

Teacher Salary Scale

Years of Experience		FY18	FY19	FY18	FY19	\$	%
		FY18	FY19	Adopted	Adopted	Increase	Increase
-	0			42,250	44,075	1,825	4.32%
0	1			42,250	44,588	2,338	5.53%
1	2			42,390	44,951	2,561	6.04%
2	3			42,624	45,356	2,732	6.41%
3	4			42,976	45,894	2,918	6.79%
4	5			43,126	46,253	3,127	7.25%
5	6			43,374	46,612	3,238	7.47%
6	7			43,915	46,945	3,030	6.90%
7	8			44,394	47,253	2,859	6.44%
8	9			44,868	47,560	2,692	6.00%
9	10			45,455	47,868	2,413	5.31%
10	11			46,184	48,175	1,991	4.31%
11	12			46,918	48,483	1,565	3.34%
12	13			47,561	48,750	1,189	2.50%
13	14			48,364	49,573	1,209	2.50%
14	15			49,314	50,547	1,233	2.50%
15	16			50,427	51,688	1,261	2.50%
16	17			51,599	52,889	1,290	2.50%
17	18			52,805	54,125	1,320	2.50%
18	19			54,046	55,397	1,351	2.50%
19	20			55,346	56,730	1,384	2.50%
20	21			56,702	58,120	1,418	2.50%
21	22			58,091	59,543	1,452	2.50%
22	23			59,514	61,002	1,488	2.50%
23	24			60,972	62,496	1,524	2.50%
24	25			62,465	64,027	1,562	2.50%
25	26			63,995	65,595	1,600	2.50%
26	27			65,564	67,203	1,639	2.50%
27	28			67,170	68,849	1,679	2.50%
28	29			68,816	70,536	1,720	2.50%
29	30			70,502	72,265	1,763	2.50%
30	31			72,228	74,034	1,806	2.50%
31	32			73,998	75,848	1,850	2.50%
32	33			75,811	77,706	1,895	2.50%
33	34			77,669	79,611	1,942	2.50%
34	35			79,572	81,561	1,989	2.50%
35	36			81,520	83,558	2,038	2.50%
36	37			82,919	84,992	2,073	2.50%
37	38+			84,165	86,269	2,104	2.50%

This scale represents actual years of experience. Salaries shift each year prior to applying a market adjustment or cost of living increase. For example, the base salary for level three (3) in FY18 is the base salary for level four (4) in FY19. The School Board determines if market enhancements or cost of living adjustments are applied to the base scale.

As each year of experience is completed, a teacher will move a year of experience with the scale. For example, a teacher with three (3) completed years of teaching is placed on level three (3). When a teacher completes their fourth (4) year of teaching, they are placed on level four (4).

Educational Supplements

	FY18 Adopted	FY19 Adopted
Supplements		
Doctorate	5,828	5,974
Master's +30 (30 credits must be earned in Master's level courses or higher from an accredited college/university)	5,161	5,290
Master's +15 (15 credits must be earned in Master's level courses or higher from an accredited college/university)	4,770	4,889
Master's	4,380	4,490
Bachelor's +15 (15 credits must be earned in Master's Degree Program or Doctoral Program from an accredited college/university)	1,208	1,238
National Board Certification	2,748	2,817
Stipends		
Autism	3,000	3,000

