SAEOP AND PARAPROFESSIONAL
Salary Schedule (SA2 and PA1) 203/8
2026-27 effective 9/1/2026

| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Longevity 10-15 yrs 0.50% Step 15 | Longevity 16-20 yrs 1% Step 20 | Longevity 21-25 yrs 1.50% Step 25 | Longevity 26+ yrs 2% Step 26 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 015 | Hourly | $ 23.32 | $ 24.15 | $ 25.04 | $ 26.07 | $ 27.07 | $ 28.20 | $ 29.37 | $ 30.50 | $ 31.71 | $ 31.87 | $ 32.03 | $ 32.19 | $ 32.34 |
| | Monthly | $ 3,787.17 | $ 3,921.96 | $ 4,066.50 | $ 4,233.77 | $ 4,396.17 | $ 4,579.68 | $ 4,769.69 | $ 4,953.20 | $ 5,149.70 | $ 5,175.45 | $ 5,201.20 | $ 5,226.95 | $ 5,252.70 |
| | Annual | $ 37,872 | $ 39,220 | $ 40,665 | $ 42,338 | $ 43,962 | $ 45,797 | $ 47,697 | $ 49,532 | $ 51,497 | $ 51,755 | $ 52,012 | $ 52,269 | $ 52,527 |
| 016 | Hourly | $ 24.72 | $ 25.59 | $ 26.57 | $ 27.68 | $ 28.75 | $ 29.87 | $ 31.09 | $ 32.36 | $ 33.65 | $ 33.82 | $ 33.99 | $ 34.15 | $ 34.32 |
| | Monthly | $ 4,014.53 | $ 4,155.82 | $ 4,314.97 | $ 4,495.23 | $ 4,669.00 | $ 4,850.89 | $ 5,049.02 | $ 5,255.26 | $ 5,464.76 | $ 5,492.08 | $ 5,519.41 | $ 5,546.73 | $ 5,574.06 |
| | Annual | $ 40,145 | $ 41,558 | $ 43,150 | $ 44,952 | $ 46,690 | $ 48,509 | $ 50,490 | $ 52,553 | $ 54,648 | $ 54,921 | $ 55,194 | $ 55,467 | $ 55,741 |
| 017 | Hourly | $ 26.18 | $ 27.07 | $ 28.18 | $ 29.29 | $ 30.46 | $ 31.67 | $ 32.96 | $ 34.29 | $ 35.61 | $ 35.79 | $ 35.97 | $ 36.14 | $ 36.32 |
| | Monthly | $ 4,251.63 | $ 4,396.17 | $ 4,576.43 | $ 4,756.70 | $ 4,946.70 | $ 5,143.21 | $ 5,352.70 | $ 5,568.70 | $ 5,783.06 | $ 5,811.98 | $ 5,840.89 | $ 5,869.81 | $ 5,898.73 |
| | Annual | $ 42,516 | $ 43,962 | $ 45,764 | $ 47,567 | $ 49,467 | $ 51,432 | $ 53,527 | $ 55,687 | $ 57,831 | $ 58,120 | $ 58,409 | $ 58,698 | $ 58,987 |
| 018 | Hourly | $ 27.77 | $ 28.75 | $ 29.87 | $ 31.06 | $ 32.31 | $ 33.62 | $ 34.90 | $ 36.33 | $ 37.78 | $ 37.97 | $ 38.16 | $ 38.35 | $ 38.54 |
| | Monthly | $ 4,509.85 | $ 4,669.00 | $ 4,850.89 | $ 5,044.14 | $ 5,247.14 | $ 5,459.89 | $ 5,667.76 | $ 5,899.99 | $ 6,135.47 | $ 6,166.15 | $ 6,196.83 | $ 6,227.50 | $ 6,258.18 |
| | Annual | $ 45,098 | $ 46,690 | $ 48,509 | $ 50,441 | $ 52,471 | $ 54,599 | $ 56,678 | $ 59,000 | $ 61,355 | $ 61,661 | $ 61,968 | $ 62,275 | $ 62,582 |
| 019 | Hourly | $ 29.47 | $ 30.48 | $ 31.67 | $ 32.94 | $ 34.22 | $ 35.58 | $ 37.05 | $ 38.54 | $ 40.03 | $ 40.23 | $ 40.43 | $ 40.63 | $ 40.83 |
