

**PARIS CITY SCHOOLS**

**Certified Salary Schedule (186 Days)**

**2025-2026**

<b>Years Experience</b>	<b>Rank I</b>	<b>Rank II</b>	<b>Rank III</b>	<b>Rank IV</b>
0	\$48,607	\$43,804	\$41,620	\$35,231
1	\$48,907	\$44,254	\$41,880	\$35,311
2	\$49,756	\$44,592	\$42,140	\$35,389
3	\$50,512	\$44,930	\$42,661	\$35,470
4	\$52,981	\$48,358	\$44,328	\$38,914
5	\$53,825	\$49,638	\$45,140	\$39,576
6	\$53,882	\$49,745	\$45,368	\$39,661
7	\$53,996	\$49,838	\$45,711	\$39,747
8	\$54,085	\$50,168	\$45,825	\$39,829
9	\$54,682	\$50,397	\$45,940	\$39,915
10	\$59,825	\$55,548	\$50,989	\$44,870
11	\$60,170	\$55,736	\$51,095	\$44,952
12	\$60,276	\$55,962	\$51,200	\$45,037
13	\$60,410	\$56,187	\$51,303	\$45,120
14	\$60,482	\$56,415	\$51,408	\$45,203
15	\$63,070	\$58,439	\$53,818	\$47,129
16	\$64,783	\$60,309	\$55,367	\$48,545
17	\$64,890	\$60,567	\$55,472	\$48,629
18	\$64,993	\$60,672	\$55,580	\$48,712
19	\$65,098	\$60,777	\$55,686	\$48,797
20	\$67,063	\$62,927	\$57,653	\$50,123
21	\$67,501	\$63,337	\$58,039	\$50,451
22	\$67,605	\$63,444	\$58,145	\$50,538
23	\$67,710	\$63,551	\$58,253	\$50,622
24	\$67,815	\$63,656	\$58,356	\$50,707
25	\$67,931	\$63,769	\$58,474	\$50,797
26	\$68,532	\$64,341	\$59,006	\$51,255
27	\$68,641	\$64,447	\$59,110	\$51,340
28	\$68,984	\$64,770	\$59,406	\$51,596
29	\$69,329	\$65,093	\$59,703	\$51,854
30	\$69,676	\$65,419	\$60,001	\$52,114
31+	\$70,024	\$65,746	\$60,301	\$52,374

**PARIS CITY SCHOOLS**

**Central Office & District Support Personnel**

**2025-2026**

<b>YRS EXP</b>	<b>SUPT SEC</b>	<b>MAINT MGR</b>	<b>Custodians</b>	<b>ACCT CLERK III (P/R, TAX)</b>	<b>ACCT CLERK</b>
	<b>240 DAYS-7 hrs</b>	<b>250 DAYS-8 hrs</b>	<b>250 DAYS-8 hrs</b>	<b>240 DAYS-8 hrs</b>	<b>230 DAYS-7 hrs</b>
0	\$27,805	\$32,128	\$30,351	\$40,672	\$26,383
1	\$27,915	\$32,128	\$30,565	\$40,815	\$26,486
2	\$28,026	\$32,128	\$30,780	\$40,959	\$26,592
3	\$28,137	\$32,128	\$30,994	\$41,104	\$26,697
4	\$28,860	\$33,254	\$31,208	\$41,249	\$27,384
5	\$28,973	\$33,254	\$31,423	\$42,501	\$27,490
6	\$29,082	\$33,254	\$31,637	\$42,648	\$27,594
7	\$29,193	\$35,659	\$31,851	\$42,797	\$27,700
8	\$29,303	\$35,659	\$32,066	\$42,946	\$27,804
9	\$29,414	\$35,659	\$32,280	\$43,096	\$27,909
10	\$30,541	\$35,973	\$32,494	\$43,396	\$28,979
11	\$30,654	\$35,973	\$32,709	\$44,027	\$29,086
12	\$32,230	\$35,973	\$32,923	\$44,181	\$30,581
13	\$32,345	\$35,973	\$33,137	\$44,332	\$30,690
14	\$32,457	\$35,973	\$33,352	\$44,487	\$30,796
15	\$33,083	\$36,290	\$33,566	\$44,799	\$31,391
16	\$33,195	\$36,290	\$33,781	\$45,434	\$31,497
17	\$33,310	\$36,290	\$33,995	\$45,591	\$31,606
18	\$33,422	\$36,290	\$34,209	\$45,750	\$31,712
19	\$33,534	\$36,290	\$34,424	\$45,907	\$31,818
20	\$34,162	\$36,611	\$34,638	\$46,229	\$32,415
21	\$34,275	\$36,611	\$34,852	\$47,349	\$32,522
22	\$34,390	\$36,611	\$35,067	\$47,509	\$32,631
23	\$34,502	\$36,611	\$35,281	\$47,673	\$32,737
24	\$34,615	\$36,611	\$35,495	\$47,837	\$32,844
25	\$35,242	\$36,611	\$35,710	\$48,004	\$33,439
26	\$35,354	\$36,611	\$35,924	\$48,647	\$33,545
27+	\$35,467	\$36,611	\$36,331	\$48,813	\$33,653

