

FY27 PENDING BUDGET APPROVAL 3.5% Pool, Step, Lop A, 1.55% COLA: July 1, 2026 10 Month Teacher Pay Scale (TA1) - 190 Day - 7 Hour*

Level 1			Level 2A & 2B																				
			Teachers Pursuing an NBC (2A) or Master's Degree (2B)																				
Bachelors			Bachelors			MA or 30 Hours			45 Hours			60 Hours			75 Hours			90 Hours					
			Less than 30 credits (21 grad)			Min 21 Grad Credits			Min 21 Grad Credits			Min 30 Grad Credits			Min 36 Grad Credits & 3 years teaching experience			Min 36 Grad Credits & 3 years teaching experience					
Lane 010			Lane 010			Lane 020			Lane 030			Lane 040			Lane 050			Lane 060					
			Fee Support to Obtain NBC			Fee Support to Obtain NBC			Fee Support to Obtain NBC			Fee Support to Obtain NBC			Fee Support to Obtain NBC			Fee Support to Obtain NBC					
Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary			
A			A			A			A			A			A			A					
B	1-4	60,250	B	1-4	60,250	B	1-4	62,005	B	1-4	64,466	B	1-4	67,335	B	4	69,794	B	4	72,253			
C	5	62,183	C	5	62,183	C	5	63,939	C	5-8	66,398	C	5-8	69,266	C	5-8	71,726	C	5-8	74,184			
D	6-9	64,115	D	6-9	64,115	D	6-9	66,281	D	9	68,739	D	9	71,609	D	9	74,068	D	9	76,528			
E	10	66,045	E	10	66,045	E	10	68,622	E	10	71,084	E	10	73,951	E	10	76,409	E	10	78,869			
F	11	67,980	F	11	67,980	F	11	70,963	F	11	73,425	F	11	76,291	F	11	78,753	F	11	81,211			
G	12	67,980	G	12	67,980	G	12	73,776	G	12	76,235	G	12	79,102	G	12	81,563	G	12	84,021			
H	13	67,980	H	13	67,980	H	13	76,586	H	13	79,046	H	13	81,914	H	13	84,374	H	13	86,832			
I	14	67,980	I	14	67,980	I	14	79,396	I	14	81,856	I	14	84,724	I	14	87,183	I	14	89,642			
J	15	67,980	J	15	67,980	J	15	82,207	J	15	84,666	J	15	87,535	J	15	89,995	J	15	92,453			
K	16	67,980	K	16	67,980	K	16	85,017	K	16	87,476	K	16	90,344	K	16	92,805	K	16	95,263			
L	17	67,980	L	17	67,980	L	17	86,422	L	17	88,883	L	17	91,750	L	17	94,210	L	17	96,668			
M	18	67,980	M	18	67,980	M	18	87,828	M	18	90,287	M	18	93,155	M	18	95,615	M	18	98,074			
N	19+	69,256	N	19+	69,256	N	19	89,232	N	19	91,693	N	19	94,560	N	19	97,021	N	19	99,478			
						O	20	90,638	O	20	93,098	O	20	95,967	O	20	98,425	O	20	100,885			
						P	21+	92,404	P	21	94,503	P	21	97,371	P	21	99,831	P	21	102,289			
									Q	22	95,908	Q	22	98,777	Q	22	101,235	Q	22	103,695			
									R	23	97,313	R	23	100,181	R	23	102,642	R	23	105,100			
									S	24+	99,106	S	24	101,588	S	24	104,047	S	24	106,505			
												T	25	102,992	T	25	105,452	T	25	107,911			
												U	26	104,396	U	26	106,857	U	26	109,317			
						V	27+	107,863				V	27+	111,098	V	27	113,121						
																					W	28+	114,153
												X	*36+	107,384	X	*36+	116,219						

*For 11 month teacher positions, add 18 days at your per diem rate to the salary noted for your lane and step.

* For 12 month teacher positions, add 54 days at your per diem rate to the salary noted for your lane and step.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For all other approved national certifications at level 2, add \$5,000.

For Doctorate Degrees, add \$2,000 salary enhancement to the appropriate scale, step and grade.

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/30 or 60 HR Scale

FY27 PENDING BUDGET APPROVAL 3.5% Pool, Step, Lop A, 1.55% COLA: July 1, 2026 10 Month Teacher Pay Scale (TA1) - 190 Day - 7 Hour*

