

## Appendix A-1 Certified Staff Salary Schedules

### 2023 - 2024

Years/HR	STEP/system	BA-0	BA135-0	BA150-0	MA-0	MA180-0	MA195-0	PG210-0
0	6	\$ 48,568.16	\$ 49,441.70	\$ 50,315.24	\$ 52,062.32	\$ 53,809.40	\$ 54,682.94	\$ 56,430.02
1	7	\$ 49,818.16	\$ 50,691.70	\$ 51,565.24	\$ 53,312.32	\$ 55,059.40	\$ 55,932.94	\$ 57,680.02
2	8	\$ 51,136.91	\$ 52,010.45	\$ 52,883.99	\$ 54,631.07	\$ 56,378.15	\$ 57,251.69	\$ 58,998.77
3	9	\$ 52,455.66	\$ 53,329.20	\$ 54,202.74	\$ 55,949.82	\$ 57,696.90	\$ 58,570.44	\$ 60,317.52
4	10	\$ 53,774.41	\$ 54,647.95	\$ 55,521.49	\$ 57,268.57	\$ 59,015.65	\$ 59,889.19	\$ 61,636.27
5-7	11	\$ 55,093.16	\$ 55,966.70	\$ 56,840.24	\$ 58,587.32	\$ 60,334.40	\$ 61,207.94	\$ 62,955.02
8	12	\$ 56,411.91	\$ 57,285.45	\$ 58,158.99	\$ 59,906.07	\$ 61,653.15	\$ 62,526.69	\$ 64,273.77
9-12	13	\$ 57,730.66	\$ 58,604.20	\$ 59,477.74	\$ 61,224.82	\$ 62,971.90	\$ 63,845.44	\$ 65,592.52
13	14	\$ 59,049.41	\$ 59,922.95	\$ 60,796.49	\$ 62,543.57	\$ 64,290.65	\$ 65,164.19	\$ 66,911.27
14	15	\$ 60,368.16	\$ 61,241.70	\$ 62,115.24	\$ 63,862.32	\$ 65,609.40	\$ 66,482.94	\$ 68,230.02
15	16	\$ 61,686.91	\$ 62,560.45	\$ 63,433.99	\$ 65,181.07	\$ 66,928.15	\$ 67,801.69	\$ 69,548.77
16	17	\$ 63,005.66	\$ 63,879.20	\$ 64,752.74	\$ 66,499.82	\$ 68,246.90	\$ 69,120.44	\$ 70,867.52
17	18	\$ 64,324.41	\$ 65,197.95	\$ 66,071.49	\$ 67,818.57	\$ 69,565.65	\$ 70,439.19	\$ 72,186.27
18	19	\$ 65,643.16	\$ 66,516.70	\$ 67,390.24	\$ 69,137.32	\$ 70,884.40	\$ 71,757.94	\$ 73,505.02
19	20	\$ 66,961.91	\$ 67,835.45	\$ 68,708.99	\$ 70,456.07	\$ 72,203.15	\$ 73,076.69	\$ 74,823.77
20	21	\$ 68,280.66	\$ 69,154.20	\$ 70,027.74	\$ 71,774.82	\$ 73,521.90	\$ 74,395.44	\$ 76,142.52
21	22	\$ 69,599.41	\$ 70,472.95	\$ 71,346.49	\$ 73,093.57	\$ 74,840.65	\$ 75,714.19	\$ 77,461.27
22	23	\$ 70,918.16	\$ 71,791.70	\$ 72,665.24	\$ 74,412.32	\$ 76,159.40	\$ 77,032.94	\$ 78,780.02
23	24	\$ 71,973.16	\$ 72,846.70	\$ 73,983.99	\$ 75,731.07	\$ 77,478.15	\$ 78,351.69	\$ 80,098.77
24	25	\$ 73,028.16	\$ 73,901.70	\$ 75,038.99	\$ 77,049.82	\$ 78,796.90	\$ 79,670.44	\$ 81,417.52
25	26			\$ 76,093.99	\$ 78,368.57	\$ 80,115.65	\$ 80,989.19	\$ 82,736.27
26	27				\$ 79,687.32	\$ 81,434.40	\$ 82,307.94	\$ 84,055.02
27	28				\$ 80,742.32	\$ 82,753.15	\$ 83,626.69	\$ 85,373.77
	29				\$ 81,797.32	\$ 83,808.15	\$ 84,945.44	\$ 86,692.52
	30					\$ 84,863.15	\$ 86,000.44	\$ 87,747.52
	31						\$ 87,055.44	\$ 88,802.52

These figures reflect only salary, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

