

**ORANGE
COUNTY PUBLIC
SCHOOLS**



**2026-27
SALARY SCALES**

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TEACHER

Master's Degree \$3000

Educational Specialist Degree \$1700

Doctoral Degree \$2000

T1: Teacher (BA) Salary Scale	
FLSA Exempt	
Step	Salary
0	\$56,442
1	\$56,811
2	\$57,179
3	\$57,548
4	\$57,920
5	\$58,307
6	\$58,697
7	\$59,101
8	\$59,677
9	\$60,288
10	\$60,905
11	\$61,529
12	\$62,161
13	\$62,830
14	\$63,500
15	\$64,169
16	\$64,839
17	\$65,508
18	\$66,178
19	\$67,002
20	\$67,882
21	\$68,804
22	\$69,731
23	\$70,658
24	\$71,637
25	\$72,615
26	\$73,594
27	\$74,572
28	\$75,551
29	\$76,529
30	\$77,559

ASSISTANT PRINCIPAL

AP2: Elementary School	
FLSA Exempt	
Step	Salary
0	\$87,652
1	\$88,479
2	\$89,306
3	\$90,158
4	\$91,010
5	\$91,904
6	\$92,799
7	\$93,693
8	\$94,587
9	\$95,483
10	\$96,377
11	\$97,273
12	\$98,167
13	\$99,062
14	\$99,958
15	\$100,852
16	\$101,748
17	\$102,642
18	\$103,536
19	\$104,432
20	\$105,327
21	\$106,222
22	\$107,117
23	\$108,011
24	\$108,907
25	\$109,801
26	\$110,697
27	\$111,591
28	\$112,486

AP3: Middle School	
FLSA Exempt	
Step	Salary
0	\$88,873
1	\$89,798
2	\$90,723
3	\$91,551
4	\$92,460
5	\$93,369
6	\$94,278
7	\$95,188
8	\$96,097
9	\$97,006
10	\$97,915
11	\$98,824
12	\$99,734
13	\$100,643
14	\$101,553
15	\$102,462
16	\$103,370
17	\$104,279
18	\$105,188
19	\$106,097
20	\$107,007
21	\$107,917
22	\$108,826
23	\$109,735
24	\$110,643
25	\$111,553
26	\$112,462
27	\$113,371
28	\$114,280

AP4: High School	
FLSA Exempt	
Step	Salary
0	\$93,025
1	\$93,950
2	\$94,875
3	\$95,827
4	\$96,780
5	\$97,733
6	\$98,685
7	\$99,640
8	\$100,593
9	\$101,546
10	\$102,500
11	\$103,453
12	\$104,406
13	\$105,359
14	\$106,311
15	\$107,264
16	\$108,218
17	\$109,171
18	\$110,124
19	\$111,077
20	\$112,030
21	\$112,984
22	\$113,937
23	\$114,890
24	\$115,843
25	\$116,796
26	\$117,749
27	\$118,703
28	\$119,656
29	\$120,609

BUS DRIVER

182 days 5 hrs/day		
Step	Rate/Hour	Salary
0	\$21.95	\$19,973
1	\$22.06	\$20,076
2	\$22.17	\$20,179
3	\$22.29	\$20,285
4	\$22.40	\$20,387
5	\$22.51	\$20,488
6	\$22.79	\$20,742
7	\$23.13	\$21,046
8	\$23.46	\$21,350
9	\$23.85	\$21,705
10	\$24.24	\$22,060
11	\$24.63	\$22,415
12	\$25.02	\$22,770
13	\$25.49	\$23,196
14	\$25.96	\$23,622
15	\$26.43	\$24,048
16	\$26.93	\$24,505
17	\$27.43	\$24,961
18	\$27.93	\$25,418
19	\$28.43	\$25,874
20	\$28.98	\$26,371

182 days 6.5 hrs/day		
Step	Rate/Hour	Salary
0	\$21.95	\$25,965
1	\$22.06	\$26,099
2	\$22.17	\$26,233
3	\$22.29	\$26,371
4	\$22.40	\$26,503
5	\$22.51	\$26,635
6	\$22.79	\$26,964
7	\$23.13	\$27,360
8	\$23.46	\$27,755
9	\$23.85	\$28,217
10	\$24.24	\$28,678
11	\$24.63	\$29,140
12	\$25.02	\$29,601
13	\$25.49	\$30,155
14	\$25.96	\$30,709
15	\$26.43	\$31,263
16	\$26.93	\$31,856
17	\$27.43	\$32,450
18	\$27.93	\$33,043
19	\$28.43	\$33,636
20	\$28.98	\$34,282

182 days 8 hrs/day		
Step	Rate/Hour	Salary
0	\$21.95	\$31,957
1	\$22.06	\$32,122
2	\$22.17	\$32,287
3	\$22.29	\$32,457
4	\$22.40	\$32,619
5	\$22.51	\$32,781
6	\$22.79	\$33,187
7	\$23.13	\$33,674
8	\$23.46	\$34,161
9	\$23.85	\$34,729
10	\$24.24	\$35,297
11	\$24.63	\$35,865
12	\$25.02	\$36,433
13	\$25.49	\$37,114
14	\$25.96	\$37,796
15	\$26.43	\$38,477
16	\$26.93	\$39,208
17	\$27.43	\$39,938
18	\$27.93	\$40,668
19	\$28.43	\$41,398
20	\$28.98	\$42,194

BUS MONITOR/CAR DRIVER

182 days 5 hrs/day		
Step	Rate/Hour	Salary
0	\$18.55	\$16,877
1	\$18.65	\$16,971
2	\$18.75	\$17,065
3	\$18.86	\$17,161
4	\$18.96	\$17,253
5	\$19.05	\$17,335
6	\$19.28	\$17,549
7	\$19.57	\$17,807
8	\$19.85	\$18,064
9	\$20.18	\$18,364
10	\$20.51	\$18,665
11	\$20.84	\$18,965
12	\$21.17	\$19,265
13	\$21.57	\$19,626
14	\$21.96	\$19,986
15	\$22.36	\$20,347
16	\$22.78	\$20,733
17	\$23.21	\$21,119
18	\$23.63	\$21,505
19	\$24.06	\$21,891
20	\$24.52	\$22,312
21	\$24.70	\$22,477
22	\$24.70	\$22,477
23	\$24.70	\$22,477
24	\$24.70	\$22,477
25	\$24.70	\$22,477
26	\$25.44	\$23,151
27	\$25.46	\$23,169
28	\$25.46	\$23,169

