

2026/2027 CLASSIFIED SALARY INFORMATION

Board Approval Date: 5/11/2026

/s/ Cory Wells, Board President, Paris School District Board of Directors

JOB TITLES	HRLY RATE
ABC Aide/ParaPro	11.10
ABC Teacher	19.43
Aide/ParaPro	11.10
Bookkeeper	22.20
Bus Driver	20.00
Bus Mechanic Assistant	18.98
Bus Mechanic Head	19.98
Business Manager	30.53
Child Nutrition Director	17.76
Child Nutrition Manager	14.43
Child Nutrition Worker	11.10
Custodian	15.54
Custodian/Maintenance	17.21
IT Director	33.50
IT Technician	25.53
Maintenance	17.76
Maintenance Director	24.42
Maintenance & Transportation Director	28.31
Nurse LPN	19.32
Nurse RN	25.10
Secretary - HS Asst & Aide/ParaPro	12.81
Secretary - Principal	16.65
Secretary - Superintendent	17.76
Wellness Center Coord LPN	24.15
Wellness Center Coord RN	31.38
BASE SALARY INCREASE	AMOUNT
Contract Days <= 190 Days	1,000.00
Contract Days > 190 Days	1,500.00

STIPENDS	AMOUNT
AA Degree	1,500.00
BS Degree	2,200.00
Highly Qualified	750.00 *
In-District Travel	2,400.00
Personal Health Care	1,000.00 **
Transportation Director	6,000.00
Yearbook (Elem & Mid)	1,000.00
Yearbook (High)	1,500.00

ADDITIONAL COMPENSATION	HRLY RATE
Gatekeepers (per Night)	30.00
Scorekeepers (per Night)	35.00
Student Workers	11.00
Substitutes	11.00

HALF-YEAR PLACEMENT

Employees with partial years of service will receive a prorated step increase calculated at the .5 interval only, equal to half of the applicable annual step increment for their years of service

STIPENDS

Stipends are provided for approved additional training, certifications, degrees or assigned duties.

MISC	AMOUNT	NOTES
Nurse RN + Medicaid Billing	CRT Salary Schedule	Certified Salary Schedule (degree & experience based), 190 day contract
LPC Counselor	70,000.00	Annual Salary, 240 day contract
Speech Pathologist	62,785.00	Annual Salary, 200 day contract

EXPERIENCE STEP INCREASE

A step increase of \$300 per year for years 1-9 and \$375 per year for years 10-20 will be added to the base hourly rate upon completion of each year of service. Step increases will cease after 20 years of service, at which time the employee will have reached the maximum step rate. Employees with more than 20 years of service will remain at the maximum step rate and will not receive additional step increases. *This provision does not apply to Bus Drivers, Classified Personnel paid on the Certified Salary Schedule, LPC Counselors, and Speech Pathologists.*

BASE SALARY INCREASE

All classified contract employees will receive \$1,000 added to their base salary. Employees on contracts exceeding 190 days will receive \$1,500 added to their base salary. *This provision does not apply to Bus Drivers, Classified Personnel paid on the Certified Salary Schedule, LPC Counselors, and Speech Pathologists.*

BUS DRIVER

Bus Driver contracts are based on 3 hours per day; any additional hours worked beyond the 3-hour contract will be paid at the Bus Driver hourly rate of \$20.00 per hour. The WATC route driver will be contracted based on 5 hours per day; any additional hours worked beyond the 5-hour contract will be paid at the Bus Driver hourly rate of \$20.00 per hour.

BUS DRIVER STEP INCREASE

Bus Drivers will receive \$100.00 per year of experience, up to a maximum of 10 years. This experience pay will be issued as a separate check at the end of the school year and will not be included in the Bus Driver's contract.

* Paraprofessionals who meet the Highly Qualified (HQ) requirement through an Associate's Degree will receive the AA Degree stipend of \$1,500.00. Those who meet the requirement through a Bachelor's Degree will receive the BS Degree stipend of \$2,200.00. Paraprofessionals who meet the HQ requirement through an alternative pathway, such as passing the Praxis Examination, completing 60 college/university hours, or holding a Certificate of Proficiency or Technical Certificate, will receive the Highly Qualified stipend of \$750.00. Only one stipend will be awarded per employee.

