PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8
2026-27 effective 9/1/2026

Paraprofessional PA5 - 204 day schedule - 8 hours/day - 1632 hours/year

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	$ 36.18	$ 37.31	$ 38.51	$ 39.60	$ 40.77	$ 41.90	$ 43.04	$ 44.22	$ 45.36	$ 46.50	$ 47.66	$ 48.77	$ 49.98
	Monthly	$ 5,904.58	$ 6,088.99	$ 6,284.83	$ 6,462.72	$ 6,653.66	$ 6,838.08	$ 7,024.13	$ 7,216.70	$ 7,402.75	$ 7,588.80	$ 7,778.11	$ 7,959.26	$ 8,156.74
	Annual	$ 59,046	$ 60,890	$ 62,848	$ 64,627	$ 66,537	$ 68,381	$ 70,241	$ 72,167	$ 74,028	$ 75,888	$ 77,781	$ 79,593	$ 81,567
19	Hourly	$ 37.86	$ 39.04	$ 40.28	$ 41.44	$ 42.66	$ 43.82	$ 45.06	$ 46.24	$ 47.45	$ 48.68	$ 49.88	$ 51.02	$ 52.25
	Monthly	$ 6,178.75	$ 6,371.33	$ 6,573.70	$ 6,763.01	$ 6,962.11	$ 7,151.42	$ 7,353.79	$ 7,546.37	$ 7,743.84	$ 7,944.58	$ 8,140.42	$ 8,326.46	$ 8,527.20
	Annual	$ 61,788	$ 63,713	$ 65,737	$ 67,630	$ 69,621	$ 71,514	$ 73,538	$ 75,464	$ 77,438	$ 79,446	$ 81,404	$ 83,265	$ 85,272
20	Hourly	$ 39.59	$ 40.88	$ 42.09	$ 43.39	$ 44.64	$ 45.91	$ 47.11	$ 48.41	$ 49.64	$ 50.92	$ 52.18	$ 53.45	$ 54.70
	Monthly	$ 6,461.09	$ 6,671.62	$ 6,869.09	$ 7,081.25	$ 7,285.25	$ 7,492.51	$ 7,688.35	$ 7,900.51	$ 8,101.25	$ 8,310.14	$ 8,515.78	$ 8,723.04	$ 8,927.04
	Annual	$ 64,611	$ 66,716	$ 68,691	$ 70,812	$ 72,852	$ 74,925	$ 76,884	$ 79,005	$ 81,012	$ 83,101	$ 85,158	$ 87,230	$ 89,270
21	Hourly	$ 41.39	$ 42.78	$ 44.04	$ 45.37	$ 46.73	$ 47.99	$ 49.31	$ 50.63	$ 51.97	$ 53.28	$ 54.59	$ 55.93	$ 57.22
	Monthly	$ 6,754.85	$ 6,981.70	$ 7,187.33	$ 7,404.38	$ 7,626.34	$ 7,831.97	$ 8,047.39	$ 8,262.82	$ 8,481.50	$ 8,695.30	$ 8,909.09	$ 9,127.78	$ 9,338.30
	Annual	$ 67,548	$ 69,817	$ 71,873	$ 74,044	$ 76,263	$ 78,320	$ 80,474	$ 82,628	$ 84,815	$ 86,953	$ 89,091	$ 91,278	$ 93,383

