



**GLOUCESTER COUNTY**

**PUBLIC SCHOOLS**

**Pay Plan 2022-2023**



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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)

## Adopted Teacher Pay Scale 2022-23

Step	Bachelor's	+15 hours	Masters	Dual Masters	Doctorate
0	45,815	47,035	50,382	52,668	54,949
1	46,411	47,631	50,978	53,264	55,545
2	47,014	48,234	51,581	53,867	56,148
3	47,625	48,845	52,192	54,478	56,759
4	48,244	49,464	52,811	55,097	57,378
5	48,871	50,091	53,438	55,724	58,005
6	49,507	50,727	54,074	56,360	58,641
7	50,150	51,370	54,717	57,003	59,284
8	50,802	52,022	55,369	57,655	59,936
9	51,463	52,683	56,030	58,316	60,597
10	52,132	53,352	56,699	58,985	61,266
11	52,809	54,029	57,376	59,662	61,943
12	53,496	54,716	58,063	60,349	62,630
13	54,191	55,411	58,758	61,044	63,325
14	54,896	56,116	59,463	61,749	64,030
15	55,610	56,830	60,177	62,463	64,744
16	56,332	57,552	60,899	63,185	65,466
17	57,065	58,285	61,632	63,918	66,199
18	57,807	59,027	62,374	64,660	66,941
19	58,558	59,778	63,125	65,411	67,692
20	59,319	60,539	63,886	66,172	68,453
21	60,091	61,311	64,658	66,944	69,225
22	60,872	62,092	65,439	67,725	70,006
23	61,663	62,883	66,230	68,516	70,797
24	62,465	63,685	67,032	69,318	71,599
25	63,277	64,497	67,844	70,130	72,411
26	64,099	65,319	68,666	70,952	73,233
27	64,933	66,153	69,500	71,786	74,067
28	65,777	66,997	70,344	72,630	74,911
29	66,632	67,852	71,199	73,485	75,766
30	67,498	68,718	72,065	74,351	76,632

### 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  
2022-23**

Step	Lane I				Lane II				Lane III			
	Hourly Rate	Annual		12 months	Hourly Rate	Annual		12 months	Hourly Rate	Annual		12 months
		198	11 months			198	11 months			198	11 months	
Step 0	\$ 15.34	\$ 22,780	\$ 25,311	\$ 28,302	\$ 16.11	\$ 23,923	\$ 26,582	\$ 29,723	\$16.64	\$ 24,710	\$ 27,456	\$ 30,701
Step 1	\$ 15.59	\$ 23,144	\$ 25,716	\$ 28,755	\$ 16.37	\$ 24,306	\$ 27,007	\$ 30,199	\$16.91	\$ 25,106	\$ 27,895	\$ 31,192
Step 2	\$ 15.83	\$ 23,515	\$ 26,127	\$ 29,215	\$ 16.63	\$ 24,695	\$ 27,439	\$ 30,682	\$17.18	\$ 25,507	\$ 28,342	\$ 31,691
Step 3	\$ 16.09	\$ 23,891	\$ 26,545	\$ 29,683	\$ 16.90	\$ 25,090	\$ 27,878	\$ 31,173	\$17.45	\$ 25,916	\$ 28,795	\$ 32,198
Step 4	\$ 16.35	\$ 24,273	\$ 26,970	\$ 30,158	\$ 17.17	\$ 25,492	\$ 28,324	\$ 31,671	\$17.73	\$ 26,330	\$ 29,256	\$ 32,713
Step 5	\$ 16.61	\$ 24,662	\$ 27,402	\$ 30,640	\$ 17.44	\$ 25,899	\$ 28,777	\$ 32,178	\$18.01	\$ 26,752	\$ 29,724	\$ 33,237
Step 6	\$ 16.87	\$ 25,056	\$ 27,840	\$ 31,130	\$ 17.72	\$ 26,314	\$ 29,238	\$ 32,693	\$18.30	\$ 27,180	\$ 30,199	\$ 33,769
Step 7	\$ 17.14	\$ 25,457	\$ 28,286	\$ 31,628	\$ 18.00	\$ 26,735	\$ 29,705	\$ 33,216	\$18.60	\$ 27,614	\$ 30,683	\$ 34,309
Step 8	\$ 17.42	\$ 25,864	\$ 28,738	\$ 32,134	\$ 18.29	\$ 27,163	\$ 30,181	\$ 33,747	\$18.89	\$ 28,056	\$ 31,174	\$ 34,858
Step 9	\$ 17.70	\$ 26,278	\$ 29,198	\$ 32,649	\$ 18.58	\$ 27,597	\$ 30,664	\$ 34,287	\$19.20	\$ 28,505	\$ 31,672	\$ 35,415
Step 10	\$ 17.98	\$ 26,699	\$ 29,665	\$ 33,171	\$ 18.88	\$ 28,039	\$ 31,154	\$ 34,836	\$19.50	\$ 28,961	\$ 32,179	\$ 35,982
Step 11	\$ 18.27	\$ 27,126	\$ 30,140	\$ 33,702	\$ 19.18	\$ 28,487	\$ 31,653	\$ 35,393	\$19.81	\$ 29,425	\$ 32,694	\$ 36,558
Step 12	\$ 18.56	\$ 27,560	\$ 30,622	\$ 34,241	\$ 19.49	\$ 28,943	\$ 32,159	\$ 35,960	\$20.13	\$ 29,895	\$ 33,217	\$ 37,143
Step 13	\$ 18.86	\$ 28,001	\$ 31,112	\$ 34,789	\$ 19.80	\$ 29,406	\$ 32,674	\$ 36,535	\$20.45	\$ 30,374	\$ 33,749	\$ 37,737
Step 14	\$ 19.16	\$ 28,449	\$ 31,610	\$ 35,345	\$ 20.12	\$ 29,877	\$ 33,196	\$ 37,120	\$20.78	\$ 30,860	\$ 34,289	\$ 38,341
Step 15	\$ 19.46	\$ 28,904	\$ 32,116	\$ 35,911	\$ 20.44	\$ 30,355	\$ 33,728	\$ 37,714	\$21.11	\$ 31,353	\$ 34,837	\$ 38,954
Step 16	\$ 19.78	\$ 29,366	\$ 32,629	\$ 36,486	\$ 20.77	\$ 30,840	\$ 34,267	\$ 38,317	\$21.45	\$ 31,855	\$ 35,395	\$ 39,578
Step 17	\$ 20.09	\$ 29,836	\$ 33,151	\$ 37,069	\$ 21.10	\$ 31,334	\$ 34,815	\$ 38,930	\$21.79	\$ 32,365	\$ 35,961	\$ 40,211
Step 18	\$ 20.41	\$ 30,314	\$ 33,682	\$ 37,662	\$ 21.44	\$ 31,835	\$ 35,373	\$ 39,553	\$22.14	\$ 32,883	\$ 36,536	\$ 40,854
Step 19	\$ 20.74	\$ 30,799	\$ 34,221	\$ 38,265	\$ 21.78	\$ 32,345	\$ 35,938	\$ 40,186	\$22.50	\$ 33,409	\$ 37,121	\$ 41,508
Step 20	\$ 21.07	\$ 31,291	\$ 34,768	\$ 38,877	\$ 22.13	\$ 32,862	\$ 36,514	\$ 40,829	\$22.86	\$ 33,943	\$ 37,715	\$ 42,172
Step 21	\$ 21.41	\$ 31,792	\$ 35,325	\$ 39,499	\$ 22.48	\$ 33,388	\$ 37,098	\$ 41,482	\$23.22	\$ 34,486	\$ 38,318	\$ 42,847
Step 22	\$ 21.75	\$ 32,301	\$ 35,890	\$ 40,131	\$ 22.84	\$ 33,922	\$ 37,691	\$ 42,146	\$23.59	\$ 35,038	\$ 38,931	\$ 43,532
Step 23	\$ 22.10	\$ 32,818	\$ 36,464	\$ 40,773	\$ 23.21	\$ 34,465	\$ 38,294	\$ 42,820	\$23.97	\$ 35,599	\$ 39,554	\$ 44,229
Step 24	\$ 22.45	\$ 33,343	\$ 37,047	\$ 41,426	\$ 23.58	\$ 35,016	\$ 38,907	\$ 43,505	\$24.36	\$ 36,168	\$ 40,187	\$ 44,936
Step 25	\$ 22.81	\$ 33,876	\$ 37,640	\$ 42,089	\$ 23.96	\$ 35,577	\$ 39,530	\$ 44,201	\$24.75	\$ 36,747	\$ 40,830	\$ 45,655
Step 26	\$ 23.18	\$ 34,418	\$ 38,242	\$ 42,762	\$ 24.34	\$ 36,146	\$ 40,162	\$ 44,908	\$25.14	\$ 37,335	\$ 41,483	\$ 46,386
Step 27	\$ 23.55	\$ 34,969	\$ 38,854	\$ 43,446	\$ 24.73	\$ 36,724	\$ 40,805	\$ 45,627	\$25.54	\$ 37,932	\$ 42,147	\$ 47,128
Step 28	\$ 23.92	\$ 35,528	\$ 39,476	\$ 44,141	\$ 25.13	\$ 37,312	\$ 41,458	\$ 46,357	\$25.95	\$ 38,539	\$ 42,821	\$ 47,882
Step 29	\$ 24.31	\$ 36,097	\$ 40,108	\$ 44,848	\$ 25.53	\$ 37,909	\$ 42,121	\$ 47,099	\$26.37	\$ 39,156	\$ 43,507	\$ 48,648
Step 30	\$ 24.70	\$ 36,674	\$ 40,749	\$ 45,565	\$ 25.94	\$ 38,515	\$ 42,795	\$ 47,852	\$26.79	\$ 39,782	\$ 44,203	\$ 49,427

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  
2022-23**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 17.73	\$ 32,712	\$ 18.25	\$ 33,671	\$ 18.77	\$ 34,631
Step 1	\$ 18.01	\$ 33,235	\$ 18.54	\$ 34,210	\$ 19.07	\$ 35,185
Step 2	\$ 18.30	\$ 33,767	\$ 18.84	\$ 34,757	\$ 19.38	\$ 35,748
Step 3	\$ 18.59	\$ 34,307	\$ 19.14	\$ 35,313	\$ 19.69	\$ 36,320
Step 4	\$ 18.89	\$ 34,856	\$ 19.45	\$ 35,878	\$ 20.00	\$ 36,901
Step 5	\$ 19.19	\$ 35,414	\$ 19.76	\$ 36,453	\$ 20.32	\$ 37,491
Step 6	\$ 19.50	\$ 35,981	\$ 20.07	\$ 37,036	\$ 20.65	\$ 38,091
Step 7	\$ 19.81	\$ 36,556	\$ 20.39	\$ 37,628	\$ 20.98	\$ 38,701
Step 8	\$ 20.13	\$ 37,141	\$ 20.72	\$ 38,230	\$ 21.31	\$ 39,320
Step 9	\$ 20.45	\$ 37,735	\$ 21.05	\$ 38,842	\$ 21.65	\$ 39,949
Step 10	\$ 20.78	\$ 38,339	\$ 21.39	\$ 39,464	\$ 22.00	\$ 40,588
Step 11	\$ 21.11	\$ 38,953	\$ 21.73	\$ 40,095	\$ 22.35	\$ 41,237
Step 12	\$ 21.45	\$ 39,576	\$ 22.08	\$ 40,737	\$ 22.71	\$ 41,897
Step 13	\$ 21.79	\$ 40,209	\$ 22.43	\$ 41,388	\$ 23.07	\$ 42,568
Step 14	\$ 22.14	\$ 40,852	\$ 22.79	\$ 42,050	\$ 23.44	\$ 43,249
Step 15	\$ 22.50	\$ 41,506	\$ 23.16	\$ 42,723	\$ 23.82	\$ 43,941
Step 16	\$ 22.86	\$ 42,170	\$ 23.53	\$ 43,407	\$ 24.20	\$ 44,644
Step 17	\$ 23.22	\$ 42,845	\$ 23.90	\$ 44,101	\$ 24.58	\$ 45,358
Step 18	\$ 23.59	\$ 43,530	\$ 24.29	\$ 44,807	\$ 24.98	\$ 46,084
Step 19	\$ 23.97	\$ 44,227	\$ 24.67	\$ 45,524	\$ 25.38	\$ 46,821
Step 20	\$ 24.35	\$ 44,934	\$ 25.07	\$ 46,252	\$ 25.78	\$ 47,570
Step 21	\$ 24.74	\$ 45,653	\$ 25.47	\$ 46,992	\$ 26.20	\$ 48,331
Step 22	\$ 25.14	\$ 46,384	\$ 25.88	\$ 47,744	\$ 26.61	\$ 49,105
Step 23	\$ 25.54	\$ 47,126	\$ 26.29	\$ 48,508	\$ 27.04	\$ 49,890
Step 24	\$ 25.95	\$ 47,880	\$ 26.71	\$ 49,284	\$ 27.47	\$ 50,689
Step 25	\$ 26.37	\$ 48,646	\$ 27.14	\$ 50,073	\$ 27.91	\$ 51,500
Step 26	\$ 26.79	\$ 49,424	\$ 27.57	\$ 50,874	\$ 28.36	\$ 52,324
Step 27	\$ 27.22	\$ 50,215	\$ 28.02	\$ 51,688	\$ 28.81	\$ 53,161
Step 28	\$ 27.65	\$ 51,019	\$ 28.46	\$ 52,515	\$ 29.27	\$ 54,011
Step 29	\$ 28.09	\$ 51,835	\$ 28.92	\$ 53,355	\$ 29.74	\$ 54,875
Step 30	\$ 28.54	\$ 52,664	\$ 29.38	\$ 54,209	\$ 30.22	\$ 55,753

