



DOTHAN CITY SCHOOLS

Proposed Salary Schedules, Option A

Teacher, Certified, Support, and Leadership Schedules for Fiscal Year 2026 to 2027

September 11, 2026 | Revision 1

theleanleap.com | info@theleanleap.com | (877) 853-4543

Confidential Dothan City Schools

Board Option Summary

Option A: Structural Realignment | September 2026

OVERVIEW

Option A delivers an additional 6% on Teacher schedules and sets pay relationships between Support jobs using the compensation study data rather than carrying current relationships forward. All increases are above the committed State 2% baseline. It covers 1,092 employees at a fully loaded SY 2026-2027 incremental cost of \$4,632,582.

TEACHER AND CERTIFIED SCHEDULES

Teachers receive an additional 6% above the committed State 2% baseline, a total of 8.65% above the state matrix. The Teacher 187, 202, 207, 222, and 240 schedules are updated, with the daily rate prorated to days worked.

- Step structure retained: 36 steps and 30 step tiers, banded at steps 0 to 2, 3 to 5, and 6 to 8.
- TEAMS Teacher 189 and 209 schedules move to 5% above the state minimum, up from the state matrix.
- Salary range preserved at 93.1% for standard Teacher schedules and 103.1% for TEAMS.

Degree	Starting (Step 0)	Ending (Step 35)
Bachelor	\$52,752	\$76,589
Master	\$57,489	\$88,074
6-Year	\$61,990	\$94,992
Doctoral	\$66,488	\$101,860

602 employees. SY 2026-2027 increment: \$2,261,817.

SUPPORT SCHEDULES

Support moves to job specific grades with 1% steps. Starting rates are generally 2% above current, and every employee is moved to a step delivering at least 5% where the structure change alone does not. Net average increase is 7.6%, an SY 2026-2027 increment of \$1,026,111 for 444 employees.

- School Bookkeepers raised to the School Secretary rate.
- School Clerical Aide and School Teaching Aide separated into distinct grades.
- Technology Specialists consolidated to a single schedule. Degree level no longer separates the rate.
- CNP Assistant Manager set at 10% above CNP Worker.
- Bus Driver starting pay raised to \$92 per day.
- Accounting Specialists outside Payroll moved to a new grade. Payroll retitled to Payroll Specialist at Grade 8.
- Custom starting rates, rather than 2% above current, for seven job families: Maintenance Specialized II, Technology Specialist, Admin Assistant to the Superintendent, Custodian I, School Teaching Aide, School Clerical Aide, and Bus Driver.

LEADERSHIP SCHEDULES

Leadership schedules are restructured per the compensation study. Supplements are eliminated and positions are indexed from the new Teacher base schedule, so increases vary by position.

Indexed Position	Index	Employees	SY 26-27 Increment
Asst Principal 10M, Elementary	1.13	11	\$109,225
Asst Principal 12M, Head Start	1.13	1	\$13,880
Asst Principal 10M, Secondary	1.15	3	\$31,188
Asst Principal 12M, Secondary	1.15	8	\$99,800
Principal, Elem/Head Start/Alt/Pre-K	1.20	12	\$141,142
Principal, Middle	1.25	0	\$0
Principal, High (Virtual)	1.30	1	\$18,569
School leader subtotal		36	\$413,804
Coordinator/Supervisor	1.15	6	\$64,693
Professional Development Coordinator	1.15	1	\$12,140
Child Nutrition Program Supervisor	1.15	1	\$5,932
Director, Athletics	1.30	1	\$1,713
CTE Administrator	1.30	1	\$10,988
Central office subtotal		10	\$95,466

Ten additional central office positions are set by Board-negotiated salary and are excluded from the counts above.

COST SUMMARY

Schedule Group	Employees	SY 26-27 Increment
Teacher and Certified	602	\$2,261,817
Leadership, indexed school leaders	36	\$413,804
Leadership, indexed central office	10	\$95,466
Support	444	\$1,026,111
Total, direct	1,092	\$3,797,198
Total, fully loaded		\$4,632,582

COST STRUCTURE

- Year one increment. \$4,632,582 fully loaded is the cost of moving from the current schedules to the Option A schedules in SY 2026-2027. It raises the salary base permanently.
- Ongoing cost, Support. Support grades carry 1% steps. Annual cost is limited to employees eligible to advance, so it runs below 1% of Support payroll.
- Ongoing cost, Teacher and Leadership. Teacher schedules are set above the state matrix and indexed Leadership salaries are calculated from the Teacher base, so any state increase to the teacher matrix raises both. Teacher steps are banded at 0 to 2, 3 to 5, and 6 to 8, so employees inside a band do not advance in value each year.
- Step placement. Employees moved up a step to reach the minimum 5% begin SY 2026-2027 further into the schedule, leaving fewer steps ahead of them.

CONSIDERATIONS

- Increases vary by position because placement follows study data. Every Support employee receives a minimum 5% increase.
- Internal alignment issues identified in the study are resolved, including grade separations and consolidations.
- Individual outcomes require position level explanation, and each is traceable to study data. Classification changes are structural, harder to reverse once adopted and harder to implement if deferred.

RECOMMENDED NEXT STEPS

- Confirm the funding source for the \$4,632,582 SY 2026-2027 increment, and for ongoing step movement and state matrix changes in later years.
- Adopt Option A in full, including the Leadership restructure and the indexes shown above. The Teacher, Support, and Leadership components are priced together.
- Set the effective date and direct Human Resources to prepare placement notices.

Purpose and Scope

This document presents the proposed Fiscal Year 2026 to 2027 salary schedules for Dothan City Schools under Option A. It covers 7 Teacher and Certified schedules and 31 Support schedules, each shown on a single page at every experience step, followed by the Leadership section, which covers 19 positions: 12 set by index and 7 paid by negotiated contract.

Teacher schedules are presented with annual and daily rates, because daily rate is the basis for proration across contract lengths and for indexed leadership placement.

Support schedules are presented with annual and hourly rates. Annual rates are displayed to the whole dollar, daily and hourly rates to two decimal places, so a daily or hourly rate multiplied back to an annual figure may differ from the displayed annual rate by less than one dollar.

Support schedules with no job titles assigned under Option A are not included. They remain in the projected schedule workbook and require a placement decision before adoption.

HOW TO READ EACH SCHEDULE

- Step reflects years of creditable experience recognized on the schedule.
- Annual Rate is the contracted salary for the full work year shown in the schedule header.
- Daily Rate on Teacher schedules is the annual rate divided by days per year.
- Hourly Rate on Support schedules is the annual rate divided by days per year multiplied by hours per day.
- Teacher schedules carry four degree lanes. Support schedules carry a single lane except School Nurse RN.

Teacher and Certified Schedules

Teachers receive an additional 6% above the committed State 2% baseline under Option A. Each schedule carries four degree lanes and is shown with annual and daily rates at every step.

Schedule Title	Days/Yr	Steps	Bachelor Entry	Bachelor Maximum
Teacher 187 Day	187	0 to 35	\$52,752	\$76,589
Teacher 202 Day	202	0 to 35	\$56,983	\$82,732
Teacher 207 Day	207	0 to 35	\$58,394	\$84,780
Teacher 222 Day	222	0 to 35	\$62,625	\$90,923
Teacher 240 Day	240	0 to 35	\$67,703	\$98,296
TEAMS Teacher 189 Day	189	0 to 27	\$54,108	\$82,626
TEAMS Teacher 209 Day	209	0 to 27	\$59,834	\$91,369

Entry and maximum are annual rates on the Bachelor lane at Step 0 and at the highest step.

