



# Warren County Public Schools

## Salary Scales

July 1, 2025 to June 30, 2026





# Warren County Public Schools

## 2025-2026 Salary Scales

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#### Position (Numerically Sorted)

Teacher  
 Instructional Assistant  
 Administrative Assistant  
 Head Secretary  
 Secretary  
 Automotive Specialist  
 Maintenance Journeyman  
 Maintenance  
 Bus Driver  
 Administrator Level I  
 Administrator Level III  
 Therapist  
 Administrator Level V  
 Administrator Level VI  
 Speech  
 Registered Nurse  
 Level I Specialist  
 Systems Technician  
 Social Worker  
 Maintenance/Transportation Foreman  
 Psychologist  
 Student Support  
 Miscellaneous  
 Supplemental

#### Grade

1~ 5  
 6  
 7  
 8  
 9  
 11  
 12  
 13  
 18  
 25  
 27  
 30  
 31  
 32  
 34  
 35  
 36  
 37  
 39  
 40  
 41  
 42  
 n/a  
 n/a

#### Position (Alphabetically Sorted)

Administrative Assistant  
 Administrator Level I  
 Administrator Level III  
 Administrator Level V  
 Administrator Level VI  
 Automotive Specialist  
 Bus Driver  
 Head Secretary  
 Instructional Assistant  
 Level I Specialist  
 Maintenance  
 Maintenance Journeyman  
 Maintenance/Transportation Foreman  
 Miscellaneous  
 Registered Nurse  
 Secretary  
 Social Worker  
 Speech  
 Supplemental  
 Systems Technician  
 Teacher  
 Therapist  
 Psychologist

#### Grade

7  
 25  
 27  
 31  
 32  
 11  
 18  
 8  
 6  
 36  
 13  
 12  
 40  
 n/a  
 35  
 9  
 39  
 34  
 n/a  
 37  
 1~ 5  
 30  
 41

| <b>200 Day Teacher</b>           |                 |                           |                                 |                        |                      |
|----------------------------------|-----------------|---------------------------|---------------------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                           |                                 |                        |                      |
| Step                             | 2025-2026       |                           |                                 |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15 | Grade 3<br>Masters              | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$52,919        | \$53,919                  | \$55,419                        | \$56,219               | \$57,419             |
| 1                                | \$53,999        | \$54,999                  | \$56,499                        | \$57,299               | \$58,499             |
| 2                                | \$54,710        | \$55,710                  | \$57,210                        | \$58,010               | \$59,210             |
| 3                                | \$55,421        | \$56,421                  | \$57,921                        | \$58,721               | \$59,921             |
| 4                                | \$56,144        | \$57,144                  | \$58,644                        | \$59,444               | \$60,644             |
| 5                                | \$56,872        | \$57,872                  | \$59,372                        | \$60,172               | \$61,372             |
| 6                                | \$57,612        | \$58,612                  | \$60,112                        | \$60,912               | \$62,112             |
| 7                                | \$58,361        | \$59,361                  | \$60,861                        | \$61,661               | \$62,861             |
| 8                                | \$59,120        | \$60,120                  | \$61,620                        | \$62,420               | \$63,620             |
| 9                                | \$59,888        | \$60,888                  | \$62,388                        | \$63,188               | \$64,388             |
| 10                               | \$60,665        | \$61,665                  | \$63,165                        | \$63,965               | \$65,165             |
| 11                               | \$61,455        | \$62,455                  | \$63,955                        | \$64,755               | \$65,955             |
| 12                               | \$62,254        | \$63,254                  | \$64,754                        | \$65,554               | \$66,754             |
| 13                               | \$63,063        | \$64,063                  | \$65,563                        | \$66,363               | \$67,563             |
| 14                               | \$63,883        | \$64,883                  | \$66,383                        | \$67,183               | \$68,383             |
| 15                               | \$64,714        | \$65,714                  | \$67,214                        | \$68,014               | \$69,214             |
| 16                               | \$65,554        | \$66,554                  | \$68,054                        | \$68,854               | \$70,054             |
| 17                               | \$66,406        | \$67,406                  | \$68,906                        | \$69,706               | \$70,906             |
| 18                               | \$67,271        | \$68,271                  | \$69,771                        | \$70,571               | \$71,771             |
| 19                               | \$68,145        | \$69,145                  | \$70,645                        | \$71,445               | \$72,645             |
| 20                               | \$69,031        | \$70,031                  | \$71,531                        | \$72,331               | \$73,531             |
| 21                               | \$69,928        | \$70,928                  | \$72,428                        | \$73,228               | \$74,428             |
| 22                               | \$70,837        | \$71,837                  | \$73,337                        | \$74,137               | \$75,337             |
| 23                               | \$71,757        | \$72,757                  | \$74,257                        | \$75,057               | \$76,257             |
| 24                               | \$72,691        | \$73,691                  | \$75,191                        | \$75,991               | \$77,191             |
| 25                               | \$73,635        | \$74,635                  | \$76,135                        | \$76,935               | \$78,135             |
| 26                               | \$74,593        | \$75,593                  | \$77,093                        | \$77,893               | \$79,093             |
| 27                               | \$75,563        | \$76,563                  | \$78,063                        | \$78,863               | \$80,063             |
| 28                               | \$76,545        | \$77,545                  | \$79,045                        | \$79,845               | \$81,045             |
| 29                               | \$77,540        | \$78,540                  | \$80,040                        | \$80,840               | \$82,040             |
| 30                               | \$78,547        | \$79,547                  | \$81,047                        | \$81,847               | \$83,047             |
| Dual Enrollment (1 class)        |                 | \$750                     | 200 Day Teacher Scale Includes: |                        |                      |
| Dual Enrollment (2+ classes)     |                 | \$1,500                   | Teacher                         |                        |                      |
| National Board Certification     |                 | \$2,500                   | Librarian                       |                        |                      |
|                                  |                 |                           | School Counselor                |                        |                      |
| 10 Month - 200 Days              |                 |                           | School Security Officer         |                        |                      |
| VRS: Professional                |                 |                           | Behavior Coach                  |                        |                      |
| WCPS: Professional               |                 |                           | Sign Language Interpreter       |                        |                      |
| FLSA: Exempt                     |                 |                           | Truancy Case Reduction Manager  |                        |                      |
| 30+ will receive a 3% raise      |                 |                           |                                 |                        |                      |

| <b>205 Day Teacher</b>           |                 |                           |                    |                        |                      |
|----------------------------------|-----------------|---------------------------|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                           |                    |                        |                      |
| Step                             | 2025-2026       |                           |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15 | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$54,242        | \$55,242                  | \$56,742           | \$57,542               | \$58,742             |
| 1                                | \$55,349        | \$56,349                  | \$57,849           | \$58,649               | \$59,849             |
| 2                                | \$56,078        | \$57,078                  | \$58,578           | \$59,378               | \$60,578             |
| 3                                | \$56,807        | \$57,807                  | \$59,307           | \$60,107               | \$61,307             |
| 4                                | \$57,548        | \$58,548                  | \$60,048           | \$60,848               | \$62,048             |
| 5                                | \$58,294        | \$59,294                  | \$60,794           | \$61,594               | \$62,794             |
| 6                                | \$59,053        | \$60,053                  | \$61,553           | \$62,353               | \$63,553             |
| 7                                | \$59,821        | \$60,821                  | \$62,321           | \$63,121               | \$64,321             |
| 8                                | \$60,598        | \$61,598                  | \$63,098           | \$63,898               | \$65,098             |
| 9                                | \$61,386        | \$62,386                  | \$63,886           | \$64,686               | \$65,886             |
| 10                               | \$62,183        | \$63,183                  | \$64,683           | \$65,483               | \$66,683             |
| 11                               | \$62,992        | \$63,992                  | \$65,492           | \$66,292               | \$67,492             |
| 12                               | \$63,810        | \$64,810                  | \$66,310           | \$67,110               | \$68,310             |
| 13                               | \$64,640        | \$65,640                  | \$67,140           | \$67,940               | \$69,140             |
| 14                               | \$65,481        | \$66,481                  | \$67,981           | \$68,781               | \$69,981             |
| 15                               | \$66,332        | \$67,332                  | \$68,832           | \$69,632               | \$70,832             |
| 16                               | \$67,193        | \$68,193                  | \$69,693           | \$70,493               | \$71,693             |
| 17                               | \$68,067        | \$69,067                  | \$70,567           | \$71,367               | \$72,567             |
| 18                               | \$68,953        | \$69,953                  | \$71,453           | \$72,253               | \$73,453             |
| 19                               | \$69,849        | \$70,849                  | \$72,349           | \$73,149               | \$74,349             |
| 20                               | \$70,757        | \$71,757                  | \$73,257           | \$74,057               | \$75,257             |
| 21                               | \$71,677        | \$72,677                  | \$74,177           | \$74,977               | \$76,177             |
| 22                               | \$72,609        | \$73,609                  | \$75,109           | \$75,909               | \$77,109             |
| 23                               | \$73,552        | \$74,552                  | \$76,052           | \$76,852               | \$78,052             |
| 24                               | \$74,509        | \$75,509                  | \$77,009           | \$77,809               | \$79,009             |
| 25                               | \$75,476        | \$76,476                  | \$77,976           | \$78,776               | \$79,976             |
| 26                               | \$76,458        | \$77,458                  | \$78,958           | \$79,758               | \$80,958             |
| 27                               | \$77,452        | \$78,452                  | \$79,952           | \$80,752               | \$81,952             |
| 28                               | \$78,459        | \$79,459                  | \$80,959           | \$81,759               | \$82,959             |
| 29                               | \$79,479        | \$80,479                  | \$81,979           | \$82,779               | \$83,979             |
| 30                               | \$80,511        | \$81,511                  | \$83,011           | \$83,811               | \$85,011             |
| Dual Enrollment (1 class)        |                 | \$750                     |                    |                        |                      |
| Dual Enrollment (2+ classes)     |                 | \$1,500                   |                    |                        |                      |
| National Board Certification     |                 | \$2,500                   |                    |                        |                      |
| 10 Month - 205 Days              |                 | 205 Contract Includes:    |                    |                        |                      |
| VRS: Professional                |                 | Reading Coach             |                    |                        |                      |
| WCPS: Professional               |                 | Math Coach                |                    |                        |                      |
| FLSA: Exempt                     |                 | Instructional Coach       |                    |                        |                      |
| 30+ will receive a 3% raise      |                 | VLA Reading Specialist    |                    |                        |                      |

