



Office of Human Resources



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New Teacher Salary

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Information Center

New Teacher Salary

Chief Human Resources Officer

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

Related Departments

Related Resources

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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		
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																					
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	74,235	76,462	3,523																		
Master's + 30																					
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																					
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																					
01	87,428	90,051	4,149																		
Transition Support Tutor - 10 month																					
01	34,531	35,567	1,639																		

Special Education Teacher, Apprentice Teacher, Pre-Professional Teacher																					
Bachelor's or Equivalent																					
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																					
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																					
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																					
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																		

Teachers																					
Hired On or After September 1, 2003																					
Teacher, Apprentice Teacher, Pre-Professional Teacher, Dental Hygienist & Therapist, School Nurse and Nurse Practitioner																					

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

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
Senior Career Teacher			
01	87,428	90,051	4,149
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	
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	
NON-TEACHING ASSISTANTS			
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
SECRETARIES			
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

Step	9/1/10	1/1/12	Bi-Weekly
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, Key Punch 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

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	

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	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 89,380 102,361 3,921	04	22,343	23,013	881	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	05	25,827	26,602	1,225	Pay Grade 178 - Custodial Assistant 5 Hours - 12 Month 01 15,142 15,596 597 *** HEAD START Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired Prior to September 1, 2003 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	06	27,199	28,015	1,291	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	07	34,404	35,436	1,632	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	01	23,233	23,930	1,102	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	01	21,210	21,846	1,006	Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired Prior to September 1, 2003 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	02	24,368	25,099	1,156	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	03	25,499	26,264	1,210	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	04	27,199	28,015	1,291	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	05	28,739	29,601	1,364	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	06	36,184	37,269	1,717	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	02	24,368	25,099	1,156	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	07	36,184	37,269	1,717	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	03	29,876	30,772	1,179	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	04	31,895	32,852	1,258	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	05	33,919	34,936	1,609	Assistant Housekeeper/Cook - 12 Month 01 26,392 27,184 1,041	06	41,855	43,111	1,986	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	03	25,499	26,264	1,210	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	07	43,471	44,776	2,063	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	04	32,852	33,852	1,258	Assistant 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	05	33,919	34,936	1,609	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	06	41,855	43,111	1,986	Assistant Teacher - 50-59 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	04	27,199	28,015	1,291	Assistant Teacher - 90 Credits & Over - 12 Month 01 25,499 26,264 1,066 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	07	43,471	44,776	2,063	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	05	35,901	36,936	1,635	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	06	43,111	44,367	2,054	Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	06	43,111	44,367	2,054	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	05	27,199	28,015	1,291	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	07	43,471	44,776	2,063	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	06	41,855	43,111	1,986	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	07	43,111	44,367	2,054	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	06	28,739	29,601	1,364	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	07	43,471	44,776	2,063	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	08	31,895	32,852	1,258	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	09	33,919	34,936	1,609	Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	09	43,111	44,367	2,054	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	07	28,739	29,601	1,364	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	08	31,895	32,852	1,258	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	10	33,919	34,936	1,609	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	11	43,111	44,367	2,054	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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066																	
01	23,233	23,930	1,102		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	01	21,210	21,846		1,006	Teacher, Nurse, Nutritionist, Pre-Kindergarten Head Start, Special Needs Coordinator, Social Worker - Hired Prior to September 1, 2003 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	02	24,368		25,099	1,156	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	03		25,499	26,264	1,210	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		04	27,199	28,015	1,291		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	05	28,739	29,601		1,364	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	06	36,184		37,269	1,717	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	02		24,368	25,099	1,156	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		07	36,184	37,269	1,717		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	03	29,876	30,772		1,179	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	04	31,895		32,852	1,258	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	05		33,919	34,936	1,609	Assistant Housekeeper/Cook - 12 Month 01 26,392 27,184 1,041		06	41,855	43,111	1,986		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	03	25,499	26,264		1,210	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	07	43,471		44,776	2,063	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	04		32,852	33,852	1,258	Assistant 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		05	33,919	34,936	1,609		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	06	41,855	43,111		1,986	Assistant Teacher - 50-59 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	04	27,199		28,015	1,291	Assistant Teacher - 90 Credits & Over - 12 Month 01 25,499 26,264 1,066 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	07		43,471	44,776	2,063	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		05	35,901	36,936	1,635		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	06	43,111	44,367		2,054	Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	06	43,111		44,367	2,054	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	05		27,199	28,015	1,291	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		07	43,471	44,776	2,063		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	06	41,855	43,111		1,986	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	07	43,111		44,367	2,054	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	06		28,739	29,601	1,364	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		07	43,471	44,776	2,063		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	08	31,895	32,852		1,258	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	09	33,919		34,936	1,609	Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	09		43,111	44,367	2,054	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		07	28,739	29,601	1,364		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	08	31,895	32,852	1,258	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	10	33,919	34,936	1,609	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	11	43,111	44,367	2,054	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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066	
