2026/2027
TRUE
CORE CERTIFICATED ANNUAL SALARY SCHEDULE 1
Effective July 1, 2026

	YEAR	Frozen BA A	Credential B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
Schedule 1 - Core Certificated Arts Integration Specialist, Elementary Counselor, English Language Arts Lesson Design Teacher, NGSS Implementation Specialist, Professional Learning Community Implementation Specialist, RSP Teacher, School Social Worker, Special Education Teacher, Student Learning Coach, Student Support Teacher, Teacher, Teacher Adaptive Physical Education, Teacher Librarian, Vision Specialist (186 days)	1		68,500	69,872	71,271	72,693	74,149
	2		69,872	71,271	72,693	74,149	76,742
	3		71,271	72,693	74,149	76,742	79,429
	4		72,693	74,149	76,742	79,429	82,209
	5		74,149	76,742	79,429	82,209	85,086
	6		76,742	79,429	82,209	85,086	88,067
	7		79,429	82,209	85,086	88,067	91,149
	8		82,209	85,086	88,067	91,149	94,340
	9		85,086	88,067	91,149	94,340	97,641
	10		88,067	91,149	96,883	100,204	103,636
	11				100,276	103,709	107,263
	12				100,276	107,338	111,018
	13				100,276	111,096	114,903
	14				100,276	114,984	118,926
	15				102,363	121,099	125,177
	20				103,756	123,188	127,266
	25				105,149	124,580	130,051
	30						133,534
National Board Certification			2,000	2,000	2,000	2,000	2,000
Masters Degree			2,000	2,000	2,000	2,000	2,000
Doctorate Degree							2,000

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
CERTIFICATED ANNUAL SALARY SCHEDULE 2
Effective July 1, 2026

Schedule 2 - Augmentative Alternative Communication Specialist, Language/Speech/Hearing Specialist, Mental Health Therapist, Nurses, Program Specialists, Program Specialist - Student Engagement, Program Specialist - Student Services, Program Specialists Early Childhood Education/Child Development, Program Specialists for Special Education, School Psychologists, Transition Specialists

(192 days)

YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
1	89,025	91,694	94,445	97,280	100,196	103,202
2	91,694	94,445	97,280	100,196	103,202	106,298
3	94,445	97,280	100,196	103,202	106,298	109,488
4	97,280	100,196	103,202	106,298	109,488	112,771
5	100,196	103,202	106,298	109,488	112,771	116,154
6	103,202	106,298	109,488	112,771	116,154	119,639
7	106,298	109,488	112,771	116,154	119,639	123,229
8			116,154	119,639	123,229	126,926
9				123,229	126,926	130,733
10				129,015	132,821	136,745
11				129,015	132,821	136,745
12				129,015	132,821	136,745
13				129,015	132,821	136,745
14				129,015	132,821	136,745
15				131,104	134,910	138,833
20				132,496	137,000	140,923
25				133,892	138,393	143,710
30						147,191
National Board Certification		2,000	2,000	2,000	2,000	2,000
Masters Degree			2,000	2,000	2,000	2,000
Doctorate Degree						2,000

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
PART DAY PRESCHOOL ANNUAL SALARY SCHEDULE 3A
Effective July 1, 2026

	YEAR	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/16 GE units +6 specialization units + 2 adult supervision units	AA*	AA* + 15 units	AA* + 30 units	AA* + 45 units	Bachelor's Degree**	Bachelor's Degree** plus Credential
Schedule 3A - Part Day Preschool Early Childhood Development Teachers, Early Childhood Development Preschool Site Supervisors (186 days)	1	35,699	36,776	37,876	39,024	40,190	41,397	42,652	45,210
	2	36,409	37,510	38,633	39,798	40,986	42,218	43,513	46,123
	3	37,144	38,267	39,413	40,597	41,811	43,060	44,380	47,041
	4	37,876	39,024	40,206	41,419	42,652	43,922	45,263	47,979
	5	38,633	39,798	41,006	42,241	43,513	44,809	46,169	48,937
	6	38,633	39,798	41,828	43,082	44,380	45,718	47,099	49,923
	7	38,633	39,798	42,670	43,945	45,263	46,624	48,051	50,932
	8	38,633	39,798	42,670	43,945	46,169	47,553	49,023	51,964
	9	38,633	39,798	42,670	43,945	46,169	48,503	49,992	52,991
	10	40,931	42,097	44,970	46,244	48,466	51,772	53,284	56,481
	11	40,931	42,097	44,970	46,244	48,466	51,772	53,284	56,481
	12	40,931	42,097	44,970	46,244	48,466	51,772	53,284	56,481
	13	40,931	42,097	44,970	46,244	48,466	51,772	53,284	56,481
	14	40,931	42,097	44,970	46,244	48,466	51,772	53,284	56,481
	15	43,229	44,395	47,267	48,542	50,765	54,070	55,583	58,917
National Board Certification		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Masters Degree								2,000	2,000
Doctorate Degree								2,000	2,000