| <b>210 Day Teacher</b>           |                 |                              |                    |                        |                      |
|----------------------------------|-----------------|------------------------------|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                              |                    |                        |                      |
| Step                             | 2025-2026       |                              |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15    | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$55,565        | \$56,565                     | \$58,065           | \$58,865               | \$60,065             |
| 1                                | \$56,699        | \$57,699                     | \$59,199           | \$59,999               | \$61,199             |
| 2                                | \$57,446        | \$58,446                     | \$59,946           | \$60,746               | \$61,946             |
| 3                                | \$58,193        | \$59,193                     | \$60,693           | \$61,493               | \$62,693             |
| 4                                | \$58,952        | \$59,952                     | \$61,452           | \$62,252               | \$63,452             |
| 5                                | \$59,716        | \$60,716                     | \$62,216           | \$63,016               | \$64,216             |
| 6                                | \$60,493        | \$61,493                     | \$62,993           | \$63,793               | \$64,993             |
| 7                                | \$61,280        | \$62,280                     | \$63,780           | \$64,580               | \$65,780             |
| 8                                | \$62,076        | \$63,076                     | \$64,576           | \$65,376               | \$66,576             |
| 9                                | \$62,883        | \$63,883                     | \$65,383           | \$66,183               | \$67,383             |
| 10                               | \$63,699        | \$64,699                     | \$66,199           | \$66,999               | \$68,199             |
| 11                               | \$64,528        | \$65,528                     | \$67,028           | \$67,828               | \$69,028             |
| 12                               | \$65,367        | \$66,367                     | \$67,867           | \$68,667               | \$69,867             |
| 13                               | \$66,217        | \$67,217                     | \$68,717           | \$69,517               | \$70,717             |
| 14                               | \$67,078        | \$68,078                     | \$69,578           | \$70,378               | \$71,578             |
| 15                               | \$67,950        | \$68,950                     | \$70,450           | \$71,250               | \$72,450             |
| 16                               | \$68,832        | \$69,832                     | \$71,332           | \$72,132               | \$73,332             |
| 17                               | \$69,727        | \$70,727                     | \$72,227           | \$73,027               | \$74,227             |
| 18                               | \$70,635        | \$71,635                     | \$73,135           | \$73,935               | \$75,135             |
| 19                               | \$71,553        | \$72,553                     | \$74,053           | \$74,853               | \$76,053             |
| 20                               | \$72,483        | \$73,483                     | \$74,983           | \$75,783               | \$76,983             |
| 21                               | \$73,425        | \$74,425                     | \$75,925           | \$76,725               | \$77,925             |
| 22                               | \$74,380        | \$75,380                     | \$76,880           | \$77,680               | \$78,880             |
| 23                               | \$75,346        | \$76,346                     | \$77,846           | \$78,646               | \$79,846             |
| 24                               | \$76,326        | \$77,326                     | \$78,826           | \$79,626               | \$80,826             |
| 25                               | \$77,317        | \$78,317                     | \$79,817           | \$80,617               | \$81,817             |
| 26                               | \$78,323        | \$79,323                     | \$80,823           | \$81,623               | \$82,823             |
| 27                               | \$79,341        | \$80,341                     | \$81,841           | \$82,641               | \$83,841             |
| 28                               | \$80,373        | \$81,373                     | \$82,873           | \$83,673               | \$84,873             |
| 29                               | \$81,418        | \$82,418                     | \$83,918           | \$84,718               | \$85,918             |
| 30                               | \$82,475        | \$83,475                     | \$84,975           | \$85,775               | \$86,975             |
|                                  |                 |                              |                    |                        |                      |
| Dual Enrollment (1 class)        |                 | \$750                        |                    |                        |                      |
| Dual Enrollment (2+ classes)     |                 | \$1,500                      |                    |                        |                      |
| National Board Certification     |                 | \$2,500                      |                    |                        |                      |
|                                  |                 |                              |                    |                        |                      |
| 10 Month - 210 Days              |                 |                              |                    |                        |                      |
| VRS: Professional                |                 | 210 Contract Includes:       |                    |                        |                      |
| WCPS: Professional               |                 | Technology Instruction Coach |                    |                        |                      |
| FLSA: Exempt                     |                 | Librarian                    |                    |                        |                      |
| 30+ will receive a 3% raise      |                 |                              |                    |                        |                      |

| 11 Month Teacher                 |                 |                           |                    |                        |                      |
|----------------------------------|-----------------|---------------------------|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                           |                    |                        |                      |
| Step                             | 2025-2026       |                           |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15 | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$60,857        | \$61,857                  | \$63,357           | \$64,157               | \$65,357             |
| 1                                | \$62,099        | \$63,099                  | \$64,599           | \$65,399               | \$66,599             |
| 2                                | \$62,916        | \$63,916                  | \$65,416           | \$66,216               | \$67,416             |
| 3                                | \$63,735        | \$64,735                  | \$66,235           | \$67,035               | \$68,235             |
| 4                                | \$64,566        | \$65,566                  | \$67,066           | \$67,866               | \$69,066             |
| 5                                | \$65,403        | \$66,403                  | \$67,903           | \$68,703               | \$69,903             |
| 6                                | \$66,255        | \$67,255                  | \$68,755           | \$69,555               | \$70,755             |
| 7                                | \$67,116        | \$68,116                  | \$69,616           | \$70,416               | \$71,616             |
| 8                                | \$67,988        | \$68,988                  | \$70,488           | \$71,288               | \$72,488             |
| 9                                | \$68,871        | \$69,871                  | \$71,371           | \$72,171               | \$73,371             |
| 10                               | \$69,766        | \$70,766                  | \$72,266           | \$73,066               | \$74,266             |
| 11                               | \$70,673        | \$71,673                  | \$73,173           | \$73,973               | \$75,173             |
| 12                               | \$71,592        | \$72,592                  | \$74,092           | \$74,892               | \$76,092             |
| 13                               | \$72,523        | \$73,523                  | \$75,023           | \$75,823               | \$77,023             |
| 14                               | \$73,466        | \$74,466                  | \$75,966           | \$76,766               | \$77,966             |
| 15                               | \$74,421        | \$75,421                  | \$76,921           | \$77,721               | \$78,921             |
| 16                               | \$75,388        | \$76,388                  | \$77,888           | \$78,688               | \$79,888             |
| 17                               | \$76,367        | \$77,367                  | \$78,867           | \$79,667               | \$80,867             |
| 18                               | \$77,362        | \$78,362                  | \$79,862           | \$80,662               | \$81,862             |
| 19                               | \$78,367        | \$79,367                  | \$80,867           | \$81,667               | \$82,867             |
| 20                               | \$79,386        | \$80,386                  | \$81,886           | \$82,686               | \$83,886             |
| 21                               | \$80,418        | \$81,418                  | \$82,918           | \$83,718               | \$84,918             |
| 22                               | \$81,463        | \$82,463                  | \$83,963           | \$84,763               | \$85,963             |
| 23                               | \$82,521        | \$83,521                  | \$85,021           | \$85,821               | \$87,021             |
| 24                               | \$83,595        | \$84,595                  | \$86,095           | \$86,895               | \$88,095             |
| 25                               | \$84,681        | \$85,681                  | \$87,181           | \$87,981               | \$89,181             |
| 26                               | \$85,782        | \$86,782                  | \$88,282           | \$89,082               | \$90,282             |
| 27                               | \$86,897        | \$87,897                  | \$89,397           | \$90,197               | \$91,397             |
| 28                               | \$88,027        | \$89,027                  | \$90,527           | \$91,327               | \$92,527             |
| 29                               | \$89,172        | \$90,172                  | \$91,672           | \$92,472               | \$93,672             |
| 30                               | \$90,329        | \$91,329                  | \$92,829           | \$93,629               | \$94,829             |
| Dual Enrollment (1 class)        |                 | \$750                     |                    |                        |                      |
| Dual Enrollment (2+ classes)     |                 | \$1,500                   |                    |                        |                      |
| National Board Certification     |                 | \$2,500                   |                    |                        |                      |
|                                  |                 |                           |                    |                        |                      |
|                                  |                 |                           |                    |                        |                      |
|                                  |                 |                           |                    |                        |                      |
| 11 Month - 230 Days              |                 | Athletic Trainer          |                    |                        |                      |
| VRS: Professional                |                 | Band Director             |                    |                        |                      |
| WCPS: Professional               |                 | Head Football Coach       |                    |                        |                      |
| FLSA: Exempt                     |                 | Agriculture Teacher       |                    |                        |                      |
| 30+ will receive a 3% raise      |                 | School Counselor          |                    |                        |                      |

| <b>12 Month Teacher</b>          |                 |                                |                    |                        |                      |
|----------------------------------|-----------------|--------------------------------|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                                |                    |                        |                      |
| Step                             | 2025-2026       |                                |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15      | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$66,149        | \$67,149                       | \$68,649           | \$69,449               | \$70,649             |
| 1                                | \$67,499        | \$68,499                       | \$69,999           | \$70,799               | \$71,999             |
| 2                                | \$68,387        | \$69,387                       | \$70,887           | \$71,687               | \$72,887             |
| 3                                | \$69,277        | \$70,277                       | \$71,777           | \$72,577               | \$73,777             |
| 4                                | \$70,180        | \$71,180                       | \$72,680           | \$73,480               | \$74,680             |
| 5                                | \$71,090        | \$72,090                       | \$73,590           | \$74,390               | \$75,590             |
| 6                                | \$72,016        | \$73,016                       | \$74,516           | \$75,316               | \$76,516             |
| 7                                | \$72,952        | \$73,952                       | \$75,452           | \$76,252               | \$77,452             |
| 8                                | \$73,900        | \$74,900                       | \$76,400           | \$77,200               | \$78,400             |
| 9                                | \$74,860        | \$75,860                       | \$77,360           | \$78,160               | \$79,360             |
| 10                               | \$75,832        | \$76,832                       | \$78,332           | \$79,132               | \$80,332             |
| 11                               | \$76,819        | \$77,819                       | \$79,319           | \$80,119               | \$81,319             |
| 12                               | \$77,818        | \$78,818                       | \$80,318           | \$81,118               | \$82,318             |
| 13                               | \$78,829        | \$79,829                       | \$81,329           | \$82,129               | \$83,329             |
| 14                               | \$79,854        | \$80,854                       | \$82,354           | \$83,154               | \$84,354             |
| 15                               | \$80,893        | \$81,893                       | \$83,393           | \$84,193               | \$85,393             |
| 16                               | \$81,943        | \$82,943                       | \$84,443           | \$85,243               | \$86,443             |
| 17                               | \$83,008        | \$84,008                       | \$85,508           | \$86,308               | \$87,508             |
| 18                               | \$84,089        | \$85,089                       | \$86,589           | \$87,389               | \$88,589             |
| 19                               | \$85,181        | \$86,181                       | \$87,681           | \$88,481               | \$89,681             |
| 20                               | \$86,289        | \$87,289                       | \$88,789           | \$89,589               | \$90,789             |
| 21                               | \$87,411        | \$88,411                       | \$89,911           | \$90,711               | \$91,911             |
| 22                               | \$88,547        | \$89,547                       | \$91,047           | \$91,847               | \$93,047             |
| 23                               | \$89,697        | \$90,697                       | \$92,197           | \$92,997               | \$94,197             |
| 24                               | \$90,864        | \$91,864                       | \$93,364           | \$94,164               | \$95,364             |
| 25                               | \$92,044        | \$93,044                       | \$94,544           | \$95,344               | \$96,544             |
| 26                               | \$93,242        | \$94,242                       | \$95,742           | \$96,542               | \$97,742             |
| 27                               | \$94,454        | \$95,454                       | \$96,954           | \$97,754               | \$98,954             |
| 28                               | \$95,682        | \$96,682                       | \$98,182           | \$98,982               | \$100,182            |
| 29                               | \$96,926        | \$97,926                       | \$99,426           | \$100,226              | \$101,426            |
| 30                               | \$98,184        | \$99,184                       | \$100,684          | \$101,484              | \$102,684            |
| Dual Enrollment (1 class)        |                 | \$750                          |                    |                        |                      |
| Dual Enrollment (2+ classes)     |                 | \$1,500                        |                    |                        |                      |
| National Board Certification     |                 | \$2,500                        |                    |                        |                      |
|                                  |                 |                                |                    |                        |                      |
|                                  |                 | 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 3% raise      |                 | Truancy Reduction Case Manager |                    |                        |                      |

