SHELBY COUNTY PUBLIC SCHOOLS

2026-27
APPROVED for July 1, 2026

SALARY SCHEDULES

FOR

ALL EMPLOYEES

SHELBY COUNTY PUBLIC SCHOOLS

2026-27

187-DAY CERTIFIED SALARY SCHEDULE

APPROVED for July 1, 2026

This includes a 1% across the board pay increase

NOTE: Rank I/Step 2 is for employees who hold an earned doctorate degree, as defined by the Kentucky Education Professional Standards Board.

Years of Experience	Rank I EdD/PhD Step 2	Rank I BA+60 Step 1	Rank II BA+30 Step 1	Rank III BA+Cert Step 1	Rank IV BA+Emerg. Cert. Step 1	Rank V 64 Hours Step 1	Years of Experience
0	56,846	53,918	48,940	44,575	40,066	35,558	0
1	58,334	55,406	50,373	45,847	40,066	35,558	1
2	59,822	56,894	51,806	47,119	40,066	35,558	2
3	61,310	58,382	53,239	48,391	40,066	35,558	3
4	62,798	59,870	54,672	49,663	40,066	35,558	4
5	64,123	61,195	55,997	50,988	40,066	35,558	5
6	65,448	62,520	57,322	52,313	40,066	35,558	6
7	66,773	63,845	58,647	53,638	40,066	35,558	7
8	68,098	65,170	59,972	54,963	40,066	35,558	8
9	69,423	66,495	61,297	56,288	40,066	35,558	9
10	70,748	67,820	62,622	57,613	40,066	35,558	10
11	71,451	68,523	63,325	58,316	40,066	35,558	11
12	72,154	69,226	64,028	59,019	40,066	35,558	12
13	72,857	69,929	64,731	59,722	40,066	35,558	13
14	73,560	70,632	65,434	60,425	40,066	35,558	14
15	74,263	71,335	66,137	61,128	40,066	35,558	15
16	74,966	72,038	66,840	61,831	40,066	35,558	16
17	75,669	72,741	67,543	62,534	40,066	35,558	17
18	76,372	73,444	68,246	63,237	40,066	35,558	18
19	77,075	74,147	68,949	63,940	40,066	35,558	19
20	77,778	74,850	69,652	64,643	40,066	35,558	20
21	78,481	75,553	70,355	65,346	40,066	35,558	21
22	79,184	76,256	71,058	66,049	40,066	35,558	22
23	79,887	76,959	71,761	66,752	40,066	35,558	23
24	80,590	77,662	72,464	67,455	40,066	35,558	24
25	81,293	78,365	73,167	68,158	40,066	35,558	25
26	81,996	79,068	73,870	68,861	40,066	35,558	26
27	83,132	80,204	75,006	69,997	40,066	35,558	27
28	84,268	81,340	76,142	71,133	40,066	35,558	28
29	85,404	82,476	77,278	72,269	40,066	35,558	29
30	86,540	83,612	78,414	73,405	40,066	35,558	30
31	87,676	84,748	79,550	74,541	40,066	35,558	31
32	88,812	85,884	80,686	75,677	40,066	35,558	32
33	89,948	87,020	81,822	76,813	40,066	35,558	33
34	91,084	88,156	82,958	77,949	40,066	35,558	34
35	92,220	89,292	84,094	79,085	40,066	35,558	35
36	93,356	90,428	85,230	80,221	40,066	35,558	36
37	94,492	91,564	86,366	81,357	40,066	35,558	37
38	95,628	92,700	87,502	82,493	40,066	35,558	38
39	96,764	93,836	88,638	83,629	40,066	35,558	39
40	97,900	94,972	89,774	84,765	40,066	35,558	40

