SALARY SCHEDULES: 2026-2027 SCHOOL YEAR

Teacher with Bachelor's Degree Pay Scale

25-26 Experience	Total Pay Increase for 25-26	25-26 Salary	26-27 Experience	Teacher Retention Allotment*	General Pay Increase/Adj	26-27 Salary
			0 - Noncertified			$57,000
			0			$57,500
0		$57,000	1		$1,355	$58,355
1	$1,261	$57,761	2		$1,355	$59,116
2	$1,261	$58,297	3		$1,355	$59,652
3	$2,500	$59,886	4		$1,355	$61,241
4	$2,500	$60,721	5	$1,145	$1,355	$63,221
5	$5,000	$63,521	6		$1,355	$64,876
6	$5,000	$64,021	7		$1,355	$65,376
7	$5,000	$64,767	8		$1,355	$66,122
8	$5,000	$65,246	9		$1,355	$66,601
9	$5,000	$65,746	10		$1,355	$67,101
10	$5,000	$66,246	11		$1,355	$67,601
11	$5,000	$66,746	12		$1,355	$68,101
12	$5,000	$67,456	13		$1,355	$68,811
13	$5,000	$67,756	14		$1,355	$69,111
14	$5,000	$68,056	15		$1,355	$69,411
15	$5,000	$68,356	16		$1,355	$69,711
16	$5,000	$68,656	17		$1,355	$70,011
17	$5,000	$68,956	18		$1,355	$70,311
18	$5,000	$69,256	19		$1,355	$70,611
19	$5,000	$69,556	20		$1,355	$70,911
20	$5,000	$69,856	21		$1,355	$71,211
21	$5,000	$70,156	22		$1,355	$71,511
22	$5,000	$71,011	23		$1,355	$72,366
23	$5,000	$71,538	24		$1,355	$72,893
24	$5,000	$71,792	25		$1,355	$73,147
25	$5,000	$72,222				

*House Bill 2 Teacher Retention Allotment Pay (does not include year 0, 1, or 2 Classroom Teachers, Librarians, Special Ed Facilitators and other non-classroom teacher positions)

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Teacher with Master's Degree Pay Scale

25-26 Experience	Total Pay Increase for 25-26	25-26 Salary	26-27 Experience	Teacher Retention Allotment*	General Pay Increase/Adj	26-27 Salary
			0 - Noncertified			$58,500
			0			$59,000
0		$58,500	1		$1,355	$59,855
1	$1,261	$59,261	2		$1,355	$60,616
2	$1,261	$59,797	3		$1,355	$61,152
3	$2,500	$61,386	4		$1,355	$62,741
4	$2,500	$62,221	5	$1,145	$1,355	$64,721
5	$5,000	$65,021	6		$1,355	$66,376
6	$5,000	$65,521	7		$1,355	$66,876
7	$5,000	$66,267	8		$1,355	$67,622
8	$5,000	$66,746	9		$1,355	$68,101
9	$5,000	$67,246	10		$1,355	$68,601
10	$5,000	$67,746	11		$1,355	$69,101
11	$5,000	$68,246	12		$1,355	$69,601
12	$5,000	$68,956	13		$1,355	$70,311
13	$5,000	$69,256	14		$1,355	$70,611
14	$5,000	$69,556	15		$1,355	$70,911
15	$5,000	$69,856	16		$1,355	$71,211
16	$5,000	$70,156	17		$1,355	$71,511
17	$5,000	$70,456	18		$1,355	$71,811
18	$5,000	$70,756	19		$1,355	$72,111
19	$5,000	$71,056	20		$1,355	$72,411
20	$5,000	$71,356	21		$1,355	$72,711
21	$5,000	$71,656	22		$1,355	$73,011
22	$5,000	$72,511	23		$1,355	$73,866
23	$5,000	$73,038	24		$1,355	$74,393
24	$5,000	$73,292	25		$1,355	$74,647
25	$5,000	$73,222				

*House Bill 2 Teacher Retention Allotment Pay (does not include year 0, 1, or 2 Classroom Teachers, Librarians, Special Ed Facilitators and other non-classroom teacher positions)

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Librarian Pay Schedule 2026-2027

