ETAA Salary Schedule
(SY2026-2027)

Paraprofessional

Elementary & ECC (6 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	23.83	$29,310.90
2	24.53	$30,171.90
3	25.25	$31,057.50
4	26.29	$32,336.70
5	27.38	$33,677.40
6	28.42	$34,956.60
7	29.46	$36,235.80
8	30.58	$37,613.40
9	31.76	$39,064.80
10	33.03	$40,626.90
11	33.72	$41,475.60
Top Step Years 2-7	5.5%	$2,281.16
Top Step Years 8-15	6.5%	$2,695.91
Top Step Years 16+	8.0%	$3,318.05

Magnet (6.25 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	23.83	$30,532.19
2	24.53	$31,429.06
3	25.25	$32,351.56
4	26.29	$33,684.06
5	27.38	$35,080.63
6	28.42	$36,413.13
7	29.46	$37,745.63
8	30.58	$39,180.63
9	31.76	$40,692.50
10	33.03	$42,319.69
11	33.72	$43,203.75
Top Step Years 2-7	5.5%	$2,376.21
Top Step Years 8-15	6.5%	$2,808.24
Top Step Years 16+	8.0%	$3,456.30

Middle (6.5 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	23.83	$31,753.48
2	24.53	$32,686.23
3	25.25	$33,645.63
4	26.29	$35,031.43
5	27.38	$36,483.85
6	28.42	$37,869.65
7	29.46	$39,255.45
8	30.58	$40,747.85
9	31.76	$42,320.20
10	33.03	$44,012.48
11	33.72	$44,931.90
Top Step Years 2-7	5.5%	$2,471.25
Top Step Years 8-15	6.5%	$2,920.57
Top Step Years 16+	8.0%	$3,594.55

Paraprofessional - Signing Aide

Elementary & ECC (6 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	31.98	$39,335.40
2	32.94	$40,516.20
3	33.93	$41,733.90
4	34.95	$42,988.50
5	35.99	$44,267.70
6	37.07	$45,596.10
7	38.20	$46,986.00
8	39.33	$48,375.90
9	40.51	$49,827.30
10	41.74	$51,340.20
11	42.98	$52,865.40
Top Step Years 2-7	5.5%	$2,907.60
Top Step Years 8-15	6.5%	$3,436.25
Top Step Years 16+	8.0%	$4,229.23

Magnet (6.25 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	31.98	$40,974.38
2	32.94	$42,204.38
3	33.93	$43,472.81
4	34.95	$44,779.69
5	35.99	$46,112.19
6	37.07	$47,495.94
7	38.20	$48,943.75
8	39.33	$50,391.56
9	40.51	$51,903.44
10	41.74	$53,479.38
11	42.98	$55,068.13
Top Step Years 2-7	5.5%	$3,028.75
Top Step Years 8-15	6.5%	$3,579.43
Top Step Years 16+	8.0%	$4,405.45

Middle (6.5 Hours)		
2026-2027		
2.0% Increase plus step		
STEPS	Hourly Rate	Annual Salary
1	31.98	$42,613.35
2	32.94	$43,892.55
3	33.93	$45,211.73
4	34.95	$46,570.88
5	35.99	$47,956.68
6	37.07	$49,395.78
7	38.20	$50,901.50
8	39.33	$52,407.23
9	40.51	$53,979.58
10	41.74	$55,618.55
11	42.98	$57,270.85
Top Step Years 2-7	5.5%	$3,149.90
Top Step Years 8-15	6.5%	$3,722.61
Top Step Years 16+	8.0%	$4,581.67