



# SUMMIT SCHOOL DISTRICT

## Licensed Salary Schedule 2024-25

|         | A         | B (+12)   | C (+24)   | D (+36)   | E (+48)   | F (+60)   | G (+72)   | H (+84)    | I (+96)    | J (+108)   | K (+120)   | L (+132)   | M (+144)   |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|
| Year 00 | \$ 54,000 | \$ 56,000 | \$ 58,000 | \$ 60,000 | \$ 62,000 | \$ 64,000 | \$ 66,000 | \$ 68,000  | \$ 70,000  | \$ 72,000  | \$ 74,000  | \$ 76,000  | \$ 78,000  |
| Year 01 | \$ 54,810 | \$ 56,840 | \$ 58,870 | \$ 60,900 | \$ 62,930 | \$ 64,960 | \$ 66,990 | \$ 69,020  | \$ 71,050  | \$ 73,080  | \$ 75,110  | \$ 77,140  | \$ 79,170  |
| Year 02 | \$ 55,632 | \$ 57,693 | \$ 59,753 | \$ 61,814 | \$ 63,874 | \$ 65,934 | \$ 67,995 | \$ 70,055  | \$ 72,116  | \$ 74,176  | \$ 76,237  | \$ 78,297  | \$ 80,358  |
| Year 03 | \$ 56,466 | \$ 58,558 | \$ 60,649 | \$ 62,741 | \$ 64,832 | \$ 66,923 | \$ 69,015 | \$ 71,106  | \$ 73,198  | \$ 75,289  | \$ 77,381  | \$ 79,471  | \$ 81,563  |
| Year 04 | \$ 57,313 | \$ 59,436 | \$ 61,559 | \$ 63,682 | \$ 65,804 | \$ 67,927 | \$ 70,050 | \$ 72,173  | \$ 74,296  | \$ 76,418  | \$ 78,542  | \$ 80,663  | \$ 82,786  |
| Year 05 | \$ 58,173 | \$ 60,328 | \$ 62,482 | \$ 64,637 | \$ 66,791 | \$ 68,946 | \$ 71,101 | \$ 73,256  | \$ 75,410  | \$ 77,564  | \$ 79,720  | \$ 81,873  | \$ 84,028  |
| Year 06 | \$ 59,046 | \$ 61,233 | \$ 63,419 | \$ 65,607 | \$ 67,793 | \$ 69,980 | \$ 72,168 | \$ 74,355  | \$ 76,541  | \$ 78,727  | \$ 80,916  | \$ 83,101  | \$ 85,288  |
| Year 07 | \$ 59,932 | \$ 62,151 | \$ 64,370 | \$ 66,591 | \$ 68,810 | \$ 71,030 | \$ 73,251 | \$ 75,470  | \$ 77,689  | \$ 79,908  | \$ 82,130  | \$ 84,348  | \$ 86,567  |
| Year 08 | \$ 60,831 | \$ 63,083 | \$ 65,336 | \$ 67,590 | \$ 69,842 | \$ 72,095 | \$ 74,350 | \$ 76,602  | \$ 78,854  | \$ 81,107  | \$ 83,362  | \$ 85,613  | \$ 87,866  |
| Year 09 | \$ 61,743 | \$ 64,029 | \$ 66,316 | \$ 68,604 | \$ 70,890 | \$ 73,176 | \$ 75,465 | \$ 77,751  | \$ 80,037  | \$ 82,324  | \$ 84,612  | \$ 86,897  | \$ 89,184  |
| Year 10 | \$ 62,669 | \$ 64,989 | \$ 67,311 | \$ 69,633 | \$ 71,953 | \$ 74,274 | \$ 76,597 | \$ 78,917  | \$ 81,238  | \$ 83,559  | \$ 85,881  | \$ 88,200  | \$ 90,522  |
| Year 11 | \$ 63,609 | \$ 65,964 | \$ 68,321 | \$ 70,677 | \$ 73,032 | \$ 75,388 | \$ 77,746 | \$ 80,101  | \$ 82,457  | \$ 84,812  | \$ 87,169  | \$ 89,523  | \$ 91,880  |
| Year 12 | \$ 64,563 | \$ 66,953 | \$ 69,346 | \$ 71,737 | \$ 74,127 | \$ 76,519 | \$ 78,912 | \$ 81,303  | \$ 83,694  | \$ 86,084  | \$ 88,477  | \$ 90,866  | \$ 93,258  |
