



Salary Schedules and Supplements

2025-2026 Fiscal Year

**Dr. Malinda Cobb, Interim
Superintendent of Schools**

**Shawnda Stovall
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	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**

K-8 Principals also receive an annual supplement of \$4,000.

**Annual Principal supplement - additional \$1 for each October FTE at his/her school (paid one time in December)

Position Supplement

Directors, Coordinators & Program Specialist

	10 month	11 month	12 month
Senior Director			45.00%
Director			42.00%
Assistant Director and Senior Coordinator			39.00%
Coordinator		24.30%	36.00%
Program Administrator	10.00%	19.00%	28.00%
Program Specialist*	\$1,500	10.00% + \$1,650	20.00% + \$1,800
Program Facilitator*	\$1,500	10.00% + \$1,650	20.00% + \$1,800

*Annual Dollar Amount

Formula:

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

Position Supplements*

	Amount
Band Director (High)	5,600
Band Director (Middle)	2,500
Choral Director (High)	2,500
Choral Director (Middle)	1,300
Band and Choral Director (High)	6,000
Band and Choral Director (Middle)	3,000
Orchestra Teacher	2,000
School Social Worker 10 month	1,350
School Social Worker 11 month	1,485
Speech and Language Pathologist	5,000
School Counselor (High)	1,900
School Counselor (Middle)	1,500
School Counselor (Elementary)	1,100
Mental Health Counselor	5,000
School Psychologist	5,000
Occupational Therapist	5,000
Physical Therapist	5,000
Audiologist	5,000
Tap Master Teacher	1,500
Tap Mentor Teacher	750
Title IX District Investigator	3,500

*Annual Dollar Amount

Athletic Extracurricular Salary Supplements*

	High School Varsity	High School Jr. Varsity	Middle School
Head Football Coach	10,000	3,000	3,000
Football Coordinator	4,500		
Assistant Football 1	3,500	2,200	1,750
Assistant Football 2	2,200		
Head Flag Football	1,500		
Head Cross Country	1,200		
Head Softball Coach	3,500		1,350
Assistant Softball Coach	1,500		
Head Volleyball Coach	2,000		
Head Cheerleading	1,800	1,250	1,250
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 Boys Track	1,850		1,000
Assistant Boys Track	1,200		
Head Girls Track	1,850		1,000
Assistant Girls Track	1,200		
Head Boys Soccer	2,000		
Head Girls Soccer	2,000		
Head Tennis	1,200		
Head Golf	1,200		900
Head Baseball	3,500		1,350
Assistant Baseball	1,500		
Athletic Director	2,500		1,000
Business Manager	1,500		1,000

*Annual amounts. Supplement is subject to change based on available funding.

Academic & Other Extracurricular Salary Supplements*

	High School	Middle School	Elementary School
Academic Decathlon	600		
Department Chairperson	750		
Drama	600		
Flag Corps Band	600		
International Baccalaureate Coordinator	750	750	750
Instructional Specialist/MTSS Facilitator	750	750	750
Lead Teacher, Music, Art, Band	300		
Literacy Coach	750	750	750
Math Team Sponsor	600		
Newspaper	600		
PBIS Coach	750	750	750
Student Council	600	400	
Teacher in Residence		750	750
Yearbook	600		

Professional Learning Stipend Rates

Attend Professional Learning = \$25/hour

Teach Professional Learning = \$50/hour of instruction

Tutoring = \$30/hour

*Annual amounts. Supplement is subject to change based on available funding.

