



Investing In Our Exemplary Staff

Compensation

January 16, 2025

Lisa Boland, Chief Human Resources Officer
Sharon Willoughby, Chief Financial Officer



FY26 Budget Investments



**Empowered
Students**



**Exemplary
Staff**



**Enriched
School System**



Salaries



90% of School Operating Fund is Personnel Costs



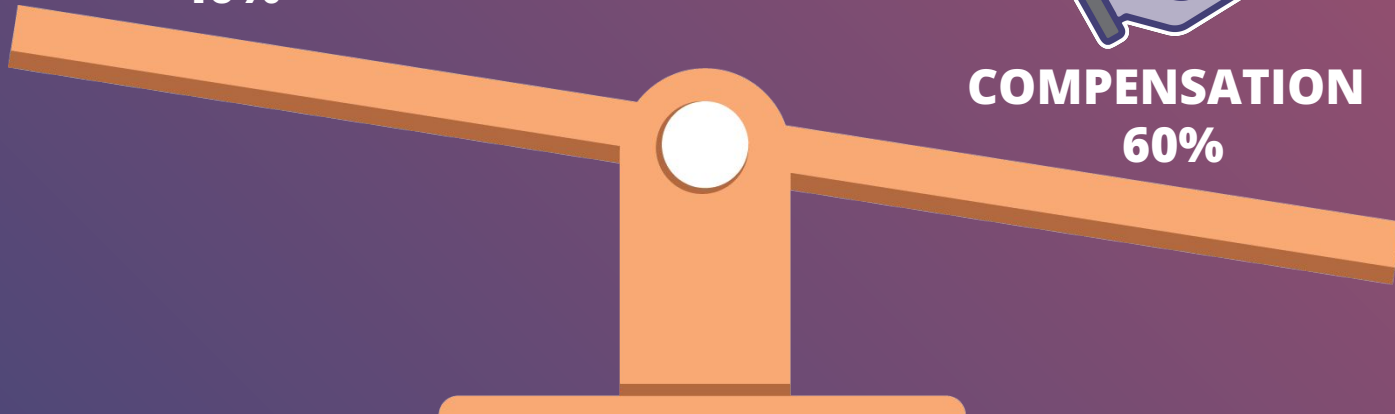
Investments Weighted Towards Compensation per School Board Direction



OTHER INVESTMENTS
40%



COMPENSATION
60%



Investing in Exemplary Staff



▶ Step increases for eligible employees averaging 2.5% 📈

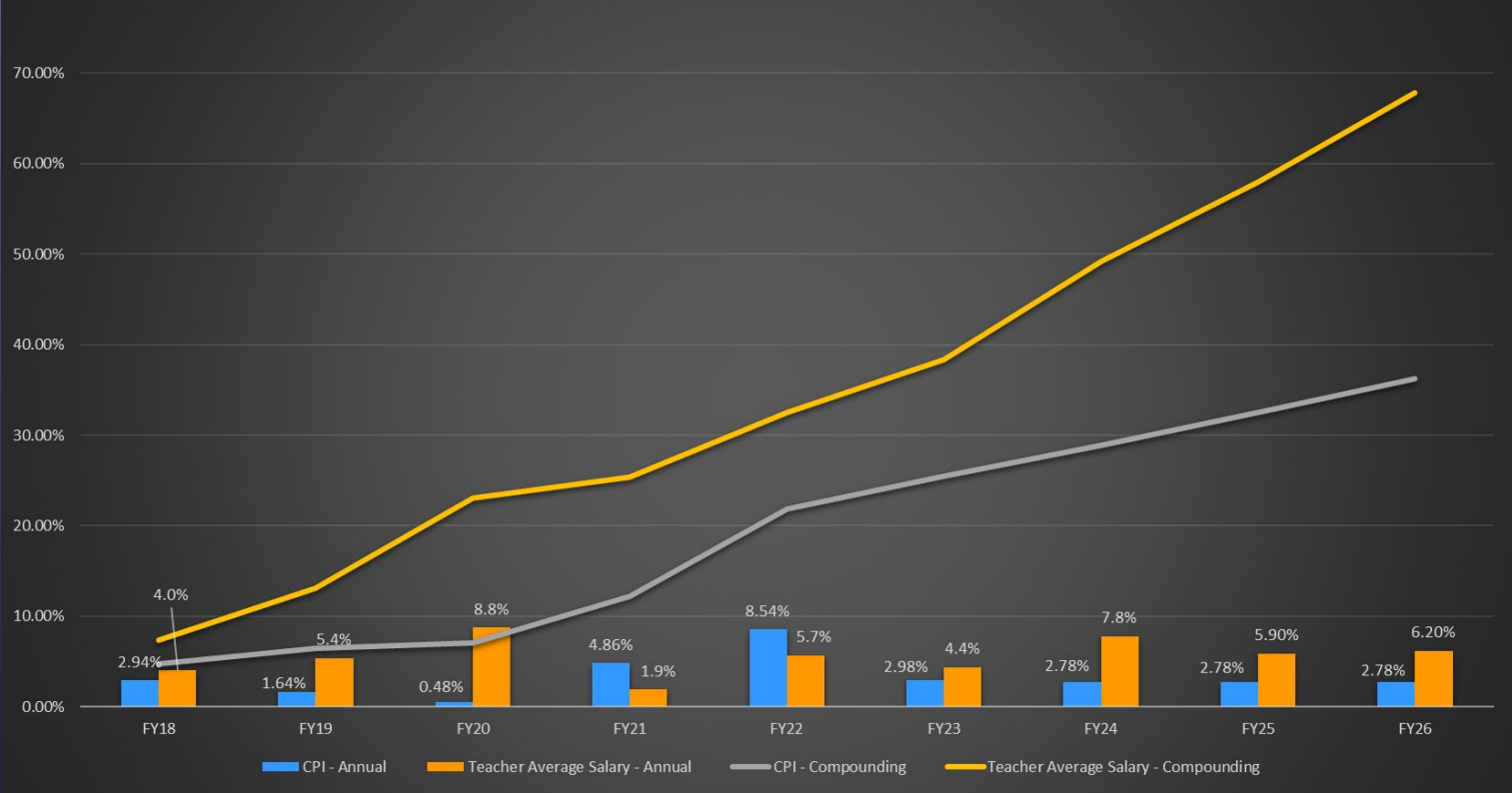
▶ One-time 1% top of scale payments to eligible employees 📈