SHELBY COUNTY PUBLIC SCHOOLS
CERTIFIED EMPLOYEE SALARY SCHEDULE

APPROVED for July 1, 2026

# positions General Fund	Job Class Code	Position		Days	Multiplier*
OS		Academic Behavior Student Support Specialist		220	
1	4042	Admissions and Release Committee Chair		187	
1		Assistant Director of Special Education		240	1.44
1	4022	Asst Supt of Curriculum, Instruction, and Assessment		240	1.85
1	4018	Asst Supt of Operations		240	1.85
OS	4023	Career and Technical Education Coordinator		220	1.40
1	0160	Coordinator of Exceptional Child Services		220	1.32
11	4350	Curriculum, Instruction, and Assessment Coach		200	
2	4350	Curriculum, Instruction, and Assessment Coach - Special Education		200	
1	0020	Deputy Superintendent		240	1.86
1	4016	Director of Curriculum, Instruction, and Assessment		240	1.65
1	4152	Director of Elementary Schools		240	1.75
1	0080	Director of Pupil Personnel		240	1.70
1	0050	Director of Special Education		240	1.80
1	4151	Director of Secondary Schools		240	1.75
1	4043	Director of Student Services		240	1.80
OS	4330	English Learner Coordinator		220	1.32
OS	4351	English Learner Instructional and Family Advocate		200	
2	4352	English Learner Instructional Coach		200	
1	2230	Exceptional Child Consultant		205	
SA	1050	Guidance Counselor - Elementary		197	1.10
SA	1050	Guidance Counselor - Middle		212	1.20
SA	1050	Guidance Counselor - High, Shelby Academy		215	1.25
SA	4160	Library Media Specialist	**G**	197	
1	4021	Intervention Coordinator		220	1.30
1	1010	Principal - Early Childhood Education		240	1.65
SA	1010	Principal - Elementary		240	1.65
SA	1010	Principal - Middle		240	1.70
SA	1010	Principal - High		240	1.75
1	1010	Principal - Shelby Academy		240	1.65
SA	1020	Principal - Assistant - Elementary		210	1.30
SA	1020	Principal - Assistant - Middle, Shelby Academy		213	1.35
SA	1020	Principal - Assistant - High		218	1.40
SA		Principal - Associate - Middle		218	1.40
SA	4090	ROTC Instructor		198	
6.5	0250	School Psychologist/Psychometrist		210	1.26
	4250	School Psychologist Intern		210	
2	4230	Special Education Facilitator		200	
NS	0255	Speech Language Pathologist (grandfathered)	**a**	197	
SA	See Note	Teacher		187	
SA	4062	Teacher - Agribusiness - High		236	
SA	4063	Teacher - Family & Consumer Science - High		197	
3	2100	Teacher - Gifted		189	
SA	4064	Teacher - Project Lead The Way - High		197	
4	4050	Teacher - Ascension		192	
SA	4060	Teacher - Technology Education - High		200	
OS	4200	Work Based Learning Coach		200	

***** The multiplier is applied to the base (187-day) salary for the individual.

Note: Job class codes for "Teacher" include 2010, 2025, 2040, 2050, 2060, 2095, and 2096

SA Determined by staffing allocation policy

NS Number of positions is based on the number of students using the services

OS None are authorized from general funds but could be funded by other sources

a Full time certified employees who maintain Certificate Clinical Competency receive a $1500 supplement. Any break in certification voids eligibility.

G Persons employed in this position prior to July 1, 2024 will be grandfathered at 207 days as long as they hold the position without a break in service.

Stipends:

Stipends for certified employees are capped at $30/hour and may exceed $120/day only when the employee is working directly with students (ESS, Summer School, etc.).

For the 2026-27 year only, $600 will be paid to each full-time and permanent part-time employee participating in the district-wide sexual misconduct professoinal development.

Secondary teachers accepting a permanent teaching assignment in addition to their existing full-time contract in lieu of their planning period shall be paid the daily rate of their existing contract for the additional planning time worked after the normal work day in lieu of the planning time missed during the work day.

Special education stipends are paid at the employee's hourly rate when working directly with students.

National Board (NB) Supplements: Certified employees who have obtained NB certification are eligible for a local supplement ($1,500) only if employed by Shelby County Public Schools during the 2012/2013 school year with continuous service and NB certification was obtained prior to July 1, 2013. Any break in service shall void eligibility. Eligible employees will receive the state NBC supplement of $2000.

Professional Services: Temporary, part-time staff providing professional services may be paid up to $40/hour.