Administrative Salary Scale

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Top of Scale
Associate Superintendent	\$111,543	\$114,332	\$117,190	\$120,120	\$123,122	\$126,201	\$129,355	\$132,589	\$135,904	\$139,302	\$142,785	\$146,354	\$150,013	\$153,764	\$157,608	\$161,548	\$163,163
Assistant Superintendent	\$107,023	\$109,698	\$112,440	\$115,251	\$118,133	\$121,086	\$124,113	\$127,216	\$130,396	\$133,656	\$136,998	\$140,422	\$143,933	\$147,531	\$151,220	\$155,000	\$156,550
Chief Elementary/Secondary Officer	\$103,758	\$106,351	\$109,010	\$111,736	\$114,529	\$117,393	\$120,327	\$123,336	\$126,419	\$129,579	\$132,819	\$136,139	\$139,542	\$143,031	\$146,606	\$150,272	\$151,774
High School Principal	\$102,619	\$105,184	\$107,814	\$110,509	\$113,272	\$116,104	\$119,007	\$121,982	\$125,032	\$128,157	\$131,361	\$134,645	\$138,011	\$141,461	\$144,998	\$148,623	\$150,109
Middle School Principal	\$94,328	\$96,686	\$99,103	\$101,581	\$104,121	\$106,723	\$109,391	\$112,126	\$114,929	\$117,802	\$120,748	\$123,767	\$126,860	\$130,033	\$133,283	\$136,615	\$137,981
Elementary School Principal	\$87,959	\$90,159	\$92,413	\$94,723	\$97,091	\$99,518	\$102,006	\$104,556	\$107,170	\$109,849	\$112,596	\$115,411	\$118,296	\$121,253	\$124,284	\$127,392	\$128,666
High School Assistant Principal	\$86,521	\$88,684	\$90,901	\$93,174	\$95,503	\$97,891	\$100,338	\$102,846	\$105,417	\$108,052	\$110,754	\$113,523	\$116,361	\$119,270	\$122,252	\$125,308	\$126,561
Middle School Assistant Principal	\$78,418	\$80,378	\$82,387	\$84,448	\$86,558	\$88,722	\$90,940	\$93,214	\$95,544	\$97,933	\$100,381	\$102,891	\$105,463	\$108,100	\$110,803	\$113,572	\$114,708
Elementary School Assistant Principal	\$74,328	\$76,186	\$78,091	\$80,042	\$82,044	\$84,095	\$86,197	\$88,352	\$90,561	\$92,825	\$95,146	\$97,525	\$99,962	\$102,461	\$105,023	\$107,649	\$108,725
Administrator	\$86,521	\$88,684	\$90,901	\$93,174	\$95,503	\$97,891	\$100,338	\$102,846	\$105,417	\$108,052	\$110,754	\$113,523	\$116,361	\$119,270	\$122,252	\$125,308	\$126,561
Instructional Supervisor/Assistant Director	\$82,388	\$84,448	\$86,559	\$88,723	\$90,941	\$93,215	\$95,545	\$97,934	\$100,382	\$102,892	\$105,464	\$108,101	\$110,804	\$113,573	\$116,412	\$119,322	\$120,516
Executive Director	\$97,345	\$99,779	\$102,273	\$104,830	\$107,451	\$110,137	\$112,890	\$115,712	\$118,606	\$121,570	\$124,610	\$127,725	\$130,918	\$134,191	\$137,546	\$140,985	\$142,394
Instructional Director	\$92,001	\$94,301	\$96,659	\$99,074	\$101,552	\$104,091	\$106,692	\$109,360	\$112,094	\$114,896	\$117,768	\$120,713	\$123,731	\$126,824	\$129,995	\$133,245	\$134,577
Specialist	\$66,091	\$67,743	\$69,437	\$71,173	\$72,952	\$74,776	\$76,645	\$78,561	\$80,525	\$82,538	\$84,601	\$86,717	\$88,885	\$91,107	\$93,385	\$95,720	\$96,676
Service Directors																	
High School	\$77,366	\$79,300	\$81,283	\$83,315	\$85,398	\$87,533	\$89,721	\$91,964	\$94,263	\$96,620	\$99,036	\$101,511	\$104,049	\$106,650	\$109,316	\$112,049	\$113,169
Associate's Degree	\$78,114	\$80,068	\$82,070	\$84,121	\$86,224	\$88,380	\$90,590	\$92,854	\$95,175	\$97,554	\$99,994	\$102,493	\$105,055	\$107,682	\$110,374	\$113,133	\$114,265
Bachelor's Degree	\$82,388	\$84,448	\$86,559	\$88,723	\$90,941	\$93,215	\$95,545	\$97,934	\$100,382	\$102,892	\$105,464	\$108,101	\$110,804	\$113,573	\$116,412	\$119,322	\$120,516
Master's Degree (no license)	\$88,550	\$90,764	\$93,033	\$95,358	\$97,742	\$100,186	\$102,691	\$105,258	\$107,890	\$110,587	\$113,351	\$116,185	\$119,090	\$122,067	\$125,118	\$128,246	\$129,529
Master's Degree (licensed)	\$92,001	\$94,301	\$96,659	\$99,074	\$101,552	\$104,091	\$106,692	\$109,360	\$112,094	\$114,896	\$117,768	\$120,713	\$123,731	\$126,824	\$129,995	\$133,245	\$134,577
Service Supervisors																	
High School	\$59,282	\$60,764	\$62,283	\$63,840	\$65,436	\$67,072	\$68,749	\$70,468	\$72,230	\$74,036	\$75,886	\$77,783	\$79,728	\$81,721	\$83,764	\$85,858	\$86,717
Associate's Degree	\$62,599	\$64,164	\$65,768	\$67,412	\$69,097	\$70,825	\$72,596	\$74,411	\$76,271	\$78,178	\$80,132	\$82,135	\$84,188	\$86,294	\$88,451	\$90,662	\$91,568
Bachelor's Degree	\$66,091	\$67,743	\$69,437	\$71,173	\$72,952	\$74,776	\$76,645	\$78,561	\$80,525	\$82,538	\$84,601	\$86,717	\$88,885	\$91,107	\$93,385	\$95,720	\$96,676
Master's Degree	\$69,396	\$71,131	\$72,909	\$74,732	\$76,600	\$78,515	\$80,478	\$82,490	\$84,552	\$86,666	\$88,833	\$91,054	\$93,330	\$95,663	\$98,055	\$100,506	\$101,511

