



JEFFERSON COUNTY PUBLIC SCHOOLS 2025-2026 SALARY SCHEDULES

Effective October 15, 2025

Submitted October 14, 2025

JOB FAMILY III SALARY SCHEDULE						
2025 - 26						
Annual Salary based on 187 days, 7 hours per day						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
	(31) Bachelor's	(32) Bachelor's + 15 hrs	(21) Master's	(22) Master's + 15 hrs	(11) Master's + 30 hrs	(12) Doctorate Degree
0	49,479.56	51,482.30	56,151.50	58,149.46	62,816.14	65,702.88
1	50,370.73	52,368.66	57,037.81	59,038.20	63,702.50	66,596.55
2	51,261.95	53,259.92	57,926.60	59,701.77	64,596.12	67,480.43
3	52,143.47	54,148.67	58,812.94	60,813.35	65,480.07	68,369.24
4	55,262.71	55,262.71	61,130.62	61,702.16	66,988.86	69,260.44
5	56,151.50	56,817.44	61,481.79	63,482.16	68,148.84	71,038.01
6	57,485.86	58,595.01	63,259.33	65,254.88	69,924.01	72,813.11
7	58,369.77	60,367.75	65,036.88	67,042.12	71,701.58	74,590.75
8	60,149.77	62,152.61	66,816.90	68,817.23	73,481.56	76,373.14
9	61,922.58	63,927.73	68,592.05	70,592.41	75,259.14	78,145.88
10	63,702.50	65,702.88	70,369.65	72,367.54	77,031.86	79,921.05
11	67,262.50	69,260.44	73,927.16	75,922.75	80,596.63	83,478.58
12	69,037.63	71,038.01	75,704.74	77,702.71	82,371.80	85,258.57
13	70,815.22	72,813.11	77,477.48	79,480.31	84,146.97	87,040.98
14	72,592.78	74,590.75	79,259.86	81,255.39	85,924.59	88,813.74
15	74,367.94	76,373.14	81,039.85	83,035.39	87,699.73	90,591.29
16	77,927.93	79,921.05	84,595.06	86,595.42	91,259.68	94,141.62
17	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
18	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
19	80,596.63	82,592.23	87,254.13	89,261.72	93,926.08	96,810.39
20	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
21	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
22	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
23	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
24	82,371.80	84,372.25	89,036.53	91,036.87	95,703.61	98,587.95
25	83,701.37	85,704.19	90,368.50	92,368.84	97,033.18	99,924.76

The 2025-2026 teacher salary schedule reflects an increase of 3.0%. Annual salary is based on a 187 days, 7 hours per day work year.

Munis Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CEX x admin index

EMERGENCY CERTIFICATION	
2025 - 26	
Annual Salary based on 187 days 7 hours per day	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	48,479.56
1	49,370.73
2	50,261.95
3	51,143.47
4	54,262.71
5	55,151.50
6	56,485.86
7	57,369.77
8	59,149.76
9	60,922.58
10	62,702.50

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

Munis BU: CERT, CLAU (Grade 41)

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2025 - 26						
SALARY	STEP					
GRADE	0	1	2	3	4	5
16	1.320	1.338	1.355	1.373	1.388	1.405
15	1.275	1.290	1.306	1.320	1.336	1.352
14	1.230	1.244	1.258	1.272	1.285	1.299
13	1.190	1.201	1.213	1.225	1.237	1.249
12	1.151	1.162	1.172	1.182	1.191	1.201
11	1.111	1.119	1.128	1.138	1.147	1.156
10	1.073	1.080	1.088	1.095	1.103	1.111
09	1.036	1.042	1.049	1.055	1.062	1.068
08	1.001	1.007	1.012	1.017	1.021	1.026

Salary Computation for Certified Administrator:

Job Family III Daily Rate X Certified Administrator Index = Certified Administrator's Daily Rate

Certified Administrator's Daily Rate X Number of Days = Annual Salary

Example Salary Computation for High School Principal who is on Certified Admin Grade 14/Step 5 and Teacher Rank I/Step 25:

Step 1: Find Rank I/Step 25 Annual Salary on Job Family III/Teacher Salary Schedule = \$97,033.18

Step 2: Divide \$97,033.18 by 187 days = \$518.8940 per day

Step 3: Find Certified Administrator Index for High School Principal at Grade 14/Step 5 = 1.299

Step 4: Multiply \$518.8940 x 1.299 = \$674.0433 Certified Admin Daily Rate

Step 5: Multiply \$674.0433 x 260 or applicable Number of Contract Days = \$175,251.26

Effective 7/1/2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

Munis Group/BU: CERX

JOB FAMILY II - SALARY EXEMPT											
2025 - 26											
Daily Rate is based on 8 hour work day.											
GRADE	0	1	2	3	4	5	6	7	8	9	10
18	565.6315	588.2360	610.8409	632.4180	655.0228	677.1139	699.2049	721.2955	743.9003	765.9000	765.9000
17	544.0541	565.1176	586.6949	608.2722	629.3356	650.9127	671.9762	693.5535	715.1308	736.1941	757.7714
16	523.5045	544.5679	565.1176	585.6675	606.2171	626.2532	647.3166	667.8663	687.9023	708.9659	729.0019
15	503.4684	522.9907	543.0269	562.5491	582.0712	602.1072	621.6294	641.6655	661.1877	680.7098	700.7459
14	483.9462	502.9548	521.9634	540.9715	559.9802	578.4750	597.9974	616.4920	635.5006	655.0228	673.5175
13	464.9377	483.4326	501.9272	519.9083	538.4031	556.8977	574.3651	592.8598	611.3546	629.3356	647.8303
12	447.9842	465.4516	482.9189	500.8997	517.8532	535.8342	553.3015	570.7688	588.2360	606.2171	623.1708
11	430.0032	447.4705	463.9101	480.8637	497.8172	514.2571	531.2106	548.6778	565.1176	582.0712	599.0246
10	413.5635	430.0032	446.4429	462.3691	478.8089	495.2486	511.1746	527.1005	543.5405	559.9802	575.9062
9	398.1512	413.0496	428.9755	444.9018	460.3140	475.7265	491.1386	507.0647	522.4771	537.8893	553.8153
8	382.2251	397.6376	412.0221	427.4346	442.3330	457.7454	472.1302	487.5425	502.4410	517.3395	532.2381

Job Family II, Grades 8 - 18 are salaried positions exempt from overtime. Daily Rates are based on 8 hour per work day.

Effective July 1, 2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

The 2025-26 Job Family II salary schedules reflects an increase of 3.0% with exception of Grade 18, Steps 9 & 10 which have been held at \$765.90 daily rate limit.

Add-to-base stipends including but not limited to KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

JOB FAMILY II - SALARY EXEMPT (1)															
2025 - 26															
Daily Rate is based on 8 hour work day.															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	263.7679	276.9471	290.1395	303.3056	316.4981	329.7035	342.8696	342.8696	356.0485	356.0485	369.2671	369.2671	382.4463	382.4463	395.6256
6	239.7460	251.7307	263.7155	275.7002	287.6850	299.6826	311.6804	311.6804	323.6519	323.6519	335.6497	335.6497	347.6476	347.6476	359.6189
5	-	232.0085	237.5671	248.3704	259.1869	269.9900	280.7932	280.7932	291.5702	291.5702	302.3737	302.3737	313.1636	313.1636	323.9802
4	-	-	-	-	232.0085	241.0850	250.7200	250.7200	260.3549	260.3549	270.0033	270.0033	279.6515	279.6515	289.2863
SI	239.8708	251.8619	276.9382	281.1406	289.9656	296.2692	303.4133	303.4133	307.9519	307.9519	313.0788	313.0788	319.3824	319.3824	328.6277

(1) Job Family II - SALARY EXEMPT schedule is based on 8 hours per day. Positions are salaried and exempt from overtime.

