407.52	419.75	428.15	436.71	445.44	454.36	463.43	468.07	472.75	477.48	482.26	487.08	491.95	496.87	501.84	506.85	511.92
24 Pays	3,383.58	3,485.13	3,589.71	3,697.38	3,808.29	3,922.50	4,040.21	4,161.46	4,286.21	4,414.83	4,547.33	4,638.25	4,731.00	4,825.63	4,922.21	5,020.54	5,070.75	5,121.50	5,172.75	5,224.46	5,276.71	5,329.42	5,382.79	5,436.58	5,490.92	5,545.83
Annual	81,206	83,643	86,153	88,737	91,399	94,140	96,965	99,875	102,869	105,956	109,136	111,318	113,544	115,815	118,133	120,493	121,698	122,916	124,146	125,387	126,641	127,906	129,187	130,478	131,782	133,100

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	344.74	355.07	365.72	376.69	387.99	399.63	411.62	423.97	436.69	449.79	463.28	472.56	482.00	491.64	501.48	511.50	516.62	521.79	527.00	532.27	537.59	542.98	548.41	553.89	559.43	565.02
24 Pays	3,734.67	3,846.63	3,961.96	4,080.83	4,203.25	4,329.38	4,459.25	4,593.00	4,730.83	4,872.75	5,018.92	5,119.38	5,221.67	5,326.08	5,432.67	5,541.29	5,596.71	5,652.71	5,709.21	5,766.29	5,823.92	5,882.25	5,941.08	6,000.46	6,060.46	6,121.08
Annual	89,632	92,319	95,087	97,940	100,878	103,905	107,022	110,232	113,540	116,946	120,454	122,865	125,320	127,826	130,384	132,991	134,321	135,665	137,021	138,391	139,774	141,174	142,586	144,011	145,451	146,906

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	358.52	369.28	380.36	391.76	403.51	415.62	428.09	440.93	454.16	467.78	481.82	491.46	501.28	511.32	521.54	531.97	537.29	542.66	548.09	553.57	559.11	564.70	570.34	576.04	581.80	587.63
24 Pays	3,883.96	4,000.50	4,120.54	4,244.04	4,371.38	4,502.54	4,637.63	4,776.79	4,920.08	5,067.63	5,219.75	5,324.17	5,430.58	5,539.25	5,650.00	5,762.96	5,820.63	5,878.83	5,937.63	5,997.00	6,057.00	6,117.54	6,178.67	6,240.46	6,302.88	6,365.96
Annual	93,215	96,012	98,893	101,857	104,913	108,061	111,303	114,643	118,082	121,623	125,274	127,780	130,334	132,942	135,600	138,311	139,695	141,092	142,503	143,928	145,368	146,821	148,288	149,771	151,269	152,783

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	372.86	384.05	395.57	407.43	419.65	432.25	445.22	458.57	472.33	486.50	501.09	511.12	521.33	531.76	542.40	553.25	558.78	564.37	570.01	575.71	581.46	587.28	593.15	599.08	605.07	611.13
24 Pays	4,039.29	4,160.54	4,285.33	4,413.83	4,546.25	4,682.67	4,823.17	4,967.88	5,116.88	5,270.42	5,428.50	5,537.08	5,647.79	5,760.75	5,876.00	5,993.50	6,053.42	6,113.96	6,175.13	6,236.88	6,299.17	6,362.25	6,425.79	6,490.04	6,554.96	6,620.54
Annual	96,943	99,853	102,848	105,932	109,110	112,384	115,756	119,229	122,805	126,490	130,284	132,890	135,547	138,258	141,024	143,844	145,282	146,735	148,203	149,685	151,180	152,694	154,219	155,761	157,319	158,893

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	398.97	410.93	423.25	435.96	449.03	462.50	476.38	490.67	505.39	520.55	536.17	546.89	557.83	568.98	580.37	591.97	597.89	603.87	609.91	616.01	622.17	628.39	634.67	641.02	647.43	653.91
24 Pays	4,322.13	4,451.71	4,585.25	4,722.88	4,864.50	5,010.46	5,160.79	5,315.58	5,475.04	5,639.25	5,808.50	5,924.63	6,043.17	6,163.96	6,287.29	6,413.04	6,477.17	6,541.96	6,607.38	6,673.46	6,740.17	6,807.54	6,875.63	6,944.38	7,013.83	7,084.04
Annual	103,731	106,841	110,046	113,349	116,748	120,251	123,859	127,574	131,401	135,342	139,404	142,191	145,036	147,935	150,895	153,913	155,452	157,007	158,577	160,163	161,764	163,381	165,015	166,665	168,332	170,017

