

EFFECTIVE JULY 1, 2024

**WARREN COUNTY SCHOOLS SALARY SCHEDULE**  
**CERTIFIED STAFF**  
**2024-2025**

YRS EXP	BS	MASTERS	MA+30	EDS	DR
0	\$ 49,000	\$ 53,000	\$ 55,000	\$ 57,000	\$ 62,000
1	\$ 49,400	\$ 53,400	\$ 55,400	\$ 57,400	\$ 62,400
2	\$ 49,800	\$ 53,800	\$ 55,800	\$ 57,800	\$ 62,800
3	\$ 50,200	\$ 54,200	\$ 56,200	\$ 58,200	\$ 63,200
4	\$ 50,600	\$ 54,600	\$ 56,600	\$ 58,600	\$ 63,600
5	\$ 51,000	\$ 55,000	\$ 57,000	\$ 59,000	\$ 64,000
6	\$ 51,400	\$ 55,400	\$ 57,400	\$ 59,400	\$ 64,400
7	\$ 51,800	\$ 55,800	\$ 57,800	\$ 59,800	\$ 64,800
8	\$ 52,200	\$ 56,200	\$ 58,200	\$ 60,200	\$ 65,200
9	\$ 52,600	\$ 56,600	\$ 58,600	\$ 60,600	\$ 65,600
10	\$ 53,000	\$ 57,000	\$ 59,000	\$ 61,000	\$ 66,000
11	\$ 53,400	\$ 57,400	\$ 59,400	\$ 61,400	\$ 66,400
12	\$ 53,800	\$ 57,800	\$ 59,800	\$ 61,800	\$ 66,800
13	\$ 54,200	\$ 58,200	\$ 60,200	\$ 62,200	\$ 67,200
14	\$ 54,600	\$ 58,600	\$ 60,600	\$ 62,600	\$ 67,600
15	\$ 55,000	\$ 59,000	\$ 61,000	\$ 63,000	\$ 68,000
16	\$ 55,400	\$ 59,400	\$ 61,400	\$ 63,400	\$ 68,400
17	\$ 55,800	\$ 59,800	\$ 61,800	\$ 63,800	\$ 68,800
18	\$ 56,200	\$ 60,200	\$ 62,200	\$ 64,200	\$ 69,200
19	\$ 56,600	\$ 60,600	\$ 62,600	\$ 64,600	\$ 69,600
20	\$ 57,000	\$ 61,000	\$ 63,000	\$ 65,000	\$ 70,000
21	\$ 57,400	\$ 61,400	\$ 63,400	\$ 65,400	\$ 70,400
22	\$ 57,800	\$ 61,800	\$ 63,800	\$ 65,800	\$ 70,800
23	\$ 58,200	\$ 62,200	\$ 64,200	\$ 66,200	\$ 71,200
24	\$ 58,600	\$ 62,600	\$ 64,600	\$ 66,600	\$ 71,600
25	\$ 59,000	\$ 63,000	\$ 65,000	\$ 67,000	\$ 72,000
26	\$ 59,400	\$ 63,400	\$ 65,400	\$ 67,400	\$ 72,400
27	\$ 59,800	\$ 63,800	\$ 65,800	\$ 67,800	\$ 72,800
28	\$ 60,200	\$ 64,200	\$ 66,200	\$ 68,200	\$ 73,200
29	\$ 60,600	\$ 64,600	\$ 66,600	\$ 68,600	\$ 73,600
30	\$ 61,000	\$ 65,000	\$ 67,000	\$ 69,000	\$ 74,000
31+	\$ 61,400	\$ 65,400	\$ 67,400	\$ 69,400	\$ 74,400

Athletic Trainer and Nurses are also paid off Certified Staff Schedule. Degree rating will be based on a valid TN license. It is the teacher's responsibility to make sure their license is valid. College credit received after graduating and taken toward present certification, new certification, or higher degree and approved by the 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 category. Hours must be on an official transcript from an accredited college or university and in the Director of Schools office by September 10th. Transcripts are due September 10th and January 10th in order to receive the pay raise for newly earned degrees. Extra hours are added only in the fall semester and must be submitted by September 10th. Employees that qualify for system-wide compensation will receive \$2,000 additional dollars. Employees hired on less than 200-day contracts will be paid their daily rate for their days worked on each pay period (16th-15th). If you work 10 days during the pay period, your paycheck will be for those 10 days worked. Paid years of experience will be based on experience reflected in TN Compass plus any extra out-of-state or private school experience that the employee has submitted an official verification of experience form for. Leave without pay days are deducted from experience. Because salary is paid matching verified years of experience, this means those days will also affect your salary.

