

TABLE OF CONTENTS

I. ORS SALARY STRUCTURES	1
	2
	2
	3
II. PROCESS	
A. Implementation	
B. Salary Market Analysis	
C. Position Evaluation	
1. New Position	4
2. Existing Position	4
3. Demotion	5
	5
	5
1. Step Increases	5
	5
E. Compensation for Overtime	
F. Definitions of Hours Worked	
G. Supplemental Pay	

PURPOSE

tain qualified employees by maintaining a compensation
d in this document address how the ORS Human Resources department will administer the compensation program aligned with this intent.

I. ORS SALARY STRUCTURES

ORS utilizes three different schedule structures for its compensation program. All three structures share the following components: recognition of the position's level of responsibility, the complexity of the position, consist Details of the three schedule structures are defined below.

A. Job Grades

Most positions are paid on a schedule structure consisting of 38 job grades with 20 steps. These positions include: Central Office leadership, technology, finance/accounting, maintenance, professional, and support positions.

- Job requirements and knowledge
- Responsibility and complexity
- Work environment requirements

When hiring for these positions, because the minimum experience requirements for the job has been used to determine the appropriate Step 0 pay, the successful candidate's experience **beyond** the minimum requirements placed above Step 8.

Promotions and transfers from one position on the Grade schedule to another position on the Grade schedule should be handled the same as a new hire. Typically, promotions will start the successful candidate on employee's pay prior to the promotion.

B. Custodian Schedule

Custodians are paid on a separate schedule; however, it is very similar to the Grade schedule. The Custodian schedule consists of 11 steps for each custodial position. Each position is assigned a salary range or

- Responsibility level (i.e., Custodian or Head Custodian)
- Work environment requirements (i.e., school type/size)

When hiring for these positions, because the minimum experience requirements for the job has been used

to determine the appropriate Step 0 pay, the successful candidate's experience beyond the minimum requirement placed above Step 8.

Promotions and transfers from one position on the Custodian schedule to another position on the Custodian schedule should be handled the same as a new hire. Typically, promotions will start the successful candidate on employee's pay prior to the promotion.

C. Degree and Experience Matrix

All Certified and licensed positions, such as teacher and school-based administrators, are paid on schedules that consist of four to five degree lanes and 20 to 25 steps for years of experience. These positions are compensated. When hiring for these positions, the successful candidate's previous experience and highest earned degree should be considered. For teachers new to ORS, previous teaching experience in a public school should be considered. When promoting teachers to administrators, previous teaching experience **beyond five years** should be considered. For years of teaching experience beyond five years, one additional step should be granted for every year of experience.

II. PROCESS

A. Implementation

The entire ORS administrative and management team is responsible for the implementation of the compensation structure as follows:

- The Human Resources department is responsible for developing, managing, and communicating the guidelines, structure, and overall equity of the compensation program and making recommendations to the Superintendent.
- The Executive Director of Human Resources is responsible for implementing and informing employees about the compensation structure.
- All salary actions must be approved by the Superintendent and the ORS Board.

B. Salary Market Analysis

Salary market analysis for the overall compensation structure is conducted as follows:

- Salaries shall be compared to the external marketplace, applying published market data surveys used to establish rates for specific types of work.
- Market analysis, using a sample of District jobs, normally occurs at least every other fiscal year, or as often as necessary.
- The review shall consider factors such as pay for similar kinds of work in the appropriate area of market, pay ranges, and job descriptions.

C. Position Evaluation

1. New Position

- A request to establish a new staff position shall be initiated by the appropriate department head and submitted to the Human Resources department for evaluation of the appropriate job grade and title.
- The request shall include the New Position Request Worksheet and appropriate supporting documentation justifying the need for the position.
- All requests for new positions shall be approved by the Superintendent and the Board by recommending a resolution.
- After approval, the Executive Director of Human Resources or designee shall evaluate the position. The evaluation shall include a job analysis and a market assessment.
- The Executive Director of Human Resources or designee will develop a job description for the position.
- The Executive Director of Human Resources or designee will perform a market assessment for the job.
- If market data exists for the job, this data will be used to slot the job into the appropriate salary range. This data shall be used to determine the appropriate job grade and title.
- If market data is not available for the job, the job classification's description will be compared to job descriptions in the market.
- Positions shall be classified as exempt (salaried) or non-exempt (hourly) in accordance with the Fair Labor Standards Act.

2. Existing Position

- ORS recognizes that positions may change in work content or responsibilities. A request to evaluate an existing staff position shall be initiated by the appropriate department head and submitted directly to the Executive Director of Human Resources.
- The request shall include the Job Analysis Questionnaire and appropriate supporting documentation justifying the need for the position.
- The Executive Director of Human Resources or designee shall evaluate the position. The evaluation may include a job analysis and a market assessment.
- If the position evaluation results in the employee's job being reclassified to a higher pay grade, the pay increase shall be recommended to the Board as soon as reasonably practicable.
- A change in pay which results from an evaluation shall be recommended to the Board as soon as reasonably practicable.
- If the position evaluation results only in giving the position a new title, no pay increase should be proposed.

3. Demotion

A demotion is the movement of an employee from one classified position to another classified position with a lower grade level. This may occur and be handled one of the following ways:

- The employee is voluntarily or involuntarily placed in a different classification having a lower pay range. In this case, the reduction of pay for the demoted employee shall be the equivalent to the difference between the employee's current pay and the new pay range.
- The employee's position is reclassified to a classification having a lower pay grade. In this case, an employee's pay shall be reduced to the new pay grade.
- If an employee is demoted before the effective date of a step raise, the employee may or may not receive the step increase.

4. Acting Assignments

An employee may receive a salary increase for assuming a position on an "acting" basis. For an active, vacant position, one employee may be designated and compensated as "acting". An employee in an acting role shall receive the step increase earned during the acting assignment.

D. Pay Increases

1. Step Increases

Under normal circumstances, satisfactorily performing employees, including new employees, become eligible for a step increase effective July 1.

2. Equity Increases

Equity adjustments are special salary actions necessary when market data, as judged by the Human Resources department, indicates that a different salary grade is required or when inequities in salaries are identified. The Position Evaluation in section 2.3 will be used to determine the increase and obtain approval.

E. Compensation for Overtime

A staff position may be exempt from overtime compensation based on job duties, responsibilities, salary, and in some cases, minimum education required.

- The exempt determination is made under the provisions of the FLSA.
- The FLSA requires that positions which are determined to be non-exempt (i.e., not exempt from overtime compensation) will be compensated at one and one-half times the rate of pay for all hours worked over 40 hours per week.
- Non-exempt employees may be compensated in the form of compensatory time for actual overtime hours worked.
- Only actual hours worked are counted in computing eligibility for overtime pay.
- For a non-exempt staff employee assigned to two or more positions/departments of the District, thus creating a workload that exceeds 40 hours per work week.

F. Definitions of Hours Worked

Federal law defines hours worked as any time a non-exempt employee is suffered or permitted to work, all time spent by the employee in physical or mental exertion, whether burdensome or not, that is controlled, required, or primarily for the benefit of the employer.

Examples of activities and their classification as hours worked or hours not worked are as follows:

- Work permitted away from the premises (i.e., the employee's home) is working time. On-call time spent at home is not working time.
- Breaks of 10 to 15 minutes are working time.
- Meal periods when an employee is completely relieved from duty and performs no job-related duties (including eating, resting, or other activities) are not working time.
- Time traveling between home and work is not working time, although travel as part of the duties of the work is working time.
- Time when the employee is available but not working is working time if the employee is required to be on the premises and not free to use time as the employee pleases.

G. Supplemental Pay

ORS recognizes the need for supplemental pay for employees in some designated positions and/or for hours of work which may be in periods of time or in circumstances other than those considered normal. The Human Resources department will administer supplemental pay in accordance with state and federal law.

