

Bi-County Collaborative
2026 - 2027 Hourly Rate Chart

Paraprofessional	Hourly Rate
Step 1	\$19.98
Step 2	\$20.88
Step 3	\$21.71
Step 4	\$22.55
Step 5	\$23.30
Step 6	\$24.02
Step 7	\$24.79
Step 8	\$25.53
Step 9	\$26.73
Step 10	\$27.02
Step 11	\$28.65
Step 12	\$29.80

RBT	Hourly Rate
Step 1	\$27.03
Step 2	\$28.03
Step 3	\$29.07
Step 4	\$30.14
Step 5	\$31.26
Step 6	\$32.42

LPN	Hourly Rate
Step 1	\$25.31
Step 2	\$26.48
Step 3	\$27.65
Step 4	\$28.83
Step 5	\$30.06
Step 6	\$31.75

RN	Hourly Rate
Step 1	\$36.87
Step 2	\$38.58
Step 3	\$40.31
Step 4	\$42.03
Step 5	\$43.82
Step 6	\$46.31

COTA, PTA, SLPA	Hourly Rate
Step 1	\$25.96
Step 2	\$26.48
Step 3	\$27.07
Step 4	\$27.62
Step 5	\$28.82
Step 6	\$30.65

Custodian	Hourly Rate
Step 1	\$27.60
Step 2	\$29.27
Step 3	\$30.57
Step 4	\$31.79
Step 5	\$33.03
Step 6	\$34.71
Lead Custodian	\$1.50 add'l / hr

Longevity Chart	Add'l / Hr
>5	0.2
>10	0.25
>15	0.3

Bi-County Collaborative
2026 - 2027 Salary Rate Chart

10 Month						
Step	BA	1/2 MA	MA	MA +30	CAGS	DR
1	\$52,574	\$54,352	\$57,646	\$59,069	\$59,783	\$61,916
2	\$55,965	\$57,743	\$59,346	\$60,770	\$61,483	\$63,615
3	\$57,712	\$59,492	\$64,244	\$65,669	\$66,381	\$68,514
4	\$62,746	\$64,523	\$67,545	\$68,969	\$69,680	\$71,815
5	\$66,140	\$67,916	\$70,846	\$72,268	\$72,980	\$75,113
6	\$69,529	\$71,309	\$74,147	\$75,571	\$76,283	\$78,415
7	\$72,924	\$74,704	\$77,444	\$78,866	\$79,577	\$81,713
8	\$76,312	\$78,093	\$80,744	\$82,167	\$82,878	\$85,016
9	\$79,705	\$81,487	\$84,046	\$85,468	\$86,177	\$88,314
10	\$83,097	\$84,877	\$87,343	\$88,764	\$89,477	\$91,614
11	\$86,492	\$88,268	\$90,643	\$92,067	\$92,779	\$94,915
12	\$91,454	\$93,264	\$95,631	\$97,080	\$97,806	\$99,976

12 Month						
Step	BA	1/2 MA	MA	MA +30	CAGS	DR
1	\$64,496	\$66,677	\$70,722	\$72,466	\$73,340	\$75,957
2	\$68,655	\$70,837	\$72,804	\$74,552	\$75,424	\$78,044
3	\$70,798	\$72,982	\$78,813	\$80,561	\$81,435	\$84,052
4	\$76,974	\$79,158	\$82,865	\$84,609	\$85,482	\$88,100
5	\$81,139	\$83,318	\$86,910	\$88,656	\$89,529	\$92,148
6	\$85,296	\$87,479	\$90,961	\$92,708	\$93,581	\$96,198
7	\$89,460	\$91,644	\$95,007	\$96,753	\$97,623	\$100,243
8	\$93,619	\$95,802	\$99,055	\$100,802	\$101,673	\$104,292
9	\$97,780	\$99,964	\$103,105	\$104,850	\$105,719	\$108,342
10	\$101,941	\$104,124	\$107,151	\$108,897	\$109,769	\$112,389
11	\$106,103	\$108,285	\$111,200	\$112,947	\$113,817	\$116,437
12	\$112,192	\$114,413	\$117,319	\$119,096	\$119,985	\$122,650