

Salary Program

2023 - 2024



Marshall County Schools
West Virginia

Marshall County Schools

Salary Program

Fiscal Year 2023 – 2024

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Marshall County Schools

Substitute Teachers Salary Schedule

Based on state of WV Salary Schedule + State Equity
Substitute Schedule for Consecutive Days 11-30

600 Days 11-30	Years Exp	BA	80% Daily	BA+15	80% Daily	MA	80% Daily	MA+15	80% Daily	MA+30	80% Daily	MA+45	80% Daily	PhD	80% Daily
0	41355	165.42	42208	168.83	44167	176.67	45024	180.10	45881	183.52	46642	186.57	47768	191.07	
1	41942	167.77	42795	171.18	44755	179.02	45612	182.45	46468	185.87	47229	188.92	48355	193.42	
2	42530	170.12	43383	173.53	45342	181.37	46199	184.80	47056	188.22	47817	191.27	48943	195.77	
3	43118	172.47	43970	175.88	45930	183.72	46787	187.15	47643	190.57	48404	193.62	49530	198.12	
4	43949	175.80	44802	179.21	46762	187.05	47619	190.48	48475	193.90	49236	196.94	50362	201.45	
5	44537	178.15	45390	181.56	47349	189.40	48206	192.82	49063	196.25	49824	199.30	50950	203.80	
6	45124	180.50	45977	183.91	47937	191.75	48794	195.18	49650	198.60	50411	201.64	51537	206.15	
7	45712	182.85	46565	186.26	48524	194.10	49381	197.52	50238	200.95	50999	204.00	52125	208.50	
8	46299	185.20	47152	188.61	49112	196.45	49969	199.88	50825	203.30	51586	206.34	52712	210.85	
9	46887	187.55	47740	190.96	49699	198.80	50556	202.22	51413	205.65	52174	208.70	53300	213.20	
10	47476	189.90	48328	193.31	50288	201.15	51145	204.58	52002	208.01	52762	211.05	53888	215.55	
11	48063	192.25	48916	195.66	50876	203.50	51732	206.93	52589	210.36	53350	213.40	54476	217.90	
12	48651	194.60	49503	198.01	51463	205.85	52320	209.28	53177	212.71	53937	215.75	55063	220.25	
13	49238	196.95	50091	200.36	52051	208.20	52907	211.63	53764	215.06	54525	218.10	55651	222.60	
14	49826	199.30	50678	202.71	52638	210.55	53495	213.98	54399	217.41	54932	220.45	56238	224.95	
15	50413	201.65	51266	205.06	53226	212.90	54082	216.33	54939	219.76	55700	222.80	56826	227.30	
16	51001	204.00	51853	207.41	53813	215.25	54670	218.68	55527	222.11	56287	225.15	57413	229.65	
17	51588	206.35	52441	209.76	54401	217.60	55258	221.03	56114	224.46	56875	227.50	58001	232.00	
18	52176	208.70	53029	212.12	54988	219.95	55845	223.38	56702	226.81	57463	229.85	58589	234.36	
19	52763	211.05	53616	214.46	55576	222.30	56433	225.73	57289	229.16	58050	232.20	59176	236.70	
20	53351	213.40	54204	216.82	56163	224.65	57020	228.08	57877	231.51	58638	234.55	59764	239.06	
21	53938	215.75	54791	219.16	56751	227.00	57608	230.43	58454	233.86	59225	236.90	60351	241.40	
22	54526	218.10	55379	221.52	57338	229.35	58195	232.78	59052	236.21	59813	239.25	60939	243.76	
23	55114	220.46	55966	223.86	57926	231.70	58783	235.13	59639	238.56	60400	241.60	61526	246.10	
24	55701	222.80	56554	226.22	58514	234.06	59370	237.48	60227	240.91	60988	243.95	62114	248.46	
25	56289	225.16	57141	228.56	59101	236.40	59958	239.83	60815	243.26	61575	246.30	62701	250.80	
26	56876	227.50	57729	230.92	59689	238.76	60545	242.18	61402	245.61	62163	248.65	63289	253.16	
27	57464	229.86	58316	233.26	60276	241.10	61133	244.53	61990	247.96	62750	251.00	63876	255.50	
28	58051	232.20	58904	235.62	60864	243.46	61720	246.88	62577	250.31	63338	253.35	64464	257.86	
29	58639	234.56	59491	237.96	61451	245.80	62308	249.23	63165	252.66	63925	255.70	65051	260.20	
30	59226	236.90	60079	240.32	62039	248.16	62895	251.58	63752	255.01	64513	258.05	65639	262.56	
31	59814	239.26	60667	242.67	62626	250.50	63483	253.93	64340	257.36	65100	260.40	66226	264.90	
32	60401	241.60	61254	245.02	63214	252.86	64071	256.28	64927	259.71	65688	262.75	66814	267.26	
33	60989	243.96	61842	247.37	63801	255.20	64658	258.63	65515	262.06	66276	265.10	67402	269.61	
34	61576	246.30	62429	249.72	64389	257.56	65246	260.98	66102	264.41	66863	267.45	67989	271.96	
35	62164	248.66	63017	252.07	64976	259.90	65833	263.33	66690	266.76	67451	269.80	68577	274.31	

West Virginia Code 18A-4-2

Calculation of Substitute Teachers' Pay

After 10 consecutive instructional days in the same position: Paid at the daily rate of the advanced salary teaching experience. This is the state minimum salary based on the substitute teacher's degree AND years of experience; see above schedule.

20 - 35 years includes the \$600 state bonus

After 30 consecutive instructional days in the same position: Paid at the daily rate of the advanced salary, which includes equity and the county supplement, based upon teaching experience.

This is the substitute teacher's degree and years of experience according to the daily rate of Marshall County's Professional Salary Schedule.

