

2026-2027

REEDS SPRING SCHOOLS

2026-27 SALARY SCHEDULES

2026-27 SALARY SCHEDULE
WELCOME

Welcome to the Reeds Spring School District 2026-2027 Salary Schedule. This guide reflects our continued commitment to valuing the experience, talent, and dedication each member of our team brings to our schools.

As we move forward with Vision 2030, our district remains focused on equipping and inspiring students to reach their maximum potential through academic and personal excellence, innovative learning, and a strong, relationship-driven community. Supporting that mission requires a continued investment in the people who make this work possible each day.

Inside this booklet, you will find our district's compensation structure outlined clearly. Our goal is to provide salary schedules that are transparent, consistent, and aligned with our ongoing efforts to recruit, attract, retain, and grow high-quality district employees. We know that strong schools are built by strong teams, and competitive compensation is an important part of supporting the staff who serve our students, families, and community.
At Reeds Spring, we believe prior experience matters. For newly hired certified staff, the district may recognize up to 27 years of verified teaching experience when determining initial salary placement. For newly hired classified staff, up to 19 years of relevant experience may be recognized. This approach helps ensure that experienced educators and support staff are valued from the moment they join the Reeds Spring School family.

Our compensation plan supports what matters most: attracting and retaining excellent staff, honoring professional experience, supporting professional growth, and investing in the people who help students succeed. Salary placement is determined using clear criteria, including verified education, years of experience, role responsibilities, and applicable district guidelines. Each staff member's placement is determined at the time of hire based on verified qualifications to promote consistency across the district.

Thank you for choosing to be part of the Reeds Spring team. Together, we will continue to advance the goals of Vision 2030 and achieve great things for our students, our schools, and one another.

Welcome to the Pack!



