

**ORANGE
COUNTY PUBLIC
SCHOOLS**



**2024-25
SALARY SCALES**

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T1: Teacher (BA) Salary Scale	
FLSA Exempt	
Step	Salary
0	\$53,848
1	\$54,111
2	\$54,377
3	\$54,668
4	\$54,960
5	\$55,278
6	\$55,597
7	\$55,978
8	\$56,360
9	\$56,742
10	\$57,246
11	\$57,750
12	\$58,328
13	\$58,906
14	\$59,484
15	\$60,147
16	\$60,810
17	\$61,473
18	\$62,295
19	\$63,118
20	\$63,940
21	\$64,762
22	\$65,664
23	\$66,565
24	\$67,467
25	\$68,369
26	\$69,270
27	\$70,198
28	\$71,127
29	\$72,108
30	\$73,089

Master's Degree \$3000
 Educational Specialist Degree \$1700
 Doctoral Degree \$2000

AP2: Elementary School	
FLSA Exempt	
Step	Annual Salary
0	\$84,180
1	\$84,983
2	\$85,786
3	\$86,628
4	\$87,472
5	\$88,314
6	\$89,157
7	\$90,002
8	\$90,845
9	\$91,689
10	\$92,532
11	\$93,375
12	\$94,220
13	\$95,063
14	\$95,907
15	\$96,750
16	\$97,593
17	\$98,437
18	\$99,280
19	\$100,125
20	\$100,968
21	\$101,811
22	\$102,655
23	\$103,498
24	\$104,343
25	\$105,186
26	\$106,029
27	\$106,873
28	\$107,716

AP3: Middle School	
FLSA Exempt	
Step	Annual Salary
0	\$85,515
1	\$86,296
2	\$87,152
3	\$88,009
4	\$88,866
5	\$89,724
6	\$90,581
7	\$91,437
8	\$92,294
9	\$93,151
10	\$94,009
11	\$94,866
12	\$95,723
13	\$96,580
14	\$97,436
15	\$98,293
16	\$99,150
17	\$100,007
18	\$100,864
19	\$101,722
20	\$102,579
21	\$103,436
22	\$104,292
23	\$105,149
24	\$106,006
25	\$106,863
26	\$107,720
27	\$108,578
28	\$109,435

AP4: High School	
FLSA Exempt	
Step	Annual Salary
0	\$89,428
1	\$90,326
2	\$91,225
3	\$92,123
4	\$93,020
5	\$93,920
6	\$94,818
7	\$95,717
8	\$96,616
9	\$97,514
10	\$98,412
11	\$99,311
12	\$100,209
13	\$101,107
14	\$102,006
15	\$102,904
16	\$103,803
17	\$104,701
18	\$105,599
19	\$106,498
20	\$107,397
21	\$108,295
22	\$109,193
23	\$110,091
24	\$110,989
25	\$111,889
26	\$112,787
27	\$113,685
28	\$114,583

ASSISTANT PRINCIPAL

4.5 Hours/day; 182 Days		
Step	Total	Rate/Hour
0	\$17,119	\$20.90
1	\$17,209	\$21.01
2	\$17,295	\$21.12
3	\$17,381	\$21.22
4	\$17,596	\$21.48
5	\$17,854	\$21.80
6	\$18,112	\$22.12
7	\$18,413	\$22.48
8	\$18,715	\$22.85
9	\$19,016	\$23.22
10	\$19,317	\$23.59
11	\$19,678	\$24.03
12	\$20,040	\$24.47
13	\$20,401	\$24.91
14	\$20,788	\$25.38
15	\$21,175	\$25.86
16	\$21,563	\$26.33
17	\$21,950	\$26.80
18	\$22,371	\$27.32
19	\$22,793	\$27.83
20	\$23,215	\$28.35

6.5 Hrs/day; 182 Days		
Step	Total	Rate/Hour
0	\$24,727	\$20.90
1	\$24,857	\$21.01
2	\$24,981	\$21.12
3	\$25,106	\$21.22
4	\$25,416	\$21.48
5	\$25,789	\$21.80
6	\$26,162	\$22.12
7	\$26,597	\$22.48
8	\$27,032	\$22.85
9	\$27,467	\$23.22
10	\$27,902	\$23.59
11	\$28,424	\$24.03
12	\$28,946	\$24.47
13	\$29,468	\$24.91
14	\$30,027	\$25.38
15	\$30,587	\$25.86
16	\$31,146	\$26.33
17	\$31,705	\$26.80
18	\$32,314	\$27.32
19	\$32,923	\$27.83
20	\$33,532	\$28.35

8 Hours/day; 182 Days		
Step	Total	Rate/Hour
0	\$30,433	\$20.90
1	\$30,593	\$21.01
2	\$30,746	\$21.12
3	\$30,899	\$21.22
4	\$31,282	\$21.48
5	\$31,741	\$21.80
6	\$32,200	\$22.12
7	\$32,735	\$22.48
8	\$33,270	\$22.85
9	\$33,806	\$23.22
10	\$34,341	\$23.59
11	\$34,984	\$24.03
12	\$35,626	\$24.47
13	\$36,269	\$24.91
14	\$36,957	\$25.38
15	\$37,645	\$25.86
16	\$38,334	\$26.33
17	\$39,022	\$26.80
18	\$39,772	\$27.32
19	\$40,521	\$27.83
20	\$41,271	\$28.35

