

2025-26 IEA Salary Schedule

Notes:

OPTIONAL per diem days pay requires in-person attendance AND completed attendance verification submitted as directed
January professional development day is required and part of 180 day base contract

EXP	Step		BA	BA+15	BA+30	BA+45	BA+90/MA	MA+45	MA+90/DOC
0	1	Base	\$ 69,246	\$ 70,285	\$ 71,338	\$ 72,408	\$ 79,649	\$ 84,030	\$ 88,651
0	1	Per-Diem Days (OPTIONAL)*	\$ 1,923	\$ 1,952	\$ 1,982	\$ 2,011	\$ 2,212	\$ 2,334	\$ 2,463
0	1	Hourly Rate	\$ 54.96	\$ 55.78	\$ 56.62	\$ 57.47	\$ 63.21	\$ 66.69	\$ 70.36
0	1	TRI	\$ 2,770	\$ 2,811	\$ 2,854	\$ 2,896	\$ 3,186	\$ 3,361	\$ 3,546
0	1	Tech Responsibility & Time	\$ 1,759	\$ 1,785	\$ 1,812	\$ 1,839	\$ 2,023	\$ 2,134	\$ 2,252
0	1	Total	\$ 75,698	\$ 76,834	\$ 77,985	\$ 79,154	\$ 87,071	\$ 91,860	\$ 96,912
1	2	Base	\$ 70,285	\$ 71,338	\$ 72,408	\$ 73,495	\$ 80,844	\$ 85,291	\$ 89,981
1	2	Per-Diem Days (OPTIONAL)*	\$ 1,952	\$ 1,982	\$ 2,011	\$ 2,042	\$ 2,246	\$ 2,369	\$ 2,499
1	2	Hourly Rate	\$ 55.78	\$ 56.62	\$ 57.47	\$ 58.33	\$ 64.16	\$ 67.69	\$ 71.41
1	2	TRI	\$ 2,811	\$ 2,854	\$ 2,896	\$ 2,940	\$ 3,234	\$ 3,412	\$ 3,599
1	2	Tech Responsibility & Time	\$ 1,785	\$ 1,812	\$ 1,839	\$ 1,867	\$ 2,053	\$ 2,166	\$ 2,286
1	2	Total	\$ 76,834	\$ 77,985	\$ 79,155	\$ 80,343	\$ 88,377	\$ 93,238	\$ 98,366
2	3	Base	\$ 71,338	\$ 72,408	\$ 73,495	\$ 74,598	\$ 82,056	\$ 86,570	\$ 91,331
2	3	Per-Diem Days (OPTIONAL)*	\$ 1,982	\$ 2,011	\$ 2,042	\$ 2,072	\$ 2,279	\$ 2,405	\$ 2,537
2	3	Hourly Rate	\$ 56.62	\$ 57.47	\$ 58.33	\$ 59.20	\$ 65.12	\$ 68.71	\$ 72.48
2	3	TRI	\$ 2,854	\$ 2,896	\$ 2,940	\$ 2,984	\$ 3,282	\$ 3,463	\$ 3,653
2	3	Tech Responsibility & Time	\$ 1,812	\$ 1,839	\$ 1,867	\$ 1,895	\$ 2,084	\$ 2,199	\$ 2,320
2	3	Total	\$ 77,985	\$ 79,155	\$ 80,343	\$ 81,548	\$ 89,702	\$ 94,636	\$ 99,841
3	4	Base	\$ 72,410	\$ 73,494	\$ 74,598	\$ 75,716	\$ 83,288	\$ 87,869	\$ 92,702
3	4	Per-Diem Days (OPTIONAL)*	\$ 2,011	\$ 2,042	\$ 2,072	\$ 2,103	\$ 2,314	\$ 2,441	\$ 2,575
3	4	Hourly Rate	\$ 57.47	\$ 58.33	\$ 59.20	\$ 60.09	\$ 66.10	\$ 69.74	\$ 73.57
3	4	TRI	\$ 2,896	\$ 2,940	\$ 2,984	\$ 3,029	\$ 3,332	\$ 3,515	\$ 3,708
3	4	Tech Responsibility & Time	\$ 1,839	\$ 1,867	\$ 1,895	\$ 1,923	\$ 2,116	\$ 2,232	\$ 2,355
3	4	Total	\$ 79,157	\$ 80,342	\$ 81,549	\$ 82,771	\$ 91,048	\$ 96,057	\$ 101,339
4	5	Base	\$ 73,676	\$ 74,780	\$ 75,902	\$ 77,041	\$ 84,745	\$ 89,407	\$ 94,323
4	5	Per-Diem Days (OPTIONAL)*	\$ 2,047	\$ 2,077	\$ 2,108	\$ 2,140	\$ 2,354	\$ 2,484	\$ 2,620
