Teacher Option A: 3 % across the board for everyone all 3 years

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,777.46	$56,281.26	$58,754.29	$60,073.72	$ 61,409.63	$ 63,021.58	$ 63,843.52	$ 64,664.43	$ 66,033.30
2	$ 60,179.81	$61,699.06	$64,150.46	$65,475.04	$ 66,806.83	$ 68,420.84	$ 69,241.75	$ 70,061.63	$ 71,433.59
3	$ 63,195.65	$64,722.11	$67,180.72	$68,515.60	$ 69,829.88	$ 71,443.89	$ 72,266.86	$ 73,087.77	$ 74,455.61
4	$ 66,137.33	$67,663.79	$70,122.40	$71,454.19	$ 72,772.59	$ 74,387.63	$ 75,206.48	$ 76,028.42	$ 77,397.29
5	$ 72,960.05	$74,479.30	$76,854.48	$78,169.79	$ 79,508.79	$ 81,121.77	$ 81,943.71	$ 82,764.62	$ 84,133.49
6	$ 80,022.76	$81,652.22	$84,001.65	$84,998.69	$ 85,996.76	$ 87,679.78	$ 88,499.66	$ 89,320.57	$ 90,689.44
7	$ -	$ -	$87,664.33	$89,096.03	$ 89,269.07	$ 90,883.08	$ 91,705.02	$ 92,526.96	$ 93,895.83
8	$ -	$ -	$ -	$ -	$ 96,246.29	$ 97,860.30	$ 98,681.21	$ 99,503.15	$100,870.99

2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,420.78	$57,969.70	$60,516.92	$61,875.93	$ 63,251.92	$ 64,912.23	$ 65,758.83	$ 66,604.36	$ 68,014.30
2	$ 61,985.20	$63,550.03	$66,074.97	$67,439.29	$ 68,811.03	$ 70,473.47	$ 71,319.00	$ 72,163.48	$ 73,576.60
3	$ 65,091.52	$66,663.77	$69,196.14	$70,571.07	$ 71,924.78	$ 73,587.21	$ 74,434.87	$ 75,280.40	$ 76,689.28
4	$ 68,121.45	$69,693.70	$72,226.07	$73,597.82	$ 74,955.77	$ 76,619.26	$ 77,462.67	$ 78,309.27	$ 79,719.21
5	$ 75,148.85	$76,713.68	$79,160.11	$80,514.88	$ 81,894.05	$ 83,555.42	$ 84,402.02	$ 85,247.56	$ 86,657.49
6	$ 82,423.44	$84,101.79	$86,521.70	$87,548.65	$ 88,576.66	$ 90,310.17	$ 91,154.65	$ 92,000.19	$ 93,410.12
7	$ -	$ -	$90,294.26	$91,768.91	$ 91,947.14	$ 93,609.57	$ 94,456.17	$ 95,302.77	$ 96,712.70
8	$ -	$ -	$ -	$ -	$ 99,133.68	$100,796.11	$101,641.65	$102,488.24	$103,897.12

2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 58,113.41	$59,708.79	$62,332.43	$63,732.21	$ 65,149.48	$ 66,859.59	$ 67,731.59	$ 68,602.49	$ 70,054.73
2	$ 63,844.76	$65,456.53	$68,057.22	$69,462.47	$ 70,875.37	$ 72,587.67	$ 73,458.57	$ 74,328.38	$ 75,783.90
3	$ 67,044.27	$68,663.69	$71,272.03	$72,688.20	$ 74,082.52	$ 75,794.82	$ 76,667.91	$ 77,538.82	$ 78,989.96
4	$ 70,165.09	$71,784.51	$74,392.85	$75,805.75	$ 77,204.44	$ 78,917.84	$ 79,786.55	$ 80,658.55	$ 82,110.78
5	$ 77,403.32	$79,015.09	$81,534.92	$82,930.33	$ 84,350.88	$ 86,062.09	$ 86,934.08	$ 87,804.99	$ 89,257.22
6	$ 84,896.15	$86,624.84	$89,117.35	$90,175.11	$ 91,233.96	$ 93,019.48	$ 93,889.29	$ 94,760.19	$ 96,212.43
7	$ -	$ -	$93,003.09	$94,521.98	$ 94,705.56	$ 96,417.86	$ 97,289.86	$ 98,161.85	$ 99,614.09
8	$ -	$ -	$ -	$ -	$102,107.69	$103,819.99	$104,690.90	$105,562.89	$107,014.03

Teacher Wage Option B:

- Step 1 – 1.9% Increase each year
- Steps 2 & 3 – 2.2% Increase each year
- Steps 4 &5 – 2.5% Increase each year
- Step 6 - 2.75% Increase each year
- Step 7 – 3% Increase each year
- Step 8 – 3.5% Increase each year

