

TEACHER SCALE

YEARS	
0	\$39,306
1	\$40,092
2	\$40,894
3	\$41,712
4	\$42,546
5	\$43,397
6	\$44,265
7	\$45,150
8	\$46,053
9	\$46,974
10	\$47,914
11	\$48,872
12	\$49,850
13	\$50,847
14	\$51,863
15	\$52,901
16	\$53,959
17	\$55,038
18	\$56,139
19	\$57,261
20	\$58,407
21	\$59,575
22	\$60,766
23	\$61,982
24	\$63,221
25	\$64,486
26	\$65,775
27	\$67,091
28	\$68,433
29	\$69,801
30	\$71,197
31-50	\$71,197

Supplements:	
Doctorate Degree	\$4,500
Masters Degree + 30	\$3,300
Masters Degree	\$3,000
Bachelors Degree + 18 hours in approved Masters Program	\$1,500
Speech Language Pathologist**	\$10,000

***position requires Master's Degree. Supplement includes master's compensation*

Longevity per year:	
Years 33-35	\$400
Years 36-38	\$450
Years 39-50	\$500

**NORTON CITY SCHOOLS
ADMINISTRATOR SCALE**

DIRECTOR	
STEP	ANNUAL AMOUNT
0	\$100,211
1	\$102,215
2	\$104,260
3	\$106,345
4	\$108,472
5	\$110,641
6	\$112,854

240 DAY POSITION

HIGH SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$93,348
1	\$95,215
2	\$97,119
3	\$99,061
4	\$101,042
5	\$103,063
6	\$105,125

240 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$91,956
1	\$93,795
2	\$95,671
3	\$97,585
4	\$99,536
5	\$101,527
6	\$103,558

240 DAY POSITION

HIGH SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$80,055
1	\$81,656
2	\$83,289
3	\$84,955
4	\$86,654
5	\$88,387
6	\$90,155

*INCLUDES ATHLETIC DIRECTOR

220 DAY POSITION

ELEMENTARY/MIDDLE SCHOOL ASSISTANT PRINCIPAL	
STEP	ANNUAL AMOUNT
0	\$79,795
1	\$81,391
2	\$83,018
3	\$84,679
4	\$86,372
5	\$88,100
6	\$89,862

*INCLUDES ELEMENTARY & MIDDLE SCHOOL ATHLETIC FACILITIES DIRECTOR
220 DAY POSITION

SUPPLEMENTS	
Doctorate Degree	\$4,500
Masters Degree + 30	\$300

SUPERVISOR SCALE

STEP	
0	\$70,146
1	\$71,549
2	\$72,980
3	\$74,439
4	\$75,928
5	\$77,447
6	\$78,996
7	\$80,576
8	\$82,187
9	\$83,831
10	\$85,508
11	\$87,218
12	\$88,962
13	\$90,741
14	\$92,556
15	\$94,407

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVALENT	\$3,000

MANAGER SCALE

STEP	
0	\$63,004
1	\$64,264
2	\$65,549
3	\$66,860
4	\$68,198
5	\$69,561
6	\$70,953
7	\$72,372
8	\$73,819
9	\$75,296
10	\$76,801
11	\$78,338
12	\$79,904
13	\$81,502
14	\$83,132
15	\$84,795

240 DAY POSITION

SUPPLEMENTS	
MASTER'S DEGREE OR EQUIVALENT	\$3,000

SCHOOL NURSE

STEP	RN	LPN
	184 DAY POSITION	180 DAY POSITION
0	32,375	27,837
1	33,022	28,394
2	33,683	28,962
3	34,356	29,541
4	35,044	30,132
5	35,744	30,734
6	36,459	31,349
7	37,188	31,976
8	37,932	32,615
9	38,691	33,268
10	39,465	33,933
11	40,254	34,612
12	41,059	35,304
13	41,880	36,010
14	42,718	36,730
15	43,572	37,465
16	44,444	38,214
17	45,333	38,979
18	46,239	39,758
19	47,164	40,553
20	48,107	41,364
21	49,069	42,192
22	50,051	43,035
23	51,052	43,896
24	52,073	44,774
25	53,114	45,670
26	54,177	46,583
27	55,260	47,515
28	56,365	48,465
29	57,493	49,434
30	58,642	50,423

