# PHENIX CITY SCHOOLS

**Salary Schedule**

***Effective July 1, 2026 - June 30, 2027***

***Mr. Nathan Walters, Superintendent***
*Mrs. Yolaunda Daniel, Board Chair, District 3*
*Mrs. Katrina Collier-Long, Board Vice-Chair, District 3*
*Mr. Richard Carter, Board Member, District 2*
*Mr. Elliott Patrick, Board Member, District 2*
*Mr. Steve Pace, Board Member, District 1*
*Mr. Jonathan Taylor, Board Member, District 1*
*Mrs. Likitca Ligon, Board Member at Large*

# Overview

Important notice: The budget for the fiscal year 2027 is based on the following salary schedules.

Phenix City Schools seeks to provide every employee with a level of compensation that is competitive with the marketplace and equitable within the school system. An employee's pay is just one of the many benefits of working for Phenix City Schools.

Prospective and current employees should consider all of the benefits of working for the school system and realize the total value of your job includes the following:

- Each employee, with the exception of the Superintendent, is compensated according to the Board-approved salary schedules within this document.
- PCS contributes $1,048 per month, $12,576 per year, towards the cost of an employee's healthcare.
    - Health, dental, vision, and cancer insurance are available and may be purchased by the employee.
- Retirement: PCS contributes to the annual approved Teachers' Retirement Systems of Alabama rates for Tier I and Tier II employees.
- Employees participating in the Teacher's Retirement System are provided a life insurance policy with no premium cost to the employee.
- Medical flexible spending and dependent daycare accounts are available to employees.
- Sick, personal, and vacation leave are afforded to employees.
- Scheduled non-work time for holidays, spring break, and summer are granted to employees.
- Copious and relevant professional development opportunities are available.
- All teachers are remunerated at 1% above the teacher salary matrix.
- All PCBOE employees have access to preschool services at no cost to the employee.

Each year, in January, all employees receive a Truth in Salary Statement providing the total compensation provided by the Phenix City Board of Education based on the preceding fiscal year.

# General Information

## Introduction

This salary guide establishes uniform procedures for making decisions regarding wage and salary pertinent to the employees of the Phenix City Board of Education (Board or PCBOE). In adopting this schedule, the Board anticipates that its use will meet certain goals, which are listed below.

1. To meet the salary adjustments as required by Alabama Law.
2. To meet Federal and State minimum wage mandates.
3. To provide the ability to disseminate between different skill levels and seniority ranks in positions.
4. To furnish an equitable means for future remuneration adjustment should funds become available.

## Assumptions

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit shall occur when these assumptions are made explicit. The assumptions of this salary schedule are listed below.

1. New employees shall begin employment under the salary guidelines within this schedule.
2. Certain current employees compensated above this schedule shall remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or position change.
3. Unless otherwise mandated by the State Legislature, salary increases or raises shall be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for "grandfathered" employees.
4. Wages shall be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. All employees shall be duly certified and/or qualified for their respective positions.
6. First-year, new to Phenix City Schools, employees may request a first-year 13-month pay schedule. Thereafter, all employees shall be paid in 12 equal monthly installments, regardless of the length of the contract.

## Provisions of the Fair Labor Standards Act of 1938 (FLSA)

The case of *Garcia versus San Antonio* reapplied the provisions of the FLSA and its amendments to certain employees in education, in particular, the provision dealing with additional compensation for overtime work. Pursuant to Board Policies 6.83 and 6.87, Principals, Directors, Coordinators, and Supervisors must secure approval, in writing, from the Superintendent before allowing any employee to work overtime.

Pursuant to the FLSA, all employees, unless specifically exempted, will be compensated for hours worked in excess of 40 in a workweek at one and one-half times the regular rate at which the employee is actually paid.

**Reporting Time for Support Employees**

All support (non-exempt) employees are required to record their work hours by using the Time and Attendance app daily. The Fair Labor Standards Act requires we record time for all non-exempt employees. All non-exempt employees are required to clock in at the beginning and end of each shift, when beginning and ending a duty-free lunch, and anytime an employee departs the work site for a non-work activity (for example: doctor appointment). The time and attendance system integrates with Absence Management (AM). The AM system enters the reason code for each absence as the information is transferred into the automated payroll system. It is essential for employees to both accurately utilize the hand punch device and enter an absence in the AM system.

**Promotion on the Salary Schedule**

- Movement Between Salary Schedules for Employees
    - In instances where employees are promoted to a position that entails moving from a lower salary schedule to a higher salary schedule, they shall be moved to the equivalent step on the new schedule.
        - Example: A school bookkeeper at Step 7 making $37,380 applies for an accounting and payroll personnel position. If approved, the employee will move to an accounting and payroll position at Step 7, making $46,930.
- Years of Experience
    - Certified
        - The number of years of acceptable experience for initial placement on the salary schedule for certified personnel shall be determined and agreed upon before employment. Job applicants must verify all past job-related experience from their former employers. The determination of such credit shall be based on the criteria listed below:
            - Full-time teaching/administrative experience in all PreK-12 public schools in or out of state
                - The Department of Defense Dependent School System, Brewer Porch Children's Center, RISE, or other educational programs that serve students eligible for public schools shall be approved as credit for placement on the salary schedule.
            - All teaching/administrative experience gained in all public elementary and secondary schools and/or state or regionally accredited public institutions of higher learning shall be approved as credit for placement on the salary schedule. No teaching/administrative experience gained in private elementary and secondary schools shall be considered for credit for placement on the salary schedule without prior approval of the Superintendent. - Board Policy 6.83
            - Military service shall not be considered for placement on the salary schedule before employment; however, employees returning from a military leave of absence will be given credit for years of service.
            - In determining experience for placement on the salary schedule, credit shall be given for whole and parts of a year greater than one-half of the

total annual contract days for the School System at the time the experience was gained (i.e., 94 days for a 187-day contract; 104 days for a 207-day contract; 121 for a 240-day contract).

- The Superintendent and Director of Human Resources shall have the sole responsibility for determining the exact skills and experience to be credited.

**Enrollment**

It is assumed that the difficulty of some positions increases as the school size increases. For salary schedules using enrollment as a criterion, the size of the school shall be determined by the 20th day after Labor Day (average daily membership) of the previous year's attendance-reporting period.

Alabama Association of School Business Officials (AASBO) Certification Annual Supplements

Funding is subject to availability.

| | Amount |
|---|---|
| CSFO/ Director of Human Resources | N/A |
| Accounting Coordinator | $1,000 |
| Payroll and Benefits Coordinator | $1,000 |
| Accounting and Payroll Personnel | $1,000 |
| Human Resources | $1,000 |
| Secretary/Bookkeeper | $1,000 |

Technology Supplements (Technology Department Employees)

| | |
|---|---|
| Cisco Certified Network Associate (CCNA) | $1,000 |
| Cisco Certified Network Professional (CCNP) | $1,000 |
| CompTIA Cloud+ | $1,000 |
| Microsoft SQL Server | $1,000 |
| Microsoft Certifications | $1,000 |
| Equivalent Certifications | $1,000 |

| Child Nutrition Program | Amount per Level |
|---|---|
| School Nutrition Association (SNA) Certification (max 4 levels) | $250 |
| ServSafe Certification | $250 |

Special Education Supplements From Special Education Budget

| | |
|---|---|
| Special Education Teachers | Based on the amount received from ALSDE |
| Board Certified Behavior Analyst Trainer | $2000 |
| Registered Behavior Technician Certification (12 Month Employees) | $1000 |

| Athletic Supplements | | | | |
|---|---|---|---|---|
| **ATHLETIC ADMINISTRATION** | | | | |
| **Position** | **Site** | **Supplement** | | **Additional Days** |
| Athletic Director - Negotiable | CHS | Negotiated | | 53 |
| Associate Athletic Director | CHS | Negotiated | | |
| **BASEBALL** | | | | |
| Head Baseball Coach - Negotiable | CHS | Negotiated | | 53 |
| Varsity Assist. Head Coach | CHS | $7,000 | | |
| V Assistant Coach | CHS | $6,000 | | |
| V Assistant Coach | CHS | $6,000 | | |
| JV Head Coach | CHS | $5,500 | | |
| JV Assistant Coach | CHS | $5,000 | | |
| 9th Head Coach | CFA | $5,000 | | |
| 9th Assistant Coach | CFA | $4,500 | | |
| 7th/8th Head Coach | SGS | $5,000 | | |
| 7th/8th Assistant Coach | SGS | $4,500 | | |
| Baseball Operations | | $1,500 | | |
| **BASKETBALL** | | | | |
| Varsity Boys Coach - Negotiable | CHS | Negotiated | | 53 |
| Varsity Assist. Head Coach | CHS | $7,000 | | |
| JV Head Boys Coach | CHS | $5,500 | | |
| JV Head Boys Coach Assist | CFA | $4,500 | | |
| 9th Boys Head Coach | CFA | $5,000 | | |
| 8th Boys Head Coach | SGS | $5,000 | | |
| 7th Boys Head Coach | PCIS | $5,000 | | |
| 8th Boys Assist Coach | CFA | $4,500 | | |
| Varsity Girls Head Coach - Negotiable | CHS | Negotiated | | 53 |
| Varsity Assist. Head Coach | CHS | $7,000 | | |
| JV Girls Head Coach | CHS | $5,500 | | |
| 7th & 8th Girls Head Coach | SGS | $5,000 | | |
| 7th & 8th Girls Assist. Head Coach | SGS | $4,500 | | |

