



GLOUCESTER COUNTY

PUBLIC SCHOOLS

Pay Plan 2023-2024

DRAFT

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National Board Certification Program for Teachers

Gloucester County Public Schools recognizes and supports the benefits of the National Board Certification Program for teachers. To this end, a \$2,500 supplement will be guaranteed to teachers for the first year they are certified. In as much as the Commonwealth of Virginia also recognizes employees with a financial incentive, Gloucester County Public Schools will adhere to the following procedures:

1. Up to \$600 (less any grants received) will be reimbursed to teachers upon satisfactory completion of each component of the NBCT certification process.
2. Once a teacher is notified (usually in the fall) that they have achieved National Board Certification, Gloucester County Public Schools guarantees a \$2,500 supplement for that school year.
3. Currently, the Commonwealth of Virginia provides a financial incentive for years beyond initial certification. For those years, Gloucester County Public Schools guarantees that if state support falls below the \$2,500 level, Gloucester County Public Schools will make up any difference, up to and including the entire \$2,500.

Reference: Policy File No. GBBC-R (Tuition Assistance)

Teacher Pay Scale 2023-24					
Steps	Bachelor's	+15 hours	Masters	Dual Masters	Doctorate
0	49,050	50,270	53,617	55,903	58,184
1	49,688	50,908	54,255	56,541	58,822
2	50,334	51,554	54,901	57,187	59,468
3	50,988	52,208	55,555	57,841	60,122
4	51,651	52,871	56,218	58,504	60,785
5	52,322	53,542	56,889	59,175	61,456
6	53,002	54,222	57,569	59,855	62,136
7	53,691	54,911	58,258	60,544	62,825
8	54,389	55,609	58,956	61,242	63,523
9	55,097	56,317	59,664	61,950	64,231
10	55,813	57,033	60,380	62,666	64,947
11	56,538	57,758	61,105	63,391	65,672
12	57,273	58,493	61,840	64,126	66,407
13	58,018	59,238	62,585	64,871	67,152
14	58,772	59,992	63,339	65,625	67,906
15	59,536	60,756	64,103	66,389	68,670
16	60,310	61,530	64,877	67,163	69,444
17	61,094	62,314	65,661	67,947	70,228
18	61,888	63,108	66,455	68,741	71,022
19	62,693	63,913	67,260	69,546	71,827
20	63,790	65,010	68,357	70,643	72,924
21	64,906	66,126	69,473	71,759	74,040
22	66,042	67,262	70,609	72,895	75,176
23	67,198	68,418	71,765	74,051	76,332
24	68,374	69,594	72,941	75,227	77,508
25	69,570	70,790	74,137	76,423	78,704
26	70,788	72,008	75,355	77,641	79,922
27	72,027	73,247	76,594	78,880	81,161
28	73,287	74,507	77,854	80,140	82,421
29	74,570	75,790	79,137	81,423	83,704
30	75,875	77,095	80,442	82,728	85,009

Notes

- Steps on the Teacher Pay Scale are equal to the completed years of full-time creditable service, as determined by the Office of Human Resources.
- Fifteen semester hours in an approved Master's degree program must be completed to qualify for salary placement in Lane 2 (employee must be currently enrolled in a program).
- Placement in Lane 4 also includes teachers having completed the C.A.G .S. (Certificate of Advanced Graduate Study), C.A.S. (Certificate of Advanced Studies), or the Ed.S. (Education Specialist) degree as documented on official college/university transcripts.

**Administrative Associate I Pay Scale
2023-24**

Step	Lane I				Lane II				Lane III			
	Hourly Rate	Annual			Hourly Rate	Annual			Hourly Rate	Annual		
		198 Days	11 months	12 months		198 Days	11 months	12 months		198 Days	11 months	12 months
Step 0	\$ 15.86	\$ 23,552	\$ 26,169	\$ 29,262	\$ 16.66	\$ 24,740	\$ 27,489	\$ 30,738	\$ 17.21	\$ 25,557	\$ 28,397	\$ 31,752
Step 1	\$ 16.11	\$ 23,929	\$ 26,588	\$ 29,730	\$ 16.93	\$ 25,136	\$ 27,929	\$ 31,230	\$ 17.49	\$ 25,966	\$ 28,851	\$ 32,260
Step 2	\$ 16.37	\$ 24,312	\$ 27,013	\$ 30,206	\$ 17.20	\$ 25,538	\$ 28,376	\$ 31,729	\$ 17.77	\$ 26,381	\$ 29,312	\$ 32,777
Step 3	\$ 16.63	\$ 24,701	\$ 27,445	\$ 30,689	\$ 17.47	\$ 25,947	\$ 28,830	\$ 32,237	\$ 18.05	\$ 26,803	\$ 29,781	\$ 33,301
Step 4	\$ 16.90	\$ 25,096	\$ 27,884	\$ 31,180	\$ 17.75	\$ 26,362	\$ 29,291	\$ 32,753	\$ 18.34	\$ 27,232	\$ 30,258	\$ 33,834
Step 5	\$ 17.17	\$ 25,498	\$ 28,331	\$ 31,679	\$ 18.04	\$ 26,784	\$ 29,760	\$ 33,277	\$ 18.63	\$ 27,668	\$ 30,742	\$ 34,375
Step 6	\$ 17.44	\$ 25,905	\$ 28,784	\$ 32,186	\$ 18.32	\$ 27,212	\$ 30,236	\$ 33,809	\$ 18.93	\$ 28,111	\$ 31,234	\$ 34,925
Step 7	\$ 17.72	\$ 26,320	\$ 29,244	\$ 32,701	\$ 18.62	\$ 27,648	\$ 30,720	\$ 34,350	\$ 19.23	\$ 28,560	\$ 31,734	\$ 35,484
Step 8	\$ 18.01	\$ 26,741	\$ 29,712	\$ 33,224	\$ 18.92	\$ 28,090	\$ 31,211	\$ 34,900	\$ 19.54	\$ 29,017	\$ 32,241	\$ 36,052
Step 9	\$ 18.30	\$ 27,169	\$ 30,188	\$ 33,755	\$ 19.22	\$ 28,539	\$ 31,710	\$ 35,458	\$ 19.85	\$ 29,482	\$ 32,757	\$ 36,629
Step 10	\$ 18.59	\$ 27,604	\$ 30,671	\$ 34,295	\$ 19.53	\$ 28,996	\$ 32,218	\$ 36,025	\$ 20.17	\$ 29,953	\$ 33,281	\$ 37,215
Step 11	\$ 18.89	\$ 28,045	\$ 31,161	\$ 34,844	\$ 19.84	\$ 29,460	\$ 32,733	\$ 36,602	\$ 20.49	\$ 30,433	\$ 33,814	\$ 37,810
Step 12	\$ 19.19	\$ 28,494	\$ 31,660	\$ 35,402	\$ 20.16	\$ 29,931	\$ 33,257	\$ 37,187	\$ 20.82	\$ 30,919	\$ 34,355	\$ 38,415
Step 13	\$ 19.49	\$ 28,950	\$ 32,167	\$ 35,968	\$ 20.48	\$ 30,410	\$ 33,789	\$ 37,782	\$ 21.15	\$ 31,414	\$ 34,905	\$ 39,030
Step 14	\$ 19.81	\$ 29,413	\$ 32,681	\$ 36,544	\$ 20.81	\$ 30,897	\$ 34,330	\$ 38,387	\$ 21.49	\$ 31,917	\$ 35,463	\$ 39,654
Step 15	\$ 20.12	\$ 29,884	\$ 33,204	\$ 37,128	\$ 21.14	\$ 31,391	\$ 34,879	\$ 39,001	\$ 21.84	\$ 32,427	\$ 36,031	\$ 40,289
Step 16	\$ 20.45	\$ 30,362	\$ 33,735	\$ 37,722	\$ 21.48	\$ 31,893	\$ 35,437	\$ 39,625	\$ 22.19	\$ 32,946	\$ 36,607	\$ 40,933
Step 17	\$ 20.77	\$ 30,848	\$ 34,275	\$ 38,326	\$ 21.82	\$ 32,404	\$ 36,004	\$ 40,259	\$ 22.54	\$ 33,473	\$ 37,193	\$ 41,588
Step 18	\$ 21.11	\$ 31,341	\$ 34,824	\$ 38,939	\$ 22.17	\$ 32,922	\$ 36,580	\$ 40,903	\$ 22.90	\$ 34,009	\$ 37,788	\$ 42,254
Step 19	\$ 21.44	\$ 31,843	\$ 35,381	\$ 39,562	\$ 22.52	\$ 33,449	\$ 37,165	\$ 41,558	\$ 23.27	\$ 34,553	\$ 38,392	\$ 42,930
Step 20	\$ 21.79	\$ 32,352	\$ 35,947	\$ 40,195	\$ 22.88	\$ 33,984	\$ 37,760	\$ 42,223	\$ 23.64	\$ 35,106	\$ 39,007	\$ 43,617
Step 21	\$ 22.13	\$ 32,870	\$ 36,522	\$ 40,838	\$ 23.25	\$ 34,528	\$ 38,364	\$ 42,898	\$ 24.02	\$ 35,668	\$ 39,631	\$ 44,314
Step 22	\$ 22.49	\$ 33,396	\$ 37,106	\$ 41,492	\$ 23.62	\$ 35,080	\$ 38,978	\$ 43,585	\$ 24.40	\$ 36,238	\$ 40,265	\$ 45,023
Step 23	\$ 22.85	\$ 33,930	\$ 37,700	\$ 42,156	\$ 24.00	\$ 35,642	\$ 39,602	\$ 44,282	\$ 24.79	\$ 36,818	\$ 40,909	\$ 45,744
Step 24	\$ 23.21	\$ 34,473	\$ 38,303	\$ 42,830	\$ 24.39	\$ 36,212	\$ 40,235	\$ 44,990	\$ 25.19	\$ 37,407	\$ 41,564	\$ 46,476
Step 25	\$ 23.59	\$ 35,025	\$ 38,916	\$ 43,515	\$ 24.78	\$ 36,791	\$ 40,879	\$ 45,710	\$ 25.59	\$ 38,006	\$ 42,229	\$ 47,219
Step 26	\$ 23.96	\$ 35,585	\$ 39,539	\$ 44,212	\$ 25.17	\$ 37,380	\$ 41,533	\$ 46,442	\$ 26.00	\$ 38,614	\$ 42,904	\$ 47,975
Step 27	\$ 24.35	\$ 36,154	\$ 40,171	\$ 44,919	\$ 25.57	\$ 37,978	\$ 42,198	\$ 47,185	\$ 26.42	\$ 39,232	\$ 43,591	\$ 48,742
Step 28	\$ 24.74	\$ 36,733	\$ 40,814	\$ 45,638	\$ 25.98	\$ 38,586	\$ 42,873	\$ 47,940	\$ 26.84	\$ 39,859	\$ 44,288	\$ 49,522
Step 29	\$ 25.13	\$ 37,320	\$ 41,467	\$ 46,368	\$ 26.40	\$ 39,203	\$ 43,559	\$ 48,707	\$ 27.27	\$ 40,497	\$ 44,997	\$ 50,315
Step 30	\$ 25.53	\$ 37,918	\$ 42,131	\$ 47,110	\$ 26.82	\$ 39,830	\$ 44,256	\$ 49,486	\$ 27.71	\$ 41,145	\$ 45,717	\$ 51,120

7.5 Hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework

Lane II - 60+ hours of college coursework and/or Associate's degree

Lane III - Bachelor's degree +

**Administrative Associate II Pay Scale
2023-24**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 18.33	\$ 33,819	\$ 18.87	\$ 34,815	\$ 19.41	\$ 35,811
Step 1	\$ 18.62	\$ 34,360	\$ 19.17	\$ 35,372	\$ 19.72	\$ 36,384
Step 2	\$ 18.92	\$ 34,910	\$ 19.48	\$ 35,938	\$ 20.04	\$ 36,967
Step 3	\$ 19.22	\$ 35,468	\$ 19.79	\$ 36,513	\$ 20.36	\$ 37,558
Step 4	\$ 19.53	\$ 36,036	\$ 20.11	\$ 37,097	\$ 20.68	\$ 38,159
Step 5	\$ 19.84	\$ 36,612	\$ 20.43	\$ 37,691	\$ 21.01	\$ 38,770
Step 6	\$ 20.16	\$ 37,198	\$ 20.76	\$ 38,294	\$ 21.35	\$ 39,390
Step 7	\$ 20.48	\$ 37,793	\$ 21.09	\$ 38,907	\$ 21.69	\$ 40,020
Step 8	\$ 20.81	\$ 38,398	\$ 21.43	\$ 39,529	\$ 22.04	\$ 40,660
Step 9	\$ 21.14	\$ 39,012	\$ 21.77	\$ 40,162	\$ 22.39	\$ 41,311
Step 10	\$ 21.48	\$ 39,637	\$ 22.12	\$ 40,804	\$ 22.75	\$ 41,972
Step 11	\$ 21.83	\$ 40,271	\$ 22.47	\$ 41,457	\$ 23.11	\$ 42,643
Step 12	\$ 22.18	\$ 40,915	\$ 22.83	\$ 42,120	\$ 23.48	\$ 43,326
Step 13	\$ 22.53	\$ 41,570	\$ 23.19	\$ 42,794	\$ 23.86	\$ 44,019
Step 14	\$ 22.89	\$ 42,235	\$ 23.57	\$ 43,479	\$ 24.24	\$ 44,723
Step 15	\$ 23.26	\$ 42,911	\$ 23.94	\$ 44,175	\$ 24.63	\$ 45,439
Step 16	\$ 23.63	\$ 43,597	\$ 24.33	\$ 44,882	\$ 25.02	\$ 46,166
Step 17	\$ 24.01	\$ 44,295	\$ 24.72	\$ 45,600	\$ 25.42	\$ 46,905
Step 18	\$ 24.39	\$ 45,003	\$ 25.11	\$ 46,329	\$ 25.83	\$ 47,655
Step 19	\$ 24.78	\$ 45,723	\$ 25.51	\$ 47,070	\$ 26.24	\$ 48,417
Step 20	\$ 25.18	\$ 46,455	\$ 25.92	\$ 47,824	\$ 26.66	\$ 49,192
Step 21	\$ 25.58	\$ 47,198	\$ 26.34	\$ 48,589	\$ 27.09	\$ 49,979
Step 22	\$ 25.99	\$ 47,954	\$ 26.76	\$ 49,366	\$ 27.52	\$ 50,779
Step 23	\$ 26.41	\$ 48,721	\$ 27.18	\$ 50,156	\$ 27.96	\$ 51,591
Step 24	\$ 26.83	\$ 49,500	\$ 27.62	\$ 50,959	\$ 28.41	\$ 52,417
Step 25	\$ 27.26	\$ 50,292	\$ 28.06	\$ 51,774	\$ 28.86	\$ 53,256
Step 26	\$ 27.69	\$ 51,097	\$ 28.51	\$ 52,602	\$ 29.33	\$ 54,108
Step 27	\$ 28.14	\$ 51,915	\$ 28.97	\$ 53,444	\$ 29.80	\$ 54,973
Step 28	\$ 28.59	\$ 52,745	\$ 29.43	\$ 54,299	\$ 30.27	\$ 55,853
Step 29	\$ 29.05	\$ 53,589	\$ 29.90	\$ 55,168	\$ 30.76	\$ 56,747
Step 30	\$ 29.51	\$ 54,447	\$ 30.38	\$ 56,051	\$ 31.25	\$ 57,654

