

**FREMONT COUNTY SCHOOL DISTRICT #1
OTHER POSITIONS SALARY SCHEDULE
2026-2027**

FCSD # 1 Board approved 05/12/2026

DATA ANALYST		FOOD SERVICE DIRECTOR		TRANSPORTATION SUPERVISOR		COMMUNITY RELATIONS COORDINATOR	
1	\$68,683	1	\$61,433	1	\$71,433	1	\$51,106
2	\$69,483	2	\$62,233	2	\$72,233	2	\$51,906
3	\$70,283	3	\$63,033	3	\$73,033	3	\$52,706
4	\$71,083	4	\$63,833	4	\$73,833	4	\$53,506
5	\$71,883	5	\$64,633	5	\$74,633	5	\$54,306
6	\$72,683	6	\$65,433	6	\$75,433	6	\$55,106
7	\$73,483	7	\$66,233	7	\$76,233	7	\$55,906
8	\$74,283	8	\$67,033	8	\$77,033	8	\$56,706
9	\$75,083	9	\$67,833	9	\$77,833	9	\$57,506
10	\$75,883	10	\$68,633	10	\$78,633	10	\$58,306
11	\$76,683	11	\$69,433	11	\$79,433	11	\$59,106
12	\$77,483	12	\$70,233	12	\$80,233	12	\$59,906
13	\$78,283	13	\$71,033	13	\$81,033	13	\$60,706
14	\$79,083	14	\$71,833	14	\$81,833	14	\$61,506
15	\$79,883	15	\$72,633	15	\$82,633	15	\$62,306
16	\$80,683	16	\$73,433	16	\$83,433	16	\$63,106
17	\$81,483	17	\$74,233	17	\$84,233	17	\$63,906
18	\$82,283	18	\$75,033	18	\$85,033	18	\$64,706
19	\$83,083	19	\$75,833	19	\$85,833	19	\$65,506

**Learning Center Coordinator and
Truancy/Dropout Prevention Coordinator positions:**

Same leave time and work days as certified staff.
Experience: The following guidelines will determine salary schedule placement for these positions:

- a. One year experience given for every year of the same type of experience while working in a school district.
- b. One salary schedule step will be provided for every two years worked in a different but similar setting.

Transportation Supervisor, Food Service Director, and Data Analyst:

Salaried - 260 days per year
Leave - earned the same as classified staff.
Experience: The following guidelines will determine salary schedule placement for these positions:
a. One year experience given for every year of the same type of experience while working in a school district (example: transportation supervisor to transportation supervisor).
b. One salary schedule step will be provided for every two years worked in a similar setting in for which they are being employee in FCSD #1.

For all schedules:

For every year after step 19, there will be an amount added equal to the amount of the increment.

FREMONT COUNTY SCHOOL DISTRICT #1
CERTIFIED, NON-TEACHING POSITIONS SALARY SCHEDULES
 2026-2027

FCSD #1 Board approved 05/12/2026

SPEECH PATHOLOGIST

STEP	MA	MA + 15	MA + 30	MA + 45
1	\$62,150	\$63,650	\$65,150	\$66,650
2	\$62,950	\$64,450	\$65,950	\$67,450
3	\$63,750	\$65,250	\$66,750	\$68,250
4	\$64,550	\$66,050	\$67,550	\$69,050
5	\$65,350	\$66,850	\$68,350	\$69,850
6	\$66,150	\$67,650	\$69,150	\$70,650
7	\$66,950	\$68,450	\$69,950	\$71,450
8	\$67,750	\$69,250	\$70,750	\$72,250
9	\$68,550	\$70,050	\$71,550	\$73,050
10	\$69,350	\$70,850	\$72,350	\$73,850
11	\$70,150	\$71,650	\$73,150	\$74,650
12	\$70,950	\$72,450	\$73,950	\$75,450
13	\$71,750	\$73,250	\$74,750	\$76,250
14	\$72,550	\$74,050	\$75,550	\$77,050
15	\$73,350	\$74,850	\$76,350	\$77,850
16	\$74,150	\$75,650	\$77,150	\$78,650
17	\$74,950	\$76,450	\$77,950	\$79,450
18	\$75,750	\$77,250	\$78,750	\$80,250
19	\$76,550	\$78,050	\$79,550	\$81,050
20	\$77,350	\$78,850	\$80,350	\$81,850
21	\$78,150	\$79,650	\$81,150	\$82,650

