

## Classified/Support Pay Scales 2023-24 School Year

Supervisory Positions (salaried)						Work Experience and Education to be Considered						
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs +	
			<b>Human Resources</b>	8	up to 262 days							
			<b>Technology</b>	8	up to 262 days							
141	72710105		<b>Transportation (oversee Athletics)</b>	8	240 days	\$72,000	???					
141	72620105		<b>Maintenance</b>	8	up to 262 days	75,000 + 3,000				(300 for 10 more days) - works fiscal year		
<del>141</del>	<del>72620105</del>		<del>Assistant Supervisor - Maintenance</del>	8		<del>\$69,000</del>	moved to 72620167 (with responsibilities for 5 fields)					not salaried
143	73100105		<b>Director - School Nutrition</b>	8	up to 262	\$62,003	\$64,587	\$67,171	\$69,753	\$72,337	\$80,665	

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 180 student instructional days)						Experience in Position of the School System						
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs +	
141	71100163		<b>Assistant</b>	7	1260	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
141	72210163		<b>Assistant - Library</b>	8	up to 1440	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
141	71100163	LLP	<b>Assistant - Primary Grades</b>	7	1260	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
142	71100163	101	<b>Assistant - Title I</b>	7	1260	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
142	71100163	934	<b>Assistant - Learning Loss (final year)</b>	7	1260	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
141	73400163		<b>Assistant - Preschool</b>	8	1440	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
141	72410189		<b>Assistant - Office</b>	7, 8	up to 1440	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	
141 or 142	71200163		<b>Assistant - SPED</b>	7, 7.5, or 8	up to 1440	\$15.20	\$15.75	\$16.30	\$16.85	\$17.40	\$17.95	
	limited to 8 assistants		<b>Assistant - SPED (RBT - Registered Behavior Technician)</b>			additional \$3 an hour (valid certificate required to be IN personnel file; placement only per SPED Supervisor in August)						183 days - required PD, includes CPR
141	72810189	116	<b>Workplace Readiness Specialist (Grant)</b>	7.5	up to 1350	\$14.20	\$14.75	\$15.30	\$15.85	\$16.40	\$16.95	

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  
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)

## Classified/Support Pay Scales 2023-24 School Year

<b>School Office Workers</b> (typically employed for 180 student instructional days, some positions work additional days)						Experience in Position of the School System						
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs +	
141	72110162		Attendance	7, 8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	\$1,000 for Associate, \$2,000 for Bachelor  Additionally, include \$.50 an hour more for bookkeeping and \$.50 an hour more for Siesta responsibilities
141	72110162		Secretary/Attendance	7, 8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72130161		Registrar	8	2080	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72130161		Secretary - Guidance	8	up to 1760	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Attendance/Bookkeeper	8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Bookkeeper	8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Secretary	8	up to 2080	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Receptionist/Secretary	8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Secretary/Bookkeeper	8	up to 1520	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	72410161		Secretary/Bookkeeper/Attendance	8	up to 2080	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	
141	71150163		Receptionist/Assistant - Alt School	8	up to 1480	\$14.50	\$15.05	\$15.60	\$16.15	\$17.00	\$18.10	8 hours a day for 185 days
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)												

<b>Central Office</b> - typically employed for fiscal year (from July 1 through June 30); about 260 days;						Experience in Position of the School System							
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 - 3 yrs	4 - 6 yrs	7 - 8 yrs	9 - 10 yrs	11 - 12 yrs	13 + yrs		
141	72110189		Attendance/Skyward	8	up to 2080	\$21.50	\$22.50	\$23.50	\$24.50	\$25.50	\$26.50	\$1,000 for Associate, \$3,500 for Bachelor  amended 10-9-23	
141	72220162		Adm Assistant - Special Education	8	up to 2080	\$17.58	\$18.58	\$19.58	\$20.58	\$21.58	\$22.58		
141	72210162		Adm Assistant - Elementary, Federal Programs, & Testing	8	up to 2080	\$17.58	\$18.58	\$19.58	\$20.58	\$21.58	\$22.58		
141	72230161		Adm Assistant - CTE and Secondary	8	up to 2080	\$17.58	\$18.58	\$19.58	\$20.58	\$21.58	\$22.58		
141	72320161		Adm Assistant - Director of Schools	8	up to 2080	\$21.50	\$22.50	\$23.50	\$24.50	\$25.50	\$26.50		
141	72320162		Receptionist/General Secretary	8	up to 2080	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50		
141	72520162	120	Adm Assistant - Human Resources	8	up to 2080	\$17.58	\$18.58	\$19.58	\$20.58	\$21.58	\$22.58		
141	72710162	112	Adm Assistant - Transportation	8	up to 2080	\$17.58	\$18.58	\$19.58	\$20.58	\$21.58	\$22.58		
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 (5, 10, or 15 - dependent on years of service)													