182 days 6.5 hrs/day		
Step	Rate/Hour	Salary
0	\$18.55	\$21,941
1	\$18.65	\$22,063
2	\$18.75	\$22,184
3	\$18.86	\$22,310
4	\$18.96	\$22,429
5	\$19.05	\$22,535
6	\$19.28	\$22,814
7	\$19.57	\$23,149
8	\$19.85	\$23,483
9	\$20.18	\$23,874
10	\$20.51	\$24,264
11	\$20.84	\$24,655
12	\$21.17	\$25,045
13	\$21.57	\$25,514
14	\$21.96	\$25,982
15	\$22.36	\$26,451
16	\$22.78	\$26,953
17	\$23.21	\$27,455
18	\$23.63	\$27,956
19	\$24.06	\$28,458
20	\$24.52	\$29,005
21	\$24.70	\$29,005
22	\$24.70	\$29,005
23	\$24.70	\$29,005
24	\$24.70	\$29,005
25	\$24.70	\$29,220
26	\$24.70	\$29,222
27	\$24.70	\$29,222
28	\$24.70	\$29,222

182 days 8 hrs/day		
Step	Rate/Hour	Salary
0	\$18.55	\$27,004
1	\$18.65	\$27,154
2	\$18.75	\$27,304
3	\$18.86	\$27,458
4	\$18.96	\$27,605
5	\$19.05	\$27,736
6	\$19.28	\$28,079
7	\$19.57	\$28,491
8	\$19.85	\$28,903
9	\$20.18	\$29,383
10	\$20.51	\$29,864
11	\$20.84	\$30,344
12	\$21.17	\$30,825
13	\$21.57	\$31,401
14	\$21.96	\$31,978
15	\$22.36	\$32,555
16	\$22.78	\$33,172
17	\$23.21	\$33,790
18	\$23.63	\$34,408
19	\$24.06	\$35,026
20	\$24.52	\$35,699
21	\$24.70	\$35,699
22	\$24.70	\$35,699
23	\$24.70	\$35,699
24	\$24.70	\$35,699
25	\$24.70	\$35,963

CENTRAL OFFICE ADMIN ASSISTANT

A4: Central Office Administrative Assistant /High School Bookkeeper	
FLSA Non-Exempt	
Step	Salary
0	\$32,144
1	\$33,108
2	\$34,170
3	\$35,233
4	\$36,295
5	\$37,384
6	\$38,505
7	\$39,633
8	\$40,761
9	\$41,889
10	\$43,016
11	\$44,145
12	\$45,273
13	\$46,401
14	\$47,529
15	\$48,658
16	\$49,786
17	\$50,913
18	\$52,041
19	\$53,170
20	\$54,298
21	\$55,426
22	\$56,555
23	\$57,683
24	\$58,811
25	\$59,938
26	\$61,066
27	\$62,195
28	\$63,323

CHIEF FINANCIAL OFFICER

A1A: CFO	
FLSA Exempt	
Step	Salary
0	\$118,754
1	\$120,133
2	\$121,512
3	\$122,996
4	\$124,481
5	\$125,964
6	\$127,448
7	\$128,932
8	\$130,416
9	\$131,900
10	\$133,384
11	\$134,869
12	\$136,352
13	\$137,836
14	\$139,321
15	\$140,805
16	\$142,289
17	\$143,773
18	\$145,258
19	\$146,742
20	\$148,226
21	\$149,709
22	\$151,195
23	\$152,679
24	\$154,163
25	\$155,647
26	\$157,132
27	\$158,616
28	\$160,099

COORDINATOR

AP4: High School Assistant Principal, Coordinator	
FLSA Exempt	
Step	Salary
0	\$93,025
1	\$93,950
2	\$94,875
3	\$95,827
4	\$96,780
5	\$97,733
6	\$98,685
7	\$99,640
8	\$100,593
9	\$101,546
10	\$102,500
11	\$103,453
12	\$104,406
13	\$105,359
14	\$106,311
15	\$107,264
16	\$108,218
17	\$109,171
18	\$110,124
19	\$111,077
20	\$112,030
21	\$112,984
22	\$113,937
23	\$114,890
24	\$115,843
25	\$116,796
26	\$117,749
27	\$118,703
28	\$119,656
29	\$120,609

CUSTODIAN

D2: Head Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$34,996
1	\$35,350
2	\$35,703
3	\$36,060
4	\$36,421
5	\$36,785
6	\$37,153
7	\$37,524
8	\$37,900
9	\$38,279
10	\$38,661
11	\$39,048
12	\$39,438
13	\$39,833
14	\$40,231
15	\$40,633
16	\$41,040
17	\$41,450
18	\$41,865
19	\$42,283
20	\$42,706
21	\$43,133
22	\$43,565
23	\$44,000
24	\$44,440
25	\$44,885
26	\$45,333
27	\$45,787
28	\$46,245

D3: Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,200
1	\$32,136
2	\$32,457
3	\$32,782
4	\$33,110
5	\$33,441
6	\$33,775
7	\$34,113
8	\$34,454
9	\$34,799
10	\$35,147
11	\$35,498
12	\$35,853
13	\$36,212
14	\$36,574
15	\$36,940
16	\$37,309
17	\$37,682
18	\$38,059
19	\$38,439
20	\$38,824
21	\$39,212
22	\$39,604
23	\$40,000
24	\$40,400
25	\$40,804
26	\$41,212
27	\$41,624
28	\$42,041

Addition -
401 - 800 Students \$600
801-1200 Students \$900
+1201 Students \$1200

