

APPENDIX A-1

ETAA PARAPROFESSIONAL SALARY SCHEDULES

ETAA Salary Schedule (SY2025-2026)

Paraprofessional

Elementary & ECC (6 Hours)			Magnet (6.25 Hours)			Middle (6.5 Hours)		
2025-2026			2025-2026			2025-2026		
6.5% Increase plus step			6.5% Increase plus step			6.5% Increase plus step		
STEPS	Hourly Rate	Annual Salary	STEPS	Hourly Rate	Annual Salary	STEPS	Hourly Rate	Annual Salary
1	23.36	\$28,732.80	1	23.36	\$29,930.00	1	23.36	\$31,127.20
2	24.05	\$29,581.50	2	24.05	\$30,814.06	2	24.05	\$32,046.63
3	24.75	\$30,442.50	3	24.75	\$31,710.94	3	24.75	\$32,979.38
4	25.77	\$31,697.10	4	25.77	\$33,017.81	4	25.77	\$34,338.53
5	26.84	\$33,013.20	5	26.84	\$34,388.75	5	26.84	\$35,764.30
6	27.86	\$34,267.80	6	27.86	\$35,695.63	6	27.86	\$37,123.45
7	28.88	\$35,522.40	7	28.88	\$37,002.50	7	28.88	\$38,482.60
8	29.98	\$36,875.40	8	29.98	\$38,411.88	8	29.98	\$39,948.35
9	31.14	\$38,302.20	9	31.14	\$39,898.13	9	31.14	\$41,494.05
10	32.38	\$39,827.40	10	32.38	\$41,486.88	10	32.38	\$43,146.35
11	33.06	\$40,663.80	11	33.06	\$42,358.13	11	33.06	\$44,052.45
Top Step Years 2-7	5.5%	\$2,236.51	Top Step Years 2-7	5.5%	\$2,329.70	Top Step Years 2-7	5.5%	\$2,422.88
Top Step Years 8-15	6.5%	\$2,643.15	Top Step Years 8-15	6.5%	\$2,753.28	Top Step Years 8-15	6.5%	\$2,863.41
Top Step Years 16+	8.0%	\$3,253.10	Top Step Years 16+	8.0%	\$3,388.65	Top Step Years 16+	8.0%	\$3,524.20

Paraprofessional - Signing Aide

Elementary & ECC (6 Hours)			Magnet (6.25 Hours)			Middle (6.5 Hours)		
2025-2026			2025-2026			2025-2026		
6.5% Increase plus step			6.5% Increase plus step			6.5% Increase plus step		
STEPS	Hourly Rate	Annual Salary	STEPS	Hourly Rate	Annual Salary	STEPS	Hourly Rate	Annual Salary
1	31.35	\$38,560.50	1	31.35	\$40,167.19	1	31.35	\$41,773.88
2	32.29	\$39,716.70	2	32.29	\$41,371.56	2	32.29	\$43,026.43
3	33.26	\$40,909.80	3	33.26	\$42,614.38	3	33.26	\$44,318.95
4	34.26	\$42,139.80	4	34.26	\$43,895.63	4	34.26	\$45,651.45
5	35.28	\$43,394.40	5	35.28	\$45,202.50	5	35.28	\$47,010.60
6	36.34	\$44,698.20	6	36.34	\$46,560.63	6	36.34	\$48,423.05
7	37.45	\$46,063.50	7	37.45	\$47,982.81	7	37.45	\$49,902.13
8	38.56	\$47,428.80	8	38.56	\$49,405.00	8	38.56	\$51,381.20
9	39.72	\$48,855.60	9	39.72	\$50,891.25	9	39.72	\$52,926.90
10	40.92	\$50,331.60	10	40.92	\$52,428.75	10	40.92	\$54,525.90
11	42.14	\$51,832.20	11	42.14	\$53,991.88	11	42.14	\$56,151.55
Top Step Years 2-7	5.5%	\$2,850.77	Top Step Years 2-7	5.5%	\$2,969.55	Top Step Years 2-7	5.5%	\$3,088.34
Top Step Years 8-15	6.5%	\$3,369.09	Top Step Years 8-15	6.5%	\$3,509.47	Top Step Years 8-15	6.5%	\$3,649.85
Top Step Years 16+	8.0%	\$4,146.58	Top Step Years 16+	8.0%	\$4,319.35	Top Step Years 16+	8.0%	\$4,492.12