

Appendix A-1

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA Teachers

Effective July 1, 2027

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	75,348.65	76,089.77	77,677.83	82,469.57	87,481.46
2	76,089.77	76,830.83	80,007.02	84,976.59	89,988.57
3	76,830.83	77,677.83	82,469.57	87,481.46	92,495.57
4	77,677.83	80,007.02	84,976.59	89,988.57	95,627.19
5	78,524.77	82,469.57	87,481.46	92,495.57	98,134.25
6	79,253.53	84,223.10	89,235.09	94,873.72	99,887.77
7	81,716.09	86,727.98	91,742.08	97,380.76	102,392.68
8	84,223.10	89,235.09	94,873.72	99,887.77	104,899.72
9	86,727.98	91,742.08	97,380.76	102,392.68	107,404.64
10	88,481.58	94,873.72	99,887.77	104,899.72	110,538.43
11	88,481.58	96,627.27	101,634.94	106,653.30	112,289.81
12	88,481.58	99,134.31	104,146.23	109,784.95	114,809.59
13	88,481.58	99,134.31	106,653.30	112,289.81	117,306.04
14	88,481.58	99,134.31	106,653.30	114,798.97	119,808.81
15	88,481.58	99,134.31	106,653.30	117,306.04	122,315.88
16	88,538.58	99,191.34	106,710.32	117,363.06	122,372.88
17	88,538.58	99,191.34	106,710.32	117,363.06	122,372.88
18	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
19	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
20	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
21	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
22	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
23	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
24	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
25	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
26	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
27	95,247.05	105,899.80	113,418.76	126,574.28	135,685.57

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-2

Board Approval: 3/24/2026

2027-2028

AEA - Adult Education

Based on 177 Days

Effective July 1, 2027

Time Base: Hourly Hourly Rate	(yrs of Experience) Step	Time Base: Annual	
		BA or Less-177	BA+Units-177
56.92	0	69,344.94	70,926.65
56.92	1	69,344.94	70,926.65
56.92	2	69,344.94	70,926.65
56.92	3	69,344.94	70,926.65
56.92	4	69,344.94	70,926.65
56.92	5	69,344.94	70,926.65
59.75	6	71,773.74	73,434.54
59.75	7	71,773.74	73,434.54
59.75	8	71,773.74	73,434.54
59.75	9	71,773.74	73,434.54
59.75	10	71,773.74	73,434.54
62.59	11	74,202.55	75,942.44
62.59	12	74,202.55	75,942.44
62.59	13	74,202.55	75,942.44
62.59	14	74,202.55	75,942.44
62.59	15	74,202.55	75,942.44
65.72	16	76,949.57	78,776.43
65.72	17	76,949.57	78,776.43
65.72	18	76,949.57	78,776.43
65.72	19	76,949.57	78,776.43
65.72	20	76,949.57	78,776.43
69.04	21	80,625.10	82,543.32
69.04	22	80,625.10	82,543.32
69.04	23	80,625.10	82,543.32
69.04	24	80,625.10	82,543.32
69.04	25	80,625.10	82,543.32
72.48	26+	84,484.41	86,498.56

Regular Teachers

Based on 1168.2 annual hours (177 x 6 hrs/day = 1062 + 106.20 hours prep time)

Full time = 30 hours/week per quarter not including breaks and school closures.

Master's Degree/Doctoral Degree/National Board Certification: (3.2% of annual salary BA or Less, Step 0)

\$ 2,219.04

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-3

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 261 Days

AEA Child Development

Effective July 1, 2027

Step	Class 0 12 Units	Class 1 24 Units	Class 02 60 Units	Class 3 90 Units	Class 4 BA Units	Class 5 BA plus 15	Class 6 BA plus 30	Class 7 BA plus 45	Class 8 BA plus 60
1	48,210.86	49,949.95	51,760.23	53,581.92	54,919.24	59,415.12	64,050.14	68,703.34	73,340.81
2	48,256.48	49,995.86	51,806.34	53,628.28	54,990.35	59,484.15	64,117.14	68,770.38	73,407.62
3	51,288.49	53,029.95	54,837.92	56,602.31	59,415.12	64,050.14	68,703.34	73,340.81	77,980.58
4	53,453.26	54,548.10	55,668.03	58,182.54	61,733.75	66,377.96	71,015.21	75,659.19	80,299.20
5	53,453.26	56,078.01	57,894.93	59,716.66	64,050.14	68,703.34	73,340.81	77,980.58	82,615.04
6	53,453.26	56,078.01	58,675.58	60,486.10	65,624.47	70,261.71	74,905.69	79,545.73	84,180.45
7	53,453.26	56,078.01	58,675.58	62,022.21	67,949.86	72,587.34	77,227.09	81,861.56	86,510.57
8	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	79,545.73	84,180.45	88,826.94
9	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	86,510.57	91,145.80
10	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	88,826.94	93,473.16
11	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	88,826.94	95,036.32

