



JEFFERSON COUNTY PUBLIC SCHOOLS
2026-2027
SALARY SCHEDULES

Effective July 1, 2026

Submitted June 30, 2026

**JOB FAMILY III SALARY SCHEDULE
2026 - 27
Annual Salary Based on 187-Days, 7-Hours per Day**

STEP	RANK III (31) Bachelor's	RANK III+15 (32) Bachelor's+15 hrs.	RANK II (21) Master's	RANK II+15 (22) Master's+15 hrs.	RANK I (11) Master's+30 hrs.	DOCTORATE (12) Doctorate Degree
0	49,479.56	51,482.30	56,151.50	58,149.46	62,816.14	65,702.88
1	50,370.73	52,368.66	57,037.81	59,038.20	63,702.50	66,596.55
2	51,261.95	53,259.92	57,926.60	59,701.77	64,596.12	67,480.43
3	52,143.47	54,148.67	58,812.94	60,813.35	65,480.07	68,369.24
4	55,262.71	55,262.71	61,130.62	61,702.16	66,988.86	69,260.44
5	56,151.50	56,817.44	61,481.79	63,482.16	68,148.84	71,038.01
6	57,485.86	58,595.01	63,259.33	65,254.88	69,924.01	72,813.11
7	58,369.77	60,367.75	65,036.88	67,042.12	71,701.58	74,590.75
8	60,149.77	62,152.61	66,816.90	68,817.23	73,481.56	76,373.14
9	61,922.58	63,927.73	68,592.05	70,592.41	75,259.14	78,145.88
10	63,702.50	65,702.88	70,369.65	72,367.54	77,031.86	79,921.05
11	67,262.50	69,260.44	73,927.16	75,922.75	80,596.63	83,478.58
12	69,037.63	71,038.01	75,704.74	77,702.71	82,371.80	85,258.57
13	70,815.22	72,813.11	77,477.48	79,480.31	84,146.97	87,040.98
14	72,592.78	74,590.75	79,259.86	81,255.39	85,924.59	88,813.74
15	74,367.94	76,373.14	81,039.85	83,035.39	87,699.73	90,591.29
16	77,927.93	79,921.05	84,595.06	86,595.42	91,259.68	94,141.62
17	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
18	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
19	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
20	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
21	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
22	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
23	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
24	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
25	83,701.37	85,704.19	90,368.50	92,368.84	97,033.18	99,924.76

Annual salary is based on a 187-day, 7-hours per day, work year.

MUNIS Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CERX x admin index

EMERGENCY CERTIFICATION	
2026 - 27	
Annual Salary Based on 187-days, 7-Hours Per Day	
STEP	<u>RANK IV</u> <u>96-127 HOURS</u> INDEX SALARY
0	48,479.56
1	49,370.73
2	50,261.95
3	51,143.47
4	54,262.71
5	55,151.50
6	56,485.86
7	57,369.77
8	59,149.76
9	60,922.58
10	62,702.50

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

Munis BU: CERT, CLAU (Grade 41)

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2026 - 27						
SALARY	STEP					
GRADE	0	1	2	3	4	5
16	1.320	1.338	1.355	1.373	1.388	1.405
15	1.275	1.290	1.306	1.320	1.336	1.352
14	1.230	1.244	1.258	1.272	1.285	1.299
13	1.190	1.201	1.213	1.225	1.237	1.249
12	1.151	1.162	1.172	1.182	1.191	1.201
11	1.111	1.119	1.128	1.138	1.147	1.156
10	1.073	1.080	1.088	1.095	1.103	1.111
09	1.036	1.042	1.049	1.055	1.062	1.068
08	1.001	1.007	1.012	1.017	1.021	1.026

Salary Computation for Certified Administrator:

Job Family III Daily Rate X Certified Administrator Index = Certified Administrator's Daily Rate Certified Administrator's Daily Rate X Number of Days = Annual Salary

Example Salary Computation for High School Principal who is on Certified Admin Grade 14/Step 5 and Teacher Rank I/Step 25:

- Step 1: Find Rank I/Step 25 Annual Salary on Job Family III/Teacher Salary Schedule= \$97,033.18
- Step 2: Divide \$97,033.18 by 187 days= \$518.8940 per day
- Step 3: Find Certified Administrator Index for High School Principal at Grade 14/Step 5 = 1.299 Step 4: Multiply \$518.8940 x 1.299 = \$674.0433 Certified Admin Daily Rate
- Step 5: Multiply \$674.0433 x 260 or applicable Number of Contract Days= \$175,251.26

Effective 7/1/2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

Munis Group/BU: CERX

JOB FAMILY II -SALARY EXEMPT**2026 - 27****Daily Rate is Based on 8-Hour Workday.**

GRADE	0	1	2	3	4	5	6	7	8	9	10
18	565.6315	588.2360	610.8409	632.4180	655.0228	677.1139	699.2049	721.2955	743.9003	765.9000	765.9000
17	544.0541	565.1176	586.6949	608.2722	629.3356	650.9127	671.9762	693.5535	715.1308	736.1941	757.7714
16	523.5045	544.5679	565.1176	585.6675	606.2171	626.2532	647.3166	667.8663	687.9023	708.9659	729.0019
15	503.4684	522.9907	543.0269	562.5491	582.0712	602.1072	621.6294	641.6655	661.1877	680.7098	700.7459
14	483.9462	502.9548	521.9634	540.9715	559.9802	578.4750	597.9974	616.4920	635.5006	655.0228	673.5175
13	464.9377	483.4326	501.9272	519.9083	538.4031	556.8977	574.3651	592.8598	611.3546	629.3356	647.8303
12	447.9842	465.4516	482.9189	500.8997	517.8532	535.8342	553.3015	570.7688	588.2360	606.2171	623.1708
11	430.0032	447.4705	463.9101	480.8637	497.8172	514.2571	531.2106	548.6778	565.1176	582.0712	599.0246
10	413.5635	430.0032	446.4429	462.3691	478.8089	495.2486	511.1746	527.1005	543.5405	559.9802	575.9062
9	398.1512	413.0496	428.9755	444.9018	460.3140	475.7265	491.1386	507.0647	522.4771	537.8893	553.8153
8	382.2251	397.6376	412.0221	427.4346	442.3330	457.7454	472.1302	487.5425	502.4410	517.3395	532.2381

Job Family II, Grades 8 - 18 are salaried positions exempt from overtime. Daily Rates are based on 8-hour per workday.

Effective July 1, 2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

Add-to-base stipends including but not limited to KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLAP/CLAS

JOB FAMILY II - SALARY EXEMPT (1)															
2026 - 27															
Daily Rate is Based on an 8-Hour Workday.															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	295.0600	303.7284	312.6514	321.8366	331.2917	341.0245	351.0433	361.3564	371.9724	382.9004	394.1494	405.7289	417.6485	429.9184	442.5487
6	274.9407	283.0199	291.3365	299.8975	308.7100	317.7815	327.1196	336.7321	346.6270	356.8127	367.2977	378.0909	389.2011	400.6379	412.4107
5	-	259.0839	265.8247	272.7410	279.8371	287.1179	294.5882	302.2528	310.1168	318.1854	326.4640	334.9579	343.6728	352.6145	361.7888
4	-	-	-	-	252.5645	258.1990	263.9593	269.8481	275.8683	282.0228	288.3146	294.7467	301.3224	308.0447	314.9171

(1) Job Family II - SALARY EXEMPT schedule is based on 8 hours per day. Positions are salaried and exempt from overtime.

