



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'ŌIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804**

OFFICE OF THE SUPERINTENDENT

September 18, 2025

TO: The Honorable Roy Takumi
Chairperson, Board of Education

FROM: Keith T. Hayashi
Superintendent 

SUBJECT: Compensation adjustment for Department of Education employee excluded from Bargaining Unit 6 (administrative assistant to the superintendent)

1. EXECUTIVE SUMMARY

The Hawai'i State Department of Education (Department) requests salary adjustments for the Administrative Assistant to the Superintendent (Chief of Staff) for the period of July 1, 2025, through June 30, 2029.

2. RECOMMENDATION

The Department respectfully recommends that the Hawai'i State Board of Education (Board) approve adjustments to increase the salary of the current Administrative Assistant to the Superintendent in accordance with the recently negotiated Bargaining Unit (BU) 06 agreement with the Hawai'i Government Employees Association (HGEA), effective July 1, 2025, through June 30, 2029. The Department will apply the increases as indicated in Article 30 - Salaries of the attached tentative agreement (Attachment B) approved by the Board on June 19, 2025.

3. RECOMMENDED EFFECTIVE DATE

The Department recommends an effective date retroactive to July 1, 2025.

4. RECOMMENDED COMPLIANCE DATE (if different from the effective date)

None.

5. DISCUSSION

a. Conditions leading to the recommendation:

The following policies authorize the Board to grant a salary adjustment for the Administrative Assistant to the Superintendent:

- §89C-2, HRS, requires the “appropriate authority” to adjust the wages and benefits of its employees who are excluded from collective bargaining. Such employees are entitled to adjustments that are “not less than” those provided to included counterparts under the collective bargaining agreements. The Board is the statutory “appropriate authority” for Department employees.
- School Code Regulation 5100 prescribes the method the Department utilizes to appoint a candidate and sets the salary of this position. In accordance with this Department regulation, the Superintendent recommends the appointment and salary of his selected candidate for the Administrative Assistant to the Superintendent position to the Board (Attachment A). Subsequently, the Board takes action on the Superintendent’s recommendation.

The Board approved the new HGEA BU 06 agreement during the June 19, 2025, General Business meeting.

Memo:

https://boe.hawaii.gov/wp-content/uploads/20250515_HRC_BU6Contract.pdf

Also, during the June 19, 2025, General Business meeting, the Board took action on compensation adjustments for Department of Education employees excluded from Bargaining Units 3, 4, 6, and 13.

Memo:

https://boe.hawaii.gov/wp-content/uploads/20250515_HRC_CompadjExcludedBU.pdf

b. Previous action of the Board and Committee(s) on the same or similar matter:

During the January 19, 2023, Human Resources Committee meeting, the Board approved a series of salary adjustments from July 1, 2021, to June 30, 2025, for the Administrative Assistant to the Superintendent, who is excluded from HGEA BU 06.

Memo:

https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/HR_09202018_Committee%20Action%20on%20Compensation%20Adjustments%20for%20DOE%20Employees%20Excluded%20from%20Collective%20BU%2006.pdf

c. Other policies affected:

There are no other policies affected by this recommendation.

d. Arguments in support of the recommendation:

The application of the increases contained within the July 1, 2025, through June 30, 2029, BU 06 agreement, to the position of the Administrative Assistant of the Superintendent, is congruent with the intent and approval of this Board when it approved the previous compensation adjustments for the Administrative Assistant of the Superintendent on January 19, 2023.

e. Arguments against the recommendation:

Some may argue that the funds used for the recommended increase should be appropriated at the school level for direct student services.

f. Other agencies or departments of the State of Hawai'i involved in the action:

No other agencies or departments of the State of Hawai'i are involved in this recommendation.

g. Possible reaction of the public, professional organizations, unions, DOE staff, and/or others to the recommendations:

The topic of compensation is sometimes controversial, as it may allow individuals to compare themselves with others and draw their own conclusions on whether the compensation adjustment appears equitable.

h. Educational implication:

Appropriate compensation for all Department employees is inherent in aligning with the Strategic Plan and supporting a high-performing culture where all employees effectively contribute to student success.

i. Personnel implications:

The Board's approval will immediately affect one Administrative Assistant to the Superintendent.

j. Facilities implications:

There are no facility implications regarding this recommendation.

k. Financial implications:

In alignment with the HGEA BU 06 agreement, the Administrative Assistant to the Superintendent will receive the following across-the-board increases and step movements (Attachments B, C, D, E, and F):

SY 2025-26

- Effective 07-01-2025 – 3.2% across the board increase

SY 2026-27

- Effective 07-01-2026 – two-step movements and a 1.02% across-the-board increase; employees on the penultimate step receive a 1.4% one-time lump-sum payment in lieu of the second step movement, and employees on the maximum step receive a 2.8% one-time lump-sum payment in lieu of two step movements

SY 2027-28

- Effective 07-01-2027 – 2.61% across the board increase
- Effective 01-01-2028 – one step movement, employees on the maximum step receive a 1.4% one-time lump-sum payment in lieu of one step movement

SY 2028-29

- Effective 07-01-2028 – 2.62 % across the board increase
- Effective 01-01-2029 – one step movement, employees on the maximum step receive a 1.4% one-time lump-sum payment in lieu of one step movement

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The amount appropriated in Fiscal Biennium 2025-2027 for this position is sufficient to accommodate the proposed increases.

6. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

KTH:sb

Attachments: Attachment A – School Code Section I and J
Attachment B – Article 30 – Salaries, Tentative Agreement
Attachment C – BU 06 – Salary Schedule Exhibit E
Attachment D – BU 06 – Salary Schedule Exhibit G
Attachment E – BU 06 – Salary Schedule Exhibit I
Attachment F – BU 06 – Salary Schedule Exhibit K

c: Office of Talent Management

TYPES OF EDUCATIONAL OFFICER APPOINTMENTS

I. EDUCATIONAL OFFICER APPOINTMENT TO SUPERINTENDENT, SUBORDINATE SUPERINTENDENT OR ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT POSITIONS

Eligibility: Given to an educational officer who is appointed to the Superintendent, Subordinate Superintendent or Administrative Assistant to the Superintendent positions in accordance with the Laws of Hawaii.

Duration: Continuous until one of the following events occurs:

1. Is voluntarily relieved,
2. resigns or
3. is removed from office.

Guarantee/Placement Rights: Upon removal from office, a Superintendent, Subordinate Superintendent, or an Administrative Assistant to the Superintendent appointed from the educational officer ranks shall be placed into an educational officer position for which he/she has tenure and/or qualifies in accordance with Regulation #5603.

Probation/Tenure: Does not serve on probation and does not accumulate tenure while on this appointment.

Salary Status Under Regulation #5206: Permanent. Salaries are set by State Statutes and subject to Board Approval.

Subsequent Advertisement and Board Action: Positions may be advertised but not required. Positions must be filled by Board Appointment.

TYPES OF EDUCATIONAL OFFICER APPOINTMENTS**J. NON-EDUCATIONAL OFFICER APPOINTMENT TO SUPERINTENDENT, SUBORDINATE SUPERINTENDENT, AND ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT POSITIONS**

Eligibility: Given to a qualified person who is appointed to the Superintendent, Subordinate Superintendent, or Administrative Assistant to the Superintendent positions in accordance with the Laws of Hawaii.

Duration: Continuous until one of the following events occurs:

1. Is voluntarily relieved,
2. resigns or
3. is removed from office.

Guarantee/Placement Rights: A Superintendent, Subordinate Superintendent, or Administrative Assistant to the Superintendent who was not appointed from the educational officer ranks has no right to be placed into an educational officer position except by consultation and agreement with the exclusive Bargaining Unit 6 representative.

Probation/Tenure: Does not serve on probation and does not accumulate tenure while on this appointment.

Salary Status Under Regulation #5206: Permanent. Salaries are set by State Statutes and subject to Board Approval.

Subsequent Advertisement and Board Action: Positions may be advertised but not required. Positions must be filled by Board Appointment.

Attachments:

1. Appendix I - Probationary Guarantee and Chain Reaction
Probationary Guarantee: Definition and Examples
2. Appendix II - List of References
3. Summary Chart

Bargaining Unit 06
TENTATIVE AGREEMENT
Employer WAF
Union PP
Date 7/9/2025

ARTICLE 30 - SALARIES

Delete the existing language in its entirety and replace with the following:

A. Subject to the approval of the respective legislative bodies and effective July 1, 2025:

1. The salary schedule in effect on June 30, 2025, shall be designated as Exhibit A – 12-Month Vice Principals; Exhibit B – Principals; and Exhibit C – State and District Educational Officers.

2. Exhibit A and Exhibit B shall be replaced by a new salary schedule that contains the Cohort Interns, Vice Principals, and Principals and shall be designated as Exhibit D.

3. Following A.2. above, Employees shall retain their current step and be placed on the salary range corresponding with their position in Exhibit D.

4. The salary schedule designated as Exhibit C shall be amended to reflect a three and two tenths percent (3.2%) across-the-board salary increase, and such amended schedule shall be designated as Exhibit E.

5. Following A.4. above, Employees shall retain their current step and be placed on the salary range corresponding with their position in Exhibit E.

6. Employees not administratively assigned to the salary schedule shall receive a three and two tenths percent (3.2%) pay increase.

1 B. Subject to the approval of the respective legislative bodies and effective
2 July 1, 2026:

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4 1. The salary schedules designated as Exhibits D and E shall be amended to
5 reflect one and two hundredths percent (1.02%) across-the-board increase, and
6 such amended salary schedules shall be designated as Exhibits F and G.

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8 2. Following B.1. above, Employees shall be placed on the corresponding
9 salary range and step of Exhibits F and G.

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11 3. Employees not administratively assigned to the salary schedule shall
12 receive a one and two hundredths percent (1.02%) pay increase.

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14 4. Employees shall receive a two-step adjustment on their applicable salary
15 range of Exhibits F and G; provided that an employee shall not be placed beyond
16 the maximum step of the Employee's salary range.

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18 5. Employees not administratively assigned to the salary schedule shall
19 receive a one-time lump sum payment equal to two and eight tenths percent
20 (2.8%) of their annual salary base pay as of June 30, 2026.

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22 6. Employees at the maximum step as of June 30, 2026 shall receive a one-
23 time lump sum payment equal to two and eight tenths percent (2.8%) of their
24 annual salary base pay as of June 30, 2026.

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26 7. Employees at the penultimate step pursuant to B.4. above as of June 30,
27 2026, shall receive a one-step adjustment on their applicable salary range of
28 Exhibits F and G and a one-time lump sum payment equal to one and four tenths
29 percent (1.4%) of their annual salary base pay as of June 30, 2026.
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1 C. Subject to the approval of the respective legislative bodies and effective
2 July 1, 2027:

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4 1. The salary schedule designated as Exhibits F and G shall be amended to
5 reflect a two and sixty-one hundredths percent (2.61%) across-the-board
6 increase and such amended salary schedules shall be designated as Exhibits H
7 and I.

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9 2. Following C.1. above, Employees shall be placed on the corresponding
10 salary range and step of Exhibits H and I.

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12 3. Employees not administratively assigned to the salary schedule shall
13 receive a two and sixty-one hundredths percent (2.61%) pay increase.

