Warren County Public Schools

2026-2027
Salary Scales

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Miscellaneous	n/a	Psychologist	41
Supplemental	n/a	School Board Members	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

Step	2026-2027	
Completed Years of Experience	10 Month Salary	10 Month Bachelor's
0	$36,550	$38,450
1	$37,275	$39,175
2	$37,995	$39,895
3	$38,570	$40,470
4	$39,314	$41,214
5	$40,061	$41,961
6	$40,822	$42,722
7	$41,596	$43,496
8	$42,387	$44,287
9	$43,195	$45,095
10	$44,018	$45,918
11	$44,857	$46,757
12	$45,715	$47,615
13	$46,588	$48,488
14	$47,479	$49,379
15	$48,388	$50,288
16	$49,315	$51,215

Registered Nurse

Step	2026-2027		
Completed Years of Experience	10 Month Salary	10 Month Bachelor's	10 Month Masters/NB CSN
0	$47,479	$49,379	$49,979
1	$48,388	$50,288	$50,888
2	$49,315	$51,215	$51,815
3	$50,262	$52,162	$52,762
4	$51,225	$53,125	$53,725
5	$52,210	$54,110	$54,710
6	$53,214	$55,114	$55,714
7	$54,237	$56,137	$56,737
8	$55,281	$57,181	$57,781
9	$56,346	$58,246	$58,846
10	$57,431	$59,331	$59,931
11	$58,540	$60,440	$61,040
12	$59,670	$61,570	$62,170
13	$60,823	$62,723	$63,323
14	$61,998	$63,898	$64,498
15	$63,197	$65,097	$65,697
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

Supplement:	*Amount:*
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	**HOURLY**
Homebound/Home Based	$40
MISCELLANEOUS	**HOURLY**
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	
Coverage for a class/ block/ period	
Teacher 30 Minutes	$10
Teacher 1 Hour	$20
SUMMER SCHOOL	**HOURLY**
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

ASSIGNMENT	**DAILY**
Division-Related Services	$350
Principal	$325
Assistant Principal	$275
Bus Driver	$90
Nurse	$123
Long Term Nurse	$146
FULL DAY	
Teacher	$123
Instructional Assistant	$113
Clerical	$113
HALF DAY	
Teacher	$67
Instructional Assistant	$57
Clerical	$57
LONG TERM	
Teacher	$146
Instructional Assistant	$123
Clerical	$123
	HOURLY
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
$100 For Each Additional New Teacher In Excess Of One	
Mentor (1)	$500
$50 For Each Additional New Teacher In Excess Of One	
Director of School Counseling	$512
Fall Intramural	$350
Spring Intramural	$350
School Improvement Team – High School Only	$385 minimum*
Amount may vary based on the number of approved team members and the established supplemental allocation.	
Department Chair/Team Leader	
# of Professional Members	
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