APPENDIX 7: SAN JUAN EDUCATION ASSOCIATION SALARY SCHEDULES

Year 1 2025-26: 4.6% (Inclusive of IPD) Contract format altered to include additional PD days approved for the 2025-26 school year only. See MOU for details.

Year 2 2026-27: 2% plus IPD

Year 3 2027-28: 2% plus IPD, or 4%, whichever is greater

2026-27 TOTAL SALARY at 4.6% OVER 25-26 RATES

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$73,504	$76,771	$78,814	$85,361	$87,243	$93,793	$98,016
1	$73,750	$77,805	$79,935	$86,552	$88,215	$94,831	$99,024
2	$74,684	$78,780	$81,074	$87,671	$89,191	$95,789	$100,028
3	$75,645	$79,782	$82,151	$88,736	$90,118	$96,696	$101,041
4	$76,588	$80,828	$83,277	$89,901	$91,087	$97,711	$102,087
5	$77,562	$81,831	$84,419	$91,018	$92,075	$98,676	$103,135
6	$78,563	$82,861	$85,576	$92,143	$93,084	$99,653	$104,134
7	$80,324	$84,680	$87,542	$94,208	$94,977	$101,640	$106,251
8	$82,897	$87,426	$90,524	$97,281	$97,956	$104,712	$109,488
9	$82,897	$90,327	$93,537	$100,450	$100,967	$107,882	$112,825
10	$82,897	$93,261	$96,705	$103,710	$104,136	$111,144	$116,246
11	$82,897	$93,261	$99,965	$107,121	$107,396	$114,556	$119,760
12	$82,897	$93,261	$103,120	$110,626	$110,786	$118,059	$123,423
13	$82,897	$93,261	$103,120	$114,217	$114,293	$121,649	$127,170
14	$82,897	$93,261	$103,120	$117,823	$117,903	$125,493	$131,061
15	$82,897	$93,261	$103,120	$120,890	$120,968	$128,755	$134,470
16	$82,897	$93,261	$103,120	$123,600	$123,754	$132,062	$142,142

2026-27 BASE (180 DAYS) SALARY SCHEDULE @ 4.6% OVER 25-26 RATES

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$71,132	$74,294	$76,272	$82,607	$84,429	$90,768	$94,854
1	$71,371	$75,295	$77,356	$83,760	$85,369	$91,772	$95,829
2	$72,275	$76,238	$78,459	$84,843	$86,314	$92,699	$96,802
3	$73,205	$77,208	$79,501	$85,873	$87,211	$93,577	$97,782
4	$74,117	$78,220	$80,591	$87,001	$88,149	$94,559	$98,794
5	$75,060	$79,192	$81,695	$88,082	$89,105	$95,493	$99,808
6	$76,029	$80,188	$82,816	$89,171	$90,081	$96,439	$100,774
7	$77,733	$81,948	$84,718	$91,169	$91,913	$98,361	$102,824
8	$80,223	$84,605	$87,604	$94,143	$94,797	$101,334	$105,957
9	$80,223	$87,413	$90,519	$97,210	$97,710	$104,402	$109,185
10	$80,223	$90,252	$93,586	$100,365	$100,777	$107,559	$112,496
11	$80,223	$90,252	$96,740	$103,666	$103,932	$110,861	$115,897
12	$80,223	$90,252	$99,793	$107,058	$107,212	$114,251	$119,442
13	$80,223	$90,252	$99,793	$110,533	$110,606	$117,725	$123,068
14	$80,223	$90,252	$99,793	$114,022	$114,099	$121,445	$126,833
15	$80,223	$90,252	$99,793	$116,991	$117,066	$124,602	$130,133
16	$80,223	$90,252	$99,793	$119,613	$119,762	$127,802	$137,557

2026-27 LOCAL DAYS (THREE DAYS POSSIBLE - AUGUST 24-26, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.6% OVER 25-26

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$1,186	$1,238	$1,271	$1,377	$1,407	$1,513	$1,581
1	$1,190	$1,255	$1,289	$1,396	$1,423	$1,530	$1,597
2	$1,205	$1,271	$1,308	$1,414	$1,439	$1,545	$1,613
3	$1,220	$1,287	$1,325	$1,431	$1,454	$1,560	$1,630
4	$1,235	$1,304	$1,343	$1,450	$1,469	$1,576	$1,647
5	$1,251	$1,320	$1,362	$1,468	$1,485	$1,592	$1,663
6	$1,267	$1,336	$1,380	$1,486	$1,501	$1,607	$1,680
7	$1,296	$1,366	$1,412	$1,519	$1,532	$1,639	$1,714
8	$1,337	$1,410	$1,460	$1,569	$1,580	$1,689	$1,766
9	$1,337	$1,457	$1,509	$1,620	$1,628	$1,740	$1,820
10	$1,337	$1,504	$1,560	$1,673	$1,680	$1,793	$1,875
11	$1,337	$1,504	$1,612	$1,728	$1,732	$1,848	$1,932
12	$1,337	$1,504	$1,663	$1,784	$1,787	$1,904	$1,991
13	$1,337	$1,504	$1,663	$1,842	$1,843	$1,962	$2,051
14	$1,337	$1,504	$1,663	$1,900	$1,902	$2,024	$2,114
15	$1,337	$1,504	$1,663	$1,950	$1,951	$2,077	$2,169
16	$1,337	$1,504	$1,663	$1,994	$1,996	$2,130	$2,293

