

Minimum wage increase, January 1, 2027 (information)

Under A.R.S. 23-363(B), Arizona's minimum wage rises from \$15.15 to \$15.65 on January 1, 2027 (Industrial Commission of Arizona notice, September 25, 2026).

What it does to the Support Staff pay schedule approved April 8, 2025: - Levels 1 through 5 (\$15.15) carry a footnote that raises them automatically to the state minimum. That footnote still reads "effective 1/1/2026" and needs to be corrected to track the statute rather than a date. - Level 6 (\$15.25) has no footnote. On January 1 it would fall 40 cents below the legal minimum. Level 6 includes Custodian, Campus Monitor, Instructional Aide I, Library Aide I, Office Aide, Technology Aide, Lead Cashier, Receiving Clerk, Event Worker Lead, and Lifeguard Instructor (WSI). - If Levels 1 through 6 all land at \$15.65, six levels collapse into one number, and Level 7 (\$15.75) sits 10 cents above them.

Next step: a revised Support Staff schedule comes to the Board for action November 10, 2026, before the January 1 effective date. The business office is costing the options.

Precedent: the Board took action to adjust pay schedules for the minimum wage in October 2021, and received minimum wage information in October 2023 and October 2024.