

EFFECTIVE JULY 1, 2021

# WARREN COUNTY SCHOOLS

## SCHOOL SUPPORT PERSONNEL

### 2021-2022

| YEARS<br>EXPER-<br>IENCE | Teacher<br>Asst. 200<br>Days | Teacher<br>Asst. 220<br>Days | Teacher<br>Asst. 240<br>Days | Attendance<br>Clerk 200<br>Days | Attendance<br>Clerk 210<br>Days | Attendance<br>Clerk 220<br>Days | School<br>Admin<br>Asst./Elem.<br>Bookkeeper<br>200 Days | School<br>Admin<br>Asst./Elem.<br>Bookkeeper<br>220 Days | Middle<br>School<br>Bookkeeper<br>260 Days | High School<br>Bookkeeper<br>260 Days | Educational<br>Diagnostician<br>200 Days | Personal<br>Days                       | Sick Days | Vacation Days<br>(260 days<br>employees) |
|--------------------------|------------------------------|------------------------------|------------------------------|---------------------------------|---------------------------------|---------------------------------|--|--|--|---------------------------------------|--|--|-----------|--|
| Beginning                | 15,116.40                    | 16,628.04                    | 18,139.68                    | 15,381.60                       | 16,150.68                       | 16,919.76                       | 16,686.18  | 18,354.80  | 22,726.31                                  | 23,415.83                             | 32,354.40                                | 0                                      | 1 per mo  | 1 per mo                                 |
| 1                        | 16,136.40                    | 17,750.04                    | 19,363.68                    | 16,401.60                       | 17,221.68                       | 18,041.76                       | 17,706.18  | 19,476.80  | 24,052.31                                  | 24,741.83                             | 33,374.40                                | 1                                      |           |  |
| 2                        | 16,666.80                    | 18,333.48                    | 20,000.16                    | 16,932.00                       | 17,778.60                       | 18,625.20                       | 18,236.58  | 20,060.24  | 24,741.83                                  | 25,431.35                             | 33,904.80                                |  |           |  |
| 3                        | 16,985.04                    | 18,683.54                    | 20,382.05                    | 17,250.24                       | 18,112.75                       | 18,975.26                       | 18,554.82  | 20,410.30  | 25,155.55                                  | 25,845.07                             | 34,286.28                                | 2                                      |           |  |
| 4                        | 17,303.28                    | 19,033.61                    | 20,763.94                    | 17,568.48                       | 18,446.90                       | 19,325.33                       | 18,873.06  | 20,760.37  | 25,569.26                                  | 26,258.78                             | 34,668.78                                |  |           |  |
| 5                        | 17,621.52                    | 19,383.67                    | 21,145.82                    | 17,886.72                       | 18,781.06                       | 19,675.39                       | 19,191.30  | 21,110.43  | 25,982.97                                  | 26,672.49                             | 35,050.26                                | 3                                      |           |  |
| 6                        | 17,939.76                    | 19,733.74                    | 21,527.71                    | 18,204.96                       | 19,115.21                       | 20,025.46                       | 19,509.54  | 21,460.49  | 26,396.68                                  | 27,086.20                             | 35,432.76                                |  |           |  |
| 7                        | 18,258.00                    | 20,083.80                    | 21,909.60                    | 18,523.20                       | 19,449.36                       | 20,375.52                       | 19,827.78  | 21,810.56  | 26,810.39                                  | 27,499.91                             | 35,814.24                                | VACATION DAYS                          |           |  |
| 8                        | 18,576.24                    | 20,433.86                    | 22,291.49                    | 18,841.44                       | 19,783.51                       | 20,725.58                       | 20,146.02  | 22,160.62  | 27,224.11                                  | 27,913.63                             | 36,195.72                                | For 260 Days Employees ONLY:           |           |  |
| 9                        | 18,894.48                    | 20,783.93                    | 22,673.38                    | 19,159.68                       | 20,117.66                       | 21,075.65                       | 20,464.26  | 22,510.69  | 27,637.82                                  | 28,327.34                             | 36,578.22                                | Only 6 vacation days may be            |           |  |
| 10                       | 19,212.72                    | 21,133.99                    | 23,055.26                    | 19,477.92                       | 20,451.82                       | 21,425.71                       | 20,782.50  | 22,860.75  | 28,051.53                                  | 28,741.05                             | 36,959.70                                | accumulated at the end of Dec.         |           |  |
| 11                       | 19,530.96                    | 21,484.06                    | 23,437.15                    | 19,796.16                       | 20,785.97                       | 21,775.78                       | 21,100.74  | 23,210.81  | 28,465.24                                  | 29,154.76                             | 37,342.20                                | A maximum of 3 days above the 6        |           |  |
| 12                       | 19,849.20                    | 21,834.12                    | 23,819.04                    | 20,114.40                       | 21,120.12                       | 22,125.84                       | 21,418.98  | 23,560.88  | 28,878.95                                  | 29,568.47                             | 37,723.68                                | can be rolled to sick leave in Jan.    |           |  |
| 13                       | 20,167.44                    | 22,184.18                    | 24,200.93                    | 20,432.64                       | 21,454.27                       | 22,475.90                       | 21,737.22  | 23,910.94  | 29,292.67                                  | 29,982.19                             | 38,105.16                                |  |           |  |
| 14                       | 20,485.68                    | 22,534.25                    | 24,582.82                    | 20,750.88                       | 21,788.42                       | 22,825.97                       | 22,055.46  | 24,261.01  | 29,706.38                                  | 30,395.90                             | 38,487.66                                | SICK DAYS                              |           |  |
| 15                       | 20,803.92                    | 22,884.31                    | 24,964.70                    | 21,069.12                       | 22,122.58                       | 23,176.03                       | 22,373.70  | 24,611.07  | 30,120.09                                  | 30,809.61                             | 38,869.14                                | Sick days may be accumulated and       |           |  |
| 16                       | 21,122.16                    | 23,234.38                    | 25,346.59                    | 21,387.36                       | 22,456.73                       | 23,526.10                       | 22,691.94  | 24,961.13  | 30,533.80                                  | 31,223.32                             | 39,251.64                                | may be used towards experience         |           |  |
| 17                       | 21,440.40                    | 23,584.44                    | 25,728.48                    | 21,705.60                       | 22,790.88                       | 23,876.16                       | 23,010.18  | 25,311.20  | 30,947.51                                  | 31,637.03                             | 39,633.12                                | upon retirement. Unused personal       |           |  |
| 18                       | 21,546.48                    | 23,701.13                    | 25,855.78                    | 21,811.68                       | 22,902.26                       | 23,992.85                       | 23,116.26  | 25,427.89  | 31,085.42                                  | 31,774.94                             | 39,760.62                                | days will be added to sick leave at    |           |  |
| 19                       | 21,652.56                    | 23,817.82                    | 25,983.07                    | 21,917.76                       | 23,013.65                       | 24,109.54                       | 23,222.34  | 25,544.57  | 31,223.32                                  | 31,912.84                             | 39,888.12                                | the end of the school year.            |           |  |
| 20                       | 21,758.64                    | 23,934.50                    | 26,110.37                    | 22,023.84                       | 23,125.03                       | 24,226.22                       | 23,328.42  | 25,661.26  | 31,361.23                                  | 32,050.75                             | 40,014.60                                |  |           |  |
| 21                       | 21,864.72                    | 24,051.19                    | 26,237.66                    | 22,129.92                       | 23,236.42                       | 24,342.91                       | 23,434.50  | 25,777.95  | 31,499.13                                  | 32,188.65                             | 40,142.10                                | EXPERIENCE                             |           |  |
| 22                       | 21,970.80                    | 24,167.88                    | 26,364.96                    | 22,236.00                       | 23,347.80                       | 24,459.60                       | 23,540.58  | 25,894.64  | 31,637.03                                  | 32,326.55                             | 40,269.60                                | Experience is ONLY with Warren         |           |  |
| 23                       | 22,076.88                    | 24,284.57                    | 26,492.26                    | 22,342.08                       | 23,459.18                       | 24,576.29                       | 23,646.66  | 26,011.33  | 31,774.94                                  | 32,464.46                             | 40,397.10                                | Co School System. Years of             |           |  |
| 24                       | 22,182.96                    | 24,401.26                    | 26,619.55                    | 22,448.16                       | 23,570.57                       | 24,692.98                       | 23,752.74  | 26,128.01  | 31,912.84                                  | 32,602.36                             | 40,524.60                                | experience are counted as of the       |           |  |
| 25                       | 22,289.04                    | 24,517.94                    | 26,746.85                    | 22,554.24                       | 23,681.95                       | 24,809.66                       | 23,858.82  | 26,244.70  | 32,050.75                                  | 32,740.27                             | 40,651.08                                | first day started to work in a regular |           |  |
| 26                       | 22,395.12                    | 24,634.63                    | 26,874.14                    | 22,660.32                       | 23,793.34                       | 24,926.35                       | 23,964.90  | 26,361.39  | 32,188.65                                  | 32,878.17                             | 40,778.58                                | position.                              |           |  |
| 27                       | 22,501.20                    | 24,751.32                    | 27,001.44                    | 22,766.40                       | 23,904.72                       | 25,043.04                       | 24,070.98  | 26,478.08  | 32,326.55                                  | 33,016.07                             | 40,906.08                                |  |           |  |
| 28                       | 22,607.28                    | 24,868.01                    | 27,128.74                    | 22,872.48                       | 24,016.10                       | 25,159.73                       | 24,177.06  | 26,594.77  | 32,464.46                                  | 33,153.98                             | 41,033.58                                | PAID HOLIDAYS                          |           |  |
| 29                       | 22,713.36                    | 24,984.70                    | 27,256.03                    | 22,978.56                       | 24,127.49                       | 25,276.42                       | 24,283.14  | 26,711.45  | 32,602.36                                  | 33,291.88                             | 41,161.08                                | Martin Luther King Jr. Day             |           |  |
| 30                       | 22,819.44                    | 25,101.38                    | 27,383.33                    | 23,084.64                       | 24,238.87                       | 25,393.10                       | 24,389.22  | 26,828.14  | 32,740.27                                  | 33,429.79                             | 41,287.56                                | President's Day                        |           |  |
| 31                       | 22,925.52                    | 25,218.07                    | 27,510.62                    | 23,190.72                       | 24,350.26                       | 25,509.79                       | 24,495.30  | 26,944.83  | 32,878.17                                  | 33,567.69                             | 41,415.06                                | Good Friday                            |           |  |
| 32                       | 23,031.60                    | 25,334.76                    | 27,637.92                    | 23,296.80                       | 24,461.64                       | 25,626.48                       | 24,601.38  | 27,061.52  | 33,016.07                                  | 33,705.59                             | 41,542.56                                | Memorial Day                           |           |  |
| 33                       | 23,137.68                    | 25,451.45                    | 27,765.22                    | 23,402.88                       | 24,573.02                       | 25,743.17                       | 24,707.46  | 27,178.21  | 33,153.98                                  | 33,843.50                             | 41,670.06                                | 4-Jul                                  |           |  |
| 34                       | 23,243.76                    | 25,568.14                    | 27,892.51                    | 23,508.96                       | 24,684.41                       | 25,859.86                       | 24,813.54  | 27,294.89  | 33,291.88                                  | 33,981.40                             | 41,797.56                                | Labor Day                              |           |  |
| 35                       | 23,349.84                    | 25,684.82                    | 28,019.81                    | 23,615.04                       | 24,795.79                       | 25,976.54                       | 24,919.62  | 27,411.58  | 33,429.79                                  | 34,119.31                             | 41,924.04                                | Thanksgiving                           |           |  |
| 36                       | 23,455.92                    | 25,801.51                    | 28,147.10                    | 23,721.12                       | 24,907.18                       | 26,093.23                       | 25,025.70  | 27,528.27  | 37,545.69                                  | 34,257.21                             | 42,051.54                                | Day after Thanksgiving                 |           |  |
| 37                       | 23,562.00                    | 25,918.20                    | 28,274.40                    | 23,827.20                       | 25,018.56                       | 26,209.92                       | 25,131.78  | 27,644.96  | 33,705.59                                  | 34,395.11                             | 42,179.04                                | Christmas Eve                          |           |  |
| 38                       | 23,668.08                    | 26,034.89                    | 28,401.70                    | 23,933.28                       | 25,129.94                       | 26,326.61                       | 25,237.86  | 27,761.65  | 33,843.50                                  | 34,533.02                             | 42,306.54                                | Christmas Day                          |           |  |
| 39                       | 23,774.16                    | 26,151.58                    | 28,528.99                    | 24,039.36                       | 25,241.33                       | 26,443.30                       | 25,343.94  | 27,878.33  | 33,981.40                                  | 34,670.92                             | 42,434.04                                | New Years Eve                          |           |  |
| 40                       | 23,880.24                    | 26,268.26                    | 28,656.29                    | 24,145.44                       | 25,352.71                       | 26,559.98                       | 25,450.02  | 27,995.02  | 34,119.31                                  | 34,808.83                             | 42,560.52                                | New Years Day                          |           |  |