Classroom Teachers*

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	45,878	46,843	45,878	50,067	50,091	55,439	55,699	60,793	61,290	65,917
1	46,542	47,526	46,542	50,814	50,839	56,294	56,559	61,755	62,262	66,981
2	46,542	47,526	46,542	50,867	50,839	56,347	56,559	61,808	62,262	67,034
3	46,542	47,526	46,542	50,921	50,839	56,401	56,559	61,862	62,262	67,088
4	47,556	48,571	46,542	52,050	51,983	57,689	57,875	63,310	63,748	68,691
5	48,603	49,646	46,542	53,210	53,162	59,015	59,230	64,803	65,280	70,340
6	49,679	50,755	46,542	54,404	54,375	60,380	60,626	66,338	66,856	72,037
7	50,789	51,898	46,542	56,022	56,043	62,233	62,542	68,424	69,023	74,349
8	51,931	53,074	46,542	57,297	57,343	63,691	64,039	70,064	70,711	76,163
9	53,109	54,284	46,542	59,238	59,352	65,914	66,349	72,570	73,324	78,939
10	54,320	55,532	46,542	60,606	60,751	67,479	67,959	74,330	75,142	80,887
11	54,320	55,532	46,542	60,659	60,751	67,533	67,959	74,385	75,142	80,941
12	55,569	56,817	46,542	62,066	62,192	69,143	69,615	76,197	77,014	82,947
13	55,569	56,817	46,542	62,120	62,192	69,196	69,615	76,250	77,014	83,000
14	56,855	58,139	46,542	63,567	63,678	70,853	71,323	78,117	78,944	85,065
15	56,855	58,139	46,542	63,620	63,678	70,906	71,323	78,170	78,944	85,119
16	58,179	59,503	46,542	65,110	65,207	72,611	73,082	80,089	80,932	87,244
17	58,179	59,503	46,542	65,164	65,207	72,665	73,082	80,142	80,932	87,297
18	59,542	60,906	46,542	66,697	66,781	74,419	74,892	82,119	82,979	89,484
19	59,542	60,906	46,542	66,751	66,781	74,473	74,892	82,172	82,979	89,537
20	60,948	62,352	46,542	68,328	68,403	76,278	76,758	84,205	85,088	91,788
21	60,948	62,352	46,542	68,381	68,403	76,332	76,758	84,259	85,088	91,842
22	62,396	63,841	46,542	70,005	70,075	78,189	78,681	86,351	87,259	94,159
23	62,396	63,841	46,542	70,058	70,075	78,243	78,681	86,405	87,259	94,213
24	62,396	63,841	46,542	70,112	70,075	78,296	78,681	86,458	87,259	94,266
25	62,396	63,841	46,542	70,165	70,075	78,351	78,681	86,512	87,259	94,320

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

Notes: Classroom Teachers as defined by the Georgia Department of Education job codes 80 - 171

JROTC salaries are paid the higher of the the Minimum Instructor Pay and the Classroom Teachers pay schedule.

Certified (Excluding Classroom Teachers)*

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	42,678	43,643	42,678	46,867	46,891	52,239	52,499	57,593	58,090	62,717
1	43,342	44,326	43,342	47,614	47,639	53,094	53,359	58,555	59,062	63,781
2	43,342	44,326	43,342	47,667	47,639	53,147	53,359	58,608	59,062	63,834
3	43,342	44,326	43,342	47,721	47,639	53,201	53,359	58,662	59,062	63,888
4	44,356	45,371	43,342	48,850	48,783	54,489	54,675	60,110	60,548	65,491
5	45,403	46,446	43,342	50,010	49,962	55,815	56,030	61,603	62,080	67,140
6	46,479	47,555	43,342	51,204	51,175	57,180	57,426	63,138	63,656	68,837
7	47,589	48,698	43,342	52,822	52,843	59,033	59,342	65,224	65,823	71,149
8	48,731	49,874	43,342	54,097	54,143	60,491	60,839	66,864	67,511	72,963
9	49,909	51,084	43,342	56,038	56,152	62,714	63,149	69,370	70,124	75,739
10	51,120	52,332	43,342	57,406	57,551	64,279	64,759	71,130	71,942	77,687
11	51,120	52,332	43,342	57,459	57,551	64,333	64,759	71,185	71,942	77,741
12	52,369	53,617	43,342	58,866	58,992	65,943	66,415	72,997	73,814	79,747
13	52,369	53,617	43,342	58,920	58,992	65,996	66,415	73,050	73,814	79,800
14	53,655	54,939	43,342	60,367	60,478	67,653	68,123	74,917	75,744	81,865
15	53,655	54,939	43,342	60,420	60,478	67,706	68,123	74,970	75,744	81,919
16	54,979	56,303	43,342	61,910	62,007	69,411	69,882	76,889	77,732	84,044
17	54,979	56,303	43,342	61,964	62,007	69,465	69,882	76,942	77,732	84,097
18	56,342	57,706	43,342	63,497	63,581	71,219	71,692	78,919	79,779	86,284
19	56,342	57,706	43,342	63,551	63,581	71,273	71,692	78,972	79,779	86,337
20	57,748	59,152	43,342	65,128	65,203	73,078	73,558	81,005	81,888	88,588
21	57,748	59,152	43,342	65,181	65,203	73,132	73,558	81,059	81,888	88,642
22	59,196	60,641	43,342	66,805	66,875	74,989	75,481	83,151	84,059	90,959
23	59,196	60,641	43,342	66,858	66,875	75,043	75,481	83,205	84,059	91,013
24	59,196	60,641	43,342	66,912	66,875	75,096	75,481	83,258	84,059	91,066
25	59,196	60,641	43,342	66,965	66,875	75,151	75,481	83,312	84,059	91,120

