

**ORANGE
COUNTY PUBLIC
SCHOOLS**



**2025-26
SALARY SCALES**

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TEACHER

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

T1: Teacher (BA) Salary Scale	
FLSA Exempt	
Step	Annual Salary
0	\$55,156
1	\$55,514
2	\$55,872
3	\$56,233
4	\$56,609
5	\$56,987
6	\$57,380
7	\$57,939
8	\$58,532
9	\$59,131
10	\$59,737
11	\$60,350
12	\$61,000
13	\$61,650
14	\$62,300
15	\$62,950
16	\$63,600
17	\$64,250
18	\$65,050
19	\$65,905
20	\$66,800
21	\$67,700
22	\$68,600
23	\$69,550
24	\$70,500
25	\$71,450
26	\$72,400
27	\$73,350
28	\$74,300
29	\$75,300
30	\$76,325

ASSISTANT PRINCIPAL

AP2: Elementary School	
FLSA Exempt	
Step	Annual Salary
0	\$85,902
1	\$86,705
2	\$87,532
3	\$88,360
4	\$89,227
5	\$90,096
6	\$90,963
7	\$91,832
8	\$92,702
9	\$93,570
10	\$94,440
11	\$95,308
12	\$96,176
13	\$97,047
14	\$97,915
15	\$98,784
16	\$99,653
17	\$100,521
18	\$101,390
19	\$102,258
20	\$103,129
21	\$103,997
22	\$104,865
23	\$105,735
24	\$106,603
25	\$107,473
26	\$108,342
27	\$109,210
28	\$110,079

AP3: Middle School	
FLSA Exempt	
Step	Annual Salary
0	\$87,182
1	\$88,080
2	\$88,885
3	\$89,767
4	\$90,649
5	\$91,532
6	\$92,416
7	\$93,298
8	\$94,180
9	\$95,063
10	\$95,946
11	\$96,829
12	\$97,712
13	\$98,595
14	\$99,477
15	\$100,359
16	\$101,242
17	\$102,125
18	\$103,007
19	\$103,890
20	\$104,774
21	\$105,656
22	\$106,539
23	\$107,421
24	\$108,303
25	\$109,186
26	\$110,069
27	\$110,952
28	\$111,835

AP4: High School	
FLSA Exempt	
Step	Annual Salary
0	\$91,213
1	\$92,111
2	\$93,036
3	\$93,962
4	\$94,887
5	\$95,811
6	\$96,738
7	\$97,663
8	\$98,589
9	\$99,514
10	\$100,439
11	\$101,364
12	\$102,290
13	\$103,215
14	\$104,140
15	\$105,066
16	\$105,991
17	\$106,917
18	\$107,842
19	\$108,767
20	\$109,693
21	\$110,619
22	\$111,544
23	\$112,469
24	\$113,394
25	\$114,319
26	\$115,246
27	\$116,171
28	\$117,096

BUS DRIVER

4.5 Hours/day; 182 Days		
Step	Total	Rate/Hour
0	\$17,542	\$21.42
1	\$17,633	\$21.53
2	\$17,725	\$21.64
3	\$17,814	\$21.75
4	\$17,902	\$21.86
5	\$18,124	\$22.13
6	\$18,390	\$22.45
7	\$18,655	\$22.78
8	\$18,965	\$23.16
9	\$19,276	\$23.54
10	\$19,586	\$23.92
11	\$19,897	\$24.29
12	\$20,268	\$24.75
13	\$20,641	\$25.20
14	\$21,013	\$25.66
15	\$21,412	\$26.14
16	\$21,810	\$26.63
17	\$22,210	\$27.12
18	\$22,609	\$27.61
19	\$23,042	\$28.13
20	\$23,477	\$28.67

6.5 Hrs/day; 182 Days		
Step	Total	Rate/Hour
0	\$25,339	\$21.42
1	\$25,469	\$21.53
2	\$25,603	\$21.64
3	\$25,730	\$21.75
4	\$25,859	\$21.86
5	\$26,178	\$22.13
6	\$26,563	\$22.45
7	\$26,947	\$22.78
8	\$27,395	\$23.16
9	\$27,843	\$23.54
10	\$28,291	\$23.92
11	\$28,739	\$24.29
12	\$29,277	\$24.75
13	\$29,814	\$25.20
14	\$30,352	\$25.66
15	\$30,928	\$26.14
16	\$31,505	\$26.63
17	\$32,080	\$27.12
18	\$32,656	\$27.61
19	\$33,283	\$28.13
20	\$33,911	\$28.67

