

NOLA PUBLIC SCHOOLS

EVERY CHILD. EVERY SCHOOL. EVERY DAY.

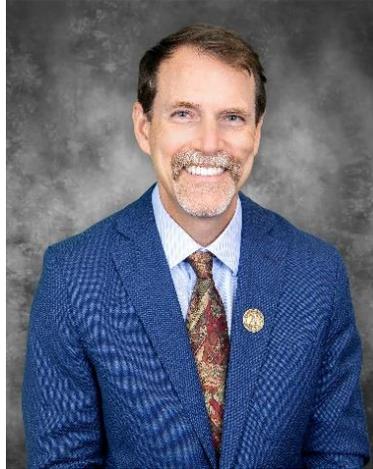
Compensation Manual



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Compensation Manual

The NOLA Public Schools Salary Manual is intended to facilitate compensation communications within the district and to serve as a guide for administering salaries and wages for NOLA Public Schools employees.

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed to constitute a contract between the NOLA Public Schools and any employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

All salaries are effective for July 1, 2021. Neither past nor future salaries may be accurately calculated or predicted from information contained in this compensation manual. There are no salary increases given automatically. The superintendent (or his designee: talent and culture), shall determine final determination of salaries.

NOLA Public Schools is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law.

The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

For further clarification or information, please contact the NOLA-PS Talent and Culture department at humanresources@nolapublicschools.com.

NOLA-PS Compensation Philosophy

Salary Administration Guidelines

While being responsible stewards of resources for education, the NOLA Public Schools (NOLA-PS) is committed to compensating staff in a manner that is fair, consistent, reflective of the external market, and providing recognition for the achievement of individual goals, performance objectives and professional competencies.

Specifically, our compensation philosophy aims to:

1. Attract, retain, and motivate a highly qualified staff that can serve all students and families;
2. Provide transparent, internal and external equity among staff;
3. Build increased performance and productivity capabilities;
4. Ensure administrative efficiency and fairness.

Lead/match the market

NOLA-PS compensation strategy is a combination of leading and matching salaries for those in the existing marketplace. By matching or at times, leading the pay rates of our competitors, NOLA-PS ensures its compensation structure remains competitive, therefore improving its ability to attract and retain top talent.

As a unified school system we require an effective workforce to deliver its strategic vision and goals. NOLA-PS must continually raise expectations, expand what is working, and cultivate new leaders and new ideas.

Responsibility for Administration

The ongoing maintenance and administration of the compensation program is facilitated by the use of specific guidelines. These guidelines will be followed to assure consistency in compensation program management, salary practices and salary decisions.

The Talent and Culture Department will assume responsibility for administration of the compensation program, including matters such as new hire starting salaries, salary grade placements for new positions and revised positions, annual employee salary increase considerations, promotional salary increases and maintaining appropriately competitive salary ranges.

Pay Grades and Position Classification

The Talent and Culture Department determines the compensatory value of a position by conducting comparisons of positions to evaluate relative internal and external value. The position is then assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, divisional consistency, and administrative input are all considered when assigning a position to a pay grade).

All positions will be classified as exempt or nonexempt in accordance with Fair Labor Standards Act (FLSA) requirements.

Classification of Exempt and Nonexempt Employees (OPSB Policy GBAA)

The Fair Labor Standards Act (FLSA) classifies employees into two (2) groups, as follows:

Exempt – Employees who are not eligible to receive overtime compensation. These employees are generally salaried employees whose primary duties are directly related to the management or administrative and business functions within the school system. Learned professionals, such as teachers, are also classified as exempt. Other exempt employees may include, but not be limited to, the Superintendent, directors, level 1 and level 2 supervisors, principals, assistant principals, and degreed professionals.

Nonexempt – Employees who are eligible to receive overtime compensation. These employees perform work involving repetitive manual operations, such as maintenance employees, food service employees, janitors and custodians, bus operators, and security personnel. Nonexempt employees may also include office employees who perform non-manual labor, such as secretaries, paraprofessionals, data-processing operators and technicians, cafeteria managers and staff, bus operators, maintenance staff, accounting and payroll staff.

