

## Head Start Staff

2023-2024

Teaching Assistants - 209 Days					Family Advocate	Family Advocate - Master's Degree	Lead Family Advocate	Classroom Instructor	Classroom Instructor
60 - 89 credit hours		90-119 credit hours	Bachelor's Degree					Associates Degree	Bachelor's Degree
Z03-H - 205 Days		Z04-H - 205 days	Z05-H - 205 days		FA - 225 Days	FAM - 225 Days	FAL - 225 days; 8	H07 - 205 Days	H09- 205 Days
Step	Hourly	Hourly	Hourly	Step	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$15.75	\$16.25	\$16.75	1	\$21.25	\$21.75	\$22.25	\$18.75	\$23.75
2	\$16.10	\$16.62	\$17.13	2	\$21.73	\$22.24	\$22.75	\$19.17	\$24.28
3	\$16.47	\$16.99	\$17.51	3	\$22.22	\$22.74	\$23.26	\$19.60	\$24.83
4	\$16.84	\$17.37	\$17.91	4	\$22.72	\$23.25	\$23.79	\$20.04	\$25.39
5	\$17.22	\$17.76	\$18.31	5	\$23.23	\$23.77	\$24.32	\$20.50	\$25.96
6	\$17.60	\$18.16	\$18.72	6	\$23.75	\$24.31	\$24.87	\$20.96	\$26.54
7	\$18.00	\$18.57	\$19.14	7	\$24.29	\$24.86	\$25.43	\$21.43	\$27.14
8	\$18.40	\$18.99	\$19.57	8	\$24.83	\$25.42	\$26.00	\$21.91	\$27.75
9	\$18.82	\$19.42	\$20.01	9	\$25.39	\$25.99	\$26.58	\$22.40	\$28.38
10	\$19.24	\$19.85	\$20.46	10	\$25.96	\$26.57	\$27.18	\$22.91	\$29.02
11	\$19.67	\$20.30	\$20.92	11	\$26.55	\$27.17	\$27.79	\$23.42	\$29.67
12	\$20.12	\$20.76	\$21.39	12	\$27.14	\$27.78	\$28.42	\$23.95	\$30.34
13	\$20.52	\$21.17	\$21.82	13	\$27.69	\$28.34	\$28.99	\$24.43	\$30.94
14	\$20.93	\$21.59	\$22.26	14	\$28.24	\$28.90	\$29.57	\$24.92	\$31.56
15	\$21.35	\$22.03	\$22.70	15	\$28.80	\$29.48	\$30.16	\$25.42	\$32.19
16	\$21.67	\$22.36	\$23.05	16	\$29.24	\$29.92	\$30.61	\$25.80	\$32.68
17	\$21.99	\$22.69	\$23.39	17	\$29.67	\$30.37	\$31.07	\$26.18	\$33.17
18	\$22.32	\$23.03	\$23.74	18	\$30.12	\$30.83	\$31.54	\$26.58	\$33.66
19	\$22.66	\$23.38	\$24.10	19	\$30.57	\$31.29	\$32.01	\$26.98	\$34.17
20	\$23.00	\$23.73	\$24.46	20	\$31.03	\$31.76	\$32.49	\$27.38	\$34.68
21	\$23.23	\$23.97	\$24.70	21	\$31.34	\$32.08	\$32.82	\$27.65	\$35.03
22	\$23.46	\$24.21	\$24.95	22	\$31.65	\$32.40	\$33.14	\$27.93	\$35.38
23	\$23.70	\$24.45	\$25.20	23	\$31.97	\$32.72	\$33.48	\$28.21	\$35.73
24	\$23.93	\$24.69	\$25.45	24	\$32.29	\$33.05	\$33.81	\$28.49	\$36.09
25	\$24.17	\$24.94	\$25.71	25	\$32.61	\$33.38	\$34.15	\$28.78	\$36.45
26	\$24.41	\$25.19	\$25.96	26	\$32.94	\$33.71	\$34.49	\$29.06	\$36.81
27	\$24.66			27	\$33.27		\$34.83		\$37.18