REEDS SPRING R-IV SALARY SCHEDULE
2026-2027

EXP AMT ($)	YRS EXP	STEP	450 CTAC	450 CTAC & 6 Hrs	450 ICEC & 9 Hrs	450 ICEC & 12 Hrs	450 ICEC & 15 Hrs	3300 CCCE	550	550	600 Career Ed Grandfathered CCCE + BS	600	600	1350
			BS	BS+8	BS+16	BS+24	BS+30	MS	MS+8	MS+16	MS+24	MS+32	SPEC	DOCT
0	0	1	45,000	45,450	45,900	46,350	46,800	50,100	50,650	51,200	51,800	52,400	53,000	54,350
675	1	2	45,675	46,125	46,575	47,025	47,475	50,775	51,325	51,875	52,475	53,075	53,675	55,025
675	2	3	46,350	46,800	47,250	47,700	48,150	51,450	52,000	52,550	53,150	53,750	54,350	55,700
675	3	4	47,025	47,475	47,925	48,375	48,825	52,125	52,675	53,225	53,825	54,425	55,025	56,375
675	4	5	47,700	48,150	48,600	49,050	49,500	52,800	53,350	53,900	54,500	55,100	55,700	57,050
700	5	6	48,400	48,850	49,300	49,750	50,200	53,500	54,050	54,600	55,200	55,800	56,400	57,750
700	6	7	49,100	49,550	50,000	50,450	50,900	54,200	54,750	55,300	55,900	56,500	57,100	58,450
700	7	8	49,800	50,250	50,700	51,150	51,600	54,900	55,450	56,000	56,600	57,200	57,800	59,150
700	8	9	50,500	50,950	51,400	51,850	52,300	55,600	56,150	56,700	57,300	57,900	58,500	59,850
700	9	10	51,200	51,650	52,100	52,550	53,000	56,300	56,850	57,400	58,000	58,600	59,200	60,550
725	10	11	51,925	52,375	52,825	53,275	53,725	57,025	57,575	58,125	58,725	59,325	59,925	61,275
725	11	12	52,650	53,100	53,550	54,000	54,450	57,750	58,300	58,850	59,450	60,050	60,650	62,000
725	12	13	53,375	53,825	54,275	54,725	55,175	58,475	59,025	59,575	60,175	60,775	61,375	62,725
725	13	14	54,100	54,550	55,000	55,450	55,900	59,200	59,750	60,300	60,900	61,500	62,100	63,450
725	14	15	54,825	55,275	55,725	56,175	56,625	59,925	60,475	61,025	61,625	62,225	62,825	64,175
725	15	16	55,550	56,000	56,450	56,900	57,350	60,650	61,200	61,750	62,350	62,950	63,550	64,900
725	16	17	56,275	56,725	57,175	57,625	58,075	61,375	61,925	62,475	63,075	63,675	64,275	65,625
725	17	18	57,000	57,450	57,900	58,350	58,800	62,100	62,650	63,200	63,800	64,400	65,000	66,350
725	18	19	57,000	57,450	57,900	59,075	59,525	62,825	63,375	63,925	64,525	65,125	65,725	67,075
725	19	20	57,000	57,450	57,900	59,800	60,250	63,550	64,100	64,650	65,250	65,850	66,450	67,800
750	20	21	57,000	57,450	57,900	59,800	60,250	64,300	64,850	65,400	66,000	66,600	67,200	68,550
750	21	22	57,000	57,450	57,900	59,800	60,250	65,050	65,600	66,150	66,750	67,350	67,950	69,300
750	22	23	57,000	57,450	57,900	59,800	60,250	65,800	66,350	66,900	67,500	68,100	68,700	70,050
750	23	24	57,000	57,450	57,900	59,800	60,250	66,550	67,100	67,650	68,250	68,850	69,450	70,800
750	24	25	57,000	57,450	57,900	59,800	60,250	67,300	67,850	68,400	69,000	69,600	70,200	71,550
750	25	26	57,000	57,450	57,900	59,800	60,250	68,050	68,600	69,150	69,750	70,350	70,950	72,300
750	26	27	57,000	57,450	57,900	59,800	60,250	68,800	69,350	69,900	70,500	71,100	71,700	73,050
1000	27	28	57,000	57,450	57,900	59,800	60,250	69,800	70,350	70,900	71,500	72,100	72,700	74,050
1000	28	29	57,000	57,450	57,900	59,800	60,250	70,800	71,350	71,900	72,500	73,100	73,700	75,050
1000	29	30	57,000	57,450	57,900	59,800	60,250	71,800	72,350	72,900	73,500	74,100	74,700	76,050