DIRECTOR

A1: Director	
FLSA Exempt	
Step	Annual Salary
0	\$104,367
1	\$105,653
2	\$106,940
3	\$108,265
4	\$109,590
5	\$110,915
6	\$112,240
7	\$113,564
8	\$114,889
9	\$116,214
10	\$117,538
11	\$118,863
12	\$120,188
13	\$121,512
14	\$122,995
15	\$124,480
16	\$125,963
17	\$127,447
18	\$128,932
19	\$130,416
20	\$131,899
21	\$133,384
22	\$134,868
23	\$136,353
24	\$137,836
25	\$139,320
26	\$140,805
27	\$142,289
28	\$143,773

EXECUTIVE DIRECTOR

E1: Executive Director	
FLSA Exempt	
Step	Annual Salary
0	\$111,975
1	\$113,261
2	\$114,547
3	\$115,873
4	\$117,197
5	\$118,522
6	\$119,847
7	\$121,171
8	\$122,496
9	\$123,821
10	\$125,145
11	\$126,470
12	\$127,795
13	\$129,119
14	\$130,602
15	\$132,087
16	\$133,570
17	\$135,054
18	\$136,539
19	\$138,023
20	\$139,507
21	\$140,991
22	\$142,475
23	\$143,960
24	\$145,443
25	\$146,928
26	\$148,412
27	\$149,896
28	\$151,380

MANAGER

C1A: Cafeteria Manager Elementary 182 Days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,817
1	\$26,101
2	\$26,388
3	\$26,679
4	\$26,972
5	\$27,269
6	\$27,569
7	\$27,872
8	\$28,179
9	\$28,489
10	\$28,802
11	\$29,119
12	\$29,439
13	\$29,763
14	\$30,090
15	\$30,421
16	\$30,756
17	\$31,094
18	\$31,436
19	\$31,782
20	\$32,132
21	\$32,485
22	\$32,842
23	\$33,204
24	\$33,569
25	\$33,938
26	\$34,312
27	\$34,689
28	\$35,071

C1B: Cafeteria Manager Middle School 182 Days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$26,559
1	\$26,851
2	\$27,138
3	\$27,429
4	\$27,722
5	\$28,019
6	\$28,319
7	\$28,622
8	\$28,929
9	\$29,239
10	\$29,552
11	\$29,869
12	\$30,189
13	\$30,513
14	\$30,840
15	\$31,171
16	\$31,506
17	\$31,844
18	\$32,186
19	\$32,532
20	\$32,882
21	\$33,235
22	\$33,592
23	\$33,954
24	\$34,319
25	\$34,688
26	\$35,062
27	\$35,439
28	\$35,821

C1B: Cafeteria Manager Middle School 182 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$27,301
1	\$27,601
2	\$27,888
3	\$28,179
4	\$28,472
5	\$28,769
6	\$29,069
7	\$29,372
8	\$29,679
9	\$29,989
10	\$30,302
11	\$30,619
12	\$30,939
13	\$31,263
14	\$31,590
15	\$31,921
16	\$32,256
17	\$32,594
18	\$32,936
19	\$33,282
20	\$33,632
21	\$33,985
22	\$34,342
23	\$34,704
24	\$35,069
25	\$35,438
26	\$35,812
27	\$36,189
28	\$36,571

WORKER

C3: Cafeteria Worker	
181 days 4.5 hrs/day	
FLSA Non-Exempt	
Step	Annual Salary
0	\$12,668
1	\$12,795
2	\$12,923
3	\$13,052
4	\$13,183
5	\$13,314
6	\$13,448
7	\$13,582
8	\$13,718
9	\$13,855
10	\$13,994
11	\$14,134
12	\$14,275
13	\$14,418
14	\$14,562
15	\$14,707
16	\$14,854
17	\$15,003
18	\$15,153
19	\$15,305
20	\$15,458
21	\$15,612
22	\$15,768
23	\$15,926
24	\$16,085
25	\$16,246
26	\$16,409
27	\$16,573
28	\$16,738

C5: Cafeteria Worker	
181 days 6.5 hrs/day	
FLSA Non-Exempt	
Step	Annual Salary
0	\$18,299
1	\$18,481
2	\$18,666
3	\$18,853
4	\$19,042
5	\$19,232
6	\$19,424
7	\$19,618
8	\$19,815
9	\$20,013
10	\$20,213
11	\$20,415
12	\$20,619
13	\$20,825
14	\$21,034
15	\$21,244
16	\$21,456
17	\$21,671
18	\$21,888
19	\$22,107
20	\$22,328
21	\$22,551
22	\$22,776
23	\$23,004
24	\$23,234
25	\$23,467
26	\$23,701
27	\$23,938
28	\$24,178

Full Time Building Substitute

FTS: Full-Time Substitute	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,993
1	\$26,258
2	\$26,523
3	\$26,788
4	\$27,056
5	\$27,326
6	\$27,599
7	\$27,875
8	\$28,154
9	\$28,436
10	\$28,720
11	\$29,007
12	\$29,297
13	\$29,590
14	\$29,886
15	\$30,185
16	\$30,487
17	\$30,792
18	\$31,100
19	\$31,411
20	\$31,725
21	\$32,121
22	\$32,523
23	\$32,929
24	\$33,341
25	\$33,758
26	\$34,180
27	\$34,607
28	\$35,040

Central Office Administrative Assistant II

A7 Central Office Administrative Asst II	
FLSA Non-Exempt	
Step	Annual Salary
0	\$42,675
1	\$43,309
2	\$43,942
3	\$44,594
4	\$45,246
5	\$45,898
6	\$46,550
7	\$47,386
8	\$48,222
9	\$49,058
10	\$49,894
11	\$50,730
12	\$51,733
13	\$52,736
14	\$53,740
15	\$54,743
16	\$55,746
17	\$56,749
18	\$57,752
19	\$58,755
20	\$59,758
21	\$60,817
22	\$61,876
23	\$62,935
24	\$63,994
25	\$65,053
26	\$66,111
27	\$67,170
28	\$68,229