7.5 Hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework

Lane II - 60+ hours of college coursework and/or Associate's degree

Lane III - Bachelor's degree +

**Bus Assistant Pay Scale
2023-24**

Step	Hourly Rate	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
Step 0	\$ 15.06	\$ 8,132	\$ 9,488	\$ 10,843	\$ 12,199	\$ 13,554	\$ 14,909	\$ 16,265	\$ 17,620	\$ 18,976	\$ 20,331	\$ 21,686
Step 1	\$ 15.30	\$ 8,263	\$ 9,640	\$ 11,017	\$ 12,394	\$ 13,771	\$ 15,148	\$ 16,525	\$ 17,902	\$ 19,279	\$ 20,656	\$ 22,033
Step 2	\$ 15.55	\$ 8,395	\$ 9,794	\$ 11,193	\$ 12,592	\$ 13,991	\$ 15,390	\$ 16,789	\$ 18,189	\$ 19,588	\$ 20,987	\$ 22,386
Step 3	\$ 15.79	\$ 8,529	\$ 9,951	\$ 11,372	\$ 12,794	\$ 14,215	\$ 15,637	\$ 17,058	\$ 18,480	\$ 19,901	\$ 21,323	\$ 22,744
Step 4	\$ 16.05	\$ 8,665	\$ 10,110	\$ 11,554	\$ 12,998	\$ 14,442	\$ 15,887	\$ 17,331	\$ 18,775	\$ 20,219	\$ 21,664	\$ 23,108
Step 5	\$ 16.30	\$ 8,804	\$ 10,272	\$ 11,739	\$ 13,206	\$ 14,674	\$ 16,141	\$ 17,608	\$ 19,076	\$ 20,543	\$ 22,010	\$ 23,478
Step 6	\$ 16.56	\$ 8,945	\$ 10,436	\$ 11,927	\$ 13,418	\$ 14,908	\$ 16,399	\$ 17,890	\$ 19,381	\$ 20,872	\$ 22,363	\$ 23,853
Step 7	\$ 16.83	\$ 9,088	\$ 10,603	\$ 12,118	\$ 13,632	\$ 15,147	\$ 16,662	\$ 18,176	\$ 19,691	\$ 21,206	\$ 22,720	\$ 24,235
Step 8	\$ 17.10	\$ 9,234	\$ 10,772	\$ 12,311	\$ 13,850	\$ 15,389	\$ 16,928	\$ 18,467	\$ 20,006	\$ 21,545	\$ 23,084	\$ 24,623
Step 9	\$ 17.37	\$ 9,381	\$ 10,945	\$ 12,508	\$ 14,072	\$ 15,635	\$ 17,199	\$ 18,763	\$ 20,326	\$ 21,890	\$ 23,453	\$ 25,017
Step 10	\$ 17.65	\$ 9,531	\$ 11,120	\$ 12,709	\$ 14,297	\$ 15,886	\$ 17,474	\$ 19,063	\$ 20,651	\$ 22,240	\$ 23,828	\$ 25,417
Step 11	\$ 17.93	\$ 9,684	\$ 11,298	\$ 12,912	\$ 14,526	\$ 16,140	\$ 17,754	\$ 19,368	\$ 20,982	\$ 22,596	\$ 24,210	\$ 25,824
Step 12	\$ 18.22	\$ 9,839	\$ 11,479	\$ 13,118	\$ 14,758	\$ 16,398	\$ 18,038	\$ 19,678	\$ 21,317	\$ 22,957	\$ 24,597	\$ 26,237
Step 13	\$ 18.51	\$ 9,996	\$ 11,662	\$ 13,328	\$ 14,994	\$ 16,660	\$ 18,326	\$ 19,992	\$ 21,659	\$ 23,325	\$ 24,991	\$ 26,657
Step 14	\$ 18.81	\$ 10,156	\$ 11,849	\$ 13,542	\$ 15,234	\$ 16,927	\$ 18,620	\$ 20,312	\$ 22,005	\$ 23,698	\$ 25,390	\$ 27,083
Step 15	\$ 19.11	\$ 10,319	\$ 12,038	\$ 13,758	\$ 15,478	\$ 17,198	\$ 18,918	\$ 20,637	\$ 22,357	\$ 24,077	\$ 25,797	\$ 27,516
Step 16	\$ 19.41	\$ 10,484	\$ 12,231	\$ 13,978	\$ 15,726	\$ 17,473	\$ 19,220	\$ 20,968	\$ 22,715	\$ 24,462	\$ 26,209	\$ 27,957
Step 17	\$ 19.73	\$ 10,652	\$ 12,427	\$ 14,202	\$ 15,977	\$ 17,753	\$ 19,528	\$ 21,303	\$ 23,078	\$ 24,854	\$ 26,629	\$ 28,404
Step 18	\$ 20.04	\$ 10,822	\$ 12,626	\$ 14,429	\$ 16,233	\$ 18,037	\$ 19,840	\$ 21,644	\$ 23,448	\$ 25,251	\$ 27,055	\$ 28,859
Step 19	\$ 20.36	\$ 10,995	\$ 12,828	\$ 14,660	\$ 16,493	\$ 18,325	\$ 20,158	\$ 21,990	\$ 23,823	\$ 25,655	\$ 27,488	\$ 29,320
Step 20	\$ 20.69	\$ 11,171	\$ 13,033	\$ 14,895	\$ 16,757	\$ 18,618	\$ 20,480	\$ 22,342	\$ 24,204	\$ 26,066	\$ 27,928	\$ 29,789
Step 21	\$ 21.02	\$ 11,350	\$ 13,241	\$ 15,133	\$ 17,025	\$ 18,916	\$ 20,808	\$ 22,700	\$ 24,591	\$ 26,483	\$ 28,374	\$ 30,266
Step 22	\$ 21.35	\$ 11,531	\$ 13,453	\$ 15,375	\$ 17,297	\$ 19,219	\$ 21,141	\$ 23,063	\$ 24,985	\$ 26,906	\$ 28,828	\$ 30,750
Step 23	\$ 21.70	\$ 11,716	\$ 13,668	\$ 15,621	\$ 17,574	\$ 19,526	\$ 21,479	\$ 23,432	\$ 25,384	\$ 27,337	\$ 29,290	\$ 31,242
Step 24	\$ 22.04	\$ 11,903	\$ 13,887	\$ 15,871	\$ 17,855	\$ 19,839	\$ 21,823	\$ 23,807	\$ 25,791	\$ 27,774	\$ 29,758	\$ 31,742
Step 25	\$ 22.40	\$ 12,094	\$ 14,109	\$ 16,125	\$ 18,141	\$ 20,156	\$ 22,172	\$ 24,188	\$ 26,203	\$ 28,219	\$ 30,234	\$ 32,250
Step 26	\$ 22.75	\$ 12,287	\$ 14,335	\$ 16,383	\$ 18,431	\$ 20,479	\$ 22,527	\$ 24,575	\$ 26,622	\$ 28,670	\$ 30,718	\$ 32,766
Step 27	\$ 23.12	\$ 12,484	\$ 14,565	\$ 16,645	\$ 18,726	\$ 20,806	\$ 22,887	\$ 24,968	\$ 27,048	\$ 29,129	\$ 31,210	\$ 33,290
Step 28	\$ 23.49	\$ 12,684	\$ 14,798	\$ 16,911	\$ 19,025	\$ 21,139	\$ 23,253	\$ 25,367	\$ 27,481	\$ 29,595	\$ 31,709	\$ 33,823
Step 29	\$ 23.86	\$ 12,887	\$ 15,034	\$ 17,182	\$ 19,330	\$ 21,478	\$ 23,625	\$ 25,773	\$ 27,921	\$ 30,069	\$ 32,216	\$ 34,364
Step 30	\$ 24.25	\$ 13,093	\$ 15,275	\$ 17,457	\$ 19,639	\$ 21,821	\$ 24,003	\$ 26,185	\$ 28,368	\$ 30,550	\$ 32,732	\$ 34,914

**Bus Driver Pay Scale
2023-24**

Step	Hourly Rate	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
Step 0	\$18.61	\$10,050	\$11,725	\$13,400	\$15,075	\$16,749	\$18,424	\$20,099	\$21,774	\$23,449	\$25,124	\$26,799
Step 1	\$18.91	\$10,211	\$11,912	\$13,614	\$15,316	\$17,017	\$18,719	\$20,421	\$22,123	\$23,824	\$25,526	\$27,228
Step 2	\$19.21	\$10,374	\$12,103	\$13,832	\$15,561	\$17,290	\$19,019	\$20,748	\$22,477	\$24,205	\$25,934	\$27,663
Step 3	\$19.52	\$10,540	\$12,297	\$14,053	\$15,810	\$17,566	\$19,323	\$21,080	\$22,836	\$24,593	\$26,349	\$28,106
Step 4	\$19.83	\$10,709	\$12,493	\$14,278	\$16,063	\$17,847	\$19,632	\$21,417	\$23,202	\$24,986	\$26,771	\$28,556
Step 5	\$20.15	\$10,880	\$12,693	\$14,506	\$16,320	\$18,133	\$19,946	\$21,759	\$23,573	\$25,386	\$27,199	\$29,012
Step 6	\$20.47	\$11,054	\$12,896	\$14,739	\$16,581	\$18,423	\$20,265	\$22,108	\$23,950	\$25,792	\$27,634	\$29,477
Step 7	\$20.80	\$11,231	\$13,103	\$14,974	\$16,846	\$18,718	\$20,590	\$22,461	\$24,333	\$26,205	\$28,077	\$29,948
Step 8	\$21.13	\$11,411	\$13,312	\$15,214	\$17,116	\$19,017	\$20,919	\$22,821	\$24,722	\$26,624	\$28,526	\$30,427
Step 9	\$21.47	\$11,593	\$13,525	\$15,457	\$17,390	\$19,322	\$21,254	\$23,186	\$25,118	\$27,050	\$28,982	\$30,914
Step 10	\$21.81	\$11,779	\$13,742	\$15,705	\$17,668	\$19,631	\$21,594	\$23,557	\$25,520	\$27,483	\$29,446	\$31,409
Step 11	\$22.16	\$11,967	\$13,962	\$15,956	\$17,950	\$19,945	\$21,939	\$23,934	\$25,928	\$27,923	\$29,917	\$31,911
Step 12	\$22.51	\$12,159	\$14,185	\$16,211	\$18,238	\$20,264	\$22,290	\$24,317	\$26,343	\$28,369	\$30,396	\$32,422
Step 13	\$22.88	\$12,353	\$14,412	\$16,471	\$18,529	\$20,588	\$22,647	\$24,706	\$26,764	\$28,823	\$30,882	\$32,941
Step 14	\$23.24	\$12,551	\$14,642	\$16,734	\$18,826	\$20,918	\$23,009	\$25,101	\$27,193	\$29,284	\$31,376	\$33,468
Step 15	\$23.61	\$12,752	\$14,877	\$17,002	\$19,127	\$21,252	\$23,377	\$25,503	\$27,628	\$29,753	\$31,878	\$34,003
Step 16	\$23.99	\$12,956	\$15,115	\$17,274	\$19,433	\$21,592	\$23,751	\$25,911	\$28,070	\$30,229	\$32,388	\$34,547
Step 17	\$24.37	\$13,163	\$15,357	\$17,550	\$19,744	\$21,938	\$24,131	\$26,325	\$28,519	\$30,713	\$32,906	\$35,100
Step 18	\$24.76	\$13,373	\$15,602	\$17,831	\$20,060	\$22,289	\$24,518	\$26,746	\$28,975	\$31,204	\$33,433	\$35,662
Step 19	\$25.16	\$13,587	\$15,852	\$18,116	\$20,381	\$22,645	\$24,910	\$27,174	\$29,439	\$31,703	\$33,968	\$36,232
Step 20	\$25.56	\$13,805	\$16,106	\$18,406	\$20,707	\$23,008	\$25,308	\$27,609	\$29,910	\$32,211	\$34,511	\$36,812
Step 21	\$25.97	\$14,026	\$16,363	\$18,701	\$21,038	\$23,376	\$25,713	\$28,051	\$30,388	\$32,726	\$35,063	\$37,401
Step 22	\$26.39	\$14,250	\$16,625	\$19,000	\$21,375	\$23,750	\$26,125	\$28,500	\$30,875	\$33,249	\$35,624	\$37,999
Step 23	\$26.81	\$14,478	\$16,891	\$19,304	\$21,717	\$24,130	\$26,543	\$28,956	\$31,369	\$33,781	\$36,194	\$38,607
Step 24	\$27.24	\$14,710	\$17,161	\$19,613	\$22,064	\$24,516	\$26,967	\$29,419	\$31,870	\$34,322	\$36,774	\$39,225
Step 25	\$27.68	\$14,945	\$17,436	\$19,927	\$22,417	\$24,908	\$27,399	\$29,890	\$32,380	\$34,871	\$37,362	\$39,853
Step 26	\$28.12	\$15,184	\$17,715	\$20,245	\$22,776	\$25,307	\$27,837	\$30,368	\$32,898	\$35,429	\$37,960	\$40,490
Step 27	\$28.57	\$15,427	\$17,998	\$20,569	\$23,140	\$25,712	\$28,283	\$30,854	\$33,425	\$35,996	\$38,567	\$41,138
Step 28	\$29.02	\$15,674	\$18,286	\$20,898	\$23,511	\$26,123	\$28,735	\$31,347	\$33,960	\$36,572	\$39,184	\$41,796
Step 29	\$29.49	\$15,925	\$18,579	\$21,233	\$23,887	\$26,541	\$29,195	\$31,849	\$34,503	\$37,157	\$39,811	\$42,465
Step 30	\$29.96	\$16,179	\$18,876	\$21,572	\$24,269	\$26,965	\$29,662	\$32,358	\$35,055	\$37,751	\$40,448	\$43,144