Reeds Spring R-IV School District
Classified Annual Salary
2026-2027

	COOK	HEAD COOK	CUSTODIAN	HEAD CUSTODIAN	MS CUSTODIAN	MS HEAD CUSTODIAN	HS CUSTODIAN	HS HEAD CUSTODIAN	SPED / EEC AIDE	SPED / EEC PARA	SPED / EEC PARA BS DEGREEE OR EEC LEAD	SPECIALIZED SUPPORT AIDE	SPECIALIZED SUPPORT PARA	SPECIALIZED SUPPORT PARA BS DEGREEE
DAYS	153	155	238	238	238	238	238	238	162	162	162	162	162	162
STEP														
1	18,085	21,321	32,120	35,120	32,654	35,654	33,187	36,187	20,632	22,162	23,662	21,021	22,550	24,050
2	18,371	21,612	32,596	35,596	33,130	36,130	33,663	36,663	20,956	22,486	23,986	21,345	22,874	24,374
3	18,658	21,902	33,072	36,072	33,606	36,606	34,139	37,139	21,280	22,810	24,310	21,669	23,198	24,698
4	18,945	22,193	33,548	36,548	34,082	37,082	34,615	37,615	21,604	23,134	24,634	21,993	23,522	25,022
5	19,232	22,484	34,024	37,024	34,558	37,558	35,091	38,091	21,928	23,458	24,958	22,317	23,846	25,346
6	19,519	22,774	34,500	37,500	35,034	38,034	35,567	38,567	22,317	23,846	25,346	22,706	24,235	25,735
7	19,806	23,065	34,976	37,976	35,510	38,510	36,043	39,043	22,706	24,235	25,735	23,095	24,624	26,124
8	20,093	23,355	35,452	38,452	35,986	38,986	36,519	39,519	23,095	24,624	26,124	23,484	25,013	26,513
9	20,380	23,646	35,928	38,928	36,462	39,462	36,995	39,995	23,484	25,013	26,513	23,872	25,402	26,902
10	20,666	23,937	36,404	39,404	36,938	39,938	37,471	40,471	23,872	25,402	26,902	24,261	25,790	27,290
11	21,011	24,285	36,976	39,976	37,509	40,509	38,042	41,042	24,326	25,855	27,355	24,715	26,244	27,744
12	21,355	24,634	37,547	40,547	38,080	41,080	38,613	41,613	24,780	26,309	27,809	25,168	26,698	28,198
13	21,699	24,983	38,118	41,118	38,651	41,651	39,184	42,184	25,233	26,762	28,262	25,622	27,151	28,651
14	22,043	25,332	38,689	41,689	39,222	42,222	39,756	42,756	25,687	27,216	28,716	26,076	27,605	29,105
15	22,388	25,680	39,260	42,260	39,794	42,794	40,327	43,327	26,140	27,670	29,170	26,529	28,058	29,558
16	22,732	26,029	39,832	42,832	40,365	43,365	40,898	43,898	26,659	28,188	29,688	27,048	28,577	30,077
17	23,076	26,378	40,403	43,403	40,936	43,936	41,469	44,469	27,177	28,706	30,206	27,566	29,095	30,595
18	23,420	26,727	40,974	43,974	41,507	44,507	42,040	45,040	27,696	29,225	30,725	28,084	29,614	31,114
19	23,765	27,075	41,545	44,545	42,078	45,078	42,612	45,612	28,214	29,743	31,243	28,603	30,132	31,632
20	24,109	27,424	42,116	45,116	42,650	45,650	43,183	46,183	28,732	30,262	31,762	29,121	30,650	32,150
21	24,453	27,773	42,688	45,688	43,221	46,221	43,754	46,754	29,316	30,845	32,345	29,704	31,234	32,734
22	24,797	28,122	43,259	46,259	43,792	46,792	44,325	47,325	29,899	31,428	32,928	30,288	31,817	33,317
23	25,142	28,470	43,830	46,830	44,363	47,363	44,896	47,896	30,482	32,011	33,511	30,871	32,400	33,900
24	25,486	28,819	44,401	47,401	44,934	47,934	45,468	48,468	31,065	32,594	34,094	31,454	32,983	34,483
25	25,830	29,168	44,972	47,972	45,506	48,506	46,039	49,039	31,648	33,178	34,678	32,037	33,566	35,066
26	26,174	29,517	45,544	48,544	46,077	49,077	46,610	49,610	32,232	33,761	35,261	32,620	34,150	35,650
27	26,519	29,865	46,115	49,115	46,648	49,648	47,181	50,181	32,815	34,344	35,844	33,204	34,733	36,233
28	26,863	30,214	46,686	49,686	47,219	50,219	47,752	50,752	33,398	34,927	36,427	33,787	35,316	36,816
29	27,207	30,563	47,257	50,257	47,790	50,790	48,324	51,324	33,981	35,510	37,010	34,370	35,899	37,399
30	27,551	30,912	47,828	50,828	48,362	51,362	48,895	51,895	34,564	36,094	37,594	34,953	36,482	37,982
					Middle School Custodian $0.28 increase/hour		High School Custodian $0.56 increase/hour		*SPED / EEC Aide - Aide working 1:1 student activities of daily living. EEC aide in Infant-Toddler Rooms	*SPED / EEC Para - SPED or EEC Para with documented 60+ college hours, passing score on para praxis, or DESE sub certificaiton	*SPED / EEC Para - SPED or EEC Para with documented BS Degree	*SPED Aide - working 1:1 student activities of daily living	*SPED Para with documented 60+ college hours, passing score on para praxis, or DESE sub certificaiton	*SPED Para with documented BS Degree
												Specailized Support Paras $0.30 increase/hour		

