

2026-27 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
1	Base Pay	180.00	\$64,758	\$64,863	\$64,962	\$75,054	\$67,409	\$77,738	\$69,041	\$79,368	\$81,003	\$81,886
	Contractual Days	5.00	\$1,799	\$1,802	\$1,805	\$2,085	\$1,872	\$2,159	\$1,918	\$2,205	\$2,250	\$2,275
	Tech Days	4.00	\$1,439	\$1,441	\$1,444	\$1,668	\$1,498	\$1,728	\$1,534	\$1,764	\$1,800	\$1,820
	Responsibility/Incentive		\$8,677	\$9,446	\$9,812	\$11,360	\$10,159	\$11,743	\$10,389	\$11,973	\$12,204	\$12,331
	TOTAL	189.00	\$76,673	\$77,552	\$78,023	\$90,167	\$80,938	\$93,368	\$82,882	\$95,310	\$97,257	\$98,312
2	Base Pay	180.00	\$64,896	\$65,140	\$66,018	\$75,855	\$70,011	\$78,366	\$72,074	\$80,068	\$82,208	\$85,278
	Contractual Days	5.00	\$1,803	\$1,809	\$1,834	\$2,107	\$1,945	\$2,177	\$2,002	\$2,224	\$2,284	\$2,369
	Tech Days	4.00	\$1,442	\$1,448	\$1,467	\$1,686	\$1,556	\$1,741	\$1,602	\$1,779	\$1,827	\$1,895
	Responsibility/Incentive		\$9,393	\$9,838	\$9,969	\$11,477	\$10,555	\$11,833	\$10,852	\$12,077	\$12,386	\$12,848
	TOTAL	189.00	\$77,534	\$78,235	\$79,288	\$91,125	\$84,067	\$94,117	\$86,530	\$96,148	\$98,705	\$102,390
3	Base Pay	180.00	\$65,027	\$65,630	\$68,084	\$76,346	\$72,647	\$78,854	\$74,947	\$80,594	\$85,008	\$88,050
	Contractual Days	5.00	\$1,806	\$1,823	\$1,891	\$2,121	\$2,018	\$2,190	\$2,082	\$2,239	\$2,361	\$2,446
	Tech Days	4.00	\$1,445	\$1,458	\$1,513	\$1,697	\$1,614	\$1,752	\$1,665	\$1,791	\$1,889	\$1,957
	Responsibility/Incentive		\$9,819	\$9,909	\$10,282	\$11,548	\$10,955	\$11,905	\$11,289	\$12,152	\$12,813	\$13,272
	TOTAL	189.00	\$78,097	\$78,820	\$81,770	\$91,712	\$87,234	\$94,701	\$89,983	\$96,776	\$102,071	\$105,725
4	Base Pay	180.00	\$65,514	\$66,119	\$69,611	\$76,836	\$74,705	\$79,346	\$77,229	\$81,087	\$87,141	\$90,140
	Contractual Days	5.00	\$1,820	\$1,837	\$1,934	\$2,134	\$2,075	\$2,204	\$2,145	\$2,252	\$2,421	\$2,504
	Tech Days	4.00	\$1,456	\$1,469	\$1,547	\$1,707	\$1,660	\$1,763	\$1,716	\$1,802	\$1,936	\$2,003
	Responsibility/Incentive		\$9,888	\$9,976	\$10,511	\$11,615	\$11,267	\$11,972	\$11,635	\$12,221	\$13,135	\$13,588
	TOTAL	189.00	\$78,678	\$79,401	\$83,603	\$92,292	\$89,707	\$95,285	\$92,725	\$97,362	\$104,633	\$108,235
5	Base Pay	180.00	\$66,006	\$67,427	\$71,587	\$77,323	\$77,222	\$80,502	\$79,970	\$83,250	\$89,809	\$92,785
	Contractual Days	5.00	\$1,834	\$1,873	\$1,989	\$2,148	\$2,145	\$2,236	\$2,221	\$2,313	\$2,495	\$2,577
	Tech Days	4.00	\$1,467	\$1,498	\$1,591	\$1,718	\$1,716	\$1,789	\$1,777	\$1,850	\$1,996	\$2,062
