

Alpine School District Teacher Salary Schedule Fiscal Year 2026-27

		Lane 1 - B.S. Degree														
Step		Lane 1 Teach Base			Lane 1A Elementary (K-6)			Lane 1B Secondary Teachers (including Media) 6 Periods			Lane 1C Secondary Extra Period for Half Year			Lane 1D Secondary Extra Period for Full Year		
		+ 14.2857%			+ 9.7297%			+ 17.5676%			+ 25.4054%					
		Index	Base	ESA	= Total	Base	ESA	= Total	Base	ESA	= Total	Base	ESA	= Total	Base	ESA
1	1.00000	\$49,399	\$5,845	\$55,244	\$56,456	\$5,845	\$62,301	\$54,205	\$5,845	\$60,050	\$58,077	\$5,845	\$63,922	\$61,949	\$5,845	\$67,794
2	1.02030	\$50,402	\$5,845	\$56,247	\$57,602	\$5,845	\$63,447	\$55,306	\$5,845	\$61,151	\$59,256	\$5,845	\$65,101	\$63,207	\$5,845	\$69,052
3	1.04060	\$51,405	\$5,845	\$57,250	\$58,749	\$5,845	\$64,594	\$56,407	\$5,845	\$62,252	\$60,436	\$5,845	\$66,281	\$64,465	\$5,845	\$70,310
4	1.06097	\$52,411	\$5,845	\$58,256	\$59,898	\$5,845	\$65,743	\$57,510	\$5,845	\$63,355	\$61,618	\$5,845	\$67,463	\$65,726	\$5,845	\$71,571
5	1.09800	\$54,240	\$5,845	\$60,085	\$61,989	\$5,845	\$67,834	\$59,517	\$5,845	\$65,362	\$63,768	\$5,845	\$69,613	\$68,019	\$5,845	\$73,864
6	1.13493	\$56,064	\$5,845	\$61,909	\$64,073	\$5,845	\$69,918	\$61,519	\$5,845	\$67,364	\$65,913	\$5,845	\$71,758	\$70,307	\$5,845	\$76,152
7	1.18666	\$58,620	\$5,845	\$64,465	\$66,994	\$5,845	\$72,839	\$64,324	\$5,845	\$70,169	\$68,919	\$5,845	\$74,764	\$73,513	\$5,845	\$79,358
8	1.23845	\$61,178	\$5,845	\$67,023	\$69,918	\$5,845	\$75,763	\$67,130	\$5,845	\$72,975	\$71,925	\$5,845	\$77,770	\$76,720	\$5,845	\$82,565
9	1.29015	\$63,732	\$5,845	\$69,577	\$72,837	\$5,845	\$78,682	\$69,933	\$5,845	\$75,778	\$74,928	\$5,845	\$80,773	\$79,923	\$5,845	\$85,768
10	1.34194	\$66,290	\$5,845	\$72,135	\$75,760	\$5,845	\$81,605	\$72,740	\$5,845	\$78,585	\$77,936	\$5,845	\$83,781	\$83,131	\$5,845	\$88,976
11	1.39366	\$68,845	\$5,845	\$74,690	\$78,680	\$5,845	\$84,525	\$75,543	\$5,845	\$81,388	\$80,939	\$5,845	\$86,784	\$86,335	\$5,845	\$92,180
12	1.44545	\$71,404	\$5,845	\$77,249	\$81,605	\$5,845	\$87,450	\$78,351	\$5,845	\$84,196	\$83,948	\$5,845	\$89,793	\$89,544	\$5,845	\$95,389

Secondary Substitute Pay (Per Period) = \$50.00

LANE 1 = 7 HRS/DAY, 185 DAYS

LANE 1A = 8 HRS/DAY, 185 DAYS

LANE 1B = 8 HRS/DAY, 185 DAYS

LANE 1C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 1D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Summer School Rate	FY23	\$43.97
	FY24	\$44.85
	FY25	\$46.20
	FY26	\$47.36
	FY27	\$47.60

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

Alpine School District Teacher Salary Schedule Fiscal Year 2026-27

		Lane 2 - B.S. Degree + 20 Sem Hrs.														
Step	Lane 2 Teach Base				Lane 2A Elementary (K-6)			Lane 2B Secondary Teachers (including Media) 6 Periods			Lane 2C Secondary Extra Period for Half Year			Lane 2D Secondary Extra Period for Full Year		
					+ 14.2857%			+ 9.7297%			+ 17.5676%			+ 25.4054%		
	Index	Base	+	ESA	= Total	Base	+	ESA	= Total	Base	+	ESA	= Total	Base	+	ESA
1	1.01445	\$50,113	\$5,845	\$55,958	\$57,272	\$5,845	\$63,117	\$54,989	\$5,845	\$60,834	\$58,917	\$5,845	\$64,762	\$62,845	\$5,845	\$68,690
2	1.03981	\$51,366	\$5,845	\$57,211	\$58,704	\$5,845	\$64,549	\$56,364	\$5,845	\$62,209	\$60,390	\$5,845	\$66,235	\$64,416	\$5,845	\$70,261
3	1.06512	\$52,616	\$5,845	\$58,461	\$60,133	\$5,845	\$65,978	\$57,735	\$5,845	\$63,580	\$61,859	\$5,845	\$67,704	\$65,983	\$5,845	\$71,828
4	1.09053	\$53,871	\$5,845	\$59,716	\$61,567	\$5,845	\$67,412	\$59,112	\$5,845	\$64,957	\$63,334	\$5,845	\$69,179	\$67,557	\$5,845	\$73,402
5	1.12755	\$55,700	\$5,845	\$61,545	\$63,657	\$5,845	\$69,502	\$61,119	\$5,845	\$66,964	\$65,485	\$5,845	\$71,330	\$69,850	\$5,845	\$75,695
6	1.17187	\$57,889	\$5,845	\$63,734	\$66,159	\$5,845	\$72,004	\$63,521	\$5,845	\$69,366	\$68,058	\$5,845	\$73,903	\$72,595	\$5,845	\$78,440
7	1.22366	\$60,448	\$5,845	\$66,293	\$69,083	\$5,845	\$74,928	\$66,329	\$5,845	\$72,174	\$71,067	\$5,845	\$76,912	\$75,805	\$5,845	\$81,650
8	1.27538	\$63,002	\$5,845	\$68,847	\$72,002	\$5,845	\$77,847	\$69,132	\$5,845	\$74,977	\$74,070	\$5,845	\$79,915	\$79,008	\$5,845	\$84,853
9	1.32717	\$65,561	\$5,845	\$71,406	\$74,927	\$5,845	\$80,772	\$71,940	\$5,845	\$77,785	\$77,079	\$5,845	\$82,924	\$82,217	\$5,845	\$88,062
10	1.37890	\$68,116	\$5,845	\$73,961	\$77,847	\$5,845	\$83,692	\$74,743	\$5,845	\$80,588	\$80,082	\$5,845	\$85,927	\$85,421	\$5,845	\$91,266
11	1.43069	\$70,675	\$5,845	\$76,520	\$80,771	\$5,845	\$86,616	\$77,551	\$5,845	\$83,396	\$83,090	\$5,845	\$88,935	\$88,630	\$5,845	\$94,475
12	1.51941	\$75,057	\$5,845	\$80,902	\$85,779	\$5,845	\$91,624	\$82,360	\$5,845	\$88,205	\$88,243	\$5,845	\$94,088	\$94,126	\$5,845	\$99,971

Secondary Substitute Pay (Per Period) = \$50.00

LANE 2 = 7 HRS/DAY, 185 DAYS

LANE 2A = 8 HRS/DAY, 185 DAYS

LANE 2B = 8 HRS/DAY, 185 DAYS

LANE 2C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 2D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Summer School Rate	FY23	\$43.97
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Lane Placement Provisions

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 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

