

PARIS CITY SCHOOLS

Certified Salary Schedule (186 Days)

2025-2026

Years Experience	Rank I	Rank II	Rank III	Rank IV
0	\$48,607	\$43,804	\$41,620	\$35,231
1	\$48,907	\$44,254	\$41,880	\$35,311
2	\$49,756	\$44,592	\$42,140	\$35,389
3	\$50,512	\$44,930	\$42,661	\$35,470
4	\$52,981	\$48,358	\$44,328	\$38,914
5	\$53,825	\$49,638	\$45,140	\$39,576
6	\$53,882	\$49,745	\$45,368	\$39,661
7	\$53,996	\$49,838	\$45,711	\$39,747
8	\$54,085	\$50,168	\$45,825	\$39,829
9	\$54,682	\$50,397	\$45,940	\$39,915
10	\$59,825	\$55,548	\$50,989	\$44,870
11	\$60,170	\$55,736	\$51,095	\$44,952
12	\$60,276	\$55,962	\$51,200	\$45,037
13	\$60,410	\$56,187	\$51,303	\$45,120
14	\$60,482	\$56,415	\$51,408	\$45,203
15	\$63,070	\$58,439	\$53,818	\$47,129
16	\$64,783	\$60,309	\$55,367	\$48,545
17	\$64,890	\$60,567	\$55,472	\$48,629
18	\$64,993	\$60,672	\$55,580	\$48,712
19	\$65,098	\$60,777	\$55,686	\$48,797
20	\$67,063	\$62,927	\$57,653	\$50,123
21	\$67,501	\$63,337	\$58,039	\$50,451
22	\$67,605	\$63,444	\$58,145	\$50,538
23	\$67,710	\$63,551	\$58,253	\$50,622
24	\$67,815	\$63,656	\$58,356	\$50,707
25	\$67,931	\$63,769	\$58,474	\$50,797
26	\$68,532	\$64,341	\$59,006	\$51,255
27	\$68,641	\$64,447	\$59,110	\$51,340
28	\$68,984	\$64,770	\$59,406	\$51,596
29	\$69,329	\$65,093	\$59,703	\$51,854
30	\$69,676	\$65,419	\$60,001	\$52,114
31+	\$70,024	\$65,746	\$60,301	\$52,374

PARIS CITY SCHOOLS**Central Office & District Support Personnel****2025-2026**

YRS	SUPT SEC	MAINT MGR	Custodians	ACCT CLERK III (P/R, TAX)	ACCT CLERK
EXP	240 DAYS-8 hrs	250 DAYS-8 hrs	250 DAYS-8 hrs	240 DAYS-8 hrs	230 DAYS-7 hrs
0	\$30,000	\$32,128	\$30,051	\$40,672	\$26,383
1	\$30,300	\$32,128	\$30,565	\$40,815	\$26,486
2	\$30,603	\$32,128	\$30,780	\$40,959	\$26,592
3	\$30,909	\$32,128	\$30,994	\$41,104	\$26,697
4	\$31,218	\$33,254	\$31,208	\$41,249	\$27,384
5	\$32,030	\$33,254	\$31,423	\$42,501	\$27,490
6	\$32,351	\$33,254	\$31,637	\$42,648	\$27,594
7	\$32,674	\$35,659	\$31,851	\$42,797	\$27,700
8	\$33,001	\$35,659	\$32,066	\$42,946	\$27,804
9	\$33,331	\$35,659	\$32,280	\$43,096	\$27,909
10	\$34,297	\$35,973	\$32,494	\$43,396	\$28,979
11	\$34,726	\$35,973	\$32,709	\$44,027	\$29,086
12	\$35,160	\$35,973	\$32,923	\$44,181	\$30,581
13	\$35,600	\$35,973	\$33,137	\$44,332	\$30,690
14	\$36,045	\$35,973	\$33,352	\$44,487	\$30,796
15	\$37,045	\$36,290	\$33,566	\$44,799	\$31,391
16	\$37,508	\$36,290	\$33,781	\$45,434	\$31,497
17	\$37,977	\$36,290	\$33,995	\$45,591	\$31,606
18	\$38,452	\$36,290	\$34,209	\$45,750	\$31,712
19	\$38,933	\$36,290	\$34,424	\$45,907	\$31,818
20	\$40,072	\$36,611	\$34,638	\$46,229	\$32,415
21	\$40,673	\$36,611	\$34,852	\$47,349	\$32,522
22	\$41,283	\$36,611	\$35,067	\$47,509	\$32,631
23	\$41,902	\$36,611	\$35,281	\$47,673	\$32,737
24	\$42,531	\$36,611	\$35,495	\$47,837	\$32,844
25	\$43,169	\$36,611	\$35,710	\$48,004	\$33,439
26	\$43,816	\$36,611	\$35,924	\$48,647	\$33,545
27+	\$44,473	\$36,611	\$36,331	\$48,813	\$33,653

