

Non-Negotiated  
Salary Schedules  
and Part Time  
Hourly Rates  
Summary  
2026-2027

**Mirrored to OSAA**

| H65_92H | Spec I 10M NX |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 28.60      |
| 2       | \$ 28.89      |
| 3       | \$ 29.17      |
| 4       | \$ 29.46      |
| 5       | \$ 29.76      |
| 6       | \$ 30.05      |
| 7       | \$ 30.35      |
| 8       | \$ 30.65      |
| 9       | \$ 30.95      |
| 10      | \$ 31.26      |
| 11      | \$ 31.57      |
| 12      | \$ 31.89      |
| 13      | \$ 32.20      |
| 14      | \$ 32.52      |
| 15      | \$ 32.85      |
| 16      | \$ 33.17      |
| 17      | \$ 33.50      |
| 18      | \$ 33.83      |
| 19      | \$ 34.17      |
| 20      | \$ 34.51      |
| 21      | \$ 34.85      |

| H65_92I | Spec II 10M NX |
|---------|----------------|
| Step    | 2026-27        |
| 1       | \$ 29.60       |
| 2       | \$ 29.89       |
| 3       | \$ 30.19       |
| 4       | \$ 30.49       |
| 5       | \$ 30.79       |
| 6       | \$ 31.10       |
| 7       | \$ 31.41       |
| 8       | \$ 31.72       |
| 9       | \$ 32.03       |
| 10      | \$ 32.35       |
| 11      | \$ 32.67       |
| 12      | \$ 33.00       |
| 13      | \$ 33.32       |
| 14      | \$ 33.65       |
| 15      | \$ 33.99       |
| 16      | \$ 34.33       |
| 17      | \$ 34.67       |
| 18      | \$ 35.01       |
| 19      | \$ 35.36       |
| 20      | \$ 35.71       |
| 21      | \$ 36.07       |

| H65_92J | Spec III 10M NX |
|---------|-----------------|
| Step    | 2026-27         |
| 1       | \$ 34.97        |
| 2       | \$ 35.32        |
| 3       | \$ 35.67        |
| 4       | \$ 36.02        |
| 5       | \$ 36.38        |
| 6       | \$ 36.74        |
| 7       | \$ 37.10        |
| 8       | \$ 37.47        |
| 9       | \$ 37.84        |
| 10      | \$ 38.22        |
| 11      | \$ 38.60        |
| 12      | \$ 38.98        |
| 13      | \$ 39.37        |
| 14      | \$ 39.76        |
| 15      | \$ 40.15        |
| 16      | \$ 40.55        |
| 17      | \$ 40.95        |
| 18      | \$ 41.36        |
| 19      | \$ 41.77        |
| 20      | \$ 42.19        |
| 21      | \$ 42.61        |

| H65_92K | Spec IV 10M NX |
|---------|----------------|
| Step    | 2026-27        |
| 1       | \$ 42.94       |
| 2       | \$ 43.46       |
| 3       | \$ 43.98       |
| 4       | \$ 44.50       |
| 5       | \$ 45.02       |
| 6       | \$ 45.54       |
| 7       | \$ 46.07       |
| 8       | \$ 46.59       |
| 9       | \$ 47.12       |
| 10      | \$ 47.65       |
| 11      | \$ 48.17       |
| 12      | \$ 48.69       |
| 13      | \$ 49.22       |
| 14      | \$ 49.74       |
| 15      | \$ 50.27       |
| 16      | \$ 50.79       |
| 17      | \$ 51.32       |
| 18      | \$ 51.85       |
| 19      | \$ 52.37       |
| 20      | \$ 52.91       |
| 21      | \$ 53.44       |

| S04_21X | Lead          |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 120,883.03 |
| 2       | \$ 122,091.87 |
| 3       | \$ 123,312.79 |
| 4       | \$ 124,545.91 |
| 5       | \$ 125,791.37 |
| 6       | \$ 127,049.29 |
| 7       | \$ 128,319.79 |
| 8       | \$ 129,602.98 |
| 9       | \$ 130,899.01 |
| 10      | \$ 132,208.00 |
| 11      | \$ 133,530.08 |
| 12      | \$ 134,865.38 |
| 13      | \$ 136,214.04 |
| 14      | \$ 137,576.18 |
| 15      | \$ 138,951.94 |
| 16      | \$ 140,341.45 |
| 17      | \$ 141,744.87 |
| 18      | \$ 143,162.32 |
| 19      | \$ 144,593.94 |
| 20      | \$ 146,039.88 |
| 21      | \$ 147,500.28 |

| S04_26Z | Administrator |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 132,752.09 |
| 2       | \$ 134,079.61 |
| 3       | \$ 135,420.40 |
| 4       | \$ 136,774.61 |
| 5       | \$ 138,142.36 |
| 6       | \$ 139,523.78 |
| 7       | \$ 140,919.02 |
| 8       | \$ 142,328.21 |
| 9       | \$ 143,751.49 |
| 10      | \$ 145,189.01 |
| 11      | \$ 146,640.90 |
| 12      | \$ 148,107.30 |
| 13      | \$ 149,588.37 |
| 14      | \$ 151,084.26 |
| 15      | \$ 152,595.10 |
| 16      | \$ 154,121.05 |
| 17      | \$ 155,662.26 |
| 18      | \$ 157,218.89 |
| 19      | \$ 158,791.08 |
| 20      | \$ 160,378.98 |
| 21      | \$ 161,982.77 |

| S04_27C | Coordinator   |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 157,406.64 |
| 2       | \$ 158,980.70 |
| 3       | \$ 160,570.51 |
| 4       | \$ 162,176.22 |
| 5       | \$ 163,797.98 |
| 6       | \$ 165,435.95 |
| 7       | \$ 167,090.31 |
| 8       | \$ 168,761.21 |
| 9       | \$ 170,448.82 |
| 10      | \$ 172,153.31 |
| 11      | \$ 173,874.84 |
| 12      | \$ 175,613.59 |
| 13      | \$ 177,369.73 |
| 14      | \$ 179,143.43 |
| 15      | \$ 180,934.86 |
| 16      | \$ 182,744.21 |
| 17      | \$ 184,571.66 |
| 18      | \$ 186,417.38 |
| 19      | \$ 188,281.54 |
| 20      | \$ 190,164.36 |
| 21      | \$ 192,066.00 |