Longevity

10-15 yrs base pay in Step 11 0.50%	10-15 yrs base pay in Step 12 0.50%	10-15 yrs base pay in Step 13 0.50%	16-20 yrs base pay in Step 13 1%	21-25 yrs base pay in Step 13 1.50%	26+ yrs base pay in Step 13 2%
Step 15	Step 16	Step 17	Step 20	Step 25	Step 26
$ 47.90	$ 49.01	$ 50.23	$ 50.48	$ 50.73	$ 50.98
$ 7,817.00	$ 7,999.06	$ 8,197.52	$ 8,238.30	$ 8,279.09	$ 8,319.87
$ 78,170	$ 79,991	$ 81,975	$ 82,383	$ 82,791	$ 83,199
$ 50.13	$ 51.28	$ 52.51	$ 52.77	$ 53.03	$ 53.30
$ 8,181.12	$ 8,368.10	$ 8,569.84	$ 8,612.47	$ 8,655.11	$ 8,697.74
$ 81,811	$ 83,681	$ 85,698	$ 86,125	$ 86,551	$ 86,977
$ 52.44	$ 53.72	$ 54.97	$ 55.25	$ 55.52	$ 55.79
$ 8,558.35	$ 8,766.66	$ 8,971.68	$ 9,016.31	$ 9,060.95	$ 9,105.58
$ 85,584	$ 87,667	$ 89,717	$ 90,163	$ 90,609	$ 91,056
$ 54.86	$ 56.21	$ 57.51	$ 57.79	$ 58.08	$ 58.36
$ 8,953.63	$ 9,173.41	$ 9,385.00	$ 9,431.69	$ 9,478.38	$ 9,525.07
$ 89,536	$ 91,734	$ 93,850	$ 94,317	$ 94,784	$ 95,251

Paraprofessional PA6 - 223 day schedule - 8 hours/day - 1784 hours/year

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	$ 36.18	$ 37.31	$ 38.51	$ 39.60	$ 40.77	$ 41.90	$ 43.04	$ 44.22	$ 45.36	$ 46.50	$ 47.66	$ 48.77	$ 49.98
	Monthly	$ 6,454.51	$ 6,656.10	$ 6,870.18	$ 7,064.64	$ 7,273.37	$ 7,474.96	$ 7,678.34	$ 7,888.85	$ 8,092.22	$ 8,295.60	$ 8,502.54	$ 8,700.57	$ 8,916.43
	Annual	$ 64,545	$ 66,561	$ 68,702	$ 70,646	$ 72,734	$ 74,750	$ 76,783	$ 78,888	$ 80,922	$ 82,956	$ 85,025	$ 87,006	$ 89,164
21	Hourly	$ 41.39	$ 42.78	$ 44.04	$ 45.37	$ 46.73	$ 47.99	$ 49.31	$ 50.63	$ 51.97	$ 53.28	$ 54.59	$ 55.93	$ 57.22
	Monthly	$ 7,383.98	$ 7,631.95	$ 7,856.74	$ 8,094.01	$ 8,336.63	$ 8,561.42	$ 8,796.90	$ 9,032.39	$ 9,271.45	$ 9,505.15	$ 9,738.86	$ 9,977.91	$ 10,208.05
	Annual	$ 73,840	$ 76,320	$ 78,567	$ 80,940	$ 83,366	$ 85,614	$ 87,969	$ 90,324	$ 92,714	$ 95,052	$ 97,389	$ 99,779	$ 102,080

Step 15	Step 16	Step 17	Step 20	Step 25	Step 26
$ 47.90	$ 49.01	$ 50.23	$ 50.48	$ 50.73	$ 50.98
$ 8,545.06	$ 8,744.07	$ 8,961.01	$ 9,005.60	$ 9,050.18	$ 9,094.76
$ 85,451	$ 87,441	$ 89,610	$ 90,056	$ 90,502	$ 90,948
$ 54.86	$ 56.21	$ 57.51	$ 57.79	$ 58.08	$ 58.36
$ 9,787.55	$ 10,027.80	$ 10,259.09	$ 10,310.13	$ 10,361.17	$ 10,412.21
$ 97,876	$ 100,278	$ 102,591	$ 103,101	$ 103,612	$ 104,122