25-26 Experience	25-26 Salary	26-27 Experience	General Pay Increase	2026-2027 Bachelors Salary	2026-2027 Masters Salary
		0 - Noncertified		$57,000	$58,500
		0		$57,500	$59,000
0	$57,000	1	$1,280	$58,280	$59,780
1	$57,761	2	$1,280	$59,041	$60,541
2	$58,297	3	$1,280	$59,577	$61,077
3	$58,647	4	$1,280	$59,927	$61,427
4	$59,482	5	$1,280	$60,762	$62,262
5	$59,782	6	$1,280	$61,062	$62,562
6	$60,282	7	$1,280	$61,562	$63,062
7	$61,028	8	$1,280	$62,308	$63,808
8	$61,507	9	$1,280	$62,787	$64,287
9	$62,007	10	$1,280	$63,287	$64,787
10	$62,507	11	$1,280	$63,787	$65,287
11	$63,007	12	$1,280	$64,287	$65,787
12	$63,717	13	$1,280	$64,997	$66,497
13	$64,017	14	$1,280	$65,297	$66,797
14	$64,317	15	$1,280	$65,597	$67,097
15	$64,617	16	$1,280	$65,897	$67,397
16	$64,917	17	$1,280	$66,197	$67,697
17	$65,217	18	$1,280	$66,497	$67,997
18	$65,517	19	$1,280	$66,797	$68,297
19	$65,817	20	$1,280	$67,097	$68,597
20	$66,117	21	$1,280	$67,397	$68,897
21	$66,417	22	$1,280	$67,697	$69,197
22	$67,272	23	$1,280	$68,552	$70,052
23	$67,799	24	$1,280	$69,079	$70,579
24	$68,053	25	$1,280	$69,333	$70,833
25	$68,483				

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2026-2027 Pay Scale for Administrator/Professional Staff

Pay Grade 1	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$258.24**	**$311.13**	**$364.02**	
Eleven Months (Min-210 days)	$54,230	$65,337	$76,444	$1,306.74
Twelve Months (Min-226 days)	$58,362	$70,315	$82,268	$1,406.30

Career Center Advisor
Communications Specialist
Communications & Technology Project Coordinator
Homeless Liaison
Maintenance Project Manager

Pay Grade 2	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$301.89**	**$363.72**	**$425.55**	
Ten Months (Min-187 days)	$56,453	$68,015	$79,577	$1,360.30
Ten Months (Min-188 days)	$56,755	$68,379	$80,003	$1,367.58
Ten Months (Min-192 days)	$57,962	$69,834	$81,705	$1,396.68
Ten Months (Min-197 days)	$59,472	$71,652	$83,833	$1,433.04
Eleven Months (Min-210 days)	$63,396	$76,381	$89,365	$1,572.62
Eleven Months (Min-217 days)	$65,510	$78,927	$92,344	$1,578.54
Twelve Months (Min-226 days)	$68,227	$82,200	$96,174	$1,644.00

Behavior Interventionist
Bond Program Financial Manager
CCMR Advisor
Coordinator, Testing, HS
Counselor, Elementary
Counselor, MS
Early Literacy Coach
Instructional Coach, Elem
Instructional Coach, Secondary
Registered Nurse
Specialist, Special Ed Behavior
Special Ed Facilitator
Specialist, At Risk & Truancy
Specialist, Orientation & Mobility
Specialist, Behavior
Coordinator, Student Services
Specialist, Tech Curriculum Integration
Specialist, Web Content Creation
Speech Language Pathology Assistant

Pay Grade 3	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$316.98**	**$381.90**	**$446.82**	
Ten Month (Min-187 days)	$59,275	$71,415	$83,555	$1,428.30
Ten Months (Min-197 days)	$62,445	$75,234	$88,023	$1,504.68
Eleven Months (Min-202 days)	$64,029	$77,143	$90,257	$1,542.86
Eleven Months (Min-210 days)	$66,565	$80,199	$93,832	$1,603.98
Twelve Months (Min-226 days)	$71,637	$86,309	$100,981	$1,726.18

Asst., Director, Financial Svcs
Assistant Director, HR
Asst Director, Transportation
Asst Principal, Elementary
Athletic Trainer
Coordinator, Benefits
Coordinator, Communications
Coordinator, Payroll
Coordinator, Assessment & Testing
Counselor HS/DAEP
Crisis Intervention Counselor
Crisis Interventionist
Education Diagnostician
Occupational Therapist
Physical Therapist
Specialist, Curriculum
Speech Pathologist
LSSP

Pay Grade 4	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$332.83**	**$401.00**	**$469.17**	
Eleven Months (Min-210 days)	$69,894	$84,210	$98,525	$1,684.20
Eleven Months (Min-217 days)	$72,224	$87,017	$101,809	$1,740.34
Twelve Months (Min-226 days)	$75,219	$90,626	$106,032	$1,812.52

