



2023-24 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum
<b>AP1</b>						
	Bilingual Examiner	187A	183	Daily \$ 235.69	\$ 289.19	\$ 342.69
	Licensed Specialist in School Psychology Intern	198A	194	183 Days 43,132	52,921	62,712
	Occupational Therapist Assistant	187A	183	194 Days 45,724	56,102	66,482
	Orientation and Mobility Specialist	187A	183	222 Days 52,324	64,199	76,077
	Trainer Strength and Conditioning	226A	222			
<b>AP2</b>						
	Academic Advisor	202A	198	Daily \$ 271.04	\$ 332.56	\$ 394.09
	Assessment Specialist	226A	222	183 Days 49,600	60,859	72,118
	Attendance Officer	187A	183	189 Days 51,226	62,855	74,483
	Behavior and Autism Specialist	193B	189	194 Days 52,581	64,517	76,453
	Behavior Support Specialist	187A	183	198 Days 53,665	65,848	78,030
	District Assessor	187A	183	222 Days 60,170	73,829	87,488
	Librarian	187A	183			
	Parent Educator (Special Ed)	187A	183			
	Physical Therapist Assistant	187A	183			
	Speech Language Pathologist Assistant	187A	183			
	Trainer Assistant Athletic	198A	194			
<b>AP3</b>						
	Advanced Academics Specialist	226A	222	Daily \$ 294.52	\$ 359.17	\$ 423.83
	Campus Facilitator for Special Programs	198B	194	183 Days 53,897	65,729	77,560
	Campus Instructional Specialist	198A	194	189 Days 55,664	67,884	80,103
	Coordinator High School Special Education	210A	206	194 Days 57,137	69,680	82,222
	Counselor Elementary	193B	189	199 Days 58,609	71,475	84,341
	Counselor Registrar	220A	216	201 Days 59,198	72,194	85,189
	Counselor Secondary	203A	199	206 Days 60,671	73,990	87,308
	Counselor Secondary CTE	203A	199	216 Days 63,616	77,581	91,546
	Counselor Special Programs (HARP)	203A	199	222 Days 65,383	79,736	94,089
	Nurse	193A	189			
	Nurse Lead	226A	222			
	Social and Emotional Learning Specialist Elementary	193B	189			
	Social and Emotional Learning Specialist Secondary	203A	199			
	Social Worker (LCSW & LMSW)	187A	183			
	Substitute Specialist	226A	222			
	Trainer Head Athletic	205A	201			
<b>AP4</b>						
	Assessment Specialist	226A	222	Daily \$ 312.20	\$ 380.72	\$ 449.25
	Assistant Director Fine Arts	226A	222	183 Days 57,132	69,672	82,213
	Assistant Principal Elementary School	205A	201	194 Days 60,566	73,860	87,154
	At-Risk Dyslexia 504 Homebound Specialist	226A	222	201 Days 62,752	76,525	90,299
	Educational Diagnostician	198A	194	211 Days 65,874	80,333	94,792
	Educational Diagnostician	215A	211	216 Days 67,435	82,236	97,038
	Educational Diagnostician	226A	222	222 Days 69,308	84,521	99,733
	Funding Compliance Specialist	226A	222			
	Licensed Specialist in School Psychology	226A	222			
	Licensed Specialist in School Psychology	198A	194			
	Occupational Therapist	187A	183			
	Occupational Therapist - EYS	220A	216			
	Parenting Specialist	226A	222			
	Physical Therapist	187A	183			
	Special Programs Specialist Bilingual	226A	222			
	Speech Language Pathologist	187A	183			
	Speech Language Pathologist	215A	211			
	Speech Language Pathologist	226A	222			



2023-24 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Actual Work Days	Minimum	Midpoint	Maximum
<b>AP5</b>						
	Assistant Director Athletics	226A	222	Daily \$ 336.36	\$ 402.83	\$ 469.30
	Assistant Principal Gateway	205A	201	201 Days 67,609	80,969	94,329
	Assistant Principal High School	215A	211	206 Days 69,291	82,983	96,675
	Assistant Principal Middle School	205A	201	211 Days 70,973	84,997	99,022
	Assistant Principal Special Campus	205A	201	222 Days 74,673	89,428	104,184
	Coordinator Assessment and Accountability	226A	222			
	Coordinator Health Services	226A	222			
