



SALARY SCHEDULE

2023-2024

Pulaski County Special School District Central Office
P.O. Box 8601/925 East Dixon Road
Little Rock, Arkansas 72216
(501) 234-2000
pcssd.org

**CLASSROOM TEACHER SALARY SCHEDULE
2023-2024**

1. Compensation is for 190 days.
2. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2023-2024 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.
3. Step 18 is added beginning with the 2023-2024 school year.
4. Employees hired to perform additional duties (i.e. coaches, band/choral directors, annual/newspaper sponsors) will be compensated per the 2023-2024 Additional Duty Index.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

2023-2024

190 Days

STEP	BA	BA + 12	BA + 24	MA	MA + 15	MA + 30	MA + 45	Doctorate
1	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$52,033
2	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,752	\$53,264
3	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$51,941	\$54,504
4	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,629	\$53,140	\$55,754
5	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$51,787	\$54,350	\$57,016
6	\$50,000	\$50,000	\$50,000	\$50,000	\$50,445	\$52,957	\$55,570	\$58,287
7	\$50,000	\$50,000	\$50,000	\$50,000	\$51,572	\$54,135	\$56,801	\$59,568
8	\$50,000	\$50,000	\$50,000	\$50,198	\$52,710	\$55,324	\$58,041	\$60,860
9	\$50,000	\$50,000	\$50,000	\$51,295	\$53,858	\$56,524	\$59,291	\$62,162
10	\$50,000	\$50,000	\$50,000	\$52,402	\$55,017	\$57,733	\$60,553	\$63,474
11	\$50,000	\$50,000	\$50,957	\$53,520	\$56,185	\$58,953	\$61,823	\$64,797
12	\$50,000	\$50,000	\$52,033	\$54,647	\$57,364	\$60,183	\$63,105	\$66,129
13	\$50,000	\$50,557	\$53,120	\$55,786	\$58,553	\$61,423	\$64,397	\$67,472
14	\$50,000	\$51,603	\$54,217	\$56,934	\$59,753	\$62,675	\$65,699	\$68,826
15	\$50,096	\$52,659	\$55,324	\$58,092	\$60,963	\$63,935	\$67,011	\$70,189
16	\$51,111	\$53,725	\$56,442	\$59,261	\$62,183	\$65,207	\$68,334	\$71,563
17	\$52,136	\$54,802	\$57,569	\$60,440	\$63,413	\$66,489	\$69,667	\$72,946
18	\$52,986	\$55,652	\$58,419	\$61,290	\$64,263	\$67,339	\$70,517	\$73,796

All hours above bachelor **must be graduate hours**.



CERTIFIED SALARY SCHEDULE 2023-2024

Beginning Teacher (0 Yrs Exp)	\$50,000
All current certified employees in the 22-23 school year earning \$48,000 or less based on current salary schedule placement	\$50,000
All current certified employees in the 22-23 school year earning \$48,000.01 or more based on current salary schedule placement	\$2,000 increase
Any new certified employee to the PCSSD for the 23-24 school year	Placement at the appropriate Range and on the 23-24 salary schedule.
Education Steps	Eligible credits for salary advancement earned during the preceding school year or preceding summer will be accepted. Such statements shall be supported by an official transcript delivered to the Human Resources Dept by October 1 of the 23-24 school year (Policy 3.41). Be aware this policy could change for the 24-25 school year.
Stipends	Current structures remain the same for the 23-24 school year.

Index Values	Current structures remain the same for the 23-24 school year.
Extended contract days	Current structures remain the same for the 23-24 school year.

To the best of PCSSD knowledge, the above salary schedule meets the requirements of the "Arkansas Learns" law. There are numerous unknowns regarding the funding at the time of drafting this schedule. This salary schedule is proposed, so the district can generate contracts and begin the new school year without interruption to general and daily operations.

Employees will be paid for extended days, and indexes.

