

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	44,226.00	50,857.00	54,839.00	58,818.00	Annual
	3,685.50	4,238.08	4,569.92	4,901.50	Month
	236.50	271.96	293.26	314.53	Day
3-5	48,643.00	55,939.00	60,317.00	64,702.00	Annual
	4,053.58	4,661.58	5,026.42	5,391.83	Month
	260.12	299.14	322.55	346.00	Day
6-8	50,776.00	58,390.00	62,977.00	67,530.00	Annual
	4,231.33	4,865.83	5,248.08	5,627.50	Month
	271.53	312.25	336.78	361.12	Day
9	52,309.00	60,154.00	64,879.00	69,570.00	Annual
	4,359.08	5,012.83	5,406.58	5,797.50	Month
	279.73	321.68	346.95	372.03	Day
10	52,831.00	60,755.00	65,527.00	70,265.00	Annual
	4,402.58	5,062.92	5,460.58	5,855.42	Month
	282.52	324.89	350.41	375.75	Day
11	53,360.00	61,363.00	66,182.00	70,967.00	Annual
	4,446.67	5,113.58	5,515.17	5,913.92	Month
	285.35	328.14	353.91	379.50	Day
12	53,894.00	61,977.00	66,844.00	71,677.00	Annual
	4,491.17	5,164.75	5,570.33	5,973.08	Month
	288.20	331.43	357.45	383.30	Day
13	54,433.00	62,596.00	67,513.00	72,394.00	Annual
	4,536.08	5,216.33	5,626.08	6,032.83	Month
	291.09	334.74	361.03	387.13	Day
14	54,977.00	63,222.00	68,187.00	73,118.00	Annual
	4,581.42	5,268.50	5,682.25	6,093.17	Month
	293.99	338.09	364.64	391.01	Day
15	55,527.00	63,855.00	68,870.00	73,850.00	Annual
	4,627.25	5,321.25	5,739.17	6,154.17	Month
	296.94	341.47	368.29	394.92	Day
16	56,082.00	64,493.00	69,558.00	74,588.00	Annual
	4,673.50	5,374.42	5,796.50	6,215.67	Month
	299.90	344.88	371.97	398.87	Day
17	56,643.00	65,138.00	70,254.00	75,334.00	Annual
	4,720.25	5,428.17	5,854.50	6,277.83	Month
	302.90	348.33	375.69	402.86	Day
18	57,209.00	65,789.00	70,957.00	76,086.00	Annual
	4,767.42	5,482.42	5,913.08	6,340.50	Month
	305.93	351.81	379.45	406.88	Day

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	57,781.00	66,447.00	71,667.00	76,847.00	Annual
	4,815.08	5,537.25	5,972.25	6,403.92	Month
	308.99	355.33	383.25	410.95	Day
20	58,359.00	67,111.00	72,383.00	77,616.00	Annual
	4,863.25	5,592.58	6,031.92	6,468.00	Month
	312.08	358.88	387.07	415.06	Day
21	58,943.00	67,783.00	73,107.00	78,393.00	Annual
	4,911.92	5,648.58	6,092.25	6,532.75	Month
	315.20	362.48	390.95	419.21	Day
22	59,532.00	68,461.00	73,837.00	79,176.00	Annual
	4,961.00	5,705.08	6,153.08	6,598.00	Month
	318.35	366.10	394.85	423.40	Day
23	60,127.00	69,145.00	74,576.00	79,967.00	Annual
	5,010.58	5,762.08	6,214.67	6,663.92	Month
	321.53	369.76	398.80	427.63	Day
24	60,729.00	69,837.00	75,322.00	80,767.00	Annual
	5,060.75	5,819.75	6,276.83	6,730.58	Month
	324.75	373.46	402.79	431.91	Day
25	61,336.00	70,535.00	76,075.00	81,575.00	Annual
	5,111.33	5,877.92	6,339.58	6,797.92	Month
	328.00	377.19	406.82	436.23	Day
26	61,949.00	71,240.00	76,836.00	82,391.00	Annual
	5,162.42	5,936.67	6,403.00	6,865.92	Month
	331.28	380.96	410.89	440.59	Day
27	62,569.00	71,952.00	77,604.00	83,215.00	Annual
	5,214.08	5,996.00	6,467.00	6,934.58	Month
	334.59	384.77	414.99	445.00	Day
28	63,195.00	72,672.00	78,380.00	84,047.00	Annual
	5,266.25	6,056.00	6,531.67	7,003.92	Month
	337.94	388.62	419.14	449.45	Day
29	63,827.00	73,399.00	79,164.00	84,888.00	Annual
	5,318.92	6,116.58	6,597.00	7,074.00	Month
	341.32	392.51	423.34	453.95	Day
30	64,464.00	74,133.00	79,955.00	85,737.00	Annual
	5,372.00	6,177.75	6,662.92	7,144.75	Month
	344.73	396.43	427.57	458.49	Day
31	65,109.00	74,874.00	80,755.00	86,593.00	Annual
	5,425.75	6,239.50	6,729.58	7,216.08	Month
	348.18	400.40	431.84	463.06	Day

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	65,761.00	75,623.00	81,563.00	87,459.00	Annual
	5,480.08	6,301.92	6,796.92	7,288.25	Month
	351.66	404.40	436.17	467.70	Day
33	66,418.00	76,379.00	82,379.00	88,335.00	Annual
	5,534.83	6,364.92	6,864.92	7,361.25	Month
	355.18	408.44	440.53	472.38	Day
34	67,082.00	77,143.00	83,202.00	89,218.00	Annual
	5,590.17	6,428.58	6,933.50	7,434.83	Month
	358.73	412.53	444.93	477.10	Day
35	67,753.00	77,914.00	84,034.00	90,109.00	Annual
	5,646.08	6,492.83	7,002.83	7,509.08	Month
	362.32	416.65	449.38	481.87	Day

