

Ancillary – SLP, PT, OT, Diagnostician

192-day contract (SLP/PT/OT) and 202-day contract (Diagnostician), 7.5 hrs/day.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	192-Day (SLP/PT/OT)	202-Day (Diag)
0	\$89,284.00	\$93,447.50
1	\$89,534.00	\$93,708.82
2	\$89,783.99	\$93,970.14
3	\$90,033.99	\$94,231.45
4	\$90,283.98	\$94,492.77
5	\$90,533.98	\$94,754.10
6	\$90,783.97	\$95,015.42
7	\$91,033.97	\$95,276.73
8	\$91,283.96	\$95,538.05
9	\$91,533.96	\$95,799.37
10	\$91,783.95	\$96,060.69
11	\$92,033.95	\$96,322.00
12	\$92,283.94	\$96,583.32
13	\$92,533.94	\$96,844.64
14	\$92,783.93	\$97,105.97
15	\$93,033.93	\$97,367.28
16	\$93,283.92	\$97,628.60
17	\$93,533.92	\$97,889.92
18	\$93,783.91	\$98,151.23
19	\$94,033.91	\$98,412.55
20	\$94,283.90	\$98,673.87
21	\$94,533.90	\$98,935.19
22	\$94,783.89	\$99,196.51
23	\$95,033.89	\$99,457.83
24	\$95,283.88	\$99,719.15
25	\$95,533.88	\$99,980.47
26	\$95,783.88	\$100,241.78
27	\$96,033.87	\$100,503.10
28	\$96,283.87	\$100,764.42
29	\$96,533.86	\$101,025.73
30	\$96,783.86	\$101,287.06
31	\$97,033.85	\$101,548.38
32	\$97,283.85	\$101,809.70
33	\$97,533.84	\$102,071.01
34	\$97,783.84	\$102,332.33
35	\$98,033.83	\$102,593.65
36	\$98,283.83	\$102,854.97
37	\$98,533.82	\$103,116.28
38	\$98,783.82	\$103,377.60
39	\$99,033.81	\$103,638.93
40	\$99,283.81	\$103,900.25
41	\$99,533.80	\$104,161.56
42	\$99,783.80	\$104,422.88

Certified Instructors

185-day contract, 7.5 hrs/day. Up to 25 yrs out-of-district experience credited at hire upon verification.

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STEP	Level I	Level II	Level III
0	\$55,550.00	-	-
1	\$57,654.12	-	-
2	\$57,655.28	-	-
3	\$57,656.44	\$69,183.57	-
4	\$57,657.59	\$74,141.73	-
5	\$57,658.74	\$74,142.88	\$80,714.16
6	\$57,659.89	\$74,144.03	\$86,479.46
7	\$57,661.04	\$74,145.18	\$86,480.61
8	\$57,662.20	\$74,146.33	\$86,481.77
9	\$57,663.35	\$74,147.49	\$86,482.92
10	\$57,664.51	\$75,294.78	\$87,632.52
11	-	\$75,295.93	\$87,633.67
12	-	\$75,297.09	\$87,634.82
13	-	\$75,298.25	\$87,635.98
14	-	\$75,299.40	\$87,637.13
15	-	\$76,447.84	\$88,785.58
16	-	\$76,449.00	\$88,786.74
17	-	\$76,450.15	\$88,787.89
18	-	\$76,451.30	\$88,789.04
19	-	\$76,452.46	\$88,790.19
20	-	\$77,600.91	\$89,938.64
21	-	\$77,602.06	\$89,939.79
22	-	\$77,603.21	\$89,940.94
23	-	\$77,604.36	\$89,942.10
24	-	\$77,605.51	\$89,943.25
25	-	\$78,753.96	\$91,091.70
26	-	\$78,755.11	\$91,092.85
27	-	\$78,756.27	\$91,094.00
28	-	\$78,757.42	\$91,095.16
29	-	\$78,758.58	\$91,096.31
30	-	\$79,907.02	\$92,244.75
31	-	\$79,908.17	\$92,245.92
32	-	\$79,909.33	\$92,247.07
33	-	\$79,910.48	\$92,248.22
34	-	\$79,911.63	\$92,249.37
35	-	\$79,912.79	\$93,397.82
36	-	\$79,913.94	\$93,398.97
37	-	\$79,915.09	\$93,400.12
38	-	\$79,916.25	\$93,401.28
39	-	\$79,918.55	\$93,402.43

Computer Technician

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Level I	Level II
0	\$19.95	\$23.09
1	\$21.16	\$24.47
2	\$21.45	\$24.83
3	\$21.67	\$25.17
4	\$21.67	\$25.50
5	\$22.11	\$25.85
6	\$22.43	\$26.20
7	\$22.78	\$26.54
8	\$23.12	\$26.89
9	\$23.46	\$27.22
10	\$23.82	\$27.56
11	\$24.14	\$27.91
12	\$24.47	\$28.26
13	\$24.83	\$28.60
14	\$25.17	\$28.94
15	\$25.50	\$29.27
16	-	\$29.61
17	-	\$29.95
18	-	\$30.27
19	-	\$30.61
20	-	\$30.95
21	-	\$31.28
22	-	\$31.60
23	-	\$31.95
24	-	\$32.27
25	-	\$32.60

Coordinator

Annual salary.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

RANGE	Coordinator Salary
0	\$82,203.74
1	\$84,570.82
2	\$86,936.68
3	\$88,268.08
4	\$89,303.77
5	\$90,033.89
6	\$91,669.63
7	\$94,266.17
8	\$96,632.03
9	\$98,999.12
10	\$101,364.97
11	\$103,950.48
12	\$106,317.57