EFFECTIVE JULY 1, 2021

## WARREN COUNTY SCHOOLS SALARY SCHEDULE

ANNUAL (BASED ON 12 MONTHS)

COMPLIANCE  
2021-2022

| Years Experience | Compliance Manager | Compliance Asst. 1 | Compliance Asst. 2 | Compliance Asst. 3 | Compliance Asst. 4 | Personal Days                                    | Sick Days | Vacation Days |
|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--|-----------|---------------|
| Beginning        | 42,432.00          | 36,067.20          | 33,945.60          | 31,824.00          | 29,835.00          | 0  | 1 per mo  | 1 per mo      |
| 1                | 43,452.00          | 37,087.20          | 34,965.60          | 32,844.00          | 30,855.00          | 1  |           |               |
| 2                | 43,982.40          | 37,617.60          | 35,496.00          | 33,374.40          | 31,385.40          |  |           |               |
| 3                | 44,512.80          | 38,148.00          | 36,026.40          | 33,904.80          | 31,640.40          | 2  |           |               |
| 4                | 45,043.20          | 38,678.40          | 36,556.80          | 34,435.20          | 31,895.40          |  |           |               |
| 5                | 45,573.60          | 39,208.80          | 37,087.20          | 34,965.60          | 32,150.40          | 3  |           |               |
| 6                | 46,104.00          | 39,739.20          | 37,617.60          | 35,496.00          | 32,405.40          |  |           |               |
| 7                | 46,634.40          | 40,269.60          | 38,148.00          | 36,026.40          | 32,660.40          | VACATION DAYS                                    |           |               |
| 8                | 47,164.80          | 40,800.00          | 38,678.40          | 36,556.80          | 32,915.40          | Only 6 vacation days may be accumulated at the   |           |               |
| 9                | 47,695.20          | 41,330.40          | 39,208.80          | 37,087.20          | 33,170.40          | end of Dec. A maximum of 3 days above the 6      |           |               |
| 10               | 48,225.60          | 41,860.80          | 39,739.20          | 37,617.60          | 33,425.40          | can be rolled to sick leave in Jan.              |           |               |
| 11               | 48,756.00          | 42,391.20          | 40,269.60          | 38,148.00          | 33,680.40          | SICK DAYS  |           |               |
| 12               | 49,286.40          | 42,921.60          | 40,800.00          | 38,678.40          | 33,935.40          | Sick days may be accumulated and may be used     |           |               |
| 13               | 49,816.80          | 43,452.00          | 41,330.40          | 39,208.80          | 34,190.40          | towards experience upon retirement. Unused       |           |               |
| 14               | 50,347.20          | 43,982.40          | 41,860.80          | 39,739.20          | 34,445.40          | personal days will be added to sick leave at     |           |               |
| 15               | 50,877.60          | 44,512.80          | 42,391.20          | 40,269.60          | 34,700.40          | the end of the school year.                      |           |               |
| 16               | 51,408.00          | 45,043.20          | 42,921.60          | 40,800.00          | 34,955.40          | EXPERIENCE                                       |           |               |
| 17               | 51,938.40          | 45,573.60          | 43,452.00          | 41,330.40          | 35,210.40          | Experience is ONLY with Warren Co School System  |           |               |
| 18               | 52,468.80          | 46,104.00          | 43,982.40          | 41,860.80          | 35,465.40          | Years of experience are counted as of the        |           |               |
| 19               | 52,999.20          | 46,634.40          | 44,512.80          | 42,391.20          | 35,720.40          | first day started to work in a regular position. |           |               |
| 20               | 53,529.60          | 47,164.80          | 45,043.20          | 42,921.60          | 35,975.40          | PAID HOLIDAYS                                    |           |               |
| 21               | 54,060.00          | 47,695.20          | 45,573.60          | 43,452.00          | 36,230.40          | Martin Luther King Jr. Day                       |           |               |
| 22               | 54,590.40          | 48,225.60          | 46,104.00          | 43,982.40          | 36,485.40          | President's Day                                  |           |               |
| 23               | 55,120.80          | 48,756.00          | 46,634.40          | 44,512.80          | 36,740.40          | Good Friday                                      |           |               |
| 24               | 55,651.20          | 49,286.40          | 47,164.80          | 45,043.20          | 36,995.40          | Memorial Day                                     |           |               |
| 25               | 56,181.60          | 49,816.80          | 47,695.20          | 45,573.60          | 37,250.40          | 4th of July                                      |           |               |
| 25               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | Labor Day  |           |               |
| 26               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | Thanksgiving                                     |           |               |
| 27               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | Day after Thanksgiving                           |           |               |
| 28               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | Christmas Eve                                    |           |               |
| 29               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | Christmas Day                                    |           |               |
| 30               | 56,712.00          | 50,347.20          | 48,225.60          | 46,104.00          | 37,505.40          | New Years Eve                                    |           |               |
| 31+              | 57,242.40          | 50,877.60          | 48,756.00          | 46,634.40          | 37,760.40          | New Years Day                                    |           |               |

