Office of Human Resources



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# New Teacher Salary

***Teacher Salary Schedule***

***Certified Teacher (Regular)***

| | Bachelor's Degree | Master's Degree | Master's Plus 30 |
|---|---|---|---|
| Step 1 | $45,360 | $46,694 | $49,615 |
| Step 2 | $47,278 | $48,945 | $52,197 |
| Step 3 | $51,113 | $53,531 | $57,033 |
| Step 4 | $54,365 | $56,531 | $60,453 |
| Step 5 | $57,450 | $59,532 | $63,537 |
| Step 6 | $60,203 | $62,368 | $66,369 |
| Step 7 | $62,869 | $65,121 | $69,207 |
| Step 8 | $64,045 | $67,788 | $72,506 |
| Step 9 | $65,242 | $70,565 | $75,964 |
| Step 10 | $66,462 | $73,454 | $79,586 |
| Step 11 | $67,705 | $76,462 | $83,381 |

***Certified Teacher (Special Education)***

| | Bachelor's Degree | Master's Degree | Master's Plus 30 |
|---|---|---|---|
| Step 1 | $46,194 | $47,527 | $50,446 |
| Step 2 | $48,528 | $50,195 | $53,447 |
| Step 3 | $52,362 | $54,534 | $58,284 |
| Step 4 | $55,615 | $57,786 | $61,702 |
| Step 5 | $58,700 | $60,787 | $64,785 |
| Step 6 | $61,452 | $63,622 | $67,621 |
| Step 7 | $64,121 | $66,369 | $70,458 |
| Step 8 | $64,998 | $68,760 | $73,488 |
| Step 9 | $65,889 | $71,237 | $76,647 |
| Step 10 | $66,791 | $73,802 | $79,944 |
| Step 11 | $67,705 | $76,462 | $83,381 |

Teachers who are certified in Pennsylvania or another state, and have applied for Pennsylvania Certification, will receive a starting salary of $ 45,360 as of January 1, 2012.

Prior experience will be awarded to PA Certified teachers with two years or more of approved teaching experience. Prior experience must meet the following provisions:

- All prior teaching experience must be verified before salary credit is given.
- Prior experience requests must be submitted at the time of hiring and will be credited after verification.
- Credit will be awarded only for full school years. Partial years cannot be combined.
- Time as a student teacher, teacher's aide, part-time teacher, substitute or similar positions cannot be awarded.
- Teaching service can be at any level of education, including day care, school age or college-level instruction. In each case, the candidate must have been a full-time teacher.
- Official transcripts for master's degrees, master's plus 30 additional credits and doctorate degrees in education must be provided at the time of hiring in order to receive salary credit.
- Prior experience may be awarded to counselors, librarians and nurses after a review of work sought to be credited using the same criteria as is used for teachers.

# SALARY SCHEDULES EFFECTIVE JANUARY 1, 2012

## TEACHERS

### Hired Prior to September 1, 2003

### Teacher, Apprentice Teacher, Pre-Professional Teacher, Dental Hygienist & Therapist, School Nurse and Nurse Practitioner

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 42,096 | 43,358 | 1,998 |
| 02 | 42,096 | 43,358 | 1,998 |
| 03 | 43,068 | 44,360 | 2,044 |
| 04 | 44,039 | 45,360 | 2,090 |
| 05 | 45,901 | 47,278 | 2,178 |
| 06 | 49,625 | 51,113 | 2,355 |
| 07 | 52,781 | 54,365 | 2,505 |
| 08 | 55,777 | 57,450 | 2,647 |
| 09 | 58,449 | 60,203 | 2,774 |
| 10 | 61,038 | 62,869 | 2,897 |
| 11 | 65,733 | 67,705 | 3,120 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 42,905 | 44,193 | 2,036 |
| 02 | 42,905 | 44,193 | 2,036 |
| 03 | 44,039 | 45,360 | 2,090 |
| 04 | 45,334 | 46,694 | 2,151 |
| 05 | 47,520 | 48,945 | 2,255 |
| 06 | 51,729 | 53,281 | 2,455 |
| 07 | 54,884 | 56,531 | 2,605 |
| 08 | 57,798 | 59,532 | 2,743 |
| 09 | 60,551 | 62,368 | 2,874 |
| 10 | 63,224 | 65,121 | 3,000 |
| 11 | 74,235 | 76,462 | 3,523 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 43,714 | 45,026 | 2,074 |
| 02 | 43,714 | 45,026 | 2,074 |
| 03 | 44,525 | 45,861 | 2,113 |
| 04 | 48,169 | 49,615 | 2,286 |
| 05 | 50,676 | 52,197 | 2,405 |
| 06 | 55,372 | 57,033 | 2,628 |
| 07 | 58,692 | 60,453 | 2,785 |
| 08 | 61,686 | 63,537 | 2,927 |
| 09 | 64,436 | 66,369 | 3,058 |
| 10 | 67,191 | 69,207 | 3,189 |
| 11 | 80,953 | 83,381 | 3,842 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,525 | 45,861 | 2,113 |
| 02 | 44,525 | 45,861 | 2,113 |
| 03 | 46,143 | 47,527 | 2,190 |
| 04 | 50,355 | 51,866 | 2,390 |
| 05 | 53,512 | 55,117 | 2,539 |
| 06 | 58,529 | 60,285 | 2,778 |
| 07 | 61,931 | 63,789 | 2,939 |
| 08 | 64,925 | 66,872 | 3,081 |
| 09 | 67,678 | 69,708 | 3,212 |
| 10 | 70,428 | 72,541 | 3,342 |
| 11 | 84,189 | 86,715 | 3,996 |

#### Senior Career Teacher

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 87,428 | 90,051 | 4,149 |

#### Transition Support Tutor - 10 month

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 34,531 | 35,567 | 1,639 |

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### Special Education Teacher, Apprentice Teacher, Pre-Professional Teacher

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 42,905 | 44,193 | 2,036 |
| 02 | 42,905 | 44,193 | 2,036 |
| 03 | 43,877 | 45,194 | 2,082 |
| 04 | 44,848 | 46,194 | 2,128 |
| 05 | 47,115 | 48,528 | 2,236 |
| 06 | 50,837 | 52,362 | 2,413 |
| 07 | 53,995 | 55,615 | 2,562 |
| 08 | 56,991 | 58,700 | 2,705 |
| 09 | 59,662 | 61,452 | 2,831 |
| 10 | 62,254 | 64,121 | 2,954 |
| 11 | 65,733 | 67,705 | 3,120 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 43,714 | 45,026 | 2,074 |
| 02 | 43,714 | 45,026 | 2,074 |
| 03 | 44,848 | 46,194 | 2,128 |
| 04 | 46,143 | 47,527 | 2,190 |
| 05 | 48,733 | 50,195 | 2,313 |
| 06 | 52,946 | 54,534 | 2,513 |
| 07 | 56,102 | 57,786 | 2,662 |
| 08 | 59,016 | 60,787 | 2,801 |
| 09 | 61,769 | 63,622 | 2,931 |
| 10 | 64,436 | 66,369 | 3,058 |
| 11 | 74,235 | 76,462 | 3,523 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,525 | 45,861 | 2,113 |
| 02 | 44,525 | 45,861 | 2,113 |
| 03 | 45,334 | 46,694 | 2,151 |
| 04 | 48,977 | 50,446 | 2,324 |
| 05 | 51,890 | 53,447 | 2,462 |
| 06 | 56,587 | 58,284 | 2,685 |
| 07 | 59,905 | 61,702 | 2,843 |
| 08 | 62,898 | 64,785 | 2,985 |
| 09 | 65,652 | 67,621 | 3,116 |
| 10 | 68,406 | 70,458 | 3,246 |
| 11 | 80,953 | 83,381 | 3,842 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 45,334 | 46,694 | 2,151 |
| 02 | 45,334 | 46,694 | 2,151 |
| 03 | 46,950 | 48,359 | 2,228 |
| 04 | 51,162 | 52,697 | 2,428 |
| 05 | 54,724 | 56,366 | 2,597 |
| 06 | 59,742 | 61,535 | 2,835 |
| 07 | 63,143 | 65,037 | 2,997 |
| 08 | 66,139 | 68,124 | 3,139 |
| 09 | 68,893 | 70,960 | 3,270 |
| 10 | 71,646 | 73,796 | 3,400 |
| 11 | 84,189 | 86,715 | 3,996 |

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### Teachers Hired On or After September 1, 2003

### Teacher, Apprentice Teacher, Pre-Professional Teacher, Dental Hygienist & Therapist, School Nurse and Nurse Practitioner

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,039 | 45,360 | 2,090 |
| 02 | 45,901 | 47,278 | 2,178 |
| 03 | 49,625 | 51,113 | 2,355 |
| 04 | 52,781 | 54,365 | 2,505 |
| 05 | 55,777 | 57,450 | 2,647 |
| 06 | 58,449 | 60,203 | 2,774 |
| 07 | 61,038 | 62,869 | 2,897 |
| 08 | 62,180 | 64,045 | 2,951 |
| 09 | 63,341 | 65,242 | 3,006 |
| 10 | 64,526 | 66,462 | 3,062 |
| 11 | 65,733 | 67,705 | 3,120 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 45,334 | 46,694 | 2,151 |
| 02 | 47,520 | 48,945 | 2,255 |
| 03 | 51,729 | 53,281 | 2,455 |
| 04 | 54,884 | 56,531 | 2,605 |
| 05 | 57,798 | 59,532 | 2,743 |
| 06 | 60,551 | 62,368 | 2,874 |
| 07 | 63,224 | 65,121 | 3,000 |
| 08 | 65,814 | 67,788 | 3,123 |
| 09 | 68,509 | 70,565 | 3,251 |
| 10 | 71,314 | 73,454 | 3,384 |
| 11 | 74,235 | 76,462 | 3,523 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 48,169 | 49,615 | 2,286 |
| 02 | 50,676 | 52,197 | 2,405 |
| 03 | 55,372 | 57,033 | 2,628 |
| 04 | 58,692 | 60,453 | 2,785 |
| 05 | 61,686 | 63,537 | 2,927 |
| 06 | 64,436 | 66,369 | 3,058 |
| 07 | 67,191 | 69,207 | 3,189 |
| 08 | 70,394 | 72,506 | 3,341 |
| 09 | 73,751 | 75,964 | 3,500 |
| 10 | 77,268 | 79,586 | 3,667 |
| 11 | 80,953 | 83,381 | 3,842 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 50,355 | 51,866 | 2,390 |
| 02 | 53,512 | 55,117 | 2,539 |
| 03 | 58,529 | 60,285 | 2,778 |
| 04 | 61,931 | 63,789 | 2,939 |
| 05 | 64,925 | 66,872 | 3,081 |
| 06 | 67,678 | 69,708 | 3,212 |
| 07 | 70,428 | 72,541 | 3,342 |
| 08 | 73,641 | 75,850 | 3,495 |
| 09 | 77,003 | 79,313 | 3,654 |
| 10 | 80,517 | 82,932 | 3,821 |
| 11 | 84,189 | 86,715 | 3,996 |

#### Senior Career Teacher

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 87,428 | 90,051 | 4,149 |

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### Special Education Teacher or Apprentice or Pre-Professional Teacher

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,848 | 46,194 | 2,128 |
| 02 | 47,115 | 48,528 | 2,236 |
| 03 | 50,837 | 52,362 | 2,413 |
| 04 | 53,995 | 55,615 | 2,562 |
| 05 | 56,991 | 58,700 | 2,705 |
| 06 | 59,662 | 61,452 | 2,831 |
| 07 | 62,254 | 64,121 | 2,954 |
| 08 | 63,105 | 64,998 | 2,995 |
| 09 | 63,970 | 65,889 | 3,036 |
| 10 | 64,845 | 66,791 | 3,077 |
| 11 | 65,733 | 67,705 | 3,120 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 46,143 | 47,527 | 2,190 |
| 02 | 48,733 | 50,195 | 2,313 |
| 03 | 52,946 | 54,534 | 2,513 |
| 04 | 56,102 | 57,786 | 2,662 |
| 05 | 59,016 | 60,787 | 2,801 |
| 06 | 61,769 | 63,622 | 2,931 |
| 07 | 64,436 | 66,369 | 3,058 |
| 08 | 66,757 | 68,760 | 3,168 |
| 09 | 69,163 | 71,237 | 3,282 |
| 10 | 71,653 | 73,802 | 3,401 |
| 11 | 74,235 | 76,462 | 3,523 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 48,977 | 50,446 | 2,324 |
| 02 | 51,890 | 53,447 | 2,462 |
| 03 | 56,587 | 58,284 | 2,685 |
| 04 | 59,905 | 61,702 | 2,843 |
| 05 | 62,898 | 64,785 | 2,985 |
| 06 | 65,652 | 67,621 | 3,116 |
| 07 | 68,406 | 70,458 | 3,246 |
| 08 | 71,347 | 73,488 | 3,386 |
| 09 | 74,415 | 76,647 | 3,532 |
| 10 | 77,615 | 79,944 | 3,684 |
| 11 | 80,953 | 83,381 | 3,842 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 51,162 | 52,697 | 2,428 |
| 02 | 54,724 | 56,366 | 2,597 |
| 03 | 59,742 | 61,535 | 2,835 |
| 04 | 63,143 | 65,037 | 2,997 |
| 05 | 66,139 | 68,124 | 3,139 |
| 06 | 68,893 | 70,960 | 3,270 |
| 07 | 71,646 | 73,796 | 3,400 |
| 08 | 74,595 | 76,833 | 3,540 |
| 09 | 77,666 | 79,996 | 3,686 |
| 10 | 80,862 | 83,288 | 3,838 |
| 11 | 84,189 | 86,715 | 3,996 |

#### Senior Career Teacher

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 87,428 | 90,051 | 4,149 |

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### Demonstration Teacher - Hired Prior to September 1, 2003

