

FY 2024

Rev 8/1/2023

Salary Schedule Non-Certified

**Calculating an Annual Salary= Hourly Rate X # Hours Per Day X # of Days to Work
(Except Bus Drivers)**

**Experience Factor For Non-Certified
(Except Bus Drivers & SFS)**

| | |
|-------------|----------------------------|
| 1-5 YEARS | .10 /hr. x number of years |
| 6-10 YEARS | .13 /hr. x number of years |
| 11-15 YEARS | .16 /hr. x number of years |
| 16-20 YEARS | .21 /hr. x number of years |

Base Rate/Supplement Schedule

| | Hourly Rate |
|--|-------------------------------------|
| CLERICAL | |
| Admin. Asst. to Superintendent | 27.23 |
| Admin. Asst. to Asst. Superintendent | 24.25 |
| Admin. Asst. to Ex Director | 20.79 |
| Secretary to Directors | 19.23 |
| Secretary - Central Office | 18.13 |
| Rank I - School Receptionist/Attendance Clerk in Middle/High School | 17.90 |
| Rank II -School level Gen Secretary, Data Clerk, Elementary Bookkeeper; High School - Asst. Registrar, Records Clerk | 18.84 |
| Rank III - Middle & High School Bookkeeper, Transportation Bookkeeper | 19.29 |
| Rank IV - Registrar for Middle / High School; Enrollment Specialist | 22.97 |
| HUMAN RESOURCES | |
| Certification and HR Technician | 20.62 |
| Insurance / Benefits Specialist | 24.56 |
| HR Coordinator | 24.56 |
| HR Clerk | 19.23 |
| Receptionist - Central Office | 18.84 |
| HR Business Manager | Based on T-2 Certified Salary Scale |
| ACCOUNTING | |
| Accounts Payable Clerk | 19.79 |
| Accounts Payable Specialist I | 20.62 |
| Accounts Payable Specialist II | 23.49 |
| Payroll Coordinator | Based on T-1 Certified Salary Scale |
| NURSES | |
| School Clinic Nurse - RN | 32.95 |
| School Clinic Nurse - LPN | 20.17 |
| Dedicated SpEd Classroom Nurse (RN/LPN) | 32.95 |
| Head Nurse (1/2 position-190 days) | 32.95 |
| OCCUPATIONAL THERAPIST | |
| Occupational Therapist Rank II (10-month) Masters 1+ yrs exp | 59.40 |
| Occupational Therapist Rank III (10-month) Masters + Supervisory | 60.47 |
| Physical Therapist (10-month) | 59.16 |

| PARAPROFESSIONAL | |
|---|-------|
| (Gen. Ed., Pre-K, PIP, SPED SC-Mi/Mo, SPED Resource, SPED Inclusion, SPED-Other) | |
| Rank I (High School diploma and Para Test passed) | 17.10 |
| Rank II (Associates degree or 2 years college) | 17.37 |
| Rank III (College Graduate) | 17.66 |
| PARAPROFESSIONAL | |
| (SPED SC-EBD, SPED SC-Mo/Si, SPED Sev/Prof, SPED SC-Autism@MLE, LEAP) | |
| Rank I (High School Diploma and Para Test passed) | 18.05 |
| Rank II (Associates Degree or 2 years college) | 19.51 |
| Rank III (4 yr. College/Univ. Graduate) | 20.98 |
| PARAPROFESSIONAL (PLP/Credit Recovery Lab) | |
| Rank I (High School Diploma and Para Test passed) | 18.05 |
| Rank II (Associates Degree or 2 years college) | 19.51 |
| Rank III (4 yr. College/Univ. Graduate) | 20.98 |
| PARAPROFESSIONAL (Communication & ESOL) | |
| Rank I (High School Diploma; passing score on PSC assess) | 18.98 |
| Rank II (2 to 4 years college) | 21.62 |
| Rank III (2 to 4 years of college in job related field) | 24.29 |
| PARENT INVOLVEMENT CATEGORY | |
| Parent Liaison (2-4 years of college (10-month)) | 24.17 |
| Parent Involvement Coordinator (10-month) | 32.22 |
| HEARING IMPAIRED INTERPRETERS | |
| Rank I Standard (Formal training) | 26.23 |
| Rank II Partially Certified (Partial certification of test) | 28.96 |
| Rank III Certified (Holds certificate for interpreter) | 31.68 |
| Rank IV National Certification | 34.87 |
| MIGRANT FAMILY INTERVENTION SPECIALIST | |
| Rank I No College | 18.72 |
| Rank II 2 years of college | 21.45 |
| Rank III 4 years of college | 24.17 |
| OTHER | |
| Project Manager | 34.72 |
| Data Analyst | 33.70 |
| TECHNOLOGY | |
| Tech Liaisons Rank I- Sch Level (10.25 mth) Central office (12 mth) | 17.37 |
| Lead Tech Specialist I | 29.96 |
| Lead Tech Specialist II | 31.78 |
| Lead Tech Specialist III | 33.70 |
| IT Engineer I | 40.19 |
| IT Engineer II | 41.38 |
| IT Engineer III | 42.63 |