| Year 13 | \$ 65,531 | \$ 67,957 | \$ 70,386 | \$ 72,813 | \$ 75,239 | \$ 77,667 | \$ 80,096 | \$ 82,523  | \$ 84,949  | \$ 87,375  | \$ 89,804  | \$ 92,229  | \$ 94,657  |
| Year 14 | \$ 66,514 | \$ 68,976 | \$ 71,442 | \$ 73,905 | \$ 76,368 | \$ 78,832 | \$ 81,297 | \$ 83,761  | \$ 86,223  | \$ 88,686  | \$ 91,151  | \$ 93,612  | \$ 96,077  |
| Year 15 | \$ 67,512 | \$ 70,011 | \$ 72,514 | \$ 75,014 | \$ 77,514 | \$ 80,014 | \$ 82,516 | \$ 85,017  | \$ 87,516  | \$ 90,016  | \$ 92,518  | \$ 95,016  | \$ 97,518  |
| Year 16 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 76,139 | \$ 78,677 | \$ 81,214 | \$ 83,754 | \$ 86,292  | \$ 88,829  | \$ 91,366  | \$ 93,906  | \$ 96,441  | \$ 98,981  |
| Year 17 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 77,281 | \$ 79,857 | \$ 82,432 | \$ 85,010 | \$ 87,586  | \$ 90,161  | \$ 92,736  | \$ 95,315  | \$ 97,888  | \$ 100,466 |
| Year 18 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 78,440 | \$ 81,055 | \$ 83,668 | \$ 86,285 | \$ 88,900  | \$ 91,513  | \$ 94,127  | \$ 96,745  | \$ 99,356  | \$ 101,973 |
| Year 19 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 82,271 | \$ 84,923 | \$ 87,579 | \$ 90,234  | \$ 92,886  | \$ 95,539  | \$ 98,196  | \$ 100,846 | \$ 103,503 |
| Year 20 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 83,505 | \$ 86,197 | \$ 88,893 | \$ 91,588  | \$ 94,279  | \$ 96,972  | \$ 99,669  | \$ 102,359 | \$ 105,056 |
| Year 21 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 84,758 | \$ 87,490 | \$ 90,226 | \$ 92,962  | \$ 95,693  | \$ 98,427  | \$ 101,164 | \$ 103,894 | \$ 106,632 |
| Year 22 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 86,029 | \$ 88,802 | \$ 91,579 | \$ 94,356  | \$ 97,128  | \$ 99,903  | \$ 102,681 | \$ 105,452 | \$ 108,231 |
| Year 23 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 87,319 | \$ 90,134 | \$ 92,953 | \$ 95,771  | \$ 98,585  | \$ 101,402 | \$ 104,221 | \$ 107,034 | \$ 109,854 |
| Year 24 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 88,629 | \$ 91,486 | \$ 94,347 | \$ 97,208  | \$ 100,064 | \$ 102,923 | \$ 105,784 | \$ 108,640 | \$ 111,502 |
| Year 25 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 89,958 | \$ 92,858 | \$ 95,762 | \$ 98,666  | \$ 101,565 | \$ 104,467 | \$ 107,371 | \$ 110,270 | \$ 113,175 |
| Year 26 | \$ 68,525 | \$ 71,061 | \$ 73,602 | \$ 79,617 | \$ 91,307 | \$ 94,251 | \$ 97,198 | \$ 100,146 | \$ 103,088 | \$ 106,034 | \$ 108,982 | \$ 111,924 | \$ 114,873 |