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	426.88	439.70	452.88	466.47	480.47	494.88	509.73	525.02	540.77	556.99	573.70	585.18	596.88	608.82	620.99	633.42	639.75	646.14	652.61	659.13	665.72	672.38	679.10	685.89	692.75	699.68
24 Pays	4,624.58	4,763.38	4,906.25	5,053.42	5,205.04	5,361.17	5,522.04	5,687.75	5,858.33	6,034.04	6,215.08	6,339.42	6,466.17	6,595.50	6,727.38	6,862.00	6,930.58	6,999.88	7,069.92	7,140.58	7,211.96	7,284.08	7,356.92	7,430.46	7,504.75	7,579.83
Annual	110,990	114,321	117,750	121,282	124,921	128,668	132,529	136,506	140,600	144,817	149,162	152,146	155,188	158,292	161,457	164,688	166,334	167,997	169,678	171,374	173,087	174,818	176,566	178,331	180,114	181,916

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	456.77	470.47	484.58	499.13	514.10	529.52	545.41	561.77	578.62	595.98	613.86	626.14	638.66	651.43	664.46	677.75	684.53	691.37	698.28	705.27	712.32	719.45	726.64	733.90	741.25	748.65
24 Pays	4,948.33	5,096.75	5,249.63	5,407.21	5,569.42	5,736.46	5,908.58	6,085.88	6,268.42	6,456.42	6,650.13	6,783.21	6,918.79	7,057.21	7,198.33	7,342.29	7,415.71	7,489.88	7,564.75	7,640.46	7,716.79	7,794.00	7,871.92	7,950.63	8,030.17	8,110.42
Annual	118,760	122,322	125,991	129,773	133,666	137,675	141,806	146,061	150,442	154,954	159,603	162,797	166,051	169,373	172,760	176,215	177,977	179,757	181,554	183,371	185,203	187,056	188,926	190,815	192,724	194,650

Confidential Unit 2026-27 P-Scale Salary Schedule for Retirement Eligible Employees

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	362.88	373.76	384.97	396.52	408.41	420.67	433.29	446.28	459.68	473.47	487.67	497.43	507.37	517.52	527.87	538.42	543.81	549.25	554.74	560.29	565.88	571.55	577.27	583.04	588.87	594.76
24 Pays	3,931.21	4,049.08	4,170.50	4,295.63	4,424.46	4,557.25	4,693.96	4,834.75	4,979.83	5,129.21	5,283.08	5,388.83	5,496.50	5,606.42	5,718.58	5,832.92	5,891.29	5,950.21	6,009.71	6,069.79	6,130.42	6,191.83	6,253.75	6,316.25	6,379.42	6,443.25
Annual	94,349	97,178	100,092	103,095	106,187	109,374	112,655	116,034	119,516	123,101	126,794	129,332	131,916	134,554	137,246	139,990	141,391	142,805	144,233	145,675	147,130	148,604	150,090	151,590	153,106	154,638

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	377.39	388.71	400.38	412.38	424.75	437.49	450.62	464.14	478.07	492.40	507.18	517.33	527.67	538.23	548.99	559.97	565.57	571.22	576.93	582.70	588.53	594.42	600.36	606.36	612.43	618.55
24 Pays	4,088.38	4,211.04	4,337.42	4,467.42	4,601.46	4,739.50	4,881.71	5,028.21	5,179.04	5,334.33	5,494.46	5,604.38	5,716.42	5,830.79	5,947.38	6,066.29	6,126.96	6,188.25	6,250.13	6,312.63	6,375.79	6,439.50	6,503.88	6,568.92	6,634.63	6,701.00
Annual	98,121	101,065	104,098	107,218	110,435	113,748	117,161	120,677	124,297	128,024	131,867	134,505	137,194	139,939	142,737	145,591	147,047	148,518	150,003	151,503	153,019	154,548	156,093	157,654	159,231	160,824

