

**Teacher Grades 1 - 5**

Step	Years Experience Beginning 2019-2020	2019-2020 Salary
0	0	\$44,545
1	1	\$44,820
2	2	\$45,095
3	3	\$45,434
4	4	\$45,772
5	5	\$45,772
6	6	\$46,207
7	7	\$46,643
8	8	\$46,643
9	9	\$46,899
10	10	\$47,156
11	11	\$50,635
12	12	\$51,233
13	13	\$51,879
14	14	\$52,531
15	15	\$53,181
16	16	\$53,880
17	17	\$54,531
18	18	\$55,231
19	19	\$55,882
20	20	\$56,586
21	21	\$56,601
22	22	\$56,609
23	23	\$56,613
24	24	\$56,613
25	25	\$56,626
26	26	\$56,626
27	27	\$57,609
28	28	\$57,941
29	29	\$58,406
30+	30	\$58,870

Bachelors + 15 (Grade 2)	\$735	
Masters & NBC (Grade 3)	\$2,205	
Masters + 30 (Grade 4)	\$3,045	
Doctorate (Grade 5)	\$4,200	Grades 1-5
Dean of Students	\$5,000	VRS: Professional
Dual Enrollment (1 class)	\$500	WCPS: Professional
Dual Enrollment (2+ classes)	\$1,000	FLSA: Exempt
Instructional Specialist	\$5,000	200 Day Contract

Longevity supplement for 30+ when hiring hard to fill positions

Step 30+ is 3% in addition to 2018-19 base contract amount

Includes: Guidance, Librarians, Instructional Specialist, Dean of Students,

Truancy, Security, Athletic Trainer, Transition Coordinator, Teacher Induction Coordinator

Instructional Assistant Grade 6		
Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$14,999
2	6-12	\$15,285
3	13-14	\$15,949
4	15	\$16,947
5	16-17	\$17,279
6	18-19	\$17,944
7	20	\$18,941
8	21-22	\$20,602
9	23-24	\$21,266
10	25	\$21,599
11	26-27	\$22,596
12	28-29	\$23,924
13	30	\$24,588
14	31-32	\$26,715
15	33-34	\$28,044
16	35	\$28,376
17	36	\$29,040
18	37	\$31,167
19	38	\$33,959
20	39	\$36,018
21	40	\$39,140
22	41+	\$41,202
Assoc. Degree/H. Qualified	\$735	
Bachelor's Degree	\$1,575	

Grade 6  
VRS: Professional  
WCPS: Support  
FLSA: Non-Exempt  
184 Day Contract

Clerical Administrative Assistant Grade 7		
Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$31,197
2	6-11	\$31,792
3	12-13	\$32,483
4	14-15	\$33,175
5	16-17	\$33,864
6	18-19	\$34,555
7	20	\$34,901
8	21-22	\$36,629
9	23-24	\$38,011
10	25	\$38,702
11	26-27	\$41,465
12	28-29	\$42,847
13	30	\$43,884
14	31-32	\$46,994
15	33-34	\$49,070
16	35	\$50,106
17	36	\$52,177
18	37	\$54,252
19	38	\$56,325
20	39	\$58,397
21	40	\$61,375
22	41+	\$63,316
Associate's Degree	\$735	Grade 7
Bachelor's Degree	\$1,575	VRS: Professional WCPS: Support FLSA: Non-Exempt 250 Day Contract
<u>Contract Adjustment</u>		
Supt's Secretary	\$5,250	

Clerical Head School Grade 8		
Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$28,484
2	6-11	\$29,027
3	12-13	\$29,718
4	14-15	\$30,408
5	16-17	\$31,098
6	18-19	\$31,792
7	20	\$32,138
8	21-22	\$33,864
9	23-24	\$35,247
10	25	\$35,938
11	26-27	\$38,702
12	28-29	\$40,085
13	30	\$40,775
14	31-32	\$44,230
15	33-34	\$46,303
16	35	\$47,340
17	36	\$49,414
18	37	\$51,487
19	38	\$53,559
20	39	\$55,632
21	40	\$58,611
22	41+	\$60,552
Associate's Degree	\$735	Grade 8
Bachelor's Degree	\$1,575	VRS: Professional WCPS: Support FLSA: Non-Exempt 250 Day Contract

