YRS EXP	BS	MASTERS	MA+30	EDS	DR
0	$ 51,500	$ 55,500	$ 57,500	$ 59,500	$ 64,500
1	$ 52,000	$ 56,000	$ 58,000	$ 60,000	$ 65,000
2	$ 52,500	$ 56,500	$ 58,500	$ 60,500	$ 65,500
3	$ 53,000	$ 57,000	$ 59,000	$ 61,000	$ 66,000
4	$ 53,500	$ 57,500	$ 59,500	$ 61,500	$ 66,500
5	$ 54,000	$ 58,000	$ 60,000	$ 62,000	$ 67,000
6	$ 54,500	$ 58,500	$ 60,500	$ 62,500	$ 67,500
7	$ 55,000	$ 59,000	$ 61,000	$ 63,000	$ 68,000
8	$ 55,500	$ 59,500	$ 61,500	$ 63,500	$ 68,500
9	$ 56,000	$ 60,000	$ 62,000	$ 64,000	$ 69,000
10	$ 56,500	$ 60,500	$ 62,500	$ 64,500	$ 69,500
11	$ 57,000	$ 61,000	$ 63,000	$ 65,000	$ 70,000
12	$ 57,500	$ 61,500	$ 63,500	$ 65,500	$ 70,500
13	$ 58,000	$ 62,000	$ 64,000	$ 66,000	$ 71,000
14	$ 58,500	$ 62,500	$ 64,500	$ 66,500	$ 71,500
15	$ 59,000	$ 63,000	$ 65,000	$ 67,000	$ 72,000
16	$ 59,500	$ 63,500	$ 65,500	$ 67,500	$ 72,500
17	$ 60,000	$ 64,000	$ 66,000	$ 68,000	$ 73,000
18	$ 60,500	$ 64,500	$ 66,500	$ 68,500	$ 73,500
19	$ 61,000	$ 65,000	$ 67,000	$ 69,000	$ 74,000
20	$ 61,500	$ 65,500	$ 67,500	$ 69,500	$ 74,500
21	$ 62,000	$ 66,000	$ 68,000	$ 70,000	$ 75,000
22	$ 62,500	$ 66,500	$ 68,500	$ 70,500	$ 75,500
23	$ 63,000	$ 67,000	$ 69,000	$ 71,000	$ 76,000
24	$ 63,500	$ 67,500	$ 69,500	$ 71,500	$ 76,500
25	$ 64,000	$ 68,000	$ 70,000	$ 72,000	$ 77,000
26	$ 64,500	$ 68,500	$ 70,500	$ 72,500	$ 77,500
27	$ 65,000	$ 69,000	$ 71,000	$ 73,000	$ 78,000
28	$ 65,500	$ 69,500	$ 71,500	$ 73,500	$ 78,500
29	$ 66,000	$ 70,000	$ 72,000	$ 74,000	$ 79,000
30	$ 66,500	$ 70,500	$ 72,500	$ 74,500	$ 79,500
31+	$ 67,000	$ 71,000	$ 73,000	$ 75,000	$ 80,000

Athletic Trainers and Nurses are paid on the Certified Staff Salary Schedule, with degree level based on a valid Tennessee license. Employees are responsible for maintaining a current license. Approved college credit earned after graduation toward current certification, additional certification, or a higher degree will be paid at $15 per semester hour, up to 30 hours. Official transcripts from an accredited college or university must be submitted to the Director of Schools office by September 10 or January 10 for applicable pay increases. Extra hours are added only in the fall semester and must be submitted by September 10. Employees who qualify for system-wide compensation will receive an additional $2,000. Employees on contracts shorter than 10 months will be paid based on actual days worked each pay period. Paid experience is based on TN Compass records and approved out-of-state or private school experience submitted with official verification. Leave without pay days reduce total experience and may affect salary.

