

KNOWLEDGE QUEST ACADEMY TEACHER SALARY SCHEDULE 2026-27

Years	BA	BA/10	BA/20	BA/30	BA/50	BA/60					PHD/EHS
					MA	MA/10	MA/20	MA/30	MA/40	MA/50	MA/60
0-1	\$ 47,158	\$ 48,573	\$ 50,030	\$ 51,531	\$ 53,077	\$ 54,669	\$ 56,309	\$ 57,998	\$ 59,738	\$ 61,531	\$ 63,377
2	\$ 48,101	\$ 49,544	\$ 51,031	\$ 52,562	\$ 54,138	\$ 55,763	\$ 57,435	\$ 59,158	\$ 60,933	\$ 62,761	\$ 64,644
3	\$ 49,063	\$ 50,535	\$ 52,051	\$ 53,613	\$ 55,221	\$ 56,878	\$ 58,584	\$ 60,342	\$ 62,152	\$ 64,016	\$ 65,937
4	\$ 50,045	\$ 51,546	\$ 53,092	\$ 54,685	\$ 56,326	\$ 58,015	\$ 59,756	\$ 61,548	\$ 63,395	\$ 65,297	\$ 67,256
5	\$ 51,045	\$ 52,577	\$ 54,154	\$ 55,779	\$ 57,452	\$ 59,176	\$ 60,951	\$ 62,779	\$ 64,663	\$ 66,603	\$ 68,601
6	\$ 52,066	\$ 53,628	\$ 55,237	\$ 56,894	\$ 58,601	\$ 60,359	\$ 62,170	\$ 64,035	\$ 65,956	\$ 67,935	\$ 69,973
7	\$ 53,108	\$ 54,701	\$ 56,342	\$ 58,032	\$ 59,773	\$ 61,566	\$ 63,413	\$ 65,316	\$ 67,275	\$ 69,293	\$ 71,372
8	\$ 54,170	\$ 55,795	\$ 57,469	\$ 59,193	\$ 60,969	\$ 62,798	\$ 64,682	\$ 66,622	\$ 68,621	\$ 70,679	\$ 72,800
9	\$ 55,253	\$ 56,911	\$ 58,618	\$ 60,377	\$ 62,188	\$ 64,054	\$ 65,975	\$ 67,954	\$ 69,993	\$ 72,093	\$ 74,256
10	\$ 56,358	\$ 58,049	\$ 59,790	\$ 61,584	\$ 63,432	\$ 65,335	\$ 67,295	\$ 69,314	\$ 71,393	\$ 73,535	\$ 75,741
11	\$ 57,485	\$ 59,210	\$ 60,986	\$ 62,816	\$ 64,700	\$ 66,641	\$ 68,641	\$ 70,700	\$ 72,821	\$ 75,005	\$ 77,256
12	\$ 58,635	\$ 60,394	\$ 62,206	\$ 64,072	\$ 65,994	\$ 67,974	\$ 70,013	\$ 72,114	\$ 74,277	\$ 76,506	\$ 78,801
13	\$ 59,808	\$ 61,602	\$ 63,450	\$ 65,354	\$ 67,314	\$ 69,334	\$ 71,414	\$ 73,556	\$ 75,763	\$ 78,036	\$ 80,377
14	\$ 61,004	\$ 62,834	\$ 64,719	\$ 66,661	\$ 68,661	\$ 70,720	\$ 72,842	\$ 75,027	\$ 77,278	\$ 79,596	\$ 81,984