**Initial Placement on the Licensed Salary Schedule**

- Is based on years of previous teaching experience (up to a maximum of 15 years) and completed graduate level coursework.

- Numbers across the top of the schedule represent completed graduate level course work in bundles of 12 semester hours (PERTAINS TO NEWLY HIRED STAFF ONLY)





## SUMMIT SCHOOL DISTRICT

### Administrative and Classified/Certified Exempt Salary Schedule 2024-25

| <u>Position</u>   | <u>Days</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Hiring Range</u> |
|---|-------------|----------------|----------------|---------------------|
| <b>Year Round Administrative/Exempt</b>                       |             |                |                |                     |
| Chief Financial Officer                                       | 251*        | \$142,005      | \$198,807      | \$169,270           |
| Chief Talent Officer  | 251*        | \$138,952      | \$194,533      | \$165,631           |
| Chief Transformation Officer                                  | 251*        | \$144,010      | \$201,614      | \$171,660           |
| Executive Director of Academic & Personal Success             | 251*        | \$131,365      | \$183,911      | \$156,587           |
| Director of Communications                                    | 251*        | \$105,815      | \$148,141      | \$126,131           |
| Director of Construction Projects & Facilities                | 251*        | \$111,897      | \$156,656      | \$133,381           |
| Director of Information and Technology Systems                | 251*        | \$106,400      | \$148,960      | \$126,829           |
| Director of Emergency Preparedness, Security & Transportation | 251*        | \$106,400      | \$148,960      | \$126,829           |
| Director of Equity, Family & Community Partnership            | 251*        | \$91,590       | \$128,226      | \$109,175           |
| Director of Post-Secondary Education                          | 251*        | \$89,363       | \$125,108      | \$106,521           |
| Director of Special Services                                  | 251*        | \$124,539      | \$174,355      | \$148,451           |
| Facilities Manager  | 251*        | \$106,568      | \$149,195      | \$127,029           |
| Network Administrator   | 251*        | \$76,244       | \$106,742      | \$90,883            |
| Project Thrive Coordinator                                    | 251*        | \$75,917       | \$106,284      | \$90,493            |
| Technology Manager  | 251*        | \$93,400       | \$130,760      | \$111,333           |
| Transportation Manager  | 251*        | \$100,856      | \$141,198      | \$120,220           |
| <b>School - Year Administrative</b>                           |             |                |                |                     |
| Elementary School Assistant Principal                         | 201         | \$88,346       | \$123,684      | \$105,308           |
| Elementary School Principal                                   | 206         | \$108,470      | \$151,858      | \$129,296           |
| Middle School Assistant Principal                             | 206         | \$93,632       | \$131,085      | \$111,609           |
| Middle School Principal                                       | 211         | \$117,661      | \$164,725      | \$140,252           |
| Dean of Culture, Community & Support                          | 200         | \$71,883       | \$100,636      | \$83,351            |
| High School Assistant Principal                               | 211         | \$99,824       | \$139,754      | \$118,990           |
| High School Principal   | 216         | \$126,530      | \$177,142      | \$150,824           |
| Alternative School Principal                                  | 216         | \$117,661      | \$164,725      | \$140,252           |
| <b>School Year Exempt</b>                                     |             |                |                |                     |
| Special Services Manager                                      | 206         | \$75,169       | \$105,237      | \$89,602            |
| Grant Specialist  | 206         | \$62,420       | \$87,388       | \$74,405            |
| Instructional Technology Specialist                           | 206         | \$59,469       | \$83,257       | \$70,887            |
| High School Athletic Director                                 | 209         | \$62,652       | \$87,713       | \$74,681            |
| Website Administrator   | 185         | \$56,312       | \$78,837       | \$67,124            |
| Nurse Supervisor  | 185         | \$87,312       | \$122,237      | \$104,076           |
| <b>Special Service Providers</b>                              |             |                |                |                     |
| Special Services Providers (****)                             | 185         | \$59,104       | \$114,957      | \$85,913            |
| Special Services Providers (*****)                            | 195         | \$62,299       | \$121,172      | \$90,558            |
| <b>Licensed with Alternative Calendars</b>                    |             |                |                |                     |
| Pre-Collegiate Specialist +                                   | 200         | \$58,378       | \$124,187      |                     |
| SMS Dean of Culture, Community and Support+                   | 200         | \$58,378       | \$124,187      |                     |
| Program Coordinator(***)+                                     | 185         | \$54,000       | \$114,873      |                     |

\* Includes 10 holidays

\*\*\* Early Childhood, ELA, G/T, IB, Curriculum, Literacy

\*\*\*\* Speech/Lang, OT, Psychologist, Nurse, Elem. Counselor, BCBA, TVI and DHH

