

FY 2027

Rev 7/8/2026

Salary Schedule Non-Certified

**Calculating an Annual Salary= Hourly Rate X # Hours Per Day X # of Days to Work
(Except Bus Drivers)**

**Experience Factor For Non-Certified
(Except Bus Drivers & SFS)**

1-5 YEARS	.10 /hr. x number of years
6-10 YEARS	.13 /hr. x number of years
11-15 YEARS	.16 /hr. x number of years
16-20 YEARS	.21 /hr. x number of years

Base Rate/Supplement Schedule**Hourly Rate****CLERICAL**

Admin. Asst. to Superintendent	28.35
Admin. Asst. to Asst. Superintendent	25.24
Admin. Asst. to Ex Director	21.64
Secretary to Directors	20.02
Secretary - Central Office	18.87
Rank I - School Receptionist, Attendance Clerk - Middle & High School	18.63
Rank II - School level Secretary, Data Clerk, Asst. Registrar - High School, Records Clerk	19.61
Rank III - Bookkeeper - Elementary School	20.08
Rank IV - Bookkeeper - Middle & High School	21.64
Rank V - Registrar - Middle & High School; Enrollment Specialist	23.91

HUMAN RESOURCES

Certification Coordinator	26.54
Benefits & Retirement Coordinator	26.54
HR Coordinator	25.57
HR Clerk	20.02
Front Office Secretary - Central Office	19.61
HR Business Manager	Based on T-2 Certified Salary Scale

ACCOUNTING

Accounts Payable Clerk	20.60
Accounts Payable Specialist I	21.47
Accounts Payable Specialist II	24.45
Payroll Coordinator	Based on T-1 Certified Salary Scale

NURSES

School Clinic Nurse - RN	34.30
School Clinic Nurse - LPN	21.00
Dedicated SpEd Classroom Nurse (RN/LPN)	34.30
Head Nurse (1/2 position-190 days)	34.30

OCCUPATIONAL THERAPIST

Occupational Therapist Rank II (10-month) Masters 1+ yrs exp	61.84
Occupational Therapist Rank III (10-month) Masters + Supervisory	62.95
Physical Therapist (10-month)	61.59

PARAPROFESSIONAL *	
Rank I (High School diploma and Para Test passed)	17.80
Rank II (Associates degree or 2 years college)	18.08
Rank III (4 yr. College/Univ. Graduate)	18.38
*Credit Recovery, SPED SC-EBD, SPED SC-Mo/Si, SPED Sev/Prof, and SPED SC-Autism@MLE/NES/WJM/SHS Paraprofessionals will receive a district supplement based on rank.	
FAMILY ENGAGEMENT	
Attendance Support Specialist (10-month)	25.16
Family Engagement Specialist (2-4 years of college) (10-month)	25.16
Family Engagement Coordinator (10-month)	33.54
HEARING IMPAIRED INTERPRETERS	
Rank I Standard (Formal training)	27.31
Rank II Partially Certified (Partial certification of test)	30.15
Rank III Certified (Holds certificate for interpreter)	32.98
Rank IV National Certification	36.30
MIGRANT STUDENT SERVICE PROVIDER	
Rank I No College	19.49
Rank II 2 years of college	22.33
Rank III 4 years of college	25.16
OTHER	
Project Manager	36.14
Data Analyst	35.08
Student Information System Coordinator	25.57
Work Based Learning Students	Hourly rate is 75% of position rate
TECHNOLOGY	
Tech Liaisons Rank I- Sch Level (10.25 mth) Central office (12 mth)	18.08
Lead Tech Specialist I	31.19
Lead Tech Specialist II	33.08
Lead Tech Specialist III	35.08
IT Engineer I	41.84
IT Engineer II	43.08
IT Engineer III	44.38