## Classified/Support Pay Scales 2023-24 School Year

Student Support Services												
Budget	Line item	Sub Object	Employment Position	Daily Hours	Work Experience Verified by School System							
141	72130130		<b>Chronic Absenteeism</b>	<b>8</b>	200 days <b>\$28 an hour</b>							
141	72210189		<b>Grant Writer/PR/Web-site - PT</b>		<b>\$18.50</b> an hour, not to exceed 20 hours per week, not to exceed 900 hours							
141	72130130		<b>Social Worker</b>	<b>7.5</b>	<u>Certified scale for degree and years of experience</u> (up to 210 days) when properly licensed							
141	72130130		<b>Advocate- Student Support Services</b>	<b>7.5</b>	<u>Certified scale for degree and years of experience</u> (up to 210 days) - if, when needed							
141 or 142	72120131		<b>Registered Nurse</b>	<b>7.5</b>	<u>Certified scale for years of experience</u> ; Lead Nurse - additional \$1,000							
					<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td></td> <td>0 - 3 yrs</td> <td>4 - 6 yrs</td> <td>7 - 8 yrs</td> <td>9 - 10 yrs</td> <td>11 - 12 yrs</td> <td>13 + yrs</td> </tr> </table>		0 - 3 yrs	4 - 6 yrs	7 - 8 yrs	9 - 10 yrs	11 - 12 yrs	13 + yrs
	0 - 3 yrs	4 - 6 yrs	7 - 8 yrs	9 - 10 yrs	11 - 12 yrs	13 + yrs						
141 or 142	72120131		<b>Licensed Practicing Nurse</b> - School Nurse as well as SPED Nurse (may require additional days for summer school)	<b>7.5</b>	normally 180 days	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td><b>\$17.60</b></td> <td><b>\$18.15</b></td> <td><b>\$18.70</b></td> <td><b>\$19.25</b></td> <td><b>\$19.80</b></td> <td><b>\$20.35</b></td> </tr> </table>	<b>\$17.60</b>	<b>\$18.15</b>	<b>\$18.70</b>	<b>\$19.25</b>	<b>\$19.80</b>	<b>\$20.35</b>
<b>\$17.60</b>	<b>\$18.15</b>	<b>\$18.70</b>	<b>\$19.25</b>	<b>\$19.80</b>	<b>\$20.35</b>							
141	72120131		<b>Certified Occupational Therapist Assistant (COTA)</b>	<b>7.5</b>	180	<b>\$40.81</b> , need for summer school to be determined						
141	72120131		<b>Physical Therapist Asst (PTA)</b>	<b>7.5</b>	180	<b>\$40.81</b> , need for summer school to be determined						

Transportation						Experience in Position of the School System					
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 - 12 yrs	13 yrs +
141	72710146		<b>Driver (SPED)</b>	typically 7	could vary	<b>\$15.00</b>	<b>\$16.50</b>	<b>\$18.00</b>	<b>\$19.50</b>	<b>\$21.00</b>	<b>\$22.50</b>
142	72710189		<b>Bus Monitor (SPED)</b>	typically 7	could vary	<b>\$14.00</b>	<b>\$14.50</b>	<b>\$15.00</b>	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>
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)											

