

COVINGTON INDEPENDENT PUBLIC SCHOOLS SALARY SCHEDULE 2026-2027



Steps added for employees with less than 27 total steps. Pages 1, 3, and 7.

Board approved: 5.28.26

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SALARY SCHEDULE

ADMINISTRATORS

Years Exp.	Assistant Supt.	Executive Director	Director I	Director I	Director II	Director II	Director III	HS/MS Principal	HS/MS AP	ELE/JEB/TLC Principal	Elementary AP
	Certified	Certified	Certified	Classified	Certified	Classified	Classified	Certified	Certified	Certified	Certified
	240 days	235 days	1-235 days	1-235 days	1-235 days	1-235 days	1-235 days	235 days	220 days	235 days	205 days
0	\$115,167	\$108,489	\$101,811	\$101,218	\$90,823	\$90,225	\$67,588	\$107,918	\$93,205	\$102,071	\$87,107
1	\$116,802	\$110,025	\$103,247	\$102,654	\$92,092	\$91,495	\$68,539	\$109,450	\$94,509	\$103,516	\$88,318
2	\$118,442	\$111,566	\$104,689	\$104,095	\$93,364	\$92,766	\$69,493	\$110,979	\$95,814	\$104,946	\$89,532
3	\$120,082	\$113,105	\$106,127	\$105,534	\$94,637	\$94,039	\$70,441	\$112,513	\$97,124	\$106,390	\$90,744
4	\$121,721	\$114,645	\$107,568	\$106,973	\$95,909	\$95,314	\$71,396	\$114,042	\$98,427	\$107,829	\$91,955
5	\$123,363	\$116,185	\$109,006	\$108,414	\$97,181	\$96,584	\$72,345	\$115,572	\$99,736	\$109,268	\$93,171
6	\$125,001	\$117,725	\$110,445	\$109,853	\$98,450	\$97,856	\$73,295	\$117,106	\$101,043	\$110,706	\$94,382
7	\$126,639	\$119,261	\$111,884	\$111,292	\$99,725	\$99,129	\$74,247	\$118,620	\$102,346	\$112,142	\$95,596
8	\$128,278	\$120,800	\$113,322	\$112,730	\$100,997	\$100,404	\$75,201	\$120,459	\$103,655	\$113,578	\$96,806
9	\$131,131	\$123,480	\$115,829	\$115,237	\$103,215	\$102,622	\$76,835	\$122,831	\$105,931	\$116,088	\$98,922
10	\$132,766	\$125,018	\$117,269	\$116,678	\$104,483	\$103,891	\$77,787	\$124,360	\$107,237	\$117,526	\$100,136
11	\$134,730	\$126,866	\$119,001	\$118,401	\$106,024	\$105,422	\$78,926	\$126,198	\$108,819	\$119,262	\$101,612
12	\$136,694	\$128,713	\$120,732	\$120,125	\$107,564	\$106,954	\$80,066	\$128,037	\$110,400	\$120,998	\$103,087
13	\$139,055	\$130,935	\$122,813	\$122,195	\$109,415	\$108,794	\$81,435	\$130,246	\$112,301	\$123,084	\$104,859
14	\$141,663	\$133,390	\$125,112	\$124,483	\$111,461	\$110,827	\$82,948	\$132,687	\$114,401	\$125,388	\$106,816
15	\$144,461	\$136,022	\$127,578	\$126,936	\$113,654	\$113,008	\$84,572	\$135,305	\$116,652	\$127,224	\$108,917
16	\$147,090	\$138,498	\$129,900	\$129,246	\$115,723	\$115,065	\$86,111	\$137,767	\$118,775	\$129,539	\$110,899
17+	\$149,767	\$141,019	\$132,264	\$131,598	\$117,829	\$117,159	\$87,678	\$140,274	\$120,937	\$131,897	\$112,917

