

ARTICLE VIII – SALARIES, STIPENDS AND BENEFITS

Section 8.1 –Wage Scales

A. Wage Scales

The salary scales for the 2025-2026 school year and the 2026-2027 school year are attached as Exhibit A for Certified Employees and as Exhibit B for Classified Employees. Employee salaries will be adjusted based on the scheduled number of hours or workdays in the Employee's contract or position assignment.

B. Placement on the Wage Scales.

1. Certified. Placement on the respective scales for Certified Employees shall be determined by the Employee's completed and credited years of service unless prior year or current year salary caps applied/apply to the Employee.
2. Classified. Placement on the respective scales for Classified Employees shall be determined by a one-step advancement each year on the salary grade commensurate with the Employee's position assignment.
3. Combined Impact of Wage Scales and Placement.
 - a. The 2025-2026 wage scales and placement represent a combined overall average of 6.8% increase over the prior year for Certified Employees and 7.4% for Classified Employees.
 - b. The 2026-2027 wage scales and placement represent a combined overall average of 6.4% increase over the prior year for Certified Employees and 6.2% for Classified Employees.

C. Change in Position Classification.

1. The following job reclassifications shall take effect on July 1, 2025:
 - a. Elementary School Community Safety Officers shall be reclassified from Grade 6 to Grade 10.
 - b. Dispatchers of Bus Operations shall be reclassified from Grade 6 to Grade 7.
 - c. Managers of Fuel Operations shall be reclassified from Grade 6 to Grade 7.
2. Effective July 1, 2026, in addition to their inclusion in the classified wage scale improvements in Section 8.1.A and B, the total annual salary for Teaching Assistants shall increase by 7.69% to reflect an extension of their workday.

D. Classified Pay Differentials

1. Classified Employees working the second and third shift shall receive an additional five percent (5%) of the Employee's hourly rate per hour differential in pay.
2. On Code Red or Code Orange days, and when working after all staff have been released early due to inclement weather, or when called in during a weekend or holiday to prepare for a school opening due to inclement weather, a classified employee required or approved to work on-site shall earn one and one-half times the employee's regular hourly rate. This pay is in addition to the employee's normal salary. The time and a half rate applies regardless of hours worked during the workweek, as well as other time worked during the weather event (non-working days that are part of the inclement weather event, as approved by the Superintendent or designee).
3. For inclement weather employees, when working on-site on Code Green days prior to the official division open time, a classified employee required or approved to work on-site shall earn one and one-half times the employee's regular hourly rate. This pay is in addition to the employee's normal salary. The time and a half rate applies regardless of hours worked during the workweek, as well as other time worked during the weather event (non-working days that are part of the inclement weather event, as approved by the Superintendent or designee). The Code Green pay is in effect until the specific division opening time as designated by the Superintendent.

E. Compliance

It is the intent of the parties to comply with the limitations imposed by state and federal law. In accordance with Section 9.J of the Resolution, if the School Board, in its sole opinion, finds that the funds approved, received, and available are insufficient to meet its obligations under this Agreement, the parties will reopen negotiations over wages and other economic provisions.

F. National Board Certification Application Fees Reimbursement and Stipends

1. National Board Certification: Teachers wishing to obtain their National Board Certification are strongly encouraged to participate in the Division's National Board Professional Development Cohort (one for each assessment component). Upon successful completion of their National Board Certification, the Division will reimburse National Board Certified Teachers their application and registration fees incurred during their employment with PWCS, up to a maximum of \$2,500 per certification period. Reimbursement must be requested by January 31 following the notice of successful completion of the certification. A reimbursement form with receipts attached and a copy of the Certificate must be submitted. This reimbursement will be disbursed as a lump sum payment.
2. National Board Certified Teachers (NBCT) will continue to receive a \$2,000 stipend annually (or a pro-rated amount based on the effective date of the certification or hire

date should the NBCT be a late-hire) while their NBCT certification is active. This stipend is part of the Employee's base contract.