SHELBY COUNTY PUBLIC SCHOOLS
CLASSIFIED HYBRID EMPLOYEE SALARY SCHEDULE

APPROVED for July 1, 2026

# positions General Fund	Job Class Code	Position		Days	Multiplier*
2	8272	Behavior Analyst	**b**	200	1.23
1	8411	Chief Financial Officer		240	1.82
1	8535	College and Career Education Counselor		200	
1	8301	Digital Media Specialist		240	
1	8363	Director of Communications		240	1.65
OS	8460	Director of Community Schools		240	1.65
1	7903	Director of Transportation		240	1.65
1	8507	District Technology Coordinator		240	1.65

# positions General Fund	Job Class Code	Position		Days	Multiplier*
2	8190	Executive Athletic Director		240	
1	8462	Grant Coordinator		207	1.24
1	8631	Health Coordinator		240	1.42
13	8271	Mental Health Consultant		187	
NS	7291	Occupational Therapist		195	1.17
NS	7294	Speech Language Pathologist	**a**	197	
1	8533	Student Assistance Counselor		187	
OS	8536	Student Engagement Coordinator		210	
OS	8341	Work Based Learning Liaison		220	

***** The multiplier is applied to the base (187-day) salary for the individual.
SA Determined by staffing allocation policy
NS Number of positions is based on the number of students using the services
OS None are authorized from general funds but could be funded by other sources
a Full time certified employees who maintain Certificate Clinical Competency receive a $1500 supplement. Any break in certification voids eligibility.
b Only full time employees who hold Board Certified Behavior Analyst licensure receive the multiplier.

Stipends:
Stipends for classified hybrid employees are capped at $30/hour and may exceed $120/day only when the employee is working directly with students (ESS, Summer School, etc.).
Special education stipends are paid at the employee's hourly rate when working directly with students.
For the 2026-27 year only, $600 will be paid to each full-time and permanent part-time employee participating in the district-wide sexual misconduct professoinal development.

National Board (NB) Supplements: Certified employees who have obtained NB certification are eligible for a local supplement ($1,500) only if employed by Shelby County Public Schools during the 2012/2013 school year with continuous service and NB certification was obtained prior to July 1, 2013. Any break in service shall void eligibility.

All Classified Hybrid employees are paid at Rank III or above

Extra Service Pay

APPROVED for July 1, 2026

NOTE: Extra service pay positions may only be equally split between two employees at the principal's discretion.
(#) = number of positions allocated AND funded by the Board for each school.
* = position is funded from school funds (SBDM funds or district activity funds). Note: The Redbook states "Booster clubs shall not pay or enhance salaries or stipends for any district employee."
Anyone employed in a position listed in Group M, Group N, or Group O may choose to have pay for the extra service included on the employee's salary schedule.
Anyone employed in an extra service position prior to July 1, 2011 falls under the "grandfather" rule and that employee's pay is frozen at the 2010/2011 rate if that exceeds the rate shown here.
Anyone employed prior to July 1, 2011 in a coaching position is eligible to continue being paid for the extra service on the employee's salary schedule. Others are paid at the end of the season/year, when the program has been evaluated.

DISTRICT	**$2,000**	Summer Learning Coordinator - district (1)
DISTRICT	**$11,500**	Inspire Grant Coordinator - (1) paid by a grant
	UP TO **$500**	Access to Algebra stipend - paid by a grant