EFFECTIVE JULY 1, 2024

**WARREN COUNTY SCHOOLS SALARY SCHEDULE**  
**SUPPORT SALARY SCHEDULE**  
**2024-2025**

Years Experience	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	Vacation, Sick, Personal & Holidays
0	\$ 21,000	\$ 24,500	\$ 28,000	\$ 31,500	\$ 35,000	\$ 38,500	\$ 42,000	\$ 45,500	\$ 49,000	\$ 59,000	<b>Personal Days</b> - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment.  <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 the end of the school year.  <b>Vacation Days- 260 Day Employees Only - 1 per month.</b> 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.
1	\$ 21,400	\$ 24,900	\$ 28,400	\$ 31,900	\$ 35,400	\$ 38,900	\$ 42,400	\$ 45,900	\$ 49,400	\$ 59,400	
2	\$ 21,800	\$ 25,300	\$ 28,800	\$ 32,300	\$ 35,800	\$ 39,300	\$ 42,800	\$ 46,300	\$ 49,800	\$ 59,800	
3	\$ 22,200	\$ 25,700	\$ 29,200	\$ 32,700	\$ 36,200	\$ 39,700	\$ 43,200	\$ 46,700	\$ 50,200	\$ 60,200	
4	\$ 22,600	\$ 26,100	\$ 29,600	\$ 33,100	\$ 36,600	\$ 40,100	\$ 43,600	\$ 47,100	\$ 50,600	\$ 60,600	
5	\$ 23,000	\$ 26,500	\$ 30,000	\$ 33,500	\$ 37,000	\$ 40,500	\$ 44,000	\$ 47,500	\$ 51,000	\$ 61,000	
6	\$ 23,400	\$ 26,900	\$ 30,400	\$ 33,900	\$ 37,400	\$ 40,900	\$ 44,400	\$ 47,900	\$ 51,400	\$ 61,400	
7	\$ 23,800	\$ 27,300	\$ 30,800	\$ 34,300	\$ 37,800	\$ 41,300	\$ 44,800	\$ 48,300	\$ 51,800	\$ 61,800	
8	\$ 24,200	\$ 27,700	\$ 31,200	\$ 34,700	\$ 38,200	\$ 41,700	\$ 45,200	\$ 48,700	\$ 52,200	\$ 62,200	
9	\$ 24,600	\$ 28,100	\$ 31,600	\$ 35,100	\$ 38,600	\$ 42,100	\$ 45,600	\$ 49,100	\$ 52,600	\$ 62,600	
10	\$ 25,000	\$ 28,500	\$ 32,000	\$ 35,500	\$ 39,000	\$ 42,500	\$ 46,000	\$ 49,500	\$ 53,000	\$ 63,000	
11	\$ 25,400	\$ 28,900	\$ 32,400	\$ 35,900	\$ 39,400	\$ 42,900	\$ 46,400	\$ 49,900	\$ 53,400	\$ 63,400	
12	\$ 25,800	\$ 29,300	\$ 32,800	\$ 36,300	\$ 39,800	\$ 43,300	\$ 46,800	\$ 50,300	\$ 53,800	\$ 63,800	
13	\$ 26,200	\$ 29,700	\$ 33,200	\$ 36,700	\$ 40,200	\$ 43,700	\$ 47,200	\$ 50,700	\$ 54,200	\$ 64,200	
14	\$ 26,600	\$ 30,100	\$ 33,600	\$ 37,100	\$ 40,600	\$ 44,100	\$ 47,600	\$ 51,100	\$ 54,600	\$ 64,600	
15	\$ 27,000	\$ 30,500	\$ 34,000	\$ 37,500	\$ 41,000	\$ 44,500	\$ 48,000	\$ 51,500	\$ 55,000	\$ 65,000	<b>Paid Holidays</b>
16	\$ 27,400	\$ 30,900	\$ 34,400	\$ 37,900	\$ 41,400	\$ 44,900	\$ 48,400	\$ 51,900	\$ 55,400	\$ 65,400	1. Martin Luther King Jr. Day      8. Day After Thanksgiving
17	\$ 27,800	\$ 31,300	\$ 34,800	\$ 38,300	\$ 41,800	\$ 45,300	\$ 48,800	\$ 52,300	\$ 55,800	\$ 65,800	2. President's Day
18	\$ 28,200	\$ 31,700	\$ 35,200	\$ 38,700	\$ 42,200	\$ 45,700	\$ 49,200	\$ 52,700	\$ 56,200	\$ 66,200	3. Good Friday                              9. Christmas Eve
19	\$ 28,600	\$ 32,100	\$ 35,600	\$ 39,100	\$ 42,600	\$ 46,100	\$ 49,600	\$ 53,100	\$ 56,600	\$ 66,600	4. Memorial Day                            10. Christmas Day
