



PAY PLAN

Fiscal Year 2026-2027

Adopted: March 17, 2026
Updated: July 9, 2026

Teacher Salary Schedule

Teacher

Activities Director, High School

Behavior Support Specialist

Instructional Technology Resource Teacher (ITRT)

Library Media Specialist

Literacy Coach

Math Coach

Reading Specialist

School Counselor

School Counseling Director

Speech Pathologist and Assistive Technology Lead

Speech and Language Pathologist

Teacher Salary Schedule

YEARS EXP	Bachelor's Degree	Bachelor's Degree +18	Master's Degree	Master's Degree + Educational Specialist Degree	Doctoral Degree
0	\$55,045	\$57,174	\$57,972	\$59,749	\$60,908
1	\$56,125	\$58,295	\$59,108	\$60,920	\$62,103
2	\$56,892	\$59,001	\$59,811	\$61,628	\$62,811
3	\$57,689	\$59,716	\$60,523	\$62,344	\$63,526
4	\$58,566	\$60,594	\$61,485	\$63,069	\$64,248
5	\$59,350	\$61,378	\$62,269	\$63,803	\$64,979
6	\$60,144	\$62,120	\$63,064	\$64,547	\$65,720
7	\$60,903	\$62,871	\$63,717	\$65,298	\$66,470
8	\$61,673	\$63,632	\$64,592	\$66,062	\$67,229
9	\$62,443	\$64,471	\$65,363	\$66,832	\$67,997
10	\$63,184	\$65,212	\$66,040	\$67,614	\$68,774
11	\$63,976	\$66,003	\$66,895	\$68,405	\$69,562
12	\$64,797	\$66,803	\$67,715	\$69,206	\$70,360
13	\$65,580	\$67,612	\$68,421	\$69,964	\$71,167
14	\$66,331	\$68,433	\$69,249	\$70,784	\$71,986
15	\$67,053	\$69,263	\$70,000	\$71,614	\$72,812
16	\$67,903	\$70,104	\$70,821	\$72,457	\$73,652
17	\$68,751	\$70,955	\$71,690	\$73,308	\$74,500
18	\$69,620	\$71,817	\$72,539	\$74,170	\$75,359
19	\$70,489	\$72,689	\$73,408	\$75,042	\$76,229
20	\$71,371	\$73,573	\$74,066	\$75,926	\$77,110
21	\$72,194	\$74,467	\$74,844	\$76,738	\$78,001
22	\$72,981	\$75,373	\$76,039	\$77,644	\$78,905
23	\$73,893	\$76,290	\$76,835	\$78,560	\$79,819
24	\$74,724	\$77,220	\$77,642	\$79,488	\$80,746
25	\$75,658	\$78,159	\$78,577	\$80,428	\$81,683
26	\$76,456	\$79,112	\$79,375	\$81,379	\$82,631
27	\$77,388	\$80,075	\$80,308	\$82,341	\$83,592
28	\$78,357	\$81,050	\$81,210	\$83,316	\$84,130
29	\$79,217	\$82,039	\$82,135	\$84,304	\$85,110
30	\$80,297	\$83,040	\$83,217	\$85,304	\$86,103
31	\$81,300	\$84,052	\$84,494	\$86,316	\$87,106
32	\$82,620	\$85,078	\$85,515	\$87,340	\$88,124
33	\$82,620	\$85,078	\$85,515	\$87,340	\$88,124
34	\$82,620	\$85,078	\$85,515	\$87,340	\$88,124
35	\$82,620	\$85,078	\$85,515	\$87,340	\$88,124

Supplements:

Certificate of Clinical Competence – Speech Language Pathologist	\$1,000
National Certified School Psychologist	\$1,750

Changes in salary will only occur when there is an approved adjustment to the Teacher Salary Schedule.