# Interpreters

2023-24

7.5 Hours/ Day; 209 Days

Step	I03 - Interpreter	I04 - Interpreter	I05 - Interpreter	I05L - Lead
	Intermediate	Advanced	Comprehensive	Advanced
	Hourly	Hourly	Hourly	Hourly
1	\$26.65	\$28.15	\$29.65	\$42.20
2	\$27.25	\$28.78	\$30.32	\$43.15
3	\$27.86	\$29.43	\$31.00	\$44.12
4	\$28.49	\$30.09	\$31.70	\$45.11
5	\$29.13	\$30.77	\$32.41	\$46.13
6	\$29.79	\$31.46	\$33.14	\$47.17
7	\$30.46	\$32.17	\$33.88	\$48.23
8	\$31.14	\$32.89	\$34.65	\$49.31
9	\$31.84	\$33.63	\$35.43	\$50.42
10	\$32.56	\$34.39	\$36.22	\$51.56
11	\$33.29	\$35.17	\$37.04	\$52.72
12	\$34.04	\$35.96	\$37.87	\$53.90
13	\$34.81	\$36.77	\$38.72	\$55.12
14	\$35.59	\$37.59	\$39.60	\$56.36
15	\$36.39	\$38.44	\$40.49	\$56.92
16	\$37.21	\$39.30	\$41.40	\$57.49
17	\$38.05	\$40.19	\$42.33	
18	\$38.90	\$41.09	\$43.28	
19	\$39.78	\$42.02	\$44.26	
20	\$40.37	\$42.65	\$44.92	
21	\$40.78	\$43.07	\$44.92	
22	\$41.19	\$43.50	\$44.92	
23	\$41.60	\$43.94	\$44.92	
24	\$42.01	\$44.38	\$44.92	
25	\$42.43	\$44.82	\$44.92	

# School Nurse

**2023-2024**

	<b>LPN or HS</b>	<b>RN</b>	<b>BSN</b>
	Z12- 205 Days Paid*	Z15- 205 Days Paid	Z16- 205 Days Paid
<b>Step</b>	<b>Hourly</b>	<b>Annual Salary</b>	<b>Annual Salary</b>
1	\$19.00	\$47,000.00	\$49,500.00
2	\$19.43	\$47,940.00	\$50,490.00
3	\$19.86	\$48,898.80	\$51,499.80
4	\$20.31	\$49,876.78	\$52,529.80
5	\$20.77	\$50,874.31	\$53,580.39
6	\$21.24	\$51,891.80	\$54,652.00
7	\$21.71	\$52,929.63	\$55,745.04
8	\$22.20	\$53,988.23	\$56,859.94
9	\$22.70	\$55,067.99	\$57,997.14
10	\$23.21	\$56,169.35	\$59,157.08
11	\$23.73	\$57,292.74	\$60,340.22
12	\$24.27	\$58,438.59	\$61,547.03
13	\$24.75	\$59,615.17	\$62,770.23
14	\$25.25	\$60,824.90	\$64,017.29
15	\$25.75	\$62,067.97	\$65,288.40
16	\$26.14	\$63,344.59	\$66,583.77
17	\$26.53	\$64,654.96	\$67,903.63
18	\$26.93	\$65,998.51	\$69,247.67
19	\$27.33	\$67,375.36	\$70,616.33
20	\$27.74	\$68,785.56	\$72,010.70
21	\$28.16	\$70,229.18	\$73,431.82
22	\$28.58	\$71,706.30	\$74,879.78
23	\$28.87	\$73,217.96	\$76,354.64

**Occupational Therapist and  
Physical Therapist  
2023-2024**

	SJ4T - 185 Days
Step	Annual Salary
1	\$51,000.00
2	\$52,275.00
3	\$53,581.88
4	\$54,921.42
5	\$56,294.46
6	\$57,701.82
7	\$59,144.36
8	\$60,622.97
9	\$62,138.55
10	\$63,692.01
11	\$65,125.08
12	\$66,590.40
13	\$68,088.68
14	\$69,620.68
15	\$71,187.14
16	\$72,788.85
17	\$74,426.60
18	\$76,101.20
19	\$77,813.48
20	\$79,564.28
21	\$80,757.74
22	\$81,969.11
23	\$83,198.65
24	\$84,446.63
25	\$85,713.33