(State minimum + County supplement) at substitute teacher's degree and years of experience = Substitute's salary

Revised May 2022

Marshall County Schools
Substitute Teachers Salary Schedule
Based on State of WV Salary Schedule

Years Exp	BA	80% Daily	BA +15	80% Daily	MA	80% Daily	MA+15	80% Daily	MA+30	80% Daily	MA+45	80% Daily	PhD	80% Daily
0	38995	155.98	39756	159.02	41523	166.09	42284	169.14	43045	172.18	43806	175.22	44841	179.36
1	39513	158.05	40274	161.10	42042	168.17	42803	171.21	43563	174.25	44324	177.30	45359	181.44
2	40032	160.13	40793	163.17	42560	170.24	43321	173.28	44082	176.33	44843	179.37	45878	185.51
3	40551	162.20	41311	165.24	43079	172.32	43840	175.36	44600	178.40	45361	181.44	46396	185.58
4	41313	165.25	42074	168.30	43842	175.37	44603	178.41	45363	181.45	46124	184.50	47159	188.64
5	41832	167.33	42593	170.37	44360	177.44	45121	180.48	45882	183.53	46643	186.57	47678	190.71
6	42350	169.40	43111	172.44	44879	179.52	45640	182.56	46400	185.60	47161	188.64	48196	192.78
7	42869	171.48	43630	174.52	45397	181.59	46158	184.63	46919	187.68	47680	190.72	48715	194.85
8	43387	173.55	44148	176.59	45916	183.66	46677	186.71	47437	189.75	48198	192.79	49233	196.93
9	43906	175.62	44667	178.67	46434	185.74	47195	188.78	47956	191.82	48717	194.87	49752	199.01
10	44426	177.70	45186	180.74	46954	187.82	47715	190.86	48476	193.90	49236	196.94	50271	201.08
11	44944	179.78	45705	182.82	47473	189.89	48233	192.93	48994	195.98	49755	199.02	50790	203.16
12	45463	181.85	46223	184.89	47991	191.96	48752	195.01	49513	198.05	50273	201.09	51308	205.23
13	45981	183.92	46742	186.97	48510	194.04	49270	197.08	50031	200.12	50792	203.17	51827	207.31
14	46500	186.00	47260	189.04	49028	196.11	49789	199.16	50550	202.20	51310	205.24	52345	209.38
15	47018	188.07	47779	191.12	49547	198.19	50307	201.23	51068	204.27	51829	207.32	52864	211.45
16	47537	190.15	48297	193.19	50065	200.26	50826	203.30	51587	206.35	52347	209.39	52866	211.46
17	48055	192.22	48816	195.26	50584	202.34	51345	205.38	52105	208.42	52866	211.46	53385	213.54
18	48574	194.30	49335	197.34	51102	204.41	51863	207.45	52624	210.50	53385	213.54	54420	217.68
19	49092	196.37	49853	199.41	51621	206.48	52382	209.53	53142	212.57	53903	215.61	54938	219.75
20	50211	200.84	50972	203.89	52739	210.96	53500	214.00	54261	217.04	55022	220.09	56057	224.23
21	50729	202.92	51490	205.96	53258	213.03	54019	216.08	54779	219.12	55540	222.16	56575	226.30
22	51248	204.99	52009	208.04	53776	215.10	54537	218.15	55298	221.19	56059	224.24	57094	228.38
23	51767	207.07	52527	210.11	54295	217.18	55056	220.22	55816	223.26	56577	226.31	57612	230.45
24	52285	209.14	53046	212.18	54814	219.26	55574	222.30	56335	225.34	57096	228.38	58131	232.52
25	52804	211.22	53564	214.26	55332	221.33	56093	224.37	56854	227.42	57614	230.46	58649	234.60
26	53322	213.29	54083	216.33	55851	223.40	56611	226.44	57372	229.49	58133	232.53	59168	236.67
27	53841	215.36	54601	218.40	56369	225.48	57130	228.52	57891	231.56	58651	234.60	59686	238.74
28	54359	217.44	55120	220.48	56888	227.55	57648	230.59	58409	233.64	59170	236.68	60205	240.82
29	54878	219.51	55638	222.55	57406	229.62	58167	232.67	58928	235.71	59688	238.75	60723	242.89
30	55396	221.58	56157	224.63	57925	231.70	58685	234.74	59446	237.78	60207	240.83	61242	244.97
31	55915	223.66	56676	226.70	58443	233.77	59204	236.82	59965	239.86	60725	242.90	61760	247.04
32	56433	225.73	57194	228.78	58962	235.85	59723	238.89	60483	241.93	61244	244.98	62279	249.12
33	56952	227.81	57713	230.85	59480	237.92	60241	240.96	61002	244.01	61763	247.05	62798	251.19
34	57470	229.88	58231	232.92	59999	240.00	60760	243.04	61520	246.08	62281	249.12	63316	253.26
35	57989	231.96	58750	235.00	60517	242.07	61278	245.11	62039	248.16	62800	251.20	63835	255.34

Calculation of Substitute Teachers' Pay

West Virginia Code 18A-4-7

Days 1 through 10: Paid at 80% of the daily rate of the state basic salary paid to teachers. This is the state minimum salary per 18A-4-2 of the West Virginia Code, excluding equity, at 0 years on the scale. Substitutes are paid at their degree level with 0 years experience; see row 1 above.

MARSHALL COUNTY SCHOOLS
FY 2023 - 2024
SUPPLEMENTAL CONTRACTS / PAYROLL

<u>ACTIVITY</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Archery Club	Advisor	1675
Art Club	Advisor	750
Chi Beta	Advisor	750
Computer Club	Advisor	1675
Educator Rising Advisor	Advisor	2100
Lacrosse	Advisor	1675
Leo Club	Advisor	750
Marketing Education	Advisor	2825
Drama/Thespians	Advisor	3125
Drama MS/Asst HS	Advisor	1675
Drug Free Club	Advisor	750
Golf MS	Advisor	1925
Bowling	Advisor	1675
Speech HS	Advisor	1675
Speech MS./ Asst HS	Advisor	3125
HOSA (vocational/nursing)	Advisor	1675
Future Business Leader	Advisor	2825
Future Farmer Association	Advisor	2825
FCCLA	Advisor	3125
Hero	Advisor	2100
Percussion Advisor	Advisor	2100
Technology Student Assoc.	Advisor	2100
TSA - Middle School	Advisor	1000
Science Club	Advisor	750
Spanish Club	Advisor	750
National Honor Society	Advisor	1675
Outdoor Club	Advisor	1675
Skills USA Advisor	Advisor	2100
Student Council HS	Advisor	1675
Student Council MS	Advisor	900
Yearbook HS	Advisor	3125
Yearbook MS	Advisor	1675
Senior Class	Advisor	1675
Junior Class	Advisor	1675
Sophomore Class	Advisor	1675
Freshman Class	Advisor	1675
Academic Coaches	Advisor	750
Newspaper	Advisor	1725
Department Heads	Supplement	1725
School Technology Facilitator	Supplement	1725
Vocational Advisor MS	Supplement	1725
Communications HS	Supplement	3125
Secondary Guidance Counselor	Supplement	575
Elementary Guidance Counselor	Supplement	550
School Psychologist	Supplement	550
Speech Therapists	Supplement	650
Dean of Students	Supplement	2700

