

Pay Structures

For new employees only. Determination based on completed years of experience at the beginning of the 2026-2027 school year.

Instructional Support Pay Range

All positions are Nonexempt

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	\$ 22.19	\$ 24.17	\$ 26.09
<i>Instructional Assistant, Academic Support Center (185)</i> <i>Instructional Assistant, DAEP (185)</i> <i>Instructional Assistant, PTA/PTO Funded General Ed (185)</i> <i>Instructional Assistant, Special Education</i>			
<i>Instructional Assistant, Clinic (185)</i> <i>Instructional Assistant, ISS Aide (185)</i> <i>Instructional Assistant, Resource/ICS (185)</i> <i>Library Assistant (185)</i>			

NOTE* Pay increases are based on Pay Grade 1.

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	\$ 23.89	\$ 25.87	\$27.79
<i>Instructional Assistant, Special Education ECSE (185)</i> <i>Instructional Assistant, Special Education Life Skills (185)</i> <i>Instructional Assistant, Special Education Structure (185)</i> <i>Technology Depot Assistant, MIS/HPMS & HPHS (185)</i>			
<i>Instructional Assistant, Special Education Fundamentals (185)</i> <i>Instructional Assistant, Special Education PBS (185)</i> <i>Instructional Assistant, Special Education Transition (185)</i>			

NOTE* Pay Grade 2 is processed as a \$1.70/hr Add-on. If the assignment changes to a position in Pay Grade 1, then the \$1.70/hr will be removed.

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	\$ 35.85	\$ 41.30	\$46.75
<i>LVN (187)</i>			

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New Instructional Assistant Hiring-In Schedule

Pay Grade 1			Pay Grade 2		
Years'			Years'		
Experience Credit	Annual based on 185 days	Hourly Rate	Experience Credit	Annual based on 185 days	Hourly Rate
0	\$30,788.63	\$22.19	0	\$33,147.38	\$23.89
1	\$30,927.38	\$22.29	1	\$33,286.13	\$23.99
2	\$31,579.50	\$22.76	2	\$33,938.25	\$24.46
3	\$32,370.38	\$23.33	3	\$34,729.13	\$25.03
4	\$32,453.63	\$23.39	4	\$34,812.38	\$25.09
5	\$32,550.75	\$23.46	5	\$34,909.50	\$25.16
6	\$32,842.13	\$23.67	6	\$35,200.88	\$25.37
7	\$32,994.75	\$23.78	7	\$35,353.50	\$25.48
8	\$33,105.75	\$23.86	8	\$35,464.50	\$25.56
9	\$33,258.38	\$23.97	9	\$35,617.13	\$25.67
10	\$33,535.88	\$24.17	10	\$35,894.63	\$25.87
11	\$33,799.50	\$24.36	11	\$36,158.25	\$26.06
12	\$34,063.13	\$24.55	12	\$36,421.88	\$26.25
13	\$34,326.75	\$24.74	13	\$36,685.50	\$26.44
14	\$34,604.25	\$24.94	14	\$36,963.00	\$26.64
15	\$34,867.88	\$25.13	15	\$37,226.63	\$26.83
16	\$35,131.50	\$25.32	16	\$37,490.25	\$27.02
17	\$35,409.00	\$25.52	17	\$37,767.75	\$27.22
18	\$35,672.63	\$25.71	18	\$38,031.38	\$27.41
19	\$35,936.25	\$25.90	19	\$38,295.00	\$27.60
20	\$36,199.88	\$26.09	20	\$38,558.63	\$27.79

- * Years of experience are subject to Service Record Verification
- * These rates **CANNOT** be used to determine future or previous year salaries. Any pay increases must be determined by the Board annually.
- * New Hires with greater than 20 years of experience will need to contact HR/Personnel