TEACHERS - TEAMS PROGRAM

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 189 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0	49,530.00	56,161.00	60,143.00	64,122.00	Annual
	4,127.50	4,680.08	5,011.92	5,343.50	Month
	262.06	297.15	318.22	339.27	Day
1	53,021.00	60,974.00	65,746.00	70,521.00	Annual
	4,418.42	5,081.17	5,478.83	5,876.75	Month
	280.53	322.61	347.86	373.13	Day
2	55,854.00	64,229.00	69,275.00	74,283.00	Annual
	4,654.50	5,352.42	5,772.92	6,190.25	Month
	295.52	339.84	366.53	393.03	Day
3	57,488.00	66,110.00	71,303.00	76,458.00	Annual
	4,790.67	5,509.17	5,941.92	6,371.50	Month
	304.17	349.79	377.26	404.54	Day
4	59,166.00	68,040.00	73,383.00	78,689.00	Annual
	4,930.50	5,670.00	6,115.25	6,557.42	Month
	313.05	360.00	388.27	416.34	Day
5	60,887.00	70,019.00	75,519.00	80,980.00	Annual
	5,073.92	5,834.92	6,293.25	6,748.33	Month
	322.15	370.47	399.57	428.47	Day
6	62,655.00	72,051.00	77,712.00	83,330.00	Annual
	5,221.25	6,004.25	6,476.00	6,944.17	Month
	331.51	381.22	411.17	440.90	Day
7	64,469.00	74,139.00	79,961.00	85,743.00	Annual
	5,372.42	6,178.25	6,663.42	7,145.25	Month
	341.11	392.27	423.07	453.67	Day
8	65,758.00	75,619.00	81,561.00	87,458.00	Annual
	5,479.83	6,301.58	6,796.75	7,288.17	Month
	347.93	400.10	431.54	462.74	Day
9	67,073.00	77,133.00	83,192.00	89,208.00	Annual
	5,589.42	6,427.75	6,932.67	7,434.00	Month
	354.88	408.11	440.17	472.00	Day
10	68,078.00	78,291.00	84,439.00	90,545.00	Annual
	5,673.17	6,524.25	7,036.58	7,545.42	Month
	360.20	414.24	446.77	479.07	Day
11	69,100.00	79,465.00	85,706.00	91,902.00	Annual
	5,758.33	6,622.08	7,142.17	7,658.50	Month
	365.61	420.45	453.47	486.25	Day
12-14	70,137.00	80,657.00	86,991.00	93,282.00	Annual
	5,844.75	6,721.42	7,249.25	7,773.50	Month
	371.10	426.76	460.27	493.56	Day

TEACHERS - TEAMS PROGRAM

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 189 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
15-17	71,192.00	81,872.00	88,302.00	94,687.00	Annual
	5,932.67	6,822.67	7,358.50	7,890.58	Month
	376.68	433.19	467.21	500.99	Day
18-20	72,271.00	83,111.00	89,639.00	96,120.00	Annual
	6,022.58	6,925.92	7,469.92	8,010.00	Month
	382.39	439.74	474.28	508.57	Day
21-23	73,370.00	84,377.00	91,002.00	97,583.00	Annual
	6,114.17	7,031.42	7,583.50	8,131.92	Month
	388.20	446.44	481.49	516.31	Day
24-26	74,491.00	85,664.00	92,393.00	99,074.00	Annual
	6,207.58	7,138.67	7,699.42	8,256.17	Month
	394.13	453.25	488.85	524.20	Day
27+	75,635.00	86,981.00	93,811.00	100,595.00	Annual
	6,302.92	7,248.42	7,817.58	8,382.92	Month
	400.19	460.22	496.35	532.25	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST/MENTAL HEALTH COUNSELOR

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	47,773.54	54,936.44	59,237.85	63,536.02	Annual
	3,981.13	4,578.04	4,936.49	5,294.67	Month
	236.50	271.96	293.26	314.53	Day
3-5	52,544.84	60,426.09	65,155.26	69,892.00	Annual
	4,378.74	5,035.51	5,429.61	5,824.33	Month
	260.12	299.14	322.55	346.00	Day
6-8	54,848.94	63,073.69	68,028.63	72,946.84	Annual
	4,570.75	5,256.14	5,669.05	6,078.90	Month
	271.53	312.25	336.78	361.12	Day
9	56,504.91	64,979.19	70,083.20	75,150.48	Annual
	4,708.74	5,414.93	5,840.27	6,262.54	Month
	279.73	321.68	346.95	372.03	Day
10	57,068.78	65,628.40	70,783.18	75,901.23	Annual
	4,755.73	5,469.03	5,898.60	6,325.10	Month
	282.52	324.89	350.41	375.75	Day
11	57,640.21	66,285.17	71,490.72	76,659.54	Annual
	4,803.35	5,523.76	5,957.56	6,388.30	Month
	285.35	328.14	353.91	379.50	Day
12	58,217.05	66,948.42	72,205.82	77,426.49	Annual
	4,851.42	5,579.03	6,017.15	6,452.21	Month
	288.20	331.43	357.45	383.30	Day
13	58,799.28	67,617.07	72,928.48	78,201.01	Annual
	4,899.94	5,634.76	6,077.37	6,516.75	Month
	291.09	334.74	361.03	387.13	Day
14	59,386.92	68,293.28	73,656.55	78,983.08	Annual
	4,948.91	5,691.11	6,138.05	6,581.92	Month
	293.99	338.09	364.64	391.01	Day
15	59,981.04	68,977.06	74,394.33	79,773.80	Annual
	4,998.42	5,748.09	6,199.53	6,647.82	Month
	296.94	341.47	368.29	394.92	Day
16	60,580.56	69,666.24	75,137.52	80,570.99	Annual
	5,048.38	5,805.52	6,261.46	6,714.25	Month
	299.90	344.88	371.97	398.87	Day
17	61,186.56	70,362.97	75,889.35	81,376.83	Annual
	5,098.88	5,863.58	6,324.11	6,781.40	Month
	302.90	348.33	375.69	402.86	Day
18	61,797.96	71,066.19	76,648.74	82,189.16	Annual
	5,149.83	5,922.18	6,387.39	6,849.10	Month
	305.93	351.81	379.45	406.88	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST/MENTAL HEALTH COUNSELOR

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	62,415.84	71,776.97	77,415.69	83,011.20	Annual
	5,201.32	5,981.41	6,451.31	6,917.60	Month
	308.99	355.33	383.25	410.95	Day
20	63,040.20	72,494.24	78,189.12	83,841.88	Annual
	5,253.35	6,041.19	6,515.76	6,986.82	Month
	312.08	358.88	387.07	415.06	Day
21	63,671.05	73,220.14	78,971.20	84,681.21	Annual
	5,305.92	6,101.68	6,580.93	7,056.77	Month
	315.20	362.48	390.95	419.21	Day
22	64,307.29	73,952.52	79,759.75	85,527.02	Annual
	5,358.94	6,162.71	6,646.65	7,127.25	Month
	318.35	366.10	394.85	423.40	Day
23	64,950.02	74,691.39	80,558.03	86,381.47	Annual
	5,412.50	6,224.28	6,713.17	7,198.46	Month
	321.53	369.76	398.80	427.63	Day
24	65,600.31	75,438.90	81,363.87	87,245.64	Annual
	5,466.69	6,286.57	6,780.32	7,270.47	Month
	324.75	373.46	402.79	431.91	Day
25	66,256.00	76,192.89	82,177.27	88,118.45	Annual
	5,521.33	6,349.41	6,848.11	7,343.20	Month
	328.00	377.19	406.82	436.23	Day
26	66,918.17	76,954.44	82,999.32	88,999.90	Annual
	5,576.51	6,412.87	6,916.61	7,416.66	Month
	331.28	380.96	410.89	440.59	Day
27	67,587.90	77,723.55	83,828.92	89,890.00	Annual
	5,632.33	6,476.96	6,985.74	7,490.83	Month
	334.59	384.77	414.99	445.00	Day
28	68,264.12	78,501.30	84,667.17	90,788.74	Annual
	5,688.68	6,541.78	7,055.60	7,565.73	Month
	337.94	388.62	419.14	449.45	Day
29	68,946.81	79,286.62	85,514.05	91,697.20	Annual
	5,745.57	6,607.22	7,126.17	7,641.43	Month
	341.32	392.51	423.34	453.95	Day
30	69,634.91	80,079.50	86,368.50	92,614.30	Annual
	5,802.91	6,673.29	7,197.38	7,717.86	Month
	344.73	396.43	427.57	458.49	Day
31	70,331.65	80,879.94	87,232.67	93,538.96	Annual
	5,860.97	6,739.99	7,269.39	7,794.91	Month
	348.18	400.40	431.84	463.06	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST/MENTAL HEALTH COUNSELOR

