



# NEW CONTRACT HIGHLIGHTS

## 2026-2028 Certificated & ESP

### Salary and wage scales

#### All Units

	2026	2027	2028
Certificated	Step + 2.5%	Step + 2.0%	Step + 3.0%
ESP	Step + 2.75	Step + 2.0%	Step + 3.0%

#### Special Education

	2026	2027	2028
Teachers	Step + 3.5%	Step + 2.0%	Step + 3.0%
Related Service Providers*	Step + 4.5%	Step + 2.0%	Step + 3.0%

*RSPs moving to new salary scale*

### Longevity

#### Salaried Employees

<i>Fiscal year</i>	2026	2027	2028
Certificated & ESP 25+ years experience	--	\$1000	(Same as 2027, \$1000, not cumulative)

#### Hourly Employees

*Differentials in addition to hourly rate*

	Old	New
13-14 Years	\$0.25	\$0.50
15-19 Years	\$0.56	\$0.75
20+ Years	\$1.00	\$1.25

### Paraeducator differentials

- Paraeducators at Title I schools: 25 cents to 50 cents
- Special education paraeducators: 60 cents to 75 cents
- Special education paraeducators in specialized programs: \$1.50 to \$1.75
- All general education paraeducators: 30 cents

Related  
Service  
Providers

- Speech Language Pathologists: request additional hours (up to 20/mo.) when additional support is needed.
- School Psychologists with NCSP: an annual supplement of \$750; this will increase to \$2000 in FY28 (July 1, 2027)

National  
Boards  
Maintenance

- 1<sup>st</sup> Maintenance = \$4,000 annual salary increase
- 2<sup>nd</sup> Maintenance = \$3,000 annual salary increase
- 3<sup>rd</sup> Maintenance = \$2,000 annual salary increase

*Increases stack on top of each other, along with the \$10,000 increase for obtaining NBCT, and the \$7,000 increase for working at a low-performing school*

Other  
certificated  
changes

- Advisor/coaching stipends: Adds Freshman Class Sponsor; Sophomore Class Advisor; Youth Climate Advisor; National Social Studies Honor Society – Rho Kappa.
- Ensures APL is treated equally to the APC in terms of salary scale placement for teachers.
- Pilot program to pay mentor teachers; \$80k pool to provide \$500 to mentor teachers for each teacher mentored.
- Creation of workgroup to evaluate the cost of creating a Master's +60 category and placing eligible staff on the doctorate lane or creating a new lane in between the doctorate lane and the Master's +30 lane.

Other ESP  
changes

- Pre-K paras who may not meet the new educational requirements can be transferred, pay remains same
- ESP working after school programs paid hourly rate if that is more than the dollar amounts listed (~\$25 when working as a para, ~\$40 when working as a teacher)
- Inclusion of CDI certification as a master's level certification for HCPSS interpreters
- Provides Out-of-County tuition benefit to ESP