



Salary Schedules and Supplements

2023-2024 Fiscal Year

Kenneth Bradshaw, Ed.D.
Superintendent of Schools

Charlie Walker, Jr.
Board President



Supplements

	<u>Page</u>
Certified Salary Supplements	1 - 2
Athletic Extracurricular Salary Supplements	3
Academic & Other Extracurricular Salary Supplements	4

Salary Schedules

Certified	5
Pre-K Teachers and Pre-K Paraprofessionals	6
Administration	7 - 9
Other Central Office	10
Clerical and Administrative Assistants	11 - 13
Paraprofessional & Fine Arts Instructor	14
Nurses	15
Information Technology	16-17
Teaching and Learning	18
Family / Parent Facilitator / Behavior Coach / Interpreter	19
School Safety and Security	20-21
Maintenance & Facilities, Transportation and School Nutrition	22-25

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

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

Certified Salary Supplements

Position Supplement

Principals & Assistant Principals

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

Principal's Formula:

Certified Salary Schedule
x Supplement percentage

= **Contract Salary**

Assistant Principal's Formula:

Certified Salary Schedule
x Supplement percentage

= **Contract Salary**

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

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

Position Supplement

Directors, Coordinators & Program Specialist

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

*Annual Dollar Amount

Formula:

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

= **Salary**

Position Supplements*

	Amount
Band Director (High)	5,600
Band Director (Middle)	2,500
Choral Director (High)	2,500
Choral Director (Middle)	1,300
Band and Choral Director (High)	6,000
Band and Choral Director (Middle)	3,000
Orchestra Teacher	2,000
School Social Worker 10 month	1,350
School Social Worker 11 month	1,485
Speech and Language Pathologist	5,000
School Counselor (High)	1,400
School Counselor (Middle)	1,000
School Counselor (Elementary)	600
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

*Annual Dollar Amount

Athletic Extracurricular Salary Supplements*

	High School Varsity	High School Jr. Varsity	Middle School
Head Football Coach	10,000	3,000	3,000
Football Coordinator	4,500		
Assistant Football 1	3,500		
Assistant Football 2	2,200	2,200	1,750
Head Flag Football	1,500		
Head Cross Country	1,200		
Head Softball Coach	3,500	1,500	1,350
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	1,500	1,350
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/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	
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.

Certified*

RCBOE Salary Steps	T-1 Salary	T-2 Salary	PROV BT - 4 Salary	Prof-4, T-4 Salary	PROV BT - 5 Salary	Prof-5, T-5 Salary	PROV BT - 6 Salary	Prof-6, T-6 Salary	PROV BT - 7 Salary	Prof-7, T-7 Salary
0	40,178	41,143	40,178	44,367	44,391	49,739	49,999	55,093	55,590	60,217
1	40,842	41,826	40,842	45,114	45,139	50,594	50,859	56,055	56,562	61,281
2	40,842	41,826	40,842	45,167	45,139	50,647	50,859	56,108	56,562	61,334
3	40,842	41,826	40,842	45,221	45,139	50,701	50,859	56,162	56,562	61,388
4	41,856	42,871	40,842	46,350	46,283	51,989	52,175	57,610	58,048	62,991
5	42,903	43,946	40,842	47,510	47,462	53,315	53,530	59,103	59,580	64,640
6	43,979	45,055	40,842	48,704	48,675	54,680	54,926	60,638	61,156	66,337
7	45,089	46,198	40,842	50,322	50,343	56,533	56,842	62,724	63,323	68,649
8	46,231	47,374	40,842	51,597	51,643	57,991	58,339	64,364	65,011	70,463
9	47,409	48,584	40,842	53,538	53,652	60,214	60,649	66,870	67,624	73,239
10	48,620	49,832	40,842	54,906	55,051	61,779	62,259	68,630	69,442	75,187
11	48,620	49,832	40,842	54,959	55,051	61,833	62,259	68,685	69,442	75,241
12	49,869	51,117	40,842	56,366	56,492	63,443	63,915	70,497	71,314	77,247
13	49,869	51,117	40,842	56,420	56,492	63,496	63,915	70,550	71,314	77,300
14	51,155	52,439	40,842	57,867	57,978	65,153	65,623	72,417	73,244	79,365
15	51,155	52,439	40,842	57,920	57,978	65,206	65,623	72,470	73,244	79,419
16	52,479	53,803	40,842	59,410	59,507	66,911	67,382	74,389	75,232	81,544
17	52,479	53,803	40,842	59,464	59,507	66,965	67,382	74,442	75,232	81,597
18	53,842	55,206	40,842	60,997	61,081	68,719	69,192	76,419	77,279	83,784
19	53,842	55,206	40,842	61,051	61,081	68,773	69,192	76,472	77,279	83,837
20	55,248	56,652	40,842	62,628	62,703	70,578	71,058	78,505	79,388	86,088
21	55,248	56,652	40,842	62,681	62,703	70,632	71,058	78,559	79,388	86,142
22	56,696	58,141	40,842	64,305	64,375	72,489	72,981	80,651	81,559	88,459
23	56,696	58,141	40,842	64,358	64,375	72,543	72,981	80,705	81,559	88,513
24	56,696	58,141	40,842	64,412	64,375	72,596	72,981	80,758	81,559	88,566
25	56,696	58,141	40,842	64,465	64,375	72,651	72,981	80,812	81,559	88,620