Revised 05/11/2023

MARSHALL COUNTY SCHOOLS
FY 2023 - 2024
MIDDLE SCHOOL COACH / BAND SALARY SCHEDULE

<u>YEARS</u>	<u>Activities</u>	<u>Head</u>	<u>Asst</u>	<u>6th/7th/8th</u>	<u>BAND</u>	<u>STRINGS</u>
	<u>Coordinator</u>	<u>Volleyball</u> <u>Baseball</u> <u>Football</u> <u>Basketball</u> <u>Wrestling</u> <u>Cheerleading</u>	<u>Volleyball</u> <u>Baseball</u> <u>Football</u> <u>Basketball</u> <u>Wrestling</u> <u>& Robotics</u>			<u>Chorus</u>
0	2475	1925	1775	1625	1600	1450
1	2525	1975	1825	1675	1700	1550
2	2575	2025	1875	1725	1800	1650
3	2625	2075	1900	1750	1925	1750
4	2675	2125	1950	1800	2025	1850
5	2725	2175	2000	1825	2150	1950
6	2775	2225	2050	1875	2250	2050
7	2825	2275	2100	1925	2350	2150
8	2875	2325	2125	1950	2475	2250
9	2925	2375	2175	2000	2575	2350
10	2975	2425	2225	2025	2700	2450
11	3025	2475	2275	2075	2800	2550
12	3075	2525	2325	2125	2900	2650
13	3125	2575	2350	2150	3025	2750
14	3175	2625	2400	2200	3125	2850
15	3225	2675	2450	2225	3250	2950
16	3275	2725	2500	2275	3350	3050
17	3325	2775	2550	2325	3450	3150
18	3375	2825	2575	2350	3575	3250
19	3425	2875	2625	2400	3675	3350
20	3475	2925	2675	2425	3800	3450
21	3525	2975	2725	2475	3900	3550
22	3575	3025	2775	2525	4000	3650
23	3625	3075	2800	2550	4125	3750
24	3675	3125	2850	2600	4225	3850
25	3725	3175	2900	2625	4350	3950
26	3775	3225	2950	2675	4450	4050
27	3825	3275	3000	2725	4550	4150
28	3875	3325	3025	2750	4675	4250
29	3925	3375	3075	2800	4775	4350
30	3975	3425	3125	2850	4900	4450
31	4025	3475	3175	2875	5000	4550
32	4075	3525	3225	2925	5100	4650
33	4125	3575	3250	2950	5225	4750
34	4175	3625	3300	3000	5325	4850
35	4225	3675	3350	3025	5450	4950

MARSHALL COUNTY SCHOOLS
FY 2023 - 2024
HIGH SCHOOL COACH / BAND SALARY SCHEDULE

Years	Activities Coordinator	Head Football	Assist Football	Head Basketball	Assist Basketball	Head Volleyball	Assist Volleyball	Head Cross-country	Assist Cross-country	Band	Strings
				Head Wrestling	Assist Wrestling	Head Baseball	Assist Baseball	Head Soccer	Assist Soccer		Chorus
				Cheerleading	Cheerleading & Robotic	Track	Track	Coach	Golf		
0	\$500	\$500	4150	4175	3175	2575	2025	1675	2325	2650	2450
1	5650	5600	4275	4275	3250	2725	2075	1725	2375	2775	2550
2	5775	5750	4375	4375	3325	2800	2125	1750	2425	2875	2650
3	5925	5900	4475	4475	3400	2850	2175	1775	2475	2975	2750
4	6075	6025	4575	4575	3475	2925	2225	1800	2550	3100	2850
5	6200	6175	4700	4675	3550	3000	2275	1825	2600	3200	2950
6	6350	6300	4800	4775	3625	3050	2325	1875	2650	3325	3050
7	6475	6450	4900	4875	3700	3125	2375	1900	2700	3425	3150
8	6625	6600	5000	4975	3800	3175	2425	1925	2750	3525	3250
9	6775	6725	5125	5075	3875	3250	2475	1950	2825	3650	3350
10	6900	6875	5225	5175	3950	3325	2525	1975	2875	3750	3450
11	7050	7000	5325	5275	4025	3375	2575	2025	2925	3875	3550
12	7175	7150	5450	5375	4100	3450	2625	2050	2975	3975	3650
13	7325	7300	5550	5475	4175	3500	2675	2075	3025	4075	3750
14	7475	7425	5650	5575	4250	3575	2725	2100	3100	4200	3850
15	7600	7575	5750	5675	4325	3650	2775	2125	3150	4300	3950
16	7750	7700	5875	5775	4400	3700	2825	2175	3200	4425	4050
17	7875	7850	5975	5875	4475	3775	2875	2200	3250	4525	4150
18	8025	8000	6075	5975	4550	3825	2925	2225	3300	4625	4275
19	8175	8125	6175	6075	4625	3900	2975	2250	3375	4750	4375
20	8300	8275	6300	6175	4700	3975	3025	2275	3425	4850	4475
21	8450	8400	6400	6275	4775	4025	3075	2325	3475	4975	4575
22	8575	8550	6500	6375	4850	4100	3125	2350	3525	5075	4675
23	8725	8700	6600	6475	4925	4150	3175	2375	3575	5175	4775
24	8875	8825	6725	6575	5000	4225	3225	2400	3650	5300	4875
25	9000	8975	6825	6675	5075	4300	3275	2425	3750	5400	4975
26	9150	9100	6925	6775	5150	4350	3325	2475	3800	5525	5075
27	9275	9250	7025	6875	5225	4425	3375	2500	3850	5625	5175
28	9425	9400	7150	6975	5300	4475	3425	2525	3925	5725	5275
29	9575	9525	7250	7075	5375	4550	3475	2575	3975	5850	5375
30	9700	9675	7350	7175	5450	4625	3500	2625	3975	5950	5475
31	9850	9800	7450	7275	5525	4675	3550	2650	4075	6075	5575
32	9975	9950	7575	7375	5600	4750	3600	2650	4075	6175	5675
33	10125	10100	7675	7475	5700	4800	3650	2675	4125	6275	5775
34	10275	10225	7775	7575	5775	4875	3700	2700	4200	6400	5875
35	10400	10375	7875	7675	5850	4950	3750	2725	4250	6500	6000