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  
2022-23**

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	\$ 12.00	\$ 6,480	\$ 7,560	\$ 8,640	\$ 9,720	\$ 10,800	\$ 11,880	\$ 12,960	\$ 14,040	\$ 15,120	\$ 16,200	\$ 17,280
Step 1	\$ 12.19	\$ 6,584	\$ 7,681	\$ 8,778	\$ 9,876	\$ 10,973	\$ 12,070	\$ 13,167	\$ 14,265	\$ 15,362	\$ 16,459	\$ 17,556
Step 2	\$ 12.39	\$ 6,689	\$ 7,804	\$ 8,919	\$ 10,034	\$ 11,148	\$ 12,263	\$ 13,378	\$ 14,493	\$ 15,608	\$ 16,723	\$ 17,837
Step 3	\$ 12.59	\$ 6,796	\$ 7,929	\$ 9,061	\$ 10,194	\$ 11,327	\$ 12,459	\$ 13,592	\$ 14,725	\$ 15,857	\$ 16,990	\$ 18,123
Step 4	\$ 12.79	\$ 6,905	\$ 8,056	\$ 9,206	\$ 10,357	\$ 11,508	\$ 12,659	\$ 13,810	\$ 14,960	\$ 16,111	\$ 17,262	\$ 18,413
Step 5	\$ 12.99	\$ 7,015	\$ 8,184	\$ 9,354	\$ 10,523	\$ 11,692	\$ 12,861	\$ 14,031	\$ 15,200	\$ 16,369	\$ 17,538	\$ 18,707
Step 6	\$ 13.20	\$ 7,128	\$ 8,315	\$ 9,503	\$ 10,691	\$ 11,879	\$ 13,067	\$ 14,255	\$ 15,443	\$ 16,631	\$ 17,819	\$ 19,007
Step 7	\$ 13.41	\$ 7,242	\$ 8,448	\$ 9,655	\$ 10,862	\$ 12,069	\$ 13,276	\$ 14,483	\$ 15,690	\$ 16,897	\$ 18,104	\$ 19,311
Step 8	\$ 13.62	\$ 7,357	\$ 8,584	\$ 9,810	\$ 11,036	\$ 12,262	\$ 13,489	\$ 14,715	\$ 15,941	\$ 17,167	\$ 18,394	\$ 19,620
Step 9	\$ 13.84	\$ 7,475	\$ 8,721	\$ 9,967	\$ 11,213	\$ 12,459	\$ 13,704	\$ 14,950	\$ 16,196	\$ 17,442	\$ 18,688	\$ 19,934
Step 10	\$ 14.06	\$ 7,595	\$ 8,861	\$ 10,126	\$ 11,392	\$ 12,658	\$ 13,924	\$ 15,189	\$ 16,455	\$ 17,721	\$ 18,987	\$ 20,253
Step 11	\$ 14.29	\$ 7,716	\$ 9,002	\$ 10,288	\$ 11,574	\$ 12,860	\$ 14,146	\$ 15,432	\$ 16,719	\$ 18,005	\$ 19,291	\$ 20,577
Step 12	\$ 14.52	\$ 7,840	\$ 9,146	\$ 10,453	\$ 11,760	\$ 13,066	\$ 14,373	\$ 15,679	\$ 16,986	\$ 18,293	\$ 19,599	\$ 20,906
Step 13	\$ 14.75	\$ 7,965	\$ 9,293	\$ 10,620	\$ 11,948	\$ 13,275	\$ 14,603	\$ 15,930	\$ 17,258	\$ 18,585	\$ 19,913	\$ 21,240
Step 14	\$ 14.99	\$ 8,093	\$ 9,441	\$ 10,790	\$ 12,139	\$ 13,488	\$ 14,836	\$ 16,185	\$ 17,534	\$ 18,883	\$ 20,231	\$ 21,580
Step 15	\$ 15.23	\$ 8,222	\$ 9,592	\$ 10,963	\$ 12,333	\$ 13,703	\$ 15,074	\$ 16,444	\$ 17,814	\$ 19,185	\$ 20,555	\$ 21,925
Step 16	\$ 15.47	\$ 8,354	\$ 9,746	\$ 11,138	\$ 12,530	\$ 13,923	\$ 15,315	\$ 16,707	\$ 18,099	\$ 19,492	\$ 20,884	\$ 22,276
Step 17	\$ 15.72	\$ 8,487	\$ 9,902	\$ 11,316	\$ 12,731	\$ 14,145	\$ 15,560	\$ 16,975	\$ 18,389	\$ 19,804	\$ 21,218	\$ 22,633
Step 18	\$ 15.97	\$ 8,623	\$ 10,060	\$ 11,497	\$ 12,935	\$ 14,372	\$ 15,809	\$ 17,246	\$ 18,683	\$ 20,120	\$ 21,558	\$ 22,995
Step 19	\$ 16.22	\$ 8,761	\$ 10,221	\$ 11,681	\$ 13,142	\$ 14,602	\$ 16,062	\$ 17,522	\$ 18,982	\$ 20,442	\$ 21,903	\$ 23,363
Step 20	\$ 16.48	\$ 8,901	\$ 10,385	\$ 11,868	\$ 13,352	\$ 14,835	\$ 16,319	\$ 17,802	\$ 19,286	\$ 20,769	\$ 22,253	\$ 23,737
Step 21	\$ 16.75	\$ 9,044	\$ 10,551	\$ 12,058	\$ 13,565	\$ 15,073	\$ 16,580	\$ 18,087	\$ 19,595	\$ 21,102	\$ 22,609	\$ 24,116
Step 22	\$ 17.02	\$ 9,188	\$ 10,720	\$ 12,251	\$ 13,782	\$ 15,314	\$ 16,845	\$ 18,377	\$ 19,908	\$ 21,439	\$ 22,971	\$ 24,502
Step 23	\$ 17.29	\$ 9,335	\$ 10,891	\$ 12,447	\$ 14,003	\$ 15,559	\$ 17,115	\$ 18,671	\$ 20,227	\$ 21,782	\$ 23,338	\$ 24,894
Step 24	\$ 17.56	\$ 9,485	\$ 11,065	\$ 12,646	\$ 14,227	\$ 15,808	\$ 17,389	\$ 18,969	\$ 20,550	\$ 22,131	\$ 23,712	\$ 25,293
Step 25	\$ 17.85	\$ 9,636	\$ 11,243	\$ 12,849	\$ 14,455	\$ 16,061	\$ 17,667	\$ 19,273	\$ 20,879	\$ 22,485	\$ 24,091	\$ 25,697
Step 26	\$ 18.13	\$ 9,791	\$ 11,422	\$ 13,054	\$ 14,686	\$ 16,318	\$ 17,950	\$ 19,581	\$ 21,213	\$ 22,845	\$ 24,477	\$ 26,108
Step 27	\$ 18.42	\$ 9,947	\$ 11,605	\$ 13,263	\$ 14,921	\$ 16,579	\$ 18,237	\$ 19,895	\$ 21,552	\$ 23,210	\$ 24,868	\$ 26,526
Step 28	\$ 18.72	\$ 10,106	\$ 11,791	\$ 13,475	\$ 15,160	\$ 16,844	\$ 18,529	\$ 20,213	\$ 21,897	\$ 23,582	\$ 25,266	\$ 26,951
Step 29	\$ 19.02	\$ 10,268	\$ 11,980	\$ 13,691	\$ 15,402	\$ 17,114	\$ 18,825	\$ 20,536	\$ 22,248	\$ 23,959	\$ 25,670	\$ 27,382
Step 30	\$ 19.32	\$ 10,432	\$ 12,171	\$ 13,910	\$ 15,649	\$ 17,387	\$ 19,126	\$ 20,865	\$ 22,604	\$ 24,342	\$ 26,081	\$ 27,820

180 Days

**Adopted Bus Driver Pay Scale  
2022-23**

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	\$15.60	\$8,424	\$9,828	\$11,232	\$12,636	\$14,040	\$15,444	\$16,848	\$18,252	\$19,656	\$21,060	\$22,464
Step 1	\$15.85	\$8,559	\$9,986	\$11,412	\$12,839	\$14,265	\$15,692	\$17,118	\$18,545	\$19,971	\$21,397	\$22,824
Step 2	\$16.10	\$8,696	\$10,146	\$11,595	\$13,044	\$14,493	\$15,943	\$17,392	\$18,841	\$20,291	\$21,740	\$23,189
Step 3	\$16.36	\$8,835	\$10,308	\$11,780	\$13,253	\$14,725	\$16,198	\$17,670	\$19,143	\$20,615	\$22,088	\$23,560
Step 4	\$16.62	\$8,977	\$10,473	\$11,969	\$13,465	\$14,961	\$16,457	\$17,953	\$19,449	\$20,945	\$22,441	\$23,937
Step 5	\$16.89	\$9,120	\$10,640	\$12,160	\$13,680	\$15,200	\$16,720	\$18,240	\$19,760	\$21,280	\$22,800	\$24,320
Step 6	\$17.16	\$9,266	\$10,811	\$12,355	\$13,899	\$15,443	\$16,988	\$18,532	\$20,076	\$21,621	\$23,165	\$24,709
Step 7	\$17.43	\$9,415	\$10,984	\$12,553	\$14,122	\$15,691	\$17,260	\$18,829	\$20,398	\$21,967	\$23,536	\$25,105
Step 8	\$17.71	\$9,565	\$11,159	\$12,753	\$14,347	\$15,942	\$17,536	\$19,130	\$20,724	\$22,318	\$23,912	\$25,506
Step 9	\$18.00	\$9,718	\$11,338	\$12,957	\$14,577	\$16,197	\$17,816	\$19,436	\$21,055	\$22,675	\$24,295	\$25,914
Step 10	\$18.28	\$9,874	\$11,519	\$13,165	\$14,810	\$16,456	\$18,101	\$19,747	\$21,392	\$23,038	\$24,683	\$26,329
Step 11	\$18.58	\$10,032	\$11,703	\$13,375	\$15,047	\$16,719	\$18,391	\$20,063	\$21,735	\$23,406	\$25,078	\$26,750
Step 12	\$18.87	\$10,192	\$11,891	\$13,589	\$15,288	\$16,987	\$18,685	\$20,384	\$22,082	\$23,781	\$25,480	\$27,178
Step 13	\$19.18	\$10,355	\$12,081	\$13,807	\$15,533	\$17,258	\$18,984	\$20,710	\$22,436	\$24,161	\$25,887	\$27,613
Step 14	\$19.48	\$10,521	\$12,274	\$14,028	\$15,781	\$17,534	\$19,288	\$21,041	\$22,795	\$24,548	\$26,301	\$28,055
Step 15	\$19.79	\$10,689	\$12,471	\$14,252	\$16,034	\$17,815	\$19,596	\$21,378	\$23,159	\$24,941	\$26,722	\$28,504
Step 16	\$20.11	\$10,860	\$12,670	\$14,480	\$16,290	\$18,100	\$19,910	\$21,720	\$23,530	\$25,340	\$27,150	\$28,960
Step 17	\$20.43	\$11,034	\$12,873	\$14,712	\$16,551	\$18,390	\$20,228	\$22,067	\$23,906	\$25,745	\$27,584	\$29,423
Step 18	\$20.76	\$11,210	\$13,079	\$14,947	\$16,815	\$18,684	\$20,552	\$22,420	\$24,289	\$26,157	\$28,025	\$29,894
Step 19	\$21.09	\$11,390	\$13,288	\$15,186	\$17,085	\$18,983	\$20,881	\$22,779	\$24,677	\$26,576	\$28,474	\$30,372
Step 20	\$21.43	\$11,572	\$13,501	\$15,429	\$17,358	\$19,286	\$21,215	\$23,144	\$25,072	\$27,001	\$28,929	\$30,858
Step 21	\$21.77	\$11,757	\$13,717	\$15,676	\$17,636	\$19,595	\$21,554	\$23,514	\$25,473	\$27,433	\$29,392	\$31,352
Step 22	\$22.12	\$11,945	\$13,936	\$15,927	\$17,918	\$19,909	\$21,899	\$23,890	\$25,881	\$27,872	\$29,863	\$31,853
Step 23	\$22.47	\$12,136	\$14,159	\$16,182	\$18,204	\$20,227	\$22,250	\$24,272	\$26,295	\$28,318	\$30,340	\$32,363
Step 24	\$22.83	\$12,331	\$14,386	\$16,441	\$18,496	\$20,551	\$22,606	\$24,661	\$26,716	\$28,771	\$30,826	\$32,881
Step 25	\$23.20	\$12,528	\$14,616	\$16,704	\$18,792	\$20,880	\$22,967	\$25,055	\$27,143	\$29,231	\$31,319	\$33,407
Step 26	\$23.57	\$12,728	\$14,850	\$16,971	\$19,092	\$21,214	\$23,335	\$25,456	\$27,577	\$29,699	\$31,820	\$33,941
Step 27	\$23.95	\$12,932	\$15,087	\$17,242	\$19,398	\$21,553	\$23,708	\$25,863	\$28,019	\$30,174	\$32,329	\$34,484
Step 28	\$24.33	\$13,139	\$15,329	\$17,518	\$19,708	\$21,898	\$24,088	\$26,277	\$28,467	\$30,657	\$32,846	\$35,036
Step 29	\$24.72	\$13,349	\$15,574	\$17,799	\$20,023	\$22,248	\$24,473	\$26,698	\$28,922	\$31,147	\$33,372	\$35,597
Step 30	\$25.12	\$13,563	\$15,823	\$18,083	\$20,344	\$22,604	\$24,865	\$27,125	\$29,385	\$31,646	\$33,906	\$36,166