	Responsibility/Incentive		\$9,958	\$10,173	\$10,811	\$11,685	\$11,649	\$12,146	\$12,052	\$12,550	\$13,541	\$13,991
	TOTAL	189.00	\$79,265	\$80,971	\$85,978	\$92,874	\$92,732	\$96,673	\$96,020	\$99,963	\$107,841	\$111,415
6	Base Pay	180.00	\$67,870	\$68,753	\$73,714	\$77,978	\$79,720	\$82,974	\$82,689	\$85,943	\$92,455	\$95,411
	Contractual Days	5.00	\$1,885	\$1,910	\$2,048	\$2,166	\$2,214	\$2,305	\$2,297	\$2,387	\$2,568	\$2,650
	Tech Days	4.00	\$1,508	\$1,528	\$1,638	\$1,733	\$1,772	\$1,844	\$1,838	\$1,910	\$2,055	\$2,120
	Responsibility/Incentive		\$10,234	\$10,372	\$11,131	\$11,777	\$12,029	\$12,521	\$12,467	\$12,958	\$13,942	\$14,389
	TOTAL	189.00	\$81,497	\$82,563	\$88,531	\$93,654	\$95,735	\$99,644	\$99,291	\$103,198	\$111,020	\$114,570
7	Base Pay	180.00			\$76,333	\$79,588	\$82,903	\$86,162	\$86,100	\$89,353	\$95,871	\$98,826
	Contractual Days	5.00			\$2,120	\$2,211	\$2,303	\$2,393	\$2,392	\$2,482	\$2,663	\$2,745
	Tech Days	4.00			\$1,696	\$1,769	\$1,842	\$1,915	\$1,913	\$1,986	\$2,130	\$2,196
	Responsibility/Incentive				\$11,527	\$12,019	\$12,513	\$13,004	\$12,986	\$13,474	\$14,461	\$14,908
	TOTAL	189.00			\$91,676	\$95,587	\$99,561	\$103,474	\$103,391	\$107,295	\$115,125	\$118,675
8	Base Pay	180.00			\$78,863	\$82,123	\$85,993	\$89,246	\$89,423	\$92,667	\$99,175	\$102,132
	Contractual Days	5.00			\$2,191	\$2,281	\$2,389	\$2,479	\$2,484	\$2,574	\$2,755	\$2,837
	Tech Days	4.00			\$1,753	\$1,825	\$1,911	\$1,983	\$1,987	\$2,059	\$2,204	\$2,270
	Responsibility/Incentive				\$11,909	\$12,402	\$12,981	\$13,471	\$13,489	\$13,978	\$14,965	\$15,408
	TOTAL	189.00			\$94,716	\$98,631	\$103,274	\$107,179	\$107,383	\$111,278	\$119,099	\$122,647
9	Base Pay	180.00			\$81,487	\$84,740	\$89,177	\$92,423	\$92,827	\$96,078	\$102,586	\$105,541
	Contractual Days	5.00			\$2,264	\$2,354	\$2,477	\$2,567	\$2,579	\$2,669	\$2,850	\$2,932
	Tech Days	4.00			\$1,811	\$1,883	\$1,982	\$2,054	\$2,063	\$2,135	\$2,280	\$2,345
	Responsibility/Incentive				\$12,307	\$12,797	\$13,464	\$13,954	\$14,007	\$14,497	\$15,482	\$15,930
	TOTAL	189.00			\$97,869	\$101,774	\$107,100	\$110,998	\$111,476	\$115,379	\$123,198	\$126,748

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Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
10	Base Pay	180.00			\$84,100	\$87,359	\$92,353	\$95,604	\$96,240	\$99,490	\$105,996	\$108,951
	Contractual Days	5.00			\$2,336	\$2,427	\$2,565	\$2,656	\$2,673	\$2,764	\$2,944	\$3,026
	Tech Days	4.00			\$1,869	\$1,941	\$2,052	\$2,125	\$2,139	\$2,211	\$2,355	\$2,421