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 42,906 | 44,193 | 2,036 |
| 02 | 42,906 | 44,193 | 2,036 |
| 03 | 43,877 | 45,194 | 2,082 |
| 04 | 44,848 | 46,193 | 2,128 |
| 05 | 47,276 | 48,695 | 2,243 |
| 06 | 51,001 | 52,531 | 2,420 |
| 07 | 54,239 | 55,866 | 2,574 |
| 08 | 57,234 | 58,951 | 2,716 |
| 09 | 59,905 | 61,702 | 2,843 |
| 10 | 62,576 | 64,454 | 2,970 |
| 11 | 67,272 | 69,291 | 3,193 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,122 | 45,445 | 2,094 |
| 02 | 44,122 | 45,445 | 2,094 |
| 03 | 45,254 | 46,612 | 2,148 |
| 04 | 46,548 | 47,944 | 2,209 |
| 05 | 48,894 | 50,361 | 2,320 |
| 06 | 53,106 | 54,699 | 2,520 |
| 07 | 56,344 | 58,034 | 2,674 |
| 08 | 59,338 | 61,118 | 2,816 |
| 09 | 62,010 | 63,870 | 2,943 |
| 10 | 64,764 | 66,707 | 3,074 |
| 11 | 75,690 | 77,961 | 3,592 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,931 | 46,279 | 2,132 |
| 02 | 44,931 | 46,279 | 2,132 |
| 03 | 45,737 | 47,109 | 2,170 |
| 04 | 49,382 | 50,864 | 2,343 |
| 05 | 52,052 | 53,613 | 2,470 |
| 06 | 56,826 | 58,531 | 2,697 |
| 07 | 60,148 | 61,952 | 2,854 |
| 08 | 63,224 | 65,121 | 3,000 |
| 09 | 65,897 | 67,874 | 3,127 |
| 10 | 68,647 | 70,706 | 3,258 |
| 11 | 82,408 | 84,881 | 3,911 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 45,737 | 47,109 | 2,170 |
| 02 | 45,737 | 47,109 | 2,170 |
| 03 | 47,359 | 48,780 | 2,247 |
| 04 | 51,568 | 53,115 | 2,447 |
| 05 | 54,807 | 56,451 | 2,601 |
| 06 | 59,905 | 61,702 | 2,843 |
| 07 | 63,388 | 65,290 | 3,008 |
| 08 | 66,464 | 68,458 | 3,154 |
| 09 | 69,135 | 71,209 | 3,281 |
| 10 | 71,885 | 74,042 | 3,412 |
| 11 | 85,647 | 88,216 | 4,065 |

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### Demonstration Teacher - Hired On or After September 1, 2003

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,848 | 46,193 | 2,128 |
| 02 | 47,276 | 48,695 | 2,243 |
| 03 | 51,001 | 52,531 | 2,420 |
| 04 | 54,239 | 55,866 | 2,574 |
| 05 | 57,234 | 58,951 | 2,716 |
| 06 | 59,905 | 61,702 | 2,843 |
| 07 | 62,576 | 64,454 | 2,970 |
| 08 | 63,719 | 65,631 | 3,024 |
| 09 | 64,883 | 66,829 | 3,079 |
| 10 | 66,066 | 68,048 | 3,135 |
| 11 | 67,272 | 69,291 | 3,193 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 46,548 | 47,944 | 2,209 |
| 02 | 48,894 | 50,361 | 2,320 |
| 03 | 53,106 | 54,699 | 2,520 |
| 04 | 56,344 | 58,034 | 2,674 |
| 05 | 59,338 | 61,118 | 2,816 |
| 06 | 62,010 | 63,870 | 2,943 |
| 07 | 64,764 | 66,707 | 3,074 |
| 08 | 67,338 | 69,358 | 3,196 |
| 09 | 70,014 | 72,114 | 3,323 |
| 10 | 72,797 | 74,981 | 3,455 |
| 11 | 75,690 | 77,961 | 3,592 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 49,382 | 50,864 | 2,343 |
| 02 | 52,052 | 53,613 | 2,470 |
| 03 | 56,826 | 58,531 | 2,697 |
| 04 | 60,148 | 61,952 | 2,854 |
| 05 | 63,224 | 65,121 | 3,000 |
| 06 | 65,897 | 67,874 | 3,127 |
| 07 | 68,647 | 70,706 | 3,258 |
| 08 | 71,856 | 74,012 | 3,410 |
| 09 | 75,214 | 77,471 | 3,570 |
| 10 | 78,729 | 81,091 | 3,736 |
| 11 | 82,408 | 84,881 | 3,911 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 51,568 | 53,115 | 2,447 |
| 02 | 54,807 | 56,451 | 2,601 |
| 03 | 59,905 | 61,702 | 2,843 |
| 04 | 63,388 | 65,290 | 3,008 |
| 05 | 66,464 | 68,458 | 3,154 |
| 06 | 69,135 | 71,209 | 3,281 |
| 07 | 71,885 | 74,042 | 3,412 |
| 08 | 75,103 | 77,356 | 3,564 |
| 09 | 78,463 | 80,817 | 3,724 |
| 10 | 81,977 | 84,436 | 3,891 |
| 11 | 85,647 | 88,216 | 4,065 |

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### Demonstration Teacher, Special Education - Hired Prior to September 1, 2003

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 43,715 | 45,026 | 2,074 |
| 02 | 43,715 | 45,026 | 2,074 |
| 03 | 44,687 | 46,028 | 2,121 |
| 04 | 45,657 | 47,026 | 2,167 |
| 05 | 48,490 | 49,945 | 2,301 |
| 06 | 52,215 | 53,781 | 2,478 |
| 07 | 55,455 | 57,119 | 2,632 |
| 08 | 58,449 | 60,202 | 2,774 |
| 09 | 61,119 | 62,953 | 2,901 |
| 10 | 63,792 | 65,706 | 3,027 |
| 11 | 67,272 | 69,291 | 3,193 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 44,931 | 46,279 | 2,132 |
| 02 | 44,931 | 46,279 | 2,132 |
| 03 | 46,063 | 47,445 | 2,186 |
| 04 | 47,359 | 48,780 | 2,247 |
| 05 | 50,113 | 51,616 | 2,378 |
| 06 | 54,319 | 55,949 | 2,578 |
| 07 | 57,555 | 59,281 | 2,731 |
| 08 | 60,551 | 62,367 | 2,874 |
| 09 | 63,224 | 65,121 | 3,000 |
| 10 | 65,976 | 67,956 | 3,131 |
| 11 | 75,690 | 77,961 | 3,592 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 45,737 | 47,109 | 2,170 |
| 02 | 45,737 | 47,109 | 2,170 |
| 03 | 46,548 | 47,944 | 2,209 |
| 04 | 50,190 | 51,696 | 2,382 |
| 05 | 53,265 | 54,863 | 2,528 |
| 06 | 58,044 | 59,785 | 2,755 |
| 07 | 61,363 | 63,203 | 2,912 |
| 08 | 64,436 | 66,369 | 3,058 |
| 09 | 67,111 | 69,124 | 3,185 |
| 10 | 69,865 | 71,961 | 3,316 |
| 11 | 82,408 | 84,881 | 3,911 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 46,548 | 47,944 | 2,209 |
| 02 | 46,548 | 47,944 | 2,209 |
| 03 | 48,170 | 49,615 | 2,286 |
| 04 | 52,376 | 53,948 | 2,486 |
| 05 | 56,021 | 57,701 | 2,659 |
| 06 | 61,119 | 62,953 | 2,901 |
| 07 | 64,602 | 66,540 | 3,066 |
| 08 | 67,677 | 69,708 | 3,212 |
| 09 | 70,350 | 72,460 | 3,339 |
| 10 | 73,102 | 75,295 | 3,469 |
| 11 | 85,647 | 88,216 | 4,065 |

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### Demonstration Teacher, Special Education - Hired On or After September 1, 2003

#### Bachelor's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 45,657 | 47,026 | 2,167 |
| 02 | 48,490 | 49,945 | 2,301 |
| 03 | 52,215 | 53,781 | 2,478 |
| 04 | 55,455 | 57,119 | 2,632 |
| 05 | 58,449 | 60,202 | 2,774 |
| 06 | 61,119 | 62,953 | 2,901 |
| 07 | 63,792 | 65,706 | 3,027 |
| 08 | 64,646 | 66,585 | 3,068 |
| 09 | 65,509 | 67,475 | 3,109 |
| 10 | 66,384 | 68,376 | 3,150 |
| 11 | 67,272 | 69,291 | 3,193 |

#### Master's or Equivalent

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 47,359 | 48,780 | 2,247 |
| 02 | 50,113 | 51,616 | 2,378 |
| 03 | 54,319 | 55,949 | 2,578 |
| 04 | 57,555 | 59,281 | 2,731 |
| 05 | 60,551 | 62,367 | 2,874 |
| 06 | 63,224 | 65,121 | 3,000 |
| 07 | 65,976 | 67,956 | 3,131 |
| 08 | 68,280 | 70,329 | 3,240 |
| 09 | 70,665 | 72,785 | 3,354 |
| 10 | 73,135 | 75,329 | 3,471 |
| 11 | 75,690 | 77,961 | 3,592 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 50,190 | 51,696 | 2,382 |
| 02 | 53,265 | 54,863 | 2,528 |
| 03 | 58,044 | 59,785 | 2,755 |
| 04 | 61,363 | 63,203 | 2,912 |
| 05 | 64,436 | 66,369 | 3,058 |
| 06 | 67,111 | 69,124 | 3,185 |
| 07 | 69,865 | 71,961 | 3,316 |
| 08 | 72,809 | 74,994 | 3,455 |
| 09 | 75,878 | 78,155 | 3,601 |
| 10 | 79,076 | 81,448 | 3,753 |
| 11 | 82,408 | 84,881 | 3,911 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 52,376 | 53,948 | 2,486 |
| 02 | 56,021 | 57,701 | 2,659 |
| 03 | 61,119 | 62,953 | 2,901 |
| 04 | 64,602 | 66,540 | 3,066 |
| 05 | 67,677 | 69,708 | 3,212 |
| 06 | 70,350 | 72,460 | 3,339 |
| 07 | 73,102 | 75,295 | 3,469 |
| 08 | 76,054 | 78,336 | 3,609 |
| 09 | 79,125 | 81,499 | 3,755 |
| 10 | 82,321 | 84,790 | 3,907 |
| 11 | 85,647 | 88,216 | 4,065 |

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### Long-Term Substitute Teacher, School Nurse and School Nurse Practitioner

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 28,171 | 29,017 | 1,337 |
| 02 | 29,548 | 30,435 | 1,402 |
| 03 | 37,806 | 38,940 | 1,794 |
| 04 | 39,344 | 40,524 | 1,867 |
| 05 | 42,259 | 43,527 | 2,005 |
| 06 | 47,763 | 49,196 | 2,267 |
| 07 | 54,724 | 56,366 | 2,597 |

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### Department Head

#### Master's

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 54,319 | 55,949 | 2,578 |
| 02 | 56,182 | 57,867 | 2,666 |
| 03 | 67,110 | 69,124 | 3,185 |
| 04 | 70,751 | 72,874 | 3,358 |
| 05 | 73,990 | 76,209 | 3,511 |
| 06 | 86,781 | 89,384 | 4,119 |

#### Master's + 30

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 56,991 | 58,700 | 2,705 |
| 02 | 58,934 | 60,702 | 2,797 |
| 03 | 70,267 | 72,375 | 3,335 |
| 04 | 73,990 | 76,209 | 3,511 |
| 05 | 77,311 | 79,630 | 3,669 |
| 06 | 93,501 | 96,306 | 4,438 |

#### Doctorate

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 59,987 | 61,787 | 2,847 |
| 02 | 61,931 | 63,789 | 2,939 |
| 03 | 73,503 | 75,708 | 3,488 |
| 04 | 77,230 | 79,547 | 3,665 |
| 05 | 80,549 | 82,966 | 3,823 |
| 06 | 97,466 | 100,390 | 4,626 |

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### School Psychologist - 10 Month

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 53,834 | 55,449 | 2,555 |
| 02 | 56,910 | 58,617 | 2,701 |
| 03 | 71,319 | 73,458 | 3,385 |
| 04 | 76,015 | 78,296 | 3,608 |
| 05 | 91,800 | 94,554 | 4,357 |

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### School Psychologist - 12 Month

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 64,195 | 66,121 | 3,047 |
| 02 | 67,997 | 70,037 | 3,227 |
| 03 | 85,243 | 87,800 | 4,046 |
| 04 | 90,912 | 93,639 | 4,315 |
| 05 | 109,856 | 113,152 | 5,214 |

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### Case Manager - 12 month

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 85,486 | 88,051 | 4,057 |
| 02 | 88,403 | 91,055 | 4,196 |
| 03 | 91,233 | 93,970 | 4,330 |
| 04 | 94,067 | 96,889 | 4,464 |
| 05 | 96,982 | 99,892 | 4,603 |
| 06 | 99,895 | 102,892 | 4,741 |
| 07 | 102,892 | 105,978 | 4,883 |

### Extracurricular Rate

| | | |
|---|---|---|
| | 38.71/hr. | 39.87/hr. |

### Staff Development Rate

| | | |
|---|---|---|
| | 28.59/hr. | 29.45/hr. |

### Teachers-In-Charge and Leaders of In-Service Courses

| | | |
|---|---|---|
| | 47.44/hr. | 48.87/hr. |

### Twilight Schools

| | | |
|---|---|---|
| 01 | 38.71/hr. | 39.87/hr. |
| 02 | 40.10/hr. | 41.30/hr. |
| 03 | 42.45/hr. | 43.72/hr. |

### Summer School Teacher

| | | |
|---|---|---|
| 01 | 35.65/hr. | 36.72/hr. |
| 02 | 36.74/hr. | 37.84/hr. |
| 03 | 38.88/hr. | 40.05/hr. |
| 04 | 40.11/hr. | 41.31/hr. |
| 05 | 40.87/hr. | 42.09/hr. |
| 06 | 44.11/hr. | 45.43/hr. |
| 07 | 45.08/hr. | 46.43/hr. |
| 08 | 47.00/hr. | 48.41/hr. |
| 09 | 47.87/hr. | 49.31/hr. |
| 10 | 49.50/hr. | 50.98/hr. |
| 11 | 49.50/hr. | 50.98/hr. |

### Summer School Nurse

| | | |
|---|---|---|
| 01 | 37.62/hr. | 38.75/hr. |
| 02 | 38.84/hr. | 40.01/hr. |
| 03 | 40.97/hr. | 42.20/hr. |
| 04 | 42.32/hr. | 43.59/hr. |
| 05 | 43.15/hr. | 44.45/hr. |
| 06 | 44.11/hr. | 45.43/hr. |
| 07 | 45.08/hr. | 46.43/hr. |
| 08 | 47.00/hr. | 48.41/hr. |
| 09 | 47.87/hr. | 49.31/hr. |
| 10 | 49.50/hr. | 50.98/hr. |
| 11 | 49.50/hr. | 50.98/hr. |

