



**FENTON CHARTER PUBLIC SCHOOLS: Classified Staff Salary Schedule – Full-Time Employees  
SALARIED – CMO-Based**

<b>Position</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>Calendar</b>
<b>Business Data Manager - Tier 1</b> Entry level	85,000	87,000	89,000	92,000	95,000	249
<b>Business Data Manager - Tier 2</b> At least 5 years of comparable experience	98,000	101,000	104,000	107,000	110,000	249
<b>Facilities Manager - Tier 1</b> Entry level	85,000	87,000	89,000	92,000	95,000	249
<b>Facilities Manager - Tier 2</b> At least 5 years of comparable experience	98,000	101,000	104,000	107,000	110,000	249
<b>IT Manager - Tier 1</b> Entry level	85,000	87,000	89,000	92,000	95,000	249
<b>IT Manager - Tier 2</b> At least 5 years of comparable experience	98,000	101,000	104,000	107,000	110,000	249
<b>Payroll/HR Manager - Tier 1</b> Entry level	85,000	87,000	89,000	92,000	95,000	249
<b>Payroll/HR Manager - Tier 2</b> At least 5 years of comparable experience	98,000	101,000	104,000	107,000	110,000	249
<b>Attendance Manager - Tier 1</b> Entry level	77,000	79,000	81,000	83,000	86,000	224
<b>Attendance Manager - Tier 2</b> At least 5 years of comparable experience	89,000	92,000	94,000	97,000	100,000	224
<b>Administrative Assistant - Tier 1</b> Entry Level	54,250	56,100	57,950	59,800	61,650	249
<b>Administrative Assistant - Tier 2</b> At least 5 years of comparable experience	63,500	65,350	67,200	69,050	70,900	249
<b>Business Data Specialist - Tier 1</b> Entry level	54,250	56,100	57,950	59,800	61,650	249
<b>Business Data Specialist - Tier 2</b> At least 5 years of comparable experience	63,500	65,350	67,200	69,050	70,900	249
<b>Payroll Specialist - Tier 1</b> Entry level	54,250	56,100	57,950	59,800	61,650	249
<b>Payroll Specialist - Tier 2</b> At least 5 years of comparable experience	63,500	65,350	67,200	69,050	70,900	249

**2021-2022 - Proposed**

<b>Position</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>Calendar</b>
<b>Human Resource Specialist- Tier 1</b> Entry level	54,250	56,100	57,950	59,800	61,650	249
<b>Human Resource Specialist - Tier 2</b> At least 5 years of comparable experience	63,500	65,350	67,200	69,050	70,900	249
<b>COVID-19 Procurement Coordinator</b>	98,000	101,000	104,000	107,000	110,000	249
<b>IT Support II or Systems Specialist II; IT Administrative Assistant II – Tier 1</b> Demonstrated skills and proficiency as Tech Specialist I, Tier 2	54,250	56,100	57,950	59,800	61,650	249
<b>IT Support II or Systems Specialist II; IT Administrative Assistant II - Tier 2</b> Demonstrated skills and proficiency as Tech Specialist II, Tier 1	63,500	65,350	67,200	69,050	70,900	249
<b>IT Support I or Systems Specialist I; IT Administrative Assistant I - Tier 1</b> Entry level	35,500	38,000	40,500	43,000	45,500	249
<b>IT Support I or Systems Specialist I; IT Administrative Assistant I – Tier 2</b> Demonstrated skills and proficiency as Tech Specialist I, Tier 1	48,000	50,500	53,000	55,500	58,000	249
<b>Facilities Specialist II - Tier 1</b> Demonstrated skills and proficiency as Facilities Specialist I, Tier 2	54,250	56,100	57,950	59,800	61,650	249
<b>Facilities Specialist II – Tier 2</b> Demonstrated skills and proficiency as Facilities Specialist II, Tier 1	63,500	65,350	67,200	69,050	70,900	249
<b>Facilities Specialist I - Tier 1</b> Demonstrated skills and proficiency as Maintenance Worker, Tier 2	35,500	38,000	40,500	43,000	45,500	249
<b>Facilities Specialist I – Tier 2</b> Demonstrated skills and proficiency as Facilities Specialist I, Tier 1	48,000	50,500	53,000	55,500	58,000	249



