

Southern Regional  
School District

Employee Salary  
Schedule Information

**Schedule A-1  
Certified Employees  
2025-2026**

<b>STEP</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>MA+90</b>	<b>PHD</b>
1	\$66,081	\$67,081	\$69,081	\$71,081	\$72,081	\$73,081	\$74,081
2	\$66,585	\$67,585	\$69,585	\$71,585	\$72,585	\$73,585	\$74,585
3	\$67,351	\$68,351	\$70,351	\$72,351	\$73,351	\$74,351	\$75,351
4	\$68,362	\$69,362	\$71,362	\$73,362	\$74,362	\$75,362	\$76,362
5	\$69,689	\$70,689	\$72,689	\$74,689	\$75,689	\$76,689	\$77,689
6	\$71,178	\$72,178	\$74,178	\$76,178	\$77,178	\$78,178	\$79,178
7	\$72,931	\$73,931	\$75,931	\$77,931	\$78,931	\$79,931	\$80,931
8	\$74,872	\$75,872	\$77,872	\$79,872	\$80,872	\$81,872	\$82,872
9	\$76,934	\$77,934	\$79,934	\$81,934	\$82,934	\$83,934	\$84,934
10	\$79,157	\$80,157	\$82,157	\$84,157	\$85,157	\$86,157	\$87,157
11	\$81,489	\$82,489	\$84,489	\$86,489	\$87,489	\$88,489	\$89,489
12	\$83,922	\$84,922	\$86,922	\$88,922	\$89,922	\$90,922	\$91,922
13	\$86,399	\$87,399	\$89,399	\$91,399	\$92,399	\$93,399	\$94,399
14	\$88,938	\$89,938	\$91,938	\$93,938	\$94,938	\$95,938	\$96,938
15	\$91,554	\$92,554	\$94,554	\$96,554	\$97,554	\$98,554	\$99,554
16	\$94,229	\$95,229	\$97,229	\$99,229	\$100,229	\$101,229	\$102,229
17	\$96,950	\$97,950	\$99,950	\$101,950	\$102,950	\$103,950	\$104,950
18	\$99,761	\$100,761	\$102,761	\$104,761	\$105,761	\$106,761	\$107,761
19	\$102,865	\$103,865	\$105,865	\$107,865	\$108,865	\$109,865	\$110,865
20	\$106,243	\$107,243	\$109,243	\$111,243	\$112,243	\$113,243	\$114,243
21	\$109,839	\$110,839	\$112,839	\$114,839	\$115,839	\$116,839	\$117,839

Autism Teachers

The salary for Autism Teachers shall include the following differentials over the salary in this Schedule:

- Six Weeks Summer – 24 days per year

**Schedule A-2  
Certified Employees  
2026-2027**

<b>STEP</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>MA+90</b>	<b>PHD</b>
1	\$67,568	\$68,568	\$70,568	\$72,568	\$73,568	\$74,568	\$75,568
2	\$68,084	\$69,084	\$71,084	\$73,084	\$74,084	\$75,084	\$76,084
3	\$68,867	\$69,867	\$71,867	\$73,867	\$74,867	\$75,867	\$76,867
4	\$69,902	\$70,902	\$72,902	\$74,902	\$75,902	\$76,902	\$77,902
5	\$71,259	\$72,259	\$74,259	\$76,259	\$77,259	\$78,259	\$79,259
6	\$72,781	\$73,781	\$75,781	\$77,781	\$78,781	\$79,781	\$80,781
7	\$74,572	\$75,572	\$77,572	\$79,572	\$80,572	\$81,572	\$82,572
8	\$76,557	\$77,557	\$79,557	\$81,557	\$82,557	\$83,557	\$84,557
9	\$78,666	\$79,666	\$81,666	\$83,666	\$84,666	\$85,666	\$86,666
10	\$80,938	\$81,938	\$83,938	\$85,938	\$86,938	\$87,938	\$88,938
11	\$83,324	\$84,324	\$86,324	\$88,324	\$89,324	\$90,324	\$91,324
12	\$85,811	\$86,811	\$88,811	\$90,811	\$91,811	\$92,811	\$93,811
13	\$88,344	\$89,344	\$91,344	\$93,344	\$94,344	\$95,344	\$96,344
14	\$90,940	\$91,940	\$93,940	\$95,940	\$96,940	\$97,940	\$98,940
15	\$93,615	\$94,615	\$96,615	\$98,615	\$99,615	\$100,615	\$101,615
16	\$96,350	\$97,350	\$99,350	\$101,350	\$102,350	\$103,350	\$104,350
17	\$99,132	\$100,132	\$102,132	\$104,132	\$105,132	\$106,132	\$107,132
18	\$102,007	\$103,007	\$105,007	\$107,007	\$108,007	\$109,007	\$110,007
19	\$105,180	\$106,180	\$108,180	\$110,180	\$111,180	\$112,180	\$113,180
20	\$108,635	\$109,635	\$111,635	\$113,635	\$114,635	\$115,635	\$116,635
21	\$112,311	\$113,311	\$115,311	\$117,311	\$118,311	\$119,311	\$120,311

Autism Teachers

The salary for Autism Teachers shall include the following differentials over the salary in this Schedule:

