



WASHINGTON COUNTY PUBLIC SCHOOLS

FY 2022-2023 Salary Scales and Supplements



WASHINGTON COUNTY SCHOOLS

TEACHERS

STEP	FY 2023
0	\$ 40,000
1	\$ 40,158
2	\$ 40,489
3	\$ 41,151
4	\$ 42,033
5	\$ 42,806
6	\$ 43,247
7	\$ 43,578
8	\$ 44,019
9	\$ 44,350
10	\$ 44,681
11	\$ 45,122
12	\$ 45,510
13	\$ 46,005
14	\$ 46,667
15	\$ 47,329
16	\$ 47,881
17	\$ 48,542
18	\$ 50,087
19	\$ 51,344
20	\$ 52,613
21	\$ 54,887
22	\$ 58,197
23	\$ 60,126
24	\$ 65,863



**WASHINGTON COUNTY SCHOOLS
ADMINISTRATORS
260 Days**

ADMINISTRATORS

ASSISTANT SUPERINTENDENT	
STEP	FY 2023
1	113,088
2	114,191
3	115,294
4	116,397
5	117,500
6	118,676

DIRECTORS	
STEP	FY 2023
1	108,118
2	109,221
3	110,324
4	111,427
5	112,530
6	113,634
7	114,770

(MAINTENANCE, TECHNOLOGY, TRANSPORTATION, CHILD NUTRITION)	
STEP	FY 2023
1	78,886
2	81,093
3	83,300
4	85,506
5	87,713
6	89,919
7	90,818

HIGH SCHOOL PRINCIPALS	
STEP	FY 2023
1	92,671
2	94,878
3	97,085
4	99,291
5	101,498
6	103,704
7	104,741

COORDINATORS	
STEP	FY 2023
1	71,711
2	73,917
3	76,123
4	78,330
5	82,197
6	84,403
7	85,248



**WASHINGTON COUNTY SCHOOLS
ADMINISTRATOR
260 Days**

ACADEMIC SUPERVISORS	
STEP	FY 2023
1	92,671
2	94,878
3	97,085
4	99,291
5	101,498
6	103,704
7	104,741

MIDDLE SCHOOL/CTE PRINCIPALS	
STEP	FY 2023
1	82,469
2	84,676
3	86,883
4	89,089
5	91,296
6	93,502

ELEMENTARY PRINCIPALS	
STEP	FY 2023
1	80,537
2	82,743
3	84,949
4	87,156
5	89,362
6	91,569

SECONDARY ASSISTANT PRINCIPALS	
STEP	FY 2023
1	71,711
2	73,917
3	76,123
4	78,330
5	82,197
6	84,403
7	85,247

MID/ELEM/CTE ASST PRINCIPALS	
STEP	FY 2023
1	69,503
2	71,710
3	73,917
4	76,123
5	78,330
6	80,536



WASHINGTON COUNTY SCHOOLS

In School Suspension

Instructor

182 Days, 7.5 Hours/Day
Associate Degree Required

STEP	FY 2023 HOURLY RATE
1	13.51
2	13.91
3	14.11
4	14.62
5	15.19
6	15.72
7	16.00
8	16.49
9	17.59
10	18.68
11	19.81



WASHINGTON COUNTY SCHOOLS

INSTRUCTIONAL ASSISTANT

182 Days, 7.5 Hours/Day

STEP	FY 2023 HOURLY RATE
1	\$13.02
2	\$13.20
3	\$13.38
4	\$13.63
5	\$13.88
6	\$14.53
7	\$15.17
8	\$15.70
9	\$16.29
10	\$16.52
11	\$16.80
12	\$17.57
13	\$18.68
14	\$18.33
15	\$18.77



WASHINGTON COUNTY SCHOOLS

TECHNOLOGY

260 Days, 8.0 Hours/Day

STEP	FY 2023 HOURLY RATE
1	\$18.77
2	\$19.27
3	\$19.56
4	\$20.27
5	\$20.67
6	\$20.94
7	\$21.22
8	\$21.78
9	\$22.04
10	\$22.71
11	\$23.50
12	\$24.59
13	\$25.14
14	\$25.70
15	\$26.77



WASHINGTON COUNTY SCHOOLS

Clerical

260 Days, 8 Hours/Day

SCALE	STEP	FY 2023 HOURLY RATE
CLERICAL A	1	14.02
	2	14.23
	3	14.44
	4	14.65
	5	14.94
	6	15.24
	7	15.89
	8	16.21
	9	16.86
	10	17.19
	11	17.84
	12	18.15
	13	18.81
	14	19.14
	15	19.71
	16	20.86

