



**NORTON CITY SCHOOLS
SALARY SCALES**

TEACHER SCALE

YEARS	
0	\$33,575
1	\$34,260
2	\$35,688
3	\$37,170
4	\$37,913
5	\$38,633
6	\$39,109
7	\$39,583
8	\$40,061
9	\$40,531
10	\$41,005
11	\$41,249
12	\$41,601
13	\$42,188
14	\$42,783
15	\$43,372
16	\$43,966
17	\$44,672
18	\$45,388
19	\$46,096
20	\$46,805
21	\$47,519
22	\$48,346
23	\$49,169
24	\$50,002
25	\$50,832
26	\$51,660
27	\$52,604
28	\$53,552
29	\$54,498
30	\$55,449
31-50	\$55,449

Supplements:	
Doctorate Degree	\$3,684
Masters Degree + 30	\$2,368
Masters Degree	\$2,158
Bachelors Degree + 18 hours in approved Masters Program	\$947
Speech Language Pathologist	\$10,000

Longevity per year:	
Years 33-35	\$400
Years 36-38	\$450
Years 39-50	\$500

**NORTON CITY SCHOOLS
ADMINISTRATOR SCALE**

DIRECTOR	
STEP	ANNUAL AMOUNT
0	\$81,950
1	\$83,589
2	\$85,261
3	\$86,966
4	\$88,705
5	\$90,480

240 DAY POSITION

HIGH SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$75,595
1	\$77,106
2	\$78,648
3	\$80,222
4	\$81,826
5	\$83,463

240 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$74,307
1	\$75,793
2	\$77,309
3	\$78,855
4	\$80,432
5	\$82,041

240 DAY POSITION

HIGH SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$63,287
1	\$64,553
2	\$65,844
3	\$67,161
4	\$68,504
5	\$69,874

*INCLUDES ATHLETIC DIRECTOR

220 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$63,046
1	\$64,307
2	\$65,593
3	\$66,905
4	\$68,243
5	\$69,608

*INCLUDES ELEMENTARY & MIDDLE SCHOOL ATHLETIC FACILITIES DIRECTOR

220 DAY POSITION

SUPPLEMENTS	
Doctorate Degree	\$3,500

SUPERVISOR SCALE

STEP	
0	\$54,113
1	\$55,195
2	\$56,299
3	\$57,425
4	\$58,574
5	\$59,744
6	\$60,940
7	\$62,159
8	\$63,402
9	\$64,670
10	\$65,963
11	\$67,282
12	\$68,628
13	\$70,001
14	\$71,400
15	\$72,828

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVALENT	\$2,000

MANAGER SCALE

STEP	
0	\$47,500.00
1	\$48,450.00
2	\$49,419.00
3	\$50,407.00
4	\$51,416.00
5	\$52,444.00
6	\$53,493.00
7	\$54,563.00
8	\$55,654.00
9	\$56,767.00
10	\$57,902.00
11	\$59,060.00
12	\$60,241.00
13	\$61,446.00
14	\$62,675.00
15	\$63,929.00

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVAL	\$2,000

SCHOOL NURSE

STEP	RN	LPN
	184 DAY POSITION	180 DAY POSITION
0	\$28,560	25,400
1	\$29,131	25,908
2	\$29,714	26,426
3	\$30,308	26,955
4	\$30,914	27,494
5	\$31,533	28,044
6	\$32,163	28,605
7	\$32,806	29,177
8	\$33,463	29,760
9	\$34,132	30,355
10	\$34,814	30,962
11	\$35,511	31,582
12	\$36,221	32,213
13	\$36,945	32,858
14	\$37,684	33,515
15	\$38,438	34,185