BUS DRIVER

4.5 Hours/day; 182 Days		
Step	Rate/Hour	Total
0	\$17.68	\$14,477
1	\$17.78	\$14,559
2	\$17.87	\$14,637
3	\$17.96	\$14,706
4	\$18.18	\$14,888
5	\$18.44	\$15,106
6	\$18.71	\$15,324
7	\$19.02	\$15,579
8	\$19.33	\$15,834
9	\$19.64	\$16,089
10	\$19.96	\$16,344
11	\$20.33	\$16,649
12	\$20.70	\$16,955
13	\$21.08	\$17,261
14	\$21.48	\$17,588
15	\$21.88	\$17,916
16	\$22.28	\$18,243
17	\$22.68	\$18,571
18	\$23.11	\$18,928
19	\$23.55	\$19,284
20	\$23.98	\$19,641

6.5 Hrs/day; 182 Days		
Step	Rate/Hour	Total
0	\$17.68	\$20,911
1	\$17.78	\$21,029
2	\$17.87	\$21,142
3	\$17.96	\$21,242
4	\$18.18	\$21,504
5	\$18.44	\$21,820
6	\$18.71	\$22,135
7	\$19.02	\$22,503
8	\$19.33	\$22,871
9	\$19.64	\$23,239
10	\$19.96	\$23,607
11	\$20.33	\$24,049
12	\$20.70	\$24,491
13	\$21.08	\$24,932
14	\$21.48	\$25,405
15	\$21.88	\$25,879
16	\$22.28	\$26,352
17	\$22.68	\$26,825
18	\$23.11	\$27,340
19	\$23.55	\$27,855
20	\$23.98	\$28,370

8 Hours/day; 182 Days		
Step	Rate/Hour	Total
0	\$17.68	\$25,736
1	\$17.78	\$25,882
2	\$17.87	\$26,021
3	\$17.96	\$26,143
4	\$18.18	\$26,467
5	\$18.44	\$26,855
6	\$18.71	\$27,243
7	\$19.02	\$27,696
8	\$19.33	\$28,149
9	\$19.64	\$28,602
10	\$19.96	\$29,055
11	\$20.33	\$29,599
12	\$20.70	\$30,142
13	\$21.08	\$30,686
14	\$21.48	\$31,268
15	\$21.88	\$31,850
16	\$22.28	\$32,433
17	\$22.68	\$33,015
18	\$23.11	\$33,649
19	\$23.55	\$34,283
20	\$23.98	\$34,918

BUS MONITOR/CAR DRIVER

A4: Central Office Administrative Assistant	
FLSA Non-Exempt	
Step	Salary
0	\$32,144
1	\$33,175
2	\$34,207
3	\$35,238
4	\$36,295
5	\$37,358
6	\$38,421
7	\$39,485
8	\$40,547
9	\$41,610
10	\$42,674
11	\$43,738
12	\$44,801
13	\$45,865
14	\$46,928
15	\$47,990
16	\$49,054
17	\$50,117
18	\$51,181
19	\$52,245
20	\$53,308
21	\$54,372
22	\$55,435
23	\$56,497
24	\$57,561
25	\$58,624
26	\$59,688
27	\$60,752
28	\$61,815

CENTRAL OFFICE ADMIN ASSISTANT

A1A: CFO	
FLSA Exempt	
Step	Annual Salary
0	\$114,537
1	\$115,936
2	\$117,335
3	\$118,733
4	\$120,132
5	\$121,531
6	\$122,929
7	\$124,328
8	\$125,727
9	\$127,127
10	\$128,525
11	\$129,923
12	\$131,323
13	\$132,722
14	\$134,121
15	\$135,519
16	\$136,919
17	\$138,318
18	\$139,717
19	\$141,116
20	\$142,516
21	\$143,915
22	\$145,314
23	\$146,713
24	\$148,112
25	\$149,511
26	\$150,909
27	\$152,308
28	\$153,707

CHIEF FINANCIAL OFFICER

AP4: Coordinator	
FLSA Exempt	
Step	Annual Salary
0	\$89,428
1	\$90,326
2	\$91,225
3	\$92,123
4	\$93,020
5	\$93,920
6	\$94,818
7	\$95,717
8	\$96,616
9	\$97,514
10	\$98,412
11	\$99,311
12	\$100,209
13	\$101,107
14	\$102,006
15	\$102,904
16	\$103,803
17	\$104,701
18	\$105,599
19	\$106,498
20	\$107,397
21	\$108,295
22	\$109,193
23	\$110,091
24	\$110,989
25	\$111,889
26	\$112,787
27	\$113,685
28	\$114,583

COORDINATOR

D1: Elementary Head Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,411
1	\$31,725
2	\$32,043
3	\$32,363
4	\$32,687
5	\$33,014
6	\$33,344
7	\$33,677
8	\$34,014
9	\$34,354
10	\$34,698
11	\$35,045
12	\$35,395
13	\$35,749
14	\$36,106
15	\$36,468
16	\$36,832
17	\$37,201
18	\$37,573
19	\$37,948
20	\$38,328
21	\$38,711
22	\$39,098
23	\$39,489
24	\$39,884
25	\$40,283
26	\$40,686
27	\$41,093
28	\$41,503