8 Hours/day; 182 Days		
Step	Total	Rate/Hour
0	\$31,186	\$21.42
1	\$31,346	\$21.53
2	\$31,511	\$21.64
3	\$31,668	\$21.75
4	\$31,826	\$21.86
5	\$32,220	\$22.13
6	\$32,693	\$22.45
7	\$33,166	\$22.78
8	\$33,717	\$23.16
9	\$34,268	\$23.54
10	\$34,820	\$23.92
11	\$35,371	\$24.29
12	\$36,034	\$24.75
13	\$36,695	\$25.20
14	\$37,357	\$25.66
15	\$38,066	\$26.14
16	\$38,774	\$26.63
17	\$39,484	\$27.12
18	\$40,193	\$27.61
19	\$40,965	\$28.13
20	\$41,737	\$28.67

BUS MONITOR/CAR DRIVER

4.5 Hours/day; 182 Days		
Step	Rate/Hour	Annual Salary
0	\$18.11	\$14,829
1	\$18.21	\$14,911
2	\$18.31	\$14,996
3	\$18.41	\$15,076
4	\$18.49	\$15,147
5	\$18.72	\$15,335
6	\$19.00	\$15,559
7	\$19.27	\$15,784
8	\$19.59	\$16,046
9	\$19.91	\$16,309
10	\$20.23	\$16,572
11	\$20.55	\$16,834
12	\$20.94	\$17,148
13	\$21.32	\$17,464
14	\$21.71	\$17,779
15	\$22.12	\$18,116
16	\$22.53	\$18,453
17	\$22.94	\$18,790
18	\$23.36	\$19,128
19	\$23.80	\$19,496
20	\$24.25	\$19,863

6.5 Hrs/day; 182 Days		
Step	Rate/Hour	Annual Salary
0	\$18.11	\$21,420
1	\$18.21	\$21,538
2	\$18.31	\$21,660
3	\$18.41	\$21,776
4	\$18.49	\$21,879
5	\$18.72	\$22,149
6	\$19.00	\$22,475
7	\$19.27	\$22,799
8	\$19.59	\$23,178
9	\$19.91	\$23,557
10	\$20.23	\$23,936
11	\$20.55	\$24,315
12	\$20.94	\$24,770
13	\$21.32	\$25,226
14	\$21.71	\$25,680
15	\$22.12	\$26,167
16	\$22.53	\$26,655
17	\$22.94	\$27,143
18	\$23.36	\$27,630
19	\$23.80	\$28,160
20	\$24.25	\$28,691

8 Hours/day; 182 Days		
Step	Rate/Hour	Annual Salary
0	\$18.11	\$26,363
1	\$18.21	\$26,508
2	\$18.31	\$26,021
3	\$18.41	\$26,143
4	\$18.49	\$26,467
5	\$18.72	\$26,855
6	\$19.00	\$27,243
7	\$19.27	\$27,696
8	\$19.59	\$28,149
9	\$19.91	\$28,602
10	\$20.23	\$29,055
11	\$20.55	\$29,599
12	\$20.94	\$30,142
13	\$21.32	\$30,686
14	\$21.71	\$31,268
15	\$22.12	\$31,850
16	\$22.53	\$32,433
17	\$22.94	\$33,015
18	\$23.36	\$33,649
19	\$23.80	\$34,283
20	\$24.25	\$34,918

CENTRAL OFFICE ADMIN ASSISTANT

A4: Central Office Administrative Assistant /High School Bookkeeper	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,077
1	\$33,108
2	\$34,170
3	\$35,233
4	\$36,295
5	\$37,384
6	\$38,479
7	\$39,574
8	\$40,670
9	\$41,763
10	\$42,858
11	\$43,954
12	\$45,050
13	\$46,145
14	\$47,241
15	\$48,336
16	\$49,430
17	\$50,526
18	\$51,621
19	\$52,716
20	\$53,812
21	\$54,907
22	\$56,003
23	\$57,098
24	\$58,192
25	\$59,288
26	\$60,383
27	\$61,479
28	\$62,575

CHIEF FINANCIAL OFFICER

A1A: CFO	
FLSA Exempt	
Step	Annual Salary
0	
1	\$117,973
2	\$119,414
3	\$120,855
4	\$122,295
5	\$123,736
6	\$125,177
7	\$126,617
8	\$128,058
9	\$129,499
10	\$130,941
11	\$132,381
12	\$133,821
13	\$135,263
14	\$136,704
15	\$138,145
16	\$139,585
17	\$141,027
18	\$142,468
19	\$143,909
20	\$145,349
21	\$146,791
22	\$148,232
23	\$149,673
24	\$151,114
25	\$152,555
26	\$153,996
27	\$155,436
28	\$156,877

COORDINATOR

AP4: High School Assistant Principal, Coordinator	
FLSA Exempt	
Step	Annual Salary
0	\$91,213
1	\$92,111
2	\$93,036
3	\$93,962
4	\$94,887
5	\$95,811
6	\$96,738
7	\$97,663
8	\$98,589
9	\$99,514
10	\$100,439
11	\$101,364
12	\$102,290
13	\$103,215
14	\$104,140
15	\$105,066
16	\$105,991
17	\$106,917
18	\$107,842
19	\$108,767
20	\$109,693
21	\$110,619
22	\$111,544
23	\$112,469
24	\$113,394
25	\$114,319
26	\$115,246
27	\$116,171
28	\$117,096