15	\$ 62,224	\$ 64,091	\$ 66,014	\$ 67,994	\$ 70,034	\$ 72,135	\$ 74,299	\$ 76,528	\$ 78,824	\$ 81,188	\$ 83,624
16	\$ 63,469	\$ 65,373	\$ 67,334	\$ 69,354	\$ 71,434	\$ 73,577	\$ 75,785	\$ 78,058	\$ 80,400	\$ 82,812	\$ 85,296
17	\$ 64,738	\$ 66,680	\$ 68,680	\$ 70,741	\$ 72,863	\$ 75,049	\$ 77,300	\$ 79,619	\$ 82,008	\$ 84,468	\$ 87,002
18	\$ 66,033	\$ 68,014	\$ 70,054	\$ 72,156	\$ 74,320	\$ 76,550	\$ 78,846	\$ 81,212	\$ 83,648	\$ 86,158	\$ 88,742
19	\$ 67,353	\$ 69,374	\$ 71,455	\$ 73,599	\$ 75,807	\$ 78,081	\$ 80,423	\$ 82,836	\$ 85,321	\$ 87,881	\$ 90,517
20	\$ 68,700	\$ 70,761	\$ 72,884	\$ 75,071	\$ 77,323	\$ 79,643	\$ 82,032	\$ 84,493	\$ 87,028	\$ 89,638	\$ 92,328
21	\$ 70,074	\$ 72,177	\$ 74,342	\$ 76,572	\$ 78,869	\$ 81,235	\$ 83,673	\$ 86,183	\$ 88,768	\$ 91,431	\$ 94,174
22	\$ 71,476	\$ 73,620	\$ 75,829	\$ 78,104	\$ 80,447	\$ 82,860	\$ 85,346	\$ 87,906	\$ 90,544	\$ 93,260	\$ 96,058
23	\$ 72,905	\$ 75,093	\$ 77,345	\$ 79,666	\$ 82,056	\$ 84,517	\$ 87,053	\$ 89,664	\$ 92,354	\$ 95,125	\$ 97,979
24	\$ 74,364	\$ 76,594	\$ 78,892	\$ 81,259	\$ 83,697	\$ 86,208	\$ 88,794	\$ 91,458	\$ 94,201	\$ 97,028	\$ 99,938
25	\$ 75,851	\$ 78,126	\$ 80,470	\$ 82,884	\$ 85,371	\$ 87,932	\$ 90,570	\$ 93,287	\$ 96,086	\$ 98,968	\$ 101,937
26	\$ 77,368	\$ 79,689	\$ 82,080	\$ 84,542	\$ 87,078	\$ 89,690	\$ 92,381	\$ 95,153	\$ 98,007	\$ 100,947	\$ 103,976
27	\$ 78,915	\$ 81,283	\$ 83,721	\$ 86,233	\$ 88,820	\$ 91,484	\$ 94,229	\$ 97,056	\$ 99,967	\$ 102,966	\$ 106,055
28	\$ 80,493	\$ 82,908	\$ 85,396	\$ 87,957	\$ 90,596	\$ 93,314	\$ 96,113	\$ 98,997	\$ 101,967	\$ 105,026	\$ 108,176
29	\$ 82,103	\$ 84,566	\$ 87,103	\$ 89,717	\$ 92,408	\$ 95,180	\$ 98,036	\$ 100,977	\$ 104,006	\$ 107,126	\$ 110,340
30	\$ 83,745	\$ 86,258	\$ 88,846	\$ 91,511	\$ 94,256	\$ 97,084	\$ 99,996	\$ 102,996	\$ 106,086	\$ 109,269	\$ 112,547

