

2026-2027 Licensed Compensation Schedule - General

Effective 7/1/2026

Step	BA		BA + 15		BA + 30		MA		MA + 15		MA + 30		MA + 45		MA + 60		PHD/EDS		
1	\$	51,914	\$	53,471	\$	55,076	\$	57,003	\$	58,713	\$	60,475	\$	62,289	\$	64,158	\$	66,724	
2	\$	53,212	\$	54,808	\$	56,452	\$	58,286	\$	60,034	\$	61,835	\$	63,690	\$	65,601	\$	68,225	
3	\$	54,542	\$	56,178	\$	57,864	\$	59,597	\$	61,385	\$	63,227	\$	65,123	\$	67,077	\$	69,760	
4	\$	55,906	\$	57,583	\$	59,310	\$	60,938	\$	62,766	\$	64,649	\$	66,589	\$	68,586	\$	71,330	
5	\$	57,303	\$	59,022	\$	60,793	\$	62,309	\$	64,179	\$	66,104	\$	68,087	\$	70,130	\$	72,935	
6	\$	58,736	\$	60,498	\$	62,313	\$	63,711	\$	65,623	\$	67,591	\$	69,619	\$	71,708	\$	74,576	
7	\$	60,057	\$	61,859	\$	63,715	\$	65,145	\$	66,935	\$	68,943	\$	71,011	\$	73,142	\$	76,067	
8	\$	61,409	\$	63,251	\$	65,149	\$	66,610	\$	68,274	\$	70,322	\$	72,432	\$	74,605	\$	77,589	
9	\$	62,790	\$	64,674	\$	66,614	\$	68,109	\$	69,639	\$	71,728	\$	73,880	\$	76,097	\$	79,140	
10	\$	64,203	\$	66,129	\$	68,113	\$	69,642	\$	71,032	\$	73,163	\$	75,358	\$	77,619	\$	80,723	
11	\$	65,648	\$	67,617	\$	69,646	\$	71,034	\$	72,453	\$	74,626	\$	76,865	\$	79,171	\$	82,338	
12	\$	67,125	\$	69,139	\$	71,213	\$	72,455	\$	73,902	\$	76,119	\$	78,402	\$	80,754	\$	83,985	
13	\$	68,467	\$	70,521	\$	72,637	\$	73,904	\$	75,380	\$	77,641	\$	79,970	\$	82,369	\$	85,664	
14	\$	69,837	\$	71,932	\$	74,090	\$	75,382	\$	76,887	\$	79,194	\$	81,570	\$	84,017	\$	87,377	
15	\$	71,233	\$	73,370	\$	75,572	\$	76,890	\$	78,425	\$	80,778	\$	83,201	\$	85,697	\$	89,125	
16	\$	72,658	\$	74,838	\$	77,083	\$	78,428	\$	79,994	\$	82,393	\$	84,865	\$	87,411	\$	90,908	
17	\$	74,111	\$	76,335	\$	78,625	\$	79,996	\$	81,593	\$	84,041	\$	86,562	\$	89,159	\$	92,726	
18	\$	75,594	\$	77,861	\$	80,197	\$	81,596	\$	83,225	\$	85,722	\$	88,294	\$	90,942	\$	94,580	
19			\$	79,419	\$	81,801	\$	83,228	\$	84,890	\$	87,436	\$	90,060	\$	92,761	\$	96,472	
20				\$	83,437	\$	84,893	\$	86,588	\$	89,185	\$	91,861	\$	94,617	\$	98,401		
21						\$	86,591	\$	88,319	\$	90,969	\$	93,698	\$	96,509	\$	100,369		
22									\$	92,788	\$	95,572	\$	98,439	\$	102,377			
23												\$	97,483	\$	100,408	\$	104,424		
24														\$	102,416	\$	106,513		
25																\$	108,643		
26																			
27																			
28																			
29																			
30																			