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|---|---|---|---|---|
| Boys Basketball Operations | | $1,500 | | |
| Girls Basketball Operations | | $1,500 | | |
| **CHEERLEADING** | | | | |
| 7th - 12th Grade Competition | CHS | $4,000 | | |
| 7th - 12th Grade Competition | CHS | $4,000 | | |
| Varsity Football | CHS | $2,550 | | |
| Varsity Basketball | CHS | $2,550 | | |
| JV Football (Home and Away - Travel Required) | CFA | $2,050 | | |
| JV Basketball (Cheer at Home Games Only - No travel). | CFA | $1,500 | | |
| 8th Football (Home and Away - Travel Required) | SGS | $2,050 | | |
| 7th Football (Home and Away - Travel Required) | PCIS | $2,050 | | |
| **CROSS COUNTRY** | | | | |
| Varsity Boys Head Coach 7-12 | CHS | $2,550 | | |
| Varsity Girls Head Coach 7-12 | CHS | $2,550 | | |
| **DANCE TEAM** | | | | |
| Head DT (Gr. 9-12) | CHS | $5,550 | | 12-Month* |
| Junior High Head DT (Gr. 7-8) (Dance only at Home Games - No Travel Required) | SGS | $1,550 | | |
| **E-Sports** | | | | |
| Varsity Head | CHS | $2,550 | | |
| **FOOTBALL** | | | | |
| Varsity Head - Negotiable | CHS | Negotiated | | 53 |
| Asst. Head Coach | CHS | $9,000 | | 53 |
| Off. Coor | CHS | $9,000 | | |
| Def. Coor. | CHS | $9,000 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |

| | | | | |
|---|---|---|---|---|
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Asst. Coach | CHS | $7,550 | | |
| Videographer | CHS | $3,000 | | |
| Football Operations | | $7,500 | | |
| | | | | |
| 9th Grade Head | CFA | $7,550 | | |
| 9th Assistant | CFA | $5,050 | | |
| 9th Assistant | CFA | $5,050 | | |
| 9th Assistant | CFA | $5,050 | | |
| 9th Assistant | CFA | $5,050 | | |
| 9th Assistant | CFA | $5,050 | | |
| | | | | |
| 8th Grade Head | SGS | $7,550 | | |
| 8th Assistant | SGS | $4,050 | | |
| 8th Assistant | SGS | $4,050 | | |
| 8th Assistant | SGS | $4,050 | | |
| 8th Assistant | SGS | $4,050 | | |
| | | | | |
| 7th Grade Head | PCIS | $7,550 | | |
| 7th Assistant | PCIS | $4,050 | | |
| 7th Assistant | PCIS | $4,050 | | |
| 7th Assistant | PCIS | $4,050 | | |
| 7th Assistant | PCIS | $4,050 | | |
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| Technology Coordinator (Video Board) | CHS | $2,000 | | |

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|---|---|---|---|---|
| **GOLF** | | | | |
| Varsity Boys | CHS | $2,550 | | |
| JV Boys | CHS | $2,050 | | |
| Varsity Girls | CHS | $2,550 | | |
| JV Girls | CHS | $2,050 | | |
| PCIS Golf Club | PCIS | $1,250 | | |
| **SOCCER** | | | | |
| Varsity Boys | CHS | $5,550 | | |
| JV Boys | CHS | $3,050 | | |
| Varsity Girls | CHS | $5,550 | | |
| JV Girls | CHS | $3,050 | | |
| **SOFTBALL** | | | | |
| Head Softball Coach - Negotiable | CHS | Negotiated | | 53 |
| Varsity Assist. Head Coach | CHS | $7,000 | | |
| V Assistant Coach | CHS | $6,000 | | |
| Head Coach (JV) | CHS | $5,500 | | |
| Assistant (JV) | CHS | $5,000 | | |
| Head Coach(Middle School) | CHS | $5,000 | | |
| Assistant (Middle School) | CHS | $4,500 | | |
| Softball Operations | | $1,500 | | |
| **TENNIS** | | | | |
| Varsity Boys | CHS | $2,550 | | |
| JV Boys | CHS | $2,050 | | |
| Varsity Girls | CHS | $2,550 | | |
| JV Girls | CHS | $2,050 | | |
| **TRACK** | | | | |
| Varsity Head Coach (10-M) | CHS | $8,000 | | 15 |
| Varsity Assistant Boys | CHS | $3,050 | | |
| Varsity Assistant Girls | CHS | $3,050 | | |
| Varsity Assistant | CHS | $3,050 | | |
| 8th Grade Boys | SGS | $2,050 | | |

| | | | | |
|---|---|---|---|---|
| 8th Grade Girls | SGS | $2,050 | | |
| 7th Grade Boys | PCIS | $2,050 | | |
| 7th Grade Girls | PCIS | $2,050 | | |
| **TRAINER** | | | | |
| Athletic Trainer | CHS | $7,550 | | 53 |
| Athletic Trainer (Head) | CHS | $8,550 | | |
| **VOLLEYBALL** | | | | |
| Varsity Head Coach | CHS | $5,550 | | |
| Varsity Assistant Coach | CHS | $3,050 | | |
| 7th & 8th Head Coach | SGS | $2,550 | | |
| 7th & 8th Assistant Coach | SGS | $2,050 | | |
| **WRESTLING** | | | | |
| Varsity Head Coach (Boys and Girls) | CHS | $5,550 | | |
| Varsity Assistant Coach | CHS | $3,050 | | |
| JV Head Coach | CFA | $3,050 | | |
| JV Assistant Coach | CFA | $2,550 | | |
| Assistant Coach | CHS | $2,550 | | |
| **GIRLS FLAG FOOTBALL** | | | | |
| Girls Head Coach Team 1 | CHS | Negotiated | | |
| Assistant Coach Team 1 | CHS | $2,550 | | |
| Girls Head Coach Team 2 | CHS | $3,050 | | |
| Assistant Coach Team 2 | CHS | $2,550 | | |

| Co-Curricular and Extra Curricular | | | |
|---|---|---|---|
| **Position** | | **Supplement** | |
| Director of Bands | CHS | $11,000 | |
| SGS Band / Percussion | CHS | $8,000 | |
| PCIS Band | CHS | $8,000 | |
| CHS Band Assistant | CHS | $8,000 | |
| Majorette/Color Guard | CHS | $3,000 | |
| Majorette/Color Guard | CHS | $3,000 | |
| Band Assistant (General) | CHS | $3,000 | |
| Chorus/Drama | CHS | $3,500 | |
| Drama | CHS | $2,000 | |
| Drama | CHS | $2,000 | |
| Math Team | CHS | $1,500 | |
| Prom Sponsor | CHS | $1,500 | |
| ROTC Drill Team | CHS | $1,500 | |
| ROTC Drill Team | CHS | $1,500 | |
| Culinary Arts Sponsor | CHS | $3,000 | |
| CHS Test Coordinator | CHS | $3,000 | |
| Page One Sponsor | CHS | $1,500 | |
| Engineering Team | CHS | $1,500 | |
| Robotics Club | CHS | $1,500 | |
| National Tech Honor Society | CHS | $1,500 | |
| Science Fair | CHS | $1,500 | |
| Beta Club | CHS | $1,500 | |
| MTSS | CHS | $1,500 | |
| **Central Freshman Academy** | | | |
| Yearbook CFA | CFA | $1,500 | |

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|---|---|---|---|
| ROTC Drill Team | CFA | $1,500 | |
| Science Fair Sponsor | CFA | $500 | |
| Math Team | CFA | $1,500 | |
| Beta Club | CFA | $750 | |
| MTSS | CFA | $1,500 | |
| **South Girard School** | | | |
| SGS Yearbook | SGS | $1,500 | |
| SGS Drama | SGS | $1,500 | |
| SGS Chorus | SGS | $1,500 | |
| SGS Art | SGS | $1,500 | |
| SGS STEM | SGS | $750 | |
| Robotics Sponsor | SGS | $750 | |
| SGS Science Fair | SGS | $500 | |
| SGS Math Team | SGS | $750 | |
| SGS Beta Club Sponsor | SGS | $750 | |
| MTSS | SGS | $1,500 | |
| **Phenix City Intermediate** | | | |
| PCIS Math Team (7th) | PCIS | $750 | |
| PCIS Math Team (6th) | PCIS | $750 | |
| PCIS Yearbook | PCIS | $1,500 | |
| PCIS Drama | PCIS | $1,500 | |
| PCIS Chorus | PCIS | $1,500 | |
| PCIS Art | PCIS | $1,500 | |
| PCIS Science Fair | PCIS | $500 | |
| Robotics Sponsor | PCIS | $750 | |
| Beta Club Sponsor | PCIS | $750 | |
| Beta Club Sponsor | PCIS | $750 | |
| MTSS | PCIS | $1,500 | |

| | | | |
|---|---|---|---|
| Elementary Robotics | | $750 | |
| Elementary Green Car Sponsor | | $750 | |
| Secondary Electric Car Sponsor | | $750 | |
| Elementary Beta | | $500 | |
| Elementary MTSS Sponsor | | $1500 | |
| Schools of Character Sponsor | | $1000 | |

# Phenix City Schools Sign-On Bonus with Procedural Guidelines

**Introduction**

In response to the growing challenge of recruiting and retaining qualified educators for hard-to-staff positions within Phenix City School, a sign-on bonus of up to $8000 will be offered based upon specific criteria outlined in this document. This initiative is designed to attract top talent to Phenix City Schools and provide a financial incentive for educators to remain committed to our district.

**Rationale**

Across the nation, school districts are facing significant difficulties in staffing certified teaching positions. Phenix City Schools is not exempt from this challenge. Establishing proactive strategies will benefit the school district by allowing it to remain competitive in the hiring market. Research suggests that financial incentives, particularly sign-on bonuses, serve as an effective recruitment tool and encourage long-term retention.

**Expected Outcomes**

The implementation of this sign-on bonus is expected to yield the following benefits:

- Increased applicant pool
- Higher retention rates among new hires.
- Reduced recruitment and training costs associated with high turnover.
- Improved student outcomes through consistent, high-quality instruction.

