



**Students First**

**GLOUCESTER COUNTY**

**PUBLIC SCHOOLS**



**Pay Plan  
2021-2022**

Adopted 07/08/2021- Updated 08/10/2021



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## **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  
2021-2022  
Full-Time Teachers Only, 200 day contract**

	<b>Lane 1</b>	<b>Lane 2</b>	<b>Lane 3</b>	<b>Lane 4</b>	<b>Lane 5</b>
Steps	Bachelors	+15 Hours	Masters	Dual Masters	Doctorate
0	43,950	45,105	48,275	50,440	52,600
1	44,521	45,676	48,846	51,011	53,171
2	45,100	46,255	49,425	51,590	53,750
3	45,686	46,841	50,011	52,176	54,336
4	46,280	47,435	50,605	52,770	54,930
5	46,882	48,037	51,207	53,372	55,532
6	47,491	48,646	51,816	53,981	56,141
7	48,109	49,264	52,434	54,599	56,759
8	48,734	49,889	53,059	55,224	57,384
9	49,368	50,523	53,693	55,858	58,018
10	50,010	51,165	54,335	56,500	58,660
11	50,660	51,815	54,985	57,150	59,310
12	51,318	52,473	55,643	57,808	59,968
13	51,985	53,140	56,310	58,475	60,635
14	52,661	53,816	56,986	59,151	61,311
15	53,346	54,501	57,671	59,836	61,996
16	54,039	55,194	58,364	60,529	62,689
17	54,742	55,897	59,067	61,232	63,392
18	55,453	56,608	59,778	61,943	64,103
19	56,174	57,329	60,499	62,664	64,824
20	56,905	58,060	61,230	63,395	65,555
21	57,644	58,799	61,969	64,134	66,294
22	58,394	59,549	62,719	64,884	67,044
23	59,153	60,308	63,478	65,643	67,803
24	59,922	61,077	64,247	66,412	68,572
25	60,701	61,856	65,026	67,191	69,351
26	61,490	62,645	65,815	67,980	70,140
27	62,289	63,444	66,614	68,779	70,939
28	63,099	64,254	67,424	69,589	71,749
29	63,919	65,074	68,244	70,409	72,569
30	64,750	65,905	69,075	71,240	73,400

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.

**Adopted Administrative Associate I Pay Scale  
2021-22**

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	\$ 14.75	\$ 24,338	\$ 27,214	\$ 15.49	\$ 25,559	\$ 28,579	\$ 16.00	\$ 26,400	\$ 29,520
Step 1	\$ 14.99	\$ 24,727	\$ 27,649	\$ 15.74	\$ 25,967	\$ 29,036	\$ 16.26	\$ 26,822	\$ 29,992
Step 2	\$ 15.23	\$ 25,123	\$ 28,092	\$ 15.99	\$ 26,383	\$ 29,501	\$ 16.52	\$ 27,252	\$ 30,472
Step 3	\$ 15.47	\$ 25,524	\$ 28,541	\$ 16.25	\$ 26,805	\$ 29,973	\$ 16.78	\$ 27,688	\$ 30,960
Step 4	\$ 15.72	\$ 25,933	\$ 28,998	\$ 16.51	\$ 27,234	\$ 30,452	\$ 17.05	\$ 28,131	\$ 31,455
Step 5	\$ 15.97	\$ 26,348	\$ 29,462	\$ 16.77	\$ 27,670	\$ 30,940	\$ 17.32	\$ 28,581	\$ 31,958
Step 6	\$ 16.22	\$ 26,769	\$ 29,933	\$ 17.04	\$ 28,112	\$ 31,435	\$ 17.60	\$ 29,038	\$ 32,470
Step 7	\$ 16.48	\$ 27,198	\$ 30,412	\$ 17.31	\$ 28,562	\$ 31,938	\$ 17.88	\$ 29,503	\$ 32,989
Step 8	\$ 16.75	\$ 27,633	\$ 30,899	\$ 17.59	\$ 29,019	\$ 32,449	\$ 18.17	\$ 29,975	\$ 33,517
Step 9	\$ 17.02	\$ 28,075	\$ 31,393	\$ 17.87	\$ 29,483	\$ 32,968	\$ 18.46	\$ 30,454	\$ 34,053
Step 10	\$ 17.29	\$ 28,524	\$ 31,895	\$ 18.15	\$ 29,955	\$ 33,495	\$ 18.75	\$ 30,941	\$ 34,598
Step 11	\$ 17.56	\$ 28,981	\$ 32,406	\$ 18.45	\$ 30,434	\$ 34,031	\$ 19.05	\$ 31,437	\$ 35,152
Step 12	\$ 17.84	\$ 29,444	\$ 32,924	\$ 18.74	\$ 30,921	\$ 34,576	\$ 19.36	\$ 31,940	\$ 35,714
Step 13	\$ 18.13	\$ 29,915	\$ 33,451	\$ 19.04	\$ 31,416	\$ 35,129	\$ 19.67	\$ 32,451	\$ 36,286
Step 14	\$ 18.42	\$ 30,394	\$ 33,986	\$ 19.34	\$ 31,919	\$ 35,691	\$ 19.98	\$ 32,970	\$ 36,866
Step 15	\$ 18.72	\$ 30,880	\$ 34,530	\$ 19.65	\$ 32,430	\$ 36,262	\$ 20.30	\$ 33,497	\$ 37,456
Step 16	\$ 19.01	\$ 31,374	\$ 35,082	\$ 19.97	\$ 32,948	\$ 36,842	\$ 20.63	\$ 34,033	\$ 38,055
Step 17	\$ 19.32	\$ 31,876	\$ 35,644	\$ 20.29	\$ 33,476	\$ 37,432	\$ 20.96	\$ 34,578	\$ 38,664
Step 18	\$ 19.63	\$ 32,386	\$ 36,214	\$ 20.61	\$ 34,011	\$ 38,031	\$ 21.29	\$ 35,131	\$ 39,283
Step 19	\$ 19.94	\$ 32,905	\$ 36,793	\$ 20.94	\$ 34,555	\$ 38,639	\$ 21.63	\$ 35,693	\$ 39,911
Step 20	\$ 20.26	\$ 33,431	\$ 37,382	\$ 21.28	\$ 35,108	\$ 39,257	\$ 21.98	\$ 36,264	\$ 40,550
Step 21	\$ 20.59	\$ 33,966	\$ 37,980	\$ 21.62	\$ 35,670	\$ 39,886	\$ 22.33	\$ 36,844	\$ 41,199
Step 22	\$ 20.91	\$ 34,509	\$ 38,588	\$ 21.96	\$ 36,241	\$ 40,524	\$ 22.69	\$ 37,434	\$ 41,858
Step 23	\$ 21.25	\$ 35,062	\$ 39,205	\$ 22.32	\$ 36,821	\$ 41,172	\$ 23.05	\$ 38,033	\$ 42,528
Step 24	\$ 21.59	\$ 35,623	\$ 39,832	\$ 22.67	\$ 37,410	\$ 41,831	\$ 23.42	\$ 38,641	\$ 43,208
Step 25	\$ 21.93	\$ 36,193	\$ 40,470	\$ 23.04	\$ 38,008	\$ 42,500	\$ 23.79	\$ 39,260	\$ 43,899
Step 26	\$ 22.29	\$ 36,772	\$ 41,117	\$ 23.40	\$ 38,616	\$ 43,180	\$ 24.17	\$ 39,888	\$ 44,602
Step 27	\$ 22.64	\$ 37,360	\$ 41,775	\$ 23.78	\$ 39,234	\$ 43,871	\$ 24.56	\$ 40,526	\$ 45,315
Step 28	\$ 23.00	\$ 37,958	\$ 42,444	\$ 24.16	\$ 39,862	\$ 44,573	\$ 24.95	\$ 41,174	\$ 46,041
Step 29	\$ 23.37	\$ 38,565	\$ 43,123	\$ 24.55	\$ 40,500	\$ 45,286	\$ 25.35	\$ 41,833	\$ 46,777
Step 30	\$ 23.75	\$ 39,182	\$ 43,813	\$ 24.94	\$ 41,148	\$ 46,011	\$ 25.76	\$ 42,503	\$ 47,526

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 2021-22

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 17.05	\$ 31,457	\$ 17.55	\$ 32,380	\$ 18.05	\$ 33,302
Step 1	\$ 17.32	\$ 31,961	\$ 17.83	\$ 32,898	\$ 18.34	\$ 33,835
Step 2	\$ 17.60	\$ 32,472	\$ 18.12	\$ 33,424	\$ 18.63	\$ 34,376
Step 3	\$ 17.88	\$ 32,991	\$ 18.41	\$ 33,959	\$ 18.93	\$ 34,926
Step 4	\$ 18.17	\$ 33,519	\$ 18.70	\$ 34,502	\$ 19.23	\$ 35,485
Step 5	\$ 18.46	\$ 34,056	\$ 19.00	\$ 35,054	\$ 19.54	\$ 36,053
Step 6	\$ 18.75	\$ 34,601	\$ 19.30	\$ 35,615	\$ 19.85	\$ 36,630
Step 7	\$ 19.05	\$ 35,154	\$ 19.61	\$ 36,185	\$ 20.17	\$ 37,216
Step 8	\$ 19.36	\$ 35,717	\$ 19.93	\$ 36,764	\$ 20.49	\$ 37,811
Step 9	\$ 19.67	\$ 36,288	\$ 20.25	\$ 37,352	\$ 20.82	\$ 38,416
Step 10	\$ 19.98	\$ 36,869	\$ 20.57	\$ 37,950	\$ 21.16	\$ 39,031
Step 11	\$ 20.30	\$ 37,459	\$ 20.90	\$ 38,557	\$ 21.49	\$ 39,656
Step 12	\$ 20.63	\$ 38,058	\$ 21.23	\$ 39,174	\$ 21.84	\$ 40,290
Step 13	\$ 20.96	\$ 38,667	\$ 21.57	\$ 39,801	\$ 22.19	\$ 40,935
Step 14	\$ 21.29	\$ 39,286	\$ 21.92	\$ 40,438	\$ 22.54	\$ 41,590
Step 15	\$ 21.63	\$ 39,914	\$ 22.27	\$ 41,085	\$ 22.90	\$ 42,255
Step 16	\$ 21.98	\$ 40,553	\$ 22.62	\$ 41,742	\$ 23.27	\$ 42,931
Step 17	\$ 22.33	\$ 41,202	\$ 22.99	\$ 42,410	\$ 23.64	\$ 43,618
Step 18	\$ 22.69	\$ 41,861	\$ 23.35	\$ 43,088	\$ 24.02	\$ 44,316
Step 19	\$ 23.05	\$ 42,531	\$ 23.73	\$ 43,778	\$ 24.40	\$ 45,025
Step 20	\$ 23.42	\$ 43,211	\$ 24.11	\$ 44,478	\$ 24.79	\$ 45,745
Step 21	\$ 23.80	\$ 43,902	\$ 24.49	\$ 45,190	\$ 25.19	\$ 46,477
Step 22	\$ 24.18	\$ 44,605	\$ 24.89	\$ 45,913	\$ 25.59	\$ 47,221
Step 23	\$ 24.56	\$ 45,319	\$ 25.28	\$ 46,648	\$ 26.00	\$ 47,977
Step 24	\$ 24.96	\$ 46,044	\$ 25.69	\$ 47,394	\$ 26.42	\$ 48,744
Step 25	\$ 25.36	\$ 46,780	\$ 26.10	\$ 48,152	\$ 26.84	\$ 49,524
Step 26	\$ 25.76	\$ 47,529	\$ 26.52	\$ 48,923	\$ 27.27	\$ 50,316
Step 27	\$ 26.17	\$ 48,289	\$ 26.94	\$ 49,705	\$ 27.71	\$ 51,122
Step 28	\$ 26.59	\$ 49,062	\$ 27.37	\$ 50,501	\$ 28.15	\$ 51,939
Step 29	\$ 27.02	\$ 49,847	\$ 27.81	\$ 51,309	\$ 28.60	\$ 52,770
Step 30	\$ 27.45	\$ 50,644	\$ 28.25	\$ 52,130	\$ 29.06	\$ 53,615
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 Driver Pay Scale  
2021-22**