| 11 Month Dean of Students        |                 |                           |                    |                        |                      |
|----------------------------------|-----------------|---------------------------|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |                 |                           |                    |                        |                      |
| Step                             | 2025-2026       |                           |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base | Grade 2<br>Bachelors + 15 | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$68,357        | \$69,357                  | \$70,857           | \$71,657               | \$72,857             |
| 1                                | \$69,599        | \$70,599                  | \$72,099           | \$72,899               | \$74,099             |
| 2                                | \$70,416        | \$71,416                  | \$72,916           | \$73,716               | \$74,916             |
| 3                                | \$71,235        | \$72,235                  | \$73,735           | \$74,535               | \$75,735             |
| 4                                | \$72,066        | \$73,066                  | \$74,566           | \$75,366               | \$76,566             |
| 5                                | \$72,903        | \$73,903                  | \$75,403           | \$76,203               | \$77,403             |
| 6                                | \$73,755        | \$74,755                  | \$76,255           | \$77,055               | \$78,255             |
| 7                                | \$74,616        | \$75,616                  | \$77,116           | \$77,916               | \$79,116             |
| 8                                | \$75,488        | \$76,488                  | \$77,988           | \$78,788               | \$79,988             |
| 9                                | \$76,371        | \$77,371                  | \$78,871           | \$79,671               | \$80,871             |
| 10                               | \$77,266        | \$78,266                  | \$79,766           | \$80,566               | \$81,766             |
| 11                               | \$78,173        | \$79,173                  | \$80,673           | \$81,473               | \$82,673             |
| 12                               | \$79,092        | \$80,092                  | \$81,592           | \$82,392               | \$83,592             |
| 13                               | \$80,023        | \$81,023                  | \$82,523           | \$83,323               | \$84,523             |
| 14                               | \$80,966        | \$81,966                  | \$83,466           | \$84,266               | \$85,466             |
| 15                               | \$81,921        | \$82,921                  | \$84,421           | \$85,221               | \$86,421             |
| 16                               | \$82,888        | \$83,888                  | \$85,388           | \$86,188               | \$87,388             |
| 17                               | \$83,867        | \$84,867                  | \$86,367           | \$87,167               | \$88,367             |
| 18                               | \$84,862        | \$85,862                  | \$87,362           | \$88,162               | \$89,362             |
| 19                               | \$85,867        | \$86,867                  | \$88,367           | \$89,167               | \$90,367             |
| 20                               | \$86,886        | \$87,886                  | \$89,386           | \$90,186               | \$91,386             |
| 21                               | \$87,918        | \$88,918                  | \$90,418           | \$91,218               | \$92,418             |
| 22                               | \$88,963        | \$89,963                  | \$91,463           | \$92,263               | \$93,463             |
| 23                               | \$90,021        | \$91,021                  | \$92,521           | \$93,321               | \$94,521             |
| 24                               | \$91,095        | \$92,095                  | \$93,595           | \$94,395               | \$95,595             |
| 25                               | \$92,181        | \$93,181                  | \$94,681           | \$95,481               | \$96,681             |
| 26                               | \$93,282        | \$94,282                  | \$95,782           | \$96,582               | \$97,782             |
| 27                               | \$94,397        | \$95,397                  | \$96,897           | \$97,697               | \$98,897             |
| 28                               | \$95,527        | \$96,527                  | \$98,027           | \$98,827               | \$100,027            |
| 29                               | \$96,672        | \$97,672                  | \$99,172           | \$99,972               | \$101,172            |
| 30                               | \$97,829        | \$98,829                  | \$100,329          | \$101,129              | \$102,329            |
|                                  |                 |                           |                    |                        |                      |
| Dual Enrollment (1 class)        | \$750           |                           |                    |                        |                      |
| Dual Enrollment (2+ classes)     | \$1,500         |                           |                    |                        |                      |
| National Board Certification     | \$2,500         |                           |                    |                        |                      |
|                                  |                 |                           |                    |                        |                      |
| 11 Month - 230 Days              |                 |                           |                    |                        |                      |
| VRS: Professional                |                 |                           |                    |                        |                      |
| WCPS: Professional               |                 |                           |                    |                        |                      |
| FLSA: Exempt                     |                 |                           |                    |                        |                      |
| 30+ will receive a 3% raise      |                 |                           |                    |                        |                      |



| 12 Month Coordinator             |   |  |                    |                        |                      |
|----------------------------------|---|--|--------------------|------------------------|----------------------|
| Grades 1 - 5                     |   |  |                    |                        |                      |
| Step                             | 2025-2026                                   |  |                    |                        |                      |
| Completed<br>Years of Experience | Grade 1<br>Base                             | Grade 2<br>Bachelors + 15                | Grade 3<br>Masters | Grade 4<br>Masters +30 | Grade 5<br>Doctorate |
| 0                                | \$73,649                                    | \$74,649                                 | \$76,149           | \$76,949               | \$78,149             |
| 1                                | \$74,999                                    | \$75,999                                 | \$77,499           | \$78,299               | \$79,499             |
| 2                                | \$75,887                                    | \$76,887                                 | \$78,387           | \$79,187               | \$80,387             |
| 3                                | \$76,777                                    | \$77,777                                 | \$79,277           | \$80,077               | \$81,277             |
| 4                                | \$77,680                                    | \$78,680                                 | \$80,180           | \$80,980               | \$82,180             |
| 5                                | \$78,590                                    | \$79,590                                 | \$81,090           | \$81,890               | \$83,090             |
| 6                                | \$79,516                                    | \$80,516                                 | \$82,016           | \$82,816               | \$84,016             |
| 7                                | \$80,452                                    | \$81,452                                 | \$82,952           | \$83,752               | \$84,952             |
| 8                                | \$81,400                                    | \$82,400                                 | \$83,900           | \$84,700               | \$85,900             |
| 9                                | \$82,360                                    | \$83,360                                 | \$84,860           | \$85,660               | \$86,860             |
| 10                               | \$83,332                                    | \$84,332                                 | \$85,832           | \$86,632               | \$87,832             |
| 11                               | \$84,319                                    | \$85,319                                 | \$86,819           | \$87,619               | \$88,819             |
| 12                               | \$85,318                                    | \$86,318                                 | \$87,818           | \$88,618               | \$89,818             |
| 13                               | \$86,329                                    | \$87,329                                 | \$88,829           | \$89,629               | \$90,829             |
| 14                               | \$87,354                                    | \$88,354                                 | \$89,854           | \$90,654               | \$91,854             |
| 15                               | \$88,393                                    | \$89,393                                 | \$90,893           | \$91,693               | \$92,893             |
| 16                               | \$89,443                                    | \$90,443                                 | \$91,943           | \$92,743               | \$93,943             |
| 17                               | \$90,508                                    | \$91,508                                 | \$93,008           | \$93,808               | \$95,008             |
| 18                               | \$91,589                                    | \$92,589                                 | \$94,089           | \$94,889               | \$96,089             |
| 19                               | \$92,681                                    | \$93,681                                 | \$95,181           | \$95,981               | \$97,181             |
| 20                               | \$93,789                                    | \$94,789                                 | \$96,289           | \$97,089               | \$98,289             |
| 21                               | \$94,911                                    | \$95,911                                 | \$97,411           | \$98,211               | \$99,411             |
| 22                               | \$96,047                                    | \$97,047                                 | \$98,547           | \$99,347               | \$100,547            |
| 23                               | \$97,197                                    | \$98,197                                 | \$99,697           | \$100,497              | \$101,697            |
| 24                               | \$98,364                                    | \$99,364                                 | \$100,864          | \$101,664              | \$102,864            |
| 25                               | \$99,544                                    | \$100,544                                | \$102,044          | \$102,844              | \$104,044            |
| 26                               | \$100,742                                   | \$101,742                                | \$103,242          | \$104,042              | \$105,242            |
| 27                               | \$101,954                                   | \$102,954                                | \$104,454          | \$105,254              | \$106,454            |
| 28                               | \$103,182                                   | \$104,182                                | \$105,682          | \$106,482              | \$107,682            |
| 29                               | \$104,426                                   | \$105,426                                | \$106,926          | \$107,726              | \$108,926            |
| 30                               | \$105,684                                   | \$106,684                                | \$108,184          | \$108,984              | \$110,184            |
| National Board Certification     |   | \$2,500                                  |                    |                        |                      |
|                                  |   |  |                    |                        |                      |
|                                  |   | Coordinator Includes:                    |                    |                        |                      |
| 12 Month - 250 Days              | Curriculum Coordinator                      | Testing and Gifted Education Coordinator |                    |                        |                      |
| VRS: Professional                | English and Dyslexia Curriculum Coordinator | Federal Grants Coordinator               |                    |                        |                      |
| WCPS: Professional               | Instructional Support Coordinator           | Specialized Coordinator                  |                    |                        |                      |
| FLSA: Exempt                     | Teacher Support and Fine Arts Coordinator   | BCBA Coordinator                         |                    |                        |                      |
| 30+ will receive a 3% raise      | Special Education Coordinator               | Transitional Services Coordinator        |                    |                        |                      |

| Instructional Assistant          |           |                          |                      |                   |          |
|----------------------------------|-----------|--------------------------|----------------------|-------------------|----------|
| Grade 6                          |           |                          |                      |                   |          |
| Step                             | 2025-2026 |                          |                      |                   |          |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree/HQ | Bachelor's<br>Degree | Bachelors +<br>15 | Masters  |
| 0                                | \$17,939  | \$18,939                 | \$19,839             | \$20,439          | \$21,239 |
| 1                                | \$18,305  | \$19,305                 | \$20,205             | \$20,805          | \$21,605 |
| 2                                | \$18,774  | \$19,774                 | \$20,674             | \$21,274          | \$22,074 |
| 3                                | \$19,244  | \$20,244                 | \$21,144             | \$21,744          | \$22,544 |
| 4                                | \$19,724  | \$20,724                 | \$21,624             | \$22,224          | \$23,024 |
| 5                                | \$20,218  | \$21,218                 | \$22,118             | \$22,718          | \$23,518 |
| 6                                | \$20,723  | \$21,723                 | \$22,623             | \$23,223          | \$24,023 |
| 7                                | \$21,240  | \$22,240                 | \$23,140             | \$23,740          | \$24,540 |
| 8                                | \$21,772  | \$22,772                 | \$23,672             | \$24,272          | \$25,072 |
| 9                                | \$22,317  | \$23,317                 | \$24,217             | \$24,817          | \$25,617 |
| 10                               | \$22,874  | \$23,874                 | \$24,774             | \$25,374          | \$26,174 |
| 11                               | \$23,446  | \$24,446                 | \$25,346             | \$25,946          | \$26,746 |
| 12                               | \$24,032  | \$25,032                 | \$25,932             | \$26,532          | \$27,332 |
| 13                               | \$24,632  | \$25,632                 | \$26,532             | \$27,132          | \$27,932 |
| 14                               | \$25,248  | \$26,248                 | \$27,148             | \$27,748          | \$28,548 |
| 15                               | \$25,880  | \$26,880                 | \$27,780             | \$28,380          | \$29,180 |
| 16                               | \$26,526  | \$27,526                 | \$28,426             | \$29,026          | \$29,826 |
| 17                               | \$27,190  | \$28,190                 | \$29,090             | \$29,690          | \$30,490 |
| 18                               | \$27,870  | \$28,870                 | \$29,770             | \$30,370          | \$31,170 |
| 19                               | \$28,566  | \$29,566                 | \$30,466             | \$31,066          | \$31,866 |
| 20                               | \$29,281  | \$30,281                 | \$31,181             | \$31,781          | \$32,581 |
| 21                               | \$30,012  | \$31,012                 | \$31,912             | \$32,512          | \$33,312 |
| 22                               | \$30,762  | \$31,762                 | \$32,662             | \$33,262          | \$34,062 |
| 23                               | \$31,531  | \$32,531                 | \$33,431             | \$34,031          | \$34,831 |
| 24                               | \$32,319  | \$33,319                 | \$34,219             | \$34,819          | \$35,619 |
| 25                               | \$33,128  | \$34,128                 | \$35,028             | \$35,628          | \$36,428 |
| 26                               | \$33,955  | \$34,955                 | \$35,855             | \$36,455          | \$37,255 |
| 27                               | \$34,805  | \$35,805                 | \$36,705             | \$37,305          | \$38,105 |
| 28                               | \$35,675  | \$36,675                 | \$37,575             | \$38,175          | \$38,975 |
| 29                               | \$36,566  | \$37,566                 | \$38,466             | \$39,066          | \$39,866 |
| 30                               | \$37,482  | \$38,482                 | \$39,382             | \$39,982          | \$40,782 |
|                                  |           |                          |                      |                   |          |
| CNA                              | \$5,000   |                          |                      |                   |          |
|                                  |           |                          |                      |                   |          |
|                                  |           |                          |                      |                   |          |
| 10 Month Contract - 184 Days     |           |                          |                      |                   |          |
| VRS: Professional                |           |                          |                      |                   |          |
| WCPS: Support                    |           |                          |                      |                   |          |
| FLSA: Non-Exempt                 |           |                          |                      |                   |          |
| 30+ will receive a 3% raise      |           |                          |                      |                   |          |

