



PUBLIC SCHOOLS

The district confirmed that the 2019-2020 salary schedule remained in use in 2020-2021.



NOLA PUBLIC SCHOOLS COMPENSATION MANUAL

Henderson Lewis, Jr., Ph. D
Superintendent of Schools

Ethan Ashley
School Board President

OPSB School Board Members

“The Orleans Parish School Board (OPSB) is committed to creating the nation’s best school system by utilizing creative, innovative, and 21st century programs to produce graduates of unparalleled quality, thereby improving the lives of students from all socioeconomic backgrounds.”



John Brown, Sr.
District 1



Ethan Ashley
District 2
Board President



Sarah Newell Usdin
District 3



Leslie Ellison
District 4



Ben Kleban
District 5



Woody Koppel
District 6
Board Vice President



Nolan Marshall, Jr.
District 7

NOLA Public Schools

Salary 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, 2019. 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.

The 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.

Salary Administration Guidelines

Our Compensation Philosophy

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:

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



Unification principle:

Continued progress: We cannot be comfortable with the gains of the last 10 years; we must continually raise expectations, expand what is working, and cultivate new leaders and new ideas.

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 time, leading the pay rates of our competitors, the NOLA-PS ensures its compensation structure remains competitive, therefore improving its ability to attract and retain top talent.

The new unified school system will require an effective workforce to deliver its strategic vision and goals. As stated in the unification plan, the NOLA-PS cannot be comfortable with the gains of the last 10 years; we 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 Or 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, nurses, data-processing operators and technicians, cafeteria managers and staff, bus operators, maintenance staff, accounting and payroll staff.

Job Descriptions (OPSB Policy GBB)

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.



PUBLIC SCHOOLS



SCHOOL BASED EMPLOYEES SALARY PROGRAM

**ASSISTANT PRINCIPALS'
SALARY SCALE**

ASSISTANT PRINCIPAL; 12 MONTH WORK YEAR

AN INEFFECTIVE EVALUATION WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance pay			
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)	Ineffective \$0.00	Effective: Emerging \$0.00	Effective: Proficient (\$215.00)	Highly Effective (\$315)
1	\$73,359	\$73,359			\$ 73,359	\$ 73,359
2	\$73,524	\$73,689			\$ 73,915	\$ 74,020
3	\$73,689	\$74,020			\$ 74,472	\$ 74,682
4	\$73,855	\$74,351			\$ 75,028	\$ 75,343
5	\$74,020	\$74,682			\$ 75,585	\$ 76,005
6	\$74,186	\$75,012			\$ 76,141	\$ 76,666
7	\$74,351	\$75,343			\$ 76,698	\$ 77,328
8	\$74,516	\$75,674			\$ 77,254	\$ 77,989
9	\$74,682	\$76,005			\$ 77,811	\$ 78,651
10	\$74,847	\$76,335			\$ 78,367	\$ 79,312
11	\$75,012	\$76,666			\$ 78,924	\$ 79,974
12	\$75,178	\$76,997			\$ 79,480	\$ 80,635
13	\$75,343	\$77,328			\$ 80,037	\$ 81,297
Master's +30						
1	\$ 74,199	\$ 74,199			\$ 74,199	\$ 74,199
2	\$ 74,364	\$ 74,529			\$ 74,755	\$ 74,860
3	\$ 74,529	\$ 74,860			\$ 75,312	\$ 75,522
4	\$ 74,695	\$ 75,191			\$ 75,868	\$ 76,183
5	\$ 74,860	\$ 75,522			\$ 76,425	\$ 76,845
6	\$ 75,026	\$ 75,852			\$ 76,981	\$ 77,506
7	\$ 75,191	\$ 76,183			\$ 77,538	\$ 78,168
8	\$ 75,356	\$ 76,514			\$ 78,094	\$ 78,829
9	\$ 75,522	\$ 76,845			\$ 78,651	\$ 79,491
10	\$ 75,687	\$ 77,175			\$ 79,207	\$ 80,152
11	\$ 75,852	\$ 77,506			\$ 79,764	\$ 80,814
12	\$ 76,018	\$ 77,837			\$ 80,320	\$ 81,475
13	\$ 76,183	\$ 78,168			\$ 80,877	\$ 82,137
Ed.D or Ph.D.						
1	\$ 75,039	\$ 75,039			\$ 75,039	\$ 75,039
2	\$ 75,204	\$ 75,369			\$ 75,595	\$ 75,700
3	\$ 75,369	\$ 75,700			\$ 76,152	\$ 76,362
4	\$ 75,535	\$ 76,031			\$ 76,708	\$ 77,023
5	\$ 75,700	\$ 76,362			\$ 77,265	\$ 77,685
6	\$ 75,866	\$ 76,692			\$ 77,821	\$ 78,346
7	\$ 76,031	\$ 77,023			\$ 78,378	\$ 79,008
8	\$ 76,196	\$ 77,354			\$ 78,934	\$ 79,669
9	\$ 76,362	\$ 77,685			\$ 79,491	\$ 80,331
10	\$ 76,527	\$ 78,015			\$ 80,047	\$ 80,992
11	\$ 76,692	\$ 78,346			\$ 80,604	\$ 81,654
12	\$ 76,858	\$ 78,677			\$ 81,160	\$ 82,315
13	\$ 77,023	\$ 79,008			\$ 81,717	\$ 82,977