CUSTODIAN

D2: Head Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$34,320
1	\$34,663
2	\$35,010
3	\$35,360
4	\$35,714
5	\$36,071
6	\$36,431
7	\$36,796
8	\$37,164
9	\$37,535
10	\$37,911
11	\$38,290
12	\$38,673
13	\$39,059
14	\$39,450
15	\$39,844
16	\$40,243
17	\$40,645
18	\$41,052
19	\$41,462
20	\$41,877
21	\$42,296
22	\$42,719
23	\$43,146
24	\$43,577
25	\$44,013
26	\$44,453
27	\$44,898
28	\$45,347

D3: Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,200
1	\$31,512
2	\$31,827
3	\$32,145
4	\$32,467
5	\$32,792
6	\$33,119
7	\$33,451
8	\$33,785
9	\$34,123
10	\$34,464
11	\$34,809
12	\$35,157
13	\$35,509
14	\$35,864
15	\$36,222
16	\$36,584
17	\$36,950
18	\$37,320
19	\$37,693
20	\$38,070
21	\$38,451
22	\$38,835
23	\$39,223
24	\$39,616
25	\$40,012
26	\$40,412
27	\$40,816
28	\$41,224

**Addition -
 401 - 800 Students \$600
 801-1200 Students \$900
 +1201 Students \$1200**

DIRECTOR

A1: Director	
FLSA Exempt	
Step	Annual Salary
0	\$102,576
1	\$103,825
2	\$105,112
3	\$106,398
4	\$107,684
5	\$108,971
6	\$110,256
7	\$111,543
8	\$112,829
9	\$114,115
10	\$115,401
11	\$116,688
12	\$117,973
13	\$119,413
14	\$120,854
15	\$122,294
16	\$123,735
17	\$125,177
18	\$126,618
19	\$128,058
20	\$129,499
21	\$130,940
22	\$132,382
23	\$133,822
24	\$135,263
25	\$136,704
26	\$138,145
27	\$139,585
28	\$141,027

EXECUTIVE DIRECTOR

E1: Executive Director	
FLSA Exempt	
Step	Annual Salary
0	\$109,962
1	\$111,211
2	\$112,498
3	\$113,784
4	\$115,070
5	\$116,356
6	\$117,642
7	\$118,928
8	\$120,214
9	\$121,501
10	\$122,786
11	\$124,073
12	\$125,359
13	\$126,798
14	\$128,240
15	\$129,680
16	\$131,121
17	\$132,562
18	\$134,003
19	\$135,443
20	\$136,885
21	\$138,326
22	\$139,767
23	\$141,207
24	\$142,648
25	\$144,090
26	\$145,531
27	\$146,971
28	\$148,412

MANAGER

C1A: Cafeteria Manager Elementary (187 days)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,341
1	\$25,620
2	\$25,901
3	\$26,187
4	\$26,474
5	\$26,766
6	\$27,060
7	\$27,358
8	\$27,659
9	\$27,963
10	\$28,270
11	\$28,581
12	\$28,896
13	\$29,214
14	\$29,535
15	\$29,860
16	\$30,188
17	\$30,521
18	\$30,857
19	\$31,196
20	\$31,539
21	\$31,886
22	\$32,237
23	\$32,591
24	\$32,950
25	\$33,312
26	\$33,679
27	\$34,049
28	\$34,424

C1B: Cafeteria Manager Middle (187 days)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,871
1	\$26,155
2	\$26,443
3	\$26,727
4	\$27,016
5	\$27,306
6	\$27,602
7	\$27,899
8	\$28,199
9	\$28,504
10	\$28,812
11	\$29,123
12	\$29,436
13	\$29,755
14	\$30,077
15	\$30,401
16	\$30,730
17	\$31,062
18	\$31,397
19	\$31,736
20	\$32,079
21	\$32,426
22	\$32,778
23	\$33,132
24	\$33,490
25	\$33,853
26	\$34,220
27	\$34,590
28	\$34,965

C1C: Cafeteria Manager High School (187 days)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$26,400
1	\$26,690
2	\$26,984
3	\$27,268
4	\$27,557
5	\$27,847
6	\$28,143
7	\$28,439
8	\$28,741
9	\$29,045
10	\$29,353
11	\$29,664
12	\$29,978
13	\$30,296
14	\$30,618
15	\$30,942
16	\$31,271
17	\$31,603
18	\$31,938
19	\$32,278
20	\$32,620
21	\$32,967
22	\$33,318
23	\$33,673
24	\$34,031
25	\$34,395
26	\$34,760
27	\$35,131
28	\$35,506

