

# 2025-2026 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

[2025-2026 Salary Schedules](#)

*\*An annual retention stipend will be paid as noted in the salary range information below for FY26. They are included in the posted salaries. These stipends are non-entitled salary and will be considered year to year. Depending on annual FBOE 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	\$92,431 - \$110,675
Elementary School Principal (Grade 33)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$112,572 - \$133,944 *salary includes \$6,000 non-entitled retention stipend for FY26
High School Assistant Principal (Grade 32)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$106,422 - \$118,576
High School Principal (Grade 35)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$128,685 - \$152,809 *salary includes \$9,000 non-entitled retention stipend for FY26
Middle School Assistant Principal (Grade 32)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$98,845 - \$118,576
Middle School Principal (Grade 34)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$123,232 - \$146,543 *salary includes \$7,500 non-entitled retention stipend for FY26
Principal, Fulton Academy of Virtual Excellence (Grade 34)	235-Day Principal/Assistant Principal	Step 1 - Step 11	\$123,232- \$146,543 *salary includes \$7,500 non-entitled retention stipend for FY26

## Teaching Positions

Job Title	Scale and Work Days	Entry Step Range	Salary Range
Administrative Assistant	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
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+	\$68,870 - \$142,124
Audiologist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785
Behavior Intervention Program Teacher	210-Day Behavioral Programs	T4 - T7 Steps 0 - 27+	\$66,875 - \$131,053 Plus \$7,000 annual supplement
Behavior Intervention Program SPED Teacher	210-Day SPED Behavioral Programs	T4 - T7 Steps 0 - 27+	\$70,608 - \$134,786 Plus \$7,000 annual supplement
Behavioral Program Interventionist	210-Day TSS Behavioral Programs	T4 - T7 Steps 0 - 27+	\$74,347 - \$138,492 Plus \$7,000 annual supplement
Curriculum Support Teacher (CST)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Data Support Specialist (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Facilitator School Community	Regular Teacher	T4 Only Step 0- Step 11	\$60,506-\$68,748
Graduation Coach	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Improvement Coach	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Instructional Support Teacher (IST)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Lead Data Support Specialist (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Lead Improvement Coach (Title I)	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Media and Educational Technology Instructor	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
Occupational Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785
Physical Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785
Pre-K Diagnostician	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785
Multi-Tiered System of Supports Support-Disproportionality	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
Multi-Tiered System of Supports and/or Section 504 Support Specialist	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
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+	\$63,720 - \$121,785
Support Specialist, CTAE	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Support Specialist, Dispro	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Support Specialist, Teaching Museum	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Support Specialist, Title I	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Support Specialist, Title III	190-Day Teacher Support	T4 - T7 Steps 0 - 27+	\$67,267 - \$125,302
Teacher - Adaptive Art, Adaptive PE, Music Therapist	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785
Teacher - CTAE	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
Teacher - Pre-Kindergarten	Pre-Kindergarten	PreK Non-Certified Steps 1-21+ based on State Base Pay	\$42,760 - \$58,232
Teacher - Pre-Kindergarten	Pre-Kindergarten	PreK Certified Regular Teacher Salary Schedule T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
Teacher - Regular Classroom	190-Day Regular Teacher	T4 - T7 Steps 0 - 27+	\$60,506 - \$118,572
Teacher - Special Education	190-Day Special Education Teacher	T4 - T7 Steps 0 - 27+	\$63,720 - \$121,785