COP – Receptionist, Secretary, Specialist

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Receptionist	Secretary	Specialist
0	\$17.21	\$19.78	\$22.53
1	\$17.38	\$19.98	\$22.69
2	\$17.55	\$20.18	\$22.87
3	\$17.74	\$20.38	\$23.04
4	\$17.92	\$20.58	\$23.20
5	\$18.10	\$20.79	\$23.37
6	\$18.28	\$21.00	\$23.55
7	\$18.46	\$21.21	\$23.71
8	\$18.65	\$21.42	\$23.89
9	\$18.85	\$21.63	\$24.06
10	\$19.03	\$21.85	\$24.22
11	\$19.23	\$22.07	\$24.39
12	\$19.42	\$22.29	\$24.56
13	\$19.62	\$22.51	\$24.72
14	\$19.82	\$22.74	\$24.90
15	\$20.02	\$22.97	\$25.06
16	\$20.23	\$23.19	\$25.23
17	\$20.43	\$23.42	\$25.40
18	\$20.64	\$23.65	\$25.56
19	\$20.85	\$23.90	\$25.74
20	\$21.06	\$24.14	\$25.92
21	\$21.28	\$24.37	\$26.35
22	\$21.49	\$24.62	\$26.81
23	\$21.72	\$24.87	\$27.57
24	\$21.94	\$25.12	\$28.44
25	\$22.06	\$25.36	\$28.80

COTA & PTA

185-day contract, 7.5 hrs/day. Up to 25 yrs
out-of-district experience credited at hire.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Annual Salary
0	\$57,652.97
1	\$57,654.12
2	\$57,655.28
3	\$57,656.44
4	\$61,770.55
5	\$61,771.70
6	\$61,772.85
7	\$61,774.00
8	\$61,775.17
9	\$61,983.86
10	\$62,923.61
11	\$63,132.31
12	\$63,133.46
13	\$63,134.62
14	\$63,135.77
15	\$64,076.67
16	\$64,077.82
17	\$64,078.98
18	\$64,080.13
19	\$64,081.28
20	\$65,229.73
21	\$65,716.32
22	\$65,958.46
23	\$66,189.08
24	\$66,419.68
25	\$66,650.29
26	\$67,426.31
27	\$67,430.92
28	\$67,432.07
29	\$67,433.23
30	\$67,434.38
31	\$67,435.53
32	\$67,436.68
33	\$67,437.84
34	\$67,438.99
35	\$67,440.14
36	\$67,441.30
37	\$67,442.45
38	\$67,443.60
39	\$67,444.75

Counselor – Social Worker

185-day contract, 7.5 hrs/day. Up to 25 yrs out-of-district experience credited at hire.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	SSA	Bachelors SW	MASW / Counselor	Independent License
0	\$57,652.97	\$57,652.97	\$69,183.57	\$80,714.16
1	\$57,654.12	\$57,654.12	\$69,184.72	\$80,715.31
2	\$57,655.28	\$57,655.28	\$69,185.88	\$80,716.47
3	\$57,656.44	\$57,656.44	\$69,187.03	\$80,717.62
4	\$57,657.59	\$61,770.55	\$74,141.73	\$86,479.46
5	\$57,658.74	\$61,771.70	\$74,142.88	\$86,480.61
6	\$57,659.89	\$61,772.85	\$74,144.03	\$86,481.77
7	-	\$61,774.00	\$74,145.18	\$86,482.92
8	-	\$61,775.17	\$74,146.33	\$86,484.07
9	-	\$61,983.86	\$74,147.49	\$86,485.23
10	-	\$62,923.61	\$75,294.78	\$87,632.52
11	-	\$63,132.31	\$75,295.93	\$87,633.67
12	-	\$63,133.46	\$75,297.09	\$87,634.82
13	-	\$63,134.62	\$75,298.25	\$87,635.98
14	-	\$63,135.77	\$75,299.40	\$87,637.13
15	-	\$64,076.67	\$76,447.84	\$88,785.58
16	-	\$64,077.82	\$76,449.00	\$88,786.74
17	-	\$64,078.98	\$76,450.15	\$88,787.89
18	-	\$64,080.13	\$76,451.30	\$88,789.04
19	-	\$64,081.28	\$76,452.46	\$88,790.19
20	-	\$65,229.73	\$77,600.91	\$89,938.64
21	-	\$65,230.88	\$77,602.06	\$89,939.79
22	-	\$65,232.03	\$77,603.21	\$89,940.94
23	-	\$65,233.18	\$77,604.36	\$89,942.10
24	-	\$65,234.34	\$77,605.51	\$89,943.25
25	-	\$66,382.79	\$78,753.96	\$91,091.70
26	-	\$66,383.94	\$78,755.11	\$91,092.85
27	-	\$66,385.09	\$78,756.27	\$91,094.00
28	-	\$66,386.25	\$78,757.42	\$91,095.16
29	-	\$66,387.40	\$78,758.58	\$91,096.31
30	-	\$67,535.84	\$79,907.02	\$92,244.75
31	-	\$67,537.00	\$79,908.17	\$92,245.92
32	-	\$67,538.15	\$79,909.33	\$92,247.07
33	-	\$67,539.31	\$79,910.48	\$92,248.22
34	-	\$67,540.46	\$79,911.63	\$92,249.37
35	-	\$68,688.91	\$79,912.79	\$93,397.82
36	-	\$68,690.06	\$79,913.94	\$93,398.97
37	-	\$68,691.21	\$79,915.09	\$93,400.12
38	-	\$68,692.36	\$79,916.25	\$93,401.28
39	-	\$68,693.51	\$79,918.55	\$93,402.43