	Coordinator High School Student Activities	210A	206			
	Coordinator Special Education	226A	222			
	CTE Program Advisor	215A	211			
	Director High School Curriculum and Instruction	215A	211			
	Director Student Hearings	226A	222			
	District Curriculum and Assessment Specialist	226A	222			
	District Instructional Specialist CTE & STEM	226A	222			
	District Instructional Specialist Early Childhood	226A	222			
	District Instructional Specialist Elementary Biliteracy	226A	222			
	District Instructional Specialist Primary/Intermediate	226A	222			
	District Instructional Specialist Sec Social Studies	226A	222			
	District Instructional Specialist Secondary English LA	226A	222			
	District Instructional Specialist Secondary Math	226A	222			
	District Instructional Specialist Secondary Science	226A	222			
	District Instructional Technologist	226A	222			
	Teacher Incentive Allotment Specialist	226A	222			
<b>AP6</b>						
	Director STEM	226A	222	Daily \$ 359.43	\$ 430.45	\$ 501.47
	Principal Elementary School	220A	216	216 Days 77,636	92,976	108,317
	Principal Career Center	226A	222	222 Days 79,792	95,559	111,326
	Principal Pathways Academic Campus	220A	216			
<b>AP7</b>						
	Coordinator Campus Athletics	226A	222	Daily \$ 409.58	\$ 481.86	\$ 554.14
	Director Assessment and Accountability	226A	222	222 Days 90,927	106,973	123,019
	Director Federal and State Programs	226A	222			
	Director Fine Arts	226A	222			
	Director Guidance Services	226A	222			
	Director Innovation & Program Evaluation	226A	222			
	Director Multilingual Services	226A	222			
	Director Special Education	226A	222			
	Principal Gateway Campus	226A	222			
	Principal Middle School	226A	222			
<b>AP8</b>						
	Chief College, Career, & Military Readiness Officer	226A	222	Daily \$ 475.11	\$ 558.95	\$ 642.80
	Executive Director Athletics	226A	222	222 Days 105,474	124,088	142,701
	Executive Director for Elementary/Secondary Schools	226A	222			
	Executive Director for Specialized Learning	226A	222			
	Executive Director for Student Services	226A	222			
	Principal High School	226A	222			
<b>AP9</b>						
	Assistant Superintendent	226A	222	Daily \$ 671.08	\$ 771.35	\$ 871.63
				222 Days 148,979	171,240	193,501
<b>AP10</b>						
	Deputy Superintendent (Learning Services)	226A	222	Daily \$ 773.69	\$ 895.86	\$ 1,018.02
				222 Days 171,760	198,880	226,000



2023-24 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<b>AM1</b>				Daily	\$ 208.02	\$ 255.24	\$ 302.45
	Accountant Staff	226A	222	191 Days	39,731	48,750	57,769
	Analyst Finance (Accounts Payable, Budget, Payroll)	226A	222	201 Days	41,811	51,302	60,793
	Analyst Human Resources	205A	201	222 Days	46,180	56,662	67,145
	Supervisor Property Management	226A	222				
	Supervisor School Nutrition	195A	191				
	Supervisor School Nutrition	226A	222				
	Transportation Supervisor (Support and Training/Safety)	226A	222				
<b>AM2</b>				Daily	\$ 232.63	\$ 285.44	\$ 338.24
	Accounting Specialist	226A	222	206 Days	47,922	58,800	69,678
	Audio Video Engineer	226A	222	222 Days	51,644	63,367	75,090
	Board Clerk	226A	222				
	Communications Assistant	210B	206				
	Grant and Education Foundation Specialist	226A	222				
	Human Resources Specialist	226A	222				
	Occupational Safety/Loss Control Specialist	226A	222				
	PEIMS Specialist	226A	222				
	Program Supervisor School Nutrition	226A	222				
	Routing Specialist	226A	222				
	School Safety Specialist	226A	222				
	Transportation Specialist (Remote and Support)	226A	222				
	Treasury Specialist	226A	222				
<b>AM3</b>				Daily	\$ 246.59	\$ 302.56	\$ 358.54