Alpine School District Teacher Salary Schedule Fiscal Year 2026-27

		Lane 3 - B.S. Degree + 37 Sem Hrs.																			
Step		Lane 3				Lane 3A			Lane 3B			Lane 3C			Lane 3D						
		Teach Base				Elementary (K-6)			Secondary			Secondary			Secondary						
									Teachers (including Media)			Extra Period for			Extra Period for						
									6 Periods			Half Year			Full Year						
		+ 14.2857%				+ 9.7297%			+ 17.5676%			+ 25.4054%									
Index		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total
1	1.02901	\$50,832		\$5,845		\$56,677	\$58,094		\$5,845		\$63,939	\$55,778		\$5,845		\$61,623	\$59,762		\$5,845		\$65,607
2	1.05692	\$52,211		\$5,845		\$58,056	\$59,670		\$5,845		\$65,515	\$57,291		\$5,845		\$63,136	\$61,383		\$5,845		\$67,228
3	1.08485	\$53,591		\$5,845		\$59,436	\$61,247		\$5,845		\$67,092	\$58,805		\$5,845		\$64,650	\$63,005		\$5,845		\$68,850
4	1.11276	\$54,969		\$5,845		\$60,814	\$62,822		\$5,845		\$68,667	\$60,317		\$5,845		\$66,162	\$64,625		\$5,845		\$70,470
5	1.14972	\$56,795		\$5,845		\$62,640	\$64,909		\$5,845		\$70,754	\$62,321		\$5,845		\$68,166	\$66,773		\$5,845		\$72,618
6	1.20151	\$59,353		\$5,845		\$65,198	\$67,832		\$5,845		\$73,677	\$65,128		\$5,845		\$70,973	\$69,780		\$5,845		\$75,625
7	1.25321	\$61,907		\$5,845		\$67,752	\$70,751		\$5,845		\$76,596	\$67,930		\$5,845		\$73,775	\$72,782		\$5,845		\$78,627
8	1.30503	\$64,467		\$5,845		\$70,312	\$73,677		\$5,845		\$79,522	\$70,739		\$5,845		\$76,584	\$75,792		\$5,845		\$81,637
9	1.35673	\$67,021		\$5,845		\$72,866	\$76,595		\$5,845		\$82,440	\$73,542		\$5,845		\$79,387	\$78,795		\$5,845		\$84,640
10	1.40852	\$69,579		\$5,845		\$75,424	\$79,519		\$5,845		\$85,364	\$76,349		\$5,845		\$82,194	\$81,803		\$5,845		\$87,648
11	1.46022	\$72,133		\$5,845		\$77,978	\$82,438		\$5,845		\$88,283	\$79,151		\$5,845		\$84,996	\$84,805		\$5,845		\$90,650
12	1.53418	\$75,787		\$5,845		\$81,632	\$86,614		\$5,845		\$92,459	\$83,161		\$5,845		\$89,006	\$89,101		\$5,845		\$94,946
15	1.60812	\$79,440		\$5,845		\$85,285	\$90,789		\$5,845		\$96,634	\$87,169		\$5,845		\$93,014	\$93,395		\$5,845		\$99,240
18	1.69684	\$83,822		\$5,845		\$89,667	\$95,797		\$5,845		\$101,642	\$91,978		\$5,845		\$97,823	\$98,548		\$5,845		\$104,393
		\$88,548		\$5,845		\$94,393	\$100,548		\$5,845		\$106,393	\$97,548		\$5,845		\$103,393	\$105,118		\$5,845		\$110,963

Secondary Substitute Pay (Per Period) = \$50.00

LANE 3 = 7 HRS/DAY, 185 DAYS

LANE 3A = 8 HRS/DAY, 185 DAYS

LANE 3B = 8 HRS/DAY, 185 DAYS

LANE 3C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

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 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 4 - B.S. Degree + 50 Sem Hrs.																								
Step		Lane 4 Teach Base				Lane 4A Elementary (K-6)			Lane 4B Secondary Teachers (including Media) 6 Periods			Lane 4C Secondary Extra Period for Half Year			Lane 4D Secondary Extra Period for Full Year											
		+ 14.2857%				+ 9.7297%			+ 17.5676%			+ 25.4054%														
Index		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total					
1	1.04377	\$51,561		\$5,845		\$57,406	\$58,927		\$5,845		\$64,772	\$56,578		\$5,845		\$62,423	\$60,619		\$5,845		\$66,464	\$64,661		\$5,845		\$70,506
2	1.07909	\$53,306		\$5,845		\$59,151	\$60,921		\$5,845		\$66,766	\$58,493		\$5,845		\$64,338	\$62,671		\$5,845		\$68,516	\$66,849		\$5,845		\$72,694
3	1.11440	\$55,050		\$5,845		\$60,895	\$62,914		\$5,845		\$68,759	\$60,406		\$5,845		\$66,251	\$64,721		\$5,845		\$70,566	\$69,035		\$5,845		\$74,880
4	1.14972	\$56,795		\$5,845		\$62,640	\$64,909		\$5,845		\$70,754	\$62,321		\$5,845		\$68,166	\$66,773		\$5,845		\$72,618	\$71,224		\$5,845		\$77,069
5	1.18666	\$58,620		\$5,845		\$64,465	\$66,994		\$5,845		\$72,839	\$64,324		\$5,845		\$70,169	\$68,919		\$5,845		\$74,764	\$73,513		\$5,845		\$79,358
6	1.24583	\$61,543		\$5,845		\$67,388	\$70,335		\$5,845		\$76,180	\$67,531		\$5,845		\$73,376	\$72,355		\$5,845		\$78,200	\$77,178		\$5,845		\$83,023
7	1.29762	\$64,101		\$5,845		\$69,946	\$73,258		\$5,845		\$79,103	\$70,338		\$5,845		\$76,183	\$75,362		\$5,845		\$81,207	\$80,386		\$5,845		\$86,231
8	1.34934	\$66,656		\$5,845		\$72,501	\$76,178		\$5,845		\$82,023	\$73,141		\$5,845		\$78,986	\$78,365		\$5,845		\$84,210	\$83,590		\$5,845		\$89,435
9	1.40113	\$69,214		\$5,845		\$75,059	\$79,102		\$5,845		\$84,947	\$75,948		\$5,845		\$81,793	\$81,373		\$5,845		\$87,218	\$86,798		\$5,845		\$92,643
10	1.45283	\$71,768		\$5,845		\$77,613	\$82,021		\$5,845		\$87,866	\$78,751		\$5,845		\$84,596	\$84,376		\$5,845		\$90,221	\$90,001		\$5,845		\$95,846
11	1.50465	\$74,328		\$5,845		\$80,173	\$84,946		\$5,845		\$90,791	\$81,560		\$5,845		\$87,405	\$87,386		\$5,845		\$93,231	\$93,211		\$5,845		\$99,056
12	1.57856	\$77,979		\$5,845		\$83,824	\$89,119		\$5,845		\$94,964	\$85,566		\$5,845		\$91,411	\$91,678		\$5,845		\$97,523	\$97,790		\$5,845		\$103,635
15	1.65246	\$81,630		\$5,845		\$87,475	\$93,291		\$5,845		\$99,136	\$89,572		\$5,845		\$95,417	\$95,970		\$5,845		\$101,815	\$102,368		\$5,845		\$108,213
18	1.72639	\$85,282		\$5,845		\$91,127	\$97,465		\$5,845		\$103,310	\$93,580		\$5,845		\$99,425	\$100,264		\$5,845		\$106,109	\$106,949		\$5,845		\$112,794
21	1.80036	\$88,936		\$5,845		\$94,781	\$101,641		\$5,845		\$107,486	\$97,589		\$5,845		\$103,434	\$104,560		\$5,845		\$110,405	\$111,530		\$5,845		\$117,375
24	1.89767	\$93,743		\$5,845		\$99,588	\$107,135		\$5,845		\$112,980	\$102,864		\$5,845		\$108,709	\$110,211		\$5,845		\$116,056	\$117,559		\$5,845		\$123,404

Secondary Substitute Pay (Per Period) = \$50.00

LANE 4 = 7 HRS/DAY, 185 DAYS

LANE 4A = 8 HRS/DAY, 185 DAYS

LANE 4B = 8 HRS/DAY, 185 DAYS

LANE 4C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

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**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 5 - B.S. Degree + 70 Sem Hrs.																								
Step	Index	Lane 5 Teach Base			Lane 5A Elementary (K-6) + 14.2857%			Lane 5B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 5C Secondary Extra Period for Half Year + 17.5676%			Lane 5D Secondary Extra Period for Full Year + 25.4054%												
		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total					
1	1.04377	\$51,561		\$5,845		\$57,406	\$58,927		\$5,845		\$64,772	\$56,578		\$5,845		\$62,423	\$60,619		\$5,845		\$66,464	\$64,661		\$5,845		\$70,506
2	1.07909	\$53,306		\$5,845		\$59,151	\$60,921		\$5,845		\$66,766	\$58,493		\$5,845		\$64,338	\$62,671		\$5,845		\$68,516	\$66,849		\$5,845		\$72,694
3	1.11440	\$55,050		\$5,845		\$60,895	\$62,914		\$5,845		\$68,759	\$60,406		\$5,845		\$66,251	\$64,721		\$5,845		\$70,566	\$69,035		\$5,845		\$74,880
4	1.14972	\$56,795		\$5,845		\$62,640	\$64,909		\$5,845		\$70,754	\$62,321		\$5,845		\$68,166	\$66,773		\$5,845		\$72,618	\$71,224		\$5,845		\$77,069
5	1.18666	\$58,620		\$5,845		\$64,465	\$66,994		\$5,845		\$72,839	\$64,324		\$5,845		\$70,169	\$68,919		\$5,845		\$74,764	\$73,513		\$5,845		\$79,358
6	1.24583	\$61,543		\$5,845		\$67,388	\$70,335		\$5,845		\$76,180	\$67,531		\$5,845		\$73,376	\$72,355		\$5,845		\$78,200	\$77,178		\$5,845		\$83,023
7	1.29762	\$64,101		\$5,845		\$69,946	\$73,258		\$5,845		\$79,103	\$70,338		\$5,845		\$76,183	\$75,362		\$5,845		\$81,207	\$80,386		\$5,845		\$86,231
8	1.34934	\$66,656		\$5,845		\$72,501	\$76,178		\$5,845		\$82,023	\$73,141		\$5,845		\$78,986	\$78,365		\$5,845		\$84,210	\$83,590		\$5,845		\$89,435
9	1.40113	\$69,214		\$5,845		\$75,059	\$79,102		\$5,845		\$84,947	\$75,948		\$5,845		\$81,793	\$81,373		\$5,845		\$87,218	\$86,798		\$5,845		\$92,643
10	1.45283	\$71,768		\$5,845		\$77,613	\$82,021		\$5,845		\$87,866	\$78,751		\$5,845		\$84,596	\$84,376		\$5,845		\$90,221	\$90,001		\$5,845		\$95,846
11	1.50465	\$74,328		\$5,845		\$80,173	\$84,946		\$5,845		\$90,791	\$81,560		\$5,845		\$87,405	\$87,386		\$5,845		\$93,231	\$93,211		\$5,845		\$99,056
12	1.57856	\$77,979		\$5,845		\$83,824	\$89,119		\$5,845		\$94,964	\$85,566		\$5,845		\$91,411	\$91,678		\$5,845		\$97,523	\$97,790		\$5,845		\$103,635
15	1.65246	\$81,630		\$5,845		\$87,475	\$93,291		\$5,845		\$99,136	\$89,572		\$5,845		\$95,417	\$95,970		\$5,845		\$101,815	\$102,368		\$5,845		\$108,213
18	1.72639	\$85,282		\$5,845		\$91,127	\$97,465		\$5,845		\$103,310	\$93,580		\$5,845		\$99,425	\$100,264		\$5,845		\$106,109	\$106,949		\$5,845		\$112,794
21	1.80036	\$88,936		\$5,845		\$94,781	\$101,641		\$5,845		\$107,486	\$97,589		\$5,845		\$103,434	\$104,560		\$5,845		\$110,405	\$111,530		\$5,845		\$117,375
24	1.89767	\$93,743		\$5,845		\$99,588	\$107,135		\$5,845		\$112,980	\$102,864		\$5,845		\$108,709	\$110,211		\$5,845		\$116,056	\$117,559		\$5,845		\$123,404
27	1.97443	\$97,535		\$5,845		\$103,380	\$111,469		\$5,845		\$117,314	\$107,025		\$5,845		\$112,870	\$114,670		\$5,845		\$120,515	\$122,314		\$5,845		\$128,159
30	2.06289	\$101,905		\$5,845		\$107,750	\$116,463		\$5,845		\$122,308	\$111,820		\$5,845		\$117,665	\$119,807		\$5,845		\$125,652	\$127,794		\$5,845		\$133,639
Secondary Substitute Pay (Per Period) = \$50.00																										