**Administration will continue to work with the PPC to draft a future salary schedule after all state funding is known and more information is available.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

2023-2024 Additional Duty Indexes

Position	Days	Index	Position	Days	Index
7TH & 8TH ASST BOYS & GIRLS TRACK	195	0.040	VARSITY HEAD FOOTBALL	240	0.140
7TH & 8TH ASST VOLLEYBALL	200	0.040	VARSITY HEAD GOLF	195	0.050
7TH & 8TH FOOTBALL	200	0.060	VARSITY HEAD SOCCER	195	0.100
7TH & 8TH HEAD BAND DIRECTOR	215	0.100	VARSITY HEAD SWIM	195	0.050
7TH & 8TH HEAD BOYS & GIRLS TRACK	195	0.050	VARSITY HEAD TENNIS	195	0.050
7TH & 8TH HEAD VOLLEYBALL	200	0.050	VARSITY HEAD VOLLEYBALL	200	0.100
7TH & 9TH CHEER COACH	195	0.050	VARSITY OFFENSE & DEFENSE		0.050
7TH & 8TH ASST FOOTBALL	200	0.050	VARSITY ASST WRESTING	195	0.030
9TH HEAD BOYS & GIRLS BB	195	0.100	VARSITY HEAD WRESTLING	195	0.050
9TH HEAD BOYS & GIRLS TRACK	195	0.070	VARSITY ASST SOFTBALL	195	0.060
9TH ASST BOYS & GIRLS BB	195	0.070	VARISTY HEAD SOFTBALL	195	0.100
9TH ASST FOOTTBALL	200	0.070	MS ASST BAND	215	0.080
9TH CHEER COACH	195	0.060	MS ASST VOCAL MUSIC	200	0.040
9TH HEAD FOOTBALL	200	0.100	MS HEAD VOCAL MUSIC	200	0.040
9TH HEAD VOLLEYBALL	200	0.070			
9TH ASST VOLLEYBALL	200	0.050			
VARSITY ASST BOYS & GIRLS TRACK	195	0.050			
ATHLETIC DIRECTOR	240	0.150			
VARSITY ASST BASEBALL	195	0.060			
VARSITY HEAD BASEBALL	195	0.100			
VARSITY HEAD BOYS & GIRLS BB	240	0.120			
VARSITY ASST CROSS COUNTY	195	0.020			
VARSITY HEAD CROSS COUNTY	195	0.050			
7TH AND 8TH CHOIR DIRECTOR	200	0.040			
HIGH SCHOOL ASST CHOIR DIRECTOR	200	0.030			
HIGH SCHOOL ASST DRAMA/SPEECH	190	0.040			
HIGH SCHOOL CHOIR DIRECTOR	200	0.060			
HIGH SCHOOL DRAMA/SPEECH	190	0.060			
HIGH SCHOOL ORCHESTRA DIRECTOR	200	0.040			
HIGH SCHOOL ANNUAL SPONSOR	190	0.050			
HIGH SCHOOL NEWSPAPER SPONSOR	190	0.030			
MIDDLE SCHOOL SPORTS	200	0.120			
OFF SEASON		0.030			
VARSITY ASST BOYS & GIRLS BB	195	0.090			
VARSITY ASST FOOTBALL	200	0.090			
VARSITY ASST SWIM	195	0.030			
VARSITY ASST TENNIS	195	0.030			
VARSITY ASST GOLF	195	0.030			
VARSITY ASST SOCCER	195	0.060			
VARSITY ASST BAND DIRECTOR	215	0.090			
VARSITY ASST TRACK BOYS & GIRLS	195	0.060			
VARSITY ASST VOLLEYBALL	200	0.060			
VARSITY CHEER COACH	195	0.100			
VARSITY HEAD BAND DIRECTOR	215	0.120			
VARSITY HEAD BB BOYS & GIRLS	240	0.120			
VARSITY HEAD TRACK BOYS & GIRLS	195	0.100			

**CERTIFIED ADMINISTRATIVE SALARY SCHEDULE
2023-2024**

1. Beginning with the 2016-2017 school year, the district will begin transitioning to certified administrator salary schedules that are indexed to the district's Teacher Salary Schedule. Each administrator salary schedule shall be calculated as follows:
 - A. The district's Teacher Salary Schedule shall be converted to daily rates of pay for each cell on the schedule. The conversion to daily rates will be calculated by dividing the annual salary by the number of days required by the Teacher Salary Schedule.
 - B. The teacher daily rate of pay shall be multiplied by an index factor to arrive at the administrator's daily rate of pay.
 - C. The administrator's daily rate of pay shall be multiplied by the approved annual contract days to arrive at the annual salary.
2. Each certified administrator shall be placed on the salary schedule at the appropriate educational range and experience step based on college transcripts and verified experience as a licensed educator, both as a teacher and an administrator.
3. The transition to the new certified administrator salary schedules shall occur as follows:
 - A. The salary per the new salary schedule will be compared to the salary the administrator would have received for the 2016-2017 school year based on the salary schedule in place for the 2015-2016 school year.
 - i. If the salary schedule in place for the 2015-2016 school year provides a greater annual salary than the new salary schedule for a particular administrator, that administrator will continue to receive a salary in the same amount as provided by the 2015-2016 salary schedule, instead of the salary called for by the new salary schedule. The particular administrator will continue to receive that same 2015-2016 annual salary until his education range and experience steps on the new salary schedule bring the particular administrator to a salary that equals or exceeds his 2015-2016 salary. From that point on, that administrator will be paid according to the new salary schedule.
 - ii. If the new salary schedule provides a greater annual salary than the salary schedule in place for 2015-2016, the administrator will receive:
 1. For the 2016-2017 school year, an increase equal to one-third of the difference between the new salary schedule amount and the amount that would have been provided by the salary schedule in place for the 2015-2016 school year.
 2. For the 2017-2018 school year, an increase equal to one-half of the difference between the new salary schedule amount and the amount paid the administrator during the 2016-2017 school year.