3. Speech Language Pathologists (SLP) will continue to receive a \$2,000 stipend annually (or a pro-rated amount based on the effective date of the certification or hire date should the SLP be a late-hire) for Certification of Clinical Competency (CCC) while their CCC certification is active. This stipend is part of the Employee's base contract.
4. School Psychologists holding the Nationally Certified School Psychologist (NCSP) credential will continue to receive a \$1,000 stipend annually (or a pro-rated amount based on the effective date of the certification or hire date for those hired holding the credential). This stipend is part of the Employee's base contract.
5. National Board's Maintenance of Certification (MOC): Teachers wishing to be candidates for MOC are strongly encouraged to participate in the Division's National Board Professional Development Cohort (one for each assessment component). Teachers meeting the MOC requirements may submit a request for reimbursement for their application and registration fees incurred during their employment with PWCS, up to a maximum of \$570 per certification period. Reimbursement must be requested by January 31 following the notice of successful completion of the MOC. A reimbursement form with receipts attached and a copy of the updated Certificate must be submitted. This reimbursement will be disbursed as a lump sum payment.
6. Dually certified teachers who are providing English Language (EL) case management in addition to serving as a Teacher of Record for a content course will receive a \$2,000 stipend annually (or a pro-rated amount based on the effective date of the assignment or hire date). This stipend is part of the Employee's base contract.
7. Elementary Strings Teachers will receive a \$1,000 stipend annually (or a pro-rated amount based on the effective date of the assignment or hire date). This stipend is part of the Employee's base contract.
8. Electricians, Plumbers, HVAC Technicians, and Gas Fitters (including Liquefied Petroleum and Natural Gas) Employees who hold and maintain an active Journeyman license in their respective areas will receive a \$2,000 stipend annually (or a pro-rated amount based on the effective date of the certification or hire date for those hired holding the credential). This stipend is part of the Employee's base contract. This stipend will no longer apply upon promotion to a grade requiring this certification.
9. Electricians, Plumbers, HVAC Technicians, and Gas Fitters (including Liquefied Petroleum and Natural Gas) Employees who hold and maintain an active Master license in their respective areas will receive a \$3,000 stipend annually (or a pro-rated amount based on the effective date of the certification or hire date for those hired holding the credential). This stipend is part of the Employee's base contract. This stipend will no longer apply upon promotion to a grade requiring this certification.

Section 8.2 – Extra-Curricular/Extra-Duty Pay

A. Supplemental Contracts for Extracurricular Assignments

1. Employees accepting extra-curricular and supplemental assignments (coaches and activity sponsors) shall be provided with a supplemental contract for the extra-curricular or supplemental assignment in accordance with the Supplemental Pay Schedules attached as Exhibit C.
2. The Division shall pay or reimburse the VHSL-required certification costs for Employees who are serving as coaches and receiving a supplement pursuant to Exhibit C.
3. Each extra-curricular sport and activity is limited to an approved number of assignments expressed as Full Time Equivalent (FTE) positions in the PWCS Budget Manual. Principals have discretion in determining the FTE allocated to an Employee (up to 1.0 FTE) for the assignment. For example, the FTE allocation for Football Assistant Coaches at large high schools is 6.0 FTE. If a school has twelve (12) assistant football coaches, each assistant coach could receive a .5 FTE pro-rated supplement in this example.
4. All extra-curricular and supplemental assignments shall be paid the full supplement or a pro-rated amount equivalent to the FTE allocated to the Employee. Supplements shall be paid in accordance with the Supplemental Pay Schedules attached as Exhibit C.
5. For the 2026-2027 school year, the amount for each supplement listed in Exhibit C (Supplemental Pay Schedules) shall increase by 3.25%.

B. Services Paid at the Certified Instructional or Employee's Hourly Rate

1. Certified Employees working in their licensed capacity during Summer School and the Extended School Year shall be paid their hourly rate of pay. For purposes of this section, the hourly rate shall be the Employee's annualized salary divided by the number of work days in their contract divided by the number of work hours in each work day.
2. Certified Employees working in before- or after-school instructional assignments (exclusive of Summer School and the Extended School Year) shall be paid the certified instructional hourly rate of pay of \$46.50 per hour for approved instructional duties. Instructional duties include: Tutoring, homebound instruction, Driver's Education instruction, Alternative Education for students of PWCS such as CTE, CBI, GED, and Evening School, and other student instructional programs designated by the Division.
3. Certified Employees working in before- or after-school non-instructional assignments shall be paid the certified non-instructional hourly rate of pay of \$32 per hour for approved non-instructional duties including: curriculum development, textbook adoption, Parent as Educational Partners (PEP), Saturday Suspension Programs, Summer School non-instructional, Driver's Ed non-instructional, Adult Education

Instruction when not serving PWCS students, and other non-instructional programs designated by the Division.

