



SALARY SCHEDULES

2025-2026, 2026-2027

2025-2026 Administrator Schedule

	1	1A	2	3	4	5	6	7	8	9	10	11
1	\$61,326	\$68,179	\$80,260	\$86,410	\$92,630	\$98,850	\$111,491	\$118,049	\$124,607	\$139,888	\$170,105	\$213,492
2	\$63,239	\$69,543	\$82,920	\$89,346	\$95,334	\$101,321	\$113,832	\$120,466	\$127,099	\$142,685	\$173,507	\$217,762
3	\$65,218	\$70,933	\$85,671	\$92,385	\$98,120	\$103,854	\$116,223	\$122,932	\$129,641	\$145,540	\$176,977	\$222,117
4	\$67,264	\$72,352	\$88,516	\$95,525	\$100,988	\$106,452	\$118,663	\$125,449	\$132,235	\$148,450	\$180,517	\$226,559
5	\$69,380	\$73,799	\$91,456	\$98,774	\$103,944	\$109,113	\$121,155	\$128,017	\$134,880	\$151,420	\$184,127	\$231,091
6	\$71,566	\$75,460	\$94,498	\$102,131	\$106,986	\$111,841	\$123,699	\$130,638	\$137,577	\$154,448	\$187,809	\$235,712
7	\$73,761	\$77,157	\$97,548	\$105,503	\$110,070	\$114,637	\$126,298	\$133,313	\$140,328	\$157,537	\$191,566	\$240,427
8	\$76,029	\$78,894	\$100,701	\$108,983	\$113,242	\$117,501	\$128,950	\$136,043	\$143,135	\$160,687	\$195,397	\$245,235
9	\$78,371	\$80,669	\$103,957	\$112,580		\$120,439	\$131,657	\$138,827	\$145,998	\$163,902	\$199,305	\$250,140
10	\$80,790	\$82,484	\$107,322	\$116,295		\$123,451	\$134,423	\$141,670	\$148,917	\$167,179	\$203,291	\$255,143
11	\$82,116	\$84,340	\$109,165	\$118,331		\$125,611	\$136,775	\$144,149	\$151,524	\$170,105		
12	\$83,271	\$86,237	\$110,772	\$120,106		\$127,495	\$138,826	\$146,311	\$153,796	\$172,656		
13	\$84,445	\$88,178	\$112,403	\$121,907		\$129,408	\$140,908	\$148,506	\$156,104	\$175,246		
14	\$85,636	\$90,162	\$114,059	\$123,735		\$131,349	\$143,022	\$150,734	\$158,445	\$177,875		
15	\$86,845	\$92,190	\$115,740	\$125,592		\$133,319	\$145,167	\$152,995	\$160,822	\$180,543		
16	\$88,072	\$94,264	\$117,445	\$127,476		\$135,318	\$147,345	\$155,290	\$163,234	\$183,251		
17	\$89,317	\$96,385	\$119,176	\$129,387		\$137,348	\$149,555	\$157,619	\$165,683	\$186,000		
18	\$90,581	\$98,554	\$120,934	\$131,329		\$139,409	\$151,799	\$159,983	\$168,168	\$188,790		
19	\$91,865	\$100,772	\$122,717	\$133,299		\$141,500	\$154,076	\$162,383	\$170,690	\$191,622		
20	\$93,166	\$103,197	\$124,528	\$135,298		\$143,622	\$156,386	\$164,819	\$173,251	\$194,496		

2026-2027 Administrator Schedule

	1	1A	2	3	4	5	6	7	8	9	10	11
1	\$61,939	\$68,861	\$81,062	\$87,274	\$93,556	\$99,838	\$112,606	\$119,230	\$125,853	\$141,287	\$171,806	\$215,627
2	\$63,872	\$70,238	\$83,749	\$90,240	\$96,287	\$102,335	\$114,970	\$121,670	\$128,370	\$144,112	\$175,242	\$219,939
3	\$65,870	\$71,643	\$86,528	\$93,309	\$99,101	\$104,893	\$117,385	\$124,162	\$130,938	\$146,995	\$178,747	\$224,338
4	\$67,937	\$73,076	\$89,401	\$96,480	\$101,998	\$107,516	\$119,850	\$126,703	\$133,557	\$149,935	\$182,322	\$228,825
5	\$70,074	\$74,537	\$92,371	\$99,762	\$104,983	\$110,204	\$122,367	\$129,298	\$136,228	\$152,934	\$185,968	\$233,401
6	\$72,281	\$76,214	\$95,443	\$103,153	\$108,056	\$112,959	\$124,936	\$131,944	\$138,953	\$155,993	\$189,687	\$238,069
7	\$74,499	\$77,929	\$98,524	\$106,558	\$111,171	\$115,783	\$127,561	\$134,646	\$141,731	\$159,112	\$193,481	\$242,831
8	\$76,789	\$79,682	\$101,708	\$110,073	\$114,375	\$118,676	\$130,239	\$137,403	\$144,567	\$162,294	\$197,351	\$247,687
9	\$79,155	\$81,475	\$104,996	\$113,706		\$121,644	\$132,974	\$140,216	\$147,458	\$165,541	\$201,298	\$252,641
10	\$81,598	\$83,308	\$108,395	\$117,458		\$124,686	\$135,767	\$143,087	\$150,406	\$168,851	\$205,324	\$257,694
11	\$82,937	\$85,183	\$110,257	\$119,514		\$126,867	\$138,143	\$145,591	\$153,039	\$171,806		
12	\$84,104	\$87,100	\$111,880	\$121,307		\$128,770	\$140,215	\$147,775	\$155,334	\$174,383		
13	\$85,290	\$89,059	\$113,527	\$123,126		\$130,702	\$142,318	\$149,991	\$157,665	\$176,998		
14	\$86,492	\$91,063	\$115,199	\$124,972		\$132,663	\$144,452	\$152,241	\$160,029	\$179,654		
15	\$87,713	\$93,112	\$116,897	\$126,848		\$134,652	\$146,619	\$154,525	\$162,430	\$182,349		
16	\$88,953	\$95,207	\$118,620	\$128,751		\$136,671	\$148,819	\$156,843	\$164,867	\$185,083		
17	\$90,211	\$97,349	\$120,368	\$130,681		\$138,722	\$151,050	\$159,195	\$167,339	\$187,860		
18	\$91,487	\$99,540	\$122,143	\$132,642		\$140,803	\$153,317	\$161,583	\$169,849	\$190,678		
19	\$92,783	\$101,779	\$123,944	\$134,631		\$142,915	\$155,617	\$164,007	\$172,397	\$193,538		
20	\$94,098	\$104,229	\$125,773	\$136,651		\$145,058	\$157,950	\$166,467	\$174,983	\$196,441		