Job Descriptions (OPSB Policy GBBA)

Job descriptions are an essential function in the administration of a compensation system.

Accurate and complete job descriptions will be collected and maintained by the Talent and Culture Department. This includes complete and up to date job descriptions that address job qualifications, primary purpose, major duties and responsibilities, and working conditions.

Job titles will be assigned by the Talent and Culture team and will reflect a logical job titling scheme to consistently describe the level and nature of work.



New Positions

As new positions are created, the grade placement and corresponding salary range of the new position will be determined based upon:

- 1) The position's qualification requirements and job responsibilities in relation to existing positions;
- (2) The market value of the position which may require conducting a market analysis/survey of other school districts/charter management organizations.

The Talent and Culture team will prepare a salary grade placement recommendation, in cooperation with the supervisor of the new position. The Superintendent will review the recommendation and approve the final salary grade placement recommendation.

Position Reclassifications

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve internal pay equity, or change in the competitive job market. The immediate supervisor will be responsible for initiating and submitting a request for a position reclassification to the Talent and Culture Department.

As a guide, reclassification can only take place when 30% or more of the duties change. The incumbent's immediate supervisor may be asked to further explain or document in writing the position's duties and responsibilities. The Talent and Culture Department will review the request and associated information and submit a recommendation to the Superintendent for review and approval.

Should an existing position be reclassified to a higher salary grade, the employee's current salary will not be less than the new grade salary range minimum. When an employee's job is reclassified to a lower salary grade, the employee will be placed in the salary schedule appropriate to the new position.



ASSISTANT PRINCIPAL
SALARY SCHEDULE

Assistant Principals are eligible to receive an additional \$215 for a proficient evaluation or \$315 for a highly effective evaluation. An ineffective or emerging will result in no performance pay.

	Experience	Demand
Master's Degree	Successful Leadership Experience Evidenced by Effective Evaluation Score. (\$157.50)	School has >60% Free & Reduced Lunch, and/or working F, D, or C rated school. (\$157.50)
1	\$75,659	\$75,659
2	\$75,824	\$75,989
3	\$75,989	\$76,320
4	\$76,155	\$76,651
5	\$76,320	\$76,982
6	\$76,486	\$77,312
7	\$76,651	\$77,643
8	\$76,816	\$77,974
9	\$76,982	\$78,305
10	\$77,147	\$78,635
11	\$77,312	\$78,966
12	\$77,478	\$79,297
13	\$77,643	\$79,628
Master's +30	Experience	Demand
1	\$76,499	\$76,499
2	\$76,664	\$76,829
3	\$76,829	\$77,160
4	\$76,995	\$77,491
5	\$77,160	\$77,822
6	\$77,326	\$78,152
7	\$77,491	\$78,483
8	\$77,656	\$78,814
9	\$77,822	\$79,145
10	\$77,987	\$79,475
11	\$78,152	\$79,806
12	\$78,318	\$80,137
13	\$78,483	\$80,468
Ed.D or Ph.D.	Experience	Demand
1	\$77,339	\$77,339
2	\$77,504	\$77,669
3	\$77,669	\$78,000
4	\$77,835	\$78,331
5	\$78,000	\$78,662
6	\$78,166	\$78,992
7	\$78,331	\$79,323
8	\$78,496	\$79,654
9	\$78,662	\$79,985
10	\$78,827	\$80,315
11	\$78,992	\$80,646
12	\$79,158	\$80,977
13	\$79,323	\$81,308

