



2025 - 2026

Base Rate Schedules

2025-2026 BASE RATES

PROFESSIONAL STAFF

ADMINISTRATIVE	
POSITION	BASE
ASSOCIATE SUPERINTENDENT	\$164,545
ASSISTANT SUPERINTENDENT	\$151,466
EXECUTIVE DIRECTOR	\$127,992
CHIEF TECHNOLOGY OFFICER	\$127,992
DIRECTOR I	\$116,256
DIRECTOR II	\$92,783
ASSISTANT DIRECTOR	\$78,612
HIGH SCHOOL PRINCIPAL	\$99,425
Jr. HIGH SCHOOL / ALTERNATIVE PRINCIPAL	\$96,162
ELEMENTARY PRINCIPAL	\$93,934
ASSISTANT PRINCIPAL (12 Month)	\$87,972
ASSISTANT PRINCIPAL (11 Month)	\$80,950
DEAN OF STUDENTS	\$72,270

COORDINATORS

POSITION	BASE
COORDINATOR (237 days)	\$79,310
COORDINATOR (232 days)	\$75,193

SPECIAL EDUCATION

POSITION	BASE
ED PROGRAM COUNSELOR - HIGH SCHOOL* (191 days)	\$56,403
ED PROGRAM SOCIAL WORKER - HIGH SCHOOL* (191 days)	\$54,504
ED PROGRAM COUNSELOR - ELEMENTARY* (187 days)	\$54,335
ED PROGRAM SOCIAL WORKER - ELEMENTARY* (187 days)	\$52,507
BOARD CERTIFIED BEHAVIORAL ANALYST*	\$61,614
OCCUPATIONAL / PHYSICAL THERAPIST*	\$71,054
PROGRAM SPECIALIST*	\$60,986
PSYCHOLOGIST W/NCSP*	\$78,511
PSYCHOLOGIST*	\$75,389
SPEECH LANGUAGE PATHOLOGIST W/CCCS (Master's)*	\$77,220
SPEECH LANGUAGE PATHOLOGIST (Master's)*	\$74,099
SPEECH LANGUAGE PATHOLOGIST (Bachelor's)*	\$55,987

CERTIFIED STAFF ~ SOCIAL WORKER ~

POSITION	BASE
MENTAL HEALTH SOCIAL WORKER (New=187 days)	\$52,507
SOCIAL WORKER (New=187 days)	\$52,507
TEACHER (New=187 days)*	\$54,335
NAC / FLEX SUB RATE (New=187 days)	\$33,855

COUNSELORS/TIE

POSITION	BASE
GUIDANCE COUNSELOR - HIGH SCHOOL (191 days)	\$56,403
GUIDANCE COUNSELOR - JR HIGH SCHOOL (New=187 days)	\$55,222
MENTAL HEALTH COUNSELOR (New=187 days)	\$54,335
TECHNOLOGY INTERGRATION EDUCATOR (198 days)	\$58,469

\*Effective 7/1/2025:

Above asterisk positions may be eligible for an additional stipend, if qualified at the time of hire or if transferred to a qualifying position from a non-qualified position.

EXEMPT SUPPORT STAFF

DESCRIPTION	BASE
APPLICATIONS SUPERVISOR	\$57,463
BUYER	\$49,401
CHIEF EXECUTIVE ASSISTANT - GOVERNING BOARD	\$59,822
COMMUNICATIONS SPECIALIST	\$53,105
DATA ANALYST - TS	\$69,828
DEPARTMENT EXECUTIVE ASSISTANT	\$55,224
ENRICHMENT SPECIALIST - COMMUNITY ED	\$51,085
EXECUTIVE ASSISTANT	\$53,105
FINANCE ANALYST	\$53,105
MANAGER - BENEFITS & COMPLIANCE	\$59,822
MANAGER - BUDGET	\$59,822
MANAGER - FACILITIES RENTAL	\$51,085
MANAGER - PAYROLL	\$74,227
MANAGER - PURCHASING	\$69,828
MANAGER - TALENT ACQUISITION & HIRING	\$59,822
NURSE	\$49,502
OTM ANALYST	\$59,822
PROGRAMMER	\$55,224
PROGRAMMER ANALYST	\$55,224
PROJECT SPECIALIST - TS	\$55,224
SENIOR DATA ANALYST - TS	\$84,169
SUPERVISOR - CAMPUS MAINTENANCE	\$51,085
SUPERVISOR - COMM ED BUSINESS	\$53,105
SUPERVISOR - COMMUNITY ED PROGRAMS	\$59,822
SUPERVISOR - EDUCATIONAL INTERPRETER VI	\$55,224
SUPERVISOR - I.T. CUSTOMER CARE	\$62,320
SUPERVISOR - NETWORK ADMINISTRATION	\$69,828
SUPERVISOR - NUTR SERVCS SENIOR	\$55,224
SUPERVISOR - NUTR SERVCS TECH SUPPORT/WAREHOUSE	\$51,085
SUPERVISOR - OPERATIONS GROUNDS	\$51,085
SUPERVISOR - OPERATIONS MECHANICAL	\$57,463
SUPERVISOR - OPERATIONS SPECIAL PROJECTS	\$55,224
SUPERVISOR - OPERATIONS STRUCTURAL	\$57,463
SUPERVISOR - PAYROLL SUPPORT	\$59,822
SUPERVISOR - STUDENT INFO DATA COMPLIANCE	\$53,105
SUPERVISOR - SYSTEMS ADMINISTRATOR	\$69,828
SUPERVISOR - TRANSPORTATION	\$59,822
SUPERVISOR - TRANSPORTATION VEHICLE SHOP	\$59,822
SUPERVISOR - WAREHOUSE	\$45,629