Longevity Pay for Job Family II Grades 4 -7 & SI (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

The 2025-26 Job Family II - Salary Exempt schedule reflects an increase of 3.0%.

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAS and CLAP (Grades 4-7, SI)

JOB FAMILY II - HOURLY NON-EXEMPT (2)															
2025 - 26															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	21.3325	22.4007	23.4705	24.5354	25.6035	26.6669	27.7318	27.7318	28.8000	28.8000	29.8650	29.8650	30.9331	30.9331	31.9980

(2) Job Family II - HOURLY NON-EXEMPT. Beginning 7/1/24, position in Job Family II/grade 3 are hourly (overtime eligible) to comply with Federal minimum limits effective 7/1/24.

Classified Stipend for Doctorate Degree: \$1.6653 per hour

Longevity Pay for Job Family II Grades 3 (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

The 2025-26 Job Family II - Hourly Non-Exempt schedule reflects an increase of 3.0%

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAS and CLAJ (Grade II3 and II3H)

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2025 - 26

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	30.0601	31.6749	33.3681	35.0089	36.5448	38.3433	40.3254	40.3254	42.0973	42.0973	43.7514	43.7514	45.6943	45.6943	46.4027	47.1511	47.8992	48.7394
15	28.6556	30.1917	31.8324	33.3681	34.7990	36.5712	38.4218	38.4218	40.1415	40.1415	41.7298	41.7298	43.5937	43.5937	44.2764	44.9853	45.7071	46.5080
14	27.2641	28.7212	30.2833	31.7140	33.1055	34.7201	36.5183	36.5183	38.1857	38.1857	39.6689	39.6689	41.4149	41.4149	42.0579	42.7273	43.4099	44.1714
13	25.8071	27.1461	28.6293	29.9813	31.3334	32.8562	34.5627	34.5627	36.0719	36.0719	37.5162	37.5162	39.1833	39.1833	39.7870	40.4303	41.0735	41.7952
12	24.3499	25.6495	27.0016	28.3011	29.5877	31.0578	32.6068	32.6068	34.1161	34.1161	35.4289	35.4289	36.9910	36.9910	37.5554	38.1724	38.7763	39.4458
11	22.9324	24.1793	25.4264	26.6998	27.8287	29.1939	30.7033	30.7033	32.0948	32.0948	33.3417	33.3417	34.7990	34.7990	35.3502	35.9147	36.4790	37.1223
10	21.5407	22.7091	23.8906	25.0982	26.1615	27.4741	28.8919	28.8919	30.1389	30.1389	31.3334	31.3334	32.7118	32.7118	33.2238	33.7490	34.2869	34.8907
9	20.0576	21.1470	22.2367	23.3393	24.3763	25.5577	26.8573	26.8573	28.0516	28.0516	29.1542	29.1542	30.4670	30.4670	30.9397	31.4254	31.9372	32.4887
8	18.6397	19.6900	20.7271	21.7117	22.6698	23.7460	24.9802	24.9802	26.1090	26.1090	27.1066	27.1066	28.3275	28.3275	28.8001	29.2596	29.7452	30.2571
7	17.1698	18.1413	19.0729	20.0050	20.8451	21.9347	23.0241	23.0241	24.0611	24.0611	24.9802	24.9802	26.1090	26.1090	26.5028	26.9230	27.3691	27.8416
6	16.4660	16.6709	17.5637	18.4036	19.1913	20.1232	21.2126	21.2126	22.1053	22.1053	22.9850	22.9850	24.0219	24.0219	24.3897	24.7961	25.1771	25.6102
5	16.3013	16.4660	16.7366	17.5375	18.3248	19.1913	20.1625	20.1625	21.0947	21.0947	21.9347	21.9347	22.9060	22.9060	23.2474	23.6283	23.9956	24.4157
4	16.1380	16.3013	16.4660	16.6971	17.4322	18.2723	19.1913	19.1913	20.0707	20.0707	20.8451	20.8451	21.8036	21.8036	22.1053	22.4730	22.8274	23.2212
3	15.9771	16.1383	16.3013	16.4660	16.6055	17.4322	18.3248	18.3248	19.1127	19.1127	19.9001	19.9001	20.7661	20.7661	21.0947	21.4361	21.7903	22.1711
2	15.6600	15.8171	15.9771	16.1383	16.3013	16.4660	17.2879	17.2879	18.0623	18.0623	18.7450	18.7450	19.6245	19.6245	19.9001	20.2151	20.5432	20.9109
1	15.4438	15.5034	15.6600	15.8171	15.9771	16.1383	16.3013	16.4660	17.1303	17.1303	17.7866	17.7866	18.6006	18.6006	18.9026	19.2172	19.5193	19.8607

Longevity Pay for Job Family 1A (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

Second Shift: \$.65 per hour
Third Shift: \$1.00 per hour

ECE & Early Childhood Instructional Assistant and Personal Care Asst ECE Stipend Pay (JCCs 8190, 8194, 8015, 8023, 8906, 8272, 8298, 8300, 8393):
\$1.00 per hour in addition to the above salary schedule

Enhanced Support Zone Classroom Instructional Support Stipend Pay:
\$1.00 per hour in addition to the above salary schedule

The 2025-26 Job Family IA salary schedule reflects an increase of 3.0%.

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, AIS/CZ, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU:: CLAA, CLAR, CLA5, CLAB, CLA8, CLAD, RCLA

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE 1B														
2025 - 26														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	25.4659	26.8177	28.1568	29.7452	31.2153	32.6988	34.1688	35.6521	35.6521	37.0699	37.0699	38.5794	38.5794	40.2071
12	24.4286	25.7153	27.0148	28.5639	29.9421	31.3727	32.7644	34.2344	34.2344	35.6128	35.6128	37.0306	37.0306	38.5794
11	23.5100	24.7306	26.0171	27.4873	28.8264	30.1784	31.5039	32.9220	32.9220	34.2477	34.2477	35.6391	35.6391	37.0828
10	22.6177	23.7725	25.0195	26.4239	27.7106	29.0364	30.3360	31.6221	31.6221	32.9482	32.9482	34.2738	34.2738	35.7047
09	21.8429	22.9587	24.1665	25.4919	26.7522	28.0126	29.2202	30.5195	30.5195	31.7405	31.7405	33.0662	33.0662	34.4182
08	20.9371	22.0529	23.1818	24.4550	25.6495	26.8966	28.0910	29.3249	29.3249	30.5063	30.5063	31.7272	31.7272	33.0925
07	20.1232	21.1996	22.2627	23.5493	24.6650	25.8727	27.0016	28.1964	28.1964	29.3383	29.3383	30.5195	30.5195	31.8324
06	19.3882	20.4384	21.4754	22.6698	23.7460	24.9276	26.0304	27.1461	27.1461	28.2618	28.2618	29.4038	29.4038	30.6247
05	18.6397	19.6506	20.6483	21.8036	22.8536	23.9303	25.0195	26.1090	26.1090	27.1461	27.1461	28.2618	28.2618	29.4169
04	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
03	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
02	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
01	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

- Second Shift: \$.65 per hour
- Third Shift: \$1.00 per hour

Adverse Weather Shift Differential: Approved Per C.O.O for Job Class Codes 8960, 8961, and 8962.