**2024 – 2025**

Years/HR	STEP/system	BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 49,747.00	\$ 50,664.00	\$ 51,581.00	\$ 53,415.00	\$ 55,250.00	\$ 56,167.00	\$ 58,002.00
1	7	\$ 50,997.00	\$ 51,914.00	\$ 52,831.00	\$ 54,665.00	\$ 56,500.00	\$ 57,417.00	\$ 59,252.00
2	8	\$ 52,309.00	\$ 53,226.00	\$ 54,143.00	\$ 55,978.00	\$ 57,812.00	\$ 58,730.00	\$ 60,564.00
3	9	\$ 53,694.00	\$ 54,611.00	\$ 55,528.00	\$ 57,363.00	\$ 59,197.00	\$ 60,114.00	\$ 61,949.00
4	10	\$ 55,078.00	\$ 55,996.00	\$ 56,913.00	\$ 58,747.00	\$ 60,582.00	\$ 61,499.00	\$ 63,333.00
5	11	\$ 56,463.00	\$ 57,380.00	\$ 58,298.00	\$ 60,132.00	\$ 61,966.00	\$ 62,884.00	\$ 64,718.00
6-8	12	\$ 57,848.00	\$ 58,765.00	\$ 59,682.00	\$ 61,517.00	\$ 63,351.00	\$ 64,268.00	\$ 66,103.00
9	13	\$ 59,233.00	\$ 60,150.00	\$ 61,067.00	\$ 62,901.00	\$ 64,736.00	\$ 65,653.00	\$ 67,487.00
10-13	14	\$ 60,617.00	\$ 61,534.00	\$ 62,452.00	\$ 64,286.00	\$ 66,120.00	\$ 67,038.00	\$ 68,872.00
14	15	\$ 62,002.00	\$ 62,919.00	\$ 63,836.00	\$ 65,671.00	\$ 67,505.00	\$ 68,422.00	\$ 70,257.00
15	16	\$ 63,387.00	\$ 64,304.00	\$ 65,221.00	\$ 67,055.00	\$ 68,890.00	\$ 69,807.00	\$ 71,642.00
16	17	\$ 64,771.00	\$ 65,688.00	\$ 66,606.00	\$ 68,440.00	\$ 70,275.00	\$ 71,192.00	\$ 73,026.00
17	18	\$ 66,156.00	\$ 67,073.00	\$ 67,990.00	\$ 69,825.00	\$ 71,659.00	\$ 72,576.00	\$ 74,411.00
18	19	\$ 67,541.00	\$ 68,458.00	\$ 69,375.00	\$ 71,209.00	\$ 73,044.00	\$ 73,961.00	\$ 75,796.00
19	20	\$ 68,925.00	\$ 69,843.00	\$ 70,760.00	\$ 72,594.00	\$ 74,429.00	\$ 75,346.00	\$ 77,180.00
20	21	\$ 70,310.00	\$ 71,227.00	\$ 72,144.00	\$ 73,979.00	\$ 75,813.00	\$ 76,731.00	\$ 78,565.00
21	22	\$ 71,695.00	\$ 72,612.00	\$ 73,529.00	\$ 75,364.00	\$ 77,198.00	\$ 78,115.00	\$ 79,950.00
22	23	\$ 73,079.00	\$ 73,997.00	\$ 74,914.00	\$ 76,748.00	\$ 78,583.00	\$ 79,500.00	\$ 81,334.00
23	24	\$ 74,464.00	\$ 75,381.00	\$ 76,298.00	\$ 78,133.00	\$ 79,967.00	\$ 80,885.00	\$ 82,719.00
24	25	\$ 75,572.00	\$ 76,489.00	\$ 77,683.00	\$ 79,518.00	\$ 81,352.00	\$ 82,269.00	\$ 84,104.00
25	26	\$ 76,680.00	\$ 77,597.00	\$ 78,791.00	\$ 80,902.00	\$ 82,737.00	\$ 83,654.00	\$ 85,488.00
26	27			\$ 79,899.00	\$ 82,287.00	\$ 84,121.00	\$ 85,039.00	\$ 86,873.00
27	28				\$ 83,672.00	\$ 85,506.00	\$ 86,423.00	\$ 88,258.00
	29				\$ 84,779.00	\$ 86,891.00	\$ 87,808.00	\$ 89,642.00
	30					\$ 87,999.00	\$ 89,193.00	\$ 91,027.00
	31						\$ 90,300.00	\$ 92,135.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