EFFECTIVE JULY 1, 2021

**WARREN COUNTY SCHOOLS SALARY SCHEDULE****CUSTODIANS****2021-2022**

| YEARS<br>EXPERIENCE | GRADE 1   | GRADE 2   | GRADE 3   | GRADE 4   | Personal Days                          | Sick Days | Vacation Days<br>(260 days<br>employees) |
|---------------------|-----------|-----------|-----------|-----------|--|-----------|--|
| Beginning           | 18,314.10 | 18,644.58 | 18,976.08 | 19,306.56 | 0                                      | 1 per mo  | 1 per mo                                 |
| 1                   | 19,334.10 | 19,664.58 | 19,996.08 | 20,326.56 | 1                                      |           |  |
| 2                   | 19,864.50 | 20,194.98 | 20,526.48 | 20,856.96 |  |           |  |
| 3                   | 20,194.98 | 20,526.48 | 20,856.96 | 21,187.44 | 2                                      |           |  |
| 4                   | 20,526.48 | 20,856.96 | 21,187.44 | 21,518.94 |  |           |  |
| 5                   | 20,856.96 | 21,187.44 | 21,518.94 | 21,849.42 | 3                                      |           |  |
| 6                   | 21,187.44 | 21,518.94 | 21,849.42 | 22,180.92 | Sub Custodian: \$8.00 /hr              |           |  |
| 7                   | 21,518.94 | 21,849.42 | 22,180.92 | 22,511.40 | VACATION DAYS                          |           |  |
| 8                   | 21,849.42 | 22,180.92 | 22,511.40 | 22,842.90 | For 260 Days Employees ONLY:           |           |  |
| 9                   | 22,180.92 | 22,511.40 | 22,842.90 | 23,173.38 | Only 6 vacation days may be            |           |  |
| 10                  | 22,511.40 | 22,842.90 | 23,173.38 | 23,504.88 | accumulated at the end of Dec.         |           |  |
| 11                  | 22,842.90 | 23,173.38 | 23,504.88 | 23,835.36 | A maximum of 3 days above the 6        |           |  |
| 12                  | 23,173.38 | 23,504.88 | 23,835.36 | 24,166.86 | can be rolled to sick leave in Jan.    |           |  |
| 13                  | 23,504.88 | 23,835.36 | 24,166.86 | 24,497.34 |  |           |  |
| 14                  | 23,835.36 | 24,166.86 | 24,497.34 | 24,828.84 | SICK DAYS                              |           |  |
| 15                  | 24,166.86 | 24,497.34 | 24,828.84 | 24,939.00 | Sick days may be accumulated and       |           |  |
| 16                  | 24,497.34 | 24,828.84 | 24,939.00 | 25,049.16 | may be used towards experience         |           |  |
| 17                  | 24,828.84 | 24,939.00 | 25,049.16 | 25,159.32 | upon retirement. Unused personal       |           |  |
| 18                  | 24,939.00 | 25,049.16 | 25,159.32 | 25,269.48 | days will be added to sick leave at    |           |  |
| 19                  | 25,049.16 | 25,159.32 | 25,269.48 | 25,380.66 | the end of the school year.            |           |  |
| 20                  | 25,159.32 | 25,269.48 | 25,380.66 | 25,490.82 |  |           |  |
| 21                  | 25,269.48 | 25,380.66 | 25,490.82 | 25,600.98 | EXPERIENCE                             |           |  |
| 22                  | 25,380.66 | 25,490.82 | 25,600.98 | 25,711.14 | Experience is ONLY with Warren         |           |  |
| 23                  | 25,490.82 | 25,600.98 | 25,711.14 | 25,821.30 | Co School System. Years of             |           |  |
| 24                  | 25,600.98 | 25,711.14 | 25,821.30 | 25,931.46 | experience are counted as of the       |           |  |
| 25                  | 25,711.14 | 25,821.30 | 25,931.46 | 26,042.64 | first day started to work in a regular |           |  |
| 26                  | 25,821.30 | 25,931.46 | 26,042.64 | 26,152.80 | position.                              |           |  |
| 27                  | 25,931.46 | 26,042.64 | 26,152.80 | 26,262.96 |  |           |  |
| 28                  | 26,042.64 | 26,152.80 | 26,262.96 | 26,373.12 | PAID HOLIDAYS                          |           |  |
| 29                  | 26,152.80 | 26,262.96 | 26,373.12 | 26,483.28 | Martin Luther King Jr. Day             |           |  |
| 30                  | 26,262.96 | 26,373.12 | 26,483.28 | 26,593.44 | President's Day                        |           |  |
| 31                  | 26,373.12 | 26,483.28 | 26,593.44 | 26,703.60 | Good Friday                            |           |  |
| 32                  | 26,483.28 | 26,593.44 | 26,703.60 | 26,814.78 | Memorial Day                           |           |  |
| 33                  | 26,593.44 | 26,703.60 | 26,814.78 | 26,924.94 | 4-Jul                                  |           |  |
| 34                  | 26,703.60 | 26,814.78 | 26,924.94 | 27,035.10 | Labor Day                              |           |  |
| 35                  | 26,814.78 | 26,924.94 | 27,035.10 | 27,145.26 | Thanksgiving                           |           |  |
| 36                  | 26,924.94 | 27,035.10 | 27,145.26 | 27,255.42 | Day after Thanksgiving                 |           |  |
| 37                  | 27,035.10 | 27,145.26 | 27,255.42 | 27,365.58 | Christmas Eve                          |           |  |
| 38                  | 27,145.26 | 27,255.42 | 27,365.58 | 27,476.76 | Christmas Day                          |           |  |
| 39                  | 27,255.42 | 27,365.58 | 27,476.76 | 27,586.92 | New Years Eve                          |           |  |
| 40                  | 27,365.58 | 27,476.76 | 27,586.92 | 27,697.08 | New Years Day                          |           |  |

EFFECTIVE JULY 1, 2021

**WARREN COUNTY SCHOOLS SALARY SCHEDULE**  
**HEALTH SERVICES - NURSING STAFF**  
**2021-2022**

| YEARS EXPERIENCE |  | Athletic Trainer |  | School Nurse, RN |  | Personal Days  | Sick Days        |
|------------------|--|------------------|--|------------------|--|--|------------------|
|                  |  |                  |  |                  |  |  |                  |
| <b>Beginning</b> |  | 38,135.76        |  | 36,738.36        |  | <b>0</b>   | <b>1 per mo.</b> |
| <b>1</b>         |  | 39,155.76        |  | 37,758.36        |  | <b>1</b>   |                  |
| <b>2</b>         |  | 39,686.16        |  | 38,288.76        |  |  |                  |
| <b>3</b>         |  | 40,067.64        |  | 40,637.82        |  | <b>2</b>   |                  |
| <b>4</b>         |  | 40,450.14        |  | 40,757.16        |  |  |                  |
| <b>5</b>         |  | 40,831.62        |  | 40,941.78        |  | <b>3</b>   |                  |
| <b>6</b>         |  | 41,214.12        |  | 41,341.62        |  |  |                  |
| <b>7</b>         |  | 41,595.60        |  | 41,817.96        |  |  |                  |
| <b>8</b>         |  | 41,977.08        |  | 42,339.18        |  |  |                  |
| <b>9</b>         |  | 42,359.58        |  | 42,833.88        |  | <b>SICK DAYS</b>   |                  |
| <b>10</b>        |  | 42,741.06        |  | 43,439.76        |  | Sick Days may be accumulated, and may be used toward experience upon retirement. Unused personal days will be added to sick leave at the end of the school year. |                  |
| <b>11</b>        |  | 43,123.56        |  | 44,219.04        |  |  |                  |
| <b>12</b>        |  | 43,505.04        |  | 44,389.38        |  |  |                  |
| <b>13</b>        |  | 43,886.52        |  | 45,212.52        |  |  |                  |
| <b>14</b>        |  | 44,269.02        |  | 45,387.96        |  | <b>EXPERIENCE</b>  |                  |
| <b>15</b>        |  | 44,650.50        |  | 46,204.98        |  | Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!                         |                  |
| <b>16</b>        |  | 45,033.00        |  | 46,396.74        |  |  |                  |
| <b>17</b>        |  | 45,414.48        |  | 47,251.50        |  |  |                  |
| <b>18</b>        |  | 45,795.96        |  | 47,263.74        |  |  |                  |
| <b>19</b>        |  | 46,178.46        |  | 47,936.94        |  | <b>NOTE: FULL TIME</b> nurses will work same schedule as teachers. <b>PART TIME</b> nurses will work schedule approved by the Director.                          |                  |
| <b>20-24</b>     |  | 46,559.94        |  | 48,149.10        |  |  |                  |
| <b>25</b>        |  | 46,942.44        |  | 48,631.56        |  |  |                  |
| <b>26-30</b>     |  | 47,323.92        |  | 48,649.92        |  |  |                  |

