



## **Salary Schedules and Supplements**

**2024-2025 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**

|   |         |
|---|---------|
| Classroom Teachers  | 5       |
| Certified - Excluding Classroom Teachers                      | 6       |
| Pre-K Teachers and Pre-K Paraprofessionals                    | 7       |
| Administration  | 8 - 10  |
| Other Central Office  | 11      |
| Clerical and Administrative Assistants                        | 12 - 14 |
| Paraprofessional & Fine Arts Instructor                       | 15      |
| Nurses  | 16      |
| Information Technology  | 17-18   |
| Teaching and Learning   | 19      |
| Family / Parent Facilitator / Behavior Coach / Interpreter    | 20      |
| School Safety and Security                                    | 21-22   |
| Maintenance & Facilities, Transportation and School Nutrition | 23-26   |

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                  |                            |                  |
| Assistant Football 2        | 2,200                  | 2,200                      | 1,750            |
| Head Flag Football          | 1,500                  |                            |                  |
| Head Cross Country          | 1,200                  |                            |                  |
| Head Softball Coach         | 3,500                  |                            | 1,350            |
| 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/Facilitator    | 750         | 750           | 750               |
| Lead Teacher, Music, Art, Band          | 300         |               |                   |
| Literacy Coach                          | 750         | 750           | 750               |
| Math Team Sponsor                       | 600         |               |                   |
| Newspaper                               | 600         |               |                   |
| PBIS Coach                              | 750         | 750           | 750               |
| Student Council                         | 600         | 400           |                   |
| Teacher in Residence                    |             | 750           | 750               |
| Yearbook                                | 600         |               |                   |

Professional Learning Stipend Rates

Attend Professional Learning = \$25/hour

Teach Professional Learning = \$50/hour of instruction

Tutoring = \$30/hour

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

### Classroom Teachers\*

| RCBOE Salary Steps | T-1 Salary | T-2 Salary | PROV BT - 4 Salary | Prof-4, T-4 Salary | PROV BT - 5 Salary | Prof-5, T-5 Salary | PROV BT - 6 Salary | Prof-6, T-6 Salary | PROV BT - 7 Salary | Prof-7, T-7 Salary |
|--------------------|------------|------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 0                  | 45,878     | 46,843     | 45,878             | 50,067             | 50,091             | 55,439             | 55,699             | 60,793             | 61,290             | 65,917             |
| 1                  | 46,542     | 47,526     | 46,542             | 50,814             | 50,839             | 56,294             | 56,559             | 61,755             | 62,262             | 66,981             |
| 2                  | 46,542     | 47,526     | 46,542             | 50,867             | 50,839             | 56,347             | 56,559             | 61,808             | 62,262             | 67,034             |
| 3                  | 46,542     | 47,526     | 46,542             | 50,921             | 50,839             | 56,401             | 56,559             | 61,862             | 62,262             | 67,088             |
| 4                  | 47,556     | 48,571     | 46,542             | 52,050             | 51,983             | 57,689             | 57,875             | 63,310             | 63,748             | 68,691             |
| 5                  | 48,603     | 49,646     | 46,542             | 53,210             | 53,162             | 59,015             | 59,230             | 64,803             | 65,280             | 70,340             |