**Clerical Regular School Grade 9**

Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$25,770
2	6-11	\$26,261
3	12-13	\$26,954
4	14-15	\$27,644
5	16-17	\$28,337
6	18-19	\$29,027
7	20	\$29,373
8	21-22	\$31,098
9	23-24	\$32,483
10	25	\$33,174
11	26-27	\$35,937
12	28-29	\$37,319
13	30	\$38,357
14	31-32	\$41,465
15	33-34	\$43,539
16	35	\$44,576
17	36	\$46,649
18	37	\$48,722
19	38	\$50,795
20	39	\$52,868
21	40	\$55,847
22	41+	\$57,788

Associate's Degree

\$735

Grade 9

Bachelor's Degree

\$1,575

VRS: Professional

WCPS: Support

FLSA: Non-Exempt

**Automotive Specialist Grade 11**

Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$39,126
2	6-12	\$39,871
3	13-14	\$41,202
4	15-16	\$42,529
5	17-18	\$43,858
6	19-20	\$45,187
7	21	\$45,852
8	22	\$47,181
9	23	\$48,509
10	24	\$49,839
11	25	\$51,168
12	26	\$52,495
13	27	\$53,825
14	28	\$55,154
15	29	\$56,483
16	30	\$57,812
17	31	\$59,142
18	32	\$60,472
19	33	\$61,800
20	34	\$63,128
21	35	\$65,121
22	36+	\$66,450

Grade 11  
VRS: Support  
WCPS: Support  
FLSA: Non-Exempt  
250 Day Contract

Maintenance Journeyman Grade 12

Step	2019-2020 Salary
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0	\$21,996
1	\$22,416
2	\$22,856
3	\$23,303
4	\$23,761
5	\$24,227
6	\$24,702
7	\$25,186
8	\$25,678
9	\$26,183
10	\$26,761
11	\$27,338
12	\$27,918
13	\$28,628
14	\$29,308
15	\$30,001
16	\$30,810
17	\$31,287
18	\$31,826
19	\$32,253
20	\$32,684
21	\$33,522
22	\$34,665
23	\$35,855
24	\$37,131
25	\$38,556
26	\$40,340
27	\$42,120
28	\$43,903
29	\$45,609
30	\$47,390
31	\$49,169
32	\$50,946
33	\$52,731
34	\$54,511
35	\$55,601
36	\$56,710
37	\$57,846
38	\$59,003
39+	\$60,185

Associate's Degree

\$735

Bachelor's Degree

\$1,575

Grade 12

VRS: Support

WCPS: Support

FLSA: Non-Exempt

250 Day Contract

Maintenance Grade 13	
Step	2019-2020 Salary
0	\$20,234
1	\$20,618
2	\$21,022
3	\$21,435
4	\$21,856
5	\$22,284
6	\$22,720
7	\$23,165
8	\$23,619
9	\$24,084
10	\$24,620
11	\$25,155
12	\$25,694
13	\$26,352
14	\$27,032
15	\$27,670
16	\$28,108
17	\$28,609
18	\$29,000
19	\$29,394
20	\$30,217
21	\$31,272
22	\$32,387
23	\$33,551
24	\$34,782
25	\$36,127
26	\$37,548
27	\$38,881
28	\$40,279
29	\$41,901
30	\$43,456
31	\$45,078
32	\$46,945
33+	\$49,099
Associate's Degree	\$735
Bachelor's Degree	\$1,575

