



Warren County Public Schools

2025-2026 Salary Scales

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Position (Numerically Sorted)

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 Administrative Assistant
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 Therapist
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 Speech
 Registered Nurse
 Level I Specialist
 Systems Technician
 Social Worker
 Maintenance/Transportation Foreman
 Psychologist
 Student Support
 Miscellaneous
 Supplemental

Grade

1~ 5
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 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
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 Systems Technician
 Teacher
 Therapist
 Psychologist

Grade

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 n/a
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 39
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 n/a
 37
 1~ 5
 30
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200 Day Teacher					
Grades 1 - 5					
Step	2025-2026				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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					

205 Day Teacher					
Grades 1 - 5					
Step	2025-2026				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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			

210 Day Teacher					
Grades 1 - 5					
Step	2025-2026				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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 Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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 Contract Includes:			
11 Month - 230 Days		Athletic Trainer			
VRS: Professional		Band Director			
WCPS: Professional		Head Football Coach			
FLSA: Exempt		Agriculture Teacher			
30+ will receive a 3% raise		School Counselor			

12 Month Teacher					
Grades 1 - 5					
Step	2025-2026				
Completed Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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 Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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 Years of Experience	Grade 1 Base	Grade 2 Bachelors + 15	Grade 3 Masters	Grade 4 Masters +30	Grade 5 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 Years of Experience	Base	Associate's Degree/HQ	Bachelor's Degree	Bachelors + 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					

Administrative Assistant			
Grade 7			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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	

Head School Secretary			
Grade 8			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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		Head School Secretary Grade 8 Includes:	
VRS: Professional		Head Secretary	
WCPS: Support		Elementary Bookkeeper	
FLSA: Non-Exempt		Middle School Bookkeeper	
30+ will receive a 3% raise			

School Secretary						
Grade 9		2025-2026				
Step	10 Month	10 Month	10 Month	12 Month	12 Month	12 Month
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree	Base	Associate's Degree	Bachelor's Degree
0	\$24,215	\$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						

Automotive Specialist			
Grade 11			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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			

Maintenance Journeyman			
Grade 12			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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			

Maintenance			
Grade 13			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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			

Bus Driver						
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	\$28,810	\$29,810	\$30,710
1	\$16,538	\$17,538	\$18,438	\$29,398	\$30,398	\$31,298
2	\$16,874	\$17,874	\$18,774	\$29,997	\$30,997	\$31,897
3	\$17,180	\$18,180	\$19,080	\$30,543	\$31,543	\$32,443
4	\$17,487	\$18,487	\$19,387	\$31,088	\$32,088	\$32,988
5	\$17,794	\$18,794	\$19,694	\$31,634	\$32,634	\$33,534
6	\$18,101	\$19,101	\$20,001	\$32,179	\$33,179	\$34,079
7	\$18,408	\$19,408	\$20,308	\$32,724	\$33,724	\$34,624
8	\$18,714	\$19,714	\$20,614	\$33,292	\$34,292	\$35,192
9	\$19,021	\$20,021	\$20,921	\$33,814	\$34,814	\$35,714
10	\$19,326	\$20,326	\$21,226	\$34,361	\$35,361	\$36,261
11	\$19,636	\$20,636	\$21,536	\$34,916	\$35,916	\$36,816
12	\$19,942	\$20,942	\$21,842	\$35,451	\$36,451	\$37,351
13	\$20,248	\$21,248	\$22,148	\$35,997	\$36,997	\$37,897
14	\$20,556	\$21,556	\$22,456	\$36,542	\$37,542	\$38,442
15	\$20,862	\$21,862	\$22,762	\$37,088	\$38,088	\$38,988
16	\$21,170	\$22,170	\$23,070	\$37,633	\$38,633	\$39,533
17	\$21,476	\$22,476	\$23,376	\$38,178	\$39,178	\$40,078
18	\$21,781	\$22,781	\$23,681	\$38,724	\$39,724	\$40,624
19	\$22,089	\$23,089	\$23,989	\$39,268	\$40,268	\$41,168
20	\$22,397	\$23,397	\$24,297	\$39,815	\$40,815	\$41,715
21	\$22,702	\$23,702	\$24,602	\$40,359	\$41,359	\$42,259
22	\$23,009	\$24,009	\$24,909	\$40,905	\$41,905	\$42,805
10 Month Contract - 180 Days						
VRS: Support						
WCPS: Support						
FLSA: Non-Exempt						
22+ will receive a 3% raise						

Administrator I			
Grade 25			
Step	2025-2026		
Completed 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	Child Find and Preschool Services Administrator		

Administrator III			
Grade 27			
Step	2025-2026		
Completed 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		

Therapist		
Grade 30		
Step	2025-2026	
Completed 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		

Administrator V			
Grade 31			
Step	2025-2026		
Completed 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		

Speech Therapist						
Grade 34						
Step	2025-2026					
Completed Years of Experience	10 Month Base	10 Month Masters + 30	10 Month Doctorate	12 Month Base	12 Month Masters + 30	12 Month Doctorate
0	\$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						