**2025-2026 Support Staff Base Rates\*\* & Work Calendars**

\$15.15/hr. Grade 101	
ASST ACTIVITY LEADER - COMMUNITY ED	9
CROSSING GUARD	9
INSTRUCTIONAL ASSISTANT	9
SPIRIT STORE CLERK	10

\$15.61/hr. Grade 105	
ACTIVITY LEADER - VIK	9
CHILD EDUCATOR ASSISTANTS - COMM ED	9.5
NUTR SRVCS WORKER	9/NS
PARAPROFESSIONAL - RESOURCE	9

\$16.07/hr. Grade 106	
DATA CLERK	9 / 12
MEDIA ASSISTANT	9
OFFICE ASSISTANT	9/9.5/10
PARAPROFESSIONAL ASSISTANT	9
RECEPTIONIST	9/12S

\$16.56/hr. Grade 107	
BUS MONITOR	9
CUSTODIAN	12L
MEDIA TECHNICIAN	10/10.5
PARAPROFESSIONAL TECHNICIAN	9
STUDENT RECORDS - SPECIAL EDUCATION	11
VAN DRIVER	9

\$17.07/hr. Grade 108	
ASST MANAGER - NUTR SRVCS ELEMENTARY	9
ASST MANAGER - NUTR SRVCS JR HIGH	9
SECRETARY	9/10/11/12S
WAREHOUSE WORKER	10/12L

\$17.63/hr. Grade 109	
ACCOUNTS PAYABLE	12S
ASST MANAGER - NUTR SRVCS HIGH SCHOOL	9
ATTENDANCE TECHNICIAN	10
CAREER CENTER SPECIALIST	10/12S
CUSTODIAN - CREW LEADER	12L
FIXED ASSETS SPECIALIST	12L
GROUNDKEEPER	12L
LICENSING SPECIALIST	9
PARAPROFESSIONAL SPECIALIST/SPED PS	9
SECURITY GUARD - CAMPUS	9/11/12L
SECURITY GUARD - PATROL DAY	12L
RECORDS SPECIALIST	12S/12L
TRANSPORTATION PARTS	12L

\$18.20/hr. Grade 110	
EDUCATIONAL INTERPRETER I	9
HEALTH ASSISTANT	9.5
MANAGER - BOOKSTORE	12S
MANAGER IN TRAINING - NUTR SRVCS	9.5
NS WAREHOUSE ASSISTANT FOREMAN	12L
SECURITY GUARD - PATROL NIGHT	12L
WAREHOUSE ASSISTANT FOREMAN	12L
WAREHOUSE INVENTORY RECORDS	12L

\$18.82/hr. Grade 111	
ACCOUNTING TECHNICIAN	12S/12L
ADMINISTRATIVE SECRETARY	11/12S/12L
ATTENDANCE SPECIALIST	10/10.5
BUS DRIVER	9
CUSTOMER SERVICE REPRESENTATIVE	12S
FACILITIES RANGER	12L
HVAC - APPRENTICE	12L
MANAGER - NUTR SRVCS ELEMENTARY	9.5
PARAPROFESSIONAL TRANSITION SPECIALIST	9
REGISTRAR	12S
SECURITY GUARD LEAD	12L