Assistant Principal, DAEP
Assistant Principal, MS
Athletic Trainer, Lead
Coordinator, Federal Programs
Coordinator, MTSS
Coordinator, Special Education
Systems Administrator
Network Administrator

Pay Grade 5	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$349.47**	**$421.05**	**$492.62**	
Eleven Months (Min-210 days)	$73,388	$88,420	$103,450	$1,768.40
Twelve Months (Min-226 days)	$78,980	$95,157	$111,332	$1,903.14

Asst Principal, High School
Bond Project Manager
Coordinator, PEIMS
Child Nutrition Manager

Pay Grade 6	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$366.95**	**$442.11**	**$517.27**	
Twelve Months (Min-226 days)	$82,930	$99,916	$116,903	$1,998.32

Assoc Principal, High School
Asst Director, Special Ed
Construction Project Manager
Coordinator, Teacher Development

Pay Grade 7	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$385.30**	**$464.22**	**$543.14**	
Twelve Months (Min-216 days)	$83,224	$100,271	$117,318	$2,005.42
Twelve Months (Min-226 days)	$87,077	$104,913	$122,749	$2,098.26

Asst Director, Athletics
Coordinator, Boys Athletic
Coordinator, Girls Athletic
Director, Assessment, Accountability & Compliance
Director, Career & Tech Ed
Director, Counseling
Director, Fine Arts
Director, Health Services
Director, Human Resources
Director, Instructional Technology
Director, IT Operations
Director, Multilingual Programs
Director, Purchasing
Director, Safety & Security
Principal, Elementary
Senior Construction Project Manager

Pay Grade 8	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$416.32**	**$501.59**	**$586.86**	
Twelve Months (Min-226 days)	$94,088	$113,359	$132,630	$2,267.18
Director, Athletics Director, Communications Director, Facilities Management Director, Financial Service	Director, Prof Learning & Curriculum Development Director, Transportation Executive Director, Special Ed		Executive Director, Student Svcs Principal, Middle School Principal, Two Rivers HS	

Pay Grade 9	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$449.62**	**$541.71**	**$633.81**	
Twelve Months (Min-226 days)	$101,614	$122,426	$143,241	$2,448.52
Principal, High School	Director, Planning and Construction			

Pay Grade 10	Minimum	Midpoint	Maximum	2% midpoint raise
Daily	**$503.58**	**$606.72**	**$709.86**	
Twelve Months (Min-226 days)	$113,809	$137,118	$160,428	$2,742.36
Chief Academic Officer Chief Communications & Technology Officer Chief Business & Support Services Officer	Chief Human Resources Officer Chief of Schools			

2026-2027 Pay Scale for Paraprofessional Staff

Pay Grade 1	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$14.42**	**$17.37**	**$20.32**	
183	$21,110	$25,429	$29,748	$508.58
186	$21,456	$25,846	$30,236	$516.92

Clerk, Office
CTE Aide
Instructional Aide – PE
Library Aide
Instructional Aide
Instructional Aide/Bilingual/ESL
Instructional Aide - ISS
PreK Aide
Receptionist, MS & Elementary

Pay Grade 2	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$15.45**	**$18.61**	**$21.77**	
183	$22,618	$27,245	$31,871	$544.90
193	$23,854	$28,733	$33,612	$574.66
202	$24,967	$30,073	$35,180	$601.46
226	$27,933	$33,646	$39,360	$672.92

Clerk, Attendance, High School
Clerk, Special Ed
Clinical Assistant
Receptionist, High School
Special Ed - Resource/Inclusion

Pay Grade 3	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$16.64**	**$20.05**	**$23.46**	
183	$24,360	$29,353	$34,345	$587.06
193	$25,692	$30,957	$36,222	$619.14
198	$26,358	$31,756	$37,164	$635.18
202	$26,890	$32,400	$37,911	$648.00
226	$30,085	$36,250	$42,415	$725.00

Admin Asst, Athletics, HS
Admin Asst, Counselor, HS/MS
Admin Asst., AP, HS/MS
Bookkeeper, MS
Clerk, PEIMS
Clerk, SHARS
Receptionist, Admin Center
Technology Assistant

Pay Grade 3A	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$17.21**	**$20.74**	**$24.46**	
183	$25,195	$30,363	$35,516	$607.26
Special Ed - 1 to 1 Special Ed - Auditory Impaired Special Ed - Behavior Unit & DAEP Special Ed - ECSE		Special Ed - Life Skills Special Ed – SIBS Special Ed- VI		

