

**FY 2025**

Rev 6/28/2024

**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
<b>CLERICAL</b>	
Admin. Asst. to Superintendent	28.35
Admin. Asst. to Asst. Superintendent	25.24
Admin. Asst. to Ex Director	21.64
Secretary to Directors	20.02
Secretary - Central Office	18.87
Rank I - School Receptionist/Attendance Clerk in Middle/High School	18.63
Rank II -School level Secretary, Data Clerk, High School - Asst. Registrar, Records Clerk	19.61
Rank III - Elementary School Bookkeeper	20.08
Rank IV - Middle & High School Bookkeeper	21.64
Rank V - Registrar for Middle / High School; Enrollment Specialist	23.91
<b>HUMAN RESOURCES</b>	
Certification and HR Technician	21.47
Insurance / Benefits Specialist	25.57
HR Coordinator	25.57
HR Clerk	20.02
Receptionist - Central Office	19.61
HR Business Manager	Based on T-2 Certified Salary Scale
<b>ACCOUNTING</b>	
Accounts Payable Clerk	20.60
Accounts Payable Specialist I	21.47
Accounts Payable Specialist II	24.45
Payroll Coordinator	Based on T-1 Certified Salary Scale
<b>NURSES</b>	
School Clinic Nurse - RN	34.30
School Clinic Nurse - LPN	21.00
Dedicated SpEd Classroom Nurse (RN/LPN)	34.30
Head Nurse (1/2 position-190 days)	34.30
<b>OCCUPATIONAL THERAPIST</b>	
Occupational Therapist Rank II (10-month) Masters 1+ yrs exp	61.84
Occupational Therapist Rank III (10-month) Masters + Supervisory	62.95
Physical Therapist (10-month)	61.59

<b>PARAPROFESSIONAL</b> (Gen. Ed., Pre-K, PIP, SPED SC-Mi/Mo, SPED Resource, SPED Inclusion, SPED-Other)	
Rank I (High School diploma and Para Test passed)	17.80
Rank II (Associates degree or 2 years college)	18.08
Rank III (4 yr. College/Univ. Graduate)	18.38
<b>PARAPROFESSIONAL</b> (SPED SC-EBD, SPED SC-Mo/Si, SPED Sev/Prof, SPED SC-Autism@MLE, LEAP)	
Rank I (High School Diploma and Para Test passed)	18.79
Rank II (Associates Degree or 2 years college)	20.31
Rank III (4 yr. College/Univ. Graduate)	21.84
<b>PARAPROFESSIONAL (PLP/Credit Recovery Lab)</b>	
Rank I (High School Diploma and Para Test passed)	18.79
Rank II (Associates Degree or 2 years college)	20.31
Rank III (4 yr. College/Univ. Graduate)	21.84
<b>PARAPROFESSIONAL (Communication &amp; ESOL)</b>	
Rank I (High School Diploma; passing score on PSC assess)	19.76
Rank II (2 to 4 years college)	22.51
Rank III (2 to 4 years of college in job related field)	25.29
<b>FAMILY ENGAGEMENT</b>	
Attendance Support Specialist (10-month)	25.16
Family Engagement Specialist (2-4 years of college) (10-month)	25.16
Family Engagement Coordinator (10-month)	33.54
<b>HEARING IMPAIRED INTERPRETERS</b>	
Rank I Standard (Formal training)	27.31
Rank II Partially Certified (Partial certification of test)	30.15
Rank III Certified (Holds certificate for interpreter)	32.98
Rank IV National Certification	36.30
<b>MIGRANT STUDENT SERVICE PROVIDER</b>	
Rank I No College	19.49
Rank II 2 years of college	22.33
Rank III 4 years of college	25.16
<b>OTHER</b>	
Project Manager	36.14
Data Analyst	35.08
Student Information System Coordinator	25.57
<b>TECHNOLOGY</b>	
Tech Liaisons Rank I- Sch Level (10.25 mth) Central office (12 mth)	18.08
Lead Tech Specialist I	31.19
Lead Tech Specialist II	33.08
Lead Tech Specialist III	35.08
IT Engineer I	41.84
IT Engineer II	43.08
IT Engineer III	44.38

