Springfield Public Schools

2025 – 2026 Salary Schedules

The School District of Springfield, R-12
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Board of Education
Approval Recommendation July 1, 2025

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Salary Schedule Placement and Pay Schedule

Pay Dates - Primary Base Position

Employees who are hired to work in a full-time or part-time position are paid on a semi-monthly pay schedule. Exempt employees receive annualized pay over 24 pay periods, with pay dates on the 15th and the last day of each month. Non-Exempt employees are compensated for hours actually worked in the prior pay period over 19 pay periods. Employees who start after the first day of the position's work calendar are subject to a prorated annual amount and/or pay periods.

Pay Dates - Temporary/Hourly/3-B Miscellaneous Compensation

Retirees who work in a classified position are required to track hours on a timesheet. Timesheets received by payroll will be paid in accordance with the approved pay period calendar.

*Timesheets are not required for PSRS (certified) retirees working in an extra-curricular, athletic or activity position.

Summer Trainings: Any training completed and turned in to payroll by June 15th will be paid by June 30th. Any trainings completed and turned in after June 15th will be paid on September 15th. New employees will be paid on the first paycheck in accordance with their work calendar.

Example: New Teachers are paid from September to August so their summer training would be paid on September 15.

Stipend Assignment Compensation

Compensation for employees working in an athletic or activities position only that is listed in section 3-C that have a defined season date will be paid in one lump-sum following the completion of the athletic or activities season as follows:

Fall Athletics/Activities paid on November 15th
Winter Athletics/Activities paid on March 15th
Spring Athletics/Activities paid on May 31st

Compensation for employees who work in a base position (full-time or part-time) that also work in an athletic or activities position, listed in section 3-C will receive annualized pay over 24 pay periods if exempt or 19 pay periods if non-exempt. Employees who start after the first day of the athletic/activities assignment, are subject to a prorated annual amount and/or pay periods as applicable.

Extra-Curricular Positions

Exempt employees will be compensated over 24 pay periods or the number of remaining pays if less than 24 remain (prorated, if applicable). Exempt employees who receive payment for an extra-curricular position will be issued and required to sign a Letter of Appointment confirming acceptance of the additional position.
Appointments to extra-curricular assignments are made on an annual basis and are not subject to the continuing contract provisions of the state law.

Non-Exempt (hourly) employees will be compensated over 19 pay periods or the number of remaining pays if less than 19 remain (prorated, if applicable). Non-Exempt employees who receive payment for an extra-curricular position will be issued a Volunteer Service Agreement confirming acceptance of the payment as a “nominal fee” that is not eligible for overtime pay.

Teacher Salary Schedule				
182 Work Days & 3 Holidays - Exempt				
Pay Grade	**TABS**	**TCMS**	**TESP**	**TFDR**
Step	**Bachelor's**	**Master's**	**Master's +30* or Specialist**	**Doctorate**
1	45,917	50,427	53,242	53,506
2	46,800	51,396	53,999	54,009
3	47,697	52,385	55,035	55,046
4	48,619	53,393	56,096	56,106
5	49,554	54,420	57,178	57,188
6	50,232	55,469	58,279	58,289
7	51,239	56,541	59,401	59,411
8	52,259	57,674	61,022	61,462
9	53,305	59,021	62,389	63,552
10	54,372	61,149	63,752	65,676
11	55,458	63,336	65,627	67,277
12	56,676	65,547	67,470	70,031
13	57,241	66,199	68,143	70,735
14	57,814	66,865	68,825	70,996
15	58,393	67,534	69,513	71,701
16	58,979	68,208	70,210	72,420
17	59,568	68,885	70,911	73,145
18	60,165	69,578	71,620	73,873
19	60,765	70,270	72,338	74,612
20	61,373	70,974	73,057	75,359
21	61,373	71,686	73,791	76,113
22	61,373	72,402	74,529	76,873
23	61,373	73,126	75,273	77,640
24	61,373	73,857	76,028	78,416
25	61,373	74,596	76,787	79,203
26	61,373	75,711	77,932	80,383
27	61,373	76,466	78,710	81,189
28	61,373	77,235	79,498	81,998
29	61,373	78,003	80,294	82,818
30	61,373	78,797	81,099	83,650

Advanced Degree: Teachers paid on the Teacher salary schedule who receive an advanced degree must submit their official transcripts by August 25 to be paid on the first September payroll. Any submission between August 26 and September 15 will be processed on the next available payroll. If recieved after September 15 processing will occur in January. Fall graduates may submit transcripts by January 15 to be prorated effective for second semester.

Step Placement Procedures for New Hires:

- Teachers with no qualifying teaching experience will be placed at step 1 of applicable column
- Teachers with 1 full year of qualifying teaching experience will be placed at step 2 of applicable column.
- Credit will be given for up to 15 years of prior qualifying teaching experience; 15 years of teaching experience equates to placement at step 16 on the applicable column.
- All qualifying teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 15 years.
- New Teacher Compensation - “new” teachers will have an additional four mandatory training days, paid at a flat amount of $150 per day
- Master's +30* - Thirty (30) hours must be earned via studies begun after completing Master's Degree. This can be satisfied by Graduate credits in your area of certification and/or College course work which would relate directly to a teaching assignment.

Step Placement Procedures for re-hires: A candidate who was previously employed with the district may be considered for re-hire if the candidate left the district in good standing. If a candidate is re-hired, the guidelines listed above for new hires will apply for placement on the teachers salary schedule.

Minimum Salary: Per Senate Bill 2287 and House Bill 727 - Minumum Teacher Salary Missouri for a full-time teacher with bachelor's degree is $40,000. All teachers are to receive at least their FTE proration of the applicable salary.

Teacher Extended Days and Supplements

The following exempt positions are compensated by the teachers' salary schedule, plus the annual supplements and/or additional days listed.

Certified Position Assigned to Base Position	Extended Days	Annual Supplement
Missouri Options Advisor	5	$0
Counselor - Elementary School or Early Childhood School	5	$550
Jobs for American Graduates (JAG)	5	$3,000
Virtual Learning Teacher-Elementary Curriculum Lead	6	$0
Counselor - Choice Programs	7	$550
Affective Education/Assessment Coordinator	8	$550
Coordinator - Middle School Interventions	8	$4,000
Coordinator - A+	10	$0
Library Media Specialist - Elementary/Middle School	10	$0
Refugee and Immigrant Services Coordinator	10	$3,000
School Community Liaison	10	$0
Counselor - Middle School or Early Childhood Special Education	10	$550
Title I Behavior Intervention Specialist II	10	$1,000
Title I School/Home Specialist - Elementary or Middle School (Non-Certified)	10	$1,000
Process Coordinator	10	$4,000
Coordinator - High School Interventions	10	$8,000
Agriculture Academy Teacher	15	$0
Coordinator - International Baccalaureate - Primary Years Programme Coordinator - International Baccalaureate - Middle Years Programme	15	$0
Data Driven Instructional Specialist	15	$0
Library Media Specialist - High School	15	$0
Counselor - High School/Launch	15	$550
Academy Coach - High School Graduation Specialist Middle College Teacher Virtual Learning Teacher-Secondary Curriculum Lead	20	$0
GOCAPS Teacher	20	$500
Title I Facilitator - Reading, Teacher Leader, Literacy, Numeracy	20	$3,000

Eligibility will be Reviewed and Assigned Annually	Extended Days	Annual Supplement
Alternative Advisor (Study)	5	$0
Alternative Lead Teacher - Middle School	5	$0
Counselor - Facilitating Senior Days	up to 5	$0
Lead Teacher - English Language Development	5	$5,000
Special Services - Assistive Technology	5	$0
Coordinator - International Baccalaureate - Career Programme	10	$0
Coordinator - International Baccalaureate - Diploma Programme	10	$0
Counselor - International Baccalaureate	10	$0
Counselor - Lead Early Childhood School (1 per school)	10	$550
Work Experience Supervisor-Cooperative Career Education (COE)	15	9% of Salary

Description		Rate
Counselor - National Certified		500
Teacher - National Board Certified		3,000

Facility Services Salary Schedule

Non-Exempt - Per Hour Rates

Step	S120	S130	S150	S160	S170	S180	S190	S200	S210	S220
1	16.40	17.19	18.83	19.69	20.49	21.33	21.86	22.39	23.51	24.62
2	16.70	17.55	19.24	20.10	20.89	21.79	22.37	23.06	24.12	25.28
3	17.01	17.85	19.60	20.51	21.35	22.25	22.93	23.67	24.78	25.94
4	17.37	18.16	19.96	20.97	21.76	22.76	23.44	24.28	25.39	26.66
5	17.67	18.47	20.31	21.37	22.17	23.22	23.95	24.94	26.00	27.32
6	18.03	18.82	20.72	21.83	22.63	23.73	24.57	25.61	26.72	28.03
7	18.39	19.23	21.18	22.29	23.14	24.24	25.13	26.32	27.38	28.80
8	18.74	19.59	21.59	22.80	23.60	24.80	25.69	26.98	28.10	29.51
9	19.15	19.95	22.00	23.26	24.06	25.31	26.30	27.65	28.76	30.28
10	19.51	20.30	22.40	23.72	24.57	25.82	26.86	28.36	29.42	30.99
11	19.98	20.77	22.98	24.30	25.14	26.50	27.57	29.20	30.30	31.93
12	20.46	21.29	23.51	24.93	25.72	27.14	28.30	30.04	31.09	32.78
13	20.98	21.77	24.04	25.50	26.35	27.77	28.98	30.83	31.93	33.68
14	21.51	22.29	24.67	26.14	26.98	28.51	29.73	31.73	32.78	34.57
15	22.03	22.82	25.25	26.77	27.62	29.20	30.46	32.46	33.51	35.31
16	22.56	23.35	25.82	27.40	28.25	29.88	31.20	33.20	34.26	36.04
17	23.09	23.87	26.40	28.03	28.88	30.56	31.93	33.94	34.99	36.79
18	23.61	24.40	26.98	28.67	29.51	31.25	32.68	34.67	35.73	37.52
19	24.14	24.93	27.57	29.30	30.15	31.93	33.41	35.41	36.47	38.25
20	24.67	25.45	28.15	29.93	30.78	32.62	34.14	36.15	37.20	39.00

