

Certified Salary Schedule FY 2026
188 Contract Days/7.5 Hours Per Day

Step	Rank III	Rank III + 15 Hours	Rank II	Rank II + 15 Hours	Rank I	Doctorate	Step
0	\$ 47,080	\$ 48,728	\$ 52,936	\$ 54,914	\$ 59,450	\$ 62,128	0
1	\$ 47,904	\$ 49,760	\$ 53,965	\$ 55,737	\$ 60,687	\$ 63,363	1
2	\$ 48,728	\$ 50,791	\$ 54,995	\$ 56,562	\$ 61,920	\$ 65,839	2
3	\$ 49,555	\$ 51,823	\$ 56,027	\$ 57,836	\$ 63,158	\$ 67,088	3
4	\$ 51,203	\$ 52,852	\$ 57,468	\$ 58,209	\$ 64,395	\$ 68,358	4
5	\$ 52,647	\$ 53,882	\$ 58,706	\$ 59,859	\$ 65,633	\$ 69,626	5
6	\$ 54,089	\$ 55,532	\$ 59,737	\$ 61,509	\$ 66,877	\$ 70,897	6
7	\$ 55,327	\$ 56,768	\$ 60,975	\$ 63,158	\$ 68,146	\$ 72,166	7
8	\$ 56,767	\$ 58,006	\$ 62,416	\$ 64,809	\$ 69,203	\$ 73,437	8
9	\$ 58,209	\$ 59,242	\$ 64,066	\$ 66,456	\$ 70,474	\$ 74,711	9
10	\$ 59,656	\$ 61,922	\$ 65,715	\$ 68,146	\$ 71,745	\$ 75,980	10
11	\$ 62,950	\$ 63,158	\$ 69,076	\$ 71,110	\$ 75,342	\$ 77,249	11
12	\$ 63,777	\$ 64,190	\$ 71,194	\$ 72,803	\$ 77,036	\$ 78,518	12
13	\$ 65,219	\$ 65,426	\$ 72,889	\$ 74,498	\$ 78,730	\$ 79,790	13
14	\$ 65,427	\$ 66,664	\$ 74,583	\$ 76,192	\$ 80,424	\$ 81,058	14
15	\$ 66,456	\$ 67,935	\$ 76,274	\$ 77,885	\$ 82,119	\$ 82,330	15
16	\$ 68,782	\$ 70,475	\$ 78,815	\$ 81,694	\$ 83,810	\$ 84,024	16
17	\$ 70,263	\$ 71,745	\$ 81,780	\$ 83,810	\$ 85,505	\$ 85,928	17
18	\$ 71,745	\$ 73,015	\$ 82,202	\$ 84,023	\$ 87,199	\$ 87,833	18
19	\$ 73,228	\$ 74,285	\$ 82,626	\$ 84,233	\$ 88,046	\$ 88,680	19
20	\$ 74,711	\$ 75,556	\$ 73,475	\$ 85,081	\$ 89,740	\$ 90,375	20
21	\$ 76,192	\$ 76,826	\$ 83,896	\$ 85,505	\$ 89,949	\$ 91,221	21
22	\$ 77,672	\$ 78,095	\$ 84,107	\$ 85,928	\$ 90,163	\$ 92,066	22
23	\$ 79,156	\$ 79,365	\$ 84,319	\$ 86,350	\$ 90,269	\$ 92,913	23
24	\$ 80,636	\$ 81,059	\$ 84,533	\$ 86,564	\$ 90,376	\$ 93,759	24
25	\$ 82,119	\$ 82,330	\$ 84,955	\$ 86,775	\$ 91,240	\$ 95,032	25
26	\$ 83,601	\$ 83,811	\$ 85,165	\$ 87,199	\$ 91,433	\$ 96,301	26
27+	\$ 84,445	\$ 84,659	\$ 86,775	\$ 88,893	\$ 93,124	\$ 97,358	27+
Rank IV		Rank V					
\$ 38,281		\$ 35,829					

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Administrative Salary Schedule FY 2026

Step	0	1	2	3	4	5
I-A	1.210	1.222	1.234	1.246	1.258	1.273
I-B	1.119	1.130	1.141	1.153	1.164	1.177
II-A	1.080	1.090	1.100	1.110	1.120	1.130
II-B	1.040	1.052	1.064	1.076	1.088	1.090

The Administrative Salary Schedule is in addition to the daily rate on the Certified Salary Schedule.