20	\$ 29,000	\$ 32,500	\$ 36,000	\$ 39,500	\$ 43,000	\$ 46,500	\$ 50,000	\$ 53,500	\$ 57,000	\$ 67,000	5. July 4th                                      11. New Year's Eve
21	\$ 29,400	\$ 32,900	\$ 36,400	\$ 39,900	\$ 43,400	\$ 46,900	\$ 50,400	\$ 53,900	\$ 57,400	\$ 67,400	6. Labor Day                                 12. New Year's Day
22	\$ 29,800	\$ 33,300	\$ 36,800	\$ 40,300	\$ 43,800	\$ 47,300	\$ 50,800	\$ 54,300	\$ 57,800	\$ 67,800	7. Thanksgiving Day
23	\$ 30,200	\$ 33,700	\$ 37,200	\$ 40,700	\$ 44,200	\$ 47,700	\$ 51,200	\$ 54,700	\$ 58,200	\$ 68,200	
24	\$ 30,600	\$ 34,100	\$ 37,600	\$ 41,100	\$ 44,600	\$ 48,100	\$ 51,600	\$ 55,100	\$ 58,600	\$ 68,600	<b>Experience</b>
25	\$ 31,000	\$ 34,500	\$ 38,000	\$ 41,500	\$ 45,000	\$ 48,500	\$ 52,000	\$ 55,500	\$ 59,000	\$ 69,000	Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!
26	\$ 31,400	\$ 34,900	\$ 38,400	\$ 41,900	\$ 45,400	\$ 48,900	\$ 52,400	\$ 55,900	\$ 59,400	\$ 69,400	
27	\$ 31,800	\$ 35,300	\$ 38,800	\$ 42,300	\$ 45,800	\$ 49,300	\$ 52,800	\$ 56,300	\$ 59,800	\$ 69,800	
28	\$ 32,200	\$ 35,700	\$ 39,200	\$ 42,700	\$ 46,200	\$ 49,700	\$ 53,200	\$ 56,700	\$ 60,200	\$ 70,200	
29	\$ 32,600	\$ 36,100	\$ 39,600	\$ 43,100	\$ 46,600	\$ 50,100	\$ 53,600	\$ 57,100	\$ 60,600	\$ 70,600	
30	\$ 33,000	\$ 36,500	\$ 40,000	\$ 43,500	\$ 47,000	\$ 50,500	\$ 54,000	\$ 57,500	\$ 61,000	\$ 71,000	<b>Additional Pay Rates</b>
31 +	\$ 33,400	\$ 36,900	\$ 40,400	\$ 43,900	\$ 47,400	\$ 50,900	\$ 54,400	\$ 57,900	\$ 61,400	\$ 71,400	Hourly Employees \$10.00 Substitute Daily Rate - \$85.00 Certified Substitute Daily Rate - \$95.00
S1	Educational Assistants 200, Administrative Assistant 200, Guard Shack 200										
S2	CDC Educational Assistants 200, Administrative Assistant 220, Attendance Secretary 220, Data Specialist 200, CO Receptionist 260, ESL Translator 200										
S3	Bookkeeper 220, Admin Assistant 240, ESL Translator 220, Teacher Center Clerk 260										
S4	Attendance Secretary 260, Admin Assistant 260										
S5	Bookkeeper 260, Teacher Center Director, Technology Assistant 1										
S6	Educational Diagnostician, Occupational Therapy Assistant, WCS TV Lead, Technology Assistant 2										
S7	Compliance Assistant 1										
S8	Compliance Assistant 2, Technology Lead										
S9	Compliance Assistant 3, Board Secretary, Nutrition Director 240										
S10	Compliance Manager										

Any leave without pay day must be deducted from years of experience - this applies to all employees. You will not earn the step raise if you reach five unpaid leave days during the school year. Unless employee is terminated all accumulated leave days will be paid out as determined by the employee's hire date.