SALARY SCHEDULE

CERTIFIED TEACHERS AND SUBSTITUTES

CERTIFIED TEACHERS

Years Exp.	RANK I	RANK II	RANK III	RANK IV
	185 days	185 days	185 days	185 days
0	\$55,517	\$50,436	\$47,285	\$43,820
1	\$56,212	\$51,247	\$47,634	\$43,820
2	\$57,168	\$52,172	\$48,227	\$43,820
3	\$58,202	\$53,066	\$49,031	\$43,820
4	\$59,132	\$53,966	\$49,777	\$43,820
5	\$60,052	\$54,858	\$50,509	\$43,820
6	\$60,960	\$55,748	\$51,359	\$43,820
7	\$61,881	\$56,634	\$52,202	\$43,820
8	\$62,904	\$57,725	\$52,976	\$43,820
9	\$64,110	\$58,888	\$53,790	\$43,820
10	\$65,244	\$59,996	\$54,773	\$43,820
11	\$66,385	\$61,098	\$55,802	\$43,820
12	\$67,351	\$62,061	\$56,741	\$43,820
13	\$68,345	\$63,083	\$57,709	\$43,820
14	\$69,301	\$64,123	\$58,768	\$43,820
15	\$70,394	\$65,355	\$59,923	\$43,820
16	\$71,642	\$66,572	\$61,054	\$43,820
17	\$72,843	\$67,737	\$62,138	\$43,820
18	\$73,907	\$68,703	\$63,080	\$43,820
19	\$74,943	\$69,689	\$64,021	\$43,820
20	\$75,936	\$70,666	\$64,963	\$43,820
21	\$76,908	\$71,687	\$66,053	\$43,820
22	\$78,232	\$73,004	\$67,279	\$43,820
23	\$79,499	\$74,228	\$68,431	\$43,820
24	\$80,626	\$75,303	\$69,393	\$43,820
25	\$81,653	\$76,309	\$70,345	\$43,820
26	\$82,642	\$77,264	\$71,241	\$43,820
27+	\$83,566	\$78,184	\$72,125	\$43,820

SUBSTITUTE TEACHERS

RANK I - III Certified Teacher	
Full day	\$174
.5 day	\$87

RANK IV 96 or More College Hours or College Graduate	
Full day	\$167
.5 day	\$84

RANK V 64-95 College Semester Hours	
Full day	\$162
.5 day	\$81

SUBSTITUTE TEACHER ASSIGNMENTS

SHORT TERM: A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.

LONG TERM: A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.

PERMANENT: A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, thought.

CONTRACT: A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the benefits of other regular contract teachers.

CERTIFIED SUPPORT PERSONNEL INDEX SALARY SCHEDULE

	Psychologist, Psychomotrist	Int. Specialist (before 6-30-02)	Int. Specialist (after 6-30-02)	Sped Coach (admin cert req)	High School Counselor	Middle School Counselor	Elementary Counselor
	204 days	204 days	195 days	210 days	210 days	210 days	195 days
Asmt. Index*	1.21	1.21	1.15	1.31	1.24	1.24	1.15