Guidelines for Extra Days

Position	Number of Extra Days *
Athletic Director	30
Assistant Principals, All Schools	10
Band Director, High School	20
Behavior Support Specialist	10
Instructional Technology Resource Teacher (ITRT)	20
Library Media Specialist	10
Literacy Coach	25
Marketing Director, High School	10
Math Coach	10
Reading Specialist	5
School Counselor, High School	25
School Counseling Director, High School	25
School Counselor, Middle School	10
School Counseling Director, Middle School	20
Special Education Lead Teacher	5
Speech Pathologist and Assistive Technology Lead	10
Speech and Language Pathologist	10

* Generally, the new contract length would apply to each individual who starts one of these positions as a new hire or current employee who voluntarily transfers to one of these positions. The new contract length would not apply to current employees in these positions whose work location changes without a position change.

Supplements for Positions with Extra Days

Position	Supplement
Athletic Director, Per Season-Fall, Winter, Spring	\$1,335 per Season
Band Director, High School	\$4,000
Band Director, Middle School	\$2,750
Chorus Director, High School	\$4,000
Chorus Director, Middle School	\$2,750
Marching Band Director, High School	\$4,500
Nurse Coordinator	\$1,200
Speech Pathologist and Assistive Technology Lead	\$4,500
School Counseling Director, High School	\$3,500
School Counseling Director, Middle School	\$3,500
Teacher – Additional Class Period	\$5,000

Non-Licensed Employees and Administrators

All salary scales are adjusted to the Full Time Equivalency (FTE) for each School Board position.

Grade	Title	FLSA Status	Days Per Year	Daily Hours	Min. Hourly Rate	Min. Salary Range	Max. Salary Range
107	Office Clerk *	N	210	8	\$17.58	\$28,959.84	\$47,263.84
108	Paraprofessional	N	187	7.25	\$18.14	\$24,117.17	\$46,483.84
108	Secretary, Secondary	N	248	8	\$18.47	\$35,940.56	\$58,607.12
108	Secretary/Bookkeeper, Elem	N	248	8	\$18.47	\$35,940.56	\$58,607.12
109	Bookkeeper, Secondary	N	248	8	\$19.39	\$37,721.40	\$61,536.80
110	Maintenance Helper	N	248	8	\$20.35	\$39,603.42	\$64,615.20
111	Administrative Assistant	N	248	8	\$21.37	\$41,586.62	\$74,272.64
113	Nurse, Licensed Practical Nurse	N	192	7.5	\$21.37	\$30,183.84	\$55,661.84
114	Administrative Specialist	N	248	8	\$24.74	\$48,143.35	\$78,539.76
114	General Maintenance Trade	N	248	8	\$24.74	\$48,143.35	\$78,539.76
115	Operations Specialist	N	248	8	\$25.98	\$50,551.53	\$82,466.80
115	IT Technician	N	248	8	\$25.98	\$50,551.53	\$82,466.80
115	Transportation Specialist	N	248	8	\$25.98	\$50,551.53	\$82,466.80
117	Data Systems Specialist	N	248	8	\$28.64	\$55,732.15	\$90,918.88
117	Nurse, Registered Nurse	E	192	7.5	\$28.64	\$40,450.75	\$65,989.04
120	Finance Coordinator	E	248	8	\$33.16	\$64,514.92	\$105,250.08
120	Human Resources Coordinator	E	248	8	\$33.16	\$64,514.92	\$105,250.08
120	Payroll Coordinator	E	248	8	\$33.16	\$64,514.92	\$105,250.08
121	School Psychologist	E	220	8	\$34.82	\$60,103.30	\$98,035.60
121	School Social Worker	E	220	8	\$34.82	\$60,103.30	\$98,035.60
122	Assistant Principal, Elementary	E	225	8	\$36.55	\$64,517.04	\$105,276.08
123	Assistant Principal, Middle	E	225	8	\$38.38	\$67,748.40	\$110,540.56
123	Maintenance Supervisor	E	248	8	\$38.38	\$74,673.79	\$121,840.16
123	Systems Administrator	E	248	8	\$38.38	\$74,673.79	\$121,840.16
124	School Security Officer	N	185	5.75	\$40.36	\$42,109.82	\$68,697.20
125	Professional Learning & Communications Supervisor	E	248	8	\$42.32	\$82,343.54	\$129,655.76
125	Assistant Principal, High School	E	225	8	\$42.32	\$74,706.84	\$121,870.32
125	Instructional Technology & Data Administrator	E	248	8	\$42.32	\$82,343.54	\$134,328.48
125	Network Administrator	E	248	8	\$42.32	\$82,343.54	\$134,328.48
127	Principal, Elementary	E	248	8	\$46.65	\$90,782.28	\$148,098.08
128	Principal, Middle	E	248	8	\$48.98	\$95,315.33	\$155,501.84
128	Director of Accountability	E	248	8	\$48.98	\$95,315.33	\$155,501.84
130	Director of Student Services	E	248	8	\$54.01	\$105,089.70	\$171,440.88
130	Principal, High	E	248	8	\$54.01	\$105,089.70	\$171,440.88
132	Chief Financial Officer	E	248	8	\$59.55	\$115,875.92	\$189,014.80
134	Assistant Superintendent	E	248	8	\$65.64	\$127,734.68	\$208,387.92