- Approved Shift: \$.75 per hour

The 2025-26 Job Family 1B salary schedule reflects an increase of 3%.
 Add to base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary Stipends are not subject to Cost of Living Increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - BUS DRIVERS AND SPECIAL NEEDS TRANSPORTATION ASSISTANTS														
2025 - 26														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
BUS	24.8197	25.8306	26.8283	27.9836	29.0336	30.1103	31.1995	32.2890	32.2890	33.3261	33.3261	34.4418	34.4418	35.5969
SNTA	22.6460	22.7724	23.6385	24.6097	25.4762	26.3823	27.3270	28.2329	28.2329	29.1253	29.1253	30.0574	30.0574	31.0290

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate.

Longevity pay is based on continuous, permanent JCPS employment with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Challenging Bus Stipend (Job Class Codes 8814, 8816, 8818 & 8824):

\$5.00 per hour for one challenge

\$7.50 per hour for two challenges

\$10.00 per hour for three challenges

Bus Driver & SNTA Differential Pay:

Effective 7/1/24, the Bus Driver & SNTA salary schedule has been increased by \$6.00 per hour permanently in addition to the 2% Cost of Living increase,

and will be included in the hourly pay rate on all wages paid regardless of scheduled hours worked. The \$6.00 per hour Bus Driver & SNTA Differential

Incentive pay previously paid based on fulfillment of working all scheduled hours in the pay period has been discontinued.

New Bus Driver Incentives (Job Class Codes 8814 & 8818):

\$150 plus CDL fees: New Bus Driver without CDL

Bus drivers hired by JCPS after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as a full-time or permanent part-time bus driver. One-time \$150 incentive will be paid after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$2000 Incentive: New Bus Driver with CDL

Full-time and permanent part-time Bus driver hired by JCPS after 7/1/24 and have a CDL will be paid a one-time \$2000 incentive payment after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$4000 Incentive: New Bus Driver with CDL and School Bus Endorsement

Full-time and permanent part-time bus drivers hired by JCPS after 7/1/24 and have a CDL and School Bus Endorsement will be paid a one-time \$4000 incentive payment after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

The 2025-26 Job Family IB Bus Driver & SNTA salary schedule reflects an increase of 3.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAE (job class code 8814, 8816, 8824 only and CLAT (job class code 8818 only)

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2025 - 26														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
03	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
02	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
01	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

Longevity Pay for Job Family 1B Nutrition Services (revised effective 7/1/24: The rates below are in addition to the above salary schedule hourly rate.

Longevity pay is based on continuous, permanent JCPS employment with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

See Temporary Salary Schedule Schedule for 2024-25 pay adjustments.

The 2025-26 Nutrition Services Job Family IB salary schedule reflects an increase of 3.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAG and CLAT(part-time job class code 8111 only)

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2025 - 26														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
11H	23.5100	24.7306	26.0171	27.4873	28.8264	30.1784	31.5039	32.9220	32.9220	34.2477	34.2477	35.6391	35.6391	37.0828
10H	22.6177	23.7725	25.0195	26.4239	27.7106	29.0364	30.3360	31.6221	31.6221	32.9482	32.9482	34.2738	34.2738	35.7047
9H	21.8429	22.9587	24.1665	25.4919	26.7522	28.0126	29.2202	30.5195	30.5195	31.7405	31.7405	33.0662	33.0662	34.4182
8H	20.9371	22.0529	23.1818	24.4550	25.6495	26.8966	28.0910	29.3249	29.3249	30.5063	30.5063	31.7272	31.7272	33.0925
7H	20.1232	21.1996	22.2627	23.5493	24.6650	25.8727	27.0016	28.1964	28.1964	29.3383	29.3383	30.5195	30.5195	31.8324
6H	19.3882	20.4384	21.4754	22.6698	23.7460	24.9276	26.0304	27.1461	27.1461	28.2618	28.2618	29.4038	29.4038	30.6247
5H	18.6397	19.6506	20.6483	21.8036	22.8536	23.9303	25.0195	26.1090	26.1090	27.1461	27.1461	28.2618	28.2618	29.4169
4H	17.3141	18.2197	19.1256	20.1890	21.1996	22.1973	23.2212	24.2187	24.2187	25.2033	25.2033	26.2141	26.2141	27.3166
3H	16.4660	16.5924	17.4585	18.4297	19.2962	20.2023	21.1470	22.0529	22.0529	22.9453	22.9453	23.8774	23.8774	24.8490
2H	16.1383	16.3013	16.4660	16.7761	17.6029	18.4561	19.2435	20.0838	20.0838	20.9109	20.9109	21.7511	21.7511	22.6698
1H	15.8171	15.9771	16.1383	16.3013	16.4660	16.6184	17.3535	18.1018	18.1018	18.8631	18.8631	19.6112	19.6112	20.4121

Longevity Pay for Job Family 1B SEIU(revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

Second Shift: \$.65 per hour

Third Shift: \$1.00 per hour

Custodians and Lead Custodians working in a higher classification: \$2.00 per hour

The 2025-26 Job Family IB salary schedule reflects an increase of 3.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAH

CLASSIFIED SUPPORT STAFF HOURLY RATES															
SALARY SCHEDULE IC - School Resource Officer, Sergeant, Detective															
2025 - 26															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
OS	34.2499	36.8147	41.2794	41.2794	41.8848	41.8848	42.4548	42.4548	43.0130	43.0130	43.6304	43.6304	44.2834	44.2834	44.9009
OSS	27.1916	29.6698	33.7418	33.7418	34.5686	34.5686	35.1193	35.1193	35.6584	35.6584	36.2550	36.2550	36.8859	36.8859	37.4825

Longevity Pay for Job Family IC (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential Pay:

Second Shift: \$.65 per hour

Third Shift: \$1.00 per hour

The 2025-26 Job Family 1C salary schedule reflects an increase of 3.0% plus adjustment.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Effective 12/7/24, OS salary grade increased by an additional \$6.00 per hour.

Munis Group/BU: CLAJ - These job class codes only: 8958-Sergeant, 8091-School Resource Officer and 8783-Detective.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2025 - 26						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	215.8054	224.4412	233.0773	239.5456	250.3375
II	Master's Degree	194.2330	209.3371	217.9731	226.5975	233.0773
III	Bachelor's Degree	187.7531	194.2330	200.7013	209.3371	215.8054
IV	96 semester hours plus	179.1287	185.5971	194.2330	200.9664	207.1811
V	64-95 semester hours	166.1691	172.6489	179.1287	186.3120	192.0769

*Resident Classroom Instruction salary is Rank III/Step 0 in the above schedule and not eligible for step increases.

The 2025-26 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 3.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2025 - 26					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2025-26 Certified Re-employed Retiree salary schedule is not marked to Cost of Living Adjustment (COLA).

Munis Group/BU: SUB7/Step 5 and RCET/Step 41

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2025 - 26		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	195.0000
II	Master's Degree	185.0000
III	Bachelor's Degree	175.0000
IV	96 semester hours plus	165.0000
V	64-95 semester hours	155.0000

Substitute Teacher Incentive Pay:

- **Exceptional Childhood Education (ECE/Special Ed):** \$20.00 extra per day for substituting for an ECE certified teacher position
- **Early Childhood (ECH):** \$20.00 extra per day for substituting for an ECH certified teacher position
- **Non-Enhanced Support Consecutive Day:** After working 20 consecutive days, at any combination of schools, receive a stipend payment of \$500
- **Enhanced Support Consecutive Day:** After working 20 consecutive days at any combination of enhanced support schools, receive a stipend payment of \$1,000
- **Emergency:** \$50.00 extra per day for an approved emergency day assignment at a particular school. All Emergency Day assignments must be pre-approved by the Chief of Human Resources.