| S04_27E | Executive Director |
|---------|--------------------|
| Step    | 2026-27            |
| 1       | \$ 179,423.15      |
| 2       | \$ 181,217.38      |
| 3       | \$ 183,029.55      |
| 4       | \$ 184,859.85      |
| 5       | \$ 186,708.44      |
| 6       | \$ 188,575.53      |
| 7       | \$ 190,461.28      |
| 8       | \$ 192,365.90      |
| 9       | \$ 194,289.56      |
| 10      | \$ 196,232.46      |
| 11      | \$ 198,194.79      |
| 12      | \$ 200,176.73      |
| 13      | \$ 202,178.50      |
| 14      | \$ 204,200.29      |
| 15      | \$ 206,242.29      |
| 16      | \$ 208,304.71      |
| 17      | \$ 210,387.76      |
| 18      | \$ 212,491.63      |
| 19      | \$ 214,616.55      |
| 20      | \$ 216,762.72      |
| 21      | \$ 218,930.34      |

| S04_31S | Director      |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 164,934.58 |
| 2       | \$ 166,583.93 |
| 3       | \$ 168,249.77 |
| 4       | \$ 169,932.26 |
| 5       | \$ 171,631.59 |
| 6       | \$ 173,347.90 |
| 7       | \$ 175,081.38 |
| 8       | \$ 176,832.19 |
| 9       | \$ 178,600.51 |
| 10      | \$ 180,386.52 |
| 11      | \$ 182,190.38 |
| 12      | \$ 184,012.29 |
| 13      | \$ 185,852.41 |
| 14      | \$ 187,710.93 |
| 15      | \$ 189,588.05 |
| 16      | \$ 191,483.93 |
| 17      | \$ 193,398.77 |
| 18      | \$ 195,332.76 |
| 19      | \$ 197,286.08 |
| 20      | \$ 199,258.94 |
| 21      | \$ 201,251.53 |

| S04_31Y | Admin Legal NN&NC |
|---------|-------------------|
| Step    | 2026-27           |
| 1       | \$ 123,674.54     |
| 2       | \$ 124,911.29     |
| 3       | \$ 126,160.40     |
| 4       | \$ 127,422.01     |
| 5       | \$ 128,696.23     |
| 6       | \$ 129,983.19     |
| 7       | \$ 131,283.02     |
| 8       | \$ 132,595.86     |
| 9       | \$ 133,921.82     |
| 10      | \$ 135,261.03     |
| 11      | \$ 136,613.64     |
| 12      | \$ 137,979.78     |
| 13      | \$ 139,359.57     |
| 14      | \$ 140,753.18     |
| 15      | \$ 142,160.71     |
| 16      | \$ 143,582.32     |
| 17      | \$ 145,018.14     |
| 18      | \$ 146,468.32     |
| 19      | \$ 147,933.00     |
| 20      | \$ 149,412.33     |
| 21      | \$ 150,906.45     |

| S04_29A | Chief         |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 226,584.54 |
| 2       | \$ 229,937.99 |
| 3       | \$ 233,341.07 |
| 4       | \$ 236,794.52 |
| 5       | \$ 240,299.08 |
| 6       | \$ 243,855.50 |
| 7       | \$ 247,464.56 |
| 8       | \$ 251,127.03 |
| 9       | \$ 254,843.71 |
| 10      | \$ 258,615.39 |
| 11      | \$ 262,442.90 |
| 12      | \$ 266,327.06 |
| 13      | \$ 270,268.70 |
| 14      | \$ 274,268.67 |
| 15      | \$ 278,327.85 |
| 16      | \$ 282,447.10 |
| 17      | \$ 286,627.32 |
| 18      | \$ 290,869.40 |
| 19      | \$ 295,174.27 |
| 20      | \$ 299,542.85 |
| 21      | \$ 303,976.08 |

| S04_92A | Spec I       |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 62,058.97 |
| 2       | \$ 62,679.56 |
| 3       | \$ 63,306.36 |
| 4       | \$ 63,939.43 |
| 5       | \$ 64,578.82 |
| 6       | \$ 65,224.60 |
| 7       | \$ 65,876.85 |
| 8       | \$ 66,535.61 |
| 9       | \$ 67,200.97 |
| 10      | \$ 67,872.98 |
| 11      | \$ 68,551.71 |
| 12      | \$ 69,237.22 |
| 13      | \$ 69,929.60 |
| 14      | \$ 70,628.89 |
| 15      | \$ 71,335.18 |
| 16      | \$ 72,048.53 |
| 17      | \$ 72,769.02 |
| 18      | \$ 73,496.70 |
| 19      | \$ 74,231.67 |
| 20      | \$ 74,973.98 |
| 21      | \$ 75,723.72 |

| S04_92B | Spec II      |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 64,422.55 |
| 2       | \$ 65,066.77 |
| 3       | \$ 65,717.43 |
| 4       | \$ 66,374.60 |
| 5       | \$ 67,038.35 |
| 6       | \$ 67,708.73 |
| 7       | \$ 68,385.82 |
| 8       | \$ 69,069.68 |
| 9       | \$ 69,760.38 |
| 10      | \$ 70,457.98 |
| 11      | \$ 71,162.56 |
| 12      | \$ 71,874.19 |
| 13      | \$ 72,592.93 |
| 14      | \$ 73,318.86 |
| 15      | \$ 74,052.04 |
| 16      | \$ 74,792.56 |
| 17      | \$ 75,540.48 |
| 18      | \$ 76,295.89 |
| 19      | \$ 77,058.85 |
| 20      | \$ 77,829.44 |
| 21      | \$ 78,607.73 |

| S04_92C | Spec III     |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 76,850.95 |
| 2       | \$ 77,619.46 |
| 3       | \$ 78,395.65 |
| 4       | \$ 79,179.61 |
| 5       | \$ 79,971.41 |
| 6       | \$ 80,771.12 |
| 7       | \$ 81,578.83 |
| 8       | \$ 82,394.62 |
| 9       | \$ 83,218.56 |
| 10      | \$ 84,050.74 |
| 11      | \$ 84,891.25 |
| 12      | \$ 85,740.17 |
| 13      | \$ 86,597.57 |
| 14      | \$ 87,463.55 |
| 15      | \$ 88,338.18 |
| 16      | \$ 89,221.57 |
| 17      | \$ 90,113.79 |
| 18      | \$ 91,014.93 |
| 19      | \$ 91,925.09 |
| 20      | \$ 92,844.34 |
| 21      | \$ 93,772.78 |

| S04_92D | Spec IV       |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 94,242.03  |
| 2       | \$ 95,399.05  |
| 3       | \$ 96,556.77  |
| 4       | \$ 97,715.18  |
| 5       | \$ 98,874.28  |
| 6       | \$ 100,034.10 |
| 7       | \$ 101,194.64 |
| 8       | \$ 102,355.90 |
| 9       | \$ 103,517.90 |
| 10      | \$ 104,680.62 |
| 11      | \$ 105,844.09 |
| 12      | \$ 107,008.31 |
| 13      | \$ 108,173.29 |
| 14      | \$ 109,339.03 |
| 15      | \$ 110,505.56 |
| 16      | \$ 111,672.87 |
| 17      | \$ 112,840.96 |
| 18      | \$ 114,009.86 |
| 19      | \$ 115,179.57 |
| 20      | \$ 116,350.09 |
| 21      | \$ 117,521.43 |