▶ 4% COLA for Salary Scales B and C (Universal and Auxiliary) and Strategic Scale Adjustment for Scale A (Teacher) 📈

▶ Other Compensation:

- New Stipends 📈
- Hourly Banded Rate Changes
- Position Changes

Historical Teacher Compensation & Inflation



Consumer Price Index Data: US Bureau of Labor Statistics
 CPI Index for FY25 and FY26 is assumed at FY24 CPI Index rate.

Employee Impact

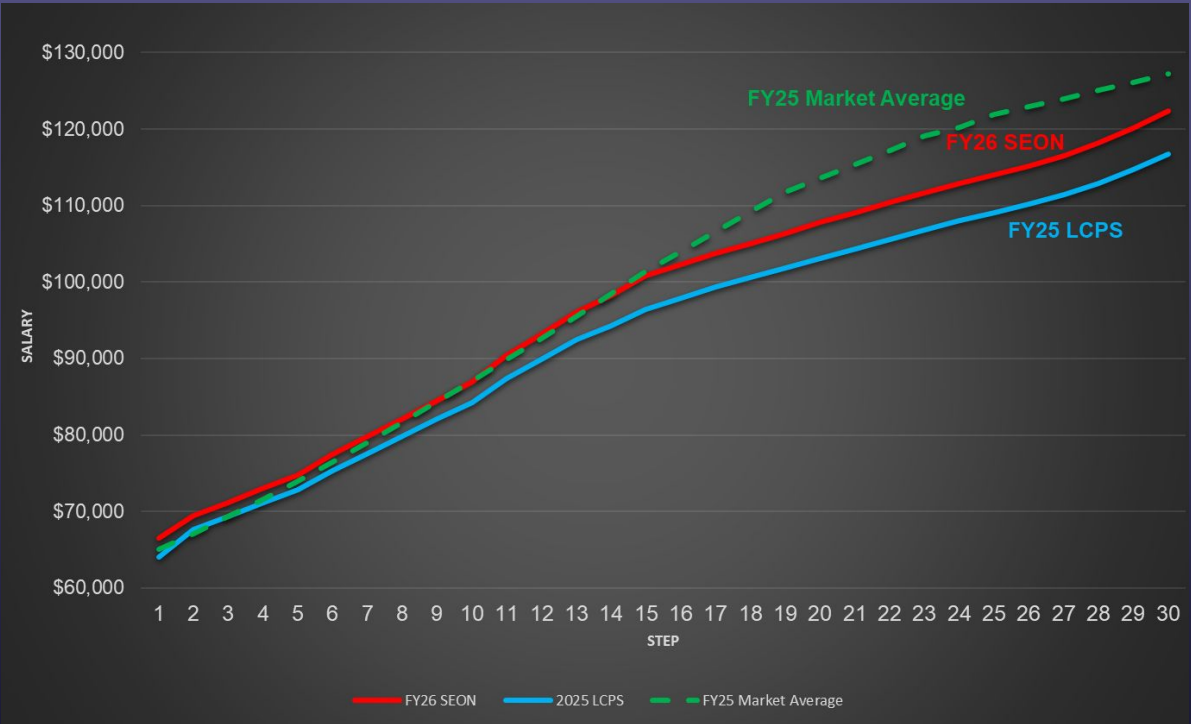
Pay Increase for an Employee Moving from Current Step on FY25 Salary Scale to Next Step on FY26 Salary Scale

Salary Scale	Minimum	Average	Maximum
Scale A (Teacher)	4.83% \$3,509	6.20% \$5,657	9.25% \$7,754
Scale B (Universal)	5.78% \$2,500	6.47% \$6,908	7.97% \$13,252
Scale C (Auxiliary)	5.15% \$2,625	7.22% \$6,630	8.75% \$9,940



Percentage and amounts are not attributable to the same position

FY26 Proposed Scale A (Teacher) Master Lane Comparison Result of Targeted Scale Adjustment



FY25 Regional Teacher Salary Comparison

BACHELOR STEP 1	
Fairfax	\$58,251
Loudoun	\$58,147
Prince William	\$57,340
Alexandria	\$57,207
Arlington	\$56,676

MASTER STEP 1	
Alexandria	\$64,988
Arlington	\$64,888
Fairfax	\$64,076
Loudoun	\$64,033
Prince William	\$63,340

MASTER MIDDLE STEP	
Arlington	\$98,149
Fairfax	\$96,815
Loudoun	\$96,444
Alexandria	\$96,016
Prince William	\$95,806

Source: FY25 WABE Guide (Washington Area Boards of) Education



Compensation Study Update



Fall 2024

- Development of LCPS Compensation Philosophy
- Job Description Questionnaire (JDQ) Survey Process
- Phase 1: Salary Scale A Market Assessments (formerly the Teacher Salary Scale)



Spring 2025

- Provide update to the School Board on recommendations for Phase 1 (focus on Salary Scale A) of the compensation study
- Phase 2: Market Assessment of Non-Teaching Positions



Fall 2025

- Provide update to School Board on recommendations for Phase 2 of the compensation study
- Utilize compensation study recommendations for inclusion in FY27 Budget



