



## **Salary Schedules and Supplements**

**2025-2026 Fiscal Year**

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

**Shawnda Stovall  
Board President**



## Supplements

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## Salary Schedules

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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.<br>Principal (10 mo.) | Asst.<br>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<br>Varsity | High School<br>Jr. Varsity | Middle<br>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\***

| <b>RCBOE<br/>Salary<br/>Steps</b> | <b>T-1<br/>Salary</b> | <b>T-2<br/>Salary</b> | <b>PROV BT - 4<br/>Salary</b> | <b>Prof-4, T-4<br/>Salary</b> | <b>PROV BT - 5<br/>Salary</b> | <b>Prof-5, T-5<br/>Salary</b> | <b>PROV BT - 6<br/>Salary</b> | <b>Prof-6, T-6<br/>Salary</b> | <b>PROV BT - 7<br/>Salary</b> | <b>Prof-7, T-7<br/>Salary</b> |
|-----------------------------------|-----------------------|-----------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| <b>0</b>                          | 45,878                | 46,843                | 45,878                        | 50,067                        | 50,091                        | 55,439                        | 55,699                        | 60,793                        | 61,290                        | 65,917                        |
| <b>1</b>                          | 46,542                | 47,526                | 46,542                        | 50,814                        | 50,839                        | 56,294                        | 56,559                        | 61,755                        | 62,262                        | 66,981                        |
| <b>2</b>                          | 46,542                | 47,526                | 46,542                        | 50,867                        | 50,839                        | 56,347                        | 56,559                        | 61,808                        | 62,262                        | 67,034                        |
| <b>3</b>                          | 46,542                | 47,526                | 46,542                        | 50,921                        | 50,839                        | 56,401                        | 56,559                        | 61,862                        | 62,262                        | 67,088                        |
| <b>4</b>                          | 47,556                | 48,571                | 46,542                        | 52,050                        | 51,983                        | 57,689                        | 57,875                        | 63,310                        | 63,748                        | 68,691                        |
| <b>5</b>                          | 48,603                | 49,646                | 46,542                        | 53,210                        | 53,162                        | 59,015                        | 59,230                        | 64,803                        | 65,280                        | 70,340                        |
| <b>6</b>                          | 49,679                | 50,755                | 46,542                        | 54,404                        | 54,375                        | 60,380                        | 60,626                        | 66,338                        | 66,856                        | 72,037                        |
| <b>7</b>                          | 50,789                | 51,898                | 46,542                        | 56,022                        | 56,043                        | 62,233                        | 62,542                        | 68,424                        | 69,023                        | 74,349                        |
| <b>8</b>                          | 51,931                | 53,074                | 46,542                        | 57,297                        | 57,343                        | 63,691                        | 64,039                        | 70,064                        | 70,711                        | 76,163                        |
| <b>9</b>                          | 53,109                | 54,284                | 46,542                        | 59,238                        | 59,352                        | 65,914                        | 66,349                        | 72,570                        | 73,324                        | 78,939                        |
| <b>10</b>                         | 54,320                | 55,532                | 46,542                        | 60,606                        | 60,751                        | 67,479                        | 67,959                        | 74,330                        | 75,142                        | 80,887                        |
| <b>11</b>                         | 54,320                | 55,532                | 46,542                        | 60,659                        | 60,751                        | 67,533                        | 67,959                        | 74,385                        | 75,142                        | 80,941                        |
| <b>12</b>                         | 55,569                | 56,817                | 46,542                        | 62,066                        | 62,192                        | 69,143                        | 69,615                        | 76,197                        | 77,014                        | 82,947                        |
| <b>13</b>                         | 55,569                | 56,817                | 46,542                        | 62,120                        | 62,192                        | 69,196                        | 69,615                        | 76,250                        | 77,014                        | 83,000                        |
| <b>14</b>                         | 56,855                | 58,139                | 46,542                        | 63,567                        | 63,678                        | 70,853                        | 71,323                        | 78,117                        | 78,944                        | 85,065                        |
| <b>15</b>                         | 56,855                | 58,139                | 46,542                        | 63,620                        | 63,678                        | 70,906                        | 71,323                        | 78,170                        | 78,944                        | 85,119                        |
| <b>16</b>                         | 58,179                | 59,503                | 46,542                        | 65,110                        | 65,207                        | 72,611                        | 73,082                        | 80,089                        | 80,932                        | 87,244                        |
| <b>17</b>                         | 58,179                | 59,503                | 46,542                        | 65,164                        | 65,207                        | 72,665                        | 73,082                        | 80,142                        | 80,932                        | 87,297                        |
| <b>18</b>                         | 59,542                | 60,906                | 46,542                        | 66,697                        | 66,781                        | 74,419                        | 74,892                        | 82,119                        | 82,979                        | 89,484                        |
| <b>19</b>                         | 59,542                | 60,906                | 46,542                        | 66,751                        | 66,781                        | 74,473                        | 74,892                        | 82,172                        | 82,979                        | 89,537                        |
| <b>20</b>                         | 60,948                | 62,352                | 46,542                        | 68,328                        | 68,403                        | 76,278                        | 76,758                        | 84,205                        | 85,088                        | 91,788                        |
| <b>21</b>                         | 60,948                | 62,352                | 46,542                        | 68,381                        | 68,403                        | 76,332                        | 76,758                        | 84,259                        | 85,088                        | 91,842                        |
| <b>22</b>                         | 62,396                | 63,841                | 46,542                        | 70,005                        | 70,075                        | 78,189                        | 78,681                        | 86,351                        | 87,259                        | 94,159                        |
| <b>23</b>                         | 62,396                | 63,841                | 46,542                        | 70,058                        | 70,075                        | 78,243                        | 78,681                        | 86,405                        | 87,259                        | 94,213                        |
| <b>24</b>                         | 62,396                | 63,841                | 46,542                        | 70,112                        | 70,075                        | 78,296                        | 78,681                        | 86,458                        | 87,259                        | 94,266                        |
| <b>25</b>                         | 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)\***