	Responsibility/Incentive				\$12,702	\$13,194	\$13,946	\$14,438	\$14,524	\$15,017	\$16,000	\$16,447
	TOTAL	189.00			\$101,007	\$104,921	\$110,916	\$114,823	\$115,576	\$119,482	\$127,295	\$130,845
11	Base Pay	180.00			\$86,716	\$89,976	\$95,533	\$98,786	\$99,647	\$102,901	\$109,404	\$112,361
	Contractual Days	5.00			\$2,409	\$2,499	\$2,654	\$2,744	\$2,768	\$2,858	\$3,039	\$3,121
	Tech Days	4.00			\$1,927	\$1,999	\$2,123	\$2,195	\$2,214	\$2,287	\$2,431	\$2,497
	Responsibility/Incentive				\$13,095	\$13,589	\$14,429	\$14,920	\$15,044	\$15,535	\$16,518	\$16,966
	TOTAL	189.00			\$104,147	\$108,063	\$114,739	\$118,645	\$119,673	\$123,581	\$131,392	\$134,945
12	Base Pay	180.00			\$89,335	\$92,590	\$98,712	\$101,965	\$103,057	\$106,312	\$112,815	\$115,772
	Contractual Days	5.00			\$2,482	\$2,572	\$2,742	\$2,832	\$2,863	\$2,953	\$3,134	\$3,216
	Tech Days	4.00			\$1,985	\$2,058	\$2,194	\$2,266	\$2,290	\$2,362	\$2,507	\$2,573
	Responsibility/Incentive				\$13,493	\$13,983	\$14,913	\$15,402	\$15,561	\$16,054	\$17,038	\$17,482
	TOTAL	189.00			\$107,295	\$111,203	\$118,561	\$122,465	\$123,771	\$127,681	\$135,494	\$139,043
13	Base Pay	180.00					\$101,889	\$105,142	\$106,468	\$109,722	\$116,224	\$119,181
	Contractual Days	5.00					\$2,830	\$2,921	\$2,957	\$3,048	\$3,228	\$3,311
	Tech Days	4.00					\$2,264	\$2,336	\$2,366	\$2,438	\$2,583	\$2,648
	Responsibility/Incentive						\$15,394	\$15,885	\$16,080	\$16,571	\$17,555	\$18,000
	TOTAL	189.00					\$122,377	\$126,284	\$127,871	\$131,779	\$139,590	\$143,140
14	Base Pay	180.00					\$105,070	\$108,323	\$109,874	\$113,129	\$119,635	\$122,590
	Contractual Days	5.00					\$2,919	\$3,009	\$3,052	\$3,142	\$3,323	\$3,405
	Tech Days	4.00					\$2,335	\$2,407	\$2,442	\$2,514	\$2,659	\$2,724
	Responsibility/Incentive						\$15,876	\$16,367	\$16,597	\$17,090	\$18,074	\$18,518
	TOTAL	189.00					\$126,200	\$130,106	\$131,965	\$135,875	\$143,691	\$147,237
15	Base Pay	180.00					\$107,058	\$110,355	\$111,917	\$115,217	\$121,803	\$124,794
	Contractual Days	5.00					\$2,974	\$3,065	\$3,109	\$3,200	\$3,383	\$3,467
	Tech Days	4.00					\$2,379	\$2,452	\$2,487	\$2,560	\$2,707	\$2,773
	Responsibility/Incentive						\$16,176	\$16,674	\$16,905	\$17,403	\$18,398	\$18,851
	TOTAL	189.00					\$128,587	\$132,546	\$134,418	\$138,380	\$146,291	\$149,885

Notes: Effective 9/1/2026; includes a 2.6% increase.
Lane 700 is a grandfathered only lane
The salary schedule is measured in quarter credits