

**Adopted by the Concordia R-2 Board of Education on 3/17/2026**  
**2026-2027 Support Staff Salary Schedule**

4.3% Inc Double ste  
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Job	Degree					No Degree		Degree	
	Maintenan	Custodian	Bookkeepε	Secretary	H. Cook	Asst Cooks	PAT	PAT	Nurse
Raise	0.25	0.2	0.3	0.25	0.2	0.2	0.25	0.25	0.2
Steps	1	2	3	4	5	6	7	8	9
1	15.16	14.90	22.51	14.58	14.37	14.11	15.54	17.64	22.51
2	15.41	15.10	22.81	14.83	14.57	14.31	15.79	17.89	22.71
3	15.66	15.30	23.11	15.08	14.77	14.51	16.04	18.14	22.91
4	15.91	15.50	23.41	15.33	14.97	14.71	16.29	18.39	23.11
5	16.16	15.70	23.71	15.58	15.17	14.91	16.54	18.64	23.31
6	16.66	16.10	24.31	16.08	15.57	15.31	17.04	19.14	23.71
7	16.91	16.30	24.61	16.33	15.77	15.51	17.29	19.39	23.91
8	17.16	16.50	24.91	16.58	15.97	15.71	17.54	19.64	24.11
9	17.41	16.70	25.21	16.83	16.17	15.91	17.79	19.89	24.31
10	17.66	16.90	25.51	17.08	16.37	16.11	18.04	20.14	24.51
11	18.16	17.30	26.11	17.58	16.77	16.51	18.54	20.64	24.91
12	18.41	17.50	26.41	17.83	16.97	16.71	18.79	20.89	25.11
13	18.66	17.70	26.71	18.08	17.17	16.91	19.04	21.14	25.31
14	18.91	17.90	27.01	18.33	17.37	17.11	19.29	21.39	25.51
15	19.16	18.10	27.31	18.58	17.57	17.31	19.54	21.64	25.71
16	19.66	18.50	27.91	19.08	17.97	17.71	20.04	22.14	26.11
17	19.91	18.70	28.21	19.33	18.17	17.91	20.29	22.39	26.31
18	20.16	18.90	28.51	19.58	18.37	18.11	20.54	22.64	26.51
19	20.41	19.10	28.81	19.83	18.57	18.31	20.79	22.89	26.71
20	20.66	19.30	29.11	20.08	18.77	18.51	21.04	23.14	26.91
21	21.16	19.70	29.71	20.58	19.17	18.91	21.54	23.64	27.31
22	21.41	19.90	30.01	20.83	19.37	19.11	21.79	23.89	27.51
23	21.66	20.10	30.31	21.08	19.57	19.31	22.04	24.14	27.71
24	21.91	20.30	30.61	21.33	19.77	19.51	22.29	24.39	27.91
25	22.16	20.50	30.91	21.58	19.97	19.71	22.54	24.64	28.11
26	22.66	20.90	31.51	22.08	20.37	20.11	23.04	25.14	28.51
27	22.91	21.10	31.81	22.33	20.57	20.31	23.29	25.39	28.71
28	23.16	21.30	32.11	22.58	20.77	20.51	23.54	25.64	28.91
29	23.41	21.50	32.41	22.83	20.97	20.71	23.79	25.89	29.11
30	23.66	21.70	32.71	23.08	21.17	20.91	24.04	26.14	29.31

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Paras/Lib Aide

0.2

10

14.41

14.61

14.81

15.01

15.21

15.61

15.81

16.01

16.21

16.41

16.81

17.01

17.21

17.41

17.61

18.01

18.21

18.41

18.61

18.81

19.21

19.41

19.61

19.81

20.01

20.41

20.61

20.81

21.01

21.21