



# **Salary Schedules and Supplements**

## **2022-2023 Fiscal Year**

**Kenneth Bradshaw, Ed.D.**  
**Superintendent of Schools**

**Charlie Hannah**  
**Board President**



## **Supplements**

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The following manual is published annually as a service to the employees of the Richmond County School System.

Richmond County School System  
864 Broad Street  
Augusta, GA 30901  
(706) 826-1000

## Certified Salary Supplements

### Position Supplement

Principals & Assistant Principals

	Principal	Asst. Principal (10 mo.)	Asst. Principal (11 mo.)
High	45.00%	N/A	24.30%
Middle & K-8	35.00%	N/A	22.30%
Elementary	33.00%	14.00%	N/A
Alternative/Performance Learning	40.00%	17.50%	N/A

### Principal's Formula:

Certified Salary Schedule  
x Supplement percentage

= **Contract Salary**

### Assistant Principal's Formula:

Certified Salary Schedule  
x Supplement percentage

= **Contract Salary**

The K-8 Principals receives an annual supplement of \$4,000.

### Position Supplement

Directors, Coordinators & Program Specialist

	10 month	11 month	12 month
Senior Director			45.00%
Director	17.60%	29.80%	42.00%
Assistant Director and Senior Coordinator			39.00%
Coordinator	13.00%	24.30%	36.00%
Program Administrator	10.00%	19.00%	28.00%
Program Specialist*	\$1,500	\$1,650	\$1,800
Program Facilitator*	\$1,500	\$1,650	\$1,800

\*Annual Dollar Amount

### Formula:

Certified Salary Schedule  
x Supplement Percentage or + Annual Dollar Amount (Program Specialist & Facilitator)

= **Salary**

## Certified Salary Supplements (cont'd)

Position Supplement

	<b>Amount*</b>
Lead Teachers for Music, Art & Band	300
School Social Worker	1,350
Speech and Language Pathologist	5,000
Literacy Coach	750
Instructional Specialist	750
CTAE Supervisor (full-time)	1,500
CTAE Supervisor (part-time)	750
School Psychologist	5,000
School Counselor (High)	1,400
School Counselor (Middle)	1,000
School Counselor (Elementary)	600
Occupational & Physical Therapist	5,000
Audiologist	5,000

\*Annual Dollar Amount

## Extracurricular Salary Supplements

	High School	High School	Middle
<b>Athletics</b>	<b>Varsity</b>	<b>Jr. Varsity</b>	<b>School</b>
Head Football Coach	10,000	3,000	3,000
Football Coordinator	4,500		
Assistant Football 1	3,500		
Assistant Football 2	2,200	2,200	1,750
Head Cross Country	1,200		
Head Softball Coach	3,500	1,500	1,350
Head Volleyball Coach	2,000		
Head Varsity Cheerleading	1,800	1,250	1,250
Competition Cheerleading	825		
Head Boys Basketball Coach	6,000	2,750	2,000
Assistant Boys Basketball	2,250		
Head Girls Basketball Coach	6,000	2,750	2,000
Assistant Girls Basketball	2,250		
Head Wrestling Coach	2,000		
Head Swimming	1,000		
Head Rifle	1,000		
Head Varsity Boys Track	1,850		1,000
Assistant Varsity Boys Track	1,200		
Head Varsity Girls Track	1,850		1,000
Assistant Varsity Girls Track	1,200		
Head Boys Soccer	2,000		
Head Girls Soccer	2,000		
Head Varsity Tennis	1,200		
Head Varsity Golf	1,200		900
Head Varsity Baseball	3,500	1,500	1,350
Athletic Director	2,500		1,000
Business Manager	1,500		1,000
Adapted Sports Area Coordinator*	5,000		
Wheelchair Handball Coach*	1,100		
Wheelchair Basketball Coach*	1,100		

\*Supplement is subject to change based on the funding available.

