

2023-24 Administrative (APT) Salary Schedule

Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
1				\$34,100	\$42,099	\$50,098
2				\$37,955	\$46,859	\$55,763
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
3	031030	Community Navigator	260	\$41,811	\$51,618	\$61,425
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
4	6000	SWAP Employment Specialist	260	\$45,667	\$56,378	\$67,090
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
5	5023	Architectural and Engineering Technician	260	\$49,522	\$61,138	\$72,753
	5055	ELL Student and Family Advocate	209			
	05021C	Extended Learning Coordinator	209			
	31028	Intervention Services Case Manager	209			
	80417	Native Youth Advocate	209			
	31029	SFOP Community Resource Specialist	209			
	080414	Youth Advocate	209			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
6	3031	Student Engagement Counselor	260	\$53,376	\$65,897	\$78,418
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
7	3014	Buyer	260	\$57,231	\$70,657	\$84,081
	3113	Multicultural Engagement and Translation Specialist	260			
	5037	Purchasing (P-Card) Administrator	260			
	1062	Equity and Engagement Partner	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
8	3052	Accountant	260	\$61,087	\$75,416	\$89,745
	40629	BASE Supervisor	260			
	3022	Energy Engineer	260			
	3118	Grant Accountant	260			
	1161	Nutrition Services Supervisor	260			
	1458	Risk Management Specialist	260			
	3094	Senior Executive Assistant- Board of Education	260			
	6005	SWAP Coordinator	260			
	1221	Manager, Translation Services	260			
	51116	Manager, Warehouse	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
9	3150	Behavioral Threat Assessment Coordinator	260	\$64,942	\$80,175	\$95,408
	3015	Buyer, Senior	260			
	70611	Communications Administrator - Learning Services	260			
	4099	Digital Communications Specialist	260			
	1341	District Assessment Coordinator	209			
	100518	Manager, Facility Use and Property Management	260			
	90507	HRIS Administrator	260			
	04089	Marketing & Creative Specialist	260			
	3044	School Security Liaison	260			
	100603	Staff Mental Health/Wellness Coordinator	209			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
10	3054	Accountability and Measurement Specialist	209	\$68,797	\$84,936	\$101,073
	5101	Accountant, Senior	260			

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	1172	Nutrition Menu Coordinator	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
11	4199	Computer Science & Online Learning Coordinator	209	\$72,652	\$89,605	\$106,737
	3040	Early Childhood Education Coordinator	209			
	5041	Facilities Planner	260			
	4065	Induction Coordinator	209			
	3002	Manager, BASE Operations	260			
	5035	Manager, Compensation	260			
	071107	Manager, Custodial Services	260			
	3105	Manager, Emergency Preparedness	260			
	60629	Manager, Environmental Services	260			
	05021G	Manager, Extended Learning	260			
	3008	Manager, Instructional Materials Center	260			
	3035	Manager, Nutrition Operations	260			
	5038	Manager, Printing Services	260			
	70505	Manager, Records	260			
	3055	Manager, Security Services	260			
	70627	Instructional Technology Coordinator	209			
	2225LS	Library Services Coordinator	209			
	32907	Research and Data Analysis Coordinator	260			
	5001	Senior Financial Analyst	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
12	30912	Charter Liaison, Special Populations	209	\$76,508	\$94,455	\$112,401
	71002	Content Coordinator K-12	209			
	5061	Crisis Recovery and Suicide Prevention Coordinator	209			
	4122	Early Childhood Special Education Coordinator	209			
	100309	English Language Learner Coordinator	209			
	070417	Health Services Coordinator	209			
	3051	Manager, Accounting	260			
	50301	Manager, Energy and Sustainability	260			
	50503	Manager, Fleet	260			
	40701	Manager, Maintenance Services	260			
	070416	Section 504-Coordinator	209			
	4120	Student Support Services Coordinator	209			
	090720	Student Support Svcs Coordinator, Independence Academy	209			
	4125	Student Support Services Mental Health Coordinator	209			
	3900	Student Transition Coordinator	260			
	130801	Whole Child Initiatives Coordinator	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
13	3085	Assistant Principal, Elementary	209	\$80,365	\$99,215	\$118,067
	3117	Equity and Engagement Coordinator	260			
	4090	Manager, Construction Project	260			
	3003	Manager, Culture and Engagement	260			

