

Columbia Public Schools
Salaried Support Staff Pay Structure
2025-26

*10 pay grade structure with pay grade midpoints aligned competitively with market median;
 1.50% Time in Position calculation for all employees*

Proposed Pay Structure							
Pay Grade	Range Minimum (Annual)	Range Midpoint (Annual)	Range Maximum (Annual)	Range Minimum (Hourly)	Range Midpoint (Hourly)	Range Maximum (Hourly)	Range Spread
1	\$43,636.32	\$54,535.04	\$65,433.76	\$21.06	\$26.32	\$31.58	50.0%
2	\$49,292.88	\$61,621.28	\$73,949.68	\$23.79	\$29.74	\$35.69	50.0%
3	\$55,716.08	\$69,639.92	\$83,563.76	\$26.89	\$33.61	\$40.33	50.0%
4	\$62,947.36	\$78,694.56	\$94,441.76	\$30.38	\$37.98	\$45.58	50.0%
5	\$71,152.48	\$88,930.24	\$106,708.00	\$34.34	\$42.92	\$51.50	50.0%
6	\$80,393.60	\$100,492.00	\$120,590.40	\$38.80	\$48.50	\$58.20	50.0%
7	\$92,452.64	\$115,576.16	\$138,699.68	\$44.62	\$55.78	\$66.94	50.0%
8	\$108,179.12	\$135,218.72	\$162,258.32	\$52.21	\$65.26	\$78.31	50.0%
9	\$136,917.76	\$169,033.76	\$201,149.76	\$66.08	\$81.58	\$97.08	47.0%
10	\$171,147.20	\$211,302.56	\$251,457.92	\$82.60	\$101.98	\$121.36	47.0%

**Columbia Public Schools
Salaried Support Staff Schedule
2025-2026**

Proposed Grade	Employee's Proposed Job Title	Average of Annual Working Hours	Minimum	Midpoint	Maximum
1			\$21.06	\$26.32	\$31.58
1	Audiologist	1309	\$27,567.54	\$34,452.88	\$41,338.22
1	Intern - School Psych				
1	Physical Therapy Assistant	1309	\$27,567.54	\$34,452.88	\$41,338.22
1	Planetarium Supervisor	1309	\$27,567.54	\$34,452.88	\$41,338.22
1	Preschool Screener	636	\$13,394.16	\$16,739.52	\$20,084.88
1	Speech Language Pathology - Assistant (SLP-A)	1309	\$27,567.54	\$34,452.88	\$41,338.22
1	Teacher - Adult Education	1330	\$28,009.80	\$35,005.60	\$42,001.40
2			\$23.79	\$29.74	\$35.69
2	CPS TV	1744	\$41,489.76	\$51,866.56	\$62,243.36
2	District Registrar	2072	\$49,292.88	\$61,621.28	\$73,949.68
2	Kitchen Supervisor	1781	\$42,377.92	\$52,976.85	\$63,575.79
2	Supervisor - ACE Suspension Center	1309	\$31,141.11	\$38,929.66	\$46,718.21
3			\$26.89	\$33.61	\$40.33
3	Assistant Coordinator of Security	1496	\$40,227.44	\$50,280.56	\$60,333.68
3	Data Protection Specialist	2072	\$55,716.08	\$69,639.92	\$83,563.76
3	Junior Database Administrator	2072	\$55,716.08	\$69,639.92	\$83,563.76
3	Payroll/Bookkeeper II	2072	\$55,716.08	\$69,639.92	\$83,563.76
3	Speech Language Pathologist (SLP)	1309	\$35,199.01	\$43,995.49	\$52,791.97
3	Technology Specialist II	2072	\$55,716.08	\$69,639.92	\$83,563.76
4			\$30.38	\$37.98	\$45.58
4	Accountant	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Assistant Purchasing Agent	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Grant Writer	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Lead Tech Support Analyst	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Lead Technician	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Network Specialist I	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Payroll/Bookkeeper III	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Programmer/Analyst I	2072	\$62,947.36	\$78,694.56	\$94,441.76
4	Specialist - Recruitment	2072	\$62,947.36	\$78,694.56	\$94,441.76
5			\$34.34	\$42.92	\$51.50
5	Applications Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Assessment, Intervention & Data Applications Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Board of Education Secretary	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Community Relations	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Environmental Quality Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Facilities Area Supervisor	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	General Foreman, Carpentry	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	General Foreman, Specialized Maintenance	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Health Occupations Nurse	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Learning Management System Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Life & Safety Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00