Custodians

Hourly rate. 234-day contract, 8 hrs/day.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Custodian	Custodian Cert	Building Tech	Sr Bldg Tech	Warehouse
0	\$17.20	\$18.35	\$19.49	\$24.65	\$20.27
1	\$17.20	\$18.35	\$19.70	\$24.91	\$20.52
2	\$17.63	\$18.79	\$19.89	\$25.17	\$20.79
3	\$17.85	\$19.00	\$20.08	\$25.41	\$21.04
4	\$18.08	\$19.23	\$20.29	\$25.66	\$21.30
5	\$18.30	\$19.45	\$20.49	\$25.93	\$21.57
6	\$18.53	\$19.68	\$20.69	\$26.18	\$21.85
7	\$18.76	\$19.91	\$20.91	\$26.44	\$22.13
8	\$18.99	\$20.14	\$21.11	\$26.71	\$22.39
9	\$19.24	\$20.38	\$21.32	\$26.98	\$22.67
10	\$19.47	\$20.62	\$21.54	\$27.25	\$22.96
11	\$19.72	\$20.86	\$21.76	\$27.52	\$23.25
12	\$19.95	\$21.10	\$21.98	\$27.80	\$23.53
13	\$20.21	\$21.36	\$22.19	\$28.08	\$23.84
14	\$20.46	\$21.60	\$22.40	\$28.35	\$24.13
15	\$20.71	\$21.86	\$22.63	\$28.63	\$24.43
16	\$20.98	\$22.13	\$22.88	\$28.92	\$24.73
17	\$21.24	\$22.38	\$23.10	\$29.21	\$25.05
18	\$21.51	\$22.65	\$23.33	\$29.49	\$25.36
19	\$21.77	\$22.92	\$23.55	\$29.80	\$25.67
20	\$22.04	\$23.19	\$23.81	\$30.09	\$26.00
21	\$22.32	\$23.46	\$24.04	\$30.39	\$26.32
22	\$22.59	\$23.74	\$24.28	\$30.70	\$26.64
23	\$22.89	\$24.03	\$24.51	\$31.01	\$26.99
24	\$23.16	\$24.31	\$24.77	\$31.32	\$27.32
25	\$23.45	\$24.60	\$25.02	\$31.62	\$27.66
26	\$23.75	\$24.90	\$25.26	\$31.95	\$28.01
27	\$24.05	\$25.20	\$25.52	\$32.27	\$28.36
28	\$24.34	\$25.49	\$25.78	\$32.60	\$28.71
29	\$24.65	\$25.81	\$26.02	\$32.92	\$29.07
30	\$24.97	\$26.12	\$26.29	\$33.25	\$29.44
31	\$25.27	\$26.42	\$26.55	\$33.58	\$29.81
32	\$25.59	\$26.74	\$26.81	\$33.91	\$30.18
33	\$25.93	\$27.07	\$27.08	\$34.25	\$30.55
34	\$26.24	\$27.38	\$27.35	\$34.60	\$30.94
35	\$26.57	\$27.71	\$27.63	\$34.95	\$31.32
36	\$26.91	\$28.06	\$27.91	\$35.29	\$31.71
37	\$27.24	\$28.39	\$28.17	\$35.64	\$32.11
38	\$27.57	\$28.72	\$28.46	\$36.00	\$32.51
39	\$27.93	\$29.07	\$28.74	\$36.35	\$32.92

District Site Admin

Annual salary.

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RANGE	District Site Admin Salary
0	\$135,779.96
1	\$136,320.91
2	\$136,861.87
3	\$137,402.82
4	\$137,943.78
5	\$138,484.74
6	\$139,025.69
7	\$139,566.65
8	\$140,107.60
9	\$140,648.56
10	\$141,189.52
11	\$141,730.47
12	\$142,812.38
13	\$143,894.30
14	\$144,976.21
15	\$146,058.12
16	\$147,140.03
17	\$148,221.94
18	\$149,303.86
19	\$150,385.77
20	\$151,467.68

Educational Assistant (EA)

Hourly rate. 7.5 hrs/day for 185 days.

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STEP	EA-1 (Hourly)	Life Skills (Hourly)	Pre-School (Hourly)
0	\$19.60	\$20.68	\$20.68
1	\$19.60	\$20.68	\$20.68
2	\$19.60	\$20.68	\$20.68
3	\$19.60	\$20.68	\$20.68
4	\$19.60	\$20.68	\$20.68
5	\$19.60	\$20.68	\$20.68
6	\$19.77	\$20.85	\$20.85
7	\$19.93	\$21.01	\$21.01
8	\$20.09	\$21.17	\$21.17
9	\$20.25	\$21.33	\$21.33
10	\$20.41	\$21.49	\$21.49
11	\$20.57	\$21.66	\$21.66
12	\$20.74	\$21.83	\$21.83
13	\$20.91	\$21.99	\$21.99
14	\$21.07	\$22.15	\$22.15
15	\$21.23	\$22.31	\$22.31
16	\$21.39	\$22.47	\$22.47
17	\$21.55	\$22.63	\$22.63
18	\$21.72	\$22.80	\$22.80
19	\$21.88	\$22.96	\$22.96
20	\$22.04	\$23.12	\$23.12
21	\$22.20	\$23.28	\$23.28
22	\$22.36	\$23.44	\$23.44
23	\$22.52	\$23.60	\$23.60
24	\$22.68	\$23.77	\$23.77
25	\$22.85	\$23.93	\$23.93
26	\$23.01	\$24.10	\$24.10
27	\$23.18	\$24.26	\$24.26
28	\$23.34	\$24.42	\$24.42
29	\$23.50	\$24.58	\$24.58
30	\$23.66	\$24.75	\$24.75
31	\$23.83	\$24.91	\$24.91
32	\$23.99	\$25.07	\$25.07
33	\$24.15	\$25.23	\$25.23
34	\$24.31	\$25.39	\$25.39
35	\$24.47	\$25.55	\$25.55
36	\$24.63	\$25.71	\$25.71
37	\$24.80	\$25.88	\$25.88
38	\$24.96	\$26.04	\$26.04
39	\$25.12	\$26.20	\$26.20

Exempt

Annual salary.

