

JCSS Non-Teaching Salary Schedule

Fiscal Year 2021 - 2022

CONT = Contracted (Y = Yes, N = No) FLSA=Fair Labor Standards Act (E = Exempt, N = Non-Exempt) RET= Retirement Plan (TRS or PSERS)

Grade	Step	Range	Min	Max	Supp	Days	CONT	FLSA	RET	Dept.	CODE	Position
1	1	11	13,268	17,758		182	N	N	P	FNS	FNSW	Food Service Assistant (6.5 hr)
						180	N	N	P	TRAN	BDS4	Bus Driver (4 hr.)
2	3	13	13,918	19,208		184	N	N	P	FNS	FNCS	Food Service Cashier (6.5 hr)
3	7	17	15,458	21,973		180	N	N	T	INST	TA80	Reading Para (8 hr)
4	10	20	17,108	23,983		190	N	N	T	INST	TASS	Paraprofessional
5	12	22	18,458	25,348		184	N	N	P	FNS	FNAM	Assistant Food Service Manager (7.5 hr)
						184	N	N	T	SSVC	CLAST	Clinic Aide (8 hr)
6	14	24	20,008	26,733		180	N	N	P	TRAN	BDS6	Bus Driver (6 hr.)
7	18	28	22,638	29,563		240	N	N	P	OPER	CSSS	Custodian
8	19	29	23,308	30,283		184	N	N	P or T	FNS	FNSM	Food Service Manager (7.5 hour)
						190	N	N	T	INST	BHTC	Behavior Technician
9	20	30	23,983	31,008		210	N	N	T	OPER	SSS1	Administrative Professional I
10	21	31	24,663	31,758		240	N	N	P	OPER	LCSS	Lead Custodian I (1-449 students)
						210	N	N	T	OPER	SBK1	School Bookkeeper 1 (1-449 students)
11-12	22	33	25,348	33,333		230	N	N	T	OPER	SSS2	Administrative Professional II
						210	N	N	T	FNS	CKFS	School Nutrition Clerk
						240	N	N	P	OPER	LCS2	Lead Custodian II (450-899 students)
						220	N	N	T	OPER	SBK2	School Bookkeeper 2 (450-899 students)
12-13	23	34	26,038	35,833		240	N	N	T	OPER	SSS3	Administrative Professional III
						240	N	N	P	OPER	LCS3	Lead Custodian III (900-up students)
						240	N	N	T	TRAN	TRRS	Transportation Route Specialist
						230	N	N	T	OPER	SBK3	School Bookkeeper 3 (900-up students)
13	24	34	26,733	35,833		180	N	N	P	TRAN	BDS8	Bus Driver (8 hr.)
13-14	24	37	26,733	38,683		240	N	N	T	TECH	TSTE	Technology Support Technician
14	27	37	28,848	38,683		240	N	N	P	OPER	PMR1	Plant Manager 1
						190	N	N	T	TLRN	MISP	Migrant Specialist
						190	N	N	T	SSVC	SLPN	School Nurse (LPN)
						240	N	N	T	FNS	FNBK	School Nutrition Bookkeeper
						240	N	N	T	OPER	CLK1	Administrative Professional IV
15	28	38	29,563	39,733		210	N	E	T	FNS	FNMS	School Nutrition Manager Supervisor
15-16	28	40	29,563	41,958		240	N	N	T	OPER	APSU	Accounts Payable Support
						240	N	N	T	OPER	SPCP	Administrative Professional IV - Special Ed Compliance
16	30	40	31,008	41,958		240	N	N	T	TRAN	BDTI	Bus Driver Training Instructor
16-17	30	44	31,008	46,708		240	N	N	T	HUMR	HRAS	HR Professional I
						240	N	N	T	OPER	PRBN	Payroll/Benefits Support
17	34	44	35,833	46,708		240	N	N	P	OPER	MSL1	Maintenance Level 1
						240	N	N	P	OPER	PMR2	Plant Manager 2
						240	N	N	P	OPER	MCH1	Mechanic 1
						190	N	N	T	SSVC	SCRN	School Nurse (RN)
18	35	45	36,733	47,958		240	N	N	P	OPER	MSL2	Maintenance Level 2
						240	N	N	T	ADMC	DPSC	Department Secretary
						210	N	N	T	STSU	YMCO	Youth Mentor Coordinator
						195	N	N	T	SSVC	LRNS	Lead School Nurse
18-19	35	47	36,733	50,358		240	N	E	T	TECH	MTC3	Computer Technician
19	37	47	38,683	50,358		240	N	N	P	OPER	MSL3	Maintenance Level 3
						240	N	N	P	OPER	MCH2	Mechanic 2
20	39	49	40,833	52,758		240	N	N	P	TECH	MSL4	Maintenance Level 4
						240	N	N	P	OPER	PMR3	Plant Manager 3
						240	N	E	T	TRAN	TTSS	Transportation Training and Safety Supervisor
20-21	39	52	40,833	56,358		240	N	N	T	OPER	CLK2	Accts. Payable Professional
						240	N	E	T	ADMC	FISP	Finance Support Specialist

