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	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
15	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	$ 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	$ 5,659.85	$ 5,688.01	$ 5,716.17	$ 5,744.33
	Annual	$ 41,416	$ 42,890	$ 44,471	$ 46,300	$ 48,076	$ 50,083	$ 52,161	$ 54,168	$ 56,317	$ 56,599	$ 56,880	$ 57,162	$ 57,443
16	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	$ 4,390.27	$ 4,544.78	$ 4,718.83	$ 4,915.97	$ 5,106.00	$ 5,304.91	$ 5,521.58	$ 5,747.14	$ 5,976.24	$ 6,006.12	$ 6,036.00	$ 6,065.88	$ 6,095.76
	Annual	$ 43,903	$ 45,448	$ 47,188	$ 49,160	$ 51,060	$ 53,049	$ 55,216	$ 57,471	$ 59,762	$ 60,061	$ 60,360	$ 60,659	$ 60,958
17	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	$ 4,649.57	$ 4,807.63	$ 5,004.77	$ 5,201.90	$ 5,409.70	$ 5,624.59	$ 5,853.70	$ 6,089.90	$ 6,324.34	$ 6,355.96	$ 6,387.58	$ 6,419.20	$ 6,450.82
	Annual	$ 46,496	$ 48,076	$ 50,048	$ 52,019	$ 54,097	$ 56,246	$ 58,537	$ 60,899	$ 63,243	$ 63,560	$ 63,876	$ 64,192	$ 64,508
18	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	$ 4,931.95	$ 5,106.00	$ 5,304.91	$ 5,516.26	$ 5,738.26	$ 5,970.91	$ 6,198.24	$ 6,452.21	$ 6,709.73	$ 6,743.28	$ 6,776.83	$ 6,810.37	$ 6,843.92
	Annual	$ 49,320	$ 51,060	$ 53,049	$ 55,163	$ 57,383	$ 59,709	$ 61,982	$ 64,522	$ 67,097	$ 67,433	$ 67,768	$ 68,104	$ 68,439
19	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	$ 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	$ 7,144.87	$ 7,180.42	$ 7,215.97	$ 7,251.51
	Annual	$ 52,339	$ 54,132	$ 56,246	$ 58,501	$ 60,775	$ 63,190	$ 65,801	$ 68,447	$ 71,093	$ 71,449	$ 71,804	$ 72,160	$ 72,515
20	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	$ 5,539.34	$ 5,738.26	$ 5,969.14	$ 6,192.91	$ 6,438.00	$ 6,702.62	$ 6,979.68	$ 7,244.30	$ 7,544.45	$ 7,582.17	$ 7,619.89	$ 7,657.61	$ 7,695.34
	Annual	$ 55,393	$ 57,383	$ 59,691	$ 61,929	$ 64,380	$ 67,026	$ 69,797	$ 72,443	$ 75,444	$ 75,822	$ 76,199	$ 76,576	$ 76,953
21	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	$ 5,876.78	$ 6,077.47	$ 6,317.23	$ 6,576.53	$ 6,839.38	$ 7,104.00	$ 7,386.38	$ 7,691.86	$ 7,999.10	$ 8,039.10	$ 8,079.10	$ 8,119.09	$ 8,159.09
	Annual	$ 58,768	$ 60,775	$ 63,172	$ 65,765	$ 68,394	$ 71,040	$ 73,864	$ 76,919	$ 79,991	$ 80,391	$ 80,791	$ 81,191	$ 81,591
22	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	$ 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	$ 8,531.73	$ 8,574.17	$ 8,616.62	$ 8,659.07
	Annual	$ 62,409	$ 64,860	$ 67,381	$ 70,099	$ 72,852	$ 75,622	$ 78,588	$ 81,714	$ 84,893	$ 85,317	$ 85,742	$ 86,166	$ 86,591
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23	Hourly	$ 35.72	$ 36.96	$ 38.37	$ 39.97	$ 41.58	$ 43.20	$ 44.89	$ 46.75	$ 48.60	$ 48.84	$ 49.09	$ 49.33	$ 49.57
	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	$ 8,674.52	$ 8,717.67	$ 8,760.83	$ 8,803.99
	Annual	$ 63,439	$ 65,641	$ 68,145	$ 70,987	$ 73,846	$ 76,723	$ 79,725	$ 83,028	$ 86,314	$ 86,745	$ 87,177	$ 87,608	$ 88,040

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)

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%