

PARIS CITY SCHOOLS**Certified Salary Schedule (186 Days)****2026-2027**

YRS EXP	Rank I	Rank II	Rank III	Rank IV
0	\$52,000	\$47,000	\$42,000	\$35,231
1	\$52,600	\$47,700	\$42,845	\$35,311
2	\$53,200	\$48,400	\$43,690	\$35,389
3	\$53,800	\$49,100	\$44,535	\$35,470
4	\$54,400	\$49,800	\$45,380	\$38,914
5	\$55,000	\$50,500	\$46,225	\$39,576
6	\$55,750	\$51,000	\$46,855	\$59,661
7	\$56,500	\$51,500	\$47,485	\$39,747
8	\$57,250	\$52,000	\$48,115	\$39,829
9	\$58,000	\$53,000	\$48,750	\$39,915
10	\$62,100	\$57,300	\$52,500	\$44,870
11	\$62,233	\$57,450	\$53,100	\$44,952
12	\$62,366	\$57,600	\$53,700	\$45,037
13	\$62,500	\$57,750	\$54,300	\$45,120
14	\$63,500	\$59,000	\$54,900	\$45,203
15	\$65,100	\$60,500	\$55,500	\$47,129
16	\$65,225	\$60,750	\$55,812	\$48,545
17	\$65,350	\$61,000	\$56,124	\$48,629
18	\$65,475	\$61,500	\$56,436	\$48,712
19	\$67,000	\$62,000	\$56,750	\$48,797
20	\$69,500	\$64,250	\$59,100	\$50,123
21	\$69,700	\$64,450	\$59,340	\$50,451
22	\$69,900	\$64,700	\$59,580	\$50,538
23	\$70,100	\$64,900	\$59,820	\$50,622
24	\$70,300	\$65,100	\$60,060	\$50,707
25	\$70,500	\$65,300	\$60,300	\$50,797
26	\$70,700	\$65,500	\$60,540	\$51,255
27	\$70,900	\$65,700	\$60,780	\$51,340
28	\$71,100	\$66,050	\$61,020	\$51,596
29	\$71,500	\$66,250	\$61,260	\$51,854
30	\$72,000	\$67,000	\$61,500	\$52,114
31+	\$72,250	\$67,250	\$62,000	\$52,374

PARIS CITY SCHOOLS

Central Office & District Support Personnel 2026-2027

YRS EXP	SUPT SEC	MAINT MGR	Custodians	ACCT CLERK III (P/R, TAX)	
	240 DAYS-8 hrs	250 DAYS-8 hrs	250 DAYS-8 hrs	240 DAYS-8 hrs	230 DAYS-7 hrs
0	\$30,300	\$32,449	\$30,351	\$41,079	\$26,647
1	\$30,603	\$32,449	\$30,871	\$41,223	\$26,751
2	\$30,909	\$32,449	\$31,088	\$41,369	\$26,858
3	\$31,218	\$32,449	\$31,304	\$41,515	\$26,964
4	\$31,530	\$33,587	\$31,520	\$41,661	\$27,658
5	\$32,351	\$33,587	\$31,737	\$42,926	\$27,765
6	\$32,674	\$33,587	\$31,953	\$43,074	\$27,870
7	\$33,001	\$36,016	\$32,170	\$43,225	\$27,977
8	\$33,331	\$36,016	\$32,387	\$43,375	\$28,082
9	\$33,664	\$36,016	\$32,603	\$43,527	\$28,188
10	\$34,640	\$36,333	\$32,819	\$43,830	\$29,269
11	\$35,073	\$36,333	\$33,036	\$44,467	\$29,377
12	\$35,512	\$36,333	\$33,252	\$44,623	\$30,887
13	\$35,956	\$36,333	\$33,468	\$44,776	\$30,997
14	\$36,405	\$36,333	\$33,686	\$44,932	\$31,104
15	\$37,416	\$36,653	\$33,902	\$45,247	\$31,705
16	\$37,884	\$36,653	\$34,119	\$45,888	\$31,812
17	\$38,357	\$36,653	\$34,335	\$46,047	\$31,922
18	\$38,837	\$36,653	\$34,551	\$46,207	\$32,029
19	\$39,322	\$36,653	\$34,768	\$46,366	\$32,137
20	\$40,472	\$36,977	\$34,984	\$46,691	\$32,739
21	\$41,079	\$36,977	\$35,201	\$47,822	\$32,847
22	\$41,696	\$36,977	\$35,418	\$47,984	\$32,957
23	\$42,321	\$36,977	\$35,634	\$48,150	\$33,065
24	\$42,956	\$36,977	\$35,850	\$48,315	\$33,173
25	\$43,600	\$36,977	\$36,067	\$48,484	\$33,773
26	\$44,254	\$36,977	\$36,283	\$49,133	\$33,880
27+	\$44,918	\$36,977	\$36,694	\$49,301	\$33,990

