ENTERPRISE CITY BOARD OF EDUCATION

Teacher Salary Schedule*

2025-2026

187 Days

Years Experience	BS	MS	6Y	DO
0	47,600.00	51,875.00	55,936.00	59,995.00
1	47,600.00	51,875.00	55,936.00	59,995.00
2	47,600.00	51,875.00	55,936.00	59,995.00
3	49,616.00	57,058.00	61,524.00	65,997.00
4	49,616.00	57,058.00	61,524.00	65,997.00
5	49,616.00	57,058.00	61,524.00	65,997.00
6	51,792.00	59,558.00	64,237.00	68,881.00
7	51,792.00	59,558.00	64,237.00	68,881.00
8	51,792.00	59,558.00	64,237.00	68,881.00
9	53,356.00	61,358.00	66,177.00	70,962.00
10	53,888.00	61,971.00	66,838.00	71,671.00
11	54,428.00	62,591.00	67,506.00	72,387.00
12	54,972.00	63,217.00	68,181.00	73,111.00
13	55,522.00	63,848.00	68,864.00	73,842.00
14	56,077.00	64,487.00	69,551.00	74,581.00
15	56,638.00	65,133.00	70,248.00	75,327.00
16	57,204.00	65,783.00	70,950.00	76,080.00
17	57,776.00	66,441.00	71,660.00	76,841.00
18	58,354.00	67,105.00	72,377.00	77,608.00
19	58,937.00	67,776.00	73,101.00	78,384.00
20	59,527.00	68,454.00	73,831.00	79,169.00
21	60,122.00	69,139.00	74,570.00	79,961.00
22	60,723.00	69,831.00	75,314.00	80,760.00
23	61,330.00	70,528.00	76,068.00	81,567.00
24	61,944.00	71,234.00	76,829.00	82,383.00
25	62,563.00	71,946.00	77,597.00	83,207.00
26	63,188.00	72,665.00	78,373.00	84,039.00
27	63,821.00	73,392.00	79,157.00	84,880.00
28	64,459.00	74,126.00	79,948.00	85,728.00
29	65,104.00	74,867.00	80,748.00	86,586.00
30	65,754.00	75,616.00	81,555.00	87,452.00
31	66,412.00	76,372.00	82,371.00	88,325.00
32	67,077.00	77,136.00	83,195.00	89,209.00
33	67,747.00	77,907.00	84,027.00	90,102.00
34	68,424.00	78,686.00	84,867.00	91,003.00
35	69,109.00	79,473.00	85,715.00	91,912.00

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***Includes the following:**

ARI Reading Specialist

Interventionist/Title I

Behavior Specialist/Compliance Monitor

Instructional Partner

Psychometrist

Speech Pathologist

Math Specialist

Parental Involvement Specialist

ENTERPRISE CITY BOARD OF EDUCATION

Teacher Salary Schedule*

2025-2026

195 Days

Years Experience	BS	MS	6Y	DO
0	49,636.36	54,094.25	58,328.98	62,561.63
1	49,636.36	54,094.25	58,328.98	62,561.63
2	49,636.36	54,094.25	58,328.98	62,561.63
3	51,738.61	59,498.98	64,156.04	68,820.40
4	51,738.61	59,498.98	64,156.04	68,820.40
5	51,738.61	59,498.98	64,156.04	68,820.40
6	54,007.70	62,105.94	66,985.11	71,827.78
7	54,007.70	62,105.94	66,985.11	71,827.78
8	54,007.70	62,105.94	66,985.11	71,827.78
9	55,638.61	63,982.94	69,008.10	73,997.81
10	56,193.37	64,622.17	69,697.38	74,737.14
11	56,756.47	65,268.69	70,393.96	75,483.77
12	57,323.74	65,921.47	71,097.83	76,238.74
13	57,897.27	66,579.47	71,810.05	77,001.02
14	58,476.02	67,245.80	72,526.44	77,771.63
15	59,061.02	67,919.44	73,253.26	78,549.55
16	59,651.23	68,597.25	73,985.29	79,334.76
17	60,247.70	69,283.40	74,725.67	80,128.32
18	60,850.43	69,975.80	75,473.34	80,928.13
19	61,458.37	70,675.51	76,228.32	81,737.33
20	62,073.61	71,382.51	76,989.55	82,555.91
21	62,694.06	72,096.82	77,760.16	83,381.79
22	63,320.78	72,818.42	78,535.99	84,214.97
23	63,953.74	73,545.24	79,322.25	85,056.50
24	64,594.01	74,281.44	80,115.80	85,907.41
25	65,239.49	75,023.90	80,916.66	86,766.66
26	65,891.23	75,773.66	81,725.86	87,634.25
27	66,551.31	76,531.76	82,543.40	88,511.23
28	67,216.60	77,297.17	83,368.24	89,395.51
29	67,889.20	78,069.87	84,202.46	90,290.21
30	68,567.01	78,850.91	85,043.98	91,193.26
31	69,253.16	79,639.25	85,894.89	92,103.61
32	69,946.60	80,435.94	86,754.14	93,025.43
33	70,645.27	81,239.92	87,621.74	93,956.63
34	71,351.23	82,052.25	88,497.67	94,896.18
35	72,065.53	82,872.91	89,381.95	95,844.06