- Six Weeks Summer – 24 days per year

**Schedule A-3  
Certified Employees  
2027-2028**

<b>STEP</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>MA+90</b>	<b>PHD</b>
1	\$69,312	\$70,312	\$72,312	\$74,312	\$75,312	\$76,312	\$77,312
2	\$69,841	\$70,841	\$72,841	\$74,841	\$75,841	\$76,841	\$77,841
3	\$70,646	\$71,646	\$73,646	\$75,646	\$76,646	\$77,646	\$78,646
4	\$71,706	\$72,706	\$74,706	\$76,706	\$77,706	\$78,706	\$79,706
5	\$73,098	\$74,098	\$76,098	\$78,098	\$79,098	\$80,098	\$81,098
6	\$74,660	\$75,660	\$77,660	\$79,660	\$80,660	\$81,660	\$82,660
7	\$76,497	\$77,497	\$79,497	\$81,497	\$82,497	\$83,497	\$84,497
8	\$78,533	\$79,533	\$81,533	\$83,533	\$84,533	\$85,533	\$86,533
9	\$80,697	\$81,697	\$83,697	\$85,697	\$86,697	\$87,697	\$88,697
10	\$83,028	\$84,028	\$86,028	\$88,028	\$89,028	\$90,028	\$91,028
11	\$85,473	\$86,473	\$88,473	\$90,473	\$91,473	\$92,473	\$93,473
12	\$88,025	\$89,025	\$91,025	\$93,025	\$94,025	\$95,025	\$96,025
13	\$90,623	\$91,623	\$93,623	\$95,623	\$96,623	\$97,623	\$98,623
14	\$93,286	\$94,286	\$96,286	\$98,286	\$99,286	\$100,286	\$101,286
15	\$96,030	\$97,030	\$99,030	\$101,030	\$102,030	\$103,030	\$104,030
16	\$98,836	\$99,836	\$101,836	\$103,836	\$104,836	\$105,836	\$106,836
17	\$101,690	\$102,690	\$104,690	\$106,690	\$107,690	\$108,690	\$109,690
18	\$104,639	\$105,639	\$107,639	\$109,639	\$110,639	\$111,639	\$112,639
19	\$107,895	\$108,895	\$110,895	\$112,895	\$113,895	\$114,895	\$115,895
20	\$111,438	\$112,438	\$114,438	\$116,438	\$117,438	\$118,438	\$119,438
21	\$115,211	\$116,211	\$118,211	\$120,211	\$121,211	\$122,211	\$123,211

Autism Teachers

The salary for Autism Teachers shall include the following differentials over the salary in this Schedule:

- Six Weeks Summer – 24 days per year

**Schedule B-1**

<b>High School Athletics</b>		<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
Football - Head	1	\$14,423	\$15,073	\$15,785
Football - Asst	7	\$11,158	\$11,470	\$11,840
Basketball - Head	2	\$13,368	\$13,979	\$14,640
Basketball - Assistant	4	\$10,346	\$10,638	\$10,980
Wrestling - Head	1	\$13,586	\$14,206	\$14,878
Wrestling - Assistant	2	\$10,514	\$10,811	\$11,158
Wrestling - Assoc.	1	\$7,897	\$8,123	\$8,369
Baseball - Head	1	\$11,229	\$11,726	\$12,310
Baseball - Assistant	2	\$8,653	\$8,926	\$9,232
Spring Track - Head	2	\$11,229	\$11,726	\$12,310
Spring Track - Assistant	6	\$8,653	\$8,926	\$9,232
Soccer - Head	2	\$11,229	\$11,726	\$12,310
Soccer - Assistant	4	\$8,653	\$8,926	\$9,232
Field Hockey - Head	1	\$11,229	\$11,726	\$12,310
Field Hockey Assistant	2	\$8,653	\$8,926	\$9,232
Gymnastics - Head	1	\$11,229	\$11,726	\$12,310
Gymnastics - Assistant	1	\$8,653	\$8,926	\$9,232
Softball - Head	1	\$11,229	\$11,726	\$12,310
Softball - Assistant	2	\$8,653	\$8,926	\$9,232
Winter Track - Head	2	\$11,229	\$11,726	\$12,310
Winter Track - Assistant	3	\$8,653	\$8,926	\$9,232
Tennis - Head	2	\$9,135	\$9,528	\$9,979
Tennis - Assistant	1	\$7,042	\$7,256	\$7,484
Golf - Head	2	\$9,135	\$9,528	\$9,979
Cross Country - Head	2	\$11,229	\$11,726	\$12,310
Cross Country - Assistant	1	\$8,653	\$8,926	\$9,232
Bowling - Head	2	\$9,135	\$9,528	\$9,979
Cheerleading - Head	2	\$6,951	\$7,223	\$7,565
Cheerleading - Assistant	2	\$5,350	\$5,433	\$5,673
Comp. Cheerleading - Head	1	\$6,951	\$7,223	\$7,565
Comp. Cheerleading - Assistant	1	\$5,350	\$5,433	\$5,673
Volleyball - Head	2	\$11,229	\$11,726	\$12,310
Volleyball - Assistant	4	\$8,653	\$8,926	\$9,232
Lacrosse - Head	2	\$11,229	\$11,726	\$12,310
Lacrosse - Assistant	4	\$8,653	\$8,926	\$9,232
Swimming - Head	2	\$11,229	\$11,726	\$12,310
Swimming - Assistant	2	\$8,653	\$8,926	\$9,232
Surf Team - Head	1	\$6,951	\$7,223	\$7,565
Surf Team - Assistant	1	\$3,480	\$3,642	\$3,782
Ice Hockey - Head	1	\$11,229	\$11,726	\$12,310