Teaching & Learning Facilitators

Level	FY19 Adopted
0	\$69,396
1	\$71,131
2	\$72,909
3	\$74,732
4	\$76,600
5	\$78,515
6	\$80,478
7	\$82,490
8	\$84,552
9	\$86,666
10	\$88,833
11	\$91,054
12	\$93,330
13	\$95,663
14	\$98,055
15	\$100,506
16	\$101,512
17	\$102,527
18	\$103,552
19	\$104,587
20	\$105,632
21	\$106,689
22	\$107,756
23	\$108,833
24	\$109,922
25	\$111,021
26	\$112,131
27	\$113,252
28	\$114,385
29	\$115,529
30	\$116,684

Specialty

Level	FY19 Adopted
0	\$48,953
1	\$50,153
2	\$51,382
3	\$52,641
4	\$53,929
5	\$55,252
6	\$56,605
7	\$57,992
8	\$59,412
9	\$60,868
10	\$62,360
11	\$63,887
12	\$65,452
13	\$67,056
14	\$68,699
15	\$70,382
16	\$72,107
17	\$73,873
18	\$75,683
19	\$77,536
20	\$79,436
21	\$81,383
22	\$83,377
23	\$85,419
24	\$87,512
25	\$89,657
26	\$91,853
27	\$94,102
28	\$96,408
29	\$98,771
30	\$101,190
31+	\$102,203

Pay Bands

Pay Band	Minimum	Midpoint	Maximum
A008	12.43	15.35	20.67
A009	13.66	16.89	22.74
A01	15.01	18.58	25.02
A02	16.51	20.45	27.52
A03	18.00	22.48	29.68
A04	19.77	24.74	30.66
A05	21.77	27.16	33.71
A06	23.93	29.92	37.09
A07	25.82	32.91	40.02
A08	28.39	36.20	44.01
A09	31.23	39.81	48.40
A10	34.36	43.81	53.24
A11	37.74	49.06	58.51
A12	42.25	54.94	65.51
A13	47.34	61.54	73.39

Pay Bands

Pay Band	Job Title	Pay Band	Job Title	
A008	Bus Monitor - 1st Year	A07	Computer Technician 3	
A009	Bus Monitor - 2nd Year		Data Specialist 1	
	Courier		Low Voltage Technician 1	
	Paraprofessional - General		Nurse - RN	
A01	Bus Driver - 1st Year		Physical Plant Engineer 3	
	Custodian 1		Skilled Trade Manager 1	
	Paraprofessional - EBS, Title		Warehouse 4 (Manager)	
A02	Automotive Parts Specialist		A08	Data Specialist 2
	Bus Driver - 2nd Year			IT Project Facilitator 1
	Custodian 2	Lead Physical Plant Engineer		
	Paraprofessional - Autism	Low Voltage Technician 2		
A03	Bus Driver - Lead	Network Technician 1		
	General Maintenance 1	Nurse - Degreed		
	Warehouse 1 (Attendant)	Skilled Trade Manager 2		
A04	Assistant Plant Engineer 1	A09		Building Automation Systems Manager 1
	Automotive Service Writer			Data Specialist 3
	General Maintenance 2		Energy Management Specialist 1	
	Locksmith 1		IT Project Facilitator 2	
	Nurse - LPN		Network Technician 2	
	Skilled Maintenance Worker 1 (Carpenter/Painter)		Nurse - BSN/MSN + Certificate	
	Skilled Tech 1 (Plumber/Electrician)		Physical Plants Manager 1	
	Technician - Fleet		Project Manager 1	
	Warehouse 2 (Attendant)		A10	Building Automation Systems Manager 2
Automotive Parts Manager	Energy Management Specialist 2			
Computer Technician 1	IT Manager 1			
Custodial Coordinator 1	IT Project Facilitator 3			
General Maintenance 3	Network Technician 3			
Inventory Control Foreman	Physical Plants Manager 2			
Locksmith 2	Project Manager 2			
Office Specialist	Systems Analyst 1			
Skilled Maintenance Worker 2 (Carpenter/Painter)	A11	IS Manager 1		
Skilled Tech 2 (Plumber/Electrician)		IT Manager 2		
Team Leader		Network Engineer 1		
A06	Computer Technician 2	A12	Systems Analyst 2	
	Custodial Coordinator 2		IS Manager 2	
	General Maintenance 4		IT Manager 3	
	Physical Plant Engineer 2		Network Engineer 2	
	Skilled Tech 3 (Plumber/Electrician)		Systems Analyst 3	
	Warehouse 3 (Manager)		A13	Lead Network Engineer