2026-27 SJI INSTITUTE (TWO DAYS POSSIBLE- AUGUST 20-21, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.6% OVER 25-26

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$790	$825	$847	$918	$938	$1,009	$1,054
1	$793	$837	$860	$931	$949	$1,020	$1,065
2	$803	$847	$872	$943	$959	$1,030	$1,076
3	$813	$858	$883	$954	$969	$1,040	$1,086
4	$824	$869	$895	$967	$979	$1,051	$1,098
5	$834	$880	$908	$979	$990	$1,061	$1,109
6	$845	$891	$920	$991	$1,001	$1,072	$1,120
7	$864	$911	$941	$1,013	$1,021	$1,093	$1,142
8	$891	$940	$973	$1,046	$1,053	$1,126	$1,177
9	$891	$971	$1,006	$1,080	$1,086	$1,160	$1,213
10	$891	$1,003	$1,040	$1,115	$1,120	$1,195	$1,250
11	$891	$1,003	$1,075	$1,152	$1,155	$1,232	$1,288
12	$891	$1,003	$1,109	$1,190	$1,191	$1,269	$1,327
13	$891	$1,003	$1,109	$1,228	$1,229	$1,308	$1,367
14	$891	$1,003	$1,109	$1,267	$1,268	$1,349	$1,409
15	$891	$1,003	$1,109	$1,300	$1,301	$1,384	$1,446
16	$891	$1,003	$1,109	$1,329	$1,331	$1,420	$1,528

2026-27 TECH PD (DOCUMENTATION DUE BY JUNE 30TH, 2026. TOTAL DAYS DETERMINED BY SJI INSTITUTE ATTENDANCE- ONE DAY IF BOTH SJI INSTITUTE DAYS ARE ATTENDED OR NEITHER ARE ATTENDED, TWO DAYS IF ONE SJI INSTITUTE DAY IS ATTENDED, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.6% OVER 25-26

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$790	$825	$847	$918	$938	$1,009	$1,054
1	$793	$837	$860	$931	$949	$1,020	$1,065
2	$803	$847	$872	$943	$959	$1,030	$1,076
3	$813	$858	$883	$954	$969	$1,040	$1,086
4	$824	$869	$895	$967	$979	$1,051	$1,098
5	$834	$880	$908	$979	$990	$1,061	$1,109
6	$845	$891	$920	$991	$1,001	$1,072	$1,120
7	$864	$911	$941	$1,013	$1,021	$1,093	$1,142
8	$891	$940	$973	$1,046	$1,053	$1,126	$1,177
9	$891	$971	$1,006	$1,080	$1,086	$1,160	$1,213
10	$891	$1,003	$1,040	$1,115	$1,120	$1,195	$1,250
11	$891	$1,003	$1,075	$1,152	$1,155	$1,232	$1,288
12	$891	$1,003	$1,109	$1,190	$1,191	$1,269	$1,327
13	$891	$1,003	$1,109	$1,228	$1,229	$1,308	$1,367
14	$891	$1,003	$1,109	$1,267	$1,268	$1,349	$1,409
15	$891	$1,003	$1,109	$1,300	$1,301	$1,384	$1,446
16	$891	$1,003	$1,109	$1,329	$1,331	$1,420	$1,528

2026-27 TOTAL PER DAY

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	$395	$413	$424	$459	$469	$504	$527
1	$397	$418	$430	$465	$474	$510	$532
2	$402	$424	$436	$471	$480	$515	$538
3	$407	$429	$442	$477	$485	$520	$543
4	$412	$435	$448	$483	$490	$525	$549
5	$417	$440	$454	$489	$495	$531	$554
6	$422	$445	$460	$495	$500	$536	$560
7	$432	$455	$471	$506	$511	$546	$571
8	$446	$470	$487	$523	$527	$563	$589
9	$446	$486	$503	$540	$543	$580	$607
10	$446	$501	$520	$558	$560	$598	$625
11	$446	$501	$537	$576	$577	$616	$644
12	$446	$501	$554	$595	$596	$635	$664
13	$446	$501	$554	$614	$614	$654	$684
14	$446	$501	$554	$633	$634	$675	$705
15	$446	$501	$554	$650	$650	$692	$723
16	$446	$501	$554	$665	$665	$710	$764