



**Teachers & Counselors
As of July 1, 2022**

Contract Days	168	168	168	168	168	168	168	168	168	168	168
	Bachelors (HQ but No Lic)	Masters (HQ but No Lic)	BA with License	BA w Lic +15	BA w Lic + 30	Masters with License	MA w Lic + 15	MA w Lic + 30	MA w Lic + 45	MA w Lic + 60	PhD, EdD w Lic
Step 1	\$ 35,200	\$ 38,500	\$ 39,644	\$ 40,040	\$ 40,641	\$ 44,308	\$ 45,195	\$ 46,098	\$ 47,021	\$ 48,431	\$ 53,636
Step 2	\$ 36,608	\$ 40,040	\$ 41,230	\$ 41,642	\$ 42,267	\$ 46,080	\$ 47,003	\$ 47,942	\$ 48,902	\$ 50,368	\$ 55,781
Step 3	\$ 38,072	\$ 41,642	\$ 42,879	\$ 43,307	\$ 43,957	\$ 47,924	\$ 48,883	\$ 49,860	\$ 50,858	\$ 52,383	\$ 58,013
Step 4	\$ 39,595	\$ 43,307	\$ 44,594	\$ 45,040	\$ 45,716	\$ 49,840	\$ 50,838	\$ 51,854	\$ 52,892	\$ 54,478	\$ 60,333
Step 5	\$ 41,179	\$ 45,040	\$ 46,378	\$ 46,841	\$ 47,544	\$ 51,834	\$ 52,872	\$ 53,928	\$ 55,008	\$ 56,657	\$ 62,747
Step 6	\$ 42,826	\$ 46,841	\$ 48,233	\$ 48,715	\$ 49,446	\$ 53,907	\$ 54,987	\$ 56,085	\$ 57,208	\$ 58,924	\$ 65,256
Step 7	\$ 44,539	\$ 48,715	\$ 50,162	\$ 50,663	\$ 51,424	\$ 56,064	\$ 57,186	\$ 58,329	\$ 59,497	\$ 61,281	\$ 67,867
Step 8	\$ 46,321	\$ 50,663	\$ 52,169	\$ 52,690	\$ 53,481	\$ 58,306	\$ 59,474	\$ 60,662	\$ 61,876	\$ 63,732	\$ 70,581
Step 9	\$ 48,174	\$ 52,690	\$ 54,256	\$ 54,798	\$ 55,620	\$ 60,639	\$ 61,852	\$ 63,088	\$ 64,351	\$ 66,281	\$ 73,405
Step 10	\$ 50,101	\$ 54,798	\$ 56,426	\$ 56,989	\$ 57,845	\$ 63,064	\$ 64,327	\$ 65,612	\$ 66,926	\$ 68,932	\$ 76,341
Step 11	\$ 52,105	\$ 56,989	\$ 58,683	\$ 59,269	\$ 60,159	\$ 65,587	\$ 66,900	\$ 68,236	\$ 69,603	\$ 71,690	\$ 79,394
Step 12	\$ 54,189	\$ 59,269	\$ 61,030	\$ 61,640	\$ 62,565	\$ 68,210	\$ 69,576	\$ 70,966	\$ 72,387	\$ 74,557	\$ 82,570
Step 13	\$ 56,356	\$ 61,640	\$ 63,471	\$ 64,105	\$ 65,068	\$ 70,939	\$ 72,359	\$ 73,804	\$ 75,282	\$ 77,540	\$ 85,873
Step 14	\$ 58,611	\$ 64,105	\$ 66,010	\$ 66,670	\$ 67,670	\$ 73,776	\$ 75,253	\$ 76,757	\$ 78,293	\$ 80,641	\$ 89,308
Step 15	\$ 60,955	\$ 66,670	\$ 68,651	\$ 69,336	\$ 70,377	\$ 76,727	\$ 78,263	\$ 79,827	\$ 81,425	\$ 83,867	\$ 92,880
Step 16	\$ 63,393	\$ 69,336	\$ 71,397	\$ 72,110	\$ 73,192	\$ 79,796	\$ 81,394	\$ 83,020	\$ 84,682	\$ 87,221	\$ 97,000
Step 17	\$ 66,000	\$ 72,110	\$ 74,252	\$ 74,994	\$ 76,120	\$ 82,988	\$ 84,649	\$ 86,341	\$ 88,069	\$ 90,710	
Step 18		\$ 74,994	\$ 77,223	\$ 77,994	\$ 79,165	\$ 86,308	\$ 88,035	\$ 89,794	\$ 91,592	\$ 95,000	
Step 19		\$ 78,000	\$ 80,311	\$ 81,114	\$ 82,331	\$ 89,760	\$ 91,557	\$ 93,500	\$ 95,500		
Step 20			\$ 83,524	\$ 84,358	\$ 85,624	\$ 93,500	\$ 95,500				
Step 21			\$ 86,865	\$ 87,733	\$ 89,049						
Step 22			\$ 90,339	\$ 91,242	\$ 92,611						
Step 23			\$ 94,000	\$ 95,000	\$ 96,500						