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	392.48	404.26	416.39	428.87	441.74	455.00	468.65	482.71	497.18	512.10	527.47	538.02	548.77	559.75	570.95	582.37	588.18	594.07	600.01	606.01	612.07	618.19	624.37	630.61	636.92	643.29
24 Pays	4,251.88	4,379.50	4,510.88	4,646.13	4,785.54	4,929.13	5,077.00	5,229.33	5,386.17	5,547.79	5,714.21	5,828.50	5,945.04	6,063.96	6,185.25	6,308.96	6,372.00	6,435.75	6,500.13	6,565.13	6,630.71	6,697.08	6,764.00	6,831.63	6,899.96	6,969.00
Annual	102,045	105,108	108,261	111,507	114,853	118,299	121,848	125,504	129,268	133,147	137,141	139,884	142,681	145,535	148,446	151,415	152,928	154,458	156,003	157,563	159,137	160,730	162,336	163,959	165,599	167,256

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	419.96	432.55	445.53	458.90	472.67	486.85	501.45	516.49	531.99	547.94	564.39	575.67	587.19	598.93	610.91	623.13	629.36	635.65	642.01	648.43	654.92	661.46	668.08	674.76	681.51	688.33
24 Pays	4,549.58	4,686.00	4,826.58	4,971.46	5,120.54	5,274.17	5,432.42	5,595.33	5,763.21	5,936.04	6,114.21	6,236.46	6,361.21	6,488.38	6,618.21	6,750.58	6,818.08	6,886.25	6,955.13	7,024.71	7,094.92	7,165.83	7,237.50	7,309.88	7,383.00	7,456.88
Annual	109,190	112,464	115,838	119,315	122,893	126,580	130,378	134,288	138,317	142,465	146,741	149,675	152,669	155,721	158,837	162,014	163,634	165,270	166,923	168,593	170,278	171,980	173,700	175,437	177,192	178,965

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	449.35	462.84	476.72	491.02	505.75	520.92	536.55	552.65	569.23	586.30	603.90	615.98	628.29	640.86	653.67	666.75	673.42	680.15	686.95	693.82	700.76	707.77	714.84	721.99	729.21	736.50
24 Pays	4,868.00	5,014.08	5,164.46	5,319.38	5,479.00	5,643.33	5,812.67	5,987.08	6,166.67	6,351.63	6,542.21	6,673.08	6,806.50	6,942.63	7,081.46	7,223.17	7,295.33	7,368.29	7,442.00	7,516.42	7,591.54	7,667.46	7,744.13	7,821.54	7,899.75	7,978.79
Annual	116,832	120,338	123,947	127,665	131,496	135,440	139,504	143,690	148,000	152,439	157,013	160,154	163,356	166,623	169,955	173,356	175,088	176,839	178,608	180,394	182,197	184,019	185,859	187,717	189,594	191,491

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	480.81	495.23	510.08	525.40	541.16	557.39	574.11	591.34	609.08	627.34	646.17	659.10	672.27	685.72	699.43	713.42	720.55	727.76	735.03	742.39	749.81	757.31	764.88	772.53	780.26	788.06
24 Pays	5,208.75	5,365.00	5,525.92	5,691.79	5,862.54	6,038.38	6,219.54	6,406.17	6,598.33	6,796.21	7,000.13	7,140.21	7,282.92	7,428.63	7,577.21	7,728.71	7,806.00	7,884.08	7,962.88	8,042.58	8,122.92	8,204.21	8,286.21	8,369.08	8,452.79	8,537.29
Annual	125,010	128,760	132,622	136,603	140,701	144,921	149,269	153,748	158,360	163,109	168,003	171,365	174,790	178,287	181,853	185,489	187,344	189,218	191,109	193,022	194,950	196,901	198,869	200,858	202,867	204,895

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	514.46	529.90	545.80	562.17	579.04	596.41	614.30	632.73	651.70	671.26	691.40	705.22	719.33	733.72	748.39	763.36	771.00	778.71	786.49	794.35	802.30	810.32	818.42	826.61	834.87	843.22
24 Pays	5,573.33	5,740.63	5,912.83	6,090.13	6,272.92	6,461.13	6,654.92	6,854.58	7,060.13	7,272.00	7,490.17	7,639.92	7,792.71	7,948.63	8,107.58	8,269.75	8,352.46	8,436.00	8,520.33	8,605.46	8,691.63	8,778.50	8,866.25	8,954.92	9,044.46	9,134.92
Annual	133,760	137,775	141,908	146,163	150,550	155,067	159,718	164,510	169,443	174,528	179,764	183,358	187,025	190,767	194,582	198,474	200,459	202,464	204,488	206,531	208,599	210,684	212,790	214,918	217,067	219,238