<b>SCHOOL FOOD SERVICES</b>	
SFS Nutrition Specialist (12-month)	Hourly based on T-1 Certified Salary Scale
SFS Bookkeeper System-level (12-month)	24.33
SFS Technical Liaison/Project Manager System-level (12-month)	21.47
SFS Warehouse Assistant System-level (12-month)	19.22
Auxiliary Warehouse Coordinator - non-licensed	28.11
Auxiliary Warehouse Coordinator - licensed	31.23
SFS Manager (see attached)	Based on school participation
SFS Asst. Manager (see attached)	17.43
SFS Cashier (see attached)	17.77
SFS Food Assistant/Cook (see attached)	16.75
<b>CUSTODIAL</b>	
Head Custodian (12-month)	17.59
Custodian	17.33
<b>MAINTENANCE</b>	
Electrician I	31.90
Electrician II	28.62
Electrician III	25.36
Electrician VI	22.08
HVAC Mechanic I	29.85
HVAC Mechanic II	28.43
HVAC Mechanic III	26.97
Advanced Carpenter	24.53
Carpenter I	24.19
Carpenter II	22.92
Carpenter III	21.63
Plumber I	25.36
Plumber II	23.92
Plumber III	22.48
Roofer	25.36
Building Envelope Technician	25.36
General Maintenance Technician	23.30
Painter	22.15
General Maintenance I	21.69
General Maintenance II	19.22

<b>GROUNDS</b>	
Grounds Supervisor	34.68
Grounds Crew Leader	28.62
Spray Technician	22.42
Assistant Spray Technician	19.22
Grounds Worker I (5+ years of experience)	19.22
Grounds Worker II w/ Quality Control Function	19.18
Grounds Worker II (3-4 years of experience)	17.97
Grounds Worker III (1-2 years of experience)	17.17
<b>WAREHOUSE</b>	
Facilities Supervisor	34.68
Custodial Services Support Coordinator	28.97
Warehouse II	18.80
<b>TRANSPORTATION</b>	
Transportation Bookkeeper (12-month)	24.33
Automotive Shop Supervisor	38.16
Transportation Service Supervisor	32.70
Mechanic I	32.70
Mechanic II	28.21
Mechanic III	23.30
Fuel Attendant	20.02
Bus Monitors - 180 days, hours per day varies (5, 6, or 7 hours)	16.21
Bus Driver - 180 days, hours per day varies (5, 6, 7, or 8 hours)	see below
<b>Bus Driver years of experience</b>	<b>Hourly Rate</b>
0	21.46
1	21.66
2	21.86
3	22.06
4	22.26
5	22.46
6	22.66
7	22.86
8	23.06
9	23.26
10	23.46
11	23.66
12	23.86
13	24.06
14	24.26
15	24.46
16	24.66
17	24.86
18	25.06
19	25.26
20+	25.46

**SCHOOL NUTRITION SALARY SCHEDULE**

**2024/2025**

eff 7/1/24

**FOOD ASSISTANTS**

YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE PER HOUR	TRAINING IN -DEPTH COURSES
0	\$16.75	\$0.00	\$16.75	\$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.
1	\$16.75	\$0.10	\$16.85	
2	\$16.75	\$0.20	\$16.95	
3	\$16.75	\$0.30	\$17.05	
4	\$16.75	\$0.40	\$17.15	
5	\$16.75	\$0.50	\$17.25	
6	\$16.75	\$0.62	\$17.37	
7	\$16.75	\$0.74	\$17.49	
8	\$16.75	\$0.86	\$17.61	
9	\$16.75	\$0.98	\$17.73	
10	\$16.75	\$1.10	\$17.85	
11	\$16.75	\$1.25	\$18.00	
12	\$16.75	\$1.40	\$18.15	
13	\$16.75	\$1.55	\$18.30	
14	\$16.75	\$1.70	\$18.45	
15	\$16.75	\$1.85	\$18.60	
16	\$16.75	\$2.05	\$18.80	
17	\$16.75	\$2.25	\$19.00	
18	\$16.75	\$2.45	\$19.20	
19	\$16.75	\$2.65	\$19.40	
20	\$16.75	\$2.85	\$19.60	

