

TENTATIVE 2026-2027 Instructional Support Salary Schedule for ESP Employees Represented by HCTA
MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

TENTATIVE 2026-2027 Instructional Support - NI-ESP																								
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
16	15.4516	15.6834	15.9186	16.1575	16.3998	16.6457	16.8955	17.1489	17.4061	17.6673	17.9322	18.2012	18.4743	18.7514	19.0327	19.3182	19.6079	19.9019	20.2005	20.5034	20.8111	21.1233	21.4401	21.7618
17	15.7607	15.9971	16.2370	16.4806	16.7277	16.9787	17.2334	17.4918	17.7542	18.0205	18.2909	18.5653	18.8437	19.1264	19.4133	19.7044	20.0001	20.2999	20.6046	20.9136	21.2272	21.5457	21.8688	22.1969
18	16.0759	16.3170	16.5617	16.8101	17.0623	17.3182	17.5781	17.8416	18.1093	18.3809	18.6566	18.9365	19.2206	19.5090	19.8015	20.0985	20.4001	20.7060	21.0166	21.3319	21.6518	21.9766	22.3062	22.6409
19	16.3973	16.6433	16.8929	17.1464	17.4036	17.6647	17.9296	18.1986	18.4716	18.7486	19.0299	19.3152	19.6050	19.8990	20.1976	20.5005	20.8081	21.1201	21.4370	21.7585	22.0849	22.4161	22.7524	23.0937
20	16.7253	16.9761	17.2309	17.4893	17.7517	18.0178	18.2881	18.5626	18.8410	19.1235	19.4105	19.7016	19.9971	20.2970	20.6016	20.9105	21.2241	21.5426	21.8656	22.1936	22.5267	22.8644	23.2074	23.5555
21	17.0598	17.3157	17.5754	17.8392	18.1067	18.3783	18.6539	18.9338	19.2177	19.5059	19.7987	20.0955	20.3971	20.7030	21.0136	21.3288	21.6487	21.9734	22.3030	22.6375	22.9772	23.3217	23.6715	24.0266
22	17.4009	17.6619	17.9270	18.1958	18.4689	18.7458	19.0269	19.3124	19.6022	19.8961	20.1946	20.4975	20.8049	21.1172	21.4338	21.7554	22.0817	22.4129	22.7491	23.0902	23.4366	23.7882	24.1450	24.5071
23	17.7490	18.0152	18.2855	18.5598	18.8381	19.1207	19.4075	19.6987	19.9942	20.2941	20.5985	20.9074	21.2211	21.5394	21.8625	22.1904	22.5233	22.8611	23.2041	23.7392	24.5512	24.9422	25.1227	25.6239
24	18.1041	18.3756	18.6512	18.9309	19.2149	19.5031	19.7958	20.0926	20.3940	20.7000	21.0104	21.3257	21.6455	21.9933	22.4710	22.9021	23.4084	23.8445	24.3257	24.8269	25.3031	25.8294	26.3106	26.8470
25	18.3756	18.7431	19.0242	19.3096	19.5992	19.8932	20.1917	20.5044	20.9523	21.3683	21.7944	22.2605	22.6816	23.1427	23.5788	24.0951	24.5412	25.0475	25.5387	26.0299	26.5663	27.1176	27.6590	28.2154
26	18.7431	19.1180	19.5185	19.9247	20.3006	20.7267	21.1227	21.5538	21.9898	22.4059	22.8570	23.3432	23.7843	24.2655	24.7517	25.2630	25.7492	26.2555	26.8018	27.3332	27.8795	28.4359	29.0023	29.5637
27	19.7060	20.1001	20.4711	20.8971	21.3081	21.7342	22.2004	22.6214	23.0826	23.5337	23.9848	24.4961	24.9873	25.4485	25.9798	26.5061	27.0274	27.5637	28.1251	28.6916	29.2680	29.8545	30.4359	31.0474
28	20.6643	21.0776	21.5437	21.9548	22.3758	22.8269	23.2831	23.7643	24.2354	24.7217	25.2029	25.7292	26.2254	26.7567	27.2931	27.8244	28.4008	28.9472	29.5286	30.1301	30.7367	31.3532	31.9647	32.6063
29	21.7012	22.1352	22.6014	23.0675	23.4986	23.9698	24.4610	24.9422	25.4234	25.9347	26.4810	26.9973	27.5337	28.0951	28.6615	29.2229	29.8294	30.3758	31.0123	31.6239	32.2805	32.9071	33.5838	34.2454
30	22.7921	23.2480	23.7342	24.2054	24.6765	25.1628	25.7041	26.1953	26.7267	27.2630	27.7943	28.3708	28.9171	29.4835	30.0750	30.6865	31.3031	31.9296	32.5662	33.2128	33.8845	34.5462	35.2529	35.9597
31	23.9027	24.3808	24.9021	25.3733	25.8846	26.4309	26.9322	27.4886	28.0299	28.5713	29.1878	29.7492	30.3206	30.9372	31.5537	32.1803	32.8469	33.4835	34.1702	34.8569	35.5537	36.2454	36.9822	37.7191
32	25.1657	25.6690	26.1502	26.6866	27.2379	27.7642	28.3407	28.8870	29.4685	30.0550	30.6514	31.2730	31.8996	32.5211	33.1878	33.8394	34.5211	35.2078	35.9196	36.6364	37.3632	38.1301	38.8669	39.6539
33	26.3893	26.9171	27.4234	27.9798	28.5362	29.1477	29.7091	30.2956	30.9071	31.5236	32.1502	32.8168	33.4384	34.1301	34.8018	35.5186	36.2053	36.9421	37.6790	38.4108	39.2028	39.9897	40.7867	41.6088
34	27.7211	28.2755	28.8419	29.4184	30.0048	30.6164	31.2028	31.8394	32.4910	33.1176	33.7642	34.4810	35.1426	35.8594	36.5913	37.2980	38.0399	38.8018	39.5687	40.3907	41.1927	42.0098	42.8368	43.7040
35	29.0725	29.6540	30.2755	30.8620	31.4986	32.1051	32.7617	33.4183	34.1000	34.7717	35.4735	36.1652	36.8870	37.6288	38.3757	39.1627	39.9346	40.7366	41.5737	42.3807	43.2378	44.0799	44.9822	45.8794
36	30.5419	31.1527	31.7742	32.4158	33.0625	33.7191	34.4158	35.0825	35.7842	36.5060	37.2329	37.9847	38.7266	39.5135	40.2855	41.1175	41.9446	42.7667	43.6338	44.4709	45.4183	46.2854	47.2127	48.1701
37	32.0800	32.7216	33.3782	34.0449	34.7366	35.4033	36.1201	36.8519	37.5887	38.3356	39.1075	39.8845	40.6714	41.4985	42.3256	43.1777	44.0348	44.9170	45.8042	46.7315	47.6589	48.5962	49.6037	50.5862
38	33.6771	34.3507	35.0223	35.7241	36.4609	37.1677	37.8945	38.6765	39.4384	40.2454	41.0524	41.8694	42.7115	43.5436	44.4208	45.3280	46.2353	47.1225	48.0749	49.0674	50.0248	51.0473	52.0498	53.0974