Temporary Appointee (Long-term) Assignment Incentive Pay:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- **NOTE:** Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: ECE \$20/day ECE Sub, ECH \$20/day, Non-Enhanced Support Consecutive Day, Enhanced Support Consecutive Day and Emergency \$50/day.

To be eligible for the incentives listed above, a substitute must work the full instructional student school day.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2025-26 Substitute Teacher salary schedule is not marked to Cost of Living Adjustment (COLA)

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2025 - 26						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	223.0288	232.2409	253.7173	262.9071	284.3723	297.6502
1	227.1280	236.3178	257.7942	266.9952	288.4493	301.7606
2	231.2272	240.4171	261.8823	270.0473	292.5596	305.8264
3	235.2819	244.5052	265.9592	275.1602	296.6254	309.9144
4	249.6292	249.6292	276.6195	279.2483	303.5652	314.0137
5	253.7173	256.7805	278.2347	287.4356	308.9008	322.1899
6	259.8549	264.9567	286.4108	295.5895	317.0659	330.3549
7	263.9208	273.1106	294.5870	303.8102	325.2420	338.5310
8	272.1080	281.3202	302.7742	311.9753	333.4293	346.7295
9	280.2620	289.4852	310.9392	320.1403	341.6054	354.8834
10	288.4493	297.6502	319.1155	328.3053	349.7593	363.0484

Salary Placement cannot exceed the retiree's TRS Daily Wage Threshold.

Retired administrator maximum daily pay shall be capped at the 8-hr daily rate reflected on this schedule.

The 2025-26 Part-time Retired Certified Administrator salary schedule is not marked to Cost of Living Adjustment (COLA).

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2025 - 26	
GRADE II-A	HOURLY RATE
18	70.7040
17	68.0067
16	65.4381
15	62.9336
14	60.4932
13	58.1172
12	55.9979
11	53.7504
10	51.6954
9	49.7689
8	47.7781
7	32.9710
6	29.9683
5	26.9967
4	24.1090
3	21.3325

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate Job Family II salary grade. If position is subject to TRS, the rate cannot exceed the retiree's TRS Daily Wage Threshold (DWT).

Retired administrator maximum daily pay shall be capped at the 8-hours per day.

The 2025-26 Retired Job Family II Classified Substitute Administrator salary schedule reflects an increase of 3.0%.

Munis BU: SUBC (Grade II-A) and RCEA (Grade II-A/JCC 8381 only)

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2025 - 26	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.4035
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.7742
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	33.0746
Professional Development	10.7800

The 2025-26 Adult Ed Full-time salary schedule reflects an increase of 3.0%
The 2025-26 Adult Ed Temp salary schedule is not marked to Cost of Living Adjustment (COLA).

Munis Group/BU: CLAU (Grade ADLT/Step 0), SUBC (Grade SUB/Step 35, SUBW (Grade SUB/Step 35 & 36)

YOUTH STUDENT APPRENTICESHIP / YOUTH APPRENTICESHIP										
2025 - 26										
CAREER PATHWAY	Job Family 6 Grade YA-x	# Hours Required for Apprenticeship Completion	0-1000 (Step 0)	1000-2000 (Step 1)	2000-3000 (Step 2)	3000-4000 (Step 3)	4000-5000 (Step 4)	5000-6000 (Step 5)	Full Time Salary Schedule & Grade	Entry Level Starting Pay
Accounting	YA-1	4,000	9.4548	9.9548	10.4548	10.9548	-	-	1A, Gr. 5	16.3013
Administrative Support	YA-2	4,000	9.4548	9.9548	10.4548	10.9548	-	-	1A, Gr. 5	16.3013
Medical Assistant	YA-3	4,000	9.3600	9.8600	10.3600	10.8600	-	-	1A, Gr. 4	16.1380
Graphic Design	YA-4	3,000	9.5503	10.0503	10.5503	-	-	-	1A, Gr. 6	16.4660
IT: Specialist	YA-5	2,606	12.4936	12.9936	13.4936	-	-	-	1A, Gr. 10	21.5407
IT: Help Desk	YA-6	2,008	12.4936	12.9936	-	-	-	-	1A, Gr. 10	21.5407
Cook	YA-7	3,000	9.1739	9.6739	10.1739	-	-	-	1B, Gr. 1	15.8171
Maintenance (Facility)	YA-8	4,000	11.6714	12.1715	12.6715	13.1715	-	-	1B, Gr. 7	20.1232
Diesel Mechanic	YA-9	6,000	13.1183	13.6183	14.1183	14.6173	15.1183	15.6183	1B, Gr. 10	22.6177
Early Childhood	YA11	4,000	9.3600	9.8600	10.3600	10.8600	-	-	1A, Gr. 4	16.1380
Industrial Manufacturing Technician	YA12	2,736	10.8110	11.3110	11.8110	-	-	-	1B, Gr. 5	18.6397
Landscape Management Technician	YA13	2,000	9.2667	9.7667	-	-	-	-	1A, Gr. 3	15.9771

Starting Pay of Step 0 is 58% of full-time Entry Level position which reflects an increase of 2%. Subsequent steps increase by \$.50 per hour.

Munis BU: Student Apprenticeship=STDT (Grade YA-x) and Youth Apprenticeship=SUBC (Grade YA-x)

CLASSIFIED HOURLY SUBSTITUTE RATES JOB FAMILY 6 (SUBC)			
2025 - 26			
DESCRIPTION	Temp Grade/Step	Job Family Grade/Step Equivalent	Entry Level Starting Pay
Americorp Participant	SUBC-SUB-03		Living Wage
Student Worker	STDT-1-00		10.3000
Student Worker - Co-op Vehicle Maintenance	STDT-2-00		10.8150
Classified Temp/Substitute	SUBC-SUB-30		11.3071
Classified Temp/Substitute	SUBC-SUB-01	IA-3-0	15.9771
Classified Temp/Substitute	SUBC-SUB-04	IA-4-0	16.1380
Classified Temp/Substitute	SUBC-SUB-05	IA-5-0	16.3013
Classified Temp/Substitute	SUBC-SUB-06	IA-6-0	16.4660
Classified Temp/Substitute	SUBC-SUB-07	IA-7-0	17.1698
Classified Temp/Substitute	SUBC-SUB-08	IA-8-0	18.6397
Classified Temp/Substitute	SUBC-SUB-10	IA-10-0	21.5407
Classified Temp/Substitute	SUBC-SUB-13	IA-13-0	25.8071
Temp/Sub RN	SUBC-SUB-11	IA-8-6	24.9802
Temp/Sub Interpreter I	SUBC-SUB-16	IA-8-4	22.6698
Temp/Sub Interpreter II	SUBC-SUB-17	IA-10-5	27.4741
Temp/Sub Interpreter III	SUBC-SUB-18	IA-12-6	32.6068
Bus Driver Trainee	SUBC-SUB-28		21.6300
Sub Bus Driver	SUBC-SUB-29		27.8100
Retired Bus Driver	SUBC-SUB-51		33.2175
Temp/Sub SNTA	SUBC-SUB-52		25.9667
Sub Custodian	SUBC-SUB-37		17.6501
Summer Grounds & Summer Mover/Maintenance	SUBC-SUB-38	IB-2-1	16.3013
Grounds Crewleaders	SUBC-SUB-40	IB-3-1	16.5924
Sub In-School Security Monitor	SUBC-SUB-42	IB-5-0	18.6397
Painter	SUBC-SUB-43	IB-6-0	19.3882
High Scaffold Painter	SUBC-SUB-44	IB-7-0	20.1232
Lead Painter/Lead Worker	SUBC-SUB-45	IB-8-0	20.9371
Lead Painter/Lead Worker	SUBC-SUB-46	IB-9-0	21.8429
Lead Painter/Lead Worker	SUBC-SUB-47	IB-10-0	22.6177
Lead Painter/Lead Worker	SUBC-SUB-48	IB-11-0	23.5100
Lead Painter/Lead Worker	SUBC-SUB-49	IB-12-0	24.4286
Lead Painter/Lead Worker	SUBC-SUB-50	IB-13-0	25.4659