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,192.46	$55,680.20	$58,126.82	$59,432.16	$ 60,753.80	$ 62,348.53	$ 63,161.70	$ 63,973.84	$ 65,328.09
2	$ 59,712.39	$61,219.84	$63,652.20	$64,966.50	$ 66,287.94	$ 67,889.42	$ 68,703.95	$ 69,517.46	$ 70,878.77
3	$ 62,704.81	$64,219.41	$66,658.93	$67,983.44	$ 69,287.51	$ 70,888.99	$ 71,705.56	$ 72,520.10	$ 73,877.31
4	$ 65,816.28	$67,335.33	$69,782.00	$71,107.33	$ 72,419.33	$ 74,026.53	$ 74,841.40	$ 75,659.35	$ 77,021.58
5	$ 72,605.88	$74,117.75	$76,481.40	$77,790.33	$ 79,122.83	$ 80,727.98	$ 81,545.93	$ 82,362.85	$ 83,725.08
6	$ 79,828.53	$81,454.04	$83,797.76	$84,792.38	$ 85,788.03	$ 87,466.97	$ 88,284.86	$ 89,103.77	$ 90,469.32
7	$ -	$ -	$87,664.33	$89,096.03	$ 89,269.07	$ 90,883.08	$ 91,705.02	$ 92,526.96	$ 93,895.83
8	$ -	$ -	$ -	$ -	$ 96,713.51	$ 98,335.35	$ 99,160.25	$ 99,986.18	$101,360.66

2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 55,222.11	$56,738.12	$59,231.23	$60,561.37	$ 61,908.12	$ 63,533.16	$ 64,361.77	$ 65,189.34	$ 66,569.32
2	$ 61,026.07	$62,566.68	$65,052.55	$66,395.76	$ 67,746.28	$ 69,382.98	$ 70,215.44	$ 71,046.85	$ 72,438.10
3	$ 64,084.32	$65,632.24	$68,125.42	$69,479.08	$ 70,811.84	$ 72,448.54	$ 73,283.09	$ 74,115.54	$ 75,502.61
4	$ 67,461.68	$69,018.71	$71,526.55	$72,885.01	$ 74,229.81	$ 75,877.19	$ 76,712.44	$ 77,550.83	$ 78,947.11
5	$ 74,421.02	$75,970.69	$78,393.44	$79,735.08	$ 81,100.90	$ 82,746.17	$ 83,584.57	$ 84,421.92	$ 85,818.20
6	$ 82,023.81	$83,694.02	$86,102.20	$87,124.17	$ 88,147.20	$ 89,872.31	$ 90,712.69	$ 91,554.13	$ 92,957.23
7	$ -	$ -	$90,294.26	$91,768.91	$ 91,947.14	$ 93,609.57	$ 94,456.17	$ 95,302.77	$ 96,712.70
8	$ -	$ -	$ -	$ -	$100,098.48	$101,777.09	$102,630.85	$103,485.69	$104,908.28

2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,271.33	$57,816.15	$60,356.62	$61,712.03	$ 63,084.38	$ 64,740.29	$ 65,584.64	$ 66,427.94	$ 67,834.14
2	$ 62,368.64	$63,943.15	$66,483.71	$67,856.47	$ 69,236.69	$ 70,909.41	$ 71,760.18	$ 72,609.88	$ 74,031.74
3	$ 65,494.17	$67,076.15	$69,624.18	$71,007.62	$ 72,369.70	$ 74,042.41	$ 74,895.31	$ 75,746.08	$ 77,163.67
4	$ 69,148.22	$70,744.18	$73,314.71	$74,707.13	$ 76,085.55	$ 77,774.12	$ 78,630.25	$ 79,489.60	$ 80,920.79
5	$ 76,281.55	$77,869.96	$80,353.27	$81,728.46	$ 83,128.42	$ 84,814.83	$ 85,674.19	$ 86,532.47	$ 87,963.66
6	$ 84,279.47	$85,995.61	$88,470.01	$89,520.09	$ 90,571.25	$ 92,343.79	$ 93,207.29	$ 94,071.86	$ 95,513.55
7	$ -	$ -	$93,003.09	$94,521.98	$ 94,705.56	$ 96,417.86	$ 97,289.86	$ 98,161.85	$ 99,614.09
8	$ -	$ -	$ -	$ -	$103,601.92	$105,339.29	$106,222.93	$107,107.69	$108,580.07

Teacher Wage Option C: All steps get 2 % across all 3 years; Add new top step in 2027; Add new top step in 2028