EFFECTIVE JULY 1, 2021

**WARREN COUNTY SCHOOLS SALARY SCHEDULE**  
**CENTRAL OFFICE SUPPORT PERSONNEL**  
**2021-2022**

| YEARS<br>EXPERIENCE | Admin Asst. /<br>Board &<br>Director 260<br>Days | Admin Asst. 260<br>Days | Receptionist<br>Clerk / 260 | Teachers Ctr<br>Director - 260<br>Days | Teachers Ctr.<br>Asst. 260 Days | Lead Technician<br>260 Days | Technology<br>Asst. 260 Days | Technology<br>Asst. 200 Days | Personal<br>Days                       | Sick Days | Vacation Days<br>(260 days<br>employees) |
|---------------------|--|-------------------------|-----------------------------|--|---------------------------------|-----------------------------|------------------------------|------------------------------|--|-----------|--|
| Beginning           | 36,428.28  | 25,404.12               | 18,870.00                   | 28,077.54                              | 19,651.32                       | 32,354.40                   | 25,989.60                    | 20,694.78                    | 0                                      | 1 per mo  | 1 per mo                                 |
| 1                   | 37,448.28  | 26,424.12               | 19,890.00                   | 29,097.54                              | 20,977.32                       | 33,374.40                   | 27,009.60                    | 21,714.78                    | 1                                      |           |  |
| 2                   | 37,978.68  | 26,954.52               | 20,420.40                   | 29,627.94                              | 21,666.84                       | 33,904.80                   | 27,540.00                    | 22,245.18                    |  |           |  |
| 3                   | 38,360.16  | 27,336.00               | 20,726.40                   | 30,009.42                              | 22,080.55                       | 34,286.28                   | 27,921.48                    | 22,626.66                    | 2                                      |           |  |
| 4                   | 38,741.64  | 27,718.50               | 21,032.40                   | 30,391.92                              | 22,494.26                       | 34,668.78                   | 28,303.98                    | 23,009.16                    |  |           |  |
| 5                   | 39,124.14  | 28,099.98               | 21,338.40                   | 30,773.40                              | 22,907.98                       | 35,050.26                   | 28,685.46                    | 23,390.64                    | 3                                      |           |  |
| 6                   | 39,505.62  | 28,482.48               | 21,644.40                   | 31,154.88                              | 23,321.69                       | 35,432.76                   | 29,067.96                    | 23,773.14                    |  |           |  |
| 7                   | 39,888.12  | 28,863.96               | 21,950.40                   | 31,537.38                              | 23,735.40                       | 35,814.24                   | 29,449.44                    | 24,154.62                    | VACATION DAYS                          |           |  |
| 8                   | 40,269.60  | 29,245.44               | 22,256.40                   | 31,918.86                              | 24,149.11                       | 36,195.72                   | 29,830.92                    | 24,536.10                    | For 260 Days Employees ONLY:           |           |  |
| 9                   | 40,651.08  | 29,627.94               | 22,562.40                   | 32,301.36                              | 24,562.82                       | 36,578.22                   | 30,213.42                    | 24,918.60                    | Only 6 vacation days may be            |           |  |
| 10                  | 41,033.58  | 30,009.42               | 22,868.40                   | 32,682.84                              | 24,976.54                       | 36,959.70                   | 30,594.90                    | 25,300.08                    | accumulated at the end of Dec.         |           |  |
| 11                  | 41,415.06  | 30,391.92               | 23,174.40                   | 33,064.32                              | 25,390.25                       | 37,342.20                   | 30,977.40                    | 25,682.58                    | A maximum of 3 days above the 6        |           |  |
| 12                  | 41,797.56  | 30,773.40               | 23,480.40                   | 33,446.82                              | 25,803.96                       | 37,723.68                   | 31,358.88                    | 26,064.06                    | can be rolled to sick leave in Jan.    |           |  |
| 13                  | 42,179.04  | 31,154.88               | 23,786.40                   | 33,828.30                              | 26,217.67                       | 38,105.16                   | 31,740.36                    | 26,445.54                    |  |           |  |
| 14                  | 42,560.52  | 31,537.38               | 24,092.40                   | 34,210.80                              | 26,631.38                       | 38,487.66                   | 32,122.86                    | 26,828.04                    | SICK DAYS                              |           |  |
| 15                  | 42,943.02  | 31,918.86               | 24,398.40                   | 34,592.28                              | 27,045.10                       | 38,869.14                   | 32,504.34                    | 27,107.52                    | Sick days may be accumulated and       |           |  |
| 16                  | 43,324.50  | 32,301.36               | 24,704.40                   | 34,973.76                              | 27,458.81                       | 39,251.64                   | 32,886.84                    | 27,490.02                    | may be used towards experience         |           |  |
| 17                  | 43,707.00  | 32,682.84               | 25,010.40                   | 35,356.26                              | 27,872.52                       | 39,633.12                   | 33,268.32                    | 27,871.50                    | upon retirement. Unused personal       |           |  |
| 18                  | 43,833.48  | 32,810.34               | 25,163.40                   | 35,483.76                              | 28,010.42                       | 39,760.62                   | 33,395.82                    | 27,999.00                    | days will be added to sick leave at    |           |  |
| 19                  | 43,960.98  | 32,937.84               | 25,316.40                   | 35,610.24                              | 28,148.33                       | 39,888.12                   | 33,523.32                    | 28,125.48                    | the end of the school year.            |           |  |
| 20                  | 44,088.48  | 33,064.32               | 25,469.40                   | 35,737.74                              | 28,286.23                       | 40,014.60                   | 33,649.80                    | 28,252.98                    |  |           |  |
| 21                  | 44,215.98  | 33,191.82               | 25,622.40                   | 35,865.24                              | 28,424.14                       | 40,142.10                   | 33,777.30                    | 28,380.48                    | EXPERIENCE                             |           |  |
| 22                  | 44,343.48  | 33,319.32               | 25,775.40                   | 35,992.74                              | 28,562.04                       | 40,269.60                   | 33,904.80                    | 28,507.98                    | Experience is ONLY with Warren         |           |  |
| 23                  | 44,469.96  | 33,446.82               | 25,928.40                   | 36,120.24                              | 28,699.94                       | 40,397.10                   | 34,032.30                    | 28,635.48                    | Co School System. Years of             |           |  |
| 24                  | 44,597.46  | 33,574.32               | 26,081.40                   | 36,246.72                              | 28,837.85                       | 40,524.60                   | 34,159.80                    | 28,761.96                    | experience are counted as of the       |           |  |
| 25                  | 44,724.96  | 33,700.80               | 26,234.40                   | 36,374.22                              | 28,975.75                       | 40,651.08                   | 34,286.28                    | 28,889.46                    | first day started to work in a regular |           |  |
| 26                  | 44,852.46  | 33,828.30               | 26,387.40                   | 36,501.72                              | 29,113.66                       | 40,778.58                   | 34,413.78                    | 29,016.96                    | position.                              |           |  |
| 27                  | 44,979.96  | 33,955.80               | 26,540.40                   | 36,629.22                              | 29,251.56                       | 40,906.08                   | 34,541.28                    | 29,144.46                    |  |           |  |
| 28                  | 45,106.44  | 34,083.30               | 26,693.40                   | 36,756.72                              | 29,389.46                       | 41,033.58                   | 34,668.78                    | 29,271.96                    | PAID HOLIDAYS                          |           |  |
| 29                  | 45,233.94  | 34,210.80               | 26,846.40                   | 36,883.20                              | 29,527.37                       | 41,161.08                   | 34,796.28                    | 29,398.44                    | Martin Luther King Jr. Day             |           |  |
| 30                  | 45,361.44  | 34,337.28               | 26,999.40                   | 37,010.70                              | 29,665.27                       | 41,287.56                   | 34,922.76                    | 29,525.94                    | President's Day                        |           |  |
| 31                  | 45,488.94  | 34,464.78               | 27,152.40                   | 37,138.20                              | 29,803.18                       | 41,415.06                   | 35,050.26                    | 29,653.44                    | Good Friday                            |           |  |
| 32                  | 45,616.44  | 34,592.28               | 27,305.40                   | 37,265.70                              | 29,941.08                       | 41,542.56                   | 35,177.76                    | 29,780.94                    | Memorial Day                           |           |  |
| 33                  | 45,742.92  | 34,719.78               | 27,458.40                   | 37,393.20                              | 30,078.98                       | 41,670.06                   | 35,305.26                    | 29,908.44                    | 4-Jul                                  |           |  |
| 34                  | 45,870.42  | 34,847.28               | 27,611.40                   | 37,519.68                              | 30,216.89                       | 41,797.56                   | 35,432.76                    | 30,034.92                    | Labor Day                              |           |  |
| 35                  | 45,997.92  | 34,973.76               | 27,764.40                   | 37,647.18                              | 30,354.79                       | 41,924.04                   | 35,559.24                    | 30,162.42                    | Thanksgiving                           |           |  |
| 36                  | 46,125.42  | 35,101.26               | 27,917.40                   | 37,774.68                              | 30,492.70                       | 42,051.54                   | 35,686.74                    | 30,289.92                    | Day after Thanksgiving                 |           |  |
| 37                  | 46,252.92  | 35,228.76               | 28,070.40                   | 37,902.18                              | 30,630.60                       | 42,179.04                   | 35,814.24                    | 30,417.42                    | Christmas Eve                          |           |  |
| 38                  | 46,379.40  | 35,356.26               | 28,223.40                   | 38,029.68                              | 30,768.50                       | 42,306.54                   | 35,941.74                    | 30,544.92                    | Christmas Day                          |           |  |
| 39                  | 46,506.90  | 35,483.76               | 28,376.40                   | 38,156.16                              | 30,906.41                       | 42,434.04                   | 36,069.24                    | 30,671.40                    | New Years Eve                          |           |  |
| 40                  | 46,634.40  | 35,610.24               | 28,529.40                   | 38,283.66                              | 31,044.31                       | 42,560.52                   | 36,195.72                    | 30,797.88                    | New Years Day                          |           |  |