**SALARIED – SITE-BASED**

<b>Position</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>Calendar</b>
<b>Office Manager II - Tier 1</b> Over 650 students	54,250	55,500	56,250	58,000	59,250	224
<b>Office Manager II - Tier 2</b> Over 650 students, demonstrated skills and proficiency as Office Manager II, Tier 1	60,500	61,750	63,000	64,250	65,500	224
<b>Office Manager I - Tier 1</b> Under 650 students	42,500	43,750	45,000	46,250	47,500	224
<b>Office Manager I - Tier 2</b> Under 650 students, demonstrated skills and proficiency as Office Manager I, Tier 1	48,750	50,000	51,250	52,500	53,750	224
<b>Nurse (RN) – Tier 1</b> Less than 5 years of experience	58,000	59,750	61,500	63,250	65,000	201
<b>Nurse (RN) – Tier 2</b> At least 5 years of experience	66,750	68,500	70,250	72,000	73,750	201
<b>Nurse (RN + School Nurse’s Credential) – Tier 1</b> At least 5 years of experience and Preliminary Nurse’s Credential	69,250	71,000	72,750	74,500	76,250	201
<b>Nurse (RN + School Nurse’s Credential) – Tier 2</b> At least 5 years of experience and Clear School Nurse’s Credential	78,000	79,750	81,500	83,250	85,000	201
<b>Plant Manger II - Tier 1</b> Over 650 students	50,000	51,250	52,500	53,750	55,000	249
<b>Plant Manger II - Tier 2</b> Over 650 students, demonstrated skills and proficiency as Plant Manager II, Tier 1	56,250	57,500	58,750	60,000	61,250	249
<b>Plant Manager I - Tier 1</b> Under 650 students	40,000	41,250	42,500	43,750	45,000	249
<b>Plant Manager I - Tier 2</b> Under 650 students, demonstrated skills and proficiency as Plant Manager I, Tier 1	46,250	47,500	48,750	50,000	51,250	249
<b>Family/Parent Center Director - Tier 1</b> 191-day calendar	45,000	46,000	47,000	48,000	49,000	191
<b>Family/Parent Center Director- Tier 2</b> 224-day calendar	50,000	51,000	52,000	53,000	54,000	224

**2021-2022 - Proposed**

**For those positions divided into two tiers, all new hires begin at “Tier 1, Step 1” unless recommended by the Director of the specific school site or supervising manager, and approved by the Executive Director and/or Chief Academic Officer.**

**Each “Step” on the salary schedule is earned by fulfilling a complete year of service as noted on page 47 of the Employee Handbook:**

- **For those on the teacher calendar, a minimum of 150 days of onsite service**
- **For those on a 201-day calendar, a minimum of 164 days of onsite service**
- **For those on a 224-day calendar, a minimum of 183 days of onsite service**
- **For those on a 249-day calendar, a minimum of 203 days of onsite service**

**Additionally, movement to the next “Step” must be earned by achieving a positive yearly evaluation (see page 49 in Employee Handbook).**

**Steps cannot be ‘skipped’ and are earned consecutively each year by achieving the requirements listed above, unless approved by the Executive Director or Chief Academic Officer as deemed necessary.**



