

APPENDIX A: TRS ELIGIBLE LICENSED PROFESSIONAL SALARY SCHEDULES

2023-2024 SALARY SCHEDULE FOR 2023-2024 NEW HIRES ONLY (all values are not including TRS)							
	BS +00	BS +15	BS +30	MS +00	MS +15	MS +30	MS +45
1	42,100	42,760	43,420	44,080	44,740	45,400	46,060
2	43,200	43,860	44,520	45,180	45,840	46,500	47,160
3	43,900	44,560	45,220	45,880	46,540	47,200	47,860
4	44,400	45,060	45,720	46,380	47,040	47,700	48,360
5	45,000	45,660	46,320	46,980	47,640	48,300	48,960
6	45,700	46,360	47,020	47,680	48,340	49,000	49,660
7	46,300	46,960	47,620	48,280	48,940	50,000	50,660
8	46,900	47,560	48,220	49,332	49,992	50,600	51,260
9	47,500	48,160	48,820	50,100	50,760	51,420	52,080
10	48,500	49,160	49,820	51,300	51,960	52,620	53,280
11	49,300	49,960	50,620	51,800	52,460	53,120	53,780
12	50,300	50,960	51,620	52,900	53,560	54,220	54,880
13	51,500	52,160	52,820	53,480	54,140	54,900	55,560
14	52,500	53,160	53,820	54,480	55,140	55,800	56,460
15	53,700	54,360	55,020	56,300	56,960	57,620	58,280
16	54,700	55,360	56,020	56,800	57,460	58,120	58,780
17	55,300	55,960	56,620	57,800	58,460	59,120	59,780
18	56,000	56,660	57,320	58,300	58,960	59,620	60,280
19	56,600	57,260	57,920	58,800	59,900	60,350	61,010
20	57,400	58,060	58,720	60,000	60,660	61,320	61,980
21	58,400	59,060	59,720	60,500	61,160	61,850	64,000
22	60,400	61,060	61,720	64,500	65,160	65,800	66,460
23	61,400	63,300	64,100	66,500	68,400	70,000	71,000
24	62,400	63,800	65,600	67,400	69,400	71,500	72,900
25	63,400	64,500	66,100	67,900	69,900	72,000	73,500
26	64,400	65,060	66,600	68,600	70,400	72,500	74,000
27	65,400	66,400	67,400	69,100	70,900	73,000	74,500
28	66,400	67,060	67,900	69,600	71,400	73,500	75,000
29	67,800	68,460	69,120	71,300	72,000	74,200	75,500
30	69,000	69,660	70,320	72,500	73,500	76,200	78,200
31	70,200	70,860	71,520	73,500	76,000	77,200	80,000
32	71,000	72,775	74,550	76,680	78,100	79,875	81,650
33	72,000	73,800	75,600	77,760	79,200	81,000	82,800

34	73,000	74,825	76,650	78,840	80,300	82,125	83,950
35	74,000	75,850	77,700	79,920	81,400	83,250	85,100

2024-2025 SALARY SCHEDULE FOR 2023-2024 & 2024-2025 NEW HIRES ONLY (all values are not including TRS)							
	BS +00	BS +15	BS +30	MS +00	MS +15	MS +30	MS +45
1	42,400	43,250	44,100	44,950	45,800	46,650	47,500
2	43,400	44,250	45,100	45,950	46,800	47,650	48,500
3	44,400	45,250	46,100	46,950	47,800	48,650	49,500
4	45,200	46,050	46,900	47,750	48,600	49,450	50,300
5	46,000	46,850	47,700	48,550	49,400	50,250	51,100
6	46,800	47,650	48,500	49,350	50,200	51,050	51,900
7	47,700	48,550	49,400	50,250	51,100	51,950	52,800
8	48,500	49,350	50,200	51,050	51,900	53,600	54,450
9	49,300	50,150	51,000	52,400	53,250	54,100	54,950
10	50,100	50,950	51,800	53,200	54,050	54,900	55,750
11	51,000	51,850	52,700	54,400	55,250	56,100	56,950
12	51,900	52,750	53,600	54,900	55,750	56,600	57,450
13	52,900	54,000	55,100	56,200	57,300	58,400	59,500
14	54,000	55,100	56,200	57,300	58,400	59,500	60,600
15	55,000	56,100	57,200	58,300	59,400	60,500	61,600
16	56,000	57,100	58,200	59,600	60,700	61,800	62,900
17	57,100	58,000	59,100	60,200	61,300	62,400	63,500
18	58,000	59,100	60,200	61,300	62,400	63,500	64,600
19	59,000	60,100	61,200	62,500	63,600	64,700	65,800
20	60,000	61,100	62,200	63,300	64,400	65,500	66,600
21	61,000	62,100	63,200	64,300	65,400	66,500	67,600
22	62,000	63,100	64,200	65,300	66,400	67,300	68,800
23	63,000	64,100	65,200	67,300	68,900	71,000	72,100
24	64,000	65,600	67,200	69,120	70,700	72,000	74,500
25	65,000	66,625	68,250	70,200	71,500	73,125	75,200
26	66,000	67,650	69,300	70,800	72,500	74,250	75,800
27	67,000	68,675	70,350	71,800	73,000	75,375	76,300
28	68,000	69,700	71,400	72,300	74,800	76,500	77,500
29	69,000	70,725	71,900	72,800	75,600	77,000	78,000
30	70,200	71,955	73,710	75,000	76,100	78,000	78,850