PARIS CITY SCHOOLS

**School & Community Support Personnel
2025-2026**

YRS EXP	School Secretary 208 DAYS-8 hrs	Instructional Assistants 181 DAYS-7.5 hrs	FRC Director 240 DAYS-7.5 hrs	FRC Coord. 240 DAYS-7.5 hrs	FRC Asst. 187 DAYS-6.5 hrs	SAM Coord. 205 DAYS-7 hrs
0	\$27,695	\$20,843	\$41,213	\$37,504	\$23,269	\$37,161
1	\$27,731	\$20,965	\$41,419	\$37,691	\$23,385	\$37,346
2	\$27,784	\$21,095	\$41,626	\$37,880	\$23,502	\$37,534
3	\$27,838	\$21,153	\$41,833	\$38,068	\$23,621	\$37,722
4	\$27,865	\$21,227	\$42,043	\$38,259	\$23,739	\$37,909
5	\$28,462	\$21,274	\$42,464	\$38,643	\$23,976	\$38,290
6	\$28,640	\$21,402	\$42,677	\$38,836	\$24,095	\$38,481
7	\$28,783	\$21,532	\$42,890	\$39,030	\$24,217	\$38,673
8	\$28,890	\$21,619	\$43,104	\$39,224	\$24,337	\$38,867
9	\$29,033	\$21,648	\$43,319	\$39,420	\$24,460	\$39,060
10	\$29,140	\$21,736	\$43,752	\$39,814	\$24,703	\$39,451
11	\$29,817	\$21,780	\$43,970	\$40,013	\$24,827	\$39,648
12	\$29,960	\$21,868	\$44,192	\$40,214	\$24,951	\$39,846
13	\$29,996	\$21,998	\$44,413	\$40,416	\$25,075	\$40,046
14	\$30,210	\$22,013	\$44,634	\$40,617	\$25,201	\$40,246
15	\$30,317	\$22,114	\$45,080	\$41,023	\$25,453	\$40,649
16	\$30,994	\$22,128	\$45,307	\$41,229	\$25,581	\$40,851
17	\$31,137	\$22,259	\$45,532	\$41,434	\$25,708	\$41,056
18	\$31,244	\$22,377	\$45,761	\$41,643	\$25,837	\$41,261
19	\$31,369	\$22,391	\$45,989	\$41,850	\$25,966	\$41,467
20	\$31,494	\$22,507	\$46,449	\$42,268	\$26,226	\$41,883
21	\$32,171	\$22,521	\$46,680	\$42,479	\$26,357	\$42,091
22	\$32,314	\$22,638	\$46,916	\$42,693	\$26,488	\$42,301
23	\$32,421	\$22,769	\$47,149	\$42,905	\$26,621	\$42,514
24	\$32,528	\$22,783	\$47,386	\$43,121	\$26,754	\$42,726
25	\$34,222	\$22,886	\$47,622	\$43,336	\$26,888	\$42,939
26	\$34,311	\$22,900	\$47,860	\$43,552	\$27,023	\$43,154
27+	\$36,041	\$23,031	\$48,099	\$43,770	\$27,157	\$43,370

