



TEACHERS ANNUAL RATE SALARY SCHEDULE - 2023-2027 Tentative Agreement (12-month teachers)

Interpretation instructions located at the lower right portion of this page.

	Class II	Class III	Class IV	Class V	Class VI	Class VII
2026-27†	3.5% ATB 94,241	3.5% ATB 101,778	3.5% ATB 105,855	3.5% ATB 110,085	3.5% ATB 114,489	3.5% ATB 121,357
2025-26*†	TM02-BB 91,054	TM03-BB 98,336	TM04-BB 102,275	TM05-BB 106,362	TM06-BB 110,617	TM07-BB 117,253
2024-25	3% ATB 91,054	3% ATB 98,336	3% ATB 102,275	3% ATB 106,362	3% ATB 110,617	3% ATB 117,253
2023-24*	TM02-BB,2% 88,402	TM03-BB,2% 95,472	TM04-BB,2% 99,296	TM05-BB,2% 103,264	TM06-BB,2% 107,395	TM07-BB,2% 113,838
Step 14B	TM02-14B 86,669	TM03-14B 93,600	TM04-14B 97,349	TM05-14B 101,239	TM06-14B 105,289	TM07-14B 111,606
2026-27†	3.5% ATB 94,241	3.5% ATB 101,778	3.5% ATB 105,855	3.5% ATB 110,085	3.5% ATB 114,489	3.5% ATB 121,357
2025-26*†	TM02-BB 91,054	TM03-BB 98,336	TM04-BB 102,275	TM05-BB 106,362	TM06-BB 110,617	TM07-BB 117,253
2024-25	3% ATB 91,054	3% ATB 98,336	3% ATB 102,275	3% ATB 106,362	3% ATB 110,617	3% ATB 117,253
2023-24	TM02-BB,2% 88,402	TM03-BB,2% 95,472	TM04-BB,2% 99,296	TM05-BB,2% 103,264	TM06-BB,2% 107,395	TM07-BB,2% 113,838
Step 14A	TM02-14A 81,761	TM03-14A 88,302	TM04-14A 91,837	TM05-14A 95,509	TM06-14A 99,331	TM07-14A 105,289
2026-27†	3.5% ATB 94,241	3.5% ATB 101,778	3.5% ATB 105,855	3.5% ATB 110,085	3.5% ATB 114,489	3.5% ATB 121,357
2025-26†	TM02-BB 91,054	TM03-BB 98,336	TM04-BB 102,275	TM05-BB 106,362	TM06-BB 110,617	TM07-BB 117,253
2024-25	3% ATB 85,898	3% ATB 92,770	3% ATB 96,484	3% ATB 100,342	3% ATB 104,358	3% ATB 110,617
2023-24	TM02-AA,2% 83,396	TM03-AA,2% 90,068	TM04-AA,2% 93,674	TM05-AA,2% 97,419	TM06-AA,2% 101,318	TM07-AA,2% 107,395
Step 14	TM02-14 79,380	TM03-14 85,731	TM04-14 89,162	TM05-14 92,729	TM06-14 96,437	TM07-14 102,225
2026-27†	3.5% ATB 88,904	3.5% ATB 96,017	3.5% ATB 99,861	3.5% ATB 103,854	3.5% ATB 108,011	3.5% ATB 114,489
2025-26†	TM02-AA 85,898	TM03-AA 92,770	TM04-AA 96,484	TM05-AA 100,342	TM06-AA 104,358	TM07-AA 110,617
2024-25	3% ATB 83,397	3% ATB 90,069	3% ATB 93,673	3% ATB 97,422	3% ATB 101,317	3% ATB 107,398
2023-24	TM02-14,2% 80,968	TM03-14,2% 87,446	TM04-14,2% 90,945	TM05-14,2% 94,584	TM06-14,2% 98,366	TM07-14,2% 104,270
Step 13	TM02-13 77,068	TM03-13 83,235	TM04-13 86,564	TM05-13 90,026	TM06-13 93,627	TM07-13 99,245
2026-27†	3.5% ATB 86,316	3.5% ATB 93,221	3.5% ATB 96,952	3.5% ATB 100,832	3.5% ATB 104,863	3.5% ATB 111,157
2025-26†	TM02-14 83,397	TM03-14 90,069	TM04-14 93,673	TM05-14 97,422	TM06-14 101,317	TM07-14 107,398
2024-25	3% ATB 80,967	3% ATB 87,447	3% ATB 90,944	3% ATB 94,582	3% ATB 98,365	3% ATB 104,267
2023-24	TM02-13,2% 78,609	TM03-13,2% 84,900	TM04-13,2% 88,295	TM05-13,2% 91,827	TM06-13,2% 95,500	TM07-13,2% 101,230
