



Students First

**GLOUCESTER COUNTY
PUBLIC SCHOOLS**



**Pay Plan
2020-2021**

Adopted 7/14/2020

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Overview of Compensation 2020-2021

- Starting teacher salary for the Bachelor’s scale is \$42,695.

- The Superintendent and the Executive Leadership Team will continue to review and address employee compensation issues as a funding priority, ensuring that GCPS is competitive with other regional employers. The following information included in the upcoming pages will denote the salary scales and ranges for the 2020-21 school year.

National Board Certification Program for Teachers

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

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

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

**Gloucester County Public Schools
Teacher Scale
2020-2021
Full-Time Teachers Only, 200 day contract)**

| | Lane 1 | Lane 2 | Lane 3 | Lane 4 | Lane 5 |
|-------|---------------|---------------|---------------|---------------|---------------|
| Steps | Bachelor's | +15 hours | Master's | Dual Master's | Doctorate |
| 0/1 | 42,695 | 43,793 | 46,813 | 48,872 | 50,931 |
| 2 | 43,228 | 44,326 | 47,346 | 49,405 | 51,464 |
| 3 | 43,553 | 44,651 | 47,671 | 49,730 | 51,789 |
| 4 | 43,989 | 45,087 | 48,107 | 50,166 | 52,225 |
| 5 | 44,429 | 45,527 | 48,547 | 50,606 | 52,665 |
| 6 | 44,873 | 45,971 | 48,991 | 51,050 | 53,109 |
| 7 | 45,322 | 46,420 | 49,440 | 51,499 | 53,558 |
| 8 | 45,775 | 46,873 | 49,893 | 51,952 | 54,011 |
| 9 | 46,233 | 47,331 | 50,351 | 52,410 | 54,469 |
| 10 | 46,695 | 47,793 | 50,813 | 52,872 | 54,931 |
| 11 | 47,162 | 48,260 | 51,280 | 53,339 | 55,398 |
| 12 | 47,869 | 48,967 | 51,987 | 54,046 | 56,105 |
| 13 | 48,587 | 49,685 | 52,705 | 54,764 | 56,823 |
| 14 | 49,316 | 50,414 | 53,434 | 55,493 | 57,552 |
| 15 | 50,056 | 51,154 | 54,174 | 56,233 | 58,292 |
| 16 | 50,807 | 51,905 | 54,925 | 56,984 | 59,043 |
| 17 | 51,569 | 52,667 | 55,687 | 57,746 | 59,805 |
| 18 | 52,342 | 53,440 | 56,460 | 58,519 | 60,578 |
| 19 | 53,127 | 54,225 | 57,245 | 59,304 | 61,363 |
| 20 | 53,924 | 55,022 | 58,042 | 60,101 | 62,160 |
| 21 | 54,733 | 55,831 | 58,851 | 60,910 | 62,969 |
| 22 | 55,554 | 56,652 | 59,672 | 61,731 | 63,790 |
| 23 | 56,388 | 57,486 | 60,506 | 62,565 | 64,624 |
| 24 | 57,233 | 58,331 | 61,351 | 63,410 | 65,469 |
| 25 | 58,092 | 59,190 | 62,210 | 64,269 | 66,328 |
| 26 | 58,963 | 60,061 | 63,081 | 65,140 | 67,199 |
| 27 | 59,848 | 60,946 | 63,966 | 66,025 | 68,084 |
| 28 | 60,745 | 61,843 | 64,863 | 66,922 | 68,981 |
| 29 | 61,657 | 62,755 | 65,775 | 67,834 | 69,893 |
| 30 | 62,581 | 63,679 | 66,699 | 68,758 | 70,817 |
| 31 | 63,520 | 64,618 | 67,638 | 69,697 | 71,756 |

Notes

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

Transportation Pay Scale
2020-2021

Attendance Incentive Criteria: No absences with the exception of personal leave, military leave, or court leave. The \$100 per semester incentives will be paid in February and August respectively.

Food Services Pay Scale
2020-2021

Attendance Incentive Criteria: No absences with the exception of personal leave, military leave, or court leave. The \$100 per semester incentives will be paid in February and August respectively.

**Adopted Administrative Associate I Pay Scale
2020-21**

| Step | Lane I | | | Lane II | | | Lane III | | |
|----------|-------------|-----------|-----------|-------------|-----------|-----------|-------------|-----------|-----------|
| | Hourly Rate | Annual | | Hourly Rate | Annual | | Hourly Rate | Annual | |
| | | 11 months | 12 months | | 11 months | 12 months | | 11 months | 12 months |
| Step 0/1 | \$ 14.50 | \$ 23,925 | \$ 26,753 | \$ 15.25 | \$ 25,163 | \$ 28,136 | \$ 15.75 | \$ 25,988 | \$ 29,059 |
| Step 2 | \$ 14.73 | \$ 24,308 | \$ 27,181 | \$ 15.49 | \$ 25,565 | \$ 28,586 | \$ 16.00 | \$ 26,403 | \$ 29,524 |
| Step 3 | \$ 14.97 | \$ 24,697 | \$ 27,615 | \$ 15.74 | \$ 25,974 | \$ 29,044 | \$ 16.26 | \$ 26,826 | \$ 29,996 |
| Step 4 | \$ 15.21 | \$ 25,092 | \$ 28,057 | \$ 15.99 | \$ 26,390 | \$ 29,509 | \$ 16.52 | \$ 27,255 | \$ 30,476 |
| Step 5 | \$ 15.45 | \$ 25,493 | \$ 28,506 | \$ 16.25 | \$ 26,812 | \$ 29,981 | \$ 16.78 | \$ 27,691 | \$ 30,964 |
| Step 6 | \$ 15.70 | \$ 25,901 | \$ 28,962 | \$ 16.51 | \$ 27,241 | \$ 30,460 | \$ 17.05 | \$ 28,134 | \$ 31,459 |
| Step 7 | \$ 15.95 | \$ 26,316 | \$ 29,426 | \$ 16.77 | \$ 27,677 | \$ 30,948 | \$ 17.32 | \$ 28,584 | \$ 31,962 |
| Step 8 | \$ 16.20 | \$ 26,737 | \$ 29,896 | \$ 17.04 | \$ 28,120 | \$ 31,443 | \$ 17.60 | \$ 29,042 | \$ 32,474 |
| Step 9 | \$ 16.46 | \$ 27,164 | \$ 30,375 | \$ 17.31 | \$ 28,570 | \$ 31,946 | \$ 17.88 | \$ 29,506 | \$ 32,993 |
| Step 10 | \$ 16.73 | \$ 27,599 | \$ 30,861 | \$ 17.59 | \$ 29,027 | \$ 32,457 | \$ 18.17 | \$ 29,978 | \$ 33,521 |
| Step 11 | \$ 16.99 | \$ 28,041 | \$ 31,355 | \$ 17.87 | \$ 29,491 | \$ 32,976 | \$ 18.46 | \$ 30,458 | \$ 34,058 |
| Step 12 | \$ 17.27 | \$ 28,489 | \$ 31,856 | \$ 18.16 | \$ 29,963 | \$ 33,504 | \$ 18.75 | \$ 30,945 | \$ 34,603 |
| Step 13 | \$ 17.54 | \$ 28,945 | \$ 32,366 | \$ 18.45 | \$ 30,442 | \$ 34,040 | \$ 19.05 | \$ 31,440 | \$ 35,156 |
| Step 14 | \$ 17.82 | \$ 29,408 | \$ 32,884 | \$ 18.75 | \$ 30,929 | \$ 34,585 | \$ 19.36 | \$ 31,944 | \$ 35,719 |
| Step 15 | \$ 18.11 | \$ 29,879 | \$ 33,410 | \$ 19.05 | \$ 31,424 | \$ 35,138 | \$ 19.67 | \$ 32,455 | \$ 36,290 |
| Step 16 | \$ 18.40 | \$ 30,357 | \$ 33,945 | \$ 19.35 | \$ 31,927 | \$ 35,700 | \$ 19.98 | \$ 32,974 | \$ 36,871 |
| Step 17 | \$ 18.69 | \$ 30,843 | \$ 34,488 | \$ 19.66 | \$ 32,438 | \$ 36,272 | \$ 20.30 | \$ 33,501 | \$ 37,461 |
| Step 18 | \$ 18.99 | \$ 31,336 | \$ 35,039 | \$ 19.97 | \$ 32,957 | \$ 36,852 | \$ 20.63 | \$ 34,037 | \$ 38,060 |
| Step 19 | \$ 19.30 | \$ 31,837 | \$ 35,600 | \$ 20.29 | \$ 33,484 | \$ 37,441 | \$ 20.96 | \$ 34,582 | \$ 38,669 |
| Step 20 | \$ 19.60 | \$ 32,347 | \$ 36,170 | \$ 20.62 | \$ 34,020 | \$ 38,041 | \$ 21.29 | \$ 35,135 | \$ 39,288 |
| Step 21 | \$ 19.92 | \$ 32,864 | \$ 36,748 | \$ 20.95 | \$ 34,564 | \$ 38,649 | \$ 21.63 | \$ 35,698 | \$ 39,916 |
| Step 22 | \$ 20.24 | \$ 33,390 | \$ 37,336 | \$ 21.28 | \$ 35,117 | \$ 39,268 | \$ 21.98 | \$ 36,269 | \$ 40,555 |
| Step 23 | \$ 20.56 | \$ 33,925 | \$ 37,934 | \$ 21.62 | \$ 35,679 | \$ 39,896 | \$ 22.33 | \$ 36,849 | \$ 41,204 |
| Step 24 | \$ 20.89 | \$ 34,467 | \$ 38,541 | \$ 21.97 | \$ 36,250 | \$ 40,534 | \$ 22.69 | \$ 37,439 | \$ 41,863 |
| Step 25 | \$ 21.22 | \$ 35,019 | \$ 39,157 | \$ 22.32 | \$ 36,830 | \$ 41,183 | \$ 23.05 | \$ 38,038 | \$ 42,533 |
| Step 26 | \$ 21.56 | \$ 35,579 | \$ 39,784 | \$ 22.68 | \$ 37,419 | \$ 41,842 | \$ 23.42 | \$ 38,646 | \$ 43,214 |
| Step 27 | \$ 21.91 | \$ 36,148 | \$ 40,420 | \$ 23.04 | \$ 38,018 | \$ 42,511 | \$ 23.80 | \$ 39,265 | \$ 43,905 |
| Step 28 | \$ 22.26 | \$ 36,727 | \$ 41,067 | \$ 23.41 | \$ 38,626 | \$ 43,191 | \$ 24.18 | \$ 39,893 | \$ 44,607 |
| Step 29 | \$ 22.61 | \$ 37,314 | \$ 41,724 | \$ 23.78 | \$ 39,244 | \$ 43,882 | \$ 24.56 | \$ 40,531 | \$ 45,321 |
| Step 30 | \$ 22.98 | \$ 37,911 | \$ 42,392 | \$ 24.17 | \$ 39,872 | \$ 44,584 | \$ 24.96 | \$ 41,180 | \$ 46,046 |
| Step 31 | \$ 23.34 | \$ 38,518 | \$ 43,070 | \$ 24.55 | \$ 40,510 | \$ 45,298 | \$ 25.36 | \$ 41,838 | \$ 46,783 |

7.5 hours per day

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

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

Lane III - Bachelor's degree +

Adopted Administrative Associate II Pay Scale 2020-21

| Step | Lane I | | Lane II | | Lane III | |
|----------|-------------|-----------|-------------|-----------|-------------|-----------|
| | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 16.75 | \$ 30,904 | \$ 17.25 | \$ 31,826 | \$ 17.75 | \$ 32,749 |
| Step 2 | \$ 17.02 | \$ 31,398 | \$ 17.53 | \$ 32,335 | \$ 18.03 | \$ 33,273 |
| Step 3 | \$ 17.29 | \$ 31,901 | \$ 17.81 | \$ 32,853 | \$ 18.32 | \$ 33,805 |
| Step 4 | \$ 17.57 | \$ 32,411 | \$ 18.09 | \$ 33,378 | \$ 18.62 | \$ 34,346 |
| Step 5 | \$ 17.85 | \$ 32,930 | \$ 18.38 | \$ 33,913 | \$ 18.91 | \$ 34,896 |
| Step 6 | \$ 18.13 | \$ 33,456 | \$ 18.67 | \$ 34,455 | \$ 19.22 | \$ 35,454 |
| Step 7 | \$ 18.42 | \$ 33,992 | \$ 18.97 | \$ 35,006 | \$ 19.52 | \$ 36,021 |
| Step 8 | \$ 18.72 | \$ 34,536 | \$ 19.28 | \$ 35,567 | \$ 19.84 | \$ 36,597 |
| Step 9 | \$ 19.02 | \$ 35,088 | \$ 19.59 | \$ 36,136 | \$ 20.15 | \$ 37,183 |
| Step 10 | \$ 19.32 | \$ 35,650 | \$ 19.90 | \$ 36,714 | \$ 20.48 | \$ 37,778 |
| Step 11 | \$ 19.63 | \$ 36,220 | \$ 20.22 | \$ 37,301 | \$ 20.80 | \$ 38,382 |
| Step 12 | \$ 19.95 | \$ 36,800 | \$ 20.54 | \$ 37,898 | \$ 21.14 | \$ 38,996 |
| Step 13 | \$ 20.26 | \$ 37,388 | \$ 20.87 | \$ 38,504 | \$ 21.47 | \$ 39,620 |
| Step 14 | \$ 20.59 | \$ 37,987 | \$ 21.20 | \$ 39,120 | \$ 21.82 | \$ 40,254 |
| Step 15 | \$ 20.92 | \$ 38,594 | \$ 21.54 | \$ 39,746 | \$ 22.17 | \$ 40,898 |
| Step 16 | \$ 21.25 | \$ 39,212 | \$ 21.89 | \$ 40,382 | \$ 22.52 | \$ 41,553 |
| Step 17 | \$ 21.59 | \$ 39,839 | \$ 22.24 | \$ 41,028 | \$ 22.88 | \$ 42,218 |
| Step 18 | \$ 21.94 | \$ 40,477 | \$ 22.59 | \$ 41,685 | \$ 23.25 | \$ 42,893 |
| Step 19 | \$ 22.29 | \$ 41,124 | \$ 22.95 | \$ 42,352 | \$ 23.62 | \$ 43,579 |
| Step 20 | \$ 22.65 | \$ 41,782 | \$ 23.32 | \$ 43,029 | \$ 24.00 | \$ 44,277 |
| Step 21 | \$ 23.01 | \$ 42,451 | \$ 23.70 | \$ 43,718 | \$ 24.38 | \$ 44,985 |
| Step 22 | \$ 23.38 | \$ 43,130 | \$ 24.07 | \$ 44,417 | \$ 24.77 | \$ 45,705 |
| Step 23 | \$ 23.75 | \$ 43,820 | \$ 24.46 | \$ 45,128 | \$ 25.17 | \$ 46,436 |
| Step 24 | \$ 24.13 | \$ 44,521 | \$ 24.85 | \$ 45,850 | \$ 25.57 | \$ 47,179 |
| Step 25 | \$ 24.52 | \$ 45,233 | \$ 25.25 | \$ 46,584 | \$ 25.98 | \$ 47,934 |
| Step 26 | \$ 24.91 | \$ 45,957 | \$ 25.65 | \$ 47,329 | \$ 26.40 | \$ 48,701 |
| Step 27 | \$ 25.31 | \$ 46,693 | \$ 26.06 | \$ 48,086 | \$ 26.82 | \$ 49,480 |
| Step 28 | \$ 25.71 | \$ 47,440 | \$ 26.48 | \$ 48,856 | \$ 27.25 | \$ 50,272 |
| Step 29 | \$ 26.12 | \$ 48,199 | \$ 26.90 | \$ 49,637 | \$ 27.68 | \$ 51,076 |
| Step 30 | \$ 26.54 | \$ 48,970 | \$ 27.33 | \$ 50,432 | \$ 28.13 | \$ 51,893 |
| Step 31 | \$ 26.97 | \$ 49,753 | \$ 27.77 | \$ 51,239 | \$ 28.58 | \$ 52,724 |

12 months
7.5 hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework
 Lane II - 60+ hours of college coursework and/or Associate's degree
 Lane III - Bachelor's degree +