Years Experience	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
0	$ 22,100	$ 25,800	$ 29,500	$ 33,200	$ 36,900	$ 40,600	$ 44,300	$ 48,000	$ 51,700	$ 62,100
1	$ 22,600	$ 26,300	$ 30,000	$ 33,700	$ 37,400	$ 41,100	$ 44,800	$ 48,500	$ 52,200	$ 62,600
2	$ 23,100	$ 26,800	$ 30,500	$ 34,200	$ 37,900	$ 41,600	$ 45,300	$ 49,000	$ 52,700	$ 63,100
3	$ 23,600	$ 27,300	$ 31,000	$ 34,700	$ 38,400	$ 42,100	$ 45,800	$ 49,500	$ 53,200	$ 63,600
4	$ 24,100	$ 27,800	$ 31,500	$ 35,200	$ 38,900	$ 42,600	$ 46,300	$ 50,000	$ 53,700	$ 64,100
5	$ 24,600	$ 28,300	$ 32,000	$ 35,700	$ 39,400	$ 43,100	$ 46,800	$ 50,500	$ 54,200	$ 64,600
6	$ 25,100	$ 28,800	$ 32,500	$ 36,200	$ 39,900	$ 43,600	$ 47,300	$ 51,000	$ 54,700	$ 65,100
7	$ 25,600	$ 29,300	$ 33,000	$ 36,700	$ 40,400	$ 44,100	$ 47,800	$ 51,500	$ 55,200	$ 65,600
8	$ 26,100	$ 29,800	$ 33,500	$ 37,200	$ 40,900	$ 44,600	$ 48,300	$ 52,000	$ 55,700	$ 66,100
9	$ 26,600	$ 30,300	$ 34,000	$ 37,700	$ 41,400	$ 45,100	$ 48,800	$ 52,500	$ 56,200	$ 66,600
10	$ 27,100	$ 30,800	$ 34,500	$ 38,200	$ 41,900	$ 45,600	$ 49,300	$ 53,000	$ 56,700	$ 67,100
11	$ 27,600	$ 31,300	$ 35,000	$ 38,700	$ 42,400	$ 46,100	$ 49,800	$ 53,500	$ 57,200	$ 67,600
12	$ 28,100	$ 31,800	$ 35,500	$ 39,200	$ 42,900	$ 46,600	$ 50,300	$ 54,000	$ 57,700	$ 68,100
13	$ 28,600	$ 32,300	$ 36,000	$ 39,700	$ 43,400	$ 47,100	$ 50,800	$ 54,500	$ 58,200	$ 68,600
14	$ 29,100	$ 32,800	$ 36,500	$ 40,200	$ 43,900	$ 47,600	$ 51,300	$ 55,000	$ 58,700	$ 69,100
15	$ 29,600	$ 33,300	$ 37,000	$ 40,700	$ 44,400	$ 48,100	$ 51,800	$ 55,500	$ 59,200	$ 69,600
16	$ 30,100	$ 33,800	$ 37,500	$ 41,200	$ 44,900	$ 48,600	$ 52,300	$ 56,000	$ 59,700	$ 70,100
17	$ 30,600	$ 34,300	$ 38,000	$ 41,700	$ 45,400	$ 49,100	$ 52,800	$ 56,500	$ 60,200	$ 70,600
18	$ 31,100	$ 34,800	$ 38,500	$ 42,200	$ 45,900	$ 49,600	$ 53,300	$ 57,000	$ 60,700	$ 71,100
19	$ 31,600	$ 35,300	$ 39,000	$ 42,700	$ 46,400	$ 50,100	$ 53,800	$ 57,500	$ 61,200	$ 71,600
20	$ 32,100	$ 35,800	$ 39,500	$ 43,200	$ 46,900	$ 50,600	$ 54,300	$ 58,000	$ 61,700	$ 72,100
21	$ 32,600	$ 36,300	$ 40,000	$ 43,700	$ 47,400	$ 51,100	$ 54,800	$ 58,500	$ 62,200	$ 72,600
22	$ 33,100	$ 36,800	$ 40,500	$ 44,200	$ 47,900	$ 51,600	$ 55,300	$ 59,000	$ 62,700	$ 73,100
23	$ 33,600	$ 37,300	$ 41,000	$ 44,700	$ 48,400	$ 52,100	$ 55,800	$ 59,500	$ 63,200	$ 73,600
24	$ 34,100	$ 37,800	$ 41,500	$ 45,200	$ 48,900	$ 52,600	$ 56,300	$ 60,000	$ 63,700	$ 74,100
25	$ 34,600	$ 38,300	$ 42,000	$ 45,700	$ 49,400	$ 53,100	$ 56,800	$ 60,500	$ 64,200	$ 74,600
26	$ 35,100	$ 38,800	$ 42,500	$ 46,200	$ 49,900	$ 53,600	$ 57,300	$ 61,000	$ 64,700	$ 75,100
27	$ 35,600	$ 39,300	$ 43,000	$ 46,700	$ 50,400	$ 54,100	$ 57,800	$ 61,500	$ 65,200	$ 75,600
28	$ 36,100	$ 39,800	$ 43,500	$ 47,200	$ 50,900	$ 54,600	$ 58,300	$ 62,000	$ 65,700	$ 76,100
29	$ 36,600	$ 40,300	$ 44,000	$ 47,700	$ 51,400	$ 55,100	$ 58,800	$ 62,500	$ 66,200	$ 76,600
30	$ 37,100	$ 40,800	$ 44,500	$ 48,200	$ 51,900	$ 55,600	$ 59,300	$ 63,000	$ 66,700	$ 77,100
31 +	$ 37,600	$ 41,300	$ 45,000	$ 48,700	$ 52,400	$ 56,100	$ 59,800	$ 63,500	$ 67,200	$ 77,600

