

SY 2025 - 2026

2025-2026 BASE SALARY									
STEPS		LANES							
		1 (+0)	2 (+10)	3 (+20)	4 (+30)	5 (+40)	6 (+50)	7 (+60)	8 (+70)
A	1	54,144	56,513	58,882	61,250	63,619	65,988	68,356	70,725
B	2	56,513	58,882	61,250	63,619	65,988	68,356	70,725	73,094
C	3	58,882	61,250	63,619	65,988	68,356	70,725	73,094	75,463
D	4	61,250	63,619	65,988	68,356	70,725	73,094	75,463	77,832
E	5	63,619	65,988	68,356	70,725	73,094	75,463	77,832	80,201
F	6	65,988	68,356	70,725	73,094	75,463	77,832	80,201	82,570
G	7	68,356	70,725	73,094	75,463	77,832	80,201	82,570	84,938
H	8	70,725	73,094	75,463	77,832	80,201	82,570	84,938	87,307
I	9	73,094	75,463	77,832	80,201	82,570	84,938	87,307	89,676
J	10	75,463	77,832	80,201	82,570	84,938	87,307	89,676	92,045
K	11	77,832	80,201	82,570	84,938	87,307	89,676	92,045	94,413
L	12	80,201	82,570	84,938	87,307	89,676	92,045	94,413	96,782
M	13	82,570	84,938	87,307	89,676	92,045	94,413	96,782	99,151
N	14	84,938	87,307	89,676	92,045	94,413	96,782	99,151	101,520
O	15	87,307	89,676	92,045	94,413	96,782	99,151	101,520	103,888
P	16	89,676	92,045	94,413	96,782	99,151	101,520	103,888	106,257
Q	17	92,045	94,413	96,782	99,151	101,520	103,888	106,257	108,626
R	18	94,413	96,782	99,151	101,520	103,888	106,257	108,626	110,995
S	19	96,782	99,151	101,520	103,888	106,257	108,626	110,995	113,364
T	20	99,151	101,520	103,888	106,257	108,626	110,995	113,364	115,733
2025-2026 SALARY W/ TRS									
STEPS		LANES							
		1 (+0)	2 (+10)	3 (+20)	4 (+30)	5 (+40)	6 (+50)	7 (+60)	8 (+70)
A	1	59,499	62,102	64,705	67,308	69,911	72,514	75,117	77,720
B	2	62,102	64,705	67,308	69,911	72,514	75,117	77,720	80,323
C	3	64,705	67,308	69,911	72,514	75,117	77,720	80,323	82,926
D	4	67,308	69,911	72,514	75,117	77,720	80,323	82,926	85,530
E	5	69,911	72,514	75,117	77,720	80,323	82,926	85,530	88,133
F	6	72,514	75,117	77,720	80,323	82,926	85,530	88,133	90,736
G	7	75,117	77,720	80,323	82,926	85,530	88,133	90,736	93,339
H	8	77,720	80,323	82,926	85,530	88,133	90,736	93,339	95,942
I	9	80,323	82,926	85,530	88,133	90,736	93,339	95,942	98,545
J	10	82,926	85,530	88,133	90,736	93,339	95,942	98,545	101,148
K	11	85,530	88,133	90,736	93,339	95,942	98,545	101,148	103,751
L	12	88,133	90,736	93,339	95,942	98,545	101,148	103,751	106,354
M	13	90,736	93,339	95,942	98,545	101,148	103,751	106,354	108,957
N	14	93,339	95,942	98,545	101,148	103,751	106,354	108,957	111,560
O	15	95,942	98,545	101,148	103,751	106,354	108,957	111,560	114,163
P	16	98,545	101,148	103,751	106,354	108,957	111,560	114,163	116,766
Q	17	101,148	103,751	106,354	108,957	111,560	114,163	116,766	119,369
R	18	103,751	106,354	108,957	111,560	114,163	116,766	119,369	121,973
S	19	106,354	108,957	111,560	114,163	116,766	119,369	121,973	124,576
T	20	108,957	111,560	114,163	116,766	119,369	121,973	124,576	127,179

