

2026/27 Hourly Salary Schedule

Meeting Date: April 23, 2026

Background:

In 2016, an aggressive minimum wage increase plan was set in motion, which increased wages from \$10 per hour to \$15 per hour over 6 years. It is projected to continue to rise roughly 3% per year until it reaches the target minimum of \$20 per hour. For January 2027, the projection is \$17.40 per hour.

The current hourly payscale is based on a minimum of \$18 per hour, and therefore does not require a change at this time to be compliant with state law. Please see attached for the current job classifications and their pay ranges.

Agenda:

This item is on the Discussion/Action Calendar for approval. Please contact Amber with any questions or concerns you may have.

Nord Country School
Hourly Pay Schedule
effective 7/1/2026

Position	Step 1	Step 2	Step 3	Steps 4-6	Steps 7-9	Steps 10-12	Steps 13-15	Steps 16-20
Office Manager	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 25.24	\$ 26.50	\$ 27.83	\$ 29.22
Office Manager, Substitute	\$ 20.50							
Instructional Aide with Credential	\$ 21.25	\$ 21.89	\$ 22.54	\$ 23.22	\$ 24.38	\$ 25.60	\$ 26.88	\$ 28.22
Instructional Aide without Credential	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.94	\$ 21.99	\$ 23.09	\$ 24.24
VAPA/Specialized Aide	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.72	\$ 38.55	\$ 40.48	\$ 42.50
Instructional Aide, Substitute	\$ 18.00							
Site Coordinator, Exp Learning Program	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 25.24	\$ 26.50	\$ 27.83	\$ 29.22
Library Aide	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.65	\$ 21.69	\$ 22.77	\$ 23.91
Yard Duty	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.94	\$ 21.99	\$ 23.09	\$ 24.24
Yard Duty, Substitute	\$ 18.00							
Nutrition Services Director	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85
Cafeteria Manager	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.98	\$ 26.23
Cafeteria Assistant	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.94	\$ 21.99	\$ 23.09	\$ 24.24
Cafeteria Substitute	\$ 18.00							
Maintenance, Facilities	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 25.24	\$ 26.50	\$ 27.83	\$ 29.22
Maintenance, Landscape	\$ 18.50	\$ 19.06	\$ 19.63	\$ 20.22	\$ 21.23	\$ 22.29	\$ 23.40	\$ 24.57
Custodian, Senior	\$ 20.50	\$ 21.12	\$ 21.75	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
Custodian	\$ 18.50	\$ 19.06	\$ 19.63	\$ 20.22	\$ 21.23	\$ 22.29	\$ 23.40	\$ 24.57
Facilities Substitute	\$ 18.50							
Transportation Manager	\$ 25.50	\$ 26.27	\$ 27.05	\$ 27.86	\$ 29.26	\$ 30.72	\$ 32.26	\$ 33.87
Bus Driver	\$ 20.50	\$ 21.12	\$ 21.75	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
Bus Driver, Substitute	\$ 20.50							