<b><i>High School Athletics</i></b>		<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
Ice Hockey - Assistant	1	\$8,653	\$8,926	\$9,232
Ice Hockey - Assoc.	1	\$5,973	\$6,710	\$6,925
Weight Trainer	0	\$19,725	\$20,465	\$21,232
Athletic Trainer	1	\$21,440	\$21,735	\$22,034
Intramurals	0	\$3,438	\$3,657	\$3,792
Strength Conditioning	3	\$6,007	\$6,335	\$6,635
Weight Training Intramural	3	\$3,525	\$3,754	\$3,932

<b><i>Middle School Athletics</i></b>		<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
Football - Head	1	\$11,202	\$11,544	\$11,843
Football - Assistant	2	\$8,636	\$8,788	\$8,882
Basketball - Head	2	\$10,390	\$10,712	\$10,983
Wrestling - Head	1	\$10,558	\$10,885	\$11,161
Wrestling - Assistant	1	\$7,325	\$7,854	\$8,371
Soccer - Head	2	\$8,653	\$9,000	\$9,234
Baseball - Head	1	\$8,653	\$9,000	\$9,234
Softball - Head	1	\$8,653	\$9,000	\$9,234
Track - Head	2	\$8,653	\$9,000	\$9,234
Track - Assistant	3	\$6,707	\$6,855	\$6,926
Cross Country - Head	2	\$8,653	\$9,000	\$9,234
Cheerleading - Head	1	\$5,354	\$5,507	\$5,674
Volleyball - Head	2	\$8,653	\$9,000	\$9,234
Lacrosse - Head	1	\$8,653	\$9,000	\$9,234
Field Hockey - Head	1	\$8,653	\$9,000	\$9,234
Field Hockey - Assistant	1	\$6,707	\$6,771	\$6,926
Site Supervisor - Fall	1	\$4,880	\$5,147	\$5,337
Site Supervisor - Spring	1	\$4,257	\$4,509	\$4,675
Site Supervisor - Winter	1	\$4,257	\$4,509	\$4,675
Intramurals	5	\$3,438	\$3,657	\$3,792

**Schedule B-2**

<b>High School Activity</b>		<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
Academic Competition Club	0	\$2,751	\$2,854	\$2,961
Academic Decathlon	1	\$3,141	\$3,230	\$3,320
Activity Coordinator	1	\$6,132	\$6,327	\$6,522
Amnesty International	1	\$1,244	\$1,311	\$1,390
Art Club	1	\$1,244	\$1,311	\$1,390
Assistant Cable TV Coordinator	1	\$5,116	\$5,311	\$5,506
Back to Nature	1	\$1,538	\$1,630	\$1,727
Book Club	1	\$1,538	\$1,630	\$1,727
Cable TV Coordinator	1	\$7,137	\$7,337	\$7,547
Cafeteria Scheduling	1	\$1,244	\$1,311	\$1,390
Chess Club - A Team	1	\$3,166	\$3,251	\$3,341
Class Advisor Grade 10	2	\$6,142	\$6,337	\$6,532
Class Advisor Grade 11	2	\$7,130	\$7,330	\$7,547
Class Advisor Grade 12	2	\$7,804	\$8,033	\$8,262
Class Advisor Grade 9	2	\$5,061	\$5,256	\$5,451
Consumer Bowl	0	\$642	\$642	\$642
Dance Team	1	\$3,586	\$3,772	\$3,969
DECA	0	\$3,172	\$3,291	\$3,414
District Publisher	1	\$2,732	\$2,838	\$2,948
Drama District Coordinator	1	\$4,391	\$4,523	\$4,655
Drama District Light Technician	0	\$3,944	\$4,092	\$4,245
Drama District Sound Technician	0	\$4,030	\$4,146	\$4,262
Drama Fall Costumer	1	\$1,614	\$1,703	\$1,801
Drama Fall Production Director	1	\$5,366	\$5,561	\$5,756
Drama Fall Scenic Designer	1	\$1,913	\$2,000	\$2,092
Drama Fall Set Technician	1	\$2,777	\$2,923	\$3,084
Drama Pit Director	1	\$5,324	\$5,519	\$5,714
Drama Spring Choreographer	1	\$4,030	\$4,146	\$4,262
Drama Spring Costumer	1	\$4,030	\$4,146	\$4,262
Drama Spring Musical Director	1	\$7,137	\$7,337	\$7,547
Drama Spring Scenic Designer	1	\$4,030	\$4,146	\$4,262
Drama Spring Set Technician	1	\$4,030	\$4,146	\$4,262
Drama Vocal Director	1	\$5,324	\$5,519	\$5,714
Dream & Believe	1	\$996	\$1,096	\$1,196
Dungeons & Dragons Club	1	\$824	\$905	\$991
Earth Experience	0	\$992	\$992	\$992
FBLA	0	\$1,013	\$1,013	\$1,013
FCCLA	1	\$3,036	\$3,142	\$3,251
Fellowship of Christian Athletes	1	\$824	\$905	\$991
Fishing Club	1	\$2,800	\$2,937	\$3,084
Fitness Team Advisor	0	\$1,244	\$1,311	\$1,390
Foreign Language Club	5	\$1,244	\$1,311	\$1,390
Foreign Language Honor Society	1	\$1,244	\$1,311	\$1,390
Future Educators	1	\$970	\$1,058	\$1,150
Gender Equality Club	1	\$1,538	\$1,630	\$1,727
GSA	1	\$1,244	\$1,311	\$1,390
Health & Science Club	1	\$3,022	\$3,130	\$3,238
Honor Society	1	\$3,284	\$3,484	\$3,684