INSTRUCTIONAL ASSISTANT

I1: Instructional Assistant 185 days 7.5 hrs per day	
FLSA Non-Exempt	
Step	Annual Salary
0	\$22,514
1	\$22,740
2	\$22,965
3	\$23,198
4	\$23,430
5	\$23,664
6	\$23,900
7	\$24,140
8	\$24,380
9	\$24,624
10	\$24,871
11	\$25,119
12	\$25,370
13	\$25,624
14	\$25,881
15	\$26,139
16	\$26,401
17	\$26,664
18	\$26,932
19	\$27,200
20	\$27,472
21	\$27,950
22	\$28,404
23	\$28,858
24	\$29,344
25	\$29,828
26	\$30,314
27	\$30,799
28	\$31,285

INSTRUCTIONAL SPECIALIST

IS: Instruction Specialist	
FLSA Exempt	
Step	Annual Salary
0	\$62,526
1	\$63,478
2	\$64,430
3	\$65,397
4	\$66,379
5	\$67,374
6	\$68,384
7	\$69,411
8	\$70,452
9	\$71,508
10	\$72,580
11	\$73,669
12	\$74,774
13	\$75,896
14	\$77,034
15	\$78,190
16	\$79,363
17	\$80,553
18	\$81,761
19	\$82,987
20	\$84,232
21	\$85,495
22	\$86,778
23	\$88,080
24	\$89,401
25	\$90,741
26	\$92,103
27	\$93,486
28	\$94,888

INTERPRETER

INT1: Interpreter	
FLSA Exempt	
Step	Annual Salary
0	\$33,865
1	\$34,376
2	\$34,887
3	\$35,413
4	\$35,944
5	\$36,483
6	\$37,031
7	\$37,587
8	\$38,149
9	\$38,722
10	\$39,303
11	\$39,892
12	\$40,491
13	\$41,099
14	\$41,714
15	\$42,340
16	\$42,976
17	\$43,836
18	\$44,712
19	\$45,606
20	\$46,518
21	\$47,448
22	\$48,398
23	\$49,366
24	\$50,353
25	\$51,360
26	\$52,387
27	\$53,435
28	\$54,503

MAINTENANCE

M2: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,320
1	\$32,734
2	\$33,148
3	\$33,563
4	\$33,982
5	\$34,407
6	\$34,837
7	\$35,273
8	\$35,714
9	\$36,160
10	\$36,612
11	\$37,070
12	\$37,533
13	\$38,002
14	\$38,477
15	\$38,958
16	\$39,445
17	\$39,938
18	\$40,437
19	\$40,943
20	\$41,455
21	\$41,973
22	\$42,498
23	\$43,029
24	\$43,567
25	\$44,111
26	\$44,663
27	\$45,221
28	\$45,786

Certification
\$750/ea
\$1500/max

M3: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$37,512
1	\$37,994
2	\$38,476
3	\$38,957
4	\$39,444
5	\$39,937
6	\$40,436
7	\$40,941
8	\$41,454
9	\$41,971
10	\$42,496
11	\$43,027
12	\$43,565
13	\$44,110
14	\$44,661
15	\$45,220
16	\$45,784
17	\$46,357
18	\$46,936
19	\$47,523
20	\$48,117
21	\$48,719
22	\$49,328
23	\$49,944
24	\$50,569
25	\$51,200
26	\$51,841
27	\$52,488
28	\$53,145

Certification
\$750/ea
\$1500/max

M4: Maintenance	
FLSA Non-Exempt	
Step	Annual Salary
0	\$42,740
1	\$43,272
2	\$43,803
3	\$44,351
4	\$44,905
5	\$45,467
6	\$46,035
7	\$46,610
8	\$47,193
9	\$47,783
10	\$48,380
11	\$48,985
12	\$49,597
13	\$50,217
14	\$50,845
15	\$51,480
16	\$52,124
17	\$52,776
18	\$53,435
19	\$54,103
20	\$54,779
21	\$55,464
22	\$56,157
23	\$56,859
24	\$57,570
25	\$58,290
26	\$59,018
27	\$59,756
28	\$60,503

Master Cert
\$2,500

MECHANIC

MC1: Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	\$38,363
1	\$39,133
2	\$39,902
3	\$40,695
4	\$41,487
5	\$42,279
6	\$43,072
7	\$43,864
8	\$44,656
9	\$45,449
10	\$46,241
11	\$47,033
12	\$47,826
13	\$48,619
14	\$49,411
15	\$50,204
16	\$50,997
17	\$51,789
18	\$52,581
19	\$53,373
20	\$54,167
21	\$54,959
22	\$55,751
23	\$56,545
24	\$57,337
25	\$58,129
26	\$58,923
27	\$59,714
28	\$60,506

Payroll Analyst, Budget Analyst, HR Generalist & Senior Grants Accountant

Payroll, Budget Analyst, HR Generalist & Senior Grants Accountant	
FLSA Exempt	
Step	Annual Salary
0	\$59,596
1	\$60,021
2	\$61,384
3	\$62,788
4	\$64,191
5	\$65,594
6	\$66,997
7	\$68,401
8	\$69,804
9	\$71,207
10	\$72,611
11	\$74,014
12	\$75,417
13	\$76,820
14	\$78,224
15	\$79,627
16	\$81,030
17	\$82,433
18	\$83,837
19	\$85,240
20	\$86,643
21	\$88,046
22	\$89,450
23	\$90,853
24	\$92,256
25	\$93,659
26	\$95,063
27	\$96,466
28	\$97,869

PRINCIPAL - ELEMENTARY

P1: Elementary School Principal (Small School)	
FLSA Exempt	
Step	Annual Salary
0	\$99,789
1	\$100,627
2	\$101,466
3	\$102,329
4	\$103,193
5	\$104,100
6	\$105,007
7	\$105,913
8	\$106,819
9	\$107,725
10	\$108,633
11	\$109,539
12	\$110,446
13	\$111,352
14	\$112,260
15	\$113,166
16	\$114,073
17	\$114,979
18	\$115,887
19	\$116,793
20	\$117,699
21	\$118,606
22	\$119,513
23	\$120,420
24	\$121,326
25	\$122,233
26	\$123,140
27	\$124,047
28	\$124,953