**Sign-On Bonus Structure**

To maximize the impact and sustainability of this initiative, the district will implement the following structure:

- Fully Certified Teachers: $4,000
    - Funding Sources: $2,000 (General) and $2,000 (Title II)
- Alternative Route Teachers: $2,000
    - Pathway leads to full certification
        - Provisional
        - Conditional
        - Interim
    - This excludes emergency certification.
- Hard-to-Staff Schools/Targeted Schools as Identified by ALSDE: $2,000
    - Schools: Ridgecrest Elementary, South Girard School, Phenix City Elementary, Phenix City Intermediate School
    - Funding Source: Title I

- Hard-to-Fill Positions:  Special Education, Mathematics, and Science (Potential employees not wanting a TEAMS contract):  $2,000
    - Funding Source:  Title I

**Payment Structure**

- Payment Methods: Two Equal Payments
- Employees hired by September 30 will receive two equal payments.
    - First Payment:  November
    - Second Payment:  May

**Eligibility Criteria**

Eligible candidates must meet the following criteria:

- Must be a new hire without being employed within Phenix City Schools in the past five years.
- Must be hired and have started working by September 30
- Hold appropriate certifications and qualifications for the position.
- Maintain satisfactory performance evaluations.

**Early Termination**

Employees who resign before completing **three consecutive contractual years** must reimburse Phenix City Schools for disbursed funds.

**Non-Renewals**

Employees who are non-renewed will not receive the 2nd disbursement in May.

**Mentor Payments**

Each year, Phenix City Schools contracts effective veteran teachers to serve as mentors to novice teachers during their first two years of employment. Mentors are to be paid $500 per semester for two semesters, provided they complete the minimum required assignments and meetings with their mentees. The mentor teachers provide ongoing support to mentees in classroom management, lesson planning, grading, teaching special populations, and ensuring students' academic progress.

**Professional Development Pay**

To promote highly effective and knowledgeable instructional staff, support staff, and district leadership, Phenix City Schools employees are compensated for professional learning attended in support of Phenix City Schools' initiatives.

| Levels | Types of Professional Learning | Description | Certified | | Classified |
|---|---|---|---|---|---|
| 3 | Employee Hourly Rate | Training with Product Development and Turn-Around Requirements | Employee Hourly Rate | | Employee Hourly Rate |
| 2 | Set Rate Established by PCBOE | Required Training by PCS | $35/hr | | Employee Hourly Rate |
| 1 | Voluntary | Training | NA | | NA |

**Instructional Advancement Team Pay**

Highly effective and knowledgeable Phenix City Schools' teachers are selected after each school year to engage in orientation and training sessions for assigned core content pacing guide and learning target development, common assessment creation, and benchmark development over the summer. These teachers are also tasked with providing turn-around training and support for other teachers throughout the school year. These teachers are paid the hourly rate of $35.00 for the hours of participation for their work as team members for Instructional Advancement. Total paid hours are dependent on the amount of courses:

- 3 full/6 half days for core area teachers of one subject
- 4 full/8 half days for core area teachers of two or more subjects
- 4 full/8 half days for specialty areas with new course planning

| After School Programs (Per Hour)<br>Funding is subject to availability | |
|---|---|
| **Positions** | |
| Supervisor | $35 |
| Classroom Teacher | $30 |
| Classified Employees | Hourly Rate as Earned |

| Title I Funded After School Tutoring (Per Hour)<br>Funding is subject to availability | |
|---|---|
| **Positions** | |
| Classroom Teachers | $45 |

| Summer Learning (Per Hour)<br>Funding is subject to availability | |
|---|---|
| **Positions** | |
| Administrative Intern | $55 |
| Classroom Teacher | $50 |
| Edgenuity Teacher | $35 |
| Instructional Coach | $50 |
| EL Teacher | $50 |
| Arts/CTE Teacher | $50 |
| Paraprofessional | $24.10 |
| Social Worker/Attendance Supervisor | $50 |
| Nurse | $50 |
| School Secretary/Receptionist | $26.50 |
| Custodian | $19.30 |
| Bus Driver | $32.60 |
| Summer Feeding CNP Manager | $26.50 |
| Summer Feeding CNP Worker | $19.30 |

## Substitute Teacher Pay Scale

| | |
|---|---|
| **Substitute Teacher** | $110/day |
| **Long-Term (10 Consecutive days or more)** | |
| ● HS Diploma or Associates Degree or equivalent | $120/day |
| ● BS or Higher or Expired Teaching Certificate | $120/day |
| ● Holds current Teaching Certificate | $150/day |
| ● Retired and holds current Teaching Certificate | $170/day |
| **Substitutes Support Staff** | |
| Custodian / Maintenance / CNP Worker Substitute | $12.50 an hour |
| **Nurse Substitute** | |
| ● Registered Nurse (RN) | $220/day |
| ● Licensed Practical Nurse (LPN) | $170/day |
| **Bus Driver Substitute** | $17 an hour |
| **Substitutes Administrators** | |
| Substitute Administrator (Expired Certifications) | $150/day |
| **Certified Substitute Administrator** (Holds current Administrator Certification) | $195/day |
| **Long-Term Substitute Administrator** Longer than 5 consecutive days (Holds current Administrator Certification) | $220/day |

**Employee Benefits**

- **The Public Education Employee Health Insurance Program (PEEHIP)**
    - PEEHIP offers insurance administered by Blue Cross/Blue Shield to Board employees. The coverage costs for PEEHIP are published annually in the Public Education Employees' Health Insurance Plan Member Handbook. In addition, PEEHIP offers one health management organization (HMO) as an alternative to Blue Cross/Blue Shield.
    - Effective October 1, 2005, Act 2004-646 of the Alabama Legislature required the PEEHIP Board to charge a higher premium to all enrolled members who smoke or use tobacco products.
    - To avoid being charged the additional monthly premium, the employee must certify to PEEHIP that they are a non-smoker/tobacco user. As a condition, PEEHIP may require an employee to submit to periodic tobacco usage testing. Furthermore, PEEHIP may authorize any licensed physician, medical practitioner, hospital, pharmacy, clinic or other medical-related facility, insurance company, government agency or other organization or person that has any records or knowledge of the member's health to provide PEEHIP any information related to the participant's use or non-use of tobacco products.
    - It is the employee's responsibility to notify PEEHIP immediately when their tobacco usage status changes. In addition to any disciplinary action already in place by PEEHIP, any employee who knowingly and willfully submits false information will be required to repay all discounts, claims, and other related expenses. Members and their covered spouses enrolled in the PEEHIP BCBS Health Plan must complete the applicable wellness activities by August 31 each year to earn the fifty ($50) monthly wellness premium waiver.
- **VIVA (HMO)**
    - Information can be found in the Public Education Employees' Health Insurance Plan Member Handbook.
    - Employees considered full-time receive an allocation to apply toward any of the health insurance options listed. Employees who do not wish to enroll in health insurance may apply their monthly allocation toward a supplemental insurance plan. These supplements may be purchased separately. Employees should consult the Public Education Employees' Health Insurance Plan Member Handbook for the allocation amounts.
- **VSP (Administered by American Fidelity Assurance Company)**
    - PCS offers this alternative vision care insurance plan at a cost to regular full-time employees. This coverage provides you and your family with access to savings and personalized vision care from a VSP network doctor.
- **Southland Insurance Company**
    - At a cost to regular full-time employees, PCS offers dental, vision, cancer, and indemnity policies if hospital insurance is not elected.
- **Pre-Tax Cafeteria (Section 125 Plan) - American Fidelity Assurance Company and PEEHIP**
    - A pre-tax cafeteria (Section 125 Plan) plan is administered for the employee purchase of hospital and supplemental insurance and is available to employees.

- Amounts contributed under a Section 125 Plan are exempt from FICA, FUTA, federal income, and most state and local taxes. The cafeteria plan is available to all employees.

- All of the above costs are subject to change from year to year.
- **Teachers' Retirement System of Alabama (TRS)**
  - All full-time employees are eligible and required to participate in the Teacher Retirement System of Alabama.
    - Tier 1 employee contributions are 7.5%.
      - If you have any service prior to January 1, 2013, you will be classified as a Tier 1 participant.)
    - Tier 2 employee contributions are 6.2%.
      - Members hired on or after January 1, 2013, are classified as Tier 2 participants.

# Additional Notes

- To compute the additional length of contracts, use the appropriate schedule, determine the daily rate of the employee, and multiply the daily rate by the number of contract days (i.e. 187, 192, 197, 202, 207, 222, and 240-day contracts).
- Some former classified schedules did not include a step increase beyond year 11. The new proposed schedule includes a step increase through year 27 (certified) and 36 (classified).
- Advanced degrees (Masters and beyond), whether personnel are certified or classified, may be applied to the corresponding pay schedule if fully acquired prior to July 1, 2017.
    - For the advanced degree to be recognized for additional pay, the degree must have been earned from a senior institution that held regional accreditation at the level of the degree earned (e.g., master's degree, specialist degree) at the time the degree was earned. The regional accrediting agencies are as follows:
        - Southern Association of Colleges and Schools (SC)
        - New England Association of Schools and Colleges (EH)
        - Northwest Commission on Colleges and Universities (NW)
        - Middle State Commission on Higher Education (M)
        - Western Association of Schools and Colleges (WC)
        - Higher Learning Commission of the North Central Association of Colleges and Schools (NH)
    - Certified persons who earned an advanced degree after July 1, 2017, may earn pay for an advanced degree, provided the advanced degree correlates with the subjects/area assigned. A correlation of acceptable certificates may be viewed at the degree correlation link.
    - Classified persons who earned an advanced degree after July 1, 2017, may earn pay for an advanced degree, provided the advanced degree correlates with the subjects/area assigned. The superintendent will determine if the correlation exists and is applicable.

**Salary Schedule Placement and Years Equivalent**

All classified employees are placed on a “step” system.

- Persons with no previous public school experience shall be placed at Step 1.
    - If the employee was hired prior to the 50% mark of their contract, the employee will be moved to Step 2 per the new contract period. See the example below.
        - A custodian’s employment date is December 1 and is placed at Step 1.
        - The custodian is renewed and is placed at Step 2 on August 1, 2022.
    - If the employee were not hired prior to the 50% mark of their contract, the employee would repeat Step 1 per the new contract period. See the example below.

- A custodian's employment date is March 1 and is placed at Step 1.
- The custodian is renewed and is placed at Step 1 on August 1, 2022.

**No Degree Required (NDR)**

- Positions that do not require a degree are denoted as NDR. For these positions, degrees of education are not applicable.

