

2026-27 IEA Salary Schedule

Notes:

OPTIONAL per diem days pay requires in-person attendance AND completed attendance verification submitted as directed
January professional development day is required and part of 180 day base contract

EXP	Step		BA	BA+15	BA+30	BA+45	BA+90/MA	MA+45	MA+90/DOC
0	1	Base	\$ 71,566	\$ 72,639	\$ 73,728	\$ 74,833	\$ 82,318	\$ 86,845	\$ 91,621
0	1	Per-Diem Days (OPTIONAL)*	\$ 1,988	\$ 2,018	\$ 2,048	\$ 2,079	\$ 2,287	\$ 2,412	\$ 2,545
0	1	Hourly Rate	\$ 56.80	\$ 57.65	\$ 58.51	\$ 59.39	\$ 65.33	\$ 68.92	\$ 72.72
0	1	TRI	\$ 2,863	\$ 2,906	\$ 2,949	\$ 2,993	\$ 3,293	\$ 3,474	\$ 3,665
0	1	Tech Responsibility & Time	\$ 1,818	\$ 1,845	\$ 1,873	\$ 1,901	\$ 2,091	\$ 2,206	\$ 2,327
0	1	Total	\$ 78,234	\$ 79,408	\$ 80,598	\$ 81,806	\$ 89,988	\$ 94,937	\$ 100,158
1	2	Base	\$ 72,639	\$ 73,728	\$ 74,834	\$ 75,957	\$ 83,552	\$ 88,148	\$ 92,996
1	2	Per-Diem Days (OPTIONAL)*	\$ 2,018	\$ 2,048	\$ 2,079	\$ 2,110	\$ 2,321	\$ 2,449	\$ 2,583
1	2	Hourly Rate	\$ 57.65	\$ 58.51	\$ 59.39	\$ 60.28	\$ 66.31	\$ 69.96	\$ 73.81
1	2	TRI	\$ 2,906	\$ 2,949	\$ 2,993	\$ 3,038	\$ 3,342	\$ 3,526	\$ 3,720
1	2	Tech Responsibility & Time	\$ 1,845	\$ 1,873	\$ 1,901	\$ 1,929	\$ 2,122	\$ 2,239	\$ 2,362
1	2	Total	\$ 79,408	\$ 80,598	\$ 81,807	\$ 83,034	\$ 91,337	\$ 96,362	\$ 101,661
2	3	Base	\$ 73,728	\$ 74,834	\$ 75,957	\$ 77,097	\$ 84,805	\$ 89,470	\$ 94,390
2	3	Per-Diem Days (OPTIONAL)*	\$ 2,048	\$ 2,079	\$ 2,110	\$ 2,142	\$ 2,356	\$ 2,485	\$ 2,622
2	3	Hourly Rate	\$ 58.51	\$ 59.39	\$ 60.28	\$ 61.19	\$ 67.31	\$ 71.01	\$ 74.91
2	3	TRI	\$ 2,949	\$ 2,993	\$ 3,038	\$ 3,084	\$ 3,392	\$ 3,579	\$ 3,776
2	3	Tech Responsibility & Time	\$ 1,873	\$ 1,901	\$ 1,929	\$ 1,958	\$ 2,154	\$ 2,273	\$ 2,398
2	3	Total	\$ 80,598	\$ 81,807	\$ 83,034	\$ 84,280	\$ 92,707	\$ 97,806	\$ 103,186
3	4	Base	\$ 74,835	\$ 75,956	\$ 77,097	\$ 78,252	\$ 86,078	\$ 90,813	\$ 95,807
3	4	Per-Diem Days (OPTIONAL)*	\$ 2,079	\$ 2,110	\$ 2,142	\$ 2,174	\$ 2,391	\$ 2,523	\$ 2,661
3	4	Hourly Rate	\$ 59.39	\$ 60.28	\$ 61.19	\$ 62.10	\$ 68.32	\$ 72.07	\$ 76.04
3	4	TRI	\$ 2,993	\$ 3,038	\$ 3,084	\$ 3,130	\$ 3,443	\$ 3,633	\$ 3,832
3	4	Tech Responsibility & Time	\$ 1,901	\$ 1,929	\$ 1,958	\$ 1,988	\$ 2,186	\$ 2,307	\$ 2,434
3	4	Total	\$ 81,808	\$ 83,034	\$ 84,281	\$ 85,544	\$ 94,098	\$ 99,274	\$ 104,734
4	5	Base	\$ 76,144	\$ 77,286	\$ 78,445	\$ 79,622	\$ 87,584	\$ 92,402	\$ 97,483