Administrative Salary Schedule

LEVEL 1	LEVEL 3	LEVEL 6	LEVEL 10
Financial Services Supervisor	Coordinator of Gifted Education	Elementary Principal	Chief Financial Officer
Assistant Director of Transportation	Coordinator of EL Migrant/ Immigrant Education	Director of Human Resources and Evaluation	
Assistant Director of Child Nutrition	Coordinator of Health Services	Director of Communications & Media Relations	LEVEL 11
Assistant Director of School Safety	Coordinator of Counselors and Social Workers	Director of Information Systems (Technology)	Deputy Superintendent
Night Custodial/ Grounds Supervisor	Coordinator of Federal Programs	Director of Alternative Education Programs	
Building and Grounds Manager	Curriculum Coordinator	Director of Accounting & Finance	
	Professional Development Coordinator	Director of Federal Programs	
LEVEL 1A	Virtual Programming Coordinator	Director of Curriculum	
Instructional Support Specialist	Instructional Technology Coordinators	Director of Data and Assessment	
	Assistant Principal - Elementary (11 Months)*		
LEVEL 2	Coordinator of Special Education	LEVEL 7	
Early Childhood Site Coordinator		Middle School Principal	
Director of Student Systems	LEVEL 4		
Director of Custodial	Assistant Principal-Middle School (11 Months)	LEVEL 8	
Director of Child Nutrition	MS Athletic/Activity Director (11 months)	HS Principal	
Director of Maintenance			
Director of Transportation	LEVEL 5	LEVEL 9	
Director of Enrollment	Assoc. / Asst. HS Principal (11 Months)*	Chief Information Officer	
Director of Purchasing/Supplier Diversity	HS Athletic/Activity Director (11 Months)*	Assistant Superintendent	
Director of School Safety	Director of Early Childhood		
MTSS Coordinator			
Differentials: \$2,500 for Associate Principal; \$2,000 for Doctoral Degree			
* Elementary Assistant Principals are capped at step 8, High school associate/assistant/activities director capped at step 10			

Placement: When moving from a lower administrative position to a higher-level position, experience will be given for cell placement based on the years of experience in the lower administrative position as follows: Lower administrative experience * ½ + 1 = New step placement. Level 1A is granted all lower level certified education experience. Non-certificated employees promoted from a different schedule will move to the correct column/level and be placed at the step closest to their current pay (without being less)

2025-2026 and 2026-2027 - All employees on the administrator schedule that continue in the same position will advance one step each year.

Level 10 and Level 11 Only: Upon reaching the end of the schedule, the salary will annually increase by 2% or the equivalent to the average percentage increase given to administrative staff, whichever is less. Initial placement is based on equal or greater relevant experience.

Teacher Salary Schedule 2025-2026

Step	BA	BA+15*	MA	MA+30	Doctorate
1	\$47,826		\$49,239	\$51,380	\$53,522
2	\$48,304		\$49,732	\$51,894	\$54,057
3	\$48,787		\$50,230	\$52,413	\$54,597
4	\$49,275		\$50,732	\$52,938	\$55,416
5	\$49,768		\$52,254	\$54,526	\$57,079
6	\$50,266		\$53,821	\$56,162	\$58,791
7	\$50,768		\$55,436	\$57,846	\$60,555
8	\$51,276		\$57,099	\$59,582	\$62,371
9	\$52,481		\$58,812	\$61,369	\$64,243
10	\$54,186		\$60,576	\$63,210	\$66,169
11	\$56,008		\$62,394	\$65,107	\$68,154
12	\$57,896		\$64,265	\$67,060	\$70,200
13	\$59,777		\$66,194	\$69,072	\$72,306
14	\$61,660		\$68,179	\$71,144	\$74,475
15	\$63,583		\$70,224	\$73,278	\$76,709
16	\$66,127	\$69,054	\$72,332	\$75,477	\$79,011
17			\$74,501	\$77,741	\$81,381
18			\$76,737	\$80,073	\$83,822
19			\$79,038	\$82,475	\$86,337
20			\$81,409	\$84,950	\$88,927
21			\$87,383	\$90,658	\$94,097

Teacher Salary Schedule 2026-2027

Step	BA	BA+15*	MA	MA+30	Doctorate
1	\$48,304		\$49,732	\$51,894	\$54,057
2	\$48,787		\$50,229	\$52,413	\$54,597
3	\$49,275		\$50,732	\$52,937	\$55,143
4	\$49,768		\$51,239	\$53,467	\$55,970
5	\$50,266		\$52,777	\$55,071	\$57,649
6	\$50,768		\$54,359	\$56,723	\$59,379
7	\$51,276		\$55,991	\$58,425	\$61,161
8	\$51,789		\$57,670	\$60,178	\$62,995
9	\$53,005		\$59,400	\$61,983	\$64,885
10	\$54,728		\$61,182	\$63,842	\$66,831
11	\$56,568		\$63,018	\$65,758	\$68,836
12	\$58,475		\$64,908	\$67,731	\$70,902
13	\$60,375		\$66,856	\$69,762	\$73,029
14	\$62,277		\$68,861	\$71,855	\$75,219
15	\$64,218		\$70,927	\$74,011	\$77,476
16	\$66,788	\$69,744	\$73,055	\$76,232	\$79,801
17			\$75,246	\$78,518	\$82,195
18			\$77,504	\$80,874	\$84,661
19			\$79,829	\$83,300	\$87,201
20			\$82,223	\$85,799	\$89,817
21			\$89,130	\$92,471	\$95,978

Teacher Salary Schedule

*** BA plus 15 Placement** - Only for employees that were already previously placed and in continuous service. Not offered to new or returning employees.