Educational Interpreter

Level	FY19 Adopted Range I	FY19 Adopted Range II	FY19 Adopted Range III	FY19 Adopted Range IV	FY19 Adopted RID*
0	\$29,969	\$33,084	\$36,467	\$38,656	\$40,974
1	\$30,717	\$33,911	\$37,379	\$39,622	\$41,999
2	\$31,486	\$34,758	\$38,313	\$40,613	\$43,049
3	\$32,272	\$35,628	\$39,271	\$41,628	\$44,126
4	\$33,080	\$36,518	\$40,252	\$42,669	\$45,228
5	\$33,907	\$37,431	\$41,258	\$43,736	\$46,359
6	\$34,754	\$38,367	\$42,290	\$44,829	\$47,518
7	\$35,624	\$39,325	\$43,347	\$45,949	\$48,706
8	\$36,514	\$40,309	\$44,432	\$47,098	\$49,925
9	\$37,427	\$41,317	\$45,542	\$48,275	\$51,172
10	\$38,362	\$42,350	\$46,680	\$49,482	\$52,451
11	\$39,321	\$43,409	\$47,848	\$50,719	\$53,763
12	\$40,304	\$44,493	\$49,043	\$51,988	\$55,107
13	\$41,313	\$45,605	\$50,269	\$53,287	\$56,485
14	\$42,345	\$46,746	\$51,526	\$54,619	\$57,897
15	\$43,404	\$47,914	\$52,814	\$55,984	\$59,344
16	\$44,488	\$49,113	\$54,134	\$57,385	\$60,828
17	\$45,600	\$50,341	\$55,487	\$58,820	\$62,349
18	\$46,740	\$51,599	\$56,875	\$60,289	\$63,907
19	\$47,909	\$52,888	\$58,297	\$61,796	\$65,504
20	\$49,107	\$54,210	\$59,754	\$63,341	\$67,142
21	\$50,335	\$55,565	\$61,248	\$64,926	\$68,821
22	\$51,592	\$56,955	\$62,779	\$66,548	\$70,542
23	\$52,882	\$58,379	\$64,348	\$68,212	\$72,305
24	\$54,204	\$59,837	\$65,958	\$69,917	\$74,112
25	\$55,559	\$61,334	\$67,607	\$71,665	\$75,965
26	\$56,949	\$62,867	\$69,297	\$73,457	\$77,864
27	\$58,372	\$64,440	\$71,029	\$75,293	\$79,810
28	\$59,830	\$66,051	\$72,805	\$77,175	\$81,806
29	\$61,327	\$67,701	\$74,624	\$79,105	\$83,850
30	\$62,860	\$69,395	\$76,490	\$81,083	\$85,947
31	\$63,490	\$70,090	\$77,255	\$81,894	\$86,807

*Registry of Interpreters for the Deaf

Service Salary Scale

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
10	\$20,257	\$20,763	\$21,283	\$21,815	\$22,360	\$22,919	\$23,492	\$24,079	\$24,681	\$25,298	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339
11	\$21,283	\$21,815	\$22,360	\$22,919	\$23,492	\$24,079	\$24,681	\$25,298	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824
12	\$22,360	\$22,919	\$23,492	\$24,079	\$24,681	\$25,298	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384
13	\$23,492	\$24,079	\$24,681	\$25,298	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024
14	\$24,681	\$25,298	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746
15	\$25,930	\$26,579	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555
16	\$27,243	\$27,925	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456
17	\$28,623	\$29,339	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454
18	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553
19	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758
20	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075
21	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508
22	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065
23	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752
24	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574
25	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539
26	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655
27	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928
28	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367
29	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980
30	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775
31	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764
32	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953
33	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355
34	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980
35	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838
36	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944
37	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307
38	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942
39	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863
40	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082

