

Page County Public Schools Pay Scales

Fiscal Year 2021

Updated June 2020

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PAGE COUNTY PUBLIC SCHOOLS conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings.

We are an Equal Opportunity Employer, who fully and actively supports equal access for all qualified applicants, regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability status, Genetic Information or Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law, and prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination. It is our goal to increase the diversity in our workforce and to provide the best work environment possible. Our senior management team regularly receives and reviews affirmative action reports and has the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

2020-21 TEACHER WITH BACHELOR DEGREE PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | | | | ESL |
|------|----------|-------------------|----------|---|------------|
| | BACHELOR | BACHELOR | BACHELOR | | SUPERVISOR |
| STEP | 10 MONTH | 11 MONTH | 12 MONTH | _ | 10 MONTH |
| 0 | \$42,512 | \$46,765 | \$51,017 | | \$27,053 |
| 1 | \$42,512 | \$46,765 | \$51,017 | | \$27,053 |
| 2 | \$42,512 | \$46 <i>,</i> 765 | \$51,017 | | \$27,053 |
| 3 | \$42,512 | \$46 <i>,</i> 765 | \$51,017 | | \$27,053 |
| 4 | \$42,512 | \$46,765 | \$51,017 | | \$27,053 |
| 5 | \$42,721 | \$46,994 | \$51,266 | | \$27,594 |
| 6 | \$42,881 | \$47,154 | \$51,427 | | \$27,862 |
| 7 | \$43,042 | \$47,315 | \$51,588 | | \$28,130 |
| 8 | \$43,202 | \$47,476 | \$51,748 | | \$28,344 |
| 9 | \$43,364 | \$47,636 | \$51,909 | | \$28,505 |
| 10 | \$43,525 | \$47,797 | \$52,070 | | \$28,666 |
| 11 | \$43,685 | \$47,958 | \$52,230 | | |
| 12 | \$44,340 | \$48,773 | \$53,208 | | |
| 13 | \$44,697 | \$49,166 | \$53,636 | | |
| 14 | \$45,054 | \$49,558 | \$54,064 | | |
| 15 | \$45,411 | \$49,952 | \$54,492 | | |
| 16 | \$45,767 | \$50,343 | \$54,923 | | |
| 17 | \$46,124 | \$50,737 | \$55,349 | | |
| 18 | \$46,601 | \$51,261 | \$55,922 | | |
| 19 | \$47,077 | \$51,783 | \$56,491 | | |
| 20 | \$47,553 | \$52,308 | \$57,063 | | |
| 21 | \$48,028 | \$52,833 | \$57,636 | | |
| 22 | \$48,504 | \$53,356 | \$58,205 | | |
| 23 | \$49,100 | \$54,009 | \$58,920 | | |
| 24 | \$49,694 | \$54,664 | \$59,633 | | |
| 25 | \$50,290 | \$55,319 | \$60,348 | | |
| 26 | \$50,885 | \$55,973 | \$61,063 | | |
| 27 | \$52,671 | \$57,936 | \$63,204 | | |
| 28 | \$53,383 | \$58,722 | \$64,061 | | |
| 29 | \$54,097 | \$59,507 | \$64,917 | | |
| 30 | \$54,812 | \$60,293 | \$65,775 | | |
| 31 | \$55,525 | \$61,079 | \$66,632 | | |
| 32 | \$56,241 | \$61,864 | \$67,489 | | |
| 33 | \$57,073 | \$62,780 | \$68,487 | | |
| 34 | \$57,907 | \$63,697 | \$69,487 | | |
| 35 | \$58,739 | \$64,613 | \$70,487 | | |

| 36 | \$59,571 | \$65,529 | | \$71,486 | |
|----|----------|----------|--|----------|--|
| 37 | \$60,404 | \$66,445 | | \$72,486 | |
| 38 | \$61,357 | \$67,493 | | \$73,629 | |
| 39 | \$62,310 | \$68,540 | | \$74,769 | |
| 40 | \$63,261 | \$69,587 | | \$75,913 | |
| 41 | \$64,213 | \$70,634 | | \$77,055 | |
| 42 | \$65,165 | \$71,681 | | \$78,198 | |
| 43 | \$66,117 | \$72,729 | | \$79,339 | |
| 44 | \$67,069 | \$73,776 | | \$80,483 | |
| 45 | \$68,022 | \$74,822 | | \$81,625 | |

Notes:

- 1) \$634 supplement is paid for 15 or more semester hours above Master's in approved area-of-work graduate programs.
- 2) \$846 supplement is paid for 30 or more semester hours above Master's in approved area-of-work graduate programs.
- 3) \$2,907 supplement is paid for a Doctorate degree.