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

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

Pre-K Teachers

Creditable Years of Experience	Bachelor's Degree Salary
0-2	\$41,717
3	\$42,684
4	\$43,680
5	\$44,705
6	\$45,761
7	\$46,849
8	\$47,969
9-10	\$49,123
11-12	\$50,312
13-14	\$51,536
15-16	\$52,797
17-18	\$54,096
19-20	\$55,434
21+	\$56,812

Salaries presented are based upon employees working 190 days for 8.00 hours per day.

Pre-K Paraprofessionals are paid \$25,741.38 annually. Salary is based upon employees working 190 days for 7.25 hours per day.

Note: Certified Pre-K Teachers will be paid on the RCBOE Classroom Teachers scale.

Administration*

	Annual Salary**
Position	
Deputy Superintendent	188,923
Assistant Superintendent	160,370

*Annual salaries based on working 8 hours per day and 235 days per year.

**Annual salary includes local travel supplement

Deputy Superintendent

Deputy Superintendent of Operations & Administrative Services

Deputy Superintendent of School Improvement & Strategic Initiatives

Assistant Superintendent

Assistant Superintendent of Elementary Administrative Service I

Assistant Superintendent of Elementary Administrative Service II

Assistant Superintendent of Middle School Administrative Service

Assistant Superintendent of High School Administrative Service

Chief Human Resources Officer

Chief Financial Officer

Administration*

	Chief Officer	Senior Director
Steps		
1	99,648	95,778
2	101,640	97,694
3	103,673	99,648
4	105,746	101,640
5	107,861	103,673
6	110,019	105,746
7	112,219	107,861
8	114,464	110,019
9	116,753	112,219
10	119,088	114,464
11	121,470	116,753
12	123,900	119,088
13	126,378	121,470
14	128,905	123,900
15	131,483	126,378
16	134,113	128,905

*Annual salaries based on working 8 hours per day and 235 days per year.

Chief Officer

Chief Legal Compliance Officer
 Chief Technology Officer
 Chief Academic Officer

Senior Director

Senior Director of Transportation

Administration*

Steps	Director I	Director II (With Bachelor's Degree or higher)
1	80,142	83,380
2	81,745	85,047
3	83,380	86,748
4	85,047	88,483
5	86,748	90,253
6	88,483	92,058
7	90,253	93,900
8	92,058	95,778
9	93,900	97,694
10	95,778	99,648
11	97,694	101,640
12	99,648	103,673
13	101,640	105,746
14	103,673	107,861
15	105,746	110,019
16	107,861	112,219

*Annual salaries based on working 8 hours per day and 235 days per year.

Directors

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

Administration*

Steps	Assistant Director I	Assistant Director II (With Bachelor's Degree or higher)
1	68,399	71,163
2	69,768	72,587
3	71,163	74,038
4	72,587	75,519
5	74,038	77,030
6	75,519	78,571
7	77,030	80,142
8	78,571	81,745
9	80,142	83,380
10	81,745	85,047
11	83,380	86,748
12	85,047	88,483
13	86,748	90,253
14	88,483	92,058
15	90,253	93,900
16	92,058	95,778

*Annual salaries based on working 8 hours per day and 235 days per year.