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	71,035.95	81,689.02	88,105.49	94,474.43	Annual
	5,919.66	6,807.42	7,342.12	7,872.87	Month
	351.66	404.40	436.17	467.70	Day
33	71,745.65	82,505.66	88,986.94	95,420.70	Annual
	5,978.80	6,875.47	7,415.58	7,951.72	Month
	355.18	408.44	440.53	472.38	Day
34	72,462.91	83,330.94	89,875.96	96,374.52	Annual
	6,038.58	6,944.25	7,489.66	8,031.21	Month
	358.73	412.53	444.93	477.10	Day
35	73,187.73	84,163.79	90,774.70	97,336.99	Annual
	6,098.98	7,013.65	7,564.56	8,111.42	Month
	362.32	416.65	449.38	481.87	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 222 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	52,503.59	60,375.69	65,102.98	69,826.72	Annual
	4,375.30	5,031.31	5,425.25	5,818.89	Month
	236.50	271.96	293.26	314.53	Day
3-5	57,747.30	66,408.87	71,606.28	76,812.00	Annual
	4,812.28	5,534.07	5,967.19	6,401.00	Month
	260.12	299.14	322.55	346.00	Day
6-8	60,279.53	69,318.61	74,764.14	80,169.30	Annual
	5,023.29	5,776.55	6,230.34	6,680.78	Month
	271.53	312.25	336.78	361.12	Day
9	62,099.45	71,412.77	77,022.13	82,591.12	Annual
	5,174.95	5,951.06	6,418.51	6,882.59	Month
	279.73	321.68	346.95	372.03	Day
10	62,719.16	72,126.26	77,791.41	83,416.20	Annual
	5,226.60	6,010.52	6,482.62	6,951.35	Month
	282.52	324.89	350.41	375.75	Day
11	63,347.17	72,848.05	78,569.01	84,249.59	Annual
	5,278.93	6,070.67	6,547.42	7,020.80	Month
	285.35	328.14	353.91	379.50	Day
12	63,981.11	73,576.97	79,354.91	85,092.48	Annual
	5,331.76	6,131.41	6,612.91	7,091.04	Month
	288.20	331.43	357.45	383.30	Day
13	64,620.99	74,311.83	80,149.12	85,943.68	Annual
	5,385.08	6,192.65	6,679.09	7,161.97	Month
	291.09	334.74	361.03	387.13	Day
14	65,266.81	75,054.99	80,949.27	86,803.19	Annual
	5,438.90	6,254.58	6,745.77	7,233.60	Month
	293.99	338.09	364.64	391.01	Day
15	65,919.75	75,806.47	81,760.11	87,672.19	Annual
	5,493.31	6,317.21	6,813.34	7,306.02	Month
	296.94	341.47	368.29	394.92	Day
16	66,578.63	76,563.88	82,576.88	88,548.32	Annual
	5,548.22	6,380.32	6,881.41	7,379.03	Month
	299.90	344.88	371.97	398.87	Day
17	67,244.63	77,329.60	83,403.14	89,433.95	Annual
	5,603.72	6,444.13	6,950.26	7,452.83	Month
	302.90	348.33	375.69	402.86	Day
18	67,916.57	78,102.45	84,237.72	90,326.70	Annual
	5,659.71	6,508.54	7,019.81	7,527.22	Month
	305.93	351.81	379.45	406.88	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	68,595.63	78,883.60	85,080.61	91,230.13	Annual
	5,716.30	6,573.63	7,090.05	7,602.51	Month
	308.99	355.33	383.25	410.95	Day
20	69,281.81	79,671.88	85,930.62	92,143.06	Annual
	5,773.48	6,639.32	7,160.89	7,678.59	Month
	312.08	358.88	387.07	415.06	Day
21	69,975.11	80,469.66	86,790.13	93,065.49	Annual
	5,831.26	6,705.80	7,232.51	7,755.46	Month
	315.20	362.48	390.95	419.21	Day
22	70,674.35	81,274.56	87,656.76	93,995.04	Annual
	5,889.53	6,772.88	7,304.73	7,832.92	Month
	318.35	366.10	394.85	423.40	Day
23	71,380.72	82,086.58	88,534.07	94,934.09	Annual
	5,948.39	6,840.55	7,377.84	7,911.17	Month
	321.53	369.76	398.80	427.63	Day
24	72,095.39	82,908.10	89,419.70	95,883.82	Annual
	6,007.95	6,909.01	7,451.64	7,990.32	Month
	324.75	373.46	402.79	431.91	Day
25	72,816.00	83,736.74	90,313.64	96,843.05	Annual
	6,068.00	6,978.06	7,526.14	8,070.25	Month
	328.00	377.19	406.82	436.23	Day
26	73,543.73	84,573.69	91,217.07	97,811.78	Annual
	6,128.64	7,047.81	7,601.42	8,150.98	Month
	331.28	380.96	410.89	440.59	Day
27	74,279.78	85,418.95	92,128.81	98,790.00	Annual
	6,189.98	7,118.25	7,677.40	8,232.50	Month
	334.59	384.77	414.99	445.00	Day
28	75,022.94	86,273.71	93,050.05	99,777.72	Annual
	6,251.91	7,189.48	7,754.17	8,314.81	Month
	337.94	388.62	419.14	449.45	Day
29	75,773.23	87,136.78	93,980.79	100,776.13	Annual
	6,314.44	7,261.40	7,831.73	8,398.01	Month
	341.32	392.51	423.34	453.95	Day
30	76,529.45	88,008.16	94,919.84	101,784.03	Annual
	6,377.45	7,334.01	7,909.99	8,482.00	Month
	344.73	396.43	427.57	458.49	Day
31	77,295.18	88,887.85	95,869.57	102,800.25	Annual
	6,441.26	7,407.32	7,989.13	8,566.69	Month
	348.18	400.40	431.84	463.06	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	78,069.21	89,777.04	96,828.80	103,828.33	Annual
	6,505.77	7,481.42	8,069.07	8,652.36	Month
	351.66	404.40	436.17	467.70	Day
33	78,849.18	90,674.53	97,797.53	104,868.29	Annual
	6,570.76	7,556.21	8,149.79	8,739.02	Month
	355.18	408.44	440.53	472.38	Day
34	79,637.45	91,581.53	98,774.57	105,916.56	Annual
	6,636.45	7,631.79	8,231.21	8,826.38	Month
	358.73	412.53	444.93	477.10	Day
35	80,434.04	92,496.83	99,762.29	106,974.32	Annual
	6,702.84	7,708.07	8,313.52	8,914.53	Month
	362.32	416.65	449.38	481.87	Day

