

Strasburg School District 311
 Certified Salary Schedule - 160 Days
 2026-2027 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	\$47,758	\$48,713	\$49,687	\$53,066	\$54,393	\$55,752	\$57,146
2	\$48,474	\$49,443	\$50,432	\$53,862	\$55,208	\$56,588	\$58,003
3	\$49,201	\$50,185	\$51,189	\$54,670	\$56,036	\$57,437	\$58,873
4	\$49,939	\$50,938	\$51,957	\$55,490	\$56,877	\$58,299	\$59,757
5	\$50,689	\$51,703	\$52,737	\$56,323	\$57,731	\$59,174	\$60,653
6	\$51,448	\$52,477	\$53,527	\$57,167	\$58,596	\$60,061	\$61,562
7	\$52,220	\$53,264	\$54,330	\$58,024	\$59,475	\$60,962	\$62,486
8	\$53,004	\$54,064	\$55,145	\$58,895	\$60,367	\$61,877	\$63,423
9	\$53,799	\$54,875	\$55,972	\$59,778	\$61,273	\$62,805	\$64,375
10	\$54,606	\$55,698	\$56,812	\$60,675	\$62,192	\$63,747	\$65,340
11	\$55,425	\$56,533	\$57,664	\$61,585	\$63,125	\$64,703	\$66,320
12	\$56,256	\$57,381	\$58,529	\$62,509	\$64,071	\$65,673	\$67,315
13	\$57,100	\$58,242	\$59,407	\$63,447	\$65,033	\$66,659	\$68,325
14	\$57,957	\$59,116	\$60,298	\$64,399	\$66,009	\$67,659	\$69,350
15	\$58,826	\$60,003	\$61,203	\$65,365	\$66,999	\$68,674	\$70,391
16	\$59,708	\$60,902	\$62,120	\$66,345	\$68,003	\$69,703	\$71,446
17	\$60,604	\$61,816	\$63,052	\$67,340	\$69,024	\$70,749	\$72,518
18	\$61,513	\$62,743	\$63,998	\$68,350	\$70,059	\$71,810	\$73,606
19	\$62,436	\$63,685	\$64,959	\$69,376	\$71,110	\$72,888	\$74,710
20	\$63,372	\$64,640	\$65,933	\$70,416	\$72,177	\$73,981	\$75,830

Footnotes to salary schedule:

*Salary schedule will be used for initial placement only, no steps.

*Long-term substitute pay will be \$47,056

*Educational (horizontal) increases are dependent on achieving the next indicated degree level; or for the completed accumulation of college or university semester hours as indicated. Hours must be reported by February 15th or August 15th of each year.

- Trainings that the district funds, required or non-required, where educational credits may be obtained, must be fully funded by the staff member. Hours may be counted for CDE re-licensure.

Strasburg School District 31J
Special Service Provider Salary Schedule - 178 Days
2026-2027 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	\$53,064	\$54,126	\$55,208	\$58,962	\$60,436	\$61,947	\$63,496
2	\$53,860	\$54,937	\$56,036	\$59,847	\$61,343	\$62,876	\$64,448
3	\$54,668	\$55,762	\$56,877	\$60,744	\$62,263	\$63,820	\$65,415
4	\$55,488	\$56,598	\$57,730	\$61,656	\$63,197	\$64,777	\$66,397
5	\$56,321	\$57,447	\$58,596	\$62,581	\$64,145	\$65,749	\$67,392
6	\$57,165	\$58,308	\$59,474	\$63,519	\$65,107	\$66,734	\$68,403
7	\$58,022	\$59,183	\$60,367	\$64,472	\$66,083	\$67,735	\$69,429
8	\$58,893	\$60,071	\$61,272	\$65,439	\$67,075	\$68,752	\$70,471
9	\$59,777	\$60,972	\$62,192	\$66,421	\$68,081	\$69,783	\$71,528
10	\$60,674	\$61,887	\$63,125	\$67,417	\$69,103	\$70,830	\$72,601
11	\$61,584	\$62,815	\$64,072	\$68,429	\$70,139	\$71,893	\$73,690
12	\$62,507	\$63,757	\$65,032	\$69,454	\$71,191	\$72,970	\$74,795
13	\$63,445	\$64,714	\$66,008	\$70,497	\$72,259	\$74,066	\$75,917
14	\$64,397	\$65,685	\$66,998	\$71,554	\$73,343	\$75,177	\$77,056
15	\$65,362	\$66,669	\$68,003	\$72,627	\$74,443	\$76,304	\$78,211
16	\$66,343	\$67,670	\$69,023	\$73,717	\$75,560	\$77,449	\$79,385
17	\$67,338	\$68,684	\$70,058	\$74,822	\$76,693	\$78,610	\$80,575
18	\$68,348	\$69,715	\$71,109	\$75,944	\$77,843	\$79,789	\$81,784
19	\$69,373	\$70,760	\$72,176	\$77,083	\$79,011	\$80,986	\$83,010
20	\$70,414	\$71,822	\$73,259	\$78,241	\$80,197	\$82,201	\$84,256

Footnotes to salary schedule:

*Salary schedule will be used for initial placement only, no steps.

*Educational (horizontal) increases are dependent on achieving the next indicated degree level; or for the completed accumulation of college or university semester hours as indicated.
Hours must be reported by February 15th or August 15th of each year.

- Trainings that the district funds, required or non-required, where educational credits may be obtained, must be fully funded by the staff member.
Hours may be counted for CDE re-licensure.