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 of School Nutrition
Assistant Director for Training and Custodial
Assistant Director of Transportation
Professional Standards Investigator

Other Central Office

	Coordinator of Human Resources/ Benefits and Workers Compensation/ School Nutrition/ Communications/ Community Engagement/ CPI		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/ 21 st Century Coordinator		Staff Auditor/ Staff Accountant/ Grant Accountant/ Payroll Accountant/ HR Liaison	Finance Specialists**/ Human Resources Specialists***
Steps	12 month*	11 month #	12 month*	11 month #	12 month*	11 month #	12 month*	12 month*
1	65,743	58,749	51,838	43,651	48,848	41,133	46,030	40,071
2	67,058	59,925	52,875	44,524	49,825	41,956	46,951	40,873
3	68,399	61,123	53,933	45,415	50,822	42,795	47,890	41,691
4	69,768	62,345	55,011	46,324	51,838	43,651	48,848	42,525
5	71,163	63,593	56,111	47,250	52,875	44,524	49,825	43,376
6	72,587	64,865	57,233	48,195	53,933	45,415	50,822	44,243
7	74,038	66,162	58,378	49,159	55,011	46,324	51,838	45,128
8	75,519	67,485	59,545	50,142	56,111	47,250	52,875	46,030
9	77,030	68,835	60,736	51,144	57,233	48,195	53,933	46,951
10	78,571	70,212	61,951	52,167	58,378	49,159	55,011	47,890
11	80,142	71,616	63,190	53,210	59,545	50,142	56,111	48,848
12	81,745	73,049	64,454	54,275	60,736	51,144	57,233	49,825
13	83,380	74,509	65,743	55,360	61,951	52,167	58,378	50,822
14	85,047	76,000	67,058	56,468	63,190	53,210	59,545	51,838
15	86,748	77,520	68,399	57,598	64,454	54,275	60,736	52,875
16	88,483	79,070	69,768	58,749	65,743	55,360	61,951	53,933

* Annual salaries based on working 8 hours per day and 235 days per year.

Annual salaries based on working 8 hours per day and 210 days per year.

**Finance Specialist

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

***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

School Clerical

	Clerical I	Clerical I	Clerical I	Clerical II	Clerical II
Steps	10 month*	11 month**	12 month***	11 month **	12 month ***
1	24,072	26,606	31,596	27,138	32,228
2	24,553	27,138	32,228	27,681	32,873
3	25,045	27,681	32,873	28,235	33,530
4	25,546	28,235	33,530	28,800	34,201
5	26,057	28,800	34,201	29,375	34,885
6	26,577	29,375	34,885	29,963	35,583
7	27,109	29,963	35,583	30,563	36,294
8	27,652	30,563	36,294	31,174	37,020
9	28,205	31,174	37,020	31,797	37,760
10	28,769	31,797	37,760	32,433	38,515
11	29,344	32,433	38,515	33,082	39,286
12	29,931	33,082	39,286	33,743	40,071
13	30,529	33,743	40,071	34,418	40,873
14	31,140	34,418	40,873	35,106	41,691
15	31,763	35,106	41,691	35,808	42,525
16	32,398	35,808	42,525	36,525	43,376

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

** Annual salaries based on working 8 hours per day and 210 days per year.

***Annual salaries based on working 8 hours per day and 235 days per year.

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

Central Office Clerical

	Administrative Assistant I*	Administrative Assistant I**	Administrative Assistant I***	Administrative Assistant II**	Administrative Assistant II***
Steps	10 Month	11 Month	12 Month	11 Month	12 Month
1	25,045	27,681	32,873	28,800	34,201
2	25,546	28,235	33,530	29,375	34,885
3	26,057	28,800	34,201	29,963	35,583
4	26,577	29,375	34,885	30,563	36,294
5	27,109	29,963	35,583	31,174	37,020
6	27,652	30,563	36,294	31,797	37,760
7	28,205	31,174	37,020	32,433	38,515
8	28,769	31,797	37,760	33,082	39,286
9	29,344	32,433	38,515	33,743	40,071
10	29,931	33,082	39,286	34,418	40,873
11	30,529	33,743	40,071	35,106	41,691
12	31,140	34,418	40,873	35,808	42,525
13	31,763	35,106	41,691	36,525	43,376
14	32,398	35,808	42,525	37,256	44,243
15	33,046	36,525	43,376	38,001	45,128
16	33,708	37,256	44,243	38,761	46,030

