

2024-2025 Entry Level Salary Ranges

Effective 7/1/23

The chart below contains the Entry Level Salary Ranges for each position in alphabetical order. Actual Step Placement/Salary is based on verified, acceptable experience.

Please click the link to go to the Salary Schedule Page to see the complete salary schedules

[2024-2025 Salary Schedules](#)

\*An annual retention stipend will be paid as noted in the salary range information below for FY24. They are included in the posted salaries. These stipends are non-entitled salary and will be considered year to year. Depending on annual FCBOE Budgets, the retention stipend amount could be adjusted or eliminated in total.

**Principal/Assistant Principal Position**

Job Title	Scale and Work Days	Entry Step Range	Salary Range
Elementary School Assistant Principal (Grade 31)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$90,176 - \$107,975
Elementary School Principal (Grade 33)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$109,826 - \$130,678 *salary includes \$6,000 non-entitled retention stipend for FY25
High School Assistant Principal (Grade 32)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$103,826 - \$124,678
High School Principal (Grade 35)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$125,546 - \$149,082 *salary includes \$9,000 non-entitled retention stipend for FY25
Middle School Assistant Principal (Grade 32)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$96,434 - \$115,684
Middle School Principal (Grade 34)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$120,226 - \$142,960 *salary includes \$7,500 non-entitled retention stipend for FY25
Principal, Fulton Academy of Virtual Excellence (Grade 34)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$120,226- \$142,960 *salary includes \$7,500 non-entitled retention stipend for FY25

**Teaching Positions**

Job Title	Scale and Work Days	Entry Step Range	Salary Range
Administrative Assistant	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Assistant Instructor-JROTC	190-Paid on MIP	NA	Salary Based On MIP plus \$3,000 FCS Stipend
Athletic Director	235-Day Athletic Director	T4 - T7 Steps 0 - 27+	\$67,191 - \$138,658
Audiologist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Behavior Intervention Program Teacher	210-Day Behavioral Programs	T4 - T7 Steps 0 - 27+	\$65,244 - \$121,331 Plus \$7,000 annual supplement
Behavior Intervention Program SPED Teacher	210-Day SPED Behavioral Programs	T4 - T7 Steps 0 - 27+	\$68,886 - \$131,498 Plus \$7,000 annual supplement
Behavioral Program Interventionist	210-Day TSS Behavioral Programs	T4 - T7 Steps 0 - 27+	\$72,534 - \$135,114 Plus \$7,000 annual supplement
Curriculum Support Teacher (CST)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Data Support Specialist (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Facilitator School Community	Regular Teacher	T4 Only Step 0- Step 11	\$59,030-\$67,071
Graduation Coach	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Improvement Coach	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Instructional Support Teacher (IST)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Lead Data Support Specialist (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Lead Improvement Coach (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Media and Educational Technology Instructor	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Occupational Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Physical Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Pre-K Diagnostician	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Multi-Tiered System of Supports Support-Disproportionality	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Multi-Tiered System of Supports and/or Section 504 Support Specialist	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Senior Instructor-JROTC	190-Paid on MIP	NA	Salary Based On MIP plus \$3,000 FCS Stipend
Speech Language Pathologist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Support Specialist, CTAE	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Support Specialist, Dispro	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Support Specialist, Teaching Museum	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Support Specialist, Title I	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Support Specialist, Title III	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$65,626 - \$122,246
Teacher - Adaptive Art, Adaptive PE, Music Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815
Teacher - CTAE	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Teacher - Pre-Kindergarten	Pre-Kindergarten	PreK Non-Certified Steps 1-20 Includes State and FCS non-entitled supplement	\$41,445 - \$46,955
Teacher - Pre-Kindergarten	Pre-Kindergarten	PreK 4 Regular Teacher Salary Schedule T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Teacher - Pre-Kindergarten	Pre-Kindergarten	PreK 5 Regular Teacher Salary Schedule T4 - T7 Steps 0 - 27+	\$64,892 - \$115,680
Teacher - Regular Classroom	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$59,030 - \$115,680
Teacher - Special Education	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$62,165 - \$118,815

