



**Teacher
Schedule 5
2025-2026**

185 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA or Less	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	59,888	61,535	63,227	64,807	66,426	68,089
2	61,384	63,072	64,807	66,426	68,089	69,789
3	62,920	64,649	66,426	68,089	69,789	71,535
4	64,493	66,265	68,089	69,789	71,535	73,322
5	66,103	67,922	69,789	71,535	73,322	75,157
6	67,758	69,620	71,535	73,322	75,157	77,035
7	69,450	71,361	73,322	75,157	77,035	78,961
8	71,186	73,145	75,157	77,035	78,961	80,936
9	72,968	74,973	77,035	78,961	80,936	82,957
10	74,791	76,847	78,961	80,936	82,957	85,033
11	76,662	78,769	80,936	82,957	85,033	87,158
12	78,577	80,738	82,957	85,033	87,158	89,336
13		82,756	85,033	87,158	89,336	91,571
14			87,158	89,336	91,571	93,860
15				91,571	93,860	96,205
16					96,205	98,611
Available upon 17 years of qualified service	80,935	85,239	89,773	94,318	99,093	101,570
Available upon 19 years of qualified service		87,797	92,466	97,147	102,066	104,617
Available upon 21 years of qualified service			95,240	100,062	105,127	107,756
Available upon 23 years of qualified service				103,064	108,281	110,988
Available upon 25 years of qualified service					111,530	114,318

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$25.00 for the first 20 days and \$46.25 as of the 21st day.



**Teacher (Itinerant) - Adaptive P.E., DHOH,
Orientation & Mobility, Orthopedically Impaired,
Visually Exceptional
Schedule 7
2025-2026**

185 Days / 7.5 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA or Less	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	64,165	65,928	67,742	69,437	71,171	72,950
2	65,769	67,578	69,437	71,171	72,950	74,775
3	67,413	69,268	71,171	72,950	74,775	76,644
4	69,098	70,999	72,950	74,775	76,644	78,561
5	70,824	72,773	74,775	76,644	78,561	80,525
6	72,597	74,592	76,644	78,561	80,525	82,538
7	74,412	76,458	78,561	80,525	82,538	84,601
8	76,272	78,369	80,525	82,538	84,601	86,716
9	78,178	80,328	82,538	84,601	86,716	88,883
10	80,135	82,337	84,601	86,716	88,883	91,106
11	82,136	84,394	86,716	88,883	91,106	93,384
12	84,190	86,505	88,883	91,106	93,384	95,720
13		88,668	91,106	93,384	95,720	98,112
14			93,384	95,720	98,112	100,564
15				98,112	100,564	103,079
16					103,079	105,655
Available upon 17 years of qualified service	86,716	91,328	96,186	101,055	106,171	108,825
Available upon 19 years of qualified service		94,068	99,071	104,087	109,356	112,090
Available upon 21 years of qualified service			102,043	107,209	112,637	115,453
Available upon 23 years of qualified service				110,426	116,016	118,916
Available upon 25 years of qualified service					119,496	122,484

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute hourly rate of pay is \$25.00 for the first 20 days and \$46.25 as of the 21st day.



**Occupational Therapist
Schedule 28
2025-2026**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units
1	85,583	94,378	103,173
2	87,723	96,736	105,755
3	89,913	99,159	108,400
4	92,162	101,635	111,108
5	94,467	104,177	113,887
6	96,829	106,781	116,733
7	99,248	109,451	119,652
8	101,731	112,187	122,644
9	104,274	114,992	125,708
10	106,882	117,867	128,851
Available upon 15 years of qualified service		120,814	132,073
Available upon 20 years of qualified service		123,834	135,376
Available upon 25 years of qualified service		126,930	138,759

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$417.48

**State Preschool Teacher
Schedule 30
2025-2026**

182 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	34,954	37,512	44,293
2	35,972	38,716	45,391
3	36,988	39,926	46,489
4	38,006	41,130	47,586
5	39,030	42,338	48,683
Available upon 8 years of qualified service	39,809	43,184	49,657
Available upon 10 years of qualified service	40,606	44,047	50,650
Available upon 15 years of qualified service	41,416	44,929	51,664
Available upon 17 years of qualified service	42,245	45,828	52,697
Available upon 19 years of qualified service	43,935	47,660	54,806
Available upon 21 years of qualified service	44,815	48,615	55,901

**Preschool Teacher
Schedule 31
2025-2026**

230 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	44,171	47,406	55,974
2	45,459	48,926	57,362
3	46,744	50,456	58,752
4	48,033	51,977	60,136
5	49,322	53,503	61,526
Available upon 8 years of qualified service	50,307	54,574	62,756
Available upon 10 years of qualified service	51,315	55,665	64,010
Available upon 15 years of qualified service	52,340	56,778	65,290
Available upon 17 years of qualified service	53,386	57,915	66,596
Available upon 19 years of qualified service	55,523	60,232	69,261
Available upon 21 years of qualified service	56,634	61,435	70,646

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- A stipend of \$1000 paid for Site Supervisor I assignments.
- Advanced degree stipends: MA: \$1300
- Substitute daily rate of pay is \$160 for the first 20 days and \$192 as of the 21st day.