2026

- Q1: Finalize Phase 3 Market Assessment of Salary Scale B and C
- Spring: Provide update to School Board on recommendations for Phase 3 of the compensation study

Stipends

	FY26 SEON
Lead Special Education Teacher Elementary School	\$1,061
School-Based Mandt Trainers	\$1,061
Elementary Fine Arts	\$1,061
Lead Social Worker (Elementary)	\$3,973
IB Creativity, Activity, Service Coordinator*	\$2,575
IB Extended Essay Coordinator*	\$2,575
IB Theory of Knowledge Coordinator*	\$2,575

*Added during 2024-2025 School FY25



Hourly Banded Rates

Reclassified for FY26

	FY25	FY26
Call Center	Band 3	Band 4
Ticket Taker	Band 3	Band 4
Teacher Assistant	Band 3	Band 5
Specialized Transport Driver	Band 5	Band 7
Safety & Security (Trainer/Floater/Officer)	Band 11	Band 12
PROPEL/Level-Up	Band 11	Band 12
Private Duty Nurse (RN)	Band 11	Band 12
Safety & Security Consultant	Band 13	Band 14
Mentor/Coach	Band 13	Band 14
Advanced Interpreter (ASL & DHH)	Band 13	Band 14
Adult Education Instructor	Band 12	Band 14
Curriculum Development	Band 11	Band 15
Dean	Band 15	Band 19
SPED Dean	Band 15	Band 19

New for FY26

	FY26
Licensed On-Contract	Band 12
Literacy Tutor (unlicensed)	Band 12
Licensed Off-Contract	Band 15
Literacy Tutor (licensed)	Band 15
Elementary School Assistant Principal (Substitute)	Band 19
Middle School Assistant Principal (Substitute)	Band 20
High School Assistant Principal (Substitute)	Band 21
Elementary School Principal (Substitute)	Band 22
Middle School Principal (Substitute)	Band 23
High School Principal (Substitute)	Band 24
School Leadership Coach	Band 24



Position Changes

- Part-time pay for new teachers attending the Beginning Teacher Institute
- 3.0 MATA Teachers from 197 to 217 days
- Financial Technician (Elementary and Middle) from 221 to 254 days
- Registrar (Elementary and Middle) from 221 to 254 days
- Gifted Resource Teacher from 197 to 217 days
- Reclassifications
 - 50 Bus Drivers to Rangers
 - 3 Instructional Facilitators to Specialists
 - 1 Assistant Division Counsel to Deputy Division Counsel
 - Athletics Program Assistant to Administrative Assistant III
 - Virtual Distance Learning Specialist to Assistant Principal
 - ~~2 Student Assistance Specialist to Coordinators~~