EFFECTIVE JULY 1, 2021

## WARREN COUNTY SCHOOLS SALARY SCHEDULE

ANNUAL SALARY BASED ON 12 MONTHS

## MAINTENANCE

2021-2022

| YEARS<br>EXPERIENCE | Supervisor | General Foreman | Grade 4   | Grade 3   | Grade 2   | Grade 1   | Personal Days  | Sick Days | Vacation Days |
|---------------------|------------|-----------------|-----------|-----------|-----------|-----------|--|-----------|---------------|
| Beginning           | 39,775.92  | 32,774.64       | 29,808.48 | 26,944.32 | 25,671.36 | 24,080.16 | 0  | 1 per mo. | 1 per mo.     |
| 1                   | 40,795.92  | 33,794.64       | 30,828.48 | 27,964.32 | 26,691.36 | 25,100.16 | 1  |           |               |
| 2                   | 41,326.32  | 34,325.04       | 31,358.88 | 28,494.72 | 27,221.76 | 25,630.56 |  |           |               |
| 3                   | 41,707.80  | 34,706.52       | 31,740.36 | 28,876.20 | 27,603.24 | 26,012.04 | 2  |           |               |
| 4                   | 42,090.30  | 35,089.02       | 32,122.86 | 29,258.70 | 27,985.74 | 26,394.54 |  |           |               |
| 5                   | 42,471.78  | 35,470.50       | 32,504.34 | 29,640.18 | 28,367.22 | 26,776.02 | 3  |           |               |
| 6                   | 42,853.26  | 35,851.98       | 32,886.84 | 30,022.68 | 28,749.72 | 27,158.52 |  |           |               |
| 7                   | 43,235.76  | 36,234.48       | 33,268.32 | 30,404.16 | 29,131.20 | 27,540.00 | VACATION DAYS - 1 per month  |           |               |
| 8                   | 43,617.24  | 36,615.96       | 33,649.80 | 30,785.64 | 29,512.68 | 27,921.48 | Only 6 vacation days may be accumulated at the end of December. A maximum of 3 days above the 6 can be rolled to sick leave in January.                          |           |               |
| 9                   | 43,999.74  | 36,998.46       | 34,032.30 | 31,168.14 | 29,895.18 | 28,303.98 |  |           |               |
| 10                  | 44,381.22  | 37,379.94       | 34,413.78 | 31,549.62 | 30,276.66 | 28,685.46 |  |           |               |
| 11                  | 44,762.70  | 37,761.42       | 34,796.28 | 31,932.12 | 30,659.16 | 29,067.96 | SICK DAYS  |           |               |
| 12                  | 45,145.20  | 38,143.92       | 35,177.76 | 32,313.60 | 31,040.64 | 29,449.44 | Sick Days may be accumulated, and may be used toward experience upon retirement. Unused personal days will be added to sick leave at the end of the school year. |           |               |
| 13                  | 45,526.68  | 38,525.40       | 35,559.24 | 32,695.08 | 31,422.12 | 29,830.92 |  |           |               |
| 14                  | 45,909.18  | 38,907.90       | 35,941.74 | 33,077.58 | 31,804.62 | 30,213.42 |  |           |               |
| 15                  | 46,290.66  | 39,289.38       | 36,323.22 | 33,459.06 | 32,186.10 | 30,594.90 | EXPERIENCE   |           |               |
| 16                  | 46,672.14  | 39,670.86       | 36,705.72 | 33,841.56 | 32,568.60 | 30,977.40 | Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!                         |           |               |
| 17                  | 47,054.64  | 40,053.36       | 37,087.20 | 34,223.04 | 32,950.08 | 31,358.88 |  |           |               |
| 18                  | 47,437.14  | 40,435.86       | 37,469.70 | 34,605.54 | 33,332.58 | 31,741.38 |  |           |               |
| 19                  | 47,819.64  | 40,818.36       | 37,852.20 | 35,000.04 | 33,715.08 | 32,123.88 | PAID HOLIDAYS  |           |               |
| 20                  | 48,202.14  | 41,200.86       | 38,234.70 | 35,382.54 | 34,097.58 | 32,506.38 | Martin Luther King Jr. Day   |           |               |
| 21                  | 48,584.64  | 41,583.36       | 38,617.20 | 35,765.04 | 34,480.08 | 32,888.88 | President's Day  |           |               |
| 22                  | 48,967.14  | 41,965.86       | 39,000.70 | 36,147.54 | 34,862.58 | 33,271.38 | Good Friday  |           |               |
| 23                  | 49,349.64  | 42,348.36       | 39,383.20 | 36,530.04 | 35,245.08 | 33,653.88 | Memorial Day   |           |               |
| 24                  | 49,732.14  | 42,730.86       | 39,765.70 | 36,912.54 | 35,627.58 | 34,036.38 | July 4   |           |               |
| 25                  | 50,114.64  | 43,113.36       | 40,148.20 | 37,295.04 | 36,010.08 | 34,418.88 | Labor Day  |           |               |
| 26                  | 50,497.14  | 43,495.86       | 40,530.70 | 37,677.54 | 36,392.58 | 34,801.38 | Thanksgiving Day   |           |               |
| 27                  | 50,879.64  | 43,878.36       | 40,913.20 | 38,060.04 | 36,775.08 | 35,183.88 | Day after Thanksgiving   |           |               |
| 28                  | 51,262.14  | 44,260.86       | 41,295.70 | 38,442.54 | 37,157.58 | 35,566.38 | Christmas Eve  |           |               |
| 29                  | 51,644.64  | 44,643.36       | 41,678.20 | 38,825.04 | 37,540.08 | 35,948.88 | Christmas Day  |           |               |
| 30                  | 52,027.14  | 45,025.86       | 42,060.70 | 39,207.54 | 37,922.58 | 36,331.38 | New Years Eve  |           |               |
| 31                  | 52,409.64  | 45,408.36       | 42,443.20 | 39,590.04 | 38,305.08 | 36,713.88 | New Years Day  |           |               |
| 32                  | 52,792.14  | 45,790.86       | 42,825.70 | 39,972.54 | 38,687.58 | 37,096.38 |  |           |               |
| 33                  | 53,174.64  | 46,173.36       | 43,208.20 | 40,355.04 | 39,070.08 | 37,478.88 |  |           |               |
| 34                  | 53,557.14  | 46,555.86       | 43,590.70 | 40,737.54 | 39,452.58 | 37,861.38 |  |           |               |
| 35                  | 53,939.64  | 46,938.36       | 43,973.20 | 41,120.04 | 39,835.08 | 38,243.88 |  |           |               |
| 36                  | 54,322.14  | 47,320.86       | 44,355.70 | 41,502.54 | 40,217.58 | 38,626.38 |  |           |               |
| 37                  | 54,704.64  | 47,703.36       | 44,738.20 | 41,885.04 | 40,600.08 | 39,008.88 |  |           |               |
| 38                  | 55,087.14  | 48,085.86       | 45,120.70 | 42,267.54 | 40,982.58 | 39,391.38 |  |           |               |
| 39                  | 55,469.64  | 48,468.36       | 45,503.20 | 42,650.04 | 41,365.08 | 39,773.88 |  |           |               |
| 40+                 | 55,852.14  | 48,850.86       | 45,885.70 | 43,032.54 | 41,747.58 | 40,156.38 |  |           |               |