Honor Society Assistant Advisor	1	\$1,698	\$1,780	\$1,878
Interact	1	\$2,059	\$2,259	\$2,459
Intergenerational	1	\$1,614	\$1,703	\$1,801
Int'l Thespian Honor Society	1	\$1,244	\$1,311	\$1,390
Investment Club	0	\$642	\$642	\$642
Jewelry Club	1	\$970	\$1,058	\$1,150
Junior Statesman	1	\$2,732	\$2,838	\$2,948
Key Club	1	\$2,495	\$2,659	\$2,824
Literary Advisor	0	\$2,495	\$2,659	\$2,824
Math Club	0	\$2,345	\$2,345	\$2,345
Mock Trial	1	\$1,336	\$1,403	\$1,482
Model UN	1	\$3,141	\$3,230	\$3,320
Music Asst. Jazz Band Director	1	\$4,030	\$4,146	\$4,262
Music HS Band	2	\$2,297	\$2,447	\$2,597
Music HS Chorus	1	\$1,628	\$1,716	\$1,813
Music HS Jazz Ensemble	1	\$4,391	\$4,523	\$4,655
Music HS Vocal/Jazz	1	\$4,391	\$4,523	\$4,655
Music Indoor Drum Line	2	\$4,391	\$4,523	\$4,655
Music Indoor Guard	2	\$4,391	\$4,523	\$4,655
Music Marching Band Asst Camp	2	\$7,804	\$8,033	\$8,262
Music Marching Band Director Camp	1	\$10,481	\$10,790	\$11,100
Music Orchestra	1	\$2,765	\$2,913	\$3,084
Music Tri-M Music Honor Society	1	\$1,244	\$1,311	\$1,390
Newspaper	1	\$6,027	\$6,122	\$6,222
Peer Leadership Advisor	1	\$2,588	\$2,716	\$2,852
Photo Club	1	\$970	\$1,058	\$1,150
Pickleball Club	1	\$1,582	\$1,674	\$1,771
Poet's Guild	0	\$930	\$965	\$1,001
Prom Design	0	\$1,605	\$1,665	\$1,790
Radio Club	1	\$970	\$1,058	\$1,150
REBEL	0	\$930	\$965	\$1,001
ROTC Drill Team	2	\$2,562	\$2,695	\$2,832
SADD	0	\$1,222	\$1,268	\$1,315
School Store	0	\$3,200	\$3,320	\$3,445
Science League	0	\$930	\$965	\$1,001
Security Events Scheduling	1	\$1,913	\$2,000	\$2,092
Ski Club	1	\$2,462	\$2,611	\$2,761
SNN Magazine	0	\$1,162	\$1,162	\$1,162
SNN Magazine	0	\$5,048	\$5,237	\$5,433
SPARK	1	\$1,244	\$1,311	\$1,390
Student Activities	1	\$13,999	\$14,399	\$14,800
Student Council	1	\$7,760	\$7,972	\$8,184
STYLE	1	\$2,588	\$2,716	\$2,852
Variety Show	2	\$2,959	\$3,011	\$3,065
Varsity Club	1	\$1,244	\$1,311	\$1,390
Video Game Club	1	\$1,194	\$1,261	\$1,340
Web Page Coordinator/Consultant	1	\$5,345	\$5,540	\$5,735
Web Page Video Coordinator	1	\$5,345	\$5,540	\$5,735
Yearbook	1	\$7,149	\$7,349	\$7,549
Yoga Club	1	\$1,071	\$1,139	\$1,210

<b><i>Middle School Activity</i></b>		<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
7/8 Coordinator/Advisor	1	\$1,468	\$1,548	\$1,628
Academic Bowl	1	\$1,162	\$1,212	\$1,262
Art Club	1	\$2,500	\$2,594	\$2,689
Band	1	\$2,446	\$2,545	\$2,644
Board Game Club	1	\$1,162	\$1,212	\$1,262
Builders Club	1	\$1,468	\$1,548	\$1,628
Chess Club	1	\$1,162	\$1,212	\$1,262
Chorus	1	\$1,468	\$1,548	\$1,628
Comp. Programmer Club	1	\$1,162	\$1,212	\$1,262
Dance Club	1	\$1,162	\$1,212	\$1,262
DICE Club	1	\$550	\$600	\$650
Drama/lights	1	\$4,011	\$4,118	\$4,232
David's Dream & Believe	1	\$985	\$1,049	\$1,129
Ecology	1	\$934	\$974	\$1,014
Encore Team Lead Teacher	4	\$985	\$1,049	\$1,129
English Club	0	\$1,162	\$1,212	\$1,262
Ensemble Directors	0	\$1,162	\$1,212	\$1,262
E-Sports	1	\$5,006	\$5,152	\$5,305
FCCLA	1	\$1,029	\$1,079	\$1,129
Food & Gardening Club	1	\$1,162	\$1,212	\$1,262
Friendship Bracelet Club	1	\$790	\$833	\$876
History Buffs	1	\$1,162	\$1,212	\$1,262
Honor Society	1	\$2,491	\$2,590	\$2,689
HOPE Club	1	\$550	\$600	\$650
Jazz Band	1	\$3,318	\$3,424	\$3,531
Leo Club	1	\$1,468	\$1,548	\$1,628
Literary Advisor	1	\$3,239	\$3,290	\$3,341
Math Club	1	\$2,447	\$2,497	\$2,547
MS Morning Announcements	1	\$1,014	\$1,065	\$1,129
Percussion	0	\$1,424	\$1,424	\$1,424
Sign Language Club	1	\$1,162	\$1,212	\$1,262
SNN - JR	1	\$983	\$1,007	\$1,033
Student Activities	1	\$5,625	\$5,793	\$5,961
Student Council	1	\$3,916	\$3,970	\$4,029
Student Store	1	\$3,974	\$4,086	\$4,203
Style Peer Leadership	1	\$2,458	\$2,557	\$2,656
Sunshine Club	1	\$1,162	\$1,212	\$1,262
Team Lead Teacher	7	\$1,468	\$1,548	\$1,628
Technology Club	1	\$2,500	\$2,594	\$2,689
Variety Show	2	\$3,300	\$3,350	\$3,400
Video Game Club	1	\$1,552	\$1,606	\$1,660
Vocal Jazz	1	\$2,491	\$2,590	\$2,689
Weight room	1	\$985	\$1,049	\$1,129
World Language Club	1	\$1,162	\$1,212	\$1,262
Yearbook	1	\$3,974	\$4,086	\$4,203
Yoga Club	1	\$946	\$974	\$1,003
Youth Canteen	2	\$1,646	\$1,696	\$1,746
Youth Prevention Coal.	1	\$946	\$974	\$1,003

