



## BOARD OF TRUSTEES

Date: June 22, 2026 Prepared By: J. Steen

Subject: 2026-2027 Administrative Procedures  
Guide Employee Compensation Plan  
and Schedules

# Action

### **PURPOSE OF RECOMMENDATION:**

The purpose of this recommendation is to provide the Board of Trustees information on the Employee Compensation Plan and Schedules for the 2026-2027 school year.

### **BACKGROUND INFORMATION:**

The included *Administrative Procedures Guide Employee Compensation Plan* is a proposed plan for the 2026-2027 school year.

A proposed 2026-2027 Hiring Schedule for Teachers, Librarians, and Nurses (RNs) includes an increase of \$1903 based on a calculation of 3% of the midpoint salary. The range begins at \$49,000 for a non-experienced teacher to \$78,704 for a 26-year experienced teacher with a Master's degree.

All other positions include an increased compensation that is based on the percentage applied to the midpoint of each salary range per pay grade. This year's increase is 3.0% of midpoint.

The proposed pay structure for Administrative/Professional, Clerical/Technical, and Auxiliary has been updated to reflect the current and future jobs in the district. Pay schedules have been updated to ensure employee compensation falls between the minimum and maximum paygrade.

The Extra Duty Stipends, Substitutes, Additional Duties, Athletic Pay schedules have been reviewed and updated based on available revenue, competitive job markets and district objectives.

**RECOMMENDATION:**

Consider and approve the updated Administrative Procedures Guide Employee Compensation Plan and Salary Schedules.

**BOARD ACTION REQUIRED**

Possible motion: "I move to approve the proposed 2026-2027 Administrative Procedures Guide Employee Compensation Plan and Salary Schedules as presented."