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Grade	Step	Range	Min	Max	Supp	Days	CONT	FLSA	RET	Dept.	CODE	Position
20-22	39	55	40,833	59,958		240	N	E	T	ADMC	PYSP	Payroll Supervisor
						240	N	E	T	HUMR	HRSP	HR Professional II
						240	N	N	T	TECH	TRSP	Technology Resource Specialist
21	42	52	44,283	56,358		240	N	E	T	ADMC	EXSC	Executive Secretary
						240	N	E	T	OPER	CTSP	Custodial Supervisor
						240	N	E	T	TRAN	TRSS	Transportation Routing Supervisor
						240	N	N	T	TRAN	TRSP	Transportation Maintenance Specialist
22	45	55	47,958	59,958								
23	51	61	55,158	67,158		190	Y	E	T	STSU	SCSW	School Social Worker (LMSW)
						240	N	E	T	ADMC	EXAS	Executive Assistant to the Superintendent
23-25	51	73	55,158	81,558		240	N	E	T	TECH	NETA	Network Administrator (Technology)
						240	N	E	T	MAIN	HVEF	HVAC/Electric Foreman
						240	N	E	T	TECH	ITSP	IT Specialist (Project Implementation)
						240	N	E	T	TECH	ITSA	System Analyst (Technology)
23-27	51	78	55,158	87,558		240	N	E	T	TECH	SYEN	System Engineer
						240	N	E	T	MAIN	MASP	Facilities Supervisor
						240	N	E	T	TECH	SYAD	System Administrator
24	56	66	61,158	73,158	a	190	Y	E	T	STSU	SPLP	Speech Language Pathologists
					a	190	Y	E	T	STSU	BESP	Behavior Specialist
						190	Y	E	T	STSU	LCSW	School Social Worker (LCSW)
25	63	73	69,558	81,558	a	200	Y	E	T	ADMS	ESAP	ES/MS Asst.Principal
					c	200	Y	E	T	STSU	SPSY	School Psychologist
26	66	76	73,158	85,158	a	200	Y	E	T	ADMS	HSIC	High School AP/Instructional Coach
					a	210	Y	E	T	ADMS	MSAP	ES/MS Asst. Principal
					a	240	Y	E	T	HUMR	LDSP	Leadership Development Specialist
					a	240	Y	E	T	ADMC	INSP	Instructional Specialist
26-27	66	78	73,158	87,558	a	240	Y	E	T	ADMC	PROFF	Public Relations Officer
27	68	78	75,558	87,558	a	240	Y	E	T	ADMC	COOR	Coordinator Level Position
27-28	68	82	75,558	93,258		240	Y	E	T	TECH	SREN	Senior System Engineer
28	72	82	80,358	93,258	a	220	Y	E	T	ADMS	HSAP	HS Assistant Principal
29	75	85	83,958	97,758	a,b	240	Y	E	T	ADMS	ESPR	Elem School Principal
					a	240	Y	E	T	ADMS	HSAI	High School Asst. Principal
					a	240	Y	E	T	ADMS	HSAD	Athletic Director
29-30	75	87	83,958	100,758	a	240	Y	E	T	ADMC	ECOO	Empower Chief Operating Officer
30	77	87	86,358	100,758	a,b	240	Y	E	T	ADMS	MSPR	Middle School Principal
31	79	89	88,758	103,758	a,b	240	Y	E	T	ADMS	HSPR	High School Principal
					a	240	Y	E	T	ADMC	DIRC	Director Level Position
31-32	79	100	88,758	125,000	a	240	Y	E	T	ADMC	DCFO	Chief Financial Officer
					a	240	Y	E	T	ADMC	ECEO	Empower Chief Executive Officer
32	90	100	105,258	125,000	a	240	Y	E	T	ADMC	ASUP	Assistant Superintendent

a administrative and SLP supplement for advanced degrees: \$4,000 for 6th year; \$6,000 for 7th year

b per pupil supplement: Elementary School Principal (\$6), Middle School Principal (\$8), and High School Principal (\$10)