2020-21 TEACHER WITH MASTERS DEGREE PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | | | GRANT |
|------|-------------------|----------|-------------------|-----------|
| | | | | WRITER/ |
| | MASTERS | MASTERS | MASTERS | COUNSELOR |
| STEP | 10 MONTH | 11 MONTH | 12 MONTH | 11 MONTH |
| 0 | \$45,770 | \$50,347 | \$54,925 | \$37,200 |
| 1 | \$45 <i>,</i> 770 | \$50,347 | \$54,925 | \$37,200 |
| 2 | \$45 <i>,</i> 770 | \$50,347 | \$54,925 | \$37,200 |
| 3 | \$45 <i>,</i> 770 | \$50,347 | \$54,925 | \$37,200 |
| 4 | \$45 <i>,</i> 770 | \$50,347 | \$54,925 | \$37,200 |
| 5 | \$45,993 | \$50,593 | \$55,193 | \$37,793 |
| 6 | \$46,154 | \$50,753 | \$55,353 | \$37,878 |
| 7 | \$46,315 | \$50,914 | \$55,514 | \$37,964 |
| 8 | \$46,475 | \$51,075 | \$55,675 | \$38,048 |
| 9 | \$46,636 | \$51,235 | \$55 <i>,</i> 835 | \$38,134 |
| 10 | \$46,797 | \$51,396 | \$55 <i>,</i> 996 | \$38,219 |
| 11 | \$46,958 | \$51,557 | \$56,157 | \$38,304 |
| 12 | \$47,613 | \$52,373 | \$57,135 | \$38,389 |
| 13 | \$47,969 | \$52,765 | \$57,564 | \$38,986 |
| 14 | \$48,328 | \$53,158 | \$57,991 | \$39,580 |
| 15 | \$48,684 | \$53,551 | \$58,420 | \$40,294 |
| 16 | \$49,040 | \$53,944 | \$58,847 | \$41,007 |
| 17 | \$49,398 | \$54,337 | \$59,275 | \$41,721 |
| 18 | \$49,874 | \$54,861 | \$59,848 | \$42,436 |
| 19 | \$50,349 | \$55,384 | \$60,419 | \$43,150 |
| 20 | \$50,825 | \$55,907 | \$60,989 | \$43,982 |
| 21 | \$51,300 | \$56,431 | \$61,562 | \$44,815 |
| 22 | \$51 <i>,</i> 777 | \$56,955 | \$62,134 | \$45,650 |
| 23 | \$52,371 | \$57,609 | \$62,845 | \$46,482 |
| 24 | \$52 <i>,</i> 979 | \$58,264 | \$63,560 | \$47,315 |
| 25 | \$53 <i>,</i> 564 | \$58,919 | \$64,276 | \$48,267 |
| 26 | \$54,157 | \$59,572 | \$64,989 | \$49,220 |
| 27 | \$55,943 | \$61,537 | \$67,131 | \$50,170 |
| 28 | \$56,656 | \$62,321 | \$67,989 | \$51,123 |
| 29 | \$57,370 | \$63,107 | \$68,845 | \$52,074 |
| 30 | \$58,085 | \$63,892 | \$69,701 | \$53,147 |
| 31 | \$58,798 | \$64,678 | \$70,558 | \$54,217 |
| 32 | \$59,513 | \$65,464 | \$71,416 | \$55,288 |
| 33 | \$60,344 | \$66,380 | \$72,415 | \$56,360 |
| 34 | \$61,179 | \$67,295 | \$73 <i>,</i> 413 | \$57,430 |