SALARY SCHEDULE

CLASSIFIED SUPPORT PERSONNEL, FRYSC, COMMUNITY AND FAMILY ENGAGEMENT, AND CHILD CARE

Years Exp.	School Security	Mentoring, Resource Dev., Outreach	Community School Specialist	MS & HS YSC Coordinator	Elementary FRC Coordinator	MS & HS Advocate	Certified Child Care	Child Care Cook, Housekeeping	Occupational Therapist	CLC Operations Coordinator	CLC Site Coordinator
	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days
	187 days	205-235 days	235 days	240 days	240 days	168-240 days	190 days	190 days	204 days	235 days	220 days
0	\$139.30	\$211.03	\$151.01	\$210.84	\$196.80	\$175.73	\$140.31	\$15.94	\$281.52	\$241.98	\$241.98
1	\$143.27	\$217.02	\$155.12	\$216.91	\$202.52	\$180.79	\$144.07	\$16.34	\$285.62	\$247.98	\$247.98
2	\$147.25	\$223.34	\$159.55	\$223.17	\$208.36	\$187.22	\$147.81	\$16.74	\$292.52	\$254.13	\$254.13
3	\$151.35	\$229.75	\$164.07	\$229.65	\$214.42	\$191.40	\$151.43	\$17.14	\$296.81	\$260.44	\$260.44
4	\$155.04	\$236.50	\$168.81	\$236.37	\$220.59	\$196.90	\$155.19	\$17.53	\$301.14	\$266.74	\$266.74
5	\$158.21	\$243.45	\$173.33	\$243.28	\$226.96	\$202.34	\$159.18	\$17.93	\$305.82	\$273.20	\$273.20
6	\$162.30	\$250.50	\$177.65	\$250.31	\$233.55	\$208.47	\$163.29	\$18.33	\$313.28	\$279.83	\$279.83
7	\$165.97	\$257.76	\$182.70	\$257.54	\$240.36	\$214.52	\$167.12	\$18.73	\$320.94	\$286.62	\$286.62
8	\$169.12	\$265.14	\$187.62	\$264.22	\$246.58	\$220.66	\$170.96	\$19.12	\$328.80	\$293.58	\$293.58
9	\$172.93	\$272.71	\$192.30	\$270.66	\$253.09	\$222.76	\$174.48	\$19.41	\$336.92	\$300.72	\$300.72
10	\$176.61	\$279.55	\$196.89	\$277.32	\$259.42	\$232.45	\$178.29	\$19.69	\$345.22	\$308.03	\$308.03
11	\$180.30	\$286.40	\$201.49	\$284.33	\$265.75	\$238.15	\$182.09	\$19.98	\$353.74	\$315.53	\$315.53
12	\$183.72	\$291.98	\$205.37	\$289.88	\$270.92	\$242.77	\$185.55	\$20.26	\$356.97	\$323.21	\$323.21
13	\$187.03	\$297.38	\$209.13	\$295.24	\$275.93	\$247.24	\$188.89	\$20.54	\$360.26	\$331.09	\$331.09
14	\$190.57	\$303.18	\$213.15	\$300.99	\$281.29	\$252.04	\$192.48	\$20.83	\$363.56	\$337.22	\$337.22
15	\$194.04	\$308.69	\$217.03	\$306.47	\$286.41	\$256.63	\$195.98	\$21.11	\$366.91	\$343.80	\$343.80
16	\$197.57	\$314.41	\$220.98	\$312.05	\$291.62		\$199.55	\$21.40	\$370.28	\$350.06	\$350.06
17								\$21.68	\$373.69		
18								\$21.96	\$378.50		
19								\$22.25	\$383.40		
20								\$22.53	\$388.39		
21								\$22.81	\$393.39		
22								\$23.10	\$398.49		
23								\$23.38	\$403.66		
24								\$23.67	\$407.78		
25								\$23.95	\$411.92		
26								\$24.23	\$416.14		
27+								\$24.52	\$420.39		