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# ESC CERTIFIED EMPLOYEES

**Director**

| DIRECTOR | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $ 97,063 | $ 101,892 | $ 106,731 |
| 3 but less than 6 | $ 99,005 | $ 103,930 | $ 108,866 |
| 6 but less than 9 | $ 100,985 | $ 106,009 | $ 111,043 |
| 9 but less than 12 | $ 103,005 | $ 108,129 | $ 113,264 |
| 12 but less than 15 | $ 105,064 | $ 110,292 | $ 115,529 |
| 15 but less than 18 | $ 107,166 | $ 112,498 | $ 117,840 |
| 18 but less than 21 | $ 109,309 | $ 114,747 | $ 120,197 |
| 21 but less than 24 | $ 111,495 | $ 117,043 | $ 122,600 |
| 24 but less than 27 | $ 113,725 | $ 119,383 | $ 125,053 |
| 27 but less than 30 | $ 116,000 | $ 121,770 | $ 127,554 |
| 30 but less than 33 | $ 118,320 | $ 124,205 | $ 130,105 |
| 33 but less than 36 | $ 120,686 | $ 126,689 | $ 132,707 |

**Directors currently compensated under the previous salary schedule will be grandfathered at their existing salary level, and a salary matrix will be developed for those positions utilizing three-year experience increments and a 2% salary increase structure.

**If applicable, a current Director may receive an additional supplement of $15,000 and be designated with the title of Executive Director.

**Coordinator**

| COORDINATOR | | | | |
|---|---|---|---|---|
| 240-Day Contract | | | | |
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Bachelors** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $76,848 | $88,376 | $93,340 | $98,276 |
| 3 but less than 6 | $78,385 | $90,144 | $95,207 | $100,242 |
| 6 but less than 9 | $79,953 | $91,946 | $97,112 | $102,247 |
| 9 but less than 12 | $81,552 | $93,785 | $99,054 | $104,292 |
| 12 but less than 15 | $83,182 | $95,661 | $101,035 | $106,377 |
| 15 but less than 18 | $84,847 | $97,573 | $103,056 | $108,506 |
| 18 but less than 21 | $86,544 | $99,524 | $105,117 | $110,675 |
| 21 but less than 24 | $88,274 | $101,514 | $107,219 | $112,889 |
| 24 but less than 27 | $90,039 | $103,546 | $109,363 | $115,147 |
| 27 but less than 30 | $91,840 | $105,617 | $111,550 | $117,450 |
| 30 but less than 33 | $93,677 | $107,728 | $113,781 | $119,799 |
| 33 but less than 36 | $95,551 | $109,884 | $116,057 | $122,195 |

If applicable, a $6,000 supplement will be added annually to the designated lead coordinator in a specialized area.

## SCHOOL CERTIFIED EMPLOYEES

**Principal (Grades 10-12)**

| HIGH SCHOOL PRINCIPAL (10-12)<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $133,284 | $138,251 | $143,186 |
| 3 but less than 6 | $135,949 | $141,015 | $146,050 |
| 6 but less than 9 | $138,669 | $143,835 | $148,970 |
| 9 but less than 12 | $141,442 | $146,711 | $151,949 |
| 12 but less than 15 | $144,271 | $149,646 | $154,988 |
| 15 but less than 18 | $147,155 | $152,639 | $158,088 |
| 18 but less than 21 | $150,099 | $155,692 | $161,250 |
| 21 but less than 24 | $153,101 | $158,806 | $164,475 |
| 24 but less than 27 | $156,164 | $161,982 | $167,765 |
| 27 but less than 30 | $159,287 | $165,221 | $171,120 |
| 30 but less than 33 | $162,474 | $168,525 | $174,542 |
| 33 but less than 36 | $165,722 | $171,896 | $178,032 |

**If applicable, up to a $6,000 supplement will be added annually to the designated Lead Mentor Principals.

**Principal (Grades 8 and 9)**

| Junior High - Freshman School Principal (Grades 8-9)<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $103,192 | $108,157 | $113,093 |
| 3 but less than 6 | $105,256 | $110,320 | $115,355 |
| 6 but less than 9 | $107,360 | $112,526 | $117,662 |
| 9 but less than 12 | $109,508 | $114,777 | $120,015 |
| 12 but less than 15 | $111,697 | $117,073 | $122,415 |
| 15 but less than 18 | $113,932 | $119,415 | $124,862 |
| 18 but less than 21 | $116,211 | $121,803 | $127,360 |
| 21 but less than 24 | $118,535 | $124,238 | $129,907 |
| 24 but less than 27 | $120,906 | $126,723 | $132,505 |
| 27 but less than 30 | $123,324 | $129,258 | $135,155 |
| 30 but less than 33 | $125,790 | $131,842 | $137,859 |
| 33 but less than 36 | $128,305 | $134,479 | $140,616 |

**If applicable, up to a $6,000 supplement will be added annually to the designated Lead Mentor Principals.

**Middle School Principal (Grades 6-7)**

| MIDDLE SCHOOL PRINCIPAL (6-7)<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $105,399 | $110,365 | $115,300 |
| 3 but less than 6 | $107,507 | $112,572 | $117,605 |
| 6 but less than 9 | $109,657 | $114,823 | $119,959 |
| 9 but less than 12 | $111,850 | $117,119 | $122,357 |
| 12 but less than 15 | $114,087 | $119,461 | $124,804 |
| 15 but less than 18 | $116,370 | $121,850 | $127,300 |
| 18 but less than 21 | $118,697 | $124,288 | $129,846 |
| 21 but less than 24 | $121,070 | $126,774 | $132,443 |
| 24 but less than 27 | $123,491 | $129,311 | $135,092 |
| 27 but less than 30 | $125,961 | $131,895 | $137,795 |
| 30 but less than 33 | $128,481 | $134,533 | $140,551 |
| 33 but less than 36 | $131,051 | $137,224 | $143,362 |

**If applicable, up to a $6,000 supplement will be added annually to the designated Lead Mentor Principals.

**Elementary Principal (Grades K-5)**

| ELEMENTARY PRINCIPAL (K-5)<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $97,674 | $102,639 | $109,782 |
| 3 but less than 6 | $99,627 | $104,692 | $111,977 |
| 6 but less than 9 | $101,619 | $106,786 | $114,219 |
| 9 but less than 12 | $103,652 | $108,922 | $116,501 |
| 12 but less than 15 | $105,725 | $111,100 | $118,832 |
| 15 but less than 18 | $107,838 | $113,321 | $121,208 |
| 18 but less than 21 | $109,997 | $115,587 | $123,633 |
| 21 but less than 24 | $112,197 | $117,900 | $126,105 |
| 24 but less than 27 | $114,441 | $120,258 | $128,627 |
| 27 but less than 30 | $116,730 | $122,663 | $131,200 |
| 30 but less than 33 | $119,064 | $125,116 | $133,824 |
| 33 but less than 36 | $121,446 | $127,618 | $136,500 |

**If applicable, up to a $6,000 supplement will be added annually to the designated Lead Mentor Principals.

**Assistant Principal**

| Assistant Principals<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Experience as Principal, Coordinator, Director, or Higher** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $85,064 | $90,030 | $95,280 |
| 3 but less than 6 | $86,766 | $91,830 | $97,186 |
| 6 but less than 9 | $88,501 | $93,668 | $99,130 |
| 9 but less than 12 | $90,271 | $95,541 | $101,113 |
| 12 but less than 15 | $92,075 | $97,451 | $103,134 |
| 15 but less than 18 | $93,918 | $99,400 | $105,197 |
| 18 but less than 21 | $95,796 | $101,389 | $107,301 |
| 21 but less than 24 | $97,712 | $103,416 | $109,447 |
| 24 but less than 27 | $99,666 | $105,484 | $111,636 |
| 27 but less than 30 | $101,659 | $107,594 | $114,482 |
| 30 but less than 33 | $103,692 | $109,998 | $117,949 |
| 33 but less than 36 | $105,766 | $113,331 | $121,522 |

**Teacher**

| TEACHER, COUNSELOR, AND LIBRARY MEDIA SPECIALIST<br>Teacher 187-Day Contract | | | | |
|---|---|---|---|---|
| **Years Experience** | **Bachelors** | **Masters** | **6 Year** | **Doctorate** |
| Less than 3 | $49,038 | $53,442 | $57,626 | $61,807 |
| 3 but less than 6 | $51,115 | $58,782 | $63,383 | $67,990 |
| 6 but less than 9 | $53,356 | $61,358 | $66,177 | $70,962 |
| 9 | $54,968 | $63,212 | $68,176 | $73,106 |
| 10 | $55,516 | $63,843 | $68,857 | $73,836 |
| 11 | $56,072 | $64,481 | $69,546 | $74,573 |
| 12 | $56,633 | $65,127 | $70,240 | $75,320 |
| 13 | $57,199 | $65,776 | $70,944 | $76,072 |
| 14 | $57,771 | $66,435 | $71,652 | $76,834 |
| 15 | $58,349 | $67,100 | $72,370 | $77,602 |
| 16 | $58,932 | $67,770 | $73,093 | $78,378 |
| 17 | $59,521 | $68,448 | $73,825 | $79,162 |
| 18 | $60,117 | $69,132 | $74,563 | $79,953 |
| 19 | $60,717 | $69,823 | $75,310 | $80,752 |
| 20 | $61,325 | $70,522 | $76,061 | $81,561 |
| 21 | $61,938 | $71,227 | $76,823 | $82,376 |
| 22 | $62,557 | $71,940 | $77,589 | $83,200 |
| 23 | $63,183 | $72,658 | $78,366 | $84,031 |
| 24 | $63,815 | $73,386 | $79,150 | $84,871 |
| 25 | $64,453 | $74,119 | $79,940 | $85,721 |
| 26 | $65,097 | $74,860 | $80,740 | $86,577 |
| 27 | $65,749 | $75,609 | $81,548 | $87,444 |
| 28 | $66,406 | $76,365 | $82,362 | $88,317 |
| 29 | $67,071 | $77,129 | $83,187 | $89,201 |
| 30 | $67,741 | $77,900 | $84,019 | $90,094 |

| | | | | |
|---|---|---|---|---|
| 31 | $68,418 | $78,679 | $84,859 | $90,993 |
| 32 | $69,103 | $79,466 | $85,708 | $91,904 |
| 33 | $69,793 | $80,261 | $86,565 | $92,824 |
| 34 | $70,491 | $81,063 | $87,431 | $93,752 |
| 35+ | $71,197 | $81,874 | $88,304 | $94,689 |