Teacher 187 Day

Work year: 187 days

Step	Annual Salary				Daily Rate			
	Bachelor/ Non-Degree	Master	Specialist	Doctorate	Bachelor/ Non-Degree	Master	Specialist	Doctorate
0	\$52,752	\$57,489	\$61,990	\$66,488	\$282.09	\$307.43	\$331.50	\$355.55
1	\$52,752	\$57,489	\$61,990	\$66,488	\$282.09	\$307.43	\$331.50	\$355.55
2	\$52,752	\$57,489	\$61,990	\$66,488	\$282.09	\$307.43	\$331.50	\$355.55
3	\$54,986	\$63,233	\$68,183	\$73,140	\$294.04	\$338.15	\$364.61	\$391.12
4	\$54,986	\$63,233	\$68,183	\$73,140	\$294.04	\$338.15	\$364.61	\$391.12
5	\$54,986	\$63,233	\$68,183	\$73,140	\$294.04	\$338.15	\$364.61	\$391.12
6	\$57,397	\$66,004	\$71,189	\$76,336	\$306.94	\$352.96	\$380.69	\$408.21
7	\$57,397	\$66,004	\$71,189	\$76,336	\$306.94	\$352.96	\$380.69	\$408.21
8	\$57,397	\$66,004	\$71,189	\$76,336	\$306.94	\$352.96	\$380.69	\$408.21
9	\$59,131	\$67,999	\$73,339	\$78,642	\$316.21	\$363.63	\$392.19	\$420.55
10	\$59,720	\$68,678	\$74,072	\$79,428	\$319.36	\$367.26	\$396.11	\$424.75
11	\$60,319	\$69,365	\$74,812	\$80,221	\$322.56	\$370.94	\$400.07	\$428.99
12	\$60,922	\$70,059	\$75,560	\$81,024	\$325.78	\$374.65	\$404.07	\$433.28
13	\$61,531	\$70,758	\$76,317	\$81,834	\$329.04	\$378.39	\$408.11	\$437.61
14	\$62,146	\$71,466	\$77,079	\$82,653	\$332.33	\$382.17	\$412.18	\$441.99
15	\$62,768	\$72,182	\$77,851	\$83,480	\$335.66	\$386.00	\$416.32	\$446.42
16	\$63,395	\$72,903	\$78,629	\$84,314	\$339.01	\$389.85	\$420.48	\$450.88
17	\$64,029	\$73,632	\$79,416	\$85,158	\$342.40	\$393.75	\$424.68	\$455.39
18	\$64,670	\$74,368	\$80,210	\$86,008	\$345.83	\$397.69	\$428.93	\$459.93
19	\$65,316	\$75,111	\$81,013	\$86,868	\$349.28	\$401.67	\$433.22	\$464.53
20	\$65,970	\$75,863	\$81,822	\$87,737	\$352.78	\$405.68	\$437.55	\$469.18
21	\$66,629	\$76,622	\$82,641	\$88,615	\$356.30	\$409.74	\$441.93	\$473.88
22	\$67,295	\$77,389	\$83,465	\$89,501	\$359.87	\$413.84	\$446.34	\$478.61
23	\$67,968	\$78,161	\$84,301	\$90,395	\$363.46	\$417.97	\$450.81	\$483.40
24	\$68,648	\$78,944	\$85,144	\$91,299	\$367.10	\$422.16	\$455.32	\$488.23
25	\$69,334	\$79,733	\$85,995	\$92,212	\$370.77	\$426.38	\$459.87	\$493.11
26	\$70,027	\$80,530	\$86,855	\$93,135	\$374.48	\$430.64	\$464.47	\$498.05
27	\$70,728	\$81,335	\$87,724	\$94,067	\$378.23	\$434.95	\$469.11	\$503.03
28	\$71,435	\$82,149	\$88,601	\$95,006	\$382.01	\$439.30	\$473.80	\$508.06
29	\$72,150	\$82,970	\$89,487	\$95,957	\$385.83	\$443.69	\$478.54	\$513.14
30	\$72,871	\$83,800	\$90,382	\$96,917	\$389.68	\$448.13	\$483.32	\$518.27
31	\$73,600	\$84,638	\$91,286	\$97,884	\$393.58	\$452.61	\$488.16	\$523.45
32	\$74,337	\$85,484	\$92,199	\$98,864	\$397.52	\$457.14	\$493.04	\$528.68
33	\$75,079	\$86,339	\$93,121	\$99,854	\$401.49	\$461.71	\$497.97	\$533.98
34	\$75,830	\$87,202	\$94,052	\$100,852	\$405.51	\$466.32	\$502.95	\$539.32
35	\$76,589	\$88,074	\$94,992	\$101,860	\$409.57	\$470.99	\$507.98	\$544.70

Teacher 202 Day

Work year: 202 days

Step	Annual Salary				Daily Rate			
	Bachelor/ Non-Degree	Master	Specialist	Doctorate	Bachelor/ Non-Degree	Master	Specialist	Doctorate
0	\$56,983	\$62,101	\$66,962	\$71,822	\$282.09	\$307.43	\$331.50	\$355.55
1	\$56,983	\$62,101	\$66,962	\$71,822	\$282.09	\$307.43	\$331.50	\$355.55
2	\$56,983	\$62,101	\$66,962	\$71,822	\$282.09	\$307.43	\$331.50	\$355.55
3	\$59,397	\$68,306	\$73,652	\$79,007	\$294.04	\$338.15	\$364.61	\$391.12
4	\$59,397	\$68,306	\$73,652	\$79,007	\$294.04	\$338.15	\$364.61	\$391.12
5	\$59,397	\$68,306	\$73,652	\$79,007	\$294.04	\$338.15	\$364.61	\$391.12
6	\$62,002	\$71,298	\$76,900	\$82,459	\$306.94	\$352.96	\$380.69	\$408.21
7	\$62,002	\$71,298	\$76,900	\$82,459	\$306.94	\$352.96	\$380.69	\$408.21
8	\$62,002	\$71,298	\$76,900	\$82,459	\$306.94	\$352.96	\$380.69	\$408.21
9	\$63,874	\$73,453	\$79,222	\$84,950	\$316.21	\$363.63	\$392.19	\$420.55
10	\$64,511	\$74,187	\$80,013	\$85,799	\$319.36	\$367.26	\$396.11	\$424.75
11	\$65,157	\$74,929	\$80,813	\$86,656	\$322.56	\$370.94	\$400.07	\$428.99
12	\$65,808	\$75,679	\$81,621	\$87,523	\$325.78	\$374.65	\$404.07	\$433.28
13	\$66,467	\$76,434	\$82,439	\$88,398	\$329.04	\$378.39	\$408.11	\$437.61
14	\$67,131	\$77,199	\$83,261	\$89,283	\$332.33	\$382.17	\$412.18	\$441.99
15	\$67,803	\$77,972	\$84,096	\$90,176	\$335.66	\$386.00	\$416.32	\$446.42
16	\$68,480	\$78,751	\$84,936	\$91,077	\$339.01	\$389.85	\$420.48	\$450.88
17	\$69,165	\$79,538	\$85,786	\$91,988	\$342.40	\$393.75	\$424.68	\$455.39
18	\$69,857	\$80,333	\$86,644	\$92,907	\$345.83	\$397.69	\$428.93	\$459.93
19	\$70,555	\$81,136	\$87,511	\$93,835	\$349.28	\$401.67	\$433.22	\$464.53
20	\$71,261	\$81,948	\$88,385	\$94,775	\$352.78	\$405.68	\$437.55	\$469.18
21	\$71,974	\$82,768	\$89,270	\$95,723	\$356.30	\$409.74	\$441.93	\$473.88
22	\$72,693	\$83,596	\$90,160	\$96,680	\$359.87	\$413.84	\$446.34	\$478.61
23	\$73,420	\$84,431	\$91,063	\$97,646	\$363.46	\$417.97	\$450.81	\$483.40
24	\$74,155	\$85,276	\$91,974	\$98,623	\$367.10	\$422.16	\$455.32	\$488.23
25	\$74,896	\$86,128	\$92,893	\$99,609	\$370.77	\$426.38	\$459.87	\$493.11
26	\$75,644	\$86,989	\$93,822	\$100,605	\$374.48	\$430.64	\$464.47	\$498.05
27	\$76,402	\$87,859	\$94,761	\$101,612	\$378.23	\$434.95	\$469.11	\$503.03
28	\$77,166	\$88,738	\$95,708	\$102,627	\$382.01	\$439.30	\$473.80	\$508.06
29	\$77,938	\$89,625	\$96,665	\$103,654	\$385.83	\$443.69	\$478.54	\$513.14
30	\$78,716	\$90,522	\$97,632	\$104,691	\$389.68	\$448.13	\$483.32	\$518.27
31	\$79,503	\$91,427	\$98,608	\$105,736	\$393.58	\$452.61	\$488.16	\$523.45
32	\$80,300	\$92,341	\$99,595	\$106,794	\$397.52	\$457.14	\$493.04	\$528.68
33	\$81,102	\$93,264	\$100,591	\$107,863	\$401.49	\$461.71	\$497.97	\$533.98
34	\$81,912	\$94,197	\$101,596	\$108,942	\$405.51	\$466.32	\$502.95	\$539.32
35	\$82,732	\$95,139	\$102,612	\$110,030	\$409.57	\$470.99	\$507.98	\$544.70

Teacher 207 Day

Work year: 207 days

Step	Annual Salary				Daily Rate			
	Bachelor/ Non-Degree	Master	Specialist	Doctorate	Bachelor/ Non-Degree	Master	Specialist	Doctorate
0	\$58,394	\$63,638	\$68,620	\$73,599	\$282.09	\$307.43	\$331.50	\$355.55
1	\$58,394	\$63,638	\$68,620	\$73,599	\$282.09	\$307.43	\$331.50	\$355.55
2	\$58,394	\$63,638	\$68,620	\$73,599	\$282.09	\$307.43	\$331.50	\$355.55
3	\$60,867	\$69,996	\$75,475	\$80,962	\$294.04	\$338.15	\$364.61	\$391.12
4	\$60,867	\$69,996	\$75,475	\$80,962	\$294.04	\$338.15	\$364.61	\$391.12
5	\$60,867	\$69,996	\$75,475	\$80,962	\$294.04	\$338.15	\$364.61	\$391.12
6	\$63,536	\$73,063	\$78,803	\$84,500	\$306.94	\$352.96	\$380.69	\$408.21
7	\$63,536	\$73,063	\$78,803	\$84,500	\$306.94	\$352.96	\$380.69	\$408.21
8	\$63,536	\$73,063	\$78,803	\$84,500	\$306.94	\$352.96	\$380.69	\$408.21
9	\$65,455	\$75,271	\$81,183	\$87,053	\$316.21	\$363.63	\$392.19	\$420.55
10	\$66,107	\$76,023	\$81,994	\$87,923	\$319.36	\$367.26	\$396.11	\$424.75
11	\$66,770	\$76,784	\$82,813	\$88,801	\$322.56	\$370.94	\$400.07	\$428.99
12	\$67,437	\$77,552	\$83,642	\$89,689	\$325.78	\$374.65	\$404.07	\$433.28
13	\$68,112	\$78,326	\$84,479	\$90,586	\$329.04	\$378.39	\$408.11	\$437.61
14	\$68,793	\$79,110	\$85,322	\$91,493	\$332.33	\$382.17	\$412.18	\$441.99
15	\$69,481	\$79,902	\$86,177	\$92,408	\$335.66	\$386.00	\$416.32	\$446.42
16	\$70,175	\$80,700	\$87,038	\$93,332	\$339.01	\$389.85	\$420.48	\$450.88
17	\$70,877	\$81,507	\$87,909	\$94,265	\$342.40	\$393.75	\$424.68	\$455.39
18	\$71,586	\$82,322	\$88,789	\$95,206	\$345.83	\$397.69	\$428.93	\$459.93
19	\$72,301	\$83,145	\$89,677	\$96,158	\$349.28	\$401.67	\$433.22	\$464.53
20	\$73,025	\$83,976	\$90,573	\$97,121	\$352.78	\$405.68	\$437.55	\$469.18
21	\$73,755	\$84,817	\$91,479	\$98,093	\$356.30	\$409.74	\$441.93	\$473.88
22	\$74,492	\$85,666	\$92,392	\$99,073	\$359.87	\$413.84	\$446.34	\$478.61
23	\$75,237	\$86,521	\$93,317	\$100,063	\$363.46	\$417.97	\$450.81	\$483.40
24	\$75,990	\$87,387	\$94,251	\$101,064	\$367.10	\$422.16	\$455.32	\$488.23
25	\$76,750	\$88,260	\$95,193	\$102,075	\$370.77	\$426.38	\$459.87	\$493.11
26	\$77,516	\$89,142	\$96,145	\$103,095	\$374.48	\$430.64	\$464.47	\$498.05
27	\$78,293	\$90,034	\$97,106	\$104,127	\$378.23	\$434.95	\$469.11	\$503.03
28	\$79,076	\$90,935	\$98,077	\$105,167	\$382.01	\$439.30	\$473.80	\$508.06
29	\$79,867	\$91,844	\$99,058	\$106,220	\$385.83	\$443.69	\$478.54	\$513.14
30	\$80,664	\$92,762	\$100,048	\$107,282	\$389.68	\$448.13	\$483.32	\$518.27
31	\$81,471	\$93,690	\$101,049	\$108,353	\$393.58	\$452.61	\$488.16	\$523.45
32	\$82,287	\$94,627	\$102,060	\$109,438	\$397.52	\$457.14	\$493.04	\$528.68
33	\$83,109	\$95,573	\$103,081	\$110,533	\$401.49	\$461.71	\$497.97	\$533.98
34	\$83,940	\$96,529	\$104,111	\$111,639	\$405.51	\$466.32	\$502.95	\$539.32
35	\$84,780	\$97,494	\$105,151	\$112,754	\$409.57	\$470.99	\$507.98	\$544.70