Site Supervisor with a Site Supervisor permit or a Master's Teacher permit - 1,800

*AA in ECE or Liberal Studies (which includes 24 ECE Units)
**BA in either ECE Child Development or Human Development OR a BA in any other major which includes 24 ECE units and a teacher's permit OR a BA in any other major with a Multiple Subjects credential with Preschool authorization

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
CHILDREN CENTERS ANNUAL SALARY SCHEDULE 3B
Effective July 1, 2026

Schedule 3B - Children Centers (CCTR and Full Day) Early Childhood Development Children's Center Site Supervisors, Early Childhood Development Preschool Site Supervisors, Early Childhood Development Teachers (230 days)	YEAR	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/16 GE units +6 specialization units + 2 adult supervision units	AA*	AA* + 15 units	AA* + 30 units	AA* + 45 units	Bachelor's Degree**	Bachelor's Degree** plus Credential
	1	50,448	51,972	53,529	55,143	56,794	58,503	60,267	63,885
	2	51,455	53,009	54,595	56,247	57,923	59,662	61,492	65,181
	3	52,492	54,077	55,694	57,372	59,082	60,849	62,714	66,477
	4	53,529	55,143	56,826	58,533	60,267	62,074	63,968	67,806
	5	54,595	56,247	57,953	59,692	61,492	63,323	65,248	69,165
	6	54,595	56,247	59,112	60,883	62,714	64,606	66,560	70,553
	7	54,595	56,247	60,305	62,101	63,968	65,886	67,900	71,974
	8	54,595	56,247	60,305	62,101	65,248	67,199	69,275	73,430
	9	54,595	56,247	60,305	62,101	65,248	68,544	70,647	74,884
	10	56,897	58,543	62,604	64,400	67,545	72,215	74,351	78,814
	11	56,897	58,543	62,604	64,400	67,545	72,215	74,351	78,814
	12	56,897	58,543	62,604	64,400	67,545	72,215	74,351	78,814
	13	56,897	58,543	62,604	64,400	67,545	72,215	74,351	78,814
	14	56,897	58,543	62,604	64,400	67,545	72,215	74,351	78,814
	15	59,194	60,841	64,902	66,700	69,846	74,512	76,650	81,249
National Board Certification		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Masters Degree								2,000	2,000
Doctorate Degree								2,000	2,000

Site Supervisor with a Site Supervisor permit or a Master's Teacher permit - 1,800

*AA in ECE or Liberal Studies (which includes 24 ECE Units)
**BA in either ECE Child Development or Human Development OR a BA in any other major which includes 24 ECE units and a teacher's permit OR a BA in any other major with a Multiple Subjects credential with Preschool authorization

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
HEAD START ANNUAL SALARY SCHEDULE 3C
Effective July 1, 2026

Schedule 3C -	YEAR	Teacher	Master Teacher	AA in ECE	Any BA with min 24 ECE units	Any BA with min 24 ECE units plus Credential
Head Start	1	36,818	39,462	42,287	45,304	48,022
Early Childhood	2	38,852	41,631	44,605	47,798	50,666
Development Preschool	3	40,971	43,905	47,053	50,424	53,449
Site Supervisors -Head	4	43,226	46,312	49,636	53,180	56,372
Start, Early Childhood	5	45,608	48,869	52,367	56,110	59,475
Development Teachers -	6	45,608	48,869	55,255	59,215	62,767
Head Start	7	45,608	48,869	58,297	62,455	66,202
	8	45,608	48,869	58,297	62,455	66,202
(186 days)	9	45,608	48,869	58,297	62,455	66,202
	10	47,908	51,166	60,596	64,752	68,636
	11	47,908	51,166	60,596	64,752	68,636
	12	47,908	51,166	60,596	64,752	68,636
	13	47,908	51,166	60,596	64,752	68,636
	14	47,908	51,166	60,596	64,752	68,636
	15	50,206	53,467	62,892	67,052	71,075
National Board Certification		2,000	2,000	2,000	2,000	2,000
Masters Degree					2,000	2,000
Doctorate Degree					2,000	2,000

Site Supervisor with a Site Supervisor permit or a Master's Teacher permit _ 1,800

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
Adult Education Annual Salary Schedule 4A
Effective July 1, 2026