| 6                  | 49,679     | 50,755     | 46,542             | 54,404             | 54,375             | 60,380             | 60,626             | 66,338             | 66,856             | 72,037             |
| 7                  | 50,789     | 51,898     | 46,542             | 56,022             | 56,043             | 62,233             | 62,542             | 68,424             | 69,023             | 74,349             |
| 8                  | 51,931     | 53,074     | 46,542             | 57,297             | 57,343             | 63,691             | 64,039             | 70,064             | 70,711             | 76,163             |
| 9                  | 53,109     | 54,284     | 46,542             | 59,238             | 59,352             | 65,914             | 66,349             | 72,570             | 73,324             | 78,939             |
| 10                 | 54,320     | 55,532     | 46,542             | 60,606             | 60,751             | 67,479             | 67,959             | 74,330             | 75,142             | 80,887             |
| 11                 | 54,320     | 55,532     | 46,542             | 60,659             | 60,751             | 67,533             | 67,959             | 74,385             | 75,142             | 80,941             |
| 12                 | 55,569     | 56,817     | 46,542             | 62,066             | 62,192             | 69,143             | 69,615             | 76,197             | 77,014             | 82,947             |
| 13                 | 55,569     | 56,817     | 46,542             | 62,120             | 62,192             | 69,196             | 69,615             | 76,250             | 77,014             | 83,000             |
| 14                 | 56,855     | 58,139     | 46,542             | 63,567             | 63,678             | 70,853             | 71,323             | 78,117             | 78,944             | 85,065             |
| 15                 | 56,855     | 58,139     | 46,542             | 63,620             | 63,678             | 70,906             | 71,323             | 78,170             | 78,944             | 85,119             |
| 16                 | 58,179     | 59,503     | 46,542             | 65,110             | 65,207             | 72,611             | 73,082             | 80,089             | 80,932             | 87,244             |
| 17                 | 58,179     | 59,503     | 46,542             | 65,164             | 65,207             | 72,665             | 73,082             | 80,142             | 80,932             | 87,297             |
| 18                 | 59,542     | 60,906     | 46,542             | 66,697             | 66,781             | 74,419             | 74,892             | 82,119             | 82,979             | 89,484             |
| 19                 | 59,542     | 60,906     | 46,542             | 66,751             | 66,781             | 74,473             | 74,892             | 82,172             | 82,979             | 89,537             |
| 20                 | 60,948     | 62,352     | 46,542             | 68,328             | 68,403             | 76,278             | 76,758             | 84,205             | 85,088             | 91,788             |
| 21                 | 60,948     | 62,352     | 46,542             | 68,381             | 68,403             | 76,332             | 76,758             | 84,259             | 85,088             | 91,842             |
| 22                 | 62,396     | 63,841     | 46,542             | 70,005             | 70,075             | 78,189             | 78,681             | 86,351             | 87,259             | 94,159             |
| 23                 | 62,396     | 63,841     | 46,542             | 70,058             | 70,075             | 78,243             | 78,681             | 86,405             | 87,259             | 94,213             |
| 24                 | 62,396     | 63,841     | 46,542             | 70,112             | 70,075             | 78,296             | 78,681             | 86,458             | 87,259             | 94,266             |
| 25                 | 62,396     | 63,841     | 46,542             | 70,165             | 70,075             | 78,351             | 78,681             | 86,512             | 87,259             | 94,320             |