WORKER

C3: Cafeteria Worker	
(184 days-4.5 hours)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$12,420
1	\$12,544
2	\$12,669
3	\$12,796
4	\$12,924
5	\$13,053
6	\$13,184
7	\$13,316
8	\$13,449
9	\$13,583
10	\$13,719
11	\$13,856
12	\$13,995
13	\$14,135
14	\$14,276
15	\$14,419
16	\$14,563
17	\$14,709
18	\$14,856
19	\$15,004
20	\$15,155
21	\$15,306
22	\$15,459
23	\$15,614
24	\$15,770
25	\$15,928
26	\$16,087
27	\$16,248
28	\$16,410

C5: Cafeteria Worker	
(184 days-6.5 hours)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$17,940
1	\$18,119
2	\$18,300
3	\$18,483
4	\$18,668
5	\$18,855
6	\$19,043
7	\$19,234
8	\$19,426
9	\$19,620
10	\$19,817
11	\$20,015
12	\$20,215
13	\$20,417
14	\$20,621
15	\$20,827
16	\$21,036
17	\$21,246
18	\$21,459
19	\$21,673
20	\$21,890
21	\$22,109
22	\$22,330
23	\$22,553
24	\$22,779
25	\$23,006
26	\$23,237
27	\$23,469
28	\$23,704

C6: Cafeteria Worker	
(184 days-7hours)	
FLSA Non-Exempt	
Step	Annual Salary
0	\$19,320
1	\$19,513
2	\$19,708
3	\$19,905
4	\$20,104
5	\$20,305
6	\$20,508
7	\$20,713
8	\$20,920
9	\$21,130
10	\$21,341
11	\$21,554
12	\$21,770
13	\$21,988
14	\$22,207
15	\$22,430
16	\$22,654
17	\$22,880
18	\$23,109
19	\$23,340
20	\$23,574
21	\$23,809
22	\$24,048
23	\$24,288
24	\$24,531
25	\$24,776
26	\$25,024
27	\$25,274
28	\$25,527

HUMAN RESOURCE/PAYROLL SPECIALIST

A7 Finance & HR	
FLSA Non-Exempt	
Step	Annual Salary
0	
1	\$42,663
2	\$43,296
3	\$43,928
4	\$44,562
5	\$45,194
6	\$46,006
7	\$46,818
8	\$47,629
9	\$48,441
10	\$49,253
11	\$50,227
12	\$51,200
13	\$52,175
14	\$53,148
15	\$54,122
16	\$55,096
17	\$56,070
18	\$57,043
19	\$58,018
20	\$59,046
21	\$60,074
22	\$61,102
23	\$62,130
24	\$63,158
25	\$64,185
26	\$65,213
27	\$66,241
28	\$67,270

INSTRUCTIONAL ASSISTANT

I1: Instructional Assistant	
FLSA Non-Exempt	
Step	Annual Salary
0	\$22,078
1	\$22,296
2	\$22,522
3	\$22,748
4	\$22,974
5	\$23,204
6	\$23,437
7	\$23,670
8	\$23,907
9	\$24,146
10	\$24,387
11	\$24,631
12	\$24,878
13	\$25,127
14	\$25,378
15	\$25,633
16	\$25,888
17	\$26,148
18	\$26,408
19	\$26,672
20	\$27,136
21	\$27,576
22	\$28,017
23	\$28,489
24	\$28,959
25	\$29,431
26	\$29,902
27	\$30,374
28	\$30,863

INSTRUCTIONAL SPECIALIST

IS: Instruction Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$61,629
1	\$62,554
2	\$63,492
3	\$64,445
4	\$65,412
5	\$66,393
6	\$67,389
7	\$68,399
8	\$69,425
9	\$70,466
10	\$71,523
11	\$72,596
12	\$73,686
13	\$74,790
14	\$75,913
15	\$77,051
16	\$78,207
17	\$79,380
18	\$80,570
19	\$81,779
20	\$83,005
21	\$84,251
22	\$85,515
23	\$86,797
24	\$88,098
25	\$89,420
26	\$90,763
27	\$92,124
28	\$93,505

INTERPRETER

INT1: Interpreter	
FLSA Non-Exempt	
Step	Annual Salary
0	\$33,375
1	\$33,871
2	\$34,381
3	\$34,897
4	\$35,421
5	\$35,952
6	\$36,492
7	\$37,038
8	\$37,594
9	\$38,158
10	\$38,730
11	\$39,312
12	\$39,902
13	\$40,500
14	\$41,107
15	\$41,724
16	\$42,559
17	\$43,409
18	\$44,278
19	\$45,163
20	\$46,067
21	\$46,989
22	\$47,928
23	\$48,886
24	\$49,864
25	\$50,861
26	\$51,879
27	\$52,916
28	\$53,974

MAINTENANCE

M2: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,781
1	\$32,183
2	\$32,585
3	\$32,993
4	\$33,405
5	\$33,822
6	\$34,245
7	\$34,673
8	\$35,107
9	\$35,545
10	\$35,990
11	\$36,439
12	\$36,896
13	\$37,356
14	\$37,824
15	\$38,296
16	\$38,775
17	\$39,259
18	\$39,751
19	\$40,247
20	\$40,750
21	\$41,260
22	\$41,776
23	\$42,298
24	\$42,826
25	\$43,362
26	\$43,904
27	\$44,453
28	\$45,008

