PARAPROFESSIONAL
Salary Schedule (PA3) 203/7
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	Step 15	Step 20	Step 25	Step 26
											Longevity			
											10-15 yrs 0.50%	16-20 yrs 1%	21-25 yrs 1.50%	26+ yrs 2%
018	Hourly	$ 31.74	$ 32.87	$ 34.15	$ 35.49	$ 36.94	$ 38.35	$ 39.92	$ 41.53	$ 43.16	$ 43.38	$ 43.59	$ 43.81	$ 44.02
	Monthly	$ 4,510.25	$ 4,670.83	$ 4,852.72	$ 5,043.13	$ 5,249.17	$ 5,449.54	$ 5,672.63	$ 5,901.41	$ 6,133.04	$ 6,163.70	$ 6,194.37	$ 6,225.03	$ 6,255.70
	Annual	$ 45,103	$ 46,708	$ 48,527	$ 50,431	$ 52,492	$ 54,495	$ 56,726	$ 59,014	$ 61,330	$ 61,637	$ 61,944	$ 62,250	$ 62,557
019	Hourly	$ 33.65	$ 34.81	$ 36.20	$ 37.65	$ 39.09	$ 40.72	$ 42.32	$ 44.02	$ 45.77	$ 46.00	$ 46.23	$ 46.46	$ 46.69
	Monthly	$ 4,781.67	$ 4,946.50	$ 5,144.02	$ 5,350.07	$ 5,554.69	$ 5,786.31	$ 6,013.67	$ 6,255.24	$ 6,503.92	$ 6,536.44	$ 6,568.96	$ 6,601.48	$ 6,634.00
	Annual	$ 47,817	$ 49,465	$ 51,440	$ 53,501	$ 55,547	$ 57,863	$ 60,137	$ 62,552	$ 65,039	$ 65,364	$ 65,690	$ 66,015	$ 66,340
020	Hourly	$ 35.67	$ 36.94	$ 38.33	$ 39.91	$ 41.44	$ 43.10	$ 44.87	$ 46.67	$ 48.53	$ 48.77	$ 49.02	$ 49.26	$ 49.50
	Monthly	$ 5,068.71	$ 5,249.17	$ 5,446.69	$ 5,671.21	$ 5,888.62	$ 6,124.51	$ 6,376.03	$ 6,631.81	$ 6,896.11	$ 6,930.59	$ 6,965.07	$ 6,999.55	$ 7,034.04
	Annual	$ 50,687	$ 52,492	$ 54,467	$ 56,712	$ 58,886	$ 61,245	$ 63,760	$ 66,318	$ 68,961	$ 69,306	$ 69,651	$ 69,996	$ 70,340
021	Hourly	$ 37.80	$ 39.09	$ 40.68	$ 42.29	$ 43.93	$ 45.66	$ 47.54	$ 49.41	$ 51.41	$ 51.67	$ 51.92	$ 52.18	$ 52.44
	Monthly	$ 5,371.38	$ 5,554.69	$ 5,780.63	$ 6,009.41	$ 6,242.45	$ 6,488.29	$ 6,755.43	$ 7,021.16	$ 7,305.36	$ 7,341.89	$ 7,378.41	$ 7,414.94	$ 7,451.47
	Annual	$ 53,714	$ 55,547	$ 57,806	$ 60,094	$ 62,425	$ 64,883	$ 67,554	$ 70,212	$ 73,054	$ 73,419	$ 73,784	$ 74,149	$ 74,515
022	Hourly	$ 40.06	$ 41.64	$ 43.31	$ 44.96	$ 46.73	$ 48.56	$ 50.47	$ 52.46	$ 54.46	$ 54.73	$ 55.00	$ 55.28	$ 55.55
	Monthly	$ 5,692.53	$ 5,917.04	$ 6,154.35	$ 6,388.82	$ 6,640.33	$ 6,900.38	$ 7,171.79	$ 7,454.57	$ 7,738.77	$ 7,777.46	$ 7,816.15	$ 7,854.85	$ 7,893.54
	Annual	$ 56,925	$ 59,170	$ 61,544	$ 63,888	$ 66,403	$ 69,004	$ 71,718	$ 74,546	$ 77,388	$ 77,775	$ 78,162	$ 78,548	$ 78,935

Grade 18	Instructional Assistant	Grade 20	Speech Language Therapy Assistant I
Grade 19	Bilingual Instructional Assistant	Grade 21	Interpreter for the Deaf
	Career Ladder Assistant		Sign Language Interpreter
	Language Immersion Instructional Assistant		Speech Language Therapy Assistant II
	Special Education Assistant/ISE	Grade 22	Sign Language Interpreter/Certified
	Visual Arts Assistant		Braillist - Vision Assistant

Note: Certified Sign Language Interpreters receive an additional 6%

2026-27 with a 2.6% 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%