Group	Amount	ELEMENTARY SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL
A	**$500**	Academic Team Assistant (1 paid from **SBDM** funds*) Art Club (1 paid from **SBDM** funds*) Band Director (1 paid from **SBDM** funds*) Choral Director (1 paid from **SBDM** funds*) Drama Assistant (1 paid from **SBDM** funds*) Lighthouse (1 paid from **SBDM** funds*) Odyssey of the Mind Assistant (1 from **SBDM** funds*) Team Leader (10, 2 from **SBDM** funds*) Yearbook (1)	Drama Assistant (2 paid from **SBDM** funds*) KYA/KUNA Assistant (1 paid from **SBDM** funds*) Team Leader (9, 1 paid from **SBDM** funds*)	***Note: A high school head coach who serves in the same position for 10 consecutive years will receive a 20% increase in the stipend amount for each subsequent consecutive year in the same position.***
B	**$750**	Drama Head (1) Odyssey of the Mind Head (1)		
C	**$1,000**	Academic Team Head (1) Student Technology Leadership Program (1)	Academic Team Assistant (2, 1 paid from **SBDM** funds*) Archery Assistant (1 paid from **DAF***) Baseball Assistant (1) Basketball 6th Grade (1 paid by **DAF***) Cheerleading Assistant (1 paid from **DAF** funds*) Cross Country Assistant (1) Dance Assistant (1 paid from **SBDM** funds*) Drama Head (1) KYA/KUNA (1 paid from **SBDM** funds*) Odyssey of the Mind Assistant (1 paid from **SBDM** funds*) Soccer Assistant (1 Boys/1 Girls) Softball Assistant (1) Student Technology Leadership Program (1) Track Assistant (1) VEX Robotics (1 paid from **SBDM** funds*) Volleyball Assistant (2, 1 from **DAF***) Yearbook (1)	Drama Assistant (1 paid from **SBDM** funds*) eSports Assistant (1 paid from **DAF***)
D	**$1,500**		Academic Team Head (1) Archery Head (1) Baseball Head (2, 1 paid from **DAF***) Basketball Assistant (1 Boys/1 Girls) Cheerleading Head (1) Choral Director (1 paid from **SBDM** funds*) Cross Country Head (1) Dance Head (1 paid from **SBDM** funds*) Football Assistant (1) Odyssey of the Mind Head (1) Soccer Head (1 Boys/1 Girls) Softball Head (1) Track Head (1) Volleyball Head (1)	Bowling (1) Class Sponsor (2) Department Chair (11, 2 paid from **SBDM** funds*) eSports (1) Golf Assistant (1 Boys/1 Girls paid from **DAF***) Odyssey of the Mind Assistant (1) ROTC Color Guard (1) Student Technology Leadership Program (1)

E	**$2,000**			Academic Team Assistant (3, 1 paid from **SBDM** funds*) Archery Assistant (1) Band Visual Technician Assistant (1 paid by **DAF***) Band Winter Visual Technician Assistant (1 paid by **DAF***) Bass Fishing Assistant (1) Cheerleading Assistant (1) Dance Assistant (1) Cross Country Assistant (2, 1 paid by **DAF***) Golf Head (1 Boys/1 Girls) Lacrosse Assistant (1 Boys/1 Girls) Soccer Assistant (2 Boys/2 Girls) Swim Assistant (1) Track Assistant (4, 1 paid by **DAF***) Volleyball Assistant (3 Boys/3 Girls, 1 each from DAF*)
F	**$2,250**			Baseball Assistant (2) Basketball Assistant-1/2 time (.5 Boys/.5 Girls) Softball Assistant (2)
H	**$2,500**		Basketball Head (1 Boys/1 Girls) Football Head (1) Game Manager (2, 1 from DAF)	Archery Head (1) Band Visual Technician (1) Band Winter Visual Technician (1 paid from **SBDM** funds*) Bass Fishing (1) Drama Head (1) Freshman Football Coach (1) Odyssey of the Mind Head (1) ROTC Drill Team (1) ROTC Rifle Team (1) Tennis Head (1 Boys/1 Girls) Yearbook (1)
I	**$3,000**			Academic Team Head (1) Game Manager (4, 2 from DAF*)
J	**$4,500**			Band Assistant (1) Cheerleading Head (1) Dance Head (1) Swim Head (1)
K	**$5,000**			Basketball Assistant (1 Boys/1 Girls) Choral Director (1) Cross Country Head (1) Lacrosse (1 Boys, 1 Girls) Football Assistant (5, 2 paid from **DAF***) Track Head (1) Vex Robotics Head (1 paid from **DAF***)
L	**$6,000**			Baseball Head (1) Basketball Assistant Head (1 Boys/1 Girls) Football Assistant Head (1) Soccer Head (1 Boys/1 Girls) Softball Head (1) Volleyball Head (1 Boys/1 Girls)
M	**$8,000**			Assistant Athletic Director (1)
N	**$10,000**			Band Director (1)
O	**$11,000**			Basketball Head (1 Boys/1 Girls) Football Head (1)