SUPPLEMENT	
NURSING COORDINATOR	3,000

CLERICAL SCALE

STEP	240 DAYS	220 DAYS	HOURLY RATE
1	\$26,822.40	\$24,587.20	\$13.97
2	\$27,358.85	\$25,078.94	\$14.25
3	\$27,906.02	\$25,580.52	\$14.53
4	\$28,464.15	\$26,092.13	\$14.83
5	\$29,033.43	\$26,613.98	\$15.12
6	\$29,614.10	\$27,146.26	\$15.42
7	\$30,206.38	\$27,689.18	\$15.73
8	\$30,810.51	\$28,242.96	\$16.05
9	\$31,426.72	\$28,807.82	\$16.37
10	\$32,055.25	\$29,383.98	\$16.70
11	\$32,696.36	\$29,971.66	\$17.03
12	\$33,350.28	\$30,571.09	\$17.37
13	\$34,017.29	\$31,182.51	\$17.72
14	\$34,697.63	\$31,806.16	\$18.07
15	\$35,391.59	\$32,442.29	\$18.43
16	\$36,099.42	\$33,091.13	\$18.80
17	\$36,821.41	\$33,752.96	\$19.18
18	\$37,557.84	\$34,428.02	\$19.56
19	\$38,308.99	\$35,116.58	\$19.95
20	\$39,075.17	\$35,818.91	\$20.35
21	\$39,856.68	\$36,535.29	\$20.76
22	\$40,653.81	\$37,265.99	\$21.17
23	\$41,466.89	\$38,011.31	\$21.60
24	\$42,296.22	\$38,771.54	\$22.03
25	\$43,142.15	\$39,546.97	\$22.47
26	\$44,004.99	\$40,337.91	\$22.92
27	\$44,885.09	\$41,144.67	\$23.38
28	\$45,782.79	\$41,967.56	\$23.85
29	\$46,698.45	\$42,806.91	\$24.32
30	\$47,632.42	\$43,663.05	\$24.81
31+	\$48,585.06	\$44,536.31	\$25.30

SUPPLEMENTS	
CLERK OF THE BOARD	\$3,000
STAFF ACCOUNTANT	\$3,000
SCHOOL BOOKKEEPER	\$1,500
CERTIFICATE	\$400
ASSOCIATE'S DEGREE	\$800
BACHELOR'S DEGREE	\$1,600

CUSTODIAN SCALE

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$12.00	\$24,960.00
2	\$12.24	\$25,459.20
3	\$12.48	\$25,968.38
4	\$12.73	\$26,487.75
5	\$12.99	\$27,017.51
6	\$13.25	\$27,557.86
7	\$13.51	\$28,109.01
8	\$13.78	\$28,671.19
9	\$14.06	\$29,244.62
10	\$14.34	\$29,829.51
11	\$14.63	\$30,426.10
12	\$14.92	\$31,034.62
13	\$15.22	\$31,655.32
14	\$15.52	\$32,288.42
15	\$15.83	\$32,934.19
16	\$16.15	\$33,592.87
17	\$16.47	\$34,264.73
18	\$16.80	\$34,950.03
19	\$17.14	\$35,649.03
20	\$17.48	\$36,362.01
21	\$17.83	\$37,089.25
22	\$18.19	\$37,831.03
23	\$18.55	\$38,587.65
24	\$18.92	\$39,359.41
25	\$19.30	\$40,146.59
26	\$19.69	\$40,949.53
27	\$20.08	\$41,768.52
28	\$20.48	\$42,603.89
29	\$20.89	\$43,455.96
30	\$21.31	\$44,325.08

260 DAY CONTRACT

SUPPLEMENTS	
HEAD CUSTODIAN	20% OF BASE CONTRACT

INSTRUCTIONAL ASSISTANT SCALE

EXPERIENCE	NES (6 HOURS DAY)	BHS (6.5 HOURS DAY)	HOURLY RATE
1	\$13,392.00	\$14,508.00	\$12.00
2	\$13,660.00	\$14,798.00	\$12.24
3	\$13,933.00	\$15,094.00	\$12.48
4	\$14,212.00	\$15,396.00	\$12.73
5	\$14,496.00	\$15,704.00	\$12.99
6	\$14,786.00	\$16,018.00	\$13.25
7	\$15,082.00	\$16,338.00	\$13.51
8	\$15,383.00	\$16,665.00	\$13.78
9	\$15,691.00	\$16,998.00	\$14.06
10	\$16,005.00	\$17,338.00	\$14.34
11	\$16,325.00	\$17,685.00	\$14.63
12	\$16,651.00	\$18,039.00	\$14.92
13	\$16,984.00	\$18,400.00	\$15.22
14	\$17,324.00	\$18,768.00	\$15.52
15	\$17,670.00	\$19,143.00	\$15.83
16	\$18,024.00	\$19,526.00	\$16.15
17	\$18,384.00	\$19,916.00	\$16.47
18	\$18,752.00	\$20,315.00	\$16.80
19	\$19,127.00	\$20,721.00	\$17.14
20	\$19,510.00	\$21,135.00	\$17.48
21	\$19,900.00	\$21,558.00	\$17.83
22	\$20,298.00	\$21,989.00	\$18.19
23	\$20,704.00	\$22,429.00	\$18.55
24	\$21,118.00	\$22,878.00	\$18.92
25	\$21,540.00	\$23,335.00	\$19.30
26	\$21,971.00	\$23,802.00	\$19.69
27	\$22,410.00	\$24,278.00	\$20.08
28	\$22,859.00	\$24,764.00	\$20.48
29	\$23,316.00	\$25,259.00	\$20.89
30	\$23,782.00	\$25,764.00	\$21.31