Level 3A

Teachers with an NBC or Teachers with a Masters Degree in a Non-NBC Area

MA or 30 Hours			45 Hours			60 Hours			75 Hours			90 Hours		
Min 21 Grad Credits			Min 21 Grad Credits			Min 30 Grad Credits			Min 36 Grad Credits & 3 years teaching experience			Min 36 Grad Credits & 3 years teaching experience		
Lane 020			Lane 030			Lane 040			Lane 050			Lane 060		
Teachers with NBC or Teachers with a Masters in a non-NBC Area (add \$10,000) OR Teachers with an NBC that do not meet the state teacher definition (add \$5,000)			Teachers with NBC or Teachers with a Masters in a non-NBC Area (add \$10,000) OR Teachers with an NBC that do not meet the state teacher definition (add \$5,000)			Teachers with NBC or Teachers with a Masters in a non-NBC Area (add \$10,000) OR Teachers with an NBC that do not meet the state teacher definition (add \$5,000)			Teachers with NBC or Teachers with a Masters in a non-NBC Area (add \$10,000) OR Teachers with an NBC that do not meet the state teacher definition (add \$5,000)			Teachers with NBC or Teachers with a Masters in a non-NBC Area (add \$10,000) OR Teachers with an NBC that do not meet the state teacher definition (add \$5,000)		
Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary
A			A			A			A			A		
B	1-4	62,005	B	1-4	64,466	B	1-4	67,335	B	4	69,794	B	4	72,253
C	5	63,939	C	5-8	66,398	C	5-8	69,266	C	5-8	71,726	C	5-8	74,184
D	6-9	66,281	D	9	68,739	D	9	71,609	D	9	74,068	D	9	76,528
E	10	68,622	E	10	71,084	E	10	73,951	E	10	76,409	E	10	78,869
F	11	70,963	F	11	73,425	F	11	76,291	F	11	78,753	F	11	81,211
G	12	73,776	G	12	76,235	G	12	79,102	G	12	81,563	G	12	84,021
H	13	76,586	H	13	79,046	H	13	81,914	H	13	84,374	H	13	86,832
I	14	79,396	I	14	81,856	I	14	84,724	I	14	87,183	I	14	89,642
J	15	82,207	J	15	84,666	J	15	87,535	J	15	89,995	J	15	92,453
K	16	85,017	K	16	87,476	K	16	90,344	K	16	92,805	K	16	95,263
L	17	86,422	L	17	88,883	L	17	91,750	L	17	94,210	L	17	96,668
M	18	87,828	M	18	90,287	M	18	93,155	M	18	95,615	M	18	98,074
N	19	89,232	N	19	91,693	N	19	94,560	N	19	97,021	N	19	99,478
O	20	90,638	O	20	93,098	O	20	95,967	O	20	98,425	O	20	100,885
P	21+	92,404	P	21	94,503	P	21	97,371	P	21	99,831	P	21	102,289
			Q	22	95,908	Q	22	98,777	Q	22	101,235	Q	22	103,695
			R	23	97,313	R	23	100,181	R	23	102,642	R	23	105,100
			S	24+	99,106	S	24	101,588	S	24	104,047	S	24	106,505
						T	25	102,992	T	25	105,452	T	25	107,911
						U	26	104,396	U	26	106,857	U	26	109,317
						V	27+	107,863	V	27+	111,098	V	27	113,121
												W	28+	114,153
X	*36+	107,384				X	*36+	116,219						

*For 11 month teacher positions, add 18 days at your per diem rate to the salary noted for your lane and step.

*For 12 month teacher positions, add 54 days at your per diem rate to the salary noted for your lane and step.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For all other approved national certifications at level 2, add \$5,000.

For Doctorate Degrees, add \$2,000 salary enhancement to the appropriate scale, step and grade.

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/30 or 60 HR Scale

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Level 4

Teachers with an NBC or Teachers with a Masters Degree in a Non-NBC Area (add \$10,000)

MA or 30 Hours			45 Hours			60 Hours			75 Hours			90 Hours		
Min 21 Grad Credits			Min 21 Grad Credits			Min 30 Grad Credits			Min 36 Grad Credits & 3 years teaching experience			Min 36 Grad Credits & 3 years teaching experience		
Lane 020			Lane 030			Lane 040			Lane 050			Lane 060		
Teachers with NBC or Teachers with a Masters in a non-NBC Area in a Level 4 role Add \$5,000 for lead teacher Add \$10,000 for distinguished teacher			Teachers with NBC or Teachers with a Masters in a non-NBC Area in a Level 4 role Add \$5,000 for lead teacher Add \$10,000 for distinguished teacher			Teachers with NBC or Teachers with a Masters in a non-NBC Area in a Level 4 role Add \$5,000 for lead teacher Add \$10,000 for distinguished teacher			Teachers with NBC or Teachers with a Masters in a non-NBC Area in a Level 4 role Add \$5,000 for lead teacher Add \$10,000 for distinguished teacher			Teachers with NBC or Teachers with a Masters in a non-NBC Area in a Level 4 role Add \$5,000 for lead teacher Add \$10,000 for distinguished teacher		
Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary	Step	Years	Annual Salary
A			A			A			A			A		
B	1-4	62,005	B	1-4	64,466	B	1-4	67,335	B	4	69,794	B	4	72,253
C	5	63,939	C	5-8	66,398	C	5-8	69,266	C	5-8	71,726	C	5-8	74,184
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J	15	82,207	J	15	84,666	J	15	87,535	J	15	89,995	J	15	92,453
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						U	26	104,396	U	26	106,857	U	26	109,317
						V	27+	107,863	V	27	113,121			
												W	28+	114,153
X	*36+	107,384				X	*36+	116,219						

*For 11 month teacher positions, add 18 days at your per diem rate to the salary noted for your lane and step.

*For 12 month teacher positions, add 54 days at your per diem rate to the salary noted for your lane and step.

ONLY STAFF IN LEAD OR DISTINGUISHED LEAD MAY HOLD A LEVEL 4 POSITION

For Doctorate Degrees, add \$2,000 salary enhancement to the appropriate scale, step and grade.

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