

APPENDIX A

| Salary Schedule I Effective 7/1/2026 w/ 4% | | | | | | | | |
|--|-----------------------|------------|---------------|------------|---------------|------------|--------------------|------------|
| Step | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 61,317 | \$ 63,157 | \$ 62,636 | \$ 64,515 | \$ 63,955 | \$ 65,874 | \$ 65,275 | \$ 67,233 |
| 3 | \$ 62,054 | \$ 63,916 | \$ 63,514 | \$ 65,419 | \$ 65,304 | \$ 67,263 | \$ 67,089 | \$ 69,102 |
| 4 | \$ 66,096 | \$ 68,079 | \$ 68,847 | \$ 70,912 | \$ 71,126 | \$ 73,260 | \$ 72,026 | \$ 74,187 |
| 5 | \$ 67,906 | \$ 69,943 | \$ 72,455 | \$ 74,629 | \$ 75,680 | \$ 77,950 | \$ 80,667 | \$ 83,087 |
| 6 | \$ 70,373 | \$ 72,484 | \$ 74,968 | \$ 77,217 | \$ 78,178 | \$ 80,523 | \$ 83,705 | \$ 86,216 |
| 7 | \$ 72,198 | \$ 74,364 | \$ 76,801 | \$ 79,105 | \$ 79,999 | \$ 82,399 | \$ 85,984 | \$ 88,564 |
| 8 | \$ 73,946 | \$ 76,164 | \$ 78,660 | \$ 81,020 | \$ 82,302 | \$ 84,771 | \$ 88,291 | \$ 90,940 |
| 9 | \$ 75,655 | \$ 77,925 | \$ 80,478 | \$ 82,892 | \$ 84,168 | \$ 86,693 | \$ 90,590 | \$ 93,308 |
| 10 | \$ 78,059 | \$ 80,401 | \$ 83,035 | \$ 85,526 | \$ 86,743 | \$ 89,345 | \$ 93,716 | \$ 96,527 |
| 11 | \$ 84,621 | \$ 87,160 | \$ 90,015 | \$ 92,715 | \$ 94,035 | \$ 96,856 | \$ 104,655 | \$ 107,795 |
| 12 | \$ 84,621 | \$ 87,160 | \$ 90,015 | \$ 92,715 | \$ 94,035 | \$ 96,856 | \$ 104,655 | \$ 107,795 |
| 13 | \$ 84,621 | \$ 87,160 | \$ 90,015 | \$ 92,715 | \$ 94,035 | \$ 96,856 | \$ 104,655 | \$ 107,795 |
| 14 | \$ 84,621 | \$ 87,160 | \$ 90,015 | \$ 92,715 | \$ 94,035 | \$ 96,856 | \$ 104,655 | \$ 107,795 |
| 15 | \$ 88,278 | \$ 90,926 | \$ 93,905 | \$ 96,722 | \$ 98,099 | \$ 101,042 | \$ 108,932 | \$ 112,200 |
| 16 | \$ 88,278 | \$ 90,926 | \$ 93,905 | \$ 96,722 | \$ 98,099 | \$ 101,042 | \$ 108,932 | \$ 112,200 |
| 17 | \$ 88,278 | \$ 90,926 | \$ 93,905 | \$ 96,722 | \$ 98,099 | \$ 101,042 | \$ 108,932 | \$ 112,200 |
| 18 | \$ 88,278 | \$ 90,926 | \$ 93,905 | \$ 96,722 | \$ 98,099 | \$ 101,042 | \$ 108,932 | \$ 112,200 |
| 19 | \$ 90,244 | \$ 92,951 | \$ 95,997 | \$ 98,877 | \$ 100,284 | \$ 103,293 | \$ 111,113 | \$ 114,446 |
| 20 | \$ 90,244 | \$ 92,951 | \$ 95,997 | \$ 98,877 | \$ 100,284 | \$ 103,293 | \$ 111,113 | \$ 114,446 |
| 21 | \$ 90,244 | \$ 92,951 | \$ 95,997 | \$ 98,877 | \$ 100,284 | \$ 103,293 | \$ 111,113 | \$ 114,446 |
| 22 | \$ 90,244 | \$ 92,951 | \$ 95,997 | \$ 98,877 | \$ 100,284 | \$ 103,293 | \$ 111,113 | \$ 114,446 |
| 23 | \$ 94,804 | \$ 97,648 | \$ 100,847 | \$ 103,872 | \$ 105,351 | \$ 108,512 | \$ 120,857 | \$ 124,483 |
| 24 | \$ 94,804 | \$ 97,648 | \$ 100,847 | \$ 103,872 | \$ 105,351 | \$ 108,512 | \$ 120,857 | \$ 124,483 |
| 25 | \$ 97,740 | \$ 100,672 | \$ 103,970 | \$ 107,089 | \$ 108,614 | \$ 111,872 | \$ 124,604 | \$ 128,342 |
| 26 | \$ 101,161 | \$ 104,196 | \$ 107,609 | \$ 110,837 | \$ 112,416 | \$ 115,788 | \$ 128,965 | \$ 132,834 |

| | |
|--------------------------|-----------|
| Teacher Hourly @ B2 Rate | \$ 47.09 |
| Special Daily Rate @B-2 | \$ 329.66 |
| Stipend Base @ 75% of B2 | \$ 45,988 |

| Salary Schedule I Effective 1/1/2027 w/ 1.5% | | | | | | | | |
|--|-----------------------|------------|---------------|------------|---------------|------------|--------------------|------------|
| Step | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 62,237 | \$ 64,104 | \$ 63,576 | \$ 65,483 | \$ 64,914 | \$ 66,861 | \$ 66,254 | \$ 68,242 |
| 3 | \$ 62,985 | \$ 64,874 | \$ 64,467 | \$ 66,401 | \$ 66,284 | \$ 68,273 | \$ 68,095 | \$ 70,138 |
| 4 | \$ 67,087 | \$ 69,100 | \$ 69,880 | \$ 71,976 | \$ 72,193 | \$ 74,359 | \$ 73,106 | \$ 75,299 |
| 5 | \$ 68,925 | \$ 70,993 | \$ 73,542 | \$ 75,748 | \$ 76,815 | \$ 79,119 | \$ 81,877 | \$ 84,333 |
| 6 | \$ 71,429 | \$ 73,572 | \$ 76,093 | \$ 78,376 | \$ 79,351 | \$ 81,732 | \$ 84,961 | \$ 87,510 |
| 7 | \$ 73,281 | \$ 75,479 | \$ 77,953 | \$ 80,292 | \$ 81,199 | \$ 83,635 | \$ 87,274 | \$ 89,892 |
| 8 | \$ 75,055 | \$ 77,307 | \$ 79,840 | \$ 82,235 | \$ 83,537 | \$ 86,043 | \$ 89,615 | \$ 92,303 |
| 9 | \$ 76,790 | \$ 79,094 | \$ 81,685 | \$ 84,136 | \$ 85,431 | \$ 87,994 | \$ 91,949 | \$ 94,707 |
| 10 | \$ 79,230 | \$ 81,607 | \$ 84,281 | \$ 86,809 | \$ 88,044 | \$ 90,685 | \$ 95,122 | \$ 97,976 |
| 11 | \$ 85,890 | \$ 88,467 | \$ 91,365 | \$ 94,106 | \$ 95,446 | \$ 98,309 | \$ 106,225 | \$ 109,412 |
| 12 | \$ 85,890 | \$ 88,467 | \$ 91,365 | \$ 94,106 | \$ 95,446 | \$ 98,309 | \$ 106,225 | \$ 109,412 |
| 13 | \$ 85,890 | \$ 88,467 | \$ 91,365 | \$ 94,106 | \$ 95,446 | \$ 98,309 | \$ 106,225 | \$ 109,412 |
| 14 | \$ 85,890 | \$ 88,467 | \$ 91,365 | \$ 94,106 | \$ 95,446 | \$ 98,309 | \$ 106,225 | \$ 109,412 |
| 15 | \$ 89,602 | \$ 92,290 | \$ 95,314 | \$ 98,173 | \$ 99,570 | \$ 102,557 | \$ 110,566 | \$ 113,883 |
| 16 | \$ 89,602 | \$ 92,290 | \$ 95,314 | \$ 98,173 | \$ 99,570 | \$ 102,557 | \$ 110,566 | \$ 113,883 |
| 17 | \$ 89,602 | \$ 92,290 | \$ 95,314 | \$ 98,173 | \$ 99,570 | \$ 102,557 | \$ 110,566 | \$ 113,883 |
| 18 | \$ 89,602 | \$ 92,290 | \$ 95,314 | \$ 98,173 | \$ 99,570 | \$ 102,557 | \$ 110,566 | \$ 113,883 |
| 19 | \$ 91,598 | \$ 94,346 | \$ 97,437 | \$ 100,360 | \$ 101,788 | \$ 104,842 | \$ 112,780 | \$ 116,163 |
| 20 | \$ 91,598 | \$ 94,346 | \$ 97,437 | \$ 100,360 | \$ 101,788 | \$ 104,842 | \$ 112,780 | \$ 116,163 |
| 21 | \$ 91,598 | \$ 94,346 | \$ 97,437 | \$ 100,360 | \$ 101,788 | \$ 104,842 | \$ 112,780 | \$ 116,163 |
| 22 | \$ 91,598 | \$ 94,346 | \$ 97,437 | \$ 100,360 | \$ 101,788 | \$ 104,842 | \$ 112,780 | \$ 116,163 |
| 23 | \$ 96,226 | \$ 99,113 | \$ 102,360 | \$ 105,431 | \$ 106,931 | \$ 110,139 | \$ 122,670 | \$ 126,350 |
| 24 | \$ 96,226 | \$ 99,113 | \$ 102,360 | \$ 105,431 | \$ 106,931 | \$ 110,139 | \$ 122,670 | \$ 126,350 |
| 25 | \$ 99,206 | \$ 102,182 | \$ 105,530 | \$ 108,696 | \$ 110,243 | \$ 113,550 | \$ 126,473 | \$ 130,267 |
| 26 | \$ 102,678 | \$ 105,758 | \$ 109,223 | \$ 112,500 | \$ 114,102 | \$ 117,525 | \$ 130,899 | \$ 134,826 |