2025-2026 Entry Level Salary Ranges

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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	\$77,654 - \$94,214
Accounting Assistant 4 (Grade 26)	Professional - 235	Step 1 - Step 11	\$44,815 - \$54,357
Alarm Response Officer (Grade 28)	Professional - 235	Step 1 - Step 11	\$61,176 - \$73,075
Analyst Information Security (Grade 30)	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Analyst Pre-K Remedial (Grade 29)	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Analyst Security Systems (Grade 30)	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Analyst Service Desk (Grade 29)	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Area Manager, School Nutrition (Grade 28)	Professional - 220	Step 1 - Step 11	\$52,262 - \$63,397
Assistant Supervisor, Transportation (Grade 28)	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Asst Superintendent, Learning and Teaching (Grade 38)	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Asst Superintendent, Student Support Svcs (Grade 38)	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Bookkeeper, High School	Professional - 235	Step 1 - Step 11	\$49,889 - \$60,553
Budget Analyst 3	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Building Custodian 1	Professional Bldg Cst 235	Step 1 - Step 11	\$35,576 - \$43,153
Building Custodian 2	Professional Bldg Cst 235	Step 1 - Step 11	\$41,059 - \$49,824
Building Custodian 3	Professional Bldg Cst 235	Step 1 - Step 11	\$46,694 - \$56,645
Bus Driver	Professional Bus Driver - 184	Step 1 - Step 11	\$26,634 - \$30,691
Bus Driver Non-CDL	Professional Bus Driver - 184	Step 1 - Step 11	\$26,634 - \$30,691
Bus Driver Part-Time	Professional Bus Driver - 184 Hrly	Step 1	\$24.13/hour
Bus Driver Trainee	Professional Bus Driver - 184 Hrly	Step 1	\$24.13/hour
Bus Driver Trainee Non-CDL	Professional Bus Driver - 184 Hrly	Step 1	\$24.13/hour
Business Analyst Information Technology	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Business Analyst Payroll and Benefits	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Buyer	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Campus Security Associate	Professional - 190	Step 1 - Step 11	\$29,985 - \$36,391
Campus Security Associate	Professional - 235	Step 1 - Step 11	\$37,087 - \$45,010
Captain, School Police Officers	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Certified Instructor, Transportation	Professional - 235	Step 1 - Step 11	\$49,889 - \$60,553
Certified Occupational Therapy Assistant	Professional - 190	Step 1 - Step 11	\$45,135 - \$54,752
Chief Academics Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief Communications Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief Financial Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief Human Resources Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief Strategy and Technology Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief of Staff	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Chief Operations Officer	Executive - 235	Step 1 - Step 11	\$162,744 - \$194,707 *salary includes \$12,000 non-entitled retention stipend for FY26
Clinic Assistant	Professional - 184	Step 1 - Step 11	\$28,633 - \$35,208
Cluster School Nurse	Executive - 190	Step 1 - Step 11	\$59,126 - \$71,736
Coord Academics	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Accountability	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26

2025-2026 Entry Level Salary Ranges

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Job Title	Scale & Work Days	Entry Step Range	Salary Range
Coord Accounting Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Accounts Payable	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord ADA Compliance & Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Architecture & Engineering	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Assessment	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Assessment Operations	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Benefits	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Budget Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Continuous Improvement	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Continuous Improvement, Academics	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Data Management	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Data Utilization	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Early Childhood	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Elementary School Counseling	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Enterprise Applications	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Environmental Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord ERP Solutions	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord ESOL	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Federal Programs	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Grant Development	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Health/Physical Education	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord HRIS	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord HVAC Maintenance	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Infrastructure Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Innovative Curriculum & Instruction	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Internal Affairs	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Intervention Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26

Coord IT Metrics	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 includes \$2,000 non-entitled retention stipend for FY26	*salary Effective 7/1/23
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## 2025-2026 Entry Level Salary Ranges

Effective 7/1/23

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Coord IT Training and Support	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord K-8 School Counseling	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Learning & Development	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Local School Accounting	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Maintenance	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Maintenance Business Operations	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Master Scheduling Support (Grade 31)	Executive - 235 Coordinators	Step 1 - Step 11	\$85,162 - \$102,866 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Network Administration	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Operational Planning	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Operations Support	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Payroll	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Performing Arts	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Personnel Investigations	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Portables & Renovations	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Process Management	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Project Management	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Records Management	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord SAP Payroll and Benefits	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord SAP Success Factors	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord School Nutrition Program	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord School Nutrition Training	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord School Psychological Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord School Technology Support	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Services for Exceptional Children	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord HRIS	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Social Work Services (Grade 31)	Executive - 235 Coordinators	Step 1 - Step 11	\$85,162 - \$102,866 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Special Instructional Programs	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26