Annual, Sick, Personal & Holidays

Personal Days -
Year 0: 2 days earned
Year 1: 3 days earned
Year 2: 4 days earned
Year 3: 5 days earned

Sick Days -
10 month employees: 8 days earned
11 month employees: 9 days earned
12 month employees: 10 days earned
SL can be accumulated and used toward earned experience upon retirement. Unused personal days convert to sick leave at the end of the school year.

Annual Days-
12 month employees - 1 day per month earned.
Up to 6 days may be carried over in December; up to 3 additional days convert to sick leave in January.

Paid Holidays - 12 Month Employees

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

Experience

Experience applies only to service with the Warren County School System. Years of experience are earned based on completed full school years in a regular full-time position.

Additional Pay Rates

Hourly Employees $11.00
Substitute Daily Rate - $95.00
Certified Substitute Daily Rate - $110.00

S1	Educational Assistants (10), Administrative Assistant (10), Guard Shack (10)
S2	CDC Educational Assiatant (10), Administrative Assistant (11), Attendance Secretary (11), Data Specialist (10), ESL Translator (10)
S3	Bookkeeper (11), ESL Translator (11), Teacher Center Clerk (12)
S4	Attendance Secretary (12), Admin Assistant (12)
S5	Bookkeeper (12), Teacher Center Director (12), Technology Assistant 1 (12)
S6	Educational Diagnostician (10), Occupational Therapy Assistant (10), WCS TV (12), Technology Assistant 2 (12)
S7	Compliance Assistant 1 (12)
S8	Compliance Assistant 2 (12), Technology Lead (12)
S9	Compliance Assistant 3 (12), Board Secretary (12), Nutrition Director (12)
S10	Compliance Manager (12)

Any leave without pay day must be deducted from years of experience - this applies to all employees. Employees who accumulate five unpaid leave days during the school year will not be eligible for a step increase. All accrued leave days will be paid out in accordance with the employee's hire date, provided the employee is not terminated.