LANE 5 = 7 HRS/DAY, 185 DAYS

LANE 5A = 8 HRS/DAY, 185 DAYS

LANE 5B = 8 HRS/DAY, 185 DAYS

LANE 5C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 5D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Summer School Rate	FY23	\$43.97
	FY24	\$44.85
	FY25	\$46.20
	FY26	\$47.36
	FY27	\$47.60

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 6 - M.S. Degree														
Step		Lane 6			Lane 6A			Lane 6B			Lane 6C			Lane 6D		
		Teach Base			Elementary (K-6)			Secondary			Secondary			Secondary		
					Teachers (including Media)			Extra Period for			Extra Period for					
		6 Periods			Half Year			Full Year								
		+ 14.2857%			+ 9.7297%			+ 17.5676%			+ 25.4054%					
Index		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total
1	1.04377	\$51,561		\$5,845		\$57,406	\$58,927		\$5,845		\$64,772	\$56,578		\$5,845		\$62,423
2	1.07909	\$53,306		\$5,845		\$59,151	\$60,921		\$5,845		\$66,766	\$58,493		\$5,845		\$64,338
3	1.11440	\$55,050		\$5,845		\$60,895	\$62,914		\$5,845		\$68,759	\$60,406		\$5,845		\$66,251
4	1.14972	\$56,795		\$5,845		\$62,640	\$64,909		\$5,845		\$70,754	\$62,321		\$5,845		\$68,166
5	1.18666	\$58,620		\$5,845		\$64,465	\$66,994		\$5,845		\$72,839	\$64,324		\$5,845		\$70,169
6	1.24583	\$61,543		\$5,845		\$67,388	\$70,335		\$5,845		\$76,180	\$67,531		\$5,845		\$73,376
7	1.29762	\$64,101		\$5,845		\$69,946	\$73,258		\$5,845		\$79,103	\$70,338		\$5,845		\$76,183
8	1.34934	\$66,656		\$5,845		\$72,501	\$76,178		\$5,845		\$82,023	\$73,141		\$5,845		\$78,986
9	1.40113	\$69,214		\$5,845		\$75,059	\$79,102		\$5,845		\$84,947	\$75,948		\$5,845		\$81,793
10	1.45283	\$71,768		\$5,845		\$77,613	\$82,021		\$5,845		\$87,866	\$78,751		\$5,845		\$84,596
11	1.50465	\$74,328		\$5,845		\$80,173	\$84,946		\$5,845		\$90,791	\$81,560		\$5,845		\$87,405
12	1.57856	\$77,979		\$5,845		\$83,824	\$89,119		\$5,845		\$94,964	\$85,566		\$5,845		\$91,411
15	1.65246	\$81,630		\$5,845		\$87,475	\$93,291		\$5,845		\$99,136	\$89,572		\$5,845		\$95,417
18	1.72639	\$85,282		\$5,845		\$91,127	\$97,465		\$5,845		\$103,310	\$93,580		\$5,845		\$99,425
21	1.80036	\$88,936		\$5,845		\$94,781	\$101,641		\$5,845		\$107,486	\$97,589		\$5,845		\$103,434
24	1.89767	\$93,743		\$5,845		\$99,588	\$107,135		\$5,845		\$112,980	\$102,864		\$5,845		\$108,709
27	1.97443	\$97,535		\$5,845		\$103,380	\$111,469		\$5,845		\$117,314	\$107,025		\$5,845		\$112,870
30	2.06289	\$101,905		\$5,845		\$107,750	\$116,463		\$5,845		\$122,308	\$111,820		\$5,845		\$117,665
Secondary Substitute Pay (Per Period) = \$50.00																

LANE 6 = 7 HRS/DAY, 185 DAYS

LANE 6A = 8 HRS/DAY, 185 DAYS

LANE 6B = 8 HRS/DAY, 185 DAYS

LANE 6C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 6D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

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Summer School Rate	FY23	\$43.97
	FY24	\$44.85
	FY25	\$46.20
	FY26	\$47.36
	FY27	\$47.60

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 7 - M.S. Degree + 20 Sem Hrs.														
Step		Lane 7 Teach Base			Lane 7A Elementary (K-6)			Lane 7B Secondary Teachers (including Media) 6 Periods			Lane 7C Secondary Extra Period for Half Year			Lane 7D Secondary Extra Period for Full Year		
					+ 14.2857%			+ 9.7297%			+ 17.5676%			+ 25.4054%		
		Index	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA
1	1.05115	\$51,926	\$5,845	\$57,771	\$59,344	\$5,845	\$65,189	\$56,978	\$5,845	\$62,823	\$61,048	\$5,845	\$66,893	\$65,118	\$5,845	\$70,963
2	1.09385	\$54,035	\$5,845	\$59,880	\$61,754	\$5,845	\$67,599	\$59,292	\$5,845	\$65,137	\$63,527	\$5,845	\$69,372	\$67,762	\$5,845	\$73,607
3	1.13655	\$56,144	\$5,845	\$61,989	\$64,165	\$5,845	\$70,010	\$61,607	\$5,845	\$67,452	\$66,008	\$5,845	\$71,853	\$70,408	\$5,845	\$76,253
4	1.17925	\$58,254	\$5,845	\$64,099	\$66,576	\$5,845	\$72,421	\$63,922	\$5,845	\$69,767	\$68,488	\$5,845	\$74,333	\$73,054	\$5,845	\$78,899
5	1.21628	\$60,083	\$5,845	\$65,928	\$68,666	\$5,845	\$74,511	\$65,929	\$5,845	\$71,774	\$70,638	\$5,845	\$76,483	\$75,347	\$5,845	\$81,192
6	1.27538	\$63,002	\$5,845	\$68,847	\$72,002	\$5,845	\$77,847	\$69,132	\$5,845	\$74,977	\$74,070	\$5,845	\$79,915	\$79,008	\$5,845	\$84,853
7	1.32717	\$65,561	\$5,845	\$71,406	\$74,927	\$5,845	\$80,772	\$71,940	\$5,845	\$77,785	\$77,079	\$5,845	\$82,924	\$82,217	\$5,845	\$88,062
8	1.37890	\$68,116	\$5,845	\$73,961	\$77,847	\$5,845	\$83,692	\$74,743	\$5,845	\$80,588	\$80,082	\$5,845	\$85,927	\$85,421	\$5,845	\$91,266
9	1.43069	\$70,675	\$5,845	\$76,520	\$80,771	\$5,845	\$86,616	\$77,551	\$5,845	\$83,396	\$83,090	\$5,845	\$88,935	\$88,630	\$5,845	\$94,475
10	1.48243	\$73,231	\$5,845	\$79,076	\$83,693	\$5,845	\$89,538	\$80,356	\$5,845	\$86,201	\$86,096	\$5,845	\$91,941	\$91,835	\$5,845	\$97,680
11	1.53418	\$75,787	\$5,845	\$81,632	\$86,614	\$5,845	\$92,459	\$83,161	\$5,845	\$89,006	\$89,101	\$5,845	\$94,946	\$95,041	\$5,845	\$100,886
12	1.60812	\$79,440	\$5,845	\$85,285	\$90,789	\$5,845	\$96,634	\$87,169	\$5,845	\$93,014	\$93,395	\$5,845	\$99,240	\$99,622	\$5,845	\$105,467
15	1.68208	\$83,093	\$5,845	\$88,938	\$94,963	\$5,845	\$100,808	\$91,178	\$5,845	\$97,023	\$97,691	\$5,845	\$103,536	\$104,203	\$5,845	\$110,048
18	1.75595	\$86,742	\$5,845	\$92,587	\$99,134	\$5,845	\$104,979	\$95,182	\$5,845	\$101,027	\$101,981	\$5,845	\$107,826	\$108,779	\$5,845	\$114,624
21	1.82991	\$90,396	\$5,845	\$96,241	\$103,310	\$5,845	\$109,155	\$99,191	\$5,845	\$105,036	\$106,276	\$5,845	\$112,121	\$113,361	\$5,845	\$119,206
24	1.91244	\$94,473	\$5,845	\$100,318	\$107,969	\$5,845	\$113,814	\$103,665	\$5,845	\$109,510	\$111,070	\$5,845	\$116,915	\$118,474	\$5,845	\$124,319
27	2.00406	\$98,999	\$5,845	\$104,844	\$113,142	\$5,845	\$118,987	\$108,631	\$5,845	\$114,476	\$116,390	\$5,845	\$122,235	\$124,150	\$5,845	\$129,995
30	2.09385	\$103,434	\$5,845	\$109,279	\$118,210	\$5,845	\$124,055	\$113,498	\$5,845	\$119,343	\$121,605	\$5,845	\$127,450	\$129,712	\$5,845	\$135,557
Secondary Substitute Pay (Per Period) = \$50.00																