P2: Elementary School Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	\$103,294
1	\$104,134
2	\$104,974
3	\$105,840
4	\$106,706
5	\$107,616
6	\$108,525
7	\$109,434
8	\$110,345
9	\$111,255
10	\$112,166
11	\$113,076
12	\$113,986
13	\$114,897
14	\$115,807
15	\$116,717
16	\$117,628
17	\$118,539
18	\$119,450
19	\$120,360
20	\$121,270
21	\$122,181
22	\$123,091
23	\$124,001
24	\$124,912
25	\$125,822
26	\$126,732
27	\$127,643
28	\$128,553

PRINCIPAL - SECONDARY

P3: Middle School Principal/Supervisor	
FLSA Exempt	
Step	Annual Salary
0	\$104,665
1	\$105,503
2	\$106,342
3	\$107,205
4	\$108,069
5	\$108,976
6	\$109,883
7	\$110,790
8	\$111,698
9	\$112,605
10	\$113,514
11	\$114,422
12	\$115,330
13	\$116,238
14	\$117,147
15	\$118,054
16	\$118,962
17	\$119,870
18	\$120,779
19	\$121,686
20	\$122,594
21	\$123,502
22	\$124,411
23	\$125,318
24	\$126,226
25	\$127,134
26	\$128,041
27	\$128,950
28	\$129,858

P4: Middle Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	\$106,610
1	\$107,499
2	\$108,389
3	\$109,305
4	\$110,230
5	\$111,155
6	\$112,080
7	\$113,007
8	\$113,931
9	\$114,857
10	\$115,784
11	\$116,711
12	\$117,637
13	\$118,562
14	\$119,490
15	\$120,416
16	\$121,341
17	\$122,266
18	\$123,194
19	\$124,120
20	\$125,046
21	\$125,973
22	\$126,899
23	\$127,824
24	\$128,750
25	\$129,677
26	\$130,603
27	\$131,529
28	\$132,456

HSP1: High School Principal	
FLSA Exempt	
Step	Annual Salary
0	\$108,585
1	\$109,969
2	\$111,353
3	\$112,779
4	\$114,205
5	\$115,632
6	\$117,059
7	\$118,485
8	\$119,913
9	\$121,339
10	\$122,766
11	\$124,193
12	\$125,619
13	\$127,046
14	\$128,472
15	\$129,899
16	\$131,326
17	\$132,752
18	\$134,179
19	\$135,605
20	\$137,032
21	\$138,459
22	\$139,885
23	\$141,313
24	\$142,739
25	\$144,166
26	\$145,593
27	\$147,019
28	\$148,446

SCHOOL BOOKKEEPER

S7: Elementary	
FLSA Non-Exempt	
Step	Annual Salary
0	\$31,129
1	\$31,541
2	\$31,953
3	\$32,365
4	\$32,880
5	\$33,395
6	\$34,064
7	\$34,734
8	\$35,480
9	\$36,227
10	\$36,974
11	\$37,721
12	\$38,493
13	\$39,291
14	\$40,090
15	\$40,888
16	\$41,686
17	\$42,484
18	\$43,283
19	\$44,081
20	\$44,884
21	\$45,688
22	\$46,491
23	\$47,305
24	\$48,119
25	\$48,932
26	\$49,746
27	\$50,560
28	\$51,373

A5: Middle School	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,480
1	\$32,923
2	\$33,366
3	\$33,809
4	\$34,468
5	\$35,127
6	\$35,925
7	\$36,723
8	\$37,599
9	\$38,474
10	\$39,376
11	\$40,277
12	\$41,199
13	\$42,121
14	\$43,043
15	\$43,964
16	\$44,912
17	\$45,860
18	\$46,807
19	\$47,755
20	\$48,702
21	\$49,650
22	\$50,598
23	\$51,550
24	\$52,503
25	\$53,456
26	\$54,414
27	\$55,372
28	\$56,330

A4: High School	
FLSA Non-Exempt	
Step	Annual Salary
0	\$32,144
1	\$33,108
2	\$34,170
3	\$35,233
4	\$36,295
5	\$37,384
6	\$38,505
7	\$39,633
8	\$40,761
9	\$41,889
10	\$43,016
11	\$44,145
12	\$45,273
13	\$46,401
14	\$47,529
15	\$48,658
16	\$49,786
17	\$50,913
18	\$52,041
19	\$53,170
20	\$54,298
21	\$55,426
22	\$56,555
23	\$57,683
24	\$58,811
25	\$59,938
26	\$61,066
27	\$62,195
28	\$63,323

SCHOOL NURSE

LPN	
FLSA Non-Exempt	
Step	Annual Salary
0	\$38,556
1	\$38,910
2	\$39,264
3	\$39,629
4	\$39,998
5	\$40,367
6	\$40,736
7	\$41,104
8	\$41,473
9	\$41,842
10	\$42,333
11	\$42,825
12	\$43,316
13	\$43,808
14	\$44,299
15	\$44,791
16	\$45,405
17	\$46,020
18	\$46,634
19	\$47,248
20	\$47,863
21	\$48,477
22	\$49,092
23	\$49,706
24	\$50,320
25	\$51,058
26	\$51,795
27	\$52,532
28	\$53,270

Enrollment Adjustment	
0-250	\$0
251-400	\$450
401-550	\$650
551-700	\$850
700-850	\$1,050
851-1000	\$1,350
1000+	\$1,750

N2: Nurse	
FLSA Non-Exempt	
Step	Annual Salary
0	\$44,700
1	\$45,054
2	\$45,409
3	\$45,773
4	\$46,142
5	\$46,511
6	\$46,880
7	\$47,248
8	\$47,617
9	\$47,986
10	\$48,477
11	\$48,969
12	\$49,460
13	\$49,952
14	\$50,443
15	\$50,935
16	\$51,549
17	\$52,164
18	\$52,778
19	\$53,392
20	\$54,007
21	\$54,621
22	\$55,236
23	\$55,850
24	\$56,465
25	\$57,202
26	\$57,939
27	\$58,676
28	\$59,414

Enrollment Adjustment	
0-250	\$0
251-400	\$500
401-550	\$750
551-700	\$1,000
700-850	\$1,250
851-1000	\$1,500
1000+	\$2,000