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

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

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

**Certified (Excluding Classroom Teachers)\***

| <b>RCBOE Salary Steps</b> | <b>T-1 Salary</b> | <b>T-2 Salary</b> | <b>PROV BT - 4 Salary</b> | <b>Prof-4, T-4 Salary</b> | <b>PROV BT - 5 Salary</b> | <b>Prof-5, T-5 Salary</b> | <b>PROV BT - 6 Salary</b> | <b>Prof-6, T-6 Salary</b> | <b>PROV BT - 7 Salary</b> | <b>Prof-7, T-7 Salary</b> |
|---------------------------|-------------------|-------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| 0                         | 42,678            | 43,643            | 42,678                    | 46,867                    | 46,891                    | 52,239                    | 52,499                    | 57,593                    | 58,090                    | 62,717                    |
| 1                         | 43,342            | 44,326            | 43,342                    | 47,614                    | 47,639                    | 53,094                    | 53,359                    | 58,555                    | 59,062                    | 63,781                    |
| 2                         | 43,342            | 44,326            | 43,342                    | 47,667                    | 47,639                    | 53,147                    | 53,359                    | 58,608                    | 59,062                    | 63,834                    |
| 3                         | 43,342            | 44,326            | 43,342                    | 47,721                    | 47,639                    | 53,201                    | 53,359                    | 58,662                    | 59,062                    | 63,888                    |
| 4                         | 44,356            | 45,371            | 43,342                    | 48,850                    | 48,783                    | 54,489                    | 54,675                    | 60,110                    | 60,548                    | 65,491                    |
| 5                         | 45,403            | 46,446            | 43,342                    | 50,010                    | 49,962                    | 55,815                    | 56,030                    | 61,603                    | 62,080                    | 67,140                    |
| 6                         | 46,479            | 47,555            | 43,342                    | 51,204                    | 51,175                    | 57,180                    | 57,426                    | 63,138                    | 63,656                    | 68,837                    |
| 7                         | 47,589            | 48,698            | 43,342                    | 52,822                    | 52,843                    | 59,033                    | 59,342                    | 65,224                    | 65,823                    | 71,149                    |
| 8                         | 48,731            | 49,874            | 43,342                    | 54,097                    | 54,143                    | 60,491                    | 60,839                    | 66,864                    | 67,511                    | 72,963                    |
| 9                         | 49,909            | 51,084            | 43,342                    | 56,038                    | 56,152                    | 62,714                    | 63,149                    | 69,370                    | 70,124                    | 75,739                    |
| 10                        | 51,120            | 52,332            | 43,342                    | 57,406                    | 57,551                    | 64,279                    | 64,759                    | 71,130                    | 71,942                    | 77,687                    |
| 11                        | 51,120            | 52,332            | 43,342                    | 57,459                    | 57,551                    | 64,333                    | 64,759                    | 71,185                    | 71,942                    | 77,741                    |
| 12                        | 52,369            | 53,617            | 43,342                    | 58,866                    | 58,992                    | 65,943                    | 66,415                    | 72,997                    | 73,814                    | 79,747                    |
| 13                        | 52,369            | 53,617            | 43,342                    | 58,920                    | 58,992                    | 65,996                    | 66,415                    | 73,050                    | 73,814                    | 79,800                    |
| 14                        | 53,655            | 54,939            | 43,342                    | 60,367                    | 60,478                    | 67,653                    | 68,123                    | 74,917                    | 75,744                    | 81,865                    |
| 15                        | 53,655            | 54,939            | 43,342                    | 60,420                    | 60,478                    | 67,706                    | 68,123                    | 74,970                    | 75,744                    | 81,919                    |
| 16                        | 54,979            | 56,303            | 43,342                    | 61,910                    | 62,007                    | 69,411                    | 69,882                    | 76,889                    | 77,732                    | 84,044                    |
| 17                        | 54,979            | 56,303            | 43,342                    | 61,964                    | 62,007                    | 69,465                    | 69,882                    | 76,942                    | 77,732                    | 84,097                    |
| 18                        | 56,342            | 57,706            | 43,342                    | 63,497                    | 63,581                    | 71,219                    | 71,692                    | 78,919                    | 79,779                    | 86,284                    |
| 19                        | 56,342            | 57,706            | 43,342                    | 63,551                    | 63,581                    | 71,273                    | 71,692                    | 78,972                    | 79,779                    | 86,337                    |
| 20                        | 57,748            | 59,152            | 43,342                    | 65,128                    | 65,203                    | 73,078                    | 73,558                    | 81,005                    | 81,888                    | 88,588                    |
| 21                        | 57,748            | 59,152            | 43,342                    | 65,181                    | 65,203                    | 73,132                    | 73,558                    | 81,059                    | 81,888                    | 88,642                    |
| 22                        | 59,196            | 60,641            | 43,342                    | 66,805                    | 66,875                    | 74,989                    | 75,481                    | 83,151                    | 84,059                    | 90,959                    |
| 23                        | 59,196            | 60,641            | 43,342                    | 66,858                    | 66,875                    | 75,043                    | 75,481                    | 83,205                    | 84,059                    | 91,013                    |
| 24                        | 59,196            | 60,641            | 43,342                    | 66,912                    | 66,875                    | 75,096                    | 75,481                    | 83,258                    | 84,059                    | 91,066                    |
| 25                        | 59,196            | 60,641            | 43,342                    | 66,965                    | 66,875                    | 75,151                    | 75,481                    | 83,312                    | 84,059                    | 91,120                    |

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

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



## Pre-K Teachers

| Creditable Years of Experience | Bachelor's Degree Salary |
|--------------------------------|--------------------------|
| 0-2                            | \$41,717.00              |
| 3                              | \$42,684.00              |
| 4                              | \$43,680.00              |
| 5                              | \$44,705.00              |
| 6                              | \$45,761.00              |
| 7                              | \$46,849.00              |
| 8                              | \$47,969.00              |
| 9-10                           | \$49,123.00              |
| 11-12                          | \$50,312.00              |
| 13-14                          | \$51,536.00              |
| 15-16                          | \$52,797.00              |
| 17-18                          | \$54,096.00              |
| 19-20                          | \$55,434.00              |
| 21+                            | \$56,812.00              |

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\*

|       | Chief<br>Technology<br>Officer | Senior Director of<br>Maintenance & Facilities /<br>Senior Director of<br>Transportation |
|-------|--------------------------------|--|
| 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.