<b>District Activity</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
Spec Ed. Transitional Dev (Para)	\$23.34	\$24.22	\$25.13
Spec Ed. Transitional Dev Adv (Cert)	\$51.88	\$53.82	\$55.84
Go Club (Paraprofessional)	\$23.34	\$24.22	\$25.13
Go Club (Certified)	\$51.88	\$53.82	\$55.84
Admin. Detention/Session	\$30.98	\$32.14	\$33.35
After School Suspension/Session	\$144.20	\$149.61	\$155.22
Chaperone/hour	\$30.98	\$32.14	\$33.35
Class Coverage/period	\$52.69	\$54.67	\$56.72
Summer Curriculum Work/hour	\$52.73	\$54.71	\$56.76
Curriculum/hour	\$52.73	\$54.71	\$56.76
Saturday School/hour	\$66.02	\$68.50	\$71.07
Homebound/hour	\$70.42	\$73.06	\$75.80
Certified Adult School/hour	\$74.51	\$77.31	\$80.21
ESY Certified/hour	\$83.71	\$86.85	\$90.11
Physicals	\$83.71	\$86.85	\$90.11
HSPA/GEPA	\$52.73	\$54.71	\$56.76
IEP Mtgs	\$52.73	\$54.71	\$56.76
Study Island	\$52.73	\$54.71	\$56.76
SRA	\$52.73	\$54.71	\$56.76
SAT Prep	\$56.66	\$58.79	\$60.99
Mentors	\$804	\$834	\$865
Project Adventure Coordinator	\$4,753	\$4,931	\$5,116
HS Principal PA (year 1 & 2)	\$6,225	\$6,458	\$6,701
HS Principal PA (year 3+)	\$10,375	\$10,764	\$11,168
Substance Abuse Coordinator	\$22,469	\$23,312	\$24,186
Adult School Counselor	\$17,389	\$18,041	\$18,717
Adult School Enrichment Coordinator	\$21,663	\$22,475	\$23,318
Adult School Night Secretary	\$10,513	\$10,907	\$11,316
Lead Teacher	\$9,249	\$9,596	\$9,956
Sixth Period	\$9,575	\$9,934	\$10,307
Web Page Coordinator	\$5,612	\$5,822	\$6,041
MS Testing Coordinator	\$2,024	\$2,099	\$2,178
AP Testing Coordinator	\$4,150	\$4,306	\$4,467
Basic Skills Testing Coordinator	\$4,799	\$4,979	\$5,166

**Schedule C  
Professional Assistants**

2025-2026 Salary Guide

STEP		60 Credits
1	\$49,440	\$50,940
2	\$50,480	\$51,980
3	\$51,533	\$53,033
4	\$52,672	\$54,172
5	\$54,259	\$55,759
6	\$55,929	\$57,429
7	\$57,644	\$59,144
8	\$59,413	\$60,913
9	\$61,384	\$62,884
10	\$63,524	\$65,024

2026-2027 Salary Guide

STEP		60 Credits
1	\$51,100	\$52,600
2	\$52,200	\$53,700
3	\$53,323	\$54,823
4	\$54,558	\$56,058
5	\$56,188	\$57,688
6	\$57,920	\$59,420
7	\$59,696	\$61,196
8	\$61,527	\$63,027
9	\$63,559	\$65,059
10	\$65,760	\$67,260

2027-2028 Salary Guide

STEP		60 Credits
1	\$52,900	\$54,400
2	\$54,000	\$55,500
3	\$55,200	\$56,700
4	\$56,500	\$58,000
5	\$58,167	\$59,667
6	\$60,000	\$61,500
7	\$61,800	\$63,300
8	\$63,700	\$65,200
9	\$65,800	\$67,300
10	\$68,045	\$69,545

**Schedule D  
Paraprofessionals**

2025-2026

STEP		60 Credits	Autism	Autism Plus 60	Media Center Asst. 10 Months
1	\$34,198	\$35,698	\$41,748	\$43,248	\$41,748
2	\$34,474	\$35,974	\$42,024	\$43,524	\$42,024
3	\$34,800	\$36,300	\$42,350	\$43,850	\$42,350
4	\$35,142	\$36,642	\$42,692	\$44,192	\$42,692
5	\$35,485	\$36,985	\$43,035	\$44,535	\$43,035
6	\$35,829	\$37,329	\$43,379	\$44,879	\$43,379
7	\$36,181	\$37,681	\$43,731	\$45,231	\$43,731
8	\$36,716	\$38,216	\$44,266	\$45,766	\$44,266
9	\$37,357	\$38,857	\$44,907	\$46,407	\$44,907
10	\$37,958	\$39,458	\$45,508	\$47,008	\$45,508
11	\$38,704	\$40,204	\$46,254	\$47,754	\$46,254