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STEP	BS	BS+10	BS+20	MS	MS+10	MS+20
	\$50,000.00	\$50,000.00	\$50,000.00	\$50,233.00	\$50,233.00	\$50,233.00
	\$51,148.00	\$51,148.00	\$51,148.00	\$52,517.00	\$52,973.00	\$52,973.00
	\$52,296.00	\$52,296.00	\$52,517.00	\$54,801.00	\$55,255.00	\$55,713.00
	\$53,443.00	\$53,443.00	\$54,801.00	\$57,084.00	\$57,540.00	\$57,997.00
	\$54,801.00	\$55,713.00	\$57,084.00	\$59,365.00	\$59,822.00	\$60,279.00
	\$57,084.00	\$57,997.00	\$59,365.00	\$61,650.00	\$62,107.00	\$62,563.00
	\$58,910.00	\$59,822.00	\$61,194.00	\$63,932.00	\$64,388.00	\$64,846.00
	\$60,279.00	\$61,650.00	\$63,020.00	\$66,217.00	\$66,672.00	\$67,130.00
	\$61,650.00	\$63,020.00	\$64,846.00	\$68,043.00	\$68,500.00	\$69,412.00
	\$63,020.00	\$64,388.00	\$66,217.00	\$69,870.00	\$70,327.00	\$71,240.00
	\$64,388.00	\$65,760.00	\$67,588.00	\$71,240.00	\$72,152.00	\$73,066.00
	\$65,760.00	\$67,130.00	\$68,955.00	\$72,610.00	\$73,522.00	\$74,895.00
	\$66,672.00	\$68,043.00	\$70,327.00	\$73,979.00	\$74,895.00	\$76,719.00
	\$67,588.00	\$68,955.00	\$71,696.00	\$75,351.00	\$76,262.00	\$78,089.00
	\$68,500.00	\$69,870.00	\$72,610.00	\$76,719.00	\$77,634.00	\$79,460.00
	\$68,500.00	\$69,870.00	\$72,610.00	\$76,719.00	\$77,634.00	\$79,460.00
	\$68,500.00	\$69,870.00	\$72,610.00	\$76,719.00	\$77,634.00	\$79,460.00
	\$68,500.00	\$69,870.00	\$72,610.00	\$76,719.00	\$77,634.00	\$79,460.00
	\$68,500.00	\$69,870.00	\$72,610.00	\$76,719.00	\$77,634.00	\$79,460.00
	\$70,327.00	\$71,696.00	\$74,436.00	\$78,546.00	\$79,460.00	\$81,286.00

NEW TEACHER AND LIBRARIAN SALARY SCHEDULE - 206 DAYS

FY'24

STEP	BS	MS	MS+30	EDS	DR
0	\$50,000.00	\$56,299.00	\$59,314.00	\$61,725.00	\$64,136.00

1	\$51,148.00	\$57,384.00	\$60,399.00	\$62,810.00	\$65,220.00
2	\$52,295.00	\$58,469.00	\$61,484.00	\$63,894.00	\$66,305.00
3	\$53,443.00	\$59,555.00	\$62,568.00	\$64,979.00	\$67,391.00
4	\$54,591.00	\$60,640.00	\$63,653.00	\$66,064.00	\$68,476.00
5	\$55,738.00	\$61,725.00	\$64,738.00	\$67,150.00	\$69,561.00
6	\$56,886.00	\$62,810.00	\$65,824.00	\$68,234.00	\$70,646.00
7	\$58,036.00	\$63,894.00	\$66,908.00	\$69,320.00	\$71,731.00
8	\$58,799.00	\$64,979.00	\$67,994.00	\$70,405.00	\$72,816.00
9	\$59,564.00	\$66,064.00	\$69,079.00	\$71,490.00	\$73,900.00
10	\$60,517.00	\$67,150.00	\$70,164.00	\$72,574.00	\$74,986.00
11	\$61,647.00	\$68,234.00	\$71,248.00	\$73,659.00	\$76,071.00
12	\$62,776.00	\$69,320.00	\$72,333.00	\$74,745.00	\$77,156.00
13	\$63,907.00	\$70,405.00	\$73,419.00	\$75,830.00	\$78,241.00
14	\$65,037.00	\$71,490.00	\$74,667.00	\$76,914.00	\$79,326.00
15	\$66,012.00	\$72,574.00	\$75,588.00	\$78,000.00	\$80,411.00
16	\$67,002.00	\$73,659.00	\$76,674.00	\$79,085.00	\$81,495.00
17	\$67,002.00	\$73,659.00	\$76,674.00	\$79,085.00	\$81,495.00
18	\$67,002.00	\$73,659.00	\$76,674.00	\$79,085.00	\$81,495.00
19	\$67,940.00	\$74,745.00	\$77,759.00	\$80,169.00	\$82,581.00
20	\$67,940.00	\$74,745.00	\$77,759.00	\$80,169.00	\$82,581.00
21	\$67,940.00	\$74,745.00	\$77,759.00	\$80,169.00	\$82,581.00
22	\$68,892.00	\$75,830.00	\$78,843.00	\$81,255.00	\$83,666.00
23	\$68,892.00	\$75,830.00	\$78,843.00	\$81,255.00	\$83,666.00
24	\$68,892.00	\$75,830.00	\$78,843.00	\$81,255.00	\$83,666.00
25	\$69,580.00	\$78,000.00	\$81,014.00	\$83,425.00	\$85,835.00

IPSYCHOLOGIST-226 DAYS (OLbSCALE)

FY'24

STEP	MS	MS+JO	EDS	DR
1	\$57,084.00	\$57,084.00	\$57,084.00	\$57,084.00
2	\$59,822.00	\$59,822.00	\$59,822.00	\$59,822.00
3	\$62,107.00	\$62,107.00	\$62,107.00	\$62,107.00
4	\$64,846.00	\$67,588.00	\$68,500.00	\$68,500.00
5	\$67,588.00	\$69,870.00	\$70,784.00	\$72,610.00
6	\$69,870.00	\$72,610.00	\$73,522.00	\$75,351.00
7	\$72,610.00	\$75,351.00	\$76,262.00	\$77,634.00
8	\$75,351.00	\$77,634.00	\$79,003.00	\$80,372.00
9	\$77,175.00	\$80,372.00	\$81,286.00	\$83,113.00
10	\$79,460.00	\$83,113.00	\$84,026.00	\$85,396.00
11	\$80,830.00	\$84,940.00	\$86,766.00	\$88,136.00
12	\$82,200.00	\$87,223.00	\$88,592.00	\$90,877.00
13	\$84,026.00	\$89,050.00	\$90,877.00	\$93,159.00
14	\$85,396.00	\$91,333.00	\$92,702.00	\$95,899.00
15	\$87,223.00	\$93,159.00	\$94,987.00	\$98,640.00
16	\$87,223.00	\$93,159.00	\$94,987.00	\$98,640.00
17	\$87,223.00	\$93,159.00	\$94,987.00	\$98,640.00
18	\$87,223.00	\$93,159.00	\$94,987.00	\$98,640.00
19	\$87,223.00	\$93,159.00	\$94,986.00	\$98,640.00

