

Salary Guides: Teachers

Teacher Salaries: 2016 - 2017

Step	BA	BA+16	BA+32	M	M+16	M+32	D
1	52,202	54,072	56,462	59,268	62,697	64,935	67,959
2	52,802	54,686	57,094	59,921	63,376	65,491	68,677
3	53,485	55,386	57,816	60,669	64,154	66,429	69,502
4	54,202	56,122	58,573	61,453	64,971	67,268	70,370
5	54,925	56,863	59,338	62,244	65,796	68,114	71,245
6	55,657	57,612	59,990	63,043	66,628	68,969	72,129
7	56,520	58,407	60,817	63,648	67,107	69,365	72,414
8	60,555	62,440	64,849	67,677	71,134	73,862	76,895
9	64,588	66,473	68,880	71,707	74,990	78,359	81,377
10	68,622	70,340	72,912	75,736	79,189	82,857	85,859
11	72,656	74,538	76,943	79,766	83,216	87,354	90,340
12	76,690	78,571	80,974	83,795	87,244	91,852	94,822
13	80,724	82,603	84,990	87,825	91,271	96,350	99,303
14	86,884	88,809	91,270	94,158	97,688	100,847	103,785
15						107,986	110,982

Teacher Salaries: 2017 - 2018

Step	BA	BA+16	BA+32	M	M+16	M+32	D
1	52,358	54,234	56,632	59,446	62,885	65,130	68,163
2	52,960	54,850	57,265	60,101	63,566	65,687	68,883
3	53,645	55,552	57,989	60,851	64,347	66,628	69,711
4	54,365	56,290	58,749	61,637	65,166	67,470	70,581
5	55,090	57,034	59,516	62,431	65,993	68,318	71,459
6	55,824	57,785	60,170	63,232	66,828	69,176	72,345
7	56,690	58,582	61,000	63,839	67,308	69,573	72,631
8	60,676	62,565	64,979	67,812	71,276	74,010	77,049
9	64,717	66,606	69,018	71,851	75,140	78,516	81,540
10	68,759	70,481	73,057	75,888	79,348	83,022	86,030
11	72,801	74,687	77,096	79,926	83,383	87,529	90,521
12	76,843	78,728	81,136	83,963	87,419	92,036	95,012
13	80,885	82,768	85,160	88,001	91,454	96,542	99,502
14	87,961	89,910	92,402	95,326	98,900	101,049	103,993
15						109,325	112,358

Salary Guides: Teachers (continued)

Teacher Salaries: 2018 - 2019

Step	BA	BA+16	BA+32	M	M+16	M+32	D
1	52,515	54,397	56,802	59,624	63,074	65,326	68,367
2	53,119	55,014	57,437	60,281	63,757	65,884	69,090
3	53,806	55,719	58,163	61,033	64,540	66,828	69,920
4	54,528	56,459	58,925	61,822	65,362	67,672	70,793
5	55,255	57,205	59,695	62,618	66,191	68,523	71,673
6	55,991	57,958	60,350	63,422	67,029	69,383	72,562
7	56,860	58,758	61,183	64,031	67,510	69,782	72,849
8	60,797	62,690	65,109	67,948	71,419	74,158	77,203
9	64,846	66,739	69,156	71,994	75,290	78,673	81,703
10	68,896	70,622	73,203	76,039	79,506	83,189	86,202
11	72,947	74,836	77,251	80,086	83,549	87,704	90,702
12	76,997	78,886	81,298	84,131	87,594	92,220	95,202
13	81,047	82,934	85,330	88,177	91,637	96,735	99,701
14	85,047	86,934	89,330	92,177	95,637	101,251	104,201
15	89,307	91,286	93,815	96,784	100,413	105,651	108,601
16						110,998	114,077