**2025 – 2026**

Years/HR	STEP/system							
		BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 50,984.00	\$ 51,947.00	\$ 52,910.00	\$ 54,836.00	\$ 56,762.00	\$ 57,725.00	\$ 59,652.00
1	7	\$ 52,234.00	\$ 53,197.00	\$ 54,160.00	\$ 56,086.00	\$ 58,012.00	\$ 58,975.00	\$ 60,902.00
2	8	\$ 53,546.00	\$ 54,509.00	\$ 55,473.00	\$ 57,399.00	\$ 59,325.00	\$ 60,288.00	\$ 62,214.00
3	9	\$ 54,925.00	\$ 55,888.00	\$ 56,851.00	\$ 58,777.00	\$ 60,703.00	\$ 61,666.00	\$ 63,592.00
4	10	\$ 56,378.00	\$ 57,342.00	\$ 58,305.00	\$ 60,231.00	\$ 62,157.00	\$ 63,120.00	\$ 65,046.00
5	11	\$ 57,832.00	\$ 58,795.00	\$ 59,759.00	\$ 61,685.00	\$ 63,611.00	\$ 64,574.00	\$ 66,500.00
6	12	\$ 59,286.00	\$ 60,249.00	\$ 61,212.00	\$ 63,139.00	\$ 65,065.00	\$ 66,028.00	\$ 67,954.00
7-9	13	\$ 60,740.00	\$ 61,703.00	\$ 62,666.00	\$ 64,593.00	\$ 66,519.00	\$ 67,482.00	\$ 69,408.00
10	14	\$ 62,194.00	\$ 63,157.00	\$ 64,120.00	\$ 66,046.00	\$ 67,973.00	\$ 68,936.00	\$ 70,862.00
11-14	15	\$ 63,648.00	\$ 64,611.00	\$ 65,574.00	\$ 67,500.00	\$ 69,427.00	\$ 70,390.00	\$ 72,316.00
15	16	\$ 65,102.00	\$ 66,065.00	\$ 67,028.00	\$ 68,954.00	\$ 70,880.00	\$ 71,844.00	\$ 73,770.00
16	17	\$ 66,556.00	\$ 67,519.00	\$ 68,482.00	\$ 70,408.00	\$ 72,334.00	\$ 73,297.00	\$ 75,224.00
17	18	\$ 68,010.00	\$ 68,973.00	\$ 69,936.00	\$ 71,862.00	\$ 73,788.00	\$ 74,751.00	\$ 76,678.00
18	19	\$ 69,464.00	\$ 70,427.00	\$ 71,390.00	\$ 73,316.00	\$ 75,242.00	\$ 76,205.00	\$ 78,131.00
19	20	\$ 70,918.00	\$ 71,881.00	\$ 72,844.00	\$ 74,770.00	\$ 76,696.00	\$ 77,659.00	\$ 79,585.00
20	21	\$ 72,372.00	\$ 73,335.00	\$ 74,298.00	\$ 76,224.00	\$ 78,150.00	\$ 79,113.00	\$ 81,039.00
21	22	\$ 73,826.00	\$ 74,789.00	\$ 75,752.00	\$ 77,678.00	\$ 79,604.00	\$ 80,567.00	\$ 82,493.00
22	23	\$ 75,279.00	\$ 76,242.00	\$ 77,206.00	\$ 79,132.00	\$ 81,058.00	\$ 82,021.00	\$ 83,947.00
23	24	\$ 76,733.00	\$ 77,696.00	\$ 78,659.00	\$ 80,586.00	\$ 82,512.00	\$ 83,475.00	\$ 85,401.00
24	25	\$ 78,187.00	\$ 79,150.00	\$ 80,113.00	\$ 82,040.00	\$ 83,966.00	\$ 84,929.00	\$ 86,855.00
25	26	\$ 79,350.00	\$ 80,313.00	\$ 81,567.00	\$ 83,493.00	\$ 85,420.00	\$ 86,383.00	\$ 88,309.00
26	27			\$ 82,730.00	\$ 84,947.00	\$ 86,874.00	\$ 87,837.00	\$ 89,763.00
27	28				\$ 86,401.00	\$ 88,327.00	\$ 89,291.00	\$ 91,217.00
	29				\$ 87,855.00	\$ 89,781.00	\$ 90,744.00	\$ 92,671.00
	30					\$ 91,235.00	\$ 92,198.00	\$ 94,125.00
	31						\$ 93,652.00	\$ 95,578.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

**2026 – 2027**

Years/HR	STEP/system							
		BA-0	BA 135-0	BA 150-0	MA-0	MA 180-0	MA 195-0	PG210-0
0	6	\$ 51,773.00	\$ 52,775.00	\$ 53,776.00	\$ 55,780.00	\$ 57,783.00	\$ 58,784.00	\$ 60,788.00
1	7	\$ 53,023.00	\$ 54,025.00	\$ 55,026.00	\$ 57,030.00	\$ 59,033.00	\$ 60,034.00	\$ 62,038.00
2	8	\$ 54,323.00	\$ 55,325.00	\$ 56,326.00	\$ 58,330.00	\$ 60,333.00	\$ 61,334.00	\$ 63,338.00
3	9	\$ 55,688.00	\$ 56,690.00	\$ 57,691.00	\$ 59,695.00	\$ 61,698.00	\$ 62,699.00	\$ 64,703.00
4	10	\$ 57,121.00	\$ 58,123.00	\$ 59,125.00	\$ 61,128.00	\$ 63,131.00	\$ 64,133.00	\$ 66,136.00
5	11	\$ 58,634.00	\$ 59,635.00	\$ 60,637.00	\$ 62,640.00	\$ 64,643.00	\$ 65,645.00	\$ 67,648.00
6	12	\$ 60,146.00	\$ 61,147.00	\$ 62,149.00	\$ 64,152.00	\$ 66,155.00	\$ 67,157.00	\$ 69,160.00
7	13	\$ 61,658.00	\$ 62,659.00	\$ 63,661.00	\$ 65,664.00	\$ 67,667.00	\$ 68,669.00	\$ 70,672.00
8-10	14	\$ 63,170.00	\$ 64,171.00	\$ 65,173.00	\$ 67,176.00	\$ 69,179.00	\$ 70,181.00	\$ 72,184.00
11	15	\$ 64,682.00	\$ 65,683.00	\$ 66,685.00	\$ 68,688.00	\$ 70,691.00	\$ 71,693.00	\$ 73,696.00
12-15	16	\$ 66,194.00	\$ 67,196.00	\$ 68,197.00	\$ 70,200.00	\$ 72,204.00	\$ 73,205.00	\$ 75,208.00
16	17	\$ 67,706.00	\$ 68,708.00	\$ 69,709.00	\$ 71,712.00	\$ 73,716.00	\$ 74,717.00	\$ 76,720.00
17	18	\$ 69,218.00	\$ 70,220.00	\$ 71,221.00	\$ 73,225.00	\$ 75,228.00	\$ 76,229.00	\$ 78,233.00
18	19	\$ 70,730.00	\$ 71,732.00	\$ 72,733.00	\$ 74,737.00	\$ 76,740.00	\$ 77,741.00	\$ 79,745.00
19	20	\$ 72,242.00	\$ 73,244.00	\$ 74,245.00	\$ 76,249.00	\$ 78,252.00	\$ 79,253.00	\$ 81,257.00
20	21	\$ 73,754.00	\$ 74,756.00	\$ 75,758.00	\$ 77,761.00	\$ 79,764.00	\$ 80,766.00	\$ 82,769.00
21	22	\$ 75,266.00	\$ 76,268.00	\$ 77,270.00	\$ 79,273.00	\$ 81,276.00	\$ 82,278.00	\$ 84,281.00
22	23	\$ 76,779.00	\$ 77,780.00	\$ 78,782.00	\$ 80,785.00	\$ 82,788.00	\$ 83,790.00	\$ 85,793.00
23	24	\$ 78,291.00	\$ 79,292.00	\$ 80,294.00	\$ 82,297.00	\$ 84,300.00	\$ 85,302.00	\$ 87,305.00
24	25	\$ 79,803.00	\$ 80,804.00	\$ 81,806.00	\$ 83,809.00	\$ 85,812.00	\$ 86,814.00	\$ 88,817.00
25	26	\$ 81,315.00	\$ 82,316.00	\$ 83,318.00	\$ 85,321.00	\$ 87,324.00	\$ 88,326.00	\$ 90,329.00
26	27	\$ 82,827.00	\$ 83,828.00	\$ 84,830.00	\$ 86,833.00	\$ 88,836.00	\$ 89,838.00	\$ 91,841.00
27	28			\$ 86,040.00	\$ 88,345.00	\$ 90,349.00	\$ 91,350.00	\$ 93,353.00
	29				\$ 89,857.00	\$ 91,861.00	\$ 92,862.00	\$ 94,865.00
	30					\$ 93,373.00	\$ 94,374.00	\$ 96,377.00
	31						\$ 95,886.00	\$ 97,890.00

