



Warren County Public Schools

2026-2027 Salary Scales

Table of Contents

Position (Numerically Sorted)

Teacher
 Instructional Assistant
 Administrative Assistant
 Head Secretary
 Secretary
 Automotive Specialist
 Maintenance Journeyman
 Maintenance
 Bus Driver
 Dean of Students
 Administrator Level I
 Administrator Level III
 Therapist
 Administrator Level V
 Administrator Level VI
 Speech
 School Nurse
 Level I Specialist
 Systems Technician
 Social Worker
 Maintenance/Transportation Foreman
 Psychologist
 Student Support
 Miscellaneous
 Supplemental

Grade

1~ 5
 6
 7
 8
 9
 11
 12
 13
 18
 24
 25
 27
 30
 31
 32
 34
 35
 36
 37
 39
 40
 41
 42
 n/a
 n/a

Position (Alphabetically Sorted)

Administrative Assistant
 Administrator Level I
 Administrator Level III
 Administrator Level V
 Administrator Level VI
 Automotive Specialist
 Bus Driver
 Dean of Students
 Head Secretary
 Instructional Assistant
 Level I Specialist
 Maintenance
 Maintenance Journeyman
 Maintenance/Transportation Foreman
 Miscellaneous
 School Nurse
 Secretary
 Social Worker
 Speech
 Supplemental
 Systems Technician
 Teacher
 Therapist
 Psychologist
 School Board Members

Grade

7
 25
 27
 31
 32
 11
 18
 24
 8
 6
 36
 13
 12
 40
 n/a
 35
 9
 39
 34
 n/a
 37
 1~ 5
 30
 41
 n/a

200 Day Teacher					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$54,506	\$55,506	\$57,006	\$57,806	\$59,006
1	\$55,619	\$56,619	\$58,119	\$58,919	\$60,119
2	\$56,351	\$57,351	\$58,851	\$59,651	\$60,851
3	\$57,084	\$58,084	\$59,584	\$60,384	\$61,584
4	\$57,828	\$58,828	\$60,328	\$61,128	\$62,328
5	\$58,578	\$59,578	\$61,078	\$61,878	\$63,078
6	\$59,341	\$60,341	\$61,841	\$62,641	\$63,841
7	\$60,112	\$61,112	\$62,612	\$63,412	\$64,612
8	\$60,893	\$61,893	\$63,393	\$64,193	\$65,393
9	\$61,684	\$62,684	\$64,184	\$64,984	\$66,184
10	\$62,485	\$63,485	\$64,985	\$65,785	\$66,985
11	\$63,298	\$64,298	\$65,798	\$66,598	\$67,798
12	\$64,121	\$65,121	\$66,621	\$67,421	\$68,621
13	\$64,955	\$65,955	\$67,455	\$68,255	\$69,455
14	\$65,800	\$66,800	\$68,300	\$69,100	\$70,300
15	\$66,655	\$67,655	\$69,155	\$69,955	\$71,155
16	\$67,521	\$68,521	\$70,021	\$70,821	\$72,021
17	\$68,398	\$69,398	\$70,898	\$71,698	\$72,898
18	\$69,289	\$70,289	\$71,789	\$72,589	\$73,789
19	\$70,189	\$71,189	\$72,689	\$73,489	\$74,689
20	\$71,102	\$72,102	\$73,602	\$74,402	\$75,602
21	\$72,026	\$73,026	\$74,526	\$75,326	\$76,526
22	\$72,962	\$73,962	\$75,462	\$76,262	\$77,462
23	\$73,910	\$74,910	\$76,410	\$77,210	\$78,410
24	\$74,871	\$75,871	\$77,371	\$78,171	\$79,371
25	\$75,844	\$76,844	\$78,344	\$79,144	\$80,344
26	\$76,831	\$77,831	\$79,331	\$80,131	\$81,331
27	\$77,829	\$78,829	\$80,329	\$81,129	\$82,329
28	\$78,841	\$79,841	\$81,341	\$82,141	\$83,341
29	\$79,866	\$80,866	\$82,366	\$83,166	\$84,366
30	\$80,903	\$81,903	\$83,403	\$84,203	\$85,403
10 Month - 200 Days		200 Day Teacher Scale Includes:			
VRS: Professional	Teacher	Behavior Coach			
WCPS: Professional	Librarian				
FLSA: Exempt	School Counselor				
30+ will receive a 4% raise	Sign Language Interpreter				

205 Day Teacher					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$55,869	\$56,869	\$58,369	\$59,169	\$60,369
1	\$57,009	\$58,009	\$59,509	\$60,309	\$61,509
2	\$57,760	\$58,760	\$60,260	\$61,060	\$62,260
3	\$58,511	\$59,511	\$61,011	\$61,811	\$63,011
4	\$59,274	\$60,274	\$61,774	\$62,574	\$63,774
5	\$60,043	\$61,043	\$62,543	\$63,343	\$64,543
6	\$60,825	\$61,825	\$63,325	\$64,125	\$65,325
7	\$61,616	\$62,616	\$64,116	\$64,916	\$66,116
8	\$62,416	\$63,416	\$64,916	\$65,716	\$66,916
9	\$63,228	\$64,228	\$65,728	\$66,528	\$67,728
10	\$64,048	\$65,048	\$66,548	\$67,348	\$68,548
11	\$64,882	\$65,882	\$67,382	\$68,182	\$69,382
12	\$65,724	\$66,724	\$68,224	\$69,024	\$70,224
13	\$66,579	\$67,579	\$69,079	\$69,879	\$71,079
14	\$67,445	\$68,445	\$69,945	\$70,745	\$71,945
15	\$68,322	\$69,322	\$70,822	\$71,622	\$72,822
16	\$69,209	\$70,209	\$71,709	\$72,509	\$73,709
17	\$70,109	\$71,109	\$72,609	\$73,409	\$74,609
18	\$71,022	\$72,022	\$73,522	\$74,322	\$75,522
19	\$71,944	\$72,944	\$74,444	\$75,244	\$76,444
20	\$72,880	\$73,880	\$75,380	\$76,180	\$77,380
21	\$73,827	\$74,827	\$76,327	\$77,127	\$78,327
22	\$74,787	\$75,787	\$77,287	\$78,087	\$79,287
23	\$75,759	\$76,759	\$78,259	\$79,059	\$80,259
24	\$76,744	\$77,744	\$79,244	\$80,044	\$81,244
25	\$77,740	\$78,740	\$80,240	\$81,040	\$82,240
26	\$78,752	\$79,752	\$81,252	\$82,052	\$83,252
27	\$79,776	\$80,776	\$82,276	\$83,076	\$84,276
28	\$80,813	\$81,813	\$83,313	\$84,113	\$85,313
29	\$81,863	\$82,863	\$84,363	\$85,163	\$86,363
30	\$82,926	\$83,926	\$85,426	\$86,226	\$87,426
10 Month - 205 Days	205 Contract Includes:				
VRS: Professional	Reading Coach				
WCPS: Professional	Math Coach				
FLSA: Exempt	Instructional Coach				
30+ will receive a 4% raise	Reading Specialist				

210 Day Teacher					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$57,232	\$58,232	\$59,732	\$60,532	\$61,732
1	\$58,400	\$59,400	\$60,900	\$61,700	\$62,900
2	\$59,169	\$60,169	\$61,669	\$62,469	\$63,669
3	\$59,939	\$60,939	\$62,439	\$63,239	\$64,439
4	\$60,721	\$61,721	\$63,221	\$64,021	\$65,221
5	\$61,507	\$62,507	\$64,007	\$64,807	\$66,007
6	\$62,308	\$63,308	\$64,808	\$65,608	\$66,808
7	\$63,118	\$64,118	\$65,618	\$66,418	\$67,618
8	\$63,938	\$64,938	\$66,438	\$67,238	\$68,438
9	\$64,769	\$65,769	\$67,269	\$68,069	\$69,269
10	\$65,610	\$66,610	\$68,110	\$68,910	\$70,110
11	\$66,464	\$67,464	\$68,964	\$69,764	\$70,964
12	\$67,328	\$68,328	\$69,828	\$70,628	\$71,828
13	\$68,204	\$69,204	\$70,704	\$71,504	\$72,704
14	\$69,090	\$70,090	\$71,590	\$72,390	\$73,590
15	\$69,989	\$70,989	\$72,489	\$73,289	\$74,489
16	\$70,897	\$71,897	\$73,397	\$74,197	\$75,397
17	\$71,819	\$72,819	\$74,319	\$75,119	\$76,319
18	\$72,754	\$73,754	\$75,254	\$76,054	\$77,254
19	\$73,700	\$74,700	\$76,200	\$77,000	\$78,200
20	\$74,657	\$75,657	\$77,157	\$77,957	\$79,157
21	\$75,628	\$76,628	\$78,128	\$78,928	\$80,128
22	\$76,611	\$77,611	\$79,111	\$79,911	\$81,111
23	\$77,606	\$78,606	\$80,106	\$80,906	\$82,106
24	\$78,616	\$79,616	\$81,116	\$81,916	\$83,116
25	\$79,637	\$80,637	\$82,137	\$82,937	\$84,137
26	\$80,673	\$81,673	\$83,173	\$83,973	\$85,173
27	\$81,721	\$82,721	\$84,221	\$85,021	\$86,221
28	\$82,784	\$83,784	\$85,284	\$86,084	\$87,284
29	\$83,861	\$84,861	\$86,361	\$87,161	\$88,361
30	\$84,949	\$85,949	\$87,449	\$88,249	\$89,449
10 Month - 210 Days					
VRS: Professional	210 Contract Includes:				
WCPS: Professional	Technology Instruction Coach				
FLSA: Exempt	Librarian				
30+ will receive a 4% raise					

