

The salary information found here on page 1 is a direct match to the salary information found on the following pages; it just appears that the district updated the formatting of their website and more clearly labeled the dates on which the salary amounts remain valid.

OFFICE OF Talent Support Services

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Prior experience will be awarded to PA Certified teachers with two years or more of approved teaching experience for all years minus one, with a maximum placement of step 10 on the Teacher Salary Scale. 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.

Certified Teacher (Regular)

Certified Teacher (Special Ed)

Teachers

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

Bachelor's or Equivalent		Master's or Equivalent	
Step	9/1/13	9/1/19	9/1/19
01	45,360	46,267	47,628
02	47,278	48,224	49,924
03	51,113	52,136	54,346
04	54,365	55,452	57,661
05	57,450	58,590	60,723
06	60,203	61,407	63,615
07	62,869	64,126	66,424
08	64,045	65,326	69,144
09	65,242	66,546	71,976
10	66,462	67,791	74,923
11	67,705	69,060	77,991

  

Master's + 30		Doctorate	
Step	9/1/13	9/1/19	9/1/19
01	49,615	50,607	51,866
02	52,197	53,240	55,117
03	57,033	58,174	60,285
04	60,453	61,662	63,789
05	63,537	64,808	66,872
06	66,369	67,696	69,708
07	69,207	70,591	72,541
08	72,506	73,956	75,850
09	75,964	77,483	79,313
10	79,586	81,177	82,932
11	83,381	85,049	86,715

  

Senior Career Teacher

Step	9/1/13	9/1/19
01	90,051	91,852

Special Education Teacher, Apprentice Teacher and Pre-Professional Teacher

Bachelor's or Equivalent			Master's or Equivalent		
Step	9/1/13	9/1/19	Step	9/1/13	9/1/19
01	46,194	47,118	01	47,527	48,477
02	48,528	49,499	02	50,195	51,199
03	52,362	53,410	03	54,534	55,625
04	55,615	56,727	04	57,786	58,941
05	58,700	59,874	05	60,787	62,003
06	61,452	62,681	06	63,622	64,895
07	64,121	65,404	07	66,369	67,696
08	64,998	66,298	08	68,760	70,135
09	65,889	67,207	09	71,237	72,662
10	66,791	68,126	10	73,802	75,278
11	67,705	69,060	11	76,462	77,991

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#### New Teacher Salary

#### Chief Human Resources Officer

Teresa Gavigan

440 N. Broad Street  
2nd Floor  
Philadelphia, PA 19130  
Phone: 215-400-4600

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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

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.

#### 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

# SALARY SCHEDULES EFFECTIVE JANUARY 1, 2012

Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly			
<b>TEACHERS</b>																						
<b>Hired Prior to September 1, 2003</b>																						
<b>Teacher, Apprentice Teacher, Pre-Professional Teacher, Dental Hygienist &amp; Therapist, School Nurse and Nurse Practitioner</b>																						
<b>Bachelor's or Equivalent</b>																						
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																			
<b>Master's or Equivalent</b>																						
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																			
<b>Master's + 30</b>																						
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																			
<b>Doctorate</b>																						
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																			
<b>Senior Career Teacher</b>																						
01	87,428	90,051	4,149																			
<b>Transition Support Tutor - 10 month</b>																						
01	34,531	35,567	1,639																			
***																						
<b>Special Education Teacher, Apprentice Teacher, Pre-Professional Teacher</b>																						
<b>Bachelor's or Equivalent</b>																						
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																			
<b>Master's or Equivalent</b>																						
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																			
<b>Master's + 30</b>																						
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	3,2																			

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
<b>Master's</b>			
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
<b>Master's + 30</b>			
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
<b>Doctorate</b>			
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
<b>Senior Career Teacher</b>			
01	87,428	90,051	4,149
<b>Department Chairperson, Physical Education - Hired On or After September 1, 2003</b>			
<b>Bachelor's</b>			
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
<b>Master's</b>			
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
<b>Master's + 30</b>			
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
<b>Doctorate</b>			
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