180 Days

**Adopted Cafeteria Manager Pay Scale  
2022-23**

Step	0 - 1000 Students			1000+ Students		
	Hourly Rate	Annual		Hourly Rate	Annual	
		7.5 hours	8 hours		7.5 hours	8 hours
Step 0	\$ 15.30	\$ 21,229	\$ 22,644	\$ 15.85	\$ 21,992	\$ 23,458
Step 1	\$ 15.54	\$ 21,568	\$ 23,006	\$ 16.10	\$ 22,344	\$ 23,833
Step 2	\$ 15.79	\$ 21,914	\$ 23,374	\$ 16.36	\$ 22,701	\$ 24,215
Step 3	\$ 16.05	\$ 22,264	\$ 23,748	\$ 16.62	\$ 23,064	\$ 24,602
Step 4	\$ 16.30	\$ 22,620	\$ 24,128	\$ 16.89	\$ 23,433	\$ 24,996
Step 5	\$ 16.56	\$ 22,982	\$ 24,514	\$ 17.16	\$ 23,808	\$ 25,396
Step 6	\$ 16.83	\$ 23,350	\$ 24,907	\$ 17.43	\$ 24,189	\$ 25,802
Step 7	\$ 17.10	\$ 23,724	\$ 25,305	\$ 17.71	\$ 24,576	\$ 26,215
Step 8	\$ 17.37	\$ 24,103	\$ 25,710	\$ 18.00	\$ 24,970	\$ 26,634
Step 9	\$ 17.65	\$ 24,489	\$ 26,121	\$ 18.28	\$ 25,369	\$ 27,060
Step 10	\$ 17.93	\$ 24,881	\$ 26,539	\$ 18.58	\$ 25,775	\$ 27,493
Step 11	\$ 18.22	\$ 25,279	\$ 26,964	\$ 18.87	\$ 26,187	\$ 27,933
Step 12	\$ 18.51	\$ 25,683	\$ 27,395	\$ 19.18	\$ 26,606	\$ 28,380
Step 13	\$ 18.81	\$ 26,094	\$ 27,834	\$ 19.48	\$ 27,032	\$ 28,834
Step 14	\$ 19.11	\$ 26,512	\$ 28,279	\$ 19.79	\$ 27,465	\$ 29,296
Step 15	\$ 19.41	\$ 26,936	\$ 28,732	\$ 20.11	\$ 27,904	\$ 29,764
Step 16	\$ 19.72	\$ 27,367	\$ 29,191	\$ 20.43	\$ 28,351	\$ 30,241
Step 17	\$ 20.04	\$ 27,805	\$ 29,658	\$ 20.76	\$ 28,804	\$ 30,724
Step 18	\$ 20.36	\$ 28,250	\$ 30,133	\$ 21.09	\$ 29,265	\$ 31,216
Step 19	\$ 20.69	\$ 28,702	\$ 30,615	\$ 21.43	\$ 29,733	\$ 31,715
Step 20	\$ 21.02	\$ 29,161	\$ 31,105	\$ 21.77	\$ 30,209	\$ 32,223
Step 21	\$ 21.35	\$ 29,627	\$ 31,602	\$ 22.12	\$ 30,692	\$ 32,739
Step 22	\$ 21.69	\$ 30,101	\$ 32,108	\$ 22.47	\$ 31,183	\$ 33,262
Step 23	\$ 22.04	\$ 30,583	\$ 32,622	\$ 22.83	\$ 31,682	\$ 33,795
Step 24	\$ 22.39	\$ 31,072	\$ 33,144	\$ 23.20	\$ 32,189	\$ 34,335
Step 25	\$ 22.75	\$ 31,569	\$ 33,674	\$ 23.57	\$ 32,704	\$ 34,885
Step 26	\$ 23.12	\$ 32,075	\$ 34,213	\$ 23.95	\$ 33,228	\$ 35,443
Step 27	\$ 23.49	\$ 32,588	\$ 34,760	\$ 24.33	\$ 33,759	\$ 36,010
Step 28	\$ 23.86	\$ 33,109	\$ 35,316	\$ 24.72	\$ 34,299	\$ 36,586
Step 29	\$ 24.24	\$ 33,639	\$ 35,882	\$ 25.12	\$ 34,848	\$ 37,171
Step 30	\$ 24.63	\$ 34,177	\$ 36,456	\$ 25.52	\$ 35,406	\$ 37,766

185 Days

**Adopted Cafeteria Assistant Manager Pay Scale  
2022-23**

Step	0-1000 Students			1000+ Students		
	Hourly Rate	Annual		Hourly Rate	Annual	
		7 hours	8 hours		7 hours	8 hours
Step 0	\$ 13.65	\$ 17,390	\$ 19,874	\$ 14.20	\$ 18,091	\$ 20,675
Step 1	\$ 13.87	\$ 17,668	\$ 20,192	\$ 14.43	\$ 18,380	\$ 21,006
Step 2	\$ 14.09	\$ 17,951	\$ 20,515	\$ 14.66	\$ 18,674	\$ 21,342
Step 3	\$ 14.32	\$ 18,238	\$ 20,844	\$ 14.89	\$ 18,973	\$ 21,684
Step 4	\$ 14.54	\$ 18,530	\$ 21,177	\$ 15.13	\$ 19,277	\$ 22,031
Step 5	\$ 14.78	\$ 18,827	\$ 21,516	\$ 15.37	\$ 19,585	\$ 22,383
Step 6	\$ 15.01	\$ 19,128	\$ 21,860	\$ 15.62	\$ 19,898	\$ 22,741
Step 7	\$ 15.25	\$ 19,434	\$ 22,210	\$ 15.87	\$ 20,217	\$ 23,105
Step 8	\$ 15.50	\$ 19,745	\$ 22,565	\$ 16.12	\$ 20,540	\$ 23,475
Step 9	\$ 15.75	\$ 20,061	\$ 22,926	\$ 16.38	\$ 20,869	\$ 23,850
Step 10	\$ 16.00	\$ 20,382	\$ 23,293	\$ 16.64	\$ 21,203	\$ 24,232
Step 11	\$ 16.25	\$ 20,708	\$ 23,666	\$ 16.91	\$ 21,542	\$ 24,620
Step 12	\$ 16.51	\$ 21,039	\$ 24,045	\$ 17.18	\$ 21,887	\$ 25,013
Step 13	\$ 16.78	\$ 21,376	\$ 24,429	\$ 17.45	\$ 22,237	\$ 25,414
Step 14	\$ 17.05	\$ 21,718	\$ 24,820	\$ 17.73	\$ 22,593	\$ 25,820
Step 15	\$ 17.32	\$ 22,065	\$ 25,217	\$ 18.02	\$ 22,954	\$ 26,233
Step 16	\$ 17.60	\$ 22,418	\$ 25,621	\$ 18.31	\$ 23,322	\$ 26,653
Step 17	\$ 17.88	\$ 22,777	\$ 26,031	\$ 18.60	\$ 23,695	\$ 27,080
Step 18	\$ 18.16	\$ 23,141	\$ 26,447	\$ 18.90	\$ 24,074	\$ 27,513
Step 19	\$ 18.45	\$ 23,512	\$ 26,870	\$ 19.20	\$ 24,459	\$ 27,953
Step 20	\$ 18.75	\$ 23,888	\$ 27,300	\$ 19.51	\$ 24,850	\$ 28,400
Step 21	\$ 19.05	\$ 24,270	\$ 27,737	\$ 19.82	\$ 25,248	\$ 28,855
Step 22	\$ 19.36	\$ 24,658	\$ 28,181	\$ 20.13	\$ 25,652	\$ 29,316
Step 23	\$ 19.66	\$ 25,053	\$ 28,632	\$ 20.46	\$ 26,062	\$ 29,786
Step 24	\$ 19.98	\$ 25,454	\$ 29,090	\$ 20.78	\$ 26,479	\$ 30,262
Step 25	\$ 20.30	\$ 25,861	\$ 29,555	\$ 21.12	\$ 26,903	\$ 30,746
Step 26	\$ 20.62	\$ 26,275	\$ 30,028	\$ 21.45	\$ 27,333	\$ 31,238
Step 27	\$ 20.95	\$ 26,695	\$ 30,509	\$ 21.80	\$ 27,771	\$ 31,738
Step 28	\$ 21.29	\$ 27,122	\$ 30,997	\$ 22.15	\$ 28,215	\$ 32,246
Step 29	\$ 21.63	\$ 27,556	\$ 31,493	\$ 22.50	\$ 28,667	\$ 32,762
Step 30	\$ 21.98	\$ 27,997	\$ 31,997	\$ 22.86	\$ 29,125	\$ 33,286

185 Days

**Adopted Cafeteria Worker Pay Scale  
2022-23**

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	\$ 12.00	\$ 6,552	\$ 7,644	\$ 8,736	\$ 9,828	\$ 10,920	\$ 12,012	\$ 13,104	\$ 14,196	\$ 15,288	\$ 16,380
Step 1	\$ 12.19	\$ 6,657	\$ 7,766	\$ 8,876	\$ 9,985	\$ 11,095	\$ 12,204	\$ 13,314	\$ 14,423	\$ 15,533	\$ 16,642
Step 2	\$ 12.39	\$ 6,763	\$ 7,891	\$ 9,018	\$ 10,145	\$ 11,272	\$ 12,399	\$ 13,527	\$ 14,654	\$ 15,781	\$ 16,908
Step 3	\$ 12.59	\$ 6,872	\$ 8,017	\$ 9,162	\$ 10,307	\$ 11,453	\$ 12,598	\$ 13,743	\$ 14,888	\$ 16,034	\$ 17,179
Step 4	\$ 12.79	\$ 6,981	\$ 8,145	\$ 9,309	\$ 10,472	\$ 11,636	\$ 12,799	\$ 13,963	\$ 15,127	\$ 16,290	\$ 17,454
Step 5	\$ 12.99	\$ 7,093	\$ 8,275	\$ 9,458	\$ 10,640	\$ 11,822	\$ 13,004	\$ 14,186	\$ 15,369	\$ 16,551	\$ 17,733
Step 6	\$ 13.20	\$ 7,207	\$ 8,408	\$ 9,609	\$ 10,810	\$ 12,011	\$ 13,212	\$ 14,413	\$ 15,615	\$ 16,816	\$ 18,017
Step 7	\$ 13.41	\$ 7,322	\$ 8,542	\$ 9,763	\$ 10,983	\$ 12,203	\$ 13,424	\$ 14,644	\$ 15,864	\$ 17,085	\$ 18,305
Step 8	\$ 13.62	\$ 7,439	\$ 8,679	\$ 9,919	\$ 11,159	\$ 12,399	\$ 13,638	\$ 14,878	\$ 16,118	\$ 17,358	\$ 18,598
Step 9	\$ 13.84	\$ 7,558	\$ 8,818	\$ 10,078	\$ 11,337	\$ 12,597	\$ 13,857	\$ 15,116	\$ 16,376	\$ 17,636	\$ 18,895
Step 10	\$ 14.06	\$ 7,679	\$ 8,959	\$ 10,239	\$ 11,519	\$ 12,799	\$ 14,078	\$ 15,358	\$ 16,638	\$ 17,918	\$ 19,198
Step 11	\$ 14.29	\$ 7,802	\$ 9,102	\$ 10,403	\$ 11,703	\$ 13,003	\$ 14,304	\$ 15,604	\$ 16,904	\$ 18,205	\$ 19,505
Step 12	\$ 14.52	\$ 7,927	\$ 9,248	\$ 10,569	\$ 11,890	\$ 13,211	\$ 14,532	\$ 15,854	\$ 17,175	\$ 18,496	\$ 19,817
Step 13	\$ 14.75	\$ 8,054	\$ 9,396	\$ 10,738	\$ 12,080	\$ 13,423	\$ 14,765	\$ 16,107	\$ 17,450	\$ 18,792	\$ 20,134
Step 14	\$ 14.99	\$ 8,182	\$ 9,546	\$ 10,910	\$ 12,274	\$ 13,637	\$ 15,001	\$ 16,365	\$ 17,729	\$ 19,092	\$ 20,456
Step 15	\$ 15.23	\$ 8,313	\$ 9,699	\$ 11,085	\$ 12,470	\$ 13,856	\$ 15,241	\$ 16,627	\$ 18,012	\$ 19,398	\$ 20,784
Step 16	\$ 15.47	\$ 8,446	\$ 9,854	\$ 11,262	\$ 12,670	\$ 14,077	\$ 15,485	\$ 16,893	\$ 18,301	\$ 19,708	\$ 21,116
Step 17	\$ 15.72	\$ 8,582	\$ 10,012	\$ 11,442	\$ 12,872	\$ 14,303	\$ 15,733	\$ 17,163	\$ 18,593	\$ 20,024	\$ 21,454
Step 18	\$ 15.97	\$ 8,719	\$ 10,172	\$ 11,625	\$ 13,078	\$ 14,531	\$ 15,985	\$ 17,438	\$ 18,891	\$ 20,344	\$ 21,797
Step 19	\$ 16.22	\$ 8,858	\$ 10,335	\$ 11,811	\$ 13,288	\$ 14,764	\$ 16,240	\$ 17,717	\$ 19,193	\$ 20,670	\$ 22,146
Step 20	\$ 16.48	\$ 9,000	\$ 10,500	\$ 12,000	\$ 13,500	\$ 15,000	\$ 16,500	\$ 18,000	\$ 19,500	\$ 21,000	\$ 22,500
Step 21	\$ 16.75	\$ 9,144	\$ 10,668	\$ 12,192	\$ 13,716	\$ 15,240	\$ 16,764	\$ 18,288	\$ 19,812	\$ 21,336	\$ 22,860
Step 22	\$ 17.02	\$ 9,290	\$ 10,839	\$ 12,387	\$ 13,936	\$ 15,484	\$ 17,032	\$ 18,581	\$ 20,129	\$ 21,678	\$ 23,226
Step 23	\$ 17.29	\$ 9,439	\$ 11,012	\$ 12,585	\$ 14,159	\$ 15,732	\$ 17,305	\$ 18,878	\$ 20,451	\$ 22,024	\$ 23,598
Step 24	\$ 17.56	\$ 9,590	\$ 11,188	\$ 12,787	\$ 14,385	\$ 15,983	\$ 17,582	\$ 19,180	\$ 20,779	\$ 22,377	\$ 23,975
Step 25	\$ 17.85	\$ 9,744	\$ 11,367	\$ 12,991	\$ 14,615	\$ 16,239	\$ 17,863	\$ 19,487	\$ 21,111	\$ 22,735	\$ 24,359
Step 26	\$ 18.13	\$ 9,899	\$ 11,549	\$ 13,199	\$ 14,849	\$ 16,499	\$ 18,149	\$ 19,799	\$ 21,449	\$ 23,099	\$ 24,749
Step 27	\$ 18.42	\$ 10,058	\$ 11,734	\$ 13,410	\$ 15,087	\$ 16,763	\$ 18,439	\$ 20,116	\$ 21,792	\$ 23,468	\$ 25,145
Step 28	\$ 18.72	\$ 10,219	\$ 11,922	\$ 13,625	\$ 15,328	\$ 17,031	\$ 18,734	\$ 20,437	\$ 22,141	\$ 23,844	\$ 25,547
Step 29	\$ 19.02	\$ 10,382	\$ 12,113	\$ 13,843	\$ 15,573	\$ 17,304	\$ 19,034	\$ 20,764	\$ 22,495	\$ 24,225	\$ 25,956
Step 30	\$ 19.32	\$ 10,548	\$ 12,306	\$ 14,064	\$ 15,823	\$ 17,581	\$ 19,339	\$ 21,097	\$ 22,855	\$ 24,613	\$ 26,371