| <b>RCBOE<br/>Salary<br/>Steps</b> | <b>T-1<br/>Salary</b> | <b>T-2<br/>Salary</b> | <b>PROV BT - 4<br/>Salary</b> | <b>Prof-4, T-4<br/>Salary</b> | <b>PROV BT - 5<br/>Salary</b> | <b>Prof-5, T-5<br/>Salary</b> | <b>PROV BT - 6<br/>Salary</b> | <b>Prof-6, T-6<br/>Salary</b> | <b>PROV BT - 7<br/>Salary</b> | <b>Prof-7, T-7<br/>Salary</b> |
|-----------------------------------|-----------------------|-----------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| <b>0</b>                          | 42,678                | 43,643                | 42,678                        | 46,867                        | 46,891                        | 52,239                        | 52,499                        | 57,593                        | 58,090                        | 62,717                        |
| <b>1</b>                          | 43,342                | 44,326                | 43,342                        | 47,614                        | 47,639                        | 53,094                        | 53,359                        | 58,555                        | 59,062                        | 63,781                        |
| <b>2</b>                          | 43,342                | 44,326                | 43,342                        | 47,667                        | 47,639                        | 53,147                        | 53,359                        | 58,608                        | 59,062                        | 63,834                        |
| <b>3</b>                          | 43,342                | 44,326                | 43,342                        | 47,721                        | 47,639                        | 53,201                        | 53,359                        | 58,662                        | 59,062                        | 63,888                        |
| <b>4</b>                          | 44,356                | 45,371                | 43,342                        | 48,850                        | 48,783                        | 54,489                        | 54,675                        | 60,110                        | 60,548                        | 65,491                        |
| <b>5</b>                          | 45,403                | 46,446                | 43,342                        | 50,010                        | 49,962                        | 55,815                        | 56,030                        | 61,603                        | 62,080                        | 67,140                        |
| <b>6</b>                          | 46,479                | 47,555                | 43,342                        | 51,204                        | 51,175                        | 57,180                        | 57,426                        | 63,138                        | 63,656                        | 68,837                        |
| <b>7</b>                          | 47,589                | 48,698                | 43,342                        | 52,822                        | 52,843                        | 59,033                        | 59,342                        | 65,224                        | 65,823                        | 71,149                        |
| <b>8</b>                          | 48,731                | 49,874                | 43,342                        | 54,097                        | 54,143                        | 60,491                        | 60,839                        | 66,864                        | 67,511                        | 72,963                        |
| <b>9</b>                          | 49,909                | 51,084                | 43,342                        | 56,038                        | 56,152                        | 62,714                        | 63,149                        | 69,370                        | 70,124                        | 75,739                        |
| <b>10</b>                         | 51,120                | 52,332                | 43,342                        | 57,406                        | 57,551                        | 64,279                        | 64,759                        | 71,130                        | 71,942                        | 77,687                        |
| <b>11</b>                         | 51,120                | 52,332                | 43,342                        | 57,459                        | 57,551                        | 64,333                        | 64,759                        | 71,185                        | 71,942                        | 77,741                        |
| <b>12</b>                         | 52,369                | 53,617                | 43,342                        | 58,866                        | 58,992                        | 65,943                        | 66,415                        | 72,997                        | 73,814                        | 79,747                        |
| <b>13</b>                         | 52,369                | 53,617                | 43,342                        | 58,920                        | 58,992                        | 65,996                        | 66,415                        | 73,050                        | 73,814                        | 79,800                        |
| <b>14</b>                         | 53,655                | 54,939                | 43,342                        | 60,367                        | 60,478                        | 67,653                        | 68,123                        | 74,917                        | 75,744                        | 81,865                        |
| <b>15</b>                         | 53,655                | 54,939                | 43,342                        | 60,420                        | 60,478                        | 67,706                        | 68,123                        | 74,970                        | 75,744                        | 81,919                        |
| <b>16</b>                         | 54,979                | 56,303                | 43,342                        | 61,910                        | 62,007                        | 69,411                        | 69,882                        | 76,889                        | 77,732                        | 84,044                        |
| <b>17</b>                         | 54,979                | 56,303                | 43,342                        | 61,964                        | 62,007                        | 69,465                        | 69,882                        | 76,942                        | 77,732                        | 84,097                        |
| <b>18</b>                         | 56,342                | 57,706                | 43,342                        | 63,497                        | 63,581                        | 71,219                        | 71,692                        | 78,919                        | 79,779                        | 86,284                        |
| <b>19</b>                         | 56,342                | 57,706                | 43,342                        | 63,551                        | 63,581                        | 71,273                        | 71,692                        | 78,972                        | 79,779                        | 86,337                        |
| <b>20</b>                         | 57,748                | 59,152                | 43,342                        | 65,128                        | 65,203                        | 73,078                        | 73,558                        | 81,005                        | 81,888                        | 88,588                        |
| <b>21</b>                         | 57,748                | 59,152                | 43,342                        | 65,181                        | 65,203                        | 73,132                        | 73,558                        | 81,059                        | 81,888                        | 88,642                        |
| <b>22</b>                         | 59,196                | 60,641                | 43,342                        | 66,805                        | 66,875                        | 74,989                        | 75,481                        | 83,151                        | 84,059                        | 90,959                        |
| <b>23</b>                         | 59,196                | 60,641                | 43,342                        | 66,858                        | 66,875                        | 75,043                        | 75,481                        | 83,205                        | 84,059                        | 91,013                        |
| <b>24</b>                         | 59,196                | 60,641                | 43,342                        | 66,912                        | 66,875                        | 75,096                        | 75,481                        | 83,258                        | 84,059                        | 91,066                        |
| <b>25</b>                         | 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<br>(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\***