Pay Grade	Position
S120	Custodian
S130	Head Custodian I (Elementary)
S150	Custodian II-Lead Floater Head Custodian II (Middle School)
S160	Lead Custodian-Night/Setup (High School)
S170	Groundskeeper Head Custodian III (High School) Maintenance Worker I Storekeeper
S180	Maintenance Worker II (Night/Second Shift or Journey)
S190	Lead Maintenance Worker I Lead Storekeeper Maintenance Worker III (Journey plus Night or Master)
S200	Lead Maintenance Worker II (Night) Maintenance Worker IV (Master plus Night)
S210	Lead Maintenance Worker III (Master)
S220	Lead Maintenance Worker IV (Master plus Night)

Facility Services: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Custodial Other Compensation	Department	Frequency	Amount
Custodian assignment (added to hourly rate)	Custodial	Hourly	0.50
On-Call Daily Rate	Custodial	Daily	$25/week day and $62.50/weekends
Temporary and Student Worker	Custodial	Daily	16.40
Summer Paint Crew Supervisor	Custodial	Hourly	$1.00/hr differential added to employee base salary
Back up Supervisor*	Custodial	Daily	Regular/hrly rate

*Back up Supervisor - In the event, assignment lasts longer than four hours on any workday, the employee will receive an additional hour and one half of pay for the workday (does not count as hours worked for the purpose of overtime).

Note: When a Bargaining Unit employee is assigned to the night shift and works there continuously for more than one work week, the employee shall receive the appropriate night shift differential, retroactively to the beginning of that night shift assignment.

Information Technology Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	I200	I230	I260	I100	I120	I130
1	20.52	22.42	25.98	55,722	61,433	64,503
2	20.93	23.09	26.75	56,779	62,598	65,727
3	21.38	23.70	27.46	57,856	63,785	66,976
4	21.79	24.31	28.23	58,955	64,999	68,247
5	22.20	24.97	28.94	60,075	66,233	69,544
6	22.66	25.64	29.71	61,218	67,492	70,868
7	23.17	26.35	30.52	62,383	68,775	72,214
8	23.63	27.01	31.29	63,570	70,087	73,589
9	24.09	27.68	32.10	64,782	71,421	74,993
10	24.60	28.39	32.87	66,018	72,784	76,423
11	25.13	29.19	33.82	67,277	74,173	77,882
12	25.71	30.02	34.72	68,562	75,589	79,371
13	26.34	30.82	35.66	69,872	77,033	80,886
14	26.97	31.71	36.60	71,208	78,506	82,433
15	27.61	32.55	37.55	72,570	80,007	84,010
16	28.24	33.40	38.50	74,069	81,663	85,749
17	28.87	34.24	39.45	75,533	83,273	87,440
18	29.49	35.08	40.40	77,024	84,919	89,167
19	30.13	35.92	41.35	78,545	86,595	90,927
20	30.76	36.77	42.29	80,097	88,310	92,725

Pay Grade	Position
I200	Specialist I - IT Support Specialist I - Help Desk
I230	Specialist II - IT Support
I260	Specialist - Audiovisual Specialist - Life and Security Systems
I100	Coordinator I - Application Support Network Analyst Coordinator I-System Analyst
I120	Software Developer
I130	Network Architect Server and System Architect Telecommunication and Security System Architect

*Placement: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Nurse Salary Schedule

185 work days & 3 holidays

Exempt 185 work days & 3 holidays

Non-Exempt per hour rates

Step	N100	N120	N130	N140
1	18.38	42,693	44,827	47,067
2	18.85	43,498	45,674	47,958
3	19.33	44,321	46,539	48,867
4	19.80	45,160	47,419	49,789
5	20.33	46,014	48,316	50,732
6	20.86	46,883	49,231	51,692
7	21.38	47,770	50,163	52,669
8	21.97	48,675	51,112	53,666
9	22.55	49,594	52,079	54,681
10	23.13	50,531	53,065	55,715
11	23.76	51,487	54,069	56,770
12	24.39	52,462	55,092	57,844
13	25.03	53,456	56,135	58,937
14	25.67	54,465	57,196	60,052
15	26.35	55,498	58,273	61,188
16	26.88	56,607	59,440	62,411
17	27.40	57,740	60,629	63,660
18	27.93	58,894	61,841	64,933
19	28.46	60,072	63,079	66,230
20	28.99	61,274	64,340	67,556

Pay Grade	Position
N100	School Nurse - Licensed Practical Nurse
N120	School Nurse - Registered Nurse
N130	School Nurse - Bachelor's Degree
N140	School Nurse - Master's Degree

*Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Other Compensation	Days	Annual Supplement
Nurse - Early Childhood Special Education	10	None

Substitute Compensation	Frequency	Amount
Nurse	Daily	$130
Nurse - 11+ days in the same assignment	Daily	Step 1
Nurse with prior nurse experience at SPS	Hourly	$25
Nurse with prior nurse experience at SPS - lead assignment	Hourly	$30

Description	Department	Rate
Nurse Mentor (2 max)	Health Services	500
National Board Certification of School Nurse	Health Services	3,000

Student Nutrition Services Salary Schedule

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	F119	F120	F130	F141	F162	F170 F172	F190 F193	F202	F211	F220
1	16.01	16.01	16.32	16.65	17.77	18.57	19.95	20.80	21.66	22.20
2	16.01	16.21	16.57	16.95	18.12	18.97	20.40	21.20	22.11	22.70
3	16.01	16.41	16.82	17.25	18.47	19.32	20.80	21.65	22.56	23.25
4	16.01	16.61	17.07	17.60	18.87	19.67	21.20	22.05	23.06	23.75
5	16.01	16.81	17.32	17.90	19.22	20.07	21.65	22.45	23.51	24.30
6	16.01	17.06	17.62	18.25	19.62	20.47	22.10	22.95	24.01	24.85
7	16.01	17.31	17.92	18.65	20.07	20.87	22.55	23.40	24.56	25.40
8	16.01	17.56	18.22	19.00	20.47	21.27	23.05	23.85	25.06	26.00
9	16.01	17.81	18.52	19.35	20.87	21.72	23.50	24.35	25.61	26.55
10	16.01	18.06	18.82	19.70	21.32	22.12	23.95	24.80	26.11	27.15
11	16.01	18.41	19.22	20.20	21.82	22.67	24.55	25.40	26.76	27.80
12	16.01	18.76	19.62	20.65	22.32	23.17	25.10	25.95	27.36	28.50
13	16.01	19.08	20.01	21.11	22.89	23.68	25.73	26.52	27.99	29.19
14	16.01	19.50	20.48	21.67	23.46	24.30	26.35	27.19	28.71	29.97
15	16.01	19.91	20.94	22.19	24.08	24.87	27.02	27.81	29.43	30.69
16	16.01	20.32	21.72	22.81	24.75	25.54	27.74	28.59	30.27	31.51
17	16.01	20.74	22.49	23.43	25.42	26.21	28.46	29.36	31.10	32.34
18	16.01	21.15	23.26	24.05	26.09	26.88	29.18	30.13	31.94	33.17
19	16.01	21.56	24.04	24.67	26.76	27.55	29.91	30.91	32.77	33.99
20	16.01	21.97	24.81	25.29	27.43	28.23	30.63	31.68	33.61	34.82

Pay Grade	Position
F119	Lunch Aides
F120	Nutrition Services Worker I (187)
F130	Nutrition Services Worker II (187)
F141	Nutrition Services Worker III (187)
F162	Cafeteria Supervisor I (187)
F170	Catering Assistant
F172	Cafeteria Supervisor II (187)
F190	Catering Supervisor
F193	Cafeteria Supervisor III (187)
F202	Cafeteria Supervisor IV (187)
F211	Cafeteria Supervisor V (187)
F220	Cafeteria Supervisor VI (187)

*Placement: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Substitute/Temporary Compensation	Frequency	Amount
Nutrition Services/Student Worker	Hourly	$16.01

Police Services Salary Schedule

Non-Exempt - Per Hour Rates

Step	SP10 SP11	SP20 SP21	SP50 SP51	SP52 SP53	SP60 SP61	SP62 SP63	SP70 SP71	SP72 SP73
1	17.43	17.96	25.82	26.07	26.82	27.07	27.82	28.07
2	17.74	18.27	26.42	26.67	27.42	27.67	28.42	28.67
3	18.06	18.59	27.02	27.27	28.02	28.27	29.02	29.27
4	18.38	18.91	27.68	27.93	28.68	28.93	29.68	29.93
5	18.69	19.27	28.28	28.53	29.28	29.53	30.28	30.53
6	19.07	19.65	28.93	29.18	29.93	30.18	30.93	31.18
7	19.49	20.02	29.64	29.89	30.64	30.89	31.64	31.89
8	19.85	20.38	30.30	30.55	31.30	31.55	32.30	32.55
9	20.23	20.75	31.00	31.25	32.00	32.25	33.00	33.25
10	20.60	21.18	31.65	31.90	32.65	32.90	33.65	33.90
11	21.07	21.60	32.36	32.61	33.36	33.61	34.36	34.61
12	21.50	22.02	33.13	33.38	34.13	34.38	35.13	35.38
13	21.91	22.44	33.83	34.08	34.83	35.08	35.83	36.08
14	22.39	22.98	34.54	34.79	35.54	35.79	36.54	36.79
15	22.86	23.44	35.25	35.50	36.25	36.50	37.25	37.50
16	23.34	23.92	35.96	36.21	36.96	37.21	37.96	38.21
17	23.81	24.39	36.66	36.91	37.66	37.91	38.66	38.91
18	24.29	24.87	37.38	37.63	38.38	38.63	39.38	39.63
19	24.77	25.34	38.08	38.33	39.08	39.33	40.08	40.33
20	25.24	25.82	38.79	39.04	39.79	40.04	40.79	41.04