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,245.64	$55,734.84	$58,183.86	$59,490.48	$ 60,813.42	$ 62,409.72	$ 63,223.68	$ 64,036.62	$ 65,392.20
2	$ 59,595.54	$61,100.04	$63,527.64	$64,839.36	$ 66,158.22	$ 67,756.56	$ 68,569.50	$ 69,381.42	$ 70,740.06
3	$ 62,582.10	$64,093.74	$66,528.48	$67,850.40	$ 69,151.92	$ 70,750.26	$ 71,565.24	$ 72,378.18	$ 73,732.74
4	$ 65,495.22	$67,006.86	$69,441.60	$70,760.46	$ 72,066.06	$ 73,665.42	$ 74,476.32	$ 75,290.28	$ 76,645.86
5	$ 72,251.70	$73,756.20	$76,108.32	$77,410.86	$ 78,736.86	$ 80,334.18	$ 81,148.14	$ 81,961.08	$ 83,316.66
6	$ 79,245.84	$80,859.48	$83,186.10	$84,173.46	$ 85,161.84	$ 86,828.52	$ 87,640.44	$ 88,453.38	$ 89,808.96
7	$ -	$ -	$86,813.22	$88,231.02	$ 88,402.38	$ 90,000.72	$ 90,814.68	$ 91,628.64	$ 92,984.22
8	$ -	$ -	$ -	$ -	$ 95,311.86	$ 96,910.20	$ 97,723.14	$ 98,537.10	$ 99,891.66

New Step Increase	2.75%								
2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 55,330.55	$56,849.54	$59,347.54	$60,680.29	$ 62,029.69	$ 63,657.91	$ 64,488.15	$ 65,317.35	$ 66,700.04
2	$ 60,787.45	$62,322.04	$64,798.19	$66,136.15	$ 67,481.38	$ 69,111.69	$ 69,940.89	$ 70,769.05	$ 72,154.86
3	$ 63,833.74	$65,375.61	$67,859.05	$69,207.41	$ 70,534.96	$ 72,165.27	$ 72,996.54	$ 73,825.74	$ 75,207.39
4	$ 66,805.12	$68,347.00	$70,830.43	$72,175.67	$ 73,507.38	$ 75,138.73	$ 75,965.85	$ 76,796.09	$ 78,178.78
5	$ 73,696.73	$75,231.32	$77,630.49	$78,959.08	$ 80,311.60	$ 81,940.86	$ 82,771.10	$ 83,600.30	$ 84,982.99
6	$ 80,830.76	$82,476.67	$84,849.82	$85,856.93	$ 86,865.08	$ 88,565.09	$ 89,393.25	$ 90,222.45	$ 91,605.14
7	$ 83,053.60	$84,744.78	$88,549.48	$89,995.64	$ 90,170.43	$ 91,800.73	$ 92,630.97	$ 93,461.21	$ 94,843.90
8			$90,984.60	$92,470.52	$ 97,218.10	$ 98,848.40	$ 99,677.60	$100,507.84	$101,889.49
9					$ 99,891.59	$101,566.74	$102,418.74	$103,271.81	$104,691.45

New Step Increase	2.75%								
2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,437.16	$57,986.53	$60,534.49	$61,893.90	$ 63,270.28	$ 64,931.07	$ 65,777.92	$ 66,623.70	$ 68,034.04
2	$ 62,003.20	$63,568.48	$66,094.16	$67,458.87	$ 68,831.01	$ 70,493.93	$ 71,339.71	$ 72,184.43	$ 73,597.96
3	$ 65,110.42	$66,683.13	$69,216.23	$70,591.56	$ 71,945.66	$ 73,608.57	$ 74,456.48	$ 75,302.26	$ 76,711.54
4	$ 68,141.23	$69,713.94	$72,247.04	$73,619.18	$ 74,977.53	$ 76,641.50	$ 77,485.16	$ 78,332.01	$ 79,742.35
5	$ 75,170.67	$76,735.95	$79,183.10	$80,538.26	$ 81,917.83	$ 83,579.68	$ 84,426.52	$ 85,272.31	$ 86,682.65
6	$ 82,447.37	$84,126.20	$86,546.82	$87,574.07	$ 88,602.38	$ 90,336.39	$ 91,181.11	$ 92,026.90	$ 93,437.24
7	$ 84,714.67	$86,439.67	$90,320.47	$91,795.55	$ 91,973.84	$ 93,636.75	$ 94,483.59	$ 95,330.44	$ 96,740.78
8	$ 87,044.33	$88,816.76	$92,804.29	$94,319.93	$ 99,162.46	$100,825.37	$101,671.15	$102,518.00	$103,927.28
9			$95,356.41	$96,913.73	$101,889.43	$103,598.07	$104,467.11	$105,337.24	$106,785.28
10					$104,691.39	$106,447.02	$107,339.96	$108,234.02	$109,721.88