LANE 7 = 7 HRS/DAY, 185 DAYS

LANE 7A = 8 HRS/DAY, 185 DAYS

LANE 7B = 8 HRS/DAY, 185 DAYS

LANE 7C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 7D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Summer School Rate	FY23	\$43.97
	FY24	\$44.85
	FY25	\$46.20
	FY26	\$47.36
	FY27	\$47.60

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
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 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 8 - M.S. Degree + 37 Sem Hrs.																								
Step	Index	Lane 8 Teach Base			Lane 8A Elementary (K-6) + 14.2857%			Lane 8B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 8C Secondary Extra Period for Half Year + 17.5676%			Lane 8D Secondary Extra Period for Full Year + 25.4054%												
		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total					
1	1.05854	\$52,291		\$5,845		\$58,136	\$59,761		\$5,845		\$65,606	\$57,379		\$5,845		\$63,224	\$61,478		\$5,845		\$67,323	\$65,576		\$5,845		\$71,421
2	1.10864	\$54,766		\$5,845		\$60,611	\$62,590		\$5,845		\$68,435	\$60,095		\$5,845		\$65,940	\$64,388		\$5,845		\$70,233	\$68,680		\$5,845		\$74,525
3	1.15872	\$57,240		\$5,845		\$63,085	\$65,417		\$5,845		\$71,262	\$62,809		\$5,845		\$68,654	\$67,295		\$5,845		\$73,140	\$71,782		\$5,845		\$77,627
4	1.20890	\$59,718		\$5,845		\$65,563	\$68,249		\$5,845		\$74,094	\$65,528		\$5,845		\$71,373	\$70,209		\$5,845		\$76,054	\$74,889		\$5,845		\$80,734
5	1.24583	\$61,543		\$5,845		\$67,388	\$70,335		\$5,845		\$76,180	\$67,531		\$5,845		\$73,376	\$72,355		\$5,845		\$78,200	\$77,178		\$5,845		\$83,023
6	1.30503	\$64,467		\$5,845		\$70,312	\$73,677		\$5,845		\$79,522	\$70,739		\$5,845		\$76,584	\$75,792		\$5,845		\$81,637	\$80,845		\$5,845		\$86,690
7	1.35673	\$67,021		\$5,845		\$72,866	\$76,595		\$5,845		\$82,440	\$73,542		\$5,845		\$79,387	\$78,795		\$5,845		\$84,640	\$84,048		\$5,845		\$89,893
8	1.40852	\$69,579		\$5,845		\$75,424	\$79,519		\$5,845		\$85,364	\$76,349		\$5,845		\$82,194	\$81,803		\$5,845		\$87,648	\$87,256		\$5,845		\$93,101
9	1.46022	\$72,133		\$5,845		\$77,978	\$82,438		\$5,845		\$88,283	\$79,151		\$5,845		\$84,996	\$84,805		\$5,845		\$90,650	\$90,458		\$5,845		\$96,303
10	1.51203	\$74,693		\$5,845		\$80,538	\$85,363		\$5,845		\$91,208	\$81,960		\$5,845		\$87,805	\$87,814		\$5,845		\$93,659	\$93,669		\$5,845		\$99,514
11	1.56373	\$77,247		\$5,845		\$83,092	\$88,282		\$5,845		\$94,127	\$84,763		\$5,845		\$90,608	\$90,818		\$5,845		\$96,663	\$96,872		\$5,845		\$102,717
12	1.63767	\$80,899		\$5,845		\$86,744	\$92,456		\$5,845		\$98,301	\$88,770		\$5,845		\$94,615	\$95,111		\$5,845		\$100,956	\$101,451		\$5,845		\$107,296
15	1.71161	\$84,552		\$5,845		\$90,397	\$96,631		\$5,845		\$102,476	\$92,779		\$5,845		\$98,624	\$99,406		\$5,845		\$105,251	\$106,033		\$5,845		\$111,878
18	1.78557	\$88,205		\$5,845		\$94,050	\$100,806		\$5,845		\$106,651	\$96,787		\$5,845		\$102,632	\$103,700		\$5,845		\$109,545	\$110,614		\$5,845		\$116,459
21	1.85944	\$91,854		\$5,845		\$97,699	\$104,976		\$5,845		\$110,821	\$100,791		\$5,845		\$106,636	\$107,990		\$5,845		\$113,835	\$115,190		\$5,845		\$121,035
24	1.94199	\$95,932		\$5,845		\$101,777	\$109,637		\$5,845		\$115,482	\$105,266		\$5,845		\$111,111	\$112,785		\$5,845		\$118,630	\$120,304		\$5,845		\$126,149
27	2.03361	\$100,458		\$5,845		\$106,303	\$114,809		\$5,845		\$120,654	\$110,232		\$5,845		\$116,077	\$118,106		\$5,845		\$123,951	\$125,979		\$5,845		\$131,824
30	2.12472	\$104,959		\$5,845		\$110,804	\$119,953		\$5,845		\$125,798	\$115,171		\$5,845		\$121,016	\$123,398		\$5,845		\$129,243	\$131,624		\$5,845		\$137,469
Secondary Substitute Pay (Per Period) = \$50.00																										

LANE 8 = 7 HRS/DAY, 185 DAYS

LANE 8A = 8 HRS/DAY, 185 DAYS

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**Alpine School District
Teacher Salary Schedule
Fiscal Year 2026-27**

		Lane 9 - Doctorate Degree														
Step		Lane 9 Teach Base			Lane 9A Elementary (K-6)			Lane 9B Secondary Teachers (including Media) 6 Periods			Lane 9C Secondary Extra Period for Half Year			Lane 9D Secondary Extra Period for Full Year		
		+ 14.2857%			+ 9.7297%			+ 17.5676%			+ 25.4054%					
Index		Base	+	ESA	=	Total	Base	+	ESA	=	Total	Base	+	ESA	=	Total
1	1.06592	\$52,655		\$5,845		\$58,500	\$60,177		\$5,845		\$66,022	\$57,778		\$5,845		\$63,623
2	1.12341	\$55,495		\$5,845		\$61,340	\$63,423		\$5,845		\$69,268	\$60,894		\$5,845		\$66,739
3	1.18087	\$58,334		\$5,845		\$64,179	\$66,667		\$5,845		\$72,512	\$64,010		\$5,845		\$69,855
4	1.23845	\$61,178		\$5,845		\$67,023	\$69,918		\$5,845		\$75,763	\$67,130		\$5,845		\$72,975
5	1.29015	\$63,732		\$5,845		\$69,577	\$72,837		\$5,845		\$78,682	\$69,933		\$5,845		\$75,778
6	1.34934	\$66,656		\$5,845		\$72,501	\$76,178		\$5,845		\$82,023	\$73,141		\$5,845		\$78,986
7	1.40113	\$69,214		\$5,845		\$75,059	\$79,102		\$5,845		\$84,947	\$75,948		\$5,845		\$81,793
8	1.45283	\$71,768		\$5,845		\$77,613	\$82,021		\$5,845		\$87,866	\$78,751		\$5,845		\$84,596
9	1.50465	\$74,328		\$5,845		\$80,173	\$84,946		\$5,845		\$90,791	\$81,560		\$5,845		\$87,405
10	1.55635	\$76,882		\$5,845		\$82,727	\$87,865		\$5,845		\$93,710	\$84,362		\$5,845		\$90,207
11	1.60812	\$79,440		\$5,845		\$85,285	\$90,789		\$5,845		\$96,634	\$87,169		\$5,845		\$93,014
12	1.68208	\$83,093		\$5,845		\$88,938	\$94,963		\$5,845		\$100,808	\$91,178		\$5,845		\$97,023
15	1.75595	\$86,742		\$5,845		\$92,587	\$99,134		\$5,845		\$104,979	\$95,182		\$5,845		\$101,027
18	1.82991	\$90,396		\$5,845		\$96,241	\$103,310		\$5,845		\$109,155	\$99,191		\$5,845		\$105,036
21	1.90385	\$94,048		\$5,845		\$99,893	\$107,483		\$5,845		\$113,328	\$103,199		\$5,845		\$109,044
24	1.98642	\$98,127		\$5,845		\$103,972	\$112,145		\$5,845		\$117,990	\$107,674		\$5,845		\$113,519
27	2.07793	\$102,648		\$5,845		\$108,493	\$117,312		\$5,845		\$123,157	\$112,635		\$5,845		\$118,480
30	2.17102	\$107,246		\$5,845		\$113,091	\$122,567		\$5,845		\$128,412	\$117,681		\$5,845		\$123,526
Secondary Substitute Pay (Per Period) = \$50.00																