Grade	Position
SP10	School Police Communications Dispatcher
SP11	School Police Communications Dispatcher (194)
SP20	School Police Communications Dispatcher - Night Shift/Clerical
SP21	School Police Communications Dispatcher (194) - Night Shift/Clerical
SP50	School Police Officer
SP51	School Police Officer (194)
SP52	School Police Officer-Advanced Certification
SP53	School Police Officer-Advanced Certification (194)
SP60	School Police Officer with Bachelor's Degree
SP61	School Police Officer (194) with Bachelor's Degree
SP62	School Police Officer with Bachelor's Degree-Advanced Certification
SP63	School Police Officer with Bachelor's Degree-Advanced Certification (194)
SP70	School Police Officer with Master's Degree
SP71	School Police Officer (194) with Master's Degree
SP72	School Police Officer with Master's Degree-Advanced Certification
SP73	School Police Officer with Master's Degree-Advanced Certification (194)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Substitute/Other Compensation	Amount
School Police Communications Clerk	$17.43
Back up Supervisor*	Regular/hrly rate

*Back up Supervisor - In the event, assignment lasts longer than four hours on any workday, the employee will receive an additional hour and one half of pay for the workday (does not count as hours worked for the purpose of overtime.

Administrative Assistant/Clerical Salary Schedule

Non-Exempt - Per Hour Rates

Step	C120/C121 C122/C123	C130 C133	C140/C141 C142/C143	C160/C161 C162/C163
1	16.95	17.53	18.31	19.68
2	17.30	17.83	18.72	20.14
3	17.61	18.14	19.08	20.55
4	17.92	18.50	19.44	20.96
5	18.22	18.80	19.84	21.41
6	18.63	19.16	20.25	21.87
7	18.99	19.52	20.66	22.33
8	19.34	19.93	21.07	22.84
9	19.70	20.28	21.53	23.30
10	20.11	20.64	21.93	23.76
11	20.52	21.05	22.39	24.32
12	20.93	21.51	22.90	24.83
13	21.39	21.91	23.37	25.41
14	21.81	22.33	23.90	25.93
15	22.23	22.80	24.37	26.46
16	22.65	23.27	24.84	26.98
17	23.07	23.74	25.31	27.50
18	23.49	24.21	25.78	28.02
19	23.90	24.68	26.25	28.55
20	24.32	25.16	26.72	29.07

Pay Grade	Position
C120/C121 C122/C123	Elementary or Middle School Administrative Assistant - General High School Department Administrative Assistant (A+, IB, etc.) High School Administrative Assistant - Attendance
C130/C133	District Level Administrative Assistant - General
C140/C141 C142/C143	Building Athletic Administrative Assistant District Level Department Administrative Assistant I High School Administrative Assistant - Assistant Principal High School Administrative Assistant - Counseling Middle or High School Administrative Assistant - Registrar
C160/C161 C162/C163	District Level Department Administrative Assistant II Early Childhood School Administrative Assistant - Lead Elementary School Administrative Assistant - Lead Financial Administrative Assistant - HS or Department High School Administrative Assistant - Lead K-8 School Administrative Assistant - Lead Middle School Administrative Assistant - Lead

Pay Grade	Work Calendar Schedule
C120, C130, C140, C160	260 work days, 8 hours per day
C121, C141, C161	218 work days, 8 hours per day
C122, C142, C162	210 work days, 8 hours per day (Elementary -Grandfathered)
C123, C133, C143, C163	197 work days, 8 hours per day

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Description	Department	Frequency	Rate
Administrative Assistant Certifcate of Achievment/OTC	School Site	Upon Completion	1,000
Clerical - Mentorship (maximum of 3)	School Site	Upon Completion	250
12Month Administrative Assistant - Assigned Explore Site	School Site	Explore Session Only	$2.00/hr differential for duration of Explore Program

Specialized Instructional Support Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	E100	E200	E300	E400	E500	E600	E700	E800	E900
1	34,847	37,791	49,920	54,256	55,318	56,201	56,812	63,881	66,181
2	35,534	38,881	51,069	55,716	56,591	57,768	57,936	65,143	67,443
3	36,235	39,971	52,243	57,176	57,892	59,335	59,081	66,430	68,730
4	36,951	41,061	53,445	58,636	59,224	60,902	60,247	67,742	70,042
5	37,682	42,151	54,674	60,096	60,585	62,469	61,436	69,080	71,380
6	38,425	43,314	55,932	61,556	61,979	64,036	62,649	70,445	72,745
7	39,184	44,477	57,219	63,016	63,405	65,603	63,887	71,834	74,134
8	39,958	45,640	58,535	64,476	64,863	67,170	65,149	73,252	75,552
9	40,746	46,802	59,881	65,936	66,355	68,737	66,434	74,701	77,001
10	41,551	47,965	61,257	67,396	67,881	70,304	67,747	76,175	78,475
11	42,372	49,274	62,666	68,856	69,442	71,871	69,084	77,680	79,980
12	43,208	50,581	64,108	70,316	71,039	73,438	70,449	79,216	81,516
13	44,062	51,889	65,583	71,776	72,673	75,005	71,838	80,779	83,079
14	44,932	53,270	67,091	73,236	74,345	76,572	73,258	82,374	84,674
15	45,820	54,723	68,634	74,696	76,055	78,139	74,705	84,001	86,301
16	46,724	55,853	70,213	76,156	77,804	79,706	76,179	85,660	87,960
17	47,648	56,970	71,828	77,616	79,593	81,273	77,683	87,350	89,650
18	48,589	58,109	73,480	79,076	81,424	82,840	79,217	89,076	91,376
19	49,549	59,271	75,317	80,536	83,460	84,407	80,781	90,834	93,134
20	50,524	60,456	77,576	81,996	85,962	85,974	82,378	92,630	94,930
21	51,519								
22	52,534								
23	53,569								
24	54,624								
25	55,700								

Pay Grade	
E100	Parent Educator (185) Child and Family Educator (185)
E200	Therapy Assistant (185)
E300	Social Worker (185)
E400	School Psychological Examiner (185) Educational Diagnostician (185)
E500	Social Worker - McKinney-Vento (205)
E600	Board Certified Behavior Analyst (195)
E700	Speech Language Pathologist (185) Therapist - Occupational or Physical (185)
E800	Licensed Professional Counselor (206)
E900	School Psychologist (206)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

To Be Reviewed/Assigned Annually	**Extended Days**	**Supplement**
Parent Educator - PAT Leader	15	$1,000
Special Services - Assistive Technology	5	$0

Other Compensation	**Frequency**	**Amount**
Therapists - Missed IEP-mandated services (within 2 week timeframe of absence)	Hourly	$35

Description	**Dept**	**Rate**
PAT Supervision	Early Childhood	$500
Parent Educator with Master's Degree	Early Childhood	$500
SLP Supervision (CFY-SLP) $500 Annually	Special Services	$500
Therapist Mentor (not to exceed two mentees per school year)	Special Services	$250
OT/PT Supervision (COTA or PTA) $500 Annually	Special Services	$500
BCBA Supervising RBTs $500 Annually	Special Services	$500

Support Staff Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	H140	H142	H160	H162	H171	H172	H191	H192	H209	H251	ISB8	ISB9
1	16.72	17.22	17.67	18.17	18.62	19.12	19.89	20.90	21.26	24.54	31,757	32,811
2	17.03	17.53	17.97	18.47	18.97	19.47	20.29	21.31	21.72	25.20	32,412	33,467
3	17.38	17.88	18.32	18.82	19.33	19.83	20.75	21.77	22.23	25.91	33,192	34,247
4	17.69	18.19	18.62	19.12	19.73	20.23	21.16	22.18	22.69	26.57	33,994	35,048
5	18.00	18.50	18.92	19.42	20.09	20.59	21.57	22.58	23.14	27.28	34,814	35,869
6	18.40	18.90	19.32	19.82	20.55	21.05	22.07	23.09	23.70	28.00		
7	18.76	19.26	19.67	20.17	20.96	21.46	22.53	23.55	24.21	28.71		
8	19.12	19.62	20.02	20.52	21.36	21.86	22.99	24.01	24.72	29.47		
9	19.53	20.03	20.42	20.92	21.82	22.32	23.50	24.52	25.23	30.18		
10	19.88	20.38	20.77	21.27	22.23	22.73	23.96	24.97	25.79	30.95		
11	20.34	20.84	21.22	21.72	22.80	23.30	24.58	25.60	26.42	31.82		
12	20.87	21.37	21.74	22.24	23.33	23.83	25.16	26.18	27.05	32.72		
13	21.34	21.84	22.20	22.70	23.90	24.40	25.79	26.81	27.73	33.56		
14	21.93	22.43	22.77	23.27	24.48	24.98	26.42	27.44	28.41	34.51		
15	22.98	23.48	23.80	24.30	25.64	26.14	27.52	28.54	29.26	35.56		
16	24.03	24.53	24.83	25.33	26.79	27.29	28.63	29.64	30.09	36.60		
17	25.09	25.59	25.87	26.37	27.95	28.45	29.73	30.74	30.94	37.65		
18	26.14	26.64	26.90	27.40	29.10	29.60	30.83	31.84	31.77	38.70		
19	27.19	27.69	27.93	28.43	30.26	30.76	31.93	32.95	32.62	39.76		
20	28.25	28.75	28.96	29.46	31.41	31.91	33.03	34.05	33.45	40.81		