Teacher 222 Day

Work year: 222 days

Step	Annual Salary				Daily Rate			
	Bachelor/ Non-Degree	Master	Specialist	Doctorate	Bachelor/ Non-Degree	Master	Specialist	Doctorate
0	\$62,625	\$68,249	\$73,592	\$78,933	\$282.09	\$307.43	\$331.50	\$355.55
1	\$62,625	\$68,249	\$73,592	\$78,933	\$282.09	\$307.43	\$331.50	\$355.55
2	\$62,625	\$68,249	\$73,592	\$78,933	\$282.09	\$307.43	\$331.50	\$355.55
3	\$65,277	\$75,069	\$80,944	\$86,829	\$294.04	\$338.15	\$364.61	\$391.12
4	\$65,277	\$75,069	\$80,944	\$86,829	\$294.04	\$338.15	\$364.61	\$391.12
5	\$65,277	\$75,069	\$80,944	\$86,829	\$294.04	\$338.15	\$364.61	\$391.12
6	\$68,140	\$78,358	\$84,514	\$90,623	\$306.94	\$352.96	\$380.69	\$408.21
7	\$68,140	\$78,358	\$84,514	\$90,623	\$306.94	\$352.96	\$380.69	\$408.21
8	\$68,140	\$78,358	\$84,514	\$90,623	\$306.94	\$352.96	\$380.69	\$408.21
9	\$70,198	\$80,726	\$87,066	\$93,361	\$316.21	\$363.63	\$392.19	\$420.55
10	\$70,898	\$81,532	\$87,936	\$94,294	\$319.36	\$367.26	\$396.11	\$424.75
11	\$71,608	\$82,348	\$88,814	\$95,236	\$322.56	\$370.94	\$400.07	\$428.99
12	\$72,324	\$83,172	\$89,703	\$96,189	\$325.78	\$374.65	\$404.07	\$433.28
13	\$73,048	\$84,002	\$90,601	\$97,150	\$329.04	\$378.39	\$408.11	\$437.61
14	\$73,778	\$84,842	\$91,505	\$98,123	\$332.33	\$382.17	\$412.18	\$441.99
15	\$74,516	\$85,692	\$92,422	\$99,104	\$335.66	\$386.00	\$416.32	\$446.42
16	\$75,261	\$86,548	\$93,346	\$100,095	\$339.01	\$389.85	\$420.48	\$450.88
17	\$76,013	\$87,413	\$94,280	\$101,096	\$342.40	\$393.75	\$424.68	\$455.39
18	\$76,774	\$88,287	\$95,223	\$102,105	\$345.83	\$397.69	\$428.93	\$459.93
19	\$77,541	\$89,170	\$96,176	\$103,126	\$349.28	\$401.67	\$433.22	\$464.53
20	\$78,317	\$90,062	\$97,136	\$104,159	\$352.78	\$405.68	\$437.55	\$469.18
21	\$79,100	\$90,963	\$98,108	\$105,201	\$356.30	\$409.74	\$441.93	\$473.88
22	\$79,890	\$91,873	\$99,087	\$106,252	\$359.87	\$413.84	\$446.34	\$478.61
23	\$80,689	\$92,790	\$100,079	\$107,314	\$363.46	\$417.97	\$450.81	\$483.40
24	\$81,497	\$93,719	\$101,080	\$108,387	\$367.10	\$422.16	\$455.32	\$488.23
25	\$82,311	\$94,656	\$102,091	\$109,472	\$370.77	\$426.38	\$459.87	\$493.11
26	\$83,133	\$95,602	\$103,112	\$110,566	\$374.48	\$430.64	\$464.47	\$498.05
27	\$83,966	\$96,558	\$104,143	\$111,673	\$378.23	\$434.95	\$469.11	\$503.03
28	\$84,806	\$97,524	\$105,184	\$112,788	\$382.01	\$439.30	\$473.80	\$508.06
29	\$85,654	\$98,499	\$106,236	\$113,917	\$385.83	\$443.69	\$478.54	\$513.14
30	\$86,509	\$99,484	\$107,298	\$115,056	\$389.68	\$448.13	\$483.32	\$518.27
31	\$87,375	\$100,479	\$108,372	\$116,205	\$393.58	\$452.61	\$488.16	\$523.45
32	\$88,250	\$101,484	\$109,456	\$117,368	\$397.52	\$457.14	\$493.04	\$528.68
33	\$89,132	\$102,499	\$110,550	\$118,543	\$401.49	\$461.71	\$497.97	\$533.98
34	\$90,022	\$103,523	\$111,656	\$119,728	\$405.51	\$466.32	\$502.95	\$539.32
35	\$90,923	\$104,559	\$112,771	\$120,924	\$409.57	\$470.99	\$507.98	\$544.70

Teacher 240 Day

Work year: 240 days

Step	Annual Salary				Daily Rate			
	Bachelor/ Non-Degree	Master	Specialist	Doctorate	Bachelor/ Non-Degree	Master	Specialist	Doctorate
0	\$67,703	\$73,783	\$79,559	\$85,333	\$282.09	\$307.43	\$331.50	\$355.55
1	\$67,703	\$73,783	\$79,559	\$85,333	\$282.09	\$307.43	\$331.50	\$355.55
2	\$67,703	\$73,783	\$79,559	\$85,333	\$282.09	\$307.43	\$331.50	\$355.55
3	\$70,570	\$81,155	\$87,507	\$93,869	\$294.04	\$338.15	\$364.61	\$391.12
4	\$70,570	\$81,155	\$87,507	\$93,869	\$294.04	\$338.15	\$364.61	\$391.12
5	\$70,570	\$81,155	\$87,507	\$93,869	\$294.04	\$338.15	\$364.61	\$391.12
6	\$73,665	\$84,711	\$91,366	\$97,971	\$306.94	\$352.96	\$380.69	\$408.21
7	\$73,665	\$84,711	\$91,366	\$97,971	\$306.94	\$352.96	\$380.69	\$408.21
8	\$73,665	\$84,711	\$91,366	\$97,971	\$306.94	\$352.96	\$380.69	\$408.21
9	\$75,890	\$87,271	\$94,125	\$100,931	\$316.21	\$363.63	\$392.19	\$420.55
10	\$76,646	\$88,143	\$95,066	\$101,940	\$319.36	\$367.26	\$396.11	\$424.75
11	\$77,414	\$89,025	\$96,016	\$102,958	\$322.56	\$370.94	\$400.07	\$428.99
12	\$78,188	\$89,915	\$96,976	\$103,988	\$325.78	\$374.65	\$404.07	\$433.28
13	\$78,970	\$90,813	\$97,947	\$105,027	\$329.04	\$378.39	\$408.11	\$437.61
14	\$79,760	\$91,722	\$98,924	\$106,079	\$332.33	\$382.17	\$412.18	\$441.99
15	\$80,558	\$92,640	\$99,916	\$107,140	\$335.66	\$386.00	\$416.32	\$446.42
16	\$81,363	\$93,565	\$100,914	\$108,211	\$339.01	\$389.85	\$420.48	\$450.88
17	\$82,176	\$94,501	\$101,924	\$109,293	\$342.40	\$393.75	\$424.68	\$455.39
18	\$82,998	\$95,445	\$102,944	\$110,384	\$345.83	\$397.69	\$428.93	\$459.93
19	\$83,828	\$96,400	\$103,974	\$111,488	\$349.28	\$401.67	\$433.22	\$464.53
20	\$84,667	\$97,364	\$105,012	\$112,604	\$352.78	\$405.68	\$437.55	\$469.18
21	\$85,513	\$98,338	\$106,063	\$113,731	\$356.30	\$409.74	\$441.93	\$473.88
22	\$86,368	\$99,323	\$107,121	\$114,867	\$359.87	\$413.84	\$446.34	\$478.61
23	\$87,231	\$100,314	\$108,194	\$116,015	\$363.46	\$417.97	\$450.81	\$483.40
24	\$88,105	\$101,318	\$109,276	\$117,176	\$367.10	\$422.16	\$455.32	\$488.23
25	\$88,985	\$102,331	\$110,368	\$118,348	\$370.77	\$426.38	\$459.87	\$493.11
26	\$89,874	\$103,353	\$111,472	\$119,531	\$374.48	\$430.64	\$464.47	\$498.05
27	\$90,774	\$104,387	\$112,587	\$120,727	\$378.23	\$434.95	\$469.11	\$503.03
28	\$91,682	\$105,431	\$113,712	\$121,933	\$382.01	\$439.30	\$473.80	\$508.06
29	\$92,599	\$106,485	\$114,850	\$123,154	\$385.83	\$443.69	\$478.54	\$513.14
30	\$93,524	\$107,551	\$115,998	\$124,385	\$389.68	\$448.13	\$483.32	\$518.27
31	\$94,460	\$108,626	\$117,159	\$125,627	\$393.58	\$452.61	\$488.16	\$523.45
32	\$95,405	\$109,713	\$118,331	\$126,884	\$397.52	\$457.14	\$493.04	\$528.68
33	\$96,358	\$110,809	\$119,514	\$128,155	\$401.49	\$461.71	\$497.97	\$533.98
34	\$97,321	\$111,917	\$120,709	\$129,436	\$405.51	\$466.32	\$502.95	\$539.32
35	\$98,296	\$113,037	\$121,915	\$130,729	\$409.57	\$470.99	\$507.98	\$544.70