Service Salary Scale

	Level 16	Level 17	Level 18	Level 19	Level 20	Level 21	Level 22	Level 23	Level 24	Level 25	Level 26	Level 27	Level 28	Level 29	Level 30	Level 31+
10	\$30,071	\$30,824	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$42,916
11	\$31,595	\$32,384	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,088
12	\$33,194	\$34,024	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$47,370
13	\$34,874	\$35,746	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$49,769
14	\$36,640	\$37,555	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$52,288
15	\$38,494	\$39,456	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$54,936
16	\$40,443	\$41,454	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$57,717
17	\$42,490	\$43,553	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$60,638
18	\$44,642	\$45,758	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$63,708
19	\$46,902	\$48,075	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$66,934
20	\$49,276	\$50,508	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$70,322
21	\$51,771	\$53,065	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$73,882
22	\$54,392	\$55,752	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$77,622
23	\$57,145	\$58,574	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$81,552
24	\$60,038	\$61,539	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$85,681
25	\$63,077	\$64,655	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$90,019
26	\$66,270	\$67,928	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$94,576
27	\$69,626	\$71,367	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$99,364
28	\$73,150	\$74,980	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$104,393
29	\$76,853	\$78,775	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$109,678
30	\$80,744	\$82,764	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$115,231
31	\$84,832	\$86,953	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$121,065
32	\$89,127	\$91,355	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$127,193
33	\$93,639	\$95,980	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$133,632
34	\$98,380	\$100,838	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$140,397
35	\$103,360	\$105,944	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$142,483	\$146,045	\$147,506
36	\$108,593	\$111,307	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$142,483	\$146,045	\$149,696	\$153,438	\$154,973
37	\$114,090	\$116,942	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$142,483	\$146,045	\$149,696	\$153,438	\$157,274	\$161,206	\$162,818
38	\$119,866	\$122,863	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$142,483	\$146,045	\$149,696	\$153,438	\$157,274	\$161,206	\$165,236	\$169,367	\$171,061
39	\$125,934	\$129,082	\$132,309	\$135,617	\$139,007	\$142,483	\$146,045	\$149,696	\$153,438	\$157,274	\$161,206	\$165,236	\$169,367	\$173,601	\$177,941	\$179,720
40	\$132,309	\$135,617	\$139,007	\$142,482	\$146,044	\$149,695	\$153,437	\$157,274	\$161,206	\$165,235	\$169,367	\$173,601	\$177,941	\$182,390	\$186,949	\$188,818

Nutrition Services

Manager

Level	High School Manager Grade 21	Middle School Manager Grade 20	Elementary School Manager Grade 19
0	\$26,592	\$25,309	\$24,091
1	\$27,256	\$25,943	\$24,693
2	\$27,937	\$26,592	\$25,309
3	\$28,636	\$27,256	\$25,943
4	\$29,352	\$27,937	\$26,592
5	\$30,086	\$28,636	\$27,256
6	\$30,838	\$29,352	\$27,937
7	\$31,608	\$30,086	\$28,636
8	\$32,399	\$30,838	\$29,352
9	\$33,209	\$31,608	\$30,086
10	\$34,039	\$32,399	\$30,838
11	\$34,890	\$33,209	\$31,608
12	\$35,762	\$34,039	\$32,399
13	\$36,656	\$34,890	\$33,209
14	\$37,572	\$35,762	\$34,039
15	\$38,512	\$36,656	\$34,890
16	\$39,475	\$37,572	\$35,762
17	\$40,462	\$38,512	\$36,656
18	\$41,474	\$39,475	\$37,572
19	\$42,511	\$40,462	\$38,512
20	\$43,573	\$41,474	\$39,475
21	\$44,661	\$42,511	\$40,462
22	\$45,779	\$43,573	\$41,474
23	\$46,922	\$44,661	\$42,511
24	\$48,097	\$45,779	\$43,573
25	\$49,298	\$46,922	\$44,661
26	\$50,531	\$48,097	\$45,779
27	\$51,794	\$49,298	\$46,922
28	\$53,090	\$50,531	\$48,097
29	\$54,417	\$51,794	\$49,298
30	\$55,777	\$53,090	\$50,531
31+	\$56,334	\$53,620	\$51,037

