ORANGE COUNTY PUBLIC SCHOOLS



2026-27 SALARY SCALES

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TEACHER

Master's Degree $3000
Educational Specialist Degree $1700
Doctoral Degree $2000

T1: Teacher (BA) Salary Scale	
FLSA Exempt	
Step	Salary
0	$56,990
1	$57,362
2	$57,735
3	$58,107
4	$58,482
5	$58,873
6	$59,266
7	$59,675
8	$60,257
9	$60,873
10	$61,496
11	$62,126
12	$62,764
13	$63,440
14	$64,116
15	$64,792
16	$65,468
17	$66,144
18	$66,820
19	$67,652
20	$68,541
21	$69,472
22	$70,408
23	$71,344
24	$72,332
25	$73,320
26	$74,308
27	$75,296
28	$76,284
29	$77,272
30	$78,312

ASSISTANT PRINCIPAL

AP2: Elementary School	
FLSA Exempt	
Step	Salary
0	$88,503
1	$89,338
2	$90,174
3	$91,034
4	$91,894
5	$92,796
6	$93,700
7	$94,602
8	$95,505
9	$96,410
10	$97,313
11	$98,217
12	$99,121
13	$100,024
14	$100,928
15	$101,831
16	$102,736
17	$103,639
18	$104,542
19	$105,446
20	$106,349
21	$107,254
22	$108,157
23	$109,060
24	$109,964
25	$110,867
26	$111,772
27	$112,675
28	$113,578

AP3: Middle School	
FLSA Exempt	
Step	Salary
0	$89,736
1	$90,670
2	$91,604
3	$92,440
4	$93,357
5	$94,275
6	$95,193
7	$96,112
8	$97,030
9	$97,947
10	$98,865
11	$99,783
12	$100,702
13	$101,620
14	$102,538
15	$103,456
16	$104,373
17	$105,291
18	$106,209
19	$107,127
20	$108,046
21	$108,965
22	$109,883
23	$110,801
24	$111,718
25	$112,636
26	$113,554
27	$114,472
28	$115,390

AP4: High School	
FLSA Exempt	
Step	Salary
0	$93,928
1	$94,862
2	$95,796
3	$96,758
4	$97,720
5	$98,682
6	$99,643
7	$100,607
8	$101,569
9	$102,532
10	$103,495
11	$104,457
12	$105,419
13	$106,381
14	$107,344
15	$108,306
16	$109,269
17	$110,231
18	$111,193
19	$112,156
20	$113,118
21	$114,081
22	$115,043
23	$116,005
24	$116,967
25	$117,930
26	$118,892
27	$119,855
28	$120,817

BUS DRIVER

182 days 5 hrs/day		
Step	Rate/Hour	Salary
0	$22.16	$20,167
1	$22.28	$20,271
2	$22.39	$20,375
3	$22.51	$20,482
4	$22.62	$20,585
5	$22.73	$20,687
6	$23.01	$20,943
7	$23.35	$21,250
8	$23.69	$21,558
9	$24.08	$21,916
10	$24.48	$22,275
11	$24.87	$22,633
12	$25.27	$22,991
13	$25.74	$23,422
14	$26.21	$23,852
15	$26.68	$24,282
16	$27.19	$24,743
17	$27.70	$25,204
18	$28.20	$25,664
19	$28.71	$26,125
20	$29.26	$26,627
21	$29.81	$27,129

182 days 6.5 hrs/day		
Step	Rate/Hour	Salary
0	$22.16	$26,217
1	$22.28	$26,352
2	$22.39	$26,488
3	$22.51	$26,627
4	$22.62	$26,760
5	$22.73	$26,893
6	$23.01	$27,226
7	$23.35	$27,626
8	$23.69	$28,025
9	$24.08	$28,491
10	$24.48	$28,957
11	$24.87	$29,423
12	$25.27	$29,889
13	$25.74	$30,448
14	$26.21	$31,007
15	$26.68	$31,566
16	$27.19	$32,165
17	$27.70	$32,765
18	$28.20	$33,364
19	$28.71	$33,963
20	$29.26	$34,615
21	$29.81	$35,267

182 days 8 hrs/day		
Step	Rate/Hour	Salary
0	$22.16	$32,267
1	$22.28	$32,434
2	$22.39	$32,600
3	$22.51	$32,772
4	$22.62	$32,936
5	$22.73	$33,099
6	$23.01	$33,509
7	$23.35	$34,001
8	$23.69	$34,492
9	$24.08	$35,066
10	$24.48	$35,639
11	$24.87	$36,213
12	$25.27	$36,786
13	$25.74	$37,474
14	$26.21	$38,163
15	$26.68	$38,851
16	$27.19	$39,588
17	$27.70	$40,326
18	$28.20	$41,063
19	$28.71	$41,800
20	$29.26	$42,603
21	$29.81	$43,406

BUS MONITOR/CAR DRIVER

182 days 5 hrs/day		
Step	Rate/Hour	Salary
0	$22.16	$20,167
1	$22.28	$20,271
2	$22.39	$20,375
3	$22.51	$20,482
4	$22.62	$20,585
5	$22.73	$20,687
6	$23.01	$20,943
7	$23.35	$21,250
8	$23.69	$21,558
9	$24.08	$21,916
10	$24.48	$22,275
11	$24.87	$22,633
12	$25.27	$22,991
13	$25.74	$23,422
14	$26.21	$23,852
15	$26.68	$24,282
16	$27.19	$24,743
17	$27.70	$25,204
18	$28.20	$25,664
19	$28.71	$26,125
20	$29.26	$26,627
21	$29.81	$27,129
22	$29.81	$27,129
23	$29.81	$27,129
24	$29.81	$27,129
25	$29.81	$27,129
26	$30.07	$27,365
27	$30.07	$27,365
28	$30.07	$27,365