TEAMS Teacher 189 Day

Work year: 189 days

Step	Annual Salary				Daily Rate			
	Bachelor	Master	Specialist	Doctorate	Bachelor	Master	Specialist	Doctorate
0	\$54,108	\$61,352	\$65,702	\$70,049	\$286.29	\$324.62	\$347.63	\$370.63
1	\$57,922	\$66,610	\$71,822	\$77,039	\$306.46	\$352.43	\$380.01	\$407.61
2	\$61,017	\$70,165	\$75,678	\$81,149	\$322.84	\$371.25	\$400.41	\$429.36
3	\$62,801	\$72,221	\$77,894	\$83,525	\$332.28	\$382.12	\$412.14	\$441.93
4	\$64,635	\$74,328	\$80,165	\$85,962	\$341.98	\$393.27	\$424.16	\$454.82
5	\$66,514	\$76,491	\$82,499	\$88,465	\$351.93	\$404.71	\$436.50	\$468.07
6	\$68,447	\$78,711	\$84,895	\$91,032	\$362.15	\$416.46	\$449.18	\$481.65
7	\$70,428	\$80,991	\$87,352	\$93,668	\$372.63	\$428.52	\$462.18	\$495.60
8	\$71,836	\$82,608	\$89,100	\$95,542	\$380.09	\$437.08	\$471.43	\$505.51
9	\$73,272	\$84,262	\$90,881	\$97,454	\$387.69	\$445.83	\$480.85	\$515.63
10	\$74,370	\$85,527	\$92,243	\$98,913	\$393.49	\$452.52	\$488.06	\$523.35
11	\$75,486	\$86,810	\$93,628	\$100,397	\$399.40	\$459.31	\$495.39	\$531.20
12	\$76,619	\$88,112	\$95,031	\$101,904	\$405.39	\$466.20	\$502.81	\$539.17
13	\$76,619	\$88,112	\$95,031	\$101,904	\$405.39	\$466.20	\$502.81	\$539.17
14	\$76,619	\$88,112	\$95,031	\$101,904	\$405.39	\$466.20	\$502.81	\$539.17
15	\$77,772	\$89,439	\$96,464	\$103,438	\$411.49	\$473.22	\$510.39	\$547.29
16	\$77,772	\$89,439	\$96,464	\$103,438	\$411.49	\$473.22	\$510.39	\$547.29
17	\$77,772	\$89,439	\$96,464	\$103,438	\$411.49	\$473.22	\$510.39	\$547.29
18	\$78,951	\$90,793	\$97,924	\$105,004	\$417.73	\$480.39	\$518.11	\$555.58
19	\$78,951	\$90,793	\$97,924	\$105,004	\$417.73	\$480.39	\$518.11	\$555.58
20	\$78,951	\$90,793	\$97,924	\$105,004	\$417.73	\$480.39	\$518.11	\$555.58
21	\$80,151	\$92,176	\$99,413	\$106,602	\$424.08	\$487.70	\$526.00	\$564.03
22	\$80,151	\$92,176	\$99,413	\$106,602	\$424.08	\$487.70	\$526.00	\$564.03
23	\$80,151	\$92,176	\$99,413	\$106,602	\$424.08	\$487.70	\$526.00	\$564.03
24	\$81,376	\$93,582	\$100,932	\$108,231	\$430.56	\$495.14	\$534.03	\$572.65
25	\$81,376	\$93,582	\$100,932	\$108,231	\$430.56	\$495.14	\$534.03	\$572.65
26	\$81,376	\$93,582	\$100,932	\$108,231	\$430.56	\$495.14	\$534.03	\$572.65
27	\$82,626	\$95,020	\$102,482	\$109,892	\$437.17	\$502.75	\$542.23	\$581.44

TEAMS Teacher 209 Day

Work year: 209 days

Step	Annual Salary				Daily Rate			
	Bachelor	Master	Specialist	Doctorate	Bachelor	Master	Specialist	Doctorate
0	\$59,834	\$67,845	\$72,654	\$77,461	\$286.29	\$324.62	\$347.63	\$370.63
1	\$64,051	\$73,658	\$79,423	\$85,191	\$306.46	\$352.43	\$380.01	\$407.61
2	\$67,474	\$77,590	\$83,686	\$89,736	\$322.84	\$371.25	\$400.41	\$429.36
3	\$69,447	\$79,863	\$86,137	\$92,364	\$332.28	\$382.12	\$412.14	\$441.93
4	\$71,475	\$82,194	\$88,649	\$95,058	\$341.98	\$393.27	\$424.16	\$454.82
5	\$73,553	\$84,585	\$91,229	\$97,826	\$351.93	\$404.71	\$436.50	\$468.07
6	\$75,690	\$87,040	\$93,879	\$100,665	\$362.15	\$416.46	\$449.18	\$481.65
7	\$77,881	\$89,562	\$96,595	\$103,579	\$372.63	\$428.52	\$462.18	\$495.60
8	\$79,438	\$91,350	\$98,528	\$105,652	\$380.09	\$437.08	\$471.43	\$505.51
9	\$81,026	\$93,179	\$100,498	\$107,766	\$387.69	\$445.83	\$480.85	\$515.63
10	\$82,240	\$94,577	\$102,004	\$109,380	\$393.49	\$452.52	\$488.06	\$523.35
11	\$83,474	\$95,996	\$103,536	\$111,021	\$399.40	\$459.31	\$495.39	\$531.20
12	\$84,727	\$97,436	\$105,087	\$112,687	\$405.39	\$466.20	\$502.81	\$539.17
13	\$84,727	\$97,436	\$105,087	\$112,687	\$405.39	\$466.20	\$502.81	\$539.17
14	\$84,727	\$97,436	\$105,087	\$112,687	\$405.39	\$466.20	\$502.81	\$539.17
15	\$86,002	\$98,904	\$106,672	\$114,384	\$411.49	\$473.22	\$510.39	\$547.29
16	\$86,002	\$98,904	\$106,672	\$114,384	\$411.49	\$473.22	\$510.39	\$547.29
17	\$86,002	\$98,904	\$106,672	\$114,384	\$411.49	\$473.22	\$510.39	\$547.29
18	\$87,306	\$100,401	\$108,286	\$116,116	\$417.73	\$480.39	\$518.11	\$555.58
19	\$87,306	\$100,401	\$108,286	\$116,116	\$417.73	\$480.39	\$518.11	\$555.58
20	\$87,306	\$100,401	\$108,286	\$116,116	\$417.73	\$480.39	\$518.11	\$555.58
21	\$88,633	\$101,930	\$109,933	\$117,883	\$424.08	\$487.70	\$526.00	\$564.03
22	\$88,633	\$101,930	\$109,933	\$117,883	\$424.08	\$487.70	\$526.00	\$564.03
23	\$88,633	\$101,930	\$109,933	\$117,883	\$424.08	\$487.70	\$526.00	\$564.03
24	\$89,987	\$103,485	\$111,613	\$119,684	\$430.56	\$495.14	\$534.03	\$572.65
25	\$89,987	\$103,485	\$111,613	\$119,684	\$430.56	\$495.14	\$534.03	\$572.65
26	\$89,987	\$103,485	\$111,613	\$119,684	\$430.56	\$495.14	\$534.03	\$572.65
27	\$91,369	\$105,075	\$113,326	\$121,521	\$437.17	\$502.75	\$542.23	\$581.44

Support

Support moves to job specific grades with 1% steps under Option A. Each schedule is shown with annual and hourly rates at every step.