2023-24 Administrative (APT) Salary Schedule

	5011	Manager, Planning	260			
	4091	Title & Family Partnership Coordinator	260			
	3057	Transportation and Operations Manager	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
14	5072	Assistant Director, CTE and Postsecondary Readiness	260	\$84,220	\$103,975	\$123,730
	70807	Assistant Principal, Alternative High School	209			
	4073	Assistant Principal, Career and Technical Education	209			
	3115	Assistant Principal, Five Star Online	209			
	4098	Construction Project Manager, Senior	260			
	030911	Director, Charter Partnerships	209			
	3114	Human Resources Partner	260			
	3053	Manager, Budget	260			
	80527	Manager, Payroll	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
15	3024	Assistant Director, Student Support Services	209	\$88,075	\$108,735	\$129,395
	70123	Assistant Principal, K-8 School	209			
	3084	Assistant Principal, Middle School	209			
	3021	Resource Manager-BASE and Nutrition	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
16	3083	Assistant Principal, High School	209	\$91,930	\$113,494	\$135,057
	3106	Director, Communications and Marketing	260			
	4066	Director, Counseling	260			
	30ACDR	Director, Gifted Services and Advanced Academics	260			
	50401	Director, Multi-Tiered System Support	260			
	4096	Director, Risk Management	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
17	3028	Director, Athletic and Activities	260	\$95,785	\$118,253	\$140,722
	5084	Director, Construction	260			
	5071	Director, CTE and Post-Secondary Readiness	260			
	60508	Director, Early Childhood Education	260			
	5085	Director, Facilities Design	260			
	3099	Director, Human Resources	260			
	3144	Director, Human Resources Operations	260			
	050304	Director, Newcomer Center	209			
	3012	Director, Supply Chain Management	260			
	3121	Nondiscrimination/Title IX Coordinator-Staff Attorney	260			
	3082	Principal, Elementary School	209			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
18	5007	Director, Culturally and Linguistically Diverse Education	260	\$99,641	\$123,015	\$146,387
	5008	Director, Literacy	260			
	5082	Director, Maintenance and Operations	260			
	3119	Director, Math	260			
	5083	Director, Safety and Security Services	260			
	50302	Director, Student Engagement Initiatives	260			
	3026	Director, Student Support Services	260			
	5010	Director, Transportation and Fleet Operations	260			

2023-24 Administrative (APT) Salary Schedule

Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
19	5032	Director, Finance	260	\$103,497	\$127,773	\$152,050
	5086	Executive Director, Business Services Strategic Engagement	260			
	61115	Principal, K-8	209			
	3081	Principal, Middle School	209			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
20	3087	Principal, Alternative High School	220	\$107,353	\$132,533	\$157,714
	5076	Principal, Career and Technical Education	220			
	3089	Principal, Five Star Online	220			
	110308	Principal, Pathways	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
21	110622	Executive Director, Assessment, Evaluation and Analytics	260	\$111,207	\$137,292	\$163,379
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
22	100626	Deputy General Counsel	260	\$115,062	\$142,051	\$169,042
	3080	Principal, High School	220			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
23	3041	Chief Communications Officer	260	\$118,918	\$146,812	\$174,706
	3066	Executive Director, Curriculum and Instruction	260			
	3095	Executive Director, Special Populations	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
24	3116	Executive Director, Equity and Engagement	260	\$122,773	\$151,572	\$180,370
	3120	Executive Director, Professional Learning & K-8 Schools	260			
	3092	Executive Director, Schools	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
25				\$126,626	\$156,330	\$186,034
26				\$130,483	\$161,090	\$191,697
27				\$134,339	\$165,851	\$197,362
28				\$138,193	\$170,609	\$203,024
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
29	3091	Chief Financial Officer	260	\$142,048	\$175,369	\$208,690
	3076	Chief Human Resources Officer	260			
	60301	Chief Information Technology Officer	260			
	3075	Chief Operating Officer	260			
	3005	General Counsel	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
30	100223	Chief Academic Officer	260	\$145,904	\$180,129	\$214,353
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
31				\$149,760	\$184,888	\$220,017
32				\$153,615	\$189,649	\$225,682
33				\$157,471	\$194,408	\$231,346
34				\$161,327	\$199,169	\$237,010
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
35	30901	Deputy Superintendent	260	\$165,181	\$203,928	\$242,676
Due to unique circumstances, some individuals may be temporarily paid outside of the posted range.						