EFFECTIVE JULY 1, 2026 WARREN COUNTY SCHOOLS 2026-2027 CUSTODIANS SALARY SCHEDULE

YEARS EXPERIENCE	C1	C2	C3	C4	C5	YEARS EXPERIENCE	C1	C2	C3	C4	C5
0	$ 25,800	$ 27,900	$ 30,000	$ 32,100	$ 35,300	0	$ 12.40	$ 13.41	$ 14.42	$ 15.43	$ 16.97
1	$ 26,300	$ 28,400	$ 30,500	$ 32,600	$ 35,800	1	$ 12.64	$ 13.65	$ 14.66	$ 15.67	$ 17.21
2	$ 26,800	$ 28,900	$ 31,000	$ 33,100	$ 36,300	2	$ 12.88	$ 13.89	$ 14.90	$ 15.91	$ 17.45
3	$ 27,300	$ 29,400	$ 31,500	$ 33,600	$ 36,800	3	$ 13.13	$ 14.13	$ 15.14	$ 16.15	$ 17.69
4	$ 27,800	$ 29,900	$ 32,000	$ 34,100	$ 37,300	4	$ 13.37	$ 14.38	$ 15.38	$ 16.39	$ 17.93
5	$ 28,300	$ 30,400	$ 32,500	$ 34,600	$ 37,800	5	$ 13.61	$ 14.62	$ 15.63	$ 16.63	$ 18.17
6	$ 28,800	$ 30,900	$ 33,000	$ 35,100	$ 38,300	6	$ 13.85	$ 14.86	$ 15.87	$ 16.88	$ 18.41
7	$ 29,300	$ 31,400	$ 33,500	$ 35,600	$ 38,800	7	$ 14.09	$ 15.10	$ 16.11	$ 17.12	$ 18.65
8	$ 29,800	$ 31,900	$ 34,000	$ 36,100	$ 39,300	8	$ 14.33	$ 15.34	$ 16.35	$ 17.36	$ 18.89
9	$ 30,300	$ 32,400	$ 34,500	$ 36,600	$ 39,800	9	$ 14.57	$ 15.58	$ 16.59	$ 17.60	$ 19.13
10	$ 30,800	$ 32,900	$ 35,000	$ 37,100	$ 40,300	10	$ 14.81	$ 15.82	$ 16.83	$ 17.84	$ 19.38
11	$ 31,300	$ 33,400	$ 35,500	$ 37,600	$ 40,800	11	$ 15.05	$ 16.06	$ 17.07	$ 18.08	$ 19.62
12	$ 31,800	$ 33,900	$ 36,000	$ 38,100	$ 41,300	12	$ 15.29	$ 16.30	$ 17.31	$ 18.32	$ 19.86
13	$ 32,300	$ 34,400	$ 36,500	$ 38,600	$ 41,800	13	$ 15.53	$ 16.54	$ 17.55	$ 18.56	$ 20.10
14	$ 32,800	$ 34,900	$ 37,000	$ 39,100	$ 42,300	14	$ 15.77	$ 16.78	$ 17.79	$ 18.80	$ 20.34
15	$ 33,300	$ 35,400	$ 37,500	$ 39,600	$ 42,800	15	$ 16.01	$ 17.02	$ 18.03	$ 19.04	$ 20.58
16	$ 33,800	$ 35,900	$ 38,000	$ 40,100	$ 43,300	16	$ 16.25	$ 17.26	$ 18.27	$ 19.28	$ 20.82
17	$ 34,300	$ 36,400	$ 38,500	$ 40,600	$ 43,800	17	$ 16.49	$ 17.50	$ 18.51	$ 19.52	$ 21.06
18	$ 34,800	$ 36,900	$ 39,000	$ 41,100	$ 44,300	18	$ 16.73	$ 17.74	$ 18.75	$ 19.76	$ 21.30
19	$ 35,300	$ 37,400	$ 39,500	$ 41,600	$ 44,800	19	$ 16.97	$ 17.98	$ 18.99	$ 20.00	$ 21.54
20	$ 35,800	$ 37,900	$ 40,000	$ 42,100	$ 45,300	20	$ 17.21	$ 18.22	$ 19.23	$ 20.24	$ 21.78
21	$ 36,300	$ 38,400	$ 40,500	$ 42,600	$ 45,800	21	$ 17.45	$ 18.46	$ 19.47	$ 20.48	$ 22.02
22	$ 36,800	$ 38,900	$ 41,000	$ 43,100	$ 46,300	22	$ 17.69	$ 18.70	$ 19.71	$ 20.72	$ 22.26
23	$ 37,300	$ 39,400	$ 41,500	$ 43,600	$ 46,800	23	$ 17.93	$ 18.94	$ 19.95	$ 20.96	$ 22.50
24	$ 37,800	$ 39,900	$ 42,000	$ 44,100	$ 47,300	24	$ 18.17	$ 19.18	$ 20.19	$ 21.20	$ 22.74
25	$ 38,300	$ 40,400	$ 42,500	$ 44,600	$ 47,800	25	$ 18.41	$ 19.42	$ 20.43	$ 21.44	$ 22.98
26	$ 38,800	$ 40,900	$ 43,000	$ 45,100	$ 48,300	26	$ 18.65	$ 19.66	$ 20.67	$ 21.68	$ 23.22
27	$ 39,300	$ 41,400	$ 43,500	$ 45,600	$ 48,800	27	$ 18.89	$ 19.90	$ 20.91	$ 21.92	$ 23.46
28	$ 39,800	$ 41,900	$ 44,000	$ 46,100	$ 49,300	28	$ 19.13	$ 20.14	$ 21.15	$ 22.16	$ 23.70
29	$ 40,300	$ 42,400	$ 44,500	$ 46,600	$ 49,800	29	$ 19.38	$ 20.38	$ 21.39	$ 22.40	$ 23.94
30	$ 40,800	$ 42,900	$ 45,000	$ 47,100	$ 50,300	30	$ 19.62	$ 20.63	$ 21.63	$ 22.64	$ 24.18
31 +	$ 41,300	$ 43,400	$ 45,500	$ 47,600	$ 50,800	31 +	$ 19.86	$ 20.87	$ 21.88	$ 22.88	$ 24.42

