

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)