| <b>Administrative Assistant</b>           |  |  |                      |
|---|--|--|----------------------|
| Grade 7                                   |  |  |                      |
| Step                                      | 2025-2026  |  |                      |
| Completed<br>Years of Experience          | Base   | Associate's<br>Degree                      | Bachelor's<br>Degree |
| 0   | \$34,591   | \$35,591                                   | \$36,491             |
| 1   | \$35,297   | \$36,297                                   | \$37,197             |
| 2   | \$36,018   | \$37,018                                   | \$37,918             |
| 3   | \$36,594   | \$37,594                                   | \$38,494             |
| 4   | \$37,189   | \$38,189                                   | \$39,089             |
| 5   | \$37,783   | \$38,783                                   | \$39,683             |
| 6   | \$38,389   | \$39,389                                   | \$40,289             |
| 7   | \$39,004   | \$40,004                                   | \$40,904             |
| 8   | \$39,627   | \$40,627                                   | \$41,527             |
| 9   | \$40,260   | \$41,260                                   | \$42,160             |
| 10  | \$40,905   | \$41,905                                   | \$42,805             |
| 11  | \$41,560   | \$42,560                                   | \$43,460             |
| 12  | \$42,225   | \$43,225                                   | \$44,125             |
| 13  | \$42,900   | \$43,900                                   | \$44,800             |
| 14  | \$43,586   | \$44,586                                   | \$45,486             |
| 15  | \$44,283   | \$45,283                                   | \$46,183             |
| 16  | \$44,993   | \$45,993                                   | \$46,893             |
| 17  | \$45,712   | \$46,712                                   | \$47,612             |
| 18  | \$46,443   | \$47,443                                   | \$48,343             |
| 19  | \$47,187   | \$48,187                                   | \$49,087             |
| 20  | \$47,942   | \$48,942                                   | \$49,842             |
| 21  | \$48,709   | \$49,709                                   | \$50,609             |
| 22  | \$49,487   | \$50,487                                   | \$51,387             |
| 23  | \$50,280   | \$51,280                                   | \$52,180             |
| 24  | \$51,084   | \$52,084                                   | \$52,984             |
| 25  | \$51,901   | \$52,901                                   | \$53,801             |
| 26  | \$52,731   | \$53,731                                   | \$54,631             |
| 27  | \$53,575   | \$54,575                                   | \$55,475             |
| 28  | \$54,433   | \$55,433                                   | \$56,333             |
| 29  | \$55,304   | \$56,304                                   | \$57,204             |
| 30  | \$56,187   | \$57,187                                   | \$58,087             |
| Superintendent's Administrative Assistant |  | \$5,250                                    |                      |
|   |  |  |                      |
|   |  | Administrative Assistant Grade 7 Includes: |                      |
| 12 Month Contract - 250 Days              | Administrative Assistant                           | Administrative Assistant Guidance          |                      |
| VRS: Professional                         | Administrative Assistant - Accounts Payable        | Administrative Assistant - Food Services   |                      |
| WCPS: Support                             | Administrative Assistant - Human Resources         | Bookkeeper - High School                   |                      |
| FLSA: Non-Exempt                          | Administrative Assistant Superintendent Assistants | Special Transportation Route Assistant     |                      |
| 30+ will receive a 3% raise               | Administrative Assistant Superintendent            | School Testing Coordinator                 |                      |



| <b>Head School Secretary</b>     |           |   |                      |
|----------------------------------|-----------|---|----------------------|
| Grade 8                          |           |   |                      |
| Step                             | 2025-2026 |   |                      |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree                   | Bachelor's<br>Degree |
| 0                                | \$31,599  | \$32,599                                | \$33,499             |
| 1                                | \$32,244  | \$33,244                                | \$34,144             |
| 2                                | \$32,902  | \$33,902                                | \$34,802             |
| 3                                | \$33,428  | \$34,428                                | \$35,328             |
| 4                                | \$33,970  | \$34,970                                | \$35,870             |
| 5                                | \$34,514  | \$35,514                                | \$36,414             |
| 6                                | \$35,066  | \$36,066                                | \$36,966             |
| 7                                | \$35,627  | \$36,627                                | \$37,527             |
| 8                                | \$36,198  | \$37,198                                | \$38,098             |
| 9                                | \$36,776  | \$37,776                                | \$38,676             |
| 10                               | \$37,366  | \$38,366                                | \$39,266             |
| 11                               | \$37,962  | \$38,962                                | \$39,862             |
| 12                               | \$38,570  | \$39,570                                | \$40,470             |
| 13                               | \$39,188  | \$40,188                                | \$41,088             |
| 14                               | \$39,816  | \$40,816                                | \$41,716             |
| 15                               | \$40,451  | \$41,451                                | \$42,351             |
| 16                               | \$41,098  | \$42,098                                | \$42,998             |
| 17                               | \$41,756  | \$42,756                                | \$43,656             |
| 18                               | \$42,424  | \$43,424                                | \$44,324             |
| 19                               | \$43,103  | \$44,103                                | \$45,003             |
| 20                               | \$43,792  | \$44,792                                | \$45,692             |
| 21                               | \$44,493  | \$45,493                                | \$46,393             |
| 22                               | \$45,206  | \$46,206                                | \$47,106             |
| 23                               | \$45,928  | \$46,928                                | \$47,828             |
| 24                               | \$46,664  | \$47,664                                | \$48,564             |
| 25                               | \$47,409  | \$48,409                                | \$49,309             |
| 26                               | \$48,169  | \$49,169                                | \$50,069             |
| 27                               | \$48,938  | \$49,938                                | \$50,838             |
| 28                               | \$49,722  | \$50,722                                | \$51,622             |
| 29                               | \$50,519  | \$51,519                                | \$52,419             |
| 30                               | \$51,327  | \$52,327                                | \$53,227             |
| 12 Month Contract - 250 Days     |           |   |                      |
| VRS: Professional                |           | Head School Secretary Grade 8 Includes: |                      |
| WCPS: Support                    |           | Head Secretary                          |                      |
| FLSA: Non-Exempt                 |           | Elementary Bookkeeper                   |                      |
| 30+ will receive a 3% raise      |           | Middle School Bookkeeper                |                      |

| <b>School Secretary</b>          |                                    |                       |                      |          |                       |                      |
|----------------------------------|------------------------------------|-----------------------|----------------------|----------|-----------------------|----------------------|
| Grade 9                          |                                    | 2025-2026             |                      |          |                       |                      |
| Step                             | 10 Month                           | 10 Month              | 10 Month             | 12 Month | 12 Month              | 12 Month             |
| Completed<br>Years of Experience | Base                               | Associate's<br>Degree | Bachelor's<br>Degree | Base     | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$24,215                           | \$25,215              | \$26,115             | \$28,827 | \$29,827              | \$30,727             |
| 1                                | \$24,709                           | \$25,709              | \$26,609             | \$29,416 | \$30,416              | \$31,316             |
| 2                                | \$25,213                           | \$26,213              | \$27,113             | \$30,016 | \$31,016              | \$31,916             |
| 3                                | \$25,616                           | \$26,616              | \$27,516             | \$30,496 | \$31,496              | \$32,396             |
| 4                                | \$26,032                           | \$27,032              | \$27,932             | \$30,990 | \$31,990              | \$32,890             |
| 5                                | \$26,449                           | \$27,449              | \$28,349             | \$31,486 | \$32,486              | \$33,386             |
| 6                                | \$26,872                           | \$27,872              | \$28,772             | \$31,990 | \$32,990              | \$33,890             |
| 7                                | \$27,302                           | \$28,302              | \$29,202             | \$32,503 | \$33,503              | \$34,403             |
| 8                                | \$27,739                           | \$28,739              | \$29,639             | \$33,023 | \$34,023              | \$34,923             |
| 9                                | \$28,183                           | \$29,183              | \$30,083             | \$33,551 | \$34,551              | \$35,451             |
| 10                               | \$28,633                           | \$29,633              | \$30,533             | \$34,087 | \$35,087              | \$35,987             |
| 11                               | \$29,092                           | \$30,092              | \$30,992             | \$34,633 | \$35,633              | \$36,533             |
| 12                               | \$29,556                           | \$30,556              | \$31,456             | \$35,186 | \$36,186              | \$37,086             |
| 13                               | \$30,030                           | \$31,030              | \$31,930             | \$35,750 | \$36,750              | \$37,650             |
| 14                               | \$30,511                           | \$31,511              | \$32,411             | \$36,322 | \$37,322              | \$38,222             |
| 15                               | \$30,998                           | \$31,998              | \$32,898             | \$36,902 | \$37,902              | \$38,802             |
| 16                               | \$31,495                           | \$32,495              | \$33,395             | \$37,494 | \$38,494              | \$39,394             |
| 17                               | \$31,998                           | \$32,998              | \$33,898             | \$38,093 | \$39,093              | \$39,993             |
| 18                               | \$32,510                           | \$33,510              | \$34,410             | \$38,703 | \$39,703              | \$40,603             |
| 19                               | \$33,031                           | \$34,031              | \$34,931             | \$39,322 | \$40,322              | \$41,222             |
| 20                               | \$33,559                           | \$34,559              | \$35,459             | \$39,951 | \$40,951              | \$41,851             |
| 21                               | \$34,096                           | \$35,096              | \$35,996             | \$40,590 | \$41,590              | \$42,490             |
| 22                               | \$34,642                           | \$35,642              | \$36,542             | \$41,240 | \$42,240              | \$43,140             |
| 23                               | \$35,195                           | \$36,195              | \$37,095             | \$41,899 | \$42,899              | \$43,799             |
| 24                               | \$35,759                           | \$36,759              | \$37,659             | \$42,571 | \$43,571              | \$44,471             |
| 25                               | \$36,332                           | \$37,332              | \$38,232             | \$43,252 | \$44,252              | \$45,152             |
| 26                               | \$36,913                           | \$37,913              | \$38,813             | \$43,944 | \$44,944              | \$45,844             |
| 27                               | \$37,503                           | \$38,503              | \$39,403             | \$44,647 | \$45,647              | \$46,547             |
| 28                               | \$38,103                           | \$39,103              | \$40,003             | \$45,361 | \$46,361              | \$47,261             |
| 29                               | \$38,713                           | \$39,713              | \$40,613             | \$46,087 | \$47,087              | \$47,987             |
| 30                               | \$39,332                           | \$40,332              | \$41,232             | \$46,824 | \$47,824              | \$48,724             |
|                                  |                                    |                       |                      |          |                       |                      |
| Translator                       | \$10,000                           |                       |                      |          |                       |                      |
|                                  |                                    |                       |                      |          |                       |                      |
| 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 3% raise      |                                    |                       |                      |          |                       |                      |

