

Columbia Public Schools
Salaried Support Staff Salary Schedule
2026-2027

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<i>10 pay grade structure with pay grade midpoints aligned even with market median as of the current point in time; 1.50% Time in Position calculation for all employees</i>							
10 Grade Pay Structure							
Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Range Spread
1	\$44,299.36	\$55,343.12	\$66,407.60	\$21.38	\$26.71	\$32.05	50.0%
2	\$50,038.80	\$62,553.68	\$75,068.56	\$24.15	\$30.19	\$36.23	50.0%
3	\$56,544.88	\$70,675.92	\$84,806.96	\$27.29	\$34.11	\$40.93	50.0%
4	\$63,900.48	\$79,875.60	\$95,850.72	\$30.84	\$38.55	\$46.26	50.0%
5	\$72,229.92	\$90,256.32	\$108,303.44	\$34.86	\$43.56	\$52.27	50.0%
6	\$81,595.36	\$102,004.56	\$122,393.04	\$39.38	\$49.23	\$59.07	50.0%
7	\$93,840.88	\$117,316.64	\$140,771.68	\$45.29	\$56.62	\$67.94	50.0%
8	\$109,795.28	\$137,249.28	\$164,682.56	\$52.99	\$66.24	\$79.48	50.0%
9	\$138,969.04	\$171,561.60	\$204,174.88	\$67.07	\$82.80	\$98.54	47.0%
10	\$173,716.48	\$214,472.72	\$255,228.96	\$83.84	\$103.51	\$123.18	47.0%