

BARGAINING UNIT SALARY RANGES

Effective July 1, 2025

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
RANGE 20	3,177	3,331	3,501	3,680	3,860	RANGE 53	4,586	4,812	5,058	5,306	5,574
	18.33	19.22	20.20	21.23	22.27		26.46	27.76	29.18	30.61	32.16
RANGE 25	3,475	3,647	3,825	4,018	4,219	RANGE 54	4,633	4,860	5,106	5,354	5,626
	20.05	21.04	22.07	23.18	24.34		26.73	28.04	29.46	30.89	32.46
RANGE 26	3,503	3,680	3,862	4,056	4,261	RANGE 55	4,682	4,911	5,155	5,410	5,685
	20.21	21.23	22.28	23.40	24.58		27.01	28.33	29.74	31.21	32.80
RANGE 27	3,543	3,716	3,909	4,098	4,302	RANGE 56	4,723	4,961	5,205	5,469	5,744
	20.44	21.44	22.55	23.64	24.82		27.25	28.62	30.03	31.55	33.14
RANGE 28	3,576	3,753	3,942	4,136	4,345	RANGE 57	4,767	5,009	5,257	5,521	5,796
	20.63	21.65	22.74	23.86	25.07		27.50	28.90	30.33	31.85	33.44
RANGE 29	3,611	3,791	3,980	4,179	4,387	RANGE 58	4,817	5,063	5,316	5,580	5,853
	20.83	21.87	22.96	24.11	25.31		27.79	29.21	30.67	32.19	33.77
RANGE 30	3,647	3,827	4,021	4,224	4,430	RANGE 59	4,867	5,108	5,365	5,633	5,912
	21.04	22.08	23.20	24.37	25.56		28.08	29.47	30.95	32.50	34.11
RANGE 31	3,683	3,865	4,058	4,267	4,475	RANGE 60	4,912	5,164	5,417	5,691	5,977
	21.25	22.30	23.41	24.62	25.82		28.34	29.79	31.25	32.83	34.48
RANGE 32	3,721	3,909	4,101	4,307	4,521	RANGE 61	4,966	5,214	5,474	5,746	6,030
	21.47	22.55	23.66	24.85	26.08		28.65	30.08	31.58	33.15	34.79
RANGE 33	3,756	3,947	4,146	4,349	4,569	RANGE 62	5,015	5,268	5,526	5,800	6,094
	21.67	22.77	23.92	25.09	26.36		28.93	30.39	31.88	33.46	35.16
RANGE 34	3,796	3,981	4,184	4,396	4,616	RANGE 63	5,068	5,321	5,583	5,860	6,155
	21.90	22.97	24.14	25.36	26.63		29.24	30.70	32.21	33.81	35.51
RANGE 35	3,832	4,027	4,226	4,439	4,652	RANGE 64	5,113	5,370	5,639	5,921	6,216
	22.11	23.23	24.38	25.61	26.84		29.50	30.98	32.53	34.16	35.86
RANGE 36	3,869	4,063	4,269	4,477	4,706	RANGE 65	5,165	5,418	5,692	5,980	6,276
	22.32	23.44	24.63	25.83	27.15		29.80	31.26	32.84	34.50	36.21
RANGE 37	3,914	4,105	4,307	4,524	4,751	RANGE 66	5,217	5,477	5,751	6,037	6,337
	22.58	23.68	24.85	26.10	27.41		30.10	31.60	33.18	34.83	36.56
