

Phoenix #1 Master Salary Schedule by Position 2025-26		Skill Grade	Salary Range			FLSA Status	Months
Title	Min		Mid	Max			
Crossing Guard	103	\$15.00	\$17.28	\$19.70	Non-exempt	10	
Bus Attendant	105	\$15.53	\$18.49	\$21.44	Non-exempt	10	
Child Nutrition Worker I	105	\$15.53	\$18.49	\$21.44	Non-exempt	10	
Personal Care Assistant	105	\$15.53	\$18.49	\$21.44	Non-exempt	10	
Custodian	106	\$16.08	\$19.14	\$22.21	Non-exempt	12	
Instructional Assistant I	107	\$16.66	\$19.83	\$23.00	Non-exempt	10	
Child Nutrition Worker II	108	\$17.27	\$20.56	\$23.84	Non-exempt	10	
Instructional Assistant II	108	\$17.27	\$20.56	\$23.84	Non-exempt	10	
Media Clerk I	108	\$17.27	\$20.56	\$23.84	Non-exempt	10	
Nurse Assistant	108	\$17.27	\$20.56	\$23.84	Non-exempt	10	
Grounds & Landscape Specialist I	108	\$17.27	\$20.56	\$23.84	Non-exempt	12	
Maintenance Custodian- Utility Worker	108	\$17.27	\$20.56	\$23.84	Non-exempt	12	
Instructional Assistant III- SPED	109	\$17.91	\$21.32	\$24.73	Non-exempt	10	
Assistant Office Manager	109	\$17.91	\$21.32	\$24.73	Non-exempt	12	
Custodian Team Lead	109	\$17.91	\$21.32	\$24.73	Non-exempt	12	
Media Clerk II	110	\$18.59	\$22.13	\$25.67	Non-exempt	10	
Non CDL Driver-Limited	110	\$18.59	\$22.13	\$25.67	Non-exempt	10	
Administrative Clerk-Child Find Secretary	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Administrative Clerk-Child Nutrition	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Administrative Clerk-Student Records	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
District Receptionist	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Grounds & Landscape Specialist I	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Maintenance Associate- Helper	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Warehouse & Delivery Specialist	110	\$18.59	\$22.13	\$25.67	Non-exempt	12	
Child Nutrition Manager I	111	\$19.30	\$22.98	\$26.66	Non-exempt	10	
Instructional Assistant IV- SPED ED Program Lead	111	\$19.30	\$22.98	\$26.66	Non-exempt	10	
Enrollment Clerk	111	\$19.30	\$22.98	\$26.66	Non-exempt	12	
Extracurricular Enrichment Supervisor	111	\$19.30	\$22.98	\$26.66	Non-exempt	12	
Bus Driver	112	\$20.06	\$23.88	\$27.71	Non-exempt	10	
Human Resources Technician I	112	\$20.06	\$23.88	\$27.71	Non-exempt	12	
Maintenance Specialist	112	\$20.06	\$23.88	\$27.71	Non-exempt	12	
Associate Teacher	113	\$37,888	\$45,105	\$52,321	Exempt	10	
Child Nutrition Manager II	113	\$20.86	\$24.83	\$28.80	Non-exempt	10	
Recreation Specialist	113	\$20.86	\$24.83	\$28.80	Non-exempt	10	
Accounting Technician- ESS	113	\$20.86	\$24.83	\$28.80	Non-exempt	12	
IT Support Technician I	113	\$20.86	\$24.83	\$28.80	Non-exempt	12	
Multimedia Specialist	113	\$20.86	\$24.83	\$28.80	Non-exempt	12	
Payroll Technician	113	\$20.86	\$24.83	\$28.80	Non-exempt	12	
Warehouse & Delivery Specialist Senior	113	\$20.86	\$24.83	\$28.80	Non-exempt	12	
Bus Driver Trainer	114	\$21.70	\$25.83	\$29.96	Non-exempt	10	
Human Resources Technician II	114	\$21.70	\$25.83	\$29.96	Non-exempt	12	
Mechanic I	114	\$21.70	\$25.83	\$29.96	Non-exempt	12	
School Office Manager	114	\$21.70	\$25.83	\$29.96	Non-exempt	12	
Family Engagement Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	10	
Administrative Assistant	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
District Translator	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Enrollment Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Skilled Maintenance Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Student Assessment/ Data Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Student Data Accuracy Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Student Services Support Specialist	115	\$22.58	\$26.88	\$31.19	Non-exempt	12	
Nurse-LPN	116	\$23.52	\$27.99	\$32.47	Non-exempt	10	