Registered Nurse						
Grade 35						
Step	2025-2026					
Completed Years of Experience	10 Month Salary	10 Month Bachelor's	10 Month Masters/NBCSN	12 Month Salary	12 Month Bachelor's	12 Month Masters/NB CSN
0	\$36,550	\$38,450	\$39,050	\$46,482	\$48,382	\$48,982
1	\$37,275	\$39,175	\$39,775	\$47,405	\$49,305	\$49,905
2	\$37,995	\$39,895	\$40,495	\$48,320	\$50,220	\$50,820
3	\$38,570	\$40,470	\$41,070	\$49,051	\$50,951	\$51,551
4	\$39,314	\$41,214	\$41,814	\$49,998	\$51,898	\$52,498
5	\$40,061	\$41,961	\$42,561	\$50,948	\$52,848	\$53,448
6	\$40,822	\$42,722	\$43,322	\$51,915	\$53,815	\$54,415
7	\$41,596	\$43,496	\$44,096	\$52,900	\$54,800	\$55,400
8	\$42,387	\$44,287	\$44,887	\$53,905	\$55,805	\$56,405
9	\$43,195	\$45,095	\$45,695	\$54,933	\$56,833	\$57,433
10	\$44,018	\$45,918	\$46,518	\$55,980	\$57,880	\$58,480
11	\$44,857	\$46,757	\$47,357	\$57,048	\$58,948	\$59,548
12	\$45,715	\$47,615	\$48,215	\$58,138	\$60,038	\$60,638
13	\$46,588	\$48,488	\$49,088	\$59,248	\$61,148	\$61,748
14	\$47,479	\$49,379	\$49,979	\$60,381	\$62,281	\$62,881
15	\$48,388	\$50,288	\$50,888	\$61,538	\$63,438	\$64,038
16	\$49,315	\$51,215	\$51,815	\$62,717	\$64,617	\$65,217
17	\$50,262	\$52,162	\$52,762	\$63,920	\$65,820	\$66,420
18	\$51,225	\$53,125	\$53,725	\$65,145	\$67,045	\$67,645
19	\$52,210	\$54,110	\$54,710	\$66,397	\$68,297	\$68,897
20	\$53,214	\$55,114	\$55,714	\$67,675	\$69,575	\$70,175
21	\$54,237	\$56,137	\$56,737	\$68,976	\$70,876	\$71,476
22	\$55,281	\$57,181	\$57,781	\$70,303	\$72,203	\$72,803
23	\$56,346	\$58,246	\$58,846	\$71,658	\$73,558	\$74,158
24	\$57,431	\$59,331	\$59,931	\$73,038	\$74,938	\$75,538
25	\$58,540	\$60,440	\$61,040	\$74,448	\$76,348	\$76,948
26	\$59,670	\$61,570	\$62,170	\$75,885	\$77,785	\$78,385
27	\$60,823	\$62,723	\$63,323	\$77,351	\$79,251	\$79,851
28	\$61,998	\$63,898	\$64,498	\$78,846	\$80,746	\$81,346
29	\$63,197	\$65,097	\$65,697	\$80,371	\$82,271	\$82,871
30	\$64,423	\$66,323	\$66,923	\$81,929	\$83,829	\$84,429
Nurse Coordinator	\$7,500					
10 Month - 184 Days FLSA: Non-Exempt						
12 Month - 250 Days FLSA: Exempt						
VRS: Professional						
WCPS: Professional						
30+ will receive a 3% raise						

Level I Specialist				
Grade 36				
Step	2025-2026			
Completed Years of Experience	Base	Associate's Degree	Bachelor's Degree	Masters 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			

Systems Technician			
Grade 37			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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			

Social Worker			
Grade 39			
Step	2025-2026		
Completed 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			

Supervisor			
Grade 40			
Step	2025-2026		
Completed Years of Experience	Base	Associate's Degree	Bachelor's 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		

School Psychologist						
Grade 41						
Step	2025-2026					
Completed Years of Experience	10 Month Base	10 Month Masters + 30	10 Month Doctorate	12 Month Base	12 Month Masters + 30	12 Month Doctorate
1	\$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						

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

SUBSTITUTE	<u>DAILY</u>
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
	<u>HOURLY</u>
Substitute Dining Room Aide	\$15
HOMEBOUND	<u>HOURLY</u>
Homebound/Home Based	\$40
MISCELLANEOUS	<u>HOURLY</u>
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 \$50/hr
Workstudy Students	\$15
Use of Facilities AV Technician	\$70
Use of Facilities Event Manager	\$50
Accompanist	\$40
3-5 or 4-6 Afterschool Program	\$40
CPR Instructor	\$35
SUMMER SCHOOL	<u>HOURLY</u>
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
Fall High School Sports					
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				
Winter High School Sports					
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
Assistant Indoor Track and Field	\$1,876	\$2,251	\$2,626	\$3,001	\$3,376
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				
Spring High School Sports					
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				
Concessions Manager	\$500 - Per Season				

SUPPLEMENTAL ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
Fall Middle School Sports					
Cross Country	\$1,360	\$1,603	\$1,846	\$2,089	\$2,333
Cheerleading	\$1,068	\$1,409	\$1,750	\$2,091	\$2,432
Girls Basketball	\$1,360	\$1,603	\$1,846	\$2,089	\$2,333
Winter Middle School Sports					
Volleyball	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Wrestling	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Spring Middle School Sports					
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

Athlete Events	Rate an Event
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

POSITION	Rate
Division-Level Related Services	\$3,300
FFA Advisor	\$1,500
Junior Class Sponsor (2 per High School)	\$800
Senior Class Sponsor (2 per High School)	\$1,000
Virginia Teachers for Tomorrow	\$3,000
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