SCHOOL NURSE MANAGER

N3: Nurse Manager (200 Day)	
FLSA Exempt	
Step	Annual Salary
0	\$54,489
1	\$54,856
2	\$55,222
3	\$55,620
4	\$56,021
5	\$56,422
6	\$56,823
7	\$57,222
8	\$57,624
9	\$58,025
10	\$58,559
11	\$59,092
12	\$59,627
13	\$60,162
14	\$60,696
15	\$61,231
16	\$61,898
17	\$62,566
18	\$63,233
19	\$63,902
20	\$64,570
21	\$65,237
22	\$65,904
23	\$66,574
24	\$67,241
25	\$68,042
26	\$68,844
27	\$69,645
28	\$70,446

SCHOOL SECURITY OFFICER

SSO: School Security Officer	
FLSA Non-Exempt	
Step	Annual Salary
0	\$36,057
1	\$36,792
2	\$37,528
3	\$38,285
4	\$39,043
5	\$39,801
6	\$40,559
7	\$41,317
8	\$42,113
9	\$42,628
10	\$43,144
11	\$43,660
12	\$44,176
13	\$44,692
14	\$45,208
15	\$45,723
16	\$46,239
17	\$46,755
18	\$47,270
19	\$47,786
20	\$48,303
21	\$48,819
22	\$49,334
23	\$49,850
24	\$50,366
25	\$50,881
26	\$51,397
27	\$51,912
28	\$52,429

SECRETARY

S2: Secretary - 12 month	
FLSA Non-Exempt	
Step	Annual Salary
0	\$30,295
1	\$30,630
2	\$30,964
3	\$31,299
4	\$31,835
5	\$32,370
6	\$33,040
7	\$33,709
8	\$34,513
9	\$35,316
10	\$36,120
11	\$36,923
12	\$37,726
13	\$38,530
14	\$39,333
15	\$40,137
16	\$40,940
17	\$41,743
18	\$42,560
19	\$43,377
20	\$44,194
21	\$45,010
22	\$45,827
23	\$46,664
24	\$47,501
25	\$48,338
26	\$49,175
27	\$50,012
28	\$50,849

S3: Secretary - 220 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$25,634
1	\$25,917
2	\$26,201
3	\$26,484
4	\$26,937
5	\$27,390
6	\$27,957
7	\$28,523
8	\$29,203
9	\$29,883
10	\$30,563
11	\$31,242
12	\$31,922
13	\$32,602
14	\$33,282
15	\$33,962
16	\$34,641
17	\$35,321
18	\$36,012
19	\$36,704
20	\$37,395
21	\$38,086
22	\$38,777
23	\$39,485
24	\$40,193
25	\$40,901
26	\$41,609
27	\$42,318
28	\$43,026

S4: Secretary- 200 days	
FLSA Non-Exempt	
Step	Annual Salary
0	\$23,078
1	\$23,333
2	\$23,588
3	\$23,843
4	\$24,251
5	\$24,675
6	\$25,175
7	\$25,775
8	\$26,375
9	\$26,975
10	\$27,575
11	\$28,175
12	\$28,775
13	\$29,375
14	\$29,975
15	\$30,575
16	\$31,187
17	\$31,799
18	\$32,421
19	\$33,043
20	\$33,665
21	\$34,287
22	\$34,910
23	\$35,547
24	\$36,185
25	\$36,822
26	\$37,460
27	\$38,097
28	\$38,735

SECRETARY TO SUPERINTENDENT/SCHOOL BOARD CLERK

S1- Secretary to Superintendent/Board Clerk	
FLSA Exempt	
Step	Annual Salary
0	\$48,296
1	\$49,474
2	\$50,653
3	\$51,866
4	\$53,080
5	\$54,294
6	\$55,508
7	\$56,723
8	\$57,938
9	\$59,153
10	\$60,366
11	\$61,581
12	\$62,795
13	\$64,010
14	\$65,225
15	\$66,438
16	\$67,653
17	\$68,868
18	\$70,082
19	\$71,297
20	\$72,512
21	\$73,725
22	\$74,940
23	\$76,154
24	\$77,369
25	\$78,584
26	\$79,798
27	\$81,012
28	\$82,226

SPECIALIST

BCBA, OT/PT, PSYCHOLOGIST, SOCIAL WORKER

CO4: Specialist	
Masters - 10 month	
FLSA Exempt	
Step	Annual Salary
0	\$58,602
1	\$59,847
2	\$61,091
3	\$62,373
4	\$63,654
5	\$64,936
6	\$66,217
7	\$67,499
8	\$68,780
9	\$70,062
10	\$71,343
11	\$72,625
12	\$73,907
13	\$75,188
14	\$76,471
15	\$77,752
16	\$79,033
17	\$80,315
18	\$81,596
19	\$82,878
20	\$84,160
21	\$85,441
22	\$86,724
23	\$88,005
24	\$89,286
25	\$90,568
26	\$91,849
27	\$93,131
28	\$94,413

CO2: Specialist	
Masters - 10 1/2 Months	
FLSA Exempt	
Step	Annual Salary
0	\$61,533
1	\$62,839
2	\$64,145
3	\$65,491
4	\$66,837
5	\$68,183
6	\$69,528
7	\$70,874
8	\$72,219
9	\$73,565
10	\$74,911
11	\$76,256
12	\$77,602
13	\$78,948
14	\$80,294
15	\$81,639
16	\$82,984
17	\$84,331
18	\$85,676
19	\$87,021
20	\$88,368
21	\$89,713
22	\$91,060
23	\$92,405
24	\$93,750
25	\$95,097
26	\$96,442
27	\$97,787
28	\$99,134

CO1: Specialist	
Masters - 11 Months	
FLSA Exempt	
Step	Annual Salary
0	\$64,463
1	\$65,831
2	\$67,200
3	\$68,610
4	\$70,020
5	\$71,429
6	\$72,839
7	\$74,249
8	\$75,658
9	\$77,068
10	\$78,478
11	\$79,887
12	\$81,298
13	\$82,707
14	\$84,118
15	\$85,527
16	\$86,936
17	\$88,347
18	\$89,756
19	\$91,165
20	\$92,576
21	\$93,985
22	\$95,396
23	\$96,805
24	\$98,214
25	\$99,625
26	\$101,034
27	\$102,444
28	\$103,854