c psychologist supplement for advanced degree: \$6000 for 7th year

<i>STEP</i>	<i>FY 2022</i>		<i>STEP</i>	<i>FY 2022</i>
1	13,268		51	55,158
2	13,588		52	56,358
3	13,918		53	57,558
4	14,258		54	58,758
5	14,608		55	59,958
6	15,008		56	61,158
7	15,458		57	62,358
8	15,958		58	63,558
9	16,508		59	64,758
10	17,108		60	65,958
11	17,758		61	67,158
12	18,458		62	68,358
13	19,208		63	69,558
14	20,008		64	70,758
15	20,658		65	71,958
16	21,313		66	73,158
17	21,973		67	74,358
18	22,638		68	75,558
19	23,308		69	76,758
20	23,983		70	77,958
21	24,663		71	79,158
22	25,348		72	80,358
23	26,038		73	81,558
24	26,733		74	82,758
25	27,433		75	83,958
26	28,138		76	85,158
27	28,848		77	86,358
28	29,563		78	87,558
29	30,283		79	88,758
30	31,008		80	90,258
31	31,758		81	91,758
32	32,533		82	93,258
33	33,333		83	94,758
34	35,833		84	96,258
35	36,733		85	97,758
36	37,683		86	99,258
37	38,683		87	100,758
38	39,733		88	102,258
39	40,833		89	103,758
40	41,958		90	105,258
41	43,108		91	106,633
42	44,283		92	108,008
43	45,483		93	109,383
44	46,708		94	110,758
45	47,958		95	112,758
46	49,158		96	114,758
47	50,358		97	116,758
48	51,558		98	118,758
49	52,758		99	121,758
50	53,958		100	125,000

Grade 1											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	1	2	3	4	5	6	7	8	9	10	11
Amount	\$13,268	\$13,588	\$13,918	\$14,258	\$14,608	\$15,008	\$15,458	\$15,958	\$16,508	\$17,108	\$17,758
Grade 2											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	3	4	5	6	7	8	9	10	11	12	13
Amount	\$13,918	\$14,258	\$14,608	\$15,008	\$15,458	\$15,958	\$16,508	\$17,108	\$17,758	\$18,458	\$19,208
Grade 3											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	7	8	9	10	11	12	13	14	15	16	17
Amount	\$15,458	\$15,958	\$16,508	\$17,108	\$17,758	\$18,458	\$19,208	\$20,008	\$20,658	\$21,313	\$21,973
Grade 4											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	10	11	12	13	14	15	16	17	18	19	20
Amount	\$17,108	\$17,758	\$18,458	\$19,208	\$20,008	\$20,658	\$21,313	\$21,973	\$22,638	\$23,308	\$23,983
Grade 5											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	12	13	14	15	16	17	18	19	20	21	22
Amount	\$18,458	\$19,208	\$20,008	\$20,658	\$21,313	\$21,973	\$22,638	\$23,308	\$23,983	\$24,663	\$25,348
Grade 6											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	14	15	16	17	18	19	20	21	22	23	24
Amount	\$20,008	\$20,658	\$21,313	\$21,973	\$22,638	\$23,308	\$23,983	\$24,663	\$25,348	\$26,038	\$26,733
Grade 7											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	18	19	20	21	22	23	24	25	26	27	28
Amount	\$22,638	\$23,308	\$23,983	\$24,663	\$25,348	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563
Grade 8											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	19	20	21	22	23	24	25	26	27	28	29
Amount	\$23,308	\$23,983	\$24,663	\$25,348	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283
Grade 9											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	20	21	22	23	24	25	26	27	28	29	30
Amount	\$23,983	\$24,663	\$25,348	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283	\$31,008
Grade 10											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	21	22	23	24	25	26	27	28	29	30	31
Amount	\$24,663	\$25,348	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283	\$31,008	\$31,758
Grade 11											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	22	23	24	25	26	27	28	29	30	31	32
Amount	\$25,348	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283	\$31,008	\$31,758	\$32,533
Grade 12											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	23	24	25	26	27	28	29	30	31	32	33
Amount	\$26,038	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283	\$31,008	\$31,758	\$32,533	\$33,333
Grade 13											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	24	25	26	27	28	29	30	31	32	33	34
Amount	\$26,733	\$27,433	\$28,138	\$28,848	\$29,563	\$30,283	\$31,008	\$31,758	\$32,533	\$33,333	\$35,833
Grade 14											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	27	28	29	30	31	32	33	34	35	36	37