Grade 13  
VRS: Support  
WCPS: Support  
FLSA: Non-Exempt  
250 Day Contract

Transportation Mechanic Grade 14	
Step	2019-2020 Salary
0	\$27,757
1	\$28,285
2	\$28,838
3	\$29,406
4	\$29,983
5	\$30,569
6	\$31,169
7	\$31,778
8	\$32,403
9	\$33,038
10	\$33,545
11	\$34,052
12	\$34,558
13	\$35,068
14	\$35,574
15	\$36,079
16	\$36,587
17	\$37,095
18	\$37,601
19	\$38,108
20	\$38,617
21	\$39,124
22	\$39,630
23	\$40,139
24	\$40,645
25	\$41,152
26	\$41,660
27	\$42,119
28	\$43,903
29	\$45,609
30	\$47,388
31	\$49,171
32	\$50,945
33	\$52,731
34+	\$54,511
Associate's Degree	\$735
Bachelor's Degree	\$1,575
	Grade 14
	VRS: Support
	WCPS: Support
	FLSA: Non-Exempt
	250 Day Contract

**Bus Drivers Grade 18**

Step	2019-2020	2019-2020
	Salary*	Salary*
	4.5 Hours/Day	8 Hours/Day
1	\$13,219	\$23,501
2	\$13,495	\$23,990
3	\$13,770	\$24,480
4	\$14,045	\$24,970
5	\$14,321	\$25,459
6	\$14,596	\$25,949
7	\$14,872	\$26,438
8	\$15,147	\$26,928
9	\$15,422	\$27,418
10	\$15,698	\$27,907
11	\$15,973	\$28,397
12	\$16,249	\$28,886
13	\$16,524	\$29,376
14	\$16,799	\$29,866
15	\$17,075	\$30,355
16	\$17,350	\$30,845
17	\$17,626	\$31,344
18	\$17,901	\$31,824
19	\$18,176	\$32,314
20	\$18,452	\$32,803
21	\$18,727	\$33,293
22	\$19,003	\$33,782
23	\$19,278	\$34,272
24	\$19,553	\$34,762
25	\$19,829	\$35,251
26	\$20,105	\$35,741
27	\$20,380	\$36,230
28	\$20,655	\$36,720
29	\$20,930	\$37,210
30	\$21,206	\$37,699

Associate's Degree

\$735

Bachelor's Degree

\$1,575

Grade 18

VRS: Support

WCPS: Support

FLSA: Non-Exempt

180 Day Contract

**Administrator I Grade 25**

<b>Step</b>	<b>2019-2020 Salary</b>
1	\$72,102
2	\$73,515
3	\$74,956
4	\$76,454
5	\$77,953
6	\$79,453
7	\$80,952
8	\$82,452
9	\$83,951
10	\$85,450
11	\$86,949
12	\$88,449
13	\$89,947
14	\$91,446
15	\$92,945
16	\$94,444
17	\$95,943
18	\$97,443
19	\$98,941
20+	\$100,441

Masters + 30	\$3,045
Doctorate	\$4,200

Administrator Level I includes: Grade 25  
Elem & MS Asst Prin VRS: Professional  
Psychologist WCPS: Professional  
FLSA: Exempt  
250 Day Contract

Administrator III Grade 27	
Step	2019-2020 Salary
1	\$78,237
2	\$79,771
3	\$81,335
4	\$83,775
5	\$86,216
6	\$88,655
7	\$91,095
8	\$93,535
9	\$95,976
10	\$98,415
11	\$100,854
12	\$103,294
13	\$105,734
14	\$108,175
15	\$110,614
16	\$113,055
17	\$115,494
18	\$117,934
19	\$120,375
20+	\$122,815
Masters + 30	\$3,045
Doctorate	\$4,200
Administrator Level III includes:	Grade 27
Special Services Supv	VRS: Professional
HS Asst Prin	WCPS: Professional
Elem Prin	FLSA: Exempt
Dir Maintenance	250 Day Contract
Dir Transportation	
Athletic Director	
Administrator Non-Traditional Programs	

Therapist Grade 30	
Step	2019-2020 Salary
0	\$55,245
1	\$56,296
2	\$57,400
3	\$58,525
4	\$59,673
5	\$60,845
6	\$62,036
7	\$63,254
8	\$64,494
9	\$65,758
10	\$69,956
11	\$74,152
12	\$77,878
13	\$81,604
14	\$85,336
15	\$89,059
16+	\$92,789
Includes:	Grade 30
Occupational Therapist	VRS: Professional
Physical Therapist	WCPS: Professional
	FLSA: Exempt
	200 Day Contract

