

An approved paid or unpaid leave of absence will not constitute a break in continuous service for the purposes of determining eligibility for longevity. With the exception of short-term maternity leave, a year in which approved paid or unpaid leaves of absence are granted will not be credited as a full year of service when calculating years of service under this longevity provision. Parent leave of up to 12 weeks, and if approved, an additional 45 days of child rearing leave occurring in the same school year, will be credited as time of service under this longevity provision.

#### D. Bachelor Scale

Effective September 1, 2002 the minimum hiring rate for new members will be Bachelor's Step 2 B-1, which will receive the same percentage increases as the remainder of the salary schedule and will remain for the purpose of calculating the rate of pay for coaches. Other steps in the Bachelor scale remain the same.

#### E. Administrative Intern

A bargaining unit member who leaves the bargaining unit to become an Administrative Intern and returns to the bargaining unit will return to the bargaining unit with the same number of years seniority as when they left.

#### F. Wages

**Effective September 1, 2025**

<b>FY26</b>	2% plus new step 14 (1%)							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>
<b>1</b>	\$52,859	\$58,548	\$62,387	\$62,387	\$66,211	\$70,044	\$73,878	\$77,709
<b>2</b>	\$58,007	\$61,831	\$65,836	\$65,836	\$69,502	\$73,334	\$77,167	\$80,987
<b>3</b>	\$61,296	\$65,116	\$68,951	\$68,951	\$72,788	\$76,612	\$80,445	\$84,272
<b>4</b>	\$64,575	\$68,410	\$72,243	\$72,243	\$76,067	\$79,905	\$83,724	\$87,562
<b>5</b>	\$67,865	\$71,706	\$75,515	\$75,515	\$79,350	\$83,181	\$87,014	\$90,849
<b>6</b>	\$71,151	\$74,980	\$78,808	\$78,808	\$82,647	\$86,468	\$90,297	\$94,127
<b>7</b>	\$74,435	\$78,263	\$82,101	\$82,101	\$85,922	\$89,757	\$93,586	\$97,414
<b>8</b>	\$77,715	\$81,548	\$85,376	\$85,376	\$89,207	\$93,044	\$96,866	\$100,707
<b>9</b>	\$81,002	\$84,835	\$88,661	\$88,661	\$92,495	\$96,330	\$100,150	\$103,983
<b>10</b>	\$84,288	\$88,119	\$91,954	\$91,954	\$95,780	\$99,604	\$103,443	\$107,272
<b>11</b>	\$87,572	\$91,399	\$95,227	\$95,227	\$99,065	\$102,894	\$106,727	\$110,568
<b>12</b>	\$92,508	\$96,335	\$100,171	\$100,171	\$102,355	\$106,192	\$110,009	\$113,835
<b>13</b>				\$103,401	\$107,235	\$111,070	\$114,887	\$118,712
<b>14</b>				\$104,435	\$108,307	\$112,181	\$116,036	\$119,899

**Effective September 1, 2026**

<b>FY27</b>	2% plus new step 14 (2.25%) & 15 (3.25%)							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>
<b>1</b>	\$53,917	\$59,719	\$63,635	\$63,635	\$67,535	\$71,445	\$75,355	\$79,263
<b>2</b>	\$59,168	\$63,068	\$67,153	\$67,153	\$70,892	\$74,801	\$78,710	\$82,607
<b>3</b>	\$62,522	\$66,418	\$70,330	\$70,330	\$74,244	\$78,144	\$82,054	\$85,958
<b>4</b>	\$65,867	\$69,779	\$73,687	\$73,687	\$77,588	\$81,503	\$85,398	\$89,313
<b>5</b>	\$69,222	\$73,140	\$77,025	\$77,025	\$80,937	\$84,845	\$88,754	\$92,666
<b>6</b>	\$72,574	\$76,480	\$80,384	\$80,384	\$84,299	\$88,198	\$92,102	\$96,009
<b>7</b>	\$75,923	\$79,828	\$83,743	\$83,743	\$87,640	\$91,552	\$95,458	\$99,362
<b>8</b>	\$79,269	\$83,179	\$87,084	\$87,084	\$90,991	\$94,905	\$98,804	\$102,721
<b>9</b>	\$82,622	\$86,532	\$90,435	\$90,435	\$94,345	\$98,256	\$102,153	\$106,063
<b>10</b>	\$85,973	\$89,881	\$93,793	\$93,793	\$97,696	\$101,596	\$105,512	\$109,418
<b>11</b>	\$89,324	\$93,227	\$97,132	\$97,132	\$101,047	\$104,951	\$108,861	\$112,779
<b>12</b>	\$94,358	\$98,262	\$102,175	\$102,175	\$104,402	\$108,316	\$112,209	\$116,112
<b>13</b>				\$105,470	\$109,379	\$113,291	\$117,184	\$121,086
<b>14</b>				\$107,843	\$111,840	\$115,840	\$119,821	\$123,810
<b>15</b>				\$111,347	\$115,475	\$119,605	\$123,715	\$127,834

**Effective September 1, 2027**

<b>FY28</b>	2.5% plus new step 14 & 15 (3%)							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>
<b>1</b>	\$55,265	\$61,212	\$65,226	\$65,226	\$69,224	\$73,231	\$77,239	\$81,244
<b>2</b>	\$60,647	\$64,645	\$68,831	\$68,831	\$72,664	\$76,671	\$80,678	\$84,672
<b>3</b>	\$64,085	\$68,079	\$72,088	\$72,088	\$76,100	\$80,098	\$84,106	\$88,107
<b>4</b>	\$67,513	\$71,523	\$75,530	\$75,530	\$79,528	\$83,540	\$87,533	\$91,546
<b>5</b>	\$70,953	\$74,969	\$78,951	\$78,951	\$82,960	\$86,966	\$90,973	\$94,983
<b>6</b>	\$74,388	\$78,392	\$82,394	\$82,394	\$86,407	\$90,403	\$94,405	\$98,409
<b>7</b>	\$77,821	\$81,824	\$85,836	\$85,836	\$89,831	\$93,841	\$97,844	\$101,846
<b>8</b>	\$81,251	\$85,258	\$89,261	\$89,261	\$93,266	\$97,278	\$101,274	\$105,289
<b>9</b>	\$84,688	\$88,695	\$92,696	\$92,696	\$96,703	\$100,713	\$104,707	\$108,714
<b>10</b>	\$88,123	\$92,128	\$96,138	\$96,138	\$100,138	\$104,136	\$108,150	\$112,153
<b>11</b>	\$91,557	\$95,558	\$99,560	\$99,560	\$103,573	\$107,575	\$111,583	\$115,599
<b>12</b>	\$96,717	\$100,718	\$104,729	\$104,729	\$107,012	\$111,024	\$115,014	\$119,015
<b>13</b>				\$108,106	\$112,114	\$116,124	\$120,114	\$124,113
<b>14</b>				\$111,349	\$115,477	\$119,607	\$123,717	\$127,836
<b>15</b>				\$114,688	\$118,939	\$123,193	\$127,427	\$131,669

G. Curriculum work will be compensated at the rate of \$32.00 per hour.