



WASHINGTON COUNTY PUBLIC SCHOOLS

FY 2023-2024 Salary Scales and Supplements

As of September 3, 2023



WASHINGTON COUNTY SCHOOLS

TEACHERS

STEP	FY 2024 (as of 9/3/23)
0	\$ 44,434
1	\$ 44,734
2	\$ 45,034
3	\$ 45,334
4	\$ 45,534
5	\$ 45,834
6	\$ 46,380
7	\$ 46,834
8	\$ 47,184
9	\$ 47,644
10	\$ 47,999
11	\$ 48,349
12	\$ 48,814
13	\$ 49,219
14	\$ 49,739
15	\$ 50,434
16	\$ 51,129
17	\$ 51,684
18	\$ 52,384
19	\$ 54,009
20	\$ 55,334
21	\$ 56,684
22	\$ 59,084
23	\$ 62,534
24	\$ 67,297

Teachers on max step 24 in FY23 will receive a \$2,500 longevity salary supplement for FY24.



WASHINGTON COUNTY SCHOOLS
ADMINISTRATORS
260 Days

ADMINISTRATORS

ASSISTANT SUPERINTENDENT	
STEP	FY 2024 (as of 9/3/23)
1	115,434
2	120,176
3	121,334
4	122,493
5	123,651
6	124,809
7	126,043

DIRECTORS	
STEP	FY 2024 (as of 9/3/23)
1	110,434
2	114,958
3	116,116
4	117,274
5	118,432
6	119,591
7	120,749
8	121,942

OPERATIONS SUPERVISORS (MAINTENANCE, TECHNOLOGY, TRANSPORTATION, CHILD NUTRITION)	
STEP	FY 2024 (as of 9/3/23)
1	83,990
2	87,320
3	89,638
4	91,955
5	94,272
6	96,589
7	98,905
8	99,849

COORDINATOR	
STEP	FY 2024 (as of 9/3/23)
1	73,434
2	76,731
3	79,047
4	81,364
5	83,680
6	87,741
7	90,057
8	90,943

HIGH SCHOOL PRINCIPALS	
STEP	FY 2024 (as of 9/3/23)
1	94,934
2	98,739
3	101,056
4	103,373
5	105,690
6	108,007
7	110,324
8	111,412



**WASHINGTON COUNTY SCHOOLS
ADMINISTRATOR
260 Days**

ACADEMIC SUPERVISORS	
STEP	FY 2024 (as of 9/3/23)
1	94,934
2	98,739
3	101,056
4	103,373
5	105,690
6	108,007
7	110,324
8	111,412

MIDDLE SCHOOL/CTE PRINCIPALS	
STEP	FY 2024 (as of 9/3/23)
1	87,562
2	91,154
3	93,472
4	95,789
5	98,106
6	100,422

ELEMENTARY PRINCIPALS	
STEP	FY 2024 (as of 9/3/23)
1	86,460
2	89,024
3	91,340
4	93,657
5	95,974
6	98,290

SECONDARY ASSISTANT PRINCIPALS	
STEP	FY 2024 (as of 9/3/23)
1	76,113
2	79,410
3	81,726
4	84,043
5	86,359
6	90,420
7	92,736
8	93,622

MID/ELEM/CTE ASST PRINCIPALS	
STEP	FY 2024 (as of 9/3/23)
1	73,881
2	76,859
3	79,177
4	81,494
5	83,811
6	86,127
7	88,444



**WASHINGTON COUNTY SCHOOLS
ADMINISTRATOR (2)
260 Days**

OPERATIONAL/ADMIN SPECIALIST	
STEP	FY 2024 (as of 9/3/23)
1	63,860
2	65,920
3	67,980
4	70,040
5	72,100



WASHINGTON COUNTY SCHOOLS

In School Suspension Instructor

182 Days, 7.5 Hours/Day

STEP	FY 2024 HOURLY RATE (as of 9/3/23)
1	14.42
2	14.61
3	15.04
4	15.26
5	15.81
6	16.43
7	17.00
8	17.31
9	17.84
10	19.02
11	20.20
12	21.42



WASHINGTON COUNTY SCHOOLS

INSTRUCTIONAL ASSISTANT

182 Days, 7.5 Hours/Day

STEP	FY 2024 HOURLY RATE (as of 9/3/23)
1	\$13.70
2	\$14.08
3	\$14.28
4	\$14.47
5	\$14.74
6	\$15.01
7	\$15.71
8	\$16.41
9	\$16.98
10	\$17.62
11	\$17.87
12	\$18.17
13	\$19.00
14	\$20.20
15	\$20.25
16	\$20.30