D2: Secondary Head Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$33,320
1	\$33,653
2	\$33,989
3	\$34,329
4	\$34,673
5	\$35,019
6	\$35,369
7	\$35,723
8	\$36,080
9	\$36,441
10	\$36,806
11	\$37,174
12	\$37,545
13	\$37,921
14	\$38,300
15	\$38,683
16	\$39,070
17	\$39,461
18	\$39,855
19	\$40,254
20	\$40,656
21	\$41,063
22	\$41,473
23	\$41,888
24	\$42,307
25	\$42,730
26	\$43,157
27	\$43,589
28	\$44,025

D3: Custodian	
FLSA Non-Exempt	
Step	2024-2025
0	\$30,290
1	\$30,593
2	\$30,899
3	\$31,208
4	\$31,520
5	\$31,836
6	\$32,154
7	\$32,476
8	\$32,800
9	\$33,128
10	\$33,460
11	\$33,794
12	\$34,132
13	\$34,473
14	\$34,818
15	\$35,166
16	\$35,518
17	\$35,873
18	\$36,232
19	\$36,594
20	\$36,960
21	\$37,330
22	\$37,703
23	\$38,080
24	\$38,461
25	\$38,846
26	\$39,234
27	\$39,626
28	\$40,023

CUSTODIAN

A1: Director	
FLSA Exempt	
Step	Salary
0	\$100,801
1	\$102,050
2	\$103,299
3	\$104,548
4	\$105,797
5	\$107,045
6	\$108,294
7	\$109,543
8	\$110,791
9	\$112,040
10	\$113,289
11	\$114,537
12	\$115,935
13	\$117,334
14	\$118,732
15	\$120,131
16	\$121,531
17	\$122,930
18	\$124,328
19	\$125,727
20	\$127,126
21	\$128,526
22	\$129,924
23	\$131,323
24	\$132,722
25	\$134,121
26	\$135,519
27	\$136,919
28	\$138,318

DIRECTOR

E1: Executive Director	
FLSA Exempt	
Step	Annual Salary
0	\$107,972
1	\$109,221
2	\$110,470
3	\$111,718
4	\$112,967
5	\$114,216
6	\$115,464
7	\$116,713
8	\$117,962
9	\$119,210
10	\$120,459
11	\$121,708
12	\$123,105
13	\$124,505
14	\$125,903
15	\$127,302
16	\$128,701
17	\$130,100
18	\$131,498
19	\$132,898
20	\$134,297
21	\$135,696
22	\$137,094
23	\$138,493
24	\$139,893
25	\$141,292
26	\$142,690
27	\$144,089
28	\$145,488

EXECUTIVE DIRECTOR

C1A: Cafeteria Manager (187 days)	
FLSA Non-Exempt	
Elementary	
Step	2024-2025
0	\$24,874
1	\$25,147
2	\$25,424
3	\$25,703
4	\$25,986
5	\$26,272
6	\$26,561
7	\$26,853
8	\$27,149
9	\$27,447
10	\$27,749
11	\$28,054
12	\$28,363
13	\$28,675
14	\$28,990
15	\$29,309
16	\$29,632
17	\$29,958
18	\$30,287
19	\$30,620
20	\$30,957
21	\$31,298
22	\$31,642
23	\$31,990
24	\$32,342
25	\$32,698
26	\$33,057
27	\$33,421
28	\$33,789

C1B: Cafeteria Manager (187 days)	
FLSA Non-Exempt	
Middle School	
Step	2024-2025
0	\$25,393
1	\$25,673
2	\$25,949
3	\$26,229
4	\$26,511
5	\$26,798
6	\$27,086
7	\$27,378
8	\$27,674
9	\$27,973
10	\$28,275
11	\$28,579
12	\$28,888
13	\$29,201
14	\$29,516
15	\$29,835
16	\$30,157
17	\$30,483
18	\$30,812
19	\$31,145
20	\$31,482
21	\$31,823
22	\$32,167
23	\$32,515
24	\$32,867
25	\$33,223
26	\$33,583
27	\$33,947
28	\$34,313

C1C: Cafeteria Manager (187 days)	
FLSA Non-Exempt	
High School	
Step	2024-2025
0	\$25,913
1	\$26,198
2	\$26,474
3	\$26,754
4	\$27,036
5	\$27,323
6	\$27,611
7	\$27,904
8	\$28,199
9	\$28,498
10	\$28,800
11	\$29,105
12	\$29,414
13	\$29,726
14	\$30,041
15	\$30,360
16	\$30,683
17	\$31,008
18	\$31,338
19	\$31,670
20	\$32,007
21	\$32,348
22	\$32,692
23	\$33,040
24	\$33,393
25	\$33,748
26	\$34,108
27	\$34,472
28	\$34,839

C3: Cafeteria Worker	
(184 days-4.5 hours)	
FLSA Non-Exempt	
Step	2024-2025
0	\$12,058
1	\$12,179
2	\$12,300
3	\$12,423
4	\$12,548
5	\$12,673
6	\$12,800
7	\$12,928
8	\$13,057
9	\$13,188
10	\$13,320
11	\$13,453
12	\$13,587
13	\$13,723
14	\$13,860
15	\$13,999
16	\$14,139
17	\$14,280
18	\$14,423
19	\$14,567
20	\$14,713
21	\$14,860
22	\$15,009
23	\$15,159
24	\$15,310
25	\$15,464
26	\$15,618
27	\$15,774
28	\$15,932

