

Appendix A-1

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 186 Days

AEA Teachers

Effective January 1, 2026

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	71,023.33	71,721.90	73,218.81	77,735.48	82,459.67
2	71,721.90	72,420.43	75,414.29	80,098.58	84,822.85
3	72,420.43	73,218.81	77,735.48	82,459.67	87,185.94
4	73,218.81	75,414.29	80,098.58	84,822.85	90,137.80
5	74,017.13	77,735.48	82,459.67	87,185.94	92,500.94
6	74,704.05	79,388.35	84,112.63	89,427.58	94,153.81
7	77,025.25	81,749.44	86,475.71	91,790.71	96,514.92
8	79,388.35	84,112.63	89,427.58	94,153.81	98,878.05
9	81,749.44	86,475.71	91,790.71	96,514.92	101,239.17
10	83,402.38	89,427.58	94,153.81	98,878.05	104,193.07
11	83,402.38	91,080.47	95,800.68	100,530.96	105,843.91
12	83,402.38	93,443.59	98,167.81	103,482.84	108,219.05
13	83,402.38	93,443.59	100,530.96	105,843.91	110,572.19
14	83,402.38	93,443.59	100,530.96	108,209.04	112,931.29
15	83,402.38	93,443.59	100,530.96	110,572.19	115,294.45
16	83,456.11	93,497.35	100,584.71	110,625.94	115,348.17
17	83,456.11	93,497.35	100,584.71	110,625.94	115,348.17
18	85,055.25	95,094.49	102,181.82	112,221.05	116,949.30
19	85,055.25	95,094.49	102,181.82	112,221.05	116,949.30
20	85,055.25	95,094.49	102,181.82	112,221.05	116,949.30
21	87,414.34	97,457.59	104,542.94	114,584.20	119,308.40
22	87,414.34	97,457.59	104,542.94	114,584.20	119,308.40
23	87,414.34	97,457.59	104,542.94	114,584.20	119,308.40
24	89,779.48	99,820.72	106,908.06	116,949.30	121,671.51
25	89,779.48	99,820.72	106,908.06	116,949.30	121,671.51
26	89,779.48	99,820.72	106,908.06	116,949.30	121,671.51
27	89,779.48	99,820.72	106,908.06	119,308.40	127,896.66

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

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,343.77

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-2

Board Approval: 3/24/2026

2025-2026

AEA - Adult Education

Based on 177 Days

Effective January 1, 2026

Time Base: Hourly Hourly Rate	(yrs of Experience) Step	Time Base: Annual	
		BA or Less-177	BA+Units-177
53.65	0	65,364.25	66,855.17
53.65	1	65,364.25	66,855.17
53.65	2	65,364.25	66,855.17
53.65	3	65,364.25	66,855.17
53.65	4	65,364.25	66,855.17
53.65	5	65,364.25	66,855.17
56.32	6	67,653.63	69,219.10
56.32	7	67,653.63	69,219.10
56.32	8	67,653.63	69,219.10
56.32	9	67,653.63	69,219.10
56.32	10	67,653.63	69,219.10
59.00	11	69,943.02	71,583.03
59.00	12	69,943.02	71,583.03
59.00	13	69,943.02	71,583.03
59.00	14	69,943.02	71,583.03
59.00	15	69,943.02	71,583.03
61.95	16	72,532.35	74,254.34
61.95	17	72,532.35	74,254.34
61.95	18	72,532.35	74,254.34
61.95	19	72,532.35	74,254.34
61.95	20	72,532.35	74,254.34
65.08	21	75,996.89	77,805.00
65.08	22	75,996.89	77,805.00
65.08	23	75,996.89	77,805.00
65.08	24	75,996.89	77,805.00
65.08	25	75,996.89	77,805.00
68.32	26+	79,634.66	81,533.18

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)

\$ 2,091.66

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-3

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 261 Days

AEA Child Development

Effective January 1, 2026

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	45,443.36	47,082.62	48,788.98	50,506.10	51,766.65	56,004.45	60,373.40	64,759.49	69,130.75
2	45,486.36	47,125.89	48,832.45	50,549.80	51,833.68	56,069.51	60,436.55	64,822.68	69,193.72
3	48,344.32	49,985.82	51,690.00	53,353.11	56,004.45	60,373.40	64,759.49	69,130.75	73,504.17
4	50,384.83	51,416.82	52,472.46	54,842.62	58,189.98	62,567.59	66,938.65	71,316.04	75,689.70
5	50,384.83	52,858.90	54,571.52	56,288.68	60,373.40	64,759.49	69,130.75	73,504.17	77,872.60
6	50,384.83	52,858.90	55,307.36	57,013.95	61,857.36	66,228.40	70,605.80	74,979.48	79,348.15
7	50,384.83	52,858.90	55,307.36	58,461.88	64,049.26	68,420.53	72,793.94	77,162.37	81,544.50
8	50,384.83	52,858.90	55,307.36	58,461.88	66,228.40	70,605.80	74,979.48	79,348.15	83,727.91
9	50,384.83	52,858.90	55,307.36	58,461.88	66,228.40	70,605.80	77,162.37	81,544.50	85,913.66
10	50,384.83	52,858.90	55,307.36	58,461.88	66,228.40	70,605.80	77,162.37	83,727.91	88,107.42
11	50,384.83	52,858.90	55,307.36	58,461.88	66,228.40	70,605.80	77,162.37	83,727.91	89,580.84