| SCHOOL FOOD SERVICES | |
|---|--|
| SFS Nutrition Specialist (12-month) | Hourly based on T-1 Certified Salary Scale |
| SFS Bookkeeper System-level (12-month) | 23.37 |
| SFS Technical Liaison/Project Manager System-level (12-month) | 20.62 |
| SFS Warehouse Assistant System-level (12-month) | 18.46 |
| Auxiliary Warehouse Coordinator | 23.00 |
| SFS Manager | Based on school participation |
| SFS Asst. Manager | 16.74 |
| SFS Cashier | 17.07 |
| SFS Food Assistant/Cook | 16.09 |
| CUSTODIAL | |
| Head Custodian (12-month) | 16.90 |
| Custodian | 16.65 |
| MAINTENANCE | |
| Electrician I | 30.64 |
| Electrician II | 27.49 |
| Electrician III | 24.36 |
| Electrician VI | 21.21 |
| HVAC Mechanic I | 28.67 |
| HVAC Mechanic II | 27.31 |
| HVAC Mechanic III | 25.91 |
| Advanced Carpenter | 23.56 |
| Carpenter I | 23.24 |
| Carpenter II | 22.02 |
| Carpenter III | 20.78 |
| Plumber I | 24.36 |
| Plumber II | 22.98 |
| Plumber III | 21.59 |
| Roofer | 24.36 |
| Building Envelope Technician | 24.36 |
| General Maintenance Technician | 22.38 |
| Painter | 21.28 |
| General Maintenance I | 20.84 |
| General Maintenance II | 18.46 |

| GROUNDS | | | | | | | | | |
|--|----------|---|----------|----|----------|----|----------|-----|-----------|
| Grounds Supervisor | | | | | | | | | 33.31 |
| Grounds Crew Leader | | | | | | | | | 27.49 |
| Spray Technician | | | | | | | | | 21.54 |
| Assistant Spray Technician | | | | | | | | | 18.46 |
| Grounds Worker I (5+ years of experience) | | | | | | | | | 18.46 |
| Grounds Worker II w/ Quality Control Function | | | | | | | | | 18.42 |
| Grounds Worker II (3-4 years of experience) | | | | | | | | | 17.26 |
| Grounds Worker III (1-2 years of experience) | | | | | | | | | 16.49 |
| WAREHOUSE | | | | | | | | | |
| Facilities Supervisor | | | | | | | | | 33.31 |
| Custodial Services Support Coordinator | | | | | | | | | 23.00 |
| Warehouse II | | | | | | | | | 18.06 |
| TRANSPORTATION | | | | | | | | | |
| Automotive Shop Supervisor | | | | | | | | | 36.66 |
| Transportation Service Supervisor | | | | | | | | | 31.41 |
| Mechanic I | | | | | | | | | 31.41 |
| Mechanic II | | | | | | | | | 27.10 |
| Mechanic III | | | | | | | | | 22.38 |
| Fuel Attendant | | | | | | | | | 19.23 |
| Bus Monitors - Base Salary 180 day 5 hours a day | | | | | | | | | 15.57 |
| Bus Driver 5 HOUR- Base Salary 180 days | | | | | | | | | 10,395.35 |
| Bus Driver 8 HOUR- Base Salary 180 days | | | | | | | | | 16,632.56 |
| 5 HR BUS DRIVER - LOCAL SUPPLEMENT YEARS EXPERIENCE | | | | | | | | | |
| 0 | 8492.01 | 5 | 9392.01 | 10 | 10292.01 | 15 | 11192.01 | 20+ | 12092.01 |
| 1 | 8672.01 | 6 | 9572.01 | 11 | 10472.01 | 16 | 11372.01 | | |
| 2 | 8852.01 | 7 | 9752.01 | 12 | 10652.01 | 17 | 11552.01 | | |
| 3 | 9032.01 | 8 | 9932.01 | 13 | 10832.01 | 18 | 11732.01 | | |
| 4 | 9212.01 | 9 | 10112.01 | 14 | 11012.01 | 19 | 11912.01 | | |
| 8 HR BUS DRIVER - LOCAL SUPPLEMENT YEARS EXPERIENCE | | | | | | | | | |
| 0 | 13587.22 | 5 | 15027.22 | 10 | 16467.22 | 15 | 17907.22 | 20+ | 19347.22 |
| 1 | 13875.22 | 6 | 15315.22 | 11 | 16755.22 | 16 | 18195.22 | | |
| 2 | 14163.22 | 7 | 15603.22 | 12 | 17043.22 | 17 | 18483.22 | | |
| 3 | 14451.22 | 8 | 15891.22 | 13 | 17331.22 | 18 | 18771.22 | | |
| 4 | 14739.22 | 9 | 16179.22 | 14 | 17619.22 | 19 | 19059.22 | | |