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RANGE	Exempt Salary
0	\$50,373.86
1	\$51,664.78
2	\$52,955.69
3	\$54,247.84
4	\$55,538.75
5	\$56,829.67
6	\$58,120.58
7	\$59,411.50
8	\$60,702.41
9	\$61,993.32
10	\$63,284.24
11	\$64,576.38
12	\$65,867.29
13	\$67,158.20
14	\$68,449.12
15	\$69,740.04
16	\$70,865.29
17	\$72,156.21
18	\$72,764.84
19	\$77,275.69

Health Assistants

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Health Asst (Hourly)
0	\$19.49
1	\$20.07
2	\$20.65
3	\$21.23
4	\$22.96
5	\$22.96
6	\$22.96
7	\$22.96
8	\$22.96
9	\$22.96
10	\$23.54
11	\$23.54
12	\$23.54
13	\$23.54
14	\$23.54
15	\$24.12
16	\$24.12
17	\$24.12
18	\$24.12
19	\$24.12
20	\$24.69
21	\$24.69
22	\$24.69
23	\$24.69
24	\$24.69
25	\$25.27
26	\$25.27
27	\$25.27
28	\$25.27
29	\$25.27
30	\$25.85
31	\$25.85
32	\$25.85
33	\$25.85
34	\$25.85
35	\$26.43
36	\$26.43
37	\$26.43
38	\$26.43
39	\$26.43

Maintenance

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Maintenance	Journeyman
0	\$19.89	\$28.06
1	\$20.08	\$28.32
2	\$20.29	\$28.61
3	\$20.49	\$28.90
4	\$20.69	\$29.19
5	\$20.91	\$29.47
6	\$21.11	\$29.77
7	\$21.32	\$30.07
8	\$21.54	\$30.37
9	\$21.76	\$30.66
10	\$21.98	\$30.98
11	\$22.19	\$31.29
12	\$22.40	\$31.59
13	\$22.63	\$31.92
14	\$22.88	\$32.24
15	\$23.10	\$32.55
16	\$23.33	\$32.88
17	\$23.55	\$33.22
18	\$23.81	\$33.55
19	\$24.04	\$33.88
20	\$24.28	\$34.22
21	\$24.51	\$34.56
22	\$24.77	\$34.92
23	\$25.02	\$35.25
24	\$25.26	\$35.60
25	\$25.52	\$35.97
26	\$25.78	\$36.32
27	\$26.02	\$36.68
28	\$26.29	\$37.06
29	\$26.55	\$37.42
30	\$26.81	\$37.80
31	\$27.08	\$38.18
32	\$27.35	\$38.56
33	\$27.63	\$38.95
34	\$27.91	\$39.34
35	\$28.17	\$39.72
36	\$28.46	\$40.13
37	\$28.74	\$40.53
38	\$29.04	\$40.93
39	\$29.32	\$41.34

Nurses

185-day contract, 7.5 hrs/day. Up to 25 yrs out-of-district experience credited at hire.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Associate School Nurse	Professional School Nurse	Supervisory School Nurse
0	\$57,652.97	\$69,548.61	\$80,714.16
1	\$57,654.12	\$69,549.77	\$80,715.31
2	\$57,655.28	\$69,550.93	\$80,716.47
3	\$57,656.44	\$69,552.09	\$80,717.62
4	\$61,770.55	\$74,532.93	\$86,479.46
5	\$61,771.70	\$74,534.09	\$86,480.61
6	\$61,772.85	\$74,535.25	\$86,481.77
7	\$61,774.00	\$74,536.41	\$86,482.92
8	\$61,775.17	\$74,537.57	\$86,484.07
9	\$61,983.86	\$74,538.73	\$86,485.23
10	\$62,923.61	\$75,692.08	\$87,632.52
11	\$63,132.31	\$75,693.24	\$87,633.67
12	\$63,133.46	\$75,694.39	\$87,634.82
13	\$63,134.62	\$75,695.55	\$87,635.98
14	\$63,135.77	\$75,696.71	\$87,637.13
15	\$64,076.67	\$76,851.22	\$88,785.58
16	\$64,077.82	\$76,852.37	\$88,786.74
17	\$64,078.98	\$76,853.54	\$88,787.89
18	\$64,080.13	\$76,854.70	\$88,789.04
19	\$64,081.28	\$76,855.86	\$88,790.19
20	\$65,229.73	\$78,010.36	\$89,938.64
21	\$65,230.88	\$78,011.52	\$89,939.79
22	\$65,232.03	\$78,012.68	\$89,940.94
23	\$65,233.18	\$78,013.84	\$89,942.10
24	\$65,234.23	\$78,015.00	\$89,943.25
25	\$66,382.79	\$79,169.51	\$91,091.70
26	\$66,383.94	\$79,170.67	\$91,092.85
27	\$66,385.09	\$79,171.83	\$91,094.00
28	\$66,386.25	\$79,172.98	\$91,095.16
29	\$66,387.40	\$79,174.14	\$91,096.31
30	\$67,535.84	\$80,328.65	\$92,244.75
31	\$67,537.00	\$80,329.80	\$92,245.92
32	\$67,538.15	\$80,330.97	\$92,247.07
33	\$67,539.31	\$80,332.13	\$92,248.22
34	\$67,540.46	\$80,333.29	\$92,249.37
35	\$68,688.91	\$80,334.45	\$93,397.82
36	\$68,690.06	\$80,335.60	\$93,398.97
37	\$68,691.21	\$80,336.76	\$93,400.12
38	\$68,692.36	\$80,337.93	\$93,401.28
39	\$68,693.51	\$80,340.24	\$93,402.43

Psychologist

202-day contract, 7.5 hrs/day. Up to 25 yrs out-of-district experience credited at hire.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Level I	Level II
0	\$74,543.74	-
1	\$75,117.15	-
2	\$75,690.56	\$91,962.52
3	\$75,691.71	\$94,126.34
4	\$75,692.85	\$97,642.56
5	\$75,694.01	\$98,724.47
6	\$75,695.15	\$99,806.38
7	\$75,696.30	\$100,888.29
8	\$75,697.44	\$101,970.21
9	\$75,698.59	\$103,052.12
10	\$75,699.74	\$104,134.03
11	\$75,700.88	\$105,215.94
12	\$75,702.04	\$108,461.68
13	\$75,703.18	\$109,543.59
14	\$75,704.33	\$110,625.50
15	\$75,705.47	\$111,707.41
16	\$75,706.62	\$112,789.33
17	\$75,707.76	\$113,871.24
18	\$75,708.91	\$114,953.15
19	\$75,710.06	\$116,035.06
20	\$75,711.21	\$117,116.97
21	\$75,712.36	\$118,198.89
22	\$75,713.50	\$119,280.80
23	\$75,714.65	\$120,362.71
24	\$75,715.79	\$121,444.62
25	\$75,716.94	\$122,526.53
26	\$75,718.08	\$123,608.45
27	\$75,719.24	\$124,690.36
28	\$75,720.38	\$125,772.27
29	\$75,721.53	\$126,854.18
30	\$75,722.68	\$127,936.09
31	\$75,723.82	\$129,018.01
32	\$75,724.97	\$130,099.92
33	\$75,726.11	\$131,181.83
34	\$75,727.26	\$132,263.74
35	\$75,728.41	\$133,345.65
36	\$75,729.56	\$134,427.57
37	\$75,730.70	\$135,509.48
38	\$75,731.85	\$136,591.39
39	\$75,732.99	\$137,673.30