**PARIS CITY SCHOOLS**

**School & Community Support Personnel  
2025-2026**

<b>YRS EXP</b>	<b>School Secretary 208 DAYS-8 hrs</b>	<b>Instructional Assistants 181 DAYS-7.5 hrs</b>	<b>FRC Director 240 DAYS-7.5 hrs</b>	<b>FRC Coord. 240 DAYS-7.5 hrs</b>	<b>FRC Asst. 187 DAYS-6.5 hrs</b>	<b>SAM Coord. 205 DAYS-7 hrs</b>
0	\$27,695	\$20,843	\$41,213	\$37,504	\$23,269	\$37,161
1	\$27,731	\$20,965	\$41,419	\$37,691	\$23,385	\$37,346
2	\$27,784	\$21,095	\$41,626	\$37,880	\$23,502	\$37,534
3	\$27,838	\$21,153	\$41,833	\$38,068	\$23,621	\$37,722
4	\$27,865	\$21,227	\$42,043	\$38,259	\$23,739	\$37,909
5	\$28,462	\$21,274	\$42,464	\$38,643	\$23,976	\$38,290
6	\$28,640	\$21,402	\$42,677	\$38,836	\$24,095	\$38,481
7	\$28,783	\$21,532	\$42,890	\$39,030	\$24,217	\$38,673
8	\$28,890	\$21,619	\$43,104	\$39,224	\$24,337	\$38,867
9	\$29,033	\$21,648	\$43,319	\$39,420	\$24,460	\$39,060
10	\$29,140	\$21,736	\$43,752	\$39,814	\$24,703	\$39,451
11	\$29,817	\$21,780	\$43,970	\$40,013	\$24,827	\$39,648
12	\$29,960	\$21,868	\$44,192	\$40,214	\$24,951	\$39,846
13	\$29,996	\$21,998	\$44,413	\$40,416	\$25,075	\$40,046
14	\$30,210	\$22,013	\$44,634	\$40,617	\$25,201	\$40,246
15	\$30,317	\$22,114	\$45,080	\$41,023	\$25,453	\$40,649
16	\$30,994	\$22,128	\$45,307	\$41,229	\$25,581	\$40,851
17	\$31,137	\$22,259	\$45,532	\$41,434	\$25,708	\$41,056
18	\$31,244	\$22,377	\$45,761	\$41,643	\$25,837	\$41,261
19	\$31,369	\$22,391	\$45,989	\$41,850	\$25,966	\$41,467
20	\$31,494	\$22,507	\$46,449	\$42,268	\$26,226	\$41,883
21	\$32,171	\$22,521	\$46,680	\$42,479	\$26,357	\$42,091
22	\$32,314	\$22,638	\$46,916	\$42,693	\$26,488	\$42,301
23	\$32,421	\$22,769	\$47,149	\$42,905	\$26,621	\$42,514
24	\$32,528	\$22,783	\$47,386	\$43,121	\$26,754	\$42,726
25	\$34,222	\$22,886	\$47,622	\$43,336	\$26,888	\$42,939
26	\$34,311	\$22,900	\$47,860	\$43,552	\$27,023	\$43,154
27+	\$36,041	\$23,031	\$48,099	\$43,770	\$27,157	\$43,370

