



**FENTON CHARTER PUBLIC SCHOOLS**  
**2025-2026**  
**Salaried- Site or CMO Based (PERS/Classified)**

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Calendar
<b>Business Data Manager - Tier 1</b> <i>Entry level</i>	100,000	102,500	105,000	107,500	110,000	249
<b>Business Data Manager - Tier 2</b> <i>At least 5 years of comparable experience</i>	113,000	116,000	119,000	122,000	125,000	249
<b>Facilities Manager - Tier 1</b> <i>Entry level</i>	100,000	102,500	105,000	107,500	110,000	249
<b>Facilities Manager - Tier 2</b> <i>At least five years of comparable experience</i>	113,000	116,000	119,000	122,000	125,000	249
<b>IT Manager - Tier 1</b> <i>Entry level</i>	100,000	102,500	105,000	107,500	110,000	249
<b>IT Manager - Tier 2</b> <i>At least five years of comparable experience</i>	113,000	116,000	119,000	122,000	125,000	249
<b>IT Manager - Tier 3</b> <i>At least five years of comparable experience</i>	127,500	130,000	132,500	135,000	137,500	249
<b>Payroll/HR Manager - Tier 1</b> <i>Entry level</i>	100,000	102,500	105,000	107,500	110,000	249
<b>Payroll/HR Manager - Tier 2</b> <i>At least five years of comparable experience</i>	113,000	116,000	119,000	122,000	125,000	249
<b>Attendance Manager - Tier 1</b> <i>Entry level</i>	91,000	93,500	96,000	98,500	101,000	224
<b>Attendance Manager - Tier 2</b> <i>At least five years of comparable experience</i>	104,000	107,000	109,000	112,000	115,000	224
<b>Administrative Assistant - Tier 1</b> <i>Entry level</i>	69,250	71,100	72,950	74,800	76,650	249
<b>Administrative Assistant - Tier 2</b> <i>At least five years of comparable experience</i>	78,500	80,350	82,200	84,050	85,900	249
<b>Business Data Specialist - Tier 1</b> <i>Entry level</i>	69,250	71,100	72,950	74,800	76,650	249
<b>Business Data Specialist - Tier 2</b> <i>At least five years of comparable experience</i>	78,500	80,350	82,200	84,050	85,900	249
<b>Payroll Specialist - Tier 1</b> <i>Entry level</i>	69,250	71,100	72,950	74,800	76,650	249
<b>Payroll Specialist - Tier 2</b> <i>At least 5 years of comparable service</i>	78,500	80,350	82,200	84,050	85,900	249
<b>Human Resource Specialist - Tier 1</b> <i>Entry level</i>	69,250	71,100	72,950	74,800	76,650	249
<b>Human Resource Specialist - Tier 2</b> <i>At least five years of comparable experience</i>	78,500	80,350	82,200	84,050	85,900	249
<b>IT Support II or Systems Specialist II; IT Administrative Assistant II - Tier 1</b> <i>Demonstrated skills and proficiency as Tech Specialist I, Tier 2</i>	71,750	73,600	75,450	77,300	79,150	249
<b>IT Support II or Systems Specialist II; IT Administrative Assistant II - Tier 2</b> <i>Demonstrated skills and proficiency as Tech Specialist II, Tier 1</i>	81,000	82,850	84,700	86,550	88,400	249

<b>IT Support I or Systems Specialist I; IT Administrative Assistant I - Tier 1</b> <a href="#">Entry level</a>	53,000	55,500	58,000	60,500	63,000	249
<b>IT Support I or Systems Specialist I; IT Administrative Assistant I - Tier 2</b> <a href="#">Demonstrated skills and proficiency as Tech Specialist II, Tier 1</a>	65,500	68,000	70,500	73,000	75,500	249
<b>Facilities Specialist II - Tier 1</b> <a href="#">Demonstrated skills and proficiency as Facilities Specialist I, Tier 2</a>	69,250	71,100	72,950	74,800	76,650	249
<b>Facilities Specialist II - Tier 2</b> <a href="#">Demonstrated skills and proficiency as Facilities Specialist II, Tier 1</a>	78,500	80,350	82,200	84,050	85,900	249
<b>Facilities Specialist I - Tier 1</b> <a href="#">Demonstrated skills and proficiency as Maintenance Worker, Tier 2</a>	50,500	53,000	55,500	58,000	60,500	249
<b>Facilities Specialist I - Tier 2</b> <a href="#">Demonstrated skills and proficiency as Facilities Specialist I, Tier 1</a>	63,000	65,500	68,000	70,500	73,000	249



