Bargaining and Salary Schedules

Overview of Employee Groups

Labor Groups	Salary/Hourly Wage ($)		Average Workday	Work Year Calendar		Negotiated Increase + IPD (%)*			Retention
	Minimum	Maximum	Hours	10-Mo	12-Mo	Year 1	Year 2	Year 3	2025-26
Bus Driver	33.66	45.10	8.0	181.0	245.0	5.7%	4.0%	3.6%	92.2%
Carpenters	51.32	55.17	8.0	n/a	246.0	PW	PW	PW	100.0%
Certificated/Teachers (TEA)	77,010.00	153,896.00	7.5	182.0	n/a	2.5%	2.6%	IPD	93.2%
Custodians	26.59	44.25	8.0	n/a	245.0	3.5%	3.1%	2.0%	91.6%
Education Support Prof.	28.75	57.84	6.6	183.0	245.0	5.7%	3.5%	3.6%	86.0%
Nutrition Services	21.89	48.50	5.6	179.0	n/a	3.6%	1%+IPD	1%+IPD	89.7%
Office Professional (TEA)	25.42	55.66	8.0	194.0	245.0	3.5%	3.6%	1%+IPD	95.2%
Professional Technical (TEA)	46,620.00	197,145.00	8.0	194.0	245.0	3.0%	3.1%	0.5%+IPD	96.2%
Security	33.08	45.58	8.0	185.0	246.0	5.7%	4.0%	3.6%	94.6%
Trades	38.40	68.89	8.0	n/a	246.0	PW	PW	PW	90.0%

Non-Represented Groups	Salary ($)		Workday	Work Year	Increase + IPD (%)			Retention
	Minimum	Maximum	Hours	12-Mo	2024-25	2025-26	2026-27	2025-26
Assistant Principals	174,027.00	224,130.00	8.0	246.0	3.7%	2.5%	2.6%	90.7%
Exempt	88,530.00	351,423.00	8.0	246.0	3.7%	2.5%	2.6%	91.2%
Principals	193,363.00	249,034.00	8.0	246.0	3.7%	2.5%	2.6%	89.3%

**Base salaries for each year are adjusted to include the annual IPD rate plus any additional negotiated increases. See calculations for each group below.*

IPD = Implicit Price Deflator

PW = Prevailing Wage