2025-2026 and 2026-2027 - All employees on the teacher schedule that continue will advance one step each year. The \$500 longevity bonus added for Step 20 in 2023-24 is transitioned to the 2024-2025 schedule and included in the base increase. Employees who received longevity in 2020-21 (\$500 or \$1000) per the 2020-21 AOA will continue to receive these longevity disbursements as an addition to base salary each year.

A teacher must be employed 95 days or more in the Hazelwood School District to be eligible for an increment. Only one, one-half year may be counted toward an increment by a teacher.

When teachers become eligible for transition from one salary channel to another, they shall be placed according to experience if moving from BA to a higher column or moved straight across. Transition shall occur only at the beginning of the school year or at the beginning of the second semester.

2025-2026 Professional/Technical Schedule

	1	2	3	4	5	6
1	\$43,529	\$47,634	\$52,222	\$53,728	\$56,282	\$58,836
2	\$44,634	\$48,860	\$53,590	\$55,305	\$57,941	\$60,576
3	\$45,776	\$50,131	\$54,996	\$56,936	\$59,647	\$62,356
4	\$46,949	\$51,434	\$56,446	\$58,611	\$61,406	\$64,200
5	\$48,160	\$52,780	\$57,939	\$60,342	\$63,218	\$66,085
6	\$49,405	\$54,163	\$59,481	\$62,119	\$65,084	\$68,042
7	\$50,688	\$55,588	\$61,069	\$63,955	\$67,004	\$70,054
8	\$52,012	\$57,059	\$62,698	\$65,844	\$68,985	\$72,125
9	\$53,373	\$58,573	\$64,382	\$67,789	\$71,022	\$74,258
10	\$54,774	\$60,130	\$66,113	\$69,790	\$73,124	\$76,453
11	\$56,222	\$61,735	\$67,895	\$71,855	\$75,287	\$78,719
12	\$57,708	\$63,388	\$69,734	\$73,982	\$77,515	\$81,049
13	\$59,240	\$65,091	\$71,627	\$76,171	\$79,811	\$83,450
14	\$60,820	\$66,843	\$73,576	\$78,425	\$82,174	\$85,923
15	\$62,444	\$68,650	\$75,583	\$80,748	\$84,608	\$88,472
16	\$64,119	\$70,510	\$77,651	\$83,140	\$87,117	\$91,992
17	\$65,402	\$71,921	\$79,204	\$84,803	\$88,859	\$93,831
18	\$66,710	\$73,359	\$80,788	\$86,499	\$90,636	\$95,708

2026-2027 Professional/Technical Schedule

	1	2	3	4	5	6
1	\$43,964	\$48,110	\$52,744	\$54,265	\$56,845	\$59,425
2	\$45,081	\$49,348	\$54,126	\$55,858	\$58,520	\$61,181
3	\$46,234	\$50,632	\$55,546	\$57,505	\$60,244	\$62,979
4	\$47,419	\$51,949	\$57,011	\$59,197	\$62,020	\$64,842
5	\$48,642	\$53,308	\$58,518	\$60,945	\$63,850	\$66,746
6	\$49,900	\$54,705	\$60,076	\$62,740	\$65,735	\$68,722
7	\$51,195	\$56,144	\$61,680	\$64,595	\$67,674	\$70,755
8	\$52,532	\$57,630	\$63,325	\$66,503	\$69,675	\$72,846
9	\$53,906	\$59,159	\$65,025	\$68,467	\$71,733	\$75,001
10	\$55,322	\$60,731	\$66,774	\$70,488	\$73,855	\$77,218
11	\$56,784	\$62,353	\$68,574	\$72,573	\$76,040	\$79,506
12	\$58,285	\$64,022	\$70,431	\$74,722	\$78,291	\$81,859
13	\$59,833	\$65,741	\$72,344	\$76,933	\$80,609	\$84,285
14	\$61,429	\$67,512	\$74,311	\$79,210	\$82,996	\$86,782
15	\$63,069	\$69,336	\$76,339	\$81,556	\$85,454	\$89,357
16	\$64,761	\$71,215	\$78,428	\$83,972	\$87,988	\$92,912
17	\$66,056	\$72,640	\$79,996	\$85,651	\$89,747	\$94,770
18	\$67,377	\$74,093	\$81,596	\$87,364	\$91,542	\$96,665

Professional/Technical Salary Schedule

LEVEL 1	LEVEL 3	LEVEL 5
Accounts Payable Specialist	Student Advocate	Benefits and Retirement Coordinator
Business Office Specialist	Community Education Center Facilitator	Web Manager/Graphic Design Manager
Payroll Specialist	Parent Involvement Coordinator	Administrative Assistant
Human Resources Technician	Human Resources Specialist-Certified	Payroll Coordinator
Driver Supervisor – Dispatcher/Router	Human Resources Specialist-Non-Certified	Accounts Payable Coordinator
Driver Supervisor – Safety	Residency Investigator	
Bookkeeper-Payroll/AP		LEVEL 6
	LEVEL 4	Occupational Therapist
LEVEL 2	Communications Specialist 2	Physical Therapist
Communications Specialist 1	McKinney Vento Support Specialist	Board Certified Behavioral Analyst
Benefits Specialist	Public Relations Specialist	
	Payroll Specialist 2	
	Video Communications Specialist	
	Accountant	
	Homeless Liaison	

2025-2026 and 2026-2027 - All employees on the professional/technical schedule that continue will advance one step each year.