182 days 6.5 hrs/day		
Step	Rate/Hour	Salary
0	$18.55	$21,941
1	$18.65	$22,063
2	$18.75	$22,184
3	$18.86	$22,310
4	$18.96	$22,429
5	$19.05	$22,535
6	$19.28	$22,814
7	$19.57	$23,149
8	$19.85	$23,483
9	$20.18	$23,874
10	$20.51	$24,264
11	$20.84	$24,655
12	$21.17	$25,045
13	$21.57	$25,514
14	$21.96	$25,982
15	$22.36	$26,451
16	$22.78	$26,953
17	$23.21	$27,455
18	$23.63	$27,956
19	$24.06	$28,458
20	$24.52	$29,005
21	$24.70	$29,005
22	$24.70	$29,005
23	$24.70	$29,005
24	$24.70	$29,005
25	$24.70	$29,220
26	$24.70	$29,222
27	$24.70	$29,222
28	$24.70	$29,222

182 days 8 hrs/day		
Step	Rate/Hour	Salary
0	$22.16	$32,267
1	$22.28	$32,434
2	$22.39	$32,600
3	$22.51	$32,772
4	$22.62	$32,936
5	$22.73	$33,099
6	$23.01	$33,509
7	$23.35	$34,001
8	$23.69	$34,492
9	$24.08	$35,066
10	$24.48	$35,639
11	$24.87	$36,213
12	$25.27	$36,786
13	$25.74	$37,474
14	$26.21	$38,163
15	$26.68	$38,851
16	$27.19	$39,588
17	$27.70	$40,326
18	$28.20	$41,063
19	$28.71	$41,800
20	$29.26	$42,603
21	$29.81	$43,406

CENTRAL OFFICE ADMIN ASSISTANT

A4: Central Office Administrative Assistant /High School Bookkeeper	
FLSA Non-Exempt	
Step	Salary
0	$32,427
1	$33,430
2	$34,433
3	$35,537
4	$36,642
5	$37,746
6	$38,879
7	$40,017
8	$41,157
9	$42,296
10	$43,434
11	$44,573
12	$45,712
13	$46,852
14	$47,991
15	$49,130
16	$50,269
17	$51,407
18	$52,547
19	$53,686
20	$54,825
21	$55,964
22	$57,104
23	$58,243
24	$59,382
25	$60,520
26	$61,659
27	$62,799
28	$63,938

CHIEF FINANCIAL OFFICER

A1A: CFO	
FLSA Exempt	
Step	Salary
0	$119,907
1	$121,299
2	$122,692
3	$124,191
4	$125,689
5	$127,187
6	$128,685
7	$130,184
8	$131,682
9	$133,180
10	$134,679
11	$136,179
12	$137,676
13	$139,174
14	$140,674
15	$142,172
16	$143,671
17	$145,168
18	$146,668
19	$148,167
20	$149,665
21	$151,163
22	$152,663
23	$154,161
24	$155,660
25	$157,159
26	$158,657
27	$160,156
28	$161,653

COORDINATOR

AP4: High School Assistant Principal, Coordinator	
FLSA Exempt	
Step	Salary
0	$93,928
1	$94,862
2	$95,796
3	$96,758
4	$97,720
5	$98,682
6	$99,643
7	$100,607
8	$101,569
9	$102,532
10	$103,495
11	$104,457
12	$105,419
13	$106,381
14	$107,344
15	$108,306
16	$109,269
17	$110,231
18	$111,193
19	$112,156
20	$113,118
21	$114,081
22	$115,043
23	$116,005
24	$116,967
25	$117,930
26	$118,892
27	$119,855
28	$120,817
29	$121,779

CUSTODIAN

D2: Head Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	$35,336
1	$35,693
2	$36,050
3	$36,410
4	$36,774
5	$37,142
6	$37,513
7	$37,889
8	$38,268
9	$38,650
10	$39,037
11	$39,427
12	$39,821
13	$40,220
14	$40,622
15	$41,028
16	$41,438
17	$41,853
18	$42,271
19	$42,694
20	$43,121
21	$43,552
22	$43,988
23	$44,427
24	$44,872
25	$45,320
26	$45,774
27	$46,231
28	$46,694

Addition -
401 - 800 Students $600
801-1200 Students $900
+1201 Students $1200

D3: Custodian	
FLSA Non-Exempt	
Step	Annual Salary
0	$32,124
1	$32,448
2	$32,772
3	$33,100
4	$33,431
5	$33,766
6	$34,104
7	$34,444
8	$34,789
9	$35,136
10	$35,488
11	$35,843
12	$36,201
13	$36,563
14	$36,929
15	$37,299
16	$37,671
17	$38,047
18	$38,428
19	$38,813
20	$39,201
21	$39,593
22	$39,989
23	$40,388
24	$40,792
25	$41,201
26	$41,612
27	$42,028
28	$42,345

DIRECTOR

A1: Director	
FLSA Exempt	
Step	Annual Salary
0	$105,380
1	$106,679
2	$107,978
3	$109,316
4	$110,654
5	$111,992
6	$113,329
7	$114,667
8	$116,005
9	$117,342
10	$118,680
11	$120,017
12	$121,355
13	$122,692
14	$124,189
15	$125,688
16	$127,186
17	$128,685
18	$130,184
19	$131,683
20	$133,180
21	$134,679
22	$136,178
23	$137,677
24	$139,174
25	$140,673
26	$142,172
27	$143,671
28	$145,168

