



Norfolk Public Schools
The cornerstone of a proudly diverse community

Salaries and Wages Book

July 1, 2018 – June 30, 2019

Revised June 7, 2018

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11-Month Administrator Salary Scale | SY 2018-2019
7.5 Hours per Day | 220 Days per Year

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$38,106	\$40,011	\$42,011	\$44,112	\$46,319	\$48,634	\$51,066	\$53,619	\$56,298	\$59,115	\$62,070	\$65,174	\$68,431	\$71,855	\$75,445	\$79,220	\$87,139
2	\$38,868	\$40,811	\$42,851	\$44,994	\$47,245	\$49,607	\$52,087	\$54,691	\$57,424	\$60,297	\$63,311	\$66,477	\$69,800	\$73,292	\$76,954	\$80,804	\$88,882
3	\$39,645	\$41,627	\$43,708	\$45,894	\$48,190	\$50,599	\$53,129	\$55,785	\$58,572	\$61,503	\$64,578	\$67,807	\$71,196	\$74,758	\$78,493	\$82,420	\$90,659
4	\$40,438	\$42,460	\$44,582	\$46,812	\$49,154	\$51,611	\$54,192	\$56,901	\$59,744	\$62,733	\$65,869	\$69,163	\$72,620	\$76,253	\$80,063	\$84,069	\$92,473
5	\$41,247	\$43,309	\$45,474	\$47,748	\$50,137	\$52,643	\$55,275	\$58,039	\$60,939	\$63,988	\$67,187	\$70,546	\$74,072	\$77,778	\$81,664	\$85,750	\$94,322
6	\$42,072	\$44,175	\$46,384	\$48,703	\$51,140	\$53,696	\$56,381	\$59,200	\$62,158	\$65,268	\$68,530	\$71,957	\$75,553	\$79,334	\$83,297	\$87,465	\$96,208
7	\$42,914	\$45,059	\$47,311	\$49,677	\$52,163	\$54,770	\$57,509	\$60,384	\$63,401	\$66,573	\$69,901	\$73,397	\$77,064	\$80,920	\$84,963	\$89,215	\$98,133
8	\$43,772	\$45,960	\$48,257	\$50,671	\$53,206	\$55,865	\$58,659	\$61,591	\$64,669	\$67,905	\$71,299	\$74,864	\$78,606	\$82,539	\$86,663	\$90,999	\$100,095
9	\$44,647	\$46,879	\$49,223	\$51,684	\$54,270	\$56,982	\$59,832	\$62,823	\$65,962	\$69,263	\$72,725	\$76,362	\$80,178	\$84,190	\$88,396	\$92,819	\$102,097
10	\$45,540	\$47,817	\$50,207	\$52,718	\$55,355	\$58,122	\$61,029	\$64,080	\$67,281	\$70,648	\$74,179	\$77,889	\$81,781	\$85,873	\$90,164	\$94,675	\$104,139
11	\$46,451	\$48,773	\$51,211	\$53,772	\$56,463	\$59,285	\$62,249	\$65,361	\$68,627	\$72,061	\$75,663	\$79,447	\$83,417	\$87,591	\$91,967	\$96,569	\$106,222
12	\$47,380	\$49,749	\$52,235	\$54,848	\$57,592	\$60,470	\$63,494	\$66,668	\$69,999	\$73,502	\$77,176	\$81,036	\$85,085	\$89,343	\$93,806	\$98,500	\$108,346
13	\$48,328	\$50,744	\$53,280	\$55,945	\$58,744	\$61,680	\$64,764	\$68,002	\$71,399	\$74,972	\$78,720	\$82,656	\$86,787	\$91,130	\$95,683	\$100,470	\$110,513
14	\$49,294	\$51,758	\$54,346	\$57,064	\$59,919	\$62,913	\$66,059	\$69,362	\$72,827	\$76,472	\$80,294	\$84,310	\$88,523	\$92,952	\$97,596	\$102,480	\$112,724
15	\$50,280	\$52,794	\$55,433	\$58,205	\$61,117	\$64,172	\$67,381	\$70,749	\$74,284	\$78,001	\$81,900	\$85,996	\$90,293	\$94,811	\$99,548	\$104,529	\$114,978
16	\$51,286	\$53,850	\$56,541	\$59,369	\$62,339	\$65,455	\$68,728	\$72,164	\$75,770	\$79,561	\$83,538	\$87,716	\$92,099	\$96,707	\$101,539	\$106,620	\$117,278
17	\$52,311	\$54,927	\$57,672	\$60,556	\$63,586	\$66,764	\$70,103	\$73,607	\$77,285	\$81,152	\$85,209	\$89,470	\$93,941	\$98,642	\$103,570	\$108,752	\$119,623
18	\$53,358	\$56,025	\$58,826	\$61,767	\$64,858	\$68,099	\$71,505	\$75,080	\$78,831	\$82,775	\$86,913	\$91,259	\$95,820	\$100,614	\$105,641	\$110,927	\$122,016
19	\$54,425	\$57,146	\$60,002	\$63,003	\$66,155	\$69,461	\$72,935	\$76,581	\$80,407	\$84,431	\$88,651	\$93,085	\$97,736	\$102,627	\$107,754	\$113,146	\$124,456
20	\$55,513	\$58,288	\$61,202	\$64,263	\$67,478	\$70,851	\$74,394	\$78,113	\$82,016	\$86,119	\$90,424	\$94,946	\$99,691	\$104,679	\$109,909	\$115,409	\$126,945
21	\$56,624	\$59,454	\$62,426	\$65,548	\$68,828	\$72,268	\$75,881	\$79,675	\$83,656	\$87,842	\$92,233	\$96,845	\$101,685	\$106,773	\$112,107	\$117,717	\$129,484
22	\$57,756	\$60,643	\$63,675	\$66,859	\$70,204	\$73,713	\$77,399	\$81,269	\$85,329	\$89,599	\$94,077	\$98,782	\$103,719	\$108,908	\$114,349	\$120,071	\$132,074
23	\$58,911	\$61,856	\$64,948	\$68,196	\$71,608	\$75,187	\$78,947	\$82,894	\$87,036	\$91,391	\$95,959	\$100,758	\$105,793	\$111,086	\$116,636	\$122,473	\$134,715
24	\$60,089	\$63,093	\$66,247	\$69,560	\$73,040	\$76,691	\$80,526	\$84,552	\$88,776	\$93,218	\$97,878	\$102,773	\$107,909	\$113,308	\$118,969	\$124,922	\$137,409
25	\$61,291	\$64,355	\$67,572	\$70,951	\$74,501	\$78,225	\$82,136	\$86,243	\$90,552	\$95,083	\$99,836	\$104,828	\$110,067	\$115,574	\$121,349	\$127,420	\$140,158
26	\$62,517	\$65,642	\$68,923	\$72,370	\$75,991	\$79,789	\$83,779	\$87,968	\$92,363	\$96,984	\$101,832	\$106,925	\$112,268	\$117,886	\$123,776	\$129,969	\$142,961
27	\$63,767	\$66,955	\$70,302	\$73,818	\$77,511	\$81,385	\$85,455	\$89,727	\$94,210	\$98,924	\$103,869	\$109,063	\$114,514	\$120,243	\$126,251	\$132,568	\$145,820
28	\$65,043	\$68,294	\$71,708	\$75,294	\$79,061	\$83,013	\$87,164	\$91,522	\$96,094	\$100,903	\$105,946	\$111,245	\$116,804	\$122,648	\$128,776	\$135,220	\$148,736
29	\$66,343	\$69,660	\$73,142	\$76,800	\$80,643	\$84,673	\$88,907	\$93,352	\$98,016	\$102,921	\$108,065	\$113,470	\$119,140	\$125,101	\$131,352	\$137,924	\$151,711
30	\$67,670	\$90,685	\$74,605	\$78,336	\$82,255	\$86,366	\$90,685	\$95,219	\$99,977	\$104,979	\$110,227	\$115,739	\$121,523	\$127,603	\$133,979	\$140,682	\$154,745

Degree Stipends Awarded on an Annual Basis	
Master's Degree Plus 30 Hours Stipend	\$1,836
Doctoral Degree Stipend	\$3,672