ADMINISTRATIVE FACTORS OF TEACHER SALARY MATRIX

SUPERINTENDENT	2.47	NON-CERTIFIED CENTRAL OFFICE DIRECTOR	1.50
ASSOCIATE SUPERINTENDENT	1.90	ELEMENTARY PRINCIPALS	1.45
ARITON SCHOOL PRINCIPAL	1.75	ARITON ASSISTANT PRINCIPAL	1.37
GW LONG HIGH PRINCIPAL	1.65	GW LONG HIGH ASSISTANT PRINCIPAL	1.34
DCHS PRINCIPAL	1.65	DCHS ASSISTANT PRINCIPAL	1.34
CERTIFIED CENTRAL OFFICE DIRECTOR	1.60	SDMS ASSISTANT PRINCIPAL	1.31
SDMS PRINCIPAL	1.55	CSFO (AS PER CONTRACT)	
ALTERNATIVE AND VIRTUAL PRINCIPAL	1.55		

CENTRAL OFFICE SUPPORT

CENTRAL BOOKKEEPER (12 MONTH)

Completed											
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
	\$ 43,042.45	\$ 47,508.15	\$ 49,430.45	\$ 50,082.04	\$ 50,988.76	\$ 52,153.43	\$ 52,828.11	\$ 53,501.64	\$ 54,132.97	\$ 54,771.74	YR
240 days	\$3,586.87	\$3,959.01	\$4,119.20	\$4,173.50	\$4,249.06	\$4,346.12	\$4,402.34	\$4,458.47	\$4,511.08	\$4,564.31	MO
	\$179.34	\$197.95	\$205.96	\$208.68	\$212.45	\$217.31	\$220.12	\$222.92	\$225.55	\$228.22	DAY

COMPUTER/TECHNOLOGY SPECIALIST (12 MONTH)

Completed											
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
	\$44,226.00	\$48,643.00	\$50,776.00	\$53,360.00	\$54,977.00	\$56,643.00	\$58,359.00	\$60,127.00	\$61,949.00	\$62,569.00	YR
240 days	\$3,685.50	\$4,053.58	\$4,231.33	\$4,446.67	\$4,581.42	\$4,720.25	\$4,863.25	\$5,010.58	\$5,162.42	\$5,214.08	MO
	\$184.28	\$202.68	\$211.57	\$222.33	\$229.07	\$236.01	\$243.16	\$250.53	\$258.12	\$260.70	DAY

COMPUTER/TECHNOLOGY TECH (12 MONTH)

Completed											
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
	\$32,750.71	\$33,733.23	\$34,745.23	\$35,787.59	\$36,861.21	\$37,967.05	\$39,106.06	\$40,279.24	\$41,487.62	\$42,732.25	YR
240 days	\$2,729.23	\$2,811.10	\$2,895.44	\$2,982.30	\$3,071.77	\$3,163.92	\$3,258.84	\$3,356.60	\$3,457.30	\$3,561.02	MO
	\$136.46	\$140.56	\$144.77	\$149.11	\$153.59	\$158.20	\$162.94	\$167.83	\$172.87	\$178.05	DAY

ELEMENTARY SCHOOL SECRETARY/BOOKEEPER

(10 MONTH)

Completed

Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
202 days	\$ 33,145.69	\$ 36,528.42	\$ 37,984.59	\$ 38,478.15	\$ 39,164.99	\$ 40,047.23	\$ 40,558.30	\$ 41,068.54	\$ 41,807.77	\$ 42,560.31
	\$2,762.14	\$3,044.04	\$3,165.38	\$3,206.51	\$3,263.75	\$3,337.27	\$3,379.86	\$3,422.38	\$3,483.98	\$3,546.69
	\$164.09	\$180.83	\$188.04	\$190.49	\$193.89	\$198.25	\$200.78	\$203.31	\$206.97	\$210.69

MIDDLE SCHOOL SECRETARY/BOOKEEPER

(10 MONTH)

Completed

Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
202 days	\$ 33,808.60	\$ 37,258.99	\$ 38,744.28	\$ 39,247.72	\$ 39,948.29	\$ 40,848.17	\$ 41,369.47	\$ 41,889.91	\$ 42,643.93	\$ 43,411.51
	\$2,817.38	\$3,104.92	\$3,228.69	\$3,270.64	\$3,329.02	\$3,404.01	\$3,447.46	\$3,490.83	\$3,553.66	\$3,617.63
	\$167.37	\$184.45	\$191.80	\$194.30	\$197.76	\$202.22	\$204.80	\$207.38	\$211.11	\$214.91

HIGH SCHOOL BOOKEEPER

(10 MONTH)

Completed

Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
202 days	\$ 34,653.81	\$ 38,190.47	\$ 39,712.88	\$ 40,228.91	\$ 40,947.00	\$ 41,869.38	\$ 42,403.70	\$ 42,937.15	\$ 43,710.02	\$ 44,496.80
	\$2,887.82	\$3,182.54	\$3,309.41	\$3,352.41	\$3,412.25	\$3,489.11	\$3,533.64	\$3,578.10	\$3,642.50	\$3,708.07
	\$171.55	\$189.06	\$196.60	\$199.15	\$202.71	\$207.27	\$209.92	\$212.56	\$216.39	\$220.28

K-12 BOOKEEPER

(10 MONTH)

Completed

Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
202 days	\$ 35,693.43	\$ 39,336.18	\$ 40,904.27	\$ 41,435.78	\$ 42,175.41	\$ 43,125.46	\$ 43,675.81	\$ 44,225.27	\$ 45,021.32	\$ 45,831.70
	\$2,974.45	\$3,278.02	\$3,408.69	\$3,452.98	\$3,514.62	\$3,593.79	\$3,639.65	\$3,685.44	\$3,751.78	\$3,819.31
	\$176.70	\$194.73	\$202.50	\$205.13	\$208.79	\$213.49	\$216.22	\$218.94	\$222.88	\$226.89

8 HOUR TRANSPORTATION SECRETARY/BOOKKEEPER

(12 MONTH)

Completed

Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
240 days	\$39,381.01	\$43,400.11	\$45,130.20	\$45,716.62	\$46,532.66	\$47,580.87	\$48,188.08	\$48,794.30	\$49,672.60	\$50,566.70
	\$3,281.75	\$3,616.68	\$3,760.85	\$3,809.72	\$3,877.72	\$3,965.07	\$4,015.67	\$4,066.19	\$4,139.38	\$4,213.89
	\$164.09	\$180.83	\$188.04	\$190.49	\$193.89	\$198.25	\$200.78	\$203.31	\$206.97	\$210.69