| 35 | \$62,011 | \$68,213 | \$74,414 | | \$58,619 |
|----|----------|----------|----------|--|----------|
| 36 | \$62,844 | \$69,128 | \$75,414 | | \$59,811 |
| 37 | \$63,677 | \$70,044 | \$76,413 | | \$61,000 |
| 38 | \$64,630 | \$71,092 | \$77,555 | | \$62,190 |
| 39 | \$65,581 | \$72,139 | \$78,698 | | \$63,380 |
| 40 | \$66,533 | \$73,187 | \$79,839 | | \$64,569 |
| 41 | \$67,485 | \$74,234 | \$80,983 | | \$65,758 |
| 42 | \$68,437 | \$75,281 | \$82,125 | | \$66,947 |
| 43 | \$69,390 | \$76,329 | \$83,266 | | \$68,138 |
| 44 | \$70,342 | \$77,376 | \$84,410 | | \$69,327 |
| 45 | \$71,295 | \$78,423 | \$85,553 | | \$70,516 |

Notes:

- 1) \$634 supplement is paid for 15 or more semester hours above Master's in approved area-of-work graduate programs.
- 2) \$846 supplement is paid for 30 or more semester hours above Master's in approved area-of-work graduate programs.
- 3) \$2,907 supplement is paid for a Doctorate degree.

2020 PSYCHOLOGIST & TECHNICAL PROFESSIONAL (LPN) PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | PSYCHOLOGIST | PSYCHOLOGIST | TECH PROF & NURSES |
|------|--------------|--------------|--------------------|
| STEP | 10 MONTH | 12 MONTH | 10 MONTH |
| 0 | \$50,849 | \$62,274 | \$30,063 |
| 1 | \$50,849 | \$62,274 | \$30,063 |
| 2 | \$50,849 | \$62,274 | \$30,063 |
| 3 | \$50,849 | \$62,274 | \$30,063 |
| 4 | \$50,849 | \$62,274 | \$30,063 |
| 5 | \$51,071 | \$62,552 | \$30,148 |
| 6 | \$51,226 | \$62,744 | \$30,232 |
| 7 | \$51,380 | \$62,938 | \$30,315 |
| 8 | \$51,535 | \$63,131 | \$30,400 |
| 9 | \$51,689 | \$63,324 | \$30,485 |
| 10 | \$51,844 | \$63,517 | \$30,569 |
| 11 | \$51,998 | \$63,711 | \$30,653 |
| 12 | \$52,216 | \$63,982 | \$31,242 |
| 13 | \$52,786 | \$64,694 | \$31,832 |
| 14 | \$53,359 | \$65,412 | \$32,443 |
| 15 | \$53,960 | \$66,162 | \$33,088 |
| 16 | \$54,590 | \$66,950 | \$33,763 |
| 17 | \$55,252 | \$67,778 | \$34,473 |
| 18 | \$55,948 | \$68,647 | \$35,680 |
| 19 | \$56,685 | \$69,568 | \$36,959 |
| 20 | \$57,582 | \$70,690 | \$38,302 |
| 21 | \$58,487 | \$71,820 | \$39,675 |
| 22 | \$59,098 | \$72,586 | \$41,030 |
| 23 | \$59,859 | \$73,536 | \$42,382 |
| 24 | \$60,369 | \$74,173 | \$43,702 |
| 25 | \$60,905 | \$74,844 | \$44,992 |
| 26 | \$62,950 | \$77,400 | \$46,316 |
| 27 | \$64,995 | \$79,956 | \$47,830 |
| 28 | \$67,966 | \$83,670 | \$49,033 |
| 29 | \$70,361 | \$86,662 | \$50,841 |
| 30 | \$71,133 | \$88,662 | \$52,651 |
| 31 | \$73,528 | \$90,662 | \$54,986 |
| 32 | \$75,923 | \$92,662 | \$57,321 |

Notes:

1) \$634 supplement is paid for 15 or more semester hours above Master's in approved area-of-work graduate programs.

2) \$846 supplement is paid for 30 or more semester hours above Master's in approved area-of-work graduate programs.

3) \$2,907 supplement is paid for a Doctorate degree.