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Non-Teaching Positions

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Accountant 4 (Grade 30)	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Accounting Assistant 4 (Grade 26)	Professional - 235	Step 1 - Step 11	\$43,772 - \$53,031
Alarm Response Officer (Grade 28)	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Analyst Information Security (Grade 30)	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Analyst Pre-K Remedial (Grade 29)	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Analyst Security Systems (Grade 30)	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Analyst Service Desk (Grade 29)	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Area Manager, School Nutrition (Grade 28)	Professional - 220	Step 1 - Step 11	\$54,459 - \$66,068
Assistant Supervisor, Transportation (Grade 28)	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Asst Superintendent, Learning and Teaching (Grade 38)	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Asst Superintendent, Student Support Svcs (Grade 38)	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Bookkeeper, High School	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Budget Analyst 3	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Building Custodian 1	Professional Bldg Cst 235	Step 1 - Step 11	\$34,078 - \$42,101
Building Custodian 2	Professional Bldg Cst 235	Step 1 - Step 11	\$40,058 - \$48,609
Building Custodian 3	Professional Bldg Cst 235	Step 1 - Step 11	\$45,555 - \$55,264
Bus Driver	Professional Bus Driver - 184	Step 1 - Step 11	\$25,984 - \$29,942
Bus Driver Non-CDL	Professional Bus Driver - 184	Step 1 - Step 11	\$25,984 - \$29,942
Bus Driver Part-Time	Professional Bus Driver - 184 Hrly	Step 1	\$23.54/hour
Bus Driver Trainee	Professional Bus Driver - 184 Hrly	Step 1	\$23.54/hour
Bus Driver Trainee Non-CDL	Professional Bus Driver - 184 Hrly	Step 1	\$23.54/hour
Business Analyst Information Technology	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Business Analyst Payroll and Benefits	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Buyer	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Campus Security Associate	Professional - 190	Step 1 - Step 11	\$29,254 - \$35,503
Campus Security Associate	Professional - 235	Step 1 - Step 11	\$36,183 - \$43,912
Captain, School Police Officers	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Certified Instructor, Transportation	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Certified Occupational Therapy Assistant	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,417
Chief Academics Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief Communications Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief Financial Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief Human Resources Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief Information Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief of Staff	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Chief Operations Officer	Executive - 235	Step 1 - Step 11	\$158,774 - \$189,958 *salary includes \$12,000 non-entitled retention stipend for FY25
Clinic Assistant	Professional - 184	Step 1 - Step 11	\$27,934 - \$34,349
Cluster School Nurse	Executive - 190	Step 1 - Step 11	\$57,684 - \$69,987
Coord Accounting Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25

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Job Title	Scale & Work Days	Entry Step Range	Salary Range
Coord Accounts Payable	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord ADA Compliance & Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Architecture & Engineering	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Assessment	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Benefits	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Budget Services	Executive - 235 Coordinators	Step 1 - Step 11	\$83,085 - \$100,357 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Charter Schools	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Continuous Improvement	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Continuous Improvement, Academics	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Data Utilization	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Early Childhood	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Elementary School Counseling	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Enterprise Applications	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Environmental Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord ERP Solutions	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord ESOL	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Federal Programs	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Grant Development	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Health/Physical Education	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord HRIS	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord HVAC Maintenance	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Infrastructure Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Innovative Curriculum & Instruction	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Internal Affairs	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Intervention Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord IT Strategy and Metrics	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25

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Job Title	Scale & Work Days	Entry Step Range	Salary Range
Coord IT Training and Support	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord K-8 School Counseling	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Learning & Development	Executive - 235 Coordinators	Step 1 - Step 11	\$83,085 - \$100,357 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Local School Accounting	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Maintenance	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Master Scheduling Support (Grade 31)	Executive - 235 Coordinators	Step 1 - Step 11	\$83,085 - \$100,357 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Network Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Operational Planning	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Operations Support	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Payroll	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Performing Arts	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Personnel Investigations	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Portables & Renovations	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Project Management, Information Tech	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Records Management	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord SAP Payroll and Benefits	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord SAP Success Factors	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord School Nutrition Program	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord School Nutrition Training	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord School Psychological Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord School Technology Support	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Services for Exceptional Children	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord HRIS	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Social Work Services	Executive - 235 Coordinators	Step 1 - Step 11	\$83,085 - \$100,357 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Special Instructional Programs	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Specialized Behavioral Support Program	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25

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Coord State Reporting-SIS (Grade 31)	Executive - 235 Coordinators	Step 1 - Step 11	\$83,085 - \$100,357 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord, Student Discipline/Title IX	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Student Information Support Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Student Information Technology Svcs	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Technology Services Support	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Time Management	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Transportation	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Utilities Services	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Virtual Learning	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord Visual Arts, Drama and Dance	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Coord World Languages	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Counselor ES & MS	Executive - 200	Step 1 - Step 11	\$69,410 - \$82,596
Counselor HS	Executive - 205	Step 1 - Step 11	\$70,957 - \$84,472
Database Administrator	Executive - 235	Step 1 - Step 11	\$89,216 - \$107,796
Deputy Chief Academic Officer	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Deputy Chief Financial Officer	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Deputy Chief Human Resources Officer	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Deputy Chief Information Officer	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Deputy Chief Operations Officer	Executive - 235	Step 1 - Step 11	\$137,919 - \$166,439 *salary includes \$4,000 non-entitled retention stipend for FY25
Developer	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Digital Print Operator	Professional - 235	Step 1 - Step 11	\$39,679 - \$48,145
Dir Accelerated and Extended Programming	Executive - 235 Coordinators	Step 1 - Step 11	\$89,216 - \$107,796 *salary includes \$2,000 non-entitled retention stipend for FY25
Dir Applied Learning and Design	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Assessment	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Athletics	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Attendance Improvement	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Auxiliary Services	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Capital Improvements	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Charter Schools	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir College, Career & Student Support	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25

