

# UNIFORM SALARY SCALE

The Uniform Salary Scale presents salaries in terms of hourly rates at the market minimum, midpoint, and maximum instead of steps/levels. To determine an annual salary, the hourly rate should be multiplied by the number of contract days and the number of hours per day.

JOB TITLE	NEW	FY22 ADOPTED SCALE		
	BAND	MINIMUM	MIDPOINT	MAXIMUM
Nutrition Worker	U010	11.97	16.75	21.54
Procurement Service/Mail Support	U040	13.84	19.38	24.92
Administrative Support I	U050	14.56	20.38	26.20
Assistant Nutrition Manager - Elementary School	U050	14.56	20.38	26.20
Bus Attendant	U050	14.56	20.38	26.20
Courier	U050	14.56	20.38	26.20
Paraprofessional - Early Childhood	U050	14.56	20.38	26.20
Paraprofessional - General Elementary Instruction	U050	14.56	20.38	26.20
Paraprofessional - Special Education	U050	14.56	20.38	26.20
Assistant Nutrition Manager - Middle School	U070	16.04	22.45	28.87
Behind the Wheel Instructor	U070	16.04	22.45	28.87
Custodian	U070	16.04	22.45	28.87
Paraprofessional - EBS	U070	16.04	22.45	28.87
Paraprofessional - Title-funded	U070	16.04	22.45	28.87
Security Officer	U070	16.04	22.45	28.87
Assistant Nutrition Manager - High School	U080	16.83	23.56	30.29
Family Service Worker	U080	16.83	23.56	30.29
Job Coach	U080	16.83	23.56	30.29
Library Assistant	U080	16.83	23.56	30.29
Behavior Support Assistant	U090	17.67	24.74	31.81
Bus Driver	U090	17.67	24.74	31.81
Automotive Parts Specialist	U090	17.67	24.74	31.81
Lead Custodian	U090	17.67	24.74	31.81
Paraprofessional - Autism	U090	17.67	24.74	31.81
Administrative Support II	U100	18.56	25.99	33.42
Clinic Assistant	U100	18.56	25.99	33.42
Dispatcher	U100	18.56	25.99	33.42
General Maintenance Worker I	U100	18.56	25.99	33.42
Lead Driver	U100	18.56	25.99	33.42
Nutrition Manager - Elementary School	U100	18.56	25.99	33.42
Technician - Safety, Security, and Risk Management	U100	18.56	25.99	33.42
Warehouse Attendant	U100	18.56	25.99	33.42
Accounting Assistant I	U110	19.49	27.28	35.08
Dispatch Coordinator	U110	19.49	27.28	35.08
Office Manager - Elementary School	U110	19.49	27.28	35.08
Office Manager - Middle School	U110	19.49	27.28	35.08
Nutrition Manager - Middle School	U110	19.49	27.28	35.08
Accounting Assistant II	U120	20.46	28.65	36.83
Assistant Custodial Manager	U120	20.46	28.65	36.83
Assistive Technology Assistant	U120	20.46	28.65	36.83
Driver Training and Safety Coordinator	U120	20.46	28.65	36.83
Special Trips Coordinator	U120	20.46	28.65	36.83
Nutrition Manager - High School	U120	20.46	28.65	36.83
Assistant Plant Engineer	U130	21.49	30.08	38.68
Automotive Service Writer	U130	21.49	30.08	38.68
Executive Assistant	U130	21.49	30.08	38.68
Office Specialist	U130	21.49	30.08	38.68
School Nurse - Licensed Practical Nurse	U130	21.49	30.08	38.68
Skilled Maintenance Worker	U130	21.49	30.08	38.68
Technician - Fleet Services	U130	21.49	30.08	38.68
Automotive Parts Manager	U140	22.55	31.57	40.60
Bus Route Coordinator	U140	22.55	31.57	40.60
Computer Technician	U140	22.55	31.57	40.60