RANGE 38	3,949	4,148	4,354	4,573	4,800	RANGE 67	5,269	5,528	5,817	6,100	6,401
	22.78	23.93	25.12	26.38	27.69		30.40	31.89	33.56	35.19	36.93
RANGE 39	3,985	4,188	4,397	4,618	4,846	RANGE 68	5,327	5,593	5,866	6,159	6,472
	22.99	24.16	25.37	26.64	27.96		30.73	32.27	33.84	35.53	37.34
RANGE 40	4,028	4,231	4,439	4,659	4,895	RANGE 69	5,377	5,649	5,928	6,226	6,536
	23.24	24.41	25.61	26.88	28.24		31.02	32.59	34.20	35.92	37.71
RANGE 41	4,073	4,271	4,481	4,709	4,950	RANGE 70	5,434	5,697	5,989	6,282	6,597
	23.50	24.64	25.85	27.17	28.56		31.35	32.87	34.55	36.24	38.06
RANGE 42	4,108	4,316	4,533	4,756	5,001	RANGE 71	5,483	5,760	6,048	6,342	6,663
	23.70	24.90	26.15	27.44	28.85		31.63	33.23	34.89	36.59	38.44
RANGE 43	4,151	4,356	4,576	4,805	5,049	RANGE 72	5,533	5,819	6,101	6,412	6,731
	23.95	25.13	26.40	27.72	29.13		31.92	33.57	35.20	36.99	38.83
RANGE 44	4,195	4,403	4,619	4,852	5,091	RANGE 73	5,597	5,873	6,165	6,477	6,802
	24.20	25.40	26.65	27.99	29.37		32.29	33.88	35.57	37.37	39.24
RANGE 45	4,233	4,443	4,666	4,900	5,146	RANGE 74	5,651	5,931	6,230	6,538	6,869
	24.42	25.63	26.92	28.27	29.69		32.60	34.22	35.94	37.72	39.63
RANGE 46	4,273	4,486	4,711	4,954	5,195	RANGE 75	5,708	5,992	6,292	6,604	6,935
	24.65	25.88	27.18	28.58	29.97		32.93	34.57	36.30	38.10	40.01
RANGE 47	4,321	4,538	4,760	5,004	5,250	RANGE 76	5,763	6,055	6,347	6,672	7,003
	24.93	26.18	27.46	28.87	30.29		33.25	34.93	36.62	38.49	40.40
RANGE 48	4,363	4,585	4,807	5,054	5,297	RANGE 77	5,821	6,110	6,415	6,743	7,074
	25.17	26.45	27.73	29.16	30.56		33.58	35.25	37.01	38.90	40.81
RANGE 49	4,404	4,626	4,859	5,101	5,351	RANGE 78	5,883	6,172	6,483	6,810	7,143
	25.41	26.69	28.03	29.43	30.87		33.94	35.61	37.40	39.29	41.21
RANGE 50	4,453	4,671	4,907	5,150	5,408	RANGE 79	5,935	6,235	6,550	6,874	7,214
	25.69	26.95	28.31	29.71	31.20		34.24	35.97	37.79	39.66	41.62
RANGE 51	4,489	4,718	4,956	5,198	5,458	RANGE 80	5,999	6,297	6,609	6,939	7,292
	25.90	27.22	28.59	29.99	31.49		34.61	36.33	38.13	40.03	42.07
RANGE 52	4,541	4,765	5,006	5,252	5,514	RANGE 81	6,060	6,358	6,675	7,015	7,361
	26.20	27.49	28.88	30.30	31.81		34.96	36.68	38.51	40.47	42.47

