

APPENDIX A

2025-26 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
1	Base Pay	180.00	\$63,117	\$63,219	\$63,316	\$73,152	\$65,701	\$75,768	\$67,291	\$77,357	\$78,950	\$79,811
	Contractual Days	5.00	\$1,753	\$1,756	\$1,759	\$2,032	\$1,825	\$2,105	\$1,869	\$2,149	\$2,193	\$2,217
	Tech Days	4.00	\$1,403	\$1,405	\$1,407	\$1,626	\$1,460	\$1,684	\$1,495	\$1,719	\$1,754	\$1,774
	Responsibility/Incentive		\$8,457	\$9,207	\$9,563	\$11,072	\$9,902	\$11,445	\$10,126	\$11,670	\$11,895	\$12,019
	TOTAL	189.00	\$74,730	\$75,587	\$76,045	\$87,882	\$78,888	\$91,002	\$80,781	\$92,895	\$94,792	\$95,821
	Base Pay	180.00	\$63,251	\$63,489	\$64,345	\$73,933	\$68,237	\$76,380	\$70,248	\$78,039	\$80,125	\$83,117
2	Contractual Days	5.00	\$1,757	\$1,764	\$1,787	\$2,054	\$1,895	\$2,122	\$1,951	\$2,168	\$2,226	\$2,309
	Tech Days	4.00	\$1,406	\$1,411	\$1,430	\$1,643	\$1,516	\$1,697	\$1,561	\$1,734	\$1,781	\$1,847
	Responsibility/Incentive		\$9,155	\$9,589	\$9,716	\$11,186	\$10,288	\$11,533	\$10,577	\$11,771	\$12,072	\$12,522
	TOTAL	189.00	\$75,569	\$76,253	\$77,278	\$88,816	\$81,936	\$91,732	\$84,337	\$93,712	\$96,204	\$99,795
	Base Pay	180.00	\$63,379	\$63,967	\$66,359	\$74,411	\$70,806	\$76,856	\$73,048	\$78,552	\$82,854	\$85,819
3	Contractual Days	5.00	\$1,761	\$1,777	\$1,843	\$2,067	\$1,967	\$2,135	\$2,029	\$2,182	\$2,302	\$2,384
	Tech Days	4.00	\$1,408	\$1,421	\$1,475	\$1,654	\$1,573	\$1,708	\$1,623	\$1,746	\$1,841	\$1,907
	Responsibility/Incentive		\$9,570	\$9,658	\$10,021	\$11,255	\$10,677	\$11,603	\$11,003	\$11,844	\$12,488	\$12,936
	TOTAL	189.00	\$76,118	\$76,823	\$79,698	\$89,387	\$85,023	\$92,302	\$87,703	\$94,324	\$99,485	\$103,046
	Base Pay	180.00	\$63,854	\$64,443	\$67,847	\$74,889	\$72,812	\$77,335	\$75,272	\$79,032	\$84,933	\$87,856
4	Contractual Days	5.00	\$1,774	\$1,790	\$1,885	\$2,080	\$2,023	\$2,148	\$2,091	\$2,195	\$2,359	\$2,440
	Tech Days	4.00	\$1,419	\$1,432	\$1,508	\$1,664	\$1,618	\$1,719	\$1,673	\$1,756	\$1,887	\$1,952
	Responsibility/Incentive		\$9,637	\$9,723	\$10,245	\$11,321	\$10,981	\$11,669	\$11,340	\$11,911	\$12,802	\$13,244
	TOTAL	189.00	\$76,684	\$77,388	\$81,485	\$89,954	\$87,434	\$92,871	\$90,376	\$94,894	\$101,981	\$105,492
	Base Pay	180.00	\$64,333	\$65,718	\$69,773	\$75,364	\$75,265	\$78,462	\$77,943	\$81,140	\$87,533	\$90,434
5	Contractual Days	5.00	\$1,787	\$1,826	\$1,938	\$2,093	\$2,091	\$2,180	\$2,165	\$2,254	\$2,431	\$2,512
	Tech Days	4.00	\$1,430	\$1,460	\$1,551	\$1,675	\$1,673	\$1,744	\$1,732	\$1,803	\$1,945	\$2,010
	Responsibility/Incentive		\$9,706	\$9,915	\$10,537	\$11,389	\$11,354	\$11,838	\$11,747	\$12,232	\$13,198	\$13,636
	TOTAL	189.00	\$77,256	\$78,919	\$83,799	\$90,521	\$90,383	\$94,224	\$93,587	\$97,429	\$105,107	\$108,592
	Base Pay	180.00	\$66,150	\$67,011	\$71,846	\$76,002	\$77,700	\$80,871	\$80,594	\$83,765	\$90,112	\$92,993
6	Contractual Days	5.00	\$1,838	\$1,861	\$1,996	\$2,111	\$2,158	\$2,246	\$2,239	\$2,327	\$2,503	\$2,583
	Tech Days	4.00	\$1,470	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,861	\$2,002	\$2,067
	Responsibility/Incentive		\$9,975	\$10,109	\$10,849	\$11,479	\$11,724	\$12,204	\$12,151	\$12,630	\$13,589	\$14,024
	TOTAL	189.00	\$79,433	\$80,470	\$86,288	\$91,281	\$93,309	\$97,118	\$96,775	\$100,583	\$108,206	\$111,667
	Base Pay	180.00			\$74,399	\$77,571	\$80,802	\$83,979	\$83,918	\$87,089	\$93,442	\$96,322
7	Contractual Days	5.00			\$2,067	\$2,155	\$2,245	\$2,333	\$2,331	\$2,419	\$2,596	\$2,676
	Tech Days	4.00			\$1,653	\$1,724	\$1,796	\$1,866	\$1,865	\$1,935	\$2,076	\$2,140
	Responsibility/Incentive				\$11,235	\$11,714	\$12,196	\$12,674	\$12,657	\$13,133	\$14,095	\$14,530