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

POSITION	DAYS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+	
LUNCHROOM WORKERS												
L4	4 hour	185	\$12,835.47	\$13,009.48	\$13,403.68	\$13,673.09	\$13,946.55	\$14,225.48	\$14,652.25	\$15,091.81	\$15,544.57	\$15,855.46 YR
(9 MONTH)			\$1,069.62	\$1,084.12	\$1,116.97	\$1,139.42	\$1,162.21	\$1,185.46	\$1,221.02	\$1,257.65	\$1,295.38	\$1,321.29 MO
		\$17.35	\$69.38	\$70.32	\$72.45	\$73.91	\$75.39	\$76.89	\$79.20	\$81.58	\$84.02	\$85.71 DAY
			\$17.35	\$17.58	\$18.11	\$18.48	\$18.85	\$19.22	\$19.80	\$20.39	\$21.01	\$21.43
L 6	6 hour		\$17,765.00	\$18,295.00	\$18,845.00	\$19,217.00	\$19,599.00	\$19,991.00	\$20,591.00	\$21,206.00	\$21,842.00	\$22,279.00 YR
(9 MONTH)		185	\$1,480.42	\$1,524.58	\$1,570.42	\$1,601.42	\$1,633.25	\$1,665.92	\$1,715.92	\$1,767.17	\$1,820.17	\$1,856.58 MO
		\$16.00	\$96.00	\$98.89	\$101.86	\$103.88	\$105.94	\$108.06	\$111.30	\$114.63	\$118.06	\$120.43 DAY
			\$16.00	\$16.48	\$16.98	\$17.31	\$17.66	\$18.01	\$18.55	\$19.10	\$19.68	\$20.07
L 7	7 hour	185	\$20,720.00	\$21,345.00	\$21,990.00	\$22,422.00	\$22,875.00	\$23,329.00	\$24,028.00	\$24,740.00	\$25,492.00	\$25,997.00 YR
(9 MONTH)			\$1,726.67	\$1,778.75	\$1,832.50	\$1,868.50	\$1,906.25	\$1,944.08	\$2,002.33	\$2,061.67	\$2,124.33	\$2,166.42 MO
		\$16.00	\$112.00	\$115.38	\$118.86	\$121.20	\$123.65	\$126.10	\$129.88	\$133.73	\$137.79	\$140.52 DAY
			\$16.00	\$16.48	\$16.98	\$17.31	\$17.66	\$18.01	\$18.55	\$19.10	\$19.68	\$20.07
L 8	8 hour	185	\$23,680.00	\$24,390.00	\$25,131.00	\$25,619.00	\$26,132.00	\$26,654.00	\$27,454.00	\$28,269.00	\$29,126.00	\$29,709.00 YR
(9 MONTH)			1,973.33	2,032.50	2,094.25	2,134.92	2,177.67	2,221.17	2,287.83	2,355.75	2,427.17	2,475.75 MO
		\$16.00	\$128.00	\$131.84	\$135.84	\$138.48	\$141.25	\$144.08	\$148.40	\$152.81	\$157.44	\$160.59 DAY
			\$16.00	\$16.48	\$16.98	\$17.31	\$17.66	\$18.01	\$18.55	\$19.10	\$19.68	\$20.07
ASSISTANT MANAGER												
L A	8 hour	187	\$23,936.00	\$24,654.00	\$25,402.00	\$25,896.00	\$26,419.00	\$26,948.00	\$27,757.00	\$28,581.00	\$29,439.00	\$30,028.00 YR
(9 MONTH)			\$1,994.67	\$2,054.50	\$2,116.83	\$2,158.00	\$2,201.58	\$2,245.67	\$2,313.08	\$2,381.75	\$2,453.25	\$2,502.33 MO
		\$16.00	\$128.00	\$131.84	\$135.84	\$138.48	\$141.28	\$144.11	\$148.43	\$152.84	\$157.43	\$160.58 DAY
			\$16.00	\$16.48	\$16.98	\$17.31	\$17.66	\$18.01	\$18.55	\$19.10	\$19.68	\$20.07

(9 MONTH) CNP-MANAGERS

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
Manager 200-399	\$34,338.06	\$34,681.44	\$35,028.25	\$35,378.53	\$35,732.32	\$36,089.64	\$36,450.54	\$36,815.04	\$37,183.19	\$37,555.03	YEAR
	\$2,861.50	\$2,890.12	\$2,919.02	\$2,948.21	\$2,977.69	\$3,007.47	\$3,037.54	\$3,067.92	\$3,098.60	\$3,129.59	MONTH
	\$183.63	\$185.46	\$187.32	\$189.19	\$191.08	\$192.99	\$194.92	\$196.87	\$198.84	\$200.83	DAY
	\$22.95	\$23.18	\$23.41	\$23.65	\$23.89	\$24.12	\$24.37	\$24.61	\$24.86	\$25.10	HOUR
Manager 400-600	\$34,769.42	\$35,117.12	\$35,468.29	\$35,822.97	\$36,181.20	\$36,543.01	\$36,908.44	\$37,277.53	\$37,650.30	\$38,026.81	YEAR
	\$2,897.45	\$2,926.43	\$2,955.69	\$2,985.25	\$3,015.10	\$3,045.25	\$3,075.70	\$3,106.46	\$3,137.53	\$3,168.90	MONTH
	\$185.93	\$187.79	\$189.67	\$191.57	\$193.48	\$195.42	\$197.37	\$199.35	\$201.34	\$203.35	DAY
	\$23.24	\$23.47	\$23.71	\$23.95	\$24.19	\$24.43	\$24.67	\$24.92	\$25.17	\$25.42	HOUR
Manager 600+	\$35,200.80	\$35,552.81	\$35,908.34	\$36,267.42	\$36,630.10	\$36,996.40	\$37,366.36	\$37,740.02	\$38,117.42	\$38,498.60	YEAR
	\$2,933.40	\$2,962.73	\$2,992.36	\$3,022.29	\$3,052.51	\$3,083.03	\$3,113.86	\$3,145.00	\$3,176.45	\$3,208.22	MONTH
	\$188.24	\$190.12	\$192.02	\$193.94	\$195.88	\$197.84	\$199.82	\$201.82	\$203.84	\$205.87	DAY
	\$23.53	\$23.77	\$24.00	\$24.24	\$24.49	\$24.73	\$24.98	\$25.23	\$25.48	\$25.73	HOUR

REGULAR CLASSROOM AIDES (9 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$ 22,440.00	\$ 24,639.12	\$ 24,885.51	\$ 25,196.58	\$ 25,511.54	\$ 25,830.43	\$ 26,153.31	\$ 26,467.15	\$26,779.46	\$27,095.46 YR
9 months	\$1,870.00	\$2,053.26	\$2,073.79	\$2,099.72	\$2,125.96	\$2,152.54	\$2,179.44	\$2,205.60	\$2,231.62	\$2,257.96 MO
187 days	\$120.00	\$131.76	\$133.08	\$134.74	\$136.43	\$138.13	\$139.86	\$141.54	\$143.21	\$144.90 DAY

