2026–27 Salary Schedule Options

You are being presented with four options for the upcoming school year's salary schedule. Each option outlines the impact on employee compensation, the change to our tentative budget, and the resulting contingency reserves.

Summary

Option	Compensation Impact	Budget Decrease	Ending Balance	Contingency %
Step Only	Step increases only; stipends & set salaries flat	$0	$5,050,034*	17.05%*
1% + Step	Step increases + 1% raise on all salaries & stipends	$192,193	$4,857,839*	16.30%*
2% + Step	Step increases + 2% raise on all salaries & stipends	$387,886	$4,662,149*	15.54%*
3% + Step	Step increases + 3% raise on all salaries & stipends	$583,579	$4,466,456*	14.79%*

**Amounts based on the Tentative Budget. Depending on the tax rate this is set in the fall, the ending balance and contingency will change. Example: The board setting a 4% increase rate will increase the ending balance and contingency, provided the expenditures stay the same.*

Detailed Breakdown

Option 1: Step Only

- **Employee Impact:** Employees receive standard step increases where applicable. All stipends and set salaries remain flat.
- **Fiscal Impact:** Aligns exactly with the Tentative Budget.
- **Reserves:** Maintains an ending balance of **$5,050,034** with a **17.05%** contingency.

Option 2: 1% Increase + Step

- **Employee Impact:** Employees receive standard step increases plus a 1% salary increase. All stipends and set salaries also increase by 1%.

- **Fiscal Impact:** Reduces the Tentative Budget bottom line by **$192,193**.
- **Reserves:** Results in an ending balance of **$4,857,839** with a **16.30%** contingency.

Option 3: 2% Increase + Step

- **Employee Impact:** Employees receive standard step increases plus a 2% salary increase. All stipends and set salaries also increase by 2%.
- **Fiscal Impact:** Reduces the Tentative Budget bottom line by **$387,886**.
- **Reserves:** Results in an ending balance of **$4,662,149** with a **15.54%** contingency.

Option 4: 3% Increase + Step

- **Employee Impact:** Employees receive standard step increases plus a 3% salary increase. All stipends and set salaries also increase by 3%.
- **Fiscal Impact:** Reduces the Tentative Budget bottom line by **$583,579**.
- **Reserves:** Results in an ending balance of **$4,466,456** with a **14.79%** contingency.

All four options maintain a healthy contingency fund well above the state-required minimum, allowing the Board to weigh competitive employee compensation against long-term fiscal conservatism.