Pay Grade	Position
H140	Library Clerical (187) Paraprofessional I (185)
H142	Paraprofessional I (185) - DESE Teaching Certification
H160	Paraprofessional II - Early Childhood/ECSE (185)
H162	Paraprofessional II - Early Childhood/ECSE (185) - DESE Teaching Certification
H171	Braille Transcriber (185)
	Paraprofessional III - K12 Special Education(185)
H172	Paraprofessional III - K12 Special Education(185) - DESE Teaching Certification
H191	Technician - Behavior Support Special Education (185)
H192	Registered Behavior Support Technician Special Education (185)
H209	Classroom LPN (185) Licensed Practical Nurse - Transportation (186)
H251	Educational Interpreter (185)
ISB8	In School Suspension *(Non Certified - Substitute Certification required)* (185)

Pay Grade	**Grandfathered Position** *as of 6/30/2022 positions are not eligible for*
ISB9	In School Suspension Supervisor - Bachelor's Degree (185)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Paraprofessionals who receive a DESE Teaching Certification must notify Human Resources and will be eligible to receive an additional $0.50 per hour on the appropriate salary schedule column.

Transportation Salary Schedule

Non-Exempt - Per Hour Rates

Step	B100	B101	B110	B120	B121	B130
1	17.66	17.66	18.31	22.64	22.64	23.29
2	17.66	17.86	18.51	22.64	22.84	23.49
3	17.66	18.11	18.76	22.64	23.09	23.74
4	17.66	18.41	19.06	22.64	23.39	24.04
5	17.66	18.81	19.46	22.64	23.79	24.44
6	17.66	19.21	19.86	22.64	24.19	24.84
7	17.66	19.66	20.31	22.64	24.69	25.34
8	17.66	20.16	20.81	22.64	25.24	25.89
9	17.66	20.71	21.36	22.64	25.74	26.39
10	17.66	21.76	22.41	22.64	26.79	27.44

*Waive health insurance coverage

Step	B103	B111	B123	B131
1	20.66	21.31	25.64	26.29
2	20.86	21.51	25.84	26.49
3	21.11	21.76	26.09	26.74
4	21.41	22.06	26.39	27.04
5	21.81	22.46	26.79	27.44
6	22.21	22.86	27.19	27.84
7	22.66	23.31	27.69	28.34
8	23.16	23.81	28.24	28.89
9	23.71	24.36	28.74	29.39
10	24.76	25.41	29.79	30.44

*Benefit eligible Bus Drivers and Bus Aides will have the option to waive health insurance coverage with SPS and receive a $3.00 per hour compensation differential, if proof of ACA

Pay Grade	Position
B100	Bus Aide - No Route
B101/B103	Bus Aide
B110/B111	Bus Aide - Wheelchair Accessible
B120	Bus Driver - No Route
B121/B123	Bus Driver
B130/B131	Bus Driver - Wheelchair Accessible

*Benefit eligible Bus Drivers and Bus Aides will have the option to waive health insurance coverage with SPS and receive a $3.00 per hour compensation differential, if proof of ACA approved health coverage is provided during benefits election period.

Other Compensation	Frequency	Amount
15 Year Safe Driving Incentive*	Annual	1,500
20 Year Safe Driving Incentive*	Annual	2,000
Wash Bay and/or Trainer duties	Hourly	added to base hourly

Substitute Compensation	Frequency	Amount
Transportation Aide	Hourly	17.66
Transportation Aide - Wheelchair Accessible	Hourly	18.31
Transportation Driver	Hourly	22.64
Transportation Driver - Wheelchair Accessible	Hourly	23.29
Long Term Substitute Driver/Aide (11+days same assignment)	Hourly	Step 1 of applicable Salary Schedule plus $2.00/hr
Transportation Nurses	Hourly	20.89

Placement: new hire bus drivers and bus aides will be placed on Step 1 of the applicable

Step 1 = Employees in their first 3 years with school district experience
Step 2 = Employees 4-6 years with school district experience
Step 3 = Employees 7 & 8 years with school district experience
Step 4 = Employees in year 9 with school district experience
Step 5 = Employees in year 10 with school district experience
Step 6 = Employees in year 11 with school district experience
Step 7 = Employees in year 12 with school district experience
Step 8 = Employees in year 13 with school district experience
Step 9 = Employees in year 14 with school district experience
Step 10 = Employees in year 15+ with school district experience

Operational Support Salary Schedule

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	O180	O190 O191	O200 O201	O230	O250	O260	O270
1	18.75	19.59	20.38	22.28	24.51	25.82	26.41
2	19.12	20.02	20.80	22.91	25.19	26.57	27.16
3	19.49	20.44	21.23	23.56	25.87	27.30	27.89
4	19.85	20.86	21.65	24.19	26.57	28.03	28.63
5	20.23	21.28	22.08	24.82	27.25	28.78	29.37
6	20.65	21.76	22.55	25.50	27.98	29.56	30.16
7	21.07	22.23	23.03	26.19	28.73	30.36	30.95
8	21.50	22.71	23.50	26.88	29.46	31.16	31.75
9	21.91	23.18	23.97	27.57	30.21	31.94	32.53
10	22.34	23.66	24.45	28.25	30.94	32.74	33.33
11	22.86	24.24	25.03	29.04	31.79	33.63	34.23
12	23.39	24.82	25.61	29.83	32.63	34.53	35.12
13	23.92	25.40	26.19	30.63	33.47	35.43	36.02
14	24.51	26.04	26.82	31.47	34.37	36.38	36.97
15	25.09	26.67	27.45	32.32	35.27	37.33	37.92
16	25.61	27.25	28.03	32.95	36.01	38.07	38.66
17	26.14	27.83	28.62	33.58	36.75	38.81	39.40
18	26.67	28.41	29.20	34.22	37.49	39.55	40.15
19	27.20	28.99	29.78	34.85	38.22	40.28	40.89
20	27.72	29.56	30.36	35.48	38.97	41.02	41.62

Pay Grade	Position
O180	Transportation Special Needs Trainer
O190	Executive Secretary I Clerk - Department Technician - Human Resources Technician - Payroll Technician - Purchasing
O191	Technician - School/Home (185) Specialist - Transitions (185)
O200	Clerical Support Coach
O201	Student Attendance Advisor (185)
O230	Coordinator - Transportation Specialist - Accounting Specialist - Athletics Specialist - Benefits Specialist - Capital/Bond Projects Specialist - Content Management Specialist - Early Childhood Specialist - Early Childhood PAT Specialist - Farm to Table Specialist - Federal Programs Specialist - Inventory Control Specialist - Meals Benefits and Payroll Specialist - Payroll Specialist - Purchasing Specialist - Special Education Transportation CDL Trainer Video Producer
O250	Executive Secretary II
O260	Mechanic Specialist - Fleet Technology Specialist-Parts and Fuel Systems Specialist - Routing and Technology
O270	Mechanic - ASE Certified

Professional and Technical Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	P100	P110	P120	P125 P130	P140	P150	P160	P170	P180	P190
1	55,374	58,142	61,049	64,101	67,306	70,671	74,206	77,916	81,811	85,900
2	56,468	59,291	62,255	65,368	68,636	72,069	75,669	79,455	83,426	87,599
3	57,583	60,463	63,484	66,659	69,991	73,492	77,164	81,024	85,075	89,330
4	58,720	61,656	64,740	67,975	71,375	74,942	78,688	82,624	86,754	91,093
5	59,880	62,872	66,017	69,318	72,782	76,422	80,242	84,254	88,466	92,891
6	61,062	64,113	67,320	70,688	74,220	77,932	81,825	85,918	90,214	94,726
7	62,268	65,380	68,648	72,081	75,688	79,469	83,443	87,615	91,996	96,597
8	63,497	66,670	70,006	73,504	77,182	81,038	85,089	89,345	93,812	98,503
9	64,751	67,987	71,387	74,958	78,705	82,638	86,770	91,109	95,664	100,451
10	66,031	69,330	72,797	76,438	80,259	84,272	88,485	92,909	97,554	102,432
11	67,333	70,698	74,236	77,947	81,845	85,934	90,231	94,741	99,482	104,456
12	68,663	72,097	75,700	79,489	83,459	87,632	92,013	96,614	101,445	106,521
13	70,019	73,520	77,196	81,057	85,109	89,363	93,831	98,523	103,448	108,622
14	71,402	74,972	78,720	82,658	86,790	91,129	95,683	100,467	105,492	110,767
15	72,812	76,452	80,274	84,290	88,504	92,927	97,572	102,452	107,574	112,954
16	74,248	77,962	81,859	85,955	90,253	94,764	99,500	104,475	109,700	115,186
17	75,716	79,501	83,475	87,651	92,035	96,635	101,463	106,538	111,866	117,460
18	77,210	81,072	85,124	89,383	93,852	98,541	103,468	108,642	114,075	119,781
19	78,735	82,672	86,804	91,147	95,706	100,488	105,512	110,787	116,328	122,145
20	80,290	84,307	88,523	92,949	97,594	102,473	107,598	112,975	118,625	124,556