These figures reflect only salary, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%).

## Appendix A-2 Teaching Assistant Salary Schedule

2023 – 2024

Teaching Assistants 2023-24			
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$20,966.31	\$23,344.28	\$24,742.16
4	\$21,566.31	\$23,944.28	\$25,342.16
5	\$22,265.78	\$24,642.69	\$26,041.62
6	\$22,965.24	\$25,341.10	\$26,741.09
7	\$23,663.65	\$26,041.62	\$27,509.13
8	\$24,363.12	\$26,740.03	\$28,279.28
9	\$25,062.58	\$27,439.50	\$29,118.00
10	\$25,901.31	\$28,279.28	\$29,957.78
11	\$26,740.03	\$29,816.41	\$31,494.92
12	\$27,578.76	\$30,795.45	\$32,614.27
13	\$28,417.48	\$31,634.18	\$33,453.00
14	\$29,118.00	\$32,472.90	\$34,430.98
15	\$29,956.73	\$33,312.68	\$35,269.71
16	\$30,795.45	\$34,080.72	\$36,109.49
17	\$31,244.88	\$34,532.26	\$36,558.92
18	\$31,739.68	\$35,292.92	\$37,370.21
19	\$32,234.47	\$36,053.57	\$38,181.51
20	\$33,289.47	\$37,108.57	\$39,236.51
21	\$34,344.47	\$38,163.57	\$40,291.51

These figures reflect only wages, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

2024 – 2025

Teaching Assistants 2024-25			
STEP	1-C30-30	2-ASD-0	3-BAD-0
1			
2			
3	\$21,415.00	\$23,911.00	\$25,379.00
4	\$22,015.00	\$24,511.00	\$25,979.00
5	\$22,645.00	\$25,141.00	\$26,609.00
6	\$23,379.00	\$25,875.00	\$27,344.00
7	\$24,114.00	\$26,608.00	\$28,078.00
8	\$24,847.00	\$27,344.00	\$28,885.00
9	\$25,581.00	\$28,077.00	\$29,693.00
10	\$26,316.00	\$28,811.00	\$30,574.00
11	\$27,196.00	\$29,693.00	\$31,456.00
12	\$28,077.00	\$31,307.00	\$33,070.00
13	\$28,958.00	\$32,335.00	\$34,245.00
14	\$29,838.00	\$33,216.00	\$35,126.00
15	\$30,574.00	\$34,097.00	\$36,153.00
16	\$31,455.00	\$34,978.00	\$37,033.00
17	\$32,335.00	\$35,785.00	\$37,915.00
18	\$32,807.00	\$36,259.00	\$38,387.00
19	\$33,327.00	\$37,058.00	\$39,239.00
20	\$33,846.00	\$37,856.00	\$40,091.00
21	\$34,954.00	\$38,964.00	\$41,198.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