Longevity Pay for Job Family II Grades 4 -7 (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs.)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs.)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

The 2026-2027 Exempt Grade 4-7 Schedule reflects market-based adjustments for every grade. Additionally, duplicate steps have been removed.

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLAS and CLAP (Grades 4-7)

JOB FAMILY II - HOURLY NON-EXEMPT (2)															
2026 - 27															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	21.3325	22.4007	23.4705	24.5354	25.6035	26.6669	27.7318	27.7318	28.8000	28.8000	29.8650	29.8650	30.9331	30.9331	31.9980

(1) **Job Family II - HOURLY NON-EXEMPT.** Beginning 7/1/24, position in Job Family II/grade 3 are hourly (overtime eligible) to comply with Federal minimum limits proposed 7/1/24.

Classified Stipend for Doctorate Degree: See page 29

Longevity Pay for Job Family II Grades 3 (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs.)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs.)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLA5 and CLAJ (Grade II 3 and II 3H)

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2026-2027

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	31.0491	32.7170	34.4659	36.1607	37.7471	39.6048	41.6521	41.6521	43.4823	43.4823	45.1908	45.1908	47.1976	47.1976	47.9293	48.7024	49.4751	50.3429
15	29.5984	31.1850	32.8797	34.4659	35.9439	37.7744	39.6859	39.6859	41.4622	41.4622	43.1027	43.1027	45.0279	45.0279	45.7331	46.4653	47.2109	48.0381
14	28.1611	29.6661	31.2796	32.7574	34.1947	35.8624	37.7198	37.7198	39.4420	39.4420	40.9740	40.9740	42.7775	42.7775	43.4416	44.1330	44.8381	45.6246
13	26.6562	28.0392	29.5712	30.9677	32.3643	33.9372	35.6998	35.6998	37.2587	37.2587	38.7505	38.7505	40.4724	40.4724	41.0960	41.7605	42.4248	43.1703
12	25.1510	26.4934	27.8900	29.2322	30.5611	32.0796	33.6796	33.6796	35.2385	35.2385	36.5945	36.5945	38.2080	38.2080	38.7910	39.4283	40.0520	40.7436
11	23.6869	24.9748	26.2629	27.5782	28.7443	30.1544	31.7134	31.7134	33.1507	33.1507	34.4386	34.4386	35.9439	35.9439	36.5132	37.0963	37.6792	38.3436
10	22.2494	23.4562	24.6766	25.9239	27.0222	28.3780	29.8424	29.8424	31.1305	31.1305	32.3643	32.3643	33.7880	33.7880	34.3169	34.8593	35.4149	36.0386
9	20.7175	21.8427	22.9683	24.1072	25.1783	26.3985	27.7409	27.7409	28.9745	28.9745	30.1134	30.1134	31.4694	31.4694	31.9576	32.4593	32.9879	33.5576
8	19.2529	20.3378	21.4090	22.4260	23.4156	24.5272	25.8020	25.8020	26.9680	26.9680	27.9984	27.9984	29.2595	29.2595	29.7476	30.2222	30.7238	31.2526
7	17.7347	18.7381	19.7004	20.6632	21.5309	22.6564	23.7816	23.7816	24.8527	24.8527	25.8020	25.8020	26.9680	26.9680	27.3747	27.8088	28.2695	28.7576
6	17.0077	17.2194	18.1415	19.0091	19.8227	20.7853	21.9105	21.9105	22.8326	22.8326	23.7412	23.7412	24.8122	24.8122	25.1921	25.6119	26.0054	26.4528
5	16.8376	17.0077	17.2872	18.1145	18.9277	19.8227	20.8258	20.8258	21.7887	21.7887	22.6564	22.6564	23.6596	23.6596	24.0122	24.4057	24.7851	25.2190
4	16.6689	16.8376	17.0077	17.2464	18.0057	18.8735	19.8227	19.8227	20.7310	20.7310	21.5309	21.5309	22.5209	22.5209	22.8326	23.2124	23.5784	23.9852
3	16.5027	16.6693	16.8376	17.0077	17.1518	18.0057	18.9277	18.9277	19.7415	19.7415	20.5548	20.5548	21.4493	21.4493	21.7887	22.1413	22.5072	22.9005
2	16.1752	16.3375	16.5027	16.6693	16.8376	17.0077	17.8567	17.8567	18.6565	18.6565	19.3617	19.3617	20.2701	20.2701	20.5548	20.8802	21.2191	21.5989
1	15.9519	16.0135	16.1752	16.3375	16.5027	16.6693	16.8376	17.0077	17.6939	17.6939	18.3718	18.3718	19.2126	19.2126	19.5245	19.8494	20.1615	20.5141

Longevity Pay for Job Family 1A (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour *(includes the \$0.20 for after 10 yrs.)*
- 20 years as of July 1st: \$.80 per hour *(includes the \$0.60 for after 15 yrs.)*
- 25 years as of July 1st: \$ 1.00 per hour *(includes the \$0.80 for after 20 yrs.)*

Shift Differential:

Second Shift: \$ 0.65 per hour
 Third Shift: \$ 1.00 per hour

ECE & Early Childhood Instructional Assistant and Personal Care Asst ECE Stipend Pay (JCCs 8190, 8194, 8015, 8023, 8906, 8272, 8298, 8300, 8393): \$1.00 per hour in addition to the above salary schedule
Enhanced Support Zone Classroom Instructional Support Stipend Pay: \$1.00 per hour in addition to the above salary schedule. Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, ESZ, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases. **Munis Group/BU: CLAA, CLAR, CLA5, CLAB, CLA8, CLAD, RCLA**

