

TEACHER SCALE

YEARS	
0	\$40,485
1	\$41,295
2	\$42,121
3	\$42,963
4	\$43,822
5	\$44,699
6	\$45,593
7	\$46,505
8	\$47,435
9	\$48,384
10	\$49,351
11	\$50,338
12	\$51,345
13	\$52,372
14	\$53,419
15	\$54,488
16	\$55,577
17	\$56,689
18	\$57,823
19	\$58,979
20	\$60,159
21	\$61,362
22	\$62,589
23	\$63,841
24	\$65,118
25	\$66,420
26	\$67,749
27	\$69,104
28	\$70,486
29	\$71,895
30	\$73,333
31-50	\$73,333

Supplements:	
Doctorate Degree	\$4,500
Masters Degree + 30	\$3,300
Masters Degree	\$3,000
Bachelors Degree + 18 hours in approved Masters Program	\$1,500
Speech Language Pathologist**	\$10,000

***position requires Master's Degree. Supplement includes master's compensation*

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	\$103,200
1	\$105,264
2	\$107,369
3	\$109,517
4	\$111,707
5	\$113,941
6	\$116,220

240 DAY POSITION

HIGH SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$96,100
1	\$98,022
2	\$99,982
3	\$101,982
4	\$104,022
5	\$106,102
6	\$108,224

240 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$94,700
1	\$96,594
2	\$98,526
3	\$100,496
4	\$102,506
5	\$104,556
6	\$106,648

240 DAY POSITION

HIGH SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$82,400
1	\$84,048
2	\$85,729
3	\$87,444
4	\$89,192
5	\$90,976
6	\$92,796

*INCLUDES ATHLETIC DIRECTOR

220 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$82,100
1	\$83,742
2	\$85,417
3	\$87,125
4	\$88,868
5	\$90,645
6	\$92,458

*INCLUDES NEMS ATHLETIC FACILITIES DIRECTOR

220 DAY POSITION

SUPPLEMENTS	
Doctorate Degree	\$4,500
Masters Degree + 30	\$300

SUPERVISOR SCALE

STEP	
0	\$72,250
1	\$73,695
2	\$75,169
3	\$76,672
4	\$78,206
5	\$79,770
6	\$81,365
7	\$82,993
8	\$84,652
9	\$86,345
10	\$88,072
11	\$89,834
12	\$91,630
13	\$93,463
14	\$95,332
15	\$97,239

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVALENT	\$3,000

MANAGER SCALE

STEP	
0	\$64,800
1	\$66,096
2	\$67,418
3	\$68,766
4	\$70,142
5	\$71,544
6	\$72,975
7	\$74,435
8	\$75,924
9	\$77,442
10	\$78,991
11	\$80,571
12	\$82,182
13	\$83,826
14	\$85,502
15	\$87,212

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVALENT	\$3,000

SCHOOL NURSE

STEP	RN	LPN
	184 DAY POSITION	180 DAY POSITION
0	33,810	29,363
1	34,486	29,950
2	35,176	30,549
3	35,879	31,160
4	36,597	31,783
5	37,329	32,419
6	38,076	33,067
7	38,837	33,728
8	39,614	34,403
9	40,406	35,091
10	41,214	35,793
11	42,038	36,509
12	42,879	37,239
13	43,737	37,984
14	44,612	38,743
15	45,504	39,518
16	46,414	40,308
17	47,342	41,115
18	48,289	41,937
19	49,255	42,776
20	50,240	43,631
21	51,245	44,504
22	52,270	45,394
23	53,315	46,302
24	54,381	47,228
25	55,469	48,172
26	56,578	49,136
27	57,710	50,118
28	58,864	51,121
29	60,041	52,143
30	61,242	53,186