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

Annual, Sick, Personal & Holidays

Personal Days -
Year 0: 2 days earned
Year 1: 3 days earned
Year 2: 4 days earned
Year 3: 5 days earned

Sick Days -
10 month employees: 8 days earned
11 month employees: 9 days earned
12 month employees: 10 days earned
SL can be accumulated and used toward earned experience upon retirement. Unused personal days convert to sick leave at the end of the school year.

Annual Days-
12 month employees - 1 day per month earned.
Up to 6 days may be carried over in December; up to 3 additional days convert to sick leave in January.

Flex Days-
Operational employees who work during designated school breaks may earn up to 13 flex days to offset days worked during those breaks. Flex days cannot be carried over and are not eligible for payout at the end of employment.

Paid Holidays

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

Experience

Experience applies only to service with the Warren County School System. Years of experience are earned based on completed full school years in a regular full-time position.

Additional Pay Rates

Part-Time Hourly Rate: $11.00

Any leave without pay day must be deducted from years of experience - this applies to all employees. Employees who accumulate five unpaid leave days during the school year will not be eligible for a step increase. All accrued leave days, excluding flex days, will be paid out based on the employee's hire date, provided the employee is not terminated.

EFFECTIVE JULY 1, 2026 WARREN COUNTY SCHOOLS 2026-2027 NUTRITION SALARY SCHEDULE

YEARS EXPERIENCE	N1	N2	N3	N4	YEARS EXPERIENCE	N5	N6	N7	N8	N9
0	$ 12.32	$ 12.86	$ 13.38	$ 13.90	0	$ 26,300	$ 27,900	$ 30,500	$ 39,400	$ 51,700
1	$ 12.56	$ 13.10	$ 13.62	$ 14.21	1	$ 26,800	$ 28,400	$ 31,000	$ 39,900	$ 52,200
2	$ 12.80	$ 13.34	$ 13.86	$ 14.53	2	$ 27,300	$ 28,900	$ 31,500	$ 40,400	$ 52,700
3	$ 13.04	$ 13.58	$ 14.10	$ 14.84	3	$ 27,800	$ 29,400	$ 32,000	$ 40,900	$ 53,200
4	$ 13.28	$ 13.82	$ 14.34	$ 15.15	4	$ 28,300	$ 29,900	$ 32,500	$ 41,400	$ 53,700
5	$ 13.52	$ 14.06	$ 14.58	$ 15.46	5	$ 28,800	$ 30,400	$ 33,000	$ 41,900	$ 54,200
6	$ 13.76	$ 14.30	$ 14.82	$ 15.78	6	$ 29,300	$ 30,900	$ 33,500	$ 42,400	$ 54,700
7	$ 14.00	$ 14.54	$ 15.06	$ 16.09	7	$ 29,800	$ 31,400	$ 34,000	$ 42,900	$ 55,200
8	$ 14.24	$ 14.78	$ 15.30	$ 16.40	8	$ 30,300	$ 31,900	$ 34,500	$ 43,400	$ 55,700
9	$ 14.48	$ 15.02	$ 15.54	$ 16.71	9	$ 30,800	$ 32,400	$ 35,000	$ 43,900	$ 56,200