11 Month Teacher					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$62,683	\$63,683	\$65,183	\$65,983	\$67,183
1	\$63,962	\$64,962	\$66,462	\$67,262	\$68,462
2	\$64,803	\$65,803	\$67,303	\$68,103	\$69,303
3	\$65,647	\$66,647	\$68,147	\$68,947	\$70,147
4	\$66,503	\$67,503	\$69,003	\$69,803	\$71,003
5	\$67,365	\$68,365	\$69,865	\$70,665	\$71,865
6	\$68,243	\$69,243	\$70,743	\$71,543	\$72,743
7	\$69,129	\$70,129	\$71,629	\$72,429	\$73,629
8	\$70,028	\$71,028	\$72,528	\$73,328	\$74,528
9	\$70,937	\$71,937	\$73,437	\$74,237	\$75,437
10	\$71,859	\$72,859	\$74,359	\$75,159	\$76,359
11	\$72,793	\$73,793	\$75,293	\$76,093	\$77,293
12	\$73,740	\$74,740	\$76,240	\$77,040	\$78,240
13	\$74,699	\$75,699	\$77,199	\$77,999	\$79,199
14	\$75,670	\$76,670	\$78,170	\$78,970	\$80,170
15	\$76,654	\$77,654	\$79,154	\$79,954	\$81,154
16	\$77,650	\$78,650	\$80,150	\$80,950	\$82,150
17	\$78,658	\$79,658	\$81,158	\$81,958	\$83,158
18	\$79,683	\$80,683	\$82,183	\$82,983	\$84,183
19	\$80,718	\$81,718	\$83,218	\$84,018	\$85,218
20	\$81,768	\$82,768	\$84,268	\$85,068	\$86,268
21	\$82,831	\$83,831	\$85,331	\$86,131	\$87,331
22	\$83,907	\$84,907	\$86,407	\$87,207	\$88,407
23	\$84,997	\$85,997	\$87,497	\$88,297	\$89,497
24	\$86,103	\$87,103	\$88,603	\$89,403	\$90,603
25	\$87,221	\$88,221	\$89,721	\$90,521	\$91,721
26	\$88,355	\$89,355	\$90,855	\$91,655	\$92,855
27	\$89,504	\$90,504	\$92,004	\$92,804	\$94,004
28	\$90,668	\$91,668	\$93,168	\$93,968	\$95,168
29	\$91,847	\$92,847	\$94,347	\$95,147	\$96,347
30	\$93,039	\$94,039	\$95,539	\$96,339	\$97,539
	11 Month Contract Includes:				
11 Month - 230 Days	Athletic Trainer				
VRS: Professional	Band Director				
WCPS: Professional	Head Football Coach				
FLSA: Exempt	Agriculture Teacher				
30+ will receive a 4% raise	School Counselor				

12 Month Teacher					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$68,133	\$69,133	\$70,633	\$71,433	\$72,633
1	\$69,524	\$70,524	\$72,024	\$72,824	\$74,024
2	\$70,439	\$71,439	\$72,939	\$73,739	\$74,939
3	\$71,355	\$72,355	\$73,855	\$74,655	\$75,855
4	\$72,285	\$73,285	\$74,785	\$75,585	\$76,785
5	\$73,223	\$74,223	\$75,723	\$76,523	\$77,723
6	\$74,176	\$75,176	\$76,676	\$77,476	\$78,676
7	\$75,141	\$76,141	\$77,641	\$78,441	\$79,641
8	\$76,117	\$77,117	\$78,617	\$79,417	\$80,617
9	\$77,106	\$78,106	\$79,606	\$80,406	\$81,606
10	\$78,107	\$79,107	\$80,607	\$81,407	\$82,607
11	\$79,124	\$80,124	\$81,624	\$82,424	\$83,624
12	\$80,153	\$81,153	\$82,653	\$83,453	\$84,653
13	\$81,194	\$82,194	\$83,694	\$84,494	\$85,694
14	\$82,250	\$83,250	\$84,750	\$85,550	\$86,750
15	\$83,320	\$84,320	\$85,820	\$86,620	\$87,820
16	\$84,401	\$85,401	\$86,901	\$87,701	\$88,901
17	\$85,498	\$86,498	\$87,998	\$88,798	\$89,998
18	\$86,612	\$87,612	\$89,112	\$89,912	\$91,112
19	\$87,736	\$88,736	\$90,236	\$91,036	\$92,236
20	\$88,878	\$89,878	\$91,378	\$92,178	\$93,378
21	\$90,033	\$91,033	\$92,533	\$93,333	\$94,533
22	\$91,203	\$92,203	\$93,703	\$94,503	\$95,703
23	\$92,388	\$93,388	\$94,888	\$95,688	\$96,888
24	\$93,590	\$94,590	\$96,090	\$96,890	\$98,090
25	\$94,805	\$95,805	\$97,305	\$98,105	\$99,305
26	\$96,039	\$97,039	\$98,539	\$99,339	\$100,539
27	\$97,288	\$98,288	\$99,788	\$100,588	\$101,788
28	\$98,552	\$99,552	\$101,052	\$101,852	\$103,052
29	\$99,834	\$100,834	\$102,334	\$103,134	\$104,334
30	\$101,130	\$102,130	\$103,630	\$104,430	\$105,630
	12 Month Contract Includes:				
12 Month - 250 Days	Director of School Counselor				
VRS: Professional	School Counselor				
WCPS: Professional	Agriculture Teacher				
FLSA: Exempt	Regional Jail Teacher				
30+ will receive a 4% raise	Truancy Reduction Case Manager				

12 Month Coordinator					
Grades 1 - 5					
Step	2026-2027				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 Doctorate
0	\$75,858	\$76,858	\$78,358	\$79,158	\$80,358
1	\$77,249	\$78,249	\$79,749	\$80,549	\$81,749
2	\$78,164	\$79,164	\$80,664	\$81,464	\$82,664
3	\$79,080	\$80,080	\$81,580	\$82,380	\$83,580
4	\$80,010	\$81,010	\$82,510	\$83,310	\$84,510
5	\$80,948	\$81,948	\$83,448	\$84,248	\$85,448
6	\$81,901	\$82,901	\$84,401	\$85,201	\$86,401
7	\$82,866	\$83,866	\$85,366	\$86,166	\$87,366
8	\$83,842	\$84,842	\$86,342	\$87,142	\$88,342
9	\$84,831	\$85,831	\$87,331	\$88,131	\$89,331
10	\$85,832	\$86,832	\$88,332	\$89,132	\$90,332
11	\$86,849	\$87,849	\$89,349	\$90,149	\$91,349
12	\$87,878	\$88,878	\$90,378	\$91,178	\$92,378
13	\$88,919	\$89,919	\$91,419	\$92,219	\$93,419
14	\$89,975	\$90,975	\$92,475	\$93,275	\$94,475
15	\$91,045	\$92,045	\$93,545	\$94,345	\$95,545
16	\$92,126	\$93,126	\$94,626	\$95,426	\$96,626
17	\$93,223	\$94,223	\$95,723	\$96,523	\$97,723
18	\$94,337	\$95,337	\$96,837	\$97,637	\$98,837
19	\$95,461	\$96,461	\$97,961	\$98,761	\$99,961
20	\$96,603	\$97,603	\$99,103	\$99,903	\$101,103
21	\$97,758	\$98,758	\$100,258	\$101,058	\$102,258
22	\$98,928	\$99,928	\$101,428	\$102,228	\$103,428
23	\$100,113	\$101,113	\$102,613	\$103,413	\$104,613
24	\$101,315	\$102,315	\$103,815	\$104,615	\$105,815
25	\$102,530	\$103,530	\$105,030	\$105,830	\$107,030
26	\$103,764	\$104,764	\$106,264	\$107,064	\$108,264
27	\$105,013	\$106,013	\$107,513	\$108,313	\$109,513
28	\$106,277	\$107,277	\$108,777	\$109,577	\$110,777
29	\$107,559	\$108,559	\$110,059	\$110,859	\$112,059
30	\$108,855	\$109,855	\$111,355	\$112,155	\$113,355
	Coordinator Includes:				
12 Month - 250 Days	Curriculum Coordinator	Testing and Gifted Education Coordinator	TIC Coordinator		
VRS: Professional	English and Dyslexia Curriculum Coordinator	Federal Grants Coordinator	Early Childhood / Child Find Coordinator		
WCPS: Professional	Instructional Support Coordinator	Specialized Coordinator			
FLSA: Exempt	Teacher Support and Fine Arts Coordinator	BCBA Coordinator			
30+ will receive a 4% raise	Special Education Coordinator	Transitional Services Coordinator			