Pay Grade	Position
P100	Coordinator I - Accounting Coordinator I - Application Training Coordinator I - Communications Coordinator I - Construction Coordinator I - Employment Coordinator I - Database Support Coordinator I - Environmental Safety Coordinator I - HR Information Systems Coordinator I - Payroll Coordinator I - Purchasing Coordinator I - Risk Management Coordinator I - Student Information Systems Coordinator I - Student Records Coordinator I - Technology Projects Coordinator I - Wellness Coordinator I - Data Compliance Analyst Graphic Artist Infrastructure Analyst Supervisor I - Custodial Supervisor I - Grounds Supervisor I – Information Technology Operations Supervisor I - Information Technology Support Supervisor I - Maintenance Supervisor I – Transportation Supervisor I – Transportation Safety
P110	Executive Secretary III
P120	Mechanic Foreman Supervisor II – Transportation Student Management Supervisor II – Transportation Safety & Training
P125	Unused
P130	Coordinator - Refugee and Immigrant Services Coordinator II - Capital Projects Coordinator II - Career and Technical Education Coordinator II - Counseling Virtual Learning Coordinator II - Health Services Coordinator II - Quality Assurance Coordinator II - Information Security Coordinator II - Marketing and Digital Strategies Coordinator II- Work-based Learning/Student Experiences Coordinator II- WINGS Gifted Education Digital Learning Developer Manager I - Accounting Manager I-Liability & Risk Manager I - Purchasing Payroll Accountant

Pay Grade	Position
P140	Coordinator – Data and Compliance Reporting Coordinator II-Data Research School Police - Lieutenant Supervisor - SIS Support Supervisor II - Systems
P150	Manager II - Budget & Analytics Manager II - Marketing and Engagement
P160	Coordinator III - Academic Access, Inclusion and Engagement Coordinator III - Early Childhood Special Education Coordinator III - Workforce Development Coordinator III - Professional Learning Coordinator III - Student Access and Opportunity Coordinator III – Lead Data and Compliance Reporting Lead Data Engineer Manager III - Bond Projects
P170	Coordinator IV – Career and Technical Education Coordinator IV – Community Relations Coordinator IV – Compensation and Benefits Business Coordinator IV - Counseling Services Coordinator IV - Employee Relations/Investigations Coordinator IV - Fine Arts Coordinator IV – HR Data Governance/Employment Coordinator IV - International Baccalaureate Coordinator IV - Social Studies Coordinator IV - K-5 Science and Social Studies Coordinator IV - Science Coordinator IV - Literacy Coordinator IV - Physical Ed, Health and Engagement Activities Coordinator IV - Math Coordinator IV - Professional Learning Coordinator IV - Customer Service Coordinator IV - Social and Emotional Behavioral Learning Coordinator IV - K-12 Technology Integration Manager IV - Benefits Manager IV – Data Analytics and Accountability Manager IV - Information Systems Operations Manager IV-Information Systems Support Manager IV - Infrastructure Support Manager IV - Payroll Manager IV - User Support Technology Project Manager
P180	Coordinator IV- Title I Learning Development Facilitator
P190	Coordinator V - Assessment and Federal Programs Lead Principal

Miscellaneous Compensation (Hourly)

Items listed below required executive leader approval.

All rates below are paid from a submitted timesheet and are to be utilitized on a short term basis.

Rate	Description		
$15	**Compensation for assistant workers and/or administrative functions**		
	Examples:		
	Band Aide/Summer Band Aide	Color Guard Coach	Lunchroom Aides
	Choreography Assistant	Game Worker/Scoreboard Operator	Track/Golf Tournament Assistant
	Miscellaneous Physical Labor	Student Workers	Library Clerical - Temporary
	Soundboard Operator	Summer Athletics Aide	Athletics: Off Season Asst. Coach
	Color Guard Aide	Summer Athletics Camp Coach	Orchestra Aide

$20	**Compensation for limited student contact and supervisory responsibilities over students**		
	Examples:	Band Percussion Instructor	Cub Club Employee
	After School Detention	Before/After School Supervision (Classified)	Tutor (classified)
	Assessment Facilitators	Ticket Manager	Pink & White Lady Classic Tournament Workers
	Band Instructor/Summer Band Instructor	Screener	
	Custodial Supervisor – Substituting for Custodial shift		

$25	**Compensation for significant student contact with direct supervisory responsibility over students or professional development attendance**		
	Examples:		
	ACT Boot Camp	Before/After School Supervision (Certified)	C-STAR Teacher
	AVID Mentor	Behavior Mentoring	Tutor (certified)
	Immigrant/Migrant Family Liaison	Miscellaneous Professional Services	Band/Choir/Orchestra Accompanist
	Incentive I Mentor	School/Parent Involvement Activities	Concession Manager (sites other than JFK)
	Interpreters/Translators	Teacher IEP Compliance	Farm2School - Garden Intern
	Professional Learning/Training Participant	Lead Cub Club Employee	

$30	**Any compensation requiring specialized or advanced skills such as curriculum development and facilitating adult learning.**		
	Examples:	MSHSAA Music Festival Support Staff	Tutoring Private/Parochial School Students
	Curriculum/Instruction/Assessment Planning	Teacher Assistance Program Mentor	Voyagers Tutor
	Curriculum Training	Professional Learning/Training Facilitator 2	Voyagers Liaison
	Curriculum Writing	Testing	

Extra-Curricular Positions

2025-2026: All percentages refer to a percentage of $44,000

	Group A		Group B		Group C		Group D		Group E	
Step	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**
1	10,120	23.0%	7,392	16.8%	6,292	14.3%	6,028	13.7%	5,456	12.4%
2	10,230	23.3%	7,543	17.1%	6,439	14.6%	6,149	14.0%	5,601	12.7%
3	10,340	23.5%	7,964	18.1%	6,732	15.3%	6,512	14.8%	5,940	13.5%
4	10,450	23.8%	8,115	18.4%	6,879	15.6%	6,633	15.1%	6,085	13.8%
5	10,560	24.0%	8,492	19.3%	7,172	16.3%	6,952	15.8%	6,380	14.5%
6	10,670	24.3%	8,643	19.6%	7,319	16.6%	7,073	16.1%	6,525	14.8%
7	10,780	24.5%	9,020	20.5%	7,700	17.5%	7,480	17.0%	6,908	15.7%
8	10,890	24.8%	9,171	20.8%	7,847	17.8%	7,601	17.3%	7,053	16.0%
9	11,000	25.0%	9,322	21.2%	7,995	18.2%	7,721	17.5%	7,199	16.4%
10	11,044	25.1%	9,680	22.0%	8,360	19.0%	7,920	18.0%	7,568	17.2%
11	11,088	25.2%	9,768	22.2%	8,448	19.2%	7,964	18.1%	7,656	17.4%
12	11,132	25.3%	9,856	22.4%	8,536	19.4%	8,008	18.2%	7,700	17.5%
13	11,176	25.4%	9,944	22.6%	8,624	19.6%	8,052	18.3%	7,788	17.7%
14	11,220	25.5%	10,032	22.8%	8,712	19.8%	8,096	18.4%	7,832	17.8%
15	11,264	25.6%	10,120	23.0%	8,800	20.0%	8,140	18.5%	7,920	18.0%
16	11,308	25.7%	10,208	23.2%	8,888	20.2%	8,184	18.6%	8,008	18.2%
17	11,352	25.8%	10,296	23.4%	8,976	20.4%	8,228	18.7%	8,096	18.4%
18	11,396	25.9%	10,384	23.6%	9,064	20.6%	8,272	18.8%	8,184	18.6%
19	11,440	26.0%	10,472	23.8%	9,152	20.8%	8,316	18.9%	8,272	18.8%
20	11,528	26.2%	10,516	23.9%	9,240	21.0%	8,360	19.0%	8,360	19.0%
21	11,616	26.4%	10,560	24.0%	9,328	21.2%	8,448	19.2%	8,448	19.2%
22	11,660	26.5%	10,648	24.2%	9,416	21.4%	8,536	19.4%	8,624	19.6%
23	11,748	26.7%	10,736	24.4%	9,504	21.6%	8,624	19.6%	8,668	19.7%
24	11,792	26.8%	10,824	24.6%	9,592	21.8%	8,712	19.8%	8,712	19.8%
25	11,880	27.0%	10,868	24.7%	9,680	22.0%	8,800	20.0%	8,800	20.0%