SUPPLEMENTS		
SELF CONTAINED CLASSROOM ASSIGNMENT		+ \$1/hour

BUS DRIVER

STEP	HOURLY RATE	ANNUAL AMOUNT
1	\$12.59	\$18,130
2	\$12.84	\$18,492
3	\$13.10	\$18,862
4	\$13.36	\$19,239
5	\$13.63	\$19,624
6	\$13.90	\$20,017
7	\$14.18	\$20,417
8	\$14.46	\$20,825
9	\$14.75	\$21,242
10	\$15.05	\$21,667
11	\$15.35	\$22,100
12	\$15.65	\$22,542
13	\$15.97	\$22,993
14	\$16.29	\$23,453
15	\$16.61	\$23,922
16	\$16.94	\$24,400
17	\$17.28	\$24,888
18	\$17.63	\$25,386
19	\$17.98	\$25,894
20	\$18.34	\$26,411

180 DAY CONTRACT

CAFETERIA SCALE

STEP	SCHOOL NUTRITION WORKER		SCHOOL NUTRITION MANAGER	
	5.75 HOURS - 183 days		8 HOURS - 190 days	
	PER YEAR	HOURLY RATE	MANAGER	HOURLY RATE
1	\$13,725.00	\$12.50	\$26,600.00	\$17.50
2	\$13,999.50	\$12.75	\$27,132.00	\$17.85
3	\$14,279.49	\$13.01	\$27,674.64	\$18.21
4	\$14,565.08	\$13.27	\$28,228.13	\$18.57
5	\$14,856.38	\$13.53	\$28,792.70	\$18.94
6	\$15,153.51	\$13.80	\$29,368.55	\$19.32
7	\$15,456.58	\$14.08	\$29,955.92	\$19.71
8	\$15,765.71	\$14.36	\$30,555.04	\$20.10
9	\$16,081.03	\$14.65	\$31,166.14	\$20.50
10	\$16,402.65	\$14.94	\$31,789.46	\$20.91
11	\$16,730.70	\$15.24	\$32,425.25	\$21.33
12	\$17,065.31	\$15.54	\$33,073.76	\$21.76
13	\$17,406.62	\$15.85	\$33,735.23	\$22.19
14	\$17,754.75	\$16.17	\$34,409.94	\$22.64
15	\$18,109.85	\$16.49	\$35,098.14	\$23.09
16	\$18,472.04	\$16.82	\$35,800.10	\$23.55
17	\$18,841.48	\$17.16	\$36,516.10	\$24.02
18	\$19,218.31	\$17.50	\$37,246.42	\$24.50
19	\$19,602.68	\$17.85	\$37,991.35	\$24.99
20	\$19,994.73	\$18.21	\$38,751.18	\$25.49
21	\$20,394.63	\$18.57	\$39,526.20	\$26.00
22	\$20,802.52	\$18.95	\$40,316.72	\$26.52
23	\$21,218.57	\$19.32	\$41,123.06	\$27.05
24	\$21,642.94	\$19.71	\$41,945.52	\$27.60
25	\$22,075.80	\$20.11	\$42,784.43	\$28.15
26	\$22,517.32	\$20.51	\$43,640.12	\$28.71
27	\$22,967.66	\$20.92	\$44,512.92	\$29.28
28	\$23,427.02	\$21.34	\$45,403.18	\$29.87
29	\$23,895.56	\$21.76	\$46,311.24	\$30.47
30	\$24,373.47	\$22.20	\$47,237.47	\$31.08
31-50	\$24,860.94	\$22.64	\$48,182.22	\$31.70

***full time School Nutrition Workers work 8 hours a day at the hourly rate*

SUPPLEMENTS	
Food Service Clerical	\$1,500
Food Service Supervisor	\$4,000
Food Service Director	\$15,000