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Accounting Technician Senior	116	\$23.52	\$27.99	\$32.47	Non-exempt	12	
Bus Routing Specialist	116	\$23.52	\$27.99	\$32.47	Non-exempt	12	
Communication and Marketing Specialist	116	\$23.52	\$27.99	\$32.47	Non-exempt	12	
Grants Management Budget Specialist	116	\$23.52	\$27.99	\$32.47	Non-exempt	12	
IT Support Technician II	116	\$23.52	\$27.99	\$32.47	Non-exempt	12	
Speech Language Pathologist Assistant	117	\$24.50	\$29.17	\$33.84	Non-exempt	10	
Accountant- Position Inventory	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Comm. & Marketing Specialist-Spanish Translator/Interpreter	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
District Garden Manager	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Mechanic III	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Plant Services Specialist	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Print Shop Manager	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Senior Administrative Assistant	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Skilled Maintenance Team Lead	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Student Information Systems Specialist	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Child Nutrition Accountant	118	\$25.55	\$30.42	\$35.29	Non-exempt	12	
IT Support Specialist	118	\$25.55	\$30.42	\$35.29	Non-exempt	12	
Purchasing Specialist	117	\$24.50	\$29.17	\$33.84	Non-exempt	12	
Accounting Analyst	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Buyer	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
HR Decision Support Specialist	118	\$25.55	\$30.42	\$35.29	Non-exempt	12	
IT Systems Integration Specialist	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Lead Mechanic	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Master Maintenance Specialist--Licensed Electrician	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Master Maintenance Specialist--Licensed Plumber	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Network Analyst	119	\$26.66	\$31.73	\$36.81	Non-exempt	12	
Teacher (BA-Beginning, less than 5 years experience)	120	\$50,535	\$60,161	\$69,787	Exempt	10	
Psychologist Intern (without masters)	120	\$52,278	\$62,236	\$72,193	Exempt	10.5	
Accountant	120	\$27.82	\$33.12	\$38.42	Non-exempt	12	
Master Maintenance Specialist--HVAC	120	\$27.82	\$33.12	\$38.42	Non-exempt	12	
Warehouse Supervisor	120	\$58,087	\$69,151	\$80,215	Exempt	12	
Registered Nurse - Associates Degree	121	\$52,751	\$63,160	\$73,266	Exempt	10	
Teacher (Advanced)	121	\$52,751	\$62,799	\$72,847	Exempt	10	
Benefits & Wellness Supervisor	121	\$60,634	\$72,183	\$83,732	Exempt	12	
Child Nutrition Supervisor	121	\$60,634	\$72,183	\$83,732	Exempt	12	
Custodial Manager	121	\$60,634	\$72,183	\$83,732	Exempt	12	
Executive Assistant to the Superintendent	121	\$60,634	\$72,183	\$83,732	Exempt	12	
Behavior Intervention Specialist	122	\$55,093	\$65,587	\$76,080	Exempt	10	
Literacy Coach	122	\$55,093	\$65,587	\$76,080	Exempt	10	
Math Interventionist	122	\$55,093	\$65,587	\$76,080	Exempt	10	
Reading Interventionist	122	\$55,093	\$65,587	\$76,080	Exempt	10	
Psychologist Intern (with Masters)	122	\$56,992	\$67,848	\$78,704	Exempt	10.5	
Instructional Coach	122	\$58,892	\$70,110	\$81,327	Exempt	11	
Language Acquisition Specialist	122	\$58,892	\$70,110	\$81,327	Exempt	11	
Reading Assessment Support Specialist	122	\$58,892	\$70,110	\$81,327	Exempt	11	
Accountant Senior	122	\$63,325	\$75,387	\$87,449	Exempt	12	
Energy Management Facilitator	122	\$63,325	\$75,387	\$87,449	Exempt	12	
IT Applications Analyst	122	\$63,325	\$75,387	\$87,449	Exempt	12	
Senior Buyer	122	\$63,325	\$75,387	\$87,449	Exempt	12	
Transportation Operations Supervisor	122	\$63,325	\$75,387	\$87,449	Exempt	12	
Registered Nurse-BSN	123	\$58,127	\$69,199	\$80,271	Exempt	10	