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Dir Community Relations	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Contracting	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir CTAE	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Data Utilization	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Data Warehouse	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir District Health Services	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Employee Time & Attendance Mgmt	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir English Language Arts	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Facilities Services	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Federal Programs	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir HRIS	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Human Resources Staffing	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Information & Instruction Applications	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Information Security	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Infrastructure & Network Management	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Instructional Technology	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir JROTC	Executive - 235	Step 1 - Step 11	Salary Based On MIP plus \$5,724 FCS Stipend
Dir Land Management	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Literacy	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Maintenance Services	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Mathematics	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Principal Coaching	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Program Evaluation	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Retirement Services	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Safety and Security	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25

2024-2025 Entry Level Salary Ranges

Effective 7/1/23

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Dir School Governance & Flexibility	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir School Improvement, MS	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir School Police	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Science	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Services for Exceptional Children	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Social Studies	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Strategy Management	Executive 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Student Discipline, Prevention & Intervention	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Student Support	Executive - 235	Step 1 - Step 11	\$97,515 - \$117,641 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Technology Support	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dir Transportation	Executive - 235	Step 1 - Step 11	\$106,038 - \$127,984 *salary includes \$3,000 non-entitled retention stipend for FY25
Dispatcher, Transportation	Professional - 235	Step 1 - Step 11	\$39,679- \$48,145
District Chef	Professional - 210	Step 1 - Step 11	\$63,763-77,371
Educational Interpreter	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,417
Electronic Technician	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Environmental Technician	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Exec Dir I Academic Programs	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Accounting & Retirement Services	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Budget & Grant Services	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Contracting	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Data and Accountability	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I District Program Management	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I HR Operations	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Operational Planning & Student Assignment	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Payroll & Benefits	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Professional Learning & Leadership Dev.	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25

2024-2025 Entry Level Salary Ranges

Effective 7/1/23

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Exec Dir I Recruitment, Retention & Strategy	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Risk Management	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir I Student Supports	Executive - 235	Step 1 - Step 11	\$111,231- \$133,947 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Svcs for Exceptional Children	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Board Services	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Capital Improvements	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Curriculum	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Facilities and Maintenance	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Infrastructure & Operations	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Internal Affairs	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II School Nutrition Program	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Strategy & Governance	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Exec Dir II Transportation	Executive - 235	Step 1 - Step 11	\$118,852- \$143,196 *salary includes \$4,500 non-entitled retention stipend for FY25
Facilitator School Governance & Flexibility	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Financial Analyst	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Fleet Mechanic	Professional - 235	Step 1 - Step 11	\$39,679 - \$48,145
Fleet Mechanic	Professional - 235	Step 1 - Step 11	\$43,722 - \$53,031
Fleet Mechanic	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Food Service Manager 1	School Nutrition -188	Step 1 - Step 11	\$35,350 - \$42,876
Food Service Manager 2	School Nutrition -188	Step 1 - Step 11	\$39,352 - \$47,763
Food Service Worker	School Nutrition - 180	Step 1 - Step 11	\$18.46/hour - \$22.39/hour
Foreman - Maint/Trans/Portables	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Hazardous Materials Specialist	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Instructional Paraprofessional - Pre-K	Pre-K 184	Flat Rate (State Base + FCS Non-Entitled Supplement)	State Base \$23,384 + FCS Supplement \$4,550 Total Salary \$27,934
Instructional/Media Paraprofessional	Professional - 184	Step 1 - Step 11	\$27,934 - \$34,349
Internal Auditor	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Inventory Processor Property Control	Professional - 235	Step 1 - Step 11	\$34,708 - \$42,101
Lead Supply Person	Professional - 235	Step 1 - Step 11	\$39,679 - \$48,145
Lieutenant School Police	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Maintenance Mechanic 1	Professional - 235	Step 1 - Step 12	\$43,722 - \$53,031
Maintenance Mechanic 2	Professional - 235	Step 1 - Step 12	\$48,672 - \$59,076
Maintenance Mechanic 3	Professional - 235	Step 1 - Step 12	\$54,459 - \$66,068
Manager-In-Training (MIT), SNP	School Nutrition - 180	Step 1 - Step 11	\$18.46/hour - \$22.39/hour plus stipend
Mgr Broadcast and Video	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Building Services	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Mgr Certification	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Communications	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Mgr Employee Compensation	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Mgr Language Assistance Services	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Leave Administration	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Media Relations	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Onboarding	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Mgr Org Management	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916