	Business Services Specialist	226A	222	206 Days	50,797	62,328	73,859
	Campus Technologist Special Education	215A/B	211	211 Days	52,030	63,841	75,652
	Campus Technology Support Specialist	215B	211	222 Days	54,742	67,169	79,596
	Communications Specialist	226A	222				
	Employee Benefits Specialist	226A	222				
	Human Resources Specialist	226A	222				
	Facilities Specialist	226A	222				
	Systems Specialist	226A	222				
	Multi Media Specialist	226A	222				
	Purchasing Specialist	226A	222				
	Transportation Operations Specialist	226A	222				
<b>AM4</b>				Daily	\$ 265.95	\$ 326.32	\$ 386.68
	Accounts Payable Specialist	226A	222	222 Days	59,040	72,442	85,844
	Coordinator Distribution Services	226A	222				
	Coordinator Physical Security Systems	226A	222				
	Coordinator Property Management	226A	222				
	Coordinator Transportation Services Applications	226A	222				
	Database and Data Integration Analyst	226A	222				
	Dietitian	226A	222				
	Lead Hardware Support Manager	226A	222				
	Payroll Specialist	226A	222				
	Service Desk Manager	226A	222				
	Systems Analyst	226A	222				
	Threat Assessment Specialist/Investigator	226A	222				
	VoIP Administrator	226A	222				
<b>AM5</b>				Daily	\$ 299.71	\$ 358.94	\$ 418.17
	Consultant Assessment and Accountability	226A	222	222 Days	66,537	79,685	92,834
	Contracting Specialist	226A	222				
	Coordinator Logistics	226A	222				
	Cyber Security Analyst	226A	222				
	Database Administrator	226A	222				
	Desktop System Administrator	226A	222				
	Windows Systems Administrator	226A	222				



2023-24 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<b>AM6</b>				Daily	\$ 329.69	\$ 394.84	\$ 459.99
	Accountant Senior	226A	222	222 Days	73,190	87,654	102,118
	Coordinator Human Resources	226A	222				
	Coordinator Cleaning Services	226A	222				
	Coordinator Communications Services	226A	222				
	Coordinator Financial Services	226A	222				
	Coordinator School Nutrition	226A	222				
	Coordinator Transportation Services	226A	222				
	CTC Dual Enrollment Program Liaison	226A	222				
	Director Grants and Education Foundation	226A	222				
	Network Manager	226A	222				
	Systems Administrator	226A	222				
	Systems Supervisor	226A	222				
<b>AM7</b>				Daily	\$ 369.22	\$ 434.33	\$ 499.43
	Coordinator for PEIMS	226A	222	222 Days	81,968	96,421	110,873
	Cyber Security Coordinator	226A	222				
	Demographer	226A	222				
	Director Student/District/Community Relations	226A	222				
	Technology Support Manager	226A	222				
<b>AM8</b>				Daily	\$ 420.86	\$ 495.13	\$ 569.41
	Chief of Police	226A	222	222 Days	93,431	109,920	126,409
	Director Campus Technology	226A	222				
	Director Construction and Facilities Planning	226A	222				
	Director Financial Reporting	226A	222				
	Director Financial Services	226A	222				
	Director Human Resources	226A	222				
	Director Information Systems	226A	222				
	Director Investigations and Campus Safety	226A	222				
	Director Maintenance and Operations	226A	222				
	Director Purchasing Services	226A	222				
	Director School Nutrition	226A	222				
	Director Technology	226A	222				
	Director Transportation Services	226A	222				
	Special Assistant to Superintendent	226A	222				
<b>AM9</b>				Daily	\$ 594.46	\$ 683.28	\$ 772.11
	Chief Communications and Marketing Officer	226A	222	222 Days	131,970	151,689	171,407
	Executive Director Human Resources	226A	222				
	Executive Director Technology Services	226A	222				
	Executive Director Data and Information Technology	226A	222				
	School Attorney	226A	222				
<b>AM10</b>				Daily	\$ 677.68	\$ 778.95	\$ 880.21