STUDENT SUPPORT COACH

SSC-Student Support Coach	
10 Month	
FLSA Exempt	
Step	Annual Salary
0	\$56,019
1	\$56,298
2	\$56,576
3	\$56,855
4	\$57,133
5	\$57,440
6	\$57,746
7	\$58,081
8	\$58,415
9	\$58,816
10	\$59,218
11	\$59,619
12	\$60,148
13	\$60,678
14	\$61,285
15	\$61,893
16	\$62,500
17	\$63,197
18	\$63,893
19	\$64,590
20	\$65,454
21	\$66,318
22	\$67,181
23	\$68,045
24	\$68,993
25	\$69,940
26	\$70,887
27	\$71,835
28	\$72,782

SUPERVISOR

P3: Supervisor	
FLSA Exempt	
Step	Annual Salary
0	\$104,665
1	\$105,503
2	\$106,342
3	\$107,205
4	\$108,069
5	\$108,976
6	\$109,883
7	\$110,790
8	\$111,698
9	\$112,605
10	\$113,514
11	\$114,422
12	\$115,330
13	\$116,238
14	\$117,147
15	\$118,054
16	\$118,962
17	\$119,870
18	\$120,779
19	\$121,686
20	\$122,594
21	\$123,502
22	\$124,411
23	\$125,318
24	\$126,226
25	\$127,134
26	\$128,041
27	\$128,950
28	\$129,858

TECHNOLOGY

NE1: Network Engineer	
FLSA Exempt	
Step	Annual Salary
0	\$77,557
1	\$78,574
2	\$79,592
3	\$80,640
4	\$81,699
5	\$82,758
6	\$83,817
7	\$84,875
8	\$85,934
9	\$86,993
10	\$88,052
11	\$89,111
12	\$90,170
13	\$91,228
14	\$92,287
15	\$93,346
16	\$94,405
17	\$95,464
18	\$96,523
19	\$97,582
20	\$98,640
21	\$99,699
22	\$100,758
23	\$101,817
24	\$102,876
25	\$103,935
26	\$104,994
27	\$106,052
28	\$107,111

CNS: Computer/Network Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$50,397
1	\$51,439
2	\$52,480
3	\$53,553
4	\$54,625
5	\$55,751
6	\$56,876
7	\$58,058
8	\$59,439
9	\$60,619
10	\$61,803
11	\$62,984
12	\$64,166
13	\$65,348
14	\$66,530
15	\$67,712
16	\$68,895
17	\$70,076
18	\$71,259
19	\$72,441
20	\$73,623
21	\$74,805
22	\$75,986
23	\$77,168
24	\$78,351
25	\$79,532
26	\$80,715
27	\$81,897
28	\$83,079

TECHNOLOGY CONT.

TSS: Technology Support Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$46,565
1	\$47,349
2	\$48,134
3	\$48,962
4	\$49,790
5	\$50,660
6	\$51,573
7	\$52,521
8	\$53,451
9	\$54,382
10	\$55,311
11	\$56,241
12	\$57,171
13	\$58,101
14	\$59,032
15	\$59,962
16	\$60,891
17	\$61,821
18	\$62,752
19	\$63,682
20	\$64,612
21	\$65,542
22	\$66,471
23	\$67,402
24	\$68,332
25	\$69,262
26	\$70,192
27	\$71,123
28	\$72,052

TSS2: Technology Support Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$48,462
1	\$49,384
2	\$50,307
3	\$51,257
4	\$52,208
5	\$53,206
6	\$54,224
7	\$55,289
8	\$56,445
9	\$57,501
10	\$58,558
11	\$59,613
12	\$60,669
13	\$61,725
14	\$62,781
15	\$63,837
16	\$64,893
17	\$65,949
18	\$67,006
19	\$68,061
20	\$69,118
21	\$70,173
22	\$71,229
23	\$72,285
24	\$73,342
25	\$74,398
26	\$75,455
27	\$76,510
28	\$77,565

TESTING AND DATA SPECIALIST

TDS: Testing and Data Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	\$46,045
1	\$46,948
2	\$47,852
3	\$48,782
4	\$49,713
5	\$50,643
6	\$51,573
7	\$52,521
8	\$53,451
9	\$54,382
10	\$55,311
11	\$56,241
12	\$57,171
13	\$58,101
14	\$59,032
15	\$59,962
16	\$60,891
17	\$61,821
18	\$62,752
19	\$63,682
20	\$64,612
21	\$65,542
22	\$66,471
23	\$67,402
24	\$68,332
25	\$69,262
26	\$70,192
27	\$71,123
28	\$72,052

HEAD START LEAD TEACHER

Head Start Lead Teacher	
HLT1/200 DAYS/7.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	\$46,045
1	\$46,948
2	\$47,852
3	\$48,782
4	\$49,713
5	\$50,643
6	\$51,573
7	\$52,521
8	\$53,451
9	\$54,382
10	\$55,311
11	\$56,241
12	\$57,171
13	\$58,101
14	\$59,032
15	\$59,962
16	\$60,891
17	\$61,821
18	\$62,752
19	\$63,682
20	\$64,612
21	\$65,542
22	\$66,471
23	\$67,402
24	\$68,332
25	\$69,262
26	\$70,192
27	\$71,123
28	\$72,052

Head Start Lead Teacher	
HLT2/190 DAYS/6.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	\$30,715
1	\$31,176
2	\$31,643
3	\$32,119
4	\$32,600
5	\$33,089
6	\$33,585
7	\$34,089
8	\$34,600
9	\$35,119
10	\$35,646
11	\$36,181
12	\$36,724
13	\$37,275
14	\$37,834
15	\$38,401
16	\$38,977
17	\$39,562
18	\$40,155
19	\$40,758
20	\$41,369
21	\$41,989
22	\$42,620
23	\$43,258
24	\$43,907
25	\$44,566
26	\$45,235
27	\$45,913
28	\$46,602