LANE 9 = 7 HRS/DAY, 185 DAYS

LANE 9A = 8 HRS/DAY, 185 DAYS

LANE 9B = 8 HRS/DAY, 185 DAYS

LANE 9C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 9D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Summer School Rate	FY23	\$43.97
	FY24	\$44.85
	FY25	\$46.20
	FY26	\$47.36
	FY27	\$47.60

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
K-12 Counselor Salary Schedule
Fiscal Year 2026-27**

	195 Contract Days																								
Step	Lane 1 B.S. Degree					Lane 2 B.S. Degree +20 Sem Hrs.					Lane 3 B.S. Degree +37 Sem Hrs.					Lane 4 B.S. Degree +50 Sem Hrs.					Lane 5 B.S. Degree +70 Sem Hrs.				
	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total
1	1.00000	\$57,484		\$5,845	\$63,329	1.01423	\$58,302		\$5,845	\$64,147	1.02856	\$59,126		\$5,845	\$64,971	1.04309	\$59,961		\$5,845	\$65,806	1.04309	\$59,961		\$5,845	\$65,806
2	1.02001	\$58,634		\$5,845	\$64,479	1.03919	\$59,737		\$5,845	\$65,582	1.05605	\$60,706		\$5,845	\$66,551	1.07788	\$61,961		\$5,845	\$67,806	1.07788	\$61,961		\$5,845	\$67,806
3	1.04000	\$59,783		\$5,845	\$65,628	1.06414	\$61,171		\$5,845	\$67,016	1.08354	\$62,286		\$5,845	\$68,131	1.11266	\$63,960		\$5,845	\$69,805	1.11266	\$63,960		\$5,845	\$69,805
4	1.06005	\$60,936		\$5,845	\$66,781	1.08914	\$62,608		\$5,845	\$68,453	1.11105	\$63,868		\$5,845	\$69,713	1.14743	\$65,959		\$5,845	\$71,804	1.14743	\$65,959		\$5,845	\$71,804
5	1.09650	\$63,031		\$5,845	\$68,876	1.12560	\$64,704		\$5,845	\$70,549	1.14743	\$65,959		\$5,845	\$71,804	1.18379	\$68,049		\$5,845	\$73,894	1.18379	\$68,049		\$5,845	\$73,894
6	1.13286	\$65,121		\$5,845	\$70,966	1.16924	\$67,213		\$5,845	\$73,058	1.19843	\$68,891		\$5,845	\$74,736	1.24208	\$71,400		\$5,845	\$77,245	1.24208	\$71,400		\$5,845	\$77,245
7	1.18379	\$68,049		\$5,845	\$73,894	1.22025	\$70,145		\$5,845	\$75,990	1.24934	\$71,817		\$5,845	\$77,662	1.29308	\$74,331		\$5,845	\$80,176	1.29308	\$74,331		\$5,845	\$80,176
8	1.23479	\$70,981		\$5,845	\$76,826	1.27117	\$73,072		\$5,845	\$78,917	1.30037	\$74,750		\$5,845	\$80,595	1.34401	\$77,259		\$5,845	\$83,104	1.34401	\$77,259		\$5,845	\$83,104
9	1.28572	\$73,908		\$5,845	\$79,753	1.32218	\$76,004		\$5,845	\$81,849	1.35127	\$77,676		\$5,845	\$83,521	1.39502	\$80,191		\$5,845	\$86,036	1.39502	\$80,191		\$5,845	\$86,036
10	1.33673	\$76,841		\$5,845	\$82,686	1.37311	\$78,932		\$5,845	\$84,777	1.40228	\$80,609		\$5,845	\$86,454	1.44592	\$83,117		\$5,845	\$88,962	1.44592	\$83,117		\$5,845	\$88,962
11	1.38765	\$79,768		\$5,845	\$85,613	1.42409	\$81,862		\$5,845	\$87,707	1.45321	\$83,536		\$5,845	\$89,381	1.49693	\$86,050		\$5,845	\$91,895	1.49693	\$86,050		\$5,845	\$91,895
12	1.43864	\$82,699		\$5,845	\$88,544	1.51148	\$86,886		\$5,845	\$92,731	1.52602	\$87,722		\$5,845	\$93,567	1.56972	\$90,234		\$5,845	\$96,079	1.56972	\$90,234		\$5,845	\$96,079
15											1.59882	\$91,907		\$5,845	\$97,752	1.64250	\$94,417		\$5,845	\$100,262	1.64250	\$94,417		\$5,845	\$100,262
18											1.68620	\$96,930		\$5,845	\$102,775	1.71530	\$98,602		\$5,845	\$104,447	1.71530	\$98,602		\$5,845	\$104,447
21																1.78812	\$102,788		\$5,845	\$108,633	1.78812	\$102,788		\$5,845	\$108,633
24																1.88396	\$108,298		\$5,845	\$114,143	1.88396	\$108,298		\$5,845	\$114,143
27																					1.95954	\$112,642		\$5,845	\$118,487
30																					2.04656	\$117,644		\$5,845	\$123,489

Step	195 Contract Days																			
	Lane 6 M.S. Degree					Lane 7 M.S. Degree +20 Sem Hrs.					Lane 8 M.S. Degree +37 Sem Hrs.					Lane 9 Ph.D Degree				
	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total
1	1.04309	\$59,961		\$5,845	\$65,806	1.05037	\$60,379		\$5,845	\$66,224	1.05766	\$60,799		\$5,845	\$66,644	1.06492	\$61,216		\$5,845	\$67,061
2	1.07788	\$61,961		\$5,845	\$67,806	1.09241	\$62,796		\$5,845	\$68,641	1.10698	\$63,634		\$5,845	\$69,479	1.12153	\$64,470		\$5,845	\$70,315
3	1.11266	\$63,960		\$5,845	\$69,805	1.13447	\$65,214		\$5,845	\$71,059	1.15630	\$66,469		\$5,845	\$72,314	1.17811	\$67,722		\$5,845	\$73,567
4	1.14743	\$65,959		\$5,845	\$71,804	1.17653	\$67,632		\$5,845	\$73,477	1.20570	\$69,308		\$5,845	\$75,153	1.23479	\$70,981		\$5,845	\$76,826
5	1.18379	\$68,049		\$5,845	\$73,894	1.21296	\$69,726		\$5,845	\$75,571	1.24208	\$71,400		\$5,845	\$77,245	1.28572	\$73,908		\$5,845	\$79,753
6	1.24208	\$71,400		\$5,845	\$77,245	1.27117	\$73,072		\$5,845	\$78,917	1.30037	\$74,750		\$5,845	\$80,595	1.34401	\$77,259		\$5,845	\$83,104
7	1.29308	\$74,331		\$5,845	\$80,176	1.32218	\$76,004		\$5,845	\$81,849	1.35127	\$77,676		\$5,845	\$83,521	1.39502	\$80,191		\$5,845	\$86,036
8	1.34401	\$77,259		\$5,845	\$83,104	1.37311	\$78,932		\$5,845	\$84,777	1.40228	\$80,609		\$5,845	\$86,454	1.44592	\$83,117		\$5,845	\$88,962
9	1.39502	\$80,191		\$5,845	\$86,036	1.42409	\$81,862		\$5,845	\$87,707	1.45321	\$83,536		\$5,845	\$89,381	1.49693	\$86,050		\$5,845	\$91,895
10	1.44592	\$83,117		\$5,845	\$88,962	1.47508	\$84,793		\$5,845	\$90,638	1.50421	\$86,468		\$5,845	\$92,313	1.54785	\$88,977		\$5,845	\$94,822
11	1.49693	\$86,050		\$5,845	\$91,895	1.52602	\$87,722		\$5,845	\$93,567	1.55512	\$89,395		\$5,845	\$95,240	1.59882	\$91,907		\$5,845	\$97,752
12	1.56972	\$90,234		\$5,845	\$96,079	1.59882	\$91,907		\$5,845	\$97,752	1.62792	\$93,579		\$5,845	\$99,424	1.67166	\$96,094		\$5,845	\$101,939
15	1.64250	\$94,417		\$5,845	\$100,262	1.67166	\$96,094		\$5,845	\$101,939	1.70075	\$97,766		\$5,845	\$103,611	1.74440	\$100,275		\$5,845	\$106,120
18	1.71530	\$98,602		\$5,845	\$104,447	1.74440	\$100,275		\$5,845	\$106,120	1.77359	\$101,953		\$5,845	\$107,798	1.81723	\$104,462		\$5,845	\$110,307
21	1.78812	\$102,788		\$5,845	\$108,633	1.81723	\$104,462		\$5,845	\$110,307	1.84633	\$106,134		\$5,845	\$111,979	1.89005	\$108,648		\$5,845	\$114,493
24	1.88396	\$108,298		\$5,845	\$114,143	1.89851	\$109,134		\$5,845	\$114,979	1.92760	\$110,806		\$5,845	\$116,651	1.97134	\$113,321		\$5,845	\$119,166
27	1.95954	\$112,642		\$5,845	\$118,487	1.98873	\$114,320		\$5,845	\$120,165	2.01783	\$115,993		\$5,845	\$121,838	2.06147	\$118,502		\$5,845	\$124,347
30	2.04656	\$117,644		\$5,845	\$123,489	2.07705	\$119,397		\$5,845	\$125,242	2.10744	\$121,144		\$5,845	\$126,989	2.15302	\$123,764		\$5,845	\$129,609