SCHOOL PSYCHOLOGIST

STEP	MA	MA + 15	MA + 30	MA + 45
1	\$76,250	\$77,750	\$79,250	\$80,750
2	\$77,050	\$78,550	\$80,050	\$81,550
3	\$77,850	\$79,350	\$80,850	\$82,350
4	\$78,650	\$80,150	\$81,650	\$83,150
5	\$79,450	\$80,950	\$82,450	\$83,950
6	\$80,250	\$81,750	\$83,250	\$84,750
7	\$81,050	\$82,550	\$84,050	\$85,550
8	\$81,850	\$83,350	\$84,850	\$86,350
9	\$82,650	\$84,150	\$85,650	\$87,150
10	\$83,450	\$84,950	\$86,450	\$87,950
11	\$84,250	\$85,750	\$87,250	\$88,750
12	\$85,050	\$86,550	\$88,050	\$89,550
13	\$85,850	\$87,350	\$88,850	\$90,350
14	\$86,650	\$88,150	\$89,650	\$91,150
15	\$87,450	\$88,950	\$90,450	\$91,950
16	\$88,250	\$89,750	\$91,250	\$92,750
17	\$89,050	\$90,550	\$92,050	\$93,550
18	\$89,850	\$91,350	\$92,850	\$94,350
19	\$90,650	\$92,150	\$93,650	\$95,150
20	\$91,450	\$92,950	\$94,450	\$95,950
21	\$92,250	\$93,750	\$95,250	\$96,750

OCCUPATIONAL THERAPIST

STEP	MA	MA + 15	MA + 30	MA + 45
1	\$57,680	\$59,180	\$60,680	\$62,180
2	\$58,480	\$59,980	\$61,480	\$62,980
3	\$59,280	\$60,780	\$62,280	\$63,780
4	\$60,080	\$61,580	\$63,080	\$64,580
5	\$60,880	\$62,380	\$63,880	\$65,380
6	\$61,680	\$63,180	\$64,680	\$66,180
7	\$62,480	\$63,980	\$65,480	\$66,980
8	\$63,280	\$64,780	\$66,280	\$67,780
9	\$64,080	\$65,580	\$67,080	\$68,580
10	\$64,880	\$66,380	\$67,880	\$69,380
11	\$65,680	\$67,180	\$68,680	\$70,180
12	\$66,480	\$67,980	\$69,480	\$70,980
13	\$67,280	\$68,780	\$70,280	\$71,780
14	\$68,080	\$69,580	\$71,080	\$72,580
15	\$68,880	\$70,380	\$71,880	\$73,380
16	\$69,680	\$71,180	\$72,680	\$74,180
17	\$70,480	\$71,980	\$73,480	\$74,980
18	\$71,280	\$72,780	\$74,280	\$75,780
19	\$72,080	\$73,580	\$75,080	\$76,580
20	\$72,880	\$74,380	\$75,880	\$77,380
21	\$73,680	\$75,180	\$76,680	\$78,180

INCLUDES ESY SERVICES

ACTIVITIES DIRECTOR

1	\$74,650
2	\$75,650
3	\$76,650
4	\$77,650
5	\$78,650
6	\$79,650
7	\$80,650
8	\$81,650
9	\$82,650
10	\$83,650
11	\$84,650
12	\$85,650
13	\$86,650
14	\$87,650
15	\$88,650
16	\$89,650
17	\$90,650
18	\$91,650
19	\$92,650
20	\$93,650
21	\$94,650