CERTIFIED/LICENSED SALARY SCHEDULE
Effective August 1, 2023

Steps	BA0	BA20	BA30	BA40	BA60/ MA0	BA80/ MA20	BA90/ MA30	BA100/ MA40	BA120/ MA60	BA140/ MA80	BA150/ MA90	Doctorate
1	58,000	58,500	59,000	60,000	61,000	61,500	62,000	63,500	66,000	67,000	67,000	69,654
2	58,000	58,500	59,000	60,000	61,000	61,500	62,000	63,500	67,000	68,000	68,000	70,654
3	58,000	58,500	59,000	60,000	61,000	61,500	64,000	65,000	67,750	68,750	68,750	71,404
4	59,500	60,000	60,500	61,500	62,500	63,000	64,000	65,500	68,750	69,750	69,750	72,404
5	59,500	60,000	60,500	61,500	62,500	63,000	66,000	67,000	69,500	70,500	70,500	73,154
6	59,500	60,000	60,500	61,500	62,500	63,000	66,000	67,000	70,500	71,250	71,250	73,904
7	60,500	61,000	61,500	62,500	64,000	65,000	67,000	68,000	71,000	72,000	72,000	74,654
8	60,500	61,000	61,500	62,500	64,000	65,000	67,000	68,000	72,000	73,000	73,000	75,654
9	60,500	61,000	61,500	62,500	65,000	66,500	68,000	70,000	73,000	74,000	74,000	76,654
10	62,000	62,750	63,500	64,000	65,000	67,000	68,000	70,500	74,000	76,000	76,000	78,654
11	62,000	62,750	63,500	67,000	67,750	70,500	72,000	73,000	76,000	79,000	79,000	81,654
12	64,000	64,500	65,000	67,000	69,000	72,250	73,000	75,000	79,000	81,000	81,000	83,654
13	64,000	64,500	65,000	69,500	71,000	75,000	76,000	78,000	81,000	83,000	83,000	85,654
14	66,000	66,250	66,500	69,500	73,000	78,000	79,000	81,000	83,500	85,500	85,500	88,154
15	66,000	67,000	67,500	71,500	75,000	79,500	81,000	83,000	85,250	87,000	87,000	89,654
16	68,000	69,000	70,000	71,500	77,500	81,500	83,000	84,500	86,750	90,500	90,500	93,154
17	68,000	69,000	70,000	73,500	79,000	82,500	84,750	85,500	88,000	91,500	91,500	94,154
18	68,000	69,000	70,000	73,500	80,500	84,000	85,250	86,500	89,250	92,500	92,500	95,154
19	68,000	69,000	70,000	73,500	81,500	85,000	86,000	87,000	90,000	93,000	93,000	95,654
20	68,000	69,000	70,000	73,500	82,500	86,000	87,250	87,900	90,500	93,750	93,750	96,404
21	68,000	69,000	70,000	73,500	83,000	87,000	88,000	89,000	91,750	94,500	94,500	97,154
22	68,000	69,000	70,000	73,500	83,500	87,500	88,500	89,500	92,500	95,000	95,000	97,654
23	68,000	69,000	70,000	73,500	84,000	88,500	89,500	90,250	94,000	96,000	96,000	98,654
24	68,000	69,000	70,000	73,500	84,500	89,500	90,500	93,000	95,500	97,000	97,000	99,654
25	68,000	69,000	70,000	73,500	85,250	90,000	91,500	93,500	96,000	97,750	97,750	100,404
26	68,000	69,000	70,000	73,500	86,000	91,000	92,500	94,000	97,000	98,500	98,500	101,154
27	68,000	69,000	70,000	73,500	87,500	92,000	93,000	94,750	97,500	99,750	99,750	102,404
28	68,000	69,000	70,000	73,500	88,000	92,500	93,500	95,250	98,000	100,250	100,250	102,904
29	68,000	69,000	70,000	73,500	89,000	93,000	94,000	96,000	98,500	101,000	101,000	103,654
30	68,000	69,000	70,000	73,500	90,250	94,500	96,000	97,750	100,250	103,000	103,000	105,654

NOTES:

- 1) An additional \$1,327.21 shall be granted for an Educational Specialist Degree.
- 2) An additional \$758.41 shall be granted for classroom educators who maintain their National Board for Professional Teaching Standards certification.
- 3) Placement/movement into the shaded columns is limited to educators employed during the 2022-23 school year or earlier and must occur prior to July 31, 2023.



