

**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

**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

**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

**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

Scale Avg: \$77,153

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

INCLUDES ESY SERVICE

B HOUR DAY

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

**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.