**Adopted Bus Assistant Pay Scale
2020-21**

| Step | Hourly Rate | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day |
|----------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 |
| Step 0/1 | \$ 11.00 | \$ 5,808 | \$ 6,776 | \$ 7,744 | \$ 8,712 | \$ 9,680 | \$ 10,648 | \$ 11,616 | \$ 12,584 | \$ 13,552 | \$ 14,520 | \$ 15,488 |
| Step 2 | \$ 11.18 | \$ 5,901 | \$ 6,884 | \$ 7,868 | \$ 8,851 | \$ 9,835 | \$ 10,818 | \$ 11,802 | \$ 12,785 | \$ 13,769 | \$ 14,752 | \$ 15,736 |
| Step 3 | \$ 11.35 | \$ 5,995 | \$ 6,995 | \$ 7,994 | \$ 8,993 | \$ 9,992 | \$ 10,991 | \$ 11,991 | \$ 12,990 | \$ 13,989 | \$ 14,988 | \$ 15,988 |
| Step 4 | \$ 11.54 | \$ 6,091 | \$ 7,106 | \$ 8,122 | \$ 9,137 | \$ 10,152 | \$ 11,167 | \$ 12,183 | \$ 13,198 | \$ 14,213 | \$ 15,228 | \$ 16,243 |
| Step 5 | \$ 11.72 | \$ 6,189 | \$ 7,220 | \$ 8,252 | \$ 9,283 | \$ 10,315 | \$ 11,346 | \$ 12,377 | \$ 13,409 | \$ 14,440 | \$ 15,472 | \$ 16,503 |
| Step 6 | \$ 11.91 | \$ 6,288 | \$ 7,336 | \$ 8,384 | \$ 9,432 | \$ 10,480 | \$ 11,528 | \$ 12,575 | \$ 13,623 | \$ 14,671 | \$ 15,719 | \$ 16,767 |
| Step 7 | \$ 12.10 | \$ 6,388 | \$ 7,453 | \$ 8,518 | \$ 9,583 | \$ 10,647 | \$ 11,712 | \$ 12,777 | \$ 13,841 | \$ 14,906 | \$ 15,971 | \$ 17,036 |
| Step 8 | \$ 12.29 | \$ 6,491 | \$ 7,572 | \$ 8,654 | \$ 9,736 | \$ 10,818 | \$ 11,899 | \$ 12,981 | \$ 14,063 | \$ 15,145 | \$ 16,226 | \$ 17,308 |
| Step 9 | \$ 12.49 | \$ 6,594 | \$ 7,693 | \$ 8,793 | \$ 9,892 | \$ 10,991 | \$ 12,090 | \$ 13,189 | \$ 14,288 | \$ 15,387 | \$ 16,486 | \$ 17,585 |
| Step 10 | \$ 12.69 | \$ 6,700 | \$ 7,817 | \$ 8,933 | \$ 10,050 | \$ 11,167 | \$ 12,283 | \$ 13,400 | \$ 14,517 | \$ 15,633 | \$ 16,750 | \$ 17,866 |
| Step 11 | \$ 12.89 | \$ 6,807 | \$ 7,942 | \$ 9,076 | \$ 10,211 | \$ 11,345 | \$ 12,480 | \$ 13,614 | \$ 14,749 | \$ 15,883 | \$ 17,018 | \$ 18,152 |
| Step 12 | \$ 13.10 | \$ 6,916 | \$ 8,069 | \$ 9,221 | \$ 10,374 | \$ 11,527 | \$ 12,679 | \$ 13,832 | \$ 14,985 | \$ 16,137 | \$ 17,290 | \$ 18,443 |
| Step 13 | \$ 13.31 | \$ 7,027 | \$ 8,198 | \$ 9,369 | \$ 10,540 | \$ 11,711 | \$ 12,882 | \$ 14,053 | \$ 15,225 | \$ 16,396 | \$ 17,567 | \$ 18,738 |
| Step 14 | \$ 13.52 | \$ 7,139 | \$ 8,329 | \$ 9,519 | \$ 10,709 | \$ 11,899 | \$ 13,088 | \$ 14,278 | \$ 15,468 | \$ 16,658 | \$ 17,848 | \$ 19,038 |
| Step 15 | \$ 13.74 | \$ 7,253 | \$ 8,462 | \$ 9,671 | \$ 10,880 | \$ 12,089 | \$ 13,298 | \$ 14,507 | \$ 15,716 | \$ 16,924 | \$ 18,133 | \$ 19,342 |
| Step 16 | \$ 13.96 | \$ 7,369 | \$ 8,598 | \$ 9,826 | \$ 11,054 | \$ 12,282 | \$ 13,511 | \$ 14,739 | \$ 15,967 | \$ 17,195 | \$ 18,424 | \$ 19,652 |
| Step 17 | \$ 14.18 | \$ 7,487 | \$ 8,735 | \$ 9,983 | \$ 11,231 | \$ 12,479 | \$ 13,727 | \$ 14,975 | \$ 16,223 | \$ 17,470 | \$ 18,718 | \$ 19,966 |
| Step 18 | \$ 14.41 | \$ 7,607 | \$ 8,875 | \$ 10,143 | \$ 11,411 | \$ 12,679 | \$ 13,946 | \$ 15,214 | \$ 16,482 | \$ 17,750 | \$ 19,018 | \$ 20,286 |
| Step 19 | \$ 14.64 | \$ 7,729 | \$ 9,017 | \$ 10,305 | \$ 11,593 | \$ 12,881 | \$ 14,170 | \$ 15,458 | \$ 16,746 | \$ 18,034 | \$ 19,322 | \$ 20,610 |
| Step 20 | \$ 14.87 | \$ 7,852 | \$ 9,161 | \$ 10,470 | \$ 11,779 | \$ 13,087 | \$ 14,396 | \$ 15,705 | \$ 17,014 | \$ 18,322 | \$ 19,631 | \$ 20,940 |
| Step 21 | \$ 15.11 | \$ 7,978 | \$ 9,308 | \$ 10,637 | \$ 11,967 | \$ 13,297 | \$ 14,627 | \$ 15,956 | \$ 17,286 | \$ 18,616 | \$ 19,945 | \$ 21,275 |
| Step 22 | \$ 15.35 | \$ 8,106 | \$ 9,457 | \$ 10,808 | \$ 12,159 | \$ 13,510 | \$ 14,861 | \$ 16,212 | \$ 17,563 | \$ 18,913 | \$ 20,264 | \$ 21,615 |
| Step 23 | \$ 15.60 | \$ 8,235 | \$ 9,608 | \$ 10,981 | \$ 12,353 | \$ 13,726 | \$ 15,098 | \$ 16,471 | \$ 17,844 | \$ 19,216 | \$ 20,589 | \$ 21,961 |
| Step 24 | \$ 15.85 | \$ 8,367 | \$ 9,762 | \$ 11,156 | \$ 12,551 | \$ 13,945 | \$ 15,340 | \$ 16,734 | \$ 18,129 | \$ 19,524 | \$ 20,918 | \$ 22,313 |
| Step 25 | \$ 16.10 | \$ 8,501 | \$ 9,918 | \$ 11,335 | \$ 12,752 | \$ 14,169 | \$ 15,585 | \$ 17,002 | \$ 18,419 | \$ 19,836 | \$ 21,253 | \$ 22,670 |
| Step 26 | \$ 16.36 | \$ 8,637 | \$ 10,077 | \$ 11,516 | \$ 12,956 | \$ 14,395 | \$ 15,835 | \$ 17,274 | \$ 18,714 | \$ 20,153 | \$ 21,593 | \$ 23,032 |
| Step 27 | \$ 16.62 | \$ 8,775 | \$ 10,238 | \$ 11,700 | \$ 13,163 | \$ 14,626 | \$ 16,088 | \$ 17,551 | \$ 19,013 | \$ 20,476 | \$ 21,938 | \$ 23,401 |
| Step 28 | \$ 16.89 | \$ 8,916 | \$ 10,402 | \$ 11,888 | \$ 13,374 | \$ 14,860 | \$ 16,345 | \$ 17,831 | \$ 19,317 | \$ 20,803 | \$ 22,289 | \$ 23,775 |
| Step 29 | \$ 17.16 | \$ 9,058 | \$ 10,568 | \$ 12,078 | \$ 13,588 | \$ 15,097 | \$ 16,607 | \$ 18,117 | \$ 19,626 | \$ 21,136 | \$ 22,646 | \$ 24,156 |
| Step 30 | \$ 17.43 | \$ 9,203 | \$ 10,737 | \$ 12,271 | \$ 13,805 | \$ 15,339 | \$ 16,873 | \$ 18,407 | \$ 19,941 | \$ 21,474 | \$ 23,008 | \$ 24,542 |
| Step 31 | \$ 17.71 | \$ 9,351 | \$ 10,909 | \$ 12,467 | \$ 14,026 | \$ 15,584 | \$ 17,143 | \$ 18,701 | \$ 20,260 | \$ 21,818 | \$ 23,376 | \$ 24,935 |

176 days (10 months)

\$11.00 - \$17.71

Adopted Bus Driver Pay Scale 2020-21

| Step | Hourly Rate | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day |
|----------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 |
| Step 0/1 | \$14.00 | \$7,392 | \$8,624 | \$9,856 | \$11,088 | \$12,320 | \$13,552 | \$14,784 | \$16,016 | \$17,248 | \$18,480 | \$19,712 |
| Step 2 | \$14.22 | \$7,509 | \$8,760 | \$10,011 | \$11,263 | \$12,514 | \$13,765 | \$15,017 | \$16,268 | \$17,520 | \$18,771 | \$20,022 |
| Step 3 | \$14.45 | \$7,630 | \$8,902 | \$10,173 | \$11,445 | \$12,716 | \$13,988 | \$15,260 | \$16,531 | \$17,803 | \$19,074 | \$20,346 |
| Step 4 | \$14.68 | \$7,752 | \$9,043 | \$10,335 | \$11,627 | \$12,919 | \$14,211 | \$15,503 | \$16,794 | \$18,086 | \$19,378 | \$20,670 |
| Step 5 | \$14.92 | \$7,878 | \$9,191 | \$10,504 | \$11,817 | \$13,130 | \$14,443 | \$15,756 | \$17,069 | \$18,382 | \$19,695 | \$21,008 |
| Step 6 | \$15.16 | \$8,005 | \$9,339 | \$10,673 | \$12,007 | \$13,341 | \$14,675 | \$16,009 | \$17,344 | \$18,678 | \$20,012 | \$21,346 |
| Step 7 | \$15.40 | \$8,132 | \$9,487 | \$10,842 | \$12,197 | \$13,552 | \$14,908 | \$16,263 | \$17,618 | \$18,973 | \$20,328 | \$21,684 |
| Step 8 | \$15.65 | \$8,264 | \$9,641 | \$11,018 | \$12,395 | \$13,772 | \$15,150 | \$16,527 | \$17,904 | \$19,281 | \$20,658 | \$22,036 |
| Step 9 | \$15.90 | \$8,396 | \$9,795 | \$11,194 | \$12,593 | \$13,992 | \$15,392 | \$16,791 | \$18,190 | \$19,589 | \$20,988 | \$22,388 |
| Step 10 | \$16.15 | \$8,528 | \$9,949 | \$11,370 | \$12,791 | \$14,212 | \$15,634 | \$17,055 | \$18,476 | \$19,897 | \$21,318 | \$22,740 |
| Step 11 | \$16.41 | \$8,665 | \$10,109 | \$11,553 | \$12,997 | \$14,441 | \$15,885 | \$17,329 | \$18,774 | \$20,218 | \$21,662 | \$23,106 |
| Step 12 | \$16.67 | \$8,802 | \$10,269 | \$11,736 | \$13,203 | \$14,670 | \$16,137 | \$17,604 | \$19,071 | \$20,538 | \$22,005 | \$23,472 |
| Step 13 | \$16.94 | \$8,945 | \$10,436 | \$11,926 | \$13,417 | \$14,908 | \$16,398 | \$17,889 | \$19,380 | \$20,871 | \$22,361 | \$23,852 |
| Step 14 | \$17.21 | \$9,087 | \$10,602 | \$12,116 | \$13,631 | \$15,145 | \$16,660 | \$18,174 | \$19,689 | \$21,203 | \$22,718 | \$24,232 |
| Step 15 | \$17.48 | \$9,230 | \$10,768 | \$12,306 | \$13,845 | \$15,383 | \$16,921 | \$18,459 | \$19,998 | \$21,536 | \$23,074 | \$24,612 |
| Step 16 | \$17.76 | \$9,378 | \$10,941 | \$12,504 | \$14,066 | \$15,629 | \$17,192 | \$18,755 | \$20,318 | \$21,881 | \$23,444 | \$25,007 |
| Step 17 | \$18.05 | \$9,531 | \$11,119 | \$12,708 | \$14,296 | \$15,884 | \$17,473 | \$19,061 | \$20,650 | \$22,238 | \$23,826 | \$25,415 |
| Step 18 | \$18.34 | \$9,684 | \$11,298 | \$12,912 | \$14,526 | \$16,140 | \$17,754 | \$19,368 | \$20,981 | \$22,595 | \$24,209 | \$25,823 |
| Step 19 | \$18.63 | \$9,837 | \$11,477 | \$13,116 | \$14,755 | \$16,395 | \$18,034 | \$19,674 | \$21,313 | \$22,953 | \$24,592 | \$26,232 |
| Step 20 | \$18.93 | \$9,996 | \$11,661 | \$13,327 | \$14,993 | \$16,659 | \$18,325 | \$19,991 | \$21,656 | \$23,322 | \$24,988 | \$26,654 |
| Step 21 | \$19.23 | \$10,154 | \$11,846 | \$13,538 | \$15,231 | \$16,923 | \$18,615 | \$20,307 | \$22,000 | \$23,692 | \$25,384 | \$27,076 |
| Step 22 | \$19.54 | \$10,318 | \$12,037 | \$13,757 | \$15,476 | \$17,196 | \$18,915 | \$20,635 | \$22,354 | \$24,074 | \$25,793 | \$27,513 |
| Step 23 | \$19.85 | \$10,481 | \$12,228 | \$13,975 | \$15,722 | \$17,468 | \$19,215 | \$20,962 | \$22,709 | \$24,456 | \$26,202 | \$27,949 |
| Step 24 | \$20.17 | \$10,650 | \$12,425 | \$14,200 | \$15,975 | \$17,750 | \$19,525 | \$21,300 | \$23,075 | \$24,850 | \$26,625 | \$28,400 |
| Step 25 | \$20.49 | \$10,819 | \$12,622 | \$14,425 | \$16,229 | \$18,032 | \$19,835 | \$21,638 | \$23,441 | \$25,244 | \$27,047 | \$28,850 |
| Step 26 | \$20.82 | \$10,993 | \$12,826 | \$14,658 | \$16,490 | \$18,322 | \$20,154 | \$21,986 | \$23,819 | \$25,651 | \$27,483 | \$29,315 |
| Step 27 | \$21.15 | \$11,168 | \$13,029 | \$14,890 | \$16,751 | \$18,612 | \$20,474 | \$22,335 | \$24,196 | \$26,057 | \$27,918 | \$29,780 |
| Step 28 | \$21.49 | \$11,347 | \$13,238 | \$15,129 | \$17,021 | \$18,912 | \$20,803 | \$22,694 | \$24,585 | \$26,476 | \$28,367 | \$30,258 |
| Step 29 | \$21.83 | \$11,527 | \$13,448 | \$15,369 | \$17,290 | \$19,211 | \$21,132 | \$23,053 | \$24,974 | \$26,895 | \$28,816 | \$30,737 |
| Step 30 | \$22.18 | \$11,712 | \$13,663 | \$15,615 | \$17,567 | \$19,519 | \$21,471 | \$23,423 | \$25,374 | \$27,326 | \$29,278 | \$31,230 |
| Step 31 | \$22.54 | \$11,902 | \$13,885 | \$15,869 | \$17,852 | \$19,836 | \$21,819 | \$23,803 | \$25,786 | \$27,770 | \$29,753 | \$31,737 |

176 days (10 months)

\$14.00 - \$22.54

Adopted Cafeteria Manager Pay Scale 2020-21

| Step | 0 - 500 Students | | | 500 - 1000 Students | | | 1000+ Students | | |
|-----------|------------------|-----------|-----------|---------------------|-----------|-----------|----------------|-----------|-----------|
| | Hourly Rate | Annual | | Hourly Rate | Annual | | Hourly Rate | Annual | |
| | | 7.5 hours | 8 hours | | 7.5 hours | 8 hours | | 7.5 hours | 8 hours |
| Step 0/ 1 | \$ 12.50 | \$ 16,969 | \$ 18,100 | \$ 13.00 | \$ 17,648 | \$ 18,824 | \$ 13.50 | \$ 18,326 | \$ 19,548 |
| Step 2 | \$ 12.70 | \$ 17,240 | \$ 18,390 | \$ 13.21 | \$ 17,930 | \$ 19,125 | \$ 13.72 | \$ 18,619 | \$ 19,861 |
| Step 3 | \$ 12.90 | \$ 17,516 | \$ 18,684 | \$ 13.42 | \$ 18,217 | \$ 19,431 | \$ 13.94 | \$ 18,917 | \$ 20,179 |
| Step 4 | \$ 13.11 | \$ 17,796 | \$ 18,983 | \$ 13.63 | \$ 18,508 | \$ 19,742 | \$ 14.16 | \$ 19,220 | \$ 20,501 |
| Step 5 | \$ 13.32 | \$ 18,081 | \$ 19,286 | \$ 13.85 | \$ 18,804 | \$ 20,058 | \$ 14.38 | \$ 19,528 | \$ 20,829 |
| Step 6 | \$ 13.53 | \$ 18,370 | \$ 19,595 | \$ 14.07 | \$ 19,105 | \$ 20,379 | \$ 14.62 | \$ 19,840 | \$ 21,163 |
| Step 7 | \$ 13.75 | \$ 18,664 | \$ 19,909 | \$ 14.30 | \$ 19,411 | \$ 20,705 | \$ 14.85 | \$ 20,157 | \$ 21,501 |
| Step 8 | \$ 13.97 | \$ 18,963 | \$ 20,227 | \$ 14.53 | \$ 19,721 | \$ 21,036 | \$ 15.09 | \$ 20,480 | \$ 21,845 |
| Step 9 | \$ 14.19 | \$ 19,266 | \$ 20,551 | \$ 14.76 | \$ 20,037 | \$ 21,373 | \$ 15.33 | \$ 20,808 | \$ 22,195 |
| Step 10 | \$ 14.42 | \$ 19,575 | \$ 20,880 | \$ 15.00 | \$ 20,358 | \$ 21,715 | \$ 15.57 | \$ 21,141 | \$ 22,550 |
| Step 11 | \$ 14.65 | \$ 19,888 | \$ 21,214 | \$ 15.24 | \$ 20,683 | \$ 22,062 | \$ 15.82 | \$ 21,479 | \$ 22,911 |
| Step 12 | \$ 14.88 | \$ 20,206 | \$ 21,553 | \$ 15.48 | \$ 21,014 | \$ 22,415 | \$ 16.08 | \$ 21,822 | \$ 23,277 |
| Step 13 | \$ 15.12 | \$ 20,529 | \$ 21,898 | \$ 15.73 | \$ 21,350 | \$ 22,774 | \$ 16.33 | \$ 22,172 | \$ 23,650 |
| Step 14 | \$ 15.36 | \$ 20,858 | \$ 22,248 | \$ 15.98 | \$ 21,692 | \$ 23,138 | \$ 16.59 | \$ 22,526 | \$ 24,028 |
| Step 15 | \$ 15.61 | \$ 21,192 | \$ 22,604 | \$ 16.24 | \$ 22,039 | \$ 23,508 | \$ 16.86 | \$ 22,887 | \$ 24,413 |
| Step 16 | \$ 15.86 | \$ 21,531 | \$ 22,966 | \$ 16.49 | \$ 22,392 | \$ 23,885 | \$ 17.13 | \$ 23,253 | \$ 24,803 |
| Step 17 | \$ 16.11 | \$ 21,875 | \$ 23,333 | \$ 16.76 | \$ 22,750 | \$ 24,267 | \$ 17.40 | \$ 23,625 | \$ 25,200 |
| Step 18 | \$ 16.37 | \$ 22,225 | \$ 23,707 | \$ 17.03 | \$ 23,114 | \$ 24,655 | \$ 17.68 | \$ 24,003 | \$ 25,603 |
| Step 19 | \$ 16.63 | \$ 22,581 | \$ 24,086 | \$ 17.30 | \$ 23,484 | \$ 25,049 | \$ 17.96 | \$ 24,387 | \$ 26,013 |
| Step 20 | \$ 16.90 | \$ 22,942 | \$ 24,471 | \$ 17.58 | \$ 23,860 | \$ 25,450 | \$ 18.25 | \$ 24,777 | \$ 26,429 |
| Step 21 | \$ 17.17 | \$ 23,309 | \$ 24,863 | \$ 17.86 | \$ 24,241 | \$ 25,857 | \$ 18.54 | \$ 25,174 | \$ 26,852 |
| Step 22 | \$ 17.45 | \$ 23,682 | \$ 25,261 | \$ 18.14 | \$ 24,629 | \$ 26,271 | \$ 18.84 | \$ 25,577 | \$ 27,282 |
| Step 23 | \$ 17.72 | \$ 24,061 | \$ 25,665 | \$ 18.43 | \$ 25,023 | \$ 26,692 | \$ 19.14 | \$ 25,986 | \$ 27,718 |
| Step 24 | \$ 18.01 | \$ 24,446 | \$ 26,076 | \$ 18.73 | \$ 25,424 | \$ 27,119 | \$ 19.45 | \$ 26,402 | \$ 28,162 |
| Step 25 | \$ 18.30 | \$ 24,837 | \$ 26,493 | \$ 19.03 | \$ 25,830 | \$ 27,552 | \$ 19.76 | \$ 26,824 | \$ 28,612 |
| Step 26 | \$ 18.59 | \$ 25,234 | \$ 26,917 | \$ 19.33 | \$ 26,244 | \$ 27,993 | \$ 20.08 | \$ 27,253 | \$ 29,070 |
| Step 27 | \$ 18.89 | \$ 25,638 | \$ 27,347 | \$ 19.64 | \$ 26,664 | \$ 28,441 | \$ 20.40 | \$ 27,689 | \$ 29,535 |
| Step 28 | \$ 19.19 | \$ 26,048 | \$ 27,785 | \$ 19.96 | \$ 27,090 | \$ 28,896 | \$ 20.72 | \$ 28,132 | \$ 30,008 |
| Step 29 | \$ 19.50 | \$ 26,465 | \$ 28,229 | \$ 20.28 | \$ 27,524 | \$ 29,359 | \$ 21.06 | \$ 28,582 | \$ 30,488 |
| Step 30 | \$ 19.81 | \$ 26,889 | \$ 28,681 | \$ 20.60 | \$ 27,964 | \$ 29,828 | \$ 21.39 | \$ 29,040 | \$ 30,976 |
| Step 31 | \$ 20.12 | \$ 27,319 | \$ 29,140 | \$ 20.93 | \$ 28,412 | \$ 30,306 | \$ 21.73 | \$ 29,504 | \$ 31,471 |