Instructional Assistant				
Grade 6	2026-2027			
LEVEL I				
Step Completed	Base	Bachelor's Degree	Bachelors + 15	Masters
0	\$25,632	\$26,532	\$27,132	\$27,932
1	\$26,248	\$27,148	\$27,748	\$28,548
2	\$26,880	\$27,780	\$28,380	\$29,180
3	\$27,526	\$28,426	\$29,026	\$29,826
4	\$28,190	\$29,090	\$29,690	\$30,490
5	\$28,870	\$29,770	\$30,370	\$31,170
6	\$29,566	\$30,466	\$31,066	\$31,866
7	\$30,281	\$31,181	\$31,781	\$32,581
8	\$31,012	\$31,912	\$32,512	\$33,312
9	\$31,762	\$32,662	\$33,262	\$34,062
10	\$32,531	\$33,431	\$34,031	\$34,831
11	\$33,319	\$34,219	\$34,819	\$35,619
12	\$34,128	\$35,028	\$35,628	\$36,428
13	\$34,955	\$35,855	\$36,455	\$37,255
14	\$35,805	\$36,705	\$37,305	\$38,105
15	\$36,675	\$37,575	\$38,175	\$38,975
16	\$37,566	\$38,466	\$39,066	\$39,866
17	\$38,482	\$39,382	\$39,982	\$40,782
LEVEL II				
Step Completed	Base	Bachelor's Degree	Bachelors + 15	Masters
0	\$28,392	\$29,292	\$29,892	\$30,692
1	\$29,008	\$29,908	\$30,508	\$31,308
2	\$29,640	\$30,540	\$31,140	\$31,940
3	\$30,286	\$31,186	\$31,786	\$32,586
4	\$30,950	\$31,850	\$32,450	\$33,250
5	\$31,630	\$32,530	\$33,130	\$33,930
6	\$32,326	\$33,226	\$33,826	\$34,626
7	\$33,041	\$33,941	\$34,541	\$35,341
8	\$33,772	\$34,672	\$35,272	\$36,072
9	\$34,522	\$35,422	\$36,022	\$36,822
10	\$35,291	\$36,191	\$36,791	\$37,591
11	\$36,079	\$36,979	\$37,579	\$38,379
12	\$36,888	\$37,788	\$38,388	\$39,188
13	\$37,715	\$38,615	\$39,215	\$40,015
14	\$38,565	\$39,465	\$40,065	\$40,865
15	\$39,435	\$40,335	\$40,935	\$41,735
16	\$40,326	\$41,226	\$41,826	\$42,626
17	\$41,242	\$42,142	\$42,742	\$43,542
CNA	\$5,000			
10 Month Contract - 184 Days	Level II Contract Includes:			
VRS: Professional	PACE			
WCPS: Support	PreK			
FLSA: Non-Exempt	Learning Center			
17+ will receive a 4% Raise				

Administrative Assistant			
Grade 7			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$35,629	\$36,629	\$37,529
1	\$36,356	\$37,356	\$38,256
2	\$37,098	\$38,098	\$38,998
3	\$37,691	\$38,691	\$39,591
4	\$38,304	\$39,304	\$40,204
5	\$38,916	\$39,916	\$40,816
6	\$39,540	\$40,540	\$41,440
7	\$40,174	\$41,174	\$42,074
8	\$40,816	\$41,816	\$42,716
9	\$41,468	\$42,468	\$43,368
10	\$42,132	\$43,132	\$44,032
11	\$42,806	\$43,806	\$44,706
12	\$43,492	\$44,492	\$45,392
13	\$44,187	\$45,187	\$46,087
14	\$44,894	\$45,894	\$46,794
15	\$45,612	\$46,612	\$47,512
16	\$46,343	\$47,343	\$48,243
17	\$47,083	\$48,083	\$48,983
18	\$47,836	\$48,836	\$49,736
19	\$48,602	\$49,602	\$50,502
20	\$49,380	\$50,380	\$51,280
21	\$50,170	\$51,170	\$52,070
22	\$50,971	\$51,971	\$52,871
23	\$51,789	\$52,789	\$53,689
24	\$52,617	\$53,617	\$54,517
25	\$53,458	\$54,458	\$55,358
26	\$54,313	\$55,313	\$56,213
27	\$55,183	\$56,183	\$57,083
28	\$56,066	\$57,066	\$57,966
29	\$56,963	\$57,963	\$58,863
30	\$57,873	\$58,873	\$59,773
	Administrative Assistant Grade 7 Includes:		
12 Month Contract - 250 Days	Administrative Assistant		
VRS: Professional	Administrative Assistant - Human Resources		
WCPS: Support	Administrative Assistant Superintendent Assistants	Bookkeeper - High School	
FLSA: Non-Exempt	Administrative Assistant Superintendent	Special Transportation Route Assistant	
30+ will receive a 4% raise	Administrative Assistant Guidance	School Testing Coordinator	

Head School Secretary			
Grade 8			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$32,547	\$33,547	\$34,447
1	\$33,211	\$34,211	\$35,111
2	\$33,889	\$34,889	\$35,789
3	\$34,431	\$35,431	\$36,331
4	\$34,989	\$35,989	\$36,889
5	\$35,550	\$36,550	\$37,450
6	\$36,118	\$37,118	\$38,018
7	\$36,696	\$37,696	\$38,596
8	\$37,284	\$38,284	\$39,184
9	\$37,879	\$38,879	\$39,779
10	\$38,487	\$39,487	\$40,387
11	\$39,101	\$40,101	\$41,001
12	\$39,727	\$40,727	\$41,627
13	\$40,363	\$41,363	\$42,263
14	\$41,010	\$42,010	\$42,910
15	\$41,665	\$42,665	\$43,565
16	\$42,331	\$43,331	\$44,231
17	\$43,009	\$44,009	\$44,909
18	\$43,697	\$44,697	\$45,597
19	\$44,396	\$45,396	\$46,296
20	\$45,106	\$46,106	\$47,006
21	\$45,828	\$46,828	\$47,728
22	\$46,562	\$47,562	\$48,462
23	\$47,306	\$48,306	\$49,206
24	\$48,064	\$49,064	\$49,964
25	\$48,832	\$49,832	\$50,732
26	\$49,614	\$50,614	\$51,514
27	\$50,406	\$51,406	\$52,306
28	\$51,214	\$52,214	\$53,114
29	\$52,035	\$53,035	\$53,935
30	\$52,867	\$53,867	\$54,767
12 Month Contract - 250 Days		Head School Secretary Grade 8 Includes:	
VRS: Professional		Head Secretary	
WCPS: Support		Elementary Bookkeeper	
FLSA: Non-Exempt		Middle School Bookkeeper	
30+ will receive a 4% raise			