CLERICAL SCALE

STEP	240 DAYS	220 DAYS	HOURLY RATE
1	\$22,982.40	\$21,067.20	\$11.97
2	\$23,462.40	\$21,507.20	\$12.22
3	\$23,923.20	\$21,929.60	\$12.46
4	\$24,403.20	\$22,369.60	\$12.71
5	\$24,883.20	\$22,809.60	\$12.96
6	\$25,401.60	\$23,284.80	\$13.23
7	\$25,900.80	\$23,742.40	\$13.49
8	\$26,419.20	\$24,217.60	\$13.76
9	\$26,956.80	\$24,710.40	\$14.04
10	\$27,494.40	\$25,203.20	\$14.32
11	\$28,051.20	\$25,713.60	\$14.61
12	\$28,588.80	\$26,206.40	\$14.89
13	\$29,164.80	\$26,734.40	\$15.19
14	\$29,740.80	\$27,262.40	\$15.49
15	\$30,355.20	\$27,825.60	\$15.81
16	\$30,969.60	\$28,388.80	\$16.13
17	\$31,584.00	\$28,952.00	\$16.45
18	\$32,217.60	\$29,532.80	\$16.78
19	\$32,851.20	\$30,113.60	\$17.11
20	\$33,523.20	\$30,729.60	\$17.46
21	\$34,176.00	\$31,328.00	\$17.80
22	\$34,867.20	\$31,961.60	\$18.16
23	\$35,558.40	\$32,595.20	\$18.52
24	\$36,268.80	\$33,246.40	\$18.89
25	\$36,998.40	\$33,915.20	\$19.27
26	\$37,747.20	\$34,601.60	\$19.66
27	\$38,496.00	\$35,288.00	\$20.05
28	\$39,264.00	\$35,992.00	\$20.45
29	\$40,051.20	\$36,713.60	\$20.86
30	\$40,857.60	\$37,452.80	\$21.28
31+	\$41,664.00	\$38,192.00	\$21.70

SUPPLEMENTS	
CLERK OF THE BOARD	\$3,000
PAYROLL CLERK	\$2,000
SCHOOL BOOKKEEPER	\$1,500
CERTIFICATE	\$400
ASSOCIATE'S DEGREE	\$800
BACHELOR'S DEGREE	\$1,600

INSTRUCTIONAL ASSISTANT SCALE

EXPERIENCE	NES (6 HOURS DAY)	BHS (6.5 HOURS DAY)	HOURLY RATE
1	\$11,160.00	\$12,090.00	\$10.00
2	\$11,383.00	\$12,332.00	\$10.20
3	\$11,611.00	\$12,578.00	\$10.40
4	\$11,843.00	\$12,830.00	\$10.61
5	\$12,080.00	\$13,087.00	\$10.82
6	\$12,322.00	\$13,348.00	\$11.04
7	\$12,568.00	\$13,615.00	\$11.26
8	\$12,819.00	\$13,888.00	\$11.49
9	\$13,076.00	\$14,165.00	\$11.72
10	\$13,337.00	\$14,449.00	\$11.95
11	\$13,604.00	\$14,738.00	\$12.19
12	\$13,876.00	\$15,032.00	\$12.43
13	\$14,154.00	\$15,333.00	\$12.68
14	\$14,437.00	\$15,640.00	\$12.94
15	\$14,725.00	\$15,952.00	\$13.19
16	\$15,020.00	\$16,272.00	\$13.46
17	\$15,320.00	\$16,597.00	\$13.73
18	\$15,627.00	\$16,929.00	\$14.00
19	\$15,939.00	\$17,267.00	\$14.28
20	\$16,258.00	\$17,613.00	\$14.57
21	\$16,583.00	\$17,965.00	\$14.86
22	\$16,915.00	\$18,324.00	\$15.16
23	\$17,253.00	\$18,691.00	\$15.46
24	\$17,598.00	\$19,065.00	\$15.77
25	\$17,950.00	\$19,446.00	\$16.08
26	\$18,309.00	\$19,835.00	\$16.41
27	\$18,675.00	\$20,232.00	\$16.73
28	\$19,049.00	\$20,636.00	\$17.07
29	\$19,430.00	\$21,049.00	\$17.41
30	\$19,818.00	\$21,470.00	\$17.76