2023-24 Information Technology Administrative Salary Schedule

Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
1	090500	Application System Analyst, Entry	260	\$52,699	\$75,285	\$97,870
	101125	Service Desk Analyst	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
2	130904	Cybersecurity Analyst	260	\$56,514	\$80,733	\$104,953
	090515	Systems Administrator, Entry Level	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
3	061201	IT Project Manager, Entry	260	\$59,853	\$85,504	\$111,156
	090533	Network Technician	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
4	090520	Application System Analyst, Journey	260	\$63,192	\$90,275	\$117,358
	090516	Systems Administrator, Journey	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
5	061106	IT Business Intelligence Specialist	260	\$66,532	\$95,045	\$123,559
	090539	Network & Infrastructure Engineer	260			
	101124	Service Desk Manager	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
6	090522	Application System Analyst, Senior	260	\$69,873	\$99,817	\$129,762
	130902	Cybersecurity Engineer	260			
	090527	Network Engineer, Senior	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
7	003017	Client Engagement Manager, Senior	260	\$73,211	\$104,588	\$135,964
	061205	Information Technology Project Manager	260			
	090528	Manager of Field Operations	260			
	090530	Software Engineer, Senior	260			
	090517	Systems Administrator, Senior	260			
	090541	Telecommunications Architect/Engineer	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
8	090316	Database Administrator	260	\$76,551	\$109,359	\$142,165
	090537	Director, Data Governance	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
9	130903	Cybersecurity Manager	260	\$79,891	\$114,129	\$148,368
	090318	Database Administrator, Senior	260			
	090529	Director, Enterprise Systems & Data Services	260			
	090538	Director, Field Engineering	260			
	050306	Director, Technology & Resource Delivery	260			
	090534	Enterprise Infrastructure Architect	260			
	090526	ERP Systems Analyst, Senior	260			
	130901	Infrastructure Engineering Manager	260			
Level	Job Code	Position Title	Calendar	Minimum	Midpoint	Maximum
10	090532	Academic Computing Services Executive Director	260	\$83,229	\$118,900	\$154,571
	003019	Data Architect, Senior	260			
	090536	Enterprise Resilience Architect	260			
	090535	Solutions Architect	260			



**2023-24 Information Technology
Administrative Salary Schedule**

	3042	Strategic Technology Initiatives Executive Director	260			
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2023-2024 CLASSIFIED SALARY SCHEDULE