SALARY SCALE
DEAN OF CULTURE / DEAN OF STUDENTS

DEAN OF CULTURE; DEAN OF STUDENTS

POSITION ADHERES TO THE TEACHERS' ANNUAL CALENDAR

STEP	BACHELOR'S DEGREE	MASTERS DEGREE
1	\$42,804	\$43,854
2	\$42,961	\$44,011
3	\$43,119	\$44,169
4	\$43,276	\$44,326
5	\$43,434	\$44,484
6	\$43,591	\$44,641
7	\$43,749	\$44,799
8	\$43,906	\$44,956
9	\$44,064	\$45,114
10	\$44,221	\$45,271
11	\$44,379	\$45,429

SUPPORT APPRAISAL STAFF
SALARY SCHEDULE

EXCEPTIONAL CHILDREN'S SERVICES

SUPPORT & APPRAISAL TEAM: Psychologists, Appraisal Social Workers, Diagnosticians

Add to Base for FY2020 \$1,600 Supplement.

STEP	BACHELOR'S DEGREE	MASTERS DEGREE	MASTERS +30 DEGREE	SPECIALISTS DEGREE	ED.D./PH.D. DEGREE
1	\$45,911	\$46,838	\$47,766	\$48,693	\$49,620
2	\$46,607	\$47,534	\$48,462	\$49,389	\$50,316
3	\$47,303	\$48,230	\$49,158	\$50,085	\$51,013
4	\$47,999	\$48,926	\$49,854	\$50,782	\$51,709
5	\$48,695	\$49,622	\$50,551	\$51,478	\$52,405
6	\$49,391	\$50,319	\$51,247	\$52,174	\$53,101
7	\$50,088	\$51,015	\$51,943	\$52,870	\$53,797
8	\$50,784	\$51,711	\$52,639	\$53,566	\$54,493
9	\$51,480	\$52,407	\$53,335	\$54,262	\$55,189
10	\$52,176	\$53,103	\$54,031	\$54,958	\$55,886
11	\$52,872	\$53,799	\$54,727	\$55,655	\$56,582
12	\$53,568	\$54,495	\$55,424	\$56,351	\$57,278
13	\$54,264	\$55,192	\$56,120	\$57,047	\$57,974
14	\$54,961	\$55,888	\$56,816	\$57,743	\$58,670
15	\$55,657	\$56,584	\$57,512	\$58,439	\$59,366
16	\$56,353	\$57,280	\$58,208	\$59,135	\$60,063
17	\$57,049	\$57,976	\$58,904	\$59,832	\$60,759
18	\$57,745	\$58,672	\$59,601	\$60,528	\$61,455
19	\$58,441	\$59,368	\$60,297	\$61,224	\$62,151
20	\$59,137	\$60,065	\$60,993	\$61,920	\$62,847
21	\$59,834	\$60,761	\$61,689	\$62,616	\$63,543
22	\$60,530	\$61,457	\$62,385	\$63,312	\$64,239
23	\$61,226	\$62,153	\$63,081	\$64,008	\$64,936
24	\$61,922	\$62,849	\$63,777	\$64,705	\$65,632
25	\$62,618	\$63,545	\$64,474	\$65,401	\$66,328
26	\$63,314	\$64,242	\$65,170	\$66,097	\$67,024
27	\$64,011	\$64,938	\$65,866	\$66,793	\$67,720
28	\$64,707	\$65,634	\$66,562	\$67,489	\$68,416
29	\$65,403	\$66,330	\$67,258	\$68,185	\$69,112
30	\$66,099	\$67,026	\$67,954	\$68,881	\$69,809
31	\$66,795	\$67,722	\$68,650	\$69,578	\$70,505
32+	\$67,491	\$68,418	\$69,347	\$70,274	\$71,201