## Classified/Support Pay Scales 2023-24 School Year

Maintenance/Custodian - typically employed for fiscal year (July 1 through June 30), some custodian for school year and/or part-time						Experience in Position of the School System					
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs +
141	72610166		<b>Custodian (FT or PT) - fiscal yr or school yr</b>	Varies	up to 2096	<b>\$14.00</b>	<b>\$14.50</b>	<b>\$15.00</b>	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>
<b>Lead Custodian (NM, SM, and HS) - additional \$2.00 per hour</b>											
141	72620167		<b>Level I - General Maintenance</b>	8	up to 2096	<b>\$14.00</b>	<b>\$14.50</b>	<b>\$15.00</b>	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>
141	72620167		<b>Level II - Skilled</b> (experience in carpentry, flooring, painting, plumbing, , etc.)	8	up to 2096	<b>\$18.04</b>	<b>\$18.59</b>	<b>\$19.47</b>	<b>\$20.35</b>	<b>\$21.45</b>	<b>\$23.10</b>
141	72620167		<b>Level III- Specialty Areas</b> (license - specifically HVAC and Electrician)	8	up to 2096	<b>\$22.00</b>	<b>\$22.55</b>	<b>\$23.65</b>	<b>\$24.75</b>	<b>\$26.95</b>	<b>\$29.15</b>
<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>											
141	72620167		<b>Shipping/Receiving/Purchasing</b>	8	up to 2096	<b>\$18.31</b>	<b>\$19.89</b>	<b>\$21.48</b>	<b>\$23.19</b>	<b>\$24.84</b>	<b>\$26.50</b>
141	72620167		<b>Utility Specialist - FCHS &amp; Huntland</b>	8	up to 2096	<b>\$23.10</b>	<b>\$24.20</b>	<b>\$25.30</b>	<b>\$26.95</b>	<b>\$28.60</b>	<b>\$30.53</b>
141	72610189		<b>Office Manager/oversees custodians</b>	8	up to 2096	<b>\$18.04</b>	<b>\$18.59</b>	<b>\$19.47</b>	<b>\$20.35</b>	<b>\$21.45</b>	<b>\$23.10</b>
141	72620189		<b>Inspector- Waste Water</b>	1	365	<b>\$14.30</b>	<b>\$14.85</b>	<b>\$15.40</b>	<b>\$15.95</b>	<b>\$16.50</b>	<b>\$17.60</b>

\$1,000 for Associate, \$3,500 for Bachelor

**FCHS - more for specific field maintenance**

\$1,000 for Associate, \$3,500 for Bachelor

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 (5, 10, or 15 - dependent on years of service)

Technology - employed for fiscal year (July 1 through June 30)						Experience in Position of the School System					
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs+
141	72250189	112	<b>Technician/Specialist -</b>								
			<b>Level 1</b> (entry level - school related issues, replacing equipment, installing educational software, etc)	8	up to 2096	<b>\$16.32</b>	<b>\$16.89</b>	<b>\$17.45</b>	<b>\$18.02</b>	<b>\$18.58</b>	<b>\$19.14</b>
			<b>Level II</b> (experience with educational needs, erate, inventory, problem solving, etc.)	8	up to 2096	<b>\$19.14</b>	<b>\$19.80</b>	<b>\$20.24</b>	<b>\$20.90</b>	<b>\$21.45</b>	<b>\$22.00</b>
			<b>Level III</b> (specialized skills - including system support, servers, etc.)	8	up to 2096	<b>\$20.90</b>	<b>\$22.00</b>	<b>\$23.10</b>	<b>\$24.20</b>	<b>\$24.75</b>	<b>\$25.30</b>

*All new employees begin at the entry level (Level I), may be evaluated with possible pay increase after three months*

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 (5, 10, or 15 - dependent on years of service)