Math, Science and ESS teachers will receive a one-time sign on Bonus when hired, paid over the academic year.

Licensed Teachers will have additional credits honored.

Certified Counselors require an MA with a Counselors License

Counselors will work an additional 10-days per academic year at the Supervisors discretion

Teachers with a conferred PhD/EdD without a License will be placed on the MA no License column and receive an additional 2% to honor the degree.

Team Leads/Discipline Chairs will receive a supplemental stipend of \$1,000 per academic year (subject to application process and approval by Principal)



Special Services - Student Support Services
As of July 1, 2022

Contract Days	168	168	168	195	168
	Tutors (168 Days @ \$15.08/hr)	Paraprofessional	Learning Center Facilitator	Academic Advisor	Specialists SLP/Psych
Step 1	\$ 20,268	\$ 21,080	\$ 30,000	\$ 32,000	\$ 49,493
Step 2	\$ 21,078	\$ 21,923	\$ 31,200	\$ 33,280	\$ 51,473
Step 3	\$ 21,921	\$ 22,800	\$ 32,448	\$ 34,611	\$ 53,532
Step 4	\$ 22,798	\$ 23,712	\$ 33,746	\$ 35,996	\$ 55,673
Step 5	\$ 23,710	\$ 24,661	\$ 35,096	\$ 37,435	\$ 57,900
Step 6	\$ 24,659	\$ 25,647	\$ 36,500	\$ 38,933	\$ 60,216
Step 7	\$ 25,645	\$ 26,673	\$ 37,960	\$ 40,490	\$ 62,624
Step 8	\$ 26,671	\$ 27,740	\$ 39,478	\$ 42,110	\$ 65,129
Step 9	\$ 27,738	\$ 28,849	\$ 41,057	\$ 43,794	\$ 67,735
Step 10	\$ 28,847	\$ 30,003	\$ 42,699	\$ 45,546	\$ 70,444
Step 11	\$ 30,001	\$ 31,204	\$ 44,407	\$ 47,368	\$ 73,262
Step 12	\$ 31,201	\$ 32,452	\$ 46,184	\$ 49,263	\$ 76,192
Step 13	\$ 32,449	\$ 33,750	\$ 48,031	\$ 51,233	\$ 79,240
Step 14	\$ 33,747	\$ 35,100	\$ 49,952	\$ 53,282	\$ 82,409
Step 15	\$ 35,097	\$ 36,504	\$ 51,950	\$ 55,414	\$ 85,706
Step 16	\$ 36,501	\$ 37,964	\$ 54,028	\$ 57,630	\$ 89,134
Step 17	\$ 37,961	\$ 39,482	\$ 56,189	\$ 59,935	
Step 18	\$ 39,479	\$ 41,062	\$ 58,437	\$ 62,333	
Step 19	\$ 41,058	\$ 42,704	\$ 60,774	\$ 64,826	
Step 20	\$ 42,701	\$ 44,412	\$ 63,205	\$ 67,419	
Step 21	\$ 44,409	\$ 46,189	\$ 65,734	\$ 70,116	
Step 22	\$ 46,185	\$ 48,036	\$ 68,363	\$ 72,921	
Step 23	\$ 48,032	\$ 49,958	\$ 71,098	\$ 75,837	
Step 24	\$ 49,954	\$ 51,956	\$ 73,941	\$ 78,871	
Step 25	\$ 51,952	\$ 54,034	\$ 76,899	\$ 82,026	