31	71,400	73,185	74,970	76,200	77,050	79,900	81,000
32	72,600	74,415	76,230	78,408	79,500	81,700	83,000
33	73,800	75,645	77,490	79,704	81,180	83,025	84,000
34	75,000	76,875	78,750	81,000	82,500	84,375	85,000
35	76,400	78,310	80,220	82,512	84,040	85,950	87,860

2025-2026 SALARY SCHEDULE (all values are not including TRS)								
\$42,700								Base step increase for shaded cells
Lateral Index Rates	1	1.025	1.05	1.08	1.1	1.125	1.15	
Vertical Index Rate								
1.023246	BS +00	BS +15	BS +30	MS +00	MS +15	MS +30	MS +45	
1	42,700	43,768	44,835	46,116	46,970	48,038	49,105	
2	43,693	44,785	45,877	47,188	48,062	49,154	50,246	
3	44,685	45,802	46,919	48,260	49,154	50,271	51,388	
4	45,678	46,820	47,962	49,332	50,246	51,388	52,529	
5	46,670	47,837	49,004	50,404	51,337	52,504	53,671	
6	47,663	48,855	50,046	51,476	52,429	53,621	54,812	
7	48,656	49,872	51,088	52,548	53,521	54,738	55,954	
8	49,648	50,889	52,131	53,620	54,613	55,854	57,095	
9	50,641	51,907	53,173	54,692	55,705	56,971	58,237	
10	51,633	52,924	54,215	55,764	56,797	58,088	59,378	
11	52,626	53,942	55,257	56,836	57,889	59,204	60,520	
12	53,619	54,959	56,300	57,908	58,981	60,321	61,661	
13	54,611	55,977	57,342	58,980	60,072	61,438	62,803	
14	55,604	56,994	58,384	60,052	61,164	62,554	63,944	
15	56,596	58,011	59,426	61,124	62,256	63,671	65,086	
16	57,589	59,029	60,469	62,196	63,348	64,788	66,227	
17	58,582	60,046	61,511	63,268	64,440	65,904	67,369	
18	59,574	61,064	62,553	64,340	65,532	67,021	68,510	
19	60,567	62,081	63,595	65,412	66,624	68,138	69,652	
20	61,559	63,098	64,637	66,484	67,715	69,254	70,793	
21	62,309	64,116	65,680	67,556	68,807	70,371	71,935	750
22	63,059	65,133	66,722	68,628	69,899	71,488	73,076	750
23	63,809	65,902	67,764	69,700	70,991	72,604	74,218	750
24	64,709	66,825	68,709	70,772	72,083	73,721	75,359	900
25	65,609	67,747	69,654	71,844	73,175	74,838	76,501	900

26	66,509	68,670	70,599	72,816	74,267	75,954	77,642	900
27	67,559	69,746	71,702	73,950	75,358	77,071	78,784	1,050
28	68,609	70,822	72,804	75,084	76,513	78,188	79,925	1,050
29	69,659	71,898	73,907	76,218	77,668	79,305	81,067	1,050
30	70,859	73,128	75,167	77,514	78,988	80,655	82,208	1,200
31	72,059	74,358	76,427	78,810	80,308	82,005	83,588	1,200
32	73,259	75,588	77,687	80,106	81,628	83,355	84,968	1,200
33	74,609	76,972	79,104	81,564	83,113	84,873	86,521	1,350
34	75,959	78,356	80,522	83,022	84,598	86,392	88,073	1,350
35	77,309	79,740	81,939	84,480	86,083	87,911	89,626	1,350

