

21.01.1 (b)

The additional salary provided in paragraph 21.01.1 (a) shall be increased

By:

\$400 (\$500 starting in the 2027-2028 school year) for all high school teachers assigned to teach six (6) periods and who are assigned a duty period. If the period is cafeteria duty, the additional salary in paragraph 21.01.1 (a) shall be increased by \$825 (\$950 starting in the 2027-2028 school year).

All Middle School teachers who are assigned a cafeteria duty shall receive an additional stipend of \$400 (\$825 in the 2026-2027 and \$950 in the 2027-2028) annually.

**Coaching Salary Guide  
2025-2029**

**Union High School**      Step 1      Step 2      Step 3      **2028-2029**  
**CLASS A**

Head Football	7,990	9,452	12,385	<b>13,015</b>
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**CLASS B**

**Head Coaches:**

Soccer	6,270	6,994	8,472	<b>8,920</b>
Basketball	6,270	6,994	8,472	<b>8,920</b>
Wrestling	6,270	6,994	8,472	<b>8,920</b>
Track (Winter)	6,270	6,994	8,472	<b>8,920</b>
Track (Spring)	6,270	6,994	8,472	<b>8,920</b>
Baseball	6,270	6,994	8,472	<b>8,920</b>
Softball	6,270	6,994	8,472	<b>8,920</b>
Swimming	6,270	6,994	8,472	<b>8,920</b>
Field Hockey	6,270	6,994	8,472	<b>8,920</b>
Volleyball	6,270	6,994	8,472	<b>8,920</b>

**CLASS C**

Assistant Football	5,096	5,874	8,060	<b>8,470</b>
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**CLASS D**

**Head Coaches**

Cross Country	4,372	5,096	6,558	<b>6,890</b>
Tennis	4,372	5,096	6,558	<b>6,890</b>
Gymnastics	4,372	5,096	6,558	<b>6,890</b>
Flag Football	4,372	5,096	6,558	<b>6,890</b>

**Assistant Coaches:**

Soccer	4,372	5,096	6,558	<b>6,890</b>
Basketball	4,372	5,096	6,558	<b>6,890</b>
Wrestling	4,372	5,096	6,558	<b>6,890</b>
Track (Winter)	4,372	5,096	6,558	<b>6,890</b>
Track (Spring)	4,372	5,096	6,558	<b>6,890</b>
Baseball	4,372	5,096	6,558	<b>6,890</b>
Softball	4,372	5,096	6,558	<b>6,890</b>
Field Hockey	4,372	5,096	6,558	<b>6,890</b>
Volleyball	4,372	5,096	6,558	<b>6,890</b>

**CLASS E**

**Head Coaches:**

Esports	3,999	4,738	6,224	<b>6,550</b>
Bowling	3,999	4,738	6,224	<b>6,550</b>
Golf	3,999	4,738	6,224	<b>6,550</b>

**Coaching Salary Guide Continued  
2025-2029**

**Union High School**      Step 1      Step 2      Step 3      **2028-2029**

**CLASS F**

**Assistant Coaches**

Riflery	2,886	3,641	5,104	<b>5,410</b>
Gymnastics	2,886	3,641	5,104	<b>5,410</b>
TRAINER	2,583	2,583	2,583	<b>2,900</b>

**Middle Schools**

Step 1      Step 2      Step 3

**CLASS A**

Head Football	3,991	4,738	6,224	<b>6,640</b>
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**CLASS B**

**Head Coaches**

Soccer	2,886	3,641	5,104	<b>5,410</b>
Basketball	2,886	3,641	5,104	<b>5,410</b>
Wrestling	2,886	3,641	5,104	<b>5,410</b>
Track	2,886	3,641	5,104	<b>5,410</b>
Baseball	2,886	3,641	5,104	<b>5,410</b>
Softball	2,886	3,641	5,104	<b>5,410</b>
Field Hockey	2,886	3,641	5,104	<b>5,410</b>
Volleyball	2,886	3,641	5,104	<b>5,410</b>

**CLASS C**

Assistant Football	2,233	2,832	4,372	<b>4,640</b>
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**CLASS D**

**Head Coaches**

Cross Country	1,478	2,241	3,641	<b>3,900</b>
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**Assistant Coaches**