Tutors & Paraprofessionals with a BA will receive an additional 2%, MA will receive an additional 4%.
Academic Advisors & RLC Facilitator requires a minimum of a BA, MA will receive an additional 2%.
Specialists SLP/Psych will require a minimum of a MA. PhD/EdD will received an additional 4%



Assistant Principal & Principal/Executive Director
As of July 1, 2022

Contract Days	195	195
	Assistant Principal	Principal/ Executive Director
Step 1	\$ 68,640	\$ 86,020
Step 2	\$ 71,386	\$ 89,461
Step 3	\$ 74,241	\$ 93,039
Step 4	\$ 77,211	\$ 96,761
Step 5	\$ 80,299	\$ 100,631
Step 6	\$ 83,511	\$ 104,656
Step 7	\$ 86,851	\$ 108,843
Step 8	\$ 90,326	\$ 113,196
Step 9	\$ 93,939	\$ 117,724
Step 10	\$ 97,696	\$ 122,433
Step 11	\$ 101,604	
Step 12	\$ 105,668	

Assistant Principal and Principal will require a minimum of a MA with a Principal License, PhD/EdD will receive an additional 4%.



Clerical Support
As of July 1, 2022

Contract Days	195	195
	Front Office Admin Assist	Senior Admin Asst
Step 1	\$ 26,522	\$ 27,848
Step 2	\$ 27,583	\$ 28,962
Step 3	\$ 28,686	\$ 30,120
Step 4	\$ 29,834	\$ 31,325
Step 5	\$ 31,027	\$ 32,578
Step 6	\$ 32,268	\$ 33,881
Step 7	\$ 33,559	\$ 35,237
Step 8	\$ 34,901	\$ 36,646
Step 9	\$ 36,297	\$ 38,112
Step 10	\$ 37,749	\$ 39,636
Step 11	\$ 39,259	\$ 41,222
Step 12	\$ 40,829	\$ 42,871
Step 13	\$ 42,463	\$ 44,586
Step 14	\$ 44,161	\$ 46,369
Step 15	\$ 45,928	\$ 48,224
Step 16	\$ 47,765	\$ 50,153
Step 17	\$ 49,675	\$ 52,159
Step 18	\$ 51,662	\$ 54,245
Step 19	\$ 53,729	\$ 56,415
Step 20	\$ 55,878	\$ 58,672
Step 21	\$ 58,113	\$ 61,018
Step 22	\$ 60,437	\$ 63,459
Step 23	\$ 62,855	\$ 65,997
Step 24	\$ 65,369	\$ 68,637
Step 25	\$ 67,984	\$ 71,383



Operations
As of July 1, 2022

Contract Days	168/208	208	168	195	195/208	208
	Hourly Custodians/ Lunch Monitors (Min wage Eff 1/1/2021)	Full-Time Custodian	Hourly Bus Driver	Operations Assistant	IT/Operations Manager/Coordinator/ Specialist	IT/Operations Director
Step 1	\$ 15.00	\$ 25,600	\$ 16.12	\$ 30,720	\$ 42,353	\$ 45,891
Step 2	\$ 15.60	\$ 26,624	\$ 16.76	\$ 31,949	\$ 44,047	\$ 47,727
Step 3	\$ 16.22	\$ 27,689	\$ 17.44	\$ 33,227	\$ 45,809	\$ 49,636
Step 4	\$ 16.87	\$ 28,797	\$ 18.13	\$ 34,556	\$ 47,641	\$ 51,621
Step 5	\$ 17.55	\$ 29,948	\$ 18.86	\$ 35,938	\$ 49,547	\$ 53,686
Step 6	\$ 18.25	\$ 31,146	\$ 19.61	\$ 37,376	\$ 51,529	\$ 55,833
Step 7	\$ 18.98	\$ 32,392	\$ 20.40	\$ 38,871	\$ 53,590	\$ 58,067
Step 8	\$ 19.74	\$ 33,688	\$ 21.21	\$ 40,425	\$ 55,734	\$ 60,389
Step 9	\$ 20.53	\$ 35,035	\$ 22.06	\$ 42,042	\$ 57,963	\$ 62,805
Step 10	\$ 21.35	\$ 36,437	\$ 22.94	\$ 43,724	\$ 60,282	\$ 65,317
Step 11		\$ 37,894	\$ 23.86	\$ 45,473	\$ 62,693	\$ 67,930
Step 12		\$ 39,410	\$ 24.82	\$ 47,292	\$ 65,200	\$ 70,647
Step 13		\$ 40,986	\$ 25.81	\$ 49,184	\$ 67,809	\$ 73,473
Step 14		\$ 42,626	\$ 26.84	\$ 51,151	\$ 70,521	\$ 76,412
Step 15		\$ 44,331	\$ 27.91	\$ 53,197	\$ 73,342	\$ 79,468
Step 16		\$ 46,104	\$ 29.03	\$ 55,325	\$ 76,275	\$ 82,647
Step 17		\$ 47,948	\$ 30.19	\$ 57,538	\$ 79,326	\$ 85,953
Step 18		\$ 49,866		\$ 59,840	\$ 82,499	\$ 89,391
Step 19				\$ 62,233	\$ 85,799	\$ 92,967
Step 20						\$ 96,685
Step 21						\$ 100,553