SUPPORT & APPRAISAL STAFF
SALARY SCHEDULE

Add to Base Salary \$1,600 Board Stipend

STEP	BACHELOR'S DEGREE	MASTERS DEGREE	MASTERS +30 DEGREE	SPECIALISTS DEGREE	ED.D./PH.D. DEGREE
1	\$48,211	\$49,138	\$50,066	\$50,993	\$51,920
2	\$48,907	\$49,834	\$50,762	\$51,689	\$52,616
3	\$49,603	\$50,530	\$51,458	\$52,385	\$53,313
4	\$50,299	\$51,226	\$52,154	\$53,082	\$54,009
5	\$50,995	\$51,922	\$52,851	\$53,778	\$54,705
6	\$51,691	\$52,619	\$53,547	\$54,474	\$55,401
7	\$52,388	\$53,315	\$54,243	\$55,170	\$56,097
8	\$53,084	\$54,011	\$54,939	\$55,866	\$56,793
9	\$53,780	\$54,707	\$55,635	\$56,562	\$57,489
10	\$54,476	\$55,403	\$56,331	\$57,258	\$58,186
11	\$55,172	\$56,099	\$57,027	\$57,955	\$58,882
12	\$55,868	\$56,795	\$57,724	\$58,651	\$59,578
13	\$56,564	\$57,492	\$58,420	\$59,347	\$60,274
14	\$57,261	\$58,188	\$59,116	\$60,043	\$60,970
15	\$57,957	\$58,884	\$59,812	\$60,739	\$61,666
16	\$58,653	\$59,580	\$60,508	\$61,435	\$62,363
17	\$59,349	\$60,276	\$61,204	\$62,132	\$63,059
18	\$60,045	\$60,972	\$61,901	\$62,828	\$63,755
19	\$60,741	\$61,668	\$62,597	\$63,524	\$64,451
20	\$61,437	\$62,365	\$63,293	\$64,220	\$65,147
21	\$62,134	\$63,061	\$63,989	\$64,916	\$65,843
22	\$62,830	\$63,757	\$64,685	\$65,612	\$66,539
23	\$63,526	\$64,453	\$65,381	\$66,308	\$67,236
24	\$64,222	\$65,149	\$66,077	\$67,005	\$67,932
25	\$64,918	\$65,845	\$66,774	\$67,701	\$68,628
26	\$65,614	\$66,542	\$67,470	\$68,397	\$69,324
27	\$66,311	\$67,238	\$68,166	\$69,093	\$70,020
28	\$67,007	\$67,934	\$68,862	\$69,789	\$70,716
29	\$67,703	\$68,630	\$69,558	\$70,485	\$71,412
30	\$68,399	\$69,326	\$70,254	\$71,181	\$72,109
31	\$69,095	\$70,022	\$70,950	\$71,878	\$72,805
32+	\$69,791	\$70,718	\$71,647	\$72,574	\$73,501

**TEACHERS' SALARY SCALE
BACHELOR'S DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Bachelor's Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$45,629	\$1,600		\$47,229
2	\$46,259	\$1,600	\$400	\$48,259
3	\$46,889	\$1,600	\$400	\$48,889
4	\$47,519	\$1,600	\$400	\$49,519
5	\$48,149	\$1,600	\$400	\$50,149
6	\$48,779	\$1,600	\$400	\$50,779
7	\$49,409	\$1,600	\$400	\$51,409
8	\$50,039	\$1,600	\$400	\$52,039
9	\$50,669	\$1,600	\$400	\$52,669
10	\$51,299	\$1,600	\$400	\$53,299
11	\$51,929	\$1,600	\$400	\$53,929
12	\$52,559	\$1,600	\$400	\$54,559
13	\$53,189	\$1,600	\$400	\$55,189
14	\$53,819	\$1,600	\$400	\$55,819
15	\$54,449	\$1,600	\$400	\$56,449
16	\$55,079	\$1,600	\$400	\$57,079
17	\$55,709	\$1,600	\$400	\$57,709
18	\$56,339	\$1,600	\$400	\$58,339
19	\$56,969	\$1,600	\$400	\$58,969
20	\$57,599	\$1,600	\$400	\$59,599
21	\$58,229	\$1,600	\$400	\$60,229
22	\$58,859	\$1,600	\$400	\$60,859
23	\$59,489	\$1,600	\$400	\$61,489
24	\$60,119	\$1,600	\$400	\$62,119
25	\$60,749	\$1,600	\$400	\$62,749
26	\$61,379	\$1,600	\$400	\$63,379
27	\$62,009	\$1,600	\$400	\$64,009
28	\$62,639	\$1,600	\$400	\$64,639
29	\$63,269	\$1,600	\$400	\$65,269
30	\$63,899	\$1,600	\$400	\$65,899
31	\$64,529	\$1,600	\$400	\$66,529
32	\$65,159	\$1,600	\$400	\$67,159