EFFECTIVE JULY 1, 2024

WARREN COUNTY SCHOOLS SALARY SCHEDULE

CUSTODIANS

2024-2025

YEARS EXPERIENCE	C1	C2	C3	C4	C5	YEARS EXPERIENCE	C1	C2	C3	C4	C5	Vacation, Sick, Personal & Holidays
0	\$ 24,500	\$ 26,500	\$ 28,500	\$ 30,500	\$ 33,500	0	\$ 11.78	\$ 12.74	\$ 13.70	\$ 14.66	\$ 16.11	<b>Personal Days</b> - 1 day afer one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment.  <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 the end of the school year.  <b>Vacation Days- 260 Day Employees Only -1 per month.</b> 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.
1	\$ 24,900	\$ 26,900	\$ 28,900	\$ 30,900	\$ 33,900	1	\$ 11.97	\$ 12.93	\$ 13.89	\$ 14.86	\$ 16.30	
2	\$ 25,300	\$ 27,300	\$ 29,300	\$ 31,300	\$ 34,300	2	\$ 12.16	\$ 13.13	\$ 14.09	\$ 15.05	\$ 16.49	
3	\$ 25,700	\$ 27,700	\$ 29,700	\$ 31,700	\$ 34,700	3	\$ 12.36	\$ 13.32	\$ 14.28	\$ 15.24	\$ 16.68	
4	\$ 26,100	\$ 28,100	\$ 30,100	\$ 32,100	\$ 35,100	4	\$ 12.55	\$ 13.51	\$ 14.47	\$ 15.43	\$ 16.88	
5	\$ 26,500	\$ 28,500	\$ 30,500	\$ 32,500	\$ 35,500	5	\$ 12.74	\$ 13.70	\$ 14.66	\$ 15.63	\$ 17.07	
6	\$ 26,900	\$ 28,900	\$ 30,900	\$ 32,900	\$ 35,900	6	\$ 12.93	\$ 13.89	\$ 14.86	\$ 15.82	\$ 17.26	
7	\$ 27,300	\$ 29,300	\$ 31,300	\$ 33,300	\$ 36,300	7	\$ 13.13	\$ 14.09	\$ 15.05	\$ 16.01	\$ 17.45	
8	\$ 27,700	\$ 29,700	\$ 31,700	\$ 33,700	\$ 36,700	8	\$ 13.32	\$ 14.28	\$ 15.24	\$ 16.20	\$ 17.64	
9	\$ 28,100	\$ 30,100	\$ 32,100	\$ 34,100	\$ 37,100	9	\$ 13.51	\$ 14.47	\$ 15.43	\$ 16.39	\$ 17.84	
10	\$ 28,500	\$ 30,500	\$ 32,500	\$ 34,500	\$ 37,500	10	\$ 13.70	\$ 14.66	\$ 15.63	\$ 16.59	\$ 18.03	
11	\$ 28,900	\$ 30,900	\$ 32,900	\$ 34,900	\$ 37,900	11	\$ 13.89	\$ 14.86	\$ 15.82	\$ 16.78	\$ 18.22	
12	\$ 29,300	\$ 31,300	\$ 33,300	\$ 35,300	\$ 38,300	12	\$ 14.09	\$ 15.05	\$ 16.01	\$ 16.97	\$ 18.41	
13	\$ 29,700	\$ 31,700	\$ 33,700	\$ 35,700	\$ 38,700	13	\$ 14.28	\$ 15.24	\$ 16.20	\$ 17.16	\$ 18.61	
14	\$ 30,100	\$ 32,100	\$ 34,100	\$ 36,100	\$ 39,100	14	\$ 14.47	\$ 15.43	\$ 16.39	\$ 17.36	\$ 18.80	
15	\$ 30,500	\$ 32,500	\$ 34,500	\$ 36,500	\$ 39,500	15	\$ 14.66	\$ 15.63	\$ 16.59	\$ 17.55	\$ 18.99	