180 Days

**Cafeteria Manager Pay Scale
2023-24**

Step	0 - 1000 Students			1000+ Students		
	Hourly Rate	Annual		Hourly Rate	Annual	
		7.5 hours	8 hours		7.5 hours	8 hours
Step 0	\$ 17.06	\$ 23,671	\$ 25,249	\$ 18.61	\$ 25,821	\$ 27,543
Step 1	\$ 17.33	\$ 24,049	\$ 25,653	\$ 18.91	\$ 26,235	\$ 27,983
Step 2	\$ 17.61	\$ 24,434	\$ 26,063	\$ 19.21	\$ 26,654	\$ 28,431
Step 3	\$ 17.89	\$ 24,825	\$ 26,480	\$ 19.52	\$ 27,081	\$ 28,886
Step 4	\$ 18.18	\$ 25,222	\$ 26,904	\$ 19.83	\$ 27,514	\$ 29,348
Step 5	\$ 18.47	\$ 25,626	\$ 27,334	\$ 20.15	\$ 27,954	\$ 29,818
Step 6	\$ 18.76	\$ 26,036	\$ 27,772	\$ 20.47	\$ 28,402	\$ 30,295
Step 7	\$ 19.06	\$ 26,453	\$ 28,216	\$ 20.80	\$ 28,856	\$ 30,780
Step 8	\$ 19.37	\$ 26,876	\$ 28,668	\$ 21.13	\$ 29,318	\$ 31,272
Step 9	\$ 19.68	\$ 27,306	\$ 29,126	\$ 21.47	\$ 29,787	\$ 31,773
Step 10	\$ 19.99	\$ 27,743	\$ 29,592	\$ 21.81	\$ 30,263	\$ 32,281
Step 11	\$ 20.31	\$ 28,187	\$ 30,066	\$ 22.16	\$ 30,748	\$ 32,797
Step 12	\$ 20.64	\$ 28,638	\$ 30,547	\$ 22.51	\$ 31,239	\$ 33,322
Step 13	\$ 20.97	\$ 29,096	\$ 31,036	\$ 22.88	\$ 31,739	\$ 33,855
Step 14	\$ 21.31	\$ 29,561	\$ 31,532	\$ 23.24	\$ 32,247	\$ 34,397
Step 15	\$ 21.65	\$ 30,034	\$ 32,037	\$ 23.61	\$ 32,763	\$ 34,947
Step 16	\$ 21.99	\$ 30,515	\$ 32,549	\$ 23.99	\$ 33,287	\$ 35,506
Step 17	\$ 22.34	\$ 31,003	\$ 33,070	\$ 24.37	\$ 33,820	\$ 36,075
Step 18	\$ 22.70	\$ 31,499	\$ 33,599	\$ 24.76	\$ 34,361	\$ 36,652
Step 19	\$ 23.07	\$ 32,003	\$ 34,137	\$ 25.16	\$ 34,911	\$ 37,238
Step 20	\$ 23.43	\$ 32,515	\$ 34,683	\$ 25.56	\$ 35,469	\$ 37,834
Step 21	\$ 23.81	\$ 33,035	\$ 35,238	\$ 25.97	\$ 36,037	\$ 38,439
Step 22	\$ 24.19	\$ 33,564	\$ 35,802	\$ 26.39	\$ 36,613	\$ 39,054
Step 23	\$ 24.58	\$ 34,101	\$ 36,374	\$ 26.81	\$ 37,199	\$ 39,679
Step 24	\$ 24.97	\$ 34,647	\$ 36,956	\$ 27.24	\$ 37,794	\$ 40,314
Step 25	\$ 25.37	\$ 35,201	\$ 37,548	\$ 27.68	\$ 38,399	\$ 40,959
Step 26	\$ 25.78	\$ 35,764	\$ 38,148	\$ 28.12	\$ 39,014	\$ 41,614
Step 27	\$ 26.19	\$ 36,336	\$ 38,759	\$ 28.57	\$ 39,638	\$ 42,280
Step 28	\$ 26.61	\$ 36,918	\$ 39,379	\$ 29.02	\$ 40,272	\$ 42,957
Step 29	\$ 27.03	\$ 37,508	\$ 40,009	\$ 29.49	\$ 40,916	\$ 43,644
Step 30	\$ 27.47	\$ 38,109	\$ 40,649	\$ 29.96	\$ 41,571	\$ 44,342

**Cafeteria Assistant Manager Pay Scale
2023-24**

Step	0-1000 Students			1000+ Students		
	Hourly Rate	Annual		Hourly Rate	Annual	
		7 hours	8 hours		7 hours	8 hours
Step 0	\$ 16.03	\$ 20,422	\$ 23,340	\$ 16.54	\$ 21,072	\$ 24,082
Step 1	\$ 16.29	\$ 20,749	\$ 23,713	\$ 16.80	\$ 21,409	\$ 24,468
Step 2	\$ 16.55	\$ 21,081	\$ 24,093	\$ 17.07	\$ 21,752	\$ 24,859
Step 3	\$ 16.81	\$ 21,418	\$ 24,478	\$ 17.35	\$ 22,100	\$ 25,257
Step 4	\$ 17.08	\$ 21,761	\$ 24,870	\$ 17.62	\$ 22,453	\$ 25,661
Step 5	\$ 17.35	\$ 22,109	\$ 25,268	\$ 17.91	\$ 22,813	\$ 26,071
Step 6	\$ 17.63	\$ 22,463	\$ 25,672	\$ 18.19	\$ 23,178	\$ 26,489
Step 7	\$ 17.91	\$ 22,822	\$ 26,083	\$ 18.48	\$ 23,548	\$ 26,912
Step 8	\$ 18.20	\$ 23,187	\$ 26,500	\$ 18.78	\$ 23,925	\$ 27,343
Step 9	\$ 18.49	\$ 23,558	\$ 26,924	\$ 19.08	\$ 24,308	\$ 27,781
Step 10	\$ 18.79	\$ 23,935	\$ 27,355	\$ 19.39	\$ 24,697	\$ 28,225
Step 11	\$ 19.09	\$ 24,318	\$ 27,792	\$ 19.70	\$ 25,092	\$ 28,677
Step 12	\$ 19.39	\$ 24,707	\$ 28,237	\$ 20.01	\$ 25,493	\$ 29,135
Step 13	\$ 19.70	\$ 25,103	\$ 28,689	\$ 20.33	\$ 25,901	\$ 29,602
Step 14	\$ 20.02	\$ 25,504	\$ 29,148	\$ 20.66	\$ 26,316	\$ 30,075
Step 15	\$ 20.34	\$ 25,912	\$ 29,614	\$ 20.99	\$ 26,737	\$ 30,556
Step 16	\$ 20.66	\$ 26,327	\$ 30,088	\$ 21.32	\$ 27,165	\$ 31,045
Step 17	\$ 21.00	\$ 26,748	\$ 30,569	\$ 21.66	\$ 27,599	\$ 31,542
Step 18	\$ 21.33	\$ 27,176	\$ 31,059	\$ 22.01	\$ 28,041	\$ 32,047
Step 19	\$ 21.67	\$ 27,611	\$ 31,556	\$ 22.36	\$ 28,490	\$ 32,559
Step 20	\$ 22.02	\$ 28,053	\$ 32,060	\$ 22.72	\$ 28,945	\$ 33,080
Step 21	\$ 22.37	\$ 28,502	\$ 32,573	\$ 23.08	\$ 29,408	\$ 33,610
Step 22	\$ 22.73	\$ 28,958	\$ 33,095	\$ 23.45	\$ 29,879	\$ 34,147
Step 23	\$ 23.09	\$ 29,421	\$ 33,624	\$ 23.83	\$ 30,357	\$ 34,694
Step 24	\$ 23.46	\$ 29,892	\$ 34,162	\$ 24.21	\$ 30,843	\$ 35,249
Step 25	\$ 23.84	\$ 30,370	\$ 34,709	\$ 24.60	\$ 31,336	\$ 35,813
Step 26	\$ 24.22	\$ 30,856	\$ 35,264	\$ 24.99	\$ 31,838	\$ 36,386
Step 27	\$ 24.61	\$ 31,350	\$ 35,828	\$ 25.39	\$ 32,347	\$ 36,968
Step 28	\$ 25.00	\$ 31,851	\$ 36,401	\$ 25.80	\$ 32,865	\$ 37,560
Step 29	\$ 25.40	\$ 32,361	\$ 36,984	\$ 26.21	\$ 33,390	\$ 38,161
Step 30	\$ 25.81	\$ 32,879	\$ 37,576	\$ 26.63	\$ 33,925	\$ 38,771

185 Days

**Cafeteria Worker Pay Scale
2023-24**

Step	Hourly Rate	Annual Salary Based on Daily Hours									
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5
Step 0	\$ 15.06	\$ 8,223	\$ 9,593	\$ 10,964	\$ 12,334	\$ 13,705	\$ 15,075	\$ 16,446	\$ 17,816	\$ 19,186	\$ 20,557
Step 1	\$ 15.30	\$ 8,354	\$ 9,747	\$ 11,139	\$ 12,531	\$ 13,924	\$ 15,316	\$ 16,709	\$ 18,101	\$ 19,493	\$ 20,886
Step 2	\$ 15.55	\$ 8,488	\$ 9,903	\$ 11,317	\$ 12,732	\$ 14,147	\$ 15,561	\$ 16,976	\$ 18,391	\$ 19,805	\$ 21,220
Step 3	\$ 15.79	\$ 8,624	\$ 10,061	\$ 11,498	\$ 12,936	\$ 14,373	\$ 15,810	\$ 17,248	\$ 18,685	\$ 20,122	\$ 21,560
Step 4	\$ 16.05	\$ 8,762	\$ 10,222	\$ 11,682	\$ 13,143	\$ 14,603	\$ 16,063	\$ 17,524	\$ 18,984	\$ 20,444	\$ 21,904
Step 5	\$ 16.30	\$ 8,902	\$ 10,386	\$ 11,869	\$ 13,353	\$ 14,837	\$ 16,320	\$ 17,804	\$ 19,288	\$ 20,771	\$ 22,255
Step 6	\$ 16.56	\$ 9,044	\$ 10,552	\$ 12,059	\$ 13,567	\$ 15,074	\$ 16,581	\$ 18,089	\$ 19,596	\$ 21,104	\$ 22,611
Step 7	\$ 16.83	\$ 9,189	\$ 10,721	\$ 12,252	\$ 13,784	\$ 15,315	\$ 16,847	\$ 18,378	\$ 19,910	\$ 21,441	\$ 22,973
Step 8	\$ 17.10	\$ 9,336	\$ 10,892	\$ 12,448	\$ 14,004	\$ 15,560	\$ 17,116	\$ 18,672	\$ 20,228	\$ 21,784	\$ 23,340
Step 9	\$ 17.37	\$ 9,486	\$ 11,066	\$ 12,647	\$ 14,228	\$ 15,809	\$ 17,390	\$ 18,971	\$ 20,552	\$ 22,133	\$ 23,714
Step 10	\$ 17.65	\$ 9,637	\$ 11,243	\$ 12,850	\$ 14,456	\$ 16,062	\$ 17,668	\$ 19,275	\$ 20,881	\$ 22,487	\$ 24,093
Step 11	\$ 17.93	\$ 9,791	\$ 11,423	\$ 13,055	\$ 14,687	\$ 16,319	\$ 17,951	\$ 19,583	\$ 21,215	\$ 22,847	\$ 24,479
Step 12	\$ 18.22	\$ 9,948	\$ 11,606	\$ 13,264	\$ 14,922	\$ 16,580	\$ 18,238	\$ 19,896	\$ 21,554	\$ 23,212	\$ 24,870
Step 13	\$ 18.51	\$ 10,107	\$ 11,792	\$ 13,476	\$ 15,161	\$ 16,846	\$ 18,530	\$ 20,215	\$ 21,899	\$ 23,584	\$ 25,268
Step 14	\$ 18.81	\$ 10,269	\$ 11,981	\$ 13,692	\$ 15,404	\$ 17,115	\$ 18,827	\$ 20,538	\$ 22,250	\$ 23,961	\$ 25,673
Step 15	\$ 19.11	\$ 10,433	\$ 12,172	\$ 13,911	\$ 15,650	\$ 17,389	\$ 19,128	\$ 20,867	\$ 22,606	\$ 24,344	\$ 26,083
Step 16	\$ 19.41	\$ 10,600	\$ 12,367	\$ 14,134	\$ 15,900	\$ 17,667	\$ 19,434	\$ 21,201	\$ 22,967	\$ 24,734	\$ 26,501
Step 17	\$ 19.73	\$ 10,770	\$ 12,565	\$ 14,360	\$ 16,155	\$ 17,950	\$ 19,745	\$ 21,540	\$ 23,335	\$ 25,130	\$ 26,925
Step 18	\$ 20.04	\$ 10,942	\$ 12,766	\$ 14,590	\$ 16,413	\$ 18,237	\$ 20,061	\$ 21,884	\$ 23,708	\$ 25,532	\$ 27,355
Step 19	\$ 20.36	\$ 11,117	\$ 12,970	\$ 14,823	\$ 16,676	\$ 18,529	\$ 20,382	\$ 22,235	\$ 24,087	\$ 25,940	\$ 27,793
Step 20	\$ 20.69	\$ 11,295	\$ 13,178	\$ 15,060	\$ 16,943	\$ 18,825	\$ 20,708	\$ 22,590	\$ 24,473	\$ 26,355	\$ 28,238
Step 21	\$ 21.02	\$ 11,476	\$ 13,389	\$ 15,301	\$ 17,214	\$ 19,126	\$ 21,039	\$ 22,952	\$ 24,864	\$ 26,777	\$ 28,690
Step 22	\$ 21.35	\$ 11,659	\$ 13,603	\$ 15,546	\$ 17,489	\$ 19,432	\$ 21,376	\$ 23,319	\$ 25,262	\$ 27,205	\$ 29,149
Step 23	\$ 21.70	\$ 11,846	\$ 13,820	\$ 15,795	\$ 17,769	\$ 19,743	\$ 21,718	\$ 23,692	\$ 25,666	\$ 27,641	\$ 29,615
Step 24	\$ 22.04	\$ 12,036	\$ 14,041	\$ 16,047	\$ 18,053	\$ 20,059	\$ 22,065	\$ 24,071	\$ 26,077	\$ 28,083	\$ 30,089
Step 25	\$ 22.40	\$ 12,228	\$ 14,266	\$ 16,304	\$ 18,342	\$ 20,380	\$ 22,418	\$ 24,456	\$ 26,494	\$ 28,532	\$ 30,570
Step 26	\$ 22.75	\$ 12,424	\$ 14,494	\$ 16,565	\$ 18,636	\$ 20,706	\$ 22,777	\$ 24,848	\$ 26,918	\$ 28,989	\$ 31,059
Step 27	\$ 23.12	\$ 12,623	\$ 14,726	\$ 16,830	\$ 18,934	\$ 21,038	\$ 23,141	\$ 25,245	\$ 27,349	\$ 29,453	\$ 31,556
Step 28	\$ 23.49	\$ 12,825	\$ 14,962	\$ 17,099	\$ 19,237	\$ 21,374	\$ 23,512	\$ 25,649	\$ 27,786	\$ 29,924	\$ 32,061
Step 29	\$ 23.86	\$ 13,030	\$ 15,201	\$ 17,373	\$ 19,545	\$ 21,716	\$ 23,888	\$ 26,059	\$ 28,231	\$ 30,403	\$ 32,574
Step 30	\$ 24.25	\$ 13,238	\$ 15,445	\$ 17,651	\$ 19,857	\$ 22,064	\$ 24,270	\$ 26,476	\$ 28,683	\$ 30,889	\$ 33,095