BARGAINING UNIT SALARY RANGES

Effective July 1, 2025

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
RANGE 82	6,113	6,422	6,746	7,081	7,434	RANGE 107	7,845	8,239	8,655	9,088	9,540
	35.27	37.05	38.92	40.85	42.89		45.26	47.53	49.93	52.43	55.04
RANGE 83	6,176	6,491	6,815	7,153	7,519	RANGE 108	7,921	8,323	8,743	9,176	9,636
	35.63	37.45	39.32	41.27	43.38		45.70	48.02	50.44	52.94	55.59
RANGE 84	6,238	6,555	6,883	7,225	7,589	RANGE 109	8,001	8,407	8,828	9,270	9,729
	35.99	37.82	39.71	41.68	43.78		46.16	48.50	50.93	53.48	56.13
RANGE 85	6,302	6,620	6,945	7,299	7,665	RANGE 110	8,083	8,488	8,916	9,362	9,828
	36.36	38.19	40.07	42.11	44.22		46.63	48.97	51.44	54.01	56.70
RANGE 86	6,372	6,684	7,020	7,368	7,738	RANGE 111	8,164	8,573	8,996	9,448	9,922
	36.76	38.56	40.50	42.51	44.64		47.10	49.46	51.90	54.51	57.24
RANGE 87	6,432	6,751	7,084	7,438	7,814	RANGE 112	8,244	8,656	9,090	9,545	10,019
	37.11	38.95	40.87	42.91	45.08		47.56	49.94	52.44	55.07	57.80
RANGE 88	6,497	6,819	7,157	7,521	7,895	RANGE 113	8,330	8,746	9,188	9,644	10,123
	37.48	39.34	41.29	43.39	45.55		48.06	50.46	53.01	55.64	58.40
RANGE 89	6,557	6,887	7,235	7,594	7,968	RANGE 114	8,412	8,833	9,277	9,740	10,228
	37.83	39.73	41.74	43.81	45.97		48.53	50.96	53.52	56.19	59.01
RANGE 90	6,623	6,954	7,303	7,672	8,055	RANGE 115	8,497	8,923	9,370	9,840	10,332
	38.21	40.12	42.13	44.26	46.47		49.02	51.48	54.06	56.77	59.61
RANGE 91	6,692	7,027	7,375	7,746	8,135	RANGE 116	8,582	9,015	9,464	9,939	10,433
	38.61	40.54	42.55	44.69	46.93		49.51	52.01	54.60	57.34	60.19
RANGE 92	6,755	7,095	7,448	7,823	8,213	RANGE 117	8,670	9,103	9,556	10,038	10,537
	38.97	40.93	42.97	45.13	47.38		50.02	52.52	55.13	57.91	60.79
RANGE 93	6,821	7,162	7,524	7,902	8,297	RANGE 118	8,757	9,194	9,655	10,135	10,644
	39.35	41.32	43.41	45.59	47.87		50.52	53.04	55.70	58.47	61.41
RANGE 94	6,890	7,238	7,599	7,980	8,382	RANGE 119	8,845	9,284	9,752	10,239	10,750
	39.75	41.76	43.84	46.04	48.36		51.03	53.56	56.26	59.07	62.02
RANGE 95	6,963	7,309	7,675	8,062	8,460	RANGE 120	8,932	9,376	9,849	10,341	10,859
	40.17	42.17	44.28	46.51	48.81		51.53	54.09	56.82	59.66	62.65
RANGE 96	7,030	7,381	7,751	8,138	8,551	RANGE 121	9,024	9,471	9,948	10,447	10,970
	40.56	42.58	44.72	46.95	49.33		52.06	54.64	57.39	60.27	63.29
RANGE 97	7,103	7,457	7,833	8,219	8,634	RANGE 122	9,110	9,568	10,048	10,551	11,079
	40.98	43.02	45.19	47.42	49.81		52.56	55.20	57.97	60.87	63.92
RANGE 98	7,176	7,531	7,911	8,304	8,724	RANGE 123	9,202	9,660	10,147	10,657	11,190
	41.40	43.45	45.64	47.91	50.33		53.09	55.73	58.54	61.48	64.56
RANGE 99	7,242	7,609	7,989	8,388	8,807	RANGE 124	9,296	9,757	10,247	10,761	11,300
	41.78	43.90	46.09	48.39	50.81		53.63	56.29	59.12	62.08	65.19
RANGE 100	7,315	7,687	8,070	8,478	8,895	RANGE 125	9,386	9,856	10,351	10,870	11,412
	42.20	44.35	46.56	48.91	51.32		54.15	56.86	59.72	62.71	65.84
RANGE 101	7,386	7,765	8,096	8,559	8,989	RANGE 126	9,481	9,955	10,454	10,979	11,528
	42.61	44.80	46.71	49.38	51.86		54.70	57.43	60.31	63.34	66.51
RANGE 102	7,465	7,840	8,235	8,646	9,074	RANGE 127	9,575	10,053	10,559	11,090	11,645
	43.07	45.23	47.51	49.88	52.35		55.24	58.00	60.92	63.98	67.18
RANGE 103	7,535	7,916	8,315	8,729	9,168	RANGE 128	9,672	10,154	10,665	11,201	11,761
	43.47	45.67	47.97	50.36	52.89		55.80	58.58	61.53	64.62	67.85
RANGE 104	7,615	7,998	8,398	8,817	9,258	RANGE 129	9,769	10,258	10,771	11,308	11,879
	43.93	46.14	48.45	50.87	53.41		56.36	59.18	62.14	65.24	68.53
RANGE 105	7,693	8,077	8,485	8,909	9,350	RANGE 130	9,866	10,358	10,880	11,423	11,998
	44.38	46.60	48.95	51.40	53.94		56.92	59.76	62.77	65.90	69.22
RANGE 106	7,767	8,159	8,570	8,993	9,447	RANGE 131	9,963	10,462	10,986	11,539	12,119
	44.81	47.07	49.44	51.88	54.50		57.48	60.36	63.38	66.57	69.92
						RANGE 132	10,065	10,568	11,097	11,653	12,239
							58.07	60.97	64.02	67.23	70.61