20	\$89,050.00	\$94,987.00	\$96,812.00	\$100,466.00
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STEP	BS	BS+10	BS+20	MS	MS+10	MS+20
1	\$51,147.00	\$51,147.00	\$51,147.00	\$56,169.00	\$56,169.00	\$56,169.00
2	\$53,886.00	\$54,801.00	\$56,169.00	\$58,910.00	\$59,365.00	\$59,365.00
3	\$56,169.00	\$57,084.00	\$58,910.00	\$61,194.00	\$62,107.00	\$62,563.00
4	\$58,910.00	\$59,822.00	\$61,194.00	\$63,932.00	\$64,388.00	\$64,846.00
5	\$61,194.00	\$62,563.00	\$63,932.00	\$66,672.00	\$67,130.00	\$67,588.00
6	\$63,932.00	\$64,846.00	\$66,672.00	\$68,955.00	\$69,412.00	\$69,870.00
7	\$65,760.00	\$67,130.00	\$68,500.00	\$71,696.00	\$72,152.00	\$72,610.00
8	\$67,588.00	\$68,955.00	\$70,784.00	\$73,979.00	\$74,895.00	\$75,351.00
9	\$68,955.00	\$70,784.00	\$72,610.00	\$76,262.00	\$76,719.00	\$77,634.00
10	\$70,784.00	\$72,152.00	\$73,979.00	\$78,089.00	\$78,546.00	\$79,918.00
11	\$72,152.00	\$73,522.00	\$75,806.00	\$79,918.00	\$80,830.00	\$81,743.00
12	\$73,522.00	\$75,351.00	\$77,175.00	\$81,286.00	\$82,200.00	\$84,026.00
13	\$74,895.00	\$76,262.00	\$78,546.00	\$82,656.00	\$84,026.00	\$85,853.00
14	\$75,806.00	\$77,175.00	\$80,372.00	\$84,483.00	\$85,396.00	\$87,680.00
15	\$76,719.00	\$78,089.00	\$81,286.00	\$85,853.00	\$86,766.00	\$89,050.00
16	\$76,719.00	\$78,089.00	\$81,286.00	\$85,853.00	\$86,766.00	\$89,050.00
17	\$76,719.00	\$78,089.00	\$81,286.00	\$85,853.00	\$86,766.00	\$89,050.00
18	\$76,719.00	\$78,089.00	\$81,286.00	\$85,853.00	\$86,766.00	\$89,050.00
19	\$76,719.00	\$78,089.00	\$81,286.00	\$85,853.00	\$86,766.00	\$89,050.00
20	\$78,546.00	\$79,918.00	\$83,113.00	\$87,680.00	\$88,592.00	\$90,877.00

IPSYCHOLOG/ST/COORDINATORI COUNSELOR SALARY SCHEDILE- 226 0.IIYS (NEI

STEP	BS	MS	MS+JO	EDS	DR
0	\$53,142.00	\$63,309.00	\$66,699.00	\$69,411.00	\$72,121.00
1	\$54,362.00	\$64,529.00	\$67,919.00	\$70,631.00	\$73,342.00
2	\$55,583.00	\$65,751.00	\$69,139.00	\$71,850.00	\$74,562.00
3	\$56,803.00	\$66,971.00	\$70,359.00	\$73,070.00	\$75,783.00
4	\$58,023.00	\$68,191.00	\$71,579.00	\$74,290.00	\$77,003.00
5	\$59,243.00	\$69,400.00	\$72,799.00	\$75,511.00	\$78,223.00
6	\$60,462.00	\$70,631.00	\$74,019.00	\$76,731.00	\$79,442.00
7	\$61,682.00	\$71,850.00	\$75,240.00	\$77,951.00	\$80,662.00
8	\$62,496.00	\$73,070.00	\$76,460.00	\$79,171.00	\$81,882.00
9	\$64,122.00	\$74,290.00	\$77,680.00	\$80,391.00	\$83,102.00
10	\$65,343.00	\$75,511.00	\$78,900.00	\$81,611.00	\$84,322.00
11	\$66,564.00	\$76,731.00	\$80,120.00	\$82,831.00	\$85,543.00
12	\$67,784.00	\$77,951.00	\$81,340.00	\$84,051.00	\$86,763.00
13	\$69,004.00	\$79,171.00	\$82,560.00	\$85,272.00	\$87,983.00
14	\$70,224.00	\$80,391.00	\$83,964.00	\$86,492.00	\$89,203.00
15	\$71,444.00	\$81,611.00	\$85,001.00	\$87,712.00	\$90,423.00
16	\$72,664.00	\$82,831.00	\$86,221.00	\$88,932.00	\$91,643.00
17	\$72,664.00	\$82,831.00	\$86,221.00	\$88,932.00	\$91,643.00
18	\$72,664.00	\$82,831.00	\$86,221.00	\$88,932.00	\$91,643.00
19	\$73,884.00	\$84,051.00	\$87,441.00	\$90,152.00	\$92,863.00
20	\$73,884.00	\$84,051.00	\$87,441.00	\$90,152.00	\$92,863.00

21	\$73,884.00	\$84,051.00	\$87,441.00	\$90,152.00	\$92,863.00
22	\$75,105.00	\$85,272.00	\$88,661.00	\$91,372.00	\$94,083.00
23	\$75,105.00	\$85,272.00	\$88,661.00	\$91,372.00	\$94,083.00
24	\$75,105.00	\$85,272.00	\$88,661.00	\$91,372.00	\$94,083.00
25	\$77,544.00	\$87,712.00	\$91,101.00	\$93,812.00	\$96,524.00

ILISIIUC TIONAL TECHNOLOGY COACHES. - 221 DAYS.

STEP	BS	BS+10	BS+20	MS	MS+10	MS+2
1	\$48,991.00	\$48,991.00	\$48,991.00	\$53,890.00	\$53,890.00	\$53,89
2	\$51,440.00	\$52,421.00	\$53,890.00	\$56,341.00	\$56,830.00	\$56,83
3	\$53,890.00	\$54,869.00	\$56,341.00	\$58,790.00	\$59,279.00	\$59,76
4	\$56,341.00	\$57,321.00	\$58,790.00	\$61,240.00	\$61,729.00	\$62,21
5	\$58,790.00	\$59,769.00	\$61,240.00	\$63,689.00	\$64,180.00	\$64,66
6	\$61,240.00	\$62,219.00	\$63,689.00	\$66,138.00	\$66,629.00	\$67,1
7	\$63,200.00	\$64,180.00	\$65,649.00	\$68,589.00	\$69,078.00	\$69,56
8	\$64,669.00	\$66,138.00	\$67,609.00	\$71,037.00	\$71,527.00	\$72,01
9	\$66,138.00	\$67,609.00	\$69,569.00	\$72,999.00	\$73,488.00	\$74,46
10	\$67,609.00	\$69,078.00	\$71,037.00	\$74,957.00	\$75,448.00	\$76,42
11	\$69,078.00	\$70,548.00	\$72,509.00	\$76,426.00	\$77,408.00	\$78,38
12	\$70,548.00	\$72,017.00	\$73,976.00	\$77,897.00	\$78,877.00	\$80,34
13	\$71,527.00	\$72,999.00	\$75,448.00	\$79,366.00	\$80,345.00	\$82,30
14	\$72,509.00	\$73,976.00	\$76,916.00	\$80,837.00	\$81,817.00	\$83,77
15	\$73,488.00	\$74,957.00	\$77,897.00	\$82,306.00	\$83,285.00	\$85,24
16	\$73,488.00	\$74,957.00	\$77,897.00	\$82,306.00	\$83,285.00	\$85,24
17	\$73,488.00	\$74,957.00	\$77,897.00	\$82,306.00	\$83,285.00	\$85,24
18	\$73,488.00	\$74,957.00	\$77,897.00	\$82,306.00	\$83,285.00	\$85,24
19	\$73,488.00	\$74,957.00	\$77,897.00	\$82,306.00	\$83,285.00	\$85,24
20	\$75,448.00	\$76,916.00	\$79,856.00	\$84,265.00	\$85,246.00	\$87,20