Coord Specialized Behavioral Support Program	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 includes \$2,000 non-entitled retention stipend for FY26	*salary Effective 7/1/23
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**2025-2026 Entry Level Salary Ranges**

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Coord State Reporting-SIS (Grade 31)	Executive - 235 Coordinators	Step 1 - Step 11	\$85,162 - \$102,866 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord, Student Discipline/Title IX	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Student Information Support Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Student Information Technology Svcs	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Technology Services Support	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Time Management	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Transportation	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Utilities Services	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Virtual Learning	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord Visual Arts, Drama and Dance	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Coord World Languages	Executive - 235 Coordinators	Step 1 - Step 11	\$91,447 - \$110,491 *salary includes \$2,000 non-entitled retention stipend for FY26
Counselor ES & MS	Executive - 200	Step 1 - Step 11	\$71,145 - \$84,661
Counselor HS	Executive - 205	Step 1 - Step 11	\$72,730 - \$86,583
Database Administrator	Executive - 235	Step 1 - Step 11	\$89,304 - \$108,349
Deputy Chief Academic Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Deputy Chief Financial Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Deputy Chief Human Resources Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Deputy Chief Information Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Deputy Chief Operations Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Deputy Chief Strategy & Technology Officer	Executive - 235	Step 1 - Step 11	\$141,367 - \$170,600 *salary includes \$4,000 non-entitled retention stipend for FY26
Developer	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Digital Print Operator	Professional - 235	Step 1 - Step 11	\$40,671 - \$49,349
Dir Accelerated and Extended Programming (Grade 33)	Executive - 235 Coordinators	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Applied Learning and Design (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Assessment	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Athletics	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Attendance Improvement	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Auxiliary Services	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26

Dir Capital Improvements	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY25	*salary Effective 7/1/23
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Dir Charter Schools (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 includes \$3,000 non-entitled retention stipend for FY26	*salary Effective 7/1/23
Dir College, Career & Student Support (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 includes \$3,000 non-entitled retention stipend for FY26	*salary

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Job Title	Scale & Work Days	Entry Step Range	Salary Range
Dir Community Relations (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 includes \$3,000 non-entitled retention stipend for FY26
Dir Contracting	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir CTAE	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Data Utilization	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Data Management (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 includes \$3,000 non-entitled retention stipend for FY26
Dir District Applications	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir District Health Services	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Elementary Literacy (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 includes \$3,000 non-entitled retention stipend for FY26
Dir Employee Time & Attendance Mgmt	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Facilities Services	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Federal Programs	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir HRIS	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Human Resources Staffing	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Information Security	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Infrastructure & Network Management	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Instructional Technology	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
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	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Maintenance Services	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Mathematics	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Policy Management	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Principal Coaching	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Process Management	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26
Dir Project Management	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26



Dir Retirement Services	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26	*salary Effective 7/1/23
Dir Safety and Security	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 includes \$3,000 non-entitled retention stipend for FY26	*salary

## 2025-2026 Entry Level Salary Ranges

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Dir Secondary Literacy (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir School Governance & Flexibility (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir School Improvement, MS	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir School Police	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Science (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Services for Exceptional Children (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Social Studies (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Student Discipline, Prevention & Intervention (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Student Support (Grade 33)	Executive - 235	Step 1 - Step 11	\$99,952 - \$120,583 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Technology Support	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dir Transportation	Executive - 235	Step 1 - Step 11	\$108,689 - \$131,183 *salary includes \$3,000 non-entitled retention stipend for FY26
Dispatcher, Transportation	Professional - 235	Step 1 - Step 11	\$40,671- \$49,349
District Chef	Professional - 210	Step 1 - Step 11	\$65,358-\$79,305
Educational Interpreter	Professional - 190	Step 1 - Step 11	\$45,135 - \$54,752
Electronic Technician	Professional - 235	Step 1 - Step 11	\$49,889 - \$60,553
Environmental Technician	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Exec Dir I Academic Programs	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Accounting Services	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Board Services	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Budget & Grant Services	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Contracting	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26