Revised 05/11/2023

Classification 1-A; 2
PAY GRADE B
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2630	131.50	16.44
1	2669	133.45	16.68
2	2707	135.35	16.92
3	2746	137.30	17.16
4	2785	139.25	17.41
5	2822	141.10	17.64
6	2861	143.05	17.88
7	2899	144.95	18.12
8	2938	146.90	18.36
9	2977	148.85	18.61
10	3016	150.80	18.85
11	3055	152.75	19.09
12	3094	154.70	19.34
13	3132	156.60	19.58
14	3170	158.50	19.81
15	3209	160.45	20.06
16	3247	162.35	20.29
17	3286	164.30	20.54
18	3325	166.25	20.78
19	3362	168.10	21.01
20	3452	172.60	21.58
21	3490	174.50	21.81
22	3529	176.45	22.06
23	3568	178.40	22.30
24	3606	180.30	22.54
25	3644	182.20	22.78
26	3683	184.15	23.02
27	3721	186.05	23.26
28	3759	187.95	23.49
29	3798	189.90	23.74
30	3835	191.75	23.97
31	3874	193.70	24.21
32	3912	195.60	24.45
33	3950	197.50	24.69
34	3989	199.45	24.93
35	4028	201.40	25.18
36	4066	203.30	25.41
37	4105	205.25	25.66
38	4143	207.15	25.89
39	4182	209.10	26.14
40	4221	211.05	26.38
41	4260	213.00	26.63
42	4299	214.95	26.87
43	4338	216.90	27.11
44	4377	218.85	27.36
45	4416	220.80	27.60

Classifications: (676) Cook II, (502) Aide II

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 5
PAY GRADE C
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2701	135.05	16.88
1	2742	137.10	17.14
2	2780	139.00	17.38
3	2818	140.90	17.61
4	2856	142.80	17.85
5	2895	144.75	18.09
6	2933	146.65	18.33
7	2972	148.60	18.58
8	3010	150.50	18.81
9	3048	152.40	19.05
10	3086	154.30	19.29
11	3125	156.25	19.53
12	3164	158.20	19.78
13	3202	160.10	20.01
14	3240	162.00	20.25
15	3279	163.95	20.49
16	3317	165.85	20.73
17	3356	167.80	20.98
18	3394	169.70	21.21
19	3432	171.60	21.45
20	3522	176.10	22.01
21	3559	177.95	22.24
22	3599	179.95	22.49
23	3637	181.85	22.73
24	3675	183.75	22.97
25	3714	185.70	23.21
26	3752	187.60	23.45
27	3791	189.55	23.69
28	3829	191.45	23.93
29	3866	193.30	24.16
30	3906	195.30	24.41
31	3944	197.20	24.65
32	3982	199.10	24.89
33	4020	201.00	25.13
34	4059	202.95	25.37
35	4097	204.85	25.61
36	4136	206.80	25.85
37	4176	208.80	26.10
38	4212	210.60	26.33
39	4251	212.55	26.57
40	4290	214.50	26.81
41	4329	216.45	27.06
42	4368	218.40	27.30
43	4407	220.35	27.54
44	4446	222.30	27.79
45	4485	224.25	28.03

Classifications: (597) General Maintenance; (683) Cust III

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 2-1
PAY GRADE C-1
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2675	133.75	16.72
1	2712	135.60	16.95
2	2751	137.55	17.19
3	2790	139.50	17.44
4	2828	141.40	17.68
5	2866	143.30	17.91
6	2905	145.25	18.16
7	2943	147.15	18.39
8	2981	149.05	18.63
9	3020	151.00	18.88
10	3058	152.90	19.11
11	3096	154.80	19.35
12	3136	156.80	19.60
13	3173	158.65	19.83
14	3212	160.60	20.08
15	3250	162.50	20.31
16	3289	164.45	20.56
17	3327	166.35	20.79
18	3365	168.25	21.03
19	3404	170.20	21.28
20	3493	174.65	21.83
21	3531	176.55	22.07
22	3570	178.50	22.31
23	3608	180.40	22.55
24	3647	182.35	22.79
25	3685	184.25	23.03
26	3723	186.15	23.27
27	3762	188.10	23.51
28	3801	190.05	23.76
29	3838	191.90	23.99
30	3877	193.85	24.23
31	3916	195.80	24.48
32	3953	197.65	24.71
33	3992	199.60	24.95
34	4031	201.55	25.19
35	4068	203.40	25.43
36	4108	205.40	25.68
37	4147	207.35	25.92
38	4184	209.20	26.15
39	4224	211.20	26.40
40	4261	213.05	26.63
41	4299	214.95	26.87
42	4337	216.85	27.11
43	4375	218.75	27.34
44	4413	220.65	27.58
45	4451	222.55	27.82

Classifications: (512) Aide II (High School) (with Supervisory Duties)

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 3
PAY GRADE D
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2713	135.65	16.96
1	2751	137.55	17.19
2	2790	139.50	17.44
3	2829	141.45	17.68
4	2866	143.30	17.91
5	2905	145.25	18.16
6	2944	147.20	18.40
7	2982	149.10	18.64
8	3020	151.00	18.88
9	3059	152.95	19.12
10	3097	154.85	19.36
11	3136	156.80	19.60
12	3174	158.70	19.84
13	3212	160.60	20.08
14	3251	162.55	20.32
15	3289	164.45	20.56
16	3327	166.35	20.79
17	3366	168.30	21.04
18	3404	170.20	21.28
19	3443	172.15	21.52
20	3532	176.60	22.08
21	3570	178.50	22.31
22	3609	180.45	22.56
23	3648	182.40	22.80
24	3685	184.25	23.03
25	3724	186.20	23.28
26	3763	188.15	23.52
27	3800	190.00	23.75
28	3839	191.95	23.99
29	3876	193.80	24.23
30	3915	195.75	24.47
31	3955	197.75	24.72
32	3991	199.55	24.94
33	4031	201.55	25.19
34	4070	203.50	25.44
35	4107	205.35	25.67
36	4146	207.30	25.91
37	4185	209.25	26.16
38	4222	211.10	26.39
39	4262	213.10	26.64
40	4299	214.95	26.87
41	4338	216.90	27.11
42	4377	218.85	27.36
43	4416	220.80	27.60
44	4455	222.75	27.84
45	4494	224.70	28.09