Longevity - Employees who received longevity in 2020-21 (\$400) will continue to receive the longevity disbursement as an addition to their base salary each year.

Placement: Professional Technical employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step. Employees moving within this schedule will advance straight across unless previous applicable experience would result in higher placement when moving.

Differentials: \$2,000 for Doctoral Degree

Custodial/Maintenance Schedule 2025-2026

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$15.79	\$16.77	\$17.19	\$18.76	\$19.10	\$21.09	\$21.20	\$23.19	\$24.16	\$23.29	\$25.26	\$26.26	\$27.25
2	\$16.27	\$17.28	\$17.71	\$19.32	\$19.93	\$21.65	\$21.77	\$23.81	\$24.82	\$23.91	\$25.95	\$26.96	\$27.98
3	\$16.76	\$17.79	\$18.24	\$19.90	\$20.50	\$22.23	\$22.35	\$24.44	\$25.49	\$24.55	\$26.65	\$27.69	\$28.73
4	\$17.26	\$18.33	\$18.79	\$20.50	\$21.09	\$22.81	\$22.95	\$25.09	\$26.16	\$25.22	\$27.36	\$28.43	\$29.51
5	\$17.78	\$18.88	\$19.35	\$21.11	\$21.69	\$23.42	\$23.56	\$25.77	\$26.87	\$25.98	\$28.10	\$29.19	\$30.30
6	\$18.31	\$19.44	\$19.93	\$21.75	\$22.32	\$24.06	\$24.19	\$26.44	\$27.59	\$26.74	\$28.85	\$29.98	\$31.12
7	\$18.86	\$20.03	\$20.53	\$22.40	\$22.96	\$24.70	\$24.84	\$27.16	\$28.32	\$27.53	\$29.61	\$30.77	\$31.94
8	\$19.43	\$20.63	\$21.14	\$23.07	\$23.62	\$25.35	\$25.51	\$27.90	\$29.09	\$28.34	\$30.41	\$31.60	\$32.79
9	\$20.01	\$21.25	\$21.78	\$23.77	\$24.30	\$26.03	\$26.18	\$28.65	\$29.86	\$29.21	\$31.22	\$32.46	\$33.67
10	\$20.61	\$21.88	\$22.43	\$24.48	\$24.99	\$26.74	\$26.89	\$29.41	\$30.67	\$30.06	\$32.05	\$33.32	\$34.58
11	\$21.07	\$22.38	\$22.94	\$25.03	\$25.72	\$27.45	\$27.61	\$30.19	\$31.49	\$31.50	\$33.55	\$34.54	\$35.54
12	\$21.55	\$22.88	\$23.45	\$25.59	\$26.44	\$28.19	\$28.34	\$31.00	\$32.34	\$32.14	\$34.21	\$35.24	\$36.25
13	\$22.03	\$23.40	\$23.98	\$26.17	\$27.21	\$29.25	\$29.57	\$31.61	\$33.19	\$32.78	\$34.90	\$35.94	\$36.98
14	\$22.53	\$23.92	\$24.52	\$26.76	\$27.75	\$29.83	\$30.16	\$32.24	\$33.86	\$33.44	\$35.60	\$36.66	\$37.71
15	\$23.03	\$24.46	\$25.07	\$27.36	\$28.30	\$30.43	\$30.76	\$32.89	\$34.53	\$34.09	\$36.30	\$37.39	\$38.47
16	\$23.55	\$25.01	\$25.63	\$27.97	\$28.87	\$31.03	\$31.37	\$33.56	\$35.22	\$34.77	\$37.02	\$38.14	\$39.24
17	\$24.08	\$25.57	\$26.21	\$28.60	\$29.45	\$31.65	\$32.00	\$34.22	\$35.93	\$35.47	\$37.76	\$38.90	\$40.02
18	\$24.62	\$26.15	\$26.80	\$29.25	\$30.04	\$32.29	\$32.64	\$34.91	\$36.65				

Custodial/Maintenance Schedule 2026-2027

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$15.95	\$16.94	\$17.36	\$18.95	\$19.30	\$21.30	\$21.41	\$23.42	\$24.41	\$23.53	\$25.51	\$26.52	\$27.52
2	\$16.43	\$17.45	\$17.88	\$19.52	\$20.13	\$21.87	\$21.99	\$24.05	\$25.07	\$24.15	\$26.21	\$27.23	\$28.26
3	\$16.92	\$17.97	\$18.42	\$20.10	\$20.71	\$22.45	\$22.57	\$24.69	\$25.74	\$24.80	\$26.91	\$27.97	\$29.02
4	\$17.43	\$18.51	\$18.97	\$20.70	\$21.30	\$23.04	\$23.18	\$25.34	\$26.43	\$25.47	\$27.63	\$28.71	\$29.80
5	\$17.95	\$19.07	\$19.54	\$21.33	\$21.91	\$23.66	\$23.80	\$26.02	\$27.14	\$26.24	\$28.38	\$29.49	\$30.60
6	\$18.49	\$19.64	\$20.13	\$21.97	\$22.54	\$24.30	\$24.43	\$26.71	\$27.87	\$27.01	\$29.14	\$30.28	\$31.43
7	\$19.05	\$20.23	\$20.73	\$22.62	\$23.19	\$24.95	\$25.09	\$27.43	\$28.61	\$27.80	\$29.91	\$31.08	\$32.26
8	\$19.62	\$20.83	\$21.35	\$23.30	\$23.85	\$25.60	\$25.76	\$28.18	\$29.38	\$28.63	\$30.71	\$31.92	\$33.12
9	\$20.21	\$21.46	\$22.00	\$24.00	\$24.55	\$26.29	\$26.45	\$28.93	\$30.16	\$29.51	\$31.54	\$32.78	\$34.01
10	\$20.81	\$22.10	\$22.66	\$24.72	\$25.24	\$27.01	\$27.16	\$29.70	\$30.97	\$30.36	\$32.37	\$33.65	\$34.92
11	\$21.28	\$22.60	\$23.17	\$25.28	\$25.98	\$27.73	\$27.89	\$30.49	\$31.81	\$31.82	\$33.88	\$34.89	\$35.90
12	\$21.76	\$23.11	\$23.69	\$25.85	\$26.71	\$28.48	\$28.63	\$31.31	\$32.67	\$32.46	\$34.55	\$35.60	\$36.62
13	\$22.25	\$23.63	\$24.22	\$26.43	\$27.48	\$29.54	\$29.87	\$31.93	\$33.52	\$33.11	\$35.25	\$36.30	\$37.35
14	\$22.75	\$24.16	\$24.76	\$27.02	\$28.03	\$30.13	\$30.46	\$32.57	\$34.20	\$33.77	\$35.95	\$37.03	\$38.09
15	\$23.26	\$24.70	\$25.32	\$27.63	\$28.58	\$30.73	\$31.07	\$33.22	\$34.88	\$34.43	\$36.66	\$37.77	\$38.85
16	\$23.79	\$25.26	\$25.89	\$28.25	\$29.16	\$31.34	\$31.69	\$33.89	\$35.57	\$35.12	\$37.39	\$38.52	\$39.63
17	\$24.32	\$25.83	\$26.47	\$28.89	\$29.75	\$31.97	\$32.32	\$34.56	\$36.29	\$35.83	\$38.14	\$39.29	\$40.42
18	\$24.87	\$26.41	\$27.07	\$29.54	\$30.34	\$32.61	\$32.96	\$35.26	\$37.02				