181 days

**Adopted Cafeteria Assistant Manager Pay Scale
2020-21**

| Step | 0 - 500 Students | | | 500 - 1000 Students | | | 1000+ Students | | |
|----------|------------------|-----------|-----------|---------------------|-----------|-----------|----------------|-----------|-----------|
| | Hourly Rate | Annual | | Hourly Rate | Annual | | Hourly Rate | Annual | |
| | | 7 hours | 8 hours | | 7 hours | 8 hours | | 7 hours | 8 hours |
| Step 0/1 | \$ 11.00 | \$ 13,706 | \$ 15,664 | \$ 11.30 | \$ 14,080 | \$ 16,091 | \$ 11.50 | \$ 14,329 | \$ 16,376 |
| Step 2 | \$ 11.18 | \$ 13,925 | \$ 15,915 | \$ 11.48 | \$ 14,305 | \$ 16,349 | \$ 11.68 | \$ 14,558 | \$ 16,638 |
| Step 3 | \$ 11.35 | \$ 14,148 | \$ 16,169 | \$ 11.66 | \$ 14,534 | \$ 16,610 | \$ 11.87 | \$ 14,791 | \$ 16,904 |
| Step 4 | \$ 11.54 | \$ 14,374 | \$ 16,428 | \$ 11.85 | \$ 14,767 | \$ 16,876 | \$ 12.06 | \$ 15,028 | \$ 17,175 |
| Step 5 | \$ 11.72 | \$ 14,604 | \$ 16,691 | \$ 12.04 | \$ 15,003 | \$ 17,146 | \$ 12.25 | \$ 15,268 | \$ 17,449 |
| Step 6 | \$ 11.91 | \$ 14,838 | \$ 16,958 | \$ 12.23 | \$ 15,243 | \$ 17,420 | \$ 12.45 | \$ 15,513 | \$ 17,729 |
| Step 7 | \$ 12.10 | \$ 15,076 | \$ 17,229 | \$ 12.43 | \$ 15,487 | \$ 17,699 | \$ 12.65 | \$ 15,761 | \$ 18,012 |
| Step 8 | \$ 12.29 | \$ 15,317 | \$ 17,505 | \$ 12.63 | \$ 15,734 | \$ 17,982 | \$ 12.85 | \$ 16,013 | \$ 18,301 |
| Step 9 | \$ 12.49 | \$ 15,562 | \$ 17,785 | \$ 12.83 | \$ 15,986 | \$ 18,270 | \$ 13.06 | \$ 16,269 | \$ 18,593 |
| Step 10 | \$ 12.69 | \$ 15,811 | \$ 18,069 | \$ 13.04 | \$ 16,242 | \$ 18,562 | \$ 13.27 | \$ 16,529 | \$ 18,891 |
| Step 11 | \$ 12.89 | \$ 16,064 | \$ 18,359 | \$ 13.24 | \$ 16,502 | \$ 18,859 | \$ 13.48 | \$ 16,794 | \$ 19,193 |
| Step 12 | \$ 13.10 | \$ 16,321 | \$ 18,652 | \$ 13.46 | \$ 16,766 | \$ 19,161 | \$ 13.69 | \$ 17,063 | \$ 19,500 |
| Step 13 | \$ 13.31 | \$ 16,582 | \$ 18,951 | \$ 13.67 | \$ 17,034 | \$ 19,468 | \$ 13.91 | \$ 17,336 | \$ 19,812 |
| Step 14 | \$ 13.52 | \$ 16,847 | \$ 19,254 | \$ 13.89 | \$ 17,307 | \$ 19,779 | \$ 14.14 | \$ 17,613 | \$ 20,129 |
| Step 15 | \$ 13.74 | \$ 17,117 | \$ 19,562 | \$ 14.11 | \$ 17,584 | \$ 20,096 | \$ 14.36 | \$ 17,895 | \$ 20,451 |
| Step 16 | \$ 13.96 | \$ 17,391 | \$ 19,875 | \$ 14.34 | \$ 17,865 | \$ 20,417 | \$ 14.59 | \$ 18,181 | \$ 20,778 |
| Step 17 | \$ 14.18 | \$ 17,669 | \$ 20,193 | \$ 14.57 | \$ 18,151 | \$ 20,744 | \$ 14.83 | \$ 18,472 | \$ 21,111 |
| Step 18 | \$ 14.41 | \$ 17,952 | \$ 20,516 | \$ 14.80 | \$ 18,441 | \$ 21,076 | \$ 15.06 | \$ 18,768 | \$ 21,449 |
| Step 19 | \$ 14.64 | \$ 18,239 | \$ 20,844 | \$ 15.04 | \$ 18,736 | \$ 21,413 | \$ 15.30 | \$ 19,068 | \$ 21,792 |
| Step 20 | \$ 14.87 | \$ 18,531 | \$ 21,178 | \$ 15.28 | \$ 19,036 | \$ 21,755 | \$ 15.55 | \$ 19,373 | \$ 22,141 |
| Step 21 | \$ 15.11 | \$ 18,827 | \$ 21,517 | \$ 15.52 | \$ 19,341 | \$ 22,104 | \$ 15.80 | \$ 19,683 | \$ 22,495 |
| Step 22 | \$ 15.35 | \$ 19,128 | \$ 21,861 | \$ 15.77 | \$ 19,650 | \$ 22,457 | \$ 16.05 | \$ 19,998 | \$ 22,855 |
| Step 23 | \$ 15.60 | \$ 19,434 | \$ 22,211 | \$ 16.02 | \$ 19,964 | \$ 22,817 | \$ 16.31 | \$ 20,318 | \$ 23,220 |
| Step 24 | \$ 15.85 | \$ 19,745 | \$ 22,566 | \$ 16.28 | \$ 20,284 | \$ 23,182 | \$ 16.57 | \$ 20,643 | \$ 23,592 |
| Step 25 | \$ 16.10 | \$ 20,061 | \$ 22,927 | \$ 16.54 | \$ 20,608 | \$ 23,553 | \$ 16.83 | \$ 20,973 | \$ 23,969 |
| Step 26 | \$ 16.36 | \$ 20,382 | \$ 23,294 | \$ 16.80 | \$ 20,938 | \$ 23,929 | \$ 17.10 | \$ 21,309 | \$ 24,353 |
| Step 27 | \$ 16.62 | \$ 20,708 | \$ 23,667 | \$ 17.07 | \$ 21,273 | \$ 24,312 | \$ 17.38 | \$ 21,650 | \$ 24,743 |
| Step 28 | \$ 16.89 | \$ 21,040 | \$ 24,045 | \$ 17.35 | \$ 21,614 | \$ 24,701 | \$ 17.65 | \$ 21,996 | \$ 25,138 |
| Step 29 | \$ 17.16 | \$ 21,376 | \$ 24,430 | \$ 17.62 | \$ 21,959 | \$ 25,096 | \$ 17.94 | \$ 22,348 | \$ 25,541 |
| Step 30 | \$ 17.43 | \$ 21,718 | \$ 24,821 | \$ 17.91 | \$ 22,311 | \$ 25,498 | \$ 18.22 | \$ 22,706 | \$ 25,949 |
| Step 31 | \$ 17.71 | \$ 22,066 | \$ 25,218 | \$ 18.19 | \$ 22,668 | \$ 25,906 | \$ 18.51 | \$ 23,069 | \$ 26,364 |

178 days

**Adopted Cafeteria Worker Pay Scale
2020-21**

| Step | Hourly Rate | Annual Salary Based on Daily Hours | | | | | | | | | |
|-----------|-------------|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 |
| Step 0/ 1 | \$ 10.00 | \$ 5,340 | \$ 6,230 | \$ 7,120 | \$ 8,010 | \$ 8,900 | \$ 9,790 | \$ 10,680 | \$ 11,570 | \$ 12,460 | \$ 13,350 |
| Step 2 | \$ 10.16 | \$ 5,425 | \$ 6,330 | \$ 7,234 | \$ 8,138 | \$ 9,042 | \$ 9,947 | \$ 10,851 | \$ 11,755 | \$ 12,659 | \$ 13,564 |
| Step 3 | \$ 10.32 | \$ 5,512 | \$ 6,431 | \$ 7,350 | \$ 8,268 | \$ 9,187 | \$ 10,106 | \$ 11,024 | \$ 11,943 | \$ 12,862 | \$ 13,781 |
| Step 4 | \$ 10.49 | \$ 5,600 | \$ 6,534 | \$ 7,467 | \$ 8,401 | \$ 9,334 | \$ 10,267 | \$ 11,201 | \$ 12,134 | \$ 13,068 | \$ 14,001 |
| Step 5 | \$ 10.66 | \$ 5,690 | \$ 6,638 | \$ 7,587 | \$ 8,535 | \$ 9,483 | \$ 10,432 | \$ 11,380 | \$ 12,328 | \$ 13,277 | \$ 14,225 |
| Step 6 | \$ 10.83 | \$ 5,781 | \$ 6,745 | \$ 7,708 | \$ 8,672 | \$ 9,635 | \$ 10,599 | \$ 11,562 | \$ 12,526 | \$ 13,489 | \$ 14,453 |
| Step 7 | \$ 11.00 | \$ 5,874 | \$ 6,853 | \$ 7,831 | \$ 8,810 | \$ 9,789 | \$ 10,768 | \$ 11,747 | \$ 12,726 | \$ 13,705 | \$ 14,684 |
| Step 8 | \$ 11.18 | \$ 5,968 | \$ 6,962 | \$ 7,957 | \$ 8,951 | \$ 9,946 | \$ 10,941 | \$ 11,935 | \$ 12,930 | \$ 13,924 | \$ 14,919 |
| Step 9 | \$ 11.35 | \$ 6,063 | \$ 7,074 | \$ 8,084 | \$ 9,095 | \$ 10,105 | \$ 11,116 | \$ 12,126 | \$ 13,137 | \$ 14,147 | \$ 15,158 |
| Step 10 | \$ 11.54 | \$ 6,160 | \$ 7,187 | \$ 8,213 | \$ 9,240 | \$ 10,267 | \$ 11,293 | \$ 12,320 | \$ 13,347 | \$ 14,373 | \$ 15,400 |
| Step 11 | \$ 11.72 | \$ 6,259 | \$ 7,302 | \$ 8,345 | \$ 9,388 | \$ 10,431 | \$ 11,474 | \$ 12,517 | \$ 13,560 | \$ 14,603 | \$ 15,647 |
| Step 12 | \$ 11.91 | \$ 6,359 | \$ 7,419 | \$ 8,478 | \$ 9,538 | \$ 10,598 | \$ 11,658 | \$ 12,718 | \$ 13,777 | \$ 14,837 | \$ 15,897 |
| Step 13 | \$ 12.10 | \$ 6,460 | \$ 7,537 | \$ 8,614 | \$ 9,691 | \$ 10,767 | \$ 11,844 | \$ 12,921 | \$ 13,998 | \$ 15,074 | \$ 16,151 |
| Step 14 | \$ 12.29 | \$ 6,564 | \$ 7,658 | \$ 8,752 | \$ 9,846 | \$ 10,940 | \$ 12,034 | \$ 13,128 | \$ 14,222 | \$ 15,316 | \$ 16,410 |
| Step 15 | \$ 12.49 | \$ 6,669 | \$ 7,780 | \$ 8,892 | \$ 10,003 | \$ 11,115 | \$ 12,226 | \$ 13,338 | \$ 14,449 | \$ 15,561 | \$ 16,672 |
| Step 16 | \$ 12.69 | \$ 6,776 | \$ 7,905 | \$ 9,034 | \$ 10,163 | \$ 11,293 | \$ 12,422 | \$ 13,551 | \$ 14,680 | \$ 15,810 | \$ 16,939 |
| Step 17 | \$ 12.89 | \$ 6,884 | \$ 8,031 | \$ 9,179 | \$ 10,326 | \$ 11,473 | \$ 12,621 | \$ 13,768 | \$ 14,915 | \$ 16,063 | \$ 17,210 |
| Step 18 | \$ 13.10 | \$ 6,994 | \$ 8,160 | \$ 9,326 | \$ 10,491 | \$ 11,657 | \$ 12,823 | \$ 13,988 | \$ 15,154 | \$ 16,320 | \$ 17,485 |
| Step 19 | \$ 13.31 | \$ 7,106 | \$ 8,290 | \$ 9,475 | \$ 10,659 | \$ 11,843 | \$ 13,028 | \$ 14,212 | \$ 15,396 | \$ 16,581 | \$ 17,765 |
| Step 20 | \$ 13.52 | \$ 7,220 | \$ 8,423 | \$ 9,626 | \$ 10,830 | \$ 12,033 | \$ 13,236 | \$ 14,439 | \$ 15,643 | \$ 16,846 | \$ 18,049 |
| Step 21 | \$ 13.74 | \$ 7,335 | \$ 8,558 | \$ 9,780 | \$ 11,003 | \$ 12,225 | \$ 13,448 | \$ 14,671 | \$ 15,893 | \$ 17,116 | \$ 18,338 |
| Step 22 | \$ 13.96 | \$ 7,453 | \$ 8,695 | \$ 9,937 | \$ 11,179 | \$ 12,421 | \$ 13,663 | \$ 14,905 | \$ 16,147 | \$ 17,389 | \$ 18,632 |
| Step 23 | \$ 14.18 | \$ 7,572 | \$ 8,834 | \$ 10,096 | \$ 11,358 | \$ 12,620 | \$ 13,882 | \$ 15,144 | \$ 16,406 | \$ 17,668 | \$ 18,930 |
| Step 24 | \$ 14.41 | \$ 7,693 | \$ 8,975 | \$ 10,257 | \$ 11,540 | \$ 12,822 | \$ 14,104 | \$ 15,386 | \$ 16,668 | \$ 17,950 | \$ 19,233 |
| Step 25 | \$ 14.64 | \$ 7,816 | \$ 9,119 | \$ 10,421 | \$ 11,724 | \$ 13,027 | \$ 14,330 | \$ 15,632 | \$ 16,935 | \$ 18,238 | \$ 19,540 |
| Step 26 | \$ 14.87 | \$ 7,941 | \$ 9,265 | \$ 10,588 | \$ 11,912 | \$ 13,235 | \$ 14,559 | \$ 15,882 | \$ 17,206 | \$ 18,529 | \$ 19,853 |
| Step 27 | \$ 15.11 | \$ 8,068 | \$ 9,413 | \$ 10,758 | \$ 12,102 | \$ 13,447 | \$ 14,792 | \$ 16,136 | \$ 17,481 | \$ 18,826 | \$ 20,171 |
| Step 28 | \$ 15.35 | \$ 8,197 | \$ 9,564 | \$ 10,930 | \$ 12,296 | \$ 13,662 | \$ 15,028 | \$ 16,395 | \$ 17,761 | \$ 19,127 | \$ 20,493 |
| Step 29 | \$ 15.60 | \$ 8,328 | \$ 9,717 | \$ 11,105 | \$ 12,493 | \$ 13,881 | \$ 15,269 | \$ 16,657 | \$ 18,045 | \$ 19,433 | \$ 20,821 |
| Step 30 | \$ 15.85 | \$ 8,462 | \$ 9,872 | \$ 11,282 | \$ 12,693 | \$ 14,103 | \$ 15,513 | \$ 16,923 | \$ 18,334 | \$ 19,744 | \$ 21,154 |
| Step 31 | \$ 16.10 | \$ 8,597 | \$ 10,030 | \$ 11,463 | \$ 12,896 | \$ 14,329 | \$ 15,761 | \$ 17,194 | \$ 18,627 | \$ 20,060 | \$ 21,493 |