3. For the 2018-2019 school year the annual salary will be based on the new salary schedule.
- B. The certified administrator salary schedules will be indexed to the Teacher Salary Schedule in place each school year.
4. Repealer. This policy is effective July 1, 2016. All portions of the PCSSD Certified Personnel Policies Manual existing prior to the adoption of this 2016-2017 Certified Administrator's Salary Schedule Policy that are inconsistent with this 2016-2017 Certified Administrator's Salary Schedule Policy are hereby repealed and held for naught.
5. Placement of out-of-District employees and in-District employees on the Schedule:
 - A. Effective July 1, 2016, administrators new to the District will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
 - B. Effective July 1, 2016, in-District teachers promoted and transferred to the Certified Administrative Salary Schedule will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
 - C. Effective July 1, 2016, promoted in-District administrators will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
6. SALARY SCHEDULE: See Teacher Salary Schedule and Certified Administrative Index.
7. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2023-2024 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
CERTIFIED ADMINISTRATIVE INDEX
2023-2024 SCHOOL YEAR**

<u>Position</u>	<u>Index Factor</u>	<u>Contract Days</u>
Deputy Superintendent-Learning Services	1.82	244
Assistant Superintendent-Equity & Pupil Services	1.42	244
Assistant Superintendent-Human Resources	1.42	244
Director of Accountability and Special Projects	1.35	244
Director-Special Education	1.34	244
Director-Humanities and Learning Services	1.34	244
Director-STEM and Blended Learning	1.34	244
High School Principal	1.33	244
Director-Federal Programs & Professional Dev.	1.32	244
Middle School Principal	1.28	244
Secondary Assistant Principal	1.27	207
Associate Director of Special Education	1.26	244
Director-Human Resources	1.26	244
Director-Counseling Services	1.25	244
Director-Pupil Services	1.25	244
ABC Pre-School Principal/District Director	1.24	216
Coordinator-Equity Initiatives	1.24	216
Director-Career Education	1.24	244
Director - Fine Arts	1.24	216
Director-Gifted & Talented	1.24	216
Driven Virtual Academy K-5 Principal	1.24	216
ESL/ELL Facilitator	1.24	216
Elementary Principal	1.24	216
Consultant-Hearing Impaired	1.20	190
Consultant-Visually Impaired	1.20	190
Coordinator-ALE	1.20	197
Coordinator-RTI	1.20	192
Coordinator-Special Education	1.20	197
School Psychology Specialist	1.20	192
Coordinator-Adult Education	1.14	244
Elementay Assistant Principal	1.10	202
Coordinator-WAGE	1.00	244

**SUPPORT STAFF PERSONNEL
DAILY SALARY SCHEDULE
2023-2024**

1. Support Staff Daily Personnel positions are classified and assigned an appropriate range on the schedule. Within each RANGE is a minimum and maximum daily rate. Advances within the salary range are based on the annual percentage increase approved by the Board of Education. The annual percentage increase may be applied to the schedule through a combination of lateral movements and additions to the base rate.
2. Placement of Out-of-District employees and reclassified In-District employees on the Schedule:
 - A. Employees new to the District or reclassified In-District employees will be granted all years of relevant experience.
3. SALARY SCHEDULE: See Support Staff Daily Job Classification Schedule and Support Staff Daily Salary Schedule attached.
4. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2023-2024 school year unless the employee has reached the maximum pay in his/her salary lane the previous year. .