Soccer	1,478	2,241	3,641	<b>3,860</b>
Basketball	1,478	2,241	3,641	<b>3,860</b>
Wrestling	1,478	2,241	3,641	<b>3,860</b>
Track	1,478	2,241	3,641	<b>3,860</b>

Nurse MS Football	724	1,478	2,233	<b>2,440</b>
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**SCHEDULE F1**  
**EXTRA-CURRICULAR SALARY GUIDE**  
**Union High School**

<b>Club Advisors -- 2021-2025</b>	<b>Stipend</b>
FBLA	1,373
National Honor Society (2)	1,373
U-MATTER	1,373
Key	1,373
Interact	1,373
School Paper (2) (div/2)	2,655
School Play	2,655
School Treasurer	3,000
School Athletics Treasurer	1,500
Prom Coordinator/Senior (1)	849
Yearbook	3,825
Band Camp (4)	523
Band Director (1)	4,944
Band Assistant Director (2)	3,428
Band Front Coordinator (1)	3,928
Band Front Assistant (2)	3,428
Band Drill Writer (1)	1,285
Band Music Arranger (1)	1,285
Spring Marching Band Director	881
Asst Band Director (2)	611
Color Guard Coordinator	699
Color Guard Assistant	611
School Musical Director	2,746
ROTC Drill Instructor	4,287
Assistant Director	2,198
Pit Orchestra Director	1,476
School Store	849
Choreographer	794
Stage Production Director	1,396
Props/Scenery	881
Make-up/Costumes	706
Piano Accompanist Staff	523
Publicity Director	270
Stage Control	357
Lighting	270

<b>Advisors -- 2021 - 2025</b>	<b>Stipend</b>
Freshmen	860
Sophomore	900
Junior	1,300
Senior	1,800
Student Council	2,331

<b>Other Advisors</b>	<b>Stipend</b>
Concert Choir	1,087
Singing Strings	1,142
All State Tryouts (per hour)	20.00
Twirlers	3,348
Cheerleaders Varsity/N	3,180

**SCHEDULE F2  
EXTRA-CURRICULAR SALARY GUIDE**

**The following advisors shall be paid:**

First year: \$237 Second year: \$356 Third year: \$474 Fourth year: \$474

<b>Union High School</b>	<b>Middle Schools</b>
Anime	AM Fitness
Asian Student Alliance	American Sign Language
Autism Awareness	Art Club
Black Excellence/Roots	Baseball Card Club
Board Games	Chess & Checkers Club
Book Club	Club Unify (Special Olympics)
Chess	Color Guard
Curls and Confidence	Color a Smile
Dance	Debate Club
Environmental	Dungeons & Dragons
EmpowerHer Girl Empowerment	Environmental Action Club
Empowerment	Homework Alliance
Farmer Fam	Jazz Ensemble
Fashion and Jewelry	Marching Band
Film	Math Club/Calculator Fun
Future Educators of America	Mixed Choir
French Club	Muslim Students' Alliance Club
French National Honor Society	National Junior Arts Honor Society
German Club	Origami
German National Honor Society	Parent Newsletter
GSA	Paw Pals
Hackers	Peer Leadership
Hiking	Peer Tutoring
My School Votes	Ping Pong
Model United Nations	Poetry
National Art Honor Society	PM Fitness
Next Step	Science
Peer Ambassadors	Spanish Club
Radiance Group	Theater Club
Red Cross Club	Walking Club
Seekers	Webmaster
Ski Club	Wildlife
Social Skills	Yearbook Photography
Spanish Club	Young Women of Purpose
Spanish National Honor Society	Future Club (8)
Step Team	
Teen Fit Club	
Webmaster	
UTVN & Future Club (7)	

**SCHEDULE F2  
EXTRA-CURRICULAR SALARY GUIDE cont'd**

**Middle School Advisors -- 2021-2025      Stipend**

Student Council	1,400
School Newspaper	1,344
School Treasurer	1,300
School Yearbook	1,792
Twirlers	1,545
Cheerleaders	1,545
National Junior Honor Society	1,395
Library Club	725
School Store	725

**Middle Schools Drama Club      Stipend**

Director	2,550
Scenery/Stage Manager	1,530
Pit Orchestra Conductor	1,530
Choreographer	1,530

**Jefferson Advisors -- 2021-2025      Stipend**

Lighthouse Team	1,000
Webmaster	500
Treasurer	1,200

**Elementary Advisors -- 2021-2025      Stipend**

Student Council	1,000
Webmaster	500
Treasurer	1,200

**Miscellaneous**

Audio Visual Bookkeeper (1)	1,750
Audio Visual Coordinators - Building Level - All Schools	1,100
Monitors (per hour)	27.00