SALARY SCHEDULE

CLASSIFIED INSTRUCTIONAL, ADMIN, AND CLERICAL ASSISTANTS

Years Exp.	Instr. Asst. I, Multi Media	Instr. Asst. II, Health Asst.	Admin. Asst. Supt.	Admin. Asst. I Director	Admin. Asst. Director	Admin. Asst. I & II	Clerical Assistant
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	185-205 days	185 days	235 days	235 days	235 days	210-235 days	210 days
0	\$18.05	\$16.15	\$183.66	\$180.63	\$152.54	\$137.38	\$15.98
1	\$18.44	\$16.55	\$188.94	\$185.82	\$156.88	\$141.28	\$16.38
2	\$18.85	\$16.95	\$194.38	\$191.12	\$161.34	\$145.25	\$16.78
3	\$19.24	\$17.35	\$199.98	\$196.63	\$165.95	\$149.38	\$17.18
4	\$19.66	\$17.74	\$205.74	\$202.26	\$170.70	\$153.69	\$17.57
5	\$20.09	\$18.14	\$211.70	\$208.09	\$175.60	\$158.02	\$17.97
6	\$20.45	\$18.54	\$217.82	\$214.14	\$180.63	\$162.56	\$18.37
7	\$20.98	\$18.94	\$224.12	\$220.31	\$185.83	\$167.22	\$18.77
8	\$21.45	\$19.33	\$230.61	\$226.69	\$191.17	\$171.97	\$19.16
9	\$21.91	\$19.62	\$237.30	\$233.29	\$196.66	\$176.96	\$19.45
10	\$22.39	\$19.90	\$244.19	\$240.09	\$202.36	\$182.02	\$19.73
11	\$22.87	\$20.19	\$244.19	\$240.09	\$202.36	\$182.02	\$20.02
12	\$23.07	\$20.47	\$252.52	\$247.11	\$208.20	\$187.21	\$20.30
13	\$23.51	\$20.75	\$255.67	\$248.07	\$208.20	\$187.21	\$20.58
14	\$23.73	\$21.04	\$258.81	\$255.09	\$214.25	\$192.61	\$20.87
15	\$23.96	\$21.32	\$261.94	\$255.09	\$214.25	\$192.61	\$21.15
16	\$24.18	\$21.61	\$265.91	\$262.11	\$214.25	\$192.61	\$21.44
17	\$24.41	\$21.89	\$265.91	\$262.11	\$214.25	\$192.61	\$21.72
18	\$24.64	\$22.17	\$273.22	\$269.13	\$214.25	\$192.61	\$22.00
19	\$24.86	\$22.46	\$273.22	\$269.13	\$220.42	\$198.17	\$22.29
20	\$25.10	\$22.74	\$280.75	\$276.15	\$220.42	\$198.17	\$22.57
21	\$25.34	\$23.02	\$280.75	\$276.15	\$220.42	\$198.17	\$22.85
22	\$25.58	\$23.31	\$288.28	\$283.17	\$220.42	\$198.17	\$23.14
23	\$25.83	\$23.59	\$288.28	\$283.17	\$220.42	\$198.17	\$23.42
24	\$26.07	\$23.88	\$299.20	\$291.68	\$226.79	\$203.87	\$23.71
25	\$26.32	\$24.16	\$305.04	\$297.37	\$231.17	\$207.80	\$23.99
26	\$26.57	\$24.44	\$310.68	\$302.88	\$235.41	\$211.61	\$24.27
27+	\$26.82	\$24.73	\$316.75	\$308.79	\$239.96	\$215.68	\$24.56