**Assignment may be less than 210 days.*

School Board Annual Salaries

Position	Pay Rate
School Board Member (7)	\$420
Additional Salary for School Board Chair	\$120

Substitutes

Position	Pay Rate
Substitute Teacher	\$125 per day
Substitute Teacher, Long Term	\$140 per day
Substitute Nurse	\$130 per day
Substitute Nurse, Long Term	\$140 per day
Substitute Paraprofessional	\$102 per day
Substitute Clerical	\$105 per day
Teacher Substituting During Planning Period, Secondary	\$25 per period

Bus Drivers and Assistants

Position	Pay Rate
Bus Driver	Paid by the run, minimum of \$18.68 per run*
Bus Assistant	Paid by the run, minimum of \$18.68 per run*
Substitute Bus Driver	\$15.00 per run
Substitute Bus Assistant	\$15.00 per run

**Equated to a minimum pay rate of \$23.60 per hour.*

Other Pay for Bus Drivers and Assistants

Description	Pay Rate
Field Trip, Short Distance	\$20.50 per hour
Field Trip, Long Distance:	
Trip Time	\$22.00
Rest Time	\$15.00
Trainer	\$15.00 per hour
Bus Driver in Training	\$15.00 per hour
Meetings	\$15.00 per hour
Bus Pickup, Local	\$25.00 per trip
Bus Pickup, Long Distance	\$35.00 per trip
First Semester, 95% Attendance	\$250
Second Semester, 95% Attendance	\$250

As Needed Positions

Operational

Position	Pay Rate
Cafeteria Monitor	\$15.00 per hour
Technology Helper	\$15.00 per hour
Maintenance Helper	\$15.00 per hour
Crossing Guards	\$15.00 per hour
Temporary Office Helper	\$15.00 per hour

Instructional

Position	Pay Rate
SOL Remediation, Degreed	\$30.00 per hour
SOL Remediation, Non-Degreed	\$25.00 per hour
Project Graduation	\$30.00 per hour
Homebound Teacher	\$35.00 per hour
Academic Tutor	\$35.00 per hour

Summer School

Position	Pay Rate
Coordinator	\$5,000
Teacher	\$35.00 per hour
Substitute Teacher	\$30.00 per hour
Paraprofessional	\$17.79 per hour
Substitute Paraprofessional	\$17.79 per hour
Nurse	\$30.00 per hour
School Counselor	\$40.00 per hour
Bus Driver	\$30.75 per run
Bus Assistant	\$30.75 per run