| S04_92E | Spec V        |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 114,091.14 |
| 2       | \$ 115,232.05 |
| 3       | \$ 116,384.38 |
| 4       | \$ 117,548.22 |
| 5       | \$ 118,723.70 |
| 6       | \$ 119,910.94 |
| 7       | \$ 121,110.05 |
| 8       | \$ 122,321.15 |
| 9       | \$ 123,544.36 |
| 10      | \$ 124,779.80 |
| 11      | \$ 126,027.59 |
| 12      | \$ 127,287.87 |
| 13      | \$ 128,560.74 |
| 14      | \$ 129,846.35 |
| 15      | \$ 131,144.81 |
| 16      | \$ 132,456.26 |
| 17      | \$ 133,780.82 |
| 18      | \$ 135,118.63 |
| 19      | \$ 136,469.82 |
| 20      | \$ 137,834.52 |
| 21      | \$ 139,212.87 |

| S04_92F | Spec VI       |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 131,506.80 |
| 2       | \$ 132,821.87 |
| 3       | \$ 134,150.10 |
| 4       | \$ 135,491.59 |
| 5       | \$ 136,846.51 |
| 6       | \$ 138,214.97 |
| 7       | \$ 139,597.12 |
| 8       | \$ 140,993.09 |
| 9       | \$ 142,403.02 |
| 10      | \$ 143,827.05 |
| 11      | \$ 145,265.32 |
| 12      | \$ 146,717.97 |
| 13      | \$ 148,185.15 |
| 14      | \$ 149,667.00 |
| 15      | \$ 151,163.67 |
| 16      | \$ 152,675.31 |
| 17      | \$ 154,202.06 |
| 18      | \$ 155,744.08 |
| 19      | \$ 157,301.53 |
| 20      | \$ 158,874.54 |
| 21      | \$ 160,463.28 |

| S05_92H | Spec I 10M   |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 43,983.71 |
| 2       | \$ 44,423.55 |
| 3       | \$ 44,867.78 |
| 4       | \$ 45,316.46 |
| 5       | \$ 45,769.62 |
| 6       | \$ 46,227.31 |
| 7       | \$ 46,689.59 |
| 8       | \$ 47,156.48 |
| 9       | \$ 47,628.04 |
| 10      | \$ 48,104.32 |
| 11      | \$ 48,585.37 |
| 12      | \$ 49,071.22 |
| 13      | \$ 49,561.94 |
| 14      | \$ 50,057.56 |
| 15      | \$ 50,558.14 |
| 16      | \$ 51,063.71 |
| 17      | \$ 51,574.35 |
| 18      | \$ 52,090.09 |
| 19      | \$ 52,610.99 |
| 20      | \$ 53,137.11 |
| 21      | \$ 53,668.48 |

| S05_92I | Spec II 10M  |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 45,497.80 |
| 2       | \$ 45,952.78 |
| 3       | \$ 46,412.31 |
| 4       | \$ 46,876.43 |
| 5       | \$ 47,345.20 |
| 6       | \$ 47,818.64 |
| 7       | \$ 48,296.84 |
| 8       | \$ 48,779.80 |
| 9       | \$ 49,267.60 |
| 10      | \$ 49,760.27 |
| 11      | \$ 50,257.88 |
| 12      | \$ 50,760.46 |
| 13      | \$ 51,268.06 |
| 14      | \$ 51,780.75 |
| 15      | \$ 52,298.55 |
| 16      | \$ 52,821.54 |
| 17      | \$ 53,349.75 |
| 18      | \$ 53,883.25 |
| 19      | \$ 54,422.08 |
| 20      | \$ 54,966.31 |
| 21      | \$ 55,515.96 |

| S05_92J | Spec III 10M |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 53,629.90 |
| 2       | \$ 54,166.20 |
| 3       | \$ 54,707.87 |
| 4       | \$ 55,254.94 |
| 5       | \$ 55,807.49 |
| 6       | \$ 56,365.56 |
| 7       | \$ 56,929.22 |
| 8       | \$ 57,498.51 |
| 9       | \$ 58,073.50 |
| 10      | \$ 58,654.24 |
| 11      | \$ 59,240.78 |
| 12      | \$ 59,833.18 |
| 13      | \$ 60,431.52 |
| 14      | \$ 61,035.83 |
| 15      | \$ 61,646.18 |
| 16      | \$ 62,262.64 |
| 17      | \$ 62,885.27 |
| 18      | \$ 63,514.13 |
| 19      | \$ 64,149.27 |
| 20      | \$ 64,790.77 |
| 21      | \$ 65,438.66 |

| S05_92K | Spec IV 10M  |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 68,715.09 |
| 2       | \$ 69,555.62 |
| 3       | \$ 70,396.73 |
| 4       | \$ 71,238.45 |
| 5       | \$ 72,080.78 |
| 6       | \$ 72,923.73 |
| 7       | \$ 73,767.31 |
| 8       | \$ 74,611.52 |
| 9       | \$ 75,456.36 |
| 10      | \$ 76,301.85 |
| 11      | \$ 77,148.00 |
| 12      | \$ 77,994.78 |
| 13      | \$ 78,842.24 |
| 14      | \$ 79,690.36 |
| 15      | \$ 80,539.17 |
| 16      | \$ 81,388.66 |
| 17      | \$ 82,238.84 |
| 18      | \$ 83,089.70 |
| 19      | \$ 83,941.29 |
| 20      | \$ 84,793.57 |
| 21      | \$ 85,646.57 |

| S05_92L | Spec V 10M    |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 83,453.42  |
| 2       | \$ 84,287.95  |
| 3       | \$ 85,130.83  |
| 4       | \$ 85,982.14  |
| 5       | \$ 86,841.96  |
| 6       | \$ 87,710.37  |
| 7       | \$ 88,587.48  |
| 8       | \$ 89,473.36  |
| 9       | \$ 90,368.09  |
| 10      | \$ 91,271.77  |
| 11      | \$ 92,184.49  |
| 12      | \$ 93,106.33  |
| 13      | \$ 94,037.40  |
| 14      | \$ 94,977.78  |
| 15      | \$ 95,927.55  |
| 16      | \$ 96,886.82  |
| 17      | \$ 97,855.70  |
| 18      | \$ 98,834.25  |
| 19      | \$ 99,822.59  |
| 20      | \$ 100,820.82 |
| 21      | \$ 101,829.03 |