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE 1B

2026 - 27

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
15	27.6500	29.1177	30.5716	32.2963	33.8924	35.5032	37.0993	38.7098	38.7098	40.2492	40.2492	41.8881	41.8881	43.6554
14	26.5355	27.9440	29.3394	30.9945	32.5263	34.0721	35.6039	37.1495	37.1495	38.6268	38.6268	40.1997	40.1997	41.8958
13	25.4659	26.8177	28.1568	29.7452	31.2153	32.6988	34.1688	35.6521	35.6521	37.0699	37.0699	38.5794	38.5794	40.2071
12	24.4286	25.7153	27.0148	28.5639	29.9421	31.3727	32.7644	34.2344	34.2344	35.6128	35.6128	37.0306	37.0306	38.5794
11	23.5100	24.7306	26.0171	27.4873	28.8264	30.1784	31.5039	32.9220	32.9220	34.2477	34.2477	35.6391	35.6391	37.0828
10	22.6177	23.7725	25.0195	26.4239	27.7106	29.0364	30.3360	31.6221	31.6221	32.9482	32.9482	34.2738	34.2738	35.7047
9	21.8429	22.9587	24.1665	25.4919	26.7522	28.0126	29.2202	30.5195	30.5195	31.7405	31.7405	33.0662	33.0662	34.4182
8	20.9371	22.0529	23.1818	24.4550	25.6495	26.8966	28.0910	29.3249	29.3249	30.5063	30.5063	31.7272	31.7272	33.0925
7	20.1232	21.1996	22.2627	23.5493	24.6650	25.8727	27.0016	28.1964	28.1964	29.3383	29.3383	30.5195	30.5195	31.8324
6	19.3882	20.4384	21.4754	22.6698	23.7460	24.9276	26.0304	27.1461	27.1461	28.2618	28.2618	29.4038	29.4038	30.6247
5	18.6397	19.6506	20.6483	21.8036	22.8536	23.9303	25.0195	26.1090	26.1090	27.1461	27.1461	28.2618	28.2618	29.4169
4	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
3	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
2	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
1	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

The 2026-2027 1B Schedule includes two additional pay grades: 14 & 15.

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

- Second Shift: \$.65 per hour
- Third Shift: \$ 1.00 per hour

Adverse Weather Shift Differential: Approved Per C.O.O for Job Class Codes 8960, 8961, and 8962.

Approved Shift: \$.75 per hour

Add to base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary Stipends are not subject to Cost-of-Living Increases.

Munis Group/BU: CLAE, CLAJ

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB - BUS DRIVERS AND SPECIAL NEEDS TRANSPORTATION ASSISTANTS

2026 - 27

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
BUS	24.8197	25.8306	26.8283	27.9836	29.0336	30.1103	31.1995	32.2890	32.2890	33.3261	33.3261	34.4418	34.4418	35.5969
SNTA	22.6460	22.7724	23.6385	24.6097	25.4762	26.3823	27.3270	28.2329	28.2329	29.1253	29.1253	30.0574	30.0574	31.0290

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs.)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs.)
- 25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs.)

Challenging Bus Stipend (Job Class Codes 8814, 8816, 8818 & 8824):

- \$5.00 per hour for one challenge
- \$7.50 per hour for two challenges
- \$10.00 per hour for three challenges

New Bus Driver Incentives (Job Class Codes 8814 & 8818):

\$150 plus CDL fees: New Bus Driver without CDL

Bus drivers hired by JCPS after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as a full-time or permanent part-time bus driver. One-time \$150 incentive will be paid after successful completion of 90-day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$2000 Incentive: New Bus Driver with CDL

Full-time and permanent part-time Bus driver hired by JCPS after 7/1/24 and have a CDL will be paid a one-time \$2000 incentive payment after successful completion of 90-day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$4000 Incentive: New Bus Driver with CDL and School Bus Endorsement

Full-time and permanent part-time bus drivers hired by JCPS after 7/1/24 and have a CDL and School Bus Endorsement will be paid a one-time \$4000 incentive payment after successful completion of 90-day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLAE Job class code 8814, 8816, 8824 only and CLAT Job class code 8818 only)

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE 1B - Nutrition Services

2026 - 27

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
03	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
02	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
01	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

Longevity Pay for Job Family 1B Nutrition Services (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous, permanent JCPS employment with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs.)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs.)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs.)

See Temporary Salary Schedule for 2026-27 pay adjustments.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLAG and CLAT (part-time job class code 8111 only}

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS

2026 - 27

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
11H	23.5100	24.7306	26.0171	27.4873	28.8264	30.1784	31.5039	32.9220	32.9220	34.2477	34.2477	35.6391	35.6391	37.0828
10H	22.6177	23.7725	25.0195	26.4239	27.7106	29.0364	30.3360	31.6221	31.6221	32.9482	32.9482	34.2738	34.2738	35.7047
9H	21.8429	22.9587	24.1665	25.4919	26.7522	28.0126	29.2202	30.5195	30.5195	31.7405	31.7405	33.0662	33.0662	34.4182
8H	20.9371	22.0529	23.1818	24.4550	25.6495	26.8966	28.0910	29.3249	29.3249	30.5063	30.5063	31.7272	31.7272	33.0925
7H	20.1232	21.1996	22.2627	23.5493	24.6650	25.8727	27.0016	28.1964	28.1964	29.3383	29.3383	30.5195	30.5195	31.8324
SH	19.3882	20.4384	21.4754	22.6698	23.7460	24.9276	26.0304	27.1461	27.1461	28.2618	28.2618	29.4038	29.4038	30.6247
SH	18.6397	19.6506	20.6483	21.8036	22.8536	23.9303	25.0195	26.1090	26.1090	27.1461	27.1461	28.2618	28.2618	29.4169
4H	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
3H	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
2H	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
1H	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

Longevity Pay for Job Family 1B SEIU (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift

Differential: Second Shift: \$.65 per hour
Third Shift: \$ 1.00 per hour

Custodians and Lead Custodians working in a higher classification: \$2.00 per hour

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAH

CLASSIFIED SUPPORT STAFF HOURLY RATES															
SALARY SCHEDULE IC - School Resource Officer, Sergeant, Detective															
2026 - 27															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
OS	34.2499	36.8147	41.2794	41.2794	41.8848	41.8848	42.4548	42.4548	43.0130	43.0130	43.6304	43.6304	44.2834	44.2834	44.9009
OSS	27.1916	29.6698	33.7418	33.7418	34.5686	34.5686	35.1193	35.1193	35.6584	35.6584	36.2550	36.2550	36.8859	36.8859	37.4825

Longevity Pay for Job Family IC (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential Pay:

- Second Shift: \$.65 per hour
- Third Shift: \$1.00 per hour

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost-of-Living increases.

Munis Group/BU: CLAJ - These job class codes only: 8958-Sergeant, 8091-School Resource Officer and 8783-Detective.

JOB FAMILY V SALARY SCHEDULE

AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE

2026 - 27

RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs.	215.8054	224.4412	233.0773	239.5456	250.3375
II	Master's Degree	194.2330	209.3371	217.9731	226.5975	233.0773
III	Bachelor's Degree	187.7531	194.2330	200.7013	209.3371	215.8054
IV	96 semester hours plus	179.1287	185.5971	194.2330	200.9664	207.1811
V	64-95 semester hours	166.1691	172.6489	179.1287	186.3120	192.0769

*Resident Classroom Instruction salary is Rank III/Step 0 in the above schedule and not eligible for step increases.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2026 - 27					
	RANK III	RANK III+ 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2026-27 Certified Re-employed Retiree salary schedule is not marked to Cost of Living Adjustment (COLA).