### Summer School Department Head

| | | |
|---|---|---|
| 01 | 56.77/hr. | 58.48/hr. |

### Summer Programs

| | | |
|---|---|---|
| | 40.10/hr. | 41.30/hr. |

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### Department Chairperson, Physical Education - Hired Prior to September 1, 2003

#### Bachelor's

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 01 | 42,096 | 43,359 | 1,998 |
| 02 | 42,096 | 43,359 | 1,998 |

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 03 | 43,068 | 44,360 | 2,044 |
| 04 | 44,038 | 45,359 | 2,090 |
| 05 | 45,901 | 47,278 | 2,178 |
| 06 | 49,624 | 51,113 | 2,355 |
| 07 | 52,781 | 54,365 | 2,505 |
| 08 | 55,777 | 57,451 | 2,647 |
| 09 | 58,449 | 60,202 | 2,774 |
| 10 | 61,038 | 62,869 | 2,897 |
| 11 | 65,733 | 67,705 | 3,120 |
| 12 | 69,911 | 72,008 | 3,318 |
| 13 | 74,086 | 76,309 | 3,516 |
| **Master's** | | | |
| 01 | 42,906 | 44,193 | 2,036 |
| 02 | 42,906 | 44,193 | 2,036 |
| 03 | 44,038 | 45,359 | 2,090 |
| 04 | 45,334 | 46,694 | 2,151 |
| 05 | 47,520 | 48,945 | 2,255 |
| 06 | 51,729 | 53,281 | 2,455 |
| 07 | 54,884 | 56,531 | 2,605 |
| 08 | 57,799 | 59,533 | 2,743 |
| 09 | 60,551 | 62,367 | 2,874 |
| 10 | 63,224 | 65,121 | 3,000 |
| 11 | 74,234 | 76,461 | 3,523 |
| 12 | 78,410 | 80,762 | 3,721 |
| 13 | 82,587 | 85,065 | 3,920 |
| **Master's + 30** | | | |
| 01 | 43,715 | 45,026 | 2,074 |
| 02 | 43,715 | 45,026 | 2,074 |
| 03 | 44,525 | 45,861 | 2,113 |
| 04 | 48,170 | 49,615 | 2,286 |
| 05 | 50,676 | 52,197 | 2,405 |
| 06 | 55,372 | 57,034 | 2,628 |
| 07 | 58,692 | 60,453 | 2,785 |
| 08 | 61,686 | 63,537 | 2,927 |
| 09 | 64,436 | 66,369 | 3,058 |
| 10 | 67,191 | 69,207 | 3,189 |
| 11 | 80,953 | 83,381 | 3,842 |
| 12 | 85,128 | 87,682 | 4,040 |
| 13 | 89,306 | 91,985 | 4,238 |
| **Doctorate** | | | |
| 01 | 44,525 | 45,861 | 2,113 |
| 02 | 44,525 | 45,861 | 2,113 |
| 03 | 46,143 | 47,527 | 2,190 |
| 04 | 50,355 | 51,866 | 2,390 |
| 05 | 53,512 | 55,117 | 2,539 |
| 06 | 58,528 | 60,284 | 2,778 |
| 07 | 61,931 | 63,789 | 2,939 |
| 08 | 64,924 | 66,872 | 3,081 |
| 09 | 67,677 | 69,708 | 3,212 |
| 10 | 70,428 | 72,541 | 3,342 |
| 11 | 84,189 | 86,714 | 3,996 |
| 12 | 88,369 | 91,020 | 4,194 |
| 13 | 92,542 | 95,318 | 4,392 |
| **Senior Career Teacher** | | | |
| 01 | 87,428 | 90,051 | 4,149 |

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**Department Chairperson, Physical Education - Hired On or After September 1, 2003**

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Bachelor's** | | | |
| 01 | 44,038 | 45,359 | 2,090 |
| 02 | 45,901 | 47,278 | 2,178 |
| 03 | 49,624 | 51,113 | 2,355 |
| 04 | 52,781 | 54,365 | 2,505 |
| 05 | 55,777 | 57,451 | 2,647 |
| 06 | 58,449 | 60,202 | 2,774 |
| 07 | 61,038 | 62,869 | 2,897 |
| 08 | 65,733 | 67,705 | 3,120 |
| 09 | 69,911 | 72,008 | 3,318 |
| 10 | 70,932 | 73,060 | 3,366 |
| 11 | 71,968 | 74,127 | 3,415 |
| 12 | 73,018 | 75,209 | 3,465 |
| 13 | 74,086 | 76,309 | 3,516 |
| **Master's** | | | |
| 01 | 45,334 | 46,694 | 2,151 |
| 02 | 47,520 | 48,945 | 2,255 |
| 03 | 51,729 | 53,281 | 2,455 |
| 04 | 54,884 | 56,531 | 2,605 |
| 05 | 57,799 | 59,533 | 2,743 |
| 06 | 60,551 | 62,367 | 2,874 |
| 07 | 63,224 | 65,121 | 3,000 |
| 08 | 74,234 | 76,461 | 3,523 |
| 09 | 78,410 | 80,762 | 3,721 |
| 10 | 79,434 | 81,817 | 3,770 |
| 11 | 80,470 | 82,884 | 3,819 |
| 12 | 81,522 | 83,967 | 3,869 |
| 13 | 82,587 | 85,065 | 3,920 |
| **Master's + 30** | | | |
| 01 | 48,170 | 49,615 | 2,286 |
| 02 | 50,676 | 52,197 | 2,405 |
| 03 | 55,372 | 57,034 | 2,628 |
| 04 | 58,692 | 60,453 | 2,785 |
| 05 | 61,686 | 63,537 | 2,927 |
| 06 | 64,436 | 66,369 | 3,058 |
| 07 | 67,191 | 69,207 | 3,189 |
| 08 | 80,953 | 83,381 | 3,842 |
| 09 | 85,128 | 87,682 | 4,040 |
| 10 | 86,153 | 88,738 | 4,089 |
| 11 | 87,192 | 89,808 | 4,138 |
| 12 | 88,242 | 90,890 | 4,188 |
| 13 | 89,306 | 91,985 | 4,238 |
| **Doctorate** | | | |
| 01 | 50,355 | 51,866 | 2,390 |
| 02 | 53,512 | 55,117 | 2,539 |
| 03 | 58,528 | 60,284 | 2,778 |
| 04 | 61,931 | 63,789 | 2,939 |
| 05 | 64,924 | 66,872 | 3,081 |
| 06 | 67,677 | 69,708 | 3,212 |
| 07 | 70,428 | 72,541 | 3,342 |
| 08 | 84,189 | 86,714 | 3,996 |
| 09 | 88,369 | 91,020 | 4,194 |
| 10 | 89,394 | 92,076 | 4,243 |
| 11 | 90,431 | 93,144 | 4,292 |
| 12 | 91,480 | 94,225 | 4,342 |
| 13 | 92,542 | 95,318 | 4,392 |
| **Senior Career Teacher** | | | |
| 01 | 87,428 | 90,051 | 4,149 |

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| | 9/1/10 | 1/1/12 |
|---|---|---|
| **Middle School Athletics Salaries** | | |
| Basketball Coach | 2,578 | 2,656 |
| Gymnastics Coach | 2,578 | 2,656 |
| Soccer Coach | 2,578 | 2,656 |
| Softball Coach | 2,578 | 2,656 |
| Swimming Coach | 2,578 | 2,656 |
| Track & Field Coach | 2,578 | 2,656 |
| **Intramural** | | |
| Per Hour Teacher | 38.72 | 39.88 |
| **High School Athletic Salaries** | | |
| Archery Coach | 2,866 | 2,952 |
| Badminton Coach | 2,866 | 2,952 |
| Baseball Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Basketball Head Coach | 6,883 | 7,089 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Bowling Coach | 2,866 | 2,952 |
| Cheerleading Fall | 2,866 | 2,952 |
| Winter | 2,866 | 2,952 |
| Crew Head Coach | 5,820 | 5,994 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Cross Country Head Coach | 4,298 | 4,426 |
| First Assistant | 3,128 | 3,222 |
| Fencing Coach | 2,866 | 2,952 |
| Field Hockey Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Football Head Coach | 8,026 | 8,266 |
| First Assistant | 5,412 | 5,574 |
| Second Assistant | 5,412 | 5,574 |
| Third Assistant | 4,268 | 4,396 |
| Fourth Assistant | 4,268 | 4,396 |
| Fifth Assistant | 4,268 | 4,396 |
| Golf Coach | 2,866 | 2,952 |
| Gymnastics Head Coach | 5,159 | 5,314 |
| First Assistant | 2,866 | 2,952 |
| Indoor Track Coach | 5,159 | 5,314 |
| Riflery Coach | 2,866 | 2,952 |
| Soccer Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Softball Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Swimming Coach | 4,298 | 4,426 |
| Table Tennis Coach | 2,866 | 2,952 |
| Tennis Coach | 4,298 | 4,426 |
| Track Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Volleyball Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |
| Wrestling Head Coach | 5,994 | 6,174 |
| First Assistant | 4,298 | 4,426 |
| Second Assistant | 3,128 | 3,222 |

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## NON-TEACHING ASSISTANTS

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Non-Teaching Assistant - 10 Month** | | | |
| 01 | 19,998 | 20,598 | 949 |
| 02 | 21,209 | 21,846 | 1,006 |
| 03 | 25,987 | 26,766 | 1,233 |
| 04 | 27,442 | 28,265 | 1,302 |
| 05 | 28,739 | 29,601 | 1,364 |
| 06 | 32,380 | 33,351 | 1,536 |
| 07 | 34,406 | 35,439 | 1,633 |
| 08 | 40,638 | 41,857 | 1,928 |
| **Lead Non-Teaching Assistant - 10 Month** | | | |
| 01 | 21,615 | 22,264 | 1,025 |
| 02 | 22,911 | 23,598 | 1,087 |
| 03 | 28,008 | 28,848 | 1,329 |
| 04 | 29,467 | 30,351 | 1,398 |
| 05 | 30,680 | 31,601 | 1,456 |
| 06 | 34,486 | 35,520 | 1,636 |
| 07 | 36,673 | 37,773 | 1,740 |
| 08 | 42,824 | 44,109 | 2,032 |
| **Long-Term Substitute Non-Teaching Assistant - 10 Month** | | | |
| 01 | 19,998 | 20,598 | 949 |
| 02 | 21,209 | 21,846 | 1,006 |
| 03 | 33,759 | 34,772 | 1,602 |