2026-2027

STEP		60 Credits	Autism	Autism Plus 60	Media Center Asst. 10 Months
1	\$35,529	37,029	43,079	44,579	\$43,079
2	\$35,805	37,305	43,355	44,855	\$43,355
3	\$36,131	37,631	43,681	45,181	\$43,681
4	\$36,473	37,973	44,023	45,523	\$44,023
5	\$36,816	38,316	44,366	45,866	\$44,366
6	\$37,161	38,661	44,711	46,211	\$44,711
7	\$37,512	39,012	45,062	46,562	\$45,062
8	\$38,047	39,547	45,597	47,097	\$45,597
9	\$38,688	40,188	46,238	47,738	\$46,238
10	\$39,289	40,789	46,839	48,339	\$46,839
11	\$40,035	41,535	47,585	49,085	\$47,585

**Schedule D (continued)**

2027-2028

STEP		60 Credits	Autism	Autism Plus 60	Media Center Asst. 10 Months
1	\$36,921	38,421	44,471	45,971	\$44,471
2	\$37,197	38,697	44,747	46,247	\$44,747
3	\$37,522	39,022	45,072	46,572	\$45,072
4	\$37,863	39,363	45,413	46,913	\$45,413
5	\$38,208	39,708	45,758	47,258	\$45,758
6	\$38,551	40,051	46,101	47,601	\$46,101
7	\$38,904	40,404	46,454	47,954	\$46,454
8	\$39,438	40,938	46,988	48,488	\$46,988
9	\$40,080	41,580	47,630	49,130	\$47,630
10	\$40,681	42,181	48,231	49,731	\$48,231
11	\$41,427	42,927	48,977	50,477	\$48,977

**Schedule E  
Security/Attendance**

2025-2026		
Step	Security	MS Attendance Officer
1	\$53,217	\$54,717
2	\$53,617	\$55,117
3	\$54,017	\$55,517
4	\$54,417	\$55,917
5	\$54,817	\$56,317
6	\$55,217	\$56,717
7	\$55,617	\$57,117
8	\$56,017	\$57,517
9	\$56,417	\$57,917
10	\$56,817	\$58,317
11	\$57,217	\$58,717

2026-2027		
Step	Security	MS Attendance Officer
1	\$55,112	\$56,612
2	\$55,512	\$57,012
3	\$55,912	\$57,412
4	\$56,312	\$57,812
5	\$56,712	\$58,212
6	\$57,112	\$58,612
7	\$57,512	\$59,012
8	\$57,912	\$59,412
9	\$58,312	\$59,812
10	\$58,712	\$60,212
11	\$59,112	\$60,612

2027-2028		
Step	Security	MS Attendance Officer
1	\$57,116	\$58,616
2	\$57,516	\$59,016
3	\$57,916	\$59,416
4	\$58,316	\$59,816
5	\$58,716	\$60,216
6	\$59,116	\$60,616
7	\$59,516	\$61,016
8	\$59,916	\$61,416
9	\$60,316	\$61,816
10	\$60,716	\$62,216
11	\$61,116	\$62,616

**Schedule F**  
**Custodial/Maintenance/Grounds**

STEP	2025-26 Salary	STEP	2026-27 Salary	STEP	2027-28 Salary
1	\$39,059	1	\$39,868	1	\$40,756
2	\$39,468	2	\$40,285	2	\$41,182
3	\$39,876	3	\$40,702	3	\$41,609
4	\$40,285	4	\$41,119	4	\$42,035
5	\$40,754	5	\$41,598	5	\$42,525
6	\$41,224	6	\$42,078	6	\$43,015
7	\$41,694	7	\$42,558	7	\$43,506
8	\$42,199	8	\$43,073	8	\$44,032
9	\$42,766	9	\$43,651	9	\$44,623
10	\$43,639	10	\$44,543	10	\$45,535
11	\$44,946	11	\$45,877	11	\$46,899
12	\$46,184	12	\$47,140	12	\$48,190
13	\$47,513	13	\$48,497	13	\$49,576
14	\$48,869	14	\$49,881	14	\$50,992
15	\$50,335	15	\$51,378	15	\$52,522
16	\$51,832	16	\$52,906	16	\$54,084
17	\$53,341	17	\$54,446	17	\$55,659
18	\$54,920	18	\$56,058	18	\$57,307
19	\$56,572	19	\$57,744	19	\$59,030
20	\$58,241	20	\$59,447	20	\$60,771
21	\$60,086	21	\$61,331	21	\$62,697
22	\$61,959	22	\$63,242	22	\$64,650

	2025-2026	2026-2027	2027-2028
Maintenance	\$7,557	\$7,840	\$8,138
4-12 Shift	\$1,534	\$1,592	\$1,652
12-8 Shift	\$1,774	\$1,841	\$1,911
Boiler	\$1,951	\$2,024	\$2,101
Pesticide	\$3,444	\$3,573	\$3,709
Electrical	\$2,054	\$2,131	\$2,212
Refrigeration	\$2,054	\$2,131	\$2,212
Summer	\$1,294	\$1,343	\$1,394