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	550.48	567.00	584.00	601.52	619.57	638.16	657.30	677.02	697.33	718.25	739.80	754.60	769.68	785.08	800.78	816.79	824.96	833.22	841.54	849.96	858.45	867.04	875.72	884.47	893.32	902.25
24 Pays	5,963.50	6,142.46	6,326.71	6,516.50	6,712.04	6,913.38	7,120.75	7,334.33	7,554.38	7,781.04	8,014.46	8,174.79	8,338.25	8,505.00	8,675.08	8,848.58	8,937.04	9,026.50	9,116.71	9,207.88	9,299.92	9,392.92	9,486.96	9,581.79	9,677.63	9,774.38
Annual	143,124	147,419	151,841	156,396	161,089	165,921	170,898	176,024	181,305	186,745	192,347	196,195	200,118	204,120	208,202	212,366	214,489	216,636	218,801	220,989	223,198	225,430	227,687	229,963	232,263	234,585

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	578.00	595.34	613.20	631.60	650.54	670.06	690.17	710.87	732.19	754.16	776.78	792.32	808.17	824.33	840.82	857.63	866.21	874.87	883.62	892.46	901.38	910.40	919.50	928.70	937.98	947.36
24 Pays	6,261.67	6,449.50	6,643.04	6,842.29	7,047.54	7,259.00	7,476.79	7,701.08	7,932.08	8,170.08	8,415.17	8,583.46	8,755.17	8,930.25	9,108.88	9,291.04	9,383.92	9,477.79	9,572.58	9,668.33	9,764.92	9,862.63	9,961.25	10,060.92	10,161.42	10,263.08
Annual	150,280	154,788	159,433	164,215	169,141	174,216	179,443	184,826	190,370	196,082	201,964	206,003	210,124	214,326	218,613	222,985	225,214	227,467	229,742	232,040	234,358	236,703	239,070	241,462	243,874	246,314

Grade 20	**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	606.90	625.11	643.87	663.18	683.07	703.56	724.67	746.42	768.80	791.87	815.63	831.94	848.58	865.55	882.86	900.52	909.52	918.62	927.80	937.08	946.46	955.92	965.48	975.13	984.88	994.73
24 Pays	6,574.79	6,772.04	6,975.21	7,184.46	7,399.92	7,621.92	7,850.63	8,086.17	8,328.71	8,578.63	8,836.00	9,012.71	9,192.92	9,376.79	9,564.29	9,755.58	9,853.08	9,951.67	10,051.13	10,151.71	10,253.29	10,355.79	10,459.33	10,563.96	10,669.54	10,776.21
Annual	157,795	162,529	167,405	172,427	177,598	182,926	188,415	194,068	199,889	205,887	212,064	216,305	220,630	225,043	229,543	234,134	236,474	238,840	241,227	243,641	246,079	248,539	251,024	253,535	256,069	258,629

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

Confidential Unit 2026-27 P-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

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	344.74	355.07	365.72	376.69	387.99	399.63	411.62	423.97	436.69	449.79	463.28	472.56	482.00	491.64	501.48	511.50	516.62	521.79	527.00	532.27	537.59	542.98	548.41	553.89	559.43	565.02
24 Pays	3,734.67	3,846.63	3,961.96	4,080.83	4,203.25	4,329.38	4,459.25	4,593.00	4,730.83	4,872.75	5,018.92	5,119.38	5,221.67	5,326.08	5,432.67	5,541.29	5,596.71	5,652.71	5,709.21	5,766.29	5,823.92	5,882.25	5,941.08	6,000.46	6,060.46	6,121.08
Annual	89,632	92,319	95,087	97,940	100,878	103,905	107,022	110,232	113,540	116,946	120,454	122,865	125,320	127,826	130,384	132,991	134,321	135,665	137,021	138,391	139,774	141,174	142,586	144,011	145,451	146,906