Administrator V Grade 31	
Step	2019-2020 Salary
1	\$84,628
2	\$86,288
3	\$87,980
4	\$90,619
5	\$93,260
6	\$95,898
7	\$98,538
8	\$101,176
9	\$103,816
10	\$106,455
11	\$109,094
12	\$111,734
13	\$114,374
14	\$117,013
15	\$119,653
16	\$122,292
17	\$124,931
18	\$127,570
19	\$130,209
20+	\$132,849
Masters + 30	\$3,045
Doctorate	\$4,200
<u>Contract Adjustment:</u>	
SB Clerk	\$10,000
SB Deputy Clerk	\$1,200
Administrator Level V includes:	Grade 31
Asst Supt	VRS: Professional
CO Director	WCPS: Professional
Sec Principals (MS, HS)	FLSA: Exempt
Director of CTE/BRTC Principal	250 Day Contract

**Speech Therapist Grade 34**

Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$54,254
2	6-11	\$55,288
3	12-13	\$56,393
4	14-15	\$57,498
5	16-17	\$58,604
6	18-19	\$59,710
7	20-21	\$60,815
8	22-23	\$61,921
9	24-25	\$63,027
10	26	\$63,580
11	27-28	\$65,239
12	29-30	\$66,344
13	31-32	\$67,449
14	33-34	\$68,556
15	35	\$69,109
16	36-37	\$70,767
17	38	\$71,320
18	39	\$72,426
19	40	\$73,532
20	41	\$74,637
21	42	\$75,744
22	43+	\$76,296
Stipend - Cs	\$1,050	Grade 34
Bachelor's + 15	\$735	VRS: Professional
Master's Degree	\$2,205	WCPS: Professional
Master's + 30	\$3,045	FLSA: Exempt
Doctorate	\$4,200	200 Day Contract

**Nurse - RN    Grade 35**

<b>Step</b>	<b>Years Experience Beginning 2018-2019</b>	<b>2019-2020 Salary</b>
1	0-5	\$29,342
2	6-11	\$29,900
3	12-13	\$30,647
4	14-15	\$31,396
5	16-17	\$32,143
6	18-19	\$32,890
7	20	\$34,011
8	21-22	\$35,881
9	23-24	\$36,627
10	25	\$37,749
11	26-27	\$39,617
12	28-29	\$40,365
13	30	\$41,487
14	31-32	\$43,354
15	33-34	\$44,101
16	35	\$45,223
17	36+	\$46,344

  

Associate's Degree	\$735	Grade 35
Bachelor's Degree	\$1,575	VRS: Professional
		WCPS: Professional
		FLSA: Exempt
		184 Day Contract

Level I Specialist Grade 36	
Step	2019-2020 Salary
1	\$39,940
2	\$40,699
3	\$41,498
4	\$42,312
5	\$43,141
6	\$43,988
7	\$44,851
8	\$46,643
9	\$48,509
10	\$50,450
11	\$52,469
12	\$54,566
13	\$56,748
14	\$59,018
15	\$61,378
16	\$63,834
17	\$66,387
18+	\$69,043
Associate's Degree	\$735
Bachelor's Degree	\$1,575
Master's Degree	\$2,205
	Grade 36
	VRS: Professional
	WCPS: Support
	250 Day Contract
Includes:	<u>FSLA</u>
PC Tech	Non-exempt
Admin. Software Spec.	Non-exempt
Payroll Specialist	Non-exempt
Benefits Specialist	Non-exempt

Systems Technician Grade 37	
Step	2019-2020 Salary
1	\$53,251
2	\$54,264
3	\$55,330
4	\$56,414
5	\$57,520
6	\$58,649
7	\$59,799
8	\$62,191
9	\$64,678
10	\$67,266
11	\$69,956
12	\$72,752
13	\$75,663
14	\$78,689
15	\$81,837
16	\$85,109
17	\$88,517
18+	\$92,056
Associate's Degree	\$735
Bachelor's Degree	\$1,575
	Grade 37
	VRS: Professional
	WCPS: Support
	250 Day Contract
	<u>FLSA</u>
Systems Technician	Exempt
HVAC Building Automation System Technician	Non-exempt