Step 12	TM02-12 74,822	TM03-12 80,811	TM04-12 84,043	TM05-12 87,404	TM06-12 90,900	TM07-12 96,355
2026-27†	3.5% ATB 83,801	3.5% ATB 90,508	3.5% ATB 94,127	3.5% ATB 97,892	3.5% ATB 101,808	3.5% ATB 107,916
2025-26†	TM02-13 80,967	TM03-13 87,447	TM04-13 90,944	TM05-13 94,582	TM06-13 98,365	TM07-13 104,267
2024-25	3% ATB 78,608	3% ATB 84,900	3% ATB 88,296	3% ATB 91,827	3% ATB 95,500	3% ATB 101,230
2023-24	TM02-12,2% 76,318	TM03-12,2% 82,427	TM04-12,2% 85,724	TM05-12,2% 89,152	TM06-12,2% 92,718	TM07-12,2% 98,282
Step 11	TM02-11 72,646	TM03-11 78,457	TM04-11 81,596	TM05-11 84,857	TM06-11 88,254	TM07-11 93,549
2026-27†	3.5% ATB 81,359	3.5% ATB 87,872	3.5% ATB 91,386	3.5% ATB 95,041	3.5% ATB 98,843	3.5% ATB 104,773
2025-26†	TM02-12 78,608	TM03-12 84,900	TM04-12 88,296	TM05-12 91,827	TM06-12 95,500	TM07-12 101,230
2024-25	3% ATB 76,322	3% ATB 82,427	3% ATB 85,725	3% ATB 89,151	3% ATB 92,720	3% ATB 98,283
2023-24	TM02-11,2% 74,099	TM03-11,2% 80,026	TM04-11,2% 83,228	TM05-11,2% 86,554	TM06-11,2% 90,019	TM07-11,2% 95,420
Step 10	TM02-10 70,528	TM03-10 76,172	TM04-10 79,219	TM05-10 82,385	TM06-10 85,683	TM07-10 90,823
2026-27†	3.5% ATB 78,993	3.5% ATB 85,312	3.5% ATB 88,725	3.5% ATB 92,271	3.5% ATB 95,965	3.5% ATB 101,723
2025-26†	TM02-11 76,322	TM03-11 82,427	TM04-11 85,725	TM05-11 89,151	TM06-11 92,720	TM07-11 98,283
2024-25	3% ATB 74,097	3% ATB 80,026	3% ATB 83,227	3% ATB 86,554	3% ATB 90,019	3% ATB 95,418
2023-24	TM02-10,2% 71,939	TM03-10,2% 77,695	TM04-10,2% 80,803	TM05-10,2% 84,033	TM06-10,2% 87,397	TM07-10,2% 92,639
Step 9	TM02-09 68,475	TM03-09 73,953	TM04-09 76,911	TM05-09 79,988	TM06-09 83,186	TM07-09 88,178
2026-27†	3.5% ATB 76,690	3.5% ATB 82,827	3.5% ATB 86,140	3.5% ATB 89,583	3.5% ATB 93,170	3.5% ATB 98,758
2025-26†	TM02-10 74,097	TM03-10 80,026	TM04-10 83,227	TM05-10 86,554	TM06-10 90,019	TM07-10 95,418
2024-25	3% ATB 71,940	3% ATB 77,695	3% ATB 80,802	3% ATB 84,036	3% ATB 87,396	3% ATB 92,640
2023-24	TM02-09,2% 69,845	TM03-09,2% 75,432	TM04-09,2% 78,449	TM05-09,2% 81,588	TM06-09,2% 84,850	TM07-09,2% 89,942
Step 8	TM02-08 66,481	TM03-08 71,798	TM04-08 74,671	TM05-08 77,655	TM06-08 80,764	TM07-08 85,611
2026-27†	3.5% ATB 74,458	3.5% ATB 80,414	3.5% ATB 83,630	3.5% ATB 86,977	3.5% ATB 90,455	3.5% ATB 95,882
2025-26†	TM02-09 71,940	TM03-09 77,695	TM04-09 80,802	TM05-09 84,036	TM06-09 87,396	TM07-09 92,640
2024-25	3% ATB 69,845	3% ATB 75,431	3% ATB 78,449	3% ATB 81,584	3% ATB 84,850	3% ATB 89,943
2023-24	TM02-08,2% 67,811	TM03-08,2% 73,234	TM04-08,2% 76,164	TM05-08,2% 79,208	TM06-08,2% 82,379	TM07-08,2% 87,323
Step 7	TM02-07 64,543	TM03-07 69,710	TM04-07 72,497	TM05-07 75,396	TM06-07 78,411	TM07-07 83,115
2026-27†	3.5% ATB 72,290	3.5% ATB 78,071	3.5% ATB 81,195	3.5% ATB 84,439	3.5% ATB 87,820	3.5% ATB 93,091