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

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**CASHIER**

YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE PER HOUR	TRAINING IN -DEPTH COURSES
0	\$17.77	\$0.00	\$17.77	\$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.
1	\$17.77	\$0.10	\$17.87	
2	\$17.77	\$0.20	\$17.97	
3	\$17.77	\$0.30	\$18.07	
4	\$17.77	\$0.40	\$18.17	
5	\$17.77	\$0.50	\$18.27	
6	\$17.77	\$0.62	\$18.39	
7	\$17.77	\$0.74	\$18.51	
8	\$17.77	\$0.86	\$18.63	
9	\$17.77	\$0.98	\$18.75	
10	\$17.77	\$1.10	\$18.87	
11	\$17.77	\$1.25	\$19.02	
12	\$17.77	\$1.40	\$19.17	
13	\$17.77	\$1.55	\$19.32	
14	\$17.77	\$1.70	\$19.47	
15	\$17.77	\$1.85	\$19.62	
16	\$17.77	\$2.05	\$19.82	
17	\$17.77	\$2.25	\$20.02	
18	\$17.77	\$2.45	\$20.22	
19	\$17.77	\$2.65	\$20.42	
20	\$17.77	\$2.85	\$20.62	

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**ASSISTANT MANAGERS**

YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE/HOUR	TRAINING IN -DEPTH COURSES
0	\$17.43	\$0.00	\$17.43	\$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.
1	\$17.43	\$0.10	\$17.53	
2	\$17.43	\$0.20	\$17.63	
3	\$17.43	\$0.30	\$17.73	
4	\$17.43	\$0.40	\$17.83	
5	\$17.43	\$0.50	\$17.93	
6	\$17.43	\$0.62	\$18.05	
7	\$17.43	\$0.74	\$18.17	
8	\$17.43	\$0.86	\$18.29	
9	\$17.43	\$0.98	\$18.41	
10	\$17.43	\$1.10	\$18.53	
11	\$17.43	\$1.25	\$18.68	
12	\$17.43	\$1.40	\$18.83	
13	\$17.43	\$1.55	\$18.98	
14	\$17.43	\$1.70	\$19.13	
15	\$17.43	\$1.85	\$19.28	
16	\$17.43	\$2.05	\$19.48	
17	\$17.43	\$2.25	\$19.68	
18	\$17.43	\$2.45	\$19.88	
19	\$17.43	\$2.65	\$20.08	
20	\$17.43	\$2.85	\$20.28	

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**MANAGERS**

(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	20.50	1 year	\$10.00	Per Month
301 to 400	21.05	2 years	\$20.00	ADP
401 to 500	21.63	3 years	\$30.00	
501 to 600	22.24	4 years	\$40.00	0 - 100
601 to 700	22.85	5 years	\$50.00	\$50.00
701 to 800	23.16	6 years	\$60.00	
801 to 900	24.17	7 years	\$70.00	101 - 200
901 to 1000	24.86	8 years	\$80.00	\$75.00
1001 +	25.54	9 years	\$90.00	
		10 years	\$100.00	201 - 300
		11 years	\$110.00	\$100.00
		12 years	\$120.00	
		13 years	\$130.00	301 - 400
		14 years	\$140.00	\$125.00
		15 years	\$150.00	
		16 years	\$160.00	401 - 500
		17 years	\$170.00	\$150.00
		18 years	\$180.00	
		19 years	\$190.00	501 - 600
		20 years	\$200.00	\$175.00
			Based on 10 months	Based on 10 months

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