School Site Admin

Annual salary.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

RANGE	HS Principal	HS Asst Principal	MS Principal	MS Asst Principal	Elem Principal	Elem Asst Principal
0	\$135,779.96	\$120,092.23	\$126,042.75	\$112,518.85	\$105,486.42	\$96,290.17
1	\$135,888.15	\$120,200.42	\$126,150.94	\$112,627.04	\$105,594.61	\$96,398.36
2	\$135,996.34	\$120,308.61	\$126,259.13	\$112,735.23	\$105,702.80	\$96,506.55
3	\$136,104.53	\$120,416.81	\$126,367.32	\$112,843.42	\$105,810.99	\$96,614.74
4	\$136,212.72	\$120,525.00	\$126,475.51	\$112,951.61	\$105,919.18	\$96,722.93
5	\$137,943.78	\$121,715.10	\$128,206.57	\$114,141.72	\$107,001.10	\$96,831.12
6	\$138,484.74	\$121,823.29	\$128,747.53	\$114,249.91	\$107,109.29	\$96,939.32
7	\$139,025.69	\$121,931.48	\$129,288.48	\$114,358.10	\$107,217.48	\$97,047.51
8	\$139,566.65	\$122,039.67	\$129,829.44	\$114,466.29	\$107,325.67	\$97,155.70
9	\$140,107.60	\$122,147.86	\$130,370.40	\$114,574.48	\$107,433.86	\$97,263.89
10	\$140,648.56	\$122,256.06	\$130,911.35	\$114,682.67	\$107,542.05	\$97,372.08
11	\$140,756.75	\$122,364.25	\$131,019.54	\$114,790.86	\$107,650.24	\$97,480.27
12	\$140,864.94	\$122,472.44	\$131,127.73	\$114,899.05	\$107,758.44	\$97,588.46
13	\$140,973.13	\$122,580.63	\$131,235.93	\$115,007.25	\$107,866.63	\$97,696.65
14	\$141,081.32	\$122,688.82	\$131,344.12	\$115,115.44	\$107,974.82	\$97,804.84
15	\$141,189.52	\$122,797.01	\$131,452.31	\$115,223.63	\$108,083.01	\$97,913.04
16	\$141,297.71	\$122,905.20	\$131,560.50	\$115,331.82	\$108,191.20	\$98,021.23
17	\$141,405.90	\$123,013.39	\$131,668.69	\$115,440.01	\$108,299.39	\$98,129.42
18	\$141,514.09	\$123,121.59	\$131,776.88	\$115,548.20	\$108,407.58	\$98,237.61
19	\$141,622.28	\$123,229.78	\$131,885.07	\$115,656.39	\$108,515.77	\$98,345.80
20	\$141,730.47	\$123,337.97	\$131,993.26	\$115,764.58	\$108,623.96	\$98,453.99
21	\$141,838.66	\$123,446.16	\$132,101.46	\$115,872.78	\$108,732.16	\$98,562.18
22	\$141,946.85	\$123,554.35	\$132,209.65	\$115,980.97	\$108,840.35	\$98,670.37
23	\$142,055.05	\$123,662.54	\$132,317.84	\$116,089.16	\$108,948.54	\$98,778.57
24	\$142,163.24	\$123,770.73	\$132,426.03	\$116,197.35	\$109,056.73	\$98,886.76
25	\$142,271.43	\$123,878.92	\$132,534.22	\$116,305.54	\$109,164.92	\$98,994.95
26	\$142,379.62	\$123,987.12	\$132,642.41	\$116,413.73	\$109,273.11	\$99,103.14
27	\$142,487.81	\$124,095.31	\$132,750.60	\$116,521.92	\$109,381.30	\$99,211.33
28	\$142,596.00	\$124,203.50	\$132,858.79	\$116,630.11	\$109,489.49	\$99,319.52
29	\$142,704.19	\$124,311.69	\$132,966.98	\$116,738.30	\$109,597.69	\$99,427.71
30	\$142,812.38	\$124,419.88	\$133,075.18	\$116,846.50	\$109,705.88	\$99,535.90

Security

Hourly rate. 8 hrs/day for 185 days.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Security (Hourly)
0	\$19.49
1	\$20.08
2	\$20.65
3	\$21.23
4	\$22.97
5	\$22.97
6	\$22.97
7	\$22.97
8	\$22.97
9	\$22.97
10	\$23.54
11	\$23.54
12	\$23.54
13	\$23.54
14	\$23.54
15	\$24.12
16	\$24.12
17	\$24.12
18	\$24.12
19	\$24.12
20	\$24.69
21	\$24.69
22	\$24.69
23	\$24.69
24	\$24.69
25	\$25.27
26	\$25.27
27	\$25.27
28	\$25.27
29	\$25.27
30	\$25.86
31	\$25.86
32	\$25.86
33	\$25.86
34	\$25.86
35	\$26.43
36	\$26.43
37	\$26.43
38	\$26.43
39	\$26.43