\$19.46/hr. Grade 112	
ASST BUYER/WAREHOUSE RECORDS	12L
BEHAVIOR TECHNICIAN	9
BRAILLIST	9
CHILD EDUCATOR	9.5
MANAGER - BUILDING	12L
BUS DRIVER TRAINER	12S
EDUCATIONAL INTERPRETER II	9
OPERATIONS TECH - SPECIAL PROJECTS	12L
MEDICAID PROGRAM SPECIALIST	11
PARAPROFESSIONAL SPECIALIST - LIFE/MD	9
SECONDARY	9
PURCHASING SPECIALIST	12L
SITE LEAD - VIK - COMM ED	9

\$20.14/hr. Grade 113	
ACCOUNTING SPECIALIST	12S/12L
ADMINISTRATIVE ATHLETIC SECRETARY	11/12S
FEDERAL GRANTS SPECIALIST	12S
FIELD TRIP SCHEDULER	12L
MASTER SCHEDULER - SECONDARY	11/12S
MANAGER - NUTR SRVCS HIGH SCHOOL	9.5
MANAGER - NUTR SRVCS JR HIGH SCHOOL	9.5
OPERATIONS SPECIALIST	12S
SENIOR STE LEADER - COMMUNITY ED. - VIK	12L
TRANSPORTATION DISPATCHER	9
TRANSPORTATION SPECIALIST	12L
VEHICLE TECH I	12L
WAREHOUSE FOREMAN	12L

\$20.85/hr. Grade 114	
ADMINISTRATIVE ASSISTANT	11/12S/12L
BUS ROUTER	12L
EDUCATIONAL INTERPRETER III	9
MANAGER - NUTRITION SERVICE AREA	10/12S

\$21.62/hr. Grade 115	
BENEFITS SPECIALIST	12L
MANAGER - NUTR SRVCS AREA & CATERER	9.5
MANAGER - NUTR SRVCS AREA & FS BUYER	12L
MAINTENANCE TECHNICIAN	12L
OPERATIONS & GROUNDS - CREW LEADER	12L
PAYROLL SPECIALIST	12L
PERSONNEL SPECIALIST	12L

\$22.29/hr. Grade 116	
HELP DESK SPECIALIST	12L
IT CUSTOMER CARE SPECIALIST	12L
VEHICLE TECH II	12L

\$23.25/hr. Grade 117	
MANAGER - AUDITORIUM	12L
MANAGER - PRINT SHOP	12L
NETWORK ASSISTANT	12L
NETWORK INFRASTRUCTURE SPECIALIST	12L
SPEECH LANGUAGE PATHOLOGIST ASSISTANT	9

\$24.14/hr. Grade 118	
ACCOUNTING ANALYST	12L
APPLICATION TRAINING & SUPPORT SPECIALIST	12L
CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT (COTA)	9
EDUCATIONAL INTERPRETER IV	9
HVAC - JOURNEYMAN	12L
MANAGER - HIGH SCHOOL OFFICE	12S
JOURNEYMAN (ELECTRICIAN, PLUMBER, WELDER)	12L
SYSTEMS ADMINISTRATOR 1	12S
TELECOM SPECIALIST	12L
VEHICLE TECH LEAD	12L

\$25.08/hr. Grade 119	
DIGITAL MEDIA SPECIALIST	12L
DISTRICT PHOTOGRAPHER-VIDEOGRAPHER	12L
HVAC - CREW LEADER	12L
MAINTENANCE & ENVIRONMENTAL CERT - CREW LEADER	12L
SECURITY SYSTEMS INTERGRATION SPECIALIST	12L
VEHICLE SHOP FOREMAN	12L

\$26.07/hr. Grade 120	
DATABASE SPECIALIST	12L
EDUCATIONAL INTERPRETER V	9
FOREMAN(ELECTRICAL, HVAC, PLUMBING)	12L
OTM OUTREACH AND RECRUITMENT SPECIALIST	12L
SYSTEMS ADMINISTRATOR 2	12L

\$27.10/hr. Grade 121	
BUSINESS PROCESS SPECIALIST	12L
OTM STRATEGIST	12L

Work Calendars	
9 month employee = 9	
9.5 month employee = 9.5	
10 month employee = 10	
10.5 month employee = 10.5	
11 month employee = 11	
12 month short employee = 12S	
12 month long employee = 12L	
NS Worker Secondary = NS	

*Support staff substitutes will be paid the base rate for the position they are filling*

*\*\* Employees temporarily performing job duties outside of their assigned job grade are paid at the base rate listed.*