Munis Group/BU: SUB7/Step 5 and RCET/Step 41

JOB FAMILY V SALARY SCHEDULE SUBSTITUTE TEACHERS SALARY SCHEDULE 2026 - 27		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs.	195.0000
II	Master's Degree	185.0000
III	Bachelor's Degree	175.0000
IV	96 semester hours plus	165.0000
V	64-95 semester hours	155.0000

Substitute Teacher Incentive Pay:

- **Exceptional Childhood Education (ECE/Special Ed):** \$20.00 extra per day for substituting for an ECE certified teacher position
- **Early Childhood (ECH):** \$20.00 extra per day for substituting for an ECH certified teacher position
- **Non-Enhanced Support Consecutive Day:** After working 20 consecutive days, at any combination of schools, receive a stipend payment of \$500
- **Emergency:** \$50.00 extra per day for an approved emergency day assignment at a particular school. All Emergency Day assignments must be pre-approved by the Chief of Human Resources.

Temporary Appointee (Long-term) Assignment Incentive Pay:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.25 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- **NOTE:** Temporary Appointees are not eligible for the following sub incentive pays at the same time they are receiving the 1.25 pay increase: ECE \$20/day ECE Sub, ECH \$20/day, Non-Enhanced Support Consecutive Day and Emergency \$50/day.

To be eligible for the incentives listed above, a substitute must work the full instructional student school day.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

Munis Group/BU: SUBW and SUB7

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2026 - 27						
STEP	RANK III	RANK III+ 15	RANK II	RANK II+ 15	RANK I	DOCTORATE
0	223.0288	232.2409	253.7173	262.9071	284.3723	297.6502
1	227.1280	236.3178	257.7942	266.9952	288.4493	301.7606
2	231.2272	240.4171	261.8823	270.0473	292.5596	305.8264
3	235.2819	244.5052	265.9592	275.1602	296.6254	309.9144
4	249.6292	249.6292	276.6195	279.2483	303.5652	314.0137
5	253.7173	256.7805	278.2347	287.4356	308.9008	322.1899
6	259.8549	264.9567	286.4108	295.5895	317.0659	330.3549
7	263.9208	273.1106	294.5870	303.8102	325.2420	338.5310
8	272.1080	281.3202	302.7742	311.9753	333.4293	346.7295
9	280.2620	289.4852	310.9392	320.1403	341.6054	354.8834
10	288.4493	297.6502	319.1155	328.3053	349.7593	363.0484

Salary Placement cannot exceed the retiree's TRS Daily Wage Threshold.

Retired administrator maximum daily pay shall be capped at the 8-hr daily rate reflected on this schedule.

Munis Group/BU: RCEA

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2026 - 27	
GRADE II-A	HOURLY RATE
18	70.7040
17	68.0067
16	65.4381
15	62.9336
14	60.4932
13	58.1172
12	55.9979
11	53.7504
10	51.6954
9	49.7689
8	47.7781
7	32.9710
6	29.9683
5	26.9967
4	24.1090
3	21.3325

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate Job Family II salary grade. If position is subject to TRS, the rate cannot exceed the retiree's TRS Daily Wage Threshold (DWT).

Retired administrator maximum daily pay shall be capped at the 8-hours per day.

Munis BU: SUBC (Grade II-A) and RCEA (Grade II-A/JCC 8381 only)

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2026 - 27	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.4035
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.7742
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	33.0746
Professional Development	10.7800

Munis Group/BU: CLAU (Grade ADLT/Step 0), SUBC (Grade SUB/Step 35), SUBW (Grade SUB/Step 35 & 36)

YOUTH STUDENT APPRENTICESHIP/ YOUTH APPRENTICESHIP

2026 - 27

CAREER PATHWAY	Job Family 6 Grade YA-x	# Hours Required for Apprenticeship Completion	0-1000 (Step 0)	1000-2000 (Step 1)	2000-3000 (Step 2)	3000-4000 (Step 3)	4000-5000 (Step 4)	5000-6000 (Step 5)	Full Time Salary Schedule & Grade	Entry Level Starting Pay
Accounting	YA-1	4,000	9.7658	10.2658	10.7658	11.2658	-	-	1A, Gr. 5	16.8376
Administrative Support	YA-2	4,000	9.7658	10.2658	10.7658	11.2658	-	-	1A, Gr. 5	16.8376
Medical Assistant	YA-3	4,000	9.6679	10.1679	10.6679	11.1679	-	-	1A, Gr. 4	16.6689
Graphic Design	YA-4	3,000	9.8644	10.3644	10.8644	-	-	-	1A, Gr. 6	17.0077
IT: Specialist	YA-5	2,606	12.9046	13.4046	13.9046	-	-	-	1A, Gr. 10	22.2494
IT: Help Desk	YA-6	2,008	12.9046	13.4046	-	-	-	-	1A, Gr. 10	22.2494
Cook	YA-7	3,000	9.1739	9.6739	10.1739	-	-	-	1B, Gr.1	15.8171
Maintenance (Facility)	YA-8	4,000	11.6714	12.1715	12.6715	13.1715	-	-	1B, Gr. 7	20.1232
Diesel Mechanic	YA-9	6,000	13.1183	13.6183	14.1183	14.6173	15.1183	15.6183	1B, Gr. 10	22.6177
Early Childhood	YA11	4,000	9.6679	10.1679	10.6679	11.1679	-	-	1A, Gr. 4	16.6689
Industrial Manufacturing Technician	YA12	2,736	10.8110	11.3110	11.8110	-	-	-	1B, Gr. 5	18.6397
Landscape Management Technician	YA13	2,000	9.5715	10.0715	-	-	-	-	1A, Gr. 3	16.5027
Teacher Apprentice Pathway	YA14	4,000	10.0000	-	-	-	-	-	*Based on grant funding	

Starting Pay of Step 0 is 58% of full-time Entry Level position, unless otherwise noted*. Subsequent steps increase by \$.50 per hour.

Munis BU: Student Apprenticeship=STDT (Grade YA-x) and Youth Apprenticeship=SUBC (Grade YA-x)