Step	9/1/10	1/1/12	Bi-Weekly
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
<b>Senior Career Teacher</b>			
01	87,428	90,051	4,149
<b>Middle School Athletics Salaries</b>			
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	
<b>Intramural</b>			
Per Hour Teacher	38.72	39.88	
<b>High School Athletic Salaries</b>			
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	
Rifery 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	
<b>NON-TEACHING ASSISTANTS</b>			
<b>Non-Teaching Assistant - 10 Month</b>			
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
<b>Lead Non-Teaching Assistant - 10 Month</b>			
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
<b>Long-Term Substitute Non-Teaching Assistant - 10 Month</b>			
01	19,998	20,598	949
02	21,209	21,846	1,006
03	33,759	34,772	1,602
<b>SECRETARIES</b>			
<b>Secretary - 10 Month</b>			
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

Step	9/1/10	1/1/12	Bi-Weekly
<b>Secretary - 12 Month</b>			
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
<b>Secretary III - 10 Month</b>			
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
<b>Secretary III - 12 Month</b>			
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
<b>Executive Secretary - 12 Month</b>			
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
<b>Pay Grade 8 - Messenger Junior Clerk - 12 Month</b>			
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
<b>Pay Grade 13 - Clerk, Clerk Receptionist, Telephone Operator - 12 Month</b>			
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
<b>Pay Grade 14 - Accounting Clerk, Key Punch Operator, Treasury Clerk - 12 Month</b>			
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
<b>Pay Grade 15 - Intermediate Clerk - 12 Month</b>			
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
<b>Pay Grade 17 - Sup. Mail, Personnel, Data Control, Purchase Clerk, Workers' Compensation Clerk, Customer Service Representative, Safe and Bully Helpline Specialist - 12 Month</b>			
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
<b>Pay Grade 18 - Senior Payroll Clerk, Machine Accounting Clerk, Senior Clerk &amp; Expeditor I - 12 Month</b>			
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
<b>Pay Grade 19 - Machine Accounting Specialist, Bookkeeper, Senior Purchase Clerk - 12 Month</b>			
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
<b>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</b>			
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
<b>Pay Grade 21 - Budget Operations Assistant, Title I Compliance Assistant</b>			
01	29,788	30,681	1,175

Step	9/1/10	1/1/12	Bi-Weekly
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			