16	\$ 30,900	\$ 32,900	\$ 34,900	\$ 36,900	\$ 39,900	16	\$ 14.86	\$ 15.82	\$ 16.78	\$ 17.74	\$ 19.18	<b>Paid Holidays</b> 1. Martin Luther King Jr. Day    8. Day After Thanksgiving 2. President's Day                    9. Christmas Eve 3. Good Friday                        10. Christmas Day 4. Memorial Day                      11. New Year's Eve 5. July 4th                                12. New Year's Day 6. Labor Day 7. Thanksgiving Day
17	\$ 31,300	\$ 33,300	\$ 35,300	\$ 37,300	\$ 40,300	17	\$ 15.05	\$ 16.01	\$ 16.97	\$ 17.93	\$ 19.38	
18	\$ 31,700	\$ 33,700	\$ 35,700	\$ 37,700	\$ 40,700	18	\$ 15.24	\$ 16.20	\$ 17.16	\$ 18.13	\$ 19.57	
19	\$ 32,100	\$ 34,100	\$ 36,100	\$ 38,100	\$ 41,100	19	\$ 15.43	\$ 16.39	\$ 17.36	\$ 18.32	\$ 19.76	
20	\$ 32,500	\$ 34,500	\$ 36,500	\$ 38,500	\$ 41,500	20	\$ 15.63	\$ 16.59	\$ 17.55	\$ 18.51	\$ 19.95	
21	\$ 32,900	\$ 34,900	\$ 36,900	\$ 38,900	\$ 41,900	21	\$ 15.82	\$ 16.78	\$ 17.74	\$ 18.70	\$ 20.14	
22	\$ 33,300	\$ 35,300	\$ 37,300	\$ 39,300	\$ 42,300	22	\$ 16.01	\$ 16.97	\$ 17.93	\$ 18.89	\$ 20.34	
23	\$ 33,700	\$ 35,700	\$ 37,700	\$ 39,700	\$ 42,700	23	\$ 16.20	\$ 17.16	\$ 18.13	\$ 19.09	\$ 20.53	
24	\$ 34,100	\$ 36,100	\$ 38,100	\$ 40,100	\$ 43,100	24	\$ 16.39	\$ 17.36	\$ 18.32	\$ 19.28	\$ 20.72	
25	\$ 34,500	\$ 36,500	\$ 38,500	\$ 40,500	\$ 43,500	25	\$ 16.59	\$ 17.55	\$ 18.51	\$ 19.47	\$ 20.91	<b>Experience</b> Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!
26	\$ 34,900	\$ 36,900	\$ 38,900	\$ 40,900	\$ 43,900	26	\$ 16.78	\$ 17.74	\$ 18.70	\$ 19.66	\$ 21.11	
27	\$ 35,300	\$ 37,300	\$ 39,300	\$ 41,300	\$ 44,300	27	\$ 16.97	\$ 17.93	\$ 18.89	\$ 19.86	\$ 21.30	
28	\$ 35,700	\$ 37,700	\$ 39,700	\$ 41,700	\$ 44,700	28	\$ 17.16	\$ 18.13	\$ 19.09	\$ 20.05	\$ 21.49	<b>Additional Pay Rates</b> Part-Time Hourly Rate \$10.00
29	\$ 36,100	\$ 38,100	\$ 40,100	\$ 42,100	\$ 45,100	29	\$ 17.36	\$ 18.32	\$ 19.28	\$ 20.24	\$ 21.68	
30	\$ 36,500	\$ 38,500	\$ 40,500	\$ 42,500	\$ 45,500	30	\$ 17.55	\$ 18.51	\$ 19.47	\$ 20.43	\$ 21.88	
31 +	\$ 36,900	\$ 38,900	\$ 40,900	\$ 42,900	\$ 45,900	31 +	\$ 17.74	\$ 18.70	\$ 19.66	\$ 20.63	\$ 22.07	

C1	Level 1 Custodian
C2	Level 2 Custodian
C3	Level 3 Custodian
C4	School Lead Custodian
C5	WCHS Lead Custodian

Any leave without pay day must be deducted from years of experience - this applies to all employees. You will not earn the step raise if you reach five unpaid leave days during the school year. Unless employee is terminated all accumulated leave days will be paid out as determined by the employee's hire date.