Schedule Title	Days/Yr	Hrs/Day	Steps	Entry	Maximum
Accounting Specialist	240	8	0 to 27	\$50,427	\$65,969
Admin Asst to Supt	240	8	0 to 27	\$60,480	\$79,120
Bus Driver	183	4	0 to 27	\$16,836	\$22,025
CDA Teacher	187	8	0 to 27	\$41,989	\$54,931
CNP Asst Manager	187	6	0 to 27	\$21,180	\$27,708
CNP Manager	187	6	0 to 27	\$26,539	\$34,719
CNP Worker	187	6	0 to 27	\$19,255	\$25,189
CO Secretary	240	8	0 to 27	\$46,831	\$61,265
Custodian I	240	8	0 to 27	\$30,720	\$40,188
Custodian II	240	8	0 to 27	\$35,408	\$46,321
Data Management Officer	240	8	0 to 27	\$78,175	\$102,269
Family Service Worker	240	8	0 to 27	\$30,214	\$39,527
IT Security Specialist	240	8	0 to 27	\$62,102	\$81,242
Maintenance General	240	8	0 to 27	\$44,170	\$57,784
Maintenance Specialized I	240	8	0 to 27	\$48,624	\$63,611
Maintenance Specialized II	240	8	0 to 27	\$57,600	\$75,353
Network Administrator	240	8	0 to 27	\$66,848	\$87,451
Parent Invol/Behavioral Spec, Sch Bright Key Coord	187	8	0 to 27	\$47,188	\$61,732
Payroll Specialist	240	8	0 to 27	\$54,343	\$71,091
Public Relations Officer	240	8	0 to 27	\$69,553	\$90,990
Receptionist, School Clerk, Digital Media Specialist	240	8	0 to 27	\$34,506	\$45,141
School Clerical Aide	187	6	0 to 27	\$17,391	\$22,751
School Nurse-LPN	187	8	0 to 35	\$36,305	\$55,619
School Nurse-RN	187	8	0 to 35	\$49,502	\$73,378
School Registrar	240	8	0 to 27	\$39,477	\$51,644
School Secretary, Bookkeeper	240	8	0 to 27	\$42,961	\$56,202
School Teaching Aide	187	8	0 to 27	\$23,936	\$31,313
Shop Foreman	240	8	0 to 27	\$63,054	\$82,487
Technology Specialist	240	8	0 to 27	\$49,920	\$65,306
Transportation Routing Specialist, Mechanic	240	8	0 to 27	\$52,383	\$68,528
Transportation Shop Asst	240	8	0 to 27	\$37,440	\$48,979

Entry and maximum are annual rates at Step 0 and at the highest step.

Accounting Specialist

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$50,427	\$26.26
1	\$50,931	\$26.53
2	\$51,440	\$26.79
3	\$51,955	\$27.06
4	\$52,474	\$27.33
5	\$52,999	\$27.60
6	\$53,529	\$27.88
7	\$54,064	\$28.16
8	\$54,605	\$28.44
9	\$55,151	\$28.72
10	\$55,703	\$29.01
11	\$56,260	\$29.30
12	\$56,822	\$29.59
13	\$57,390	\$29.89
14	\$57,964	\$30.19
15	\$58,544	\$30.49
16	\$59,129	\$30.80
17	\$59,721	\$31.10
18	\$60,318	\$31.42
19	\$60,921	\$31.73
20	\$61,530	\$32.05
21	\$62,146	\$32.37
22	\$62,767	\$32.69
23	\$63,395	\$33.02
24	\$64,029	\$33.35
25	\$64,669	\$33.68
26	\$65,316	\$34.02
27	\$65,969	\$34.36

Admin Asst to Supt

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$60,480	\$31.50
1	\$61,085	\$31.82
2	\$61,696	\$32.13
3	\$62,313	\$32.45
4	\$62,936	\$32.78
5	\$63,565	\$33.11
6	\$64,201	\$33.44
7	\$64,843	\$33.77
8	\$65,491	\$34.11
9	\$66,146	\$34.45
10	\$66,808	\$34.80
11	\$67,476	\$35.14
12	\$68,150	\$35.49
13	\$68,832	\$35.85
14	\$69,520	\$36.21
15	\$70,215	\$36.57
16	\$70,918	\$36.94
17	\$71,627	\$37.31
18	\$72,343	\$37.68
19	\$73,066	\$38.06
20	\$73,797	\$38.44
21	\$74,535	\$38.82
22	\$75,280	\$39.21
23	\$76,033	\$39.60
24	\$76,794	\$40.00
25	\$77,561	\$40.40
26	\$78,337	\$40.80
27	\$79,120	\$41.21

Bus Driver

Work year: 183 days

Step	Annual Rate	Daily Rate
0	\$16,836	\$92.00
1	\$17,004	\$92.92
2	\$17,174	\$93.85
3	\$17,346	\$94.79
4	\$17,520	\$95.74
5	\$17,695	\$96.69
6	\$17,872	\$97.66
7	\$18,050	\$98.64
8	\$18,231	\$99.62
9	\$18,413	\$100.62
10	\$18,597	\$101.63
11	\$18,783	\$102.64
12	\$18,971	\$103.67
13	\$19,161	\$104.70
14	\$19,353	\$105.75
15	\$19,546	\$106.81
16	\$19,742	\$107.88
17	\$19,939	\$108.96
18	\$20,138	\$110.05
19	\$20,340	\$111.15
20	\$20,543	\$112.26
21	\$20,749	\$113.38
22	\$20,956	\$114.51
23	\$21,166	\$115.66
24	\$21,377	\$116.82
25	\$21,591	\$117.98
26	\$21,807	\$119.16
27	\$22,025	\$120.36

CDA Teacher

Work year: 187 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$41,989	\$28.07
1	\$42,409	\$28.35
2	\$42,833	\$28.63
3	\$43,262	\$28.92
4	\$43,694	\$29.21
5	\$44,131	\$29.50
6	\$44,573	\$29.79
7	\$45,018	\$30.09
8	\$45,468	\$30.39
9	\$45,923	\$30.70
10	\$46,382	\$31.00
11	\$46,846	\$31.31
12	\$47,315	\$31.63
13	\$47,788	\$31.94
14	\$48,266	\$32.26
15	\$48,748	\$32.59
16	\$49,236	\$32.91
17	\$49,728	\$33.24
18	\$50,225	\$33.57
19	\$50,728	\$33.91
20	\$51,235	\$34.25
21	\$51,747	\$34.59
22	\$52,265	\$34.94
23	\$52,787	\$35.29
24	\$53,315	\$35.64
25	\$53,848	\$35.99
26	\$54,387	\$36.35
27	\$54,931	\$36.72

CNP Asst Manager

Work year: 187 days | Daily hours: 6

Step	Annual Rate	Hourly Rate
0	\$21,180	\$18.88
1	\$21,392	\$19.07
2	\$21,606	\$19.26
3	\$21,822	\$19.45
4	\$22,040	\$19.64
5	\$22,260	\$19.84
6	\$22,483	\$20.04
7	\$22,708	\$20.24
8	\$22,935	\$20.44
9	\$23,164	\$20.65
10	\$23,396	\$20.85
11	\$23,630	\$21.06
12	\$23,866	\$21.27
13	\$24,105	\$21.48
14	\$24,346	\$21.70
15	\$24,589	\$21.92
16	\$24,835	\$22.13
17	\$25,084	\$22.36
18	\$25,334	\$22.58
19	\$25,588	\$22.81
20	\$25,844	\$23.03
21	\$26,102	\$23.26
22	\$26,363	\$23.50
23	\$26,627	\$23.73
24	\$26,893	\$23.97
25	\$27,162	\$24.21
26	\$27,434	\$24.45
27	\$27,708	\$24.70

CNP Manager

Work year: 187 days | Daily hours: 6

Step	Annual Rate	Hourly Rate
0	\$26,539	\$23.65
1	\$26,805	\$23.89
2	\$27,073	\$24.13
3	\$27,344	\$24.37
4	\$27,617	\$24.61
5	\$27,893	\$24.86
6	\$28,172	\$25.11
7	\$28,454	\$25.36
8	\$28,738	\$25.61
9	\$29,026	\$25.87
10	\$29,316	\$26.13
11	\$29,609	\$26.39
12	\$29,905	\$26.65
13	\$30,204	\$26.92
14	\$30,506	\$27.19
15	\$30,811	\$27.46
16	\$31,120	\$27.74
17	\$31,431	\$28.01
18	\$31,745	\$28.29
19	\$32,062	\$28.58
20	\$32,383	\$28.86
21	\$32,707	\$29.15
22	\$33,034	\$29.44
23	\$33,364	\$29.74
24	\$33,698	\$30.03
25	\$34,035	\$30.33
26	\$34,375	\$30.64
27	\$34,719	\$30.94

CNP Worker

Work year: 187 days | Daily hours: 6

Step	Annual Rate	Hourly Rate
0	\$19,255	\$17.16
1	\$19,447	\$17.33
2	\$19,642	\$17.51
3	\$19,838	\$17.68
4	\$20,036	\$17.86
5	\$20,237	\$18.04
6	\$20,439	\$18.22
7	\$20,643	\$18.40
8	\$20,850	\$18.58
9	\$21,058	\$18.77
10	\$21,269	\$18.96
11	\$21,482	\$19.15
12	\$21,696	\$19.34
13	\$21,913	\$19.53
14	\$22,133	\$19.73
15	\$22,354	\$19.92
16	\$22,577	\$20.12
17	\$22,803	\$20.32
18	\$23,031	\$20.53
19	\$23,262	\$20.73
20	\$23,494	\$20.94
21	\$23,729	\$21.15
22	\$23,966	\$21.36
23	\$24,206	\$21.57
24	\$24,448	\$21.79
25	\$24,693	\$22.01
26	\$24,940	\$22.23
27	\$25,189	\$22.45

CO Secretary

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$46,831	\$24.39
1	\$47,300	\$24.64
2	\$47,773	\$24.88
3	\$48,250	\$25.13
4	\$48,733	\$25.38
5	\$49,220	\$25.64
6	\$49,712	\$25.89
7	\$50,209	\$26.15
8	\$50,712	\$26.41
9	\$51,219	\$26.68
10	\$51,731	\$26.94
11	\$52,248	\$27.21
12	\$52,771	\$27.48
13	\$53,298	\$27.76
14	\$53,831	\$28.04
15	\$54,370	\$28.32
16	\$54,913	\$28.60
17	\$55,462	\$28.89
18	\$56,017	\$29.18
19	\$56,577	\$29.47
20	\$57,143	\$29.76
21	\$57,714	\$30.06
22	\$58,292	\$30.36
23	\$58,875	\$30.66
24	\$59,463	\$30.97
25	\$60,058	\$31.28
26	\$60,658	\$31.59
27	\$61,265	\$31.91