NURSE (BSN)

1	\$69,153
2	\$69,953
3	\$70,753
4	\$71,553
5	\$72,353
6	\$73,153
7	\$73,953
8	\$74,753
9	\$75,553
10	\$76,353
11	\$77,153
12	\$77,953
13	\$78,753
14	\$79,553
15	\$80,353
16	\$81,153
17	\$81,953
18	\$82,753
19	\$83,553
20	\$84,353
21	\$85,153

Scale Avg: \$77,153

NURSE (Associate's)

1	\$43,056
2	\$43,856
3	\$44,656
4	\$45,456
5	\$46,256
6	\$47,056
7	\$47,856
8	\$48,656
9	\$49,456
10	\$50,256
11	\$51,056
12	\$51,856
13	\$52,656
14	\$53,456
15	\$54,256
16	\$55,056
17	\$55,856
18	\$56,656
19	\$57,456
20	\$58,256
21	\$59,056

CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT

1	\$50,340
2	\$51,140
3	\$51,940
4	\$52,740
5	\$53,540
6	\$54,340
7	\$55,140
8	\$55,940
9	\$56,740
10	\$57,540
11	\$58,340
12	\$59,140
13	\$59,940
14	\$60,740
15	\$61,540
16	\$62,340
17	\$63,140
18	\$63,940
19	\$64,740
20	\$65,540
21	\$66,340

INCLUDES ESY SERVICE

SOCIAL WORKER/SCHOOL COUNSELOR

STEP	MA	MA + 15	MA + 30	MA + 45
1	\$66,903	\$68,403	\$69,903	\$71,403
2	\$67,703	\$69,203	\$70,703	\$72,203
3	\$68,503	\$70,003	\$71,503	\$73,003
4	\$69,303	\$70,803	\$72,303	\$73,803
5	\$70,103	\$71,603	\$73,103	\$74,603
6	\$70,903	\$72,403	\$73,903	\$75,403
7	\$71,703	\$73,203	\$74,703	\$76,203
8	\$72,503	\$74,003	\$75,503	\$77,003
9	\$73,303	\$74,803	\$76,303	\$77,803
10	\$74,103	\$75,603	\$77,103	\$78,603
11	\$74,903	\$76,403	\$77,903	\$79,403
12	\$75,703	\$77,203	\$78,703	\$80,203
13	\$76,503	\$78,003	\$79,503	\$81,003
14	\$77,303	\$78,803	\$80,303	\$81,803
15	\$78,103	\$79,603	\$81,103	\$82,603
16	\$78,903	\$80,403	\$81,903	\$83,403
17	\$79,703	\$81,203	\$82,703	\$84,203
18	\$80,503	\$82,003	\$83,503	\$85,003
19	\$81,303	\$82,803	\$84,303	\$85,803
20	\$82,103	\$83,603	\$85,103	\$86,603
21	\$82,903	\$84,403	\$85,903	\$87,403

Base increase to meet required avg: \$ 11,203.00 Scale Avg: \$77,153

Base increase to meet required avg: \$ 16,953

8 HOUR DAY

Social Workers, Counselors, Speech Pathologists, Nurses, Occupational Therapists, School Psychologists:
 Contract: 185 days per year, leave same as certified staff.
 Education: Only graduate level classes earned in an appropriate field past initial placement apply for salary advancement.
 Post-graduate hours and/or graduate degrees earned prior to initial PTSB certification (or licensure by a state agency) in a content area consistent with the new employee's assigned area, may be considered on a case by case basis.
 Experience: The following guidelines will determine salary schedule placement for these clinical positions:
 a. One year experience given for every year of the same type of experience while working in a school district (example: counselor to counselor).
 b. One salary schedule step will be provided for every two years the clinicians were employed full-time as certified employee in a school district in a teaching or other similar position.
 c. One salary schedule step will be provided for every two years the clinicians worked in a different clinical setting in the clinical position for which they are being employed in FCSD #1; e.g., a hospital, a speech/language clinic, etc.