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15 D. Subject to the approval of the respective legislative bodies and effective
16 January 1, 2028:

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18 1. Employees shall receive a one-step adjustment on their applicable salary
19 range of Exhibits H and I; provided that an employee shall not be placed beyond
20 the maximum step of the Employee's salary range.

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22 2. Employees at the maximum step as of December 31, 2027 shall receive a
23 one-time lump sum payment equal to one and four tenths percent (1.4%) of their
24 annual salary base pay as of December 31, 2027.

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26 3. Employees not administratively assigned to the salary schedule shall
27 receive a one-time lump sum payment equal to one and four tenths percent
28 (1.4%) of their annual salary base pay as of December 31, 2027.

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30 E. Subject to the approval of the respective legislative bodies and effective
31 July 1, 2028:

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1. The salary schedule designated as Exhibits H and I shall be amended to reflect a two and sixty-two hundredths percent (2.62%) across-the-board increase and such amended salary schedule shall be designated as Exhibits J and K.

2. Following E.1. above, Employees shall be placed on the corresponding salary range and step of Exhibits J and K.

3. Employees not administratively assigned to the salary schedule shall receive a two and sixty-two hundredths percent (2.62%) pay increase.

F. Subject to the approval of the respective legislative bodies and effective January 1, 2029:

1. Employees shall receive a one-step adjustment on their applicable salary range of Exhibits J and K; provided that an employee shall not be placed beyond the maximum step of the Employee's salary range.

2. Employees at the maximum step as of December 31, 2028 shall receive a one-time lump sum payment equal to one and four tenths percent (1.4%) of their annual salary base pay as of December 31, 2028.

3. Employees not administratively assigned to the salary schedule shall receive a one-time lump sum payment equal to one and four tenths percent (1.4%) of their annual salary base pay as of December 31, 2028.

Exhibit E

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2025 to June 30, 2026

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
EO1	ASSOCIATE SCH AD SCH BUS MGR I	7,374.92	7,478.26	7,582.50	7,689.10	7,796.50	7,905.26	8,016.42	8,128.60	8,242.26	8,357.42	8,474.68	8,593.34	8,713.42
		88,499.00	89,739.00	90,990.00	92,269.00	93,558.00	94,863.00	96,197.00	97,543.00	98,907.00	100,289.00	101,696.00	103,120.00	104,561.00
EO2	SCH AD I SCH BUS MGR II	7,689.10	7,796.50	7,905.26	8,016.42	8,128.60	8,242.26	8,357.42	8,474.68	8,593.34	8,713.42	8,835.68	8,959.10	9,084.76
		92,269.00	93,558.00	94,863.00	96,197.00	97,543.00	98,907.00	100,289.00	101,696.00	103,120.00	104,561.00	106,028.00	107,509.00	109,017.00
EO3	SCH AD II	8,016.42	8,128.60	8,242.26	8,357.42	8,474.68	8,593.34	8,713.42	8,835.68	8,959.10	9,084.76	9,211.76	9,340.84	9,471.68
		96,197.00	97,543.00	98,907.00	100,289.00	101,696.00	103,120.00	104,561.00	106,028.00	107,509.00	109,017.00	110,541.00	112,090.00	113,660.00
EO4	SCH AD III	8,357.42	8,474.68	8,593.34	8,713.42	8,835.68	8,959.10	9,084.76	9,211.76	9,340.84	9,471.68	9,604.00	9,738.68	9,874.76
		100,289.00	101,696.00	103,120.00	104,561.00	106,028.00	107,509.00	109,017.00	110,541.00	112,090.00	113,660.00	115,248.00	116,864.00	118,497.00
EO5	SCH AD IV	8,713.42	8,835.68	8,959.10	9,084.76	9,211.76	9,340.84	9,471.68	9,604.00	9,738.68	9,874.76	10,013.00	10,153.34	10,295.34
		104,561.00	106,028.00	107,509.00	109,017.00	110,541.00	112,090.00	113,660.00	115,248.00	116,864.00	118,497.00	120,156.00	121,840.00	123,544.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	9,084.76	9,211.76	9,340.84	9,471.68	9,604.00	9,738.68	9,874.76	10,013.00	10,153.34	10,295.34	10,439.92	10,585.42	10,733.84
		109,017.00	110,541.00	112,090.00	113,660.00	115,248.00	116,864.00	118,497.00	120,156.00	121,840.00	123,544.00	125,279.00	127,025.00	128,806.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	9,471.68	9,604.00	9,738.68	9,874.76	10,013.00	10,153.34	10,295.34	10,439.92	10,585.42	10,733.84	10,884.42	11,036.60	11,191.00
		113,660.00	115,248.00	116,864.00	118,497.00	120,156.00	121,840.00	123,544.00	125,279.00	127,025.00	128,806.00	130,613.00	132,439.00	134,292.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	9,874.76	10,013.00	10,153.34	10,295.34	10,439.92	10,585.42	10,733.84	10,884.42	11,036.60	11,191.00	11,347.68	11,506.18	11,667.60
		118,497.00	120,156.00	121,840.00	123,544.00	125,279.00	127,025.00	128,806.00	130,613.00	132,439.00	134,292.00	136,172.00	138,074.00	140,011.00
EO9		10,295.34	10,439.92	10,585.42	10,733.84	10,884.42	11,036.60	11,191.00	11,347.68	11,506.18	11,667.60	11,830.84	11,996.50	12,164.34
		123,544.00	125,279.00	127,025.00	128,806.00	130,613.00	132,439.00	134,292.00	136,172.00	138,074.00	140,011.00	141,970.00	143,958.00	145,972.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	10,733.84	10,884.42	11,036.60	11,191.00	11,347.68	11,506.18	11,667.60	11,830.84	11,996.50	12,164.34	12,334.76	12,507.34	12,682.42
		128,806.00	130,613.00	132,439.00	134,292.00	136,172.00	138,074.00	140,011.00	141,970.00	143,958.00	145,972.00	148,017.00	150,088.00	152,189.00
EO11		11,191.00	11,347.68	11,506.18	11,667.60	11,830.84	11,996.50	12,164.34	12,334.76	12,507.34	12,682.42	12,860.10	13,039.92	13,222.60
		134,292.00	136,172.00	138,074.00	140,011.00	141,970.00	143,958.00	145,972.00	148,017.00	150,088.00	152,189.00	154,321.00	156,479.00	158,671.00
EO12		11,667.60	11,830.84	11,996.50	12,164.34	12,334.76	12,507.34	12,682.42	12,860.10	13,039.92	13,222.60	13,407.76	13,595.76	13,785.84
		140,011.00	141,970.00	143,958.00	145,972.00	148,017.00	150,088.00	152,189.00	154,321.00	156,479.00	158,671.00	160,893.00	163,149.00	165,430.00

