

## FY 27 TENTATIVE AGREEMENT

### July 1, 2026 12 Month Teacher Pay Scale (TA2) - 244 Day - 7 Hour

| Lane 020             |         |               | Lane 030             |         |               | Lane 040             |         |               | Lane 050                        |         |               | Lane 060                        |         |               |
|----------------------|---------|---------------|----------------------|---------|---------------|----------------------|---------|---------------|---------------------------------|---------|---------------|---------------------------------|---------|---------------|
| MA or 30 HRS         |         |               | 45 Hours             |         |               | 60 Hours             |         |               | 75 Hours                        |         |               | 90 Hours                        |         |               |
| Min. 21 Grad Credits |         |               | Min. 21 Grad Credits |         |               | Min. 30 Grad Credits |         |               | 36 Grad Credits & 3 yrs tch exp |         |               | 36 Grad Credits & 3 yrs tch exp |         |               |
| Step                 | Years   | Annual Salary | Step                 | Years   | Annual Salary | Step                 | Years   | Annual Salary | Step                            | Years   | Annual Salary | Step                            | Years   | Annual Salary |
| A                    | 1       | 77,448        | A                    | 1       | 80,606        | A                    | 1       | 84,293        |                                 |         |               |                                 |         |               |
| B                    | 2,3,4   | 79,629        | B                    | 2,3,4   | 82,788        | B                    | 2,3,4   | 86,473        | B                               | 4       | 89,630        | B                               | 4       | 92,788        |
| C                    | 5       | 82,109        | C                    | 5,6,7,8 | 85,268        | C                    | 5,6,7,8 | 88,953        | C                               | 5,6,7,8 | 92,113        | C                               | 5,6,7,8 | 95,267        |
| D                    | 6,7,8,9 | 85,118        | D                    | 9       | 88,277        | D                    | 9       | 91,961        | D                               | 9       | 95,120        | D                               | 9       | 98,278        |
| E                    | 10      | 88,127        | E                    | 10      | 91,284        | E                    | 10      | 94,969        | E                               | 10      | 98,127        | E                               | 10      | 101,284       |
| F                    | 11      | 91,134        | F                    | 11      | 94,293        | F                    | 11      | 97,976        | F                               | 11      | 101,135       | F                               | 11      | 104,292       |
| G                    | 12      | 94,741        | G                    | 12      | 97,900        | G                    | 12      | 101,584       | G                               | 12      | 104,744       | G                               | 12      | 107,901       |
| H                    | 13      | 98,352        | H                    | 13      | 101,511       | H                    | 13      | 105,193       | H                               | 13      | 108,353       | H                               | 13      | 111,510       |
| I                    | 14      | 101,961       | I                    | 14      | 105,120       | I                    | 14      | 108,805       | I                               | 14      | 111,962       | I                               | 14      | 115,120       |
| J                    | 15      | 105,569       | J                    | 15      | 108,730       | J                    | 15      | 112,413       | J                               | 15      | 115,572       | J                               | 15      | 118,728       |
| K                    | 16      | 109,179       | K                    | 16      | 112,340       | K                    | 16      | 116,023       | K                               | 16      | 119,181       | K                               | 16      | 122,338       |
| L                    | 17      | 110,984       | L                    | 17      | 114,143       | L                    | 17      | 117,824       | L                               | 17      | 120,985       | L                               | 17      | 124,142       |
| M                    | 18      | 112,790       | M                    | 18      | 115,948       | M                    | 18      | 119,631       | M                               | 18      | 122,790       | M                               | 18      | 125,947       |
| N                    | 19      | 114,594       | N                    | 19      | 117,752       | N                    | 19      | 121,437       | N                               | 19      | 124,597       | N                               | 19      | 127,753       |
| O                    | 20      | 116,397       | O                    | 20      | 119,556       | O                    | 20      | 123,241       | O                               | 20      | 126,398       | O                               | 20      | 129,557       |
| P                    | 21+     | 118,666       | P                    | 21      | 121,361       | P                    | 21      | 125,044       | P                               | 21      | 128,203       | P                               | 21      | 131,361       |
|                      |         |               | Q                    | 22      | 123,167       | Q                    | 22      | 126,849       | Q                               | 22      | 130,008       | Q                               | 22      | 133,166       |
|                      |         |               | R                    | 23      | 124,970       | R                    | 23      | 128,655       | R                               | 23      | 131,814       | R                               | 23      | 134,969       |
|                      |         |               | S                    | 24+     | 127,273       | S                    | 24      | 130,460       | S                               | 24      | 133,616       | S                               | 24      | 136,775       |
|                      |         |               |                      |         |               | T                    | 25      | 132,264       | T                               | 25      | 135,423       | T                               | 25      | 138,580       |
|                      |         |               |                      |         |               | U                    | 26      | 134,068       | U                               | 26      | 137,229       | U                               | 26      | 140,385       |
|                      |         |               |                      |         |               | V                    | 27+     | 138,519       | V                               | 27+     | 142,673       | V                               | 27      | 145,271       |
|                      |         |               |                      |         |               |                      |         |               |                                 |         |               | W                               | 28+     | 146,598       |
|                      |         |               |                      |         |               |                      |         |               |                                 |         |               |                                 |         |               |
| X                    | *35+    | 137,904       |                      |         |               | X                    | *35+    | 149,251       |                                 |         |               |                                 |         |               |

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

For State approved National Board Certification (NBC), add a \$10,000 salary enhancement to the appropriate scale, grade, and step.

For the first qualifying Maintenance of Certificate (NBC), add a \$4,000 salary enhancement to the appropriate scale, grade, and step.

For the second qualifying Maintenance of Certificate (NBC), add a \$1,750 salary enhancement to the appropriate scale, grade, and step.

For the third qualifying Maintenance of Certificate (NBC), add a \$1,500 salary enhancement to the appropriate scale, grade, and step.

For non-state approved NBC and all other approved national certifications, add \$5,000 salary enhancement to the appropriate scale, grade and step.

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 increase at **1.55%**

Annual salary cells compute as FY26 base x (1 + rate), rounded to the nearest dollar.