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8	TOTAL	189.00		\$93,164	\$97,039	\$100,852	\$100,771	\$104,576	\$112,209	\$115,668
			\$89,354							
	Base Pay	180.00	\$76,865	\$80,042	\$83,814	\$86,984	\$87,157	\$90,319	\$96,662	\$99,544
	Contractual Days	5.00	\$2,135	\$2,223	\$2,328	\$2,416	\$2,421	\$2,509	\$2,685	\$2,765
	Tech Days	4.00	\$1,708	\$1,779	\$1,863	\$1,933	\$1,937	\$2,007	\$2,148	\$2,212
9	Responsibility/Incentive		\$11,607	\$12,088	\$12,652	\$13,130	\$13,147	\$13,624	\$14,586	\$15,018
	TOTAL	189.00		\$96,132	\$100,657	\$104,463	\$104,662	\$108,459	\$116,081	\$119,539
			\$92,315							
	Base Pay	180.00	\$79,422	\$82,593	\$86,917	\$90,081	\$90,475	\$93,643	\$99,986	\$102,866
	Contractual Days	5.00	\$2,206	\$2,294	\$2,414	\$2,502	\$2,513	\$2,601	\$2,777	\$2,857
10	Tech Days	4.00	\$1,765	\$1,835	\$1,931	\$2,002	\$2,011	\$2,081	\$2,222	\$2,286
	Responsibility/Incentive		\$11,995	\$12,473	\$13,123	\$13,600	\$13,652	\$14,130	\$15,090	\$15,526
	TOTAL	189.00		\$99,195	\$104,385	\$108,185	\$108,651	\$112,455	\$120,075	\$123,535
			\$95,388							
	Base Pay	180.00	\$81,969	\$85,145	\$90,013	\$93,181	\$93,801	\$96,969	\$103,310	\$106,190

