

SCHOOL SECURITY SPECIALIST
IUOE 302 C1 (202 Day)
2026-27 SALARY SCHEDULE (SS1)

APPENDIX A
APPENDIX C

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Journey	Annual	\$52,067.52	\$53,877.44	\$55,671.20	\$56,770.08	\$57,868.96	\$59,113.28	\$60,276.80
	Monthly	\$4,338.96	\$4,489.79	\$4,639.27	\$4,730.84	\$4,822.41	\$4,926.11	\$5,023.07
	Hourly	\$32.22	\$33.34	\$34.45	\$35.13	\$35.81	\$36.58	\$37.30
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Senior	Annual	\$61,488.80	\$62,700.80	\$63,945.12	\$65,254.08	\$66,498.40	\$67,839.68	\$69,229.44
	Monthly	\$5,124.07	\$5,225.07	\$5,328.76	\$5,437.84	\$5,541.53	\$5,653.31	\$5,769.12
	Hourly	\$38.05	\$38.80	\$39.57	\$40.38	\$41.15	\$41.98	\$42.84

School Security Specialist (SS1) includes a 3% increase effective 9/1/2026
202-day schedule = 1616 hours; above calculations based on 12 months

DIVISION LEAD TACTICAL SPECIALIST*

APPENDIX C

IUOE 302 C3 (202 Day)

2026-27 Salary Schedule (SS4)

School Security Division Lead Tactical Specialist (job code 15020326)

School Operations Coordinator (job code 15023203)

Step	1	2	3	4	5
001					
Annual	\$76,145.92	\$78,780.00	\$81,478.72	\$84,339.04	\$87,280.16
Monthly	\$6,345.49	\$6,565.00	\$6,789.89	\$7,028.25	\$7,273.35
Hourly	\$47.12	\$48.75	\$50.42	\$52.19	\$54.01

*Base step is 10% higher than highest rate, School Security Specialist
includes School Operations Coordinator effective 8/1/2013

Salary Schedule effective 9/1/26 with a 3% increase

202-day schedule = 1616 hours; above annual calculations based on 12 months

CENTRAL SECURITY SPECIALIST

APPENDIX C

IUOE 302 C2 (202 Day)

2026-27 Salary Schedule (SS5)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SS5	001	\$54,685.44	\$56,560.00	\$58,450.72	\$59,614.24	\$60,713.12	\$62,070.56	\$63,266.40
		\$5,468.54	\$5,656.00	\$5,845.07	\$5,961.42	\$6,071.31	\$6,207.06	\$6,326.64
		\$33.84	\$35.00	\$36.17	\$36.89	\$37.57	\$38.41	\$39.15
SS5	002	\$64,559.20	\$65,819.68	\$67,112.48	\$68,486.08	\$69,843.52	\$71,217.12	\$72,736.16
		\$6,455.92	\$6,581.97	\$6,711.25	\$6,848.61	\$6,984.35	\$7,121.71	\$7,273.62
		\$39.95	\$40.73	\$41.53	\$42.38	\$43.22	\$44.07	\$45.01

Salary Schedule effective 9/1/2026

Senior School Security Specialist (SS5) includes a 3% increase effective 9/1/2026

202-day schedule = 1616 hours; annual = hourly rate x 1616; monthly = annual/10 months