2025-2026

JOB CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5
Classroom Staff					
Associate Teachers (Hired Before July 1, 2015)	$21.28	$21.58	$21.87	$22.16	$22.45
Associate Teachers	$17.49	$17.78	$18.08	$18.37	$18.66
Paraprofessionals**	$16.41	$16.70	$16.99	$17.27	$17.56
Self-Contained Stipend	$0.25	$0.25	$0.25	$0.25	$0.25
POHI Stipend	$1.00	$1.00	$1.00	$1.00	$1.00
ELL/Tech RCTC Aides***	$16.73	$17.02	$17.31	$17.60	$17.90
Clerical Staff					
Secretaries	$19.94	$20.41	$20.88	$21.34	$21.80
Receptionists***	$14.56	$14.87	$15.16	$15.45	$15.74
Building/Ground Staff					
Lead Custodian	$19.41	$19.70	$19.99	$20.29	$20.93
Custodians	$18.71	$19.01	$19.30	$19.59	$19.88
Skilled Trades****	$25.88	$26.47	$27.05	$27.63	$28.22
Utility Trades	$21.22	$22.15	$22.38	$22.97	$23.55
Groundkeepers	$19.97	$20.29	$20.58	$20.88	$21.16
Drivers/Utility Workers	$19.41	$19.48	$19.99	$20.29	$20.58
Food Service Staff					
Lead cooks	$15.15	$15.71	$16.27	$16.83	$17.39
Assistant cooks	$14.03	$14.59	$15.15	$15.71	$16.27
Servers	$13.74	$14.31	$14.87	$15.43	$15.99
Transportation					
Bus Drivers	$24.08	$25.51	$26.37	$27.23	$28.08
Bus Monitors	$17.50	$18.65	$19.79	$20.94	$22.08

2026-2027

JOB CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5
Classroom Staff					
Associate Teachers (Hired Before July 1, 2015)	$21.71	$22.01	$22.31	$22.60	$22.90
Associate Teachers	$17.84	$18.14	$18.44	$18.73	$19.03
Paraprofessionals**	$16.74	$17.03	$17.33	$17.61	$17.91
Self-Contained Stipend	$0.25	$0.25	$0.25	$0.25	$0.25
POHI Stipend	$1.00	$1.00	$1.00	$1.00	$1.00
ELL/Tech RCTC Aides***	$17.06	$17.36	$17.66	$17.96	$18.25
Clerical Staff					
Secretaries	$20.34	$20.82	$21.30	$21.77	$22.24
Receptionists***	$14.85	$15.16	$15.46	$15.76	$16.06
Building/Ground Staff					
Lead Custodian	$19.80	$20.10	$20.39	$20.69	$21.34
Custodians	$19.09	$19.39	$19.68	$19.98	$20.28
Skilled Trades****	$26.40	$27.00	$27.59	$28.19	$28.78
Utility Trades	$21.64	$22.59	$22.83	$23.43	$24.02
Groundkeepers	$20.37	$20.69	$20.99	$21.30	$21.58
Drivers/Utility Workers	$19.80	$19.87	$20.39	$20.69	$20.99
Food Service Staff					
Lead cooks	$15.45	$16.02	$16.59	$17.17	$17.74
Assistant cooks	$14.31	$14.88	$15.45	$16.02	$16.59
Servers	$14.02	$14.59	$15.16	$15.74	$16.31
Transportation					
Bus Drivers	$24.56	$26.02	$26.89	$27.78	$28.65
Bus Monitors	$17.85	$19.02	$20.19	$21.36	$22.52

Upon ratification of this contract, Secretaries and Associate Teachers will have the option to move to a 24 pay schedule.