Head Teacher Stipend

Teacher Scale + \$3,000/ year (\$250/month)

Asst. Head Teacher Stipend

Teacher Scale + \$935/ year (\$77.92/month)

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-4

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 191 Days

AEA Counselors

Effective July 1, 2027

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	77,374.15	78,135.19	79,765.94	84,686.49	89,833.11
2	78,135.19	78,896.17	82,157.75	87,260.91	92,407.62
3	78,896.17	79,765.94	84,686.49	89,833.11	94,982.01
4	79,765.94	82,157.75	87,260.91	92,407.62	98,197.81
5	80,635.65	84,686.49	89,833.11	94,982.01	100,772.27
6	81,384.00	86,487.16	91,633.88	97,424.09	102,572.93
7	83,912.76	89,059.38	94,208.26	99,998.52	105,145.17
8	86,487.16	91,633.88	97,424.09	102,572.93	107,719.60
9	89,059.38	94,208.26	99,998.52	105,145.17	110,291.86
10	90,860.12	97,424.09	102,572.93	107,719.60	113,509.89
11	90,860.12	99,224.78	104,367.06	109,520.32	115,308.35
12	90,860.12	101,799.21	106,945.86	112,736.16	117,895.87
13	90,860.12	101,799.21	109,520.32	115,308.35	120,459.43
14	90,860.12	101,799.21	109,520.32	117,884.96	123,029.48
15	90,860.12	101,799.21	109,520.32	120,459.43	125,603.94
16	90,918.65	101,857.77	109,578.88	120,517.98	125,662.47
17	90,918.65	101,857.77	109,578.88	120,517.98	125,662.47
18	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
19	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
20	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
21	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
22	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
23	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
24	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
25	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
26	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
27	97,807.45	108,746.57	116,467.65	129,976.81	139,333.03

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-5

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA ROP/CTE

Effective July 1, 2027

STEP	minus BA	with BA
1	71,812.49	71,812.49
2	71,812.49	71,812.49
3	71,812.49	71,812.49
4	71,812.49	74,424.75
5	71,812.49	77,041.72
6	73,671.28	78,893.45
7	76,288.23	81,508.07
8	78,907.58	84,122.69
9	81,529.24	86,734.96
10	84,278.18	89,347.22
11	86,179.35	91,201.29
12	88,803.37	93,813.54
13	91,418.03	96,428.23
14	94,042.06	98,917.97
15	95,912.66	100,901.63
16	95,912.66	100,901.63
17	95,912.66	100,901.63
18	100,821.50	105,810.51
19	100,821.50	105,810.51
20	100,821.50	105,810.51
21	101,970.99	106,959.98
22	101,970.99	106,959.98
23	101,970.99	106,959.98
24	103,120.50	108,010.54
25	103,120.50	108,010.54
26	103,120.50	108,010.54
27	103,120.50	108,010.54

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-6

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 195 Days/8 Hours per day

AEA Psychologists

Effective July 1, 2027

STEP	Salary
1	135,259.71
2	141,576.10
3	148,208.84
4	155,173.52
5	162,486.44
6	164,173.02
7	165,859.61
8	167,546.18
9	167,546.18
10+	167,546.18

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-7

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA Speech and Language Pathologists

Effective July 1, 2027

STEP	Salary
1	100,620.55
2	103,127.64
3	105,634.65
4	108,766.28
5	111,273.32
6	114,165.52
7	116,670.43
8	119,177.47
9	121,682.38
10	124,816.18
11	126,567.54
12	129,087.34
13	131,583.79
14	134,086.55
15	136,593.64
16	136,650.63
17	136,650.63
18	138,349.26
19	138,349.26
20	138,349.26
21	140,852.03
22	140,852.03
23	140,852.03
24	143,359.06
25	143,359.06
26	143,359.06
27	149,963.31

(Stipend for Masters has been incorporated into the salary schedule)

PhD/Certificate of Clinical Competence

Annual Stipend for each (3.3% of A-1, Column 1, Step 1) \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46