## Paraprofessionals & Teaching Assistants

7 Hours/Day; 209 Days

**2023-2024**

STEP	Instructional Support Assistants (formerly paraprofessional) and Teaching Assistants (does not include Head Start)				ELL Paraprofessionals					Exceptional Ed Paraprofessionals			
	60 - 89 credit hours	90-119 credit hours	Bachelor's Degree	Master's Degree	up to 59 hours	60-89 credit hours	90-119 credit hours	Bachelor's Degree	Master's Degree	60-89 credit hours	90-119 credit hours	Bachelor's Degree	Master's Degree
	Z03	Z04	Z05	Z06	Z02E	Z03E	Z04E	Z05E	Z06E	Z03S	Z04S	Z05S	Z06S
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$16.75	\$17.40	\$18.10	\$19.60	\$16.25	\$17.00	\$17.65	\$18.30	\$19.90	\$17.35	\$18.00	\$18.70	\$20.20
2	\$17.13	\$17.79	\$18.51	\$20.04	\$16.62	\$17.38	\$18.05	\$18.71	\$20.35	\$17.74	\$18.41	\$19.12	\$20.65
3	\$17.51	\$18.19	\$18.92	\$20.49	\$16.99	\$17.77	\$18.45	\$19.13	\$20.81	\$18.14	\$18.82	\$19.55	\$21.12
4	\$17.91	\$18.60	\$19.35	\$20.95	\$17.37	\$18.17	\$18.87	\$19.56	\$21.27	\$18.55	\$19.24	\$19.99	\$21.59
5	\$18.31	\$19.02	\$19.78	\$21.42	\$17.76	\$18.58	\$19.29	\$20.00	\$21.75	\$18.96	\$19.68	\$20.44	\$22.08
6	\$18.72	\$19.45	\$20.23	\$21.91	\$18.16	\$19.00	\$19.73	\$20.45	\$22.24	\$19.39	\$20.12	\$20.90	\$22.58
7	\$19.14	\$19.89	\$20.69	\$22.40	\$18.57	\$19.43	\$20.17	\$20.91	\$22.74	\$19.83	\$20.57	\$21.37	\$23.09
8	\$19.57	\$20.33	\$21.15	\$22.90	\$18.99	\$19.87	\$20.62	\$21.38	\$23.25	\$20.27	\$21.03	\$21.85	\$23.60
9	\$20.01	\$20.79	\$21.63	\$23.42	\$19.42	\$20.31	\$21.09	\$21.87	\$23.78	\$20.73	\$21.51	\$22.34	\$24.14
10	\$20.46	\$21.26	\$22.11	\$23.95	\$19.85	\$20.77	\$21.56	\$22.36	\$24.31	\$21.20	\$21.99	\$22.85	\$24.68
11	\$20.92	\$21.74	\$22.61	\$24.48	\$20.30	\$21.24	\$22.05	\$22.86	\$24.86	\$21.67	\$22.49	\$23.36	\$25.23
12	\$21.39	\$22.23	\$23.12	\$25.04	\$20.76	\$21.71	\$22.54	\$23.37	\$25.42	\$22.16	\$22.99	\$23.89	\$25.80
13	\$21.82	\$22.67	\$23.58	\$25.54	\$21.17	\$22.15	\$23.00	\$23.84	\$25.93	\$22.60	\$23.45	\$24.36	\$26.32
14	\$22.26	\$23.12	\$24.05	\$26.05	\$21.59	\$22.59	\$23.46	\$24.32	\$26.45	\$23.06	\$23.92	\$24.85	\$26.84
15	\$22.70	\$23.59	\$24.53	\$26.57	\$22.03	\$23.04	\$23.92	\$24.81	\$26.97	\$23.52	\$24.40	\$25.35	\$27.38
16	\$23.05	\$23.94	\$24.90	\$26.97	\$22.36	\$23.39	\$24.28	\$25.18	\$27.38	\$23.87	\$24.76	\$25.73	\$27.79
17	\$23.39	\$24.30	\$25.28	\$27.37	\$22.69	\$23.74	\$24.65	\$25.56	\$27.79	\$24.23	\$25.14	\$26.11	\$28.21
18	\$23.74	\$24.66	\$25.66	\$27.78	\$23.03	\$24.10	\$25.02	\$25.94	\$28.21	\$24.59	\$25.51	\$26.51	\$28.63
19	\$24.10	\$25.03	\$26.04	\$28.20	\$23.38	\$24.46	\$25.39	\$26.33	\$28.63	\$24.96	\$25.90	\$26.90	\$29.06
20	\$24.46	\$25.41	\$26.43	\$28.62	\$23.73	\$24.82	\$25.77	\$26.72	\$29.06	\$25.34	\$26.28	\$27.31	\$29.50
21	\$24.70	\$25.66	\$26.69	\$28.91	\$23.97	\$25.07	\$26.03	\$26.99	\$29.35	\$25.59	\$26.55	\$27.58	\$29.79
22	\$24.95	\$25.92	\$26.96	\$29.20	\$24.21	\$25.32	\$26.29	\$27.26	\$29.64	\$25.84	\$26.81	\$27.86	\$30.09
23	\$25.20	\$26.18	\$27.23	\$29.49	\$24.45	\$25.58	\$26.55	\$27.53	\$29.94	\$26.10	\$27.08	\$28.13	\$30.39
24	\$25.45	\$26.44	\$27.50	\$29.78	\$24.69	\$25.83	\$26.82	\$27.81	\$30.24	\$26.36	\$27.35	\$28.42	\$30.69
25	\$25.71	\$26.70	\$27.78	\$30.08	\$24.94	\$26.09	\$27.09	\$28.09	\$30.54	\$26.63	\$27.63	\$28.70	\$31.00
26										\$26.89			

