

2026-2027 PROPOSED COMPENSATION PLAN

Special Called Board Meeting – July 28, 2026

**CREATE.
EMPOWER.
LEAD.**

2026-2027 PROPOSED COMPENSATION PLAN

- Teacher, Non-teacher, and Other professional support staff salary step schedules will increase by 2% per step
- Eligible staff advancing a step will receive 2% plus the applicable step raise
- Other eligible employees will receive a pay increase equal to 2% of the midpoint of their assigned pay grade
- Increase district contribution to TRS Active Care plans from \$400 to \$485 per participating employee per month

The District will maintain reserves sufficient to cover approximately three months of operating costs throughout the 2026-2027 fiscal year.



2026-27 Proposed Salary Schedules

Teacher, Non-Teacher & Other Prof Support*

Teacher		Non Teacher		Other	
STEP	2026-27 Proposed	STEP	2026-27 Proposed	STEP	2026-27 Proposed
0	\$65,280	0	\$64,260	0	\$65,331
1	\$66,810	1	\$64,668	1	\$65,739
2	\$67,218	2	\$65,076	2	\$66,734
3	\$67,626	3	\$65,484	3	\$67,338
4	\$68,034	4	\$65,892	4	\$67,918
5	\$70,992	5	\$66,300	5	\$68,497
6	\$71,400	6	\$66,708	6	\$69,049
7	\$71,808	7	\$67,116	7	\$69,537
8	\$72,216	8	\$67,524	8	\$70,134
9	\$72,624	9	\$67,932	9	\$70,918
10	\$73,032	10	\$68,340	10	\$71,237
11	\$73,440	11	\$68,748	11	\$71,270
12	\$73,848	12	\$69,156	12	\$71,647
13	\$74,256	13	\$69,564	13	\$71,953
14	\$74,664	14	\$69,972	14	\$72,236
15	\$75,072	15	\$70,380	15	\$72,621
16	\$75,480	16	\$70,820	16	\$72,988
17	\$75,920	17	\$71,529	17	\$74,131
18	\$76,629	18	\$72,265	18	\$75,288
19	\$77,365	19	\$72,509	19	\$75,591
20	\$77,609	20	\$72,755	20	\$75,621
21	\$77,855	21	\$73,022	21	\$75,637
22	\$78,122	22	\$73,293	22	\$75,968
23	\$78,393	23	\$73,626	23	\$76,269
24	\$78,726	24	\$74,044	24	\$76,752
25	\$79,144	25	\$74,362	25	\$77,095
26	\$79,462	26	\$74,680	26	\$77,606
27	\$79,780	27	\$74,999	27	\$77,709
28	\$80,099	28	\$75,552	28	\$78,343
29	\$80,652	29	\$76,059	29	\$78,920
30	\$81,159	30	\$76,590	30	\$79,718

The salaries listed above are based on 10-month employment for the 2026-2027 school year only and shall not be used to determine future salary calculations.

Approved by Board of Trustees:

7/28/2026

*Non-Teacher Matrix:

Admin Intern-AP, Counselor-Campus, Instr Coach, Instr Media
Spclst, Nurse, Soc Workerr, Strategist-District

*Other Prof Support

BHVR Spclst of Soc/Emntl Dev, Diag, In Sch Psyc LSSP, Occ
Therapist, Ornt/Mobil, Physical Therapist, Speech Lan Path, Ther
Interventionst

2025-26 vs. 2026-27 Proposed Salary Comparison - Teacher

Proposed schedules apply a 2.00% increase to all populated salaries

STEP	Teacher			
	2025-26 Salary	2026-27 Proposed	Increase (\$)	Increase (%)
0	\$64,000	\$65,280	\$1,280	2%
1	\$65,500	\$66,810	\$1,310	2%
2	\$65,900	\$67,218	\$1,318	2%
3	\$66,300	\$67,626	\$1,326	2%
4	\$66,700	\$68,034	\$1,334	2%
5	\$69,600	\$70,992	\$1,392	2%
6	\$70,000	\$71,400	\$1,400	2%
7	\$70,400	\$71,808	\$1,408	2%
8	\$70,800	\$72,216	\$1,416	2%
9	\$71,200	\$72,624	\$1,424	2%
10	\$71,600	\$73,032	\$1,432	2%
11	\$72,000	\$73,440	\$1,440	2%
12	\$72,400	\$73,848	\$1,448	2%
13	\$72,800	\$74,256	\$1,456	2%
14	\$73,200	\$74,664	\$1,464	2%
15	\$73,600	\$75,072	\$1,472	2%
16	\$74,000	\$75,480	\$1,480	2%
17	\$74,431	\$75,920	\$1,489	2%
18	\$75,126	\$76,629	\$1,503	2%
19	\$75,848	\$77,365	\$1,517	2%
20	\$76,087	\$77,609	\$1,522	2%
21	\$76,328	\$77,855	\$1,527	2%
22	\$76,590	\$78,122	\$1,532	2%
23	\$76,856	\$78,393	\$1,537	2%
24	\$77,182	\$78,726	\$1,544	2%
25	\$77,592	\$79,144	\$1,552	2%
26	\$77,904	\$79,462	\$1,558	2%
27	\$78,216	\$79,780	\$1,564	2%
28	\$78,528	\$80,099	\$1,571	2%
29	\$79,071	\$80,652	\$1,581	2%
30	\$79,568	\$81,159	\$1,591	2%