SUPPLEMENT	
NURSING COORDINATOR	3,000

CLERICAL SCALE

STEP	240 DAYS	220 DAYS	HOURLY RATE
1	\$28,742.40	\$26,347.20	\$14.97
2	\$29,317.25	\$26,874.14	\$15.27
3	\$29,903.59	\$27,411.63	\$15.57
4	\$30,501.66	\$27,959.86	\$15.89
5	\$31,111.70	\$28,519.06	\$16.20
6	\$31,733.93	\$29,089.44	\$16.53
7	\$32,368.61	\$29,671.23	\$16.86
8	\$33,015.98	\$30,264.65	\$17.20
9	\$33,676.30	\$30,869.94	\$17.54
10	\$34,349.83	\$31,487.34	\$17.89
11	\$35,036.83	\$32,117.09	\$18.25
12	\$35,737.56	\$32,759.43	\$18.61
13	\$36,452.31	\$33,414.62	\$18.99
14	\$37,181.36	\$34,082.91	\$19.37
15	\$37,924.99	\$34,764.57	\$19.75
16	\$38,683.49	\$35,459.86	\$20.15
17	\$39,457.16	\$36,169.06	\$20.55
18	\$40,246.30	\$36,892.44	\$20.96
19	\$41,051.22	\$37,630.29	\$21.38
20	\$41,872.25	\$38,382.90	\$21.81
21	\$42,709.69	\$39,150.55	\$22.24
22	\$43,563.89	\$39,933.56	\$22.69
23	\$44,435.17	\$40,732.24	\$23.14
24	\$45,323.87	\$41,546.88	\$23.61
25	\$46,230.35	\$42,377.82	\$24.08
26	\$47,154.95	\$43,225.37	\$24.56
27	\$48,098.05	\$44,089.88	\$25.05
28	\$49,060.01	\$44,971.68	\$25.55
29	\$50,041.21	\$45,871.11	\$26.06
30	\$51,042.04	\$46,788.54	\$26.58
31+	\$52,062.88	\$47,724.31	\$27.12

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

CUSTODIAN SCALE

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$13.00	\$27,040.00
2	\$13.26	\$27,580.80
3	\$13.53	\$28,132.42
4	\$13.80	\$28,695.06
5	\$14.07	\$29,268.97
6	\$14.35	\$29,854.34
7	\$14.64	\$30,451.43
8	\$14.93	\$31,060.46
9	\$15.23	\$31,681.67
10	\$15.54	\$32,315.30
11	\$15.85	\$32,961.61
12	\$16.16	\$33,620.84
13	\$16.49	\$34,293.26
14	\$16.82	\$34,979.12
15	\$17.15	\$35,678.71
16	\$17.50	\$36,392.28
17	\$17.85	\$37,120.13
18	\$18.20	\$37,862.53
19	\$18.57	\$38,619.78
20	\$18.94	\$39,392.17
21	\$19.32	\$40,180.02
22	\$19.70	\$40,983.62
23	\$20.10	\$41,803.29
24	\$20.50	\$42,639.36
25	\$20.91	\$43,492.14
26	\$21.33	\$44,361.99
27	\$21.75	\$45,249.23
28	\$22.19	\$46,154.21
29	\$22.63	\$47,077.29
30	\$23.09	\$48,018.84

260 DAY CONTRACT

SUPPLEMENTS	
HEAD CUSTODIAN	20% OF BASE CONTRACT

INSTRUCTIONAL ASSISTANT SCALE

EXPERIENCE	NES (6 HOURS DAY)	BHS (6.5 HOURS DAY)	HOURLY RATE
1	\$14,508.00	\$15,717.00	\$13.00
2	\$14,798.00	\$16,031.00	\$13.26
3	\$15,094.00	\$16,352.00	\$13.53
4	\$15,396.00	\$16,679.00	\$13.80
5	\$15,704.00	\$17,013.00	\$14.07
6	\$16,018.00	\$17,353.00	\$14.35
7	\$16,338.00	\$17,700.00	\$14.64
8	\$16,665.00	\$18,054.00	\$14.93
9	\$16,998.00	\$18,415.00	\$15.23
10	\$17,338.00	\$18,783.00	\$15.54
11	\$17,685.00	\$19,159.00	\$15.85
12	\$18,039.00	\$19,542.00	\$16.16
13	\$18,400.00	\$19,933.00	\$16.49
14	\$18,768.00	\$20,332.00	\$16.82
15	\$19,143.00	\$20,738.00	\$17.15
16	\$19,526.00	\$21,153.00	\$17.50
17	\$19,916.00	\$21,576.00	\$17.85
18	\$20,315.00	\$22,008.00	\$18.20
19	\$20,721.00	\$22,448.00	\$18.57
20	\$21,135.00	\$22,897.00	\$18.94
21	\$21,558.00	\$23,355.00	\$19.32
22	\$21,989.00	\$23,822.00	\$19.70
23	\$22,429.00	\$24,298.00	\$20.10
24	\$22,878.00	\$24,784.00	\$20.50
25	\$23,335.00	\$25,280.00	\$20.91
26	\$23,802.00	\$25,785.00	\$21.33
27	\$24,278.00	\$26,301.00	\$21.75
28	\$24,764.00	\$26,827.00	\$22.19
29	\$25,259.00	\$27,364.00	\$22.63
30	\$25,764.00	\$27,911.00	\$23.09