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
CLASSIFIED STAFF DAILY
SALARY SCHEDULE
2023-2024**

RANGE	POSITION	CONTRACT DAYS	MINIMUM DAILY RATE	MAXIMUM DAILY RATE	STEP RANGE	
1			\$182.62	\$298.74	1	26
	Assistant to the Executive Dir. of Operaitons	244				
	Assistant Director - Student Nutrition	244				
	Buyer	244				
	Custodial and Grounds Supervisor	244				
	Executive Assistant to Superintendent	244				
	Facilitator of Safety/Security	244				
	Family Engagement Specialist	183				
	K-12 Alt. Learning Program Support Specialist	200				
	Project Manager	244				
	Route Supervisor	244				
	Speech Language Pathology Assistant	187				
	Student Services Liaison	187				
	Warehouse Coordinator	244				
2			\$193.70	\$309.82	1	26
	Budget Manager Federal Programs	244				
	Budget Manager - Operations	244				
	Marketing Communications Facilitator	216				
	Operations Manager	244				
	Payroll Supervisor	244				
	Staff Accountant	244				
3			\$204.79	\$320.90	1	26
	Behavior Intervention Specialist	192				
	Brand Coordinator	244				
4			\$215.87	\$331.99	1	26
	Application Developer	244				
	Coordinator of Energy & Project Management	244				
	Coordinator of Maintenance - Operations	244				
	Coordinator of Maintenance - Support	244				
	Data Center Administrator	244				
	IT Help Desk Manager/Network Security	244				
5			\$226.96	\$343.08	1	26
	Public Information Specialist	216				
	Registered Nurse/Special Needs Nurse	190				
	Senior Application Developer	244				
6			\$238.04	\$364.71	1	26
	Technology Project Manager	244				
7			\$249.12	\$375.79	1	26
8			\$260.21	\$386.88	1	26
	Library Media and Technology Facilitator	244				
	Instructional & Prof. Development Facilitator	244				
9			\$271.29	\$397.97	1	26
	Director of Safety and Security	244				
	IT App. Development & State Reporting Coord.	244				
	Lead IT Infrastruc. Eng./Cyber Security Analyst	244				
10			\$282.37	\$490.04	1	26
11			\$293.46	\$430.68	1	26
	Behavior Support Specialist	190				
	Coordinator of Health Services	216				
	Director of Accounting and Auditing	244				

	Director of Student Nutrition	244				
	Educational Audiologist	187				
	Occupational Therapist	187				
	Physical Therapist	187				
	Psychological Examiner	192				
	Speech Language Pathologist	187				
12			\$304.54	\$441.77	1	26
	Director of School Maintenance Services	244				
	Director of Plant Planning	244				
	Director of Transportation	244				
	Instructional Technology & Digital Learning Fac.	244				
13			\$315.63	\$452.86	1	26
	Sr. Instructional Technology & Prof. Dev. Fac.	244				
14			\$326.71	\$463.93	1	26
15			\$337.79	\$475.02	1	26
	Director of Technology Operations	244				
	Executive Director of Communications	244				
16			\$348.88	\$496.66	1	26
17			\$359.96	\$507.75	1	26
	District Treasurer	244				
18			\$371.05	\$518.82	1	26
19			\$382.13	\$529.91	1	26
20			\$393.21	\$541.00	1	26
21			\$404.30	\$562.64	1	26
22			\$415.38	\$573.72	1	26
23			\$426.46	\$584.80	1	26
24			\$437.55	\$595.89	1	26
	Executive Director of Operations	244				
25			\$448.64	\$606.98	1	26

