

Strasburg School District 31J  
 Certified Salary Schedule - 160 Days  
 2025-2026 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	47,285	48,231	49,195	52,541	53,854	55,200	56,580
2	47,994	48,954	49,933	53,329	54,662	56,028	57,429
3	48,714	49,688	50,682	54,129	55,482	56,869	58,291
4	49,445	50,434	51,442	54,941	56,314	57,722	59,165
5	50,187	51,190	52,214	55,765	57,159	58,588	60,052
6	50,939	51,958	52,997	56,601	58,016	59,467	60,953
7	51,703	52,738	53,792	57,450	58,886	60,359	61,868
8	52,479	53,529	54,599	58,312	59,770	61,264	62,796
9	53,266	54,332	55,418	59,187	60,666	62,183	63,737
10	54,065	55,146	56,249	60,074	61,576	63,116	64,694
11	54,876	55,974	57,093	60,976	62,500	64,062	65,664
12	55,699	56,813	57,950	61,890	63,437	65,023	66,649
13	56,535	57,666	58,819	62,818	64,389	65,999	67,649
14	57,383	58,530	59,701	63,761	65,355	66,989	68,663
15	58,244	59,408	60,597	64,717	66,335	67,993	69,693
16	59,117	60,300	61,506	65,688	67,330	69,013	70,739
17	60,004	61,204	62,428	66,673	68,340	70,049	71,800
18	60,904	62,122	63,365	67,673	69,365	71,099	72,877
19	61,818	63,054	64,315	68,688	70,406	72,166	73,970
20	62,745	64,000	65,280	69,719	71,462	73,248	75,080

Footnotes to salary schedule:

\*Salary schedule will be used for initial placement only, no steps.

\*Long-term substitute pay will be \$46,590

\*Educational (horizontal) increases are dependent on achieving the next indicated degree level; or for the completed accumulation of college or university semester hours as indicated. Hours must be reported by February 15th or August 15th of each year.

- Trainings that the district funds, required or non-required, where educational credits may be obtained, must be fully funded by the staff member. Hours may be counted for CDE re-licensure.

Strasburg School District 31J  
Special Service Provider Salary Schedule - 178 Days  
2025-2026 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	52,539	53,590	54,662	58,379	59,838	61,334	62,867
2	53,327	54,394	55,481	59,254	60,736	62,254	63,810
3	54,127	55,210	56,314	60,143	61,647	63,188	64,767
4	54,939	56,038	57,158	61,045	62,571	64,136	65,739
5	55,763	56,878	58,016	61,961	63,510	65,098	66,725
6	56,599	57,731	58,886	62,890	64,463	66,074	67,726
7	57,448	58,597	59,769	63,834	65,429	67,065	68,742
8	58,310	59,476	60,666	64,791	66,411	68,071	69,773
9	59,185	60,368	61,576	65,763	67,407	69,092	70,820
10	60,073	61,274	62,499	66,749	68,418	70,129	71,882
11	60,974	62,193	63,437	67,751	69,444	71,181	72,960
12	61,888	63,126	64,389	68,767	70,486	72,248	74,055
13	62,817	64,073	65,354	69,798	71,543	73,332	75,165
14	63,759	65,034	66,335	70,845	72,617	74,432	76,293
15	64,715	66,010	67,330	71,908	73,706	75,548	77,437
16	65,686	67,000	68,340	72,987	74,811	76,682	78,599
17	66,671	68,005	69,365	74,082	75,934	77,832	79,778
18	67,671	69,025	70,405	75,193	77,073	78,999	80,974
19	68,686	70,060	71,461	76,321	78,229	80,184	82,189
20	69,717	71,111	72,533	77,465	79,402	81,387	83,422

Footnotes to salary schedule:

\*Salary schedule will be used for initial placement only, no steps.

\*Educational (horizontal) increases are dependent on achieving the next indicated degree level; or for the completed accumulation of college or university semester hours as indicated. Hours must be reported by February 15th or August 15th of each year.

- Trainings that the district funds, required or non-required, where educational credits may be obtained, must be fully funded by the staff member. Hours may be counted for CDE re-licensure.