Program Specialist
Schedule 70
 2025-2026

205 Days / 8 Hours – Annual Salary

Step	
1	85,360
2	89,814
3	94,265
4	98,721
5	103,173
6	107,627
7	112,085
8	116,531
9	120,986
10	121,815
Available upon 17 years of qualified service	124,548
Available upon 19 years of qualified service	127,276
Available upon 21 years of qualified service	130,007
Available upon 23 years of qualified service	132,735
Available upon 25 years of qualified service	135,465

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$416.39



Program Specialist
Schedule 71
 2025-2026

210 Days / 8 Hours – Annual Salary

Step	
1	87,440
2	92,008
3	96,566
4	101,130
5	105,692
6	110,252
7	114,816
8	119,378
9	123,940
10	124,788
Available upon 17 years of qualified service	127,583
Available upon 19 years of qualified service	130,380
Available upon 21 years of qualified service	133,177
Available upon 23 years of qualified service	135,972
Available upon 25 years of qualified service	138,769

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$416.39



Nurse
Schedule 72
 2025-2026

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 45 units	BA + 75 units
1	79,941	84,040	86,092
2	81,743	85,933	88,028
3	83,580	87,864	90,006
4	85,461	89,844	92,033
5	87,382	91,864	94,105
6	89,349	93,933	96,220
7	91,359	96,045	98,385
8	93,414	98,205	100,601
9	95,516	100,414	102,864
10	97,666	102,674	105,179
11	99,865	104,986	107,544
12	102,109	107,347	109,965
13	104,408	109,763	112,435
14	106,762	112,231	114,970
15		114,757	117,555
16		117,339	120,198
Available upon 17 years of qualified service		109,488	122,931
Available upon 19 years of qualified service		112,218	125,659
Available upon 21 years of qualified service			128,388
Available upon 23 years of qualified service			131,118
Available upon 25 years of qualified service			133,850

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$389.95



**Social Worker, School Counselor, Educational
Diagnostician
Schedule 73
2025-2026**

205 Days / 8 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	75,846	77,894	79,941	81,991	84,040	86,092
2	77,552	79,646	81,743	83,837	85,933	88,028
3	79,295	81,439	83,580	85,726	87,864	90,006
4	81,078	83,269	85,461	87,651	89,844	92,033
5	82,905	85,145	87,382	89,624	91,864	94,105
6	84,769	87,061	89,349	91,639	93,933	96,220
7	86,675	89,019	91,359	93,701	96,045	98,385
8	88,625	91,020	93,414	95,812	98,205	100,601
9	90,621	93,066	95,516	97,965	100,414	102,864
10	92,658	95,163	97,666	100,170	102,674	105,179
11	94,746	97,303	99,865	102,422	104,986	107,544
12	96,876	99,494	102,109	104,729	107,347	109,965
13		101,732	104,408	107,087	109,763	112,435
14			106,762	109,493	112,231	114,970
15				111,955	114,757	117,555
16					117,339	120,198
Available upon 17 years of qualified service	99,605	104,462	109,488	114,686	120,066	122,931
Available upon 19 years of qualified service		107,191	112,218	117,416	122,799	125,659
Available upon 21 years of qualified service			114,948	120,144	125,528	128,388
Available upon 23 years of qualified service				122,874	128,257	131,118
Available upon 25 years of qualified service					130,988	133,850

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$369.98



Teacher, Teacher Specialist
Schedule 74
2025-2026

215 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA or Less	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	69,598	71,513	73,479	75,316	77,200	79,130
2	71,339	73,300	75,316	77,200	79,130	81,107
3	73,122	75,134	77,200	79,130	81,107	83,136
4	74,950	77,011	79,130	81,107	83,136	85,212
5	76,824	78,936	81,107	83,136	85,212	87,345
6	78,745	80,910	83,136	85,212	87,345	89,528
7	80,712	82,933	85,212	87,345	89,528	91,765
8	82,731	85,005	87,345	89,528	91,765	94,060
9	84,799	87,131	89,528	91,765	94,060	96,412
10	86,918	89,310	91,765	94,060	96,412	98,822
11	89,093	91,543	94,060	96,412	98,822	101,292
12	91,320	93,831	96,412	98,822	101,292	103,824
13		96,177	98,822	101,292	103,824	106,420
14			101,292	103,824	106,420	109,081
15				106,420	109,081	111,807
16					111,807	114,603
Available upon 17 years of qualified service	94,058	99,061	104,329	109,611	115,160	118,039
Available upon 19 years of qualified service		102,032	107,459	112,899	118,615	121,580
Available upon 21 years of qualified service			110,683	116,286	122,173	125,228
Available upon 23 years of qualified service				119,775	125,839	128,985
Available upon 25 years of qualified service					129,614	132,854