4	5	Per-Diem Days (OPTIONAL)*	\$ 2,115	\$ 2,147	\$ 2,179	\$ 2,212	\$ 2,433	\$ 2,567	\$ 2,708
4	5	Hourly Rate	\$ 60.43	\$ 61.34	\$ 62.26	\$ 63.19	\$ 69.51	\$ 73.33	\$ 77.37
4	5	TRI	\$ 3,046	\$ 3,091	\$ 3,138	\$ 3,185	\$ 3,503	\$ 3,696	\$ 3,899
4	5	Tech Responsibility & Time	\$ 1,934	\$ 1,963	\$ 1,993	\$ 2,022	\$ 2,225	\$ 2,347	\$ 2,476
4	5	Total	\$ 83,239	\$ 84,487	\$ 85,754	\$ 87,041	\$ 95,745	\$ 101,011	\$ 106,566
5	6	Base	\$ 77,477	\$ 78,639	\$ 79,818	\$ 81,015	\$ 89,117	\$ 94,019	\$ 99,190
5	6	Per-Diem Days (OPTIONAL)*	\$ 2,152	\$ 2,184	\$ 2,217	\$ 2,250	\$ 2,475	\$ 2,612	\$ 2,755
5	6	Hourly Rate	\$ 61.49	\$ 62.41	\$ 63.35	\$ 64.30	\$ 70.73	\$ 74.62	\$ 78.72
5	6	TRI	\$ 3,099	\$ 3,146	\$ 3,193	\$ 3,241	\$ 3,565	\$ 3,761	\$ 3,968
5	6	Tech Responsibility & Time	\$ 1,968	\$ 1,997	\$ 2,027	\$ 2,058	\$ 2,264	\$ 2,388	\$ 2,519
5	6	Total	\$ 84,696	\$ 85,966	\$ 87,256	\$ 88,564	\$ 97,420	\$ 102,779	\$ 108,432
6	7	Base	\$ 78,832	\$ 80,015	\$ 81,215	\$ 82,433	\$ 90,676	\$ 95,664	\$ 100,925
6	7	Per-Diem Days (OPTIONAL)*	\$ 2,190	\$ 2,223	\$ 2,256	\$ 2,290	\$ 2,519	\$ 2,657	\$ 2,803
6	7	Hourly Rate	\$ 62.56	\$ 63.50	\$ 64.46	\$ 65.42	\$ 71.97	\$ 75.92	\$ 80.10
6	7	TRI	\$ 3,153	\$ 3,201	\$ 3,249	\$ 3,297	\$ 3,627	\$ 3,827	\$ 4,037
6	7	Tech Responsibility & Time	\$ 2,002	\$ 2,032	\$ 2,063	\$ 2,094	\$ 2,303	\$ 2,430	\$ 2,563
6	7	Total	\$ 86,177	\$ 87,471	\$ 88,782	\$ 90,114	\$ 99,125	\$ 104,578	\$ 110,329
7	8	Base	\$ 80,605	\$ 81,816	\$ 83,042	\$ 84,288	\$ 92,716	\$ 97,817	\$ 103,197
7	8	Per-Diem Days (OPTIONAL)*	\$ 2,239	\$ 2,273	\$ 2,307	\$ 2,341	\$ 2,575	\$ 2,717	\$ 2,867
7	8	Hourly Rate	\$ 63.97	\$ 64.93	\$ 65.91	\$ 66.90	\$ 73.58	\$ 77.63	\$ 81.90
7	8	TRI	\$ 3,224	\$ 3,273	\$ 3,322	\$ 3,372	\$ 3,709	\$ 3,913	\$ 4,128
7	8	Tech Responsibility & Time	\$ 2,047	\$ 2,078	\$ 2,109	\$ 2,141	\$ 2,355	\$ 2,485	\$ 2,621
7	8	Total	\$ 88,116	\$ 89,439	\$ 90,779	\$ 92,142	\$ 101,355	\$ 106,931	\$ 112,812
8	9	Base	\$ 82,419	\$ 83,656	\$ 84,911	\$ 86,185	\$ 94,803	\$ 100,017	\$ 105,518
8	9	Per-Diem Days (OPTIONAL)*	\$ 2,289	\$ 2,324	\$ 2,359	\$ 2,394	\$ 2,633	\$ 2,778	\$ 2,931
8	9	Hourly Rate	\$ 65.41	\$ 66.39	\$ 67.39	\$ 68.40	\$ 75.24	\$ 79.38	\$ 83.74
8	9	TRI	\$ 3,297	\$ 3,346	\$ 3,396	\$ 3,447	\$ 3,792	\$ 4,001	\$ 4,221
8	9	Tech Responsibility & Time	\$ 2,093	\$ 2,125	\$ 2,157	\$ 2,189	\$ 2,408	\$ 2,540	\$ 2,680
8	9	Total	\$ 90,099	\$ 91,451	\$ 92,822	\$ 94,216	\$ 103,637	\$ 109,337	\$ 115,350