School Secretary						
Grade 9		2026-2027				
Step	10 Month	10 Month	10 Month	12 Month	12 Month	12 Month
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree	Base	Associate's Degree	Bachelor's Degree
0	\$24,941	\$25,941	\$26,841	\$29,692	\$30,692	\$31,592
1	\$25,450	\$26,450	\$27,350	\$30,298	\$31,298	\$32,198
2	\$25,970	\$26,970	\$27,870	\$30,917	\$31,917	\$32,817
3	\$26,385	\$27,385	\$28,285	\$31,410	\$32,410	\$33,310
4	\$26,813	\$27,813	\$28,713	\$31,920	\$32,920	\$33,820
5	\$27,242	\$28,242	\$29,142	\$32,431	\$33,431	\$34,331
6	\$27,678	\$28,678	\$29,578	\$32,950	\$33,950	\$34,850
7	\$28,121	\$29,121	\$30,021	\$33,478	\$34,478	\$35,378
8	\$28,571	\$29,571	\$30,471	\$34,013	\$35,013	\$35,913
9	\$29,028	\$30,028	\$30,928	\$34,557	\$35,557	\$36,457
10	\$29,492	\$30,492	\$31,392	\$35,109	\$36,109	\$37,009
11	\$29,965	\$30,965	\$31,865	\$35,672	\$36,672	\$37,572
12	\$30,443	\$31,443	\$32,343	\$36,241	\$37,241	\$38,141
13	\$30,931	\$31,931	\$32,831	\$36,823	\$37,823	\$38,723
14	\$31,426	\$32,426	\$33,326	\$37,412	\$38,412	\$39,312
15	\$31,928	\$32,928	\$33,828	\$38,009	\$39,009	\$39,909
16	\$32,440	\$33,440	\$34,340	\$38,619	\$39,619	\$40,519
17	\$32,958	\$33,958	\$34,858	\$39,235	\$40,235	\$41,135
18	\$33,486	\$34,486	\$35,386	\$39,864	\$40,864	\$41,764
19	\$34,022	\$35,022	\$35,922	\$40,502	\$41,502	\$42,402
20	\$34,566	\$35,566	\$36,466	\$41,150	\$42,150	\$43,050
21	\$35,118	\$36,118	\$37,018	\$41,808	\$42,808	\$43,708
22	\$35,681	\$36,681	\$37,581	\$42,478	\$43,478	\$44,378
23	\$36,251	\$37,251	\$38,151	\$43,156	\$44,156	\$45,056
24	\$36,832	\$37,832	\$38,732	\$43,848	\$44,848	\$45,748
25	\$37,421	\$38,421	\$39,321	\$44,549	\$45,549	\$46,449
26	\$38,020	\$39,020	\$39,920	\$45,262	\$46,262	\$47,162
27	\$38,629	\$39,629	\$40,529	\$45,986	\$46,986	\$47,886
28	\$39,246	\$40,246	\$41,146	\$46,722	\$47,722	\$48,622
29	\$39,874	\$40,874	\$41,774	\$47,469	\$48,469	\$49,369
30	\$40,512	\$41,512	\$42,412	\$48,229	\$49,229	\$50,129
10 Month - 210 Days	School Secretary Grade 9 Includes:					
12 Month - 250 Days	Secretary					
VRS: Professional	Secretary Attendance					
WCPS: Support						
FLSA: Non-Exempt						
30+ will receive a 4% raise						

Automotive Specialist			
Grade 11			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$44,536	\$45,536	\$46,436
1	\$45,445	\$46,445	\$47,345
2	\$46,372	\$47,372	\$48,272
3	\$47,114	\$48,114	\$49,014
4	\$47,880	\$48,880	\$49,780
5	\$48,647	\$49,647	\$50,547
6	\$49,424	\$50,424	\$51,324
7	\$50,216	\$51,216	\$52,116
8	\$51,019	\$52,019	\$52,919
9	\$51,836	\$52,836	\$53,736
10	\$52,664	\$53,664	\$54,564
11	\$53,508	\$54,508	\$55,408
12	\$54,364	\$55,364	\$56,264
13	\$55,233	\$56,233	\$57,133
14	\$56,117	\$57,117	\$58,017
15	\$57,014	\$58,014	\$58,914
16	\$57,928	\$58,928	\$59,828
17	\$58,853	\$59,853	\$60,753
18	\$59,795	\$60,795	\$61,695
19	\$60,753	\$61,753	\$62,653
20	\$61,724	\$62,724	\$63,624
21	\$62,713	\$63,713	\$64,613
22	\$63,715	\$64,715	\$65,615
23	\$64,734	\$65,734	\$66,634
24	\$65,770	\$66,770	\$67,670
25	\$66,822	\$67,822	\$68,722
26	\$67,891	\$68,891	\$69,791
27	\$68,978	\$69,978	\$70,878
28	\$70,082	\$71,082	\$71,982
29	\$71,202	\$72,202	\$73,102
30	\$72,343	\$73,343	\$74,243
12 Month Contract - 250 Days			
VRS: Support			
WCPS: Support			
FLSA: Non-Exempt			
30+ will receive a 4% raise			

Maintenance Journeyman			
Grade 12			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$35,541	\$36,541	\$37,441
1	\$36,266	\$37,266	\$38,166
2	\$37,006	\$38,006	\$38,906
3	\$37,501	\$38,501	\$39,401
4	\$38,463	\$39,463	\$40,363
5	\$39,774	\$40,774	\$41,674
6	\$41,139	\$42,139	\$43,039
7	\$42,603	\$43,603	\$44,503
8	\$44,238	\$45,238	\$46,138
9	\$46,285	\$47,285	\$48,185
10	\$48,327	\$49,327	\$50,227
11	\$50,374	\$51,374	\$52,274
12	\$52,341	\$53,341	\$54,241
13	\$54,718	\$55,718	\$56,618
14	\$56,415	\$57,415	\$58,315
15	\$58,454	\$59,454	\$60,354
16	\$60,502	\$61,502	\$62,402
17	\$62,544	\$63,544	\$64,444
18	\$63,796	\$64,796	\$65,696
19	\$65,068	\$66,068	\$66,968
20	\$66,371	\$67,371	\$68,271
12 Month Contract - 250 Days			
VRS: Support			
WCPS: Support			
FLSA: Non-Exempt			
20+ will receive a 4% raise			

Maintenance			
Grade 13			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$32,390	\$33,390	\$34,290
1	\$33,051	\$34,051	\$34,951
2	\$33,726	\$34,726	\$35,626
3	\$34,670	\$35,670	\$36,570
4	\$35,881	\$36,881	\$37,781
5	\$37,160	\$38,160	\$39,060
6	\$38,496	\$39,496	\$40,396
7	\$39,909	\$40,909	\$41,809
8	\$41,452	\$42,452	\$43,352
9	\$43,082	\$44,082	\$44,982
10	\$44,612	\$45,612	\$46,512
11	\$46,215	\$47,215	\$48,115
12	\$48,077	\$49,077	\$49,977
13	\$49,860	\$50,860	\$51,760
14	\$51,721	\$52,721	\$53,621
15	\$53,864	\$54,864	\$55,764
16	\$54,941	\$55,941	\$56,841
17	\$56,041	\$57,041	\$57,941
18	\$57,162	\$58,162	\$59,062
19	\$58,306	\$59,306	\$60,206
20	\$59,473	\$60,473	\$61,373
12 Month Contract - 250 Days			
VRS: Support			
WCPS: Support			
FLSA: Non-Exempt			
20+ will receive a 4% raise			

Bus Driver						
Grade 18						
Step	2026-2027					
Completed Years of Experience	5 Hour Salary Base	5 Hour Associate's Degree	5 Hour Bachelor's Degree	8 Hour Salary Base	8 Hour Associate's Degree	8 Hour Bachelor's Degree
0	\$18,548	\$19,548	\$20,448	\$29,674	\$30,674	\$31,574
1	\$18,926	\$19,926	\$20,826	\$30,280	\$31,280	\$32,180
2	\$19,312	\$20,312	\$21,212	\$30,897	\$31,897	\$32,797
3	\$19,662	\$20,662	\$21,562	\$31,459	\$32,459	\$33,359
4	\$20,013	\$21,013	\$21,913	\$32,021	\$33,021	\$33,921
5	\$20,365	\$21,365	\$22,265	\$32,583	\$33,583	\$34,483
6	\$20,716	\$21,716	\$22,616	\$33,144	\$34,144	\$35,044
7	\$21,067	\$22,067	\$22,967	\$33,706	\$34,706	\$35,606
8	\$21,417	\$22,417	\$23,317	\$34,291	\$35,291	\$36,191
9	\$21,768	\$22,768	\$23,668	\$34,828	\$35,828	\$36,728
10	\$22,117	\$23,117	\$24,017	\$35,392	\$36,392	\$37,292
11	\$22,472	\$23,472	\$24,372	\$35,963	\$36,963	\$37,863
12	\$22,822	\$23,822	\$24,722	\$36,515	\$37,515	\$38,415
13	\$23,172	\$24,172	\$25,072	\$37,077	\$38,077	\$38,977
14	\$23,525	\$24,525	\$25,425	\$37,638	\$38,638	\$39,538
15	\$23,875	\$24,875	\$25,775	\$38,201	\$39,201	\$40,101
16	\$24,227	\$25,227	\$26,127	\$38,762	\$39,762	\$40,662
17	\$24,578	\$25,578	\$26,478	\$39,323	\$40,323	\$41,223
18	\$24,928	\$25,928	\$26,828	\$39,886	\$40,886	\$41,786
19	\$25,280	\$26,280	\$27,180	\$40,446	\$41,446	\$42,346
20	\$25,633	\$26,633	\$27,533	\$41,009	\$42,009	\$42,909
21	\$25,981	\$26,981	\$27,881	\$41,570	\$42,570	\$43,470
22	\$26,333	\$27,333	\$28,233	\$42,132	\$43,132	\$44,032
10 Month Contract - 180 Days						
VRS: Support						
WCPS: Support						
FLSA: Non-Exempt						
22+ will receive a 4% raise						

