APPENDIX A - 2025-26 WAGE SCHEDULE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subs I	$18.92	$19.52	$20.20	$20.83	$21.12	$21.45	$21.64	$22.07
Regular II	$21.40	$22.04	$22.82	$23.50	$23.84	$24.22	$24.43	$24.90
Regular II 10 yr	$22.47	$23.14	$23.96	$24.68	$25.03	$25.43	$25.65	$26.15
Regular II 15 yr	$23.59	$24.30	$25.16	$25.91	$26.28	$26.70	$26.93	$27.46
Regular II 20 yr	$24.77	$25.52	$26.42	$27.21	$27.59	$28.04	$28.28	$28.83
Regular II 25 yr	$26.01	$26.80	$27.74	$28.57	$28.97	$29.44	$29.69	$30.27
Lead Elem/Delivery/HS III	$22.44	$23.10	$23.91	$24.65	$24.88	$25.26	$25.48	$25.97
Lead Elem/Delivery/HS III 10 yr	$23.56	$24.26	$25.11	$25.88	$26.12	$26.52	$26.75	$27.27
Lead Elem/Delivery/HS III 15 yr	$24.74	$25.47	$26.37	$27.17	$27.43	$27.85	$28.09	$28.63
Lead Elem/Delivery/HS III 20 yr	$25.98	$26.74	$27.69	$28.53	$28.80	$29.24	$29.49	$30.06
Lead Elem/Delivery/HS III 25 yr	$27.28	$28.08	$29.07	$29.96	$30.24	$30.70	$30.96	$31.56
Lead Middle School IV	$23.81	$24.62	$25.28	$25.92	$26.33	$26.69	$26.93	$27.46
Lead Middle School IV 10 yr	$25.00	$25.85	$26.54	$27.22	$27.65	$28.02	$28.28	$28.83
Lead Middle School IV 15 yr	$26.25	$27.14	$27.87	$28.58	$29.03	$29.42	$29.69	$30.27
Lead Middle School IV 20 yr	$27.56	$28.50	$29.26	$30.01	$30.48	$30.89	$31.17	$31.78
Lead Middle School IV 25 yr	$28.94	$29.93	$30.72	$31.51	$32.00	$32.43	$32.73	$33.37
Lead High School V	$24.55	$25.38	$26.06	$26.71	$27.15	$27.52	$27.76	$28.31
Lead High School V 10 yr	$25.78	$26.65	$27.36	$28.05	$28.51	$28.90	$29.15	$29.73
Lead High School V 15 yr	$27.07	$27.98	$28.73	$29.45	$29.94	$30.35	$30.61	$31.22
Lead High School V 20 yr	$28.42	$29.38	$30.17	$30.92	$31.44	$31.87	$32.14	$32.78
Lead High School V 25 yr	$29.84	$30.85	$31.68	$32.47	$33.01	$33.46	$33.75	$34.42
Lead High School Swing Shift VI	$25.15	$25.99	$26.68	$27.31	$27.77	$28.11	$28.37	$28.92
Lead High School Swing Shift VI 10 yr	$26.41	$27.29	$28.01	$28.68	$29.16	$29.52	$29.79	$30.37
Lead High School Swing Shift VI 15 yr	$27.73	$28.65	$29.41	$30.11	$30.62	$31.00	$31.28	$31.89
Lead High School Swing Shift VI 20 yr	$29.12	$30.08	$30.88	$31.62	$32.15	$32.55	$32.84	$33.48
Lead High School Swing Shift VI 25 yr	$30.58	$31.58	$32.42	$33.20	$33.76	$34.18	$34.48	$35.15

A. For the duration of this contract, the following shall be applied annually to all steps of the salary schedule not including longevity:
   1. 2024 - 2025 - 2.5% added to all cells of the salary schedule
   2. 2025 - 2026 - 1.8%
   3. 2026 - 2027 - 1.8%

B. Bid to or working in a higher classification - employee would move to the next highest amount on the schedule on which he/she is bidding or working.

C. For an employee bidding on a lower schedule within the same general classification he/she would be allowed their total service with the District.

D. Employees move one experience step per year on the salary schedule., per Article V Section B-Wages. Experience step raises and longevity pay increases shall be assessed annually on September 1. Employees having less than six (6) months experience by an assessment date shall wait until the following assessment date to advance to the next step. Employees having six (6) months or more experience by an assessment date shall be advanced to the appropriate pay level.

E. Using the Step Increase method from 3 above, any employee completing ten (10) years of experience with the District will receive an additional longevity increase of five (5) percent.

F. Using the Step Increase method from 3 above, any employee completing fifteen (15) years of experience with the District will receive an additional longevity increase of five (5) percent above the 10-year longevity increase.

G. Using the Step Increase method from 3 above, any employee completing twenty (20) years of experience with the District will receive an additional longevity increase of five (5) percent above the 15-year Longevity increase.

H. Using the Step Increase method from 3 above, any employee completing twenty-five (25) years of experience with the District will receive an additional longevity increase of five (5) percent above the 20-year longevity increase.