

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$62,730	\$65,812	\$67,836	\$69,858	\$71,882
5	\$64,266	\$68,183	\$70,208	\$72,230	\$74,255
6	\$66,017	\$70,555	\$72,580	\$74,603	\$76,626
7	\$67,768	\$72,928	\$74,952	\$76,974	\$78,998
8	\$69,520	\$75,299	\$77,322	\$79,346	\$81,371
9	\$71,273	\$77,671	\$79,695	\$81,718	\$83,742
10	\$73,025	\$80,043	\$82,066	\$84,090	\$86,112
11	\$74,777	\$82,416	\$84,439	\$86,463	\$88,486
12	\$76,530	\$84,786	\$86,810	\$88,834	\$90,858
13	\$76,530	\$87,158	\$89,183	\$91,205	\$93,228
14	\$76,530	\$89,531	\$91,554	\$93,579	\$95,602
15	\$76,530	\$91,902	\$93,926	\$95,948	\$97,973
16	\$76,530	\$94,275	\$96,299	\$98,321	\$100,345
17	\$76,530	\$96,646	\$98,670	\$100,693	\$102,717
18	\$76,530	\$99,018	\$101,041	\$103,064	\$105,089
19	\$76,530	\$101,390	\$103,415	\$105,436	\$107,461
20	\$76,530	\$103,762	\$105,785	\$107,809	\$109,833
21	\$76,530	\$106,133	\$108,156	\$110,180	\$112,204
22	\$76,530	\$108,507	\$110,529	\$112,552	\$114,577
23	\$76,530	\$110,877	\$112,901	\$114,924	\$116,947
24	\$76,530	\$113,251	\$115,272	\$117,297	\$119,320
25	\$76,530	\$115,622	\$117,645	\$119,668	\$121,691

10-MONTH SPECIAL EDUCATION TEACHERS (197 DAYS): FISCAL YEAR 2027 (EFFECTIVE JULY 1, 2026)

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$63,992	\$67,136	\$69,200	\$71,263	\$73,328
5	\$65,557	\$69,555	\$71,619	\$73,684	\$75,747
6	\$67,346	\$71,974	\$74,040	\$76,103	\$78,169
7	\$69,132	\$74,394	\$76,459	\$78,522	\$80,587
8	\$70,919	\$76,814	\$78,878	\$80,941	\$83,007
9	\$72,706	\$79,234	\$81,297	\$83,363	\$85,427
10	\$74,494	\$81,653	\$83,718	\$85,781	\$87,844
11	\$76,282	\$84,074	\$86,137	\$88,201	\$90,266
12	\$78,069	\$86,493	\$88,556	\$90,620	\$92,684
13	\$78,069	\$88,911	\$90,976	\$93,040	\$95,104
14	\$78,069	\$91,331	\$93,395	\$95,461	\$97,524
15	\$78,069	\$93,750	\$95,815	\$97,878	\$99,943
16	\$78,069	\$96,171	\$98,236	\$100,299	\$102,363
17	\$78,069	\$98,590	\$100,655	\$102,718	\$104,784
18	\$78,069	\$101,009	\$103,073	\$105,138	\$107,202
19	\$78,069	\$103,430	\$105,496	\$107,557	\$109,621
20	\$78,069	\$105,848	\$107,913	\$109,977	\$112,042
21	\$78,069	\$108,267	\$110,331	\$112,396	\$114,461
22	\$78,069	\$110,688	\$112,752	\$114,816	\$116,881
23	\$78,069	\$113,108	\$115,171	\$117,236	\$119,299
24	\$78,069	\$115,528	\$117,592	\$119,656	\$121,720
25	\$78,069	\$117,947	\$120,011	\$122,075	\$124,139