2025-26 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
	Contractual Days	5.00			\$2,277	\$2,365	\$2,500	\$2,588	\$2,606	\$2,694	\$2,870	\$2,950
	Tech Days	4.00			\$1,822	\$1,892	\$2,000	\$2,071	\$2,084	\$2,155	\$2,296	\$2,360
	Responsibility/Incentive				\$12,380	\$12,860	\$13,593	\$14,072	\$14,156	\$14,636	\$15,595	\$16,030
	TOTAL	189.00				\$102,262	\$108,106	\$111,912	\$112,647	\$116,454	\$124,071	\$127,530
					\$98,448							
11	Base Pay	180.00			\$84,519	\$87,696	\$93,112	\$96,283	\$97,122	\$100,293	\$106,632	\$109,514
	Contractual Days	5.00			\$2,348	\$2,436	\$2,586	\$2,675	\$2,698	\$2,786	\$2,962	\$3,042
	Tech Days	4.00			\$1,878	\$1,949	\$2,069	\$2,140	\$2,158	\$2,229	\$2,370	\$2,434
	Responsibility/Incentive				\$12,763	\$13,245	\$14,063	\$14,542	\$14,663	\$15,141	\$16,099	\$16,536
	TOTAL	189.00				\$105,326	\$111,830	\$115,640	\$116,641	\$120,449	\$128,063	\$131,526
12					\$101,508							
	Base Pay	180.00			\$87,071	\$90,244	\$96,211	\$99,381	\$100,445	\$103,618	\$109,956	\$112,838
	Contractual Days	5.00			\$2,419	\$2,507	\$2,673	\$2,761	\$2,790	\$2,878	\$3,054	\$3,134
	Tech Days	4.00			\$1,935	\$2,005	\$2,138	\$2,208	\$2,232	\$2,303	\$2,443	\$2,508
	Responsibility/Incentive				\$13,151	\$13,629	\$14,535	\$15,012	\$15,167	\$15,647	\$16,606	\$17,039
13	TOTAL	189.00				\$108,385	\$115,557	\$119,362	\$120,634	\$124,446	\$132,059	\$135,519
					\$104,576							
	Base Pay	180.00					\$99,307	\$102,478	\$103,770	\$106,942	\$113,279	\$116,161
	Contractual Days	5.00					\$2,759	\$2,847	\$2,883	\$2,971	\$3,147	\$3,227
	Tech Days	4.00					\$2,207	\$2,277	\$2,306	\$2,376	\$2,517	\$2,581

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Responsibility/Incentive			\$15,004	\$15,482	\$15,673	\$16,151	\$17,110	\$17,544
TOTAL			189.00	\$123,084	\$124,632	\$128,440	\$136,053	\$139,513
			\$119,277					
14	Base Pay	180.00	\$102,407	\$105,578	\$107,090	\$110,262	\$116,603	\$119,483
	Contractual Days	5.00	\$2,845	\$2,933	\$2,975	\$3,063	\$3,239	\$3,319
	Tech Days	4.00	\$2,276	\$2,346	\$2,380	\$2,450	\$2,591	\$2,655
	Responsibility/Incentive		\$15,474	\$15,952	\$16,176	\$16,657	\$17,616	\$18,049
TOTAL			189.00	\$126,809	\$128,621	\$132,432	\$140,049	\$143,506
			\$123,002					
15	Base Pay	180.00	\$104,345	\$107,558	\$109,081	\$112,297	\$118,716	\$121,632
	Contractual Days	5.00	\$2,898	\$2,988	\$3,030	\$3,119	\$3,298	\$3,379
	Tech Days	4.00	\$2,319	\$2,390	\$2,424	\$2,495	\$2,638	\$2,703
	Responsibility/Incentive		\$15,766	\$16,251	\$16,477	\$16,962	\$17,932	\$18,373
			189.00	\$129,187	\$131,012	\$134,873	\$142,584	\$146,087
TOTAL				\$125,328				

Notes: Effective 9/1/2025; includes a 2.5% increase.
Lane 700 is a grandfathered only lane
The salary schedule is measured in quarter credits