C5: Cafeteria Worker	
(184 days-6.5 hours)	
FLSA Non-Exempt	
Step	2024-2025
0	\$17,417
1	\$17,591
2	\$17,767
3	\$17,945
4	\$18,124
5	\$18,306
6	\$18,489
7	\$18,673
8	\$18,860
9	\$19,049
10	\$19,239
11	\$19,432
12	\$19,626
13	\$19,822
14	\$20,020
15	\$20,221
16	\$20,423
17	\$20,627
18	\$20,833
19	\$21,042
20	\$21,252
21	\$21,465
22	\$21,679
23	\$21,896
24	\$22,115
25	\$22,336
26	\$22,560
27	\$22,785
28	\$23,013

C6: Cafeteria Worker	
(184 days-7hours)	
FLSA Non-Exempt	
Step	2024-2025
0	\$18,757
1	\$18,944
2	\$19,134
3	\$19,325
4	\$19,518
5	\$19,714
6	\$19,911
7	\$20,110
8	\$20,311
9	\$20,514
10	\$20,719
11	\$20,926
12	\$21,136
13	\$21,347
14	\$21,561
15	\$21,776
16	\$21,994
17	\$22,214
18	\$22,436
19	\$22,660
20	\$22,887
21	\$23,116
22	\$23,347
23	\$23,580
24	\$23,816
25	\$24,054
26	\$24,295
27	\$24,538
28	\$24,783

A7 Finance & HR	
FLSA Non-Exempt	
Step	Annual Salary
0	\$41,420
1	\$42,035
2	\$42,649
3	\$43,264
4	\$43,878
5	\$44,666
6	\$45,454
7	\$46,242
8	\$47,030
9	\$47,818
10	\$48,764
11	\$49,709
12	\$50,655
13	\$51,600
14	\$52,546
15	\$53,491
16	\$54,437
17	\$55,382
18	\$56,328
19	\$57,326
20	\$58,324
21	\$59,322
22	\$60,320
23	\$61,318
24	\$62,316
25	\$63,314
26	\$64,312
27	\$65,311
28	\$66,309

HUMAN RESOURCE/PAYROLL SPECIALIST

I1: Instructional Assistant	
FLSA Non-Exempt	
Step	Annual Salary
0	\$21,647
1	\$21,866
2	\$22,085
3	\$22,305
4	\$22,528
5	\$22,754
6	\$22,981
7	\$23,211
8	\$23,443
9	\$23,677
10	\$23,914
11	\$24,153
12	\$24,395
13	\$24,639
14	\$24,886
15	\$25,134
16	\$25,386
17	\$25,639
18	\$25,895
19	\$26,346
20	\$26,773
21	\$27,201
22	\$27,659
23	\$28,116
24	\$28,574
25	\$29,031
26	\$29,489
27	\$29,964
28	\$30,439

INSTRUCTIONAL ASSISTANT

IS: Instruction Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$60,732
1	\$61,643
2	\$62,568
3	\$63,507
4	\$64,459
5	\$65,426
6	\$66,407
7	\$67,403
8	\$68,414
9	\$69,440
10	\$70,482
11	\$71,540
12	\$72,612
13	\$73,702
14	\$74,807
15	\$75,929
16	\$77,068
17	\$78,223
18	\$79,397
19	\$80,587
20	\$81,797
21	\$83,024
22	\$84,269
23	\$85,532
24	\$86,816
25	\$88,119
26	\$89,441
27	\$90,782
28	\$92,144

INSTRUCTIONAL SPECIALIST

INT1: Interpreter	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,884
1	\$33,380
2	\$33,881
3	\$34,389
4	\$34,905
5	\$35,429
6	\$35,959
7	\$36,499
8	\$37,047
9	\$37,602
10	\$38,167
11	\$38,740
12	\$39,320
13	\$39,910
14	\$40,509
15	\$41,319
16	\$42,145
17	\$42,988
18	\$43,848
19	\$44,725
20	\$45,620
21	\$46,532
22	\$47,462
23	\$48,412
24	\$49,380
25	\$50,368
26	\$51,375
27	\$52,402
28	\$53,451

INTERPRETER

M1: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$27,340
1	\$27,682
2	\$28,028
3	\$28,378
4	\$28,733
5	\$29,092
6	\$29,456
7	\$29,824
8	\$30,197
9	\$30,574
10	\$30,956
11	\$31,343
12	\$31,735
13	\$32,132
14	\$32,533
15	\$32,940
16	\$33,352
17	\$33,769
18	\$34,191
19	\$34,618
20	\$35,051
21	\$35,489
22	\$35,933
23	\$36,382
24	\$36,836
25	\$37,297
26	\$37,763
27	\$38,235
28	\$38,713

M2: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,246
1	\$31,636
2	\$32,032
3	\$32,432
4	\$32,837
5	\$33,248
6	\$33,663
7	\$34,084
8	\$34,510
9	\$34,942
10	\$35,378
11	\$35,821
12	\$36,268
13	\$36,722
14	\$37,181
15	\$37,646
16	\$38,116
17	\$38,593
18	\$39,075
19	\$39,563
20	\$40,058
21	\$40,559
22	\$41,066
23	\$41,579
24	\$42,099
25	\$42,625
26	\$43,158
27	\$43,697
28	\$44,244