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$64,610	\$67,785	\$69,869	\$71,952	\$74,037
5	\$66,191	\$70,227	\$72,312	\$74,396	\$76,480
6	\$67,996	\$72,670	\$74,755	\$76,839	\$78,924
7	\$69,800	\$75,113	\$77,198	\$79,281	\$81,365
8	\$71,604	\$77,556	\$79,640	\$81,723	\$83,808
9	\$73,408	\$79,999	\$82,082	\$84,167	\$86,252
10	\$75,213	\$82,443	\$84,526	\$86,609	\$88,693
11	\$77,019	\$84,886	\$86,969	\$89,054	\$91,138
12	\$78,824	\$87,328	\$89,412	\$91,496	\$93,580
13	\$78,824	\$89,770	\$91,855	\$93,939	\$96,023
14	\$78,824	\$92,213	\$94,298	\$96,383	\$98,467
15	\$78,824	\$94,656	\$96,740	\$98,824	\$100,909
16	\$78,824	\$97,100	\$99,185	\$101,268	\$103,352
17	\$78,824	\$99,542	\$101,627	\$103,711	\$105,795
18	\$78,824	\$101,985	\$104,070	\$106,153	\$108,238
19	\$78,824	\$104,430	\$106,515	\$108,596	\$110,681
20	\$78,824	\$106,872	\$108,955	\$111,040	\$113,124
21	\$78,824	\$109,313	\$111,397	\$113,482	\$115,567
22	\$78,824	\$111,757	\$113,841	\$115,925	\$118,010
23	\$78,824	\$114,200	\$116,284	\$118,368	\$120,452
24	\$78,824	\$116,644	\$118,727	\$120,812	\$122,896
25	\$78,824	\$119,087	\$121,171	\$123,255	\$125,339

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$71,169	\$74,667	\$76,962	\$79,257	\$81,553
5	\$72,911	\$77,357	\$79,653	\$81,949	\$84,244
6	\$74,899	\$80,048	\$82,344	\$84,640	\$86,937
7	\$76,886	\$82,739	\$85,035	\$87,330	\$89,625
8	\$78,873	\$85,430	\$87,725	\$90,020	\$92,316
9	\$80,861	\$88,121	\$90,415	\$92,712	\$95,009
10	\$82,849	\$90,813	\$93,107	\$95,402	\$97,697
11	\$84,838	\$93,504	\$95,798	\$98,095	\$100,391
12	\$86,826	\$96,194	\$98,489	\$100,785	\$103,081
13	\$86,826	\$98,884	\$101,180	\$103,476	\$105,772
14	\$86,826	\$101,575	\$103,871	\$106,168	\$108,464
15	\$86,826	\$104,266	\$106,561	\$108,857	\$111,154
16	\$86,826	\$106,958	\$109,255	\$111,549	\$113,845
17	\$86,826	\$109,648	\$111,944	\$114,240	\$116,536
18	\$86,826	\$112,339	\$114,635	\$116,930	\$119,227
19	\$86,826	\$115,032	\$117,329	\$119,621	\$121,918
20	\$86,826	\$117,722	\$120,016	\$122,313	\$124,609
21	\$86,826	\$120,411	\$122,706	\$125,003	\$127,300
22	\$86,826	\$123,103	\$125,398	\$127,694	\$129,991
23	\$86,826	\$125,794	\$128,089	\$130,385	\$132,681
24	\$86,826	\$128,486	\$130,781	\$133,077	\$135,373
25	\$86,826	\$131,177	\$133,473	\$135,768	\$138,064

Revised 6/2026

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$69,164	\$72,562	\$74,794	\$77,023	\$79,255
5	\$70,857	\$75,176	\$77,409	\$79,638	\$81,871
6	\$72,788	\$77,791	\$80,024	\$82,255	\$84,485
7	\$74,719	\$80,408	\$82,639	\$84,869	\$87,100
8	\$76,650	\$83,022	\$85,252	\$87,484	\$89,717
9	\$78,583	\$85,637	\$87,869	\$90,099	\$92,331
10	\$80,515	\$88,253	\$90,483	\$92,715	\$94,944
11	\$82,446	\$90,869	\$93,099	\$95,331	\$97,561
12	\$84,379	\$93,482	\$95,714	\$97,945	\$100,177
13	\$84,379	\$96,097	\$98,330	\$100,559	\$102,790
14	\$84,379	\$98,714	\$100,944	\$103,177	\$105,407
15	\$84,379	\$101,328	\$103,559	\$105,789	\$108,022
16	\$84,379	\$103,944	\$106,176	\$108,405	\$110,637
17	\$84,379	\$106,558	\$108,790	\$111,020	\$113,252
18	\$84,379	\$109,174	\$111,404	\$113,635	\$115,867
19	\$84,379	\$111,789	\$114,022	\$116,250	\$118,483
20	\$84,379	\$114,404	\$116,635	\$118,866	\$121,098
21	\$84,379	\$117,018	\$119,249	\$121,481	\$123,712
22	\$84,379	\$119,636	\$121,865	\$124,096	\$126,328
23	\$84,379	\$122,249	\$124,481	\$126,711	\$128,942
24	\$84,379	\$124,866	\$127,095	\$129,327	\$131,558
25	\$84,379	\$127,481	\$129,711	\$131,942	\$134,172