Dean of Students					
Grade 24					
Step	2026-2027				
Completed Years of Experience	Base	Bachelors + 15	Masters	Masters +30	Doctorate
0	\$65,773	\$66,773	\$68,273	\$69,073	\$70,273
1	\$67,052	\$68,052	\$69,552	\$70,352	\$71,552
2	\$67,893	\$68,893	\$70,393	\$71,193	\$72,393
3	\$68,737	\$69,737	\$71,237	\$72,037	\$73,237
4	\$69,593	\$70,593	\$72,093	\$72,893	\$74,093
5	\$70,455	\$71,455	\$72,955	\$73,755	\$74,955
6	\$71,333	\$72,333	\$73,833	\$74,633	\$75,833
7	\$72,219	\$73,219	\$74,719	\$75,519	\$76,719
8	\$73,118	\$74,118	\$75,618	\$76,418	\$77,618
9	\$74,027	\$75,027	\$76,527	\$77,327	\$78,527
10	\$74,949	\$75,949	\$77,449	\$78,249	\$79,449
11	\$75,883	\$76,883	\$78,383	\$79,183	\$80,383
12	\$76,830	\$77,830	\$79,330	\$80,130	\$81,330
13	\$77,789	\$78,789	\$80,289	\$81,089	\$82,289
14	\$78,760	\$79,760	\$81,260	\$82,060	\$83,260
15	\$79,744	\$80,744	\$82,244	\$83,044	\$84,244
16	\$80,740	\$81,740	\$83,240	\$84,040	\$85,240
17	\$81,748	\$82,748	\$84,248	\$85,048	\$86,248
18	\$82,773	\$83,773	\$85,273	\$86,073	\$87,273
19	\$83,808	\$84,808	\$86,308	\$87,108	\$88,308
20	\$84,858	\$85,858	\$87,358	\$88,158	\$89,358
21	\$85,921	\$86,921	\$88,421	\$89,221	\$90,421
22	\$86,997	\$87,997	\$89,497	\$90,297	\$91,497
23	\$88,087	\$89,087	\$90,587	\$91,387	\$92,587
24	\$89,193	\$90,193	\$91,693	\$92,493	\$93,693
25	\$90,311	\$91,311	\$92,811	\$93,611	\$94,811
26	\$91,445	\$92,445	\$93,945	\$94,745	\$95,945
27	\$92,594	\$93,594	\$95,094	\$95,894	\$97,094
28	\$93,758	\$94,758	\$96,258	\$97,058	\$98,258
29	\$94,937	\$95,937	\$97,437	\$98,237	\$99,437
30	\$96,129	\$97,129	\$98,629	\$99,429	\$100,629
11 Month - 230 Days					
VRS: Professional					
WCPS: Professional					
FLSA: Exempt					
30+ will receive a 4% raise					

Administrator I			
Grade 25			
Step	2026-2027		
Completed Years of Experience	Base	Masters + 30	Doctorate
1	\$82,001	\$85,301	\$86,501
2	\$83,675	\$86,975	\$88,175
3	\$85,382	\$88,682	\$89,882
4	\$86,748	\$90,048	\$91,248
5	\$88,520	\$91,820	\$93,020
6	\$90,254	\$93,554	\$94,754
7	\$92,023	\$95,323	\$96,523
8	\$93,862	\$97,162	\$98,362
9	\$95,702	\$99,002	\$100,202
10	\$97,543	\$100,843	\$102,043
11	\$99,384	\$102,684	\$103,884
12	\$101,226	\$104,526	\$105,726
13	\$103,066	\$106,366	\$107,566
14	\$104,906	\$108,206	\$109,406
15	\$106,746	\$110,046	\$111,246
16	\$108,589	\$111,889	\$113,089
17	\$110,428	\$113,728	\$114,928
18	\$112,268	\$115,568	\$116,768
19	\$114,108	\$117,408	\$118,608
20	\$115,948	\$119,248	\$120,448
12 Month Contract - 250 Days	Administrator I Includes:		
VRS: Professional	Elementary Assistant Principal		
WCPS: Professional	Middle School Assistant Principal		
FLSA: Exempt			
20+ will receive a 4% raise			

Administrator III			
Grade 27			
Step	2026-2027		
Completed Years of Experience	Base	Masters + 30	Doctorate
1	\$88,979	\$92,279	\$93,479
2	\$90,795	\$94,095	\$95,295
3	\$92,648	\$95,948	\$97,148
4	\$94,130	\$97,430	\$98,630
5	\$96,051	\$99,351	\$100,551
6	\$97,935	\$101,235	\$102,435
7	\$99,854	\$103,154	\$104,354
8	\$102,850	\$106,150	\$107,350
9	\$105,846	\$109,146	\$110,346
10	\$108,841	\$112,141	\$113,341
11	\$111,836	\$115,136	\$116,336
12	\$114,831	\$118,131	\$119,331
13	\$117,829	\$121,129	\$122,329
14	\$120,823	\$124,123	\$125,323
15	\$123,817	\$127,117	\$128,317
16	\$126,813	\$130,113	\$131,313
17	\$129,808	\$133,108	\$134,308
18	\$132,805	\$136,105	\$137,305
19	\$135,800	\$139,100	\$140,300
20	\$138,796	\$142,096	\$143,296
	Administrator III Includes:		
12 Month Contract - 250 Days	High School Assistant Principal	Non-Traditional Principal	
VRS: Professional	Elementary Principal	Deputy Director of HR	
WCPS: Professional	Athletic Director	Deputy Director of Special Services	
FLSA: Exempt	Director of Transportation		
20+ will receive a 4% raise	Director of Facilities		

Therapist		
Grade 30		
Step	2026-2027	
Completed Years of Experience	Base	Doctorate
0	\$62,895	\$67,395
1	\$64,178	\$68,678
2	\$65,488	\$69,988
3	\$66,536	\$71,036
4	\$67,824	\$72,324
5	\$69,113	\$73,613
6	\$70,469	\$74,969
7	\$71,852	\$76,352
8	\$73,259	\$77,759
9	\$74,700	\$79,200
10	\$76,161	\$80,661
11	\$77,657	\$82,157
12	\$79,179	\$83,679
13	\$80,730	\$85,230
14	\$85,872	\$90,372
15	\$91,036	\$95,536
16	\$95,610	\$100,110
10 Month Contract - 200 Days	Therapists Includes:	
VRS: Professional	Occupational Therapists	
WCPS: Professional	Physical Therapists	
FLSA: Exempt		
16+ will receive a 4% raise		

Administrator V			
Grade 31			
Step	2026-2027		
Completed Years of Experience	Base	Masters + 30	Doctorate
1	\$96,248	\$99,548	\$100,748
2	\$98,212	\$101,512	\$102,712
3	\$100,216	\$103,516	\$104,716
4	\$101,819	\$105,119	\$106,319
5	\$103,898	\$107,198	\$108,398
6	\$105,936	\$109,236	\$110,436
7	\$108,012	\$111,312	\$112,512
8	\$111,252	\$114,552	\$115,752
9	\$114,494	\$117,794	\$118,994
10	\$117,733	\$121,033	\$122,233
11	\$120,974	\$124,274	\$125,474
12	\$124,212	\$127,512	\$128,712
13	\$127,453	\$130,753	\$131,953
14	\$130,693	\$133,993	\$135,193
15	\$133,933	\$137,233	\$138,433
16	\$137,174	\$140,474	\$141,674
17	\$140,415	\$143,715	\$144,915
18	\$143,655	\$146,955	\$148,155
19	\$146,896	\$150,196	\$151,396
20	\$150,136	\$153,436	\$154,636
	Administrator V Includes:		
12 Month Contract - 250 Days	Assistant Superintendent	Director of Technology	
VRS: Professional	Director of Finance	Director of Pupil Services	
WCPS: Professional	Director of Human Resources	High School Principals	
FLSA: Exempt	Director of CTE /Principal	Middle School Principals	
20+ will receive a 4% raise	Director of Special Services		