### Academic & Other Extracurricular Salary Supplements

	High School	Middle School	Elementary School
Math Team Sponsor	600		
Band Director	5,600	2,500	
Assistant Band Director	3,000		
Student Council	600	400	
Department Chairperson	750		
Choral Director	2,500	1,300	
Band and Choral Director	6,000	3,000	
Drama	600		
Orchestra Teacher	2,000	2,000	2,000
Academic Decathlon	600		
Yearbook	600		
Special Education Liaison	750		
Newspaper	600		
Flag Corps Band	600		

\*Supplement is subject to change based on the funding available.

## Certified Personnel

RCBOE Salary Steps	T-1 Salary	T-2 Salary	PROV BT - 4 Salary	Prof-4, T-4 Salary	PROV BT - 5 Salary	Prof-5, T-5 Salary	PROV BT - 6 Salary	Prof-6, T-6 Salary	PROV BT - 7 Salary	Prof-7, T-7 Salary
0	38,178	39,143	38,178	42,367	42,391	47,739	47,999	53,093	53,590	58,217
1	38,842	39,826	38,842	43,114	43,139	48,594	48,859	54,055	54,562	59,281
2	38,842	39,826	38,842	43,167	43,139	48,647	48,859	54,108	54,562	59,334
3	38,842	39,826	38,842	43,221	43,139	48,701	48,859	54,162	54,562	59,388
4	39,856	40,871	38,842	44,350	44,283	49,989	50,175	55,610	56,048	60,991
5	40,903	41,946	38,842	45,510	45,462	51,315	51,530	57,103	57,580	62,640
6	41,979	43,055	38,842	46,704	46,675	52,680	52,926	58,638	59,156	64,337
7	43,089	44,198	38,842	48,322	48,343	54,533	54,842	60,724	61,323	66,649
8	44,231	45,374	38,842	49,597	49,643	55,991	56,339	62,364	63,011	68,463
9	45,409	46,584	38,842	51,538	51,652	58,214	58,549	64,870	65,624	71,239
10	46,620	47,832	38,842	52,906	53,051	59,779	60,259	66,630	67,442	73,187
11	46,620	47,832	38,842	52,959	53,051	59,833	60,259	66,685	67,442	73,241
12	47,869	49,117	38,842	54,366	54,492	61,443	61,915	68,497	69,314	75,247
13	47,869	49,117	38,842	54,420	54,492	61,496	61,915	68,550	69,314	75,300
14	49,155	50,439	38,842	55,867	55,978	63,153	63,623	70,417	71,244	77,365
15	49,155	50,439	38,842	55,920	55,978	63,206	63,623	70,470	71,244	77,419
16	50,479	51,803	38,842	57,410	57,507	64,911	65,382	72,389	73,232	79,544
17	50,479	51,803	38,842	57,464	57,507	64,965	65,382	72,442	73,232	79,597
18	51,842	53,206	38,842	58,997	59,081	66,719	67,192	74,419	75,279	81,784
19	51,842	53,206	38,842	59,051	59,081	66,773	67,192	74,472	75,279	81,837
20	53,248	54,652	38,842	60,628	60,703	68,578	69,058	76,505	77,388	84,088
21	53,248	54,652	38,842	60,681	60,703	68,632	69,058	76,559	77,388	84,142
22	54,696	56,141	38,842	62,305	62,375	70,489	70,981	78,651	79,559	86,459
23	54,696	56,141	38,842	62,358	62,375	70,543	70,981	78,705	79,559	86,513
24	54,696	56,141	38,842	62,412	62,375	70,596	70,981	78,758	79,559	86,566
25	54,696	56,141	38,842	62,465	62,375	70,651	70,981	78,812	79,559	86,620

Salaries presented are based upon employees working 190 days for 8 hours per day.

Notes: Occupational & Physical Therapist are paid on the certified personnel schedule plus a position supplement.

JROTC salaries are paid by the Minimum Instructor Pay only.