Nutrition Services

Assistant

Level	High School Assistant Manager Grade 15	Middle School Assistant Manager Grade 14	Elementary School Assistant Manager Grade 13
0	\$19,772	\$18,820	\$17,914
1	\$20,266	\$19,291	\$18,361
2	\$20,774	\$19,772	\$18,820
3	\$21,292	\$20,266	\$19,291
4	\$21,825	\$20,774	\$19,772
5	\$22,372	\$21,292	\$20,266
6	\$22,930	\$21,825	\$20,774
7	\$23,503	\$22,372	\$21,292
8	\$24,091	\$22,930	\$21,825
9	\$24,693	\$23,503	\$22,372
10	\$25,310	\$24,091	\$22,930
11	\$25,943	\$24,693	\$23,503
12	\$26,592	\$25,310	\$24,091
13	\$27,257	\$25,943	\$24,693
14	\$27,937	\$26,592	\$25,310
15	\$28,636	\$27,257	\$25,943
16	\$29,352	\$27,937	\$26,592
17	\$30,086	\$28,636	\$27,257
18	\$30,838	\$29,352	\$27,937
19	\$31,609	\$30,086	\$28,636
20	\$32,399	\$30,838	\$29,352
21	\$33,209	\$31,609	\$30,086
22	\$34,039	\$32,399	\$30,838
23	\$34,891	\$33,209	\$31,609
24	\$35,763	\$34,039	\$32,399
25	\$36,657	\$34,891	\$33,209
26	\$37,572	\$35,763	\$34,039
27	\$38,513	\$36,657	\$34,891
28	\$39,476	\$37,572	\$35,763
29	\$40,462	\$38,513	\$36,657
30	\$41,474	\$39,476	\$37,572
31+	\$41,889	\$39,871	\$37,949

Hourly Rates

	FY18 Adopted	FY19 Adopted
Based on Daily Rate		
Daily Substitute Teacher	\$93.00	\$95.00
Long-Term Substitute Teacher (Non-Licensed)	\$129.00	\$132.00
Long-Term Substitute Teacher (Licensed)	\$171.00	\$175.00
Nurse Substitute	\$174.00	\$178.00
Daily Substitute Paraprofessional	\$75.00	\$77.00
Hourly Rate		
Hourly Teacher (for work requiring a teaching license)	\$28.16	\$29.38
Miscellaneous Activities (activity bus, Saturday school, M.S. time clock, score keeper, etc.)	\$19.29	\$19.77
Cafeteria Hostess	\$11.04	\$11.32
Clerical - Hourly	\$12.12	\$12.42
CPR Trainer	\$28.16	\$28.86
Interpreter - Foreign Language	\$26.44	\$27.10
Interpreter - Sign Language	\$28.81	\$29.53
Maintenance Worker	\$14.36	\$14.72
Paraprofessional	\$11.23	\$13.66
Crossing Guard - Low Traffic Zone	\$11.54	\$11.83
Crossing Guard - Moderate Traffic Zone	\$21.92	\$22.47
Crossing Guard - High Traffic Zone	\$30.97	\$31.74
Security Guard	\$14.06	\$14.41
Special Education Trainer	\$34.44	\$35.30
Occupational / Speech Therapist	\$37.61	\$38.55
ESL Tutor - Title III	\$25.64	\$26.28
Bus Driver	\$14.32	\$15.01
Bus Monitor	\$10.25	\$12.43
School Nutrition Worker	\$10.01 - \$14.86	\$10.26 - \$15.23
Summer School - Behind the Wheel Instructor	\$28.16	\$29.38
Summer School - Occupational / Speech Therapist	\$37.61	\$38.55
Summer School - Teacher	\$34.78	\$35.65
Academic Coach - Level 1	\$36.00	\$36.90
Academic Coach - Level 2	\$44.00	\$45.10
Academic Coach - Level 3	\$53.00	\$54.33
Academic Team Leader	\$57.00	\$58.43