PARIS CITY SCHOOLS

Transportation

2025-2026

YRS EXP	Van Driver 180 DAYS	CDL Bus Driver 180 DAYS	Bus Monitor 180 DAYS
0	\$16.03	\$26.01	\$13.84
1	\$16.24	\$26.15	\$13.88
2	\$16.44	\$26.29	\$13.93
3	\$16.64	\$26.43	\$13.97
4	\$16.85	\$26.57	\$14.10
5	\$17.04	\$26.71	\$14.15
6	\$17.26	\$26.85	\$14.20
7	\$17.59	\$26.99	\$14.25
8	\$17.91	\$27.13	\$14.30
9	\$18.23	\$27.27	\$14.34
10	\$18.56	\$27.52	\$14.40
11	\$18.70	\$27.77	\$14.44
12	\$18.85	\$28.02	\$14.48
13	\$19.00	\$28.27	\$14.53
14	\$19.15	\$28.52	\$14.57
15	\$19.25	\$28.78	\$14.64
16	\$19.34	\$29.03	\$14.71
17	\$19.44	\$29.29	\$14.79
18	\$19.54	\$29.54	\$14.86
19	\$19.64	\$29.80	\$14.93
20	\$19.75	\$30.20	\$15.02
21	\$19.87	\$30.60	\$15.11
22	\$19.99	\$31.00	\$15.21
23	\$20.11	\$31.40	\$15.30
24	\$20.23	\$31.80	\$15.39
25	\$20.35	\$32.20	\$15.48
26	\$20.47	\$32.60	\$15.57
27+	\$20.60	\$33.00	\$15.67

PARIS CITY SCHOOLS

**Food Service
2025-2026**

YRS EXP	Food Serv MGR 181 DAYS-7 hrs		Food Serv ASST 181 DAYS-7 hrs		Cook/Baker 181 DAYS
	Hourly	Salary	Hourly	Salary	Hourly
0	\$ 16.00	\$20,272	\$ 15.00	\$19,005	\$ 13.00
1	\$ 16.11	\$20,411	\$ 15.11	\$19,144	\$ 13.09
2	\$ 16.22	\$20,551	\$ 15.21	\$19,271	\$ 13.18
3	\$ 16.34	\$20,703	\$ 15.32	\$19,410	\$ 13.27
4	\$ 16.45	\$20,842	\$ 15.42	\$19,537	\$ 13.37
5	\$ 16.57	\$20,994	\$ 15.53	\$19,677	\$ 13.46
6	\$ 16.68	\$21,134	\$ 15.64	\$19,816	\$ 13.56
7	\$ 16.80	\$21,286	\$ 15.75	\$19,955	\$ 13.65
8	\$ 16.92	\$21,438	\$ 15.86	\$20,095	\$ 13.75
9	\$ 17.04	\$21,590	\$ 15.97	\$20,234	\$ 13.84
10	\$ 17.16	\$21,742	\$ 16.08	\$20,373	\$ 13.94
11	\$ 17.28	\$21,894	\$ 16.20	\$20,525	\$ 14.04
12	\$ 17.40	\$22,046	\$ 16.31	\$20,665	\$ 14.14
13	\$ 17.52	\$22,198	\$ 16.42	\$20,804	\$ 14.23
14	\$ 17.64	\$22,350	\$ 16.54	\$20,956	\$ 14.33
15	\$ 17.76	\$22,502	\$ 16.65	\$21,096	\$ 14.43
16	\$ 17.89	\$22,667	\$ 16.77	\$21,248	\$ 14.53
17	\$ 18.01	\$22,819	\$ 16.89	\$21,400	\$ 14.64
18	\$ 18.14	\$22,983	\$ 17.01	\$21,552	\$ 14.74
19	\$ 18.27	\$23,148	\$ 17.13	\$21,704	\$ 14.84
20	\$ 18.40	\$23,313	\$ 17.25	\$21,856	\$ 14.95
21	\$ 18.52	\$23,465	\$ 17.37	\$22,008	\$ 15.05
22	\$ 18.65	\$23,630	\$ 17.49	\$22,160	\$ 15.16
23	\$ 18.78	\$23,794	\$ 17.61	\$22,312	\$ 15.26
24	\$ 18.92	\$23,972	\$ 17.73	\$22,464	\$ 15.37
25	\$ 19.05	\$24,136	\$ 17.86	\$22,629	\$ 15.48
26	\$ 19.18	\$24,301	\$ 17.98	\$22,781	\$ 15.59
27+	\$ 19.32	\$24,478	\$ 18.11	\$22,945	\$ 15.69