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
		<b>3</b>	<b>3.5</b>	<b>4</b>	<b>4.5</b>	<b>5</b>	<b>5.5</b>	<b>6</b>	<b>6.5</b>	<b>7</b>	<b>7.5</b>	<b>8</b>
Step 0	\$14.25	\$7,695	\$8,978	\$10,260	\$11,543	\$12,825	\$14,108	\$15,390	\$16,673	\$17,955	\$19,238	\$20,520
Step 1	\$14.48	\$7,819	\$9,122	\$10,425	\$11,728	\$13,031	\$14,334	\$15,637	\$16,940	\$18,243	\$19,546	\$20,849
Step 2	\$14.71	\$7,944	\$9,268	\$10,591	\$11,915	\$13,239	\$14,563	\$15,887	\$17,211	\$18,535	\$19,859	\$21,182
Step 3	\$14.95	\$8,071	\$9,416	\$10,761	\$12,106	\$13,451	\$14,796	\$16,141	\$17,486	\$18,831	\$20,176	\$21,521
Step 4	\$15.18	\$8,200	\$9,566	\$10,933	\$12,300	\$13,666	\$15,033	\$16,399	\$17,766	\$19,132	\$20,499	\$21,866
Step 5	\$15.43	\$8,331	\$9,720	\$11,108	\$12,496	\$13,885	\$15,273	\$16,662	\$18,050	\$19,439	\$20,827	\$22,215
Step 6	\$15.67	\$8,464	\$9,875	\$11,286	\$12,696	\$14,107	\$15,518	\$16,928	\$18,339	\$19,750	\$21,160	\$22,571
Step 7	\$15.92	\$8,600	\$10,033	\$11,466	\$12,899	\$14,333	\$15,766	\$17,199	\$18,632	\$20,066	\$21,499	\$22,932
Step 8	\$16.18	\$8,737	\$10,194	\$11,650	\$13,106	\$14,562	\$16,018	\$17,474	\$18,930	\$20,387	\$21,843	\$23,299
Step 9	\$16.44	\$8,877	\$10,357	\$11,836	\$13,316	\$14,795	\$16,274	\$17,754	\$19,233	\$20,713	\$22,192	\$23,672
Step 10	\$16.70	\$9,019	\$10,522	\$12,025	\$13,529	\$15,032	\$16,535	\$18,038	\$19,541	\$21,044	\$22,547	\$24,050
Step 11	\$16.97	\$9,164	\$10,691	\$12,218	\$13,745	\$15,272	\$16,799	\$18,327	\$19,854	\$21,381	\$22,908	\$24,435
Step 12	\$17.24	\$9,310	\$10,862	\$12,413	\$13,965	\$15,517	\$17,068	\$18,620	\$20,171	\$21,723	\$23,275	\$24,826
Step 13	\$17.52	\$9,459	\$11,036	\$12,612	\$14,188	\$15,765	\$17,341	\$18,918	\$20,494	\$22,071	\$23,647	\$25,223
Step 14	\$17.80	\$9,610	\$11,212	\$12,814	\$14,415	\$16,017	\$17,619	\$19,220	\$20,822	\$22,424	\$24,025	\$25,627
Step 15	\$18.08	\$9,764	\$11,391	\$13,019	\$14,646	\$16,273	\$17,901	\$19,528	\$21,155	\$22,782	\$24,410	\$26,037
Step 16	\$18.37	\$9,920	\$11,574	\$13,227	\$14,880	\$16,534	\$18,187	\$19,840	\$21,494	\$23,147	\$24,800	\$26,454
Step 17	\$18.66	\$10,079	\$11,759	\$13,439	\$15,118	\$16,798	\$18,478	\$20,158	\$21,838	\$23,517	\$25,197	\$26,877
Step 18	\$18.96	\$10,240	\$11,947	\$13,654	\$15,360	\$17,067	\$18,774	\$20,480	\$22,187	\$23,894	\$25,600	\$27,307
Step 19	\$19.27	\$10,404	\$12,138	\$13,872	\$15,606	\$17,340	\$19,074	\$20,808	\$22,542	\$24,276	\$26,010	\$27,744
Step 20	\$19.57	\$10,571	\$12,332	\$14,094	\$15,856	\$17,617	\$19,379	\$21,141	\$22,903	\$24,664	\$26,426	\$28,188
Step 21	\$19.89	\$10,740	\$12,530	\$14,320	\$16,109	\$17,899	\$19,689	\$21,479	\$23,269	\$25,059	\$26,849	\$28,639
Step 22	\$20.21	\$10,912	\$12,730	\$14,549	\$16,367	\$18,186	\$20,004	\$21,823	\$23,641	\$25,460	\$27,278	\$29,097
Step 23	\$20.53	\$11,086	\$12,934	\$14,781	\$16,629	\$18,477	\$20,324	\$22,172	\$24,020	\$25,867	\$27,715	\$29,562
Step 24	\$20.86	\$11,264	\$13,141	\$15,018	\$16,895	\$18,772	\$20,650	\$22,527	\$24,404	\$26,281	\$28,158	\$30,035
Step 25	\$21.19	\$11,444	\$13,351	\$15,258	\$17,165	\$19,073	\$20,980	\$22,887	\$24,794	\$26,702	\$28,609	\$30,516
Step 26	\$21.53	\$11,627	\$13,565	\$15,502	\$17,440	\$19,378	\$21,316	\$23,253	\$25,191	\$27,129	\$29,066	\$31,004
Step 27	\$21.87	\$11,813	\$13,782	\$15,750	\$17,719	\$19,688	\$21,657	\$23,625	\$25,594	\$27,563	\$29,532	\$31,500
Step 28	\$22.22	\$12,002	\$14,002	\$16,002	\$18,003	\$20,003	\$22,003	\$24,003	\$26,004	\$28,004	\$30,004	\$32,004
Step 29	\$22.58	\$12,194	\$14,226	\$16,258	\$18,291	\$20,323	\$22,355	\$24,387	\$26,420	\$28,452	\$30,484	\$32,516
Step 30	\$22.94	\$12,389	\$14,454	\$16,519	\$18,583	\$20,648	\$22,713	\$24,778	\$26,842	\$28,907	\$30,972	\$33,037

180 days (10 months)

Hours Vary

## 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	\$ 12.72	\$ 17,649	\$ 18,826	\$ 13.23	\$ 18,357	\$ 19,580	\$ 13.75	\$ 19,078	\$ 20,350
Step 1	\$ 12.92	\$ 17,931	\$ 19,127	\$ 13.44	\$ 18,650	\$ 19,894	\$ 13.97	\$ 19,383	\$ 20,676
Step 2	\$ 13.13	\$ 18,218	\$ 19,433	\$ 13.66	\$ 18,949	\$ 20,212	\$ 14.19	\$ 19,694	\$ 21,006
Step 3	\$ 13.34	\$ 18,510	\$ 19,744	\$ 13.88	\$ 19,252	\$ 20,535	\$ 14.42	\$ 20,009	\$ 21,343
Step 4	\$ 13.55	\$ 18,806	\$ 20,060	\$ 14.10	\$ 19,560	\$ 20,864	\$ 14.65	\$ 20,329	\$ 21,684
Step 5	\$ 13.77	\$ 19,107	\$ 20,381	\$ 14.32	\$ 19,873	\$ 21,198	\$ 14.89	\$ 20,654	\$ 22,031
Step 6	\$ 13.99	\$ 19,413	\$ 20,707	\$ 14.55	\$ 20,191	\$ 21,537	\$ 15.12	\$ 20,984	\$ 22,383
Step 7	\$ 14.21	\$ 19,723	\$ 21,038	\$ 14.78	\$ 20,514	\$ 21,882	\$ 15.37	\$ 21,320	\$ 22,742
Step 8	\$ 14.44	\$ 20,039	\$ 21,375	\$ 15.02	\$ 20,842	\$ 22,232	\$ 15.61	\$ 21,661	\$ 23,105
Step 9	\$ 14.67	\$ 20,359	\$ 21,717	\$ 15.26	\$ 21,176	\$ 22,587	\$ 15.86	\$ 22,008	\$ 23,475
Step 10	\$ 14.91	\$ 20,685	\$ 22,064	\$ 15.51	\$ 21,514	\$ 22,949	\$ 16.12	\$ 22,360	\$ 23,851
Step 11	\$ 15.15	\$ 21,016	\$ 22,417	\$ 15.75	\$ 21,859	\$ 23,316	\$ 16.37	\$ 22,718	\$ 24,232
Step 12	\$ 15.39	\$ 21,352	\$ 22,776	\$ 16.01	\$ 22,208	\$ 23,689	\$ 16.64	\$ 23,081	\$ 24,620
Step 13	\$ 15.64	\$ 21,694	\$ 23,140	\$ 16.26	\$ 22,564	\$ 24,068	\$ 16.90	\$ 23,451	\$ 25,014
Step 14	\$ 15.89	\$ 22,041	\$ 23,510	\$ 16.52	\$ 22,925	\$ 24,453	\$ 17.17	\$ 23,826	\$ 25,414
Step 15	\$ 16.14	\$ 22,394	\$ 23,887	\$ 16.79	\$ 23,292	\$ 24,844	\$ 17.45	\$ 24,207	\$ 25,821
Step 16	\$ 16.40	\$ 22,752	\$ 24,269	\$ 17.06	\$ 23,664	\$ 25,242	\$ 17.73	\$ 24,594	\$ 26,234
Step 17	\$ 16.66	\$ 23,116	\$ 24,657	\$ 17.33	\$ 24,043	\$ 25,646	\$ 18.01	\$ 24,988	\$ 26,654
Step 18	\$ 16.93	\$ 23,486	\$ 25,052	\$ 17.61	\$ 24,428	\$ 26,056	\$ 18.30	\$ 25,388	\$ 27,080
Step 19	\$ 17.20	\$ 23,862	\$ 25,452	\$ 17.89	\$ 24,818	\$ 26,473	\$ 18.59	\$ 25,794	\$ 27,513
Step 20	\$ 17.47	\$ 24,243	\$ 25,860	\$ 18.17	\$ 25,215	\$ 26,896	\$ 18.89	\$ 26,207	\$ 27,954
Step 21	\$ 17.75	\$ 24,631	\$ 26,273	\$ 18.46	\$ 25,619	\$ 27,327	\$ 19.19	\$ 26,626	\$ 28,401
Step 22	\$ 18.04	\$ 25,025	\$ 26,694	\$ 18.76	\$ 26,029	\$ 27,764	\$ 19.50	\$ 27,052	\$ 28,855
Step 23	\$ 18.32	\$ 25,426	\$ 27,121	\$ 19.06	\$ 26,445	\$ 28,208	\$ 19.81	\$ 27,485	\$ 29,317
Step 24	\$ 18.62	\$ 25,833	\$ 27,555	\$ 19.36	\$ 26,868	\$ 28,660	\$ 20.13	\$ 27,924	\$ 29,786
Step 25	\$ 18.92	\$ 26,246	\$ 27,996	\$ 19.67	\$ 27,298	\$ 29,118	\$ 20.45	\$ 28,371	\$ 30,263
Step 26	\$ 19.22	\$ 26,666	\$ 28,444	\$ 19.99	\$ 27,735	\$ 29,584	\$ 20.77	\$ 28,825	\$ 30,747
Step 27	\$ 19.53	\$ 27,093	\$ 28,899	\$ 20.31	\$ 28,179	\$ 30,057	\$ 21.11	\$ 29,286	\$ 31,239
Step 28	\$ 19.84	\$ 27,526	\$ 29,361	\$ 20.63	\$ 28,630	\$ 30,538	\$ 21.45	\$ 29,755	\$ 31,739
Step 29	\$ 20.16	\$ 27,966	\$ 29,831	\$ 20.96	\$ 29,088	\$ 31,027	\$ 21.79	\$ 30,231	\$ 32,246
Step 30	\$ 20.48	\$ 28,414	\$ 30,308	\$ 21.30	\$ 29,553	\$ 31,523	\$ 22.14	\$ 30,715	\$ 32,762

185 Days  
Hours Vary

**Adopted Cafeteria Assistant Manager Pay Scale  
2021-22**

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	\$ 11.20	\$ 14,269	\$ 16,307	\$ 11.50	\$ 14,651	\$ 16,744	\$ 11.70	\$ 14,906	\$ 17,035
Step 1	\$ 11.38	\$ 14,497	\$ 16,568	\$ 11.68	\$ 14,885	\$ 17,012	\$ 11.89	\$ 15,144	\$ 17,308
Step 2	\$ 11.56	\$ 14,729	\$ 16,833	\$ 11.87	\$ 15,124	\$ 17,284	\$ 12.08	\$ 15,387	\$ 17,585
Step 3	\$ 11.75	\$ 14,965	\$ 17,103	\$ 12.06	\$ 15,366	\$ 17,561	\$ 12.27	\$ 15,633	\$ 17,866
Step 4	\$ 11.93	\$ 15,204	\$ 17,376	\$ 12.25	\$ 15,611	\$ 17,842	\$ 12.47	\$ 15,883	\$ 18,152
Step 5	\$ 12.13	\$ 15,447	\$ 17,654	\$ 12.45	\$ 15,861	\$ 18,127	\$ 12.67	\$ 16,137	\$ 18,442
Step 6	\$ 12.32	\$ 15,695	\$ 17,937	\$ 12.65	\$ 16,115	\$ 18,417	\$ 12.87	\$ 16,395	\$ 18,737
Step 7	\$ 12.52	\$ 15,946	\$ 18,224	\$ 12.85	\$ 16,373	\$ 18,712	\$ 13.08	\$ 16,658	\$ 19,037
Step 8	\$ 12.72	\$ 16,201	\$ 18,515	\$ 13.06	\$ 16,635	\$ 19,011	\$ 13.28	\$ 16,924	\$ 19,342
Step 9	\$ 12.92	\$ 16,460	\$ 18,811	\$ 13.27	\$ 16,901	\$ 19,315	\$ 13.50	\$ 17,195	\$ 19,651
Step 10	\$ 13.13	\$ 16,723	\$ 19,112	\$ 13.48	\$ 17,171	\$ 19,624	\$ 13.71	\$ 17,470	\$ 19,966
Step 11	\$ 13.34	\$ 16,991	\$ 19,418	\$ 13.69	\$ 17,446	\$ 19,938	\$ 13.93	\$ 17,749	\$ 20,285
Step 12	\$ 13.55	\$ 17,263	\$ 19,729	\$ 13.91	\$ 17,725	\$ 20,257	\$ 14.16	\$ 18,033	\$ 20,610
Step 13	\$ 13.77	\$ 17,539	\$ 20,045	\$ 14.14	\$ 18,009	\$ 20,582	\$ 14.38	\$ 18,322	\$ 20,939
Step 14	\$ 13.99	\$ 17,820	\$ 20,365	\$ 14.36	\$ 18,297	\$ 20,911	\$ 14.61	\$ 18,615	\$ 21,274
Step 15	\$ 14.21	\$ 18,105	\$ 20,691	\$ 14.59	\$ 18,590	\$ 21,245	\$ 14.85	\$ 18,913	\$ 21,615
Step 16	\$ 14.44	\$ 18,394	\$ 21,022	\$ 14.83	\$ 18,887	\$ 21,585	\$ 15.08	\$ 19,216	\$ 21,961
Step 17	\$ 14.67	\$ 18,689	\$ 21,359	\$ 15.06	\$ 19,189	\$ 21,931	\$ 15.32	\$ 19,523	\$ 22,312
Step 18	\$ 14.90	\$ 18,988	\$ 21,700	\$ 15.30	\$ 19,496	\$ 22,282	\$ 15.57	\$ 19,835	\$ 22,669
Step 19	\$ 15.14	\$ 19,292	\$ 22,048	\$ 15.55	\$ 19,808	\$ 22,638	\$ 15.82	\$ 20,153	\$ 23,032
Step 20	\$ 15.38	\$ 19,600	\$ 22,400	\$ 15.80	\$ 20,125	\$ 23,000	\$ 16.07	\$ 20,475	\$ 23,400
Step 21	\$ 15.63	\$ 19,914	\$ 22,759	\$ 16.05	\$ 20,447	\$ 23,368	\$ 16.33	\$ 20,803	\$ 23,775
Step 22	\$ 15.88	\$ 20,232	\$ 23,123	\$ 16.31	\$ 20,774	\$ 23,742	\$ 16.59	\$ 21,136	\$ 24,155
Step 23	\$ 16.14	\$ 20,556	\$ 23,493	\$ 16.57	\$ 21,107	\$ 24,122	\$ 16.86	\$ 21,474	\$ 24,542
Step 24	\$ 16.39	\$ 20,885	\$ 23,869	\$ 16.83	\$ 21,445	\$ 24,508	\$ 17.13	\$ 21,817	\$ 24,934
Step 25	\$ 16.66	\$ 21,219	\$ 24,251	\$ 17.10	\$ 21,788	\$ 24,900	\$ 17.40	\$ 22,167	\$ 25,333
Step 26	\$ 16.92	\$ 21,559	\$ 24,639	\$ 17.38	\$ 22,136	\$ 25,299	\$ 17.68	\$ 22,521	\$ 25,739
Step 27	\$ 17.19	\$ 21,904	\$ 25,033	\$ 17.65	\$ 22,490	\$ 25,703	\$ 17.96	\$ 22,882	\$ 26,150
Step 28	\$ 17.47	\$ 22,254	\$ 25,433	\$ 17.94	\$ 22,850	\$ 26,115	\$ 18.25	\$ 23,248	\$ 26,569
Step 29	\$ 17.75	\$ 22,610	\$ 25,840	\$ 18.22	\$ 23,216	\$ 26,532	\$ 18.54	\$ 23,620	\$ 26,994
Step 30	\$ 18.03	\$ 22,972	\$ 26,254	\$ 18.51	\$ 23,587	\$ 26,957	\$ 18.84	\$ 23,998	\$ 27,426