**HOURLY – SITE-BASED OR CMO-BASED**

<b>Position</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>Calendar</b>
<b>Data Entry Clerk I - Tier 1</b> Entry Level	15.00/hr	15.50/hr	16.00/hr	16.50/hr	17.00/hr	249-CMO 224-SITE
<b>Data Entry Clerk I - Tier 2</b> Demonstrated skills and proficiency as Data Entry Clerk I, Tier 1	17.50/hr	18.00/hr	18.50/hr	19.00/hr	19.50/hr	249-CMO 224-SITE
<b>Data Entry Clerk II - Tier 1</b> Based on experience, skill level	20.50/hr	21.00/hr	21.50/hr	22.00/hr	22.50/hr	249-CMO 224-SITE
<b>Data Entry Clerk II - Tier 2</b> Demonstrated skills and proficiency as Data Entry Clerk II, Tier 1	23.00/hr	23.50/hr	24.00/hr	24.50/hr	25.00/hr	249-CMO 224-SITE
<b>Payroll Clerk - Tier 1</b> Entry level	19.50/hr	20.00/hr	20.50/hr	21.00/hr	21.50/hr	249
<b>Payroll Clerk - Tier 2</b> Demonstrated skills and proficiency as Payroll Clerk, Tier 1	22.00/hr	22.50/hr	23.00/hr	23.50/hr	24.00/hr	249
<b>Office Assistant II - Tier 1</b> Over 650 students	19.50/hr	20.00/hr	20.50/hr	21.00/hr	21.50/hr	224
<b>Office Assistant II - Tier 2</b> Over 650 students, demonstrated skills and proficiency as Office Assistant II, Tier 1	22.00/hr	22.50/hr	23.00/hr	23.50/hr	24.00/hr	224
<b>Office Assistant I - Tier 1</b> Under 650 students	17.50/hr	18.00/hr	18.50/hr	19.00/hr	19.50/hr	224
<b>Office Assistant I - Tier 2</b> Under 650 students, demonstrated skills and proficiency as Office Assistant I, Tier 1	20.00/hr	20.50/hr	21.00/hr	21.50/hr	22.00/hr	224
<b>Compliance Assistant - Tier 1</b> Entry level	16.50/hr	17.00/hr	17.50/hr	18.00/hr	18.50/hr	224
<b>Compliance Assistant - Tier 2</b> Demonstrated skills and proficiency as Compliance Assistant, Tier 1	19.00/hr	19.50/hr	20.00/hr	20.50/hr	21.00/hr	224
<b>Attendance Assistant - Tier 1</b> Entry level	17.00/hr	17.50/hr	18.00/hr	18.50/hr	19.00/hr	224
<b>Attendance Assistant - Tier 2</b> Demonstrated skills and proficiency as Attendance Assistant, Tier 1	19.50/hr	20.00/hr	20.50/hr	21.00/hr	21.50/hr	224
<b>Nurse's Aide - Tier 1</b> Entry level	16.50/hr	17.00/hr	17.50/hr	18.00/hr	18.50/hr	224
<b>Nurse's Aide - Tier 2</b> Demonstrated skills and proficiency Nurse's Aide, Tier 1	19.00/hr	19.50/hr	20.00/hr	20.50/hr	21.00/hr	224

**2021-2022 - Proposed**

<b>Position</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>Calendar</b>
<b>Registered Behavior Technician Supervisor - Tier 1</b> Appropriate certifications, experience and education (B.A. or above)	30.00/hr	31.00/hr	32.00/hr	33.00/hr	34.00/hr	201
<b>Registered Behavior Technician Supervisor - Tier 2</b> Demonstrated skills, proficiency, experience, education (B.A. or above) and advanced certifications related to behavior	35.00/hr	36.00/hr	37.00/hr	38.00/hr	39.00/hr	201
<b>Registered Behavior Technician II - Tier 1</b> Demonstrated skills, proficiency, and experience as RBT I, Tier 2; education (B.A.) and RBT certification	23.00/hr	23.50/hr	24.00/hr	24.50/hr	25.00/hr	191
<b>Registered Behavior Technician II - Tier 2</b> Demonstrated skills, proficiency, and experience as RBT II, Tier 1; education (B.A.) and RBT Certification	25.50/hr	26.00/hr	26.50/hr	27.00/hr	27.50/hr	191
<b>Registered Behavior Technician I * - Tier 1</b> Initial certification	*16.50/hr	*17.00/hr	*17.50/hr	18.00/hr	18.50/hr	191
<b>Registered Behavior Technician I - Tier 2</b> Demonstrated skills, proficiency, and experience as RBT I, Tier 1; education (B.A.), RBT Certification	19.00/hr	19.50/hr	20.00/hr	20.50/hr	21.00/hr	191
<b>Special Education TA II - Tier 1</b> Hired prior to July 1, 2016 and employed continuously as Sp. Ed. TA	18.00/hr	18.50/hr	19.00/hr	19.50/hr	20.00/hr	191
<b>Special Education TA II - Tier 2</b> Hired prior to July 1, 2016 and employed continuously as Sp. Ed. TA	21.50/hr	22.00/hr	22.50/hr	23.00/hr	23.50/hr	191
<b>Campus Security and Maintenance - Tier 1</b> Entry level	16.50/hr	17.00/hr	17.50/hr	18.00/hr	18.50/hr	224
<b>Campus Security and Maintenance - Tier 2</b> Demonstrated skills and proficiency as Security, Tier 1	19.00/hr	19.50/hr	20.00/hr	20.50/hr	21.00/hr	224
<b>Maintenance Worker - Tier 1</b> Entry level	19.00/hr	20.00/hr	21.00/hr	22.00/hr	23.00/hr	249
<b>Maintenance Worker - Tier 2</b> Demonstrated skills and proficiency as Maintenance Worker, Tier 1	24.00/hr	25.00/hr	26.00/hr	27.00/hr	28.00/hr	249
<b>Custodian II - Tier 1</b> Demonstrated skills and proficiency, and no longer probationary	16.50/hr	17.00/hr	17.50/hr	18.00/hr	18.50/hr	249
<b>Custodian II - Tier 2</b> Demonstrated skills and proficiency as Custodian II, Tier 1	19.00/hr	19.50/hr	20.00/hr	20.50/hr	21.00/hr	249
<b>Custodian I - Probationary</b> Entry level; continues on probationary status	15.50/hr	16.00/hr	<b>No increase while remaining on probationary status</b>			249
<b>Supply Room Clerk</b>	24.00/hr					191