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## SECRETARIES

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Secretary - 10 Month** | | | |
| 01 | 22,504 | 23,179 | 1,068 |
| 02 | 24,044 | 24,765 | 1,141 |
| 03 | 25,499 | 26,264 | 1,210 |
| 04 | 28,981 | 29,851 | 1,375 |
| 05 | 31,249 | 32,186 | 1,483 |
| 06 | 37,645 | 38,774 | 1,786 |
| **Secretary - 12 Month** | | | |
| 01 | 28,660 | 29,520 | 1,131 |
| 02 | 30,680 | 31,601 | 1,210 |
| 03 | 32,706 | 33,687 | 1,290 |
| 04 | 37,239 | 38,356 | 1,469 |
| 05 | 40,072 | 41,274 | 1,581 |
| 06 | 48,007 | 49,447 | 1,894 |
| **Secretary III - 10 Month** | | | |
| 01 | 26,632 | 27,431 | 1,264 |
| 02 | 27,846 | 28,681 | 1,321 |
| 03 | 29,467 | 30,351 | 1,398 |
| 04 | 31,410 | 32,352 | 1,490 |
| 05 | 33,189 | 34,185 | 1,575 |
| 06 | 41,125 | 42,358 | 1,952 |
| **Secretary III - 12 Month** | | | |
| 01 | 34,161 | 35,186 | 1,348 |
| 02 | 35,944 | 37,023 | 1,418 |
| 03 | 37,724 | 38,856 | 1,488 |
| 04 | 40,315 | 41,524 | 1,590 |
| 05 | 42,664 | 43,944 | 1,683 |
| 06 | 52,376 | 53,948 | 2,066 |
| **Executive Secretary - 12 Month** | | | |
| 01 | 34,324 | 35,353 | 1,354 |
| 02 | 36,024 | 37,105 | 1,421 |
| 03 | 37,724 | 38,856 | 1,488 |
| 04 | 40,315 | 41,524 | 1,590 |
| 05 | 42,664 | 43,944 | 1,683 |
| 06 | 52,376 | 53,948 | 2,066 |
| **Pay Grade 8 - Messenger Junior Clerk - 12 Month** | | | |
| 01 | 19,268 | 19,846 | 760 |
| 02 | 20,077 | 20,680 | 792 |
| 03 | 24,126 | 24,849 | 952 |
| 04 | 25,581 | 26,348 | 1,009 |
| 05 | 26,796 | 27,599 | 1,057 |
| 06 | 34,890 | 35,936 | 1,376 |
| **Pay Grade 13 - Clerk, Clerk Receptionist, Telephone Operator - 12 Month** | | | |
| 01 | 22,588 | 23,265 | 891 |
| 02 | 23,560 | 24,266 | 929 |
| 03 | 28,495 | 29,350 | 1,124 |
| 04 | 30,195 | 31,101 | 1,191 |
| 05 | 31,815 | 32,769 | 1,255 |
| 06 | 40,478 | 41,692 | 1,597 |
| **Pay Grade 14 - Accounting Clerk, Keypunch Operator, Treasury Clerk - 12 Month** | | | |
| 01 | 28,660 | 29,520 | 1,131 |
| 02 | 30,680 | 31,601 | 1,210 |
| 03 | 32,706 | 33,687 | 1,290 |
| 04 | 37,239 | 38,356 | 1,469 |
| 05 | 40,073 | 41,275 | 1,581 |
| 06 | 48,007 | 49,447 | 1,894 |
| **Pay Grade 15 - Intermediate Clerk - 12 Month** | | | |
| 01 | 24,286 | 25,014 | 958 |
| 02 | 25,256 | 26,013 | 996 |
| 03 | 30,439 | 31,352 | 1,201 |
| 04 | 32,301 | 33,270 | 1,274 |
| 05 | 33,919 | 34,936 | 1,338 |
| 06 | 42,664 | 43,944 | 1,683 |
| **Pay Grade 17 - Sup. Mail, Personnel, Data Control, Purchase Clerk, Workers' Compensation Clerk, Customer Service Representative, Safe and Bully Helpline Specialist - 12 Month** | | | |
| 01 | 25,827 | 26,602 | 1,019 |
| 02 | 27,037 | 27,848 | 1,066 |
| 03 | 32,784 | 33,768 | 1,293 |
| 04 | 34,890 | 35,936 | 1,376 |
| 05 | 36,914 | 38,022 | 1,456 |
| 06 | 46,063 | 47,445 | 1,817 |
| **Pay Grade 18 - Senior Payroll Clerk, Machine Accounting Clerk, Senior Clerk & Expeditor I - 12 Month** | | | |
| 01 | 26,229 | 27,015 | 1,035 |
| 02 | 27,687 | 28,518 | 1,092 |
| 03 | 33,839 | 34,855 | 1,335 |
| 04 | 36,184 | 37,269 | 1,427 |
| 05 | 38,455 | 39,608 | 1,517 |
| 06 | 48,007 | 49,447 | 1,894 |
| **Pay Grade 19 - Machine Accounting Specialist, Bookkeeper, Senior Purchase Clerk - 12 Month** | | | |
| 01 | 26,960 | 27,769 | 1,063 |
| 02 | 28,415 | 29,268 | 1,121 |
| 03 | 34,569 | 35,606 | 1,364 |
| 04 | 36,998 | 38,108 | 1,460 |
| 05 | 39,259 | 40,437 | 1,549 |
| 06 | 48,815 | 50,279 | 1,926 |
| **Pay Grade 20 - Senior Personnel Clerk, Computer Operator I, Mail Clerk, Supervisor, Payroll Audit Clerk, Statistical Clerk, Workers' Compensation Clerk II, Helpline Specialist, Retirement Technician, Employee Benefits Customer Service Representative - 12 Month** | | | |
| 01 | 28,495 | 29,350 | 1,124 |
| 02 | 29,953 | 30,852 | 1,182 |
| 03 | 36,349 | 37,440 | 1,434 |
| 04 | 38,857 | 40,023 | 1,533 |
| 05 | 41,205 | 42,441 | 1,626 |
| 06 | 50,837 | 52,362 | 2,006 |
| **Pay Grade 21 - Budget Operations Assistant, Title I Compliance Assistant** | | | |
| 01 | 29,788 | 30,681 | 1,175 |
| 02 | 31,580 | 32,527 | 1,246 |
| 03 | 37,450 | 38,573 | 1,477 |
| 04 | 38,904 | 40,071 | 1,535 |
| 05 | 44,350 | 45,681 | 1,750 |
| 06 | 51,934 | 53,492 | 2,049 |
| **Pay Grade 22 - Treasury Clerk, Senior, Regional Ombudsman - 12 Month** | | | |
| 01 | 31,085 | 32,018 | 1,226 |
| 02 | 32,706 | 33,687 | 1,290 |
| 03 | 39,750 | 40,942 | 1,568 |
| 04 | 42,499 | 43,774 | 1,677 |
| 05 | 45,010 | 46,360 | 1,776 |
| 06 | 54,967 | 56,616 | 2,169 |
| **Pay Grade 23 - Computer Operator II - 12 Month** | | | |
| 01 | 32,465 | 33,438 | 1,281 |
| 02 | 34,081 | 35,104 | 1,344 |
| 03 | 41,528 | 42,774 | 1,638 |
| 04 | 44,442 | 45,776 | 1,753 |
| 05 | 47,115 | 48,528 | 1,859 |
| 06 | 57,314 | 59,033 | 2,261 |
| **Pay Grade 1624 - School Operations Officer - 10 Month; Payroll Specialist** | | | |
| 01 | 31,978 | 32,937 | 1,517 |
| 02 | 33,759 | 34,772 | 1,602 |
| 03 | 35,456 | 36,519 | 1,682 |
| 04 | 37,967 | 39,106 | 1,802 |
| 05 | 40,233 | 41,440 | 1,909 |
| 06 | 48,894 | 50,361 | 2,320 |
| **Summer School, Secretary** | | | |
| 01 | 24.26/hr. | 24.99/hr. | |
| **Summer School, Senior Secretary** | | | |
| 01 | 26.47/hr. | 27.26/hr. | |

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## PARAPROFESSIONALS

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Pay Grade 14 - School Based Technology Maintenance Assistant - 12 Month** | | | |
| 01 | 28,660 | 29,520 | 1,131 |
| 02 | 30,680 | 31,601 | 1,210 |
| 03 | 32,706 | 33,687 | 1,290 |
| 04 | 37,239 | 38,356 | 1,469 |
| 05 | 40,073 | 41,275 | 1,581 |
| 06 | 48,007 | 49,447 | 1,894 |
| **Pay Grade 17 - Community Builder - 12 Month** | | | |
| 01 | 25,827 | 26,602 | 1,019 |
| 02 | 27,037 | 27,848 | 1,066 |
| 03 | 32,784 | 33,768 | 1,293 |
| 04 | 34,890 | 35,936 | 1,376 |
| 05 | 36,914 | 38,022 | 1,456 |
| 06 | 46,063 | 47,445 | 1,817 |
| **Pay Grade 19 - Production Assistant - 12 Month** | | | |
| 01 | 26,960 | 27,769 | 1,063 |
| 02 | 28,416 | 29,268 | 1,121 |
| 03 | 34,569 | 35,606 | 1,364 |
| 04 | 36,999 | 38,109 | 1,460 |
| 05 | 39,259 | 40,437 | 1,549 |
| 06 | 48,815 | 50,279 | 1,926 |
| **Pay Grade 20 - Specifications Assistant-Materials Management; Parent Support Liaison - 12 Month** | | | |
| 01 | 28,495 | 29,350 | 1,124 |
| 02 | 29,953 | 30,852 | 1,182 |
| 03 | 36,349 | 37,440 | 1,434 |
| 04 | 38,857 | 40,023 | 1,533 |
| 05 | 41,205 | 42,441 | 1,626 |
| 06 | 50,837 | 52,362 | 2,006 |
| **Pay Grade 55 - Audio-Visual Clerk - 12 Month** | | | |
| 01 | 24,384 | 25,115 | 962 |
| 02 | 25,451 | 26,214 | 1,004 |
| 03 | 30,600 | 31,518 | 1,207 |
| 04 | 32,351 | 33,322 | 1,276 |
| 05 | 34,002 | 35,022 | 1,341 |
| 06 | 45,948 | 47,326 | 1,813 |
| **Pay Grade 256 - Instructional Assistant III (60-89 Credits) - Assistant Teacher - (2 Years College) - 10 Month** | | | |
| 01 | 20,156 | 20,760 | 956 |
| 02 | 21,373 | 22,014 | 1,014 |
| 03 | 26,148 | 26,932 | 1,241 |
| 04 | 27,524 | 28,350 | 1,306 |
| 05 | 29,386 | 30,268 | 1,394 |
| 06 | 32,948 | 33,936 | 1,563 |
| 07 | 41,772 | 43,025 | 1,982 |
| **Pay Grade 257 - Instructional Assistant III (90 Credits and Over), Assistant Teacher (3 Years College) - 10 Month** | | | |
| 01 | 21,209 | 21,846 | 1,006 |
| 02 | 22,426 | 23,099 | 1,064 |
| 03 | 27,363 | 28,184 | 1,298 |
| 04 | 28,739 | 29,601 | 1,364 |
| 05 | 30,519 | 31,435 | 1,448 |
| 06 | 34,245 | 35,273 | 1,625 |
| 07 | 43,471 | 44,776 | 2,063 |
| **Pay Grade 502 - Assistants:Teacher, Kindergarten, Classroom & Instructional I - 10 Month** | | | |
| 01 | 14,007 | 14,427 | 664 |
| 02 | 14,491 | 14,926 | 687 |
| 03 | 17,404 | 17,926 | 826 |
| 04 | 18,457 | 19,010 | 876 |
| 05 | 19,429 | 20,011 | 922 |
| 06 | 28,660 | 29,520 | 1,360 |
| **Pay Grade 503 - CAI Monitor, Title I Non-Public School** | | | |
| 01 | 12,225 | 12,592 | 580 |
| 02 | 12,713 | 13,094 | 603 |
| 03 | 15,301 | 15,760 | 726 |
| 04 | 16,191 | 16,677 | 768 |
| 05 | 17,000 | 17,510 | 806 |
| 06 | 22,990 | 23,680 | 1,091 |
| **Pay Grade 504 - Classroom Assistant - Autistic Support/Emotional Support, Classroom Assistant - Life Skills Support/ Multiple Handicap - 10 Month** | | | |
| 01 | 14,329 | 14,759 | 680 |
| 02 | 14,814 | 15,259 | 703 |
| 03 | 17,731 | 18,263 | 841 |
| 04 | 18,781 | 19,344 | 891 |
| 05 | 19,752 | 20,344 | 937 |
| 06 | 28,981 | 29,851 | 1,375 |
| **Pay Grade 506 - Instructional Assistant I (Up to 29 Credits) - 10 Month** | | | |
| 01 | 16,921 | 17,428 | 803 |
| 02 | 17,567 | 18,094 | 833 |
| 03 | 21,209 | 21,846 | 1,006 |
| 04 | 22,426 | 23,099 | 1,064 |
| 05 | 23,476 | 24,181 | 1,114 |
| 06 | 33,031 | 34,021 | 1,567 |
| **Pay Grade 507 - Laboratory Assistant I - 10 Month** | | | |
| 01 | 17,404 | 17,926 | 826 |
| 02 | 18,134 | 18,678 | 860 |
| 03 | 21,779 | 22,432 | 1,033 |
| 04 | 22,990 | 23,680 | 1,091 |
| 05 | 24,126 | 24,849 | 1,145 |
| 06 | 33,759 | 34,772 | 1,602 |
| **Pay Grade 509 - School Stock Clerk, Instructional Assistant II (30-59 Credits), Computer Lab Assistant - 10 Month** | | | |
| 01 | 18,539 | 19,096 | 879 |
| 02 | 19,185 | 19,761 | 910 |
| 03 | 23,155 | 23,850 | 1,099 |
| 04 | 24,447 | 25,180 | 1,160 |
| 05 | 25,664 | 26,434 | 1,218 |
| 06 | 35,377 | 36,439 | 1,679 |
| **Pay Grade 512 - Library Instructional Materials Assistant, Laboratory Assistant II, Shop Training Assistant, Audio Visual Clerk - 10 Month** | | | |
| 01 | 20,321 | 20,931 | 964 |
| 02 | 21,209 | 21,846 | 1,006 |
| 03 | 25,499 | 26,264 | 1,210 |
| 04 | 26,960 | 27,769 | 1,279 |
| 05 | 28,334 | 29,184 | 1,344 |
| 06 | 38,290 | 39,439 | 1,817 |
| **Pay Grade 513 - School Community Coordinator - 10 Month** | | | |
| 01 | 21,130 | 21,764 | 1,002 |
| 02 | 22,020 | 22,681 | 1,045 |
| 03 | 26,632 | 27,431 | 1,264 |
| 04 | 28,252 | 29,099 | 1,340 |
| 05 | 29,788 | 30,682 | 1,413 |
| 06 | 39,911 | 41,108 | 1,894 |
| **Pay Grade 514 - Counselor Assistant (Spanish Speaking), School Community Liaison - 10 Month** | | | |
| 01 | 21,938 | 22,596 | 1,041 |
| 02 | 22,911 | 23,598 | 1,087 |
| 03 | 27,607 | 28,435 | 1,310 |
| 04 | 29,224 | 30,101 | 1,387 |
| 05 | 30,840 | 31,766 | 1,463 |
| 06 | 41,043 | 42,274 | 1,948 |
| **Pay Grade 526 - Deaf/Hard of Hearing Interpreter - 10 Month** | | | |
| 01 | 34,648 | 35,687 | 1,644 |
| 02 | 36,349 | 37,440 | 1,725 |
| 03 | 44,281 | 45,610 | 2,101 |
| 04 | 47,359 | 48,780 | 2,247 |
| 05 | 50,190 | 51,696 | 2,382 |
| 06 | 62,331 | 64,201 | 2,958 |
| **Pay Grade 551 - Parent & Community Ombudsman - 12 Month** | | | |
| 01 | 29,788 | 30,681 | 1,175 |
| 02 | 31,580 | 32,527 | 1,246 |
| 03 | 37,450 | 38,573 | 1,477 |
| 04 | 38,904 | 40,071 | 1,535 |
| 05 | 44,350 | 45,680 | 1,750 |
| 06 | 51,934 | 53,492 | 2,049 |
| **Pay Grade 1028 - Parent Educator I - 12 Month** | | | |
| 01 | 27,881 | 28,718 | 1,100 |
| 02 | 29,240 | 30,117 | 1,153 |
| 03 | 30,602 | 31,520 | 1,207 |
| 04 | 32,640 | 33,619 | 1,288 |
| 05 | 34,488 | 35,523 | 1,361 |
| 06 | 43,425 | 44,728 | 1,713 |
| **Pay Grade 1029 - Parent Educator II - 12 Month** | | | |
| 01 | 32,447 | 33,420 | 1,280 |
| 02 | 34,196 | 35,222 | 1,349 |
| 03 | 35,849 | 36,924 | 1,414 |
| 04 | 38,274 | 39,422 | 1,510 |
| 05 | 40,702 | 41,923 | 1,606 |
| 06 | 50,224 | 51,731 | 1,982 |
| **Pay Grade 1512 - Nutrition Field Representative, PKHS - 10 Month** | | | |
| 01 | 22,426 | 23,099 | 1,064 |
| 02 | 23,205 | 23,902 | 1,101 |

