



SUMMIT SCHOOL DISTRICT

Licensed Salary Schedule 2023-24

	A	B (+12)	C (+24)	D (+36)	E (+48)	F (+60)	G (+72)	H (+84)	I (+96)	J (+108)	K (+120)	L (+132)	M (+144)
Year 00	\$ 52,200	\$ 54,200	\$ 56,200	\$ 58,200	\$ 60,200	\$ 62,200	\$ 64,200	\$ 66,200	\$ 68,200	\$ 70,200	\$ 72,200	\$ 74,200	\$ 76,200
Year 01	\$ 52,983	\$ 55,013	\$ 57,043	\$ 59,073	\$ 61,103	\$ 63,133	\$ 65,163	\$ 67,193	\$ 69,223	\$ 71,253	\$ 73,283	\$ 75,313	\$ 77,343
Year 02	\$ 53,778	\$ 55,838	\$ 57,899	\$ 59,959	\$ 62,020	\$ 64,080	\$ 66,140	\$ 68,201	\$ 70,261	\$ 72,322	\$ 74,382	\$ 76,443	\$ 78,503
Year 03	\$ 54,585	\$ 56,676	\$ 58,767	\$ 60,858	\$ 62,950	\$ 65,041	\$ 67,132	\$ 69,224	\$ 71,315	\$ 73,407	\$ 75,498	\$ 77,590	\$ 79,681
Year 04	\$ 55,404	\$ 57,526	\$ 59,649	\$ 61,771	\$ 63,894	\$ 66,017	\$ 68,139	\$ 70,262	\$ 72,385	\$ 74,508	\$ 76,630	\$ 78,754	\$ 80,876
Year 05	\$ 56,235	\$ 58,389	\$ 60,544	\$ 62,698	\$ 64,852	\$ 67,007	\$ 69,161	\$ 71,316	\$ 73,471	\$ 75,626	\$ 77,779	\$ 79,935	\$ 82,089
Year 06	\$ 57,079	\$ 59,265	\$ 61,452	\$ 63,638	\$ 65,825	\$ 68,012	\$ 70,198	\$ 72,386	\$ 74,573	\$ 76,760	\$ 78,946	\$ 81,134	\$ 83,320
Year 07	\$ 57,935	\$ 60,154	\$ 62,374	\$ 64,593	\$ 66,812	\$ 69,032	\$ 71,251	\$ 73,472	\$ 75,692	\$ 77,911	\$ 80,130	\$ 82,351	\$ 84,570
Year 08	\$ 58,804	\$ 61,056	\$ 63,310	\$ 65,562	\$ 67,814	\$ 70,067	\$ 72,320	\$ 74,574	\$ 76,827	\$ 79,080	\$ 81,332	\$ 83,586	\$ 85,839
Year 09	\$ 59,686	\$ 61,972	\$ 64,260	\$ 66,545	\$ 68,831	\$ 71,118	\$ 73,405	\$ 75,693	\$ 77,979	\$ 80,266	\$ 82,552	\$ 84,840	\$ 87,127
Year 10	\$ 60,581	\$ 62,902	\$ 65,224	\$ 67,543	\$ 69,863	\$ 72,185	\$ 74,506	\$ 76,828	\$ 79,149	\$ 81,470	\$ 83,790	\$ 86,113	\$ 88,434
Year 11	\$ 61,490	\$ 63,846	\$ 66,202	\$ 68,556	\$ 70,911	\$ 73,268	\$ 75,624	\$ 77,980	\$ 80,336	\$ 82,692	\$ 85,047	\$ 87,405	\$ 89,761
Year 12	\$ 62,412	\$ 64,804	\$ 67,195	\$ 69,584	\$ 71,975	\$ 74,367	\$ 76,758	\$ 79,150	\$ 81,541	\$ 83,932	\$ 86,323	\$ 88,716	\$ 91,107