	Assistant Superintendent Human Resources	226A	222	222 Days	150,446	172,926	195,406
	Chief Financial Officer	226A	222				
	Chief Operations Officer	226A	222				
<b>AM11</b>				Daily	\$ 773.69	\$ 895.86	\$ 1,018.02
	Deputy Superintendent (Operations)	226A	222	222 Days	171,760	198,880	226,000



## 2023-24 Administrative Support Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum
<i>Annualized salaries are based on an 8-hour work day (exception Media Attendant based on 7.5-hour day)</i>						
<b>AS1</b>	Media Attendant	187A	183	Hourly \$ 13.28	\$ 15.82	\$ 18.35
				183 Days	18,233	21,711
						25,189
<b>AS3</b>	Receptionist/Switchboard Operator	226A	222	Hourly \$ 15.33	\$ 18.25	\$ 21.17
	Secretary III	187A	183	183 Days	22,440	26,719
	Secretary III	193B	189	189 Days	23,176	27,595
	Secretary III	198A	194	194 Days	23,789	28,325
	Secretary III	215A	211	211 Days	25,873	30,807
	Secretary III	220A	216	216 Days	26,487	31,537
	Secretary III	226A	222	222 Days	27,222	32,413
						37,603
<b>AS4</b>	Clerk	215A	211	Hourly \$ 17.36	\$ 20.66	\$ 23.96
	Clerk Activity Funds	193B	189	189 Days	26,248	31,235
	Clerk Central Administration	226A	222	194 Days	26,942	32,061
	Secretary IV Elementary Principal	220A	216	211 Days	29,303	34,871
	Secretary IV Registrar	226A	222	216 Days	29,998	35,697
	Secretary IV Registrar Special Campus	220A	216	222 Days	30,831	36,689
	Secretary IV Secondary Principal	226A	222			42,547
	Secretary IV Special Campus	220A	216			
	Technician Administrative Support I	198A	194			
	Technician Administrative Support I	226A	222			
<b>AS5</b>	Clerk School Nutrition	226A	222	Hourly \$ 18.92	\$ 22.53	\$ 26.14
	Secretary IV Central Administration	226A	222	183 Days	27,706	32,987
	Secretary IV High School Principal	226A	222	222 Days	33,610	40,017
	Secretary IV School Nutrition	226A	222			46,423
	Secretary IV Special Education	226A	222			
	Technician Administrative Support II	187A	183			
<b>AS6</b>	Secretary V Central Administration	226A	222	Hourly \$ 21.31	\$ 25.36	\$ 29.41
	Technician Administrative Support III	226A	222	222 Days	37,841	45,037
						52,233
<b>AS7</b>	Paralegal	226A	222	Hourly \$ 28.76	\$ 34.24	\$ 39.71
	Secretary VI Superintendent	226A	222	222 Days	51,076	60,803
						70,530



2023-24 Instructional Support Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
Annualized salaries are based on a 7.5-hour work day							
IS1	Aide I	187A	183	Hourly	\$ 13.28	\$ 15.82	\$ 18.35
				183 Days	18,233	21,711	25,189
IS2	Aide II	187A	183	Hourly	\$ 14.31	\$ 17.03	\$ 19.76
				183 Days	19,635	23,380	27,124
IS3	Aide III	187A	183	Hourly	\$ 15.33	\$ 18.24	\$ 21.15
				183 Days	21,038	25,035	29,032
IS4	Sign Language Interpreter	187A	183	Hourly	\$ 21.46	\$ 25.56	\$ 29.65
				183 Days	29,453	35,077	40,701



2023-24 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>							
<b>MT1</b>				Hourly	\$ 11.76	\$ 14.01	\$ 16.27
	Bus Monitor	180C	176	174 Days	16,376	19,509	22,642
	Crossing Guard	180B	176	176 Days	16,564	19,733	22,902
	Custodian	260A	256	256 Days	24,093	28,703	33,312
	Worker School Nutrition	178A	174				
<b>MT2</b>				Hourly	\$ 12.94	\$ 15.41	\$ 17.89
	Assistant Manager School Nutrition	180C	176	176 Days	18,216	21,701	25,186
	Worker Grounds Care	260A	256	256 Days	26,496	31,565	36,634
<b>MT3</b>				Hourly	\$ 14.53	\$ 17.29	\$ 20.06
	Bus Driver Non-CDL	180C	176	176 Days	20,462	24,350	28,238
	Lead Custodian	260A	256	256 Days	29,763	35,419	41,074
	Lead Grounds Care	260A	256				
	Manager School Nutrition Elementary/Middle School	180C	176				
	Print Shop Worker	260A	256				