182 Days

**Adopted Car Driver Pay Scale  
2022-23**

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	\$ 13.21	\$ 7,133	\$ 8,322	\$ 9,511	\$ 10,700	\$ 11,889	\$ 13,078	\$ 14,267	\$ 15,456	\$ 16,645	\$ 17,834	\$ 19,022
Step 1	\$ 13.42	\$ 7,248	\$ 8,455	\$ 9,663	\$ 10,871	\$ 12,079	\$ 13,287	\$ 14,495	\$ 15,703	\$ 16,911	\$ 18,119	\$ 19,327
Step 2	\$ 13.64	\$ 7,363	\$ 8,591	\$ 9,818	\$ 11,045	\$ 12,272	\$ 13,500	\$ 14,727	\$ 15,954	\$ 17,181	\$ 18,409	\$ 19,636
Step 3	\$ 13.85	\$ 7,481	\$ 8,728	\$ 9,975	\$ 11,222	\$ 12,469	\$ 13,716	\$ 14,963	\$ 16,210	\$ 17,456	\$ 18,703	\$ 19,950
Step 4	\$ 14.08	\$ 7,601	\$ 8,868	\$ 10,135	\$ 11,402	\$ 12,668	\$ 13,935	\$ 15,202	\$ 16,469	\$ 17,736	\$ 19,003	\$ 20,269
Step 5	\$ 14.30	\$ 7,723	\$ 9,010	\$ 10,297	\$ 11,584	\$ 12,871	\$ 14,158	\$ 15,445	\$ 16,732	\$ 18,019	\$ 19,307	\$ 20,594
Step 6	\$ 14.53	\$ 7,846	\$ 9,154	\$ 10,462	\$ 11,769	\$ 13,077	\$ 14,385	\$ 15,692	\$ 17,000	\$ 18,308	\$ 19,615	\$ 20,923
Step 7	\$ 14.76	\$ 7,972	\$ 9,300	\$ 10,629	\$ 11,958	\$ 13,286	\$ 14,615	\$ 15,943	\$ 17,272	\$ 18,601	\$ 19,929	\$ 21,258
Step 8	\$ 15.00	\$ 8,099	\$ 9,449	\$ 10,799	\$ 12,149	\$ 13,499	\$ 14,849	\$ 16,199	\$ 17,548	\$ 18,898	\$ 20,248	\$ 21,598
Step 9	\$ 15.24	\$ 8,229	\$ 9,600	\$ 10,972	\$ 12,343	\$ 13,715	\$ 15,086	\$ 16,458	\$ 17,829	\$ 19,201	\$ 20,572	\$ 21,944
Step 10	\$ 15.48	\$ 8,361	\$ 9,754	\$ 11,147	\$ 12,541	\$ 13,934	\$ 15,328	\$ 16,721	\$ 18,114	\$ 19,508	\$ 20,901	\$ 22,295
Step 11	\$ 15.73	\$ 8,494	\$ 9,910	\$ 11,326	\$ 12,741	\$ 14,157	\$ 15,573	\$ 16,989	\$ 18,404	\$ 19,820	\$ 21,236	\$ 22,651
Step 12	\$ 15.98	\$ 8,630	\$ 10,069	\$ 11,507	\$ 12,945	\$ 14,384	\$ 15,822	\$ 17,260	\$ 18,699	\$ 20,137	\$ 21,576	\$ 23,014
Step 13	\$ 16.24	\$ 8,768	\$ 10,230	\$ 11,691	\$ 13,152	\$ 14,614	\$ 16,075	\$ 17,537	\$ 18,998	\$ 20,459	\$ 21,921	\$ 23,382
Step 14	\$ 16.50	\$ 8,909	\$ 10,393	\$ 11,878	\$ 13,363	\$ 14,848	\$ 16,332	\$ 17,817	\$ 19,302	\$ 20,787	\$ 22,271	\$ 23,756
Step 15	\$ 16.76	\$ 9,051	\$ 10,560	\$ 12,068	\$ 13,577	\$ 15,085	\$ 16,594	\$ 18,102	\$ 19,611	\$ 21,119	\$ 22,628	\$ 24,136
Step 16	\$ 17.03	\$ 9,196	\$ 10,729	\$ 12,261	\$ 13,794	\$ 15,327	\$ 16,859	\$ 18,392	\$ 19,925	\$ 21,457	\$ 22,990	\$ 24,522
Step 17	\$ 17.30	\$ 9,343	\$ 10,900	\$ 12,457	\$ 14,015	\$ 15,572	\$ 17,129	\$ 18,686	\$ 20,243	\$ 21,800	\$ 23,358	\$ 24,915
Step 18	\$ 17.58	\$ 9,493	\$ 11,075	\$ 12,657	\$ 14,239	\$ 15,821	\$ 17,403	\$ 18,985	\$ 20,567	\$ 22,149	\$ 23,731	\$ 25,313
Step 19	\$ 17.86	\$ 9,644	\$ 11,252	\$ 12,859	\$ 14,467	\$ 16,074	\$ 17,681	\$ 19,289	\$ 20,896	\$ 22,504	\$ 24,111	\$ 25,719
Step 20	\$ 18.15	\$ 9,799	\$ 11,432	\$ 13,065	\$ 14,698	\$ 16,331	\$ 17,964	\$ 19,598	\$ 21,231	\$ 22,864	\$ 24,497	\$ 26,130
Step 21	\$ 18.44	\$ 9,956	\$ 11,615	\$ 13,274	\$ 14,933	\$ 16,593	\$ 18,252	\$ 19,911	\$ 21,570	\$ 23,230	\$ 24,889	\$ 26,548
Step 22	\$ 18.73	\$ 10,115	\$ 11,801	\$ 13,486	\$ 15,172	\$ 16,858	\$ 18,544	\$ 20,230	\$ 21,915	\$ 23,601	\$ 25,287	\$ 26,973
Step 23	\$ 19.03	\$ 10,277	\$ 11,989	\$ 13,702	\$ 15,415	\$ 17,128	\$ 18,841	\$ 20,553	\$ 22,266	\$ 23,979	\$ 25,692	\$ 27,404
Step 24	\$ 19.34	\$ 10,441	\$ 12,181	\$ 13,921	\$ 15,662	\$ 17,402	\$ 19,142	\$ 20,882	\$ 22,622	\$ 24,363	\$ 26,103	\$ 27,843
Step 25	\$ 19.64	\$ 10,608	\$ 12,376	\$ 14,144	\$ 15,912	\$ 17,680	\$ 19,448	\$ 21,216	\$ 22,984	\$ 24,752	\$ 26,520	\$ 28,288
Step 26	\$ 19.96	\$ 10,778	\$ 12,574	\$ 14,370	\$ 16,167	\$ 17,963	\$ 19,759	\$ 21,556	\$ 23,352	\$ 25,148	\$ 26,945	\$ 28,741
Step 27	\$ 20.28	\$ 10,950	\$ 12,775	\$ 14,600	\$ 16,425	\$ 18,251	\$ 20,076	\$ 21,901	\$ 23,726	\$ 25,551	\$ 27,376	\$ 29,201
Step 28	\$ 20.60	\$ 11,126	\$ 12,980	\$ 14,834	\$ 16,688	\$ 18,543	\$ 20,397	\$ 22,251	\$ 24,105	\$ 25,960	\$ 27,814	\$ 29,668
Step 29	\$ 20.93	\$ 11,304	\$ 13,187	\$ 15,071	\$ 16,955	\$ 18,839	\$ 20,723	\$ 22,607	\$ 24,491	\$ 26,375	\$ 28,259	\$ 30,143
Step 30	\$ 21.27	\$ 11,484	\$ 13,398	\$ 15,313	\$ 17,227	\$ 19,141	\$ 21,055	\$ 22,969	\$ 24,883	\$ 26,797	\$ 28,711	\$ 30,625

180 Days

**Adopted Custodian Pay Scale  
2022-23**

Step	Custodian		Assistant Foreman				Foreman			
	All Schools		0-1000 students		1000+ students		0-1000 students		1000+ students	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 12.00	\$22,140	\$ 13.16	\$24,280	\$ 13.73	\$25,332	\$ 14.87	\$27,435	\$ 16.59	\$30,609
Step 1	\$ 12.19	\$22,494	\$ 13.37	\$24,669	\$ 13.95	\$25,737	\$ 15.11	\$27,874	\$ 16.86	\$31,098
Step 2	\$ 12.39	\$22,854	\$ 13.58	\$25,063	\$ 14.17	\$26,149	\$ 15.35	\$28,320	\$ 17.13	\$31,596
Step 3	\$ 12.59	\$23,220	\$ 13.80	\$25,464	\$ 14.40	\$26,567	\$ 15.60	\$28,773	\$ 17.40	\$32,101
Step 4	\$ 12.79	\$23,591	\$ 14.02	\$25,872	\$ 14.63	\$26,992	\$ 15.84	\$29,234	\$ 17.68	\$32,615
Step 5	\$ 12.99	\$23,969	\$ 14.25	\$26,286	\$ 14.86	\$27,424	\$ 16.10	\$29,701	\$ 17.96	\$33,137
Step 6	\$ 13.20	\$24,352	\$ 14.47	\$26,706	\$ 15.10	\$27,863	\$ 16.36	\$30,177	\$ 18.25	\$33,667
Step 7	\$ 13.41	\$24,742	\$ 14.71	\$27,134	\$ 15.34	\$28,309	\$ 16.62	\$30,659	\$ 18.54	\$34,206
Step 8	\$ 13.62	\$25,138	\$ 14.94	\$27,568	\$ 15.59	\$28,762	\$ 16.88	\$31,150	\$ 18.84	\$34,753
Step 9	\$ 13.84	\$25,540	\$ 15.18	\$28,009	\$ 15.84	\$29,222	\$ 17.15	\$31,648	\$ 19.14	\$35,309
Step 10	\$ 14.06	\$25,949	\$ 15.42	\$28,457	\$ 16.09	\$29,690	\$ 17.43	\$32,155	\$ 19.44	\$35,874
Step 11	\$ 14.29	\$26,364	\$ 15.67	\$28,912	\$ 16.35	\$30,165	\$ 17.71	\$32,669	\$ 19.76	\$36,448
Step 12	\$ 14.52	\$26,786	\$ 15.92	\$29,375	\$ 16.61	\$30,647	\$ 17.99	\$33,192	\$ 20.07	\$37,031
Step 13	\$ 14.75	\$27,214	\$ 16.18	\$29,845	\$ 16.88	\$31,138	\$ 18.28	\$33,723	\$ 20.39	\$37,624
Step 14	\$ 14.99	\$27,650	\$ 16.43	\$30,322	\$ 17.15	\$31,636	\$ 18.57	\$34,263	\$ 20.72	\$38,226
Step 15	\$ 15.23	\$28,092	\$ 16.70	\$30,808	\$ 17.42	\$32,142	\$ 18.87	\$34,811	\$ 21.05	\$38,837
Step 16	\$ 15.47	\$28,542	\$ 16.97	\$31,301	\$ 17.70	\$32,656	\$ 19.17	\$35,368	\$ 21.39	\$39,459
Step 17	\$ 15.72	\$28,998	\$ 17.24	\$31,801	\$ 17.98	\$33,179	\$ 19.48	\$35,934	\$ 21.73	\$40,090
Step 18	\$ 15.97	\$29,462	\$ 17.51	\$32,310	\$ 18.27	\$33,710	\$ 19.79	\$36,509	\$ 22.08	\$40,731
Step 19	\$ 16.22	\$29,934	\$ 17.79	\$32,827	\$ 18.56	\$34,249	\$ 20.10	\$37,093	\$ 22.43	\$41,383
Step 20	\$ 16.48	\$30,412	\$ 18.08	\$33,352	\$ 18.86	\$34,797	\$ 20.43	\$37,686	\$ 22.79	\$42,045
Step 21	\$ 16.75	\$30,899	\$ 18.37	\$33,886	\$ 19.16	\$35,354	\$ 20.75	\$38,289	\$ 23.15	\$42,718
Step 22	\$ 17.02	\$31,393	\$ 18.66	\$34,428	\$ 19.47	\$35,919	\$ 21.08	\$38,902	\$ 23.52	\$43,401
Step 23	\$ 17.29	\$31,896	\$ 18.96	\$34,979	\$ 19.78	\$36,494	\$ 21.42	\$39,524	\$ 23.90	\$44,096
Step 24	\$ 17.56	\$32,406	\$ 19.26	\$35,539	\$ 20.10	\$37,078	\$ 21.77	\$40,157	\$ 24.28	\$44,801
Step 25	\$ 17.85	\$32,925	\$ 19.57	\$36,107	\$ 20.42	\$37,671	\$ 22.11	\$40,799	\$ 24.67	\$45,518
Step 26	\$ 18.13	\$33,451	\$ 19.88	\$36,685	\$ 20.74	\$38,274	\$ 22.47	\$41,452	\$ 25.07	\$46,247
Step 27	\$ 18.42	\$33,987	\$ 20.20	\$37,272	\$ 21.08	\$38,886	\$ 22.83	\$42,115	\$ 25.47	\$46,986
Step 28	\$ 18.72	\$34,530	\$ 20.52	\$37,868	\$ 21.41	\$39,509	\$ 23.19	\$42,789	\$ 25.87	\$47,738
Step 29	\$ 19.02	\$35,083	\$ 20.85	\$38,474	\$ 21.76	\$40,141	\$ 23.56	\$43,474	\$ 26.29	\$48,502
Step 30	\$ 19.32	\$35,644	\$ 21.19	\$39,090	\$ 22.10	\$40,783	\$ 23.94	\$44,169	\$ 26.71	\$49,278