182 days  
Hours Vary

**Adopted Cafeteria Worker Pay Scale  
2021-22**

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	\$ 10.35	\$ 5,651	\$ 6,593	\$ 7,535	\$ 8,477	\$ 9,419	\$ 10,360	\$ 11,302	\$ 12,244	\$ 13,186	\$ 14,128
Step 1	\$ 10.52	\$ 5,742	\$ 6,698	\$ 7,655	\$ 8,612	\$ 9,569	\$ 10,526	\$ 11,483	\$ 12,440	\$ 13,397	\$ 14,354
Step 2	\$ 10.68	\$ 5,833	\$ 6,806	\$ 7,778	\$ 8,750	\$ 9,722	\$ 10,695	\$ 11,667	\$ 12,639	\$ 13,611	\$ 14,583
Step 3	\$ 10.85	\$ 5,927	\$ 6,915	\$ 7,902	\$ 8,890	\$ 9,878	\$ 10,866	\$ 11,853	\$ 12,841	\$ 13,829	\$ 14,817
Step 4	\$ 11.03	\$ 6,022	\$ 7,025	\$ 8,029	\$ 9,032	\$ 10,036	\$ 11,039	\$ 12,043	\$ 13,047	\$ 14,050	\$ 15,054
Step 5	\$ 11.20	\$ 6,118	\$ 7,138	\$ 8,157	\$ 9,177	\$ 10,196	\$ 11,216	\$ 12,236	\$ 13,255	\$ 14,275	\$ 15,295
Step 6	\$ 11.38	\$ 6,216	\$ 7,252	\$ 8,288	\$ 9,324	\$ 10,360	\$ 11,396	\$ 12,432	\$ 13,468	\$ 14,503	\$ 15,539
Step 7	\$ 11.57	\$ 6,315	\$ 7,368	\$ 8,420	\$ 9,473	\$ 10,525	\$ 11,578	\$ 12,630	\$ 13,683	\$ 14,736	\$ 15,788
Step 8	\$ 11.75	\$ 6,416	\$ 7,486	\$ 8,555	\$ 9,624	\$ 10,694	\$ 11,763	\$ 12,833	\$ 13,902	\$ 14,971	\$ 16,041
Step 9	\$ 11.94	\$ 6,519	\$ 7,605	\$ 8,692	\$ 9,778	\$ 10,865	\$ 11,951	\$ 13,038	\$ 14,124	\$ 15,211	\$ 16,297
Step 10	\$ 12.13	\$ 6,623	\$ 7,727	\$ 8,831	\$ 9,935	\$ 11,039	\$ 12,143	\$ 13,246	\$ 14,350	\$ 15,454	\$ 16,558
Step 11	\$ 12.32	\$ 6,729	\$ 7,851	\$ 8,972	\$ 10,094	\$ 11,215	\$ 12,337	\$ 13,458	\$ 14,580	\$ 15,701	\$ 16,823
Step 12	\$ 12.52	\$ 6,837	\$ 7,976	\$ 9,116	\$ 10,255	\$ 11,395	\$ 12,534	\$ 13,674	\$ 14,813	\$ 15,953	\$ 17,092
Step 13	\$ 12.72	\$ 6,946	\$ 8,104	\$ 9,262	\$ 10,419	\$ 11,577	\$ 12,735	\$ 13,893	\$ 15,050	\$ 16,208	\$ 17,366
Step 14	\$ 12.93	\$ 7,057	\$ 8,234	\$ 9,410	\$ 10,586	\$ 11,762	\$ 12,939	\$ 14,115	\$ 15,291	\$ 16,467	\$ 17,644
Step 15	\$ 13.13	\$ 7,170	\$ 8,365	\$ 9,560	\$ 10,755	\$ 11,951	\$ 13,146	\$ 14,341	\$ 15,536	\$ 16,731	\$ 17,926
Step 16	\$ 13.34	\$ 7,285	\$ 8,499	\$ 9,713	\$ 10,928	\$ 12,142	\$ 13,356	\$ 14,570	\$ 15,784	\$ 16,998	\$ 18,213
Step 17	\$ 13.56	\$ 7,402	\$ 8,635	\$ 9,869	\$ 11,102	\$ 12,336	\$ 13,570	\$ 14,803	\$ 16,037	\$ 17,270	\$ 18,504
Step 18	\$ 13.77	\$ 7,520	\$ 8,773	\$ 10,027	\$ 11,280	\$ 12,533	\$ 13,787	\$ 15,040	\$ 16,293	\$ 17,547	\$ 18,800
Step 19	\$ 13.99	\$ 7,640	\$ 8,914	\$ 10,187	\$ 11,461	\$ 12,734	\$ 14,007	\$ 15,281	\$ 16,554	\$ 17,827	\$ 19,101
Step 20	\$ 14.22	\$ 7,763	\$ 9,056	\$ 10,350	\$ 11,644	\$ 12,938	\$ 14,231	\$ 15,525	\$ 16,819	\$ 18,113	\$ 19,406
Step 21	\$ 14.44	\$ 7,887	\$ 9,201	\$ 10,516	\$ 11,830	\$ 13,145	\$ 14,459	\$ 15,774	\$ 17,088	\$ 18,403	\$ 19,717
Step 22	\$ 14.68	\$ 8,013	\$ 9,348	\$ 10,684	\$ 12,019	\$ 13,355	\$ 14,690	\$ 16,026	\$ 17,361	\$ 18,697	\$ 20,032
Step 23	\$ 14.91	\$ 8,141	\$ 9,498	\$ 10,855	\$ 12,212	\$ 13,569	\$ 14,926	\$ 16,282	\$ 17,639	\$ 18,996	\$ 20,353
Step 24	\$ 15.15	\$ 8,271	\$ 9,650	\$ 11,029	\$ 12,407	\$ 13,786	\$ 15,164	\$ 16,543	\$ 17,921	\$ 19,300	\$ 20,679
Step 25	\$ 15.39	\$ 8,404	\$ 9,804	\$ 11,205	\$ 12,606	\$ 14,006	\$ 15,407	\$ 16,808	\$ 18,208	\$ 19,609	\$ 21,009
Step 26	\$ 15.64	\$ 8,538	\$ 9,961	\$ 11,384	\$ 12,807	\$ 14,230	\$ 15,653	\$ 17,077	\$ 18,500	\$ 19,923	\$ 21,346
Step 27	\$ 15.89	\$ 8,675	\$ 10,121	\$ 11,566	\$ 13,012	\$ 14,458	\$ 15,904	\$ 17,350	\$ 18,796	\$ 20,241	\$ 21,687
Step 28	\$ 16.14	\$ 8,814	\$ 10,283	\$ 11,752	\$ 13,221	\$ 14,689	\$ 16,158	\$ 17,627	\$ 19,096	\$ 20,565	\$ 22,034
Step 29	\$ 16.40	\$ 8,955	\$ 10,447	\$ 11,940	\$ 13,432	\$ 14,924	\$ 16,417	\$ 17,909	\$ 19,402	\$ 20,894	\$ 22,387
Step 30	\$ 16.66	\$ 9,098	\$ 10,614	\$ 12,131	\$ 13,647	\$ 15,163	\$ 16,680	\$ 18,196	\$ 19,712	\$ 21,229	\$ 22,745
182 days											
Hours Vary											