Student Nutrition Workers

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Standard	Certified
0	\$17.20	\$18.21
1	\$17.32	\$18.33
2	\$17.32	\$18.33
3	\$17.32	\$18.33
4	\$17.32	\$18.33
5	\$17.49	\$18.50
6	\$17.49	\$18.50
7	\$17.49	\$18.50
8	\$17.49	\$18.50
9	\$17.49	\$18.50
10	\$17.73	\$18.74
11	\$17.73	\$18.74
12	\$17.73	\$18.74
13	\$17.73	\$18.74
14	\$17.73	\$18.74
15	\$17.90	\$18.91
16	\$17.90	\$18.91
17	\$17.90	\$18.91
18	\$17.90	\$18.91
19	\$17.90	\$18.91
20	\$18.07	\$19.08
21	\$18.07	\$19.08
22	\$18.07	\$19.08
23	\$18.07	\$19.08
24	\$18.07	\$19.08
25	\$18.23	\$19.24
26	\$18.23	\$19.24
27	\$18.23	\$19.24
28	\$18.23	\$19.24
29	\$18.23	\$19.24
30	\$18.40	\$19.41
31	\$18.40	\$19.41
32	\$18.40	\$19.41
33	\$18.40	\$19.41
34	\$18.40	\$19.41
35	\$18.57	\$19.58
36	\$18.57	\$19.58
37	\$18.57	\$19.58
38	\$18.57	\$19.58
39	\$18.57	\$19.58

SNS Managers

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Standard	Certified
0	\$18.35	\$19.36
1	\$20.07	\$21.08
2	\$20.07	\$21.08
3	\$20.07	\$21.08
4	\$20.07	\$21.08
5	\$20.24	\$21.25
6	\$20.24	\$21.25
7	\$20.24	\$21.25
8	\$20.24	\$21.25
9	\$20.24	\$21.25
10	\$20.41	\$21.42
11	\$20.41	\$21.42
12	\$20.41	\$21.42
13	\$20.41	\$21.42
14	\$20.41	\$21.42
15	\$20.58	\$21.59
16	\$20.58	\$21.59
17	\$20.58	\$21.59
18	\$20.58	\$21.59
19	\$20.58	\$21.59
20	\$20.77	\$21.78
21	\$20.77	\$21.78
22	\$20.77	\$21.78
23	\$20.77	\$21.78
24	\$20.77	\$21.78
25	\$20.94	\$21.95
26	\$20.94	\$21.95
27	\$20.94	\$21.95
28	\$20.94	\$21.95
29	\$20.94	\$21.95
30	\$21.10	\$22.11
31	\$21.10	\$22.11
32	\$21.10	\$22.11
33	\$21.10	\$22.11
34	\$21.10	\$22.11
35	\$21.27	\$22.28
36	\$21.27	\$22.28
37	\$21.27	\$22.28
38	\$21.27	\$22.28
39	\$21.27	\$22.28

Substitute Pay Schedule

2025-2026 RATES — STATIC. Substitute rates do NOT receive automatic raises. Update manually per board decision.

Substitute rates are set by the Board of Education. Effective during the 2025-2026 school year only.

Position	Regular (Daily)	Long-Term 10+ Days
Sub Teacher – HS/GED	\$18.00	\$20.00
Sub Teacher – Degree	\$20.00	\$22.00
Education Assistant	\$17.00	\$19.00
SpEd Low Incidence Teacher	\$22.00	\$24.00
SpEd Low Incidence EA	\$20.00	\$22.00
Custodian	\$17.00	\$19.00
Secretary	\$17.00	\$19.00
Food Services	\$17.00	\$19.00

Transportation

Hourly rate.

2026-2027 | This salary schedule is effective during the 2026-2027 school year only. It does not reflect salaries that may be set for any other school year.

STEP	Bus Driver	Bus Aide
0	\$22.94	\$17.20
1	\$22.94	\$17.20
2	\$24.08	\$17.20
3	\$24.08	\$17.78
4	\$24.08	\$17.78
5	\$24.08	\$17.78
6	\$24.08	\$17.78
7	\$24.08	\$17.78
8	\$24.08	\$17.78
9	\$24.08	\$17.78
10	\$24.65	\$17.90
11	\$24.65	\$17.90
12	\$24.65	\$17.90
13	\$24.65	\$17.90
14	\$24.65	\$17.90
15	\$24.65	\$17.90
16	\$24.65	\$17.90
17	\$24.65	\$17.90
18	\$24.65	\$17.90
19	\$24.65	\$17.90
20	\$24.65	\$17.90
21	\$24.65	\$17.90
22	\$24.65	\$17.90
23	\$24.65	\$17.90
24	\$24.65	\$17.90
25	\$24.65	\$17.90
26	\$24.65	\$17.90
27	\$24.65	\$17.90
28	\$24.65	\$17.90
29	\$24.65	\$17.90
30	\$24.65	\$17.90
31	\$24.65	\$17.90
32	\$24.65	\$17.90
33	\$24.65	\$17.90
34	\$24.65	\$17.90
35	\$24.65	\$17.90
36	\$24.65	\$17.90
37	\$24.65	\$17.90
38	\$24.65	\$17.90
39	\$24.65	\$17.90

Site Increments (CBA)

AHS, CMS, HMS, MVMS — department chairs, team leads, sponsors, coordinators, and site duties.

This schedule reflects CBA-negotiated stipend amounts. Amounts do not change with annual salary raises.