**MAINTENANCE**  
**2024-2025**

YEARS EXPERIENCE	M1	M2	M3	M4	M5	Vacation, Sick, Personal & Holidays												
Beginning	\$ 31,500	\$ 36,500	\$ 39,500	\$ 41,500	\$ 48,500	<p><b>Personal Days</b> - 1 day afer one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment.</p> <p><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 the end of the school year.</p> <p><b>Vacation Days- 260 Day Employees Only</b> -1 per month. 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.</p> <p style="text-align: center;"><b>Paid Holidays</b></p> <table border="0"> <tr> <td>1. Martin Luther King Jr. Day</td> <td>7. Thanksgiving Day</td> </tr> <tr> <td>2. President's Day</td> <td>8. Day After Thanksgiving</td> </tr> <tr> <td>3. Good Friday</td> <td>9. Christmas Eve</td> </tr> <tr> <td>4. Memorial Day</td> <td>10. Christmas Day</td> </tr> <tr> <td>5: July 4th</td> <td>11. New Year's Eve</td> </tr> <tr> <td>6. Labor Day</td> <td>12. New Year's Day</td> </tr> </table> <p style="text-align: center;"><b>Experience</b></p> <p>Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!</p>	1. Martin Luther King Jr. Day	7. Thanksgiving Day	2. President's Day	8. Day After Thanksgiving	3. Good Friday	9. Christmas Eve	4. Memorial Day	10. Christmas Day	5: July 4th	11. New Year's Eve	6. Labor Day	12. New Year's Day
1. Martin Luther King Jr. Day	7. Thanksgiving Day																	
2. President's Day	8. Day After Thanksgiving																	
3. Good Friday	9. Christmas Eve																	
4. Memorial Day	10. Christmas Day																	
5: July 4th	11. New Year's Eve																	
6. Labor Day	12. New Year's Day																	
1	\$ 31,900	\$ 36,900	\$ 39,900	\$ 41,900	\$ 48,900													
2	\$ 32,300	\$ 37,300	\$ 40,300	\$ 42,300	\$ 49,300													
3	\$ 32,700	\$ 37,700	\$ 40,700	\$ 42,700	\$ 49,700													
4	\$ 33,100	\$ 38,100	\$ 41,100	\$ 43,100	\$ 50,100													
5	\$ 33,500	\$ 38,500	\$ 41,500	\$ 43,500	\$ 50,500													
6	\$ 33,900	\$ 38,900	\$ 41,900	\$ 43,900	\$ 50,900													
7	\$ 34,300	\$ 39,300	\$ 42,300	\$ 44,300	\$ 51,300													
8	\$ 34,700	\$ 39,700	\$ 42,700	\$ 44,700	\$ 51,700													
9	\$ 35,100	\$ 40,100	\$ 43,100	\$ 45,100	\$ 52,100													
10	\$ 35,500	\$ 40,500	\$ 43,500	\$ 45,500	\$ 52,500													
11	\$ 35,900	\$ 40,900	\$ 43,900	\$ 45,900	\$ 52,900													
12	\$ 36,300	\$ 41,300	\$ 44,300	\$ 46,300	\$ 53,300													
13	\$ 36,700	\$ 41,700	\$ 44,700	\$ 46,700	\$ 53,700													
14	\$ 37,100	\$ 42,100	\$ 45,100	\$ 47,100	\$ 54,100													
15	\$ 37,500	\$ 42,500	\$ 45,500	\$ 47,500	\$ 54,500													
16	\$ 37,900	\$ 42,900	\$ 45,900	\$ 47,900	\$ 54,900													
17	\$ 38,300	\$ 43,300	\$ 46,300	\$ 48,300	\$ 55,300													
18	\$ 38,700	\$ 43,700	\$ 46,700	\$ 48,700	\$ 55,700													
19	\$ 39,100	\$ 44,100	\$ 47,100	\$ 49,100	\$ 56,100													
20	\$ 39,500	\$ 44,500	\$ 47,500	\$ 49,500	\$ 56,500													
21	\$ 39,900	\$ 44,900	\$ 47,900	\$ 49,900	\$ 56,900													
22	\$ 40,300	\$ 45,300	\$ 48,300	\$ 50,300	\$ 57,300													
23	\$ 40,700	\$ 45,700	\$ 48,700	\$ 50,700	\$ 57,700													
24	\$ 41,100	\$ 46,100	\$ 49,100	\$ 51,100	\$ 58,100													
25	\$ 41,500	\$ 46,500	\$ 49,500	\$ 51,500	\$ 58,500													
26	\$ 41,900	\$ 46,900	\$ 49,900	\$ 51,900	\$ 58,900													
27	\$ 42,300	\$ 47,300	\$ 50,300	\$ 52,300	\$ 59,300													
28	\$ 42,700	\$ 47,700	\$ 50,700	\$ 52,700	\$ 59,700													
29	\$ 43,100	\$ 48,100	\$ 51,100	\$ 53,100	\$ 60,100													
30	\$ 43,500	\$ 48,500	\$ 51,500	\$ 53,500	\$ 60,500													
31 +	\$ 43,900	\$ 48,900	\$ 51,900	\$ 53,900	\$ 60,900													