AA or 60+ Hrs

SALARY SCHEDULE

CLASSIFIED MAINTENANCE, CUSTODIAL, TECHNOLOGY, AND ACCOUNTING

	Custodial Supervisor	Custodian	Computer Maintenance	DW Maint./Cust. Supervisor	HVAC Lead Technician	HVAC Technician	Lead Maint. Worker	Maint. Worker II	Maint. Wkr. I Food Service	Accounting Supervisor
Years	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	7 hour days
Exp.	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days
0	\$19.13	\$16.29	\$25.87	\$30.05	\$27.65	\$26.37	\$25.03	\$23.04	\$18.28	\$29.33
1	\$19.53	\$16.46	\$26.62	\$30.82	\$28.21	\$26.92	\$25.75	\$23.70	\$18.56	\$30.18
2	\$19.70	\$16.86	\$27.39	\$31.61	\$28.78	\$27.46	\$26.50	\$24.38	\$19.13	\$31.04
3	\$19.98	\$17.14	\$28.18	\$32.43	\$29.35	\$28.00	\$27.26	\$25.08	\$19.41	\$31.94
4	\$20.26	\$17.31	\$29.00	\$33.27	\$29.92	\$28.54	\$28.04	\$25.81	\$19.70	\$32.86
5	\$20.55	\$17.71	\$29.84	\$34.14	\$30.48	\$29.08	\$28.87	\$26.56	\$19.98	\$33.81
6	\$20.72	\$18.11	\$30.71	\$35.03	\$31.05	\$29.62	\$29.70	\$27.32	\$20.26	\$34.80
7	\$20.83	\$18.50	\$31.60	\$35.95	\$31.62	\$30.16	\$30.56	\$28.12	\$20.55	\$36.03
8	\$21.40	\$18.90	\$32.52	\$36.90	\$32.19	\$30.70	\$31.45	\$28.93	\$21.40	\$36.84
9	\$21.97	\$19.36	\$33.47	\$37.88	\$32.76	\$31.24	\$32.39	\$29.77	\$21.68	\$37.93
10	\$22.59	\$19.92	\$34.44	\$38.88	\$33.32	\$31.78	\$33.36	\$30.63	\$22.53	\$39.03
11	\$22.71	\$20.04	\$34.44	\$39.00	\$33.89	\$32.32	\$33.59	\$30.77	\$24.24	\$39.03
12	\$22.93	\$20.21	\$35.21	\$39.29	\$34.46	\$32.86	\$33.80	\$31.07	\$24.52	\$41.36
13	\$23.10	\$20.38	\$35.21	\$40.14	\$35.03	\$33.41	\$34.23	\$31.17	\$24.64	\$41.36
14	\$23.67	\$20.60	\$35.96	\$40.42	\$35.60	\$33.95	\$34.29	\$31.52	\$24.92	\$44.06
15	\$24.52	\$20.89	\$35.96	\$40.54	\$36.16	\$34.49	\$34.35	\$31.62	\$24.98	\$44.06
16	\$24.81	\$21.40	\$35.96	\$40.71	\$36.73	\$35.03	\$34.40	\$31.90	\$25.09	\$44.06
17	\$25.37	\$21.97	\$35.96	\$40.99	\$37.30	\$35.57	\$34.46	\$32.19	\$25.20	\$44.06
18	\$25.94	\$22.53	\$35.96	\$41.27	\$37.87	\$36.11	\$34.74	\$32.76	\$25.32	\$44.06
19	\$26.51	\$23.10	\$36.74	\$41.56	\$38.15	\$36.38	\$35.31	\$33.32	\$25.66	\$45.34
20	\$27.08	\$23.67	\$36.74	\$41.84	\$38.43	\$36.65	\$35.60	\$33.89	\$25.77	\$45.34
21	\$27.65	\$24.24	\$36.74	\$42.13	\$38.72	\$36.92	\$36.16	\$34.46	\$25.94	\$45.34
22	\$28.21	\$24.81	\$36.74	\$42.41	\$39.00	\$37.19	\$36.73	\$35.03	\$26.51	\$45.34
23	\$28.78	\$25.09	\$36.74	\$42.98	\$39.29	\$37.46	\$37.01	\$35.60	\$27.08	\$45.34
24	\$29.00	\$25.20	\$37.51	\$44.68	\$39.40	\$37.73	\$37.30	\$35.71	\$27.65	\$46.63
25	\$29.22	\$25.30	\$38.25	\$45.25	\$39.51	\$38.00	\$37.87	\$35.82	\$28.21	\$47.54
26	\$29.44	\$25.41	\$38.96	\$45.82	\$39.61	\$38.27	\$38.15	\$35.93	\$28.78	\$48.42
27+	\$29.62	\$25.56	\$39.73	\$46.38	\$39.89	\$38.81	\$38.43	\$36.02	\$29.35	\$49.37

SALARY SCHEDULE

CLASSIFIED FOOD SERVICES

Years Exp.	Campus FS Manager III	Elementary FS Manager II	Elementary FS Manager I	Cook	Food Service Assistant I	Food Service Asst. I Sub
	8 hour days	6.5 hour days	6.5 hour days	6 hour days	2-6 hour days	Hourly
	One 4-Hour Professional Development Day Required Annually					
	235 days	185 days	185 days	183 days	183 days	As needed
0	\$25.37	\$21.37	\$19.67	\$18.11	\$16.40	\$12.46
1	\$25.77	\$21.77	\$20.07	\$18.50	\$16.80	\$12.78
2	\$26.17	\$22.17	\$20.47	\$18.90	\$17.20	\$13.07
3	\$26.57	\$22.57	\$20.86	\$19.30	\$17.60	\$13.31
4	\$26.96	\$22.96	\$21.26	\$19.70	\$17.99	\$13.69
5	\$27.36	\$23.36	\$21.66	\$20.09	\$18.39	\$13.98
6	\$27.76	\$23.76	\$22.06	\$20.49	\$18.79	\$14.22
7	\$28.16	\$24.16	\$22.45	\$20.89	\$19.19	\$14.47
8	\$28.55	\$24.55	\$22.85	\$21.29	\$19.58	\$14.75
9	\$28.84	\$24.84	\$23.13	\$21.57	\$19.87	\$15.02
10	\$29.12	\$25.12	\$23.42	\$21.86	\$20.15	
11	\$29.41	\$25.41	\$23.70	\$22.14	\$20.44	
12	\$29.69	\$25.69	\$23.99	\$22.42	\$20.72	
13	\$29.97	\$25.97	\$24.27	\$22.71	\$21.00	
14	\$30.26	\$26.26	\$24.55	\$22.99	\$21.29	
15	\$30.54	\$26.54	\$24.84	\$23.27	\$21.57	
16	\$30.83	\$26.83	\$25.12	\$23.56	\$21.86	
17	\$31.11	\$27.11	\$25.41	\$23.84	\$22.14	
18	\$31.39	\$27.39	\$25.69	\$24.13	\$22.42	
19	\$31.68	\$27.68	\$25.97	\$24.41	\$22.71	
20	\$31.96	\$27.96	\$26.26	\$24.69	\$22.99	
21	\$32.24	\$28.25	\$26.54	\$24.98	\$23.27	
22	\$32.53	\$28.53	\$26.83	\$25.26	\$23.56	
23	\$32.81	\$28.81	\$27.11	\$25.55	\$23.84	
24	\$33.10	\$29.10	\$27.39	\$25.83	\$24.13	
25	\$33.38	\$29.38	\$27.68	\$26.11	\$24.41	
26	\$33.66	\$29.66	\$27.96	\$26.40	\$24.69	
27+	\$33.95	\$29.95	\$28.25	\$26.68	\$24.98	