| <b>Automotive Specialist</b>     |           |                       |                      |
|----------------------------------|-----------|-----------------------|----------------------|
| Grade 11                         |           |                       |                      |
| Step                             | 2025-2026 |                       |                      |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$43,239  | \$44,239              | \$45,139             |
| 1                                | \$44,121  | \$45,121              | \$46,021             |
| 2                                | \$45,021  | \$46,021              | \$46,921             |
| 3                                | \$45,742  | \$46,742              | \$47,642             |
| 4                                | \$46,485  | \$47,485              | \$48,385             |
| 5                                | \$47,230  | \$48,230              | \$49,130             |
| 6                                | \$47,985  | \$48,985              | \$49,885             |
| 7                                | \$48,754  | \$49,754              | \$50,654             |
| 8                                | \$49,533  | \$50,533              | \$51,433             |
| 9                                | \$50,326  | \$51,326              | \$52,226             |
| 10                               | \$51,130  | \$52,130              | \$53,030             |
| 11                               | \$51,949  | \$52,949              | \$53,849             |
| 12                               | \$52,781  | \$53,781              | \$54,681             |
| 13                               | \$53,624  | \$54,624              | \$55,524             |
| 14                               | \$54,483  | \$55,483              | \$56,383             |
| 15                               | \$55,354  | \$56,354              | \$57,254             |
| 16                               | \$56,240  | \$57,240              | \$58,140             |
| 17                               | \$57,139  | \$58,139              | \$59,039             |
| 18                               | \$58,054  | \$59,054              | \$59,954             |
| 19                               | \$58,984  | \$59,984              | \$60,884             |
| 20                               | \$59,926  | \$60,926              | \$61,826             |
| 21                               | \$60,886  | \$61,886              | \$62,786             |
| 22                               | \$61,859  | \$62,859              | \$63,759             |
| 23                               | \$62,849  | \$63,849              | \$64,749             |
| 24                               | \$63,855  | \$64,855              | \$65,755             |
| 25                               | \$64,876  | \$65,876              | \$66,776             |
| 26                               | \$65,914  | \$66,914              | \$67,814             |
| 27                               | \$66,969  | \$67,969              | \$68,869             |
| 28                               | \$68,041  | \$69,041              | \$69,941             |
| 29                               | \$69,128  | \$70,128              | \$71,028             |
| 30                               | \$70,236  | \$71,236              | \$72,136             |
|                                  |           |                       |                      |
| 12 Month Contract - 250 Days     |           |                       |                      |
| VRS: Support                     |           |                       |                      |
| WCPS: Support                    |           |                       |                      |
| FLSA: Non-Exempt                 |           |                       |                      |
| 30+ will receive a 3% raise      |           |                       |                      |



| <b>Maintenance Journeyman</b>    |           |                       |                      |
|----------------------------------|-----------|-----------------------|----------------------|
| Grade 12                         |           |                       |                      |
| Step                             | 2025-2026 |                       |                      |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$34,506  | \$35,506              | \$36,406             |
| 1                                | \$35,210  | \$36,210              | \$37,110             |
| 2                                | \$35,928  | \$36,928              | \$37,828             |
| 3                                | \$36,409  | \$37,409              | \$38,309             |
| 4                                | \$37,343  | \$38,343              | \$39,243             |
| 5                                | \$38,616  | \$39,616              | \$40,516             |
| 6                                | \$39,941  | \$40,941              | \$41,841             |
| 7                                | \$41,362  | \$42,362              | \$43,262             |
| 8                                | \$42,949  | \$43,949              | \$44,849             |
| 9                                | \$44,937  | \$45,937              | \$46,837             |
| 10                               | \$46,919  | \$47,919              | \$48,819             |
| 11                               | \$48,906  | \$49,906              | \$50,806             |
| 12                               | \$50,816  | \$51,816              | \$52,716             |
| 13                               | \$53,125  | \$54,125              | \$55,025             |
| 14                               | \$54,772  | \$55,772              | \$56,672             |
| 15                               | \$56,752  | \$57,752              | \$58,652             |
| 16                               | \$58,740  | \$59,740              | \$60,640             |
| 17                               | \$60,723  | \$61,723              | \$62,623             |
| 18                               | \$61,937  | \$62,937              | \$63,837             |
| 19                               | \$63,172  | \$64,172              | \$65,072             |
| 20                               | \$64,438  | \$65,438              | \$66,338             |
|                                  |           |                       |                      |
| Grounds Lead                     | \$1,575   |                       |                      |
|                                  |           |                       |                      |
| 12 Month Contract - 250 Days     |           |                       |                      |
| VRS: Support                     |           |                       |                      |
| WCPS: Support                    |           |                       |                      |
| FLSA: Non-Exempt                 |           |                       |                      |
| 20+ will receive a 3% raise      |           |                       |                      |

| <b>Maintenance</b>               |           |                       |                      |
|----------------------------------|-----------|-----------------------|----------------------|
| Grade 13                         |           |                       |                      |
| Step                             | 2025-2026 |                       |                      |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$31,447  | \$32,447              | \$33,347             |
| 1                                | \$32,089  | \$33,089              | \$33,989             |
| 2                                | \$32,744  | \$33,744              | \$34,644             |
| 3                                | \$33,660  | \$34,660              | \$35,560             |
| 4                                | \$34,836  | \$35,836              | \$36,736             |
| 5                                | \$36,078  | \$37,078              | \$37,978             |
| 6                                | \$37,374  | \$38,374              | \$39,274             |
| 7                                | \$38,746  | \$39,746              | \$40,646             |
| 8                                | \$40,244  | \$41,244              | \$42,144             |
| 9                                | \$41,827  | \$42,827              | \$43,727             |
| 10                               | \$43,312  | \$44,312              | \$45,212             |
| 11                               | \$44,869  | \$45,869              | \$46,769             |
| 12                               | \$46,676  | \$47,676              | \$48,576             |
| 13                               | \$48,408  | \$49,408              | \$50,308             |
| 14                               | \$50,215  | \$51,215              | \$52,115             |
| 15                               | \$52,295  | \$53,295              | \$54,195             |
| 16                               | \$53,341  | \$54,341              | \$55,241             |
| 17                               | \$54,408  | \$55,408              | \$56,308             |
| 18                               | \$55,497  | \$56,497              | \$57,397             |
| 19                               | \$56,608  | \$57,608              | \$58,508             |
| 20                               | \$57,741  | \$58,741              | \$59,641             |
|                                  |           |                       |                      |
| 12 Month Contract - 250 Days     |           |                       |                      |
| VRS: Support                     |           |                       |                      |
| WCPS: Support                    |           |                       |                      |
| FLSA: Non-Exempt                 |           |                       |                      |
| 20+ will receive a 3% raise      |           |                       |                      |

| <b>Bus Driver</b>             |                      |                             |                            |                    |                           |                          |
|-------------------------------|----------------------|-----------------------------|----------------------------|--------------------|---------------------------|--------------------------|
| Grade 18                      |                      |                             |                            |                    |                           |                          |
| Step                          | 2025-2026            |                             |                            |                    |                           |                          |
| Completed Years of Experience | 4.5 Hour Salary Base | 4.5 Hour Associate's Degree | 4.5 Hour Bachelor's Degree | 8 Hour Salary Base | 8 Hour Associate's Degree | 8 Hour Bachelor's Degree |
| 0                             | \$16,207             | \$17,207                    | \$18,107                   | \$24,615           | \$25,615                  | \$26,515                 |
| 1                             | \$16,538             | \$17,538                    | \$18,438                   | \$25,118           | \$26,118                  | \$27,018                 |
| 2                             | \$16,874             | \$17,874                    | \$18,774                   | \$25,629           | \$26,629                  | \$27,529                 |
| 3                             | \$17,180             | \$18,180                    | \$19,080                   | \$26,181           | \$27,181                  | \$28,081                 |
| 4                             | \$17,487             | \$18,487                    | \$19,387                   | \$26,724           | \$27,724                  | \$28,624                 |
| 5                             | \$17,794             | \$18,794                    | \$19,694                   | \$27,270           | \$28,270                  | \$29,170                 |
| 6                             | \$18,101             | \$19,101                    | \$20,001                   | \$27,816           | \$28,816                  | \$29,716                 |
| 7                             | \$18,408             | \$19,408                    | \$20,308                   | \$28,360           | \$29,360                  | \$30,260                 |
| 8                             | \$18,714             | \$19,714                    | \$20,614                   | \$28,907           | \$29,907                  | \$30,807                 |
| 9                             | \$19,021             | \$20,021                    | \$20,921                   | \$29,451           | \$30,451                  | \$31,351                 |
| 10                            | \$19,326             | \$20,326                    | \$21,226                   | \$29,998           | \$30,998                  | \$31,898                 |
| 11                            | \$19,636             | \$20,636                    | \$21,536                   | \$30,543           | \$31,543                  | \$32,443                 |
| 12                            | \$19,942             | \$20,942                    | \$21,842                   | \$31,088           | \$32,088                  | \$32,988                 |
| 13                            | \$20,248             | \$21,248                    | \$22,148                   | \$31,633           | \$32,633                  | \$33,533                 |
| 14                            | \$20,556             | \$21,556                    | \$22,456                   | \$32,178           | \$33,178                  | \$34,078                 |
| 15                            | \$20,862             | \$21,862                    | \$22,762                   | \$32,724           | \$33,724                  | \$34,624                 |
| 16                            | \$21,170             | \$22,170                    | \$23,070                   | \$33,293           | \$34,293                  | \$35,193                 |
| 17                            | \$21,476             | \$22,476                    | \$23,376                   | \$33,815           | \$34,815                  | \$35,715                 |
| 18                            | \$21,781             | \$22,781                    | \$23,681                   | \$34,361           | \$35,361                  | \$36,261                 |
| 19                            | \$22,089             | \$23,089                    | \$23,989                   | \$34,917           | \$35,917                  | \$36,817                 |
| 20                            | \$22,397             | \$23,397                    | \$24,297                   | \$35,452           | \$36,452                  | \$37,352                 |
| 21                            | \$22,702             | \$23,702                    | \$24,602                   | \$35,996           | \$36,996                  | \$37,896                 |
| 22                            | \$23,009             | \$24,009                    | \$24,909                   | \$36,542           | \$37,542                  | \$38,442                 |
|                               |                      |                             |                            |                    |                           |                          |
| 10 Month Contract - 180 Days  |                      |                             |                            |                    |                           |                          |
| VRS: Support                  |                      |                             |                            |                    |                           |                          |
| WCPS: Support                 |                      |                             |                            |                    |                           |                          |
| FLSA: Non-Exempt              |                      |                             |                            |                    |                           |                          |
| 22+ will receive a 3% raise   |                      |                             |                            |                    |                           |                          |



| <b>Administrator I</b>            |           |                                   |           |
|-----------------------------------|-----------|-----------------------------------|-----------|
| Grade 25                          |           |                                   |           |
| Step                              | 2025-2026 |                                   |           |
| Completed<br>Years of Experience  | Base      | Masters + 30                      | Doctorate |
| 1                                 | \$79,613  | \$82,913                          | \$84,113  |
| 2                                 | \$81,238  | \$84,538                          | \$85,738  |
| 3                                 | \$82,896  | \$86,196                          | \$87,396  |
| 4                                 | \$84,222  | \$87,522                          | \$88,722  |
| 5                                 | \$85,941  | \$89,241                          | \$90,441  |
| 6                                 | \$87,625  | \$90,925                          | \$92,125  |
| 7                                 | \$89,343  | \$92,643                          | \$93,843  |
| 8                                 | \$91,128  | \$94,428                          | \$95,628  |
| 9                                 | \$92,915  | \$96,215                          | \$97,415  |
| 10                                | \$94,702  | \$98,002                          | \$99,202  |
| 11                                | \$96,489  | \$99,789                          | \$100,989 |
| 12                                | \$98,278  | \$101,578                         | \$102,778 |
| 13                                | \$100,064 | \$103,364                         | \$104,564 |
| 14                                | \$101,851 | \$105,151                         | \$106,351 |
| 15                                | \$103,637 | \$106,937                         | \$108,137 |
| 16                                | \$105,426 | \$108,726                         | \$109,926 |
| 17                                | \$107,211 | \$110,511                         | \$111,711 |
| 18                                | \$108,998 | \$112,298                         | \$113,498 |
| 19                                | \$110,784 | \$114,084                         | \$115,284 |
| 20                                | \$112,571 | \$115,871                         | \$117,071 |
| Middle School Assistant Principal |           | \$5,000                           |           |
| 12 Month Contract - 250 Days      |           | Administrator I Includes:         |           |
| VRS: Professional                 |           | Elementary Assistant Principal    |           |
| WCPS: Professional                |           | Middle School Assistant Principal |           |
| FLSA: Exempt                      |           | Deputy Director of HR and Finance |           |
| 20+ will receive a 3% raise       |           | Preschool Coordinator             |           |