Custodian I

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$30,720	\$16.00
1	\$31,027	\$16.16
2	\$31,337	\$16.32
3	\$31,651	\$16.48
4	\$31,967	\$16.65
5	\$32,287	\$16.82
6	\$32,610	\$16.98
7	\$32,936	\$17.15
8	\$33,265	\$17.33
9	\$33,598	\$17.50
10	\$33,934	\$17.67
11	\$34,273	\$17.85
12	\$34,616	\$18.03
13	\$34,962	\$18.21
14	\$35,312	\$18.39
15	\$35,665	\$18.58
16	\$36,022	\$18.76
17	\$36,382	\$18.95
18	\$36,746	\$19.14
19	\$37,113	\$19.33
20	\$37,484	\$19.52
21	\$37,859	\$19.72
22	\$38,238	\$19.92
23	\$38,620	\$20.11
24	\$39,006	\$20.32
25	\$39,396	\$20.52
26	\$39,790	\$20.72
27	\$40,188	\$20.93

Custodian II

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$35,408	\$18.44
1	\$35,762	\$18.63
2	\$36,120	\$18.81
3	\$36,481	\$19.00
4	\$36,846	\$19.19
5	\$37,214	\$19.38
6	\$37,587	\$19.58
7	\$37,962	\$19.77
8	\$38,342	\$19.97
9	\$38,726	\$20.17
10	\$39,113	\$20.37
11	\$39,504	\$20.57
12	\$39,899	\$20.78
13	\$40,298	\$20.99
14	\$40,701	\$21.20
15	\$41,108	\$21.41
16	\$41,519	\$21.62
17	\$41,934	\$21.84
18	\$42,354	\$22.06
19	\$42,777	\$22.28
20	\$43,205	\$22.50
21	\$43,637	\$22.73
22	\$44,073	\$22.95
23	\$44,514	\$23.18
24	\$44,959	\$23.42
25	\$45,409	\$23.65
26	\$45,863	\$23.89
27	\$46,321	\$24.13

Data Management Officer

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$78,175	\$40.72
1	\$78,957	\$41.12
2	\$79,746	\$41.53
3	\$80,544	\$41.95
4	\$81,349	\$42.37
5	\$82,163	\$42.79
6	\$82,984	\$43.22
7	\$83,814	\$43.65
8	\$84,652	\$44.09
9	\$85,499	\$44.53
10	\$86,354	\$44.98
11	\$87,217	\$45.43
12	\$88,089	\$45.88
13	\$88,970	\$46.34
14	\$89,860	\$46.80
15	\$90,759	\$47.27
16	\$91,666	\$47.74
17	\$92,583	\$48.22
18	\$93,509	\$48.70
19	\$94,444	\$49.19
20	\$95,388	\$49.68
21	\$96,342	\$50.18
22	\$97,305	\$50.68
23	\$98,279	\$51.19
24	\$99,261	\$51.70
25	\$100,254	\$52.22
26	\$101,256	\$52.74
27	\$102,269	\$53.27

Family Service Worker

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$30,214	\$15.74
1	\$30,517	\$15.89
2	\$30,822	\$16.05
3	\$31,130	\$16.21
4	\$31,441	\$16.38
5	\$31,756	\$16.54
6	\$32,073	\$16.70
7	\$32,394	\$16.87
8	\$32,718	\$17.04
9	\$33,045	\$17.21
10	\$33,376	\$17.38
11	\$33,709	\$17.56
12	\$34,046	\$17.73
13	\$34,387	\$17.91
14	\$34,731	\$18.09
15	\$35,078	\$18.27
16	\$35,429	\$18.45
17	\$35,783	\$18.64
18	\$36,141	\$18.82
19	\$36,502	\$19.01
20	\$36,867	\$19.20
21	\$37,236	\$19.39
22	\$37,608	\$19.59
23	\$37,984	\$19.78
24	\$38,364	\$19.98
25	\$38,748	\$20.18
26	\$39,135	\$20.38
27	\$39,527	\$20.59

IT Security Specialist

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$62,102	\$32.34
1	\$62,723	\$32.67
2	\$63,350	\$32.99
3	\$63,983	\$33.32
4	\$64,623	\$33.66
5	\$65,269	\$33.99
6	\$65,922	\$34.33
7	\$66,581	\$34.68
8	\$67,247	\$35.02
9	\$67,920	\$35.37
10	\$68,599	\$35.73
11	\$69,285	\$36.09
12	\$69,978	\$36.45
13	\$70,678	\$36.81
14	\$71,384	\$37.18
15	\$72,098	\$37.55
16	\$72,819	\$37.93
17	\$73,547	\$38.31
18	\$74,283	\$38.69
19	\$75,026	\$39.08
20	\$75,776	\$39.47
21	\$76,534	\$39.86
22	\$77,299	\$40.26
23	\$78,072	\$40.66
24	\$78,853	\$41.07
25	\$79,641	\$41.48
26	\$80,438	\$41.89
27	\$81,242	\$42.31

Maintenance General

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$44,170	\$23.01
1	\$44,612	\$23.24
2	\$45,058	\$23.47
3	\$45,508	\$23.70
4	\$45,964	\$23.94
5	\$46,423	\$24.18
6	\$46,887	\$24.42
7	\$47,356	\$24.66
8	\$47,830	\$24.91
9	\$48,308	\$25.16
10	\$48,791	\$25.41
11	\$49,279	\$25.67
12	\$49,772	\$25.92
13	\$50,270	\$26.18
14	\$50,772	\$26.44
15	\$51,280	\$26.71
16	\$51,793	\$26.98
17	\$52,311	\$27.25
18	\$52,834	\$27.52
19	\$53,362	\$27.79
20	\$53,896	\$28.07
21	\$54,435	\$28.35
22	\$54,979	\$28.63
23	\$55,529	\$28.92
24	\$56,084	\$29.21
25	\$56,645	\$29.50
26	\$57,212	\$29.80
27	\$57,784	\$30.10

Maintenance Specialized I

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$48,624	\$25.33
1	\$49,111	\$25.58
2	\$49,602	\$25.83
3	\$50,098	\$26.09
4	\$50,599	\$26.35
5	\$51,105	\$26.62
6	\$51,616	\$26.88
7	\$52,132	\$27.15
8	\$52,653	\$27.42
9	\$53,180	\$27.70
10	\$53,712	\$27.97
11	\$54,249	\$28.25
12	\$54,791	\$28.54
13	\$55,339	\$28.82
14	\$55,893	\$29.11
15	\$56,451	\$29.40
16	\$57,016	\$29.70
17	\$57,586	\$29.99
18	\$58,162	\$30.29
19	\$58,744	\$30.60
20	\$59,331	\$30.90
21	\$59,924	\$31.21
22	\$60,524	\$31.52
23	\$61,129	\$31.84
24	\$61,740	\$32.16
25	\$62,358	\$32.48
26	\$62,981	\$32.80
27	\$63,611	\$33.13

Maintenance Specialized II

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$57,600	\$30.00
1	\$58,176	\$30.30
2	\$58,758	\$30.60
3	\$59,345	\$30.91
4	\$59,939	\$31.22
5	\$60,538	\$31.53
6	\$61,144	\$31.85
7	\$61,755	\$32.16
8	\$62,373	\$32.49
9	\$62,996	\$32.81
10	\$63,626	\$33.14
11	\$64,262	\$33.47
12	\$64,905	\$33.80
13	\$65,554	\$34.14
14	\$66,210	\$34.48
15	\$66,872	\$34.83
16	\$67,541	\$35.18
17	\$68,216	\$35.53
18	\$68,898	\$35.88
19	\$69,587	\$36.24
20	\$70,283	\$36.61
21	\$70,986	\$36.97
22	\$71,696	\$37.34
23	\$72,413	\$37.71
24	\$73,137	\$38.09
25	\$73,868	\$38.47
26	\$74,607	\$38.86
27	\$75,353	\$39.25

Network Administrator

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$66,848	\$34.82
1	\$67,516	\$35.16
2	\$68,191	\$35.52
3	\$68,873	\$35.87
4	\$69,562	\$36.23
5	\$70,258	\$36.59
6	\$70,960	\$36.96
7	\$71,670	\$37.33
8	\$72,387	\$37.70
9	\$73,110	\$38.08
10	\$73,841	\$38.46
11	\$74,580	\$38.84
12	\$75,326	\$39.23
13	\$76,079	\$39.62
14	\$76,840	\$40.02
15	\$77,608	\$40.42
16	\$78,384	\$40.83
17	\$79,168	\$41.23
18	\$79,960	\$41.65
19	\$80,759	\$42.06
20	\$81,567	\$42.48
21	\$82,383	\$42.91
22	\$83,206	\$43.34
23	\$84,039	\$43.77
24	\$84,879	\$44.21
25	\$85,728	\$44.65
26	\$86,585	\$45.10
27	\$87,451	\$45.55

Parent Involvement/Behavioral Specialist, School Bright Key Coordinator

Work year: 187 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$47,188	\$31.54
1	\$47,660	\$31.86
2	\$48,137	\$32.18
3	\$48,618	\$32.50
4	\$49,104	\$32.82
5	\$49,595	\$33.15
6	\$50,091	\$33.48
7	\$50,592	\$33.82
8	\$51,098	\$34.16
9	\$51,609	\$34.50
10	\$52,125	\$34.84
11	\$52,646	\$35.19
12	\$53,173	\$35.54
13	\$53,705	\$35.90
14	\$54,242	\$36.26
15	\$54,784	\$36.62
16	\$55,332	\$36.99
17	\$55,885	\$37.36
18	\$56,444	\$37.73
19	\$57,009	\$38.11
20	\$57,579	\$38.49
21	\$58,154	\$38.87
22	\$58,736	\$39.26
23	\$59,323	\$39.65
24	\$59,917	\$40.05
25	\$60,516	\$40.45
26	\$61,121	\$40.86
27	\$61,732	\$41.26