| S05_92M | Spec VI 10M   |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 95,915.34  |
| 2       | \$ 96,874.49  |
| 3       | \$ 97,843.24  |
| 4       | \$ 98,821.67  |
| 5       | \$ 99,809.89  |
| 6       | \$ 100,807.98 |
| 7       | \$ 101,816.07 |
| 8       | \$ 102,834.23 |
| 9       | \$ 103,862.56 |
| 10      | \$ 104,901.20 |
| 11      | \$ 105,950.21 |
| 12      | \$ 107,009.71 |
| 13      | \$ 108,079.81 |
| 14      | \$ 109,160.60 |
| 15      | \$ 110,252.21 |
| 16      | \$ 111,354.73 |
| 17      | \$ 112,468.28 |
| 18      | \$ 113,592.96 |
| 19      | \$ 114,728.89 |
| 20      | \$ 115,876.18 |
| 21      | \$ 117,034.95 |

| S05_92N | Spec VII 10M  |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 112,297.83 |
| 2       | \$ 113,420.81 |
| 3       | \$ 114,555.02 |
| 4       | \$ 115,700.56 |
| 5       | \$ 116,857.58 |
| 6       | \$ 118,026.14 |
| 7       | \$ 119,206.41 |
| 8       | \$ 120,398.47 |
| 9       | \$ 121,602.45 |
| 10      | \$ 122,818.49 |
| 11      | \$ 124,046.67 |
| 12      | \$ 125,287.13 |
| 13      | \$ 126,540.00 |
| 14      | \$ 127,805.40 |
| 15      | \$ 129,083.46 |
| 16      | \$ 130,374.30 |
| 17      | \$ 131,678.03 |
| 18      | \$ 132,994.82 |
| 19      | \$ 134,324.77 |
| 20      | \$ 135,668.01 |
| 21      | \$ 137,024.69 |

**Mirrored to Office Personnel Bargaining Unit**

| H06_32M | Admin Sec B-2 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 24.72      |
| 2       | \$ 25.18      |
| 3       | \$ 25.64      |
| 4       | \$ 26.10      |
| 5       | \$ 26.56      |
| 6       | \$ 27.01      |
| 7       | \$ 27.47      |
| 8       | \$ 27.93      |
| 9       | \$ 28.40      |
| 10      | \$ 28.86      |
| 11      | \$ 29.32      |
| 12      | \$ 29.78      |
| 13      | \$ 30.24      |
| 14      | \$ 30.71      |
| 15      | \$ 31.17      |
| 16      | \$ 31.62      |

| H06_32N | Admin Sec C-3 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 26.65      |
| 2       | \$ 27.22      |
| 3       | \$ 27.78      |
| 4       | \$ 28.34      |
| 5       | \$ 28.90      |
| 6       | \$ 29.47      |
| 7       | \$ 30.03      |
| 8       | \$ 30.59      |
| 9       | \$ 31.16      |
| 10      | \$ 31.72      |
| 11      | \$ 32.28      |
| 12      | \$ 32.85      |
| 13      | \$ 33.41      |
| 14      | \$ 33.98      |
| 15      | \$ 34.54      |
| 16      | \$ 35.11      |

| H06_32O | Admin Sec D-4 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 27.88      |
| 2       | \$ 28.40      |
| 3       | \$ 28.92      |
| 4       | \$ 29.44      |
| 5       | \$ 29.96      |
| 6       | \$ 30.48      |
| 7       | \$ 31.00      |
| 8       | \$ 31.52      |
| 9       | \$ 32.04      |
| 10      | \$ 32.56      |
| 11      | \$ 33.09      |
| 12      | \$ 33.61      |
| 13      | \$ 34.13      |
| 14      | \$ 34.66      |
| 15      | \$ 35.18      |
| 16      | \$ 35.70      |

| H06_32P | Admin Sec E-5 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 33.54      |
| 2       | \$ 34.17      |
| 3       | \$ 34.80      |
| 4       | \$ 35.43      |
| 5       | \$ 36.06      |
| 6       | \$ 36.68      |
| 7       | \$ 37.31      |
| 8       | \$ 37.94      |
| 9       | \$ 38.57      |
| 10      | \$ 39.20      |
| 11      | \$ 39.83      |
| 12      | \$ 40.47      |
| 13      | \$ 41.10      |
| 14      | \$ 41.73      |
| 15      | \$ 42.36      |
| 16      | \$ 42.99      |

| H06_32Q | Admin Sec F-6 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 36.15      |
| 2       | \$ 36.84      |
| 3       | \$ 37.54      |
| 4       | \$ 38.22      |
| 5       | \$ 38.91      |
| 6       | \$ 39.61      |
| 7       | \$ 40.29      |
| 8       | \$ 40.99      |
| 9       | \$ 41.68      |
| 10      | \$ 42.37      |
| 11      | \$ 43.06      |
| 12      | \$ 43.76      |
| 13      | \$ 44.45      |
| 14      | \$ 45.14      |
| 15      | \$ 45.84      |
| 16      | \$ 46.54      |

| H06_32S | Admin Sec G-7 |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 38.91      |
| 2       | \$ 39.63      |
| 3       | \$ 40.36      |
| 4       | \$ 41.08      |
| 5       | \$ 41.81      |
| 6       | \$ 42.54      |
| 7       | \$ 43.27      |
| 8       | \$ 44.00      |
| 9       | \$ 44.73      |
| 10      | \$ 45.46      |
| 11      | \$ 46.19      |
| 12      | \$ 46.92      |
| 13      | \$ 47.65      |
| 14      | \$ 48.38      |
| 15      | \$ 49.12      |
| 16      | \$ 49.85      |

| H06_91A | Tech I-NX |
|---------|-----------|
| Step    | 2026-27   |
| 1       | \$ 28.03  |
| 2       | \$ 28.55  |
| 3       | \$ 29.07  |
| 4       | \$ 29.60  |
| 5       | \$ 30.12  |
| 6       | \$ 30.64  |
| 7       | \$ 31.16  |
| 8       | \$ 31.68  |
| 9       | \$ 32.21  |
| 10      | \$ 32.73  |
| 11      | \$ 33.26  |
| 12      | \$ 33.79  |
| 13      | \$ 34.31  |
| 14      | \$ 34.84  |
| 15      | \$ 35.36  |
| 16      | \$ 35.88  |

| H06_91B | Tech II-NX |
|---------|------------|
| Step    | 2026-27    |
| 1       | \$ 31.99   |
| 2       | \$ 32.59   |
| 3       | \$ 33.19   |
| 4       | \$ 33.79   |
| 5       | \$ 34.39   |
| 6       | \$ 34.98   |
| 7       | \$ 35.58   |
| 8       | \$ 36.18   |
| 9       | \$ 36.78   |
| 10      | \$ 37.38   |
| 11      | \$ 37.98   |
| 12      | \$ 38.59   |
| 13      | \$ 39.19   |
| 14      | \$ 39.79   |
| 15      | \$ 40.39   |
| 16      | \$ 40.99   |