# TEACHER MOVEMENT

BASE      Year 1      Year 2      Year 3      Year 4

BASE	Year 1	Year 2	Year 3	Year 4
				1
				2
		1	1	3
		2	2	4
1	1	3	3	5
2	2	4	4	6
3	3	5	5	7
4	4	6	6	8
5	5	7	7	9
6	6	8	8	10
7	7	9	9	11
8	8	10	10	12
9	9	11	11	13
10	10	12	12	14
11	11	13	13	15 (X-S)
12	12	14	14	15 (X-S)
13	13	15 (X-V)	15 (X-S)	15 (X-S)
14	14	15 (X-V)	15 (X-S)	15 (X-S)
15/X/W	15/X/W	15 (X-V)	15 (X-S)	15 (X-S)
15/X/W	15/X/W	15 (X-V)	15 (X-S)	15 (X-S)
V	V	15 (X-V)	15 (X-S)	15 (X-S)
U	U	U	15 (X-S)	15 (X-S)
T/S	T/S	T/S	15 (X-S)	15 (X-S)
R	R	R	R	R
Q	Q	Q	Q	Q
P	P	P	P	P
O	O	O	O	O
N	N	N	N	N
M	M	M	M	M
L				
K	K	K	K	K
J	J	J	J	J
I	I	I	I	I
F	F	F	F	F

## Teachers Salary Guides

YEAR 1  
2025-26      Union Township – Teachers

YEAR 2  
2026-27      Union Township – Teachers

Salary Guide

Step	BA	MA	MA+32
1	69,500	75,500	81,500
2	70,324	76,324	82,324
3	71,324	77,324	83,324
4	72,324	78,324	84,324
5	73,324	79,324	85,324
6	74,524	80,524	86,524
7	75,724	81,724	87,724
8	76,924	82,924	88,924
9	78,124	84,124	90,124
10	79,324	85,324	91,324
11	80,524	86,524	92,524
12	81,724	87,724	93,724
13	82,924	88,924	94,924
14	84,124	90,124	96,124
15 (X/W)	85,324	91,324	97,324
V	85,333	91,329	98,177
U	86,833	92,560	99,676
T/S	87,833	94,568	102,365
R	89,333	96,622	105,065
Q	92,333	99,884	108,625
P	94,833	102,645	111,695
O	96,333	104,271	113,463
N	98,333	106,497	115,950
M	100,333	108,944	118,393
K	103,833	112,830	122,696
J	105,833	115,033	125,129
I	108,333	117,753	128,084
F	113,833	123,740	134,569

\*\*No one moves to lettered steps during the life of this agreement

\*\*No one moves from one lettered step to another during the life of this agreement

Salary Guide

Step	BA	MA	MA+32
1	70,500	76,500	82,500
2	71,304	77,304	83,304
3	72,504	78,504	84,504
4	73,704	79,704	85,704
5	74,904	80,904	86,904
6	76,304	82,304	88,304
7	77,704	83,704	89,704
8	79,104	85,104	91,104
9	80,504	86,504	92,504
10	81,904	87,904	93,904
11	83,304	89,304	95,304
12	84,704	90,704	96,704
13	86,104	92,104	98,104
14	87,504	93,504	99,504
15 (X-V)	88,904	94,904	100,904
U	88,910	94,910	101,421
T/S	89,578	96,313	104,110
R	91,078	98,367	106,810
Q	94,578	102,129	110,870
P	97,078	104,890	113,940
O	98,578	106,516	115,708
N	100,578	108,742	118,195
M	102,578	111,189	120,638
K	106,078	115,075	124,941
J	108,078	117,278	127,374
I	110,578	119,998	130,329
F	116,078	125,985	136,814

\*\*No one moves to lettered steps during the life of this agreement

\*\*No one moves from one lettered step to another during the life of this agreement