Custodial/Maintenance Schedule

LEVEL 1	LEVEL 9	LEVEL 11 (Continued)
Custodian	Pest Control Tech Lead (4+)	Plumber Lead
		Roofer/Tile Setter Lead
LEVEL 2	LEVEL 10	Welder (Millwright) Lead
Elementary/Middle School Lead Custodian	AV Technician	Painter Lead*
	Boiler Technician	General Maintenance Lead
LEVEL 3	Carpenter	Glazier Lead
High School Lead Custodian (Days)	Electrician	HVAC Technician Lead
	Glazier	Master Locksmith Lead
LEVEL 4	HVAC Technician	Mechanic Lead
High School Lead Custodian (Nights)	Master Locksmith	
	Mechanic	LEVEL 12**
LEVEL 5	Plumber	AV Technician Lead (4+)
General Maintenance	Roofer/Tile Setter	Boiler Technician Lead (4+)
Tool Clerk	Welder (Millwright)	Carpenter Lead (4+)
Warehouse Worker	Asbestos Abatement Specialist	Electrician Lead (4+)
	Painter*	General Maintenance Lead (4+)
LEVEL 6		Glazier Lead (4+)
Utility Worker	LEVEL 11	HVAC Technician Lead (4+)
	AV Technician Lead	Master Locksmith Lead (4+)
LEVEL 7	Boiler Technician Lead	Plumber Lead (4+)
Building Maintenance	Carpenter Lead	Roofer/Tile Setter Lead (4+)
Painter (Apprentice)	Electrician Lead	Welder (Millwright) Lead (4+)
Pest Control Technician	Plumber Lead	Painter Lead (4+)
	Roofer/Tile Setter Lead	
LEVEL 8	Welder (Millwright) Lead	Level 13**
Pest Control Tech Lead	Painter Lead*	Fleet Maintenance Manager
	General Maintenance Lead	All Leads (11+)
*Requires 5 years of district full time experience and passing a district performance test.		
**Level 12 and 13 numbers (4 or more, 11 or more) are inclusive of the Lead.		

2025-2026 and 2026-2027 - All employees on the custodial/maintenance schedule that continue will advance one step each year. Employees on the local 1 schedule who received longevity in 2020/21 per the 2020/21 Articles of Agreement will continue to receive the longevity as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous custodial/maintenance experience and placed on the corresponding step. Upon promotion, the employee will move directly across to the new level (remaining on the same step, but new level). The exception to this rule is if an employee is on Level I – Level 4 and is promoted to Level 5 or higher, they will be placed at the closest step on the new level that allows for a pay increase unless previous experience places them at a higher step.

Clerical Schedule 2025-2026

	1	2	3	4
1	\$15.45	\$17.31	\$20.70	\$23.51
2	\$15.81	\$17.68	\$21.17	\$24.06
3	\$16.15	\$18.07	\$21.66	\$24.63
4	\$16.52	\$18.46	\$22.17	\$25.21
5	\$16.91	\$18.87	\$22.69	\$25.80
6	\$17.29	\$19.29	\$23.22	\$26.41
7	\$17.70	\$19.73	\$23.78	\$27.04
8	\$18.11	\$20.17	\$24.34	\$27.70
9	\$18.55	\$20.63	\$24.94	\$28.37
10	\$18.99	\$21.10	\$25.54	\$29.06
11	\$19.45	\$21.59	\$26.15	\$29.62
12	\$19.93	\$22.10	\$26.68	\$30.21
13	\$20.42	\$22.61	\$27.23	\$30.82
14	\$20.92	\$23.15	\$27.79	\$31.43
15	\$21.44	\$23.71	\$28.36	\$32.05
16	\$21.98	\$24.18	\$28.95	\$32.68
17	\$22.54	\$24.65	\$29.56	\$33.35
18	\$23.12	\$25.14	\$30.17	\$34.02
19	\$23.71	\$25.65	\$30.79	\$34.70
20	\$24.32	\$26.17	\$31.40	\$35.42
21	\$24.82	\$26.71	\$32.03	\$36.14
22	\$25.33	\$27.25	\$32.67	\$36.89
23	\$25.84	\$27.81	\$33.32	\$37.66
24	\$26.35	\$28.39	\$33.99	\$38.45
25	\$26.88	\$28.98	\$34.67	\$39.21