10	$ 14.72	$ 15.26	$ 15.78	$ 17.03	10	$ 31,300	$ 32,900	$ 35,500	$ 44,400	$ 56,700
11	$ 14.96	$ 15.50	$ 16.02	$ 17.34	11	$ 31,800	$ 33,400	$ 36,000	$ 44,900	$ 57,200
12	$ 15.20	$ 15.74	$ 16.26	$ 17.65	12	$ 32,300	$ 33,900	$ 36,500	$ 45,400	$ 57,700
13	$ 15.45	$ 15.99	$ 16.51	$ 17.96	13	$ 32,800	$ 34,400	$ 37,000	$ 45,900	$ 58,200
14	$ 15.69	$ 16.23	$ 16.75	$ 18.28	14	$ 33,300	$ 34,900	$ 37,500	$ 46,400	$ 58,700
15	$ 15.93	$ 16.47	$ 16.99	$ 18.59	15	$ 33,800	$ 35,400	$ 38,000	$ 46,900	$ 59,200
16	$ 16.17	$ 16.71	$ 17.23	$ 18.90	16	$ 34,300	$ 35,900	$ 38,500	$ 47,400	$ 59,700
17	$ 16.41	$ 16.95	$ 17.47	$ 19.21	17	$ 34,800	$ 36,400	$ 39,000	$ 47,900	$ 60,200
18	$ 16.65	$ 17.19	$ 17.71	$ 19.53	18	$ 35,300	$ 36,900	$ 39,500	$ 48,400	$ 60,700
19	$ 16.89	$ 17.43	$ 17.95	$ 19.84	19	$ 35,800	$ 37,400	$ 40,000	$ 48,900	$ 61,200
20	$ 17.13	$ 17.67	$ 18.19	$ 20.15	20	$ 36,300	$ 37,900	$ 40,500	$ 49,400	$ 61,700
21	$ 17.37	$ 17.91	$ 18.43	$ 20.46	21	$ 36,800	$ 38,400	$ 41,000	$ 49,900	$ 62,200
22	$ 17.61	$ 18.15	$ 18.67	$ 20.78	22	$ 37,300	$ 38,900	$ 41,500	$ 50,400	$ 62,700
23	$ 17.85	$ 18.39	$ 18.91	$ 21.09	23	$ 37,800	$ 39,400	$ 42,000	$ 50,900	$ 63,200
24	$ 18.09	$ 18.63	$ 19.15	$ 21.40	24	$ 38,300	$ 39,900	$ 42,500	$ 51,400	$ 63,700
25	$ 18.33	$ 18.87	$ 19.39	$ 21.71	25	$ 38,800	$ 40,400	$ 43,000	$ 51,900	$ 64,200
26	$ 18.57	$ 19.11	$ 19.63	$ 22.03	26	$ 39,300	$ 40,900	$ 43,500	$ 52,400	$ 64,700
27	$ 18.81	$ 19.35	$ 19.87	$ 22.34	27	$ 39,800	$ 41,400	$ 44,000	$ 52,900	$ 65,200
28	$ 19.05	$ 19.59	$ 20.11	$ 22.65	28	$ 40,300	$ 41,900	$ 44,500	$ 53,400	$ 65,700
29	$ 19.29	$ 19.83	$ 20.35	$ 22.96	29	$ 40,800	$ 42,400	$ 45,000	$ 53,900	$ 66,200
30	$ 19.53	$ 20.07	$ 20.59	$ 23.28	30	$ 41,300	$ 42,900	$ 45,500	$ 54,400	$ 66,700
31 +	$ 19.77	$ 20.31	$ 20.83	$ 23.59	31 +	$ 41,800	$ 43,400	$ 46,000	$ 54,900	$ 67,200

Annual, Sick, Personal & Holidays

Personal Days -
Year 0: 2 days earned
Year 1: 3 days earned
Year 2: 4 days earned
Year 3: 5 days earned

Sick Days -
190 day employees: 8 days earned
10 month employees: 8 days earned
12 month employees: 10 days earned
SL can be accumulated and used toward earned experience upon retirement. Unused personal days convert to sick leave at the end of the school year.

Annual Days-
12 month employees only - 1 day per month earned. Up to 6 days may be carried over in December; up to 3 additional days convert to sick leave in January.