**Adopted Custodian Pay Scale  
2021-22**

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	\$ 11.00	\$20,295	\$ 12.10	\$22,325	\$ 12.65	\$23,339	\$ 13.20	\$24,354	\$ 13.75	\$25,369	\$ 14.30	\$26,384	\$ 15.95	\$29,428
Step 1	\$ 11.18	\$20,620	\$ 12.29	\$22,682	\$ 12.85	\$23,713	\$ 13.41	\$24,744	\$ 13.97	\$25,775	\$ 14.53	\$26,806	\$ 16.21	\$29,899
Step 2	\$ 11.35	\$20,950	\$ 12.49	\$23,045	\$ 13.06	\$24,092	\$ 13.63	\$25,140	\$ 14.19	\$26,187	\$ 14.76	\$27,235	\$ 16.46	\$30,377
Step 3	\$ 11.54	\$21,285	\$ 12.69	\$23,413	\$ 13.27	\$24,478	\$ 13.84	\$25,542	\$ 14.42	\$26,606	\$ 15.00	\$27,670	\$ 16.73	\$30,863
Step 4	\$ 11.72	\$21,625	\$ 12.89	\$23,788	\$ 13.48	\$24,869	\$ 14.07	\$25,950	\$ 14.65	\$27,032	\$ 15.24	\$28,113	\$ 17.00	\$31,357
Step 5	\$ 11.91	\$21,971	\$ 13.10	\$24,169	\$ 13.69	\$25,267	\$ 14.29	\$26,366	\$ 14.89	\$27,464	\$ 15.48	\$28,563	\$ 17.27	\$31,859
Step 6	\$ 12.10	\$22,323	\$ 13.31	\$24,555	\$ 13.91	\$25,671	\$ 14.52	\$26,788	\$ 15.12	\$27,904	\$ 15.73	\$29,020	\$ 17.54	\$32,368
Step 7	\$ 12.29	\$22,680	\$ 13.52	\$24,948	\$ 14.14	\$26,082	\$ 14.75	\$27,216	\$ 15.37	\$28,350	\$ 15.98	\$29,484	\$ 17.82	\$32,886
Step 8	\$ 12.49	\$23,043	\$ 13.74	\$25,347	\$ 14.36	\$26,499	\$ 14.99	\$27,652	\$ 15.61	\$28,804	\$ 16.24	\$29,956	\$ 18.11	\$33,412
Step 9	\$ 12.69	\$23,412	\$ 13.96	\$25,753	\$ 14.59	\$26,923	\$ 15.23	\$28,094	\$ 15.86	\$29,265	\$ 16.50	\$30,435	\$ 18.40	\$33,947
Step 10	\$ 12.89	\$23,786	\$ 14.18	\$26,165	\$ 14.83	\$27,354	\$ 15.47	\$28,544	\$ 16.12	\$29,733	\$ 16.76	\$30,922	\$ 18.69	\$34,490
Step 11	\$ 13.10	\$24,167	\$ 14.41	\$26,584	\$ 15.06	\$27,792	\$ 15.72	\$29,000	\$ 16.37	\$30,209	\$ 17.03	\$31,417	\$ 18.99	\$35,042
Step 12	\$ 13.31	\$24,554	\$ 14.64	\$27,009	\$ 15.30	\$28,237	\$ 15.97	\$29,464	\$ 16.64	\$30,692	\$ 17.30	\$31,920	\$ 19.30	\$35,603
Step 13	\$ 13.52	\$24,946	\$ 14.87	\$27,441	\$ 15.55	\$28,688	\$ 16.23	\$29,936	\$ 16.90	\$31,183	\$ 17.58	\$32,430	\$ 19.61	\$36,172
Step 14	\$ 13.74	\$25,346	\$ 15.11	\$27,880	\$ 15.80	\$29,147	\$ 16.48	\$30,415	\$ 17.17	\$31,682	\$ 17.86	\$32,949	\$ 19.92	\$36,751
Step 15	\$ 13.96	\$25,751	\$ 15.35	\$28,326	\$ 16.05	\$29,614	\$ 16.75	\$30,901	\$ 17.45	\$32,189	\$ 18.14	\$33,476	\$ 20.24	\$37,339
Step 16	\$ 14.18	\$26,163	\$ 15.60	\$28,779	\$ 16.31	\$30,088	\$ 17.02	\$31,396	\$ 17.73	\$32,704	\$ 18.43	\$34,012	\$ 20.56	\$37,936
Step 17	\$ 14.41	\$26,582	\$ 15.85	\$29,240	\$ 16.57	\$30,569	\$ 17.29	\$31,898	\$ 18.01	\$33,227	\$ 18.73	\$34,556	\$ 20.89	\$38,543
Step 18	\$ 14.64	\$27,007	\$ 16.10	\$29,708	\$ 16.83	\$31,058	\$ 17.57	\$32,408	\$ 18.30	\$33,759	\$ 19.03	\$35,109	\$ 21.22	\$39,160
Step 19	\$ 14.87	\$27,439	\$ 16.36	\$30,183	\$ 17.10	\$31,555	\$ 17.85	\$32,927	\$ 18.59	\$34,299	\$ 19.33	\$35,671	\$ 21.56	\$39,787
Step 20	\$ 15.11	\$27,878	\$ 16.62	\$30,666	\$ 17.38	\$32,060	\$ 18.13	\$33,454	\$ 18.89	\$34,848	\$ 19.64	\$36,242	\$ 21.91	\$40,423
Step 21	\$ 15.35	\$28,324	\$ 16.89	\$31,157	\$ 17.65	\$32,573	\$ 18.42	\$33,989	\$ 19.19	\$35,405	\$ 19.96	\$36,821	\$ 22.26	\$41,070
Step 22	\$ 15.60	\$28,777	\$ 17.16	\$31,655	\$ 17.94	\$33,094	\$ 18.72	\$34,533	\$ 19.50	\$35,972	\$ 20.28	\$37,411	\$ 22.62	\$41,727
Step 23	\$ 15.85	\$29,238	\$ 17.43	\$32,162	\$ 18.22	\$33,623	\$ 19.02	\$35,085	\$ 19.81	\$36,547	\$ 20.60	\$38,009	\$ 22.98	\$42,395
Step 24	\$ 16.10	\$29,706	\$ 17.71	\$32,676	\$ 18.52	\$34,161	\$ 19.32	\$35,647	\$ 20.13	\$37,132	\$ 20.93	\$38,617	\$ 23.35	\$43,073
Step 25	\$ 16.36	\$30,181	\$ 17.99	\$33,199	\$ 18.81	\$34,708	\$ 19.63	\$36,217	\$ 20.45	\$37,726	\$ 21.27	\$39,235	\$ 23.72	\$43,762
Step 26	\$ 16.62	\$30,664	\$ 18.28	\$33,730	\$ 19.11	\$35,263	\$ 19.94	\$36,797	\$ 20.77	\$38,330	\$ 21.61	\$39,863	\$ 24.10	\$44,462
Step 27	\$ 16.89	\$31,154	\$ 18.57	\$34,270	\$ 19.42	\$35,828	\$ 20.26	\$37,385	\$ 21.11	\$38,943	\$ 21.95	\$40,501	\$ 24.48	\$45,174
Step 28	\$ 17.16	\$31,653	\$ 18.87	\$34,818	\$ 19.73	\$36,401	\$ 20.59	\$37,983	\$ 21.45	\$39,566	\$ 22.30	\$41,149	\$ 24.88	\$45,897
Step 29	\$ 17.43	\$32,159	\$ 19.17	\$35,375	\$ 20.05	\$36,983	\$ 20.92	\$38,591	\$ 21.79	\$40,199	\$ 22.66	\$41,807	\$ 25.27	\$46,631
Step 30	\$ 17.71	\$32,674	\$ 19.48	\$35,941	\$ 20.37	\$37,575	\$ 21.25	\$39,209	\$ 22.14	\$40,842	\$ 23.02	\$42,476	\$ 25.68	\$47,377
12 months														
7.5 hours per day														

**Adopted Car Driver Pay Scale  
2021-22**

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	\$ 12.70	\$ 6,858	\$ 8,001	\$ 9,144	\$ 10,287	\$ 11,430	\$ 12,573	\$ 13,716	\$ 14,859	\$ 16,002	\$ 17,145	\$ 18,288
Step 1	\$ 12.90	\$ 6,968	\$ 8,129	\$ 9,290	\$ 10,452	\$ 11,613	\$ 12,774	\$ 13,935	\$ 15,097	\$ 16,258	\$ 17,419	\$ 18,581
Step 2	\$ 13.11	\$ 7,079	\$ 8,259	\$ 9,439	\$ 10,619	\$ 11,799	\$ 12,979	\$ 14,158	\$ 15,338	\$ 16,518	\$ 17,698	\$ 18,878
Step 3	\$ 13.32	\$ 7,192	\$ 8,391	\$ 9,590	\$ 10,789	\$ 11,987	\$ 13,186	\$ 14,385	\$ 15,584	\$ 16,782	\$ 17,981	\$ 19,180
Step 4	\$ 13.53	\$ 7,308	\$ 8,525	\$ 9,743	\$ 10,961	\$ 12,179	\$ 13,397	\$ 14,615	\$ 15,833	\$ 17,051	\$ 18,269	\$ 19,487
Step 5	\$ 13.75	\$ 7,424	\$ 8,662	\$ 9,899	\$ 11,137	\$ 12,374	\$ 13,612	\$ 14,849	\$ 16,086	\$ 17,324	\$ 18,561	\$ 19,799
Step 6	\$ 13.97	\$ 7,543	\$ 8,800	\$ 10,058	\$ 11,315	\$ 12,572	\$ 13,829	\$ 15,087	\$ 16,344	\$ 17,601	\$ 18,858	\$ 20,115
Step 7	\$ 14.19	\$ 7,664	\$ 8,941	\$ 10,219	\$ 11,496	\$ 12,773	\$ 14,051	\$ 15,328	\$ 16,605	\$ 17,883	\$ 19,160	\$ 20,437
Step 8	\$ 14.42	\$ 7,787	\$ 9,084	\$ 10,382	\$ 11,680	\$ 12,978	\$ 14,275	\$ 15,573	\$ 16,871	\$ 18,169	\$ 19,466	\$ 20,764
Step 9	\$ 14.65	\$ 7,911	\$ 9,230	\$ 10,548	\$ 11,867	\$ 13,185	\$ 14,504	\$ 15,822	\$ 17,141	\$ 18,459	\$ 19,778	\$ 21,096
Step 10	\$ 14.88	\$ 8,038	\$ 9,377	\$ 10,717	\$ 12,057	\$ 13,396	\$ 14,736	\$ 16,076	\$ 17,415	\$ 18,755	\$ 20,094	\$ 21,434
Step 11	\$ 15.12	\$ 8,166	\$ 9,527	\$ 10,888	\$ 12,250	\$ 13,611	\$ 14,972	\$ 16,333	\$ 17,694	\$ 19,055	\$ 20,416	\$ 21,777
Step 12	\$ 15.36	\$ 8,297	\$ 9,680	\$ 11,063	\$ 12,446	\$ 13,828	\$ 15,211	\$ 16,594	\$ 17,977	\$ 19,360	\$ 20,743	\$ 22,125
Step 13	\$ 15.61	\$ 8,430	\$ 9,835	\$ 11,240	\$ 12,645	\$ 14,050	\$ 15,455	\$ 16,860	\$ 18,264	\$ 19,669	\$ 21,074	\$ 22,479
Step 14	\$ 15.86	\$ 8,565	\$ 9,992	\$ 11,420	\$ 12,847	\$ 14,274	\$ 15,702	\$ 17,129	\$ 18,557	\$ 19,984	\$ 21,412	\$ 22,839
Step 15	\$ 16.11	\$ 8,702	\$ 10,152	\$ 11,602	\$ 13,053	\$ 14,503	\$ 15,953	\$ 17,403	\$ 18,854	\$ 20,304	\$ 21,754	\$ 23,204
Step 16	\$ 16.37	\$ 8,841	\$ 10,314	\$ 11,788	\$ 13,261	\$ 14,735	\$ 16,208	\$ 17,682	\$ 19,155	\$ 20,629	\$ 22,102	\$ 23,576
Step 17	\$ 16.63	\$ 8,982	\$ 10,479	\$ 11,976	\$ 13,474	\$ 14,971	\$ 16,468	\$ 17,965	\$ 19,462	\$ 20,959	\$ 22,456	\$ 23,953
Step 18	\$ 16.90	\$ 9,126	\$ 10,647	\$ 12,168	\$ 13,689	\$ 15,210	\$ 16,731	\$ 18,252	\$ 19,773	\$ 21,294	\$ 22,815	\$ 24,336
Step 19	\$ 17.17	\$ 9,272	\$ 10,817	\$ 12,363	\$ 13,908	\$ 15,453	\$ 16,999	\$ 18,544	\$ 20,090	\$ 21,635	\$ 23,180	\$ 24,726
Step 20	\$ 17.45	\$ 9,420	\$ 10,991	\$ 12,561	\$ 14,131	\$ 15,701	\$ 17,271	\$ 18,841	\$ 20,411	\$ 21,981	\$ 23,551	\$ 25,121
Step 21	\$ 17.72	\$ 9,571	\$ 11,166	\$ 12,762	\$ 14,357	\$ 15,952	\$ 17,547	\$ 19,142	\$ 20,738	\$ 22,333	\$ 23,928	\$ 25,523
Step 22	\$ 18.01	\$ 9,724	\$ 11,345	\$ 12,966	\$ 14,586	\$ 16,207	\$ 17,828	\$ 19,449	\$ 21,069	\$ 22,690	\$ 24,311	\$ 25,932
Step 23	\$ 18.30	\$ 9,880	\$ 11,527	\$ 13,173	\$ 14,820	\$ 16,467	\$ 18,113	\$ 19,760	\$ 21,406	\$ 23,053	\$ 24,700	\$ 26,346
Step 24	\$ 18.59	\$ 10,038	\$ 11,711	\$ 13,384	\$ 15,057	\$ 16,730	\$ 18,403	\$ 20,076	\$ 21,749	\$ 23,422	\$ 25,095	\$ 26,768
Step 25	\$ 18.89	\$ 10,199	\$ 11,898	\$ 13,598	\$ 15,298	\$ 16,998	\$ 18,697	\$ 20,397	\$ 22,097	\$ 23,797	\$ 25,496	\$ 27,196
Step 26	\$ 19.19	\$ 10,362	\$ 12,089	\$ 13,816	\$ 15,543	\$ 17,270	\$ 18,997	\$ 20,724	\$ 22,450	\$ 24,177	\$ 25,904	\$ 27,631
Step 27	\$ 19.50	\$ 10,528	\$ 12,282	\$ 14,037	\$ 15,791	\$ 17,546	\$ 19,301	\$ 21,055	\$ 22,810	\$ 24,564	\$ 26,319	\$ 28,073
Step 28	\$ 19.81	\$ 10,696	\$ 12,479	\$ 14,261	\$ 16,044	\$ 17,827	\$ 19,609	\$ 21,392	\$ 23,175	\$ 24,957	\$ 26,740	\$ 28,523
Step 29	\$ 20.12	\$ 10,867	\$ 12,678	\$ 14,490	\$ 16,301	\$ 18,112	\$ 19,923	\$ 21,734	\$ 23,545	\$ 25,357	\$ 27,168	\$ 28,979
Step 30	\$ 20.45	\$ 11,041	\$ 12,881	\$ 14,721	\$ 16,562	\$ 18,402	\$ 20,242	\$ 22,082	\$ 23,922	\$ 25,762	\$ 27,603	\$ 29,443
180 days (10 months)												
Hours Vary												