C. Additional Class Sections for a Secondary Certified Teacher

1. The following standards shall be used for the purpose of defining the FTE for a secondary teacher. A secondary teacher shall be considered as 1.0 FTE if the Employee teaches five class sections for the entire school year (180 school days).
2. Secondary Employees who teach during the regular course of their workday one extra class section beyond a 1.0 FTE, shall be paid in the following manner: For the purpose of computing compensation for each extra class section taught per day, the Employee shall receive 1/5th (.20) of the Employee's regular contracted base salary. This amount shall be pro-rated based on the number of days taught (i.e., class is only taught for half the school year, teacher resigns, etc.). The additional compensation specified in this Paragraph shall be considered VRS creditable compensation.

D. New Certified Staff

1. Certified Staff new to the Division will be scheduled to return and paid for two (2) days prior to veteran staff to participate in the Division's induction program.

E. IEP Stipend

1. Special Education Teachers, who are Case Managers will receive a \$2,000 stipend annually (or pro-rated amount based on their hire dates). This stipend is part of the Employee's base contract.
2. The Division shall offer annual IEP compliance training during pre-service week prior to the first day of school for new special educators. Other options are available during the year should the teacher be unavailable to participate in the training during pre-service week and to account for those new teachers that are hired throughout the year.

F. Additional Pay for Security Screening

1. When Employees are supporting the security screening process at schools outside of their regular work schedule: (i) Certified Employees will be compensated at the non-instructional hourly rate; and (ii) Classified Employees will be compensated at their hourly rate of pay.

Section 8.3 – Payroll Deductions

Payroll deductions for federal and state taxes, court-ordered garnishments, state-ordered child support, government tax liens and levies, and Virginia Retirement System contributions shall be made in accordance with current laws, School Board policies, and regulations. In addition, Employees shall authorize voluntary payroll deductions by completing the appropriate forms.

Section 8.4 – Payment Provisions

- A. All Employees are paid on a semi-monthly pay cycle. Pay dates are the last workday each month and on or before the 15th of each month. All Employees are required to enroll in the direct-deposit program.
- B. The Board is committed to implementing a shift in the payroll calendar for staff paid over twelve (12) months so that the annual payroll cycle will commence no later than August 31. The Board will endeavor to accomplish this change prior to the commencement of the 2025-2026 school year. However, if the Board determines that this change is not administratively feasible for implementation by August 31, 2025, it shall notify the Association in writing no later than April 30, 2025. If the Board provides such notice, it shall endeavor to implement this change by August 2026.
- C. Employees shall have access to pay statements in the Employee Self Service (ESS) application.
- D. Payment for salary earned by Employees performing extra duties (i.e., coaching, overtime, tutoring, summer school, homebound, etc.) shall be in accordance with the established payroll schedules set forth in Section 8.4.A above.
- E. In the event of a mistake in payment resulting in underpayment, corrections shall be made and processed in the next possible payroll.
- F. Pay for certified Employees terminating employment in June will continue in equal bi-monthly installments in accordance with the established payroll schedules and until all monies earned and any monies owed for accrued sick and annual leave have been paid. The last payroll shall be no later than August 30 for Employees terminating employment in June.
- G. In the event an Employee is on an unpaid leave of absence, all monies owed to the Employee will be paid in the next possible payroll.

Section 8.5 – Benefits

Health Insurance

- A. Employees in both Bargaining Units who are scheduled to work at least 17.5 hours or more per week shall be eligible for group health insurance plan provided by the employer.
- B. The Board agrees that the health care cost sharing arrangements in effect on June 30, 2024, as set forth below, shall remain in effect for the duration of this Agreement.

Single Coverage and Employee Contributions:

- The Board contributes 95% of the single coverage premium for the HMO plan. The dollar amount shall be applied to all other plans.

For other coverage tiers (such as Emp+Child, Emp+Spouse, and Family):

- The Board contributes 70% of the total premium for that tier of coverage under the HMO plan. The dollar amount shall be applied to all other plans.

Section 8.6 – Tuition for Children of Employees

Any Employee who has been approved to enroll their child(ren) in Prince William County Public Schools on a tuition-paid basis will receive a fifty (50) percent reduction of the yearly tuition rate.

Section 8.7 – Short Term Disability

All full-time Employees will be provided with short-term disability insurance effective on their VRS effective date. The insurance will replace Employee income at a rate of not less than sixty-percent (60%) for a period of up to twenty-six (26) weeks. This change will eliminate access to the sick bank for Employees in grades 1-12 who are members of VRS Plan 1 or VRS Plan 2.