## Pre-K Teachers

Creditable Years of Experience		Bachelor's Degree	Certified (T4)	Certified (T5) or Higher
0-1	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$0.00	\$0.00	\$0.00
	<b>Total Salary</b>	<b>\$32,315.60</b>	<b>\$40,820.73</b>	<b>\$45,343.04</b>
2-3	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$819.47	\$1,074.62	\$1,210.29
	<b>Total Salary</b>	<b>\$33,135.07</b>	<b>\$41,895.35</b>	<b>\$46,553.33</b>
4-5	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$1,663.52	\$2,181.48	\$2,456.89
	<b>Total Salary</b>	<b>\$33,979.12</b>	<b>\$43,002.21</b>	<b>\$47,799.93</b>
6-7	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$2,532.89	\$3,321.55	\$3,740.89
	<b>Total Salary</b>	<b>\$34,848.49</b>	<b>\$44,142.28</b>	<b>\$49,083.93</b>
8-9	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$3,428.34	\$4,495.82	\$5,063.41
	<b>Total Salary</b>	<b>\$35,743.94</b>	<b>\$45,316.55</b>	<b>\$50,406.45</b>
10-11	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$4,350.66	\$5,705.32	\$6,425.60
	<b>Total Salary</b>	<b>\$36,666.26</b>	<b>\$46,526.05</b>	<b>\$51,768.64</b>
12-13	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$5,300.65	\$6,951.10	\$7,828.66
	<b>Total Salary</b>	<b>\$37,616.25</b>	<b>\$47,771.83</b>	<b>\$53,171.70</b>
14-15	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$6,279.14	\$8,234.25	\$9,273.81
	<b>Total Salary</b>	<b>\$38,594.74</b>	<b>\$49,054.98</b>	<b>\$54,616.85</b>
16-17	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$7,286.98	\$9,555.90	\$10,762.32
	<b>Total Salary</b>	<b>\$39,602.58</b>	<b>\$50,376.63</b>	<b>\$56,105.36</b>
18-19	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$8,325.06	\$10,917.20	\$12,295.48
	<b>Total Salary</b>	<b>\$40,640.66</b>	<b>\$51,737.93</b>	<b>\$57,638.52</b>
20+	Base Salary*	\$32,315.60	\$40,820.73	\$45,343.04
	Supplement	\$9,394.28	\$12,319.34	\$13,874.64
	<b>Total Salary</b>	<b>\$41,709.88</b>	<b>\$53,140.07</b>	<b>\$59,217.68</b>

Salaries presented are based upon employees working 190 days for 8 hours per day.

Pre-K Paraprofessionals are paid \$18,190.35 annually.

For the 2022-2023 Fiscal Year, additional grant funds will be used to pay the Certified Pre-K Teachers on the Certified Personnel Salary Schedules.



## Administration\*

	Chief Technology Officer	Senior Director of Maintenance & Facilities / Senior Director of Transportation
Steps		
1	95,246	91,547
2	97,151	93,378
3	99,094	95,246
4	101,076	97,151
5	103,098	99,094
6	105,160	101,076
7	107,263	103,098
8	109,408	105,160
9	111,596	107,263
10	113,828	109,408
11	116,105	111,596
12	118,427	113,828
13	120,796	116,105
14	123,212	118,427
15	125,676	120,796
16	128,190	123,212

\*Annual salaries based on working 8 hours per day and 248 days per year.

**Administration\***

	Director I	Director II
Steps		(With Bachelor's Degree or higher)
1	76,602	79,697
2	78,134	81,291
3	79,697	82,917
4	81,291	84,575
5	82,917	86,267
6	84,575	87,992
7	86,267	89,752
8	87,992	91,547
9	89,752	93,378
10	91,547	95,246
11	93,378	97,151
12	95,246	99,094
13	97,151	101,076
14	99,094	103,098
15	101,076	105,160
16	103,098	107,263

**Directors**

Chief Public Relations Officer  
 Director of Athletics  
 Director of Budget and Finance  
 Director of Internal Auditing  
 Director of Operations  
 Director of School Nutrition  
 Director of School Safety and Security  
 Director of Transportation

\*Annual salaries based on working 8 hours per day and 248 days per year.