**Adopted Executive Assistant/Clerk of the Board Pay Scale  
2021-22**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 20.85	\$ 38,468	\$ 21.35	\$ 39,391	\$ 21.85	\$ 40,313
Step 1	\$ 21.18	\$ 39,084	\$ 21.69	\$ 40,021	\$ 22.20	\$ 40,958
Step 2	\$ 21.52	\$ 39,709	\$ 22.04	\$ 40,661	\$ 22.55	\$ 41,614
Step 3	\$ 21.87	\$ 40,344	\$ 22.39	\$ 41,312	\$ 22.92	\$ 42,279
Step 4	\$ 22.22	\$ 40,990	\$ 22.75	\$ 41,973	\$ 23.28	\$ 42,956
Step 5	\$ 22.57	\$ 41,646	\$ 23.11	\$ 42,644	\$ 23.65	\$ 43,643
Step 6	\$ 22.93	\$ 42,312	\$ 23.48	\$ 43,327	\$ 24.03	\$ 44,341
Step 7	\$ 23.30	\$ 42,989	\$ 23.86	\$ 44,020	\$ 24.42	\$ 45,051
Step 8	\$ 23.67	\$ 43,677	\$ 24.24	\$ 44,724	\$ 24.81	\$ 45,772
Step 9	\$ 24.05	\$ 44,376	\$ 24.63	\$ 45,440	\$ 25.21	\$ 46,504
Step 10	\$ 24.44	\$ 45,086	\$ 25.02	\$ 46,167	\$ 25.61	\$ 47,248
Step 11	\$ 24.83	\$ 45,807	\$ 25.42	\$ 46,906	\$ 26.02	\$ 48,004
Step 12	\$ 25.22	\$ 46,540	\$ 25.83	\$ 47,656	\$ 26.43	\$ 48,772
Step 13	\$ 25.63	\$ 47,285	\$ 26.24	\$ 48,419	\$ 26.86	\$ 49,553
Step 14	\$ 26.04	\$ 48,041	\$ 26.66	\$ 49,193	\$ 27.29	\$ 50,345
Step 15	\$ 26.46	\$ 48,810	\$ 27.09	\$ 49,980	\$ 27.72	\$ 51,151
Step 16	\$ 26.88	\$ 49,591	\$ 27.52	\$ 50,780	\$ 28.17	\$ 51,969
Step 17	\$ 27.31	\$ 50,384	\$ 27.96	\$ 51,593	\$ 28.62	\$ 52,801
Step 18	\$ 27.75	\$ 51,190	\$ 28.41	\$ 52,418	\$ 29.08	\$ 53,646
Step 19	\$ 28.19	\$ 52,010	\$ 28.87	\$ 53,257	\$ 29.54	\$ 54,504
Step 20	\$ 28.64	\$ 52,842	\$ 29.33	\$ 54,109	\$ 30.01	\$ 55,376
Step 21	\$ 29.10	\$ 53,687	\$ 29.80	\$ 54,975	\$ 30.49	\$ 56,262
Step 22	\$ 29.56	\$ 54,546	\$ 30.27	\$ 55,854	\$ 30.98	\$ 57,162
Step 23	\$ 30.04	\$ 55,419	\$ 30.76	\$ 56,748	\$ 31.48	\$ 58,077
Step 24	\$ 30.52	\$ 56,306	\$ 31.25	\$ 57,656	\$ 31.98	\$ 59,006
Step 25	\$ 31.01	\$ 57,206	\$ 31.75	\$ 58,578	\$ 32.49	\$ 59,950
Step 26	\$ 31.50	\$ 58,122	\$ 32.26	\$ 59,516	\$ 33.01	\$ 60,909
Step 27	\$ 32.01	\$ 59,052	\$ 32.77	\$ 60,468	\$ 33.54	\$ 61,884
Step 28	\$ 32.52	\$ 59,997	\$ 33.30	\$ 61,435	\$ 34.08	\$ 62,874
Step 29	\$ 33.04	\$ 60,956	\$ 33.83	\$ 62,418	\$ 34.62	\$ 63,880
Step 30	\$ 33.57	\$ 61,932	\$ 34.37	\$ 63,417	\$ 35.18	\$ 64,902
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  
2021-22**

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	\$ 13.10	\$24,170	\$ 13.00	\$ 23,985	\$ 11.20	\$ 20,664	\$ 16.52	\$ 30,479	\$ 20.08	\$ 37,048	\$ 22.10	\$ 40,775	\$ 23.12	\$ 42,656
Step 1	\$ 13.31	\$24,556	\$ 13.21	\$ 24,369	\$ 11.38	\$ 20,995	\$ 16.78	\$ 30,967	\$ 20.40	\$ 37,640	\$ 22.45	\$ 41,427	\$ 23.49	\$ 43,339
Step 2	\$ 13.52	\$24,949	\$ 13.42	\$ 24,759	\$ 11.56	\$ 21,331	\$ 17.05	\$ 31,463	\$ 20.73	\$ 38,243	\$ 22.81	\$ 42,090	\$ 23.87	\$ 44,032
Step 3	\$ 13.74	\$25,348	\$ 13.63	\$ 25,155	\$ 11.75	\$ 21,672	\$ 17.33	\$ 31,966	\$ 21.06	\$ 38,854	\$ 23.18	\$ 42,763	\$ 24.25	\$ 44,737
Step 4	\$ 13.96	\$25,754	\$ 13.85	\$ 25,557	\$ 11.93	\$ 22,019	\$ 17.60	\$ 32,477	\$ 21.40	\$ 39,476	\$ 23.55	\$ 43,447	\$ 24.64	\$ 45,453
Step 5	\$ 14.18	\$26,166	\$ 14.07	\$ 25,966	\$ 12.13	\$ 22,371	\$ 17.88	\$ 32,997	\$ 21.74	\$ 40,108	\$ 23.93	\$ 44,143	\$ 25.03	\$ 46,180
Step 6	\$ 14.41	\$26,585	\$ 14.30	\$ 26,382	\$ 12.32	\$ 22,729	\$ 18.17	\$ 33,525	\$ 22.09	\$ 40,750	\$ 24.31	\$ 44,849	\$ 25.43	\$ 46,919
Step 7	\$ 14.64	\$27,010	\$ 14.53	\$ 26,804	\$ 12.52	\$ 23,092	\$ 18.46	\$ 34,061	\$ 22.44	\$ 41,401	\$ 24.70	\$ 45,566	\$ 25.84	\$ 47,669
Step 8	\$ 14.87	\$27,442	\$ 14.76	\$ 27,233	\$ 12.72	\$ 23,462	\$ 18.76	\$ 34,606	\$ 22.80	\$ 42,064	\$ 25.09	\$ 46,295	\$ 26.25	\$ 48,432
Step 9	\$ 15.11	\$27,881	\$ 15.00	\$ 27,668	\$ 12.92	\$ 23,837	\$ 19.06	\$ 35,160	\$ 23.16	\$ 42,737	\$ 25.49	\$ 47,036	\$ 26.67	\$ 49,207
Step 10	\$ 15.35	\$28,327	\$ 15.24	\$ 28,111	\$ 13.13	\$ 24,219	\$ 19.36	\$ 35,723	\$ 23.53	\$ 43,421	\$ 25.90	\$ 47,789	\$ 27.10	\$ 49,994
Step 11	\$ 15.60	\$28,781	\$ 15.48	\$ 28,561	\$ 13.34	\$ 24,606	\$ 19.67	\$ 36,294	\$ 23.91	\$ 44,115	\$ 26.32	\$ 48,553	\$ 27.53	\$ 50,794
Step 12	\$ 15.85	\$29,241	\$ 15.73	\$ 29,018	\$ 13.55	\$ 25,000	\$ 19.99	\$ 36,875	\$ 24.29	\$ 44,821	\$ 26.74	\$ 49,330	\$ 27.97	\$ 51,607
Step 13	\$ 16.10	\$29,709	\$ 15.98	\$ 29,482	\$ 13.77	\$ 25,400	\$ 20.31	\$ 37,465	\$ 24.68	\$ 45,538	\$ 27.17	\$ 50,120	\$ 28.42	\$ 52,433
Step 14	\$ 16.36	\$30,184	\$ 16.24	\$ 29,954	\$ 13.99	\$ 25,806	\$ 20.63	\$ 38,064	\$ 25.08	\$ 46,267	\$ 27.60	\$ 50,921	\$ 28.87	\$ 53,272
Step 15	\$ 16.62	\$30,667	\$ 16.49	\$ 30,433	\$ 14.21	\$ 26,219	\$ 20.96	\$ 38,673	\$ 25.48	\$ 47,007	\$ 28.04	\$ 51,736	\$ 29.34	\$ 54,124
Step 16	\$ 16.89	\$31,158	\$ 16.76	\$ 30,920	\$ 14.44	\$ 26,639	\$ 21.30	\$ 39,292	\$ 25.89	\$ 47,759	\$ 28.49	\$ 52,564	\$ 29.80	\$ 54,990
Step 17	\$ 17.16	\$31,656	\$ 17.03	\$ 31,415	\$ 14.67	\$ 27,065	\$ 21.64	\$ 39,921	\$ 26.30	\$ 48,524	\$ 28.95	\$ 53,405	\$ 30.28	\$ 55,870
Step 18	\$ 17.43	\$32,163	\$ 17.30	\$ 31,917	\$ 14.90	\$ 27,498	\$ 21.98	\$ 40,560	\$ 26.72	\$ 49,300	\$ 29.41	\$ 54,259	\$ 30.77	\$ 56,764
Step 19	\$ 17.71	\$32,677	\$ 17.58	\$ 32,428	\$ 15.14	\$ 27,938	\$ 22.34	\$ 41,209	\$ 27.15	\$ 50,089	\$ 29.88	\$ 55,128	\$ 31.26	\$ 57,672
Step 20	\$ 17.99	\$33,200	\$ 17.86	\$ 32,947	\$ 15.38	\$ 28,385	\$ 22.69	\$ 41,868	\$ 27.58	\$ 50,890	\$ 30.36	\$ 56,010	\$ 31.76	\$ 58,595
Step 21	\$ 18.28	\$33,731	\$ 18.14	\$ 33,474	\$ 15.63	\$ 28,839	\$ 23.06	\$ 42,538	\$ 28.02	\$ 51,704	\$ 30.84	\$ 56,906	\$ 32.27	\$ 59,532
Step 22	\$ 18.58	\$34,271	\$ 18.43	\$ 34,010	\$ 15.88	\$ 29,301	\$ 23.42	\$ 43,218	\$ 28.47	\$ 52,532	\$ 31.34	\$ 57,816	\$ 32.78	\$ 60,485
Step 23	\$ 18.87	\$34,820	\$ 18.73	\$ 34,554	\$ 16.14	\$ 29,769	\$ 23.80	\$ 43,910	\$ 28.93	\$ 53,372	\$ 31.84	\$ 58,741	\$ 33.31	\$ 61,452
Step 24	\$ 19.17	\$35,377	\$ 19.03	\$ 35,107	\$ 16.39	\$ 30,246	\$ 24.18	\$ 44,612	\$ 29.39	\$ 54,226	\$ 32.35	\$ 59,681	\$ 33.84	\$ 62,436
Step 25	\$ 19.48	\$35,943	\$ 19.33	\$ 35,668	\$ 16.66	\$ 30,730	\$ 24.57	\$ 45,326	\$ 29.86	\$ 55,094	\$ 32.87	\$ 60,636	\$ 34.38	\$ 63,435
Step 26	\$ 19.79	\$36,518	\$ 19.64	\$ 36,239	\$ 16.92	\$ 31,221	\$ 24.96	\$ 46,051	\$ 30.34	\$ 55,975	\$ 33.39	\$ 61,606	\$ 34.93	\$ 64,450
Step 27	\$ 20.11	\$37,102	\$ 19.96	\$ 36,819	\$ 17.19	\$ 31,721	\$ 25.36	\$ 46,788	\$ 30.82	\$ 56,871	\$ 33.93	\$ 62,592	\$ 35.49	\$ 65,481
Step 28	\$ 20.43	\$37,696	\$ 20.28	\$ 37,408	\$ 17.47	\$ 32,228	\$ 25.77	\$ 47,537	\$ 31.32	\$ 57,781	\$ 34.47	\$ 63,593	\$ 36.06	\$ 66,529
Step 29	\$ 20.76	\$38,299	\$ 20.60	\$ 38,006	\$ 17.75	\$ 32,744	\$ 26.18	\$ 48,297	\$ 31.82	\$ 58,705	\$ 35.02	\$ 64,611	\$ 36.64	\$ 67,593
Step 30	\$ 21.09	\$38,912	\$ 20.93	\$ 38,615	\$ 18.03	\$ 33,268	\$ 26.60	\$ 49,070	\$ 32.33	\$ 59,645	\$ 35.58	\$ 65,645	\$ 37.22	\$ 68,674
12 months														
7.5 hours per day														

**Adopted Grounds Pay Scale  
2021-22**

Step	Groundskeeper		Lead Groundswoker	
	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 12.52	\$ 23,099	\$ 14.40	\$ 26,568
Step 1	\$ 12.72	\$ 23,469	\$ 14.63	\$ 26,993
Step 2	\$ 12.92	\$ 23,844	\$ 14.86	\$ 27,425
Step 3	\$ 13.13	\$ 24,226	\$ 15.10	\$ 27,864
Step 4	\$ 13.34	\$ 24,614	\$ 15.34	\$ 28,310
Step 5	\$ 13.55	\$ 25,007	\$ 15.59	\$ 28,763
Step 6	\$ 13.77	\$ 25,408	\$ 15.84	\$ 29,223
Step 7	\$ 13.99	\$ 25,814	\$ 16.09	\$ 29,690
Step 8	\$ 14.22	\$ 26,227	\$ 16.35	\$ 30,165
Step 9	\$ 14.44	\$ 26,647	\$ 16.61	\$ 30,648
Step 10	\$ 14.67	\$ 27,073	\$ 16.88	\$ 31,138
Step 11	\$ 14.91	\$ 27,506	\$ 17.15	\$ 31,637
Step 12	\$ 15.15	\$ 27,946	\$ 17.42	\$ 32,143
Step 13	\$ 15.39	\$ 28,393	\$ 17.70	\$ 32,657
Step 14	\$ 15.64	\$ 28,848	\$ 17.98	\$ 33,180
Step 15	\$ 15.89	\$ 29,309	\$ 18.27	\$ 33,710
Step 16	\$ 16.14	\$ 29,778	\$ 18.56	\$ 34,250
Step 17	\$ 16.40	\$ 30,255	\$ 18.86	\$ 34,798
Step 18	\$ 16.66	\$ 30,739	\$ 19.16	\$ 35,355
Step 19	\$ 16.93	\$ 31,231	\$ 19.47	\$ 35,920
Step 20	\$ 17.20	\$ 31,730	\$ 19.78	\$ 36,495
Step 21	\$ 17.47	\$ 32,238	\$ 20.10	\$ 37,079
Step 22	\$ 17.75	\$ 32,754	\$ 20.42	\$ 37,672
Step 23	\$ 18.04	\$ 33,278	\$ 20.75	\$ 38,275
Step 24	\$ 18.33	\$ 33,810	\$ 21.08	\$ 38,887
Step 25	\$ 18.62	\$ 34,351	\$ 21.41	\$ 39,510
Step 26	\$ 18.92	\$ 34,901	\$ 21.76	\$ 40,142
Step 27	\$ 19.22	\$ 35,459	\$ 22.11	\$ 40,784
Step 28	\$ 19.53	\$ 36,027	\$ 22.46	\$ 41,436
Step 29	\$ 19.84	\$ 36,603	\$ 22.82	\$ 42,099
Step 30	\$ 20.16	\$ 37,189	\$ 23.18	\$ 42,773
Step 31				
12 months				
7.5 hours per day				