** A stipend will be awarded to full-time Personal Care Aides whose services qualify for Medicaid billing. This stipend will be paid at the end of the school year and is contingent upon the district's successful billing and receipt of Medicaid reimbursement. Employees who do not qualify for Medicaid billing will not be eligible for this stipend.

2026/2027 CLASSIFIED SALARY SCHEDULE

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Days →			180	180	181	181	185	185	190	200	200	200	200	205	205	220
Hours →			7.5	7.5	6.5	7.5	7.5	8	8	7.5	7.5	7.5	7.5	8	8	8
Hourly Rate			19.32	25.10	11.10	14.43	11.10	11.10	19.43	16.65	17.76	24.15	31.38	12.81	16.65	16.65
Cont Day Extra			1000	1000	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	1500	1500
YR	EXP	EXP STEP	LPN	RN	CN WKR	CN MGR	AIDE/ PARA	ABC AIDE/ PARA	ABC Teacher	SEC HS	CN DIR	WCC LPN	WCC RN	ASST SEC HS/AIDE	SEC MS	SEC ES
1	0	0.00	27,082	34,885	14,059	20,589	16,401	17,428	30,534	26,475	28,140	37,725	48,570	22,508	28,806	30,804
2	1	300.00	27,382	35,185	14,359	20,889	16,701	17,728	30,834	26,775	28,440	38,025	48,870	22,808	29,106	31,104
3	2	300.00	27,682	35,485	14,659	21,189	17,001	18,028	31,134	27,075	28,740	38,325	49,170	23,108	29,406	31,404
4	3	300.00	27,982	35,785	14,959	21,489	17,301	18,328	31,434	27,375	29,040	38,625	49,470	23,408	29,706	31,704
5	4	300.00	28,282	36,085	15,259	21,789	17,601	18,628	31,734	27,675	29,340	38,925	49,770	23,708	30,006	32,004
6	5	300.00	28,582	36,385	15,559	22,089	17,901	18,928	32,034	27,975	29,640	39,225	50,070	24,008	30,306	32,304
7	6	300.00	28,882	36,685	15,859	22,389	18,201	19,228	32,334	28,275	29,940	39,525	50,370	24,308	30,606	32,604
8	7	300.00	29,182	36,985	16,159	22,689	18,501	19,528	32,634	28,575	30,240	39,825	50,670	24,608	30,906	32,904
9	8	300.00	29,482	37,285	16,459	22,989	18,801	19,828	32,934	28,875	30,540	40,125	50,970	24,908	31,206	33,204
10	9	300.00	29,782	37,585	16,759	23,289	19,101	20,128	33,234	29,175	30,840	40,425	51,270	25,208	31,506	33,504
11	10	375.00	30,157	37,960	17,134	23,664	19,476	20,503	33,609	29,550	31,215	40,800	51,645	25,583	31,881	33,879
12	11	375.00	30,532	38,335	17,509	24,039	19,851	20,878	33,984	29,925	31,590	41,175	52,020	25,958	32,256	34,254
13	12	375.00	30,907	38,710	17,884	24,414	20,226	21,253	34,359	30,300	31,965	41,550	52,395	26,333	32,631	34,629
14	13	375.00	31,282	39,085	18,259	24,789	20,601	21,628	34,734	30,675	32,340	41,925	52,770	26,708	33,006	35,004
15	14	375.00	31,657	39,460	18,634	25,164	20,976	22,003	35,109	31,050	32,715	42,300	53,145	27,083	33,381	35,379
16	15	375.00	32,032	39,835	19,009	25,539	21,351	22,378	35,484	31,425	33,090	42,675	53,520	27,458	33,756	35,754
17	16	375.00	32,407	40,210	19,384	25,914	21,726	22,753	35,859	31,800	33,465	43,050	53,895	27,833	34,131	36,129
18	17	375.00	32,782	40,585	19,759	26,289	22,101	23,128	36,234	32,175	33,840	43,425	54,270	28,208	34,506	36,504
19	18	375.00	33,157	40,960	20,134	26,664	22,476	23,503	36,609	32,550	34,215	43,800	54,645	28,583	34,881	36,879
20	19	375.00	33,532	41,335	20,509	27,039	22,851	23,878	36,984	32,925	34,590	44,175	55,020	28,958	35,256	37,254
21	20	375.00	33,907	41,710	20,884	27,414	23,226	24,253	37,359	33,300	34,965	44,550	55,395	29,333	35,631	37,629