M3: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$36,267
1	\$36,721
2	\$37,180
3	\$37,644
4	\$38,115
5	\$38,591
6	\$39,074
7	\$39,562
8	\$40,057
9	\$40,557
10	\$41,064
11	\$41,578
12	\$42,097
13	\$42,624
14	\$43,156
15	\$43,696
16	\$44,242
17	\$44,795
18	\$45,355
19	\$45,922
20	\$46,496
21	\$47,077
22	\$47,666
23	\$48,261
24	\$48,865
25	\$49,475
26	\$50,094
27	\$50,720
28	\$51,354

M4: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$41,289
1	\$41,805
2	\$42,328
3	\$42,857
4	\$43,392
5	\$43,935
6	\$44,484
7	\$45,040
8	\$45,603
9	\$46,173
10	\$46,750
11	\$47,335
12	\$47,926
13	\$48,525
14	\$49,132
15	\$49,746
16	\$50,368
17	\$50,997
18	\$51,635
19	\$52,280
20	\$52,934
21	\$53,595
22	\$54,265
23	\$54,944
24	\$55,631
25	\$56,326
26	\$57,030
27	\$57,743
28	\$58,465

Certification
\$750/ea
\$1500/max

Certification
\$750/ea
\$1500/max

Master Cert
\$2,500

MC1: Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,612
1	\$38,359
2	\$39,105
3	\$39,852
4	\$40,599
5	\$41,346
6	\$42,093
7	\$42,840
8	\$43,586
9	\$44,333
10	\$45,081
11	\$45,828
12	\$46,575
13	\$47,323
14	\$48,069
15	\$48,816
16	\$49,563
17	\$50,309
18	\$51,057
19	\$51,804
20	\$52,551
21	\$53,299
22	\$54,046
23	\$54,792
24	\$55,540
25	\$56,286
26	\$57,033
27	\$57,781
28	\$58,527

MECHANIC

PA 1 Payroll Analyst	
FLSA Exempt	
Step	Annual Salary
0	\$57,860
1	\$59,183
2	\$60,506
3	\$61,829
4	\$63,152
5	\$64,474
6	\$65,797
7	\$67,120
8	\$68,442
9	\$69,765
10	\$71,088
11	\$72,411
12	\$73,733
13	\$75,056
14	\$76,379
15	\$77,701
16	\$79,024
17	\$80,347
18	\$81,669
19	\$82,992
20	\$84,315
21	\$85,638
22	\$86,960
23	\$88,283
24	\$89,606
25	\$90,928
26	\$92,251
27	\$93,574
28	\$94,896

PAYROLL ANALYST

P1: Elementary School Principal (Small School)	
FLSA Exempt	
Step	Annual Salary
0	\$95,641
1	\$96,455
2	\$97,269
3	\$98,124
4	\$98,979
5	\$99,833
6	\$100,687
7	\$101,542
8	\$102,397
9	\$103,251
10	\$104,106
11	\$104,960
12	\$105,816
13	\$106,670
14	\$107,524
15	\$108,379
16	\$109,234
17	\$110,089
18	\$110,943
19	\$111,797
20	\$112,653
21	\$113,507
22	\$114,362
23	\$115,216
24	\$116,071
25	\$116,926
26	\$117,780
27	\$118,634
28	\$119,490

P2: Elementary School Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	\$98,948
1	\$99,764
2	\$100,581
3	\$101,438
4	\$102,295
5	\$103,152
6	\$104,011
7	\$104,869
8	\$105,727
9	\$106,585
10	\$107,443
11	\$108,301
12	\$109,159
13	\$110,017
14	\$110,875
15	\$111,735
16	\$112,593
17	\$113,451
18	\$114,309
19	\$115,167
20	\$116,025
21	\$116,883
22	\$117,741
23	\$118,599
24	\$119,457
25	\$120,316
26	\$121,174
27	\$122,032
28	\$122,890

PRINCIPAL - ELEMENTARY

P3: Middle School Principal	
FLSA Exempt	
Step	Annual Salary
0	\$100,237
1	\$101,051
2	\$101,866
3	\$102,720
4	\$103,575
5	\$104,430
6	\$105,286
7	\$106,141
8	\$106,998
9	\$107,854
10	\$108,709
11	\$109,565
12	\$110,422
13	\$111,277
14	\$112,133
15	\$112,989
16	\$113,845
17	\$114,701
18	\$115,557
19	\$116,412
20	\$117,269
21	\$118,125
22	\$118,980
23	\$119,836
24	\$120,691
25	\$121,548
26	\$122,404
27	\$123,259
28	\$124,115

HSP1: High School Principal	
FLSA Exempt	
Step	Annual Salary
0	\$104,961
1	\$106,305
2	\$107,649
3	\$108,995
4	\$110,340
5	\$111,684
6	\$113,029
7	\$114,373
8	\$115,718
9	\$117,064
10	\$118,408
11	\$119,753
12	\$121,097
13	\$122,442
14	\$123,787
15	\$125,132
16	\$126,477
17	\$127,821
18	\$129,166
19	\$130,511
20	\$131,855
21	\$133,201
22	\$134,545
23	\$135,890
24	\$137,235
25	\$138,579
26	\$139,924
27	\$141,269
28	\$142,614

