

Classified/Support Pay Scales

2025-26 School Year

Supervisory Positions (salaried)				Work Experience and Education to be Considered							\$2,000 - Associate, \$3,500 - Bachelor, \$5,000 - Master
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16 yrs +	
Transportation	Exempt	8	240	\$66,769	\$68,928	\$71,087	\$73,246	\$75,405	\$77,564	\$79,723	
Maintenance	Exempt	8	up to 262	\$71,557	\$73,716	\$75,875	\$78,034	\$80,193	\$82,352	\$84,511	
Utility Specialist - FCHS	Exempt	8	up to 262	\$62,063	\$64,221	\$66,380	\$68,539	\$70,698	\$72,857	\$74,429	
Student Information Specialist	Exempt	8	up to 262	\$47,395	\$49,599	\$51,804	\$54,008	\$56,212	\$58,406	\$60,610	
Director - Family Resource Center	Exempt	8	220	\$51,318	\$53,082	\$54,845	\$56,608	\$58,372	\$60,135	\$61,898	
Director - School Nutrition	Exempt	8	up to 262	\$67,935	\$70,094	\$72,253	\$74,412	\$76,571	\$78,730	\$80,889	
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 12 days), earns two (2) personal days											

School Level Assistants (typically employed for student instructional days)				Experience in Franklin County School System							\$1,000 for Associate, \$2,000 for Bachelor
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16 yrs +	
Assistants (Gen Ed., Library, Primary Grades, Title I)	Non-Exempt	7	180	\$15.14	\$15.72	\$16.31	\$16.90	\$17.48	\$18.07	\$18.66	
Assistant - Preschool	Non-Exempt	8	180	\$15.14	\$15.72	\$16.31	\$16.90	\$17.48	\$18.07	\$18.66	
Assistant - Office	Non-Exempt	8	180	\$15.14	\$15.72	\$16.31	\$16.90	\$17.48	\$18.07	\$18.66	
Assistant - SPED - required PD, includes CPR	Non-Exempt	7, 7.5, or 8	up to 182	\$16.20	\$16.79	\$17.38	\$17.96	\$18.55	\$19.14	\$19.73	
Assistant - SPED RBT (Registered Behavior Technician) - required PD, includes CPR (additional \$3 an hour - valid certificate required to be IN personnel file; placement only per SPED Supervisor in August)	Non-Exempt	7, 7.5, or 8	up to 182	\$19.20	\$19.79	\$20.38	\$20.96	\$21.55	\$22.14	\$22.73	
Workplace Readiness Specialist (Grant)	Non-Exempt	7.5	up to 182	\$16.20	\$16.79	\$17.38	\$17.96	\$18.55	\$19.14	\$19.73	
Assistants accepted in the special Internship Program with UTS will earn additional \$.50 an hour in August, and an additional \$.50 in January as they pursue licensure											

School Office Workers (typically employed for student instructional days, some positions work additional days)				Experience in Franklin County School System							\$1,000 for Associate, \$2,000 for Bachelor
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16 yrs +	
Attendance	Non-Exempt	8	up to 185	\$15.46	\$16.04	\$16.63	\$17.22	\$18.12	\$19.29	\$19.88	
Secretary - Guidance /Registrar	Non-Exempt	8	200/up to 262	\$15.46	\$16.04	\$16.63	\$17.22	\$18.12	\$19.29	\$19.88	
Attendance/Bookkeeper/Receptionist	Non-Exempt	8	180/190/200/ up to 262	\$15.46	\$16.04	\$16.63	\$17.22	\$18.12	\$19.29	\$19.88	
Receptionist/Assistant - Alt School	Non-Exempt	8	185	\$15.46	\$16.04	\$16.63	\$17.22	\$18.12	\$19.29	\$19.88	
Additionally, include \$.50 an hour more for bookkeeping and \$.50 an hour more for Time Keeper responsibilities											
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 9 days), earns one personal day -can be used after 100 days of employment)											

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Student Support Services				Work Experience Verified by School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0-3 yrs	4-6 yrs	7-8 yrs	9-10 yrs	11-12 yrs	13-15 yrs	16 yrs +
Licensed Practicing Nurse - School Nurse as well as SPED Nurse (may require additional days for summer school)	Non-Exempt	7.5	up to 182	\$18.76	\$19.35	\$19.94	\$20.52	\$21.11	\$21.69	\$22.28
Occupational Therapist Registered	Exempt	7.5	200	\$78,143						
Chronic Absenteeism	Non-Exempt	8	200	\$29.85						
Registered Nurse	Exempt	7.5	200	Certified scale for years of experience; Lead Nurse - additional \$1,000						
Grant Writer/PR/Web-site - PT	Non-Exempt	Varies	Varies	\$19.54 an hour, not to exceed 20 hours per week, not to exceed 900 hours						
Social Worker	Exempt	7.5	up to 210	Certified scale for degree and years of experience when properly licensed						
Advocate- Student Support Services	Exempt	7.5	up to 210	Certified scale for degree and years of experience - if, when needed						