\*Covers Building Counselor, District Social Worker, and Data Coach/TLC

Strasburg School District 31J  
 Classified Staff Wage Schedule  
 2025-2026 School Year

Days	Position	Grade	Min	Max
160	Paraprofessional	A	16.40	25.42
154	Food Services			
204	Custodian			
213	Courier			
160	Media Specialist			
160	Administrative Assistant - AD/HS Office Aide			
160	Nurse Aid	B	17.22	26.69
154	Food Services Worker-Lead	C	17.43	27.02
151	Small Car Driver			
178	Administrative Assistant - Building Secretary	D	19.17	29.71
178	Administrative Assistant - Counseling			
204	Grounds Technician			
204	Lead Custodian	E	20.67	32.05
151	Bus Driver (CDL)	F	22.73	35.22
204	Operations & Maintenance Technician	G	25.23	39.11

Strasburg School District 31J  
Administrators Salary Schedule - 178 Contract Days  
2025-2026 School Year

Position	Min	Max
High School Principal	94,314	146,186
Middle School Principal Elementary Principal	80,987	125,530
Secondary Asst. Principal High School Principal-AEC	69,198	107,257
Elementary Asst. Principal Dean of Students	68,263	105,807

Strasburg School District 31J  
 Professional Salary Schedule  
 2025-2026 School Year

Days	Position	Grade	Min	Max
213	Central Registrar/Athletic Secretary	AA	41,900	65,000
167	Food Service Director	BB	43,900	68,044
160	District Nurse	CC	46,132	71,504
213	Executive Assistant	DD	48,500	75,000
227	IT Specialist	EE	51,258	79,449
178	Preschool Director			
204	Director of Operations and Maintenance	FF	66,635	103,284
227	Director of Transportation			
227	Director of Technology			
213	Chief Financial Officer			
213	HR Manager			
178	Athletic Director	GG	71,248	110,435
213	Executive Director - Finance and Operations	HH	102,515	158,898

Strasburg School District 31J  
Coaching Salary Schedule  
2025-2026 School Year

Base of: \$ 47,285

Years of Experience	Level 1	Level 2	Level 3	Level 4
1	4,303	2,837	2,364	1,466
2	4,367	2,880	2,400	1,488
3	4,433	2,923	2,436	1,510
4	4,499	2,967	2,472	1,533
5	4,567	3,011	2,509	1,556

	Level 1 Positions	Level 2 Positions	Level 3 Positions	Level 4 Positions
Football	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Softball	HS Head Coach	HS Asst Coach		
Volleyball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cross Country	HS Head Coach	HS Asst Coach		
Boys Golf	HS Head Coach	HS Asst Coach		
Boys Basketball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cheer-Fall	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Girls Basketball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Boys Wrestling	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Girls Wrestling	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cheer-Winter	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Track	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Baseball	HS Head Coach	HS Asst Coach		
Girls Golf	HS Head Coach	HS Asst Coach		
Unified Bowling	HS Head Coach	HS Asst Coach		
Esports		HS Head Coach (Annually)		
Girls on the Run (Elementary)			Head Coach (Annually)	

For every additional week needed to compete in playoff competition, coaches will be paid as follows:

Head Coach - \$150/week

Asst. Coach - \$75/week

Strasburg School District 31J

Sub Pay

2025-2026 School Year

Position	Hourly Rate
Paraprofessional* Food Services	14.81
Custodian	15.00
Building Secretary	16.67
Bus Driver (CDL)	19.77

Position	Daily Rate
PK-12 Teacher	150.00
PK-12 Long Term Sub**	250.00

\*Adjusts to minimum wage on January 1

\*\*Sub longer than 30 calendar days

Strasburg School District 31J

2025-2026 School Year

Base = \$ 47,285

Category	Rate	Amount	Positions
I			Clubs - Tier I (See Scope of Work)
7% of Base		\$ 3,310	Gifted and Talented - Director Performing Arts - Tier I (See Scope of Work) Sub Finder
II			AP Coordinator
3.50% of Base		\$ 1,655	Board of Education Secretary Clubs - Tier II (See Scope of Work) Department Chair ELL Coordonator Gifted and Talented - Building Coordinator School Leadership Team MTSS Coordinator Performing Arts - Tier II (See Scope of Work) PLC Coordinator READ Act Coordinator-District Reporting School Assessment Coordinator (SAC) Yearbook-Elementary
III			504 Coordinator
1.25% of Base		\$ 591	Building Leadership Team-High School Clubs - Tier III (See Scope of Work) CTE Coordinator-Per Program Employee Engagement Coordinator Graduation Coordinator House Leader Junior Class Sponsor Mentor Prom Promotion Coordinator - HMS Student Council-Elementary/Middle School Xello Coordinator

**Extra Duty/Other:**

Summer School	\$35/Hour for Certified Teacher
Homework Club	\$35/hour
Detention	\$15/hour
Coverage during plan	\$35/hour

**Special Education Caseload:**

\$150 for Annual/\$300 for Triennial (Paid in January and June)  
See Caseload procedure for additional information

**Transportation Stipend:**

Paid monthly; varies based on additional hours worked.  
See procedure for additional information.

**SOSA Payout:**

SOSAs will be paid out evenly over 9 months (September - May)  
See Additional Compensation procedure for additional information