SCHOOL FOOD SERVICES	
SFS Nutrition Coordinator (12-month)	Hourly based on T-1 Certified Salary Scale
SFS Bookkeeper (12-month)	24.33
SFS Nutrition Specialist/Tech Liaison (12-month)	21.47
Warehouse Assistant Rank 1 (12-month)	19.22
Warehouse Assistant Rank 2 (12-month)	23.50
Warehouse Assistant Rank 3 (12-month)	28.00
SFS Manager (see attached)	Based on school participation
SFS Asst. Manager (see attached)	17.43
SFS Cashier (see attached)	17.77
SFS Food Assistant/Cook (see attached)	16.75
CUSTODIAL	
Head Custodian (12-month)	17.59
Custodian	17.33
MAINTENANCE	
Electrician I	31.90
Electrician II	28.62
Electrician III	25.36
Electrician VI	22.08
HVAC Mechanic I	29.85
HVAC Mechanic II	28.43
HVAC Mechanic III	26.97
Advanced Carpenter	24.53
Carpenter I	24.19
Carpenter II	22.92
Carpenter III	21.63
Plumber I	25.36
Plumber II	23.92
Plumber III	22.48
Roofer	25.36
Building Envelope Technician	25.36
General Maintenance Technician	23.30
Painter	22.15
General Maintenance I	21.69
General Maintenance II	19.22

GROUNDS	
Grounds Supervisor	34.68
Grounds Crew Leader	28.62
Spray Technician	22.42
Assistant Spray Technician	19.22
Grounds Worker I (5+ years of experience)	19.22
Grounds Worker II w/ Quality Control Function	19.18
Grounds Worker II (3-4 years of experience)	17.97
Grounds Worker III (1-2 years of experience)	17.17
WAREHOUSE	
Facilities Supervisor	34.68
Custodial Services Support Coordinator	28.97
Warehouse II	18.80
TRANSPORTATION	
Transportation Bookkeeper (12-month)	24.33
Transportation Coordinator (12-month)	27.34
Automotive Shop Supervisor	38.16
Transportation Service Supervisor	32.70
Mechanic I	32.70
Mechanic II	28.21
Mechanic III	23.30
Fuel Attendant	20.02
Bus Monitors - 180 days, hours per day varies (5)	16.21
Bus Driver - 180 days, hours per day varies (5 or 8 hours)	see below
Bus Driver years of experience	Hourly Rate
0	21.46
1	21.66
2	21.86
3	22.06
4	22.26
5	22.46
6	22.66
7	22.86
8	23.06
9	23.26
10	23.46
11	23.66
12	23.86
13	24.06
14	24.26
15	24.46
16	24.66
17	24.86
18	25.06
19	25.26
20+	25.46

SCHOOL NUTRITION SALARY SCHEDULE				
2026/2027				eff 7/1/26
FOOD ASSISTANTS				
YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE PER HOUR	TRAINING IN -DEPTH COURSES
0	\$16.75	\$0.00	\$16.75	\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.
1	\$16.75	\$0.10	\$16.85	
2	\$16.75	\$0.20	\$16.95	
3	\$16.75	\$0.30	\$17.05	
4	\$16.75	\$0.40	\$17.15	
5	\$16.75	\$0.50	\$17.25	
6	\$16.75	\$0.62	\$17.37	
7	\$16.75	\$0.74	\$17.49	
8	\$16.75	\$0.86	\$17.61	
9	\$16.75	\$0.98	\$17.73	
10	\$16.75	\$1.10	\$17.85	
11	\$16.75	\$1.25	\$18.00	
12	\$16.75	\$1.40	\$18.15	
13	\$16.75	\$1.55	\$18.30	
14	\$16.75	\$1.70	\$18.45	
15	\$16.75	\$1.85	\$18.60	
16	\$16.75	\$2.05	\$18.80	
17	\$16.75	\$2.25	\$19.00	
18	\$16.75	\$2.45	\$19.20	
19	\$16.75	\$2.65	\$19.40	
20	\$16.75	\$2.85	\$19.60	

Note: An increase of \$.10 per hour will be given to all School Nutrition Employees who are certified in ServSafe