YEAR 3

2027-28 Union Township – Teachers

Step	Salary Guide		
	BA	MA	MA+32
1	72,000	78,000	84,000
2	72,494	78,494	84,494
3	73,696	79,696	85,696
4	75,096	81,096	87,096
5	76,496	82,496	88,496
6	77,896	83,896	89,896
7	79,396	85,396	91,396
8	80,896	86,896	92,896
9	82,496	88,496	94,496
10	84,096	90,096	96,096
11	85,796	91,796	97,796
12	87,496	93,496	99,496
13	89,196	95,196	101,196
14	90,896	96,896	102,896
15 (X-S)	92,596	98,596	104,596
R	93,669	100,958	109,401
Q	97,169	104,720	113,461
P	99,669	107,481	116,531
O	101,169	109,107	118,299
N	103,169	111,333	120,786
M	105,169	113,780	123,229
K	108,669	117,666	127,532
J	110,669	119,869	129,965
I	113,169	122,589	132,920
F	118,669	128,576	139,405

\*\*No one moves to lettered steps during the life of this agreement

\*\*No one moves from one lettered step to another during the life of this agreement

YEAR 4

2028-29 Union Township – Teachers

Step	Salary Guide		
	BA	MA	MA+32
1	74,994	80,994	86,994
2	75,494	81,494	87,494
3	76,494	82,494	88,494
4	77,661	83,661	89,661
5	79,161	85,161	91,161
6	80,661	86,661	92,661
7	82,261	88,261	94,261
8	83,861	89,861	95,861
9	85,461	91,461	97,461
10	87,161	93,161	99,161
11	88,861	94,861	100,861
12	90,661	96,661	102,661
13	92,461	98,461	104,461
14	94,261	100,261	106,261
15 (X-S)	96,061	102,061	108,061
R	96,379	103,668	112,111
Q	99,879	107,430	116,171
P	102,379	110,191	119,241
O	103,879	111,817	121,009
N	105,879	114,043	123,496
M	107,879	116,490	125,939
K	111,379	120,376	130,242
J	113,379	122,579	132,675
I	115,879	125,299	135,630
F	121,379	131,286	142,115

\*\*No one moves to lettered steps during the life of this agreement

\*\*No one moves from one lettered step to another during the life of this agreement

# Clerks/Secretaries MOVEMENT

BASE	Year 1		Year 2		Year 3		Year 4	
								1
							→	2
							→	3
							→	4
1	→	1	→	2	→	3	→	5
2	→	2	→	3	→	4	→	6
3	→	3	→	4	→	5	→	7
4	→	4	→	5	→	6	→	8
5	→	5	→	6	→	7	→	9
6	→	6	→	7	→	8	→	10
7	→	7	→	8	→	9	→	11
8	→	8	→	9	→	10	→	12
9	→	9	→	10	→	11	→	13
10	→	10	→	11	→	12	→	14
11	→	11	→	12	→	13	→	15
12	→	12	→	13	→	14	→	15
13	→	13	→	14	→	15	=	15
14	→	14	→	15	=	15	=	15
15	=	15	=	15	=	15	=	15

## Clerks/Secretaries Salary Guides

**YEAR 1**

**YEAR 2**

**2025-26 Union Township – Clerks / Secretaries**

**2026-27 Union Township – Clerks / Secretaries**

Salary Guide

Step	10 Mo Ed Cl	10 Mo Sec	12 Mo Sec
1	37,247	53,210	63,852
2	37,492	53,560	64,272
3	37,737	53,910	64,692
4	37,982	54,260	65,112
5	38,227	54,610	65,532
6	38,472	54,960	65,952
7	38,717	55,310	66,372
8	38,962	55,660	66,792
9	39,207	56,010	67,212
10	39,452	56,360	67,632
11	39,697	56,710	68,052
12	39,942	57,060	68,472
13	40,187	57,410	68,892
14	40,432	57,760	69,312
15	40,677	58,110	69,732

Salary Guide

Step	10 Mo Ed Cl	10 Mo Sec	12 Mo Sec
1	37,050	52,928	63,514
2	37,400	53,428	64,114
3	37,750	53,928	64,714
4	38,100	54,428	65,314
5	38,450	54,928	65,914
6	38,800	55,428	66,514
7	39,150	55,928	67,114
8	39,500	56,428	67,714
9	39,850	56,928	68,314
10	40,200	57,428	68,914
11	40,550	57,928	69,514
12	40,900	58,428	70,114
13	41,250	58,928	70,714
14	41,600	59,428	71,314
15	41,950	59,928	71,914