2026-2027 SALARY SCHEDULE (all values are not including TRS)								
\$42,900								Base step increase for shaded cells
Lateral Index Rates	1	1.025	1.05	1.08	1.1	1.125	1.15	
Vertical Index Rate								
1.0239	BS +00	BS +15	BS +30	MS +00	MS +15	MS +30	MS +45	
1	42,900	43,973	45,045	46,332	47,190	48,263	49,335	
2	43,925	45,023	46,122	47,439	48,318	49,416	50,514	
3	44,951	46,074	47,198	48,547	49,446	50,569	51,693	
4	45,976	47,125	48,275	49,654	50,574	51,723	52,872	
5	47,001	48,176	49,351	50,761	51,701	52,876	54,051	
6	48,027	49,227	50,428	51,869	52,829	54,030	55,231	
7	49,052	50,278	51,504	52,976	53,957	55,183	56,410	
8	50,077	51,329	52,581	54,083	55,085	56,337	57,589	
9	51,102	52,380	53,658	55,191	56,213	57,490	58,768	
10	52,128	53,431	54,734	56,298	57,341	58,644	59,947	
11	53,153	54,482	55,811	57,405	58,468	59,797	61,126	
12	54,178	55,533	56,887	58,513	59,596	60,951	62,305	
13	55,204	56,584	57,964	59,620	60,724	62,104	63,484	
14	56,229	57,635	59,040	60,727	61,852	63,258	64,663	
15	57,254	58,686	60,117	61,835	62,980	64,411	65,842	
16	58,280	59,737	61,194	62,942	64,108	65,565	67,022	
17	59,305	60,788	62,270	64,049	65,235	66,718	68,201	
18	60,330	61,839	63,347	65,157	66,363	67,872	69,380	
19	61,356	62,889	64,423	66,264	67,491	69,025	70,559	
20	62,381	63,940	65,500	67,371	68,619	70,179	71,738	

21	63,131	64,991	66,577	68,479	69,747	71,332	72,917	750
22	63,881	66,042	67,653	69,586	70,875	72,485	74,096	750
23	64,631	66,811	68,730	70,693	72,003	73,639	75,275	750
24	65,531	67,734	69,675	71,801	73,130	74,792	76,454	900
25	66,431	68,656	70,620	72,908	74,258	75,946	77,634	900
26	67,331	69,579	71,565	73,880	75,386	77,099	78,813	900
27	68,381	70,655	72,667	75,014	76,514	78,253	79,992	1,050
28	69,431	71,731	73,770	76,148	77,669	79,406	81,171	1,050
29	70,481	72,807	74,872	77,282	78,824	80,560	82,350	1,050
30	71,681	74,037	76,132	78,578	80,144	81,910	83,529	1,200
31	72,881	75,267	77,392	79,874	81,464	83,260	84,909	1,200
32	74,081	76,497	78,652	81,170	82,784	84,610	86,289	1,200
33	75,431	77,881	80,070	82,628	84,269	86,129	87,842	1,350
34	76,781	79,265	81,487	84,086	85,754	87,647	89,394	1,350
35	78,131	80,649	82,905	85,544	87,239	89,166	90,947	1,350

APPENDIX B: ESP WAGE SCALES

Secretary / Athletic Clerk				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	18.65	19.16	19.69	20.23
2	18.70	19.21	19.74	20.28
3	18.75	19.26	19.79	20.33
4	18.80	19.31	19.84	20.38
5	18.85	19.46	19.99	20.53
6	18.90	19.51	20.14	20.69
7	18.95	19.56	20.19	20.84
8	19.00	19.61	20.25	20.90
9	19.05	19.67	20.30	20.95
10	19.10	19.91	20.55	21.21
11	19.15	19.96	20.80	21.47
12	19.20	20.01	20.86	21.74
13	19.25	20.06	20.91	21.80
14	19.30	20.12	20.97	21.85
15	19.35	20.17	21.02	21.91
16	19.40	20.32	21.18	22.07
17	19.55	20.37	21.33	22.24
18	19.70	20.53	21.39	22.40
19	19.85	20.69	21.55	22.46
20	20.00	20.84	21.72	22.63

TA - HS / Library				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	17.00	17.47	17.95	18.44
2	17.05	17.51	17.99	18.49
3	17.10	17.56	18.04	18.53
4	17.15	17.61	18.09	18.58
5	17.20	17.75	18.23	18.72
6	17.25	17.80	18.37	18.87
7	17.30	17.85	18.43	19.01
8	17.35	17.91	18.48	19.07
9	17.40	17.96	18.53	19.13
10	17.45	18.18	18.77	19.37
11	17.50	18.24	19.00	19.61
12	17.55	18.29	19.06	19.86
13	17.60	18.34	19.11	19.91
14	17.65	18.39	19.17	19.97
15	17.70	18.44	19.22	20.03
16	17.75	18.59	19.37	20.18
17	17.80	18.64	19.51	20.33
18	17.90	18.69	19.57	20.49
19	18.05	18.80	19.62	20.55
20	18.20	18.95	19.73	20.61