2026-27
SUBSTITUTE TEACHER SALARY SCHEDULE

APPROVED for July 1, 2026

The rates include a 1% across the board pay increase

	Regular Pay	Retired Teachers	Long Term Pay	Long Term Retired Pay		
Rank I	**$141**	**$151**	**$283**	**$303**	per day	Master's degree and valid teaching certificate plus 30 additional hours
Rank II	**$137**	**$147**	**$261**	**$280**	per day	Master's degree and valid teaching certificate
Rank III	**$133**	**$143**	**$240**	**$258**	per day	Bachelor's degree and valid teaching certificate
Rank IV	**$129**	**$139**	**$220**	**$237**	per day	Bachelor's degree and an emergency substitute teaching certificate
Rank V	**$126**	**$136**	**$196**	**N/A**	per day	64+ hours or more and an emergency substitute teaching certificate

Long-term substitute pay: A substitute teacher holding a valid Kentucky teaching certificate who works for an extended period with no break in service shall receive long-term substitute teacher pay on the 10th consecutive day, all subsequent days without a break in service, and retroactive pay back to Day 1.

Substitutes in administrative positions: A substitute in an administrative position will be paid the daily rate for the position in accordance with the approved salary schedule at their rank and zero years' experience. (Administrative positions are positions with increments and Guidance Counselor - Elementary, Middle, and High.)

Substitutes for related services on Individualized Education Programs (IEPs) and school psychologists: A substitute in these positions shall be paid the daily rate for the position in accordance with the approved salary schedule at their rank and years of experience.

Emergency Itinerant Susbstitute positions are paid at Rank IV or Rank V and zero years' experience.

Professional development for substitutes is capped at $120/day and does not count toward consecutive days for long-term status.

SHELBY COUNTY PUBLIC SCHOOLS
CLASSIFIED PAY GRADES AND DAYS

APPROVED for July 1, 2026

# positions General Fund	Job Class Code	Job Title	Pay Grade		Days ^
		SECRETARIES & CLERKS			
1		Accounting Specialist I	**109**	*	**210**
1	8161	Accounting Specialist II	**109**	*	**260**
1	8163	Accounts Payable Clerk	**106**	*	**260**
4	8765	Administrative Assistant - Central Office	**107**	*	**260**
1	8761	Administrative Assistant - Superintendent	**109**	*	**260**
1	8764	Administrative Assistant /Benefits Specailist	**108**	*	**260**
OS	8002	FRYSC Clerk	**102**	*	**182**
SA	7362	Library Media Clerk	**103**		**205**
1	8664	Human Resources Specialist I	**106**	*	**260**
1	8665	Human Resources Specialist II	**107**		**260**
1	8780	Receptionist/Secretary-C.O.	**104**	*	**260**
SA	7791	Receptionist-School	**103**		**205**
SA	8775	Bookkeeper - Elementary	**105**	*	**205**
SA	8774	Bookkeeper - Middle	**106**	*	**205**
SA	8773	Bookkeeper - High	**108**	*	**225**
SA	8778	Office Manager - High	**105**	*	**205**
1	7774	School Secretary I	**105**	*	**205**
2	7772	Secretary I	**104**	*	**205**
SA	8776	Staff Support Secretary-Attendance	**104**	*	**205**
SA	8777	Staff Support Secretary-Attendance Lead	**105**	*	**205**
		SCHOOL NUTRITION FOOD SERVICE			
OS	7221	School Nutrition Coordinator	**204**	*	**260**
OS	8224	School Nutrition Program Assistant	**106**		**220**
OS	8210	School Nutrition Financial Clerk	**105**		**205**
OS	8241	School Nutrition Cook	**103**		**182**
OS	8212	School Nutrition Cafeteria Manager	**105**		**190**
11	7213	Cafeteria Monitor	**102**		**183**
		DAY CARE			
OS	8479	Daycare Director-Preschool	**105**	*	**240**
OS	8474	Daycare Director-Schools	**105**	*	**200**
OS	8476	Daycare Manager-District	**201**	*	**260**
OS	8477	Daycare Assistant Manager - District	**106**	*	**260**
OS	8316	Daycare Worker	**103**		**(v)**
OS	8317	Daycare Worker - Preschool	**103**		**200**
OS	8099	Daycare Worker Assistant-Substitute	**101**		**(v)**