4	5	Hourly Rate	\$ 58.47	\$ 59.35	\$ 60.24	\$ 61.14	\$ 67.26	\$ 70.96	\$ 74.86
4	5	TRI	\$ 2,947	\$ 2,991	\$ 3,036	\$ 3,082	\$ 3,390	\$ 3,576	\$ 3,773
4	5	Tech Responsibility & Time	\$ 1,871	\$ 1,899	\$ 1,928	\$ 1,957	\$ 2,153	\$ 2,271	\$ 2,396
4	5	Total	\$ 80,541	\$ 81,748	\$ 82,975	\$ 84,219	\$ 92,641	\$ 97,737	\$ 103,112
5	6	Base	\$ 74,966	\$ 76,090	\$ 77,231	\$ 78,389	\$ 86,228	\$ 90,971	\$ 95,975
5	6	Per-Diem Days (OPTIONAL)*	\$ 2,082	\$ 2,114	\$ 2,145	\$ 2,177	\$ 2,395	\$ 2,527	\$ 2,666
5	6	Hourly Rate	\$ 59.50	\$ 60.39	\$ 61.29	\$ 62.21	\$ 68.43	\$ 72.20	\$ 76.17
5	6	TRI (+ \$500 experience)	\$ 3,499	\$ 3,544	\$ 3,589	\$ 3,636	\$ 3,949	\$ 4,139	\$ 4,339
5	6	Tech Responsibility & Time	\$ 1,904	\$ 1,933	\$ 1,962	\$ 1,991	\$ 2,190	\$ 2,311	\$ 2,438
5	6	Total	\$ 82,451	\$ 83,680	\$ 84,927	\$ 86,193	\$ 94,763	\$ 99,948	\$ 105,418
6	7	Base	\$ 76,277	\$ 77,422	\$ 78,582	\$ 79,761	\$ 87,737	\$ 92,563	\$ 97,653
6	7	Per-Diem Days (OPTIONAL)*	\$ 2,119	\$ 2,151	\$ 2,183	\$ 2,216	\$ 2,437	\$ 2,571	\$ 2,713
6	7	Hourly Rate	\$ 60.54	\$ 61.45	\$ 62.37	\$ 63.30	\$ 69.63	\$ 73.46	\$ 77.50
6	7	TRI (+ \$500 experience)	\$ 3,551	\$ 3,597	\$ 3,643	\$ 3,690	\$ 4,009	\$ 4,203	\$ 4,406
6	7	Tech Integration	\$ 1,937	\$ 1,967	\$ 1,996	\$ 2,026	\$ 2,229	\$ 2,351	\$ 2,480
6	7	Total	\$ 83,884	\$ 85,135	\$ 86,404	\$ 87,693	\$ 96,412	\$ 101,688	\$ 107,253
7	8	Base	\$ 77,993	\$ 79,164	\$ 80,350	\$ 81,556	\$ 89,711	\$ 94,646	\$ 99,852
7	8	Per-Diem Days (OPTIONAL)*	\$ 2,166	\$ 2,199	\$ 2,232	\$ 2,265	\$ 2,492	\$ 2,629	\$ 2,774
7	8	Hourly Rate	\$ 61.90	\$ 62.83	\$ 63.77	\$ 64.73	\$ 71.20	\$ 75.12	\$ 79.25
7	8	TRI (+ \$500 experience)	\$ 3,620	\$ 3,667	\$ 3,714	\$ 3,762	\$ 4,088	\$ 4,286	\$ 4,494
7	8	Tech Responsibility & Time	\$ 1,981	\$ 2,011	\$ 2,041	\$ 2,072	\$ 2,279	\$ 2,404	\$ 2,536
7	8	Total	\$ 85,760	\$ 87,040	\$ 88,337	\$ 89,655	\$ 98,570	\$ 103,965	\$ 109,655
8	9	Base	\$ 79,748	\$ 80,945	\$ 82,158	\$ 83,391	\$ 91,730	\$ 96,775	\$ 102,098
8	9	Per-Diem Days (OPTIONAL)*	\$ 2,215	\$ 2,248	\$ 2,282	\$ 2,316	\$ 2,548	\$ 2,688	\$ 2,836
8	9	Hourly Rate	\$ 63.29	\$ 64.24	\$ 65.20	\$ 66.18	\$ 72.80	\$ 76.81	\$ 81.03
8	9	TRI (+ \$500 experience)	\$ 3,690	\$ 3,738	\$ 3,786	\$ 3,836	\$ 4,169	\$ 4,371	\$ 4,584
8	9	Tech Responsibility & Time	\$ 2,026	\$ 2,056	\$ 2,087	\$ 2,118	\$ 2,330	\$ 2,458	\$ 2,593
8	9	Total	\$ 87,679	\$ 88,987	\$ 90,314	\$ 91,662	\$ 100,777	\$ 106,293	\$ 112,111