2020-21 CLERICAL PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | SCHOOL | SCHOOL | SCHOOL |
|------|---------------|-----------|-----------|-----------|
| | SBO SEC/CLERK | SECRETARY | SECRETARY | SECRETARY |
| STEP | 12 MONTH | 12 MONTH | 11 MONTH | 10 MONTH |
| 0 | \$26,037 | \$22,708 | \$20,902 | \$19,094 |
| 1 | \$26,037 | \$22,708 | \$20,902 | \$19,094 |
| 2 | \$26,037 | \$22,708 | \$20,902 | \$19,094 |
| 3 | \$26,037 | \$22,708 | \$20,902 | \$19,094 |
| 4 | \$26,037 | \$22,708 | \$20,902 | \$19,094 |
| 5 | \$26,095 | \$22,766 | \$20,954 | \$19,143 |
| 6 | \$26,154 | \$22,826 | \$21,007 | \$19,191 |
| 7 | \$26,211 | \$22,883 | \$21,059 | \$19,241 |
| 8 | \$26,269 | \$22,942 | \$21,113 | \$19,289 |
| 9 | \$26,329 | \$22,999 | \$21,166 | \$19,337 |
| 10 | \$26,387 | \$23,058 | \$21,220 | \$19,385 |
| 11 | \$26,444 | \$23,115 | \$21,276 | \$19,435 |
| 12 | \$26,854 | \$23,525 | \$21,651 | \$19,777 |
| 13 | \$27,261 | \$23,933 | \$22,026 | \$20,115 |
| 14 | \$27,687 | \$24,341 | \$22,398 | \$20,457 |
| 15 | \$28,133 | \$24,771 | \$22,791 | \$20,813 |
| 16 | \$28,602 | \$25,222 | \$23,205 | \$21,191 |
| 17 | \$29,093 | \$25,693 | \$23,637 | \$21,583 |
| 18 | \$29,749 | \$26,165 | \$24,071 | \$21,976 |
| 19 | \$30,428 | \$26,655 | \$24,519 | \$22,383 |
| 20 | \$31,153 | \$27,175 | \$24,995 | \$22,816 |
| 21 | \$32,000 | \$27,705 | \$25,482 | \$23,260 |
| 22 | \$32,880 | \$28,249 | \$25,981 | \$23,713 |
| 23 | \$33,233 | \$28,806 | \$26,491 | \$24,177 |
| 24 | \$34,006 | \$29,376 | \$27,012 | \$24,650 |
| 25 | \$34,583 | \$29,952 | \$27,542 | \$25,133 |
| 26 | \$35,161 | \$30,549 | \$28,089 | \$25,630 |
| 27 | \$35,649 | \$31,153 | \$28,644 | \$26,133 |
| 28 | \$35,962 | \$31,774 | \$29,214 | \$26,651 |
| 29 | \$36,421 | \$32,412 | \$29,794 | \$27,181 |
| 30 | \$37,072 | \$33,061 | \$30,391 | \$27,723 |
| 31 | \$37,880 | \$33,721 | \$30,999 | \$28,274 |
| 32 | \$38,408 | \$34,404 | \$31,621 | \$28,841 |
| 33 | \$39,193 | \$35,095 | \$32,256 | \$29,418 |
| 34 | \$40,162 | \$35,807 | \$32,908 | \$30,010 |
| 35 | \$41,397 | \$36,531 | \$33,573 | \$30,613 |

| 36 | \$42,396 | \$37,274 | | \$34,252 | \$31,231 |
|----|----------|----------|--|----------|----------|
| 37 | \$43,239 | \$38,032 | | \$34,950 | \$31,866 |
| 38 | \$44,288 | \$38,818 | | \$35,669 | \$32,520 |
| 39 | \$45,339 | \$39,602 | | \$36,389 | \$33,173 |