Certification
\$750/ea
\$1500/max

M3: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$36,887
1	\$37,355
2	\$37,823
3	\$38,295
4	\$38,773
5	\$39,258
6	\$39,749
7	\$40,246
8	\$40,749
9	\$41,259
10	\$41,774
11	\$42,296
12	\$42,825
13	\$43,360
14	\$43,903
15	\$44,451
16	\$45,007
17	\$45,569
18	\$46,139
19	\$46,716
20	\$47,300
21	\$47,891
22	\$48,489
23	\$49,096
24	\$49,709
25	\$50,331
26	\$50,959
27	\$51,597
28	\$52,242

Certification
\$750/ea
\$1500/max

M4: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$42,011
1	\$42,528
2	\$43,059
3	\$43,598
4	\$44,143
5	\$44,694
6	\$45,253
7	\$45,819
8	\$46,391
9	\$46,971
10	\$47,558
11	\$48,153
12	\$48,755
13	\$49,364
14	\$49,981
15	\$50,606
16	\$51,238
17	\$51,879
18	\$52,527
19	\$53,184
20	\$53,848
21	\$54,522
22	\$55,203
23	\$55,893
24	\$56,592
25	\$57,300
26	\$58,016
27	\$58,741
28	\$59,475

Master Cert
\$2,500

MECHANIC

MC1: Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,993
1	\$38,740
2	\$39,510
3	\$40,278
4	\$41,048
5	\$41,817
6	\$42,586
7	\$43,356
8	\$44,125
9	\$44,894
10	\$45,663
11	\$46,433
12	\$47,203
13	\$47,972
14	\$48,743
15	\$49,511
16	\$50,280
17	\$51,050
18	\$51,818
19	\$52,589
20	\$53,358
21	\$54,128
22	\$54,898
23	\$55,667
24	\$56,436
25	\$57,206
26	\$57,975
27	\$58,744
28	\$59,514

PAYROLL ANALYST

PA1 Payroll Analyst	
FLSA Exempt	
Step	Annual Salary
0	\$58,273
1	\$59,596
2	\$60,958
3	\$62,321
4	\$63,684
5	\$65,047
6	\$66,408
7	\$67,771
8	\$69,134
9	\$70,495
10	\$71,858
11	\$73,221
12	\$74,583
13	\$75,945
14	\$77,308
15	\$78,670
16	\$80,032
17	\$81,395
18	\$82,757
19	\$84,119
20	\$85,482
21	\$86,844
22	\$88,207
23	\$89,569
24	\$90,931
25	\$92,294
26	\$93,656
27	\$95,019
28	\$96,381

PRINCIPAL - ELEMENTARY

P1: Elementary School Principal (Small School)	
FLSA Exempt	
Step	Annual Salary
0	\$97,696
1	\$98,510
2	\$99,349
3	\$100,187
4	\$101,068
5	\$101,948
6	\$102,828
7	\$103,708
8	\$104,588
9	\$105,469
10	\$106,349
11	\$107,229
12	\$108,109
13	\$108,990
14	\$109,870
15	\$110,750
16	\$111,630
17	\$112,511
18	\$113,392
19	\$114,271
20	\$115,151
21	\$116,033
22	\$116,912
23	\$117,793
24	\$118,672
25	\$119,553
26	\$120,434
27	\$121,313
28	\$122,193

P2: Elementary School Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	\$101,101
1	\$101,916
2	\$102,757
3	\$103,598
4	\$104,481
5	\$105,364
6	\$106,247
7	\$107,131
8	\$108,015
9	\$108,899
10	\$109,783
11	\$110,666
12	\$111,550
13	\$112,434
14	\$113,318
15	\$114,201
16	\$115,087
17	\$115,971
18	\$116,855
19	\$117,738
20	\$118,622
21	\$119,506
22	\$120,389
23	\$121,273
24	\$122,157
25	\$123,041
26	\$123,925
27	\$124,809
28	\$125,693

PRINCIPAL - SECONDARY

P3: Middle School Principal	
FLSA Exempt	
Step	Annual Salary
0	\$102,430
1	\$103,244
2	\$104,083
3	\$104,922
4	\$105,802
5	\$106,682
6	\$107,563
7	\$108,445
8	\$109,325
9	\$110,208
10	\$111,090
11	\$111,970
12	\$112,852
13	\$113,735
14	\$114,615
15	\$115,497
16	\$116,379
17	\$117,260
18	\$118,142
19	\$119,024
20	\$119,904
21	\$120,787
22	\$121,669
23	\$122,549
24	\$123,431
25	\$124,312
26	\$125,194
27	\$126,076
28	\$126,957