National Board Certification:
 The payment for National Certification applies to Social Workers, Counselor's, Speech Pathologists and School Nurses.
 Employees who have current National Board Certificates will receive an additional \$1,500 per year; certificates must be on file in the HR Office.

Activities Director:
 Contract: 205 days per year. Leave same as certified staff.
 Educational Preparation: BA/BS +15 = \$1,000, BA/BS+30 = \$2,000, MA/Med in EDAD = \$4,000
 Experience: Years of teaching experience will count for placement on the schedule.

Extended duties for A.D.; added 10 extra days in FY 2025 \$8,500 per year

For all schedules:
 For every year after step 21, there will be an amount added equal to the amount of the increment.

2026-2027 ADMINISTRATOR SALARY SCHEDULE

Years of Experience	Assistant LVHS Principal 210 Days	Assistant LMS Principal 210 Days	Alt. School Principal 210 days	Baldwin Creek Elementary School Principal 210 Days	Gannett Peak Elementary School Principal 210 Days	Assistant Gannett Peak Elementary Principal 210 Days	Lander Middle School Principal 215 days	High School Principal 220 days
1	\$83,850	\$80,550	\$90,950	\$89,950	\$93,100	\$79,250	\$94,954	\$101,050
2	\$84,850	\$81,550	\$91,950	\$90,950	\$94,100	\$80,250	\$95,954	\$102,050
3	\$85,850	\$82,550	\$92,950	\$91,950	\$95,100	\$81,250	\$96,954	\$103,050
4	\$86,850	\$83,550	\$93,950	\$92,950	\$96,100	\$82,250	\$97,954	\$104,050
5	\$87,850	\$84,550	\$94,950	\$93,950	\$97,100	\$83,250	\$98,954	\$105,050
6	\$88,850	\$85,550	\$95,950	\$94,950	\$98,100	\$84,250	\$99,954	\$106,050
7	\$89,850	\$86,550	\$96,950	\$95,950	\$99,100	\$85,250	\$100,954	\$107,050
8	\$90,850	\$87,550	\$97,950	\$96,950	\$100,100	\$86,250	\$101,954	\$108,050
9	\$91,850	\$88,550	\$98,950	\$97,950	\$101,100	\$87,250	\$102,954	\$109,050
10	\$92,850	\$89,550	\$99,950	\$98,950	\$102,100	\$88,250	\$103,954	\$110,050
11	\$93,850	\$90,550	\$100,950	\$99,950	\$103,100	\$89,250	\$104,954	\$111,050
12	\$94,850	\$91,550	\$101,950	\$100,950	\$104,100	\$90,250	\$105,954	\$112,050
13	\$95,850	\$92,550	\$102,950	\$101,950	\$105,100	\$91,250	\$106,954	\$113,050
14	\$96,850	\$93,550	\$103,950	\$102,950	\$106,100	\$92,250	\$107,954	\$114,050
15	\$97,850	\$94,550	\$104,950	\$103,950	\$107,100	\$93,250	\$108,954	\$115,050
16	\$98,850	\$95,550	\$105,950	\$104,950	\$108,100	\$94,250	\$109,954	\$116,050
Extended Duties								
Jeffrey City	\$2,000							
Educational Preparation								
Masters	\$0							
MA + 15	\$1,000							
MA + 30	\$2,000							
Ed.S.	\$2,500							
PhD/EdD	\$4,000							

Experience: One year of administrative experience is given for every year of the same level of administrative experience (example: principal to principal). Every two years as an assistant principal counts as one year on the principal salary schedule. For every year after step 16, there will be an amount added equal to the amount of the increment.