M1	General Maintenance
M2	Skilled Maintenance
M3	Licensed Maintenance
M4	Maintenance Foreman
M5	Maintenance Director

Any leave without pay day must be deducted from years of experience - this applies to all employees. You will not earn the step raise if you reach five unpaid leave days during the school year. Unless employee is terminated all accumulated leave days will be paid out as determined by the employee's hire date.

**WARREN COUNTY SCHOOLS SALARY SCHEDULE**  
**SCHOOL NUTRITION**  
**2024-2025**

YEARS EXPERIENCE	N1	N2	N3	N4	N5	YEARS EXPERIENCE	N6	N7	N8	Vacation, Sick, Personal & Holidays
0	\$ 11.70	\$ 12.20	\$ 12.70	\$ 13.19	\$ 25,000	0	\$ 26,500	\$ 29,000	\$ 37,500	<b>Personal Days</b> - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment.  <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 the end of the school year.  <b>Vacation Days- 260 Day Employees Only -1 per month.</b> 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.
1	\$ 11.89	\$ 12.39	\$ 12.89	\$ 13.47	\$ 25,400	1	\$ 26,900	\$ 29,400	\$ 37,900	
2	\$ 12.08	\$ 12.58	\$ 13.08	\$ 13.75	\$ 25,800	2	\$ 27,300	\$ 29,800	\$ 38,300	
3	\$ 12.27	\$ 12.77	\$ 13.27	\$ 14.03	\$ 26,200	3	\$ 27,700	\$ 30,200	\$ 38,700	
4	\$ 12.46	\$ 12.96	\$ 13.46	\$ 14.31	\$ 26,600	4	\$ 28,100	\$ 30,600	\$ 39,100	
5	\$ 12.65	\$ 13.15	\$ 13.65	\$ 14.59	\$ 27,000	5	\$ 28,500	\$ 31,000	\$ 39,500	
6	\$ 12.84	\$ 13.34	\$ 13.84	\$ 14.87	\$ 27,400	6	\$ 28,900	\$ 31,400	\$ 39,900	
7	\$ 13.03	\$ 13.53	\$ 14.03	\$ 15.15	\$ 27,800	7	\$ 29,300	\$ 31,800	\$ 40,300	
8	\$ 13.22	\$ 13.72	\$ 14.22	\$ 15.43	\$ 28,200	8	\$ 29,700	\$ 32,200	\$ 40,700	
9	\$ 13.41	\$ 13.91	\$ 14.41	\$ 15.71	\$ 28,600	9	\$ 30,100	\$ 32,600	\$ 41,100	
10	\$ 13.60	\$ 14.10	\$ 14.60	\$ 15.99	\$ 29,000	10	\$ 30,500	\$ 33,000	\$ 41,500	
11	\$ 13.79	\$ 14.29	\$ 14.79	\$ 16.27	\$ 29,400	11	\$ 30,900	\$ 33,400	\$ 41,900	
12	\$ 13.98	\$ 14.48	\$ 14.98	\$ 16.55	\$ 29,800	12	\$ 31,300	\$ 33,800	\$ 42,300	
13	\$ 14.17	\$ 14.67	\$ 15.17	\$ 16.83	\$ 30,200	13	\$ 31,700	\$ 34,200	\$ 42,700	
14	\$ 14.36	\$ 14.86	\$ 15.36	\$ 17.11	\$ 30,600	14	\$ 32,100	\$ 34,600	\$ 43,100	
15	\$ 14.55	\$ 15.05	\$ 15.55	\$ 17.39	\$ 31,000	15	\$ 32,500	\$ 35,000	\$ 43,500	
16	\$ 14.74	\$ 15.24	\$ 15.74	\$ 17.67	\$ 31,400	16	\$ 32,900	\$ 35,400	\$ 43,900	
17	\$ 14.93	\$ 15.43	\$ 15.93	\$ 17.95	\$ 31,800	17	\$ 33,300	\$ 35,800	\$ 44,300	
