

Mount Vernon School District No. 320 Salary Schedule  
2025-26

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	\$25.97	\$26.93	\$27.87	\$28.86	\$29.87	\$31.92	\$32.92	\$33.92
Level II		\$29.75	\$30.80	\$31.92	\$33.01	\$35.20	\$36.20	\$37.20
Level III		\$30.36	\$31.42	\$32.54	\$33.68	\$35.89	\$36.89	\$37.89
Level IV		\$35.05	\$36.29	\$37.56	\$38.88	\$41.28	\$42.28	\$43.28
Level V		\$45.51	\$47.10	\$48.76	\$50.46	\$53.26	\$54.26	\$55.26
*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 .50/hr for BA or higher						Steps 5-7 include \$1.00 Longevity		
<b>Level I:</b> Paraeducator, Bus Monitor, Health Room Assistant <b>Level II:</b> Multilingual School Liaison, Home Visitor (District Office) <b>Level III:</b> Health Clerk (District Wide), Transitions Program <b>Level IV:</b> SLP-A, LPN, Behavior Technician (Special Programs or Itinerant), Migrant Graduation Specialist (w/o BA), Academic Support Intervention <b>Level V:</b> Migrant Graduation Specialist (w BA)								

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		\$34.72	\$35.47	\$36.25	\$37.03	\$37.78	\$38.78	\$40.28
Head Custodian-Middle School		\$33.98	\$34.71	\$35.44	\$36.15	\$36.88	\$37.88	\$39.38
Head Custodian-Elementary School		\$33.64	\$34.42	\$35.16	\$35.93	\$36.14	\$37.14	\$38.64
Head Custodian-HS Gym Custodian		\$33.98	\$34.71	\$35.44	\$36.15	\$36.88	\$37.88	\$39.38
Custodian (includes Gym Custodian)	\$29.83	\$31.20	\$31.91	\$32.57	\$33.28	\$33.94	\$34.94	\$36.44
Facility Monitor/ Assistant Summer Custodian		\$21.35	\$21.91	\$22.49	\$23.11	\$23.74	\$0.00	\$0.00
<b>Maintenance</b>								
Carpenter / Mechanical/ Heating/ Painter / Roofer		\$45.23	\$46.50	\$47.79	\$49.05	\$50.31	\$51.31	\$52.81
Grounds		\$35.12	\$35.95	\$36.69	\$37.45	\$38.18	\$39.18	\$40.68
Athletic Program Support/ Maintenance/Utility / Warehouse Inventory		\$37.00	\$37.92	\$38.79	\$39.58	\$40.33	\$41.33	\$42.83
Assistant Maintenance/Utility/Courier		\$29.67	\$30.34	\$31.00	\$31.45	\$31.86	\$32.86	\$34.36
<b>Security</b>								
Security Lead		\$36.42	\$37.27	\$38.10	\$38.84	\$39.57	\$40.57	\$42.07
Security Officer		\$34.37	\$35.21	\$36.06	\$36.79	\$37.53	\$38.53	\$40.03
<b>Transportation Mechanics</b>								
Shop Foreman		\$42.82	\$44.31	\$45.28	\$46.23	\$47.20	\$48.20	\$49.70
Technician		\$39.43	\$40.44	\$41.47	\$42.49	\$43.50	\$44.50	\$46.00
Technician's Assistant		\$34.80	\$35.49	\$36.18	\$36.85	\$37.54	\$38.54	\$40.04
<b>Technology</b>								
Server/Infrastructure Specialist II		\$56.92	\$58.76	\$60.57	\$62.40	\$64.24	\$65.24	\$66.74
Server/Infrastructure Specialist I		\$54.64	\$56.40	\$58.15	\$59.91	\$61.66	\$62.66	\$64.16
Network Support Specialist		\$45.53	\$47.00	\$48.45	\$49.92	\$51.39	\$52.39	\$53.89
Bench Tech / Education Technology Assistant	\$35.24	\$37.17	\$38.30	\$39.47	\$40.59	\$41.74	\$42.74	\$44.24
<b>Food Services</b>								
Kitchen Manager		\$33.05	\$33.91	\$34.29	\$35.13	\$36.00	\$37.00	\$38.50
Head Cook		\$29.14	\$30.05	\$31.02	\$31.68	\$32.90	\$33.90	\$35.40
Large Kitchen-Assistant Head Cook		\$28.91	\$29.75	\$30.61	\$31.45	\$32.32	\$33.32	\$34.82
Assistant Cook		\$28.21	\$29.04	\$29.86	\$30.69	\$31.51	\$32.51	\$34.01
Food Service Assistant	\$24.61	\$25.44	\$26.31	\$27.17	\$28.02	\$28.86	\$29.86	\$31.36
Warehouse/Food Service Driver		\$34.17	\$34.88	\$35.59	\$36.27	\$36.98	\$37.98	\$39.48
Catering (Median wage of FSA/HC)		\$27.19	\$28.07	\$28.98	\$29.88	\$30.77	\$31.77	\$33.27