| | |
|--------------------------|-----------|
| Teacher Hourly @ B2 Rate | \$ 47.80 |
| Special Daily Rate @B-2 | \$ 334.61 |
| Stipend Base @ 75% of B2 | \$ 46,678 |

| Step | Salary Schedule II Effective 7-1-26 with 4% raise | | | | | | | |
|------|---|------------|---------------|------------|---------------|------------|--------------------|------------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 62,965 | \$ 64,855 | \$ 64,320 | \$ 66,249 | \$ 65,674 | \$ 67,645 | \$ 67,030 | \$ 69,040 |
| 3 | \$ 63,722 | \$ 65,634 | \$ 65,221 | \$ 67,178 | \$ 67,059 | \$ 69,071 | \$ 68,892 | \$ 70,960 |
| 4 | \$ 67,873 | \$ 69,909 | \$ 70,698 | \$ 72,818 | \$ 73,038 | \$ 75,229 | \$ 73,962 | \$ 76,181 |
| 5 | \$ 69,731 | \$ 71,823 | \$ 74,403 | \$ 76,635 | \$ 77,714 | \$ 80,045 | \$ 82,835 | \$ 85,321 |
| 6 | \$ 72,265 | \$ 74,432 | \$ 76,983 | \$ 79,293 | \$ 80,280 | \$ 82,688 | \$ 85,955 | \$ 88,534 |
| 7 | \$ 74,139 | \$ 76,363 | \$ 78,866 | \$ 81,231 | \$ 82,150 | \$ 84,614 | \$ 88,295 | \$ 90,945 |
| 8 | \$ 75,934 | \$ 78,211 | \$ 80,775 | \$ 83,198 | \$ 84,514 | \$ 87,050 | \$ 90,664 | \$ 93,385 |
| 9 | \$ 77,689 | \$ 80,020 | \$ 82,641 | \$ 85,120 | \$ 86,431 | \$ 89,023 | \$ 93,025 | \$ 95,816 |
| 10 | \$ 80,157 | \$ 82,562 | \$ 85,267 | \$ 87,825 | \$ 89,075 | \$ 91,747 | \$ 96,235 | \$ 99,122 |
| 11 | \$ 86,896 | \$ 89,503 | \$ 92,435 | \$ 95,207 | \$ 96,563 | \$ 99,460 | \$ 107,468 | \$ 110,693 |
| 12 | \$ 86,896 | \$ 89,503 | \$ 92,435 | \$ 95,207 | \$ 96,563 | \$ 99,460 | \$ 107,468 | \$ 110,693 |
| 13 | \$ 86,896 | \$ 89,503 | \$ 92,435 | \$ 95,207 | \$ 96,563 | \$ 99,460 | \$ 107,468 | \$ 110,693 |
| 14 | \$ 86,896 | \$ 89,503 | \$ 92,435 | \$ 95,207 | \$ 96,563 | \$ 99,460 | \$ 107,468 | \$ 110,693 |
| 15 | \$ 90,651 | \$ 93,370 | \$ 96,429 | \$ 99,322 | \$ 100,736 | \$ 103,758 | \$ 111,860 | \$ 115,216 |
| 16 | \$ 90,651 | \$ 93,370 | \$ 96,429 | \$ 99,322 | \$ 100,736 | \$ 103,758 | \$ 111,860 | \$ 115,216 |
| 17 | \$ 90,651 | \$ 93,370 | \$ 96,429 | \$ 99,322 | \$ 100,736 | \$ 103,758 | \$ 111,860 | \$ 115,216 |
| 18 | \$ 90,651 | \$ 93,370 | \$ 96,429 | \$ 99,322 | \$ 100,736 | \$ 103,758 | \$ 111,860 | \$ 115,216 |
| 19 | \$ 92,670 | \$ 95,450 | \$ 98,578 | \$ 101,535 | \$ 102,980 | \$ 106,070 | \$ 114,100 | \$ 117,523 |
| 20 | \$ 92,670 | \$ 95,450 | \$ 98,578 | \$ 101,535 | \$ 102,980 | \$ 106,070 | \$ 114,100 | \$ 117,523 |
| 21 | \$ 92,670 | \$ 95,450 | \$ 98,578 | \$ 101,535 | \$ 102,980 | \$ 106,070 | \$ 114,100 | \$ 117,523 |
| 22 | \$ 92,670 | \$ 95,450 | \$ 98,578 | \$ 101,535 | \$ 102,980 | \$ 106,070 | \$ 114,100 | \$ 117,523 |
| 23 | \$ 97,352 | \$ 100,273 | \$ 103,558 | \$ 106,664 | \$ 108,183 | \$ 111,429 | \$ 124,106 | \$ 127,829 |
| 24 | \$ 97,352 | \$ 100,273 | \$ 103,558 | \$ 106,664 | \$ 108,183 | \$ 111,429 | \$ 124,106 | \$ 127,829 |
| 25 | \$ 100,367 | \$ 103,378 | \$ 106,765 | \$ 109,968 | \$ 111,534 | \$ 114,879 | \$ 127,954 | \$ 131,792 |
| 26 | \$ 103,880 | \$ 106,997 | \$ 110,502 | \$ 113,816 | \$ 115,438 | \$ 118,901 | \$ 132,432 | \$ 136,405 |

| Step | Salary Schedule II Effective 1-1-27 with 1.5% raise | | | | | | | |
|------|---|------------|---------------|------------|---------------|------------|--------------------|------------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 63,910 | \$ 65,827 | \$ 65,285 | \$ 67,243 | \$ 66,659 | \$ 68,658 | \$ 68,035 | \$ 70,076 |
| 3 | \$ 64,678 | \$ 66,619 | \$ 66,200 | \$ 68,186 | \$ 68,066 | \$ 70,108 | \$ 69,926 | \$ 72,023 |
| 4 | \$ 68,890 | \$ 70,958 | \$ 71,758 | \$ 73,911 | \$ 74,134 | \$ 76,358 | \$ 75,071 | \$ 77,323 |
| 5 | \$ 70,778 | \$ 72,901 | \$ 75,519 | \$ 77,784 | \$ 78,880 | \$ 81,246 | \$ 84,078 | \$ 86,600 |
| 6 | \$ 73,349 | \$ 75,550 | \$ 78,139 | \$ 80,483 | \$ 81,484 | \$ 83,929 | \$ 87,245 | \$ 89,862 |
| 7 | \$ 75,251 | \$ 77,508 | \$ 80,049 | \$ 82,450 | \$ 83,382 | \$ 85,883 | \$ 89,620 | \$ 92,308 |
| 8 | \$ 77,073 | \$ 79,385 | \$ 81,986 | \$ 84,446 | \$ 85,783 | \$ 88,356 | \$ 92,024 | \$ 94,784 |
| 9 | \$ 78,854 | \$ 81,220 | \$ 83,881 | \$ 86,398 | \$ 87,728 | \$ 90,359 | \$ 94,421 | \$ 97,253 |
| 10 | \$ 81,360 | \$ 83,801 | \$ 86,547 | \$ 89,143 | \$ 90,411 | \$ 93,123 | \$ 97,679 | \$ 100,610 |
| 11 | \$ 88,199 | \$ 90,845 | \$ 93,821 | \$ 96,636 | \$ 98,012 | \$ 100,952 | \$ 109,081 | \$ 112,353 |
| 12 | \$ 88,199 | \$ 90,845 | \$ 93,821 | \$ 96,636 | \$ 98,012 | \$ 100,952 | \$ 109,081 | \$ 112,353 |
| 13 | \$ 88,199 | \$ 90,845 | \$ 93,821 | \$ 96,636 | \$ 98,012 | \$ 100,952 | \$ 109,081 | \$ 112,353 |
| 14 | \$ 88,199 | \$ 90,845 | \$ 93,821 | \$ 96,636 | \$ 98,012 | \$ 100,952 | \$ 109,081 | \$ 112,353 |
| 15 | \$ 92,011 | \$ 94,771 | \$ 97,876 | \$ 100,812 | \$ 102,247 | \$ 105,314 | \$ 113,538 | \$ 116,944 |
| 16 | \$ 92,011 | \$ 94,771 | \$ 97,876 | \$ 100,812 | \$ 102,247 | \$ 105,314 | \$ 113,538 | \$ 116,944 |
| 17 | \$ 92,011 | \$ 94,771 | \$ 97,876 | \$ 100,812 | \$ 102,247 | \$ 105,314 | \$ 113,538 | \$ 116,944 |
| 18 | \$ 92,011 | \$ 94,771 | \$ 97,876 | \$ 100,812 | \$ 102,247 | \$ 105,314 | \$ 113,538 | \$ 116,944 |
| 19 | \$ 94,060 | \$ 96,882 | \$ 100,056 | \$ 103,058 | \$ 104,524 | \$ 107,660 | \$ 115,812 | \$ 119,286 |
| 20 | \$ 94,060 | \$ 96,882 | \$ 100,056 | \$ 103,058 | \$ 104,524 | \$ 107,660 | \$ 115,812 | \$ 119,286 |
| 21 | \$ 94,060 | \$ 96,882 | \$ 100,056 | \$ 103,058 | \$ 104,524 | \$ 107,660 | \$ 115,812 | \$ 119,286 |
| 22 | \$ 94,060 | \$ 96,882 | \$ 100,056 | \$ 103,058 | \$ 104,524 | \$ 107,660 | \$ 115,812 | \$ 119,286 |
| 23 | \$ 98,813 | \$ 101,777 | \$ 105,112 | \$ 108,265 | \$ 109,805 | \$ 113,100 | \$ 125,968 | \$ 129,747 |
| 24 | \$ 98,813 | \$ 101,777 | \$ 105,112 | \$ 108,265 | \$ 109,805 | \$ 113,100 | \$ 125,968 | \$ 129,747 |
| 25 | \$ 101,873 | \$ 104,929 | \$ 108,367 | \$ 111,618 | \$ 113,207 | \$ 116,602 | \$ 129,873 | \$ 133,769 |
| 26 | \$ 105,438 | \$ 108,601 | \$ 112,159 | \$ 115,524 | \$ 117,169 | \$ 120,684 | \$ 134,418 | \$ 138,450 |