Exhibit E

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2025 to June 30, 2026

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
EO1	ASSOCIATE SCH AD SCH BUS MGR I	8,835.68 106,028.00	8,959.10 107,509.00	9,084.76 109,017.00	9,211.76 110,541.00	9,340.84 112,090.00	9,471.68 113,660.00	9,604.00 115,248.00	9,738.68 116,864.00	9,874.76 118,497.00	10,013.00 120,156.00	10,153.34 121,840.00	10,295.34 123,544.00	10,439.92 125,279.00
EO2	SCH AD I SCH BUS MGR II	9,211.76 110,541.00	9,340.84 112,090.00	9,471.68 113,660.00	9,604.00 115,248.00	9,738.68 116,864.00	9,874.76 118,497.00	10,013.00 120,156.00	10,153.34 121,840.00	10,295.34 123,544.00	10,439.92 125,279.00	10,585.42 127,025.00	10,733.84 128,806.00	10,884.42 130,613.00
EO3	SCH AD II	9,604.00 115,248.00	9,738.68 116,864.00	9,874.76 118,497.00	10,013.00 120,156.00	10,153.34 121,840.00	10,295.34 123,544.00	10,439.92 125,279.00	10,585.42 127,025.00	10,733.84 128,806.00	10,884.42 130,613.00	11,036.60 132,439.00	11,191.00 134,292.00	11,347.68 136,172.00
EO4	SCH AD III	10,013.00 120,156.00	10,153.34 121,840.00	10,295.34 123,544.00	10,439.92 125,279.00	10,585.42 127,025.00	10,733.84 128,806.00	10,884.42 130,613.00	11,036.60 132,439.00	11,191.00 134,292.00	11,347.68 136,172.00	11,506.18 138,074.00	11,667.60 140,011.00	11,830.84 141,970.00
EO5	SCH AD IV	10,439.92 125,279.00	10,585.42 127,025.00	10,733.84 128,806.00	10,884.42 130,613.00	11,036.60 132,439.00	11,191.00 134,292.00	11,347.68 136,172.00	11,506.18 138,074.00	11,667.60 140,011.00	11,830.84 141,970.00	11,996.50 143,958.00	12,164.34 145,972.00	12,334.76 148,017.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	10,884.42 130,613.00	11,036.60 132,439.00	11,191.00 134,292.00	11,347.68 136,172.00	11,506.18 138,074.00	11,667.60 140,011.00	11,830.84 141,970.00	11,996.50 143,958.00	12,164.34 145,972.00	12,334.76 148,017.00	12,507.34 150,088.00	12,682.42 152,189.00	12,860.10 154,321.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	11,347.68 136,172.00	11,506.18 138,074.00	11,667.60 140,011.00	11,830.84 141,970.00	11,996.50 143,958.00	12,164.34 145,972.00	12,334.76 148,017.00	12,507.34 150,088.00	12,682.42 152,189.00	12,860.10 154,321.00	13,039.92 156,479.00	13,222.60 158,671.00	13,407.76 160,893.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	11,830.84 141,970.00	11,996.50 143,958.00	12,164.34 145,972.00	12,334.76 148,017.00	12,507.34 150,088.00	12,682.42 152,189.00	12,860.10 154,321.00	13,039.92 156,479.00	13,222.60 158,671.00	13,407.76 160,893.00	13,595.76 163,149.00	13,785.84 165,430.00	13,978.50 167,742.00
EO9		12,334.76 148,017.00	12,507.34 150,088.00	12,682.42 152,189.00	12,860.10 154,321.00	13,039.92 156,479.00	13,222.60 158,671.00	13,407.76 160,893.00	13,595.76 163,149.00	13,785.84 165,430.00	13,978.50 167,742.00	14,174.50 170,094.00	14,372.84 172,474.00	14,574.10 174,889.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	12,860.10 154,321.00	13,039.92 156,479.00	13,222.60 158,671.00	13,407.76 160,893.00	13,595.76 163,149.00	13,785.84 165,430.00	13,978.50 167,742.00	14,174.50 170,094.00	14,372.84 172,474.00	14,574.10 174,889.00	14,778.42 177,341.00	14,985.00 179,820.00	15,195.10 182,341.00
EO11		13,407.76 160,893.00	13,595.76 163,149.00	13,785.84 165,430.00	13,978.50 167,742.00	14,174.50 170,094.00	14,372.84 172,474.00	14,574.10 174,889.00	14,778.42 177,341.00	14,985.00 179,820.00	15,195.10 182,341.00	15,407.60 184,891.00	15,623.18 187,478.00	15,842.00 190,104.00
EO12		13,978.50 167,742.00	14,174.50 170,094.00	14,372.84 172,474.00	14,574.10 174,889.00	14,778.42 177,341.00	14,985.00 179,820.00	15,195.10 182,341.00	15,407.60 184,891.00	15,623.18 187,478.00	15,842.00 190,104.00	16,063.76 192,765.00	16,288.76 195,465.00	16,516.76 198,201.00