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***Includes the following:**

ARI Reading Specialist

Interventionist/Title I

Behavior Specialist/Compliance Monitor

Instructional Partner

Psychometrist

Speech Pathologist

Math Specialist

Parental Involvement Specialist

ENTERPRISE CITY BOARD OF EDUCATION

Teacher Salary Schedule*

2025-2026

205 Days

Years Experience	BS	MS	6Y	DO
0	52,181.82	56,868.32	61,320.21	65,769.92
1	52,181.82	56,868.32	61,320.21	65,769.92
2	52,181.82	56,868.32	61,320.21	65,769.92
3	54,391.87	62,550.21	67,446.10	72,349.65
4	54,391.87	62,550.21	67,446.10	72,349.65
5	54,391.87	62,550.21	67,446.10	72,349.65
6	56,777.33	65,290.86	70,420.24	75,511.26
7	56,777.33	65,290.86	70,420.24	75,511.26
8	56,777.33	65,290.86	70,420.24	75,511.26
9	58,491.87	67,264.12	72,546.98	77,792.57
10	59,075.08	67,936.12	73,271.60	78,569.81
11	59,667.06	68,615.80	74,003.90	79,354.73
12	60,263.42	69,302.06	74,743.88	80,148.42
13	60,866.36	69,993.80	75,492.62	80,949.79
14	61,474.79	70,694.30	76,245.75	81,759.92
15	62,089.79	71,402.49	77,009.84	82,577.73
16	62,710.27	72,115.05	77,779.41	83,403.21
17	63,337.33	72,836.39	78,557.75	84,237.46
18	63,970.96	73,564.30	79,343.77	85,078.29
19	64,610.08	74,299.89	80,137.46	85,928.98
20	65,256.87	75,043.16	80,937.73	86,789.55
21	65,909.14	75,794.09	81,747.86	87,657.78
22	66,567.99	76,552.70	82,563.48	88,533.69
23	67,233.42	77,316.79	83,390.05	89,418.37
24	67,906.52	78,090.75	84,224.30	90,312.91
25	68,585.11	78,871.28	85,066.23	91,216.23
26	69,270.27	79,659.49	85,916.93	92,128.32
27	69,964.20	80,456.47	86,776.39	93,050.27
28	70,663.61	81,261.12	87,643.53	93,979.89
29	71,370.70	82,073.45	88,520.53	94,920.48
30	72,083.26	82,894.55	89,405.21	95,869.84
31	72,804.60	83,723.32	90,299.76	96,826.87
32	73,533.61	84,560.86	91,203.07	97,795.96
33	74,268.10	85,406.07	92,115.16	98,774.92
34	75,010.27	86,260.05	93,036.02	99,762.65
35	75,761.20	87,122.81	93,965.64	100,759.14

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***Includes the following:**