# Professional/Technical Schedule

**2023-2024**

7.5 Hours/Day; 260 Days

	J58 - Student	J60 - Bookkeepers,	J-61 TSS II, Lead
Step	Hourly	Hourly	Hourly
1	\$18.90	\$21.65	\$24.15
2	\$19.33	\$22.14	\$24.69
3	\$19.76	\$22.64	\$25.25
4	\$20.20	\$23.14	\$25.82
5	\$20.66	\$23.67	\$26.40
6	\$21.12	\$24.20	\$26.99
7	\$21.60	\$24.74	\$27.60
8	\$22.09	\$25.30	\$28.22
9	\$22.58	\$25.87	\$28.86
10	\$23.09	\$26.45	\$29.50
11	\$23.61	\$27.05	\$30.17
12	\$24.14	\$27.65	\$30.85
13	\$24.62	\$28.21	\$31.46
14	\$25.12	\$28.77	\$32.09
15	\$25.62	\$29.35	\$32.74
16	\$26.00	\$29.79	\$33.23
17	\$26.39	\$30.23	\$33.72
18	\$26.79	\$30.69	\$34.23
19	\$27.19	\$31.15	\$34.74
20	\$27.60	\$31.61	\$35.27
21	\$27.87	\$31.93	\$35.62
22	\$28.15	\$32.25	\$35.97
23	\$28.43	\$32.57	\$36.33
24	\$28.72	\$32.90	\$36.70
25	\$29.01	\$33.23	\$37.06
26	\$29.30	\$33.56	\$37.43

# Restorative Justice Coordinator

**2023-2024**

7.5 Hours/Day; 239 Days

Step	Annual Salary
1	\$39,700.00
2	\$40,692.50
3	\$41,709.81
4	\$42,752.56
5	\$43,821.37
6	\$44,916.91
7	\$46,039.83
8	\$47,190.82
9	\$48,370.60
10	\$49,579.86
11	\$50,695.41
12	\$51,836.05
13	\$53,002.36
14	\$54,194.92
15	\$55,414.30
16	\$56,661.13
17	\$57,936.00
18	\$59,239.56
19	\$60,572.45
20	\$61,481.04
21	\$62,095.85
22	\$62,716.81
23	\$63,343.97
24	\$63,977.41
25	\$64,617.19