SALARY SCHEDULE

CLASSIFIED TRANSPORTATION AND HEALTH SERVICES

	Mechanic	Driver*	Bus Monitor	Lead Mechanic	RN-BSN Exempt (KTRS after 7/1/22)	RN	LPN	Health Services Assistant
Years	8 hour days	Hourly	Hourly	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days
Exp.	235 days	182 days	182 days	235 days	185 Days	185 days	185 days	185 days
0	\$28.21	\$22.63	\$17.23	\$30.05	\$47,285	\$30.59	\$23.02	\$16.15
1	\$28.78	\$22.82	\$17.63	\$30.82	\$47,634	\$31.13	\$23.56	\$16.55
2	\$29.35	\$23.03	\$18.03	\$31.61	\$48,227	\$31.67	\$24.10	\$16.95
3	\$29.92	\$23.20	\$18.43	\$32.43	\$49,031	\$31.95	\$24.64	\$17.35
4	\$30.20	\$23.48	\$18.82	\$33.27	\$49,777	\$32.22	\$25.19	\$17.74
5	\$30.48	\$23.76	\$19.22	\$34.14	\$50,509	\$32.76	\$25.46	\$18.14
6	\$31.05	\$23.88	\$19.62	\$35.03	\$51,359	\$33.03	\$25.73	\$18.54
7	\$31.34	\$24.05	\$20.02	\$35.95	\$52,202	\$33.30	\$26.27	\$18.94
8	\$32.19	\$24.33	\$20.41	\$36.90	\$52,976	\$33.84	\$26.54	\$19.33
9	\$32.47	\$24.62	\$20.70	\$37.88	\$53,790	\$34.92	\$27.35	\$19.62
10	\$32.76	\$25.18	\$20.98	\$38.88	\$54,773	\$36.00	\$27.89	\$19.90
11	\$33.32	\$25.75	\$21.27	\$39.00	\$55,802	\$36.54	\$28.97	\$20.19
12	\$33.89	\$26.32	\$21.55	\$39.29	\$56,741	\$37.08	\$29.51	\$20.47
13	\$35.03	\$26.89	\$21.83	\$40.14	\$57,709	\$37.62	\$30.05	\$20.75
14	\$35.60	\$27.45	\$22.12	\$40.42	\$58,768	\$38.16	\$30.59	\$21.04
15	\$36.16	\$28.02	\$22.40	\$40.54	\$59,923	\$39.25	\$31.67	\$21.32
16	\$36.73	\$28.59	\$22.69	\$40.71	\$61,054	\$39.79	\$32.22	\$21.61
17	\$37.30	\$28.87	\$22.97	\$40.99	\$62,138	\$40.33	\$32.76	\$21.89
18	\$37.87	\$29.16	\$23.25	\$41.27	\$63,080	\$40.87	\$33.30	\$22.17
19	\$38.15	\$29.73	\$23.54	\$41.56	\$64,021	\$41.41	\$33.57	\$22.46
20	\$38.43	\$30.29	\$23.82	\$41.84	\$64,963	\$41.95	\$33.84	\$22.74
21	\$39.00	\$30.86	\$24.10	\$42.13	\$66,053	\$42.49	\$34.92	\$23.02
22	\$39.29	\$31.71	\$24.39	\$42.41	\$67,279	\$43.57	\$36.00	\$23.31
23	\$39.57	\$32.00	\$24.67	\$42.98	\$68,431	\$44.11	\$36.54	\$23.59
24	\$40.14	\$32.57	\$24.96	\$44.68	\$69,393	\$44.65	\$37.08	\$23.88
25	\$40.71	\$33.13	\$25.24	\$45.25	\$70,345	\$45.19	\$37.62	\$24.16
26	\$41.27	\$33.42	\$25.52	\$45.82	\$71,241	\$45.74	\$37.89	\$24.44
27+	\$41.84	\$33.70	\$25.81	\$46.38	\$72,125	\$46.82	\$38.16	\$24.73