Clerical Schedule 2026-2027

	1	2	3	4
1	\$15.61	\$17.48	\$20.91	\$23.75
2	\$15.97	\$17.86	\$21.39	\$24.30
3	\$16.31	\$18.25	\$21.88	\$24.87
4	\$16.69	\$18.65	\$22.39	\$25.46
5	\$17.08	\$19.06	\$22.92	\$26.06
6	\$17.46	\$19.48	\$23.46	\$26.67
7	\$17.87	\$19.93	\$24.01	\$27.31
8	\$18.30	\$20.37	\$24.59	\$27.97
9	\$18.73	\$20.84	\$25.19	\$28.65
10	\$19.18	\$21.32	\$25.80	\$29.35
11	\$19.65	\$21.81	\$26.41	\$29.92
12	\$20.12	\$22.32	\$26.95	\$30.51
13	\$20.62	\$22.84	\$27.50	\$31.13
14	\$21.13	\$23.38	\$28.07	\$31.74
15	\$21.66	\$23.94	\$28.65	\$32.37
16	\$22.20	\$24.42	\$29.24	\$33.01
17	\$22.77	\$24.90	\$29.85	\$33.68
18	\$23.35	\$25.40	\$30.48	\$34.36
19	\$23.95	\$25.91	\$31.09	\$35.05
20	\$24.57	\$26.43	\$31.72	\$35.77
21	\$25.07	\$26.97	\$32.35	\$36.50
22	\$25.58	\$27.53	\$33.00	\$37.26
23	\$26.09	\$28.09	\$33.66	\$38.04
24	\$26.62	\$28.67	\$34.33	\$38.83
25	\$27.15	\$29.27	\$35.02	\$39.60

Clerical Salary Schedule

LEVEL 1: Teacher Clerk

LEVEL 2: Building/Department Secretary, Clinic Aide; Administrative Secretary 1
(Department Secretary)

LEVEL 3: Administrative Secretary 2 (Curriculum, Special Services), Principal Secretary

LEVEL 4: CFO/CIO/Asst. Superintendent/Deputy Superintendent/Superintendent Secretary*

*Not eligible for union membership confidential employees

2025-2026 and 2026-2027 - All employees on the clerical schedule that continue will advance one step each year.

Longevity - Employees who received longevity in 2020-21 will continue to receive the longevity disbursement as an addition to their base salary each year..

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step. Employees moving within this schedule will advance straight across unless previous applicable experience would result in higher placement when moving.

Early Childhood Special Education Schedule 2025-2026

	1	2	3
1	\$21.94	\$24.43	\$41.69
2	\$22.60	\$25.16	
3	\$23.28	\$25.91	
4	\$23.96	\$26.70	
5	\$24.70	\$27.49	
6	\$25.44	\$28.32	
7	\$26.20	\$29.16	
8	\$26.99	\$29.75	
9	\$27.81		
10	\$28.93		
11	\$29.51		

Early Childhood Special Education Schedule 2025-2026

	1	2	3
1	\$22.16	\$24.68	\$42.11
2	\$22.82	\$25.41	
3	\$23.51	\$26.17	
4	\$24.20	\$26.96	
5	\$24.94	\$27.77	
6	\$25.70	\$28.60	
7	\$26.46	\$29.46	
8	\$27.26	\$30.05	
9	\$28.09		
10	\$29.22		
11	\$29.80		

Early Childhood Special Education Salary Schedule

LEVEL 1	LEVEL 3
Parent as Teacher	Occupational Therapist
	Physical Therapist
LEVEL 2	
ECSE Nurse	
Psychological Examiner	
Psychometrist	
Speech/Language Examiner	
Diagnostic Examiner	

2025-2026 and 2026-2027 - All employees on the early childhood special education schedule that continue will advance one step each year.

Longevity – Employees who received longevity in 2020-21 per the 2020-21 Articles of Agreement will continue to receive the longevity disbursement as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step.

Instructional Assistant Salary Schedule 2025-2026

	BA	TA	ECSE Para			ISS
1	\$15.45	\$17.02	\$17.31		1	\$17.49
2	\$15.76	\$17.35	\$17.68		2	\$18.01
3	\$16.08	\$17.70	\$18.07		3	\$18.54
4	\$16.40	\$18.06	\$18.46		4	\$19.11
5	\$16.73	\$18.42	\$18.87		5	\$19.66
6	\$17.07	\$18.79	\$19.29		6	\$20.27
7	\$17.40	\$19.16	\$19.73		7	\$20.86
8	\$17.75	\$19.55	\$20.17		8	\$21.50
9	\$18.11	\$19.93	\$20.63		9	\$22.15
10	\$18.47	\$20.33	\$21.11		10	\$22.83
11	\$18.84	\$20.74	\$21.60		11	\$23.49
					12	\$24.21
					13	\$25.17

Instructional Assistant Salary Schedule 2026-2027

	BA	TA	ECSE Para			ISS
1	\$15.61	\$17.19	\$17.48		1	\$17.67
2	\$15.92	\$17.53	\$17.86		2	\$18.20
3	\$16.24	\$17.88	\$18.25		3	\$18.72
4	\$16.57	\$18.24	\$18.65		4	\$19.30
5	\$16.90	\$18.61	\$19.06		5	\$19.85
6	\$17.24	\$18.98	\$19.48		6	\$20.47
7	\$17.58	\$19.35	\$19.93		7	\$21.07
8	\$17.93	\$19.74	\$20.37		8	\$21.72
9	\$18.29	\$20.13	\$20.83		9	\$22.37
10	\$18.66	\$20.53	\$21.32		10	\$23.06
11	\$19.03	\$20.95	\$21.81		11	\$23.73
					12	\$24.45
					13	\$25.42

Instructional Assistant Salary Schedule

2025-2026 and 2026-2027 - All employees on the instructional assistants schedule that continue will advance one step each year.