ARI Reading Specialist

Interventionist/Title I

Behavior Specialist/Compliance Monitor

Instructional Partner

Psychometrist

Speech Pathologist

Math Specialist

Parental Involvement Specialist

ENTERPRISE CITY BOARD OF EDUCATION

Teacher Salary Schedule*

2025-2026

240 Days

Years Experience	BS	MS	6Y	DO
0	61,090.91	66,577.54	71,789.52	76,998.93
1	61,090.91	66,577.54	71,789.52	76,998.93
2	61,090.91	66,577.54	71,789.52	76,998.93
3	63,678.29	73,229.52	78,961.28	84,702.03
4	63,678.29	73,229.52	78,961.28	84,702.03
5	63,678.29	73,229.52	78,961.28	84,702.03
6	66,471.02	76,438.07	82,443.21	88,403.42
7	66,471.02	76,438.07	82,443.21	88,403.42
8	66,471.02	76,438.07	82,443.21	88,403.42
9	68,478.29	78,748.24	84,933.05	91,074.22
10	69,161.07	79,534.97	85,781.39	91,984.17
11	69,854.12	80,330.70	86,638.72	92,903.10
12	70,552.30	81,134.12	87,505.03	93,832.30
13	71,258.18	81,943.96	88,381.60	94,770.48
14	71,970.48	82,764.06	89,263.32	95,718.93
15	72,690.48	83,593.16	90,157.86	96,676.36
16	73,416.90	84,427.38	91,058.82	97,642.78
17	74,151.02	85,271.87	91,970.05	98,619.47
18	74,892.83	86,124.06	92,890.27	99,603.85
19	75,641.07	86,985.24	93,819.47	100,599.79
20	76,398.29	87,855.40	94,756.36	101,607.27
21	77,161.93	88,734.55	95,704.81	102,623.74
22	77,933.26	89,622.67	96,659.68	103,649.20
23	78,712.30	90,517.22	97,627.38	104,684.92
24	79,500.32	91,423.32	98,604.06	105,732.19
25	80,294.76	92,337.11	99,589.73	106,789.73
26	81,096.90	93,259.89	100,585.67	107,857.54
27	81,909.30	94,192.94	101,591.87	108,936.90
28	82,728.13	95,134.97	102,607.06	110,025.24
29	83,555.94	96,085.99	103,633.80	111,126.42
30	84,390.16	97,047.27	104,669.52	112,237.86
31	85,234.65	98,017.54	105,716.79	113,358.29
32	86,088.13	98,998.07	106,774.33	114,492.83
33	86,948.02	99,987.59	107,842.14	115,638.93
34	87,816.90	100,987.38	108,920.21	116,795.29
35	88,696.04	101,997.43	110,008.56	117,961.93

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***Includes the following:**

ARI Reading Specialist

Interventionist/Title I

Behavior Specialist/Compliance Monitor

Instructional Partner

Psychometrist

Speech Pathologist

Math Specialist

Parental Involvement Specialist

ENTERPRISE CITY BOARD OF EDUCATION

Teams Teacher Salary Schedule*

2025-2026

189 Days

Years Experience	BS	MS	AA/EDS	DO
0	50,521.00	57,285.00	61,346.00	65,405.00
1	54,082.00	62,194.00	67,061.00	71,932.00
2	56,972.00	65,514.00	70,661.00	75,769.00
3	58,638.00	67,433.00	72,730.00	77,988.00
4	60,350.00	69,401.00	74,851.00	80,263.00
5	62,105.00	71,420.00	77,030.00	82,600.00
6	63,909.00	73,493.00	79,267.00	84,997.00
7	65,759.00	75,622.00	81,561.00	87,458.00
8	67,074.00	77,132.00	83,193.00	89,208.00
9	68,415.00	78,676.00	84,856.00	90,993.00
10	69,440.00	79,857.00	86,128.00	92,356.00
11	70,482.00	81,055.00	87,421.00	93,741.00
12	71,540.00	82,271.00	88,731.00	95,148.00
13	71,540.00	82,271.00	88,731.00	95,148.00
14	71,540.00	82,271.00	88,731.00	95,148.00
15	72,616.00	83,510.00	90,069.00	96,581.00
16	72,616.00	83,510.00	90,069.00	96,581.00
17	72,616.00	83,510.00	90,069.00	96,581.00
18	73,717.00	84,774.00	91,432.00	98,043.00
19	73,717.00	84,774.00	91,432.00	98,043.00
20	73,717.00	84,774.00	91,432.00	98,043.00
21	74,838.00	86,065.00	92,823.00	99,535.00
22	74,838.00	86,065.00	92,823.00	99,535.00
23	74,838.00	86,065.00	92,823.00	99,535.00
24	75,981.00	87,378.00	94,241.00	101,056.00
25	75,981.00	87,378.00	94,241.00	101,056.00
26	75,981.00	87,378.00	94,241.00	101,056.00
27	77,148.00	88,721.00	95,688.00	102,607.00