178 days
Hours Vary

**Adopted Car Driver Pay Scale
2020-21**

| Step | Hourly Rate | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day | Hours Per Day |
|----------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 |
| Step 0/1 | \$ 12.50 | \$ 6,600 | \$ 7,700 | \$ 8,800 | \$ 9,900 | \$ 11,000 | \$ 12,100 | \$ 13,200 | \$ 14,300 | \$ 15,400 | \$ 16,500 | \$ 17,600 |
| Step 2 | \$ 12.70 | \$ 6,706 | \$ 7,823 | \$ 8,941 | \$ 10,058 | \$ 11,176 | \$ 12,294 | \$ 13,411 | \$ 14,529 | \$ 15,646 | \$ 16,764 | \$ 17,882 |
| Step 3 | \$ 12.90 | \$ 6,813 | \$ 7,948 | \$ 9,084 | \$ 10,219 | \$ 11,355 | \$ 12,490 | \$ 13,626 | \$ 14,761 | \$ 15,897 | \$ 17,032 | \$ 18,168 |
| Step 4 | \$ 13.11 | \$ 6,922 | \$ 8,076 | \$ 9,229 | \$ 10,383 | \$ 11,536 | \$ 12,690 | \$ 13,844 | \$ 14,997 | \$ 16,151 | \$ 17,305 | \$ 18,458 |
| Step 5 | \$ 13.32 | \$ 7,033 | \$ 8,205 | \$ 9,377 | \$ 10,549 | \$ 11,721 | \$ 12,893 | \$ 14,065 | \$ 15,237 | \$ 16,410 | \$ 17,582 | \$ 18,754 |
| Step 6 | \$ 13.53 | \$ 7,145 | \$ 8,336 | \$ 9,527 | \$ 10,718 | \$ 11,909 | \$ 13,099 | \$ 14,290 | \$ 15,481 | \$ 16,672 | \$ 17,863 | \$ 19,054 |
| Step 7 | \$ 13.75 | \$ 7,259 | \$ 8,469 | \$ 9,679 | \$ 10,889 | \$ 12,099 | \$ 13,309 | \$ 14,519 | \$ 15,729 | \$ 16,939 | \$ 18,149 | \$ 19,359 |
| Step 8 | \$ 13.97 | \$ 7,376 | \$ 8,605 | \$ 9,834 | \$ 11,063 | \$ 12,293 | \$ 13,522 | \$ 14,751 | \$ 15,981 | \$ 17,210 | \$ 18,439 | \$ 19,668 |
| Step 9 | \$ 14.19 | \$ 7,494 | \$ 8,743 | \$ 9,992 | \$ 11,240 | \$ 12,489 | \$ 13,738 | \$ 14,987 | \$ 16,236 | \$ 17,485 | \$ 18,734 | \$ 19,983 |
| Step 10 | \$ 14.42 | \$ 7,614 | \$ 8,882 | \$ 10,151 | \$ 11,420 | \$ 12,689 | \$ 13,958 | \$ 15,227 | \$ 16,496 | \$ 17,765 | \$ 19,034 | \$ 20,303 |
| Step 11 | \$ 14.65 | \$ 7,735 | \$ 9,025 | \$ 10,314 | \$ 11,603 | \$ 12,892 | \$ 14,182 | \$ 15,471 | \$ 16,760 | \$ 18,049 | \$ 19,338 | \$ 20,628 |
| Step 12 | \$ 14.88 | \$ 7,859 | \$ 9,169 | \$ 10,479 | \$ 11,789 | \$ 13,099 | \$ 14,408 | \$ 15,718 | \$ 17,028 | \$ 18,338 | \$ 19,648 | \$ 20,958 |
| Step 13 | \$ 15.12 | \$ 7,985 | \$ 9,316 | \$ 10,647 | \$ 11,977 | \$ 13,308 | \$ 14,639 | \$ 15,970 | \$ 17,301 | \$ 18,631 | \$ 19,962 | \$ 21,293 |
| Step 14 | \$ 15.36 | \$ 8,113 | \$ 9,465 | \$ 10,817 | \$ 12,169 | \$ 13,521 | \$ 14,873 | \$ 16,225 | \$ 17,577 | \$ 18,929 | \$ 20,282 | \$ 21,634 |
| Step 15 | \$ 15.61 | \$ 8,242 | \$ 9,616 | \$ 10,990 | \$ 12,364 | \$ 13,737 | \$ 15,111 | \$ 16,485 | \$ 17,859 | \$ 19,232 | \$ 20,606 | \$ 21,980 |
| Step 16 | \$ 15.86 | \$ 8,374 | \$ 9,770 | \$ 11,166 | \$ 12,561 | \$ 13,957 | \$ 15,353 | \$ 16,749 | \$ 18,144 | \$ 19,540 | \$ 20,936 | \$ 22,332 |
| Step 17 | \$ 16.11 | \$ 8,508 | \$ 9,926 | \$ 11,344 | \$ 12,762 | \$ 14,181 | \$ 15,599 | \$ 17,017 | \$ 18,435 | \$ 19,853 | \$ 21,271 | \$ 22,689 |
| Step 18 | \$ 16.37 | \$ 8,644 | \$ 10,085 | \$ 11,526 | \$ 12,967 | \$ 14,407 | \$ 15,848 | \$ 17,289 | \$ 18,730 | \$ 20,170 | \$ 21,611 | \$ 23,052 |
| Step 19 | \$ 16.63 | \$ 8,783 | \$ 10,247 | \$ 11,710 | \$ 13,174 | \$ 14,638 | \$ 16,102 | \$ 17,566 | \$ 19,029 | \$ 20,493 | \$ 21,957 | \$ 23,421 |
| Step 20 | \$ 16.90 | \$ 8,923 | \$ 10,410 | \$ 11,898 | \$ 13,385 | \$ 14,872 | \$ 16,359 | \$ 17,847 | \$ 19,334 | \$ 20,821 | \$ 22,308 | \$ 23,795 |
| Step 21 | \$ 17.17 | \$ 9,066 | \$ 10,577 | \$ 12,088 | \$ 13,599 | \$ 15,110 | \$ 16,621 | \$ 18,132 | \$ 19,643 | \$ 21,154 | \$ 22,665 | \$ 24,176 |
| Step 22 | \$ 17.45 | \$ 9,211 | \$ 10,746 | \$ 12,281 | \$ 13,817 | \$ 15,352 | \$ 16,887 | \$ 18,422 | \$ 19,957 | \$ 21,493 | \$ 23,028 | \$ 24,563 |
| Step 23 | \$ 17.72 | \$ 9,358 | \$ 10,918 | \$ 12,478 | \$ 14,038 | \$ 15,597 | \$ 17,157 | \$ 18,717 | \$ 20,277 | \$ 21,836 | \$ 23,396 | \$ 24,956 |
| Step 24 | \$ 18.01 | \$ 9,508 | \$ 11,093 | \$ 12,678 | \$ 14,262 | \$ 15,847 | \$ 17,432 | \$ 19,016 | \$ 20,601 | \$ 22,186 | \$ 23,771 | \$ 25,355 |
| Step 25 | \$ 18.30 | \$ 9,660 | \$ 11,270 | \$ 12,880 | \$ 14,491 | \$ 16,101 | \$ 17,711 | \$ 19,321 | \$ 20,931 | \$ 22,541 | \$ 24,151 | \$ 25,761 |
| Step 26 | \$ 18.59 | \$ 9,815 | \$ 11,451 | \$ 13,087 | \$ 14,722 | \$ 16,358 | \$ 17,994 | \$ 19,630 | \$ 21,266 | \$ 22,901 | \$ 24,537 | \$ 26,173 |
| Step 27 | \$ 18.89 | \$ 9,972 | \$ 11,634 | \$ 13,296 | \$ 14,958 | \$ 16,620 | \$ 18,282 | \$ 19,944 | \$ 21,606 | \$ 23,268 | \$ 24,930 | \$ 26,592 |
| Step 28 | \$ 19.19 | \$ 10,132 | \$ 11,820 | \$ 13,509 | \$ 15,197 | \$ 16,886 | \$ 18,574 | \$ 20,263 | \$ 21,952 | \$ 23,640 | \$ 25,329 | \$ 27,017 |
| Step 29 | \$ 19.50 | \$ 10,294 | \$ 12,009 | \$ 13,725 | \$ 15,440 | \$ 17,156 | \$ 18,872 | \$ 20,587 | \$ 22,303 | \$ 24,018 | \$ 25,734 | \$ 27,450 |
| Step 30 | \$ 19.81 | \$ 10,458 | \$ 12,201 | \$ 13,944 | \$ 15,687 | \$ 17,431 | \$ 19,174 | \$ 20,917 | \$ 22,660 | \$ 24,403 | \$ 26,146 | \$ 27,889 |
| Step 31 | \$ 20.12 | \$ 10,626 | \$ 12,397 | \$ 14,168 | \$ 15,938 | \$ 17,709 | \$ 19,480 | \$ 21,251 | \$ 23,022 | \$ 24,793 | \$ 26,564 | \$ 28,335 |

176 days (10 months)
\$14.00 - \$22.54

**Adopted Custodian Pay Scale
2020-21**

| Step | Custodian | | Assistant Foreman | | | | | | Foreman | | | | | |
|----------|-------------|----------|-------------------|----------|-------------------|----------|----------------|----------|----------------|----------|-------------------|----------|----------------|----------|
| | All Schools | | 0-500 students | | 500-1000 students | | 1000+ students | | 0-500 students | | 500-1000 students | | 1000+ students | |
| | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 10.50 | \$19,373 | \$ 11.55 | \$21,310 | \$ 11.87 | \$21,891 | \$ 12.08 | \$22,278 | \$ 13.13 | \$24,216 | \$ 13.65 | \$25,184 | \$ 14.18 | \$26,153 |
| Step 2 | \$ 10.67 | \$19,682 | \$ 11.73 | \$21,651 | \$ 12.05 | \$22,241 | \$ 12.27 | \$22,635 | \$ 13.34 | \$24,603 | \$ 13.87 | \$25,587 | \$ 14.40 | \$26,571 |
| Step 3 | \$ 10.84 | \$19,997 | \$ 11.92 | \$21,997 | \$ 12.25 | \$22,597 | \$ 12.46 | \$22,997 | \$ 13.55 | \$24,997 | \$ 14.09 | \$25,997 | \$ 14.63 | \$26,996 |
| Step 4 | \$ 11.01 | \$20,317 | \$ 12.11 | \$22,349 | \$ 12.44 | \$22,959 | \$ 12.66 | \$23,365 | \$ 13.77 | \$25,397 | \$ 14.32 | \$26,413 | \$ 14.87 | \$27,428 |
| Step 5 | \$ 11.19 | \$20,642 | \$ 12.31 | \$22,707 | \$ 12.64 | \$23,326 | \$ 12.87 | \$23,739 | \$ 13.99 | \$25,803 | \$ 14.54 | \$26,835 | \$ 15.10 | \$27,867 |
| Step 6 | \$ 11.37 | \$20,973 | \$ 12.50 | \$23,070 | \$ 12.85 | \$23,699 | \$ 13.07 | \$24,119 | \$ 14.21 | \$26,216 | \$ 14.78 | \$27,265 | \$ 15.35 | \$28,313 |
| Step 7 | \$ 11.55 | \$21,308 | \$ 12.70 | \$23,439 | \$ 13.05 | \$24,078 | \$ 13.28 | \$24,504 | \$ 14.44 | \$26,635 | \$ 15.01 | \$27,701 | \$ 15.59 | \$28,766 |
| Step 8 | \$ 11.73 | \$21,649 | \$ 12.91 | \$23,814 | \$ 13.26 | \$24,464 | \$ 13.49 | \$24,897 | \$ 14.67 | \$27,061 | \$ 15.25 | \$28,144 | \$ 15.84 | \$29,226 |
| Step 9 | \$ 11.92 | \$21,996 | \$ 13.11 | \$24,195 | \$ 13.47 | \$24,855 | \$ 13.71 | \$25,295 | \$ 14.90 | \$27,494 | \$ 15.50 | \$28,594 | \$ 16.09 | \$29,694 |
| Step 10 | \$ 12.11 | \$22,348 | \$ 13.32 | \$24,582 | \$ 13.69 | \$25,253 | \$ 13.93 | \$25,700 | \$ 15.14 | \$27,934 | \$ 15.75 | \$29,052 | \$ 16.35 | \$30,169 |
| Step 11 | \$ 12.31 | \$22,705 | \$ 13.54 | \$24,976 | \$ 13.91 | \$25,657 | \$ 14.15 | \$26,111 | \$ 15.38 | \$28,381 | \$ 16.00 | \$29,517 | \$ 16.61 | \$30,652 |
| Step 12 | \$ 12.50 | \$23,068 | \$ 13.75 | \$25,375 | \$ 14.13 | \$26,067 | \$ 14.38 | \$26,529 | \$ 15.63 | \$28,835 | \$ 16.25 | \$29,989 | \$ 16.88 | \$31,142 |
| Step 13 | \$ 12.70 | \$23,437 | \$ 13.97 | \$25,781 | \$ 14.35 | \$26,484 | \$ 14.61 | \$26,953 | \$ 15.88 | \$29,297 | \$ 16.51 | \$30,469 | \$ 17.15 | \$31,641 |
| Step 14 | \$ 12.91 | \$23,812 | \$ 14.20 | \$26,194 | \$ 14.58 | \$26,908 | \$ 14.84 | \$27,384 | \$ 16.13 | \$29,766 | \$ 16.78 | \$30,956 | \$ 17.42 | \$32,147 |
| Step 15 | \$ 13.11 | \$24,193 | \$ 14.42 | \$26,613 | \$ 14.82 | \$27,339 | \$ 15.08 | \$27,822 | \$ 16.39 | \$30,242 | \$ 17.05 | \$31,451 | \$ 17.70 | \$32,661 |
| Step 16 | \$ 13.32 | \$24,581 | \$ 14.66 | \$27,039 | \$ 15.05 | \$27,776 | \$ 15.32 | \$28,268 | \$ 16.65 | \$30,726 | \$ 17.32 | \$31,955 | \$ 17.99 | \$33,184 |
| Step 17 | \$ 13.54 | \$24,974 | \$ 14.89 | \$27,471 | \$ 15.30 | \$28,220 | \$ 15.57 | \$28,720 | \$ 16.92 | \$31,217 | \$ 17.60 | \$32,466 | \$ 18.27 | \$33,715 |
| Step 18 | \$ 13.75 | \$25,373 | \$ 15.13 | \$27,911 | \$ 15.54 | \$28,672 | \$ 15.82 | \$29,179 | \$ 17.19 | \$31,717 | \$ 17.88 | \$32,985 | \$ 18.57 | \$34,254 |
| Step 19 | \$ 13.97 | \$25,779 | \$ 15.37 | \$28,357 | \$ 15.79 | \$29,131 | \$ 16.07 | \$29,646 | \$ 17.47 | \$32,224 | \$ 18.16 | \$33,513 | \$ 18.86 | \$34,802 |
| Step 20 | \$ 14.20 | \$26,192 | \$ 15.62 | \$28,811 | \$ 16.04 | \$29,597 | \$ 16.33 | \$30,121 | \$ 17.75 | \$32,740 | \$ 18.45 | \$34,049 | \$ 19.16 | \$35,359 |
| Step 21 | \$ 14.42 | \$26,611 | \$ 15.87 | \$29,272 | \$ 16.30 | \$30,070 | \$ 16.59 | \$30,603 | \$ 18.03 | \$33,264 | \$ 18.75 | \$34,594 | \$ 19.47 | \$35,925 |
| Step 22 | \$ 14.65 | \$27,037 | \$ 16.12 | \$29,740 | \$ 16.56 | \$30,551 | \$ 16.85 | \$31,092 | \$ 18.32 | \$33,796 | \$ 19.05 | \$35,148 | \$ 19.78 | \$36,500 |
| Step 23 | \$ 14.89 | \$27,469 | \$ 16.38 | \$30,216 | \$ 16.82 | \$31,040 | \$ 17.12 | \$31,590 | \$ 18.61 | \$34,337 | \$ 19.36 | \$35,710 | \$ 20.10 | \$37,084 |
| Step 24 | \$ 15.13 | \$27,909 | \$ 16.64 | \$30,700 | \$ 17.09 | \$31,537 | \$ 17.40 | \$32,095 | \$ 18.91 | \$34,886 | \$ 19.66 | \$36,281 | \$ 20.42 | \$37,677 |
| Step 25 | \$ 15.37 | \$28,355 | \$ 16.91 | \$31,191 | \$ 17.37 | \$32,042 | \$ 17.67 | \$32,609 | \$ 19.21 | \$35,444 | \$ 19.98 | \$36,862 | \$ 20.75 | \$38,280 |
| Step 26 | \$ 15.61 | \$28,809 | \$ 17.18 | \$31,690 | \$ 17.64 | \$32,554 | \$ 17.96 | \$33,130 | \$ 19.52 | \$36,011 | \$ 20.30 | \$37,452 | \$ 21.08 | \$38,892 |
| Step 27 | \$ 15.86 | \$29,270 | \$ 17.45 | \$32,197 | \$ 17.93 | \$33,075 | \$ 18.24 | \$33,660 | \$ 19.83 | \$36,587 | \$ 20.62 | \$38,051 | \$ 21.42 | \$39,514 |
| Step 28 | \$ 16.12 | \$29,738 | \$ 17.73 | \$32,712 | \$ 18.21 | \$33,604 | \$ 18.54 | \$34,199 | \$ 20.15 | \$37,173 | \$ 20.95 | \$38,660 | \$ 21.76 | \$40,147 |
| Step 29 | \$ 16.38 | \$30,214 | \$ 18.01 | \$33,235 | \$ 18.51 | \$34,142 | \$ 18.83 | \$34,746 | \$ 20.47 | \$37,768 | \$ 21.29 | \$39,278 | \$ 22.11 | \$40,789 |
| Step 30 | \$ 16.64 | \$30,698 | \$ 18.30 | \$33,767 | \$ 18.80 | \$34,688 | \$ 19.13 | \$35,302 | \$ 20.80 | \$38,372 | \$ 21.63 | \$39,907 | \$ 22.46 | \$41,442 |
| Step 31 | \$ 16.90 | \$31,189 | \$ 18.59 | \$34,308 | \$ 19.10 | \$35,243 | \$ 19.44 | \$35,867 | \$ 21.13 | \$38,986 | \$ 21.98 | \$40,545 | \$ 22.82 | \$42,105 |

12 months
7.5 hours per day

**Adopted Executive Assistant/Clerk of the Board Pay Scale
2020-21**

| Step | Lane I | | Lane II | | Lane III | |
|----------|-------------|-----------|-------------|-----------|-------------|-----------|
| | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 20.50 | \$ 37,823 | \$ 21.00 | \$ 38,745 | \$ 21.50 | \$ 39,668 |
| Step 2 | \$ 20.83 | \$ 38,428 | \$ 21.34 | \$ 39,365 | \$ 21.84 | \$ 40,302 |
| Step 3 | \$ 21.16 | \$ 39,043 | \$ 21.68 | \$ 39,995 | \$ 22.19 | \$ 40,947 |
| Step 4 | \$ 21.50 | \$ 39,667 | \$ 22.02 | \$ 40,635 | \$ 22.55 | \$ 41,602 |
| Step 5 | \$ 21.84 | \$ 40,302 | \$ 22.38 | \$ 41,285 | \$ 22.91 | \$ 42,268 |
| Step 6 | \$ 22.19 | \$ 40,947 | \$ 22.73 | \$ 41,945 | \$ 23.28 | \$ 42,944 |
| Step 7 | \$ 22.55 | \$ 41,602 | \$ 23.10 | \$ 42,617 | \$ 23.65 | \$ 43,631 |
| Step 8 | \$ 22.91 | \$ 42,267 | \$ 23.47 | \$ 43,298 | \$ 24.03 | \$ 44,329 |
| Step 9 | \$ 23.28 | \$ 42,944 | \$ 23.84 | \$ 43,991 | \$ 24.41 | \$ 45,039 |
| Step 10 | \$ 23.65 | \$ 43,631 | \$ 24.22 | \$ 44,695 | \$ 24.80 | \$ 45,759 |
| Step 11 | \$ 24.03 | \$ 44,329 | \$ 24.61 | \$ 45,410 | \$ 25.20 | \$ 46,491 |
| Step 12 | \$ 24.41 | \$ 45,038 | \$ 25.01 | \$ 46,137 | \$ 25.60 | \$ 47,235 |
| Step 13 | \$ 24.80 | \$ 45,759 | \$ 25.41 | \$ 46,875 | \$ 26.01 | \$ 47,991 |
| Step 14 | \$ 25.20 | \$ 46,491 | \$ 25.81 | \$ 47,625 | \$ 26.43 | \$ 48,759 |
| Step 15 | \$ 25.60 | \$ 47,235 | \$ 26.23 | \$ 48,387 | \$ 26.85 | \$ 49,539 |
| Step 16 | \$ 26.01 | \$ 47,991 | \$ 26.65 | \$ 49,161 | \$ 27.28 | \$ 50,332 |
| Step 17 | \$ 26.43 | \$ 48,758 | \$ 27.07 | \$ 49,948 | \$ 27.72 | \$ 51,137 |
| Step 18 | \$ 26.85 | \$ 49,539 | \$ 27.51 | \$ 50,747 | \$ 28.16 | \$ 51,955 |
| Step 19 | \$ 27.28 | \$ 50,331 | \$ 27.95 | \$ 51,559 | \$ 28.61 | \$ 52,786 |
| Step 20 | \$ 27.72 | \$ 51,136 | \$ 28.39 | \$ 52,384 | \$ 29.07 | \$ 53,631 |
| Step 21 | \$ 28.16 | \$ 51,955 | \$ 28.85 | \$ 53,222 | \$ 29.53 | \$ 54,489 |
| Step 22 | \$ 28.61 | \$ 52,786 | \$ 29.31 | \$ 54,073 | \$ 30.01 | \$ 55,361 |
| Step 23 | \$ 29.07 | \$ 53,630 | \$ 29.78 | \$ 54,939 | \$ 30.49 | \$ 56,247 |
| Step 24 | \$ 29.53 | \$ 54,489 | \$ 30.25 | \$ 55,818 | \$ 30.97 | \$ 57,147 |
| Step 25 | \$ 30.01 | \$ 55,360 | \$ 30.74 | \$ 56,711 | \$ 31.47 | \$ 58,061 |
| Step 26 | \$ 30.49 | \$ 56,246 | \$ 31.23 | \$ 57,618 | \$ 31.97 | \$ 58,990 |
| Step 27 | \$ 30.97 | \$ 57,146 | \$ 31.73 | \$ 58,540 | \$ 32.48 | \$ 59,934 |
| Step 28 | \$ 31.47 | \$ 58,060 | \$ 32.24 | \$ 59,477 | \$ 33.00 | \$ 60,893 |
| Step 29 | \$ 31.97 | \$ 58,989 | \$ 32.75 | \$ 60,428 | \$ 33.53 | \$ 61,867 |
| Step 30 | \$ 32.48 | \$ 59,933 | \$ 33.28 | \$ 61,395 | \$ 34.07 | \$ 62,857 |
| Step 31 | \$ 33.00 | \$ 60,892 | \$ 33.81 | \$ 62,377 | \$ 34.61 | \$ 63,863 |

12 months
7.5 hours per day

Lane I - High School Diploma and up to 60 semester hours of college coursework
Lane II - 60+ hours of college coursework and/or Associate's degree
Lane III - Bachelor's degree +