182 Days

**Car Driver Pay Scale
2023-24**

Step	Hourly Rate	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day	Hours Per Day
		3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8
Step 0	\$ 15.51	\$ 8,375	\$ 9,771	\$ 11,167	\$ 12,563	\$ 13,959	\$ 15,355	\$ 16,751	\$ 18,147	\$ 19,543	\$ 20,939	\$ 22,334
Step 1	\$ 15.76	\$ 8,509	\$ 9,928	\$ 11,346	\$ 12,764	\$ 14,182	\$ 15,601	\$ 17,019	\$ 18,437	\$ 19,855	\$ 21,274	\$ 22,692
Step 2	\$ 16.01	\$ 8,646	\$ 10,086	\$ 11,527	\$ 12,968	\$ 14,409	\$ 15,850	\$ 17,291	\$ 18,732	\$ 20,173	\$ 21,614	\$ 23,055
Step 3	\$ 16.27	\$ 8,784	\$ 10,248	\$ 11,712	\$ 13,176	\$ 14,640	\$ 16,104	\$ 17,568	\$ 19,032	\$ 20,496	\$ 21,960	\$ 23,424
Step 4	\$ 16.53	\$ 8,924	\$ 10,412	\$ 11,899	\$ 13,387	\$ 14,874	\$ 16,361	\$ 17,849	\$ 19,336	\$ 20,824	\$ 22,311	\$ 23,798
Step 5	\$ 16.79	\$ 9,067	\$ 10,578	\$ 12,090	\$ 13,601	\$ 15,112	\$ 16,623	\$ 18,134	\$ 19,646	\$ 21,157	\$ 22,668	\$ 24,179
Step 6	\$ 17.06	\$ 9,212	\$ 10,748	\$ 12,283	\$ 13,818	\$ 15,354	\$ 16,889	\$ 18,425	\$ 19,960	\$ 21,495	\$ 23,031	\$ 24,566
Step 7	\$ 17.33	\$ 9,360	\$ 10,920	\$ 12,480	\$ 14,040	\$ 15,599	\$ 17,159	\$ 18,719	\$ 20,279	\$ 21,839	\$ 23,399	\$ 24,959
Step 8	\$ 17.61	\$ 9,509	\$ 11,094	\$ 12,679	\$ 14,264	\$ 15,849	\$ 17,434	\$ 19,019	\$ 20,604	\$ 22,189	\$ 23,774	\$ 25,359
Step 9	\$ 17.89	\$ 9,662	\$ 11,272	\$ 12,882	\$ 14,492	\$ 16,103	\$ 17,713	\$ 19,323	\$ 20,933	\$ 22,544	\$ 24,154	\$ 25,764
Step 10	\$ 18.18	\$ 9,816	\$ 11,452	\$ 13,088	\$ 14,724	\$ 16,360	\$ 17,996	\$ 19,632	\$ 21,268	\$ 22,904	\$ 24,540	\$ 26,176
Step 11	\$ 18.47	\$ 9,973	\$ 11,635	\$ 13,298	\$ 14,960	\$ 16,622	\$ 18,284	\$ 19,946	\$ 21,609	\$ 23,271	\$ 24,933	\$ 26,595
Step 12	\$ 18.76	\$ 10,133	\$ 11,822	\$ 13,510	\$ 15,199	\$ 16,888	\$ 18,577	\$ 20,266	\$ 21,954	\$ 23,643	\$ 25,332	\$ 27,021
Step 13	\$ 19.06	\$ 10,295	\$ 12,011	\$ 13,727	\$ 15,442	\$ 17,158	\$ 18,874	\$ 20,590	\$ 22,306	\$ 24,022	\$ 25,737	\$ 27,453
Step 14	\$ 19.37	\$ 10,460	\$ 12,203	\$ 13,946	\$ 15,689	\$ 17,433	\$ 19,176	\$ 20,919	\$ 22,663	\$ 24,406	\$ 26,149	\$ 27,892
Step 15	\$ 19.68	\$ 10,627	\$ 12,398	\$ 14,169	\$ 15,941	\$ 17,712	\$ 19,483	\$ 21,254	\$ 23,025	\$ 24,796	\$ 26,568	\$ 28,339
Step 16	\$ 19.99	\$ 10,797	\$ 12,597	\$ 14,396	\$ 16,196	\$ 17,995	\$ 19,795	\$ 21,594	\$ 23,394	\$ 25,193	\$ 26,993	\$ 28,792
Step 17	\$ 20.31	\$ 10,970	\$ 12,798	\$ 14,626	\$ 16,455	\$ 18,283	\$ 20,111	\$ 21,940	\$ 23,768	\$ 25,596	\$ 27,424	\$ 29,253
Step 18	\$ 20.64	\$ 11,145	\$ 13,003	\$ 14,860	\$ 16,718	\$ 18,576	\$ 20,433	\$ 22,291	\$ 24,148	\$ 26,006	\$ 27,863	\$ 29,721
Step 19	\$ 20.97	\$ 11,324	\$ 13,211	\$ 15,098	\$ 16,985	\$ 18,873	\$ 20,760	\$ 22,647	\$ 24,535	\$ 26,422	\$ 28,309	\$ 30,196
Step 20	\$ 21.31	\$ 11,505	\$ 13,422	\$ 15,340	\$ 17,257	\$ 19,175	\$ 21,092	\$ 23,010	\$ 24,927	\$ 26,845	\$ 28,762	\$ 30,680
Step 21	\$ 21.65	\$ 11,689	\$ 13,637	\$ 15,585	\$ 17,533	\$ 19,481	\$ 21,430	\$ 23,378	\$ 25,326	\$ 27,274	\$ 29,222	\$ 31,170
Step 22	\$ 21.99	\$ 11,876	\$ 13,855	\$ 15,835	\$ 17,814	\$ 19,793	\$ 21,773	\$ 23,752	\$ 25,731	\$ 27,710	\$ 29,690	\$ 31,669
Step 23	\$ 22.34	\$ 12,066	\$ 14,077	\$ 16,088	\$ 18,099	\$ 20,110	\$ 22,121	\$ 24,132	\$ 26,143	\$ 28,154	\$ 30,165	\$ 32,176
Step 24	\$ 22.70	\$ 12,259	\$ 14,302	\$ 16,345	\$ 18,388	\$ 20,432	\$ 22,475	\$ 24,518	\$ 26,561	\$ 28,604	\$ 30,647	\$ 32,691
Step 25	\$ 23.07	\$ 12,455	\$ 14,531	\$ 16,607	\$ 18,683	\$ 20,759	\$ 22,834	\$ 24,910	\$ 26,986	\$ 29,062	\$ 31,138	\$ 33,214
Step 26	\$ 23.43	\$ 12,654	\$ 14,763	\$ 16,873	\$ 18,982	\$ 21,091	\$ 23,200	\$ 25,309	\$ 27,418	\$ 29,527	\$ 31,636	\$ 33,745
Step 27	\$ 23.81	\$ 12,857	\$ 15,000	\$ 17,143	\$ 19,285	\$ 21,428	\$ 23,571	\$ 25,714	\$ 27,857	\$ 29,999	\$ 32,142	\$ 34,285
Step 28	\$ 24.19	\$ 13,063	\$ 15,240	\$ 17,417	\$ 19,594	\$ 21,771	\$ 23,948	\$ 26,125	\$ 28,302	\$ 30,479	\$ 32,656	\$ 34,834
Step 29	\$ 24.58	\$ 13,272	\$ 15,484	\$ 17,695	\$ 19,907	\$ 22,119	\$ 24,331	\$ 26,543	\$ 28,755	\$ 30,967	\$ 33,179	\$ 35,391
Step 30	\$ 24.97	\$ 13,484	\$ 15,731	\$ 17,979	\$ 20,226	\$ 22,473	\$ 24,721	\$ 26,968	\$ 29,215	\$ 31,463	\$ 33,710	\$ 35,957

180 Days

**Custodian Pay Scale
2023-24**

Step	Custodian		Assistant Foreman				Foreman			
	All Schools		0-1000 students		1000+ students		0-1000 students		1000+ students	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 15.06	\$27,786	\$ 16.03	\$29,575	\$ 16.54	\$30,516	\$ 17.06	\$31,476	\$ 18.50	\$34,133
Step 1	\$ 15.30	\$28,230	\$ 16.29	\$30,049	\$ 16.80	\$31,005	\$ 17.33	\$31,979	\$ 18.80	\$34,679
Step 2	\$ 15.55	\$28,682	\$ 16.55	\$30,529	\$ 17.07	\$31,501	\$ 17.61	\$32,491	\$ 19.10	\$35,233
Step 3	\$ 15.79	\$29,141	\$ 16.81	\$31,018	\$ 17.35	\$32,005	\$ 17.89	\$33,011	\$ 19.40	\$35,797
Step 4	\$ 16.05	\$29,607	\$ 17.08	\$31,514	\$ 17.62	\$32,517	\$ 18.18	\$33,539	\$ 19.71	\$36,370
Step 5	\$ 16.30	\$30,081	\$ 17.35	\$32,018	\$ 17.91	\$33,037	\$ 18.47	\$34,076	\$ 20.03	\$36,952
Step 6	\$ 16.56	\$30,562	\$ 17.63	\$32,531	\$ 18.19	\$33,566	\$ 18.76	\$34,621	\$ 20.35	\$37,543
Step 7	\$ 16.83	\$31,051	\$ 17.91	\$33,051	\$ 18.48	\$34,103	\$ 19.06	\$35,175	\$ 20.67	\$38,144
Step 8	\$ 17.10	\$31,548	\$ 18.20	\$33,580	\$ 18.78	\$34,648	\$ 19.37	\$35,738	\$ 21.00	\$38,754
Step 9	\$ 17.37	\$32,053	\$ 18.49	\$34,117	\$ 19.08	\$35,203	\$ 19.68	\$36,309	\$ 21.34	\$39,374
Step 10	\$ 17.65	\$32,566	\$ 18.79	\$34,663	\$ 19.39	\$35,766	\$ 19.99	\$36,890	\$ 21.68	\$40,004
Step 11	\$ 17.93	\$33,087	\$ 19.09	\$35,218	\$ 19.70	\$36,338	\$ 20.31	\$37,481	\$ 22.03	\$40,644
Step 12	\$ 18.22	\$33,616	\$ 19.39	\$35,781	\$ 20.01	\$36,920	\$ 20.64	\$38,080	\$ 22.38	\$41,295
Step 13	\$ 18.51	\$34,154	\$ 19.70	\$36,354	\$ 20.33	\$37,510	\$ 20.97	\$38,690	\$ 22.74	\$41,955
Step 14	\$ 18.81	\$34,700	\$ 20.02	\$36,935	\$ 20.66	\$38,110	\$ 21.31	\$39,309	\$ 23.10	\$42,627
Step 15	\$ 19.11	\$35,256	\$ 20.34	\$37,526	\$ 20.99	\$38,720	\$ 21.65	\$39,938	\$ 23.47	\$43,309
Step 16	\$ 19.41	\$35,820	\$ 20.66	\$38,127	\$ 21.32	\$39,340	\$ 21.99	\$40,577	\$ 23.85	\$44,001
Step 17	\$ 19.73	\$36,393	\$ 21.00	\$38,737	\$ 21.66	\$39,969	\$ 22.34	\$41,226	\$ 24.23	\$44,706
Step 18	\$ 20.04	\$36,975	\$ 21.33	\$39,357	\$ 22.01	\$40,609	\$ 22.70	\$41,885	\$ 24.62	\$45,421
Step 19	\$ 20.36	\$37,567	\$ 21.67	\$39,986	\$ 22.36	\$41,258	\$ 23.07	\$42,556	\$ 25.01	\$46,148
Step 20	\$ 20.69	\$38,168	\$ 22.02	\$40,626	\$ 22.72	\$41,919	\$ 23.43	\$43,236	\$ 25.41	\$46,886
Step 21	\$ 21.02	\$38,778	\$ 22.37	\$41,276	\$ 23.08	\$42,589	\$ 23.81	\$43,928	\$ 25.82	\$47,636
Step 22	\$ 21.35	\$39,399	\$ 22.73	\$41,936	\$ 23.45	\$43,271	\$ 24.19	\$44,631	\$ 26.23	\$48,398
Step 23	\$ 21.70	\$40,029	\$ 23.09	\$42,607	\$ 23.83	\$43,963	\$ 24.58	\$45,345	\$ 26.65	\$49,173
Step 24	\$ 22.04	\$40,670	\$ 23.46	\$43,289	\$ 24.21	\$44,666	\$ 24.97	\$46,071	\$ 27.08	\$49,959
Step 25	\$ 22.40	\$41,320	\$ 23.84	\$43,982	\$ 24.60	\$45,381	\$ 25.37	\$46,808	\$ 27.51	\$50,759
Step 26	\$ 22.75	\$41,981	\$ 24.22	\$44,685	\$ 24.99	\$46,107	\$ 25.78	\$47,557	\$ 27.95	\$51,571
Step 27	\$ 23.12	\$42,653	\$ 24.61	\$45,400	\$ 25.39	\$46,845	\$ 26.19	\$48,318	\$ 28.40	\$52,396
Step 28	\$ 23.49	\$43,336	\$ 25.00	\$46,127	\$ 25.80	\$47,594	\$ 26.61	\$49,091	\$ 28.85	\$53,234
Step 29	\$ 23.86	\$44,029	\$ 25.40	\$46,865	\$ 26.21	\$48,356	\$ 27.03	\$49,876	\$ 29.31	\$54,086
Step 30	\$ 24.25	\$44,733	\$ 25.81	\$47,615	\$ 26.63	\$49,130	\$ 27.47	\$50,674	\$ 29.78	\$54,951

12 Months

**Executive Assistant/Clerk of the Board Pay Scale
2023-24**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 22.42	\$ 41,365	\$ 22.95	\$ 42,343	\$ 23.49	\$ 43,339
Step 1	\$ 22.78	\$ 42,027	\$ 23.32	\$ 43,020	\$ 23.87	\$ 44,032
Step 2	\$ 23.14	\$ 42,699	\$ 23.69	\$ 43,709	\$ 24.25	\$ 44,737
Step 3	\$ 23.51	\$ 43,382	\$ 24.07	\$ 44,408	\$ 24.64	\$ 45,453
Step 4	\$ 23.89	\$ 44,076	\$ 24.45	\$ 45,118	\$ 25.03	\$ 46,180
Step 5	\$ 24.27	\$ 44,782	\$ 24.85	\$ 45,840	\$ 25.43	\$ 46,919
Step 6	\$ 24.66	\$ 45,498	\$ 25.24	\$ 46,574	\$ 25.84	\$ 47,670
Step 7	\$ 25.05	\$ 46,226	\$ 25.65	\$ 47,319	\$ 26.25	\$ 48,432
Step 8	\$ 25.46	\$ 46,966	\$ 26.06	\$ 48,076	\$ 26.67	\$ 49,207
Step 9	\$ 25.86	\$ 47,717	\$ 26.47	\$ 48,845	\$ 27.10	\$ 49,995
Step 10	\$ 26.28	\$ 48,481	\$ 26.90	\$ 49,627	\$ 27.53	\$ 50,794
Step 11	\$ 26.70	\$ 49,256	\$ 27.33	\$ 50,421	\$ 27.97	\$ 51,607
Step 12	\$ 27.12	\$ 50,045	\$ 27.77	\$ 51,228	\$ 28.42	\$ 52,433
Step 13	\$ 27.56	\$ 50,845	\$ 28.21	\$ 52,047	\$ 28.87	\$ 53,272
Step 14	\$ 28.00	\$ 51,659	\$ 28.66	\$ 52,880	\$ 29.34	\$ 54,124
Step 15	\$ 28.45	\$ 52,485	\$ 29.12	\$ 53,726	\$ 29.80	\$ 54,990
Step 16	\$ 28.90	\$ 53,325	\$ 29.59	\$ 54,586	\$ 30.28	\$ 55,870
Step 17	\$ 29.36	\$ 54,178	\$ 30.06	\$ 55,459	\$ 30.77	\$ 56,764
Step 18	\$ 29.83	\$ 55,045	\$ 30.54	\$ 56,346	\$ 31.26	\$ 57,672
Step 19	\$ 30.31	\$ 55,926	\$ 31.03	\$ 57,248	\$ 31.76	\$ 58,595
Step 20	\$ 30.80	\$ 56,821	\$ 31.53	\$ 58,164	\$ 32.27	\$ 59,532
Step 21	\$ 31.29	\$ 57,730	\$ 32.03	\$ 59,094	\$ 32.78	\$ 60,485
Step 22	\$ 31.79	\$ 58,653	\$ 32.54	\$ 60,040	\$ 33.31	\$ 61,453
Step 23	\$ 32.30	\$ 59,592	\$ 33.06	\$ 61,001	\$ 33.84	\$ 62,436
Step 24	\$ 32.82	\$ 60,545	\$ 33.59	\$ 61,977	\$ 34.38	\$ 63,435
Step 25	\$ 33.34	\$ 61,514	\$ 34.13	\$ 62,968	\$ 34.93	\$ 64,450
Step 26	\$ 33.87	\$ 62,498	\$ 34.68	\$ 63,976	\$ 35.49	\$ 65,481
Step 27	\$ 34.42	\$ 63,498	\$ 35.23	\$ 64,999	\$ 36.06	\$ 66,529
Step 28	\$ 34.97	\$ 64,514	\$ 35.79	\$ 66,039	\$ 36.64	\$ 67,593
Step 29	\$ 35.53	\$ 65,547	\$ 36.37	\$ 67,096	\$ 37.22	\$ 68,675
Step 30	\$ 36.09	\$ 66,595	\$ 36.95	\$ 68,170	\$ 37.82	\$ 69,774