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

ENTERPRISE CITY BOARD OF EDUCATION

Nurse Salary Schedule

2025-2026

187 Days

Years Experience	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
0	33,930	44,764	48,269	52,049	56,124
1	33,930	44,764	48,269	52,049	56,124
2	33,930	44,764	48,269	52,049	56,124
3	37,319	49,236	53,090	57,248	61,730
4	37,319	49,236	53,090	57,248	61,730
5	37,319	49,236	53,090	57,248	61,730
6	38,955	51,394	55,418	59,758	64,437
7	38,955	51,394	55,418	59,758	64,437
8	38,955	51,394	55,418	59,758	64,437
9	40,131	52,946	57,092	61,562	66,382
10	40,532	53,475	57,662	62,177	67,045
11	40,937	54,009	58,238	62,799	67,715
12	41,347	54,550	58,822	63,427	68,394
13	41,760	55,096	59,409	64,062	69,077
14	42,179	55,647	60,004	64,702	69,768
15	42,601	56,204	60,604	65,350	70,466
16	43,026	56,765	61,210	66,003	71,170
17	43,457	57,333	61,822	66,663	71,882
18	43,891	57,906	62,440	67,329	72,601
19	44,330	58,485	63,064	68,002	73,327
20	44,772	59,070	63,694	68,682	74,060
21	45,221	59,661	64,332	69,370	74,801
22	45,673	60,257	64,974	70,062	75,548
23	46,130	60,860	65,625	70,763	76,304
24	46,591	61,469	66,282	71,472	77,068
25	47,057	62,083	66,944	72,186	77,838
26	47,527	62,703	67,613	72,907	78,616
27	48,003	63,331	68,291	73,637	79,403
28	48,483	63,964	68,973	74,373	80,196
29	48,968	64,604	69,662	75,117	80,999
30	49,457	65,250	70,358	75,867	81,808
31	49,952	65,902	71,062	76,626	82,626
32	50,452	66,562	71,774	77,393	83,453
33	50,956	67,227	72,490	78,166	84,287
34	51,465	67,899	73,215	78,947	85,130
35	51,980	68,578	73,947	79,738	85,981

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after an official transcript is received in the EBOE payroll office. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

ENTERPRISE CITY BOARD OF EDUCATION

Bus Aide/Nurse Salary Schedule

2025-2026

187 Days

Years Experience	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
0	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
1	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
2	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
3	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
4	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
5	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
6	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
7	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
8	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
9	20,065.44	26,472.57	28,545.72	30,780.54	33,190.80
10	20,265.87	26,737.26	28,830.81	31,088.07	33,522.30
11	20,468.34	27,004.50	29,118.96	31,399.17	33,857.37
12	20,673.36	27,274.80	29,410.68	31,713.33	34,196.52
13	20,879.91	27,547.65	29,704.44	32,030.55	34,538.22
14	21,089.01	27,823.05	30,001.77	32,350.83	34,884.00
15	21,300.15	28,101.51	30,301.65	32,674.68	35,232.84
16	21,512.82	28,382.01	30,604.59	33,001.08	35,584.74
17	21,728.04	28,666.08	30,910.59	33,331.05	35,940.72
18	21,945.30	28,952.70	31,219.65	33,664.08	36,300.27
19	22,164.60	29,242.38	31,531.77	34,000.68	36,663.39
20	22,385.94	29,534.61	31,846.95	34,340.85	37,029.57
21	22,610.34	29,830.41	32,165.70	34,684.59	37,400.34
22	22,836.27	30,128.25	32,487.00	35,030.88	37,773.66
23	23,064.75	30,429.66	32,812.38	35,381.25	38,151.57
24	23,295.27	30,734.13	33,140.82	35,735.70	38,533.56
25	23,528.34	31,041.15	33,471.81	36,092.70	38,918.61
26	23,763.45	31,351.23	33,806.37	36,453.27	39,307.74
27	24,001.11	31,665.39	34,145.01	36,818.43	39,701.46
28	24,241.32	31,981.59	34,486.20	37,186.14	40,097.73
29	24,483.57	32,301.87	34,830.96	37,558.44	40,499.10
30	24,728.37	32,624.70	35,178.78	37,933.29	40,903.53
31	24,975.72	32,950.59	35,530.68	38,312.73	41,312.55
32	25,225.62	33,280.56	35,886.66	38,696.25	41,726.16
33	25,477.56	33,613.08	36,244.68	39,082.83	42,143.34
34	25,732.05	33,949.17	36,607.29	39,473.49	42,564.60
35	25,989.60	34,288.83	36,973.47	39,868.74	42,990.45

The anniversary date of experience shall be used to determine the appropriate step for experience. An employee is entitled to pay for an advanced degree in the monthly pay period that begins an official transcript is received in the EBOE payroll office. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

ENTERPRISE CITY BOARD OF EDUCATION

Aide Salary Schedule

2025-2026

Years Experience	187 Day	195 Day
0	24,184.09	25,218.70
1	24,425.93	25,470.89
2	24,670.18	25,725.59
3	24,916.90	25,982.86
4	25,166.06	26,242.68
5	25,417.72	26,505.11
6	25,671.90	26,770.16
7	25,928.62	27,037.86
8	26,187.90	27,308.25
9	26,449.77	27,581.33
10	26,714.28	27,857.14
11	26,981.42	28,135.70
12	27,251.24	28,417.07
13	27,523.75	28,701.23
14	27,798.99	28,988.25
15	28,076.97	29,278.13
16	28,357.74	29,570.91
17	28,641.31	29,866.62
18	28,927.74	30,165.29
19	29,217.01	30,466.94
20	29,509.19	30,771.60