### Administration

	Assistant Director I	Assistant Director II (With Bachelor's Degree or higher)
Steps		
1	65,378	68,020
2	66,686	69,380
3	68,020	70,768
4	69,380	72,183
5	70,768	73,627
6	72,183	75,100
7	73,627	76,602
8	75,100	78,134
9	76,602	79,697
10	78,134	81,291
11	79,697	82,917
12	81,291	84,575
13	82,917	86,267
14	84,575	87,992
15	86,267	89,752
16	87,992	91,547

### Directors

Assistant Director of Accounting  
 Assistant Director of Certified Trades  
 Assistant Director of Energy Management  
 Assistant Director for Environmental Health and Safety  
 Assistant Director of Information Technology  
 Assistant Director of Noncertified Trades  
 Assistant Director of Payroll  
 Assistant Director for Training and Custodial  
 Assistant Director of Transportation  
 Professional Standards Investigator

\*Annual salaries based on working 8 hours per day and 248 days per year.

**Administration\***

	Coordinator of Human Resources/ Benefits and Workers Compensation/ School Nutrition/ Communications/ Community Engagement	Communication Specialist/Employment Specialist Accountability Program Specialist/ Family and Parent Outreach Program Specialist/ Procurement Manager/Print Shop Manager Attendance and Student Registration Program Specialist/ Homeless, Foster, Migrant, Grant Facilitator		Senior Accountant/ Payroll Supervisor	Staff Auditor/ Staff Accountant	Finance Specialists*/ Human Resources Specialists**
Steps	12 month	12 month	11 month	12 month	12 month	12 month
1	62,839	49,548	41,956	46,690	43,997	38,302
2	64,096	50,539	42,795	47,624	44,877	39,068
3	65,378	51,550	43,651	48,576	45,775	39,849
4	66,686	52,581	44,524	49,548	46,690	40,646
5	68,020	53,633	45,415	50,539	47,624	41,459
6	69,380	54,706	46,324	51,550	48,576	42,288
7	70,768	55,800	47,250	52,581	49,548	43,134
8	72,183	56,916	48,195	53,633	50,539	43,997
9	73,627	58,054	49,159	54,706	51,550	44,877
10	75,100	59,215	50,142	55,800	52,581	45,775
11	76,602	60,399	51,144	56,916	53,633	46,690
12	78,134	61,607	52,167	58,054	54,706	47,624
13	79,697	62,839	53,210	59,215	55,800	48,576
14	81,291	64,096	54,275	60,399	56,916	49,548
15	82,917	65,378	55,360	61,607	58,054	50,539
16	84,575	66,686	56,468	62,839	59,215	51,550

\*Annual salaries based on working 8 hours per day and 248 days per year.

**\*\*Human Resources Specialist**

Compensation Specialist  
Employee Leave Specialist  
Human Resource Specialist  
Insurance Specialist  
Personnel Records and Verification Specialist  
Recruitment and Retention Specialist  
Workers Compensation Specialist

**\*Finance Specialist**

Accounts Payable Specialist  
Accounts Payable & Travel Specialist  
Payroll Specialist  
Procurement Specialist

## School and Central Office Clerical Personnel

	Clerical I	Clerical II	Administrative Assistant I	Administrative Assistant II	Executive Administrative Assistant I	Executive Administrative Assistant II	Senior Executive Administrative Assistant
Steps							
1	15.22	15.53	15.84	16.48	18.19	18.93	20.49
2	15.53	15.84	16.15	16.81	18.56	19.31	20.90
3	15.84	16.15	16.48	17.14	18.93	19.69	21.31
4	16.15	16.48	16.81	17.49	19.31	20.09	21.74
5	16.48	16.81	17.14	17.84	19.69	20.49	22.18
6	16.81	17.14	17.49	18.19	20.09	20.90	22.62
7	17.14	17.49	17.84	18.56	20.49	21.31	23.07
8	17.49	17.84	18.19	18.93	20.90	21.74	23.53
9	17.84	18.19	18.56	19.31	21.31	22.18	24.00
10	18.19	18.56	18.93	19.69	21.74	22.62	24.48
11	18.56	18.93	19.31	20.09	22.18	23.07	24.97
12	18.93	19.31	19.69	20.49	22.62	23.53	25.47
13	19.31	19.69	20.09	20.90	23.07	24.00	25.98
14	19.69	20.09	20.49	21.31	23.53	24.48	26.50
15	20.09	20.49	20.90	21.74	24.00	24.97	27.03
16	20.49	20.90	21.31	22.18	24.48	25.47	27.57