| Step | Salary Schedule III Effective 7-1-26 with 4% raise | | | | | | | |
|------|--|------------|---------------|------------|---------------|------------|--------------------|------------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 65,273 | \$ 67,231 | \$ 66,677 | \$ 68,677 | \$ 68,081 | \$ 70,123 | \$ 69,486 | \$ 71,571 |
| 3 | \$ 66,057 | \$ 68,039 | \$ 67,612 | \$ 69,640 | \$ 69,517 | \$ 71,603 | \$ 71,417 | \$ 73,560 |
| 4 | \$ 70,360 | \$ 72,471 | \$ 73,289 | \$ 75,488 | \$ 75,715 | \$ 77,986 | \$ 76,673 | \$ 78,973 |
| 5 | \$ 72,287 | \$ 74,456 | \$ 77,130 | \$ 79,444 | \$ 80,563 | \$ 82,980 | \$ 85,871 | \$ 88,447 |
| 6 | \$ 74,913 | \$ 77,160 | \$ 79,805 | \$ 82,199 | \$ 83,222 | \$ 85,719 | \$ 89,105 | \$ 91,778 |
| 7 | \$ 76,856 | \$ 79,162 | \$ 81,756 | \$ 84,209 | \$ 85,160 | \$ 87,715 | \$ 91,531 | \$ 94,277 |
| 8 | \$ 78,717 | \$ 81,079 | \$ 83,735 | \$ 86,247 | \$ 87,612 | \$ 90,240 | \$ 93,987 | \$ 96,807 |
| 9 | \$ 80,536 | \$ 82,952 | \$ 85,670 | \$ 88,240 | \$ 89,598 | \$ 92,286 | \$ 96,435 | \$ 99,328 |
| 10 | \$ 83,095 | \$ 85,588 | \$ 88,392 | \$ 91,044 | \$ 92,339 | \$ 95,109 | \$ 99,762 | \$ 102,755 |
| 11 | \$ 90,080 | \$ 92,782 | \$ 95,822 | \$ 98,697 | \$ 100,102 | \$ 103,105 | \$ 111,407 | \$ 114,749 |
| 12 | \$ 90,080 | \$ 92,782 | \$ 95,822 | \$ 98,697 | \$ 100,102 | \$ 103,105 | \$ 111,407 | \$ 114,749 |
| 13 | \$ 90,080 | \$ 92,782 | \$ 95,822 | \$ 98,697 | \$ 100,102 | \$ 103,105 | \$ 111,407 | \$ 114,749 |
| 14 | \$ 90,080 | \$ 92,782 | \$ 95,822 | \$ 98,697 | \$ 100,102 | \$ 103,105 | \$ 111,407 | \$ 114,749 |
| 15 | \$ 93,973 | \$ 96,792 | \$ 99,963 | \$ 102,962 | \$ 104,428 | \$ 107,561 | \$ 115,960 | \$ 119,439 |
| 16 | \$ 93,973 | \$ 96,792 | \$ 99,963 | \$ 102,962 | \$ 104,428 | \$ 107,561 | \$ 115,960 | \$ 119,439 |
| 17 | \$ 93,973 | \$ 96,792 | \$ 99,963 | \$ 102,962 | \$ 104,428 | \$ 107,561 | \$ 115,960 | \$ 119,439 |
| 18 | \$ 93,973 | \$ 96,792 | \$ 99,963 | \$ 102,962 | \$ 104,428 | \$ 107,561 | \$ 115,960 | \$ 119,439 |
| 19 | \$ 96,066 | \$ 98,948 | \$ 102,190 | \$ 105,256 | \$ 106,754 | \$ 109,957 | \$ 118,282 | \$ 121,830 |
| 20 | \$ 96,066 | \$ 98,948 | \$ 102,190 | \$ 105,256 | \$ 106,754 | \$ 109,957 | \$ 118,282 | \$ 121,830 |
| 21 | \$ 96,066 | \$ 98,948 | \$ 102,190 | \$ 105,256 | \$ 106,754 | \$ 109,957 | \$ 118,282 | \$ 121,830 |
| 22 | \$ 96,066 | \$ 98,948 | \$ 102,190 | \$ 105,256 | \$ 106,754 | \$ 109,957 | \$ 118,282 | \$ 121,830 |
| 23 | \$ 100,920 | \$ 103,948 | \$ 107,353 | \$ 110,574 | \$ 112,148 | \$ 115,512 | \$ 128,654 | \$ 132,514 |
| 24 | \$ 100,920 | \$ 103,948 | \$ 107,353 | \$ 110,574 | \$ 112,148 | \$ 115,512 | \$ 128,654 | \$ 132,514 |
| 25 | \$ 104,046 | \$ 107,167 | \$ 110,678 | \$ 113,998 | \$ 115,621 | \$ 119,090 | \$ 132,643 | \$ 136,622 |
| 26 | \$ 107,688 | \$ 110,919 | \$ 114,552 | \$ 117,989 | \$ 119,669 | \$ 123,259 | \$ 137,285 | \$ 141,404 |

| Step | Salary Schedule III Effective 1-1-27 with 1.5% raise | | | | | | | |
|------|--|------------|---------------|------------|---------------|------------|--------------------|------------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$ 66,252 | \$ 68,240 | \$ 67,678 | \$ 69,708 | \$ 69,102 | \$ 71,175 | \$ 70,528 | \$ 72,644 |
| 3 | \$ 67,049 | \$ 69,060 | \$ 68,626 | \$ 70,685 | \$ 70,560 | \$ 72,677 | \$ 72,488 | \$ 74,663 |
| 4 | \$ 71,415 | \$ 73,557 | \$ 74,388 | \$ 76,620 | \$ 76,851 | \$ 79,157 | \$ 77,823 | \$ 80,158 |
| 5 | \$ 73,372 | \$ 75,573 | \$ 78,287 | \$ 80,636 | \$ 81,771 | \$ 84,224 | \$ 87,159 | \$ 89,774 |
| 6 | \$ 76,037 | \$ 78,318 | \$ 81,002 | \$ 83,432 | \$ 84,470 | \$ 87,004 | \$ 90,442 | \$ 93,155 |
| 7 | \$ 78,009 | \$ 80,349 | \$ 82,982 | \$ 85,471 | \$ 86,438 | \$ 89,031 | \$ 92,905 | \$ 95,692 |
| 8 | \$ 79,897 | \$ 82,294 | \$ 84,991 | \$ 87,541 | \$ 88,926 | \$ 91,594 | \$ 95,397 | \$ 98,259 |
| 9 | \$ 81,744 | \$ 84,196 | \$ 86,955 | \$ 89,564 | \$ 90,943 | \$ 93,671 | \$ 97,881 | \$ 100,817 |
| 10 | \$ 84,342 | \$ 86,872 | \$ 89,718 | \$ 92,410 | \$ 93,724 | \$ 96,536 | \$ 101,259 | \$ 104,297 |
| 11 | \$ 91,431 | \$ 94,174 | \$ 97,260 | \$ 100,178 | \$ 101,604 | \$ 104,652 | \$ 113,078 | \$ 116,470 |
| 12 | \$ 91,431 | \$ 94,174 | \$ 97,260 | \$ 100,178 | \$ 101,604 | \$ 104,652 | \$ 113,078 | \$ 116,470 |
| 13 | \$ 91,431 | \$ 94,174 | \$ 97,260 | \$ 100,178 | \$ 101,604 | \$ 104,652 | \$ 113,078 | \$ 116,470 |
| 14 | \$ 91,431 | \$ 94,174 | \$ 97,260 | \$ 100,178 | \$ 101,604 | \$ 104,652 | \$ 113,078 | \$ 116,470 |
| 15 | \$ 95,383 | \$ 98,244 | \$ 101,463 | \$ 104,507 | \$ 105,994 | \$ 109,174 | \$ 117,699 | \$ 121,230 |
| 16 | \$ 95,383 | \$ 98,244 | \$ 101,463 | \$ 104,507 | \$ 105,994 | \$ 109,174 | \$ 117,699 | \$ 121,230 |
| 17 | \$ 95,383 | \$ 98,244 | \$ 101,463 | \$ 104,507 | \$ 105,994 | \$ 109,174 | \$ 117,699 | \$ 121,230 |
| 18 | \$ 95,383 | \$ 98,244 | \$ 101,463 | \$ 104,507 | \$ 105,994 | \$ 109,174 | \$ 117,699 | \$ 121,230 |
| 19 | \$ 97,508 | \$ 100,433 | \$ 103,723 | \$ 106,835 | \$ 108,355 | \$ 111,606 | \$ 120,056 | \$ 123,658 |
| 20 | \$ 97,508 | \$ 100,433 | \$ 103,723 | \$ 106,835 | \$ 108,355 | \$ 111,606 | \$ 120,056 | \$ 123,658 |
| 21 | \$ 97,508 | \$ 100,433 | \$ 103,723 | \$ 106,835 | \$ 108,355 | \$ 111,606 | \$ 120,056 | \$ 123,658 |
| 22 | \$ 97,508 | \$ 100,433 | \$ 103,723 | \$ 106,835 | \$ 108,355 | \$ 111,606 | \$ 120,056 | \$ 123,658 |
| 23 | \$ 102,434 | \$ 105,507 | \$ 108,964 | \$ 112,233 | \$ 113,830 | \$ 117,245 | \$ 130,584 | \$ 134,502 |
| 24 | \$ 102,434 | \$ 105,507 | \$ 108,964 | \$ 112,233 | \$ 113,830 | \$ 117,245 | \$ 130,584 | \$ 134,502 |
| 25 | \$ 105,606 | \$ 108,774 | \$ 112,338 | \$ 115,708 | \$ 117,355 | \$ 120,876 | \$ 134,633 | \$ 138,672 |
| 26 | \$ 109,302 | \$ 112,581 | \$ 116,270 | \$ 119,758 | \$ 121,463 | \$ 125,107 | \$ 139,344 | \$ 143,524 |

