

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2026-27 effective 9/1/2026

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 23.32	\$ 24.15	\$ 25.04	\$ 26.07	\$ 27.07	\$ 28.20	\$ 29.37	\$ 30.50	\$ 31.71
	Monthly	\$ 4,141.63	\$ 4,289.04	\$ 4,447.10	\$ 4,630.03	\$ 4,807.63	\$ 5,008.32	\$ 5,216.11	\$ 5,416.80	\$ 5,631.70
	Annual	\$ 41,416	\$ 42,890	\$ 44,471	\$ 46,300	\$ 48,076	\$ 50,083	\$ 52,161	\$ 54,168	\$ 56,317
16	Hourly	\$ 24.72	\$ 25.59	\$ 26.57	\$ 27.68	\$ 28.75	\$ 29.87	\$ 31.09	\$ 32.36	\$ 33.65
	Monthly	\$ 4,390.27	\$ 4,544.78	\$ 4,718.83	\$ 4,915.97	\$ 5,106.00	\$ 5,304.91	\$ 5,521.58	\$ 5,747.14	\$ 5,976.24
	Annual	\$ 43,903	\$ 45,448	\$ 47,188	\$ 49,160	\$ 51,060	\$ 53,049	\$ 55,216	\$ 57,471	\$ 59,762
17	Hourly	\$ 26.18	\$ 27.07	\$ 28.18	\$ 29.29	\$ 30.46	\$ 31.67	\$ 32.96	\$ 34.29	\$ 35.61
	Monthly	\$ 4,649.57	\$ 4,807.63	\$ 5,004.77	\$ 5,201.90	\$ 5,409.70	\$ 5,624.59	\$ 5,853.70	\$ 6,089.90	\$ 6,324.34
	Annual	\$ 46,496	\$ 48,076	\$ 50,048	\$ 52,019	\$ 54,097	\$ 56,246	\$ 58,537	\$ 60,899	\$ 63,243
18	Hourly	\$ 27.77	\$ 28.75	\$ 29.87	\$ 31.06	\$ 32.31	\$ 33.62	\$ 34.90	\$ 36.33	\$ 37.78
	Monthly	\$ 4,931.95	\$ 5,106.00	\$ 5,304.91	\$ 5,516.26	\$ 5,738.26	\$ 5,970.91	\$ 6,198.24	\$ 6,452.21	\$ 6,709.73
	Annual	\$ 49,320	\$ 51,060	\$ 53,049	\$ 55,163	\$ 57,383	\$ 59,709	\$ 61,982	\$ 64,522	\$ 67,097
19	Hourly	\$ 29.47	\$ 30.48	\$ 31.67	\$ 32.94	\$ 34.22	\$ 35.58	\$ 37.05	\$ 38.54	\$ 40.03
	Monthly	\$ 5,233.87	\$ 5,413.25	\$ 5,624.59	\$ 5,850.14	\$ 6,077.47	\$ 6,319.01	\$ 6,580.08	\$ 6,844.70	\$ 7,109.33
	Annual	\$ 52,339	\$ 54,132	\$ 56,246	\$ 58,501	\$ 60,775	\$ 63,190	\$ 65,801	\$ 68,447	\$ 71,093
20	Hourly	\$ 31.19	\$ 32.31	\$ 33.61	\$ 34.87	\$ 36.25	\$ 37.74	\$ 39.30	\$ 40.79	\$ 42.48
	Monthly	\$ 5,539.34	\$ 5,738.26	\$ 5,969.14	\$ 6,192.91	\$ 6,438.00	\$ 6,702.62	\$ 6,979.68	\$ 7,244.30	\$ 7,544.45
	Annual	\$ 55,393	\$ 57,383	\$ 59,691	\$ 61,929	\$ 64,380	\$ 67,026	\$ 69,797	\$ 72,443	\$ 75,444
21	Hourly	\$ 33.09	\$ 34.22	\$ 35.57	\$ 37.03	\$ 38.51	\$ 40.00	\$ 41.59	\$ 43.31	\$ 45.04
	Monthly	\$ 5,876.78	\$ 6,077.47	\$ 6,317.23	\$ 6,576.53	\$ 6,839.38	\$ 7,104.00	\$ 7,386.38	\$ 7,691.86	\$ 7,999.10
	Annual	\$ 58,768	\$ 60,775	\$ 63,172	\$ 65,765	\$ 68,394	\$ 71,040	\$ 73,864	\$ 76,919	\$ 79,991
22	Hourly	\$ 35.14	\$ 36.52	\$ 37.94	\$ 39.47	\$ 41.02	\$ 42.58	\$ 44.25	\$ 46.01	\$ 47.80
	Monthly	\$ 6,240.86	\$ 6,485.95	\$ 6,738.14	\$ 7,009.87	\$ 7,285.15	\$ 7,562.21	\$ 7,858.80	\$ 8,171.38	\$ 8,489.28
	Annual	\$ 62,409	\$ 64,860	\$ 67,381	\$ 70,099	\$ 72,852	\$ 75,622	\$ 78,588	\$ 81,714	\$ 84,893
23	Hourly	\$ 35.72	\$ 36.96	\$ 38.37	\$ 39.97	\$ 41.58	\$ 43.20	\$ 44.89	\$ 46.75	\$ 48.60
	Monthly	\$ 6,343.87	\$ 6,564.10	\$ 6,814.51	\$ 7,098.67	\$ 7,384.61	\$ 7,672.32	\$ 7,972.46	\$ 8,302.80	\$ 8,631.36
	Annual	\$ 63,439	\$ 65,641	\$ 68,145	\$ 70,987	\$ 73,846	\$ 76,723	\$ 79,725	\$ 83,028	\$ 86,314

For Salary Administration Plans SA3 and PA2, 222 days/1776 hours
2026-27 with a 2.5% increase, effective 9/1/2026
Monthly amount reflects a 10-month work year (annual/10)