*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.

JROTC salaries are paid by the Minimum Instructor Pay only.

Pre-K Teachers

Creditable Years of Experience		Bachelor's Degree	Certified (T4)*	Certified (T5)* or Higher
0-1	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$0.00	\$0.00	\$0.00
	Total Salary	\$34,315.60	\$42,820.73	\$47,343.04
2-3	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$1,029.47	\$1,284.62	\$1,420.29
	Total Salary	\$35,345.07	\$44,105.35	\$48,763.33
4-5	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$2,089.82	\$2,607.78	\$2,883.19
	Total Salary	\$36,405.42	\$45,428.51	\$50,226.23
6-7	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$3,181.98	\$3,970.64	\$4,389.98
	Total Salary	\$37,497.58	\$46,791.37	\$51,733.02
8-9	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$4,306.91	\$5,374.38	\$5,941.97
	Total Salary	\$38,622.51	\$48,195.11	\$53,285.01
10-11	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$5,465.59	\$6,820.23	\$7,540.52
	Total Salary	\$39,781.19	\$49,640.96	\$54,883.56
12-13	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$6,659.03	\$8,309.46	\$9,187.03
	Total Salary	\$40,974.63	\$51,130.19	\$56,530.07
14-15	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$7,888.27	\$9,843.37	\$10,882.93
	Total Salary	\$42,203.87	\$52,664.10	\$58,225.97
16-17	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$9,154.39	\$11,423.29	\$12,629.71
	Total Salary	\$43,469.99	\$54,244.02	\$59,972.75
18-19	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$10,458.49	\$13,050.61	\$14,428.89
	Total Salary	\$44,774.09	\$55,871.34	\$61,771.93
20+	Base Salary*	\$34,315.60	\$42,820.73	\$47,343.04
	Supplement	\$11,801.71	\$14,726.75	\$16,282.05
	Total Salary	\$46,117.31	\$57,547.48	\$63,625.09

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

Pre-K Paraprofessionals are paid \$20,190.35 annually.

*For the 2023-2024 Fiscal Year, additional grant funds will be used to pay the Certified Pre-K Teachers on the RCBOE Certified Salary Schedules.

Administration*

	Chief Technology Officer	Senior Director of Maintenance & Facilities / Senior Director of Transportation
Steps		
1	97,694	93,900
2	99,648	95,778
3	101,640	97,694
4	103,673	99,648
5	105,746	101,640
6	107,861	103,673
7	110,019	105,746
8	112,219	107,861
9	114,464	110,019
10	116,753	112,219
11	119,088	114,464
12	121,470	116,753
13	123,900	119,088
14	126,378	121,470
15	128,905	123,900
16	131,483	126,378