- I-A:** Principal/240 Contract Days
- I-B:** Assistant Principal/225 Contract Days
- II-A:** Director of Special Education/260 Contract Days
- II-B:** Chief Financial Officer/260 Contract Days
Counselor/193 Contract Days

Classified Salary Schedule FY 2026

	Step											
Grade	0	1	2	3	4	5	6	7	8	9	10	11
II	\$ 41,492.46	\$ 43,568.30	\$ 45,747.10	\$ 48,035.94	\$ 50,438.13	\$ 52,960.54	\$ 55,608.38	\$ 58,388.93	\$ 61,310.29	\$ 63,456.22	\$ 65,677.66	\$ 66,992.43
III	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49	\$ 23.61	\$ 24.79
IV	\$ 15.00	\$ 15.75	\$ 16.53	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.10	\$ 22.16	\$ 23.26	\$ 24.43	\$ 25.65
V	\$ 15.00	\$ 15.75	\$ 16.53	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.10	\$ 22.16	\$ 23.26	\$ 24.43	\$ 25.65
VI	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.44	\$ 20.42	\$ 21.44	\$ 22.51	\$ 23.63	\$ 24.82	\$ 26.06	\$ 27.36
VII	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.67	\$ 20.60	\$ 21.69	\$ 22.78	\$ 23.92	\$ 25.11	\$ 26.37	\$ 27.69	\$ 29.07
VIII	\$ 39,582.53	\$ 40,586.86	\$ 41,576.42	\$ 42,565.99	\$ 43,570.32	\$ 44,559.88	\$ 45,549.45	\$ 46,553.78	\$ 47,528.57	\$ 48,518.14	\$ 49,522.47	\$ 50,512.03
IX	\$ 51,407.02	\$ 52,680.31	\$ 53,984.28	\$ 55,272.90	\$ 56,576.87	\$ 57,850.16	\$ 59,138.78	\$ 60,427.41	\$ 61,716.04	\$ 63,004.67	\$ 64,293.29	\$ 65,581.92
XII	\$ 25,856.02	\$ 27,148.25	\$ 28,505.91	\$ 29,930.80	\$ 31,433.60	\$ 32,998.96	\$ 34,648.40	\$ 36,381.31	\$ 38,199.95	\$ 38,582.56	\$ 40,705.16	\$ 41,519.12
XIII	\$ 63,866.40	\$ 65,010.61	\$ 66,101.98	\$ 68,414.32	\$ 70,810.48	\$ 73,289.01	\$ 75,853.44	\$ 78,509.39	\$ 81,256.24	\$ 84,100.02	\$ 87,043.63	\$ 90,090.62
XIV	\$ 12.42	\$ 13.36	\$ 14.28	\$ 15.22	\$ 16.15	\$ 17.09	\$ 18.01	\$ 18.95	\$ 19.87	\$ 20.81	\$ 21.74	\$ 22.68

- Grade II

Administrative Assistant to the Superintendent/Tax Collector, Communications Coordinator, and Reading Interventionist
- Grade III

Cafeteria Staff, ECE Secretary, and School Secretary
- Grade IV

School Bookkeeper and Custodial Staff
- Grade V

Instructional Assistant I
- Grade VI

Instructional Assistant II and ECE Instructional Assistant I
- Grade VII

ECE Instructional Assistant II
- Grade VIII

Infinite Campus Coordinator and School Nurse
- Grade IX

School Nurse/Health Services Coordinator
- Grade XIII

Athletic, Food Service, Maintenance, and Technology Directors
- Grade XIV

Cafeteria and Maintenance Substitute

Grade VIII Based on 181 Contract Days/8 Hours Per Day
Grades IX and XII Based on 188 Contract Days/8 Hours Per Day
Grades II and XIII Based on 260 Contract Days/8 Hours Per Day

Substitute Salary Schedule FY 2026
Certified Teacher and Classified Instructional Assistant

Step	Rank I	Rank II	Rank III	Rank IV
0-3	130.68	120.34	111.50	90.26
4-9	139.80	129.20	120.34	95.57
10+	150.45	139.80	129.20	102.65

Step: Step is defined as completion of at least ninety (90) full days of full time teaching during one school year.