# SALARY SCHEDULES EFFECTIVE JANUARY 1, 2012

Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly
03	24,152	24,877	1,146	10	78,103	80,446	3,082	04	22,343	23,013	881	<b>Social Worker Assistant IV - Degreed - 10 Month</b>				<b>Pay Grade 178 - Custodial Assistant 5 Hours - 12 Month</b>			
04	25,827	26,602	1,225	11	91,313	94,053	3,603	05	23,800	24,514	939	01	21,210	21,846	1,006	01	15,142	15,596	597
05	27,199	28,015	1,291	<b>Master's + 30 - 12 Month</b>				06	26,796	27,599	1,057	02	22,587	23,265	1,072	***			
06	34,404	35,436	1,632	01	53,722	55,333	2,120	07	34,324	35,353	1,354	03	27,363	28,184	1,298	<b>HEAD START</b>			
<b>Pay Grade 1513 - Parent Educator I, Coordinator, Parental Involvement Coordinator/Trainer - 10 Month</b>				02	53,722	55,333	2,120	<b>Assistant Teacher Part Time - 30-59 Credits - 12 Month</b>				04	28,738	29,600	1,364	<b>Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired Prior to September 1, 2003</b>			
01	23,233	23,930	1,102	03	54,692	56,333	2,158	01	16,515	17,010	651	05	30,520	31,435	1,448	<b>Certified</b>			
02	24,368	25,099	1,156	04	59,063	60,835	2,330	02	17,649	18,178	696	06	34,245	35,273	1,625	01	42,096	43,358	1,998
03	25,499	26,264	1,210	05	62,852	64,737	2,480	03	21,534	22,180	849	07	43,471	44,776	2,063	02	42,096	43,358	1,998
04	27,199	28,015	1,291	06	68,586	70,643	2,706	04	22,745	23,428	897	<b>Intake Worker - 15 Credits - 12 Month</b>				03	43,068	44,360	2,044
05	28,739	29,601	1,364	07	72,567	74,744	2,863	05	24,285	25,014	958	01	23,315	24,014	920	04	44,039	45,360	2,090
06	36,184	37,269	1,717	08	76,258	78,545	3,009	06	27,281	28,100	1,076	02	24,530	25,266	968	05	45,901	47,278	2,178
<b>Pay Grade 1517 - Parent Educator II - 10 Month</b>				09	79,465	81,849	3,135	07	34,812	35,856	1,373	03	29,876	30,772	1,179	06	49,625	51,113	2,355
01	27,037	27,848	1,283	<b>Non-Certified - 12 Month</b>				<b>Assistant Teacher Part Time - 60-89 Credits - 12 Month</b>				04	31,895	32,852	1,258	07	52,781	54,365	2,505
02	28,495	29,350	1,352	01	45,657	47,027	1,801	01	17,321	17,841	683	05	33,839	34,855	1,335	08	55,777	57,450	2,647
03	29,876	30,772	1,418	02	48,007	49,447	1,894	02	18,862	19,427	744	06	42,824	44,109	1,689	09	58,449	60,203	2,774
04	31,895	32,852	1,513	03	50,355	51,866	1,987	03	22,427	23,099	885	<b>Intake Worker - 30 Credits - 12 Month</b>				10	61,038	62,869	2,897
05	33,919	34,936	1,609	04	53,266	54,864	2,102	04	23,560	24,266	929	01	24,447	25,180	964	11	65,733	67,705	3,120
06	41,855	43,111	1,986	05	55,777	57,450	2,201	05	25,176	25,931	993	02	25,904	26,681	1,022	<b>Master's or Equivalent</b>			
<b>Pay Grade 1551 - School Improvement Support Liaison - 10 Month</b>				06	60,309	62,119	2,380	06	28,252	29,100	1,114	03	31,655	32,604	1,249	01	42,905	44,193	2,036
01	24,823	25,568	1,178	07	64,117	66,040	2,530	07	35,781	36,855	1,412	04	34,001	35,022	1,341	02	42,905	44,193	2,036
02	26,318	27,107	1,249	08	67,595	69,623	2,667	<b>Assistant Teacher Part Time - 90 Credits &amp; Over - 12 Month</b>				03	44,039	45,360	2,090	03	45,334	46,694	2,151
03	31,208	32,144	1,481	09	70,913	73,040	2,798	01	18,218	18,765	718	04	45,334	46,694	2,151	04	47,520	48,945	2,255
04	32,420	33,393	1,538	10	74,070	76,292	2,923	02	19,268	19,846	760	05	47,520	48,945	2,255	05	51,729	53,281	2,455
05	36,958	38,067	1,754	11	79,740	82,132	3,146	03	23,315	24,014	920	06	51,729	53,281	2,455	06	54,884	56,531	2,605
06	43,279	44,577	2,054	<b>Senior Career Teacher - 12 Month</b>				04	24,611	25,349	971	07	54,884	56,531	2,605	07	57,798	59,532	2,743
***				<b>Head Teacher and Lead Teacher - Hired On or After September 1, 2003</b>				05	26,148	26,932	1,031	08	57,798	59,532	2,743	08	60,551	62,368	2,874
<b>COMPREHENSIVE EARLY LEARNING CENTERS</b>				<b>Certified - Bachelor's - 12 Month</b>				06	29,386	30,268	1,159	09	60,551	62,368	2,874	09	63,224	65,121	3,000
<b>Teacher &amp; Case Worker, Health Education Specialist, Nutritionist I, II, Social Worker II</b>				01	53,834	55,449	2,124	<b>Classroom Assistant Part Time (5 Hours/Day) - 10 Month</b>				06	46,063	47,445	1,817	10	63,224	65,121	3,000