EXECUTIVE DIRECTOR

E1: Executive Director	
FLSA Exempt	
Step	Annual Salary
0	$113,062
1	$114,361
2	$115,660
3	$116,997
4	$118,335
5	$119,673
6	$121,010
7	$122,348
8	$123,685
9	$125,023
10	$126,360
11	$127,698
12	$129,036
13	$130,373
14	$131,870
15	$133,369
16	$134,867
17	$136,366
18	$137,865
19	$139,363
20	$140,861
21	$142,360
22	$143,859
23	$145,358
24	$146,855
25	$148,354
26	$149,853
27	$151,352
28	$152,849

MANAGER

C1A: Cafeteria Manager Elementary 182 Days	
FLSA Non-Exempt	
Step	Annual Salary
0	$26,065
1	$26,355
2	$26,645
3	$26,938
4	$27,234
5	$27,534
6	$27,836
7	$28,143
8	$28,452
9	$28,765
10	$29,082
11	$29,401
12	$29,725
13	$30,052
14	$30,382
15	$30,717
16	$31,055
17	$31,396
18	$31,741
19	$32,091
20	$32,444
21	$32,800
22	$33,161
23	$33,526
24	$33,895
25	$34,268
26	$34,645
27	$35,026
28	$35,411

C1B: Cafeteria Manager Middle School 182 Days	
FLSA Non-Exempt	
Step	Annual Salary
0	$26,815
1	$27,105
2	$27,395
3	$27,688
4	$27,984
5	$28,284
6	$28,586
7	$28,893
8	$29,202
9	$29,515
10	$29,832
11	$30,151
12	$30,475
13	$30,802
14	$31,132
15	$31,467
16	$31,805
17	$32,146
18	$32,491
19	$32,841
20	$33,194
21	$33,550
22	$33,911
23	$34,276
24	$34,645
25	$35,018
26	$35,395
27	$35,776
28	$36,161

C1B: Cafeteria Manager Middle School 182 days	
FLSA Non-Exempt	
Step	Annual Salary
0	$27,552
1	$27,855
2	$28,145
3	$28,438
4	$28,734
5	$29,034
6	$29,336
7	$29,643
8	$29,952
9	$30,265
10	$30,582
11	$30,901
12	$31,225
13	$31,552
14	$31,882
15	$32,217
16	$32,555
17	$32,896
18	$33,241
19	$33,591
20	$33,944
21	$34,300
22	$34,661
23	$35,026
24	$35,395
25	$35,768
26	$36,145
27	$36,526
28	$36,911

WORKER

C3: Cafeteria Worker	
181 days 4.5 hrs/day	
FLSA Non-Exempt	
Step	Annual Salary
0	$12,915
1	$13,046
2	$13,176
3	$13,308
4	$13,441
5	$13,575
6	$13,711
7	$13,848
8	$13,987
9	$14,127
10	$14,268
11	$14,411
12	$14,555
13	$14,700
14	$14,847
15	$14,996
16	$15,146
17	$15,297
18	$15,450
19	$15,605
20	$15,761
21	$15,918
22	$16,077
23	$16,238
24	$16,401
25	$16,565
26	$16,730
27	$16,898
28	$17,067

C5: Cafeteria Worker	
181 days 6.5 hrs/day	
FLSA Non-Exempt	
Step	Annual Salary
0	$18,655
1	$18,844
2	$19,032
3	$19,223
4	$19,415
5	$19,609
6	$19,805
7	$20,003
8	$20,203
9	$20,405
10	$20,609
11	$20,815
12	$21,024
13	$21,234
14	$21,446
15	$21,661
16	$21,877
17	$22,096
18	$22,317
19	$22,540
20	$22,765
21	$22,993
22	$23,223
23	$23,455
24	$23,690
25	$23,927
26	$24,166
27	$24,408
28	$24,652

Full Time Building Substitute

FTS: Full-Time Substitute	
FLSA Non-Exempt	
Step	Annual Salary
0	$25,220
1	$26,000
2	$26,780
3	$27,048
4	$27,318
5	$27,591
6	$27,867
7	$28,146
8	$28,428
9	$28,712
10	$28,999
11	$29,289
12	$29,582
13	$29,878
14	$30,176
15	$30,478
16	$30,783
17	$31,091
18	$31,402
19	$31,716
20	$32,033
21	$32,433
22	$32,839
23	$33,249
24	$33,665
25	$34,086
26	$34,512
27	$34,943
28	$35,380

Central Office Administrative Assistant II

A7 Central Office Administrative Asst II	
FLSA Non-Exempt	
Step	Annual Salary
0	$43,089
1	$43,729
2	$44,369
3	$45,027
4	$45,686
5	$46,344
6	$47,002
7	$47,846
8	$48,691
9	$49,535
10	$50,379
11	$51,223
12	$52,236
13	$53,248
14	$54,261
15	$55,274
16	$56,287
17	$57,300
18	$58,313
19	$59,326
20	$60,338
21	$61,408
22	$62,477
23	$63,546
24	$64,615
25	$65,684
26	$66,753
27	$67,822
28	$68,892