Reeds Spring R-IV School District

Classified Hourly Rates

2026-2027

STEP	COOK	HEAD COOK	CUSTODIAN	HEAD CUSTODIAN	SPED / EEC AIDE	SPED / EEC PARA	SPED / EEC PARA BS DEGREEE OR EEC LEAD	BUS DRIVER	SECRETARY
1	15.76	18.34	16.87	18.45	15.92	17.10	18.26	26.45	17.43
2	16.01	18.59	17.12	18.70	16.17	17.35	18.51	26.70	17.68
3	16.26	18.84	17.37	18.95	16.42	17.60	18.76	26.95	17.93
4	16.51	19.09	17.62	19.20	16.67	17.85	19.01	27.20	18.18
5	16.76	19.34	17.87	19.45	16.92	18.10	19.26	27.45	18.43
6	17.01	19.59	18.12	19.70	17.22	18.40	19.56	27.70	18.68
7	17.26	19.84	18.37	19.95	17.52	18.70	19.86	27.95	18.93
8	17.51	20.09	18.62	20.20	17.82	19.00	20.16	28.20	19.18
9	17.76	20.34	18.87	20.45	18.12	19.30	20.46	28.45	19.43
10	18.01	20.59	19.12	20.70	18.42	19.60	20.76	28.70	19.68
11	18.31	20.89	19.42	21.00	18.77	19.95	21.11	29.00	19.98
12	18.61	21.19	19.72	21.30	19.12	20.30	21.46	29.30	20.28
13	18.91	21.49	20.02	21.60	19.47	20.65	21.81	29.60	20.58
14	19.21	21.79	20.32	21.90	19.82	21.00	22.16	29.90	20.88
15	19.51	22.09	20.62	22.20	20.17	21.35	22.51	30.20	21.18
16	19.81	22.39	20.92	22.50	20.57	21.75	22.91	30.50	21.48
17	20.11	22.69	21.22	22.80	20.97	22.15	23.31	30.80	21.78
18	20.41	22.99	21.52	23.10	21.37	22.55	23.71	31.10	22.08
19	20.71	23.29	21.82	23.40	21.77	22.95	24.11	31.40	22.38
20	21.01	23.59	22.12	23.70	22.17	23.35	24.51	31.70	22.68
21	21.31	23.89	22.42	24.00	22.62	23.80	24.96	32.00	22.98
22	21.61	24.19	22.72	24.30	23.07	24.25	25.41	32.30	23.28
23	21.91	24.49	23.02	24.60	23.52	24.70	25.86	32.60	23.58
24	22.21	24.79	23.32	24.90	23.97	25.15	26.31	32.90	23.88
25	22.51	25.09	23.62	25.20	24.42	25.60	26.76	33.20	24.18
26	22.81	25.39	23.92	25.50	24.87	26.05	27.21	33.50	24.48
27	23.11	25.69	24.22	25.80	25.32	26.50	27.66	33.80	24.78
28	23.41	25.99	24.52	26.10	25.77	26.95	28.11	34.10	25.08
29	23.71	26.29	24.82	26.40	26.22	27.40	28.56	34.40	25.38
30	24.01	26.59	25.12	26.70	26.67	27.85	29.01	34.70	25.68

Middle School Custodian $0.28 increase/hour

High School Custodian $0.56 increase/hour

*SPED / EEC Aide - SPED Aide working 1:1 student activities of daily living. EEC aide in Infant-Toddler Rooms

*SPED / EEC Para - SPED or EEC Para with documented 60+ college hours, passing score on para praxis, or DESE sub certificaiton