<b>Certified - Bachelor's - 12 Month</b>				02	56,826	58,531	2,242	01	10,696	11,017	507	<b>Intake Worker - 90 Credits Non-Degreed - 12 Month</b>				11	74,234	76,461	3,523
01	50,517	52,032	1,993	03	61,363	63,203	2,421	02	11,219	11,555	532	01	26,960	27,769	1,063	<b>Master's + 30</b>			
02	50,517	52,032	1,993	04	65,168	67,123	2,571	03	13,587	13,995	644	02	28,415	29,268	1,121	01	43,714	45,026	2,074
03	51,681	53,232	2,039	05	68,727	70,789	2,712	04	14,458	14,892	686	03	34,569	35,606	1,364	02	43,715	45,026	2,074
04	52,844	54,430	2,085	06	71,970	74,129	2,840	05	15,265	15,723	724	04	36,998	38,108	1,460	03	44,525	45,861	2,113
05	55,082	56,735	2,173	07	75,121	77,375	2,964	06	20,182	20,788	957	05	39,260	40,438	1,549	04	48,169	49,615	2,286
06	59,549	61,336	2,350	08	76,500	78,795	3,018	<b>Classroom Assistant Part Time (5 Hours/Day) - 12 Month</b>				06	48,815	50,279	1,926	05	50,676	52,197	2,405
07	56,910	58,617	2,245	09	77,905	80,242	3,074	01	12,873	13,259	508	<b>Intake Worker - Degreed - 12 Month</b>				06	55,372	57,033	2,628
08	66,932	68,940	2,641	10	79,334	81,714	3,130	02	13,438	13,841	530	01	28,981	29,851	1,143	07	58,692	60,453	2,785
09	70,140	72,244	2,767	11	80,793	83,217	3,188	03	16,273	16,761	642	02	30,679	31,600	1,210	08	61,686	63,537	2,927
10	73,247	75,444	2,890	<b>Certified - Master's - 12 Month</b>				04	17,321	17,841	683	03	36,831	37,936	1,453	09	64,436	66,369	3,058
11	78,880	81,246	3,112	01	55,664	57,334	2,196	05	18,295	18,844	721	04	39,259	40,437	1,549	10	67,191	69,207	3,189
<b>Certified - Master's</b>				02	59,063	60,835	2,330	06	24,205	24,931	955	05	43,791	45,104	1,728	11	80,953	83,381	3,842
01	51,486	53,031	2,031	03	64,214	66,141	2,534	<b>Cleaner - Full Time - 12 Month</b>				06	50,677	52,198	1,999	<b>Non-Certified</b>			
02	51,486	53,031	2,031	04	68,100	70,143	2,687	01	19,105	19,679	753	01	35,962	37,041	1,706	01	36,998	38,108	1,756
03	52,844	54,430	2,085	05	71,595	73,743	2,825	02	20,077	20,680	792	02	38,480	39,634	1,826	02	38,520	39,676	1,828
04	54,400	56,032	2,146	06	74,897	77,144	2,955	03	22,099	22,762	872	03	41,175	42,410	1,954	03	40,344	41,554	1,914
05	57,022	58,733	2,250	07	78,103	80,446	3,082	04	30,112	31,016	1,188	04	44,055	45,377	2,091	04	42,702	43,983	2,026
06	62,074	63,936	2,449	08	81,213	83,649	3,204	<b>Cleaner - Part Time - 12 Month</b>				05	48,506	49,961	2,302	05	44,792	46,136	2,126
07	65,862	67,838	2,599	09	84,448	86,981	3,332	01	14,246	14,674	562	06	48,506	49,961	2,302	06	48,506	49,961	2,302
08	69,359	71,440	2,737	10	87,814	90,448	3,465	02	14,814	15,259	584	07	51,608	53,157	2,449	07	51,608	53,157	2,449
09	72,662	74,841	2,867	11	91,313	94,053	3,603	03	16,273	16,761	642	08	54,507	56,142	2,587	08	54,507	56,142	2,587
10	75,871	78,147	2,994	<b>Master's + 30 - 12 Month</b>				04	17,321	17,841	683	09	57,204	58,920	2,715	09	57,204	58,920	2,715
11	89,081	91,753	3,515	01	59,063	60,835	2,330	05	18,295	18,844	721	10	59,770	61,563	2,837	10	59,770	61,563	2,837
<b>Master's + 30</b>				02	62,852	64,737	2,480	06	24,205	24,931	955	11	64,601	66,539	3,066	11	64,601	66,539	3,066
01	52,457	54,030	2,070	03	68,586	70,643	2,706	<b>Housekeeper/Cook - 12 Month</b>				<b>Center Leader I - 10 Month</b>							
02	52,457	54,030	2,070	04	72,567	74,744	2,863	01	18,703	19,264	738	01	35,962	37,041	1,706	01	35,962	37,041	1,706
03	53,430	55,033	2,108	05	76,258	78,545	3,009	02	19,589	20,177	773	02	38,480	39,634	1,826	02	38,480	39,634	1,826
04	57,802	59,536	2,281	06	79,465	81,849	3,135	03	23,560	24,267	929	03	41,175	42,410	1,954	03	41,175	42,410	1,954
05	60,811	62,635	2,399	07	82,868	85,354	3,270	04	25,095	25,848	990	04	44,055	45,377	2,091	04	44,055	45,377	2,091
06	66,447	68,440	2,622	08	86,719	89,321	3,422	05	26,392	27,184	1,041	05	47,138	48,552	2,237	05	47,138	48,552	2,237
07	70,430	72,543	2,779	09	90,750	93,472	3,581	06	34,648	35,687	1,367	06	50,800	52,324	2,411	06	50,800	52,324	2,411
08	74,024	76,245	2,921	10	94,966	97,815	3,747	<b>Housekeeper/Cook - 10 Month</b>				07	54,356	55,987	2,580	07	54,356	55,987	2,580
09	77,324	79,643	3,051	11	99,380	102,361	3,921	01	15,581	16,048	739	<b>Center Leader I - 12 Month</b>				08	57,204	58,920	2,715

Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly	Step	9/1/10	1/1/12	Bi-Weekly				
07	54,646	56,285	2,593	<b>Master's + 30</b>				01	29,788	30,681	1,175	<b>Pay Grade 21</b>				01	57,555	59,281	2,271	<b>Pay Grade 69</b>			
08	57,554	59,281	2,731	01	52,376	53,948	2,486	02	31,580	32,527	1,246	01	57,555	59,281	2,271	01	36,673	37,773	1,447	<b>Pay Grade 1524</b>			
09	60,229	62,036	2,858	02	57,154	58,869	2,712	03	37,450	38,573	1,477	02	60,551	62,368	2,389	02	38,534	39,690	1,520	02	40,154	41,358	1,905
10	62,898	64,785	2,985	03	60,473	62,287	2,870	04	38,904	40,071	1,535	03	66,708	68,709	2,632	03	40,394	41,606	1,594	03	42,259	43,527	2,005
11	67,595	69,623	3,208	04	63,550	65,456	3,016	05	44,350	45,681	1,750	04	78,605	80,963	3,102	04	43,230	44,527	1,706	04	45,254	46,612	2,148
<b>Master's</b>				05	66,219	68,205	3,143	06	51,934	53,492	2,049	<b>Pay Grade 160 - 10 Month</b>				05	45,737	47,109	1,804	05	48,007	49,447	2,278
01	43,957	45,276	2,086	06	69,057	71,128	3,277	<b>Pay Grade 22</b>				01	46,789	48,193	2,220	06	54,724	56,366	2,159	<b>Pay Grade 1525 - 10 Month</b>			
02	43,957	45,276	2,086	07	82,818	85,302	3,930	01	31,085	32,018	1,226	<b>Pay Grade 172 - 10 Month</b>				01	38,132	39,275	1,809	01	38,132	39,275	1,809
03	45,092	46,445	2,140	<b>Health Coordinator, Pre-Kindergarten</b>				02	32,706	33,687	1,290	01	13,446	13,849	638	02	40,154	41,358	1,905	02	40,154	41,358	1,905
04	46,386	47,778	2,201	<b>Head Start - 10 Month -</b>				03	39,750	40,942	1,568	<b>Pay Grade 179</b>				03	42,259	43,527	2,005	03	42,259	43,527	2,005
05	49,218	50,694	2,336	<b>Hired On or After September 1, 2003</b>				04	42,499	43,774	1,677	01	42,013	43,273	1,657	04	45,254	46,612	2,148	04	45,254	46,612	2,148
06	53,512	55,117	2,539	<b>Master's</b>				05	45,009	46,360	1,776	02	43,603	44,911	1,720	05	48,007	49,447	2,278	05	48,007	49,447	2,278
07	56,749	58,451	2,693	01	49,217	50,694	2,336	06	54,967	56,616	2,169	03	45,187	46,543	1,783	06	57,234	58,951	2,716	06	57,234	58,951	2,716
08	59,662	61,452	2,831	02	53,512	55,117	2,539	<b>Pay Grade 23</b>				04	46,775	48,178	1,845	<b>Pay Grade 1551 - 10 Month</b>							
09	62,416	64,288	2,962	03	56,749	58,451	2,693	01	32,465	33,438	1,281	05	48,360	49,811	1,908	01	24,823	25,568	1,178				
10	65,085	67,037	3,089	04	59,662	61,451	2,831	02	34,081	35,104	1,344	06	49,950	51,449	1,971	02	26,318	27,108	1,249				
11	76,094	78,377	3,611	05	62,416	64,288	2,962	03	41,528	42,774	1,638	<b>Pay Grade 189</b>				03	31,208	32,144	1,481				
<b>Master's + 30</b>				06	65,085	67,038	3,089	04	44,442	45,776	1,753	01	39,102	40,275	1,543	04	32,420	33,393	1,538				
01	44,768	46,111	2,124	07	67,678	69,709	3,212	05	47,115	48,528	1,859	<b>Pay Grade 192 - 10 Month</b>				05	36,958	38,067	1,754				
02	44,768	46,111	2,124	08	70,376	72,487	3,340	06	57,314	59,033	2,261	01	93,419	96,222	4,434	06	43,279	44,577	2,054				