Social Worker Grade 39		
Step	Years Experience Beginning 2019-2020	2019-2020 Salary
1	0-5	\$66,459
2	6-11	\$67,726
3	12-13	\$69,082
4	14-15	\$70,434
5	16	\$71,112
6	17-18	\$73,146
7	19-20	\$74,499
8	21	\$75,176
9	22-23	\$77,208
10	24-25	\$78,562
11	26	\$79,240
12	27-28	\$81,272
13	29-30	\$82,625
14	31-32	\$83,981
15	33-34	\$85,336
16	35	\$86,013
17	36	\$87,366
18	37	\$88,804
19	38	\$90,158
20	39	\$91,431
21	40	\$92,784
22	41+	\$93,461
Master's + 30	\$3,045	Grade 39
Doctorate	\$4,200	VRS: Professional
Includes: Social Worker		WCPS: Professional FLSA: Exempt 250 Day Contract

Foreman Grade 40	
Step	2019-2020
	Salary
1	\$57,582
2	\$58,677
3	\$59,828
4	\$61,001
5	\$62,198
6	\$64,063
7	\$65,931
8	\$67,795
9	\$69,662
10	\$71,528
11	\$73,393
12	\$75,260
13	\$77,124
14	\$78,990
15	\$80,858
16	\$82,722
17	\$84,588
18+	\$86,455
Associate's Degree	\$735
Bachelor's Degree	\$1,575
Includes:	
Supervisor of Maintenance	Grade 40
Transportation Foreman	VRS: Professional
Route Foreman	WCPS: Support
	FLSA: Exempt
	250 Day Contract

<b>SUBSTITUTE</b>	<b><u>DAILY</u></b>
Certified Substitute Principal	\$325.00
Substitute Bus Driver	\$40.00
Substitute Nurse	\$90.00
	<b><u>HOURLY</u></b>
Substitute Dining Room Aide	\$7.25
<b>HOMEBOUND</b>	<b><u>HOURLY</u></b>
Individual	\$25.00
Group	\$25.00
<b>MISCELLANEOUS</b>	<b><u>HOURLY</u></b>
Adult Basic & General Education	\$25.00
Curriculum Development	\$20.00
Intern	\$10.00
Part-time Car Driver	\$9.50
Part-time Bus Driver/Field Trip (effective 10-16-18)	\$14.00
Part-time Dining Room Aide	\$10.00
Part-time Nursing Instructor	\$28.00
Part-time Secretary	\$16.00
Pony Driver	\$8.00
SOL Remediation - Teacher	\$25.00
SOL Remediation - Tutor	\$10.00
Translator/Interpreter	\$25.00
Sign Language Interpreter	\$35.00
Use of Facilities AV Technician	\$33.00
Use of Facilities Event Manager	\$40.00
Videotape School Board Meetings	\$50.00/mtg
Work-study Students	\$7.25
	<b><u>DAILY</u></b>
Bus Aide (Two Runs)	\$35.00
<b>SUMMER SCHOOL</b>	<b><u>HOURLY</u></b>
Secondary Teacher	\$25.00
Elementary Teacher	\$25.00
Secondary Instructional Assistant	\$10.00
Elementary Instructional Assistant	\$10.00
ESY Administrator/OT/PT/SLP	\$35.00
ESY Nurse	\$25.00