2020-21 CLASSIFIED PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | SIGN | | |
|------|------------|-------------|------------|----------------|
| | FINANCIAL | LANGUAGE | ATTENDANCE | CLERICAL |
| STEP | SPECIALIST | INTERPRETER | OFFICER | TRANSPORTATION |
| 0 | \$37,508 | \$36,477 | \$42,153 | \$35,302 |
| 1 | \$37,508 | \$36,477 | \$42,153 | \$35,302 |
| 2 | \$37,508 | \$36,477 | \$42,153 | \$35,302 |
| 3 | \$37,508 | \$36,477 | \$42,153 | \$35,302 |
| 4 | \$37,508 | \$36,477 | \$42,153 | \$35,302 |
| 5 | \$38,090 | \$37,060 | \$42,211 | \$35,424 |
| 6 | \$38,173 | \$37,143 | \$42,268 | \$35,544 |
| 7 | \$38,256 | \$37,226 | \$42,326 | \$35,664 |
| 8 | \$38,340 | \$37,310 | \$42,383 | \$35,786 |
| 9 | \$38,423 | \$37,393 | \$42,443 | \$35,844 |
| 10 | \$38,507 | \$37,477 | \$42,501 | \$35,901 |
| 11 | \$38,590 | \$37,560 | \$42,558 | \$35,959 |
| 12 | \$38,674 | \$37,643 | \$42,969 | \$36,369 |
| 13 | \$39,259 | \$38,229 | \$43,376 | \$36,776 |
| 14 | \$40,000 | \$38,812 | \$43,801 | \$37,201 |
| 15 | \$40,541 | \$39,512 | \$44,248 | \$37,647 |
| 16 | \$41,241 | \$40,210 | \$44,717 | \$38,117 |
| 17 | \$41,942 | \$40,911 | \$45,207 | \$39,656 |
| 18 | \$42,283 | \$41,612 | \$45,863 | \$40,311 |
| 19 | \$43,343 | \$42,313 | \$46,543 | \$40,991 |
| 20 | \$44,158 | \$43,129 | \$47,268 | \$41,716 |
| 21 | \$44,975 | \$43,946 | \$48,114 | \$42,563 |
| 22 | \$45,793 | \$44,764 | \$48,995 | \$43,443 |
| 23 | \$46,609 | \$45,579 | \$49,348 | \$43,796 |
| 24 | \$47,214 | \$46,396 | \$49,822 | \$44,569 |
| 25 | \$48,360 | \$47,329 | \$50,304 | \$45,145 |
| 26 | \$49,294 | \$48,263 | \$50,801 | \$45,723 |
| 27 | \$50,226 | \$49,197 | \$51,304 | \$46,212 |
| 28 | \$51,161 | \$50,131 | \$51,821 | \$46,525 |
| 29 | \$52,093 | \$51,063 | \$52,352 | \$46,983 |
| 30 | \$53,145 | \$52,115 | \$52,895 | \$47,634 |
| 31 | \$54,195 | \$53,165 | \$53,446 | \$48,336 |
| 32 | \$55,244 | \$54,214 | \$54,012 | \$48,971 |
| 33 | \$56,295 | \$55,265 | \$54,589 | \$49,756 |
| 34 | \$57,345 | \$56,315 | \$55,182 | \$50,724 |
| 35 | \$58,511 | \$57,481 | \$55,785 | \$51,959 |

| 36 | \$59,679 | \$58,649 | \$56,402 | \$52,958 |
|----|----------|----------|----------|----------|
| 37 | \$60,846 | \$59,816 | \$57,037 | \$53,801 |
| 38 | \$62,013 | \$60,983 | \$57,691 | \$54,851 |
| 39 | \$63,179 | \$62,149 | \$58,344 | \$55,902 |