12 Months

7.5 Hours per day

**Adopted Executive Assistant/Clerk of the Board Pay Scale  
2022-23**

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 21.68	\$ 40,000	\$ 22.20	\$ 40,959	\$ 22.72	\$ 41,918
Step 1	\$ 22.03	\$ 40,640	\$ 22.56	\$ 41,614	\$ 23.08	\$ 42,589
Step 2	\$ 22.38	\$ 41,290	\$ 22.92	\$ 42,280	\$ 23.45	\$ 43,271
Step 3	\$ 22.74	\$ 41,950	\$ 23.28	\$ 42,957	\$ 23.83	\$ 43,963
Step 4	\$ 23.10	\$ 42,622	\$ 23.66	\$ 43,644	\$ 24.21	\$ 44,666
Step 5	\$ 23.47	\$ 43,304	\$ 24.03	\$ 44,342	\$ 24.60	\$ 45,381
Step 6	\$ 23.85	\$ 43,996	\$ 24.42	\$ 45,052	\$ 24.99	\$ 46,107
Step 7	\$ 24.23	\$ 44,700	\$ 24.81	\$ 45,773	\$ 25.39	\$ 46,845
Step 8	\$ 24.62	\$ 45,416	\$ 25.21	\$ 46,505	\$ 25.80	\$ 47,594
Step 9	\$ 25.01	\$ 46,142	\$ 25.61	\$ 47,249	\$ 26.21	\$ 48,356
Step 10	\$ 25.41	\$ 46,881	\$ 26.02	\$ 48,005	\$ 26.63	\$ 49,129
Step 11	\$ 25.82	\$ 47,631	\$ 26.44	\$ 48,773	\$ 27.05	\$ 49,916
Step 12	\$ 26.23	\$ 48,393	\$ 26.86	\$ 49,553	\$ 27.49	\$ 50,714
Step 13	\$ 26.65	\$ 49,167	\$ 27.29	\$ 50,346	\$ 27.93	\$ 51,526
Step 14	\$ 27.08	\$ 49,954	\$ 27.72	\$ 51,152	\$ 28.37	\$ 52,350
Step 15	\$ 27.51	\$ 50,753	\$ 28.17	\$ 51,970	\$ 28.83	\$ 53,188
Step 16	\$ 27.95	\$ 51,565	\$ 28.62	\$ 52,802	\$ 29.29	\$ 54,039
Step 17	\$ 28.40	\$ 52,390	\$ 29.08	\$ 53,647	\$ 29.76	\$ 54,903
Step 18	\$ 28.85	\$ 53,228	\$ 29.54	\$ 54,505	\$ 30.23	\$ 55,782
Step 19	\$ 29.31	\$ 54,080	\$ 30.01	\$ 55,377	\$ 30.72	\$ 56,674
Step 20	\$ 29.78	\$ 54,945	\$ 30.49	\$ 56,263	\$ 31.21	\$ 57,581
Step 21	\$ 30.26	\$ 55,824	\$ 30.98	\$ 57,163	\$ 31.71	\$ 58,502
Step 22	\$ 30.74	\$ 56,718	\$ 31.48	\$ 58,078	\$ 32.22	\$ 59,438
Step 23	\$ 31.23	\$ 57,625	\$ 31.98	\$ 59,007	\$ 32.73	\$ 60,389
Step 24	\$ 31.73	\$ 58,547	\$ 32.49	\$ 59,951	\$ 33.26	\$ 61,356
Step 25	\$ 32.24	\$ 59,484	\$ 33.01	\$ 60,910	\$ 33.79	\$ 62,337
Step 26	\$ 32.76	\$ 60,435	\$ 33.54	\$ 61,885	\$ 34.33	\$ 63,335
Step 27	\$ 33.28	\$ 61,402	\$ 34.08	\$ 62,875	\$ 34.88	\$ 64,348
Step 28	\$ 33.81	\$ 62,385	\$ 34.62	\$ 63,881	\$ 35.43	\$ 65,378
Step 29	\$ 34.35	\$ 63,383	\$ 35.18	\$ 64,903	\$ 36.00	\$ 66,424
Step 30	\$ 34.90	\$ 64,397	\$ 35.74	\$ 65,942	\$ 36.58	\$ 67,486

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  
2022-23**

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	\$ 13.62	\$ 25,129	\$ 13.52	\$ 24,944	\$ 11.65	\$ 21,494	\$ 17.18	\$ 31,697	\$ 20.88	\$ 38,524	\$ 22.98	\$ 42,398	\$ 24.05	\$ 44,372
Step 1	\$ 13.84	\$ 25,531	\$ 13.74	\$ 25,344	\$ 11.84	\$ 21,838	\$ 17.45	\$ 32,204	\$ 21.21	\$ 39,140	\$ 23.35	\$ 43,076	\$ 24.43	\$ 45,082
Step 2	\$ 14.06	\$ 25,939	\$ 13.96	\$ 25,749	\$ 12.03	\$ 22,188	\$ 17.73	\$ 32,720	\$ 21.55	\$ 39,766	\$ 23.72	\$ 43,766	\$ 24.83	\$ 45,804
Step 3	\$ 14.28	\$ 26,354	\$ 14.18	\$ 26,161	\$ 12.22	\$ 22,543	\$ 18.02	\$ 33,243	\$ 21.90	\$ 40,402	\$ 24.10	\$ 44,466	\$ 25.22	\$ 46,536
Step 4	\$ 14.51	\$ 26,776	\$ 14.41	\$ 26,580	\$ 12.41	\$ 22,903	\$ 18.31	\$ 33,775	\$ 22.25	\$ 41,049	\$ 24.49	\$ 45,177	\$ 25.63	\$ 47,281
Step 5	\$ 14.75	\$ 27,205	\$ 14.64	\$ 27,005	\$ 12.61	\$ 23,270	\$ 18.60	\$ 34,315	\$ 22.60	\$ 41,706	\$ 24.88	\$ 45,900	\$ 26.04	\$ 48,037
Step 6	\$ 14.98	\$ 27,640	\$ 14.87	\$ 27,437	\$ 12.81	\$ 23,642	\$ 18.90	\$ 34,864	\$ 22.97	\$ 42,373	\$ 25.28	\$ 46,635	\$ 26.45	\$ 48,806
Step 7	\$ 15.22	\$ 28,082	\$ 15.11	\$ 27,876	\$ 13.02	\$ 24,020	\$ 19.20	\$ 35,422	\$ 23.33	\$ 43,051	\$ 25.68	\$ 47,381	\$ 26.88	\$ 49,587
Step 8	\$ 15.46	\$ 28,531	\$ 15.35	\$ 28,322	\$ 13.23	\$ 24,405	\$ 19.51	\$ 35,989	\$ 23.71	\$ 43,740	\$ 26.09	\$ 48,139	\$ 27.31	\$ 50,380
Step 9	\$ 15.71	\$ 28,988	\$ 15.60	\$ 28,775	\$ 13.44	\$ 24,795	\$ 19.82	\$ 36,565	\$ 24.09	\$ 44,440	\$ 26.51	\$ 48,909	\$ 27.74	\$ 51,186
Step 10	\$ 15.96	\$ 29,452	\$ 15.85	\$ 29,235	\$ 13.65	\$ 25,192	\$ 20.14	\$ 37,150	\$ 24.47	\$ 45,151	\$ 26.93	\$ 49,692	\$ 28.19	\$ 52,005
Step 11	\$ 16.22	\$ 29,923	\$ 16.10	\$ 29,703	\$ 13.87	\$ 25,595	\$ 20.46	\$ 37,744	\$ 24.86	\$ 45,873	\$ 27.36	\$ 50,487	\$ 28.64	\$ 52,837
Step 12	\$ 16.48	\$ 30,402	\$ 16.36	\$ 30,178	\$ 14.09	\$ 26,004	\$ 20.78	\$ 38,348	\$ 25.26	\$ 46,607	\$ 27.80	\$ 51,295	\$ 29.10	\$ 53,683
Step 13	\$ 16.74	\$ 30,888	\$ 16.62	\$ 30,661	\$ 14.32	\$ 26,420	\$ 21.12	\$ 38,962	\$ 25.67	\$ 47,353	\$ 28.25	\$ 52,115	\$ 29.56	\$ 54,542
Step 14	\$ 17.01	\$ 31,382	\$ 16.88	\$ 31,152	\$ 14.55	\$ 26,843	\$ 21.46	\$ 39,585	\$ 26.08	\$ 48,110	\$ 28.70	\$ 52,949	\$ 30.03	\$ 55,414
Step 15	\$ 17.28	\$ 31,884	\$ 17.15	\$ 31,650	\$ 14.78	\$ 27,273	\$ 21.80	\$ 40,218	\$ 26.49	\$ 48,880	\$ 29.16	\$ 53,796	\$ 30.52	\$ 56,301
Step 16	\$ 17.56	\$ 32,395	\$ 17.43	\$ 32,157	\$ 15.02	\$ 27,709	\$ 22.15	\$ 40,862	\$ 26.92	\$ 49,662	\$ 29.62	\$ 54,657	\$ 31.00	\$ 57,202
Step 17	\$ 17.84	\$ 32,913	\$ 17.71	\$ 32,671	\$ 15.26	\$ 28,152	\$ 22.50	\$ 41,516	\$ 27.35	\$ 50,457	\$ 30.10	\$ 55,532	\$ 31.50	\$ 58,117
Step 18	\$ 18.12	\$ 33,440	\$ 17.99	\$ 33,194	\$ 15.50	\$ 28,603	\$ 22.86	\$ 42,180	\$ 27.79	\$ 51,264	\$ 30.58	\$ 56,420	\$ 32.00	\$ 59,047
Step 19	\$ 18.41	\$ 33,975	\$ 18.28	\$ 33,725	\$ 15.75	\$ 29,060	\$ 23.23	\$ 42,855	\$ 28.23	\$ 52,084	\$ 31.07	\$ 57,323	\$ 32.52	\$ 59,992
Step 20	\$ 18.71	\$ 34,518	\$ 18.57	\$ 34,265	\$ 16.00	\$ 29,525	\$ 23.60	\$ 43,541	\$ 28.68	\$ 52,918	\$ 31.57	\$ 58,240	\$ 33.04	\$ 60,952
Step 21	\$ 19.01	\$ 35,070	\$ 18.87	\$ 34,813	\$ 16.26	\$ 29,998	\$ 23.98	\$ 44,237	\$ 29.14	\$ 53,764	\$ 32.07	\$ 59,172	\$ 33.56	\$ 61,927
Step 22	\$ 19.31	\$ 35,632	\$ 19.17	\$ 35,370	\$ 16.52	\$ 30,478	\$ 24.36	\$ 44,945	\$ 29.61	\$ 54,625	\$ 32.58	\$ 60,118	\$ 34.10	\$ 62,918
Step 23	\$ 19.62	\$ 36,202	\$ 19.48	\$ 35,936	\$ 16.78	\$ 30,965	\$ 24.75	\$ 45,664	\$ 30.08	\$ 55,499	\$ 33.11	\$ 61,080	\$ 34.65	\$ 63,924
Step 24	\$ 19.94	\$ 36,781	\$ 19.79	\$ 36,511	\$ 17.05	\$ 31,461	\$ 25.15	\$ 46,395	\$ 30.56	\$ 56,387	\$ 33.64	\$ 62,058	\$ 35.20	\$ 64,947
Step 25	\$ 20.25	\$ 37,369	\$ 20.11	\$ 37,095	\$ 17.32	\$ 31,964	\$ 25.55	\$ 47,137	\$ 31.05	\$ 57,289	\$ 34.17	\$ 63,051	\$ 35.76	\$ 65,986
Step 26	\$ 20.58	\$ 37,967	\$ 20.43	\$ 37,689	\$ 17.60	\$ 32,476	\$ 25.96	\$ 47,891	\$ 31.55	\$ 58,205	\$ 34.72	\$ 64,059	\$ 36.34	\$ 67,042
Step 27	\$ 20.91	\$ 38,575	\$ 20.75	\$ 38,292	\$ 17.88	\$ 32,995	\$ 26.37	\$ 48,657	\$ 32.05	\$ 59,137	\$ 35.28	\$ 65,084	\$ 36.92	\$ 68,115
Step 28	\$ 21.24	\$ 39,192	\$ 21.09	\$ 38,904	\$ 18.17	\$ 33,523	\$ 26.79	\$ 49,436	\$ 32.57	\$ 60,083	\$ 35.84	\$ 66,126	\$ 37.51	\$ 69,205
Step 29	\$ 21.58	\$ 39,819	\$ 21.42	\$ 39,527	\$ 18.46	\$ 34,060	\$ 27.22	\$ 50,227	\$ 33.09	\$ 61,044	\$ 36.41	\$ 67,184	\$ 38.11	\$ 70,312
Step 30	\$ 21.93	\$ 40,456	\$ 21.77	\$ 40,159	\$ 18.76	\$ 34,605	\$ 27.66	\$ 51,031	\$ 33.62	\$ 62,021	\$ 37.00	\$ 68,259	\$ 38.72	\$ 71,437

12 Month

7.5 Hours per day

Masters and Dual Masters will receive an additional \$500 for each additional Journeyman License held

**Adopted Grounds Pay Scale  
2022-23**

Step	Groundskeeper		Lead Groundswoker	
	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 13.75	\$25,369	\$ 15.80	\$ 29,151
Step 1	\$ 13.97	\$25,775	\$ 16.05	\$ 29,617
Step 2	\$ 14.19	\$26,187	\$ 16.31	\$ 30,091
Step 3	\$ 14.42	\$26,606	\$ 16.57	\$ 30,573
Step 4	\$ 14.65	\$27,032	\$ 16.84	\$ 31,062
Step 5	\$ 14.89	\$27,464	\$ 17.11	\$ 31,559
Step 6	\$ 15.12	\$27,904	\$ 17.38	\$ 32,064
Step 7	\$ 15.37	\$28,350	\$ 17.66	\$ 32,577
Step 8	\$ 15.61	\$28,804	\$ 17.94	\$ 33,098
Step 9	\$ 15.86	\$29,265	\$ 18.23	\$ 33,628
Step 10	\$ 16.12	\$29,733	\$ 18.52	\$ 34,166
Step 11	\$ 16.37	\$30,209	\$ 18.81	\$ 34,712
Step 12	\$ 16.64	\$30,692	\$ 19.12	\$ 35,268
Step 13	\$ 16.90	\$31,183	\$ 19.42	\$ 35,832
Step 14	\$ 17.17	\$31,682	\$ 19.73	\$ 36,405
Step 15	\$ 17.45	\$32,189	\$ 20.05	\$ 36,988
Step 16	\$ 17.73	\$32,704	\$ 20.37	\$ 37,580
Step 17	\$ 18.01	\$33,227	\$ 20.69	\$ 38,181
Step 18	\$ 18.30	\$33,759	\$ 21.03	\$ 38,792
Step 19	\$ 18.59	\$34,299	\$ 21.36	\$ 39,412
Step 20	\$ 18.89	\$34,848	\$ 21.70	\$ 40,043
Step 21	\$ 19.19	\$35,405	\$ 22.05	\$ 40,684
Step 22	\$ 19.50	\$35,972	\$ 22.40	\$ 41,335
Step 23	\$ 19.81	\$36,547	\$ 22.76	\$ 41,996
Step 24	\$ 20.13	\$37,132	\$ 23.13	\$ 42,668
Step 25	\$ 20.45	\$37,726	\$ 23.50	\$ 43,351
Step 26	\$ 20.77	\$38,330	\$ 23.87	\$ 44,044
Step 27	\$ 21.11	\$38,943	\$ 24.25	\$ 44,749
Step 28	\$ 21.45	\$39,566	\$ 24.64	\$ 45,465
Step 29	\$ 21.79	\$40,199	\$ 25.04	\$ 46,192
Step 30	\$ 22.14	\$40,842	\$ 25.44	\$ 46,932