Amount	\$28,848	\$29,563	\$30,283	\$31,008	\$31,758	\$32,533	\$33,333	\$35,833	\$36,733	\$37,683	\$38,683
Grade 15											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	28	29	30	31	32	33	34	35	36	37	38
Amount	\$29,563	\$30,283	\$31,008	\$31,758	\$32,533	\$33,333	\$35,833	\$36,733	\$37,683	\$38,683	\$39,733
Grade 16											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	30	31	32	33	34	35	36	37	38	39	40
Amount	\$31,008	\$31,758	\$32,533	\$33,333	\$35,833	\$36,733	\$37,683	\$38,683	\$39,733	\$40,833	\$41,958
Grade 17											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	34	35	36	37	38	39	40	41	42	43	44
Amount	\$35,833	\$36,733	\$37,683	\$38,683	\$39,733	\$40,833	\$41,958	\$43,108	\$44,283	\$45,483	\$46,708
Grade 18											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	35	36	37	38	39	40	41	42	43	44	45
Amount	\$36,733	\$37,683	\$38,683	\$39,733	\$40,833	\$41,958	\$43,108	\$44,283	\$45,483	\$46,708	\$47,958
Grade 19											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	37	38	39	40	41	42	43	44	45	46	47
Amount	\$38,683	\$39,733	\$40,833	\$41,958	\$43,108	\$44,283	\$45,483	\$46,708	\$47,958	\$49,158	\$50,358
Grade 20											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	39	40	41	42	43	44	45	46	47	48	49
Amount	\$40,833	\$41,958	\$43,108	\$44,283	\$45,483	\$46,708	\$47,958	\$49,158	\$50,358	\$51,558	\$52,758
Grade 21											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	42	43	44	45	46	47	48	49	50	51	52
Amount	\$44,283	\$45,483	\$46,708	\$47,958	\$49,158	\$50,358	\$51,558	\$52,758	\$53,958	\$55,158	\$56,358
Grade 22											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	45	46	47	48	49	50	51	52	53	54	55
Amount	\$47,958	\$49,158	\$50,358	\$51,558	\$52,758	\$53,958	\$55,158	\$56,358	\$57,558	\$58,758	\$59,958
Grade 23											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	51	52	53	54	55	56	57	58	59	60	61
Amount	\$55,158	\$56,358	\$57,558	\$58,758	\$59,958	\$61,158	\$62,358	\$63,558	\$64,758	\$65,958	\$67,158
Grade 24											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	56	57	58	59	60	61	62	63	64	65	66
Amount	\$61,158	\$62,358	\$63,558	\$64,758	\$65,958	\$67,158	\$68,358	\$69,558	\$70,758	\$71,958	\$73,158
Grade 25											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	63	64	65	66	67	68	69	70	71	72	73
Amount	\$69,558	\$70,758	\$71,958	\$73,158	\$74,358	\$75,558	\$76,758	\$77,958	\$79,158	\$80,358	\$81,558
Grade 26											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	66	67	68	69	70	71	72	73	74	75	76
Amount	\$73,158	\$74,358	\$75,558	\$76,758	\$77,958	\$79,158	\$80,358	\$81,558	\$82,758	\$83,958	\$85,158
Grade 27											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	68	69	70	71	72	73	74	75	76	77	78
Amount	\$75,558	\$76,758	\$77,958	\$79,158	\$80,358	\$81,558	\$82,758	\$83,958	\$85,158	\$86,358	\$87,558
Grade 28											

Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	72	73	74	75	76	77	78	79	80	81	82
Amount	\$80,358	\$81,558	\$82,758	\$83,958	\$85,158	\$86,358	\$87,558	\$88,758	\$90,258	\$91,758	\$93,258
Grade 29											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	75	76	77	78	79	80	81	82	83	84	85
Amount	\$83,958	\$85,158	\$86,358	\$87,558	\$88,758	\$90,258	\$91,758	\$93,258	\$94,758	\$96,258	\$97,758
Grade 30											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	77	78	79	80	81	82	83	84	85	86	87
Amount	\$86,358	\$87,558	\$88,758	\$90,258	\$91,758	\$93,258	\$94,758	\$96,258	\$97,758	\$99,258	\$100,758
Grade 31											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	79	80	81	82	83	84	85	86	87	88	89
Amount	\$88,758	\$90,258	\$91,758	\$93,258	\$94,758	\$96,258	\$97,758	\$99,258	\$100,758	\$102,258	\$103,758
Grade 32											
Years Exp.	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-19	20 +
Step	90	91	92	93	94	95	96	97	98	99	100
Amount	\$105,258	\$106,633	\$108,008	\$109,383	\$110,758	\$112,758	\$114,758	\$116,758	\$118,758	\$121,758	\$125,000