

Addendum A - BCEA Salary
Schedule
July 1, 2026 - June 30, 2027

Wage Level I

Accountant I
Administrative Assistant I (ES)
Family Resource Center Liaison
Instructional Paraprofessional
Library Clerk
Parking Lot Attendant
Special Education Bus Assistant

Wage Level II

Accountant II
Administrative Assistant II (Lincoln Center)
Administrative Assistant II (School Based)
Administrative Assistant II (Activities HS)
Attendance Clerk
Audiometric Technician
Audio-Visual Technician
Community Liaison
Community Trainer
Indigenous Education Mentor and Cultural Specialist
Mobility Trainer
Pressman
Refugee Student Navigator/Tutor ELL
Special Needs Assistant
Truancy Center Liaison

Wage Level III

Administrative Assistant III (District Activities)
Administrative Assistant III (District Support)
Administrative Assistant III (HS Activities)
Administrative Assistant III (ES)
Administrative Assistant III (HS)
Administrative Assistant III (MS)
Indigenous Education Lead Mentor and Cultural Specialist
Instructional Technician
Interpreter for the Deaf I
Library Systems Services Coordinator
Medicaid Reimbursement Technician
Mental Health Specialist I/Registered Behavior Tech
Payroll Specialist I
Preschool Coordinator
Printer Foreman
Registrar
Sensory Communication Facilitator

	Level 1	Level 2	Level 3
Year 1	18.34	19.86	21.36
Year 2	18.41	19.93	21.43
Year 3	18.48	20.00	21.50
Year 4	18.55	20.07	21.57
Year 5	18.69	20.21	21.71
Year 6	18.76	20.28	21.78
Year 7	18.83	20.35	21.85
Year 8	18.90	20.42	21.92
Year 9	18.97	20.49	21.99
Year 10	19.12	20.64	22.14
Year 11	19.19	20.71	22.21
Year 12	19.26	20.78	22.28
Year 13	19.33	20.85	22.35
Year 14	19.40	20.92	22.42
Year 15	19.55	21.07	22.57
Year 16	19.62	21.14	22.64
Year 17	19.69	21.21	22.71
Year 18	19.76	21.28	22.78
Year 19	19.83	21.35	22.85
Year 20	19.98	21.50	23.00
Year 21	20.05	21.57	23.07
Year 22	20.12	21.64	23.14
Year 23	20.19	21.71	23.21
Year 24	20.26	21.78	23.28
Year 25	20.40	21.92	23.42

BCEA Salary Schedule Level 4

July 1, 2026 - June 30, 2027

	Level 4 A	Level 4 B	Level 4 C	Level 4 D	Level 4 E	Level 4 F	Level 4 G	Level 4 H
	Financial Services Asst I	Accountant III	Special Ed Bus Asst Lead	ECI Support Specialist	Accountant IV	Audio Visual Computer Tech	Career Coach	IT Support Specialist
	Benefits Specialist I	Financial Svc Asst II			Certified OT Assistant – COTA Licensed	Computer Technician	Community Education Liaison	
		Interpreter for the Deaf II			Physical Therapy Asst	Construction Technician		
		Inventory Controller			Licensed Practical Nurse – LPN	Electronics Technician		
		Testing Technician			Speech Language Pathologist Asst -SLPA			
		Payroll Specialist II			Payroll Specialist III			
					Audiology Asst			
Year 1	22.86	23.39	23.44	23.92	24.46	24.61	26.97	27.28
Year 2	22.93	23.46	23.51	23.99	24.53	24.68	27.04	27.35
Year 3	23.00	23.53	23.58	24.06	24.60	24.75	27.11	27.42
Year 4	23.07	23.60	23.65	24.13	24.67	24.82	27.18	27.49
Year 5	23.21	23.74	23.79	24.27	24.81	24.96	27.32	27.63
Year 6	23.28	23.81	23.86	24.34	24.88	25.03	27.39	27.70
Year 7	23.35	23.88	23.93	24.41	24.95	25.10	27.46	27.77
Year 8	23.42	23.95	24.00	24.48	25.02	25.17	27.53	27.84
Year 9	23.49	24.02	24.07	24.55	25.09	25.24	27.60	27.91
Year 10	23.64	24.17	24.22	24.70	25.24	25.39	27.75	28.06
Year 11	23.71	24.24	24.29	24.77	25.31	25.46	27.82	28.13
Year 12	23.78	24.31	24.36	24.84	25.38	25.53	27.89	28.20
Year 13	23.85	24.38	24.43	24.91	25.45	25.60	27.96	28.27
Year 14	23.92	24.45	24.50	24.98	25.52	25.67	28.03	28.34
Year 15	24.07	24.60	24.65	25.13	25.67	25.82	28.18	28.49
Year 16	24.14	24.67	24.72	25.20	25.74	25.89	28.25	28.56
Year 17	24.21	24.74	24.79	25.27	25.81	25.96	28.32	28.63
Year 18	24.28	24.81	24.86	25.34	25.88	26.03	28.39	28.70
Year 19	24.35	24.88	24.93	25.41	25.95	26.10	28.46	28.77
Year 20	24.50	25.03	25.08	25.56	26.10	26.25	28.61	28.92
Year 21	24.57	25.10	25.15	25.63	26.17	26.32	28.68	28.99
Year 22	24.64	25.17	25.22	25.70	26.24	26.39	28.75	29.06
Year 23	24.71	25.24	25.29	25.77	26.31	26.46	28.82	29.13
Year 24	24.78	25.31	25.36	25.84	26.38	26.53	28.89	29.20
Year 25	24.92	25.45	25.50	25.98	26.52	26.67	29.03	29.34

