

**EXHIBIT A.4**  
**SECURITY SALARY SCHEDULE HOURLY RATES**

**Security Salary Schedule**  
**2025-26 School Year**

STEP	Category I	Step %
1	19.84	
2	20.24	2.00%
3	20.64	2.00%
4	21.06	2.00%
5	21.48	2.00%
6	21.91	2.00%
7	22.34	2.00%
8	22.79	2.00%
9	23.25	2.00%
10	23.71	2.00%
11	24.19	2.00%
12	24.67	2.00%
13	25.16	2.00%
14	25.67	2.00%
15	26.18	2.00%
16	26.70	2.00%
17	27.24	2.00%
18	27.78	2.00%
19	28.34	2.00%
20	28.90	2.00%
21	29.48	2.00%
22	30.07	2.00%
23	30.67	2.00%
24	31.29	2.00%
25	31.91	2.00%

**Security Salary Schedule**  
**2026-27 School Year**

For years 2025-26 and 2026-27, each employee's annual increase will be determined as outlined in Article XIX, Section B, Subsection D.