SCHOOL NUTRITION SALARY SCHEDULE**2023/2024**

eff 1/1/23

FOOD ASSISTANTS

| YEARS OF EXPERIENCE | BASE RATE | EXPERIENCE FACTOR · ADD TO BASE | RATE PER HOUR | TRAINING IN -DEPTH COURSES |
|---------------------|-----------|---------------------------------|---------------|----------------------------|
| 0 | \$16.09 | \$0.00 | \$16.09 | |
| 1 | \$16.09 | \$0.10 | \$16.19 | |
| 2 | \$16.09 | \$0.20 | \$16.29 | |
| 3 | \$16.09 | \$0.30 | \$16.39 | |
| 4 | \$16.09 | \$0.40 | \$16.49 | |
| 5 | \$16.09 | \$0.50 | \$16.59 | |
| 6 | \$16.09 | \$0.62 | \$16.71 | |
| 7 | \$16.09 | \$0.74 | \$16.83 | |
| 8 | \$16.09 | \$0.86 | \$16.95 | |
| 9 | \$16.09 | \$0.98 | \$17.07 | |
| 10 | \$16.09 | \$1.10 | \$17.19 | |
| 11 | \$16.09 | \$1.25 | \$17.34 | |
| 12 | \$16.09 | \$1.40 | \$17.49 | |
| 13 | \$16.09 | \$1.55 | \$17.64 | |
| 14 | \$16.09 | \$1.70 | \$17.79 | |
| 15 | \$16.09 | \$1.85 | \$17.94 | |
| 16 | \$16.09 | \$2.05 | \$18.14 | |
| 17 | \$16.09 | \$2.25 | \$18.34 | |
| 18 | \$16.09 | \$2.45 | \$18.54 | |
| 19 | \$16.09 | \$2.65 | \$18.74 | |
| 20 | \$16.09 | \$2.85 | \$18.94 | |

\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.

Note: An increase of \$.10 per hour will be given to all School Nutrition Employees who are certified in ServSafe

SCHOOL NUTRITION SALARY SCHEDULE**2023/2024**

eff 1/1/23

CASHIER

| YEARS OF EXPERIENCE | BASE RATE | EXPERIENCE FACTOR · ADD TO BASE | RATE PER HOUR | TRAINING IN -DEPTH COURSES |
|---------------------|-----------|---------------------------------|---------------|----------------------------|
| 0 | \$17.07 | \$0.00 | \$17.07 | |
| 1 | \$17.07 | \$0.10 | \$17.17 | |
| 2 | \$17.07 | \$0.20 | \$17.27 | |
| 3 | \$17.07 | \$0.30 | \$17.37 | |
| 4 | \$17.07 | \$0.40 | \$17.47 | |
| 5 | \$17.07 | \$0.50 | \$17.57 | |
| 6 | \$17.07 | \$0.62 | \$17.69 | |
| 7 | \$17.07 | \$0.74 | \$17.81 | |
| 8 | \$17.07 | \$0.86 | \$17.93 | |
| 9 | \$17.07 | \$0.98 | \$18.05 | |
| 10 | \$17.07 | \$1.10 | \$18.17 | |
| 11 | \$17.07 | \$1.25 | \$18.32 | |
| 12 | \$17.07 | \$1.40 | \$18.47 | |
| 13 | \$17.07 | \$1.55 | \$18.62 | |
| 14 | \$17.07 | \$1.70 | \$18.77 | |
| 15 | \$17.07 | \$1.85 | \$18.92 | |
| 16 | \$17.07 | \$2.05 | \$19.12 | |
| 17 | \$17.07 | \$2.25 | \$19.32 | |
| 18 | \$17.07 | \$2.45 | \$19.52 | |
| 19 | \$17.07 | \$2.65 | \$19.72 | |
| 20 | \$17.07 | \$2.85 | \$19.92 | |

\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.