Exec Dir I Data and Accountability	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I District Program Management	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I HR Operations	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I ITOperations	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I IT Services	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Operational Planning & Student Assignment	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Payroll & Benefits	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Professional Learning & Leadership Dev.	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26

### 2025-2026 Entry Level Salary Ranges

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Exec Dir I Recruitment, Retention & Strategy	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Risk Management	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Strategy and Data Intelligence	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir I Student Supports	Executive - 235	Step 1 - Step 11	\$114,012- \$170,600 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Capital Improvements	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Curriculum	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Facilities and Maintenance	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Infrastructure & Operations	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Internal Affairs	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II School Nutrition Program	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Svcs for Exceptional Children	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Exec Dir II Transportation	Executive - 235	Step 1 - Step 11	\$121,824- \$146,775 *salary includes \$4,500 non-entitled retention stipend for FY26
Facilitator School Governance & Flexibility	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Financial Analyst	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Fleet Mechanic (Grade 25)	Professional - 235	Step 1 - Step 11	\$40,671 - \$49,349
Fleet Mechanic (Grade 26)	Professional - 235	Step 1 - Step 11	\$44,815 - \$54,357
Fleet Mechanic (Grade 27)	Professional - 235	Step 1 - Step 11	\$49,889 - \$60,553
Food Service Manager (Grade 26)	School Nutrition -188	Step 1 - Step 11	\$36,234 - \$43,948
Food Service Manager 2 (Grade 27)	School Nutrition -188	Step 1 - Step 11	\$40,335 - \$48,958
Food Service Manager 3 (Grade 28)	School Nutrition -188	Step 1 - Step 11	\$45,135 - \$54,752
Food Service Worker	School Nutrition - 180	Step 1 - Step 11	\$18.92/hour - \$22.95/hour
Foreman - Maint/Trans/Portables	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Hazardous Materials Specialist	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Instructional Paraprofessional - Pre-K	Pre-K 184	Flat Rate (State Base + FCS Non-Entitled Supplement)	State Base \$25,741 + FCS Supplement \$2,892 Total Salary \$28,633
Instructional/Media Paraprofessional	Professional - 184	Step 1 - Step 11	\$28,633 - \$35,208

Internal Auditor	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730	Effective 7/1/23
Inventory Processor Property Control	Professional - 235	Step 1 - Step 11	\$35,576 - \$43,153	
Lead Supply Person	Professional - 235	Step 1 - Step 11	\$40,671 - \$49,349	
Lieutenant School Police	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730	
Maintenance Mechanic 1	Professional - 235	Step 1 - Step 12	\$44,815 - \$54,357	
Maintenance Mechanic 2	Professional - 235	Step 1 - Step 12	\$49,889 - \$60,553	
Maintenance Mechanic 3	Professional - 235	Step 1 - Step 12	\$55,820 - \$67,720	
Manager-In-Training (MIT), SNP	School Nutrition - 180	Step 1 - Step 11	\$18.92/hour - \$22.95/hour plus stipend	
Mgr Broadcast and Video	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	
Mgr Building Services	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730	

Mgr Certification	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	Effective 7/1/23
Mgr Communications	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724	
Mgr Employee Compensation	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724	
Mgr Language Assistance Services	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	
Mgr Leave Administration	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	
Mgr Media Relations	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	
Mgr Onboarding	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	
Mgr Org Management	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214	