**TEACHERS' SALARY SCHEDULE
MASTER'S DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Master's Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend for Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$46,469	\$1,600		\$48,069
2	\$47,099	\$1,600	\$400	\$49,099
3	\$47,729	\$1,600	\$400	\$49,729
4	\$48,359	\$1,600	\$400	\$50,359
5	\$48,989	\$1,600	\$400	\$50,989
6	\$49,619	\$1,600	\$400	\$51,619
7	\$50,249	\$1,600	\$400	\$52,249
8	\$50,879	\$1,600	\$400	\$52,879
9	\$51,509	\$1,600	\$400	\$53,509
10	\$52,139	\$1,600	\$400	\$54,139
11	\$52,769	\$1,600	\$400	\$54,769
12	\$53,399	\$1,600	\$400	\$55,399
13	\$54,029	\$1,600	\$400	\$56,029
14	\$54,659	\$1,600	\$400	\$56,659
15	\$55,289	\$1,600	\$400	\$57,289
16	\$55,919	\$1,600	\$400	\$57,919
17	\$56,549	\$1,600	\$400	\$58,549
18	\$57,179	\$1,600	\$400	\$59,179
19	\$57,809	\$1,600	\$400	\$59,809
20	\$58,439	\$1,600	\$400	\$60,439
21	\$59,069	\$1,600	\$400	\$61,069
22	\$59,699	\$1,600	\$400	\$61,699
23	\$60,329	\$1,600	\$400	\$62,329
24	\$60,959	\$1,600	\$400	\$62,959
25	\$61,589	\$1,600	\$400	\$63,589
26	\$62,219	\$1,600	\$400	\$64,219
27	\$62,849	\$1,600	\$400	\$64,849
28	\$63,479	\$1,600	\$400	\$65,479
29	\$64,109	\$1,600	\$400	\$66,109
30	\$64,739	\$1,600	\$400	\$66,739
31	\$65,369	\$1,600	\$400	\$67,369
32	\$65,999	\$1,600	\$400	\$67,999

**TEACHERS' SALARY SCHEDULE
MASTER'S DEGREE +30**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Master's +30 Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$47,309	\$1,600		\$48,909
2	\$47,939	\$1,600	\$400	\$49,939
3	\$48,569	\$1,600	\$400	\$50,569
4	\$49,199	\$1,600	\$400	\$51,199
5	\$49,829	\$1,600	\$400	\$51,829
6	\$50,459	\$1,600	\$400	\$52,459
7	\$51,089	\$1,600	\$400	\$53,089
8	\$51,719	\$1,600	\$400	\$53,719
9	\$52,349	\$1,600	\$400	\$54,349
10	\$52,979	\$1,600	\$400	\$54,979
11	\$53,609	\$1,600	\$400	\$55,609
12	\$54,239	\$1,600	\$400	\$56,239
13	\$54,869	\$1,600	\$400	\$56,869
14	\$55,499	\$1,600	\$400	\$57,499
15	\$56,129	\$1,600	\$400	\$58,129
16	\$56,759	\$1,600	\$400	\$58,759
17	\$57,389	\$1,600	\$400	\$59,389
18	\$58,019	\$1,600	\$400	\$60,019
19	\$58,649	\$1,600	\$400	\$60,649
20	\$59,279	\$1,600	\$400	\$61,279
21	\$59,909	\$1,600	\$400	\$61,909
22	\$60,539	\$1,600	\$400	\$62,539
23	\$61,169	\$1,600	\$400	\$63,169
24	\$61,799	\$1,600	\$400	\$63,799
25	\$62,429	\$1,600	\$400	\$64,429
26	\$63,059	\$1,600	\$400	\$65,059
27	\$63,689	\$1,600	\$400	\$65,689
28	\$64,319	\$1,600	\$400	\$66,319
29	\$64,949	\$1,600	\$400	\$66,949
30	\$65,579	\$1,600	\$400	\$67,579
31	\$66,209	\$1,600	\$400	\$68,209
32	\$66,839	\$1,600	\$400	\$68,839

