**Paraprofessionals & Teaching Assistants**
**7 Hours/Day; 205 Days**
**2026-2027 -5% Base Increase**

| | Instructional Support Assistants (formerly paraprofessional) and Teaching Assistants (does not include Head Start) | | | | Exceptional Ed. & ELL Paraprofessionals | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 60 - 89 credit hours | 90-119 credit hours | Bachelor's Degree | Master's Degree | up to 59 hours | 60-89 credit hours | 90-119 credit hours | Bachelor's Degree | Master's Degree | |
| | Z03 | Z04 | Z05 | Z06 | Z02S | Z03S | Z04S | Z05S | Z06S | |
| STEP | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | STEP |
| 1 | $18.11 | $18.80 | $19.53 | $21.11 | $17.59 | $18.74 | $19.43 | $20.16 | $21.74 | 1 |
| 2 | $18.52 | $19.22 | $19.97 | $21.58 | $17.99 | $19.16 | $19.87 | $20.61 | $22.23 | 2 |
| 3 | $18.93 | $19.66 | $20.42 | $22.07 | $18.39 | $19.59 | $20.31 | $21.08 | $22.73 | 3 |
| 4 | $19.36 | $20.10 | $20.88 | $22.57 | $18.80 | $20.03 | $20.77 | $21.55 | $23.24 | 4 |
| 5 | $19.80 | $20.55 | $21.35 | $23.07 | $19.23 | $20.48 | $21.24 | $22.04 | $23.76 | 5 |
| 6 | $20.24 | $21.01 | $21.83 | $23.59 | $19.66 | $20.95 | $21.72 | $22.53 | $24.30 | 6 |
| 7 | $20.70 | $21.49 | $22.32 | $24.13 | $20.10 | $21.42 | $22.21 | $23.04 | $24.85 | 7 |
| 8 | $21.16 | $21.97 | $22.82 | $24.67 | $20.55 | $21.90 | $22.70 | $23.56 | $25.40 | 8 |
| 9 | $21.64 | $22.46 | $23.34 | $25.22 | $21.02 | $22.39 | $23.22 | $24.09 | $25.98 | 9 |
| 10 | $22.13 | $22.97 | $23.86 | $25.79 | $21.49 | $22.89 | $23.74 | $24.63 | $26.56 | 10 |
| 11 | $22.62 | $23.49 | $24.40 | $26.37 | $21.97 | $23.41 | $24.27 | $25.18 | $27.16 | 11 |
| 12 | $23.13 | $24.01 | $24.95 | $26.96 | $22.47 | $23.94 | $24.82 | $25.75 | $27.77 | 12 |
| 13 | $23.59 | $24.49 | $25.44 | $27.50 | $22.92 | $24.42 | $25.31 | $26.27 | $28.32 | 13 |
| 14 | $24.07 | $24.98 | $25.95 | $28.05 | $23.38 | $24.90 | $25.82 | $26.79 | $28.89 | 14 |
| 15 | $24.55 | $25.48 | $26.47 | $28.61 | $23.84 | $25.40 | $26.34 | $27.33 | $29.47 | 15 |
| 16 | $24.92 | $25.87 | $26.87 | $29.04 | $24.20 | $25.78 | $26.73 | $27.74 | $29.91 | 16 |
| 17 | $25.29 | $26.25 | $27.27 | $29.48 | $24.56 | $26.17 | $27.13 | $28.15 | $30.36 | 17 |
| 18 | $25.67 | $26.65 | $27.68 | $29.92 | $24.93 | $26.56 | $27.54 | $28.57 | $30.81 | 18 |
| 19 | $26.05 | $27.05 | $28.10 | $30.37 | $25.31 | $26.96 | $27.95 | $29.00 | $31.28 | 19 |
| 20 | $26.45 | $27.45 | $28.52 | $30.83 | $25.69 | $27.37 | $28.37 | $29.44 | $31.75 | 20 |
| 21 | $26.71 | $27.73 | $28.80 | $31.13 | $25.94 | $27.64 | $28.66 | $29.73 | $32.06 | 21 |
| 22 | $26.98 | $28.00 | $29.09 | $31.45 | $26.20 | $27.92 | $28.94 | $30.03 | $32.38 | 22 |
| 23 | $27.25 | $28.28 | $29.38 | $31.76 | $26.46 | $28.19 | $29.23 | $30.33 | $32.71 | 23 |
| 24 | $27.52 | $28.57 | $29.68 | $32.08 | $26.73 | $28.48 | $29.52 | $30.63 | $33.03 | 24 |
| 25 | $27.79 | $28.85 | $29.97 | $32.40 | $27.00 | $28.76 | $29.82 | $30.94 | $33.37 | 25 |
| 26 | $28.07 | $29.14 | $30.27 | $32.72 | $27.27 | $29.05 | $30.12 | $31.25 | $33.70 | 26 |
| 27 | $28.35 | $29.43 | $30.58 | $33.05 | $27.54 | $29.34 | $30.42 | $31.56 | $34.04 | 27 |
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