Section 8.8 – Provisions Governing Employees’ Salary Schedule

A. Certificated Advancement

1. Salary upgrades for college credits and degrees earned from an accredited* college or university are available for Employees on the teacher salary scale that require Virginia Department of Education (VDOE) or respective State Board licensure. Employees applying for a salary upgrade must submit to the Office of Certification a salary upgrade form and an official or unofficial transcript of the course(s) work completed and/or degree awarded. Upgrade requests and documents shall be processed twice a year.
 - a. When documentation is received by September 30 the upgrade shall become effective the first semester of the contract year.
 - b. When documentation is received by January 31 the upgrade shall become effective February 1 of the second semester of the contract year.
 - c. No retroactive payment shall be made for upgrade information received in the Office of Certification after the specified deadline.
2. Salary upgrades shall be available at the following increments:

Bachelor’s degree plus 15 semester hour credits (BA+15)	Bachelor’s degree, plus 15 graduate or undergraduate semester credit hours and a current, valid Virginia teaching or State Board license (The 15 credit hours do not include courses that were used to meet the requirements of the bachelor’s degree).
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Master's degree (MA)	Conferral of master's degree and a current, valid Virginia teaching or State Board license.
Master's degree plus 30 semester hour credits (MA+30)	Conferral of master's degree, plus 30 graduate or undergraduate semester credit hours and a current, valid Virginia teaching or State Board license. (The 30 credit hours do not include courses used to meet the requirements of the bachelor's or master's degree. Credit hours must have been earned after the degree was awarded or be supported by evidence that the courses were not used to meet the requirements of the bachelor's or master's degree). Or a master's degree with a total of more than 60 graduate semester credit hours and a current, valid Virginia teaching or State Board license.
Doctoral degree (includes Juris Doctorate)	Conferral of doctoral degree and a current, valid Virginia teaching or State Board license.

To qualify for salary upgrades the following criteria must be met:

- a. Coursework reflecting semester credits or degrees earned must be from an accredited* institution.
- b. Undergraduate or graduate hours used for receipt of the BA+15 or MA+30 supplement must meet the criteria outlined in the above table.
- c. New or current Employees on the teacher scale eligible to receive salary upgrades resulting from degrees and course work completed pursuant to this section shall remain on the same step and grade. The new salary resulting from the upgrade shall be computed and prorated in accordance with this Section.

* The term "accredited," as used herein, refers to a four-year institution of higher learning approved by the Virginia State Board of Education or, in the case of out-of-state institutions, by their own state boards of education and by recognized regional and national accrediting agencies. International school credits must be approved by the Virginia Board of Education.

Exhibit A: Certified (FY26 G12) and (FY27 G12)