**2025 – 2026**

<b>Teaching Assistants 2025-26</b>			
<b>STEP</b>	<b>1-C30-30</b>	<b>2-ASD-0</b>	<b>3-BAD-0</b>
1			
2			
3	\$21,885.00	\$24,507.00	\$26,048.00
4	\$22,485.00	\$25,107.00	\$26,648.00
5	\$23,115.00	\$25,737.00	\$27,278.00
6	\$23,777.00	\$26,399.00	\$27,940.00
7	\$24,548.00	\$27,169.00	\$28,711.00
8	\$25,319.00	\$27,939.00	\$29,482.00
9	\$26,089.00	\$28,711.00	\$30,329.00
10	\$26,860.00	\$29,481.00	\$31,178.00
11	\$27,631.00	\$30,252.00	\$32,103.00
12	\$28,556.00	\$31,178.00	\$33,028.00
13	\$29,481.00	\$32,873.00	\$34,723.00
14	\$30,406.00	\$33,952.00	\$35,957.00
15	\$31,330.00	\$34,877.00	\$36,882.00
16	\$32,103.00	\$35,801.00	\$37,960.00
17	\$33,027.00	\$36,727.00	\$38,885.00
18	\$33,952.00	\$37,574.00	\$39,811.00
19	\$34,447.00	\$38,072.00	\$40,306.00
20	\$34,993.00	\$38,910.00	\$41,201.00
21	\$35,539.00	\$39,749.00	\$42,095.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

**2026 – 2027**

<b>Teaching Assistants 2026-27</b>			
<b>STEP</b>	<b>1-C30-30</b>	<b>2-ASD-0</b>	<b>3-BAD-0</b>
1			
2			
3	\$22,161.00	\$24,887.00	\$26,490.00
4	\$22,761.00	\$25,487.00	\$27,090.00
5	\$23,385.00	\$26,111.00	\$27,714.00
6	\$24,040.00	\$26,767.00	\$28,369.00
7	\$24,728.00	\$27,455.00	\$29,057.00
8	\$25,530.00	\$28,255.00	\$29,859.00
9	\$26,332.00	\$29,056.00	\$30,661.00
10	\$27,133.00	\$29,859.00	\$31,542.00
11	\$27,935.00	\$30,660.00	\$32,425.00
12	\$28,737.00	\$31,462.00	\$33,387.00
13	\$29,698.00	\$32,425.00	\$34,350.00
14	\$30,660.00	\$34,187.00	\$36,112.00
15	\$31,622.00	\$35,310.00	\$37,396.00
16	\$32,583.00	\$36,272.00	\$38,357.00
17	\$33,387.00	\$37,233.00	\$39,479.00
18	\$34,348.00	\$38,196.00	\$40,440.00
19	\$35,310.00	\$39,077.00	\$41,403.00
20	\$35,825.00	\$39,595.00	\$41,918.00
21	\$36,393.00	\$40,467.00	\$42,849.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%)

## Appendix A-3 Secretary/LRC Salary Schedules 2023 – 2024

Secretary/LRC		23-24								
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$26,901.52	\$28,181.23	\$28,820.56	\$29,460.95	\$30,100.28	\$29,413.47	\$30,722.73	\$34,195.79	\$34,913.19
<b>1</b>	4	\$27,401.52	\$28,681.23	\$29,320.56	\$29,960.95	\$30,600.28	\$29,913.47	\$31,222.73	\$34,695.79	\$35,413.19
<b>2</b>	5	\$27,855.17	\$29,160.20	\$29,812.19	\$30,465.24	\$31,117.23	\$30,415.65	\$31,751.28	\$35,292.92	\$36,025.09
<b>3</b>	6	\$28,308.82	\$29,639.17	\$30,303.82	\$30,969.53	\$31,634.18	\$30,917.83	\$32,279.84	\$35,890.05	\$36,636.99
<b>4</b>	7	\$28,760.36	\$30,114.98	\$30,793.34	\$31,470.65	\$32,147.96	\$31,418.96	\$32,806.28	\$36,484.01	\$37,244.67
<b>5</b>	8	\$29,708.80	\$31,117.23	\$31,820.91	\$32,524.60	\$33,228.28	\$32,470.79	\$33,911.92	\$37,734.19	\$38,524.38
<b>6</b>	9	\$30,400.88	\$31,847.29	\$32,569.96	\$33,292.64	\$34,016.37	\$33,237.78	\$34,717.94	\$38,644.65	\$39,455.95
<b>7</b>	10	\$31,089.80	\$32,574.18	\$33,316.90	\$34,058.57	\$34,801.29	\$34,001.60	\$35,521.85	\$39,551.95	\$40,384.35
<b>8</b>	11	\$31,780.82	\$33,304.24	\$34,065.95	\$34,826.61	\$35,588.32	\$34,768.58	\$36,327.87	\$40,462.42	\$41,316.97
<b>9 to 11</b>	12	\$32,470.79	\$34,032.19	\$34,812.89	\$35,593.59	\$36,374.29	\$35,533.46	\$37,131.78	\$41,370.77	\$42,246.42
<b>12</b>	13	\$33,163.93	\$34,763.31	\$35,564.05	\$36,363.74	\$37,163.43	\$36,302.55	\$37,939.91	\$42,282.29	\$43,180.10
<b>13</b>	14	\$33,854.95	\$35,493.37	\$36,313.10	\$37,131.78	\$37,950.46	\$37,069.54	\$38,745.93	\$43,192.76	\$44,112.72
<b>14</b>	15	\$34,547.03	\$36,223.43	\$37,062.15	\$37,899.82	\$38,738.55	\$37,835.47	\$39,551.95	\$44,103.22	\$45,044.28
<b>15</b>	16	\$35,238.06	\$36,953.49	\$37,811.20	\$38,668.92	\$39,525.58	\$38,602.45	\$40,357.97	\$45,013.69	\$45,976.90
<b>16</b>	17	\$35,926.97	\$37,680.38	\$38,557.09	\$39,433.79	\$40,310.50	\$39,367.33	\$41,161.88	\$45,920.99	\$46,905.30
<b>17</b>	18	\$36,619.05	\$38,410.44	\$39,306.14	\$40,201.83	\$41,098.58	\$40,133.26	\$41,967.90	\$46,831.45	\$47,836.87
<b>18</b>	19	\$37,310.08	\$39,140.50	\$40,055.19	\$40,970.93	\$41,885.61	\$40,900.24	\$42,773.92	\$47,741.92	\$48,769.49
<b>19</b>	20	\$37,722.58	\$39,575.16	\$40,501.45	\$41,427.74	\$42,355.09	\$41,357.06	\$43,253.95	\$48,284.19	\$49,324.42
<b>20</b>	21	\$38,389.34	\$40,278.85	\$41,224.13	\$42,169.41	\$43,114.69	\$42,096.61	\$44,031.48	\$49,163.00	\$50,223.28
<b>21</b>		\$39,069.82	\$40,997.30	\$41,961.57	\$42,925.84	\$43,889.06	\$42,851.99	\$44,824.84	\$50,058.70	\$51,140.07
<b>22</b>		\$40,124.82	\$42,052.30	\$43,016.57	\$43,980.84	\$44,944.06	\$43,906.99	\$45,879.84	\$51,113.70	\$52,195.07
<b>23</b>		\$41,179.82	\$43,107.30	\$44,071.57	\$45,035.84	\$45,999.06	\$44,961.99	\$46,934.84	\$52,168.70	\$53,250.07