| H06_91C | Tech III-NX |
|---------|-------------|
| Step    | 2026-27     |
| 1       | \$ 33.19    |
| 2       | \$ 33.81    |
| 3       | \$ 34.43    |
| 4       | \$ 35.05    |
| 5       | \$ 35.68    |
| 6       | \$ 36.29    |
| 7       | \$ 36.91    |
| 8       | \$ 37.54    |
| 9       | \$ 38.16    |
| 10      | \$ 38.78    |
| 11      | \$ 39.41    |
| 12      | \$ 40.03    |
| 13      | \$ 40.66    |
| 14      | \$ 41.28    |
| 15      | \$ 41.91    |
| 16      | \$ 42.53    |

| H06_91D | Tech IV-NX |
|---------|------------|
| Step    | 2026-27    |
| 1       | \$ 39.38   |
| 2       | \$ 40.09   |
| 3       | \$ 40.79   |
| 4       | \$ 41.49   |
| 5       | \$ 42.19   |
| 6       | \$ 42.87   |
| 7       | \$ 43.57   |
| 8       | \$ 44.27   |
| 9       | \$ 44.97   |
| 10      | \$ 45.67   |
| 11      | \$ 46.36   |
| 12      | \$ 47.06   |
| 13      | \$ 47.76   |
| 14      | \$ 48.45   |
| 15      | \$ 49.15   |
| 16      | \$ 49.83   |

| S26_91C | Tech III X   |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 71,239.39 |
| 2       | \$ 72,170.78 |
| 3       | \$ 73,102.55 |
| 4       | \$ 74,034.76 |
| 5       | \$ 74,967.38 |
| 6       | \$ 75,900.46 |
| 7       | \$ 76,834.00 |
| 8       | \$ 77,768.02 |
| 9       | \$ 78,702.52 |
| 10      | \$ 79,637.53 |
| 11      | \$ 80,573.06 |
| 12      | \$ 81,509.12 |
| 13      | \$ 82,445.72 |
| 14      | \$ 83,382.88 |
| 15      | \$ 84,320.62 |
| 16      | \$ 85,258.93 |

| S26_91D | Tech IV X    |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 82,598.82 |
| 2       | \$ 83,680.42 |
| 3       | \$ 84,762.41 |
| 4       | \$ 85,844.84 |
| 5       | \$ 86,927.71 |
| 6       | \$ 88,011.04 |
| 7       | \$ 89,094.84 |
| 8       | \$ 90,179.15 |
| 9       | \$ 91,263.97 |
| 10      | \$ 92,349.30 |
| 11      | \$ 93,435.19 |
| 12      | \$ 94,521.63 |
| 13      | \$ 95,608.65 |
| 14      | \$ 96,696.25 |
| 15      | \$ 97,784.44 |
| 16      | \$ 98,873.26 |

| S26_91E | Tech V X      |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 101,102.23 |
| 2       | \$ 102,745.55 |
| 3       | \$ 104,389.59 |
| 4       | \$ 106,034.35 |
| 5       | \$ 107,679.82 |
| 6       | \$ 109,326.03 |
| 7       | \$ 110,972.99 |
| 8       | \$ 112,620.69 |
| 9       | \$ 114,269.15 |
| 10      | \$ 115,918.38 |
| 11      | \$ 117,568.38 |
| 12      | \$ 119,219.16 |
| 13      | \$ 120,870.73 |
| 14      | \$ 122,523.10 |
| 15      | \$ 124,176.27 |
| 16      | \$ 125,830.25 |

| S26_91F | Tech VI X     |
|---------|---------------|
| Step    | 2026-27       |
| 1       | \$ 122,705.89 |
| 2       | \$ 124,321.13 |
| 3       | \$ 125,936.69 |
| 4       | \$ 127,552.62 |
| 5       | \$ 129,168.94 |
| 6       | \$ 130,785.65 |
| 7       | \$ 132,402.78 |
| 8       | \$ 134,020.37 |
| 9       | \$ 135,638.43 |
| 10      | \$ 137,256.97 |
| 11      | \$ 138,876.03 |
| 12      | \$ 140,495.62 |
| 13      | \$ 142,115.77 |
| 14      | \$ 143,736.47 |
| 15      | \$ 145,357.77 |
| 16      | \$ 146,979.67 |

**Mirrored to Operations Bargaining Unit**

| H07_52F | Operational Services Specialist |
|---------|---------------------------------|
| Step    | 2026-27                         |
| 1       | \$ 44.97                        |
| 2       | \$ 45.28                        |
| 3       | \$ 45.60                        |
| 4       | \$ 45.91                        |
| 5       | \$ 46.23                        |
| 6       | \$ 46.55                        |
| 7       | \$ 46.87                        |
| 8       | \$ 48.73                        |

**Mirrored to Transportation Bargaining Unit**

| H07_82B | Supervisor Transportation 12M |
|---------|-------------------------------|
| Step    | 2026-27                       |
| 1       | \$ 33.99                      |
| 2       | \$ 34.57                      |
| 3       | \$ 35.16                      |
| 4       | \$ 35.74                      |
| 5       | \$ 36.30                      |
| 6       | \$ 36.87                      |
| 7       | \$ 37.44                      |

| H07_82C | Supervisor Training |
|---------|---------------------|
| Step    | 2026-27             |
| 1       | \$ 36.97            |
| 2       | \$ 37.62            |
| 3       | \$ 38.27            |
| 4       | \$ 38.91            |
| 5       | \$ 39.53            |
| 6       | \$ 40.16            |
| 7       | \$ 40.79            |

| H07_83D | Supervisor, Asst. Training |
|---------|----------------------------|
| Step    | 2026-27                    |
| 1       | \$ 29.88                   |
| 2       | \$ 30.40                   |
| 3       | \$ 30.92                   |
| 4       | \$ 31.44                   |
| 5       | \$ 31.96                   |
| 6       | \$ 32.50                   |
| 7       | \$ 33.02                   |

| H07_84A | Router   |
|---------|----------|
| Step    | 2026-27  |
| 1       | \$ 33.99 |
| 2       | \$ 34.57 |
| 3       | \$ 35.16 |
| 4       | \$ 35.74 |
| 5       | \$ 36.30 |
| 6       | \$ 36.87 |
| 7       | \$ 37.44 |

| H19_82A | Supervisor Transportation 10M |
|---------|-------------------------------|
| Step    | 2026-27                       |
| 1       | \$ 34.49                      |
| 2       | \$ 35.08                      |
| 3       | \$ 35.67                      |
| 4       | \$ 36.25                      |
| 5       | \$ 36.82                      |
| 6       | \$ 37.39                      |
| 7       | \$ 37.97                      |

| H07_83B | Dispatcher |
|---------|------------|
| Step    | 2026-27    |
| 1       | \$ 33.99   |
| 2       | \$ 34.57   |
| 3       | \$ 35.16   |
| 4       | \$ 35.74   |
| 5       | \$ 36.30   |
| 6       | \$ 36.87   |
| 7       | \$ 37.44   |

