

## FY 27 TENTATIVE AGREEMENT

July 1, 2026 11 Month Teacher Pay Scale (TA5) - 208 Day - 7 Hour

| Lane 010 |         |               | Lane 020             |         |               | Lane 030             |         |               | Lane 040             |         |               | Lane 050                        |         |               | Lane 060                        |         |               |
|----------|---------|---------------|----------------------|---------|---------------|----------------------|---------|---------------|----------------------|---------|---------------|---------------------------------|---------|---------------|---------------------------------|---------|---------------|
| BA/BS    |         |               | 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 | Step                            | Years   | Annual Salary |
| A        | 1       | 64,098        | A                    | 1       | 66,022        | A                    | 1       | 68,714        | A                    | 1       | 71,855        |                                 |         |               |                                 |         |               |
| B        | 2,3,4   | 65,958        | B                    | 2,3,4   | 67,881        | B                    | 2,3,4   | 70,574        | B                    | 2,3,4   | 73,713        | B                               | 4       | 76,404        | B                               | 4       | 79,097        |
| C        | 5       | 68,073        | C                    | 5       | 69,995        | C                    | 5,6,7,8 | 72,688        | C                    | 5,6,7,8 | 75,827        | C                               | 5,6,7,8 | 78,520        | C                               | 5,6,7,8 | 81,213        |
| D        | 6,7,8,9 | 70,188        | D                    | 6,7,8,9 | 72,561        | D                    | 9       | 75,253        | D                    | 9       | 78,393        | D                               | 9       | 81,086        | D                               | 9       | 83,778        |
| E        | 10      | 72,303        | E                    | 10      | 75,125        | E                    | 10      | 77,817        | E                    | 10      | 80,955        | E                               | 10      | 83,648        | E                               | 10      | 86,340        |
| F        | 11      | 74,419        | F                    | 11      | 77,688        | F                    | 11      | 80,381        | F                    | 11      | 83,521        | F                               | 11      | 86,213        | F                               | 11      | 88,905        |
| G        | 12      | 74,419        | G                    | 12      | 80,764        | G                    | 12      | 83,457        | G                    | 12      | 86,596        | G                               | 12      | 89,289        | G                               | 12      | 91,980        |
| H        | 13      | 74,419        | H                    | 13      | 83,842        | H                    | 13      | 86,534        | H                    | 13      | 89,673        | H                               | 13      | 92,365        | H                               | 13      | 95,057        |
| I        | 14      | 74,419        | I                    | 14      | 86,918        | I                    | 14      | 89,610        | I                    | 14      | 92,751        | I                               | 14      | 95,443        | I                               | 14      | 98,135        |
| J        | 15      | 74,419        | J                    | 15      | 89,995        | J                    | 15      | 92,688        | J                    | 15      | 95,827        | J                               | 15      | 98,521        | J                               | 15      | 101,211       |
| K        | 16      | 74,419        | K                    | 16      | 93,072        | K                    | 16      | 95,764        | K                    | 16      | 98,904        | K                               | 16      | 101,598       | K                               | 16      | 104,288       |
| L        | 17      | 74,419        | L                    | 17      | 94,609        | L                    | 17      | 97,302        | L                    | 17      | 100,441       | L                               | 17      | 103,135       | L                               | 17      | 105,825       |
| M        | 18      | 74,419        | M                    | 18      | 96,148        | M                    | 18      | 98,841        | M                    | 18      | 101,980       | M                               | 18      | 104,672       | M                               | 18      | 107,364       |
| N        | 19+     | 75,818        | N                    | 19      | 97,686        | N                    | 19      | 100,378       | N                    | 19      | 103,519       | N                               | 19      | 106,213       | N                               | 19      | 108,905       |
|          |         |               | O                    | 20      | 99,225        | O                    | 20      | 101,918       | O                    | 20      | 105,058       | O                               | 20      | 107,752       | O                               | 20      | 110,441       |
|          |         |               | P                    | 21+     | 101,158       | P                    | 21      | 103,456       | P                    | 21      | 106,597       | P                               | 21      | 109,287       | P                               | 21      | 111,979       |
|          |         |               |                      |         |               | Q                    | 22      | 104,994       | Q                    | 22      | 108,133       | Q                               | 22      | 110,828       | Q                               | 22      | 113,520       |
|          |         |               |                      |         |               | R                    | 23      | 106,533       | R                    | 23      | 109,672       | R                               | 23      | 112,366       | R                               | 23      | 115,056       |
|          |         |               |                      |         |               | S                    | 24+     | 108,495       | S                    | 24      | 111,211       | S                               | 24      | 113,904       | S                               | 24      | 116,596       |
|          |         |               |                      |         |               |                      |         |               | T                    | 25      | 112,748       | T                               | 25      | 115,442       | T                               | 25      | 118,134       |
|          |         |               |                      |         |               |                      |         |               | U                    | 26      | 114,286       | U                               | 26      | 116,981       | U                               | 26      | 119,671       |
|          |         |               |                      |         |               |                      |         |               | V                    | 27+     | 118,081       | V                               | 27+     | 121,621       | V                               | 27      | 123,838       |
|          |         |               |                      |         |               |                      |         |               |                      |         |               |                                 |         |               | W                               | 28+     | 124,969       |
|          |         |               |                      |         |               |                      |         |               |                      |         |               |                                 |         |               |                                 |         |               |
|          |         |               | X                    | *35+    | 117,557       |                      |         |               | X                    | *35+    | 127,230       |                                 |         |               |                                 |         |               |

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.