2023-24

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7	RANGE 8	RANGE 9	RANGE 10	RANGE 11	RANGE 12	RANGE 13
1	182.62	193.70	204.79	215.87	226.96	238.04	249.12	260.21	271.29	282.37	293.46	304.54	315.63
2	187.26	198.35	209.44	220.51	231.60	243.10	254.19	265.27	276.36	287.44	298.95	310.03	321.11
3	191.91	202.99	214.07	225.16	236.25	248.18	259.25	270.34	281.42	292.51	304.44	315.52	326.60
4	196.55	207.64	218.72	229.81	240.88	253.24	264.33	275.40	286.49	297.58	309.92	321.01	332.09
5	201.20	212.28	223.36	234.45	245.53	258.30	269.39	280.48	291.55	302.64	315.41	326.50	337.58
6	205.85	216.92	228.01	239.10	250.18	263.37	274.46	285.54	296.63	307.70	320.90	331.99	343.08
7	210.49	221.57	232.66	243.73	254.82	268.43	279.52	290.61	301.69	312.77	326.39	337.48	348.56
8	215.13	226.21	237.30	248.38	259.47	273.51	284.59	295.67	306.76	317.84	331.88	342.96	354.05
9	219.77	230.86	241.95	253.03	264.11	278.57	289.66	300.74	311.82	322.91	337.37	348.45	359.54
10	224.42	235.51	246.58	257.67	268.76	283.64	294.73	305.81	316.89	327.97	342.86	353.94	365.03
11	229.07	240.15	251.23	262.32	273.41	288.70	299.79	310.88	321.96	333.04	348.35	359.43	370.52
12	233.71	244.80	255.88	266.96	278.04	293.77	304.86	315.94	327.03	338.10	353.84	364.93	376.00
13	238.36	249.43	260.52	271.61	282.69	298.84	309.92	321.01	332.09	343.18	359.33	370.41	381.49
14	243.00	254.08	265.17	276.26	287.33	303.91	315.00	331.15	342.22	353.31	370.30	381.39	392.48
15	247.64	258.73	269.81	280.89	291.98	308.97	320.06	331.15	342.22	353.31	370.30	381.39	392.48
16	252.29	263.37	274.46	285.54	296.63	314.04	325.12	336.21	347.30	358.37	375.79	386.88	397.97
17	256.93	268.02	279.10	290.18	301.27	319.10	330.19	341.28	352.36	363.44	381.28	392.37	403.45
18	261.58	272.66	283.74	294.83	305.92	324.18	335.25	346.34	357.43	368.51	386.78	397.85	408.94
19	266.22	277.31	288.39	299.48	310.55	329.24	340.33	351.41	362.49	373.58	392.26	403.34	414.43
20	270.87	281.95	293.03	304.12	315.20	334.31	345.39	356.48	367.56	378.64	397.75	408.83	419.92
21	275.52	286.59	297.68	308.77	319.85	339.37	350.46	361.55	372.63	383.71	403.24	414.33	425.41
22	280.16	291.24	302.33	313.40	324.49	344.44	355.52	366.61	377.70	388.77	408.73	419.82	430.89
23	284.80	295.88	306.97	318.05	329.14	349.51	360.59	371.68	382.76	393.85	414.22	425.30	436.38
24	289.44	300.53	311.62	322.70	333.78	354.58	365.66	376.74	387.83	398.91	419.70	430.79	441.88
25	294.09	305.18	316.25	327.34	338.43	359.64	370.73	381.82	392.89	403.98	425.19	436.28	447.37
26	298.74	309.82	320.90	331.99	343.08	364.71	375.79	386.88	397.97	409.04	430.68	441.77	452.86

2023-24

2023-24

[illegible]

**SUPPORT STAFF PERSONNEL
HOURLY SALARY SCHEDULE
2023-2024**

1. Support Staff Hourly Personnel positions are classified and assigned an appropriate range on the schedule. Within each RANGE is a minimum and maximum hourly rate. Advances within the salary range are based on the annual percentage increase approved by the Board of Education. The annual percentage increase may be applied to the schedule through a combination of lateral movements and additions to the base rate.
2. Placement of Out-of-District employees and reclassified In-District employees on the Schedule:
 - A. Employees new to the District or reclassified In-District employees will be granted all years for relevant experience.
- II. SALARY SCHEDULE: See Support Staff Hourly Job Classification Schedule and Support Staff Hourly Salary Schedule attached.
- III. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2023-2024 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
CLASSIFIED STAFF HOURLY
SALARY SCHEDULE
2023-2024**