PRE-K CLASSROOM AIDES (9 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$ 22,440.00	\$ 24,639.12	\$ 24,885.51	\$ 25,196.58	\$ 25,511.54	\$ 25,830.43	\$ 26,153.31	\$ 26,467.15	\$ 26,779.46	\$ 27,095.46 YR
9 months	\$1,870.00	\$2,053.26	\$2,073.79	\$2,099.72	\$2,125.96	\$2,152.54	\$2,179.44	\$2,205.60	\$2,231.62	\$2,257.96 MO
187 days	\$120.00	\$131.76	\$133.08	\$134.74	\$136.43	\$138.13	\$139.86	\$141.54	\$143.21	\$144.90 DAY

OFFICE SECRETARY (9.5 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$ 23,205.68	\$ 25,479.84	\$ 25,734.64	\$ 26,056.32	\$ 26,382.03	\$ 26,711.80	\$ 27,045.70	\$ 27,370.25	\$27,693.22	\$28,020.00 YR
9.5 months	\$1,933.81	\$2,123.32	\$2,144.55	\$2,171.36	\$2,198.50	\$2,225.98	\$2,253.81	\$2,280.85	\$2,307.77	\$2,335.00 MO
192 days	\$120.86	\$132.71	\$134.03	\$135.71	\$137.41	\$139.12	\$140.86	\$142.55	\$144.24	\$145.94 DAY

CENTRAL OFFICE SECRETARY (12 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$ 29,876.88	\$ 32,804.82	\$ 33,132.86	\$ 33,547.02	\$ 33,966.36	\$ 34,390.94	\$ 34,820.83	\$ 35,238.68	\$35,654.49	\$36,075.22 YR
12 months	\$2,489.74	\$2,733.73	\$2,761.07	\$2,795.59	\$2,830.53	\$2,865.91	\$2,901.74	\$2,936.56	\$2,971.21	\$3,006.27 MO
240 days	\$124.49	\$136.69	\$138.05	\$139.78	\$141.53	\$143.30	\$145.09	\$146.83	\$148.56	\$150.31 DAY

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

JANITORS

		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+	
J4	4 hours	182	\$10,920.00	\$11,356.80	\$11,811.07	\$12,165.40	\$12,530.37	\$12,906.28	\$13,293.47	\$13,692.27	\$14,103.04	\$14,526.13 YR
			\$910.00	\$946.40	\$984.26	\$1,013.78	\$1,044.20	\$1,075.52	\$1,107.79	\$1,141.02	\$1,175.25	\$1,210.51 MO
			\$60.00	\$62.40	\$64.90	\$66.84	\$68.85	\$70.91	\$73.04	\$75.23	\$77.49	\$79.81 DAY
			\$15.00	\$15.60	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95 HR
J8	8 hour	202	\$24,240.00	\$25,209.60	\$26,217.98	\$27,004.52	\$27,814.66	\$28,649.10	\$29,508.57	\$30,393.83	\$31,305.64	\$32,244.81 YR
			\$2,020.00	\$2,100.80	\$2,184.83	\$2,250.38	\$2,317.89	\$2,387.42	\$2,459.05	\$2,532.82	\$2,608.80	\$2,687.07 MO
			\$120.00	\$124.80	\$129.79	\$133.69	\$137.70	\$141.83	\$146.08	\$150.46	\$154.98	\$159.63 DAY
			\$15.00	\$15.60	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95 HR
J10	10 MONTHS	202	\$24,240.00	\$25,209.60	\$26,217.98	\$27,004.52	\$27,814.66	\$28,649.10	\$29,508.57	\$30,393.83	\$31,305.64	\$32,244.81 YR
			\$2,020.00	\$2,100.80	\$2,184.83	\$2,250.38	\$2,317.89	\$2,387.42	\$2,459.05	\$2,532.82	\$2,608.80	\$2,687.07 MO
			\$120.00	\$124.80	\$129.79	\$133.69	\$137.70	\$141.83	\$146.08	\$150.46	\$154.98	\$159.63 DAY
			\$15.00	\$15.60	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95 HR

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE.

Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP	
0-2	33,264.00	43,886.00	47,322.00	51,028.00	55,023.00	Annual
	2,772.00	3,657.17	3,943.50	4,252.33	4,585.25	Month
	177.88	234.68	253.06	272.88	294.24	Day
3-5	36,587.00	48,270.00	52,049.00	56,125.00	60,519.00	Annual
	3,048.92	4,022.50	4,337.42	4,677.08	5,043.25	Month
	195.65	258.13	278.34	300.13	323.63	Day
6-8	38,191.00	50,386.00	54,331.00	58,586.00	63,173.00	Annual
	3,182.58	4,198.83	4,527.58	4,882.17	5,264.42	Month
	204.23	269.44	290.54	313.29	337.82	Day
9	39,344.00	51,907.00	55,972.00	60,354.00	65,080.00	Annual
	3,278.67	4,325.58	4,664.33	5,029.50	5,423.33	Month
	210.40	277.58	299.32	322.75	348.02	Day
10	39,737.00	52,426.00	56,531.00	60,957.00	65,730.00	Annual
	3,311.42	4,368.83	4,710.92	5,079.75	5,477.50	Month
	212.50	280.35	302.30	325.97	351.50	Day
11	40,134.00	52,950.00	57,096.00	61,567.00	66,387.00	Annual
	3,344.50	4,412.50	4,758.00	5,130.58	5,532.25	Month
	214.62	283.16	305.33	329.24	355.01	Day
12	40,536.00	53,480.00	57,668.00	62,183.00	67,052.00	Annual
	3,378.00	4,456.67	4,805.67	5,181.92	5,587.67	Month
	216.77	285.99	308.39	332.53	358.57	Day
13	40,941.00	54,015.00	58,244.00	62,805.00	67,722.00	Annual
	3,411.75	4,501.25	4,853.67	5,233.75	5,643.50	Month
	218.94	288.85	311.47	335.86	362.15	Day
14	41,351.00	54,555.00	58,827.00	63,433.00	68,400.00	Annual
	3,445.92	4,546.25	4,902.25	5,286.08	5,700.00	Month
	221.13	291.74	314.58	339.21	365.78	Day
15	41,765.00	55,101.00	59,415.00	64,068.00	69,084.00	Annual
	3,480.42	4,591.75	4,951.25	5,339.00	5,757.00	Month
	223.34	294.66	317.73	342.61	369.43	Day

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE.

Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP	
16	42,182.00	55,651.00	60,009.00	64,708.00	69,774.00	Annual
	3,515.17	4,637.58	5,000.75	5,392.33	5,814.50	Month
	225.57	297.60	320.90	346.03	373.12	Day
17	42,604.00	56,208.00	60,609.00	65,355.00	70,472.00	Annual
	3,550.33	4,684.00	5,050.75	5,446.25	5,872.67	Month
	227.83	300.58	324.11	349.49	376.86	Day
18	43,030.00	56,770.00	61,215.00	66,009.00	71,177.00	Annual
	3,585.83	4,730.83	5,101.25	5,500.75	5,931.42	Month
	230.11	303.58	327.35	352.99	380.63	Day
19	43,460.00	57,338.00	61,827.00	66,668.00	71,889.00	Annual
	3,621.67	4,778.17	5,152.25	5,555.67	5,990.75	Month
	232.41	306.62	330.63	356.51	384.43	Day
20	43,894.00	57,911.00	62,445.00	67,335.00	72,607.00	Annual
	3,657.83	4,825.92	5,203.75	5,611.25	6,050.58	Month
	234.73	309.68	333.93	360.08	388.27	Day
21	44,334.00	58,491.00	63,070.00	68,009.00	73,334.00	Annual
	3,694.50	4,874.25	5,255.83	5,667.42	6,111.17	Month
	237.08	312.79	337.27	363.68	392.16	Day
22	44,777.00	59,075.00	63,700.00	68,688.00	74,066.00	Annual
	3,731.42	4,922.92	5,308.33	5,724.00	6,172.17	Month
	239.45	315.91	340.64	367.32	396.07	Day
23	45,225.00	59,666.00	64,338.00	69,375.00	74,807.00	Annual
	3,768.75	4,972.17	5,361.50	5,781.25	6,233.92	Month
	241.84	319.07	344.05	370.99	400.04	Day
24	45,677.00	60,263.00	64,982.00	70,070.00	75,556.00	Annual
	3,806.42	5,021.92	5,415.17	5,839.17	6,296.33	Month
	244.26	322.26	347.50	374.71	404.04	Day
25	46,134.00	60,865.00	65,631.00	70,770.00	76,311.00	Annual
	3,844.50	5,072.08	5,469.25	5,897.50	6,359.25	Month
	246.71	325.48	350.97	378.45	408.08	Day
26	46,595.00	61,473.00	66,287.00	71,477.00	77,074.00	Annual
	3,882.92	5,122.75	5,523.92	5,956.42	6,422.83	Month
	249.17	328.73	354.48	382.23	412.16	Day

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE.

Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP	
27	47,061.00	62,089.00	66,951.00	72,193.00	77,846.00	Annual
	3,921.75	5,174.08	5,579.25	6,016.08	6,487.17	Month
	251.66	332.03	358.03	386.06	416.29	Day
28	47,532.00	62,709.00	67,620.00	72,914.00	78,623.00	Annual
	3,961.00	5,225.75	5,635.00	6,076.17	6,551.92	Month
	254.18	335.34	361.60	389.91	420.44	Day
29	48,007.00	63,337.00	68,296.00	73,644.00	79,410.00	Annual
	4,000.58	5,278.08	5,691.33	6,137.00	6,617.50	Month
	256.72	338.70	365.22	393.82	424.65	Day
30	48,487.00	63,970.00	68,978.00	74,379.00	80,203.00	Annual
	4,040.58	5,330.83	5,748.17	6,198.25	6,683.58	Month
	259.29	342.09	368.87	397.75	428.89	Day
31	48,972.00	64,609.00	69,668.00	75,123.00	81,005.00	Annual
	4,081.00	5,384.08	5,805.67	6,260.25	6,750.42	Month
	261.88	345.50	372.56	401.73	433.18	Day
32	49,462.00	65,256.00	70,366.00	75,875.00	81,816.00	Annual
	4,121.83	5,438.00	5,863.83	6,322.92	6,818.00	Month
	264.50	348.96	376.29	405.75	437.52	Day
33	49,956.00	65,908.00	71,068.00	76,633.00	82,634.00	Annual
	4,163.00	5,492.33	5,922.33	6,386.08	6,886.17	Month
	267.14	352.45	380.04	409.80	441.89	Day
34	50,455.00	66,567.00	71,779.00	77,399.00	83,460.00	Annual
	4,204.58	5,547.25	5,981.58	6,449.92	6,955.00	Month
	269.81	355.97	383.84	413.90	446.31	Day
35	50,960.00	67,233.00	72,497.00	78,174.00	84,295.00	Annual
	4,246.67	5,602.75	6,041.42	6,514.50	7,024.58	Month
	272.51	359.53	387.68	418.04	450.78	Day

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

POSITION	DAYS	0 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	6 YEARS	7 YEARS	8 YEARS	9 YEARS	10 YEARS
BUS MECHANICS												
B1 (Supr/Head 12 Mo)	240	\$50,600.83	\$51,205.31	\$51,809.79	\$52,414.28	\$53,018.75	\$53,623.01	\$54,159.24	\$54,700.83	\$55,247.84	\$55,800.32	\$56,358.32 YR
		\$4,216.74	\$4,267.11	\$4,317.48	\$4,367.86	\$4,418.23	\$4,468.58	\$4,513.27	\$4,558.40	\$4,603.99	\$4,650.03	\$4,696.53 MO
		\$210.84	\$213.36	\$215.87	\$218.39	\$220.91	\$223.43	\$225.66	\$227.92	\$230.20	\$232.50	\$234.83 DAY
B2 (Mechanic 12 mo)	240	\$47,114.82	\$47,719.55	\$48,324.00	\$48,928.44	\$49,532.75	\$50,137.46	\$50,638.83	\$51,145.22	\$51,656.67	\$52,173.24	\$52,694.97 YR
		\$3,926.24	\$3,976.63	\$4,027.00	\$4,077.37	\$4,127.73	\$4,178.12	\$4,219.90	\$4,262.10	\$4,304.72	\$4,347.77	\$4,391.25 MO
		\$196.31	\$198.83	\$201.35	\$203.87	\$206.39	\$208.91	\$211.00	\$213.11	\$215.24	\$217.39	\$219.56 DAY
B3 (Helper 12 mo)	240	\$29,739.06	\$30,631.23	\$30,937.54	\$31,246.92	\$31,559.39	\$31,874.98	\$32,193.73	\$32,515.67	\$32,840.83	\$33,169.23	\$33,500.93 YR
		\$2,478.26	\$2,552.60	\$2,578.13	\$2,603.91	\$2,629.95	\$2,656.25	\$2,682.81	\$2,709.64	\$2,736.74	\$2,764.10	\$2,791.74 MO
		\$123.91	\$127.63	\$128.91	\$130.20	\$131.50	\$132.81	\$134.14	\$135.48	\$136.84	\$138.21	\$139.59 DAY
MAINTENANCE												
M1 (Foreman 12 mo)	240	\$59,185.78	\$59,790.22	\$60,394.73	\$60,999.21	\$61,603.68	\$62,207.95	\$62,830.03	\$63,458.33	\$64,092.92	\$64,733.85	\$65,381.18 YR
		\$4,932.15	\$4,982.52	\$5,032.89	\$5,083.27	\$5,133.64	\$5,184.00	\$5,235.84	\$5,288.19	\$5,341.08	\$5,394.49	\$5,448.43 MO
		\$246.61	\$249.13	\$251.64	\$254.16	\$256.68	\$259.20	\$261.79	\$264.41	\$267.05	\$269.72	\$272.42 DAY
M2 (Worker 12 mo)	240	\$44,578.55	\$45,182.80	\$45,787.29	\$46,391.44	\$46,996.26	\$47,600.72	\$48,076.72	\$48,557.49	\$49,043.07	\$49,533.50	\$50,028.83 YR
		\$3,714.88	\$3,765.23	\$3,815.61	\$3,865.95	\$3,916.35	\$3,966.73	\$4,006.39	\$4,046.46	\$4,086.92	\$4,127.79	\$4,169.07 MO
		\$185.74	\$188.26	\$190.78	\$193.30	\$195.82	\$198.34	\$200.32	\$202.32	\$204.35	\$206.39	\$208.45 DAY
BUS DRIVERS												
9 month	182	\$14,690.16	\$14,862.88	\$15,035.45	\$15,208.26	\$15,398.10	\$15,570.64	\$15,726.34	\$15,883.61	\$16,042.44	\$16,202.87	\$16,364.90 YR
		\$1,224.18	\$1,238.57	\$1,252.95	\$1,267.36	\$1,283.18	\$1,297.55	\$1,310.53	\$1,323.63	\$1,336.87	\$1,350.24	\$1,363.74 MO
		\$80.72	\$81.66	\$82.61	\$83.56	\$84.60	\$85.55	\$86.41	\$87.27	\$88.15	\$89.03	\$89.92 DAY