FY25-26 (6.8% overall)							FY26-27 (6.4% overall)						
Yrs	Step	BA	BA+15	MA	MA+30	ED.D.	Yrs	Step	BA	BA+15	MA	MA+30	ED.D.
0	1	62,562	64,062	68,562	70,562	72,062	0	1	65,000	66,500	72,000	74,000	75,500
1	2	63,907	65,407	69,907	71,907	73,407	1	2	66,398	67,898	73,398	75,398	76,898
2	3	65,281	66,781	71,281	73,281	74,781	2	3	67,826	69,326	74,826	76,826	78,326
3	4	66,685	68,185	72,685	74,685	76,185	3	4	69,284	70,784	76,284	78,284	79,784
4	5	68,119	69,619	74,119	76,119	77,619	4	5	70,774	72,274	77,774	79,774	81,274
5	6	69,584	71,084	75,584	77,584	79,084	5	6	72,296	73,796	79,296	81,296	82,796
6	7	71,080	72,580	77,080	79,080	80,580	6	7	73,850	75,350	80,850	82,850	84,350
7	8	72,608	74,108	78,608	80,608	82,108	7	8	75,438	76,938	82,438	84,438	85,938
8	9	74,169	75,669	80,169	82,169	83,669	8	9	77,060	78,560	84,060	86,060	87,560
9	10	75,764	77,264	81,764	83,764	85,264	9	10	78,717	80,217	85,717	87,717	89,217
10	11	77,393	78,893	83,393	85,393	86,893	10	11	80,409	81,909	87,409	89,409	90,909
11	12	79,057	80,557	85,057	87,057	88,557	11	12	82,138	83,638	89,138	91,138	92,638
12	13	80,757	82,257	86,757	88,757	90,257	12	13	83,904	85,404	90,904	92,904	94,404
13	14	82,493	83,993	88,493	90,493	91,993	13	14	85,708	87,208	92,708	94,708	96,208
14	15	84,307	85,807	90,307	92,307	93,807	14	15	87,551	89,051	94,551	96,551	98,051
15	16	86,079	87,579	92,079	94,079	95,579	15	16	89,433	90,933	96,433	98,433	99,933
16	17	87,930	89,430	93,930	95,930	97,430	16	17	91,356	92,856	98,356	100,356	101,856
17	18	89,820	91,320	95,820	97,820	99,320	17	18	93,320	94,820	100,320	102,320	103,820
18	19	91,751	93,251	97,751	99,751	101,251	18	19	95,326	96,826	102,326	104,326	105,826
19	20	93,724	95,224	99,724	101,724	103,224	19	20	97,376	98,876	104,376	106,376	107,876
20	21	95,739	97,239	101,739	103,739	105,239	20	21	99,470	100,970	106,470	108,470	109,970
21	22	97,797	99,297	103,797	105,797	107,297	21	22	101,609	103,109	108,609	110,609	112,109
22	23	99,900	101,400	105,900	107,900	109,400	22	23	103,794	105,294	110,794	112,794	114,294
23	24	102,048	103,548	108,048	110,048	111,548	23	24	106,026	107,526	113,026	115,026	116,526
24	25	104,242	105,742	110,242	112,242	113,742	24	25	108,306	109,806	115,306	117,306	118,806
25	26	106,483	107,983	112,483	114,483	115,983	25	26	110,635	112,135	117,635	119,635	121,135
26	27	108,772	110,272	114,772	116,772	118,272	26	27	113,014	114,514	120,014	122,014	123,514
27	28	111,111	112,611	117,111	119,111	120,611	27	28	115,444	116,944	122,444	124,444	125,944
28	29	113,500	115,000	119,500	121,500	123,000	28	29	117,926	119,426	124,926	126,926	128,426
29	30	115,940	117,440	121,940	123,940	125,440	29	30	120,461	121,961	127,461	129,461	130,961

Longevity Step Section:													
This section depicts the step placement for Grade 12 employees who have 30 or more years of service as of 06.30.25 and 06.30.26. Over time and as Step 30 increases, the number of longevity steps will be reduced.													
Yrs	Step	BA	BA+15	MA	MA+30	ED.D.	Yrs	Step	BA	BA+15	MA	MA+30	ED.D.
30	LS1	119,005	120,505	125,005	127,005	128,505	30	LS1	122,755	124,255	129,755	131,755	133,255
31-35	LS2	122,755	124,255	128,755	130,755	132,255	31	LS2	126,618	128,118	133,618	135,618	137,118
36-38	LS3	126,618	128,118	132,618	134,618	136,118	32-36	LS3	130,597	132,097	137,597	139,597	141,097
39	LS4	130,597	132,097	136,597	138,597	140,097	37-39	LS4	134,695	136,195	141,695	143,695	145,195
40	LS5	134,695	136,195	140,695	142,695	144,195	40	LS5	138,916	140,416	145,916	147,916	149,416
41	LS6	138,916	140,416	144,916	146,916	148,416	41+	LS6	143,263	144,763	150,263	152,263	153,763
42+	LS7	143,263	144,763	149,263	151,263	152,763							

Steps designated as "L" beyond step 30 are longevity steps that employees will move through over time. The "L" steps will be removed as the scale is adjusted and the value of step 30 meets or exceeds the current FY25 top of scale.

Exhibit B: Classified (FY26 G1-11) and (FY27 G1-11)