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Note: 185 Days + 10 Additional Days = 195 Contract Days (8 HRS/DAY)

Salary Schedule Base (Lane 1, Step 1) **\$57,484**

Alpine School District
Fiscal Year 2026-27

Schedule A - Extra Hourly and Addenda Pay Summary for Certified Staff

1. Extracurricular Addendas (Certified Policies #4030 & #4031)	See Schedules B & C
2. Activity Supervision (After School Events) - For example, ticket sales, crowd supervision, dance supervision, scorekeeper, timer, PA announcer, AP test proctor, adjudicator	\$ 20.00 /hr (school staff)
3. Adult Education - Adult HS Completion Teacher:	\$ 38.15 /contract hr
4. Teach Hourly - Less than 1/2 time, teaching in a classroom (non-contract)	\$ 38.15 /hr
5. Curriculum	\$ 26.30 /hr
6. Secondary Substitute Pay (Teachers covering during their Prep)	\$ 50.00 /period
7. Home and Hospital Bound - Plus mileage to and from child's home and school at IRS standard mileage rate	\$ 29.50 /hr
8. Inservice Instructor	\$ 26.30 /hr
9. Advanced Placement - For extra hourly help	\$ 26.30 /hr
10. Driver's Education (payment per student) - Coordinator: - Classroom (taught online or before/after school): - Behind the wheel: - Behind the wheel test:	\$ 6.00 \$ 30.00 \$ 120.00 \$ 20.00
<u>Note:</u> An instructor may be paid \$25 of the \$120 for a student that does not complete the behind the wheel instruction but has completed the range instruction. This will be paid after the student has been in the incomplete file for a minimum of four (4) months.	
11. Mileage	IRS Standard Mileage Rate
12. Summer School (see policy #4113)	\$47.60 /hr
13. Summer Band	Paid the same as summer school
14. Clear Creek Certified	\$ 1,000 /wk Certified Instructor \$ 1,000 /wk Certified Head Instructor
15. Bantam Basketball Supervision	\$ 17.00 /hr
16. Athletic Trainer (additional hours)	\$47.60 /hr
17. Mail Driver Sub - flat rate	\$ 78.00 (sub for 4.5 hr contract driver) \$ 138.00 (sub for 8 hr contract driver)
18. Radio Stipend	\$ 3,009.08 District \$ 3,299.80 School

All people who have a contract with the District should record their extra time on a time card and submit to the school's payroll secretary.

People who work for the District without a contract should keep a time card and submit it to the school's payroll secretary.

Hourly rate changes are effective as of the next fulltime attendance period after new rates are approved.

Rates Subject to Change

Alpine School District

Fiscal Year 2026-27

Schedule B - Extracurricular Addendas

High Schools

Use Account Number YR.23.LOC.0000.3310.0134.000000.00

Points		
Men's Basketball		
HEAD	23	\$ 3,870
Asst. (3)		\$ 2,593
Men's Football		
HEAD	27	\$ 4,542
Asst. (7)		\$ 3,043
Men's Wrestling		
HEAD	19.5	\$ 3,281
Asst. (2)		\$ 2,198
Men's Baseball		
HEAD	18.5	\$ 3,112
Asst. (3)		\$ 2,085
Men's Track		
HEAD	18	\$ 3,028
Asst. (2)		\$ 2,029
Men's Lacrosse		
HEAD	18.5	\$ 3,112
Asst. (2)		\$ 2,085
Men's Volleyball		
HEAD	19	\$ 3,197
Asst. (2)		\$ 2,142
Men's Soccer		
HEAD	16.5	\$ 2,776
Asst. (2)		\$ 1,860
Tennis		
Men's HEAD	13.5	\$ 2,271
Women's HEAD	13.5	\$ 2,271
Cross Country		
Men's HEAD	14.5	\$ 2,439
Women's HEAD	14.5	\$ 2,439
Golf		
Men's HEAD	12.5	\$ 2,103
Women's HEAD	12.5	\$ 2,103
Swimming		
Men's HEAD	16.5	\$ 2,776
Women's HEAD	16.5	\$ 2,776
Cheer - Fall		
HEAD	18	\$ 3,028
Asst.		\$ 2,029
Cheer - Winter		
HEAD	18	\$ 3,028
Asst.		\$ 2,029
Esports		
HEAD	11	\$ 1,851
1 Point = \$ 168.24		

Points		
Women's Basketball		
HEAD	23	\$ 3,870
Asst. (3)		\$ 2,593
Women's Track		
HEAD	18	\$ 3,028
Asst. (2)		\$ 2,029
Women's Volleyball		
HEAD	19	\$ 3,197
Asst. (2)		\$ 2,142
Women's Softball		
HEAD	18.5	\$ 3,112
Asst. (3)		\$ 2,085
Women's Soccer		
HEAD	16.5	\$ 2,776
Asst. (2)		\$ 1,860
Women's Lacrosse		
HEAD	18.5	\$ 3,112
Asst. (2)		\$ 2,085
Drill		
HEAD	22	\$ 3,701
Asst. (1)		\$ 2,480
Women's Wrestling		
HEAD	19.5	\$ 3,281
Asst. (1)		\$ 2,198
Non-Athletic Addendas		
Ballroom	11.5	\$ 1,935
Color Guard	11.5	\$ 1,935
Dance	14	\$ 2,355
Debate	14	\$ 2,355
Drama - General	16	\$ 2,692
Drama - Musical	17	\$ 2,860
Drumline - Winter	11.5	\$ 1,935
Instru Music (Band)	18.5	\$ 3,112
Marching Band - Fall	20.5	\$ 3,449
Asst. (2)		\$ 2,311
Marching Band - Summer	18.5	\$ 3,112
Asst. (2)		\$ 2,085
Marching Band Pit	11.5	\$ 1,935
Newspaper	9.5	\$ 1,598
Orchestra	15.5	\$ 2,608
Student Council	18.5	\$ 3,112
Asst. (2)		\$ 2,085
Vocal Music	17.5	\$ 2,944
Winter Guard	11.5	\$ 1,935
Yearbook	9.5	\$ 1,598
Discretionary Fund		
	42.834	\$ 7,206

For the fiscal year 2026-27, the point base was increased by 0.5% over the prior year.

Discretionary Funds can be used for: Assistant Athletic Director, additional coaches, etc.

If an assistant coach/director is not listed above, they will receive 67% of the head coach addenda.

Longevity Steps - All coaches will receive the following longevity steps. *The time must be continuous years in Alpine School District and be in that sport. Starting in FY2019-20: years in the sport will be given both in and out of the district (even if there is a break in years). This is going forward (not retroactive).*

- 1-2 years = base amount
- 3-5 years = base amount plus 25%
- 6-10 years = base amount plus 50%
- 11-15 years = base amount plus 100%
- 16 or more years = base amount plus 125%

Rates Subject to Change

Alpine School District
Fiscal Year 2026-27

Schedule C - Extracurricular Addendas

Junior High Schools / Middle Schools

Use Account Number YR.23.LOC.0000.3310.0134.000000.00 (same as High School)

Points		
Men's Basketball		
HEAD	16.5	\$ 2,776
Asst.		\$ 1,860

Men's Track		
HEAD	13	\$ 2,187
Asst.		\$ 1,465

Cross Country		
Men's HEAD	10	\$ 1,682
Women's HEAD	10	\$ 1,682

Intramurals		
HEAD	6.5	\$ 1,094

Points		
Women's Basketball		
HEAD	16.5	\$ 2,776
Asst.		\$ 1,860

Women's Track		
HEAD	13	\$ 2,187
Asst.		\$ 1,465

Non-Athletic Addendas		
Newspaper*	3	\$ 505
Yearbook	8	\$ 1,346
Drama - General**	6.5	\$ 1,094
Drama - Musical**	8.5	\$ 1,430
Student Council***	5	\$ 841
Orchestra	4	\$ 673
Choir	5	\$ 841
Band	5	\$ 841
Dance Team	4	\$ 673

1 Point = \$ 168.24

Discretionary Fund		
	23.622	\$ 3,974

* If a monthly newspaper/If bi-monthly 1/2 pay

** Single one-act play, if practices are after school

*** If requires after school responsibilities

For the fiscal year 2026-27, the point base was increased by 0.5% over the prior year.

If an assistant coach is listed above, they will receive 67% of the head coach addenda.

Longevity Steps - All coaches will receive the following longevity steps. The time must be continuous years in Alpine School District and be in that sport. **Starting in FY2019-20: years in the sport will be given both in and out of the district (even if there is a break in years). This is going forward (not retroactive).**

1-2 years = base amount

3-5 years = base amount plus 25%

6-10 years = base amount plus 50%

11-15 years = base amount plus 100%

16 or more years = base amount plus 125%

Rates Subject to Change

Alpine School District
Fiscal Year 2026-27

Schedule D - School Safety Addendas

All Schools

For Classified Employees and Teachers-Use Account Number YR.10.080.5914.2670.0134.000000.00

For Assistant Principals-Use Account Number YR.10.080.5914.2670.0126.000000.00

(School Safety Specialist Account Numbers)

School Safety

School Safety Specialist - (\$1,125 Nov / \$1,125 May)	\$ 2,250
School Guardian - Paid by DPS (up to 3 per school)	\$ 500

These addendas are available for classified employees, teachers and assistant principals. However, teachers cannot be the School Guardian.