ENTERPRISE CITY BOARD OF EDUCATION
Finance Salary Schedule
2025-2026

Years Experience	Senior Accountant 240 Day		Payroll & Purchasing [1] 240 Day		Department Bookkeeper [2] 240 Day			Department Bookkeeper [2] 205 Day			School Secretary/Bookkeeper [4]		
	BS	MBA [3]	BS	MBA [3]	ND	BS	MBA [3]	ND	BS	MBA [3]	240 Day	215 Day	205 Day
0	54,468.75	58,732.80	61,090.91	62,090.91	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.80	40,460.00	36,245.42	34,559.58
1	54,468.75	58,732.80	61,090.91	62,090.91	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.80	40,460.00	36,245.42	34,559.58
2	54,468.75	58,732.80	61,090.91	62,090.91	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.80	40,460.00	36,245.42	34,559.58
3	59,910.90	64,600.20	63,678.29	64,678.29	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
4	59,910.90	64,600.20	63,678.29	64,678.29	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
5	59,910.90	64,600.20	63,678.29	64,678.29	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
6	62,535.90	67,448.85	66,471.02	67,471.02	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
7	62,535.90	67,448.85	66,471.02	67,471.02	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
8	62,535.90	67,448.85	66,471.02	67,471.02	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
9	64,425.90	69,485.85	68,478.29	69,478.29	48,020.40	55,222.20	59,559.30	41,017.43	47,168.96	50,873.57	45,352.60	40,628.37	38,738.68
10	65,069.55	70,179.90	69,161.07	70,161.07	48,499.20	55,773.90	60,154.20	41,426.40	47,640.21	51,381.71	45,804.80	41,033.47	39,124.93
11	65,720.55	70,881.30	69,854.12	70,854.12	48,985.20	56,331.90	60,755.40	41,841.53	48,116.83	51,895.24	46,263.80	41,444.65	39,517.00
12	66,377.85	71,590.05	70,552.30	71,552.30	49,474.80	56,895.30	61,362.90	42,259.73	48,598.07	52,414.14	46,726.20	41,858.89	39,911.96
13	67,040.40	72,307.20	71,258.18	72,258.18	49,969.80	57,463.20	61,977.60	42,682.54	49,083.15	52,939.20	47,193.70	42,277.69	40,311.29
14	67,711.35	73,028.55	71,970.48	72,970.48	50,469.30	58,038.30	62,595.90	43,109.19	49,574.38	53,467.33	47,665.45	42,700.30	40,714.24
15	68,389.65	73,760.40	75,090.48	77,090.48	50,974.20	58,619.70	63,223.20	43,540.46	50,070.99	54,003.15	48,142.30	43,127.48	41,121.55
16	69,072.15	74,497.50	75,416.90	77,416.90	51,483.60	59,204.70	63,855.00	43,975.58	50,570.68	54,542.81	48,623.40	43,558.46	41,532.49
17	69,763.05	75,243.00	76,151.02	78,151.02	51,998.40	59,796.90	64,494.00	44,415.30	51,076.52	55,088.63	49,109.60	43,994.02	41,947.78
18	70,460.25	75,995.85	76,892.83	78,892.83	52,518.60	60,394.50	65,139.30	44,859.64	51,586.97	55,639.82	49,600.90	44,434.14	42,367.44
19	71,164.80	76,756.05	77,641.07	79,641.07	53,043.30	60,998.40	65,790.90	45,307.82	52,102.80	56,196.39	50,096.45	44,878.07	42,790.72
20	71,876.70	77,522.55	78,398.29	80,398.29	53,574.30	61,608.60	66,447.90	45,761.38	52,624.01	56,757.58	50,597.95	45,327.33	43,219.08
21	72,595.95	78,298.50	78,661.93	80,661.93	54,109.80	62,225.10	67,113.00	46,218.79	53,150.61	57,325.69	51,103.70	45,780.40	43,651.08
22	73,322.55	79,079.70	78,933.26	80,933.26	54,650.70	62,847.90	67,782.60	46,680.81	53,682.58	57,897.64	51,614.55	46,238.03	44,087.43
23	74,054.40	79,871.40	79,712.30	81,712.30	55,197.00	63,475.20	68,461.20	47,147.44	54,218.40	58,477.28	52,130.50	46,700.24	44,528.14
24	74,795.70	80,670.45	80,500.32	82,500.32	55,749.60	64,110.60	69,146.10	47,619.45	54,761.14	59,062.29	52,652.40	47,167.78	44,973.93
25	75,543.30	81,476.85	81,294.76	83,294.76	56,306.70	64,751.40	69,837.30	48,095.31	55,308.49	59,652.69	53,178.55	47,639.12	45,423.34
26	76,298.25	82,291.65	82,096.90	85,096.90	56,869.20	65,398.50	70,535.70	48,575.78	55,861.22	60,249.24	53,709.80	48,115.03	45,877.12
27	77,061.60	83,114.85	82,409.30	85,409.30	57,438.90	66,052.80	71,241.30	49,062.39	56,420.10	60,851.94	54,247.85	48,597.03	46,336.71
28	77,832.30	83,945.40	83,228.13	86,228.13	58,013.10	66,713.40	71,953.20	49,552.86	56,984.36	61,460.03	54,790.15	49,082.84	46,799.92
29	78,610.35	84,785.40	84,055.94	87,055.94	58,593.60	67,380.30	72,673.20	50,048.70	57,554.01	62,075.03	55,338.40	49,573.98	47,268.22
30	79,396.80	85,632.75	84,890.16	87,890.16	59,178.60	68,054.40	73,399.50	50,548.39	58,129.80	62,695.41	55,890.90	50,068.93	47,740.14
31	80,190.60	86,489.55	85,734.65	88,734.65	59,770.80	68,734.80	74,133.90	51,054.23	58,710.98	63,322.71	56,450.20	50,569.97	48,217.88
32	80,992.80	87,354.75	86,588.13	89,588.13	60,369.30	69,422.40	74,875.50	51,565.44	59,298.30	63,956.16	57,015.45	51,076.34	48,700.70
33	81,802.35	88,228.35	87,448.02	90,448.02	60,972.30	70,116.30	75,624.30	52,080.51	59,891.01	64,595.76	57,584.95	51,586.52	49,187.14
34	82,620.30	89,110.35	88,316.90	91,316.90	61,581.60	70,817.40	76,380.30	52,600.95	60,489.86	65,241.51	58,160.40	52,102.03	49,678.68
35	83,446.65	90,000.75	89,196.04	92,196.04	62,198.10	71,525.70	77,143.50	53,127.54	61,094.87	65,893.41	58,742.65	52,623.62	50,176.01

