

		Helena Public Schools Independent Wage Matrix 2026																				increase per grade
		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	
Grade 2	\$11.42	\$11.71	\$12.00	\$12.30	\$12.61	\$12.93	\$13.22	\$13.52	\$13.82	\$14.13	\$14.45	\$14.74	\$15.03	\$15.33	\$15.64	\$15.95	\$16.23	\$16.51	\$16.80	\$17.09	\$17.39	8.25%
Grade 3	\$12.36	\$12.67	\$12.99	\$13.31	\$13.64	\$13.98	\$14.29	\$14.61	\$14.94	\$15.28	\$15.62	\$15.93	\$16.25	\$16.58	\$16.91	\$17.25	\$17.55	\$17.86	\$18.17	\$18.49	\$18.81	
Grade 4	\$13.38	\$13.72	\$14.06	\$14.41	\$14.77	\$15.14	\$15.48	\$15.83	\$16.19	\$16.55	\$16.92	\$17.26	\$17.61	\$17.96	\$18.32	\$18.69	\$19.02	\$19.35	\$19.69	\$20.03	\$20.38	8.25%
Grade 5	\$14.49	\$14.85	\$15.22	\$15.60	\$15.99	\$16.39	\$16.76	\$17.14	\$17.53	\$17.92	\$18.32	\$18.69	\$19.06	\$19.44	\$19.83	\$20.23	\$20.58	\$20.94	\$21.31	\$21.68	\$22.06	8.25%
Grade 6	\$15.68	\$16.07	\$16.47	\$16.88	\$17.30	\$17.73	\$18.13	\$18.54	\$18.96	\$19.39	\$19.83	\$20.23	\$20.63	\$21.04	\$21.46	\$21.89	\$22.27	\$22.66	\$23.06	\$23.46	\$23.87	8.25%
Grade 7	\$17.01	\$17.44	\$17.88	\$18.33	\$18.79	\$19.26	\$19.69	\$20.13	\$20.58	\$21.04	\$21.51	\$21.94	\$22.38	\$22.83	\$23.29	\$23.76	\$24.18	\$24.60	\$25.03	\$25.47	\$25.92	8.50%
Grade 8	\$18.46	\$18.92	\$19.39	\$19.87	\$20.37	\$20.88	\$21.35	\$21.83	\$22.32	\$22.82	\$23.33	\$23.80	\$24.28	\$24.77	\$25.27	\$25.78	\$26.23	\$26.69	\$27.16	\$27.64	\$28.12	8.50%
Grade 9	\$20.03	\$20.53	\$21.04	\$21.57	\$22.11	\$22.66	\$23.17	\$23.69	\$24.22	\$24.76	\$25.32	\$25.83	\$26.35	\$26.88	\$27.42	\$27.97	\$28.46	\$28.96	\$29.47	\$29.99	\$30.51	8.50%
Grade 10	\$21.73	\$22.28	\$22.84	\$23.41	\$24.00	\$24.60	\$25.15	\$25.72	\$26.30	\$26.89	\$27.50	\$28.05	\$28.61	\$29.18	\$29.76	\$30.36	\$30.89	\$31.43	\$31.98	\$32.54	\$33.11	8.50%
Grade 11	\$23.58	\$24.17	\$24.77	\$25.39	\$26.02	\$26.67	\$27.27	\$27.88	\$28.51	\$29.15	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27	\$32.92	\$33.50	\$34.09	\$34.69	\$35.30	\$35.92	8.50%
Grade 12	\$25.64	\$26.28	\$26.94	\$27.61	\$28.30	\$29.01	\$29.66	\$30.33	\$31.01	\$31.71	\$32.42	\$33.07	\$33.73	\$34.40	\$35.09	\$35.79	\$36.42	\$37.06	\$37.71	\$38.37	\$39.04	8.75%
Grade 13	\$27.89	\$28.58	\$29.29	\$30.02	\$30.77	\$31.54	\$32.25	\$32.98	\$33.72	\$34.48	\$35.26	\$35.97	\$36.69	\$37.42	\$38.17	\$38.93	\$39.61	\$40.30	\$41.01	\$41.73	\$42.46	8.75%
Grade 14	\$30.33	\$31.08	\$31.86	\$32.66	\$33.48	\$34.32	\$35.09	\$35.88	\$36.69	\$37.52	\$38.36	\$39.13	\$39.91	\$40.71	\$41.52	\$42.35	\$43.09	\$43.84	\$44.61	\$45.39	\$46.18	8.75%
Grade 14	\$32.98	\$33.80	\$34.65	\$35.52	\$36.41	\$37.32	\$38.16	\$39.02	\$39.90	\$40.80	\$41.72	\$42.55	\$43.40	\$44.27	\$45.16	\$46.06	\$46.87	\$47.69	\$48.52	\$49.37	\$50.23	8.75%
Grade 16	\$35.87	\$36.76	\$37.68	\$38.62	\$39.59	\$40.58	\$41.49	\$42.42	\$43.37	\$44.35	\$45.35	\$46.26	\$47.19	\$48.13	\$49.09	\$50.07	\$50.95	\$51.84	\$52.75	\$53.67	\$54.61	8.75%

Step to Step \$ Difference (Grade 5 Example)																				
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
-	\$0.3640	\$0.3700	\$0.3800	\$0.3900	\$0.4000	\$0.3700	\$0.3800	\$0.3900	\$0.3900	\$0.4000	\$0.3700	\$0.3700	\$0.3800	\$0.3900	\$0.4000	\$0.3500	\$0.3600	\$0.3700	\$0.3700	\$0.3800

Step to Step % Difference (Independents)																				
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
-	2.50%	2.50%	2.50%	2.50%	2.50%	2.25%	2.25%	2.25%	2.25%	2.25%	2.00%	2.00%	2.00%	2.00%	2.00%	1.75%	1.75%	1.75%	1.75%	1.75%