12 Months
7.5 hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework

Lane II - 60+ hours of college coursework and/or Associate's degree

Lane III - Bachelor's degree +

**Facilities and Warehouse Pay Scale
2023-24**

Step	Warehouse Person/Painter/ Technician Apprentice		Facilities Technician							
			Journeyman		General		Master		Dual Master	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 15.51	\$ 28,616	\$ 17.76	\$ 32,767	\$ 21.59	\$ 39,834	\$ 23.76	\$ 43,837	\$ 24.87	\$ 45,885
Step 1	\$ 15.76	\$ 29,074	\$ 18.04	\$ 33,291	\$ 21.94	\$ 40,471	\$ 24.14	\$ 44,539	\$ 25.27	\$ 46,619
Step 2	\$ 16.01	\$ 29,539	\$ 18.33	\$ 33,824	\$ 22.29	\$ 41,118	\$ 24.53	\$ 45,251	\$ 25.67	\$ 47,365
Step 3	\$ 16.27	\$ 30,012	\$ 18.63	\$ 34,365	\$ 22.64	\$ 41,776	\$ 24.92	\$ 45,975	\$ 26.08	\$ 48,123
Step 4	\$ 16.53	\$ 30,492	\$ 18.92	\$ 34,915	\$ 23.01	\$ 42,445	\$ 25.32	\$ 46,711	\$ 26.50	\$ 48,893
Step 5	\$ 16.79	\$ 30,980	\$ 19.23	\$ 35,474	\$ 23.37	\$ 43,124	\$ 25.72	\$ 47,458	\$ 26.92	\$ 49,675
Step 6	\$ 17.06	\$ 31,475	\$ 19.53	\$ 36,041	\$ 23.75	\$ 43,814	\$ 26.13	\$ 48,218	\$ 27.36	\$ 50,470
Step 7	\$ 17.33	\$ 31,979	\$ 19.85	\$ 36,618	\$ 24.13	\$ 44,515	\$ 26.55	\$ 48,989	\$ 27.79	\$ 51,278
Step 8	\$ 17.61	\$ 32,491	\$ 20.16	\$ 37,204	\$ 24.51	\$ 45,227	\$ 26.98	\$ 49,773	\$ 28.24	\$ 52,098
Step 9	\$ 17.89	\$ 33,010	\$ 20.49	\$ 37,799	\$ 24.91	\$ 45,951	\$ 27.41	\$ 50,569	\$ 28.69	\$ 52,932
Step 10	\$ 18.18	\$ 33,539	\$ 20.82	\$ 38,404	\$ 25.30	\$ 46,686	\$ 27.85	\$ 51,378	\$ 29.15	\$ 53,779
Step 11	\$ 18.47	\$ 34,075	\$ 21.15	\$ 39,018	\$ 25.71	\$ 47,433	\$ 28.29	\$ 52,200	\$ 29.61	\$ 54,639
Step 12	\$ 18.76	\$ 34,620	\$ 21.49	\$ 39,643	\$ 26.12	\$ 48,192	\$ 28.75	\$ 53,036	\$ 30.09	\$ 55,513
Step 13	\$ 19.06	\$ 35,174	\$ 21.83	\$ 40,277	\$ 26.54	\$ 48,963	\$ 29.21	\$ 53,884	\$ 30.57	\$ 56,401
Step 14	\$ 19.37	\$ 35,737	\$ 22.18	\$ 40,921	\$ 26.96	\$ 49,746	\$ 29.67	\$ 54,746	\$ 31.06	\$ 57,304
Step 15	\$ 19.68	\$ 36,309	\$ 22.53	\$ 41,576	\$ 27.39	\$ 50,542	\$ 30.15	\$ 55,622	\$ 31.56	\$ 58,221
Step 16	\$ 19.99	\$ 36,890	\$ 22.90	\$ 42,241	\$ 27.83	\$ 51,351	\$ 30.63	\$ 56,512	\$ 32.06	\$ 59,152
Step 17	\$ 20.31	\$ 37,480	\$ 23.26	\$ 42,917	\$ 28.28	\$ 52,173	\$ 31.12	\$ 57,416	\$ 32.57	\$ 60,099
Step 18	\$ 20.64	\$ 38,080	\$ 23.63	\$ 43,604	\$ 28.73	\$ 53,007	\$ 31.62	\$ 58,335	\$ 33.10	\$ 61,060
Step 19	\$ 20.97	\$ 38,689	\$ 24.01	\$ 44,302	\$ 29.19	\$ 53,855	\$ 32.12	\$ 59,268	\$ 33.62	\$ 62,037
Step 20	\$ 21.31	\$ 39,308	\$ 24.40	\$ 45,010	\$ 29.66	\$ 54,717	\$ 32.64	\$ 60,217	\$ 34.16	\$ 63,030
Step 21	\$ 21.65	\$ 39,937	\$ 24.79	\$ 45,731	\$ 30.13	\$ 55,593	\$ 33.16	\$ 61,180	\$ 34.71	\$ 64,038
Step 22	\$ 21.99	\$ 40,576	\$ 25.18	\$ 46,462	\$ 30.61	\$ 56,482	\$ 33.69	\$ 62,159	\$ 35.26	\$ 65,063
Step 23	\$ 22.34	\$ 41,225	\$ 25.59	\$ 47,206	\$ 31.10	\$ 57,386	\$ 34.23	\$ 63,154	\$ 35.83	\$ 66,104
Step 24	\$ 22.70	\$ 41,885	\$ 26.00	\$ 47,961	\$ 31.60	\$ 58,304	\$ 34.78	\$ 64,164	\$ 36.40	\$ 67,162
Step 25	\$ 23.07	\$ 42,555	\$ 26.41	\$ 48,728	\$ 32.11	\$ 59,237	\$ 35.33	\$ 65,191	\$ 36.98	\$ 68,236
Step 26	\$ 23.43	\$ 43,236	\$ 26.83	\$ 49,508	\$ 32.62	\$ 60,185	\$ 35.90	\$ 66,234	\$ 37.58	\$ 69,328
Step 27	\$ 23.81	\$ 43,928	\$ 27.26	\$ 50,300	\$ 33.14	\$ 61,148	\$ 36.47	\$ 67,293	\$ 38.18	\$ 70,437
Step 28	\$ 24.19	\$ 44,631	\$ 27.70	\$ 51,105	\$ 33.67	\$ 62,126	\$ 37.06	\$ 68,370	\$ 38.79	\$ 71,564
Step 29	\$ 24.58	\$ 45,345	\$ 28.14	\$ 51,923	\$ 34.21	\$ 63,120	\$ 37.65	\$ 69,464	\$ 39.41	\$ 72,709
Step 30	\$ 24.97	\$ 46,070	\$ 28.59	\$ 52,753	\$ 34.76	\$ 64,130	\$ 38.25	\$ 70,576	\$ 40.04	\$ 73,873

12 Month
7.5 Hours per day

Masters and Dual Masters will receive an additional \$1000 for each additional Journeyman License held

**Grounds Pay Scale
2023-24**

Step	Groundskeeper I		Groundskeeper II		Groundskeeper III (Crew Leader/Asst. Foreman)	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 15.51	\$ 28,616	\$ 16.51	\$ 30,461	\$ 17.58	\$ 32,435
Step 1	\$ 15.76	\$ 29,074	\$ 16.77	\$ 30,948	\$ 17.86	\$ 32,954
Step 2	\$ 16.01	\$ 29,539	\$ 17.04	\$ 31,443	\$ 18.15	\$ 33,481
Step 3	\$ 16.27	\$ 30,012	\$ 17.32	\$ 31,947	\$ 18.44	\$ 34,017
Step 4	\$ 16.53	\$ 30,492	\$ 17.59	\$ 32,458	\$ 18.73	\$ 34,561
Step 5	\$ 16.79	\$ 30,980	\$ 17.87	\$ 32,977	\$ 19.03	\$ 35,114
Step 6	\$ 17.06	\$ 31,475	\$ 18.16	\$ 33,505	\$ 19.34	\$ 35,676
Step 7	\$ 17.33	\$ 31,979	\$ 18.45	\$ 34,041	\$ 19.65	\$ 36,247
Step 8	\$ 17.61	\$ 32,491	\$ 18.75	\$ 34,585	\$ 19.96	\$ 36,827
Step 9	\$ 17.89	\$ 33,010	\$ 19.05	\$ 35,139	\$ 20.28	\$ 37,416
Step 10	\$ 18.18	\$ 33,539	\$ 19.35	\$ 35,701	\$ 20.60	\$ 38,015
Step 11	\$ 18.47	\$ 34,075	\$ 19.66	\$ 36,272	\$ 20.93	\$ 38,623
Step 12	\$ 18.76	\$ 34,620	\$ 19.97	\$ 36,853	\$ 21.27	\$ 39,241
Step 13	\$ 19.06	\$ 35,174	\$ 20.29	\$ 37,442	\$ 21.61	\$ 39,869
Step 14	\$ 19.37	\$ 35,737	\$ 20.62	\$ 38,041	\$ 21.95	\$ 40,507
Step 15	\$ 19.68	\$ 36,309	\$ 20.95	\$ 38,650	\$ 22.31	\$ 41,155
Step 16	\$ 19.99	\$ 36,890	\$ 21.28	\$ 39,268	\$ 22.66	\$ 41,813
Step 17	\$ 20.31	\$ 37,480	\$ 21.62	\$ 39,897	\$ 23.03	\$ 42,482
Step 18	\$ 20.64	\$ 38,080	\$ 21.97	\$ 40,535	\$ 23.39	\$ 43,162
Step 19	\$ 20.97	\$ 38,689	\$ 22.32	\$ 41,184	\$ 23.77	\$ 43,853
Step 20	\$ 21.31	\$ 39,308	\$ 22.68	\$ 41,842	\$ 24.15	\$ 44,554
Step 21	\$ 21.65	\$ 39,937	\$ 23.04	\$ 42,512	\$ 24.54	\$ 45,267
Step 22	\$ 21.99	\$ 40,576	\$ 23.41	\$ 43,192	\$ 24.93	\$ 45,991
Step 23	\$ 22.34	\$ 41,225	\$ 23.78	\$ 43,883	\$ 25.33	\$ 46,727
Step 24	\$ 22.70	\$ 41,885	\$ 24.17	\$ 44,585	\$ 25.73	\$ 47,475
Step 25	\$ 23.07	\$ 42,555	\$ 24.55	\$ 45,299	\$ 26.14	\$ 48,235
Step 26	\$ 23.43	\$ 43,236	\$ 24.94	\$ 46,024	\$ 26.56	\$ 49,006
Step 27	\$ 23.81	\$ 43,928	\$ 25.34	\$ 46,760	\$ 26.99	\$ 49,790
Step 28	\$ 24.19	\$ 44,631	\$ 25.75	\$ 47,508	\$ 27.42	\$ 50,587
Step 29	\$ 24.58	\$ 45,345	\$ 26.16	\$ 48,268	\$ 27.86	\$ 51,396
Step 30	\$ 24.97	\$ 46,070	\$ 26.58	\$ 49,040	\$ 28.30	\$ 52,219

7.5 Hours
12 Month

Groundskeeper I- Pesticide Licensure required during first 24 months of employment
 Groundskeeper II- Minimum of 1 industry certification required (Not to include Pesticide Licensure)
 Groundskeeper III- Bachelor's Degree and/or Minimum of 2 industry certification required (Not to include Pesticide Licensure)
 and CDLA Required

**Office Associate Pay Scale
2023-24**

Step	Lane I			
	Hourly Rate	Annual		
		198 days	11 months	12 months
Step 0	\$ 15.75	\$ 23,389	\$ 25,988	\$ 29,059
Step 1	\$ 16.00	\$ 23,763	\$ 26,403	\$ 29,524
Step 2	\$ 16.26	\$ 24,143	\$ 26,826	\$ 29,996
Step 3	\$ 16.52	\$ 24,529	\$ 27,255	\$ 30,476
Step 4	\$ 16.78	\$ 24,922	\$ 27,691	\$ 30,964
Step 5	\$ 17.05	\$ 25,321	\$ 28,134	\$ 31,459
Step 6	\$ 17.32	\$ 25,726	\$ 28,584	\$ 31,962
Step 7	\$ 17.60	\$ 26,137	\$ 29,042	\$ 32,474
Step 8	\$ 17.88	\$ 26,556	\$ 29,506	\$ 32,993
Step 9	\$ 18.17	\$ 26,981	\$ 29,978	\$ 33,521
Step 10	\$ 18.46	\$ 27,412	\$ 30,458	\$ 34,058
Step 11	\$ 18.75	\$ 27,851	\$ 30,945	\$ 34,603
Step 12	\$ 19.05	\$ 28,296	\$ 31,440	\$ 35,156
Step 13	\$ 19.36	\$ 28,749	\$ 31,944	\$ 35,719
Step 14	\$ 19.67	\$ 29,209	\$ 32,455	\$ 36,290
Step 15	\$ 19.98	\$ 29,676	\$ 32,974	\$ 36,871
Step 16	\$ 20.30	\$ 30,151	\$ 33,501	\$ 37,461
Step 17	\$ 20.63	\$ 30,634	\$ 34,037	\$ 38,060
Step 18	\$ 20.96	\$ 31,124	\$ 34,582	\$ 38,669
Step 19	\$ 21.29	\$ 31,622	\$ 35,135	\$ 39,288
Step 20	\$ 21.63	\$ 32,128	\$ 35,698	\$ 39,916
Step 21	\$ 21.98	\$ 32,642	\$ 36,269	\$ 40,555
Step 22	\$ 22.33	\$ 33,164	\$ 36,849	\$ 41,204
Step 23	\$ 22.69	\$ 33,695	\$ 37,439	\$ 41,863
Step 24	\$ 23.05	\$ 34,234	\$ 38,038	\$ 42,533
Step 25	\$ 23.42	\$ 34,782	\$ 38,646	\$ 43,214
Step 26	\$ 23.80	\$ 35,338	\$ 39,265	\$ 43,905
Step 27	\$ 24.18	\$ 35,904	\$ 39,893	\$ 44,607
Step 28	\$ 24.56	\$ 36,478	\$ 40,531	\$ 45,321
Step 29	\$ 24.96	\$ 37,062	\$ 41,180	\$ 46,046
Step 30	\$ 25.36	\$ 37,655	\$ 41,838	\$ 46,783

