

**FY2026-2027 Lane-and-Step Pay Scale for CJA School-Side Staff**

<b>Instructional Assistant</b>	<b>Ryan Fellows and Other Teachers working on BA/BS and certification</b>	<b>Teacher with BA/BS and/or MA/MS but no certification or licensure</b>	<b>Teacher with relevant BA/BS and/or MA/MS and certification or licensure</b>	<b>Teacher with National Board Certification (salary only - does not include annual \$4,000 year-end bonus)</b>
<b>IA</b>	<b>Ryan</b>	<b>No Certification</b>	<b>Certification</b>	<b>National Board</b>
\$ 47,045	\$ 55,673	\$ 59,500	\$ 61,000	NA
\$ 48,500	\$ 57,395	\$ 61,285	\$ 63,000	NA
\$ 49,955	\$ 59,170	\$ 63,124	\$ 66,000	NA
\$ 51,454	\$ 61,000	\$ 65,017	\$ 67,980	\$ 78,507
\$ 52,997	\$ 63,000	\$ 66,968	\$ 70,019	\$ 80,862
\$ 54,587	\$ 66,000	\$ 68,977	\$ 72,120	\$ 83,288
\$ 56,225	\$ 67,980	\$ 71,046	\$ 74,284	\$ 85,787
	\$ 70,019	\$ 73,177	\$ 76,512	\$ 88,360
	\$ 72,120	\$ 75,373	\$ 78,807	\$ 91,011
		\$ 77,634	\$ 81,172	\$ 93,741
		\$ 78,634	\$ 82,172	\$ 94,741
		\$ 79,634	\$ 83,172	\$ 95,741
		\$ 80,634	\$ 84,172	\$ 96,741
		\$ 81,634	\$ 85,172	\$ 97,741
		\$ 82,634	\$ 86,172	\$ 98,741
		\$ 83,634	\$ 87,172	\$ 99,741
		\$ 84,634	\$ 88,172	\$ 100,741
		\$ 85,634	\$ 89,172	\$ 101,741
		\$ 86,634	\$ 90,172	\$ 102,741
		\$ 87,634	\$ 91,172	\$ 103,741
		\$ 88,634	\$ 92,172	\$ 104,741
		\$ 89,634	\$ 93,172	\$ 105,741
		\$ 90,634	\$ 94,172	\$ 106,741
		\$ 91,634	\$ 95,172	\$ 107,741
		\$ 92,634	\$ 96,172	\$ 108,741