Exhibit G

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2026 to June 30, 2027

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
EO1	ASSOCIATE SCH AD SCH BUS MGR I	7,450.18 89,402.00	7,554.60 90,655.00	7,659.92 91,919.00	7,767.60 93,211.00	7,876.10 94,513.00	7,985.92 95,831.00	8,098.26 97,179.00	8,211.50 98,538.00	8,326.34 99,916.00	8,442.68 101,312.00	8,561.18 102,734.00	8,681.00 104,172.00	8,802.34 105,628.00
EO2	SCH AD I SCH BUS MGR II	7,767.60 93,211.00	7,876.10 94,513.00	7,985.92 95,831.00	8,098.26 97,179.00	8,211.50 98,538.00	8,326.34 99,916.00	8,442.68 101,312.00	8,561.18 102,734.00	8,681.00 104,172.00	8,802.34 105,628.00	8,925.84 107,110.00	9,050.50 108,606.00	9,177.42 110,129.00
EO3	SCH AD II	8,098.26 97,179.00	8,211.50 98,538.00	8,326.34 99,916.00	8,442.68 101,312.00	8,561.18 102,734.00	8,681.00 104,172.00	8,802.34 105,628.00	8,925.84 107,110.00	9,050.50 108,606.00	9,177.42 110,129.00	9,305.76 111,669.00	9,436.18 113,234.00	9,568.34 114,820.00
EO4	SCH AD III	8,442.68 101,312.00	8,561.18 102,734.00	8,681.00 104,172.00	8,802.34 105,628.00	8,925.84 107,110.00	9,050.50 108,606.00	9,177.42 110,129.00	9,305.76 111,669.00	9,436.18 113,234.00	9,568.34 114,820.00	9,702.00 116,424.00	9,838.10 118,057.00	9,975.50 119,706.00
EO5	SCH AD IV	8,802.34 105,628.00	8,925.84 107,110.00	9,050.50 108,606.00	9,177.42 110,129.00	9,305.76 111,669.00	9,436.18 113,234.00	9,568.34 114,820.00	9,702.00 116,424.00	9,838.10 118,057.00	9,975.50 119,706.00	10,115.18 121,382.00	10,256.92 123,083.00	10,400.42 124,805.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	9,177.42 110,129.00	9,305.76 111,669.00	9,436.18 113,234.00	9,568.34 114,820.00	9,702.00 116,424.00	9,838.10 118,057.00	9,975.50 119,706.00	10,115.18 121,382.00	10,256.92 123,083.00	10,400.42 124,805.00	10,546.42 126,557.00	10,693.42 128,321.00	10,843.34 130,120.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	9,568.34 114,820.00	9,702.00 116,424.00	9,838.10 118,057.00	9,975.50 119,706.00	10,115.18 121,382.00	10,256.92 123,083.00	10,400.42 124,805.00	10,546.42 126,557.00	10,693.42 128,321.00	10,843.34 130,120.00	10,995.50 131,946.00	11,149.18 133,790.00	11,305.18 135,662.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	9,975.50 119,706.00	10,115.18 121,382.00	10,256.92 123,083.00	10,400.42 124,805.00	10,546.42 126,557.00	10,693.42 128,321.00	10,843.34 130,120.00	10,995.50 131,946.00	11,149.18 133,790.00	11,305.18 135,662.00	11,463.42 137,561.00	11,623.60 139,483.00	11,786.68 141,440.00
EO9		10,400.42 124,805.00	10,546.42 126,557.00	10,693.42 128,321.00	10,843.34 130,120.00	10,995.50 131,946.00	11,149.18 133,790.00	11,305.18 135,662.00	11,463.42 137,561.00	11,623.60 139,483.00	11,786.68 141,440.00	11,951.60 143,419.00	12,118.92 145,427.00	12,288.42 147,461.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	10,843.34 130,120.00	10,995.50 131,946.00	11,149.18 133,790.00	11,305.18 135,662.00	11,463.42 137,561.00	11,623.60 139,483.00	11,786.68 141,440.00	11,951.60 143,419.00	12,118.92 145,427.00	12,288.42 147,461.00	12,460.60 149,527.00	12,634.92 151,619.00	12,811.84 153,742.00
EO11		11,305.18 135,662.00	11,463.42 137,561.00	11,623.60 139,483.00	11,786.68 141,440.00	11,951.60 143,419.00	12,118.92 145,427.00	12,288.42 147,461.00	12,460.60 149,527.00	12,634.92 151,619.00	12,811.84 153,742.00	12,991.34 155,896.00	13,173.00 158,076.00	13,357.50 160,290.00
EO12		11,786.68 141,440.00	11,951.60 143,419.00	12,118.92 145,427.00	12,288.42 147,461.00	12,460.60 149,527.00	12,634.92 151,619.00	12,811.84 153,742.00	12,991.34 155,896.00	13,173.00 158,076.00	13,357.50 160,290.00	13,544.60 162,535.00	13,734.50 164,814.00	13,926.50 167,118.00

