



FENTON CHARTER PUBLIC SCHOOLS
2023-2024
Salaried- CMO- Based (PERS/Classified)

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Calendar
Business Data Manager - Tier 1 <small>Entry level</small>	95,000	97,500	100,000	102,500	105,000	249
Business Data Manager - Tier 2 <small>At least 5 years of comparable experience</small>	108,000	111,000	114,000	117,000	120,000	249
Facilities Manager - Tier 1 <small>Entry level</small>	95,000	97,500	100,000	102,500	105,000	249
Facilities Manager - Tier 2 <small>At least five years of comparable experience</small>	108,000	111,000	114,000	117,000	120,000	249
IT Manager - Tier 1 <small>Entry level</small>	95,000	97,500	100,000	102,500	105,000	249
IT Manager - Tier 2 <small>At least five years of comparable experience</small>	108,000	111,000	114,000	117,000	120,000	249
Payroll/HR Manager - Tier 1 <small>Entry level</small>	95,000	97,500	100,000	102,500	105,000	249
Payroll/HR Manager - Tier 2 <small>At least five years of comparable experience</small>	108,000	111,000	114,000	117,000	120,000	249
Attendance Manager - Tier 1 <small>Entry level</small>	86,000	88,500	91,000	93,500	96,000	224
Attendance Manager - Tier 2 <small>At least five years of comparable experience</small>	99,000	102,000	104,000	107,000	110,000	224
Administrative Assistant - Tier 1 <small>Entry level</small>	64,250	66,100	67,950	69,800	71,650	249
Administrative Assistant - Tier 2 <small>At least five years of comparable experience</small>	73,500	75,350	77,200	79,050	80,900	249
Business Data Specialist - Tier 1 <small>Entry level</small>	64,250	66,100	67,950	69,800	71,650	249
Business Data Specialist - Tier 2 <small>At least five years of comparable experience</small>	73,500	75,350	77,200	79,050	80,900	249
Payroll Specialist - Tier 1 <small>Entry level</small>	64,250	66,100	67,950	69,800	71,650	249
Payroll Specialist - Tier 2 <small>At least 5 years of comparable service</small>	73,500	75,350	77,200	79,050	80,900	249
Human Resource Specialist - Tier 1 <small>Entry level</small>	64,250	66,100	67,950	69,800	71,650	249
Human Resource Specialist - Tier 2 <small>At least five years of comparable experience</small>	73,500	75,350	77,200	79,050	80,900	249
IT Support II or Systems Specialist II; IT Administrative Assistant II - Tier 1 <small>Demonstrated skills and proficiency as Tech Specialist I, Tier 2</small>	64,250	66,100	67,950	69,800	71,650	249
IT Support II or Systems Specialist II; IT Administrative Assistant II - Tier 2 <small>Demonstrated skills and proficiency as Tech Specialist II, Tier 1</small>	73,500	75,350	77,200	79,050	80,900	249
IT Support I or Systems Specialist I; IT Administrative Assistant I - Tier 1 <small>Entry level</small>	45,500	48,000	50,500	53,000	55,500	249
IT Support I or Systems Specialist I; IT Administrative Assistant I - Tier 2 <small>Demonstrated skills and proficiency as Tech Specialist I, Tier 1</small>	58,000	60,500	63,000	65,500	68,000	249

Facilities Specialist II - Tier 1 Demonstrated skills and proficiency as Facilities Specialist I, Tier 2	64,250	66,100	67,950	69,800	71,650	249
Facilities Specialist II - Tier 2 Demonstrated skills and proficiency as Facilities Specialist II, Tier 1	73,500	75,350	77,200	79,050	80,900	249
Facilities Specialist I - Tier 1 Demonstrated skills and proficiency as Maintenance Worker, Tier 2	45,500	48,000	50,500	53,000	55,500	249
Facilities Specialist I - Tier 2 Demonstrated skills and proficiency as Facilities Specialist I, Tier 1	58,000	60,500	63,000	65,500	68,000	249