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 EVALUATIONS OR ABOVE				
AN INEFFECTIVE EVALUATION WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY				
	Experience	Demand	Performance	Maximum
Bachelor's Degree Salary Steps	FY2020 Base Salary	2020 Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	FY2020 Maximum Potential Teacher Salary
1	\$43,329	\$1,600		\$44,929
2	\$43,959	\$1,600	\$400	\$45,959
3	\$44,589	\$1,600	\$400	\$46,589
4	\$45,219	\$1,600	\$400	\$47,219
5	\$45,849	\$1,600	\$400	\$47,849
6	\$46,479	\$1,600	\$400	\$48,479
7	\$47,109	\$1,600	\$400	\$49,109
8	\$47,739	\$1,600	\$400	\$49,739
9	\$48,369	\$1,600	\$400	\$50,369
10	\$48,999	\$1,600	\$400	\$50,999
11	\$49,629	\$1,600	\$400	\$51,629
12	\$50,259	\$1,600	\$400	\$52,259
13	\$50,889	\$1,600	\$400	\$52,889
14	\$51,519	\$1,600	\$400	\$53,519
15	\$52,149	\$1,600	\$400	\$54,149
16	\$52,779	\$1,600	\$400	\$54,779
17	\$53,409	\$1,600	\$400	\$55,409
18	\$54,039	\$1,600	\$400	\$56,039
19	\$54,669	\$1,600	\$400	\$56,669
20	\$55,299	\$1,600	\$400	\$57,299
21	\$55,929	\$1,600	\$400	\$57,929
22	\$56,559	\$1,600	\$400	\$58,559
23	\$57,189	\$1,600	\$400	\$59,189
24	\$57,819	\$1,600	\$400	\$59,819
25	\$58,449	\$1,600	\$400	\$60,449
26	\$59,079	\$1,600	\$400	\$61,079
27	\$59,709	\$1,600	\$400	\$61,709
28	\$60,339	\$1,600	\$400	\$62,339
29	\$60,969	\$1,600	\$400	\$62,969
30	\$61,599	\$1,600	\$400	\$63,599
31	\$62,229	\$1,600	\$400	\$64,229
32	\$62,859	\$1,600	\$400	\$64,859

TEACHERS' SALARY SCALE
MASTER'S DEGREE

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A MASTER'S DEGREE				
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATIONS OR ABOVE				
AN INEFFECTIVE EVALUATION WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY				
	Experience	Demand	Performance	Maximum
Master's Degree Salary Steps	FY2020 Base Salary	FY2020 Board Stipend \$1,600	Performance Stipend for Effective Proficient or Above \$400	FY2020 Maximum Potential Teacher Salary
1	\$44,169	\$1,600		\$45,769
2	\$44,799	\$1,600	\$400	\$46,799
3	\$45,429	\$1,600	\$400	\$47,429
4	\$46,059	\$1,600	\$400	\$48,059
5	\$46,689	\$1,600	\$400	\$48,689
6	\$47,319	\$1,600	\$400	\$49,319
7	\$47,949	\$1,600	\$400	\$49,949
8	\$48,579	\$1,600	\$400	\$50,579
9	\$49,209	\$1,600	\$400	\$51,209
10	\$49,839	\$1,600	\$400	\$51,839
11	\$50,469	\$1,600	\$400	\$52,469
12	\$51,099	\$1,600	\$400	\$53,099
13	\$51,729	\$1,600	\$400	\$53,729
14	\$52,359	\$1,600	\$400	\$54,359
15	\$52,989	\$1,600	\$400	\$54,989
16	\$53,619	\$1,600	\$400	\$55,619
17	\$54,249	\$1,600	\$400	\$56,249
18	\$54,879	\$1,600	\$400	\$56,879
19	\$55,509	\$1,600	\$400	\$57,509
20	\$56,139	\$1,600	\$400	\$58,139
21	\$56,769	\$1,600	\$400	\$58,769
22	\$57,399	\$1,600	\$400	\$59,399
23	\$58,029	\$1,600	\$400	\$60,029
24	\$58,659	\$1,600	\$400	\$60,659
25	\$59,289	\$1,600	\$400	\$61,289
26	\$59,919	\$1,600	\$400	\$61,919
27	\$60,549	\$1,600	\$400	\$62,549
28	\$61,179	\$1,600	\$400	\$63,179
29	\$61,809	\$1,600	\$400	\$63,809
30	\$62,439	\$1,600	\$400	\$64,439
31	\$63,069	\$1,600	\$400	\$65,069
32	\$63,699	\$1,600	\$400	\$65,699