MPS Maintenance/Project Specialist	
FLSA Exempt	
Step	Annual Salary
0	\$49,262
1	\$50,012
2	\$50,762
3	\$51,524
4	\$52,297
5	\$53,081
6	\$53,878
7	\$54,685
8	\$55,506
9	\$56,338
10	\$57,183
11	\$58,041
12	\$58,912
13	\$59,796
14	\$60,692
15	\$61,603
16	\$62,527
17	\$63,465
18	\$64,416
19	\$65,383
20	\$66,363
21	\$67,359
22	\$68,370
23	\$69,395
24	\$70,436
25	\$71,492
26	\$72,565
27	\$73,653
28	\$74,759

PROJECT SPECIALIST

S7: Elementary	
FLSA Non-Exempt	
Step	Annual Salary
0	\$28,640
1	\$29,398
2	\$30,156
3	\$30,914
4	\$31,672
5	\$32,430
6	\$33,188
7	\$33,946
8	\$34,704
9	\$35,462
10	\$36,220
11	\$36,978
12	\$37,737
13	\$38,495
14	\$39,253
15	\$40,011
16	\$40,769
17	\$41,527
18	\$42,285
19	\$43,043
20	\$43,801
21	\$44,559
22	\$45,317
23	\$46,075
24	\$46,833
25	\$47,591
26	\$48,349
27	\$49,107
28	\$49,865

A5: Middle School	
FLSA Non-Exempt	
Step	Salary
0	\$29,907
1	\$30,759
2	\$31,611
3	\$32,503
4	\$33,395
5	\$34,286
6	\$35,178
7	\$36,070
8	\$36,962
9	\$37,853
10	\$38,745
11	\$39,635
12	\$40,527
13	\$41,418
14	\$42,312
15	\$43,202
16	\$44,094
17	\$44,985
18	\$45,877
19	\$46,768
20	\$47,660
21	\$48,552
22	\$49,444
23	\$50,335
24	\$51,227
25	\$52,118
26	\$53,010
27	\$53,901
28	\$54,794

A4: High School	
FLSA Non-Exempt	
Step	Salary
0	\$32,144
1	\$33,175
2	\$34,207
3	\$35,238
4	\$36,295
5	\$37,358
6	\$38,421
7	\$39,485
8	\$40,547
9	\$41,610
10	\$42,674
11	\$43,738
12	\$44,801
13	\$45,865
14	\$46,928
15	\$47,990
16	\$49,054
17	\$50,117
18	\$51,181
19	\$52,245
20	\$53,308
21	\$54,372
22	\$55,435
23	\$56,497
24	\$57,561
25	\$58,624
26	\$59,688
27	\$60,752
28	\$61,815

LPN	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,010
1	\$37,354
2	\$37,702
3	\$38,050
4	\$38,397
5	\$38,745
6	\$39,092
7	\$39,440
8	\$39,903
9	\$40,366
10	\$40,830
11	\$41,293
12	\$41,756
13	\$42,220
14	\$42,799
15	\$43,378
16	\$43,957
17	\$44,536
18	\$45,115
19	\$45,694
20	\$46,274
21	\$46,853
22	\$47,432
23	\$48,127
24	\$48,822
25	\$49,517
26	\$50,212
27	\$50,907
28	\$51,602

N2: Nurse	
FLSA Non-Exempt	
Step	Annual Salary
0	\$42,802
1	\$43,146
2	\$43,494
3	\$43,841
4	\$44,189
5	\$44,536
6	\$44,884
7	\$45,231
8	\$45,694
9	\$46,158
10	\$46,621
11	\$47,084
12	\$47,548
13	\$48,011
14	\$48,590
15	\$49,169
16	\$49,748
17	\$50,328
18	\$50,907
19	\$51,486
20	\$52,065
21	\$52,644
22	\$53,223
23	\$53,918
24	\$54,613
25	\$55,308
26	\$56,003
27	\$56,698
28	\$57,393

N3: Nurse Manager	
FLSA Exempt	
Step	Annual Salary
0	\$49,450
1	\$49,806
2	\$50,165
3	\$50,524
4	\$50,883
5	\$51,240
6	\$51,600
7	\$51,959
8	\$52,437
9	\$52,915
10	\$53,394
11	\$53,873
12	\$54,351
13	\$54,830
14	\$55,427
15	\$56,026
16	\$56,623
17	\$57,222
18	\$57,820
19	\$58,417
20	\$59,015
21	\$59,614
22	\$60,212
23	\$60,930
24	\$61,648
25	\$62,364
26	\$63,082
27	\$63,800
28	\$64,517

SCHOOL NURSE MANAGER

SSO: School Security Officer	
FLSA Non-Exempt	
Step	Annual Salary
0	\$35,373
1	\$36,087
2	\$36,802
3	\$37,516
4	\$38,231
5	\$38,945
6	\$39,695
7	\$40,181
8	\$40,667
9	\$41,153
10	\$41,641
11	\$42,127
12	\$42,613
13	\$43,099
14	\$43,585
15	\$44,071
16	\$44,557
17	\$45,043
18	\$45,530
19	\$46,016
20	\$46,502
21	\$46,988
22	\$47,474
23	\$47,960
24	\$48,446
25	\$48,932
26	\$49,420
27	\$49,906
28	\$50,392