7.5 hours per day

**Paraprofessional Pay Scale
2023-24**

Step	Hourly Rate	Paraprofessional I	Hourly Rate	Paraprofessional II	Hourly Rate	Paraprofessional III	Hourly Rate	Paraprofessional IV
Step 0	\$ 15.81	\$ 21,581	\$ 16.34	\$ 22,304	\$ 17.13	\$ 23,382	\$ 17.92	\$ 24,461
Step 1	\$ 16.06	\$ 21,926	\$ 16.60	\$ 22,661	\$ 17.40	\$ 23,757	\$ 18.21	\$ 24,852
Step 2	\$ 16.32	\$ 22,277	\$ 16.87	\$ 23,024	\$ 17.68	\$ 24,137	\$ 18.50	\$ 25,250
Step 3	\$ 16.58	\$ 22,633	\$ 17.14	\$ 23,392	\$ 17.97	\$ 24,523	\$ 18.79	\$ 25,654
Step 4	\$ 16.85	\$ 22,995	\$ 17.41	\$ 23,766	\$ 18.25	\$ 24,915	\$ 19.09	\$ 26,064
Step 5	\$ 17.12	\$ 23,363	\$ 17.69	\$ 24,146	\$ 18.54	\$ 25,314	\$ 19.40	\$ 26,481
Step 6	\$ 17.39	\$ 23,737	\$ 17.97	\$ 24,533	\$ 18.84	\$ 25,719	\$ 19.71	\$ 26,905
Step 7	\$ 17.67	\$ 24,117	\$ 18.26	\$ 24,925	\$ 19.14	\$ 26,130	\$ 20.03	\$ 27,335
Step 8	\$ 17.95	\$ 24,503	\$ 18.55	\$ 25,324	\$ 19.45	\$ 26,548	\$ 20.35	\$ 27,773
Step 9	\$ 18.24	\$ 24,895	\$ 18.85	\$ 25,729	\$ 19.76	\$ 26,973	\$ 20.67	\$ 28,217
Step 10	\$ 18.53	\$ 25,293	\$ 19.15	\$ 26,141	\$ 20.08	\$ 27,405	\$ 21.00	\$ 28,669
Step 11	\$ 18.83	\$ 25,698	\$ 19.46	\$ 26,559	\$ 20.40	\$ 27,843	\$ 21.34	\$ 29,127
Step 12	\$ 19.13	\$ 26,109	\$ 19.77	\$ 26,984	\$ 20.72	\$ 28,289	\$ 21.68	\$ 29,593
Step 13	\$ 19.43	\$ 26,527	\$ 20.08	\$ 27,416	\$ 21.06	\$ 28,741	\$ 22.03	\$ 30,067
Step 14	\$ 19.74	\$ 26,951	\$ 20.41	\$ 27,855	\$ 21.39	\$ 29,201	\$ 22.38	\$ 30,548
Step 15	\$ 20.06	\$ 27,382	\$ 20.73	\$ 28,300	\$ 21.74	\$ 29,669	\$ 22.74	\$ 31,037
Step 16	\$ 20.38	\$ 27,820	\$ 21.06	\$ 28,753	\$ 22.08	\$ 30,143	\$ 23.10	\$ 31,533
Step 17	\$ 20.71	\$ 28,266	\$ 21.40	\$ 29,213	\$ 22.44	\$ 30,625	\$ 23.47	\$ 32,038
Step 18	\$ 21.04	\$ 28,718	\$ 21.74	\$ 29,681	\$ 22.80	\$ 31,115	\$ 23.85	\$ 32,550
Step 19	\$ 21.38	\$ 29,177	\$ 22.09	\$ 30,155	\$ 23.16	\$ 31,613	\$ 24.23	\$ 33,071
Step 20	\$ 21.72	\$ 29,644	\$ 22.45	\$ 30,638	\$ 23.53	\$ 32,119	\$ 24.62	\$ 33,600
Step 21	\$ 22.06	\$ 30,118	\$ 22.80	\$ 31,128	\$ 23.91	\$ 32,633	\$ 25.01	\$ 34,138
Step 22	\$ 22.42	\$ 30,600	\$ 23.17	\$ 31,626	\$ 24.29	\$ 33,155	\$ 25.41	\$ 34,684
Step 23	\$ 22.78	\$ 31,090	\$ 23.54	\$ 32,132	\$ 24.68	\$ 33,686	\$ 25.82	\$ 35,239
Step 24	\$ 23.14	\$ 31,587	\$ 23.92	\$ 32,646	\$ 25.07	\$ 34,225	\$ 26.23	\$ 35,803
Step 25	\$ 23.51	\$ 32,093	\$ 24.30	\$ 33,169	\$ 25.47	\$ 34,772	\$ 26.65	\$ 36,376
Step 26	\$ 23.89	\$ 32,606	\$ 24.69	\$ 33,699	\$ 25.88	\$ 35,329	\$ 27.08	\$ 36,958
Step 27	\$ 24.27	\$ 33,128	\$ 25.08	\$ 34,239	\$ 26.30	\$ 35,894	\$ 27.51	\$ 37,549
Step 28	\$ 24.66	\$ 33,658	\$ 25.48	\$ 34,786	\$ 26.72	\$ 36,468	\$ 27.95	\$ 38,150
Step 29	\$ 25.05	\$ 34,197	\$ 25.89	\$ 35,343	\$ 27.14	\$ 37,052	\$ 28.40	\$ 38,760
Step 30	\$ 25.45	\$ 34,744	\$ 26.31	\$ 35,908	\$ 27.58	\$ 37,644	\$ 28.85	\$ 39,381

182 Days

7.5 hours per day

Paraprofessional I - High School Diploma with passing Parapro scores

Paraprofessional II - 60+ semester hours

Paraprofessional III - Bachelor's degree +

Paraprofessional IV - Master's Degree and/or Teaching Licensure

**School Nurse Assistant (LPN) Pay Scale
2023-24**

Step	Hourly Rate	182-day	192-day
Step 0	\$ 18.90	\$ 25,799	\$ 27,216
Step 1	\$ 19.20	\$ 26,211	\$ 27,651
Step 2	\$ 19.51	\$ 26,631	\$ 28,094
Step 3	\$ 19.82	\$ 27,057	\$ 28,543
Step 4	\$ 20.14	\$ 27,490	\$ 29,000
Step 5	\$ 20.46	\$ 27,929	\$ 29,464
Step 6	\$ 20.79	\$ 28,376	\$ 29,936
Step 7	\$ 21.12	\$ 28,830	\$ 30,414
Step 8	\$ 21.46	\$ 29,292	\$ 30,901
Step 9	\$ 21.80	\$ 29,760	\$ 31,396
Step 10	\$ 22.15	\$ 30,237	\$ 31,898
Step 11	\$ 22.51	\$ 30,720	\$ 32,408
Step 12	\$ 22.87	\$ 31,212	\$ 32,927
Step 13	\$ 23.23	\$ 31,711	\$ 33,454
Step 14	\$ 23.60	\$ 32,219	\$ 33,989
Step 15	\$ 23.98	\$ 32,734	\$ 34,533
Step 16	\$ 24.36	\$ 33,258	\$ 35,085
Step 17	\$ 24.75	\$ 33,790	\$ 35,647
Step 18	\$ 25.15	\$ 34,331	\$ 36,217
Step 19	\$ 25.55	\$ 34,880	\$ 36,796
Step 20	\$ 25.96	\$ 35,438	\$ 37,385
Step 21	\$ 26.38	\$ 36,005	\$ 37,983
Step 22	\$ 26.80	\$ 36,581	\$ 38,591
Step 23	\$ 27.23	\$ 37,166	\$ 39,208
Step 24	\$ 27.66	\$ 37,761	\$ 39,836
Step 25	\$ 28.11	\$ 38,365	\$ 40,473
Step 26	\$ 28.56	\$ 38,979	\$ 41,121
Step 27	\$ 29.01	\$ 39,603	\$ 41,779
Step 28	\$ 29.48	\$ 40,236	\$ 42,447
Step 29	\$ 29.95	\$ 40,880	\$ 43,126
Step 30	\$ 30.43	\$ 41,534	\$ 43,816

7.5 hours per day

**School Nurse Pay Scale
2023-24**

Step	RN	Step	Bachelor's Degree	Step	Master's Degree
Step 0	\$ 42,306	Step 0	\$ 44,306	Step 0	\$ 46,306
Step 1	\$ 42,983	Step 1	\$ 44,983	Step 1	\$ 46,983
Step 2	\$ 43,671	Step 2	\$ 45,671	Step 2	\$ 47,671
Step 3	\$ 44,369	Step 3	\$ 46,369	Step 3	\$ 48,369
Step 4	\$ 45,079	Step 4	\$ 47,079	Step 4	\$ 49,079
Step 5	\$ 45,801	Step 5	\$ 47,801	Step 5	\$ 49,801
Step 6	\$ 46,533	Step 6	\$ 48,533	Step 6	\$ 50,533
Step 7	\$ 47,278	Step 7	\$ 49,278	Step 7	\$ 51,278
Step 8	\$ 48,034	Step 8	\$ 50,034	Step 8	\$ 52,034
Step 9	\$ 48,803	Step 9	\$ 50,803	Step 9	\$ 52,803
Step 10	\$ 49,584	Step 10	\$ 51,584	Step 10	\$ 53,584
Step 11	\$ 50,377	Step 11	\$ 52,377	Step 11	\$ 54,377
Step 12	\$ 51,183	Step 12	\$ 53,183	Step 12	\$ 55,183
Step 13	\$ 52,002	Step 13	\$ 54,002	Step 13	\$ 56,002
Step 14	\$ 52,834	Step 14	\$ 54,834	Step 14	\$ 56,834
Step 15	\$ 53,679	Step 15	\$ 55,679	Step 15	\$ 57,679
Step 16	\$ 54,538	Step 16	\$ 56,538	Step 16	\$ 58,538
Step 17	\$ 55,411	Step 17	\$ 57,411	Step 17	\$ 59,411
Step 18	\$ 56,297	Step 18	\$ 58,297	Step 18	\$ 60,297
Step 19	\$ 57,198	Step 19	\$ 59,198	Step 19	\$ 61,198
Step 20	\$ 58,113	Step 20	\$ 60,113	Step 20	\$ 62,113
Step 21	\$ 59,043	Step 21	\$ 61,043	Step 21	\$ 63,043
Step 22	\$ 59,988	Step 22	\$ 61,988	Step 22	\$ 63,988
Step 23	\$ 60,948	Step 23	\$ 62,948	Step 23	\$ 64,948
Step 24	\$ 61,923	Step 24	\$ 63,923	Step 24	\$ 65,923
Step 25	\$ 62,914	Step 25	\$ 64,914	Step 25	\$ 66,914
Step 26	\$ 63,920	Step 26	\$ 65,920	Step 26	\$ 67,920
Step 27	\$ 64,943	Step 27	\$ 66,943	Step 27	\$ 68,943
Step 28	\$ 65,982	Step 28	\$ 67,982	Step 28	\$ 69,982
Step 29	\$ 67,038	Step 29	\$ 69,038	Step 29	\$ 71,038
Step 30	\$ 68,110	Step 30	\$ 70,110	Step 30	\$ 72,110

188 Days

7.5 hours per day

**Security Officer Salary Scale
2023-24**

Step	Security Officer I		Security Officer II/Lead	
	Hourly Rate	Annual	Hourly Rate	Annual
		180 days		180 days
Step 0	\$ 16.80	\$ 22,680	\$ 19.90	\$ 26,865
Step 1	\$ 17.07	\$ 23,043	\$ 20.22	\$ 27,295
Step 2	\$ 17.34	\$ 23,412	\$ 20.54	\$ 27,732
Step 3	\$ 17.62	\$ 23,786	\$ 20.87	\$ 28,175
Step 4	\$ 17.90	\$ 24,167	\$ 21.20	\$ 28,626
Step 5	\$ 18.19	\$ 24,553	\$ 21.54	\$ 29,084
Step 6	\$ 18.48	\$ 24,946	\$ 21.89	\$ 29,549
Step 7	\$ 18.77	\$ 25,345	\$ 22.24	\$ 30,022
Step 8	\$ 19.07	\$ 25,751	\$ 22.59	\$ 30,503
Step 9	\$ 19.38	\$ 26,163	\$ 22.96	\$ 30,991
Step 10	\$ 19.69	\$ 26,582	\$ 23.32	\$ 31,486
Step 11	\$ 20.01	\$ 27,007	\$ 23.70	\$ 31,990
Step 12	\$ 20.33	\$ 27,439	\$ 24.08	\$ 32,502
Step 13	\$ 20.65	\$ 27,878	\$ 24.46	\$ 33,022
Step 14	\$ 20.98	\$ 28,324	\$ 24.85	\$ 33,550
Step 15	\$ 21.32	\$ 28,777	\$ 25.25	\$ 34,087
Step 16	\$ 21.66	\$ 29,238	\$ 25.65	\$ 34,633
Step 17	\$ 22.00	\$ 29,705	\$ 26.06	\$ 35,187
Step 18	\$ 22.36	\$ 30,181	\$ 26.48	\$ 35,750
Step 19	\$ 22.71	\$ 30,664	\$ 26.91	\$ 36,322
Step 20	\$ 23.08	\$ 31,154	\$ 27.34	\$ 36,903
Step 21	\$ 23.45	\$ 31,653	\$ 27.77	\$ 37,493
Step 22	\$ 23.82	\$ 32,159	\$ 28.22	\$ 38,093
Step 23	\$ 24.20	\$ 32,674	\$ 28.67	\$ 38,703
Step 24	\$ 24.59	\$ 33,196	\$ 29.13	\$ 39,322
Step 25	\$ 24.98	\$ 33,728	\$ 29.59	\$ 39,951
Step 26	\$ 25.38	\$ 34,267	\$ 30.07	\$ 40,590
Step 27	\$ 25.79	\$ 34,816	\$ 30.55	\$ 41,240
Step 28	\$ 26.20	\$ 35,373	\$ 31.04	\$ 41,900
Step 29	\$ 26.62	\$ 35,939	\$ 31.53	\$ 42,570
Step 30	\$ 27.05	\$ 36,514	\$ 32.04	\$ 43,251

7.5 hours per day

Security Officer II - Bachelor's degree and/or 5+ years of work experience as a law enforcement officer.