TEACHERS' SALARY SCALE
MASTER'S DEGREE +30

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH MASTER'S +30. DEGREE				
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATIONS OR ABOVE				
AN INEFFECTIVE EVALUATION WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY				
	Experience	Demand	Performance	Maximum
Master's +30 Degree Salary Steps	FY2020 Base Salary	FY2020 Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	FY2020 Maximum Potential Teacher Salary
1	\$45,009	\$1,600		\$46,609
2	\$45,639	\$1,600	\$400	\$47,639
3	\$46,269	\$1,600	\$400	\$48,269
4	\$46,899	\$1,600	\$400	\$48,899
5	\$47,529	\$1,600	\$400	\$49,529
6	\$48,159	\$1,600	\$400	\$50,159
7	\$48,789	\$1,600	\$400	\$50,789
8	\$49,419	\$1,600	\$400	\$51,419
9	\$50,049	\$1,600	\$400	\$52,049
10	\$50,679	\$1,600	\$400	\$52,679
11	\$51,309	\$1,600	\$400	\$53,309
12	\$51,939	\$1,600	\$400	\$53,939
13	\$52,569	\$1,600	\$400	\$54,569
14	\$53,199	\$1,600	\$400	\$55,199
15	\$53,829	\$1,600	\$400	\$55,829
16	\$54,459	\$1,600	\$400	\$56,459
17	\$55,089	\$1,600	\$400	\$57,089
18	\$55,719	\$1,600	\$400	\$57,719
19	\$56,349	\$1,600	\$400	\$58,349
20	\$56,979	\$1,600	\$400	\$58,979
21	\$57,609	\$1,600	\$400	\$59,609
22	\$58,239	\$1,600	\$400	\$60,239
23	\$58,869	\$1,600	\$400	\$60,869
24	\$59,499	\$1,600	\$400	\$61,499
25	\$60,129	\$1,600	\$400	\$62,129
26	\$60,759	\$1,600	\$400	\$62,759
27	\$61,389	\$1,600	\$400	\$63,389
28	\$62,019	\$1,600	\$400	\$64,019
29	\$62,649	\$1,600	\$400	\$64,649
30	\$63,279	\$1,600	\$400	\$65,279
31	\$63,909	\$1,600	\$400	\$65,909
32	\$64,539	\$1,600	\$400	\$66,539