9	10	Base			\$ 84,006	\$ 85,266	\$ 93,793	\$ 98,953	\$ 104,395
9	10	Per-Diem Days (OPTIONAL)*			\$ 2,334	\$ 2,369	\$ 2,605	\$ 2,749	\$ 2,900
9	10	Hourly Rate			\$ 66.67	\$ 67.67	\$ 74.44	\$ 78.53	\$ 82.85
9	10	TRI (+ \$500 experience)			\$ 3,860	\$ 3,911	\$ 4,252	\$ 4,458	\$ 4,676
9	10	Tech Responsibility & Time			\$ 2,134	\$ 2,166	\$ 2,382	\$ 2,513	\$ 2,652
9	10	Total			\$ 92,334	\$ 93,711	\$ 103,032	\$ 108,673	\$ 114,623
10	11	Base				\$ 87,613	\$ 96,374	\$ 101,674	\$ 107,266
10	11	Per-Diem Days (OPTIONAL)*				\$ 2,434	\$ 2,677	\$ 2,824	\$ 2,980
10	11	Hourly Rate				\$ 69.53	\$ 76.49	\$ 80.69	\$ 85.13
10	11	TRI (+ \$500 experience)				\$ 4,005	\$ 4,355	\$ 4,567	\$ 4,791
10	11	Tech Responsibility & Time				\$ 2,225	\$ 2,448	\$ 2,583	\$ 2,725
10	11	Total				\$ 96,276	\$ 105,854	\$ 111,648	\$ 117,760
11	12	Base				\$ 90,022	\$ 99,024	\$ 104,470	\$ 110,216
11	12	Per-Diem Days (OPTIONAL)*				\$ 2,501	\$ 2,751	\$ 2,902	\$ 3,062
11	12	Hourly Rate				\$ 71.45	\$ 78.59	\$ 82.91	\$ 87.47
11	12	TRI (+ \$500 experience)				\$ 4,101	\$ 4,461	\$ 4,679	\$ 4,909
11	12	Tech Responsibility & Time				\$ 2,287	\$ 2,515	\$ 2,654	\$ 2,799
11	12	Total				\$ 98,910	\$ 108,751	\$ 114,705	\$ 120,986
12	13	Base					\$ 101,746	\$ 107,343	\$ 113,247
12	13	Per-Diem Days (OPTIONAL)*					\$ 2,826	\$ 2,982	\$ 3,146
12	13	Hourly Rate					\$ 80.75	\$ 85.19	\$ 89.88
12	13	TRI (+ \$500 experience)					\$ 4,570	\$ 4,794	\$ 5,030
12	13	Tech Responsibility & Time					\$ 2,584	\$ 2,727	\$ 2,876
12	13	Total					\$ 111,727	\$ 117,845	\$ 124,299
13	14	Base					\$ 105,307	\$ 111,100	\$ 117,211
13	14	Per-Diem Days (OPTIONAL)*					\$ 2,925	\$ 3,086	\$ 3,256
13	14	Hourly Rate					\$ 83.58	\$ 88.17	\$ 93.02
13	14	TRI (+ \$500 experience)					\$ 4,712	\$ 4,944	\$ 5,188
13	14	Tech Responsibility & Time					\$ 2,675	\$ 2,822	\$ 2,977
13	14	Total					\$ 115,619	\$ 121,952	\$ 128,632
14	15	Base					\$ 108,993	\$ 114,988	\$ 121,313
14	15	Per-Diem Days (OPTIONAL)*					\$ 3,028	\$ 3,194	\$ 3,370
14	15	Hourly Rate					\$ 86.50	\$ 91.26	\$ 96.28
14	15	TRI (+ \$500 experience)					\$ 4,860	\$ 5,100	\$ 5,353
14	15	Tech Responsibility & Time					\$ 2,768	\$ 2,921	\$ 3,081
14	15	Total					\$ 119,649	\$ 126,202	\$ 133,116
15	16	Base					\$ 112,808	\$ 119,012	\$ 125,557
15	16	Per-Diem Days (OPTIONAL)*					\$ 3,134	\$ 3,306	\$ 3,488
15	16	Hourly Rate					\$ 89.53	\$ 94.45	\$ 99.65
15	16	TRI (+ \$3,500 experience)					\$ 8,012	\$ 8,260	\$ 8,522
15	16	Tech Responsibility & Time					\$ 2,865	\$ 3,023	\$ 3,189
15	16	Total					\$ 126,819	\$ 133,602	\$ 140,756