

**Columbia Public Schools**  
**Salaried Support Staff Salary Schedule**  
**2026-2027**

| <b>2026-2027</b>                                                                                                                                                             |                                       |                                        |                                       |                                       |                                        |                                       |                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|-------------------------|
| <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> |                                       |                                        |                                       |                                       |                                        |                                       |                         |
| <b>10 Grade Pay Structure</b>                                                                                                                                                |                                       |                                        |                                       |                                       |                                        |                                       |                         |
| <b>Pay Grade</b>                                                                                                                                                             | <b>Range<br/>Minimum<br/>(Annual)</b> | <b>Range<br/>Midpoint<br/>(Annual)</b> | <b>Range<br/>Maximum<br/>(Annual)</b> | <b>Range<br/>Minimum<br/>(Hourly)</b> | <b>Range<br/>Midpoint<br/>(Hourly)</b> | <b>Range<br/>Maximum<br/>(Hourly)</b> | <b>Range<br/>Spread</b> |
| 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%                   |