12 Month  
7.5 hours per day

**Adopted Office Associate Pay Scale  
2022-23**

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	\$ 13.50	\$ 20,048	\$ 22,275	\$ 24,908	\$ 14.38	\$ 21,354	\$ 23,727	\$ 26,531	\$ 15.17	\$ 22,527	\$ 25,031	\$ 27,989
Step 1	\$ 13.72	\$ 20,368	\$ 22,631	\$ 25,306	\$ 14.61	\$ 21,696	\$ 24,107	\$ 26,956	\$ 15.41	\$ 22,888	\$ 25,431	\$ 28,436
Step 2	\$ 13.94	\$ 20,694	\$ 22,994	\$ 25,711	\$ 14.84	\$ 22,043	\$ 24,492	\$ 27,387	\$ 15.66	\$ 23,254	\$ 25,838	\$ 28,891
Step 3	\$ 14.16	\$ 21,025	\$ 23,361	\$ 26,122	\$ 15.08	\$ 22,396	\$ 24,884	\$ 27,825	\$ 15.91	\$ 23,626	\$ 26,251	\$ 29,354
Step 4	\$ 14.38	\$ 21,362	\$ 23,735	\$ 26,540	\$ 15.32	\$ 22,754	\$ 25,282	\$ 28,270	\$ 16.16	\$ 24,004	\$ 26,671	\$ 29,823
Step 5	\$ 14.62	\$ 21,703	\$ 24,115	\$ 26,965	\$ 15.57	\$ 23,118	\$ 25,687	\$ 28,723	\$ 16.42	\$ 24,388	\$ 27,098	\$ 30,301
Step 6	\$ 14.85	\$ 22,051	\$ 24,501	\$ 27,396	\$ 15.82	\$ 23,488	\$ 26,098	\$ 29,182	\$ 16.69	\$ 24,778	\$ 27,532	\$ 30,785
Step 7	\$ 15.09	\$ 22,404	\$ 24,893	\$ 27,835	\$ 16.07	\$ 23,864	\$ 26,515	\$ 29,649	\$ 16.95	\$ 25,175	\$ 27,972	\$ 31,278
Step 8	\$ 15.33	\$ 22,762	\$ 25,291	\$ 28,280	\$ 16.33	\$ 24,246	\$ 26,940	\$ 30,123	\$ 17.22	\$ 25,578	\$ 28,420	\$ 31,778
Step 9	\$ 15.57	\$ 23,126	\$ 25,696	\$ 28,733	\$ 16.59	\$ 24,634	\$ 27,371	\$ 30,605	\$ 17.50	\$ 25,987	\$ 28,874	\$ 32,287
Step 10	\$ 15.82	\$ 23,496	\$ 26,107	\$ 29,192	\$ 16.85	\$ 25,028	\$ 27,809	\$ 31,095	\$ 17.78	\$ 26,403	\$ 29,336	\$ 32,803
Step 11	\$ 16.08	\$ 23,872	\$ 26,525	\$ 29,659	\$ 17.12	\$ 25,428	\$ 28,254	\$ 31,593	\$ 18.06	\$ 26,825	\$ 29,806	\$ 33,328
Step 12	\$ 16.33	\$ 24,254	\$ 26,949	\$ 30,134	\$ 17.40	\$ 25,835	\$ 28,706	\$ 32,098	\$ 18.35	\$ 27,254	\$ 30,283	\$ 33,862
Step 13	\$ 16.59	\$ 24,642	\$ 27,380	\$ 30,616	\$ 17.68	\$ 26,248	\$ 29,165	\$ 32,612	\$ 18.65	\$ 27,690	\$ 30,767	\$ 34,403
Step 14	\$ 16.86	\$ 25,036	\$ 27,818	\$ 31,106	\$ 17.96	\$ 26,668	\$ 29,632	\$ 33,133	\$ 18.95	\$ 28,134	\$ 31,259	\$ 34,954
Step 15	\$ 17.13	\$ 25,437	\$ 28,263	\$ 31,604	\$ 18.25	\$ 27,095	\$ 30,106	\$ 33,664	\$ 19.25	\$ 28,584	\$ 31,760	\$ 35,513
Step 16	\$ 17.40	\$ 25,844	\$ 28,716	\$ 32,109	\$ 18.54	\$ 27,529	\$ 30,587	\$ 34,202	\$ 19.56	\$ 29,041	\$ 32,268	\$ 36,081
Step 17	\$ 17.68	\$ 26,257	\$ 29,175	\$ 32,623	\$ 18.83	\$ 27,969	\$ 31,077	\$ 34,749	\$ 19.87	\$ 29,506	\$ 32,784	\$ 36,659
Step 18	\$ 17.96	\$ 26,678	\$ 29,642	\$ 33,145	\$ 19.14	\$ 28,417	\$ 31,574	\$ 35,305	\$ 20.19	\$ 29,978	\$ 33,309	\$ 37,245
Step 19	\$ 18.25	\$ 27,104	\$ 30,116	\$ 33,675	\$ 19.44	\$ 28,871	\$ 32,079	\$ 35,870	\$ 20.51	\$ 30,457	\$ 33,842	\$ 37,841
Step 20	\$ 18.54	\$ 27,538	\$ 30,598	\$ 34,214	\$ 19.75	\$ 29,333	\$ 32,592	\$ 36,444	\$ 20.84	\$ 30,945	\$ 34,383	\$ 38,446
Step 21	\$ 18.84	\$ 27,979	\$ 31,087	\$ 34,761	\$ 20.07	\$ 29,803	\$ 33,114	\$ 37,027	\$ 21.17	\$ 31,440	\$ 34,933	\$ 39,062
Step 22	\$ 19.14	\$ 28,426	\$ 31,585	\$ 35,318	\$ 20.39	\$ 30,279	\$ 33,644	\$ 37,620	\$ 21.51	\$ 31,943	\$ 35,492	\$ 39,687
Step 23	\$ 19.45	\$ 28,881	\$ 32,090	\$ 35,883	\$ 20.72	\$ 30,764	\$ 34,182	\$ 38,222	\$ 21.85	\$ 32,454	\$ 36,060	\$ 40,322
Step 24	\$ 19.76	\$ 29,343	\$ 32,604	\$ 36,457	\$ 21.05	\$ 31,256	\$ 34,729	\$ 38,833	\$ 22.20	\$ 32,973	\$ 36,637	\$ 40,967
Step 25	\$ 20.08	\$ 29,813	\$ 33,125	\$ 37,040	\$ 21.38	\$ 31,756	\$ 35,285	\$ 39,455	\$ 22.56	\$ 33,501	\$ 37,223	\$ 41,622
Step 26	\$ 20.40	\$ 30,290	\$ 33,655	\$ 37,633	\$ 21.73	\$ 32,264	\$ 35,849	\$ 40,086	\$ 22.92	\$ 34,037	\$ 37,819	\$ 42,288
Step 27	\$ 20.72	\$ 30,774	\$ 34,194	\$ 38,235	\$ 22.07	\$ 32,780	\$ 36,423	\$ 40,727	\$ 23.29	\$ 34,581	\$ 38,424	\$ 42,965
Step 28	\$ 21.06	\$ 31,267	\$ 34,741	\$ 38,847	\$ 22.43	\$ 33,305	\$ 37,006	\$ 41,379	\$ 23.66	\$ 35,135	\$ 39,039	\$ 43,652
Step 29	\$ 21.39	\$ 31,767	\$ 35,297	\$ 39,468	\$ 22.79	\$ 33,838	\$ 37,598	\$ 42,041	\$ 24.04	\$ 35,697	\$ 39,663	\$ 44,351
Step 30	\$ 21.73	\$ 32,275	\$ 35,862	\$ 40,100	\$ 23.15	\$ 34,379	\$ 38,199	\$ 42,714	\$ 24.42	\$ 36,268	\$ 40,298	\$ 45,060

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  
2022-23**

Step	Hourly Rate	Paraprofessional I	Hourly Rate	Paraprofessional II	Hourly Rate	Paraprofessional III	Hourly Rate	Paraprofessional IV
Step 0	\$ 13.75	\$ 18,769	\$ 14.63	\$ 19,970	\$ 15.42	\$ 21,048	\$ 15.95	\$ 21,772
Step 1	\$ 13.97	\$ 19,069	\$ 14.86	\$ 20,289	\$ 15.67	\$ 21,385	\$ 16.21	\$ 22,120
Step 2	\$ 14.19	\$ 19,374	\$ 15.10	\$ 20,614	\$ 15.92	\$ 21,727	\$ 16.46	\$ 22,474
Step 3	\$ 14.42	\$ 19,684	\$ 15.34	\$ 20,944	\$ 16.17	\$ 22,075	\$ 16.73	\$ 22,834
Step 4	\$ 14.65	\$ 19,999	\$ 15.59	\$ 21,279	\$ 16.43	\$ 22,428	\$ 17.00	\$ 23,199
Step 5	\$ 14.89	\$ 20,319	\$ 15.84	\$ 21,619	\$ 16.69	\$ 22,787	\$ 17.27	\$ 23,570
Step 6	\$ 15.12	\$ 20,644	\$ 16.09	\$ 21,965	\$ 16.96	\$ 23,152	\$ 17.54	\$ 23,947
Step 7	\$ 15.37	\$ 20,974	\$ 16.35	\$ 22,317	\$ 17.23	\$ 23,522	\$ 17.82	\$ 24,330
Step 8	\$ 15.61	\$ 21,310	\$ 16.61	\$ 22,674	\$ 17.51	\$ 23,898	\$ 18.11	\$ 24,720
Step 9	\$ 15.86	\$ 21,651	\$ 16.88	\$ 23,037	\$ 17.79	\$ 24,281	\$ 18.40	\$ 25,115
Step 10	\$ 16.12	\$ 21,997	\$ 17.15	\$ 23,405	\$ 18.07	\$ 24,669	\$ 18.69	\$ 25,517
Step 11	\$ 16.37	\$ 22,349	\$ 17.42	\$ 23,780	\$ 18.36	\$ 25,064	\$ 18.99	\$ 25,925
Step 12	\$ 16.64	\$ 22,707	\$ 17.70	\$ 24,160	\$ 18.66	\$ 25,465	\$ 19.30	\$ 26,340
Step 13	\$ 16.90	\$ 23,070	\$ 17.98	\$ 24,547	\$ 18.95	\$ 25,872	\$ 19.61	\$ 26,762
Step 14	\$ 17.17	\$ 23,439	\$ 18.27	\$ 24,940	\$ 19.26	\$ 26,286	\$ 19.92	\$ 27,190
Step 15	\$ 17.45	\$ 23,814	\$ 18.56	\$ 25,339	\$ 19.57	\$ 26,707	\$ 20.24	\$ 27,625
Step 16	\$ 17.73	\$ 24,196	\$ 18.86	\$ 25,744	\$ 19.88	\$ 27,134	\$ 20.56	\$ 28,067
Step 17	\$ 18.01	\$ 24,583	\$ 19.16	\$ 26,156	\$ 20.20	\$ 27,568	\$ 20.89	\$ 28,516
Step 18	\$ 18.30	\$ 24,976	\$ 19.47	\$ 26,574	\$ 20.52	\$ 28,009	\$ 21.22	\$ 28,972
Step 19	\$ 18.59	\$ 25,376	\$ 19.78	\$ 27,000	\$ 20.85	\$ 28,458	\$ 21.56	\$ 29,436
Step 20	\$ 18.89	\$ 25,782	\$ 20.10	\$ 27,432	\$ 21.18	\$ 28,913	\$ 21.91	\$ 29,907
Step 21	\$ 19.19	\$ 26,194	\$ 20.42	\$ 27,871	\$ 21.52	\$ 29,375	\$ 22.26	\$ 30,385
Step 22	\$ 19.50	\$ 26,613	\$ 20.74	\$ 28,316	\$ 21.86	\$ 29,845	\$ 22.62	\$ 30,871
Step 23	\$ 19.81	\$ 27,039	\$ 21.08	\$ 28,769	\$ 22.21	\$ 30,323	\$ 22.98	\$ 31,365
Step 24	\$ 20.13	\$ 27,472	\$ 21.41	\$ 29,230	\$ 22.57	\$ 30,808	\$ 23.35	\$ 31,867
Step 25	\$ 20.45	\$ 27,911	\$ 21.76	\$ 29,697	\$ 22.93	\$ 31,301	\$ 23.72	\$ 32,377
Step 26	\$ 20.77	\$ 28,358	\$ 22.10	\$ 30,173	\$ 23.30	\$ 31,802	\$ 24.10	\$ 32,895
Step 27	\$ 21.11	\$ 28,811	\$ 22.46	\$ 30,655	\$ 23.67	\$ 32,311	\$ 24.48	\$ 33,421
Step 28	\$ 21.45	\$ 29,272	\$ 22.82	\$ 31,146	\$ 24.05	\$ 32,828	\$ 24.88	\$ 33,956
Step 29	\$ 21.79	\$ 29,741	\$ 23.18	\$ 31,644	\$ 24.43	\$ 33,353	\$ 25.27	\$ 34,499
Step 30	\$ 22.14	\$ 30,217	\$ 23.55	\$ 32,151	\$ 24.83	\$ 33,887	\$ 25.68	\$ 35,051

182 Days

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

<b>Adopted School Nurse Assistant (LPN) Pay Scale</b>			
<b>Step</b>	<b>Hourly Rate</b>	<b>182-day</b>	<b>192-day</b>
Step 0	\$ 18.28	\$ 24,952	\$ 26,323
Step 1	\$ 18.57	\$ 25,351	\$ 26,744
Step 2	\$ 18.87	\$ 25,757	\$ 27,172
Step 3	\$ 19.17	\$ 26,169	\$ 27,607
Step 4	\$ 19.48	\$ 26,588	\$ 28,049
Step 5	\$ 19.79	\$ 27,013	\$ 28,498
Step 6	\$ 20.11	\$ 27,445	\$ 28,953
Step 7	\$ 20.43	\$ 27,885	\$ 29,417
Step 8	\$ 20.76	\$ 28,331	\$ 29,887
Step 9	\$ 21.09	\$ 28,784	\$ 30,366
Step 10	\$ 21.42	\$ 29,245	\$ 30,851
Step 11	\$ 21.77	\$ 29,713	\$ 31,345
Step 12	\$ 22.12	\$ 30,188	\$ 31,847
Step 13	\$ 22.47	\$ 30,671	\$ 32,356
Step 14	\$ 22.83	\$ 31,162	\$ 32,874
Step 15	\$ 23.19	\$ 31,660	\$ 33,400
Step 16	\$ 23.57	\$ 32,167	\$ 33,934
Step 17	\$ 23.94	\$ 32,681	\$ 34,477
Step 18	\$ 24.33	\$ 33,204	\$ 35,029
Step 19	\$ 24.71	\$ 33,736	\$ 35,589
Step 20	\$ 25.11	\$ 34,275	\$ 36,159
Step 21	\$ 25.51	\$ 34,824	\$ 36,737
Step 22	\$ 25.92	\$ 35,381	\$ 37,325
Step 23	\$ 26.33	\$ 35,947	\$ 37,922
Step 24	\$ 26.76	\$ 36,522	\$ 38,529
Step 25	\$ 27.18	\$ 37,107	\$ 39,145
Step 26	\$ 27.62	\$ 37,700	\$ 39,772
Step 27	\$ 28.06	\$ 38,304	\$ 40,408
Step 28	\$ 28.51	\$ 38,916	\$ 41,055
Step 29	\$ 28.97	\$ 39,539	\$ 41,712
Step 30	\$ 29.43	\$ 40,172	\$ 42,379