Examples:

25/26 Step	3	\$66,300
26/27 Step	4	\$68,034
\$ Increase		\$1,734
% Increase		2.62%

25/26 Step	13	\$72,800
26/27 Step	14	\$74,664
\$ Increase		\$1,864
% Increase		2.56%

2025-26 vs. 2026-27 Proposed Salary Comparison - Non-Teacher

STEP	Non-Teacher			
	2025-26 Salary	2026-27 Proposed	Increase (\$)	Increase (%)
0	\$63,000	\$64,260	\$1,260	2%
1	\$63,400	\$64,668	\$1,268	2%
2	\$63,800	\$65,076	\$1,276	2%
3	\$64,200	\$65,484	\$1,284	2%
4	\$64,600	\$65,892	\$1,292	2%
5	\$65,000	\$66,300	\$1,300	2%
6	\$65,400	\$66,708	\$1,308	2%
7	\$65,800	\$67,116	\$1,316	2%
8	\$66,200	\$67,524	\$1,324	2%
9	\$66,600	\$67,932	\$1,332	2%
10	\$67,000	\$68,340	\$1,340	2%
11	\$67,400	\$68,748	\$1,348	2%
12	\$67,800	\$69,156	\$1,356	2%
13	\$68,200	\$69,564	\$1,364	2%
14	\$68,600	\$69,972	\$1,372	2%
15	\$69,000	\$70,380	\$1,380	2%
16	\$69,431	\$70,820	\$1,389	2%
17	\$70,126	\$71,529	\$1,403	2%
18	\$70,848	\$72,265	\$1,417	2%
19	\$71,087	\$72,509	\$1,422	2%
20	\$71,328	\$72,755	\$1,427	2%
21	\$71,590	\$73,022	\$1,432	2%
22	\$71,856	\$73,293	\$1,437	2%
23	\$72,182	\$73,626	\$1,444	2%
24	\$72,592	\$74,044	\$1,452	2%
25	\$72,904	\$74,362	\$1,458	2%
26	\$73,216	\$74,680	\$1,464	2%
27	\$73,528	\$74,999	\$1,471	2%
28	\$74,071	\$75,552	\$1,481	2%
29	\$74,568	\$76,059	\$1,491	2%
30	\$75,088	\$76,590	\$1,502	2%

Examples:

25/26 Step	8	\$66,200
26/27 Step	9	\$67,932
\$ Increase		\$1,732
% Increase		2.62%

25/26 Step	13	\$68,200
26/27 Step	14	\$69,972
\$ Increase		\$1,772
% Increase		2.60%

2025-26 vs. 2026-27 Proposed Salary Comparison - Other Prof Support

STEP	Other Prof Support			
	2025-26 Salary	2026-27 Proposed	Increase (\$)	Increase (%)
0	\$64,050	\$65,331	\$1,281	2%
1	\$64,450	\$65,739	\$1,289	2%
2	\$65,425	\$66,734	\$1,309	2%
3	\$66,018	\$67,338	\$1,320	2%
4	\$66,586	\$67,918	\$1,332	2%
5	\$67,154	\$68,497	\$1,343	2%
6	\$67,695	\$69,049	\$1,354	2%
7	\$68,174	\$69,537	\$1,363	2%
8	\$68,759	\$70,134	\$1,375	2%
9	\$69,527	\$70,918	\$1,391	2%
10	\$69,840	\$71,237	\$1,397	2%
11	\$69,872	\$71,270	\$1,397	2%
12	\$70,242	\$71,647	\$1,405	2%
13	\$70,542	\$71,953	\$1,411	2%
14	\$70,820	\$72,236	\$1,416	2%
15	\$71,197	\$72,621	\$1,424	2%
16	\$71,557	\$72,988	\$1,431	2%
17	\$72,677	\$74,131	\$1,454	2%
18	\$73,812	\$75,288	\$1,476	2%
19	\$74,109	\$75,591	\$1,482	2%
20	\$74,138	\$75,621	\$1,483	2%
21	\$74,154	\$75,637	\$1,483	2%
22	\$74,478	\$75,968	\$1,490	2%
23	\$74,774	\$76,269	\$1,495	2%
24	\$75,247	\$76,752	\$1,505	2%
25	\$75,583	\$77,095	\$1,512	2%
26	\$76,084	\$77,606	\$1,522	2%
27	\$76,185	\$77,709	\$1,524	2%
28	\$76,807	\$78,343	\$1,536	2%
29	\$77,373	\$78,920	\$1,547	2%
30	\$78,155	\$79,718	\$1,563	2%