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

**Annual salaries based on working 8 hours per day and 210 days per year.

***Annual salaries based on working 8 hours per day and 235 days per year.

Administrative Assistant I

Auditing Clerk

Clerical Personnel-Central Office

Human Resources Associate

Maintenance Operations Clerk

Transportation Clerical (Assistant, Bookkeeper, Clerk)

Administrative Assistant II

Director's Secretary

Grant Bookkeeper

Student Services Records Supervisor

Records Manager School Safety & Security

Central Office Executive Administrative Assistants

	Executive Administrative Assistant I	Executive Administrative Assistant II	Senior Executive Administrative Assistant
Steps			
1	37,760	39,286	42,525
2	38,515	40,071	43,376
3	39,286	40,873	44,243
4	40,071	41,691	45,128
5	40,873	42,525	46,030
6	41,691	43,376	46,951
7	42,525	44,243	47,890
8	43,376	45,128	48,848
9	44,243	46,030	49,825
10	45,128	46,951	50,822
11	46,030	47,890	51,838
12	46,951	48,848	52,875
13	47,890	49,825	53,933
14	48,848	50,822	55,011
15	49,825	51,838	56,111
16	50,822	52,875	57,233

*Annual salaries based on working 8 hours per day and 235 days per year.

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	14.34	15.22	27.03
2	14.63	15.53	27.57
3	14.92	15.84	28.12
4	15.22	16.15	28.69
5	15.53	16.48	29.26
6	15.84	16.81	29.85
7	16.15	17.14	30.44
8	16.48	17.48	31.05
9	16.81	17.83	31.67
10	17.14	18.19	32.31
11	17.48	18.56	32.95
12	17.83	18.93	33.61
13	18.19	19.31	34.28
14	18.56	19.69	34.97
15	18.93	20.08	35.67
16	19.31	20.49	36.38

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.)	RN (2 YR.) 210 days **	RN (4 YR.) 210 days **
Steps						
1	29,931	37,216	37,960	38,719	41,133	42,795
2	30,529	37,960	38,719	39,494	41,956	43,651
3	31,140	38,719	39,494	40,284	42,795	44,524
4	31,763	39,494	40,284	41,090	43,651	45,415
5	32,398	40,284	41,090	41,912	44,524	46,324
6	33,046	41,090	41,912	42,750	45,415	47,250
7	33,708	41,912	42,750	43,605	46,324	48,195
8	34,382	42,750	43,605	44,477	47,250	49,159
9	35,069	43,605	44,477	45,367	48,195	50,142
10	35,771	44,477	45,367	46,273	49,159	51,144
11	36,486	45,367	46,273	47,199	50,142	52,167
12	37,216	46,273	47,199	48,142	51,144	53,210
13	37,960	47,199	48,142	49,106	52,167	54,275
14	38,719	48,142	49,106	50,088	53,210	55,360
15	39,494	49,106	50,088	51,090	54,275	56,468
16	40,284	50,088	51,090	52,112	55,360	57,598

*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*

Steps	System Programmer/ Network Administrator	IT Specialists
1	52,875	57,233
2	53,933	58,378
3	55,011	59,545
4	56,111	60,736
5	57,233	61,951
6	58,378	63,190
7	59,545	64,454
8	60,736	65,743
9	61,951	67,058
10	63,190	68,399
11	64,454	69,768
12	65,743	71,163
13	67,058	72,587
14	68,399	74,038
15	69,768	75,519
16	71,163	77,030

*Annual Salaries based on working 8 hours per day and 235 days per year.

System Programmer/Network Administrator

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

IT Specialists

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

Information Technology*

Steps	Technology Specialist	Technology Specialist II	Technology Specialist III
1	46,030	48,848	50,822
2	46,951	49,825	51,838
3	47,890	50,822	52,875
4	48,848	51,838	53,933
5	49,825	52,875	55,011
6	50,822	53,933	56,111
7	51,838	55,011	57,233
8	52,875	56,111	58,378
9	53,933	57,233	59,545
10	55,011	58,378	60,736
11	56,111	59,545	61,951
12	57,233	60,736	63,190
13	58,378	61,951	64,454
14	59,545	63,190	65,743
15	60,736	64,454	67,058
16	61,951	65,743	68,399

*Annual Salaries based on working 8 hours per day and 235 days per year.