Appendix C-6

IDATA COPRDFNAFOR • 12 MONTHS

STEP	BS	MS	MS+30	EDS	DR
0	\$61,372.00	\$73,114.00	\$77,029.00	\$80,159.00	\$83,290.00
1	\$62,782.00	\$74,523.00	\$78,438.00	\$81,569.00	\$84,700.00
2	\$64,191.00	\$75,932.00	\$79,847.00	\$82,978.00	\$86,110.00
3	\$65,599.00	\$77,342.00	\$81,255.00	\$84,387.00	\$87,518.00
4	\$67,008.00	\$78,750.00	\$82,664.00	\$85,796.00	\$88,927.00
5	\$68,417.00	\$80,159.00	\$84,074.00	\$87,205.00	\$90,336.00
6	\$69,827.00	\$81,569.00	\$85,483.00	\$88,614.00	\$91,746.00
7	\$71,235.00	\$82,978.00	\$86,891.00	\$90,022.00	\$93,154.00
8	\$72,175.00	\$84,387.00	\$88,301.00	\$91,432.00	\$94,563.00
9	\$74,054.00	\$85,796.00	\$89,710.00	\$92,841.00	\$95,972.00
10	\$75,463.00	\$87,205.00	\$91,120.00	\$94,251.00	\$97,381.00
11	\$76,872.00	\$88,614.00	\$92,528.00	\$95,659.00	\$98,790.00
12	\$78,281.00	\$90,022.00	\$93,937.00	\$97,068.00	\$100,200.00
13	\$79,690.00	\$91,432.00	\$95,346.00	\$98,478.00	\$101,609.00
14	\$81,099.00	\$92,841.00	\$96,968.00	\$99,887.00	\$103,018.00

15	\$82,507.00	\$94,251.00	\$98,164.00	\$101,295.00	\$104,426.00
16	\$83,917.00	\$95,659.00	\$99,573.00	\$102,704.00	\$105,836.00
17	\$83,917.00	\$95,659.00	\$99,573.00	\$102,704.00	\$105,836.00
18	\$83,917.00	\$95,659.00	\$99,573.00	\$102,704.00	\$105,836.00
19	\$85,327.00	\$97,068.00	\$100,983.00	\$104,113.00	\$107,245.00
20	\$85,327.00	\$97,068.00	\$100,983.00	\$104,113.00	\$107,245.00
21	\$85,327.00	\$97,068.00	\$100,983.00	\$104,113.00	\$107,245.00
22	\$86,736.00	\$98,478.00	\$102,392.00	\$105,523.00	\$108,654.00
23	\$86,736.00	\$98,478.00	\$102,392.00	\$105,523.00	\$108,654.00
24	\$86,736.00	\$98,478.00	\$102,392.00	\$105,523.00	\$108,654.00
25	\$89,553.00	\$101,295.00	\$105,210.00	\$108,341.00	\$111,471.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment

IsuSUPERVISORLICENSED SMARY: SCHEDULE - ti MONTHS-• FY'24'

STEP	MS	MS+30	EDS	DR
0	\$96,942.00	\$99,955.00	\$102,367.00	\$104,778.00
1	\$98,026.00	\$101,040.00	\$103,452.00	\$105,863.00
2	\$99,111.00	\$102,126.00	\$104,537.00	\$106,947.00
3	\$100,196.00	\$103,211.00	\$105,621.00	\$108,032.00
4	\$101,281.00	\$104,295.00	\$106,706.00	\$109,117.00
5	\$102,367.00	\$105,380.00	\$107,791.00	\$110,203.00
6	\$103,452.00	\$106,465.00	\$108,876.00	\$111,288.00
7	\$104,537.00	\$107,550.00	\$109,962.00	\$112,373.00
8	\$105,621.00	\$108,635.00	\$111,047.00	\$113,458.00
9	\$106,706.00	\$109,721.00	\$112,132.00	\$114,542.00
10	\$107,791.00	\$110,806.00	\$113,216.00	\$115,627.00
11	\$108,876.00	\$111,890.00	\$114,301.00	\$116,712.00
12	\$109,962.00	\$112,975.00	\$115,386.00	\$117,797.00
13	\$111,047.00	\$114,060.00	\$116,471.00	\$118,883.00
14	\$112,132.00	\$115,309.00	\$117,557.00	\$119,968.00
15	\$113,216.00	\$116,230.00	\$118,642.00	\$121,053.00
16	\$114,301.00	\$117,316.00	\$119,727.00	\$122,138.00
17	\$114,301.00	\$117,316.00	\$119,727.00	\$122,138.00
18	\$114,301.00	\$117,316.00	\$119,727.00	\$122,138.00
19	\$115,386.00	\$118,401.00	\$120,812.00	\$123,222.00
20	\$115,386.00	\$118,401.00	\$120,812.00	\$123,222.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

! ELEMENTARY P_RINCIPAL S_ALARY SCHEDUL • 12/VIONTHS

FY'24

STEP	MS	MS+30	EDS	DR
0	\$96,942.00	\$99,955.00	\$102,367.00	\$104,778.00
1	\$98,026.00	\$101,040.00	\$103,452.00	\$105,863.00
2	\$99,111.00	\$102,126.00	\$104,537.00	\$106,947.00
3	\$100,196.00	\$103,211.00	\$105,621.00	\$108,032.00
4	\$101,281.00	\$104,295.00	\$106,706.00	\$109,117.00
5	\$102,367.00	\$105,380.00	\$107,791.00	\$110,203.00

6	\$103,452.00	\$106,465.00	\$108,876.00	\$111,288.00
7	\$104,537.00	\$107,550.00	\$109,962.00	\$112,373.00
8	\$105,621.00	\$108,635.00	\$111,047.00	\$113,458.00
9	\$106,706.00	\$109,721.00	\$112,132.00	\$114,542.00
10	\$107,791.00	\$110,806.00	\$113,216.00	\$115,627.00
11	\$108,876.00	\$111,890.00	\$114,301.00	\$116,712.00
12	\$109,962.00	\$112,975.00	\$115,386.00	\$117,797.00
13	\$111,047.00	\$114,060.00	\$116,471.00	\$118,883.00
14	\$112,132.00	\$115,309.00	\$117,557.00	\$119,968.00
15	\$113,216.00	\$116,230.00	\$118,642.00	\$121,053.00
16	\$114,301.00	\$117,316.00	\$119,727.00	\$122,138.00
17	\$114,301.00	\$117,316.00	\$119,727.00	\$122,138.00
18	\$114,301.00	\$117,320.00	\$119,727.00	\$122,138.00
19	\$115,386.00	\$118,401.00	\$120,812.00	\$123,222.00
20	\$115,386.00	\$118,401.00	\$120,812.00	\$123,222.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

IELEMENTARY ASSJSTANT PRINCJPAi.sA.i:Alivscilf:liuLE - i2ii

STEP	MS	MS+30	EDS	DR
0	\$69,211.00	\$71,820.00	\$73,908.00	\$75,995.00
1	\$70,149.00	\$72,759.00	\$74,847.00	\$76,935.00
2	\$71,089.00	\$73,700.00	\$75,787.00	\$77,874.00
3	\$72,029.00	\$74,638.00	\$76,727.00	\$78,814.00
4	\$72,968.00	\$75,578.00	\$77,665.00	\$79,753.00
5	\$73,908.00	\$76,518.00	\$78,605.00	\$80,693.00
6	\$74,847.00	\$77,457.00	\$79,545.00	\$81,633.00
7	\$75,787.00	\$78,396.00	\$80,484.00	\$82,572.00
8	\$76,727.00	\$79,336.00	\$81,424.00	\$83,511.00
9	\$77,665.00	\$80,276.00	\$82,363.00	\$84,451.00
10	\$78,605.00	\$81,216.00	\$83,303.00	\$85,390.00
11	\$79,545.00	\$82,154.00	\$84,242.00	\$86,330.00
12	\$80,484.00	\$83,094.00	\$85,181.00	\$87,270.00
13	\$81,424.00	\$84,034.00	\$86,121.00	\$88,209.00
14	\$82,363.00	\$85,116.00	\$87,062.00	\$89,149.00
15	\$83,303.00	\$85,912.00	\$88,000.00	\$90,088.00
16	\$84,242.00	\$86,852.00	\$88,940.00	\$91,027.00
17	\$84,242.00	\$86,852.00	\$88,940.00	\$91,027.00
18	\$84,242.00	\$86,852.00	\$88,940.00	\$91,027.00
19	\$85,181.00	\$87,792.00	\$89,879.00	\$91,967.00
20	\$85,181.00	\$87,792.00	\$89,879.00	\$91,967.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