\*Hourly rates are based on working 8 hours per day excluding lunch

Clerical I

Elementary Bookkeeper  
 Elementary Registrar  
 Elementary Secretary  
 K-8 and Middle School Bookkeeper  
 K-8 and Middle School Registrar  
 K-8 and Middle School Secretary, Discipline/Attendance  
 High School Secretary, Discipline/Attendance  
 Secretary and Guidance Secretary

Clerical II

High School Bookkeeper  
 High School Registrar

Administrative Assistant I

Auditing Clerk  
 Clerical Personnel-Central Office  
 Human Resources Associate  
 Maintenance Operations Clerk  
 Transportation Administrative Assistant  
 Transportation Business Office Clerk  
 Transportation Information Data Clerk  
 Transportation Special Ed. Data Clerk

Administrative Assistant II

Director's Secretary  
 Grant Bookkeeper  
 Student Services Records Supervisor  
 Records Manager School Safety & Security

Executive Administrative Assistant I

Area Superintendent Secretary  
 Chief Financial Officer Secretary  
 Chief Human Resources Officer Secretary

Executive Administrative Assistant II

Deputy and Associate Superintendent Secretary

Senior Executive Administrative Assistant

Superintendent and Board of Education Secretary  
 (Plus Annual Supplement of \$2,400)

## Paraprofessional & Fine Arts Instructor

Steps	Paraprofessional**		Fine Arts Instructor*
	Para I*	Para II*	
1	12.24	12.99	25.98
2	12.49	13.25	26.50
3	12.74	13.52	27.03
4	12.99	13.79	27.57
5	13.25	14.06	28.13
6	13.52	14.34	28.69
7	13.79	14.63	29.26
8	14.06	14.92	29.85
9	14.34	15.22	30.44
10	14.63	15.53	31.05
11	14.92	15.84	31.67
12	15.22	16.15	32.31
13	15.53	16.48	32.95
14	15.84	16.81	33.61
15	16.15	17.14	34.28
16	16.48	17.49	34.97

### Para I

Paraprofessional I

### Para II

Paraprofessional II  
(Requires 60 semester or 90 quarter hours from an accredited college or Associate's Degree or higher)

\*Hourly rate

\*\*Paraprofessionals' hourly rates are based on working 7.25 hours per day and 183 days per year.

Note: The preceding salary schedules do not apply to Pre-K Paraprofessionals.

## Nurses\*

	LPN	RN (2 YR.)	RN (3 YR.)	RN (4 YR.)
Steps				
1	28,769	35,771	36,486	37,216
2	29,344	36,486	37,216	37,960
3	29,931	37,216	37,960	38,719
4	30,529	37,960	38,719	39,494
5	31,140	38,719	39,494	40,284
6	31,763	39,494	40,284	41,090
7	32,398	40,284	41,090	41,912
8	33,046	41,090	41,912	42,750
9	33,708	41,912	42,750	43,605
10	34,382	42,750	43,605	44,477
11	35,069	43,605	44,477	45,367
12	35,771	44,477	45,367	46,273
13	36,486	45,367	46,273	47,199
14	37,216	46,273	47,199	48,142
15	37,960	47,199	48,142	49,106
16	38,719	48,142	49,106	50,088

\*Annual salaries based on working 8 hours per day and 190 days per year.

The Nurse Supervisor receives an annual supplement of \$10,000 and works 210 days per year.