HEAD START TEACHER ASSISTANT

Head Start Teacher Assistant	
HAT1/188 DAYS/8 HOURS	
FLSA Non-Exempt	
Step	Annual Salary
0	\$23,684
1	\$24,039
2	\$24,400
3	\$24,766
4	\$25,137
5	\$25,514
6	\$25,897
7	\$26,285
8	\$26,680
9	\$27,079
10	\$27,486
11	\$27,898
12	\$28,316
13	\$28,741
14	\$29,173
15	\$29,610
16	\$30,054
17	\$30,505
18	\$30,962
19	\$31,427
20	\$31,898
21	\$32,377
22	\$32,862
23	\$33,356
24	\$33,855
25	\$34,364
26	\$34,879
27	\$35,402
28	\$35,934

Head Start Teacher Assistant	
HAT2/178 DAYS/7 HOURS	
FLSA Non-Exempt	
Step	Annual Salary
0	\$19,621
1	\$19,916
2	\$20,214
3	\$20,517
4	\$20,824
5	\$21,137
6	\$21,455
7	\$21,776
8	\$22,103
9	\$22,434
10	\$22,771
11	\$23,113
12	\$23,459
13	\$23,811
14	\$24,168
15	\$24,530
16	\$24,898
17	\$25,272
18	\$25,652
19	\$26,036
20	\$26,426
21	\$26,823
22	\$27,225
23	\$27,633
24	\$28,048
25	\$28,469
26	\$28,896
27	\$29,330
28	\$29,769

EARLY HEAD START TEACHER

Early Head Start Teacher	
EHST/260 DAYS/7.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	\$35,873
1	\$36,231
2	\$36,774
3	\$37,326
4	\$37,886
5	\$38,453
6	\$39,031
7	\$39,616
8	\$40,210
9	\$40,813
10	\$41,425
11	\$42,047
12	\$42,678
13	\$43,318
14	\$43,968
15	\$44,627
16	\$45,296
17	\$45,976
18	\$46,666
19	\$47,365
20	\$48,076
21	\$48,797
22	\$49,529
23	\$50,272
24	\$51,026
25	\$51,791
26	\$52,569
27	\$53,357
28	\$54,157

FAMILY ADVOCATE

Family Advocate	
220 DAYS	
FLSA Exempt	
Step	Annual Salary
0	\$28,092
1	\$28,514
2	\$28,941
3	\$29,375
4	\$29,817
5	\$30,263
6	\$30,717
7	\$31,179
8	\$31,646
9	\$32,121
10	\$32,603
11	\$33,092
12	\$33,588
13	\$34,092
14	\$34,603
15	\$35,122
16	\$35,649
17	\$36,184
18	\$36,726
19	\$37,277
20	\$37,837
21	\$38,404
22	\$38,980
23	\$39,565
24	\$40,158
25	\$40,761
26	\$41,372
27	\$41,993
28	\$42,623

Family Advocate	
12 MONTH	
FLSA Exempt	
Step	Annual Salary
0	\$31,099
1	\$31,565
2	\$32,039
3	\$32,520
4	\$33,007
5	\$33,502
6	\$34,005
7	\$34,515
8	\$35,033
9	\$35,558
10	\$36,092
11	\$36,633
12	\$37,183
13	\$37,740
14	\$38,306
15	\$38,881
16	\$39,464
17	\$40,056
18	\$40,657
19	\$41,267
20	\$41,886
21	\$42,514
22	\$43,152
23	\$43,799
24	\$44,456
25	\$45,123
26	\$45,800
27	\$46,487
28	\$47,184

HOME VISITOR & HEALTH/NUTRITION MANAGER

Home Visitor	
12 Month	
FLSA Exempt	
Step	Annual Salary
0	\$43,602
1	\$44,257
2	\$44,921
3	\$45,594
4	\$46,279
5	\$46,972
6	\$47,677
7	\$48,392
8	\$49,119
9	\$49,855
10	\$50,603
11	\$51,361
12	\$52,133
13	\$52,915
14	\$53,708
15	\$54,513
16	\$55,331
17	\$56,161
18	\$57,003
19	\$57,858
20	\$58,726
21	\$59,608
22	\$60,501
23	\$61,409
24	\$62,330
25	\$63,265
26	\$64,214
27	\$65,177
28	\$66,141

Health & Nutrition Manager	
12 Month	
FLSA Exempt	
Step	Annual Salary
0	\$42,885
1	\$43,528
2	\$44,181
3	\$44,844
4	\$45,517
5	\$46,199
6	\$46,892
7	\$47,595
8	\$48,309
9	\$49,034
10	\$49,770
11	\$50,516
12	\$51,274
13	\$52,044
14	\$52,823
15	\$53,616
16	\$54,420
17	\$55,237
18	\$56,065
19	\$56,906
20	\$57,760
21	\$58,626
22	\$59,506
23	\$60,398
24	\$61,304
25	\$62,224
26	\$63,156
27	\$64,104
28	\$65,066

SUPPLEMENTAL

Systemwide	Rate/ Amount
Daily Substitute Aide	\$96
Daily Substitute Teacher - w/Active VA Teaching License	\$125
Daily Substitute Teacher - Bachelor's Degree	\$115
Daily Substitute Teacher - Associate's Degree	\$105
Daily Substitute Teacher - No Degree	\$100
Daily Substitute Nurse	\$210
Long-Term Daily Substitute Aide	\$112
Long-Term Daily Substitute Teacher - w/Active VA Teaching License	\$190
Long-Term Daily Substitute Teacher - Bachelor's Degree	\$185
Long-Term Daily Substitute Teacher - Associate's Degree	\$155
Long-Term Daily Substitute Teacher - No Degree	\$125
IA Sub for Teacher (Daily)	\$20
Teacher - Extra Block/Hourly	\$23
Hourly Behind the Wheel	\$30
Hourly Clerical (including substitutes)	\$15
Hourly Curriculum Committee (June)	\$30
Hourly Custodian (including substitutes and facility use)	\$14
Hourly Extended Learning - Aides	\$23
Hourly Extended Learning - Teachers	\$30
Hourly Food Service (including substitutes)	\$14
Hourly Nurses (including substitutes)	\$28
Hourly Summer Maintenance	\$17
Hourly Head Start Substitute	\$14