Operation Managers and Directors require a minimum of a BA or Equivalent, those with an MA will receive an additional 2%, a Phd/EdD will receive an additional 4%.



Central Services
As of July 1, 2022

Contract Days	195/208	208	208	208	208
	Exec Asst/ Registrar/ Enrollment Specialist	Supervisor/ Manager	Admin Director	Chief Officers	President/Chief Executive Officer
Step 1	\$ 39,300	\$ 53,000	\$ 54,500	\$ 80,560	\$ 95,747
Step 2	\$ 40,872	\$ 55,120	\$ 56,680	\$ 83,782	\$ 99,577
Step 3	\$ 42,507	\$ 57,325	\$ 58,947	\$ 87,134	\$ 103,560
Step 4	\$ 44,207	\$ 59,618	\$ 61,305	\$ 90,619	\$ 107,702
Step 5	\$ 45,975	\$ 62,003	\$ 63,757	\$ 94,244	\$ 112,010
Step 6	\$ 47,814	\$ 64,483	\$ 66,308	\$ 98,014	\$ 116,491
Step 7	\$ 49,727	\$ 67,062	\$ 68,960	\$ 101,934	\$ 121,151
Step 8	\$ 51,716	\$ 69,744	\$ 71,718	\$ 106,011	\$ 125,997
Step 9	\$ 53,785	\$ 72,534	\$ 74,587	\$ 110,252	\$ 131,036
Step 10	\$ 55,936	\$ 75,436	\$ 77,570	\$ 114,662	\$ 136,278
Step 11	\$ 58,174	\$ 78,453	\$ 80,673	\$ 119,248	\$ 141,729
Step 12	\$ 60,501	\$ 81,591	\$ 83,900	\$ 124,018	\$ 147,398
Step 13	\$ 62,921	\$ 84,855	\$ 87,256	\$ 128,979	\$ 153,294
Step 14	\$ 65,437	\$ 88,249	\$ 90,747	\$ 134,138	\$ 159,426
Step 15	\$ 68,055	\$ 91,779	\$ 94,376		
Step 16	\$ 70,777	\$ 95,450	\$ 98,151		
Step 17		\$ 99,268	\$ 102,077		
Step 18			\$ 106,161		
Step 19			\$ 110,407		

Exec Asst, Registrar, Enrollment Specialist require a minimum of an BA, those with a MA will receive an additional 2%

Supervisor/Manager and Admin Director require a Minimum of a BA or Equivelant, those with an MA will receive an additional 2%, a PhD/EdD will receive an additional 4%.

Chief Officers and CEO require a minimum of an MA. CPA, PhD, and EdD would receive an additional 4%.