Group	Description	Role	Department
A	High School Basketball	Head Coach	Athletics
A	High School Football	Head Coach	Athletics
A	High School Speech and Debate - 12+ competitions & 3+ weekly practice	Head Coach	Activities
A	High School Marching Band	Director	Fine Arts
B	High School Baseball	Head Coach	Athletics
B	High School Cross Country (Boys and Girls)	Head Coach	Athletics
B	High School Speech and Debate - 10+ competitions & 2+ weekly practice	Head Coach	Activities
B	High School Soccer	Head Coach	Athletics
B	High School Softball	Head Coach	Athletics
B	High School Track (Boys and Girls)	Head Coach	Athletics
B	High School Volleyball	Head Coach	Athletics
B	High School Wrestling (Boys and Girls)	Head Coach	Athletics
C	High School Basketball	Assistant Coach	Athletics
C	High School Cheerleading/Pep Squad	Head Coach	Athletics
C	High School Diving	Head Coach	Athletics
C	High School Drama	Director	Fine Arts
C	High School Football	Assistant Coach	Athletics
C	High School Orchestra	Director	Fine Arts
C	High School Pom/Dance Team	Sponsor	School Site
C	High School Speech and Debate - 8+ competitions & 1+ weekly practice	Head Coach	Activities
C	High School Step Team	Head Coach	School Site
C	High School Swimming	Head Coach	Athletics
C	High School Vocal Music	Director	Fine Arts
D	High School Baseball	Assistant Coach	Athletics
D	High School Marching Band	Assistant Director	Fine Arts
D	High School Cross Country (Boys or Girls)	Head Coach	Athletics
D	High School JROTC	Coach	Activities
D	High School Pole Vault	Head Coach	Athletics
D	High School Soccer	Assistant Coach	Athletics
D	High School Softball	Assistant Coach	Athletics
D	High School Track (Boys or Girls)	Head Coach	Athletics
D	High School Speech & Debate (if Head Coach is placed in Group A)	Assistant Coach	Activities
D	High School Volleyball	Assistant Coach	Athletics
D	High School Wrestling (Boys or Girls)	Assistant Coach	Athletics
D	Middle School Athletic Coordinator	Coordinator	Athletics
E	Drum Corps/Winter Drumline	Director	Activities
E	High School Drama	Assistant Director	Fine Arts
E	High School Broadcast Journalism	Sponsor	School Site
E	High School Print Journalism	Sponsor	School Site
E	High School Scholar Bowl	Coach	High School
E	High School Speech & Debate (if Head Coach is placed in Group B)	Assistant Coach	Activities
E	High School Swimming (Boys or Girls)	Assistant Coach	Athletics
E	High School Tennis	Head Coach	Athletics
E	Music Department Honor Group	Director	Fine Arts
E	Winter Guard or Color Guard	Sponsor	School Site

Extra-Curricular Positions

2025-2026: All percentages refer to a percentage of $44,000

	Group F		Group G		Group H		Group I		Group J	
Step	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**
1	4,532	10.3%	3,784	8.6%	3,476	7.9%	2,904	6.6%	2,640	6.0%
2	4,660	10.6%	3,926	8.9%	3,612	8.2%	3,046	6.9%	2,774	6.3%
3	4,972	11.3%	4,136	9.4%	3,828	8.7%	3,256	7.4%	3,036	6.9%
4	5,100	11.6%	4,278	9.7%	3,964	9.0%	3,398	7.7%	3,170	7.2%
5	5,412	12.3%	4,620	10.5%	4,224	9.6%	3,608	8.2%	3,388	7.7%
6	5,540	12.6%	4,762	10.8%	4,360	9.9%	3,750	8.5%	3,522	8.0%
7	5,940	13.5%	5,148	11.7%	4,752	10.8%	4,136	9.4%	3,916	8.9%
8	6,068	13.8%	5,290	12.0%	4,888	11.1%	4,278	9.7%	4,050	9.2%
9	6,196	14.1%	5,431	12.3%	5,024	11.4%	4,419	10.0%	4,184	9.5%
10	6,600	15.0%	5,808	13.2%	5,412	12.3%	4,796	10.9%	4,708	10.7%
11	6,644	15.1%	5,852	13.3%	5,500	12.5%	4,884	11.1%	4,708	10.7%
12	6,688	15.2%	5,896	13.4%	5,544	12.6%	4,972	11.3%	4,708	10.7%
13	6,732	15.3%	5,940	13.5%	5,588	12.7%	5,104	11.6%	4,752	10.8%
14	6,776	15.4%	5,984	13.6%	5,632	12.8%	5,192	11.8%	4,796	10.9%
15	6,820	15.5%	6,160	14.0%	5,720	13.0%	5,280	12.0%	4,840	11.0%
16	6,864	15.6%	6,248	14.2%	5,808	13.2%	5,368	12.2%	4,928	11.2%
17	6,908	15.7%	6,336	14.4%	5,896	13.4%	5,456	12.4%	5,016	11.4%
18	6,952	15.8%	6,424	14.6%	5,984	13.6%	5,544	12.6%	5,104	11.6%
19	6,996	15.9%	6,512	14.8%	6,072	13.8%	5,632	12.8%	5,192	11.8%
20	7,040	16.0%	6,600	15.0%	6,160	14.0%	5,720	13.0%	5,280	12.0%
21	7,128	16.2%	6,688	15.2%	6,248	14.2%	5,808	13.2%	5,368	12.2%
22	7,216	16.4%	6,776	15.4%	6,336	14.4%	5,896	13.4%	5,456	12.4%
23	7,304	16.6%	6,864	15.6%	6,424	14.6%	5,984	13.6%	5,544	12.6%
24	7,392	16.8%	6,952	15.8%	6,512	14.8%	6,072	13.8%	5,632	12.8%
25	7,480	17.0%	7,040	16.0%	6,600	15.0%	6,160	14.0%	5,720	13.0%

Group	Description	Role	Department
F	Distributive Education Clubs of America (DECA)	Sponsor	School Site
F	Future Business Leaders of America (FBLA)	Sponsor	School Site
F	High School Cross Country	Assistant Coach	Athletics
F	High School Golf	Head Coach	Athletics
F	High School Speech & Debate (if Head Coach is placed in group C)	Assistant Coach	Activities
F	High School Track	Assistant Coach	Athletics
F	Media Advisor - Scoreboard	Sponsor	School Site
F	Middle School Band	Director	Fine Arts
F	Middle School Drama	Director	School Site
F	Middle School Orchestra	Director	Fine Arts
F	Middle School Vocal Music	Director	Fine Arts
G	Band Technician - Woodwinds	Technician	Fine Arts
G	Band Technician - Brass	Technician	Fine Arts
G	Band Technician - Marching/Visual	Technician	Fine Arts
G	Elementary Vocal Music	Director	Fine Arts
G	Elementary Orchestra	Director	Fine Arts
G	E-Sports	Head Coach	Athletics
G	High School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
G	Future Farmers of America (FFA)	Sponsor	School Site
G	High School Drum Corps* or Winter Drumline	Assistant Director	Activities
G	High School Winter guard	Assistant Sponsor	School Site
G	High School Color guard	Assistant Sponsor	School Site
G	Middle School Basketball	Head Coach	Athletics
G	Middle School Football	Head Coach	Athletics
G	Health Occupations Students of America (HOSA)	Sponsor	Curriculum
G	Technology Student Association (TSA) High School	Sponsor	Curriculum
G	High School Tennis	Assistant Coach	Athletics
H	Unused		
I	Archery Coach	Head Coach	Athletics
I	College & Career Academy	Lead Teacher	Secondary Learning
I	High School Cheerleading/Pep Squad	Assistant Coach	Athletics
I	High School Pom/Dance	Assistant Sponsor	Athletics
I	High School Student Council	Sponsor	School Site
I	Middle School Volleyball	Head Coach	Athletics
I	Middle School Cross Country	Head Coach	Athletics
I	Middle School Track	Head Coach	Athletics
I	Middle School Wrestling	Head Coach	Athletics
J	High School Concert Band	Director	Fine Arts
J	High School Jazz Band	Director	Fine Arts
J	E Sports	Assistant Coach	Athletics
J	Middle School Basketball	Assistant Coach	Athletics
J	Middle School Football	Assistant Coach	Athletics
J	Middle School Speech and Debate	Head Coach	Activities
J	Middle School Student Council	Sponsor	School Site
J	Music Department Honor Group	Assistant Director	Fine Arts
J	Robotics Coach	Head Coach	School Site
J	Secondary Intramurals	Sponsor	Activities

**Must have 18-20 members to assign stipend. Any situation that deviates from this guideline must be pre-approved by the Executive Leadership Team.*

Extra-Curricular Positions

2025-2026: All percentages refer to a percentage of $44,000

	Group K		Group L		Group M		Group N	
Step	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**	**Amount**	**%**
1	2,420	5.5%	2,200	5.0%	1,936	4.4%	1,496	3.4%
2	2,554	5.8%	2,334	5.3%	2,062	4.7%	1,613	3.7%
3	2,816	6.4%	2,596	5.9%	2,244	5.1%	1,848	4.2%
4	2,950	6.7%	2,730	6.2%	2,370	5.4%	1,965	4.5%
5	3,168	7.2%	2,948	6.7%	2,596	5.9%	2,200	5.0%
6	3,302	7.5%	3,082	7.0%	2,722	6.2%	2,317	5.3%
7	3,696	8.4%	3,476	7.9%	3,168	7.2%	2,684	6.1%
8	3,830	8.7%	3,610	8.2%	3,294	7.5%	2,801	6.4%
9	3,964	9.0%	3,744	8.5%	3,421	7.8%	2,917	6.6%
10	4,488	10.2%	4,312	9.8%	3,784	8.6%	3,300	7.5%
11	4,488	10.2%	4,312	9.8%	3,828	8.7%	3,344	7.6%
12	4,488	10.2%	4,312	9.8%	3,872	8.8%	3,388	7.7%
13	4,532	10.3%	4,312	9.8%	3,916	8.9%	3,432	7.8%
14	4,576	10.4%	4,356	9.9%	3,960	9.0%	3,520	8.0%
15	4,620	10.5%	4,400	10.0%	4,048	9.2%	3,608	8.2%
16	4,708	10.7%	4,488	10.2%	4,092	9.3%	3,696	8.4%
17	4,796	10.9%	4,532	10.3%	4,136	9.4%	3,784	8.6%
18	4,884	11.1%	4,664	10.6%	4,224	9.6%	3,828	8.7%
19	4,972	11.3%	4,752	10.8%	4,312	9.8%	3,872	8.8%
20	5,060	11.5%	4,840	11.0%	4,400	10.0%	3,916	8.9%
21	5,148	11.7%	4,928	11.2%	4,488	10.2%	4,004	9.1%
22	5,236	11.9%	5,016	11.4%	4,576	10.4%	4,048	9.2%
23	5,324	12.1%	5,104	11.6%	4,664	10.6%	4,092	9.3%
24	5,412	12.3%	5,192	11.8%	4,752	10.8%	4,136	9.4%
25	5,500	12.5%	5,280	12.0%	4,840	11.0%	4,180	9.5%