PARIS CITY SCHOOLS

**School & Community Support Personnel
2026-2027**

YRS EXP	School Secretary 220 DAYS- 8 hrs	Instructional Assistants 181 DAYS-7.5 hrs (Degree = +\$1000)	FRC Director 240 DAYS-7.5 hrs	FRC Coord. 240 DAYS-7.5 hrs	FRC Assistant 187 DAYS-6.5 hrs	SAM Cord 205 DAYS-7 hrs	Student Support Compliance Coord 140 DAYS-7 hrs
0	\$29,586	\$21,051	\$42,449	\$42,449	\$23,502	\$37,533	\$20,000
1	\$29,624	\$21,175	\$42,662	\$42,662	\$23,619	\$37,719	\$20,320
2	\$29,681	\$21,306	\$42,875	\$42,875	\$23,737	\$37,909	\$20,640
3	\$29,738	\$21,365	\$43,088	\$43,088	\$23,857	\$38,099	\$20,960
4	\$29,767	\$21,439	\$43,304	\$43,304	\$23,976	\$38,288	\$21,280
5	\$30,405	\$21,487	\$43,738	\$43,738	\$24,216	\$38,673	\$21,610
6	\$30,595	\$21,616	\$43,957	\$43,957	\$24,336	\$38,866	\$21,930
7	\$30,748	\$21,747	\$44,177	\$44,177	\$24,459	\$39,060	\$22,250
8	\$30,862	\$21,835	\$44,397	\$44,397	\$24,580	\$39,256	\$22,570
9	\$31,015	\$21,864	\$44,619	\$44,619	\$24,705	\$39,451	\$22,890
10	\$31,129	\$21,953	\$45,065	\$45,065	\$24,950	\$39,846	\$23,220
11	\$31,853	\$21,998	\$45,289	\$45,289	\$25,075	\$40,044	\$23,540
12	\$32,005	\$22,087	\$45,518	\$45,518	\$25,201	\$40,244	\$23,860
13	\$32,044	\$22,218	\$45,745	\$45,745	\$25,326	\$40,446	\$24,180
14	\$32,272	\$22,233	\$45,973	\$45,973	\$25,453	\$40,648	\$24,500
15	\$32,387	\$22,335	\$46,432	\$46,432	\$25,708	\$41,055	\$24,830
16	\$33,110	\$22,349	\$46,667	\$46,667	\$25,837	\$41,260	\$25,150
17	\$33,263	\$22,482	\$46,898	\$46,898	\$25,965	\$41,467	\$25,470
18	\$33,377	\$22,601	\$47,134	\$47,134	\$26,095	\$41,674	\$25,790
19	\$33,511	\$22,615	\$47,369	\$47,369	\$26,226	\$41,882	\$26,110
20	\$33,644	\$22,732	\$47,842	\$47,842	\$26,488	\$42,302	\$26,440
21	\$34,367	\$22,746	\$48,080	\$48,080	\$26,621	\$42,512	\$26,760
22	\$34,520	\$22,864	\$48,323	\$48,323	\$26,753	\$42,724	\$27,080
23	\$34,634	\$22,997	\$48,563	\$48,563	\$26,887	\$42,939	\$27,400
24	\$34,749	\$23,011	\$48,808	\$48,808	\$27,022	\$43,153	\$27,720
25	\$36,558	\$23,115	\$49,051	\$49,051	\$27,157	\$43,368	\$28,050
26	\$36,653	\$23,129	\$49,296	\$49,296	\$27,293	\$43,586	\$28,370
27+	\$38,501	\$23,261	\$49,542	\$49,542	\$27,429	\$43,804	\$28,700