Note: An increase of \$.10 per hour will be given to all School Nutrition Employees who are certified in ServSafe

**SCHOOL NUTRITION SALARY SCHEDULE
2023/2024
ASSISTANT MANAGERS**

eff 1/1/23

| YEARS OF EXPERIENCE | BASE RATE | EXPERIENCE FACTOR - ADD TO BASE | RATE/HOUR | TRAINING IN -DEPTH COURSES |
|---------------------|-----------|---------------------------------|-----------|----------------------------|
| 0 | \$16.74 | \$0.00 | \$16.74 | |
| 1 | \$16.74 | \$0.10 | \$16.84 | |
| 2 | \$16.74 | \$0.20 | \$16.94 | |
| 3 | \$16.74 | \$0.30 | \$17.04 | |
| 4 | \$16.74 | \$0.40 | \$17.14 | |
| 5 | \$16.74 | \$0.50 | \$17.24 | |
| 6 | \$16.74 | \$0.62 | \$17.36 | |
| 7 | \$16.74 | \$0.74 | \$17.48 | |
| 8 | \$16.74 | \$0.86 | \$17.60 | |
| 9 | \$16.74 | \$0.98 | \$17.72 | |
| 10 | \$16.74 | \$1.10 | \$17.84 | |
| 11 | \$16.74 | \$1.25 | \$17.99 | |
| 12 | \$16.74 | \$1.40 | \$18.14 | |
| 13 | \$16.74 | \$1.55 | \$18.29 | |
| 14 | \$16.74 | \$1.70 | \$18.44 | |
| 15 | \$16.74 | \$1.85 | \$18.59 | |
| 16 | \$16.74 | \$2.05 | \$18.79 | |
| 17 | \$16.74 | \$2.25 | \$18.99 | |
| 18 | \$16.74 | \$2.45 | \$19.19 | |
| 19 | \$16.74 | \$2.65 | \$19.39 | |
| 20 | \$16.74 | \$2.85 | \$19.59 | |

\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.

Note: An increase of \$.10 per hour will be given to all School Nutrition Employees who are certified in ServSafe

**SCHOOL NUTRITION SALARY SCHEDULE
2023/2024
MANAGERS**

eff 1/1/23

(ALL MANAGERS ARE EMPLOYED FOR 8 HOURS PER DAY, 190 DAYS)

| AVERAGE DAILY PARTICIPATION | | EXPERIENCE - NUMBER OF YEARS | | BREAKFAST PROGRAM |
|-----------------------------|-------|------------------------------|--------------------|--------------------|
| ADP | BASE | | Per Month | |
| 0 TO 300 | 19.70 | 1 year | \$10.00 | Per Month ADP |
| 301 to 400 | 20.22 | 2 years | \$20.00 | |
| 401 to 500 | 20.78 | 3 years | \$30.00 | 0 - 100 |
| 501 to 600 | 21.36 | 4 years | \$40.00 | \$50.00 |
| 601 to 700 | 21.95 | 5 years | \$50.00 | |
| 701 to 800 | 22.25 | 6 years | \$60.00 | 101 - 200 |
| 801 to 900 | 23.22 | 7 years | \$70.00 | \$75.00 |
| 901 to 1000 | 23.88 | 8 years | \$80.00 | |
| 1001 + | 24.54 | 9 years | \$90.00 | 201 - 300 |
| | | 10 years | \$100.00 | \$100.00 |
| | | 11 years | \$110.00 | |
| | | 12 years | \$120.00 | 301 - 400 |
| | | 13 years | \$130.00 | \$125.00 |
| | | 14 years | \$140.00 | |
| | | 15 years | \$150.00 | 401 - 500 |
| | | 16 years | \$160.00 | \$150.00 |
| | | 17 years | \$170.00 | |
| | | 18 years | \$180.00 | 501 - 600 |
| | | 19 years | \$190.00 | \$175.00 |
| | | 20 years | \$200.00 | |
| | | | Based on 10 months | Based on 10 months |

Note: An increase of \$.10 per hour will be given to all School Nutrition Employees who are certified in ServSafe