**TEACHERS' SALARY SCHEDULE
SPECIALIST DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Specialist Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$48,149	\$1,600		\$49,749
2	\$48,779	\$1,600	\$400	\$50,779
3	\$49,409	\$1,600	\$400	\$51,409
4	\$50,039	\$1,600	\$400	\$52,039
5	\$50,669	\$1,600	\$400	\$52,669
6	\$51,299	\$1,600	\$400	\$53,299
7	\$51,929	\$1,600	\$400	\$53,929
8	\$52,559	\$1,600	\$400	\$54,559
9	\$53,189	\$1,600	\$400	\$55,189
10	\$53,819	\$1,600	\$400	\$55,819
11	\$54,449	\$1,600	\$400	\$56,449
12	\$55,079	\$1,600	\$400	\$57,079
13	\$55,709	\$1,600	\$400	\$57,709
14	\$56,339	\$1,600	\$400	\$58,339
15	\$56,969	\$1,600	\$400	\$58,969
16	\$57,599	\$1,600	\$400	\$59,599
17	\$58,229	\$1,600	\$400	\$60,229
18	\$58,859	\$1,600	\$400	\$60,859
19	\$59,489	\$1,600	\$400	\$61,489
20	\$60,119	\$1,600	\$400	\$62,119
21	\$60,749	\$1,600	\$400	\$62,749
22	\$61,379	\$1,600	\$400	\$63,379
23	\$62,009	\$1,600	\$400	\$64,009
24	\$62,639	\$1,600	\$400	\$64,639
25	\$63,269	\$1,600	\$400	\$65,269
26	\$63,899	\$1,600	\$400	\$65,899
27	\$64,529	\$1,600	\$400	\$66,529
28	\$65,159	\$1,600	\$400	\$67,159
29	\$65,789	\$1,600	\$400	\$67,789
30	\$66,419	\$1,600	\$400	\$68,419
31	\$67,049	\$1,600	\$400	\$69,049
32	\$67,679	\$1,600	\$400	\$69,679

**TEACHERS' SALARY SCHEDULE
ED.D OR PH.D. DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Ed.D. or Ph.D. Degree Salary Steps	FY2020 Base Salary	FY2020 Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	FY2020 Maximum Potential Teacher Salary
1	\$48,989	\$1,600		\$50,589
2	\$49,619	\$1,600	\$400	\$51,619
3	\$50,249	\$1,600	\$400	\$52,249
4	\$50,879	\$1,600	\$400	\$52,879
5	\$51,509	\$1,600	\$400	\$53,509
6	\$52,139	\$1,600	\$400	\$54,139
7	\$52,769	\$1,600	\$400	\$54,769
8	\$53,399	\$1,600	\$400	\$55,399
9	\$54,029	\$1,600	\$400	\$56,029
10	\$54,659	\$1,600	\$400	\$56,659
11	\$55,289	\$1,600	\$400	\$57,289
12	\$55,919	\$1,600	\$400	\$57,919
13	\$56,549	\$1,600	\$400	\$58,549
14	\$57,179	\$1,600	\$400	\$59,179
15	\$57,809	\$1,600	\$400	\$59,809
16	\$58,439	\$1,600	\$400	\$60,439
17	\$59,069	\$1,600	\$400	\$61,069
18	\$59,699	\$1,600	\$400	\$61,699
19	\$60,329	\$1,600	\$400	\$62,329
20	\$60,959	\$1,600	\$400	\$62,959
21	\$61,589	\$1,600	\$400	\$63,589
22	\$62,219	\$1,600	\$400	\$64,219
23	\$62,849	\$1,600	\$400	\$64,849
24	\$63,479	\$1,600	\$400	\$65,479
25	\$64,109	\$1,600	\$400	\$66,109
26	\$64,739	\$1,600	\$400	\$66,739
27	\$65,369	\$1,600	\$400	\$67,369
28	\$65,999	\$1,600	\$400	\$67,999
29	\$66,629	\$1,600	\$400	\$68,629
30	\$67,259	\$1,600	\$400	\$69,259
31	\$67,889	\$1,600	\$400	\$69,889
32	\$68,519	\$1,600	\$400	\$70,519