**Schedule F (continued)**

Skilled Trades Salary Guide

- NJ Licensed Electrician (Active Electrical Contractor License)
  - NJ Licensed Plumber (Active Master Plumber License)
- NJ Licensed HVACR (Active Master HVACR Contractor License)

STEP	2025-2026	2026-2027	2027-2028
1	\$76,749	\$80,093	\$83,613
2	\$77,749	\$81,093	\$84,613
3	\$78,749	\$82,093	\$85,613
4	\$79,749	\$83,093	\$86,613
5	\$80,749	\$84,093	\$87,613
6	\$81,749	\$85,093	\$88,613

	2025-2026	2026-2027	2027-2028
4-12 Shift	\$1,534	\$1,592	\$1,652
12-8 Shift	\$1,774	\$1,841	\$1,911
Boiler	\$1,951	\$2,024	\$2,101
Pesticide	\$3,444	\$3,573	\$3,709

**Schedule G  
Technology**

STEP	2025-2026	2026-2027	2027-2028
1	\$76,749	\$80,093	\$83,613
2	\$77,749	\$81,093	\$84,613
3	\$78,749	\$82,093	\$85,613
4	\$79,749	\$83,093	\$86,613
5	\$80,749	\$84,093	\$87,613
6	\$81,749	\$85,093	\$88,613

**Technology Support Specialist**

<u>STEP</u>	<u>2025-2026</u>	<u>2026-2027</u>	<u>2027-2028</u>
1	\$46,923	\$50,267	\$53,787
2	\$47,773	\$51,117	\$54,637
3	\$48,623	\$51,967	\$55,487
4	\$49,473	\$52,817	\$56,337
5	\$50,323	\$53,667	\$57,187
6	\$51,173	\$54,517	\$58,037

Extras	2025-2026	2026-2027	2027-2028
College Degree	\$5,609	\$5,820	\$6,041
Masters' Degree	\$4,360	\$4,523	\$4,695
MCP/MTA Microsoft Technology Associate	\$924	\$958	\$995
A+	\$924	\$958	\$995
Misc. Applications	\$924	\$958	\$995
MCSE Certification	\$2,761	\$2,865	\$2,974
MCSE Database Admin/ SQL Server Database Admin	\$2,397	\$2,487	\$2,582
Programming	\$8,567	\$8,889	\$9,226
Junior Programmer	\$2,448	\$2,540	\$2,636
Google Admin Lv1	\$800	\$830	\$861
Google Admin Lv2	\$1,838	\$1,907	\$1,979
SQL/SQL Server Database Management	\$800	\$830	\$861

**Schedule H  
Interpreters**

Step	2025-2026	2026-2027	2027-2028
1	\$63,641	\$66,088	\$68,660
2	\$64,041	\$66,488	\$69,060
3	\$64,441	\$66,888	\$69,460
4	\$64,841	\$67,288	\$69,860
5	\$65,241	\$67,688	\$70,260