**WARREN COUNTY SCHOOLS**  
**TN BASIC EDUCATION PROGRAM SALARY SCHEDULE**  
**LICENSED TEACHERS AND PRINCIPALS**  
**2021-2022**

| YRS EXP |  | BS        |  | MASTERS   |  | MA+30     |  | EDS       |  | DR        |
|---------|--|-----------|--|-----------|--|-----------|--|-----------|--|-----------|
| 0       |  | 39,780.00 |  | 41,417.10 |  | 41,985.24 |  | 43,014.42 |  | 46,501.80 |
| 1       |  | 40,800.00 |  | 42,128.04 |  | 44,025.24 |  | 45,054.42 |  | 48,541.80 |
| 2       |  | 41,616.00 |  | 42,944.04 |  | 44,841.24 |  | 45,870.42 |  | 49,357.80 |
| 3       |  | 41,922.00 |  | 43,250.04 |  | 45,147.24 |  | 46,176.42 |  | 49,663.80 |
| 4       |  | 42,249.42 |  | 44,562.78 |  | 46,468.14 |  | 47,255.58 |  | 50,291.10 |
| 5       |  | 42,368.76 |  | 44,757.60 |  | 46,666.02 |  | 47,451.42 |  | 50,296.20 |
| 6       |  | 42,553.38 |  | 45,013.62 |  | 46,931.22 |  | 47,732.94 |  | 51,034.68 |
| 7       |  | 42,953.22 |  | 45,570.54 |  | 47,473.86 |  | 48,305.16 |  | 51,974.10 |
| 8       |  | 43,429.56 |  | 46,199.88 |  | 48,137.88 |  | 49,192.56 |  | 52,923.72 |
| 9       |  | 43,950.78 |  | 46,832.28 |  | 48,802.92 |  | 50,365.56 |  | 54,203.82 |
| 10      |  | 44,445.48 |  | 47,609.52 |  | 49,538.34 |  | 51,315.18 |  | 55,221.78 |
| 11      |  | 45,051.36 |  | 48,797.82 |  | 50,812.32 |  | 52,663.62 |  | 56,713.02 |
| 12      |  | 45,830.64 |  | 49,684.20 |  | 51,772.14 |  | 53,671.38 |  | 57,805.44 |
| 13      |  | 46,000.98 |  | 49,882.08 |  | 51,985.32 |  | 53,868.24 |  | 58,003.32 |
| 14      |  | 46,824.12 |  | 50,806.20 |  | 52,977.78 |  | 54,893.34 |  | 59,107.98 |
| 15      |  | 46,999.56 |  | 50,985.72 |  | 53,158.32 |  | 55,105.50 |  | 59,335.44 |
| 16      |  | 47,816.58 |  | 51,936.36 |  | 54,178.32 |  | 56,151.00 |  | 60,476.82 |
| 17      |  | 48,008.34 |  | 52,153.62 |  | 54,379.26 |  | 56,358.06 |  | 60,678.78 |
| 18      |  | 48,863.10 |  | 53,109.36 |  | 55,404.36 |  | 57,441.30 |  | 61,851.78 |
| 19      |  | 48,875.34 |  | 53,121.60 |  | 55,415.58 |  | 57,452.52 |  | 61,863.00 |
| 20      |  | 49,548.54 |  | 53,912.10 |  | 56,270.34 |  | 58,354.20 |  | 62,860.56 |
| 21      |  | 49,760.70 |  | 54,124.26 |  | 56,482.50 |  | 58,566.36 |  | 63,072.72 |
| 22      |  | 50,243.16 |  | 54,707.70 |  | 57,145.50 |  | 59,272.20 |  | 63,894.84 |
| 23      |  | 50,319.66 |  | 54,784.20 |  | 57,222.00 |  | 59,348.70 |  | 63,971.34 |
| 24      |  | 50,396.16 |  | 54,860.70 |  | 57,298.50 |  | 59,425.20 |  | 64,047.84 |
| 25      |  | 50,472.66 |  | 54,937.20 |  | 57,375.00 |  | 59,501.70 |  | 64,124.34 |
| 26      |  | 50,549.16 |  | 55,013.70 |  | 57,451.50 |  | 59,578.20 |  | 64,200.84 |
| 27      |  | 50,625.66 |  | 55,090.20 |  | 57,528.00 |  | 59,654.70 |  | 64,277.34 |
| 28      |  | 50,702.16 |  | 55,166.70 |  | 57,722.82 |  | 59,731.20 |  | 64,353.84 |
| 29      |  | 51,091.80 |  | 55,285.02 |  | 57,799.32 |  | 59,850.54 |  | 64,473.18 |
| 30      |  | 51,168.30 |  | 55,361.52 |  | 57,875.82 |  | 59,927.04 |  | 64,549.68 |
| 31+     |  | 51,244.80 |  | 55,438.02 |  | 57,952.32 |  | 60,003.54 |  | 64,626.18 |

**DEGREE RATING WILL BE BASED ON A VALID TN LICENSE. IT IS TEACHER'S RESPONSIBILITY TO MAKE SURE THIER LICENSE IS VALID! COLLEGE CREDIT RECEIVED AFTER GRADUATING **AND** TAKEN TOWARD PRESENT CERTIFICATION, NEW CERTIFICATION, OR HIGHER DEGREE AND APPROVED BY SUPERVISOR OF INSTRUCTION, WILL BE PAID \$15.00 PER SEMESTER HOUR ON EACH CONTRACTUAL YEAR, NOT TO EXCEED A MAXIMUM OF 30 SEMESTER HOURS FOR EACH CATAGORY. HOURS MUST BE ON AN OFFICIAL TRANSCRIPT FROM AN ACCREDITED COLLEGE OR UNIVERSITY **AND** IN THE DIRECTOR OF SCHOOLS OFFICE BY SEPTEMBER 10TH.**



