

NOLA PUBLIC SCHOOLS

EVERY CHILD. EVERY SCHOOL. EVERY DAY.

2021 -2022 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	\$74,159	\$74,159
2	\$74,324	\$74,489
3	\$74,489	\$74,820
4	\$74,655	\$75,151
5	\$74,820	\$75,482
6	\$74,986	\$75,812
7	\$75,151	\$76,143
8	\$75,316	\$76,474
9	\$75,482	\$76,805
10	\$75,647	\$77,135
11	\$75,812	\$77,466
12	\$75,978	\$77,797
13	\$76,143	\$78,128
Master's +30	Experience	Demand
1	\$74,999	\$74,999
2	\$75,164	\$75,329
3	\$75,329	\$75,660
4	\$75,495	\$75,991
5	\$75,660	\$76,322
6	\$75,826	\$76,652
7	\$75,991	\$76,983
8	\$76,156	\$77,314
9	\$76,322	\$77,645
10	\$76,487	\$77,975
11	\$76,652	\$78,306
12	\$76,818	\$78,637
13	\$76,983	\$78,968
Ed.D or Ph.D.	Experience	Demand
1	\$75,839	\$75,839
2	\$76,004	\$76,169
3	\$76,169	\$76,500
4	\$76,335	\$76,831
5	\$76,500	\$77,162
6	\$76,666	\$77,492
7	\$76,831	\$77,823
8	\$76,996	\$78,154
9	\$77,162	\$78,485
10	\$77,327	\$78,815
11	\$77,492	\$79,146
12	\$77,658	\$79,477
13	\$77,823	\$79,808

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	\$46,711	\$47,638	\$48,566	\$49,493	\$50,420
2	\$47,407	\$48,334	\$49,262	\$50,189	\$51,116
3	\$48,103	\$49,030	\$49,958	\$50,885	\$51,813
4	\$48,799	\$49,726	\$50,654	\$51,582	\$52,509
5	\$49,495	\$50,422	\$51,351	\$52,278	\$53,205
6	\$50,191	\$51,119	\$52,047	\$52,974	\$53,901
7	\$50,888	\$51,815	\$52,743	\$53,670	\$54,597
8	\$51,584	\$52,511	\$53,439	\$54,366	\$55,293
9	\$52,280	\$53,207	\$54,135	\$55,062	\$55,989
10	\$52,976	\$53,903	\$54,831	\$55,758	\$56,686
11	\$53,672	\$54,599	\$55,527	\$56,455	\$57,382
12	\$54,368	\$55,295	\$56,224	\$57,151	\$58,078
13	\$55,064	\$55,992	\$56,920	\$57,847	\$58,774
14	\$55,761	\$56,688	\$57,616	\$58,543	\$59,470
15	\$56,457	\$57,384	\$58,312	\$59,239	\$60,166
16	\$57,153	\$58,080	\$59,008	\$59,935	\$60,863
17	\$57,849	\$58,776	\$59,704	\$60,632	\$61,559
18	\$58,545	\$59,472	\$60,401	\$61,328	\$62,255
19	\$59,241	\$60,168	\$61,097	\$62,024	\$62,951
20	\$59,937	\$60,865	\$61,793	\$62,720	\$63,647
21	\$60,634	\$61,561	\$62,489	\$63,416	\$64,343
22	\$61,330	\$62,257	\$63,185	\$64,112	\$65,039
23	\$62,026	\$62,953	\$63,881	\$64,808	\$65,736
24	\$62,722	\$63,649	\$64,577	\$65,505	\$66,432
25	\$63,418	\$64,345	\$65,274	\$66,201	\$67,128
26	\$64,114	\$65,042	\$65,970	\$66,897	\$67,824
27	\$64,811	\$65,738	\$66,666	\$67,593	\$68,520
28	\$65,507	\$66,434	\$67,362	\$68,289	\$69,216
29	\$66,203	\$67,130	\$68,058	\$68,985	\$69,912
30	\$66,899	\$67,826	\$68,754	\$69,681	\$70,609
31	\$67,595	\$68,522	\$69,450	\$70,378	\$71,305
32+	\$68,291	\$69,218	\$70,147	\$71,074	\$72,001