Classifications: (655) Bus Operator

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 5-A
PAY GRADE D-1
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2831	141.55	17.69
1	2867	143.35	17.92
2	2904	145.20	18.15
3	2942	147.10	18.39
4	2977	148.85	18.61
5	3014	150.70	18.84
6	3051	152.55	19.07
7	3087	154.35	19.29
8	3124	156.20	19.53
9	3161	158.05	19.76
10	3197	159.85	19.98
11	3234	161.70	20.21
12	3269	163.45	20.43
13	3307	165.35	20.67
14	3344	167.20	20.90
15	3379	168.95	21.12
16	3417	170.85	21.36
17	3455	172.75	21.59
18	3493	174.65	21.83
19	3531	176.55	22.07
20	3621	181.05	22.63
21	3659	182.95	22.87
22	3698	184.90	23.11
23	3735	186.75	23.34
24	3775	188.75	23.59
25	3813	190.65	23.83
26	3853	192.65	24.08
27	3889	194.45	24.31
28	3928	196.40	24.55
29	3966	198.30	24.79
30	4005	200.25	25.03
31	4043	202.15	25.27
32	4081	204.05	25.51
33	4120	206.00	25.75
34	4159	207.95	25.99
35	4197	209.85	26.23
36	4235	211.75	26.47
37	4275	213.75	26.72
38	4312	215.60	26.95
39	4350	217.50	27.19
40	4388	219.40	27.43
41	4427	221.35	27.67
42	4466	223.30	27.91
43	4505	225.25	28.16
44	4544	227.20	28.40
45	4583	229.15	28.64

Classifications: (513) Aide III (HS + 6 hrs) (with supervisory duties); Cafeteria Manager

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 7
PAY GRADE D-2
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2741	137.05	17.13
1	2779	138.95	17.37
2	2817	140.85	17.61
3	2856	142.80	17.85
4	2894	144.70	18.09
5	2933	146.65	18.33
6	2971	148.55	18.57
7	3009	150.45	18.81
8	3048	152.40	19.05
9	3086	154.30	19.29
10	3125	156.25	19.53
11	3163	158.15	19.77
12	3201	160.05	20.01
13	3240	162.00	20.25
14	3278	163.90	20.49
15	3317	165.85	20.73
16	3355	167.75	20.97
17	3393	169.65	21.21
18	3432	171.60	21.45
19	3470	173.50	21.69
20	3560	178.00	22.25
21	3598	179.90	22.49
22	3636	181.80	22.73
23	3675	183.75	22.97
24	3713	185.65	23.21
25	3752	187.60	23.45
26	3790	189.50	23.69
27	3828	191.40	23.93
28	3867	193.35	24.17
29	3905	195.25	24.41
30	3944	197.20	24.65
31	3982	199.10	24.89
32	4020	201.00	25.13
33	4059	202.95	25.37
34	4097	204.85	25.61
35	4136	206.80	25.85
36	4174	208.70	26.09
37	4212	210.60	26.33
38	4251	212.55	26.57
39	4289	214.45	26.81
40	4328	216.40	27.05
41	4366	218.30	27.29
42	4404	220.20	27.53
43	4442	222.10	27.76
44	4480	224.00	28.00
45	4518	225.90	28.24

Classifications: (659) Truck Driver

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 9
PAY GRADE E
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2807	140.35	17.54
1	2845	142.25	17.78
2	2884	144.20	18.03
3	2922	146.10	18.26
4	2960	148.00	18.50
5	2999	149.95	18.74
6	3037	151.85	18.98
7	3076	153.80	19.23
8	3114	155.70	19.46
9	3152	157.60	19.70
10	3191	159.55	19.94
11	3229	161.45	20.18
12	3268	163.40	20.43
13	3306	165.30	20.66
14	3344	167.20	20.90
15	3383	169.15	21.14
16	3421	171.05	21.38
17	3460	173.00	21.63
18	3498	174.90	21.86
19	3536	176.80	22.10
20	3626	181.30	22.66
21	3664	183.20	22.90
22	3702	185.10	23.14
23	3741	187.05	23.38
24	3779	188.95	23.62
25	3818	190.90	23.86
26	3857	192.85	24.11
27	3894	194.70	24.34
28	3933	196.65	24.58
29	3971	198.55	24.82
30	4009	200.45	25.06
31	4048	202.40	25.30
32	4086	204.30	25.54
33	4125	206.25	25.78
34	4163	208.15	26.02
35	4200	210.00	26.25
36	4240	212.00	26.50
37	4279	213.95	26.74
38	4316	215.80	26.98
39	4355	217.75	27.22
40	4395	219.75	27.47
41	4434	221.70	27.71
42	4473	223.65	27.96
43	4512	225.60	28.20
44	4551	227.55	28.44
45	4590	229.50	28.69

Classifications: (657) Heavy Equipment Operator; (638) Plumber 1; (536) Secretary II

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 7-1
PAY GRADE E-1
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2872	143.60	17.95
1	2909	145.45	18.18
2	2946	147.30	18.41
3	2984	149.20	18.65
4	3019	150.95	18.87
5	3055	152.75	19.09
6	3091	154.55	19.32
7	3129	156.45	19.56
8	3165	158.25	19.78
9	3202	160.10	20.01
10	3239	161.95	20.24
11	3274	163.70	20.46
12	3311	165.55	20.69
13	3349	167.45	20.93
14	3385	169.25	21.16
15	3421	171.05	21.38
16	3457	172.85	21.61
17	3496	174.80	21.85
18	3535	176.75	22.09
19	3572	178.60	22.33
20	3661	183.05	22.88
21	3702	185.10	23.14
22	3738	186.90	23.36
23	3778	188.90	23.61
24	3815	190.75	23.84
25	3854	192.70	24.09
26	3893	194.65	24.33
27	3929	196.45	24.56
28	3969	198.45	24.81
29	4007	200.35	25.04
30	4044	202.20	25.28
31	4084	204.20	25.53
32	4121	206.05	25.76
33	4162	208.10	26.01
34	4199	209.95	26.24
35	4235	211.75	26.47
36	4276	213.80	26.73
37	4314	215.70	26.96
38	4351	217.55	27.19
39	4391	219.55	27.44
40	4429	221.45	27.68
41	4468	223.40	27.93
42	4507	225.35	28.17
43	4546	227.30	28.41
44	4585	229.25	28.66
45	4624	231.20	28.90