FREMONT COUNTY SCHOOL DISTRICT #1
 EXTRA DUTY 2026-2027
 LANDER VALLEY HIGH SCHOOL

Froze in FY 2027	BASE SALARY	\$52,200.00
FOOTBALL		
16%	\$8,352.00	HEAD COACH
12.90%	\$6,733.80	ASSISTANT
12.90%	\$6,733.80	ASSISTANT
12.90%	\$6,733.80	ASSISTANT
10%	\$5,220.00	FRESHMAN
10%	\$5,220.00	FRESHMAN
VOLLEYBALL		
16%	\$8,352.00	HEAD COACH
12.90%	\$6,733.80	ASSISTANT
10%	\$5,220.00	FRESHMAN
BOYS AND GIRLS CROSS COUNTRY		
14.00%	\$7,308.00	HEAD COACH
10.50%	\$5,481.00	ASSISTANT
BOYS AND GIRLS GOLF		
14.00%	\$7,308.00	HEAD COACH
10.00%	\$5,220.00	ASSISTANT
GIRLS SWIMMING		
14.00%	\$7,308.00	HEAD COACH
10.00%	\$5,220.00	ASSISTANT
10.00%	\$5,220.00	ASSISTANT
BOYS SWIMMING		
14.00%	\$7,308.00	HEAD COACH
10.00%	\$5,220.00	ASSISTANT
10.00%	\$5,220.00	ASSISTANT
BOYS BASKETBALL		
16%	\$8,352.00	HEAD COACH
12.90%	\$6,733.80	ASSISTANT
10.00%	\$5,220.00	FRESHMAN
GIRLS BASKETBALL		
16%	\$8,352.00	HEAD COACH
12.90%	\$6,733.80	ASSISTANT

	10.00%	\$5,220.00	FRESHMAN
WRESTLING			
	16%	\$8,352.00	HEAD COACH-GIRLS
	16%	\$8,352.00	HEAD COACH-BOYS
	12.90%	\$6,733.80	ASSISTANT-BOYS
	12.90%	\$6,733.80	ASSISTANT-GIRLS
BOYS AND GIRLS NORDIC SKIING			
	13.50%	\$7,047.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT
	10.00%	\$5,220.00	ASSISTANT
BOYS AND GIRLS INDOOR TRACK			
	10.00%	\$5,220.00	HEAD COACH
	7.50%	\$3,915.00	ASSISTANT
BOYS SOCCER			
	14.00%	\$7,308.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT
GIRLS SOCCER			
	13.50%	\$7,047.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT
BOYS AND GIRLS TRACK			
	13.50%	\$7,047.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT
	10.00%	\$5,220.00	ASSISTANT
	10.00%	\$5,220.00	ASSISTANT
	10.00%	\$5,220.00	ASSISTANT
SOFTBALL			
	14.00%	\$7,308.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT
DRAMA			
	6.75%	\$3,523.50	HEAD COACH-SPRING PRODUCTION
	6.75%	\$3,523.50	HEAD COACH-FALL PRODUCTION
	2.00%	\$1,044.00	STATE DRAMA
	5.00%	\$2,610.00	ASSISTANT-SPRING PRODUCTION
	5.00%	\$2,610.00	ASSISTANT-FALL PRODUCTION
	1.00%	\$522.00	STATE DRAMA
SPEECH & DEBATE			
	13.50%	\$7,047.00	HEAD COACH
	10.00%	\$5,220.00	ASSISTANT