These figures reflect only wages, however the Board also pays employee pension contributions.

One row will be added to each column to accommodate those in the last cell of the previous year's schedule.

**2024 – 2025**

Secretary/LRC		24-25								
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$27,747.00	\$29,090.00	\$29,762.00	\$30,434.00	\$31,105.00	\$30,384.00	\$31,759.00	\$35,406.00	\$36,159.00
<b>1</b>	4	\$28,247.00	\$29,590.00	\$30,262.00	\$30,934.00	\$31,605.00	\$30,884.00	\$32,259.00	\$35,906.00	\$36,659.00
<b>2</b>	5	\$28,772.00	\$30,115.00	\$30,787.00	\$31,459.00	\$32,130.00	\$31,409.00	\$32,784.00	\$36,431.00	\$37,184.00
<b>3</b>	6	\$29,248.00	\$30,618.00	\$31,303.00	\$31,988.00	\$32,673.00	\$31,936.00	\$33,339.00	\$37,058.00	\$37,826.00
<b>4</b>	7	\$29,724.00	\$31,121.00	\$31,819.00	\$32,518.00	\$33,216.00	\$32,464.00	\$33,894.00	\$37,685.00	\$38,469.00
<b>5</b>	8	\$30,198.00	\$31,621.00	\$32,333.00	\$33,044.00	\$33,755.00	\$32,990.00	\$34,447.00	\$38,308.00	\$39,107.00
<b>6</b>	9	\$31,194.00	\$32,673.00	\$33,412.00	\$34,151.00	\$34,890.00	\$34,094.00	\$35,608.00	\$39,621.00	\$40,451.00
<b>7</b>	10	\$31,921.00	\$33,440.00	\$34,198.00	\$34,957.00	\$35,717.00	\$34,900.00	\$36,454.00	\$40,577.00	\$41,429.00
<b>8</b>	11	\$32,644.00	\$34,203.00	\$34,983.00	\$35,761.00	\$36,541.00	\$35,702.00	\$37,298.00	\$41,530.00	\$42,404.00
<b>9</b>	12	\$33,370.00	\$34,969.00	\$35,769.00	\$36,568.00	\$37,368.00	\$36,507.00	\$38,144.00	\$42,486.00	\$43,383.00
<b>10 - 12</b>	13	\$34,094.00	\$35,734.00	\$36,554.00	\$37,373.00	\$38,193.00	\$37,310.00	\$38,988.00	\$43,439.00	\$44,359.00
<b>13</b>	14	\$34,822.00	\$36,501.00	\$37,342.00	\$38,182.00	\$39,022.00	\$38,118.00	\$39,837.00	\$44,396.00	\$45,339.00
<b>14</b>	15	\$35,548.00	\$37,268.00	\$38,129.00	\$38,988.00	\$39,848.00	\$38,923.00	\$40,683.00	\$45,352.00	\$46,318.00
<b>15</b>	16	\$36,274.00	\$38,035.00	\$38,915.00	\$39,795.00	\$40,675.00	\$39,727.00	\$41,530.00	\$46,308.00	\$47,296.00
<b>16</b>	17	\$37,000.00	\$38,801.00	\$39,702.00	\$40,602.00	\$41,502.00	\$40,533.00	\$42,376.00	\$47,264.00	\$48,276.00
<b>17</b>	18	\$37,723.00	\$39,564.00	\$40,485.00	\$41,405.00	\$42,326.00	\$41,336.00	\$43,220.00	\$48,217.00	\$49,251.00
<b>18</b>	19	\$38,450.00	\$40,331.00	\$41,271.00	\$42,212.00	\$43,154.00	\$42,140.00	\$44,066.00	\$49,173.00	\$50,229.00
<b>19</b>	20	\$39,176.00	\$41,098.00	\$42,058.00	\$43,019.00	\$43,980.00	\$42,945.00	\$44,913.00	\$50,129.00	\$51,208.00
<b>20</b>	21	\$39,609.00	\$41,554.00	\$42,527.00	\$43,499.00	\$44,473.00	\$43,425.00	\$45,417.00	\$50,698.00	\$51,791.00
<b>21</b>		\$40,309.00	\$42,293.00	\$43,285.00	\$44,278.00	\$45,270.00	\$44,201.00	\$46,233.00	\$51,621.00	\$52,734.00
<b>22</b>		\$41,023.00	\$43,047.00	\$44,060.00	\$45,072.00	\$46,084.00	\$44,995.00	\$47,066.00	\$52,562.00	\$53,697.00
<b>23</b>		\$42,131.00	\$44,155.00	\$45,167.00	\$46,180.00	\$47,191.00	\$46,102.00	\$48,174.00	\$53,669.00	\$54,805.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