2026/2027 CLASSIFIED SALARY SCHEDULE

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Days →			240	240	240	240	240	240	240	240	240	240	240
Hours →			8	8	8	8	8	8	8	8	7.5	7.5	7.5
Hourly Rate			15.54	17.21	17.76	18.98	19.98	24.42	25.53	33.50	17.76	22.20	30.53
Cont Day Extra			1500	1500	1500	1500	1500	1500	1500	1500	1500	1500	1500
YR	EXP	EXP STEP	CUST	CUST/ MAINT	MAINT	BUS MEC ASST	BUS MEC HEAD	MAINT DIR	IT TECH	IT DIR	SEC SUPT	BKPR	BUSI MGR
1	0	0.00	31,337	34,543	35,599	37,942	39,862	48,386	50,518	65,820	33,468	41,460	56,454
2	1	300.00	31,637	34,843	35,899	38,242	40,162	48,686	50,818	66,120	33,768	41,760	56,754
3	2	300.00	31,937	35,143	36,199	38,542	40,462	48,986	51,118	66,420	34,068	42,060	57,054
4	3	300.00	32,237	35,443	36,499	38,842	40,762	49,286	51,418	66,720	34,368	42,360	57,354
5	4	300.00	32,537	35,743	36,799	39,142	41,062	49,586	51,718	67,020	34,668	42,660	57,654
6	5	300.00	32,837	36,043	37,099	39,442	41,362	49,886	52,018	67,320	34,968	42,960	57,954
7	6	300.00	33,137	36,343	37,399	39,742	41,662	50,186	52,318	67,620	35,268	43,260	58,254
8	7	300.00	33,437	36,643	37,699	40,042	41,962	50,486	52,618	67,920	35,568	43,560	58,554
9	8	300.00	33,737	36,943	37,999	40,342	42,262	50,786	52,918	68,220	35,868	43,860	58,854
10	9	300.00	34,037	37,243	38,299	40,642	42,562	51,086	53,218	68,520	36,168	44,160	59,154
11	10	375.00	34,412	37,618	38,674	41,017	42,937	51,461	53,593	68,895	36,543	44,535	59,529
12	11	375.00	34,787	37,993	39,049	41,392	43,312	51,836	53,968	69,270	36,918	44,910	59,904
13	12	375.00	35,162	38,368	39,424	41,767	43,687	52,211	54,343	69,645	37,293	45,285	60,279
14	13	375.00	35,537	38,743	39,799	42,142	44,062	52,586	54,718	70,020	37,668	45,660	60,654
15	14	375.00	35,912	39,118	40,174	42,517	44,437	52,961	55,093	70,395	38,043	46,035	61,029
16	15	375.00	36,287	39,493	40,549	42,892	44,812	53,336	55,468	70,770	38,418	46,410	61,404
17	16	375.00	36,662	39,868	40,924	43,267	45,187	53,711	55,843	71,145	38,793	46,785	61,779
18	17	375.00	37,037	40,243	41,299	43,642	45,562	54,086	56,218	71,520	39,168	47,160	62,154
19	18	375.00	37,412	40,618	41,674	44,017	45,937	54,461	56,593	71,895	39,543	47,535	62,529
20	19	375.00	37,787	40,993	42,049	44,392	46,312	54,836	56,968	72,270	39,918	47,910	62,904
21	20	375.00	38,162	41,368	42,424	44,767	46,687	55,211	57,343	72,645	40,293	48,285	63,279

178	160
3	5
20.00	20.00
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BUS DRIVER	BUS DRIVER WATC
10,680	16,000