*Covers Building Counselor
Long Term Substitute Buliding Counselor \$52,268

Strasburg School District 31J
Classified Staff Wage Schedule
2026-2027 School Year

Days	Position	Grade	Min	Max
160	Paraprofessional	A	\$16.56	\$25.67
154	Food Services			
204	Custodian			
213	Courier			
160	Media Specialist			
160	Administrative Assistant - AD/HS Office Aide			
160	Nurse Aid	B	\$17.39	\$26.96
154	Food Services Worker-Lead	C	\$17.60	\$27.29
151	Small Car Driver			
178	Administrative Assistant - Building Secretary	D	\$19.36	\$30.01
178	Administrative Assistant - Counseling			
204	Grounds Technician			
204	Lead Custodian	E	\$20.88	\$32.36
151	Bus Driver (CDL)	F	\$22.96	\$35.58
204	Operations & Maintenance Technician	G	\$25.48	\$39.50

Strasburg School District 31J

Administrators Salary Schedule - 178 Contract Days

2026-2027 School Year

Position	Min	Max
High School Principal	\$95,257	\$147,648
Middle School Principal	\$81,797	\$126,785
Elementary Principal		
Secondary Asst. Principal	\$69,890	\$108,330
High School Principal-AEC		
Elementary Asst. Principal	\$68,946	\$106,865
Dean of Students		

Strasburg School District 31J

Professional Salary Schedule

2026-2027 School Year

Days	Position	Grade	Min	Max
213	Central Registrar/Accounts Payable	AA	41,900	65,000
167	Food Service Director	BB	43,900	68,044
160	District Nurse	CC	46,132	71,504
213	Executive Assistant	DD	48,500	75,000
227	IT Specialist	EE	51,258	79,449
178	Preschool Director			
204	Director of Operations and Maintenance	FF	66,635	103,284
227	Director of Transportation			
227	Director of Technology			
213	Director of Finance			
213	HR Manager			
213	Student Success Coordinator			
178	Athletic Director	GG	71,248	110,435

Strasburg School District 31J

Coaching Salary Schedule

2026-2027 School Year

Base of:

\$47,758

Years of Experience	Level 1	Level 2	Level 3	Level 4
1	\$4,346	\$2,865	\$2,388	\$1,480
2	\$4,411	\$2,908	\$2,424	\$1,503
3	\$4,477	\$2,952	\$2,460	\$1,525
4	\$4,544	\$2,996	\$2,497	\$1,548
5	\$4,613	\$3,041	\$2,534	\$1,571

	Level 1 Positions	Level 2 Positions	Level 3 Positions	Level 4 Positions
Football	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Softball	HS Head Coach	HS Asst Coach		
Volleyball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cross Country	HS Head Coach	HS Asst Coach		
Boys Golf	HS Head Coach	HS Asst Coach		
Boys Basketball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cheer-Fall	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Girls Basketball	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Boys Wrestling	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Girls Wrestling	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Cheer-Winter	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Track	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Baseball	HS Head Coach	HS Asst Coach		
Girls Golf	HS Head Coach	HS Asst Coach		
Unified Bowling	HS Head Coach	HS Asst Coach		
Esports		HS Head Coach (Annually)		
Girls on the Run (Elementary)			Head Coach (Annually)	

For every additional week needed to compete in playoff competition, coaches will be paid as follows:

Head Coach - \$150/week

Asst. Coach - \$75/week

Strasburg School District 31J

Sub Pay

2026-2027 School Year

Position	Hourly Rate
Paraprofessional*	\$15.16
Food Services	
Custodian	\$15.16
Building Secretary	16.84
Bus Driver (CDL)	19.97
Small Car Driver	\$17.20

Position	Daily Rate
PK-12 Teacher	160
PK-12 Long Term Sub**	\$250.00

*Adjusts to minimum wage on January 1

**Sub longer than 30 calendar days

Strasburg School District 31J

2026-2027 School Year

Base =

\$47,758

Category	Rate	Amount	Positions
I			Clubs -Tier I (See Scope of Work)
7% of Base		\$3,343	Gifted and Talented - Director
			Performing Arts - Tier I (See Scope of Work)
			Audio/Visual District Coordinator
			District Wide Safety Coordinator
II			AP Coordinator
3.50% of Base		\$1,672	Board of Education Secretary
			Clubs - Tier II (See Scope of Work)
			Concessions Manager
			ELL Coordinator
			Gifted and Talented - Building Coordinator
			READ Coordinator
			Instructional Coach - Elementary
			School Leadership Team
			MTSS Coordinator
			Performing Arts - Tier II (See Scope of Work)
			PLC Coordinator
			Prom Sponsor/Lead Junior Class Sponsor
			School Assessment Coordinator (SAC)
			School Interpreter
			Sub Finder
			Yearbook-Elementary
III			504 Coordinator
1.25% of Base		\$597	Building Leadership Team-High School
			Clubs - Tier III (See Scope of Work)
			CTE Coordinator-Per Program
			Employee Engagement Coordinator
			Graduation Coordinator
			Department Chair
			House Leader
			Junior Class Sponsor
			Mentor
			Promotion Coordinator - HMS
			Student Council-Elementary/Middle School
			Xello Coordinator

Extra Duty/Other:

Summer School	\$35/Hour for Certified Teacher
Homework Club	\$35/hour
Detention	\$15/hour
Coverage during plan	\$35/hour
Coach/Sponsor Transportation	\$35/day

Special Education Caseload:

\$150 for Annual/\$300 for Triennial (Paid in January and June)
See Caseload procedure for additional information

Transportation Stipend:

Paid monthly; varies based on additional hours worked.
See procedure for additional information.

SOSA Payout:

SOSAs will be paid out evenly over 9 months (September - May)
See Additional Compensation procedure for additional information