**TEACHERS' SALARY SCALE
SPECIALIST DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH SPECIALIST DEGREE				
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATIONS OR ABOVE				
AN INEFFECTIVE EVALUATION WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY				
	Experience	Demand	Performance	Maximum
Specialist Degree Salary Steps	FY2020 Base Salary	FY2020 Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	FY2020 Maximum Potential Teacher Salary
1	\$45,849	\$1,600		\$47,449
2	\$46,479	\$1,600	\$400	\$48,479
3	\$47,109	\$1,600	\$400	\$49,109
4	\$47,739	\$1,600	\$400	\$49,739
5	\$48,369	\$1,600	\$400	\$50,369
6	\$48,999	\$1,600	\$400	\$50,999
7	\$49,629	\$1,600	\$400	\$51,629
8	\$50,259	\$1,600	\$400	\$52,259
9	\$50,889	\$1,600	\$400	\$52,889
10	\$51,519	\$1,600	\$400	\$53,519
11	\$52,149	\$1,600	\$400	\$54,149
12	\$52,779	\$1,600	\$400	\$54,779
13	\$53,409	\$1,600	\$400	\$55,409
14	\$54,039	\$1,600	\$400	\$56,039
15	\$54,669	\$1,600	\$400	\$56,669
16	\$55,299	\$1,600	\$400	\$57,299
17	\$55,929	\$1,600	\$400	\$57,929
18	\$56,559	\$1,600	\$400	\$58,559
19	\$57,189	\$1,600	\$400	\$59,189
20	\$57,819	\$1,600	\$400	\$59,819
21	\$58,449	\$1,600	\$400	\$60,449
22	\$59,079	\$1,600	\$400	\$61,079
23	\$59,709	\$1,600	\$400	\$61,709
24	\$60,339	\$1,600	\$400	\$62,339
25	\$60,969	\$1,600	\$400	\$62,969
26	\$61,599	\$1,600	\$400	\$63,599
27	\$62,229	\$1,600	\$400	\$64,229
28	\$62,859	\$1,600	\$400	\$64,859
29	\$63,489	\$1,600	\$400	\$65,489
30	\$64,119	\$1,600	\$400	\$66,119
31	\$64,749	\$1,600	\$400	\$66,749
32	\$65,379	\$1,600	\$400	\$67,379

TEACHERS' SALARY SCALE
ED.D.OR PH.D. DEGREE

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH Ed.D. or Ph.D. DEGREE				
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATIONS OR ABOVE				
AN INEFFECTIVE EVALUATION 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	\$46,689	\$1,600		\$48,289
2	\$47,319	\$1,600	\$400	\$49,319
3	\$47,949	\$1,600	\$400	\$49,949
4	\$48,579	\$1,600	\$400	\$50,579
5	\$49,209	\$1,600	\$400	\$51,209
6	\$49,839	\$1,600	\$400	\$51,839
7	\$50,469	\$1,600	\$400	\$52,469
8	\$51,099	\$1,600	\$400	\$53,099
9	\$51,729	\$1,600	\$400	\$53,729
10	\$52,359	\$1,600	\$400	\$54,359
11	\$52,989	\$1,600	\$400	\$54,989
12	\$53,619	\$1,600	\$400	\$55,619
13	\$54,249	\$1,600	\$400	\$56,249
14	\$54,879	\$1,600	\$400	\$56,879
15	\$55,509	\$1,600	\$400	\$57,509
16	\$56,139	\$1,600	\$400	\$58,139
17	\$56,769	\$1,600	\$400	\$58,769
18	\$57,399	\$1,600	\$400	\$59,399
19	\$58,029	\$1,600	\$400	\$60,029
20	\$58,659	\$1,600	\$400	\$60,659
21	\$59,289	\$1,600	\$400	\$61,289
22	\$59,919	\$1,600	\$400	\$61,919
23	\$60,549	\$1,600	\$400	\$62,549
24	\$61,179	\$1,600	\$400	\$63,179
25	\$61,809	\$1,600	\$400	\$63,809
26	\$62,439	\$1,600	\$400	\$64,439
27	\$63,069	\$1,600	\$400	\$65,069
28	\$63,699	\$1,600	\$400	\$65,699
29	\$64,329	\$1,600	\$400	\$66,329
30	\$64,959	\$1,600	\$400	\$66,959
31	\$65,589	\$1,600	\$400	\$67,589
32	\$66,219	\$1,600	\$400	\$68,219