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

Administration*

	Director I	Director II (With Bachelor's Degree or higher)
Steps		
1	78,571	81,745
2	80,142	83,380
3	81,745	85,047
4	83,380	86,748
5	85,047	88,483
6	86,748	90,253
7	88,483	92,058
8	90,253	93,900
9	92,058	95,778
10	93,900	97,694
11	95,778	99,648
12	97,694	101,640
13	99,648	103,673
14	101,640	105,746
15	103,673	107,861
16	105,746	110,019

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

Directors

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

Administration*

	Assistant Director I	Assistant Director II (With Bachelor's Degree or higher)
Steps		
1	67,058	69,768
2	68,399	71,163
3	69,768	72,587
4	71,163	74,038
5	72,587	75,519
6	74,038	77,030
7	75,519	78,571
8	77,030	80,142
9	78,571	81,745
10	80,142	83,380
11	81,745	85,047
12	83,380	86,748
13	85,047	88,483
14	86,748	90,253
15	88,483	92,058
16	90,253	93,900

*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 for Training and Custodial
Assistant Director of Transportation
Professional Standards Investigator

Other Central Office

	Coordinator of Human Resources/ Benefits and Workers Compensation/ School Nutrition/ Communications/ Community Engagement/ CPI	Communication Specialist/Employment Specialist Accountability Program Specialist Family and Parent Outreach Program Specialist/ Procurement Manager/Print Shop Manager Attendance and Student Registration Program Specialist/ Homeless, Foster, Migrant, Grant Facilitator		Senior Accountant/ Payroll Supervisor / 21 st Century Coordinator		Staff Auditor/ Staff Accountant/ Payroll Accountant	Finance Specialists**/ Human Resources Specialists***
Steps	12 month*	12 month*	11 month #	12 month*	11 month #	12 month*	12 month*
1	64,454	50,822	42,795	47,890	40,327	45,128	39,286
2	65,743	51,838	43,651	48,848	41,133	46,030	40,071
3	67,058	52,875	44,524	49,825	41,956	46,951	40,873
4	68,399	53,933	45,415	50,822	42,795	47,890	41,691
5	69,768	55,011	46,324	51,838	43,651	48,848	42,525
6	71,163	56,111	47,250	52,875	44,524	49,825	43,376
7	72,587	57,233	48,195	53,933	45,415	50,822	44,243
8	74,038	58,378	49,159	55,011	46,324	51,838	45,128
9	75,519	59,545	50,142	56,111	47,250	52,875	46,030
10	77,030	60,736	51,144	57,233	48,195	53,933	46,951
11	78,571	61,951	52,167	58,378	49,159	55,011	47,890
12	80,142	63,190	53,210	59,545	50,142	56,111	48,848
13	81,745	64,454	54,275	60,736	51,144	57,233	49,825
14	83,380	65,743	55,360	61,951	52,167	58,378	50,822
15	85,047	67,058	56,468	63,190	53,210	59,545	51,838
16	86,748	68,399	57,598	64,454	54,275	60,736	52,875

*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	23,601	26,085	30,976	26,606	31,596
2	24,072	26,606	31,596	27,138	32,228
3	24,553	27,138	32,228	27,681	32,873
4	25,045	27,681	32,873	28,235	33,530
5	25,546	28,235	33,530	28,800	34,201
6	26,057	28,800	34,201	29,375	34,885
7	26,577	29,375	34,885	29,963	35,583
8	27,109	29,963	35,583	30,563	36,294
9	27,652	30,563	36,294	31,174	37,020
10	28,205	31,174	37,020	31,797	37,760
11	28,769	31,797	37,760	32,433	38,515
12	29,344	32,433	38,515	33,082	39,286
13	29,931	33,082	39,286	33,743	40,071
14	30,529	33,743	40,071	34,418	40,873
15	31,140	34,418	40,873	35,106	41,691
16	31,763	35,106	41,691	35,808	42,525