The 2025-26 Temp/Substitute salary schedule reflects alignment with equivalent full-time position with the exception of Americorp, Student Worker, Student Worker-Co-op, Sub Custodian & Bus Driver Trainee. Rates for classified substitutes reflect an increase of 3.0%

Munis BU: SUBC (Grade SUB), STDT (Grade 1,2)

EXTRA SERVICE PAY SCHEDULE

2025 - 26

1.0 = .1088 x Rank III, Step 0 (for a 187 day teacher salary schedule)

Rank III, Step 0 = \$49,479.56

Times .1088 = \$5,383

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Archery	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Athletic Director	1.2000 6,460	1.3876 7,470	1.5750 8,479	1.7626 9,489	1.9500 10,498
Baseball, Head (2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Baseball, Assistant or JV (2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Basketball, Head (1,2)	1.0000 5,383	1.1563 6,225	1.3125 7,066	1.4688 7,907	1.6250 8,749
Basketball JV/Assistant(1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Basketball, Freshman (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Bass Fishing	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Bowling	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Cross Country, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Field Hockey, Head (2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Field Hockey, Assistant or JV (2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Football Head	1.0000 5,383	1.1563 6,225	1.3125 7,066	1.4688 7,907	1.6250 8,749
Football JV/Assistant (1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Football, Freshman (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Golf Head (1,2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Lacrosse, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Soccer, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Soccer, Assistant (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Softball, Head (2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249
Softball, Assistant or JV (2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Swimming Head (1,2)	0.4000 2,154	0.4625 2,490	0.5250 2,827	0.5875 3,162	0.6500 3,500
Tennis, Head (1,2)	0.5000 2,691	0.5782 3,113	0.6563 3,532	0.7344 3,953	0.8125 4,374
Track Indoor, Head (1,2)	0.3000 1,615	0.3469 1,868	0.3938 2,120	0.4406 2,373	0.4875 2,625
Track Indoor, Assistant (1,2)	0.1500 808	0.1734 934	0.1969 1,060	0.2203 1,186	0.2438 1,312
Track Outdoor, Head (1,2)	0.6000 3,229	0.6938 3,734	0.7875 4,239	0.8813 4,743	0.9750 5,249

EXTRA SERVICE PAY SCHEDULE

2025 - 26

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Track Outdoor, Assistant (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Volleyball, Head (1,2)	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Volleyball JV (1,2)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Wrestling, Head (1,2)	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Wrestling, Assistant (1,2)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500

EXTRA SERVICE PAY SCHEDULE

2025 - 26

Other activities High School & YPAS

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Academic Activities Coordinator	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Band Camp (4)	0.2022	1,089	-	-	-	-	-	-	-	-
Band Director	0.9000	4,845	1.0407	5,602	1.1813	6,359	1.3219	7,116	1.4625	7,874
Band Director,Assistant (3)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Cheerleader, Head	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Chess Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Choral Director *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Drama *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Drill Corps/Dance Team	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
E-sports	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Future Problem Solving Sponsor(5)	-	509	-	-	-	-	-	-	-	-
Instrumental Band Director *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Instrumental Strings Director *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
JROTC Rifle Team	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Newspaper Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Orchestra (Concert) Director *	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall, JV Sponsor (5)	-	746	-	-	-	-	-	-	-	-
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
ROTC Drill Team	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Science Fair Sponsor	0.0730	394	0.0844	455	0.0958	516	0.1072	577	0.1186	639
Science Olympiad Sponsor	0.0730	394	0.0844	455	0.0958	516	0.1072	577	0.1186	639
Speech and Debate or KUNA (8)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Yearbook Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500

EXTRA SERVICE PAY SCHEDULE

2025 - 26

Middle School Athletics & Other Activities

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Academic Activities Coordinator	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Activities Sponsor	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Activity/Athletic Director	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Baseball, Head (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Basketball, Head (1,2)	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Basketball JV or 6th Grade (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Cheerleader, Head	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Chess Sponsor	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Cross Country, Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Drill Corps/Dance Team	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
E-sports	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Field Hockey, Head (2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Flag Football (1,2)	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Football, Head	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Football, Assistant (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Future Problem Solving Coach	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Golf, Head (1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Lacrosse, Head	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Quick Recall Coach	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Soccer, Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Softball, Head (2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Swim, Head (1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Tennis Head (1,2)	0.2500	1,346	0.2891	1,556	0.3281	1,766	0.3672	1,977	0.4063	2,187
Track Indoor, Head (1,2)	0.1500	808	0.1734	934	0.1969	1,060	0.2203	1,186	0.2438	1,312
Track Outdoor, Head (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625
Volleyball, Head (1,2)	0.3000	1,615	0.3469	1,868	0.3938	2,120	0.4406	2,373	0.4875	2,625

EXTRA SERVICE PAY SCHEDULE										
2025 - 26										
Middle School Athletics & Other Activities										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Volleyball, JV(1,2)	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Elementary School										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Robotics Sponsor	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
School Technology Coordinator	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Quick Recall	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Adaptive Unified Sports Sponsor										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Athletic Director - Adaptive	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery - Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Basketball - Adaptive	1.0000	5,383	1.1563	6,225	1.3125	7,066	1.4688	7,907	1.6250	8,749
Boccia - Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Swim-Adaptive	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	0.6500	3,500
Tennis-Adaptive	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
Track - Adaptive	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
Archery - Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Basketball - Unified	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
Boccia - Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Bowling-Unified	0.1000	538	0.1156	623	0.1313	707	0.1469	791	0.1625	877
Track - Unified	0.2000	1,077	0.2313	1,244	0.2625	1,413	0.2938	1,581	0.3250	1,749
School Funded Sport/Support										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Asst AD/Game Manager (Full Yr) (6)	-	1,700	-	2,000	-	2,300	-	2,600	-	3,000
School Technology Coordinator-HS	0.6000	3,229	0.6938	3,734	0.7875	4,239	0.8813	4,743	0.9750	5,249
School Technology Coordinator-MS	0.5000	2,691	0.5782	3,113	0.6563	3,532	0.7344	3,953	0.8125	4,374
District Evaluation Appeals Panel (DEAP)										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	2,177	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE										
2025 - 26										
Mentor Teacher Residency										
TITLE	STEP 0 (1 Mentee)		STEP 1 (2 Mentees)		STEP2		STEP3		STEP4	
Mentor Teacher Residency (9)	-	5,000	-	10,000	-	-	-	-	-	-
Student Technology Leadership Program (STLP)										
TITLE	STEP 0		STEP 1		STEP2		STEP 3		STEP4	
STLP (10)	-	1,000	-	-	-	-	-	-	-	-
BSU & HSU Sponsors										
TITLE	STEP 0		STEP 1		STEP 2		STEP3		STEP4	
Black Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-
Hispanic Student Union Sponsor(11)	-	2,464	-	-	-	-	-	-	-	-
Career & Tech Student Organization Advisor										
TITLE	STEP 0		STEP 1		STEP2		STEP 3		STEP4	
CTSO Advisor (12)	0.4000	2,154	0.4625	2,490	0.5250	2,827	0.5875	3,162	-	-
TITLE	STEP 0		STEP 1		STEP2		STEP 3		STEP4	
Junior Athletic Director (13)	2,000		-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE**2025 - 26**