*SPED / EEC Para - SPED or EEC Para with documented BS Degree

Specailized Support Paras $0.30 increase/hour

Reeds Spring R-IV Schools
Bus Driver Pay Schedule
2026-2027

	Hourly Pay	1.75	2	2.25	2.5	2.75	3	3.25	3.5	3.75	4	4.25	4.5	4.75	5	6	7.25
Step 1	26.45	6897	7882	8867	9853	10838	11823	12808	13794	14779	15764	16749	17735	18720	19705	23646	28573
Step 2	26.70	6962	7957	8951	9946	10940	11935	12929	13924	14919	15913	16908	17902	18897	19892	23870	28843
Step 3	26.95	7027	8031	9035	10039	11043	12047	13051	14054	15058	16062	17066	18070	19074	20078	24093	29113
Step 4	27.20	7092	8106	9119	10132	11145	12158	13172	14185	15198	16211	17224	18238	19251	20264	24317	29383
Step 5	27.45	7158	8180	9203	10225	11248	12270	13293	14315	15338	16360	17383	18405	19428	20450	24540	29653
Step 6	27.70	7223	8255	9286	10318	11350	12382	13414	14446	15477	16509	17541	18573	19605	20637	24764	29923
Step 7	27.95	7288	8329	9370	10411	11453	12494	13535	14576	15617	16658	17699	18740	19782	20823	24987	30193
Step 8	28.20	7353	8404	9454	10505	11555	12605	13656	14706	15757	16807	17858	18908	19959	21009	25211	30463
Step 9	28.45	7418	8478	9538	10598	11657	12717	13777	14837	15896	16956	18016	19076	20135	21195	25434	30733
Step 10	28.70	7484	8553	9622	10691	11760	12829	13898	14967	16036	17105	18174	19243	20312	21382	25658	31003
Step 11	29.00	7562	8642	9722	10803	11883	12963	14043	15124	16204	17284	18364	19445	20525	21605	25926	31327
Step 12	29.30	7640	8731	9823	10914	12006	13097	14189	15280	16371	17463	18554	19646	20737	21829	26194	31651
Step 13	29.60	7718	8821	9923	11026	12129	13231	14334	15436	16539	17642	18744	19847	20949	22052	26462	31975
Step 14	29.90	7796	8910	10024	11138	12252	13365	14479	15593	16707	17820	18934	20048	21162	22276	26731	32299
Step 15	30.20	7875	9000	10125	11250	12374	13499	14624	15749	16874	17999	19124	20249	21374	22499	26999	32624
Step 16	30.50	7953	9089	10225	11361	12497	13634	14770	15906	17042	18178	19314	20450	21586	22723	27267	32948
Step 17	30.80	8031	9178	10326	11473	12620	13768	14915	16062	17210	18357	19504	20651	21799	22946	27535	33272
Step 18	31.10	8109	9268	10426	11585	12743	13902	15060	16219	17377	18536	19694	20853	22011	23170	27803	33596
Step 19	31.40	8188	9357	10527	11697	12866	14036	15205	16375	17545	18714	19884	21054	22223	23393	28072	33920
Step 20	31.70	8266	9447	10627	11808	12989	14170	15351	16532	17712	18893	20074	21255	22436	23617	28340	34244
Step 21	32.00	8344	9536	10728	11920	13112	14304	15496	16688	17880	19072	20264	21456	22648	23840	28608	34568
Step 22	32.30	8422	9625	10829	12032	13235	14438	15641	16844	18048	19251	20454	21657	22860	24064	28876	34892
Step 23	32.60	8500	9715	10929	12144	13358	14572	15787	17001	18215	19430	20644	21858	23073	24287	29144	35216
Step 24	32.90	8579	9804	11030	12255	13481	14706	15932	17157	18383	19608	20834	22059	23285	24511	29413	35540
Step 25	33.20	8657	9894	11130	12367	13604	14840	16077	17314	18551	19787	21024	22261	23497	24734	29681	35864
Step 26	33.50	8735	9983	11231	12479	13727	14975	16222	17470	18718	19966	21214	22462	23710	24958	29949	36188
Step 27	33.80	8813	10072	11331	12591	13850	15109	16368	17627	18886	20145	21404	22663	23922	25181	30217	36512
Step 28	34.10	8892	10162	11432	12702	13972	15243	16513	17783	19053	20324	21594	22864	24134	25405	30485	36837
Step 29	34.40	8970	10251	11533	12814	14095	15377	16658	17940	19221	20502	21784	23065	24347	25628	30754	37161
Step 30	34.70	9048	10341	11633	12926	14218	15511	16803	18096	19389	20681	21974	23266	24559	25852	31022	37485

