

PARIS CITY SCHOOLS**Certified Salary Schedule (186 Days)****2026-2027**

YRS EXP	Rank I	Rank II	Rank III	Rank IV
0	\$52,000	\$47,000	\$42,000	\$35,231
1	\$52,600	\$47,700	\$42,845	\$35,311
2	\$53,200	\$48,400	\$43,690	\$35,389
3	\$53,800	\$49,100	\$44,535	\$35,470
4	\$54,400	\$49,800	\$45,380	\$38,914
5	\$55,000	\$50,500	\$46,225	\$39,576
6	\$55,750	\$51,000	\$46,855	\$59,661
7	\$56,500	\$51,500	\$47,485	\$39,747
8	\$57,250	\$52,000	\$48,115	\$39,829
9	\$58,000	\$53,000	\$48,750	\$39,915
10	\$62,100	\$57,300	\$52,500	\$44,870
11	\$62,233	\$57,450	\$53,100	\$44,952
12	\$62,366	\$57,600	\$53,700	\$45,037
13	\$62,500	\$57,750	\$54,300	\$45,120
14	\$63,500	\$59,000	\$54,900	\$45,203
15	\$65,100	\$60,500	\$55,500	\$47,129
16	\$65,225	\$60,750	\$55,812	\$48,545
17	\$65,350	\$61,000	\$56,124	\$48,629
18	\$65,475	\$61,500	\$56,436	\$48,712
19	\$67,000	\$62,000	\$56,750	\$48,797
20	\$69,500	\$64,250	\$59,100	\$50,123
21	\$69,700	\$64,450	\$59,340	\$50,451
22	\$69,900	\$64,700	\$59,580	\$50,538
23	\$70,100	\$64,900	\$59,820	\$50,622
24	\$70,300	\$65,100	\$60,060	\$50,707
25	\$70,500	\$65,300	\$60,300	\$50,797
26	\$70,700	\$65,500	\$60,540	\$51,255
27	\$70,900	\$65,700	\$60,780	\$51,340
28	\$71,100	\$66,050	\$61,020	\$51,596
29	\$71,500	\$66,250	\$61,260	\$51,854
30	\$72,000	\$67,000	\$61,500	\$52,114
31+	\$72,250	\$67,250	\$62,000	\$52,374

PARIS CITY SCHOOLS

Central Office & District Support Personnel

2026-2027

YRS EXP	SUPT SEC	MAINT MGR	Custodians	ACCT CLERK III	
	240 DAYS-8 hrs	250 DAYS-8 hrs	250 DAYS-8 hrs	(P/R, TAX) 240 DAYS-8 hrs	ACCT CLERK 230 DAYS-7 hrs
0	\$30,300	\$32,449	\$30,351	\$41,079	\$26,647
1	\$30,603	\$32,449	\$30,871	\$41,223	\$26,751
2	\$30,909	\$32,449	\$31,088	\$41,369	\$26,858
3	\$31,218	\$32,449	\$31,304	\$41,515	\$26,964
4	\$31,530	\$33,587	\$31,520	\$41,661	\$27,658
5	\$32,351	\$33,587	\$31,737	\$42,926	\$27,765
6	\$32,674	\$33,587	\$31,953	\$43,074	\$27,870
7	\$33,001	\$36,016	\$32,170	\$43,225	\$27,977
8	\$33,331	\$36,016	\$32,387	\$43,375	\$28,082
9	\$33,664	\$36,016	\$32,603	\$43,527	\$28,188
10	\$34,640	\$36,333	\$32,819	\$43,830	\$29,269
11	\$35,073	\$36,333	\$33,036	\$44,467	\$29,377
12	\$35,512	\$36,333	\$33,252	\$44,623	\$30,887
13	\$35,956	\$36,333	\$33,468	\$44,776	\$30,997
14	\$36,405	\$36,333	\$33,686	\$44,932	\$31,104
15	\$37,416	\$36,653	\$33,902	\$45,247	\$31,705
16	\$37,884	\$36,653	\$34,119	\$45,888	\$31,812
17	\$38,357	\$36,653	\$34,335	\$46,047	\$31,922
18	\$38,837	\$36,653	\$34,551	\$46,207	\$32,029
19	\$39,322	\$36,653	\$34,768	\$46,366	\$32,137
20	\$40,472	\$36,977	\$34,984	\$46,691	\$32,739
21	\$41,079	\$36,977	\$35,201	\$47,822	\$32,847
22	\$41,696	\$36,977	\$35,418	\$47,984	\$32,957
23	\$42,321	\$36,977	\$35,634	\$48,150	\$33,065
24	\$42,956	\$36,977	\$35,850	\$48,315	\$33,173
25	\$43,600	\$36,977	\$36,067	\$48,484	\$33,773
26	\$44,254	\$36,977	\$36,283	\$49,133	\$33,880
27+	\$44,918	\$36,977	\$36,694	\$49,301	\$33,990