DEAN OF CULTURE/DEAN OF STUDENTS
SALARY SCHEDULE

POSITION ADHERES TO THE TEACHERS' ANNUAL CALENDAR

STEP	BACHELOR'S DEGREE	MASTERS DEGREE
1	\$43,954	\$45,004
2	\$44,111	\$45,161
3	\$44,269	\$45,319
4	\$44,426	\$45,476
5	\$44,584	\$45,634
6	\$44,741	\$45,791
7	\$44,899	\$45,949
8	\$45,056	\$46,106
9	\$45,214	\$46,264
10	\$45,371	\$46,421
11	\$45,529	\$46,579

TEMPORARY AND SUBSTITUTE TEACHERS'
SALARY SCHEDULE

Step	Bachelor's Degree	Master's Degree	Master's +30	Specialist	Ph.D./Ed.D
1	\$39,246	\$40,002	\$40,758	\$41,514	\$42,270
2	\$39,546	\$40,302	\$41,058	\$41,814	\$42,570
3	\$39,846	\$40,602	\$41,358	\$42,114	\$42,870
4	\$40,146	\$40,902	\$41,658	\$42,414	\$43,170
5	\$40,446	\$41,202	\$41,958	\$42,714	\$43,470
6	\$40,746	\$41,502	\$42,258	\$43,014	\$43,770
7	\$41,046	\$41,802	\$42,558	\$43,314	\$44,070
8	\$41,346	\$42,102	\$42,858	\$43,614	\$44,370
9	\$41,646	\$42,402	\$43,158	\$43,914	\$44,670
10	\$41,946	\$42,702	\$43,458	\$44,214	\$44,970
11	\$42,246	\$43,002	\$43,758	\$44,514	\$45,270
12	\$42,546	\$43,302	\$44,058	\$44,814	\$45,570
13	\$42,846	\$43,602	\$44,358	\$45,114	\$45,870
14	\$43,146	\$43,902	\$44,658	\$45,414	\$46,170
15	\$43,446	\$44,202	\$44,958	\$45,714	\$46,470
16	\$43,746	\$44,502	\$45,258	\$46,014	\$46,770
17	\$44,046	\$44,802	\$45,558	\$46,314	\$47,070
18	\$44,346	\$45,102	\$45,858	\$46,614	\$47,370
19	\$44,646	\$45,402	\$46,158	\$46,914	\$47,670
20	\$44,946	\$45,702	\$46,458	\$47,214	\$47,970
21	\$45,246	\$46,002	\$46,758	\$47,514	\$48,270
22	\$45,546	\$46,302	\$47,058	\$47,814	\$48,570
23	\$45,846	\$46,602	\$47,358	\$48,114	\$48,870
24	\$46,146	\$46,902	\$47,658	\$48,414	\$49,170
25	\$46,446	\$47,202	\$47,958	\$48,714	\$49,470
26	\$46,746	\$47,502	\$48,258	\$49,014	\$49,770
27	\$47,046	\$47,802	\$48,558	\$49,314	\$50,070
28	\$47,346	\$48,102	\$48,858	\$49,614	\$50,370
29	\$47,646	\$48,402	\$49,158	\$49,914	\$50,670
30	\$47,946	\$48,702	\$49,458	\$50,214	\$50,970
31	\$48,246	\$49,002	\$49,758	\$50,514	\$51,270
32	\$48,546	\$49,302	\$50,058	\$50,814	\$51,570