**Adopted Office Associate Pay Scale  
2021-22**

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	\$ 12.95	\$ 19,231	\$ 21,368	\$ 23,893	\$ 13.50	\$ 20,048	\$ 22,275	\$ 24,908	\$ 14.00	\$ 20,790	\$ 23,100	\$ 25,830
Step 1	\$ 13.16	\$ 19,538	\$ 21,709	\$ 24,275	\$ 13.72	\$ 20,368	\$ 22,631	\$ 25,306	\$ 14.22	\$ 21,123	\$ 23,470	\$ 26,243
Step 2	\$ 13.37	\$ 19,851	\$ 22,057	\$ 24,663	\$ 13.94	\$ 20,694	\$ 22,994	\$ 25,711	\$ 14.45	\$ 21,461	\$ 23,845	\$ 26,663
Step 3	\$ 13.58	\$ 20,169	\$ 22,410	\$ 25,058	\$ 14.16	\$ 21,025	\$ 23,361	\$ 26,122	\$ 14.68	\$ 21,804	\$ 24,227	\$ 27,090
Step 4	\$ 13.80	\$ 20,491	\$ 22,768	\$ 25,459	\$ 14.38	\$ 21,362	\$ 23,735	\$ 26,540	\$ 14.92	\$ 22,153	\$ 24,614	\$ 27,523
Step 5	\$ 14.02	\$ 20,819	\$ 23,132	\$ 25,866	\$ 14.62	\$ 21,703	\$ 24,115	\$ 26,965	\$ 15.16	\$ 22,507	\$ 25,008	\$ 27,964
Step 6	\$ 14.24	\$ 21,152	\$ 23,503	\$ 26,280	\$ 14.85	\$ 22,051	\$ 24,501	\$ 27,396	\$ 15.40	\$ 22,867	\$ 25,408	\$ 28,411
Step 7	\$ 14.47	\$ 21,491	\$ 23,879	\$ 26,701	\$ 15.09	\$ 22,404	\$ 24,893	\$ 27,835	\$ 15.65	\$ 23,233	\$ 25,815	\$ 28,866
Step 8	\$ 14.70	\$ 21,835	\$ 24,261	\$ 27,128	\$ 15.33	\$ 22,762	\$ 25,291	\$ 28,280	\$ 15.90	\$ 23,605	\$ 26,228	\$ 29,327
Step 9	\$ 14.94	\$ 22,184	\$ 24,649	\$ 27,562	\$ 15.57	\$ 23,126	\$ 25,696	\$ 28,733	\$ 16.15	\$ 23,983	\$ 26,647	\$ 29,797
Step 10	\$ 15.18	\$ 22,539	\$ 25,043	\$ 28,003	\$ 15.82	\$ 23,496	\$ 26,107	\$ 29,192	\$ 16.41	\$ 24,366	\$ 27,074	\$ 30,273
Step 11	\$ 15.42	\$ 22,900	\$ 25,444	\$ 28,451	\$ 16.08	\$ 23,872	\$ 26,525	\$ 29,659	\$ 16.67	\$ 24,756	\$ 27,507	\$ 30,758
Step 12	\$ 15.67	\$ 23,266	\$ 25,851	\$ 28,906	\$ 16.33	\$ 24,254	\$ 26,949	\$ 30,134	\$ 16.94	\$ 25,152	\$ 27,947	\$ 31,250
Step 13	\$ 15.92	\$ 23,638	\$ 26,265	\$ 29,369	\$ 16.59	\$ 24,642	\$ 27,380	\$ 30,616	\$ 17.21	\$ 25,555	\$ 28,394	\$ 31,750
Step 14	\$ 16.17	\$ 24,016	\$ 26,685	\$ 29,839	\$ 16.86	\$ 25,036	\$ 27,818	\$ 31,106	\$ 17.48	\$ 25,964	\$ 28,849	\$ 32,258
Step 15	\$ 16.43	\$ 24,401	\$ 27,112	\$ 30,316	\$ 17.13	\$ 25,437	\$ 28,263	\$ 31,604	\$ 17.76	\$ 26,379	\$ 29,310	\$ 32,774
Step 16	\$ 16.69	\$ 24,791	\$ 27,546	\$ 30,801	\$ 17.40	\$ 25,844	\$ 28,716	\$ 32,109	\$ 18.05	\$ 26,801	\$ 29,779	\$ 33,298
Step 17	\$ 16.96	\$ 25,188	\$ 27,986	\$ 31,294	\$ 17.68	\$ 26,257	\$ 29,175	\$ 32,623	\$ 18.34	\$ 27,230	\$ 30,256	\$ 33,831
Step 18	\$ 17.23	\$ 25,591	\$ 28,434	\$ 31,795	\$ 17.96	\$ 26,678	\$ 29,642	\$ 33,145	\$ 18.63	\$ 27,666	\$ 30,740	\$ 34,373
Step 19	\$ 17.51	\$ 26,000	\$ 28,889	\$ 32,303	\$ 18.25	\$ 27,104	\$ 30,116	\$ 33,675	\$ 18.93	\$ 28,108	\$ 31,231	\$ 34,922
Step 20	\$ 17.79	\$ 26,416	\$ 29,351	\$ 32,820	\$ 18.54	\$ 27,538	\$ 30,598	\$ 34,214	\$ 19.23	\$ 28,558	\$ 31,731	\$ 35,481
Step 21	\$ 18.07	\$ 26,839	\$ 29,821	\$ 33,345	\$ 18.84	\$ 27,979	\$ 31,087	\$ 34,761	\$ 19.54	\$ 29,015	\$ 32,239	\$ 36,049
Step 22	\$ 18.36	\$ 27,268	\$ 30,298	\$ 33,879	\$ 19.14	\$ 28,426	\$ 31,585	\$ 35,318	\$ 19.85	\$ 29,479	\$ 32,755	\$ 36,626
Step 23	\$ 18.66	\$ 27,705	\$ 30,783	\$ 34,421	\$ 19.45	\$ 28,881	\$ 32,090	\$ 35,883	\$ 20.17	\$ 29,951	\$ 33,279	\$ 37,212
Step 24	\$ 18.95	\$ 28,148	\$ 31,275	\$ 34,972	\$ 19.76	\$ 29,343	\$ 32,604	\$ 36,457	\$ 20.49	\$ 30,430	\$ 33,811	\$ 37,807
Step 25	\$ 19.26	\$ 28,598	\$ 31,776	\$ 35,531	\$ 20.08	\$ 29,813	\$ 33,125	\$ 37,040	\$ 20.82	\$ 30,917	\$ 34,352	\$ 38,412
Step 26	\$ 19.57	\$ 29,056	\$ 32,284	\$ 36,100	\$ 20.40	\$ 30,290	\$ 33,655	\$ 37,633	\$ 21.15	\$ 31,412	\$ 34,902	\$ 39,027
Step 27	\$ 19.88	\$ 29,521	\$ 32,801	\$ 36,677	\$ 20.72	\$ 30,774	\$ 34,194	\$ 38,235	\$ 21.49	\$ 31,914	\$ 35,460	\$ 39,651
Step 28	\$ 20.20	\$ 29,993	\$ 33,326	\$ 37,264	\$ 21.06	\$ 31,267	\$ 34,741	\$ 38,847	\$ 21.83	\$ 32,425	\$ 36,028	\$ 40,285
Step 29	\$ 20.52	\$ 30,473	\$ 33,859	\$ 37,860	\$ 21.39	\$ 31,767	\$ 35,297	\$ 39,468	\$ 22.18	\$ 32,944	\$ 36,604	\$ 40,930
Step 30	\$ 20.85	\$ 30,960	\$ 34,401	\$ 38,466	\$ 21.73	\$ 32,275	\$ 35,862	\$ 40,100	\$ 22.54	\$ 33,471	\$ 37,190	\$ 41,585
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  
2021-22**

<b>Step</b>	<b>Hourly Rate</b>	<b>Paraprofessional I</b>	<b>Hourly Rate</b>	<b>Paraprofessional II</b>	<b>Hourly Rate</b>	<b>Paraprofessional III</b>	<b>Hourly Rate</b>	<b>Paraprofessional IV</b>
Step 0	\$ 12.85	\$ 17,540	\$ 13.72	\$ 18,728	\$ 14.48	\$ 19,765	\$ 14.99	\$ 20,461
Step 1	\$ 13.06	\$ 17,821	\$ 13.94	\$ 19,027	\$ 14.71	\$ 20,081	\$ 15.23	\$ 20,789
Step 2	\$ 13.26	\$ 18,106	\$ 14.16	\$ 19,332	\$ 14.95	\$ 20,403	\$ 15.47	\$ 21,121
Step 3	\$ 13.48	\$ 18,396	\$ 14.39	\$ 19,641	\$ 15.19	\$ 20,729	\$ 15.72	\$ 21,459
Step 4	\$ 13.69	\$ 18,690	\$ 14.62	\$ 19,955	\$ 15.43	\$ 21,061	\$ 15.97	\$ 21,803
Step 5	\$ 13.91	\$ 18,989	\$ 14.85	\$ 20,275	\$ 15.68	\$ 21,398	\$ 16.23	\$ 22,151
Step 6	\$ 14.13	\$ 19,293	\$ 15.09	\$ 20,599	\$ 15.93	\$ 21,740	\$ 16.49	\$ 22,506
Step 7	\$ 14.36	\$ 19,602	\$ 15.33	\$ 20,929	\$ 16.18	\$ 22,088	\$ 16.75	\$ 22,866
Step 8	\$ 14.59	\$ 19,915	\$ 15.58	\$ 21,264	\$ 16.44	\$ 22,441	\$ 17.02	\$ 23,232
Step 9	\$ 14.82	\$ 20,234	\$ 15.83	\$ 21,604	\$ 16.70	\$ 22,801	\$ 17.29	\$ 23,604
Step 10	\$ 15.06	\$ 20,558	\$ 16.08	\$ 21,949	\$ 16.97	\$ 23,165	\$ 17.57	\$ 23,981
Step 11	\$ 15.30	\$ 20,887	\$ 16.34	\$ 22,301	\$ 17.24	\$ 23,536	\$ 17.85	\$ 24,365
Step 12	\$ 15.55	\$ 21,221	\$ 16.60	\$ 22,657	\$ 17.52	\$ 23,913	\$ 18.14	\$ 24,755
Step 13	\$ 15.80	\$ 21,560	\$ 16.86	\$ 23,020	\$ 17.80	\$ 24,295	\$ 18.43	\$ 25,151
Step 14	\$ 16.05	\$ 21,905	\$ 17.13	\$ 23,388	\$ 18.08	\$ 24,684	\$ 18.72	\$ 25,553
Step 15	\$ 16.30	\$ 22,256	\$ 17.41	\$ 23,763	\$ 18.37	\$ 25,079	\$ 19.02	\$ 25,962
Step 16	\$ 16.57	\$ 22,612	\$ 17.69	\$ 24,143	\$ 18.67	\$ 25,480	\$ 19.32	\$ 26,377
Step 17	\$ 16.83	\$ 22,974	\$ 17.97	\$ 24,529	\$ 18.97	\$ 25,888	\$ 19.63	\$ 26,800
Step 18	\$ 17.10	\$ 23,341	\$ 18.26	\$ 24,921	\$ 19.27	\$ 26,302	\$ 19.95	\$ 27,228
Step 19	\$ 17.37	\$ 23,715	\$ 18.55	\$ 25,320	\$ 19.58	\$ 26,723	\$ 20.27	\$ 27,664
Step 20	\$ 17.65	\$ 24,094	\$ 18.85	\$ 25,725	\$ 19.89	\$ 27,150	\$ 20.59	\$ 28,107
Step 21	\$ 17.93	\$ 24,480	\$ 19.15	\$ 26,137	\$ 20.21	\$ 27,585	\$ 20.92	\$ 28,556
Step 22	\$ 18.22	\$ 24,871	\$ 19.45	\$ 26,555	\$ 20.53	\$ 28,026	\$ 21.26	\$ 29,013
Step 23	\$ 18.51	\$ 25,269	\$ 19.77	\$ 26,980	\$ 20.86	\$ 28,475	\$ 21.60	\$ 29,477
Step 24	\$ 18.81	\$ 25,673	\$ 20.08	\$ 27,412	\$ 21.19	\$ 28,930	\$ 21.94	\$ 29,949
Step 25	\$ 19.11	\$ 26,084	\$ 20.40	\$ 27,850	\$ 21.53	\$ 29,393	\$ 22.29	\$ 30,428
Step 26	\$ 19.42	\$ 26,502	\$ 20.73	\$ 28,296	\$ 21.88	\$ 29,863	\$ 22.65	\$ 30,915
Step 27	\$ 19.73	\$ 26,926	\$ 21.06	\$ 28,749	\$ 22.23	\$ 30,341	\$ 23.01	\$ 31,410
Step 28	\$ 20.04	\$ 27,356	\$ 21.40	\$ 29,209	\$ 22.58	\$ 30,827	\$ 23.38	\$ 31,912
Step 29	\$ 20.36	\$ 27,794	\$ 21.74	\$ 29,676	\$ 22.94	\$ 31,320	\$ 23.75	\$ 32,423
Step 30	\$ 20.69	\$ 28,239	\$ 22.09	\$ 30,151	\$ 23.31	\$ 31,821	\$ 24.13	\$ 32,942

182 days (10 months)