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$25.00 for the first 20 days and \$46.25 as of the 21st day



Audiologist, Speech & Language Pathologist
Schedule 75
 2025-2026

185 Days / 7.5 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	72,406	81,095	89,205	93,666	98,349
2	74,217	83,122	91,434	96,008	100,808
3	76,071	85,200	93,721	98,406	103,326
4	77,974	87,330	96,064	100,866	105,911
5	79,923	89,514	98,466	103,389	108,559
6	81,921	91,752	100,928	105,974	111,273
7	83,969	94,046	103,450	108,623	114,053
8	86,069	96,397	106,037	111,339	116,905
9	88,221	98,807	108,687	114,122	119,829
10	90,427	101,276	111,405	116,976	122,824
Available upon 15 years of qualified service		106,341	116,976	122,824	128,964
Available upon 20 years of qualified service		111,658	122,824	128,964	135,413
Available upon 25 years of qualified service		117,241	128,964	135,413	142,184

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000
- Substitute daily rate of pay is \$391.38



**Assessment Audiologist,
Speech & Language Pathologist Assessment & Support
Schedule 76
2025-2026**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	85,583	95,854	105,440	110,711	116,246
2	87,723	98,250	108,075	113,479	119,153
3	89,917	100,706	110,778	116,316	122,132
4	92,164	103,225	113,546	119,224	125,185
5	94,469	105,804	116,386	122,204	128,314
6	96,831	108,450	119,295	125,260	131,523
7	99,250	111,160	122,278	128,390	134,810
8	101,732	113,940	125,334	131,601	138,181
9	104,275	116,789	128,467	134,890	141,637
10	106,882	119,709	131,679	138,262	145,176
Available upon 15 years of qualified service		125,694	138,262	145,176	152,435
Available upon 20 years of qualified service		131,978	145,176	152,435	160,056
Available upon 25 years of qualified service		138,577	152,435	160,056	168,059

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000
- Substitute daily rate of pay is \$417.48



Teacher, Resource Specialist
Schedule 77
 2025-2026

230 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA or Less	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	74,454	76,501	78,606	80,571	82,585	84,651
2	76,316	78,416	80,571	82,585	84,651	86,766
3	78,223	80,375	82,585	84,651	86,766	88,934
4	80,180	82,383	84,651	86,766	88,934	91,157
5	82,183	84,443	86,766	88,934	91,157	93,437
6	84,239	86,555	88,934	91,157	93,437	95,773
7	86,344	88,719	91,157	93,437	95,773	98,168
8	88,502	90,936	93,437	95,773	98,168	100,622
9	90,716	93,210	95,773	98,168	100,622	103,138
10	92,983	95,540	98,168	100,622	103,138	105,715
11	95,308	97,929	100,622	103,138	105,715	108,359
12	97,691	100,377	103,138	105,715	108,359	111,067
13		102,886	105,715	108,359	111,067	113,845
14			108,359	111,067	113,845	116,690
15				113,845	116,690	119,608
16					119,608	122,597
Available upon 17 years of qualified service	100,621	105,973	111,609	117,259	123,196	126,275
Available upon 19 years of qualified service		109,152	114,957	120,777	126,891	130,064
Available upon 21 years of qualified service			118,406	124,400	130,698	133,966
Available upon 23 years of qualified service				128,132	134,619	137,985
Available upon 25 years of qualified service					138,658	142,124

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$25.00 for the first 20 days and \$46.25 as of the 21st day



Program Psychologist
Schedule 78
 2025-2026

205 Days / 8 Hours – Annual Salary

Step	
1	88,934
2	93,574
3	98,218
4	102,853
5	107,494
6	112,132
7	116,775
8	121,410
9	126,055
10	126,824
Available upon 17 years of qualified service	129,553
Available upon 19 years of qualified service	132,281
Available upon 21 years of qualified service	135,011
Available upon 23 years of qualified service	137,743
Available upon 25 years of qualified service	140,472

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for EdD or PhD, \$1600
- Substitute daily rate of pay is \$433.82



Assessment Psychologist
Schedule 79
 2025-2026

215 Days / 8 Hours – Annual Salary

Step	
1	93,272
2	98,141
3	103,007
4	107,870
5	112,736
6	117,604
7	122,467
8	127,333
9	132,201
10	133,013
Available upon 17 years of qualified service	135,867
Available upon 19 years of qualified service	138,734
Available upon 21 years of qualified service	141,597
Available upon 23 years of qualified service	144,461
Available upon 25 years of qualified service	147,322

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for EdD or PhD, \$1600
- Substitute daily rate of pay is \$433.82