| Salary Schedule IV Effective 7-1-26 with 4% raise | | | | | | | | |
|---|-----------------------|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| Step | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$66,921 | \$68,929 | \$68,361 | \$70,412 | \$69,800 | \$71,894 | \$71,241 | \$73,378 |
| 3 | \$67,726 | \$69,758 | \$69,319 | \$71,399 | \$71,273 | \$73,411 | \$73,221 | \$75,418 |
| 4 | \$72,137 | \$74,301 | \$75,139 | \$77,393 | \$77,627 | \$79,956 | \$78,609 | \$80,967 |
| 5 | \$74,112 | \$76,335 | \$79,077 | \$81,449 | \$82,597 | \$85,075 | \$88,040 | \$90,681 |
| 6 | \$76,805 | \$79,109 | \$81,820 | \$84,275 | \$85,323 | \$87,883 | \$91,355 | \$94,096 |
| 7 | \$78,797 | \$81,161 | \$83,820 | \$86,335 | \$87,311 | \$89,930 | \$93,843 | \$96,658 |
| 8 | \$80,705 | \$83,126 | \$85,849 | \$88,424 | \$89,824 | \$92,519 | \$96,361 | \$99,252 |
| 9 | \$82,570 | \$85,047 | \$87,834 | \$90,469 | \$91,861 | \$94,617 | \$98,870 | \$101,836 |
| 10 | \$85,193 | \$87,749 | \$90,624 | \$93,343 | \$94,671 | \$97,511 | \$102,281 | \$105,349 |
| 11 | \$92,355 | \$95,126 | \$98,242 | \$101,189 | \$102,630 | \$105,709 | \$114,220 | \$117,647 |
| 12 | \$92,355 | \$95,126 | \$98,242 | \$101,189 | \$102,630 | \$105,709 | \$114,220 | \$117,647 |
| 13 | \$92,355 | \$95,126 | \$98,242 | \$101,189 | \$102,630 | \$105,709 | \$114,220 | \$117,647 |
| 14 | \$92,355 | \$95,126 | \$98,242 | \$101,189 | \$102,630 | \$105,709 | \$114,220 | \$117,647 |
| 15 | \$96,346 | \$99,236 | \$102,488 | \$105,563 | \$107,065 | \$110,277 | \$118,888 | \$122,455 |
| 16 | \$96,346 | \$99,236 | \$102,488 | \$105,563 | \$107,065 | \$110,277 | \$118,888 | \$122,455 |
| 17 | \$96,346 | \$99,236 | \$102,488 | \$105,563 | \$107,065 | \$110,277 | \$118,888 | \$122,455 |
| 18 | \$96,346 | \$99,236 | \$102,488 | \$105,563 | \$107,065 | \$110,277 | \$118,888 | \$122,455 |
| 19 | \$98,492 | \$101,447 | \$104,771 | \$107,914 | \$109,450 | \$112,734 | \$121,268 | \$124,906 |
| 20 | \$98,492 | \$101,447 | \$104,771 | \$107,914 | \$109,450 | \$112,734 | \$121,268 | \$124,906 |
| 21 | \$98,492 | \$101,447 | \$104,771 | \$107,914 | \$109,450 | \$112,734 | \$121,268 | \$124,906 |
| 22 | \$98,492 | \$101,447 | \$104,771 | \$107,914 | \$109,450 | \$112,734 | \$121,268 | \$124,906 |
| 23 | \$103,469 | \$106,573 | \$110,064 | \$113,366 | \$114,980 | \$118,429 | \$131,903 | \$135,860 |
| 24 | \$103,469 | \$106,573 | \$110,064 | \$113,366 | \$114,980 | \$118,429 | \$131,903 | \$135,860 |
| 25 | \$106,673 | \$109,873 | \$113,473 | \$116,877 | \$118,541 | \$122,097 | \$135,993 | \$140,073 |
| 26 | \$110,407 | \$113,719 | \$117,444 | \$120,967 | \$122,691 | \$126,372 | \$140,752 | \$144,975 |

| Salary Schedule IV Effective 1-1-27 with 1.5% raise | | | | | | | | |
|---|-----------------------|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| Step | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$67,925 | \$69,963 | \$69,387 | \$71,469 | \$70,847 | \$72,972 | \$72,309 | \$74,478 |
| 3 | \$68,742 | \$70,804 | \$70,359 | \$72,470 | \$72,342 | \$74,512 | \$74,319 | \$76,549 |
| 4 | \$73,219 | \$75,416 | \$76,267 | \$78,555 | \$78,791 | \$81,155 | \$79,788 | \$82,182 |
| 5 | \$75,225 | \$77,482 | \$80,264 | \$82,672 | \$83,836 | \$86,351 | \$89,360 | \$92,041 |
| 6 | \$77,957 | \$80,296 | \$83,048 | \$85,539 | \$86,604 | \$89,202 | \$92,726 | \$95,508 |
| 7 | \$79,979 | \$82,378 | \$85,078 | \$87,630 | \$88,620 | \$91,279 | \$95,251 | \$98,109 |
| 8 | \$81,915 | \$84,372 | \$87,137 | \$89,751 | \$91,172 | \$93,907 | \$97,806 | \$100,740 |
| 9 | \$83,808 | \$86,322 | \$89,151 | \$91,826 | \$93,239 | \$96,036 | \$100,353 | \$103,364 |
| 10 | \$86,471 | \$89,065 | \$91,984 | \$94,744 | \$96,091 | \$98,974 | \$103,816 | \$106,930 |
| 11 | \$93,740 | \$96,552 | \$99,716 | \$102,707 | \$104,170 | \$107,295 | \$115,934 | \$119,412 |
| 12 | \$93,740 | \$96,552 | \$99,716 | \$102,707 | \$104,170 | \$107,295 | \$115,934 | \$119,412 |
| 13 | \$93,740 | \$96,552 | \$99,716 | \$102,707 | \$104,170 | \$107,295 | \$115,934 | \$119,412 |
| 14 | \$93,740 | \$96,552 | \$99,716 | \$102,707 | \$104,170 | \$107,295 | \$115,934 | \$119,412 |
| 15 | \$97,791 | \$100,725 | \$104,025 | \$107,146 | \$108,670 | \$111,930 | \$120,671 | \$124,291 |
| 16 | \$97,791 | \$100,725 | \$104,025 | \$107,146 | \$108,670 | \$111,930 | \$120,671 | \$124,291 |
| 17 | \$97,791 | \$100,725 | \$104,025 | \$107,146 | \$108,670 | \$111,930 | \$120,671 | \$124,291 |
| 18 | \$97,791 | \$100,725 | \$104,025 | \$107,146 | \$108,670 | \$111,930 | \$120,671 | \$124,291 |
| 19 | \$99,970 | \$102,969 | \$106,343 | \$109,533 | \$111,091 | \$114,424 | \$123,088 | \$126,781 |
| 20 | \$99,970 | \$102,969 | \$106,343 | \$109,533 | \$111,091 | \$114,424 | \$123,088 | \$126,781 |
| 21 | \$99,970 | \$102,969 | \$106,343 | \$109,533 | \$111,091 | \$114,424 | \$123,088 | \$126,781 |
| 22 | \$99,970 | \$102,969 | \$106,343 | \$109,533 | \$111,091 | \$114,424 | \$123,088 | \$126,781 |
| 23 | \$105,021 | \$108,172 | \$111,715 | \$115,066 | \$116,704 | \$120,205 | \$133,882 | \$137,898 |
| 24 | \$105,021 | \$108,172 | \$111,715 | \$115,066 | \$116,704 | \$120,205 | \$133,882 | \$137,898 |
| 25 | \$108,273 | \$111,521 | \$115,175 | \$118,630 | \$120,319 | \$123,929 | \$138,032 | \$142,173 |
| 26 | \$112,063 | \$115,425 | \$119,206 | \$122,782 | \$124,531 | \$128,267 | \$142,863 | \$147,149 |