| <b>Steps</b> | <b>Assistant Director I</b> | <b>Assistant Director II<br/>(With Bachelor's Degree or higher)</b> |
|--------------|-----------------------------|---------------------------------------------------------------------|
| 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 <sup>st</sup> 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<br>Administrative<br>Assistant I | Executive<br>Administrative<br>Assistant II | Senior Executive<br>Administrative<br>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.)<br>210 days ** | RN (4 YR.)<br>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/<br>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/<br>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       |  |
|                  |                     |                   | Shift Supervisor      |                               | Technology Specialist   | Routing Efficiency          |  |
|                  |                     |                   |                       |                               |                         | Operations Manager of       |  |
|                  |                     |                   |                       |                               |                         | Student Services            |  |
|                  |                     |                   |                       |                               |                         | Safety/Training Operations  |  |
|                  |                     |                   |                       |                               |                         | Manager                     |  |
| School Nutrition |                     |                   |                       |                               |                         |                             |  |
| Driver           |                     |                   |                       | Refrigerator Craftsman        | Refrigerator Foreman    |                             |  |

## School Safety and Security\*

|       | Campus Security Officer,<br>Without Associates Degree<br>(10 mo./190 Days) | Campus Security Officer,<br>With Associates Degree<br>(10 mo./190 Days) | School Resource Officer, Private<br>(11 mo./210 Days) | School Resource Officer, Private<br>(12 mo./235 Days) | School Resource Officer, Corporal<br>(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<br>(10* mos.) | Custodian<br>(12 mos.)** | Assistant Head<br>Custodian<br>(12 mos.)** | Head Custodian<br>(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*<br>Hired Prior to 7/1/98 | School Nutrition Asst I*<br>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 |
|-----------|---------|

#### 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.