9	10	Base			\$ 86,820	\$ 88,123	\$ 96,935	\$ 102,268	\$ 107,893
9	10	Per-Diem Days (OPTIONAL)*			\$ 2,412	\$ 2,448	\$ 2,693	\$ 2,841	\$ 2,997
9	10	Hourly Rate			\$ 68.91	\$ 69.94	\$ 76.93	\$ 81.16	\$ 85.63
9	10	TRI			\$ 3,473	\$ 3,525	\$ 3,877	\$ 4,091	\$ 4,316
9	10	Tech Responsibility & Time			\$ 2,205	\$ 2,238	\$ 2,462	\$ 2,598	\$ 2,740
9	10	Total			\$ 94,910	\$ 96,334	\$ 105,967	\$ 111,797	\$ 117,946
10	11	Base				\$ 90,548	\$ 99,602	\$ 105,080	\$ 110,859
10	11	Per-Diem Days (OPTIONAL)*				\$ 2,515	\$ 2,767	\$ 2,919	\$ 3,079
10	11	Hourly Rate				\$ 71.86	\$ 79.05	\$ 83.40	\$ 87.98
10	11	TRI				\$ 3,622	\$ 3,984	\$ 4,203	\$ 4,434
10	11	Tech Responsibility & Time				\$ 2,300	\$ 2,530	\$ 2,669	\$ 2,816
10	11	Total				\$ 98,985	\$ 108,883	\$ 114,871	\$ 121,189
11	12	Base				\$ 93,038	\$ 102,341	\$ 107,970	\$ 113,908
11	12	Per-Diem Days (OPTIONAL)*				\$ 2,584	\$ 2,843	\$ 2,999	\$ 3,164
11	12	Hourly Rate				\$ 73.84	\$ 81.22	\$ 85.69	\$ 90.40
11	12	TRI				\$ 3,722	\$ 4,094	\$ 4,319	\$ 4,556
11	12	Tech Responsibility & Time				\$ 2,363	\$ 2,599	\$ 2,742	\$ 2,893
11	12	Total				\$ 101,707	\$ 111,877	\$ 118,031	\$ 124,522
12	13	Base					\$ 105,155	\$ 110,939	\$ 117,041
12	13	Per-Diem Days (OPTIONAL)*					\$ 2,921	\$ 3,082	\$ 3,251
12	13	Hourly Rate					\$ 83.46	\$ 88.05	\$ 92.89
12	13	TRI					\$ 4,206	\$ 4,438	\$ 4,682
12	13	Tech Responsibility & Time					\$ 2,671	\$ 2,818	\$ 2,973
12	13	Total					\$ 114,953	\$ 121,276	\$ 127,946
13	14	Base					\$ 108,835	\$ 114,821	\$ 121,137
13	14	Per-Diem Days (OPTIONAL)*					\$ 3,023	\$ 3,189	\$ 3,365
13	14	Hourly Rate					\$ 86.38	\$ 91.13	\$ 96.14
13	14	TRI					\$ 4,353	\$ 4,593	\$ 4,845
13	14	Tech Responsibility & Time					\$ 2,764	\$ 2,916	\$ 3,077
13	14	Total					\$ 118,976	\$ 125,520	\$ 132,424
14	15	Base					\$ 112,645	\$ 118,840	\$ 125,377
14	15	Per-Diem Days (OPTIONAL)*					\$ 3,129	\$ 3,301	\$ 3,483
14	15	Hourly Rate					\$ 89.40	\$ 94.32	\$ 99.51
14	15	TRI					\$ 4,506	\$ 4,754	\$ 5,015
14	15	Tech Responsibility & Time					\$ 2,861	\$ 3,019	\$ 3,185
14	15	Total					\$ 123,141	\$ 129,913	\$ 137,059
15	16	Base					\$ 116,587	\$ 122,999	\$ 129,763
15	16	Per-Diem Days (OPTIONAL)*					\$ 3,239	\$ 3,417	\$ 3,605
15	16	Hourly Rate					\$ 92.53	\$ 97.62	\$ 102.99
15	16	TRI					\$ 4,663	\$ 4,920	\$ 5,191
15	16	Tech Responsibility & Time					\$ 2,961	\$ 3,124	\$ 3,296
15	16	Total					\$ 127,450	\$ 134,460	\$ 141,854

Commitment Stipend

Experience	Amount
0 years to 4 years, 179.9 days	\$0
5 years to 14 years, 179.9 days	\$500
15+ years	\$3,500