# positions General Fund	Job Class Code	Job Title	Pay Grade		Days ^
		MAINTENANCE/CUSTODIAL			
1	8410	Associate Director of Facilities	**205**	*	**260**
1	8621	Buildings & Grounds Manager	**202**	*	**260**
1	8981	Custodial Manager	**202**	*	**260**
SA	7605	Custodial Supervisor	**104**	*	**260**
1	8606	Custodial Worker	**104**	*	**260**
SA	7609	Custodian	**103**	*	**260**
1	8465	Director of Facilities	**206**	*	**260**
1	8628	Grounds Specialist	**108**	*	**260**
1	8982	Grounds and Warehouse Worker	**104**	*	**260**
1	8435	Maintenance Manager	**202**	*	**260**
SA	7449	Maintenance Apprentice	**104**	*	**260**
1	8436	Maintenance Planner	**105**	*	**260**
SA	7445	Maintenance Technician I	**109**	*	**260**
SA	7444	Maintenance Technician II	**110**	*	**260**
SA	7448	Maintenance Worker I	**105**	*	**260**
SA	7447	Maintenance Worker II	**107**	*	**260**
1	8412	Project Manager	**204**	*	**260**
(v)	8099	Summer Worker	**102**		**(v)**
		TRANSPORTATION			
1	8904	Assistant Transportation Coordinator	**110**		**260**
NS	7941	Bus Driver	**108**		**183**
(v)	8099	Bus Driver Intern	**102**		**(v)**
NS	7942	Bus Monitor	**102**		**(v)**
OS	7942	Bus Monitor-Head Start/Preschool	**102**		**140**
SA	8905	Bus Routing Technician/Dispatcher	**108**	*	**260**
1	7933	Driver Trainer	**108**		**(v)**
1	8910	Garage Service and Parts Manager	**203**		**260**
SA	7914	Senior Vehicle Mechanic	**202**		**260**
1	8942	Micro Bus Driver	**107**		**183**
1	8772	Transportation Secretary	**104**		**183**
SA	7916	Vehicle Mechanic I	**111**		**260**
SA	7915	Vehicle Mechanic II	**201**		**260**
		SCHOOL HEALTH SERVICES			
1	8273	School Health Aide	**103**		**181**
SA	7263	School Nurse-LPN	**108**		**181**
SA	7262	School Nurse-RN	**201**		**181**

# positions General Fund	Job Class Code	Job Title	Pay Grade		Days ^
		TECHNOLOGY			
SA	8538	Field Project Lead	**109**	*	**260**
SA	8531	Field Technician Level I	**108**	*	**200**
SA	8532	Field Technician Level II	**109**	*	**220**
1	8522	Information Security Specialist	**111**	*	**260**
SA	8504	Information Technology Architect	**110**	*	**260**
SA	8523	Network Technician	**110**	*	**260**
1	8512	Systems Analyst	**111**	*	**260**
		OTHER PERSONNEL			
1	8534	Data Manager	**202**		**260**
OS	7336	Educational Interpreter II	**203**		**185**
OS	7338	Educational Interpreter III	**204**		**185**
OS	8312	Employment Specialist	**105**		**187**
OS	8001	FRYSC Coordinator	**201**		**(v)**
1	8661	Human Resources Assistant Manager	**109**		**260**
1	7655	Human Resources Manager	**202**		**260**
SA	7320	Instructional Assistant I	**103**		**181**
NS	7318	Instructional Assistant II	**104**		**181**
NS	8323	Instructional Assistant III	**105**		**181**
SA	7316	Instructional Assistant - English Learner	**104**		**181**
1	8785	Mail Courier	**102**		**192**
1	8785	Mail Courier	**102**		**192**
1	8191	Payroll Assistant	**110**	*	**260**
1	8192	Payroll Manager	**202**	*	**260**
(v)	7788	Student Worker	**101**		**(v)**
OS	8336	Translator/Interpreter - Exceptional Children	**111**		**181**

(v) = *The number of days varies or the position is filled only for a certain number of hours.*
***** = *up to 8-hour workdays*

Exempt positions (Fair Labor Standards Act)

SA Determined by staffing allocation policy
NS Number of positions is based on the number of students using the services
OS None are authorized from general funds but could be funded by other sources

SUBSTITUTE CLASSIFIED PERSONNEL:

All substitute classified personnel, whether or not retired, are paid with zero (0) years of experience on the grade for the position.
A classified employee working additional hours, regardless of the location, in the same position shall receive the employee's regular hourly rate (or overtime rate, if applicable).
A substitute bus driver who works at least 80% of the available days in a semester will receive a salary adjustment of $2000.