Reeds Spring R-IV School District
Secretary Salary Schedule
2026-2027

		A	B	C	D	E	F
Step	Hourly Wage	9 Months	9.5 Months	10 Months	10.5 Months	11 Months	12 Months
	Yr Hrs	1296	1360	1424	1488	1552	1648
1	17.43	22589	23705	24820	25936	27051	28725
2	17.68	22913	24045	25176	26308	27439	29137
3	17.93	23237	24385	25532	26680	27827	29549
4	18.18	23561	24725	25888	27052	28215	29961
5	18.43	23885	25065	26244	27424	28603	30373
6	18.68	24209	25405	26600	27796	28991	30785
7	18.93	24533	25745	26956	28168	29379	31197
8	19.18	24857	26085	27312	28540	29767	31609
9	19.43	25181	26425	27668	28912	30155	32021
10	19.68	25505	26765	28024	29284	30543	32433
11	19.98	25894	27173	28452	29730	31009	32927
12	20.28	26283	27581	28879	30177	31475	33421
13	20.58	26672	27989	29306	30623	31940	33916
14	20.88	27060	28397	29733	31069	32406	34410
15	21.18	27449	28805	30160	31516	32871	34905
16	21.48	27838	29213	30588	31962	33337	35399
17	21.78	28227	29621	31015	32409	33803	35893
18	22.08	28616	30029	31442	32855	34268	36388
19	22.38	29004	30437	31869	33301	34734	36882
20	22.68	29393	30845	32296	33748	35199	37377
21	22.98	29782	31253	32724	34194	35665	37871
22	23.28	30171	31661	33151	34641	36131	38365
23	23.58	30560	32069	33578	35087	36596	38860
24	23.88	30948	32477	34005	35533	37062	39354
25	24.18	31337	32885	34432	35980	37527	39849
26	24.48	31726	33293	34860	36426	37993	40343
27	24.78	32115	33701	35287	36873	38459	40837
28	25.08	32504	34109	35714	37319	38924	41332
29	25.38	32892	34517	36141	37765	39390	41826
30	25.68	33281	34925	36568	38212	39855	42321

Nurse Salary Schedules
2026-2027

	Base	LPN School Nurse 9 month .75 of BS		RN School Nurse 9 month .90 of BS		Nurse Aide w/LPN .65 of BS
Step 1	**45,000**	33,750		40,500		29,250
Step 2	**45,675**	34,256		41,108		29,689
Step 3	**46,350**	34,763		41,715		30,128
Step 4	**47,025**	35,269		42,323		30,566
Step 5	**47,700**	35,775		42,930		31,005
Step 6	**48,400**	36,300		43,560		31,460
Step 7	**49,100**	36,825		44,190		31,915
Step 8	**49,800**	37,350		44,820		32,370
Step 9	**50,500**	37,875		45,450		32,825
Step 10	**51,200**	38,400		46,080		33,280
Step 11	**51,925**	38,944		46,733		33,751
Step 12	**52,650**	39,488		47,385		34,223
Step 13	**53,375**	40,031		48,038		34,694
Step 14	**54,100**	40,575		48,690		35,165
Step 15	**54,825**	41,119		49,343		35,636
Step 16	**55,550**	41,663		49,995		36,108
Step 17	**56,275**	42,206		50,648		36,579
Step 18	**57,000**	42,750		51,300		37,050
Step 19	**57,725**	43,294		51,953		37,521
Step 20	**58,450**	43,838		52,605		37,993
Step 21	**59,200**	44,400		53,280		38,480
Step 22	**59,950**	44,963		53,955		38,968
Step 23	**60,700**	45,525		54,630		39,455
Step 24	**61,450**	46,088		55,305		39,943
Step 25	**62,200**	46,650		55,980		40,430
Step 26	**62,950**	47,213		56,655		40,918
Step 27	**63,700**	47,775		57,330		41,405
Step 28	**64,700**	48,525		58,230		42,055
Step 29	**65,700**	49,275		59,130		42,705
Step 30	**66,700**	50,025		60,030		43,355