5	Server Specialist	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Student Support Specialist	1400	\$48,076.00	\$60,088.00	\$72,100.00
5	Supervisor - Adult Education	1800	\$61,812.00	\$77,256.00	\$92,700.00
5	Supervisor - Campus Operations	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Web And Multimedia Manager	2072	\$71,152.48	\$88,930.24	\$106,708.00
5	Network Specialist II	2072	\$71,152.48	\$88,930.24	\$106,708.00
6			\$38.80	\$48.50	\$58.20
6	Behavior Support Professional	1400	\$54,320.00	\$67,900.00	\$81,480.00
6	Benefits Manager	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	CoMo Ed Supervisor	1800	\$69,840.00	\$87,300.00	\$104,760.00
6	Coordinator of 504 Program	1800	\$69,840.00	\$87,300.00	\$104,760.00
6	Coordinator of Assessments	1864	\$72,323.20	\$90,404.00	\$108,484.80
6	Coordinator of Athletic Marketing	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Coordinator of Business and Industry Engagement	1800	\$69,840.00	\$87,300.00	\$104,760.00
6	Coordinator of Compliance & Investigations	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Coordinator of Moving on Together Program	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Coordinator of Summer School	480	\$18,624.00	\$23,280.00	\$27,936.00
6	Coordinator of Wellness	1640	\$63,632.00	\$79,540.00	\$95,448.00
6	Division Coordinator - Technology Applications	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Division Coordinator - Technology Infrastructure	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Division Coordinator - Technology Operations	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Energy Manager	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Engineer	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Facilities Project Manager	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Human Resources Supervisor	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Operations Project Manager	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Payroll Supervisor	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Programmer/Analyst II	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Purchasing Agent	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Senior Accountant	2072	\$80,393.60	\$100,492.00	\$120,590.40
6	Strategic Communication Manager	1800	\$69,840.00	\$87,300.00	\$104,760.00
6	Student Data Project Manager	2072	\$80,393.60	\$100,492.00	\$120,590.40
7			\$44.62	\$55.78	\$66.94
7	Assistant Director of Assessment, Intervention, and Data	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of English Learners & Migrant Services	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of Human Resources	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of Nutrition Services	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of Security Services	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of Special Services	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Assistant Director of Student Services	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Communications Manager	2072	\$92,452.64	\$115,576.16	\$138,699.68
7	Manager of Business IT	2072	\$92,452.64	\$115,576.16	\$138,699.68
8			\$52.21	\$65.26	\$78.31
8	Associate Principal, High School	1864	\$97,319.44	\$121,644.64	\$145,969.84
8	Director of Athletics	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Business Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Certified & Salaried Personnel	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Classified Personnel	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Columbia Area Career Center	2072	\$108,179.12	\$135,218.72	\$162,258.32

8	Director of Counseling	1864	\$97,319.44	\$121,644.64	\$145,969.84
8	Director of Custodial Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Early Childhood Special Education	1720	\$89,801.20	\$112,247.20	\$134,693.20
8	Director of Elementary Counseling	1864	\$97,319.44	\$121,644.64	\$145,969.84
8	Director of Elementary Education	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of English Learners & Migrant Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Facilities & Construction Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Federal Programs	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Fine Arts	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Health Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Multicultural Achievement	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Nutrition Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Preschool	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Professional Development	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Security Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Special Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Student Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Student Support Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Technology Services	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Transportation	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Director of Workforce Development	2072	\$108,179.12	\$135,218.72	\$162,258.32
8	Program Administrator - Online Learning	2072	\$108,179.12	\$135,218.72	\$162,258.32
9			\$66.08	\$81.58	\$97.08
9	Executive Director of Assessment, Intervention, Data & In	2072	\$136,917.76	\$169,033.76	\$201,149.76
9	Executive Director of Curriculum & Instruction	2072	\$136,917.76	\$169,033.76	\$201,149.76
9	Executive Director of Elementary Ed	2072	\$136,917.76	\$169,033.76	\$201,149.76
9	Executive Director of School Improvement	2072	\$136,917.76	\$169,033.76	\$201,149.76
9	Executive Director of Secondary Ed	2072	\$136,917.76	\$169,033.76	\$201,149.76
9	Executive Director of Special Services	2072	\$136,917.76	\$169,033.76	\$201,149.76
10			\$82.60	\$101.98	\$121.36
10	Chief Academic Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Communications Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Equity Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Financial Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Human Resources Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Operating Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92
10	Chief Schools Officer	2072	\$171,147.20	\$211,302.56	\$251,457.92