2026-2027 Licensed Compensation Schedule - Hard to Hire

Effective 7/1/2026

Step		BA		BA + 15		BA + 30		MA		MA + 15		MA + 30		MA + 45		MA + 60		PHD/EDS
1	\$	56,366	\$	58,057	\$	59,799	\$	61,892	\$	63,748	\$	65,661	\$	67,631	\$	69,660	\$	72,446
2	\$	57,775	\$	59,508	\$	61,294	\$	63,284	\$	65,183	\$	67,138	\$	69,152	\$	71,227	\$	74,076
3	\$	59,220	\$	60,996	\$	62,826	\$	64,708	\$	66,649	\$	68,649	\$	70,708	\$	72,830	\$	75,743
4	\$	60,700	\$	62,521	\$	64,397	\$	66,164	\$	68,149	\$	70,194	\$	72,299	\$	74,468	\$	77,447
5	\$	62,218	\$	64,084	\$	66,007	\$	67,653	\$	69,682	\$	71,773	\$	73,926	\$	76,144	\$	79,190
6	\$	63,773	\$	65,686	\$	67,657	\$	69,175	\$	71,250	\$	73,388	\$	75,589	\$	77,857	\$	80,971
7	\$	65,208	\$	67,164	\$	69,179	\$	70,731	\$	72,853	\$	75,039	\$	77,290	\$	79,609	\$	82,793
8	\$	66,675	\$	68,675	\$	70,736	\$	72,323	\$	74,493	\$	76,727	\$	79,029	\$	81,400	\$	84,656
9	\$	68,175	\$	70,221	\$	72,327	\$	73,950	\$	76,169	\$	78,454	\$	80,807	\$	83,232	\$	86,561
10	\$	69,709	\$	71,801	\$	73,955	\$	75,614	\$	77,882	\$	80,219	\$	82,626	\$	85,104	\$	88,508
11	\$	71,278	\$	73,416	\$	75,619	\$	77,126	\$	79,440	\$	81,823	\$	84,278	\$	86,806	\$	90,279
12	\$	72,881	\$	75,068	\$	77,320	\$	78,669	\$	81,029	\$	83,460	\$	85,964	\$	88,542	\$	92,084
13	\$	74,339	\$	76,569	\$	78,866	\$	80,242	\$	82,649	\$	85,129	\$	87,683	\$	90,313	\$	93,926
14	\$	75,826	\$	78,101	\$	80,444	\$	81,847	\$	84,302	\$	86,832	\$	89,437	\$	92,120	\$	95,804
15	\$	77,342	\$	79,663	\$	82,053	\$	83,484	\$	85,989	\$	88,568	\$	91,225	\$	93,962	\$	97,720
16	\$	78,889	\$	81,256	\$	83,694	\$	85,154	\$	87,708	\$	90,340	\$	93,050	\$	95,841	\$	99,675
17	\$	80,467	\$	82,881	\$	85,367	\$	86,857	\$	89,462	\$	92,146	\$	94,911	\$	97,758	\$	101,668
18	\$	82,076	\$	84,539	\$	87,075	\$	88,594	\$	91,252	\$	93,989	\$	96,809	\$	99,713	\$	103,702
19			\$	86,229	\$	88,816	\$	90,366	\$	93,077	\$	95,869	\$	98,745	\$	101,707	\$	105,776
20					\$	90,593	\$	92,173	\$	94,938	\$	97,786	\$	100,720	\$	103,742	\$	107,891
21							\$	94,017	\$	96,837	\$	99,742	\$	102,734	\$	105,816	\$	110,049
22											\$	101,737	\$	104,789	\$	107,933	\$	112,250
23													\$	106,885	\$	110,091	\$	114,495
24															\$	112,293	\$	116,785
25																	\$	119,121
26																		
27																		
28																		
29																		
30																		

2026-2027 Licensed Compensation Schedule - Specialist/EHTH

Effective 7/1/2026

Step		BA		BA + 15		BA + 30		MA		MA + 15		MA + 30		MA + 45		MA + 60		PHD/EDS
1	\$	62,150	\$	64,015	\$	65,935	\$	68,243	\$	70,290	\$	72,399	\$	74,571	\$	76,808	\$	79,880
2	\$	63,704	\$	65,615	\$	67,584	\$	69,779	\$	71,872	\$	74,028	\$	76,249	\$	78,536	\$	81,678
3	\$	65,297	\$	67,256	\$	69,273	\$	71,349	\$	73,489	\$	75,694	\$	77,964	\$	80,303	\$	83,516
4	\$	66,929	\$	68,937	\$	71,005	\$	72,954	\$	75,142	\$	77,397	\$	79,719	\$	82,110	\$	85,395
5	\$	68,602	\$	70,660	\$	72,780	\$	74,595	\$	76,833	\$	79,138	\$	81,512	\$	83,958	\$	87,316
6	\$	70,317	\$	72,427	\$	74,600	\$	76,274	\$	78,562	\$	80,919	\$	83,346	\$	85,847	\$	89,281
7	\$	71,900	\$	74,057	\$	76,278	\$	77,990	\$	80,330	\$	82,739	\$	85,222	\$	87,778	\$	91,289
8	\$	73,517	\$	75,723	\$	77,995	\$	79,745	\$	82,137	\$	84,601	\$	87,139	\$	89,753	\$	93,343
9	\$	75,171	\$	77,427	\$	79,749	\$	81,539	\$	83,985	\$	86,505	\$	89,100	\$	91,773	\$	95,444
10	\$	76,863	\$	79,169	\$	81,544	\$	83,374	\$	85,875	\$	88,451	\$	91,105	\$	93,838	\$	97,591
11	\$	78,592	\$	80,950	\$	83,378	\$	85,041	\$	87,592	\$	90,220	\$	92,927	\$	95,714	\$	99,543
12	\$	80,361	\$	82,771	\$	85,254	\$	86,742	\$	89,344	\$	92,024	\$	94,785	\$	97,629	\$	101,534
13	\$	81,968	\$	84,427	\$	86,960	\$	88,477	\$	91,131	\$	93,865	\$	96,681	\$	99,581	\$	103,565
14	\$	83,607	\$	86,115	\$	88,699	\$	90,246	\$	92,954	\$	95,742	\$	98,614	\$	101,573	\$	105,636
15	\$	85,279	\$	87,838	\$	90,473	\$	92,051	\$	94,813	\$	97,657	\$	100,587	\$	103,604	\$	107,749
16	\$	86,985	\$	89,594	\$	92,282	\$	93,892	\$	96,709	\$	99,610	\$	102,598	\$	105,676	\$	109,903
17	\$	88,725	\$	91,386	\$	94,128	\$	95,770	\$	98,643	\$	101,602	\$	104,650	\$	107,790	\$	112,102
18	\$	90,499	\$	93,214	\$	96,010	\$	97,685	\$	100,616	\$	103,634	\$	106,743	\$	109,946	\$	114,344
19			\$	95,078	\$	97,931	\$	99,639	\$	102,628	\$	105,707	\$	108,878	\$	112,145	\$	116,630
20					\$	99,889	\$	101,632	\$	104,681	\$	107,821	\$	111,056	\$	114,388	\$	118,963
21							\$	103,665	\$	106,774	\$	109,978	\$	113,277	\$	116,675	\$	121,342
22											\$	112,177	\$	115,543	\$	119,009	\$	123,769
23													\$	117,853	\$	121,389	\$	126,245
24															\$	123,817	\$	128,769
25																	\$	131,345
26																		
27																		
28																		
29																		
30																		