STIPEND:

Classified employees are not paid a set stipend rate. Classified employees are paid an hourly rate from the classified salary schedule.
For the 2026-27 year only, $600 will be paid to each full-time and permanent part-time employee participating in the district-wide sexual misconduct professoinal development.

Pay grade 1 = $7.25 for all steps
Pay grade 101 (Student Worker) = $12.00 for all steps

This includes a 1% across the board pay increase

	Grade 102	Grade 103	Grade 104	Grade 105	Grade 106	Grade 107	Grade 108	Grade 109	Grade 110	Grade 111	Grade 201	Grade 202	Grade 203	Grade 204	Grade 205	Grade 206	
Substitute	16.72	17.28	17.83	18.66	19.72	20.38	21.69	22.84	24.24	25.53	28.30	29.75	31.25	34.37	42.24	53.66	**Substitute**
Years Experience																	**Years Experience**
0	16.72	17.28	17.83	18.66	19.72	20.38	21.69	22.84	24.24	25.53	28.30	29.75	31.25	34.37	42.24	53.66	**0**
1	17.00	17.56	18.11	18.94	20.00	20.66	21.97	23.12	24.56	25.85	28.62	30.07	31.60	34.72	42.59	54.01	**1**
2	17.28	17.84	18.39	19.22	20.28	20.94	22.25	23.40	24.88	26.17	28.94	30.39	31.95	35.07	42.94	54.36	**2**
3	17.56	18.12	18.67	19.50	20.56	21.22	22.53	23.68	25.20	26.49	29.26	30.71	32.30	35.42	43.29	54.71	**3**
4	17.84	18.40	18.95	19.78	20.84	21.50	22.81	23.96	25.52	26.81	29.58	31.03	32.65	35.77	43.64	55.06	**4**
5	18.12	18.68	19.23	20.06	21.12	21.78	23.09	24.24	25.84	27.13	29.90	31.35	33.00	36.12	43.99	55.41	**5**
6	18.40	18.96	19.51	20.34	21.40	22.06	23.37	24.52	26.16	27.45	30.22	31.67	33.35	36.47	44.34	55.76	**6**
7	18.68	19.24	19.79	20.62	21.68	22.34	23.65	24.80	26.48	27.77	30.54	31.99	33.70	36.82	44.69	56.11	**7**
8	18.96	19.52	20.07	20.90	21.96	22.62	23.93	25.08	26.80	28.09	30.86	32.31	34.05	37.17	45.04	56.46	**8**
9	19.24	19.80	20.35	21.18	22.24	22.90	24.21	25.36	27.12	28.41	31.18	32.63	34.40	37.52	45.39	56.81	**9**
10	19.52	20.08	20.63	21.46	22.52	23.18	24.49	25.64	27.44	28.73	31.50	32.95	34.75	37.87	45.74	57.16	**10**
11	19.74	20.30	20.85	21.68	22.74	23.40	24.71	25.86	27.66	28.95	31.72	33.17	35.01	38.13	46.00	57.42	**11**
12	19.96	20.52	21.07	21.90	22.96	23.62	24.93	26.08	27.88	29.17	31.94	33.39	35.27	38.39	46.26	57.68	**12**
13	20.18	20.74	21.29	22.12	23.18	23.84	25.15	26.30	28.10	29.39	32.16	33.61	35.53	38.65	46.52	57.94	**13**
14	20.40	20.96	21.51	22.34	23.40	24.06	25.37	26.52	28.32	29.61	32.38	33.83	35.79	38.91	46.78	58.20	**14**
15	20.62	21.18	21.73	22.56	23.62	24.28	25.59	26.74	28.54	29.83	32.60	34.05	36.05	39.17	47.04	58.46	**15**
16	20.84	21.40	21.95	22.78	23.84	24.50	25.81	26.96	28.76	30.05	32.82	34.27	36.31	39.43	47.30	58.72	**16**