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Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Calendar
<b>Office Manager II - Tier 1</b> Over 650 students	69,250	70,500	71,250	73,000	74,250	224
<b>Office Manager II - Tier 2</b> Over 650 students, demonstrated skills and proficiency as Office Manager II, Tier 1	75,500	76,750	78,000	79,250	80,500	224
<b>Office Manager I - Tier 1</b> Under 650 students	57,500	58,750	60,000	61,250	62,500	224
<b>Office Manager I - Tier 2</b> Under 650 students	63,750	65,000	66,250	67,250	68,750	224
<b>Nurse (RN) - Tier 1</b> Less than five years of experience	73,000	74,750	76,500	78,250	80,000	201
<b>Nurse (RN) - Tier 2</b> At least five years of experience	81,750	83,500	85,250	87,000	88,750	201
<b>Nurse (RN + School Nurse Credential) - Tier 1</b> At least 5 years of experience and Preliminary Nurse's Credential	90,000	92,500	95,000	97,500	100,000	201
<b>Nurse (RN + School Nurse Credential) - Tier 2</b> At least 5 years of experience and Clear School Nurse's Credential	102,500	105,000	107,500	110,000	112,500	201
<b>Plant Manager II - Tier 1</b> Over 650 students	65,000	66,250	67,500	68,750	70,000	249
<b>Plant Manager II - Tier 2</b> Over 650 students, demonstrated skill and proficiency at Plant Manager II, Tier 1	71,250	72,250	73,750	75,000	76,250	249
<b>Plant Manager I - Tier 1</b> Under 650 students	55,000	56,250	57,500	58,750	60,000	249
<b>Plant Manager I - Tier 2</b> Under 650 students, demonstrated skills and proficiency as Plant Manager I, Tier I	61,250	62,500	63,750	65,000	66,250	249
<b>Community Schools Coordinator - Tier 1</b> Entry level	65,000	66,000	67,000	68,000	69,000	224
<b>Community Schools Coordinator - Tier 2</b> At least five years of comparable experience	71,000	72,000	73,000	74,000	75,000	224
<b>FCPS Compliance Specialist- Tier 1</b> Entry Level	69,250	71,100	72,950	74,800	76,650	249
<b>FCPS Compliance Specialist- Tier 2</b> At least five years of comparable experience	78,500	80,350	82,200	84,050	85,900	249
<b>Accounting Specialist- Tier 1</b> Entry Level	69,250	71,100	72,950	74,800	76,650	249
<b>Accounting Specialist- Tier 2</b> At least five years of comparable experience	78,500	80,350	82,200	84,050	85,900	249
<b>Administrative Assistant- Tier 1</b> Entry Level	69,250	71,100	72,950	74,800	76,650	249
<b>Administrative Assistant- Tier 2</b> At least five years of comparable experience	78,500	80,350	82,200	84,050	85,900	249

For those positions divided into two tiers, all new hires begin at “Tier 1, Step 1” unless recommended by the Director of the specific school site and approved by the Chief Executive Officer or Chief Operating Officer.

Each “Step” on the salary schedule is earned by fulfilling a complete year of service as noted on page 53 of the Employee Handbook:

- For those on the teacher calendar, a minimum of 150 days of onsite service
- For those on a 201-day calendar, a minimum of 164 days of onsite service
- For those on a 224-calendar, a minimum of 183 days of onsite service
- For those on a 249-calendar, a minimum of 203 days of onsite service

Additionally, movement to the next “Step” must be earned by achieving a positive yearly evaluation (see page 54/55 in the Employee Handbook). Steps cannot be ‘skipped’ and are earned consecutively each year by achieving the requirements listed above, unless approved by the Chief Executive Officer or Chief Operating Officer.