**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	\$44,129	\$1,600		\$45,729
2	\$44,759	\$1,600	\$400	\$46,759
3	\$45,389	\$1,600	\$400	\$47,389
4	\$46,019	\$1,600	\$400	\$48,019
5	\$46,649	\$1,600	\$400	\$48,649
6	\$47,279	\$1,600	\$400	\$49,279
7	\$47,909	\$1,600	\$400	\$49,909
8	\$48,539	\$1,600	\$400	\$50,539
9	\$49,169	\$1,600	\$400	\$51,169
10	\$49,799	\$1,600	\$400	\$51,799
11	\$50,429	\$1,600	\$400	\$52,429
12	\$51,059	\$1,600	\$400	\$53,059
13	\$51,689	\$1,600	\$400	\$53,689
14	\$52,319	\$1,600	\$400	\$54,319
15	\$52,949	\$1,600	\$400	\$54,949
16	\$53,579	\$1,600	\$400	\$55,579
17	\$54,209	\$1,600	\$400	\$56,209
18	\$54,839	\$1,600	\$400	\$56,839
19	\$55,469	\$1,600	\$400	\$57,469
20	\$56,099	\$1,600	\$400	\$58,099
21	\$56,729	\$1,600	\$400	\$58,729
22	\$57,359	\$1,600	\$400	\$59,359
23	\$57,989	\$1,600	\$400	\$59,989
24	\$58,619	\$1,600	\$400	\$60,619
25	\$59,249	\$1,600	\$400	\$61,249
26	\$59,879	\$1,600	\$400	\$61,879
27	\$60,509	\$1,600	\$400	\$62,509
28	\$61,139	\$1,600	\$400	\$63,139
29	\$61,769	\$1,600	\$400	\$63,769
30	\$62,399	\$1,600	\$400	\$64,399
31	\$63,029	\$1,600	\$400	\$65,029
32	\$63,659	\$1,600	\$400	\$65,659

**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	\$44,969	\$1,600		\$46,569
2	\$45,599	\$1,600	\$400	\$47,599
3	\$46,229	\$1,600	\$400	\$48,229
4	\$46,859	\$1,600	\$400	\$48,859
5	\$47,489	\$1,600	\$400	\$49,489
6	\$48,119	\$1,600	\$400	\$50,119
7	\$48,749	\$1,600	\$400	\$50,749
8	\$49,379	\$1,600	\$400	\$51,379
9	\$50,009	\$1,600	\$400	\$52,009
10	\$50,639	\$1,600	\$400	\$52,639
11	\$51,269	\$1,600	\$400	\$53,269
12	\$51,899	\$1,600	\$400	\$53,899
13	\$52,529	\$1,600	\$400	\$54,529
14	\$53,159	\$1,600	\$400	\$55,159
15	\$53,789	\$1,600	\$400	\$55,789
16	\$54,419	\$1,600	\$400	\$56,419
17	\$55,049	\$1,600	\$400	\$57,049
18	\$55,679	\$1,600	\$400	\$57,679
19	\$56,309	\$1,600	\$400	\$58,309
20	\$56,939	\$1,600	\$400	\$58,939
21	\$57,569	\$1,600	\$400	\$59,569
22	\$58,199	\$1,600	\$400	\$60,199
23	\$58,829	\$1,600	\$400	\$60,829
24	\$59,459	\$1,600	\$400	\$61,459
25	\$60,089	\$1,600	\$400	\$62,089
26	\$60,719	\$1,600	\$400	\$62,719
27	\$61,349	\$1,600	\$400	\$63,349
28	\$61,979	\$1,600	\$400	\$63,979
29	\$62,609	\$1,600	\$400	\$64,609
30	\$63,239	\$1,600	\$400	\$65,239
31	\$63,869	\$1,600	\$400	\$65,869
32	\$64,499	\$1,600	\$400	\$66,499