7.5 hours per day

**Adopted School Nurse Pay Scale  
2022-23**

<b>Step</b>	<b>RN</b>	<b>Step</b>	<b>Bachelor's Degree</b>	<b>Step</b>	<b>Master's Degree</b>
Step 0	\$ 40,915	Step 0	\$ 41,400	Step 0	\$ 43,459
Step 1	\$ 41,570	Step 1	\$ 43,744	Step 1	\$ 45,919
Step 2	\$ 42,235	Step 2	\$ 44,409	Step 2	\$ 46,584
Step 3	\$ 42,911	Step 3	\$ 45,085	Step 3	\$ 47,260
Step 4	\$ 43,597	Step 4	\$ 45,771	Step 4	\$ 47,946
Step 5	\$ 44,295	Step 5	\$ 46,469	Step 5	\$ 48,644
Step 6	\$ 45,003	Step 6	\$ 47,177	Step 6	\$ 49,352
Step 7	\$ 45,723	Step 7	\$ 47,897	Step 7	\$ 50,072
Step 8	\$ 46,455	Step 8	\$ 48,629	Step 8	\$ 50,804
Step 9	\$ 47,198	Step 9	\$ 49,372	Step 9	\$ 51,547
Step 10	\$ 47,953	Step 10	\$ 50,127	Step 10	\$ 52,302
Step 11	\$ 48,721	Step 11	\$ 50,895	Step 11	\$ 53,070
Step 12	\$ 49,500	Step 12	\$ 51,674	Step 12	\$ 53,849
Step 13	\$ 50,292	Step 13	\$ 52,466	Step 13	\$ 54,641
Step 14	\$ 51,097	Step 14	\$ 53,271	Step 14	\$ 55,446
Step 15	\$ 51,914	Step 15	\$ 54,088	Step 15	\$ 56,263
Step 16	\$ 52,745	Step 16	\$ 54,919	Step 16	\$ 57,094
Step 17	\$ 53,589	Step 17	\$ 55,763	Step 17	\$ 57,938
Step 18	\$ 54,446	Step 18	\$ 56,620	Step 18	\$ 58,795
Step 19	\$ 55,318	Step 19	\$ 57,492	Step 19	\$ 59,667
Step 20	\$ 56,203	Step 20	\$ 58,377	Step 20	\$ 60,552
Step 21	\$ 57,102	Step 21	\$ 59,276	Step 21	\$ 61,451
Step 22	\$ 58,016	Step 22	\$ 60,190	Step 22	\$ 62,365
Step 23	\$ 58,944	Step 23	\$ 61,118	Step 23	\$ 63,293
Step 24	\$ 59,887	Step 24	\$ 62,061	Step 24	\$ 64,236
Step 25	\$ 60,845	Step 25	\$ 63,019	Step 25	\$ 65,194
Step 26	\$ 61,819	Step 26	\$ 63,993	Step 26	\$ 66,168
Step 27	\$ 62,808	Step 27	\$ 64,982	Step 27	\$ 67,157
Step 28	\$ 63,813	Step 28	\$ 65,987	Step 28	\$ 68,162
Step 29	\$ 64,834	Step 29	\$ 67,008	Step 29	\$ 69,183
Step 30	\$ 65,871	Step 30	\$ 68,045	Step 30	\$ 70,220

188 Days

7.5 hours per day

**Adopted Security Officer Salary Scale  
2022-23**

	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		180 days		180 days		180 days
Step 0	\$ 14.58	\$ 19,683	\$ 15.16	\$ 20,466	\$ 15.85	\$ 21,398	\$ 19.02	\$ 25,677
Step 1	\$ 14.81	\$ 19,998	\$ 15.40	\$ 20,793	\$ 16.10	\$ 21,740	\$ 19.32	\$ 26,088
Step 2	\$ 15.05	\$ 20,318	\$ 15.65	\$ 21,126	\$ 16.36	\$ 22,088	\$ 19.63	\$ 26,505
Step 3	\$ 15.29	\$ 20,643	\$ 15.90	\$ 21,464	\$ 16.62	\$ 22,441	\$ 19.95	\$ 26,929
Step 4	\$ 15.54	\$ 20,973	\$ 16.15	\$ 21,808	\$ 16.89	\$ 22,800	\$ 20.27	\$ 27,360
Step 5	\$ 15.78	\$ 21,309	\$ 16.41	\$ 22,157	\$ 17.16	\$ 23,165	\$ 20.59	\$ 27,798
Step 6	\$ 16.04	\$ 21,650	\$ 16.67	\$ 22,511	\$ 17.43	\$ 23,536	\$ 20.92	\$ 28,243
Step 7	\$ 16.29	\$ 21,996	\$ 16.94	\$ 22,871	\$ 17.71	\$ 23,912	\$ 21.26	\$ 28,695
Step 8	\$ 16.55	\$ 22,348	\$ 17.21	\$ 23,237	\$ 18.00	\$ 24,295	\$ 21.60	\$ 29,154
Step 9	\$ 16.82	\$ 22,706	\$ 17.49	\$ 23,609	\$ 18.28	\$ 24,683	\$ 21.94	\$ 29,620
Step 10	\$ 17.09	\$ 23,069	\$ 17.77	\$ 23,987	\$ 18.58	\$ 25,078	\$ 22.29	\$ 30,094
Step 11	\$ 17.36	\$ 23,438	\$ 18.05	\$ 24,370	\$ 18.87	\$ 25,480	\$ 22.65	\$ 30,576
Step 12	\$ 17.64	\$ 23,813	\$ 18.34	\$ 24,760	\$ 19.18	\$ 25,887	\$ 23.01	\$ 31,065
Step 13	\$ 17.92	\$ 24,194	\$ 18.63	\$ 25,157	\$ 19.48	\$ 26,302	\$ 23.38	\$ 31,562
Step 14	\$ 18.21	\$ 24,581	\$ 18.93	\$ 25,559	\$ 19.79	\$ 26,722	\$ 23.75	\$ 32,067
Step 15	\$ 18.50	\$ 24,975	\$ 19.24	\$ 25,968	\$ 20.11	\$ 27,150	\$ 24.13	\$ 32,580
Step 16	\$ 18.80	\$ 25,374	\$ 19.54	\$ 26,383	\$ 20.43	\$ 27,584	\$ 24.52	\$ 33,101
Step 17	\$ 19.10	\$ 25,780	\$ 19.86	\$ 26,806	\$ 20.76	\$ 28,026	\$ 24.91	\$ 33,631
Step 18	\$ 19.40	\$ 26,193	\$ 20.17	\$ 27,235	\$ 21.09	\$ 28,474	\$ 25.31	\$ 34,169
Step 19	\$ 19.71	\$ 26,612	\$ 20.50	\$ 27,670	\$ 21.43	\$ 28,930	\$ 25.72	\$ 34,716
Step 20	\$ 20.03	\$ 27,037	\$ 20.82	\$ 28,113	\$ 21.77	\$ 29,393	\$ 26.13	\$ 35,271
Step 21	\$ 20.35	\$ 27,470	\$ 21.16	\$ 28,563	\$ 22.12	\$ 29,863	\$ 26.54	\$ 35,835
Step 22	\$ 20.67	\$ 27,910	\$ 21.50	\$ 29,020	\$ 22.47	\$ 30,341	\$ 26.97	\$ 36,409
Step 23	\$ 21.00	\$ 28,356	\$ 21.84	\$ 29,484	\$ 22.83	\$ 30,826	\$ 27.40	\$ 36,991
Step 24	\$ 21.34	\$ 28,810	\$ 22.19	\$ 29,956	\$ 23.20	\$ 31,319	\$ 27.84	\$ 37,583
Step 25	\$ 21.68	\$ 29,271	\$ 22.54	\$ 30,435	\$ 23.57	\$ 31,820	\$ 28.28	\$ 38,184
Step 26	\$ 22.03	\$ 29,739	\$ 22.91	\$ 30,922	\$ 23.95	\$ 32,330	\$ 28.74	\$ 38,795
Step 27	\$ 22.38	\$ 30,215	\$ 23.27	\$ 31,417	\$ 24.33	\$ 32,847	\$ 29.20	\$ 39,416
Step 28	\$ 22.74	\$ 30,698	\$ 23.64	\$ 31,920	\$ 24.72	\$ 33,372	\$ 29.66	\$ 40,047
Step 29	\$ 23.10	\$ 31,190	\$ 24.02	\$ 32,430	\$ 25.12	\$ 33,906	\$ 30.14	\$ 40,688
Step 30	\$ 23.47	\$ 31,689	\$ 24.41	\$ 32,949	\$ 25.52	\$ 34,449	\$ 30.62	\$ 41,339

7.5 hours per day

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

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

Security Officer III - Bachelor's degree +

## Adopted Specialist Pay Scale 2022-23

Step	Lane I		Lane II		Lane III	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
Step 0	\$ 20.10	\$ 37,085	\$ 20.72	\$ 38,228	\$ 21.31	\$ 39,317
Step 1	\$ 20.42	\$ 37,678	\$ 21.05	\$ 38,840	\$ 21.65	\$ 39,946
Step 2	\$ 20.75	\$ 38,281	\$ 21.39	\$ 39,461	\$ 22.00	\$ 40,585
Step 3	\$ 21.08	\$ 38,893	\$ 21.73	\$ 40,093	\$ 22.35	\$ 41,235
Step 4	\$ 21.42	\$ 39,515	\$ 22.08	\$ 40,734	\$ 22.71	\$ 41,894
Step 5	\$ 21.76	\$ 40,148	\$ 22.43	\$ 41,386	\$ 23.07	\$ 42,565
Step 6	\$ 22.11	\$ 40,790	\$ 22.79	\$ 42,048	\$ 23.44	\$ 43,246
Step 7	\$ 22.46	\$ 41,443	\$ 23.16	\$ 42,721	\$ 23.81	\$ 43,938
Step 8	\$ 22.82	\$ 42,106	\$ 23.53	\$ 43,405	\$ 24.20	\$ 44,641
Step 9	\$ 23.19	\$ 42,780	\$ 23.90	\$ 44,099	\$ 24.58	\$ 45,355
Step 10	\$ 23.56	\$ 43,464	\$ 24.28	\$ 44,805	\$ 24.98	\$ 46,080
Step 11	\$ 23.93	\$ 44,159	\$ 24.67	\$ 45,522	\$ 25.38	\$ 46,818
Step 12	\$ 24.32	\$ 44,866	\$ 25.07	\$ 46,250	\$ 25.78	\$ 47,567
Step 13	\$ 24.71	\$ 45,584	\$ 25.47	\$ 46,990	\$ 26.19	\$ 48,328
Step 14	\$ 25.10	\$ 46,313	\$ 25.88	\$ 47,742	\$ 26.61	\$ 49,101
Step 15	\$ 25.50	\$ 47,054	\$ 26.29	\$ 48,506	\$ 27.04	\$ 49,887
Step 16	\$ 25.91	\$ 47,807	\$ 26.71	\$ 49,282	\$ 27.47	\$ 50,685
Step 17	\$ 26.33	\$ 48,572	\$ 27.14	\$ 50,070	\$ 27.91	\$ 51,496
Step 18	\$ 26.75	\$ 49,349	\$ 27.57	\$ 50,871	\$ 28.36	\$ 52,320
Step 19	\$ 27.18	\$ 50,139	\$ 28.01	\$ 51,685	\$ 28.81	\$ 53,157
Step 20	\$ 27.61	\$ 50,941	\$ 28.46	\$ 52,512	\$ 29.27	\$ 54,007
Step 21	\$ 28.05	\$ 51,756	\$ 28.92	\$ 53,352	\$ 29.74	\$ 54,872
Step 22	\$ 28.50	\$ 52,584	\$ 29.38	\$ 54,206	\$ 30.22	\$ 55,750
Step 23	\$ 28.96	\$ 53,425	\$ 29.85	\$ 55,073	\$ 30.70	\$ 56,642
Step 24	\$ 29.42	\$ 54,280	\$ 30.33	\$ 55,955	\$ 31.19	\$ 57,548
Step 25	\$ 29.89	\$ 55,149	\$ 30.81	\$ 56,850	\$ 31.69	\$ 58,469
Step 26	\$ 30.37	\$ 56,031	\$ 31.31	\$ 57,759	\$ 32.20	\$ 59,404
Step 27	\$ 30.86	\$ 56,928	\$ 31.81	\$ 58,684	\$ 32.71	\$ 60,355
Step 28	\$ 31.35	\$ 57,838	\$ 32.32	\$ 59,622	\$ 33.24	\$ 61,320
Step 29	\$ 31.85	\$ 58,764	\$ 32.83	\$ 60,576	\$ 33.77	\$ 62,301
Step 30	\$ 32.36	\$ 59,704	\$ 33.36	\$ 61,546	\$ 34.31	\$ 63,298

\*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 Technology Technician Pay Scale  
2022-23**