According to HB84, the School Safety Specialist and the School Guardian cannot be the same person.

Approved by DLT/Board

Guardian - Stipend above DPS payment of \$500

Year 1 - \$3,000 stipend (\$1,000 paid at completion of assessment / \$500 Nov / \$1,500 May)

Year 2 - \$3,500 stipend (\$1,750 Nov / \$1,750 May)

Year 3 - \$4,000 stipend (\$2,000 Nov / \$2,000 May)

Guardian may also be compensated for up to 60 hours for the DPS training if training is held on a non-school day.

Guardian program begins in FY26, in order to have them in place by August. DLT has approved \$1,000 to be paid upon assessment completion, \$500 in November and \$1,500 in May.

Guardian Account Numbers:

Assistant Principal	YR.10.080.5914.2670.0126.000000.25	
Custodian	YR.10.080.5914.2670.0186.000000.25	
Secretary	YR.10.080.5914.2670.0157.000000.25	
Aide	YR.10.080.5914.2670.0162.000000.25	Requires state exception approval
Teacher	YR.10.080.5914.2670.0135.000000.25	Requires state exception approval
Counselor	YR.10.080.5914.2670.0149.000000.25	Requires state exception approval
Media	YR.10.080.5914.2670.0166.000000.25	Requires state exception approval
Nutrition	YR.10.080.5914.2670.0195.000000.25	Requires state exception approval
Comp Tech	YR.10.080.5914.2670.0158.000000.25	Requires state exception approval

Alpine School District
Occupational/Physical Therapist Salary Schedule
Fiscal Year 2026-27
185 Days (8 hrs per day)

Step	Lane 1 B.S. Degree			Lane 2 BS+20 Sem Hrs			Lane 3 BS+37 Sem Hrs			Lane 4 Master Degree			Lane 5 MS+20 Sem Hrs			Lane 6 MS+37 Sem Hrs			Lane 7 Ph.D Degree					
	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total
1	\$75,449		\$5,845		=	\$81,294	\$78,025		\$5,845		=	\$83,870	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022
2	\$78,025		\$5,845		=	\$83,870	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598
3	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174
4	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750
5	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326
6	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902
7	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478
8	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054
9	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630
10	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206
11	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782
12	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782	\$111,513		\$5,845		=	\$117,358
13	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782	\$111,513		\$5,845		=	\$117,358	\$114,089		\$5,845		=	\$119,934

Step & Lane Value: \$ 2,576
Salary Schedule Base: \$ 75,449

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. (Because OT/PT's are not included by the state, these payments will come from the School District.)

**Alpine School District
Audiologist Salary Schedule
Fiscal Year 2026-27
185 Days (8 hrs per day)**

Step	Lane 1 B.S. Degree			Lane 2 BS+20 Sem Hrs			Lane 3 BS+37 Sem Hrs			Lane 4 Master Degree			Lane 5 MS+20 Sem Hrs			Lane 6 MS+37 Sem Hrs			Lane 7 Ph.D Degree					
	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total	Base	+	ESA	+	=	Total
1	\$75,449		\$5,845		=	\$81,294	\$78,025		\$5,845		=	\$83,870	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022
2	\$78,025		\$5,845		=	\$83,870	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598
3	\$80,601		\$5,845		=	\$86,446	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174
4	\$83,177		\$5,845		=	\$89,022	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750
5	\$85,753		\$5,845		=	\$91,598	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326
6	\$88,329		\$5,845		=	\$94,174	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902
7	\$90,905		\$5,845		=	\$96,750	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478
8	\$93,481		\$5,845		=	\$99,326	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054
9	\$96,057		\$5,845		=	\$101,902	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630
10	\$98,633		\$5,845		=	\$104,478	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206
11	\$101,209		\$5,845		=	\$107,054	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782
12	\$103,785		\$5,845		=	\$109,630	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782	\$111,513		\$5,845		=	\$117,358
13	\$106,361		\$5,845		=	\$112,206	\$108,937		\$5,845		=	\$114,782	\$111,513		\$5,845		=	\$117,358	\$114,089		\$5,845		=	\$119,934

Step & Lane Value: \$ 2,576
Salary Schedule Base: \$ 75,449

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Alpine School District
Psychologist Salary Schedule
Fiscal Year 2026-27

Step	<u>Lane 1</u> M.S. Degree			<u>Lane 2</u> M.S. +20			<u>Lane 3</u> M.S. +37 (Ed.S.)			<u>Lane 4</u> PH.D Degree		
	Base	+	ESA	=	Total		Base	+	ESA	=	Total	
1	\$68,108		\$5,845		\$73,953.00		\$70,832		\$5,845		\$76,677.00	
2	\$70,832		\$5,845		\$76,677.00		\$73,665		\$5,845		\$79,510.00	
3	\$73,665		\$5,845		\$79,510.00		\$76,612		\$5,845		\$82,457.00	
4	\$76,612		\$5,845		\$82,457.00		\$79,676		\$5,845		\$85,521.00	
5	\$79,676		\$5,845		\$85,521.00		\$82,863		\$5,845		\$88,708.00	
6	\$82,863		\$5,845		\$88,708.00		\$86,178		\$5,845		\$92,023.00	
7	\$86,178		\$5,845		\$92,023.00		\$89,625		\$5,845		\$95,470.00	
8	\$89,625		\$5,845		\$95,470.00		\$93,210		\$5,845		\$99,055.00	
9	\$93,210		\$5,845		\$99,055.00		\$96,938		\$5,845		\$102,783.00	
10	\$96,938		\$5,845		\$102,783.00		\$100,816		\$5,845		\$106,661.00	
11	\$100,816		\$5,845		\$106,661.00		\$104,849		\$5,845		\$110,694.00	
12	\$104,849		\$5,845		\$110,694.00		\$109,043		\$5,845		\$114,888.00	
13	\$109,043		\$5,845		\$114,888.00		\$113,405		\$5,845		\$119,250.00	

Assignment:

Two schools - base contract

Three schools - base contract + \$6,000 stipend

Notes:

1) **Salary Schedule Base:** Step 1 of Lane 1 is the base for the entire salary schedule.

Base: \$ 68,108 For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

2) **Cost of Living Adjustment:** COLA's will be applied directly to Step 1 of Lane 1.

3) **Lane and Step Indexing:** Step 1 of Lane 2 is 104% of the salary schedule base. Step 1 of Lane 3 is 108% of the salary schedule base. Step 1 of Lane 4 is 112% of the salary schedule base. Steps 2 through 13 of each lane are indexed at 104% of the preceding step.

4) **Base Contract:** 195 days (8 HRS/DAY)

Alpine School District
Board Certified Behavior Analyst (BCBA) Salary Schedule
Fiscal Year 2026-27

<u>Step</u>	<u>Lane 1</u> M.S. Degree				<u>Lane 2</u> M.S. +20				<u>Lane 3</u> M.S. +37 (Ed.S.)				<u>Lane 4</u> PH.D Degree			
	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total
1	\$68,108	\$5,845	\$6,000	\$79,953	\$70,832	\$5,845	\$6,000	\$82,677	\$73,557	\$5,845	\$6,000	\$85,402	\$76,281	\$5,845	\$6,000	\$88,126
2	\$70,832	\$5,845	\$6,000	\$82,677	\$73,665	\$5,845	\$6,000	\$85,510	\$76,499	\$5,845	\$6,000	\$88,344	\$79,332	\$5,845	\$6,000	\$91,177
3	\$73,665	\$5,845	\$6,000	\$85,510	\$76,612	\$5,845	\$6,000	\$88,457	\$79,559	\$5,845	\$6,000	\$91,404	\$82,505	\$5,845	\$6,000	\$94,350
4	\$76,612	\$5,845	\$6,000	\$88,457	\$79,676	\$5,845	\$6,000	\$91,521	\$82,741	\$5,845	\$6,000	\$94,586	\$85,805	\$5,845	\$6,000	\$97,650
5	\$79,676	\$5,845	\$6,000	\$91,521	\$82,863	\$5,845	\$6,000	\$94,708	\$86,051	\$5,845	\$6,000	\$97,896	\$89,237	\$5,845	\$6,000	\$101,082
6	\$82,863	\$5,845	\$6,000	\$94,708	\$86,178	\$5,845	\$6,000	\$98,023	\$89,493	\$5,845	\$6,000	\$101,338	\$92,806	\$5,845	\$6,000	\$104,651
7	\$86,178	\$5,845	\$6,000	\$98,023	\$89,625	\$5,845	\$6,000	\$101,470	\$93,073	\$5,845	\$6,000	\$104,918	\$96,518	\$5,845	\$6,000	\$108,363
8	\$89,625	\$5,845	\$6,000	\$101,470	\$93,210	\$5,845	\$6,000	\$105,055	\$96,796	\$5,845	\$6,000	\$108,641	\$100,379	\$5,845	\$6,000	\$112,224
9	\$93,210	\$5,845	\$6,000	\$105,055	\$96,938	\$5,845	\$6,000	\$108,783	\$100,668	\$5,845	\$6,000	\$112,513	\$104,394	\$5,845	\$6,000	\$116,239
10	\$96,938	\$5,845	\$6,000	\$108,783	\$100,816	\$5,845	\$6,000	\$112,661	\$104,695	\$5,845	\$6,000	\$116,540	\$108,570	\$5,845	\$6,000	\$120,415
11	\$100,816	\$5,845	\$6,000	\$112,661	\$104,849	\$5,845	\$6,000	\$116,694	\$108,883	\$5,845	\$6,000	\$120,728	\$112,913	\$5,845	\$6,000	\$124,758
12	\$104,849	\$5,845	\$6,000	\$116,694	\$109,043	\$5,845	\$6,000	\$120,888	\$113,238	\$5,845	\$6,000	\$125,083	\$117,430	\$5,845	\$6,000	\$129,275
13	\$109,043	\$5,845	\$6,000	\$120,888	\$113,405	\$5,845	\$6,000	\$125,250	\$117,768	\$5,845	\$6,000	\$129,613	\$122,127	\$5,845	\$6,000	\$133,972

Assignment:

1) **All BCBA's will serve three or more schools:** Base Contract (195 at 8 Hours per Day) + Annual Stipend

Notes:

1) **Salary Schedule Base:** Step 1 of Lane 1 is the base for the entire salary schedule.