INSTRUCTIONAL ASSISTANT

I1: Instructional Assistant 183 days 7.5 hrs per day	
FLSA Non-Exempt	
Step	Annual Salary
0	$22,733
1	$22,961
2	$23,188
3	$23,423
4	$23,657
5	$23,893
6	$24,132
7	$24,374
8	$24,617
9	$24,864
10	$25,112
11	$25,363
12	$25,616
13	$25,873
14	$26,132
15	$26,393
16	$26,657
17	$26,923
18	$27,193
19	$27,464
20	$27,739
21	$28,222
22	$28,680
23	$29,138
24	$29,628
25	$30,118
26	$30,609
27	$31,098
28	$31,589

INSTRUCTIONAL SPECIALIST

IS: Instruction Specialist	
FLSA Exempt	
Step	Annual Salary
0	$63,133
1	$64,095
2	$65,056
3	$66,032
4	$67,023
5	$68,028
6	$69,048
7	$70,084
8	$71,136
9	$72,202
10	$73,285
11	$74,385
12	$75,500
13	$76,633
14	$77,782
15	$78,949
16	$80,133
17	$81,335
18	$82,555
19	$83,793
20	$85,050
21	$86,325
22	$87,620
23	$88,935
24	$90,269
25	$91,622
26	$92,998
27	$94,393
28	$95,809

INTERPRETER

INT1: Interpreter	
FLSA Exempt	
Step	Annual Salary
0	$33,865
1	$34,376
2	$34,887
3	$35,413
4	$35,944
5	$36,483
6	$37,031
7	$37,587
8	$38,149
9	$38,722
10	$39,303
11	$39,892
12	$40,491
13	$41,099
14	$41,714
15	$42,340
16	$42,976
17	$43,836
18	$44,712
19	$45,606
20	$46,518
21	$47,448
22	$48,398
23	$49,366
24	$50,353
25	$51,360
26	$52,387
27	$53,435
28	$54,503

MAINTENANCE/MECHANIC

M1: Maintenance/Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	$38,307
1	$38,725
2	$39,143
3	$39,561
4	$39,985
5	$40,414
6	$40,848
7	$41,288
8	$41,733
9	$42,184
10	$42,640
11	$43,102
12	$43,570
13	$44,044
14	$44,524
15	$45,009
16	$45,501
17	$45,999
18	$46,503
19	$47,013
20	$47,530
21	$48,053
22	$48,583
23	$49,119
24	$49,662
25	$50,212
26	$50,769
27	$51,333
28	$51,903

M2: Maintenance/Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	$45,603
1	$46,090
2	$46,577
3	$47,063
4	$47,555
5	$48,052
6	$48,556
7	$49,066
8	$49,584
9	$50,106
10	$50,637
11	$51,172
12	$51,715
13	$52,266
14	$52,822
15	$53,386
16	$53,956
17	$54,535
18	$55,120
19	$55,712
20	$56,312
21	$56,919
22	$57,534
23	$58,157
24	$58,787
25	$59,425
26	$60,072
27	$60,725
28	$61,388

M3: Senior Maintenance/Mechanic	
FLSA Non-Exempt	
Step	Annual Salary
0	$53,027
1	$53,564
2	$54,101
3	$54,637
4	$55,190
5	$55,750
6	$56,317
7	$56,890
8	$57,471
9	$58,060
10	$58,655
11	$59,258
12	$59,869
13	$60,487
14	$61,113
15	$61,747
16	$62,389
17	$63,039
18	$63,696
19	$64,363
20	$65,037
21	$65,720
22	$66,411
23	$67,111
24	$67,820
25	$68,538
26	$69,264
27	$70,000
28	$70,754

Payroll Analyst, Budget Analyst, HR Generalist & Senior Grants Accountant

Payroll, Budget Analyst, HR Generalist & Senior Grants Accountant	
FLSA Exempt	
Step	Annual Salary
0	$59,228
1	$60,604
2	$61,980
3	$63,397
4	$64,814
5	$66,231
6	$67,648
7	$69,065
8	$70,482
9	$71,899
10	$73,315
11	$74,732
12	$76,149
13	$77,566
14	$78,983
15	$80,400
16	$81,817
17	$83,234
18	$84,651
19	$86,067
20	$87,484
21	$88,901
22	$90,318
23	$91,735
24	$93,152
25	$94,569
26	$95,986
27	$97,402
28	$98,819

PRINCIPAL - ELEMENTARY

P1: Elementary School Principal (Small School)	
FLSA Exempt	
Step	Annual Salary
0	$100,758
1	$101,604
2	$102,451
3	$103,323
4	$104,195
5	$105,111
6	$106,026
7	$106,941
8	$107,856
9	$108,771
10	$109,688
11	$110,603
12	$111,518
13	$112,433
14	$113,350
15	$114,265
16	$115,180
17	$116,095
18	$117,012
19	$117,927
20	$118,842
21	$119,757
22	$120,674
23	$121,589
24	$122,504
25	$123,419
26	$124,336
27	$125,251
28	$126,166

P2: Elementary School Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	$104,296
1	$105,145
2	$105,994
3	$106,868
4	$107,742
5	$108,660
6	$109,578
7	$110,497
8	$111,416
9	$112,335
10	$113,255
11	$114,174
12	$115,093
13	$116,012
14	$116,931
15	$117,850
16	$118,770
17	$119,690
18	$120,609
19	$121,529
20	$122,448
21	$123,367
22	$124,286
23	$125,205
24	$126,124
25	$127,044
26	$127,963
27	$128,882
28	$129,801