Year 13	\$ 63,348	\$ 65,776	\$ 68,203	\$ 70,628	\$ 73,055	\$ 75,483	\$ 77,909	\$ 80,337	\$ 82,764	\$ 85,191	\$ 87,618	\$ 90,047	\$ 92,474
Year 14	\$ 64,298	\$ 66,763	\$ 69,226	\$ 71,687	\$ 74,151	\$ 76,615	\$ 79,078	\$ 81,542	\$ 84,005	\$ 86,469	\$ 88,932	\$ 91,398	\$ 93,861
Year 15	\$ 65,262	\$ 67,764	\$ 70,264	\$ 72,762	\$ 75,263	\$ 77,764	\$ 80,264	\$ 82,765	\$ 85,265	\$ 87,766	\$ 90,266	\$ 92,769	\$ 95,269
Year 16	\$ 66,241	\$ 68,780	\$ 71,318	\$ 73,853	\$ 76,392	\$ 78,930	\$ 81,468	\$ 84,006	\$ 86,544	\$ 89,082	\$ 91,620	\$ 94,161	\$ 96,698
Year 17	\$ 66,241	\$ 68,780	\$ 71,318	\$ 74,961	\$ 77,538	\$ 80,114	\$ 82,690	\$ 85,266	\$ 87,842	\$ 90,418	\$ 92,994	\$ 95,573	\$ 98,148
Year 18	\$ 66,241	\$ 68,780	\$ 71,318	\$ 76,085	\$ 78,701	\$ 81,316	\$ 83,930	\$ 86,545	\$ 89,160	\$ 91,774	\$ 94,389	\$ 97,007	\$ 99,620
Year 19	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 79,882	\$ 82,536	\$ 85,189	\$ 87,843	\$ 90,497	\$ 93,151	\$ 95,805	\$ 98,462	\$ 101,114
Year 20	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 81,080	\$ 83,774	\$ 86,467	\$ 89,161	\$ 91,854	\$ 94,548	\$ 97,242	\$ 99,939	\$ 102,631
Year 21	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 82,296	\$ 85,031	\$ 87,764	\$ 90,498	\$ 93,232	\$ 95,966	\$ 98,701	\$ 101,438	\$ 104,170
Year 22	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 83,530	\$ 86,306	\$ 89,080	\$ 91,855	\$ 94,630	\$ 97,405	\$ 100,182	\$ 102,960	\$ 105,733
Year 23	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 84,783	\$ 87,601	\$ 90,416	\$ 93,233	\$ 96,049	\$ 98,866	\$ 101,685	\$ 104,504	\$ 107,319
Year 24	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 86,055	\$ 88,915	\$ 91,772	\$ 94,631	\$ 97,490	\$ 100,349	\$ 103,210	\$ 106,072	\$ 108,929
Year 25	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 87,346	\$ 90,249	\$ 93,149	\$ 96,050	\$ 98,952	\$ 101,854	\$ 104,758	\$ 107,663	\$ 110,563
Year 26	\$ 66,241	\$ 68,780	\$ 71,318	\$ 77,226	\$ 88,656	\$ 91,603	\$ 94,546	\$ 97,491	\$ 100,436	\$ 103,382	\$ 106,329	\$ 109,278	\$ 112,221