Adjunct Professor Schedule

As of July 1, 2022

(based on 0.5 credit per semester of High School Credit)

	Bachelors (HQ but No Lic)	Bachelors with License	Masters (HQ but No Lic)	Masters with License	Dual Masters (HQ but No Lic)	Dual Masters or ED Specialist
Step 1	\$ 2,646	\$ 2,688	\$ 2,819	\$ 2,861	\$ 2,993	\$ 3,035
Step 2	\$ 2,686	\$ 2,728	\$ 2,862	\$ 2,904	\$ 3,038	\$ 3,080
Step 3	\$ 2,727	\$ 2,769	\$ 2,906	\$ 2,948	\$ 3,085	\$ 3,126
Step 4	\$ 2,769	\$ 2,810	\$ 2,950	\$ 2,992	\$ 3,131	\$ 3,173
Step 5	\$ 2,811	\$ 2,853	\$ 2,995	\$ 3,037	\$ 3,179	\$ 3,221
Step 6	\$ 2,868	\$ 2,910	\$ 3,056	\$ 3,097	\$ 3,243	\$ 3,285
Step 7	\$ 2,926	\$ 2,968	\$ 3,118	\$ 3,159	\$ 3,309	\$ 3,351
Step 8	\$ 2,986	\$ 3,027	\$ 3,181	\$ 3,223	\$ 3,376	\$ 3,418
Step 9	\$ 3,046	\$ 3,088	\$ 3,245	\$ 3,287	\$ 3,445	\$ 3,486
Step 10	\$ 3,108	\$ 3,150	\$ 3,311	\$ 3,353	\$ 3,514	\$ 3,556
Step 11	\$ 3,171	\$ 3,213	\$ 3,378	\$ 3,420	\$ 3,585	\$ 3,627
Step 12	\$ 3,235	\$ 3,277	\$ 3,447	\$ 3,488	\$ 3,658	\$ 3,700
Step 13	\$ 3,301	\$ 3,342	\$ 3,516	\$ 3,558	\$ 3,732	\$ 3,774
Step 14	\$ 3,367	\$ 3,409	\$ 3,587	\$ 3,629	\$ 3,807	\$ 3,849
Step 15	\$ 3,436	\$ 3,477	\$ 3,660	\$ 3,702	\$ 3,884	\$ 3,926
Step 16	\$ 3,505	\$ 3,547	\$ 3,734	\$ 3,776	\$ 3,963	\$ 4,005
Step 17	\$ 3,505	\$ 3,547	\$ 3,810	\$ 3,851	\$ 4,043	\$ 4,085
Step 18	\$ 3,505	\$ 3,547	\$ 3,887	\$ 3,929	\$ 4,125	\$ 4,166
Step 19	\$ 3,505	\$ 3,547	\$ 3,965	\$ 4,007	\$ 4,208	\$ 4,250
Step 20	\$ 3,505	\$ 3,547	\$ 4,045	\$ 4,087	\$ 4,293	\$ 4,335
Step 21	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,380	\$ 4,421
Step 22	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,468	\$ 4,510
Step 23	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,558	\$ 4,600
Step 24	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,650	\$ 4,692
Step 25	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,744	\$ 4,786
Step 26	\$ 3,649	\$ 3,618	\$ 4,210	\$ 4,252	\$ 4,840	\$ 4,882



Coaches
As of July 1, 2022

As a Percent of Teacher BA Salary

	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Step 1	\$4,361	\$3,172	\$2,180	\$1,586
Step 2	\$4,535	\$3,298	\$2,268	\$1,649
Step 3	\$4,717	\$3,430	\$2,358	\$1,715
Step 4	\$4,905	\$3,568	\$2,453	\$1,784
Step 5	\$5,102	\$3,710	\$2,551	\$1,855
Step 6	\$5,306	\$3,859	\$2,653	\$1,929
Step 7	\$5,518	\$4,013	\$2,759	\$2,006
Step 8	\$5,739	\$4,174	\$2,869	\$2,087

HS Head Coach
Baseball
Basketball
Cheer Sponsor
Football
Soccer
Softball
Volleyball
Wrestling

MS Head Coach
Basketball
Cheer Sponsor
Softball
Track
Volleyball
Wrestling



Current PTO
As of July 1, 2022

New Contract Days	New PTO	Monthly Accrual	Contract Months
168	70.74	7.07	August - May
195	85.09	7.09	July - June
208	110.93	9.24	July - June

Part-Time Employees earn 1 hour of PTO for every 30 hours they work (effective 01/01/2021)