Teacher (Master's Degree)	123	\$58,127	\$69,199	\$80,271	Exempt	10	

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Title	Min		Mid	Max			
Instructional Enrichment Intervention Specialist (IEIS) (11-mo)	123	\$62,136	\$73,971	\$85,807	Exempt	11	
Master Teacher--Special Education (11-month position)	123	\$62,136	\$73,971	\$85,807	Exempt	11	
Mentor Teacher--Special Education (11-month position)	123	\$62,136	\$73,971	\$85,807	Exempt	11	
Special Populations Student Support Specialist	123	\$62,136	\$73,971	\$85,807	Exempt	11	
Technology Integration Specialist	123	\$62,136	\$73,971	\$85,807	Exempt	11	
Grant & Program Manager	123	\$66,813	\$79,539	\$92,265	Exempt	12	
Licensed Clinical Social Worker	124	\$61,217	\$72,877	\$84,538	Exempt	10	
Teacher (Doctorate or NBCT)	124	\$61,217	\$72,877	\$84,538	Exempt	10	
Federal Programs Coordinator	124	\$70,364	\$83,767	\$97,170	Exempt	12	
Grants Coordinator	124	\$70,364	\$83,767	\$97,170	Exempt	12	
IT Applications & Systems Analyst	124	\$70,364	\$83,767	\$97,170	Exempt	12	
Payroll Supervisor	124	\$70,364	\$83,767	\$97,170	Exempt	12	
Occupational Therapist	125	\$66,704	\$79,409	\$92,114	Exempt	10.5	
Speech & Language Pathologist	125	\$66,704	\$79,409	\$92,114	Exempt	10.5	
Before and After School Programs Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Behavior Intervention Services Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Child Nutrition Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Curriculum, Instruction, & Achievement Coach--Humanities	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Curriculum, Instruction, & Achievement Coach--STEM	125	\$74,115	\$88,232	\$102,349	Exempt	12	
ITI Behavior Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Principal Accountant- Budget Manager	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Procurement Manager	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Professional Learning Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Special Education Compliance Coordinator	125	\$74,115	\$88,232	\$102,349	Exempt	12	
Psychologist	126	\$70,258	\$83,641	\$97,023	Exempt	10.5	
Information Systems Coordinator	126	\$78,065	\$92,934	\$107,803	Exempt	12	
Technology Integration Coordinator	126	\$78,065	\$92,934	\$107,803	Exempt	12	
Facilities Management Coordinator	127	\$82,241	\$97,906	\$113,571	Exempt	12	
Health and Wellness Coordinator	127	\$82,241	\$97,906	\$113,571	Exempt	12	
Human Resources Coordinator	127	\$82,241	\$97,906	\$113,571	Exempt	12	
Language Acquisition Coordinator	127	\$82,241	\$97,906	\$113,571	Exempt	12	
Social Services and Wellness Coordinator	127	\$82,241	\$97,906	\$113,571	Exempt	12	
Director of Finance and Budget	128	\$86,645	\$103,149	\$119,653	Exempt	12	
Director of Assessment & Accountability	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Director of Child Nutrition	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Director of Facilities & Operations	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Director of Federal Programs	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Director of Technology and Innovation	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Principal	129	\$91,277	\$108,663	\$126,049	Exempt	12	
Director of Curriculum	130	\$96,164	\$114,481	\$132,798	Exempt	12	
Director of Special Education	131	\$101,335	\$120,637	\$139,939	Exempt	12	
Exec. Dir. of Marketing, Communications, & Public Relations	131	\$101,335	\$120,637	\$139,939	Exempt	12	
Executive Director of Strategic Initiatives	131	\$101,335	\$120,637	\$139,939	Exempt	12	
Assistant Superintendent of Human Resources	134	\$118,582	\$141,169	\$163,756	Exempt	12	
Chief Academic Officer	134	\$118,582	\$141,169	\$163,756	Exempt	12	
Chief Financial Officer	134	\$118,582	\$141,169	\$163,756	Exempt	12	
Superintendent	139	\$154,298	\$183,688	\$213,078	Exempt	12	