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-4

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 191 Days

AEA Counselors

Effective January 1, 2026

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	72,932.56	73,649.91	75,187.06	79,825.14	84,676.33
2	73,649.91	74,367.22	77,441.56	82,251.77	87,103.03
3	74,367.22	75,187.06	79,825.14	84,676.33	89,529.65
4	75,187.06	77,441.56	82,251.77	87,103.03	92,560.86
5	76,006.84	79,825.14	84,676.33	89,529.65	94,987.52
6	76,712.22	81,522.45	86,373.72	91,831.55	96,684.83
7	79,095.82	83,947.01	88,800.33	94,258.20	99,109.41
8	81,522.45	86,373.72	91,831.55	96,684.83	101,536.06
9	83,947.01	88,800.33	94,258.20	99,109.41	103,960.65
10	85,644.38	91,831.55	96,684.83	101,536.06	106,993.96
11	85,644.38	93,528.87	98,375.97	103,233.41	108,689.18
12	85,644.38	95,955.51	100,806.73	106,264.64	111,128.16
13	85,644.38	95,955.51	103,233.41	108,689.18	113,544.56
14	85,644.38	95,955.51	103,233.41	111,117.89	115,967.08
15	85,644.38	95,955.51	103,233.41	113,544.56	118,393.76
16	85,699.55	96,010.72	103,288.60	113,599.76	118,448.93
17	85,699.55	96,010.72	103,288.60	113,599.76	118,448.93
18	87,341.68	97,650.79	104,928.64	115,237.74	120,093.10
19	87,341.68	97,650.79	104,928.64	115,237.74	120,093.10
20	87,341.68	97,650.79	104,928.64	115,237.74	120,093.10
21	89,764.19	100,077.42	107,353.23	117,664.42	122,515.62
22	89,764.19	100,077.42	107,353.23	117,664.42	122,515.62
23	89,764.19	100,077.42	107,353.23	117,664.42	122,515.62
24	92,192.91	102,504.07	109,781.93	120,093.10	124,942.25
25	92,192.91	102,504.07	109,781.93	120,093.10	124,942.25
26	92,192.91	102,504.07	109,781.93	120,093.10	124,942.25
27	92,192.91	102,504.07	109,781.93	122,515.62	131,334.74

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

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,343.77

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-5

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 186 Days

AEA ROP/CTE

Effective January 1, 2026

STEP	minus BA	with BA
1	67,690.16	67,690.16
2	67,690.16	67,690.16
3	67,690.16	67,690.16
4	67,690.16	70,152.47
5	67,690.16	72,619.21
6	69,442.24	74,364.64
7	71,908.97	76,829.17
8	74,377.96	79,293.70
9	76,849.13	81,756.02
10	79,440.27	84,218.32
11	81,232.30	85,965.96
12	83,705.69	88,428.26
13	86,170.26	90,892.85
14	88,643.66	93,239.67
15	90,406.88	95,109.47
16	90,406.88	95,109.47
17	90,406.88	95,109.47
18	95,033.93	99,736.55
19	95,033.93	99,736.55
20	95,033.93	99,736.55
21	96,117.44	100,820.04
22	96,117.44	100,820.04
23	96,117.44	100,820.04
24	97,200.96	101,810.29
25	97,200.96	101,810.29
26	97,200.96	101,810.29
27	97,200.96	101,810.29

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

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,343.77

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-6

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 195 Days/8 Hours per day

AEA Psychologists

Effective January 1, 2026

STEP	Salary
1	127,495.25
2	133,449.05
3	139,701.05
4	146,265.92
5	153,159.06
6	154,748.82
7	156,338.59
8	157,928.34
9	157,928.34
10+	157,928.34

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

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,343.77

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70

Appendix A-7

Board Approval: 3/24/2026

2025-2026

Time Base: Annual

Based on 186 Days

AEA Speech and Language Pathologists

Effective January 1, 2026

STEP	Salary
1	94,844.51
2	97,207.69
3	99,570.79
4	102,522.65
5	104,885.78
6	107,611.95
7	109,973.07
8	112,336.19
9	114,697.31
10	117,651.22
11	119,302.05
12	121,677.19
13	124,030.34
14	126,389.44
15	128,752.60
16	128,806.32
17	128,806.32
18	130,407.45
19	130,407.45
20	130,407.45
21	132,766.54
22	132,766.54
23	132,766.54
24	135,129.66
25	135,129.66
26	135,129.66
27	141,354.81

(Stipends for Masters and Speech-Language pathology Svcs Credential incorporated into the salary schedule)

PhD/Certificate of Clinical Competence

Annual Stipend for each (3.3% of A-1, Column 1, Step 1) \$ 2,343.77

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):	\$ 710.23
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,420.47
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,130.70