YEAR 3

2027-28 Union Township – Clerks / Secretaries

Step	Salary Guide		
	10 Mo Ed Cl	10 Mo Sec	12 Mo Sec
1	38,058	54,368	65,242
2	38,408	54,868	65,842
3	38,758	55,368	66,442
4	39,108	55,868	67,042
5	39,458	56,368	67,642
6	39,808	56,868	68,242
7	40,158	57,368	68,842
8	40,508	57,868	69,442
9	40,858	58,368	70,042
10	41,208	58,868	70,642
11	41,558	59,368	71,242
12	41,908	59,868	71,842
13	42,258	60,368	72,442
14	42,608	60,868	73,042
15	42,958	61,368	73,642

YEAR 4

2028-29 Union Township – Clerks / Secretaries

Step	Salary Guide		
	10 Mo Ed Cl	10 Mo Sec	12 Mo Sec
1	39,110	55,871	67,045
2	39,460	56,371	67,645
3	39,810	56,871	68,245
4	40,160	57,371	68,845
5	40,510	57,871	69,445
6	40,860	58,371	70,045
7	41,210	58,871	70,645
8	41,560	59,371	71,245
9	41,910	59,871	71,845
10	42,260	60,371	72,445
11	42,610	60,871	73,045
12	42,960	61,371	73,645
13	43,310	61,871	74,245
14	43,660	62,371	74,845
15	44,010	62,871	75,445

# PARAPROFESSIONAL MOVEMENT

BASE	Year 1	Year 2	Year 3	Year 4
				1
			1	2
		1	2	2
	New 1	2	2	2
1	New 1	2	2	3
2	New 1	2	3	4
3	New 2	3	4	5
4	New 3	4	5	6
5	New 4	5	6	7
6	New 5	6	7	8
7	New 6	7	8	9
8	New 7	8	9	10
9	New 8	9	10	11
10	New 9	10	11	12
11	New 10	11	12	13
12	New 11	12	13	14
13	New 12	13	14	15
14	New 13	14	15	15
15	New 14	15	15	15
Q/R	New 15	15	15	15
O	New 15	15	15	15

## Paraprofessionals Salary Guides

YEAR 1    2025-26

YEAR 2    2026-27

YEAR 3    2027-28

YEAR 4    2028-29

*Union Township -  
Paraprofessionals*

*Union Township -  
Paraprofessionals*

*Union Township -  
Paraprofessionals*

*Union Township -  
Paraprofessionals*

Salary Guide	
Step	Salary
New 1	25,335
New 2	25,835
New 3	26,335
New 4	26,835
New 5	27,335
New 6	27,835
New 7	28,335
New 8	28,835
New 9	29,335
New 10	29,835
New 11	30,335
New 12	30,835
New 13	31,435
New 14	32,240
New 15	33,160

Salary Guide	
Step	Salary
1	26,724
2	27,224
3	27,724
4	28,224
5	28,724
6	29,224
7	29,724
8	30,224
9	30,724
10	31,224
11	31,724
12	32,224
13	32,824
14	33,629
15	34,549

Salary Guide	
Step	Salary
1	28,341
2	28,841
3	29,341
4	29,841
5	30,341
6	30,841
7	31,341
8	31,841
9	32,341
10	32,841
11	33,341
12	33,841
13	34,441
14	35,246
15	36,166

Salary Guide	
Step	Salary
1	29,958
2	30,458
3	30,958
4	31,458
5	31,958
6	32,458
7	32,958
8	33,458
9	33,958
10	34,458
11	34,958
12	35,458
13	36,058
14	36,863
15	37,783



# BT & BCBA Salary Guides

**YEAR 1**

**2025-26 Union Township - BT & BCBA**

Salary Guide

Step	BT	BCaBA	BCBA
1	37,000	52,000	57,000
2	37,568	52,568	57,568
3	38,318	53,318	58,318
4	39,068	54,068	59,068
5	39,818	54,818	59,818
6	40,568	55,568	60,568
7	41,318	56,318	61,318
8	42,068	57,068	62,068
9	42,818	57,818	62,818
10	43,568	58,568	63,568
11	44,318	59,318	64,318
12	45,068	60,068	65,068
13	45,818	60,818	65,818
14	46,568	61,568	66,568
15	47,318	62,318	67,318