*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	24,553	27,138	32,228	28,235	33,530
2	25,045	27,681	32,873	28,800	34,201
3	25,546	28,235	33,530	29,375	34,885
4	26,057	28,800	34,201	29,963	35,583
5	26,577	29,375	34,885	30,563	36,294
6	27,109	29,963	35,583	31,174	37,020
7	27,652	30,563	36,294	31,797	37,760
8	28,205	31,174	37,020	32,433	38,515
9	28,769	31,797	37,760	33,082	39,286
10	29,344	32,433	38,515	33,743	40,071
11	29,931	33,082	39,286	34,418	40,873
12	30,529	33,743	40,071	35,106	41,691
13	31,140	34,418	40,873	35,808	42,525
14	31,763	35,106	41,691	36,525	43,376
15	32,398	35,808	42,525	37,256	44,243
16	33,046	36,525	43,376	38,001	45,128

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

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

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

Administrative Assistant I

Auditing Clerk

Clerical Personnel-Central Office

Human Resources Associate

Maintenance Operations Clerk

Transportation Clerical (Assistant, Bookkeeper, Clerk)

Administrative Assistant II

Director's Secretary

Grant Bookkeeper

Student Services Records Supervisor

Records Manager School Safety & Security

Central Office Executive Administrative Assistants

	Executive Administrative Assistant I	Executive Administrative Assistant II	Senior Executive Administrative Assistant
Steps			
1	37,020	38,515	41,691
2	37,760	39,286	42,525
3	38,515	40,071	43,376
4	39,286	40,873	44,243
5	40,071	41,691	45,128
6	40,873	42,525	46,030
7	41,691	43,376	46,951
8	42,525	44,243	47,890
9	43,376	45,128	48,848
10	44,243	46,030	49,825
11	45,128	46,951	50,822
12	46,030	47,890	51,838
13	46,951	48,848	52,875
14	47,890	49,825	53,933
15	48,848	50,822	55,011
16	49,825	51,838	56,111

*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	12.49	13.25	26.50
2	12.74	13.52	27.03
3	12.99	13.79	27.57
4	13.25	14.06	28.13
5	13.52	14.34	28.69
6	13.79	14.63	29.26
7	14.06	14.92	29.85
8	14.34	15.22	30.44
9	14.63	15.53	31.05
10	14.92	15.84	31.67
11	15.22	16.15	32.31
12	15.53	16.48	32.95
13	15.84	16.81	33.61
14	16.15	17.14	34.28
15	16.48	17.49	34.97
16	16.81	17.84	35.67

Para I

Paraprofessional I

Para II

Paraprofessional II

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

*Hourly rate

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

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

Nurses*

	LPN	RN (2 YR.)	RN (3 YR.)	RN (4 YR.)	RN (2 YR.) 210 days **	RN (4 YR.) 210 days **
Steps						
1	29,344	36,486	37,216	37,960	40,327	41,956
2	29,931	37,216	37,960	38,719	41,133	42,795
3	30,529	37,960	38,719	39,494	41,956	43,651
4	31,140	38,719	39,494	40,284	42,795	44,524
5	31,763	39,494	40,284	41,090	43,651	45,415
6	32,398	40,284	41,090	41,912	44,524	46,324
7	33,046	41,090	41,912	42,750	45,415	47,250
8	33,708	41,912	42,750	43,605	46,324	48,195
9	34,382	42,750	43,605	44,477	47,250	49,159
10	35,069	43,605	44,477	45,367	48,195	50,142
11	35,771	44,477	45,367	46,273	49,159	51,144
12	36,486	45,367	46,273	47,199	50,142	52,167
13	37,216	46,273	47,199	48,142	51,144	53,210
14	37,960	47,199	48,142	49,106	52,167	54,275
15	38,719	48,142	49,106	50,088	53,210	55,360
16	39,494	49,106	50,088	51,090	54,275	56,468

*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*

	System Programmer/ Network Administrator	IT Specialists
Steps		
1	51,838	56,111
2	52,875	57,233
3	53,933	58,378
4	55,011	59,545
5	56,111	60,736
6	57,233	61,951
7	58,378	63,190
8	59,545	64,454
9	60,736	65,743
10	61,951	67,058
11	63,190	68,399
12	64,454	69,768
13	65,743	71,163
14	67,058	72,587
15	68,399	74,038
16	69,768	75,519