Paraprofessional PA8 - 260 day schedule - 8 hours/day - 2080 hours/year

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	$ 36.18	$ 37.31	$ 38.51	$ 39.60	$ 40.77	$ 41.90	$ 43.04	$ 44.22	$ 45.36	$ 46.50	$ 47.66	$ 48.77	$ 49.98
	Monthy	$ 6,271.20	$ 6,467.07	$ 6,675.07	$ 6,864.00	$ 7,066.80	$ 7,262.67	$ 7,460.27	$ 7,664.80	$ 7,862.40	$ 8,060.00	$ 8,261.07	$ 8,453.47	$ 8,663.20
	Annual	$ 75,254	$ 77,605	$ 80,101	$ 82,368	$ 84,802	$ 87,152	$ 89,523	$ 91,978	$ 94,349	$ 96,720	$ 99,133	$ 101,442	$ 103,958
19	Hourly	$ 37.86	$ 39.04	$ 40.28	$ 41.44	$ 42.66	$ 43.82	$ 45.06	$ 46.24	$ 47.45	$ 48.68	$ 49.88	$ 51.02	$ 52.25
	Monthly	$ 6,562.40	$ 6,766.93	$ 6,981.87	$ 7,182.93	$ 7,394.40	$ 7,595.47	$ 7,810.40	$ 8,014.93	$ 8,224.67	$ 8,437.87	$ 8,645.87	$ 8,843.47	$ 9,056.67
	Annual	$ 78,749	$ 81,203	$ 83,782	$ 86,195	$ 88,733	$ 91,146	$ 93,725	$ 96,179	$ 98,696	$ 101,254	$ 103,750	$ 106,122	$ 108,680
21	Hourly	$ 41.39	$ 42.78	$ 44.04	$ 45.37	$ 46.73	$ 47.99	$ 49.31	$ 50.63	$ 51.97	$ 53.28	$ 54.59	$ 55.93	$ 57.22
	Monthly	$ 7,174.27	$ 7,415.20	$ 7,633.60	$ 7,864.13	$ 8,099.87	$ 8,318.27	$ 8,547.07	$ 8,775.87	$ 9,008.13	$ 9,235.20	$ 9,462.27	$ 9,694.53	$ 9,918.13
	Annual	$ 86,091	$ 88,982	$ 91,603	$ 94,370	$ 97,198	$ 99,819	$ 102,565	$ 105,310	$ 108,098	$ 110,822	$ 113,547	$ 116,334	$ 119,018
22	Hourly	$ 43.51	$ 44.91	$ 46.39	$ 47.90	$ 49.45	$ 51.02	$ 52.71	$ 54.42	$ 56.17	$ 58.01	$ 59.92	$ 61.84	$ 63.90
	Monthly	$ 7,541.73	$ 7,784.40	$ 8,040.93	$ 8,302.67	$ 8,571.33	$ 8,843.47	$ 9,136.40	$ 9,432.80	$ 9,736.13	$ 10,055.07	$ 10,386.13	$ 10,718.93	$ 11,076.00
	Annual	$ 90,501	$ 93,413	$ 96,491	$ 99,632	$ 102,856	$ 106,122	$ 109,637	$ 113,194	$ 116,834	$ 120,661	$ 124,634	$ 128,627	$ 132,912

Step 15	Step 16	Step 17	Step 20	Step 25	Step 26
$ 47.90	$ 49.01	$ 50.23	$ 50.48	$ 50.73	$ 50.98
$ 8,302.37	$ 8,495.73	$ 8,706.52	$ 8,749.83	$ 8,793.15	$ 8,836.46
$ 99,628	$ 101,949	$ 104,478	$ 104,998	$ 105,518	$ 106,038
$ 50.13	$ 51.28	$ 52.51	$ 52.77	$ 53.03	$ 53.30
$ 8,689.10	$ 8,887.68	$ 9,101.95	$ 9,147.23	$ 9,192.52	$ 9,237.80
$ 104,269	$ 106,652	$ 109,223	$ 109,767	$ 110,310	$ 110,854
$ 54.86	$ 56.21	$ 57.51	$ 57.79	$ 58.08	$ 58.36
$ 9,509.58	$ 9,743.01	$ 9,967.72	$ 10,017.31	$ 10,066.91	$ 10,116.50
$ 114,115	$ 116,916	$ 119,613	$ 120,208	$ 120,803	$ 121,398
$ 60.22	$ 62.15	$ 64.22	$ 64.54	$ 64.86	$ 65.18
$ 10,438.06	$ 10,772.53	$ 11,131.38	$ 11,186.76	$ 11,242.14	$ 11,297.52
$ 125,257	$ 129,270	$ 133,577	$ 134,241	$ 134,906	$ 135,570

2026-27 with a 2.6% increase effective 9/1/2026
Monthly amount reflects a 10-month work year (annual/10) for 204 and 223 day schedules; 12-month work year for 260 day schedule

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%