Lead Security Officer will receive an annual \$3,500 supplement in addition to the above compensation

**Specialist Pay Scale
2023-24**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 20.78	\$ 38,339	\$ 21.42	\$ 39,520	\$ 22.03	\$ 40,645
Step 1	\$ 21.11	\$ 38,953	\$ 21.76	\$ 40,152	\$ 22.38	\$ 41,296
Step 2	\$ 21.45	\$ 39,576	\$ 22.11	\$ 40,795	\$ 22.74	\$ 41,956
Step 3	\$ 21.79	\$ 40,209	\$ 22.46	\$ 41,447	\$ 23.10	\$ 42,628
Step 4	\$ 22.14	\$ 40,852	\$ 22.82	\$ 42,111	\$ 23.47	\$ 43,310
Step 5	\$ 22.50	\$ 41,506	\$ 23.19	\$ 42,784	\$ 23.85	\$ 44,003
Step 6	\$ 22.86	\$ 42,170	\$ 23.56	\$ 43,469	\$ 24.23	\$ 44,707
Step 7	\$ 23.22	\$ 42,845	\$ 23.94	\$ 44,164	\$ 24.62	\$ 45,422
Step 8	\$ 23.59	\$ 43,530	\$ 24.32	\$ 44,871	\$ 25.01	\$ 46,149
Step 9	\$ 23.97	\$ 44,227	\$ 24.71	\$ 45,589	\$ 25.41	\$ 46,887
Step 10	\$ 24.35	\$ 44,934	\$ 25.10	\$ 46,318	\$ 25.82	\$ 47,637
Step 11	\$ 24.74	\$ 45,653	\$ 25.51	\$ 47,059	\$ 26.23	\$ 48,400
Step 12	\$ 25.14	\$ 46,384	\$ 25.91	\$ 47,812	\$ 26.65	\$ 49,174
Step 13	\$ 25.54	\$ 47,126	\$ 26.33	\$ 48,577	\$ 27.08	\$ 49,961
Step 14	\$ 25.95	\$ 47,880	\$ 26.75	\$ 49,355	\$ 27.51	\$ 50,760
Step 15	\$ 26.37	\$ 48,646	\$ 27.18	\$ 50,144	\$ 27.95	\$ 51,572
Step 16	\$ 26.79	\$ 49,424	\$ 27.61	\$ 50,947	\$ 28.40	\$ 52,397
Step 17	\$ 27.22	\$ 50,215	\$ 28.06	\$ 51,762	\$ 28.85	\$ 53,236
Step 18	\$ 27.65	\$ 51,019	\$ 28.50	\$ 52,590	\$ 29.32	\$ 54,088
Step 19	\$ 28.09	\$ 51,835	\$ 28.96	\$ 53,431	\$ 29.78	\$ 54,953
Step 20	\$ 28.54	\$ 52,664	\$ 29.42	\$ 54,286	\$ 30.26	\$ 55,832
Step 21	\$ 29.00	\$ 53,507	\$ 29.89	\$ 55,155	\$ 30.75	\$ 56,726
Step 22	\$ 29.47	\$ 54,363	\$ 30.37	\$ 56,037	\$ 31.24	\$ 57,633
Step 23	\$ 29.94	\$ 55,233	\$ 30.86	\$ 56,934	\$ 31.74	\$ 58,555
Step 24	\$ 30.42	\$ 56,117	\$ 31.35	\$ 57,845	\$ 32.25	\$ 59,492
Step 25	\$ 30.90	\$ 57,014	\$ 31.85	\$ 58,770	\$ 32.76	\$ 60,444
Step 26	\$ 31.40	\$ 57,927	\$ 32.36	\$ 59,711	\$ 33.29	\$ 61,411
Step 27	\$ 31.90	\$ 58,853	\$ 32.88	\$ 60,666	\$ 33.82	\$ 62,394
Step 28	\$ 32.41	\$ 59,795	\$ 33.41	\$ 61,637	\$ 34.36	\$ 63,392
Step 29	\$ 32.93	\$ 60,752	\$ 33.94	\$ 62,623	\$ 34.91	\$ 64,406
Step 30	\$ 33.45	\$ 61,724	\$ 34.49	\$ 63,625	\$ 35.47	\$ 65,437

*To Include: HR Specialist, Finance Specialist, Data Specialist, and IT Specialist

12 months

7.5 hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework

Lane II - 60+ hours of college coursework and/or Associate's degree

Lane III - Bachelor's degree +

**Technology Technician Pay Scale
2023-24**

Technology Technician I			Technology Technician II 2+ Industry Certifications for Assigned Role(s)			Technology Technician III Bachelor's Degree and/or 3+ Industry Certifications for Assigned Role(s)		
Step	Hourly Rate	Annual	Step	Hourly Rate	Annual	Step	Hourly Rate	Annual
Step 0	\$ 18.85	\$ 34,778	Step 0	\$ 19.58	\$ 36,125	Step 0	\$ 20.32	\$ 37,490
Step 1	\$ 19.15	\$ 35,335	Step 1	\$ 19.89	\$ 36,703	Step 1	\$ 20.65	\$ 38,090
Step 2	\$ 19.46	\$ 35,900	Step 2	\$ 20.21	\$ 37,290	Step 2	\$ 20.98	\$ 38,700
Step 3	\$ 19.77	\$ 36,474	Step 3	\$ 20.53	\$ 37,887	Step 3	\$ 21.31	\$ 39,319
Step 4	\$ 20.09	\$ 37,058	Step 4	\$ 20.86	\$ 38,493	Step 4	\$ 21.65	\$ 39,948
Step 5	\$ 20.41	\$ 37,651	Step 5	\$ 21.20	\$ 39,109	Step 5	\$ 22.00	\$ 40,587
Step 6	\$ 20.73	\$ 38,253	Step 6	\$ 21.54	\$ 39,735	Step 6	\$ 22.35	\$ 41,237
Step 7	\$ 21.07	\$ 38,865	Step 7	\$ 21.88	\$ 40,371	Step 7	\$ 22.71	\$ 41,896
Step 8	\$ 21.40	\$ 39,487	Step 8	\$ 22.23	\$ 41,017	Step 8	\$ 23.07	\$ 42,567
Step 9	\$ 21.74	\$ 40,119	Step 9	\$ 22.59	\$ 41,673	Step 9	\$ 23.44	\$ 43,248
Step 10	\$ 22.09	\$ 40,761	Step 10	\$ 22.95	\$ 42,340	Step 10	\$ 23.82	\$ 43,940
Step 11	\$ 22.45	\$ 41,413	Step 11	\$ 23.32	\$ 43,017	Step 11	\$ 24.20	\$ 44,643
Step 12	\$ 22.81	\$ 42,076	Step 12	\$ 23.69	\$ 43,705	Step 12	\$ 24.58	\$ 45,357
Step 13	\$ 23.17	\$ 42,749	Step 13	\$ 24.07	\$ 44,405	Step 13	\$ 24.98	\$ 46,083
Step 14	\$ 23.54	\$ 43,433	Step 14	\$ 24.45	\$ 45,115	Step 14	\$ 25.38	\$ 46,820
Step 15	\$ 23.92	\$ 44,128	Step 15	\$ 24.84	\$ 45,837	Step 15	\$ 25.78	\$ 47,569
Step 16	\$ 24.30	\$ 44,834	Step 16	\$ 25.24	\$ 46,570	Step 16	\$ 26.20	\$ 48,330
Step 17	\$ 24.69	\$ 45,551	Step 17	\$ 25.65	\$ 47,315	Step 17	\$ 26.61	\$ 49,104
Step 18	\$ 25.08	\$ 46,280	Step 18	\$ 26.06	\$ 48,072	Step 18	\$ 27.04	\$ 49,889
Step 19	\$ 25.49	\$ 47,021	Step 19	\$ 26.47	\$ 48,842	Step 19	\$ 27.47	\$ 50,687
Step 20	\$ 25.89	\$ 47,773	Step 20	\$ 26.90	\$ 49,623	Step 20	\$ 27.91	\$ 51,498
Step 21	\$ 26.31	\$ 48,537	Step 21	\$ 27.33	\$ 50,417	Step 21	\$ 28.36	\$ 52,322
Step 22	\$ 26.73	\$ 49,314	Step 22	\$ 27.76	\$ 51,224	Step 22	\$ 28.81	\$ 53,160
Step 23	\$ 27.16	\$ 50,103	Step 23	\$ 28.21	\$ 52,043	Step 23	\$ 29.27	\$ 54,010
Step 24	\$ 27.59	\$ 50,905	Step 24	\$ 28.66	\$ 52,876	Step 24	\$ 29.74	\$ 54,874
Step 25	\$ 28.03	\$ 51,719	Step 25	\$ 29.12	\$ 53,722	Step 25	\$ 30.22	\$ 55,752
Step 26	\$ 28.48	\$ 52,547	Step 26	\$ 29.58	\$ 54,581	Step 26	\$ 30.70	\$ 56,644
Step 27	\$ 28.94	\$ 53,387	Step 27	\$ 30.06	\$ 55,455	Step 27	\$ 31.19	\$ 57,551
Step 28	\$ 29.40	\$ 54,241	Step 28	\$ 30.54	\$ 56,342	Step 28	\$ 31.69	\$ 58,471
Step 29	\$ 29.87	\$ 55,109	Step 29	\$ 31.03	\$ 57,244	Step 29	\$ 32.20	\$ 59,407
Step 30	\$ 30.35	\$ 55,991	Step 30	\$ 31.52	\$ 58,159	Step 30	\$ 32.71	\$ 60,358

12 months

7.5 hours per day

**Transportation Shop Pay Scale
2023-24**

Step	Parts/Warehouse		Fleet Technician						Assistant Shop Manager	
	Hourly Rate	Annual	Journeyman		Craftsman		Master		Hourly Rate	Annual
			Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual		
Step 0	\$ 15.51	\$ 28,616	\$ 19.12	\$ 35,276	\$ 20.75	\$ 38,284	\$ 22.40	\$ 41,328	\$ 24.58	\$ 45,350
Step 1	\$ 15.76	\$ 29,074	\$ 19.43	\$ 35,841	\$ 21.08	\$ 38,896	\$ 22.76	\$ 41,989	\$ 24.97	\$ 46,076
Step 2	\$ 16.01	\$ 29,539	\$ 19.74	\$ 36,414	\$ 21.42	\$ 39,519	\$ 23.12	\$ 42,661	\$ 25.37	\$ 46,813
Step 3	\$ 16.27	\$ 30,012	\$ 20.05	\$ 36,997	\$ 21.76	\$ 40,151	\$ 23.49	\$ 43,344	\$ 25.78	\$ 47,562
Step 4	\$ 16.53	\$ 30,492	\$ 20.37	\$ 37,589	\$ 22.11	\$ 40,793	\$ 23.87	\$ 44,037	\$ 26.19	\$ 48,323
Step 5	\$ 16.79	\$ 30,980	\$ 20.70	\$ 38,190	\$ 22.46	\$ 41,446	\$ 24.25	\$ 44,742	\$ 26.61	\$ 49,096
Step 6	\$ 17.06	\$ 31,475	\$ 21.03	\$ 38,801	\$ 22.82	\$ 42,109	\$ 24.64	\$ 45,458	\$ 27.04	\$ 49,882
Step 7	\$ 17.33	\$ 31,979	\$ 21.37	\$ 39,422	\$ 23.19	\$ 42,783	\$ 25.03	\$ 46,185	\$ 27.47	\$ 50,680
Step 8	\$ 17.61	\$ 32,491	\$ 21.71	\$ 40,053	\$ 23.56	\$ 43,467	\$ 25.43	\$ 46,924	\$ 27.91	\$ 51,491
Step 9	\$ 17.89	\$ 33,010	\$ 22.06	\$ 40,694	\$ 23.94	\$ 44,163	\$ 25.84	\$ 47,675	\$ 28.35	\$ 52,314
Step 10	\$ 18.18	\$ 33,539	\$ 22.41	\$ 41,345	\$ 24.32	\$ 44,870	\$ 26.25	\$ 48,437	\$ 28.81	\$ 53,151
Step 11	\$ 18.47	\$ 34,075	\$ 22.77	\$ 42,006	\$ 24.71	\$ 45,587	\$ 26.67	\$ 49,212	\$ 29.27	\$ 54,002
Step 12	\$ 18.76	\$ 34,620	\$ 23.13	\$ 42,678	\$ 25.10	\$ 46,317	\$ 27.10	\$ 50,000	\$ 29.74	\$ 54,866
Step 13	\$ 19.06	\$ 35,174	\$ 23.50	\$ 43,361	\$ 25.51	\$ 47,058	\$ 27.53	\$ 50,800	\$ 30.21	\$ 55,744
Step 14	\$ 19.37	\$ 35,737	\$ 23.88	\$ 44,055	\$ 25.91	\$ 47,811	\$ 27.97	\$ 51,613	\$ 30.70	\$ 56,636
Step 15	\$ 19.68	\$ 36,309	\$ 24.26	\$ 44,760	\$ 26.33	\$ 48,576	\$ 28.42	\$ 52,438	\$ 31.19	\$ 57,542
Step 16	\$ 19.99	\$ 36,890	\$ 24.65	\$ 45,476	\$ 26.75	\$ 49,353	\$ 28.88	\$ 53,277	\$ 31.69	\$ 58,463
Step 17	\$ 20.31	\$ 37,480	\$ 25.04	\$ 46,204	\$ 27.18	\$ 50,143	\$ 29.34	\$ 54,130	\$ 32.19	\$ 59,398
Step 18	\$ 20.64	\$ 38,080	\$ 25.44	\$ 46,943	\$ 27.61	\$ 50,945	\$ 29.81	\$ 54,996	\$ 32.71	\$ 60,348
Step 19	\$ 20.97	\$ 38,689	\$ 25.85	\$ 47,694	\$ 28.05	\$ 51,760	\$ 30.29	\$ 55,876	\$ 33.23	\$ 61,314
Step 20	\$ 21.31	\$ 39,308	\$ 26.26	\$ 48,457	\$ 28.50	\$ 52,588	\$ 30.77	\$ 56,770	\$ 33.76	\$ 62,295
Step 21	\$ 21.65	\$ 39,937	\$ 26.68	\$ 49,233	\$ 28.96	\$ 53,430	\$ 31.26	\$ 57,678	\$ 34.30	\$ 63,292
Step 22	\$ 21.99	\$ 40,576	\$ 27.11	\$ 50,020	\$ 29.42	\$ 54,285	\$ 31.76	\$ 58,601	\$ 34.85	\$ 64,304
Step 23	\$ 22.34	\$ 41,225	\$ 27.55	\$ 50,821	\$ 29.89	\$ 55,153	\$ 32.27	\$ 59,539	\$ 35.41	\$ 65,333
Step 24	\$ 22.70	\$ 41,885	\$ 27.99	\$ 51,634	\$ 30.37	\$ 56,036	\$ 32.79	\$ 60,491	\$ 35.98	\$ 66,378
Step 25	\$ 23.07	\$ 42,555	\$ 28.43	\$ 52,460	\$ 30.86	\$ 56,932	\$ 33.31	\$ 61,459	\$ 36.55	\$ 67,441
Step 26	\$ 23.43	\$ 43,236	\$ 28.89	\$ 53,299	\$ 31.35	\$ 57,843	\$ 33.84	\$ 62,443	\$ 37.14	\$ 68,520
Step 27	\$ 23.81	\$ 43,928	\$ 29.35	\$ 54,152	\$ 31.85	\$ 58,768	\$ 34.39	\$ 63,442	\$ 37.73	\$ 69,616
Step 28	\$ 24.19	\$ 44,631	\$ 29.82	\$ 55,018	\$ 32.36	\$ 59,709	\$ 34.94	\$ 64,457	\$ 38.34	\$ 70,730
Step 29	\$ 24.58	\$ 45,345	\$ 30.30	\$ 55,899	\$ 32.88	\$ 60,664	\$ 35.49	\$ 65,488	\$ 38.95	\$ 71,861
Step 30	\$ 24.97	\$ 46,070	\$ 30.78	\$ 56,793	\$ 33.41	\$ 61,635	\$ 36.06	\$ 66,536	\$ 39.57	\$ 73,011

12 Month

7.5 hours per day

Parts/Warehouse Worker requires a CDL License

Journeyman Fleet Technician requires CDL and VA State Inspection License.