Classifications: (514) Aide IV (HS + 18 hrs, supervisory duties);
Early Childhood Classroom Ass't Teacher (ECCAT)

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 13
PAY GRADE F
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2890	144.50	18.06
1	2928	146.40	18.30
2	2967	148.35	18.54
3	3006	150.30	18.79
4	3044	152.20	19.03
5	3082	154.10	19.26
6	3120	156.00	19.50
7	3159	157.95	19.74
8	3197	159.85	19.98
9	3235	161.75	20.22
10	3274	163.70	20.46
11	3312	165.60	20.70
12	3351	167.55	20.94
13	3389	169.45	21.18
14	3427	171.35	21.42
15	3466	173.30	21.66
16	3504	175.20	21.90
17	3543	177.15	22.14
18	3581	179.05	22.38
19	3619	180.95	22.62
20	3709	185.45	23.18
21	3747	187.35	23.42
22	3785	189.25	23.66
23	3824	191.20	23.90
24	3863	193.15	24.14
25	3901	195.05	24.38
26	3939	196.95	24.62
27	3977	198.85	24.86
28	4016	200.80	25.10
29	4054	202.70	25.34
30	4092	204.60	25.58
31	4131	206.55	25.82
32	4170	208.50	26.06
33	4209	210.45	26.31
34	4246	212.30	26.54
35	4284	214.20	26.78
36	4323	216.15	27.02
37	4362	218.10	27.26
38	4399	219.95	27.49
39	4438	221.90	27.74
40	4477	223.85	27.98
41	4516	225.80	28.23
42	4555	227.75	28.47
43	4594	229.70	28.71
44	4633	231.65	28.96
45	4672	233.60	29.20

Classifications: (579) Carpenter II; (587) Electrician I; (625) Mechanic; (537) Secretary III;
(519) Autism Mentor; Aide/LPN

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 14
PAY GRADE G
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	2927	146.35	18.29
1	2969	148.45	18.56
2	3010	150.50	18.81
3	3051	152.55	19.07
4	3094	154.70	19.34
5	3134	156.70	19.59
6	3175	158.75	19.84
7	3216	160.80	20.10
8	3257	162.85	20.36
9	3299	164.95	20.62
10	3340	167.00	20.88
11	3382	169.10	21.14
12	3424	171.20	21.40
13	3464	173.20	21.65
14	3506	175.30	21.91
15	3546	177.30	22.16
16	3588	179.40	22.43
17	3630	181.50	22.69
18	3664	183.20	22.90
19	3699	184.95	23.12
20	3791	189.55	23.69
21	3832	191.60	23.95
22	3874	193.70	24.21
23	3916	195.80	24.48
24	3957	197.85	24.73
25	3998	199.90	24.99
26	4039	201.95	25.24
27	4081	204.05	25.51
28	4123	206.15	25.77
29	4165	208.25	26.03
30	4206	210.30	26.29
31	4247	212.35	26.54
32	4288	214.40	26.80
33	4329	216.45	27.06
34	4372	218.60	27.33
35	4414	220.70	27.59
36	4454	222.70	27.84
37	4497	224.85	28.11
38	4537	226.85	28.36
39	4578	228.90	28.61
40	4622	231.10	28.89
41	4662	233.10	29.14
42	4702	235.10	29.39
43	4742	237.10	29.64
44	4782	239.10	29.89
45	4822	241.10	30.14

Classifications: (576) Cabinetmaker; (581) Chief Mechanic; (588) Electrician II; (538) Exec Secretary; (606) Heating & A/C Mechanic II; (609) Locksmith; (639) Plumber II; (560) A/P Supv; (561) P/R Supv;

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 14
PAY GRADE G1
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	3003	150.15	18.77
1	3044	152.20	19.03
2	3086	154.30	19.29
3	3127	156.35	19.54
4	3169	158.45	19.81
5	3210	160.50	20.06
6	3252	162.60	20.33
7	3293	164.65	20.58
8	3335	166.75	20.84
9	3376	168.80	21.10
10	3418	170.90	21.36
11	3459	172.95	21.62
12	3500	175.00	21.88
13	3542	177.10	22.14
14	3583	179.15	22.39
15	3625	181.25	22.66
16	3666	183.30	22.91
17	3708	185.40	23.18
18	3749	187.45	23.43
19	3791	189.55	23.69
20	3883	194.15	24.27
21	3925	196.25	24.53
22	3965	198.25	24.78
23	4007	200.35	25.04
24	4049	202.45	25.31
25	4090	204.50	25.56
26	4132	206.60	25.83
27	4173	208.65	26.08
28	4215	210.75	26.34
29	4256	212.80	26.60
30	4298	214.90	26.86
31	4339	216.95	27.12
32	4381	219.05	27.38
33	4421	221.05	27.63
34	4463	223.15	27.89
35	4505	225.25	28.16
36	4547	227.35	28.42
37	4588	229.40	28.68
38	4629	231.45	28.93
39	4671	233.55	29.19
40	4712	235.60	29.45
41	4754	237.70	29.71
42	4796	239.80	29.98
43	4838	241.90	30.24
44	4880	244.00	30.50
45	4922	246.10	30.76

Classifications: Coordinator of Administrative Offices

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44
60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120
PhD = \$120; PhD & AA = \$160