**Adopted Facilities and Warehouse Pay Scale
2020-21**

| Step | Warehouse Person | | Painter | | Facilities Technician | | | | | | | | | |
|----------|------------------|----------|-------------|-----------|-----------------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|
| | Hourly Rate | Annual | Hourly Rate | Annual | Apprentice | | Journeyman | | General | | Master | | Dual Master | |
| | | | | | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 12.87 | \$23,745 | \$ 12.75 | \$ 23,524 | \$ 11.00 | \$ 20,295 | \$ 16.25 | \$ 29,981 | \$ 19.75 | \$ 36,439 | \$ 21.75 | \$ 40,129 | \$ 22.75 | \$ 41,974 |
| Step 2 | \$ 13.08 | \$24,125 | \$ 12.95 | \$ 23,900 | \$ 11.18 | \$ 20,620 | \$ 16.51 | \$ 30,461 | \$ 20.07 | \$ 37,022 | \$ 22.10 | \$ 40,771 | \$ 23.11 | \$ 42,645 |
| Step 3 | \$ 13.29 | \$24,511 | \$ 13.16 | \$ 24,283 | \$ 11.35 | \$ 20,950 | \$ 16.77 | \$ 30,948 | \$ 20.39 | \$ 37,614 | \$ 22.45 | \$ 41,423 | \$ 23.48 | \$ 43,328 |
| Step 4 | \$ 13.50 | \$24,903 | \$ 13.37 | \$ 24,671 | \$ 11.54 | \$ 21,285 | \$ 17.04 | \$ 31,443 | \$ 20.71 | \$ 38,216 | \$ 22.81 | \$ 42,086 | \$ 23.86 | \$ 44,021 |
| Step 5 | \$ 13.71 | \$25,302 | \$ 13.59 | \$ 25,066 | \$ 11.72 | \$ 21,625 | \$ 17.32 | \$ 31,947 | \$ 21.04 | \$ 38,827 | \$ 23.18 | \$ 42,759 | \$ 24.24 | \$ 44,725 |
| Step 6 | \$ 13.93 | \$25,707 | \$ 13.80 | \$ 25,467 | \$ 11.91 | \$ 21,971 | \$ 17.59 | \$ 32,458 | \$ 21.38 | \$ 39,449 | \$ 23.55 | \$ 43,443 | \$ 24.63 | \$ 45,441 |
| Step 7 | \$ 14.16 | \$26,118 | \$ 14.02 | \$ 25,874 | \$ 12.10 | \$ 22,323 | \$ 17.87 | \$ 32,977 | \$ 21.72 | \$ 40,080 | \$ 23.92 | \$ 44,139 | \$ 25.02 | \$ 46,168 |
| Step 8 | \$ 14.38 | \$26,536 | \$ 14.25 | \$ 26,288 | \$ 12.29 | \$ 22,680 | \$ 18.16 | \$ 33,505 | \$ 22.07 | \$ 40,721 | \$ 24.31 | \$ 44,845 | \$ 25.42 | \$ 46,907 |
| Step 9 | \$ 14.61 | \$26,960 | \$ 14.48 | \$ 26,709 | \$ 12.49 | \$ 23,043 | \$ 18.45 | \$ 34,041 | \$ 22.42 | \$ 41,373 | \$ 24.69 | \$ 45,562 | \$ 25.83 | \$ 47,657 |
| Step 10 | \$ 14.85 | \$27,392 | \$ 14.71 | \$ 27,136 | \$ 12.69 | \$ 23,412 | \$ 18.75 | \$ 34,585 | \$ 22.78 | \$ 42,035 | \$ 25.09 | \$ 46,291 | \$ 26.24 | \$ 48,420 |
| Step 11 | \$ 15.08 | \$27,830 | \$ 14.94 | \$ 27,570 | \$ 12.89 | \$ 23,786 | \$ 19.05 | \$ 35,139 | \$ 23.15 | \$ 42,707 | \$ 25.49 | \$ 47,032 | \$ 26.66 | \$ 49,194 |
| Step 12 | \$ 15.33 | \$28,275 | \$ 15.18 | \$ 28,012 | \$ 13.10 | \$ 24,167 | \$ 19.35 | \$ 35,701 | \$ 23.52 | \$ 43,390 | \$ 25.90 | \$ 47,784 | \$ 27.09 | \$ 49,981 |
| Step 13 | \$ 15.57 | \$28,728 | \$ 15.43 | \$ 28,460 | \$ 13.31 | \$ 24,554 | \$ 19.66 | \$ 36,272 | \$ 23.89 | \$ 44,085 | \$ 26.31 | \$ 48,549 | \$ 27.52 | \$ 50,781 |
| Step 14 | \$ 15.82 | \$29,187 | \$ 15.67 | \$ 28,915 | \$ 13.52 | \$ 24,946 | \$ 19.97 | \$ 36,853 | \$ 24.28 | \$ 44,790 | \$ 26.73 | \$ 49,326 | \$ 27.96 | \$ 51,594 |
| Step 15 | \$ 16.07 | \$29,654 | \$ 15.92 | \$ 29,378 | \$ 13.74 | \$ 25,346 | \$ 20.29 | \$ 37,442 | \$ 24.66 | \$ 45,507 | \$ 27.16 | \$ 50,115 | \$ 28.41 | \$ 52,419 |
| Step 16 | \$ 16.33 | \$30,129 | \$ 16.18 | \$ 29,848 | \$ 13.96 | \$ 25,751 | \$ 20.62 | \$ 38,041 | \$ 25.06 | \$ 46,235 | \$ 27.60 | \$ 50,917 | \$ 28.87 | \$ 53,258 |
| Step 17 | \$ 16.59 | \$30,611 | \$ 16.44 | \$ 30,325 | \$ 14.18 | \$ 26,163 | \$ 20.95 | \$ 38,650 | \$ 25.46 | \$ 46,975 | \$ 28.04 | \$ 51,731 | \$ 29.33 | \$ 54,110 |
| Step 18 | \$ 16.86 | \$31,101 | \$ 16.70 | \$ 30,811 | \$ 14.41 | \$ 26,582 | \$ 21.28 | \$ 39,268 | \$ 25.87 | \$ 47,726 | \$ 28.49 | \$ 52,559 | \$ 29.80 | \$ 54,976 |
| Step 19 | \$ 17.13 | \$31,598 | \$ 16.97 | \$ 31,304 | \$ 14.64 | \$ 27,007 | \$ 21.62 | \$ 39,897 | \$ 26.28 | \$ 48,490 | \$ 28.94 | \$ 53,400 | \$ 30.27 | \$ 55,855 |
| Step 20 | \$ 17.40 | \$32,104 | \$ 17.24 | \$ 31,804 | \$ 14.87 | \$ 27,439 | \$ 21.97 | \$ 40,535 | \$ 26.70 | \$ 49,266 | \$ 29.41 | \$ 54,255 | \$ 30.76 | \$ 56,749 |
| Step 21 | \$ 17.68 | \$32,617 | \$ 17.51 | \$ 32,313 | \$ 15.11 | \$ 27,878 | \$ 22.32 | \$ 41,184 | \$ 27.13 | \$ 50,054 | \$ 29.88 | \$ 55,123 | \$ 31.25 | \$ 57,657 |
| Step 22 | \$ 17.96 | \$33,139 | \$ 17.79 | \$ 32,830 | \$ 15.35 | \$ 28,324 | \$ 22.68 | \$ 41,842 | \$ 27.56 | \$ 50,855 | \$ 30.35 | \$ 56,005 | \$ 31.75 | \$ 58,579 |
| Step 23 | \$ 18.25 | \$33,669 | \$ 18.08 | \$ 33,356 | \$ 15.60 | \$ 28,777 | \$ 23.04 | \$ 42,512 | \$ 28.00 | \$ 51,668 | \$ 30.84 | \$ 56,901 | \$ 32.26 | \$ 59,517 |
| Step 24 | \$ 18.54 | \$34,208 | \$ 18.37 | \$ 33,889 | \$ 15.85 | \$ 29,238 | \$ 23.41 | \$ 43,192 | \$ 28.45 | \$ 52,495 | \$ 31.33 | \$ 57,811 | \$ 32.77 | \$ 60,469 |
| Step 25 | \$ 18.84 | \$34,756 | \$ 18.66 | \$ 34,431 | \$ 16.10 | \$ 29,706 | \$ 23.78 | \$ 43,883 | \$ 28.91 | \$ 53,335 | \$ 31.84 | \$ 58,736 | \$ 33.30 | \$ 61,437 |
| Step 26 | \$ 19.14 | \$35,312 | \$ 18.96 | \$ 34,982 | \$ 16.36 | \$ 30,181 | \$ 24.17 | \$ 44,585 | \$ 29.37 | \$ 54,188 | \$ 32.34 | \$ 59,676 | \$ 33.83 | \$ 62,420 |
| Step 27 | \$ 19.45 | \$35,877 | \$ 19.26 | \$ 35,542 | \$ 16.62 | \$ 30,664 | \$ 24.55 | \$ 45,299 | \$ 29.84 | \$ 55,055 | \$ 32.86 | \$ 60,631 | \$ 34.37 | \$ 63,418 |
| Step 28 | \$ 19.76 | \$36,451 | \$ 19.57 | \$ 36,111 | \$ 16.89 | \$ 31,154 | \$ 24.94 | \$ 46,024 | \$ 30.32 | \$ 55,936 | \$ 33.39 | \$ 61,601 | \$ 34.92 | \$ 64,433 |
| Step 29 | \$ 20.07 | \$37,034 | \$ 19.89 | \$ 36,689 | \$ 17.16 | \$ 31,653 | \$ 25.34 | \$ 46,760 | \$ 30.80 | \$ 56,831 | \$ 33.92 | \$ 62,586 | \$ 35.48 | \$ 65,464 |
| Step 30 | \$ 20.39 | \$37,626 | \$ 20.20 | \$ 37,276 | \$ 17.43 | \$ 32,159 | \$ 25.75 | \$ 47,508 | \$ 31.30 | \$ 57,741 | \$ 34.46 | \$ 63,588 | \$ 36.05 | \$ 66,511 |
| Step 31 | \$ 20.72 | \$38,228 | \$ 20.53 | \$ 37,872 | \$ 17.71 | \$ 32,674 | \$ 26.16 | \$ 48,268 | \$ 31.80 | \$ 58,664 | \$ 35.02 | \$ 64,605 | \$ 36.63 | \$ 67,575 |

12 months

7.5 hours per day

Adopted Grounds Pay Scale 2020-21

| Step | Groundskeeper | | Lead Groundswoker | |
|----------|---------------|-----------|-------------------|-----------|
| | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 12.30 | \$ 22,694 | \$ 14.15 | \$ 26,107 |
| Step 2 | \$ 12.50 | \$ 23,057 | \$ 14.38 | \$ 26,524 |
| Step 3 | \$ 12.70 | \$ 23,426 | \$ 14.61 | \$ 26,949 |
| Step 4 | \$ 12.90 | \$ 23,800 | \$ 14.84 | \$ 27,380 |
| Step 5 | \$ 13.11 | \$ 24,181 | \$ 15.08 | \$ 27,818 |
| Step 6 | \$ 13.32 | \$ 24,568 | \$ 15.32 | \$ 28,263 |
| Step 7 | \$ 13.53 | \$ 24,961 | \$ 15.56 | \$ 28,715 |
| Step 8 | \$ 13.75 | \$ 25,360 | \$ 15.81 | \$ 29,175 |
| Step 9 | \$ 13.97 | \$ 25,766 | \$ 16.07 | \$ 29,642 |
| Step 10 | \$ 14.19 | \$ 26,179 | \$ 16.32 | \$ 30,116 |
| Step 11 | \$ 14.42 | \$ 26,597 | \$ 16.58 | \$ 30,598 |
| Step 12 | \$ 14.65 | \$ 27,023 | \$ 16.85 | \$ 31,087 |
| Step 13 | \$ 14.88 | \$ 27,455 | \$ 17.12 | \$ 31,585 |
| Step 14 | \$ 15.12 | \$ 27,895 | \$ 17.39 | \$ 32,090 |
| Step 15 | \$ 15.36 | \$ 28,341 | \$ 17.67 | \$ 32,604 |
| Step 16 | \$ 15.61 | \$ 28,794 | \$ 17.95 | \$ 33,125 |
| Step 17 | \$ 15.86 | \$ 29,255 | \$ 18.24 | \$ 33,655 |
| Step 18 | \$ 16.11 | \$ 29,723 | \$ 18.53 | \$ 34,194 |
| Step 19 | \$ 16.37 | \$ 30,199 | \$ 18.83 | \$ 34,741 |
| Step 20 | \$ 16.63 | \$ 30,682 | \$ 19.13 | \$ 35,297 |
| Step 21 | \$ 16.90 | \$ 31,173 | \$ 19.44 | \$ 35,861 |
| Step 22 | \$ 17.17 | \$ 31,672 | \$ 19.75 | \$ 36,435 |
| Step 23 | \$ 17.44 | \$ 32,178 | \$ 20.06 | \$ 37,018 |
| Step 24 | \$ 17.72 | \$ 32,693 | \$ 20.39 | \$ 37,610 |
| Step 25 | \$ 18.00 | \$ 33,216 | \$ 20.71 | \$ 38,212 |
| Step 26 | \$ 18.29 | \$ 33,748 | \$ 21.04 | \$ 38,824 |
| Step 27 | \$ 18.58 | \$ 34,288 | \$ 21.38 | \$ 39,445 |
| Step 28 | \$ 18.88 | \$ 34,836 | \$ 21.72 | \$ 40,076 |
| Step 29 | \$ 19.18 | \$ 35,394 | \$ 22.07 | \$ 40,717 |
| Step 30 | \$ 19.49 | \$ 35,960 | \$ 22.42 | \$ 41,369 |
| Step 31 | \$ 19.80 | \$ 36,535 | \$ 22.78 | \$ 42,030 |

12 months
7.5 hours per day

**Adopted Office Associate Pay Scale
2020-21**

| Step | Lane I | | | | Lane II | | | | Lane III | | | |
|----------|-------------|-----------|-----------|-----------|-------------|-----------|-----------|-----------|-------------|-----------|-----------|-----------|
| | Hourly Rate | Annual | | | Hourly Rate | Annual | | | Hourly Rate | Annual | | |
| | | 198 days | 11 months | 12 months | | 198 days | 11 months | 12 months | | 198 days | 11 months | 12 months |
| Step 0/1 | \$ 12.75 | \$ 18,934 | \$ 21,038 | \$ 23,524 | \$ 13.25 | \$ 19,676 | \$ 21,863 | \$ 24,446 | \$ 13.75 | \$ 20,419 | \$ 22,688 | \$ 25,369 |
| Step 2 | \$ 12.95 | \$ 19,237 | \$ 21,374 | \$ 23,900 | \$ 13.46 | \$ 19,991 | \$ 22,212 | \$ 24,837 | \$ 13.97 | \$ 20,745 | \$ 23,051 | \$ 25,775 |
| Step 3 | \$ 13.16 | \$ 19,544 | \$ 21,716 | \$ 24,283 | \$ 13.68 | \$ 20,311 | \$ 22,568 | \$ 25,235 | \$ 14.19 | \$ 21,077 | \$ 23,419 | \$ 26,187 |
| Step 4 | \$ 13.37 | \$ 19,857 | \$ 22,064 | \$ 24,671 | \$ 13.90 | \$ 20,636 | \$ 22,929 | \$ 25,639 | \$ 14.42 | \$ 21,415 | \$ 23,794 | \$ 26,606 |
| Step 5 | \$ 13.59 | \$ 20,175 | \$ 22,417 | \$ 25,066 | \$ 14.12 | \$ 20,966 | \$ 23,296 | \$ 26,049 | \$ 14.65 | \$ 21,757 | \$ 24,175 | \$ 27,032 |
| Step 6 | \$ 13.80 | \$ 20,498 | \$ 22,775 | \$ 25,467 | \$ 14.34 | \$ 21,302 | \$ 23,668 | \$ 26,466 | \$ 14.89 | \$ 22,105 | \$ 24,562 | \$ 27,464 |
| Step 7 | \$ 14.02 | \$ 20,826 | \$ 23,140 | \$ 25,874 | \$ 14.57 | \$ 21,642 | \$ 24,047 | \$ 26,889 | \$ 15.12 | \$ 22,459 | \$ 24,955 | \$ 27,904 |
| Step 8 | \$ 14.25 | \$ 21,159 | \$ 23,510 | \$ 26,288 | \$ 14.81 | \$ 21,989 | \$ 24,432 | \$ 27,319 | \$ 15.37 | \$ 22,818 | \$ 25,354 | \$ 28,350 |
| Step 9 | \$ 14.48 | \$ 21,497 | \$ 23,886 | \$ 26,709 | \$ 15.04 | \$ 22,340 | \$ 24,823 | \$ 27,756 | \$ 15.61 | \$ 23,183 | \$ 25,759 | \$ 28,804 |
| Step 10 | \$ 14.71 | \$ 21,841 | \$ 24,268 | \$ 27,136 | \$ 15.28 | \$ 22,698 | \$ 25,220 | \$ 28,200 | \$ 15.86 | \$ 23,554 | \$ 26,172 | \$ 29,265 |
| Step 11 | \$ 14.94 | \$ 22,191 | \$ 24,656 | \$ 27,570 | \$ 15.53 | \$ 23,061 | \$ 25,623 | \$ 28,652 | \$ 16.12 | \$ 23,931 | \$ 26,590 | \$ 29,733 |
| Step 12 | \$ 15.18 | \$ 22,546 | \$ 25,051 | \$ 28,012 | \$ 15.78 | \$ 23,430 | \$ 26,033 | \$ 29,110 | \$ 16.37 | \$ 24,314 | \$ 27,016 | \$ 30,209 |
| Step 13 | \$ 15.43 | \$ 22,907 | \$ 25,452 | \$ 28,460 | \$ 16.03 | \$ 23,805 | \$ 26,450 | \$ 29,576 | \$ 16.64 | \$ 24,703 | \$ 27,448 | \$ 30,692 |
| Step 14 | \$ 15.67 | \$ 23,273 | \$ 25,859 | \$ 28,915 | \$ 16.29 | \$ 24,186 | \$ 26,873 | \$ 30,049 | \$ 16.90 | \$ 25,098 | \$ 27,887 | \$ 31,183 |
| Step 15 | \$ 15.92 | \$ 23,646 | \$ 26,273 | \$ 29,378 | \$ 16.55 | \$ 24,573 | \$ 27,303 | \$ 30,530 | \$ 17.17 | \$ 25,500 | \$ 28,333 | \$ 31,682 |
| Step 16 | \$ 16.18 | \$ 24,024 | \$ 26,693 | \$ 29,848 | \$ 16.81 | \$ 24,966 | \$ 27,740 | \$ 31,018 | \$ 17.45 | \$ 25,908 | \$ 28,787 | \$ 32,189 |
| Step 17 | \$ 16.44 | \$ 24,408 | \$ 27,120 | \$ 30,325 | \$ 17.08 | \$ 25,365 | \$ 28,184 | \$ 31,515 | \$ 17.73 | \$ 26,323 | \$ 29,247 | \$ 32,704 |
| Step 18 | \$ 16.70 | \$ 24,799 | \$ 27,554 | \$ 30,811 | \$ 17.35 | \$ 25,771 | \$ 28,635 | \$ 32,019 | \$ 18.01 | \$ 26,744 | \$ 29,715 | \$ 33,227 |
| Step 19 | \$ 16.97 | \$ 25,196 | \$ 27,995 | \$ 31,304 | \$ 17.63 | \$ 26,184 | \$ 29,093 | \$ 32,531 | \$ 18.30 | \$ 27,172 | \$ 30,191 | \$ 33,759 |
| Step 20 | \$ 17.24 | \$ 25,599 | \$ 28,443 | \$ 31,804 | \$ 17.91 | \$ 26,603 | \$ 29,558 | \$ 33,052 | \$ 18.59 | \$ 27,606 | \$ 30,674 | \$ 34,299 |
| Step 21 | \$ 17.51 | \$ 26,008 | \$ 28,898 | \$ 32,313 | \$ 18.20 | \$ 27,028 | \$ 30,031 | \$ 33,580 | \$ 18.89 | \$ 28,048 | \$ 31,165 | \$ 34,848 |
| Step 22 | \$ 17.79 | \$ 26,424 | \$ 29,360 | \$ 32,830 | \$ 18.49 | \$ 27,461 | \$ 30,512 | \$ 34,118 | \$ 19.19 | \$ 28,497 | \$ 31,663 | \$ 35,405 |
| Step 23 | \$ 18.08 | \$ 26,847 | \$ 29,830 | \$ 33,356 | \$ 18.79 | \$ 27,900 | \$ 31,000 | \$ 34,664 | \$ 19.50 | \$ 28,953 | \$ 32,170 | \$ 35,972 |
| Step 24 | \$ 18.37 | \$ 27,277 | \$ 30,307 | \$ 33,889 | \$ 19.09 | \$ 28,346 | \$ 31,496 | \$ 35,218 | \$ 19.81 | \$ 29,416 | \$ 32,685 | \$ 36,547 |
| Step 25 | \$ 18.66 | \$ 27,713 | \$ 30,792 | \$ 34,431 | \$ 19.39 | \$ 28,800 | \$ 32,000 | \$ 35,782 | \$ 20.13 | \$ 29,887 | \$ 33,207 | \$ 37,132 |
| Step 26 | \$ 18.96 | \$ 28,157 | \$ 31,285 | \$ 34,982 | \$ 19.70 | \$ 29,261 | \$ 32,512 | \$ 36,354 | \$ 20.45 | \$ 30,365 | \$ 33,739 | \$ 37,726 |
| Step 27 | \$ 19.26 | \$ 28,607 | \$ 31,786 | \$ 35,542 | \$ 20.02 | \$ 29,729 | \$ 33,032 | \$ 36,936 | \$ 20.77 | \$ 30,851 | \$ 34,279 | \$ 38,330 |
| Step 28 | \$ 19.57 | \$ 29,065 | \$ 32,294 | \$ 36,111 | \$ 20.34 | \$ 30,205 | \$ 33,561 | \$ 37,527 | \$ 21.11 | \$ 31,344 | \$ 34,827 | \$ 38,943 |
| Step 29 | \$ 19.89 | \$ 29,530 | \$ 32,811 | \$ 36,689 | \$ 20.67 | \$ 30,688 | \$ 34,098 | \$ 38,127 | \$ 21.45 | \$ 31,846 | \$ 35,384 | \$ 39,566 |
| Step 30 | \$ 20.20 | \$ 30,002 | \$ 33,336 | \$ 37,276 | \$ 21.00 | \$ 31,179 | \$ 34,643 | \$ 38,737 | \$ 21.79 | \$ 32,355 | \$ 35,950 | \$ 40,199 |
| Step 31 | \$ 20.53 | \$ 30,482 | \$ 33,869 | \$ 37,872 | \$ 21.33 | \$ 31,678 | \$ 35,197 | \$ 39,357 | \$ 22.14 | \$ 32,873 | \$ 36,526 | \$ 40,842 |