## 2025 – 2026

Secretary/LRC	25-26									
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$28,634.00	\$30,045.00	\$30,750.00	\$31,456.00	\$32,161.00	\$31,403.00	\$32,847.00	\$36,676.00	\$37,467.00
<b>1</b>	4	\$29,134.00	\$30,545.00	\$31,250.00	\$31,956.00	\$32,661.00	\$31,903.00	\$33,347.00	\$37,176.00	\$37,967.00
<b>2</b>	5	\$29,659.00	\$31,070.00	\$31,775.00	\$32,481.00	\$33,186.00	\$32,428.00	\$33,872.00	\$37,701.00	\$38,492.00
<b>3</b>	6	\$30,210.00	\$31,621.00	\$32,326.00	\$33,032.00	\$33,737.00	\$32,980.00	\$34,423.00	\$38,252.00	\$39,043.00
<b>4</b>	7	\$30,710.00	\$32,149.00	\$32,868.00	\$33,588.00	\$34,307.00	\$33,533.00	\$35,006.00	\$38,910.00	\$39,718.00
<b>5</b>	8	\$31,210.00	\$32,677.00	\$33,410.00	\$34,144.00	\$34,877.00	\$34,087.00	\$35,589.00	\$39,569.00	\$40,392.00
<b>6</b>	9	\$31,708.00	\$33,202.00	\$33,950.00	\$34,696.00	\$35,443.00	\$34,639.00	\$36,169.00	\$40,224.00	\$41,062.00
<b>7</b>	10	\$32,754.00	\$34,307.00	\$35,083.00	\$35,858.00	\$36,634.00	\$35,799.00	\$37,388.00	\$41,602.00	\$42,473.00
<b>8</b>	11	\$33,517.00	\$35,112.00	\$35,908.00	\$36,705.00	\$37,503.00	\$36,645.00	\$38,277.00	\$42,606.00	\$43,500.00
<b>9</b>	12	\$34,276.00	\$35,913.00	\$36,732.00	\$37,550.00	\$38,368.00	\$37,487.00	\$39,163.00	\$43,606.00	\$44,524.00
<b>10</b>	13	\$35,038.00	\$36,718.00	\$37,558.00	\$38,396.00	\$39,236.00	\$38,332.00	\$40,051.00	\$44,610.00	\$45,552.00
<b>11 - 13</b>	14	\$35,799.00	\$37,520.00	\$38,381.00	\$39,242.00	\$40,103.00	\$39,176.00	\$40,938.00	\$45,611.00	\$46,577.00
<b>14</b>	15	\$36,563.00	\$38,327.00	\$39,209.00	\$40,091.00	\$40,973.00	\$40,024.00	\$41,829.00	\$46,616.00	\$47,606.00
<b>15</b>	16	\$37,325.00	\$39,131.00	\$40,035.00	\$40,938.00	\$41,840.00	\$40,869.00	\$42,717.00	\$47,620.00	\$48,634.00
<b>16</b>	17	\$38,088.00	\$39,936.00	\$40,861.00	\$41,785.00	\$42,709.00	\$41,714.00	\$43,606.00	\$48,624.00	\$49,661.00
<b>17</b>	18	\$38,850.00	\$40,741.00	\$41,687.00	\$42,632.00	\$43,577.00	\$42,559.00	\$44,495.00	\$49,628.00	\$50,690.00
<b>18</b>	19	\$39,609.00	\$41,543.00	\$42,509.00	\$43,476.00	\$44,442.00	\$43,402.00	\$45,381.00	\$50,628.00	\$51,713.00
<b>19</b>	20	\$40,373.00	\$42,348.00	\$43,335.00	\$44,323.00	\$45,311.00	\$44,247.00	\$46,270.00	\$51,632.00	\$52,740.00
<b>20</b>	21	\$41,134.00	\$43,152.00	\$44,161.00	\$45,170.00	\$46,179.00	\$45,093.00	\$47,158.00	\$52,635.00	\$53,768.00
<b>21</b>		\$41,589.00	\$43,632.00	\$44,653.00	\$45,674.00	\$46,696.00	\$45,596.00	\$47,687.00	\$53,233.00	\$54,380.00
<b>22</b>		\$42,324.00	\$44,407.00	\$45,450.00	\$46,492.00	\$47,534.00	\$46,412.00	\$48,545.00	\$54,202.00	\$55,371.00
<b>23</b>		\$43,074.00	\$45,200.00	\$46,263.00	\$47,326.00	\$48,388.00	\$47,244.00	\$49,419.00	\$55,190.00	\$56,382.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (5%).