SCHOOL NUTRITION SALARY SCHEDULE				
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CASHIER				
YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE PER HOUR	TRAINING IN -DEPTH COURSES
0	\$17.77	\$0.00	\$17.77	\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.
1	\$17.77	\$0.10	\$17.87	
2	\$17.77	\$0.20	\$17.97	
3	\$17.77	\$0.30	\$18.07	
4	\$17.77	\$0.40	\$18.17	
5	\$17.77	\$0.50	\$18.27	
6	\$17.77	\$0.62	\$18.39	
7	\$17.77	\$0.74	\$18.51	
8	\$17.77	\$0.86	\$18.63	
9	\$17.77	\$0.98	\$18.75	
10	\$17.77	\$1.10	\$18.87	
11	\$17.77	\$1.25	\$19.02	
12	\$17.77	\$1.40	\$19.17	
13	\$17.77	\$1.55	\$19.32	
14	\$17.77	\$1.70	\$19.47	
15	\$17.77	\$1.85	\$19.62	
16	\$17.77	\$2.05	\$19.82	
17	\$17.77	\$2.25	\$20.02	
18	\$17.77	\$2.45	\$20.22	
19	\$17.77	\$2.65	\$20.42	
20	\$17.77	\$2.85	\$20.62	

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ASSISTANT MANAGERS

YEARS OF EXPERIENCE	BASE RATE	EXPERIENCE FACTOR - ADD TO BASE	RATE/HOUR	TRAINING IN -DEPTH COURSES
0	\$17.43	\$0.00	\$17.43	\$5.00 per month will be added to the base salary for every 30 hour class a food assistant completes with a passing grade (70 or above). This incentive will not be retroactive for any classes completed prior to 1987.
1	\$17.43	\$0.10	\$17.53	
2	\$17.43	\$0.20	\$17.63	
3	\$17.43	\$0.30	\$17.73	
4	\$17.43	\$0.40	\$17.83	
5	\$17.43	\$0.50	\$17.93	
6	\$17.43	\$0.62	\$18.05	
7	\$17.43	\$0.74	\$18.17	
8	\$17.43	\$0.86	\$18.29	
9	\$17.43	\$0.98	\$18.41	
10	\$17.43	\$1.10	\$18.53	
11	\$17.43	\$1.25	\$18.68	
12	\$17.43	\$1.40	\$18.83	
13	\$17.43	\$1.55	\$18.98	
14	\$17.43	\$1.70	\$19.13	
15	\$17.43	\$1.85	\$19.28	
16	\$17.43	\$2.05	\$19.48	
17	\$17.43	\$2.25	\$19.68	
18	\$17.43	\$2.45	\$19.88	
19	\$17.43	\$2.65	\$20.08	
20	\$17.43	\$2.85	\$20.28	

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MANAGERS

(ALL MANAGERS ARE EMPLOYED FOR 8 HOURS PER DAY, 190 DAYS)

AVERAGE DAILY PARTICIPATION			EXPERIENCE - NUMBER OF YEARS			BREAKFAST PROGRAM
ADP	BASE			Per Month		
0 TO 300	20.50		1 year	\$10.00		Per Month
301 to 400	21.05		2 years	\$20.00		ADP
401 to 500	21.63		3 years	\$30.00		
501 to 600	22.24		4 years	\$40.00		0 - 100
601 to 700	22.85		5 years	\$50.00	✓	\$50.00
701 to 800	23.16		6 years	\$60.00		
801 to 900	24.17		7 years	\$70.00		101 - 200
901 to 1000	24.86		8 years	\$80.00	✓	\$75.00
1001 +	25.54		9 years	\$90.00		
			10 years	\$100.00		201 - 300
			11 years	\$110.00	✓	\$100.00
			12 years	\$120.00		
			13 years	\$130.00		301 - 400
			14 years	\$140.00	✓	\$125.00
			15 years	\$150.00		
			16 years	\$160.00		401 - 500
			17 years	\$170.00	✓	\$150.00
			18 years	\$180.00		
			19 years	\$190.00		501 - 600
			20 years	\$200.00	✓	\$175.00
			Based on 10 months			Based on 10 months

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