18	\$ 15.12	\$ 15.62	\$ 16.12	\$ 18.23	\$ 32,200	18	\$ 33,700	\$ 36,200	\$ 44,700	
19	\$ 15.31	\$ 15.81	\$ 16.31	\$ 18.51	\$ 32,600	19	\$ 34,100	\$ 36,600	\$ 45,100	
20	\$ 15.50	\$ 16.00	\$ 16.50	\$ 18.79	\$ 33,000	20	\$ 34,500	\$ 37,000	\$ 45,500	
21	\$ 15.69	\$ 16.19	\$ 16.69	\$ 19.07	\$ 33,400	21	\$ 34,900	\$ 37,400	\$ 45,900	
22	\$ 15.88	\$ 16.38	\$ 16.88	\$ 19.35	\$ 33,800	22	\$ 35,300	\$ 37,800	\$ 46,300	
23	\$ 16.07	\$ 16.57	\$ 17.07	\$ 19.63	\$ 34,200	23	\$ 35,700	\$ 38,200	\$ 46,700	
24	\$ 16.26	\$ 16.76	\$ 17.26	\$ 19.91	\$ 34,600	24	\$ 36,100	\$ 38,600	\$ 47,100	
25	\$ 16.45	\$ 16.95	\$ 17.45	\$ 20.19	\$ 35,000	25	\$ 36,500	\$ 39,000	\$ 47,500	
26	\$ 16.64	\$ 17.14	\$ 17.64	\$ 20.47	\$ 35,400	26	\$ 36,900	\$ 39,400	\$ 47,900	
27	\$ 16.83	\$ 17.33	\$ 17.83	\$ 20.75	\$ 35,800	27	\$ 37,300	\$ 39,800	\$ 48,300	
28	\$ 17.02	\$ 17.52	\$ 18.02	\$ 21.03	\$ 36,200	28	\$ 37,700	\$ 40,200	\$ 48,700	
29	\$ 17.21	\$ 17.71	\$ 18.21	\$ 21.31	\$ 36,600	29	\$ 38,100	\$ 40,600	\$ 49,100	
30	\$ 17.40	\$ 17.90	\$ 18.40	\$ 21.59	\$ 37,000	30	\$ 38,500	\$ 41,000	\$ 49,500	
31 +	\$ 17.59	\$ 18.09	\$ 18.59	\$ 21.87	\$ 37,400	31 +	\$ 38,900	\$ 41,400	\$ 49,900	

**Paid Holidays**

- |                               |                           |
|-------------------------------|---------------------------|
| 1. Martin Luther King Jr. Day | 8. Day After Thanksgiving |
| 2. President's Day            | 9. Christmas Eve          |
| 3. Good Friday                | 10. Christmas Day         |
| 4. Memorial Day               | 11. New Year's Eve        |
| 5. July 4th                   | 12. New Year's Day        |
| 6. Labor Day                  |                           |
| 7. Thanksgiving Day           |                           |

**Experience**

Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!

**Additional Pay Rates**

Substitute Hourly Rate \$ 10.00  
\$10.00

N1	Staff 1
N2	Staff 2
N3	Staff 3
N4	Assitant Manager
N5	Manager 1
N6	Manager 2
N7	Manager 3
N8	Field Manager

Any leave without pay day must be deducted from years of experience - this applies to all employees. You will not earn the step raise if you reach five unpaid leave days during the school year. Unless employee is terminated all accumulated leave days will be paid out as determined by the employee's hire date.