Site	Increment / Role	2026-27 Amount
AHS		
AHS	Dept. Chair: Art	\$975.00
AHS	Dept. Chair: CTE	\$975.00
AHS	Dept. Chair: SPED	\$975.00
AHS	Dept. Chair: Language Arts	\$975.00
AHS	Dept. Chair: Math	\$975.00
AHS	Dept. Chair: Physical Education	\$975.00
AHS	Dept. Chair: Science	\$975.00
AHS	Dept. Chair: Social Studies	\$975.00
AHS	Dept. Chair: Foreign Language	\$975.00
AHS	Dept. Chair: JROTC	\$975.00
AHS	Dept. Chair: Guidance	\$975.00
AHS	Duty-Free Lunch (x8 positions)	\$1,365.00
AHS	Freshman Class Sponsor	\$500.00
AHS	Sophomore Class Sponsor	\$600.00
AHS	Junior Class Sponsor	\$1,200.00
AHS	Senior Class Sponsor	\$980.00
AHS	Student Council Sponsor	\$1,500.00
AHS	National Honor Society Sponsor	\$600.00
AHS	Yearbook Sponsor	\$2,160.00
AHS	FFA Sponsor	\$980.00
AHS	FCCLA Sponsor	\$980.00
AHS	BPA Sponsor	\$980.00
AHS	Ed Rising Sponsor	\$980.00
AHS	Film Pro Sponsor	\$980.00
AHS	HOSA Club Sponsor	\$475.00
AHS	Key Club Sponsor	\$475.00
AHS	Interact Club Sponsor	\$475.00
AHS	E-Sports Sponsor	\$475.00
AHS	Anchored 4-Life Sponsor	\$475.00
AHS	International Club Sponsor	\$475.00
AHS	Carl Perkins Liaison	\$1,000.00
AHS	ELL Coordinator	\$600.00
AHS	AP/SAT/ACT Coordinator	\$2,500.00
AHS	Summer School Credit Recovery (per teacher, x3)	\$25.00
AHS	EVOLV Duties (x6 positions)	\$1,600.00
CMS		
CMS	Student Council Sponsor	\$1,500.00
CMS	8th Grade Team Lead (x2)	\$1,298.00
CMS	7th Grade Team Lead (x2)	\$1,298.00
CMS	6th Grade Team Lead (x2)	\$1,298.00
CMS	SPED Team Lead	\$1,298.00
CMS	Electives Team Leader	\$1,298.00
CMS	After School Club Sponsor (x3)	\$1,000.00
CMS	Writing Fair Sponsor	\$300.00
CMS	Community Engagement Committee Chair	\$500.00
CMS	Student Celebration Committee Chair	\$500.00
CMS	Staff Celebration Committee Chair	\$500.00
CMS	Yearbook Sponsor	\$500.00
CMS	School Site Testing Coordinator	\$500.00
CMS	Social Media	\$400.00
HMS		
HMS	Veteran's Day Coordinator	\$100.00
HMS	Science Discovery Sponsor (x2)	\$125.00
HMS	National History Day	\$300.00
HMS	National Jr. Honor Society Sponsor	\$235.00
HMS	Field Trip Coordinator	\$215.00
HMS	Sci/SS Team Leader	\$440.00
HMS	SAT Coordinator	\$440.00
HMS	Journalism / Writer's Fair Sponsor	\$140.00
HMS	STUCO	\$440.00
HMS	Study Hall / Tutoring (x5 positions)	\$100.00
HMS	Team Leader English/LA	\$440.00
HMS	Team Leader Related Arts	\$440.00
HMS	Team Leader Math	\$440.00
HMS	Yearbook Sponsor	\$325.00
HMS	Social Coordinator	\$120.00
MVMS		
MVMS	Team Leader 6th Grade	\$1,299.00
MVMS	Team Leader 7th Grade	\$1,299.00
MVMS	Team Leader 8th Grade	\$1,299.00
MVMS	Elective Team Leader	\$1,299.00
MVMS	SPED Leader	\$1,299.00
MVMS	Math Department Head	\$1,299.00
MVMS	English Department Head	\$1,299.00
MVMS	History Department Head	\$1,299.00
MVMS	Science Department Head	\$1,299.00
MVMS	PBIS Sponsor Chair	\$1,299.00
MVMS	SAT Chair	\$1,000.00
MVMS	504 Chair	\$1,000.00
MVMS	Athletic Coordinator	\$550.00
MVMS	Yearbook Sponsor	\$550.00
MVMS	Spelling Bee Sponsor	\$300.00
MVMS	National Jr. Honor Society	\$500.00
MVMS	Student Council	\$1,000.00
MVMS	Asst. STUCO	\$500.00
MVMS	Writing Fair	\$300.00
MVMS	PTAC Sponsor	\$400.00

Athletics Increments (CBA)

All coaching and athletic training stipends. Applies to contracted APS employees only.

This schedule reflects CBA-negotiated stipend amounts. Amounts do not change with annual salary raises.