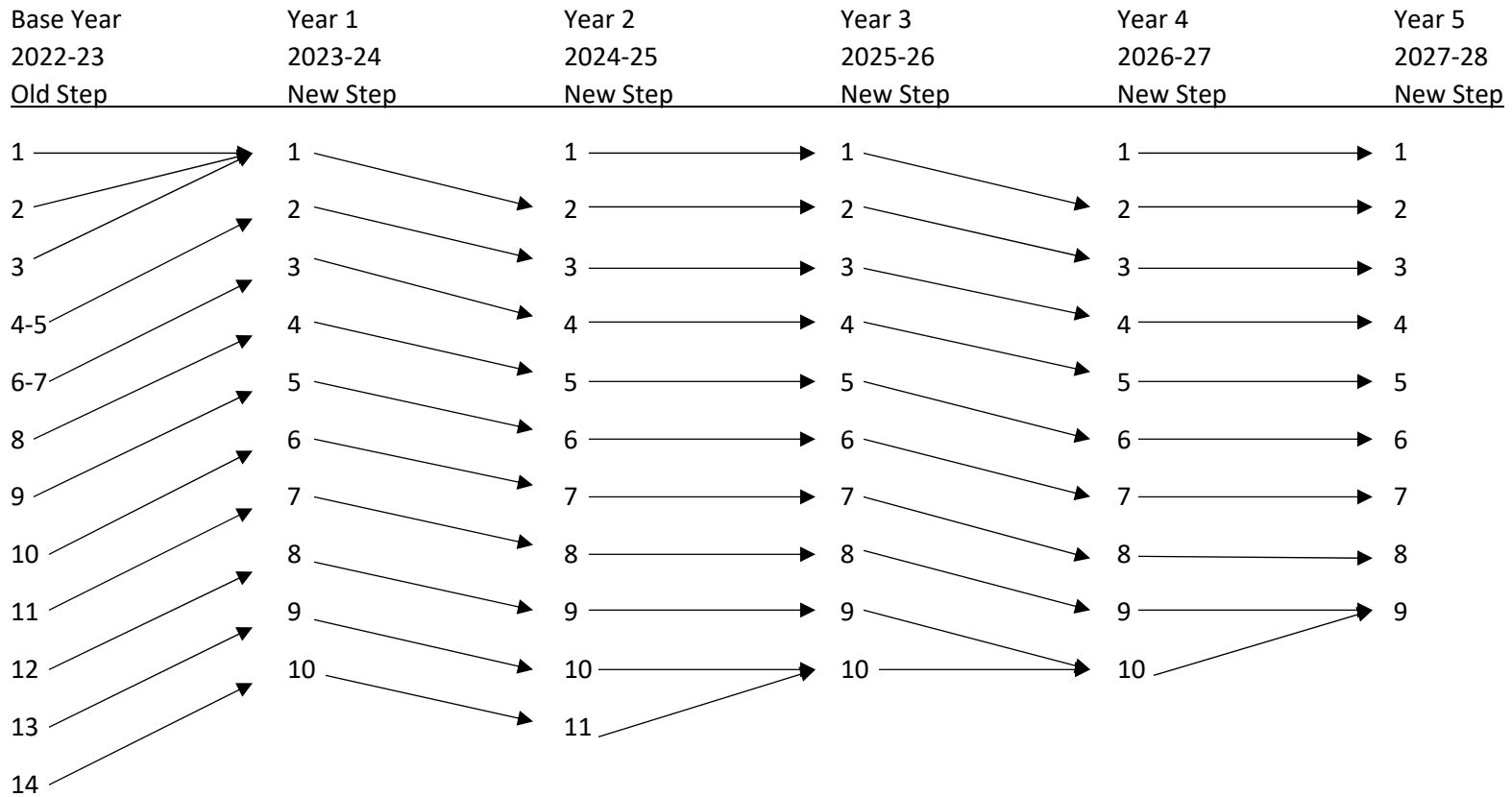
## APPENDIX A.1

### Bus Drivers Salary Guide July 1, 2023 through June 30, 2028

2023-2024 Guide Step	2023-2024 Step Amount	2024-2025 Guide Step	2024-2025 Step Amount	2025-2026 Guide Step	2025-2026 Step Amount	2026-2027 Guide Step	2026-2027 Step Amount	2027-2028 Guide Step	2027-2028 Step Amount
1	\$25,636	1	\$27,336	1	\$28,131	1	\$28,856	1	\$30,056
2	\$25,961	2	\$27,636	2	\$28,531	2	\$29,156	2	\$30,356
3	\$26,361	3	\$28,031	3	\$29,031	3	\$29,556	3	\$30,656
4	\$26,861	4	\$28,531	4	\$29,531	4	\$30,156	4	\$31,456
5	\$27,361	5	\$29,031	5	\$30,156	5	\$30,856	5	\$32,356
6	\$27,961	6	\$29,631	6	\$31,056	6	\$31,756	6	\$33,281
7	\$28,961	7	\$30,531	7	\$31,956	7	\$32,656	7	\$34,231
8	\$30,181	8	\$31,431	8	\$32,906	8	\$33,606	8	\$35,231
9	\$31,481	9	\$32,381	9	\$33,881	9	\$34,581	9	\$36,231
10	\$32,381	10	\$33,381	10	\$34,881	10	\$35,581		
		11	\$33,881						

*See Step Movement Guide for Bus Driver Salary Guide on next page to determine year to year movement*

## Step Movement for Bus Driver Salary Guide



**APPENDIX A.2**

**Bus Aides Salary Guide**

July 1, 2023 through June 30, 2028

2023- 2024 Guide Step	2023- 2024 Step Amount	2024- 2025 Guide Step	2024- 2025 Step Amount	2025- 2026 Guide Step	2025- 2026 Step Amount	2026- 2027 Guide Step	2026- 2027 Step Amount	2027- 2028 Guide Step	2027- 2028 Step Amount
1	\$21,306	1	\$22,086	1	\$22,856	1	\$23,676	1	\$24,666
2	\$21,606	2	\$22,386	2	\$23,156	2	\$23,976	2	\$24,966
3	\$21,906	3	\$22,686	3	\$23,456	3	\$24,276	3	\$25,266
4	\$22,206	4	\$22,986	4	\$23,756	4	\$24,576	4	\$25,566
5	\$22,506	5	\$23,286	5	\$24,056	5	\$24,876	5	\$25,866
6	\$22,806	6	\$23,586	6	\$24,356	6	\$25,176	6	\$26,166
7	\$23,106	7	\$23,886	7	\$24,656	7	\$25,476	7	\$26,466
8	\$23,456	8	\$24,236	8	\$25,006	8	\$25,826	8	\$26,766
9	\$23,906	9	\$24,681	9	\$25,481	9	\$26,301	9	\$27,216
10	\$24,406	10	\$25,181	10	\$25,981	10	\$26,801	10	\$27,716

**APPENDIX A.3**

Mechanics Salary Guide

July 1, 2023 through June 30, 2028

2023- 2024 Guide Step	2023- 2024 Step Amount	2024- 2025 Guide Step	2024- 2025 Step Amount	2025- 2026 Guide Step	2025- 2026 Step Amount	2026- 2027 Guide Step	2026- 2027 Step Amount	2027- 2028 Guide Step	2027- 2028 Step Amount
1	\$ 52,843	1	\$ 54,953	1	\$ 57,133	1	\$ 59,293	1	\$ 61,528
2	\$ 53,243	2	\$ 55,353	2	\$ 57,533	2	\$ 59,693	2	\$ 61,928
3	\$ 53,643	3	\$ 55,753	3	\$ 57,933	3	\$ 60,093	3	\$ 62,328
4	\$ 54,043	4	\$ 56,153	4	\$ 58,333	4	\$ 60,493	4	\$ 62,728
5	\$ 54,443	5	\$ 56,553	5	\$ 58,733	5	\$ 60,893	5	\$ 63,128
6	\$ 55,043	6	\$ 57,053	6	\$ 59,133	6	\$ 61,293	6	\$ 63,528