12-Month Administrator Salary Scale | SY 2018-2019
7.5 Hours per Day | 252 Days per Year

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$43,650	\$45,833	\$48,121	\$50,529	\$53,056	\$55,709	\$58,492	\$61,416	\$64,488	\$67,713	\$71,098	\$74,654	\$78,385	\$82,305	\$86,420	\$90,742	\$99,815
2	\$44,087	\$46,291	\$48,602	\$51,034	\$53,587	\$56,266	\$59,077	\$62,030	\$65,133	\$68,390	\$71,809	\$75,401	\$79,169	\$83,128	\$87,284	\$91,649	\$100,813
3	\$44,527	\$46,754	\$49,088	\$51,545	\$54,122	\$56,829	\$59,668	\$62,650	\$65,784	\$69,074	\$72,527	\$76,155	\$79,961	\$83,959	\$88,157	\$92,566	\$101,821
4	\$44,973	\$47,222	\$49,579	\$52,060	\$54,664	\$57,397	\$60,264	\$63,277	\$66,442	\$69,765	\$73,252	\$76,916	\$80,760	\$84,799	\$89,039	\$93,492	\$102,839
5	\$45,872	\$48,166	\$50,571	\$53,101	\$55,757	\$58,545	\$61,470	\$64,543	\$67,771	\$71,160	\$74,717	\$78,454	\$82,375	\$86,495	\$90,819	\$95,361	\$105,410
6	\$46,790	\$49,130	\$51,582	\$54,163	\$56,872	\$59,716	\$62,699	\$65,833	\$69,126	\$72,583	\$76,212	\$80,024	\$84,023	\$88,225	\$92,636	\$97,269	\$108,046
7	\$47,725	\$50,112	\$52,614	\$55,247	\$58,010	\$60,910	\$63,953	\$67,150	\$70,509	\$74,035	\$77,736	\$81,624	\$85,703	\$89,989	\$94,488	\$99,214	\$110,747
8	\$48,680	\$51,114	\$53,666	\$56,352	\$59,170	\$62,128	\$65,232	\$68,493	\$71,919	\$75,516	\$79,291	\$83,256	\$87,417	\$91,789	\$96,378	\$101,198	\$113,516
9	\$49,653	\$52,137	\$54,739	\$57,479	\$60,353	\$63,371	\$66,537	\$69,863	\$73,357	\$77,026	\$80,877	\$84,922	\$89,166	\$93,625	\$98,306	\$103,222	\$116,353
10	\$50,646	\$53,179	\$55,834	\$58,628	\$61,560	\$64,638	\$67,867	\$71,260	\$74,825	\$78,566	\$82,494	\$86,620	\$90,949	\$95,497	\$100,272	\$105,287	\$119,262
11	\$51,659	\$54,243	\$56,951	\$59,801	\$62,791	\$65,931	\$69,225	\$72,685	\$76,321	\$80,138	\$84,144	\$88,352	\$92,768	\$97,407	\$102,277	\$107,392	\$122,244
12	\$52,693	\$55,328	\$58,090	\$60,997	\$64,047	\$67,250	\$70,609	\$74,139	\$77,847	\$81,741	\$85,827	\$90,119	\$94,623	\$99,355	\$104,323	\$109,540	\$125,300
13	\$53,746	\$56,434	\$59,252	\$62,217	\$65,328	\$68,595	\$72,021	\$75,622	\$79,404	\$83,375	\$87,543	\$91,922	\$96,516	\$101,343	\$106,409	\$111,731	\$128,432
14	\$54,821	\$57,563	\$60,437	\$63,461	\$66,635	\$69,967	\$73,462	\$77,134	\$80,992	\$85,043	\$89,294	\$93,760	\$98,446	\$103,369	\$108,538	\$113,966	\$131,643
15	\$55,918	\$58,714	\$61,645	\$64,730	\$67,967	\$71,366	\$74,931	\$78,677	\$82,612	\$86,744	\$91,080	\$95,635	\$100,415	\$105,437	\$110,708	\$116,245	\$134,934
16	\$57,036	\$59,889	\$62,878	\$66,025	\$69,327	\$72,793	\$76,430	\$80,250	\$84,265	\$88,479	\$92,902	\$97,548	\$102,423	\$107,546	\$112,922	\$118,570	\$138,308
17	\$58,177	\$61,086	\$64,136	\$67,345	\$70,713	\$74,249	\$77,958	\$81,856	\$85,950	\$90,248	\$94,760	\$99,499	\$104,472	\$109,696	\$115,181	\$120,941	\$141,765
18	\$59,340	\$62,308	\$65,419	\$68,692	\$72,128	\$75,734	\$79,518	\$83,493	\$87,669	\$92,053	\$96,655	\$101,489	\$106,561	\$111,890	\$117,485	\$123,360	\$145,310
19	\$60,527	\$63,554	\$66,727	\$70,066	\$73,570	\$77,249	\$81,108	\$85,162	\$89,422	\$93,894	\$98,588	\$103,519	\$108,693	\$114,128	\$119,834	\$125,827	\$148,942
20	\$61,738	\$64,825	\$68,061	\$71,467	\$75,041	\$78,794	\$82,730	\$86,866	\$91,211	\$95,772	\$100,560	\$105,589	\$110,866	\$116,411	\$122,231	\$128,344	\$152,666
21	\$62,973	\$66,122	\$69,423	\$72,897	\$76,542	\$80,370	\$84,385	\$88,603	\$93,035	\$97,688	\$102,571	\$107,701	\$113,084	\$118,739	\$124,676	\$130,911	\$156,482
22	\$64,232	\$67,444	\$70,811	\$74,355	\$78,073	\$81,977	\$86,072	\$90,375	\$94,896	\$99,641	\$104,622	\$109,855	\$115,345	\$121,114	\$127,169	\$133,529	\$160,395
23	\$65,517	\$68,793	\$72,227	\$75,842	\$79,635	\$83,617	\$87,794	\$92,183	\$96,794	\$101,634	\$106,715	\$112,052	\$117,652	\$123,536	\$129,712	\$136,200	\$164,404
24	\$66,827	\$70,169	\$73,672	\$77,359	\$81,227	\$85,289	\$89,550	\$94,026	\$98,729	\$103,667	\$108,849	\$114,293	\$120,005	\$126,007	\$132,307	\$138,924	\$168,514
25	\$68,164	\$71,572	\$75,145	\$78,906	\$82,852	\$86,995	\$91,341	\$95,907	\$100,704	\$105,740	\$111,026	\$116,579	\$122,405	\$128,527	\$134,953	\$141,702	\$172,727
26	\$69,527	\$73,004	\$76,648	\$80,484	\$84,509	\$88,735	\$93,167	\$97,825	\$102,718	\$107,855	\$113,247	\$118,911	\$124,854	\$131,097	\$137,652	\$144,536	\$177,046
27	\$70,917	\$74,464	\$78,181	\$82,094	\$86,199	\$90,509	\$95,031	\$99,781	\$104,772	\$110,012	\$115,512	\$121,289	\$127,351	\$133,719	\$140,405	\$147,427	\$181,472
28	\$72,336	\$75,953	\$79,745	\$83,735	\$87,923	\$92,320	\$96,931	\$101,777	\$106,868	\$112,212	\$117,822	\$123,715	\$129,898	\$136,394	\$143,213	\$150,375	\$186,008
29	\$73,782	\$77,472	\$81,340	\$85,410	\$89,682	\$94,166	\$98,870	\$103,813	\$109,005	\$114,457	\$120,178	\$126,189	\$132,496	\$139,122	\$146,077	\$153,383	\$190,659
30	\$75,258	\$79,022	\$82,967	\$87,118	\$91,475	\$96,049	\$100,847	\$105,889	\$111,185	\$116,746	\$122,582	\$128,713	\$135,145	\$141,904	\$148,999	\$156,450	\$195,425

Degree Stipends Awarded on an Annual Basis	
Master's Degree Plus 30 Hours Stipend	\$1,836
Doctoral Degree Stipend	\$3,672