GRADE ↓	STEP →																
	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13	S14	S15	S16	S17
G1	17.49	18.06	18.65	19.25	19.83	20.43	21.04	21.57	22.10	22.66	23.17	23.69	24.22	24.65	25.08	25.52	25.96
G2	17.89	18.48	19.08	19.70	20.29	20.90	21.52	22.06	22.61	23.18	23.70	24.23	24.78	25.21	25.65	26.10	26.56
G3	18.31	18.90	19.52	20.15	20.75	21.38	22.02	22.57	23.13	23.71	24.25	24.79	25.35	25.79	26.24	26.70	27.17
G4	18.68	19.29	19.92	20.56	21.18	21.82	22.47	23.03	23.61	24.20	24.74	25.30	25.87	26.32	26.78	27.25	27.73
G5	19.06	19.68	20.32	20.98	21.61	22.26	22.93	23.50	24.09	24.69	25.25	25.82	26.40	26.86	27.33	27.81	28.30
G6	19.46	20.09	20.74	21.41	22.06	22.72	23.40	23.99	24.59	25.20	25.77	26.35	26.94	27.41	27.89	28.38	28.88
G7	19.85	20.50	21.17	21.85	22.51	23.18	23.88	24.48	25.09	25.72	26.30	26.89	27.49	27.97	28.46	28.96	29.47
G8	20.26	20.92	21.60	22.30	22.97	23.66	24.37	24.98	25.60	26.24	26.83	27.44	28.06	28.55	29.05	29.55	30.07
G9	20.68	21.35	22.04	22.76	23.44	24.15	24.87	25.49	26.13	26.78	27.38	28.00	28.63	29.13	29.64	30.16	30.69
G10	21.10	21.79	22.49	23.23	23.92	24.64	25.38	26.01	26.66	27.33	27.95	28.57	29.22	29.73	30.25	30.78	31.32
G11	21.53	22.23	22.96	23.70	24.41	25.15	25.90	26.55	27.21	27.89	28.52	29.16	29.82	30.34	30.87	31.41	31.96
G12	21.97	22.69	23.43	24.19	24.91	25.66	26.43	27.09	27.77	28.46	29.10	29.76	30.43	30.96	31.50	32.05	32.61
G13	22.43	23.15	23.91	24.68	25.42	26.19	26.97	27.65	28.34	29.05	29.70	30.37	31.05	31.59	32.15	32.71	33.28
G14	22.88	23.63	24.40	25.19	25.95	26.72	27.53	28.21	28.92	29.64	30.31	30.99	31.69	32.24	32.81	33.38	33.96
G15	23.35	24.11	24.90	25.71	26.48	27.27	28.09	28.79	29.51	30.25	30.93	31.63	32.34	32.90	33.48	34.07	34.66
G16	23.98	24.76	25.56	26.39	27.19	28.00	28.84	29.56	30.30	31.06	31.76	32.47	33.20	33.78	34.38	34.98	35.59
G17	24.62	25.42	26.25	27.10	27.91	28.75	29.61	30.35	31.11	31.89	32.61	33.34	34.09	34.69	35.30	35.91	36.54
G18	25.28	26.10	26.95	27.83	28.66	29.52	30.41	31.17	31.95	32.74	33.48	34.23	35.01	35.62	36.24	36.88	37.52
G19	25.96	26.80	27.67	28.57	29.43	30.31	31.22	32.00	32.80	33.62	34.38	35.15	35.94	36.57	37.21	37.86	38.53
G20	26.58	27.44	28.34	29.26	30.14	31.04	31.97	32.77	33.59	34.43	35.20	36.00	36.81	37.45	38.10	38.77	39.45
G21	27.22	28.10	29.02	29.96	30.86	31.78	32.74	33.56	34.39	35.25	36.05	36.86	37.69	38.35	39.02	39.70	40.40
G22	27.87	28.78	29.71	30.68	31.60	32.55	33.52	34.36	35.22	36.10	36.91	37.74	38.59	39.27	39.96	40.65	41.37
G23	28.54	29.47	30.43	31.41	32.36	33.33	34.33	35.19	36.07	36.97	37.80	38.65	39.52	40.21	40.91	41.63	42.36
G24	29.23	30.18	31.16	32.17	33.13	34.13	35.15	36.03	36.93	37.85	38.71	39.58	40.47	41.18	41.90	42.63	43.38
G25	29.93	30.90	31.90	32.94	33.93	34.95	36.00	36.90	37.82	38.76	39.64	40.53	41.44	42.16	42.90	43.65	44.42
G26	30.65	31.64	32.67	33.73	34.74	35.79	36.86	37.78	38.73	39.69	40.59	41.50	42.43	43.18	43.93	44.70	45.48
G27	31.38	32.40	33.45	34.54	35.58	36.64	37.74	38.69	39.65	40.65	41.56	42.50	43.45	44.21	44.99	45.77	46.57
G28	32.13	33.18	34.26	35.37	36.43	37.52	38.65	39.62	40.61	41.62	42.56	43.52	44.49	45.27	46.07	46.87	47.69
G29	32.91	33.97	35.08	36.22	37.31	38.42	39.58	40.57	41.58	42.62	43.58	44.56	45.56	46.36	47.17	48.00	48.84
G30	33.69	34.79	35.92	37.09	38.20	39.35	40.53	41.54	42.58	43.64	44.63	45.63	46.66	47.47	48.30	49.15	50.01

NOTES:

- 1) The figures above represent rounded amounts. The exact hourly rate contained in the Human Resources/ Payroll system is carried out to six decimal places and is shown on your monthly pay advice.
- 2) "Grade" refers to position or job classification and "Step" refers to number of service years or experience credit.