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JOB TITLE	NEW BAND	FY22 ADOPTED SCALE		
		MINIMUM	MIDPOINT	MAXIMUM
Information Analyst	U140	22.55	31.57	40.60
Lead General Maintenance Worker	U140	22.55	31.57	40.60
Office Manager - High School	U140	22.55	31.57	40.60
Office Manager - Transportation	U140	22.55	31.57	40.60
Team Leader - Fleet Services	U140	22.55	31.57	40.60
Behavior Support Specialist	U150	23.69	33.17	42.64
Benefits Analyst I	U150	23.69	33.17	42.64
Budget Specialist	U150	23.69	33.17	42.64
Welcome Center Coordinator	U150	23.69	33.17	42.64
Finance Specialist	U150	23.69	33.17	42.64
Grants Specialist	U150	23.69	33.17	42.64
Human Resources Analyst I	U150	23.69	33.17	42.64
Payroll Specialist I	U150	23.69	33.17	42.64
STEM/CTE Support Specialist	U150	23.69	33.17	42.64
Benefits Analyst II	U160	24.88	34.83	44.78
Payroll Specialist II	U160	24.88	34.83	44.78
Physical Plant Engineer	U160	24.88	34.83	44.78
Warehouse Manager	U160	24.88	34.83	44.78
Accounts Payable Manager	U170	26.12	36.56	47.01
Assistant to Superintendent	U170	26.12	36.56	47.01
Communications and Engagement Coordinator	U170	26.12	36.56	47.01
Data Specialist I	U170	26.12	36.56	47.01
Lead Skilled Maintenance Worker	U170	26.12	36.56	47.01
Low Voltage Technician	U170	26.12	36.56	47.01
School Nurse - Registered Nurse	U170	26.12	36.56	47.01
Clerk of the Board	U180	27.43	38.40	49.37
Project Facilitator - Technology Services	U190	28.80	40.31	51.83
Lead Physical Plant Engineer	U190	28.80	40.31	51.83
Network Technician	U190	28.80	40.31	51.83
Risk Manager	U190	28.80	40.31	51.83
Custodial Services Manager	U200	30.24	42.33	54.43
Human Resources Analyst II	U200	30.24	42.33	54.43
Infant/Toddler Specialist	U200	30.24	42.33	54.43
Nutrition Services Manager	U200	30.24	42.33	54.43
Building Automation Systems Manager	U210	31.74	44.43	57.13
Digital Communications Manager	U210	31.74	44.43	57.13
Data Specialist III	U210	31.74	44.43	57.13
Educational Interpreter	U210	31.74	44.43	57.13
Energy Management Specialist	U210	31.74	44.43	57.13
Human Resources Generalist I	U210	31.74	44.43	57.13
Physical Plants Manager	U210	31.74	44.43	57.13
Project Manager - Facilities	U210	31.74	44.43	57.13
Capital Project Accountant - Facilities	U220	33.33	46.67	60.00
Community Engagement Manager	U220	33.33	46.67	60.00
Demographic Planner	U220	33.33	46.67	60.00
Facilities Assessment Engineer	U220	33.33	46.67	60.00
VRS Analyst	U220	33.33	46.67	60.00
ABA Therapist	U230	35.00	49.00	62.99
Assistive Technology Coordinator	U230	35.00	49.00	62.99
Coordinator of Special Service Area - Student Services	U230	35.00	49.00	62.99
Coordinator - Equity and Accountability	U230	35.00	49.00	62.99
Data Analyst	U230	35.00	49.00	62.99
Family Engagement Specialist	U230	35.00	49.00	62.99
Federal Programs Specialist	U230	35.00	49.00	62.99
Human Resources Generalist II	U230	35.00	49.00	62.99
IT Manager	U230	35.00	49.00	62.99
McKinney-Vento Liaison/Case Manager	U230	35.00	49.00	62.99

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JOB TITLE	NEW BAND	FY22 ADOPTED SCALE		
		MINIMUM	MIDPOINT	MAXIMUM
Physical/Occupational Therapist	U230	35.00	49.00	62.99
Lead Project Manager - Facilities	U230	35.00	49.00	62.99
Speech-Language Pathologist	U230	35.00	49.00	62.99
Systems Analyst - Technology Services	U230	35.00	49.00	62.99
Network Engineer	U250	38.59	54.03	69.46
Enterprise Resource Planning Systems Analyst	U250	38.59	54.03	69.46
Administrator of Health Services	U260	40.51	56.71	72.92
Lead Network Engineer	U260	40.51	56.71	72.92
Lead Specialized Instructional Support - Student Services	U260	40.51	56.71	72.92
Online Learning Systems Designer	U260	40.51	56.71	72.92
Supervisor I	U260	40.51	56.71	72.92
Teaching and Learning Facilitator	U260	40.51	56.71	72.92
Assistant Principal - Elementary School	U270	42.54	59.55	76.57
Assistant Principal - Middle School	U280	44.66	62.52	80.39
Lead Teaching and Learning Facilitator	U280	44.66	62.52	80.39
Senior Database Manager	U280	44.66	62.52	80.39
Supervisor II	U280	44.66	62.52	80.39
Assistant Director	U290	48.03	67.24	86.45
Assistant Principal - High School	U290	48.03	67.24	86.45
Director	U300	49.25	68.95	88.65
Principal - Elementary School	U300	49.25	68.95	88.65
Principal - Middle School	U310	51.70	72.39	93.07
Administrator - Phoenix Center	U330	57.01	79.82	102.62
Executive Director	U330	57.01	79.82	102.62
Principal - High School	U330	57.01	79.82	102.62
Chief Academic Officer	U350	62.85	87.99	113.13
Assistant Superintendent	U370	69.30	97.03	124.75
Associate Superintendent	U370	69.30	97.03	124.75