



**Teacher
Schedule 5
2026-2027**

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	61,385	63,073	64,808	66,427	68,087	69,791
2	62,919	64,649	66,427	68,087	69,791	71,534
3	64,493	66,265	68,087	69,791	71,534	73,323
4	66,105	67,922	69,791	71,534	73,323	75,155
5	67,756	69,620	71,534	73,323	75,155	77,036
6	69,452	71,361	73,323	75,155	77,036	78,961
7	71,186	73,145	75,155	77,036	78,961	80,935
8	72,966	74,974	77,036	78,961	80,935	82,959
9	74,792	76,847	78,961	80,935	82,959	85,031
10	76,661	78,768	80,935	82,959	85,031	87,159
11	78,579	80,738	82,959	85,031	87,159	89,337
12	80,541	82,756	85,031	87,159	89,337	91,569
13		84,825	87,159	89,337	91,569	93,860
14			89,337	91,569	93,860	96,207
15				93,860	96,207	98,610
16					98,610	101,076
Available upon 17 years of qualified service	83,373	87,807	92,477	97,159	102,078	104,630
Available upon 19 years of qualified service		90,442	95,252	100,074	105,141	107,768
Available upon 21 years of qualified service			98,109	103,077	108,294	111,002
Available upon 23 years of qualified service				106,169	111,543	114,332
Available upon 25 years of qualified service					114,890	117,762

- 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 \$47.40 as of the 21st day.



**Teacher (Itinerant) - Adaptive P.E., DHOH,
Orientation & Mobility, Orthopedically Impaired,
Visually Exceptional
Schedule 7
2026-2027**

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	65,769	67,576	69,436	71,173	72,950	74,774
2	67,413	69,267	71,173	72,950	74,774	76,644
3	69,098	71,000	72,950	74,774	76,644	78,560
4	70,825	72,774	74,774	76,644	78,560	80,525
5	72,595	74,592	76,644	78,560	80,525	82,538
6	74,412	76,457	78,560	80,525	82,538	84,601
7	76,272	78,369	80,525	82,538	84,601	86,716
8	78,179	80,328	82,538	84,601	86,716	88,884
9	80,132	82,336	84,601	86,716	88,884	91,105
10	82,138	84,395	86,716	88,884	91,105	93,384
11	84,189	86,504	88,884	91,105	93,384	95,719
12	86,295	88,668	91,105	93,384	95,719	98,113
13		90,885	93,384	95,719	98,113	100,565
14			95,719	98,113	100,565	103,078
15				100,565	103,078	105,656
16					105,656	108,296
Available upon 17 years of qualified service	89,328	94,079	99,084	104,099	109,369	112,104
Available upon 19 years of qualified service		96,902	102,056	107,222	112,650	115,466
Available upon 21 years of qualified service			105,117	110,438	116,030	118,931
Available upon 23 years of qualified service				113,753	119,511	122,498
Available upon 25 years of qualified service					123,095	126,174

- 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 \$47.40 as of the 21st day.



**Occupational Therapist
Schedule 28
2026-2027**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units
1	87,723	96,737	105,752
2	89,916	99,154	108,399
3	92,161	101,638	111,110
4	94,466	104,176	113,886
5	96,829	106,781	116,734
6	99,250	109,451	119,651
7	101,729	112,187	122,643
8	104,274	114,992	125,710
9	106,881	117,867	128,851
10	109,554	120,814	132,072
Available upon 15 years of qualified service		123,834	135,375
Available upon 20 years of qualified service		126,930	138,760
Available upon 25 years of qualified service		130,103	142,228

- 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 \$427.92

**State Preschool Teacher
Schedule 30
2026-2027**

182 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	35,828	38,450	45,400
2	36,871	39,684	46,526
3	37,913	40,924	47,651
4	38,956	42,158	48,776
5	40,006	43,396	49,900
Available upon 8 years of qualified service	41,008	44,485	51,152
Available upon 10 years of qualified service	41,829	45,374	52,176
Available upon 15 years of qualified service	42,663	46,282	53,221
Available upon 17 years of qualified service	43,518	47,209	54,284
Available upon 19 years of qualified service	45,258	49,096	56,457
Available upon 21 years of qualified service	46,165	50,079	57,585

**Preschool Teacher
Schedule 31
2026-2027**

230 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	45,275	48,591	57,373
2	46,595	50,149	58,796
3	47,913	51,717	60,221
4	49,234	53,276	61,639
5	50,555	54,841	63,064
Available upon 8 years of qualified service	51,823	56,218	64,647
Available upon 10 years of qualified service	52,861	57,342	65,938
Available upon 15 years of qualified service	53,917	58,488	67,257
Available upon 17 years of qualified service	54,995	59,660	68,602
Available upon 19 years of qualified service	57,196	62,047	71,348
Available upon 21 years of qualified service	58,340	63,286	72,774

- 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 \$197 as of the 21st day.