**School Psych  
Examiner**

**School  
Psychologist**

**Lead School  
Psychologist**

**2023-2024**

	SJ6 - 185 Day	SJ4 - 205 Days	SJ5 - 261 Days
Step	Annual Salary	Annual Salary	Annual Salary
1	\$50,000.00	\$61,750.00	\$83,838.29
2	\$51,250.00	\$63,293.75	\$85,724.65
3	\$52,531.25	\$64,876.09	\$87,653.46
4	\$53,844.53	\$66,498.00	\$89,625.66
5	\$55,190.64	\$68,160.45	\$91,642.24
6	\$56,570.41	\$69,864.46	\$93,704.19
7	\$57,984.67	\$71,611.07	\$95,812.53
8	\$59,434.29	\$73,401.35	\$97,968.32
9	\$60,920.14	\$75,236.38	\$100,172.60
10	\$62,443.15	\$77,117.29	\$102,426.49
11	\$63,848.12	\$78,852.43	\$104,731.08
12	\$65,284.70	\$80,626.61	\$107,087.53
13	\$66,753.61	\$82,440.71	\$109,229.28
14	\$68,255.56	\$84,295.62	\$111,413.87
15	\$69,791.31	\$86,192.27	\$113,642.15
16	\$71,361.62	\$88,131.60	\$115,346.78
17	\$72,967.26	\$90,114.56	\$117,076.98
18	\$74,609.02	\$92,142.14	\$118,833.13
19	\$76,287.72	\$94,215.34	\$120,615.63
20	\$78,004.20	\$96,335.18	\$122,424.87
21	\$78,784.24	\$97,298.53	\$123,649.11
22	\$79,572.08	\$98,271.52	\$124,885.61
23	\$80,367.80	\$99,254.23	\$126,134.46
24	\$81,171.48	\$100,246.78	\$127,395.81
25	\$81,983.19	\$101,249.24	\$128,669.76



# School Secretary

**2023-24**

260 Days (7.5 hrs./day)

	C03
Step	Hourly
1	\$18.00
2	\$18.41
3	\$18.82
4	\$19.24
5	\$19.68
6	\$20.12
7	\$20.57
8	\$21.03
9	\$21.51
10	\$21.99
11	\$22.49
12	\$22.99
13	\$23.45
14	\$23.92
15	\$24.40
16	\$24.76
17	\$25.14
18	\$25.51
19	\$25.90
20	\$26.28
21	\$26.55
22	\$26.81
23	\$27.08
24	\$27.35
25	\$27.63