## Information Technology Personnel\*

Steps	System Programmer/ Network Administrator	IT Specialists
1	50,539	54,706
2	51,550	55,800
3	52,581	56,916
4	53,633	58,054
5	54,706	59,215
6	55,800	60,399
7	56,916	61,607
8	58,054	62,839
9	59,215	64,096
10	60,399	65,378
11	61,607	66,686
12	62,839	68,020
13	64,096	69,380
14	65,378	70,768
15	66,686	72,183
16	68,020	73,627

### System Programmer/Network Administrator

Network Security Telecom  
Security System Administrator  
SIS System Analyst  
System Programmer  
Network Engineer

### IT Specialists

I.T. Procurement Specialist  
Lead Applications Support Specialist  
Lead Client Services Specialist  
Technology Project Specialist  
Lead Network Services  
Lead Client Support

\*Annual Salaries based on working 8 hours per day and 248 days per year.



## Information Technology Personnel\*

Steps	Technology Specialist	Technology Specialist II	Technology Specialist III
1	43,997	46,690	48,576
2	44,877	47,624	49,548
3	45,775	48,576	50,539
4	46,690	49,548	51,550
5	47,624	50,539	52,581
6	48,576	51,550	53,633
7	49,548	52,581	54,706
8	50,539	53,633	55,800
9	51,550	54,706	56,916
10	52,581	55,800	58,054
11	53,633	56,916	59,215
12	54,706	58,054	60,399
13	55,800	59,215	61,607
14	56,916	60,399	62,839
15	58,054	61,607	64,096
16	59,215	62,839	65,378

### Technology Specialist

Client Services Specialist

SIS Support Specialist

Technology Support Specialist

Graphic Designer

\*Annual Salaries based on working 8 hours per day and 248 days per year.

### Teaching and Learning Personnel\*

	Instructional Inventory Manager	Instructional Inventory Specialist
Steps		
1	34,691	30,201
2	35,385	30,805
3	36,093	31,421
4	36,815	32,049
5	37,551	32,690
6	38,302	33,344
7	39,068	34,011
8	39,849	34,691
9	40,646	35,385
10	41,459	36,093
11	42,288	36,815
12	43,134	37,551
13	43,997	38,302
14	44,877	39,068
15	45,775	39,849
16	46,690	40,646

\*Annual Salaries based on working 8 hours per day and 248 days per year.

### Family/Parent Facilitator/ Behavior Coach & Interpreter

Steps	Family/Parent Facilitator/ Behavior Coach and Interpreter
1	35,771
2	36,486
3	37,216
4	37,960
5	38,719
6	39,494
7	40,284
8	41,090
9	41,912
10	42,750
11	43,605
12	44,477
13	45,367
14	46,273
15	47,199
16	48,142

\*Annual salaries based on working 8 hours per day and 190 days per year.

## School Safety and Security\*

Steps	Captain	Lieutenant	Sergeant	Dispatcher
1	61,607	51,550	43,134	32,049
2	62,839	52,581	43,997	32,690
3	64,096	53,633	44,877	33,344
4	65,378	54,706	45,775	34,011
5	66,686	55,800	46,690	34,691
6	68,020	56,916	47,624	35,385
7	69,380	58,054	48,576	36,093
8	70,768	59,215	49,548	36,815
9	72,183	60,399	50,539	37,551
10	73,627	61,607	51,550	38,302
11	75,100	62,839	52,581	39,068
12	76,602	64,096	53,633	39,849
13	78,134	65,378	54,706	40,646
14	79,697	66,686	55,800	41,459
15	81,291	68,020	56,916	42,288
16	82,917	69,380	58,054	43,134

\*Annual salary based on working 8 hours per day and 248 days per year.