**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	\$45,809	\$1,600		\$47,409
2	\$46,439	\$1,600	\$400	\$48,439
3	\$47,069	\$1,600	\$400	\$49,069
4	\$47,699	\$1,600	\$400	\$49,699
5	\$48,329	\$1,600	\$400	\$50,329
6	\$48,959	\$1,600	\$400	\$50,959
7	\$49,589	\$1,600	\$400	\$51,589
8	\$50,219	\$1,600	\$400	\$52,219
9	\$50,849	\$1,600	\$400	\$52,849
10	\$51,479	\$1,600	\$400	\$53,479
11	\$52,109	\$1,600	\$400	\$54,109
12	\$52,739	\$1,600	\$400	\$54,739
13	\$53,369	\$1,600	\$400	\$55,369
14	\$53,999	\$1,600	\$400	\$55,999
15	\$54,629	\$1,600	\$400	\$56,629
16	\$55,259	\$1,600	\$400	\$57,259
17	\$55,889	\$1,600	\$400	\$57,889
18	\$56,519	\$1,600	\$400	\$58,519
19	\$57,149	\$1,600	\$400	\$59,149
20	\$57,779	\$1,600	\$400	\$59,779
21	\$58,409	\$1,600	\$400	\$60,409
22	\$59,039	\$1,600	\$400	\$61,039
23	\$59,669	\$1,600	\$400	\$61,669
24	\$60,299	\$1,600	\$400	\$62,299
25	\$60,929	\$1,600	\$400	\$62,929
26	\$61,559	\$1,600	\$400	\$63,559
27	\$62,189	\$1,600	\$400	\$64,189
28	\$62,819	\$1,600	\$400	\$64,819
29	\$63,449	\$1,600	\$400	\$65,449
30	\$64,079	\$1,600	\$400	\$66,079
31	\$64,709	\$1,600	\$400	\$66,709
32	\$65,339	\$1,600	\$400	\$67,339

**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	\$46,649	\$1,600		\$48,249
2	\$47,279	\$1,600	\$400	\$49,279
3	\$47,909	\$1,600	\$400	\$49,909
4	\$48,539	\$1,600	\$400	\$50,539
5	\$49,169	\$1,600	\$400	\$51,169
6	\$49,799	\$1,600	\$400	\$51,799
7	\$50,429	\$1,600	\$400	\$52,429
8	\$51,059	\$1,600	\$400	\$53,059
9	\$51,689	\$1,600	\$400	\$53,689
10	\$52,319	\$1,600	\$400	\$54,319
11	\$52,949	\$1,600	\$400	\$54,949
12	\$53,579	\$1,600	\$400	\$55,579
13	\$54,209	\$1,600	\$400	\$56,209
14	\$54,839	\$1,600	\$400	\$56,839
15	\$55,469	\$1,600	\$400	\$57,469
16	\$56,099	\$1,600	\$400	\$58,099
17	\$56,729	\$1,600	\$400	\$58,729
18	\$57,359	\$1,600	\$400	\$59,359
19	\$57,989	\$1,600	\$400	\$59,989
20	\$58,619	\$1,600	\$400	\$60,619
21	\$59,249	\$1,600	\$400	\$61,249
22	\$59,879	\$1,600	\$400	\$61,879
23	\$60,509	\$1,600	\$400	\$62,509
24	\$61,139	\$1,600	\$400	\$63,139
25	\$61,769	\$1,600	\$400	\$63,769
26	\$62,399	\$1,600	\$400	\$64,399
27	\$63,029	\$1,600	\$400	\$65,029
28	\$63,659	\$1,600	\$400	\$65,659
29	\$64,289	\$1,600	\$400	\$66,289
30	\$64,919	\$1,600	\$400	\$66,919
31	\$65,549	\$1,600	\$400	\$67,549
32	\$66,179	\$1,600	\$400	\$68,179