Revised 6/2026

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade I Psychologist PPW 10 Months	Grade II Psychologist PPW 11 Months	Grade III Coordinator Staff Dvlp. Facilitator 12 Months
1	\$83,445	\$91,791	\$98,546
2	\$87,377	\$96,112	\$103,256
3	\$91,308	\$100,432	\$107,965
4	\$95,239	\$104,753	\$112,677
5	\$99,170	\$109,073	\$117,387
6	\$103,101	\$113,395	\$122,098
7	\$107,033	\$117,715	\$126,806
8	\$110,963	\$122,036	\$131,518
9	\$114,895	\$126,355	\$136,227
10	\$118,826	\$130,675	\$140,937
11	\$122,758	\$134,997	\$145,650
12	\$127,554	\$140,268	\$151,395

11-MONTH SPECIAL EDUCATION TEACHERS (217 DAYS): FISCAL YEAR 2027 (EFFECTIVE JULY 1, 2026)

Fiscal Year 2027 (Effective July 1, 2026)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$70,489	\$73,952	\$76,225	\$78,498	\$80,772
5	\$72,213	\$76,616	\$78,890	\$81,165	\$83,437
6	\$74,183	\$79,281	\$81,557	\$83,829	\$86,105
7	\$76,150	\$81,947	\$84,221	\$86,494	\$88,768
8	\$78,119	\$84,612	\$86,886	\$89,158	\$91,434
9	\$80,087	\$87,278	\$89,551	\$91,826	\$94,100
10	\$82,057	\$89,943	\$92,217	\$94,490	\$96,762
11	\$84,026	\$92,609	\$94,882	\$97,155	\$99,430
12	\$85,995	\$95,274	\$97,546	\$99,820	\$102,094
13	\$85,995	\$97,937	\$100,212	\$102,486	\$104,759
14	\$85,995	\$100,603	\$102,877	\$105,152	\$107,425
15	\$85,995	\$103,268	\$105,542	\$107,815	\$110,089
16	\$85,995	\$105,935	\$108,209	\$110,482	\$112,755
17	\$85,995	\$108,599	\$110,874	\$113,146	\$115,422
18	\$85,995	\$111,264	\$113,537	\$115,812	\$118,085
19	\$85,995	\$113,931	\$116,206	\$118,476	\$120,750
20	\$85,995	\$116,594	\$118,869	\$121,142	\$123,417
21	\$85,995	\$119,259	\$121,532	\$123,807	\$126,081
22	\$85,995	\$121,925	\$124,199	\$126,472	\$128,747
23	\$85,995	\$124,591	\$126,863	\$129,138	\$131,411
24	\$85,995	\$127,257	\$129,530	\$131,804	\$134,077
25	\$85,995	\$129,921	\$132,195	\$134,468	\$136,742

Revised 6/2026

Interscholastic Athletics Coaches’/Advisors’ Stipends

() – Number of positions per high school

High School

Athletics

Sport	Level	Stipend FY2026	Stipend FY2027	Stipend FY2028
Allied Sports	Bowling (1)	\$2,641	\$2,694	\$2,775
Allied Sports	Soccer (1)	\$2,641	\$2,694	\$2,775
Allied Sports	Softball (1)	\$2,641	\$2,694	\$2,775
Baseball	Varsity, (1)	\$4,936	\$5,035	\$5,186
Baseball	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Basketball – Boys	Varsity (1)	\$4,936	\$5,035	\$5,186
Basketball – Boys	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Basketball – Girls	Varsity (1)	\$4,936	\$5,035	\$5,186
Basketball – Girls	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Cheerleading	Fall Varsity (1)	\$4,936	\$5,035	\$5,186
Cheerleading	Fall Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Cheerleading	Winter Varsity (1)	\$4,936	\$5,035	\$5,186
Cheerleading	Winter Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Cross Country	Varsity (2)	\$4,936	\$5,035	\$5,186
Field Hockey	Varsity (1)	\$4,936	\$5,035	\$5,186
Field Hockey	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Football	Varsity, head coach (1)	\$6,209	\$6,334	\$6,524
Football	Varsity, assistant (2)	\$4,601	\$4,693	\$4,834
Football	Junior Varsity (2)	\$4,601	\$4,693	\$4,834
Golf	Varsity (1)	\$4,936	\$5,035	\$5,186
Indoor Track – Boys	Varsity (1)	\$4,936	\$5,035	\$5,186
Indoor Track – Girls	Varsity (1)	\$4,936	\$5,035	\$5,186
Lacrosse – Boys	Varsity (1)	\$4,936	\$5,035	\$5,186
Lacrosse – Boys	Assistant (1)	\$3,265	\$3,330	\$3,430