**PARIS CITY SCHOOLS**

**Transportation**

**2025-2026**

<b>YRS EXP</b>	<b>Van Driver 180 DAYS</b>	<b>CDL Bus Driver 180 DAYS</b>	<b>Bus Monitor 180 DAYS</b>
0	\$16.03	\$26.01	\$13.84
1	\$16.24	\$26.15	\$13.88
2	\$16.44	\$26.29	\$13.93
3	\$16.64	\$26.43	\$13.97
4	\$16.85	\$26.57	\$14.10
5	\$17.04	\$26.71	\$14.15
6	\$17.26	\$26.85	\$14.20
7	\$17.59	\$26.99	\$14.25
8	\$17.91	\$27.13	\$14.30
9	\$18.23	\$27.27	\$14.34
10	\$18.56	\$27.52	\$14.40
11	\$18.70	\$27.77	\$14.44
12	\$18.85	\$28.02	\$14.48
13	\$19.00	\$28.27	\$14.53
14	\$19.15	\$28.52	\$14.57
15	\$19.25	\$28.78	\$14.64
16	\$19.34	\$29.03	\$14.71
17	\$19.44	\$29.29	\$14.79
18	\$19.54	\$29.54	\$14.86
19	\$19.64	\$29.80	\$14.93
20	\$19.75	\$30.20	\$15.02
21	\$19.87	\$30.60	\$15.11
22	\$19.99	\$31.00	\$15.21
23	\$20.11	\$31.40	\$15.30
24	\$20.23	\$31.80	\$15.39
25	\$20.35	\$32.20	\$15.48
26	\$20.47	\$32.60	\$15.57
27+	\$20.60	\$33.00	\$15.67

**PARIS CITY SCHOOLS**

**Food Service  
2025-2026**

YRS EXP	Food Serv MGR 181 DAYS-7 hrs		Food Serv ASST 181 DAYS-7 hrs		Cook/Baker 181 DAYS
	Hourly	Salary	Hourly	Salary	Hourly
0	\$ 16.00	\$20,272	\$ 15.00	\$19,005	\$ 13.00
1	\$ 16.11	\$20,411	\$ 15.11	\$19,144	\$ 13.09
2	\$ 16.22	\$20,551	\$ 15.21	\$19,271	\$ 13.18
3	\$ 16.34	\$20,703	\$ 15.32	\$19,410	\$ 13.27
4	\$ 16.45	\$20,842	\$ 15.42	\$19,537	\$ 13.37
5	\$ 16.57	\$20,994	\$ 15.53	\$19,677	\$ 13.46
6	\$ 16.68	\$21,134	\$ 15.64	\$19,816	\$ 13.56
7	\$ 16.80	\$21,286	\$ 15.75	\$19,955	\$ 13.65
8	\$ 16.92	\$21,438	\$ 15.86	\$20,095	\$ 13.75
9	\$ 17.04	\$21,590	\$ 15.97	\$20,234	\$ 13.84
10	\$ 17.16	\$21,742	\$ 16.08	\$20,373	\$ 13.94
11	\$ 17.28	\$21,894	\$ 16.20	\$20,525	\$ 14.04
12	\$ 17.40	\$22,046	\$ 16.31	\$20,665	\$ 14.14
13	\$ 17.52	\$22,198	\$ 16.42	\$20,804	\$ 14.23
14	\$ 17.64	\$22,350	\$ 16.54	\$20,956	\$ 14.33
15	\$ 17.76	\$22,502	\$ 16.65	\$21,096	\$ 14.43
16	\$ 17.89	\$22,667	\$ 16.77	\$21,248	\$ 14.53
17	\$ 18.01	\$22,819	\$ 16.89	\$21,400	\$ 14.64
18	\$ 18.14	\$22,983	\$ 17.01	\$21,552	\$ 14.74
19	\$ 18.27	\$23,148	\$ 17.13	\$21,704	\$ 14.84
20	\$ 18.40	\$23,313	\$ 17.25	\$21,856	\$ 14.95
21	\$ 18.52	\$23,465	\$ 17.37	\$22,008	\$ 15.05
22	\$ 18.65	\$23,630	\$ 17.49	\$22,160	\$ 15.16
23	\$ 18.78	\$23,794	\$ 17.61	\$22,312	\$ 15.26
24	\$ 18.92	\$23,972	\$ 17.73	\$22,464	\$ 15.37
25	\$ 19.05	\$24,136	\$ 17.86	\$22,629	\$ 15.48
26	\$ 19.18	\$24,301	\$ 17.98	\$22,781	\$ 15.59
27+	\$ 19.32	\$24,478	\$ 18.11	\$22,945	\$ 15.69