PARIS CITY SCHOOLS

School & Community Support Personnel

2026-2027

YRS EXP	School Secretary 220 DAYS- 8 hrs	Instructional Assistants 181 DAYS-7.5 hrs (Degree = +\$1000)	FRC Director 240 DAYS-7.5 hrs	FRC Coord. 240 DAYS-7.5 hrs	FRC Assistant 187 DAYS-6.5 hrs	SAM Cord 205 DAYS-7hrs
0	\$29,586	\$21,051	\$42,449		\$23,502	\$37,533
1	\$29,624	\$21,175	\$42,662	\$42,662	\$23,619	\$37,719
2	\$29,681	\$21,306	\$42,875	\$42,875	\$23,737	\$37,909
3	\$29,738	\$21,365	\$43,088	\$43,088	\$23,857	\$38,099
4	\$29,767	\$21,439	\$43,304	\$43,304	\$23,976	\$38,288
5	\$30,405	\$21,487	\$43,738	\$43,738	\$24,216	\$38,673
6	\$30,595	\$21,616	\$43,957	\$43,957	\$24,336	\$38,866
7	\$30,748	\$21,747	\$44,177	\$44,177	\$24,459	\$39,060
8	\$30,862	\$21,835	\$44,397	\$44,397	\$24,580	\$39,256
9	\$31,015	\$21,864	\$44,619	\$44,619	\$24,705	\$39,451
10	\$31,129	\$21,953	\$45,065	\$45,065	\$24,950	\$39,846
11	\$31,853	\$21,998	\$45,289	\$45,289	\$25,075	\$40,044
12	\$32,005	\$22,087	\$45,518	\$45,518	\$25,201	\$40,244
13	\$32,044	\$22,218	\$45,745	\$45,745	\$25,326	\$40,446
14	\$32,272	\$22,233	\$45,973	\$45,973	\$25,453	\$40,648
15	\$32,387	\$22,335	\$46,432	\$46,432	\$25,708	\$41,055
16	\$33,110	\$22,349	\$46,667	\$46,667	\$25,837	\$41,260
17	\$33,263	\$22,482	\$46,898	\$46,898	\$25,965	\$41,467
18	\$33,377	\$22,601	\$47,134	\$47,134	\$26,095	\$41,674
19	\$33,511	\$22,615	\$47,369	\$47,369	\$26,226	\$41,882
20	\$33,644	\$22,732	\$47,842	\$47,842	\$26,488	\$42,302
21	\$34,367	\$22,746	\$48,080	\$48,080	\$26,621	\$42,512
22	\$34,520	\$22,864	\$48,323	\$48,323	\$26,753	\$42,724
23	\$34,634	\$22,997	\$48,563	\$48,563	\$26,887	\$42,939
24	\$34,749	\$23,011	\$48,808	\$48,808	\$27,022	\$43,153
25	\$36,558	\$23,115	\$49,051	\$49,051	\$27,157	\$43,368
26	\$36,653	\$23,129	\$49,296	\$49,296	\$27,293	\$43,586
27+	\$38,501	\$23,261	\$49,542	\$49,542	\$27,429	\$43,804

PARIS CITY SCHOOLS

Transportation

2026-2027

YRS EXP	Van Driver 180 DAYS	CDL Bus Driver 180 DAYS	Transportation Director 210 DAYS	Bus Monitor 180 DAYS
0	\$16.19	\$26.27	\$26.27	\$13.98
1	\$16.40	\$26.41	\$26.41	\$14.02
2	\$16.60	\$26.55	\$26.55	\$14.07
3	\$16.81	\$26.69	\$26.69	\$14.11
4	\$17.02	\$26.84	\$26.84	\$14.24
5	\$17.21	\$26.98	\$26.98	\$14.29
6	\$17.43	\$27.12	\$27.12	\$14.34
7	\$17.77	\$27.26	\$27.26	\$14.39
8	\$18.09	\$27.40	\$27.40	\$14.44
9	\$18.41	\$27.54	\$27.54	\$14.48
10	\$18.75	\$27.80	\$27.80	\$14.54
11	\$18.89	\$28.05	\$28.05	\$14.58
12	\$19.04	\$28.30	\$28.30	\$14.62
13	\$19.19	\$28.55	\$28.55	\$14.68
14	\$19.34	\$28.81	\$28.81	\$14.72
15	\$19.44	\$29.07	\$29.07	\$14.79
16	\$19.53	\$29.32	\$29.32	\$14.86
17	\$19.63	\$29.58	\$29.58	\$14.94
18	\$19.74	\$29.84	\$29.84	\$15.01
19	\$19.84	\$30.10	\$30.10	\$15.08
20	\$19.95	\$30.50	\$30.50	\$15.17
21	\$20.07	\$30.91	\$30.91	\$15.26
22	\$20.19	\$31.31	\$31.31	\$15.36
23	\$20.31	\$31.71	\$31.71	\$15.45
24	\$20.43	\$32.12	\$32.12	\$15.54
25	\$20.55	\$32.52	\$32.52	\$15.63
26	\$20.67	\$32.93	\$32.93	\$15.73
27+	\$20.81	\$33.33	\$33.33	\$15.83