03	45,577	46,944	2,163	09	73,179	75,374	3,473	<b>Pay Grade 24</b>				<b>Pay Grade 950</b>				01	20,237	20,844	960				
04	49,218	50,694	2,336	10	76,094	78,377	3,611	01	38,371	39,522	1,514	02	43,715	45,026	1,725	02	21,046	21,677	998				
05	52,376	53,948	2,486	<b>Master's + 30</b>				02	40,394	41,606	1,594	03	53,512	55,117	2,111	03	25,366	26,127	1,204				
06	57,154	58,869	2,712	01	52,376	53,948	2,486	03	42,499	43,774	1,677	<b>Pay Grade 951</b>				04	26,918	27,726	1,277				
07	60,473	62,287	2,870	02	57,154	58,868	2,712	04	45,577	46,944	1,798	01	50,920	52,448	2,009	05	28,267	29,115	1,341				
08	63,550	65,456	3,016	03	60,472	62,287	2,870	05	48,331	49,780	1,907	02	60,472	62,287	2,386	06	35,555	36,622	1,687				
09	66,219	68,205	3,143	04	63,550	65,457	3,016	06	58,610	60,369	2,312	<b>Pay Grade 952</b>				<b>Pay Grade 1624 - 10 Month</b>							
10	69,057	71,128	3,277	05	66,219	68,206	3,143	01	40,072	41,274	1,581	01	55,777	57,450	2,201	01	31,978	32,937	1,517				
11	82,818	85,302	3,930	06	69,057	71,129	3,277	02	42,259	43,527	1,667	02	65,409	67,371	2,581	02	33,759	34,772	1,602				
<b>Lead Teacher, Lead Nurse,</b>				07	72,266	74,434	3,430	03	44,363	45,694	1,750	<b>Pay Grade 953</b>				03	35,456	36,519	1,682				
<b>Head Teacher, PKHS -</b>				08	75,624	77,892	3,589	04	47,520	48,945	1,875	01	50,920	52,448	2,009	04	37,967	39,106	1,802				
<b>Hired On or After September 1, 2003</b>				09	79,139	81,513	3,756	05	50,355	51,866	1,987	02	60,472	62,287	2,386	05	40,233	41,440	1,909				
<b>Bachelor's or Equivalent</b>				10	82,818	85,302	3,930	06	60,959	62,788	2,405	<b>Pay Grade 954</b>				06	48,894	50,361	2,320				
01	45,092	46,445	2,140	<b>Teacher Assistant, PKHS - 10 Month</b>				01	41,855	43,111	1,651	01	54,646	56,285	2,156	<b>Pay Grade 1626 - 10 Month</b>							
02	47,681	49,112	2,263	01	17,649	18,178	837	02	44,199	45,524	1,744	02	63,469	65,373	2,504	01	34,729	35,770	1,648				
03	51,407	52,949	2,440	02	18,539	19,096	879	03	46,386	47,778	1,830	<b>Pay Grade 1015</b>				02	36,753	37,855	1,744				
04	54,646	56,286	2,593	03	19,429	20,011	922	04	49,786	51,279	1,964	01	26,716	27,518	1,054	03	38,694	39,855	1,836				
05	57,555	59,281	2,731	04	20,562	21,179	975	05	52,781	54,365	2,082	02	27,846	28,681	1,098	04	41,528	42,774	1,971				
06	60,229	62,036	2,858	05	21,779	22,432	1,033	06	63,469	65,373	2,504	03	28,981	29,851	1,143	05	44,199	45,524	2,097				
07	62,898	64,785	2,985	06	28,660	29,520	1,360	<b>Pay Grade 25</b>				04	30,924	31,852	1,220	06	53,186	54,782	2,524				
08	64,041	65,962	3,039	<b>Social Services Field Representative,</b>				01	43,715	45,026	1,725	<b>Pay Grade 955</b>				<b>Pay Grade 1627 - 10 Month</b>							
09	65,204	67,160	3,094	<b>PKHS - 10 Month</b>				02	46,063	47,445	1,817	01	32,543	33,519	1,284	01	36,429	37,522	1,729				
