

Agenda Item Title: 2026-2027 Certified and Classified Salary Charts

Board Meeting Date: April 28, 2026

Department: Finance

Presented by: Trey Duke, Director

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

Administration is requesting Board approval of the 2026–2027 certified and classified salary schedules. The proposed classified salary schedule reflects a 2% increase across all ten established pay lanes. In addition to this adjustment, classified employees will receive any applicable step or longevity increases for which they are eligible.

The Certified salary schedule has been adjusted across all degree categories and all 26 pay lanes to ensure that every certified teacher receives a total compensation increase of 3.3% for the 2026–2027 school year. These adjustments support the district’s ongoing efforts to maintain competitive compensation structures and retain a high-quality workforce.

Staff Recommendation

Approve the FY27 certified and classified pay schedules.

Fiscal Impact

The percentage increase represents approximately \$1,800,000 in new spending towards employee salaries for FY27.

Connection to MCS’s Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.