- (1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment.
- (2) Increment is for teams which meet approved participation levels.
- (3) Increment is for 100 or more members of marching band.
- (4) Band Camp is not subject to step increases.
- (5) Paid by the Academic Competition Department and not subject to step increases .
- (6) Increment is not adjusted for cost of living increases. Full year pay is based on 180-days (60-days per season: Fall, Winter, Spring). If working less than the full year, the contract pay must be prorated based on number of days worked in the season. Contract pay for working one season (60 days) is prorated as follows:

Full Year:	Step 0- \$1700.00	Step 1- \$2000.00	Step 2- \$2300.00	Step 3- \$2600.00	Step 4- \$3000.00
Fall Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Winter Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Spring Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00

(6a) School funded sport/sponsor positions must be paid based on the same rate and schedule as the District paid sport/sponsor position. For all coaching positions in this Salary Schedule, Assistant indicates the Assistant coach position for varsity . Any other Assistant or JV Head position without an approved District pay scale will be paid at 50% of the approved head coach/sponsor scale for the specific level (High, Middle, Elementary). Any Freshman Coach position not identified on the Salary Schedule will be paid at 50% of the JV Coach position rate. Any sport or sponsorship that is not listed on the Board approved salary schedule will be paid at the employee's approved classified hourly rate extra service rate for hours worked.

- (7) DEAP is not subject to step increases.
- (8) KUNA-Kentucky United Nations Assembly Sponsor
- (9) Mentor Teacher Resident increment is not subject to step or cost of living increases . Increment is \$5000 per mentee. Step 0 reflects increment for one(1) mentee. Step 1 reflects increment for two(2) mentees
- (10) STLP is not subject cost of living increases and not subject to step increases .
- (11) Black Student Union & Hispanic Student Union Sponsors are not subject to cost of living increases and not subject to step increases.
- (12) Career & Tech Student Organization (CTSO) Advisor step placement is determined by the program and requirements of that program. Step are not based on years in the program.
- (13) Junior Athletic Director is not subject to steps or adjusted for cost of living increases
- * Positions are not subject to shared duty including those of head coaches

Step placement for District and School Funded coach/sponsor positions is based on years of experience in the applicable activity. One step is granted for each full year of experience, not to exceed the maximum number of steps on the Board approved scale. Half/partial steps are not allowable regardless of funding source.

Pay for all District and School Funded coach/sponsor contracts which start late or end early must be prorated based on the number of days worked in the applicable season.

Safe School Sponsor: \$522

Safe School Coordinator: \$1568

Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2025-2026 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (9), (10), (11). Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

Munis Group/BU: PARA, CERA, CLAX, STDT

Enhanced Support Zone (ESZ, formerly AIS) and Choice Zone (CZ) Quarterly Stipends

2025 - 26

Teacher Stipend *				
Assignment Year	MUNIS Grade	MUNIS Step	Annual Stipend	Quarterly Payment
Yr 1	AC-T	0	8,000	2,000.00
Yr 2	AC-T	1	8,120	2,030.00
Yr 3	AC-T	2	8,240	2,060.00
Yr 4	AC-T	3	8,370	2,092.50
Yr 5	AC-T	4	8,500	2,125.00
Yr 6	AC-T	5	8,620	2,155.00
Yr 7	AC-T	6	8,750	2,187.50
Yr 8	AC-T	7	8,880	2,220.00
Yr 9	AC-T	8	9,020	2,255.00
Yr 10	AC-T	9	9,150	2,287.50
Yr 11	AC-T	10	9,290	2,322.50
Yr 12	AC-T	11	9,430	2,357.50
Yr 13	AC-T	12	9,570	2,392.50
Yr 14	AC-T	13	9,720	2,430.00
Yr 15	AC-T	14	9,860	2,465.00
Yr 16	AC-T	15	10,010	2,502.50
Yr 17	AC-T	16	10,160	2,540.00
Yr 18	AC-T	17	10,310	2,577.50
Yr 19	AC-T	18	10,460	2,615.00
Yr 20	AC-T	19	10,620	2,655.00
Yr 21	AC-T	20	10,620	2,655.00
Yr 22	AC-T	21	10,620	2,655.00
Yr 23	AC-T	22	10,620	2,655.00
Yr 24	AC-T	23	10,620	2,655.00
Yr 25	AC-T	24	14,000	3,500.00
Yr 26	AC-T	25	14,000	3,500.00

Munis Bargaining Units for Teacher Stipend: CERT, CERV, CLA1, CLA2, RCET

Administrator Stipend			
Position	MUNIS Grade	Annual Stipend	Quarterly Payment
Principal	AC-P	10,000.00	2,500.00
Principal-CZ Grades 6-12	AC20	20,000.00	5,000.00
Assistant Principal	ACAP	8,000.00	2,000.00
Counselor	AC-C	8,000.00	2,000.00
FRYSC Coordinator	ACFC	5,000.00	1,250.00

Eligibility & Pay Dates
<p>1st Stipend - Paid on 2nd pay date in October. Assigned to the ESZ/CZ School since the first Student day through the 1st pay date in October and in active status.</p> <p>2nd Stipend - Paid on 1st pay date in December. Assigned to the ESZ/CZ School by 1st pay date in October through the last pay date in November and in active status.</p> <p>3rd Stipend - Paid on 2nd pay date in March. Assigned to the ESZ/CZ School since the by the 1st student day after December 31st through 1st pay date in March and in active status.</p> <p>4th Stipend - Paid on last regular paycheck in June. Assigned to the ESZ/CZ School by the 1st pay date in March through the last contract work day of the fiscal year and in active status.</p> <p>* Teacher Stipend progression is based on continuous assignment in ESZ/CZ School. Stipend for all assigned teachers on 7/1/23 was Year 1 (Step 0).</p> <p>Teachers and administrators assigned to CSI schools in 2024-25 which exited CSI status in 2022-2023, 2023-2024 or 2024-25 will receive the 2025-26 the stipend for one year only provided payment eligibility is met for each stipend pay date.</p>