SALARY SCALE
SCHOOL SUPPORT STAFF

SCHOOL SUPPORT POSITIONS: AIDES, CLERICALS, HEALTH ASSISTANTS, BUSINESS MANAGERS

STEP	AIDES	ASSISTANT SECRETARY	LPN'S, INTERPRETER, HEALTH CARE ASSISTANTS	DATA MANAGER	SCHOOL SECRETARY	SCHOOL BUSINESS MANAGERS
1	\$19,363	\$21,060	\$22,927	\$29,709	\$29,709	\$46,222
2	\$19,631	\$21,355	\$23,305	\$30,208	\$30,208	\$47,030
3	\$19,899	\$21,649	\$23,684	\$30,706	\$30,706	\$47,837
4	\$20,167	\$21,944	\$24,062	\$31,207	\$31,207	\$48,634
5	\$20,434	\$22,239	\$24,440	\$31,706	\$31,706	\$49,452
6	\$20,703	\$22,534	\$24,819	\$32,206	\$32,206	\$50,260
7	\$20,971	\$22,828	\$25,197	\$32,705	\$32,705	\$51,067
8	\$21,239	\$23,123	\$25,575	\$33,204	\$33,204	\$51,874
9	\$21,506	\$23,418	\$25,953	\$33,704	\$33,704	\$52,682
10	\$21,775	\$23,713	\$26,332	\$34,203	\$34,203	\$53,489
11	\$22,043	\$24,007	\$26,710	\$34,703	\$34,703	\$54,297
12	\$22,311	\$24,302	\$27,088	\$35,203	\$35,203	\$55,104
13	\$22,578	\$24,598	\$27,467	\$35,701	\$35,701	\$55,912
14	\$22,846	\$24,893	\$27,845	\$36,200	\$36,200	\$56,719
15	\$23,115	\$25,187	\$28,223	\$36,701	\$36,701	\$57,527
16	\$23,383	\$25,482	\$28,602	\$37,200	\$37,200	\$58,334
17	\$23,650	\$25,777	\$28,980	\$37,698	\$37,698	\$59,141
18	\$23,918	\$26,072	\$29,358	\$38,199	\$38,199	\$59,949
19	\$24,187	\$26,366	\$29,736	\$38,698	\$38,698	\$60,756
20	\$24,455	\$26,661	\$30,115	\$39,197	\$39,197	\$61,784

Temporary and Substitute Teachers' Salary Schedule

	Bachelor's Degree	Master's Degree	Master's +30	Specialist	Ph.D/Ed.D
1	\$38,096	\$38,852	\$39,608	\$40,364	\$41,120
2	\$38,396	\$39,152	\$39,908	\$40,664	\$41,420
3	\$38,696	\$39,452	\$40,208	\$40,964	\$41,720
4	\$38,996	\$39,752	\$40,508	\$41,264	\$42,020
5	\$39,296	\$40,052	\$40,808	\$41,564	\$42,320
6	\$39,596	\$40,352	\$41,108	\$41,864	\$42,620
7	\$39,896	\$40,652	\$41,408	\$42,164	\$42,920
8	\$40,196	\$40,952	\$41,708	\$42,464	\$43,220
9	\$40,496	\$41,252	\$42,008	\$42,764	\$43,520
10	\$40,796	\$41,552	\$42,308	\$43,064	\$43,820
11	\$41,096	\$41,852	\$42,608	\$43,364	\$44,120
12	\$41,396	\$42,152	\$42,908	\$43,664	\$44,420
13	\$41,696	\$42,452	\$43,208	\$43,964	\$44,720
14	\$41,996	\$42,752	\$43,508	\$44,264	\$45,020
15	\$42,296	\$43,052	\$43,808	\$44,564	\$45,320
16	\$42,596	\$43,352	\$44,108	\$44,864	\$45,620
17	\$42,896	\$43,652	\$44,408	\$45,164	\$45,920
18	\$43,196	\$43,952	\$44,708	\$45,464	\$46,220
19	\$43,496	\$44,252	\$45,008	\$45,764	\$46,520
20	\$43,796	\$44,552	\$45,308	\$46,064	\$46,820
21	\$44,096	\$44,852	\$45,608	\$46,364	\$47,120
22	\$44,396	\$45,152	\$45,908	\$46,664	\$47,420
23	\$44,696	\$45,452	\$46,208	\$46,964	\$47,720
24	\$44,996	\$45,752	\$46,508	\$47,264	\$48,020
25	\$45,296	\$46,052	\$46,808	\$47,564	\$48,320
26	\$45,596	\$46,352	\$47,108	\$47,864	\$48,620
27	\$45,896	\$46,652	\$47,408	\$48,164	\$48,920
28	\$46,196	\$46,952	\$47,708	\$48,464	\$49,220
29	\$46,496	\$47,252	\$48,008	\$48,764	\$49,520
30	\$46,796	\$47,552	\$48,308	\$49,064	\$49,820
31	\$47,096	\$47,852	\$48,608	\$49,364	\$50,120
32	\$47,396	\$48,152	\$48,908	\$49,664	\$50,420