RANGE	POSTIION	CONTRACT DAYS	MINIMUM HRLY RATE	MAXIMUM HRLY RATE	STEP RANGE	
1			\$11.44	\$20.06	1	26
	Bus Aide	178				
	Cafeteria Worker	180				
	General Custodian	182/226				
2			\$11.74	\$20.69	1	26
	Lead Custodian	226/244				
3			\$12.04	\$21.32	1	26
	ALE Para-Educator	181				
	Assistant Cafeteria Manager	182				
	In-School Suspension Intercessor	178				
	Laborer	244				
	Multiage Elementary Classroom Intercessor	178				
	Registrar	199/220				
	School Secretary	182/189				
	Secondary Attendance Clerk	190				
	Secretary - Counselor	196				
	Secretary - Registrar/Attend. Clerk (DVA/COI)	216				
4			\$12.34	\$21.95	1	26
	Registration Specialist	220				
5			\$12.64	\$22.59	1	26
	Accounting Clerk	244				
	Cafeteria Manager - Elementary Non-Certified	182				
	Cafeteria Manager - Secondary Non-Certified	182				
	ESL/ELL Liaison/Support	181				
	Pre-K Support Specialist	216				
	Warehouse Attendant	244				
6			\$12.94	\$24.54	1	26
	Billing Specialist	244				
	Bookkeeper - Adult Education	244				
	Bookkeeper - Driven Virt. Acad./Center of Innov.	216				
	Bookkeeper - Schools	199/244				
	Cafeteria Manager - Elem./Secondary Certified	182				
	Lead Warehouse Attendant	244				
	Records Retention Secretary	244				
	School Based Patrol/Security Officer	178				
	Secretary-Dir. Ath/Spec Prog .5/Coord 504/ESL	244				
	Secretary-Dir Career Ed/Fine Arts & TAG	244				
	Secretary-Dir. Counseling & Testing	244				
	Secretary-Dir. Spec Prog .5 & Instr. Strategist	244				
	Secretary-Director-Plant Planning	244				
	Secretary-Dir. Pupil Serv. & Coord. Health Serv.	244				
	Secretary-Director-Purchasing	244				
	Secretary-Director-Special Education	244				
	Secretary - 504/Dyslexia	244				
	Secretary - Special Ed Services	244				
	Security Officer	244				
	Security Officer/Central Office Support	244				
	Special Ed Signing Aide	178				
	Special Ed Data Entry Specialist	244				
	Special Ed Department Secretary	244				

	Warehouse Operations Secretary	244				
7			\$13.30	\$25.18	1	26
	Accounts Payable Specialist	244				
	ALE Para Facilitator	181				
	Auxiliary Bookkeeper	244				
	Building Technician	244				
	Bus Operator	178				
	General Maintenance Facility Technician	244				
	High School Literacy/Math Tutor	182				
	Para-Educator - Pre-K	178				
	Para-Educator - Special Ed/Bus Driver	181				
	Para-Educator - Special Ed	181				
	Para-Educator - Spec. Needs-Ind. Support	181				
	Plumber Apprentice	244				
8			\$13.94	\$25.81	1	26
	Dyslexia Interventionist	182				
	Pre-K Program Specialist	216				
	School Based Patrol/Lead Security Officer	200				
9			\$14.57	\$26.45	1	26
	Budget Analyst	244				
	Dispatcher	244				
	Federal Programs Specialist	244				
	Operation Specialist I - Maintenance	244				
	Parts Clerk	244				
	Payroll Specialist I	244				
	Performing Arts Tech	190				
	Permanent Sub Bus Driver	178				
	Transportation Specialist	244				
10			\$15.20	\$27.07	1	26
	Administrative Sergeant	244				
	Comm. Specialist/Sec. to Exec. Dir. Comm.	244				
	Extended Care Site Manager	182				
	Operation Specialist I - Transportation	244				
	Operation Specialist II - Maintenance	244				
	Operation Specialist II - Trainer	244				
	Personnel Specialist/Secretary to Dir. of HR	244				
	Safety and Security Specialist	244				
	Student Nutrition Coordinator	244				
11			\$15.84	\$29.03	1	26
	Building Services Technician	244				
	Employee Insurance Specialist	244				
	General Maintenance - Equipment Operator	244				
	General Maintenance - Painter Foreman	244				
	Groundskeeper	244				
	Locksmith	244				
	Payroll Specialist II	244				
	Personnel Specialist II	244				
	Router	244				
	Waste Water Technician	244				
12			\$16.46	\$29.66	1	26
	Accounting Specialist I	244				
	Air Conditioning Repairman	244				
	Bus Driver	178				
	Electrician	244				
	Plumber	244				
13			\$17.10	\$30.30	1	26