**CLASSIFIED HOURLY SUBSTITUTE RATES
JOB FAMILY 6 (SUBC)**

2026 - 27

DESCRIPTION	Temp Grade/Step	Job Family Grade/Step Equivalent	Entry Level Starting Pay
Americorp Participant	SUBC-SUB-03		Living Wage
Student Worker	STDT-1-00		10.3000
Student Worker - Co-op Vehicle Maintenance	STDT-2-00		10.8150
Classified Temp/Substitute	SUBC-SUB-30		11.3071
Classified Temp/Substitute	SUBC-SUB-01	IA-3-0	16.5027
Classified Temp/Substitute	SUBC-SUB-04	IA-4-0	16.6689
Classified Temp/Substitute	SUBC-SUB-05	IA-5-0	16.8376
Classified Temp/Substitute	SUBC-SUB-06	IA-6-0	17.0077
Classified Temp/Substitute	SUBC-SUB-07	IA-7-0	17.7347
Classified Temp/Substitute	SUBC-SUB-08	IA-8-0	19.2529
Classified Temp/Substitute	SUBC-SUB-10	IA-10-0	20.7175
Classified Temp/Substitute	SUBC-SUB-13	IA-13-0	26.6265
Temp/Sub RN	SUBC-SUB-11	IA-8-6	25.8020
Temp/Sub Interpreter I	SUBC-SUB-16	IA-8-4	23.4156
Temp/Sub Interpreter II	SUBC-SUB-17	IA-10-5	28.3780
Temp/Sub Interpreter III	SUBC-SUB-18	IA-12-6	33.6796
Bus Driver Trainee	SUBC-SUB-28		21.6300
Sub Bus Driver	SUBC-SUB-29		27.8100
Retired Bus Driver	SUBC-SUB-51		33.2175
Temp/Sub SNTA	SUBC-SUB-52		25.9667
Sub Custodian	SUBC-SUB-37		17.6501
Summer Grounds & Summer Mover/Maintenance	SUBC-SUB-38	IB-2-1	16.3013
Grounds Crew leaders	SUBC-SUB-40	IB-3-1	16.5924
Sub In-School Security Monitor	SUBC-SUB-42	IB-5-0	18.6397
Painter	SUBC-SUB-43	IB-6-0	19.3882
High Scaffold Painter	SUBC-SUB-44	1B-7-0	20.1232
Lead Painter/Lead Worker	SUBC-SUB-45	1B-8-0	20.9371
Lead Painter/Lead Worker	SUBC-SUB-46	IB-9-0	21.8429
Lead Painter/Lead Worker	SUBC-SUB-47	1B-10-0	22.6177
Lead Painter/Lead Worker	SUBC-SUB-48	1B-11-0	23.5100
Lead Painter/Lead Worker	SUBC-SUB-49	1B-12-0	24.4286
Lead Painter/Lead Worker	SUBC-SUB-50	1B-13-0	25.4659

The 2026-27 Temp/Substitute salary schedule reflects alignment with equivalent full-time position with the exception of Americorp, Student Worker, Student Worker-Co-op, Sub Custodian & Bus Driver Trainee.

Munis BU: SUBC (Grade SUB), STDT (Grade 1,2)

EXTRA SERVICE PAY SCHEDULE

2026 - 27

1.0 = .1088 x Rank III, Step 0 (for a 187 day teacher salary schedule)

Rank III, Step 0 = \$49,479.56

Times .1088 = \$5,383

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Archery	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Athletic Director	1.2000 6,460	1.3876 7,470	1.5750 8,479	1.7626 9,489	1.9500 10,498
Baseball, Head (2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Baseball, Assistant or JV (2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Basketball, Head (1,2)	1.0000 5,383	1.1563 6,225	1.3125 7,066	1.4688 7,907	1.6250 8,749
Basketball JV/Assistant(1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Basketball, Freshman (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Bass Fishing	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Bowling	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Cross Country, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Field Hockey, Head (2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Field Hockey, Assistant or JV (2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Football Head	1.0000 5,383	1.1563 6,225	1.3125 7,066	1.4688 7,907	1.6250 8,749
Football JV/Assistant (1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Football, Freshman (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Golf Head (1,2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Lacrosse, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Soccer, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Soccer, Assistant (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Softball, Head (2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Softball, Assistant or JV (2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Swimming Head (1,2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Tennis, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Track Indoor, Head (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Track Indoor, Assistant (1,2)	0.1500 808	0.1734 934	0.1969 1,060	0.2203 1,186	0.2438 1,312
Track Outdoor, Head (1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249

EXTRA SERVICE PAY SCHEDULE**2026 - 27****Athletic and Related Activities in Senior High Schools (cont.)**

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Track Outdoor, Assistant (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Volleyball, Head (1,2)	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Volleyball JV (1,2)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Wrestling, Head (1,2)	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Wrestling, Assistant (1,2)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500

EXTRA SERVICE PAY SCHEDULE

2026 - 27

Other Activities High School & YPAS

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Academic Activities Coordinator	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Band Camp (4)	0.2022	1,089	-	-	-	-	-	-	-	-
Band Director	0.9000	4,845	1.0407	5,602	1.1813	6,359	1.3219	7,116	1.4625	7,874
Band Director, Assistant (3)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Cheerleader, Head	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Chess Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Choral Director *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Drama*	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Drill Corps/Dance Team	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
E-sports	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Future Problem Solving Sponsor(5)	-	509	-	-	-	-	-	-	-	-
Instrumental Band Director*	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Instrumental Strings Director*	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
JROTC Rifle Team	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Newspaper Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Orchestra (Concert) Director*	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall, JV Sponsor (5)	-	746	-	-	-	-	-	-	-	-
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
ROTC Drill Team	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Science Fair Sponsor	0.0730	394	0.0844	455	0.0958	516	0.1072	577	0.1186	639
Science Olympiad Sponsor	0.0730	394	0.0844	455	0.0958	516	0.1072	577	0.1186	639
Speech and Debate or KUNA (8)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Yearbook Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500

EXTRA SERVICE PAY SCHEDULE

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Middle School Athletics & Other Activities

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Academic Activities Coordinator	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Activities Sponsor	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Activity/Athletic Director	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Baseball, Head (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Basketball, Head (1,2)	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Basketball JV or 6th Grade (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Cheerleader, Head	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Chess Sponsor	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Cross Country, Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Drill Corps/Dance Team	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
E-sports	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Field Hockey, Head (2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Flag Football (1,2)	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Football, Head	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Football, Assistant (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Future Problem Solving Coach	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Golf, Head (1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Lacrosse, Head	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Quick Recall Coach	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Soccer, Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Softball, Head (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Swim, Head (1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Tennis Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Track Indoor, Head (1,2)	0.1500	808	0.1734	934	0.1969	1,060	0.2203	1,186	0.2438	1,312
Track Outdoor, Head (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Volleyball, Head (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625

EXTRA SERVICE PAY SCHEDULE

2026 - 27

Middle School Athletics & Other Activities(cont.)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Volleyball, JV (1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749

Elementary School

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
School Technology Coordinator	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877

Adaptive Unified Sports Sponsor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Athletic Director -Adaptive	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery - Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Basketball - Adaptive	1.0000	5,383	1.1563	6,225	1.3125	7,066	1.4688	7,907	1.6250	8,749
Boccia - Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Swim-Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Tennis-Adaptive	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Track - Adaptive	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery - Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Basketball - Unified	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Boccia - Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Bowling-Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Track - Unified	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749

School Funded Sport/Support

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Asst AD/Game Manager (Full Yr.) (6)	-	1,700	-	2,000	-	2,300	-	2,600	-	3,000
School Technology Coordinator-HS	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
School Technology Coordinator-MS	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374

District Evaluation Appeals Panel (DEAP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	2,177	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2026 - 27

Mentor Teacher Residency

TITLE	STEP 0 (1 Mentee)		STEP 1 (2 Mentees)		STEP 2		STEP 3		STEP 4	
Mentor Teacher Residency (9)	-	5,000	-	10,000	-	-	-	-	-	-

Student Technology Leadership Program (STLP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
STLP (10)	-	1,000	-	-	-	-	-	-	-	-