CSFO Per Contract

[1] **Includes the following:**

Payroll Accountant

Payroll Clerk

Purchasing Agent

[2] **Includes the following:**

Federal Programs Secretary

CNP Bookkeeper

Transportation/Maintenance Bookkeeper

Department Secretary/Bookkeeper

EHS School Secretary/Bookkeeper (240 day)

[3] Masters in business related field or CPA certification

[4] **Includes the following:**

School Secretary/Bookkeeper

Special Projects Secretaries

Central Office Receptionist

ENTERPRISE CITY BOARD OF EDUCATION
Secretary Salary Schedule
2025-2026

	Executive Secretary	Department Secretary1		School Secretary/Clerical Aide			
	240 Day	240 Day	205 Day	240 Day	205 Day	195 Day	187 Day
Years Experience							
0	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
1	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
2	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
3	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
4	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
5	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
6	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
7	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
8	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
9	50,687.42	39,482.83	33,724.92	36,281.52	30,990.47	29,478.73	28,269.35
10	51,193.24	39,876.84	34,061.46	36,643.58	31,299.73	29,772.91	28,551.45
11	51,705.84	40,276.13	34,402.53	37,010.50	31,613.14	30,071.03	28,837.35
12	52,223.29	40,679.19	34,746.81	37,380.88	31,929.50	30,371.97	29,125.94
13	52,745.58	41,086.03	35,094.31	37,754.73	32,248.83	30,675.71	29,417.23
14	53,272.71	41,496.64	35,445.05	38,132.05	32,571.12	30,982.29	29,711.22
15	53,805.66	41,911.78	35,799.64	38,513.53	32,896.97	31,292.24	30,008.46
16	54,343.46	42,330.69	36,157.47	38,898.48	33,225.79	31,605.02	30,308.39
17	54,887.07	42,754.14	36,519.16	39,287.58	33,558.14	31,921.17	30,611.58
18	55,435.52	43,181.35	36,884.08	39,680.16	33,893.47	32,240.13	30,917.46
19	55,989.79	43,613.10	37,252.86	40,076.90	34,232.35	32,562.48	31,226.59
20	56,549.87	44,049.37	37,625.51	40,477.80	34,574.79	32,888.22	31,538.95
21	57,115.77	44,490.18	38,002.03	40,882.86	34,920.78	33,217.33	31,854.57
22	57,686.51	44,934.75	38,381.77	41,291.40	35,269.73	33,549.26	32,172.88
23	58,263.06	45,383.86	38,765.38	41,704.09	35,622.25	33,884.57	32,494.44
24	58,846.40	45,838.25	39,153.51	42,121.63	35,978.90	34,223.83	32,819.78
25	59,434.58	46,296.41	39,544.85	42,542.65	36,338.51	34,565.90	33,147.82
26	60,028.58	46,759.11	39,940.07	42,967.83	36,701.68	34,911.36	33,479.10
27	60,629.36	47,227.08	40,339.80	43,397.86	37,069.00	35,260.76	33,814.16
28	61,235.96	47,699.59	40,743.40	43,832.05	37,439.88	35,613.54	34,152.48
29	61,848.36	48,176.62	41,150.86	44,270.41	37,814.31	35,969.71	34,494.02
30	62,465.62	48,657.43	41,561.55	44,712.23	38,191.70	36,328.69	34,838.28
31	63,090.62	49,144.27	41,977.40	45,159.60	38,573.83	36,692.17	35,186.86
32	63,722.41	49,636.40	42,397.76	45,611.83	38,960.10	37,059.61	35,539.22
33	64,359.04	50,132.31	42,821.34	46,067.52	39,349.35	37,429.87	35,894.28
34	65,002.46	50,633.49	43,249.44	46,528.08	39,742.73	37,804.07	36,253.13
35	65,652.66	51,139.96	43,682.05	46,993.48	40,140.26	38,182.20	36,615.76