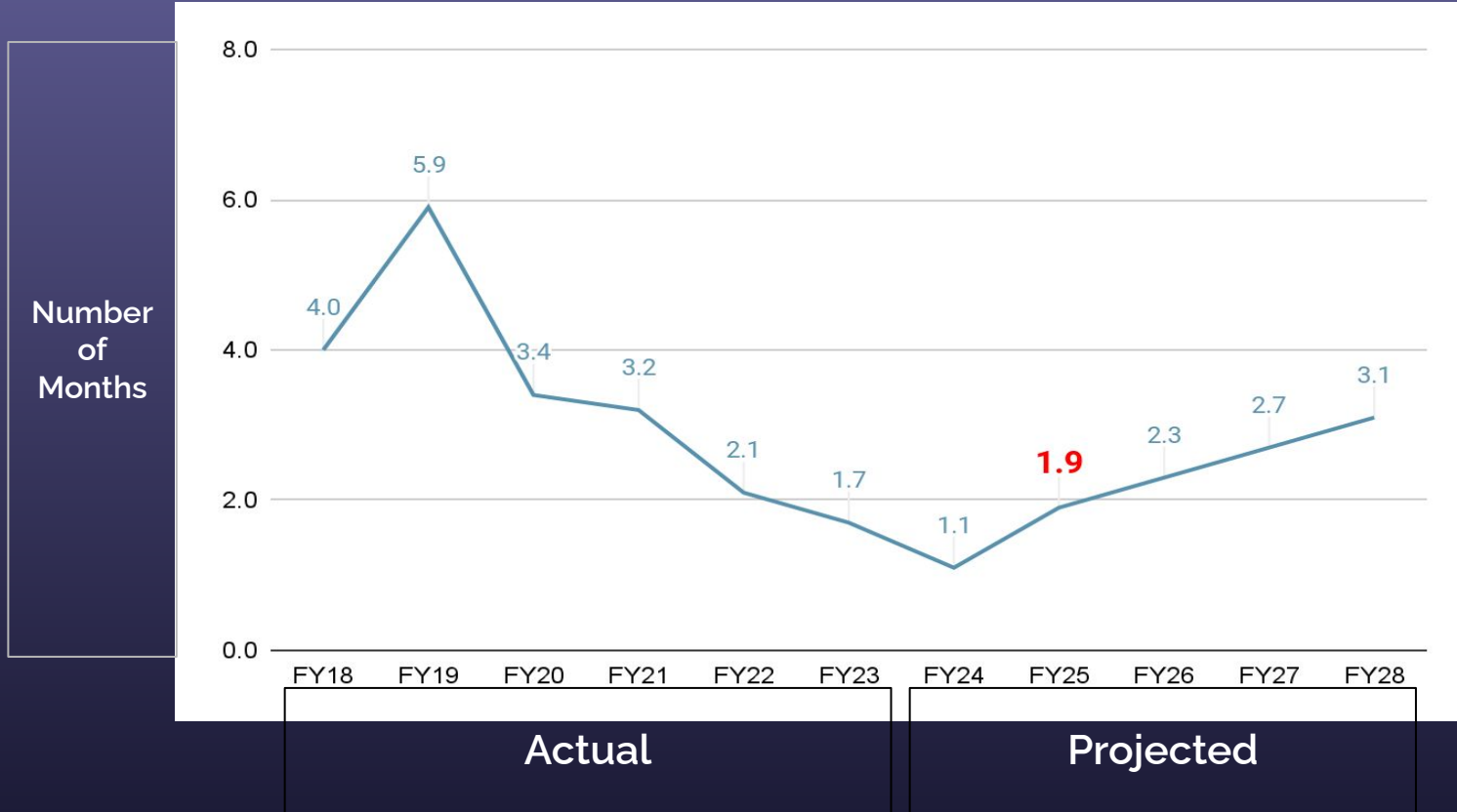


Benefits



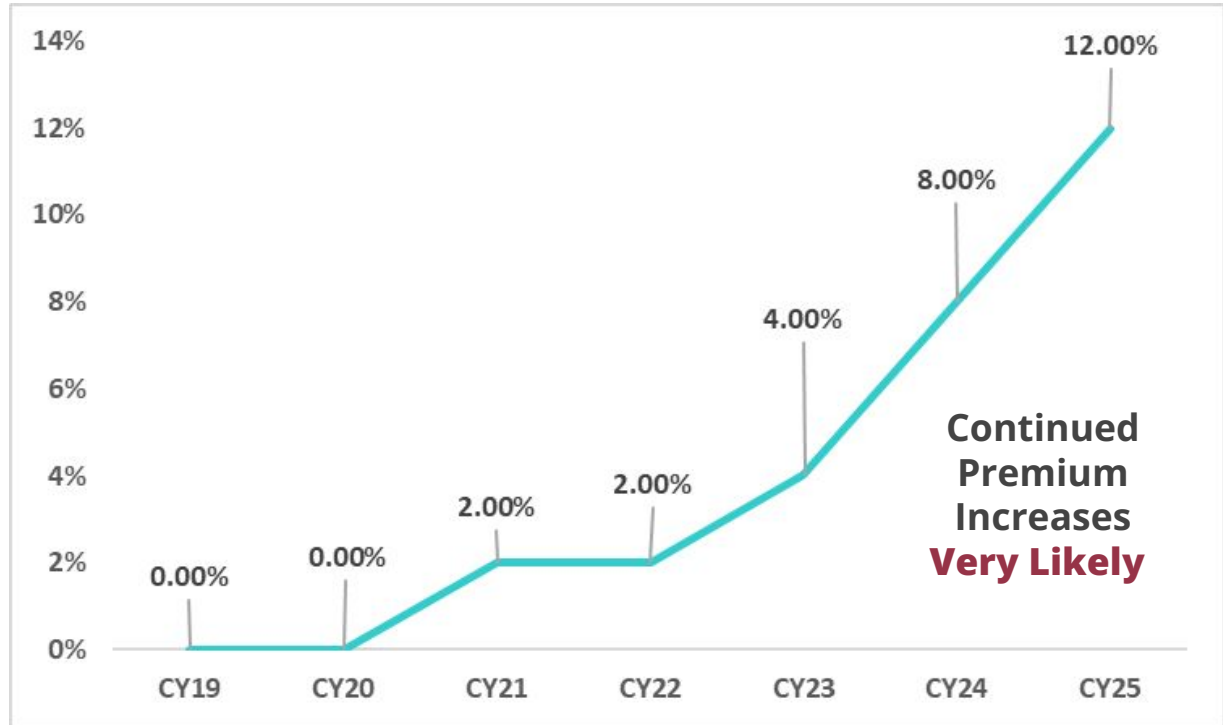
Health Self-Insurance Fund Balance

Per Policy and Best Practice: 2 month claim expense reserve

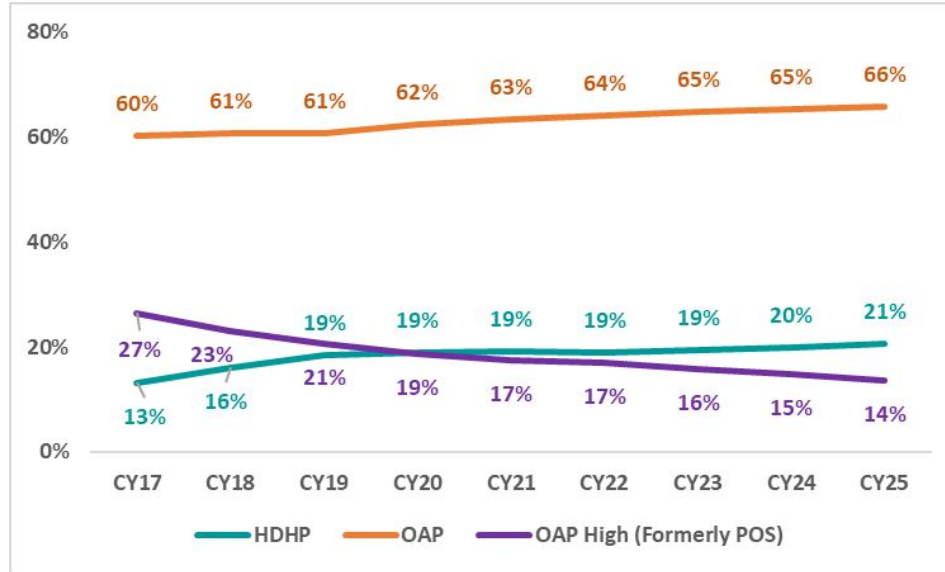


Historical Annual Health Premium Rate Changes

Employee
and
Employer
Premiums



Historical Health Plan Participation



Plan Highlights	HDHP	OAP	OAP High
Deductible	\$1,600 Individual/\$3,200 Family	\$500 Individual/\$1,000 Family	\$300 Individual/\$600 Family
Employer Funded HSA*	\$1,000 Individual/\$2,000 Family		
Coinurance	10% after in-network deductible	10% after in-network deductible	0% after in-network deductible
Out of Pocket Max	\$6,000 Individual/\$12,000 Family	\$2,000 Individual/\$4,000 Family	\$3,000 Individual/\$6,000 Family
PCP/Specialist Office Visit	10% after in-network deductible	\$20 PCP/\$40 Specialist	\$20 PCP/\$40 Specialist
Preventative Exams	Covered 100%	Covered 100%	Covered 100%
Emergency Room	10% after in-network deductible	\$150	\$150
Urgent Care	10% after in-network deductible	\$50	\$50
Primary Care Physician Mandatory	No	No	Yes
Referral Required	No	No	Yes
Premium Cost	Lowest	Mid	Highest