2020-21 CLASSIFIED PAY SCALES continued

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | 175-DAY | | | |
|------|-----------|----------|--------------|-----------|----------|
| | 190-DAY | ASST | MAINTENANCE/ | | |
| STEP | ASSISTANT | (PALS) | MECHANIC | CUSTODIAN | COURIER |
| 0 | \$13,674 | \$12,742 | \$28,558 | \$21,122 | \$24,100 |
| 1 | \$13,674 | \$12,742 | \$28,558 | \$21,122 | \$24,100 |
| 2 | \$13,674 | \$12,742 | \$28,558 | \$21,122 | \$24,100 |
| 3 | \$13,674 | \$12,742 | \$28,558 | \$21,122 | \$24,100 |
| 4 | \$13,674 | \$12,742 | \$28,558 | \$21,122 | \$24,100 |
| 5 | \$13,723 | \$12,787 | \$28,640 | \$21,181 | \$24,158 |
| 6 | \$13,772 | \$12,833 | \$28,721 | \$21,240 | \$24,217 |
| 7 | \$13,821 | \$12,879 | \$28,802 | \$21,297 | \$24,276 |
| 8 | \$13,870 | \$12,925 | \$28,884 | \$21,356 | \$24,335 |
| 9 | \$13,919 | \$12,970 | \$28,965 | \$21,414 | \$24,395 |
| 10 | \$13,967 | \$13,017 | \$29,046 | \$21,472 | \$24,455 |
| 11 | \$14,016 | \$13,065 | \$29,129 | \$21,530 | \$24,513 |
| 12 | \$14,357 | \$13,112 | \$29,702 | \$21,940 | \$24,923 |
| 13 | \$14,697 | \$13,160 | \$30,272 | \$22,348 | \$25,330 |
| 14 | \$15,039 | \$13,207 | \$30,846 | \$22,774 | \$25,755 |
| 15 | \$15,379 | \$13,255 | \$31,417 | \$23,219 | \$26,200 |
| 16 | \$15,721 | \$13,302 | \$32,103 | \$23,686 | \$26,668 |
| 17 | \$16,176 | \$13,349 | \$32,790 | \$24,179 | \$27,160 |
| 18 | \$16,632 | \$13,397 | \$33,476 | \$24,328 | \$27,310 |
| 19 | \$17,088 | \$13,443 | \$34,162 | \$24,484 | \$27,465 |
| 20 | \$17,540 | \$13,490 | \$34,850 | \$24,648 | \$27,567 |
| 21 | \$17,997 | \$13,538 | \$35,650 | \$24,808 | \$27,728 |
| 22 | \$18,566 | \$13,585 | \$36,451 | \$24,970 | \$27,890 |
| 23 | \$19,135 | \$13,633 | \$37,252 | \$25,132 | \$28,051 |
| 24 | \$19,704 | \$13,680 | \$38,052 | \$25,295 | \$28,214 |
| 25 | \$20,271 | \$13,727 | \$38,854 | \$25,456 | \$28,376 |
| 26 | \$20,842 | \$13,775 | \$39,769 | \$25,616 | \$28,536 |
| 27 | \$21,524 | \$13,822 | \$40,685 | \$25,779 | \$28,698 |
| 28 | \$22,207 | \$13,870 | \$41,599 | \$26,711 | \$29,631 |
| 29 | \$22,889 | \$13,916 | \$42,451 | \$27,612 | \$30,532 |

| 30 | \$23,572 | \$13,963 | \$43,429 | \$28,499 | \$31,433 |
|----|----------|----------|----------|----------|----------|
| 31 | \$24,254 | \$14,011 | \$44,458 | \$29,358 | \$32,395 |
| 32 | \$25,051 | \$14,058 | \$45,514 | \$30,159 | \$33,379 |
| 33 | \$25,849 | \$14,105 | \$46,518 | \$30,885 | \$34,205 |
| 34 | \$26,643 | \$14,153 | \$47,548 | \$31,600 | \$34,945 |
| 35 | \$27,440 | \$14,200 | \$48,578 | \$32,324 | \$35,668 |
| 36 | \$28,237 | \$14,248 | \$49,722 | \$33,032 | \$36,377 |
| 37 | \$29,146 | \$14,295 | \$50,755 | \$33,766 | \$37,110 |
| 38 | \$30,057 | \$14,342 | \$51,014 | \$34,500 | \$37,780 |
| 39 | \$30,968 | \$14,389 | \$53,153 | \$35,571 | \$38,490 |