MUSIC			
	16.00%	\$8,352.00	INSTRUMENTAL
	14.00%	\$7,308.00	VOCAL
E-Sports			
	8%	\$4,176.00	
SPONSORS			
	11%	\$5,742.00	FBLA
	7%	\$3,654.00	STUDENT COUNCIL
	8%	\$4,176.00	ANNUAL ADVISOR
	11%	\$5,742.00	DANCE/CHEERLEADER
	2%	\$1,044.00	FRESHMAN CLASS
	2%	\$1,044.00	SOPHOMORE CLASS
	4%	\$2,088.00	JUNIOR CLASS
	4%	\$2,088.00	JUNIOR CLASS
	2%	\$1,044.00	SENIOR CLASS
	2%	\$1,044.00	SENIOR CLASS
	4%	\$2,088.00	CLOSE UP ADVISOR
	2%	\$1,044.00	NATIONAL HONOR SOCIETY
		\$2,500.00	ART CLUB SPONSORS
		\$900.00	TECH CLUB SPONSOR
		\$11,286.49	FFA ADVISOR
DEPARTMENT HEADS			
Social Science	\$200.00		Vo-Tech \$200.00
Foreign Language	\$200.00		Counciling \$200.00
Math	\$200.00		\$200.00
Science	\$200.00		\$200.00
English	\$200.00		\$200.00
Fine Arts	\$200.00		\$200.00
Special Education	\$200.00		\$200.00
Physical Education	\$200.00		
SUMMER WEIGHT PROGRAM			
		\$2,088.00	
*PERCENTAGES ARE BASED ON THE BASE CERTIFIED SALARY			
10 YEARS OR MORE EXPERIENCE			

**FREMONT COUNTY SCHOOL DISTRICT #1
EXTRA DUTY 2026-2027
LANDER MIDDLE SCHOOL**

FCSD #1 Board approved 05/12/2026			
Froze in 2027		BASE SALARY	\$52,200.00
SESSION 1			
FOOTBALL			
	7%	3,654.00	8TH HEAD COACH
	6%	3,132.00	8TH ASSISTANT
	7%	3,654.00	7TH HEAD COACH
	6%	3,132.00	7TH ASSISTANT
VOLLEYBALL			
	7%	3,654.00	8TH HEAD COACH
	6%	3,132.00	8TH ASSISTANT
	7%	3,654.00	7TH HEAD COACH
	6%	3,132.00	7TH ASSISTANT
CROSS COUNTRY			
	7%	3,654.00	HEAD COACH
	6%	3,132.00	ASSISTANT
MATH COUNTS			
		\$130.00	
SESSION 2			
BOYS BASKETBALL			
	7%	3,654.00	8TH HEAD COACH
	6%	3,132.00	8TH ASSISTANT
	7%	3,654.00	7TH HEAD COACH
	6%	3,132.00	7TH ASSISTANT
MATH COUNTS			
		\$130.00	
ART CLUB			
		\$300.00	
TECH CLUB			
		\$300.00	
SESSION 3			
WRESTLING			
	7%	3,654.00	HEAD COACH
	6.50%	3,393.00	ASSISTANT
GIRLS BASKETBALL			
	7%	3,654.00	8TH HEAD COACH
	6%	3,132.00	8TH ASSISTANT

	7%	3,654.00	7TH HEAD COACH
	6%	3,132.00	7TH ASSISTANT
COED SWIMMING			
	7%	3,654.00	HEAD COACH
	6%	3,132.00	ASSISTANT
	6%	3,132.00	ASSISTANT
	6%	3,132.00	ASSISTANT
	6%	3,132.00	ASSISTANT
MATH COUNTS			
		\$130.00	
ART CLUB			
		\$272.00	
SCIENCE FAIR SPONSOR			
		\$275.00	
CROSS COUNTRY SKIING			
	7.00%	3,654.00	HEAD COACH
	6.00%	3,132.00	ASSISTANT
	6.00%	3,132.00	ASSISTANT
SESSION 4			
TRACK			
	7%	3,654.00	HEAD COACH
	7%	3,654.00	HEAD COACH
	6%	3,132.00	ASSISTANT
	6%	3,132.00	ASSISTANT
	6%	3,132.00	ASSISTANT
MATH COUNTS			
		\$130.00	
STUDENT COUNCIL ADV			
		800.00	
ASST. STUDENT COUNCIL			
		500.00	
HISTORY DAY ADV.			
		500.00	
TECH CLUB			
		300.00	
FBLA			
		500.00	
MUSIC			
	3%	1,566.00	INSTRUMENTAL
	3.50%	1,827.00	VOCAL
SOCCER			
	7.00%	3,654.00	HEAD COACH
	7.00%	3,654.00	HEAD COACH
	6.00%	3,132.00	ASSISTANT
	6.00%	3,132.00	ASSISTANT

