PARAPROFESSIONAL
Salary Schedule (PA7)
260/7
2026-27 effective 9/1/26

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	$ 31.74	$ 32.87	$ 34.15	$ 35.49	$ 36.94	$ 38.35	$ 39.92	$ 41.53	$ 43.16
	Monthly	$ 4,813.90	$ 4,985.28	$ 5,179.42	$ 5,382.65	$ 5,602.57	$ 5,816.42	$ 6,054.53	$ 6,298.72	$ 6,545.93
	Annual	$ 57,767	$ 59,823	$ 62,153	$ 64,592	$ 67,231	$ 69,797	$ 72,654	$ 75,585	$ 78,551
019	Hourly	$ 33.65	$ 34.81	$ 36.20	$ 37.65	$ 39.09	$ 40.72	$ 42.32	$ 44.02	$ 45.77
	Monthly	$ 5,103.58	$ 5,279.52	$ 5,490.33	$ 5,710.25	$ 5,928.65	$ 6,175.87	$ 6,418.53	$ 6,676.37	$ 6,941.78
	Annual	$ 61,243	$ 63,354	$ 65,884	$ 68,523	$ 71,144	$ 74,110	$ 77,022	$ 80,116	$ 83,301

Longevity			
10-15 yrs 0.50%	16-20 yrs 1%	21-25 yrs 1.50%	26+ yrs 2%
Step 15	**Step 20**	**Step 25**	**Step 26**
$ 43.38	$ 43.59	$ 43.81	$ 44.02
$ 6,578.66	$ 6,611.39	$ 6,644.12	$ 6,676.85
$ 78,944	$ 79,337	$ 79,729	$ 80,122
$ 46.00	$ 46.23	$ 46.46	$ 46.69
$ 6,976.49	$ 7,011.20	$ 7,045.91	$ 7,080.62
$ 83,718	$ 84,134	$ 84,551	$ 84,967

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260/7, 1820 hours)
2026-27 with a 2.6% increase effective 9/1/26
Monthly amount reflects 12-month work (annual/12)

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%