*Driver trainers will receive \$2.10 more per hour.

SALARY SCHEDULE

SUMMER SCHOOL, EXTENDED SCHOOL SERVICES, AND HOURLY SUPPLEMENTS

DIRECTORS, ASSISTANT DIRECTORS, CERTIFIED TEACHERS, AND INSTRUCTIONAL ASSISTANTS

Years Exp.	Summer School / ESS / Out-of-School Time Program / Summer Program / SIF					
	RANK I	RANK II	RANK III	RANK IV	Inst. Asst.	
0-3	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Summer School Director - \$4,950.00
4-9	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Substitute Teachers - \$40.00 / hour
10+	\$40.00	\$40.00	\$40.00	N/A	\$20.00	

HOURLY SUPPLEMENTS

Requires District Hourly Supplemental Authorization Form

\$15.00	\$16.50	\$24.00	\$32.00
Student Worker	Planning Supervisor	Teacher/Instructional Activity Support	Speech Therapist Part-Time
Classified Summer Maintenance Worker Non-Student	\$18.50	\$25.00	\$33.00
Concessions Worker	Hourly Music Instr.	Language Tutor	BSN/RN Sub Nurse (RN/LPN sub based on page 7 hourly rate/exp.)
Game/Event Worker	\$19.50	Elementary Athletic Official	
Campus Monitor	CAHS Summer Teacher Part-Time	\$29.00	\$63.00
Community Schools Supervision		CIPS Board Admin. Asst. Per Hour	Architect
Homework Room	\$20.00	SBDM Admin. Asst. Per Meeting	
Clerical Support			
Friday DT			
Computer Maint. Non-Student	Classified CLC/OST Activity Leader		
Tank Monitor	Bus Chaperone		
Certified Teacher Maintenance Worker	Classified Fitness Club Coach		
Detention	Asst. CLC/OST Coord.		
Classified/Instructional Activity Support			

SALARY SCHEDULE

INSTRUCTIONAL SUPPLEMENTS

Requires Contract with Recommendation from Building/Department Administrator

\$550.00		\$600.00		\$700.00		\$750.00		\$800.00		\$950.00		\$1,000.00		\$1,200.00		\$1,300.00	
National Honor Society	Student Council HMS Sponsor	Debate/Speech	Title I Parent School Coordinator	AP Start Up Grant	HHS Co-op Program Coordinator	Lead Teacher	Speech Path Asst. Supervisor	Annual Sponsor									
		Holmespun		Odyssey of the Mind Coach		Exceptional Children											
Safety Trainers	Horizons	Senior Class Sponsor		Robotics	Student Council HHS Sponsor	HHS/HMS Academic Asst. Coach											
	Junior Class Sponsor	FBLA			Dramatics	Elementary Lead											
						Elementary											
						Academic Coach											
						Program Review Lead											
						DW Translator/Adv.											
						FIRST LEGO League											

