

Appendix C – Compensation Schedule 2025-2026

May 2025

The Compensation Schedule for the 2025-2026 school year has been adjusted in the 2022-2026 Master Contract. The below details the rationale and explanation of the adjustment and placements of staff moving forward.

History and reason for the change:

- During the 2015-19 contract, members were kept at their 2014-15 salary step, receiving only the negotiated percentage increase.
- Staff present during any of these four years were "frozen" at their step.
- Step advancement resumed with the 2019-22 extension and continues under the current contract.
- An unintended consequence is that new hires may be placed on the same step as long-serving staff who were "frozen." For example, a new hire at step 10 is equated with a veteran teacher with 14 years of service since 2011.
- The intent is to adjust only for the four years that step movement was frozen from 2015-2019. It will not readjust for any long-serving teachers placed into longevity before 2015. The adjustment is based on the step/cell where staff members were frozen at the start of the 2015 contract.
- During the step freeze, no salary was lost; all staff received the percentage increase that was negotiated.
- This adjustment will not change the salary for the next year; all staff will receive the salary they are due for 2025-2026, regardless of their hiring date.

Notes on revisions to schedule:

- Adjust step zero to 1 as the first step, allows for more alignment with years of service
- Current step 7 has been divided into step 8,9,10,11 with the same dollar amount, staff in step 7 began at zero 2015-19 contract and remained until the extension
- Any staff member who was hired from current step 8 on will have to move 4 steps in the proposal to keep the same salary. Example step 8 moves to step 12.
- Steps zero to 6, the step number will change by 1 step, example step 6 will change to step 7 with same salary