\*\*\*\*\* Secondary Counselors/Social Worker

+ Position's pay based upon placement on Licensed salary schedule



## SUMMIT SCHOOL DISTRICT Support Staff Salary Schedule 2024-25

| <u>Position</u>  | <u>Min</u> | <u>Max</u> | <u>Hiring Range</u> |
|--|------------|------------|---------------------|
| Accounts Payable/Purchasing Card Bookkeeper  | \$27.05    | \$41.93    | \$34.19             |
| Administrative Assistant to the Principal (Elem and MS)  | \$24.52    | \$38.01    | \$31.00             |
| Administrative Assistant to the Principal (HS)   | \$24.89    | \$38.58    | \$31.46             |
| Administrative Assistant, Business Services  | \$29.46    | \$45.66    | \$37.24             |
| Administrative Assistant, Central Office   | \$24.52    | \$38.01    | \$31.00             |
| Administrative Assistant, Learning Services  | \$24.87    | \$38.55    | \$31.44             |
| Administrative Assistant, Transportation   | \$24.70    | \$38.29    | \$31.22             |
| Assistant Cook/Server  | \$19.05    | \$29.53    | \$24.08             |
| Bookkeeper   | \$24.52    | \$38.01    | \$31.00             |
| Budget and Accounting Specialist   | \$32.73    | \$50.73    | \$41.37             |
| Bus Driver   | \$29.04    | \$45.01    | \$36.71             |
| Driver Trainer I   | \$28.14    | \$43.62    | \$35.57             |
| Driver Trainer II  | \$28.70    | \$44.49    | \$36.28             |
| Campus Supervisor  | \$22.23    | \$34.46    | \$28.10             |
| Custodian  | \$19.50    | \$30.23    | \$24.65             |
| Custodian, Lead  | \$23.99    | \$37.18    | \$30.32             |
| Custodian, Night Supervisor  | \$28.48    | \$44.14    | \$36.00             |
| Executive Assistant to Supt/Board  | \$33.72    | \$52.27    | \$42.62             |
| Facilities Scheduler   | \$24.70    | \$38.29    | \$31.22             |
| Facilities Technician  | \$24.90    | \$38.60    | \$31.48             |
| Family and Cultural Inclusion Liaison/Translator   | \$27.71    | \$42.95    | \$35.03             |
| Fleet Mechanic I   | \$34.12    | \$52.89    | \$43.13             |
| Fleet Mechanic II  | \$35.62    | \$55.21    | \$45.02             |
| Grounds Technician/Keeper  | \$24.68    | \$38.25    | \$31.19             |
| Health Clinic Assistant  | \$22.63    | \$35.08    | \$28.61             |
| Human Resource/Talent Specialist   | \$27.86    | \$43.18    | \$35.21             |
| HVAC Technician I  | \$31.91    | \$49.46    | \$40.33             |
| HVAC Technician II   | \$34.04    | \$52.76    | \$43.03             |
| Kitchen Manager  | \$23.63    | \$36.63    | \$29.87             |
| Maintenance Technician   | \$25.97    | \$40.25    | \$32.82             |
| Middle School Athletic Director  | \$24.16    | \$37.45    | \$30.54             |
| Paraprofessional, Instructional, ELA, Bilingual, Alt Ed  | \$20.15    | \$31.23    | \$25.47             |
| Paraprofessional, Library  | \$20.15    | \$31.23    | \$25.47             |
| Paraprofessional, Preschool/Early Childhood  | \$22.34    | \$34.63    | \$28.24             |
| Paraprofessional, Day Treatment  | \$22.91    | \$35.51    | \$28.96             |
| Paraprofessional, Special Education (K-12)   | \$22.34    | \$34.63    | \$28.24             |
| Payroll/General Ledger   | \$29.75    | \$46.11    | \$37.60             |
| Registrar (Early Childhood, High School and Middle School)   | \$25.19    | \$39.04    | \$31.84             |
| School Secretary (Secondary, Attendance, Athletic, High School Counseling )                        | \$23.83    | \$36.94    | \$30.12             |
| Special Education Support/Data & Reporting Specialist  | \$26.89    | \$41.68    | \$33.99             |
| Student Information Coordinator  | \$29.77    | \$46.14    | \$37.63             |
| Technology Support Specialist (District)   | \$32.83    | \$50.89    | \$41.50             |
| Technology Support Specialist (Student)  | \$27.44    | \$42.53    | \$34.68             |
| Technology Support Specialist (Central)  | \$24.76    | \$38.38    | \$31.30             |
| Technology Support Specialist (MS & HS)  | \$24.76    | \$38.38    | \$31.30             |
| Coach/Sponsor (Support Staff)  | \$15.64    |            |                     |
| Instructional Tutor (Non-Licensed)   | \$15.00    |            |                     |
| Score Board Keeper   | \$14.82    |            |                     |
| Student Worker   | \$14.82    |            |                     |
| Substitute Teacher   | \$19.17    |            |                     |
| Substitute Teacher (Long Term) * Based on Teacher Schedule   | \$36.49    |            |                     |
| Substitute Teacher (Permanent Building)  | \$24.06    |            |                     |
| Substitute Teacher (Retired Teacher)   | \$38.34    |            |                     |
| Substitute Support Staff - Paid at min of range position (for both long term and hourly positions) |            |            |                     |
| Ticket Taker/Supervision/Game Manager  | \$14.82    |            |                     |

**Service Award**

Support Staff who have completed 11 or more consecutive years of service with Summit School District are eligible for a service award (added to regular hourly rate) as follows:

- 11-13 completed years equals \$0.33
- 14-16 completed years equals \$0.66
- 17-30 completed years equals \$1.00

\*\*Additional information related to initial placement on the salary schedule and our service stipend program can be found in our District Policies.