Examples:

25/26 Step	2	\$65,425
26/27 Step	3	\$67,338
\$ Increase		\$1,913
% Increase		2.92%

25/26 Step	11	\$69,872
26/27 Step	12	\$71,647
\$ Increase		\$1,775
% Increase		2.54%

Other Hiring Schedules

Administrative				2% of mdpt
PG	Min	Mid	Max	
3	\$332.00	\$400.00	\$468.00	\$8.00
4	\$344.27	\$420.00	\$495.73	\$8.40
5	\$361.49	\$441.00	\$520.51	\$8.82
6	\$398.86	\$486.42	\$573.98	\$9.73
7	\$435.40	\$531.17	\$626.94	\$10.62
8	\$535.54	\$653.34	\$771.14	\$13.07
9	\$631.94	\$770.94	\$909.94	\$15.42
10	\$726.82	\$886.58	\$1,046.34	\$17.73
Professional/Technical				
PG	Min	Mid	Max	
1	\$225.00	\$270.01	\$315.02	\$5.40
2	\$274.53	\$329.41	\$384.29	\$6.59
3	\$332.00	\$398.37	\$464.74	\$7.97
4	\$355.20	\$426.26	\$497.32	\$8.53
5	\$383.26	\$459.93	\$536.60	\$9.20
6	\$414.68	\$497.64	\$580.60	\$9.95
7	\$489.56	\$597.17	\$704.78	\$11.94
Paraprofessional				
PG	Min	Mid	Max	
1	\$120.00	\$145.00	\$170.00	\$2.90
2	\$123.00	\$152.50	\$182.00	\$3.05
3	\$125.00	\$159.06	\$193.12	\$3.18
4	\$132.80	\$170.76	\$208.72	\$3.42
5	\$143.60	\$176.16	\$208.72	\$3.52
6	\$155.20	\$190.40	\$225.60	\$3.81
7	\$207.60	\$254.72	\$301.84	\$5.09
Auxiliary				
PG	Min	Mid	Max	
1	\$15.50	\$17.86	\$20.22	\$0.36
2	\$15.50	\$19.10	\$22.25	\$0.38
3	\$15.75	\$20.06	\$23.37	\$0.40
3a	\$16.00	\$20.57	\$24.59	\$0.41
4	\$18.50	\$22.15	\$25.80	\$0.44
5	\$19.45	\$23.29	\$27.14	\$0.47
6	\$20.45	\$24.49	\$28.53	\$0.49
6a	\$21.03	\$24.71	\$29.21	\$0.49
6b	\$21.61	\$25.70	\$29.89	\$0.51
7	\$21.90	\$26.23	\$31.07	\$0.52
7a	\$22.27	\$26.97	\$31.41	\$0.54
7b	\$22.64	\$27.71	\$31.78	\$0.55
8	\$23.00	\$28.45	\$33.48	\$0.57
8a	\$24.00	\$29.19	\$34.18	\$0.58
9	\$25.00	\$29.94	\$34.88	\$0.60
10	\$26.25	\$31.44	\$36.63	\$0.63
10a	\$26.93	\$33.25	\$37.57	\$0.67
11	\$27.60	\$35.06	\$38.50	\$0.70
11a	\$29.95	\$36.87	\$41.78	\$0.74
12	\$32.30	\$38.68	\$45.06	\$0.77
12a	\$34.08	\$40.24	\$47.54	\$0.80
13	\$35.85	\$42.93	\$50.01	\$0.86
13a	\$37.49	\$45.26	\$51.25	\$0.91
13b	\$39.14	\$48.69	\$58.23	\$0.97
14	\$40.79	\$50.39	\$59.99	\$1.01
BD	\$25.00	\$32.00	\$39.00	\$0.64

* Based on daily rate

TRS Active Care

Health Insurance

Monthly Premiums				
	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TRS-ActiveCare HD	
2025 - 2026 Rate after District \$400 contribution				
Employee Only	\$ 156.00	\$ 253.00	\$ 170.00	
2026 - 2027 Rate after District \$400 contribution				
Employee Only	\$ 214.00	\$ 322.00	\$ 288.00	
2026 - 2027 Rate after District \$485 contribution				
Employee Only	\$ 129.00	\$ 237.00	\$ 203.00	
Employee and Spouse	\$ 1,173.00	\$ 1,393.00	\$ 1,211.00	
Employee and Children	\$ 559.00	\$ 743.00	\$ 583.00	
Employee and Family	\$ 1,603.00	\$ 1,898.00	\$ 1,651.00	
Average Monthly Increase - Employee Only Plans				
Employee Only	\$ 58.00	\$ 69.00	\$ 118.00	\$ 81.67
				Average Monthly Increase
# of Participants				
Employee Only	1199	432	165	1796
Total Participants				2161

QUESTIONS?

Thank you for your leadership.