Co-Curricular & Stipends

Salary Scale Level 0 = \$44,075			
High School Athletic Supplements	#	Each	Total
Athletic Director (AP) Assistant	5	\$2,425	\$12,125
Athletic Trainer	5	\$6,612	\$33,060
Head Football	5	\$4,849	\$24,245
Assistant Football	30	\$3,967	\$119,010
Freshman Football	10	\$3,967	\$39,670
Head Basketball - Boys	5	\$4,849	\$24,245
Assistant Basketball - Boys	5	\$3,086	\$15,430
J. V. Basketball - Boys	5	\$3,086	\$15,430
Freshman Basketball - Boys	5	\$3,086	\$15,430
Head Basketball - Girls	5	\$4,849	\$24,245
Assistant Basketball - Girls	5	\$3,086	\$15,430
J. V. Basketball - Girls	5	\$3,086	\$15,430
Freshman Basketball - Girls	5	\$3,086	\$15,430
Head Baseball	5	\$3,967	\$19,835
Assistant Baseball	5	\$3,086	\$15,430
J. V. Baseball	5	\$3,086	\$15,430
Head Softball	5	\$3,967	\$19,835
Assistant Softball	5	\$3,086	\$15,430
J. V. Softball	5	\$3,086	\$15,430
Head Wrestling	5	\$3,967	\$19,835
Assistant Wrestling	5	\$3,086	\$15,430
J. V. Wrestling	5	\$3,086	\$15,430
Head Gymnastics	5	\$3,967	\$19,835
Assistant Gymnastics	5	\$2,204	\$11,020
Head Track - Boys	5	\$3,967	\$19,835
Assistant Track - Boys	5	\$3,086	\$15,430
Head Track - Girls	5	\$3,967	\$19,835
Assistant Track - Girls	5	\$3,086	\$15,430
Head Winter Track - Boys	5	\$3,967	\$19,835
Head Winter Track - Girls	5	\$3,967	\$19,835
Assistant Winter Track	5	\$3,086	\$15,430
Head Field Hockey	5	\$3,967	\$19,835
Assistant Field Hockey	5	\$3,086	\$15,430
J. V. Field Hockey	5	\$3,086	\$15,430
Head Soccer - Boys	5	\$3,967	\$19,835
Assistant Soccer - Boys	5	\$3,086	\$15,430
J. V. Soccer - Boys	5	\$3,086	\$15,430
Head Soccer - Girls	5	\$3,967	\$19,835
Assistant Soccer - Girls	5	\$3,086	\$15,430
J. V. Soccer - Girls	5	\$3,086	\$15,430
Head Tennis - Boys	5	\$3,526	\$17,630
Head Tennis - Girls	5	\$3,526	\$17,630

Co-Curricular & Stipends

High School Athletic Supplements - continued	#	Each	Total
Head Cross Country - Boys	5	\$3,967	\$19,835
Head Cross Country - Girls	5	\$3,967	\$19,835
Head Golf	5	\$1,763	\$8,815
Head Swim - Boys	5	\$3,526	\$17,630
Head Swim - Girls	5	\$3,526	\$17,630
Head Lacrosse - Boys	5	\$3,967	\$19,835
Assistant Lacrosse - Boys	5	\$3,086	\$15,430
JV Lacrosse - Boys	5	\$3,086	\$15,430
Head Lacrosse - Girls	5	\$3,967	\$19,835
Assistant Lacrosse - Girls	5	\$3,086	\$15,430
JV Lacrosse - Girls	5	\$3,086	\$15,430
Head Volleyball	5	\$3,967	\$19,835
Assistant Volleyball	5	\$3,086	\$15,430
JV Volleyball	5	\$3,086	\$15,430
Freshman Volleyball	5	\$3,086	\$15,430
Head Cheerleading (Two Seasons)	5	\$4,849	\$24,245
Assistant Cheerleading (Two Seasons)	5	\$3,086	\$15,430
JV Cheerleading (Two Seasons)	5	\$3,526	\$17,630
Freshman Cheerleading (Two Seasons)	5	\$3,086	\$15,430
Total High School Athletic Supplements			\$1,189,090
High School Non-Athletic Supplements			
Head Dance	5	\$3,967	\$19,835
JV Dance	5	\$3,086	\$15,430
Yearbook	5	\$3,967	\$19,835
Assistant Yearbook	5	\$1,763	\$8,815
Newspaper	5	\$2,645	\$13,225
Auxiliary Band Assistant	5	\$1,763	\$8,815
Auxiliary Band Assistant (over 200 students)	5	\$1,763	\$8,815
High School Band Directors	5	\$4,408	\$22,040
Orchestra	5	\$2,204	\$11,020
Chorus	5	\$2,645	\$13,225
Theatre Arts	5	\$3,967	\$19,835
Assistant Theatre Arts (Technical)	5	\$2,645	\$13,225
Forensic	5	\$1,763	\$8,815
Debate	5	\$1,763	\$8,815
National Honor Society	5	\$1,763	\$8,815
Literary Magazine	5	\$1,763	\$8,815
SCA	5	\$3,086	\$15,430
Senior Class Sponsor	5	\$3,086	\$15,430
Junior Class Sponsor	5	\$2,204	\$11,020
Sophomore Class Sponsor	5	\$882	\$4,410
Freshman Class Sponsor	5	\$882	\$4,410
STEP (Two Seasons)	5	\$2,645	\$13,225
Academic Competition	5	\$1,763	\$8,815
Total High School Non-Athletic Supplements			\$282,115