	\$1,500.00	\$1,575.00	\$1,850.00	\$1,875.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,375.00	\$2,625.00
School WebMaster	SPED Alt. Certification	Academic Chair 6-10 Members	HMS Academic Head Coach	National Board Certified	Academic Chair 11-15 Members	TLC Supplement	Academic Chair 16+ Members	Fixed Assets Register	
	CAHS/TLC Head Teacher			Social Media Specialist	Coord. FS Manager	SPED Staff EBD/FMD/MMD		Lead PE Teacher	
	Academic Chair 1-5 Members			EDD and PHD				Title I Parent District Coordinator	
	Program Review Coordinator			Title IX Co. / Inv.				Math Mentor	

\$3,000.00		\$3,150.00		\$3,400.00		\$50.00		\$3,675.00		\$5,000.00		\$6,000.00		\$1.00-\$8,500.00		\$1,000-\$9,000*	
HHS Academic Head Coach	Bulldog Leadership	ESS District Program Leader	Classified Daily Supplement	Special Ed Coordinator JEB, TLC, HHS	CEF Liaison	Webmaster	Transitional Supplement	CLC Asst. Coord.									
			Strategic Planning		District Safety Coord.												
			Transition Coordinator		(2 or more classes)	Equity											
	Team Leader Small Learning Communities																

SALARY SCHEDULE

CO/EXTRACURRICULAR SUPPLEMENTS

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling
Requires Contract with Recommendation from Building/Department Administrator

\$375.00		\$400.00		\$500.00		\$525.00		\$550.00		\$600.00		\$625.00		\$650.00		\$700.00	
Band: Music & March. Camp (per week)	Band: Percussion Rehearsal/Comp	Band: Color Guard Design	Intramurals Coach	Cheerleading Elementary	ROTC Drill Team Coach	Band: Color Guard Camp	Cheerleading MS	Band: Marching Camp & Season									
		Football/Basketball							Band: Marching Design								
		Announcer/Timekeeper															
		eSports Asst. Coach															
\$750.00		\$850.00		\$900.00		\$1,000.00		\$1,100.00		\$1,200.00		\$1,250.00		\$1,425.00		\$1,450.00	
Football/Basketball Statistician	ELE/MS	Intramurals Director	eSports Head Coach	Basketball Elementary Coach	Band: Percussion Camp	Cross Country	Tennis Head Coach	MS Football Head Coach									
	Soccer & Volleyball	Special Olympics				Asst. Coach	Bowling Coach										
Cheerleading Freshman	Head Coach	Head Coach		Band: Color Guard Rehearsal/Comp		Cheerleading Jr. Varsity	Golf Coach										
		MS Football Asst. Coach															
\$1,500.00		\$1,550.00		\$1,650.00		\$1,800.00		\$1,950.00		\$2,000.00		\$2,100.00		\$2,150.00		\$2,400.00	
Soccer/Track Swim/Dive/Volleyball Baseball/Softball Wrestling Asst. Coach	Football MS Coord.	ROTC Rifle Team	Cross Country	Football Freshman	Basketball MS Coach	Intramurals	Basketball	ROTC Rifle Team									
	Weightlifting Coord. Girls	Asst. Coach	Head Coach	Asst. Coach	Cheerleading Varsity	All Sports Coord.	Freshman Coach	Head Coach									
	Weightlifting Coord. Boys		Archery Head Coach														
\$2,575.00		\$2,750.00		\$3,000.00		\$3,200.00		\$3,625.00		\$4,350.00		\$4,500.00		\$4,650.00		\$4,950.00	
Football Freshman Head Coach	Girls Varsity Basketball Coordinator	Band: HS/MS	Band: Marching	Choir/Arts Alignment	Football Asst.	Baseball/Softball	Band Director	Basketball									
		Asst. Director	Asst. Director	Play/Musical	Varsity Coach	Soccer/Track/Wrestling		Asst. Varsity Coach									
		Concession Manager		Production Director		Swim/Dive/Volleyball Head Coach											
\$5,100.00		\$5,175.00		\$5,350.00		\$6,950.00		\$7,150.00		\$11,000.00							
Asst. Student Activities Coord.	Basketball/Football Asst. Head Coach	Band: Marching Director	Intramurals	Athletic Trainer	Basketball/Football Head Coach												
			Sports Facilitator														