INTERSCHOLASTIC ATHLETICS COACHES'/ADVISORS' STIPENDS:**HIGH SCHOOL**

Sport	Level	Stipend FY2026	Stipend FY2027	Stipend FY2028
Lacrosse – Boys	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Lacrosse – Girls	Varsity (1)	\$4,936	\$5,035	\$5,186
Lacrosse – Girls	Assistant (1)	\$3,265	\$3,330	\$3,430
Lacrosse – Girls	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Outdoor Track – Boys	Varsity (1)	\$4,936	\$5,035	\$5,186
Outdoor Track – Boys	Assistant (1)	\$3,265	\$3,330	\$3,430
Outdoor Track – Girls	Varsity (1)	\$4,936	\$5,035	\$5,186
Outdoor Track – Girls	Assistant (1)	\$3,265	\$3,330	\$3,430
Soccer-Boys	Varsity (1)	\$4,936	\$5,035	\$5,186
Soccer-Boys	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Soccer-Girls	Varsity (1)	\$4,936	\$5,035	\$5,186
Soccer-Girls	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Softball	Varsity (1)	\$4,936	\$5,035	\$5,186
Softball	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Tennis	Varsity (1)	\$4,936	\$5,035	\$5,186
Volleyball	Varsity (1)	\$4,936	\$5,035	\$5,186
Volleyball	Junior Varsity (1)	\$3,265	\$3,330	\$3,430
Volleyball	Freshman (1)	\$3,265	\$3,330	\$3,430
Wrestling	Varsity (1)	\$4,936	\$5,035	\$5,186
Wrestling	Junior Varsity (1)	\$3,265	\$3,330	\$3,430

****New in FY 27: Varsity Football - Girls \$5,035**

Activities

Activity	Stipend FY2026	Stipend FY2027	Stipend FY2028
Graduation Coordinator (1)	\$1,834	\$1,870	\$1,927
ATHS (1) (National Technical Honor Society)	\$2,180	\$2,224	\$2,290
Band Front (1)	\$2,180	\$2,224	\$2,290
CTSO (1) (Career & Technology Student Org.)	\$2,180	\$2,224	\$2,290
Educators Rising (1)	\$2,180	\$2,224	\$2,290
FIRST Robotics (1)	\$2,180	\$2,224	\$2,290
Freshman Class Advisor	\$1,834	\$1,870	\$1,927
It's Academic (1)	\$2,180	\$2,224	\$2,290
Junior Class Advisor (1)	\$2,180	\$2,224	\$2,290
Math Team (1)	\$2,180	\$2,224	\$2,290
Mock Trial (1)	\$2,180	\$2,224	\$2,290
National Honor Society (1)	\$2,180	\$2,224	\$2,290
National Art Honor Society (1)	\$2,180	\$2,224	\$2,290
National Math Honor Society (1)	\$2,180	\$2,224	\$2,290
National Science Honor Society (1)	\$2,180	\$2,224	\$2,290
National Spanish Honor Society (1)	\$2,180	\$2,224	\$2,290
National Social Studies Honor Society – Rho Kappa	\$2,180	\$2,224	\$2,290
Newspaper (1)	\$2,180	\$2,224	\$2,290
Pom Poms (1)	\$2,180	\$2,224	\$2,290
Speech/NFL (National Forensic League) (1)	\$2,180	\$2,224	\$2,290
Sophomore Class Advisor	\$1,834	\$1,870	\$1,927
Student Council (1)	\$2,180	\$2,224	\$2,290
Senior Class Advisor (1)	\$2,756	\$2,811	\$2,896
Yearbook (1)	\$2,756	\$2,811	\$2,896
Youth Climate Advisor	\$2,180	\$2,224	\$2,290
Dance (1)	\$3,302	\$3,368	\$3,469
Music; Orchestra (1)*	\$3,302	\$3,368	\$3,469

INTERSCHOLASTIC ATHLETICS COACHES’/ADVISORS’ STIPENDS:**MIDDLE
SCHOOL/ELEMENTARY SCHOOLS**

Activity	Stipend FY2026	Stipend FY2027	Stipend FY2028
Vocal Music (1)	\$3,302	\$3,368	\$3,469
Dramatics (1)	\$4,088	\$4,169	\$4,295
Music; Instrumental (1)	\$4,088	\$4,169	\$4,295
Stage Production (1; 2 productions)	\$4,088	\$4,169	\$4,295

Middle School/Elementary Schools**A. Intramural and Co-curricular Activities**

1. Middle School intramural and co-curricular sponsors will be compensated of \$472 in FY2026, \$481 in FY2027, and \$495 in FY2028 per activity as approved by the Superintendent/designee.