**2026 – 2027**

Secretary/LRC		26-27								
Years	STEP	L5180-0	L5190-0	L5195-0	L5200-0	L5205-0	L6195-0	L6205-0	L5237-0	L6237-0
	1									
	2									
<b>0</b>	3	\$29,279.00	\$30,747.00	\$31,480.00	\$32,214.00	\$32,947.00	\$32,159.00	\$33,661.00	\$37,643.00	\$38,465.00
<b>1</b>	4	\$29,779.00	\$31,247.00	\$31,980.00	\$32,714.00	\$33,447.00	\$32,659.00	\$34,161.00	\$38,143.00	\$38,965.00
<b>2</b>	5	\$30,299.00	\$31,767.00	\$32,500.00	\$33,234.00	\$33,967.00	\$33,179.00	\$34,681.00	\$38,663.00	\$39,485.00
<b>3</b>	6	\$30,845.00	\$32,313.00	\$33,046.00	\$33,780.00	\$34,513.00	\$33,725.00	\$35,227.00	\$39,209.00	\$40,031.00
<b>4</b>	7	\$31,419.00	\$32,886.00	\$33,619.00	\$34,353.00	\$35,086.00	\$34,299.00	\$35,800.00	\$39,782.00	\$40,605.00
<b>5</b>	8	\$31,939.00	\$33,435.00	\$34,183.00	\$34,931.00	\$35,679.00	\$34,875.00	\$36,406.00	\$40,467.00	\$41,306.00
<b>6</b>	9	\$32,459.00	\$33,984.00	\$34,746.00	\$35,510.00	\$36,272.00	\$35,450.00	\$37,012.00	\$41,152.00	\$42,008.00
<b>7</b>	10	\$32,977.00	\$34,530.00	\$35,308.00	\$36,084.00	\$36,861.00	\$36,025.00	\$37,616.00	\$41,833.00	\$42,705.00
<b>8</b>	11	\$34,064.00	\$35,679.00	\$36,486.00	\$37,293.00	\$38,100.00	\$37,231.00	\$38,883.00	\$43,266.00	\$44,172.00
<b>9</b>	12	\$34,858.00	\$36,516.00	\$37,345.00	\$38,173.00	\$39,003.00	\$38,110.00	\$39,808.00	\$44,310.00	\$45,240.00
<b>10</b>	13	\$35,648.00	\$37,350.00	\$38,201.00	\$39,052.00	\$39,903.00	\$38,986.00	\$40,729.00	\$45,350.00	\$46,305.00
<b>11</b>	14	\$36,440.00	\$38,187.00	\$39,060.00	\$39,932.00	\$40,806.00	\$39,866.00	\$41,654.00	\$46,394.00	\$47,374.00
<b>12-14</b>	15	\$37,231.00	\$39,021.00	\$39,916.00	\$40,812.00	\$41,707.00	\$40,743.00	\$42,575.00	\$47,436.00	\$48,440.00
<b>15</b>	16	\$38,026.00	\$39,860.00	\$40,778.00	\$41,695.00	\$42,612.00	\$41,625.00	\$43,502.00	\$48,481.00	\$49,510.00
<b>16</b>	17	\$38,818.00	\$40,697.00	\$41,637.00	\$42,575.00	\$43,514.00	\$42,504.00	\$44,426.00	\$49,525.00	\$50,580.00
<b>17</b>	18	\$39,612.00	\$41,534.00	\$42,495.00	\$43,456.00	\$44,418.00	\$43,382.00	\$45,350.00	\$50,569.00	\$51,648.00
<b>18</b>	19	\$40,404.00	\$42,371.00	\$43,354.00	\$44,338.00	\$45,320.00	\$44,262.00	\$46,274.00	\$51,613.00	\$52,717.00
<b>19</b>	20	\$41,194.00	\$43,204.00	\$44,210.00	\$45,215.00	\$46,220.00	\$45,139.00	\$47,196.00	\$52,653.00	\$53,782.00
<b>20</b>	21	\$41,987.00	\$44,041.00	\$45,068.00	\$46,095.00	\$47,124.00	\$46,017.00	\$48,120.00	\$53,697.00	\$54,850.00
<b>21</b>		\$42,780.00	\$44,878.00	\$45,927.00	\$46,977.00	\$48,026.00	\$46,896.00	\$49,045.00	\$54,741.00	\$55,919.00
<b>22</b>		\$43,253.00	\$45,377.00	\$46,439.00	\$47,501.00	\$48,564.00	\$47,420.00	\$49,595.00	\$55,363.00	\$56,555.00
<b>23</b>		\$44,017.00	\$46,184.00	\$47,268.00	\$48,351.00	\$49,435.00	\$48,268.00	\$50,486.00	\$56,370.00	\$57,586.00

These figures reflect only wages, however the Board also pays employee pension contributions.

Any bargaining unit member with nowhere to step will be considered "off schedule" and receive the same negotiated raise (4%).