| Step | Nurses Salary Schedule Effective 7-1-26 with 4% raise | | | | | | | |
|------|---|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$62,636 | \$64,515 | \$63,983 | \$65,902 | \$65,330 | \$67,290 | \$66,679 | \$68,679 |
| 3 | \$63,388 | \$65,290 | \$64,880 | \$66,826 | \$66,708 | \$68,709 | \$68,532 | \$70,588 |
| 4 | \$67,517 | \$69,543 | \$70,328 | \$72,438 | \$72,656 | \$74,836 | \$73,575 | \$75,782 |
| 5 | \$69,366 | \$71,447 | \$74,013 | \$76,233 | \$77,308 | \$79,627 | \$82,402 | \$84,874 |
| 6 | \$71,886 | \$74,043 | \$76,580 | \$78,877 | \$79,859 | \$82,255 | \$85,505 | \$88,070 |
| 7 | \$73,751 | \$75,964 | \$78,453 | \$80,807 | \$81,719 | \$84,171 | \$87,833 | \$90,468 |
| 8 | \$75,536 | \$77,802 | \$80,352 | \$82,763 | \$84,072 | \$86,594 | \$90,190 | \$92,896 |
| 9 | \$77,282 | \$79,600 | \$82,209 | \$84,675 | \$85,978 | \$88,557 | \$92,538 | \$95,314 |
| 10 | \$79,738 | \$82,130 | \$84,821 | \$87,366 | \$88,608 | \$91,266 | \$95,731 | \$98,603 |
| 11 | \$86,441 | \$89,034 | \$91,951 | \$94,710 | \$96,057 | \$98,939 | \$106,906 | \$110,113 |
| 12 | \$86,441 | \$89,034 | \$91,951 | \$94,710 | \$96,057 | \$98,939 | \$106,906 | \$110,113 |
| 13 | \$86,441 | \$89,034 | \$91,951 | \$94,710 | \$96,057 | \$98,939 | \$106,906 | \$110,113 |
| 14 | \$86,441 | \$89,034 | \$91,951 | \$94,710 | \$96,057 | \$98,939 | \$106,906 | \$110,113 |
| 15 | \$90,176 | \$92,881 | \$95,924 | \$98,802 | \$100,209 | \$103,215 | \$111,275 | \$114,613 |
| 16 | \$90,176 | \$92,881 | \$95,924 | \$98,802 | \$100,209 | \$103,215 | \$111,275 | \$114,613 |
| 17 | \$90,176 | \$92,881 | \$95,924 | \$98,802 | \$100,209 | \$103,215 | \$111,275 | \$114,613 |
| 18 | \$90,176 | \$92,881 | \$95,924 | \$98,802 | \$100,209 | \$103,215 | \$111,275 | \$114,613 |
| 19 | \$92,185 | \$94,951 | \$98,061 | \$101,003 | \$102,441 | \$105,514 | \$113,503 | \$116,908 |
| 20 | \$92,185 | \$94,951 | \$98,061 | \$101,003 | \$102,441 | \$105,514 | \$113,503 | \$116,908 |
| 21 | \$92,185 | \$94,951 | \$98,061 | \$101,003 | \$102,441 | \$105,514 | \$113,503 | \$116,908 |
| 22 | \$92,185 | \$94,951 | \$98,061 | \$101,003 | \$102,441 | \$105,514 | \$113,503 | \$116,908 |
| 23 | \$96,843 | \$99,748 | \$103,016 | \$106,106 | \$107,617 | \$110,846 | \$123,456 | \$127,160 |
| 24 | \$96,843 | \$99,748 | \$103,016 | \$106,106 | \$107,617 | \$110,846 | \$123,456 | \$127,160 |
| 25 | \$99,842 | \$102,837 | \$106,206 | \$109,392 | \$110,950 | \$114,279 | \$127,284 | \$131,103 |
| 26 | \$103,337 | \$106,437 | \$109,923 | \$113,221 | \$114,834 | \$118,279 | \$131,738 | \$135,690 |

| Step | Nurses Salary Schedule Effective 1-1-27 with 1.5% raise | | | | | | | |
|------|---|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$63,575 | \$65,482 | \$64,943 | \$66,891 | \$66,310 | \$68,299 | \$67,679 | \$69,709 |
| 3 | \$64,340 | \$66,270 | \$65,853 | \$67,829 | \$67,709 | \$69,740 | \$69,559 | \$71,646 |
| 4 | \$68,530 | \$70,586 | \$71,383 | \$73,524 | \$73,746 | \$75,958 | \$74,678 | \$76,918 |
| 5 | \$70,407 | \$72,519 | \$75,124 | \$77,378 | \$78,467 | \$80,821 | \$83,638 | \$86,147 |
| 6 | \$72,965 | \$75,154 | \$77,729 | \$80,061 | \$81,057 | \$83,489 | \$86,788 | \$89,392 |
| 7 | \$74,857 | \$77,103 | \$79,629 | \$82,018 | \$82,945 | \$85,433 | \$89,151 | \$91,826 |
| 8 | \$76,669 | \$78,969 | \$81,557 | \$84,004 | \$85,333 | \$87,893 | \$91,542 | \$94,288 |
| 9 | \$78,441 | \$80,794 | \$83,442 | \$85,945 | \$87,268 | \$89,886 | \$93,926 | \$96,744 |
| 10 | \$80,934 | \$83,362 | \$86,093 | \$88,676 | \$89,937 | \$92,635 | \$97,168 | \$100,083 |
| 11 | \$87,737 | \$90,369 | \$93,330 | \$96,130 | \$97,499 | \$100,424 | \$108,509 | \$111,764 |
| 12 | \$87,737 | \$90,369 | \$93,330 | \$96,130 | \$97,499 | \$100,424 | \$108,509 | \$111,764 |
| 13 | \$87,737 | \$90,369 | \$93,330 | \$96,130 | \$97,499 | \$100,424 | \$108,509 | \$111,764 |
| 14 | \$87,737 | \$90,369 | \$93,330 | \$96,130 | \$97,499 | \$100,424 | \$108,509 | \$111,764 |
| 15 | \$91,529 | \$94,275 | \$97,364 | \$100,285 | \$101,711 | \$104,762 | \$112,944 | \$116,332 |
| 16 | \$91,529 | \$94,275 | \$97,364 | \$100,285 | \$101,711 | \$104,762 | \$112,944 | \$116,332 |
| 17 | \$91,529 | \$94,275 | \$97,364 | \$100,285 | \$101,711 | \$104,762 | \$112,944 | \$116,332 |
| 18 | \$91,529 | \$94,275 | \$97,364 | \$100,285 | \$101,711 | \$104,762 | \$112,944 | \$116,332 |
| 19 | \$93,568 | \$96,375 | \$99,532 | \$102,518 | \$103,977 | \$107,096 | \$115,205 | \$118,661 |
| 20 | \$93,568 | \$96,375 | \$99,532 | \$102,518 | \$103,977 | \$107,096 | \$115,205 | \$118,661 |
| 21 | \$93,568 | \$96,375 | \$99,532 | \$102,518 | \$103,977 | \$107,096 | \$115,205 | \$118,661 |
| 22 | \$93,568 | \$96,375 | \$99,532 | \$102,518 | \$103,977 | \$107,096 | \$115,205 | \$118,661 |
| 23 | \$98,295 | \$101,244 | \$104,561 | \$107,698 | \$109,231 | \$112,508 | \$125,308 | \$129,067 |
| 24 | \$98,295 | \$101,244 | \$104,561 | \$107,698 | \$109,231 | \$112,508 | \$125,308 | \$129,067 |
| 25 | \$101,339 | \$104,379 | \$107,799 | \$111,033 | \$112,614 | \$115,992 | \$129,193 | \$133,069 |
| 26 | \$104,886 | \$108,033 | \$111,572 | \$114,919 | \$116,556 | \$120,053 | \$133,714 | \$137,725 |

| Step | Librarians Salary Schedule Effective 7-1-26 with 4% raise | | | | | | | |
|------|---|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$67,448 | \$69,471 | \$68,900 | \$70,967 | \$70,351 | \$72,462 | \$71,803 | \$73,957 |
| 3 | \$68,259 | \$70,307 | \$69,866 | \$71,962 | \$71,834 | \$73,989 | \$73,797 | \$76,011 |
| 4 | \$72,706 | \$74,887 | \$75,733 | \$78,005 | \$78,237 | \$80,584 | \$79,229 | \$81,606 |
| 5 | \$74,697 | \$76,938 | \$79,699 | \$82,090 | \$83,248 | \$85,745 | \$88,733 | \$91,395 |
| 6 | \$77,409 | \$79,731 | \$82,465 | \$84,939 | \$85,996 | \$88,576 | \$92,075 | \$94,837 |
| 7 | \$79,418 | \$81,801 | \$84,480 | \$87,014 | \$87,999 | \$90,639 | \$94,583 | \$97,420 |
| 8 | \$81,341 | \$83,781 | \$86,526 | \$89,122 | \$90,533 | \$93,249 | \$97,119 | \$100,033 |
| 9 | \$83,221 | \$85,718 | \$88,526 | \$91,182 | \$92,585 | \$95,363 | \$99,650 | \$102,640 |
| 10 | \$85,864 | \$88,440 | \$91,338 | \$94,078 | \$95,418 | \$98,281 | \$103,088 | \$106,181 |
| 11 | \$93,080 | \$95,872 | \$99,014 | \$101,984 | \$103,437 | \$106,540 | \$115,121 | \$118,575 |
| 12 | \$93,080 | \$95,872 | \$99,014 | \$101,984 | \$103,437 | \$106,540 | \$115,121 | \$118,575 |
| 13 | \$93,080 | \$95,872 | \$99,014 | \$101,984 | \$103,437 | \$106,540 | \$115,121 | \$118,575 |
| 14 | \$93,080 | \$95,872 | \$99,014 | \$101,984 | \$103,437 | \$106,540 | \$115,121 | \$118,575 |
| 15 | \$97,103 | \$100,016 | \$103,294 | \$106,393 | \$107,908 | \$111,145 | \$119,824 | \$123,419 |
| 16 | \$97,103 | \$100,016 | \$103,294 | \$106,393 | \$107,908 | \$111,145 | \$119,824 | \$123,419 |
| 17 | \$97,103 | \$100,016 | \$103,294 | \$106,393 | \$107,908 | \$111,145 | \$119,824 | \$123,419 |
| 18 | \$97,103 | \$100,016 | \$103,294 | \$106,393 | \$107,908 | \$111,145 | \$119,824 | \$123,419 |
| 19 | \$99,267 | \$102,245 | \$105,596 | \$108,764 | \$110,313 | \$113,622 | \$122,223 | \$125,890 |
| 20 | \$99,267 | \$102,245 | \$105,596 | \$108,764 | \$110,313 | \$113,622 | \$122,223 | \$125,890 |
| 21 | \$99,267 | \$102,245 | \$105,596 | \$108,764 | \$110,313 | \$113,622 | \$122,223 | \$125,890 |
| 22 | \$99,267 | \$102,245 | \$105,596 | \$108,764 | \$110,313 | \$113,622 | \$122,223 | \$125,890 |
| 23 | \$104,282 | \$107,410 | \$110,931 | \$114,259 | \$115,886 | \$119,363 | \$132,943 | \$136,931 |
| 24 | \$104,282 | \$107,410 | \$110,931 | \$114,259 | \$115,886 | \$119,363 | \$132,943 | \$136,931 |
| 25 | \$107,513 | \$110,738 | \$114,368 | \$117,799 | \$119,476 | \$123,060 | \$137,066 | \$141,178 |
| 26 | \$111,276 | \$114,614 | \$118,371 | \$121,922 | \$123,658 | \$127,368 | \$141,863 | \$146,119 |