Technology Specialist

Client Services Specialist

SIS Support Specialist

Technology Support Specialist

Graphic Designer

Social Media & Web Content Strategist

Teaching and Learning*

	Instructional Inventory Manager	Instructional Inventory Specialist
Steps		
1	36,294	31,596
2	37,020	32,228
3	37,760	32,873
4	38,515	33,530
5	39,286	34,201
6	40,071	34,885
7	40,873	35,583
8	41,691	36,294
9	42,525	37,020
10	43,376	37,760
11	44,243	38,515
12	45,128	39,286
13	46,030	40,071
14	46,951	40,873
15	47,890	41,691
16	48,848	42,525

*Annual Salaries based on working 8 hours per day and 235 days per year.

Family / Parent Facilitator / Behavior Coach / Interpreter*

Steps	Family/Parent Facilitator/ Behavior Coach / Interpreter
1	37,216
2	37,960
3	38,719
4	39,494
5	40,284
6	41,090
7	41,912
8	42,750
9	43,605
10	44,477
11	45,367
12	46,273
13	47,199
14	48,142
15	49,106
16	50,088

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

Maintenance & Facilities, Transportation and School Nutrition*

Steps	Tradesman I	Tradesman II	Craftsman I	Craftsman II	Master Craftsman	Foreman	Manager
1	31,596	33,530	34,885	36,294	43,376	46,030	48,848
2	32,228	34,201	35,583	37,020	44,243	46,951	49,825
3	32,873	34,885	36,294	37,760	45,128	47,890	50,822
4	33,530	35,583	37,020	38,515	46,030	48,848	51,838
5	34,201	36,294	37,760	39,286	46,951	49,825	52,875
6	34,885	37,020	38,515	40,071	47,890	50,822	53,933
7	35,583	37,760	39,286	40,873	48,848	51,838	55,011
8	36,294	38,515	40,071	41,691	49,825	52,875	56,111
9	37,020	39,286	40,873	42,525	50,822	53,933	57,233
10	37,760	40,071	41,691	43,376	51,838	55,011	58,378
11	38,515	40,873	42,525	44,243	52,875	56,111	59,545
12	39,286	41,691	43,376	45,128	53,933	57,233	60,736
13	40,071	42,525	44,243	46,030	55,011	58,378	61,951
14	40,873	43,376	45,128	46,951	56,111	59,545	63,190
15	41,691	44,243	46,030	47,890	57,233	60,736	64,454
16	42,525	45,128	46,951	48,848	58,378	61,951	65,743

*Annual salary based on working 8 hours per day and 235 days per year.

Maintenance

Courier	Carpenter	Heavy Equipment	Brick Mason	Custodial Service Coordinator	Carpenter Foreman	Draftsman
Grounds	Dispatcher	Operator	Electrician w/o Fiber	Electrician with Fiber Optics	Electrical	Foreman with State
Painter	Exterminator		Optics	Electronic Technicians with	Grounds Foreman	License
Truck Driver	Glazier		Electronics w/o Fiber	Fiber Optics	Heavy Equip/Courier	
	Locksmith		Optics	Energy Technician	HVAC Foreman	
	Mechanic		HVAC w/o NATE cert	Furniture/FFE	Inventory & Supply Tech	
	Nat Cert Playground		Plumber	HVAC with NATE cert	Paint Foreman	
	Inspector Grounds			Master Mechanic	Plumbing Foreman	
				Welder		
				Plumber with backflow cert.		