**YEAR 2**

**2026-27 Union Township - BT & BCBA**

Salary Guide

Step	BT	BCaBA	BCBA
1	38,000	53,000	58,000
2	38,400	53,400	58,400
3	38,973	53,973	58,973
4	39,748	54,748	59,748
5	40,523	55,523	60,523
6	41,298	56,298	61,298
7	42,073	57,073	62,073
8	42,848	57,848	62,848
9	43,623	58,623	63,623
10	44,398	59,398	64,398
11	45,173	60,173	65,173
12	45,948	60,948	65,948
13	46,723	61,723	66,723
14	47,518	62,518	67,518
15	48,318	63,318	68,318

**YEAR 3**

**2027-28 Union Township - BT & BCBA**

Salary Guide				
Step	BT	BCaBA	BCBA	
1	39,000	54,000	59,000	
2	39,350	54,350	59,350	
3	39,700	54,700	59,700	
4	40,443	55,443	60,443	
5	41,218	56,218	61,218	
6	41,993	56,993	61,993	
7	42,768	57,768	62,768	
8	43,543	58,543	63,543	
9	44,318	59,318	64,318	
10	45,118	60,118	65,118	
11	45,918	60,918	65,918	
12	46,768	61,768	66,768	
13	47,618	62,618	67,618	
14	48,468	63,468	68,468	
15	49,318	64,318	69,318	

**YEAR 4**

**2028-29 Union Township - BT & BCBA**

Salary Guide				
Step	BT	BCaBA	BCBA	
1	39,500	54,500	59,500	
2	40,000	55,000	60,000	
3	40,500	55,500	60,500	
4	41,000	56,000	61,000	
5	41,758	56,758	61,758	
6	42,583	57,583	62,583	
7	43,408	58,408	63,408	
8	44,233	59,233	64,233	
9	45,058	60,058	65,058	
10	45,883	60,883	65,883	
11	46,718	61,718	66,718	
12	47,618	62,618	67,618	
13	48,518	63,518	68,518	
14	49,418	64,418	69,418	
15	50,318	65,318	70,318	

# NEW SECURITY MOVEMENT

BASE		Year 1		Year 2		Year 3		Year 4
								1
						1	→	2
				1	→	2	→	3
				2	→	3	→	4
1	→	1	→	3	→	4	→	5
2	→	2	→	4	→	5	→	6
3	→	3	→	5	→	6	→	7
4	→	4	→	6	→	7	→	8
5	→	5	→	7	→	8	→	9
6	→	6	→	8	→	9	→	10
7	→	7	→	9	→	10	→	11
8	→	8	→	10	→	11	→	12
9	→	9	→	11	→	12	→	13
10	→	10	→	12	→	13	→	14
11	→	11	→	13	→	14	→	15
12	→	12	→	14	→	15	=	15
13	→	13	→	15	=	15	=	15
14	→	14	→	15	=	15	=	15
15	=	15	=	15	=	15	=	15

## Security Salary Guides

YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR														
Union Township - Existing Security 2025-26	Union Township - Existing Security 2026-27	Union Township - Existing Security 2027-28	Union Township - Existing Security 2028-29														
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Security (ND)</th> <th style="width: 50%;">Security (Deg)</th> </tr> <tr> <td style="text-align: center;">58,500</td> <td style="text-align: center;">74,000</td> </tr> </table>	Security (ND)	Security (Deg)	58,500	74,000	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Security (ND)</th> <th style="width: 50%;">Security (Deg)</th> </tr> <tr> <td style="text-align: center;">63,500</td> <td style="text-align: center;">74,500</td> </tr> </table>	Security (ND)	Security (Deg)	63,500	74,500	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Security (ND)</th> <th style="width: 50%;">Security (Deg)</th> </tr> <tr> <td style="text-align: center;">68,500</td> <td style="text-align: center;">75,000</td> </tr> </table>	Security (ND)	Security (Deg)	68,500	75,000	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Security (All existing)</th> </tr> <tr> <td style="text-align: center;">75,500</td> </tr> </table>	Security (All existing)	75,500
Security (ND)	Security (Deg)																
58,500	74,000																
Security (ND)	Security (Deg)																
63,500	74,500																
Security (ND)	Security (Deg)																
68,500	75,000																
Security (All existing)																	
75,500																	