Administrative Positions for SY 2018-2019

Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
Executive				
Superintendent of Schools		7.50	252	1890
Chief Academic Officer	Exec	7.50	252	1890
Chief Accountability and Information Officer	Exec	7.50	252	1890
Chief Financial and Operations Officer	Exec	7.50	252	1890
Executive Director, Budget and Finance	P	7.50	252	1890
Executive Director, Curriculum and Professional Development	P	7.50	252	1890
Executive Director, Human Resources	P	7.50	252	1890
Executive Director, Interagency Collaboration and Wraparound Services	P	7.50	252	1890
Executive Director, Norfolk Education Foundation	P	7.50	252	1890
Executive Director of Schools	P	7.50	252	1890
Accounting				
Senior Director, Accounting	O	7.50	252	1890
General Accounting Manager	J	7.50	252	1890
Grants Manager	J	7.50	252	1890
Assessment, Research, and Accountability				
Senior Coordinator, Research & Information Systems	J	7.50	252	1890
Senior Coordinator, Assessment, Research, and Accountability	I	7.50	252	1890
Senior Coordinator, Projects	I	7.50	252	1890
Senior Coordinator, Research and Planning	I	7.50	252	1890
Senior Coordinator, State Mandated Assessment Programs	I	7.50	252	1890
Assessment Support Associate	E	7.50	252	1890
Coordinator, Assessment Application Systems	E	7.50	252	1890
Coordinator, Education and Research Data	E	7.50	252	1890
Budget and Finance				
Senior Director, Budget and Finance	O	7.50	252	1890
Senior Coordinator, Budget	I	7.50	252	1890
School Activity Fund Coordinator	F	7.50	252	1890
Budget Analyst	E	7.50	252	1890
Career and Technical Education				
Senior Director, Career and Technical Education	O	7.50	252	1890
Principal, NTC Evening Program	M	7.50	252	1890
Site Coordinator, NTC	M	7.50	252	1890
Site Coordinator, Camp Young	I	7.50	252	1890
GED Examiner	A	7.50	252	1890
Communications and Media Relations				
Senior Director, Communications and Media Relations	O	7.50	252	1890
Senior Coordinator, Intranet Webmaster	G	7.50	252	1890
Manager, Media Production	G	7.50	252	1890
Coordinator, Web Development	E	7.50	252	1890
Coordinator, Marketing and Media Relations	D	7.50	252	1890
Coordinator, Public Relations	D	7.50	252	1890
Curriculum and Instruction				
Senior Coordinator, Academic Rigor	I	7.50	252	1890
Senior Coordinator, Art	I	7.50	252	1890

Senior Coordinator, English	I	7.50	252	1890
Senior Coordinator, Foreign Language/ESL	I	7.50	252	1890
Senior Coordinator, Guidance and School Counseling	I	7.50	252	1890
Senior Coordinator, Health, Safety & Physical Education	I	7.50	252	1890
Senior Coordinator, History and Social Sciences	I	7.50	252	1890
Senior Coordinator, Mathematics	I	7.50	252	1890
Senior Coordinator, Media Services	I	7.50	252	1890
Senior Coordinator, Music	I	7.50	252	1890
Senior Coordinator, Professional Development	I	7.50	252	1890
Senior Coordinator, Science	I	7.50	252	1890
Facilities Management				
Senior Director, Facilities Management	O	7.50	252	1890
Senior Coordinator, Facilities Maintenance	G	7.50	252	1890
Senior Coordinator, Maintenance	G	7.50	252	1890
Federal Programs/Early Learning/Title I				
Senior Director, Early Learning and Title I	O	7.5	252	1890
Coordinator, Early Learning, Birth - Three	F	7.50	252	1890
Coordinator, Early Learning, Kindergarten	F	7.50	252	1890
Coordinator, Early Learning, Pre-K 4	F	7.50	252	1890
Coordinator, Pre-School	F	7.50	252	1890
Human Resources				
Employee Relations Manager	I	7.50	252	1890
Human Resources Generalist	I	7.50	252	1890
Information Technology				
Senior Director, Information Division	O	7.50	252	1890
Network Services Engineering Administrator	J	7.50	252	1890
Senior Coordinator, Business Information Systems	H	7.50	252	1890
Student Information Systems Manager (SIMS Manager)	H	7.50	252	1890
District Technical Support Supervisor	G	7.50	252	1890
District Apple Device Manager	F	7.50	252	1890
Business Information Systems Analyst	E	7.50	252	1890
Information Systems Specialist IV - Data Base Administrator (DBA)	E	7.50	252	1890
Information Systems Specialist IV - Student Information Systems Manager (SIMS)	E	7.50	252	1890
Network Engineer III - Directory Services	E	7.50	252	1890
Network Engineer III - Infrastructure	E	7.50	252	1890
Network Engineer III - Projects	E	7.50	252	1890
Network Engineer III - Security	E	7.50	252	1890
Network Engineer III - Systems	E	7.50	252	1890
Network Engineer III - Zen	E	7.50	252	1890
Interagency Collaboration and Wraparound Services				
Coordinator, Interagency Collaboration and Wraparound Services	E	7.50	252	1890
Learning Supports				
Senior Director, Learning Supports	O	7.50	252	1890
Senior Coordinator, Learning Supports	I	7.50	252	1890
Special Education Program Administrator	I	7.50	252	1890
Operations				
Senior Coordinator, Athletics	I	7.50	252	1890
Business Systems Compliance Auditor	G	7.50	252	1890

Payroll				
Director, Payroll Operations	M	7.50	252	1890
Payroll Manager	J	7.50	252	1890
Purchases and Supply				
Senior Director, Purchases & Supply	O	7.50	252	1890
Buyer/Contract Manager	E	7.50	252	1890
Procurement Card Program Manager	C	7.50	252	1890
Senior Buyer	C	7.50	252	1890
Risk Management				
Senior Director, Risk Management	O	7.50	252	1890
Health & Safety Specialist	C	7.50	252	1890
School Leadership Development				
Principal, High School	O	7.50	252	1890
Principal, Middle School	M	7.50	252	1890
Principal, K-8 School (Ghent and Southside STEM Academy at Campostella)	M	7.50	252	1890
Principal, PreK-8 School (Crossroads)	M	7.50	252	1890
Principal, 3-8 School (Academy for Discovery at Lakewood)	M	7.50	252	1890
Principal, Elementary School	L	7.50	252	1890
Principal, Early Childhood Center	L	7.50	252	1890
Principal, NET Academy	L	7.50	252	1890
Site Coordinator, Madison Alternative Center	L	7.50	252	1890
Assistant Principal, High School	H	7.50	252	1890
Assistant Principal, Middle School	G	7.50	252	1890
Assistant Principal, K-8 School (Ghent)	G	7.50	220	1650
Assistant Principal, PreK-8 School (Crossroads)	G	7.50	220	1650
Assistant Principal, 3-8 School (Academy for Discovery at Lakewood)	G	7.50	220	1650
Assistant Principal, Elementary	F	7.50	220	1650
Assistant Site Coordinator, Madison Alternative Center	F	7.50	252	1890
School Nutrition				
Senior Director, School Nutrition Services	O	7.50	252	1890
Business Manager	I	7.50	252	1890
Operations Manager	I	7.50	252	1890
District Supervisor	F	7.50	252	1890
Nutrition Center Supervisor	F	7.50	252	1890
Network Engineer III – Systems	E	7.50	252	1890
Nutrition Education & Training Coordinator	B	7.50	252	1890
Student Support Services				
Senior Director, Student Support Services	O	7.50	252	1890
Senior Coordinator, Division-Wide Transition Specialist	I	7.50	252	1890
Senior Coordinator, Student Support Services	I	7.50	252	1890
Coordinator, Positive Behavior Interventions and Supports	E	7.50	252	1890
Coordinator, School Health and Wellness	E	7.50	252	1890
Nursing Supervisor	E	7.50	252	1890
Enrollment/Records Administrator	A	7.50	252	1890
Transportation				
Director, Transportation	M	7.50	252	1890
Supervisor, Transportation	G	7.50	252	1890
Other				

Senior Director, Children's Hospital of the King's Daughters	M	7.50	252	1890
Assistant Director, Children's Hospital of the King's Daughters	I	7.50	252	1890
Clerk of the Board	C	7.50	252	1890