ETA Salary Schedule

SY 2026 - 2027

2026-2027 BASE SALARY									
STEPS		LANES							
		1 (+0)	2 (+10)	3 (+20)	4 (+30)	5 (+40)	6 (+50)	7 (+60)	8 (+70)
A	1	55,227	57,643	60,059	62,475	64,891	67,307	69,724	72,140
B	2	57,643	60,059	62,475	64,891	67,307	69,724	72,140	74,556
C	3	60,059	62,475	64,891	67,307	69,724	72,140	74,556	76,972
D	4	62,475	64,891	67,307	69,724	72,140	74,556	76,972	79,388
E	5	64,891	67,307	69,724	72,140	74,556	76,972	79,388	81,804
F	6	67,307	69,724	72,140	74,556	76,972	79,388	81,804	84,221
G	7	69,724	72,140	74,556	76,972	79,388	81,804	84,221	86,637
H	8	72,140	74,556	76,972	79,388	81,804	84,221	86,637	89,054
I	9	74,556	76,972	79,388	81,804	84,221	86,637	89,054	91,470
J	10	76,972	79,388	81,804	84,221	86,637	89,054	91,470	93,886
K	11	79,388	81,804	84,221	86,637	89,054	91,470	93,886	96,302
L	12	81,804	84,221	86,637	89,054	91,470	93,886	96,302	98,718
M	13	84,221	86,637	89,054	91,470	93,886	96,302	98,718	101,134
N	14	86,637	89,054	91,470	93,886	96,302	98,718	101,134	103,550
O	15	89,054	91,470	93,886	96,302	98,718	101,134	103,550	105,967
P	16	91,470	93,886	96,302	98,718	101,134	103,550	105,967	108,383
Q	17	93,886	96,302	98,718	101,134	103,550	105,967	108,383	110,799
R	18	96,302	98,718	101,134	103,550	105,967	108,383	110,799	113,215
S	19	98,718	101,134	103,550	105,967	108,383	110,799	113,215	115,631
T	20	101,134	103,550	105,967	108,383	110,799	113,215	115,631	118,047
2026-2027 SALARY W/ TRS									
STEPS		LANES							
		1 (+0)	2 (+10)	3 (+20)	4 (+30)	5 (+40)	6 (+50)	7 (+60)	8 (+70)
A	1	60,689	63,344	65,999	68,654	71,309	73,964	76,620	79,275
B	2	63,344	65,999	68,654	71,309	73,964	76,620	79,275	81,930
C	3	65,999	68,654	71,309	73,964	76,620	79,275	81,930	84,585
D	4	68,654	71,309	73,964	76,620	79,275	81,930	84,585	87,240
E	5	71,309	73,964	76,620	79,275	81,930	84,585	87,240	89,895
F	6	73,964	76,620	79,275	81,930	84,585	87,240	89,895	92,550
G	7	76,620	79,275	81,930	84,585	87,240	89,895	92,550	95,205
H	8	79,275	81,930	84,585	87,240	89,895	92,550	95,205	97,861
I	9	81,930	84,585	87,240	89,895	92,550	95,205	97,861	100,516
J	10	84,585	87,240	89,895	92,550	95,205	97,861	100,516	103,171
K	11	87,240	89,895	92,550	95,205	97,861	100,516	103,171	105,826
L	12	89,895	92,550	95,205	97,861	100,516	103,171	105,826	108,481
M	13	92,550	95,205	97,861	100,516	103,171	105,826	108,481	111,136
N	14	95,205	97,861	100,516	103,171	105,826	108,481	111,136	113,791
O	15	97,861	100,516	103,171	105,826	108,481	111,136	113,791	116,447
P	16	100,516	103,171	105,826	108,481	111,136	113,791	116,447	119,102
Q	17	103,171	105,826	108,481	111,136	113,791	116,447	119,102	121,757
R	18	105,826	108,481	111,136	113,791	116,447	119,102	121,757	124,412
S	19	108,481	111,136	113,791	116,447	119,102	121,757	124,412	127,067
T	20	111,136	113,791	116,447	119,102	121,757	124,412	127,067	129,722

ETA Salary Schedule

Explanation of Placement

Placement on the ETA salary schedule for new employees is figured as follows:

Lanes (Vertical Columns)

Lane placement is determined by the number of graduate credits completed as indicated below.

Lane 1 = + 0*

Lane 2 = + 10*

Lane 3 = + 20*

Lane 4 = + 30*

Lane 5 = + 40*

Lane 6 = + 50*

Lane 7 = + 60*

Lane 8 = + 70*

Lane 8 + 1 Step (B) = +80*

Lane 8 + 2 Steps C = +90*

There is a cap at +90 credits, anything above 90 is banked for use during fall increment of the following school year.

* Balances will be banked for use during the next qualifying increment process. For example, if you submit a transcript with 25 credits, 20 credits are used for placement on Lane 2 and the 5 remaining credits will be banked. Once an additional 5 academic credits or professional development credits are achieved, they will be added to the balance of 5 and can be used for movement on the salary schedule.

Step Placement (Horizontal Rows)

Steps are determined by the number of years of experience an individual has. Per the ETA contract, we provide half credit for every year of experience, see example and table below.

EX: 5 years of experience $\div 2 = 2.5$. Any remainder .5 and above gets rounded up to the next number so 2.5 would be rounded up to 3. Starting at step 1 count down 3 steps, placement would be 4D.

	Experience	Calculation	Calculated Credit	Initial Placement
Teacher A	1	$1 \div 2 = 0.5$	1	2 (B)
Teacher B	2	$2 \div 2 = 1.0$	1	2 (B)
Teacher C	3	$3 \div 2 = 1.5$	2	3 (C)
Teacher D	4	$4 \div 2 = 2.0$	2	3 (C)
Teacher E	5	$5 \div 2 = 2.5$	3	4 (D)
Teacher G	10	$10 \div 2 = 5$	5	6 (F)
Teacher H	15	$15 \div 2 = 7.5$	8	9 (I)
Teacher I	20	$20 \div 2 = 10$	10	11 (K)

Teachers are eligible for movement on the salary schedule 3 times annually; 1 step movement every year for experience and a lane movement (or step if at lane 8) for every 10 academic or professional development credits (or combination of both) achieved.