Base: \$68,108 For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

2) **Cost of Living Adjustment:** COLA's will be applied directly to Step 1 of Lane 1.

3) **Lane and Step Indexing:** Step 1 of Lane 2 is 104% of the salary schedule base. Step 1 of Lane 3 is 108% of the salary schedule base. Step 1 of Lane 4 is 112% of the salary schedule base. Steps 2 through 13 of each lane are indexed at 104% of the preceding step.

4) **Base Contract:** 195 days (8 HRS/DAY)

**Alpine School District
Speech Language Tech
Fiscal Year 2026-27**

	185 Contract Days															
Step	Lane 1 B.S. Degree				Lane 2 B.S. Degree +20 Sem Hrs.				Lane 3 B.S. Degree +37 Sem Hrs.				Lane 4 B.S. Degree +50, B.S. + 70, M.S. Degree			
	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total
1	1.00000	\$56,455	\$5,845	\$62,300	1.01445	\$57,271	\$5,845	\$63,116	1.02901	\$58,093	\$5,845	\$63,938	1.04377	\$58,926	\$5,845	\$64,771
2	1.02030	\$57,601	\$5,845	\$63,446	1.03981	\$58,702	\$5,845	\$64,547	1.05692	\$59,668	\$5,845	\$65,513	1.07909	\$60,920	\$5,845	\$66,765
3	1.04060	\$58,747	\$5,845	\$64,592	1.06512	\$60,131	\$5,845	\$65,976	1.08485	\$61,245	\$5,845	\$67,090	1.11440	\$62,913	\$5,845	\$68,758
4	1.06097	\$59,897	\$5,845	\$65,742	1.09053	\$61,566	\$5,845	\$67,411	1.11276	\$62,821	\$5,845	\$68,666	1.14972	\$64,907	\$5,845	\$70,752
5	1.09800	\$61,988	\$5,845	\$67,833	1.12755	\$63,656	\$5,845	\$69,501	1.14972	\$64,907	\$5,845	\$70,752	1.18666	\$66,993	\$5,845	\$72,838
6	1.13493	\$64,072	\$5,845	\$69,917	1.17187	\$66,158	\$5,845	\$72,003	1.20151	\$67,831	\$5,845	\$73,676	1.24583	\$70,333	\$5,845	\$76,178
7	1.18666	\$66,993	\$5,845	\$72,838	1.22366	\$69,082	\$5,845	\$74,927	1.25321	\$70,750	\$5,845	\$76,595	1.29762	\$73,257	\$5,845	\$79,102
8	1.23845	\$69,917	\$5,845	\$75,762	1.27538	\$72,002	\$5,845	\$77,847	1.30503	\$73,675	\$5,845	\$79,520	1.34934	\$76,177	\$5,845	\$82,022
9	1.29015	\$72,835	\$5,845	\$78,680	1.32717	\$74,925	\$5,845	\$80,770	1.35673	\$76,594	\$5,845	\$82,439	1.40113	\$79,101	\$5,845	\$84,946
10	1.34194	\$75,759	\$5,845	\$81,604	1.37890	\$77,846	\$5,845	\$83,691	1.40852	\$79,518	\$5,845	\$85,363	1.45283	\$82,020	\$5,845	\$87,865
11	1.39366	\$78,679	\$5,845	\$84,524	1.43069	\$80,770	\$5,845	\$86,615	1.46022	\$82,437	\$5,845	\$88,282	1.50465	\$84,945	\$5,845	\$90,790
12	1.44545	\$81,603	\$5,845	\$87,448	1.51941	\$85,778	\$5,845	\$91,623	1.53418	\$86,612	\$5,845	\$92,457	1.57856	\$89,118	\$5,845	\$94,963
15									1.60815	\$90,788	\$5,845	\$96,633	1.65247	\$93,290	\$5,845	\$99,135
18									1.69685	\$95,796	\$5,845	\$101,641	1.72641	\$97,464	\$5,845	\$103,309
21													1.80036	\$101,639	\$5,845	\$107,484
24													1.89769	\$107,134	\$5,845	\$112,979

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. (Because SLT's are not included by the state, these payments will come from the School District.)

Note: 8 HRS/DAY, 185 DAYS

Salary Schedule Base (Lane 1, Step 1)	\$56,455
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**Alpine School District
Speech Language Pathologist
Fiscal Year 2026-27**

	185 Contract Days																								
Step	Lane 6 M.S. Degree					Lane 7 M.S. Degree +20 Sem Hrs.					Lane 8 M.S. Degree +37 Sem Hrs.					Lane 9 M.S. Degree +60 Sem Hrs.					Lane 10 Ph.D Degree				
	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total	Index	Base	+	ESA	= Total
1	1.25665	\$67,953		\$5,845	\$73,798	1.28750	\$69,622		\$5,845	\$75,467	1.31844	\$71,295		\$5,845	\$77,140	1.34158	\$72,546		\$5,845	\$78,391	1.36471	\$73,797		\$5,845	\$79,642
2	1.31073	\$70,878		\$5,845	\$76,723	1.34157	\$72,545		\$5,845	\$78,390	1.37242	\$74,214		\$5,845	\$80,059	1.39561	\$75,467		\$5,845	\$81,312	1.41879	\$76,721		\$5,845	\$82,566
3	1.36471	\$73,797		\$5,845	\$79,642	1.39556	\$75,465		\$5,845	\$81,310	1.42650	\$77,138		\$5,845	\$82,983	1.44964	\$78,389		\$5,845	\$84,234	1.47277	\$79,640		\$5,845	\$85,485
4	1.41879	\$76,721		\$5,845	\$82,566	1.44963	\$78,389		\$5,845	\$84,234	1.48048	\$80,057		\$5,845	\$85,902	1.50367	\$81,311		\$5,845	\$87,156	1.52685	\$82,564		\$5,845	\$88,409
5	1.47277	\$79,640		\$5,845	\$85,485	1.50367	\$81,311		\$5,845	\$87,156	1.53456	\$82,981		\$5,845	\$88,826	1.55770	\$84,232		\$5,845	\$90,077	1.58083	\$85,483		\$5,845	\$91,328
6	1.52685	\$82,564		\$5,845	\$88,409	1.55769	\$84,232		\$5,845	\$90,077	1.58854	\$85,900		\$5,845	\$91,745	1.61171	\$87,153		\$5,845	\$92,998	1.63487	\$88,406		\$5,845	\$94,251
7	1.60403	\$86,738		\$5,845	\$92,583	1.63487	\$88,406		\$5,845	\$94,251	1.66572	\$90,074		\$5,845	\$95,919	1.68891	\$91,328		\$5,845	\$97,173	1.71209	\$92,581		\$5,845	\$98,426
10	1.68118	\$90,910		\$5,845	\$96,755	1.71209	\$92,581		\$5,845	\$98,426	1.74293	\$94,249		\$5,845	\$100,094	1.76607	\$95,500		\$5,845	\$101,345	1.78921	\$96,752		\$5,845	\$102,597
13	1.75836	\$95,083		\$5,845	\$100,928	1.78921	\$96,752		\$5,845	\$102,597	1.82015	\$98,425		\$5,845	\$104,270	1.84329	\$99,676		\$5,845	\$105,521	1.86642	\$100,927		\$5,845	\$106,772
16	1.83557	\$99,258		\$5,845	\$105,103	1.86642	\$100,927		\$5,845	\$106,772	1.89727	\$102,595		\$5,845	\$108,440	1.92045	\$103,848		\$5,845	\$109,693	1.94363	\$105,102		\$5,845	\$110,947
19	1.93718	\$104,753		\$5,845	\$110,598	1.95260	\$105,587		\$5,845	\$111,432	1.98345	\$107,255		\$5,845	\$113,100	2.00664	\$108,509		\$5,845	\$114,354	2.02982	\$109,763		\$5,845	\$115,608
22	2.01731	\$109,086		\$5,845	\$114,931	2.04825	\$110,759		\$5,845	\$116,604	2.07910	\$112,427		\$5,845	\$118,272	2.10224	\$113,678		\$5,845	\$119,523	2.12537	\$114,929		\$5,845	\$120,774

For the fiscal year 2026-27, the salary schedule base was increased by 0.5% over the prior year. The Educator Salary Adjustment (ESA) (HB215) was increased by 3% over the prior year. The ESA is contingent on continued state funding.

Note: 8 HRS/DAY, 185 DAYS

Salary Schedule Base (Lane 1, Step 1)	\$54,075
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* Note: Employees that are not certified as a Speech Language Pathologist will be placed accordingly.