PRINCIPAL - SECONDARY

P3: Middle School Principal/Supervisor	
FLSA Exempt	
Step	Annual Salary
0	$105,681
1	$106,528
2	$107,374
3	$108,246
4	$109,118
5	$110,034
6	$110,950
7	$111,866
8	$112,782
9	$113,699
10	$114,617
11	$115,533
12	$116,450
13	$117,366
14	$118,284
15	$119,200
16	$120,117
17	$121,033
18	$121,951
19	$122,868
20	$123,784
21	$124,701
22	$125,619
23	$126,535
24	$127,452
25	$128,368
26	$129,285
27	$130,202
28	$131,119

P4: Middle Principal (Large School)	
FLSA Exempt	
Step	Annual Salary
0	$108,700
1	$109,607
2	$110,514
3	$111,448
4	$112,391
5	$113,335
6	$114,278
7	$115,222
8	$116,165
9	$117,109
10	$118,055
11	$118,999
12	$119,944
13	$120,887
14	$121,833
15	$122,777
16	$123,720
17	$124,664
18	$125,609
19	$126,554
20	$127,498
21	$128,443
22	$129,387
23	$130,330
24	$131,275
25	$132,219
26	$133,164
27	$134,108
28	$135,053

HSP1: High School Principal	
FLSA Exempt	
Step	Annual Salary
0	$109,639
1	$111,037
2	$112,434
3	$113,874
4	$115,313
5	$116,756
6	$118,196
7	$119,636
8	$121,077
9	$122,516
10	$123,958
11	$125,399
12	$126,838
13	$128,280
14	$129,719
15	$131,160
16	$132,601
17	$134,041
18	$135,482
19	$136,922
20	$138,363
21	$139,803
22	$141,243
23	$142,685
24	$144,124
25	$145,566
26	$147,006
27	$148,445
28	$149,887

SCHOOL BOOKKEEPER

S7: Elementary	
FLSA Non-Exempt	
Step	Annual Salary
0	$31,431
1	$31,847
2	$32,263
3	$32,679
4	$33,199
5	$33,719
6	$34,395
7	$35,071
8	$35,825
9	$36,579
10	$37,333
11	$38,087
12	$38,867
13	$39,673
14	$40,479
15	$41,285
16	$42,091
17	$42,897
18	$43,703
19	$44,509
20	$45,320
21	$46,131
22	$46,942
23	$47,764
24	$48,586
25	$49,407
26	$50,229
27	$51,050
28	$51,872

A5: Middle School	
FLSA Non-Exempt	
Step	Annual Salary
0	$32,795
1	$33,242
2	$33,690
3	$34,137
4	$34,802
5	$35,468
6	$36,274
7	$37,080
8	$37,964
9	$38,848
10	$39,758
11	$40,668
12	$41,599
13	$42,530
14	$43,460
15	$44,391
16	$45,348
17	$46,305
18	$47,262
19	$48,218
20	$49,175
21	$50,132
22	$51,089
23	$52,051
24	$53,013
25	$53,975
26	$54,942
27	$55,909
28	$56,876

A4: High School	
FLSA Non-Exempt	
Step	Annual Salary
0	$32,427
1	$33,430
2	$34,433
3	$35,537
4	$36,642
5	$37,746
6	$38,879
7	$40,017
8	$41,157
9	$42,296
10	$43,434
11	$44,573
12	$45,712
13	$46,852
14	$47,991
15	$49,130
16	$50,269
17	$51,407
18	$52,547
19	$53,686
20	$54,825
21	$55,964
22	$57,104
23	$58,243
24	$59,382
25	$60,520
26	$61,659
27	$62,799
28	$63,938

SCHOOL NURSE

LPN	
FLSA Non-Exempt	
Step	Annual Salary
0	$38,930
1	$39,288
2	$39,646
3	$40,014
4	$40,387
5	$40,759
6	$41,131
7	$41,503
8	$41,876
9	$42,248
10	$42,744
11	$43,240
12	$43,737
13	$44,233
14	$44,729
15	$45,226
16	$45,846
17	$46,466
18	$47,087
19	$47,707
20	$48,327
21	$48,948
22	$49,568
23	$50,189
24	$50,809
25	$51,553
26	$52,298
27	$53,042
28	$53,787

Enrollment Adjustment	
0-250	$0
251-400	$450
401-550	$650
551-700	$850
700-850	$1,050
851-1000	$1,350
1000+	$1,750

N2: Nurse	
FLSA Non-Exempt	
Step	Annual Salary
0	$45,134
1	$45,492
2	$45,849
3	$46,218
4	$46,590
5	$46,963
6	$47,335
7	$47,707
8	$48,079
9	$48,452
10	$48,948
11	$49,444
12	$49,940
13	$50,437
14	$50,933
15	$51,429
16	$52,050
17	$52,670
18	$53,290
19	$53,911
20	$54,531
21	$55,152
22	$55,772
23	$56,392
24	$57,013
25	$57,757
26	$58,502
27	$59,246
28	$59,991

Enrollment Adjustment	
0-250	$0
251-400	$500
401-550	$750
551-700	$1,000
700-850	$1,250
851-1000	$1,500
1000+	$2,000

SCHOOL NURSE MANAGER

N3: Nurse Manager (200 Day)	
FLSA Exempt	
Step	Annual Salary
0	$55,018
1	$55,388
2	$55,758
3	$56,160
4	$56,565
5	$56,969
6	$57,375
7	$57,778
8	$58,183
9	$58,588
10	$59,127
11	$59,666
12	$60,206
13	$60,746
14	$61,285
15	$61,825
16	$62,499
17	$63,174
18	$63,847
19	$64,522
20	$65,197
21	$65,870
22	$66,544
23	$67,220
24	$67,893
25	$68,703
26	$69,512
27	$70,321
28	$71,130