2020-21 TRANSPORTATION PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | DRIVERS | NON-CDL | ASSISTANTS |
|------|----------|----------|------------|
| STEP | W/CDL | DRIVERS | BUS/CAR |
| 0 | \$12,718 | \$11,688 | \$10,658 |
| 1 | \$12,718 | \$11,688 | \$10,658 |
| 2 | \$12,718 | \$11,688 | \$10,658 |
| 3 | \$12,718 | \$11,688 | \$10,658 |
| 4 | \$12,718 | \$11,688 | \$10,658 |
| 5 | \$12,740 | \$11,710 | \$10,679 |
| 6 | \$12,761 | \$11,731 | \$10,701 |
| 7 | \$12,781 | \$11,750 | \$10,720 |
| 8 | \$12,802 | \$11,772 | \$10,742 |
| 9 | \$12,822 | \$11,793 | \$10,762 |
| 10 | \$12,844 | \$11,814 | \$10,783 |
| 11 | \$12,864 | \$11,834 | \$10,804 |
| 12 | \$12,885 | \$11,854 | \$10,824 |
| 13 | \$12,906 | \$11,876 | \$10,846 |
| 14 | \$12,962 | \$11,932 | \$10,902 |
| 15 | \$13,017 | \$11,987 | \$10,957 |
| 16 | \$13,072 | \$12,042 | \$11,012 |
| 17 | \$13,127 | \$12,097 | \$11,067 |
| 18 | \$13,170 | \$12,140 | \$11,110 |
| 19 | \$13,210 | \$12,180 | \$11,150 |
| 20 | \$13,253 | \$12,223 | \$11,192 |
| 21 | \$13,295 | \$12,264 | \$11,234 |
| 22 | \$13,337 | \$12,306 | \$11,276 |
| 23 | \$13,378 | \$12,348 | \$11,318 |
| 24 | \$13,419 | \$12,389 | \$11,359 |
| 25 | \$13,566 | \$12,536 | \$11,506 |
| 26 | \$13,711 | \$12,681 | \$11,650 |
| 27 | \$13,858 | \$12,828 | \$11,797 |
| 28 | \$14,004 | \$12,973 | \$11,943 |
| 29 | \$14,147 | \$13,117 | \$12,087 |
| 30 | \$14,294 | \$13,264 | \$12,234 |
| 31 | \$14,321 | \$13,291 | \$12,260 |
| 32 | \$14,346 | \$13,316 | \$12,286 |
| 33 | \$14,373 | \$13,343 | \$12,312 |
| 34 | \$14,398 | \$13,368 | \$12,338 |
| 35 | \$14,425 | \$13,395 | \$12,364 |
| 36 | \$14,450 | \$13,420 | \$12,390 |

| 37 | \$14,477 | \$13,447 | \$12,416 |
|-----|----------|----------|----------|
| 38 | \$14,502 | \$13,472 | \$12,442 |
| 39 | \$14,529 | \$13,499 | \$12,468 |
| 40 | \$14,644 | \$13,614 | \$12,584 |
| 41 | \$14,820 | \$13,789 | \$12,759 |
| 42 | \$14,995 | \$13,965 | \$12,935 |
| 43 | \$15,169 | \$14,139 | \$13,109 |
| 44 | \$15,345 | \$14,315 | \$13,284 |
| 45+ | \$15,508 | \$14,478 | \$13,448 |

2020 NUTRITIONAL SERVICES PAY SCALES

| | 2020 CAFÉ | 2020 |
|------|--------------|---------------|
| STEP | WORKERS | CAFÉ MANAGERS |
| 0 | \$8.85 | \$11.29 |
| 1 | \$9.03 | \$11.52 |
| 2 | \$9.18 | \$11.52 |
| 3 | \$9.33 | \$11.73 |
| 4 | \$9.51 | \$11.94 |
| 5 | \$9.68 | \$12.24 |
| 6 | \$9.85 | \$12.53 |
| 7 | \$10.13 | \$12.82 |
| 8 | \$10.43 | \$13.12 |
| 9 | \$10.76 | \$13.44 |
| 10 | \$11.08 | \$13.76 |
| 11 | \$11.40 | \$14.10 |
| 12 | \$11.80 | \$14.44 |
| 13 | \$12.12 | \$14.79 |
| 14 | \$12.48 | \$15.16 |
| 15 | \$12.85 | \$15.49 |
| 16 | \$13.23 | \$15.92 |
| 17 | \$13.63 | \$16.31 |
| 18 | \$14.03 | \$16.71 |
| 19 | \$14.45 | \$17.14 |
| 20 | \$14.90 | \$17.57 |
| 21 | \$15.33 | \$18.22 |
| 22 | \$15.79 | \$18.77 |
| 23 | \$15.79 | \$18.77 |
| 24 | \$15.79 | \$18.77 |
| 25 | \$15.79 | \$18.77 |
| 26 | \$15.79 | \$18.77 |
| 27 | \$16.24 | \$19.39 |
| 28 | \$16.24 | \$19.39 |
| 29 | \$16.24 | \$19.39 |
| 30 | \$16.24 | \$19.39 |
| 31 | \$16.24 | \$19.39 |
| 32 | \$16.69 | \$20.01 |
| 33 | \$16.69 | \$20.01 |
| 34 | \$16.69 | \$20.01 |
| 35 | \$16.69 | \$20.01 |