| <b>Administrator III</b>         |                                     |              |           |
|----------------------------------|-------------------------------------|--------------|-----------|
| Grade 27                         |                                     |              |           |
| Step                             | 2025-2026                           |              |           |
| Completed<br>Years of Experience | Base                                | Masters + 30 | Doctorate |
| 1                                | \$86,387                            | \$89,687     | \$90,887  |
| 2                                | \$88,150                            | \$91,450     | \$92,650  |
| 3                                | \$89,949                            | \$93,249     | \$94,449  |
| 4                                | \$91,388                            | \$94,688     | \$95,888  |
| 5                                | \$93,253                            | \$96,553     | \$97,753  |
| 6                                | \$95,082                            | \$98,382     | \$99,582  |
| 7                                | \$96,946                            | \$100,246    | \$101,446 |
| 8                                | \$99,854                            | \$103,154    | \$104,354 |
| 9                                | \$102,763                           | \$106,063    | \$107,263 |
| 10                               | \$105,671                           | \$108,971    | \$110,171 |
| 11                               | \$108,579                           | \$111,879    | \$113,079 |
| 12                               | \$111,487                           | \$114,787    | \$115,987 |
| 13                               | \$114,397                           | \$117,697    | \$118,897 |
| 14                               | \$117,304                           | \$120,604    | \$121,804 |
| 15                               | \$120,211                           | \$123,511    | \$124,711 |
| 16                               | \$123,120                           | \$126,420    | \$127,620 |
| 17                               | \$126,027                           | \$129,327    | \$130,527 |
| 18                               | \$128,936                           | \$132,236    | \$133,436 |
| 19                               | \$131,844                           | \$135,144    | \$136,344 |
| 20                               | \$134,753                           | \$138,053    | \$139,253 |
|                                  |                                     |              |           |
|                                  | Administrator III Includes:         |              |           |
|                                  | High School Assistant Principal     |              |           |
| 12 Month Contract - 250 Days     | Elementary Principal                |              |           |
| VRS: Professional                | Athletic Director                   |              |           |
| WCPS: Professional               | Director of Transportation          |              |           |
| FLSA: Exempt                     | Director of Facilities              |              |           |
| 20+ will receive a 3% raise      | Deputy Director of Special Services |              |           |

| <b>Therapist</b>                 |                         |                      |
|----------------------------------|-------------------------|----------------------|
| Grade 30                         |                         |                      |
| Step                             | 2025-2026               |                      |
| Completed<br>Years of Experience | Base                    | Doctorate            |
| 0                                | \$61,063                | \$65,563             |
| 1                                | \$62,309                | \$66,809             |
| 2                                | \$63,581                | \$68,081             |
| 3                                | \$64,599                | \$69,099             |
| 4                                | \$65,849                | \$70,349             |
| 5                                | \$67,100                | \$71,600             |
| 6                                | \$68,417                | \$72,917             |
| 7                                | \$69,759                | \$74,259             |
| 8                                | \$71,126                | \$75,626             |
| 9                                | \$72,524                | \$77,024             |
| 10                               | \$73,943                | \$78,443             |
| 11                               | \$75,395                | \$79,895             |
| 12                               | \$76,873                | \$81,373             |
| 13                               | \$78,379                | \$82,879             |
| 14                               | \$83,371                | \$87,871             |
| 15                               | \$88,384                | \$92,884             |
| 16                               | \$92,826                | \$97,326             |
| 10 Month Contract - 200 Days     |                         | Therapists Includes: |
| VRS: Professional                | Occupational Therapists |                      |
| WCPS: Professional               | Physical Therapists     |                      |
| FLSA: Exempt                     |                         |                      |
| 16+ will receive a 3% raise      |                         |                      |

| <b>Administrator V</b>           |                              |                            |           |
|----------------------------------|------------------------------|----------------------------|-----------|
| Grade 31                         |                              |                            |           |
| Step                             | 2025-2026                    |                            |           |
| Completed<br>Years of Experience | Base                         | Masters + 30               | Doctorate |
| 1                                | \$93,444                     | \$96,744                   | \$97,944  |
| 2                                | \$95,351                     | \$98,651                   | \$99,851  |
| 3                                | \$97,297                     | \$100,597                  | \$101,797 |
| 4                                | \$98,854                     | \$102,154                  | \$103,354 |
| 5                                | \$100,871                    | \$104,171                  | \$105,371 |
| 6                                | \$102,850                    | \$106,150                  | \$107,350 |
| 7                                | \$104,866                    | \$108,166                  | \$109,366 |
| 8                                | \$108,011                    | \$111,311                  | \$112,511 |
| 9                                | \$111,159                    | \$114,459                  | \$115,659 |
| 10                               | \$114,303                    | \$117,603                  | \$118,803 |
| 11                               | \$117,450                    | \$120,750                  | \$121,950 |
| 12                               | \$120,595                    | \$123,895                  | \$125,095 |
| 13                               | \$123,741                    | \$127,041                  | \$128,241 |
| 14                               | \$126,887                    | \$130,187                  | \$131,387 |
| 15                               | \$130,032                    | \$133,332                  | \$134,532 |
| 16                               | \$133,179                    | \$136,479                  | \$137,679 |
| 17                               | \$136,326                    | \$139,626                  | \$140,826 |
| 18                               | \$139,471                    | \$142,771                  | \$143,971 |
| 19                               | \$142,618                    | \$145,918                  | \$147,118 |
| 20                               | \$145,763                    | \$149,063                  | \$150,263 |
|                                  |                              |                            |           |
| School Board Clerk               | \$10,000                     |                            |           |
| Assistant Superintendent         | \$10,000                     |                            |           |
|                                  |                              |                            |           |
|                                  |                              |                            |           |
|                                  | 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 3% raise      | Director of Special Services |                            |           |

| <b>Level I Specialist</b>        |                              |                       |                      |                   |
|----------------------------------|------------------------------|-----------------------|----------------------|-------------------|
| Grade 36                         |                              |                       |                      |                   |
| Step                             | 2025-2026                    |                       |                      |                   |
| Completed<br>Years of Experience | Base                         | Associate's<br>Degree | Bachelor's<br>Degree | Masters<br>Degree |
| 0                                | \$43,743                     | \$44,743              | \$45,643             | \$46,243          |
| 1                                | \$44,635                     | \$45,635              | \$46,535             | \$47,135          |
| 2                                | \$45,528                     | \$46,528              | \$47,428             | \$48,028          |
| 3                                | \$46,256                     | \$47,256              | \$48,156             | \$48,756          |
| 4                                | \$47,152                     | \$48,152              | \$49,052             | \$49,652          |
| 5                                | \$48,050                     | \$49,050              | \$49,950             | \$50,550          |
| 6                                | \$48,993                     | \$49,993              | \$50,893             | \$51,493          |
| 7                                | \$49,953                     | \$50,953              | \$51,853             | \$52,453          |
| 8                                | \$50,932                     | \$51,932              | \$52,832             | \$53,432          |
| 9                                | \$51,933                     | \$52,933              | \$53,833             | \$54,433          |
| 10                               | \$52,951                     | \$53,951              | \$54,851             | \$55,451          |
| 11                               | \$55,078                     | \$56,078              | \$56,978             | \$57,578          |
| 12                               | \$57,280                     | \$58,280              | \$59,180             | \$59,780          |
| 13                               | \$59,573                     | \$60,573              | \$61,473             | \$62,073          |
| 14                               | \$61,957                     | \$62,957              | \$63,857             | \$64,457          |
| 15                               | \$64,433                     | \$65,433              | \$66,333             | \$66,933          |
| 16                               | \$67,010                     | \$68,010              | \$68,910             | \$69,510          |
| 17                               | \$69,689                     | \$70,689              | \$71,589             | \$72,189          |
|                                  |                              |                       |                      |                   |
| School Board Deputy Clerk        | \$5,000                      |                       |                      |                   |
|                                  |                              |                       |                      |                   |
| 12 Month Contract - 250 Days     | Level I Specialist Includes: |                       |                      |                   |
| VRS: Professional                | PC Technician                |                       |                      |                   |
| WCPS: Support                    | Software Specialist          |                       |                      |                   |
| FLSA: Non - Exempt               | Payroll Specialist           |                       |                      |                   |
| 17+ will receive a 3% raise      | Benefits Specialist          |                       |                      |                   |

| <b>Speech Therapist</b>          |                  |                          |                       |                  |                          |                       |
|----------------------------------|------------------|--------------------------|-----------------------|------------------|--------------------------|-----------------------|
| Grade 34                         |                  |                          |                       |                  |                          |                       |
| Step                             | 2025-2026        |                          |                       |                  |                          |                       |
| Completed<br>Years of Experience | 10 Month<br>Base | 10 Month<br>Masters + 30 | 10 Month<br>Doctorate | 12 Month<br>Base | 12 Month<br>Masters + 30 | 12 Month<br>Doctorate |
| 0                                | \$64,157         | \$67,457                 | \$68,657              | \$79,247         | \$82,547                 | \$83,747              |
| 1                                | \$65,389         | \$68,689                 | \$69,889              | \$80,786         | \$84,086                 | \$85,286              |
| 2                                | \$66,646         | \$69,946                 | \$71,146              | \$82,357         | \$85,657                 | \$86,857              |
| 3                                | \$67,650         | \$70,950                 | \$72,150              | \$83,613         | \$86,913                 | \$88,113              |
| 4                                | \$68,164         | \$71,464                 | \$72,664              | \$84,255         | \$87,555                 | \$88,755              |
| 5                                | \$68,648         | \$71,948                 | \$73,148              | \$84,860         | \$88,160                 | \$89,360              |
| 6                                | \$69,133         | \$72,433                 | \$73,633              | \$85,467         | \$88,767                 | \$89,967              |
| 7                                | \$69,625         | \$72,925                 | \$74,125              | \$86,081         | \$89,381                 | \$90,581              |
| 8                                | \$70,117         | \$73,417                 | \$74,617              | \$86,697         | \$89,997                 | \$91,197              |
| 9                                | \$70,615         | \$73,915                 | \$75,115              | \$87,320         | \$90,620                 | \$91,820              |
| 10                               | \$71,115         | \$74,415                 | \$75,615              | \$87,944         | \$91,244                 | \$92,444              |
| 11                               | \$71,621         | \$74,921                 | \$76,121              | \$88,577         | \$91,877                 | \$93,077              |
| 12                               | \$72,129         | \$75,429                 | \$76,629              | \$89,212         | \$92,512                 | \$93,712              |
| 13                               | \$72,642         | \$75,942                 | \$77,142              | \$89,853         | \$93,153                 | \$94,353              |
| 14                               | \$73,157         | \$76,457                 | \$77,657              | \$90,497         | \$93,797                 | \$94,997              |
| 15                               | \$73,679         | \$76,979                 | \$78,179              | \$91,150         | \$94,450                 | \$95,650              |
| 16                               | \$74,203         | \$77,503                 | \$78,703              | \$91,805         | \$95,105                 | \$96,305              |
| 17                               | \$74,731         | \$78,031                 | \$79,231              | \$92,464         | \$95,764                 | \$96,964              |
| 18                               | \$75,262         | \$78,562                 | \$79,762              | \$93,128         | \$96,428                 | \$97,628              |
| 19                               | \$75,799         | \$79,099                 | \$80,299              | \$93,799         | \$97,099                 | \$98,299              |
| 20                               | \$76,339         | \$79,639                 | \$80,839              | \$94,474         | \$97,774                 | \$98,974              |
| 21                               | \$76,882         | \$80,182                 | \$81,382              | \$95,153         | \$98,453                 | \$99,653              |
| 22                               | \$77,431         | \$80,731                 | \$81,931              | \$95,839         | \$99,139                 | \$100,339             |
| 23                               | \$77,982         | \$81,282                 | \$82,482              | \$96,528         | \$99,828                 | \$101,028             |
| 24                               | \$78,539         | \$81,839                 | \$83,039              | \$97,225         | \$100,525                | \$101,725             |
| 25                               | \$79,099         | \$82,399                 | \$83,599              | \$97,925         | \$101,225                | \$102,425             |
| 26                               | \$79,665         | \$82,965                 | \$84,165              | \$98,632         | \$101,932                | \$103,132             |
| 27                               | \$80,234         | \$83,534                 | \$84,734              | \$99,343         | \$102,643                | \$103,843             |
| 28                               | \$80,806         | \$84,106                 | \$85,306              | \$100,059        | \$103,359                | \$104,559             |
| 29                               | \$81,385         | \$84,685                 | \$85,885              | \$100,781        | \$104,081                | \$105,281             |
| 30                               | \$81,966         | \$85,266                 | \$86,466              | \$101,508        | \$104,808                | \$106,008             |
|                                  |                  |                          |                       |                  |                          |                       |
| Speech Therapist Coordinator     | \$7,500          |                          |                       |                  |                          |                       |
|                                  |                  |                          |                       |                  |                          |                       |
| 10 Month - 200 Days              |                  |                          |                       |                  |                          |                       |
| 12 Month - 250 Days              |                  |                          |                       |                  |                          |                       |
| VRS: Professional                |                  |                          |                       |                  |                          |                       |
| WCPS: Professional               |                  |                          |                       |                  |                          |                       |
| FLSA: Exempt                     |                  |                          |                       |                  |                          |                       |
| 30+ will receive a 3% raise      |                  |                          |                       |                  |                          |                       |