Rank I: Masters Degree Plus Thirty (30) Semester Hours

Rank II: Masters Degree or Approved Fifth (5th) Year Program

Rank III: Bachelors Degree

Rank IV: Minimum of Forty-Eight (48) Semester Hours

Long-Term Certified Substitute: After thirty (30) days of consecutive certified substitute teaching in the same position, the rate of pay shall be **1.5** times the scheduled amount retroactive to the beginning date of the long term assignment.

Stipend Salary Schedule FY 2026

I. Instruction of Students Outside of the Employee's Work Calendar	
	<div>Amount Per Hour</div> <div>\$ 40.00</div>
Examples: Homework Help and ESS Instruction	
II. Participation and/or Presentation in Professional Development Activities Outside of the Employee's Work Calendar	
	<div>Amount Per Hour</div> <div>\$ 30.00</div>
Examples: CPR Training and ESS Planning	

Stipend Parameters
Stipends shall be paid to salaried personnel for intermittent duties <u>not</u> included in the Board approved salary schedule for supplemental positions.
Approval
Stipend payments must be approved by the Principal/Supervisor with final approval by the Chief Financial Officer.
Stipend compensation is a salary supplement and payments shall coincide with the cut-off dates detailed on the pay date schedule. If requests for payment are submitted after the deadline, payments will be made on the next, scheduled pay date.
Determination
The Principal/Supervisor will determine the classification of the stipend, will verify that the duties have been performed, and will report hours of service using appropriate District procedures and forms.
Classified Personnel
Classified hourly personnel who perform additional duties must be paid at least the appropriate hourly rate for their job classification, including overtime, for intermittent duties assigned by their Principal/Supervisor.
TRS Retirees
Note that KTRS Retirees are not permitted to receive stipend pay in order to avoid exceeding their daily wage threshold.
Twelve-Month Personnel
Regardless of job classification, twelve month (12) salaried employees are not eligible to receive stipend pay.
Administrators employed less than twelve (12) months may receive stipend pay <u>outside of their work calendar.</u>
Board Approval
Stipend pay rates are established each fiscal year by the Board of Education during the next year, budgeting process.

APS Academic Salary Schedule FY 2026

Posistion	Hours	Compensation	Number of Positions	Total Compensation	Less Reimbursement	Board Costs
Academic Coach 4th/5th Grade	100	\$ 1,500	1	\$ 1,500	\$ 1,500	\$ -
Academic Coach 6th Grade	100	\$ 1,500	1	\$ 1,500	\$ 1,500	\$ -
Academic Coach 7th/8th Grade	180	\$ 2,500	1	\$ 2,500	\$ 2,500	\$ -
After School Coordinator	96	\$ 2,400	1	\$ 2,400	\$ -	\$ 2,400
8th Grade Sponsor	50	\$ 2,000	1	\$ 2,000	\$ 2,000	\$ -
Kindergarten Readiness Coordinator	25	\$ 1,000	1	\$ 1,000	\$ -	\$ 1,000
KUNA Coach*	70	\$ 500	1	\$ 500	\$ 500	\$ -
KUNA Assistant Coach*	35	\$ 250	1	\$ 250	\$ 250	\$ -
KYA Coach*	70	\$ 500	1	\$ 500	\$ 500	\$ -
KYA Assistant Coach*	35	\$ 250	1	\$ 250	\$ 250	\$ -
Math Team Sponsor	60	\$ 900	1	\$ 625	\$ 900	\$ 275
Over-Night Chaperone		\$ 100	30	\$ 3,000	\$ 3,000	\$ -
Robotics Team Coach	100	\$ 1,800	1	\$ 1,800	\$ -	\$ 1,800
Robotics Team Assistant Coach	60	\$ 900	2	\$ 1,800	\$ -	\$ 1,800
Unified Champion Club Sponsor	24/4	\$ 940	1	\$ 940	\$ -	\$ 940
Unified Champion Club Co-Sponsor	16/4	\$ 660	1	\$ 660	\$ -	\$ 660
		\$ 17,700	46	\$ 21,225	\$ 12,900	\$ 8,875
After School Anchor Sponsor	Varies	AISD Schedule	1		100%	\$ -

*Additional KUNA and KYA Coaches will be added when enrollment exceeds capacity for one team.

* KYA requires two (2) overnight stays at \$100 per night.

* KUNA requires two (2) overnight stays at \$100 per night.