[Miooi.-E scilooi. oE.4ils sALARv scHEouLE: - 12 MONTHs

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STEP	MS	MS+30	EDS	DR
0	\$76,166.00	\$78,776.00	\$80,865.00	\$82,952.00
1	\$77,107.00	\$79,716.00	\$81,803.00	\$83,891.00

2	\$78,046.00	\$80,655.00	\$82,743.00	\$84,831.00
3	\$78,985.00	\$81,595.00	\$83,683.00	\$85,771.00
4	\$79,925.00	\$82,534.00	\$84,623.00	\$86,710.00
5	\$80,865.00	\$83,146.00	\$85,562.00	\$87,649.00
6	\$81,803.00	\$84,414.00	\$86,501.00	\$88,589.00
7	\$82,743.00	\$85,354.00	\$87,441.00	\$89,528.00
8	\$83,683.00	\$86,292.00	\$88,381.00	\$90,469.00
9	\$84,623.00	\$87,232.00	\$89,319.00	\$91,407.00
10	\$85,562.00	\$88,171.00	\$90,260.00	\$92,347.00
11	\$86,501.00	\$89,111.00	\$91,199.00	\$93,287.00
12	\$87,441.00	\$90,050.00	\$92,138.00	\$94,226.00
13	\$88,381.00	\$90,990.00	\$93,078.00	\$95,165.00
14	\$89,319.00	\$92,071.00	\$94,017.00	\$96,105.00
15	\$90,260.00	\$92,870.00	\$94,957.00	\$97,044.00
16	\$91,199.00	\$93,808.00	\$95,896.00	\$97,985.00
17	\$91,199.00	\$93,808.00	\$95,896.00	\$97,985.00
18	\$91,199.00	\$93,808.00	\$95,896.00	\$97,985.00
19	\$92,138.00	\$94,748.00	\$96,835.00	\$98,923.00
20	\$92,138.00	\$94,748.00	\$96,835.00	\$98,923.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

!MIDDLE SCHOOL ASSISTANTPRINCIPAL SALARY SCHEDULE - 12 MONTHS

STEP	MS	MS+30	EDS	DR
0	\$87,962.00	\$90,977.00	\$93,388.00	\$95,799.00
1	\$89,047.00	\$92,062.00	\$94,473.00	\$96,883.00
2	\$90,132.00	\$93,147.00	\$95,557.00	\$97,968.00
3	\$91,217.00	\$94,231.00	\$96,642.00	\$99,054.00
4	\$92,303.00	\$95,316.00	\$97,728.00	\$100,138.00
5	\$93,388.00	\$96,401.00	\$98,812.00	\$101,223.00
6	\$94,473.00	\$97,486.00	\$99,897.00	\$102,309.00
7	\$95,557.00	\$98,571.00	\$100,983.00	\$103,394.00
8	\$96,642.00	\$99,657.00	\$102,068.00	\$104,478.00
9	\$97,728.00	\$100,742.00	\$103,152.00	\$105,563.00
10	\$98,812.00	\$101,826.00	\$104,237.00	\$106,649.00
11	\$99,897.00	\$102,911.00	\$105,323.00	\$107,734.00
12	\$100,983.00	\$103,996.00	\$106,408.00	\$108,818.00
13	\$102,068.00	\$105,082.00	\$107,492.00	\$109,903.00
14	\$103,152.00	\$106,330.00	\$108,577.00	\$110,989.00
15	\$104,237.00	\$107,251.00	\$109,663.00	\$112,074.00
16	\$105,323.00	\$108,337.00	\$110,748.00	\$113,158.00
17	\$105,323.00	\$108,337.00	\$110,748.00	\$113,158.00
18	\$105,323.00	\$108,337.00	\$110,748.00	\$113,158.00
19	\$106,408.00	\$109,422.00	\$111,832.00	\$114,244.00
20	\$106,408.00	\$109,422.00	\$111,832.00	\$114,244.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

MIDDLE SCHOOL PRINCIPAL SALARY SCHEDULE - 12 MONTHS

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STEP	MS	MS+30	EDS	DR
	\$102,613.00	\$105,626.00	\$108,037.00	\$110,449.00
	\$103,697.00	\$106,711.00	\$109,123.00	\$111,534.00
	\$104,782.00	\$107,797.00	\$110,208.00	\$112,618.00
	\$105,867.00	\$108,882.00	\$111,292.00	\$113,703.00
	\$106,952.00	\$109,966.00	\$112,377.00	\$114,788.00
	\$108,037.00	\$111,051.00	\$113,462.00	\$115,874.00
	\$109,123.00	\$112,136.00	\$114,548.00	\$116,958.00
	\$110,208.00	\$113,221.00	\$115,632.00	\$118,044.00
	\$111,292.00	\$114,306.00	\$116,717.00	\$119,129.00
	\$112,377.00	\$115,391.00	\$117,803.00	\$120,214.00
	\$113,462.00	\$116,477.00	\$118,888.00	\$121,298.00
	\$114,548.00	\$117,562.00	\$119,972.00	\$122,383.00
	\$115,632.00	\$118,646.00	\$121,057.00	\$123,469.00
	\$116,717.00	\$119,731.00	\$122,143.00	\$124,554.00
	\$117,803.00	\$120,980.00	\$123,228.00	\$125,638.00
	\$118,888.00	\$121,902.00	\$124,312.00	\$126,724.00
	\$119,972.00	\$122,986.00	\$125,397.00	\$127,809.00
	\$119,972.00	\$122,986.00	\$125,397.00	\$127,809.00
	\$119,972.00	\$122,986.00	\$125,397.00	\$127,809.00
	\$121,057.00	\$124,071.00	\$126,483.00	\$128,893.00
	\$121,057.00	\$124,071.00	\$126,483.00	\$128,893.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

HIGH SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE - 12 MONTHS

FY'22

STEP	MS	MS+30	EDS	DR
0	\$95,996.00	\$99,010.00	\$101,422.00	\$103,833.00
1	\$97,081.00	\$100,096.00	\$102,507.00	\$104,917.00
2	\$98,166.00	\$101,181.00	\$103,591.00	\$106,002.00
3	\$99,251.00	\$102,265.00	\$104,676.00	\$107,087.00
4	\$100,337.00	\$103,350.00	\$105,761.00	\$108,171.00
5	\$101,422.00	\$104,435.00	\$106,845.00	\$109,258.00
6	\$102,507.00	\$105,519.00	\$107,932.00	\$110,343.00
7	\$103,591.00	\$106,604.00	\$109,017.00	\$111,428.00
8	\$104,676.00	\$107,691.00	\$110,102.00	\$112,512.00
9	\$105,761.00	\$108,776.00	\$111,186.00	\$113,597.00
10	\$106,845.00	\$109,860.00	\$112,271.00	\$114,682.00
11	\$107,932.00	\$110,945.00	\$113,356.00	\$115,768.00
12	\$109,017.00	\$112,030.00	\$114,441.00	\$116,852.00
13	\$110,102.00	\$113,115.00	\$115,526.00	\$117,938.00
14	\$111,186.00	\$114,364.00	\$116,612.00	\$119,023.00
15	\$112,271.00	\$115,286.00	\$117,697.00	\$120,108.00
16	\$113,356.00	\$116,371.00	\$118,782.00	\$121,192.00
17	\$113,356.00	\$116,371.00	\$118,782.00	\$121,192.00
18	\$113,356.00	\$116,371.00	\$118,782.00	\$121,192.00
19	\$114,441.00	\$117,456.00	\$119,866.00	\$122,277.00
20	\$114,441.00	\$117,456.00	\$119,866.00	\$122,277.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