10-Month Teacher Salary Scale | SY 2018-2019
7.33 Hours per Day | 200 Days per Year

Step	Salary with Bachelor's Degree
1	\$44,000
2	\$44,440
3	\$44,884
4	\$45,558
5	\$46,241
6	\$47,166
7	\$48,109
8	\$49,071
9	\$50,053
10	\$51,054
11	\$52,075
12	\$53,116
13	\$54,179
14	\$55,262
15	\$56,368
16	\$57,495
17	\$58,645
18	\$59,818
19	\$61,014
20	\$62,234
21	\$63,479
22	\$64,749
23	\$66,044
24	\$67,364
25	\$69,049
26	\$70,775
27	\$72,544
28	\$74,358
29	\$76,217
30	\$78,122

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

**10-Month Teacher Salary Scale | SY 2018-2019
7.5 Hours per Day | 200 Days per Year**

Step	Salary with Bachelor's Degree
1	\$45,020
2	\$45,471
3	\$45,925
4	\$46,614
5	\$47,313
6	\$48,260
7	\$49,225
8	\$50,209
9	\$51,214
10	\$52,238
11	\$53,283
12	\$54,348
13	\$55,435
14	\$56,544
15	\$57,675
16	\$58,828
17	\$60,005
18	\$61,205
19	\$62,429
20	\$63,678
21	\$64,951
22	\$66,250
23	\$67,575
24	\$68,927
25	\$70,650
26	\$72,416
27	\$74,227
28	\$76,082
29	\$77,984
30	\$79,934

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

10.5-Month Teacher Salary Scale | SY 2018-2019
7.33 Hours per Day | 210 Days per Year

Step	Salary with Bachelor's Degree
1	\$46,200
2	\$47,124
3	\$48,066
4	\$49,028
5	\$50,008
6	\$51,009
7	\$52,029
8	\$53,069
9	\$54,131
10	\$55,213
11	\$56,318
12	\$57,444
13	\$58,593
14	\$59,765
15	\$60,960
16	\$62,179
17	\$63,423
18	\$64,691
19	\$65,985
20	\$67,305
21	\$68,651
22	\$70,024
23	\$71,424
24	\$72,853
25	\$74,674
26	\$76,541
27	\$78,454
28	\$80,416
29	\$82,426
30	\$84,487

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

**10.5-Month Teacher Salary Scale | SY 2018-2019
7.5 Hours per Day | 210 Days per Year**

Step	Salary with Bachelor's Degree
1	\$47,271
2	\$48,217
3	\$49,181
4	\$50,165
5	\$51,168
6	\$52,192
7	\$53,235
8	\$54,300
9	\$55,386
10	\$56,494
11	\$57,624
12	\$58,776
13	\$59,952
14	\$61,151
15	\$62,374
16	\$63,621
17	\$64,894
18	\$66,191
19	\$67,515
20	\$68,866
21	\$70,243
22	\$71,648
23	\$73,081
24	\$74,542
25	\$76,406
26	\$78,316
27	\$80,274
28	\$82,281
29	\$84,338
30	\$86,446

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

11-Month Teacher Salary Scale | SY 2018-2019
7.33 Hours per Day | 220 Days per Year

Step	Salary with Bachelor's Degree
1	\$48,400
2	\$49,368
3	\$50,355
4	\$51,362
5	\$52,390
6	\$53,437
7	\$54,506
8	\$55,596
9	\$56,708
10	\$57,842
11	\$58,999
12	\$60,179
13	\$61,383
14	\$62,610
15	\$63,863
16	\$65,140
17	\$66,443
18	\$67,772
19	\$69,127
20	\$70,510
21	\$71,920
22	\$73,358
23	\$74,825
24	\$76,322
25	\$78,230
26	\$80,186
27	\$82,190
28	\$84,245
29	\$86,351
30	\$88,510

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

**11-Month Teacher Salary Scale | SY 2018-2019
7.5 Hours per Day | 220 Days per Year**

Step	Salary with Bachelor's Degree
1	\$49,523
2	\$50,513
3	\$51,523
4	\$52,554
5	\$53,605
6	\$54,677
7	\$55,770
8	\$56,886
9	\$58,024
10	\$59,184
11	\$60,368
12	\$61,575
13	\$62,807
14	\$64,063
15	\$65,344
16	\$66,651
17	\$67,984
18	\$69,343
19	\$70,730
20	\$72,145
21	\$73,588
22	\$75,060
23	\$76,561
24	\$78,092
25	\$80,044
26	\$82,045
27	\$84,097
28	\$86,199
29	\$88,354
30	\$90,563

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

**11-Month Teacher Salary Scale | SY 2018-2019
8 Hours per Day | 220 Days per Year**

Step	Salary with Bachelor's Degree
1	\$52,824
2	\$53,352
3	\$53,886
4	\$54,694
5	\$55,514
6	\$56,625
7	\$57,757
8	\$58,912
9	\$60,091
10	\$61,292
11	\$62,518
12	\$63,769
13	\$65,044
14	\$66,345
15	\$67,672
16	\$69,025
17	\$70,406
18	\$71,814
19	\$73,250
20	\$74,715
21	\$76,209
22	\$77,734
23	\$79,288
24	\$80,874
25	\$82,896
26	\$84,968
27	\$87,093
28	\$89,270
29	\$91,502
30	\$93,789

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

12-Month Teacher Salary Scale | SY 2018-2019
7.33 Hours per Day | 240 Days per Year

Step	Salary with Bachelor's Degree
1	\$52,800
2	\$53,856
3	\$54,933
4	\$56,032
5	\$57,152
6	\$58,295
7	\$59,461
8	\$60,651
9	\$61,864
10	\$63,101
11	\$64,363
12	\$65,650
13	\$66,963
14	\$68,302
15	\$69,668
16	\$71,062
17	\$72,483
18	\$73,933
19	\$75,411
20	\$76,920
21	\$78,458
22	\$80,027
23	\$81,628
24	\$83,260
25	\$85,342
26	\$87,475
27	\$89,662
28	\$91,904
29	\$94,201
30	\$96,556

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

12-Month Teacher Salary Scale | SY 2018-2019
7.5 Hours per Day | 240 Days per Year

Step	Salary with Bachelor's Degree
1	\$54,025
2	\$55,105
3	\$56,207
4	\$57,331
5	\$58,478
6	\$59,647
7	\$60,840
8	\$62,057
9	\$63,298
10	\$64,564
11	\$65,856
12	\$67,173
13	\$68,516
14	\$69,887
15	\$71,284
16	\$72,710
17	\$74,164
18	\$75,647
19	\$77,160
20	\$78,704
21	\$80,278
22	\$81,883
23	\$83,521
24	\$85,191
25	\$87,321
26	\$89,504
27	\$91,742
28	\$94,035
29	\$96,386
30	\$98,796

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

12-Month Teacher Salary Scale | SY 2018-2019
8 Hours per Day | 240 Days per Year

Step	Salary with Bachelor's Degree
1	\$57,626
2	\$58,779
3	\$59,954
4	\$61,153
5	\$62,376
6	\$63,624
7	\$64,896
8	\$66,194
9	\$67,518
10	\$68,869
11	\$70,246
12	\$71,651
13	\$73,084
14	\$74,546
15	\$76,037
16	\$77,557
17	\$79,108
18	\$80,691
19	\$82,304
20	\$83,950
21	\$85,629
22	\$87,342
23	\$89,089
24	\$90,871
25	\$93,142
26	\$95,471
27	\$97,858
28	\$100,304
29	\$102,812
30	\$105,382

Degree Supplements Awarded on an Annual Basis	
Master's Degree	\$3,500
Master's Degree Plus 30 Hours	\$5,400
Doctoral Degree	\$7,800