**PARIS CITY SCHOOLS**

**Substitutes & Extra Service / Hourly Rates**

**2025-2026**

**Substitute Teachers**

			<b>Long term sub</b>
**	Certified/Retired Teacher	\$160 per day	\$180 per day
**	4-Year Degree, Not Certified	\$115 per day	\$135 per day
**	Less than 4-Year Degree, Not Certified	\$90 per day	\$110 per day
	Classified Instructional Sub.	\$90 per day	

\*Long term sub status after 10 consecutive days for the same teacher

\*May contract with a long term content certified substitute at a higher rate not to exceed \$150.00, or the daily wage threshold if a retired teacher.

**Classified Substitutes**

\*\* Classified Subs are paid at the step zero (0) hourly rate of the position for which they are subbing unless otherwise stated on the salary schedule.

**Extra Service / Hourly Rates**

Certified Extra Service	\$30	per hour
Homebound Teacher	\$30	per hour
Athletic Trainer	\$27.50	per hour
Classified Extra Service	\$15	per hour
Occupational Therapist	\$30	per hour
Student Worker	\$10	per hour
Sub Bus Driver / Field Trips / Extra Trips	\$16.50	per hour
Superint./Finance Office Sub/Support	\$16.50	per hour
Current Employee Summer Maintenance Extra Service	\$18	per hour

CDL certified monitor add \$2/hour

*50+ Driving Hours: \$1,000.00 \*Must finish school year\**

Summer Food Service Program - FS Staff will be paid at their hourly rate

**PARIS CITY SCHOOLS**

**Administrative Indexes and Position Days Required**

**2025-2026**

Position	Position Days	Index/Stipend	
Assistant Superintendent of Operations	240	\$12,000	
Director of Federal/State Programs & Preschool	240	\$12,000	
Director of Operations	240	\$8,000	
Principal - Elementary	240	\$11,000	
Principal - Middle	240	\$8,000	
Principal- High	240	\$13,000	
Assistant Principal	215		
PES Guidance Counselor	205		
PMS Guidance Specialist	205		
PHS Guidance Counselor	215		
Dean of Students or Behavior Interventionist	205		
Math Interventionist	196		
Library Media Specialist	196		
PMS/HS Agri-Science Teacher	240		
<b>Classified Positions Paid on Certified Salary Schedule</b>			
Position	Position Days	Index/Stipend	Pay Scale
Chief Financial Officer	240	0.24	RI
Director of Technology	230		RII
Guidance Specialist	205		RII
IA-Bilingual/ESL Services Facilitator	186		RIII

**PARIS CITY SCHOOLS**

**Extra-Duty Stipends**

**2025-2026**

<b>Activity Accounts Coordinator</b>	<b>\$4,000</b>
<b>Assistant DPP/Health Admin</b>	<b>\$10,000</b>
<b>Building Assessment Coordinator</b>	<b>\$1,000</b>
<b>Bus Driver Trainer*</b>	<b>\$2,500</b>
<b>Certified FT HS/MS Math Teacher</b>	<b>\$10,000</b>
<b>Certified FT HS/MS Science Teacher</b>	<b>\$5,000</b>
<b>District Health Coordinator</b>	<b>\$1,500</b>
<b>Doctoral Degree</b>	<b>\$2,000</b>
<b>Dual Credit Teachers</b>	<b>\$1,000</b>
<b>Gifted &amp; Talented Coach</b>	<b>\$1,000</b>
<b>Gifted &amp; Talented Coordinator</b>	<b>\$5,000</b>
<b>Head Custodian</b>	<b>\$1,000</b>
<b>Home Visit/Court Liaison</b>	<b>\$4,000</b>
<b>Infinite Campus/Human Resources Asst</b>	<b>\$7,500</b>
<b>National Board Certified <u>Not</u> in Classroom in area of NBCT Certification</b>	<b>\$2,000</b>
<b>National Board Certified Teacher in Classroom in area of NBCT Certification</b>	<b>\$10,000</b>
<b>New Teacher Mentors</b>	<b>\$500</b>
<b>Project Manager</b>	<b>\$5,000</b>
<b>Safe Schools Coordinator</b>	<b>\$5,000</b>
<b>Speech Language Pathologist</b>	<b>\$2,000</b>
<b>Transportation Director</b>	<b>\$12,000</b>

\*Contract at \$25/hour