*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

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	45,128	47,890	49,825
2	46,030	48,848	50,822
3	46,951	49,825	51,838
4	47,890	50,822	52,875
5	48,848	51,838	53,933
6	49,825	52,875	55,011
7	50,822	53,933	56,111
8	51,838	55,011	57,233
9	52,875	56,111	58,378
10	53,933	57,233	59,545
11	55,011	58,378	60,736
12	56,111	59,545	61,951
13	57,233	60,736	63,190
14	58,378	61,951	64,454
15	59,545	63,190	65,743
16	60,736	64,454	67,058

*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

Teaching and Learning*

	Instructional Inventory Manager	Instructional Inventory Specialist
Steps		
1	35,583	30,976
2	36,294	31,596
3	37,020	32,228
4	37,760	32,873
5	38,515	33,530
6	39,286	34,201
7	40,071	34,885
8	40,873	35,583
9	41,691	36,294
10	42,525	37,020
11	43,376	37,760
12	44,243	38,515
13	45,128	39,286
14	46,030	40,071
15	46,951	40,873
16	47,890	41,691

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

Family / Parent Facilitator / Behavior Coach / Interpreter*

Steps	Family/Parent Facilitator/ Behavior Coach / Interpreter
1	36,486
2	37,216
3	37,960
4	38,719
5	39,494
6	40,284
7	41,090
8	41,912
9	42,750
10	43,605
11	44,477
12	45,367
13	46,273
14	47,199
15	48,142
16	49,106

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

School Safety and Security*

	Captain	Lieutenant	Sergeant	Dispatcher
Steps				
1	63,190	52,875	44,243	32,873
2	64,454	53,933	45,128	33,530
3	65,743	55,011	46,030	34,201
4	67,058	56,111	46,951	34,885
5	68,399	57,233	47,890	35,583
6	69,768	58,378	48,848	36,294
7	71,163	59,545	49,825	37,020
8	72,587	60,736	50,822	37,760
9	74,038	61,951	51,838	38,515
10	75,519	63,190	52,875	39,286
11	77,030	64,454	53,933	40,071
12	78,571	65,743	55,011	40,873
13	80,142	67,058	56,111	41,691
14	81,745	68,399	57,233	42,525
15	83,380	69,768	58,378	43,376
16	85,047	71,163	59,545	44,243

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

School Safety and Security*

	Campus Security Officer, Without Associates Degree (10 mo./190 Days)	Campus Security Officer, With Associates Degree (10 mo./190 Days)	School Resource Officer, Private (11 mo./210 Days)	School Resource Officer, Corporal (12 mo./235 Days)
Steps				
1	18,981	20,143	33,082	40,071
2	19,361	20,546	33,743	40,873
3	19,747	20,957	34,418	41,691
4	20,143	21,376	35,106	42,525
5	20,546	21,803	35,808	43,376
6	20,957	22,239	36,525	44,243
7	21,376	22,684	37,256	45,128
8	21,803	23,137	38,001	46,030
9	22,239	23,601	38,761	46,951
10	22,684	24,072	39,536	47,890
11	23,137	24,553	40,327	48,848
12	23,601	25,045	41,133	49,825
13	24,072	25,546	41,956	50,822
14	24,553	26,057	42,795	51,838
15	25,045	26,577	43,651	52,875
16	25,546	27,109	44,524	53,933

*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	30,976	32,873	34,201	35,583	42,525	45,128	47,890
2	31,596	33,530	34,885	36,294	43,376	46,030	48,848
3	32,228	34,201	35,583	37,020	44,243	46,951	49,825
4	32,873	34,885	36,294	37,760	45,128	47,890	50,822
5	33,530	35,583	37,020	38,515	46,030	48,848	51,838
6	34,201	36,294	37,760	39,286	46,951	49,825	52,875
7	34,885	37,020	38,515	40,071	47,890	50,822	53,933
8	35,583	37,760	39,286	40,873	48,848	51,838	55,011
9	36,294	38,515	40,071	41,691	49,825	52,875	56,111
10	37,020	39,286	40,873	42,525	50,822	53,933	57,233
11	37,760	40,071	41,691	43,376	51,838	55,011	58,378
12	38,515	40,873	42,525	44,243	52,875	56,111	59,545
13	39,286	41,691	43,376	45,128	53,933	57,233	60,736
14	40,071	42,525	44,243	46,030	55,011	58,378	61,951
15	40,873	43,376	45,128	46,951	56,111	59,545	63,190
16	41,691	44,243	46,030	47,890	57,233	60,736	64,454