\* No more than 5.5 hours/day, must maintain LACOE TA Waiver or work no more than 3.5 hours/day; not PERS eligible - PARS member. After receipt of certification as RBT and Bachelor's Degree – eligible for full-time schedule (6 hours or more), benefits and PERS membership.

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**FENTON CHARTER PUBLIC SCHOOLS: Classified Staff Salary Schedule – Part-Time Employees – HOURLY**

**Maximum Hours: 5.5 hours with LACOE TA Waiver (without waiver, no more than 3.5 hours/day)**

Position	7/1/16	7/1/17	7/1/18	7/1/19	7/1/20*
TA	12.83/hr	13.50/hr	14.50/hr	15.50/hr	16.50/hr
Supply Room Clerk	12.83/hr	13.50/hr	14.50/hr	15.50/hr	16.50/hr
PK TA	13.25/hr	14.25/hr	15.25/hr	16.25/hr	17.25/hr
Special Education TA I <small>Hired on or after July 1, 2016</small>	15.25/hr	16.25/hr	17.00/hr	17.25/hr	17.50/hr
Adult Assistant	13.25/hr	14.25/hr	15.25/hr	16.25/hr	17.25/hr
Psychomotor Aide	12.83/hr	13.50/hr	14.50/hr	15.50/hr	16.50/hr
Psychomotor Lead	13.25/hr	14.25/hr	15.25/hr	16.25/hr	17.25/hr
Playground Supervisor	15.00/hr	15.50/hr	16.00/hr	16.50/hr	17.00/hr
Supervision Aide II	12.00/hr	13.00/hr	14.00/hr	15.00/hr	16.00/hr
Supervision Aide I (No HS Diploma or GED and hired prior to 7/1/2012)	10.50/hr	12.00/hr	13.25/hr	14.25/hr	15.00/hr
Cafeteria Clerk	12.00/hr	13.00/hr	14.00/hr	15.00/hr	16.00/hr
Supper/After School Playground	12.00/hr	13.00/hr	14.00/hr	15.00/hr	16.00/hr
Library Media Clerk	17.00/hr	17.50/hr	18.00/hr	18.25/hr	18.50/hr
Library Aide	12.00/hr	13.00/hr	14.00/hr	15.00/hr	16.00/hr
Traffic Aide	12.00/hr	13.00/hr	14.00/hr	15.00/hr	16.00/hr
Campus Security and Maintenance	15.00/hr	16.00/hr	16.00/hr	16.00/hr	16.00/hr
Custodian	15.00/hr	15.50/hr	15.50/hr	15.50/hr	15.50/hr
<b>YEAR (to align with minimum wage implementation)</b>	<b>7/1/16</b>	<b>7/1/17</b>	<b>7/1/18</b>	<b>7/1/19</b>	<b>7/1/20</b>

**\*This schedule will continue until the FCPS Board of Directors approves revisions.**