Transportation

Dispatcher	Parts Specialists	Bus Technicians	Routing & Scheduling Asst.	Mobile Foreman	Fleet Supervisor
	Safety Technician	Driver Trainer	Manager	Parts Foreman	Manager of Business Affairs
		Field Administrator		Shift Foremen AM/PM	Operations Manager of
				Technology Specialist	Routing Efficiency
				Shift Supervisor	Operations Manager of
					Student Services
					Safety/Training Operations
					Manager

School Nutrition

Driver	Refrigerator Craftsman	Refrigerator Foreman
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School Safety and Security*

	Campus Security Officer, Without Associates Degree (10 mo./190 Days)	Campus Security Officer, With Associates Degree (10 mo./190 Days)	School Resource Officer, Private (11 mo./210 Days)	School Resource Officer, Private (12 mo./235 Days)	School Resource Officer, Corporal (12 mo./235 Days)
Steps					
1	19,361	20,546	38,761	43,376	46,030
2	19,747	20,957	39,536	44,243	46,951
3	20,143	21,376	40,327	45,128	47,890
4	20,546	21,803	41,133	46,030	48,848
5	20,957	22,239	41,956	46,951	49,825
6	21,376	22,684	42,795	47,890	50,822
7	21,803	23,137	43,651	48,848	51,838
8	22,239	23,601	44,524	49,825	52,875
9	22,684	24,072	45,415	50,822	53,933
10	23,137	24,553	46,324	51,838	55,011
11	23,601	25,045	47,250	52,875	56,111
12	24,072	25,546	48,195	53,933	57,233
13	24,553	26,057	49,159	55,011	58,378
14	25,045	26,577	50,142	56,111	59,545
15	25,546	27,109	51,144	57,233	60,736
16	26,057	27,652	52,167	58,378	61,951

*Annual salary based on working 8 hours per day.

Maintenance & Facilities, Transportation and School Nutrition*

Steps	Tradesman I	Tradesman II	Craftsman I	Craftsman II	Master Craftsman	Foreman	Manager
1	31,596	33,530	34,885	36,294	43,376	46,030	48,848
2	32,228	34,201	35,583	37,020	44,243	46,951	49,825
3	32,873	34,885	36,294	37,760	45,128	47,890	50,822
4	33,530	35,583	37,020	38,515	46,030	48,848	51,838
5	34,201	36,294	37,760	39,286	46,951	49,825	52,875
6	34,885	37,020	38,515	40,071	47,890	50,822	53,933
7	35,583	37,760	39,286	40,873	48,848	51,838	55,011
8	36,294	38,515	40,071	41,691	49,825	52,875	56,111
9	37,020	39,286	40,873	42,525	50,822	53,933	57,233
10	37,760	40,071	41,691	43,376	51,838	55,011	58,378
11	38,515	40,873	42,525	44,243	52,875	56,111	59,545
12	39,286	41,691	43,376	45,128	53,933	57,233	60,736
13	40,071	42,525	44,243	46,030	55,011	58,378	61,951
14	40,873	43,376	45,128	46,951	56,111	59,545	63,190
15	41,691	44,243	46,030	47,890	57,233	60,736	64,454
16	42,525	45,128	46,951	48,848	58,378	61,951	65,743

*Annual salary based on working 8 hours per day and 235 days per year.

Maintenance							
Courier	Carpenter	Heavy Equipment	Brick Mason	Custodial Service Coordinator	Carpenter Foreman	Draftsman	
Grounds	Dispatcher	Operator	Electrician w/o Fiber	Electrician with Fiber Optics	Electrical	Foreman with State	
Painter	Exterminator		Optics	Electronic Technicians with	Grounds Foreman	License	
Truck Driver	Glazier		Electronics w/o Fiber	Fiber Optics	Heavy Equip/Courier		
	Locksmith		Optics	Energy Technician	HVAC Foreman		
	Mechanic		HVAC w/o NATE cert	Furniture/FFE	Inventory & Supply Tech		
	Nat Cert Playground		Plumber	HVAC with NATE cert	Paint Foreman		
	Inspector Grounds			Master Mechanic	Plumbing Foreman		
				Welder			
				Plumber with backflow cert.			
Transportation							
	Dispatcher	Parts Specialists	Bus Technicians	Routing & Scheduling Asst.	Mobile Foreman	Fleet Supervisor	
		Safety Technician	Driver Trainer	Manager	Parts Foreman	Manager of Business Affairs	
			Field Administrator		Shift Foremen AM/PM	Operations Manager of	
					Technology Specialist	Routing Efficiency	
						Operations Manager of	
						Student Services	
						Safety/Training Operations	
						Manager	
School Nutrition							
Driver				Refrigerator Craftsman	Refrigerator Foreman		