	Personnel Specialist III	244				
14			\$17.73	\$30.93	1	26
	Student Nutrition Application/Menu Specialist	244				
15			\$18.37	\$31.56	1	26
	Energy Management Systems Scheduler	244				
	Energy Management Systems Technician I	244				
	Library Support Liaison	244				
16			\$19.00	\$33.52	1	26
	Fixed Assets Specialist	244				
	IT Cabling and Support Technician	244				
	IT Support Technician	244				
	Mobile Device Repair Technician	244				
	Operations Specialist III - Zoning Specialist	244				
	Secretary - Asst. Supt.-Equity & Pupil Serv.	244				
	Secretary - Asst. Supt.- Human Resources	244				
	Secretary - Dep. Supt.- Learning Services	244				
	Secretary - District Treasurer/Dir. of Technology	244				
	Telecommunications Support Technician	244				
17			\$19.64	\$34.15	1	46
	IT Inventory/Support Specialist II	244				
	Student Nutrition Specialist	244				
18			\$20.27	\$34.78	1	26
	Diesel Mechanic	244				
19			\$20.90	\$35.41	1	26
	Accounting Specialist II	244				
	Building Services Foreman	244				
	Electrical Foreman	244				
	Electronic Equipment Repair	244				
	Energy Management System Technician II	244				
	Grounds Foreman	244				
	HVAC Foreman	244				
	Plumber Foreman	244				
	Sr. Telecomm./Network Infrastructure Tech.	244				
20			\$21.54	\$36.05	1	26
21			\$22.17	\$38.00	1	26
22			\$22.80	\$38.64	1	26
	Operations and Parts Supervisor	244				
23			\$23.43	\$39.27	1	26
	Educational Intrepreter	180				
	Pupil Services Interpreter	220				
	Senior Network Engineer/Architect	244				
24			\$24.07	\$39.90	1	26
25			\$24.70	\$40.54	1	26

Lunch Duty Supervisors
Summer Temps

\$12.04
\$12.94

HR1

2023-24

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7	RANGE 8	RANGE 9	RANGE 10	RANGE 11	RANGE 12	RANGE 13
1	11.44	11.74	12.04	12.34	12.64	12.94	13.30	13.94	14.57	15.20	15.84	16.46	17.10
2	11.74	12.04	12.34	12.64	12.94	13.42	13.78	14.40	15.04	15.67	16.36	16.99	17.63
3	12.04	12.34	12.64	12.94	13.24	13.88	14.25	14.88	15.52	16.15	16.89	17.52	18.16
4	12.34	12.64	12.94	13.24	13.54	14.36	14.73	15.36	16.00	16.63	17.42	18.05	18.69
5	12.64	12.94	13.24	13.54	13.73	14.84	15.20	15.84	16.46	17.10	17.95	18.57	19.21
6	12.94	13.24	13.54	13.84	14.14	15.31	15.67	16.31	16.94	17.58	18.47	19.10	19.74
7	13.24	13.54	13.84	14.14	14.57	15.79	16.15	16.79	17.42	18.05	19.00	19.64	20.27
8	13.54	13.84	14.14	14.44	14.99	16.27	16.63	17.26	17.89	18.52	19.53	20.17	20.80
9	13.84	14.14	14.44	14.78	15.41	16.73	17.10	17.73	18.37	19.00	20.06	20.69	21.32
10	14.14	14.44	14.74	15.20	15.84	17.21	17.58	18.21	18.84	19.48	20.58	21.22	21.85
11	14.44	14.74	15.04	15.62	16.26	17.69	18.05	18.69	19.32	19.95	21.11	21.75	22.38
12	14.74	15.04	15.40	16.05	16.68	18.16	18.52	19.16	19.79	20.43	21.64	22.28	22.91
13	15.04	15.34	15.84	16.46	17.10	18.64	19.00	19.64	20.27	20.90	22.17	22.80	23.43
14	15.34	15.62	16.26	16.89	17.52	19.11	19.48	20.11	20.74	21.37	22.69	23.33	23.96
15	15.64	16.05	16.68	17.32	17.95	19.58	19.95	20.58	21.22	21.85	23.22	23.86	24.49
16	15.94	16.46	17.10	17.73	18.37	20.06	20.43	21.06	21.69	22.33	23.75	24.39	25.02
17	16.26	16.89	17.52	18.16	18.79	20.54	20.90	21.54	22.17	22.80	24.28	24.91	25.54
18	16.68	17.32	17.95	18.57	19.21	21.01	21.37	22.01	22.64	23.28	24.80	25.44	26.07
19	17.10	17.73	18.37	19.00	19.64	21.49	21.85	22.48	23.12	23.75	25.33	25.97	26.60
20	17.52	18.16	18.79	19.43	20.06	21.96	22.33	22.96	23.60	24.22	25.86	26.50	27.13
21	17.95	18.57	19.21	19.84	20.48	22.44	22.80	23.43	24.07	24.70	26.40	27.02	27.65
22	18.37	19.00	19.64	20.27	20.90	22.91	23.28	23.91	24.54	25.18	26.92	27.55	28.18
23	18.79	19.43	20.06	20.69	21.32	23.39	23.75	24.39	25.02	25.65	27.45	28.08	28.71
24	19.21	19.84	20.48	21.11	21.75	23.87	24.22	24.86	25.49	26.12	27.98	28.61	29.24
25	19.64	20.27	20.90	21.54	22.17	24.34	24.70	25.33	25.97	26.60	28.51	29.13	29.76
26	20.06	20.69	21.32	21.95	22.59	24.81	25.18	25.81	26.45	27.07	29.03	29.66	30.30