Speech Therapist						
Grade 34						
Speech Therapist				Speech Therapist Coordinator		
Step	2026-2027					
Completed Years of Experience	10 Month Base	10 Month Masters + 30	10 Month Doctorate	12 Month Base	12 Month Masters + 30	12 Month Doctorate
0	\$66,082	\$69,382	\$70,582	\$89,124	\$92,424	\$93,624
1	\$66,742	\$70,042	\$71,242	\$90,016	\$93,316	\$94,516
2	\$68,024	\$71,324	\$72,524	\$91,617	\$94,917	\$96,117
3	\$69,331	\$72,631	\$73,831	\$93,251	\$96,551	\$97,751
4	\$70,377	\$73,677	\$74,877	\$94,558	\$97,858	\$99,058
5	\$70,911	\$74,211	\$75,411	\$95,225	\$98,525	\$99,725
6	\$71,414	\$74,714	\$75,914	\$95,855	\$99,155	\$100,355
7	\$71,919	\$75,219	\$76,419	\$96,486	\$99,786	\$100,986
8	\$72,430	\$75,730	\$76,930	\$97,125	\$100,425	\$101,625
9	\$72,943	\$76,243	\$77,443	\$97,766	\$101,066	\$102,266
10	\$73,461	\$76,761	\$77,961	\$98,414	\$101,714	\$102,914
11	\$73,981	\$77,281	\$78,481	\$99,063	\$102,363	\$103,563
12	\$74,508	\$77,808	\$79,008	\$99,722	\$103,022	\$104,222
13	\$75,036	\$78,336	\$79,536	\$100,382	\$103,682	\$104,882
14	\$75,569	\$78,869	\$80,069	\$101,049	\$104,349	\$105,549
15	\$76,106	\$79,406	\$80,606	\$101,719	\$105,019	\$106,219
16	\$76,649	\$79,949	\$81,149	\$102,398	\$105,698	\$106,898
17	\$77,194	\$80,494	\$81,694	\$103,080	\$106,380	\$107,580
18	\$77,742	\$81,042	\$82,242	\$103,765	\$107,065	\$108,265
19	\$78,295	\$81,595	\$82,795	\$104,456	\$107,756	\$108,956
20	\$78,854	\$82,154	\$83,354	\$105,154	\$108,454	\$109,654
21	\$79,416	\$82,716	\$83,916	\$105,856	\$109,156	\$110,356
22	\$79,981	\$83,281	\$84,481	\$106,563	\$109,863	\$111,063
23	\$80,551	\$83,851	\$85,051	\$107,276	\$110,576	\$111,776
24	\$81,125	\$84,425	\$85,625	\$107,993	\$111,293	\$112,493
25	\$81,704	\$85,004	\$86,204	\$108,718	\$112,018	\$113,218
26	\$82,287	\$85,587	\$86,787	\$109,446	\$112,746	\$113,946
27	\$82,875	\$86,175	\$87,375	\$110,182	\$113,482	\$114,682
28	\$83,467	\$86,767	\$87,967	\$110,922	\$114,222	\$115,422
29	\$84,063	\$87,363	\$88,563	\$111,666	\$114,966	\$116,166
30	\$84,664	\$87,964	\$89,164	\$112,417	\$115,717	\$116,917
10 Month - 200 Days						
12 Month - 250 Days						
VRS: Professional						
WCPS: Professional						
FLSA: Exempt						
30+ will receive a 4% raise						

School Nurse						
Grade 35						
Licensed Practical Nurse				Registered Nurse		
Step	2026-2027		Step	2026-2027		
Completed Years of Experience	10 Month Salary	10 Month Bachelor's	Completed Years of Experience	10 Month Salary	10 Month Bachelor's	10 Month Masters/NB CSN
0	\$36,550	\$38,450	0	\$47,479	\$49,379	\$49,979
1	\$37,275	\$39,175	1	\$48,388	\$50,288	\$50,888
2	\$37,995	\$39,895	2	\$49,315	\$51,215	\$51,815
3	\$38,570	\$40,470	3	\$50,262	\$52,162	\$52,762
4	\$39,314	\$41,214	4	\$51,225	\$53,125	\$53,725
5	\$40,061	\$41,961	5	\$52,210	\$54,110	\$54,710
6	\$40,822	\$42,722	6	\$53,214	\$55,114	\$55,714
7	\$41,596	\$43,496	7	\$54,237	\$56,137	\$56,737
8	\$42,387	\$44,287	8	\$55,281	\$57,181	\$57,781
9	\$43,195	\$45,095	9	\$56,346	\$58,246	\$58,846
10	\$44,018	\$45,918	10	\$57,431	\$59,331	\$59,931
11	\$44,857	\$46,757	11	\$58,540	\$60,440	\$61,040
12	\$45,715	\$47,615	12	\$59,670	\$61,570	\$62,170
13	\$46,588	\$48,488	13	\$60,823	\$62,723	\$63,323
14	\$47,479	\$49,379	14	\$61,998	\$63,898	\$64,498
15	\$48,388	\$50,288	15	\$63,197	\$65,097	\$65,697
16	\$49,315	\$51,215	16	\$64,423	\$66,323	\$66,923
Nurse Coordinator						
Step	2026-2027					
Completed Years of Experience	12 Month Salary	12 Month Bachelor's	12 Month Masters/NB CSN			
0	\$67,881	\$69,781	\$70,381			
1	\$69,038	\$70,938	\$71,538			
2	\$70,217	\$72,117	\$72,717			
3	\$71,420	\$73,320	\$73,920			
4	\$72,645	\$74,545	\$75,145			
5	\$73,897	\$75,797	\$76,397			
6	\$75,175	\$77,075	\$77,675			
7	\$76,476	\$78,376	\$78,976			
8	\$77,803	\$79,703	\$80,303			
9	\$79,158	\$81,058	\$81,658			
10	\$80,538	\$82,438	\$83,038			
11	\$81,948	\$83,848	\$84,448			
12	\$83,385	\$85,285	\$85,885			
13	\$84,851	\$86,751	\$87,351			
14	\$86,346	\$88,246	\$88,846			
15	\$87,871	\$89,771	\$90,371			
16	\$89,429	\$91,329	\$91,929			
LPN 10 Month - 184 Days FLSA: Non-Exempt						
RN 10 Month - 184 Days FLSA: Exempt						
12 Month - 250 Days FLSA: Exempt						
VRS: Professional						
WCPS: Professional						
16+ will receive a 4% Raise						

Level I Specialist				
Grade 36				
Step	2026-2027			
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree	Masters Degree
0	\$45,055	\$46,055	\$46,955	\$47,555
1	\$45,974	\$46,974	\$47,874	\$48,474
2	\$46,894	\$47,894	\$48,794	\$49,394
3	\$47,644	\$48,644	\$49,544	\$50,144
4	\$48,567	\$49,567	\$50,467	\$51,067
5	\$49,491	\$50,491	\$51,391	\$51,991
6	\$50,463	\$51,463	\$52,363	\$52,963
7	\$51,452	\$52,452	\$53,352	\$53,952
8	\$52,460	\$53,460	\$54,360	\$54,960
9	\$53,491	\$54,491	\$55,391	\$55,991
10	\$54,540	\$55,540	\$56,440	\$57,040
11	\$56,731	\$57,731	\$58,631	\$59,231
12	\$58,999	\$59,999	\$60,899	\$61,499
13	\$61,360	\$62,360	\$63,260	\$63,860
14	\$63,815	\$64,815	\$65,715	\$66,315
15	\$66,366	\$67,366	\$68,266	\$68,866
16	\$69,020	\$70,020	\$70,920	\$71,520
17	\$71,779	\$72,779	\$73,679	\$74,279
12 Month Contract - 250 Days	Level I Specialist Includes:			
VRS: Professional	PC Technician	HR & Communications Specialist	Food Service Specialist	
WCPS: Support	Software Specialist	Financial Analyst		
FLSA: Non - Exempt	Payroll Specialist	Medicaid Specialist		
17+ will receive a 4% raise	Benefits Specialist	Accounts Payable Specialist		