02	24,368	25,099	1,156			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	07	36,184		37,269		1,717	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		03	29,876		30,772		1,179	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	04			31,895	32,852	1,258	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			05	33,919	34,936		1,609		Assistant Housekeeper/Cook - 12 Month 01 26,392 27,184 1,041	06		41,855	43,111		1,986		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	03	25,499			26,264	1,210	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	07			43,471	44,776	2,063		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		04	32,852		33,852	1,258		Assistant 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		05	33,919	34,936			1,609	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	06	41,855			43,111	1,986	Assistant Teacher - 50-59 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		04		27,199	28,015		1,291	Assistant Teacher - 90 Credits & Over - 12 Month 01 25,499 26,264 1,066 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		07		43,471	44,776	2,063			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	05	35,901	36,936			1,635	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	06		43,111		44,367	2,054		Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	06		43,111		44,367	2,054	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			05	27,199	28,015	1,291			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	07	43,471		44,776		2,063	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		06	41,855		43,111		1,986	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	07			43,111	44,367	2,054	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			06	28,739	29,601		1,364		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	07		43,471	44,776		2,063		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	08	31,895			32,852	1,258	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	09			33,919	34,936	1,609		Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891		09	43,111		44,367	2,054		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		07	28,739	29,601			1,364	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	08	31,895			32,852	1,258	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	10		33,919	34,936	1,609	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		11	43,111	44,367	2,054		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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066
03	25,499	26,264	1,210				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	07		43,471		44,776			2,063	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		04		32,852		33,852			1,258	Assistant 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	05				33,919	34,936	1,609		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			06		41,855	43,111		1,986			Assistant Teacher - 50-59 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	04			27,199	28,015		1,291			Assistant Teacher - 90 Credits & Over - 12 Month 01 25,499 26,264 1,066 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	07	43,471				44,776	2,063		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	05				35,901	36,936	1,635			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		06	43,111			44,367	2,054			Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891		06	43,111		44,367			2,054		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	05	27,199				28,015	1,291	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			07		43,471		44,776		2,063	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			06		41,855		43,111	1,986				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	07	43,111	44,367				2,054	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		06		28,739			29,601	1,364		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		07		43,471			44,776	2,063	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				08	31,895	32,852		1,258			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		09	33,919		34,936			1,609	Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891			09	43,111		44,367			2,054	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	07				28,739	29,601		1,364	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				08	31,895	32,852			1,258		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	10			33,919	34,936		1,609		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	11	43,111			44,367	2,054	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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066			
04	27,199	28,015	1,291					Assistant Teacher - 90 Credits & Over - 12 Month 01 25,499 26,264 1,066 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		07		43,471			44,776			2,063		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		05			35,901		36,936				1,635	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	06					43,111		44,367	2,054		Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891				06			43,111	44,367		2,054				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	05				27,199	28,015			1,291				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	07	43,471					44,776	2,063			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	06					41,855	43,111		1,986			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			07	43,111				44,367	2,054				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		06		28,739		29,601				1,364		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		07	43,471					44,776	2,063	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				08			31,895		32,852			1,258	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				09		33,919			34,936	1,609					Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891	09	43,111		44,367					2,054	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		07			28,739				29,601	1,364		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			08		31,895				32,852	1,258		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					10	33,919	34,936			1,609			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			11	43,111		44,367			2,054	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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066								
05	27,199	28,015	1,291							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		07			43,471			44,776				2,063			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		06				41,855		43,111					1,986		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	07						43,111			44,367	2,054		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					06				28,739	29,601			1,364					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	07					43,471	44,776				2,063					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	08		31,895						32,852	1,258				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	09						33,919		34,936		1,609				Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891				09	43,111					44,367	2,054					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			07		28,739			29,601					1,364		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			08	31,895						32,852	1,258		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					10			33,919			34,936				1,609	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					11		43,111				44,367	2,054							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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066																										
06	28,739	29,601	1,364									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			07			43,471				44,776					2,063				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		08					31,895			32,852						1,258			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	09							33,919				34,936	1,609			Pay Grade 176 - Custodial Assistant 7.5 Hours - 12 Month 01 22,588 23,265 891						09					43,111	44,367				2,054						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		07						28,739	29,601					1,364						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		08		31,895								32,852	1,258					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	10								33,919		34,936			1,609					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					11	43,111						44,367	2,054							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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066																																																								
07	28,739	29,601	1,364						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						08			31,895	32,852			1,258					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						10					33,919	34,936		1,609						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		11		43,111							44,367	2,054			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 59,920 2,715 10 59,770 61,563 2,837 11 64,601 66,539 3,066																																																																																																																																																															

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																
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	49,218	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																
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																
FOOD SERVICE MANAGERS																			
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																
PROFESSIONAL TECHNICAL																			
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</																	