Classified Salary Scale | SY 2018-2019

	AA	BB	CC	DD	EE	FF	GG	HH	II	JJ	KK	LL	MM	NN	OO	PP	QQ
1	\$10.72	\$11.26	\$11.82	\$12.41	\$13.03	\$13.68	\$14.37	\$15.08	\$15.84	\$16.63	\$17.46	\$18.33	\$19.25	\$20.21	\$21.22	\$22.29	\$23.40
2	\$10.83	\$11.37	\$11.94	\$12.53	\$13.16	\$13.82	\$14.51	\$15.23	\$16.00	\$16.80	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43	\$22.51	\$23.63
3	\$10.94	\$11.49	\$12.06	\$12.66	\$13.29	\$13.95	\$14.66	\$15.38	\$16.16	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62	\$21.65	\$22.74	\$23.87
4	\$11.04	\$11.60	\$12.18	\$12.79	\$13.42	\$14.09	\$14.81	\$15.54	\$16.32	\$17.13	\$17.99	\$18.89	\$19.83	\$20.82	\$21.86	\$22.97	\$24.11
5	\$11.27	\$11.83	\$12.42	\$13.04	\$13.69	\$14.38	\$15.10	\$15.85	\$16.65	\$17.48	\$18.35	\$19.26	\$20.23	\$21.24	\$22.30	\$23.42	\$24.59
6	\$11.49	\$12.07	\$12.67	\$13.30	\$13.97	\$14.66	\$15.40	\$16.16	\$16.98	\$17.83	\$18.72	\$19.65	\$20.63	\$21.66	\$22.75	\$23.89	\$25.08
7	\$11.72	\$12.31	\$12.92	\$13.57	\$14.25	\$14.96	\$15.71	\$16.49	\$17.32	\$18.18	\$19.09	\$20.04	\$21.05	\$22.10	\$23.20	\$24.37	\$25.58
8	\$11.96	\$12.56	\$13.18	\$13.84	\$14.53	\$15.26	\$16.03	\$16.82	\$17.67	\$18.55	\$19.47	\$20.44	\$21.47	\$22.54	\$23.67	\$24.86	\$26.10
9	\$12.19	\$12.81	\$13.45	\$14.12	\$14.82	\$15.56	\$16.35	\$17.15	\$18.02	\$18.92	\$19.86	\$20.85	\$21.90	\$22.99	\$24.14	\$25.36	\$26.62
10	\$12.44	\$13.06	\$13.71	\$14.40	\$15.12	\$15.87	\$16.67	\$17.50	\$18.38	\$19.30	\$20.26	\$21.27	\$22.34	\$23.45	\$24.62	\$25.86	\$27.15
11	\$12.69	\$13.33	\$13.99	\$14.69	\$15.42	\$16.19	\$17.01	\$17.85	\$18.75	\$19.68	\$20.66	\$21.69	\$22.78	\$23.92	\$25.11	\$26.38	\$27.69
12	\$12.94	\$13.59	\$14.27	\$14.98	\$15.73	\$16.51	\$17.35	\$18.20	\$19.12	\$20.08	\$21.08	\$22.13	\$23.24	\$24.40	\$25.62	\$26.91	\$28.25
13	\$13.20	\$13.86	\$14.55	\$15.28	\$16.04	\$16.84	\$17.69	\$18.57	\$19.50	\$20.48	\$21.50	\$22.57	\$23.70	\$24.88	\$26.13	\$27.45	\$28.81
14	\$13.46	\$14.14	\$14.85	\$15.59	\$16.36	\$17.18	\$18.05	\$18.94	\$19.89	\$20.89	\$21.93	\$23.02	\$24.18	\$25.38	\$26.65	\$27.99	\$29.39
15	\$13.73	\$14.42	\$15.14	\$15.90	\$16.69	\$17.52	\$18.41	\$19.32	\$20.29	\$21.30	\$22.37	\$23.48	\$24.66	\$25.89	\$27.18	\$28.55	\$29.98
16	\$14.01	\$14.71	\$15.44	\$16.22	\$17.03	\$17.88	\$18.78	\$19.70	\$20.70	\$21.73	\$22.81	\$23.95	\$25.15	\$26.41	\$27.73	\$29.13	\$30.58
17	\$14.29	\$15.01	\$15.75	\$16.54	\$17.37	\$18.23	\$19.15	\$20.10	\$21.11	\$22.16	\$23.27	\$24.43	\$25.66	\$26.94	\$28.28	\$29.71	\$31.19
18	\$14.57	\$15.31	\$16.07	\$16.87	\$17.71	\$18.60	\$19.54	\$20.50	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.47	\$28.85	\$30.30	\$31.81
19	\$14.86	\$15.61	\$16.39	\$17.21	\$18.07	\$18.97	\$19.93	\$20.91	\$21.96	\$23.06	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$30.91	\$32.45
20	\$15.16	\$15.93	\$16.72	\$17.55	\$18.43	\$19.35	\$20.32	\$21.33	\$22.40	\$23.52	\$24.70	\$25.93	\$27.23	\$28.58	\$30.01	\$31.53	\$33.10
21	\$15.47	\$16.24	\$17.05	\$17.90	\$18.80	\$19.74	\$20.73	\$21.76	\$22.85	\$23.99	\$25.19	\$26.44	\$27.77	\$29.16	\$30.61	\$32.16	\$33.76
22	\$15.77	\$16.57	\$17.39	\$18.26	\$19.17	\$20.13	\$21.15	\$22.19	\$23.31	\$24.47	\$25.69	\$26.97	\$28.33	\$29.74	\$31.23	\$32.80	\$34.43
23	\$16.09	\$16.90	\$17.74	\$18.63	\$19.56	\$20.53	\$21.57	\$22.63	\$23.78	\$24.96	\$26.21	\$27.51	\$28.89	\$30.33	\$31.85	\$33.46	\$35.12
24	\$16.41	\$17.24	\$18.10	\$19.00	\$19.95	\$20.94	\$22.00	\$23.09	\$24.25	\$25.46	\$26.73	\$28.06	\$29.47	\$30.94	\$32.49	\$34.13	\$35.82
25	\$16.82	\$17.67	\$18.55	\$19.47	\$20.45	\$21.47	\$22.55	\$23.66	\$24.86	\$26.10	\$27.40	\$28.76	\$30.21	\$31.71	\$33.30	\$34.98	\$36.72
26	\$17.24	\$18.11	\$19.01	\$19.96	\$20.96	\$22.00	\$23.11	\$24.26	\$25.48	\$26.75	\$28.08	\$29.48	\$30.96	\$32.51	\$34.13	\$35.85	\$37.64
27	\$17.67	\$18.56	\$19.49	\$20.46	\$21.48	\$22.55	\$23.69	\$24.86	\$26.12	\$27.42	\$28.79	\$30.22	\$31.74	\$33.32	\$34.99	\$36.75	\$38.58
28	\$18.12	\$19.03	\$19.97	\$20.97	\$22.02	\$23.12	\$24.28	\$25.48	\$26.77	\$28.10	\$29.51	\$30.98	\$32.53	\$34.15	\$35.86	\$37.67	\$39.54
29	\$18.57	\$19.50	\$20.47	\$21.50	\$22.57	\$23.70	\$24.89	\$26.12	\$27.44	\$28.81	\$30.24	\$31.75	\$33.34	\$35.01	\$36.76	\$38.61	\$40.53
30	\$19.03	\$19.99	\$20.99	\$22.03	\$23.13	\$24.29	\$25.51	\$26.77	\$28.12	\$29.53	\$31.00	\$32.54	\$34.18	\$35.88	\$37.68	\$39.57	\$41.55