**Administration\***

| <b>Steps</b> | <b>Director I</b> | <b>Director II<br/>(With Bachelor's Degree or higher)</b> |
|--------------|-------------------|---|
| 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 Media & Public Relations
  - 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
  - Communications and Policy Strategist

**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**

| Steps | 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*** |
|-------|--|------------|--|------------|---|------------|---|---|
|       | 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<br>10 month* | Clerical I<br>11 month** | Clerical I<br>12 month*** | Clerical II<br>11 month ** | Clerical II<br>12 month *** |
|-------|-------------------------|--------------------------|---------------------------|----------------------------|-----------------------------|
| Steps |                         |                          |                           |                            |                             |
| 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

|              | <b>Administrative Assistant I*</b> | <b>Administrative Assistant I**</b> | <b>Administrative Assistant I***</b> | <b>Administrative Assistant II**</b> | <b>Administrative Assistant II***</b> |
|--------------|------------------------------------|-------------------------------------|--------------------------------------|--------------------------------------|---------------------------------------|
| <b>Steps</b> | <b>10 Month</b>                    | <b>11 Month</b>                     | <b>12 Month</b>                      | <b>11 Month</b>                      | <b>12 Month</b>                       |
| <b>1</b>     | 25,045                             | 27,681                              | 32,873                               | 28,800                               | 34,201                                |
| <b>2</b>     | 25,546                             | 28,235                              | 33,530                               | 29,375                               | 34,885                                |
| <b>3</b>     | 26,057                             | 28,800                              | 34,201                               | 29,963                               | 35,583                                |
| <b>4</b>     | 26,577                             | 29,375                              | 34,885                               | 30,563                               | 36,294                                |
| <b>5</b>     | 27,109                             | 29,963                              | 35,583                               | 31,174                               | 37,020                                |
| <b>6</b>     | 27,652                             | 30,563                              | 36,294                               | 31,797                               | 37,760                                |
| <b>7</b>     | 28,205                             | 31,174                              | 37,020                               | 32,433                               | 38,515                                |
| <b>8</b>     | 28,769                             | 31,797                              | 37,760                               | 33,082                               | 39,286                                |
| <b>9</b>     | 29,344                             | 32,433                              | 38,515                               | 33,743                               | 40,071                                |
| <b>10</b>    | 29,931                             | 33,082                              | 39,286                               | 34,418                               | 40,873                                |
| <b>11</b>    | 30,529                             | 33,743                              | 40,071                               | 35,106                               | 41,691                                |
| <b>12</b>    | 31,140                             | 34,418                              | 40,873                               | 35,808                               | 42,525                                |
| <b>13</b>    | 31,763                             | 35,106                              | 41,691                               | 36,525                               | 43,376                                |
| <b>14</b>    | 32,398                             | 35,808                              | 42,525                               | 37,256                               | 44,243                                |
| <b>15</b>    | 33,046                             | 36,525                              | 43,376                               | 38,001                               | 45,128                                |
| <b>16</b>    | 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 |
|--------------|--|---|---|
| <b>Steps</b> |  |   |   |
| <b>1</b>     | 37,760                                     | 39,286                                      | 42,525  |
| <b>2</b>     | 38,515                                     | 40,071                                      | 43,376  |
| <b>3</b>     | 39,286                                     | 40,873                                      | 44,243  |
| <b>4</b>     | 40,071                                     | 41,691                                      | 45,128  |
| <b>5</b>     | 40,873                                     | 42,525                                      | 46,030  |
| <b>6</b>     | 41,691                                     | 43,376                                      | 46,951  |
| <b>7</b>     | 42,525                                     | 44,243                                      | 47,890  |
| <b>8</b>     | 43,376                                     | 45,128                                      | 48,848  |
| <b>9</b>     | 44,243                                     | 46,030                                      | 49,825  |
| <b>10</b>    | 45,128                                     | 46,951                                      | 50,822  |
| <b>11</b>    | 46,030                                     | 47,890                                      | 51,838  |
| <b>12</b>    | 46,951                                     | 48,848                                      | 52,875  |
| <b>13</b>    | 47,890                                     | 49,825                                      | 53,933  |
| <b>14</b>    | 48,848                                     | 50,822                                      | 55,011  |
| <b>15</b>    | 49,825                                     | 51,838                                      | 56,111  |
| <b>16</b>    | 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\***