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	358.52	369.28	380.36	391.76	403.51	415.62	428.09	440.93	454.16	467.78	481.82	491.46	501.28	511.32	521.54	531.97	537.29	542.66	548.09	553.57	559.11	564.70	570.34	576.04	581.80	587.63
24 Pays	3,883.96	4,000.50	4,120.54	4,244.04	4,371.38	4,502.54	4,637.63	4,776.79	4,920.08	5,067.63	5,219.75	5,324.17	5,430.58	5,539.25	5,650.00	5,762.96	5,820.63	5,878.83	5,937.63	5,997.00	6,057.00	6,117.54	6,178.67	6,240.46	6,302.88	6,365.96
Annual	93,215	96,012	98,893	101,857	104,913	108,061	111,303	114,643	118,082	121,623	125,274	127,780	130,334	132,942	135,600	138,311	139,695	141,092	142,503	143,928	145,368	146,821	148,288	149,771	151,269	152,783

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	372.86	384.05	395.57	407.43	419.65	432.25	445.22	458.57	472.33	486.50	501.09	511.12	521.33	531.76	542.40	553.25	558.78	564.37	570.01	575.71	581.46	587.28	593.15	599.08	605.07	611.13
24 Pays	4,039.29	4,160.54	4,285.33	4,413.83	4,546.25	4,682.67	4,823.17	4,967.88	5,116.88	5,270.42	5,428.50	5,537.08	5,647.79	5,760.75	5,876.00	5,993.50	6,053.42	6,113.96	6,175.13	6,236.88	6,299.17	6,362.25	6,425.79	6,490.04	6,554.96	6,620.54
Annual	96,943	99,853	102,848	105,932	109,110	112,384	115,756	119,229	122,805	126,490	130,284	132,890	135,547	138,258	141,024	143,844	145,282	146,735	148,203	149,685	151,180	152,694	154,219	155,761	157,319	158,893

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	398.97	410.93	423.25	435.96	449.03	462.50	476.38	490.67	505.39	520.55	536.17	546.89	557.83	568.98	580.37	591.97	597.89	603.87	609.91	616.01	622.17	628.39	634.67	641.02	647.43	653.91
24 Pays	4,322.13	4,451.71	4,585.25	4,722.88	4,864.50	5,010.46	5,160.79	5,315.58	5,475.04	5,639.25	5,808.50	5,924.63	6,043.17	6,163.96	6,287.29	6,413.04	6,477.17	6,541.96	6,607.38	6,673.46	6,740.17	6,807.54	6,875.63	6,944.38	7,013.83	7,084.04
Annual	103,731	106,841	110,046	113,349	116,748	120,251	123,859	127,574	131,401	135,342	139,404	142,191	145,036	147,935	150,895	153,913	155,452	157,007	158,577	160,163	161,764	163,381	165,015	166,665	168,332	170,017

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	426.88	439.70	452.88	466.47	480.47	494.88	509.73	525.02	540.77	556.99	573.70	585.18	596.88	608.82	620.99	633.42	639.75	646.14	652.61	659.13	665.72	672.38	679.10	685.89	692.75	699.68
24 Pays	4,624.58	4,763.38	4,906.25	5,053.42	5,205.04	5,361.17	5,522.04	5,687.75	5,858.33	6,034.04	6,215.08	6,339.42	6,466.17	6,595.50	6,727.38	6,862.00	6,930.58	6,999.88	7,069.92	7,140.58	7,211.96	7,284.08	7,356.92	7,430.46	7,504.75	7,579.83
Annual	110,990	114,321	117,750	121,282	124,921	128,668	132,529	136,506	140,600	144,817	149,162	152,146	155,188	158,292	161,457	164,688	166,334	167,997	169,678	171,374	173,087	174,818	176,566	178,331	180,114	181,916

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	456.77	470.47	484.58	499.13	514.10	529.52	545.41	561.77	578.62	595.98	613.86	626.14	638.66	651.43	664.46	677.75	684.53	691.37	698.28	705.27	712.32	719.45	726.64	733.90	741.25	748.65
24 Pays	4,948.33	5,096.75	5,249.63	5,407.21	5,569.42	5,736.46	5,908.58	6,085.88	6,268.42	6,456.42	6,650.13	6,783.21	6,918.79	7,057.21	7,198.33	7,342.29	7,415.71	7,489.88	7,564.75	7,640.46	7,716.79	7,794.00	7,871.92	7,950.63	8,030.17	8,110.42
Annual	118,760	122,322	125,991	129,773	133,666	137,675	141,806	146,061	150,442	154,954	159,603	162,797	166,051	169,373	172,760	176,215	177,977	179,757	181,554	183,371	185,203	187,056	188,926	190,815	192,724	194,650