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Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Calendar
Office Manager II - Tier 1 <i>Over 650 students</i>	64,250	65,500	66,250	68,000	69,250	224
Office Manager II - Tier 2 <i>Over 650 students, demonstrated skills and proficiency as Office Manager II, Tier 1</i>	70,500	71,750	73,000	74,250	75,500	224
Office Manager I - Tier 1 <i>Under 650 students</i>	52,500	53,750	55,000	56,250	57,500	224
Office Manager I - Tier 2 <i>Under 650 students</i>	58,750	60,000	61,250	62,250	63,750	224
Nurse (RN) - Tier 1 <i>Less than five years of experience</i>	68,000	69,750	71,500	73,250	75,000	201
Nurse (RN) - Tier 2 <i>A least five years of experience</i>	76,750	78,500	80,250	82,000	83,750	201
Nurse (RN + School Nurse Credential) - Tier 1 <i>At least 5 years of experience and Preliminary Nurse's Credential</i>	85,000	87,500	90,000	92,500	95,000	201
Nurse (RN + School Nurse Credential) - Tier 2 <i>At least 5 years of experience and Clear School Nurse's Credential</i>	97,500	100,000	102,500	105,000	107,500	201
Plant Manager II - Tier 1 <i>Over 650 students</i>	60,000	61,250	62,500	63,750	65,000	249
Plant Manager II - Tier 2 <i>Over 650 students, demonstrated skill and proficiency at Plant Manager II, Tier 1</i>	66,250	67,250	68,750	70,000	71,250	249
Plant Manager I - Tier 1 <i>Under 650 students</i>	50,000	51,250	52,500	53,750	55,000	249
Plant Manager I - Tier 2 <i>Under 650 students, demonstrated skills and proficiency as Plant Manager I, Tier 1</i>	56,250	57,500	58,750	60,000	61,250	249
Family/ Parent Center Director - Tier 1 <i>191-day calendar</i>	60,000	61,000	62,000	63,000	64,000	224
Family/ Parent Center Director - Tier 2 <i>224-day calendar</i>	66,000	67,000	68,000	69,000	70,000	224
FCPS Compliance Specialist- Tier 1 <i>Entry Level</i>	64,250	66,100	67,950	69,800	71,650	249
FCPS Compliance Specialist- Tier 2 <i>At least five years of comparable experience</i>	73,500	75,350	77,200	79,050	80,900	249
Accounting Assistant- Tier 1 <i>Entry Level</i>	64,250	66,100	67,950	69,800	71,650	249
Accounting Assistant- Tier 2 <i>At least five years of comparable experience</i>	73,500	75,350	77,200	79,050	80,900	249
Administrative Assistant- Tier 1 <i>Entry Level</i>	64,250	66,100	67,950	69,800	71,650	249
Administrative Assistant- Tier 2 <i>At least five years of comparable experience</i>	73,500	75,350	77,200	79,050	80,900	249

For those positions divided into two tiers, all new hires begin at “Tier 1, Step 1” unless recommended by the Director of the specific school site and approved by the Chief Executive Officer or Chief Operating Officer.

Each “Step” on the salary schedule is earned by fulfilling a complete year of service as noted on page 53 of the Employee Handbook:

- For those on the teacher calendar, a minimum of 150 days of onsite service
- For those on a 201-day calendar, a minimum of 164 days of onsite service
- For those on a 224-calendar, a minimum of 183 days of onsite service
- For those on a 249-calendar, a minimum of 203 days of onsite service

Additionally, movement to the next “Step” must be earned by achieving a positive yearly evaluation (see page 54/55 in the Employee Handbook). Steps cannot be ‘skipped’ and are earned consecutively each year by achieving the requirements listed above, unless approved by the Chief Executive Officer or Chief Operating Officer.



FENTON CHARTER PUBLIC SCHOOLS
2023-2024
 Hourly—Site Based of CMO- Based (PERS)