*HSA is a Pre-Tax Health Savings Account Benefit



Proposed Plan Changes

Active Employee Health Insurance:

- 12% increase in health insurance premiums
- Increase in deductible of \$150 across plans
- Increase in out of pocket maximum by \$500 across plans
- Increase HSA contributions by \$100 for employee only and \$200 for plans covering employees + 1 or more

Pre-65 Retiree Health Insurance:

- Cigna Plan participants will have the same changes as Active Employees above
- When the retiree turns 65, they will move to a Retiree Health Reimbursement Account (rHRA)
- If a retiree elects not to participate in LCPS retiree health insurance at the time of retirement, they are not eligible to re-join at a later time (this is in line with current practice)

Post-65 Retiree Health Insurance:

- Current post-65 retirees will be able to continue on Medicare Advantage (MA) plan OR can elect to move to the rHRA plan
- Retirees enrolled in an rHRA plan will receive a monthly contribution to their rHRA account to be used at the retirees discretion for either a self-purchased Medicare supplement plan, general medical costs or a combination of both
- Retirees who turn 65 AFTER 1/1/2026 will only be able to be enrolled in the rHRA plan. MA will no longer be an option.



CY26 Health Premium Changes

Bi-weekly Premium Costs



MEDICAL



DENTAL



VISION

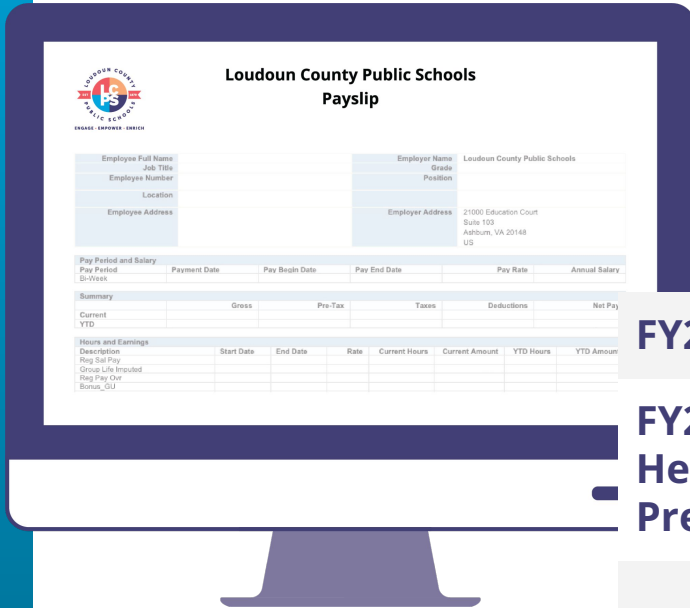
	HDHP		OAP		OAP High		DENTAL		VISION	
	Per Pay 2026 Premium	Per Pay Increase for 2026	Per Pay 2026 Premium	Per Pay Increase for 2026	Per Pay 2026 Premium	Per Pay Increase for 2026	Per Pay 2026 Premium	Per Pay Increase for 2026	Per Pay 2026 Premium	Per Pay Increase for 2026
Employee Only	5.35	0.57	10.23	1.10	80.28	8.60	0.81	0.09	0.08	0.01
Employee + One Child	12.06	1.29	55.84	5.98	156.44	16.76	4.52	0.48	0.48	0.05
Employee + Spouse	75.94	8.14	133.77	14.33	276.95	29.67	10.43	1.12	0.64	0.07
Employee + Family	108.53	11.63	199.74	21.40	379.62	40.67	15.98	1.71	1.62	0.17

Premium increases range from \$0.01 to \$40.67



Step & COLA continue to outpace Health Premium increases

12% Health Premium increase for FY26 is effective 1/1/25



FY26 Lowest Annual Pay Increase (7.1%) \$2,500

FY26 OAP High (formerly POS) Family Health Plan, Dental, and Vision Annual Premium Increase (12%) -1,106

Annual Net Increase \$1,394



Self-Insurance Funds



FY26 All Funds Budget Summary

Fund	FY25 Adopted Budget		FY26 SEON Budget		FY26 to FY25 Adopted Diff
	Budget	FTE	Budget	FTE	
Operating Fund	\$1,824,777,892	13,060.1	\$1,956,544,782	13,463.5	7.2%
Grant Fund	35,071,745	220.7	32,844,591	224.2	-6.4%
School Nutrition Fund	48,784,245	419.0	53,382,342	419.0	9.4%
Lease Purchase Fund	10,002,000	-	10,002,000	-	-
Self Insurance Fund	<u>279,152,880</u>	<u>9.0</u>	<u>321,078,989</u>	<u>10.5</u>	<u>15.0%</u>
<i>SUBTOTAL</i>	<i>\$2,197,788,762</i>	<i>13,708.8</i>	<i>2,373,852,704</i>	<i>14,117.2</i>	<i>8.0%</i>
Capital Improvement Projects Fund	513,860,000	20.0	129,760,000	20.0	-74.7%
Capital Asset Preservation Program Fund	47,790,000	-	48,000,000	-	0.4%