GOLF		
	\$960.00	HEAD COACH
*PERCENTAGES ARE BASED ON THE BASE CERTIFIED SALARY		
1% additional will be added for five years experience in the same sport		
1% additional will be added for ten years experience in the same sport		
The maximum additional percentage added to the base co-curricular salary will		
be 2%.		
THE ABOVE PERCENTAGES DO NOT APPLY TO THE POSITIONS THAT ARE		
PAID AS AN AMOUNT NOT BASED ON THE PERCENTAGE OF THE BASE SALARY.		

**FREMONT COUNTY SCHOOL DISTRICT #1
CLASSIFIED PAY SCHEDULE
2026-2027**

FCSD #1 board approved 05/12/2026

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M
1	\$25.58	\$20.68	\$21.38	\$21.88	\$22.03	\$22.13	\$25.08	\$25.93	\$25.22	\$26.13	\$25.96	\$29.53	\$17.98
2	\$25.83	\$20.93	\$21.63	\$22.13	\$22.28	\$22.38	\$25.33	\$26.18	\$25.47	\$26.38	\$26.21	\$29.78	\$18.23
3	\$26.08	\$21.18	\$21.88	\$22.38	\$22.53	\$22.63	\$25.58	\$26.43	\$25.72	\$26.63	\$26.46	\$30.03	\$18.48
4	\$26.33	\$21.43	\$22.13	\$22.63	\$22.78	\$22.88	\$25.83	\$26.68	\$25.97	\$26.88	\$26.71	\$30.28	\$18.73
5	\$26.58	\$21.68	\$22.38	\$22.88	\$23.03	\$23.13	\$26.08	\$26.93	\$26.22	\$27.13	\$26.96	\$30.53	\$18.98
6	\$26.83	\$21.93	\$22.63	\$23.13	\$23.28	\$23.38	\$26.33	\$27.18	\$26.47	\$27.38	\$27.21	\$30.78	\$19.23
7	\$27.08	\$22.18	\$22.88	\$23.38	\$23.53	\$23.63	\$26.58	\$27.43	\$26.72	\$27.63	\$27.46	\$31.03	\$19.48
8	\$27.33	\$22.43	\$23.13	\$23.63	\$23.78	\$23.88	\$26.83	\$27.68	\$26.97	\$27.88	\$27.71	\$31.28	\$19.73
9	\$27.58	\$22.68	\$23.38	\$23.88	\$24.03	\$24.13	\$27.08	\$27.93	\$27.22	\$28.13	\$27.96	\$31.53	\$19.98
10	\$27.83	\$22.93	\$23.63	\$24.13	\$24.28	\$24.38	\$27.33	\$28.18	\$27.47	\$28.38	\$28.21	\$31.78	\$20.23
11	\$28.08	\$23.18	\$23.88	\$24.38	\$24.53	\$24.63	\$27.58	\$28.43	\$27.72	\$28.63	\$28.46	\$32.03	\$20.48
12	\$28.33	\$23.43	\$24.13	\$24.63	\$24.78	\$24.88	\$27.83	\$28.68	\$27.97	\$28.88	\$28.71	\$32.28	\$20.73
13	\$28.58	\$23.68	\$24.38	\$24.88	\$25.03	\$25.13	\$28.08	\$28.93	\$28.22	\$29.13	\$28.96	\$32.53	\$20.98
14	\$28.83	\$23.93	\$24.63	\$25.13	\$25.28	\$25.38	\$28.33	\$29.18	\$28.47	\$29.38	\$29.21	\$32.78	\$21.23
15	\$29.08	\$24.18	\$24.88	\$25.38	\$25.53	\$25.63	\$28.58	\$29.43	\$28.72	\$29.63	\$29.46	\$33.03	\$21.48
	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢	+25¢

