2026-27 - ISD Classified Salary Schedule

PARAPROFESSIONAL - SEIU 26-27	STEP 1 Yrs 0-2*	STEP 2 Yrs 3-4	STEP 3 Yrs 5-6	STEP 4 Yrs 7-8	STEP 5 Yrs 9-10	STEP 6 Yrs 11-12	STEP 7 Yrs 13-14
Base	**$ 27.94**	**$ 28.35**	**$ 29.00**	**$ 30.46**	**$ 30.95**	**$ 31.75**	**$ 32.62**
CTE	$ 28.94	$ 29.35	$ 30.00	$ 31.46	$ 31.95	$ 32.75	$ 33.62
LRCI	$ 29.44	$ 29.85	$ 30.50	$ 31.96	$ 32.45	$ 33.25	$ 34.12
LRCII	$ 30.44	$ 30.85	$ 31.50	$ 32.96	$ 33.45	$ 34.25	$ 35.12
HRS	$ 30.44	$ 30.85	$ 31.50	$ 32.96	$ 33.45	$ 34.25	$ 35.12
ACT	$ 30.69	$ 31.10	$ 31.75	$ 33.21	$ 33.70	$ 34.50	$ 35.37
ECHO	$ 33.94	$ 34.35	$ 35.00	$ 36.46	$ 36.95	$ 37.75	$ 38.62
UNS/PLC	$ 42.94	$ 43.35	$ 44.00	$ 45.46	$ 45.95	$ 46.75	$ 47.62
SECURITY - SEIU 26-27	**Yrs 0-2**	**Yrs 3-4**	**Yrs 5-6**	**Yrs 7-8**	**Yrs 9-10**	**Yrs 11-12**	**Yrs 13-14**
Security	$ 43.94	$ 44.35	$ 45.00	$ 46.46	$ 46.95	$ 47.75	$ 48.62
District Safety & Security Lead Officer	$ 57.94	$ 58.35	$ 59.00	$ 60.46	$ 60.95	$ 61.75	$ 62.62

*** Substitute Rates**

Longevity Begins Year 15 - $0.75; effective 9-1-24

Longevity Begins Year 20 - $1.00; effective 9-1-24

FOOD SERVICES - UCWU 26-27	Yrs 1-3	Yrs 4-7	Yrs 8-11	Yrs 12-15	Yrs 16+
Substitute	$24.15				
Assistant	$24.15	$24.65	$25.15	$25.65	$26.15
Baker/Cashier/Courier	$28.10	$28.60	$29.10	$29.60	$30.10
Baker - Secondary	$28.54	$29.04	$29.54	$30.04	$30.54
Manager - Elementary	$30.57	$31.07	$31.57	$32.07	$32.57
Floater	$30.85	$31.35	$31.85	$32.35	$32.85
Manager - Secondary	$30.85	$31.35	$31.85	$32.35	$32.85

MECHANICS - IAM	26-27
Foreman	$60.16
Vehicle Inv Parts Spec/Mechanic	$52.04
Journeyman	$52.04
Leadman	$55.16

$.25 per certificate-maximum of six

Longevity Begins Year 5 - $0.25; effective 9-1-25

Longevity Begins Year 10 - $0.50; effective 9-1-25

Longevity Begins Year 15 - $0.75; effective 9-1-25

Longevity Begins Year 20 - $1.00; effective 9-1-25

OFFICE PERSONNEL - PSE			26-27
Step	**B**	**C**	**D**
1*	$ 32.77	$ 34.77	$ 36.68
2	$ 32.77	$ 34.77	$ 36.68
3	$ 33.10	$ 35.11	$ 37.05
4	$ 33.47	$ 35.51	$ 37.37
5	$ 33.81	$ 35.83	$ 37.75
6	$ 34.81	$ 36.86	$ 38.80
7	$ 35.20	$ 37.24	$ 39.16
8	$ 36.22	$ 38.31	$ 40.28
9	$ 36.59	$ 38.67	$ 40.66
10	$ 37.70	$ 39.81	$ 41.79
11	$ 38.10	$ 40.20	$ 42.17
12 thru 15	$ 40.21	$ 42.42	$ 44.45
16+	$ 40.95	$ 43.20	$ 45.29
Career Specialist		**Step 1**	**$ 41.59**
		Step 2	**$ 42.85**

*** Substitute Rates**

$0.45-$0.66 cents per hour for PSP Certificate

CLASSIFIED NURSE - ISNA	26-27
Step	**Rate**
1	$ 57.97
2	$ 58.48
3	$ 59.00
4	$ 59.51
5	$ 60.02
6	$ 60.53
7	$ 61.05
8	$ 61.56
9	$ 62.07
10	$ 62.59
11	$ 63.10
12	$ 63.61
13	$ 64.13
14	$ 64.64
15	$ 65.15

UNREP HOURLY GROUPS	26-27
Assistant Preschool Specialist	$ 29.57
BASC- Assistant Coordinator	$ 29.57
Braillist	$ 46.51
COTA	$ 39.05
District Media Tech.	$ 36.50
ECEAP - Assistant Teacher	$ 32.62
ECEAP - Family Support	$ 39.05
ECEAP - Teacher	$ 44.53
Education Advocate	$ 39.05
Family Partnership Liaison	$ 39.05
VOC Specialist I	$ 32.51
Interpreter Tutor	$ 36.49
Language Access Coord	$ 50.64
LPN	$ 32.87
Mental Health	$ 39.71
Preschool Specialist	$ 39.13
Theatre Manager	$ 45.30
Tech Specialist	$ 43.20
Tech Spec Lead (223 Days)	$ 48.10
Theatre Manager	$ 45.30
VOICE Program Coordinator	$ 39.05

CUST/MAINT - TEAMSTERS	26-27
Custodian	$ 33.48
Custodian I	$ 34.20
Lead Custodian - EL	$ 37.17
Lead Custodian - MS	$ 37.97
Lead Custodian - HS	$ 39.65
Lead Custodian - Admin	$ 37.97
Electrician	$ 56.32
HVAC - Filter	$ 38.72
HVAC - PM	$ 48.07
HVAC - Tech	$ 56.32
HVAC - Lead	$ 63.15
Locksmith	$ 49.56
Plumber	$ 56.32
Carpenter	$ 49.56
Central Landscape Tech	$ 49.56
Central Equipment Tech	$ 49.56
Painter	$ 49.56
Maintenance Specialist	$ 40.12
Landscape Tech	$ 43.47
Landscape Tech - Lead	$ 53.96
Stadium Caretaker	$ 43.47
Warehouse Person/Driver	$ 41.23
Warehouse Supervisor/Lead	$ 53.96
Grounds Helper	$ 28.60
Sub Custodian	$ 28.14

Longevity Begins Year 10 - $0.50; effective 9-1-22

Longevity Begins Year 15 - $0.75; effective 9-1-22

Longevity Begins Year 20 - $1.00; effective 9-1-22

BUS - AFSCME	7/1/26	9/1/26
Asst. Dispatch	$42.32	$42.32
Asst. Driver Trainer	$42.32	$42.32
Asst. Router	$42.32	$42.32
Driver	$40.32	$40.32
Probationary Driver	$37.10	$37.10