

2026-2027 Salary Calculations

- **Employee Group A**

- Starting hourly rate of \$21.50 to \$24.00
- Current **Administrative Assistants & Executive Administrative Assistants** (new Administrative Services Personnel “ASP”)
 - If 2025-2026 hourly rate is below \$29.09: Multiply hourly rate by 105.8%, then add \$1. If the result is less than \$21.50, hourly rate is \$21.50.
 - If 2025-2026 hourly rate is above \$29.09: Multiply hourly rate by 105.365%, then add \$1.
- Current **Paraprofessionals, Job Coach, Technical Support I, In School Intervention Supervisor, Interventionist, Student Supervisor, TV/Radio Station Supervisor**
 - If 2025-2026 hourly rate is below \$29.09: Multiply hourly rate by 103.4%, then add \$1. If the result is less than \$21.50, hourly rate is \$21.50.
 - If 2025-2026 hourly rate is above \$29.09: Multiply hourly rate by 102.965%, then add \$1.

- **Employee Group B**

- Starting hourly rate of \$27.00 to \$29.00
- Current **Campus Security, Collaborative Pianist, Performing Arts Center Coordinator, Pool Manager, Technical Support II**
 - If 2025-2026 hourly rate is below \$31.17: Multiply hourly rate by 103.15%, then add \$1
 - If 2025-2026 hourly rate is above \$31.17: Multiply hourly rate by 102.715%, then add \$1
- Current **Pool Manager**: Multiply hourly rate by 103.4%, then add \$1
- Current **Collaborative Pianist**: Take 2025-2026 hourly rate INCLUDING annual stipend (\$29.20/hr): Multiply hourly rate by 103.4%, then add \$1

- **Employee Group C**

- Starting hourly rate of \$32.00 to \$35.00
 - **Home to School Spanish Speaking Liaison** (new): \$32.00
 - **Data and Systems Specialist** (new): \$31.71
- Current **Technical Support III and Audio Visual Coordinator**

- If 2025-2026 hourly rate is below \$43.67: Multiply hourly rate by 103.05%, then add \$1
 - If 2025-2026 hourly rate is above \$43.67: Multiply hourly rate by 102.615%, then add \$1
- **Employee Group D**
 - Starting hourly rate of \$35.00 to \$38.00
 - Current **Nurses**: Multiply hourly rate by 103.4%, then add \$1.
- **Salaried Employees**
 - Current **Occupational Therapists & Physical Therapists**: Multiply 2025-2026 Annual Salary by 103.9%

2027-2028 Salary Calculations

- **Employee Group A**
 - Starting Salary \$22.08 - \$24.65
 - If 2026-2027 hourly rate is below \$29.88: Multiply hourly rate by 103.7%
 - If 2026-2027 hourly rate is above \$29.88: Multiply hourly rate by 103.295%
- **Employee Group B**
 - Starting Salary \$27.73 - \$29.78
 - If 2026-2027 hourly rate is below \$32.01: Multiply hourly rate by 103.7%
 - If 2026-2027 hourly rate is above \$32.01: Multiply hourly rate by 103.295%
- **Employee Group C**
 - Starting Salary \$32.86 - \$35.95
 - If 2026-2027 hourly rate is below \$44.85: Multiply hourly rate by 103.7%
 - If 2026-2027 hourly rate is above \$44.85: Multiply hourly rate by 103.295%
- **Employee Group D**
 - Starting Salary \$35.95 - \$39.03
 - If 2026-2027 hourly rate is below \$48.02: Multiply hourly rate by 103.7%
 - If 2026-2027 hourly rate is above \$48.02: Multiply hourly rate by 103.295%
- **Salaried Employees**
 - Current **Occupational Therapists & Physical Therapists**: Multiply 2025-2026 Annual Salary by 103.7%