Adult Education Salary Schedule 4A -	Year	Credential +5 Expr. Voc. Ed. A	BA B	BA+30 C	BA+45 or MA D	BA+60 or MA+15 E
Teacher,	1	55,089	58,858	60,781	62,681	64,521
Teacher Adult Education ESL	2	56,985	60,781	62,681	64,521	66,449
	3	58,858	62,681	64,521	66,449	68,320
(186 Days)	4	60,781	64,521	66,449	68,320	70,189
	5	62,681	66,449	69,371	71,242	73,258
	6	64,521	68,320	71,242	73,258	75,098
	7	66,449	70,189	73,258	75,098	76,994
	8	68,320	72,206	75,098	76,994	78,893
	9	70,189	74,048	76,994	78,893	80,708
	10	72,206	75,943	79,944	81,759	83,663
	11			82,537	83,663	85,529
	12			82,537	85,529	87,449
	13			82,537	85,529	89,355
	14			82,537	**85,529**	89,355
	15			86,039	89,032	92,856
	20			90,942	93,932	97,754
National Board Certification		2,000	2,000	2,000	2,000	2,000
Masters Degree				2,000	2,000	2,000
Doctorate Degree						2,000

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
Adult Education Hourly Salary Schedule 4B
Effective July 1, 2026

Adult Education Hourly Schedule 4B -	Year	Credential +5 Expr. Voc. Ed. A	BA B	BA+30 C	BA+45 or MA D	BA+60 or MA+15 E
Teacher,	1	46.28	49.44	51.07	52.65	54.20
Teacher Adult Education ESL	2	47.87	51.07	52.65	54.20	55.82
	3	49.44	52.65	54.20	55.82	57.39
(186 Days)	4	51.07	54.20	55.82	57.39	58.96
	5	52.65	55.82	58.28	59.84	61.54
	6	54.20	57.39	59.84	61.54	63.10
	7	55.82	58.96	61.54	63.10	64.68
	8	57.39	60.67	63.10	64.68	66.27
	9	58.96	62.20	64.68	66.27	67.79
	10	60.67	63.79	67.17	68.68	70.28
	11			69.34	70.28	71.85
	12			69.34	71.84	73.46
	13			69.34	71.84	75.06
	14			69.34	71.84	75.06
	15			72.29	74.79	78.00
	20			76.40	78.92	82.12

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
CERTIFICATED ANNUAL SALARY SCHEDULE 6
Effective July 1, 2026

	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
Schedule 6 -	1	82,961	85,449	88,099	90,832	93,645	96,547
School Counselors Junior	2	85,449	88,099	90,832	93,645	96,547	99,544
High/High School, K-8	3	88,099	90,832	93,645	96,547	99,544	102,625
School Counselors, Positive	4	90,832	93,645	96,547	99,544	102,625	105,811
Behavior Intervention and	5	93,645	96,547	99,544	102,625	105,811	109,092
Support (PBIS) Specialist	6	96,547	99,544	102,625	105,811	109,092	112,471
	7	99,544	102,625	105,811	109,092	112,471	115,957
(198 days)	8			109,092	112,471	115,957	119,552
	9				115,957	119,552	123,259
	10				121,641	125,350	129,168
	11				121,641	125,350	129,168
	12				121,641	125,350	129,168
	13				121,641	125,350	129,168
	14				121,641	125,350	129,168
	15				123,730	127,439	131,257
	20				125,124	129,528	133,347
	25				126,517	130,921	136,132
	30						139,615
National Board Certification			2,000	2,000	2,000	2,000	2,000
Masters Degree				2,000	2,000	2,000	2,000
Doctorate Degree							2,000

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.

2026/2027
TRUE
CERTIFICATED ANNUAL SALARY SCHEDULE 7
Effective July 1, 2026

Schedule 7 - Arts Integration TOSA, Content Area Instructional Coach, Intervention Specialist MTSS, Mental Health Specialist, Parent Engagement Educator, Peer Assistance and Review Mentor Teacher, Special Education - Therapeutic Support Teacher, TOSA K-12, TOSA PK-6, TOSA 7-12, TOSA Adult Education (198 days)	YEAR	Frozen BA A	Credential B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1		72,919	74,377	75,865	77,384	78,930
	2		74,377	75,865	77,384	78,930	81,693
	3		75,865	77,384	78,930	81,693	84,553
	4		77,384	78,930	81,693	84,553	87,511
	5		78,930	81,693	84,553	87,511	90,577
	6		81,693	84,553	87,511	90,577	93,749
	7		84,553	87,511	90,577	93,749	97,027
	8		87,511	90,577	93,749	97,027	100,426
	9		90,577	93,749	97,027	100,426	103,940
	10		95,838	99,117	102,997	106,532	110,188
	11				106,602	110,259	114,045
	12				106,602	114,118	118,035
	13				106,602	118,115	122,167
	14				106,602	122,247	126,443
	15				108,692	128,617	132,957
	20				110,057	130,706	135,047
	25				111,424	132,072	137,834
	30						141,315
National Board Certification			2,000	2,000	2,000	2,000	2,000
Masters Degree			2,000	2,000	2,000	2,000	2,000
Doctorate Degree							2,000

Board Approved 4-14-26; 3.0% increase effective July 1, 2026.