**TEAMS Teacher**

| TEAMS TEACHER | | | | |
|---|---|---|---|---|
| TEAMS 189-Day Contract | | | | |
| **Years Experience** | **Bachelors** | **Masters** | **6 Year** | **Doctorate** |
| 0 | $52,047 | $59,015 | $63,199 | $67,381 |
| 1 | $55,716 | $64,072 | $69,087 | $74,105 |
| 2 | $58,693 | $67,493 | $72,796 | $78,058 |
| 3 | $60,409 | $69,470 | $74,927 | $80,343 |
| 4 | $62,173 | $71,498 | $77,112 | $82,688 |
| 5 | $63,981 | $73,577 | $79,357 | $85,095 |
| 6 | $65,840 | $75,713 | $81,662 | $87,564 |
| 7 | $67,746 | $77,906 | $84,025 | $90,100 |
| 8 | $69,100 | $79,462 | $85,706 | $91,903 |
| 9 | $70,482 | $81,053 | $87,420 | $93,741 |
| 10 | $71,537 | $82,270 | $88,730 | $95,146 |
| 11 | $72,611 | $83,504 | $90,062 | $96,572 |
| 12 but less than 15 | $73,701 | $84,756 | $91,411 | $98,022 |
| 15 but less than 18 | $74,810 | $86,033 | $92,790 | $99,498 |
| 18 but less than 21 | $75,944 | $87,335 | $94,194 | $101,004 |
| 21 but less than 24 | $77,098 | $88,665 | $95,627 | $102,541 |
| 24 but less than 27 | $78,276 | $90,017 | $97,087 | $104,109 |
| 27 and more | $79,478 | $91,401 | $98,578 | $105,707 |

# ESC ACCOUNTING DEPARTMENT

**Chief School Financial Officer (CSFO)**

| Chief School Financial Officer | | | | |
|---|---|---|---|---|
| 240-Day Contract | | | | |
| **Years Equivalent (in terms of Steps) as CSFO** | **BBA w/out CPA License** | **BBA w CPA License** | **MBA w/out CPA License** | **MBA w/ CPA License** |
| 1, 2, and 3 | $110,366 | $121,402 | $115,331 | $126,368 |
| 4, 5, and 6 | $112,573 | $123,830 | $117,638 | $128,895 |
| 7, 8, and 9 | $114,824 | $126,307 | $119,991 | $131,473 |
| 10, 11, and 12 | $117,120 | $128,833 | $122,391 | $134,101 |
| 13, 14, and 15 | $119,462 | $131,411 | $124,839 | $136,783 |
| 16, 17, and 18 | $121,851 | $134,038 | $127,335 | $139,520 |
| 19, 20, and 21 | $124,289 | $136,719 | $129,882 | $142,310 |
| 22, 23, and 24 | $126,776 | $139,452 | $132,480 | $145,156 |
| 25, 26, and 27 | $129,312 | $142,242 | $135,129 | $148,059 |
| 28, 29, and 30 | $131,897 | $145,086 | $137,832 | $151,020 |
| 31, 32, and 33 | $134,535 | $147,989 | $140,589 | $154,041 |
| 34, 35, and 36 | $137,225 | $150,949 | $143,400 | $157,122 |

**Payroll Coordinator**

| PAYROLL COORDINATOR (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| Years Equivalent (in terms of Steps) as Supervisor or Higher | High School Diploma | BBA | MBA |
| 1, 2, and 3 | $78,760 | $81,899 | $86,313 |
| 4, 5, and 6 | $80,335 | $83,537 | $88,039 |
| 7, 8, and 9 | $81,942 | $85,208 | $89,801 |
| 10, 11, and 12 | $83,581 | $86,912 | $91,597 |
| 13, 14, and 15 | $85,254 | $88,650 | $93,429 |
| 16, 17, and 18 | $86,959 | $90,423 | $95,298 |
| 19, 20, and 21 | $88,697 | $92,231 | $97,204 |
| 22, 23, and 24 | $90,471 | $94,077 | $99,147 |
| 25, 26, and 27 | $92,280 | $95,958 | $101,130 |
| 28, 29, and 30 | $94,125 | $97,877 | $103,154 |
| 31, 32, and 33 | $96,009 | $99,835 | $105,216 |
| 34, 35, and 36 | $97,929 | $101,832 | $107,321 |

**Accounting Coordinator**

| ACCOUNTING COORDINATOR (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Equivalent (in terms of Steps) as Supervisor or Higher** | **High School Diploma** | **BBA** | **MBA** |
| 1, 2, and 3 | $58,807 | $63,223 | $67,637 |
| 4, 5, and 6 | $60,010 | $64,487 | $68,990 |
| 7, 8, and 9 | $61,210 | $65,777 | $70,370 |
| 10, 11, and 12 | $62,433 | $67,093 | $71,777 |
| 13, 14, and 15 | $63,682 | $68,435 | $73,213 |
| 16, 17, and 18 | $64,956 | $69,804 | $74,678 |
| 19, 20, and 21 | $66,255 | $71,199 | $76,172 |
| 22, 23, and 24 | $67,579 | $72,624 | $77,694 |
| 25, 26, and 27 | $68,931 | $74,076 | $79,248 |
| 28, 29, and 30 | $70,310 | $75,557 | $80,833 |
| 31, 32, and 33 | $71,716 | $77,068 | $82,450 |
| 34, 35, and 36 | $73,150 | $78,610 | $84,099 |

**Accounting and Payroll Personnel**

| ACCOUNTING AND PAYROLL PERSONNEL (CLASSIFIED) | | |
|---|---|---|
| **FY25 240-Day Contract** | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Bachelors Or Higher** |
| 1, 2, and 3 | $45,992 | $50,903 |
| 4, 5, and 6 | $46,929 | $51,922 |
| 7, 8, and 9 | $47,869 | $52,959 |
| 10, 11, and 12 | $48,826 | $54,018 |
| 13, 14, and 15 | $49,803 | $55,098 |
| 16, 17, and 18 | $50,798 | $56,201 |
| 19, 20, and 21 | $51,815 | $57,325 |
| 22, 23, and 24 | $52,850 | $58,472 |
| 25, 26, and 27 | $53,908 | $59,642 |
| 28, 29, and 30 | $54,985 | $60,834 |
| 31, 32, and 33 | $56,086 | $62,051 |
| 34, 35, and 36 | $57,207 | $63,292 |

# ESC MAINTENANCE DEPARTMENT

**Non-Certified, Certified, Licensed, and Supervisor**

| ESC MAINTENANCE PERSONNEL (CLASSIFIED) | | | | | |
|---|---|---|---|---|---|
| 240-Day Contract | | | | | |
| **Years Equivalent (in terms of Steps)** | **Non-Certified Non-Licensed** | **HVAC (EPA) Certificate (+$1,500)** | **Journeyman's Electrical Certificate & HVAC Certificate (+$3,000)** | **License (+$7,000)** | **Supervisor** |
| 1, 2, and 3 | $37,745 | $39,401 | $41,056 | $45,471 | $54,902 |
| 4, 5, and 6 | $38,500 | $40,155 | $41,811 | $46,225 | $56,021 |
| 7, 8, and 9 | $39,270 | $40,925 | $42,582 | $46,995 | $57,165 |
| 10, 11, and 12 | $40,055 | $41,711 | $43,366 | $47,782 | $58,331 |
| 13, 14, and 15 | $40,856 | $42,512 | $44,167 | $48,583 | $59,522 |
| 16, 17, and 18 | $41,673 | $43,330 | $44,985 | $49,400 | $60,738 |
| 19, 20, and 21 | $42,507 | $44,163 | $45,819 | $50,234 | $61,976 |
| 22, 23, and 24 | $43,356 | $45,012 | $46,668 | $51,083 | $63,242 |
| 25, 26, and 27 | $44,224 | $45,881 | $47,536 | $51,951 | $64,532 |
| 28, 29, and 30 | $45,108 | $46,764 | $48,420 | $52,835 | $65,849 |
| 31, 32, and 33 | $46,012 | $47,667 | $49,323 | $53,738 | $67,193 |
| 34, 35, and 36 | $46,930 | $48,587 | $50,242 | $54,657 | $68,538 |

# ESC SUPERVISORS

**Public Relations Specialist, Supervisor, and Network Administrator**

| PUBLIC RELATIONS SPECIALIST, SUPERVISOR, AND NETWORK ADMINISTRATOR (CLASSIFIED) | | | | |
|---|---|---|---|---|
| 240-Day Contract | | | | |
| **Years Equivalent (in terms of Steps) as Supervisor or Higher** | **Bachelors** | **Masters** | **6 Year** | **Doctorate** |
| 1, 2, and 3 | $78,359 | $86,608 | $91,574 | $96,509 |
| 4, 5, and 6 | $79,926 | $88,377 | $93,405 | $98,439 |
| 7, 8, and 9 | $81,526 | $90,145 | $95,275 | $100,408 |
| 10, 11, and 12 | $83,157 | $91,947 | $97,178 | $102,417 |
| 13, 14, and 15 | $84,820 | $93,786 | $99,123 | $104,465 |
| 16, 17, and 18 | $86,516 | $95,662 | $101,104 | $106,554 |
| 19, 20, and 21 | $88,245 | $97,574 | $103,128 | $108,685 |
| 22, 23, and 24 | $90,010 | $99,527 | $105,189 | $110,859 |
| 25, 26, and 27 | $91,811 | $101,516 | $107,295 | $113,076 |
| 28, 29, and 30 | $93,647 | $103,548 | $109,440 | $115,338 |
| 31, 32, and 33 | $95,520 | $105,618 | $111,629 | $117,646 |
| 34, 35, and 36 | $97,430 | $107,729 | $113,862 | $119,998 |

# ESC SUPPORT STAFF

**CNP Field Manager, Bus Route Specialist, and ESC Executive Secretary**

| CNP FIELD MANAGER, BUS ROUTE SPECIALIST, & ESC EXECUTIVE SECRETARY (CLASSIFIED) | | |
|---|---|---|
| 240-Day Contract | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates or Higher** |
| 1, 2, and 3 | $44,647 | $48,587 |
| 4, 5, and 6 | $45,559 | $49,558 |
| 7, 8, and 9 | $46,470 | $50,550 |
| 10, 11, and 12 | $47,399 | $51,561 |
| 13, 14, and 15 | $48,347 | $52,591 |
| 16, 17, and 18 | $49,314 | $53,643 |
| 19, 20, and 21 | $50,301 | $54,716 |
| 22, 23, and 24 | $51,307 | $55,811 |
| 25, 26, and 27 | $52,333 | $56,926 |
| 28, 29, and 30 | $53,380 | $58,065 |
| 31, 32, and 33 | $54,448 | $59,227 |
| 34, 35, and 36 | $55,537 | $60,411 |

If applicable, a $6,000 supplement will be added annually to the designated executive secretary to the superintendent.