SCHOOL SECURITY OFFICER

SSO: School Security Officer	
FLSA Non-Exempt	
Step	Annual Salary
0	$36,407
1	$37,149
2	$37,892
3	$38,657
4	$39,422
5	$40,187
6	$40,953
7	$41,718
8	$42,521
9	$43,042
10	$43,563
11	$44,083
12	$44,605
13	$45,126
14	$45,647
15	$46,167
16	$46,688
17	$47,209
18	$47,729
19	$48,250
20	$48,772
21	$49,293
22	$49,813
23	$50,334
24	$50,854
25	$51,375
26	$51,896
27	$52,416
28	$52,938

SECRETARY

S2: Secretary - 12 month	
FLSA Non-Exempt	
Step	Annual Salary
0	$30,589
1	$30,927
2	$31,265
3	$31,603
4	$32,144
5	$32,685
6	$33,361
7	$34,037
8	$34,848
9	$35,659
10	$36,470
11	$37,281
12	$38,093
13	$38,904
14	$39,715
15	$40,526
16	$41,337
17	$42,149
18	$42,973
19	$43,798
20	$44,623
21	$45,447
22	$46,272
23	$47,117
24	$47,962
25	$48,807
26	$49,652
27	$50,497
28	$51,342

S3: Secretary - 220 days	
FLSA Non-Exempt	
Step	Annual Salary
0	$25,883
1	$26,169
2	$26,455
3	$26,741
4	$27,199
5	$27,656
6	$28,228
7	$28,800
8	$29,487
9	$30,173
10	$30,859
11	$31,546
12	$32,232
13	$32,919
14	$33,605
15	$34,291
16	$34,978
17	$35,664
18	$36,362
19	$37,060
20	$37,758
21	$38,456
22	$39,153
23	$39,868
24	$40,583
25	$41,298
26	$42,013
27	$42,728
28	$43,443

S4: Secretary- 200 days	
FLSA Non-Exempt	
Step	Annual Salary
0	$23,535
1	$23,790
2	$24,050
3	$24,310
4	$24,726
5	$25,142
6	$25,662
7	$26,182
8	$26,806
9	$27,430
10	$28,054
11	$28,678
12	$29,302
13	$29,926
14	$30,550
15	$31,174
16	$31,798
17	$32,422
18	$33,056
19	$33,691
20	$34,325
21	$34,960
22	$35,594
23	$36,244
24	$36,894
25	$37,544
26	$38,194
27	$38,844
28	$39,494

SECRETARY TO SUPINTENDENT/SCHOOL BOARD CLERK

S1- Secretary to Superintendent/Board Clerk	
FLSA Exempt	
Step	Annual Salary
0	$55,228
1	$56,145
2	$57,370
3	$58,596
4	$59,821
5	$61,047
6	$62,274
7	$63,501
8	$64,727
9	$65,952
10	$67,179
11	$68,405
12	$69,632
13	$70,858
14	$72,083
15	$73,310
16	$74,536
17	$75,763
18	$76,989
19	$78,216
20	$79,441
21	$80,667
22	$81,894
23	$83,120
24	$84,347
25	$85,573
26	$86,798
27	$88,025
28	$89,251

SPECIALIST
BCBA, OT/PT, PSYCHOLOGIST, SOCIAL WORKER

CO4: Specialist	
Masters - 10 month	
FLSA Exempt	
Step	Annual Salary
0	$59,171
1	$60,428
2	$61,684
3	$62,978
4	$64,272
5	$65,566
6	$66,860
7	$68,154
8	$69,448
9	$70,742
10	$72,036
11	$73,330
12	$74,625
13	$75,918
14	$77,213
15	$78,507
16	$79,800
17	$81,095
18	$82,389
19	$83,682
20	$84,977
21	$86,271
22	$87,566
23	$88,859
24	$90,153
25	$91,448
26	$92,741
27	$94,035
28	$95,330

CO2: Specialist	
Masters - 10 1/2 Months	
FLSA Exempt	
Step	Annual Salary
0	$62,130
1	$63,449
2	$64,768
3	$66,127
4	$67,486
5	$68,845
6	$70,203
7	$71,562
8	$72,920
9	$74,280
10	$75,638
11	$76,996
12	$78,356
13	$79,714
14	$81,074
15	$82,432
16	$83,790
17	$85,150
18	$86,508
19	$87,866
20	$89,226
21	$90,584
22	$91,944
23	$93,302
24	$94,660
25	$96,020
26	$97,378
27	$98,737
28	$100,096

CO1: Specialist	
Masters - 11 Months	
FLSA Exempt	
Step	Annual Salary
0	$65,089
1	$66,471
2	$67,852
3	$69,276
4	$70,700
5	$72,123
6	$73,546
7	$74,969
8	$76,392
9	$77,817
10	$79,240
11	$80,663
12	$82,087
13	$83,510
14	$84,934
15	$86,357
16	$87,780
17	$89,205
18	$90,627
19	$92,050
20	$93,475
21	$94,898
22	$96,322
23	$97,745
24	$99,168
25	$100,592
26	$102,015
27	$103,438
28	$104,863