HSP1: High School Principal	
FLSA Exempt	
Step	Annual Salary
0	\$106,766
1	\$108,110
2	\$109,494
3	\$110,878
4	\$112,265
5	\$113,650
6	\$115,035
7	\$116,420
8	\$117,804
9	\$119,190
10	\$120,576
11	\$121,960
12	\$123,346
13	\$124,730
14	\$126,115
15	\$127,501
16	\$128,886
17	\$130,271
18	\$131,656
19	\$133,041
20	\$134,426
21	\$135,811
22	\$137,197
23	\$138,581
24	\$139,967
25	\$141,352
26	\$142,736
27	\$144,122
28	\$145,507

SCHOOL BOOKKEEPER

S7: Elementary	
FLSA Non-Exempt	
Step	Annual Salary
0	\$30,622
1	\$31,022
2	\$31,422
3	\$31,922
4	\$32,422
5	\$33,072
6	\$33,722
7	\$34,447
8	\$35,172
9	\$35,897
10	\$36,622
11	\$37,372
12	\$38,147
13	\$38,922
14	\$39,697
15	\$40,472
16	\$41,247
17	\$42,022
18	\$42,797
19	\$43,577
20	\$44,357
21	\$45,137
22	\$45,927
23	\$46,717
24	\$47,507
25	\$48,297
26	\$49,087
27	\$49,877
28	\$50,667

A5: Middle School	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,964
1	\$32,394
2	\$32,824
3	\$33,464
4	\$34,104
5	\$34,879
6	\$35,654
7	\$36,504
8	\$37,354
9	\$38,229
10	\$39,104
11	\$39,999
12	\$40,894
13	\$41,789
14	\$42,684
15	\$43,604
16	\$44,524
17	\$45,444
18	\$46,364
19	\$47,284
20	\$48,204
21	\$49,124
22	\$50,049
23	\$50,974
24	\$51,899
25	\$52,829
26	\$53,759
27	\$54,689
28	\$55,619

A4: High School	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,077
1	\$33,108
2	\$34,170
3	\$35,233
4	\$36,295
5	\$37,384
6	\$38,479
7	\$39,574
8	\$40,670
9	\$41,763
10	\$42,858
11	\$43,954
12	\$45,050
13	\$46,145
14	\$47,241
15	\$48,336
16	\$49,430
17	\$50,526
18	\$51,621
19	\$52,716
20	\$53,812
21	\$54,907
22	\$56,003
23	\$57,098
24	\$58,192
25	\$59,288
26	\$60,383
27	\$61,479
28	\$62,575

SCHOOL NURSE

LPN	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,777
1	\$38,120
2	\$38,475
3	\$38,833
4	\$39,192
5	\$39,549
6	\$39,907
7	\$40,265
8	\$40,623
9	\$41,100
10	\$41,577
11	\$42,055
12	\$42,532
13	\$43,009
14	\$43,487
15	\$44,083
16	\$44,679
17	\$45,276
18	\$45,872
19	\$46,468
20	\$47,065
21	\$47,662
22	\$48,259
23	\$48,855
24	\$49,571
25	\$50,287
26	\$51,003
27	\$51,718
28	\$52,434

Enrollment Adjustment	
0-250	\$0
251-400	\$450
401-550	\$650
551-700	\$850
700-850	\$1,050
851-1000	\$1,350
1000+	\$1,750

N2: Nurse	
FLSA Non-Exempt	
Step	Annual Salary
0	\$43,742
1	\$44,086
2	\$44,440
3	\$44,799
4	\$45,156
5	\$45,515
6	\$45,872
7	\$46,231
8	\$46,588
9	\$47,065
10	\$47,543
11	\$48,020
12	\$48,497
13	\$48,974
14	\$49,451
15	\$50,048
16	\$50,644
17	\$51,240
18	\$51,838
19	\$52,434
20	\$53,031
21	\$53,627
22	\$54,223
23	\$54,820
24	\$55,536
25	\$56,251
26	\$56,967
27	\$57,683
28	\$58,399

Enrollment Adjustment	
0-250	\$0
251-400	\$500
401-550	\$750
551-700	\$1,000
700-850	\$1,250
851-1000	\$1,500
1000+	\$2,000

SCHOOL NURSE MANAGER

N3: Nurse Manager (200 Day)	
FLSA Exempt	
Step	Annual Salary
0	\$53,258
1	\$53,614
2	\$54,000
3	\$54,389
4	\$54,779
5	\$55,168
6	\$55,555
7	\$55,945
8	\$56,334
9	\$56,853
10	\$57,371
11	\$57,890
12	\$58,410
13	\$58,928
14	\$59,447
15	\$60,095
16	\$60,744
17	\$61,391
18	\$62,041
19	\$62,689
20	\$63,336
21	\$63,985
22	\$64,634
23	\$65,282
24	\$66,061
25	\$66,839
26	\$67,616
27	\$68,394
28	\$69,173