Initial Placement on the Licensed Salary Schedule

- Is based on years of previous teaching experience (up to a maximum of 15 years) and completed graduate level coursework.
- Numbers across the top of the schedule represent completed graduate level course work in bundles of 12 semester hours (PERTAINS TO NEWLY HIRED STAFF ONLY)



SUMMIT SCHOOL DISTRICT Support Staff Salary Schedule 2023-24

<u>Position</u>	<u>Min</u>	<u>Max</u>	<u>Hiring Range</u>
Accounts Payable/Purchasing Card Bookkeeper	\$26.31	\$40.78	\$33.26
Administrative Assistant to the Principal (Elem and MS)	\$23.85	\$36.97	\$30.15
Administrative Assistant to the Principal (HS)	\$24.21	\$37.53	\$30.60
Administrative Assistant, Business Services	\$28.66	\$44.42	\$36.22
Administrative Assistant, Central Office	\$23.85	\$36.97	\$30.15
Administrative Assistant, Learning Services	\$24.19	\$37.49	\$30.57
Administrative Assistant, Transportation	\$24.03	\$37.25	\$30.38
Assistant Cook/Server	\$18.53	\$28.72	\$23.42
Bookkeeper	\$23.85	\$36.97	\$30.15
Budget and Accounting Specialist	\$31.84	\$49.35	\$40.24
Bus Driver	\$28.25	\$43.79	\$35.71
Driver Trainer I	\$27.37	\$42.42	\$34.59
Driver Trainer II	\$27.92	\$43.28	\$35.29
Campus Supervisor	\$21.62	\$33.51	\$27.33
Custodian	\$18.97	\$29.40	\$23.98
Custodian, Lead	\$23.34	\$36.18	\$29.50
Custodian, Night Supervisor	\$27.70	\$42.94	\$35.02
Executive Assistant to Supt/Board	\$32.80	\$50.84	\$41.46
Facilities Scheduler	\$24.03	\$37.25	\$30.38
Facilities Technician	\$24.22	\$37.54	\$30.61
Family and Cultural Inclusion Liaison/Translator	\$26.96	\$41.79	\$34.08
Fleet Mechanic I	\$30.19	\$46.79	\$38.16
Fleet Mechanic II	\$31.65	\$49.06	\$40.01
Grounds Technician/Keeper	\$24.01	\$37.22	\$30.35
Health Clinic Assistant	\$22.01	\$34.12	\$27.82
Human Resource/Talent Specialist	\$27.10	\$42.01	\$34.26
HVAC Technician I	\$31.04	\$48.11	\$39.23
HVAC Technician II	\$33.11	\$51.32	\$41.85
Kitchen Manager	\$22.99	\$35.63	\$29.06
Maintenance Technician	\$25.26	\$39.15	\$31.93
Middle School Athletic Director	\$23.50	\$36.43	\$29.71
Paraprofessional, Instructional, ELA, Bilingual, Alt Ed	\$19.60	\$30.38	\$24.77
Paraprofessional, Library	\$19.60	\$30.38	\$24.77
Paraprofessional, Preschool/Early Childhood	\$21.73	\$33.68	\$27.47
Paraprofessional, Day Treatment	\$22.29	\$34.55	\$28.17
Paraprofessional, Special Education (K-12)	\$21.73	\$33.68	\$27.47
Payroll/General Ledger	\$28.94	\$44.86	\$36.58
Registrar (Early Childhood, High School and Middle School)	\$24.50	\$37.98	\$30.97
School Secretary (Secondary, Attendance, Athletic, High School Counseling)	\$23.18	\$35.93	\$29.30
Special Education Support/Data & Reporting Specialist	\$26.16	\$40.55	\$33.07
Student Information Coordinator	\$28.96	\$44.89	\$36.61
Technology Support Specialist (District)	\$31.94	\$49.51	\$40.37
Technology Support Specialist (Student)	\$26.69	\$41.37	\$33.74
Technology Support Specialist (Central)	\$24.09	\$37.34	\$30.45
Technology Support Specialist (MS & HS)	\$24.09	\$37.34	\$30.45
Coach/Sponsor (Support Staff)	\$15.21		
Instructional Tutor (Non-Licensed)	\$15.00		
Score Board Keeper	\$14.17		
Student Worker	\$14.17		
Substitute Teacher	\$18.65		
Substitute Teacher (Long Term) * Based on Teacher Schedule	\$35.27		
Substitute Teacher (Permanent Building)	\$23.40		
Substitute Teacher (Retired Teacher)	\$37.30		
Substitute Support Staff - Paid at min of range position (for both long term and hourly positions)			
Ticket Taker/Supervision/Game Manager	\$14.17		

Service Award

Support Staff who have completed 11 or more consecutive years of service with Summit School District are eligible for a service award (added to regular hourly rate) as follows:

- 11-13 completed years equals \$0.33
- 14-16 completed years equals \$0.66
- 17-30 completed years equals \$1.00

**Additional information related to initial placement on the salary schedule and our service stipend program can be found in our District Policies.