Hourly Security Staff Schedules 8 Hours/ Day; 260 Days					Hourly Security Staff Schedules 8 Hours/ Day; 260 Days			
2023-2024					2023-2024			
	G01 - Security &	G01 - 2 - Evening	G01 -3 - Overnight	G01T -Overtime		G02 - 1 Patrol	G02 - 2 - Patrol Third	G02 - 3 - Patrol First
				Voluntary TF must work OT		7:30 am to 4:00 pm	3:30 pm to 12:00 am	11:30 to 8:00 am
Step	Hourly	Hourly	Hourly	Hourly	Step	Hourly	Hourly	Hourly
1	\$19.00	\$19.50	\$19.55	\$19.50	1	\$21.50	\$22.00	\$22.05
2	\$19.43	\$19.94	\$19.99	\$19.94	2	\$21.98	\$22.50	\$22.55
3	\$19.86	\$20.39	\$20.44	\$20.39	3	\$22.48	\$23.00	\$23.05
4	\$20.31	\$20.85	\$20.90	\$20.85	4	\$22.98	\$23.52	\$23.57
5	\$20.77	\$21.32	\$21.37	\$21.32	5	\$23.50	\$24.05	\$24.10
6	\$21.24	\$21.79	\$21.85	\$21.79	6	\$24.03	\$24.59	\$24.64
7	\$21.66	\$22.23	\$22.29	\$22.23	7	\$24.51	\$25.08	\$25.14
8	\$22.09	\$22.68	\$22.73	\$22.68	8	\$25.00	\$25.58	\$25.64
9	\$22.54	\$23.13	\$23.19	\$23.13	9	\$25.50	\$26.09	\$26.15
10	\$22.99	\$23.59	\$23.65	\$23.59	10	\$26.01	\$26.62	\$26.68
11	\$23.45	\$24.06	\$24.12	\$24.06	11	\$26.53	\$27.15	\$27.21
12	\$23.80	\$24.42	\$24.49	\$24.42	12	\$26.93	\$27.56	\$27.62
13	\$24.15	\$24.79	\$24.85	\$24.79	13	\$27.33	\$27.97	\$28.03
14	\$24.52	\$25.16	\$25.23	\$25.16	14	\$27.74	\$28.39	\$28.45
15	\$24.88	\$25.54	\$25.61	\$25.54	15	\$28.16	\$28.81	\$28.88
16	\$25.26	\$25.92	\$25.99	\$25.92	16	\$28.58	\$29.25	\$29.31
17	\$25.51	\$26.18	\$26.25	\$26.18	17	\$28.87	\$29.54	\$29.61
18	\$25.77	\$26.44	\$26.51	\$26.44	18	\$29.16	\$29.83	\$29.90
19	\$26.02	\$26.71	\$26.78	\$26.71	19	\$29.45	\$30.13	\$30.20
20	\$26.28	\$26.98	\$27.04	\$26.98	20	\$29.74	\$30.43	\$30.50
21	\$26.55	\$27.25	\$27.32	\$27.25	21	\$30.04	\$30.74	\$30.81
22	\$26.68	\$27.38	\$27.45	\$27.38	22	\$30.19	\$30.89	\$30.96
23	\$26.81	\$27.52	\$27.59	\$27.52	23	\$30.34	\$31.05	\$31.12
24	\$26.95	\$27.66	\$27.73	\$27.66	24	\$30.49	\$31.20	\$31.27
25	\$27.08	\$27.79	\$27.87	\$27.79	25	\$30.64	\$31.36	\$31.43

New to 21-22 SY to provide shift differentials

New patrol hires start on Second Shift (7:30 am to 4:00 pm) until training and assignments are finalized and e-sheets are submitted to HR.

**Substitute  
Teacher & Teach-to-Lead**

**2023-24**

209 Days (8.0 hrs./day)

Step	STTL
	Hourly
1	\$ 25.75
2	\$ 26.33
3	\$ 26.92
4	\$ 27.53
5	\$ 28.15
6	\$ 28.78
7	\$ 29.43
8	\$ 30.09
9	\$ 30.77
10	\$ 31.39
11	\$ 32.02
12	\$ 32.66
13	\$ 33.31
14	\$ 33.98
15	\$ 34.57
16	\$ 35.17
17	\$ 35.79
18	\$ 36.42
19	\$ 37.06
20	\$ 37.62
21	\$ 38.18
22	\$ 38.75
23	\$ 39.33
24	\$ 39.92
26	\$ 40.32
27	\$ 40.72
28	\$ 41.13
29	\$ 41.54
30	\$ 41.96

# TSS Clinician Schedule

**2023-24**

7.5 Hours/Day; 261 Days

	License in progress	Fully Licensed
	SJ7	SJ8
STEP	Salary	Salary
1	\$ 51,775	\$ 58,525
2	\$ 53,069	\$ 59,988
3	\$ 54,396	\$ 61,488
4	\$ 55,756	\$ 63,025
5	\$ 57,150	\$ 64,601
6	\$ 58,579	\$ 66,216
7	\$ 60,043	\$ 67,871
8	\$ 61,544	\$ 69,568
9	\$ 63,083	\$ 71,307
10	\$ 64,660	\$ 73,090
11	\$ 66,115	\$ 74,734
12	\$ 67,602	\$ 76,416
13	\$ 69,123	\$ 78,135
14	\$ 70,679	\$ 79,893
15	\$ 72,269	\$ 81,691
16	\$ 73,895	\$ 83,529
17	\$ 75,558	\$ 85,408
18	\$ 77,258	\$ 87,330
19	\$ 78,996	\$ 89,295
20	\$ 80,181	\$ 90,634
21	\$ 80,983	\$ 91,541
22	\$ 81,793	\$ 92,456
23	\$ 82,610	\$ 93,381
24	\$ 83,437	\$ 94,314
25	\$ 84,271	\$ 95,257