7.5 hours per day

Paraprofessional I - High School Diploma with passing Parapro scores

Paraprofessional II - 60+ semester hours

Paraprofessional III - Bachelor's degree +

Paraprofessional IV - Masters Degree and/or Current Teaching Licensure

**Adopted School Nurse Assistant (LPN) Pay Scale  
2021-22**

<b>Step</b>	<b>Hourly Rate</b>	<b>182-day</b>	<b>192-day</b>
Step 0	\$ 17.58	\$ 23,997	\$ 25,315
Step 1	\$ 17.86	\$ 24,381	\$ 25,720
Step 2	\$ 18.15	\$ 24,771	\$ 26,132
Step 3	\$ 18.44	\$ 25,167	\$ 26,550
Step 4	\$ 18.73	\$ 25,570	\$ 26,975
Step 5	\$ 19.03	\$ 25,979	\$ 27,406
Step 6	\$ 19.34	\$ 26,395	\$ 27,845
Step 7	\$ 19.65	\$ 26,817	\$ 28,290
Step 8	\$ 19.96	\$ 27,246	\$ 28,743
Step 9	\$ 20.28	\$ 27,682	\$ 29,203
Step 10	\$ 20.60	\$ 28,125	\$ 29,670
Step 11	\$ 20.93	\$ 28,575	\$ 30,145
Step 12	\$ 21.27	\$ 29,032	\$ 30,627
Step 13	\$ 21.61	\$ 29,496	\$ 31,117
Step 14	\$ 21.95	\$ 29,968	\$ 31,615
Step 15	\$ 22.31	\$ 30,448	\$ 32,121
Step 16	\$ 22.66	\$ 30,935	\$ 32,635
Step 17	\$ 23.03	\$ 31,430	\$ 33,157
Step 18	\$ 23.39	\$ 31,933	\$ 33,687
Step 19	\$ 23.77	\$ 32,444	\$ 34,226
Step 20	\$ 24.15	\$ 32,963	\$ 34,774
Step 21	\$ 24.54	\$ 33,490	\$ 35,330
Step 22	\$ 24.93	\$ 34,026	\$ 35,896
Step 23	\$ 25.33	\$ 34,571	\$ 36,470
Step 24	\$ 25.73	\$ 35,124	\$ 37,054
Step 25	\$ 26.14	\$ 35,686	\$ 37,646
Step 26	\$ 26.56	\$ 36,257	\$ 38,249
Step 27	\$ 26.99	\$ 36,837	\$ 38,861
Step 28	\$ 27.42	\$ 37,426	\$ 39,483
Step 29	\$ 27.86	\$ 38,025	\$ 40,114
Step 30	\$ 28.30	\$ 38,633	\$ 40,756
7.5 hours per day			



**Adopted Security Officer Salary Scale  
2021-22**

	Security Officer I			Security Officer II			Security Officer III			Lead Security Officer		
	Hourly Rate	Annual		Hourly Rate	Annual		Hourly Rate	Annual		Hourly Rate	Annual	
		180 days	12 months		180 days	12 months		180 days	12 months		180 days	12 months
Step 0	\$ 14.02	\$ 18,927	\$ 25,867	\$ 14.58	\$ 19,683	\$ 26,900	\$ 15.24	\$ 20,574	\$ 28,118	\$ 18.29	\$ 24,692	\$ 33,745
Step 1	\$ 14.24	\$ 19,230	\$ 26,281	\$ 14.81	\$ 19,998	\$ 27,331	\$ 15.48	\$ 20,903	\$ 28,568	\$ 18.58	\$ 25,087	\$ 34,285
Step 2	\$ 14.47	\$ 19,538	\$ 26,701	\$ 15.05	\$ 20,318	\$ 27,768	\$ 15.73	\$ 21,238	\$ 29,025	\$ 18.88	\$ 25,488	\$ 34,834
Step 3	\$ 14.70	\$ 19,850	\$ 27,128	\$ 15.29	\$ 20,643	\$ 28,212	\$ 15.98	\$ 21,577	\$ 29,489	\$ 19.18	\$ 25,896	\$ 35,391
Step 4	\$ 14.94	\$ 20,168	\$ 27,563	\$ 15.54	\$ 20,973	\$ 28,663	\$ 16.24	\$ 21,923	\$ 29,961	\$ 19.49	\$ 26,310	\$ 35,957
Step 5	\$ 15.18	\$ 20,490	\$ 28,004	\$ 15.78	\$ 21,309	\$ 29,122	\$ 16.50	\$ 22,273	\$ 30,440	\$ 19.80	\$ 26,731	\$ 36,532
Step 6	\$ 15.42	\$ 20,818	\$ 28,452	\$ 16.04	\$ 21,650	\$ 29,588	\$ 16.76	\$ 22,630	\$ 30,927	\$ 20.12	\$ 27,159	\$ 37,117
Step 7	\$ 15.67	\$ 21,151	\$ 28,907	\$ 16.29	\$ 21,996	\$ 30,061	\$ 17.03	\$ 22,992	\$ 31,422	\$ 20.44	\$ 27,593	\$ 37,711
Step 8	\$ 15.92	\$ 21,490	\$ 29,369	\$ 16.55	\$ 22,348	\$ 30,542	\$ 17.30	\$ 23,360	\$ 31,925	\$ 20.77	\$ 28,035	\$ 38,314
Step 9	\$ 16.17	\$ 21,834	\$ 29,839	\$ 16.82	\$ 22,706	\$ 31,031	\$ 17.58	\$ 23,734	\$ 32,436	\$ 21.10	\$ 28,483	\$ 38,927
Step 10	\$ 16.43	\$ 22,183	\$ 30,317	\$ 17.09	\$ 23,069	\$ 31,528	\$ 17.86	\$ 24,113	\$ 32,955	\$ 21.44	\$ 28,939	\$ 39,550
Step 11	\$ 16.69	\$ 22,538	\$ 30,802	\$ 17.36	\$ 23,438	\$ 32,032	\$ 18.15	\$ 24,499	\$ 33,482	\$ 21.78	\$ 29,402	\$ 40,183
Step 12	\$ 16.96	\$ 22,898	\$ 31,295	\$ 17.64	\$ 23,813	\$ 32,545	\$ 18.44	\$ 24,891	\$ 34,018	\$ 22.13	\$ 29,873	\$ 40,826
Step 13	\$ 17.23	\$ 23,265	\$ 31,795	\$ 17.92	\$ 24,194	\$ 33,065	\$ 18.73	\$ 25,289	\$ 34,562	\$ 22.48	\$ 30,350	\$ 41,479
Step 14	\$ 17.51	\$ 23,637	\$ 32,304	\$ 18.21	\$ 24,581	\$ 33,594	\$ 19.03	\$ 25,694	\$ 35,115	\$ 22.84	\$ 30,836	\$ 42,143
Step 15	\$ 17.79	\$ 24,015	\$ 32,821	\$ 18.50	\$ 24,975	\$ 34,132	\$ 19.34	\$ 26,105	\$ 35,677	\$ 23.21	\$ 31,329	\$ 42,817
Step 16	\$ 18.07	\$ 24,400	\$ 33,346	\$ 18.80	\$ 25,374	\$ 34,678	\$ 19.65	\$ 26,523	\$ 36,248	\$ 23.58	\$ 31,831	\$ 43,502
Step 17	\$ 18.36	\$ 24,790	\$ 33,880	\$ 19.10	\$ 25,780	\$ 35,233	\$ 19.96	\$ 26,947	\$ 36,828	\$ 23.96	\$ 32,340	\$ 44,198
Step 18	\$ 18.66	\$ 25,187	\$ 34,422	\$ 19.40	\$ 26,193	\$ 35,797	\$ 20.28	\$ 27,378	\$ 37,417	\$ 24.34	\$ 32,857	\$ 44,905
Step 19	\$ 18.96	\$ 25,590	\$ 34,972	\$ 19.71	\$ 26,612	\$ 36,369	\$ 20.60	\$ 27,816	\$ 38,016	\$ 24.73	\$ 33,383	\$ 45,624
Step 20	\$ 19.26	\$ 25,999	\$ 35,532	\$ 20.03	\$ 27,037	\$ 36,951	\$ 20.93	\$ 28,261	\$ 38,624	\$ 25.12	\$ 33,917	\$ 46,354
Step 21	\$ 19.57	\$ 26,415	\$ 36,100	\$ 20.35	\$ 27,470	\$ 37,542	\$ 21.27	\$ 28,714	\$ 39,242	\$ 25.53	\$ 34,460	\$ 47,095
Step 22	\$ 19.88	\$ 26,838	\$ 36,678	\$ 20.67	\$ 27,910	\$ 38,143	\$ 21.61	\$ 29,173	\$ 39,870	\$ 25.93	\$ 35,011	\$ 47,849
Step 23	\$ 20.20	\$ 27,267	\$ 37,265	\$ 21.00	\$ 28,356	\$ 38,753	\$ 21.96	\$ 29,640	\$ 40,508	\$ 26.35	\$ 35,572	\$ 48,614
Step 24	\$ 20.52	\$ 27,703	\$ 37,861	\$ 21.34	\$ 28,810	\$ 39,373	\$ 22.31	\$ 30,114	\$ 41,156	\$ 26.77	\$ 36,141	\$ 49,392
Step 25	\$ 20.85	\$ 28,147	\$ 38,467	\$ 21.68	\$ 29,271	\$ 40,003	\$ 22.66	\$ 30,596	\$ 41,814	\$ 27.20	\$ 36,719	\$ 50,183
Step 26	\$ 21.18	\$ 28,597	\$ 39,082	\$ 22.03	\$ 29,739	\$ 40,643	\$ 23.03	\$ 31,085	\$ 42,483	\$ 27.63	\$ 37,306	\$ 50,985
Step 27	\$ 21.52	\$ 29,054	\$ 39,708	\$ 22.38	\$ 30,215	\$ 41,294	\$ 23.39	\$ 31,583	\$ 43,163	\$ 28.08	\$ 37,903	\$ 51,801
Step 28	\$ 21.87	\$ 29,519	\$ 40,343	\$ 22.74	\$ 30,698	\$ 41,954	\$ 23.77	\$ 32,088	\$ 43,854	\$ 28.53	\$ 38,510	\$ 52,630
Step 29	\$ 22.22	\$ 29,992	\$ 40,988	\$ 23.10	\$ 31,190	\$ 42,626	\$ 24.15	\$ 32,601	\$ 44,555	\$ 28.98	\$ 39,126	\$ 53,472
Step 30	\$ 22.57	\$ 30,471	\$ 41,644	\$ 23.47	\$ 31,689	\$ 43,308	\$ 24.54	\$ 33,123	\$ 45,268	\$ 29.45	\$ 39,752	\$ 54,328

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 Specialist Pay Scale 2021-22

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 19.33	\$ 35,664	\$ 19.92	\$ 36,752	\$ 20.49	\$ 37,804
Step 1	\$ 19.64	\$ 36,234	\$ 20.24	\$ 37,340	\$ 20.82	\$ 38,409
Step 2	\$ 19.95	\$ 36,814	\$ 20.56	\$ 37,938	\$ 21.15	\$ 39,023
Step 3	\$ 20.27	\$ 37,403	\$ 20.89	\$ 38,545	\$ 21.49	\$ 39,648
Step 4	\$ 20.60	\$ 38,002	\$ 21.23	\$ 39,162	\$ 21.83	\$ 40,282
Step 5	\$ 20.93	\$ 38,610	\$ 21.57	\$ 39,788	\$ 22.18	\$ 40,927
Step 6	\$ 21.26	\$ 39,227	\$ 21.91	\$ 40,425	\$ 22.54	\$ 41,582
Step 7	\$ 21.60	\$ 39,855	\$ 22.26	\$ 41,072	\$ 22.90	\$ 42,247
Step 8	\$ 21.95	\$ 40,493	\$ 22.62	\$ 41,729	\$ 23.26	\$ 42,923
Step 9	\$ 22.30	\$ 41,141	\$ 22.98	\$ 42,396	\$ 23.64	\$ 43,610
Step 10	\$ 22.66	\$ 41,799	\$ 23.35	\$ 43,075	\$ 24.01	\$ 44,307
Step 11	\$ 23.02	\$ 42,468	\$ 23.72	\$ 43,764	\$ 24.40	\$ 45,016
Step 12	\$ 23.39	\$ 43,147	\$ 24.10	\$ 44,464	\$ 24.79	\$ 45,736
Step 13	\$ 23.76	\$ 43,838	\$ 24.49	\$ 45,176	\$ 25.19	\$ 46,468
Step 14	\$ 24.14	\$ 44,539	\$ 24.88	\$ 45,898	\$ 25.59	\$ 47,212
Step 15	\$ 24.53	\$ 45,252	\$ 25.28	\$ 46,633	\$ 26.00	\$ 47,967
Step 16	\$ 24.92	\$ 45,976	\$ 25.68	\$ 47,379	\$ 26.41	\$ 48,735
Step 17	\$ 25.32	\$ 46,711	\$ 26.09	\$ 48,137	\$ 26.84	\$ 49,514
Step 18	\$ 25.72	\$ 47,459	\$ 26.51	\$ 48,907	\$ 27.27	\$ 50,307
Step 19	\$ 26.13	\$ 48,218	\$ 26.93	\$ 49,690	\$ 27.70	\$ 51,112
Step 20	\$ 26.55	\$ 48,989	\$ 27.36	\$ 50,485	\$ 28.15	\$ 51,929
Step 21	\$ 26.98	\$ 49,773	\$ 27.80	\$ 51,292	\$ 28.60	\$ 52,760
Step 22	\$ 27.41	\$ 50,570	\$ 28.25	\$ 52,113	\$ 29.05	\$ 53,604
Step 23	\$ 27.85	\$ 51,379	\$ 28.70	\$ 52,947	\$ 29.52	\$ 54,462
Step 24	\$ 28.29	\$ 52,201	\$ 29.16	\$ 53,794	\$ 29.99	\$ 55,333
Step 25	\$ 28.75	\$ 53,036	\$ 29.62	\$ 54,655	\$ 30.47	\$ 56,219
Step 26	\$ 29.21	\$ 53,885	\$ 30.10	\$ 55,529	\$ 30.96	\$ 57,118
Step 27	\$ 29.67	\$ 54,747	\$ 30.58	\$ 56,418	\$ 31.45	\$ 58,032
Step 28	\$ 30.15	\$ 55,623	\$ 31.07	\$ 57,320	\$ 31.96	\$ 58,961
Step 29	\$ 30.63	\$ 56,513	\$ 31.57	\$ 58,238	\$ 32.47	\$ 59,904
Step 30	\$ 31.12	\$ 57,417	\$ 32.07	\$ 59,169	\$ 32.99	\$ 60,862

\* To Include: HR Specialist, Finance Specialist, Data Specialist, and IT Specialist.