| 36 | \$16.69 | \$20.01 |
|----|---------|---------|
| 37 | \$17.14 | \$20.63 |
| 38 | \$17.14 | \$20.63 |
| 39 | \$17.14 | \$20.63 |
| 40 | \$17.14 | \$20.63 |
| 41 | \$17.14 | \$20.63 |

2020-21 SUBSTITUTE RATES

| TYPE OF SUBSTITUTE | RATE |
|--|--------------|
| Teacher w/Active License | \$75 daily |
| Teacher w/Bachelor or Master Degree | \$65 daily |
| Teacher w/Associates Degree | \$62 daily |
| Teacher w/High School Degree | \$60 daily |
| Long Term Teacher (Regardless of Degree) | \$125 daily |
| Nurse-RN | \$75 daily |
| Nurse-LPN | \$65 daily |
| Secretary | \$60 daily |
| Teacher's Aide | \$60 daily |
| Substitute Driver | \$58 daily |
| Custodian | \$9 hour |
| Mechanic | \$16.50 hour |
| Grounds | \$11 hour |
| Driver Training | \$7.50 hour |
| Activity Trips | \$10 hour |
| Substitute Car Drivers | \$10 hour |
| Café Worker | \$8.50 hour |

2020 ADMINISTRATIVE PAY SCALES

YEARS OF EXPERIENCE ARE NOT REFLECTED IN THIS PAY SCALE

| | | BLDG ADMIN/ SUPERVISOR | | | CENTRAL OFFICE |
|-------|----------------------------|---------------------------|-------|-------------|----------------|
| STEPS | POSITION | 12 MONTH | STEPS | POSITION | 12 MONTH |
| | | | | DIRECTORS - | |
| 0 | | \$68,960 | 0 | LEVEL 1 | \$80,635 |
| 1 | | \$68,960 | 1 | | \$80,635 |
| 2 | | \$68,960 | 2 | | \$80,635 |
| 3 | | \$68,960 | 3 | | \$80,635 |
| 4 | | \$68,960 | 4 | | \$80,635 |
| 5 | | \$68,960 | 5 | | \$80,635 |
| 6 | | \$68,960 | 6 | | \$80,635 |
| 7 | | \$68,960 | 7 | | \$80,635 |
| | | | | | |
| 8 | | \$68,960 | 8 | | \$80,635 |
| | ES ASST PRIN | | | | |
| | MS ASST PRIN | | | | |
| 9 | SUPERVISORS | \$71,114 | 9 | | \$81,835 |
| 10 | | \$72,304 | 10 | | \$81,835 |
| 11 | | \$73,496 | 11 | | \$83,035 |
| 12 | | \$74,685 | 12 | | \$84,235 |
| | ES PRIN <500 | | | | |
| | MS/PCTC PRINCIPALS HS ASST | | | DIRECTORS - | |
| 13 | PRINCIPALS HS ASST | \$76,469 | 13 | LEVEL 2 | \$88,370 |
| 14 | FNINCIPAL | \$78,255 | 14 | LLVELZ | \$90,270 |
| 15 | | \$80,040 | 15 | | \$92,635 |
| 16 | ES >500 PRINCIPALS | \$81,825 | 16 | | \$95,062 |
| 17 | | \$83,609 | 17 | | \$97,489 |
| 18 | | \$85,990 | 18 | | \$100,370 |
| 19 | HS PRINCIPALS | \$88,370 | 19 | | \$103,251 |
| 20 | | \$90,750 | 20 | | \$106,330 |
| 21 | | \$93,129 | 21 | | \$109,409 |
| 22 | | \$95,511 | 22 | | \$112,788 |

Notes:

^{(1) \$2,907} supplement is paid for a Doctorate degree.

⁽²⁾ Supplements for +15 and +30 hours over a Master's have been incorporated into the salary steps.