Classified Positions for SY 2018-2019

Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
Account Clerk I	FF	7.50	252	1890
Account Clerk II	GG	7.50	252	1890
Accounting Technician	JJ	7.50	252	1890
Administrative Secretary I	HH	7.50	252	1890
Administrative Secretary II	KK	7.50	252	1890
Area Custodial Manager	PP	8.00	252	2016
Attendance Technician	EE	6.50	182	1183
Automotive Fueler	CC	8.00	252	2016
Automotive Parts Clerk	FF	8.00	252	2016
Automotive Service Worker	EE	8.00	252	2016
Automotive Technician I	HH	8.00	252	2016
Automotive Technician II	KK	8.00	252	2016
Automotive Technician III	MM	8.00	252	2016
Budget Technician	KK	7.50	252	1890
Carpenter I	HH	8.00	252	2016
Carpenter II	KK	8.00	252	2016
Carpenter III	MM	8.00	252	2016
Central School Nutrition Assistant	AA	6.50	186	1209
Central School Nutrition Assistant	AA	5.00	186	930
Custodial Building Supervisor I	HH	8.00	252	2016
Custodial Building Supervisor II	HH	8.00	252	2016
Custodial Building Supervisor III	HH	8.00	252	2016
Custodial Building Supervisor IV	HH	8.00	252	2016
Custodian I	AA	7.00	195	1365
Custodian II	EE	8.00	210	1680
Custodian II	BB	8.00	252	2016
Custodian III	EE	8.00	252	2016
Dispatcher	HH	8.00	252	2016
Educational Interpreter VQAS 0	JJ	7.00	186	1302
Educational Interpreter VQAS I	KK	7.00	186	1302
Educational Interpreter VQAS II	LL	7.00	186	1302
Educational Interpreter VQAS III	QQ	7.00	186	1302
Electrician I	HH	8.00	252	2016
Electrician II	KK	8.00	252	2016
Electrician III	MM	8.00	252	2016
Electronics Technician I	HH	8.00	252	2016
Electronics Technician II	KK	8.00	252	2016
Electronics Technician III	MM	8.00	252	2016
Executive Assistant to the Superintendent	QQ	7.50	252	1890
Executive Secretary	MM	7.50	252	1890
Federal Survey Technician	KK	7.50	252	1890
Field Supervisor	NN	8.00	252	2016
Floor Tile Mechanic	JJ	8.00	252	2016
Food Services Equipment Mechanic I	HH	8.00	252	2016
Food Services Equipment Mechanic II	KK	8.00	252	2016

Food Services Equipment Mechanic III	MM	8.00	252	2016
Garage Supervisor	PP	8.00	252	2016
Heating Plant Mechanic I	HH	8.00	252	2016
Heating Plant Mechanic II	KK	8.00	252	2016
Heating Plant Mechanic III	MM	8.00	252	2016
Help Desk Technician I	FF	7.50	252	1890
Human Resources Analyst	NN	7.50	252	1890
Human Resources Assistant I	FF	7.50	252	1890
Human Resources Assistant II	II	7.50	252	1890
Human Resources Licensure	KK	7.50	252	1890
Human Resources Technician	MM	7.50	252	1890
HVAC Controls Mechanic I	HH	8.00	252	2016
HVAC Controls Mechanic II	KK	8.00	252	2016
HVAC Controls Mechanic III	MM	8.00	252	2016
Information System Specialist I	NN	7.50	252	1890
Information System Specialist II	OO	7.50	252	1890
Inventory Control Specialist	KK	7.50	252	1890
Job Coach Assistant	FF	6.50	182	1183
Lead Accounting Technician	NN	7.50	252	1890
Lead Payroll Clerk	LL	7.50	252	1890
Lead Probation/School Liaison	HH	7.50	252	1890
Lobby Administrative Assistant	HH	7.50	252	1890
Locksmith II	KK	8.00	252	2016
Locksmith III	MM	8.00	252	2016
Maintenance Supervisor	PP	8.00	252	2016
Meal Application Program Clerk	FF	7.50	252	1890
Media Assistant I	EE	6.50	186	1209
Media Assistant II	HH	6.50	186	1209
Media Assistant II	HH	7.50	186	1395
Media Assistant II	HH	7.50	200	1500
Media Technician	HH	7.50	252	1890
Medicaid Reporting Specialist	OO	7.50	252	1890
Network Engineer I	PP	7.50	252	1890
Network Engineer II	QQ	7.50	252	1890
Operations Center Technician	HH	7.50	252	1890
Painter I	HH	8.00	252	2016
Painter II	KK	8.00	252	2016
Painter III	MM	8.00	252	2016
Parent Liaison	HH	6.50	183	1189.5
Payroll Assistant	OO	7.50	252	1890
Payroll Clerk II	II	7.50	252	1890
Payroll Technician	JJ	7.50	252	1890
Physical Therapist Assistant	JJ	7.50	200	1500
Plasterer I	HH	8.00	252	2016
Plasterer II	KK	8.00	252	2016
Plasterer III	MM	8.00	252	2016
Plumber/Pipefitter I	HH	8.00	252	2016
Plumber/Pipefitter II	KK	8.00	252	2016

Plumber/Pipefitter III	MM	8.00	252	2016
Printer I	HH	7.50	252	1890
Printer II	JJ	7.50	252	1890
Printing Services Manager	LL	7.50	252	1890
Probation School Liaison Assistant	FF	7.50	181	1357.5
Procurement Technician	KK	7.50	252	1890
Production Control Technician	HH	7.50	252	1890
Refrigeration/HVAC Mechanic I	HH	8.00	252	2016
Refrigeration/HVAC Mechanic II	KK	8.00	252	2016
Refrigeration/HVAC Mechanic III	MM	8.00	252	2016
Revenue Specialist	NN	7.50	252	1890
Routing Manager	LL	8.00	252	2016
Safe Routes to School Assistant	NN	7.50	182	1365
School Bus Driver I	GG	6.00	183	1098
School Bus Driver II	II	8.00	187	1496
School Bus Driver II	II	8.00	210	1680
School Bus Driver II	II	8.00	252	2016
School Clerical Specialist I	EE	7.50	198	1485
School Clerical Specialist I	EE	7.50	200	1500
School Clerical Specialist I	EE	7.50	190	1425
School Clerical Specialist II (10-months)	GG	7.50	198	1485
School Clerical Specialist II (11-months)	GG	7.50	220	1650
School Clerical Specialist II (12-months)	GG	7.50	252	1890
School Nutrition Assistant I	AA	5.00	186	930
School Nutrition Assistant II	CC	6.50	186	1209
School Nutrition Center Supervisor	MM	7.50	190	1425
School Nutrition Department Supervisor	MM	7.5	190	1425
School Nutrition Manager I	HH	7.00	194	1358
School Nutrition Manager II	II	7.50	190	1425
School Nutrition Manager III	JJ	7.50	190	1425
School Nutrition Manager IV	KK	7.50	190	1425
School Nutrition Manager V	LL	7.50	190	1425
School Office Manager I	JJ	7.50	252	1890
School Office Manager II	KK	7.50	252	1890
School Office Manager III	LL	7.50	252	1890
Security Assistant	JJ	7.50	252	1890
Security Officer	II	7.50	186	1395
Student Data Specialist I	FF	7.50	252	1890
Student Data Specialist I	FF	7.50	220	1650
Student Data Specialist II	GG	7.50	252	1890
Teacher Assistant - CHKD	GG	7.50	220	1650
Teacher Assistant - Computer Assisted Learning	GG	6.50	182	1183
Teacher Assistant - Physical Education	GG	6.50	182	1183
Teacher Assistant – Pre-Kindergarten	GG	6.50	182	1183
Teacher Assistant - Special Education	GG	6.50	182	1183
Teacher Nurse Assistant	GG	6.50	182	1183
Telecommunications Technician Specialist	LL	7.50	252	1890
Textbook Procurement and Inventory Manager	MM	7.50	252	1890

Training Safety Specialist	NN	8.00	252	2016
Transportation Clerk	HH	7.50	252	2016
Truck Driver (SNS)	EE	7.50	190	1425
Truck Driver (SNS)	EE	7.50	252	1890
Truck Driver (SNS)	EE	8.00	252	2016
Truck Driver Warehouse	EE	8.00	252	2016
Video Production Specialist I	II	7.50	252	1890
Video Production Specialist II	JJ	7.50	252	1890
Video Production Specialist III	MM	7.50	252	1890
Warehouse Clerk	EE	8.00	252	2016
Warehouse Manager	QQ	8.00	252	2016
Web Programmer	OO	7.50	252	1890