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	488.74	503.41	518.51	534.06	550.09	566.59	583.58	601.10	619.12	637.70	656.83	669.96	683.36	697.03	710.97	725.19	732.45	739.77	747.17	754.63	762.19	769.81	777.50	785.28	793.13	801.06
24 Pays	5,294.67	5,453.58	5,617.21	5,785.63	5,959.29	6,138.08	6,322.17	6,511.88	6,707.13	6,908.42	7,115.67	7,257.92	7,403.08	7,551.21	7,702.21	7,856.25	7,934.83	8,014.21	8,094.33	8,175.17	8,257.04	8,339.58	8,422.96	8,507.17	8,592.25	8,678.17
Annual	127,072	130,886	134,813	138,855	143,023	147,314	151,732	156,285	160,971	165,802	170,776	174,190	177,674	181,229	184,853	188,550	190,436	192,341	194,264	196,204	198,169	200,150	202,151	204,172	206,214	208,276

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	522.95	538.65	554.80	571.45	588.60	606.25	624.43	643.17	662.46	682.34	702.81	716.87	731.20	745.82	760.74	775.95	783.71	791.55	799.47	807.46	815.53	823.69	831.93	840.25	848.65	857.14
24 Pays	5,665.33	5,835.33	6,010.38	6,190.67	6,376.46	6,567.71	6,764.71	6,967.63	7,176.67	7,392.00	7,613.75	7,766.04	7,921.33	8,079.75	8,241.33	8,406.17	8,490.21	8,575.17	8,660.88	8,747.50	8,834.92	8,923.29	9,012.63	9,102.71	9,193.75	9,285.67
Annual	135,968	140,048	144,249	148,576	153,035	157,625	162,353	167,223	172,240	177,408	182,730	186,385	190,112	193,914	197,792	201,748	203,765	205,804	207,861	209,940	212,038	214,159	216,303	218,465	220,650	222,856

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	549.10	565.57	582.54	600.02	618.02	636.56	655.66	675.33	695.58	716.45	737.95	752.70	767.76	783.12	798.78	814.75	822.90	831.13	839.44	847.84	856.31	864.88	873.53	882.27	891.08	899.99
24 Pays	5,948.58	6,127.04	6,310.88	6,500.17	6,695.17	6,896.04	7,102.96	7,316.04	7,535.50	7,761.58	7,994.42	8,154.29	8,317.42	8,483.75	8,653.42	8,826.50	8,914.71	9,003.92	9,093.96	9,184.92	9,276.67	9,369.50	9,463.21	9,557.88	9,653.33	9,749.92
Annual	142,766	147,049	151,461	156,004	160,684	165,505	170,471	175,585	180,852	186,278	191,866	195,703	199,618	203,610	207,682	211,836	213,953	216,094	218,255	220,438	222,640	224,868	227,117	229,389	231,680	233,998

Grade 20	**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	576.56	593.86	611.67	630.02	648.92	668.38	688.44	709.10	730.37	752.28	774.85	790.35	806.15	822.27	838.72	855.49	864.04	872.68	881.41	890.23	899.13	908.12	917.20	926.38	935.64	944.99
24 Pays	6,246.04	6,433.46	6,626.46	6,825.25	7,029.92	7,240.83	7,458.08	7,681.88	7,912.29	8,149.71	8,394.21	8,562.08	8,733.29	8,907.96	9,086.08	9,267.79	9,360.42	9,454.08	9,548.58	9,644.13	9,740.63	9,838.00	9,936.38	10,035.75	10,136.08	10,237.42
Annual	149,905	154,403	159,035	163,806	168,718	173,780	178,994	184,365	189,895	195,593	201,461	205,490	209,599	213,791	218,066	222,427	224,650	226,898	229,166	231,459	233,775	236,112	238,473	240,858	243,266	245,698

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