7.5 hours per day

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

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

Lane III - Bachelor's degree +

**Adopted Paraprofessional Pay Scale
2020-21**

| Step | Hourly Rate | Paraprofessional I | Hourly Rate | Paraprofessional II | Hourly Rate | Paraprofessional III | Hourly Rate | Paraprofessional IV |
|----------|-------------|--------------------|-------------|---------------------|-------------|----------------------|-------------|---------------------|
| Step 0/1 | \$ 12.65 | \$ 15,762 | \$ 13.50 | \$ 16,821 | \$ 14.25 | \$ 17,756 | \$ 14.75 | \$ 18,379 |
| Step 2 | \$ 12.85 | \$ 16,014 | \$ 13.72 | \$ 17,090 | \$ 14.48 | \$ 18,040 | \$ 14.99 | \$ 18,673 |
| Step 3 | \$ 13.06 | \$ 16,270 | \$ 13.94 | \$ 17,364 | \$ 14.71 | \$ 18,328 | \$ 15.23 | \$ 18,971 |
| Step 4 | \$ 13.27 | \$ 16,531 | \$ 14.16 | \$ 17,641 | \$ 14.95 | \$ 18,621 | \$ 15.47 | \$ 19,275 |
| Step 5 | \$ 13.48 | \$ 16,795 | \$ 14.38 | \$ 17,924 | \$ 15.18 | \$ 18,919 | \$ 15.72 | \$ 19,583 |
| Step 6 | \$ 13.69 | \$ 17,064 | \$ 14.62 | \$ 18,210 | \$ 15.43 | \$ 19,222 | \$ 15.97 | \$ 19,897 |
| Step 7 | \$ 13.91 | \$ 17,337 | \$ 14.85 | \$ 18,502 | \$ 15.67 | \$ 19,530 | \$ 16.22 | \$ 20,215 |
| Step 8 | \$ 14.14 | \$ 17,614 | \$ 15.09 | \$ 18,798 | \$ 15.92 | \$ 19,842 | \$ 16.48 | \$ 20,538 |
| Step 9 | \$ 14.36 | \$ 17,896 | \$ 15.33 | \$ 19,099 | \$ 16.18 | \$ 20,160 | \$ 16.75 | \$ 20,867 |
| Step 10 | \$ 14.59 | \$ 18,182 | \$ 15.57 | \$ 19,404 | \$ 16.44 | \$ 20,482 | \$ 17.02 | \$ 21,201 |
| Step 11 | \$ 14.83 | \$ 18,473 | \$ 15.82 | \$ 19,715 | \$ 16.70 | \$ 20,810 | \$ 17.29 | \$ 21,540 |
| Step 12 | \$ 15.06 | \$ 18,769 | \$ 16.08 | \$ 20,030 | \$ 16.97 | \$ 21,143 | \$ 17.56 | \$ 21,885 |
| Step 13 | \$ 15.30 | \$ 19,069 | \$ 16.33 | \$ 20,351 | \$ 17.24 | \$ 21,481 | \$ 17.84 | \$ 22,235 |
| Step 14 | \$ 15.55 | \$ 19,374 | \$ 16.59 | \$ 20,676 | \$ 17.52 | \$ 21,825 | \$ 18.13 | \$ 22,591 |
| Step 15 | \$ 15.80 | \$ 19,684 | \$ 16.86 | \$ 21,007 | \$ 17.80 | \$ 22,174 | \$ 18.42 | \$ 22,952 |
| Step 16 | \$ 16.05 | \$ 19,999 | \$ 17.13 | \$ 21,343 | \$ 18.08 | \$ 22,529 | \$ 18.72 | \$ 23,319 |
| Step 17 | \$ 16.31 | \$ 20,319 | \$ 17.40 | \$ 21,685 | \$ 18.37 | \$ 22,889 | \$ 19.01 | \$ 23,692 |
| Step 18 | \$ 16.57 | \$ 20,644 | \$ 17.68 | \$ 22,032 | \$ 18.66 | \$ 23,256 | \$ 19.32 | \$ 24,071 |
| Step 19 | \$ 16.83 | \$ 20,975 | \$ 17.96 | \$ 22,384 | \$ 18.96 | \$ 23,628 | \$ 19.63 | \$ 24,457 |
| Step 20 | \$ 17.10 | \$ 21,310 | \$ 18.25 | \$ 22,742 | \$ 19.27 | \$ 24,006 | \$ 19.94 | \$ 24,848 |
| Step 21 | \$ 17.38 | \$ 21,651 | \$ 18.54 | \$ 23,106 | \$ 19.57 | \$ 24,390 | \$ 20.26 | \$ 25,246 |
| Step 22 | \$ 17.65 | \$ 21,998 | \$ 18.84 | \$ 23,476 | \$ 19.89 | \$ 24,780 | \$ 20.59 | \$ 25,649 |
| Step 23 | \$ 17.94 | \$ 22,350 | \$ 19.14 | \$ 23,851 | \$ 20.21 | \$ 25,176 | \$ 20.91 | \$ 26,060 |
| Step 24 | \$ 18.22 | \$ 22,707 | \$ 19.45 | \$ 24,233 | \$ 20.53 | \$ 25,579 | \$ 21.25 | \$ 26,477 |
| Step 25 | \$ 18.52 | \$ 23,071 | \$ 19.76 | \$ 24,621 | \$ 20.86 | \$ 25,989 | \$ 21.59 | \$ 26,900 |
| Step 26 | \$ 18.81 | \$ 23,440 | \$ 20.08 | \$ 25,015 | \$ 21.19 | \$ 26,404 | \$ 21.93 | \$ 27,331 |
| Step 27 | \$ 19.11 | \$ 23,815 | \$ 20.40 | \$ 25,415 | \$ 21.53 | \$ 26,827 | \$ 22.29 | \$ 27,768 |
| Step 28 | \$ 19.42 | \$ 24,196 | \$ 20.72 | \$ 25,822 | \$ 21.87 | \$ 27,256 | \$ 22.64 | \$ 28,212 |
| Step 29 | \$ 19.73 | \$ 24,583 | \$ 21.06 | \$ 26,235 | \$ 22.22 | \$ 27,692 | \$ 23.00 | \$ 28,664 |
| Step 30 | \$ 20.05 | \$ 24,976 | \$ 21.39 | \$ 26,654 | \$ 22.58 | \$ 28,135 | \$ 23.37 | \$ 29,122 |
| Step 31 | \$ 20.37 | \$ 25,376 | \$ 21.73 | \$ 27,081 | \$ 22.94 | \$ 28,585 | \$ 23.75 | \$ 29,588 |

178 days (10 months)
7 hours per day

- Paraprofessional I - High School Diploma with passing Parapro scores
- Paraprofessional II - 60+ semester hours
- Paraprofessional III - Bachelor's degree +
- Paraprofessional IV - Current Teaching Licensure

Adopted School Nurse (LPN) Pay Scale 2020-21

| Step | Hourly Rate | 178-day | 188-day |
|----------|-------------|-----------|-----------|
| Step 0/1 | \$ 17.30 | \$ 21,556 | \$ 22,767 |
| Step 2 | \$ 17.58 | \$ 21,901 | \$ 23,131 |
| Step 3 | \$ 17.86 | \$ 22,251 | \$ 23,501 |
| Step 4 | \$ 18.14 | \$ 22,607 | \$ 23,877 |
| Step 5 | \$ 18.43 | \$ 22,969 | \$ 24,259 |
| Step 6 | \$ 18.73 | \$ 23,336 | \$ 24,647 |
| Step 7 | \$ 19.03 | \$ 23,710 | \$ 25,042 |
| Step 8 | \$ 19.33 | \$ 24,089 | \$ 25,442 |
| Step 9 | \$ 19.64 | \$ 24,474 | \$ 25,849 |
| Step 10 | \$ 19.96 | \$ 24,866 | \$ 26,263 |
| Step 11 | \$ 20.28 | \$ 25,264 | \$ 26,683 |
| Step 12 | \$ 20.60 | \$ 25,668 | \$ 27,110 |
| Step 13 | \$ 20.93 | \$ 26,079 | \$ 27,544 |
| Step 14 | \$ 21.26 | \$ 26,496 | \$ 27,985 |
| Step 15 | \$ 21.61 | \$ 26,920 | \$ 28,432 |
| Step 16 | \$ 21.95 | \$ 27,351 | \$ 28,887 |
| Step 17 | \$ 22.30 | \$ 27,788 | \$ 29,350 |
| Step 18 | \$ 22.66 | \$ 28,233 | \$ 29,819 |
| Step 19 | \$ 23.02 | \$ 28,685 | \$ 30,296 |
| Step 20 | \$ 23.39 | \$ 29,144 | \$ 30,781 |
| Step 21 | \$ 23.76 | \$ 29,610 | \$ 31,273 |
| Step 22 | \$ 24.14 | \$ 30,084 | \$ 31,774 |
| Step 23 | \$ 24.53 | \$ 30,565 | \$ 32,282 |
| Step 24 | \$ 24.92 | \$ 31,054 | \$ 32,799 |
| Step 25 | \$ 25.32 | \$ 31,551 | \$ 33,324 |
| Step 26 | \$ 25.73 | \$ 32,056 | \$ 33,857 |
| Step 27 | \$ 26.14 | \$ 32,569 | \$ 34,398 |
| Step 28 | \$ 26.56 | \$ 33,090 | \$ 34,949 |
| Step 29 | \$ 26.98 | \$ 33,619 | \$ 35,508 |
| Step 30 | \$ 27.41 | \$ 34,157 | \$ 36,076 |
| Step 31 | \$ 27.85 | \$ 34,704 | \$ 36,653 |

7 hours per day

Adopted School Nurse Pay Scale 2020-21

| Step | RN |
|----------|-----------|
| Step 0/1 | \$ 35,399 |
| Step 2 | \$ 35,965 |
| Step 3 | \$ 36,541 |
| Step 4 | \$ 37,125 |
| Step 5 | \$ 37,719 |
| Step 6 | \$ 38,323 |
| Step 7 | \$ 38,936 |
| Step 8 | \$ 39,559 |
| Step 9 | \$ 40,192 |
| Step 10 | \$ 40,835 |
| Step 11 | \$ 41,489 |
| Step 12 | \$ 42,152 |
| Step 13 | \$ 42,827 |
| Step 14 | \$ 43,512 |
| Step 15 | \$ 44,208 |
| Step 16 | \$ 44,916 |
| Step 17 | \$ 45,634 |
| Step 18 | \$ 46,364 |
| Step 19 | \$ 47,106 |
| Step 20 | \$ 47,860 |
| Step 21 | \$ 48,626 |
| Step 22 | \$ 49,404 |
| Step 23 | \$ 50,194 |
| Step 24 | \$ 50,997 |
| Step 25 | \$ 51,813 |
| Step 26 | \$ 52,642 |
| Step 27 | \$ 53,484 |
| Step 28 | \$ 54,340 |
| Step 29 | \$ 55,210 |
| Step 30 | \$ 56,093 |
| Step 31 | \$ 56,990 |

| Step | Bachelor's Degree |
|----------|-------------------|
| Step 0/1 | \$ 37,458 |
| Step 2 | \$ 38,024 |
| Step 3 | \$ 38,600 |
| Step 4 | \$ 39,184 |
| Step 5 | \$ 39,778 |
| Step 6 | \$ 40,382 |
| Step 7 | \$ 40,995 |
| Step 8 | \$ 41,618 |
| Step 9 | \$ 42,251 |
| Step 10 | \$ 42,894 |
| Step 11 | \$ 43,548 |
| Step 12 | \$ 44,211 |
| Step 13 | \$ 44,886 |
| Step 14 | \$ 45,571 |
| Step 15 | \$ 46,267 |
| Step 16 | \$ 46,975 |
| Step 17 | \$ 47,693 |
| Step 18 | \$ 48,423 |
| Step 19 | \$ 49,165 |
| Step 20 | \$ 49,919 |
| Step 21 | \$ 50,685 |
| Step 22 | \$ 51,463 |
| Step 23 | \$ 52,253 |
| Step 24 | \$ 53,056 |
| Step 25 | \$ 53,872 |
| Step 26 | \$ 54,701 |
| Step 27 | \$ 55,543 |
| Step 28 | \$ 56,399 |
| Step 29 | \$ 57,269 |
| Step 30 | \$ 58,152 |
| Step 31 | \$ 59,049 |

| Step | Master's Degree |
|----------|-----------------|
| Step 0/1 | \$ 39,517 |
| Step 2 | \$ 40,083 |
| Step 3 | \$ 40,659 |
| Step 4 | \$ 41,243 |
| Step 5 | \$ 41,837 |
| Step 6 | \$ 42,441 |
| Step 7 | \$ 43,054 |
| Step 8 | \$ 43,677 |
| Step 9 | \$ 44,310 |
| Step 10 | \$ 44,953 |
| Step 11 | \$ 45,607 |
| Step 12 | \$ 46,270 |
| Step 13 | \$ 46,945 |
| Step 14 | \$ 47,630 |
| Step 15 | \$ 48,326 |
| Step 16 | \$ 49,034 |
| Step 17 | \$ 49,752 |
| Step 18 | \$ 50,482 |
| Step 19 | \$ 51,224 |
| Step 20 | \$ 51,978 |
| Step 21 | \$ 52,744 |
| Step 22 | \$ 53,522 |
| Step 23 | \$ 54,312 |
| Step 24 | \$ 55,115 |
| Step 25 | \$ 55,931 |
| Step 26 | \$ 56,760 |
| Step 27 | \$ 57,602 |
| Step 28 | \$ 58,458 |
| Step 29 | \$ 59,328 |
| Step 30 | \$ 60,211 |
| Step 31 | \$ 61,108 |