**Mirrored to Paraprofessionals Bargaining Unit**

| H20_13C | Accompanist |
|---------|-------------|
| Step    | 2026-27     |
| 1       | \$ 25.68    |
| 2       | \$ 25.93    |
| 3       | \$ 26.19    |
| 4       | \$ 26.45    |
| 5       | \$ 26.71    |
| 6       | \$ 26.98    |
| 7       | \$ 27.25    |
| 8       | \$ 27.52    |
| 9       | \$ 27.79    |
| 10      | \$ 28.07    |
| 11      | \$ 28.35    |
| 12      | \$ 28.63    |
| 13      | \$ 28.91    |
| 14      | \$ 29.20    |
| 15      | \$ 29.49    |
| 16      | \$ 29.78    |

| H35_95D | ISS Specialist NE |
|---------|-------------------|
| Step    | 2026-27           |
| 1       | \$ 33.29          |
| 2       | \$ 33.75          |
| 3       | \$ 34.22          |
| 4       | \$ 34.69          |
| 5       | \$ 35.16          |
| 6       | \$ 35.63          |
| 7       | \$ 36.10          |
| 8       | \$ 36.57          |
| 9       | \$ 37.04          |
| 10      | \$ 37.51          |
| 11      | \$ 37.98          |
| 12      | \$ 38.46          |
| 13      | \$ 38.93          |
| 14      | \$ 39.41          |
| 15      | \$ 39.87          |
| 16      | \$ 40.35          |

| H68_68A | Registered Behavior Tech |
|---------|--------------------------|
| Step    | 2026-27                  |
| 1       | \$ 25.36                 |
| 2       | \$ 25.83                 |
| 3       | \$ 26.29                 |
| 4       | \$ 26.75                 |
| 5       | \$ 27.21                 |
| 6       | \$ 27.68                 |
| 7       | \$ 28.15                 |
| 8       | \$ 28.61                 |
| 9       | \$ 29.07                 |
| 10      | \$ 29.54                 |
| 11      | \$ 30.01                 |
| 12      | \$ 30.47                 |
| 13      | \$ 30.93                 |
| 14      | \$ 31.41                 |
| 15      | \$ 31.87                 |
| 16      | \$ 32.34                 |

**Mirrored to Bilingual Liaisons Bargaining Unit**

| H34_94C | Interpreter |
|---------|-------------|
| Step    | 2026-27     |
| 1       | \$ 37.96    |
| 2       | \$ 38.73    |
| 3       | \$ 39.51    |
| 4       | \$ 40.28    |
| 5       | \$ 41.06    |
| 6       | \$ 41.83    |
| 7       | \$ 42.62    |
| 8       | \$ 43.40    |
| 9       | \$ 44.17    |
| 10      | \$ 44.95    |

**Mirrored to OEA Bargaining Unit**

| S04_22B | Sevice Coordinator |
|---------|--------------------|
| Step    | 2026-27            |
| 1       | \$ 71,642.50       |
| 2       | \$ 72,546.37       |
| 3       | \$ 73,446.25       |
| 4       | \$ 74,342.27       |
| 5       | \$ 75,234.53       |
| 6       | \$ 76,123.14       |
| 7       | \$ 77,008.20       |
| 8       | \$ 77,889.81       |
| 9       | \$ 78,768.06       |
| 10      | \$ 79,643.04       |
| 11      | \$ 80,513.75       |
| 12      | \$ 81,380.73       |
| 13      | \$ 82,243.96       |
| 14      | \$ 83,103.43       |
| 15      | \$ 83,959.10       |
| 16      | \$ 84,806.75       |
| 17      | \$ 85,648.95       |
| 18      | \$ 86,485.47       |
| 19      | \$ 87,316.09       |
| 20      | \$ 88,140.62       |

| S36_95E | Trainer - FT |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 57,516.97 |
| 2       | \$ 58,242.59 |
| 3       | \$ 58,965.00 |
| 4       | \$ 59,684.31 |
| 5       | \$ 60,400.61 |
| 6       | \$ 61,113.98 |
| 7       | \$ 61,824.50 |
| 8       | \$ 62,532.26 |
| 9       | \$ 63,237.32 |
| 10      | \$ 63,939.76 |
| 11      | \$ 64,638.78 |
| 12      | \$ 65,334.79 |
| 13      | \$ 66,027.81 |
| 14      | \$ 66,717.81 |
| 15      | \$ 67,404.76 |
| 16      | \$ 68,085.28 |
| 17      | \$ 68,761.43 |
| 18      | \$ 69,433.01 |
| 19      | \$ 70,099.86 |
| 20      | \$ 70,761.83 |

| S51_04A | Audiologist MA/Board Certified<br>Behavior Analyst |
|---------|----------------------------------------------------|
| Step    | 2026-27                                            |
| 1       | \$ 62,563.86                                       |
| 2       | \$ 63,551.17                                       |
| 3       | \$ 64,539.02                                       |
| 4       | \$ 65,527.42                                       |
| 5       | \$ 66,516.38                                       |
| 6       | \$ 67,505.90                                       |
| 7       | \$ 68,495.99                                       |
| 8       | \$ 69,486.65                                       |
| 9       | \$ 70,477.90                                       |
| 10      | \$ 71,469.72                                       |
| 11      | \$ 72,462.14                                       |
| 12      | \$ 73,455.16                                       |
| 13      | \$ 74,448.79                                       |
| 14      | \$ 75,443.02                                       |
| 15      | \$ 76,437.86                                       |
| 16      | \$ 77,433.33                                       |
| 17      | \$ 78,429.43                                       |
| 18      | \$ 79,426.17                                       |
| 19      | \$ 80,423.53                                       |
| 20      | \$ 81,421.56                                       |