| Step | Librarians Salary Schedule Effective 1-1-27 with 1.5% raise | | | | | | | |
|------|---|-----------|---------------|-----------|---------------|-----------|--------------------|-----------|
| | B (20) | B' (25) | C (30) | C' (35) | D (40) | D' (45) | E (50) | E' (55) |
| | BA & 15 units or less | TLC (+3%) | BA & 30 Units | TLC (+3%) | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 2 | \$68,460 | \$70,514 | \$69,934 | \$72,032 | \$71,406 | \$73,548 | \$72,880 | \$75,066 |
| 3 | \$69,283 | \$71,361 | \$70,914 | \$73,041 | \$72,912 | \$75,099 | \$74,904 | \$77,151 |
| 4 | \$73,797 | \$76,011 | \$76,869 | \$79,175 | \$79,411 | \$81,793 | \$80,417 | \$82,830 |
| 5 | \$75,817 | \$78,092 | \$80,894 | \$83,321 | \$84,497 | \$87,032 | \$90,064 | \$92,766 |
| 6 | \$78,570 | \$80,927 | \$83,702 | \$86,213 | \$87,286 | \$89,905 | \$93,456 | \$96,260 |
| 7 | \$80,609 | \$83,027 | \$85,747 | \$88,319 | \$89,319 | \$91,999 | \$96,002 | \$98,882 |
| 8 | \$82,561 | \$85,038 | \$87,824 | \$90,459 | \$91,891 | \$94,648 | \$98,576 | \$101,533 |
| 9 | \$84,469 | \$87,003 | \$89,854 | \$92,550 | \$93,974 | \$96,793 | \$101,145 | \$104,179 |
| 10 | \$87,152 | \$89,767 | \$92,708 | \$95,489 | \$96,849 | \$99,754 | \$104,634 | \$107,773 |
| 11 | \$94,476 | \$97,310 | \$100,499 | \$103,514 | \$104,989 | \$108,139 | \$116,848 | \$120,353 |
| 12 | \$94,476 | \$97,310 | \$100,499 | \$103,514 | \$104,989 | \$108,139 | \$116,848 | \$120,353 |
| 13 | \$94,476 | \$97,310 | \$100,499 | \$103,514 | \$104,989 | \$108,139 | \$116,848 | \$120,353 |
| 14 | \$94,476 | \$97,310 | \$100,499 | \$103,514 | \$104,989 | \$108,139 | \$116,848 | \$120,353 |
| 15 | \$98,560 | \$101,517 | \$104,843 | \$107,988 | \$109,527 | \$112,813 | \$121,621 | \$125,270 |
| 16 | \$98,560 | \$101,517 | \$104,843 | \$107,988 | \$109,527 | \$112,813 | \$121,621 | \$125,270 |
| 17 | \$98,560 | \$101,517 | \$104,843 | \$107,988 | \$109,527 | \$112,813 | \$121,621 | \$125,270 |
| 18 | \$98,560 | \$101,517 | \$104,843 | \$107,988 | \$109,527 | \$112,813 | \$121,621 | \$125,270 |
| 19 | \$100,756 | \$103,779 | \$107,180 | \$110,395 | \$111,968 | \$115,327 | \$124,056 | \$127,778 |
| 20 | \$100,756 | \$103,779 | \$107,180 | \$110,395 | \$111,968 | \$115,327 | \$124,056 | \$127,778 |
| 21 | \$100,756 | \$103,779 | \$107,180 | \$110,395 | \$111,968 | \$115,327 | \$124,056 | \$127,778 |
| 22 | \$100,756 | \$103,779 | \$107,180 | \$110,395 | \$111,968 | \$115,327 | \$124,056 | \$127,778 |
| 23 | \$105,846 | \$109,021 | \$112,595 | \$115,973 | \$117,624 | \$121,153 | \$134,937 | \$138,985 |
| 24 | \$105,846 | \$109,021 | \$112,595 | \$115,973 | \$117,624 | \$121,153 | \$134,937 | \$138,985 |
| 25 | \$109,126 | \$112,400 | \$116,084 | \$119,567 | \$121,268 | \$124,906 | \$139,122 | \$143,296 |
| 26 | \$112,945 | \$116,333 | \$120,147 | \$123,751 | \$125,513 | \$129,278 | \$143,991 | \$148,311 |

| Step | SLP Salary Schedule with a 4% raise Effective 7-1 2026 w/ 4% | | | |
|------|--|-----------|--------------------|-----------|
| | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 1 | \$77,812 | \$80,146 | \$79,090 | \$81,463 |
| 2 | \$81,050 | \$83,482 | \$82,298 | \$84,767 |
| 3 | \$81,188 | \$83,624 | \$82,907 | \$85,394 |
| 4 | \$82,212 | \$84,678 | \$83,086 | \$85,579 |
| 5 | \$83,591 | \$86,099 | \$88,430 | \$91,083 |
| 6 | \$85,002 | \$87,552 | \$90,368 | \$93,079 |
| 7 | \$86,771 | \$89,374 | \$92,579 | \$95,356 |
| 8 | \$89,006 | \$91,676 | \$94,820 | \$97,665 |
| 9 | \$90,816 | \$93,540 | \$97,050 | \$99,962 |
| 10 | \$92,301 | \$95,070 | \$99,070 | \$102,042 |
| 11 | \$96,339 | \$99,229 | \$106,647 | \$109,846 |
| 12 | \$96,339 | \$99,229 | \$106,647 | \$109,846 |
| 13 | \$96,339 | \$99,229 | \$106,647 | \$109,846 |
| 14 | \$96,339 | \$99,229 | \$106,647 | \$109,846 |
| 15 | \$100,284 | \$103,293 | \$110,800 | \$114,124 |
| 16 | \$100,284 | \$103,293 | \$110,800 | \$114,124 |
| 17 | \$100,284 | \$103,293 | \$110,800 | \$114,124 |
| 18 | \$100,284 | \$103,293 | \$110,800 | \$114,124 |
| 19 | \$102,406 | \$105,478 | \$112,916 | \$116,303 |
| 20 | \$102,406 | \$105,478 | \$112,916 | \$116,303 |
| 21 | \$102,406 | \$105,478 | \$112,916 | \$116,303 |
| 22 | \$102,406 | \$105,478 | \$112,916 | \$116,303 |
| 23 | \$108,335 | \$111,585 | \$123,388 | \$127,090 |
| 24 | \$108,335 | \$111,585 | \$123,388 | \$127,090 |
| 25 | \$111,505 | \$114,850 | \$127,025 | \$130,836 |
| 26 | \$115,408 | \$118,870 | \$131,471 | \$135,415 |

| Step | SLP Salary Schedule with a 1.5% raise Effective 1-1-2027 w/ 1.5% | | | |
|------|--|-----------|--------------------|-----------|
| | BA & 45 or MA | TLC (+3%) | BA & 60 include MA | TLC (+3%) |
| 1 | \$78,979 | \$81,348 | \$80,276 | \$82,684 |
| 2 | \$82,266 | \$84,734 | \$83,532 | \$86,038 |
| 3 | \$82,406 | \$84,878 | \$84,151 | \$86,676 |
| 4 | \$83,445 | \$85,949 | \$84,332 | \$86,862 |
| 5 | \$84,845 | \$87,390 | \$89,756 | \$92,449 |
| 6 | \$86,277 | \$88,865 | \$91,724 | \$94,476 |
| 7 | \$88,073 | \$90,715 | \$93,968 | \$96,787 |
| 8 | \$90,341 | \$93,051 | \$96,242 | \$99,129 |
| 9 | \$92,178 | \$94,943 | \$98,506 | \$101,461 |
| 10 | \$93,686 | \$96,497 | \$100,556 | \$103,573 |
| 11 | \$97,784 | \$100,718 | \$108,247 | \$111,494 |
| 12 | \$97,784 | \$100,718 | \$108,247 | \$111,494 |
| 13 | \$97,784 | \$100,718 | \$108,247 | \$111,494 |
| 14 | \$97,784 | \$100,718 | \$108,247 | \$111,494 |
| 15 | \$101,788 | \$104,842 | \$112,462 | \$115,836 |
| 16 | \$101,788 | \$104,842 | \$112,462 | \$115,836 |
| 17 | \$101,788 | \$104,842 | \$112,462 | \$115,836 |
| 18 | \$101,788 | \$104,842 | \$112,462 | \$115,836 |
| 19 | \$103,942 | \$107,060 | \$114,610 | \$118,048 |
| 20 | \$103,942 | \$107,060 | \$114,610 | \$118,048 |
| 21 | \$103,942 | \$107,060 | \$114,610 | \$118,048 |
| 22 | \$103,942 | \$107,060 | \$114,610 | \$118,048 |
| 23 | \$109,960 | \$113,259 | \$125,239 | \$128,996 |
| 24 | \$109,960 | \$113,259 | \$125,239 | \$128,996 |
| 25 | \$113,178 | \$116,573 | \$128,930 | \$132,798 |
| 26 | \$117,139 | \$120,653 | \$133,443 | \$137,446 |

