FRANCIS HOWELL SCHOOL DISTRICT
SUPPORT STAFF SALARY SCHEDULE
2026-2027

Paygrade	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Paygrade
MIN.	$16.41	$17.04	$17.72	$18.41	$19.13	$20.33	$20.66	$21.49	$22.36	$23.26	$24.19	$25.19	$26.22	$27.29	$28.41	$29.59	$30.82	MIN.

Salary Minimums
IT Technical Professional……..…$68,295
Manager……..……..……..…$78,155

Job Title(s)

14 Pre-school Classroom Asst < 60, Student Worker Warehouse, Student Worker Info Systems, Café Aide, Facilitator <60
15 Pre-school Classroom Asst >60, Hall Monitor, Campus Security
16 Finance Dept Clerk, Lead Facilitator <60, Facilitator >60, Fueler
17 (A/P) Accounting Clerk, Lead Facilitator >60, Print Shop Clerk
18 None
19 Communications Support Specialist
20 Grant Accountant II, Print Shop Associate, Trainer, Morning Dispatcher, Trip Coordinator/Dispatcher, Help Desk Techician, Payroll Clerk, Developmental Screener >60
21 EXEMPT: Permanent Substitue, In-School Alternative Placement {ISAP} Supervisor
21 A/P Ld Acctg Clerk, Asst. Coordinator Vacation Station*, Router/Dispatcher
22 HR Associate, Benefits Specialist, Data Associate, Finance Associate, Communications Technology Specialist, Transportation Trainer
23 COTA-Assoc.
24 EXEMPT: Lead Router
25 Part-time Parent Educator, Data Analyst, School Bus Mechanic, Software Support Technician
25 EXEMPT: Asst. to Deputy Superintendent, HR Specialist, Substitute Specialist, Full-time and Lead Parent Educator
26 EXEMPT: Asst. to Superintendent, District Information Specialist
27 Lead School Bus Mechanic
27 EXEMPT: Senior Accountant
28 None
29 EXEMPT: Safety Supervisor, Homeless and Foster Care Coordinator
30 EXEMPT: Network Engineer, Parents as Teachers Coordinator

* Upon achievement of Master's Degree Vacation Station Asst. Coordinators will receive a 2.5% increase to their hourly rate. Transcripts must be received by Oct. 15 to be applied to the current school year.

Actions:

A. Minimum wages in all paygrades stay the same.
B. The District will utilize open ended salary ranges with no defined maximum for all pay grades.
C. All eligible hourly paid employees and perm. subs will receive an increase of 3.25% to be applied prior to the service-based increase.
D. All eligible hourly paid employees and perm. subs with 3-5 completed school years of FHSD service as calculated on July 1, 2026, will receive an additional $0.20 per hour increase.
E. All eligible hourly paid employees and perm. subs with 6-10 completed school years of FHSD service as calculated on July 1, 2026, will receive an additional $0.35 per hour increase.
F. All eligible hourly paid employees and perm. subs with 11+ completed school years of FHSD service as calculated on July 1, 2026, will receive an additional $0.50 per hour increase.
G. For the 2026–2027 school year, eligible hourly paid employees and perm. subs will receive the applicable service-based increase corresponding to their current years of credited service.
H. Salaried Support Staff employees will receive an increase of 3.0% for the 26-27 school year.
I. All Parent Educators and COTA-Assoc. will receive an increase of 3.0% for the 26-27 school year.

Notes:

A. Employees must have been hired prior to January 1 of the school year in which they were hired to receive credit for that school year.
B. An employee who separates from the district and is later re-employed will have their credited years of service reset based on their most recent hire date. This provision also applies to employees who move from an eligible permanent position to a substitute or as-needed position, as substitute or as-needed positions do not qualify for continued service credit.
C. Service-based increases are awarded upon attainment of a new service tier. The service-based increase will not be applied annually within the same tier.
D. Service-based increases are used when calculating an employee's hourly wage.