B. Elementary/Middle School Advisors Stipends

Activity	Stipend FY2026	Stipend FY2027	Stipend FY2028
Band Director	\$503	\$513	\$529
Chorus Director	\$503	\$513	\$529
Orchestra Director	\$503	\$513	\$529
Theatre Director	\$503	\$513	\$529

*Orchestra directors only assigned .5 to one school will receive half the stipend amount

Fiscal Year 2027 (Effective July 1, 2026)

The Scale below contains the NBCT supplement and is for 10-month teachers who maintain their National Board Certification in good standing.

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$72,730	\$75,812	\$77,836	\$79,858	\$81,882
5	\$74,266	\$78,183	\$80,208	\$82,230	\$84,255
6	\$76,017	\$80,555	\$82,580	\$84,603	\$86,626
7	\$77,768	\$82,928	\$84,952	\$86,974	\$88,998
8	\$79,520	\$85,299	\$87,322	\$89,346	\$91,371
9	\$81,273	\$87,671	\$89,695	\$91,718	\$93,742
10	\$83,025	\$90,043	\$92,066	\$94,090	\$96,112
11	\$84,777	\$92,416	\$94,439	\$96,463	\$98,486
12	\$86,530	\$94,786	\$96,810	\$98,834	\$100,858
13	\$86,530	\$97,158	\$99,183	\$101,205	\$103,228
14	\$86,530	\$99,531	\$101,554	\$103,579	\$105,602
15	\$86,530	\$101,902	\$103,926	\$105,948	\$107,973
16	\$86,530	\$104,275	\$106,299	\$108,321	\$110,345
17	\$86,530	\$106,646	\$108,670	\$110,693	\$112,717
18	\$86,530	\$109,018	\$111,041	\$113,064	\$115,089
19	\$86,530	\$111,390	\$113,415	\$115,436	\$117,461
20	\$86,530	\$113,762	\$115,785	\$117,809	\$119,833
21	\$86,530	\$116,133	\$118,156	\$120,180	\$122,204
22	\$86,530	\$118,507	\$120,529	\$122,552	\$124,577
23	\$86,530	\$120,877	\$122,901	\$124,924	\$126,947
24	\$86,530	\$123,251	\$125,272	\$127,297	\$129,320
25	\$86,530	\$125,622	\$127,645	\$129,668	\$131,691

APPENDIX C: FY26 NBCT SALARY SCALE: 10 MONTH TEACHERS SPECIAL EDUCATION
(197 DAYS)

Fiscal Year 2027 (Effective July 1, 2026)

The Scale below contains the NBCT supplement and is for 10-month Special Education Teachers who maintain their National Board Certification in good standing.

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$73,992	\$77,136	\$79,200	\$81,263	\$83,328
5	\$75,557	\$79,555	\$81,619	\$83,684	\$85,747
6	\$77,346	\$81,974	\$84,040	\$86,103	\$88,169
7	\$79,132	\$84,394	\$86,459	\$88,522	\$90,587
8	\$80,919	\$86,814	\$88,878	\$90,941	\$93,007
9	\$82,706	\$89,234	\$91,297	\$93,363	\$95,427
10	\$84,494	\$91,653	\$93,718	\$95,781	\$97,844
11	\$86,282	\$94,074	\$96,137	\$98,201	\$100,266
12	\$88,069	\$96,493	\$98,556	\$100,620	\$102,684
13	\$88,069	\$98,911	\$100,976	\$103,040	\$105,104
14	\$88,069	\$101,331	\$103,395	\$105,461	\$107,524
15	\$88,069	\$103,750	\$105,815	\$107,878	\$109,943
16	\$88,069	\$106,171	\$108,236	\$110,299	\$112,363
17	\$88,069	\$108,590	\$110,655	\$112,718	\$114,784
18	\$88,069	\$111,009	\$113,073	\$115,138	\$117,202
19	\$88,069	\$113,430	\$115,496	\$117,557	\$119,621
20	\$88,069	\$115,848	\$117,913	\$119,977	\$122,042
21	\$88,069	\$118,267	\$120,331	\$122,396	\$124,461
22	\$88,069	\$120,688	\$122,752	\$124,816	\$126,881
23	\$88,069	\$123,108	\$125,171	\$127,236	\$129,299
24	\$88,069	\$125,528	\$127,592	\$129,656	\$131,720
25	\$88,069	\$127,947	\$130,011	\$132,075	\$134,139

Fiscal Year 2027 (Effective July 1, 2026)

The Scale below contains the NBCT supplement and is for 11-month teachers who maintain their National Board Certification in good standing.