2025-2026 JCTA EXTRA SERVICE RATES

Teachers/ Librarians/ Resource Teachers - Job Family III

After-hours Instruction, Student Supervision, Monitoring.	Hourly Rate
Substitute Shortage (make-up planning one hour after school).....	Hourly Rate
Mandatory Professional Development - Participation	Hourly Rate
Professional Development - Presentation	Hourly Rate
Professional Development - Participation* .	\$24.6590 per hour
Professional Development - Preparation*	\$24.6590 per hour
(Up to 3hours prep for each hour of presentation may be paid)	
Overcap (Class Size Overage).....	\$2.205 per 1/2 hr per student
(1/12 of 10% of the daily rate for Step 0, Rank III)	
New Teacher Induction	\$21.8292 per hour
(8.25% of the daily rate of Step 0, Rank III)	
Department Head (Middle & High School) 2+ teachers in department.	\$125.00 per full-time teacher in department
Team Leader/Grade Group Leader (Elementary School)	\$125.00 per full-time teacher on team
Cultural Contact	\$250.00 per year
Curriculum Preparation	\$10.78 per hour
Other Extra Service Duties (non-certified work, clerical, coach/sponsor)	\$12.8750 per hour
Non-certified work is not subject to TRS. Rate will be tied to COLA increase beginning 7/1/2025.	
Bus Driver COL Training	\$24.6590 per hour
Non-certified work is not subject to TRS.	
Transportation/Activity Bus Driving	\$25.00 per hour
Non-certified work is not subject to TRS.	
Bus Driving (regular bus route as reported by Transportation) ...	Hourly Rate
See Temporary Salary Adjustment for driving regular bus route for Transportation	
Tutoring for the following activities	\$15.4500 per hour
Rate will be tied to COLA increase beginning 7/1/2025	
Aiding students in the completion of homework assignments and completing students' notes;	
Supervising study time;	
Providing classroom and resources for project completion (i.e supervision of science lab);	
Making up classroom activities missed because of absentees;	
Computer Curriculum Corporation (CCC);	
Study skills program;	
Tutoring centers;	
Supervising National Honor Student volunteers in peer tutoring;	
Supervising students in computer lab;	
One on one;	
Supervising students completing long term projects; and	
Student supervision for TEDS high school activities related to career pathways.	
Mentor New Teacher	\$1,000.00 per year per mentee
Provides support for new teachers. Funded through Title II, previously funded through KTIP.	
\$1000 per year per mentee (up to 3 mentees). Paid in \$500 increments.	
Collaborative Leadership Team (CLT)- must comply with MOA requirements.....	\$700.00 per year

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or other extra/overtime hours.

2025-2026 OTHER EXTRA SERVICE & STIPEND INFORMATION

Academic Stipends

The Academics Division utilizes a leveled stipend system to compensate teachers for collaborative work with the Academics team. This includes participation in cohorts, pilots, and work teams. The level of stipend is based on the time commitment and depth of work involved. The stipend level and requirements of the cohort, pilot or work team is clearly communicated with staff prior to work beginning.

Level 1 (Stipend for teachers & participants with lesser levels of required commitment)	\$250.00 per semester
Level 2 (Stipend for teachers & participants with lesser levels of required commitment)	\$500.00 per semester
Level 3 (Stipend for teachers & participants with greater levels of required commitment)	\$1,000.00 per semester
Level 4 (Stipend for teachers & participants with greater levels of required commitment)	\$1,500.00 per semester
Level 5 (Stipend for teachers & participants with significant levels of required ongoing commitment)	\$2,000.00 per semester
NBCT (National Board Certified Teacher)	\$2,000.00

Speech Language Pathologist & Audiologist Supplement (per KRS 157.397)Rate as determined by KDE

Bus Driver Referral Incentive\$500.00 per referral

Referral incentive paid to a JCPS employee after the bus driver applicant has successfully completed the 90-day probationary period. This incentive payment is not subject to TRS withholding.

Career & Tech Student Organization (CTSO) National Competition Stipend. \$1,000.00 per year

Stipend paid to CTSO Advisors who attend the CTSO National Competition

State or National Employee Recognition Award Award Amount Received

Operations Employee License Stipend

Foreman (jcc 8343, 8361, 8312, 8351), Coordinator Renovations (jcc 8365), Coordinator Mechanical Systems (jcc 8360), Coordinator Electrical Maintenance & Renovations (jcc 800P) who use their license to secure a permit for work on a JCPS project as directed by Operations leadership will be paid a \$1800 quarterly stipend as follows:

- 1st Stipend – \$1800 paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
- 2nd Stipend – \$1800 paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
- 3rd Stipend – \$1800 paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
- 4th stipend – \$1800 paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June and in active status.

Security Training Stipend-KY Law Enforcement Foundation Program Fund (KLEFPF) \$2.1849 hourly or \$17.4789 daily

Pay Rates based on KLEFPF reimbursement amounts in compliance with KRS 15.410 - 15.510.

Payment reimbursed by KLEFPF monthly to the District.

Classified Stipend for Doctorate Degree. \$1.7318 hrly or \$13.8550 daily

Classified Hourly Overtime

All Classified hourly employees are to be paid their hourly rate for any Extra Service performed outside of their contract work hours. Overtime must be paid at 1.5 x hourly rate for all hours worked over 40 hours per work week Saturday through Friday with the exception of District Security at school events as follows:

School Level	Event	OT Rate	Eligible Position
High School	Graduation	2.4 x hourly rate	School Resource Officer, Detective, Sergeant
High School	Graduation	2.1 x hourly rate	District Security Monitor
High School	Dance	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
High School	Varsity Sport	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
High School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Dance	2.1 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Sport	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Promotion	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Middle School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Dance	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Sport	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Promotion	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor
Elementary School	Other event	1.5 x hourly rate	School Resource Officer, Detective, Sergeant, District Security Monitor

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, ESZ(AIS/CZ) Support, KLEFPF, Classified Doctorate, & Temporary stipends are not subject to Cost of Living increases.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or overlaps with other extra/overtime hours.

Omitted extra service time reporting will be paid in the next regular payroll cycle after which the discovery has been made.

2025-2026 Administrator Extended Time

Administrators (Job Family II and IV) work in salaried/exempt positions. Payment for extended time outside of their contract salary is limited as follows:

- 260-day certified or classified administrators are not eligible to be paid for extended days/time.
- Less than 260-day certified or classified administrator may be paid for extended time on non-contract days as follows:
 - Extended days may be paid for work on non-contract weekdays during Fall, Winter, Spring and Summer breaks.
 - Extended days or hours may be paid for assisting with summer programs as approved by the Chief overseeing the time entry for the summer program work. Hours paid in a single day cannot exceed the daily hours of the administrator's contract workday. In no case shall an administrator be paid more than 8 hours of extra service on a single workday.
 - Extended days may not be paid for time worked on weekends or holidays during the school year unless approved as critical need.
- Less than 260-day school-based administrators may be paid for extended days on non-contract days as follows:
 - Extended days must be worked and paid in full-day increments (8-hours per day) using the district-assigned funding source.
 - Elementary and Middle School Principal: 20 extended days, as approved by the Assistant Superintendent
 - 195-day Elementary Counselors: 7 extended days, as approved by the Principal
 - These extended days are funded by the District. No other funding source is allowed.
- FRYSC: 10 extended days worked on non-contract days during the school year as approved by the Family Resource Youth Service Center administration.
- Grant-funded summer programming for state agencies and early childhood may be used to pay additional administrator extended days as allowed by the grant.
- After hours instruction for Adult Education and Pathfinder School of Innovation
- Classified Job Family II, Grades 4 through 7, after hours coaching & sponsor of student activities
- Bus Compound Coordinators, Assistant Bus Compound Coordinators, Bus Driver Trainers and Routing Coordinator may be paid extended time for driving the bus before or after the contract work-day as a result of bus driver shortage.

Temporary Salary Adjustments for 2025-2026 (Effective as noted below)

Student Transportation by Employees other than Bus Drivers - \$6.00 per hour Differential Pay

- Effective 7/1/2025 through 6/30/2026, classified Full-time or permanent part-time hourly staff driving a bus for Transportation Department and reported by Transportation will be paid their primary hourly rate plus an additional \$6.00 per hour differential pay. If retroactive corrections to reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours driving the bus route only and is not paid on regular contract work hours or any other extra service.
- Effective 7/1/2025 through 6/30/2026, certified full-time or permanent part-time teachers driving a bus for the Transportation Department and reported by Transportation are paid their regular hourly rate plus an additional \$6.00 per hour differential pay, for driving the bus for transportation (not applicable to Activity Bus driving). If retroactive corrections to reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours driving the bus route only and is not paid on regular contract work hours or any other extra service. Per Teacher's Retirement System (TRS), the hourly rate paid for bus driving the bus and the additional \$6.00 per hour is not subject to TRS withholdings. FICA will be withheld from these earnings in lieu of TRS.