Exhibit G

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2026 to June 30, 2027

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
EO1	ASSOCIATE SCH AD SCH BUS MGR I	8,925.84	9,050.50	9,177.42	9,305.76	9,436.18	9,568.34	9,702.00	9,838.10	9,975.50	10,115.18	10,256.92	10,400.42	10,546.42
		107,110.00	108,606.00	110,129.00	111,669.00	113,234.00	114,820.00	116,424.00	118,057.00	119,706.00	121,382.00	123,083.00	124,805.00	126,557.00
EO2	SCH AD I SCH BUS MGR II	9,305.76	9,436.18	9,568.34	9,702.00	9,838.10	9,975.50	10,115.18	10,256.92	10,400.42	10,546.42	10,693.42	10,843.34	10,995.50
		111,669.00	113,234.00	114,820.00	116,424.00	118,057.00	119,706.00	121,382.00	123,083.00	124,805.00	126,557.00	128,321.00	130,120.00	131,946.00
EO3	SCH AD II	9,702.00	9,838.10	9,975.50	10,115.18	10,256.92	10,400.42	10,546.42	10,693.42	10,843.34	10,995.50	11,149.18	11,305.18	11,463.42
		116,424.00	118,057.00	119,706.00	121,382.00	123,083.00	124,805.00	126,557.00	128,321.00	130,120.00	131,946.00	133,790.00	135,662.00	137,561.00
EO4	SCH AD III	10,115.18	10,256.92	10,400.42	10,546.42	10,693.42	10,843.34	10,995.50	11,149.18	11,305.18	11,463.42	11,623.60	11,786.68	11,951.60
		121,382.00	123,083.00	124,805.00	126,557.00	128,321.00	130,120.00	131,946.00	133,790.00	135,662.00	137,561.00	139,483.00	141,440.00	143,419.00
EO5	SCH AD IV	10,546.42	10,693.42	10,843.34	10,995.50	11,149.18	11,305.18	11,463.42	11,623.60	11,786.68	11,951.60	12,118.92	12,288.42	12,460.60
		126,557.00	128,321.00	130,120.00	131,946.00	133,790.00	135,662.00	137,561.00	139,483.00	141,440.00	143,419.00	145,427.00	147,461.00	149,527.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	10,995.50	11,149.18	11,305.18	11,463.42	11,623.60	11,786.68	11,951.60	12,118.92	12,288.42	12,460.60	12,634.92	12,811.84	12,991.34
		131,946.00	133,790.00	135,662.00	137,561.00	139,483.00	141,440.00	143,419.00	145,427.00	147,461.00	149,527.00	151,619.00	153,742.00	155,896.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	11,463.42	11,623.60	11,786.68	11,951.60	12,118.92	12,288.42	12,460.60	12,634.92	12,811.84	12,991.34	13,173.00	13,357.50	13,544.60
		137,561.00	139,483.00	141,440.00	143,419.00	145,427.00	147,461.00	149,527.00	151,619.00	153,742.00	155,896.00	158,076.00	160,290.00	162,535.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	11,951.60	12,118.92	12,288.42	12,460.60	12,634.92	12,811.84	12,991.34	13,173.00	13,357.50	13,544.60	13,734.50	13,926.50	14,121.10
		143,419.00	145,427.00	147,461.00	149,527.00	151,619.00	153,742.00	155,896.00	158,076.00	160,290.00	162,535.00	164,814.00	167,118.00	169,453.00
EO9		12,460.60	12,634.92	12,811.84	12,991.34	13,173.00	13,357.50	13,544.60	13,734.50	13,926.50	14,121.10	14,319.10	14,519.50	14,722.76
		149,527.00	151,619.00	153,742.00	155,896.00	158,076.00	160,290.00	162,535.00	164,814.00	167,118.00	169,453.00	171,829.00	174,234.00	176,673.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	12,991.34	13,173.00	13,357.50	13,544.60	13,734.50	13,926.50	14,121.10	14,319.10	14,519.50	14,722.76	14,929.18	15,137.92	15,350.10
		155,896.00	158,076.00	160,290.00	162,535.00	164,814.00	167,118.00	169,453.00	171,829.00	174,234.00	176,673.00	179,150.00	181,655.00	184,201.00
EO11		13,544.60	13,734.50	13,926.50	14,121.10	14,319.10	14,519.50	14,722.76	14,929.18	15,137.92	15,350.10	15,564.76	15,782.60	16,003.68
		162,535.00	164,814.00	167,118.00	169,453.00	171,829.00	174,234.00	176,673.00	179,150.00	181,655.00	184,201.00	186,777.00	189,391.00	192,044.00
EO12		14,121.10	14,319.10	14,519.50	14,722.76	14,929.18	15,137.92	15,350.10	15,564.76	15,782.60	16,003.68	16,227.68	16,454.92	16,685.26
		169,453.00	171,829.00	174,234.00	176,673.00	179,150.00	181,655.00	184,201.00	186,777.00	189,391.00	192,044.00	194,732.00	197,459.00	200,223.00