188 days (10 months)
7 hours per day

**Adopted Security Officer Salary Scale
2020-21**

| | Security Officer I | | | Security Officer II | | | Security Officer III | | | Lead Security Officer | | |
|----------|--------------------|-----------|-----------|---------------------|-----------|-----------|----------------------|-----------|-----------|-----------------------|-----------|-----------|
| | Hourly Rate | Annual | | Hourly Rate | Annual | | Hourly Rate | Annual | | Hourly Rate | Annual | |
| | | 176 days | 12 months | | 176 days | 12 months | | 176 days | 12 months | | 176 days | 12 months |
| Step 0/1 | \$ 13.80 | \$ 18,216 | \$ 25,461 | \$ 14.35 | \$ 18,942 | \$ 26,476 | \$ 15.00 | \$ 19,800 | \$ 27,675 | \$ 18.00 | \$ 23,760 | \$ 33,210 |
| Step 2 | \$ 14.02 | \$ 18,507 | \$ 25,868 | \$ 14.58 | \$ 19,245 | \$ 26,899 | \$ 15.24 | \$ 20,117 | \$ 28,118 | \$ 18.29 | \$ 24,140 | \$ 33,741 |
| Step 3 | \$ 14.25 | \$ 18,804 | \$ 26,282 | \$ 14.81 | \$ 19,553 | \$ 27,330 | \$ 15.48 | \$ 20,439 | \$ 28,568 | \$ 18.58 | \$ 24,526 | \$ 34,281 |
| Step 4 | \$ 14.47 | \$ 19,104 | \$ 26,703 | \$ 15.05 | \$ 19,866 | \$ 27,767 | \$ 15.73 | \$ 20,766 | \$ 29,025 | \$ 18.88 | \$ 24,919 | \$ 34,830 |
| Step 5 | \$ 14.70 | \$ 19,410 | \$ 27,130 | \$ 15.29 | \$ 20,184 | \$ 28,211 | \$ 15.98 | \$ 21,098 | \$ 29,489 | \$ 19.18 | \$ 25,318 | \$ 35,387 |
| Step 6 | \$ 14.94 | \$ 19,721 | \$ 27,564 | \$ 15.54 | \$ 20,507 | \$ 28,663 | \$ 16.24 | \$ 21,436 | \$ 29,961 | \$ 19.49 | \$ 25,723 | \$ 35,953 |
| Step 7 | \$ 15.18 | \$ 20,036 | \$ 28,005 | \$ 15.78 | \$ 20,835 | \$ 29,121 | \$ 16.50 | \$ 21,778 | \$ 30,440 | \$ 19.80 | \$ 26,134 | \$ 36,528 |
| Step 8 | \$ 15.42 | \$ 20,357 | \$ 28,453 | \$ 16.04 | \$ 21,168 | \$ 29,587 | \$ 16.76 | \$ 22,127 | \$ 30,927 | \$ 20.12 | \$ 26,552 | \$ 37,113 |
| Step 9 | \$ 15.67 | \$ 20,682 | \$ 28,908 | \$ 16.29 | \$ 21,507 | \$ 30,061 | \$ 17.03 | \$ 22,481 | \$ 31,422 | \$ 20.44 | \$ 26,977 | \$ 37,707 |
| Step 10 | \$ 15.92 | \$ 21,013 | \$ 29,371 | \$ 16.55 | \$ 21,851 | \$ 30,542 | \$ 17.30 | \$ 22,841 | \$ 31,925 | \$ 20.76 | \$ 27,409 | \$ 38,310 |
| Step 11 | \$ 16.17 | \$ 21,350 | \$ 29,841 | \$ 16.82 | \$ 22,201 | \$ 31,030 | \$ 17.58 | \$ 23,206 | \$ 32,436 | \$ 21.10 | \$ 27,847 | \$ 38,923 |
| Step 12 | \$ 16.43 | \$ 21,691 | \$ 30,318 | \$ 17.09 | \$ 22,556 | \$ 31,527 | \$ 17.86 | \$ 23,577 | \$ 32,955 | \$ 21.43 | \$ 28,293 | \$ 39,546 |
| Step 13 | \$ 16.70 | \$ 22,038 | \$ 30,803 | \$ 17.36 | \$ 22,917 | \$ 32,031 | \$ 18.15 | \$ 23,955 | \$ 33,482 | \$ 21.78 | \$ 28,746 | \$ 40,178 |
| Step 14 | \$ 16.96 | \$ 22,391 | \$ 31,296 | \$ 17.64 | \$ 23,283 | \$ 32,544 | \$ 18.44 | \$ 24,338 | \$ 34,018 | \$ 22.13 | \$ 29,205 | \$ 40,821 |
| Step 15 | \$ 17.23 | \$ 22,749 | \$ 31,797 | \$ 17.92 | \$ 23,656 | \$ 33,064 | \$ 18.73 | \$ 24,727 | \$ 34,562 | \$ 22.48 | \$ 29,673 | \$ 41,474 |
| Step 16 | \$ 17.51 | \$ 23,113 | \$ 32,306 | \$ 18.21 | \$ 24,034 | \$ 33,593 | \$ 19.03 | \$ 25,123 | \$ 35,115 | \$ 22.84 | \$ 30,148 | \$ 42,138 |
| Step 17 | \$ 17.79 | \$ 23,483 | \$ 32,823 | \$ 18.50 | \$ 24,419 | \$ 34,131 | \$ 19.34 | \$ 25,525 | \$ 35,677 | \$ 23.20 | \$ 30,630 | \$ 42,812 |
| Step 18 | \$ 18.07 | \$ 23,859 | \$ 33,348 | \$ 18.80 | \$ 24,810 | \$ 34,677 | \$ 19.65 | \$ 25,933 | \$ 36,248 | \$ 23.58 | \$ 31,120 | \$ 43,497 |
| Step 19 | \$ 18.36 | \$ 24,240 | \$ 33,881 | \$ 19.10 | \$ 25,207 | \$ 35,232 | \$ 19.96 | \$ 26,348 | \$ 36,828 | \$ 23.95 | \$ 31,618 | \$ 44,193 |
| Step 20 | \$ 18.66 | \$ 24,628 | \$ 34,424 | \$ 19.40 | \$ 25,610 | \$ 35,796 | \$ 20.28 | \$ 26,770 | \$ 37,417 | \$ 24.34 | \$ 32,124 | \$ 44,900 |
| Step 21 | \$ 18.96 | \$ 25,022 | \$ 34,974 | \$ 19.71 | \$ 26,020 | \$ 36,368 | \$ 20.60 | \$ 27,198 | \$ 38,016 | \$ 24.73 | \$ 32,638 | \$ 45,619 |
| Step 22 | \$ 19.26 | \$ 25,423 | \$ 35,534 | \$ 20.03 | \$ 26,436 | \$ 36,950 | \$ 20.93 | \$ 27,633 | \$ 38,624 | \$ 25.12 | \$ 33,160 | \$ 46,349 |
| Step 23 | \$ 19.57 | \$ 25,829 | \$ 36,102 | \$ 20.35 | \$ 26,859 | \$ 37,541 | \$ 21.27 | \$ 28,075 | \$ 39,242 | \$ 25.52 | \$ 33,691 | \$ 47,090 |
| Step 24 | \$ 19.88 | \$ 26,243 | \$ 36,680 | \$ 20.67 | \$ 27,289 | \$ 38,142 | \$ 21.61 | \$ 28,525 | \$ 39,870 | \$ 25.93 | \$ 34,230 | \$ 47,844 |
| Step 25 | \$ 20.20 | \$ 26,663 | \$ 37,267 | \$ 21.00 | \$ 27,725 | \$ 38,752 | \$ 21.96 | \$ 28,981 | \$ 40,508 | \$ 26.35 | \$ 34,777 | \$ 48,609 |
| Step 26 | \$ 20.52 | \$ 27,089 | \$ 37,863 | \$ 21.34 | \$ 28,169 | \$ 39,372 | \$ 22.31 | \$ 29,445 | \$ 41,156 | \$ 26.77 | \$ 35,334 | \$ 49,387 |
| Step 27 | \$ 20.85 | \$ 27,523 | \$ 38,469 | \$ 21.68 | \$ 28,620 | \$ 40,002 | \$ 22.66 | \$ 29,916 | \$ 41,814 | \$ 27.20 | \$ 35,899 | \$ 50,177 |
| Step 28 | \$ 21.18 | \$ 27,963 | \$ 39,085 | \$ 22.03 | \$ 29,077 | \$ 40,642 | \$ 23.03 | \$ 30,395 | \$ 42,483 | \$ 27.63 | \$ 36,473 | \$ 50,980 |
| Step 29 | \$ 21.52 | \$ 28,410 | \$ 39,710 | \$ 22.38 | \$ 29,543 | \$ 41,293 | \$ 23.39 | \$ 30,881 | \$ 43,163 | \$ 28.07 | \$ 37,057 | \$ 51,796 |
| Step 30 | \$ 21.87 | \$ 28,865 | \$ 40,345 | \$ 22.74 | \$ 30,015 | \$ 41,953 | \$ 23.77 | \$ 31,375 | \$ 43,854 | \$ 28.52 | \$ 37,650 | \$ 52,624 |
| Step 31 | \$ 22.22 | \$ 29,327 | \$ 40,991 | \$ 23.10 | \$ 30,496 | \$ 42,625 | \$ 24.15 | \$ 31,877 | \$ 44,555 | \$ 28.98 | \$ 38,252 | \$ 53,466 |

7.5 hours per day

Security Officer I - High School Diploma and up to 60 semester hours of college c

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

Security Officer III - Bachelor's degree +

Adopted Finance/Human Resources/Technology/Data Specialist Pay Scale 2020-21

| Step | Lane I | | Lane II | | Lane III | |
|----------|-------------|-----------|-------------|-----------|-------------|-----------|
| | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual |
| Step 0/1 | \$ 19.00 | \$ 35,055 | \$ 19.56 | \$ 36,088 | \$ 20.12 | \$ 37,121 |
| Step 2 | \$ 19.30 | \$ 35,616 | \$ 19.87 | \$ 36,666 | \$ 20.44 | \$ 37,715 |
| Step 3 | \$ 19.61 | \$ 36,186 | \$ 20.19 | \$ 37,252 | \$ 20.77 | \$ 38,319 |
| Step 4 | \$ 19.93 | \$ 36,765 | \$ 20.51 | \$ 37,848 | \$ 21.10 | \$ 38,932 |
| Step 5 | \$ 20.25 | \$ 37,353 | \$ 20.84 | \$ 38,454 | \$ 21.44 | \$ 39,555 |
| Step 6 | \$ 20.57 | \$ 37,951 | \$ 21.18 | \$ 39,069 | \$ 21.78 | \$ 40,188 |
| Step 7 | \$ 20.90 | \$ 38,558 | \$ 21.51 | \$ 39,694 | \$ 22.13 | \$ 40,831 |
| Step 8 | \$ 21.23 | \$ 39,175 | \$ 21.86 | \$ 40,329 | \$ 22.48 | \$ 41,484 |
| Step 9 | \$ 21.57 | \$ 39,802 | \$ 22.21 | \$ 40,975 | \$ 22.84 | \$ 42,148 |
| Step 10 | \$ 21.92 | \$ 40,438 | \$ 22.56 | \$ 41,630 | \$ 23.21 | \$ 42,822 |
| Step 11 | \$ 22.27 | \$ 41,085 | \$ 22.92 | \$ 42,296 | \$ 23.58 | \$ 43,507 |
| Step 12 | \$ 22.62 | \$ 41,743 | \$ 23.29 | \$ 42,973 | \$ 23.96 | \$ 44,203 |
| Step 13 | \$ 22.99 | \$ 42,411 | \$ 23.66 | \$ 43,661 | \$ 24.34 | \$ 44,911 |
| Step 14 | \$ 23.35 | \$ 43,089 | \$ 24.04 | \$ 44,359 | \$ 24.73 | \$ 45,629 |
| Step 15 | \$ 23.73 | \$ 43,779 | \$ 24.43 | \$ 45,069 | \$ 25.13 | \$ 46,359 |
| Step 16 | \$ 24.11 | \$ 44,479 | \$ 24.82 | \$ 45,790 | \$ 25.53 | \$ 47,101 |
| Step 17 | \$ 24.49 | \$ 45,191 | \$ 25.22 | \$ 46,523 | \$ 25.94 | \$ 47,855 |
| Step 18 | \$ 24.89 | \$ 45,914 | \$ 25.62 | \$ 47,267 | \$ 26.35 | \$ 48,620 |
| Step 19 | \$ 25.28 | \$ 46,648 | \$ 26.03 | \$ 48,023 | \$ 26.77 | \$ 49,398 |
| Step 20 | \$ 25.69 | \$ 47,395 | \$ 26.45 | \$ 48,792 | \$ 27.20 | \$ 50,189 |
| Step 21 | \$ 26.10 | \$ 48,153 | \$ 26.87 | \$ 49,572 | \$ 27.64 | \$ 50,992 |
| Step 22 | \$ 26.52 | \$ 48,924 | \$ 27.30 | \$ 50,365 | \$ 28.08 | \$ 51,807 |
| Step 23 | \$ 26.94 | \$ 49,706 | \$ 27.74 | \$ 51,171 | \$ 28.53 | \$ 52,636 |
| Step 24 | \$ 27.37 | \$ 50,502 | \$ 28.18 | \$ 51,990 | \$ 28.99 | \$ 53,479 |
| Step 25 | \$ 27.81 | \$ 51,310 | \$ 28.63 | \$ 52,822 | \$ 29.45 | \$ 54,334 |
| Step 26 | \$ 28.26 | \$ 52,131 | \$ 29.09 | \$ 53,667 | \$ 29.92 | \$ 55,204 |
| Step 27 | \$ 28.71 | \$ 52,965 | \$ 29.55 | \$ 54,526 | \$ 30.40 | \$ 56,087 |
| Step 28 | \$ 29.17 | \$ 53,812 | \$ 30.03 | \$ 55,398 | \$ 30.89 | \$ 56,984 |
| Step 29 | \$ 29.63 | \$ 54,673 | \$ 30.51 | \$ 56,285 | \$ 31.38 | \$ 57,896 |
| Step 30 | \$ 30.11 | \$ 55,548 | \$ 30.99 | \$ 57,185 | \$ 31.88 | \$ 58,822 |
| Step 31 | \$ 30.59 | \$ 56,437 | \$ 31.49 | \$ 58,100 | \$ 32.39 | \$ 59,763 |

12 months

7.5 hours per day

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

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

Lane III - Bachelor's degree +

Adopted Technology Technician Pay Scale 2020-21

| Step | Hourly Rate | Annual |
|----------|-------------|-----------|
| Step 0/1 | \$ 17.21 | \$ 31,752 |
| Step 2 | \$ 17.49 | \$ 32,260 |
| Step 3 | \$ 17.77 | \$ 32,777 |
| Step 4 | \$ 18.05 | \$ 33,301 |
| Step 5 | \$ 18.34 | \$ 33,834 |
| Step 6 | \$ 18.63 | \$ 34,375 |
| Step 7 | \$ 18.93 | \$ 34,925 |
| Step 8 | \$ 19.23 | \$ 35,484 |
| Step 9 | \$ 19.54 | \$ 36,052 |
| Step 10 | \$ 19.85 | \$ 36,629 |
| Step 11 | \$ 20.17 | \$ 37,215 |
| Step 12 | \$ 20.49 | \$ 37,810 |
| Step 13 | \$ 20.82 | \$ 38,415 |
| Step 14 | \$ 21.15 | \$ 39,030 |
| Step 15 | \$ 21.49 | \$ 39,654 |
| Step 16 | \$ 21.84 | \$ 40,289 |
| Step 17 | \$ 22.19 | \$ 40,933 |
| Step 18 | \$ 22.54 | \$ 41,588 |
| Step 19 | \$ 22.90 | \$ 42,254 |
| Step 20 | \$ 23.27 | \$ 42,930 |
| Step 21 | \$ 23.64 | \$ 43,617 |
| Step 22 | \$ 24.02 | \$ 44,314 |
| Step 23 | \$ 24.40 | \$ 45,023 |
| Step 24 | \$ 24.79 | \$ 45,744 |
| Step 25 | \$ 25.19 | \$ 46,476 |
| Step 26 | \$ 25.59 | \$ 47,219 |
| Step 27 | \$ 26.00 | \$ 47,975 |
| Step 28 | \$ 26.42 | \$ 48,742 |
| Step 29 | \$ 26.84 | \$ 49,522 |
| Step 30 | \$ 27.27 | \$ 50,315 |
| Step 31 | \$ 27.71 | \$ 51,120 |

| 2+ Industry Certifications for Assigned Role(s) | | |
|---|-------------|-----------|
| Step | Hourly Rate | Annual |
| Step 0/1 | \$ 17.89 | \$ 33,007 |
| Step 2 | \$ 18.18 | \$ 33,535 |
| Step 3 | \$ 18.47 | \$ 34,072 |
| Step 4 | \$ 18.76 | \$ 34,617 |
| Step 5 | \$ 19.06 | \$ 35,171 |
| Step 6 | \$ 19.37 | \$ 35,733 |
| Step 7 | \$ 19.68 | \$ 36,305 |
| Step 8 | \$ 19.99 | \$ 36,886 |
| Step 9 | \$ 20.31 | \$ 37,476 |
| Step 10 | \$ 20.64 | \$ 38,076 |
| Step 11 | \$ 20.97 | \$ 38,685 |
| Step 12 | \$ 21.30 | \$ 39,304 |
| Step 13 | \$ 21.64 | \$ 39,933 |
| Step 14 | \$ 21.99 | \$ 40,572 |
| Step 15 | \$ 22.34 | \$ 41,221 |
| Step 16 | \$ 22.70 | \$ 41,881 |
| Step 17 | \$ 23.06 | \$ 42,551 |
| Step 18 | \$ 23.43 | \$ 43,231 |
| Step 19 | \$ 23.81 | \$ 43,923 |
| Step 20 | \$ 24.19 | \$ 44,626 |
| Step 21 | \$ 24.57 | \$ 45,340 |
| Step 22 | \$ 24.97 | \$ 46,065 |
| Step 23 | \$ 25.37 | \$ 46,802 |
| Step 24 | \$ 25.77 | \$ 47,551 |
| Step 25 | \$ 26.19 | \$ 48,312 |
| Step 26 | \$ 26.60 | \$ 49,085 |
| Step 27 | \$ 27.03 | \$ 49,870 |
| Step 28 | \$ 27.46 | \$ 50,668 |
| Step 29 | \$ 27.90 | \$ 51,479 |
| Step 30 | \$ 28.35 | \$ 52,303 |
| Step 31 | \$ 28.80 | \$ 53,140 |

| 3+ Industry Certifications for Assigned Role(s) | | |
|---|-------------|-----------|
| Step | Hourly Rate | Annual |
| Step 0/1 | \$ 18.56 | \$ 34,243 |
| Step 2 | \$ 18.86 | \$ 34,791 |
| Step 3 | \$ 19.16 | \$ 35,348 |
| Step 4 | \$ 19.47 | \$ 35,913 |
| Step 5 | \$ 19.78 | \$ 36,488 |
| Step 6 | \$ 20.09 | \$ 37,072 |
| Step 7 | \$ 20.41 | \$ 37,665 |
| Step 8 | \$ 20.74 | \$ 38,268 |
| Step 9 | \$ 21.07 | \$ 38,880 |
| Step 10 | \$ 21.41 | \$ 39,502 |
| Step 11 | \$ 21.75 | \$ 40,134 |
| Step 12 | \$ 22.10 | \$ 40,776 |
| Step 13 | \$ 22.45 | \$ 41,428 |
| Step 14 | \$ 22.81 | \$ 42,091 |
| Step 15 | \$ 23.18 | \$ 42,765 |
| Step 16 | \$ 23.55 | \$ 43,449 |
| Step 17 | \$ 23.93 | \$ 44,144 |
| Step 18 | \$ 24.31 | \$ 44,851 |
| Step 19 | \$ 24.70 | \$ 45,568 |
| Step 20 | \$ 25.09 | \$ 46,297 |
| Step 21 | \$ 25.49 | \$ 47,038 |
| Step 22 | \$ 25.90 | \$ 47,791 |
| Step 23 | \$ 26.32 | \$ 48,555 |
| Step 24 | \$ 26.74 | \$ 49,332 |
| Step 25 | \$ 27.17 | \$ 50,121 |
| Step 26 | \$ 27.60 | \$ 50,923 |
| Step 27 | \$ 28.04 | \$ 51,738 |
| Step 28 | \$ 28.49 | \$ 52,566 |
| Step 29 | \$ 28.95 | \$ 53,407 |
| Step 30 | \$ 29.41 | \$ 54,262 |
| Step 31 | \$ 29.88 | \$ 55,130 |