Longevity - Employees who received longevity in 2020-21 will continue to receive the longevity disbursement as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step.

School Safety Salary Schedule 2025-2026

	1	2
1	\$19.00	\$59,846.46
2	\$20.10	\$61,976.22
3	\$21.20	\$64,105.98
4	\$22.30	\$66,235.74
5	\$23.40	\$68,365.50
6	\$24.50	\$70,495.26
7	\$25.60	\$72,625.02
8	\$26.70	\$74,754.78
9	\$27.80	\$76,884.54
10	\$28.90	\$79,014.30
11		\$81,144.06
12		\$83,273.82

School Safety Salary Schedule 2026-2027

	1	2
1	\$20.00	\$61,043.39
2	\$21.10	\$63,215.74
3	\$22.20	\$65,388.10
4	\$23.30	\$67,560.45
5	\$24.40	\$69,732.81
6	\$25.50	\$71,905.17
7	\$26.60	\$74,077.52
8	\$27.70	\$76,249.88
9	\$28.80	\$78,422.23
10	\$29.90	\$80,594.59
11		\$82,766.94
12		\$84,939.30

School Safety Officers Salary Schedule

Level 1—School Safety Officer

Level 2—Lead Officer

2025-2026 and 2026-2027 - All employees on the safety and security schedule that continue will advance one step each year.

Longevity – Employees who received previous longevity disbursements will continue to receive those longevity disbursements as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step. When advancing from a security officer to a Lead security officer, movement will be made from Level I directly across to Level II on the same step.

Child Nutrition Salary Schedule 2025-2026

	1	2
1	\$15.45	
2	\$15.76	
3	\$16.09	
4	\$16.42	
5	\$16.75	
6	\$17.11	
7	\$17.47	
8	\$17.85	
9	\$18.24	\$22.01
10	\$18.64	\$22.44
11	\$19.02	\$22.87
12	\$19.44	\$23.34
13	\$19.88	\$23.79
14	\$20.33	\$24.26
15	\$20.79	\$24.76
16	\$21.27	\$25.45
17	\$21.79	\$25.96
18	\$22.23	

Child Nutrition Salary Schedule 2026-2027

	1	2
1	\$15.61	
2	\$15.92	
3	\$16.25	
4	\$16.59	
5	\$16.92	
6	\$17.28	
7	\$17.65	
8	\$18.03	
9	\$18.42	\$22.23
10	\$18.82	\$22.67
11	\$19.22	\$23.10
12	\$19.64	\$23.57
13	\$20.08	\$24.03
14	\$20.53	\$24.50
15	\$21.00	\$25.01
16	\$21.48	\$25.71
17	\$22.01	\$26.22
18	\$22.45	

Child Nutrition Salary Schedule

Level 1—Child Nutrition Assistant

Level 2—Child Nutrition Manager

2025-2026 and 2026-2027 - All employees on the child nutrition schedule that continue will advance one step each year.

Longevity – Employees who received longevity in 2020-21 per the 2020-21 Articles of Agreement will continue to receive the longevity disbursement as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step.

Nurses Salary Schedule - 2025-2026

	RN	BSN	MA	MA+30
1	\$39,686	\$47,826	\$49,239	\$51,380
2	\$40,650	\$48,185	\$49,732	\$51,894
3	\$41,646	\$48,667	\$50,230	\$52,413
4	\$42,674	\$49,154	\$50,732	\$52,938
5	\$43,728	\$50,628	\$52,254	\$54,526
6	\$44,817	\$52,147	\$53,821	\$56,162
7	\$45,936	\$53,711	\$55,436	\$57,846
8	\$47,091	\$55,323	\$57,099	\$59,582
9	\$48,280	\$56,982	\$58,812	\$61,369
10	\$49,504	\$58,692	\$60,576	\$63,210
11	\$50,765	\$60,453	\$62,394	\$65,107
12	\$52,065	\$62,266	\$64,265	\$67,060
13	\$53,403	\$64,134	\$66,194	\$69,072
14	\$54,781	\$66,058	\$68,179	\$71,144
15	\$56,201	\$68,040	\$70,224	\$73,278
16	\$57,606	\$70,081	\$72,332	\$75,477
17			\$74,501	\$77,741
18			\$76,737	\$80,073
19			\$79,038	\$82,475
20			\$81,409	\$84,950
21			\$87,383	\$90,658

Nurses Salary Schedule - 2026-2027

	RN	BSN	MA	MA+30
1	\$40,082	\$48,305	\$49,732	\$51,894
2	\$41,057	\$48,667	\$50,229	\$52,413
3	\$42,062	\$49,154	\$50,732	\$52,937
4	\$43,100	\$49,645	\$51,239	\$53,467
5	\$44,165	\$51,134	\$52,777	\$55,071
6	\$45,265	\$52,669	\$54,359	\$56,723
7	\$46,395	\$54,249	\$55,991	\$58,425
8	\$47,562	\$55,876	\$57,670	\$60,178
9	\$48,762	\$57,552	\$59,400	\$61,983
10	\$49,999	\$59,279	\$61,182	\$63,842
11	\$51,273	\$61,057	\$63,018	\$65,758
12	\$52,586	\$62,889	\$64,908	\$67,731
13	\$53,937	\$64,776	\$66,856	\$69,762
14	\$55,329	\$66,719	\$68,861	\$71,855
15	\$56,763	\$68,720	\$70,927	\$74,011
16	\$58,182	\$70,782	\$73,055	\$76,232
17			\$75,246	\$78,518
18			\$77,504	\$80,874
19			\$79,829	\$83,300
20			\$82,223	\$85,799
21			\$89,130	\$92,471

Nurses Salary Schedule

2025-2026 and 2026-2027 - All employees on the nurses schedule that continue will advance one step each year.

Longevity – Employees who received longevity in 2020-21 (\$500 or \$1000) per the 2020-21 Articles of Agreement will continue to receive these longevity disbursements as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step. Employees moving from one column to the next will move straight across.