Differentials and Additional Duties/Part-Time Pay Rates for SY 2018-2019

Pay Description	Pay Event Code	Pay Rate	Pay Basis
8-Hour Extended Day	767	\$2,716	Annual
Additional Bell	678	Prorated	Hourly
Additional Duties Supplement	750	Various	Annual
Adult Education Teacher	844	\$22.84	Hourly
After the Bell Program Teacher	666	\$23.00	Hourly
Announcer	699	\$12.45*	Hourly
At-Risk After School Supper Program	832	\$250	Annual
Athletic Academic Tutor	844	\$22.84	Hourly
Athletic Director – Middle School	783	\$3,238	Annual
Athletic Trainer	690	\$15.68	Hourly
Automotive Service Excellence (ASE) – Certificate	751	\$167	Annual
Automotive Service Excellence (ASE) – Masters	752	\$890	Annual
Automotive Service Worker	638	\$8.99	Hourly
Baseball Coach (Middle School)	746	\$1,018	Annual
Baseball Coach, Junior Varsity (High School)	717	\$2,219	Annual
Baseball Coach, Varsity (High School)	711	\$2,589	Annual
Basketball Coach (Middle School)	730	\$1,018	Annual
Basketball Coach, Junior Varsity (High School)	708	\$2,071	Annual
Basketball Coach, Varsity (High School)	711	\$2,589	Annual
Before/After School Instructional Teacher	844	\$22.84	Hourly
Before/After School Program Assistant	869	\$9.31	Hourly
Before/After School Program Monitor	854	\$11.42	Hourly
Bus Driver	699	\$12.45*	Hourly
Business Manager	698	\$18.69**	Hourly
Career and Technical Education Organization Advisor	820	\$955	Annual
Casual Labor	636	\$7.59	Hourly
Cheerleading Coach (Middle School)	825	\$1,035	Annual
Cheerleading Coach, Junior Varsity (High School)	824	\$2,144	Annual
Cheerleading Coach, Varsity (High School)	823	\$4,496	Annual
Class Sponsor – 9 th , 10 th , or 11 th Grade	805	\$785	Annual
Class Sponsor – 12 th Grade	806	\$1,124	Annual
Clean-Up Crew (Football)	697	\$20.77*	Hourly
Code Facilitator	832	\$2,000	Annual
COE Student	689	\$7.69	Hourly
Concession Stand Manager	698	\$18.59*	Hourly
Concession Stand Worker	693	\$10.35*	Hourly
Continuing Education Teacher	844	\$22.84	Hourly
Continuing Position After Retirement	683	Prorated	Hourly
Cross Country Coach (High School)	727	\$1,962	Annual
Curriculum Typist	650	\$7.59	Hourly
Curriculum Writing	844	\$22.84	Hourly
Custodian (Basketball/Wrestling)	692	\$14.53*	Hourly
Custodian (Football)	696	\$24.92*	Hourly
Dean of Students	792	\$1,859	Annual
Department Chair – Level 1 (3 to 7 Teachers)	793	\$1,168	Annual

Department Chair – Level 2 (8 to 12 Teachers)	794	\$1,558	Annual
Department Chair – Level 3 (13 or More Teachers)	795	\$1,859	Annual
Door Guard	693	\$10.35*	Hourly
Drama Coach	807	\$1,475	Annual
Driver Education Instructor – Paraprofessional	866	\$14.84	Hourly
Driver Education Instructor – Professional	838	\$22.84	Hourly
Drop-Out Prevention/Retrieval Assistant	644	\$7.59	Hourly
Educators Rising Sponsor	810	\$510	Annual
Elementary Grade Chair (Including Special Education)	797	\$734	Annual
Engineer on Call	881	\$11.42	Hourly
Evening School Secretary	650	\$10.46	Hourly
Evening School Teacher	844	\$22.84	Hourly
Extended Day Stipend – Special Education (10 Months)	768	\$1,930	Annual
Extended Day Stipend – Special Education (10.5 Months)	768	\$1,930	Annual
Extended Day Stipend – Special Education (11 Months)	768	\$1,930	Annual
Extended Day Stipend – Special Education (12 Months)	768	\$1,930	Annual
Field Hockey (Middle School)	733	\$1,018	Annual
Field Hockey Coach, Junior Varsity (High School)	728	\$1,962	Annual
Field Hockey Coach, Varsity (High School)	724	\$2,589	Annual
Field Manager	695	\$26.99*	Hourly
Flag/Auxiliary Assistant	839	\$7.59	Hourly
Football Coach, Assistant (High School)	701	\$4,104	Annual
Football Coach, Assistant (Middle School)	745	\$914	Annual
Football Coach, Head (High School)	700	\$5,962	Annual
Football Coach, Head (Middle School)	744	\$1,122	Annual
Forensics Coach (High School)	827	\$1,294	Annual
Forensics Coach (Middle School)	734	\$1,018	Annual
Fresh Fruit and Vegetable Program	814	\$250	Annual
General Office Work	650	\$7.59	Hourly
Gifted Community Resources Instructor I	848	\$28.55	Hourly
Gifted Community Resources Instructor II	849	\$22.84	Hourly
Gifted Community Resources Instructor III	847	\$19.99	Hourly
Gifted Planning	844	\$22.84	Hourly
Golf Coach (High School)	729	\$1,750	Annual
Grounds Patrol – Exempt Employees	811	\$1,331	Annual
Grounds Patrol – Non-Exempt Employees	841	\$7.59	Hourly
Guidance Counselor – Extended Time	637	Prorated	Hourly
Guidance Counselor – Junior University	844	\$22.84	Hourly
Guidance Counselor – SAT Workshop	653	\$14.84	Hourly
Guidance Shadower	875	\$7.59	Hourly
Hearing Interpreter QAS Level 3	679	Various	Hourly
Head Bus Driver	783	\$601	Annual
High School Band Director	774	\$2,570	Annual
High School Choral Director	775	\$2,125	Annual
High School Orchestra Director	776	\$880	Annual
Homebound Teacher	844	\$22.84	Hourly
In-School Timeout Monitor	656	\$9.31	Hourly
In-Service, Classified Leader	855	\$8.83	Hourly

In-Service, Classified and Part-Time Participant	853	\$7.59	Hourly
In-Service, Summer Teacher and Teacher Substitute Participant	856	\$15.68	Hourly
In-Service, Teacher Leader	850	\$22.84	Hourly
In-Service, Teacher and Teacher Substitute Participant	851	\$13.69	Hourly
Indoor Track Coach, Assistant (High School)	710	\$1,864	Annual
Indoor Track Coach, Head (High School)	705	\$2,589	Annual
Information Technology Support Zone Leader	882	\$1,070	Annual
Instructional Teacher Specialist (10 Months)	770	\$1,930	Annual
Instructional Teacher Specialist (10.5 Months)	629	\$2,003	Annual
Instructional Teacher Specialist (11 Months)	770	\$2,106	Annual
Instructional Teacher Specialist (12 Months)	770	\$2,281	Annual
ITRT Lead	766	\$1,859	Annual
Job Trainer, Information Technology	880	Various	Hourly
Laundry and Equipment	697	\$20.77*	Hourly
Lunchroom Monitor	862	\$7.59	Hourly
Maintenance Substitute	640	\$7.59	Hourly
Media Assistant/Computer Assistant	648	\$9.31	Hourly
Media Technician	869	\$9.31	Hourly
Middle School Band Director	777	\$880	Annual
Middle School Choral Director	778	\$880	Annual
Middle School Orchestra Director	779	\$880	Annual
National Board Certification	757	\$2,675	Annual
National Honor Society Sponsor	812	\$573	Annual
Navy League Cadet Corps Sponsor	803	\$2,749	Annual
Newspaper Sponsor – High School	816	\$955	Annual
Newspaper Sponsor – Middle School	817	\$711	Annual
Nursery Assistant	875	\$7.59	Hourly
Occupational Therapist	639	\$39.95	Hourly
Outreach Leader	844	\$22.84	Hourly
Officer in Charge	738	\$32.80	Hourly
Parent Advisor	771	\$9.31	Hourly
Parent Advocate	798	\$11.58	Hourly
Parent Attendance Technician	799	\$9.31	Hourly
Part-Time Custodian	636	\$7.59	Hourly
Part-Time Customer Network Support	880	Various	Hourly
Part-Time Psychologist	639	\$39.95	Hourly
Part-Time Physical Therapist	639	\$39.95	Hourly
Part-Time Security Officer	873	Various	Hourly
Part-Time Speech Therapist	639	\$39.95	Hourly
Part-Time Teacher	844	\$22.84	Hourly
Pianist	684	\$22.84	Hourly
Police, Evening School	871	\$11.42	Hourly
Police, Sports Events	691	\$30.75	Hourly
Probation Court/School Liaison	813	\$11.36	Hourly
Program Leader (10 Months)	772	\$1,883	Annual
Program Leader (10.5 Months)	628	\$1,947	Annual
Program Leader (11 Months)	772	\$2,054	Annual
PSP – Basic	764	\$790	Annual