12 months
7.5 hours per day

**Adopted Transportation Shop Pay Scale
2020-21**

| Step | Fleet Helper | | Fleet Technician | | | | | | Assistant Shop Manager | |
|----------|--------------|-----------|------------------|-----------|-------------|-----------|-------------|-----------|------------------------|-----------|
| | Hourly Rate | Annual | Journeyman | | Craftsman | | Master | | Hourly Rate | Annual |
| | | | Hourly Rate | Annual | Hourly Rate | Annual | Hourly Rate | Annual | | |
| Step 0/1 | \$ 12.50 | \$ 23,063 | \$ 17.50 | \$ 32,288 | \$ 19.00 | \$ 35,055 | \$ 20.50 | \$ 37,823 | \$ 22.50 | \$ 41,513 |
| Step 2 | \$ 12.70 | \$ 23,432 | \$ 17.78 | \$ 32,804 | \$ 19.30 | \$ 35,616 | \$ 20.83 | \$ 38,428 | \$ 22.86 | \$ 42,177 |
| Step 3 | \$ 12.90 | \$ 23,806 | \$ 18.06 | \$ 33,329 | \$ 19.61 | \$ 36,186 | \$ 21.16 | \$ 39,043 | \$ 23.23 | \$ 42,852 |
| Step 4 | \$ 13.11 | \$ 24,187 | \$ 18.35 | \$ 33,862 | \$ 19.93 | \$ 36,765 | \$ 21.50 | \$ 39,667 | \$ 23.60 | \$ 43,537 |
| Step 5 | \$ 13.32 | \$ 24,574 | \$ 18.65 | \$ 34,404 | \$ 20.25 | \$ 37,353 | \$ 21.84 | \$ 40,302 | \$ 23.97 | \$ 44,234 |
| Step 6 | \$ 13.53 | \$ 24,967 | \$ 18.95 | \$ 34,954 | \$ 20.57 | \$ 37,951 | \$ 22.19 | \$ 40,947 | \$ 24.36 | \$ 44,941 |
| Step 7 | \$ 13.75 | \$ 25,367 | \$ 19.25 | \$ 35,514 | \$ 20.90 | \$ 38,558 | \$ 22.55 | \$ 41,602 | \$ 24.75 | \$ 45,661 |
| Step 8 | \$ 13.97 | \$ 25,773 | \$ 19.56 | \$ 36,082 | \$ 21.23 | \$ 39,175 | \$ 22.91 | \$ 42,267 | \$ 25.14 | \$ 46,391 |
| Step 9 | \$ 14.19 | \$ 26,185 | \$ 19.87 | \$ 36,659 | \$ 21.57 | \$ 39,802 | \$ 23.28 | \$ 42,944 | \$ 25.55 | \$ 47,133 |
| Step 10 | \$ 14.42 | \$ 26,604 | \$ 20.19 | \$ 37,246 | \$ 21.92 | \$ 40,438 | \$ 23.65 | \$ 43,631 | \$ 25.96 | \$ 47,888 |
| Step 11 | \$ 14.65 | \$ 27,030 | \$ 20.51 | \$ 37,842 | \$ 22.27 | \$ 41,085 | \$ 24.03 | \$ 44,329 | \$ 26.37 | \$ 48,654 |
| Step 12 | \$ 14.88 | \$ 27,462 | \$ 20.84 | \$ 38,447 | \$ 22.62 | \$ 41,743 | \$ 24.41 | \$ 45,038 | \$ 26.79 | \$ 49,432 |
| Step 13 | \$ 15.12 | \$ 27,902 | \$ 21.17 | \$ 39,062 | \$ 22.99 | \$ 42,411 | \$ 24.80 | \$ 45,759 | \$ 27.22 | \$ 50,223 |
| Step 14 | \$ 15.36 | \$ 28,348 | \$ 21.51 | \$ 39,687 | \$ 23.35 | \$ 43,089 | \$ 25.20 | \$ 46,491 | \$ 27.66 | \$ 51,027 |
| Step 15 | \$ 15.61 | \$ 28,802 | \$ 21.85 | \$ 40,322 | \$ 23.73 | \$ 43,779 | \$ 25.60 | \$ 47,235 | \$ 28.10 | \$ 51,843 |
| Step 16 | \$ 15.86 | \$ 29,263 | \$ 22.20 | \$ 40,968 | \$ 24.11 | \$ 44,479 | \$ 26.01 | \$ 47,991 | \$ 28.55 | \$ 52,673 |
| Step 17 | \$ 16.11 | \$ 29,731 | \$ 22.56 | \$ 41,623 | \$ 24.49 | \$ 45,191 | \$ 26.43 | \$ 48,758 | \$ 29.01 | \$ 53,515 |
| Step 18 | \$ 16.37 | \$ 30,206 | \$ 22.92 | \$ 42,289 | \$ 24.89 | \$ 45,914 | \$ 26.85 | \$ 49,539 | \$ 29.47 | \$ 54,372 |
| Step 19 | \$ 16.63 | \$ 30,690 | \$ 23.29 | \$ 42,966 | \$ 25.28 | \$ 46,648 | \$ 27.28 | \$ 50,331 | \$ 29.94 | \$ 55,242 |
| Step 20 | \$ 16.90 | \$ 31,181 | \$ 23.66 | \$ 43,653 | \$ 25.69 | \$ 47,395 | \$ 27.72 | \$ 51,136 | \$ 30.42 | \$ 56,125 |
| Step 21 | \$ 17.17 | \$ 31,680 | \$ 24.04 | \$ 44,352 | \$ 26.10 | \$ 48,153 | \$ 28.16 | \$ 51,955 | \$ 30.91 | \$ 57,023 |
| Step 22 | \$ 17.45 | \$ 32,187 | \$ 24.42 | \$ 45,061 | \$ 26.52 | \$ 48,924 | \$ 28.61 | \$ 52,786 | \$ 31.40 | \$ 57,936 |
| Step 23 | \$ 17.72 | \$ 32,702 | \$ 24.81 | \$ 45,782 | \$ 26.94 | \$ 49,706 | \$ 29.07 | \$ 53,630 | \$ 31.90 | \$ 58,863 |
| Step 24 | \$ 18.01 | \$ 33,225 | \$ 25.21 | \$ 46,515 | \$ 27.37 | \$ 50,502 | \$ 29.53 | \$ 54,489 | \$ 32.41 | \$ 59,805 |
| Step 25 | \$ 18.30 | \$ 33,756 | \$ 25.61 | \$ 47,259 | \$ 27.81 | \$ 51,310 | \$ 30.01 | \$ 55,360 | \$ 32.93 | \$ 60,761 |
| Step 26 | \$ 18.59 | \$ 34,296 | \$ 26.02 | \$ 48,015 | \$ 28.26 | \$ 52,131 | \$ 30.49 | \$ 56,246 | \$ 33.46 | \$ 61,734 |
| Step 27 | \$ 18.89 | \$ 34,845 | \$ 26.44 | \$ 48,783 | \$ 28.71 | \$ 52,965 | \$ 30.97 | \$ 57,146 | \$ 34.00 | \$ 62,721 |
| Step 28 | \$ 19.19 | \$ 35,403 | \$ 26.86 | \$ 49,564 | \$ 29.17 | \$ 53,812 | \$ 31.47 | \$ 58,060 | \$ 34.54 | \$ 63,725 |
| Step 29 | \$ 19.50 | \$ 35,969 | \$ 27.29 | \$ 50,357 | \$ 29.63 | \$ 54,673 | \$ 31.97 | \$ 58,989 | \$ 35.09 | \$ 64,744 |
| Step 30 | \$ 19.81 | \$ 36,545 | \$ 27.73 | \$ 51,163 | \$ 30.11 | \$ 55,548 | \$ 32.48 | \$ 59,933 | \$ 35.65 | \$ 65,780 |
| Step 31 | \$ 20.12 | \$ 37,129 | \$ 28.17 | \$ 51,981 | \$ 30.59 | \$ 56,437 | \$ 33.00 | \$ 60,892 | \$ 36.22 | \$ 66,833 |

12 months

7.5 hours per day

Journeyman Fleet Technician requires CDL and VA State Inspection License.

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

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

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

| Job Titles with Ranges | GCPS Adopted Minimum | GCPS Adopted Maximum |
|---|-----------------------------|-----------------------------|
| Graduation Coach/Building Level Substitute | \$20/hr | \$40/hr |
| Speech Language Pathologists/OT/PT/Sign Language Interpreter | 42,380 | 85,674 |
| School Psychologists | 51,148 | 92,139 |
| Manager – Accounting/Facilities/ Grounds/Safety/Transportation | 51,100 | 82,100 |
| Assistant Principals/Coordinators/ Specialists/Secondary Mathematics Coach/Activities-Athletic Director/Nurse Coordinator | 60,000 | 101,000 |
| Principals (Elementary and Middle)/Directors | 74,000 | 124,000 |
| Executive Director/Principal (High School) | 93,100 | 134,000 |
| Chief Financial Officer | 96,200 | 139,000 |
| Assistant Superintendent | 100,000 | 146,000 |

Gloucester County Public Schools
Substitute/Temporary/Summer Pay Rates
2020-2021

| | |
|--|-----------------------------------|
| <u>Instructional/Professional – Daily Rate (Regular School Calendar)</u> | <u>Daily Rate</u> |
| Substitute Teacher – High School Diploma | \$75 |
| Substitute Teacher – ≥ 60 Semester Hours | \$80 |
| Substitute Teacher – Bachelor’s degree or higher | \$90 |
| Substitute Teacher – Holds current teaching license | \$100 |
| Substitute Teacher – Long Term * | \$125 |
| Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period) | \$15/hr |
| Substitute Teacher – GCPS Paraprofessional (subbing in an unfilled teacher vacancy) | \$3 above contract rate/hr |
| Substitute Paraprofessional – Regular | \$70 |
| Substitute Paraprofessional – Special Education | \$75 |
| <u>Instructional/Professional – Hourly Rate/Summer Hourly Rate</u> | <u>Hourly Rate</u> |
| Homebound/Adult Education | \$30 |
| Supplemental Rate for Instr. (Cert.) (Student Contact) | \$30 |
| Supplemental Rate for Instr. (Cert.) (No Student Contact) | \$20 |
| Supplemental Rate for Professional Development Leadership | \$50 |
| Supplemental Rate for Staff Mentoring | \$30 |
| Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period) | \$15/hr |
| <u>Professional</u> | |
| Substitute Nurse – Degreed/RN/BSN | \$ 95 Daily |
| Substitute Nurse – Sixty Semester Credit Hours/LPN | \$ 85 Daily |
| Occupational/Physical Therapy Evaluators | \$125 Per Evaluation |
| Speech/Developmental Evaluators | \$150 Per Evaluation |
| <u>Support Staff – Hourly Rates</u> | |
| Substitute Bookkeeper | \$15 |
| Substitute Clerical | \$15 |
| Cooperative Office Education (COE) Student | \$8.25 |
| Substitute Custodian | \$10 |
| Substitute Cafeteria Worker | \$9.50 |
| Seasonal Groundskeeper | \$10 |
| Substitute Security | \$15 |
| Summer Technology Helper | \$15 |
| Substitute Teacher – GCPS Paraprofessional (subbing in a teacher position) | \$3 above contract rate/hr |
| <u>Transportation – Hourly Rates</u> | |
| Substitute Bus Assistant | \$10 |
| Substitute Bus Driver | \$13 |
| Substitute Car Driver | \$11.50 |
| Facilities/Grounds/Custodial Personnel | \$9 |
| (Hourly rate when called into to work on inclement weather days when 12 month employees do not report) | |

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

**Gloucester County Public Schools
2020-21 School Year Supplements – Gloucester High School**

| Title | Payments | 20-21 Positions | Amount | 20-21 Total |
|--------------------------------------|-----------------|------------------------|---------------|--------------------|
| ATHLETICS | | | | |
| Baseball Coach- JV | May | 1 | 2,400 | 2,400 |
| Baseball Coach - V - Asst. | May | 1 | 2,400 | 2,400 |
| Baseball Coach - V - Head | May | 1 | 3,200 | 3,200 |
| Basketball Coach - Boys - JV | Mar | 1 | 2,600 | 2,600 |
| Basketball Coach - Boys - V - Asst. | Mar | 1 | 2,600 | 2,600 |
| Basketball Coach- Boys- V- Head | Mar | 1 | 3,600 | 3,600 |
| Basketball Coach - Girls - JV | Mar | 1 | 2,600 | 2,600 |
| Basketball Coach - Girls - V - Asst. | Mar | 1 | 2,600 | 2,600 |
| Basketball Coach- Girls - V- Head | Mar | 1 | 3,600 | 3,600 |
| Cheerleader Sponsor - Fall - JV | Nov | 1 | 1,200 | 1,200 |
| Cheerleader Sponsor - Winter- JV | Mar | 1 | 1,200 | 1,200 |
| Cheerleading Sponsor - Fall - V | Nov | 1 | 2,300 | 2,300 |
| Cheerleading Sponsor - Winter- V | Mar | 1 | 1,800 | 1,800 |
| Cross Country Coach - Asst. | Nov | 1 | 2,400 | 2,400 |
| Cross Country Coach - Head | Nov | 1 | 3,200 | 3,200 |
| Field Hockey Coach - V- Head | Nov | 1 | 3,200 | 3,200 |
| Field Hockey Coach – V – Asst. | Nov | 1 | 2,400 | 2,400 |
| Field Hockey Coach – JV | Nov | 1 | 2,400 | 2,400 |
| Football Coach - Head | Nov | 1 | 4,400 | 4,400 |
| Football Coach - V/JV - Asst. | Nov | 4 | 2,500 | 10,000 |
| Football Coach – V – Asst. | Nov | 1 | 2,400 | 2,400 |
| Football Coach- V/JV- OC/DC | Nov | 2 | 3,200 | 6,400 |
| Game Manager (Per Season) | Nov/Mar/May | 3 | 700 | 2,100 |
| Golf Coach | Nov | 1 | 2,300 | 2,300 |
| Soccer Coach - Boys- JV | May | 1 | 2,400 | 2,400 |
| Soccer Coach - Boys- V | May | 1 | 3,200 | 3,200 |
| Soccer Coach - Boys - V- Asst. | May | 1 | 2,400 | 2,400 |
| Soccer Coach -Girls- JV | May | 1 | 2,400 | 2,400 |
| Soccer Coach -Girls- V | May | 1 | 3,200 | 3,200 |
| Soccer Coach -Girls - V- Asst. | May | 1 | 2,400 | 2,400 |
| Softball Coach - JV | May | 1 | 2,400 | 2,400 |
| Softball Coach - V - Asst. | May | 1 | 2,400 | 2,400 |
| Softball Coach- V- Head | May | 1 | 3,200 | 3,200 |
| Strength and Conditioning | Sep | 1 | 2,100 | 2,100 |
| Swim Coach | Mar | 1 | 3,200 | 3,200 |
| Swim Coach- Asst. | Mar | 1 | 2,200 | 2,200 |
| Tennis Coach - Boys | May | 1 | 2,500 | 2,500 |
| Tennis Coach -Girls | May | 1 | 2,500 | 2,500 |
| Track Coach - Spring- Asst. | May | 2 | 2,200 | 4,400 |
| Track Coach – Spring – Head | May | 1 | 3,200 | 3,200 |
| Track Coach -Winter - Asst. | Mar | 2 | 2,200 | 4,400 |
| Track Coach -Winter - Head | Mar | 1 | 3,200 | 3,200 |
| Volleyball Coach- Boys- V | Nov | 1 | 3,200 | 3,200 |
| Volleyball Coach- Girls - V | Nov | 1 | 3,200 | 3,200 |
| Weight Room Trainer (Per Season) | Nov/Mar/May | 3 | 700 | 2,100 |
| Wrestling Coach - Head | Mar | 1 | 3,200 | 3,200 |
| Wrestling Coach- V/JV- Asst. | Mar | 1 | 2,400 | 2,400 |

**Gloucester County Public Schools
2020-2021 School Year Supplements**

Gloucester High School

| Title | Payments | 20-21 Positions | Amount | 20-21 Total |
|---|-----------------|------------------------|---------------|--------------------|
| ACTIVITIES, CLUBS, COMPETITIONS | | | | |
| Band | Nov | 1 | 3,826 | 3,826 |
| Band – Asst. | Nov | 1 | 1,000 | 1,000 |
| Beta Club | May | 1 | 1,000 | 1,000 |
| Career & Technical Competition (per diem) | Following event | 14 | 100 | 1,400 |
| Choral | May | 1 | 3,575 | 3,575 |
| Color Guard / Flag Team | Nov | 1 | 1,800 | 1,800 |
| Crew Coach | May | 1 | 2,600 | 2,600 |
| Crew Coach – Asst. | May | 1 | 2,000 | 2,000 |
| Debate | Mar | 1 | 1,800 | 1,800 |
| Department Head Supplements | May | 9 | 1,000 | 9,000 |
| Drama | May | 1 | 3,575 | 3,575 |
| Forensics | Mar | 1 | 1,800 | 1,800 |
| Freshman Class | May | 1 | 900 | 900 |
| Junior Class | May | 1 | 1,800 | 1,800 |
| National Honor Society | May | 1 | 1,000 | 1,000 |
| Newspaper | May | 1 | 1,800 | 1,800 |
| SCA | May | 1 | 1,800 | 1,800 |
| Scholastic Bowl | Mar | 1 | 1,800 | 1,800 |
| Senior Class | May | 1 | 1,800 | 1,800 |
| Sophomore Class | May | 1 | 900 | 900 |
| Yearbook | May | 1 | 2,500 | 2,500 |
| LEADERSHIP | | | | |
| STEM Academy Sponsor | ½ Dec; ½ May | 1 | 2,000 | 2,000 |
| Child Study | ½ Dec; ½ May | 1 | 1,500 | 1,500 |
| Webmaster | ½ Dec; ½ May | 1 | 1,000 | 1,000 |

**Gloucester County Public Schools
2019-2020 School Year Supplements**

Page and Peasley Middle Schools

| Title | Payments | 19-20 Positions | Amount | 19-20 Total |
|--|-----------------|----------------------------------|---------------|--------------------|
| ATHLETICS | | | | |
| Athletic Director | May | 1 per school | 1,000 | 2,000 |
| Baseball Coach | May | 1 per school | 2,000 | 4,000 |
| Baseball Coach, Asst. | May | 1 per school | 500 | 1,000 |
| Basketball Coach – Boys | Mar | 1 per school | 2,000 | 4,000 |
| Basketball Coach – Boys – Asst. | Mar | 1 per school | 500 | 1,000 |
| Basketball Coach - Girls | Mar | 1 per school | 2,000 | 4,000 |
| Basketball Coach – Girls – Asst. | Mar | 1 per school | 500 | 1,000 |
| Cheerleader Sponsor – Fall | Nov | 1 per school | 1,000 | 2,000 |
| Cheerleader Sponsor - Winter | Mar | 1 per school | 1,000 | 2,000 |
| Field Hockey Coach | Nov | 1 per school | 2,000 | 4,000 |
| Field Hockey Coach – Asst. | Nov | 1 per school | 500 | 1,000 |
| Softball Coach | May | 1 per school | 2,000 | 4,000 |
| Softball Coach – Asst. | May | 1 per school | 500 | 1,000 |
| ACTIVITIES, CLUBS, COMPETITIONS | | | | |
| Band | May | 1 per school | 2,000 | 4,000 |
| Choral | May | 1 per school | 2,000 | 4,000 |
| National Junior Honor Society | May | 1 per school | 550 | 1,100 |
| Odyssey of the Mind | May | 1 per team/2 teams per school | 1,000 | 4,000 |
| Robotics Challenge Coach | ½ Dec; ½ May | 2 per school | 1,000 | 4,000 |
| SCA | May | 2 per school | 550 | 2,200 |
| Science Bowl | May | 1 per school | 1,200 | 2,400 |
| Yearbook | May | 1 per school | 1,500 | 3,000 |
| LEADERSHIP | | | | |
| Child Study | ½ Dec; ½ May | 1 per school | 1,500 | 3,000 |
| Webmaster | ½ Dec; ½ May | 1 per school | 500 | 1,000 |
| Grade Level Gifted Contacts | ½ Dec; ½ May | 3 per school | 800 | 4,800 |

**Gloucester County Public Schools
2020-2021 School Year Supplements**

Abingdon, Achilles, Bethel, Botetourt and Petsworth Elementary Schools

| Title | Payments | 20-21 Positions | Amount | 20-21 Total |
|--|-----------------|-------------------------------|---------------|--------------------|
| ACTIVITIES, CLUBS, COMPETITIONS | | | | |
| Yearbook | ½ Dec; ½ May | 1 per school | 1,000 | 5,000 |
| Odyssey of the Mind | May | 1 per team/2 teams per school | 1,000 | 10,000 |
| Robotics Challenge Coach | ½ Dec; ½ May | 1 per school | 500 | 2,500 |
| SCA | May | 1 per school | 550 | 2,750 |
| LEADERSHIP | | | | |
| Webmaster | ½ Dec; ½ May | 1 per school | 500 | 2,500 |
| School Testing Coordinator | May | 1 per school | 375 | 1,875 |
| Family Reading Nights | ½ Dec; ½ May | 1 per school | 400 | 2,000 |
| Grade Level Gifted Contacts | ½ Dec; ½ May | 1 per school | 650 | 3,250 |
| Child Study | ½ Dec; ½ May | 1 per school | 1,500 | 7,500 |
| Enrichment | Following Event | 12 | 325 | 3,900 |

**Gloucester County Public Schools
2020-2021 School Year Supplements
Division-Wide**

| Title | Payments | 20-21 Positions | Amount | 20-21 Total |
|---------------------------------|-----------------|------------------------|---------------|--------------------|
| LEADERSHIP | | | | |
| Great Computer Challenge | Following Event | 2 per school | 350 | 5,600 |
| Gradebook Manager | ½ Dec; ½ May | 1 | 1,000 | 1,000 |
| Traumatic Brain Injury Training | May | 1 | 500 | 500 |