PARIS CITY SCHOOLS

Transportation

2026-2027

YRS EXP	Van Driver 180 DAYS	CDL Bus Driver 180 DAYS	Transportation Director 210 DAYS	Bus Monitor 180 DAYS
0	\$16.19	\$26.27	\$26.27	\$13.98
1	\$16.40	\$26.41	\$26.41	\$14.02
2	\$16.60	\$26.55	\$26.55	\$14.07
3	\$16.81	\$26.69	\$26.69	\$14.11
4	\$17.02	\$26.84	\$26.84	\$14.24
5	\$17.21	\$26.98	\$26.98	\$14.29
6	\$17.43	\$27.12	\$27.12	\$14.34
7	\$17.77	\$27.26	\$27.26	\$14.39
8	\$18.09	\$27.40	\$27.40	\$14.44
9	\$18.41	\$27.54	\$27.54	\$14.48
10	\$18.75	\$27.80	\$27.80	\$14.54
11	\$18.89	\$28.05	\$28.05	\$14.58
12	\$19.04	\$28.30	\$28.30	\$14.62
13	\$19.19	\$28.55	\$28.55	\$14.68
14	\$19.34	\$28.81	\$28.81	\$14.72
15	\$19.44	\$29.07	\$29.07	\$14.79
16	\$19.53	\$29.32	\$29.32	\$14.86
17	\$19.63	\$29.58	\$29.58	\$14.94
18	\$19.74	\$29.84	\$29.84	\$15.01
19	\$19.84	\$30.10	\$30.10	\$15.08
20	\$19.95	\$30.50	\$30.50	\$15.17
21	\$20.07	\$30.91	\$30.91	\$15.26
22	\$20.19	\$31.31	\$31.31	\$15.36
23	\$20.31	\$31.71	\$31.71	\$15.45
24	\$20.43	\$32.12	\$32.12	\$15.54
25	\$20.55	\$32.52	\$32.52	\$15.63
26	\$20.67	\$32.93	\$32.93	\$15.73
27+	\$20.81	\$33.33	\$33.33	\$15.83

PARIS CITY SCHOOLS

Substitutes & Extra Service 2026-2027

Substitute Teachers

			Long term sub
* *	Certified/Retired Teacher	\$180 per day	\$200 per day
* *	4-Year Degree, Not Certified	\$135 per day	\$155 per day
* *	Less than 4-Year Degree, Not Certified	\$110 per day	\$130 per day
	Classified Instructional Sub.	\$110 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

Certified Extra Service	\$30	per hour
Homebound Teacher	\$30	per hour
Athletic Trainer	\$30.00	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
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

