

**the
ELGIN
Agreement**

2023-2027

APPENDIX E

TABLES OF PAY

2023-24 SALARY SCHEDULE WITH TRS

Step	BA	+10	+20	+30	+40	+50	+60	+70
A	55,015	57,422	59,829	62,236	64,643	67,050	69,457	71,863
B	57,422	59,829	62,236	64,643	67,050	69,457	71,863	74,270
C	59,829	62,236	64,643	67,050	69,457	71,863	74,270	76,677
D	62,236	64,643	67,050	69,457	71,863	74,270	76,677	79,084
E	64,643	67,050	69,457	71,863	74,270	76,677	79,084	81,491
F	67,050	69,457	71,863	74,270	76,677	79,084	81,491	83,898
G	69,457	71,863	74,270	76,677	79,084	81,491	83,898	86,305
H	71,863	74,270	76,677	79,084	81,491	83,898	86,305	88,712
I	74,270	76,677	79,084	81,491	83,898	86,305	88,712	91,119
J	76,677	79,084	81,491	83,898	86,305	88,712	91,119	93,526
K	79,084	81,491	83,898	86,305	88,712	91,119	93,526	95,933
L	81,491	83,898	86,305	88,712	91,119	93,526	95,933	98,339
M	83,898	86,305	88,712	91,119	93,526	95,933	98,339	100,746
N	86,305	88,712	91,119	93,526	95,933	98,339	100,746	103,153
O	88,712	91,119	93,526	95,933	98,339	100,746	103,153	105,560
P	91,119	93,526	95,933	98,339	100,746	103,153	105,560	107,967
Q	93,526	95,933	98,339	100,746	103,153	105,560	107,967	110,374
R	95,933	98,339	100,746	103,153	105,560	107,967	110,374	112,781
S	98,339	100,746	103,153	105,560	107,967	110,374	112,781	115,188
T	100,746	103,153	105,560	107,967	110,374	112,781	115,188	117,595

2024-25 Salary Schedule with TRS

Step	BA	+10	+20	+30	+40	+50	+60	+70
A	57,766	60,293	62,820	65,348	67,875	70,402	72,929	75,457
B	60,293	62,820	65,348	67,875	70,402	72,929	75,457	77,984
C	62,820	65,348	67,875	70,402	72,929	75,457	77,984	80,511
D	65,348	67,875	70,402	72,929	75,457	77,984	80,511	83,038
E	67,875	70,402	72,929	75,457	77,984	80,511	83,038	85,566
F	70,402	72,929	75,457	77,984	80,511	83,038	85,566	88,093
G	72,929	75,457	77,984	80,511	83,038	85,566	88,093	90,620
H	75,457	77,984	80,511	83,038	85,566	88,093	90,620	93,147
I	77,984	80,511	83,038	85,566	88,093	90,620	93,147	95,675
J	80,511	83,038	85,566	88,093	90,620	93,147	95,675	98,202
K	83,038	85,566	88,093	90,620	93,147	95,675	98,202	100,729
L	85,566	88,093	90,620	93,147	95,675	98,202	100,729	103,256
M	88,093	90,620	93,147	95,675	98,202	100,729	103,256	105,784
N	90,620	93,147	95,675	98,202	100,729	103,256	105,784	108,311
O	93,147	95,675	98,202	100,729	103,256	105,784	108,311	110,838
P	95,675	98,202	100,729	103,256	105,784	108,311	110,838	113,365
Q	98,202	100,729	103,256	105,784	108,311	110,838	113,365	115,893
R	100,729	103,256	105,784	108,311	110,838	113,365	115,893	118,420
S	103,256	105,784	108,311	110,838	113,365	115,893	118,420	120,947
T	105,784	108,311	110,838	113,365	115,893	118,420	120,947	123,474

2025-26 SALARY SCHEDULE WITH TRS

Step	BA	+10	+20	+30	+40	+50	+60	+70
A	59,499	62,102	64,705	67,308	69,911	72,514	75,117	77,720
B	62,102	64,705	67,308	69,911	72,514	75,117	77,720	80,323
C	64,705	67,308	69,911	72,514	75,117	77,720	80,323	82,926
D	67,308	69,911	72,514	75,117	77,720	80,323	82,926	85,530
E	69,911	72,514	75,117	77,720	80,323	82,926	85,530	88,133
F	72,514	75,117	77,720	80,323	82,926	85,530	88,133	90,736
G	75,117	77,720	80,323	82,926	85,530	88,133	90,736	93,339
H	77,720	80,323	82,926	85,530	88,133	90,736	93,339	95,942
I	80,323	82,926	85,530	88,133	90,736	93,339	95,942	98,545
J	82,926	85,530	88,133	90,736	93,339	95,942	98,545	101,148
K	85,530	88,133	90,736	93,339	95,942	98,545	101,148	103,751
L	88,133	90,736	93,339	95,942	98,545	101,148	103,751	106,354
M	90,736	93,339	95,942	98,545	101,148	103,751	106,354	108,957
N	93,339	95,942	98,545	101,148	103,751	106,354	108,957	111,560
O	95,942	98,545	101,148	103,751	106,354	108,957	111,560	114,163
P	98,545	101,148	103,751	106,354	108,957	111,560	114,163	116,766
Q	101,148	103,751	106,354	108,957	111,560	114,163	116,766	119,369
R	103,751	106,354	108,957	111,560	114,163	116,766	119,369	121,973
S	106,354	108,957	111,560	114,163	116,766	119,369	121,973	124,576
T	108,957	111,560	114,163	116,766	119,369	121,973	124,576	127,179

2026-27 SALARY SCHEDULE WITH TRS

Step	BA	+10	+20	+30	+40	+50	+60	+70
A	60,689	63,344	65,999	68,654	71,309	73,964	76,620	79,275
B	63,344	65,999	68,654	71,309	73,964	76,620	79,275	81,930
C	65,999	68,654	71,309	73,964	76,620	79,275	81,930	84,585
D	68,654	71,309	73,964	76,620	79,275	81,930	84,585	87,240
E	71,309	73,964	76,620	79,275	81,930	84,585	87,240	89,895
F	73,964	76,620	79,275	81,930	84,585	87,240	89,895	92,550
G	76,620	79,275	81,930	84,585	87,240	89,895	92,550	95,205
H	79,275	81,930	84,585	87,240	89,895	92,550	95,205	97,861
I	81,930	84,585	87,240	89,895	92,550	95,205	97,861	100,516
J	84,585	87,240	89,895	92,550	95,205	97,861	100,516	103,171
K	87,240	89,895	92,550	95,205	97,861	100,516	103,171	105,826
L	89,895	92,550	95,205	97,861	100,516	103,171	105,826	108,481
M	92,550	95,205	97,861	100,516	103,171	105,826	108,481	111,136
N	95,205	97,861	100,516	103,171	105,826	108,481	111,136	113,791
O	97,861	100,516	103,171	105,826	108,481	111,136	113,791	116,447
P	100,516	103,171	105,826	108,481	111,136	113,791	116,447	119,102
Q	103,171	105,826	108,481	111,136	113,791	116,447	119,102	121,757
R	105,826	108,481	111,136	113,791	116,447	119,102	121,757	124,412
S	108,481	111,136	113,791	116,447	119,102	121,757	124,412	127,067
T	111,136	113,791	116,447	119,102	121,757	124,412	127,067	129,722

Click the following link for additional details regarding placement on the salary schedule and to view the entirety of the [ETA Contract](#).