SCHOOL SUPPORT STAFF
SALARY SCHEDULE

SCHOOL SUPPORT POSITIONS: AIDE, CLERICAL, HEALTH ASSISTANT, BUSINESS MANAGER

STEP	AIDES	ASSISTANT SECRETARY/ PARENT LIAISON	LPN'S, INTERPRETER, HEALTH CARE ASSISTANTS	DATA MANAGER	SCHOOL SECRETARY	SCHOOL BUSINESS MANAGERS
1	\$26,150	\$27,847	\$29,714	\$36,496	\$36,496	\$47,772
2	\$26,418	\$28,142	\$30,093	\$36,358	\$36,358	\$48,580
3	\$26,686	\$28,437	\$30,472	\$36,856	\$36,856	\$49,387
4	\$26,954	\$28,732	\$30,851	\$37,357	\$37,357	\$50,184
5	\$27,222	\$29,027	\$31,230	\$37,856	\$37,856	\$51,002
6	\$27,490	\$29,322	\$31,609	\$38,356	\$38,356	\$51,810
7	\$27,758	\$29,617	\$31,988	\$38,855	\$38,855	\$52,617
8	\$28,026	\$29,912	\$32,367	\$39,354	\$39,354	\$53,424
9	\$28,294	\$30,207	\$32,746	\$39,854	\$39,854	\$54,232
10	\$28,562	\$30,502	\$33,125	\$40,353	\$40,353	\$55,039
11	\$28,830	\$30,797	\$33,504	\$40,853	\$40,853	\$55,847
12	\$29,098	\$31,092	\$33,883	\$41,353	\$41,353	\$56,654
13	\$29,366	\$31,387	\$34,262	\$41,851	\$41,851	\$57,462
14	\$29,634	\$31,682	\$34,641	\$42,350	\$42,350	\$58,269
15	\$29,902	\$31,977	\$35,020	\$42,851	\$42,851	\$59,077
16	\$30,170	\$32,272	\$35,399	\$43,350	\$43,350	\$59,884
17	\$30,438	\$32,567	\$35,778	\$43,848	\$43,848	\$60,691
18	\$30,706	\$32,862	\$36,157	\$44,349	\$44,349	\$61,499
19	\$30,974	\$33,157	\$36,536	\$44,848	\$44,848	\$62,306
20	\$31,242	\$33,452	\$36,915	\$45,347	\$45,347	\$63,334
21	\$31,510	\$33,747	\$37,294	\$45,846	\$45,846	
22	\$31,778	\$34,042	\$37,673	\$46,345	\$46,345	
23	\$32,046	\$34,337	\$38,052	\$46,844	\$46,844	
24	\$32,314	\$34,632	\$38,431	\$47,343	\$47,343	
25	\$32,582	\$34,927	\$38,810	\$47,842	\$47,842	
26	\$32,850	\$35,222	\$39,189	\$48,341	\$48,341	
27	\$33,118	\$35,517	\$39,568	\$48,840	\$48,840	
28	\$33,386	\$35,812	\$39,947	\$49,339	\$49,339	
29	\$33,654	\$36,107	\$40,326	\$49,838	\$49,838	
30	\$33,922	\$36,402	\$40,705	\$50,337	\$50,337	
31	\$34,190	\$36,697	\$41,084	\$50,836	\$50,836	
32	\$34,458	\$36,992	\$41,463	\$51,335	\$51,335	

SECURITY OFFICERS (10 MONTH)
SALARY SCHEDULE

STEP	10 MONTH SECURITY OFFICERS
1	\$29,714
2	\$30,093
3	\$30,472
4	\$30,851
5	\$31,230
6	\$31,609
7	\$31,988
8	\$32,367
9	\$32,746
10	\$33,125
11	\$33,504
12	\$33,883
13	\$34,262
14	\$34,641
15	\$35,020
16	\$35,399
17	\$35,778
18	\$36,157
19	\$36,536
20	\$36,915
21	\$37,294
22	\$37,673
23	\$38,052
24	\$38,431
25	\$38,810
26	\$39,189
27	\$39,568
28	\$39,947
29	\$40,326
30	\$40,705
31	\$41,084
32	\$41,463