SCHOOL SECURITY OFFICER

S2: Secretary - 12 month	
FLSA Non-Exempt	
Step	Annual Salary
0	\$27,755
1	\$28,476
2	\$29,198
3	\$29,955
4	\$30,712
5	\$31,469
6	\$32,260
7	\$33,039
8	\$33,819
9	\$34,598
10	\$35,378
11	\$36,158
12	\$36,937
13	\$37,717
14	\$38,496
15	\$39,276
16	\$40,055
17	\$40,835
18	\$41,615
19	\$42,394
20	\$43,174
21	\$43,953
22	\$44,733
23	\$45,513
24	\$46,292
25	\$47,072
26	\$47,851
27	\$48,631
28	\$49,411

S3: Secretary - 220 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$23,485
1	\$24,095
2	\$24,706
3	\$25,346
4	\$25,987
5	\$26,628
6	\$27,297
7	\$27,956
8	\$28,616
9	\$29,275
10	\$29,935
11	\$30,596
12	\$31,255
13	\$31,915
14	\$32,574
15	\$33,234
16	\$33,893
17	\$34,553
18	\$35,213
19	\$35,872
20	\$36,532
21	\$37,191
22	\$37,851
23	\$38,511
24	\$39,170
25	\$39,830
26	\$40,489
27	\$41,150
28	\$41,810

S4: Secretary- 200 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$21,350
1	\$21,905
2	\$22,460
3	\$23,042
4	\$23,625
5	\$24,207
6	\$24,816
7	\$25,415
8	\$26,015
9	\$26,614
10	\$27,214
11	\$27,814
12	\$28,413
13	\$29,013
14	\$29,612
15	\$30,213
16	\$30,812
17	\$31,412
18	\$32,012
19	\$32,611
20	\$33,211
21	\$33,810
22	\$34,410
23	\$35,010
24	\$35,609
25	\$36,209
26	\$36,808
27	\$37,409
28	\$38,009

SECRETARY

S1- Secretary to Superintendent/Board Clerk	
FLSA Exempt	
Step	2024-2025
0	\$47,745
1	\$48,889
2	\$50,033
3	\$51,177
4	\$52,322
5	\$53,467
6	\$54,612
7	\$55,757
8	\$56,901
9	\$58,046
10	\$59,191
11	\$60,336
12	\$61,481
13	\$62,624
14	\$63,769
15	\$64,914
16	\$66,059
17	\$67,204
18	\$68,349
19	\$69,493
20	\$70,638
21	\$71,783
22	\$72,928
23	\$74,073
24	\$75,218
25	\$76,361
26	\$77,506
27	\$78,651
28	\$79,796

SECRETARY TO SUPINTENDENT/SCHOOL BOARD CLERK

CO4: Specialist	
Masters - 10 month	
FLSA Exempt	
Step	Annual Salary
0	\$57,584
1	\$58,792
2	\$60,000
3	\$61,208
4	\$62,416
5	\$63,624
6	\$64,832
7	\$66,040
8	\$67,248
9	\$68,456
10	\$69,664
11	\$70,872
12	\$72,081
13	\$73,288
14	\$74,496
15	\$75,705
16	\$76,912
17	\$78,120
18	\$79,329
19	\$80,536
20	\$81,745
21	\$82,953
22	\$84,161
23	\$85,369
24	\$86,577
25	\$87,785
26	\$88,993
27	\$90,201
28	\$91,409

CO2: Specialist	
Masters - 10 1/2 Months	
FLSA Exempt	
Step	Annual Salary
0	\$60,462
1	\$61,731
2	\$63,000
3	\$64,269
4	\$65,537
5	\$66,805
6	\$68,073
7	\$69,342
8	\$70,610
9	\$71,878
10	\$73,148
11	\$74,416
12	\$75,685
13	\$76,953
14	\$78,221
15	\$79,490
16	\$80,758
17	\$82,026
18	\$83,295
19	\$84,563
20	\$85,833
21	\$87,101
22	\$88,369
23	\$89,638
24	\$90,906
25	\$92,174
26	\$93,443
27	\$94,711
28	\$95,979

CO1: Specialist	
Masters - 11 Months	
FLSA Exempt	
Step	Annual Salary
0	\$63,341
1	\$64,670
2	\$66,000
3	\$67,329
4	\$68,658
5	\$69,986
6	\$71,315
7	\$72,644
8	\$73,973
9	\$75,301
10	\$76,631
11	\$77,959
12	\$79,289
13	\$80,617
14	\$81,946
15	\$83,275
16	\$84,604
17	\$85,932
18	\$87,262
19	\$88,590
20	\$89,920
21	\$91,248
22	\$92,577
23	\$93,906
24	\$95,235
25	\$96,563
26	\$97,893
27	\$99,221
28	\$100,549