CUSTODIAN SCALE

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$10.00	\$20,800.00
2	\$10.20	\$21,216.00
3	\$10.40	\$21,640.32
4	\$10.61	\$22,073.13
5	\$10.82	\$22,514.59
6	\$11.04	\$22,964.88
7	\$11.26	\$23,424.18
8	\$11.49	\$23,892.66
9	\$11.72	\$24,370.52
10	\$11.95	\$24,857.93
11	\$12.19	\$25,355.08
12	\$12.43	\$25,862.19
13	\$12.68	\$26,379.43
14	\$12.94	\$26,907.02
15	\$13.19	\$27,445.16
16	\$13.46	\$27,994.06
17	\$13.73	\$28,553.94
18	\$14.00	\$29,125.02
19	\$14.28	\$29,707.52
20	\$14.57	\$30,301.67

260 DAY CONTRACT

BUS DRIVER

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$10.59	\$15,251
2	\$10.81	\$15,562
3	\$11.03	\$15,880
4	\$11.25	\$16,204
5	\$11.48	\$16,535
6	\$11.72	\$16,872
7	\$11.96	\$17,217
8	\$12.20	\$17,568
9	\$12.44	\$17,919
10	\$12.69	\$18,278
11	\$12.95	\$18,643
12	\$13.21	\$19,016
13	\$13.47	\$19,396
14	\$13.74	\$19,784
15	\$14.01	\$20,180
16	\$14.29	\$20,584
17	\$14.58	\$20,995
18	\$14.87	\$21,415
19	\$15.17	\$21,844
20	\$15.47	\$22,280

180 DAY CONTRACT

CAFETERIA SCALE

STEP	SCHOOL NUTRITION WORKER		SCHOOL NUTRITION MANAGER	
	PER YEAR	HOURLY RATE	MANAGER	HOURLY RATE
	5.75 HOURS - 183 days		8 HOURS - 190 days	
1	\$10,431.00	\$9.50	\$22,040.00	\$14.50
2	\$10,639.62	\$9.69	\$22,480.80	\$14.79
3	\$10,852.41	\$9.88	\$22,930.42	\$15.09
4	\$11,069.46	\$10.08	\$23,389.02	\$15.39
5	\$11,290.85	\$10.28	\$23,856.80	\$15.70
6	\$11,516.67	\$10.49	\$24,333.94	\$16.01
7	\$11,747.00	\$10.70	\$24,820.62	\$16.33
8	\$11,981.94	\$10.91	\$25,317.03	\$16.66
9	\$12,221.58	\$11.13	\$25,823.37	\$16.99
10	\$12,466.01	\$11.35	\$26,339.84	\$17.33
11	\$12,715.33	\$11.58	\$26,866.64	\$17.68
12	\$12,969.64	\$11.81	\$27,403.97	\$18.03
13	\$13,229.03	\$12.05	\$27,952.05	\$18.39
14	\$13,493.61	\$12.29	\$28,511.09	\$18.76
15	\$13,763.48	\$12.54	\$29,081.31	\$19.13
16	\$14,038.75	\$12.79	\$29,662.94	\$19.52
17	\$14,319.53	\$13.04	\$30,256.20	\$19.91
18	\$14,605.92	\$13.30	\$30,861.32	\$20.30
19	\$14,898.04	\$13.57	\$31,478.55	\$20.71
20	\$15,196.00	\$13.84	\$32,108.12	\$21.12
21	\$15,499.92	\$14.12	\$32,750.28	\$21.55
22	\$15,809.92	\$14.40	\$33,405.29	\$21.98
23	\$16,126.11	\$14.69	\$34,073.39	\$22.42
24	\$16,448.64	\$14.98	\$34,754.86	\$22.87
25	\$16,777.61	\$15.28	\$35,449.96	\$23.32
26	\$17,113.16	\$15.59	\$36,158.96	\$23.79
27	\$17,455.42	\$15.90	\$36,882.14	\$24.26
28	\$17,804.53	\$16.22	\$37,619.78	\$24.75
29	\$18,160.62	\$16.54	\$38,372.17	\$25.24
30	\$18,523.84	\$16.87	\$39,139.62	\$25.75
31-50	\$18,894.31	\$17.21	\$39,922.41	\$26.26

***full time School Nutrition Workers work 8 hours a day at the hourly rate*

SUPPLEMENTS	
Food Service Clerical	\$1,500
Food Service Supervisor	\$4,000
Food Service Director	\$15,000