CHILD NUTRITION
SALARY SCHEDULE

STEP	CN1 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 5 HRS DAILY	CN2 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 6 HRS DAILY	CN3 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 7 HRS DAILY	CN5 - CHILD NUTRITION MANAGERS; 10 MONTHS; 7 HRS DAILY	CN6 - CHILD NUTRITION MANAGERS; 10 MONTHS; 7 HRS DAILY	CN7 - CHILD NUTRITION; FIELD MANAGERS; 10 MONTHS; 7 HRS DAILY
1	\$17,650	\$21,650	\$25,650	\$27,650	\$29,650	\$31,650
2	\$18,050	\$22,050	\$26,050	\$28,050	\$30,050	\$32,050
3	\$18,450	\$22,450	\$26,450	\$28,450	\$30,450	\$32,450
4	\$18,850	\$22,850	\$26,850	\$28,850	\$30,850	\$32,850
5	\$19,250	\$23,250	\$27,250	\$29,250	\$31,250	\$33,250
6	\$19,650	\$23,650	\$27,650	\$29,650	\$31,650	\$33,650
7	\$20,050	\$24,050	\$28,050	\$30,050	\$32,050	\$34,050
8	\$20,450	\$24,450	\$28,450	\$30,450	\$32,450	\$34,450
9	\$20,850	\$24,850	\$28,850	\$30,850	\$32,850	\$34,850
10	\$21,250	\$25,250	\$29,250	\$31,250	\$33,250	\$35,250
11	\$21,650	\$25,650	\$29,650	\$31,650	\$33,650	\$35,650
12	\$22,050	\$26,050	\$30,050	\$32,050	\$34,050	\$36,050
13	\$22,450	\$26,450	\$30,450	\$32,450	\$34,450	\$36,450
14	\$22,850	\$26,850	\$30,850	\$32,850	\$34,850	\$36,850
15	\$23,250	\$27,250	\$31,250	\$33,250	\$35,250	\$37,250
16	\$23,650	\$27,650	\$31,650	\$33,650	\$35,650	\$37,650
17	\$24,050	\$28,050	\$32,050	\$34,050	\$36,050	\$38,050
18	\$24,450	\$28,450	\$32,450	\$34,450	\$36,450	\$38,450
19	\$24,850	\$28,850	\$32,850	\$34,850	\$36,850	\$38,850
20	\$25,250	\$29,250	\$33,250	\$35,250	\$37,250	\$39,250

**CENTRAL OFFICE
12-MONTH SALARY SCHEDULE**

Deputy Superintendent and Chief

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Deputy Superintendent	\$137,000	\$174,250	\$211,500
Chief	\$135,000	\$151,150	\$167,300

**Employees hired before July 1, 2021
(Grandfathered)**

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Executive Director/Senior Officer	\$91,000	\$111,650	\$132,300
Director	\$79,000	\$93,650	\$108,300
Assistant Director/Specialist	\$71,000	\$84,650	\$98,300
Supervisor/Manager	\$60,000	\$73,650	\$87,300
Coordinator/Safety/Security	\$54,000	\$66,650	\$79,300
Clerical Staff	\$36,000	\$43,650	\$51,300

Employees hired on or after July 1, 2021

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Executive Director/Senior Officer	\$80,400	\$101,318	\$122,235
Director	\$65,400	\$82,568	\$99,735
Assistant Director/Specialist	\$60,400	\$74,943	\$89,485
Supervisor/Manager	\$50,400	\$64,568	\$78,735
Coordinator/Safety/Security	\$45,400	\$58,755	\$72,110
Clerical Staff	\$30,400	\$39,005	\$47,610

*All employees are eligible to receive a COLA, if issued, even if the increase will place the employee outside of the maximum salary range.

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