#### 2025-2026 Entry Level Salary Ranges

Job Title	Scale & Work Days	Entry Step Range	Salary Range
Mgr Substitute Services	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Museum Curator	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Geographic Systems Analyst	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Parent Liaison	Professional - 184	Step 1 - Step 11	\$28,633 - \$35,208
Personnel Investigator	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Physical Therapy Assistant	Professional - 190	Step 1 - Step 11	\$45,135 - \$54,752
Production Chef	School Nutrition -180	Step 1 - Step 11	\$30,826 - \$37,394
Professional Assistant 2	Professional - 235	Step 1 - Step 11	\$37,087 - \$45,010
Professional Assistant 2 (Sch-Based)	Professional - 190	Step 1 - Step 11	\$29,985 - \$36,391
Professional Assistant 3	Professional - 235	Step 1 - Step 11	\$44,815 - \$54,357
Professional Assistant 3 (Sch-Based)	Professional - 235	Step 1 - Step 11	\$44,815 - \$54,357
Professional Assistant 4	Professional - 235	Step 1 - Step 11	\$49,889 - \$60,553
Program Admin RTI/SST	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Program Evaluation Analyst	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Program Manager SN Mktg & Communications	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Program Specialist	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Project Manager Facility Alterations	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Project Manager Facilities Services	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Project Manager Information Technology	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Purchasing Agent	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Recruiter	Executive - 235	Step 1 - Step 11	\$89,304 - \$108,349
Registered Behavior Technician Behavioral Support Prog	210 - RBT/Para BSP	Step 1 - Step 11	\$31,791 - \$38,562 Plus \$3,500 annual supplement
Registrar	Professional - 210	Step 1 - Step 11	\$36,344 - \$44,099
Residency Verification Specialist	Professional - 190	Step 1 - Step 11	\$45,135 - \$54,752
SAP Basis/Security Administrator	Executive - 235	Step 1 - Step 11	\$89,304 - \$108,349
SAP S/4 Administrator	Executive - 235	Step 1 - Step 11	\$89,304 - \$108,349
School Data Clerk	Professional - 220	Step 1 - Step 11	\$38,075 - \$46,199
School Nurse (Special Education Nurse)	Executive - 190	Step 1 - Step 11	\$59,126 - \$71,736
School Police Investigator	Professional - 220	Step 1 - Step 11	\$57,617 - \$68,753
School Police Officer K-9	Professional - 235	Step 1 - Step 11	\$61,176 - \$73,075
School Police Officer Patrol	Professional - 235	Step 1 - Step 11	\$61,176 - \$73,075
School Police Officer	Professional A - 205	Step 1 - Step 11	\$54,054 - \$64,430
School Psychologist	Executive - 195	Step 1 - Step 11	\$69,562 - \$82,739
School Social Worker	Executive - 195	Step 1 - Step 11	\$69,562 - \$82,739
School Technology Specialist	Professional - 190	Step 1 - Step 11	\$45,135- \$54,752
School Technology Specialist	Professional - 220	Step 1 - Step 11	\$52,262 - \$63,397
Senior Buyer	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Senior Campus Security Associate	Professional - 235	Step 1 - Step 11	\$44,815 - \$54,357
Senior Developer	Executive - 235	Step 1 - Step 11	\$89,304 - \$108,349
Senior Internal Auditor	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Specialist 1	Professional - 235	Step 1 - Step 11	\$49,889- \$60,553
Specialist 2	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Speech-Language Pathologist Assistant	Professional - 190	Step 1 - Step 11	\$45,135- \$54,752
SQL Administrator	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Supply Person - Warehouse	Professional - 235	Step 1 - Step 11	\$35,576 - \$43,153
Supv Campus Security Associates	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Supv Maintenance	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
Supv Printing	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Supv School Nutrition	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Supv Transportation	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Supv Warehouse	Executive - 235	Step 1 - Step 11	\$77,654 - \$94,214
System Analyst	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Technical Support Specialist II	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Technical Support Specialist III	Executive - 235	Step 1 - Step 11	\$73,133 - \$88,730
Training Specialist SNP	Professional - 235	Step 1 - Step 11	\$55,820 - \$67,720
Trades Helper	Professional - 235	Step 1 - Step 11	\$37,087 - \$45,010
Transition Coach	Professional - 190	Step 1 - Step 11	\$45,135 - \$54,752
Transportation Assistant	Professional - 184	Step 1 - Step 11	\$20,891 - \$25,341
Treasurer	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724

Videographer	Professional - 235	Step 1 - Step 11	\$49,889- \$60,553
Web Content Manager	Executive - 235	Step 1 - Step 11	\$83,020 - \$100,724
Zone Superintendent	Executive - 235	Step 16 - Step 20	\$126,253 - \$153,175