### SECURITY - New Hires Guide - Hired after February 10, 2026 Union Township

Step	Year 1	Year 2	Year 3	Year 4
	2025-26	2026-27	2027-28	2028-29
1	\$31,182	\$32,891	\$34,882	\$36,872
2	\$31,797	\$33,507	\$35,497	\$37,487
3	\$32,413	\$34,122	\$36,112	\$38,103
4	\$33,028	\$34,738	\$36,728	\$38,718
5	\$33,643	\$35,353	\$37,343	\$39,333
6	\$34,259	\$35,968	\$37,959	\$39,949
7	\$34,874	\$36,584	\$38,574	\$40,564
8	\$35,490	\$37,199	\$39,189	\$41,179
9	\$36,105	\$37,815	\$39,805	\$41,795
10	\$36,720	\$38,430	\$40,420	\$42,410
11	\$37,336	\$39,045	\$41,035	\$43,026
12	\$37,951	\$39,661	\$41,651	\$43,641
13	\$38,569	\$40,279	\$42,269	\$44,259
14	\$39,180	\$40,890	\$42,880	\$44,870
15	\$40,813	\$42,522	\$44,512	\$46,503

# MENTAL HEALTH PROFESSIONALS MOVEMENT

BASE		Year 1		Year 2		Year 3		Year 4
								1
						1	→	2
				1	→	2	→	3
				2	→	3	→	4
1	→	1	→	3	→	4	→	5
2	→	2	→	4	→	5	→	6
3	→	3	→	5	→	6	→	7
4	→	4	→	6	→	7	→	8
5	→	5	→	7	→	8	→	9
6	→	6	→	8	→	9	→	10
7	→	7	→	9	→	10	=	10
8	→	8	→	10	=	10	=	10
9	→	9	→	10	=	10	=	10
10	=	10	=	10	=	10	=	10

# Mental Health, Therapists & Clinicians Salary Guides

**YEAR 1**

*Union Township – Mental Health  
Therapists & Clinicians*

**2025-26**

Salary Guide

Step	MA	MA+32	PhD
1	97,000	103,000	109,000
2	99,000	105,000	111,000
3	101,000	107,000	113,000
4	103,633	109,633	115,633
5	105,000	111,000	117,000
6	108,415	114,415	120,415
7	109,445	115,445	121,445
8	111,000	117,000	123,000
9	112,000	118,000	124,000
10	113,000	119,000	125,000

**YEAR 2**

*Union Township – Mental Health  
Therapists & Clinicians*

**2026-27**

Salary Guide

Step	MA	MA+32	PhD
1	100,000	106,000	112,000
2	101,000	107,000	113,000
3	103,000	109,000	115,000
4	105,000	111,000	117,000
5	107,000	113,000	119,000
6	109,000	115,000	121,000
7	110,000	116,000	122,000
8	111,000	117,000	123,000
9	112,000	118,000	124,000
10	113,000	119,000	125,000

**YEAR 3**

*Union Township – Mental Health*

**2027-28**

Salary Guide

Step	MA	MA+32	PhD
1	100,000	106,000	112,000
2	101,000	107,000	113,000
3	103,000	109,000	115,000
4	105,000	111,000	117,000
5	107,000	113,000	119,000
6	109,000	115,000	121,000
7	110,000	116,000	122,000
8	111,000	117,000	123,000
9	112,000	118,000	124,000
10	113,000	119,000	125,000

**YEAR 4**

*Union Township – Mental Health*

**2028-29**

Salary Guide

Step	MA	MA+32	PhD
1	100,000	106,000	112,000
2	101,000	107,000	113,000
3	103,000	109,000	115,000
4	105,000	111,000	117,000
5	107,000	113,000	119,000
6	109,000	115,000	121,000
7	110,000	116,000	122,000
8	111,000	117,000	123,000
9	112,000	118,000	124,000
10	113,000	119,000	125,000

# Information Technology Salary Guides

## YEAR ONE

2025-26 Union Township - IT

	Support Specialist	Support Engineer	Asst IT Tech	Network Eng
Salary	55,420	69,461	80,547	111,922

## YEAR THREE

2027-28 Union Township - IT

	Support Specialist	Support Engineer	Asst IT Tech	Network Eng
Salary	59,943	73,692	83,762	113,922

## YEAR TWO

2026-27 Union Township - IT

	Support Specialist	Support Engineer	Asst IT Tech	Network Eng
Salary	57,637	71,545	82,762	112,922

## YEAR FOUR

2028-29 Union Township - IT

	Support Specialist	Support Engineer	Asst IT Tech	Network Eng
Salary	62,340	75,165	84,762	114,922