Items to note:

- 1 Salary schedule is subject to annual review and approval by the Board of Directors.
 - 2 Teachers must be recommended by the administration for advancement to the next step on the salary schedule based on satisfactory performance.
 - 3 Teachers at the BA/60 level will need to show an additional 10 hours, after their masters degree is confirmed, to move to the MA/20 column.
 - 4 Qualifying credits must be in KQA approved course of study.
 - 5 Administration has the option of paying a signing bonus for difficult to fill positions. As an alternative, administration will have the discretion to apply a multiplier to years of service credit to address challenges presented by the current labor market.
- A. ACADEMIC EXPERIENCE CREDIT
- 1 Year for year credit, as limited by education and years on the salary schedule, will be granted for placement on the Knowledge Quest Academy Salary Schedule, if that prior experience meets the following criteria:
 - (a) To receive experience credit, a teacher must have gained that credit in a public/private school system while holding a valid teaching certificate/license.
 - (b) Placement on the salary schedule, in accordance with education and years of service, will be at the cell that reflects the actual years of service and education.

KNOWLEDGE QUEST ACADEMY ADMINISTRATIVE SALARY SCHEDULE 2026-27

	I	II	III	IV	V	VI
A	\$ 36,539.25	\$ 34,585.34	\$ 53,958.61	\$ 80,908.57	\$ 97,959.07	\$ 62,756.00
B	\$ 37,270.04	\$ 35,277.05	\$ 55,037.79	\$ 82,526.74	\$ 99,918.25	\$ 64,011.12
C	\$ 38,015.44	\$ 35,982.59	\$ 56,138.54	\$ 84,177.27	\$ 101,916.62	\$ 65,291.34
D	\$ 38,775.75	\$ 36,702.24	\$ 57,261.31	\$ 85,860.82	\$ 103,954.95	\$ 66,597.17
E	\$ 39,551.26	\$ 37,436.29	\$ 58,406.54	\$ 87,578.03	\$ 106,034.05	\$ 67,929.12
F	\$ 40,342.29	\$ 38,185.01	\$ 59,574.67	\$ 89,329.60	\$ 108,154.73	\$ 69,287.65
G	\$ 41,149.13	\$ 38,948.71	\$ 60,766.16	\$ 91,116.19	\$ 110,317.82	\$ 70,673.45
H	\$ 41,972.12	\$ 39,727.69	\$ 61,981.49	\$ 92,938.51	\$ 112,524.18	\$ 72,086.92
I	\$ 42,811.56	\$ 40,522.24	\$ 63,221.12	\$ 94,797.28	\$ 114,774.66	\$ 73,528.60
J	\$ 43,667.79	\$ 41,332.69	\$ 64,485.54	\$ 96,693.23	\$ 117,070.16	\$ 74,999.23
K	\$ 44,541.15	\$ 42,159.34	\$ 65,775.25	\$ 98,627.09	\$ 119,411.56	\$ 76,499.23
L	\$ 45,431.97	\$ 43,002.53	\$ 67,090.76	\$ 100,599.63	\$ 121,799.79	\$ 78,029.20
M	\$ 46,340.61	\$ 43,862.58	\$ 68,432.57	\$ 102,611.63	\$ 124,235.79	\$ 79,589.74
N	\$ 47,267.42	\$ 44,739.83	\$ 69,801.22	\$ 104,663.86	\$ 126,720.50	\$ 81,181.54
O	\$ 48,212.77	\$ 45,634.63	\$ 71,197.25	\$ 106,757.14	\$ 129,254.91	\$ 82,805.23
P	\$ 49,177.02	\$ 46,547.32	\$ 72,621.19	\$ 108,892.28	\$ 131,840.01	\$ 84,461.33
Q	\$ 50,160.56	\$ 47,478.26	\$ 74,073.61	\$ 111,070.12	\$ 134,476.81	\$ 86,150.54
R	\$ 51,163.78	\$ 48,427.83	\$ 75,555.09	\$ 113,291.53	\$ 137,166.35	\$ 87,873.55
S	\$ 52,187.05	\$ 49,396.39	\$ 77,066.19	\$ 115,557.36	\$ 139,909.67	\$ 89,631.02
T	\$ 53,230.79	\$ 50,384.31	\$ 78,607.51	\$ 117,868.50	\$ 142,707.87	\$ 91,423.64