| Adult Ed. 4% Eff. 7-1-2026 | | 7/1/26 | | |
|-------------------------------|---------|----------------|-----------|-----------|
| | | AE 173 Days | | |
| | | Hourly | Daily | Yearly |
| Step 1 | | | | |
| Step 2 | \$48.11 | \$336.75 | \$58,258 | \$60,006 |
| Step 3 | \$48.78 | \$341.47 | \$59,075 | \$60,847 |
| Step 4 | \$52.88 | \$370.15 | \$64,035 | \$65,956 |
| Step 5 | \$55.65 | \$389.54 | \$67,391 | \$69,413 |
| Step 6 | \$57.58 | \$403.05 | \$69,728 | \$71,820 |
| Step 7 | \$58.99 | \$412.91 | \$71,433 | \$73,576 |
| Step 8 | \$60.41 | \$422.90 | \$73,162 | \$75,357 |
| Step 9 | \$61.81 | \$432.68 | \$74,853 | \$77,099 |
| Step 10 | \$63.77 | \$446.42 | \$77,231 | \$79,548 |
| Step 11 | \$69.14 | \$483.95 | \$83,724 | \$86,236 |
| Step 12 | \$69.14 | \$483.95 | \$83,724 | \$86,236 |
| Step 13 | \$69.14 | \$483.95 | \$83,724 | \$86,236 |
| Step 14 | \$69.14 | \$483.95 | \$83,724 | \$86,236 |
| Step 15 | \$72.12 | \$504.87 | \$87,342 | \$89,962 |
| Step 16 | \$72.12 | \$504.87 | \$87,342 | \$89,962 |
| Step 17 | \$72.12 | \$504.87 | \$87,342 | \$89,962 |
| Step 18 | \$72.12 | \$504.87 | \$87,342 | \$89,962 |
| Step 19 | \$73.73 | \$516.12 | \$89,288 | \$91,967 |
| Step 20 | \$73.73 | \$516.12 | \$89,288 | \$91,967 |
| Step 21 | \$73.73 | \$516.12 | \$89,288 | \$91,967 |
| Step 22 | \$73.73 | \$516.12 | \$89,288 | \$91,967 |
| Step 23 | \$77.46 | \$542.19 | \$93,799 | \$96,613 |
| Step 24 | \$77.46 | \$542.19 | \$93,799 | \$96,613 |
| Step 25 | \$79.85 | \$558.98 | \$96,703 | \$99,604 |
| Step 26 | \$82.65 | \$578.54 | \$100,088 | \$103,091 |

| Adult Ed. 4% Eff. 1-1-2027 | | 1/1/27 | | |
|-------------------------------|---------|----------------|-----------|-----------|
| | | AE 173 Days | | |
| | | Hourly | Daily | Yearly |
| Step 1 | | | | |
| Step 2 | \$48.83 | \$341.81 | \$59,133 | \$60,907 |
| Step 3 | \$49.51 | \$346.60 | \$59,961 | \$61,760 |
| Step 4 | \$53.67 | \$375.70 | \$64,996 | \$66,946 |
| Step 5 | \$56.48 | \$395.39 | \$68,402 | \$70,454 |
| Step 6 | \$58.44 | \$409.10 | \$70,775 | \$72,898 |
| Step 7 | \$59.87 | \$419.10 | \$72,505 | \$74,680 |
| Step 8 | \$61.32 | \$429.25 | \$74,260 | \$76,488 |
| Step 9 | \$62.74 | \$439.17 | \$75,976 | \$78,255 |
| Step 10 | \$64.73 | \$453.12 | \$78,390 | \$80,742 |
| Step 11 | \$70.17 | \$491.21 | \$84,979 | \$87,528 |
| Step 12 | \$70.17 | \$491.21 | \$84,979 | \$87,528 |
| Step 13 | \$70.17 | \$491.21 | \$84,979 | \$87,528 |
| Step 14 | \$70.17 | \$491.21 | \$84,979 | \$87,528 |
| Step 15 | \$73.21 | \$512.44 | \$88,652 | \$91,312 |
| Step 16 | \$73.21 | \$512.44 | \$88,652 | \$91,312 |
| Step 17 | \$73.21 | \$512.44 | \$88,652 | \$91,312 |
| Step 18 | \$73.21 | \$512.44 | \$88,652 | \$91,312 |
| Step 19 | \$74.84 | \$523.86 | \$90,627 | \$93,346 |
| Step 20 | \$74.84 | \$523.86 | \$90,627 | \$93,346 |
| Step 21 | \$74.84 | \$523.86 | \$90,627 | \$93,346 |
| Step 22 | \$74.84 | \$523.86 | \$90,627 | \$93,346 |
| Step 23 | \$78.62 | \$550.32 | \$95,206 | \$98,062 |
| Step 24 | \$78.62 | \$550.32 | \$95,206 | \$98,062 |
| Step 25 | \$81.05 | \$567.36 | \$98,154 | \$101,099 |
| Step 26 | \$83.89 | \$587.22 | \$101,589 | \$104,637 |

10 month Preschool Salary Schedule with 4 % raise EFF-7-1-2026

| | A(10) | A(15) | B(20) | B(25) | C(30) | C(35) | D(40) | D(45) |
|------|-----------------|-----------|------------------------|-----------|--------------|-----------|-------------------|-----------|
| | AA or CD Permit | TLC (+3%) | AA +30 Units CD Permit | TLC (+3%) | BA CD Permit | TLC (+3%) | BA + 15 CD Permit | TLC (+3%) |
| Step | | | | | | | | |
| 1 | \$53,347 | \$54,947 | \$54,440 | \$56,073 | \$55,500 | \$57,165 | \$56,625 | \$58,324 |
| 2 | \$53,646 | \$55,255 | \$54,692 | \$56,333 | \$55,800 | \$57,474 | \$56,910 | \$58,617 |
| 3 | \$54,422 | \$56,055 | \$55,525 | \$57,191 | \$56,629 | \$58,328 | \$57,749 | \$59,481 |
| 4 | \$54,975 | \$56,624 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 |
| 5 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 | \$59,504 | \$61,289 |
| 6 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 | \$59,504 | \$61,289 |
| 7 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 | \$59,504 | \$61,289 |
| 8 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 | \$59,504 | \$61,289 |
| 9 | \$56,068 | \$57,750 | \$57,177 | \$58,892 | \$58,316 | \$60,065 | \$59,504 | \$61,289 |
| 10 | \$58,863 | \$60,629 | \$60,081 | \$61,883 | \$61,252 | \$63,090 | \$62,469 | \$64,343 |
| 11 | \$58,863 | \$60,629 | \$60,081 | \$61,883 | \$61,252 | \$63,090 | \$62,469 | \$64,343 |
| 12 | \$58,863 | \$60,629 | \$60,081 | \$61,883 | \$61,252 | \$63,090 | \$62,469 | \$64,343 |
| 13 | \$58,863 | \$60,629 | \$60,081 | \$61,883 | \$61,252 | \$63,090 | \$62,469 | \$64,343 |
| 14 | \$58,863 | \$60,629 | \$60,081 | \$61,883 | \$61,252 | \$63,090 | \$62,469 | \$64,343 |
| 15 | \$61,813 | \$63,667 | \$63,061 | \$64,953 | \$64,310 | \$66,239 | \$65,590 | \$67,558 |
| 16 | \$61,813 | \$63,667 | \$63,061 | \$64,953 | \$64,310 | \$66,239 | \$65,590 | \$67,558 |
| 17 | \$61,813 | \$63,667 | \$63,061 | \$64,953 | \$64,310 | \$66,239 | \$65,590 | \$67,558 |
| 18 | \$61,813 | \$63,667 | \$63,061 | \$64,953 | \$64,310 | \$66,239 | \$65,590 | \$67,558 |
| 19 | \$61,813 | \$63,667 | \$63,061 | \$64,953 | \$64,310 | \$66,239 | \$65,590 | \$67,558 |
| 20 | \$64,903 | \$66,850 | \$66,199 | \$68,185 | \$67,526 | \$69,552 | \$68,884 | \$70,951 |
| 21 | \$64,903 | \$66,850 | \$66,199 | \$68,185 | \$67,526 | \$69,552 | \$68,884 | \$70,951 |
| 22 | \$64,903 | \$66,850 | \$66,199 | \$68,185 | \$67,526 | \$69,552 | \$68,884 | \$70,951 |
| 23 | \$66,850 | \$68,856 | \$68,184 | \$70,230 | \$69,552 | \$71,639 | \$70,951 | \$73,080 |
| 24 | \$66,850 | \$68,856 | \$68,184 | \$70,230 | \$69,552 | \$71,639 | \$70,951 | \$73,080 |
| 25 | \$68,856 | \$70,922 | \$70,231 | \$72,338 | \$71,638 | \$73,787 | \$73,079 | \$75,271 |
| 26 | \$71,266 | \$73,404 | \$72,690 | \$74,871 | \$74,146 | \$76,370 | \$75,636 | \$77,905 |