PSP – Advanced	761	\$935	Annual
PSP – Advanced II	759	\$1,012	Annual
PSP – Advanced III	760	\$1,080	Annual
PSP – Associate	762	\$868	Annual
PSP – Bachelor’s Degree	763	\$1,158	Annual
Saturday School Assistant	870	\$10.58	Hourly
Saturday School Leader	842	\$23.97	Hourly
Saturday School Security	871	\$11.42	Hourly
Saturday School Teacher	844	\$22.84	Hourly
Scholastic Bowl Coach	829	\$1,772	Annual
School Nutrition Assistant	633	\$9.77	Hourly
School Nutrition Catering Assistant	861	\$10.24	Hourly
School Nutrition Catering Manager	860	\$15.08	Hourly
School Nutrition Manager Trainee (Contracted Rate + Pay Event 859 Hourly Rate)	859	\$1.12	Hourly
Score Keeper	693	\$10.35*	Hourly
Security Guard	698	\$18.69*	Hourly
Soccer Coach (High School)	712	\$2,589	Annual
Soccer Coach (Middle School)	736	\$1,018	Annual
Softball Coach (Middle School)	747	\$1,018	Annual
Softball Coach, Junior Varsity (High School)	719	\$2,219	Annual
Softball Coach, Varsity (High School)	714	\$2,589	Annual
Standards of Learning Remediation Assistant	869	\$9.31	Hourly
Standards of Learning Remediation Cafeteria Worker	863	\$7.59	Hourly
Standards of Learning Remediation Scorer/Evaluator	843	\$27.18	Hourly
Standards of Learning Remediation Secretary	884	\$10.46	Hourly
Standards of Learning Remediation Security	877	\$8.41	Hourly
Standards of Learning Remediation Teacher	844	\$22.84	Hourly
Stadium Housekeeping	739	\$12.55	Hourly
Starter	692	\$14.53*	Hourly
Summer Bus Assistant	630	\$8.34	Hourly
Summer Bus Driver	631	\$11.87	Hourly
Summer Center Leader	833	\$30.32	Hourly
Summer Custodian	636	\$7.59	Hourly
Summer Guidance (Extended Time)	637	Prorated	Hourly
Summer Interpreter	659	\$10.96	Hourly
Summer Maintenance Carpenter	632	\$8.59	Hourly
Summer Maintenance Carpenter Helper	640	\$7.59	Hourly
Summer Maintenance Helper	640	\$7.59	Hourly
Summer Maintenance Leader	632	\$8.59	Hourly
Summer Maintenance Painter	632	\$8.59	Hourly
Summer Maintenance Painter Helper	640	\$7.59	Hourly
Summer Media Clerk	648	\$9.31	Hourly
Summer Media Specialist	643	\$29.27	Hourly
Summer Nurse	643	\$29.27	Hourly
Summer Nutrition Assistant	634	\$8.17	Hourly
Summer Nutrition Manager	635	\$15.08	Hourly
Summer Secretary	884	\$10.46	Hourly
Summer Security Officer	651	\$15.68	Hourly

Summer Social Worker	845	\$39.95	Hourly
Summer Student Tutor	857	\$7.59	Hourly
Summer Teacher	643	\$29.27	Hourly
Summer Teacher Assistant	652	\$9.31	Hourly
Summer Transportation Helper	640	\$7.59	Hourly
Strings Consultant	780	\$1,179	Annual
Strolling Strings Accompanist	835	\$20.28	Hourly
Student Mentor	875	\$7.59	Hourly
Substitute Bus Assistant	630	\$8.34	Hourly
Substitute Bus Driver	631	\$11.87	Hourly
Substitute Custodian	636	\$7.59	Hourly
Substitute Driver Education Assistant	769	\$7.89	Hourly
Substitute Lunchroom Monitor	862	\$7.59	Hourly
Substitute School Nutrition Assistant	645	\$7.59	Hourly
Substitute Secretary	884	\$10.46	Hourly
Substitute Secretary, Former NPS Employee with 5+ Years of Experience	658	\$12.55	Hourly
Substitute Security Officer	877	\$10.25	Hourly
Substitute Teacher with or without Four-Year Degree, Daily Assignment	646	\$11.46	Hourly
Substitute Teacher without Four-Year Degree, Long-Term Assignment	657	\$15.65	Hourly
Substitute Teacher with Four-Year Degree, Long-Term Assignment	670	\$20.50	Hourly
Substitute Teacher Assistant	652	\$9.31	Hourly
Swimming Coach (High School)	706	\$2,589	Annual
Swimming Instructor	865	\$11.64	Hourly
Teacher Assistant, Difficult Duties	753	\$1,113	Annual
Teacher Assistant, Regular Part-Time	869	\$9.31	Hourly
Teacher Assistant with Bachelor's Degree	754	\$1,158	Annual
Tennis Coach (High School)	720	\$2,108	Annual
Tennis Coach (Middle School)	737	\$1,018	Annual
Test Proctor	852	\$22.84	Hourly
Ticket Taker	694	\$11.62*	Hourly
Timer	693	\$10.35*	Hourly
Title I Assistant, After School	893	\$9.53	Hourly
Title I Assistant, During School	652	\$9.31	Hourly
Title I Teacher	844	\$22.84	Hourly
Track Coach (Middle School)	740	\$1,018	Annual
Track Coach, Assistant (High School)	722	\$1,864	Annual
Track Coach, Head (High School)	715	\$2,589	Annual
Video	699	\$12.45*	Hourly
Volleyball Coach (High School)	726	\$2,589	Annual
Volleyball Coach (Middle School)	741	\$1,018	Annual
Warehouse Worker	640	\$7.59	Hourly
Wrestling Coach (Middle School)	743	\$1,018	Annual
Wrestling Coach, Assistant (High School)	709	\$1,874	Annual
Wrestling Coach, Head (High School)	704	\$3,267	Annual

* 3 Hour Maximum | ** 5 Hour Maximum

Fair Labor Standards Act

The Fair Labor Standards Act (FLSA) is the federal law governing hours worked and pay for all non-exempt employees. It is imperative that we are and remain in compliance with this law. To support principals and department heads to this end, the following guidelines must be adhered to:

- FLSA pertains to those employees who are “non-exempt” from the law. Generally, this would refer to all employees except degreed or administrative employees (i.e. teachers, guidance counselors, principals, assistant principals, central office administrators).
- In the case of a dispute involving FLSA, the burden of proof of time worked is solely on the employer. Therefore, accurate records of all time worked by non-exempt employees is an essential requirement of the law.
- To comply with the law, a record must be kept when non-exempt employees begin and end work and when they take breaks, which are on their own time, such as lunch or leave.
- Non-exempt employees are not permitted to work before their regular starting time nor are they permitted to work beyond their normal quitting time. Likewise, they may not work through their scheduled lunch period nor take work home to be finished that they could not finish during their regular workday. It is the school division’s responsibility (administrators/supervisors) to ensure that non-exempt employees do not begin work early, stay late, work through lunch, or take work home. If non-exempt employees work during these periods, they must be compensated, which will directly impact departmental/school budgets.
- Non-exempt employees must be informed of the rules the law imposes on the school division and informed that administrators/supervisors have no choice but to enforce these rules in order to abide by the law. This information will be shared with employees under separate cover so they will have knowledge of what is and is not allowed under this law.

Administrators/supervisors will be held responsible for enforcing this policy to the extent that, if necessary, disciplinary action may be required to ensure compliance on the part of employees. Please contact Mrs. Amanda Schilling, Human Resources Generalist, at 628-3910 ext. 21305, with questions regarding the FLSA.