SALARY SCALE
SECURITY OFFICERS

SCHOOL BASED SECURITY STAFF - NON-EXEMPT	
STEP	10 MONTH SECURITY OFFICERS
1	\$22,927
2	\$23,306
3	\$23,684
4	\$24,063
5	\$24,441
6	\$24,819
7	\$25,198
8	\$25,576
9	\$25,808
10	\$25,954
11	\$26,333
12	\$26,712
13	\$27,091
14	\$27,470
15	\$27,849
16	\$28,228
17	\$28,607
18	\$28,986
19	\$29,365
20	\$29,744

SALARY SCHEDULE
CHILD NUTRITION STAFF

CHILD NUTRITION STAFF

STEP	CN1 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 5HRS 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	\$16,500	\$20,500	\$24,500	\$26,500	\$28,500	\$30,500
2	\$16,900	\$20,900	\$24,900	\$26,900	\$28,900	\$30,900
3	\$17,300	\$21,300	\$25,300	\$27,300	\$29,300	\$31,300
4	\$17,700	\$21,700	\$25,700	\$27,700	\$29,700	\$31,700
5	\$18,100	\$22,100	\$26,100	\$28,100	\$30,100	\$32,100
6	\$18,500	\$22,500	\$26,500	\$28,500	\$30,500	\$32,500
7	\$18,900	\$22,900	\$26,900	\$28,900	\$30,900	\$32,900
8	\$19,300	\$23,300	\$27,300	\$29,300	\$31,300	\$33,300
9	\$19,700	\$23,700	\$27,700	\$29,700	\$31,700	\$33,700
10	\$20,100	\$24,100	\$28,100	\$30,100	\$32,100	\$34,100
11	\$20,500	\$24,500	\$28,500	\$30,500	\$32,500	\$34,500
12	\$20,900	\$24,900	\$28,900	\$30,900	\$32,900	\$34,900
13	\$21,300	\$25,300	\$29,300	\$31,300	\$33,300	\$35,300
14	\$21,700	\$25,700	\$29,700	\$31,700	\$33,700	\$35,700
15	\$22,100	\$26,100	\$30,100	\$32,100	\$34,100	\$36,100
16	\$22,500	\$26,500	\$30,500	\$32,500	\$34,500	\$36,500
17	\$22,900	\$26,900	\$30,900	\$32,900	\$34,900	\$36,900
18	\$23,300	\$27,300	\$31,300	\$33,300	\$35,300	\$37,300
19	\$23,700	\$27,700	\$31,700	\$33,700	\$35,700	\$37,700
20	\$24,100	\$28,100	\$32,100	\$34,100	\$36,100	\$38,100



PUBLIC SCHOOLS



CENTRAL OFFICE EMPLOYEES SALARY PROGRAM

SALARY SCALE
CENTRAL OFFICE

CENTRAL OFFICE EMPLOYEES

GRADE	JOB TITLES	MINIMUM	MEDIUM	MAXIMUM
13	Assistant Superintendent	\$155,000	\$175,500	\$196,000
11	Chief Officer	\$127,000	\$146,500	\$166,000
10	Executive Director	\$91,000	\$114,000	\$137,000
9	Director	\$79,000	\$92,500	\$106,000
8	Assistant Director	\$71,000	\$83,500	\$96,000
7	Specialist	\$66,000	\$80,000	\$94,000
6	Manager, Supervisor, and Professional	\$60,000	\$72,500	\$85,000
5	Coordinator	\$54,000	\$65,500	\$77,000
4	Executive Assistant	\$49,000	\$59,500	\$70,000
3	Office Support Generalist	\$45,000	\$49,500	\$54,000
2	Clerical Staff	\$36,000	\$42,500	\$49,000
1	Security Officer	\$28,000	\$37,000	\$46,000

*Grade 12 does not exist; it has been combined with Grade 11.