SCALE	STEP	FY 2023 HOURLY RATE
CLERICAL B	1	13.03
	2	13.22
	3	13.41
	4	13.68
	5	13.95
	6	14.09
	7	14.24
	8	14.37
	9	14.66
	10	15.46
	11	16.29
	12	16.79
	13	17.30
	14	18.45
	15	19.03
	16	19.47



WASHINGTON COUNTY SCHOOLS

TRANSPORTATION

184 DAYS		
SCALE	STEP	FY 2023 Daily Rate
BUS DRIVER - PART TIME	1	75.14
	2	76.28
	3	77.42
	4	78.58
	5	80.18
	6	81.79
	7	82.20
	8	83.09
	9	84.25
	10	85.19
	11	86.83
	12	88.58
	13	90.98
	14	95.31
	15	100.23
	16	108.89

180 DAYS		
SCALE	STEP	FY 2023 Daily Rate
BUS DRIVER - FULL TIME	1	74.78
	2	77.10
	3	79.42
	4	81.04
	5	83.02
	6	83.66
	7	84.77
	8	86.95
	9	89.93
	10	92.91
	11	95.01
	12	97.31
	13	99.64
	14	101.17
	15	102.69
	16	106.50



WASHINGTON COUNTY SCHOOLS

CUSTODIANS

260 Days, 8.0 Hours/Day

SCALE	STEP	FY 2023 HOURLY RATE
CUSTODIAN - AM	1	13.02
	2	13.21
	3	13.39
	4	13.65
	5	13.90
	6	14.04
	7	14.11
	8	14.20
	9	14.36
	10	14.58
	11	14.87
	12	15.45
	13	15.89
	14	16.45
	15	17.68
	16	18.12

SCALE	STEP	FY 2023 HOURLY RATE
CUSTODIAN - PM	1	13.41
	2	13.60
	3	13.79
	4	14.30
	5	14.52
	6	14.75
	7	14.97
	8	15.18
	9	15.39
	10	15.97
	11	16.70
	12	16.99
	13	17.49
	14	18.28
	15	19.25
	16	19.69

SCALE	STEP	FY 2023 HOURLY RATE
SECONDARY HEAD CUSTODIAN	1	13.81
	2	14.01
	3	14.21
	4	14.48
	5	14.75
	6	15.15
	7	15.57
	8	15.97
	9	16.39
	10	17.21
	11	18.04
	12	18.85
	13	19.26
	14	20.08
	15	20.50
	16	20.94



WASHINGTON COUNTY SCHOOLS

MAINTENANCE

260 Days, 8.0 Hours/Day

SCALE	STEP	FY 2023 HOURLY RATE
MAINTENANCE SPECIALIST	1	17.45
	2	18.30
	3	18.56
	4	18.83
	5	19.20
	6	19.58
	7	19.83
	8	20.08
	9	20.34
	10	20.59
	11	21.10
	12	21.82
	13	22.69
	14	23.69
	15	24.70

SCALE	STEP	FY 2023 HOURLY RATE
MAINTENANCE/MECHANIC	1	15.27
	2	16.01
	3	16.25
	4	16.81
	5	17.13
	6	17.39
	7	17.65
	8	17.90
	9	18.16
	10	18.67
	11	19.26
	12	19.94
	13	20.28
	14	20.97
	15	21.31
	16	22.61



WASHINGTON COUNTY SCHOOLS

NURSES

187 DAYS, 7.5 HOURS PER DAY

STEP	FY 2023 HOURLY RATE
1	17.96
2	18.23
3	18.50
4	18.78
5	19.54
6	20.05
7	20.55
8	21.05
9	21.55
10	22.07
11	23.07
12	24.08
13	25.09
14	25.59
15	26.11
16	27.12



**WASHINGTON COUNTY SCHOOLS
SCHOOL NUTRITION**

187 Days (8 Hours)		
SCALE	STEP	FY 2023 HOURLY RATE
SCHOOL NUTRITION SPECIALIST	1	14.64
	2	15.37
	3	16.18
	4	16.99
	5	17.80
	6	18.61
	7	19.41
	8	20.22
	9	21.03
	10	21.84