BCEA Salary Schedule Level 4

July 1, 2026 - June 30, 2027

	Level 4 I	Level 4 J	Level 4 K	Level 4 L	Level 4 M	Level 4 N	Level 4 O	Level 4 P
	Truancy Center Manager	Business Analyst	Computer Engineer	Core Technical Engineer	Technology Ordering & Budget Manager	Enterprise Resource Planning Specialist (ERP)	Student Information System Lead (SIS)	Lead Infrastructure Engineer
		Payroll Lead		Infrastructure Engineer		Student Information System Specialist (SIS)	Unified Endpoint Management Specialist (UEM)	
						Application System Specialist		
Year 1	28.27	28.82	30.42	30.43	30.73	33.56	38.55	41.35
Year 2	28.34	28.89	30.49	30.50	30.80	33.63	38.62	41.42
Year 3	28.41	28.96	30.56	30.57	30.87	33.70	38.69	41.49
Year 4	28.48	29.03	30.63	30.64	30.94	33.77	38.76	41.56
Year 5	28.62	29.17	30.77	30.78	31.08	33.91	38.90	41.70
Year 6	28.69	29.24	30.84	30.85	31.15	33.98	38.97	41.77
Year 7	28.76	29.31	30.91	30.92	31.22	34.05	39.04	41.84
Year 8	28.83	29.38	30.98	30.99	31.29	34.12	39.11	41.91
Year 9	28.90	29.45	31.05	31.06	31.36	34.19	39.18	41.98
Year 10	29.05	29.60	31.20	31.21	31.51	34.34	39.33	42.13
Year 11	29.12	29.67	31.27	31.28	31.58	34.41	39.40	42.20
Year 12	29.19	29.74	31.34	31.35	31.65	34.48	39.47	42.27
Year 13	29.26	29.81	31.41	31.42	31.72	34.55	39.54	42.34
Year 14	29.33	29.88	31.48	31.49	31.79	34.62	39.61	42.41
Year 15	29.48	30.03	31.63	31.64	31.94	34.77	39.76	42.56
Year 16	29.55	30.10	31.70	31.71	32.01	34.84	39.83	42.63
Year 17	29.62	30.17	31.77	31.78	32.08	34.91	39.90	42.70
Year 18	29.69	30.24	31.84	31.85	32.15	34.98	39.97	42.77
Year 19	29.76	30.31	31.91	31.92	32.22	35.05	40.04	42.84
Year 20	29.91	30.46	32.06	32.07	32.37	35.20	40.19	42.99
Year 21	29.98	30.53	32.13	32.14	32.44	35.27	40.26	43.06
Year 22	30.05	30.60	32.20	32.21	32.51	35.34	40.33	43.13
Year 23	30.12	30.67	32.27	32.28	32.58	35.41	40.40	43.20
Year 24	30.19	30.74	32.34	32.35	32.65	35.48	40.47	43.27
Year 25	30.33	30.88	32.48	32.49	32.79	35.62	40.61	43.41