Craftsman Fleet Technician requires CDL, VA State Inspection License, plus two (2) ASE certifications from among the Automotive, School Bus, and/or Medium/Heavy Truck categories.

Master Fleet Technician requires CDL, VA State Inspection License, Forklift Certification, Air Conditioning System Certification plus five (5) additional ASE certifications from among the Automotive, School Bus, and/or Medium/Heavy Truck categories.

Asst Shop Manager and Shop Manager require CDL, VA State Inspection License, Forklift Certification and ASE Master Certification in School Bus.

Job Titles with Ranges	GCPS 23-24 Minimum	GCPS 23-24 Maximum
Graduation Coach/Building Level Substitute	\$21/hr	\$42/hr
Sign Language Interpreter/SLPA	43,500	89,958
Information Technology- System Administrator	49,500	82,000
School Psychologists/** Speech Language Pathologists/OT/PT/**Behavior Analyst/ SEL Counselor	53,705	96,746
Manager – Accounting/Facilities/ Grounds/Safety/Transportation	53,655	86,205
Assistant Principals/Coordinators/ Instructional Specialists/Secondary Mathematics Coach/Activities-Athletic Director	63,000	106,050
Principals (Elementary and Middle)/Directors	77,700	130,200
Executive Director/Principal (High School)	97,755	140,700
Chief Financial Officer	101,010	145,950
Assistant Superintendent	105,000	153,300
*CAS/EDS- \$2,000, Doctorate- \$3,000		
<p>**Speech Language Pathologists without their CCC-SLP will be compensated based on the current teacher scale. All SLP's with their CCC-SLP certification will be paid based on the applicable range above.</p> <p>** Behavior Specialists can be hired in lieu of Behavior Analyst – Analyst will be required to have their BCBA and 1500 hours of clinical field work. Behavior Specialists will be compensated based on the current teacher scale.</p>		

Gloucester County Public Schools
Substitute/Temporary/Summer

2023-2024

<u>Instructional/Professional – Daily Rate (Regular School Calendar)</u>	<u>Daily Rate</u>
Substitute Teacher – High School Diploma	\$105
Substitute Teacher – ≥ 60 Semester Hours	\$110
Substitute Teacher – Bachelor’s degree or higher	\$120
Substitute Teacher – Holds current teaching license	\$130
Substitute Teacher – Long Term *	\$150
Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period)	\$30/hr (\$45 per 90 Min Block)
Substitute Teacher – GCPS Paraprofessional (subbing in an unfilled teacher vacancy)	\$5 above contract rate/hr
Substitute Paraprofessional – Regular	\$90
Substitute Paraprofessional – Special Education	\$95
 <u>Instructional/Professional – Hourly Rate</u>	 <u>Hourly Rate</u>
Homebound/Adult Education	\$40
Supplemental Rate for Instr. (Cert.) (Student Contact)	\$30
Supplemental Rate for Instr. (Cert.) (No Student Contact)	\$20
Supplemental Rate for Professional Development Leadership	\$50
Supplemental Rate for Staff Mentoring	\$30
 <u>Professional</u>	
Substitute Nurse – Degreed/RN/BSN	\$ 110 Daily
Substitute Nurse – Sixty Semester Credit Hours/LPN	\$ 100 Daily
Occupational/Physical Therapy Evaluators	\$150 Per Evaluation
Speech/Developmental Evaluators	\$150 Per Evaluation
Drivers Education	\$40
 <u>Support Staff – Hourly Rates</u>	
Substitute Bookkeeper & Clerical	\$15
Cooperative Office Education (COE) Student	\$12
Substitute Custodian	\$14
Substitute Cafeteria Worker	\$14
Substitute Security	\$15
 <u>Transportation – Hourly Rates</u>	
Substitute Bus Assistant	\$14
Substitute Bus Driver	\$17
Substitute Car Driver	\$14
Bus Drivers and Bus Assistant in Training	\$14
 Facilities/Grounds/Custodial Personnel	\$9 Hourly
(Hourly rate is in addition to your regular hourly rate if called into to work on inclement weather days when 12 month employees do not report)	

* If a substitute teacher works more than 10 consecutive days in the same classroom assignment, the compensation to that substitute teacher is the long-term rate. If the long-term assignment is pre-arranged, the long-term rate will begin with the first day of the assignment

<u>*Summer School - Instructional Staff</u>	<u>Hourly Rate</u>
Counselor	\$40
Teacher	\$40
Teacher Coordinator	\$40
Licensed Classroom Sub	\$40
Non-Licensed Classroom Sub	\$30
First Year Professional Staff Member Training/Observing	\$30
Paraprofessional	\$20

Summer - Support Staff

Cooperative Office Education (COE)	\$12
School Nurse	\$30
Technology Helper	\$20

Bus Driver, Bus Assistant, Cafeteria Manager, Cafeteria Assistant Manager, Groundskeeper, Security- Will be paid their 23/24 contracted hourly rate plus and additional summer premium of \$1.00 per hour.

All rates are hourly unless otherwise noted

*Summer School - Instructional Staff- are staff members supporting the summer school program and that have a class roster of students assigned to them for the duration of the summer school session. Instructional staff that works during the scheduled summer break but are not assigned to summer school (receiving training, assisting in the building, completing paperwork, etc.) will be paid based on the Instructional/Professional – Hourly Rates on page 27.

**Gloucester County Public Schools
2023-2024 School Year Supplements – Gloucester High School**

Title	Payments	23-24 Positions	Amount	23-24 Total
ATHLETICS				
Assistant Athletic Director	May	1	3,000	3,000
Baseball Coach- JV	May	1	2,400	2,400
Baseball Coach - V - Asst.	May	1	2,400	2,400
Baseball Coach - V - Head	May	1	3,200	3,200
Basketball Coach - Boys - JV	Mar	1	2,600	2,600
Basketball Coach - Boys - V - Asst.	Mar	1	2,600	2,600
Basketball Coach- Boys- V- Head	Mar	1	3,600	3,600
Basketball Coach - Girls - JV	Mar	1	2,600	2,600
Basketball Coach - Girls - V - Asst.	Mar	1	2,600	2,600
Basketball Coach- Girls - V- Head	Mar	1	3,600	3,600
Cheerleader Sponsor - Fall - JV	Nov	1	1,200	1,200
Cheerleader Sponsor - Winter- JV	Mar	1	1,200	1,200
Cheerleading Sponsor - Fall - V	Nov	1	2,300	2,300
Cheerleading Sponsor - Winter- V	Mar	1	1,800	1,800
Cross Country Coach - Asst.	Nov	1	2,400	2,400
Cross Country Coach - Head	Nov	1	3,200	3,200
Field Hockey Coach - V- Head	Nov	1	3,200	3,200
Field Hockey Coach – V – Asst.	Nov	1	2,400	2,400
Field Hockey Coach – JV	Nov	1	2,400	2,400
Football Coach - Head	Nov	1	4,400	4,400
Football Coach - V/JV - Asst.	Nov	4	2,500	10,000
Football Coach – V – Asst.	Nov	1	2,400	2,400
Football Coach- V/JV- OC/DC	Nov	2	3,200	6,400
Game Manager (Per Season)	Nov/Mar/May	3	1,000	3,000
Golf Coach	Nov	1	2,300	2,300
Soccer Coach - Boys- JV	May	1	2,400	2,400
Soccer Coach - Boys- V	May	1	3,200	3,200
Soccer Coach - Boys - V- Asst.	May	1	2,400	2,400
Soccer Coach -Girls- JV	May	1	2,400	2,400
Soccer Coach -Girls- V	May	1	3,200	3,200
Soccer Coach -Girls - V- Asst.	May	1	2,400	2,400
Softball Coach - JV	May	1	2,400	2,400
Softball Coach - V - Asst.	May	1	2,400	2,400
Softball Coach- V- Head	May	1	3,200	3,200
Strength and Conditioning	Sep	1	2,100	2,100
Swim Coach	Mar	1	3,200	3,200
Swim Coach- Asst.	Mar	1	2,200	2,200
Tennis Coach - Boys	May	1	2,500	2,500
Tennis Coach -Girls	May	1	2,500	2,500
Track Coach - Spring- Asst.	May	3	2,200	6,600
Track Coach – Spring – Head	May	1	3,200	3,200
Track Coach -Winter - Asst.	Mar	3	2,200	6,600
Track Coach -Winter - Head	Mar	1	3,200	3,200
Volleyball Coach- Boys- V	Nov	1	3,200	3,200

Volleyball Coach- Girls - V	Nov	1	3,200	3,200
Volleyball Coach- Boys- JV	Nov	1	2,400	2,400
Volleyball Coach- Girls - JV	Nov	1	2,400	2,400
Weight Room Trainer (Per Season)	Nov/Mar/May	3	1,500	4,500
Wrestling Coach - Head	Mar	1	3,200	3,200
Wrestling Coach- V/JV- Asst.	Mar	1	2,400	2,400

ACTIVITIES, CLUBS, COMPETITIONS				
Band	Nov	1	3,826	3,826
Band – Asst.	Nov	1	2,000	2,000
Band- Drum Line Coach	Nov	1	1,000	1,000
Beta Club	May	1	1,000	1,000
Career & Technical Competition (per diem)	Following event	14	100	1,400
Choral	May	1	3,575	3,575
Color Guard / Flag Team	Nov	1	1,800	1,800
Crew Coach	May	1	2,600	2,600
Crew Coach – Asst.	May	1	2,000	2,000
Debate	Mar	1	1,800	1,800
Department Head Supplements	May	9	1,000	9,000
Drama	May	1	3,575	3,575
ESports	May	1	1,800	1,800
Forensics	Mar	1	1,800	1,800
Freshman Class	May	1	900	900
Junior Class	May	1	1,800	1,800
Model UN	May	1	2,000	2,000
National Honor Society	May	1	1,000	1,000
Newspaper	May	1	1,800	1,800
One Act Play	May	1	1,800	1,800
SCA	May	1	1,800	1,800
Scholastic Bowl	Mar	1	1,800	1,800
Senior Class	May	1	1,800	1,800
Sophomore Class	May	1	900	900
WEB DuBois Honor Society	May	1	1,000	1,000
Yearbook	May	1	2,500	2,500
LEADERSHIP				
STEM Academy Sponsor	½ Dec; ½ May	1	2,000	2,000
Child Study	½ Dec; ½ May	1	1,500	1,500
Testing Assistant	May	1	500	500
Teacher Mentor	May	8	250	2000
VTSS Facilitator	May	1	1,000	1,000
Webmaster	½ Dec; ½ May	1	1,000	1,000

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Gloucester County Public Schools
2023-2024 School Year Supplements- Page and Peasley Middle Schools

Title	Payments	23-24 Positions	Amount	23-24 Total
ATHLETICS				
Athletic Director	May	1 per school	4,000	8,000
Baseball Coach	May	1 per school	2,000	4,000
Baseball Coach, Asst.	May	1 per school	1,440	2,880
Basketball Coach – Boys	Mar	1 per school	2,000	4,000
Basketball Coach – Boys – Asst.	Mar	1 per school	1,440	2,880
Basketball Coach - Girls	Mar	1 per school	2,000	4,000
Basketball Coach – Girls – Asst.	Mar	1 per school	1,440	2,880
Cheerleader Sponsor – Fall	Nov	1 per school	1,000	2,000
Cheerleader Sponsor - Winter	Mar	1 per school	1,000	2,000
Field Hockey Coach	Nov	1 per school	2,000	4,000
Field Hockey Coach – Asst.	Nov	1 per school	1,440	2,880
Softball Coach	May	1 per school	2,000	4,000
Softball Coach – Asst.	May	1 per school	1,440	2,880
ACTIVITIES, CLUBS, COMPETITIONS				
Band	May	1 per school	2,000	4,000
Choral	May	1 per school	2,000	4,000
Model UN	May	1 per school	2,000	2,000
National Junior Honor Society	May	1 per school	550	1,100
Odyssey of the Mind	May	1 per team/2 teams per school	2,000	8,000
Robotics Challenge Coach	½ Dec; ½ May	2 per school	1,000	4,000
SCA	May	2 per school	550	2,200
Science Bowl	May	1 per school	1,200	2,400
Spring Musical	May	1 Per school	1,000	2,000
Yearbook	May	1 per school	1,500	3,000
LEADERSHIP				
Child Study	½ Dec; ½ May	1 per school	1,500	3,000
Webmaster	½ Dec; ½ May	1 per school	500	1,000
Testing Assistant	May	1 per School	500	1000
Teacher Mentor	May	5 per school	250	2,500
VTSS Facilitator	May	1 per school	1,000	2,000
Grade Level/ Department Chairs	May	8 per school	1,000	16,000
Grade Level Gifted Contacts	½ Dec; ½ May	3 per school	800	4,800

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Gloucester County Public Schools 2023-2024 School Year Supplements Abingdon, Achilles, Bethel, Botetourt and Petsworth Elementary Schools				
Title	Payments	23-24 Positions	Amount	23-24 Total
ACTIVITIES, CLUBS, COMPETITIONS				
Yearbook	½ Dec; ½ May	1 per school	1,000	5,000
Odyssey of the Mind	May	1 per team/2 teams per school	1,000	10,000
Robotics Challenge Coach	½ Dec; ½ May	1 per school	500	2,500
SCA	May	1 per school	550	2,750
LEADERSHIP				
Webmaster	½ Dec; ½ May	1 per school	500	2,500
Family Reading Nights	½ Dec; ½ May	1 per school	400	2,000
Child Study	½ Dec; ½ May	1 per school	1,500	7,500
Testing Assistant	May	1 per school	500	2,500
Teacher Mentor	May	5 per school	250	6,250
VTSS Facilitator	May	1 per school	1,000	5,000
Gifted Program Enrichment Activity	Following Event	12	325	3,900
Gloucester County Public Schools 2023-2024 School Year Supplements- Division-Wide				
Title	Payments	23-24 Positions	Amount	23-24 Total
LEADERSHIP				
VTSS Division Coordinator	May	1	\$1,500	\$1,500
Great Computer Challenge	Following Event	2 per school	350	5,600
Gradebook Manager	½ Dec; ½ May	1	1,000	1,000
Traumatic Brain Injury Training	May	1	500	500

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