| <b>Registered Nurse</b>          |                    |                        |                           |
|----------------------------------|--------------------|------------------------|---------------------------|
| Grade 35                         |                    |                        |                           |
| Step                             | 2025-2026          |                        |                           |
| Completed<br>Years of Experience | 10 Month<br>Salary | 10 Month<br>Bachelor's | 10 Month<br>Masters/NBCSN |
| 0                                | \$36,550           | \$38,450               | \$39,050                  |
| 1                                | \$37,275           | \$39,175               | \$39,775                  |
| 2                                | \$37,995           | \$39,895               | \$40,495                  |
| 3                                | \$38,570           | \$40,470               | \$41,070                  |
| 4                                | \$39,314           | \$41,214               | \$41,814                  |
| 5                                | \$40,061           | \$41,961               | \$42,561                  |
| 6                                | \$40,822           | \$42,722               | \$43,322                  |
| 7                                | \$41,596           | \$43,496               | \$44,096                  |
| 8                                | \$42,387           | \$44,287               | \$44,887                  |
| 9                                | \$43,195           | \$45,095               | \$45,695                  |
| 10                               | \$44,018           | \$45,918               | \$46,518                  |
| 11                               | \$44,857           | \$46,757               | \$47,357                  |
| 12                               | \$45,715           | \$47,615               | \$48,215                  |
| 13                               | \$46,588           | \$48,488               | \$49,088                  |
| 14                               | \$47,479           | \$49,379               | \$49,979                  |
| 15                               | \$48,388           | \$50,288               | \$50,888                  |
| 16                               | \$49,315           | \$51,215               | \$51,815                  |
| 17                               | \$50,262           | \$52,162               | \$52,762                  |
| 18                               | \$51,225           | \$53,125               | \$53,725                  |
| 19                               | \$52,210           | \$54,110               | \$54,710                  |
| 20                               | \$53,214           | \$55,114               | \$55,714                  |
| 21                               | \$54,237           | \$56,137               | \$56,737                  |
| 22                               | \$55,281           | \$57,181               | \$57,781                  |
| 23                               | \$56,346           | \$58,246               | \$58,846                  |
| 24                               | \$57,431           | \$59,331               | \$59,931                  |
| 25                               | \$58,540           | \$60,440               | \$61,040                  |
| 26                               | \$59,670           | \$61,570               | \$62,170                  |
| 27                               | \$60,823           | \$62,723               | \$63,323                  |
| 28                               | \$61,998           | \$63,898               | \$64,498                  |
| 29                               | \$63,197           | \$65,097               | \$65,697                  |
| 30                               | \$64,423           | \$66,323               | \$66,923                  |
|                                  |                    |                        |                           |
| Lead Nurse                       | \$7,500            |                        |                           |
|                                  |                    |                        |                           |
| 10 Month - 184 Days              |                    |                        |                           |
| VRS: Professional                |                    |                        |                           |
| WCPS: Professional               |                    |                        |                           |
| FLSA: Non-Exempt                 |                    |                        |                           |
| 30+ will receive a 3% raise      |                    |                        |                           |



| <b>Systems Technician</b>        |           |                       |                      |
|----------------------------------|-----------|-----------------------|----------------------|
| Grade 37                         |           |                       |                      |
| Step                             | 2025-2026 |                       |                      |
| Completed<br>Years of Experience | Base      | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$58,321  | \$59,321              | \$60,221             |
| 1                                | \$59,511  | \$60,511              | \$61,411             |
| 2                                | \$60,701  | \$61,701              | \$62,601             |
| 3                                | \$61,672  | \$62,672              | \$63,572             |
| 4                                | \$62,867  | \$63,867              | \$64,767             |
| 5                                | \$64,064  | \$65,064              | \$65,964             |
| 6                                | \$65,323  | \$66,323              | \$67,223             |
| 7                                | \$66,602  | \$67,602              | \$68,502             |
| 8                                | \$67,907  | \$68,907              | \$69,807             |
| 9                                | \$69,241  | \$70,241              | \$71,141             |
| 10                               | \$70,598  | \$71,598              | \$72,498             |
| 11                               | \$73,437  | \$74,437              | \$75,337             |
| 12                               | \$76,372  | \$77,372              | \$78,272             |
| 13                               | \$79,429  | \$80,429              | \$81,329             |
| 14                               | \$82,605  | \$83,605              | \$84,505             |
| 15                               | \$85,907  | \$86,907              | \$87,807             |
| 16                               | \$89,344  | \$90,344              | \$91,244             |
| 17                               | \$92,917  | \$93,917              | \$94,817             |
|                                  |           |                       |                      |
| Technology Supervisor            | \$10,000  |                       |                      |
|                                  |           |                       |                      |
| 12 Month Contract - 250 Days     |           |                       |                      |
| VRS: Professional                |           |                       |                      |
| WCPS: Support                    |           |                       |                      |
| FLSA: Exempt                     |           |                       |                      |
| 17+ will receive a 3% raise      |           |                       |                      |

| <b>Social Worker</b>             |           |              |           |
|----------------------------------|-----------|--------------|-----------|
| Grade 39                         |           |              |           |
| Step                             | 2025-2026 |              |           |
| Completed<br>Years of Experience | Base      | Masters + 30 | Doctorate |
| 0                                | \$71,368  | \$74,668     | \$75,868  |
| 1                                | \$72,824  | \$76,124     | \$77,324  |
| 2                                | \$74,281  | \$77,581     | \$78,781  |
| 3                                | \$75,469  | \$78,769     | \$79,969  |
| 4                                | \$76,219  | \$79,519     | \$80,719  |
| 5                                | \$76,983  | \$80,283     | \$81,483  |
| 6                                | \$77,752  | \$81,052     | \$82,252  |
| 7                                | \$78,529  | \$81,829     | \$83,029  |
| 8                                | \$79,315  | \$82,615     | \$83,815  |
| 9                                | \$80,108  | \$83,408     | \$84,608  |
| 10                               | \$80,910  | \$84,210     | \$85,410  |
| 11                               | \$81,718  | \$85,018     | \$86,218  |
| 12                               | \$82,535  | \$85,835     | \$87,035  |
| 13                               | \$83,360  | \$86,660     | \$87,860  |
| 14                               | \$84,195  | \$87,495     | \$88,695  |
| 15                               | \$85,036  | \$88,336     | \$89,536  |
| 16                               | \$85,887  | \$89,187     | \$90,387  |
| 17                               | \$86,747  | \$90,047     | \$91,247  |
| 18                               | \$87,612  | \$90,912     | \$92,112  |
| 19                               | \$88,489  | \$91,789     | \$92,989  |
| 20                               | \$89,374  | \$92,674     | \$93,874  |
| 21                               | \$90,268  | \$93,568     | \$94,768  |
| 22                               | \$91,171  | \$94,471     | \$95,671  |
| 23                               | \$92,083  | \$95,383     | \$96,583  |
| 24                               | \$93,004  | \$96,304     | \$97,504  |
| 25                               | \$93,933  | \$97,233     | \$98,433  |
| 26                               | \$94,871  | \$98,171     | \$99,371  |
| 27                               | \$95,820  | \$99,120     | \$100,320 |
| 28                               | \$96,779  | \$100,079    | \$101,279 |
| 29                               | \$97,746  | \$101,046    | \$102,246 |
| 30                               | \$98,724  | \$102,024    | \$103,224 |
|                                  |           |              |           |
| Social Worker Coordinator        | \$7,500   |              |           |
|                                  |           |              |           |
| 12 Month Contract - 250 Days     |           |              |           |
| VRS: Professional                |           |              |           |
| WCPS: Professional               |           |              |           |
| FLSA: Exempt                     |           |              |           |
| 30+ will receive a 3% raise      |           |              |           |

| <b>Supervisor</b>                |                                       |                       |                      |
|----------------------------------|---------------------------------------|-----------------------|----------------------|
| Grade 40                         |                                       |                       |                      |
| Step                             | 2025-2026                             |                       |                      |
| Completed<br>Years of Experience | Base                                  | Associate's<br>Degree | Bachelor's<br>Degree |
| 0                                | \$62,998                              | \$63,998              | \$64,898             |
| 1                                | \$64,284                              | \$65,284              | \$66,184             |
| 2                                | \$65,570                              | \$66,570              | \$67,470             |
| 3                                | \$66,618                              | \$67,618              | \$68,518             |
| 4                                | \$67,982                              | \$68,982              | \$69,882             |
| 5                                | \$69,273                              | \$70,273              | \$71,173             |
| 6                                | \$70,633                              | \$71,633              | \$72,533             |
| 7                                | \$72,018                              | \$73,018              | \$73,918             |
| 8                                | \$73,431                              | \$74,431              | \$75,331             |
| 9                                | \$75,640                              | \$76,640              | \$77,540             |
| 10                               | \$77,844                              | \$78,844              | \$79,744             |
| 11                               | \$80,044                              | \$81,044              | \$81,944             |
| 12                               | \$82,250                              | \$83,250              | \$84,150             |
| 13                               | \$84,452                              | \$85,452              | \$86,352             |
| 14                               | \$86,653                              | \$87,653              | \$88,553             |
| 15                               | \$88,856                              | \$89,856              | \$90,756             |
| 16                               | \$91,056                              | \$92,056              | \$92,956             |
| 17                               | \$93,258                              | \$94,258              | \$95,158             |
| 12 Month Contract - 250 Days     |                                       |                       |                      |
| VRS: Professional                | Supervisor Includes:                  |                       |                      |
| WCPS: Support                    | Route Supervisor                      |                       |                      |
| FLSA: Exempt                     | Maintenance/Transportation Supervisor |                       |                      |
| 17+ will receive a 3% raise      | Maintenance Supervisor                |                       |                      |