Food Service 2026-2027

YRS EXP	Assistant Food Service Director	Food Serv Manager		Food Serv Assistant		Cook/Baker
	240 DAYS - 8 hrs	181 DAYS - 7 hrs		181 DAYS - 7 hrs		181 DAYS
	Hourly	Hourly	Salary	Hourly	Salary	Hourly
0	\$31,027	\$16.16	\$20,475	\$15.15	\$19,195	\$13.13
1	\$31,238	\$16.27	\$20,614	\$15.26	\$19,334	\$13.22
2	\$31,450	\$16.38	\$20,753	\$15.36	\$19,461	\$13.31
3	\$31,680	\$16.50	\$20,906	\$15.47	\$19,600	\$13.40
4	\$31,891	\$16.61	\$21,045	\$15.57	\$19,727	\$13.50
5	\$32,141	\$16.74	\$21,210	\$15.69	\$19,879	\$13.59
6	\$32,352	\$16.85	\$21,349	\$15.80	\$20,019	\$13.70
7	\$32,582	\$16.97	\$21,501	\$15.91	\$20,158	\$13.79
8	\$32,813	\$17.09	\$21,653	\$16.02	\$20,297	\$13.89
9	\$33,043	\$17.21	\$21,805	\$16.13	\$20,437	\$13.98
10	\$33,274	\$17.33	\$21,957	\$16.24	\$20,576	\$14.08
11	\$33,504	\$17.45	\$22,109	\$16.36	\$20,728	\$14.18
12	\$33,734	\$17.57	\$22,261	\$16.47	\$20,867	\$14.28
13	\$33,984	\$17.70	\$22,426	\$16.58	\$21,007	\$14.37
14	\$34,214	\$17.82	\$22,578	\$16.71	\$21,172	\$14.47
15	\$34,445	\$17.94	\$22,730	\$16.82	\$21,311	\$14.57
16	\$34,694	\$18.07	\$22,895	\$16.94	\$21,463	\$14.68
17	\$34,925	\$18.19	\$23,047	\$17.06	\$21,615	\$14.79
18	\$35,174	\$18.32	\$23,211	\$17.18	\$21,767	\$14.89
19	\$35,424	\$18.45	\$23,376	\$17.30	\$21,919	\$14.99
20	\$35,674	\$18.58	\$23,541	\$17.42	\$22,071	\$15.10
21	\$35,923	\$18.71	\$23,706	\$17.54	\$22,223	\$15.20
22	\$36,173	\$18.84	\$23,870	\$17.66	\$22,375	\$15.31
23	\$36,422	\$18.97	\$24,035	\$17.79	\$22,540	\$15.41
24	\$36,691	\$19.11	\$24,212	\$17.91	\$22,692	\$15.52
25	\$36,941	\$19.24	\$24,377	\$18.04	\$22,857	\$15.63
26	\$37,190	\$19.37	\$24,542	\$18.16	\$23,009	\$15.75
27+	\$37,459	\$19.51	\$24,719	\$18.29	\$23,173	\$15.85

PARIS CITY SCHOOLS**Extra-Duty Stipends
2026-2027**

Accounts Payable Coordinator	\$4,000
Activity Accounts Coordinator	\$4,000
Assistant DPP/Health Admin	\$10,000
Blanton Collier Stadium Facility Director	\$5,000
Building Assessment Coordinator	\$1,000
Bus Driver Trainer*	\$2,500
Cafeteria Manager Stipend	\$2,500
Certified FT HS/MS Math Teacher	\$10,000
Certified FT HS/MS Science Teacher	\$5,000
District Health Coordinator	\$1,500
Doctoral Degree	\$2,000
Dual Credit Teachers	\$1,000
Foster Care Liaison	\$2,000
Gifted & Talented Coach	\$1,000
Gifted & Talented Coordinator	\$5,000
Head Custodian	\$1,000
Home Visit/Court Liaison	\$4,000
Homeless Community Liaison	\$2,000
Infinite Campus/Human Resources Asst	\$7,500
Media Arts	up to \$5,000
National Board Certified <u>Not</u> in Classroom in area of NBCT Certification	\$2,000
National Board Certified Teacher in Classroom in area of NBCT Certification	\$10,000
New Teacher Mentors	\$500
Project Manager	\$5,000
Public Relations	\$4,000
School Psychologist	\$6,000
Special Education-MSD	\$8,000
Transportation Director	\$12,000

*Contract at \$25/hour

PARIS CITY SCHOOLS

Administrative Indexes and Position Days Required 2026-2027

Position	Position Days	Index/Stipend	Pay Scale
Chief Academic Officer	240	0.25	
Chief Financial Officer	240	0.24	RI
Director of Operations	240	0.15	RI
Director of Technology	230		RII
Principal - Elementary	240	0.18	
Principal - Middle	240	0.15	
Principal - High	240	0.20	
Assistant Principal	215		
PES Guidance Counselor	205		
PMS Guidance Specialist	205		
Band Director	216		
PHS Guidance Counselor	215		
Guidance Specialist	205		RII
Dean of Students	205		
Preschool Coordinator	196		
School Psychologist	200		
Library Media Specialist	196		
Media Arts	201		
PMS/HS Agri-Science Teacher	240		
IA-Bilingual/ESL Services Facilitator	186		RIII