Group	Description	Role	Department
K	Concert Band	Assistant Director	Fine Arts
K	High School - Core	Department Head	School Site
K	High School - Special Services	Department Head	Special Services
K	High School Vocal Music	Assistant Director	Activities
K	Jazz Band	Assistant Director	Fine Arts
K	Middle School Crosscountry	Assistant Coach	Athletics
K	Middle School Track	Assistant Coach	Athletics
K	Middle School Volleyball	Assistant Coach	Athletics
K	Middle School Wrestling	Assistant Coach	Athletics
L	High School Math Team	Sponsor	Learning Support
L	High School Science Competition	Coordinator	School Site
L	Middle School Cheerleading	Head Coach	Athletics
L	Middle School Drama	Assistant Director	School Site
L	Middle School Memory Book	Sponsor	School Site
L	Middle School Newspaper	Sponsor	School Site
M	District Scholar Bowl	Chair	Activities
M	Elementary School Lead	Teacher	School Site
M	Junior Youth Music Department Honor Group	Director	Fine Arts
M	Middle School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
M	Middle School - Special Services	Department Head	Special Services
M	Technology Student Association (TSA) Middle School	Sponsor	Learning Support
N	Archery Coach	Assistant Coach	School Site
N	Basketball Band	Director	Fine Arts
N	Middle School Math Team	Coach	Learning Support
N	Middle School Pep Club	Sponsor	School Site
N	Middle School Step Team	Head Coach	School Site
N	Middle School Science Olympiad	Sponsor	School Site
N	Middle School Scholar Bowl	Coach	Learning Support

3-D Annualized Stipends

The following positions will be issued Letters of
Appointment (Exempt) or Volunteer Capacity Letters (Non-Exempt)

Description	Department	Rate
Coordinator - Off-season Conditioning Program (per session)	Athletics	877
Coordinator-Off Season Conditioning (Summer Band)	Athletics	1,315
Access Champions (Elementary/Middle School)	Student Access & Opportunity	500
Access Champions (High School)	Student Access & Opportunity	1,000
504 Building Liaison	Special Services	250
Clerical - Mentorship (maximum of 3)	School Site	200
Middle School Site Engagement Coordinator	School Site	400
Nurse Mentor (2 max)	Health Services	500
Nurse - National Board Certification of School Nurse	Health Services	3,000
PAT Supervision	Special Services	500
Peer Mediator Sponsor	Counseling	1,000
Sister City Liaison	Curriculum	1,000
Site Test Coordinator - High School (4 Block)	Analytics and Accountability	1,150
Site Test Coordinator - High School (8 Block)	Analytics and Accountability	900
Site Test Coordinator - K-8 School (0-300)	Analytics and Accountability	500
Site Test Coordinator - K-8 School (301-400)	Analytics and Accountability	600
Site Test Coordinator - K-8 School (401-500)	Analytics and Accountability	700
Site Test Coordinator - K-8 School (500+)	Analytics and Accountability	800
Site Test Coordinator - Study K-12	Analytics and Accountability	600
SLP Supervision (CFY-SLP) $500 Annually	Special Services	500
Student African American Brotherhood Sponsor (SAAB) - Middle School	Student Access & Opportunity	1,000
Student African American Brotherhood Sponsor (SAAB) - High School	Student Access & Opportunity	2,000
Teacher Mentor - Future Educator	Student Access & Opportunity	1,250
Teacher Mentoring Supervisor	High School	1,500
Website Maintenance	All Schools	250
Counselor - National Certified	HR	500
Parent Educator with Master's Degree	HR	500
Counselor - Lead High School (1 per school)	HR	1,000
International Baccalaureate Coordinator: *Middle Years Programme -Personal Project* *Middle Years Programme - Service Learning* *Career-related Programme - Reflective Project* *Career-related Programme - Service* *Diploma Programme - CAS* *Diploma Programme - Extended Essay*	IB Schools	3,000
Teacher - National Board Certified	HR	3,000
Tournament of Champions Coordinator	HR	8,000

Annualized Stipends based upon $44,000			
Description	**Department**	**Annual**	**%**
Archery Tournament Supervisor - Middle School	Athletics	2,836	6.45%
Curriculum Development Council Chair	Learning Support	4,539	10.32%
Elementary Math Club Sponsor	School Site	823	1.87%
Elementary STEAM Club Sponsor	School Site	823	1.87%
High School Community Service (13+ Students) Coordinator	School Site	2,127	4.84%
High School Community Service Coordinator (12 Students and less)	School Site	1,134	2.58%
High School National Honor Society Sponsor	School Site	2,695	6.12%
High School Non-Core Department Head	School Site	1,702	3.87%
Middle School Core Department Head	School Site	1,702	3.87%
Middle School National Junior Honor Society Sponsor	School Site	1,320	3.00%
Secondary Athletic Intern	School Site	1,320	3.00%
Weight Room Supervisor (all 3 seasons)	Athletics	4,113	9.35%

Description	Department	Rate
Baseball Development Coordinator*	Athletics	3,968
Basketball Development Coordinator*	Athletics	3,400 - 4,966
Assistant Basketball Coordinator*	Athletics	400

**Not eligible for future placement*

Administrative Other Positions To Be Reviewed/Assigned Annually	Extended Days	Supplement
Assistant Principal Combo School	0	$375
Assistant Principal - High School Athletic Director	10	$0
Executive Director - In District Mileage	0	$3,000
Principal Combo School	0	$750

Paid Upon Completion Stipends

Payment requests should be reported by department/site via spreadsheet or timesheet upon completion of the job duty.

Description	Department	Frequency	Rate
Administrative Assistant Certifcate of Achievment/OTC	School Site	Upon Completion	1,000
Athletic Schedule Coordinator	Athletics	Upon Completion	250
Athletics Supervision	Athletics	Per Event	50
Athletics Supervision (full day tournament)	Athletics	Per Event	100
Band/Choir Competition Assistant	All Schools	Per Event	100
Cadet Teaching Advisor	High School	Upon Completion	200
Concession Manager at JFK	High School	Per Event	125
Concession Worker at JFK	High School	Per Event	25
Drama/Musical Assistant	High School	Per Event	1,000
Theatre Pit Director or HS Musical Vocal Director	High School	Upon Completion	2,000
Dual Credit Teachers - per student	High School	Upon Completion	25
Elementary Honor Choir Coordinator	Learning Support	Upon Completion	450
Evolving Leaders Mentor	Learning Development	Upon Completion	750
Explore Liaison	All Schools	Upon Completion	600
Extracurricular Sponsor (must have executive director approval)	High School	Upon Completion	250 - 500
Emergency Shelter Event (both hourly and event compensation apply)	All Schools	Per Event	50
Emergency Shelter Event (both hourly and event compensation apply)	All Schools	Hourly	25
Language Arts Fair Coordinator	Learning Support	Upon Completion	750
Middle School Advisor/Advisee	Middle School	Upon Completion	1,190
Middle School Engagement Sponsor (15+ Students or 3% school population)	Middle School	Quarter/Session	250
Middle School Engagement Sponsor (Less than 15 Students or less than 3% school population)	Middle School	Quarter/Session	125
Middle School Honor Choir/Band Coordinator	Learning Support	Upon Completion	450
ES/MS Student Interest Club Teachers	Learning Support	Quarter/Session	250
MSHSAA Music Festival Manager	All Schools	Per Event	500
MSHSAA Music Festival Scheduler	All Schools	Per Event	407
Music Contest Assistant	Middle School	Per Event	200
New Teacher Liaison	Learning Development	Upon Completion	600
Priority Schools Professional Development - Principals (through 6/30/2026)	Learning Development	Per Semester	750
Priority Schools Professional Development - Certified (through 6/30/2026)	Learning Development	Per Semester	500
Priority Schools Professional Development - Classified (through 6/30/2026)	Learning Development	Per Semester	375
Prom Coordinator	High School	Upon Completion	500
Early Notice Incentive- Contracted Employees- by January 5 (see Board Policy GCPB and CBA's)** $1000	All Schools	Upon Completion	1,000
Early Notice Incentive- Contracted Employees- by February 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Contracted Employees- by March 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
Early Notice Incentive- Non-Contracted Employees- 90+ calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's) **	All Schools	Upon Completion	1,000
Early Notice Incentive- Non-Contracted Employees- 60-89 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Non-Contracted Employees- 30-59 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
School Garden Coordinator	All Schools	Upon Completion	200
Solo/Ensemble Accompanist - District	High School	Per Event	25
Solo/Ensemble Accompanist - State	High School	Per Event	50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	200
Teacher Externship	Student Experiences	Upon Completion	700
New Teacher Comp (Induction - 4 days @ $150 per day-Educator CBA only)	Learning Development	Upon Completion	600
New Teacher Additional Professional Learning	Learning Development	Upon Completion	150
STEP UP Year One Professional Learning	Learning Development	Upon Completion	525
STEP UP Year Two Professional Learning	Learning Development	Upon Completion	475
Teacher Support Team	All Schools	Upon Completion	1,000
Teen Connection Program – Supply stipend $250/group*	Counseling	Upon Completion	250
Teen Connection Program –Planning and Implementation* $2,500/group	Counseling	Upon Completion	2,500
Tournament Assistant Coordinator	Athletics	Upon Completion	1,000
Tournament Liaison	Athletics	Per Event	300 - 500

*grant/outside-funded - annual renewal to continuing funding

** Some employee groups are required to work the entirety of the school year to be eligible. If applicable, this requirement will be noted in the respective collective bargaining agreement (CBA) for that group.