HIGH SCHOOL PRINCIPAL SALARY SCHEDULE- 12 MONTHS ***FY'24***

STEP	MS	MS+30	EDS	DR
0	\$109,229.00	\$112,242.00	\$114,654.00	\$117,064.00
1	\$110,314.00	\$113,328.00	\$115,738.00	\$118,149.00
2	\$111,399.00	\$114,412.00	\$116,823.00	\$119,235.00
3	\$112,483.00	\$115,497.00	\$117,909.00	\$120,320.00
4	\$113,568.00	\$116,582.00	\$118,994.00	\$121,404.00
5	\$114,654.00	\$117,668.00	\$120,078.00	\$122,490.00
6	\$115,738.00	\$118,752.00	\$121,163.00	\$123,575.00
7	\$116,823.00	\$119,837.00	\$122,249.00	\$124,660.00
8	\$117,909.00	\$120,923.00	\$123,334.00	\$125,744.00
9	\$118,994.00	\$122,008.00	\$124,418.00	\$126,829.00
10	\$120,078.00	\$123,092.00	\$125,503.00	\$127,915.00
11	\$121,163.00	\$124,177.00	\$126,589.00	\$129,000.00
12	\$122,249.00	\$125,262.00	\$127,674.00	\$130,085.00
13	\$123,334.00	\$126,348.00	\$128,759.00	\$131,170.00
14	\$124,418.00	\$127,597.00	\$129,844.00	\$132,255.00
15	\$125,503.00	\$128,518.00	\$130,929.00	\$133,339.00
16	\$126,589.00	\$129,603.00	\$132,013.00	\$134,424.00

17	\$126,589.00	\$129,603.00	\$132,013.00	\$134,424.00
18	\$126,589.00	\$129,603.00	\$132,013.00	\$134,424.00
19	\$127,674.00	\$130,687.00	\$133,098.00	\$135,509.00
20	\$127,674.00	\$130,687.00	\$133,098.00	\$135,509.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment

[HIGHPLC COACH 226 DAYS

STEP	BS	BS+10	BS+20	MS	MS+10	MS+20
1	\$50,101.00	\$50,101.00	\$50,101.00	\$55,110.00	\$55,110.00	\$55,110.00
2	\$52,605.00	\$53,606.00	\$55,110.00	\$57,616.00	\$58,116.00	\$58,116.00
3	\$55,110.00	\$56,112.00	\$57,616.00	\$60,120.00	\$60,621.00	\$61,122.00
4	\$57,616.00	\$58,616.00	\$60,120.00	\$62,625.00	\$63,127.00	\$63,627.00
5	\$60,120.00	\$61,122.00	\$62,625.00	\$65,130.00	\$65,629.00	\$66,133.00
6	\$62,625.00	\$63,627.00	\$65,130.00	\$67,635.00	\$68,136.00	\$68,637.00
7	\$64,629.00	\$65,629.00	\$67,135.00	\$70,140.00	\$70,640.00	\$71,141.00
8	\$66,133.00	\$67,635.00	\$69,138.00	\$72,646.00	\$73,145.00	\$73,647.00
9	\$67,635.00	\$69,138.00	\$71,141.00	\$74,650.00	\$75,150.00	\$76,151.00
10	\$69,138.00	\$70,640.00	\$72,646.00	\$76,653.00	\$77,153.00	\$78,156.00
11	\$70,640.00	\$72,145.00	\$74,148.00	\$78,156.00	\$79,158.00	\$80,159.00
12	\$72,145.00	\$73,647.00	\$75,651.00	\$79,659.00	\$80,660.00	\$82,165.00
13	\$73,145.00	\$74,650.00	\$77,153.00	\$81,163.00	\$82,165.00	\$84,168.00
14	\$74,148.00	\$75,651.00	\$78,657.00	\$82,665.00	\$83,667.00	\$85,670.00
15	\$75,150.00	\$76,653.00	\$79,659.00	\$84,168.00	\$85,171.00	\$87,175.00
16	\$75,150.00	\$76,653.00	\$79,659.00	\$84,168.00	\$85,171.00	\$87,175.00
17	\$75,150.00	\$76,653.00	\$79,659.00	\$84,168.00	\$85,171.00	\$87,175.00
18	\$75,150.00	\$76,653.00	\$79,659.00	\$84,168.00	\$85,171.00	\$87,175.00
19	\$75,150.00	\$76,653.00	\$79,659.00	\$84,168.00	\$85,171.00	\$87,175.00
20	\$77,153.00	\$78,657.00	\$81,663.00	\$86,172.00	\$87,175.00	\$89,179.00

The exact salary will be determined at the earliest possible date, based on an evaluation of performance in the assignment.

COACHING AND SALARY AND SUPPLEMENTSCHEDULE

Step	I	II	III	
1	\$9,410	\$5,850	\$4,985	
2	\$9,826	\$6,108	\$5,205	
3	\$10,243	\$6,368	\$5,426	
4	\$10,992	\$6,833	\$5,823	
5	\$11,491	\$7,143	\$6,088	
6	\$11,907	\$7,402	\$6,309	
7	\$12,241	\$7,609	\$6,484	
8	\$12,658	\$7,868	\$6,705	
9	\$13,073	\$8,127	\$6,925	
10	\$13,657	\$8,490	\$7,234	
15	\$14,198	\$9,030	\$7,775	
20	\$14,739	\$9,571	\$8,316	
	1-H HS Football*	10-A HS Football	2-H MS Football	4-A
	2-H HS Basketball*	2-A HS Basketball	4-H MS Basketball	2-H
	1-H HS Band Director	3-A HS Band Director	1-H HS Softball	1-H
		1-H HS Cheerleader	2-H HS Soccer	1-A
		1-H HS Baseball	1-H HS Track	1-A

Experience in Years	0-4	5-9	
Retired ORS Certified	\$131	\$137	
Certified	\$121	\$127	
Bachelor's Degree	\$112	\$118	
Associate Degree	\$102	\$107	
Non Degree	\$94	\$99	

Effective FY'23

SPED Teacher Substitutes

\$10.00 Full Day supplement to base

n.. DEPARTMENT of Education = fr P.fEsP.i.ARv scieollt.E ucer.iseo PERsol

Experience in Years	0-4	5-9	
Bachelor's Degree Advanced Degree	\$226 \$242	\$241 \$263	

POSITION/ASSIGNMENT	GRADE	DAYS	HOURS PER DAY
	1	261	8.0
		261	8.0
PreK TA t	3	191	7.5
Teach Eir A.ssi Stant - .	4	191	7.5
ECC Site Director	4	261	8.0
		191	7.5
ISS, Specia l: A SCA-TA, PreK TAl l i-	1 S	191	7.5
FRC Assistant	5	261	8.0
	6	261	8.0
Maintenance Generalist I	7	261	8.0
ParaprOte Ssiilrlat ' / : • - , < - - ' - - ' : , , , - : ' - - "	8	261	8.0
ECC Director	8	261	8.0
		261	8.0
Admin Asst I, Asst Bookkeeper (High)	9	261	8.0
	10	251	8.0
Maint Eirancie 9 to Sra fct II Admin Asst II	11	261	8.0
	12	191	7.5
Family Services Advocate	12	226	8.0
Receiving/Inventory Clerk, Elementary Bookkeeper	12	261	8.0
Inventory Technid<in, seconctafy _eOOkkOOper, Adinin	13	261	8.0
Admin Asst IV	14	261	8.0
BusinesS SeMces Specialist, HR \$pedalist	15	251	8.0
Manager of Tech Ops	15	261	8.0
	16	261	8.0
Family Impact Coordinator	17	225	8.0
	17	232	7.5
Si>ortS Medicine Coordinator			
Maintenance Generalist III, Admin Asst V (Exec)	18	261	8.0
Shift Foreman	19	261	8.0
Admin Asst VI (Sr. Exec), HR Benefits Coordinator	20	261	8.0
Farrillv Services Coordinator	21	226	8.0
Social Worker	21	206	7.5
	22	261	8.0
Ben-efits CooinatOf; tr 2 Tech, RepairT			8.0
AP Specialist, Purchasing Specialist, Data Analysis & Reporting Specialist, Carpenter, Low Vottage Tech, Plumber, Electrician I	23	261	8.0
	24	261	8.0
HVAC Tech II, Electrician II, HR Coordinator, Payroll SneciaJi«+	25	261	8.0
Grant Accountant			
Maintenance Tech Foreman, Bunding and Gi'ouncls Foremari	26	251	8.0