# SALARY SCHEDULES EFFECTIVE JANUARY 1, 2012

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 03 | 24,152 | 24,877 | 1,146 |
| 04 | 25,827 | 26,602 | 1,225 |
| 05 | 27,199 | 28,015 | 1,291 |
| 06 | 34,404 | 35,436 | 1,632 |
| **Pay Grade 1513 - Parent Educator I, Coordinator, Parental Involvement Coordinator/Trainer - 10 Month** | | | |
| 01 | 23,233 | 23,930 | 1,102 |
| 02 | 24,368 | 25,099 | 1,156 |
| 03 | 25,499 | 26,264 | 1,210 |
| 04 | 27,199 | 28,015 | 1,291 |
| 05 | 28,739 | 29,601 | 1,364 |
| 06 | 36,184 | 37,269 | 1,717 |
| **Pay Grade 1517 - Parent Educator II - 10 Month** | | | |
| 01 | 27,037 | 27,848 | 1,283 |
| 02 | 28,495 | 29,350 | 1,352 |
| 03 | 29,876 | 30,772 | 1,418 |
| 04 | 31,895 | 32,852 | 1,513 |
| 05 | 33,919 | 34,936 | 1,609 |
| 06 | 41,855 | 43,111 | 1,986 |
| **Pay Grade 1551 - School Improvement Support Liaison - 10 Month** | | | |
| 01 | 24,823 | 25,568 | 1,178 |
| 02 | 26,318 | 27,107 | 1,249 |
| 03 | 31,208 | 32,144 | 1,481 |
| 04 | 32,420 | 33,393 | 1,538 |
| 05 | 36,958 | 38,067 | 1,754 |
| 06 | 43,279 | 44,577 | 2,054 |

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## COMPREHENSIVE EARLY LEARNING CENTERS

**Teacher & Case Worker, Health Education Specialist, Nutritionist I, II, Social Worker II**

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Certified - Bachelor's - 12 Month** | | | |
| 01 | 50,517 | 52,032 | 1,993 |
| 02 | 50,517 | 52,032 | 1,993 |
| 03 | 51,681 | 53,232 | 2,039 |
| 04 | 52,844 | 54,430 | 2,085 |
| 05 | 55,082 | 56,735 | 2,173 |
| 06 | 59,549 | 61,336 | 2,350 |
| 07 | 56,910 | 58,617 | 2,245 |
| 08 | 66,932 | 68,940 | 2,641 |
| 09 | 70,140 | 72,244 | 2,767 |
| 10 | 73,247 | 75,444 | 2,890 |
| 11 | 78,880 | 81,246 | 3,112 |
| **Certified - Master's** | | | |
| 01 | 51,486 | 53,031 | 2,031 |
| 02 | 51,486 | 53,031 | 2,031 |
| 03 | 52,844 | 54,430 | 2,085 |
| 04 | 54,400 | 56,032 | 2,146 |
| 05 | 57,022 | 58,733 | 2,250 |
| 06 | 62,074 | 63,936 | 2,449 |
| 07 | 65,862 | 67,838 | 2,599 |
| 08 | 69,359 | 71,440 | 2,737 |
| 09 | 72,662 | 74,841 | 2,867 |
| 10 | 75,871 | 78,147 | 2,994 |
| 11 | 89,081 | 91,753 | 3,515 |
| **Master's + 30** | | | |
| 01 | 52,457 | 54,030 | 2,070 |
| 02 | 52,457 | 54,030 | 2,070 |
| 03 | 53,430 | 55,033 | 2,108 |
| 04 | 57,802 | 59,536 | 2,281 |
| 05 | 60,811 | 62,635 | 2,399 |
| 06 | 66,447 | 68,440 | 2,622 |
| 07 | 70,430 | 72,543 | 2,779 |
| 08 | 74,024 | 76,245 | 2,921 |
| 09 | 77,324 | 79,643 | 3,051 |
| 10 | 80,621 | 83,039 | 3,181 |
| 11 | 97,143 | 100,057 | 3,833 |
| **Non Certified - 12 Month** | | | |
| 01 | 44,492 | 45,827 | 1,755 |
| 02 | 46,534 | 47,930 | 1,836 |
| 03 | 48,670 | 50,130 | 1,920 |
| 04 | 51,586 | 53,133 | 2,035 |
| 05 | 54,011 | 55,631 | 2,131 |
| 06 | 59,589 | 61,376 | 2,351 |
| 07 | 62,268 | 64,136 | 2,457 |
| 08 | 65,767 | 67,740 | 2,595 |
| 09 | 68,971 | 71,040 | 2,721 |
| 10 | 72,078 | 74,240 | 2,844 |
| 11 | 77,811 | 80,145 | 3,070 |
| **Head Teacher and Lead Teacher - Hired Prior to September 1, 2003** | | | |
| **Certified - Bachelor's - 12 Month** | | | |
| 01 | 51,485 | 53,030 | 2,031 |
| 02 | 51,485 | 53,030 | 2,031 |
| 03 | 52,619 | 54,198 | 2,076 |
| 04 | 53,834 | 55,449 | 2,124 |
| 05 | 56,826 | 58,531 | 2,242 |
| 06 | 61,363 | 63,204 | 2,421 |
| 07 | 65,168 | 67,123 | 2,571 |
| 08 | 68,727 | 70,789 | 2,712 |
| 09 | 71,969 | 74,129 | 2,840 |
| 10 | 75,121 | 77,374 | 2,964 |
| 11 | 80,793 | 83,217 | 3,188 |
| **Certified - Master's - 12 Month** | | | |
| 01 | 52,748 | 54,330 | 2,081 |
| 02 | 52,748 | 54,330 | 2,081 |
| 03 | 54,110 | 55,733 | 2,135 |
| 04 | 55,664 | 57,334 | 2,196 |
| 05 | 59,063 | 60,835 | 2,330 |
| 06 | 64,214 | 66,141 | 2,534 |
| 07 | 68,100 | 70,143 | 2,687 |
| 08 | 71,595 | 73,743 | 2,825 |
| 09 | 74,897 | 77,144 | 2,955 |
| 10 | 78,103 | 80,446 | 3,082 |
| 11 | 91,313 | 94,053 | 3,603 |
| **Master's + 30 - 12 Month** | | | |
| 01 | 53,722 | 55,333 | 2,120 |
| 02 | 53,722 | 55,333 | 2,120 |
| 03 | 54,692 | 56,333 | 2,158 |
| 04 | 59,063 | 60,835 | 2,330 |
| 05 | 62,852 | 64,737 | 2,480 |
| 06 | 68,586 | 70,643 | 2,706 |
| 07 | 72,567 | 74,744 | 2,863 |
| 08 | 76,258 | 78,545 | 3,009 |
| 09 | 79,465 | 81,849 | 3,135 |
| 10 | 82,868 | 85,354 | 3,270 |
| 11 | 99,380 | 102,361 | 3,921 |
| **Non-Certified - 12 Month** | | | |
| 01 | 45,657 | 47,027 | 1,801 |
| 02 | 48,007 | 49,447 | 1,894 |
| 03 | 50,355 | 51,866 | 1,987 |
| 04 | 53,266 | 54,864 | 2,102 |
| 05 | 55,777 | 57,450 | 2,201 |
| 06 | 60,309 | 62,119 | 2,380 |
| 07 | 64,117 | 66,040 | 2,530 |
| 08 | 67,595 | 69,623 | 2,667 |
| 09 | 70,913 | 73,040 | 2,798 |
| 10 | 74,070 | 76,292 | 2,923 |
| 11 | 79,740 | 82,132 | 3,146 |
| **Senior Career Teacher - 12 Month** | | | |
| 01 | 104,917 | 108,064 | 4,140 |
| **Head Teacher and Lead Teacher - Hired On or After September 1, 2003** | | | |
| **Certified - Bachelor's - 12 Month** | | | |
| 01 | 53,834 | 55,449 | 2,124 |
| 02 | 56,826 | 58,531 | 2,242 |
| 03 | 61,363 | 63,203 | 2,421 |
| 04 | 65,168 | 67,123 | 2,571 |
| 05 | 68,727 | 70,789 | 2,712 |
| 06 | 71,970 | 74,129 | 2,840 |
| 07 | 75,121 | 77,375 | 2,964 |
| 08 | 76,500 | 78,795 | 3,018 |
| 09 | 77,905 | 80,242 | 3,074 |
| 10 | 79,334 | 81,714 | 3,130 |
| 11 | 80,793 | 83,217 | 3,188 |
| **Certified - Master's - 12 Month** | | | |
| 01 | 55,664 | 57,334 | 2,196 |
| 02 | 59,063 | 60,835 | 2,330 |
| 03 | 64,214 | 66,141 | 2,534 |
| 04 | 68,100 | 70,143 | 2,687 |
| 05 | 71,595 | 73,743 | 2,825 |
| 06 | 74,897 | 77,144 | 2,955 |
| 07 | 78,103 | 80,446 | 3,082 |
| 08 | 81,213 | 83,649 | 3,204 |
| 09 | 84,448 | 86,981 | 3,332 |
| 10 | 87,814 | 90,448 | 3,465 |
| 11 | 91,313 | 94,053 | 3,603 |
| **Master's + 30 - 12 Month** | | | |
| 01 | 59,063 | 60,835 | 2,330 |
| 02 | 62,852 | 64,737 | 2,480 |
| 03 | 68,586 | 70,643 | 2,706 |
| 04 | 72,567 | 74,744 | 2,863 |
| 05 | 76,258 | 78,545 | 3,009 |
| 06 | 79,465 | 81,849 | 3,135 |
| 07 | 82,868 | 85,354 | 3,270 |
| 08 | 86,719 | 89,321 | 3,422 |
| 09 | 90,750 | 93,472 | 3,581 |
| 10 | 94,966 | 97,815 | 3,747 |
| 11 | 99,380 | 102,361 | 3,921 |
| **Assistant Teacher - Up to 29 Credits - 12 Month** | | | |
| 01 | 22,504 | 23,179 | 888 |
| 02 | 23,882 | 24,599 | 942 |
| 03 | 29,629 | 30,518 | 1,169 |
| 04 | 31,249 | 32,186 | 1,233 |
| 05 | 33,271 | 34,269 | 1,313 |
| 06 | 37,483 | 38,607 | 1,479 |
| 07 | 48,169 | 49,615 | 1,900 |
| **Assistant Teacher - 30-59 Credits - 12 Month** | | | |
| 01 | 23,072 | 23,764 | 910 |
| 02 | 24,772 | 25,515 | 977 |
| 03 | 30,195 | 31,101 | 1,191 |
| 04 | 31,815 | 32,769 | 1,255 |
| 05 | 34,002 | 35,022 | 1,341 |
| 06 | 38,209 | 39,355 | 1,507 |
| 07 | 48,733 | 50,195 | 1,923 |
| **Assistant Teacher - 60-89 Credits - 12 Month** | | | |
| 01 | 24,285 | 25,014 | 958 |
| 02 | 26,392 | 27,184 | 1,041 |
| 03 | 31,410 | 32,352 | 1,239 |
| 04 | 33,029 | 34,020 | 1,303 |
| 05 | 35,218 | 36,274 | 1,389 |
| 06 | 39,506 | 40,691 | 1,559 |
| 07 | 50,112 | 51,616 | 1,977 |
| **Assistant Teacher - 90 Credits & Over - 12 Month** | | | |
| 01 | 25,499 | 26,264 | 1,006 |
| 02 | 26,875 | 27,681 | 1,060 |
| 03 | 32,866 | 33,852 | 1,297 |
| 04 | 34,486 | 35,520 | 1,360 |
| 05 | 36,673 | 37,773 | 1,447 |
| 06 | 41,125 | 42,358 | 1,622 |
| 07 | 52,133 | 53,697 | 2,057 |
| **Assistant Teacher Part Time, Up to 29 Credits - 12 Month** | | | |
| 01 | 16,027 | 16,508 | 632 |
| 02 | 17,000 | 17,510 | 670 |
| 03 | 21,130 | 21,764 | 833 |
| 04 | 22,343 | 23,013 | 881 |
| 05 | 23,800 | 24,514 | 939 |
| 06 | 26,796 | 27,599 | 1,057 |
| 07 | 34,324 | 35,353 | 1,354 |
| **Assistant Teacher Part Time - 30-59 Credits - 12 Month** | | | |
| 01 | 16,515 | 17,010 | 651 |
| 02 | 17,649 | 18,178 | 696 |
| 03 | 21,534 | 22,180 | 849 |
| 04 | 22,745 | 23,428 | 897 |
| 05 | 24,285 | 25,014 | 958 |
| 06 | 27,281 | 28,100 | 1,076 |
| 07 | 34,812 | 35,856 | 1,373 |
| **Assistant Teacher Part Time - 60-89 Credits - 12 Month** | | | |
| 01 | 17,321 | 17,841 | 683 |
| 02 | 18,862 | 19,427 | 744 |
| 03 | 22,427 | 23,099 | 885 |
| 04 | 23,560 | 24,266 | 929 |
| 05 | 25,176 | 25,931 | 993 |
| 06 | 28,252 | 29,100 | 1,114 |
| 07 | 35,781 | 36,855 | 1,412 |
| **Assistant Teacher Part Time - 90 Credits & Over - 12 Month** | | | |
| 01 | 18,218 | 18,765 | 718 |
| 02 | 19,268 | 19,846 | 760 |
| 03 | 23,315 | 24,014 | 920 |
| 04 | 24,611 | 25,349 | 971 |
| 05 | 26,148 | 26,932 | 1,031 |
| 06 | 29,386 | 30,268 | 1,159 |
| 07 | 37,239 | 38,356 | 1,469 |
| **Classroom Assistant Part Time (5 Hours/Day) - 10 Month** | | | |
| 01 | 10,696 | 11,017 | 507 |
| 02 | 11,219 | 11,555 | 532 |
| 03 | 13,587 | 13,995 | 644 |
| 04 | 14,458 | 14,892 | 686 |
| 05 | 15,265 | 15,723 | 724 |
| 06 | 20,182 | 20,788 | 957 |
| **Classroom Assistant Part Time (5 Hours/Day) - 12 Month** | | | |
| 01 | 12,873 | 13,259 | 508 |
| 02 | 13,438 | 13,841 | 530 |
| 03 | 16,273 | 16,761 | 642 |
| 04 | 17,321 | 17,841 | 683 |
| 05 | 18,295 | 18,844 | 721 |
| 06 | 24,205 | 24,931 | 955 |
| **Cleaner - Full Time - 12 Month** | | | |
| 01 | 19,105 | 19,679 | 753 |
| 02 | 20,077 | 20,680 | 792 |
| 03 | 22,099 | 22,762 | 872 |
| 04 | 30,112 | 31,016 | 1,188 |
| **Cleaner - Part Time - 12 Month** | | | |
| 01 | 14,246 | 14,674 | 562 |
| 02 | 14,814 | 15,259 | 584 |
| 03 | 16,273 | 16,761 | 642 |
| 04 | 23,883 | 24,599 | 942 |
| **Housekeeper/Cook - 12 Month** | | | |
| 01 | 18,703 | 19,264 | 738 |
| 02 | 19,589 | 20,177 | 773 |
| 03 | 23,560 | 24,267 | 929 |
| 04 | 25,095 | 25,848 | 990 |
| 05 | 26,392 | 27,184 | 1,041 |
| 06 | 34,648 | 35,687 | 1,367 |
| **Housekeeper/Cook - 10 Month** | | | |
| 01 | 15,581 | 16,048 | 739. |
| 02 | 16,325 | 16,815 | 774 |
| 03 | 19,672 | 20,262 | 933 |
| 04 | 20,964 | 21,593 | 995 |
| 05 | 22,021 | 22,681 | 1,045 |
| 06 | 28,904 | 29,771 | 1,371 |
| **Assistant Housekeeper/Cook - 12 Month** | | | |
| 01 | 26,392 | 27,184 | 1,041 |
| **Social Worker Assistant I - 15 Credits - 10 Month** | | | |
| 01 | 19,509 | 20,094 | 925 |
| 02 | 20,402 | 21,014 | 968 |
| 03 | 24,853 | 25,598 | 1,179 |
| 04 | 26,632 | 27,431 | 1,264 |
| 05 | 28,171 | 29,017 | 1,337 |
| 06 | 35,700 | 36,771 | 1,694 |
| **Social Worker Assistant II - 30 Credits - 10 Month** | | | |
| 01 | 20,322 | 20,931 | 964 |
| 02 | 21,616 | 22,264 | 1,026 |
| 03 | 26,313 | 27,102 | 1,248 |
| 04 | 28,333 | 29,183 | 1,344 |
| 05 | 30,195 | 31,101 | 1,433 |
| 06 | 37,967 | 39,106 | 1,802 |
| **Social Worker Assistant III - 60 Credits Non-Degreed - 10 Month** | | | |
| 01 | 21,534 | 22,180 | 1,022 |
| 02 | 22,504 | 23,179 | 1,068 |
| 03 | 27,281 | 28,100 | 1,294 |
| 04 | 29,063 | 29,935 | 1,379 |
| 05 | 30,680 | 31,601 | 1,456 |
| 06 | 38,370 | 39,521 | 1,821 |
| **Social Worker Assistant IV - 90 Credits Non-Degreed - 10 Month** | | | |
| 01 | 22,504 | 23,179 | 1,068 |
| 02 | 23,719 | 24,430 | 1,125 |
| 03 | 28,821 | 29,685 | 1,367 |
| 04 | 30,841 | 31,766 | 1,463 |
| 05 | 32,784 | 33,768 | 1,556 |
| 06 | 40,638 | 41,857 | 1,928 |
| **Social Worker Assistant IV - Degreed - 10 Month** | | | |
| 01 | 21,210 | 21,846 | 1,006 |
| 02 | 22,587 | 23,265 | 1,072 |
| 03 | 27,363 | 28,184 | 1,298 |
| 04 | 28,738 | 29,600 | 1,364 |
| 05 | 30,520 | 31,435 | 1,448 |
| 06 | 34,245 | 35,273 | 1,625 |
| 07 | 43,471 | 44,776 | 2,063 |
| **Intake Worker - 15 Credits - 12 Month** | | | |
| 01 | 23,315 | 24,014 | 920 |
| 02 | 24,530 | 25,266 | 968 |
| 03 | 29,876 | 30,772 | 1,179 |
| 04 | 31,895 | 32,852 | 1,258 |
| 05 | 33,839 | 34,855 | 1,335 |
| 06 | 42,824 | 44,109 | 1,689 |
| **Intake Worker - 30 Credits - 12 Month** | | | |
| 01 | 24,447 | 25,180 | 964 |
| 02 | 25,904 | 26,681 | 1,022 |
| 03 | 31,655 | 32,604 | 1,249 |
| 04 | 34,001 | 35,022 | 1,341 |
| 05 | 36,184 | 37,269 | 1,427 |
| 06 | 45,577 | 46,944 | 1,798 |
| **Intake Worker - 60 Credits Non-Degreed - 12 Month** | | | |
| 01 | 25,827 | 26,602 | 1,019 |
| 02 | 27,037 | 27,848 | 1,066 |
| 03 | 32,785 | 33,768 | 1,293 |
| 04 | 34,890 | 35,936 | 1,376 |
| 05 | 36,914 | 38,022 | 1,456 |
| 06 | 46,063 | 47,445 | 1,817 |
| **Intake Worker - 90 Credits Non-Degreed - 12 Month** | | | |
| 01 | 26,960 | 27,769 | 1,063 |
| 02 | 28,415 | 29,268 | 1,121 |
| 03 | 34,569 | 35,606 | 1,364 |
| 04 | 36,998 | 38,108 | 1,460 |
| 05 | 39,260 | 40,438 | 1,549 |
| 06 | 48,815 | 50,279 | 1,926 |
| **Intake Worker - Degreed - 12 Month** | | | |
| 01 | 28,981 | 29,851 | 1,143 |
| 02 | 30,679 | 31,600 | 1,210 |
| 03 | 36,831 | 37,936 | 1,453 |
| 04 | 39,259 | 40,437 | 1,549 |
| 05 | 43,791 | 45,104 | 1,728 |
| 06 | 50,677 | 52,198 | 1,999 |
| 07 | 52,133 | 53,697 | 2,057 |
| **Center Leader I - 10 Month** | | | |
| 01 | 35,962 | 37,041 | 1,706 |
| 02 | 38,480 | 39,634 | 1,826 |
| 03 | 41,175 | 42,410 | 1,954 |
| 04 | 44,055 | 45,377 | 2,091 |
| 05 | 47,138 | 48,552 | 2,237 |
| 06 | 50,800 | 52,324 | 2,411 |
| 07 | 54,356 | 55,987 | 2,580 |
| **Center Leader I - 12 Month** | | | |
| 01 | 43,153 | 44,447 | 1,702 |
| 02 | 46,175 | 47,560 | 1,822 |
| 03 | 49,409 | 50,891 | 1,949 |
| 04 | 52,867 | 54,453 | 2,086 |
| 05 | 56,567 | 58,264 | 2,232 |
| 06 | 60,960 | 62,789 | 2,405 |
| 07 | 65,228 | 67,184 | 2,574 |
| **Center Leader II - 10 Month** | | | |
| 01 | 38,626 | 39,785 | 1,833 |
| 02 | 41,331 | 42,571 | 1,961 |
| 03 | 44,223 | 45,550 | 2,099 |
| 04 | 47,320 | 48,740 | 2,246 |
| 05 | 50,633 | 52,152 | 2,403 |
| 06 | 55,118 | 56,771 | 2,616 |
| 07 | 58,972 | 60,741 | 2,799 |
| **Center Leader II - 12 Month** | | | |
| 01 | 46,350 | 47,741 | 1,829 |
| 02 | 49,595 | 51,083 | 1,957 |
| 03 | 53,069 | 54,661 | 2,094 |
| 04 | 56,783 | 58,487 | 2,240 |
| 05 | 60,759 | 62,581 | 2,397 |
| 06 | 66,139 | 68,124 | 2,610 |
| 07 | 70,770 | 72,893 | 2,792 |
| **Instructor - 10 Month** | | | |
| 01 | 25,772 | 26,545 | 1,223 |
| 02 | 27,442 | 28,265 | 1,302 |
| 03 | 29,228 | 30,105 | 1,387 |
| 04 | 31,127 | 32,061 | 1,477 |
| 05 | 33,150 | 34,144 | 1,573 |
| 06 | 35,755 | 36,827 | 1,697 |
| **Instructor - 12 Month** | | | |
| 01 | 30,924 | 31,852 | 1,220 |
| 02 | 32,931 | 33,919 | 1,299 |
| 03 | 35,073 | 36,125 | 1,384 |
| 04 | 37,355 | 38,475 | 1,474 |
| 05 | 39,781 | 40,974 | 1,569 |
| 06 | 42,905 | 44,193 | 1,693 |
| **Assistant Instructor Part-Time - 5 Hours - 12 Month** | | | |
| 01 | 15,799 | 16,273 | 623 |
| 02 | 17,497 | 18,022 | 690 |
| 03 | 19,381 | 19,963 | 764 |
| 04 | 21,464 | 22,108 | 847 |
| 05 | 23,775 | 24,489 | 938 |
| 06 | 26,331 | 27,121 | 1,039 |
| **Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month** | | | |
| 01 | 22,588 | 23,265 | 891 |
| **Pay Grade 178 - Custodial Assistant 5 Hours - 12 Month** | | | |
| 01 | 15,142 | 15,596 | 597 |