10	66,390	68,381	3,151	01	21,938	22,596	1,041	03	48,491	49,945	1,913	02	41,286	42,524	1,629	02	38,370	39,521	1,821				
11	67,595	69,623	3,208	02	22,911	23,598	1,087	04	51,890	53,447	2,047	<b>Pay Grade 1017</b>				03	40,394	41,606	1,917				
<b>Master's or Equivalent</b>				03	27,607	28,435	1,310	05	55,208	56,864	2,178	01	28,576	29,434	1,127	04	43,229	44,526	2,051				
01	46,386	47,778	2,201	04	29,224	30,101	1,387	06	66,139	68,124	2,610	02	30,035	30,936	1,185	05	45,980	47,360	2,182				
02	49,217	50,694	2,336	05	30,840	31,766	1,463	<b>Pay Grade 26</b>				03	31,491	32,436	1,242	06	55,128	56,782	2,616				
03	53,512	55,117	2,539	06	41,043	42,274	1,948	01	41,855	43,111	1,651	<b>Pay Grade 956</b>				<b>Pay Grade 1628 - 10 Month</b>							
04	56,749	58,451	2,693	<b>FOOD SERVICE MANAGERS</b>				02	44,199	45,524	1,744	01	54,646	56,285	2,156	01	37,967	39,106	1,802				
05	59,662	61,451	2,831	<b>Food Service Manager I - 10 Month</b>				03	46,386	47,778	1,830	02	63,469	65,373	2,504	02	40,072	41,274	1,902				
06	62,416	64,288	2,962	01	25,987	26,766	1,233	04	49,786	51,279	1,964	<b>Pay Grade 1018</b>				03	42,096	43,358	1,998				
07	65,085	67,038	3,089	02	27,281	28,100	1,294	05	52,781	54,365	2,082	01	29,063	29,935	1,146	04	45,172	46,527	2,144				
08	67,678	69,709	3,212	03	28,576	29,434	1,356	02	55,208	56,864	2,178	02	30,840	31,766	1,217	05	48,007	49,447	2,278				
09	70,376	72,487	3,340	04	30,439	31,352	1,444	03	66,139	68,124	2,610	03	32,543	33,519	1,284	06	57,234	58,951	2,716				
10	73,179	75,374	3,473	05	32,138	33,102	1,525	<b>Pay Grade 27</b>				04	34,972	36,022	1,380	<b>Pay Grade 1629 - 10 Month</b>							
11	76,094	78,377	3,611	06	39,990	41,190	1,898	01	43,715	45,026	1,725	05	37,321	38,441	1,472	01	65,492	67,457	2,584				
<b>Master's + 30</b>				02	46,386	47,778	2,201	02	46,063	47,445	1,817	<b>Pay Grade 1019</b>				02	68,324	70,374	2,696				
01	46,386	47,778	2,201	03	49,217	50,694	2,336	03	48,491	49,945	1,913	01	33,759	34,772	1,332	03	71,156	73,291	2,808				
02	49,217	50,694	2,336	04	53,512	55,117	2,539	04	51,890	53,447	2,047	<b>Pay Grade 1021</b>				04	74,070	76,292	2,923				
03	53,512	55,117	2,539	05	56,749	58,451	2,693	05	55,208	56,864	2,178	01	33,352	34,352	1,316	05	76,906	79,213	3,034				
04	56,749	58,451	2,693	06	62,416	64,288	2,962	06	66,139	68,124	2,610	02	35,217	36,274	1,389	06	79,169	81,544	3,124				
05	59,662	61,451	2,831	<b>FOOD SERVICE MANAGERS</b>				<b>Pay Grade 28</b>				03	37,321	38,441	1,472	07	81,599	84,047	3,220				
06	62,416	64,288	2,962	<b>Food Service Manager I - 10 Month</b>				01	45,496	46,861	1,795	<b>Pay Grade 1017</b>				<b>Pay Grade 1629 - 10 Month</b>							
07	65,085	67,038	3,089	01	25,987	26,766	1,233	02	48,084	49,527	1,897	01	28,576	29,434	1,127	01	65,492	67,457</					