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ITEACHERASS/STANT SALARY SCHEDULE ' (OLD SCALE) - 191 DAYS

	1	2	3	4	5	6	7	8	
I									
Annual	\$17,031	\$17,543	\$18,075	\$18,613	\$19,170	\$19,744	\$20,336	\$20,948	\$2
Daily	\$89.17	\$91.85	\$94.63	\$97.45	\$100.37	\$103.37	\$106.47	\$109.68	\$1
Hourly	\$11.89	\$12.25	\$12.62	\$12.99	\$13.38	\$13.78	\$14.20	\$14.62	\$1
II									
Annual	\$18,900	\$19,469	\$20,055	\$20,658	\$21,275	\$21,914	\$22,576	\$23,248	\$2
Daily	\$98.95	\$101.93	\$105.00	\$108.16	\$111.39	\$114.73	\$118.20	\$121.72	\$1
Hourly	\$13.19	\$13.59	\$14.00	\$14.42	\$14.85	\$15.30	\$15.76	\$16.23	\$1

Salaries are based on 191 days. Daily and hourly rates are approximate.

Teacher Assistant staff hired after 7-1-2020 will be placed on District Support Staff salary schedule (D-1).

Salary Schedules FY'24

6/14/2023

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IPARA-PROFESSIONAL SALARY SCHEDULE (OLD SCALE) - 191 DAYS

	1	2	3	4	5	6	7	8	
Annual	\$22,188	\$22,854	\$23,539	\$24,247	\$24,975	\$25,724	\$26,500	\$27,289	\$28,088
Daily	\$116.17	\$119.65	\$123.24	\$126.95	\$130.76	\$134.68	\$138.74	\$142.87	\$147.06
Hourly	\$15.49	\$15.95	\$16.43	\$16.93	\$17.43	\$17.96	\$18.50	\$19.05	\$19.61

Salaries are based on 191 days. Daily and hourly rates are approximate.

Para-professional staff hired after 7-1-2020 will be placed on District Support Staff salary schedule (D-1).

I cUSTODIALSALARY SCHEDULE (OLD SCALE)

	Class A Custodian	Shift Foreman	Chief Custodian Elementary/Other	Chief Custodian Large Elementary
Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
1	12.72	13.08	13.95	14.24
2	13.11	13.50	14.41	14.72
3	13.55	13.94	14.87	15.20
4	13.97	14.40	15.36	15.68
5	14.58	14.85	15.83	16.17
6	14.89	15.34	16.35	16.71
7	15.38	15.81	16.87	17.22
8	15.89	16.33	17.44	17.78
9	16.40	16.86	18.02	18.37
10	16.93	17.42	18.56	18.96
11	17.50	18.00	19.19	19.57
12	18.04	18.54	19.80	20.19
13	18.61	19.16	20.42	20.87
14	19.22	19.78	21.08	21.53
15	19.85	20.41	21.78	22.21
16	20.46	21.06	22.48	22.92

Applies to custodial staff hired prior to 4/22/2013

NEW CUSTODIAL SALARY SCHEDULE

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	Class A Custodian	Chief Custodian Elementary/Other	Chief Custodian Large Elementary	Chief School
Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	12.92	13.75	14.06	
1	13.33	14.18	14.49	
2	13.74	14.63	14.93	
3	14.17	15.09	15.40	

4	14.61	15.56	15.88
5	15.05	16.03	16.40
6	15.53	16.52	16.90
7	16.01	17.03	17.41
8	16.51	17.56	17.95
9	17.01	18.10	18.51
10	17.54	18.66	19.07
11	18.09	19.26	19.67

I FOOD SERVICE SALARY SCHEDULE

Food Service Workers	
Steps	Hourly Rate
1	\$11.63
2	\$11.96
3	\$12.34
4	\$12.72
5	\$13.12
6	\$13.54
7	\$13.94
8	\$14.39
9	\$14.87
10	\$15.33
11	\$15.81

Steps	Hourly Rate
1	\$18.93
2	\$19.54
3	\$20.22
4	\$20.85
5	\$21.55

Food Service Managers

<i>APPENDIX</i>	<i>NO.</i>	<i>TAB</i>
------------------------	-------------------	-------------------

c c c c c c c c c c c c c c c c c c c	1	TEACH (OLD) TEACH (NEW)
	2	PSYCHOLOGIST (OLD)
	3	COORD/COUNS (OLD)
	4	PSY/COORD/COUN (NEW)
	5	CATIF
	6	DATA COORD SUPERVISOR
	7	LICENSED ELEM PRINCIPAL
	8	ELEM ASST. PRINCIPAL
	9	DEANS
	10	MS ASST. PRINCIPAL MS
	11	PRINCIPAL
	12	HS ASST. PRINCIPAL HS
	13	PRINCIPAL PLC COACH
	14	COACHING SUBSTITUTES
	15	
	16	
	17	
	18	
D	1	DISTRICT SUPPORT STAFF
D	2	DISTRICT SUPPORT STAFF
D	3	TEACHER ASST. TEACHER
D	4	ASST. (NEW) PARAPRO
D	5	CUSTODIAN (OLD)
D	6	CUSTODIAN (NEW) FOOD
D	7	SERVICES
D	8	

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ency of step placement with recognition of the employee's experience, and standard percentage increase between c

itions. Each position is assigned a job grade based on factors such as:

ents of the job description should be considered. Based on experience, the successful candidate should be placed e

n Step 0. If the promoting employee's prior pay is higher than the appropriate step on the new grade, the Executive

n the schedule based on factors such as:

ents of the job description should be considered. Based on experience, the successful candidate should be placed at

n Step 0. If the promoting employee's prior pay is higher than the appropriate step on the new grade, the Executive

rated based on the employee's earned degree and years of experience.

edited at the rate of one step for each year of experience.

ry two years of experience. For administrators either new to ORS or with other administrative experience, previous

superintendent regarding the competitiveness of salaries within the District.
it compensation program policy.

as needed.

y for comparable benchmark school systems, salary analysis, and availability of funds.

ustifyi ng the need for the new position.

evision to the department's organizational structure.

iation may include interviewing the supervisor.

ription for the new position and follow the steps below to place the position within the salary structure.

will become the job classification's placement within the salary structure.

ions of other jobs within the salary structure. The job will be placed into the salary grade with the most similar level job
Standards Act (FLSA).

utive Director of Human Resources for determination of the appropriate job grade and title.

g the need for the evaluation.

clude interviewing the supervisor.

ase should be proposed and approved as referenced under Promotion, section 2.4.3. Promotional increases in this
y possible and when approved should be effective at the beginning of the first pay period following approval by the Board
and should be handled as referenced under Lateral Transfer, section 2.4.4.

ween the old grade step one and the new grade step one. Under extenuating circumstances, and at the department's salary should not be reduced, but changed to the step closest to the current salary. The step raise as determined by the employee's performance in the previous role.

shall normally receive appropriate placement on the schedule for the respective role for the time the employee performs.

tified and warrant correction. Adjustments may be requested by department heads for individual employees or groups.

or 40 in a work week.

worked. An agreement regarding compensatory time must exist between the employee and the Board. Accumulation

ing a multiple or concurrent employment situation, the Human Resources department shall review and either approve

red, or permitted (although perhaps not requested) by the supervisor, and pursued necessarily and

ing answering the phone) are not working time.

day is working time.