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APS Athletic Program Salary Schedule FY 2026

Position	Compensation	Number of Positions	Total Compensation	Expected Participants	Board Costs
APSAP COED SOCCER					
8th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
7th Gade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
6th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5-8 Assistant Soccer Coach	\$600	4	\$ 2,400		\$ 0
APSAP GIRLS FIELD HOCKEY					\$ 0
7th/8th Grade Team	\$ 1,100	1	\$ 1,100	17	\$ 0
6th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5-8 Assistant Field Hockey Coach	\$ 600	3	\$ 1,800		\$ 0
APSAP COED CROSS COUNTRY					\$ 0
K-4th Grade Team	\$ 1,100	1	\$ 1,100	50	\$ 0
5th -8th Grade Team	\$ 1,100	1	\$ 1,100	20	\$ 0
K-8 Assistant Cross Country Coach	\$ 600	3	\$ 1,800		\$ 0
APSAP GIRLS VOLLEYBALL					\$ 0
7th/8th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5th/6th Grade Team	\$ 1,100	1	\$ 1,100	15	\$ 0
5-8 Assistant Volleyball Coach	\$ 600	2	\$ 1,200		\$ 0
APSAP GIRLS CHEERLEADING					\$ 0
K-8th Grade Team	\$1,600	1	\$ 1,600	25	\$ 0
K-8 Assistant Cheerleading Coach	\$ 800	1	\$ 800		\$ 0
APSAP BOYS BASKETBALL					\$ 0
8th Grade Boys Red Team	\$ 1,600	1	\$1,600	9	\$ 0
8th Grade Boys Blue Team	\$ 1,600	1	\$1,600	9	\$ 0
7th Grade Boys Red Team	\$ 1,600	1	\$1,600	9	\$ 0
7th Grade Boys Blue Team	\$ 1,600	1	\$1,600	9	\$ 0
6th Grade Boys Red Team	\$ 1,600	1	\$1,600	9	\$ 0
6th Grade Boys Blue Team	\$ 1,600	1	\$1,600	9	\$ 0
5th Grade Boys Red Team	\$ 1,600	1	\$1,600	9	\$ 0

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Position	Compensation	Number of Positions	Total Compensation	Expected Participants	Board Costs
5th Grade Boys Blue Team	\$ 1,600	1	\$1,600	9	\$ 0
APSAP GIRLS BASKETBALL					\$ 0
7th/8th Grade Girls Team	\$1,600	1	\$1,600	9	\$ 0
6th Grade Girls Team	\$ 1,600	1	\$1,600	9	\$ 0
5th Grade Girls Team	\$ 1,600	1	\$1,600	9	\$ 0
K-4 Boys/Girls/Coed Team	\$0	20	\$0	90	\$ 0
APSAP COED TRACK & FIELD					\$ 0
5th-8th Grade Team	\$ 1,100	1	\$1,100	12	\$ 0
5-8 Assistant Track & Field Coach	\$ 600	1	\$600	12	\$ 0
APSAP BOYS LACROSSE					\$ 0
7th/8th Grade Team	\$ 1,100	1	\$1,100	16	\$ 0
5th/6th Grade Team	\$ 1,100	1	\$1,100	16	\$ 0
5-8 Assistant Lacrosse Coach	\$ 600	2	\$1,200		\$ 0
APSAP GIRLS LACROSSE					\$ 0
7th/8th Grade Team	\$ 1,100	1	\$1,100	16	\$ 0
5th/6th Grade Team	\$ 1,100	1	\$1,100	16	\$ 0
5-8 Assistant Lacrosse Coach	\$ 600	2	\$1,200		\$ 0
FIELD MAINTENANCE MANAGER	\$ 1400	1	\$1,400		\$0
	\$43,200	67	\$49,200	479	\$0

APS Athletic Program Parameters:

1. If participation levels warrant a combined team in lieu of separate teams per grade as indicated on this schedule, coaches receive the allocated amount for only one team.
2. If a coach leads more than one team, practices must be held separately to receive 100% of allocated compensation for both teams.
3. If the same coach leads more than one team, but holds joint practices, compensation will be at 100% of allocated compensation for one team and 75% for the other.
4. Staffing levels in excess of above schedule shall not result in total compensation exceeding amount allocated per team.
5. Coaches **may** receive up to two shirts with a value up to \$75.

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