EFFECTIVE JULY 1, 2021

**WARREN COUNTY SCHOOLS SALARY SCHEDULE  
TN BASIC EDUCATION PROGRAM SALARY SCHEDULE**

**SYSTEM-WIDE**

**2021-2022**

| YRS EXP | BS        | MASTERS      | MA+30        | EDS          | DR           |
|---------|-----------|--------------|--------------|--------------|--------------|
| 0       | 40,800.00 | \$ 42,466.68 | \$ 43,359.18 | \$ 44,425.08 | \$ 47,552.40 |
| 1       | 41,820.00 | \$ 43,486.68 | \$ 45,399.18 | \$ 46,465.08 | \$ 49,592.40 |
| 2       | 42,636.00 | \$ 44,302.68 | \$ 46,215.18 | \$ 47,281.08 | \$ 50,408.40 |
| 3       | 43,452.00 | \$ 44,608.68 | \$ 46,521.18 | \$ 47,587.08 | \$ 50,714.40 |
| 4       | 43,758.00 | \$ 45,953.04 | \$ 47,863.50 | \$ 48,681.54 | \$ 51,351.90 |
| 5       | 44,470.98 | \$ 46,147.86 | \$ 48,061.38 | \$ 48,878.40 | \$ 51,357.00 |
| 6       | 44,590.32 | \$ 46,424.28 | \$ 48,358.20 | \$ 49,191.54 | \$ 52,095.48 |
| 7       | 44,786.16 | \$ 47,013.84 | \$ 48,927.36 | \$ 49,801.50 | \$ 53,076.72 |
| 8       | 45,222.72 | \$ 47,673.78 | \$ 49,623.00 | \$ 50,709.30 | \$ 54,043.68 |
| 9       | 45,720.48 | \$ 48,337.80 | \$ 50,319.66 | \$ 51,920.04 | \$ 55,354.38 |
| 10      | 46,288.62 | \$ 49,147.68 | \$ 51,086.70 | \$ 52,906.38 | \$ 56,393.76 |
| 11      | 46,814.94 | \$ 50,404.32 | \$ 52,408.62 | \$ 54,312.96 | \$ 57,906.42 |
| 12      | 47,458.56 | \$ 51,318.24 | \$ 53,411.28 | \$ 55,347.24 | \$ 59,036.58 |
| 13      | 48,264.36 | \$ 51,510.00 | \$ 53,624.46 | \$ 55,555.32 | \$ 59,239.56 |
| 14      | 48,451.02 | \$ 52,476.96 | \$ 54,659.76 | \$ 56,611.02 | \$ 60,380.94 |
| 15      | 49,305.78 | \$ 52,651.38 | \$ 54,840.30 | \$ 56,834.40 | \$ 60,603.30 |
| 16      | 49,496.52 | \$ 53,649.96 | \$ 55,896.00 | \$ 57,906.42 | \$ 61,781.40 |
| 17      | 50,345.16 | \$ 53,862.12 | \$ 56,097.96 | \$ 58,140.00 | \$ 61,978.26 |
| 18      | 50,543.04 | \$ 54,865.80 | \$ 57,164.88 | \$ 59,244.66 | \$ 63,182.88 |
| 19      | 51,434.52 | \$ 54,877.02 | \$ 57,177.12 | \$ 59,255.88 | \$ 63,195.12 |
| 20      | 51,446.76 | \$ 55,682.82 | \$ 58,057.38 | \$ 60,195.30 | \$ 64,213.08 |
| 21      | 52,146.48 | \$ 55,894.98 | \$ 58,269.54 | \$ 60,407.46 | \$ 64,425.24 |
| 22      | 52,358.64 | \$ 56,521.26 | \$ 58,964.16 | \$ 61,143.90 | \$ 65,273.88 |
| 23      | 52,873.74 | \$ 56,597.76 | \$ 59,040.66 | \$ 61,220.40 | \$ 65,350.38 |
| 24      | 52,950.24 | \$ 56,674.26 | \$ 59,117.16 | \$ 61,296.90 | \$ 65,426.88 |
| 25      | 53,026.74 | \$ 56,750.76 | \$ 59,193.66 | \$ 61,373.40 | \$ 65,503.38 |
| 26      | 53,103.24 | \$ 56,827.26 | \$ 59,270.16 | \$ 61,449.90 | \$ 65,579.88 |
| 27      | 53,179.74 | \$ 56,903.76 | \$ 59,346.66 | \$ 61,526.40 | \$ 65,656.38 |
| 28      | 53,256.24 | \$ 56,980.26 | \$ 59,423.16 | \$ 61,602.90 | \$ 65,732.88 |
| 29      | 53,332.74 | \$ 57,099.60 | \$ 59,542.50 | \$ 61,722.24 | \$ 65,852.22 |
| 30      | 53,722.38 | \$ 57,176.10 | \$ 59,619.00 | \$ 61,798.74 | \$ 65,928.72 |
| 31+     | 53,798.88 | \$ 57,252.60 | \$ 59,695.50 | \$ 61,875.24 | \$ 66,005.22 |

**DEGREE RATING WILL BE BASED ON A VALID TN LICENSE. IT IS TEACHER'S RESPONSIBILITY TO MAKE SURE THEIR LICENCE IS VALID!  
COLLEGE CREDIT RECEIVED AFTER GRADUATING **AND** TAKEN TOWARD PRESENT CERTIFICATION, NEW CERTIFICATION, OR HIGHER DEGREE AND  
APPROVED BY SUPERVISOR OF INSTRUCTION, WILL BE PAID \$15.00 PER SEMESTER HOUR ON EACH CONTRACTUAL YEAR, NOT TO EXCEED A  
MAXIMUM OF 30 SEMESTER HOURS FOR EACH CATAGORY. HOURS MUST BE ON AN OFFICIAL TRANSCRIPT FROM AN ACCREDITED COLLEGE OR  
UNIVERSITY **AND** IN THE DIRECTOR OF SCHOOLS OFFICE BY SEPTEMBER 10TH.**