**Human Resources Specialist**

| HUMAN RESOURCES SPECIALIST (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Bachelor's Degree** | **Master's Degree** |
| 1, 2, and 3 | $48,881 | $51,000 | $54,570 |
| 4, 5, and 6 | $49,859 | $52,020 | $55,661 |
| 7, 8, and 9 | $50,856 | $53,060 | $56,774 |
| 10, 11, and 12 | $51,873 | $54,121 | $57,911 |
| 13, 14, and 15 | $52,910 | $55,204 | $59,068 |
| 16, 17, and 18 | $53,969 | $56,308 | $60,249 |
| 19, 20, and 21 | $55,048 | $57,434 | $61,455 |
| 22, 23, and 24 | $56,149 | $58,583 | $62,684 |
| 25, 26, and 27 | $57,272 | $59,755 | $63,937 |
| 28, 29, and 30 | $58,417 | $60,950 | $65,216 |
| 31, 32, and 33 | $59,586 | $62,169 | $66,520 |
| 34, 35, and 36 | $60,778 | $63,412 | $67,851 |

**ESC Temporary Front Desk & Transcripts Clerk**

| ESC TEMPORARY FRONT DESK & TRANSCRIPTS CLERK (CLASSIFIED) | |
|---|---|
| 240-Day Contract | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** |
| 1, 2, and 3 | $29,376 |
| 4, 5, and 6 | $29,964 |
| 7, 8, and 9 | $30,563 |
| 10, 11, and 12 | $31,174 |
| 13, 14, and 15 | $31,797 |
| 16, 17, and 18 | $32,434 |
| 19, 20, and 21 | $33,082 |
| 22, 23, and 24 | $33,744 |
| 25, 26, and 27 | $34,419 |
| 28, 29, and 30 | $35,107 |
| 31, 32, and 33 | $35,809 |
| 34, 35, and 36 | $36,525 |

**ESC Receptionist**

| ESC RECEPTIONIST (CLASSIFIED) | | |
|---|---|---|
| 240-Day Contract | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree Or Higher** |
| 1, 2, and 3 | $32,443 | $35,754 |
| 4, 5, and 6 | $33,105 | $36,469 |
| 7, 8, and 9 | $33,780 | $37,198 |
| 10, 11, and 12 | $34,471 | $37,942 |
| 13, 14, and 15 | $35,174 | $38,702 |
| 16, 17, and 18 | $35,892 | $39,476 |
| 19, 20, and 21 | $36,623 | $40,265 |
| 22, 23, and 24 | $37,371 | $41,071 |
| 25, 26, and 27 | $38,119 | $41,891 |
| 28, 29, and 30 | $38,881 | $42,729 |
| 31, 32, and 33 | $39,658 | $43,585 |
| 34, 35, and 36 | $40,379 | $44,457 |

**ESC Education Screening Technician**

| ESC EDUCATION SCREENING TECHNICIAN (CLASSIFIED) | |
|---|---|
| **202-Day Contract** | |
| **Years Equivalent (in terms of Steps) as a PCBOE Employee** | **High School Diploma** |
| 1, 2, and 3 | $37,230 |
| 4, 5, and 6 | $37,654 |
| 7, 8, and 9 | $38,080 |
| 10, 11, and 12 | $38,504 |
| 13, 14, and 15 | $38,928 |
| 16, 17, and 18 | $39,353 |
| 19, 20, and 21 | $39,778 |
| 22, 23, and 24 | $40,202 |
| 25, 26, and 27 | $40,627 |
| 28, 29, and 30 | $41,051 |
| 31, 32, and 33 | $41,476 |
| 34, 35, and 36 | $41,901 |

# TECHNOLOGY DEPARTMENT

**Data Analyst**

| DATA ANALYST (CLASSIFIED) | |
|---|---|
| **240-Day Contract** | |
| **Years Equivalent (in terms of Steps) as Supervisor, Principal, Coordinator, Director, or Higher** | **Bachelors or Higher** |
| 1, 2, and 3 | $77,291 |
| 4, 5, and 6 | $78,866 |
| 7, 8, and 9 | $80,444 |
| 10, 11, and 12 | $82,053 |
| 13, 14, and 15 | $83,694 |
| 16, 17, and 18 | $85,368 |
| 19, 20, and 21 | $87,075 |
| 22, 23, and 24 | $88,817 |
| 25, 26, and 27 | $90,593 |
| 28, 29, and 30 | $92,406 |
| 31, 32, and 33 | $94,253 |
| 34, 35, and 36 | $96,138 |

**Technician**

| TECHNICIANS (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** | **Bachelors or Higher** |
| 1, 2, and 3 | $45,178 | $53,061 | $60,945 |
| 4, 5, and 6 | $46,082 | $54,123 | $62,164 |
| 7, 8, and 9 | $47,005 | $55,205 | $63,406 |
| 10, 11, and 12 | $47,945 | $56,309 | $64,674 |
| 13, 14, and 15 | $48,903 | $57,435 | $65,967 |
| 16, 17, and 18 | $49,881 | $58,585 | $67,288 |
| 19, 20, and 21 | $50,879 | $59,756 | $68,632 |
| 22, 23, and 24 | $51,897 | $60,951 | $70,006 |
| 25, 26, and 27 | $52,936 | $62,172 | $71,407 |
| 28, 29, and 30 | $53,994 | $63,414 | $72,835 |
| 31, 32, and 33 | $55,073 | $64,682 | $74,291 |
| 34, 35, and 36 | $56,174 | $65,976 | $75,777 |

# ESC TRANSPORTATION DEPARTMENT

**Bus Driver**

| BUS DRIVER (CLASSIFIED) | |
|---|---|
| **185-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **ND** |
| 1, 2, and 3 | $17,993 |
| 4, 5, and 6 | $18,429 |
| 7, 8, and 9 | $18,798 |
| 10, 11, and 12 | $19,175 |
| 13, 14, and 15 | $19,559 |
| 16, 17, and 18 | $19,950 |
| 19, 20, and 21 | $20,347 |
| 22, 23, and 24 | $20,755 |
| 25, 26, and 27 | $21,170 |
| 28, 29, and 30 | $21,594 |
| 31, 32, and 33 | $22,025 |
| 34, 35, and 36 | $22,466 |

**Bus Monitor****

| BUS MONITOR (CLASSIFIED) | |
|---|---|
| **185-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **ND** |
| 1, 2, and 3 | $14,153 |
| 4, 5, and 6 | $14,577 |
| 7, 8, and 9 | $15,002 |
| 10, 11, and 12 | $15,426 |
| 13, 14, and 15 | $15,851 |
| 16, 17, and 18 | $16,275 |
| 19, 20, and 21 | $16,700 |
| 22, 23, and 24 | $17,125 |
| 25, 26, and 27 | $17,549 |
| 28, 29, and 30 | $17,973 |
| 31, 32, and 33 | $18,399 |
| 34, 35, and 36 | $18,823 |

**Effective August 1, 2025

**Shop Assistant, Mechanic, and Shop Foreman**

| TRANSPORTATION MAINTENANCE (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Equivalent (in terms of Steps)** | **Shop Assistant** | **Mechanic** | **Shop Foreman** |
| 1, 2, and 3 | $39,151 | $45,293 | $61,469 |
| 4, 5, and 6 | $39,933 | $46,197 | $62,697 |
| 7, 8, and 9 | $40,732 | $47,122 | $63,952 |
| 10, 11, and 12 | $41,547 | $48,064 | $65,231 |
| 13, 14, and 15 | $42,378 | $49,025 | $66,536 |
| 16, 17, and 18 | $43,226 | $50,004 | $67,867 |
| 19, 20, and 21 | $44,090 | $51,006 | $69,224 |
| 22, 23, and 24 | $44,972 | $52,026 | $70,608 |
| 25, 26, and 27 | $45,869 | $53,066 | $72,019 |
| 28, 29, and 30 | $46,788 | $54,128 | $73,459 |
| 31, 32, and 33 | $47,723 | $55,211 | $74,930 |
| 34, 35, and 36 | $48,677 | $56,314 | $76,428 |