## Classified/Support Pay Scales 2023-24 School Year

School Nutrition						Experience in Position of the School System					
Budget	Line item	Sub Object	Employment Position	Daily Hours	Total Hours	0 yrs	1 - 3 yrs	4 - 6 yrs	7 - 9 yrs	10 -12 yrs	13 yrs+
143	73100162		<b>Assistant (PT) - Procurement</b>	8	up to 720	<b>\$24.65</b>					
143	73100162		<b>Administrative Assistant</b> - School Nutrition - 220 days (188 student instructional days and 32 other days as designated by School Nutrition Director)	8	up to 1760	<b>\$17.58</b>	<b>\$18.58</b>	<b>\$19.58</b>	<b>\$20.58</b>	<b>\$21.58</b>	<b>\$22.58</b>
143	73100165		<b>Manager</b> - school level	8	up to 1480	<b>\$19.00</b>	<b>\$19.50</b>	<b>\$20.00</b>	<b>\$20.75</b>	<b>\$21.25</b>	<b>\$22.00</b>
Anticipating eight (8) hours a day, up to 185 work days as designated by Director - School Nutrition											
143	73100165		<b>Assistant Manager</b> (FCHS and others)	8	up to 1480	<b>\$16.00</b>	<b>\$16.50</b>	<b>\$17.00</b>	<b>\$17.50</b>	<b>\$18.00</b>	<b>\$18.50</b>
143	73100165		<b>Field Trainer</b> (PT)	up to 8	up to 960	<b>\$17.00</b>	<b>\$17.50</b>	<b>\$18.00</b>	<b>\$18.50</b>	<b>\$19.00</b>	<b>\$19.50</b>
143	73100165		<b>Worker - Kitchen Staff</b>	up to 8	up to 1440	<b>\$14.00</b>	<b>\$14.50</b>	<b>\$15.00</b>	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>

Daily hours and work days may vary. Full-time is 6 hours and more; part-time is less than 6 hours daily. The number of work days is expected to be 178 - may be less.

**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.*

**Level I - \$200** (requires 16 hours of specialized, on-line, professional development)

**Level II - \$300** (requires 16 hours of specialized, on-line, professional development plus 46 additional hours)

**Level III - \$400** (requires 16 hours of specialized, on-line, professional development plus 86 additional hours of training)

**Level IV- \$500** (requires 16 hours of specialized, on-line, professional development plus 136 additional hours of training)

### Substitutes for Teachers (includes specially approved educational assistants) and Others as noted

Budget	Line item		
141	71100198, 71200198, or 71300198	Non-certified	<b>\$80.00</b> a day or <b>\$10.00</b> an hour for bus monitors
141	71100195, 71200195, or 71300195	Certified and those with Bachelor's Degree	<b>\$100.00</b> a day
after 20 consecutive days - licensed teacher required, receives teacher pay (daily rate)			
141	72610166	Custodians	<b>\$11.00</b> an hour typically only for long term situations, must have prior approval
141	72120198	Nurses	<b>\$100</b> a day or - <b>\$12.00</b> an hour
141	72710146	Bus Drivers	<b>\$12.00</b> an hour
143	73100189	School Nutrition Workers	<b>\$11.00</b> an hour

**Classified/Support Pay Scales  
2023-24 School Year**

***Self-Supporting Programs or Positions Supported by Grants***

Budget	Line item	Sub Object	Assignment	<b>ONLY IF FUNDS ARE AVAILABLE</b>						
141	73300162	500	<b>Extended School Program (ESP)</b> - hours are after-school (providing child care for parents)							
			<b>PT Director - System Level</b>	<b>\$30</b>	an hour per signed timesheet					
			<b>Manager - Site Level</b>	<b>\$19.50</b>	an hour per signed timesheet			@ BS, CM, DES, NL, RC, SES		
			<b>Worker</b>	<b>\$14</b>	an hour per signed timesheet			@ BS, CM, DES, NL, RC, SES		
			<i>ESP services are provided at a site if it is financially feasible.</i>							
141	73300162	107	<b>Coordinator - Prevention Coalition</b>	<b>\$23.20</b>	an hour, 8 hours			plus \$3,500 for Bachelor's Degree		
141	73300105	102	<b>Director - Family Resource Center</b>	<b>\$35.20</b>	an hour for 8 hours a day for 220 days					
					<b>0 - 3 yrs</b>	<b>4 - 6 yrs</b>	<b>7 - 8 yrs</b>	<b>9 - 10 yrs</b>	<b>11 - 12 yrs</b>	<b>13 + yrs</b>
141	73300189	102	<b>Administrative Assistant</b>	8 hrs for 200 days	<b>\$14.65</b>	<b>\$15.99</b>	<b>\$17.33</b>	<b>\$18.67</b>	<b>\$20.02</b>	<b>\$22.58</b>

**Athletic Coaches (Nominal Fee) - 85% of approved scale per sport**

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 satisfactorily 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 a nominal fee of 85% of the approved supplement.