Payroll Specialist

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$54,343	\$28.30
1	\$54,886	\$28.59
2	\$55,435	\$28.87
3	\$55,989	\$29.16
4	\$56,549	\$29.45
5	\$57,115	\$29.75
6	\$57,686	\$30.04
7	\$58,263	\$30.35
8	\$58,845	\$30.65
9	\$59,434	\$30.96
10	\$60,028	\$31.26
11	\$60,628	\$31.58
12	\$61,235	\$31.89
13	\$61,847	\$32.21
14	\$62,465	\$32.53
15	\$63,090	\$32.86
16	\$63,721	\$33.19
17	\$64,358	\$33.52
18	\$65,002	\$33.86
19	\$65,652	\$34.19
20	\$66,308	\$34.54
21	\$66,971	\$34.88
22	\$67,641	\$35.23
23	\$68,317	\$35.58
24	\$69,001	\$35.94
25	\$69,691	\$36.30
26	\$70,388	\$36.66
27	\$71,091	\$37.03

Public Relations Officer

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$69,553	\$36.23
1	\$70,248	\$36.59
2	\$70,951	\$36.95
3	\$71,660	\$37.32
4	\$72,377	\$37.70
5	\$73,101	\$38.07
6	\$73,832	\$38.45
7	\$74,570	\$38.84
8	\$75,316	\$39.23
9	\$76,069	\$39.62
10	\$76,830	\$40.02
11	\$77,598	\$40.42
12	\$78,374	\$40.82
13	\$79,158	\$41.23
14	\$79,949	\$41.64
15	\$80,749	\$42.06
16	\$81,556	\$42.48
17	\$82,372	\$42.90
18	\$83,195	\$43.33
19	\$84,027	\$43.76
20	\$84,868	\$44.20
21	\$85,716	\$44.64
22	\$86,573	\$45.09
23	\$87,439	\$45.54
24	\$88,314	\$46.00
25	\$89,197	\$46.46
26	\$90,089	\$46.92
27	\$90,990	\$47.39

Receptionist, School Clerk, Digital Media Specialist

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$34,506	\$17.97
1	\$34,851	\$18.15
2	\$35,199	\$18.33
3	\$35,551	\$18.52
4	\$35,907	\$18.70
5	\$36,266	\$18.89
6	\$36,628	\$19.08
7	\$36,995	\$19.27
8	\$37,365	\$19.46
9	\$37,738	\$19.66
10	\$38,116	\$19.85
11	\$38,497	\$20.05
12	\$38,882	\$20.25
13	\$39,271	\$20.45
14	\$39,663	\$20.66
15	\$40,060	\$20.86
16	\$40,461	\$21.07
17	\$40,865	\$21.28
18	\$41,274	\$21.50
19	\$41,687	\$21.71
20	\$42,103	\$21.93
21	\$42,524	\$22.15
22	\$42,950	\$22.37
23	\$43,379	\$22.59
24	\$43,813	\$22.82
25	\$44,251	\$23.05
26	\$44,694	\$23.28
27	\$45,141	\$23.51

School Clerical Aide

Work year: 187 days | Daily hours: 6

Step	Annual Rate	Hourly Rate
0	\$17,391	\$15.50
1	\$17,565	\$15.65
2	\$17,741	\$15.81
3	\$17,918	\$15.97
4	\$18,097	\$16.13
5	\$18,278	\$16.29
6	\$18,461	\$16.45
7	\$18,646	\$16.62
8	\$18,832	\$16.78
9	\$19,020	\$16.95
10	\$19,210	\$17.12
11	\$19,403	\$17.29
12	\$19,597	\$17.47
13	\$19,793	\$17.64
14	\$19,991	\$17.82
15	\$20,190	\$18.00
16	\$20,392	\$18.17
17	\$20,596	\$18.36
18	\$20,802	\$18.54
19	\$21,010	\$18.73
20	\$21,220	\$18.91
21	\$21,433	\$19.10
22	\$21,647	\$19.29
23	\$21,863	\$19.49
24	\$22,082	\$19.68
25	\$22,303	\$19.88
26	\$22,526	\$20.08
27	\$22,751	\$20.28

School Nurse-LPN

Work year: 187 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$36,305	\$24.27
1	\$36,305	\$24.27
2	\$36,305	\$24.27
3	\$39,931	\$26.69
4	\$39,931	\$26.69
5	\$39,931	\$26.69
6	\$41,682	\$27.86
7	\$41,682	\$27.86
8	\$41,682	\$27.86
9	\$42,940	\$28.70
10	\$43,369	\$28.99
11	\$43,803	\$29.28
12	\$44,241	\$29.57
13	\$44,683	\$29.87
14	\$45,132	\$30.17
15	\$45,583	\$30.47
16	\$46,038	\$30.77
17	\$46,499	\$31.08
18	\$46,963	\$31.39
19	\$47,433	\$31.71
20	\$47,906	\$32.02
21	\$48,386	\$32.34
22	\$48,870	\$32.67
23	\$49,359	\$32.99
24	\$49,852	\$33.32
25	\$50,351	\$33.66
26	\$50,854	\$33.99
27	\$51,363	\$34.33
28	\$51,877	\$34.68
29	\$52,396	\$35.02
30	\$52,919	\$35.37
31	\$53,449	\$35.73
32	\$53,984	\$36.09
33	\$54,523	\$36.45
34	\$55,068	\$36.81
35	\$55,619	\$37.18

School Nurse-RN

Work year: 187 days | Daily hours: 8

Step	Annual Salary				Hourly Rate			
	RN	RN/BSN	RN/MS	RN/DNP	RN	RN/BSN	RN/MS	RN/DNP
0	\$49,502	\$51,648	\$56,897	\$60,053	\$33.09	\$34.52	\$38.03	\$40.14
1	\$49,623	\$51,648	\$56,897	\$60,053	\$33.17	\$34.52	\$38.03	\$40.14
2	\$49,749	\$51,648	\$56,897	\$60,053	\$33.25	\$34.52	\$38.03	\$40.14
3	\$54,396	\$56,806	\$62,556	\$66,051	\$36.36	\$37.97	\$41.82	\$44.15
4	\$54,396	\$56,806	\$62,556	\$66,051	\$36.36	\$37.97	\$41.82	\$44.15
5	\$54,396	\$56,806	\$62,556	\$66,051	\$36.36	\$37.97	\$41.82	\$44.15
6	\$56,778	\$59,297	\$65,294	\$68,948	\$37.95	\$39.64	\$43.65	\$46.09
7	\$56,778	\$59,297	\$65,294	\$68,948	\$37.95	\$39.64	\$43.65	\$46.09
8	\$56,778	\$59,297	\$65,294	\$68,948	\$37.95	\$39.64	\$43.65	\$46.09
9	\$57,539	\$61,088	\$65,871	\$71,029	\$38.46	\$40.83	\$44.03	\$47.48
10	\$57,539	\$61,698	\$66,529	\$71,738	\$38.46	\$41.24	\$44.47	\$47.95
11	\$57,790	\$62,315	\$67,195	\$72,455	\$38.63	\$41.65	\$44.92	\$48.43
12	\$58,368	\$62,940	\$67,867	\$73,182	\$39.02	\$42.07	\$45.37	\$48.92
13	\$58,953	\$63,568	\$68,546	\$73,912	\$39.41	\$42.49	\$45.82	\$49.41
14	\$59,542	\$64,204	\$69,231	\$74,652	\$39.80	\$42.92	\$46.28	\$49.90
15	\$60,138	\$64,846	\$69,924	\$75,399	\$40.20	\$43.35	\$46.74	\$50.40
16	\$60,739	\$65,495	\$70,623	\$76,152	\$40.60	\$43.78	\$47.21	\$50.90
17	\$61,346	\$66,150	\$71,329	\$76,914	\$41.01	\$44.22	\$47.68	\$51.41
18	\$61,959	\$66,811	\$72,042	\$77,683	\$41.42	\$44.66	\$48.16	\$51.93
19	\$62,579	\$67,478	\$72,762	\$78,460	\$41.83	\$45.11	\$48.64	\$52.45
20	\$63,205	\$68,153	\$73,490	\$79,244	\$42.25	\$45.56	\$49.12	\$52.97
21	\$63,837	\$68,835	\$74,226	\$80,037	\$42.67	\$46.01	\$49.62	\$53.50
22	\$64,475	\$69,522	\$74,966	\$80,836	\$43.10	\$46.47	\$50.11	\$54.04
23	\$65,120	\$70,219	\$75,716	\$81,645	\$43.53	\$46.94	\$50.61	\$54.58
24	\$65,772	\$70,922	\$76,475	\$82,463	\$43.97	\$47.41	\$51.12	\$55.12
25	\$66,429	\$71,630	\$77,239	\$83,287	\$44.40	\$47.88	\$51.63	\$55.67
26	\$67,092	\$72,346	\$78,010	\$84,119	\$44.85	\$48.36	\$52.15	\$56.23
27	\$67,764	\$73,071	\$78,792	\$84,961	\$45.30	\$48.84	\$52.67	\$56.79
28	\$68,441	\$73,801	\$79,579	\$85,810	\$45.75	\$49.33	\$53.19	\$57.36
29	\$69,126	\$74,538	\$80,375	\$86,669	\$46.21	\$49.83	\$53.73	\$57.93
30	\$69,818	\$75,283	\$81,178	\$87,535	\$46.67	\$50.32	\$54.26	\$58.51
31	\$70,515	\$76,036	\$81,990	\$88,410	\$47.14	\$50.83	\$54.81	\$59.10
32	\$71,221	\$76,798	\$82,811	\$89,295	\$47.61	\$51.34	\$55.35	\$59.69
33	\$71,933	\$77,564	\$83,638	\$90,187	\$48.08	\$51.85	\$55.91	\$60.29
34	\$72,652	\$78,340	\$84,473	\$91,089	\$48.56	\$52.37	\$56.47	\$60.89
35	\$73,378	\$79,123	\$85,320	\$92,000	\$49.05	\$52.89	\$57.03	\$61.50