SRO Salary Schedule

2026-2027

Amt	Yrs Exp	Step	Salary
	0	1	56971
400	1	2	57371
400	2	3	57771
400	3	4	58171
400	4	5	58571
400	5	6	58971
400	6	7	59371
400	7	8	59771
400	8	9	60171
400	9	10	60571
400	10	11	60971
400	11	12	61371
400	12	13	61771
400	13	14	62171
400	14	15	62571
400	15	16	62971
400	16	17	63371
400	17	18	63771
400	18	19	64171
400	19	20	64571
400	20	21	64971
400	21	22	65371
400	22	23	65771
400	23	24	66171
400	24	25	66571
400	25	26	66971
400	26	27	67371
400	27	28	67771
400	28	29	68171
400	29	30	68571

SRO's are contracted for 10.5 months (190 days)

Reeds Spring R-IV Schools Extra Duty Schedule

2026-2027

Extra Duty Description	% of $45,000	Stipend
Archery Assitant Coach	7.5%	3,375
Archery Head Coach	10.0%	4,500
Chromebook Repair Maintenance		5,000
District Wellness Coordinator		1,500
EL Vocal Music	2.5%	1,125
HS Academic Team	10.0%	4,500
HS Band	20.0%	9,000
HS Band Assistant	12.5%	5,625
HS Band Auxilliary	7.5%	3,375
HS Baseball Asst Coach	12.5%	5,625
HS Baseball Head Coach	20.0%	9,000
HS Bass Club	3.0%	1,350
HS BB Boys Asst Coach	12.5%	5,625
HS BB Boys Head Coach	20.0%	9,000
HS BB Girls Asst Coach	12.5%	5,625
HS BB Girls Head Coach	20.0%	9,000
HS Cheer Asst Coach Fall	10.0%	4,500
HS Cheer Asst Coach Winter	10.0%	4,500
HS Cheer Head Coach Fall	15.0%	6,750
HS Cheer Head Coach Winter	15.0%	6,750
HS Cross Country Assistant	10.0%	4,500
HS Cross Country Head	15.0%	6,750
HS E Sports	3.0%	1,350
HS FB Asst Coach	12.5%	5,625
HS FB Head Coach	20.0%	9,000
HS FBLA	4.0%	1,800
HS Foreign Language Club	1.5%	675
HS Golf Boys	10.0%	4,500
HS Golf Girls	10.0%	4,500
HS Graduation Coordinator Sr Class	1.5%	675
HS NHS	6.0%	2,700
HS Play	15.0%	6,750
HS Play Assistant	7.5%	3,375
HS Prom Coordinator	2.5%	1,125
HS Softball Asst Coach	12.5%	5,625
HS Softball Head Coach	20.0%	9,000
HS Speech	20.0%	9,000
HS Speech Asst	7.5%	3,375
HS Student Council	7.5%	3,375
HS Tennis Boys	10.0%	4,500
HS Tennis Girls	10.0%	4,500
HS Track Asst Coach	10.0%	4,500
HS Track Head Coach	15.0%	6,750
HS VB Asst Coach	12.5%	5,625
HS VB Head Coach	20.0%	9,000
HS Video Production	20.0%	9,000
HS Vocal Music	15.0%	6,750
HS Weight Training (Off Season)	3.0%	1,350
HS Winter Guard	10.0%	4,500
HS Wrestling Asst Coach	10.0%	4,500
HS Wrestling Head Coach Boys	15.0%	6,750
HS Wrestling Head Coach Girls	15.0%	6,750
MS Academic Quiz Bowl	2.5%	1,125