2024-2025 Entry Level Salary Ranges

Effective 7/1/23

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Mgr Substitute Services	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Museum Curator	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Geographic Systems Analyst	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Parent Liaison	Professional - 184	Step 1 - Step 11	\$27,934 - \$34,349
Personnel Investigator	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Physical Therapy Assistant	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,417
Production Chef	School Nutrition -180	Step 1 - Step 11	\$29,908 - \$36,280
Professional Assistant 2	Professional - 235	Step 1 - Step 11	\$36,183 - \$43,912
Professional Assistant 2 (Sch-Based)	Professional - 190	Step 1 - Step 11	\$29,254 - \$35,503
Professional Assistant 3	Professional - 235	Step 1 - Step 11	\$43,722 - \$53,031
Professional Assistant 3 (Sch-Based)	Professional - 235	Step 1 - Step 11	\$43,722 - \$53,031
Professional Assistant 4	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Program Admin RTI/SST	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Program Evaluation Analyst	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Program Manager SN Mktg & Communications	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Program Specialist	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Project Manager Facility Alterations	Executive - 235	Step 1 - Step 11	\$72,497 - \$87,958
Project Manager Facilities Services	Executive - 235	Step 1 - Step 11	\$72,497 - \$87,958
Project Manager Information Technology	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Purchasing Agent	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Recruiter	Executive - 235	Step 1 - Step 11	\$87,126 - \$105,706
Registered Behavior Technician Behavioral Support Prog	210 - RBT/Para BSP	Step 1 - Step 11	\$31,016 - \$37,622 Plus \$3,500 annual supplement
Registrar	Professional - 210	Step 1 - Step 11	\$35,458 - \$43,023
Residency Verification Specialist	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,471
SAP Basis/Security Administrator	Executive - 235	Step 1 - Step 11	\$87,126 - \$105,706
SAP S/4 Administrator	Executive - 235	Step 1 - Step 11	\$87,126 - \$105,706
School Data Clerk	Professional - 220	Step 1 - Step 11	\$37,146 - \$45,072
School Nurse (Special Education Nurse)	Executive - 190	Step 1 - Step 11	\$57,684 - \$69,987
School Police Investigator	Professional - 220	Step 1 - Step 11	\$50,987 - \$61,851
School Police Officer	Professional - 235	Step 1 - Step 11	\$59,684 - \$71,293
School Police Officer	Professional A - 205	Step 1 - Step 11	\$52,736 - \$62,859
School Psychologist	Executive - 195	Step 1 - Step 11	\$67,865 - \$80,721
School Social Worker	Executive - 195	Step 1 - Step 11	\$67,865 - \$80,721
School Technology Specialist	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,417
School Technology Specialist	Professional - 220	Step 1 - Step 11	\$50,987 - \$61,851
Senior Buyer	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Senior Campus Security Associate	Professional - 235	Step 1 - Step 11	\$43,722 - \$53,031
Senior Developer	Executive - 235	Step 1 - Step 11	\$87,126 - \$105,706
Senior Internal Auditor	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Specialist 1	Professional - 235	Step 1 - Step 11	\$48,672- \$59,076
Specialist 2	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Speech-Language Pathologist Assistant	Professional - 190	Step 1 - Step 11	\$44,034 - \$53,417
SQL Administrator	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Supply Person - Warehouse	Professional - 235	Step 1 - Step 11	\$34,708 - \$42,101
Supv Campus Security Associates	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Supv Maintenance	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
Supv Printing	Professional - 235	Step 1 - Step 11	\$54,459 - \$66,068
Supv School Nutrition	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Supv Transportation	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Supv Warehouse	Executive - 235	Step 1 - Step 11	\$75,760 - \$91,916
System Analyst	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Technical Support Specialist II	Professional - 235	Step 1 - Step 11	\$54,459 - \$68,068
Technical Support Specialist III	Executive - 235	Step 1 - Step 11	\$71,349 - \$86,566
Training Specialist SNP	Professional - 235	Step 1 - Step 11	\$54,459 - \$68,068
Trades Helper	Professional - 235	Step 1 - Step 11	\$36,183 - \$43,912
Transition Coach	Professional - 190	Step 1 - Step 11	\$44,034 - \$54,915
Transportation Assistant	Professional - 184	Step 1 - Step 11	\$20,382 - \$24,723
Treasurer	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Videographer	Professional - 235	Step 1 - Step 11	\$48,672 - \$59,076
Web Content Manager	Executive - 235	Step 1 - Step 11	\$80,995 - \$98,267
Zone Superintendent	Executive - 235	Step 16 - Step 20	\$123,173 - \$149,439