Pay Grade 4	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$18.14**	**$21.85**	**$25.56**	
183	$26,556	$31,988	$37,419	$639.76
193	$28,008	$33,736	$39,464	$674.72
202	$29,314	$35,309	$41,304	$706.18
210	$30,475	$36,708	$42,940	$734.16
Admin Assistant - Principal, Elementary Registered Behavior Technicians		Homeless Identification Specialist Truancy Dropout Prevention Aide		

Pay Grade 5	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$19.41**	**$23.39**	**$27.37**	
202	$31,366	$37,798	$44,229	$755.96
210	$32,608	$39,295	$45,981	$785.90
226	$35,093	$42,289	$49,484	$845.78
Admin Assistant, Director Admin Assistant, Middle School		Bookkeeper, High School		

Pay Grade 6	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$21.79**	**$26.25**	**$30.71**	
187	$32,597	$39,270	$45,942	$785.40
210	$36,607	$44,100	$51,592	$882.00
226	$39,396	$47,460	$55,523	$949.20
Accounts Payable Clerk Admin Assistant, Principal, HS Admin Assistant, Executive Director Federal Reporting Specialist		Licensed Vocational Nurse Project Coordinator, Construction Project Coordinator, Facilities Registrar, High School		

Pay Grade 7	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$23.59**	**$28.42**	**$33.25**	
226	$42,650	$51,383	$60,116	$1,027.66
Accounts Specialist Color Guard Coordinator		Executive Assistant, Cabinet		

Pay Grade 8	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$25.96**	**$31.28**	**$36.60**	
226	$46,935	$56,554	$66,172	$1,131.08
HR Specialist		Payroll Specialist		

Pay Grade 9	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$28.33**	**$34.13**	**$39.93**	
226	$51,220	$61,707	$72,193	$1,234.14
Accounting/Budget Analyst Coordinator, Purchasing		COTA PEIMS Specialist		

Pay Grade 10	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$31.17**	**$37.56**	**$43.95**	
226	$56,355	$67,908	$79,461	$1,358.16
Executive Assistant, Superintendent				

2026-2027 Pay Scale for Auxiliary Staff

Pay Grade 1	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$13.70**	**$16.51**	**$19.32**	
184	$12,604	$15,189	$17,774	$303.78
Special Ed Transportation Assistant				

Pay Grade 2	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$14.43**	**$17.38**	**$20.33**	
184	$13,276	$15,989	$18,703	$319.78
Non-CDL Driver				

Pay Grade 3	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$16.59**	**$19.99**	**$23.39**	
183	$24,287	$29,265	$34,242	$585.30
226	$29,994	$36,141	$42,289	$722.82
260	$34,507	$41,579	$48,651	$831.58

Athletic Grounds
Bus Maintenance Technician
Facilities Monitor
General Maintenance
Operations Porter
Parts Technician

Pay Grade 4	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$18.38**	**$22.15**	**$25.92**	
260	$38,230	$46,072	$53,913	$921.44

Electrical Assistant 1
General Maintenance 2
HVAC Assistant 1
Plumber Asst 1

Pay Grade 5	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$20.40**	**$24.58**	**$28.75**	
226	$36,883	$44,440	$51,980	$888.18
260	$42,432	$51,126	$59,800	$1021.80

Dispatcher Clerk
Field Trip Coordinator
Electrical Assistant 2
General Maintenance Lead
HVAC Assistant 2
Locksmith
Operations Coordinator
Plumber Assistant 2
Route Coordinator
Safety, Training & Operations Specialist

Pay Grade 6	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$22.46**	**$27.06**	**$31.66**	
226	$40,607	$48,924	$57,241	$978.48
260	$46,716	$56,284	$65,852	$1,125.68

Bus Mechanic
District Computer Technician
Pest Control Specialist

Pay Grade 7	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$24.93**	**$30.04**	**$35.15**	
260	$51,854	$62,483	$73,112	$1,249.66

HVAC, Lead
Maintenance Electrician, Lead
Plumbing Lead
Shop Foreman, Transportation

Pay Grade 8	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$30.34**	**$36.55**	**$42.76**	
226	$54,854	$66,082	$77,310	$1,321.64
260	$63,107	$76,024	$88,940	$1,520.48

Desktop& AV Coordinator
Information Systems Manager
Maintenance Foreman
Mobile Device Manager
Network Technician

Pay Grade BUS	Minimum	Midpoint	Maximum	2% midpoint raise
Hourly	**$21.51**	**$25.92**	**$30.33**	
184	$19,789	$23,846	$27,903	$476.92
Bus Driver (Alternate Drivers receive $1.00 more an hour) Bus Driver - Special Ed				