Teacher Salaries: 2019 - 2020

Step	BA	BA+16	BA+32	M	M+16	M+32	D
1	52,673	54,560	56,972	59,803	63,263	65,522	68,572
2	53,278	55,179	57,610	60,462	63,948	66,082	69,297
3	53,968	55,886	58,338	61,216	64,733	67,029	70,130
4	54,691	56,628	59,102	62,007	65,558	67,875	71,005
5	55,421	57,376	59,874	62,806	66,390	68,729	71,888
6	56,159	58,132	60,532	63,612	67,230	69,591	72,780
7	57,031	58,934	61,366	64,223	67,713	69,991	73,068
8	60,919	62,815	65,239	68,084	71,562	74,306	77,358
9	64,976	66,872	69,295	72,138	75,441	78,831	81,867
10	69,034	70,763	73,350	76,192	79,665	83,355	86,375
11	73,093	74,986	77,405	80,246	83,717	87,879	90,883
12	77,151	79,043	81,460	84,299	87,769	92,405	95,392
13	81,209	83,100	85,501	88,353	91,820	96,929	99,900
14	85,217	87,108	89,509	92,361	95,828	101,453	104,409
15	90,200	92,199	94,753	97,752	101,417	105,862	108,818
16						112,108	115,218

Salary Guides: Support Staff: Support Staff Hired Before 7/1/2012

Support Staff Salaries: 2016 - 2017

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	43,450	45,462	42,415	36,209	37,886	35,346	20,197	40,446
2	46,042	48,054	45,006	38,369	40,045	37,505	21,431	41,986
3	48,877	50,889	47,841	40,731	42,407	39,867	22,781	44,679
4	51,956	53,968	50,919	43,296	44,973	42,433	24,248	47,080
5	55,309	57,321	54,273	46,091	47,768	45,227	25,843	49,695
6	59,028	61,040	57,991	49,190	50,866	48,326	27,615	52,597
7	63,082	65,094	62,046	52,569	54,246	51,704	29,546	55,758
8	67,807	69,819	66,771	56,506	58,183	55,642	31,795	59,444

Support Staff Salaries: 2017 - 2018

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	44,128	46,171	43,077	36,774	38,477	35,897	20,512	41,077
2	46,760	48,804	45,708	38,968	40,670	38,090	21,765	42,641
3	49,639	51,683	48,587	41,366	43,069	40,489	23,136	45,376
4	52,767	54,810	51,713	43,971	45,675	43,095	24,626	47,814
5	56,172	58,215	55,120	46,810	48,513	45,933	26,246	50,470
6	59,949	61,992	58,896	49,957	51,660	49,080	28,046	53,418
7	64,066	66,109	63,014	53,389	55,092	52,511	30,007	56,628
8	68,865	70,908	67,813	57,387	59,091	56,510	32,291	60,371

Support Staff Salaries: 2018 - 2019

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	44,816	46,891	43,749	37,348	39,077	36,457	20,832	41,718
2	47,490	49,565	46,421	39,575	41,304	38,684	22,105	43,306
3	50,414	52,489	49,345	42,012	43,740	41,121	23,497	46,084
4	53,590	55,665	52,520	44,657	46,387	43,767	25,010	48,560
5	57,048	59,123	55,980	47,540	49,270	46,649	26,656	51,258
6	60,884	62,959	59,814	50,737	52,465	49,846	28,483	54,251
7	65,066	67,141	63,997	54,222	55,952	53,330	30,475	57,511
8	69,939	72,014	68,871	58,283	60,012	57,392	32,795	61,313

Support Staff Salaries: 2019 - 2020

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	45,488	47,595	44,405	37,908	39,663	37,004	21,145	42,344
2	48,202	50,308	47,117	40,169	41,924	39,265	22,436	43,956
3	51,170	53,276	50,085	42,642	44,397	41,737	23,850	46,775
4	54,394	56,500	53,308	45,327	47,083	44,424	25,386	49,289
5	57,904	60,010	56,819	48,253	50,009	47,349	27,055	52,026
6	61,797	63,904	60,712	51,498	53,252	50,593	28,911	55,065
7	66,041	68,148	64,957	55,035	56,791	54,130	30,932	58,374
8	70,988	73,095	69,904	59,157	60,913	58,252	33,287	62,233

Salary Guides: Support Staff Hired After 7/1/2012

Support Staff Salaries: 2016 - 2017

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	44,010	46,048	42,962	36,676	38,373	35,801	20,457	40,967
2	45,588	47,626	44,539	37,991	39,689	37,115	21,209	42,198
3	47,166	49,204	46,117	39,306	41,004	38,431	21,960	43,429
4	48,743	50,781	47,695	40,620	42,318	39,745	22,712	44,660
5	50,321	52,359	49,272	41,935	43,633	41,060	23,463	45,890
6	51,899	53,937	50,850	43,250	44,948	42,374	24,214	47,121
7	53,477	55,515	52,428	44,565	46,263	43,690	24,965	48,352
8	55,054	57,092	54,006	45,880	47,578	45,004	25,716	49,582
9	56,632	58,670	55,583	47,195	48,892	46,319	26,468	50,813
10	58,210	60,248	57,161	48,510	50,208	47,633	27,219	52,044
11	59,028	61,040	57,991	49,190	50,866	48,326	27,615	52,597