Program Specialist
Schedule 70
 2026-2027

205 Days / 8 Hours – Annual Salary

Step	
1	87,494
2	92,059
3	96,622
4	101,189
5	105,752
6	110,318
7	114,887
8	119,444
9	124,011
10	124,860
Available upon 17 years of qualified service	127,662
Available upon 19 years of qualified service	130,458
Available upon 21 years of qualified service	133,257
Available upon 23 years of qualified service	136,053
Available upon 25 years of qualified service	138,852

- 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 \$426.80



Program Specialist
Schedule 71
 2026-2027

210 Days / 8 Hours – Annual Salary

Step	
1	89,626
2	94,308
3	98,980
4	103,658
5	108,334
6	113,008
7	117,686
8	122,362
9	127,039
10	127,908
Available upon 17 years of qualified service	130,773
Available upon 19 years of qualified service	133,640
Available upon 21 years of qualified service	136,506
Available upon 23 years of qualified service	139,371
Available upon 25 years of qualified service	142,238

- 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 \$426.80



Nurse
Schedule 72
 2026-2027

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 45 units	BA + 75 units
1	81,940	86,141	88,244
2	83,787	88,081	90,229
3	85,670	90,061	92,256
4	87,598	92,090	94,334
5	89,567	94,161	96,458
6	91,583	96,281	98,626
7	93,643	98,446	100,845
8	95,749	100,660	103,116
9	97,904	102,924	105,436
10	100,108	105,241	107,808
11	102,362	107,611	110,233
12	104,662	110,031	112,714
13	107,018	112,507	115,246
14	109,431	115,037	117,844
15		117,626	120,494
16		120,272	123,203
Available upon 17 years of qualified service		112,225	123,068
Available upon 19 years of qualified service		115,023	125,869
Available upon 21 years of qualified service			128,666
Available upon 23 years of qualified service			131,463
Available upon 25 years of qualified service			134,263

- 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 \$399.71



**Social Worker, School Counselor, Educational
Diagnostician
Schedule 73
2026-2027**

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	77,742	79,841	81,940	84,041	86,141	88,244
2	79,491	81,637	83,787	85,933	88,081	90,229
3	81,277	83,475	85,670	87,869	90,061	92,256
4	83,105	85,351	87,598	89,842	92,090	94,334
5	84,978	87,274	89,567	91,865	94,161	96,458
6	86,888	89,238	91,583	93,930	96,281	98,626
7	88,842	91,244	93,643	96,044	98,446	100,845
8	90,841	93,296	95,749	98,207	100,660	103,116
9	92,887	95,393	97,904	100,414	102,924	105,436
10	94,974	97,542	100,108	102,674	105,241	107,808
11	97,115	99,736	102,362	104,983	107,611	110,233
12	99,298	101,981	104,662	107,347	110,031	112,714
13		104,275	107,018	109,764	112,507	115,246
14			109,431	112,230	115,037	117,844
15				114,754	117,626	120,494
16					120,272	123,203
Available upon 17 years of qualified service	102,095	107,074	112,225	117,553	123,068	126,004
Available upon 19 years of qualified service		109,871	115,023	120,351	125,869	128,800
Available upon 21 years of qualified service			117,822	123,148	128,666	131,598
Available upon 23 years of qualified service				125,946	131,463	134,396
Available upon 25 years of qualified service					134,263	137,196

- 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 \$379.23



Teacher, Teacher Specialist
Schedule 74
2026-2027

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	71,338	73,301	75,316	77,199	79,130	81,108
2	73,122	75,133	77,199	79,130	81,108	83,135
3	74,950	77,012	79,130	81,108	83,135	85,214
4	76,824	78,936	81,108	83,135	85,214	87,342
5	78,745	80,909	83,135	85,214	87,342	89,529
6	80,714	82,933	85,214	87,342	89,529	91,766
7	82,730	85,006	87,342	89,529	91,766	94,059
8	84,799	87,130	89,529	91,766	94,059	96,412
9	86,919	89,309	91,766	94,059	96,412	98,822
10	89,091	91,543	94,059	96,412	98,822	101,293
11	91,320	93,832	96,412	98,822	101,293	103,824
12	93,603	96,177	98,822	101,293	103,824	106,420
13		98,581	101,293	103,824	106,420	109,081
14			103,824	106,420	109,081	111,808
15				109,081	111,808	114,602
16					114,602	117,468
Available upon 17 years of qualified service	96,891	102,046	107,472	112,913	118,629	121,595
Available upon 19 years of qualified service		105,106	110,696	116,300	122,188	125,243
Available upon 21 years of qualified service			114,017	119,789	125,853	129,001
Available upon 23 years of qualified service				123,383	129,630	132,871
Available upon 25 years of qualified service					133,518	136,856