Central Office - typically employed for fiscal year (from July 1 through June 30)				Experience in Franklin County School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0-3 yrs	4-6 yrs	7-8 yrs	9-10 yrs	11-12 yrs	13-15 yrs	16 yrs +
Senior Admin Assistants (frozen 6/30/2025)	Non-Exempt	8	up to 262	\$22.92	\$23.99	\$25.05	\$26.12	\$27.18	\$28.25	\$29.31
Admin Assistants (hired after 7/1/2025)	Non-Exempt	8	up to 240	\$18.74	\$19.81	\$20.87	\$21.94	\$23.01	\$24.07	\$25.14
Records Clerk - Special Education	Non-Exempt	8	up to 262	\$18.74	\$19.81	\$20.87	\$21.94	\$23.01	\$24.07	\$25.14
Attendance Liaison/Accountability/Travel and Assessments	Non-Exempt	8	200	\$17.06	\$17.59	\$18.12	\$18.66	\$19.19	\$19.73	\$20.79
Receptionist/General Secretary	Non-Exempt	8	up to 262	\$17.06	\$17.59	\$18.12	\$18.66	\$19.19	\$19.73	\$20.79
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 12 days), also earns two (2) personal days -the first personal day can be used after 100 days of employment, paid for named holidays, and also earns vacation leave (dependent on years of service)										

Technology - employed for fiscal year (July 1 through June 30)				Experience in Franklin County School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16 yrs +
Technician/Specialist - Level I (entry level - school related issues, replacing equipment, installing educational software, etc)	Non-Exempt	8	up to 262	\$18.20	\$18.78	\$19.39	\$20.02	\$20.66	\$21.33	\$21.56
Technician/Specialist - Level II (experience with educational needs, erate, inventory, problem solving, etc.)	Non-Exempt	8	up to 262	\$21.56	\$22.38	\$23.24	\$24.13	\$25.05	\$26.01	\$26.34
Technician/Specialist - Level III (specialized skills - including system support, servers, etc.)	Non-Exempt	8	up to 262	\$26.34	\$27.18	\$28.04	\$28.94	\$29.86	\$30.81	\$31.13
<i>All new employees begin at the entry level (Level I), may be evaluated with possible pay increase after three months</i>										
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 12 days), also earns two (2) personal days -the first personal day can be used after 100 days of employment, paid for named holidays, and also earns vacation leave (dependent on years of service)										

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Transportation				Experience in Franklin County School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 - 12 yrs	13-15 yrs	16 yrs +
Driver (SPED)	Non-Exempt	7	up to 182	\$15.99	\$17.59	\$19.19	\$20.79	\$22.39	\$23.99	\$25.59
Bus Monitor (SPED)	Non-Exempt	7	up to 182	\$14.92	\$15.46	\$15.99	\$16.52	\$17.06	\$17.59	\$18.13
Bus Monitor (SPED)/SPED Assistant	Non-Exempt	7	up to 182	\$15.56	\$16.13	\$16.69	\$17.24	\$17.81	\$18.37	\$18.93
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 9 days), earns one personal day - can be used after 100 days of employment)										

Maintenance/Custodian - typically employed for fiscal year (July 1 through June 30), some custodian for school year and/or part-time				Experience in Franklin County School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16+ yrs
Custodian (FT or PT) - fiscal yr or school yr	Non-Exempt	Varies	180/262	\$14.92	\$15.46	\$15.99	\$16.52	\$17.06	\$17.59	\$18.13
Lead Custodian (NM and SM) - additional \$2.00 per hour										
Utility Specialist - Huntland	Non-Exempt	8	up to 262	\$24.63	\$25.80	\$26.97	\$28.73	\$30.49	\$32.54	\$34.30
Inspector- Waste Water	Non-Exempt	1	365	\$15.24	\$15.83	\$16.42	\$17.00	\$17.59	\$18.76	\$19.93
Level I - General Maintenance	Non-Exempt	8	up to 262	\$14.92	\$15.46	\$15.99	\$16.52	\$17.06	\$17.59	\$18.13
Level II - Skilled (experience in carpentry, flooring, painting, plumbing, , etc.)	Non-Exempt	8	up to 262	\$19.23	\$19.82	\$20.76	\$21.69	\$22.87	\$24.63	\$26.38
Level III- Specialty Areas (license - specifically HVAC and Electrician)	Non-Exempt	8	up to 262	\$23.45	\$24.04	\$25.21	\$26.38	\$28.73	\$31.08	\$32.83
<i>All new employees begin at the entry level (Level I), may be evaluated with possible pay increase after three months</i> <i>PT Maintenance Employee - less than 30 hour per week - 'seasonal', and 'as needed' - \$12.00 an hour</i>										
				\$2,000 - Associate, \$3,500 - Bachelor, \$5,000 - Master						
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16+ yrs
Shipping/Receiving/Purchasing	Non-Exempt	8	up to 262	\$19.52	\$21.21	\$22.90	\$24.72	\$26.48	\$28.25	\$30.52
Office Manager/oversees custodians	Non-Exempt	8	up to 262	\$19.23	\$19.82	\$20.76	\$21.69	\$22.87	\$24.63	\$26.38
Employment benefits - 90% of single medical plan (state approved), earns sick leave day each month (maximum of 12 days), also earns two (2) personal days -the first personal day can be used after 100 days of employment, paid for named holidays, and also earns vacation leave (dependent on years of service)										