Co-Curricular & Stipends

Middle School Athletic Supplements			
Athletic Coordinator	8	\$2,204	\$17,632
Head Football	8	\$2,204	\$17,632
Assistant Football	16	\$1,763	\$28,208
Head Basketball - Boys	8	\$2,204	\$17,632
Head Basketball - Girls	8	\$2,204	\$17,632
Head Track - Boys	8	\$2,204	\$17,632
Assistant Track - Boys	8	\$1,763	\$14,104
Head Track - Girls	8	\$2,204	\$17,632
Assistant Track - Girls	8	\$1,763	\$14,104
Head Volleyball	8	\$2,204	\$17,632
Head Wrestling	8	\$2,204	\$17,632
Assistant Wrestling	8	\$1,763	\$14,104
Head Softball	8	\$2,204	\$17,632
Head Field Hockey	8	\$2,204	\$17,632
Assistant Field Hockey	8	\$1,763	\$14,104
Total Middle School Athletic Supplements			\$260,944
Middle School Non-Athletic Supplements			
Band Director	10	\$1,763	\$17,630
Yearbook	8	\$1,763	\$14,104
National Junior Honor Society	8	\$882	\$7,056
Student Government	8	\$1,323	\$10,584
Chorus	8	\$1,323	\$10,584
Orchestra	8	\$1,323	\$10,584
Theatre Arts	8	\$1,323	\$10,584
Total Middle School Non-Athletic Supplements			\$81,126
Elementary School Non-Athletic Supplements			
SCA	17	\$882	\$14,994
Total Elementary School Non-Athletic Supplements			\$14,994
TOTAL Co-Curricular Stipends FY 2019			\$1,828,269

Co-Curricular & Stipends

	#	Each	Total
Autism Teachers	39	3,000	117,000
Lead - Multicultural Specialist	1	2,000	2,000
Lead - OT/PT	1	2,000	2,000
Lead - Psychologist	1	2,000	2,000
Lead - Social Worker	1	2,000	2,000
Lead - Speech Therapist	1	2,000	2,000
Lead Teacher - High - 5 @ each school(Math, English, Science, Social Studies, CTE)	25	2,200	55,000
Lead Teacher - High - 3 @ each school(Health & PE, Fine & Performing Arts, World Language)	15	2,200	33,000
Lead Teacher - Middle - 4 @ each school(Math, English, Science, Social Studies)	32	2,200	70,400
Lead Teacher - Middle - 3 @ each school(Health & PE, Fine & Performing Arts, CTE)	24	1,100	26,400
Lead Teacher - Elementary - 2 at each school (Science and Social Studies)	34	2,200	74,800
Lead Teacher - Head Start	1	2,957	2,957
CTE High School Testing Facilitator - 1 per high school (2 are currently grandfathered in with 11-month contracts)	3	2,000	6,000
Elementary Music Teacher - before and after school ensembles	17	500	8,500
ESOL - High	1	2,200	2,200
ESOL - Elementary	1	2,200	2,200
Mentor Coordinator- LEAD Ambassador that works with the LOD department to run the SCPS mentor program	1	12,000	12,000
Paraprofessional - SHS Day School	3	750	2,250
Special Education Department Chairs	5	2,000	10,000
Videotaping School Board meetings and events (\$2,000 paid twice yearly)	1	4,000	4,000
Bus Drivers - Attendance incentive			225,000
Bus Monitors - Attendance incentive			30,000
Bus Drivers - Stipend for driving during the summer (\$15 per day)			20,000
Bus Monitors - Stipend for supervision of special needs students on the buses during the summer (\$8 per day)			3,000
Mentor teachers that support the beginning teacher assistance program. Includes a teacher stipend for the new teacher institute (\$4,000)			19,500
Mentor Teacher/Ambassador - 1 or 2 per building that runs the mentor and new teacher program in their school			50,400
Mentor Teacher - a teacher that mentors a new teacher			112,750
New math teachers as signing bonuses as incentives to teach in Stafford Schools. 1st Year-\$2,500, 2nd Year - \$1,000			35,000
Project Graduation			37,500
Total Stipends FY 2019			969,857
Total Co-Curricular and Stipends FY2019			2,798,126