## School Safety and Security\*

	School Resource Officer, Corporal (12 mo./248 Days)	School Resource Officer, Private (11 mo./210 Days)
Steps		
1	39,068	32,433
2	39,849	33,082
3	40,646	33,743
4	41,459	34,418
5	42,288	35,106
6	43,134	35,808
7	43,997	36,525
8	44,877	37,256
9	45,775	38,001
10	46,690	38,761
11	47,624	39,536
12	48,576	40,327
13	49,548	41,133
14	50,539	41,956
15	51,550	42,795
16	52,581	43,651

\*Annual salary based on working 8 hours per day.

**Maintenance & Facilities and Transportation\***

Steps	Tradesman I	Tradesman II	Craftsman I	Craftsman II	Master Craftsman	Foreman	Manager
1	30,201	32,049	33,344	34,691	41,459	43,997	46,690
2	30,805	32,690	34,011	35,385	42,288	44,877	47,624
3	31,421	33,344	34,691	36,093	43,134	45,775	48,576
4	32,049	34,011	35,385	36,815	43,997	46,690	49,548
5	32,690	34,691	36,093	37,551	44,877	47,624	50,539
6	33,344	35,385	36,815	38,302	45,775	48,576	51,550
7	34,011	36,093	37,551	39,068	46,690	49,548	52,581
8	34,691	36,815	38,302	39,849	47,624	50,539	53,633
9	35,385	37,551	39,068	40,646	48,576	51,550	54,706
10	36,093	38,302	39,849	41,459	49,548	52,581	55,800
11	36,815	39,068	40,646	42,288	50,539	53,633	56,916
12	37,551	39,849	41,459	43,134	51,550	54,706	58,054
13	38,302	40,646	42,288	43,997	52,581	55,800	59,215
14	39,068	41,459	43,134	44,877	53,633	56,916	60,399
15	39,849	42,288	43,997	45,775	54,706	58,054	61,607
16	40,646	43,134	44,877	46,690	55,800	59,215	62,839

\*Annual salary based on working 8 hours per day and 248 days per year.

**Maintenance**

Courier  
Grounds  
Truck Driver  
Painter

Carpenter  
Dispatcher  
Exterminator  
Glazier  
Locksmith  
Mechanic  
National Certified Playground  
Inspector Grounds

Heavy Equipment  
Operator

Electrician w/o Fiber optics  
HVAC w/o NATE cert  
Electronics w/o Fiber optics  
Plumber  
Brick Mason

Electrician with Fiber optics  
Electronic Technician  
HVAC with NATE cert  
Master Mechanic  
Welder  
Custodial Service Coordinator  
Energy Technician  
Furniture/FFE

Carpenter Foreman  
Electrical Foreman  
Grounds Foreman  
Heavy Equip/Courier Foreman  
HVAC Foreman  
Paint Foreman  
Plumbing Foreman  
Inventory & Supply Tech

Draftsman  
Foreman with State  
License

**Transportation**

Dispatcher

Parts Specialists  
Safety Technician

Bus Technicians  
Field Administrator  
Driver Trainer

Routing & Scheduling Asst. Manager

Parts Foreman  
Mobile Foreman  
AM/PM Shift Foremen  
Technology Specialist  
Safety Coordinator

Operations Manager of  
Student Services  
Fleet Supervisor  
Manager of Business Affairs  
Operations Manager of  
Routing Efficiency  
Safety Operations Manager

**Maintenance & Facilities**

	<b>Custodian (10* &amp; 12** mos.)</b>	<b>Assistant Head Custodian (12 mos.)**</b>	<b>Head Custodian (12 mos.)**</b>
<b>Steps</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>
<b>1</b>	11.09	12.00	12.74
<b>2</b>	11.31	12.24	12.99
<b>3</b>	11.54	12.49	13.25
<b>4</b>	11.77	12.74	13.52
<b>5</b>	12.00	12.99	13.79
<b>6</b>	12.24	13.25	14.06
<b>7</b>	12.49	13.52	14.34
<b>8</b>	12.74	13.79	14.63
<b>9</b>	12.99	14.06	14.92
<b>10</b>	13.25	14.34	15.22
<b>11</b>	13.52	14.63	15.53
<b>12</b>	13.79	14.92	15.84
<b>13</b>	14.06	15.22	16.15
<b>14</b>	14.34	15.53	16.48
<b>15</b>	14.63	15.84	16.81
<b>16</b>	14.92	16.15	17.14

\*10 month custodians work 200 days per year and 8 hours per day.