HR1

2023-24

STEP	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
1	14	15	16	17	18	19	20	21	22	23	24	25			
1	17.73	18.37	19.00	19.64	20.27	20.90	21.54	22.17	22.80	23.43	24.07	24.70	24.70		
2	18.26	18.90	19.58	20.22	20.85	21.49	22.12	22.80	23.43	24.07	24.70	25.33	25.33		
3	18.79	19.43	20.17	20.80	21.42	22.06	22.69	23.43	24.07	24.70	25.33	25.97	25.97		
4	19.31	19.95	20.74	21.37	22.01	22.64	23.27	24.07	24.70	25.33	25.97	26.60	26.60		
5	19.84	20.48	21.32	21.95	22.59	23.22	23.86	24.70	25.33	25.97	26.60	27.24	27.24		
6	20.37	21.01	21.90	22.54	23.17	23.81	24.44	25.33	25.97	26.60	27.24	27.87	27.87		
7	20.90	21.54	22.48	23.12	23.75	24.39	25.02	25.97	26.60	27.24	27.87	28.51	28.51		
8	21.42	22.06	23.07	23.70	24.34	24.96	25.59	26.60	27.24	27.87	28.51	29.13	29.13		
9	21.95	22.59	23.65	24.28	24.91	25.54	26.18	27.24	27.87	28.51	29.13	29.76	29.76		
10	22.48	23.12	24.22	24.86	25.49	26.12	26.76	27.87	28.51	29.13	29.76	30.40	30.40		
11	23.02	23.65	24.80	25.44	26.07	26.71	27.34	28.51	29.13	29.76	30.40	31.03	31.03		
12	23.54	24.17	25.39	26.02	26.66	27.29	27.92	29.13	29.76	30.40	31.03	31.67	31.67		
13	24.07	24.70	25.97	26.60	27.24	27.87	28.51	29.76	30.40	31.03	31.67	32.30	32.30		
14	24.60	25.23	26.55	27.19	27.82	28.44	29.08	30.40	31.03	31.67	32.30	32.94	32.94		
15	25.13	25.76	27.13	27.76	28.39	29.03	29.66	31.03	31.67	32.30	32.94	33.57	33.57		
16	25.65	26.28	27.71	28.34	28.97	29.61	30.24	31.67	32.30	32.94	33.57	34.21	34.21		
17	26.18	26.81	28.29	28.92	29.56	30.19	30.83	32.30	32.94	33.57	34.21	34.84	34.84		
18	26.71	27.34	28.87	29.50	30.14	30.77	31.41	32.94	33.57	34.21	34.84	35.46	35.46		
19	27.24	27.87	29.45	30.09	30.72	31.36	31.98	33.57	34.21	34.84	35.46	36.10	36.10		
20	27.76	28.39	30.04	30.67	31.29	31.93	32.56	34.21	34.84	35.46	36.10	36.73	36.73		
21	28.29	28.92	30.62	31.24	31.88	32.51	33.14	34.84	35.46	36.10	36.73	37.37	37.37		
22	28.82	29.45	31.19	31.82	32.46	33.09	33.73	35.46	36.10	36.73	37.37	38.00	38.00		
23	29.35	29.98	31.77	32.41	33.04	33.68	34.31	36.10	36.73	37.37	38.00	38.64	38.64		
24	29.87	30.50	32.35	32.99	33.62	34.26	34.89	36.73	37.37	38.00	38.64	39.27	39.27		
25	30.40	31.03	32.94	33.57	34.21	34.84	35.46	37.37	38.00	38.64	39.27	39.90	39.90		
26	30.93	31.56	33.52	34.15	34.78	35.41	36.05	38.00	38.64	39.27	39.90	40.54	40.54		

**SUBSTITUTE TEACHER SALARY SCHEDULE
2023-2024**

Substitute Teacher (<i>without Degree</i>)	\$ 87.00
Substitute Teacher (<i>with Degree</i>)	\$ 95.00
Substitute Teacher (<i>10 to 29 days - Degree</i>)	\$105.00
Substitute Teacher (<i>30 or more days - Certified</i>)	\$115.00