*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			
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		Safety Coordinator	Operations Manager of	
					Shift Foremen AM/PM	Routing Efficiency	
					Technology Specialist	Operations Manager of	
						Student Services	
						Safety Operations	
						Manager	
School Nutrition							
Driver				Refrigerator Craftsman	Refrigerator Foreman		

Maintenance & Facilities

	Custodian (10* mos.)	Custodian (12 mos.)**	Assistant Head Custodian (12 mos.)**	Head Custodian (12 mos.)**
Steps				
1	18,095	22,565	24,425	25,920
2	18,458	23,016	24,914	26,438
3	18,827	23,476	25,412	26,967
4	19,204	23,946	25,920	27,506
5	19,588	24,425	26,438	28,057
6	19,980	24,914	26,967	28,618
7	20,380	25,412	27,506	29,190
8	20,787	25,920	28,057	29,774
9	21,204	26,438	28,618	30,369
10	21,628	26,967	29,190	30,976
11	22,060	27,506	29,774	31,596
12	22,501	28,057	30,369	32,228
13	22,951	28,618	30,976	32,873
14	23,410	29,190	31,596	33,530
15	23,878	29,774	32,228	34,201
16	24,354	30,369	32,873	34,885

*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**
1	14.06	10.45	16.81	27,506
2	14.34	10.66	17.14	28,057
3	14.63	10.87	17.49	28,618
4	14.92	11.09	17.84	29,190
5	15.22	11.31	18.19	29,774
6	15.53	11.54	18.56	30,369
7	15.84	11.77	18.93	30,976
8	16.15	12.00	19.31	31,596
9	16.48	12.24	19.69	32,228
10	16.81	12.49	20.09	32,873
11	17.14	12.74	20.49	33,530
12	17.48	12.99	20.90	34,201
13	17.84	13.25	21.31	34,885
14	18.19	13.52	21.74	35,583
15	18.56	13.79	22.18	36,294
16	18.93	14.06	22.62	37,020

* Hourly Rates

** Annual Rate

Bus Driver - Regular Full Time Drivers

Bus 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

School Nutrition

	Training Specialist**	Resource Manager**	School Nutrition Manager***	Assistant School Nutrition Mgr.*	School Nutrition Asst I* Hired Prior to 7/1/98	School Nutrition Asst I* Hired after 7/1/98	School Nutrition Assistant II*
Steps							
1	38,001	31,174	27,652	12.24	11.31	10.66	11.54
2	38,761	31,797	28,205	12.49	11.54	10.87	11.77
3	39,536	32,433	28,769	12.74	11.77	11.09	12.00
4	40,327	33,082	29,344	12.99	12.00	11.31	12.24
5	41,133	33,743	29,931	13.25	12.24	11.54	12.49
6	41,956	34,418	30,529	13.52	12.49	11.77	12.74
7	42,795	35,106	31,140	13.79	12.74	12.00	12.99
8	43,651	35,808	31,763	14.06	12.99	12.24	13.25
9	44,524	36,525	32,398	14.34	13.25	12.49	13.52
10	45,415	37,256	33,046	14.63	13.52	12.74	13.79
11	46,324	38,001	33,708	14.92	13.79	12.99	14.06
12	47,250	38,761	34,382	15.22	14.06	13.25	14.34
13	48,195	39,536	35,069	15.53	14.34	13.52	14.63
14	49,159	40,327	35,771	15.84	14.63	13.79	14.92
15	50,142	41,133	36,486	16.15	14.92	14.06	15.22
16	51,144	41,956	37,216	16.48	15.22	14.34	15.53

* 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.

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 Supplement

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

7. FFVP Supplement

\$500

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