SUBSTITUTE & MISCELLANEOUS PAY RATES

<u>Position</u>	<u>Amount</u>	<u>Per</u>
<u>Substitutes:</u>		
Non Certified Substitute	85.00	day
Certified Substitute	105.00	day
Teacher Substitute - Certified (After 10 consecutive days for same Teacher)	145.00	day
Bus Driver Substitute	15.00	hr
Nurse Substitute	17.00	hr
<u>Extended Day / Homebound:</u>		
Adults	30.00	hr
<u>Summer School</u>		
Summer Certified Teacher	40.00	hr
Summer Non-Certified Aide	30.00	hr
Summer Nurse	30.00	hr
Summer CNP Manager	25.00	hr
Summer CNP Worker	20.00	hr
Summer Clerical Assistance	20.00	hr
Summer Custodian	15.00	hr
<u>Other Services:</u>		
Adults	13.00	hr
Students	9.00	hr

SUBSTITUTE & MISCELLANEOUS PAY RATES

<u>Position</u>	<u>Amount</u>	<u>Per</u>
<u>Employees Extra Work (Outside of contract days/scheduled hours):</u>		
Professional Employees:		
Additional Contract Days	hourly rate *	
Professional Development	120.00	day
Valid Certificate Retired Teacher	hourly rate *	
Other Support Employees:		
Other Additional Hours	hourly rate *	
Other Additional Days	daily rate **	
<u>Non-Regular Personnel Temporary Work (Not Substituting):</u>		
Retired Teacher in Classroom	hourly rate *	
Certified Teacher in Classroom	hourly rate *	
Retired CNP Manager	15.00	hr

* Hourly rate will be determined by dividing the employees daily rate on the applicable adopted salary schedule (based on experience and degree), or daily rate as determined below, by the normal hours per day for that position. Teachers will use 7.5 hours.

** Daily Rate, if not published in the adopted salary schedules, will be determined by dividing the annual amount by the number of contract days.

Note: All rates may be subject to Federal Wage and Hour Minimum Wage Increases.

SUPPLEMENTS

Athletic Director

High School	3,000
Middle School	1,500

Multiplier for Coaching Supplements

(Applies to High School Athletic Directors, Head Coaches of Varsity Sports, Varsity Cheer, and Head Band Director Only)

Varsity Head Football Coach	7,800
Varsity Assistant Head Football Coach	4,600
Assistant Football Coach	3,300
JV Head Football Coach	2,000
JV Football Assistant Coach	1,000

1A - .2	3- Asst FB Coaches
2A - .25	4- Asst FB Coaches
3A - .3	5- Asst FB Coaches
4A - .35	6- Asst FB Coaches
5A - .4	7- Asst FB Coaches
6A - .45	8- Asst FB Coaches
7A - .5	9- Asst FB Coaches

Volleyball:

Varsity Head	3,400
Assistant Head	1,500
JV Head	1,000
JV Assistant	700

Post Season Incentives:

Basketball:

Varsity Head	3,400
Assistant Head	1,500
JV Head	1,000
JV Assistant	700

Football & Baseball

	Head	Asst
Round 1	50	25
Round 2	100	50
Round 3	100	50
Round 4	100	50
Round 5	300	150

Baseball:

Varsity Head	3,400
Assistant Head	1,500
JV Head	1,000
JV Assistant	700

Other Sports

	Head	Asst
Area	50	25
Sub Regional	100	50
Regional	100	50
State	300	150

Softball:

Varsity Head	3,400
Assistant Head	1,500
JV Head	1,000
JV Assistant	700

Soccer:

Varsity Head	3,400
Varsity Assistant	1,500

* Must win Area Tournament or be runner up to receive incentive

Band Director:

Head Director	6,300
Assistant	3,300

Cheerleader:

Varsity	2,800
JV	1,900

Post Season Incentives:

Band	Director	Assistant
	50	25 After first round post season football game

Cheerleader	25	Area Tournament for Basketball, Volleyball
	25	First round post season football game
	50	After Area, Per Tournament for Basketball, Volleyball.
	50	After first round post season football game

Yearbook:

MS & HS	2,100
Elementary	1,100
K-12	2,700

Track and Golf Boys and Girls

1-5 Athletes	1,000
6+ Athletes	1,400

SUPPLEMENTS

<u>CNP Manager/Worker</u> <u>Serv-Safe Certification</u>	250.00
Bus Driver Phone Supplement	25.00
<u>Principal Longevity Supplement</u> <u>Applicable to Principals Only - Employed as of June 30, 2021</u> <small>(Will not apply to Principals hired after June 30, 2021)</small>	
Start of Year 6 of continual principal service	3,500.00
Start of Year 11 of continual principal service	3,500.00
<u>School Administrative Assistant Supplement</u> Per Semester <small>(For Elementary Schools with an enrollment of 350 or more may qualify upon recommendation of Superintendent)</small>	2,500.00
<u>Teaching During Planning Supplement</u> Supplement is per semester	4,500.00
<u>State Championship Supplement</u> Applicable to Head Coaches who have won a State Championship for a Dale County Team Sports and recognized by the AHSAA. Amount will be added to coaches base supplement for the sport in which the championship was won as long they continue coaching in the same position. Calculation will be retroactive to July 1, 2010. Supplements will be cumulative.	500.00
<u>Summer Driver's Ed Teaching Supplement</u> <small>(\$160.00 per student with cap of 12 Students)</small>	160.00