## SCHOOL NUTRITION

| Yrs.of<br>Exp. | Staff Level<br>1 Hourly | Staff<br>Level 2<br>Hourly | Staff<br>Level 3<br>Hourly | Assistant Manager<br>180 Days |         | Manager Level 1<br>200 Days |         | Manager Level 2<br>200 Days |         | Manager Level 3<br>200 Days |         | Field Supervisor<br>240 Days |         |   |
|----------------|-------------------------|----------------------------|----------------------------|-------------------------------|---------|-----------------------------|---------|-----------------------------|---------|-----------------------------|---------|------------------------------|---------|---|
|                |                         |                            |                            | Yearly                        | Hourly  | Yearly                      | Hourly  | Yearly                      | Hourly  | Yearly                      | Hourly  | Yearly                       | Hourly  |   |
| 0              | \$8.90                  | \$9.00                     | \$9.08                     | \$15,216                      | \$10.57 | \$20,400                    | \$12.75 | \$21,583                    | \$13.49 | \$23,795                    | \$14.87 | \$28,965                     | \$15.09 | <b>Personal Days:</b> 1 day after 1 full year, 2 days after 3 years, 3 days after 5 years.  |
| 1              | \$9.63                  | \$9.72                     | \$9.80                     | \$16,236                      | \$11.28 | \$21,420                    | \$13.39 | \$22,603                    | \$14.13 | \$24,815                    | \$15.51 | \$29,985                     | \$15.62 |   |
| 2              | \$10.16                 | \$10.25                    | \$10.34                    | \$17,046                      | \$11.84 | \$22,195                    | \$13.87 | \$23,847                    | \$14.90 | \$25,631                    | \$16.02 | \$30,867                     | \$16.08 |   |
| 3              | \$10.31                 | \$10.40                    | \$10.50                    | \$17,310                      | \$12.02 | \$22,522                    | \$14.08 | \$24,198                    | \$15.12 | \$26,011                    | \$16.26 | \$31,337                     | \$16.32 |   |
| 4              | \$10.48                 | \$10.57                    | \$10.67                    | \$17,590                      | \$12.22 | \$22,766                    | \$14.23 | \$24,464                    | \$15.29 | \$26,297                    | \$16.44 | \$31,690                     | \$16.51 | <b>Sick Days:</b> 1 per month. May be accumulated and used toward experience upon retirement. Unused personal days will be added to sick leave at end of SY.  |
| 5              | \$10.64                 | \$10.73                    | \$10.83                    | \$17,868                      | \$12.41 | \$23,011                    | \$14.38 | \$24,728                    | \$15.45 | \$26,581                    | \$16.61 | \$32,023                     | \$16.68 |   |
| 6              | \$10.79                 | \$10.89                    | \$10.99                    | \$18,015                      | \$12.51 | \$23,174                    | \$14.48 | \$24,904                    | \$15.57 | \$26,773                    | \$16.73 | \$32,259                     | \$16.80 |   |
| 7              | \$10.97                 | \$11.07                    | \$11.17                    | \$18,162                      | \$12.61 | \$23,338                    | \$14.59 | \$25,081                    | \$15.68 | \$26,963                    | \$16.85 | \$32,493                     | \$16.92 |   |
| 8              | \$11.12                 | \$11.22                    | \$11.32                    | \$18,309                      | \$12.71 | \$23,501                    | \$14.69 | \$25,257                    | \$15.79 | \$27,152                    | \$16.97 | \$32,728                     | \$17.05 | <b>Vacation Days:</b> 1 per month. For 10-month hourly personnel--will be added to last check.  |
| 9              | \$11.28                 | \$11.38                    | \$11.49                    | \$18,456                      | \$12.82 | \$23,664                    | \$14.79 | \$25,433                    | \$15.90 | \$27,344                    | \$17.09 | \$32,963                     | \$17.17 |   |
| 10             | \$11.44                 | \$11.55                    | \$11.65                    | \$18,603                      | \$12.92 | \$23,827                    | \$14.89 | \$25,609                    | \$16.01 | \$27,534                    | \$17.21 | \$33,179                     | \$17.28 |   |
| 11             | \$11.60                 | \$11.70                    | \$11.81                    | \$18,750                      | \$13.02 | \$23,909                    | \$14.94 | \$25,698                    | \$16.06 | \$27,629                    | \$17.27 | \$33,296                     | \$17.34 |   |
| 12             | \$11.76                 | \$11.87                    | \$11.97                    | \$18,956                      | \$13.16 | \$23,990                    | \$14.99 | \$25,786                    | \$16.12 | \$27,725                    | \$17.33 | \$33,413                     | \$17.40 | <b>Paid Holidays:</b><br>1. Martin Luther King, Jr. Day<br>2. Presidents Day<br>3. Good Friday<br>4. Memorial Day (12 month employees)<br>5. Fourth of July (12 month employees)<br>6. Labor Day<br>7. Thanksgiving Day<br>8. Day after Thanksgiving<br>9. Christmas Eve<br>10. Christmas Day<br>11. New Year's Eve<br>12. New Year's Day |
| 13             | \$11.92                 | \$12.04                    | \$12.14                    | \$19,043                      | \$13.22 | \$24,072                    | \$15.05 | \$25,873                    | \$16.17 | \$27,819                    | \$17.39 | \$33,531                     | \$17.46 |   |
| 14             | \$12.09                 | \$12.20                    | \$12.31                    | \$19,190                      | \$13.33 | \$24,154                    | \$15.10 | \$25,961                    | \$16.23 | \$27,914                    | \$17.45 | \$33,649                     | \$17.53 |   |
| 15             | \$12.25                 | \$12.36                    | \$12.47                    | \$19,352                      | \$13.44 | \$24,235                    | \$15.15 | \$26,050                    | \$16.28 | \$28,010                    | \$17.51 | \$33,766                     | \$17.59 |   |
| 16             | \$12.40                 | \$12.52                    | \$12.63                    | \$19,499                      | \$13.54 | \$24,317                    | \$15.20 | \$26,139                    | \$16.34 | \$28,105                    | \$17.57 | \$33,883                     | \$17.65 |   |
| 17             | \$12.45                 | \$12.57                    | \$12.68                    | \$19,646                      | \$13.64 | \$24,398                    | \$15.25 | \$26,226                    | \$16.39 | \$28,200                    | \$17.62 | \$34,001                     | \$17.71 |   |
| 18             | \$12.52                 | \$12.63                    | \$12.75                    | \$19,793                      | \$13.75 | \$24,480                    | \$15.30 | \$26,314                    | \$16.45 | \$28,296                    | \$17.68 | \$34,119                     | \$17.77 |   |
| 19             | \$12.57                 | \$12.68                    | \$12.80                    | \$19,940                      | \$13.85 | \$24,562                    | \$15.35 | \$26,403                    | \$16.50 | \$28,391                    | \$17.74 | \$34,236                     | \$17.83 |   |
| 20             | \$12.62                 | \$12.73                    | \$12.85                    | \$20,087                      | \$13.95 | \$24,643                    | \$15.40 | \$26,490                    | \$16.56 | \$28,486                    | \$17.80 | \$34,354                     | \$17.89 |   |
| 21             | \$12.67                 | \$12.78                    | \$12.90                    | \$20,234                      | \$14.05 | \$24,725                    | \$15.45 | \$26,579                    | \$16.61 | \$28,581                    | \$17.86 | \$34,471                     | \$17.95 |   |
| 22             | \$12.72                 | \$12.83                    | \$12.95                    | \$20,307                      | \$14.10 | \$24,806                    | \$15.50 | \$26,667                    | \$16.67 | \$28,676                    | \$17.92 | \$34,569                     | \$18.00 |   |
| 23             | \$12.78                 | \$12.90                    | \$13.02                    | \$20,381                      | \$14.15 | \$24,888                    | \$15.56 | \$26,755                    | \$16.72 | \$28,771                    | \$17.98 | \$34,686                     | \$18.07 |   |
| 24             | \$12.83                 | \$12.95                    | \$13.08                    | \$20,454                      | \$14.20 | \$24,970                    | \$15.61 | \$26,843                    | \$16.78 | \$28,867                    | \$18.04 | \$34,804                     | \$18.13 |   |
| 25             | \$12.88                 | \$13.01                    | \$13.12                    | \$20,564                      | \$14.28 | \$25,051                    | \$15.66 | \$26,931                    | \$16.83 | \$28,962                    | \$18.10 | \$34,922                     | \$18.19 | <b>EXPERIENCE</b> is ONLY with Warren County School System. Years of experience are counted as of first day started to work in a regular position!  |
| 26             | \$12.94                 | \$13.07                    | \$13.18                    | \$20,601                      | \$14.31 | \$25,133                    | \$15.71 | \$27,020                    | \$16.89 | \$29,057                    | \$18.16 | \$35,039                     | \$18.25 |   |
| 27             | \$12.99                 | \$13.12                    | \$13.24                    | \$20,674                      | \$14.36 | \$25,214                    | \$15.76 | \$27,108                    | \$16.94 | \$29,152                    | \$18.22 | \$35,156                     | \$18.31 |   |
| 28             | \$13.06                 | \$13.18                    | \$13.30                    | \$20,718                      | \$14.39 | \$25,296                    | \$15.81 | \$27,195                    | \$17.00 | \$29,247                    | \$18.28 | \$35,274                     | \$18.37 |   |
| 29             | \$13.11                 | \$13.23                    | \$13.35                    | \$20,792                      | \$14.44 | \$25,378                    | \$15.86 | \$27,284                    | \$17.05 | \$29,342                    | \$18.34 | \$35,392                     | \$18.43 | <b>Banquet Pay:</b> Hours for extra work at banquets, etc. will be paid at \$13.50 per hour unless employee is over 40 hours for the week. Then employee will be paid at 1.5 times employee's regular rate of pay.  |
| 30             | \$13.16                 | \$13.28                    | \$13.40                    | \$20,865                      | \$14.49 | \$25,459                    | \$15.91 | \$27,372                    | \$17.11 | \$29,437                    | \$18.40 | \$35,509                     | \$18.49 |   |
| 31             | \$13.21                 | \$13.33                    | \$13.45                    | \$20,939                      | \$14.54 | \$25,541                    | \$15.96 | \$27,460                    | \$17.16 | \$29,533                    | \$18.46 | \$35,627                     | \$18.56 |   |
| 32             | \$13.26                 | \$13.38                    | \$13.50                    | \$21,012                      | \$14.59 | \$25,622                    | \$16.01 | \$27,548                    | \$17.22 | \$29,628                    | \$18.52 | \$35,744                     | \$18.62 |   |
| 33             | \$13.32                 | \$13.44                    | \$13.57                    | \$21,085                      | \$14.64 | \$25,704                    | \$16.07 | \$27,636                    | \$17.27 | \$29,723                    | \$18.58 | \$35,861                     | \$18.68 |   |
| 34             | \$13.37                 | \$13.49                    | \$13.62                    | \$21,159                      | \$14.69 | \$25,786                    | \$16.12 | \$27,725                    | \$17.33 | \$29,819                    | \$18.64 | \$35,979                     | \$18.74 |   |
| 35             | \$13.42                 | \$13.55                    | \$13.67                    | \$21,232                      | \$14.74 | \$25,867                    | \$16.17 | \$27,812                    | \$17.38 | \$29,913                    | \$18.70 | \$36,077                     | \$18.79 |   |
| 36             | \$13.47                 | \$13.60                    | \$13.72                    | \$21,306                      | \$14.80 | \$25,949                    | \$16.22 | \$27,901                    | \$17.44 | \$30,008                    | \$18.76 | \$36,195                     | \$18.85 |   |
| 37             | \$13.53                 | \$13.65                    | \$13.78                    | \$21,379                      | \$14.85 | \$26,030                    | \$16.27 | \$27,989                    | \$17.49 | \$30,104                    | \$18.82 | \$36,312                     | \$18.91 |   |
| 38             | \$13.59                 | \$13.71                    | \$13.84                    | \$21,453                      | \$14.90 | \$26,112                    | \$16.32 | \$28,077                    | \$17.55 | \$30,199                    | \$18.87 | \$36,429                     | \$18.97 |   |
| 39             | \$13.64                 | \$13.76                    | \$13.89                    | \$21,526                      | \$14.95 | \$26,194                    | \$16.37 | \$28,165                    | \$17.60 | \$30,294                    | \$18.93 | \$36,547                     | \$19.03 |   |
| 40             | \$13.69                 | \$13.81                    | \$13.94                    | \$21,600                      | \$15.00 | \$26,275                    | \$16.42 | \$28,253                    | \$17.66 | \$30,390                    | \$18.99 | \$36,665                     | \$19.10 |   |
| SUBS           | \$8.16                  |                            |                            |                               |         |                             |         |                             |         |                             |         |                              |         |   |