Extra Duty Description	% of $45,000	Stipend
MS Art Club	3.0%	1,350
MS Asst Wrestling	7.5%	3,375
MS Band	10.0%	4,500
MS Band Asst	5.0%	2,250
MS Baseball	10.0%	4,500
MS Baseball Asst	7.5%	3,375
MS BB Girls Asst Coach	7.5%	3,375
MS BB Girls Head Coach	12.5%	5,625
MS Boys BB Asst Coach	7.5%	3,375
MS Boys BB Head Coach	12.5%	5,625
MS Cheer Asst	5.0%	2,250
MS Cheer Coach	10.0%	4,500
MS Cross Country	7.5%	3,375
MS E Sports	3.0%	1,350
MS FB Asst Coach	7.5%	3,375
MS FB Head Coach	12.5%	5,625
MS NHS	3.0%	1,350
MS PBIS Sponsor	3.0%	1,350
MS Softball Asst Coach	7.5%	3,375
MS Softball Head Coach	10.0%	4,500
MS Student Council	3.0%	1,350
MS Track Asst	7.5%	3,375
MS Track Head Coach	10.0%	4,500
MS VB Asst Coach	7.5%	3,375
MS VB Head Coach	12.5%	5,625
MS Vocal Music	7.5%	3,375
MS Wrestling Coach	10.0%	4,500
Personalized Ach Coord ALT	20.0%	9,000
Robotics Club Asst	7.5%	3,375
Robotics Club Head	10.0%	4,500
Spec Ed 504 Coord		2,000
Spec Ed Coord / Instruct Coach		5,000
Special Olympics Coordinator	10.0%	4,500
Tech Asst EL	5.0%	2,250
Tech Asst GT	5.0%	2,250
Tech Asst HS	5.0%	2,250
Tech Asst IS	5.0%	2,250
Tech Asst MS	5.0%	2,250
Tech Asst PS	5.0%	2,250
Transportation Secretary		3,500
TRCC HOSA Sponsor		2,000
TRCC Night Class Coordinator		5,000
TRCC Placement Coordinator		8,000
TRCC Skills USA	6.0%	2,700
TRCC Skills USA Asst		1,000
Yearbook Elementary	2.5%	1,125
Yearbook HS	7.5%	3,375
Yearbook Intermediate	2.5%	1,125
Yearbook MS	5.0%	2,250
Yearbook Primary	2.5%	1,125
Youth Soccer Coordinator	12.5%	5,625
Youth Sports Fall	7.5%	3,375
Youth Sports Spring	7.5%	3,375

Salaries calculated on the Certified Salary Schedule 2026-2027

Position	Length	Factor
Speech Language Pathologist	9.5 months	1.00
Parents as Teachers	9 months	0.75
School Nurse LPN	9 months	0.75
School Nurse RN	9 months	0.90
Head Nurse RN	9.5 months	1.00
Nurse Aide LPN	9 months	0.65
Social Worker	9.5 months	1.00
Process Coordinator	9.5 months	1.00
Instructional Coach	10 months	1.00
College Advisor	10 months	1.00
Personalized Achievement Coordinator ALT	11 months	1.00
Assistant Director Youth Activities and Parks	12 months	1.00
Tech Integration Specialist	12 months	1.00

SUBSTITUTES / TEMPORARY STAFF PAY RATES

Teacher Sub	Long Term Subs
Teaching Cert - $17/hr or $136/day	*Teaching Cert* - $22.25/hr or $178/day
Sub Cert Only - $15/hr or $120/day	*Sub Cert Only* - $19/hr or $152/day

Para Sub	Para Long Term Sub
$15/hr or $120/day	$19/hr or $152/day

Nurse Sub	$170/day
ECC Sub	$15/hr
Cook Sub	$15/hr
Bus Driver Sub	$40/route $18/hr for trips
Coach Bus Driver Sub	$100 flat fee for in-season trips $15/hr for out-of-season trips
Teacher of Record*	Minimum State Teacher Salary - $40,000

*Teacher of Record – A teacher of record is an individual hired as the classroom teacher who has not yet completed all requirements for certification. Individuals hired to serve as teacher of record will be paid the minimum state teacher base salary and will be a non-contracted employee until all requirements of certification are complete. (Only to be used up to 4 years)

Vector Training Pay
ALL Subs - $15/hr (4 hrs)
Sub Drivers - $15/hr (8 hrs)
HS Student Interns - Minimum Wage (4hrs)
Youth & Volunteer Coaches - $150 flat rate

Updated 1/14/2026