SCHOOL SECURITY OFFICER

SSO: School Security Officer	
FLSA Non-Exempt	
Step	Annual Salary
0	\$35,721
1	\$36,434
2	\$37,170
3	\$37,906
4	\$38,641
5	\$39,378
6	\$40,113
7	\$40,886
8	\$41,386
9	\$41,887
10	\$42,388
11	\$42,890
12	\$43,391
13	\$43,891
14	\$44,392
15	\$44,893
16	\$45,393
17	\$45,894
18	\$46,394
19	\$46,896
20	\$47,396
21	\$47,897
22	\$48,398
23	\$48,898
24	\$49,399
25	\$49,899
26	\$50,400
27	\$50,903
28	\$51,403

SECRETARY

S2: Secretary - 12 month	
FLSA Non-Exempt	
Step	Annual Salary
0	\$29,738
1	\$30,063
2	\$30,388
3	\$30,908
4	\$31,428
5	\$32,078
6	\$32,728
7	\$33,508
8	\$34,288
9	\$35,068
10	\$35,848
11	\$36,628
12	\$37,408
13	\$38,188
14	\$38,968
15	\$39,748
16	\$40,528
17	\$41,321
18	\$42,114
19	\$42,907
20	\$43,700
21	\$44,493
22	\$45,305
23	\$46,118
24	\$46,930
25	\$47,743
26	\$48,555
27	\$49,368
28	\$50,180

S3: Secretary - 220 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,163
1	\$25,438
2	\$25,713
3	\$26,153
4	\$26,593
5	\$27,143
6	\$27,693
7	\$28,353
8	\$29,013
9	\$29,673
10	\$30,333
11	\$30,993
12	\$31,653
13	\$32,313
14	\$32,973
15	\$33,633
16	\$34,293
17	\$34,964
18	\$35,635
19	\$36,306
20	\$36,977
21	\$37,648
22	\$38,335
23	\$39,023
24	\$39,710
25	\$40,398
26	\$41,085
27	\$41,773
28	\$42,460

S4: Secretary- 200 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$22,875
1	\$23,125
2	\$23,375
3	\$23,775
4	\$24,175
5	\$24,675
6	\$25,175
7	\$25,775
8	\$26,375
9	\$26,975
10	\$27,575
11	\$28,175
12	\$28,775
13	\$29,375
14	\$29,975
15	\$30,575
16	\$31,175
17	\$31,785
18	\$32,395
19	\$33,005
20	\$33,615
21	\$34,225
22	\$34,850
23	\$35,475
24	\$36,100
25	\$36,725
26	\$37,350
27	\$37,975
28	\$38,600

SECRETARY TO SUPERINTENDENT/SCHOOL BOARD CLERK

S1- Secretary to Superintendent/Board Clerk	
FLSA Exempt	
Step	Annual Salary
0	\$48,033
1	\$49,177
2	\$50,356
3	\$51,534
4	\$52,712
5	\$53,892
6	\$55,071
7	\$56,250
8	\$57,430
9	\$58,608
10	\$59,787
11	\$60,967
12	\$62,146
13	\$63,325
14	\$64,503
15	\$65,682
16	\$66,861
17	\$68,041
18	\$69,220
19	\$70,399
20	\$71,578
21	\$72,757
22	\$73,936
23	\$75,116
24	\$76,295
25	\$77,475
26	\$78,652
27	\$79,831
28	\$81,011

SPECIALIST

BCBA, OT/PT, PSYCHOLOGIST, SOCIAL WORKER

CO4: Specialist	
Masters - 10 month	
FLSA Exempt	
Step	Annual Salary
0	\$58,104
1	\$59,312
2	\$60,556
3	\$61,800
4	\$63,044
5	\$64,288
6	\$65,533
7	\$66,777
8	\$68,021
9	\$69,265
10	\$70,510
11	\$71,754
12	\$72,998
13	\$74,243
14	\$75,487
15	\$76,731
16	\$77,976
17	\$79,219
18	\$80,464
19	\$81,709
20	\$82,952
21	\$84,197
22	\$85,442
23	\$86,686
24	\$87,930
25	\$89,174
26	\$90,419
27	\$91,663
28	\$92,907

CO2: Specialist	
Masters - 10 1/2 Months	
FLSA Exempt	
Step	Annual Salary
0	\$61,007
1	\$62,276
2	\$63,583
3	\$64,890
4	\$66,197
5	\$67,503
6	\$68,809
7	\$70,115
8	\$71,422
9	\$72,728
10	\$74,034
11	\$75,342
12	\$76,648
13	\$77,956
14	\$79,262
15	\$80,568
16	\$81,875
17	\$83,181
18	\$84,487
19	\$85,794
20	\$87,100
21	\$88,408
22	\$89,714
23	\$91,020
24	\$92,327
25	\$93,633
26	\$94,939
27	\$96,246
28	\$97,552