	Worker	260A	256				
<b>MT4</b>				Hourly	\$ 16.57	\$ 19.72	\$ 22.87
	Carpenter Apprentice	260A	256	176 Days	23,328	27,763	32,198
	Driver Central Distribution	260A	256	256 Days	33,932	40,383	46,834
	Electrician Apprentice	260A	256				
	HVAC Apprentice	260A	256				
	Kitchen Appliance Worker	260A	256				
	Lead Custodian High School	260A	256				
	Locksmith Apprentice	260A	256				
	Manager School Nutrition High School	180C	176				
	Painter Apprentice	260A	256				
	Plumber Apprentice	260A	256				
	Technician Transportation Support	180C	176				
	Welder Apprentice	260A	256				
<b>MT5</b>				Hourly	\$ 18.21	\$ 21.69	\$ 25.17
	Bus Driver	180C	176	176 Days	25,646	30,542	35,438
	Bus Driver	226A	222	222 Days	32,349	38,525	44,701
	Bus Driver Part-time	180C	176	256 Days	37,304	44,425	51,547
	Custodian Property Book	260A	256				
	Discipline Liaison	226A	222				
	Driver/Transportation Lead	226A	222				
	Foreman Grounds Utility	260A	256				
	Foreman Special Crew	260A	256				
	Lead Cold Storage	260A	256				
	Lead Property Management	260A	256				
	Lead Warehouse Worker	260A	256				
	Manager Buckley Stadium	260A	256				
	Technician I Classified	260A	256				
	Technician School Nutrition Resource	260A	256				



## 2023-24 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>							
<b>MT6</b>				Hourly	\$ 20.95	\$ 24.94	\$ 28.94
	Carpenter Skilled Worker	260A	256	176 Days	29,491	35,122	40,752
	Dispatcher	180C	176	222 Days	37,199	44,301	51,403
	Dispatcher EY	226A	222	256 Days	42,896	51,086	59,276
	Driver/Transportation Lead	226A	222				
	Electrician Skilled Worker	260A	256				
	Foreman Grounds Care	260A	256				
	Foreman Grounds Care Athletics	260A	256				
	Foreman Special Needs	260A	256				
	Foreman Transportation	260A	256				
	Foreman Transportation Routing	260A	256				
	Foreman Transportation Scheduling	260A	256				
	Foreman Grounds Utility	260A	256				
	HVAC Mechanic	260A	256				
	Kitchen Appliance Skilled Worker	260A	256				
	Locksmith Skilled Worker	260A	256				
	Mechanic	260A	256				
	Painter	260A	256				
	Plumber	260A	256				
	Technician II Classified	260A	256				
	Technician II NonClassified	226A	222				
	Welder Skilled Worker	260A	256				
<b>MT7</b>				Hourly	\$ 24.05	\$ 28.64	\$ 33.22
	Foreman Custodial Zone	260A	256	191 Days	36,754	43,758	50,762
	Foreman Operations School Nutrition	195A	191	222 Days	42,719	50,860	59,001
	Foreman Transportation II	260A	256	256 Days	49,261	58,649	68,038
	Lead Stock Control	260A	256				
	Mechanic Senior	260A	256				
	School Nutrition Office Worker	226A	222				
	Technician Press Bindery	260A	256				
	Technician Technology Services I	226A	222				
	Technician Technology Services I Classified	260A	256				
<b>MT8</b>				Hourly	\$ 26.63	\$ 31.70	\$ 36.77
	Foreman Transportation III	260A	256	222 Days	47,297	56,301	65,305
	Lead Carpenter	260A	256	256 Days	54,541	64,924	75,307
	Lead Electrician	260A	256				
	Lead HVAC	260A	256				
	Lead Locksmith	260A	256				
	Lead Master Plumber	260A	256				
	Police Officer	226A	222				
	Technician III Classified	260A	256				
	Technician Technology Inventory Control	226A	222				
	Technician Technology Services III	226A	222				
	Technician Technology Services III Classified	260A	256				
<b>MT9</b>				Hourly	\$ 29.73	\$ 34.93	\$ 40.13
	Technician IV Classified	260A	256	256 Days	60,882	71,531	82,181
<b>MT10</b>				Hourly	\$ 32.77	\$ 38.51	\$ 44.25
	Developer	226A	222	222 Days	58,200	68,397	78,594
	Technician Technology Services V Classified	260A	256	256 Days	67,113	78,872	90,631
	Technology Associate (Interface)	226A	222				