Support Staff Salaries: 2017 - 2018

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	45,286	47,383	44,208	37,740	39,486	36,839	21,050	42,155
2	46,910	49,007	45,831	39,093	40,840	38,191	21,824	43,422
3	48,534	50,631	47,454	40,446	42,193	39,545	22,597	44,688
4	50,157	52,254	49,078	41,798	43,545	40,898	23,371	45,955
5	51,780	53,877	50,701	43,151	44,898	42,251	24,143	47,221
6	53,404	55,501	52,325	44,504	46,251	43,603	24,916	48,488
7	55,028	57,125	53,948	45,857	47,605	44,957	25,689	49,754
8	56,651	58,748	55,572	47,211	48,958	46,309	26,462	51,020
9	58,274	60,371	57,195	48,564	50,310	47,662	27,236	52,287
10	59,898	61,995	58,819	49,917	51,664	49,014	28,008	53,553
11	60,740	62,810	59,673	50,617	52,341	49,727	28,416	54,122

Salary Guides: Support Staff Hired After 7/1/2012 (continued)

Support Staff Salaries: 2018 - 2019

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	46,581	48,739	45,472	38,819	40,615	37,893	21,652	43,361
2	48,252	50,409	47,141	40,211	42,008	39,284	22,448	44,664
3	49,922	52,079	48,812	41,603	43,400	40,677	23,243	45,967
4	51,591	53,748	50,482	42,993	44,791	42,067	24,039	47,269
5	53,261	55,418	52,151	44,385	46,182	43,459	24,834	48,571
6	54,931	57,089	53,821	45,777	47,574	44,850	25,629	49,874
7	56,602	58,759	55,491	47,169	48,966	46,243	26,424	51,177
8	58,271	60,428	57,162	48,561	50,358	47,634	27,219	52,479
9	59,941	62,098	58,831	49,953	51,749	49,025	28,015	53,782
10	61,611	63,768	60,501	51,344	53,142	50,416	28,809	55,085
11	62,477	64,607	61,379	52,064	53,838	51,150	29,229	55,670

Support Staff Salaries: 2019 - 2020

Step	12 Month Admin. Sec.	12 Month 1st Sec.	12 Month Off. Supp. Full Time	10 Month Admin. Sec.	10 Month 1st Sec.	10 Month Off. Supp. Full Time	10 Month Off. Supp. Part Time	Security
1	47,956	50,176	46,814	39,964	41,813	39,011	22,291	44,640
2	49,675	51,896	48,532	41,397	43,247	40,442	23,110	45,981
3	51,395	53,615	50,252	42,830	44,680	41,876	23,929	47,323
4	53,113	55,334	51,971	44,262	46,112	43,308	24,748	48,664
5	54,832	57,053	53,689	45,695	47,545	44,741	25,567	50,004
6	56,552	58,773	55,409	47,127	48,978	46,173	26,385	51,346
7	58,271	60,492	57,128	48,560	50,411	47,607	27,203	52,687
8	59,990	62,210	58,848	49,993	51,844	49,039	28,022	54,027
9	61,709	63,930	60,566	51,426	53,275	50,472	28,841	55,369
10	63,429	65,649	62,286	52,859	54,709	51,903	29,659	56,710
11	64,320	66,512	63,190	53,600	55,426	52,659	30,091	57,312

Salary Guides: OT, Behaviorists & Non-Certified School Nurses

Step	2016-2017
1	44,749
2	47,310
3	50,237
4	53,528
5	57,187
6	61,272
7	65,844
8	70,995

Step	2017-2018
1	45,447
2	48,048
3	51,021
4	54,363
5	58,079
6	62,228
7	66,871
8	72,103

Step	2018-2019
1	46,156
2	48,798
3	51,817
4	55,211
5	58,985
6	63,199
7	67,914
8	73,227

Step	2019-2020
1	46,848
2	49,530
3	52,594
4	56,039
5	59,870
6	64,147
7	68,933
8	74,326