Program	Boys/Girls	Grade / Title	Location	2026-27 Amount
Athletic Training				
Athletic Training	Both	9-12 Head Trainer	AHS	\$13,000.00
Baseball				
Baseball	Boys	Varsity Head Coach	AHS	\$5,200.00
Baseball	Boys	Varsity Assistant Coach	AHS	\$2,200.00
Baseball	Boys	JV Head Coach	AHS	\$2,100.00
Baseball	Boys	JV Assistant Coach	AHS	\$2,000.00
Baseball	Boys	9th Head Coach	AHS	\$1,900.00
Baseball	Boys	9th Assistant Coach	AHS	\$1,850.00
Basketball				
Basketball	Boys	Varsity Head Coach	AHS	\$13,000.00
Basketball	Boys	Varsity Assistant Coach	AHS	\$4,900.00
Basketball	Boys	JV Head Coach	AHS	\$3,400.00
Basketball	Boys	9th Head Coach	AHS	\$3,300.00
Basketball	Boys	8th Head Coach	CMS	\$1,700.00
Basketball	Boys	7th Head Coach	CMS	\$1,700.00
Basketball	Boys	8th Head Coach	HMS	\$1,700.00
Basketball	Boys	7th Head Coach	HMS	\$1,700.00
Basketball	Boys	8th Head Coach	MVMS	\$1,700.00
Basketball	Boys	7th Head Coach	MVMS	\$1,700.00
Basketball	Girls	Varsity Head Coach	AHS	\$13,000.00
Basketball	Girls	Varsity Assistant Coach	AHS	\$4,900.00
Basketball	Girls	JV Head Coach	AHS	\$3,400.00
Basketball	Girls	9th Head Coach	AHS	\$3,300.00
Basketball	Girls	8th Head Coach	MVMS	\$1,700.00
Basketball	Girls	7th Head Coach	MVMS	\$1,700.00
Basketball	Girls	8th Head Coach	CMS	\$1,700.00
Basketball	Girls	7th Head Coach	CMS	\$1,700.00
Basketball	Girls	8th Head Coach	HMS	\$1,700.00
Basketball	Girls	7th Head Coach	HMS	\$1,700.00
Cheerleading				
Cheerleading	Girls	Varsity Head Coach	AHS	\$5,000.00
Cheerleading	Girls	JV Head Coach	AHS	\$2,000.00
Cheerleading	Girls	9th Head Coach	AHS	\$1,700.00
Cheerleading	Girls	7/8 Head Coach	MVMS	\$1,700.00
Cheerleading	Girls	7/8 Head Coach	CMS	\$1,700.00
Cross Country				
Cross Country	Both	Varsity Head Coach	AHS	\$4,200.00
Cross Country	Both	Varsity Assistant Coach	AHS	\$1,700.00
Football				
Football	Boys	Varsity Head Coach	AHS	\$13,000.00
Football	Boys	Defense Coordinator	AHS	\$5,800.00
Football	Boys	Varsity Assistant Coach (x5)	AHS	\$3,500.00
Football	Boys	JV Head Coach	AHS	\$2,300.00
Football	Boys	9th Assistant Coach (x2)	AHS	\$1,800.00
Football	Boys	8th Head Coach	HMS	\$1,750.00
Football	Boys	8th Head Coach	CMS	\$1,750.00
Football	Boys	8th Assistant Coach (x2)	CMS	\$1,150.00
Football	Boys	8th Assistant Coach	HMS	\$1,150.00
Football	Boys	8th Head Coach	MVMS	\$1,750.00
Football	Boys	8th Assistant Coach (x2)	MVMS	\$1,150.00
Game Supervisors				
Game Supervisors	Both	7/8 Game Supervisor	HMS	\$5,000.00
Game Supervisors	Both	7/8 Game Supervisor	CMS	\$5,000.00
Game Supervisors	Both	7/8 Game Supervisor	MVMS	\$5,000.00
Golf				
Golf	Both	Varsity Head Coach	AHS	\$4,600.00
Golf	Both	Varsity Assistant Coach	AHS	\$1,700.00
Powerlifting				
Powerlifting	Both	Head Coach	AHS	\$5,200.00
Powerlifting	Both	Assistant Coach	AHS	\$2,000.00
Soccer				
Soccer	Boys	Varsity Head Coach	AHS	\$5,200.00
Soccer	Boys	Varsity Assistant Coach	AHS	\$1,700.00
Soccer	Boys	JV Head Coach	AHS	\$1,150.00
Soccer	Girls	Varsity Head Coach	AHS	\$5,200.00
Soccer	Girls	Varsity Assistant Coach	AHS	\$1,700.00
Soccer	Girls	JV Head Coach	AHS	\$1,150.00
Softball				
Softball	Girls	Varsity Head Coach	AHS	\$5,200.00
Softball	Girls	Varsity Assistant Coach	AHS	\$2,200.00
Softball	Girls	JV Head Coach	AHS	\$2,100.00
Softball	Girls	JV Assistant Coach	AHS	\$2,000.00
Softball	Girls	9th Head Coach	AHS	\$1,900.00
Softball	Girls	9th Assistant Coach	AHS	\$1,800.00
Swimming				
Swimming	Both	Varsity Head Coach	AHS	\$4,600.00
Swimming	Both	Varsity Assistant Coach	AHS	\$1,700.00
Tennis				
Tennis	Both	Varsity Head Coach	AHS	\$4,600.00
Tennis	Both	Varsity Assistant Coach	AHS	\$1,700.00
Track				
Track	Boys	Varsity Head Coach	AHS	\$5,200.00
Track	Boys	Varsity Assistant Coach (x4)	AHS	\$2,000.00
Track	Boys	7/8 Head Coach	CMS	\$2,000.00
Track	Boys	7/8 Assistant Coach	CMS	\$1,700.00
Track	Boys	8th Head Coach	HMS	\$2,000.00
Track	Boys	7/8 Assistant Coach	HMS	\$1,700.00
Track	Boys	7/8 Head Coach	MVMS	\$2,000.00
Track	Boys	7/8 Assistant Coach	MVMS	\$1,700.00
Track	Girls	Varsity Head Coach	AHS	\$5,200.00
Track	Girls	Varsity Assistant Coach (x4)	AHS	\$2,000.00
Track	Girls	7/8 Head Coach	CMS	\$2,000.00
Track	Girls	7/8 Assistant Coach	CMS	\$1,700.00
Track	Girls	8th Head Coach	HMS	\$2,000.00
Track	Girls	7/8 Assistant Coach	HMS	\$1,700.00
Track	Girls	7/8 Head Coach	MVMS	\$2,000.00
Track	Girls	7/8 Assistant Coach	MVMS	\$1,700.00
Volleyball				
Volleyball	Girls	Varsity Head Coach	AHS	\$13,000.00
Volleyball	Girls	JV Head Coach	AHS	\$5,000.00
Volleyball	Girls	9th Head Coach	AHS	\$1,800.00
Volleyball	Girls	8th Head Coach	CMS	\$1,150.00
Volleyball	Girls	7th Head Coach	CMS	\$1,150.00
Volleyball	Girls	8th Head Coach	HMS	\$1,150.00
Volleyball	Girls	7th Head Coach	HMS	\$1,150.00
Volleyball	Girls	8th Head Coach	MVMS	\$1,150.00
Volleyball	Girls	7th Head Coach	MVMS	\$1,150.00
Wrestling				
Wrestling	Boys	Varsity Head Coach	AHS	\$4,600.00
Wrestling	Boys	Assistant Coach	AHS	\$2,000.00

Music & MESA Increments (CBA)

District-wide music positions and MESA sponsorships.

This schedule reflects CBA-negotiated stipend amounts. Amounts do not change with annual salary raises.

Category	Increment / Role	2026-27 Amount
MUSIC		
MUSIC	Elementary Music	\$1,749.00
MUSIC	Head Band – AHS	\$10,252.00
MUSIC	Asst. Band – AHS	\$5,000.00
MUSIC	Middle School Band	\$1,000.00
MUSIC	Middle School Choir	\$484.00
MUSIC	Middle School Music	\$1,000.00
MUSIC	Dept. Chair / Head Choir	\$4,500.00
MESA		
MESA	HMS (x2 positions)	\$2,500.00
MESA	CMS	\$2,500.00
MESA	AHS	\$2,500.00
MESA	MVMS (x2 positions)	\$2,500.00