SAEOP and PARAPROFESSIONAL
Salary Schedule (SA1 and PA4) 260/8
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	Step 15	Step 20	Step 25	Step 26
											Longevity			
											10-15 yrs	16-20 yrs	21-25 yrs	26+ yrs
											0.50%	1%	1.50%	2%
15	Hourly	$ 23.32	$ 24.14	$ 25.04	$ 26.07	$ 27.07	$ 28.20	$ 29.37	$ 30.50	$ 31.71	$ 31.87	$ 32.03	$ 32.19	$ 32.34
	Monthly	$ 4,042.13	$ 4,184.27	$ 4,340.27	$ 4,518.80	$ 4,692.13	$ 4,888.00	$ 5,090.80	$ 5,286.67	$ 5,496.40	$ 5,523.88	$ 5,551.36	$ 5,578.85	$ 5,606.33
	Annual	$ 48,506	$ 50,211	$ 52,083	$ 54,226	$ 56,306	$ 58,656	$ 61,090	$ 63,440	$ 65,957	$ 66,287	$ 66,616	$ 66,946	$ 67,276
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	$ 4,284.80	$ 4,435.60	$ 4,605.47	$ 4,797.87	$ 4,983.33	$ 5,177.47	$ 5,388.93	$ 5,609.07	$ 5,832.67	$ 5,861.83	$ 5,890.99	$ 5,920.16	$ 5,949.32
	Annual	$ 51,418	$ 53,227	$ 55,266	$ 57,574	$ 59,800	$ 62,130	$ 64,667	$ 67,309	$ 69,992	$ 70,342	$ 70,692	$ 71,042	$ 71,392
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	$ 4,537.87	$ 4,692.13	$ 4,884.53	$ 5,076.93	$ 5,279.73	$ 5,489.47	$ 5,713.07	$ 5,943.60	$ 6,172.40	$ 6,203.26	$ 6,234.12	$ 6,264.99	$ 6,295.85
	Annual	$ 54,454	$ 56,306	$ 58,614	$ 60,923	$ 63,357	$ 65,874	$ 68,557	$ 71,323	$ 74,069	$ 74,439	$ 74,809	$ 75,180	$ 75,550
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	$ 4,813.47	$ 4,983.33	$ 5,177.47	$ 5,383.73	$ 5,600.40	$ 5,827.47	$ 6,049.33	$ 6,297.20	$ 6,548.53	$ 6,581.28	$ 6,614.02	$ 6,646.76	$ 6,679.50
	Annual	$ 57,762	$ 59,800	$ 62,130	$ 64,605	$ 67,205	$ 69,930	$ 72,592	$ 75,566	$ 78,582	$ 78,975	$ 79,368	$ 79,761	$ 80,154
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	$ 5,108.13	$ 5,283.20	$ 5,489.47	$ 5,709.60	$ 5,931.47	$ 6,167.20	$ 6,422.00	$ 6,680.27	$ 6,938.53	$ 6,973.23	$ 7,007.92	$ 7,042.61	$ 7,077.30
	Annual	$ 61,298	$ 63,398	$ 65,874	$ 68,515	$ 71,178	$ 74,006	$ 77,064	$ 80,163	$ 83,262	$ 83,679	$ 84,095	$ 84,511	$ 84,928
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	$ 5,406.27	$ 5,600.40	$ 5,825.73	$ 6,044.13	$ 6,283.33	$ 6,541.60	$ 6,812.00	$ 7,070.27	$ 7,363.20	$ 7,400.02	$ 7,436.83	$ 7,473.65	$ 7,510.46
	Annual	$ 64,875	$ 67,205	$ 69,909	$ 72,530	$ 75,400	$ 78,499	$ 81,744	$ 84,843	$ 88,358	$ 88,800	$ 89,242	$ 89,684	$ 90,126
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	$ 5,735.60	$ 5,931.47	$ 6,165.47	$ 6,418.53	$ 6,675.07	$ 6,933.33	$ 7,208.93	$ 7,507.07	$ 7,806.93	$ 7,845.97	$ 7,885.00	$ 7,924.04	$ 7,963.07
	Annual	$ 68,827	$ 71,178	$ 73,986	$ 77,022	$ 80,101	$ 83,200	$ 86,507	$ 90,085	$ 93,683	$ 94,152	$ 94,620	$ 95,088	$ 95,557
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	$ 6,090.93	$ 6,330.13	$ 6,576.27	$ 6,841.47	$ 7,110.13	$ 7,380.53	$ 7,670.00	$ 7,975.07	$ 8,285.33	$ 8,326.76	$ 8,368.19	$ 8,409.61	$ 8,451.04
	Annual	$ 73,091	$ 75,962	$ 78,915	$ 82,098	$ 85,322	$ 88,566	$ 92,040	$ 95,701	$ 99,424	$ 99,921	$ 100,418	$ 100,915	$ 101,412

For Salary Administration Plans SA1 and PA4 (260-8)
2026-27 with a 2.6% increase (260 days/2080 hours)
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	2.00%