STUDENT SUPPORT COACH

SSC-Student Support Coach	
10 Month	
FLSA Exempt	
Step	Annual Salary
0	$56,563
1	$56,844
2	$57,125
3	$57,407
4	$57,688
5	$57,998
6	$58,307
7	$58,645
8	$58,982
9	$59,388
10	$59,793
11	$60,198
12	$60,732
13	$61,267
14	$61,880
15	$62,494
16	$63,107
17	$63,810
18	$64,514
19	$65,217
20	$66,089
21	$66,961
22	$67,834
23	$68,706
24	$69,662
25	$70,619
26	$71,576
27	$72,532
28	$73,489

SUPERVISOR

P3: Supervisor	
FLSA Exempt	
Step	Annual Salary
0	$105,681
1	$106,528
2	$107,374
3	$108,246
4	$109,118
5	$110,034
6	$110,950
7	$111,866
8	$112,782
9	$113,699
10	$114,617
11	$115,533
12	$116,450
13	$117,366
14	$118,284
15	$119,200
16	$120,117
17	$121,033
18	$121,951
19	$122,868
20	$123,784
21	$124,701
22	$125,619
23	$126,535
24	$127,452
25	$128,368
26	$129,285
27	$130,202
28	$131,119

TECHNOLOGY

NE1: Network Engineer	
FLSA Exempt	
Step	Annual Salary
0	$78,310
1	$79,337
2	$80,365
3	$81,423
4	$82,492
5	$83,561
6	$84,630
7	$85,699
8	$86,769
9	$87,838
10	$88,907
11	$89,976
12	$91,045
13	$92,114
14	$93,183
15	$94,252
16	$95,322
17	$96,391
18	$97,460
19	$98,529
20	$99,598
21	$100,667
22	$101,736
23	$102,806
24	$103,875
25	$104,944
26	$106,013
27	$107,082
28	$108,151

CNS: Computer/Network Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	$50,887
1	$51,938
2	$52,990
3	$54,073
4	$55,155
5	$56,292
6	$57,428
7	$58,622
8	$60,016
9	$61,208
10	$62,403
11	$63,596
12	$64,789
13	$65,983
14	$67,176
15	$68,369
16	$69,564
17	$70,756
18	$71,951
19	$73,144
20	$74,337
21	$75,531
22	$76,724
23	$77,918
24	$79,112
25	$80,304
26	$81,499
27	$82,692
28	$83,886

TECHNOLOGY CONT.

TSS: Technology Support Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	$47,017
1	$47,809
2	$48,601
3	$49,437
4	$50,274
5	$51,152
6	$52,073
7	$53,031
8	$53,970
9	$54,910
10	$55,848
11	$56,787
12	$57,726
13	$58,666
14	$59,605
15	$60,544
16	$61,482
17	$62,421
18	$63,361
19	$64,300
20	$65,239
21	$66,179
22	$67,117
23	$68,056
24	$68,995
25	$69,935
26	$70,874
27	$71,813
28	$72,751

TSS2: Technology Support Specialist II	
FLSA Non-Exempt	
Step	Annual Salary
0	$48,932
1	$49,864
2	$50,796
3	$51,755
4	$52,714
5	$53,722
6	$54,751
7	$55,826
8	$56,993
9	$58,059
10	$59,126
11	$60,192
12	$61,258
13	$62,324
14	$63,390
15	$64,457
16	$65,523
17	$66,589
18	$67,656
19	$68,722
20	$69,789
21	$70,854
22	$71,920
23	$72,987
24	$74,054
25	$75,120
26	$76,187
27	$77,253
28	$78,318

TESTING AND DATA SPECIALIST

TDS: Testing and Data Specialist	
FLSA Non-Exempt	
Step	Annual Salary
0	$46,492
1	$47,404
2	$48,316
3	$49,256
4	$50,195
5	$51,135
6	$52,074
7	$53,031
8	$53,970
9	$54,910
10	$55,848
11	$56,787
12	$57,726
13	$58,666
14	$59,605
15	$60,544
16	$61,482
17	$62,421
18	$63,361
19	$64,300
20	$65,239
21	$66,179
22	$67,117
23	$68,056
24	$68,995
25	$69,935
26	$70,874
27	$71,813
28	$72,751

HEAD START LEAD TEACHER

Head Start Lead Teacher	
HLT1/200 DAYS/7.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	$38,217
1	$38,798
2	$39,380
3	$39,970
4	$40,570
5	$41,179
6	$41,797
7	$42,424
8	$43,060
9	$43,705
10	$44,362
11	$45,027
12	$45,703
13	$46,387
14	$47,084
15	$47,790
16	$48,507
17	$49,235
18	$49,972
19	$50,723
20	$51,483
21	$52,255
22	$53,040
23	$53,835
24	$54,643
25	$55,462
26	$56,294
27	$57,139
28	$57,996

Head Start Lead Teacher	
HLT2/190 DAYS/6.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	$31,465
1	$31,944
2	$32,423
3	$32,909
4	$33,403
5	$33,904
6	$34,413
7	$34,928
8	$35,452
9	$35,984
10	$36,524
11	$37,072
12	$37,628
13	$38,193
14	$38,766
15	$39,347
16	$39,937
17	$40,537
18	$41,145
19	$41,761
20	$42,388
21	$43,023
22	$43,669
23	$44,324
24	$44,989
25	$45,664
26	$46,349
27	$47,044
28	$47,749