Classified FY26

	FY26 hourly rate										
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	15.76	17.17	18.72	20.40	22.24	24.24	26.42	28.80	31.39	34.22	37.30
2	16.17	17.63	19.22	20.95	22.83	24.88	27.12	29.57	32.23	35.13	38.29
3	16.60	18.10	19.72	21.50	23.43	25.54	27.84	30.35	33.08	36.06	39.30
4	17.04	18.58	20.25	22.07	24.06	26.22	28.58	31.15	33.96	37.01	40.34
5	17.49	19.07	20.78	22.65	24.69	26.92	29.34	31.98	34.86	37.99	41.41
6	17.96	19.57	21.33	23.26	25.35	27.63	30.12	32.83	35.78	39.00	42.51
7	18.43	20.09	21.90	23.87	26.02	28.36	30.91	33.70	36.73	40.03	43.64
8	18.92	20.62	22.48	24.50	26.71	29.11	31.73	34.59	37.70	41.09	44.79
9	19.42	21.17	23.08	25.15	27.42	29.88	32.57	35.51	38.70	42.18	45.98
10	19.94	21.73	23.69	25.82	28.14	30.68	33.44	36.45	39.73	43.30	47.20
11	20.47	22.31	24.32	26.51	28.89	31.49	34.32	37.41	40.78	44.45	48.45
12	21.01	22.90	24.96	27.21	29.65	32.32	35.23	38.40	41.86	45.63	49.73
13	21.57	23.51	25.62	27.93	30.44	33.18	36.17	39.42	42.97	46.84	51.05
14	22.14	24.13	26.30	28.67	31.25	34.06	37.12	40.47	44.11	48.08	52.40
15	22.72	24.77	27.00	29.43	32.07	34.96	38.11	41.54	45.28	49.35	53.79
16	23.33	25.42	27.71	30.21	32.92	35.89	39.12	42.64	46.48	50.66	55.22
17	23.94	26.10	28.45	31.01	33.80	36.84	40.16	43.77	47.71	52.00	56.68
18	24.58	26.79	29.20	31.83	34.69	37.82	41.22	44.93	48.97	53.38	58.18
19	25.23	27.50	29.97	32.67	35.61	38.82	42.31	46.12	50.27	54.79	59.73
20	25.90	28.23	30.77	33.54	36.55	39.85	43.43	47.34	51.60	56.25	61.31
21	26.59	28.98	31.58	34.43	37.52	40.90	44.58	48.60	52.97	57.74	62.93
22	27.29	29.74	32.42	35.34	38.52	41.99	45.77	49.88	54.37	59.27	64.60
23	28.01	30.53	33.28	36.28	39.54	43.10	46.98	51.21	55.81	60.84	66.31
24	28.76	31.34	34.16	37.24	40.59	44.24	48.22	52.56	57.29	62.45	68.07
25	29.52	32.17	35.07	38.23	41.66	45.41	49.50	53.96	58.81	64.11	69.87
L26	30.41	33.14	36.12	39.38	42.92	46.78	50.99	55.58	60.59	66.04	71.98
L27	31.32	34.14	37.21	40.56	44.21	48.19	52.52	57.25	62.41	68.02	74.14
L28	32.26	35.16	38.32	41.77	45.53	49.63	54.10	58.97	64.28	70.06	76.37
L29	33.23	36.21	39.47	43.03	46.90	51.12	55.72	60.74	66.21	72.16	78.66
L30	34.22	37.30	40.66	44.32	48.31	52.66	57.39	62.56	68.19	74.33	81.02

Steps designated as "L" beyond step 25 are longevity steps that employees will move through over time. The "L" steps will be removed as the scale is adjusted and the value of step 25 meets or exceeds the current FY25 top of scale.