BSU & HSU Sponsors

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Black Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-
Hispanic Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-

Career & Tech Student Organization Advisor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
CTSO Advisor (12)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	-	-

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Junior Athletic Director (13)		2,000	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

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- (1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment.
- (2) Increment is for teams which meet approved participation levels.
- (3) Increment is for 100 or more members of marching band.
- (4) Band Camp is not subject to step increases.
- (5) Paid by Athletics-Academic Competition funding and not subject to step increases.
- (6) Increment is not adjusted for cost-of-living increases. Full year pay is based on 180-days (60-days per season: Fall, Winter, Spring). If working less than the full year, the contract pay must be prorated based on number of days worked in the season. Contract pay for working one season (60 days) is prorated as follows:

Full Year:	Step 0- \$1700.00	Step 1- \$2000.00	Step 2- \$2300.00	Step 3- \$2600.00	Step 4- \$3000.00
Fall Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Winter Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Spring Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00

(6a) School funded sport/sponsor positions must be paid based on the same rate and schedule as the District paid sport/sponsor position. For all coaching positions in this Salary Schedule, Assistant indicates the Assistant coach position for varsity. Any other Assistant or JV Head position without an approved District pay scale will be paid at 50% of the approved head coach/sponsor scale for the specific level (High, Middle, Elementary). Any Freshman Coach position not identified on the Salary Schedule will be paid at 50% of the JV Coach position rate. Any sport or sponsorship that is not listed on the Board approved salary schedule will be paid at the employee's approved classified hourly extra service rate for hours worked.

- (7) DEAP is not subject to step increases.
 - (8) KUNA-Kentucky United Nations Assembly Sponsor
 - (9) Mentor Teacher Resident increment is not subject to step or cost of living increases. Increment is \$5000 per mentee. Step 0 reflects increment for one (1) mentee. Step 1 reflects increment for two (2) mentees
 - (10) STLP is not subject cost of living increases and not subject to step increases.
 - (11) Black Student Union & Hispanic Student Union Sponsors are not subject to cost-of-living increases and not subject to step increases.
 - (12) Career & Tech Student Organization (CTSO) Advisor step placement is determined by the program and requirements of that program. Steps are not based on years in the program.
 - (13) Junior Athletic Director is not subject to steps or adjusted for cost-of-living increases
- * Positions are not subject to shared duty including those of head coaches

Step placement for District and School Funded coach/sponsor positions is based on years of experience in the applicable activity. One step is granted for each full year of experience, not to exceed the maximum number of steps on the Board approved scale. Half/partial steps are not allowable regardless of funding source.

Pay for all District and School Funded coach/sponsor contracts which start late or end early must be prorated based on the number of days worked in the applicable season.

Safe School Sponsor: \$522
Safe School Coordinator: \$1568
Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2026-2027 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (9), (10), (11). Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

Munis Group/BU: PARA, CERA, CLAX, STDT

Enhanced Support Zone (ESZ) Quarterly Stipends

2026 - 27

Teacher Stipend *				
Assignment Year	MUNIS Grade	MUNIS Step	Annual Stipend	Quarterly Payment
Yr1	AC-T	0	6,000.00	1,500.0000
Yr2	AC-T	1	6,090.00	1,522.5000
Yr3	AC-T	2	6,180.00	1,545.0000
Yr4	AC-T	3	6,277.50	1,569.3750
Yr5	AC-T	4	6,375.00	1,593.7500
Yr6	AC-T	5	6,465.00	1,616.2500
Yr7	AC-T	6	6,562.50	1,640.6250
Yr8	AC-T	7	6,660.00	1,665.0000
Yr9	AC-T	8	6,765.00	1,691.2500
Yr10	AC-T	9	6,862.50	1,715.6250
Yr 11	AC-T	10	6,967.50	1,741.8750
Yr12	AC-T	11	7,072.50	1,768.1250
Yr13	AC-T	12	7,177.50	1,794.3750
Yr14	AC-T	13	7,290.00	1,822.5000
Yr15	AC-T	14	7,395.00	1,848.7500
Yr16	AC-T	15	7,507.50	1,876.8750
Yr17	AC-T	16	7,620.00	1,905.0000
Yr18	AC-T	17	7,732.50	1,933.1250
Yr19	AC-T	18	7,845.00	1,961.2500
Yr20	AC-T	19	7,965.00	1,991.2500
Yr 21	AC-T	20	7,965.00	1,991.2500
Yr 22	AC-T	21	7,965.00	1,991.2500
Yr23	AC-T	22	7,965.00	1,991.2500
Yr24	AC-T	23	7,965.00	1,991.2500
Yr25	AC-T	24	10,500.00	2,625.0000
Yr26	AC-T	25	10,500.00	2,625.0000

Administrator Stipend			
Position	MUNIS Grade	Annual Stipend	Quarterly Payment
Principal	AC-P	7,500.00	1,875.00
Principal-CZ Grades 6-12	AC20	15,000.00	3,750.00
Assistant Principal	ACAP	6,000.00	1,500.00
Counselor	AC-C	6,000.00	1,500.00
FRYSC Coordinator	ACFC	3,750.00	937.50

Eligibility & Pay Dates
<p>1st Stipend - Paid on 2nd pay date in October. Assigned to the ESZ School since the first Student day through the 1st pay date in October and in active status.</p>
<p>2nd Stipend - Paid on 1st pay date in December. Assigned to the ESZ School by 1st pay date in October through the last pay date in November and in active status.</p>
<p>3rd Stipend - Paid on 2nd pay date in March. Assigned to the ESZ School since the by the 1st student day after December 31st through 1st pay date in March and in active status.</p>
<p>4th Stipend - Paid on last regular paycheck in June. Assigned to the ESZ School by the 1st pay date in March through the last contract work-day of the fiscal year and in active status.</p>
<p>* Teacher Stipend progression is based on continuous assignment in ESZ School. Stipend for all assigned teachers on 7/1/23 was Year 1 (Step 0).</p>