\*\*12 month custodians work 248 days per year and 8 hours per day.

Substitute Custodians \$11.00/hr.***
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## Transportation

Steps	Bus Driver*	Attendant*	Lead Driver*
1	13.52	10.24	16.48
2	13.79	10.45	16.81
3	14.06	10.66	17.14
4	14.34	10.87	17.49
5	14.63	11.09	17.84
6	14.92	11.31	18.19
7	15.22	11.54	18.56
8	15.53	11.77	18.93
9	15.84	12.00	19.31
10	16.15	12.24	19.69
11	16.48	12.49	20.09
12	16.81	12.74	20.49
13	17.14	12.99	20.90
14	17.49	13.25	21.31
15	17.84	13.52	21.74
16	18.19	13.79	22.18

\* Hourly Rates

### Bus Driver - Regular Full Time Drivers

Bus Drivers and Bus Attendants work 180 days per year.

Lead Driver work 210 days per year.

Fuel Attendants works 248 days per year.

Sub Bus Drivers - \$13.00 per hour



**School Nutrition Personnel**

	Refrigerator Craftsman	Training Specialist	Resource Manager	School Nutrition Manager	Assistant School Nutrition Mgr.*	School Nutrition Asst I* Hired Prior to 7/1/98	School Nutrition Asst I* Hired after 7/1/98	School Nutrition Assistant II*
Steps								
1	41,459	37,256	30,563	27,109	11.77	10.87	10.24	11.09
2	42,288	38,001	31,174	27,652	12.00	11.09	10.45	11.31
3	43,134	38,761	31,797	28,205	12.24	11.31	10.66	11.54
4	43,997	39,536	32,433	28,769	12.49	11.54	10.87	11.77
5	44,877	40,327	33,082	29,344	12.74	11.77	11.09	12.00
6	45,775	41,133	33,743	29,931	12.99	12.00	11.31	12.24
7	46,690	41,956	34,418	30,529	13.25	12.24	11.54	12.49
8	47,624	42,795	35,106	31,140	13.52	12.49	11.77	12.74
9	48,576	43,651	35,808	31,763	13.79	12.74	12.00	12.99
10	49,548	44,524	36,525	32,398	14.06	12.99	12.24	13.25
11	50,539	45,415	37,256	33,046	14.34	13.25	12.49	13.52
12	51,550	46,324	38,001	33,708	14.63	13.52	12.74	13.79
13	52,581	47,250	38,761	34,382	14.92	13.79	12.99	14.06
14	53,633	48,195	39,536	35,069	15.22	14.06	13.25	14.34
15	54,706	49,159	40,327	35,771	15.53	14.34	13.52	14.63
16	55,800	50,142	41,133	36,486	15.84	14.63	13.79	14.92

\* Hourly Rates

**School Nutrition Supplements**

*(These are annual supplements added to the Resource and School Nutrition Managers' annual salaries)*

**1. Meal Equivalent Supplement**

0-700	0
701-900	\$1,250
901-1100	\$1,500
1101-1300	\$1,750
1301+	\$2,000

**2. Satellite Supplement**

Satellite	\$600
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**3. High School and Resource Manager Supplement**

\$1,500

**4. Degree Supplement**

Associate's Degree	\$600
Bachelor's Degree	\$1,000

**5. SNP Certification and Membership\*\*\***

Level 1 - \$50    Level 2 - \$100    Level 3 - \$200    Level 4 - \$300

\*\*\*This supplement may also be added to the Assistant  
School Nutrition Managers' annual salaries.

**6. Resource Manager SNA Certification Supplement**

Level 1 - \$2,000	Level 3 - \$3,000
Level 2 - \$2,500	Level 4 - \$3,500