# SCHOOL CLERICAL

**School Clerical**

| SCHOOL BOOKKEEPER GRADES 6-12 (CLASSIFIED)<br>SCHOOL BOOKKEEPER/SECRETARY GRADES K-5 (CLASSIFIED)<br>240-Day Contract | | | |
|---|---|---|---|
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** | **Bachelor's Degree or Higher** |
| 1, 2, and 3 | $37,618 | $39,671 | $42,247 |
| 4, 5, and 6 | $38,371 | $40,464 | $43,093 |
| 7, 8, and 9 | $39,137 | $41,272 | $43,955 |
| 10, 11, and 12 | $39,920 | $42,097 | $44,834 |
| 13, 14, and 15 | $40,719 | $42,939 | $45,731 |
| 16, 17, and 18 | $41,532 | $43,798 | $46,646 |
| 19, 20, and 21 | $42,363 | $44,675 | $47,578 |
| 22, 23, and 24 | $43,211 | $45,569 | $48,531 |
| 25, 26, and 27 | $44,075 | $46,480 | $49,501 |
| 28, 29, and 30 | $44,957 | $47,408 | $50,491 |
| 31, 32, and 33 | $45,856 | $48,358 | $51,501 |
| 34, 35, and 36 | $46,773 | $49,325 | $52,530 |

| SCHOOL BOOKKEEPER GRADES K-5 (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** | **Bachelor's Degree or Higher** |
| 1, 2, and 3 | $36,514 | $38,566 | $41,697 |
| 4, 5, and 6 | $37,245 | $39,337 | $42,531 |
| 7, 8, and 9 | $37,990 | $40,124 | $43,381 |
| 10, 11, and 12 | $38,749 | $40,926 | $44,249 |
| 13, 14, and 15 | $39,524 | $41,747 | $45,134 |
| 16, 17, and 18 | $40,314 | $42,580 | $46,036 |
| 19, 20, and 21 | $41,120 | $43,433 | $46,957 |
| 22, 23, and 24 | $41,942 | $44,302 | $47,896 |
| 25, 26, and 27 | $42,782 | $45,187 | $48,854 |
| 28, 29, and 30 | $43,638 | $46,090 | $49,831 |
| 31, 32, and 33 | $44,511 | $47,013 | $50,828 |
| 34, 35, and 36 | $45,401 | $47,952 | $51,845 |

| SCHOOL BOOKKEEPER GRADES K-12 (CLASSIFIED)<br>SCHOOL BOOKKEEPER/SECRETARY GRADES K-5 (CLASSIFIED)<br>207-Day Contract | | | |
|---|---|---|---|
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** | **Bachelor's Degree or Higher** |
| 1, 2, and 3 | $33,549 | $35,320 | $37,544 |
| 4, 5, and 6 | $34,220 | $36,026 | $38,294 |
| 7, 8, and 9 | $34,904 | $36,747 | $39,060 |
| 10, 11, and 12 | $35,602 | $37,481 | $39,841 |
| 13, 14, and 15 | $36,314 | $38,232 | $40,638 |
| 16, 17, and 18 | $37,040 | $38,995 | $41,450 |
| 19, 20, and 21 | $37,781 | $39,776 | $42,279 |
| 22, 23, and 24 | $38,538 | $40,571 | $43,125 |
| 25, 26, and 27 | $39,309 | $41,382 | $43,988 |
| 28, 29, and 30 | $40,095 | $42,210 | $44,868 |
| 31, 32, and 33 | $40,896 | $43,053 | $45,765 |
| 34, 35, and 36 | $41,714 | $43,915 | $46,679 |

| SCHOOL SECRETARY/REGISTRAR K-12 (CLASSIFIED) | | | |
|---|---|---|---|
| 240-Day Contract | | | |
| Years Equivalent (in terms of Steps) | High School Diploma | Associates Degree | Bachelor's Degree or Higher |
| 1, 2, and 3 | $32,639 | $35,377 | $37,285 |
| 4, 5, and 6 | $33,292 | $36,085 | $38,031 |
| 7, 8, and 9 | $33,959 | $36,807 | $38,792 |
| 10, 11, and 12 | $34,637 | $37,543 | $39,568 |
| 13, 14, and 15 | $35,330 | $38,293 | $40,359 |
| 16, 17, and 18 | $36,037 | $39,059 | $41,166 |
| 19, 20, and 21 | $36,758 | $39,840 | $41,989 |
| 22, 23, and 24 | $37,493 | $40,637 | $42,828 |
| 25, 26, and 27 | $38,242 | $41,449 | $43,686 |
| 28, 29, and 30 | $39,007 | $42,279 | $44,560 |
| 31, 32, and 33 | $39,787 | $43,125 | $45,451 |
| 34, 35, and 36 | $40,583 | $43,986 | $46,359 |

| SCHOOL SECRETARY (CLASSIFIED) | | |
|---|---|---|
| 240-Day Contract | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates or Higher** |
| 1, 2, and 3 | $38,733 | $40,388 |
| 4, 5, and 6 | $39,508 | $41,196 |
| 7, 8, and 9 | $40,298 | $42,020 |
| 10, 11, and 12 | $41,104 | $42,860 |
| 13, 14, and 15 | $41,926 | $43,716 |
| 16, 17, and 18 | $42,764 | $44,591 |
| 19, 20, and 21 | $43,619 | $45,483 |
| 22, 23, and 24 | $44,492 | $46,393 |
| 25, 26, and 27 | $45,381 | $47,322 |
| 28, 29, and 30 | $46,289 | $48,267 |
| 31, 32, and 33 | $47,215 | $49,232 |
| 34, 35, and 36 | $48,159 | $50,217 |

| SCHOOL SECRETARY/REGISTRAR K-12 (CLASSIFIED) | | | |
|---|---|---|---|
| REGISTRAR/ATTENDANCE GRADES 10-12 | | | |
| 202-Day Contract | | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** | **Bachelor's Degree or Higher** |
| 1, 2, and 3 | $29,180 | $31,621 | $34,259 |
| 4, 5, and 6 | $29,763 | $32,253 | $34,942 |
| 7, 8, and 9 | $30,358 | $32,897 | $35,642 |
| 10, 11, and 12 | $30,965 | $33,555 | $36,355 |
| 13, 14, and 15 | $31,584 | $34,226 | $37,081 |
| 16, 17, and 18 | $32,216 | $34,912 | $37,823 |
| 19, 20, and 21 | $32,860 | $35,610 | $38,579 |
| 22, 23, and 24 | $33,518 | $36,322 | $39,351 |
| 25, 26, and 27 | $34,187 | $37,048 | $40,138 |
| 28, 29, and 30 | $34,872 | $37,789 | $40,941 |
| 31, 32, and 33 | $35,569 | $38,545 | $41,759 |
| 34, 35, and 36 | $36,280 | $39,316 | $42,595 |

| SCHOOL RECEPTIONIST (CLASSIFIED) | | |
|---|---|---|
| 240-Day Contract | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Associates Degree** |
| 1, 2, and 3 | $29,964 | $34,159 |
| 4, 5, and 6 | $30,563 | $34,841 |
| 7, 8, and 9 | $31,174 | $35,539 |
| 10, 11, and 12 | $31,797 | $36,249 |
| 13, 14, and 15 | $32,434 | $36,974 |
| 16, 17, and 18 | $33,070 | $37,713 |
| 19, 20, and 21 | $33,744 | $38,468 |
| 22, 23, and 24 | $34,419 | $39,237 |
| 25, 26, and 27 | $35,107 | $40,022 |
| 28, 29, and 30 | $35,809 | $40,822 |
| 31, 32, and 33 | $36,525 | $41,638 |
| 34, 35, and 36 | $37,256 | $42,471 |

# SCHOOL CHILD NUTRITION PROGRAM

**CNP Manager**

- Schools were categorized according to the school's ADM.

| CNP MANAGER (CLASSIFIED) 1000+. | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps) as Supervisor or Higher** | **NDR** |
| 1, 2, and 3 | $32,747 |
| 4, 5, and 6 | $33,403 |
| 7, 8, and 9 | $34,070 |
| 10, 11, and 12 | $34,750 |
| 13, 14, and 15 | $35,446 |
| 16, 17, and 18 | $36,154 |
| 19, 20, and 21 | $36,879 |
| 22, 23, and 24 | $37,616 |
| 25, 26, and 27 | $38,369 |
| 28, 29, and 30 | $39,135 |
| 31, 32, and 33 | $39,918 |
| 34, 35, and 36 | $40,716 |

| CNP MANAGER (CLASSIFIED) 500 - 999 s. | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps) as Supervisor or Higher** | **NDR** |
| 1, 2, and 3 | $31,239 |
| 4, 5, and 6 | $31,864 |
| 7, 8, and 9 | $32,501 |
| 10, 11, and 12 | $33,150 |
| 13, 14, and 15 | $33,812 |
| 16, 17, and 18 | $34,489 |
| 19, 20, and 21 | $35,179 |
| 22, 23, and 24 | $35,884 |
| 25, 26, and 27 | $36,602 |
| 28, 29, and 30 | $37,333 |
| 31, 32, and 33 | $38,080 |
| 34, 35, and 36 | $38,842 |

| CNP MANAGER (CLASSIFIED) 200 - 499 s. | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps) as Supervisor or Higher** | **NDR** |
| 1, 2, and 3 | $29,556 |
| 4, 5, and 6 | $30,148 |
| 7, 8, and 9 | $30,750 |
| 10, 11, and 12 | $31,366 |
| 13, 14, and 15 | $31,993 |
| 16, 17, and 18 | $32,633 |
| 19, 20, and 21 | $33,285 |
| 22, 23, and 24 | $33,951 |
| 25, 26, and 27 | $34,631 |
| 28, 29, and 30 | $35,323 |
| 31, 32, and 33 | $36,029 |
| 34, 35, and 36 | $36,750 |

**CNP Assistant Manager**

| CNP ASSISTANT MANAGER (CLASSIFIED) | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **NDR** |
| 1, 2, and 3 | $25,237 |
| 4, 5, and 6 | $25,741 |
| 7, 8, and 9 | $25,236 |
| 10, 11, and 12 | $26,781 |
| 13, 14, and 15 | $27,317 |
| 16, 17, and 18 | $27,863 |
| 19, 20, and 21 | $28,419 |
| 22, 23, and 24 | $28,987 |
| 25, 26, and 27 | $29,568 |
| 28, 29, and 30 | $30,159 |
| 31, 32, and 33 | $30,762 |
| 34, 35, and 36 | $31,377 |

**CNP Worker**

| CNP WORKER (CLASSIFIED) 7 HOUR | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **NDR** |
| 1, 2, and 3 | $20,914 |
| 4, 5, and 6 | $21,332 |
| 7, 8, and 9 | $21,760 |
| 10, 11, and 12 | $22,194 |
| 13, 14, and 15 | $22,638 |
| 16, 17, and 18 | $23,091 |
| 19, 20, and 21 | $23,554 |
| 22, 23, and 24 | $24,025 |
| 25, 26, and 27 | $24,504 |
| 28, 29, and 30 | $24,994 |
| 31, 32, and 33 | $25,494 |
| 34, 35, and 36 | $26,004 |