Systems Technician						
Grade 37						
Systems Technician				Technology Supervisor		
Step	2026-2027					
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree	Base	Associate's Degree	Bachelor's Degree
0	\$60,070	\$61,070	\$61,970	\$70,070	\$71,070	\$71,970
1	\$61,296	\$62,296	\$63,196	\$71,296	\$72,296	\$73,196
2	\$62,522	\$63,522	\$64,422	\$72,522	\$73,522	\$74,422
3	\$63,522	\$64,522	\$65,422	\$73,522	\$74,522	\$75,422
4	\$64,753	\$65,753	\$66,653	\$74,753	\$75,753	\$76,653
5	\$65,986	\$66,986	\$67,886	\$75,986	\$76,986	\$77,886
6	\$67,282	\$68,282	\$69,182	\$77,282	\$78,282	\$79,182
7	\$68,600	\$69,600	\$70,500	\$78,600	\$79,600	\$80,500
8	\$69,944	\$70,944	\$71,844	\$79,944	\$80,944	\$81,844
9	\$71,318	\$72,318	\$73,218	\$81,318	\$82,318	\$83,218
10	\$72,716	\$73,716	\$74,616	\$82,716	\$83,716	\$84,616
11	\$75,640	\$76,640	\$77,540	\$85,640	\$86,640	\$87,540
12	\$78,664	\$79,664	\$80,564	\$88,664	\$89,664	\$90,564
13	\$81,812	\$82,812	\$83,712	\$91,812	\$92,812	\$93,712
14	\$85,083	\$86,083	\$86,983	\$95,083	\$96,083	\$96,983
15	\$88,484	\$89,484	\$90,384	\$98,484	\$99,484	\$100,384
16	\$92,025	\$93,025	\$93,925	\$102,025	\$103,025	\$103,925
17	\$95,705	\$96,705	\$97,605	\$105,705	\$106,705	\$107,605
12 Month Contract - 250 Days						
VRS: Professional						
WCPS: Support						
FLSA: Exempt						
17+ will receive a 4% raise						

Social Worker						
Grade 39						
Social Worker				Social Worker Coordinator		
Step	2026-2027					
Completed Years of Experience	Base	Masters + 30	Doctorate	Base	Masters + 30	Doctorate
0	\$73,509	\$76,809	\$78,009	\$81,009	\$84,309	\$85,509
1	\$74,244	\$77,544	\$78,744	\$81,819	\$85,119	\$86,319
2	\$75,759	\$79,059	\$80,259	\$83,334	\$86,634	\$87,834
3	\$77,274	\$80,574	\$81,774	\$84,849	\$88,149	\$89,349
4	\$78,511	\$81,811	\$83,011	\$86,086	\$89,386	\$90,586
5	\$79,291	\$82,591	\$83,791	\$86,866	\$90,166	\$91,366
6	\$80,086	\$83,386	\$84,586	\$87,661	\$90,961	\$92,161
7	\$80,885	\$84,185	\$85,385	\$88,460	\$91,760	\$92,960
8	\$81,694	\$84,994	\$86,194	\$89,269	\$92,569	\$93,769
9	\$82,512	\$85,812	\$87,012	\$90,087	\$93,387	\$94,587
10	\$83,337	\$86,637	\$87,837	\$90,912	\$94,212	\$95,412
11	\$84,170	\$87,470	\$88,670	\$91,745	\$95,045	\$96,245
12	\$85,011	\$88,311	\$89,511	\$92,586	\$95,886	\$97,086
13	\$85,861	\$89,161	\$90,361	\$93,436	\$96,736	\$97,936
14	\$86,719	\$90,019	\$91,219	\$94,294	\$97,594	\$98,794
15	\$87,588	\$90,888	\$92,088	\$95,163	\$98,463	\$99,663
16	\$88,463	\$91,763	\$92,963	\$96,038	\$99,338	\$100,538
17	\$89,348	\$92,648	\$93,848	\$96,923	\$100,223	\$101,423
18	\$90,242	\$93,542	\$94,742	\$97,817	\$101,117	\$102,317
19	\$91,143	\$94,443	\$95,643	\$98,718	\$102,018	\$103,218
20	\$92,055	\$95,355	\$96,555	\$99,630	\$102,930	\$104,130
21	\$92,976	\$96,276	\$97,476	\$100,551	\$103,851	\$105,051
22	\$93,906	\$97,206	\$98,406	\$101,481	\$104,781	\$105,981
23	\$94,846	\$98,146	\$99,346	\$102,421	\$105,721	\$106,921
24	\$95,794	\$99,094	\$100,294	\$103,369	\$106,669	\$107,869
25	\$96,752	\$100,052	\$101,252	\$104,327	\$107,627	\$108,827
26	\$97,718	\$101,018	\$102,218	\$105,293	\$108,593	\$109,793
27	\$98,695	\$101,995	\$103,195	\$106,270	\$109,570	\$110,770
28	\$99,681	\$102,981	\$104,181	\$107,256	\$110,556	\$111,756
29	\$100,679	\$103,979	\$105,179	\$108,254	\$111,554	\$112,754
30	\$101,686	\$104,986	\$106,186	\$109,260	\$112,560	\$113,760
12 Month Contract - 250 Days						
VRS: Professional						
WCPS: Professional						
FLSA: Exempt						
30+ will receive a 4% raise						

Supervisor			
Grade 40			
Step	2026-2027		
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree
0	\$64,888	\$65,888	\$66,788
1	\$66,213	\$67,213	\$68,113
2	\$67,537	\$68,537	\$69,437
3	\$68,617	\$69,617	\$70,517
4	\$70,022	\$71,022	\$71,922
5	\$71,351	\$72,351	\$73,251
6	\$72,752	\$73,752	\$74,652
7	\$74,178	\$75,178	\$76,078
8	\$75,634	\$76,634	\$77,534
9	\$77,909	\$78,909	\$79,809
10	\$80,180	\$81,180	\$82,080
11	\$82,446	\$83,446	\$84,346
12	\$84,717	\$85,717	\$86,617
13	\$86,985	\$87,985	\$88,885
14	\$89,252	\$90,252	\$91,152
15	\$91,522	\$92,522	\$93,422
16	\$93,788	\$94,788	\$95,688
17	\$96,056	\$97,056	\$97,956
12 Month Contract - 250 Days			
VRS: Professional	Supervisor Includes:		
WCPS: Support	Route Supervisor		
FLSA: Exempt	Maintenance/Transportation Supervisor		
17+ will receive a 4% raise	Maintenance Supervisor		

School Psychologist						
Grade 41						
Step	2026-2027					
Completed Years of Experience	10 Month Base	10 Month Masters + 30	10 Month Doctorate	12 Month Base	12 Month Masters + 30	12 Month Doctorate
1	\$65,001	\$68,301	\$69,501	\$81,251	\$84,551	\$85,751
2	\$66,328	\$69,628	\$70,828	\$82,909	\$86,209	\$87,409
3	\$67,655	\$70,955	\$72,155	\$84,568	\$87,868	\$89,068
4	\$68,737	\$72,037	\$73,237	\$85,920	\$89,220	\$90,420
5	\$70,143	\$73,443	\$74,643	\$87,678	\$90,978	\$92,178
6	\$71,516	\$74,816	\$76,016	\$89,395	\$92,695	\$93,895
7	\$72,918	\$76,218	\$77,418	\$91,147	\$94,447	\$95,647
8	\$74,375	\$77,675	\$78,875	\$92,969	\$96,269	\$97,469
9	\$75,834	\$79,134	\$80,334	\$94,791	\$98,091	\$99,291
10	\$77,292	\$80,592	\$81,792	\$96,615	\$99,915	\$101,115
11	\$78,750	\$82,050	\$83,250	\$98,437	\$101,737	\$102,937
12	\$80,209	\$83,509	\$84,709	\$100,261	\$103,561	\$104,761
13	\$81,668	\$84,968	\$86,168	\$102,084	\$105,384	\$106,584
14	\$83,125	\$86,425	\$87,625	\$103,906	\$107,206	\$108,406
15	\$84,584	\$87,884	\$89,084	\$105,728	\$109,028	\$110,228
16	\$86,043	\$89,343	\$90,543	\$107,553	\$110,853	\$112,053
17	\$87,500	\$90,800	\$92,000	\$109,373	\$112,673	\$113,873
18	\$88,957	\$92,257	\$93,457	\$111,196	\$114,496	\$115,696
19	\$90,415	\$93,715	\$94,915	\$113,019	\$116,319	\$117,519
20	\$91,874	\$95,174	\$96,374	\$114,841	\$118,141	\$119,341
10 Month - 200 Days						
12 Month - 250 Days						
VRS: Professional						
WCPS: Support						
FLSA: Exempt						
20+ will receive a 4% raise						