Temporary Salary Adjustments for 2025-2026 (Effective as noted below)

Critical Need (formerly COVID) Differential Pay-Hourly Classified

- Effective 7/1/2025 through 6/30/2026, additional \$3.50 per hour added to base hourly rate includes the following job titles:
 - ▶ Housekeeping
 - Worker Housekeeping Services (Job Class Code 8634) (CLAE-I8-grade 5)
 - Lead Worker Housekeeping Services (Job Class Code 8591) (CLAE-I8-grade 11)
 - ▶ Custodians
 - Custodians (Job Class Code 8592) (CLAH-I8-grade 2)
 - Lead Custodian (Job Class Code 8586) (CLAH-I8-grade 4)
 - ▶ Instructional Assistants
 - Instructional Assistant Lead Early Childhood (Job Class Code 8015) (CLAA-IA-grade 4)
 - Instructional Assistant Early Childhood (Job Class Code 8023) (CLAA-IA-grade 3)
 - Instructional Assistant ECE (Job Class Code 8194) (CLAA-IA-grade 4)
 - Instructional Assistant 5-Year Old/Instructional Assistant (Job Class Code 8197) (CLAA-IA-grade 3)
 - Instructional Assistant/LOA (Job Class Code 8201) (CLAA-IA-grade 3)
 - Instructional Assistant 5-Year Old (Job Class Code 8204) (CLAA-IA-grade 3)
 - Instructional Assistant (Job Class Code 8206) (CLAA-IA-grade 3)
 - Instructional Assistant Title I (Job Class Code 8208 & 8195) (CLAA-IA-grade 3)
 - Instructional Assistant/Lunch Monitor (Job Class Code 8215) (CLAA-IA-grade 3)
 - Instructional Assistant/Med Clerk (Job Class Code 8205) (CLAA-IA-grade 3)
 - Instructional Assistant ECE Part-time (Job Class Code 8190) (CLAD-IA-grade 4)
 - Instructional Assistant Part-time (Job Class Code 8198, 8200 & 8202) (CLAD-IA-grade 3)
 - Instructional Assistant Title I Part-time (Job Class Code 8217) (CLAD-IA-grade 3)
 - Personal Care Assistant ECE (Job Class code 8906) (CLAA-IA-grade 5)
 - Co-Op Child Development Center Asst (Job Class Code 8188-FT & 8189-PT) (CLAA-IA-grade 4)
 - ▶ Nutrition Services Workers
 - Coordinator Nutrition Services I (Job Class Code 8092) (CLAG-I8- grade 4)
 - Coordinator Nutrition Services II (Job Class Code 8104) (CLAG-I8-grade 3)
 - Lead Assistant Nutrition Service (Job Class Code 8108) (CLAG-I8-grade 2)
 - Assistant Nutrition Service (Job Class Code 8110) (CLAG-I8-grade 1)
 - Trainer Nutrition Service (Job Class Code 8087) (CLAG-I8-grade 4)
 - Lead Assistant Production Nutrition (Job Class Code 8109) (CLAG-I8-grade 4)
 - Assistant Production Nutrition (Job Class Code 8083) (CLAG-I8-grade 3)
 - Nutrition Services Assistant Part-time (Job Class Code 8111) (CLAT-I8-grade 1)

Temporary Salary Adjustments for 2025-2026 (Effective as noted below)

Critical Need Differential Pay-Hourly Classified

- Effective 7/1/2025 through 6/30/26, additional \$6.50 per hour added to base hourly rate includes the following job titles:
 - ▶ Vehicle Maintenance Workers
 - Mechanic (Job Class 8369) {CLAE-1B-grade 7}
 - Mechanic B (Job Class 8800) (CLAE-1B-grade 8)
 - Mechanic A (Job Class 8796) (CLAE-1B-grade 10)
 - Worker Tire (Job Class 8790) (CLAE-1B-grade 7)
 - Lead Worker (Job Class 8792) (CLAE-1B-grade 11)
 - Inspector Mechanic (Job Class 8794) (CLAE-1B-grade 11)
 - Tech Transmission Rebuilder (Job Class 8798) {CLAE-1B-grade 10}
 - Attendant Compound (Job Class 8802) (CLAE-1B-grade 3)
 - Worker Utility (Job Class 8804) (CLAE-1B-grade 3)
 - Worker Body (Job Class 8806) (CLAE-1B-grade 10)
 - Worker Seat and Glass (Job Class 8808) (CLAE-1B-grade 8)
 - Mechanic Part-time (Job Class 8159) (CLAT-1B-grade 7)
 - Mechanic Tractor (Job Class 8600) (CLAE-1B-grade 8)

Operations CDL Stipend

- Effective July 1, 2025 through June 30, 2026
- Full-time Operations employees who meet the following criteria, will receive an annual stipend of \$7,200.00. Stipend will be paid in quarterly increments of \$1,800.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - ▶ Must be assigned to Job Class Codes 8311, 8367, 8960, 8961, or 8962.
 - ▶ Must hold and maintain a class A-CDL
 - ▶ Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend - Paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
 - 2nd Stipend - Paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
 - 3rd Stipend - Paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
 - 4th stipend - Paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June.

Clerical Support Continuity of Services Stipend

- Effective July 1, 2025 through June 30, 2026
- Full-time and permanent part-time clerical support staff who meet the following criteria will receive an annual stipend of \$4,000.00. Stipend will be paid in quarterly increments of \$1,000.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - ▶ Must be assigned to a position in Job Family IA, grade 2 through grade 6 and not in a position eligible to receive the \$3.50 per hour Critical Need (formerly COVID) stipend
 - ▶ Must be assigned to a less than 260-day position, or assigned to a 260-day school-based position
 - ▶ Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend - Paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
 - 2nd Stipend - Paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
 - 3rd Stipend - Paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
 - 4th stipend - Paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June.

J. Blaine Hudson Middle School Continuity Stipend

- Effective 2025-2026 and 2026-2027 School Years Only
- Employees covered under the JCTA collective bargaining agreement who are assigned to J. Blaine Hudson Middle School and in active status through the last student day in 2025-2026 and 2026-2027 fiscal years, shall receive a yearly continuity stipend on the last regular paycheck in June. This is in addition to the annual stipend outlined in Article 34, Section B of the JCTA collective bargaining agreement.
- Teachers assigned to J. Blaine Hudson Middle School during the school year, but who are no longer in active status and/or assigned to J. Blaine Hudson on the last student day shall not receive the yearly continuity stipend. The stipend will not be prorated.
- Teachers who travel to multiple schools must spend half or more of their work time at J. Blaine Hudson Middle School to be eligible for the continuity stipend. No partial stipend will be paid to those who spend less than half of their work time at J. Blaine Hudson Middle School.
- Eligibility and Stipend Amount to be on the last regular paycheck in June:
 - ▶ Teachers assigned to J. Blaine Hudson and in active status since the first student day through the last student day of the school year will receive \$7,000.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson from first pay date in October through the last student day of the school year will receive \$5,250.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson from the first student day after December 31st through the last student day of the school year, will receive \$3,500.
 - ▶ Teachers assigned to J. Blaine Hudson after the first student day but in active status and assigned to J. Blaine Hudson by the first pay date in March through the last student day of the school year, will receive \$1,750.