Munis Bargaining Units for Teacher Stipend: CERT, CERV, CLA1, CLA2, RCET

2026-2027 JCTA EXTRA SERVICE RATES

Teachers/ Librarians/ Resource Teachers - Job Family III

After-hours Instruction, Student Supervision, Monitoring.	Hourly Rate
Substitute Shortage (make-up planning one hour after school)	Hourly Rate
Mandatory Professional Development - Participation	Hourly Rate
Professional Development - Presentation	Hourly Rate
Professional Development - Participation*	\$24.6590 per hour
Professional Development - Preparation* (Up to 3hours prep for each hour of presentation may be paid)	\$24.6590 per hour
Overcap (Class Size Overage)..... (1/12 of 10% of the daily rate for Step 0, Rank III)	\$2.205 per 1/2 hr. per student
New Teacher Induction (8.25% of the daily rate of Step 0, Rank III)	\$21.8292 per hour
Department Head (Middle & High School) 2+ teachers in department.	\$125.00 per full-time teacher in department
Team Leader/Grade Group Leader (Elementary School)	
Cultural Contact	
Curriculum Preparation	\$10.78 per hour
Other Extra Service Duties (non-certified work, clerical, coach/sponsor) Non-certified work is not subject to TRS. Rate will be tied to COLA, if applicable.	\$12.8750 per hour
Bus Driver CDL Training Non-certified work is not subject to TRS.	\$24.6590 per hour
Transportation/Activity Bus Driving Non-certified work is not subject to TRS.	\$25.00 per hour
Bus Driving (regular bus route as reported by Transportation) See Temporary Salary Adjustment for driving regular bus route for Transportation	Hourly Rate
Tutoring for the following activities Rate will be tied to COLA increase, if applicable. Aiding students in the completion of homework assignments and completing students' notes; Supervising study time; Providing classroom and resources for project completion (i.e supervision of science lab); Making up classroom activities missed because of absentees; Computer Curriculum Corporation (CCC); Study skills program; Tutoring centers; Supervising National Honor Student volunteers in peer tutoring; Supervising students in computer lab; One on one; Supervising students completing long term projects; and Student supervision for TEDS high school activities related to career pathways.	\$15.4500 per hour
Mentor New Teacher Provides support for new teachers. Funded through Title II, previously funded through KTIP. \$1000 per year per mentee (up to 3 mentees). Paid in \$500 increments.	\$1,000.00 per year per mentee

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or other extra/overtime hours.

2026-2027 OTHER EXTRA SERVICE & STIPEND INFORMATION

Academic Stipends

The Academics Division utilizes a leveled stipend system to compensate teachers for collaborative work with the Academics team. This includes participation in cohorts, pilots, and work teams. The level of stipend is based on the time commitment and depth of work involved. The stipend level and requirements of the cohort, pilot or work team is clearly communicated with staff prior to work beginning.

- Level 1 (Stipend for teachers & participants with lesser levels of required commitment) \$250.00 per semester
- Level 2 (Stipend for teachers & participants with lesser levels of required commitment) \$500.00 per semester
- Level 3 (Stipend for teachers & participants with greater levels of required commitment).....\$1,000.00 per semester
- Level 4 (Stipend for teachers & participants with greater levels of required commitment).....\$1,500.00 per semester
- Level 5 (Stipend for teachers & participants with significant levels of required ongoing commitment)\$2,000.00 per semester
- NBCT (National Board Certified Teacher).....\$2,000.00

Speech Language Pathologist & Audiologist Supplement (per KRS 157.397) Rate as determined by KDE

Bus Driver Referral Incentive \$500.00 per referral

Referral incentive paid to a JCPS employee after the bus driver applicant has successfully completed the 90-day probationary period. This incentive payment is not subject to TRS withholding.

Career & Tech Student Organization (CTSO) National Competition Stipend..... \$1,000.00 per year

Stipend paid to CTSO Advisors who attend the CTSO National Competition

State or National Employee Recognition Award..... Award Amount Received

Operations Employee License Stipend

Foreman (jcc 8343, 8361, 8312, 8351), Coordinator Renovations (jcc 8365), Coordinator Mechanical Systems (jcc 8360), Coordinator Electrical Maintenance & Renovations (jcc 800P) who use their license to secure a permit for work on a JCPS project as directed by Operations leadership will be paid a \$1800 quarterly stipend as follows:

- 1st Stipend – \$1800 paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
- 2nd Stipend – \$1800 paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
- 3rd Stipend – \$1800 paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
- 4th stipend – \$1800 paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June and in active status.

Security Training Stipend-KY Law Enforcement Foundation Program Fund (KLEFPF)..... \$2.1849 hourly or \$17.4789 daily

Pay Rates based on KLEFPF reimbursement amounts in compliance with KRS 15.410 - 15.510.
Payment reimbursed by KLEFPF monthly to the District.

Classified Stipend for Doctorate Degree. \$1.7318 hrly or \$13.8550 daily

Classified Hourly Overtime

All Classified hourly employees are to be paid their hourly rate for any Extra Service performed outside of their contract work hours. Overtime must be paid at 1.5 x hourly rate for all hours worked over 40 hours per work week Saturday through Friday with the exception of District Security at school events as follows:

School Level	Event	OT Rate	Eligible Position
High School	Graduation	2.4 x hourly rate	School Resource Officer, Detective, Sergeant
High School	Graduation	2.1 x hourly rate	District Security Monitor
High School	Dance	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
High School	Varsity Sport	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
High School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Dance	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Sport	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Promotion	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Dance	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Sport	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Promotion	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, ESZ Support, KLEFPF, Classified Doctorate, & Temporary stipends are not subject to Cost of Living increases.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or overlaps with other extra/overtime hours

Omitted extra service time reporting will be paid in the next regular payroll cycle after which the discovery has been made.

2026-2027 Administrator Extended Time

❖ Administrators (Job Family II and IV) work in salaried/exempt positions. Payment for extended time outside of the contract salary is limited as follows:

1. 260-day certified or classified administrators are not eligible to be paid for extended days/time regardless of funding source.

2. School Based Administrators (less than 260 days).

- Elementary, Middle, ECH, TAPP, Liberty, Breck Metro, and MDA Principals: 20 extended days as approved by the zone assistant superintendent or Exec. Director of ECH.
- Extended days must be worked and paid in full-day increments (8-hours per day).
- 195-day Elementary Counselors: 7 Extended Days as approved by the Principal.
- Extended Days are funded by the District. No other funding source is allowed.

3. Central Office Based Administrators (less than 260 days).

- Extended days may be paid for work on non-contract weekdays during Fall, Winter, Spring, and Summer Breaks.
- Extended days must be worked and paid in full-day increments (8-hours per day).
- Extended days may not be paid for time worked on weekends or holidays unless prior approval is received from the Chief Business Officer, or in the absence thereof, the EO of Finance and EO of Talent.

4. Summer Learning Programs (School Based and Central Office Based)

- Extended days or hours may be paid for assisting with approved summer programming.
- Days or hours must occur outside of the Working Calendar End Date and Start Date.
- Summer programming requires prior approval of both the Superintendent and Chief Academic Officer.
- In no case shall an administrator be paid more than 8 hours of extra service on a single workday.

❖ **FRYSC: 10 extended days worked on non-contract days during the school year as approved by the Family Resource Youth Service Center administration.**

❖ **Grant-funded summer programming for state agencies and early childhood may be used to pay additional administrator extended days/hours as allowed by the grant.**

❖ **Adult Ed and Pathfinder School of innovation are excluded from this schedule**

❖ **Classified Job Family II, Grades 4 through 7, after hours coaching & sponsoring of student activities are allowed.**

❖ **Bus Compound Coordinators, Assistant Bus Compound Coordinators, Bus Driver Trainers and Routing Coordinator may be paid extended time for driving the bus before or after the contract work-day as a result of bus driver shortage.**

Temporary Salary Adjustments for 2026-2027 (Effective as noted below)

2026-2027 One-Time Stipend

- All Full-Time and Part-Time Permanent Employees will receive a one-time \$2000.00 stipend for the 2026-27 school year. The stipend will be paid in two (2) equal installments on the first pay in December 2026 and the first pay in May 2027. All employees in active pay status within the pay period ending November 20, 2026 will receive a \$1,000 installment on December 4, 2026. All employees in active pay status within the pay period ending April 23, 2026 will receive a \$1,000 installment on May 7, 2027.

