

PSE Paraeducators*/**/**/****	Sub	Step 1 Yrs 0-3	Step 2 Yrs 4-7	Step 3 Yrs 8-11	Step 4 Yrs 12-15	Step 5 Yrs 16-20	Step 6 Yrs 21-25	Step 7 Yrs 26+	
Level I	\$25.12	\$26.02	\$26.93	\$27.88	\$28.86	\$30.87	\$31.87	\$32.87	
Level II		\$28.74	\$29.76	\$30.84	\$31.90	\$34.01	\$35.01	\$36.01	
Level III		\$29.33	\$30.36	\$31.44	\$32.54	\$34.68	\$35.68	\$36.68	
Level IV		\$33.86	\$35.06	\$36.29	\$37.57	\$39.88	\$40.88	\$41.88	
Level V		\$43.97	\$45.51	\$47.11	\$48.75	\$51.46	\$52.46	\$53.46	
*add .25/hr for completion of Core Competency trainings completed before 09/2001 **add 0.25/hr for completion of Pilot/Fundamental Course of Study before 09/2020 ***Add 1.00/hr for completion of each approved PSE Apprenticeship program ****Paraeducator Premium Responsibility Stipend per CBA: \$1,000 *****add .25/hr for Advanced Certification through PESB *****add.		Level I: Paraeducator, Bus Monitor, Health Room Assistant Level II: Multilingual School Liaison, Home Visitor (District Office) Level III: Health Clerk (District Wide), Transitions Program Level IV: SLP-A, LPN, Behavior Technician (Special Programs or Itinerant), Migrant Graduation Specialist (w/o BA), Academic Support Intervention Level V: Migrant Graduation Specialist (w BA)						Steps 5-7 include \$100 Longevity	
PSE 2-Maintenance & Operations	Sub	Step 1 Yrs 0-3	Step 2 Yrs 4-7	Step 3 Yrs 8-11	Step 4 Yrs 12-15	Step 5 Yrs 16-20	Step 6 Yrs 21-25	Step 7 Yrs 26+	
Summer School Differential for contracted employees: \$1.50/hr.; Custodian Shift Differential: \$0.30/hr. Custodial Longevity (Yrs 21-25): Step 5+\$1.00/hr.; Longevity (Yrs 26+): Step 5+\$2.50/hr.									
Head Custodian-High School		\$33.55	\$34.27	\$35.03	\$35.77	\$36.50	\$37.50	\$39.00	
Head Custodian-Middle School		\$32.83	\$33.54	\$34.24	\$34.93	\$35.63	\$36.63	\$38.13	
Head Custodian-Elementary School		\$32.50	\$33.25	\$33.97	\$34.72	\$34.92	\$35.92	\$37.42	
Head Custodian-HS Gym Custodian		\$32.83	\$33.54	\$34.24	\$34.93	\$35.63	\$36.63	\$38.13	
Custodian (includes Gym Custodian)	\$28.82	\$30.15	\$30.83	\$31.47	\$32.15	\$32.79	\$33.79	\$35.29	
Facility Monitor/ Assistant Summer Custodian		\$20.63	\$21.17	\$21.73	\$22.33	\$22.94			
Maintenance									
Carpenter / Mechanical/ Heating/ Painter / Roofer		\$42.84	\$44.05	\$45.27	\$46.46	\$47.66	\$48.66	\$50.16	
Grounds		\$31.79	\$32.54	\$33.21	\$33.90	\$34.56	\$35.56	\$37.06	
Athletic Program Support/ Maintenance/Utility / Warehouse Inventory		\$35.75	\$36.63	\$37.48	\$38.24	\$38.97	\$39.97	\$41.47	
Assistant Maintenance/Utility/Courier		\$28.67	\$29.31	\$29.95	\$30.39	\$30.79	\$31.79	\$33.29	
Security									
Security Lead		\$35.19	\$36.01	\$36.81	\$37.53	\$38.23	\$39.23	\$40.73	
Security Officer		\$33.21	\$34.02	\$34.84	\$35.54	\$36.26	\$37.26	\$38.76	
Transportation Mechanics									
Shop Foreman		\$41.37	\$42.81	\$43.75	\$44.67	\$45.60	\$46.60	\$48.10	
Technician		\$37.75	\$38.72	\$39.70	\$40.68	\$41.65	\$42.65	\$44.15	
Technician's Assistant		\$33.62	\$34.29	\$34.96	\$35.60	\$36.27	\$37.27	\$38.77	
Technology									
Server/Infrastructure Specialist II		\$55.00	\$56.77	\$58.52	\$60.29	\$62.07	\$63.07	\$64.57	
Server/Infrastructure Specialist I		\$52.79	\$54.49	\$56.18	\$57.88	\$59.58	\$60.58	\$62.08	
Network Support Specialist		\$43.99	\$45.41	\$46.81	\$48.23	\$49.65	\$50.65	\$52.15	
Bench Tech / Education Technology Assistant	\$33.31	\$35.13	\$36.20	\$37.31	\$38.37	\$39.45	\$40.45	\$41.95	
Food Services									
Kitchen Manager		\$31.93	\$32.77	\$33.13	\$33.95	\$34.78	\$35.78	\$37.28	
Head Cook		\$27.95	\$28.82	\$29.75	\$30.65	\$31.56	\$32.56	\$34.06	
Large Kitchen-Assistant Head Cook		\$27.93	\$28.75	\$29.57	\$30.39	\$31.23	\$32.23	\$33.73	