- 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 \$47.40 as of the 21st day



Audiologist, Speech & Language Pathologist
Schedule 75
 2026-2027

185 Days / 7.5 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	74,216	83,122	91,435	96,008	100,808
2	76,072	85,200	93,720	98,408	103,328
3	77,973	87,330	96,064	100,866	105,909
4	79,923	89,513	98,466	103,388	108,559
5	81,921	91,752	100,928	105,974	111,273
6	83,969	94,046	103,451	108,623	114,055
7	86,068	96,397	106,036	111,339	116,904
8	88,221	98,807	108,688	114,122	119,828
9	90,427	101,277	111,404	116,975	122,825
10	92,688	103,808	114,190	119,900	125,895
Available upon 15 years of qualified service		109,000	119,900	125,895	132,188
Available upon 20 years of qualified service		114,449	125,895	132,188	138,798
Available upon 25 years of qualified service		120,172	132,188	138,798	145,739

- 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 \$401.17



**Assessment Audiologist,
Speech & Language Pathologist Assessment & Support
Schedule 76
2026-2027**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	87,723	98,250	108,076	113,479	119,152
2	89,916	100,706	110,777	116,316	122,132
3	92,165	103,224	113,547	119,224	125,185
4	94,468	105,806	116,385	122,205	128,315
5	96,831	108,449	119,296	125,259	131,522
6	99,252	111,161	122,277	128,392	134,811
7	101,731	113,939	125,335	131,600	138,180
8	104,275	116,789	128,467	134,891	141,636
9	106,882	119,709	131,679	138,262	145,178
10	109,554	122,702	134,971	141,719	148,805
Available upon 15 years of qualified service		128,836	141,719	148,805	156,246
Available upon 20 years of qualified service		135,277	148,805	156,246	164,057
Available upon 25 years of qualified service		142,041	156,246	164,057	172,260

- 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 \$427.92



**Teacher, Resource Specialist
Schedule 77
2026-2027**

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	76,315	78,414	80,571	82,585	84,650	86,767
2	78,224	80,376	82,585	84,650	86,767	88,935
3	80,179	82,384	84,650	86,767	88,935	91,157
4	82,185	84,443	86,767	88,935	91,157	93,436
5	84,238	86,554	88,935	91,157	93,436	95,773
6	86,345	88,719	91,157	93,436	95,773	98,167
7	88,503	90,937	93,436	95,773	98,167	100,622
8	90,715	93,209	95,773	98,167	100,622	103,138
9	92,984	95,540	98,167	100,622	103,138	105,716
10	95,308	97,929	100,622	103,138	105,716	108,358
11	97,691	100,377	103,138	105,716	108,358	111,068
12	100,133	102,886	105,716	108,358	111,068	113,844
13		105,458	108,358	111,068	113,844	116,691
14			111,068	113,844	116,691	119,607
15				116,691	119,607	122,598
16					122,598	125,662
Available upon 17 years of qualified service	103,653	109,165	114,971	120,791	126,907	130,079
Available upon 19 years of qualified service		112,440	118,420	124,415	130,713	133,983
Available upon 21 years of qualified service			121,973	128,148	134,635	138,002
Available upon 23 years of qualified service				131,992	138,674	142,142
Available upon 25 years of qualified service					142,835	146,405

- 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 \$47.40 as of the 21st day



Program Psychologist, Assessment Psychologist
Schedule 78
 2026-2027

205 Days / 8 Hours – Annual Salary

Step	
1	91,157
2	95,913
3	100,673
4	105,424
5	110,181
6	114,935
7	119,694
8	124,445
9	129,206
10	129,995
Available upon 17 years of qualified service	132,792
Available upon 19 years of qualified service	135,588
Available upon 21 years of qualified service	138,386
Available upon 23 years of qualified service	141,187
Available upon 25 years of qualified service	143,984

- 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 \$444.67



Program Psychologist, Assessment Psychologist
Schedule 79
 2026-2027

215 Days / 8 Hours – Annual Salary

Step	
1	95,604
2	100,595
3	105,582
4	110,567
5	115,554
6	120,544
7	125,529
8	130,516
9	135,506
10	136,338
Available upon 17 years of qualified service	139,264
Available upon 19 years of qualified service	142,202
Available upon 21 years of qualified service	145,137
Available upon 23 years of qualified service	148,073
Available upon 25 years of qualified service	151,005

- 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 \$444.67