WASHINGTON COUNTY SCHOOLS

TECHNOLOGY

260 Days, 8.0 Hours/Day

STEP	FY 2024 HOURLY RATE (as of 9/3/23)
1	\$19.57
2	\$20.30
3	\$20.84
4	\$21.16
5	\$21.92
6	\$22.35
7	\$22.65
8	\$22.95
9	\$23.56
10	\$23.84
11	\$24.57
12	\$25.41
13	\$26.59
14	\$27.18
15	\$27.79
16	\$28.95



WASHINGTON COUNTY SCHOOLS

Clerical

260 Days, 8 Hours/Day

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
CLERICAL A	1	14.68
	2	15.16
	3	15.39
	4	15.62
	5	15.84
	6	16.16
	7	16.48
	8	17.19
	9	17.53
	10	18.23
	11	18.59
	12	19.29
	13	19.63
	14	20.34
	15	20.70
	16	21.32
	17	22.56

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
CLERICAL B	1	13.65
	2	14.09
	3	14.29
	4	14.51
	5	14.79
	6	15.09
	7	15.24
	8	15.40
	9	15.54
	10	15.85
	11	16.72
	12	17.62
	13	18.16
	14	18.71
	15	19.95
	16	20.58
	17	21.06



WASHINGTON COUNTY SCHOOLS

TRANSPORTATION

FULL TIME 184 DAYS - PART TIME 180 DAYS		
SCALE	STEP	FY 2024 Daily Rate (as of 9/3/23)
BUS DRIVER	1	78.28
	2	81.26
	3	83.38
	4	85.89
	5	87.64
	6	89.79
	7	90.48
	8	91.68
	9	94.04
	10	97.26
	11	100.49
	12	102.75
	13	105.24
	14	107.76
	15	109.42
	16	111.05
	17	117.76



WASHINGTON COUNTY SCHOOLS

CUSTODIANS

260 Days, 8.0 Hours/Day

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
CUSTODIAN - AM	1	13.80
	2	14.08
	3	14.29
	4	14.48
	5	14.76
	6	15.03
	7	15.18
	8	15.26
	9	15.36
	10	15.53
	11	15.77
	12	16.08
	13	16.71
	14	17.19
	15	17.79
	16	19.12
	17	19.60

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
CUSTODIAN - PM	1	14.21
	2	14.50
	3	14.71
	4	14.91
	5	15.47
	6	15.70
	7	15.95
	8	16.19
	9	16.42
	10	16.64
	11	17.27
	12	18.06
	13	18.37
	14	18.92
	15	19.77
	16	20.82
	17	21.29

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
SECONDARY HEAD CUSTODIAN	1	14.63
	2	14.94
	3	15.15
	4	15.37
	5	15.66
	6	15.95
	7	16.38
	8	16.84
	9	17.27
	10	17.73
	11	18.61
	12	19.51
	13	20.39
	14	20.83
	15	21.72
	16	22.17
	17	22.65



WASHINGTON COUNTY SCHOOLS

MAINTENANCE

260 Days, 8.0 Hours/Day

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
MAINTENANCE SPECIALIST	1	18.28
	2	18.87
	3	19.79
	4	20.07
	5	20.36
	6	20.77
	7	21.17
	8	21.45
	9	21.72
	10	22.00
	11	22.27
	12	22.82
	13	23.60
	14	24.53
	15	25.62

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
MAINTENANCE/MECHANIC	1	16.02
	2	16.51
	3	17.32
	4	17.57
	5	18.18
	6	18.53
	7	18.80
	8	19.09
	9	19.36
	10	19.64
	11	20.19
	12	20.83
	13	21.57
	14	21.93
	15	22.68
	16	23.05
	17	24.45



WASHINGTON COUNTY SCHOOLS

NURSES

187 DAYS, 7.5 HOURS PER DAY

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
RN	1	18.85
	2	19.42
	3	19.71
	4	20.01
	5	20.31
	6	21.14
	7	21.68
	8	22.22
	9	22.77
	10	23.31
	11	23.86
	12	24.95
	13	26.04
	14	27.14
	15	27.68
	16	28.24
	17	29.33

SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
LPN	1	15.76
	2	16.22
	3	16.73
	4	17.24
	5	17.75
	6	18.26
	7	18.76
	8	19.27
	9	19.78
	10	20.29
	11	20.80
	12	21.31
	13	21.81
	14	22.32
	15	22.83
	16	23.34



**WASHINGTON COUNTY SCHOOLS
SCHOOL NUTRITION**

187 Days (8 Hours)		
SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
SCHOOL NUTRITION SPECIALIST	1	15.08
	2	15.83
	3	16.62
	4	17.50
	5	18.37
	6	19.25
	7	20.12
	8	21.00
	9	21.87
	10	22.75
	11	23.62
	12	24.50

184 Days (6 Hours)		
SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
FULL TIME	1	14.62
	2	14.90
	3	15.30
	4	15.48
	5	15.75
	6	16.01
	7	16.39
	8	16.84
	9	17.29
	10	17.88
	11	18.26
	12	19.53