| S51_04B | Audiologist PHD |
|---------|-----------------|
| Step    | 2026-27         |
| 1       | \$ 70,114.65    |
| 2       | \$ 71,108.55    |
| 3       | \$ 72,103.06    |
| 4       | \$ 73,098.20    |
| 5       | \$ 74,093.94    |
| 6       | \$ 75,090.33    |
| 7       | \$ 76,087.36    |
| 8       | \$ 77,085.03    |
| 9       | \$ 78,083.33    |
| 10      | \$ 79,082.30    |
| 11      | \$ 80,081.94    |
| 12      | \$ 81,082.24    |
| 13      | \$ 82,083.23    |
| 14      | \$ 83,084.90    |
| 15      | \$ 84,087.25    |
| 16      | \$ 85,090.29    |
| 17      | \$ 86,094.05    |
| 18      | \$ 87,098.52    |
| 19      | \$ 88,103.71    |
| 20      | \$ 89,109.61    |

| S52_07A | Non-Degree Teacher |
|---------|--------------------|
| Step    | 2026-27            |
| 1       | \$ 48,325.33       |
| 2       | \$ 48,933.53       |
| 3       | \$ 49,539.14       |
| 4       | \$ 50,142.22       |
| 5       | \$ 50,742.86       |
| 6       | \$ 51,341.12       |
| 7       | \$ 51,937.07       |
| 8       | \$ 52,530.78       |
| 9       | \$ 53,122.31       |
| 10      | \$ 53,711.73       |
| 11      | \$ 54,298.36       |
| 12      | \$ 54,882.56       |
| 13      | \$ 55,464.33       |
| 14      | \$ 56,043.65       |
| 15      | \$ 56,620.51       |
| 16      | \$ 57,192.10       |
| 17      | \$ 57,760.10       |
| 18      | \$ 58,324.39       |
| 19      | \$ 58,884.82       |
| 20      | \$ 59,441.25       |

| S62_05D | OT/PT MA     |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 60,126.81 |
| 2       | \$ 61,634.13 |
| 3       | \$ 63,141.98 |
| 4       | \$ 64,650.35 |
| 5       | \$ 66,159.27 |
| 6       | \$ 67,668.72 |
| 7       | \$ 69,178.73 |
| 8       | \$ 70,689.27 |
| 9       | \$ 72,200.39 |
| 10      | \$ 73,712.06 |
| 11      | \$ 75,224.31 |
| 12      | \$ 76,737.12 |
| 13      | \$ 78,250.52 |
| 14      | \$ 79,764.48 |
| 15      | \$ 81,279.06 |
| 16      | \$ 82,794.24 |
| 17      | \$ 84,310.01 |
| 18      | \$ 85,826.40 |
| 19      | \$ 87,343.39 |
| 20      | \$ 88,861.01 |

| S62_05F | OT/PT PhD    |
|---------|--------------|
| Step    | 2026-27      |
| 1       | \$ 66,768.60 |
| 2       | \$ 68,136.25 |
| 3       | \$ 69,504.45 |
| 4       | \$ 70,873.27 |
| 5       | \$ 72,242.67 |
| 6       | \$ 73,612.69 |
| 7       | \$ 74,983.31 |
| 8       | \$ 76,354.53 |
| 9       | \$ 77,726.39 |
| 10      | \$ 79,098.86 |
| 11      | \$ 80,471.96 |
| 12      | \$ 81,845.71 |
| 13      | \$ 83,220.10 |
| 14      | \$ 84,595.13 |
| 15      | \$ 85,970.82 |
| 16      | \$ 87,347.18 |
| 17      | \$ 88,724.21 |
| 18      | \$ 90,101.92 |
| 19      | \$ 94,279.60 |
| 20      | \$ 95,814.19 |

| S04_04D | Board Certified Behavior Analyst |
|---------|----------------------------------|
| Step    | 2026-27                          |
| 1       | \$ 86,855.79                     |
| 2       | \$ 88,226.45                     |
| 3       | \$ 89,597.84                     |
| 4       | \$ 90,970.01                     |
| 5       | \$ 92,342.96                     |
| 6       | \$ 93,716.68                     |
| 7       | \$ 95,091.20                     |
| 8       | \$ 96,466.50                     |
| 9       | \$ 97,842.63                     |
| 10      | \$ 99,219.55                     |
| 11      | \$ 100,597.31                    |
| 12      | \$ 101,975.88                    |
| 13      | \$ 103,355.31                    |
| 14      | \$ 104,735.58                    |
| 15      | \$ 106,116.70                    |
| 16      | \$ 107,498.68                    |
| 17      | \$ 108,881.54                    |
| 18      | \$ 110,265.28                    |
| 19      | \$ 111,649.89                    |
| 20      | \$ 113,035.42                    |

### **Non-Schedule Hourly Rates**

| Grade | Description                    | 26-27 Hourly PT |
|-------|--------------------------------|-----------------|
| 06A   | Substitute Teacher             | \$260 per day   |
| 95F   | Athletic Trainer PT            | \$31.00         |
| 04C   | Audiologist PT                 | \$39.50         |
| 15F   | Extra Pay Teacher/Nurse        | \$32.00         |
| 14A   | Non-Degree Teacher PT          | \$25.50         |
| 15A   | School Activity Supervision PT | \$20.00         |
| 98F   | Substitute Psychologist        | \$32.00         |
| 59E   | Cashier PT                     | \$18.50         |
| 59G   | Dishmachine PT                 | \$18.00         |
| 59C   | Kitchen Assistant PT           | \$18.00         |
| 59D   | Nutrition Backup Manager PT    | \$18.75         |
| 59W   | Student, Nutrition PT          | \$15.00         |
| 59A   | Substitute Cafeteria           | \$15.50         |
| 65A   | Office Staff PT                | \$18.89         |
| 94A   | Technician PT                  | \$22.25         |
| 50O   | Carpenter PT                   | \$35.50         |
| 33W   | Custodial Aide PT              | \$20.50         |
| 52J   | Operations/Maintenance Sum PT  | \$15.00         |
| 33R   | Truck Driver/Supply Clerk PT   | \$27.00         |
| 13D   | Accompanist PT                 | \$22.50         |
| 60A   | Para, General Ed PT            | \$17.50         |
| 61A   | Para, SPED1 PT                 | \$18.00         |
| 61S   | Para, SPED2 PT                 | \$19.00         |
| 35I   | School Aide PT                 | \$15.00         |
| 61T   | Substitute Paraprofessional    | \$17.00         |
| 84C   | Transportation Router PT       | \$29.50         |
| 15M   | Extra Duty Translation Service | \$22.00         |
| 32L   | Security PT                    | \$18.00         |
| 90A   | Student, Mentor PT             | \$15.00         |
| 90B   | Student, P.E. Swim Aide PT     | \$15.00         |
| 98G   | Tutor PT                       | \$35.00         |
| 98D   | Appraisers PT                  | \$35.00         |
| 98B   | Recruiters, PT                 | \$32.00         |
| 98C   | Special Projects PT            | \$32.00         |
| 98E   | Job Coverage PT Administrative | \$32 - \$100    |

**Substitute Teachers** who serve ten (10) days or more in the same position shall be paid, beginning with the tenth day of service in the same position, \$270 per day for 2026-2027, for as long as the substitute teacher continues service in that same position.