School Board Adopted the FY26 Capital Budgets on December 10, 2024



Other Self-Insurance Funds

Workers' Compensation

- 100% Funded by Operating Fund Transfers
- Claim costs have returned to pre-pandemic levels and forecasting modest growth
- Admin fees are increasing and are being evaluated

Short Term Disability

- 100% Funded by Operating Fund Transfers
- Disability leave available to VRS Plan 1 and VRS Plan 2 members
- Claim costs are steadily rising

Virginia Local Disability Program

- 100% Funded by Operating Fund Transfers
- Disability leave available to VRS Hybrid Plan members
- Has recently experienced the fastest rising claims as most new employees are Hybrid Plan

Claim costs across all three funds are affected by rising medical costs and compensation



APPENDIX



FY26 Proposed Teachers' Salary Scale - 4.0% Strategic Scale Adjustment

FY26
Proposed
Scale A
Teacher Scale

Step	Bachelor and Technical Professional License	Bachelor Plus 15	Bachelor Plus 30	Master	Master Plus 30	Doctoral
1	60,553	62,055	63,557	66,562	68,064	72,570
2	63,526	65,010	66,494	69,463	70,947	75,399
3	65,252	66,736	68,220	71,189	72,673	77,125
4	67,107	68,591	70,075	73,044	74,528	78,980
5	68,863	70,347	71,831	74,800	76,284	80,736
6	71,558	73,045	74,532	77,509	78,996	83,459
7	73,877	75,364	76,851	79,828	81,315	85,778
8	76,196	77,683	79,170	82,147	83,634	88,097
9	78,515	80,002	81,489	84,466	85,953	90,416
10	81,029	82,520	84,011	86,995	88,486	92,960
11	84,421	85,915	87,409	90,400	91,894	96,378
12	87,174	88,672	90,170	93,168	94,666	99,161
13	90,115	91,617	93,119	96,124	97,626	102,132
14	92,192	93,697	95,202	98,215	99,720	104,237
15	94,803	96,315	97,827	100,854	102,366	106,905
16	96,263	97,774	99,285	102,309	103,820	108,354
17	97,719	99,230	100,741	103,765	105,276	109,810
18	99,002	100,513	102,024	105,048	106,559	111,093
19	100,333	101,845	103,357	106,383	107,895	112,431
20	101,762	103,274	104,786	107,813	109,325	113,864
21	103,039	104,551	106,063	109,090	110,602	115,141
22	104,326	105,838	107,350	110,377	111,889	116,428
23	105,613	107,125	108,637	111,664	113,176	117,715
24	106,888	108,400	109,912	112,939	114,451	118,990
25	107,971	109,483	110,995	114,022	115,534	120,073
26	109,150	110,662	112,174	115,201	116,713	121,252
27	110,501	112,013	113,525	116,552	118,064	122,603
28	112,103	113,616	115,129	118,158	119,671	124,212
29	114,054	115,569	117,084	120,115	121,630	126,175
30	116,335	117,851	119,367	122,401	123,917	128,466

Note: Degrees and hours beyond Degrees must be earned from a college or university whose accreditation is recognized by the Commonwealth of Virginia.



**FY26 Proposed Universal Pay Scale - Hourly Rates - Non-Exempt - 4.00% Increase
(Levels 1 through 6)**

Step	Universal	Universal	Universal	Universal	Universal	Universal
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1	\$18.12	\$18.98	\$20.04	\$21.40	\$22.84	\$24.40
2	\$18.65	\$19.55	\$20.66	\$22.07	\$23.58	\$25.18
3	\$19.18	\$20.16	\$21.30	\$22.73	\$24.28	\$25.94
4	\$19.71	\$20.73	\$21.93	\$23.41	\$25.00	\$26.71
5	\$20.23	\$21.30	\$22.55	\$24.08	\$25.73	\$27.48
6	\$20.76	\$21.87	\$23.18	\$24.75	\$26.45	\$28.24
7	\$21.28	\$22.45	\$23.80	\$25.41	\$27.16	\$29.02
8	\$21.82	\$23.03	\$24.42	\$26.06	\$27.88	\$29.79
9	\$22.35	\$23.61	\$25.05	\$26.73	\$28.61	\$30.54
10	\$22.86	\$24.18	\$25.68	\$27.41	\$29.31	\$31.32
11	\$23.38	\$24.77	\$26.30	\$28.08	\$30.04	\$32.09
12	\$23.90	\$25.34	\$26.93	\$28.74	\$30.76	\$32.87
13	\$24.43	\$25.92	\$27.55	\$29.41	\$31.47	\$33.63
14	\$24.96	\$26.49	\$28.16	\$30.08	\$32.19	\$34.39
15	\$25.49	\$27.07	\$28.81	\$30.75	\$32.92	\$35.17
16	\$26.02	\$27.64	\$29.43	\$31.42	\$33.63	\$35.94
17	\$26.55	\$28.22	\$30.05	\$32.08	\$34.35	\$36.72
18	\$27.07	\$28.81	\$30.68	\$32.74	\$35.08	\$37.49
19	\$27.60	\$29.37	\$31.30	\$33.42	\$35.79	\$38.24
20	\$28.12	\$29.95	\$31.93	\$34.09	\$36.50	\$39.02
21	\$28.66	\$30.52	\$32.54	\$34.76	\$37.22	\$39.78
22	\$29.19	\$31.11	\$33.18	\$35.41	\$37.94	\$40.56
23	\$29.71	\$31.68	\$33.79	\$36.08	\$38.66	\$41.33
24	\$30.24	\$32.27	\$34.42	\$36.75	\$39.38	\$42.09
25	\$30.76	\$32.84	\$35.07	\$37.41	\$40.10	\$42.87
26	\$31.30	\$33.45	\$35.69	\$38.11	\$40.83	\$43.64
27	\$31.86	\$34.04	\$36.34	\$38.78	\$41.57	\$44.45
28	\$32.40	\$34.64	\$37.00	\$39.51	\$42.34	\$45.26