Hall Safety Monitors Salary

25-26:			26-27:	
1	\$18		1	\$19

Crossing Guards, Bus Aides/Monitors

25-26:			26-27:	
1	\$16.40		1	\$16.60

Bus Drivers Salary Schedule 2025-2026

1	\$21.92
2	\$22.92
3	\$23.92
4	\$24.92
5	\$25.92
6	\$26.92
7	\$28.82

Bus Drivers Salary Schedule 2026-2027

1	\$22.14
2	\$23.14
3	\$24.14
4	\$25.14
5	\$26.14
6	\$27.14
7	\$29.04

Bus Drivers Salary Schedule

2025-2026 and 2026-2027 - All employees on the bus drivers schedule that continue will advance one step each year.

Longevity – Employees who received longevity in 2020-21 per the 2020-21 Articles of Agreement will continue to receive the longevity as an addition to their base salary each year.

Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step.

Technology Salary Schedule 2025-2026

	1	2	3	4	5	6
1	\$52,222	\$59,243	\$61,263	\$63,283	\$65,303	\$67,323
2	\$53,590	\$59,983	\$62,258	\$64,453	\$66,566	\$68,736
3	\$54,996	\$60,733	\$63,270	\$65,646	\$67,854	\$70,180
4	\$56,446	\$61,492	\$64,298	\$66,860	\$69,167	\$71,654
5	\$57,939	\$62,261	\$65,343	\$68,097	\$70,506	\$73,158
6	\$59,481	\$63,039	\$66,405	\$69,357	\$71,870	\$74,695
7	\$61,069	\$63,827	\$67,484	\$70,640	\$73,261	\$76,263
8	\$62,698	\$64,625	\$68,580	\$71,947	\$74,678	\$77,865
9	\$64,382	\$65,433	\$69,695	\$73,278	\$76,123	\$79,500
10	\$66,113	\$66,250	\$70,827	\$74,633	\$77,596	\$81,169
11	\$67,895	\$67,079	\$71,978	\$76,014	\$79,098	\$82,874
12	\$69,734	\$67,917	\$73,148	\$77,420	\$80,628	\$84,614
13	\$71,627	\$68,766	\$74,336	\$78,853	\$82,188	\$86,391
14	\$73,576	\$69,626	\$75,544	\$80,311	\$83,779	\$88,205
15	\$75,583	\$70,496	\$76,772	\$81,797	\$85,400	\$90,058
16	\$77,651	\$71,377	\$78,020	\$83,310	\$87,052	\$91,949
17	\$79,204	\$72,269	\$79,287	\$84,852	\$88,737	\$93,880
18	\$80,788	\$73,359	\$80,788	\$86,499	\$90,636	\$95,708

Technology Salary Schedule 2026-2027

	1	2	3	4	5	6
1	\$52,744	\$59,835	\$61,875	\$63,915	\$65,956	\$67,996
2	\$54,126	\$60,583	\$62,881	\$65,098	\$67,232	\$69,424
3	\$55,546	\$61,340	\$63,902	\$66,302	\$68,533	\$70,882
4	\$57,011	\$62,107	\$64,941	\$67,529	\$69,859	\$72,370
5	\$58,518	\$62,883	\$65,996	\$68,778	\$71,211	\$73,890
6	\$60,076	\$63,669	\$67,069	\$70,050	\$72,589	\$75,442
7	\$61,680	\$64,465	\$68,158	\$71,346	\$73,993	\$77,026
8	\$63,325	\$65,271	\$69,266	\$72,666	\$75,425	\$78,643
9	\$65,025	\$66,087	\$70,392	\$74,011	\$76,884	\$80,295
10	\$66,774	\$66,913	\$71,535	\$75,380	\$78,372	\$81,981
11	\$68,574	\$67,749	\$72,698	\$76,774	\$79,889	\$83,703
12	\$70,431	\$68,596	\$73,879	\$78,195	\$81,434	\$85,460
13	\$72,344	\$69,454	\$75,080	\$79,641	\$83,010	\$87,255
14	\$74,311	\$70,322	\$76,300	\$81,115	\$84,616	\$89,087
15	\$76,339	\$71,201	\$77,540	\$82,615	\$86,254	\$90,958
16	\$78,428	\$72,091	\$78,800	\$84,144	\$87,923	\$92,868
17	\$79,996	\$72,992	\$80,080	\$85,700	\$89,624	\$94,819
18	\$81,596	\$74,093	\$81,596	\$87,364	\$91,542	\$96,665

Technology Salary Schedule

LEVEL 1
IT Help Desk – Required to hold or attain Dell and Google certifications within 12 months of hire
LEVEL 2
IT Specialist – Required to hold or attain Dell and Google certifications within 12 months of hire
LEVEL 3
Senior IT Specialist – Required to hold Dell, Google, and CompTIA (Fundamentals, A+, Security+, Network+, etc.) certifications
LEVEL 4
Lead IT Specialist – Required to hold Dell, Google, and CompTIA certifications
LEVEL 5
Systems Analyst – Required to hold Dell, Google, and CompTIA certifications plus additional CompTIA (above Senior IT) or Associate’s
LEVEL 6
Senior Systems Analyst – Required to hold Dell, Google, and CompTIA certifications plus additional CompTIA (above Senior IT) or Associate’s plus one major certification (Microsoft MCSA, Cisco CCNA, VMware VCP) or Bachelor’s

2025-2026 and 2026-2027 - All employees on the technology schedule that continue will advance one step each year.

Longevity – Employees who received previous longevity disbursements will continue to receive those longevity disbursements as an addition to their base salary each year.

Internal Promotion Algorithm: Employees moving within this schedule will advance straight across unless previous applicable experience would result in higher placement when moving.

External Placement: Employees who are first employed by the district shall be granted credit for all years of approved previous experience and placed on the corresponding step.