181 Days (LESS THAN 30 HRS PER WEEK)		
SCALE	STEP	FY 2024 HOURLY RATE (as of 9/3/23)
PART TIME	1	14.62
	2	14.90
	3	15.30
	4	15.48
	5	15.75
	6	16.01
	7	16.39
	8	16.84
	9	17.29
	10	17.88
	11	18.26
	12	19.53



WASHINGTON COUNTY SCHOOLS 2023-2024

Supplements

Degree Supplements - Teachers

Master's Degree, ASHA-CCC (Speech)	\$	2,190
Educational Specialist	\$	3,234
School Psychologist	\$	3,245
Doctorate	\$	4,300

Extracurricular Supplements

504 Plan Coordinator - Secondary	\$	1,800
504 Plan Coordinator - Middle	\$	1,300
504 Plan Coordinator - Elementary	\$	1,100
Band - Secondary		10.00%
Band - Middle/Elementary		7.00%
Bully Safe and Drug Free	\$	263
Child Study Coordinator - Secondary	\$	1,100
Child Study Coordinator - Middle	\$	1,300
Child Study Coordinator - Elementary	\$	1,800
Choral Music - Secondary/Middle		5.00%
Department Head - Secondary (and \$75/person up to \$1,000)	\$	420
House Leader - Middle	\$	1,071
Gifted Coordinator (School)	\$	1,281
Technology Coordinator	\$	1,281
Yearbook Sponsor - Secondary	\$	1,076
Yearbook Sponsor - Middle	\$	683
Yearbook Sponsor - Elementary	\$	509
Washington County Community Scholars	\$	294

Administrators Supplements

Doctorate	\$	2,331
Educational Specialist	\$	1,166
Principal - Largest High School	\$	1,748
Principal - Largest Middle School	\$	1,402
Principal - Largest Elementary School	\$	1,281

Technology Supplements (Degrees must be work related)

Associate's Degree	\$	1,260
Bachelor's Degree	\$	2,310
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181

Clerical Supplements

Certificate	\$	520
Associate's Degree	\$	1,050
CPS	\$	1,024
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Bachelor's Degree	\$	2,100
Payroll/AP Clerk	\$	3,722

****For WCS Non-Contracted Employees - % is based on new teacher pay***

Percentage of compensation is calculated from a 200-day contract



WASHINGTON COUNTY SCHOOLS

2023-2024

Supplements

Maintenance Supplements (Degrees must be work related)		
Two-Year Degree	\$	1,260
Four-Year Degree	\$	2,310
Journeyman Level	\$	1,911
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Custodian Supplements (Degrees must be work related)		
Two-Year Degree	\$	1,050
Four-Year Degree	\$	2,100
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Nurses Supplements		
Bachelor's Degree	\$	2,310
National Certified School Nurse	\$	1,050
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Instructional Assistant Supplements		
Associate's Degree	\$	1,050
Bachelor's Degree	\$	2,100
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Transportation Supplement		
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
School Nutrition Assistant Supplements		
Certified in ASFSA	\$	336
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
School Nutrition Specialists Supplements		
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	\$	1,181
Below 399 Students	\$	1,465
400 - 599 Students	\$	2,195
Over 600 Students	\$	2,924

****For WCS Non-Contracted Employees - % is based on new teacher pay***

Percentage of compensation is calculated from a 200-day contract



WASHINGTON COUNTY SCHOOLS
2023-2024

Supplements

Coaches

% of Compensation*

Fall

Head Football	11%
Asst Football	7%
Head Volleyball	8%
Asst. Volleyball	5%
Head Cross Country	8%
Asst. Cross Country	5%
Head Golf	7%
Asst. Golf	5%
Head Cheer	7%
Asst. Cheer	5%

Winter

Head Boys' Basketball	9%
Asst. Boys' Basketball	6%
Head Girls Basketball	9%
Asst. Girls Basketball	6%
Head Wrestling	8%
Asst Wrestling	5%
Head Indoor Track	7%
Asst Indoor Track	4%
Head Swim	8%
Asst. Swim	5%

Spring

Head Baseball	8%
Asst. Basball	5%
Head Softball	8%
Asst. Softball	5%
Head Soccer	8%
Asst. Soccer	5%
Head Outdoor Track	8%
Asst. Outdoor Track	5%
Head Tennis	7%
Region Playoffs	0.50%
State Playoffs	0.50%

Head Scholastic Coach	4%
Asst. Scholastic Coach	3%
Theatre Coach	4%
Debate Coach	3%
Forensics Coach	4%

Athletic Director	13%
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Middle School Athletic Assistant	4%
Middle School Baseball Coach	4%
Middle School Softball Coach	4%
Middle School Track Coach	4%

****For WCS Non-Contracted Employees - % is based on new teacher pay***

Percentage of compensation is calculated from a 200-day contract