1 **Includes the following:**

Child Nutrition Program Secretary

ENTERPRISE CITY BOARD OF EDUCATION

Technology Salary Schedule

2025-2026

240 Days

Years Experience	IT Technician [1]
0	47,155.98
1	47,863.31
2	48,581.26
3	49,309.98
4	50,049.63
5	50,800.38
6	51,562.38
7	52,335.81
8	53,120.86
9	53,917.67
10	54,726.44
11	55,547.33
12	56,380.53
13	57,226.24
14	58,084.63
15	58,955.91
16	59,840.25
17	60,737.86
18	61,648.92
19	62,573.65
20	63,512.26

Technology Integration Coach — Teacher Salary Schedule on a 240 day contract

1 Includes the following:
IT Technician
Digital Media Integration Technician

ENTERPRISE CITY BOARD OF EDUCATION

Child Nutrition Salary Schedule

2025-2026

Child Nutrition Program Bookkeeper	240 days	Refer to Finance salary schedule / Dept Bookkeeper
Child Nutrition Program Secretary	240 days	Refer to Secretary salary schedule

	Lunchroom Manager EHS	Lunchroom Manager - all other schools	Assistant Lunchroom Manager	7 Hour*	Service Center Custodian/ Special Events Coordinator
	194 days	194 days	194 days	187 days	
Years Experience					
0	31,259.53	30,137.16	29,014.79	21,587.94	31,620.00
1	31,572.13	30,438.53	29,304.94	21,803.83	32,094.30
2	31,887.85	30,742.91	29,597.98	22,021.86	32,575.71
3	32,206.72	31,050.35	29,893.97	22,242.09	33,064.35
4	32,528.80	31,360.85	30,192.91	22,464.50	33,560.32
5	32,854.09	31,674.46	30,494.83	22,689.15	34,063.72
6	33,182.63	31,991.21	30,799.79	22,916.03	34,574.68
7	33,514.46	32,311.12	31,107.79	23,145.20	35,093.30
8	33,849.60	32,634.23	31,418.87	23,376.66	35,619.70
9	34,188.09	32,960.57	31,733.06	23,610.42	36,153.99
10	34,529.97	33,290.18	32,050.38	23,846.52	36,696.30
11	34,875.28	33,623.08	32,370.88	24,084.98	37,246.75
12	35,224.03	33,959.31	32,694.59	24,325.84	37,805.45
13	35,576.27	34,298.90	33,021.54	24,569.10	38,372.53
14	35,932.04	34,641.88	33,351.75	24,814.78	38,948.12
15	36,291.35	34,988.31	33,685.27	25,062.93	39,532.34
16	36,654.26	35,338.20	34,022.12	25,313.56	40,125.32
17	37,020.80	35,691.57	34,362.34	25,566.70	40,727.20
18	37,391.02	36,048.48	34,705.97	25,822.36	41,338.11
19	37,764.93	36,408.97	35,053.03	26,080.59	41,958.18
20	38,142.57	36,773.06	35,403.56	26,341.40	42,587.56

CNP Custodian	240 days	Refer to Custodial Salary Schedule

*Salaries not based on hourly rate. Hours used only to describe jobs.