Classified FY27 shown on next page

Classified FY27

	FY27 hourly rate										
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11
1	16.31	17.78	19.38	21.12	23.02	25.09	27.35	29.81	32.49	35.41	38.60
2	16.74	18.25	19.89	21.68	23.63	25.75	28.07	30.60	33.35	36.35	39.62
3	17.18	18.73	20.42	22.25	24.26	26.43	28.81	31.41	34.23	37.31	40.67
4	17.64	19.23	20.96	22.84	24.90	27.13	29.57	32.24	35.14	38.30	41.75
5	18.11	19.74	21.52	23.45	25.56	27.85	30.35	33.09	36.07	39.31	42.86
6	18.59	20.26	22.09	24.07	26.24	28.59	31.15	33.97	37.03	40.35	44.00
7	19.08	20.80	22.68	24.71	26.94	29.35	31.98	34.87	38.01	41.42	45.17
8	19.59	21.35	23.28	25.36	27.65	30.13	32.83	35.79	39.02	42.52	46.37
9	20.11	21.92	23.90	26.03	28.38	30.93	33.70	36.74	40.05	43.65	47.60
10	20.64	22.50	24.53	26.72	29.13	31.75	34.59	37.71	41.11	44.81	48.86
11	21.19	23.10	25.18	27.43	29.90	32.59	35.51	38.71	42.20	46.00	50.15
12	21.75	23.71	25.85	28.16	30.69	33.45	36.45	39.74	43.32	47.22	51.48
13	22.33	24.34	26.54	28.91	31.50	34.34	37.42	40.79	44.47	48.47	52.84
14	22.92	24.99	27.24	29.68	32.33	35.25	38.41	41.87	45.65	49.75	54.24
15	23.53	25.65	27.96	30.47	33.19	36.18	39.43	42.98	46.86	51.07	55.68
16	24.15	26.33	28.70	31.28	34.07	37.14	40.47	44.12	48.10	52.42	57.16
17	24.79	27.03	29.46	32.11	34.97	38.12	41.54	45.29	49.37	53.81	58.67
18	25.45	27.75	30.24	32.96	35.90	39.13	42.64	46.49	50.68	55.24	60.22
19	26.12	28.49	31.04	33.83	36.85	40.17	43.77	47.72	52.02	56.70	61.82
20	26.81	29.24	31.86	34.73	37.83	41.23	44.93	48.98	53.40	58.20	63.46
21	27.52	30.01	32.70	35.65	38.83	42.32	46.12	50.28	54.82	59.74	65.14
22	28.25	30.81	33.57	36.59	39.86	43.44	47.34	51.61	56.27	61.32	66.87
23	29.00	31.63	34.46	37.56	40.92	44.59	48.59	52.98	57.76	62.94	68.64
24	29.77	32.47	35.37	38.56	42.00	45.77	49.88	54.38	59.29	64.61	70.46
25	30.56	33.33	36.31	39.58	43.11	46.98	51.20	55.82	60.86	66.32	72.33
L26	31.32	34.14	37.21	40.56	44.21	48.19	52.52	57.25	62.41	68.02	74.14
L27	32.26	35.16	38.32	41.77	45.53	49.63	54.10	58.97	64.28	70.06	76.37
L28	33.23	36.21	39.47	43.03	46.90	51.12	55.72	60.74	66.21	72.16	78.66
L29	34.22	37.30	40.66	44.32	48.31	52.66	57.39	62.56	68.19	74.33	81.02

Steps designated as "L" beyond step 25 are longevity steps that employees will move through over time. The "L" steps will be removed as the scale is adjusted and the value of step 25 meets or exceeds the current FY25 top of scale.

**EXHIBIT C
Supplements**

LEVEL	SUPPLEMENT	APPROVED FTE'S AT EACH SCHOOL	PWCS Proposed for FY26
HS	Academic Club, Level 1	3	\$1,100
HS	Academic Club, Level 2	4	\$1,600
HS	Academic Club, Level 3	4	\$2,000
HS	Activity Supervisor - School Year	1	\$7,000
HS	Band	1	\$4,500
HS	Band Assistant	1	\$2,600
HS	Baseball, Assistant	1	\$4,000
HS	Baseball, Head	1	\$5,000
HS	Basketball, Assistant	6	\$4,000
HS	Basketball, Head	2	\$6,000
HS	Bowling, Head	1	\$1,500
HS	Cheer - Winter	3	\$5,000
HS	Cheerleader- Fall	3	\$5,000
HS	Choral Assistant	1	\$2,600
HS	Choral Director	1	\$4,500
HS	Coordinator of Science Competitive Events	1	\$1,000
HS	Crew, Assistant	6	\$3,200
HS	Crew, Head	2	\$4,000
HS	Cross Country	2	\$4,750
HS	Debate	1	\$2,750
HS	Dramatics	1	\$4,500
HS	Drill/Dance Team	1	\$3,900
HS	E-sports (per season)	2	\$2,500
HS	Educator Rising	1	\$1,100
HS	Family Ach & Comm Engage Spec (FACES)	1	\$1,500
HS	Field Hockey, Assistant	1	\$3,600
HS	Field Hockey, Head	1	\$5,000
HS	Football, Assistant	6	\$6,000
HS	Football, Head	1	\$8,600
HS	Forensics	1	\$2,500
HS	Golf	1	\$4,000
HS	Growing Our Own Career Advisor (per school)	1	\$1,000
HS	Gymnastics	1	\$4,000
HS	Indoor Track	2	\$4,050
HS	Lacrosse, Assistant	2	\$3,600