Resources department is responsible for establishing and administering supplemental pay policies. Classified employees

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	MS+30	ED.S	DR
	\$50,233.00	\$50,233.00	\$50,233.00
	\$52,973.00	\$52,973.00	\$52,973.00
	\$55,713.00	\$55,713.00	\$55,713.00
	\$59,365.00	\$60,279.00	\$60,279.00
	\$61,650.00	\$62,563.00	\$63,932.00
	\$63,932.00	\$64,846.00	\$66,217.00
	\$66,217.00	\$67,130.00	\$68,500.00
	\$68,500.00	\$69,412.00	\$70,784.00
	\$70,784.00	\$71,696.00	\$73,066.00
	\$73,066.00	\$73,979.00	\$75,351.00
	\$74,895.00	\$76,262.00	\$77,634.00
	\$76,719.00	\$78,089.00	\$79,918.00
	\$78,546.00	\$79,918.00	\$82,200.00
	\$80,372.00	\$81,743.00	\$84,483.00
	\$82,200.00	\$83,569.00	\$86,766.00
	\$82,200.00	\$83,569.00	\$86,766.00
	\$82,200.00	\$83,569.00	\$86,766.00
	\$82,200.00	\$83,569.00	\$86,766.00
	\$82,200.00	\$83,569.00	\$86,766.00
	\$84,026.00	\$85,396.00	\$88,592.00

6 DAYS(OLD scALEJ

FY'24

	MS+30	EDS	DR
)	\$56, 169.00	\$56,169.00	\$56, 169.00
	\$59,365.00	\$59,365.00	\$59,365.00
	\$62,563.00	\$62,563.00	\$62,563.00
	\$66,672.00	\$67,588.00	\$67,588.00
	\$68,955.00	\$69,870.00	\$71,696.00
	\$71,696.00	\$72,610.00	\$73,979.00
	\$73,979.00	\$75,351.00	\$76,719.00
	\$76,719.00	\$77,634.00	\$79,460.00
	\$79,460.00	\$80,372.00	\$81,743.00
	\$81,743.00	\$82,656.00	\$84,483.00
	\$84,026.00	\$85,396.00	\$86,766.00
	\$85,853.00	\$87,680.00	\$89,506.00
	\$88,136.00	\$89,506.00	\$92,245.00
	\$89,963.00	\$91,333.00	\$94,530.00
	\$92,245.00	\$93,615.00	\$97,269.00
	\$92,245.00	\$93,615.00	\$97,269.00
	\$92,245.00	\$93,615.00	\$97,269.00
	\$92,245.00	\$93,615.00	\$97,269.00
	\$92,245.00	\$93,615.00	\$97,269.00
	\$94,073.00	\$95,444.00	\$99,096.00

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FY'24

0	MS+30	EDS	DR
00.00	\$53,890.00	\$53,890.00	\$53,890.00
00.00	\$56,830.00	\$56,830.00	\$56,830.00
09.00	\$59,769.00	\$59,769.00	\$59,769.00
09.00	\$63,689.00	\$64,669.00	\$64,669.00
09.00	\$66,138.00	\$67,117.00	\$68,589.00
17.00	\$68,589.00	\$69,569.00	\$71,037.00
09.00	\$71,037.00	\$72,017.00	\$73,488.00
07.00	\$73,488.00	\$74,467.00	\$75,937.00
07.00	\$75,937.00	\$76,916.00	\$78,387.00
06.00	\$78,387.00	\$79,366.00	\$80,837.00
07.00	\$80,345.00	\$81,817.00	\$83,285.00
05.00	\$82,306.00	\$83,775.00	\$85,736.00
06.00	\$84,265.00	\$85,736.00	\$88,184.00
05.00	\$86,224.00	\$87,696.00	\$90,635.00
06.00	\$88,184.00	\$89,656.00	\$93,084.00
06.00	\$88,184.00	\$89,656.00	\$93,084.00
06.00	\$88,184.00	\$89,656.00	\$93,084.00
06.00	\$88,184.00	\$89,656.00	\$93,084.00
06.00	\$88,184.00	\$89,656.00	\$93,084.00
05.00	\$90,145.00	\$91,614.00	\$95,044.00

FY'24

MONTHS FY'24 |

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FY'24 |

F"Y-241

MS+30	ED.S	DR
\$55, 110.00	\$55,110.00	\$55,110.00
\$58,116.00	\$58, 116.00	\$58, 116.00
\$61, 122.00	\$61, 122.00	\$61, 122.00
\$65, 130.00	\$66, 133.00	\$66,133.00
\$67,635.00	\$68,637.00	\$70, 140.00
\$70,140.00	\$71,141.00	\$72,646.00
\$72,646.00	\$73,647.00	\$75,150.00
\$75, 150.00	\$76,151.00	\$77,657.00
\$77,657.00	\$78,657.00	\$80, 159.00
\$80, 159.00	\$81, 163.00	\$82,665.00
\$82,165.00	\$83,667.00	\$85, 171.00
\$84,168.00	\$85,670.00	\$87,675.00
\$86,172.00	\$87,675.00	\$90,180.00
\$88,175.00	\$89,680.00	\$92,687.00
\$90,180.00	\$91,682.00	\$95,190.00
\$90,180.00	\$91,682.00	\$95,190.00
\$90,180.00	\$91,682.00	\$95,190.00
\$90,180.00	\$91,682.00	\$95,190.00
\$90,180.00	\$91,682.00	\$95,190.00
\$92,185.00	\$93,687.00	\$97,193.00

FY'24		
IV	V	
\$3,204	\$2,747	
\$3,346	\$2,868	
\$3,488	\$2,989	
\$3,744	\$3,208	
\$3,912	\$3,355	
\$4,056	\$3,476	
\$4,169	\$3,573	
\$4,311	\$3,694	
\$4,451	\$3,816	
\$4,651	\$3,986	
\$5,192	\$4,527	
\$5,734	\$5,068	
MS Football	2-H	MS Cr. Country
HS Tennis	2-H	MS Volleyball
HS Swimming	1-H	HS Golf
HS Softball	1-A	HS 9G Baseball
HS Baseball	2-A	MS Track

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\$261
\$285

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9	10	11	12	13
\$1,577	\$22,219	\$22,777	\$23,343	\$24,164
12.97	\$116.33	\$119.25	\$122.21	\$126.51
5.06	\$15.51	\$15.90	\$16.30	\$16.87
\$3,949	\$24,666	\$25,279	\$25,913	\$26,825
25.39	\$129.14	\$132.35	\$135.67	\$140.45
6.72	\$17.22	\$17.65	\$18.09	\$18.73

Appendix D-2



FY'24

9	10	11	12	13
1,110	\$29,670	\$29,902	\$30,415	\$31,489
7.17	\$155.34	\$156.55	\$159.24	\$164.86
.62	\$20.71	\$20.87	\$21.23	\$21.98

FY'24

Grade	Chief Custodian Middle Schools	Chief Custodian High School
	Hourly Rate	Hourly Rate
	14.97	16.84
	15.47	17.38
	15.96	17.97
	16.47	18.54
	17.00	19.22
	17.58	19.83
	18.11	20.43
	18.71	21.09
	19.32	21.78
	19.96	22.51
	20.57	23.23
	21.23	23.97
	21.93	24.70
	22.64	25.56
	23.37	26.37
	24.13	27.20

FY'24

Custodian Middle Schools	Chief Custodian High School
Hourly Rate	Hourly Rate
14.77	16.58
15.22	17.10
15.69	17.63
16.18	18.19

16.67
17.21
17.73
18.28
18.84
19.41
20.03
20.65

18.76
19.32
19.94
20.55
21.18
21.84
22.50
23.21

at a rate between steps O and 8. A candidate with more than eight years of experience beyond the minimum

at a rate between steps 0 and 8. A candidate with more than eight years of experience beyond the minimum

t head's discretion, the reduction may be less than this amount, but in no event should the reduced salary e:

orms the work of the acting position. Upon completion of the acting assignment, the employee's salary sha

1 requirements will be placed on Step 8. In no case should a successful candidate be

requirements will be placed on Step 8. In no case should a successful candidate be