SUMMIT SCHOOL DISTRICT

Administrative and Classified/Certified Exempt Salary Schedule 2023-24

<u>Position</u>	<u>Days</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Hiring Range</u>
Year Round Administrative/Exempt				
Chief Financial Officer	251*	\$138,137	\$193,392	\$164,659
Chief Talent Officer	251*	\$135,167	\$189,234	\$161,119
Chief Transformation Officer	251*	\$140,088	\$196,123	\$166,985
Director of Communications	251*	\$102,933	\$144,106	\$122,696
Director of Emergency Preparedness, Security & Transportation	251*	\$103,502	\$144,903	\$123,374
Director of Equity, Family & Community Partnership	251*	\$89,095	\$124,733	\$106,201
Director of Post-Secondary Education	251*	\$86,929	\$121,701	\$103,620
Director of Special Services	251*	\$121,147	\$169,606	\$144,407
Facilities Manager	251*	\$103,665	\$145,131	\$123,569
Network Administrator	251*	\$74,167	\$103,834	\$88,407
Project Thrive Coordinator	251*	\$73,849	\$103,389	\$88,028
Technology Manager	251*	\$90,856	\$127,198	\$108,300
Transportation Manager	251*	\$98,109	\$137,353	\$116,946
School - Year Administrative				
Elementary School Assistant Principal	201	\$85,940	\$120,316	\$102,440
Elementary School Principal	206	\$105,516	\$147,722	\$125,775
Middle School Assistant Principal	206	\$91,082	\$127,515	\$108,570
Middle School Principal	211	\$114,456	\$160,238	\$136,431
Dean of Culture, Community & Support	200	\$69,925	\$97,895	\$83,351
High School Assistant Principal	211	\$97,105	\$135,947	\$115,749
High School Principal	216	\$123,084	\$172,318	\$146,716
Alternative School Principal	216	\$114,456	\$160,238	\$136,431
School Year Exempt				
Special Services Manager	206	\$73,122	\$102,371	\$87,162
Grant Writer	206	\$60,720	\$85,008	\$72,378
High School Athletic Director	209	\$60,946	\$85,324	\$72,647
Website Administrator	185	\$54,778	\$76,689	\$65,295
Nurse Supervisor	185	\$84,934	\$118,908	\$101,242
Special Service Providers				
Special Services Providers (****)	185	\$57,494	\$111,826	\$83,573
Special Services Providers (*****)	195	\$60,602	\$117,871	\$88,091
Licensed with Alternative Calendars				
Pre-Collegiate Specialist +	200	\$56,432	\$121,320	
Program Coordinator(***)+	185	\$52,200	\$112,221	

* Includes 10 holidays

*** Early Childhood, ELA, G/T, IB, Curriculum, Literacy

**** Speech/Lang, OT, Psychologist, Nurse, Elem. Counselor, BCBA, TVI and DHH

***** Secondary Counselors/Social Worker

+ Position's pay based upon placement on Licensed salary schedule



SUMMIT SCHOOL DISTRICT Coach Stipend Schedule 2023-24

Position	Years of Service							
	1-3	4-6	7-9	10-12	13-15	16-18	19-21	+21 yrs Merit
Head Varsity	0.0075	0.0090	0.0105	0.0120	0.0135	0.0150	0.0165	0.00075
	\$ 391.50	\$ 469.80	\$ 548.10	\$ 626.40	\$ 704.70	\$ 783.00	\$ 861.30	\$ 39.15
Varsity Asst. & Head Junior Varsity	0.0065	0.0080	0.0095	0.0110	0.0125	0.0140	0.0155	
	\$ 339.30	\$ 417.60	\$ 495.90	\$ 574.20	\$ 652.50	\$ 730.80	\$ 809.10	
Asst HS, Head MS, & C team	0.0060	0.0075	0.0090	0.0105	0.0120	0.0135	0.0150	
	\$ 313.20	\$ 391.50	\$ 469.80	\$ 548.10	\$ 626.40	\$ 704.70	\$ 783.00	
Assistant MS	0.0050	0.0065	0.0080	0.0095	0.0110	0.0125	0.0140	
	\$ 261.00	\$ 339.30	\$ 417.60	\$ 495.90	\$ 574.20	\$ 652.50	\$ 730.80	

Salary Schedule is tied to the 2023-24 teacher base. \$ 52,200
 Coaches receive an additional week of pay for each post-season participation (Varsity only).