184 Days (6 Hours)		
SCALE	STEP	FY 2023 HOURLY RATE
FULL TIME	1	12.44
	2	12.62
	3	12.80
	4	13.00
	5	13.26
	6	13.52
	7	13.88
	8	14.05
	9	14.29
	10	14.52
	11	14.87
	12	15.28
	13	15.69
	14	16.22
	15	16.57
	16	17.72

181 Days (LESS THAN 30 HRS PER WEEK)		
SCALE	STEP	FY 2023 HOURLY RATE
PART TIME	1	12.44
	2	12.62
	3	12.80
	4	13.00
	5	13.26
	6	13.52
	7	13.88
	8	14.05
	9	14.29
	10	14.52
	11	14.87
	12	15.28
	13	15.69
	14	16.22
	15	16.57
	16	17.72



WASHINGTON COUNTY SCHOOLS

2022-2023

Supplements

Degree Supplements - Teachers

Master's Degree, ASHA-CCC (Speech)	\$	2,190
Educational Specialist	\$	3,234
School Psychologist	\$	3,245
Doctorate	\$	4,300

Extracurricular & Athletic Supplements

Band - Secondary	\$	4,515
Band - Middle/Elementary	\$	2,945
Choral Music - Secondary/Middle	\$	2,247
Department Head - Secondary (and \$75/person up to \$1,000)	\$	420
House Leader - Middle	\$	1,071
Gifted Coordinator (School)	\$	1,281
Technology Coordinator	\$	1,281
Yearbook Sponsor - Secondary	\$	1,076
Yearbook Sponsor - Middle	\$	683
Yearbook Sponsor - Elementary	\$	509
Washington County Community Scholars	\$	294
Bully Safe and Drug Free	\$	263

Administrators Supplements

Doctorate	\$	2,331
Educational Specialist	\$	1,166
Principal - Largest High School	\$	1,748
Principal - Largest Middle School	\$	1,402
Principal - Largest Elementary School	\$	1,281

Technology Supplements (Degrees must be work related)

Associate's Degree	\$	1,260
Bachelor's Degree	\$	2,310
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

Clerical Supplements

Certificate	\$	520
Associate's Degree	\$	1,050
CPS	\$	1,024
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Bachelor's Degree	\$	2,100
Payroll/AP Clerk	\$	3,722

Maintenance Supplements (Degrees must be work related)

Two-Year Degree	\$	1,260
Four-Year Degree	\$	2,310
Journeyman Level	\$	1,911
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

Custodian Supplements (Degrees must be work related)

Two-Year Degree	\$	1,050
Four-Year Degree	\$	2,100
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181



WASHINGTON COUNTY SCHOOLS
2022-2023

Supplements

Nurses Supplements

Bachelor's Degree	\$	2,310
National Certified School Nurse	\$	1,050
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

Instructional Assistant Supplements

Associate's Degree	\$	1,050
Bachelor's Degree	\$	2,100
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

Transportation Supplement

After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
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School Nutrition Assistant Supplements

Certified in ASFSA	\$	336
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

School Nutrition Specialists Supplements

After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Below 399 Students	\$	1,465
400 - 599 Students	\$	2,195
Over 600 Students	\$	2,924



WASHINGTON COUNTY SCHOOLS
2022-2023

Supplements

Coaches
% of Compensation*

Fall

Head Football	11%
Asst Football	7%
Head Volleyball	8%
Asst. Volleyball	5%
Head Cross Country	8%
Asst. Cross Country	5%
Head Golf	7%
Asst. Golf	5%
Head Cheer	7%
Asst. Cheer	5%

Winter

Head Boys' Basketball	9%
Asst. Boys' Basketball	6%
Head Girls Basketball	9%
Asst. Girls Basketball	6%
Head Wrestling	8%
Asst Wrestling	5%
Head Indoor Track	7%
Asst Indoor Track	4%
Head Swim	8%
Asst. Swim	5%

Spring

Head Baseball	8%
Asst. Basball	5%
Head Softball	8%
Asst. Softball	5%
Head Soccer	8%
Asst. Soccer	5%
Head Outdoor Track	8%
Asst. Outdoor Track	5%
Head Tennis	7%
Region Playoffs	0.50%
State Playoffs	0.50%
Head Scholastic Coach	4%
Asst. Scholastic Coach	3%
Theatre Coach	4%
Debate Coach	3%
Forensics Coach	4%
Athletic Director	13%

****For WCS Non-Contracted Employees - % is based on new teacher pay***

Percentage of compensation is calculated from a 200-day contract