Aides +30 / Library				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	17.30	17.78	18.26	18.77
2	17.35	17.82	18.31	18.81
3	17.40	17.87	18.35	18.86
4	17.45	17.92	18.41	18.90
5	17.50	18.06	18.55	19.05
6	17.55	18.11	18.69	19.20
7	17.60	18.16	18.75	19.35
8	17.65	18.22	18.80	19.40
9	17.70	18.27	18.85	19.46
10	17.75	18.50	19.09	19.70
11	17.80	18.55	19.33	19.95
12	17.85	18.60	19.38	20.20
13	17.90	18.65	19.44	20.26
14	17.95	18.71	19.49	20.31
15	18.00	18.76	19.55	20.37
16	18.05	18.90	19.70	20.52
17	18.20	18.95	19.85	20.68
18	18.35	19.11	19.90	20.84
19	18.50	19.27	20.07	20.90
20	18.65	19.43	20.23	21.07

TA - BA / Library				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	18.05	18.55	19.06	19.58
2	18.10	18.59	19.10	19.63
3	18.15	18.64	19.15	19.68
4	18.20	18.69	19.20	19.72
5	18.25	18.84	19.35	19.87
6	18.30	18.89	19.50	20.03
7	18.35	18.94	19.55	20.18
8	18.40	18.99	19.60	20.23
9	18.45	19.04	19.66	20.29
10	18.50	19.28	19.90	20.54
11	18.55	19.33	20.15	20.80
12	18.60	19.38	20.20	21.05
13	18.65	19.44	20.26	21.11
14	18.70	19.49	20.31	21.17
15	18.75	19.54	20.37	21.23
16	18.80	19.69	20.52	21.38
17	18.95	19.74	20.67	21.54
18	19.10	19.90	20.73	21.71
19	19.25	20.06	20.89	21.76
20	19.40	20.21	21.06	21.94

NOTE: Non-Certified Staff members that are off scale or go beyond Step 20 will get the same yearly increase as Step 19 to Step 20 for that year. 22-23 step amounts were increased by \$1.15 to determine 23-24 step amounts (except for Cooks and TA - HS / Library, which were

increased by \$1.30). For the following three years, percentage increases for the colored bands are as follows: 2.75, 3, 3.5, 4.5, 5.

Maintenance 1				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	20.00	20.55	21.12	21.70
2	20.05	20.60	21.17	21.75
3	20.10	20.65	21.22	21.80
4	20.15	20.70	21.27	21.85
5	20.20	20.86	21.43	22.02
6	20.30	20.91	21.59	22.18
7	20.45	21.01	21.64	22.34
8	20.60	21.17	21.75	22.40
9	20.75	21.32	21.91	22.51
10	20.90	21.84	22.82	23.85
11	21.05	22.00	22.99	24.02
12	21.20	22.15	23.15	24.19
13	21.35	22.31	23.31	24.36
14	21.50	22.47	23.48	24.54
15	21.65	22.62	23.64	24.71
16	21.80	22.73	23.76	24.82
17	21.95	22.89	23.87	24.94
18	22.10	23.05	24.03	25.06
19	22.25	23.21	24.20	25.24
20	22.40	23.36	24.37	25.41

Maintenance 2 / Maintenance Custodian				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	17.30	17.78	18.26	18.77
2	17.35	17.82	18.31	18.81
3	17.40	17.87	18.35	18.86
4	17.45	17.92	18.41	18.90
5	17.50	18.06	18.55	19.05
6	17.60	18.11	18.69	19.20
7	17.75	18.22	18.75	19.35
8	17.90	18.37	18.85	19.40
9	18.05	18.53	19.01	19.51
10	18.20	18.86	19.36	19.87
11	18.35	19.02	19.71	20.23
12	18.50	19.18	19.87	20.60
13	18.65	19.33	20.04	20.77
14	18.80	19.49	20.20	20.94
15	18.95	19.65	20.37	21.11
16	19.10	19.90	20.63	21.38
17	19.25	20.06	20.89	21.66
18	19.40	20.21	21.06	21.94
19	19.55	20.37	21.22	22.11
20	19.70	20.53	21.39	22.28

Cooks				
Step	2023-2024	2024-2025	2025-2026	2026-2027
1	17.00	17.47	17.95	18.44
2	17.05	17.51	17.99	18.49
3	17.10	17.56	18.04	18.53
4	17.15	17.61	18.09	18.58
5	17.20	17.75	18.23	18.72
6	17.25	17.80	18.37	18.87
7	17.30	17.85	18.43	19.01
8	17.35	17.91	18.48	19.07
9	17.40	17.96	18.53	19.13
10	17.45	18.18	18.77	19.37
11	17.50	18.24	19.00	19.61
12	17.55	18.29	19.06	19.86
13	17.60	18.34	19.11	19.91
14	17.65	18.39	19.17	19.97
15	17.70	18.44	19.22	20.03
16	17.75	18.59	19.37	20.18
17	17.80	18.64	19.51	20.33
18	17.90	18.69	19.57	20.49
19	18.05	18.80	19.62	20.55
20	18.20	18.95	19.73	20.61