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Calendar
Data Entry Clerk I Entry level	23.08	23.58	24.08	24.58	25.08	249-CMO 224-SITE
Data Entry Clerk II - Tier 1 Demonstrated skills and proficiency as Data Entry Clerk I	26.08	26.58	27.08	27.58	28.08	249-CMO 224-SITE
Data Entry Clerk II - Tier 2 Demonstrated skills and proficiency as Data Entry Clerk II, Tier 2	28.58	29.08	29.58	30.08	30.58	249-CMO 224-SITE
Payroll Clerk - Tier 1 Entry level	24.29	24.79	25.29	25.79	26.29	249
Payroll Clerk - Tier 2 Demonstrated skills and proficiency as Payroll Clerk, Tier 1	26.79	27.29	27.79	28.29	28.79	249
Office Assistant II - Tier 1 Over 650 students	24.80	25.30	25.80	26.30	26.80	224
Office Assistant II - Tier 2 Over 650 students, demonstrated skills and proficiency as Office Assistant II, Tier 1	27.30	27.80	28.30	28.80	29.30	224
Office Assistant I - Tier 1 Under 650 students	22.80	23.30	23.80	24.30	24.80	224
Office Assistant I - Tier 2 Under 650 students, demonstrated skills and proficiency as a Office Assistant I, Tier 1	25.80	26.30	26.80	27.30	27.80	224
Cafeteria Clerk Full-time	22.18	22.68	23.18	23.68	24.18	224
Compliance Assistant - Tier 1 Entry level	21.80	22.30	22.80	23.30	23.80	224
Compliance Assistant - Tier 2 Demonstrated skills and proficiency as a Compliance Assistant, Tier 1	24.30	24.80	25.30	25.80	26.30	224
Attendance Assistant - Tier 1 Entry level	22.30	22.80	23.30	23.80	24.30	224
Attendance Assistant - Tier 2 Demonstrated skills and proficiency as Attendance Assistant, Tier 1	24.80	25.30	25.80	26.30	26.80	224
Nurse's Aide - Tier 1 Entry level	21.80	22.30	22.80	23.30	23.80	224
Nurse's Aide - Tier 2 Demonstrated skills and proficiency as Nurse's Aide, Tier 1	24.30	24.80	25.30	25.80	26.30	224
Registered Behavior Technician Supervisor - Tier 1 Appropriate certifications, experience and education (B.A. or above)	36.71	37.71	38.71	39.71	40.71	201
Registered Behavior Technician Supervisor - Tier 2 Demonstrated skills, proficiency, experience, education (B.A. or above) and advanced certifications related to behavior	41.71	42.71	43.71	44.71	45.71	201
Registered Behavior Technician II - Tier 1 Demonstrated skills, proficiency, experience as RBT I; education (B.A.) and RBT certification	29.54	30.04	30.54	31.04	31.54	191
Registered Behavior Technician II - Tier 2 Demonstrated skills, proficiency, experience as RBT II, Tier 1; education (B.A.) and RBT certification	32.04	32.54	33.04	33.54	34.04	191
Registered Behavior Technician I* Initial certification	23.04	23.54	24.04	24.54	25.04	191
Special Education TA II - Tier 1 Hired prior to July 1, 2016 and employed continuously as Sp.Ed. TA	34.28	34.78	35.28	35.78	36.28	202
Special Education TA II - Tier 2 Hired prior to July 1, 2016 and employed continuously as Sp.Ed. TA	36.78	37.28	37.78	38.28	38.78	202

Campus Security and Maintenance - Tier 1 Entry level	21.80	22.30	22.80	23.30	23.80	224
Campus Security and Maintenance - Tier 2 Demonstrated skills and proficiency as Security, Tier 1	24.30	24.80	25.30	25.80	26.30	224
Maintenance Worker - Tier 1 Entry level	23.79	24.79	25.79	26.79	27.49	249
Maintenance Worker - Tier 2 Demonstrated skills and proficiency as Maintenance Worker, Tier 1	28.79	29.79	30.79	31.79	32.79	249
Custodian II - Tier 1 Demonstrated skills and proficiency, and no longer on probation	21.29	21.79	22.29	22.79	23.29	249
Custodian II - Tier 2 Demonstrated skills and proficiency as Custodian II, Tier 1	23.79	24.29	24.79	25.29	25.79	249
Custodian I - Probationary Entry level; continues on probationary status	20.99	No increase while remaining on probationary status				249
Supply Room Clerk	21.80	22.30	22.80	23.30	23.80	224



FENTON CHARTER PUBLIC SCHOOLS
2023-2024

Classified Staff Schedule—Part-Time Employees (Hourly/PARS)

Maximum Hours: 5.5 hours/day with LACOE TA waiver (without waiver, no more than 3.5 hours/day)

Position	Hourly Rate
Teacher Assistant/Paraprofessional	22.48
Resource Room Aide	22.48
Supply Room Aide	22.48
Pre-K Teacher Assistant	23.23
Special Education Teacher Assistant I <small>Hired on or after July 1, 2016</small>	23.48
Adult Assistant	23.23
Psychomotor Aide	22.48
Psychomotor Lead	23.23
Playground Supervisor	22.98
Supervision Aide II	22.18
Supervision Aide I <small>No HS Diploma or GED and hired prior to 7/1/2012</small>	22.18
Cafeteria Clerk	22.18
Supper/After School Playground	22.18
Library Media Clerk	24.48
Library Aide	22.18
Traffic Aide	22.18
Campus Security and Maintenance	22.18
Custodian	22.18