COLUMN A

FACILITY MAINTENANCE MANAGER-LMS;GPE

COLUMN B

BUS MONITOR, L.O. PROGRAM ASSISTANT, NUTRITIONAL SERVICE WORKER, OFFICE ASSISTANT, PARAPROFESSIONAL, STUDENT SUPPORT CENTER SUPERVISOR, STUDENT SERVICES-DATA CLERK, TECHNOLOGY ASSISTANT, NON-CDL ROUTE DRIVER

COLUMN C

CUSTODIAN, MEDIA CENTER ASSISTANT, NUTRITIONAL SERVICES MANAGER, POOLWSI, SECRETARY-STUDENT SERVICES

COLUMN D

ALTERNATIVE SCHOOL SECRETARY, COMPUTER LAB ASSISTANT-ELEM & LMS, NIGHT CUSTODIAN SUPERVISOR, PARAPROFESSIONAL-LIFE SKILLS, REGISTRAR, TRANSPORTATION SECRETARY, MECHANIC ASSISTANT, PARAPROFESSIONAL BEHAVIOR RESOURCE, PARAPROFESSIONAL BEHAVIOR INTERVENTION

COLUMN E

HEAD MAINTENANCE, ISS MONITOR, JOB COACH, CHOIR ACCOMPANIST

COLUMN F

ADMINISTRATIVE ASSISTANT, FACILITY MAINTENANCE MANAGER-POOL, BCE

COLUMN G

ACCOUNTS PAYABLE MANAGER

COLUMN H

COLUMN I

BUS DRIVER, WAREHOUSE MANAGER

COLUMN J

ACCOUNTS MANAGER, FACILITY MAINTENANCE MANAGER-LVHS

COLUMN K

BUS MECHANIC

COLUMN L

PAYROLL/INSURANCE MANAGER, PRESCHOOL, SLPA, LEARNING CENTER COORDINATOR
EXECUTIVE ASSISTANT-SUPERINTENDENT & BOARD OF TRUSTEES, LEAD MECHANIC

COLUMN M

RECEPTIONIST

Substitute Rates are \$0.15 less than step one for each column

**FREMONT COUNTY SCHOOL DISTRICT #1
2026 - 2027 SALARY SCHEDULE**

STEPS	FCSD #1 Board approved 05/12/2026			
ON				
SCHEDULE				
	BA	BA+	MA	MA+
1	63387	65288	67900	70616
2	64020	65941	68579	71322
3	64661	66600	69264	72035
4	65307	67266	69957	72755
5	65960	67939	70657	73483
6	66620	68619	71363	74218
7	67286	69305	72077	74960
8	67959	69998	72798	75710
9	68639	70698	73526	76467
10	69325	71405	74261	77231
11	70018	72119	75003	78004
12	70718	72840	75754	78784
13	71426	73568	76511	79571
14	72140	74304	77276	80367
15	72861	75047	78049	81171
16	73590	75798	78829	81983
17	74326	76555	79618	82802
18	75069	77321	80414	83630
19	75820	78094	81218	84467
20	76578	78875	82030	85311
21	76961	79270	82851	86165
22	77346	79666	83679	87026
23	77732	80064	84516	87896
24	78121	80465	85361	88775
25	78512	80867	86215	89663
26			87077	90560
27			87947	91465
28			88827	92380
29			89715	93304
30			90612	94237
31			91519	95179
32			92434	96131
No PTSB Credit				
Only Graduate Level Classes Apply			Salary scale average:	77332
Horizontal	3% BA			
Increments	4% MA		Subject to change as Regional Cost calc changes	
Vertical	Vertical	1% BA - through step 20		
Increments	Increments	0.50% BA - step 21-25		
		1% MA		

Employees who have a current National Board Certificate will receive an additional \$1,500 per year; certificates must be on file in the HR Office.
Substitute rates per day: \$165 w/ a substitute certificate, \$175 those who hold a teaching license