Exhibit I

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2027 to June 30, 2028

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
EO1	ASSOCIATE SCH AD SCH BUS MGR I	7,644.68	7,751.84	7,859.92	7,970.34	8,081.68	8,194.42	8,309.68	8,425.84	8,543.68	8,663.10	8,784.68	8,907.60	9,032.10
		91,736.00	93,022.00	94,319.00	95,644.00	96,980.00	98,333.00	99,716.00	101,110.00	102,524.00	103,957.00	105,416.00	106,891.00	108,385.00
EO2	SCH AD I SCH BUS MGR II	7,970.34	8,081.68	8,194.42	8,309.68	8,425.84	8,543.68	8,663.10	8,784.68	8,907.60	9,032.10	9,158.84	9,286.76	9,417.00
		95,644.00	96,980.00	98,333.00	99,716.00	101,110.00	102,524.00	103,957.00	105,416.00	106,891.00	108,385.00	109,906.00	111,441.00	113,004.00
EO3	SCH AD II	8,309.68	8,425.84	8,543.68	8,663.10	8,784.68	8,907.60	9,032.10	9,158.84	9,286.76	9,417.00	9,548.68	9,682.50	9,818.10
		99,716.00	101,110.00	102,524.00	103,957.00	105,416.00	106,891.00	108,385.00	109,906.00	111,441.00	113,004.00	114,584.00	116,190.00	117,817.00
EO4	SCH AD III	8,663.10	8,784.68	8,907.60	9,032.10	9,158.84	9,286.76	9,417.00	9,548.68	9,682.50	9,818.10	9,955.26	10,094.92	10,235.92
		103,957.00	105,416.00	106,891.00	108,385.00	109,906.00	111,441.00	113,004.00	114,584.00	116,190.00	117,817.00	119,463.00	121,139.00	122,831.00
EO5	SCH AD IV	9,032.10	9,158.84	9,286.76	9,417.00	9,548.68	9,682.50	9,818.10	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92
		108,385.00	109,906.00	111,441.00	113,004.00	114,584.00	116,190.00	117,817.00	119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	9,417.00	9,548.68	9,682.50	9,818.10	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42
		113,004.00	114,584.00	116,190.00	117,817.00	119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	9,818.10	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26
		117,817.00	119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34
		122,831.00	124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00
EO9		10,671.92	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18
		128,063.00	129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00
EO10	DIRECTOR PUB REL OFF ADMIN ASST TO Supt	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26
		133,517.00	135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00
EO11		11,600.26	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26	13,330.42	13,516.84	13,706.18
		139,203.00	141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00	159,965.00	162,202.00	164,474.00
EO12		12,094.34	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26	13,330.42	13,516.84	13,706.18	13,898.18	14,093.00	14,290.00
		145,132.00	147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00	159,965.00	162,202.00	164,474.00	166,778.00	169,116.00	171,480.00

Exhibit I

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2027 to June 30, 2028

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
EO1	ASSOCIATE SCH AD SCH BUS MGR I	9,158.84	9,286.76	9,417.00	9,548.68	9,682.50	9,818.10	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76
		109,906.00	111,441.00	113,004.00	114,584.00	116,190.00	117,817.00	119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00	129,861.00
EO2	SCH AD I SCH BUS MGR II	9,548.68	9,682.50	9,818.10	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42	11,282.50
		114,584.00	116,190.00	117,817.00	119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00	135,390.00
EO3	SCH AD II	9,955.26	10,094.92	10,235.92	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68
		119,463.00	121,139.00	122,831.00	124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00	141,152.00
EO4	SCH AD III	10,379.26	10,524.68	10,671.92	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34	12,263.60
		124,551.00	126,296.00	128,063.00	129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00	147,163.00
EO5	SCH AD IV	10,821.76	10,972.60	11,126.42	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18	12,785.84
		129,861.00	131,671.00	133,517.00	135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00	153,430.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	11,282.50	11,440.18	11,600.26	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26	13,330.42
		135,390.00	137,282.00	139,203.00	141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00	159,965.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	11,762.68	11,927.00	12,094.34	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26	13,330.42	13,516.84	13,706.18	13,898.18
		141,152.00	143,124.00	145,132.00	147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00	159,965.00	162,202.00	164,474.00	166,778.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III	12,263.60	12,435.26	12,609.18	12,785.84	12,964.76	13,146.26	13,330.42	13,516.84	13,706.18	13,898.18	14,093.00	14,290.00	14,489.68
		147,163.00	149,223.00	151,310.00	153,430.00	155,577.00	157,755.00	159,965.00	162,202.00	164,474.00	166,778.00	169,116.00	171,480.00	173,876.00
EO9		12,785.84	12,964.76	13,146.26	13,330.42	13,516.84	13,706.18	13,898.18	14,093.00	14,290.00	14,489.68	14,692.84	14,898.50	15,107.10
		153,430.00	155,577.00	157,755.00	159,965.00	162,202.00	164,474.00	166,778.00	169,116.00	171,480.00	173,876.00	176,314.00	178,782.00	181,285.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO SVPT	13,330.42	13,516.84	13,706.18	13,898.18	14,093.00	14,290.00	14,489.68	14,692.84	14,898.50	15,107.10	15,318.84	15,533.10	15,750.76
		159,965.00	162,202.00	164,474.00	166,778.00	169,116.00	171,480.00	173,876.00	176,314.00	178,782.00	181,285.00	183,826.00	186,397.00	189,009.00
EO11		13,898.18	14,093.00	14,290.00	14,489.68	14,692.84	14,898.50	15,107.10	15,318.84	15,533.10	15,750.76	15,971.00	16,194.60	16,421.42
		166,778.00	169,116.00	171,480.00	173,876.00	176,314.00	178,782.00	181,285.00	183,826.00	186,397.00	189,009.00	191,652.00	194,335.00	197,057.00
EO12		14,489.68	14,692.84	14,898.50	15,107.10	15,318.84	15,533.10	15,750.76	15,971.00	16,194.60	16,421.42	16,651.26	16,884.42	17,120.76
		173,876.00	176,314.00	178,782.00	181,285.00	183,826.00	186,397.00	189,009.00	191,652.00	194,335.00	197,057.00	199,815.00	202,613.00	205,449.00

Exhibit K

12-MONTH EDUCATIONAL OFFICERS' (Includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2028 to June 30, 2029