Assistant Cook		\$27.26	\$28.05	\$28.85	\$29.65	\$30.44	\$31.44	\$32.94	
Food Service Assistant	\$23.78	\$24.58	\$25.42	\$26.25	\$27.07	\$27.89	\$28.89	\$30.39	
Warehouse/Food Service Driver		\$33.01	\$33.70	\$34.39	\$35.05	\$35.73	\$36.73	\$38.23	
Catering (Median wage of FSA/HC)		\$26.27	\$27.12	\$28.00	\$28.87	\$29.73	\$30.73	\$32.23	
Teamsters/Bus Drivers	Sub	Step 1 Yr 0-1	Step 2 Yrs 2-3	Step 3 Yrs 4-7	Step 4 Yrs 8-14	Step 5 Yrs 15-19	Step 6 Yrs 20-22	Step 7 Yrs 23-25	Step 8 Yrs 26+
Bus Driver-Car/Van & Fueler	\$29.35	\$32.09	\$34.35	\$34.63	\$35.28	\$35.94	\$36.60	\$37.81	\$39.02
MESA/Clerical	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
Secretary II	\$26.01	\$27.05	\$28.13	\$29.26	\$30.43	\$31.66	\$32.91		
Secretary III	\$28.33	\$29.48	\$30.61	\$31.85	\$33.13	\$34.46	\$35.82		
Secretary IV	\$30.67	\$31.90	\$33.20	\$34.51	\$35.87	\$37.29	\$38.79		
Secretary V	\$31.78	\$33.03	\$34.34	\$35.69	\$37.10	\$38.56	\$40.09		
Administrative Secretary	\$30.67	\$31.90	\$33.20	\$34.51	\$35.87	\$37.29	\$38.79		
Transportation Dispatcher	\$30.67	\$31.90	\$33.20	\$34.51	\$35.87	\$37.29	\$38.79		
District Registrar	\$30.67	\$31.90	\$33.20	\$34.51	\$35.87	\$37.29	\$38.79		

Substitute Coordinator	\$28.33	\$29.48	\$30.61	\$31.85	\$33.13	\$34.46	\$35.82			
Receptionist	\$26.01	\$27.05	\$28.13	\$29.26	\$30.43	\$31.66	\$32.91			
Accounts Payable/Accounts Receivable	\$34.97	\$36.08	\$37.21	\$38.38	\$39.57	\$40.81	\$42.07			
	<i>*Longevity factor will be applied per CBA to base step 7</i>									
Professional/Technical	\$34.35	\$34.55	\$35.55	\$36.64	\$37.75	\$39.68	\$41.69			
District Office-Exempt	Step 1	Step 2	Step 3	Step 4	Step 5					
Human Resources Specialist (Cert & Class)	\$104,465.00	\$106,184.00	\$107,903.00	\$109,620.00	\$111,341.00					
Payroll & Benefits Specialist	\$104,465.00	\$106,184.00	\$107,903.00	\$109,620.00	\$111,341.00					
Public Information Officer	\$104,465.00	\$106,184.00	\$107,903.00	\$109,620.00	\$111,341.00					
Language Access Coordinator	\$86,384.00	\$90,703.00	\$95,238.00	\$100,000.00	\$105,000.00					
Superintendent's Secretary	\$112,130.00	\$114,933.00	\$117,807.00	\$120,752.00	\$123,771.00					
Business Intern (01/01/2025-Step 1 based on min wage)	\$16.66	\$17.39	\$18.12							
Supervisor	Step 1	Step 2	Step 3	Step 4	Step 5					
IT, Transportation/Maintenance/Food Services/Finance/Student-Family Access, Categorical / Program Improvement	\$120,997.00	\$127,047.00	\$133,399.00	\$140,069.00	\$147,072.00					
Administrative										
Superintendent of Schools					\$256,112.00					
Assistant Superintendent					\$228,849.00					
Executive Director/Student Support Services & Operations					\$211,333.00					
Executive Director/Finance / Human Resources					\$215,492.00					
	Step 0	Step 1	Step 2	Step 3	Step 4					
Director	\$170,066.00	\$175,202.00	\$180,744.00	\$186,333.00	\$192,096.00					
High School Principal & NCTA Director	\$187,238.00	\$192,844.00	\$198,638.00	\$204,603.00	\$210,736.00					
High School Vice Principal & NCTA Assistant Director	\$165,500.00	\$170,467.00	\$175,582.00	\$180,844.00	\$186,269.00					
Middle School Principal	\$174,399.00	\$179,624.00	\$185,010.00	\$190,566.00	\$196,276.00					
Middle School Assistant Principal; Supervisory Certificated	\$162,293.00	\$165,605.00	\$168,985.00	\$172,433.00	\$175,952.00					
Elementary Principal	\$166,422.00	\$171,422.00	\$176,559.00	\$181,858.00	\$187,381.00					
Elementary Assistant Principal; Assistant Director	\$159,109.00	\$160,716.00	\$162,340.00	\$163,980.00	\$165,636.00					
Teacher	Beginning - BA+00 \$68,478(+ \$1,902 supplemental)									
Substitute Teacher \$187.50/day; if 21 days or more in same position, then per diem rate										