LEVEL	SUPPLEMENT	APPROVED FTE'S AT EACH SCHOOL	PWCS Proposed for FY26
HS	Lacrosse, Head	2	\$5,000
HS	Literary Magazine	1	\$3,600
HS	Marching Band	1	\$4,500
HS	Marching Band, Assistant	1	\$2,600
HS	Math Competition Coordinator	1	\$992
HS	Newspaper	1	\$5,000
HS	No Place for Hate	1	\$5,000
HS	Orchestra	1	\$4,500
HS	Robotics	1	\$5,000
HS	Say Something Tipline Program	1	\$1,600
HS	SCA (Student Council)	1	\$5,000
HS	Science Instructional Safety Liaison	1	\$1,200
HS	Soccer, Assistant	2	\$3,500
HS	Soccer, Head	2	\$5,000
HS	Softball, Assistant	1	\$3,550
HS	Softball, Head	1	\$5,000
HS	Swimming, Assistant	1	\$3,200
HS	Swimming, Head	1	\$5,000
HS	Tennis	2	\$4,000
HS	To Be Assigned - School Year	2	\$1,500
HS	Track, Assistant	3	\$3,250
HS	Track, Head	2	\$5,015
HS	Volleyball, Assistant	2	\$3,600
HS	Volleyball, Head	1	\$5,000
HS	Wrestling, Assistant (1 Boys/ 1 Girls)	2	\$3,600
HS	Wrestling, Head	1	\$5,015
HS	Yearbook	1	\$5,000
MS	Band	1	\$2,600
MS	Band Assistant	1	\$1,600
MS	Choral Director	1	\$2,600
MS	Choral Assistant	1	\$1,600
MS	Orchestra	1	\$2,600
MS	Dramatics	1	\$2,600
MS	Academic Club, Level 1	9	\$1,000
MS	Academic Club, Level 2	6	\$1,200
MS	Athletic Coordinator	1	\$6,000
MS	Baseball, Head	1	\$3,000
MS	Basketball, Assistant (Boy)	1	\$2,500
MS	Basketball, Assistant (Girl)	1	\$2,500
MS	Basketball, Head (Boy)	1	\$3,000
MS	Basketball, Head (Girl)	1	\$3,000

LEVEL	SUPPLEMENT	APPROVED FTE'S AT EACH SCHOOL	PWCS Proposed for FY26
MS	Cheerleader	1	\$2,500
MS	Coordinator of Science Competitive Events	1	\$1,000
MS	Family Ach & Comm Engage Spec (FACES)	1	\$1,100
MS	Football, Assistant	1	\$2,500
MS	Football, Head	1	\$3,000
MS	Intramurals - School Year	3	\$2,000
MS	Math Competition Coordinator	1	\$864
MS	MS Specialty Programs	1	\$5,000
MS	No Place for Hate	1	\$2,000
MS	Robotics (per year)	1	\$3,000
MS	Say Something Tipline Program	1	\$1,200
MS	Soccer, Head (Boy)	1	\$3,000
MS	Soccer, Head (Girl)	1	\$3,000
MS	Softball	1	\$3,000
MS	To Be Assigned - School Year	3	\$1,100
MS	Track, Assistant (Boy)	1	\$2,500
MS	Track, Assistant (Girl)	1	\$2,500
MS	Track, Head (Boys)	1	\$3,000
MS	Track, Head (Girl)	1	\$3,000
MS	Volleyball	1	\$3,000
MS	Wrestling	1	\$3,000
MS	Yearbook	1	\$2,000
ES	Battle of the Books Coordinator	1	\$708
ES	Family Ach & Comm Engage Spec (FACES)	1	\$1,000
ES	Math Competition Coordinator	1	\$708
ES	No Place for Hate	1	\$1,000
ES	Robotics (per year)	1	\$1,200
ES	SCA (Student Council)	1	\$1,000
ES	To Be Assigned	5	\$1,000
Any - When Applicable	Beginning Year Teacher mentor	1	\$1,125
Any - When Applicable	Lead Mentor	1	\$1,425
Any - When Applicable	School Substitute Recruitment/Retention/Training Coordinator	1	\$1,100 (HS) \$1,000 (E/MS)
Any - When Applicable	Cooperating Teacher (Mentor Services)	1	\$500/Quarter \$1,000/Semester

LEVEL	SUPPLEMENT	APPROVED FTE'S AT EACH SCHOOL	PWCS Proposed for FY26
			\$2,000/Annual
Any - When Applicable	Psychology Intern Mentors	1	\$1,500
District	Dive Head	1	\$2,800
District	Dive Assistant	1	\$1,700
District	Unified Sports Head – HS	1	\$2,000
District	Unified Sports Assistant - HS	1	\$1,100

Employees working as ticket takers at high school athletic events shall be paid \$13.50 per hour of additional compensation, with a guarantee of at least 3.5 hours. Employees working as ticket takers at middle school athletic events shall be paid \$13.50 per hour of additional compensation, with no minimum guarantee.

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