School Registrar

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$39,477	\$20.56
1	\$39,872	\$20.77
2	\$40,271	\$20.97
3	\$40,673	\$21.18
4	\$41,080	\$21.40
5	\$41,491	\$21.61
6	\$41,906	\$21.83
7	\$42,325	\$22.04
8	\$42,748	\$22.26
9	\$43,175	\$22.49
10	\$43,607	\$22.71
11	\$44,043	\$22.94
12	\$44,484	\$23.17
13	\$44,929	\$23.40
14	\$45,378	\$23.63
15	\$45,832	\$23.87
16	\$46,290	\$24.11
17	\$46,753	\$24.35
18	\$47,220	\$24.59
19	\$47,693	\$24.84
20	\$48,170	\$25.09
21	\$48,651	\$25.34
22	\$49,138	\$25.59
23	\$49,629	\$25.85
24	\$50,125	\$26.11
25	\$50,627	\$26.37
26	\$51,133	\$26.63
27	\$51,644	\$26.90

School Secretary, Bookkeeper

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$42,961	\$22.38
1	\$43,391	\$22.60
2	\$43,825	\$22.83
3	\$44,263	\$23.05
4	\$44,706	\$23.28
5	\$45,153	\$23.52
6	\$45,604	\$23.75
7	\$46,060	\$23.99
8	\$46,521	\$24.23
9	\$46,986	\$24.47
10	\$47,456	\$24.72
11	\$47,931	\$24.96
12	\$48,410	\$25.21
13	\$48,894	\$25.47
14	\$49,383	\$25.72
15	\$49,877	\$25.98
16	\$50,376	\$26.24
17	\$50,879	\$26.50
18	\$51,388	\$26.76
19	\$51,902	\$27.03
20	\$52,421	\$27.30
21	\$52,945	\$27.58
22	\$53,475	\$27.85
23	\$54,009	\$28.13
24	\$54,550	\$28.41
25	\$55,095	\$28.70
26	\$55,646	\$28.98
27	\$56,202	\$29.27

School Teaching Aide

Work year: 187 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$23,936	\$16.00
1	\$24,175	\$16.16
2	\$24,417	\$16.32
3	\$24,661	\$16.48
4	\$24,908	\$16.65
5	\$25,157	\$16.82
6	\$25,409	\$16.98
7	\$25,663	\$17.15
8	\$25,919	\$17.33
9	\$26,178	\$17.50
10	\$26,440	\$17.67
11	\$26,705	\$17.85
12	\$26,972	\$18.03
13	\$27,241	\$18.21
14	\$27,514	\$18.39
15	\$27,789	\$18.58
16	\$28,067	\$18.76
17	\$28,348	\$18.95
18	\$28,631	\$19.14
19	\$28,917	\$19.33
20	\$29,206	\$19.52
21	\$29,499	\$19.72
22	\$29,794	\$19.92
23	\$30,091	\$20.11
24	\$30,392	\$20.32
25	\$30,696	\$20.52
26	\$31,003	\$20.72
27	\$31,313	\$20.93

Shop Foreman

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$63,054	\$32.84
1	\$63,684	\$33.17
2	\$64,321	\$33.50
3	\$64,964	\$33.84
4	\$65,614	\$34.17
5	\$66,270	\$34.52
6	\$66,933	\$34.86
7	\$67,602	\$35.21
8	\$68,278	\$35.56
9	\$68,961	\$35.92
10	\$69,650	\$36.28
11	\$70,347	\$36.64
12	\$71,050	\$37.01
13	\$71,761	\$37.38
14	\$72,478	\$37.75
15	\$73,203	\$38.13
16	\$73,935	\$38.51
17	\$74,675	\$38.89
18	\$75,421	\$39.28
19	\$76,176	\$39.67
20	\$76,937	\$40.07
21	\$77,707	\$40.47
22	\$78,484	\$40.88
23	\$79,269	\$41.29
24	\$80,061	\$41.70
25	\$80,862	\$42.12
26	\$81,671	\$42.54
27	\$82,487	\$42.96

Technology Specialist

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$49,920	\$26.00
1	\$50,419	\$26.26
2	\$50,923	\$26.52
3	\$51,433	\$26.79
4	\$51,947	\$27.06
5	\$52,466	\$27.33
6	\$52,991	\$27.60
7	\$53,521	\$27.88
8	\$54,056	\$28.15
9	\$54,597	\$28.44
10	\$55,143	\$28.72
11	\$55,694	\$29.01
12	\$56,251	\$29.30
13	\$56,814	\$29.59
14	\$57,382	\$29.89
15	\$57,956	\$30.19
16	\$58,535	\$30.49
17	\$59,120	\$30.79
18	\$59,712	\$31.10
19	\$60,309	\$31.41
20	\$60,912	\$31.72
21	\$61,521	\$32.04
22	\$62,136	\$32.36
23	\$62,758	\$32.69
24	\$63,385	\$33.01
25	\$64,019	\$33.34
26	\$64,659	\$33.68
27	\$65,306	\$34.01

Transportation Routing Specialist, Mechanic

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$52,383	\$27.28
1	\$52,907	\$27.56
2	\$53,436	\$27.83
3	\$53,970	\$28.11
4	\$54,510	\$28.39
5	\$55,055	\$28.67
6	\$55,606	\$28.96
7	\$56,162	\$29.25
8	\$56,723	\$29.54
9	\$57,291	\$29.84
10	\$57,864	\$30.14
11	\$58,442	\$30.44
12	\$59,027	\$30.74
13	\$59,617	\$31.05
14	\$60,213	\$31.36
15	\$60,815	\$31.67
16	\$61,423	\$31.99
17	\$62,038	\$32.31
18	\$62,658	\$32.63
19	\$63,285	\$32.96
20	\$63,917	\$33.29
21	\$64,557	\$33.62
22	\$65,202	\$33.96
23	\$65,854	\$34.30
24	\$66,513	\$34.64
25	\$67,178	\$34.99
26	\$67,850	\$35.34
27	\$68,528	\$35.69

Transportation Shop Asst

Work year: 240 days | Daily hours: 8

Step	Annual Rate	Hourly Rate
0	\$37,440	\$19.50
1	\$37,815	\$19.70
2	\$38,193	\$19.89
3	\$38,575	\$20.09
4	\$38,960	\$20.29
5	\$39,350	\$20.49
6	\$39,743	\$20.70
7	\$40,141	\$20.91
8	\$40,542	\$21.12
9	\$40,948	\$21.33
10	\$41,357	\$21.54
11	\$41,771	\$21.76
12	\$42,188	\$21.97
13	\$42,610	\$22.19
14	\$43,036	\$22.41
15	\$43,467	\$22.64
16	\$43,901	\$22.87
17	\$44,341	\$23.09
18	\$44,784	\$23.32
19	\$45,232	\$23.56
20	\$45,684	\$23.79
21	\$46,141	\$24.03
22	\$46,602	\$24.27
23	\$47,068	\$24.51
24	\$47,539	\$24.76
25	\$48,014	\$25.01
26	\$48,495	\$25.26
27	\$48,979	\$25.51

Leadership Schedules

Leadership pay under Option A is indexed from the Teacher 187 daily rate rather than set on a standalone salary schedule. Supplements are eliminated and are not added to the indexed result. Each position below shows its index factor and its contracted days per year.

Calculation Method

The index is applied to the daily rate, not to the annual salary. Salary is calculated in three steps at each step and degree lane:

- Take the Teacher 187 daily rate at the employee's step and degree lane. This is the single base rate for all indexed leadership positions, and it is the same daily rate the Teacher 202, 207, 222 and 240 schedules use.
- Multiply that daily rate by the position index to get the leadership daily rate.
- Multiply the leadership daily rate by the position's contracted days per year to get the annual salary.

Because the index is applied to the daily rate, a position's index and its contracted days are independent. Two positions can share an index and differ in annual salary only by days worked. Assistant Principal 12 Month Head Start and Assistant Principal 10 Month Elementary both carry an index of 1.13, and the difference between them is 240 days against 202 days.

Worked example. Principal Middle carries an index of 1.25 and works 240 days. At Step 0 on the Bachelor lane the Teacher 187 daily rate is \$282.09. Multiplied by 1.25 the leadership daily rate is \$352.62, and multiplied by 240 days the annual salary is \$84,628.

Position	Index	Days/Yr
Assistant Principal 10 Month - Elem	1.13	202
Assistant Principal 10 Month - Second	1.15	202
Assistant Principal 12 Month - Head Start	1.13	240
Assistant Principal 12 Month - Second	1.15	240
Child Nutrition Program Supervisor	1.15	240
Coordinator/Supervisor	1.15	240
Professional Development Coordinator	1.15	240
Principal - Elementary/Head Start/Alternative/Pre-K	1.20	240
Principal - Middle	1.25	240
CTE Administrator	1.30	240
Director - Athletics	1.30	240

Principal - High (Virtual)	1.30	240
----------------------------	------	-----

Every position below is indexed from the Teacher 187 daily rate. Days per year is what differentiates annual salary between positions that share an index.

NEGOTIATED LEADERSHIP SALARY POSITIONS

The positions below are paid by negotiated contract. They are not placed on an index and carry no index factor under Option A.

- Director (Child Nutrition Program), 240 days
- Director (Exceptional Student Services, Transportation), 240 days
- Director (Student Services), 240 days
- Assistant Superintendent/Director (Federal Programs), 240 days
- Principal - High (DHS), 240 days
- Director (Health Services), 240 days
- Director (Facilities and Maintenance), 240 days