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$79,164	\$82,563	\$84,794	\$87,022	\$89,255
5	\$80,857	\$85,176	\$87,409	\$89,639	\$91,871
6	\$82,788	\$87,792	\$90,024	\$92,255	\$94,486
7	\$84,718	\$90,408	\$92,639	\$94,869	\$97,100
8	\$86,650	\$93,023	\$95,253	\$97,483	\$99,716
9	\$88,583	\$95,637	\$97,869	\$100,100	\$102,331
10	\$90,515	\$98,253	\$100,483	\$102,714	\$104,945
11	\$92,447	\$100,869	\$103,099	\$105,331	\$107,562
12	\$94,378	\$103,483	\$105,714	\$107,946	\$110,176
13	\$94,378	\$106,097	\$108,330	\$110,560	\$112,789
14	\$94,378	\$108,714	\$110,944	\$113,177	\$115,407
15	\$94,378	\$111,328	\$113,560	\$115,789	\$118,021
16	\$94,378	\$113,944	\$116,176	\$118,405	\$120,636
17	\$94,378	\$116,558	\$118,790	\$121,021	\$123,253
18	\$94,378	\$119,174	\$121,404	\$123,634	\$125,867
19	\$94,378	\$121,789	\$124,022	\$126,250	\$128,483
20	\$94,378	\$124,404	\$126,635	\$128,867	\$131,097
21	\$94,378	\$127,018	\$129,248	\$131,481	\$133,712
22	\$94,378	\$129,636	\$131,866	\$134,095	\$136,328
23	\$94,378	\$132,249	\$134,481	\$136,712	\$138,941
24	\$94,378	\$134,866	\$137,095	\$139,328	\$141,558
25	\$94,378	\$137,481	\$139,711	\$141,942	\$144,172

APPENDIX C: FY26 NBCT SALARY SCALE: 11 MONTH TEACHERS SPECIAL EDUCATION

Fiscal Year 2027 (Effective July 1, 2026)

The Scale below contains the NBCT supplement and is for 11-month Special Education Teachers who maintain their National Board Certification in good standing.

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$80,488	\$83,952	\$86,226	\$88,497	\$90,773
5	\$82,214	\$86,616	\$88,890	\$91,163	\$93,438
6	\$84,182	\$89,282	\$91,556	\$93,829	\$96,104
7	\$86,150	\$91,948	\$94,221	\$96,494	\$98,769
8	\$88,119	\$94,612	\$96,886	\$99,159	\$101,434
9	\$90,087	\$97,278	\$99,551	\$101,824	\$104,100
10	\$92,056	\$99,944	\$102,216	\$104,490	\$106,762
11	\$94,026	\$102,609	\$104,882	\$107,156	\$109,430
12	\$95,994	\$105,273	\$107,547	\$109,820	\$112,094
13	\$95,994	\$107,937	\$110,212	\$112,486	\$114,758
14	\$95,994	\$110,603	\$112,878	\$115,152	\$117,424
15	\$95,994	\$113,268	\$115,542	\$117,815	\$120,090
16	\$95,994	\$115,934	\$118,210	\$120,481	\$122,755
17	\$95,994	\$118,598	\$120,874	\$123,147	\$125,421
18	\$95,994	\$121,264	\$123,537	\$125,812	\$128,085
19	\$95,994	\$123,930	\$126,206	\$128,477	\$130,751
20	\$95,994	\$126,595	\$128,868	\$131,142	\$133,417
21	\$95,994	\$129,259	\$131,532	\$133,808	\$136,081
22	\$95,994	\$131,926	\$134,199	\$136,473	\$138,746
23	\$95,994	\$134,591	\$136,864	\$139,138	\$141,412
24	\$95,994	\$137,257	\$139,529	\$141,804	\$144,077
25	\$95,994	\$139,921	\$142,195	\$144,468	\$146,741