CO1: Specialist	
Masters - 11 Months	
FLSA Exempt	
Step	Annual Salary
0	\$63,913
1	\$65,241
2	\$66,610
3	\$67,980
4	\$69,349
5	\$70,718
6	\$72,086
7	\$73,454
8	\$74,823
9	\$76,192
10	\$77,560
11	\$78,930
12	\$80,298
13	\$81,668
14	\$83,036
15	\$84,404
16	\$85,773
17	\$87,142
18	\$88,510
19	\$89,880
20	\$91,248
21	\$92,618
22	\$93,985
23	\$95,354
24	\$96,723
25	\$98,092
26	\$99,460
27	\$100,830
28	\$102,198

STUDENT SUPPORT COACH

SSC-Student Support Coach	
10 Month	
FLSA Exempt	
Step	Annual Salary
0	\$54,658
1	\$54,928
2	\$55,199
3	\$55,470
4	\$55,767
5	\$56,065
6	\$56,389
7	\$56,714
8	\$57,103
9	\$57,493
10	\$57,883
11	\$58,397
12	\$58,911
13	\$59,500
14	\$60,090
15	\$60,679
16	\$61,356
17	\$62,033
18	\$62,708
19	\$63,547
20	\$64,386
21	\$65,225
22	\$66,063
23	\$66,983
24	\$67,903
25	\$68,823
26	\$69,742
27	\$70,662
28	\$71,609

SUPERVISOR

P3: Supervisor	
FLSA Exempt	
Step	Annual Salary
0	\$102,430
1	\$103,244
2	\$104,083
3	\$104,922
4	\$105,802
5	\$106,682
6	\$107,563
7	\$108,445
8	\$109,325
9	\$110,208
10	\$111,090
11	\$111,970
12	\$112,852
13	\$113,735
14	\$114,615
15	\$115,497
16	\$116,379
17	\$117,260
18	\$118,142
19	\$119,024
20	\$119,904
21	\$120,787
22	\$121,669
23	\$122,549
24	\$123,431
25	\$124,312
26	\$125,194
27	\$126,076
28	\$126,957

TECHNOLOGY

NE1: Network Engineer	
FLSA Exempt	
Step	Annual Salary
0	\$76,286
1	\$77,274
2	\$78,291
3	\$79,319
4	\$80,347
5	\$81,375
6	\$82,403
7	\$83,431
8	\$84,459
9	\$85,487
10	\$86,515
11	\$87,544
12	\$88,572
13	\$89,600
14	\$90,628
15	\$91,656
16	\$92,684
17	\$93,711
18	\$94,739
19	\$95,767
20	\$96,795
21	\$97,823
22	\$98,851
23	\$99,879
24	\$100,907
25	\$101,936
26	\$102,964
27	\$103,992
28	\$105,020

CNS: Computer/Network Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$49,940
1	\$50,951
2	\$51,992
3	\$53,034
4	\$54,127
5	\$55,219
6	\$56,367
7	\$57,708
8	\$58,854
9	\$60,003
10	\$61,150
11	\$62,297
12	\$63,445
13	\$64,592
14	\$65,740
15	\$66,888
16	\$68,035
17	\$69,183
18	\$70,330
19	\$71,478
20	\$72,625
21	\$73,773
22	\$74,921
23	\$76,070
24	\$77,216
25	\$78,364
26	\$79,512
27	\$80,659
28	\$81,807

TSS: Technology Support Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$45,970
1	\$46,732
2	\$47,536
3	\$48,340
4	\$49,184
5	\$50,071
6	\$50,991
7	\$51,895
8	\$52,798
9	\$53,700
10	\$54,603
11	\$55,506
12	\$56,409
13	\$57,312
14	\$58,216
15	\$59,117
16	\$60,021
17	\$60,924
18	\$61,827
19	\$62,730
20	\$63,633
21	\$64,535
22	\$65,438
23	\$66,342
24	\$67,245
25	\$68,148
26	\$69,051
27	\$69,953
28	\$70,856

TESTING AND DATA SPECIALIST

TDS: Testing and Data Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$45,581
1	\$46,458
2	\$47,361
3	\$48,265
4	\$49,168
5	\$50,071
6	\$50,991
7	\$51,894
8	\$52,798
9	\$53,700
10	\$54,602
11	\$55,506
12	\$56,409
13	\$57,312
14	\$58,216
15	\$59,118
16	\$60,020
17	\$60,923
18	\$61,827
19	\$62,730
20	\$63,633
21	\$64,536
22	\$65,439
23	\$66,341
24	\$67,245
25	\$68,148
26	\$69,051
27	\$69,953
28	\$70,857

SUPPLEMENTAL

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	\$210
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	\$30
Hourly Clerical (including substitutes)	\$15
Hourly Curriculum Committee (June)	\$25
Hourly Custodian (including substitutes and facility use)	\$14
Hourly Extended Learning - Aides	\$16
Hourly Extended Learning - Teachers	\$23
Hourly Food Service (including substitutes)	\$14
Hourly Nurses (including substitutes)	\$28
Hourly Summer Maintenance	\$17
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