School Supplement Schedule

Position	Supplement
Administrative Intern	Up to \$5,000
Builders Club, Middle	\$600
Class Sponsor, Junior	\$1,500
Class Sponsor, Senior	\$1,500
Color Guard Assistant, High	\$1,230
Drama Sponsor, High	\$2,602
Drama Sponsor, Middle	\$1,200
Excel Club, High	\$600
Forensics Sponsor, Middle & High	\$1,088
International Partnerships, High	\$1,088
Intramural Director, High	\$1,740
Journalism Club, High	\$2,000
Key Club Sponsor, High	\$1,088
Leo Club, High	\$600
Mentorship:	
Administrative Mentor – Annual Determination	Up to \$5,000
Lead Mentor – Per School	\$1,000
Trained Mentor – Annual Determination	\$500
Mentorship - First Year Teacher – Per Teacher	\$500
Mentorship – New PCPS Teacher – Per Teacher	\$100
Model UN, High	\$1,740
Musical Choreographer, High	\$200
Musical Pit Conductor, High	\$500
National Honor Society, High	\$1,200
National Junior Honor Society, Middle	\$600
Odyssey of the Mind Sponsor, Elementary, Middle, High	\$300
Odyssey of the Mind Sponsor, Division Wide	\$717
Percussion Assistant, High	\$1,230
Professional Leadership Team	\$1,100
SCA Sponsor, Elementary	\$600
SCA Sponsor, Middle	\$1,200

SCA Sponsor, High	\$1,800
Scare Club	\$600
Special Education Teacher, Full-Time	\$3,000
Special Education Teacher, Part-Time	\$1,500
Special Education Paraprofessional, Full-Time	\$2,000
Special Education Paraprofessional, Part-Time	\$1,000
Student to Student Sponsor, High	\$600
Twirler Assistant, High	\$1,000
Volunteer Program Coordinator, Per School	\$250
Yearbook, Primary	\$500
Yearbook, Elementary	\$500
Yearbook, Middle	\$2,000
Yearbook, High	\$3,000

Activity Supplement Schedule

Position	Supplement
Assistant Activities Director	\$2,602
Baseball, Varsity Head Coach	\$3,680
Baseball, Varsity Assistant Coach	\$2,702
Baseball, JV Head Coach	\$2,702
Basketball, Varsity Head Coach	\$3,680
Basketball, Varsity Assistant Coach	\$2,702
Basketball, JV Head Coach	\$2,702
Cheer, Fall Sideline, Varsity	\$1,750
Cheer, Fall Sideline, JV	\$1,500
Cheer, Competition, Varsity	\$2,000
Cheer, Winter Sideline, Varsity	\$1,750
Cheer, Winter Sideline, JV	\$1,500
Cross Country, Varsity Head Coach	\$2,802
Cross Country, Varsity Assistant Coach	\$1,840
Field Hockey, Varsity Head Coach	\$2,802
Field Hockey, Varsity Assistant Coach	\$1,840
Field Hockey, JV Head Coach	\$1,840
Football, Varsity Head Coach	\$5,337
Football, Assistant Coach	\$3,602
Football, Assistant Coach (part-time)	\$1,588
Football, JV Head Coach	\$3,602
Golf, Varsity Head Coach	\$2,802
Scholastic Bowl, Varsity Head Coach	\$2,602
Scholastic Bowl, JV Head Coach	\$870
Soccer, Varsity Head Coach	\$3,680
Soccer, Varsity Assistant Coach	\$2,702
Soccer, JV Head Coach	\$2,702
Softball, Varsity Head Coach	\$3,680
Softball, Varsity Assistant Coach	\$2,702
Softball, JV Head Coach	\$2,702

Activity Supplement Schedule

(Continued)

Position	Supplement
Strength Coach, Fall	\$3,000
Strength Coach, Winter	\$3,000
Strength Coach, Spring	\$3,000
Strength Coach, Summer	\$3,000
Swimming, Varsity Head Coach	\$2,802
Swimming, Varsity Assistant Coach	\$1,840
Tennis, Varsity Head Coach	\$2,802
Tennis, Varsity Assistant Coach	\$1,840
Track and Field, Spring, Varsity Head Coach	\$3,680
Track and Field, Spring, Varsity Assistant Coach	\$1,840
Track, Indoor Winter, Varsity Head Coach	\$2,802
Track, Indoor Winter, Varsity Assistant Coach	\$1,840
Volleyball, Varsity Head Coach	\$2,802
Volleyball, Varsity Assistant Coach	\$1,840
Volleyball, JV Head Coach	\$1,840
Wrestling, Varsity Head Coach	\$3,680
Wrestling, Varsity Assistant Coach	\$2,702
Wrestling, JV Head Coach	\$2,702