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
EO1	ASSOCIATE SCH AD SCH BUS MGR I	7,845.00	7,955.00	8,065.92	8,179.18	8,293.42	8,409.18	8,527.42	8,646.68	8,767.60	8,890.10	9,014.84	9,141.00	9,268.76
		94,140.00	95,460.00	96,791.00	98,150.00	99,521.00	100,910.00	102,329.00	103,760.00	105,211.00	106,681.00	108,178.00	109,692.00	111,225.00
EO2	SCH AD I SCH BUS MGR II	8,179.18	8,293.42	8,409.18	8,527.42	8,646.68	8,767.60	8,890.10	9,014.84	9,141.00	9,268.76	9,398.84	9,530.10	9,663.76
		98,150.00	99,521.00	100,910.00	102,329.00	103,760.00	105,211.00	106,681.00	108,178.00	109,692.00	111,225.00	112,786.00	114,361.00	115,965.00
EO3	SCH AD II	8,527.42	8,646.68	8,767.60	8,890.10	9,014.84	9,141.00	9,268.76	9,398.84	9,530.10	9,663.76	9,798.92	9,936.26	10,075.34
		102,329.00	103,760.00	105,211.00	106,681.00	108,178.00	109,692.00	111,225.00	112,786.00	114,361.00	115,965.00	117,587.00	119,235.00	120,904.00
EO4	SCH AD III	8,890.10	9,014.84	9,141.00	9,268.76	9,398.84	9,530.10	9,663.76	9,798.92	9,936.26	10,075.34	10,216.10	10,359.42	10,504.18
		106,681.00	108,178.00	109,692.00	111,225.00	112,786.00	114,361.00	115,965.00	117,587.00	119,235.00	120,904.00	122,593.00	124,313.00	126,050.00
EO5	SCH AD IV	9,268.76	9,398.84	9,530.10	9,663.76	9,798.92	9,936.26	10,075.34	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60
		111,225.00	112,786.00	114,361.00	115,965.00	117,587.00	119,235.00	120,904.00	122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	9,663.76	9,798.92	9,936.26	10,075.34	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00
		115,965.00	117,587.00	119,235.00	120,904.00	122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	10,075.34	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26
		120,904.00	122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF II	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26
		126,050.00	127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00
EO9		10,951.60	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60
		131,419.00	133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76
		137,016.00	138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00
EO11		11,904.26	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76	13,679.76	13,871.00	14,065.34
		142,851.00	144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00	164,157.00	166,452.00	168,784.00
EO12		12,411.26	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76	13,679.76	13,871.00	14,065.34	14,262.34	14,462.26	14,664.42
		148,935.00	151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00	164,157.00	166,452.00	168,784.00	171,148.00	173,547.00	175,973.00

Exhibit K

12-MONTH EDUCATIONAL OFFICERS' (includes State and District EOs) MONTHLY & ANNUAL SALARY SCHEDULE
Effective July 1, 2028 to June 30, 2029

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
EO1	ASSOCIATE SCH AD SCH BUS MGR I	9,398.84	9,530.10	9,663.76	9,798.92	9,936.26	10,075.34	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34
		112,786.00	114,361.00	115,965.00	117,587.00	119,235.00	120,904.00	122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00	133,264.00
EO2	SCH AD I SCH BUS MGR II	9,798.92	9,936.26	10,075.34	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00	11,578.18
		117,587.00	119,235.00	120,904.00	122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00	138,938.00
EO3	SCH AD II	10,216.10	10,359.42	10,504.18	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92
		122,593.00	124,313.00	126,050.00	127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00	144,851.00
EO4	SCH AD III	10,651.26	10,800.42	10,951.60	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26	12,584.92
		127,815.00	129,605.00	131,419.00	133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00	151,019.00
EO5	SCH AD IV	11,105.34	11,260.10	11,418.00	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60	13,120.84
		133,264.00	135,121.00	137,016.00	138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00	157,450.00
EO6	DIST/STATE EDUC SPEC I HUMAN RES OFCR I	11,578.18	11,739.92	11,904.26	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76	13,679.76
		138,938.00	140,879.00	142,851.00	144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00	164,157.00
EO7	DIST/STATE EDUC SPEC II HUMAN RES OFCR II	12,070.92	12,239.50	12,411.26	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76	13,679.76	13,871.00	14,065.34	14,262.34
		144,851.00	146,874.00	148,935.00	151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00	164,157.00	166,452.00	168,784.00	171,148.00
EO8	ATHLETIC ADMIN OFF HUMAN RES OFCR III STATE EDUC OFF III	12,584.92	12,761.10	12,939.60	13,120.84	13,304.50	13,490.76	13,679.76	13,871.00	14,065.34	14,262.34	14,462.26	14,664.42	14,869.34
		151,019.00	153,133.00	155,275.00	157,450.00	159,654.00	161,889.00	164,157.00	166,452.00	168,784.00	171,148.00	173,547.00	175,973.00	178,432.00
EO9		13,120.84	13,304.50	13,490.76	13,679.76	13,871.00	14,065.34	14,262.34	14,462.26	14,664.42	14,869.34	15,077.84	15,288.92	15,502.92
		157,450.00	159,654.00	161,889.00	164,157.00	166,452.00	168,784.00	171,148.00	173,547.00	175,973.00	178,432.00	180,934.00	183,467.00	186,035.00
EO10	DIRECTOR PUB REL OFF ADM ASST TO Supt	13,679.76	13,871.00	14,065.34	14,262.34	14,462.26	14,664.42	14,869.34	15,077.84	15,288.92	15,502.92	15,720.26	15,940.10	16,163.50
		164,157.00	166,452.00	168,784.00	171,148.00	173,547.00	175,973.00	178,432.00	180,934.00	183,467.00	186,035.00	188,643.00	191,281.00	193,962.00
EO11		14,262.34	14,462.26	14,664.42	14,869.34	15,077.84	15,288.92	15,502.92	15,720.26	15,940.10	16,163.50	16,389.50	16,618.92	16,851.68
		171,148.00	173,547.00	175,973.00	178,432.00	180,934.00	183,467.00	186,035.00	188,643.00	191,281.00	193,962.00	196,674.00	199,427.00	202,220.00
EO12		14,869.34	15,077.84	15,288.92	15,502.92	15,720.26	15,940.10	16,163.50	16,389.50	16,618.92	16,851.68	17,087.60	17,326.84	17,569.34
		178,432.00	180,934.00	183,467.00	186,035.00	188,643.00	191,281.00	193,962.00	196,674.00	199,427.00	202,220.00	205,051.00	207,922.00	210,832.00