<b>SUPPLEMENTAL ASSIGNMENT</b>	<b>0-7 Yrs Exp</b>	<b>8-9 Yrs Exp</b>	<b>10-11 Yrs Exp</b>	<b>12-13 Yrs Exp</b>	<b>14+ Yrs Exp</b>
<b>POSITION</b> Head Football * Head Basketball Head Wrestling	\$3,410	\$3,751	\$4,092	\$4,433	\$4,774
<b>POSITION</b> High School Band Director **	\$3,065	\$3,321	\$3,577	\$3,832	\$4,087
<b>POSITION</b> Head Baseball Head Softball Head Volleyball ** Head Track Head Indoor Track and Field Head Fall Cheer ** Head Soccer	\$2,728	\$3,069	\$3,410	\$3,751	\$4,092
<b>POSITION</b> Asst Varsity Football ** Asst Varsity Basketball	\$2,387	\$2,728	\$3,069	\$3,410	\$3,751
<b>POSITION</b> Middle School Band Director High School Choral Director High School Flag Corp Director **	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
<b>POSITION</b> Head Tennis Head Cross Country ** Head Golf **	\$2,046	\$2,387	\$2,728	\$3,069	\$3,410
<b>POSITION</b> Asst Varsity Baseball Asst Varsity Softball Asst Varsity Wrestling Asst Varsity Track Asst Varsity Soccer Asst Varsity Volleyball ** JV Baseball JV Basketball JV Softball JV Volleyball ** JV Wrestling JV Soccer Freshman Basketball	\$1,705	\$2,046	\$2,387	\$2,728	\$3,069
<b>POSITION</b> Adult Education Coordinator	\$1,533	\$1,788	\$2,040	\$2,299	\$2,555
<b>SUPPLEMENTAL ASSIGNMENT</b>	<b>0-7 Yrs Exp</b>	<b>8-9 Yrs Exp</b>	<b>10-11 Yrs Exp</b>	<b>12-13 Yrs Exp</b>	<b>14+ Yrs Exp</b>
<b>POSITION</b> JV Fall Cheer ** Freshman Fall Cheer ** Freshman Volleyball ** Asst Varsity Cross Country **	\$1,364	\$1,705	\$2,046	\$2,387	\$2,728
<b>POSITION</b> Varsity Winter Cheer	\$1,023	\$1,364	\$1,705	\$2,046	\$2,387
<b>POSITION</b> JV Winter Cheer Freshman Winter Cheer	\$682	\$1,023	\$1,364	\$1,705	\$2,046

Fall Middle School Cheer **					
<b>MIDDLE SCHOOL ATHLETIC PAY SCALE</b>					
<b>POSITION</b>	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Head Football **					
Track					
Head Wrestling					
Head Winter Cheer					
Head Basketball (girls **)					
Head Cross Country **					
Head Volleyball					
<b>MISCELLANEOUS PAY SCALE</b>					
<b>POSITION</b>	\$487	\$731	\$974	\$1,217	\$1,460
High School Drama Fall					
High School Drama Spring					
Forensics/Debate Coach					
Academic Bowl					
<b>FIXED SUPPLEMENT PAY SCALE</b>					
<b>POSITION</b>					
Assistive Technology Coordinator	\$6,600				
Child Find Coordinator	\$1,100				
Division-Level OT/PT	\$1,100				
Division-Level Speech	\$1,100				
Dyslexia Advisor	\$275				
Fall Event Manager (2)	\$1,100				
FFA Advisor	\$1,500				
High School Asst Athletic Director	\$5,500				
Middle School Athletic Director	\$5,500				
Spring Event Manager (2)	\$1,100				
Summer Fine Arts Enrichment Program Director	\$1,430				
Technology	\$358				
Title IV Elementary Summer Enrichment Program Director	\$2,000				
Title IV Elementary Summer Enrichment Program Support Staff	\$1,250				
Winter Event Manager (2)	\$1,100				
<b>DEPT CHAIR/TEAM LEADER</b>					
# of Professional Members					
3	\$385				
4	\$512				
5	\$638				
6	\$765				
7	\$891				
8	\$1,018				
9	\$1,144				
10	\$1,271				
11	\$1,397				
12	\$1,524				
13	\$1,650				
14	\$1,777				
<b>INDUCTION COACH</b>					
# of New Teachers					
0	\$0				
1	\$550				
\$100 For Each Add'l New Teacher in Excess Of One					
** Add Pre-Labor Day Supplement of	\$386				
* 11 Month Contract Plus Supplement					