# SCHOOL CUSTODIAN

**Custodian**

| CUSTODIAN (CLASSIFIED) | |
|---|---|
| **187-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **NDR** |
| 1, 2, and 3 | $23,949 |
| 4, 5, and 6 | $24,428 |
| 7, 8, and 9 | $24,918 |
| 10, 11, and 12 | $25,415 |
| 13, 14, and 15 | $25,924 |
| 16, 17, and 18 | $26,441 |
| 19, 20, and 21 | $26,971 |
| 22, 23, and 24 | $27,509 |
| 25, 26, and 27 | $28,060 |
| 28, 29, and 30 | $28,621 |
| 31, 32, and 33 | $29,193 |
| 34, 35, and 36 | $29,777 |

# SCHOOL HEALTH CARE

## School Nurse and Lead Nurse

| NURSE | | | | | |
|---|---|---|---|---|---|
| 187-Day Contract | | | | | |
| Years Experience | LPN | RN/AA | RN/BS | RN/MS | RN/DO |
| 0, 1, and 2 | $34,955 | $46,117 | $49,727 | $53,621 | $57,819 |
| 3, 4, and 5 | $38,447 | $50,723 | $54,694 | $58,977 | $63,595 |
| 6, 7, and 8 | $40,132 | $52,946 | $57,092 | $61,564 | $66,383 |
| 9 | $41,343 | $54,545 | $58,816 | $63,422 | $68,387 |
| 10 | $41,756 | $55,090 | $59,404 | $64,055 | $69,070 |
| 11 | $42,174 | $55,641 | $59,997 | $64,696 | $69,761 |
| 12 | $42,596 | $56,197 | $60,599 | $65,343 | $70,460 |
| 13 | $43,022 | $56,760 | $61,204 | $65,997 | $71,164 |
| 14 | $43,453 | $57,328 | $61,817 | $66,657 | $71,876 |
| 15 | $43,889 | $57,902 | $62,435 | $67,324 | $72,595 |
| 16 | $44,326 | $58,480 | $63,059 | $67,997 | $73,320 |
| 17 | $44,770 | $59,065 | $63,690 | $68,677 | $74,053 |
| 18 | $45,217 | $59,656 | $64,326 | $69,363 | $74,795 |
| 19 | $45,669 | $60,252 | $64,969 | $70,057 | $75,542 |
| 20 | $46,125 | $60,855 | $65,618 | $70,757 | $76,297 |
| 21 | $46,587 | $61,464 | $66,275 | $71,466 | $77,061 |
| 22 | $47,053 | $62,078 | $66,937 | $72,179 | $77,830 |
| 23 | $47,524 | $62,699 | $67,607 | $72,901 | $78,609 |
| 24 | $47,998 | $63,326 | $68,284 | $73,631 | $79,396 |
| 25 | $48,479 | $63,958 | $68,966 | $74,366 | $80,189 |
| 26 | $48,963 | $64,598 | $69,656 | $75,110 | $80,991 |
| 27 | $49,454 | $65,244 | $70,354 | $75,861 | $81,802 |

| | | | | | |
|---|---|---|---|---|---|
| 28 | $49,948 | $65,896 | $71,057 | $76,620 | $82,618 |
| 29 | $50,447 | $66,556 | $71,767 | $77,386 | $83,445 |
| 30 | $50,951 | $67,221 | $72,484 | $78,159 | $84,279 |
| 31 | $51,462 | $67,893 | $73,209 | $78,941 | $85,122 |
| 32 | $55,007 | $68,573 | $73,942 | $79,730 | $85,974 |
| 33 | $52,496 | $69,258 | $74,679 | $80,527 | $86,833 |
| 34 | $53,020 | $69,950 | $75,427 | $81,331 | $87,701 |
| 35 | $53,550 | $70,650 | $76,180 | $82,146 | $88,578 |

If applicable, a $6,000 supplement will be added annually to the designated lead nurse.

# SCHOOL MAINTENANCE

**School Maintenance**

| LOCAL SCHOOL MAINTENANCE (CLASSIFIED) | |
|---|---|
| **240-Day Contract** | |
| **Years Equivalent (in terms of Steps)** | **ND** |
| 1, 2, and 3 | $31,455 |
| 4, 5, and 6 | $32,084 |
| 7, 8, and 9 | $32,725 |
| 10, 11, and 12 | $33,380 |
| 13, 14, and 15 | $34,048 |
| 16, 17, and 18 | $34,729 |
| 19, 20, and 21 | $35,424 |
| 22, 23, and 24 | $36,132 |
| 25, 26, and 27 | $36,854 |
| 28, 29, and 30 | $37,590 |
| 31, 32, and 33 | $38,343 |
| 34, 35, and 36 | $39,109 |

# SCHOOL PARAPROFESSIONALS

**Paraprofessional**

| PARAPROFESSIONALS (CLASSIFIED) | | | | | |
|---|---|---|---|---|---|
| 187-Day Contract | | | | | |
| Years Equivalent (in terms of Steps) | High School Diploma | Bachelors or Higher | High School Diploma and Multi Disabilities | Bachelors or Higher and Multi Disabilities | Deaf Interpreter - High School Diploma or Higher |
| 1, 2, and 3 | $24,042 | $30,208 | $27,905 | $34,071 | $27,666 |
| 4, 5, and 6 | $24,524 | $30,825 | $28,463 | $34,752 | $28,219 |
| 7, 8, and 9 | $25,014 | $31,455 | $29,032 | $35,447 | $28,783 |
| 10, 11, and 12 | $25,514 | $32,084 | $29,803 | $36,156 | $29,359 |
| 13, 14, and 15 | $26,024 | $32,725 | $30,206 | $36,922 | $29,947 |
| 16, 17, and 18 | $26,544 | $33,380 | $30,810 | $37,618 | $30,545 |
| 19, 20, and 21 | $27,075 | $34,048 | $31,426 | $38,370 | $31,157 |
| 22, 23, and 24 | $27,619 | $34,729 | $32,055 | $39,137 | $31,780 |
| 25, 26, and 27 | $28,171 | $35,424 | $32,696 | $39,919 | $32,415 |
| 28, 29, and 30 | $28,733 | $36,132 | $33,350 | $40,718 | $33,064 |
| 31, 32, and 33 | $29,308 | $36,854 | $34,017 | $41,532 | $33,725 |
| 34, 35, and 36 | $29,894 | $37,590 | $34,697 | $42,363 | $34,400 |

**Behavioral Support Paraprofessional**

| BEHAVIORAL SUPPORT PARAPROFESSIONALS (CLASSIFIED) | | |
|---|---|---|
| 187-Day Contract | | |
| **Years Equivalent (in terms of Steps)** | **High School Diploma** | **Bachelors or Higher** |
| 1, 2, and 3 | $35,096 | $39,501 |
| 4, 5, and 6 | $35,798 | $40,290 |
| 7, 8, and 9 | $36,514 | $41,096 |
| 10, 11, and 12 | $37,244 | $41,918 |
| 13, 14, and 15 | $37,989 | $42,756 |
| 16, 17, and 18 | $38,749 | $43,611 |
| 19, 20, and 21 | $39,523 | $44,483 |
| 22, 23, and 24 | $40,313 | $45,374 |
| 25, 26, and 27 | $41,120 | $46,280 |
| 28, 29, and 30 | $41,942 | $47,207 |
| 31, 32, and 33 | $42,781 | $48,150 |
| 34, 35, and 36 | $43,637 | $49,113 |

| STEAM PARAPROFESSIONALS (CLASSIFIED) | | |
|---|---|---|
| **187-Day Contract** | | |
| **Years Equivalent (in terms of Steps)** | **Associates Degree** | **Bachelors or Higher** |
| 1, 2, and 3 | $36,765 | $37,573 |
| 4, 5, and 6 | $37,500 | $38,324 |
| 7, 8, and 9 | $38,250 | $39,090 |
| 10, 11, and 12 | $39,015 | $39,872 |
| 13, 14, and 15 | $39,795 | $40,669 |
| 16, 17, and 18 | $40,591 | $41,482 |
| 19, 20, and 21 | $41,404 | $42,313 |
| 22, 23, and 24 | $42,232 | $43,159 |
| 25, 26, and 27 | $43,076 | $44,023 |
| 28, 29, and 30 | $43,938 | $44,902 |
| 31, 32, and 33 | $44,817 | $45,800 |
| 34, 35, and 36 | $45,713 | $46,716 |

# CAREER TECH CAREER COACH

**Career Coach**

| CAREER COACH (CLASSIFIED) | | | | |
|---|---|---|---|---|
| 202-Day Contract | | | | |
| **Years Equivalent (in terms of Steps)** | **Bachelors** | **Masters** | **6 Year** | **Doctorate** |
| 1, 2, and 3 | $51,295 | $56,425 | $62,067 | $68,273 |
| 4, 5, and 6 | $52,321 | $57,552 | $63,308 | $69,639 |
| 7, 8, and 9 | $53,367 | $58,703 | $64,574 | $71,031 |
| 10, 11, and 12 | $54,434 | $59,878 | $65,866 | $72,453 |
| 13, 14, and 15 | $55,523 | $61,075 | $67,183 | $73,902 |
| 16, 17, and 18 | $56,634 | $62,297 | $68,526 | $75,379 |
| 19, 20, and 21 | $57,766 | $63,543 | $69,898 | $76,887 |
| 22, 23, and 24 | $58,922 | $64,814 | $71,296 | $78,425 |
| 25, 26, and 27 | $60,100 | $66,110 | $72,721 | $79,993 |
| 28, 29, and 30 | $61,302 | $67,432 | $74,176 | $81,593 |
| 31, 32, and 33 | $62,528 | $68,781 | $75,659 | $83,225 |
| 34, 35, and 36 | $63,779 | $70,157 | $77,173 | $84,890 |