17	21.06	21.62	22.17	23.00	24.06	24.72	26.03	27.18	28.98	30.27	33.04	34.49	36.57	39.69	47.56	58.98	**17**
18	21.28	21.84	22.39	23.22	24.28	24.94	26.25	27.40	29.20	30.49	33.26	34.71	36.83	39.95	47.82	59.24	**18**
19	21.50	22.06	22.61	23.44	24.50	25.16	26.47	27.62	29.42	30.71	33.48	34.93	37.09	40.21	48.08	59.50	**19**
20	21.72	22.28	22.83	23.66	24.72	25.38	26.69	27.84	29.64	30.93	33.70	35.15	37.35	40.47	48.34	59.76	**20**
21	21.83	22.39	22.94	23.77	24.83	25.49	26.80	27.95	29.75	31.04	33.81	35.26	37.62	40.74	48.61	60.03	**21**
22	21.94	22.50	23.05	23.88	24.94	25.60	26.91	28.06	29.86	31.15	33.92	35.37	37.89	41.01	48.88	60.30	**22**
23	22.05	22.61	23.16	23.99	25.05	25.71	27.02	28.17	29.97	31.26	34.03	35.48	38.16	41.28	49.15	60.57	**23**
24	22.16	22.72	23.27	24.10	25.16	25.82	27.13	28.28	30.08	31.37	34.14	35.59	38.43	41.55	49.42	60.84	**24**
25	22.27	22.83	23.38	24.21	25.27	25.93	27.24	28.39	30.19	31.48	34.25	35.70	38.70	41.82	49.69	61.11	**25**
26	22.38	22.94	23.49	24.32	25.38	26.04	27.35	28.50	30.30	31.59	34.36	35.81	38.97	42.09	49.96	61.38	**26**
27	22.49	23.05	23.60	24.43	25.49	26.15	27.46	28.61	30.41	31.70	34.47	35.92	39.24	42.36	50.23	61.65	**27**
28	22.60	23.16	23.71	24.54	25.60	26.26	27.57	28.72	30.52	31.81	34.58	36.03	39.51	42.63	50.50	61.92	**28**
29	22.71	23.27	23.82	24.65	25.71	26.37	27.68	28.83	30.63	31.92	34.69	36.14	39.78	42.90	50.77	62.19	**29**
30	22.82	23.38	23.93	24.76	25.82	26.48	27.79	28.94	30.74	32.03	34.80	36.25	40.05	43.17	51.04	62.46	**30**
31	22.93	23.49	24.04	24.87	25.93	26.59	27.90	29.05	30.85	32.14	34.91	36.36	40.32	43.44	51.31	62.73	**31**
32	23.04	23.60	24.15	24.98	26.04	26.70	28.01	29.16	30.96	32.25	35.02	36.47	40.59	43.71	51.58	63.00	**32**
33	23.15	23.71	24.26	25.09	26.15	26.81	28.12	29.27	31.07	32.36	35.13	36.58	40.86	43.98	51.85	63.27	**33**
34	23.26	23.82	24.37	25.20	26.26	26.92	28.23	29.38	31.18	32.47	35.24	36.69	41.13	44.25	52.12	63.54	**34**
35	23.37	23.93	24.48	25.31	26.37	27.03	28.34	29.49	31.29	32.58	35.35	36.80	41.40	44.52	52.39	63.81	**35**
36	23.48	24.04	24.59	25.42	26.48	27.14	28.45	29.60	31.40	32.69	35.46	36.91	41.67	44.79	52.66	64.08	**36**
37	23.59	24.15	24.70	25.53	26.59	27.25	28.56	29.71	31.51	32.80	35.57	37.02	41.94	45.06	52.93	64.35	**37**
38	23.70	24.26	24.81	25.64	26.70	27.36	28.67	29.82	31.62	32.91	35.68	37.13	42.21	45.33	53.20	64.62	**38**
39	23.81	24.37	24.92	25.75	26.81	27.47	28.78	29.93	31.73	33.02	35.79	37.24	42.48	45.60	53.47	64.89	**39**
40	23.92	24.48	25.03	25.86	26.92	27.58	28.89	30.04	31.84	33.13	35.90	40.57	42.75	45.87	53.74	65.16	**40**