Classification 16
PAY GRADE G-3
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	3463	173.15	21.64
1	3505	175.25	21.91
2	3547	177.35	22.17
3	3587	179.35	22.42
4	3628	181.40	22.68
5	3669	183.45	22.93
6	3712	185.60	23.20
7	3753	187.65	23.46
8	3795	189.75	23.72
9	3835	191.75	23.97
10	3877	193.85	24.23
11	3919	195.95	24.49
12	3961	198.05	24.76
13	4002	200.10	25.01
14	4043	202.15	25.27
15	4084	204.20	25.53
16	4126	206.30	25.79
17	4168	208.40	26.05
18	4209	210.45	26.31
19	4250	212.50	26.56
20	4342	217.10	27.14
21	4384	219.20	27.40
22	4426	221.30	27.66
23	4468	223.40	27.93
24	4509	225.45	28.18
25	4550	227.50	28.44
26	4591	229.55	28.69
27	4634	231.70	28.96
28	4675	233.75	29.22
29	4716	235.80	29.48
30	4757	237.85	29.73
31	4798	239.90	29.99
32	4841	242.05	30.26
33	4882	244.10	30.51
34	4924	246.20	30.78
35	4964	248.20	31.03
36	5006	250.30	31.29
37	5047	252.35	31.54
38	5090	254.50	31.81
39	5131	256.55	32.07
40	5173	258.65	32.33
41	5216	260.80	32.60
42	5259	262.95	32.87
43	5302	265.10	33.14
44	5345	267.25	33.41
45	5388	269.40	33.68

Classifications: (595) Bus Foreman; (595) Maintenance Foreman

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 17
Pay Grade H
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	3000	150.02	18.75
1	3042	152.12	19.02
2	3083	154.17	19.27
3	3124	156.22	19.53
4	3168	158.42	19.80
5	3208	160.41	20.05
6	3249	162.46	20.31
7	3291	164.56	20.57
8	3331	166.56	20.82
9	3373	168.66	21.08
10	3414	170.71	21.34
11	3455	172.76	21.59
12	3497	174.86	21.86
13	3538	176.90	22.11
14	3579	178.95	22.37
15	3620	181.00	22.63
16	3662	183.10	22.89
17	3704	185.20	23.15
18	3739	186.93	23.37
19	3773	188.66	23.58
20	3866	193.30	24.16
21	3909	195.44	24.43
22	3949	197.43	24.68
23	3991	199.53	24.94
24	4033	201.67	25.21
25	4073	203.66	25.46
26	4115	205.75	25.72
27	4156	207.79	25.97
28	4198	209.88	26.23
29	4241	212.07	26.51
30	4282	214.11	26.76
31	4323	216.15	27.02
32	4365	218.24	27.28
33	4405	220.23	27.53
34	4447	222.37	27.80
35	4489	224.46	28.06
36	4528	226.40	28.30
37	4572	228.59	28.57
38	4613	230.63	28.83
39	4653	232.63	29.08
40	4697	234.87	29.36
41	4739	236.97	29.62
42	4781	239.07	29.88
43	4823	241.17	30.15
44	4865	243.27	30.41
45	4907	245.37	30.67

Classifications: Coordinator of Substitute Call-Out System

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Classification 15
PAY GRADE H-1
2023-2024

Prior Years Experience	Monthly 20 days	Daily 8 Hours	Hourly
0	3093	154.65	19.33
1	3161	158.05	19.76
2	3229	161.45	20.18
3	3297	164.85	20.61
4	3365	168.25	21.03
5	3433	171.65	21.46
6	3501	175.05	21.88
7	3569	178.45	22.31
8	3637	181.85	22.73
9	3704	185.20	23.15
10	3772	188.60	23.58
11	3840	192.00	24.00
12	3908	195.40	24.43
13	3976	198.80	24.85
14	4044	202.20	25.28
15	4112	205.60	25.70
16	4180	209.00	26.13
17	4248	212.40	26.55
18	4316	215.80	26.98
19	4384	219.20	27.40
20	4503	225.15	28.14
21	4571	228.55	28.57
22	4639	231.95	28.99
23	4707	235.35	29.42
24	4775	238.75	29.84
25	4843	242.15	30.27
26	4911	245.55	30.69
27	4979	248.95	31.12
28	5046	252.30	31.54
29	5115	255.75	31.97
30	5183	259.15	32.39
31	5251	262.55	32.82
32	5319	265.95	33.24
33	5387	269.35	33.67
34	5455	272.75	34.09
35	5523	276.15	34.52
36	5591	279.55	34.94
37	5659	282.95	35.37
38	5727	286.35	35.79
39	5795	289.75	36.22
40	5863	293.15	36.64
41	5930	296.50	37.06
42	5997	299.85	37.48
43	6064	303.20	37.90
44	6131	306.55	38.32
45	6198	309.90	38.74

Classifications: Coordinator of Payroll & Employee Benefits

Deduct: \$12 per month for no High School diploma or GED

Add: \$10 per month if work begins or ends between 6:00 p.m. and 5:00 a.m.

With Receipt of College Transcript in Payroll Office:

Add per month: COLLEGE SEMESTER HOURS: 12 hrs = \$11; 24 hrs = \$22; 36 hrs = \$33; 48 hrs = \$44

60 hrs = \$55; 72 hrs = \$66; 84 hrs = \$77; 96 hrs = \$88; 108 hrs = \$99; 120 HRS = \$110

BA+15 hrs = \$121; MA+15 hrs = \$132; MA+30 hrs = \$143; MA+45 hrs = \$154; MA+60 hrs = \$165

Add per month: DEGREE BONUS: AA Degree = \$40; BA degree = \$40; BA & AA = \$80; MA = \$80; MA + AA = \$120

PhD = \$120; PhD & AA = \$160

Marshall County Schools
Principals' Salary
Scale/Index (Extended Time)

Table A - Basic Principals' Salary by WV Board of Education Policy (1952)

Teachers	A.B.	M.A.	Admin. Cert.
2	18.00	19.00	33.00
3	24.00	26.00	40.00
4	30.00	33.00	47.00
5	37.00	41.00	55.00
6	44.00	49.00	63.00
7	50.00	56.00	70.00
8	56.00	63.00	77.00
9	62.00	70.00	84.00
10	68.00	77.00	91.00
11	73.00	84.00	98.00
12	78.00	91.00	105.00
13	83.00	98.00	112.00
14	88.00	105.00	119.00
15	93.00	112.00	126.00
16	95.00	114.00	128.00
17	97.00	116.00	130.00
18	99.00	118.00	132.00
19	101.00	120.00	134.00
20 or more	103.00	122.00	136.00

Note 1: In excess of 20 teachers allocation, the principal will be paid \$2.00 per teacher per month.

Note 2: Jr. and Sr. High Assistant Principals shall have a fixed allocation of \$132.25, \$158.75, or \$178.25 according to A.B. degree, M.A. degree, or Administrative Certificate respectively.