SUPPLEMENTS	
SELF CONTAINED CLASSROOM ASSIGNMENT	+ \$1/hour

BUS DRIVER

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$18.00	\$25,920
2	\$18.36	\$26,438
3	\$18.73	\$26,967
4	\$19.10	\$27,507
5	\$19.48	\$28,057
6	\$19.87	\$28,618
7	\$20.27	\$29,190
8	\$20.68	\$29,774
9	\$21.09	\$30,369
10	\$21.51	\$30,977
11	\$21.94	\$31,596
12	\$22.38	\$32,228
13	\$22.83	\$32,873
14	\$23.28	\$33,530
15	\$23.75	\$34,201
16	\$24.23	\$34,885
17	\$24.71	\$35,583
18	\$25.20	\$36,294
19	\$25.71	\$37,020
20	\$26.22	\$37,761

180 DAY CONTRACT

CAFETERIA SCALE

STEP	SCHOOL NUTRITION WORKER 5.75 HOURS - 183 days		SCHOOL NUTRITION MANAGER 8 HOURS - 190 days	
	PER YEAR	HOURLY RATE	MANAGER	HOURLY RATE
1	\$14,823.00	\$13.50	\$28,120.00	\$18.50
2	\$15,119.46	\$13.77	\$28,682.40	\$18.87
3	\$15,421.85	\$14.05	\$29,256.05	\$19.25
4	\$15,730.29	\$14.33	\$29,841.17	\$19.63
5	\$16,044.89	\$14.61	\$30,437.99	\$20.02
6	\$16,365.79	\$14.91	\$31,046.75	\$20.43
7	\$16,693.11	\$15.20	\$31,667.69	\$20.83
8	\$17,026.97	\$15.51	\$32,301.04	\$21.25
9	\$17,367.51	\$15.82	\$32,947.06	\$21.68
10	\$17,714.86	\$16.13	\$33,606.00	\$22.11
11	\$18,069.15	\$16.46	\$34,278.12	\$22.55
12	\$18,430.54	\$16.79	\$34,963.69	\$23.00
13	\$18,799.15	\$17.12	\$35,662.96	\$23.46
14	\$19,175.13	\$17.46	\$36,376.22	\$23.93
15	\$19,558.63	\$17.81	\$37,103.74	\$24.41
16	\$19,949.81	\$18.17	\$37,845.82	\$24.90
17	\$20,348.80	\$18.53	\$38,602.73	\$25.40
18	\$20,755.78	\$18.90	\$39,374.79	\$25.90
19	\$21,170.89	\$19.28	\$40,162.28	\$26.42
20	\$21,594.31	\$19.67	\$40,965.53	\$26.95
21	\$22,026.20	\$20.06	\$41,784.84	\$27.49
22	\$22,466.72	\$20.46	\$42,620.54	\$28.04
23	\$22,916.06	\$20.87	\$43,472.95	\$28.60
24	\$23,374.38	\$21.29	\$44,342.41	\$29.17
25	\$23,841.87	\$21.71	\$45,229.26	\$29.76
26	\$24,318.70	\$22.15	\$46,133.84	\$30.35
27	\$24,805.08	\$22.59	\$47,056.52	\$30.96
28	\$25,301.18	\$23.04	\$47,997.65	\$31.58
29	\$25,807.20	\$23.50	\$48,957.60	\$32.21
30	\$26,323.35	\$23.97	\$49,936.75	\$32.85
31-50	\$26,849.81	\$24.45	\$50,935.49	\$33.51

***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