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	\$0.00	\$33.54	\$35.90	\$36.19	\$36.87	\$37.56	\$38.25	\$39.51	\$40.77

MESA/Clerical	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 7 + 1%	Step 7 + 2%	Step 7 + 3%	Step 7 + 5%
Secretary II and Receptionist	\$27.19	\$28.27	\$29.40	\$30.58	\$31.80	\$33.09	\$34.39	\$34.74	\$35.08	\$35.43	\$36.11
Secretary III and Substitute Coordinator	\$29.60	\$30.80	\$31.99	\$33.29	\$34.62	\$36.01	\$37.43	\$37.80	\$38.18	\$38.55	\$39.30
Secretary IV Administrative Secretary, Transportation Dispatcher	\$32.05	\$33.34	\$34.69	\$36.06	\$37.49	\$38.96	\$40.53	\$40.94	\$41.34	\$41.75	\$42.56
Secretary V and District Registrar	\$33.21	\$34.52	\$35.88	\$37.30	\$38.77	\$40.30	\$41.89	\$42.31	\$42.73	\$43.15	\$43.99
Accounts Payable/Accounts Receivable	\$36.55	\$37.70	\$38.88	\$40.11	\$41.35	\$42.65	\$43.96	\$44.40	\$44.84	\$45.28	\$46.16
*Longevity factor will be applied per CBA to base step 7											

Professional/Technical	\$35.21	\$35.42	\$36.44	\$37.55	\$38.69	\$40.67	\$42.73
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Teacher	Beginning - BA+00 \$71,560(+ \$1,988 supplemental 5 days)
Substitute Teacher	\$187.50/day; if 21 days or more in same position, then per diem rate

District Office-Exempt		Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Specialist (Cert & Class)		\$110,736.00	\$112,558.00	\$114,379.00	\$116,200.00	\$118,023.00
Payroll & Benefits Specialist		\$110,736.00	\$112,558.00	\$114,379.00	\$116,200.00	\$118,023.00
Public Information Officer		\$109,166.00	\$110,962.00	\$112,759.00	\$114,553.00	\$116,351.00
Language Access Coordinator		\$90,271.00	\$94,785.00	\$99,524.00	\$104,500.00	\$109,725.00
Superintendent's Secretary		\$117,176.00	\$120,105.00	\$123,108.00	\$126,186.00	\$129,341.00
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		\$124,657.00	\$127,811.00	\$130,970.00	\$143,543.00	\$153,690.00
Assistant Supervisor		\$93,285.00	\$95,619.00	\$98,010.00	\$107,420.00	\$115,046.00
Administrative						
Superintendent of Schools					\$262,514.00	
Assistant Superintendent					\$239,147.00	
Executive Director/Student Support Services & Operations / Finance / Human Resources					\$225,189.00	
		Step 0	Step 1	Step 2	Step 3	Step 4
Director		\$177,719.00	\$183,086.00	\$188,877.00	\$194,718.00	\$200,740.00
High School Principal & NCTA Director		\$195,664.00	\$201,552.00	\$207,577.00	\$213,810.00	\$220,219.00
High School Vice Principal & NCTA Assistant Director		\$172,948.00	\$178,138.00	\$183,483.00	\$188,982.00	\$194,651.00
Middle School Principal		\$182,247.00	\$187,707.00	\$193,335.00	\$199,141.00	\$205,108.00
Middle School Assistant Principal; Supervisory Certificated		\$169,596.00	\$173,057.00	\$176,589.00	\$180,192.00	\$183,870.00
Elementary Principal		\$173,911.00	\$179,136.00	\$184,504.00	\$190,042.00	\$195,813.00
Elementary Assistant Principal; Assistant Director		\$166,269.00	\$167,948.00	\$169,645.00	\$171,359.00	\$173,090.00