Calculation of Annual Salary: Hourly Rate X Hours per Day X Assignment Days

**FY26
Proposed
Scale B**

**Universal
Scale**

**Non-Exempt
Levels 1-6**



p.265

FY26 Proposed Universal Pay Scale - Hourly Rates - Non-Exempt - 4.0% Increase

(Levels 7 through 12)

Step	Universal	Universal	Universal	Universal	Universal	Universal
	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12
1	\$26.04	\$27.81	\$29.68	\$31.70	\$33.82	\$36.11
2	\$26.87	\$28.69	\$30.63	\$32.72	\$34.92	\$37.28
3	\$27.70	\$29.59	\$31.57	\$33.73	\$36.01	\$38.46
4	\$28.54	\$30.47	\$32.52	\$34.75	\$37.10	\$39.62
5	\$29.36	\$31.36	\$33.49	\$35.76	\$38.19	\$40.80
6	\$30.20	\$32.24	\$34.42	\$36.78	\$39.29	\$41.97
7	\$31.02	\$33.13	\$35.38	\$37.79	\$40.37	\$43.15
8	\$31.84	\$34.03	\$36.33	\$38.81	\$41.47	\$44.32
9	\$32.67	\$34.90	\$37.29	\$39.82	\$42.57	\$45.49
10	\$33.50	\$35.79	\$38.22	\$40.84	\$43.65	\$46.66
11	\$34.32	\$36.69	\$39.19	\$41.87	\$44.75	\$47.84
12	\$35.15	\$37.56	\$40.13	\$42.88	\$45.83	\$49.01
13	\$35.97	\$38.45	\$41.10	\$43.90	\$46.93	\$50.19
14	\$36.81	\$39.35	\$42.03	\$44.91	\$48.03	\$51.35
15	\$37.62	\$40.24	\$42.98	\$45.93	\$49.11	\$52.53
16	\$38.45	\$41.13	\$43.95	\$46.94	\$50.21	\$53.70
17	\$39.28	\$42.01	\$44.88	\$47.96	\$51.29	\$54.88
18	\$40.11	\$42.90	\$45.84	\$48.97	\$52.39	\$56.06
19	\$40.93	\$43.78	\$46.79	\$49.99	\$53.48	\$57.22
20	\$41.77	\$44.67	\$47.75	\$51.00	\$54.57	\$58.40
21	\$42.60	\$45.57	\$48.68	\$52.02	\$55.67	\$59.57
22	\$43.42	\$46.45	\$49.65	\$53.03	\$56.76	\$60.75
23	\$44.24	\$47.33	\$50.60	\$54.05	\$57.85	\$61.91
24	\$45.07	\$48.21	\$51.54	\$55.07	\$58.94	\$63.09
25	\$45.90	\$49.11	\$52.49	\$56.09	\$60.03	\$64.26
26	\$46.75	\$50.02	\$53.47	\$57.12	\$61.14	\$65.46
27	\$47.59	\$50.93	\$54.44	\$58.17	\$62.28	\$66.68
28	\$48.46	\$51.88	\$55.45	\$59.25	\$63.43	\$67.91

Calculation of Annual Salary: Hourly Rate X Hours per Day X Assignment Days

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FY26
Proposed
Scale BUniversal
ScaleNon-Exempt
Levels 7-12

 Loudoun County Public Schools logo featuring the letters 'LC' above 'PS' inside a circular emblem.

FY26 Proposed Scale B

Universal Scale

Exempt Levels 10-16



FY26 Proposed Universal Salary Scale - Exempt - 4.0% Increase

(Levels 10 through 16)

Step	Universal	Universal	Universal	Universal	Universal	Universal	Universal
	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16
1	64,414	68,722	73,376	77,548	84,621	89,745	96,420
2	66,487	70,957	75,753	80,071	87,172	92,376	99,705
3	68,539	73,172	78,151	82,593	89,725	95,007	102,991
4	70,612	75,387	80,508	85,117	92,277	97,639	106,278
5	72,664	77,602	82,906	87,642	94,826	100,272	109,563
6	74,737	79,837	85,283	90,166	97,378	102,903	112,849
7	76,789	82,032	87,681	92,689	99,932	105,534	116,135
8	78,862	84,267	90,058	95,212	102,481	108,165	119,419
9	80,914	86,502	92,436	97,735	105,033	110,800	122,709
10	82,987	88,697	94,813	100,259	107,584	113,430	125,992
11	85,080	90,932	97,211	102,781	110,134	116,061	129,279
12	87,132	93,127	99,588	105,305	112,686	118,694	132,565
13	89,205	95,362	101,986	107,830	115,238	121,325	135,851
14	91,257	97,597	104,343	110,353	117,788	123,957	139,137
15	93,330	99,792	106,741	112,875	120,339	126,590	142,423
16	95,382	102,027	109,118	115,398	122,893	129,221	145,707
17	97,455	104,221	111,516	117,921	125,443	131,853	148,995
18	99,507	106,456	113,914	120,446	127,993	134,486	152,281
19	101,580	108,671	116,271	122,969	130,547	137,117	155,566
20	103,632	110,886	118,669	125,492	133,097	139,749	158,853
21	105,705	113,121	121,046	128,016	135,649	142,381	
22	107,757	115,336	123,444	130,539	138,200	145,013	
23	109,830	117,551	125,801	133,064	140,752	147,645	
24	111,902	119,766	128,199	138,139	143,304	150,277	
25	113,975	121,981	130,576	140,693	145,955		
26	116,068	124,236	133,015	143,296			
27	118,201	126,553	135,494				
28	120,396	128,890	137,993				

Salary Scales based on 8 hours a day and 248 days a year.