SPECIALIST
BCBA, OT/PT, PSYCHOLOGIST, SOCIAL WORKER

SSC-Student Support Coach	
10 Month	
FLSA Exempt	
Step	2024-2025
0	\$53,328
1	\$53,591
2	\$53,854
3	\$54,143
4	\$54,432
5	\$54,747
6	\$55,062
7	\$55,440
8	\$55,818
9	\$56,197
10	\$56,696
11	\$57,195
12	\$57,767
13	\$58,340
14	\$58,912
15	\$59,569
16	\$60,226
17	\$60,882
18	\$61,696
19	\$62,511
20	\$63,325
21	\$64,139
22	\$65,032
23	\$65,925
24	\$66,818
25	\$67,711
26	\$68,604
27	\$69,523
28	\$70,443

STUDENT SUPPORT COACH

P3: Supervisor	
FLSA Exempt	
Step	Annual Salary
0	\$100,237
1	\$101,051
2	\$101,866
3	\$102,720
4	\$103,575
5	\$104,430
6	\$105,286
7	\$106,141
8	\$106,998
9	\$107,854
10	\$108,709
11	\$109,565
12	\$110,422
13	\$111,277
14	\$112,133
15	\$112,989
16	\$113,845
17	\$114,701
18	\$115,557
19	\$116,412
20	\$117,269
21	\$118,125
22	\$118,980
23	\$119,836
24	\$120,691
25	\$121,548
26	\$122,404
27	\$123,259
28	\$124,115

SUPERVISOR

NE1: Network Engineer	
FLSA Exempt	
Step	Annual Salary
0	\$75,023
1	\$76,011
2	\$77,009
3	\$78,007
4	\$79,005
5	\$80,003
6	\$81,001
7	\$81,999
8	\$82,997
9	\$83,995
10	\$84,994
11	\$85,992
12	\$86,990
13	\$87,988
14	\$88,986
15	\$89,984
16	\$90,982
17	\$91,980
18	\$92,978
19	\$93,976
20	\$94,974
21	\$95,972
22	\$96,970
23	\$97,968
24	\$98,967
25	\$99,965
26	\$100,963
27	\$101,961
28	\$102,959

CNS: Computer/Network Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$49,467
1	\$50,478
2	\$51,489
3	\$52,550
4	\$53,611
5	\$54,725
6	\$56,027
7	\$57,140
8	\$58,255
9	\$59,369
10	\$60,483
11	\$61,597
12	\$62,711
13	\$63,825
14	\$64,940
15	\$66,053
16	\$67,168
17	\$68,282
18	\$69,396
19	\$70,510
20	\$71,624
21	\$72,739
22	\$73,854
23	\$74,967
24	\$76,082
25	\$77,196
26	\$78,310
27	\$79,424
28	\$80,538

TSS: Technology Support Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$45,370
1	\$46,151
2	\$46,932
3	\$47,752
4	\$48,612
5	\$49,506
6	\$50,383
7	\$51,260
8	\$52,136
9	\$53,012
10	\$53,889
11	\$54,766
12	\$55,643
13	\$56,520
14	\$57,396
15	\$58,272
16	\$59,149
17	\$60,026
18	\$60,903
19	\$61,780
20	\$62,656
21	\$63,533
22	\$64,409
23	\$65,286
24	\$66,163
25	\$67,040
26	\$67,916
27	\$68,793
28	\$69,669

TDS: Testing and Data Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$45,105
1	\$45,982
2	\$46,859
3	\$47,736
4	\$48,613
5	\$49,506
6	\$50,383
7	\$51,260
8	\$52,136
9	\$53,012
10	\$53,889
11	\$54,766
12	\$55,643
13	\$56,520
14	\$57,396
15	\$58,272
16	\$59,149
17	\$60,026
18	\$60,903
19	\$61,780
20	\$62,656
21	\$63,533
22	\$64,409
23	\$65,286
24	\$66,163
25	\$67,040
26	\$67,916
27	\$68,793
28	\$69,669

TESTING AND DATA SPECIALIST

Systemwide	Rate/ Amount
Daily Substitute Aide	\$95
Daily Substitute Teacher - w/Active VA Teaching License	\$125
Daily Substitute Teacher - Bachelor's Degree	\$115
Daily Substitute Teacher - Associate's Degree	\$105
Daily Substitute Teacher - No Degree	\$100
Daily Substitute Nurse	\$120
Long-Term Daily Subsitute Nurse	\$130
Long-Term Daily Substitute Aide	\$112
Long-Term Daily Substitute Teacher - w/Active VA Teaching License	\$190
Long-Term Daily Substitute Teacher - Bachelor's Degree	\$185
Long-Term Daily Substitute Teacher - Associate's Degree	\$155
Long-Term Daily Substitute Teacher - No Degree	\$125
IA Sub for Teacher (Daily)	\$20
Teacher - Extra Block/Hourly	\$23
Hourly Behind the Wheel	\$23
Hourly Clerical (including substitutes)	\$15
Hourly Curriculum Committee (June)	\$25
Hourly Custodian (including subtitutes and facility use)	\$14
Hourly Extended Learning - Teachers	\$23
Hourly Food Service (including substitutes)	\$14
Hourly Nurses (including substitutes)	\$16
Hourly Summer Maintenance	\$15
Hourly Head Start Substitute	\$14
All In Tutoring - w/VA Teaching License or Retired Teacher	\$40
All in Tutoring - w/Bachelor's Degree or higher (no teaching license)	\$30
All In Tutoring	\$25

SUPPLEMENTAL