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## HEAD START

**Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired Prior to September 1, 2003**

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Certified** | | | |
| 01 | 42,096 | 43,358 | 1,998 |
| 02 | 42,096 | 43,358 | 1,998 |
| 03 | 43,068 | 44,360 | 2,044 |
| 04 | 44,039 | 45,360 | 2,090 |
| 05 | 45,901 | 47,278 | 2,178 |
| 06 | 49,625 | 51,113 | 2,355 |
| 07 | 52,781 | 54,365 | 2,505 |
| 08 | 55,777 | 57,450 | 2,647 |
| 09 | 58,449 | 60,203 | 2,774 |
| 10 | 61,038 | 62,869 | 2,897 |
| 11 | 65,733 | 67,705 | 3,120 |
| **Master's or Equivalent** | | | |
| 01 | 42,905 | 44,193 | 2,036 |
| 02 | 42,905 | 44,193 | 2,036 |
| 03 | 44,039 | 45,360 | 2,090 |
| 04 | 45,334 | 46,694 | 2,151 |
| 05 | 47,520 | 48,945 | 2,255 |
| 06 | 51,729 | 53,281 | 2,455 |
| 07 | 54,884 | 56,531 | 2,605 |
| 08 | 57,798 | 59,532 | 2,743 |
| 09 | 60,551 | 62,368 | 2,874 |
| 10 | 63,224 | 65,121 | 3,000 |
| 11 | 74,234 | 76,461 | 3,523 |
| **Master's + 30** | | | |
| 01 | 43,714 | 45,026 | 2,074 |
| 02 | 43,715 | 45,026 | 2,074 |
| 03 | 44,525 | 45,861 | 2,113 |
| 04 | 48,169 | 49,615 | 2,286 |
| 05 | 50,676 | 52,197 | 2,405 |
| 06 | 55,372 | 57,033 | 2,628 |
| 07 | 58,692 | 60,453 | 2,785 |
| 08 | 61,686 | 63,537 | 2,927 |
| 09 | 64,436 | 66,369 | 3,058 |
| 10 | 67,191 | 69,207 | 3,189 |
| 11 | 80,953 | 83,381 | 3,842 |
| **Non-Certified** | | | |
| 01 | 36,998 | 38,108 | 1,756 |
| 02 | 38,520 | 39,676 | 1,828 |
| 03 | 40,344 | 41,554 | 1,914 |
| 04 | 42,702 | 43,983 | 2,026 |
| 05 | 44,792 | 46,136 | 2,126 |
| 06 | 48,506 | 49,961 | 2,302 |
| 07 | 51,608 | 53,157 | 2,449 |
| 08 | 54,507 | 56,142 | 2,587 |
| 09 | 57,204 | 58,920 | 2,715 |
| 10 | 59,770 | 61,563 | 2,837 |
| 11 | 64,601 | 66,539 | 3,066 |
| **Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired On or After September 1, 2003** | | | |
| **Certified** | | | |
| 01 | 44,039 | 45,360 | 2,090 |
| 02 | 45,901 | 47,278 | 2,178 |
| 03 | 49,625 | 51,113 | 2,355 |
| 04 | 52,781 | 54,365 | 2,505 |
| 05 | 55,777 | 57,450 | 2,647 |
| 06 | 58,449 | 60,203 | 2,774 |
| 07 | 61,038 | 62,869 | 2,897 |
| 08 | 62,180 | 64,045 | 2,951 |
| 09 | 63,341 | 65,242 | 3,006 |
| 10 | 64,526 | 66,462 | 3,062 |
| 11 | 65,733 | 67,705 | 3,120 |
| **Master's or Equivalent** | | | |
| 01 | 45,334 | 46,694 | 2,151 |
| 02 | 47,520 | 48,945 | 2,255 |
| 03 | 51,729 | 53,281 | 2,455 |
| 04 | 54,884 | 56,531 | 2,605 |
| 05 | 57,798 | 59,532 | 2,743 |
| 06 | 60,551 | 62,368 | 2,874 |
| 07 | 63,224 | 65,121 | 3,000 |
| 08 | 65,814 | 67,788 | 3,123 |
| 09 | 68,509 | 70,565 | 3,251 |
| 10 | 71,314 | 73,454 | 3,384 |
| 11 | 74,235 | 76,462 | 3,523 |
| **Master's + 30** | | | |
| 01 | 48,169 | 49,615 | 2,286 |
| 02 | 50,676 | 52,197 | 2,405 |
| 03 | 55,372 | 57,033 | 2,628 |
| 04 | 58,692 | 60,453 | 2,785 |
| 05 | 61,686 | 63,537 | 2,927 |
| 06 | 64,436 | 66,369 | 3,058 |
| 07 | 67,191 | 69,207 | 3,189 |
| 08 | 70,394 | 72,506 | 3,341 |
| 09 | 73,751 | 75,964 | 3,500 |
| 10 | 77,268 | 79,586 | 3,667 |
| 11 | 80,953 | 83,381 | 3,842 |
| **Lead Teacher, Lead Nurse and Head Teacher, PKHS - Hired Prior to September 1, 2003** | | | |
| **Certified - Bachelor's** | | | |
| 01 | 43,148 | 44,443 | 2,048 |
| 02 | 43,148 | 44,443 | 2,048 |
| 03 | 44,121 | 45,445 | 2,094 |
| 04 | 45,092 | 46,445 | 2,140 |
| 05 | 47,682 | 49,112 | 2,263 |
| 06 | 51,407 | 52,949 | 2,440 |