10 month Preschool Salary Schedule with 1.5 % raise EFF-1-1-2027

| | A(10) | A(15) | B(20) | B(25) | C(30) | C(35) | D(40) | D(45) |
|------|-----------------|-----------|------------------------|-----------|--------------|-----------|-------------------|-----------|
| | AA or CD Permit | TLC (+3%) | AA +30 Units CD Permit | TLC (+3%) | BA CD Permit | TLC (+3%) | BA + 15 CD Permit | TLC (+3%) |
| Step | | | | | | | | |
| 1 | \$54,147 | \$55,771 | \$55,257 | \$56,915 | \$56,333 | \$58,023 | \$57,474 | \$59,198 |
| 2 | \$54,451 | \$56,085 | \$55,512 | \$57,177 | \$56,637 | \$58,336 | \$57,764 | \$59,497 |
| 3 | \$55,238 | \$56,895 | \$56,358 | \$58,049 | \$57,478 | \$59,202 | \$58,615 | \$60,373 |
| 4 | \$55,800 | \$57,474 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 |
| 5 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 | \$60,397 | \$62,209 |
| 6 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 | \$60,397 | \$62,209 |
| 7 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 | \$60,397 | \$62,209 |
| 8 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 | \$60,397 | \$62,209 |
| 9 | \$56,909 | \$58,616 | \$58,035 | \$59,776 | \$59,191 | \$60,967 | \$60,397 | \$62,209 |
| 10 | \$59,746 | \$61,538 | \$60,982 | \$62,811 | \$62,171 | \$64,036 | \$63,406 | \$65,308 |
| 11 | \$59,746 | \$61,538 | \$60,982 | \$62,811 | \$62,171 | \$64,036 | \$63,406 | \$65,308 |
| 12 | \$59,746 | \$61,538 | \$60,982 | \$62,811 | \$62,171 | \$64,036 | \$63,406 | \$65,308 |
| 13 | \$59,746 | \$61,538 | \$60,982 | \$62,811 | \$62,171 | \$64,036 | \$63,406 | \$65,308 |
| 14 | \$59,746 | \$61,538 | \$60,982 | \$62,811 | \$62,171 | \$64,036 | \$63,406 | \$65,308 |
| 15 | \$62,740 | \$64,622 | \$64,007 | \$65,927 | \$65,275 | \$67,233 | \$66,574 | \$68,571 |
| 16 | \$62,740 | \$64,622 | \$64,007 | \$65,927 | \$65,275 | \$67,233 | \$66,574 | \$68,571 |
| 17 | \$62,740 | \$64,622 | \$64,007 | \$65,927 | \$65,275 | \$67,233 | \$66,574 | \$68,571 |
| 18 | \$62,740 | \$64,622 | \$64,007 | \$65,927 | \$65,275 | \$67,233 | \$66,574 | \$68,571 |
| 19 | \$62,740 | \$64,622 | \$64,007 | \$65,927 | \$65,275 | \$67,233 | \$66,574 | \$68,571 |
| 20 | \$65,877 | \$67,853 | \$67,192 | \$69,208 | \$68,539 | \$70,595 | \$69,917 | \$72,015 |
| 21 | \$65,877 | \$67,853 | \$67,192 | \$69,208 | \$68,539 | \$70,595 | \$69,917 | \$72,015 |
| 22 | \$65,877 | \$67,853 | \$67,192 | \$69,208 | \$68,539 | \$70,595 | \$69,917 | \$72,015 |
| 23 | \$67,853 | \$69,889 | \$69,207 | \$71,283 | \$70,595 | \$72,713 | \$72,015 | \$74,175 |
| 24 | \$67,853 | \$69,889 | \$69,207 | \$71,283 | \$70,595 | \$72,713 | \$72,015 | \$74,175 |
| 25 | \$69,889 | \$71,986 | \$71,284 | \$73,423 | \$72,713 | \$74,894 | \$74,175 | \$76,400 |
| 26 | \$72,335 | \$74,505 | \$73,780 | \$75,993 | \$75,258 | \$77,516 | \$76,771 | \$79,074 |

12 month Preschool Salary Schedule with 4 % raise EFF-7-1-2026

| | A(10) | A(15)' | B(20) | B(25)' | C(30) | C(35)' | D(40) | D(45)' |
|------|-----------------|-----------|------------------------|-----------|--------------|-----------|------------------|-----------|
| | AA or CD Permit | TLC (+3%) | AA +30 Units CD Permit | TLC (+3%) | BA CD Permit | TLC (+3%) | BA +15 CD Permit | TLC (+3%) |
| Step | | | | | | | | |
| 1 | \$63,099 | \$64,992 | \$64,392 | \$66,324 | \$65,645 | \$67,614 | \$66,977 | \$68,986 |
| 2 | \$63,454 | \$65,358 | \$64,689 | \$66,630 | \$65,999 | \$67,979 | \$67,313 | \$69,332 |
| 3 | \$64,371 | \$66,302 | \$65,675 | \$67,645 | \$66,981 | \$68,990 | \$68,306 | \$70,355 |
| 4 | \$65,025 | \$66,976 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 |
| 5 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 | \$70,381 | \$72,492 |
| 6 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 | \$70,381 | \$72,492 |
| 7 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 | \$70,381 | \$72,492 |
| 8 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 | \$70,381 | \$72,492 |
| 9 | \$66,318 | \$68,308 | \$67,629 | \$69,658 | \$68,976 | \$71,045 | \$70,381 | \$72,492 |
| 10 | \$69,624 | \$71,713 | \$71,063 | \$73,195 | \$72,450 | \$74,624 | \$73,889 | \$76,106 |
| 11 | \$69,624 | \$71,713 | \$71,063 | \$73,195 | \$72,450 | \$74,624 | \$73,889 | \$76,106 |
| 12 | \$69,624 | \$71,713 | \$71,063 | \$73,195 | \$72,450 | \$74,624 | \$73,889 | \$76,106 |
| 13 | \$69,624 | \$71,713 | \$71,063 | \$73,195 | \$72,450 | \$74,624 | \$73,889 | \$76,106 |
| 14 | \$69,624 | \$71,713 | \$71,063 | \$73,195 | \$72,450 | \$74,624 | \$73,889 | \$76,106 |
| 15 | \$73,113 | \$75,306 | \$74,589 | \$76,827 | \$76,067 | \$78,349 | \$77,579 | \$79,906 |
| 16 | \$73,113 | \$75,306 | \$74,589 | \$76,827 | \$76,067 | \$78,349 | \$77,579 | \$79,906 |
| 17 | \$73,113 | \$75,306 | \$74,589 | \$76,827 | \$76,067 | \$78,349 | \$77,579 | \$79,906 |
| 18 | \$73,113 | \$75,306 | \$74,589 | \$76,827 | \$76,067 | \$78,349 | \$77,579 | \$79,906 |
| 19 | \$73,113 | \$75,306 | \$74,589 | \$76,827 | \$76,067 | \$78,349 | \$77,579 | \$79,906 |
| 20 | \$76,767 | \$79,070 | \$78,300 | \$80,649 | \$79,870 | \$82,266 | \$81,476 | \$83,920 |
| 21 | \$76,767 | \$79,070 | \$78,300 | \$80,649 | \$79,870 | \$82,266 | \$81,476 | \$83,920 |
| 22 | \$76,767 | \$79,070 | \$78,300 | \$80,649 | \$79,870 | \$82,266 | \$81,476 | \$83,920 |
| 23 | \$79,071 | \$81,443 | \$80,648 | \$83,067 | \$82,265 | \$84,733 | \$83,920 | \$86,438 |
| 24 | \$79,071 | \$81,443 | \$80,648 | \$83,067 | \$82,265 | \$84,733 | \$83,920 | \$86,438 |
| 25 | \$81,443 | \$83,886 | \$83,068 | \$85,560 | \$84,734 | \$87,276 | \$86,436 | \$89,029 |
| 26 | \$84,292 | \$86,821 | \$85,976 | \$88,555 | \$87,699 | \$90,330 | \$89,463 | \$92,147 |

12 month Preschool Salary Schedule with 1.5 % raise EFF-1-1-2027

| | A(10) | A(15)' | B(20) | B(25)' | C(30) | C(35)' | D(40) | D(45)' |
|------|-----------------|-----------|------------------------|-----------|--------------|-----------|------------------|-----------|
| | AA or CD Permit | TLC (+3%) | AA +30 Units CD Permit | TLC (+3%) | BA CD Permit | TLC (+3%) | BA +15 CD Permit | TLC (+3%) |
| Step | | | | | | | | |
| 1 | \$64,045 | \$65,966 | \$65,358 | \$67,319 | \$66,630 | \$68,629 | \$67,982 | \$70,021 |
| 2 | \$64,406 | \$66,338 | \$65,659 | \$67,629 | \$66,989 | \$68,999 | \$68,323 | \$70,373 |
| 3 | \$65,337 | \$67,297 | \$66,660 | \$68,660 | \$67,986 | \$70,026 | \$69,331 | \$71,411 |
| 4 | \$66,000 | \$67,980 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 |
| 5 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 | \$71,437 | \$73,580 |
| 6 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 | \$71,437 | \$73,580 |
| 7 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 | \$71,437 | \$73,580 |
| 8 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 | \$71,437 | \$73,580 |
| 9 | \$67,313 | \$69,332 | \$68,643 | \$70,702 | \$70,011 | \$72,111 | \$71,437 | \$73,580 |
| 10 | \$70,668 | \$72,788 | \$72,129 | \$74,293 | \$73,537 | \$75,743 | \$74,997 | \$77,247 |
| 11 | \$70,668 | \$72,788 | \$72,129 | \$74,293 | \$73,537 | \$75,743 | \$74,997 | \$77,247 |
| 12 | \$70,668 | \$72,788 | \$72,129 | \$74,293 | \$73,537 | \$75,743 | \$74,997 | \$77,247 |
| 13 | \$70,668 | \$72,788 | \$72,129 | \$74,293 | \$73,537 | \$75,743 | \$74,997 | \$77,247 |
| 14 | \$70,668 | \$72,788 | \$72,129 | \$74,293 | \$73,537 | \$75,743 | \$74,997 | \$77,247 |
| 15 | \$74,210 | \$76,436 | \$75,708 | \$77,979 | \$77,208 | \$79,524 | \$78,743 | \$81,105 |
| 16 | \$74,210 | \$76,436 | \$75,708 | \$77,979 | \$77,208 | \$79,524 | \$78,743 | \$81,105 |
| 17 | \$74,210 | \$76,436 | \$75,708 | \$77,979 | \$77,208 | \$79,524 | \$78,743 | \$81,105 |
| 18 | \$74,210 | \$76,436 | \$75,708 | \$77,979 | \$77,208 | \$79,524 | \$78,743 | \$81,105 |
| 19 | \$74,210 | \$76,436 | \$75,708 | \$77,979 | \$77,208 | \$79,524 | \$78,743 | \$81,105 |
| 20 | \$77,919 | \$80,257 | \$79,475 | \$81,859 | \$81,068 | \$83,500 | \$82,698 | \$85,179 |
| 21 | \$77,919 | \$80,257 | \$79,475 | \$81,859 | \$81,068 | \$83,500 | \$82,698 | \$85,179 |
| 22 | \$77,919 | \$80,257 | \$79,475 | \$81,859 | \$81,068 | \$83,500 | \$82,698 | \$85,179 |
| 23 | \$80,257 | \$82,665 | \$81,858 | \$84,314 | \$83,499 | \$86,004 | \$85,179 | \$87,734 |
| 24 | \$80,257 | \$82,665 | \$81,858 | \$84,314 | \$83,499 | \$86,004 | \$85,179 | \$87,734 |
| 25 | \$82,665 | \$85,145 | \$84,314 | \$86,843 | \$86,005 | \$88,585 | \$87,733 | \$90,365 |
| 26 | \$85,556 | \$88,123 | \$87,266 | \$89,884 | \$89,014 | \$91,684 | \$90,805 | \$93,529 |