FY26 Proposed Universal Salary Scale - Exempt - 4.0% Increase
 (Levels 17 through 23)

Step	Universal	Universal	Universal	Universal	Universal	Universal	Universal
	Level 17	Level 18	Level 19	Level 20	Level 21	Level 22	Level 23
1	102,300	104,795	106,910	109,393	113,316	119,134	121,888
2	105,594	108,127	110,324	112,974	116,945	122,860	125,696
3	108,889	111,463	113,740	116,555	120,574	126,587	129,503
4	112,184	114,794	117,155	120,138	124,204	130,313	133,311
5	115,478	118,130	120,568	123,717	127,834	134,038	137,119
6	118,772	121,464	123,983	127,300	131,463	137,767	140,927
7	122,068	124,797	127,397	130,882	135,094	141,493	144,736
8	125,365	128,132	130,811	134,463	138,724	145,220	148,542
9	128,656	131,465	134,224	138,043	142,354	148,945	152,351
10	131,953	134,800	137,640	141,625	145,982	152,672	156,158
11	135,247	138,133	141,052	145,207	149,611	156,397	159,967
12	138,544	141,468	144,467	148,787	153,242	160,124	163,775
13	141,834	144,801	147,882	152,369	156,872	163,850	167,582
14	145,130	148,134	151,296	155,950	160,501	167,576	171,390
15	148,427	151,470	154,711	159,533	164,130	171,303	175,198
16	151,719	154,803	158,126	163,114	167,760	175,030	179,006
17	155,016	158,137	161,539	166,694	171,390	178,756	182,813
18	158,309	161,470	164,953	170,276	175,021	182,483	186,623
19	161,606	164,807	168,369	173,857	178,650	186,209	190,428
20	164,899	168,139	171,783	177,439	182,279	189,934	194,237

Salary Scales based on 8 hours a day and 248 days a year.

**FY26
Proposed
Scale B**

**Universal
Scale**

**Exempt
Levels 17-23**



FY26 Proposed Universal Salary Scale - Exempt - 4.0% Increase

(Levels 24 through 29)

	Universal	Universal	Universal	Universal	Universal	Universal
	Level	Level	Level	Level	Level	Level
Step	24	25	26	27	28	29
1	125,545	131,790	140,613	143,632	149,831	155,454
2	129,445	135,758	144,643	147,757	154,045	159,748
3	133,344	139,726	148,674	151,883	158,258	164,042
4	137,244	143,695	152,704	156,008	162,471	168,335
5	141,144	147,662	156,736	160,132	166,684	172,630
6	145,043	151,632	160,769	164,259	170,897	176,925
7	148,942	155,599	164,798	168,383	175,111	181,219
8	152,842	159,568	168,829	172,509	179,325	185,516
9	156,743	163,536	172,859	176,632	183,538	189,812
10	160,640	167,504	176,890	180,757	187,751	194,110
11	164,542	171,472	180,923	184,883	191,964	198,405
12	168,439	175,440	184,952	189,008	196,178	202,702
13	172,340	179,407	188,983	193,131	200,391	206,998
14	176,240	183,377	193,014	197,258	204,605	211,298
15	180,139	187,345	197,044	201,385	208,818	215,594
16	184,039	191,313	201,075	205,509	213,033	219,892
17	187,937	195,282	205,106	209,634	217,245	224,190
18	191,839	199,249	209,136	213,757	221,458	228,488
19	195,736	203,218	213,167	217,885	225,672	232,786
20	199,637	207,186	217,200	222,009	229,885	237,085

Salary Scales based on 8 hours a day and 248 days a year.

FY26 Proposed Scale B

Universal Scale

Exempt Levels 24-29



FY26 Proposed Auxiliary Salary Scales - 4.0% Increase

These salary scales are shown together for presentation purposes only.

The scales represent separate position responsibilities

STEP	<u>184 Days</u>	STEP	<u>208 Days</u>	<u>208 Days</u>	<u>221 Days</u>	<u>248 Days</u>
	<u>7 Hour Days</u>		<u>7 Hour Days</u>	<u>8 Hour Days</u>	<u>8 Hour Days</u>	<u>8 Hour Days</u>
	<u>Level 1</u>		<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>	<u>Level 5</u>
1	52,225	1	64,344	72,062	74,224	85,921
2	53,016	2	67,251	75,352	77,612	89,844
3	53,602	3	70,158	78,641	81,000	93,764
4	54,784	4	73,065	81,930	84,389	97,686
5	55,488	5	75,972	85,219	87,774	101,607
6	56,105	6	78,877	88,507	91,164	105,528
7	57,224	7	81,786	91,797	94,552	109,451
8	58,541	8	84,691	95,087	97,940	113,372
9	59,925	9	87,597	98,375	101,327	117,293
10	61,463	10	90,505	101,664	104,714	121,215
11	62,863	11	93,412	104,953	108,101	125,136
12	64,287	12	96,316	108,241	111,488	129,058
13	65,813	13	99,225	111,532	114,877	132,980
14	67,460	14	102,132	114,821	118,266	136,902
15	69,027	15	105,038	118,108	121,652	140,821
16	70,644	16	107,946	121,398	125,040	144,743
17	72,628	17	110,854	124,687	128,429	148,666
18	74,648	18	113,757	127,976	131,817	152,587
19	76,778	19	116,663	131,267	135,203	156,510
20	78,926	20	119,572	134,554	138,590	160,430
21	81,035					
22	82,335					
23	85,624					
24	88,225					

FY26 Proposed Scale C

Auxiliary Scale





Investing In Our Exemplary Staff

Compensation

January 16, 2025

Lisa Boland, Chief Human Resources Officer
Sharon Willoughby, Chief Financial Officer