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 Transportation Shop Pay Scale  
2021-22**

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	\$ 12.70	\$ 23,432	\$ 17.78	\$ 32,804	\$ 19.30	\$ 35,609	\$ 20.83	\$ 38,431	\$ 22.86	\$ 42,177
Step 1	\$ 12.90	\$ 23,806	\$ 18.06	\$ 33,329	\$ 19.61	\$ 36,178	\$ 21.16	\$ 39,046	\$ 23.23	\$ 42,852
Step 2	\$ 13.11	\$ 24,187	\$ 18.35	\$ 33,862	\$ 19.92	\$ 36,757	\$ 21.50	\$ 39,671	\$ 23.60	\$ 43,537
Step 3	\$ 13.32	\$ 24,574	\$ 18.65	\$ 34,404	\$ 20.24	\$ 37,345	\$ 21.85	\$ 40,306	\$ 23.97	\$ 44,234
Step 4	\$ 13.53	\$ 24,967	\$ 18.95	\$ 34,954	\$ 20.57	\$ 37,943	\$ 22.20	\$ 40,951	\$ 24.36	\$ 44,941
Step 5	\$ 13.75	\$ 25,367	\$ 19.25	\$ 35,514	\$ 20.89	\$ 38,550	\$ 22.55	\$ 41,606	\$ 24.75	\$ 45,661
Step 6	\$ 13.97	\$ 25,773	\$ 19.56	\$ 36,082	\$ 21.23	\$ 39,167	\$ 22.91	\$ 42,272	\$ 25.14	\$ 46,391
Step 7	\$ 14.19	\$ 26,185	\$ 19.87	\$ 36,659	\$ 21.57	\$ 39,793	\$ 23.28	\$ 42,948	\$ 25.55	\$ 47,133
Step 8	\$ 14.42	\$ 26,604	\$ 20.19	\$ 37,246	\$ 21.91	\$ 40,430	\$ 23.65	\$ 43,635	\$ 25.96	\$ 47,888
Step 9	\$ 14.65	\$ 27,030	\$ 20.51	\$ 37,842	\$ 22.26	\$ 41,077	\$ 24.03	\$ 44,333	\$ 26.37	\$ 48,654
Step 10	\$ 14.88	\$ 27,462	\$ 20.84	\$ 38,447	\$ 22.62	\$ 41,734	\$ 24.41	\$ 45,043	\$ 26.79	\$ 49,432
Step 11	\$ 15.12	\$ 27,902	\$ 21.17	\$ 39,062	\$ 22.98	\$ 42,402	\$ 24.80	\$ 45,763	\$ 27.22	\$ 50,223
Step 12	\$ 15.36	\$ 28,348	\$ 21.51	\$ 39,687	\$ 23.35	\$ 43,080	\$ 25.20	\$ 46,495	\$ 27.66	\$ 51,027
Step 13	\$ 15.61	\$ 28,802	\$ 21.85	\$ 40,322	\$ 23.72	\$ 43,770	\$ 25.60	\$ 47,239	\$ 28.10	\$ 51,843
Step 14	\$ 15.86	\$ 29,263	\$ 22.20	\$ 40,968	\$ 24.10	\$ 44,470	\$ 26.01	\$ 47,995	\$ 28.55	\$ 52,673
Step 15	\$ 16.11	\$ 29,731	\$ 22.56	\$ 41,623	\$ 24.49	\$ 45,181	\$ 26.43	\$ 48,763	\$ 29.01	\$ 53,515
Step 16	\$ 16.37	\$ 30,206	\$ 22.92	\$ 42,289	\$ 24.88	\$ 45,904	\$ 26.85	\$ 49,543	\$ 29.47	\$ 54,372
Step 17	\$ 16.63	\$ 30,690	\$ 23.29	\$ 42,966	\$ 25.28	\$ 46,639	\$ 27.28	\$ 50,336	\$ 29.94	\$ 55,242
Step 18	\$ 16.90	\$ 31,181	\$ 23.66	\$ 43,653	\$ 25.68	\$ 47,385	\$ 27.72	\$ 51,141	\$ 30.42	\$ 56,125
Step 19	\$ 17.17	\$ 31,680	\$ 24.04	\$ 44,352	\$ 26.09	\$ 48,143	\$ 28.16	\$ 51,960	\$ 30.91	\$ 57,023
Step 20	\$ 17.45	\$ 32,187	\$ 24.42	\$ 45,061	\$ 26.51	\$ 48,913	\$ 28.61	\$ 52,791	\$ 31.40	\$ 57,936
Step 21	\$ 17.72	\$ 32,702	\$ 24.81	\$ 45,782	\$ 26.94	\$ 49,696	\$ 29.07	\$ 53,636	\$ 31.90	\$ 58,863
Step 22	\$ 18.01	\$ 33,225	\$ 25.21	\$ 46,515	\$ 27.37	\$ 50,491	\$ 29.54	\$ 54,494	\$ 32.41	\$ 59,805
Step 23	\$ 18.30	\$ 33,756	\$ 25.61	\$ 47,259	\$ 27.80	\$ 51,299	\$ 30.01	\$ 55,366	\$ 32.93	\$ 60,761
Step 24	\$ 18.59	\$ 34,296	\$ 26.02	\$ 48,015	\$ 28.25	\$ 52,120	\$ 30.49	\$ 56,252	\$ 33.46	\$ 61,734
Step 25	\$ 18.89	\$ 34,845	\$ 26.44	\$ 48,783	\$ 28.70	\$ 52,954	\$ 30.98	\$ 57,152	\$ 34.00	\$ 62,721
Step 26	\$ 19.19	\$ 35,403	\$ 26.86	\$ 49,564	\$ 29.16	\$ 53,801	\$ 31.47	\$ 58,066	\$ 34.54	\$ 63,725
Step 27	\$ 19.50	\$ 35,969	\$ 27.29	\$ 50,357	\$ 29.63	\$ 54,662	\$ 31.98	\$ 58,995	\$ 35.09	\$ 64,744
Step 28	\$ 19.81	\$ 36,545	\$ 27.73	\$ 51,163	\$ 30.10	\$ 55,536	\$ 32.49	\$ 59,939	\$ 35.65	\$ 65,780
Step 29	\$ 20.12	\$ 37,129	\$ 28.17	\$ 51,981	\$ 30.58	\$ 56,425	\$ 33.01	\$ 60,898	\$ 36.22	\$ 66,833
Step 30	\$ 20.45	\$ 37,723	\$ 28.62	\$ 52,813	\$ 31.07	\$ 57,328	\$ 33.54	\$ 61,872	\$ 36.80	\$ 67,902

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.

<b>Job Titles with Ranges</b>	<b>GCPS 21-22 Minimum</b>	<b>GCPS 21-22 Maximum</b>
Graduation Coach/Building Level Substitute	\$21/hr	\$42/hr
Sign Language Interpreter	44,499	89,958
Information Technology- System Administrator	49,500	82,000
School Psychologists/** Speech Language Pathologists/OT/PT/**Behavior Analyst	53,705	96,746
Manager – Accounting/Facilities/ Grounds/Safety/Transportation	53,655	86,205
Assistant Principals/Coordinators/ Instructional Specialists/Secondary Mathematics Coach/Activities-Athletic Director	63,000	106,050
Principals (Elementary and Middle)/Directors	77,700	130,200
Executive Director/Principal (High School)	97,755	140,700
Chief Financial Officer	101,010	145,950
Assistant Superintendent	105,000	153,300
*CAS/EDS- \$2,000, Doctorate- \$3,000		
<p>**Speech Language Pathologists <b>without</b> their CCC-SLP will be compensated based on the current teacher scale. All SLP's with their CCC-SLP certification will be paid based on the applicable range above.</p> <p>** Behavior Specialists can be hired in lieu of Behavior Analyst – Analyst will be required to have their BCBA and 1500 hours of clinical field work. Behavior Specialists will be compensated based on the current teacher scale.</p>		

**Gloucester County Public Schools**  
**Substitute/Temporary/Summer**

**2021-2022**

<u>Instructional/Professional – Daily Rate (Regular School Calendar)</u>	<u>Daily Rate</u>
Substitute Teacher – High School Diploma	\$95
Substitute Teacher – ≥ 60 Semester Hours	\$100
Substitute Teacher – Bachelor’s degree or higher	\$110
Substitute Teacher – Holds current teaching license	\$125
Substitute Teacher – Long Term *	\$145
<b>Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period)</b>	<b>\$30/hr</b>
<b>Substitute Teacher – GCPS Paraprofessional (subbing in an unfilled teacher vacancy)</b>	<b>\$5 above contract rate/hr</b>
Substitute Paraprofessional – Regular	\$80
Substitute Paraprofessional – Special Education	\$85
 <u>Instructional/Professional – 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
 <u>Professional</u>	
Substitute Nurse – Degreed/RN/BSN	\$ 110 Daily
Substitute Nurse – Sixty Semester Credit Hours/LPN	\$ 100 Daily
Occupational/Physical Therapy Evaluators	\$125 Per Evaluation
Speech/Developmental Evaluators	\$150 Per Evaluation
 <u>Support Staff – Hourly Rates</u>	
Substitute Bookkeeper & Clerical	\$15
Cooperative Office Education (COE) Student	\$9.50
Substitute Custodian	\$11
Substitute Cafeteria Worker	\$10
Substitute Security	\$15
 <u>Transportation – Hourly Rates</u>	
Substitute Bus Assistant	\$11
Substitute Bus Driver	\$14
Substitute Car Driver	\$12
 Facilities/Grounds/Custodial Personnel	\$9 Hourly
(Hourly rate is in addition to your regular hourly rate if 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

<u>Summer - Instructional Staff</u>	<u>Hourly Rate</u>
Counselor	\$40
Teacher	\$40
Teacher Coordinator	\$40
Licensed Classroom Sub	\$40
Non-Licensed Classroom Sub	\$30

Summer - Support Staff

Bus Assistant	\$15
Bus Driver	\$20
Cooperative Office Education (COE)	\$9.50
Cafeteria Manager	\$18
Cafeteria Assistant Manager	\$15
Cafeteria Worker	\$13
Groundskeeper	\$13
Paraprofessional	\$20
School Nurse	\$30
Security	\$15
Technology Helper	\$20

All rates are hourly unless otherwise noted

**Gloucester County Public Schools  
2021-2022 School Year Supplements – Gloucester High School**

<b>Title</b>	<b>Payments</b>	<b>21-22 Positions</b>	<b>Amount</b>	<b>21-22 Total</b>
<b>ATHLETICS</b>				
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	1,000	3,000
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

Volleyball Coach- Boys- JV	Nov	1	2,400	2,400
Volleyball Coach- Girls - JV	Nov	1	2,400	2,400
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

<b>ACTIVITIES, CLUBS, COMPETITIONS</b>				
Band	Nov	1	3,826	3,826
Band – Asst.	Nov	1	2,000	2,000
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
ESports	May	1	1,200	1,200
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
One Act Play	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
WEB DuBois Honor Society	May	1	1,000	1,000
Yearbook	May	1	2,500	2,500
<b>LEADERSHIP</b>				
STEM Academy Sponsor	½ Dec; ½ May	1	2,000	2,000
Child Study	½ Dec; ½ May	1	1,500	1,500
Teacher Mentor	May	8	250	2,000
Webmaster	½ Dec; ½ May	1	1,000	1,000

**Gloucester County Public Schools  
2021-2022 School Year Supplements- Page and Peasley Middle Schools**

Title	Payments	21-22 Positions	Amount	21-22 Total
<b>ATHLETICS</b>				
Athletic Director	May	1 per school	2,000	4,000
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	<b>Mar</b>	1 per school	2,000	4,000
Basketball Coach – Girls – Asst.	<b>Mar</b>	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
<b>ACTIVITIES, CLUBS, COMPETITIONS</b>				
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
Spring Musical	May	1 Per School	1,000	2,000
Yearbook	May	1 per school	1,500	3,000
<b>LEADERSHIP</b>				
Child Study	½ Dec; ½ May	1 per school	1,500	3,000
Webmaster	½ Dec; ½ May	1 per school	500	1,000
Teacher Mentor	May	5 per school	250	2,500
Grade Level Gifted Contacts	½ Dec; ½ May	3 per school	800	4,800

**Gloucester County Public Schools  
2021-2022 School Year Supplements  
Abingdon, Achilles, Bethel, Botetourt and Petsworth Elementary Schools**

Title	Payments	21-22 Positions	Amount	21-22 Total
<b>ACTIVITIES, CLUBS, COMPETITIONS</b>				
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
<b>LEADERSHIP</b>				
Webmaster	½ Dec; ½ May	1 per school	500	2,500
Family Reading Nights	½ Dec; ½ May	1 per school	400	2,000
Child Study	½ Dec; ½ May	1 per school	1,500	7,500
Teacher Mentor	May	5 per school	250	6,250
Enrichment	Following Event	12	325	3,900

**Gloucester County Public Schools  
2021-2022 School Year Supplements- Division-Wide**

Title	Payments	21-22 Positions	Amount	21-22 Total
<b>LEADERSHIP</b>				
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