| <b>Steps</b> | <b>LPN</b> | <b>RN (2 YR.)</b> | <b>RN (3 YR.)</b> | <b>RN (4 YR.)</b> | <b>RN (2 YR.)<br/>210 days **</b> | <b>RN (4 YR.)<br/>210 days **</b> |
|--------------|------------|-------------------|-------------------|-------------------|-----------------------------------|-----------------------------------|
| 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 |
|--------------|---------------------------------|------------------------------------|
| <b>Steps</b> |                                 |                                    |
| <b>1</b>     | 36,294                          | 31,596                             |
| <b>2</b>     | 37,020                          | 32,228                             |
| <b>3</b>     | 37,760                          | 32,873                             |
| <b>4</b>     | 38,515                          | 33,530                             |
| <b>5</b>     | 39,286                          | 34,201                             |
| <b>6</b>     | 40,071                          | 34,885                             |
| <b>7</b>     | 40,873                          | 35,583                             |
| <b>8</b>     | 41,691                          | 36,294                             |
| <b>9</b>     | 42,525                          | 37,020                             |
| <b>10</b>    | 43,376                          | 37,760                             |
| <b>11</b>    | 44,243                          | 38,515                             |
| <b>12</b>    | 45,128                          | 39,286                             |
| <b>13</b>    | 46,030                          | 40,071                             |
| <b>14</b>    | 46,951                          | 40,873                             |
| <b>15</b>    | 47,890                          | 41,691                             |
| <b>16</b>    | 48,848                          | 42,525                             |

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

**Family / Parent Facilitator / Behavior Coach / Interpreter\***

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

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

### School Safety and Security\*

| Steps | Captain | Lieutenant | Sergeant | Dispatcher |
|-------|---------|------------|----------|------------|
| 1     | 68,399  | 57,233     | 48,848   | 33,530     |
| 2     | 69,768  | 58,378     | 49,825   | 34,201     |
| 3     | 71,163  | 59,545     | 50,822   | 34,885     |
| 4     | 72,587  | 60,736     | 51,838   | 35,583     |
| 5     | 74,038  | 61,951     | 52,875   | 36,294     |
| 6     | 75,519  | 63,190     | 53,933   | 37,020     |
| 7     | 77,030  | 64,454     | 55,011   | 37,760     |
| 8     | 78,571  | 65,743     | 56,111   | 38,515     |
| 9     | 80,142  | 67,058     | 57,233   | 39,286     |
| 10    | 81,745  | 68,399     | 58,378   | 40,071     |
| 11    | 83,380  | 69,768     | 59,545   | 40,873     |
| 12    | 85,047  | 71,163     | 60,736   | 41,691     |
| 13    | 86,748  | 72,587     | 61,951   | 42,525     |
| 14    | 88,483  | 74,038     | 63,190   | 43,376     |
| 15    | 90,253  | 75,519     | 64,454   | 44,243     |
| 16    | 92,058  | 77,030     | 65,743   | 45,128     |

\*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, Private (12 mo./235 Days) | School Resource Officer, Corporal (12 mo./235 Days) |
|-------|--|---|--|--|---|
| Steps |  |   |  |  |   |
| 1     | 19,361   | 20,546  | 38,761   | 43,376   | 46,030  |
| 2     | 19,747   | 20,957  | 39,536   | 44,243   | 46,951  |
| 3     | 20,143   | 21,376  | 40,327   | 45,128   | 47,890  |
| 4     | 20,546   | 21,803  | 41,133   | 46,030   | 48,848  |
| 5     | 20,957   | 22,239  | 41,956   | 46,951   | 49,825  |
| 6     | 21,376   | 22,684  | 42,795   | 47,890   | 50,822  |
| 7     | 21,803   | 23,137  | 43,651   | 48,848   | 51,838  |
| 8     | 22,239   | 23,601  | 44,524   | 49,825   | 52,875  |
| 9     | 22,684   | 24,072  | 45,415   | 50,822   | 53,933  |
| 10    | 23,137   | 24,553  | 46,324   | 51,838   | 55,011  |
| 11    | 23,601   | 25,045  | 47,250   | 52,875   | 56,111  |
| 12    | 24,072   | 25,546  | 48,195   | 53,933   | 57,233  |
| 13    | 24,553   | 26,057  | 49,159   | 55,011   | 58,378  |
| 14    | 25,045   | 26,577  | 50,142   | 56,111   | 59,545  |
| 15    | 25,546   | 27,109  | 51,144   | 57,233   | 60,736  |
| 16    | 26,057   | 27,652  | 52,167   | 58,378   | 61,951  |