Summer School Positions

Description	Frequency	Rate
Explore - Teacher/Counselor/Library Media Specialist	Daily	$235
Explore - Assistant Coordinator-Special Services	Daily	$240
Explore - Assistant Principal	Daily	$240
Explore - Principal	Daily	$260
Explore - Artworks Coordinator	Daily	$285
Explore - Coordinator	Daily	$285
Explore - Classified & Non-Exempt Staff 4	Hourly	Per Salary Schedule
Student Experience Teachers	Hourly	Per Teacher Schedule

Launch Compensation

Type of Course - Regular School Year	Number of Students	Rate
Traditional Course:	1-10 students	$826
	11-15 students	$826 + $83 per enrollment
	16-33	$2,715
Note: Once a full section is made, additional students in the same course and pacing will be paid $83 per student up to the addition of 16 students when another full stipend will be assigned.		
ACT Prep Course	1-20 students	$826
	21-30 students	$826 + $42 per enrollment
	31-66	$2,715
Note: Once a full section is made, additional students in the same course will be paid $42 per student up to the addition of 31 students when another full stipend will be assigned.		
Elementary Specials	1-16 students	$826
	17-25 students	$826 + $54 per enrollment
	26-50	$2,715
Note: Once a full stipend is made, additional students in the same course will be paid $54 per student up to the addition of 16 students when another full stipend will be assigned.		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	$2,715
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	$2,715
Learning Academies	1-16 students	$826
Learning Academies	17-25 students	$826 + $54 per enrollment
Special Education	1-15 students	$2,715
Launch Teacher Support ($1,000 per semester)	Virtual Learning	2,000

Launch Adjunct Retiree Stipend Pay (Regular Year)

1. Paid in 2 payments during the semester
2. Fall semester is paid on the last payroll date of October and December
3. Spring semester is paid on the last payroll date of March and May

Launch Adjunct Teachers Stipend Pay (Regular Year)

1. Paid in 7 payments, annualized over the months of the semester and paid semi-monthly.
2. Fall semester is paid September-December beginning on last payroll date of September
3. Spring semester is paid February-May beginning on the last payroll date of February

Type of Course - Explore	Number of Students	Rate
Traditional Course:	1-10 students	$712
	11-15 students	$712 + $72 per enrollment
	16-33	$2,350
Note: Once a full section is made, additional students in the same course and pacing will be paid $72 per student up to the addition of 16 students when another full stipend will be assigned.		
ACT Prep Course	1-20 students	$712
	21-30 students	$712+ $36.00 per enrollment
	31-66	$2,350
Note: Once a full section is made, additional students in the same course will be paid $36 per student up to the addition of 31 students when another full stipend will be assigned.		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	$2,350
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	$2,350
Learning Academies	1-16 students	$712
	17-25 students	$712 + $47 per enrollment
	26-50	$2,350

Substitute and Temporary Staff Rates

Position	Frequency	Amount
Occupational Therapist Registered/Licensed (OTR); Physical Therapist (PT)	Daily	362.50
Occupational Therapy Assistants - Certified (COTA); Physical Therapy Asst (PTA)	Hourly	40.00
Specialized Special Education Instructional Services	Hourly	40-70
Speech Language Pathologist	Hourly	35.00
Long Term Substitute-Teacher of Record	Semi-Monthly	TABS - STEP 1
Custodial Supervisor – Substituting for Custodial shift	Hourly	20.00
Teacher - Homebound	Hourly	25.00
Teacher - substituting during conference period	Hourly	22.33
Teacher - Absorbing and covering students from another full classroom	Daily	120.00
Temporary Worker	Hourly	15.53

Note: Teacher of Record – A teacher of record is an individual hired as the classroom teacher who has not yet completed all requirements for certification. Individuals hired to serve as teacher of record will be paid the salary reflected on step 1 of the TABS column and will be a non-contracted employee until all requirements of certification are complete.

Contracted Substitute Service Position	Frequency	Amount
Assistant Principal	Daily	165.00
Assistant Principal - 11+ days in same assignment	Daily	205.00
Counselor	Daily	171.50
Counselor with prior experience at Springfield Public Schools	Daily	196.75
Other - Interpreter	Daily	181.25
Other- Speech Language Pathologist	Daily	253.75
Paraprofessional	Hourly	15.53
Principal	Daily	230.00
Principal - 11+ days in the same assignment	Daily	280.00
Secretary/General Clerical	Hourly	15.63
Teacher	Daily	120.00
Teacher-Long term (11+ days in the same assignment)	Daily	140.00
Non-SPS retiree	Daily	140.00
Non SPS retiree Long-term (11+ days in the same assignment)	Daily	160.00
SPS retiree	Daily	150.00
SPS retiree (11+ days in the same assignment)	Daily	170.00
General Labor	Hourly	15.63

Administrator Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	A100	A110 A111	A120 A121	A130	A131	A140	A141	A150	A160	A170	A180
1	74,007	80,175	82,269	86,342	88,035	92,507	94,321	98,675	104,842	111,578	123,345
2	75,487	82,178	84,327	88,500	90,235	94,636	96,491	100,942	107,253	114,088	125,813
3	76,997	84,235	86,435	90,711	92,490	96,812	98,711	103,267	109,719	116,653	128,327
4	78,536	86,338	88,599	92,978	94,801	99,040	100,981	105,640	112,245	119,278	130,895
5	80,107	88,497	90,812	95,303	97,171	101,319	103,305	108,070	114,824	121,961	133,511
6	81,709	90,709	93,081	97,686	99,602	103,647	105,679	110,558	117,466	124,708	136,181
7	83,342	92,978	95,409	100,131	102,095	106,033	108,112	113,100	120,168	127,514	138,904
8	85,012	95,303	97,795	102,633	104,646	108,470	110,597	115,703	122,932	130,382	141,686
9	86,709	97,684	100,239	105,199	107,262	110,965	113,140	118,362	125,760	133,314	144,516
10	88,445	100,127	102,746	107,827	109,942	113,516	115,741	121,085	128,653	136,315	147,405
11	89,860	101,530	104,390	109,553	111,701	115,217	117,476	122,658	129,938	138,020	148,879
12	91,295	102,949	106,059	111,308	113,489	116,947	119,240	124,254	131,238	139,750	150,368
13	92,755	104,390	107,754	113,089	115,306	118,701	121,029	125,867	132,552	141,501	151,876
14	94,241	105,854	109,481	114,897	117,149	120,483	122,846	127,504	133,876	143,269	153,394
15	95,748	107,334	111,231	116,734	119,022	122,289	124,686	129,164	135,212	145,064	154,927
16	97,279	108,837	113,011	118,603	120,928	124,124	126,557	130,842	136,568	146,882	156,476
17	98,835	110,359	114,820	120,500	122,863	125,985	128,456	132,544	137,932	148,721	158,041
18	100,417	111,904	116,655	122,428	124,829	127,873	130,380	134,265	139,313	150,582	159,620
19	102,023	113,471	118,522	124,385	126,824	129,793	132,338	136,011	140,704	152,467	161,218
20	103,655	115,059	120,420	126,376	128,854	131,741	134,325	137,778	142,113	154,378	162,830

Pay Grade	Position
A100	Assistant Principal - Elementary School (200) Assistant Principal - Choice Programs (200)
A110	Assistant Director I - Custodial & Grounds Services Assistant Director I - Transportation Assistant Director I – Technology
A111	Assistant Principal - Middle School (222)
A120	Assistant Principal - Virtual Learning Director I - Communications
A121	Assistant Principal - Alternative School (222) Assistant Principal - High School (222)
A130	Assistant Director III - Early Childhood Assistant Director III – Professional Learning Assistant Director III - Special Services Assistant Director III - Therapy & Related Services Director II - English Language Development Director II - Student Access and Opportunity Director II-Student Services Principal - Early Childhood Education (ECSE/WY) Principal - Special Education Programs Principal - Virtual Learning
A131	Principal - Choice Programs Principal - Elementary School Principal - Gifted Education
A140	Assistant Director IV - Athletics Assistant Director IV - Virtual Learning Director III - Assessment and Intervention Director III - Business Services Director III - College and Career Readiness Director III - Counseling Director III - Curriculum and Instruction K-5 Director III - Curriculum and Instruction 6-12 Director III - Custodial & Grounds

Pay Grade	Position
A140 cont.	Director III – Data Analytics and Accountability Director III - Facilities Director III - Purchasing & Distribution Director III - Health Services Director III - Information Services Director III - Professional Learning Director III - Technology
A141	Principal - 5/6
A150	Associate Director - Special Services Director IV - Early Childhood/Parents as Teachers Principal - Middle School
A160	Chief of School Police Director V - Elementary Schools Director V - Human Resources Classified Director V - Human Resources Certified Director V - Middle and K-8 Schools Director V - High School Director V - Special Services Director V - Transportation Principal - Alternative School Principal - High School
A170	Director VI - Athletics & Activities
A180	Executive Director - Academics Executive Director - Business Services Executive Director - Elementary Schools Executive Director - High Schools Executive Director - Middle and K-8 Schools Executive Director - Operations Executive Director - Virtual Learning and Strategic Planning