Maintenance & Facilities

	Custodian (10* mos.)	Custodian (12 mos.)**	Assistant Head Custodian (12 mos.)**	Head Custodian (12 mos.)**
Steps				
1	18,458	23,016	24,914	29,774
2	18,827	23,476	25,412	30,369
3	19,204	23,946	25,920	30,976
4	19,588	24,425	26,438	31,596
5	19,980	24,914	26,967	32,228
6	20,380	25,412	27,506	32,873
7	20,787	25,920	28,057	33,530
8	21,204	26,438	28,618	34,201
9	21,628	26,967	29,190	34,885
10	22,060	27,506	29,774	35,583
11	22,501	28,057	30,369	36,294
12	22,951	28,618	30,976	37,020
13	23,410	29,190	31,596	37,760
14	23,878	29,774	32,228	38,515
15	24,354	30,369	32,873	39,286
16	24,844	30,976	33,530	40,071

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

**12 month custodians work 235 days per year and 8 hours per day.

Substitute Custodians \$11.00/hr.***

Transportation

Steps	Bus Driver*	Bus Attendant*	Lead Driver*	Fuel Attendant**	Vehicle Driver*
1	17.14	10.66	20.49	28,057	13.52
2	17.48	10.87	20.90	28,618	13.79
3	17.84	11.09	21.31	29,190	14.06
4	18.19	11.31	21.74	29,774	14.34
5	18.56	11.54	22.18	30,369	14.63
6	18.93	11.77	22.62	30,976	14.92
7	19.31	12.00	23.07	31,596	15.22
8	19.69	12.24	23.53	32,228	15.53
9	20.08	12.49	24.00	32,873	15.84
10	20.49	12.74	24.48	33,530	16.15
11	20.90	12.99	24.97	34,201	16.48
12	21.31	13.25	25.47	34,885	16.81
13	21.74	13.52	25.98	35,583	17.14
14	22.18	13.79	26.50	36,294	17.48
15	22.62	14.06	27.03	37,020	17.84
16	23.07	14.34	27.57	37,760	18.19

* Hourly Rates

** Annual Rate

Bus Driver - Regular Full Time Drivers

Bus Drivers, Vehicle Drivers and Bus Attendants work 180 days per year.

Lead Drivers work 210 days per year.

Fuel Attendants work 235 days per year.

Sub Bus Drivers - \$13.00 per hour
Temporary - Bus Drivers in Training - \$11.00 per hour, up to 25 hours per week and 90 days

School Nutrition

	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	44,243	33,743	29,931	14.06	12.99	12.24	13.25
2	45,128	34,418	30,529	14.34	13.25	12.49	13.52
3	46,030	35,106	31,140	14.63	13.52	12.74	13.79
4	46,951	35,808	31,763	14.92	13.79	12.99	14.06
5	47,890	36,525	32,398	15.22	14.06	13.25	14.34
6	48,848	37,256	33,046	15.53	14.34	13.52	14.63
7	49,825	38,001	33,707	15.84	14.63	13.79	14.92
8	50,822	38,761	34,382	16.15	14.92	14.06	15.22
9	51,838	39,536	35,070	16.48	15.22	14.34	15.53
10	52,875	40,327	35,771	16.81	15.53	14.63	15.84
11	53,933	41,133	36,486	17.14	15.84	14.92	16.15
12	55,011	41,956	37,215	17.49	16.15	15.22	16.48
13	56,111	42,795	37,960	17.84	16.48	15.53	16.81
14	57,233	43,651	38,719	18.19	16.81	15.84	17.14
15	58,378	44,524	39,494	18.56	17.14	16.15	17.49
16	59,545	45,415	40,284	18.93	17.49	16.48	17.84

* Hourly Rates

**Annual salary based on working 8 hours per day and 210 days per year.

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

****Annual salary based on working 8 hours per day and 235 days per year.

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	1101-1300	\$1,750
901-1100	\$1,500	1301+	\$2,000

2. Satellite Supplement

Satellite	\$1,000
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3. Manager Supplement

High School and Resource	\$2,500
Middle School	\$1,500

4. Degree Supplement

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

5. SNP Certification and Membership*****

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

6. Resource Manager ! Level 3 - \$3,000

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

7. FFVP Supplement \$500

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