I - CUSTODIAN
 II - ADMIN SPECIALIST
 III - FINANCE
 IV - AST. PRINCIPAL
 V - PRINCIPAL
 VI - SECRETARY

* Steps do not necessarily equate to Years of Experience

* PLACEMENT IN STRUCTURE FOR PROMOTION

An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

* ACCEPTANCE OF POSITION IN LOWER PAY RANGE

An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary

KNOWLEDGE QUEST ACADEMY HOURLY SCHEDULE 2026-27

Years	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
1	\$18.30	\$19.97	\$22.97	\$17.14	\$21.63	\$16.64
2	\$ 18.67	\$ 20.37	\$ 23.43	\$ 17.48	\$ 22.06	\$ 16.97
3	\$ 19.04	\$ 20.77	\$ 23.90	\$ 17.83	\$ 22.51	\$ 17.31
4	\$ 19.42	\$ 21.19	\$ 24.38	\$ 18.19	\$ 22.96	\$ 17.66
5	\$ 19.81	\$ 21.61	\$ 24.86	\$ 18.55	\$ 23.41	\$ 18.01
6	\$ 20.21	\$ 22.04	\$ 25.36	\$ 18.92	\$ 23.88	\$ 18.37
7	\$ 20.61	\$ 22.49	\$ 25.87	\$ 19.30	\$ 24.36	\$ 18.74
8	\$ 21.02	\$ 22.94	\$ 26.39	\$ 19.69	\$ 24.85	\$ 19.12
9	\$ 21.44	\$ 23.39	\$ 26.91	\$ 20.08	\$ 25.34	\$ 19.50
10	\$ 21.87	\$ 23.86	\$ 27.45	\$ 20.48	\$ 25.85	\$ 19.89
11	\$ 22.31	\$ 24.34	\$ 28.00	\$ 20.89	\$ 26.37	\$ 20.29
12	\$ 22.76	\$ 24.83	\$ 28.56	\$ 21.31	\$ 26.90	\$ 20.69
13	\$ 23.21	\$ 25.32	\$ 29.13	\$ 21.73	\$ 27.43	\$ 21.11
14	\$ 23.68	\$ 25.83	\$ 29.72	\$ 22.17	\$ 27.98	\$ 21.53
15	\$ 24.15	\$ 26.35	\$ 30.31	\$ 22.61	\$ 28.54	\$ 21.96
16	\$ 24.63	\$ 26.87	\$ 30.92	\$ 23.06	\$ 29.11	\$ 22.40
17	\$ 25.12	\$ 27.41	\$ 31.53	\$ 23.53	\$ 29.70	\$ 22.85
18	\$ 25.63	\$ 27.96	\$ 32.16	\$ 24.00	\$ 30.29	\$ 23.30
19	\$ 26.14	\$ 28.52	\$ 32.81	\$ 24.48	\$ 30.89	\$ 23.77
20	\$ 26.66	\$ 29.09	\$ 33.46	\$ 24.97	\$ 31.51	\$ 24.24
21	\$ 27.20	\$ 29.67	\$ 34.13	\$ 25.47	\$ 32.14	\$ 24.73
22	\$ 27.74	\$ 30.26	\$ 34.82	\$ 25.97	\$ 32.79	\$ 25.22
23	\$ 28.29	\$ 30.87	\$ 35.51	\$ 26.49	\$ 33.44	\$ 25.73
24	\$ 28.86	\$ 31.49	\$ 36.22	\$ 27.02	\$ 34.11	\$ 26.24
25	\$ 29.44	\$ 32.12	\$ 36.95	\$ 27.56	\$ 34.79	\$ 26.77
26	\$ 30.03	\$ 32.76	\$ 37.69	\$ 28.12	\$ 35.49	\$ 27.30
27	\$ 30.63	\$ 33.41	\$ 38.44	\$ 28.68	\$ 36.20	\$ 27.85
28	\$ 31.24	\$ 34.08	\$ 39.21	\$ 29.25	\$ 36.92	\$ 28.41
29	\$ 31.86	\$ 34.76	\$ 39.99	\$ 29.84	\$ 37.66	\$ 28.97
30	\$ 32.50	\$ 35.46	\$ 40.79	\$ 30.43	\$ 38.41	\$ 29.55

- Category 1 Instructional Paraprofessional
- Category 2 Special Education Paraprofessional
- Category 3 Custodian - Part time when school is in session
- Category 4 Librarian (Part Time)
- Category 5 English Language Learner Specialist (ELL) (Part Time)
- Category 6 Crossing Guard

KNOWLEDGE QUEST ACADEMY EXTRA DUTY SCHEDULE 2026-27

Current (Years in position at KQA)		I	II	III	IV	V	VI
1		2,594	1,528	1,221	915	764	382
2		2,646	1,540	1,230	920	770	386
3		2,698	1,560	1,240	930	780	390
4		2,752	1,580	1,250	940	790	394
5		2,807	1,600	1,260	950	800	398
6		2,864	1,620	1,270	960	810	402
7		2,921	1,640	1,280	970	820	406
8		2,979	1,660	1,290	980	830	410
9		3,039	1,680	1,300	990	840	414
10		3,100	1,700	1,310	1,000	850	418
11		3,162	1,720	1,320	1,010	860	422
12		3,225	1,740	1,330	1,020	870	426
13		3,289	1,760	1,340	1,030	880	430
14		3,355	1,780	1,350	1,040	890	434
15		3,422	1,800	1,360	1,050	900	438
16		3,491	1,820	1,370	1,060	910	442
17		3,561	1,840	1,380	1,070	920	446
18		3,632	1,860	1,390	1,080	930	450
19		3,704	1,880	1,400	1,090	940	455
20		3,779	1,900	1,410	1,100	950	460
21		3,854	1,920	1,420	1,110	960	465
22		3,931	1,940	1,430	1,120	970	470
23		4,010	1,960	1,440	1,130	980	475
24		4,090	1,980	1,450	1,140	990	480
25		4,172	2,000	1,460	1,150	1,000	485
26		4,255	2,020	1,470	1,160	1,010	490
27		4,340	2,040	1,480	1,170	1,020	495
28		4,427	2,060	1,490	1,180	1,030	500
29		4,516	2,080	1,500	1,190	1,040	505
30		4,606	2,100	1,520	1,200	1,050	510

Column I: Special Education Designation
Column II: Athletic Director, Head coach, IT Support, RTI Assessment Coordinator
Column III: Assistant coach
Column IV: Student council, Yearbook
Column V: Science Fair, Sewing
Column VI: Odyssey of the Mind, National Junior Honor Society, Lego Robotics, Eco Week

Items to note:

- Each extra duty is limited to one person, unless Board Approval is obtained prior.