PARIS CITY SCHOOLS

Substitutes & Extra Service / Hourly Rates

2025-2026

Substitute Teachers

			Long term sub
**	Certified/Retired Teacher	\$160 per day	\$180 per day
**	4-Year Degree, Not Certified	\$115 per day	\$135 per day
**	Less than 4-Year Degree, Not Certified	\$90 per day	\$110 per day
	Classified Instructional Sub.	\$90 per day	

*Long term sub status after 10 consecutive days for the same teacher

*May contract with a long term content certified substitute at a higher rate not to exceed \$150.00, or the daily wage threshold if a retired teacher.

Classified Substitutes

** Classified Subs are paid at the step zero (0) hourly rate of the position for which they are subbing unless otherwise stated on the salary schedule.

Extra Service / Hourly Rates

Certified Extra Service	\$30	per hour
Homebound Teacher	\$30	per hour
Athletic Trainer	\$27.50	per hour
Classified Extra Service	\$15	per hour
Occupational Therapist	\$30	per hour
Student Worker	\$10	per hour
Sub Bus Driver / Field Trips / Extra Trips	\$16.50	per hour
Superint./Finance Office Sub/Support	\$16.50	per hour
Current Employee Summer Maintenance Extra Service	\$18	per hour

CDL certified monitor add \$2/hour

*50+ Driving Hours: \$1,000.00 *Must finish school year**

Summer Food Service Program - FS Staff will be paid at their hourly rate

PARIS CITY SCHOOLS

Administrative Indexes and Position Days Required

2025-2026

Position	Position Days	Index/Stipend	
Assistant Superintendent of Operations	240	\$12,000	
Director of Federal/State Programs & Preschool	240	\$12,000	
Director of Operations	240	\$8,000	
Principal - Elementary	240	\$11,000	
Principal - Middle	240	\$8,000	
Principal- High	240	\$13,000	
Assistant Principal	215		
PES Guidance Counselor	205		
PMS Guidance Specialist	205		
PHS Guidance Counselor	215		
Dean of Students or Behavior Interventionist	205		
Math Interventionist	196		
Library Media Specialist	196		
PMS/HS Agri-Science Teacher	240		
Classified Positions Paid on Certified Salary Schedule			
Position	Position Days	Index/Stipend	Pay Scale
Chief Financial Officer	240	0.24	RI
Director of Technology	230		RII
Guidance Specialist	205		RII
IA-Bilingual/ESL Services Facilitator	186		RIII

PARIS CITY SCHOOLS

Extra-Duty Stipends

2025-2026

Activity Accounts Coordinator	\$4,000
Assistant DPP/Health Admin	\$10,000
Building Assessment Coordinator	\$1,000
Bus Driver Trainer*	\$2,500
Certified FT HS/MS Math Teacher	\$10,000
Certified FT HS/MS Science Teacher	\$5,000
District Health Coordinator	\$1,500
Doctoral Degree	\$2,000
Dual Credit Teachers	\$1,000
Gifted & Talented Coach	\$1,000
Gifted & Talented Coordinator	\$5,000
Head Custodian	\$1,000
Home Visit/Court Liaison	\$4,000
Infinite Campus/Human Resources Asst	\$7,500
National Board Certified <u>Not</u> in Classroom in area of NBCT Certification	\$2,000
National Board Certified Teacher in Classroom in area of NBCT Certification	\$10,000
New Teacher Mentors	\$500
Project Manager	\$5,000
Safe Schools Coordinator	\$5,000
Speech Language Pathologist	\$2,000
Transportation Director	\$12,000

*Contract at \$25/hour