ENTERPRISE CITY BOARD OF EDUCATION

Custodial Salary Schedule**

2025-2026

240 Days

8 hour**

Years Experience	
0	29,376.00
1	29,963.52
2	30,551.04
3	31,138.56
4	31,726.08
5	32,313.60
6	32,901.12
7	33,488.64
8	34,076.16
9	34,663.68
10	35,251.20
11	35,838.72
12	36,426.24
13	37,013.76
14	37,601.28
15	38,188.80
16	38,776.32
17	39,363.84
18	39,951.36
19	40,538.88
20	41,126.40

** Salaries not based on hourly rate. Hours used only to describe jobs.

ENTERPRISE CITY BOARD OF EDUCATION

Maintenance Salary Schedule

2025-2026

Years Experience	Maintenance Technician	Maintenance Helper	Grounds Maintenance Foreman	Grounds Maintenance Technician	System Wide Custodian
0	44,910.45	35,394.00	44,910.45	31,354.80	31,354.80
1	45,449.37	35,924.91	45,449.37	31,825.12	31,825.12
2	45,994.76	36,463.78	45,994.76	32,302.50	32,302.50
3	46,546.70	37,010.74	46,546.70	32,787.04	32,787.04
4	47,105.26	37,565.90	47,105.26	33,278.84	33,278.84
5	47,670.53	38,129.39	47,670.53	33,778.02	33,778.02
6	48,242.57	38,701.33	48,242.57	34,284.69	34,284.69
7	48,821.48	39,281.85	48,821.48	34,798.97	34,798.97
8	49,407.34	39,871.08	49,407.34	35,320.95	35,320.95
9	50,000.23	40,469.14	50,000.23	35,850.76	35,850.76
10	50,600.23	41,076.18	50,600.23	36,388.53	36,388.53
11	51,207.44	41,692.32	51,207.44	36,934.35	36,934.35
12	51,821.93	42,317.71	51,821.93	37,488.37	37,488.37
13	52,443.79	42,952.48	52,443.79	38,050.69	38,050.69
14	53,073.11	43,596.76	53,073.11	38,621.45	38,621.45
15	53,710.00	44,250.71	53,710.00	39,200.78	39,200.78
16	54,354.51	44,914.47	54,354.51	39,788.79	39,788.79
17	55,006.76	45,588.19	55,006.76	40,385.62	40,385.62
18	55,666.84	46,272.01	55,666.84	40,991.40	40,991.40
19	56,334.86	46,966.09	56,334.86	41,606.28	41,606.28
20	57,010.86	47,670.59	57,010.86	42,230.37	42,230.37

ENTERPRISE CITY BOARD OF EDUCATION

Transportation Salary Schedule

2025-2026

Years Experience	Transportation Mechanic 240 day	Transportation Shop Foreman 240 day	Bus Driver 187 day	Bus Aides 187 day	Routing Specialist 240 day ND	Routing Specialist 240 day BS
0	46,033.20	58,574.67	17,193.31	12,436.77	46,214.16	49,911.29
1	46,999.91	59,511.87	17,537.18	12,685.51	46,936.48	50,691.40
2	47,986.90	60,464.06	17,887.93	12,939.21	47,658.80	51,471.50
3	48,994.62	61,431.49	18,245.68	13,197.99	48,381.12	52,251.61
4	50,023.51	62,414.39	18,610.60	13,461.95	49,103.44	53,031.72
5	51,074.00	63,413.01	18,982.81	13,731.19	49,825.76	53,811.82
6	52,146.56	64,427.63	19,362.47	14,005.81	50,548.08	54,591.93
7	53,241.63	65,458.47	19,749.72	14,285.93	51,270.40	55,372.03
8	54,359.72	66,505.81	20,144.71	14,571.66	51,992.72	56,152.14
9	55,501.27	67,569.90	20,547.60	14,863.08	52,715.04	56,932.24
10	56,666.79	68,651.01	20,958.55	15,160.34	53,437.36	57,712.35
11	57,856.80	69,749.44	21,377.73	15,463.56	54,159.68	58,492.45
12	59,071.79	70,865.42	21,805.28	15,772.83	54,882.00	59,272.56
13	60,312.30	71,999.27	22,241.39	16,088.28	55,604.32	60,052.67
14	61,578.85	73,151.26	22,686.22	16,410.05	56,326.64	60,832.77
15	62,872.00	74,321.68	23,139.94	16,738.25	57,048.96	61,612.88
16	64,192.32	75,510.82	23,602.74	17,073.02	57,771.28	62,392.98
17	65,540.37	76,719.00	24,074.79	17,414.48	58,493.60	63,173.09
18	66,916.71	77,946.51	24,556.29	17,762.76	59,215.92	63,953.19
19	68,321.97	79,193.65	25,047.43	18,118.02	59,938.24	64,733.30
20	69,756.72	80,460.75	25,548.37	18,480.38	60,660.56	65,513.40

Transportation/Maintenance Bookkeeper (240 days) See Finance Dept. Salary Schedule
Transportation/Maintenance Bookkeeper (205 days) See Finance Dept. Salary Schedule
Bus Nurse (187 days) See Bus Nurse Salary Schedule