2025-26†	TM02-08 69,845	TM03-08 75,431	TM04-08 78,449	TM05-08 81,584	TM06-08 84,850	TM07-08 89,943
2024-25	3% ATB 67,809	3% ATB 73,237	3% ATB 76,165	3% ATB 79,211	3% ATB 82,378	3% ATB 87,320
2023-24	TM02-07,2% 65,834	TM03-07,2% 71,104	TM04-07,2% 73,947	TM05-07,2% 76,904	TM06-07,2% 79,979	TM07-07,2% 84,777
Step 6	TM02-06 62,665	TM03-06 67,679	TM04-06 70,386	TM05-06 73,200	TM06-06 76,127	TM07-06 80,697
2026-27†	3.5% ATB 70,182	3.5% ATB 75,800	3.5% ATB 78,831	3.5% ATB 81,983	3.5% ATB 85,261	3.5% ATB 90,376
2025-26†	TM02-07 67,809	TM03-07 73,237	TM04-07 76,165	TM05-07 79,211	TM06-07 82,378	TM07-07 87,320
2024-25	3% ATB 65,836	3% ATB 71,104	3% ATB 73,948	3% ATB 76,904	3% ATB 79,980	3% ATB 84,780
2023-24	TM02-06,2% 63,918	TM03-06,2% 69,033	TM04-06,2% 71,794	TM05-06,2% 74,664	TM06-06,2% 77,650	TM07-06,2% 82,311
Step 5	TM02-05 60,838	TM03-05 65,706	TM04-05 68,335	TM05-05 71,068	TM06-05 73,910	TM07-05 78,344
2026-27†	3.5% ATB 64,227	3.5% ATB 69,366	3.5% ATB 72,142			
2025-26*†	TM02-04 62,055	TM03-04 67,020	TM04-04 69,702			
2024-25	3% ATB 62,055	3% ATB 67,020	3% ATB 69,702			
2023-24	TM02-04,2% 60,248	TM03-04,2% 65,068	TM04-04,2% 67,672			
Step 3	TM02-03 48,924	TM03-03 52,836	TM04-03 54,952			
2026-27†	3.5% ATB 64,227	3.5% ATB 69,366	3.5% ATB 72,142			
2025-26*†	TM02-04 62,055	TM03-04 67,020	TM04-04 69,702			
2024-25	3% ATB 62,055	3% ATB 67,020	3% ATB 69,702			
2023-24	TM02-04,2% 60,248	TM03-04,2% 65,068	TM04-04,2% 67,672			
Step 2	TM02-02 47,499	TM03-02 51,298	TM04-02 53,351			
2026-27†	3.5% ATB 64,227	3.5% ATB 69,366	3.5% ATB 72,142			
2025-26*†	TM02-04 62,055	TM03-04 67,020	TM04-04 69,702			
2024-25	3% ATB 62,055	3% ATB 67,020	3% ATB 69,702			
2023-24	TM02-04,2% 60,248	TM03-04,2% 65,068	TM04-04,2% 67,672			
Step 1	TM02-01 46,117	TM03-01 49,805	TM04-01 51,798			

Sample: Class III, Step 6

	Class III	
2026-27†	3.5% ATB 78,071	2026-27 (Year 4)
2025-26†	TM03-08 75,431	2025-26 (Year 3)
2024-25	3% ATB 73,237	2024-25 (Year 2)
2023-24	TM03-07,2% 71,104	2023-24 (Year 1)
Step 6	TM03-06 67,679	Current 2022-23

Follow Upwards ↑

Find your current Class and Step boxed in the bottom left corner of each cell. To the right of that is your current 2022-23 salary. Above that is your new salary with a Step and 2% across-the-board (ATB) for 2023-24. Above that is a 3% ATB increase for 2024-25. Above that is a step movement for 2025-26. Above that is a 3.5% ATB increase for 2026-27. Does not include reclassification opportunities.

* no Step movement; 14B's receive a one time \$3,000. † Class VIII available

These numbers do not reflect any \$3,000 bonuses or the \$2,500 for those who complete their probationary period.

Don't know exactly your Class and Step? Multiply the "Regular" on your pay stub by 24 for your current annual pay to help locate where to start.