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	\$47,489	\$1,600		\$49,089
2	\$48,119	\$1,600	\$400	\$50,119
3	\$48,749	\$1,600	\$400	\$50,749
4	\$49,379	\$1,600	\$400	\$51,379
5	\$50,009	\$1,600	\$400	\$52,009
6	\$50,639	\$1,600	\$400	\$52,639
7	\$51,269	\$1,600	\$400	\$53,269
8	\$51,899	\$1,600	\$400	\$53,899
9	\$52,529	\$1,600	\$400	\$54,529
10	\$53,159	\$1,600	\$400	\$55,159
11	\$53,789	\$1,600	\$400	\$55,789
12	\$54,419	\$1,600	\$400	\$56,419
13	\$55,049	\$1,600	\$400	\$57,049
14	\$55,679	\$1,600	\$400	\$57,679
15	\$56,309	\$1,600	\$400	\$58,309
16	\$56,939	\$1,600	\$400	\$58,939
17	\$57,569	\$1,600	\$400	\$59,569
18	\$58,199	\$1,600	\$400	\$60,199
19	\$58,829	\$1,600	\$400	\$60,829
20	\$59,459	\$1,600	\$400	\$61,459
21	\$60,089	\$1,600	\$400	\$62,089
22	\$60,719	\$1,600	\$400	\$62,719
23	\$61,349	\$1,600	\$400	\$63,349
24	\$61,979	\$1,600	\$400	\$63,979
25	\$62,609	\$1,600	\$400	\$64,609
26	\$63,239	\$1,600	\$400	\$65,239
27	\$63,869	\$1,600	\$400	\$65,869
28	\$64,499	\$1,600	\$400	\$66,499
29	\$65,129	\$1,600	\$400	\$67,129
30	\$65,759	\$1,600	\$400	\$67,759
31	\$66,389	\$1,600	\$400	\$68,389
32	\$67,019	\$1,600	\$400	\$69,019

DEAN OF CULTURE/DEAN OF STUDENTS
SALARY SCHEDULE

POSITION ADHERES TO THE TEACHERS' ANNUAL CALENDAR

STEP	BACHELOR'S DEGREE	MASTERS DEGREE
1	\$43,204	\$44,254
2	\$43,361	\$44,411
3	\$43,519	\$44,569
4	\$43,676	\$44,726
5	\$43,834	\$44,884
6	\$43,991	\$45,041
7	\$44,149	\$45,199
8	\$44,306	\$45,356
9	\$44,464	\$45,514
10	\$44,621	\$45,671
11	\$44,779	\$45,829

TEMPORARY AND SUBSTITUTE TEACHERS'
SALARY SCHEDULE

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

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	\$25,400	\$27,097	\$28,964	\$35,746	\$35,746	\$47,022
2	\$25,668	\$27,392	\$29,343	\$35,608	\$35,608	\$47,830
3	\$25,936	\$27,687	\$29,722	\$36,106	\$36,106	\$48,637
4	\$26,204	\$27,982	\$30,101	\$36,607	\$36,607	\$49,434
5	\$26,472	\$28,277	\$30,480	\$37,106	\$37,106	\$50,252
6	\$26,740	\$28,572	\$30,859	\$37,606	\$37,606	\$51,060
7	\$27,008	\$28,867	\$31,238	\$38,105	\$38,105	\$51,867
8	\$27,276	\$29,162	\$31,617	\$38,604	\$38,604	\$52,674
9	\$27,544	\$29,457	\$31,996	\$39,104	\$39,104	\$53,482
10	\$27,812	\$29,752	\$32,375	\$39,603	\$39,603	\$54,289
11	\$28,080	\$30,047	\$32,754	\$40,103	\$40,103	\$55,097
12	\$28,348	\$30,342	\$33,133	\$40,603	\$40,603	\$55,904
13	\$28,616	\$30,637	\$33,512	\$41,101	\$41,101	\$56,712
14	\$28,884	\$30,932	\$33,891	\$41,600	\$41,600	\$57,519
15	\$29,152	\$31,227	\$34,270	\$42,101	\$42,101	\$58,327
16	\$29,420	\$31,522	\$34,649	\$42,600	\$42,600	\$59,134
17	\$29,688	\$31,817	\$35,028	\$43,098	\$43,098	\$59,941
18	\$29,956	\$32,112	\$35,407	\$43,599	\$43,599	\$60,749
19	\$30,224	\$32,407	\$35,786	\$44,098	\$44,098	\$61,556
20	\$30,492	\$32,702	\$36,165	\$44,597	\$44,597	\$62,584
21	\$30,760	\$32,997	\$36,544	\$45,096	\$45,096	
22	\$31,028	\$33,292	\$36,923	\$45,595	\$45,595	
23	\$31,296	\$33,587	\$37,302	\$46,094	\$46,094	
24	\$31,564	\$33,882	\$37,681	\$46,593	\$46,593	
25	\$31,832	\$34,177	\$38,060	\$47,092	\$47,092	
26	\$32,100	\$34,472	\$38,439	\$47,591	\$47,591	
27	\$32,368	\$34,767	\$38,818	\$48,090	\$48,090	
28	\$32,636	\$35,062	\$39,197	\$48,589	\$48,589	
29	\$32,904	\$35,357	\$39,576	\$49,088	\$49,088	
30	\$33,172	\$35,652	\$39,955	\$49,587	\$49,587	
31	\$33,440	\$35,947	\$40,334	\$50,086	\$50,086	
32	\$33,708	\$36,242	\$40,713	\$50,585	\$50,585	