Table C - Degree Supplement (Maximum County)

AB	9,974	MA + 15	11,120
AB + 15	10,143	MA + 30	11,478
MA	10,947	MA + 45	11,915
		Ph. D.	12,099

Table E - Extended Term Schedule

Elementary Principals	11.00
Middle School Principals	12.00
Senior High Principals	13.00
Assistant Principals	11.00

Table B - County Principals' Index

Enrollment	Principal	Ass't. Prin.
1-99	.10	
100-199	.15	
200-349	.20	.10
350-499	.25	.125
500-599	.30	.15
600-799	.35	.175
800-999	.40	.20
1000-1349	.45	.225
1350-1649	.50	.25
1650+	.55	.275

Note: Those designated as Teacher-in-Charge or Administrative Head shall be reduced by .05 of the applicable index.

Table D - State Minimum Salary Increment Rates for Principals and Assistant Principals (18A-4-3)

No. of Teachers Supervised	Principal	Ass't. Prin.
Rates		
1-7	11.00%	5.50%
8-14	11.50%	5.75%
15-24	12.00%	6.00%
25-38	12.50%	6.25%
39-57	13.00%	6.50%
58 and up	13.50%	6.75%

Compute as follows:

- Find one-tenth of the product of the Table B Index rate multiplied by the appropriate supplement at the individual's level of training, Table C.
- Add the applicable Basic Principals' Salary from Table A.
- Add one-tenth of the appropriate supplement at the level of training, Table C.
- Add one-tenth of the State Scale (teaching) salary, according to degree granted teachers with 20 or more years of experience (1985 Acts.)
- Add one-tenth the produce of the appropriate rate, Table D, and the basic (state) salary for teachers in accordance with degree of the principal, no experience.
- Multiply the sum of steps 1 through 5 by the number of months in the applicable employment term, Table E.
- Add \$500 plus \$100 for every year administrative experience.- head principals only
- Add \$2,000 for coverage at SSAC-sanctioned athletic events.- head high school and middle school principals only

**PRINCIPALS AND ASSISTANT PRINCIPALS
STATE MINIMUM SALARY INCREMENT SCHEDULE
FOR THE 2023- 2024 YEAR**

Degree Classification	A.B.	A.B + 15	M.A	M.A.+15	M.A.+30	M.A.+45	Doctorate
State Basic Salary	38,995	39,756	41,523	42,284	43,045	43,806	44,841

PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B + 15	M.A	M.A.+15	M.A.+30	M.A.+45	Doctorate
1-7	11.00%	4,289	4,373	4,568	4,651	4,735	4,819	4,933
8-14	11.50%	4,484	4,572	4,775	4,863	4,950	5,038	5,157
15-24	12.00%	4,679	4,771	4,983	5,074	5,165	5,257	5,381
25-38	12.50%	4,874	4,970	5,190	5,286	5,381	5,476	5,605
39-57	13.00%	5,069	5,168	5,398	5,497	5,596	5,695	5,829
58-up	13.50%	5,264	5,367	5,606	5,708	5,811	5,914	6,054

ASSISTANT PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B + 15	M.A	M.A.+15	M.A.+30	M.A.+45	Doctorate
1-7	5.50%	2,145	2,187	2,284	2,326	2,367	2,409	2,466
8-14	5.75%	2,242	2,286	2,388	2,431	2,475	2,519	2,578
15-24	6.00%	2,340	2,385	2,491	2,537	2,583	2,628	2,690
25-38	6.25%	2,437	2,485	2,595	2,643	2,690	2,738	2,803
39-57	6.50%	2,535	2,584	2,699	2,748	2,798	2,847	2,915
58-up	6.75%	2,632	2,684	2,803	2,854	2,906	2,957	3,027

Notes: (1) Reference - West Virginia Code Section 18A-4-3

OSF

3/25/2023

State Salary Schedules 24

**MARSHALL COUNTY SCHOOLS
PRINCIPAL SALARIES SCALE/INDEX
2023 – 2024**

Policy: Determination of Enrollment as it relates to setting principal salaries

The enrollment figure to be utilized in the computation of a principal's salary for the current fiscal year shall be the active enrollment for the second month of the preceding fiscal year for the school in which the individual involved is principal.

When consolidation or realignment of attendance areas is a factor, then the recommendation of the Superintendent shall be used. This recommendation shall be based on projected estimates and will be utilized as a base until a base can be established by the previously described means.

Provided the principal remains as principal in the school in which employed during the previous year's regular school term, a decrease in pupil enrollment and/or a decrease in the number of teachers shall not cause a reduction in the principal's salary or the number extended days employed. This moratorium on salary decrease shall remain in effect for four (4) years. At the beginning of the fifth year, salaries will be calculated according to the first paragraph of this policy.

**MARSHALL COUNTY SCHOOLS
ADMINISTRATIVE PAYROLL PROCEDURES**

The salary for county office administrators will be determined by multiplying the Marshall County salary for a teacher at the years experience (minimum 20 years) in accordance with the classification of certification (minimum MA+45) by the appropriate percentage as follows:

Assistant Superintendent	35%
Business Manager/Personnel Director	30%
Director of Programs	25%
Coordinators	15%

The above calculated amount covers a 10 month employment term. Extended employment will be paid at the same daily rate.

All other professional employees will be paid at the Marshall County salary for a teacher at the years experience in accordance with classification of certification adjusted for days in excess of 200 per their contract. Note that years of experience will be determined by a committee consisting of the Superintendent, Personnel Director, and Business Manager.

Administrators holding or obtaining a national certification in the area in which they are employed will receive a \$2,000 supplement to their calculated salary.

**MARSHALL COUNTY SCHOOLS
PAY DATES**

Note that payroll is paid on the 5th and 20th of the month. Below are the dates of the first and last pay checks for all personnel based on whether the employee is professional or service and the number of contracted day.

Type of Personnel	Contracted Days	First Check of Fiscal Year	Last Check of Fiscal Year
Professional/Service	200	September 5th	August 20th
Professional/Service	210	September 5th	August 20th
Service	215	August 20th	August 5th
Service	220/240	August 20th	August 5th
Professional	220/240	August 5th	July 20th
Service	260	July 20th	July 5th
Professional	260	July 5th	June 19th