

**2026-27 Salary Schedule
for Napa Association Pupil Services (NAPS)
Effective 7/1/26**

Step	ANNUAL 200 days	ANNUAL 184 days	DAILY	HOURLY
1	\$109,002.00	\$100,281.84	\$545.01	\$ 72.67
2	\$112,642.00	\$103,630.64	\$563.21	\$ 75.09
3	\$116,174.00	\$106,880.08	\$580.87	\$ 77.45
4	\$119,600.00	\$110,032.00	\$598.00	\$ 79.73
5	\$122,914.00	\$113,080.88	\$614.57	\$ 81.94
6	\$126,116.00	\$116,026.72	\$630.58	\$ 84.08
7	\$129,204.00	\$118,867.68	\$646.02	\$ 86.14
8	\$132,180.00	\$121,605.60	\$660.90	\$ 88.12
9	\$135,040.00	\$124,236.80	\$675.20	\$ 90.03
10	\$137,784.00	\$126,761.28	\$688.92	\$ 91.86
11	\$140,420.00	\$129,186.40	\$702.10	\$ 93.61
12	\$142,944.00	\$131,508.48	\$714.72	\$ 95.30
13	\$142,944.00	\$131,508.48	\$714.72	\$ 95.30
14	\$145,360.00	\$133,731.20	\$726.80	\$ 96.91
15	\$145,360.00	\$133,731.20	\$726.80	\$ 96.91
16	\$147,666.00	\$135,852.72	\$738.33	\$ 98.44
17	\$147,666.00	\$135,852.72	\$738.33	\$ 98.44
18	\$149,870.00	\$137,880.40	\$749.35	\$ 99.91
19	\$149,870.00	\$137,880.40	\$749.35	\$ 99.91
20	\$151,974.00	\$139,816.08	\$759.87	\$ 101.32
21	\$151,974.00	\$139,816.08	\$759.87	\$ 101.32
22	\$153,980.00	\$141,661.60	\$769.90	\$ 102.65
23	\$153,980.00	\$141,661.60	\$769.90	\$ 102.65
24	\$155,888.00	\$143,416.96	\$779.44	\$ 103.93

Plus 3% longevity increment after 20 years of service

Plus 3% longevity increment after 25 years of service

Work Day: 7.5 Hours Per Day

**2027-28 Salary Schedule
for Napa Association Pupil Services (NAPS)
Effective 7/1/27**

Step	ANNUAL 200 days	ANNUAL 184 days	DAILY	HOURLY
1	\$111,728.00	\$102,789.76	\$558.64	\$ 74.49
2	\$115,458.00	\$106,221.36	\$577.29	\$ 76.97
3	\$119,078.00	\$109,551.76	\$595.39	\$ 79.39
4	\$122,590.00	\$112,782.80	\$612.95	\$ 81.73
5	\$125,986.00	\$115,907.12	\$629.93	\$ 83.99
6	\$129,268.00	\$118,926.56	\$646.34	\$ 86.18
7	\$132,434.00	\$121,839.28	\$662.17	\$ 88.29
8	\$135,484.00	\$124,645.28	\$677.42	\$ 90.32
9	\$138,416.00	\$127,342.72	\$692.08	\$ 92.28
10	\$141,228.00	\$129,929.76	\$706.14	\$ 94.15
11	\$143,930.00	\$132,415.60	\$719.65	\$ 95.95
12	\$146,518.00	\$134,796.56	\$732.59	\$ 97.68
13	\$146,518.00	\$134,796.56	\$732.59	\$ 97.68
14	\$148,994.00	\$137,074.48	\$744.97	\$ 99.33
15	\$148,994.00	\$137,074.48	\$744.97	\$ 99.33
16	\$151,358.00	\$139,249.36	\$756.79	\$ 100.91
17	\$151,358.00	\$139,249.36	\$756.79	\$ 100.91
18	\$153,616.00	\$141,326.72	\$768.08	\$ 102.41
19	\$153,616.00	\$141,326.72	\$768.08	\$ 102.41
20	\$155,774.00	\$143,312.08	\$778.87	\$ 103.85
21	\$155,774.00	\$143,312.08	\$778.87	\$ 103.85
22	\$157,830.00	\$145,203.60	\$789.15	\$ 105.22
23	\$157,830.00	\$145,203.60	\$789.15	\$ 105.22
24	\$159,786.00	\$147,003.12	\$798.93	\$ 106.52

Plus 3% longevity increment after 20 years of service

Plus 3% longevity increment after 25 years of service

Work Day: 7.5 Hours Per Day