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| 07 | 54,646 | 56,285 | 2,593 |
| 08 | 57,554 | 59,281 | 2,731 |
| 09 | 60,229 | 62,036 | 2,858 |
| 10 | 62,898 | 64,785 | 2,985 |
| 11 | 67,595 | 69,623 | 3,208 |
| **Master's** | | | |
| 01 | 43,957 | 45,276 | 2,086 |
| 02 | 43,957 | 45,276 | 2,086 |
| 03 | 45,092 | 46,445 | 2,140 |
| 04 | 46,386 | 47,778 | 2,201 |
| 05 | 49,218 | 50,694 | 2,336 |
| 06 | 53,512 | 55,117 | 2,539 |
| 07 | 56,749 | 58,451 | 2,693 |
| 08 | 59,662 | 61,452 | 2,831 |
| 09 | 62,416 | 64,288 | 2,962 |
| 10 | 65,085 | 67,037 | 3,089 |
| 11 | 76,094 | 78,377 | 3,611 |
| **Master's + 30** | | | |
| 01 | 44,768 | 46,111 | 2,124 |
| 02 | 44,768 | 46,111 | 2,124 |
| 03 | 45,577 | 46,944 | 2,163 |
| 04 | 49,218 | 50,694 | 2,336 |
| 05 | 52,376 | 53,948 | 2,486 |
| 06 | 57,154 | 58,869 | 2,712 |
| 07 | 60,473 | 62,287 | 2,870 |
| 08 | 63,550 | 65,456 | 3,016 |
| 09 | 66,219 | 68,205 | 3,143 |
| 10 | 69,057 | 71,128 | 3,277 |
| 11 | 82,818 | 85,302 | 3,930 |
| **Lead Teacher, Lead Nurse, Head Teacher, PKHS - Hired On or After September 1, 2003** | | | |
| **Bachelor's or Equivalent** | | | |
| 01 | 45,092 | 46,445 | 2,140 |
| 02 | 47,681 | 49,112 | 2,263 |
| 03 | 51,407 | 52,949 | 2,440 |
| 04 | 54,646 | 56,286 | 2,593 |
| 05 | 57,555 | 59,281 | 2,731 |
| 06 | 60,229 | 62,036 | 2,858 |
| 07 | 62,898 | 64,785 | 2,985 |
| 08 | 64,041 | 65,962 | 3,039 |
| 09 | 65,204 | 67,160 | 3,094 |
| 10 | 66,390 | 68,381 | 3,151 |
| 11 | 67,595 | 69,623 | 3,208 |
| **Master's or Equivalent** | | | |
| 01 | 46,386 | 47,778 | 2,201 |
| 02 | 49,217 | 50,694 | 2,336 |
| 03 | 53,512 | 55,117 | 2,539 |
| 04 | 56,749 | 58,451 | 2,693 |
| 05 | 59,662 | 61,451 | 2,831 |
| 06 | 62,416 | 64,288 | 2,962 |
| 07 | 65,085 | 67,038 | 3,089 |
| 08 | 67,678 | 69,709 | 3,212 |
| 09 | 70,376 | 72,487 | 3,340 |
| 10 | 73,179 | 75,374 | 3,473 |
| 11 | 76,094 | 78,377 | 3,611 |
| **Master's + 30** | | | |
| 01 | 49,217 | 50,694 | 2,336 |
| 02 | 52,376 | 53,948 | 2,486 |
| 03 | 57,154 | 58,868 | 2,712 |
| 04 | 60,472 | 62,287 | 2,870 |
| 05 | 63,550 | 65,457 | 3,016 |
| 06 | 66,219 | 68,206 | 3,143 |
| 07 | 69,057 | 71,129 | 3,277 |
| 08 | 72,266 | 74,434 | 3,430 |
| 09 | 75,624 | 77,892 | 3,589 |
| 10 | 79,139 | 81,513 | 3,756 |
| 11 | 82,818 | 85,302 | 3,930 |
| **Doctorate** | | | |
| 01 | 51,407 | 52,949 | 2,440 |
| 02 | 55,208 | 56,864 | 2,620 |
| 03 | 60,310 | 62,119 | 2,862 |
| 04 | 63,711 | 65,622 | 3,024 |
| 05 | 66,786 | 68,790 | 3,170 |
| 06 | 69,460 | 71,544 | 3,296 |
| 07 | 72,292 | 74,461 | 3,431 |
| 08 | 75,510 | 77,775 | 3,584 |
| 09 | 78,874 | 81,240 | 3,743 |
| 10 | 82,385 | 84,856 | 3,910 |
| 11 | 86,055 | 88,636 | 4,084 |
| **Family Service Field Representative - 10 Month** | | | |
| 01 | 21,938 | 22,596 | 1,041 |
| 02 | 22,911 | 23,598 | 1,087 |
| 03 | 27,607 | 28,435 | 1,310 |
| 04 | 29,224 | 30,101 | 1,387 |
| 05 | 30,840 | 31,766 | 1,463 |
| 06 | 41,043 | 42,274 | 1,948 |
| **Parent Involvement Coordinator - 12 Month** | | | |
| 01 | 32,447 | 33,420 | 1,280 |
| 02 | 34,196 | 35,222 | 1,349 |
| 03 | 35,849 | 36,924 | 1,414 |
| 04 | 38,274 | 39,422 | 1,510 |
| 05 | 40,702 | 41,923 | 1,606 |
| 06 | 50,224 | 51,731 | 1,982 |
| **Health Coordinator, Pre-Kindergarten Head Start - 10 Month - Hired Prior to September 1, 2003** | | | |
| **Master's** | | | |
| 01 | 49,218 | 50,694 | 2,336 |
| 02 | 53,512 | 55,117 | 2,539 |
| 03 | 56,749 | 58,451 | 2,693 |
| 04 | 59,662 | 61,452 | 2,831 |
| 05 | 62,416 | 64,288 | 2,962 |
| 06 | 65,085 | 67,037 | 3,089 |
| 07 | 76,094 | 78,377 | 3,611 |

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Master's + 30** | | | |
| 01 | 52,376 | 53,948 | 2,486 |
| 02 | 57,154 | 58,869 | 2,712 |
| 03 | 60,473 | 62,287 | 2,870 |
| 04 | 63,550 | 65,456 | 3,016 |
| 05 | 66,219 | 68,205 | 3,143 |
| 06 | 69,057 | 71,128 | 3,277 |
| 07 | 82,818 | 85,302 | 3,930 |
| **Health Coordinator, Pre-Kindergarten Head Start - 10 Month - Hired On or After September 1, 2003** | | | |
| **Master's** | | | |
| 01 | 49,217 | 50,694 | 2,336 |
| 02 | 53,512 | 55,117 | 2,539 |
| 03 | 56,749 | 58,451 | 2,693 |
| 04 | 59,662 | 61,451 | 2,831 |
| 05 | 62,416 | 64,288 | 2,962 |
| 06 | 65,085 | 67,038 | 3,089 |
| 07 | 67,678 | 69,709 | 3,212 |
| 08 | 70,376 | 72,487 | 3,340 |
| 09 | 73,179 | 75,374 | 3,473 |
| 10 | 76,094 | 78,377 | 3,611 |
| **Master's + 30** | | | |
| 01 | 52,376 | 53,948 | 2,486 |
| 02 | 57,154 | 58,868 | 2,712 |
| 03 | 60,472 | 62,287 | 2,870 |
| 04 | 63,550 | 65,457 | 3,016 |
| 05 | 66,219 | 68,206 | 3,143 |
| 06 | 69,057 | 71,129 | 3,277 |
| 07 | 72,266 | 74,434 | 3,430 |
| 08 | 75,624 | 77,892 | 3,589 |
| 09 | 79,139 | 81,513 | 3,756 |
| 10 | 82,818 | 85,302 | 3,930 |
| **Teacher Assistant, PKHS - 10 Month** | | | |
| 01 | 17,649 | 18,178 | 837 |
| 02 | 18,539 | 19,096 | 879 |
| 03 | 19,429 | 20,011 | 922 |
| 04 | 20,562 | 21,179 | 975 |
| 05 | 21,779 | 22,432 | 1,033 |
| 06 | 28,660 | 29,520 | 1,360 |
| **Social Services Field Representative, PKHS - 10 Month** | | | |
| 01 | 21,938 | 22,596 | 1,041 |
| 02 | 22,911 | 23,598 | 1,087 |
| 03 | 27,607 | 28,435 | 1,310 |
| 04 | 29,224 | 30,101 | 1,387 |
| 05 | 30,840 | 31,766 | 1,463 |
| 06 | 41,043 | 42,274 | 1,948 |

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## FOOD SERVICE MANAGERS

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Food Service Manager I - 10 Month** | | | |
| 01 | 25,987 | 26,766 | 1,233 |
| 02 | 27,281 | 28,100 | 1,294 |
| 03 | 28,576 | 29,434 | 1,356 |
| 04 | 30,439 | 31,352 | 1,444 |
| 05 | 32,138 | 33,102 | 1,525 |
| 06 | 39,990 | 41,190 | 1,898 |
| **Food Service Manager II - 10 Month** | | | |
| 01 | 30,195 | 31,101 | 1,433 |
| 02 | 31,815 | 32,769 | 1,510 |
| 03 | 33,434 | 34,437 | 1,586 |
| 04 | 35,944 | 37,023 | 1,706 |
| 05 | 38,209 | 39,355 | 1,813 |
| 06 | 46,710 | 48,111 | 2,217 |
| **Food Service Manager III - 10 Month** | | | |
| 01 | 34,729 | 35,770 | 1,648 |
| 02 | 36,753 | 37,855 | 1,744 |
| 03 | 38,694 | 39,855 | 1,836 |
| 04 | 41,528 | 42,774 | 1,971 |
| 05 | 44,199 | 45,524 | 2,097 |
| 06 | 53,186 | 54,782 | 2,524 |
| **Food Service Manager IV - 10 Month** | | | |
| 01 | 40,231 | 41,438 | 1,909 |
| 02 | 42,254 | 43,522 | 2,005 |
| 03 | 44,195 | 45,521 | 2,097 |
| 04 | 47,031 | 48,442 | 2,232 |
| 05 | 49,702 | 51,193 | 2,359 |
| 06 | 58,688 | 60,448 | 2,785 |

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## PROFESSIONAL TECHNICAL

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Pay Grade 17** | | | |
| 01 | 25,827 | 26,602 | 1,019 |
| 02 | 27,037 | 27,848 | 1,066 |
| 03 | 32,784 | 33,768 | 1,293 |
| 04 | 34,890 | 35,936 | 1,376 |
| 05 | 36,914 | 38,022 | 1,456 |
| 06 | 46,063 | 47,445 | 1,817 |
| **Pay Grade 19** | | | |
| 01 | 26,960 | 27,769 | 1,063 |
| 02 | 28,416 | 29,268 | 1,121 |
| 03 | 34,569 | 35,606 | 1,364 |
| 04 | 36,999 | 38,109 | 1,460 |
| 05 | 39,259 | 40,437 | 1,549 |
| 06 | 48,815 | 50,279 | 1,926 |
| **Pay Grade 20** | | | |
| 01 | 28,495 | 29,350 | 1,124 |
| 02 | 29,953 | 30,852 | 1,182 |
| 03 | 36,349 | 37,440 | 1,434 |
| 04 | 38,857 | 40,023 | 1,533 |
| 05 | 41,205 | 42,441 | 1,626 |
| 06 | 50,837 | 52,362 | 2,006 |
| **Pay Grade 21** | | | |
| 01 | 29,788 | 30,681 | 1,175 |
| 02 | 31,580 | 32,527 | 1,246 |
| 03 | 37,450 | 38,573 | 1,477 |
| 04 | 38,904 | 40,071 | 1,535 |
| 05 | 44,350 | 45,681 | 1,750 |
| 06 | 51,934 | 53,492 | 2,049 |
| **Pay Grade 22** | | | |
| 01 | 31,085 | 32,018 | 1,226 |
| 02 | 32,706 | 33,687 | 1,290 |
| 03 | 39,750 | 40,942 | 1,568 |
| 04 | 42,499 | 43,774 | 1,677 |
| 05 | 45,009 | 46,360 | 1,776 |
| 06 | 54,967 | 56,616 | 2,169 |
| **Pay Grade 23** | | | |
| 01 | 32,465 | 33,438 | 1,281 |
| 02 | 34,081 | 35,104 | 1,344 |
| 03 | 41,528 | 42,774 | 1,638 |
| 04 | 44,442 | 45,776 | 1,753 |
| 05 | 47,115 | 48,528 | 1,859 |
| 06 | 57,314 | 59,033 | 2,261 |
| **Pay Grade 24** | | | |
| 01 | 38,371 | 39,522 | 1,514 |
| 02 | 40,394 | 41,606 | 1,594 |
| 03 | 42,499 | 43,774 | 1,677 |
| 04 | 45,577 | 46,944 | 1,798 |
| 05 | 48,331 | 49,780 | 1,907 |
| 06 | 58,610 | 60,369 | 2,312 |
| **Pay Grade 25** | | | |
| 01 | 40,072 | 41,274 | 1,581 |
| 02 | 42,259 | 43,527 | 1,667 |
| 03 | 44,363 | 45,694 | 1,750 |
| 04 | 47,520 | 48,945 | 1,875 |
| 05 | 50,355 | 51,866 | 1,987 |
| 06 | 60,959 | 62,788 | 2,405 |
| **Pay Grade 26** | | | |
| 01 | 41,855 | 43,111 | 1,651 |
| 02 | 44,199 | 45,524 | 1,744 |
| 03 | 46,386 | 47,778 | 1,830 |
| 04 | 49,786 | 51,279 | 1,964 |
| 05 | 52,781 | 54,365 | 2,082 |
| 06 | 63,469 | 65,373 | 2,504 |
| **Pay Grade 27** | | | |
| 01 | 43,715 | 45,026 | 1,725 |
| 02 | 46,063 | 47,445 | 1,817 |
| 03 | 48,491 | 49,945 | 1,913 |
| 04 | 51,890 | 53,447 | 2,047 |
| 05 | 55,208 | 56,864 | 2,178 |
| 06 | 66,139 | 68,124 | 2,610 |
| **Pay Grade 28** | | | |
| 01 | 45,496 | 46,861 | 1,795 |
| 02 | 48,084 | 49,527 | 1,897 |
| 03 | 50,517 | 52,032 | 1,993 |
| 04 | 54,158 | 55,783 | 2,137 |
| 05 | 57,555 | 59,281 | 2,271 |
| 06 | 68,727 | 70,789 | 2,712 |
| **Pay Grade 29** | | | |
| 01 | 47,276 | 48,695 | 1,865 |
| 02 | 49,949 | 51,448 | 1,971 |
| 03 | 52,540 | 54,116 | 2,073 |
| 04 | 56,344 | 58,034 | 2,223 |
| 05 | 59,905 | 61,702 | 2,364 |
| 06 | 71,318 | 73,458 | 2,814 |
| **Pay Grade 30** | | | |
| 01 | 48,491 | 49,945 | 1,913 |
| 02 | 51,162 | 52,697 | 2,019 |
| 03 | 53,834 | 55,449 | 2,124 |
| 04 | 57,639 | 59,368 | 2,274 |
| 05 | 61,283 | 63,122 | 2,418 |
| 06 | 72,776 | 74,959 | 2,872 |
| **Pay Grade 31** | | | |
| 01 | 50,434 | 51,947 | 1,990 |
| 02 | 53,266 | 54,864 | 2,102 |
| 03 | 56,102 | 57,785 | 2,213 |
| 04 | 60,148 | 61,953 | 2,373 |
| 05 | 63,952 | 65,870 | 2,523 |
| 06 | 75,690 | 77,961 | 2,987 |
| **Pay Grade 32** | | | |
| 01 | 52,619 | 54,198 | 2,076 |
| 02 | 55,613 | 57,282 | 2,194 |
| 03 | 58,449 | 60,203 | 2,306 |
| 04 | 62,740 | 64,622 | 2,475 |
| 05 | 66,708 | 68,709 | 2,632 |
| 06 | 78,605 | 80,963 | 3,102 |
| **Pay Grade 34** | | | |
| 01 | 56,910 | 58,617 | 2,245 |
| 02 | 60,066 | 61,868 | 2,370 |
| 03 | 63,224 | 65,121 | 2,495 |
| 04 | 67,839 | 69,874 | 2,677 |
| 05 | 72,129 | 74,293 | 2,846 |
| 06 | 84,596 | 87,134 | 3,338 |
| **Pay Grade 35** | | | |
| 01 | 59,095 | 60,868 | 2,332 |
| 02 | 62,416 | 64,288 | 2,463 |
| 03 | 65,652 | 67,621 | 2,590 |
| 04 | 70,428 | 72,541 | 2,779 |
| 05 | 74,881 | 77,128 | 2,955 |
| 06 | 87,590 | 90,218 | 3,456 |
| **Pay Grade 68** | | | |
| 01 | 52,946 | 54,534 | 2,089 |
| 02 | 55,696 | 57,367 | 2,197 |
| 03 | 61,283 | 63,122 | 2,418 |
| 04 | 72,776 | 74,959 | 2,872 |