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



### Maintenance & Facilities, Transportation and School Nutrition\*

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

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

#### Maintenance

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

#### Transportation

|  |            |                   |                     |                                    |                       |  |
|--|------------|-------------------|---------------------|------------------------------------|-----------------------|--|
|  | Dispatcher | Parts Specialists | Bus Technicians     | Routing & Scheduling Asst. Manager | Mobile Foreman        | Fleet Supervisor                         |
|  |            | Safety Technician | Driver Trainer      |                                    | Parts Foreman         | Manager of Business Affairs              |
|  |            |                   | Field Administrator |                                    | Shift Foremen AM/PM   | Operations Manager of Routing Efficiency |
|  |            |                   |                     |                                    | Technology Specialist | 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.)** |
|--------------|-------------------------|--------------------------|--|-------------------------------|
| <b>Steps</b> |                         |                          |  |                               |
| <b>1</b>     | 18,458                  | 23,016                   | 24,914                                     | 29,774                        |
| <b>2</b>     | 18,827                  | 23,476                   | 25,412                                     | 30,369                        |
| <b>3</b>     | 19,204                  | 23,946                   | 25,920                                     | 30,976                        |
| <b>4</b>     | 19,588                  | 24,425                   | 26,438                                     | 31,596                        |
| <b>5</b>     | 19,980                  | 24,914                   | 26,967                                     | 32,228                        |
| <b>6</b>     | 20,380                  | 25,412                   | 27,506                                     | 32,873                        |
| <b>7</b>     | 20,787                  | 25,920                   | 28,057                                     | 33,530                        |
| <b>8</b>     | 21,204                  | 26,438                   | 28,618                                     | 34,201                        |
| <b>9</b>     | 21,628                  | 26,967                   | 29,190                                     | 34,885                        |
| <b>10</b>    | 22,060                  | 27,506                   | 29,774                                     | 35,583                        |
| <b>11</b>    | 22,501                  | 28,057                   | 30,369                                     | 36,294                        |
| <b>12</b>    | 22,951                  | 28,618                   | 30,976                                     | 37,020                        |
| <b>13</b>    | 23,410                  | 29,190                   | 31,596                                     | 37,760                        |
| <b>14</b>    | 23,878                  | 29,774                   | 32,228                                     | 38,515                        |
| <b>15</b>    | 24,354                  | 30,369                   | 32,873                                     | 39,286                        |
| <b>16</b>    | 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

| Steps | 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* |
|-------|-------------------------|--------------------|-----------------------------|----------------------------------|---|--|--------------------------------|
|       | 1                       | 44,243             | 32,433                      | 28,769                           | 12.74   | 11.77  | 11.09                          |
| 2     | 45,128                  | 33,082             | 29,344                      | 12.99                            | 12.00   | 11.31  | 12.24                          |
| 3     | 46,030                  | 33,743             | 29,931                      | 13.25                            | 12.24   | 11.54  | 12.49                          |
| 4     | 46,951                  | 34,418             | 30,529                      | 13.52                            | 12.49   | 11.77  | 12.74                          |
| 5     | 47,890                  | 35,106             | 31,140                      | 13.79                            | 12.74   | 12.00  | 12.99                          |
| 6     | 48,848                  | 35,808             | 31,763                      | 14.06                            | 12.99   | 12.24  | 13.25                          |
| 7     | 49,825                  | 36,525             | 32,398                      | 14.34                            | 13.25   | 12.49  | 13.52                          |
| 8     | 50,822                  | 37,256             | 33,046                      | 14.63                            | 13.52   | 12.74  | 13.79                          |
| 9     | 51,838                  | 38,001             | 33,708                      | 14.92                            | 13.79   | 12.99  | 14.06                          |
| 10    | 52,875                  | 38,761             | 34,382                      | 15.22                            | 14.06   | 13.25  | 14.34                          |
| 11    | 53,933                  | 39,536             | 35,069                      | 15.53                            | 14.34   | 13.52  | 14.63                          |
| 12    | 55,011                  | 40,327             | 35,771                      | 15.84                            | 14.63   | 13.79  | 14.92                          |
| 13    | 56,111                  | 41,133             | 36,486                      | 16.15                            | 14.92   | 14.06  | 15.22                          |
| 14    | 57,233                  | 41,956             | 37,216                      | 16.48                            | 15.22   | 14.34  | 15.53                          |
| 15    | 58,378                  | 42,795             | 37,960                      | 16.81                            | 15.53   | 14.63  | 15.84                          |
| 16    | 59,545                  | 43,651             | 38,719                      | 17.14                            | 15.84   | 14.92  | 16.15                          |

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

**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.