| <b>School Psychologist</b>       |                  |                          |                       |                  |                          |                       |
|----------------------------------|------------------|--------------------------|-----------------------|------------------|--------------------------|-----------------------|
| Grade 41                         |                  |                          |                       |                  |                          |                       |
| Step                             | 2025-2026        |                          |                       |                  |                          |                       |
| Completed<br>Years of Experience | 10 Month<br>Base | 10 Month<br>Masters + 30 | 10 Month<br>Doctorate | 12 Month<br>Base | 12 Month<br>Masters + 30 | 12 Month<br>Doctorate |
| 1                                | \$63,108         | \$66,408                 | \$67,608              | \$78,885         | \$82,185                 | \$83,385              |
| 2                                | \$64,396         | \$67,696                 | \$68,896              | \$80,495         | \$83,795                 | \$84,995              |
| 3                                | \$65,684         | \$68,984                 | \$70,184              | \$82,104         | \$85,404                 | \$86,604              |
| 4                                | \$66,735         | \$70,035                 | \$71,235              | \$83,418         | \$86,718                 | \$87,918              |
| 5                                | \$68,100         | \$71,400                 | \$72,600              | \$85,124         | \$88,424                 | \$89,624              |
| 6                                | \$69,433         | \$72,733                 | \$73,933              | \$86,791         | \$90,091                 | \$91,291              |
| 7                                | \$70,794         | \$74,094                 | \$75,294              | \$88,492         | \$91,792                 | \$92,992              |
| 8                                | \$72,209         | \$75,509                 | \$76,709              | \$90,261         | \$93,561                 | \$94,761              |
| 9                                | \$73,625         | \$76,925                 | \$78,125              | \$92,031         | \$95,331                 | \$96,531              |
| 10                               | \$75,041         | \$78,341                 | \$79,541              | \$93,801         | \$97,101                 | \$98,301              |
| 11                               | \$76,456         | \$79,756                 | \$80,956              | \$95,570         | \$98,870                 | \$100,070             |
| 12                               | \$77,873         | \$81,173                 | \$82,373              | \$97,341         | \$100,641                | \$101,841             |
| 13                               | \$79,289         | \$82,589                 | \$83,789              | \$99,111         | \$102,411                | \$103,611             |
| 14                               | \$80,704         | \$84,004                 | \$85,204              | \$100,879        | \$104,179                | \$105,379             |
| 15                               | \$82,120         | \$85,420                 | \$86,620              | \$102,649        | \$105,949                | \$107,149             |
| 16                               | \$83,537         | \$86,837                 | \$88,037              | \$104,420        | \$107,720                | \$108,920             |
| 17                               | \$84,951         | \$88,251                 | \$89,451              | \$106,188        | \$109,488                | \$110,688             |
| 18                               | \$86,366         | \$89,666                 | \$90,866              | \$107,957        | \$111,257                | \$112,457             |
| 19                               | \$87,782         | \$91,082                 | \$92,282              | \$109,727        | \$113,027                | \$114,227             |
| 20                               | \$89,198         | \$92,498                 | \$93,698              | \$111,496        | \$114,796                | \$115,996             |
|                                  |                  |                          |                       |                  |                          |                       |
| 10 Month - 200 Days              |                  |                          |                       |                  |                          |                       |
| 12 Month - 250 Days              |                  |                          |                       |                  |                          |                       |
| VRS: Professional                |                  |                          |                       |                  |                          |                       |
| WCPS: Support                    |                  |                          |                       |                  |                          |                       |
| FLSA: Exempt                     |                  |                          |                       |                  |                          |                       |
| 20+ will receive a 3% raise      |                  |                          |                       |                  |                          |                       |

| <b>Student Support</b>                       |           |
|--|-----------|
| Grade 42                                     |           |
|  | 2025-2026 |
|  | Salary    |
| 2 Year Degree - Step 0<br>195 Day Contract   | \$44,000  |
| Bachelor Degree - Step 1<br>200 Day Contract | \$48,000  |
|  |           |
| VRS: Professional                            |           |
| WCPS: Professional                           |           |
| FLSA: Exempt                                 |           |

|  |                      |
|--|----------------------|
| <b>SUBSTITUTE</b>                        | <b><u>DAILY</u></b>  |
| Certified Substitute Principal           | \$325                |
| Certified Substitute Assistant Principal | \$275                |
| Substitute Bus Driver                    | \$90                 |
| Substitute Nurse                         | \$100                |
| Long Term Substitute Nurse               | \$120                |
| Spanish Line Substitute                  | \$25                 |
|  |                      |
|  | <b><u>HOURLY</u></b> |
| Substitute Dining Room Aide              | \$15                 |
|  |                      |
| <b>HOMEBOUND</b>                         | <b><u>HOURLY</u></b> |
| Homebound/Home Based                     | \$40                 |
|  |                      |
| <b>MISCELLANEOUS</b>                     | <b><u>HOURLY</u></b> |
| 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                 |
| 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            |
| Workstudy Students                       | \$15                 |
| Use of Facilities AV Technician          | \$70                 |
| Use of Facilities Event Manager          | \$50                 |
| Accompanist                              | \$40                 |
| 3-5 or 4-6 Afterschool Program           | <u>\$40</u>          |
|  |                      |
| <b>SUMMER SCHOOL</b>                     | <b><u>HOURLY</u></b> |
| Secondary Teacher                        | \$35                 |
| Elementary Teacher                       | \$35                 |
| Secondary Instructional Assistant        | \$15                 |
| Elementary Instructional Assistant       | \$15                 |
| ESY Administrator/OT/PT/SLP              | \$45                 |
| ESY Nurse                                | \$35                 |

| SUPPLEMENTAL ASSIGNMENT          | 0-7 Yrs Exp         | 8-9 Yrs Exp | 10-11 Yrs Exp | 12-13 Yrs Exp | 14+ Yrs Exp |
|----------------------------------|---------------------|-------------|---------------|---------------|-------------|
| <b>Fall High School Sports</b>   |                     |             |               |               |             |
| Head Football                    | \$3,796             | \$4,137     | \$4,478       | \$4,819       | \$5,160     |
| Assistant Varsity Football       | \$2,773             | \$3,114     | \$3,455       | \$3,796       | \$4,137     |
| Head Volleyball                  | \$3,114             | \$3,455     | \$3,796       | \$4,137       | \$4,478     |
| 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     |
| Freshman Volleyball              | \$1,750             | \$2,091     | \$2,432       | \$2,773       | \$3,114     |
| Head Cross Country               | \$2,432             | \$2,773     | \$3,114       | \$3,455       | \$3,796     |
| Assistant Varsity Cross Country  | \$1,750             | \$2,091     | \$2,432       | \$2,773       | \$3,114     |
| Head Fall Cheer                  | \$3,114             | \$3,455     | \$3,796       | \$4,137       | \$4,478     |
| JV Fall Cheer                    | \$1,750             | \$2,091     | \$2,432       | \$2,773       | \$3,114     |
| Freshman Fall Cheer              | \$1,750             | \$2,091     | \$2,432       | \$2,773       | \$3,114     |
| Head Golf                        | \$2,432             | \$2,773     | \$3,114       | \$3,455       | \$3,796     |
| 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 |             |               |               |             |
|                                  |                     |             |               |               |             |
| <b>Winter High School Sports</b> |                     |             |               |               |             |
| Head Basketball                  | \$3,410             | \$3,751     | \$4,092       | \$4,433       | \$4,774     |
| 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     |
| Freshman Basketball              | \$1,705             | \$2,046     | \$2,387       | \$2,728       | \$3,376     |
| Head Wrestling                   | \$3,410             | \$3,751     | \$4,092       | \$4,433       | \$4,774     |
| 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     |
| Head Indoor Track and Field      | \$2,728             | \$3,069     | \$3,410       | \$3,751       | \$4,092     |
| Varsity Winter Cheer             | \$1,023             | \$1,364     | \$1,705       | \$2,046       | \$2,387     |
| JV Winter Cheer                  | \$682               | \$1,023     | \$1,364       | \$1,705       | \$2,046     |
| Freshman Winter Cheer            | \$682               | \$1,023     | \$1,364       | \$1,705       | \$2,046     |
| Academic Bowl                    | \$487               | \$731       | \$974         | \$1,217       | \$1,460     |
| Forensics/Debate Coach           | \$487               | \$731       | \$974         | \$1,217       | \$1,460     |
| Event Manager                    | \$1,100 - Flat Rate |             |               |               |             |
|                                  |                     |             |               |               |             |
| <b>Spring High School Sports</b> |                     |             |               |               |             |
| Head Baseball                    | \$2,728             | \$3,069     | \$3,410       | \$3,751       | \$4,092     |
| 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     |
| Head Softball                    | \$2,728             | \$3,069     | \$3,410       | \$3,751       | \$4,092     |
| 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     |
| Head Track                       | \$2,728             | \$3,069     | \$3,410       | \$3,751       | \$4,092     |
| Assistant Varsity Track          | \$1,705             | \$2,046     | \$2,387       | \$2,728       | \$3,376     |
| Head Soccer                      | \$2,728             | \$3,069     | \$3,410       | \$3,751       | \$4,092     |
| 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     |
| Head Tennis                      | \$2,046             | \$2,387     | \$2,728       | \$3,069       | \$3,410     |
| Drama                            | \$487               | \$731       | \$974         | \$1,217       | \$1,460     |
| Robotics Coach                   | \$487               | \$731       | \$974         | \$1,217       | \$1,460     |
| Event Manager                    | \$1,100 - Flat Rate |             |               |               |             |
|                                  |                     |             |               |               |             |
| 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 |             |               |               |             |



| <b>SUPPLEMENTAL ASSIGNMENT</b>     | <b>0-7 Yrs Exp</b>  | <b>8-9 Yrs Exp</b> | <b>10-11 Yrs Exp</b> | <b>12-13 Yrs Exp</b> | <b>14+ Yrs Exp</b> |
|------------------------------------|---------------------|--------------------|----------------------|----------------------|--------------------|
| <b>Fall Middle School Sports</b>   |                     |                    |                      |                      |                    |
| 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            |
|                                    |                     |                    |                      |                      |                    |
| <b>Winter Middle School Sports</b> |                     |                    |                      |                      |                    |
| Volleyball                         | \$974               | \$1,217            | \$1,460              | \$1,703              | \$1,947            |
| Wrestling                          | \$974               | \$1,217            | \$1,460              | \$1,703              | \$1,947            |
|                                    |                     |                    |                      |                      |                    |
| <b>Spring Middle School Sports</b> |                     |                    |                      |                      |                    |
| 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 Athletic Director    | \$5,500 - Flat Rate |                    |                      |                      |                    |

## Warren County Public Schools VHSL Athlete Event

| <b>Athlete Events</b>                  | <b>Rate an Event</b> |
|--|----------------------|
| Football V Ticket Seller               | \$50                 |
| Football JV Ticket Seller              | \$40                 |
| Football Announcer                     | \$50                 |
| Volleyball Ticket Seller               | \$40                 |
| Volleyball Clock Operator per game     | \$20                 |
| Volleyball Line Judge                  | \$25                 |
| Wrestling Ticket Seller Single Match   | \$25                 |
| Wrestling Ticket Seller Tournament     | \$100                |
| Wrestling Clock Operator Single Match  | \$25                 |
| Wrestling Clock Operator Tournament    | \$100                |
| Basketball Ticket Seller               | \$40                 |
| Basketball Clock Operator per Game     | \$25                 |
| Basketball Announcer                   | \$25                 |
| Baseball/Softball Ticket Seller        | \$35                 |
| Baseball/Softball Scoreboard/Announcer | \$50                 |
| Soccer Ticket Seller                   | \$35                 |
| Soccer Clock Operator per night        | \$35                 |
| Athletic Trainer Substitute            | \$40                 |

| <b>POSITION</b>   | <b>Rate</b> |
|---|-------------|
| 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       |
| <i>\$100 For Each Additional New Teacher In Excess Of One</i> |             |
| Mentor (1)  | \$500       |
| <i>\$50 For Each Additional New Teacher In Excess Of One</i>  |             |
| Lead TIC  | \$5,000     |
| Director of School Counseling                                 | \$512       |
| Fall Intramural   | \$350       |
| Spring Intramural   | \$350       |
| Department Chair/Team Leader                                  |             |
| <i># of Professional Members</i>                              |             |
| 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     |