| | Monthly | $ 4,785.93 | $ 4,949.95 | $ 5,143.21 | $ 5,349.46 | $ 5,557.33 | $ 5,778.19 | $ 6,016.92 | $ 6,258.90 | $ 6,500.87 | $ 6,533.38 | $ 6,565.88 | $ 6,598.39 | $ 6,630.89 |
| | Annual | $ 47,859 | $ 49,500 | $ 51,432 | $ 53,495 | $ 55,573 | $ 57,782 | $ 60,169 | $ 62,589 | $ 65,009 | $ 65,334 | $ 65,659 | $ 65,984 | $ 66,309 |
| 020 | Hourly | $ 31.19 | $ 32.31 | $ 33.61 | $ 34.87 | $ 36.25 | $ 37.74 | $ 39.30 | $ 40.79 | $ 42.48 | $ 42.69 | $ 42.90 | $ 43.12 | $ 43.33 |
| | Monthly | $ 5,065.26 | $ 5,247.14 | $ 5,458.26 | $ 5,662.89 | $ 5,887.00 | $ 6,128.98 | $ 6,382.32 | $ 6,624.30 | $ 6,898.75 | $ 6,933.25 | $ 6,967.74 | $ 7,002.23 | $ 7,036.73 |
| | Annual | $ 50,653 | $ 52,471 | $ 54,583 | $ 56,629 | $ 58,870 | $ 61,290 | $ 63,823 | $ 66,243 | $ 68,988 | $ 69,332 | $ 69,677 | $ 70,022 | $ 70,367 |
| 021 | Hourly | $ 33.09 | $ 34.22 | $ 35.57 | $ 37.03 | $ 38.51 | $ 40.00 | $ 41.59 | $ 43.31 | $ 45.04 | $ 45.27 | $ 45.49 | $ 45.72 | $ 45.94 |
| | Monthly | $ 5,373.82 | $ 5,557.33 | $ 5,776.57 | $ 6,013.67 | $ 6,254.02 | $ 6,496.00 | $ 6,754.22 | $ 7,033.54 | $ 7,314.50 | $ 7,351.07 | $ 7,387.64 | $ 7,424.21 | $ 7,460.79 |
| | Annual | $ 53,738 | $ 55,573 | $ 57,766 | $ 60,137 | $ 62,540 | $ 64,960 | $ 67,542 | $ 70,335 | $ 73,145 | $ 73,511 | $ 73,876 | $ 74,242 | $ 74,608 |
| 022 | Hourly | $ 35.14 | $ 36.52 | $ 37.94 | $ 39.47 | $ 41.02 | $ 42.58 | $ 44.25 | $ 46.01 | $ 47.80 | $ 48.04 | $ 48.28 | $ 48.52 | $ 48.76 |
| | Monthly | $ 5,706.74 | $ 5,930.85 | $ 6,161.46 | $ 6,409.93 | $ 6,661.65 | $ 6,914.99 | $ 7,186.20 | $ 7,472.02 | $ 7,762.72 | $ 7,801.53 | $ 7,840.35 | $ 7,879.16 | $ 7,917.97 |
| | Annual | $ 57,067 | $ 59,308 | $ 61,615 | $ 64,099 | $ 66,616 | $ 69,150 | $ 71,862 | $ 74,720 | $ 77,627 | $ 78,015 | $ 78,403 | $ 78,792 | $ 79,180 |

For Salary Administration Plans SA2 and PA1, 203 days/1624 hours
Monthly amount reflects a 10-month work year (annual/10)
2026-27 includes a 2.6% increase, effective 9/1/2026

In recognition of the years of service within the bargaining unit, employees will receive a longevity incentive after completing 10 years within the union group.

| Years of Experience | Percentage of Base Pay |
|---|---|
| 10-15 years | 0.50% |
| 16-20 Years | 1.00% |
| 21-25 years | 1.50% |
| 26+ years | 2% |