SECURITY OFFICERS (10 MONTH)
SALARY SCHEDULE

STEP	10 MONTH SECURITY OFFICERS
1	\$28,964
2	\$29,343
3	\$29,722
4	\$30,101
5	\$30,480
6	\$30,859
7	\$31,238
8	\$31,617
9	\$31,996
10	\$32,375
11	\$32,754
12	\$33,133
13	\$33,512
14	\$33,891
15	\$34,270
16	\$34,649
17	\$35,028
18	\$35,407
19	\$35,786
20	\$36,165
21	\$36,544
22	\$36,923
23	\$37,302
24	\$37,681
25	\$38,060
26	\$38,439
27	\$38,818
28	\$39,197
29	\$39,576
30	\$39,955
31	\$40,334
32	\$40,713

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

CENTRAL OFFICE
SALARY SCHEDULE

12-Month Central Office (grandfathered)
Salary Schedule
Employees hired before July 1, 2021

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Assistant Superintendent	\$137,000	\$151,000	\$165,000
Chief	\$127,000	\$141,400	\$155,800
Executive Director/Senior Officer	\$91,000	\$110,900	\$130,800
Director	\$79,000	\$92,900	\$106,800
Assistant Director/Specialist	\$71,000	\$83,900	\$96,800
Supervisor/Manager	\$60,000	\$72,900	\$85,800
Coordinator/Safety/Security	\$54,000	\$65,900	\$77,800
Clerical Staff	\$36,000	\$42,900	\$49,800

CENTRAL OFFICE
SALARY SCHEDULE

12-Month Central Office
Salary Schedule

Employees hired on or after July 1, 2021

JOB GRADE	0-2	3-5	6-10	11-15	16+
Assistant Superintendent	\$110,400	\$117,900	\$125,400	\$132,900	\$140,400
Chief	\$100,400	\$107,900	\$115,400	\$122,900	\$130,400
Executive Director/Senior Officer	\$80,400	\$86,650	\$92,900	\$99,150	\$105,400
Director	\$65,400	\$70,400	\$75,400	\$80,400	\$85,400
Assistant Director/Specialist	\$60,400	\$64,150	\$67,900	\$71,650	\$75,400
Supervisor/Manager	\$50,400	\$54,150	\$57,900	\$61,650	\$65,400
Coordinator/Safety/Security	\$45,400	\$49,150	\$52,900	\$56,650	\$60,400
Clerical Staff	\$30,400	\$32,900	\$35,400	\$37,900	\$40,400

*Certificated employees may be eligible to receive an additional \$400 if their position requires a valid teaching certification.