To find your increase:

- First, to determine your current hourly rate, find your current Pay Grade and Pay Level on the Salary Schedule above (*Your current Pay Grade & Pay Level should be on your paycheck/paystub*)
 - *Multiply your hourly rate by your contractual daily hours of work to get your total daily rate of pay*
 - *Multiply your daily rate of pay by your contractual number of workdays – This will give you your current annual salary*
- Next, determine your new pay Level/Step by moving one cell to the right
 - *Multiply this hourly rate by your contractual daily hours of work to get your total daily rate of pay*
 - *Multiply this daily rate of pay by your contractual number of workdays – This will give you your proposed/new annual salary*
 - *Subtract your current annual salary from the proposed/new annual salary to determine your annual raise*

Sample Employee Raise Calculations:

➤ **7.5 hour/196-day Aide currently on Pay Grade 16 / Level 1**

- a. Current Salary = \$15.4516 / hour ($\$15.4516 \times 7.5 \times 196 = \$22,714$)
- b. Proposed agreement will move this employee to Pay Grade 16 / Level 2 = \$15.6834 / hour ($\$15.6834 \times 7.5 \times 196 = \$23,055$)
- c. This employee will receive a \$341 base salary raise / 1.5%
- d. **With the \$3,000 millage supplement, this employee will earn a total salary of \$26,055 for 2026-2027**

➤ **7.5 hour / 196-day Kindergarten Assistant (AA) on Pay Grade 20 / Level 10**

- a. Current Salary = \$19.1235 / hour ($\$19.1235 \times 7.5 \times 196 = \$28,112$)
- b. Proposed agreement will move this employee to Pay Grade 20 / Level 11 = \$ 19.4105 ($\$19.4105 \times 7.5 \times 196 = \$28,533$)
- c. This employee will receive a \$421 base salary raise / 1.5%
- d. **With the \$3,000 millage supplement, this employee will earn a total salary of \$31,533 for 2026-2027**

➤ **8 hour / 253-day Data Processor currently on Pay Grade 21 / Level 1**

- a. Current Salary = \$16.7253 / hour ($\$17.0598 \times 8 \times 253 = \$34,529$)
- b. Proposed agreement will move this employee to Pay Grade 21 / Level 2 = \$17.3157 ($\$17.3157 \times 8 \times 253 = \$35,108$)
- c. This employee will receive a \$579 base salary raise / 1.7%
- d. **With the \$3,000 millage supplement, this employee will earn a total salary of \$38,108 for 2026-2027**

➤ **7.5 hour / 200-day Assistant Teacher (BD) on Pay Grade 22 / Level 5**

- a. Current Salary = \$16.5612 / hour ($\$18.4689 \times 7.5 \times 200 = \$27,703$)
- b. Proposed agreement will move this employee to Pay Grade 22 / Level 6 = \$18.7458 ($\$18.7458 \times 7.5 \times 200 = \$28,119$)
- c. This employee will receive a \$416 base salary raise / 1.5%
- d. **With the \$3,000 millage supplement, this employee will earn a total salary of \$31,119 for 2026-2027**

➤ **8 hour / 205-day Registered Nurse on Pay Grade 35 / Level 10**

- a. Current Salary = \$34.7717 / hour ($\$34.7717 \times 8 \times 205 = \$57,026$)
- b. Proposed agreement will move this employee to Pay Grade 35 / Level 11 = \$35.4735 ($\$35.4735 \times 8 \times 205 = \$58,177$)
- c. This employee will receive a \$1,151 base salary raise / 2.0%
- d. **With the \$3,000 millage supplement, this employee will earn a total salary of \$61,177 for 2026-2027**