Step	Hourly Rate	Annual	2+ Industry Certifications for Assigned Role(s)			Bachelor's Degree and/or 3+ Industry Certifications for Assigned Role(s)		
			Step	Hourly Rate	Annual	Step	Hourly Rate	Annual
Step 0	\$ 18.23	\$ 33,634	Step 0	\$ 18.94	\$ 34,944	Step 0	\$ 19.65	\$ 36,254
Step 1	\$ 18.52	\$ 34,172	Step 1	\$ 19.24	\$ 35,503	Step 1	\$ 19.96	\$ 36,834
Step 2	\$ 18.82	\$ 34,719	Step 2	\$ 19.55	\$ 36,071	Step 2	\$ 20.28	\$ 37,424
Step 3	\$ 19.12	\$ 35,275	Step 3	\$ 19.86	\$ 36,649	Step 3	\$ 20.61	\$ 38,022
Step 4	\$ 19.43	\$ 35,839	Step 4	\$ 20.18	\$ 37,235	Step 4	\$ 20.94	\$ 38,631
Step 5	\$ 19.74	\$ 36,413	Step 5	\$ 20.50	\$ 37,831	Step 5	\$ 21.27	\$ 39,249
Step 6	\$ 20.05	\$ 36,995	Step 6	\$ 20.83	\$ 38,436	Step 6	\$ 21.61	\$ 39,877
Step 7	\$ 20.37	\$ 37,587	Step 7	\$ 21.17	\$ 39,051	Step 7	\$ 21.96	\$ 40,515
Step 8	\$ 20.70	\$ 38,189	Step 8	\$ 21.50	\$ 39,676	Step 8	\$ 22.31	\$ 41,163
Step 9	\$ 21.03	\$ 38,800	Step 9	\$ 21.85	\$ 40,311	Step 9	\$ 22.67	\$ 41,822
Step 10	\$ 21.37	\$ 39,420	Step 10	\$ 22.20	\$ 40,956	Step 10	\$ 23.03	\$ 42,491
Step 11	\$ 21.71	\$ 40,051	Step 11	\$ 22.55	\$ 41,611	Step 11	\$ 23.40	\$ 43,171
Step 12	\$ 22.06	\$ 40,692	Step 12	\$ 22.91	\$ 42,277	Step 12	\$ 23.77	\$ 43,861
Step 13	\$ 22.41	\$ 41,343	Step 13	\$ 23.28	\$ 42,953	Step 13	\$ 24.15	\$ 44,563
Step 14	\$ 22.77	\$ 42,004	Step 14	\$ 23.65	\$ 43,640	Step 14	\$ 24.54	\$ 45,276
Step 15	\$ 23.13	\$ 42,676	Step 15	\$ 24.03	\$ 44,339	Step 15	\$ 24.93	\$ 46,001
Step 16	\$ 23.50	\$ 43,359	Step 16	\$ 24.42	\$ 45,048	Step 16	\$ 25.33	\$ 46,737
Step 17	\$ 23.88	\$ 44,053	Step 17	\$ 24.81	\$ 45,769	Step 17	\$ 25.74	\$ 47,485
Step 18	\$ 24.26	\$ 44,758	Step 18	\$ 25.20	\$ 46,501	Step 18	\$ 26.15	\$ 48,244
Step 19	\$ 24.65	\$ 45,474	Step 19	\$ 25.61	\$ 47,245	Step 19	\$ 26.57	\$ 49,016
Step 20	\$ 25.04	\$ 46,202	Step 20	\$ 26.02	\$ 48,001	Step 20	\$ 26.99	\$ 49,800
Step 21	\$ 25.44	\$ 46,941	Step 21	\$ 26.43	\$ 48,769	Step 21	\$ 27.42	\$ 50,597
Step 22	\$ 25.85	\$ 47,692	Step 22	\$ 26.86	\$ 49,549	Step 22	\$ 27.86	\$ 51,407
Step 23	\$ 26.26	\$ 48,455	Step 23	\$ 27.29	\$ 50,342	Step 23	\$ 28.31	\$ 52,229
Step 24	\$ 26.68	\$ 49,230	Step 24	\$ 27.72	\$ 51,148	Step 24	\$ 28.76	\$ 53,065
Step 25	\$ 27.11	\$ 50,018	Step 25	\$ 28.17	\$ 51,966	Step 25	\$ 29.22	\$ 53,914
Step 26	\$ 27.54	\$ 50,818	Step 26	\$ 28.62	\$ 52,797	Step 26	\$ 29.69	\$ 54,777
Step 27	\$ 27.98	\$ 51,631	Step 27	\$ 29.07	\$ 53,642	Step 27	\$ 30.16	\$ 55,653
Step 28	\$ 28.43	\$ 52,457	Step 28	\$ 29.54	\$ 54,500	Step 28	\$ 30.65	\$ 56,544
Step 29	\$ 28.89	\$ 53,297	Step 29	\$ 30.01	\$ 55,372	Step 29	\$ 31.14	\$ 57,448
Step 30	\$ 29.35	\$ 54,149	Step 30	\$ 30.49	\$ 56,258	Step 30	\$ 31.64	\$ 58,367

12 months

7.5 hours per day

**Adopted Transportation Shop Pay Scale  
2022-23**

Step	Parts/Warehouse		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	\$ 15.00	\$ 27,675	\$ 18.49	\$ 34,114	\$ 20.07	\$ 37,029	\$ 21.66	\$ 39,963	\$ 23.77	\$ 43,856
Step 1	\$ 15.24	\$ 28,118	\$ 18.79	\$ 34,660	\$ 20.39	\$ 37,622	\$ 22.01	\$ 40,602	\$ 24.15	\$ 44,557
Step 2	\$ 15.48	\$ 28,568	\$ 19.09	\$ 35,214	\$ 20.72	\$ 38,224	\$ 22.36	\$ 41,252	\$ 24.54	\$ 45,270
Step 3	\$ 15.73	\$ 29,025	\$ 19.39	\$ 35,778	\$ 21.05	\$ 38,835	\$ 22.72	\$ 41,912	\$ 24.93	\$ 45,995
Step 4	\$ 15.98	\$ 29,489	\$ 19.70	\$ 36,350	\$ 21.39	\$ 39,457	\$ 23.08	\$ 42,582	\$ 25.33	\$ 46,730
Step 5	\$ 16.24	\$ 29,961	\$ 20.02	\$ 36,932	\$ 21.73	\$ 40,088	\$ 23.45	\$ 43,264	\$ 25.73	\$ 47,478
Step 6	\$ 16.50	\$ 30,440	\$ 20.34	\$ 37,523	\$ 22.08	\$ 40,729	\$ 23.82	\$ 43,956	\$ 26.15	\$ 48,238
Step 7	\$ 16.76	\$ 30,927	\$ 20.66	\$ 38,123	\$ 22.43	\$ 41,381	\$ 24.21	\$ 44,659	\$ 26.56	\$ 49,010
Step 8	\$ 17.03	\$ 31,422	\$ 20.99	\$ 38,733	\$ 22.79	\$ 42,043	\$ 24.59	\$ 45,374	\$ 26.99	\$ 49,794
Step 9	\$ 17.30	\$ 31,925	\$ 21.33	\$ 39,353	\$ 23.15	\$ 42,716	\$ 24.99	\$ 46,100	\$ 27.42	\$ 50,590
Step 10	\$ 17.58	\$ 32,436	\$ 21.67	\$ 39,983	\$ 23.52	\$ 43,399	\$ 25.39	\$ 46,837	\$ 27.86	\$ 51,400
Step 11	\$ 17.86	\$ 32,955	\$ 22.02	\$ 40,622	\$ 23.90	\$ 44,093	\$ 25.79	\$ 47,587	\$ 28.30	\$ 52,222
Step 12	\$ 18.15	\$ 33,482	\$ 22.37	\$ 41,272	\$ 24.28	\$ 44,799	\$ 26.20	\$ 48,348	\$ 28.76	\$ 53,058
Step 13	\$ 18.44	\$ 34,018	\$ 22.73	\$ 41,933	\$ 24.67	\$ 45,516	\$ 26.62	\$ 49,122	\$ 29.22	\$ 53,907
Step 14	\$ 18.73	\$ 34,562	\$ 23.09	\$ 42,603	\$ 25.06	\$ 46,244	\$ 27.05	\$ 49,908	\$ 29.69	\$ 54,769
Step 15	\$ 19.03	\$ 35,115	\$ 23.46	\$ 43,285	\$ 25.47	\$ 46,984	\$ 27.48	\$ 50,706	\$ 30.16	\$ 55,646
Step 16	\$ 19.34	\$ 35,677	\$ 23.84	\$ 43,978	\$ 25.87	\$ 47,736	\$ 27.92	\$ 51,517	\$ 30.64	\$ 56,536
Step 17	\$ 19.65	\$ 36,248	\$ 24.22	\$ 44,681	\$ 26.29	\$ 48,499	\$ 28.37	\$ 52,342	\$ 31.13	\$ 57,441
Step 18	\$ 19.96	\$ 36,828	\$ 24.61	\$ 45,396	\$ 26.71	\$ 49,275	\$ 28.82	\$ 53,179	\$ 31.63	\$ 58,360
Step 19	\$ 20.28	\$ 37,417	\$ 25.00	\$ 46,123	\$ 27.13	\$ 50,064	\$ 29.28	\$ 54,030	\$ 32.14	\$ 59,293
Step 20	\$ 20.60	\$ 38,016	\$ 25.40	\$ 46,861	\$ 27.57	\$ 50,865	\$ 29.75	\$ 54,895	\$ 32.65	\$ 60,242
Step 21	\$ 20.93	\$ 38,624	\$ 25.81	\$ 47,610	\$ 28.01	\$ 51,679	\$ 30.23	\$ 55,773	\$ 33.17	\$ 61,206
Step 22	\$ 21.27	\$ 39,242	\$ 26.22	\$ 48,372	\$ 28.46	\$ 52,506	\$ 30.71	\$ 56,665	\$ 33.70	\$ 62,185
Step 23	\$ 21.61	\$ 39,870	\$ 26.64	\$ 49,146	\$ 28.91	\$ 53,346	\$ 31.20	\$ 57,572	\$ 34.24	\$ 63,180
Step 24	\$ 21.96	\$ 40,508	\$ 27.06	\$ 49,932	\$ 29.38	\$ 54,199	\$ 31.70	\$ 58,493	\$ 34.79	\$ 64,191
Step 25	\$ 22.31	\$ 41,156	\$ 27.50	\$ 50,731	\$ 29.85	\$ 55,066	\$ 32.21	\$ 59,429	\$ 35.35	\$ 65,218
Step 26	\$ 22.66	\$ 41,814	\$ 27.94	\$ 51,543	\$ 30.32	\$ 55,947	\$ 32.73	\$ 60,380	\$ 35.91	\$ 66,262
Step 27	\$ 23.03	\$ 42,483	\$ 28.38	\$ 52,368	\$ 30.81	\$ 56,843	\$ 33.25	\$ 61,346	\$ 36.49	\$ 67,322
Step 28	\$ 23.39	\$ 43,163	\$ 28.84	\$ 53,206	\$ 31.30	\$ 57,752	\$ 33.78	\$ 62,327	\$ 37.07	\$ 68,399
Step 29	\$ 23.77	\$ 43,854	\$ 29.30	\$ 54,057	\$ 31.80	\$ 58,676	\$ 34.32	\$ 63,325	\$ 37.67	\$ 69,493
Step 30	\$ 24.15	\$ 44,555	\$ 29.77	\$ 54,922	\$ 32.31	\$ 59,615	\$ 34.87	\$ 64,338	\$ 38.27	\$ 70,605

12 Month

7.5 hours per day

Parts/Warehouse Worker requires a CDL License

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/SLPA	43,500	89,958
Information Technology- System Administrator	49,500	82,000
School Psychologists/** Speech Language Pathologists/OT/PT/**Behavior Analyst/ SEL Counselor	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**

**2022-2023**

<u>Instructional/Professional – Daily Rate (Regular School Calendar)</u>	<u>Daily Rate</u>
Substitute Teacher – High School Diploma	\$105
Substitute Teacher – ≥ 60 Semester Hours	\$110
Substitute Teacher – Bachelor’s degree or higher	\$120
Substitute Teacher – Holds current teaching license	\$130
Substitute Teacher – Long Term *	\$150
<b>Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period)</b>	<b>\$30/hr (\$45 per 90 Min Block)</b>
<b>Substitute Teacher – GCPS Paraprofessional (subbing in an unfilled teacher vacancy)</b>	<b>\$5 above contract rate/hr</b>
Substitute Paraprofessional – Regular	\$90
Substitute Paraprofessional – Special Education	\$95
 <u>Instructional/Professional – Hourly Rate</u>	 <u>Hourly Rate</u>
Homebound/Adult Education	\$40
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	\$150 Per Evaluation
Speech/Developmental Evaluators	\$150 Per Evaluation
Drivers Education	\$40
 <u>Support Staff – Hourly Rates</u>	
Substitute Bookkeeper & Clerical	\$15
Cooperative Office Education (COE) Student	\$11
Substitute Custodian	\$11
Substitute Cafeteria Worker	\$11
Substitute Security	\$15
 <u>Transportation – Hourly Rates</u>	
Substitute Bus Assistant	\$11
Substitute Bus Driver	\$14
Substitute Car Driver	\$12
Bus Drivers and Bus Assistant in Training	\$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 School - Instructional Staff</u>	<u>Hourly Rate</u>
Counselor	\$40
Teacher	\$40
Teacher Coordinator	\$40
Licensed Classroom Sub	\$40
Non-Licensed Classroom Sub	\$30
First Year Professional Staff Member Training/Observing	\$30

Summer - Support Staff

Bus Assistant	\$15
Bus Driver	\$20
Cooperative Office Education (COE)	\$11
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  
2022-2023 School Year Supplements – Gloucester High School**

<b>Title</b>	<b>Payments</b>	<b>22-23 Positions</b>	<b>Amount</b>	<b>22-23 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
Testing Assistant	May	1	500	500
Teacher Mentor	May	8	250	2000
Webmaster	½ Dec; ½ May	1	1,000	1,000

\*Child Study Supplement can't be used to compensate the Assistant Principal

**Gloucester County Public Schools  
2022-2023 School Year Supplements- Page and Peasley Middle Schools**

<b>Title</b>	<b>Payments</b>	<b>22-23 Positions</b>	<b>Amount</b>	<b>22-23 Total</b>
<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
Testing Assistant	May	1 per School	500	1000
Teacher Mentor	May	5 per school	250	2,500
Grade Level Gifted Contacts	½ Dec; ½ May	3 per school	800	4,800

\*Child Study Supplement can't be used to compensate the Assistant Principal

<b>Gloucester County Public Schools            2022-2023 School Year Supplements            Abingdon, Achilles, Bethel, Botetourt and Petsworth Elementary Schools</b>				
Title	Payments	22-23 Positions	Amount	22-23 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
Testing Assistant	May	1 per school	500	2,500
Teacher Mentor	May	5 per school	250	6,250
Enrichment	Following Event	12	325	3,900
<b>Gloucester County Public Schools            2022-2023 School Year Supplements- Division-Wide</b>				
Title	Payments	22-23 Positions	Amount	22-23 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

\*Child Study Supplement can't be used to compensate the Assistant Principal