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Pay Grade 69** | | | |
| 01 | 57,555 | 59,281 | 2,271 |
| 02 | 60,551 | 62,368 | 2,389 |
| 03 | 66,708 | 68,709 | 2,632 |
| 04 | 78,605 | 80,963 | 3,102 |
| **Pay Grade 160 - 10 Month** | | | |
| 01 | 46,789 | 48,193 | 2,220 |
| **Pay Grade 172 - 10 Month** | | | |
| 01 | 13,446 | 13,849 | 638 |
| **Pay Grade 179** | | | |
| 01 | 42,013 | 43,273 | 1,657 |
| 02 | 43,603 | 44,911 | 1,720 |
| 03 | 45,187 | 46,543 | 1,783 |
| 04 | 46,775 | 48,178 | 1,845 |
| 05 | 48,360 | 49,811 | 1,908 |
| 06 | 49,950 | 51,449 | 1,971 |
| **Pay Grade 189** | | | |
| 01 | 39,102 | 40,275 | 1,543 |
| **Pay Grade 192 - 10 Month** | | | |
| 01 | 93,419 | 96,222 | 4,434 |
| **Pay Grade 950** | | | |
| 01 | 43,715 | 45,026 | 1,725 |
| 02 | 53,512 | 55,117 | 2,111 |
| **Pay Grade 951** | | | |
| 01 | 50,920 | 52,448 | 2,009 |
| 02 | 60,472 | 62,287 | 2,386 |
| **Pay Grade 952** | | | |
| 01 | 55,777 | 57,450 | 2,201 |
| 02 | 65,409 | 67,371 | 2,581 |
| **Pay Grade 953** | | | |
| 01 | 50,920 | 52,448 | 2,009 |
| 02 | 60,472 | 62,287 | 2,386 |
| **Pay Grade 954** | | | |
| 01 | 54,646 | 56,285 | 2,156 |
| 02 | 63,469 | 65,373 | 2,504 |
| **Pay Grade 1015** | | | |
| 01 | 26,716 | 27,518 | 1,054 |
| 02 | 27,846 | 28,681 | 1,098 |
| 03 | 28,981 | 29,851 | 1,143 |
| 04 | 30,924 | 31,852 | 1,220 |
| 05 | 32,543 | 33,519 | 1,284 |
| 06 | 41,286 | 42,524 | 1,629 |
| **Pay Grade 1017** | | | |
| 01 | 28,576 | 29,434 | 1,127 |
| 02 | 30,035 | 30,936 | 1,185 |
| 03 | 31,491 | 32,436 | 1,242 |
| 04 | 33,759 | 34,772 | 1,332 |
| 05 | 35,700 | 36,771 | 1,408 |
| 06 | 44,848 | 46,194 | 1,769 |
| **Pay Grade 1018** | | | |
| 01 | 29,063 | 29,935 | 1,146 |
| 02 | 30,840 | 31,766 | 1,217 |
| 03 | 32,543 | 33,519 | 1,284 |
| 04 | 34,972 | 36,022 | 1,380 |
| 05 | 37,321 | 38,441 | 1,472 |
| 06 | 46,871 | 48,277 | 1,849 |
| **Pay Grade 1019** | | | |
| 01 | 33,759 | 34,772 | 1,332 |
| **Pay Grade 1021** | | | |
| 01 | 33,352 | 34,352 | 1,316 |
| 02 | 35,217 | 36,274 | 1,389 |
| 03 | 36,914 | 38,022 | 1,456 |
| 04 | 39,589 | 40,776 | 1,562 |
| 05 | 41,934 | 43,192 | 1,654 |
| 06 | 51,729 | 53,281 | 2,041 |
| **Pay Grade 1022** | | | |
| 01 | 34,972 | 36,022 | 1,380 |
| 02 | 36,914 | 38,022 | 1,456 |
| 03 | 38,857 | 40,023 | 1,533 |
| 04 | 41,693 | 42,944 | 1,645 |
| 05 | 44,281 | 45,610 | 1,747 |
| 06 | 54,319 | 55,949 | 2,143 |
| **Pay Grade 1023** | | | |
| 01 | 36,673 | 37,773 | 1,447 |
| 02 | 38,694 | 39,855 | 1,527 |
| 03 | 40,721 | 41,942 | 1,606 |
| 04 | 43,715 | 45,026 | 1,725 |
| 05 | 46,386 | 47,778 | 1,830 |
| 06 | 56,749 | 58,451 | 2,239 |
| **Pay Grade 1024** | | | |
| 01 | 47,172 | 48,587 | 1,861 |
| 02 | 49,538 | 51,024 | 1,954 |
| 03 | 51,901 | 53,458 | 2,048 |
| 04 | 54,267 | 55,895 | 2,141 |
| 05 | 56,630 | 58,329 | 2,234 |
| 06 | 58,994 | 60,764 | 2,328 |
| **Pay Grade 1025** | | | |
| 01 | 36,349 | 37,440 | 1,434 |
| 02 | 38,455 | 39,608 | 1,517 |
| 03 | 40,394 | 41,606 | 1,594 |
| 04 | 43,309 | 44,609 | 1,709 |
| 05 | 46,063 | 47,445 | 1,817 |
| 06 | 55,049 | 56,700 | 2,172 |
| **Pay Grade 1512 - 10 Month** | | | |
| 01 | 22,427 | 23,099 | 1,064 |
| 02 | 23,205 | 23,902 | 1,101 |
| 03 | 24,152 | 24,877 | 1,146 |
| 04 | 25,827 | 26,602 | 1,225 |
| 05 | 27,199 | 28,015 | 1,291 |
| 06 | 34,404 | 35,436 | 1,632 |

| Step | 9/1/10 | 1/1/12 | Bi-Weekly |
|---|---|---|---|
| **Pay Grade 1524** | | | |
| 01 | 36,673 | 37,773 | 1,447 |
| 02 | 38,534 | 39,690 | 1,520 |
| 03 | 40,394 | 41,606 | 1,594 |
| 04 | 43,230 | 44,527 | 1,706 |
| 05 | 45,737 | 47,109 | 1,804 |
| 06 | 54,724 | 56,366 | 2,159 |
| **Pay Grade 1525 - 10 Month** | | | |
| 01 | 38,132 | 39,275 | 1,809 |
| 02 | 40,154 | 41,358 | 1,905 |
| 03 | 42,259 | 43,527 | 2,005 |
| 04 | 45,254 | 46,612 | 2,148 |
| 05 | 48,007 | 49,447 | 2,278 |
| 06 | 57,234 | 58,951 | 2,716 |
| **Pay Grade 1551 - 10 Month** | | | |
| 01 | 24,823 | 25,568 | 1,178 |
| 02 | 26,318 | 27,108 | 1,249 |
| 03 | 31,208 | 32,144 | 1,481 |
| 04 | 32,420 | 33,393 | 1,538 |
| 05 | 36,958 | 38,067 | 1,754 |
| 06 | 43,279 | 44,577 | 2,054 |
| **Pay Grade 1615 - 10 Month** | | | |
| 01 | 20,237 | 20,844 | 960 |
| 02 | 21,046 | 21,677 | 998 |
| 03 | 25,366 | 26,127 | 1,204 |
| 04 | 26,918 | 27,726 | 1,277 |
| 05 | 28,267 | 29,115 | 1,341 |
| 06 | 35,555 | 36,622 | 1,687 |
| **Pay Grade 1624 - 10 Month** | | | |
| 01 | 31,978 | 32,937 | 1,517 |
| 02 | 33,759 | 34,772 | 1,602 |
| 03 | 35,456 | 36,519 | 1,682 |
| 04 | 37,967 | 39,106 | 1,802 |
| 05 | 40,233 | 41,440 | 1,909 |
| 06 | 48,894 | 50,361 | 2,320 |
| **Pay Grade 1626 - 10 Month** | | | |
| 01 | 34,729 | 35,770 | 1,648 |
| 02 | 36,753 | 37,855 | 1,744 |
| 03 | 38,694 | 39,855 | 1,836 |
| 04 | 41,528 | 42,774 | 1,971 |
| 05 | 44,199 | 45,524 | 2,097 |
| 06 | 53,186 | 54,782 | 2,524 |
| **Pay Grade 1627 - 10 Month** | | | |
| 01 | 36,429 | 37,522 | 1,729 |
| 02 | 38,370 | 39,521 | 1,821 |
| 03 | 40,394 | 41,606 | 1,917 |
| 04 | 43,229 | 44,526 | 2,051 |
| 05 | 45,980 | 47,360 | 2,182 |
| 06 | 55,128 | 56,782 | 2,616 |
| **Pay Grade 1628 - 10 Month** | | | |
| 01 | 37,967 | 39,106 | 1,802 |
| 02 | 40,072 | 41,274 | 1,902 |
| 03 | 42,096 | 43,358 | 1,998 |
| 04 | 45,172 | 46,527 | 2,144 |
| 05 | 48,007 | 49,447 | 2,278 |
| 06 | 57,234 | 58,951 | 2,716 |
| **Pay Grade 3645** | | | |
| 01 | 65,492 | 67,457 | 2,584 |
| 02 | 68,324 | 70,374 | 2,696 |
| 03 | 71,156 | 73,291 | 2,808 |
| 04 | 74,070 | 76,292 | 2,923 |
| 05 | 76,906 | 79,213 | 3,034 |
| 06 | 79,169 | 81,544 | 3,124 |
| 07 | 81,599 | 84,047 | 3,220 |
| **Pay Grade 3648** | | | |
| 01 | 69,780 | 71,874 | 2,753 |
| 02 | 72,617 | 74,795 | 2,865 |
| 03 | 75,451 | 77,715 | 2,977 |
| 04 | 78,363 | 80,713 | 3,092 |
| 05 | 81,196 | 83,632 | 3,204 |
| 06 | 83,626 | 86,135 | 3,300 |
| 07 | 86,134 | 88,718 | 3,399 |
| **Pay Grade 3659** | | | |
| 01 | 85,486 | 88,051 | 3,373 |
| 02 | 88,403 | 91,055 | 3,488 |
| 03 | 91,233 | 93,970 | 3,600 |
| 04 | 94,067 | 96,889 | 3,712 |
| 05 | 96,982 | 99,892 | 3,827 |
| 06 | 99,895 | 102,892 | 3,942 |
| 07 | 102,892 | 105,978 | 4,060 |

**Supportive Service Assistant, Parent Assistant, Health Room Technician**

01 13.05/hr. 13.44/hr.

**Per Diem Teachers - Certified**

155.44/day 160.10/day

**Per Diem Teachers - Non-Certified**

123.07/day 126.76/day

| | 9/1/10 | 1/1/12 |
|---|---|---|
| **Philadelphia Retired Teachers** | | |
| Bachelor's | 202.94 | 209.02 |
| Master's | 208.89 | 215.16 |
| Master's +30 | 221.98 | 228.64 |
| Doctorate/Sr. Career Teacher | 232.05 | 239.02 |
| **Philadelphia Retired Special Ed Teachers** | | |
| Bachelor's | 206.69 | 212.89 |
| Master's | 212.64 | 219.01 |
| Master's +30 | 225.70 | 232.47 |
| Doctorate/Sr. Career Teacher | 235.76 | 242.83 |

**BI-WEEKLY FACTORS**

To calculate bi-weekly salary, 10-month employees divide annual salary by 21.7.

To calculate bi-weekly salary, 12-month employees divide annual salary by 26.1.