PARIS CITY SCHOOLS

**Substitutes & Extra Service
2026-2027**

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

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
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

Food Service

2026-2027

YRS EXP	Assistant Food Service Director	Food Serv Manager		Food Serv Assistant		Cook/Baker
	240 DAYS - 8 hrs	181 DAYS - 7 hrs		181 DAYS - 7 hrs		181 DAYS
	Hourly	Hourly	Salary	Hourly	Salary	Hourly
0	\$31,027	\$16.16	\$20,475	\$15.15	\$19,195	\$13.13
1	\$31,238	\$16.27	\$20,614	\$15.26	\$19,334	\$13.22
2	\$31,450	\$16.38	\$20,753	\$15.36	\$19,461	\$13.31
3	\$31,680	\$16.50	\$20,906	\$15.47	\$19,600	\$13.40
4	\$31,891	\$16.61	\$21,045	\$15.57	\$19,727	\$13.50
5	\$32,141	\$16.74	\$21,210	\$15.69	\$19,879	\$13.59
6	\$32,352	\$16.85	\$21,349	\$15.80	\$20,019	\$13.70
7	\$32,582	\$16.97	\$21,501	\$15.91	\$20,158	\$13.79
8	\$32,813	\$17.09	\$21,653	\$16.02	\$20,297	\$13.89
9	\$33,043	\$17.21	\$21,805	\$16.13	\$20,437	\$13.98
10	\$33,274	\$17.33	\$21,957	\$16.24	\$20,576	\$14.08
11	\$33,504	\$17.45	\$22,109	\$16.36	\$20,728	\$14.18
12	\$33,734	\$17.57	\$22,261	\$16.47	\$20,867	\$14.28
13	\$33,984	\$17.70	\$22,426	\$16.58	\$21,007	\$14.37
14	\$34,214	\$17.82	\$22,578	\$16.71	\$21,172	\$14.47
15	\$34,445	\$17.94	\$22,730	\$16.82	\$21,311	\$14.57
16	\$34,694	\$18.07	\$22,895	\$16.94	\$21,463	\$14.68
17	\$34,925	\$18.19	\$23,047	\$17.06	\$21,615	\$14.79
18	\$35,174	\$18.32	\$23,211	\$17.18	\$21,767	\$14.89
19	\$35,424	\$18.45	\$23,376	\$17.30	\$21,919	\$14.99
20	\$35,674	\$18.58	\$23,541	\$17.42	\$22,071	\$15.10
21	\$35,923	\$18.71	\$23,706	\$17.54	\$22,223	\$15.20
22	\$36,173	\$18.84	\$23,870	\$17.66	\$22,375	\$15.31
23	\$36,422	\$18.97	\$24,035	\$17.79	\$22,540	\$15.41
24	\$36,691	\$19.11	\$24,212	\$17.91	\$22,692	\$15.52
25	\$36,941	\$19.24	\$24,377	\$18.04	\$22,857	\$15.63
26	\$37,190	\$19.37	\$24,542	\$18.16	\$23,009	\$15.75
27+	\$37,459	\$19.51	\$24,719	\$18.29	\$23,173	\$15.85

PARIS CITY SCHOOLS

Extra-Duty Stipends

2026-2027

Accounts Payable Coordinator	\$4,000
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
Public Relations	\$4,000
School Psychologist	\$6,000
Transportation Director	\$12,000

*Contract at \$25/hour

PARIS CITY SCHOOLS**Administrative Indexes and Position Days Required
2026-2027**

Position	Position Days	Index/Stipend	Pay Scale
Chief Academic Officer	240	0.25	
Chief Financial Officer	240	0.24	RI
Director of Operations	240	0.15	RI
Director of Technology	230		RII
Principal - Elementary	240	0.18	
Principal - Middle	240	0.15	
Principal - High	240	0.20	
Assistant Principal	215		
PES Guidance Counselor	205		
PMS Guidance Specialist	205		
PHS Guidance Counselor	215		
Guidance Specialist	205		RII
Dean of Students	205		
Preschool Coordinator	196		
School Psychologist	196		
Library Media Specialist	196		
PMS/HS Agri-Science Teacher	240		
IA-Bilingual/ESL Services Facilitator	186		RIII