## **MIRRORING**

Non-negotiated personnel match up generally with bargaining units and a meet and confer group as follows:

OEA: Audiologist, Board Certified Behavioral Analyst, Non-Degree Teacher, Athletic Trainer, OT/PT, Service Coordinator

Bilingual Liaisons: Interpreter

Paraprofessionals: Accompanist, ISS Specialist, and Registered Behavioral Tech

Office Personnel: Administrative Secretary Level 2, Administrative Secretary Level 3, Administrative Secretary Level 4, Administrative Secretary Level 5, Administrative Secretary Level 6, Administrative Secretary Level 7, Technician I Hourly, Technician II Hourly, Technician III Hourly, Technician IV Hourly, Technician III Salaried, Technician IV Salaried, Technician V Salaried, Technician VI Salaried

OSAA: Specialist I 10M Hourly, Specialist II 10M Hourly, Specialist III 10M Hourly, Specialist I 10M Salaried, Specialist II 10M Salaried, Specialist III 10M Salaried, Specialist IV 10M Salaried, Specialist V 10M Salaried, Specialist VI 10M Salaried, Specialist VII 10M Salaried. Specialist I 12M Salaried, Specialist II 12M Salaried, Specialist III 12M Salaried, Specialist IV 12M Salaried, Specialist V 12M Salaried, Specialist VI 12M Salaried, Lead, Administrator, Coordinator, Director, Executive Director, Chief, Administrator Legal

Operations: Operational Services Specialist

Transportation: Supervisor Transportation 12M, Supervisor Training, Dispatcher, Supervisor Assistant Training, Router, Supervisor Transportation 10M

## **LONG SERVICE INCREMENT (LSI)**

All Non-Negotiated full-time employees shall receive LSI at the same rates as their respective mirrored bargaining unit or meet and confer group.

## **OTHER BENEFITS**

Full-time employees will generally be eligible to receive benefits in accordance with the Collective Bargaining Agreement or Handbook in which their job is mirrored.

## **STEP PLACEMENT**

### **A. Chief Positions**

New employees to the District and current employees of the District other than those serving on Executive Council shall be placed on Step 1. Current employees of the District serving on Executive Council shall be placed on the next step above the number of creditable years of service on Executive Council.

### **B. Executive Director, Principal Supervisor, Director, Coordinator, Administrator and Lead Positions**

New employees to the District and current employees of the District, other than those serving as a Senior Administrator, shall be placed on Step 1 of the salary schedule for the respective Level. Current employees of the District moving from a Senior Administrator position into Levels 3 through 7 shall be placed on the next step above the number of creditable years of service as a Senior Administrator. For purposes of step placement, Senior Administrator shall include employees in positions with L06, L06A, L07, L08, L09, L10, and L11 salary plans and the S04\_92E and S04\_92F salary grades.

Employees with outside work experience in a comparable Senior Administrator position may receive credit for each creditable year of service up to a maximum of fifteen (15) years for initial placement on the salary schedule. In their sole discretion, the Chief Talent Officer shall determine whether such outside work experience is comparable to a District Senior Administrator position and how much outside experience shall be credited toward placement on a step. The Superintendent or their designee may award new employees with unique outside experience up to a maximum of fifteen (15) years for initial placement on the salary schedule.

### **C. All Other Non-Negotiated Positions**

New employees to the District and current employees of the District moving into a Non-Negotiated position for the first time that is not mirrored to the bargaining unit or meet and confer group from which the employee is moving shall be placed on Step 1. Current employees of the District moving from a position covered by a collective bargaining or meet and confer agreement to a Non-Negotiated position which mirrors the bargaining unit or meet and confer group from which the employee is moving, shall be placed on the next step above the number of creditable years of service the employee has as a member of the bargaining unit or meet and confer group. Current employees of the District moving from one Non-Negotiated position to another Non-Negotiated position within the same mirrored bargaining unit or meet and confer group, other than those on Levels 2 through 7, shall be placed on the next step above the number of creditable years of service within the Non-Negotiated group. Current employees of the District moving from one Non-Negotiated position to another Non-Negotiated position mirrored to a different bargaining unit or meet and confer group, other than those on Levels 2 through 7, shall be placed on Step 1. Employees with outside work experience in a comparable position to the one for which the employee is being hired and whose mirrored collective bargaining agreement permits credit for outside service may receive credit for each creditable year of service up to the maximum permitted in the mirrored collective bargaining agreement for initial placement on the salary schedule. In his or her sole discretion, the Chief Talent Officer shall determine whether such outside work experience is comparable to the Non-Negotiated position for which the employee is being hired and how much outside experience shall be credited toward placement on step.

### **D. Negative Impact of Application of Step Placement**

In the event the application of these step placement principles to the new salary schedules results in a salaried employee receiving less base salary than they currently receive, that employee shall continue to receive their current salary until such time as step movement results in an increase in salary.

### **STEP MOVEMENT**

Employees covered by the Non-Negotiated agreement who achieve a creditable year of service by July 31, will move on step beginning August 1 for the following year. Upon reaching the final step of the salary schedule, movement on step shall cease.

### **CREDITABLE YEAR OF SERVICE**

For all employees, a creditable year is as defined in the Policies and Regulations of the School District of Omaha.

### **INTERIM DUAL SERVICE**

In the event an employee on the Executive Director (S04 27E) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on an interim basis, the employee shall be paid as though the employee were on the Chief (S04 29A) salary schedule for such time as the employee serves in the Chief (S04 29A) level role. In the event an employee already on the Chief (S04 29A) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on an interim basis, in addition to his or her regular duties, the employee shall receive an additional stipend in the amount of One Thousand Five Hundred Dollars (\$1,500), payable as wages per month for such time as the employee is in dual service.

### **PERMANENT DUAL SERVICE**

In the event, an employee already on the Chief (S04 29A) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on a permanent basis in addition to his or her regular duties, the employee's salary shall be increased by 15% for such time as the employee is in permanent dual service.

### **HEALTH INSURANCE**

No covered employee who a) was employed by the District during the 2025-2026 school year, b) remains employed during the 2026-2027 school year, and c) elects the same health insurance plan coverage tier for both school years, shall suffer a reduction in gross pay for the 2026-2027 school year as a result of the increase in employee health insurance premium contributions. Affected employees shall receive a single off-schedule salary supplement on the first paycheck in December in an amount necessary to match the employee's gross pay for the 2025-26 contract year. For purposes of this clause, gross pay shall be defined as the covered employee's schedule salary plus any applicable Long Service Increment less the employee's health insurance premium contribution.