Substitutes for Teachers (includes specially approved educational assistants) and Others as noted			
	FLSA Status		
	Non-Exempt	Non-certified	\$82.40 a day
	Non-Exempt	Certified and those with Bachelor's Degree	\$103 a day
	Exempt	after 20 consecutive days - licensed teacher required, receives teacher pay (daily rate)	
Custodians	Non-Exempt	\$11.61 an hour	typically only for long term situations, must have prior approval
Nurses	Non-Exempt	\$103 a day	
Bus Drivers	Non-Exempt	\$103 a day	
School Nutrition Workers	Non-Exempt	\$11.33 an hour	

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School Nutrition				Experience in Franklin County School System						
Employment Position	FLSA Status	Daily Hours	Total Days	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13-15 yrs	16 yrs +
Assistant (PT) - Procurement	Non-Exempt	8	90	\$26.28						
Manager/Field Trainer	Non-Exempt	8	up to 220	\$20.25	\$20.79	\$21.32	\$22.12	\$22.65	\$23.45	\$24.25
Assistant Manager (FCHS and others)	Non-Exempt	8	185	\$17.06	\$17.59	\$18.19	\$18.66	\$19.19	\$19.72	\$20.27
Worker - Kitchen Staff	Non-Exempt	up to 8	up to 178	\$14.92	\$15.46	\$15.99	\$16.52	\$17.06	\$17.59	\$18.13

Daily hours and work days may vary. Full-time is 6 hours and more; part-time is less than 6 hours daily.

Annual Bonus for SNA Certification (in June check, upon recommendation of Director - School Nutrition)

after the initial certification, and then if certification is maintained annually, began July 1, 2016.

Level I - \$250 (requires 16 hours of specialized, on-line, professional development-on-line)

Level II - \$350 (requires 16 hours of specialized, on-line, professional development plus 46 additional hours)

Level III - \$450 (requires 16 hours of specialized, on-line, professional development plus 86 additional hours of training)

Level IV- \$550 (requires 16 hours of specialized, on-line, professional development plus 130 additional hours of training)

<u>Self-Supporting Programs or Positions Supported by Grants</u>											
Assignment		FLSA Status		ONLY IF FUNDS ARE AVAILABLE							
Extended School Program (ESP) - hours are after-school (providing child care for parents) ESP services care provided at a site if it is financially feasible.											
PT Director - System Level		Non-Exempt		\$30.90 an hour per signed timesheet							
Manager - Site Level		Non-Exempt		\$20.09 an hour per signed timesheet				@ BS, CM, DES, NL, RC, SES			
Worker		Non-Exempt		\$14.42 an hour per signed timesheet				@ BS, CM, DES, NL, RC, SES			
							\$2,000 - Associate, \$3,500 - Bachelor, \$5,000 - Master				
Family Resource Center				Total Days	0	1-3 yrs	4-6 yrs	7-9 yrs	10-12 yrs	13-15 yrs	16 yrs +
Coordinator - Prevention Coalition		Exempt	8 hours up to 262 days	\$44,835	\$46,588	\$48,341	\$50,094	\$51,847	\$53,600	\$55,353	
Administrative Assistant		Non-Exempt	8 hours 200	\$15.61	\$17.04	\$18.47	\$19.91	\$21.34	\$22.77	\$24.20	
Project Specialist		Non-Exempt	8 hours 200	\$23.90	\$24.97	\$26.04	\$27.11	\$28.18	\$29.25	\$30.32	

Athletic Coaches (Nominal Fee)

A certified employee is preferred for coaching assignments. If a classified employee or non-employee is utilized for the coaching assignment., the individual must volunteer and then be recommended for the assignment, the individual must satisfactory complete all required paperwork and training. Only after the season is completed and the individual is so recommended, then the non-employee will be paid the approved supplement.