Salary Guides: Custodians/Maintenance/Bus Drivers

Custodian/Maintenance/Bus Driver Salaries: 2016 – 2017

Step	Maintenance	Custodian	25 Hour Bus Driver
1	45,164	39,039	16,267
2	45,765	39,639	16,767
3	46,365	40,241	17,318
4	47,026	40,901	17,904
5	47,685	41,561	18,719
6	49,246	43,122	19,569
7	51,048	44,924	20,520
8	53,090	46,965	21,846
9	55,371	49,246	23,481
10	58,469	52,429	
11	62,584	56,358	

Custodian/Maintenance/Bus Driver Salaries: 2017 – 2018

Step	Maintenance	Custodian	25 Hour Bus Driver
1	45,857	39,638	20,334
2	46,467	40,247	20,959
3	47,077	40,859	21,648
4	47,748	41,529	22,380
5	48,417	42,199	23,399
6	50,002	43,784	24,461
7	51,832	45,614	25,650
8	53,905	47,686	27,308
9	56,221	50,002	29,351
10	59,366	53,234	
11	63,545	57,223	

Custodian/Maintenance/Bus Driver Salaries: 2018 - 2019

Step	Maintenance	Custodian	25 Hour Bus Driver
1	46,302	40,023	20,531
2	46,918	40,638	21,162
3	47,533	41,255	21,857
4	48,211	41,932	22,597
5	48,887	42,608	23,626
6	50,487	44,209	24,699
7	52,334	46,056	25,899
8	54,428	48,148	27,572
9	56,766	50,487	29,636
10	59,942	53,750	
11	64,161	57,778	

Custodian/Maintenance/Bus Driver Salaries: 2019 - 2020

Step	Maintenance	Custodian	25 Hour Bus Driver
1	47,011	40,635	20,845
2	47,636	41,260	21,486
3	48,261	41,886	22,192
4	48,949	42,573	22,943
5	49,635	43,260	23,987
6	51,259	44,885	25,076
7	53,135	46,761	26,295
8	55,261	48,885	27,994
9	57,635	51,259	30,089
10	60,859	54,573	
11	65,143	58,662	

Salary Guides: Instructional Aides/Teacher Assistants/Playground & Bus Aides

Instructional Aides/Teacher Assistants/Playground & Bus Aides Salaries: 2016 – 2017

Step	Teacher Assistants	Instructional and Kindergarten Aides @ 35 hrs/week	Instructional and Kindergarten Aides @ 28.75 hrs/week	Lead Playground	Bus Aides
1	33,500	29,248	24,025	13,861	11200
2	34,270	29,920	24,577	14,180	12000
3	35,076	30,623	25,155	14,513	12800

Instructional Aides/Teacher Assistants/Playground & Bus Aides Salaries: 2017 – 2018

Step	Teacher Assistants	Instructional and Kindergarten Aides @ 35 hrs/week	Instructional and Kindergarten Aides @ 28.75 hrs/week	Lead Playground	Bus Aides
1	33,989	29,426	24,171	14,178	11530
2	34,770	30,101	24,726	14,505	12354
3	35,588	30,809	25,307	14,845	13178
4		31,799	26,121		
5		32,792	26,936		
6		33,783	27,750		

Instructional Aides/Teacher Assistants/Playground & Bus Aides Salaries: 2018 – 2019

Step	Teacher Assistants	Instructional and Kindergarten Aides @ 35 hrs/week	Instructional and Kindergarten Aides @ 28.75 hrs/week	Lead Playground	Bus Aides
1	34,733	29,533	24,259	14,495	11865
2	35,532	30,211	24,816	14,828	12712
3	36,367	30,921	25,399	15,176	13560
4		32,103	26,370		
5		33,285	27,341		
6		34,467	28,312		

Instructional Aides/Teacher Assistants/Playground & Bus Aides Salaries: 2019 – 2020

Step	Teacher Assistants	Instructional and Kindergarten Aides @ 35 hrs/week	Instructional and Kindergarten Aides @ 28.75 hrs/week	Lead Playground	Bus Aides
1	35,723	29,680	24,380	14,908	12203
2	36,544	30,362	24,940	15,251	13075
3	37,404	31,075	25,526	15,609	13946
4		32,383	26,600		
5		33,693	27,676		
6		35,000	28,750		