LONGEVITY:

Effective with the beginning of the 11th year: 5%

Effective with the beginning of the 16th year: 5%

Effective with the beginning of the 21st year: 6%

Effective with the beginning of the 26th year: 5%

Effective with the beginning of the 31st year: 5%

BARGAINING UNIT SALARY RANGES

Effective July 1, 2025

BARGAINING UNIT CLASSIFICATION SALARY RANGES

Classification	Range
Accounting Assistant I	57
Accounting Assistant II	63
Administrative Assistant I	74
Administrative Assistant II	88
Athletic Equipment Attendant	59
Athletic Facilities Manager	59
Athletic Trainer	102
Attendance Accounting Technician	68
Attendance Clerk	57
Building and Grounds Maintenance Worker	68
Bus Driver	58
Business Services Specialist	77
Campus Supervisor	41
Child Development Program Technician	66
Clerical Assistant I	40
Clerical Assistant II	48
Clerical Assistant III	57
College and Career Guidance Technician	67
Computer Systems Coordinator	91
Counseling Assistant	62
Custodian	59
Data Processing Technician	68
Database Specialist	89
Delivery Driver / Warehouse Assistant	63
Driver Trainer	63
Extended Day Care Center Assistant	32
Extended Day Care Center Assistant Lead	40
Facility/Grounds Maintenance Lead	78
Food Service Assistant Cook	37
Food Service Assistant I	25
Food Service Assistant III	29
Food Service Satellite Café	30
Food Service Technician	58
Grounds Maintenance Worker I	59
Grounds Maintenance Worker II	64
Head Custodian	62
Health Clerk	51
High School Lead Day Custodian	71
High School Secretary I	59
High School Secretary II	72
Human Resources Personnel Technician	57
HVAC Mechanic	85
IMC Office Coordinator	74
Information Systems Specialist I	94
Information Systems Specialist II	98
Information Systems Technician	67
Instructional Art Specialist	42
Instructional Assistant	37
Instructional Assistant - Accompanist	78
Instructional Assistant - Band Wind Instrument Specialist	48
Instructional Assistant - Bilingual	40
Instructional Assistant - Cont/Adult Ed	48

BARGAINING UNIT CLASSIFICATION SALARY RANGES

Classification	Range
Instructional Assistant - Dance & Choreography	48
Instructional Assistant - Detention	41
Instructional Assistant - Drama & Theatre	48
Instructional Assistant - Early Childhood Education	37
Instructional Assistant - English Language	40
Instructional Assistant - General Music	48
Instructional Assistant - Infant Care	37
Instructional Assistant - Instrumental Music	48
Instructional Assistant - Marching Band & Percussion	48
Instructional Assistant - Mathematics & Science	48
Instructional Assistant - Media Center & Technology	46
Instructional Assistant - Orchestra String Specialist	48
Instructional Assistant - Physical Education	40
Instructional Assistant - Reading Lab	48
Instructional Assistant - Special Education	40
Instructional Assistant - Universal Transitional Kindergarten	36
Instructional Assistant - Visual Arts	48
Instructional Assistant - Vocal Music Show Choir	48
Instructional Materials Clerk	53
Intensive Behavioral Instruction Assistant	45
K-16 Key Personnel	67
Lead Bus Driver	63
Lead Instructional Assistant - Behavior Intervention	48
Library Media Technician	68
Licensed Vocational Nurse (LVN)	66
Mechanic	78
Media Center Assistant - High School	51
Network Security Analyst	106
Painter	81
Payroll Technician I	57
Payroll Technician II	67
Personnel Assistant	60
Playground Supervisor (dual class)	20
Pool Maintenance Worker	59
Preschool Lead Person	67
Purchasing Assistant	74
Purchasing Services Lead	80
Reprographic Services Specialist	60
School Office Coordinator	68
School Readiness and Community Liaison	54
Skilled Maintenance Worker	78
Skilled Maintenance Worker - Carpenter	78
Skilled Maintenance Worker - Electrical	78
Skilled Maintenance Worker - HVAC	78
Skilled Maintenance Worker - Plumbing	78
Speech/Language Pathology Assistant	67
Student Records Clerk	58
Systems Analyst I	106
Theatre Production Technician	55
Visual Arts Gallery Assistant	48
Visual Arts Lab Technician	48
Warehouse Lead Person	73