Student Support	
Grade 42	
2026-2027	
	Base
2 Year Degree - Step 0	\$45,760
Bachelor Degree - Step 1	\$49,920
Intern School Psychologist	\$30,000
VRS: Professional	
WCPS: Professional	
10 Month - 200 Days FLSA: Exempt 2 Year and Bachelor Degree	
10 Month - 200 Days FLSA: Non-Exempt Intern School Psychologist	

VRS Creditable Compensation Supplement

<i>Supplement:</i>	<i>Amount:</i>
Dual Enrollment (1 class per semester)	\$750
Dual Enrollment (2+ classes per semester)	\$1,500
National Board Certification	\$2,500
CNA Instructional Assistant	\$5,000
Superintendent's Administrative Assistant	\$5,250
Grounds Lead	\$1,575
Middle School Assistant Principal	\$5,000
School Board Clerk	\$10,000
Assistant Superintendent	\$10,000
Speech Therapist Coordinator	\$7,500
Nurse Coordinator	\$7,500
School Board Deputy Clerk	\$5,000
Technology Supervisor	\$10,000
Social Worker Coordinator	\$7,500
Lead Bookkeeper	\$4,000

Warren County Public Schools

2026-2027 Miscellaneous Scale

HOMEBOUND	<u>HOURLY</u>
Homebound/Home Based	\$40
MISCELLANEOUS	<u>HOURLY</u>
Curriculum Development	\$20
Intern	\$15
Part-time Car Driver/Bus Aide	\$15
Part-time Bus Driver/Field Trip	\$20
Part-time Dining Room Aide	\$15
Part-time Nursing Instructor	\$28
Part-time Payroll Specialist	\$30
Pony Driver	\$15
SOL Remediation - Teacher	\$25
SOL Remediation - Tutor	\$15
Translator/Interpreter	\$25
Sign Language Interpreter	\$35
Video Record School Board Meetings	\$100/mtg \$50/hr
Workstudy Students	\$15
Use of Facilities AV Technician	\$70
Use of Facilities Event Manager	\$50
Accompanist	\$40
3-5 or 4-6 Afterschool Program	\$40
CPR Instructor	\$35
Instructional Coverage	
<i>Coverage for a class/ block/ period</i>	
Teacher 30 Minutes	\$10
Teacher 1 Hour	\$20
SUMMER SCHOOL	<u>HOURLY</u>
Secondary Teacher	\$35
Elementary Teacher	\$35
Secondary Instructional Assistant	\$15
Elementary Instructional Assistant	\$15
ESY Administrator/OT/PT/SLP	\$45
ESY Nurse	\$35

Warren County Public Schools

2026-2027 Substitute Scale

<u>ASSIGNMENT</u>	<u>DAILY</u>
Principal	\$325
Assistant Principal	\$275
Bus Driver	\$90
Nurse	\$123
Long Term Nurse	\$146
<u>FULL DAY</u>	
Teacher	\$123
Instructional Assistant	\$113
Clerical	\$113
<u>HALF DAY</u>	
Teacher	\$67
Instructional Assistant	\$57
Clerical	\$57
<u>LONG TERM</u>	
Teacher	\$146
Instructional Assistant	\$123
Clerical	\$123
	<u>HOURLY</u>
Social Worker	\$31.50
Substitute Training	\$15
Spanish Line	\$25

Warren County Public Schools

2026-2027

VHSL Assistant High School Coach Scale

STIPEND ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Fall High School Sports					
Assistant Varsity Football	\$2,773	\$3,114	\$3,455	\$3,796	\$4,137
Assistant Varsity Volleyball	\$2,091	\$2,432	\$2,773	\$3,114	\$3,762
JV Volleyball	\$2,091	\$2,432	\$2,773	\$3,114	\$3,762
JV Assistant Volleyball	\$1,750	\$2,091	\$2,432	\$2,773	\$3,114
Assistant Varsity Cross Country	\$1,750	\$2,091	\$2,432	\$2,773	\$3,114
Assistant Varsity Cheerleading - Competition	\$1,750	\$2,091	\$2,432	\$2,773	\$3,114
JV Fall Cheerleading - Sideline	\$1,750	\$2,091	\$2,432	\$2,773	\$3,114
Drama	\$873	\$1,117	\$1,360	\$1,603	\$1,846
Flag Corp	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Event Manager	\$1,100 - Flat Rate				
Winter High School Sports	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Assistant Varsity Basketball	\$2,387	\$2,728	\$3,069	\$3,410	\$3,751
JV Basketball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
JV Assistant Basketball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Assistant Varsity Wrestling	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
JV Wrestling	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Assistant Indoor Track and Field	\$1,876	\$2,251	\$2,626	\$3,001	\$3,376
JV Winter Cheer	\$682	\$1,023	\$1,364	\$1,705	\$2,046
Event Manager	\$1,100 - Flat Rate				
Spring High School Sports	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Assistant Varsity Baseball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
JV Baseball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Assistant Varsity Softball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
JV Softball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Assistant Varsity Track	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Assistant Varsity Soccer	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
JV Soccer	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Event Manager	\$1,100 - Flat Rate				
	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Band Director	\$3,065	\$3,321	\$2,577	\$3,832	\$4,087
Choir Director	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Assistant Athletic Director	\$5,500 - Flat Rate				
Concessions Manager	\$500 - Per Season				

Warren County Public Schools

2026-2027 VHSL Head Coach Scale

High School Head Coach	
Football	\$5,000
Tennis	\$5,000
Golf	\$5,000
Basketball	\$6,000
Wrestling	\$6,000
Baseball	\$6,000
Softball	\$6,000
Volleyball	\$6,000
Track	\$6,000
Fall Cheerleading - Sideline	\$6,000
Fall Cheerleading - Competition	\$6,000
Winter Cheerleading	\$2,500
Soccer	\$6,000
Cross Country	\$6,000
Theatre	\$2,500
Debate	\$2,500
Speech	\$2,500
Academic Bowl	\$2,500
Robotics	\$2,500
Esports	\$2,500
Middle School Head Coach	
Track	\$3,000
Wrestling	\$3,000
Cheerleading	\$3,000
Basketball	\$3,000
Football	\$3,000
Cross Country	\$3,000
Volleyball	\$2,500
Golf	\$2,500
Tennis	\$1,250
Drama	\$1,250
Forensics/Debate	\$1,250
Scholastic Bowl	\$1,250
Robotics Coach	\$1,250

Warren County Public Schools

2026-2027

VHSL Assistant Middle School Coach Scale

STIPEND ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Fall Middle School Sports					
Cross Country	\$1,360	\$1,603	\$1,846	\$2,089	\$2,333
Cheerleading	\$1,068	\$1,409	\$1,750	\$2,091	\$2,432
Girls Basketball	\$1,360	\$1,603	\$1,846	\$2,089	\$2,333
Winter Middle School Sports	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Volleyball	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Wrestling	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Spring Middle School Sports	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Boys Basketball	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Cheerleading	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Track	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Middle School Band Director	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Middle School Choir Director	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Middle School Athletic Director	\$5,500 - Flat Rate				

**Warren County Public Schools
VHSL Athlete Event**

Athlete Events	Rate an Event
Ticket Seller/Announcer/Scoreboard/Clock Operator	\$50
Line Judge	\$35
Wrestling Ticket Seller Tournament	\$125
Wrestling Clock Operator Tournament	\$125
Middle School Athletic Support	\$35
Athletic Trainer Substitute	\$40

**Warren County Public Schools
School Board Members**

ASSIGNMENT	Annual Salary
Board Chair	\$7,000
Board Members	\$6,500
Districts include: Happy Creek, Fork District, South District, Shenandoah & North River	

STIPEND ASSIGNMENT

POSITION	Rate
Division-Level Related Services	\$3,300
FFA Advisor	\$1,500
Junior Class Sponsor (2 per High School)	\$800
Senior Class Sponsor (2 per High School)	\$1,000
Induction Coach (1 Employee)	\$550
<i>\$100 For Each Additional New Teacher In Excess Of One</i>	
Mentor (1)	\$500
<i>\$50 For Each Additional New Teacher In Excess Of One</i>	
Director of School Counseling	\$512
Fall Intramural	\$350
Spring Intramural	\$350
School Improvement Team – High School Only	\$385 minimum*
<i>Amount may vary based on the number of approved team members and the established supplemental allocation.</i>	
Department Chair/Team Leader	
<i># of Professional Members</i>	
3	\$385
4	\$512
5	\$638
6	\$765
7	\$891
8	\$1,016
9	\$1,144
10	\$1,271
11	\$1,397
12	\$1,524
13	\$1,650
14	\$1,777