Student Transportation by Employees other than Bus Drivers - \$6.00 per hour Differential Pay

- Effective 7/1/2026 through 6/30/2027, classified Full-time or permanent part-time hourly staff driving a bus for Transportation Department and reported by Transportation will be paid their primary hourly rate plus an additional \$6.00 per hour differential pay. If retroactive corrections to reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours driving the bus route only and is not paid on regular contract work hours or any other extra service.
- Effective 7/1/2026 through 6/30/2027, certified full-time or permanent part-time teachers driving a bus for the Transportation Department and reported by Transportation are paid their regular hourly rate plus an additional \$6.00 per hour differential pay, for driving the bus for transportation (not applicable to Activity Bus driving). If retroactive corrections to reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours driving the bus route only and is not paid on regular contract work hours or any other extra service. Per Teacher's Retirement System (TRS), the hourly rate paid for bus driving the bus and the additional \$6.00 per hour is not subject to TRS withholdings. FICA will be withheld from these earnings in lieu of TRS.

Temporary Salary Adjustments for 2026-2027 (Effective as noted below)

Critical Need (formerly COVID) Differential Pay-Hourly Classified

- Effective 7/1/2026 through 6/30/2027, additional \$3.50 per hour added to base hourly rate includes the following job titles:
 - ▶ Housekeeping
 - Worker Housekeeping Services (Job Class Code 8634) (CLAE-I8-grade 5)
 - Lead Worker Housekeeping Services (Job Class Code 8591) (CLAE-I8-grade 11)
 - ▶ Custodians
 - Custodians (Job Class Code 8592) (CLAH-I8-grade 2)
 - Lead Custodian (Job Class Code 8586) (CLAH-I8-grade 4)
 - ▶ Nutrition Services Workers
 - Coordinator Nutrition Services I (Job Class Code 8092) (CLAG-I8- grade 4)
 - Coordinator Nutrition Services II (Job Class Code 8104) (CLAG-I8-grade 3)
 - Lead Assistant Nutrition Service (Job Class Code 8108) (CLAG-I8-grade 2)
 - Assistant Nutrition Service (Job Class Code 8110) (CLAG-I8-grade 1)
 - Trainer Nutrition Service (Job Class Code 8087) (CLAG-I8-grade 4)
 - Lead Assistant Production Nutrition (Job Class Code 8109) (CLAG-I8-grade 4)
 - Assistant Production Nutrition (Job Class Code 8083) (CLAG-I8-grade 3)
 - Nutrition Services Assistant Part-time (Job Class Code 8111) (CLAT-I8-grade 1)

Temporary Salary Adjustments for 2026-2027 (Effective as noted below)

Critical Need Differential Pay-Hourly Classified

- Effective 7/1/2026 through 6/30/27, additional \$6.50 per hour added to base hourly rate includes the following job titles:
 - ▶ Vehicle Maintenance Workers
 - Mechanic (Job Class 8369) (CLAE-1B-grade 7)
 - Mechanic B (Job Class 8800) (CLAE-1B-grade 8)
 - Mechanic A (Job Class 8796) (CLAE-1B-grade 10)
 - Worker Tire (Job Class 8790) (CLAE-1B-grade 7)
 - Lead Worker (Job Class 8792) (CLAE-1B-grade 11)
 - Inspector Mechanic (Job Class 8794) (CLAE-1B-grade 11)
 - Tech Transmission Rebuilder (Job Class 8798) (CLAE-1B-grade 10)
 - Attendant Compound (Job Class 8802) (CLAE-1B-grade 3)
 - Worker Utility (Job Class 8804) (CLAE-1B-grade 3)
 - Worker Body (Job Class 8806) (CLAE-1B-grade 10)
 - Worker Seat and Glass (Job Class 8808) (CLAE-1B-grade 8)
 - Mechanic Part-time (Job Class 8159) (CLAT-1B-grade 7)
 - Mechanic Tractor (Job Class 8600) (CLAE-1B-grade 8)

Operations CDL Stipend

- Effective July 1, 2026 through June 30, 2027
- Full-time Operations employees who meet the following criteria, will receive an annual stipend of \$7,200.00. Stipend will be paid in quarterly increments of \$1,800.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - ▶ Must be assigned to Job Class Codes 8311, 8367, 8960, 8961, or 8962.
 - ▶ Must hold and maintain a class A-CDL
 - ▶ Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend - Paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
 - 2nd Stipend - Paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the last pay date in November.
 - 3rd Stipend - Paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in March.
 - 4th stipend - Paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June.

Clerical Support Continuity of Services Stipend

- Effective July 1, 2026 through June 30, 2027
- Full-time and permanent part-time clerical support staff who meet the following criteria will receive an annual stipend of \$4,000.00. Stipend will be paid in quarterly increments of \$1,000.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - ▶ Must be assigned to a position in Job Family IA, grade 2 through grade 6 and not in a position eligible to receive the \$3.50 per hour Critical Need (formerly COVID) stipend
 - ▶ Must be assigned to a less than 260-day position, or assigned to a 260-day school-based position
 - ▶ Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend - Paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
 - 2nd Stipend - Paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the last pay date in November.
 - 3rd Stipend - Paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in March.
 - 4th stipend - Paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June.

J. Blaine Hudson Middle School Continuity Stipend

- Effective 2025-2026 and 2026-2027 School Years Only
- Employees covered under the JCTA collective bargaining agreement who are assigned to J. Blaine Hudson Middle School and in active status through the last student day in 2025-2026 and 2026-2027 fiscal years, shall receive a yearly continuity stipend on the last regular paycheck in June. This is in addition to the annual stipend outlined in Article 34, Section B of the JCTA collective bargaining agreement.
- Teachers assigned to J. Blaine Hudson Middle School during the school year, but who are no longer in active status and/or assigned to J. Blaine Hudson on the last student day shall not receive the yearly continuity stipend. The stipend will not be prorated.
- Teachers who travel to multiple schools must spend half or more of their work time at J. Blaine Hudson Middle School to be eligible for the continuity stipend. No partial stipend will be paid to those who spend less than half of their work time at J. Blaine Hudson Middle School.
- Eligibility and Stipend Amount to be on the last regular paycheck in June:
 - ▶ Teachers assigned to J. Blaine Hudson and in active status since the first student day through the last student day of the school year will receive \$7,000.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson from first pay date in October through the last student day of the school year will receive \$5,250.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson from the first student day after December 31st through the last student day of the school year, will receive \$3,500.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson by the first pay date in March through the last student day of the school year, will receive \$1,750.