HEAD START TEACHER ASSISTANT

Head Start Teacher Assistant	
HAT1/188 DAYS/8 HOURS	
FLSA Non-Exempt	
Step	Annual Salary
0	$24,262
1	$24,631
2	$25,001
3	$25,376
4	$25,756
5	$26,142
6	$26,534
7	$26,932
8	$27,336
9	$27,747
10	$28,163
11	$28,585
12	$29,014
13	$29,449
14	$29,890
15	$30,340
16	$30,794
17	$31,256
18	$31,725
19	$32,201
20	$32,684
21	$33,174
22	$33,672
23	$34,177
24	$34,690
25	$35,210
26	$35,738
27	$36,274
28	$36,818

Head Start Teacher Assistant	
HAT2/178 DAYS/7 HOURS	
FLSA Non-Exempt	
Step	Annual Salary
0	$20,100
1	$20,406
2	$20,712
3	$21,023
4	$21,337
5	$21,657
6	$21,983
7	$22,313
8	$22,647
9	$22,987
10	$23,331
11	$23,682
12	$24,037
13	$24,397
14	$24,763
15	$25,135
16	$25,511
17	$25,894
18	$26,283
19	$26,678
20	$27,077
21	$27,483
22	$27,896
23	$28,314
24	$28,739
25	$29,170
26	$29,608
27	$30,052
28	$30,503

EARLY HEAD START TEACHER

Early Head Start Teacher	
EHST/260 DAYS/7.5 HOURS	
FLSA Exempt	
Step	Annual Salary
0	$36,936
1	$37,308
2	$37,680
3	$38,245
4	$38,819
5	$39,401
6	$39,992
7	$40,592
8	$41,201
9	$41,819
10	$42,445
11	$43,082
12	$43,729
13	$44,385
14	$45,050
15	$45,727
16	$46,412
17	$47,108
18	$47,815
19	$48,532
20	$49,260
21	$49,999
22	$50,749
23	$51,510
24	$52,283
25	$53,067
26	$53,863
27	$54,671
28	$55,491

FAMILY ADVOCATE

Family Advocate	
220 DAYS	
FLSA Exempt	
Step	Annual Salary
0	$28,778
1	$29,216
2	$29,654
3	$30,099
4	$30,550
5	$31,009
6	$31,474
7	$31,946
8	$32,426
9	$32,911
10	$33,406
11	$33,907
12	$34,415
13	$34,932
14	$35,456
15	$35,988
16	$36,527
17	$37,075
18	$37,631
19	$38,195
20	$38,768
21	$39,350
22	$39,940
23	$40,539
24	$41,148
25	$41,765
26	$42,391
27	$43,027
28	$43,672

Family Advocate	
12 MONTH	
FLSA Exempt	
Step	Annual Salary
0	$32,336
1	$32,343
2	$32,350
3	$32,835
4	$33,328
5	$33,828
6	$34,336
7	$34,850
8	$35,372
9	$35,904
10	$36,442
11	$36,989
12	$37,544
13	$38,107
14	$38,658
15	$39,259
16	$39,848
17	$40,445
18	$41,052
19	$41,668
20	$42,293
21	$42,927
22	$43,571
23	$44,224
24	$44,887
25	$45,561
26	$46,245
27	$46,938
28	$47,642

HOME VISITOR & HEALTH/NUTRITION MANAGER

Home Visitor	
12 Month	
FLSA Exempt	
Step	Annual Salary
0	$44,006
1	$44,676
2	$45,347
3	$46,027
4	$46,717
5	$47,418
6	$48,130
7	$48,851
8	$49,584
9	$50,328
10	$51,083
11	$51,849
12	$52,627
13	$53,416
14	$54,218
15	$55,031
16	$55,856
17	$56,694
18	$57,544
19	$58,407
20	$59,283
21	$60,173
22	$61,075
23	$61,992
24	$62,921
25	$63,866
26	$64,823
27	$65,795
28	$66,783

Health & Nutrition Manager	
12 Month	
FLSA Exempt	
Step	Annual Salary
0	$43,931
1	$44,600
2	$45,269
3	$45,948
4	$46,638
5	$47,338
6	$48,047
7	$48,767
8	$49,499
9	$50,242
10	$50,995
11	$51,761
12	$52,536
13	$53,325
14	$54,125
15	$54,936
16	$55,760
17	$56,597
18	$57,446
19	$58,308
20	$59,182
21	$60,070
22	$60,971
23	$61,886
24	$62,814
25	$63,756
26	$64,713
27	$65,683
28	$66,668

SUPPLEMENTAL

Systemwide	Rate/ Amount
Daily Substitute Aide	$90
Daily Substitute Teacher - w/Active VA Teaching License	$125
Daily Substitute Teacher - Bachelor's Degree	$115
Daily Substitute Teacher - Associate's Degree	$105
Daily Substitute Teacher - No Degree	$100
Daily Substitute Nurse	$210
Long-Term Daily Substitute Aide	$112
Long-Term Daily Substitute Teacher - w/Active VA Teaching License	$190
Long-Term Daily Substitute Teacher - Bachelor's Degree	$185
Long-Term Daily Substitute Teacher - Associate's Degree	$155
Long-Term Daily Substitute Teacher - No Degree	$125
IA Sub for Teacher (Daily)	$20
Teacher - Extra Block/Hourly	$23
Hourly Behind the Wheel	$30
Hourly Clerical (including substitutes)	$15
Hourly Curriculum Committee (June)	$30
Hourly Custodian (including subsititutes and facility use)	$14
Hourly Extended Learning - Aides	$23
Hourly Extended Learning - Teachers	$30
Hourly Food Service (including substitutes)	$14
Hourly Nurses (including substitutes)	$28
Hourly Summer Maintenance	$17
Hourly Head Start Substitute	$14