Paid Holidays - 12 Month Employees

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

Experience

Experience applies only to service with the Warren County School System. Years of experience are earned based on completed full school years in a regular full-time position.

Additional Pay Rates

Substitute Hourly Rate: $11.00

N1	Staff 1 (190 days)
N2	Staff 2 (190 days)
N3	Staff 3 (190 days)
N4	Assitant Manager (190 days)
N5	Manager 1 (10 months)
N6	Manager 2 (10 months)
N7	Manager 3 (10 months)
N8	Field Manager (12 months)
N9	Nutrition Director (12 months)

Any leave without pay day must be deducted from years of experience - this applies to all employees. Employees who accumulate five unpaid leave days during the school year will not be eligible for a step increase. All accrued leave days will be paid out in accordance with the employee's hire date, provided the employee is not terminated.

YEARS EXPERIENCE	M1	M2	M3	M4	M5
0	$ 33,200	$ 38,400	$ 41,600	$ 43,800	$ 51,200
1	$ 33,700	$ 38,900	$ 42,100	$ 44,300	$ 51,700
2	$ 34,200	$ 39,400	$ 42,600	$ 44,800	$ 52,200
3	$ 34,700	$ 39,900	$ 43,100	$ 45,300	$ 52,700
4	$ 35,200	$ 40,400	$ 43,600	$ 45,800	$ 53,200
5	$ 35,700	$ 40,900	$ 44,100	$ 46,300	$ 53,700
6	$ 36,200	$ 41,400	$ 44,600	$ 46,800	$ 54,200
7	$ 36,700	$ 41,900	$ 45,100	$ 47,300	$ 54,700
8	$ 37,200	$ 42,400	$ 45,600	$ 47,800	$ 55,200
9	$ 37,700	$ 42,900	$ 46,100	$ 48,300	$ 55,700
10	$ 38,200	$ 43,400	$ 46,600	$ 48,800	$ 56,200
11	$ 38,700	$ 43,900	$ 47,100	$ 49,300	$ 56,700
12	$ 39,200	$ 44,400	$ 47,600	$ 49,800	$ 57,200
13	$ 39,700	$ 44,900	$ 48,100	$ 50,300	$ 57,700
14	$ 40,200	$ 45,400	$ 48,600	$ 50,800	$ 58,200
15	$ 40,700	$ 45,900	$ 49,100	$ 51,300	$ 58,700
16	$ 41,200	$ 46,400	$ 49,600	$ 51,800	$ 59,200
17	$ 41,700	$ 46,900	$ 50,100	$ 52,300	$ 59,700
18	$ 42,200	$ 47,400	$ 50,600	$ 52,800	$ 60,200
19	$ 42,700	$ 47,900	$ 51,100	$ 53,300	$ 60,700
20	$ 43,200	$ 48,400	$ 51,600	$ 53,800	$ 61,200
21	$ 43,700	$ 48,900	$ 52,100	$ 54,300	$ 61,700
22	$ 44,200	$ 49,400	$ 52,600	$ 54,800	$ 62,200
23	$ 44,700	$ 49,900	$ 53,100	$ 55,300	$ 62,700
24	$ 45,200	$ 50,400	$ 53,600	$ 55,800	$ 63,200
25	$ 45,700	$ 50,900	$ 54,100	$ 56,300	$ 63,700
26	$ 46,200	$ 51,400	$ 54,600	$ 56,800	$ 64,200
27	$ 46,700	$ 51,900	$ 55,100	$ 57,300	$ 64,700
28	$ 47,200	$ 52,400	$ 55,600	$ 57,800	$ 65,200
29	$ 47,700	$ 52,900	$ 56,100	$ 58,300	$ 65,700
30	$ 48,200	$ 53,400	$ 56,600	$ 58,800	$ 66,200
31 +	$ 48,700	$ 53,900	$ 57,100	$ 59,300	$ 66,700

M1	General Maintenance (12)
M2	Skilled Maintenance (12)
M3	Licensed Maintenance (12)
M4	Maintenance Foreman (12)
M5	Maintenance Director (12)

Annual, Sick, Personal & Holidays

Personal Days -
Year 0: 2 days earned
Year 1: 3 days earned
Year 2: 4 days earned
Year 3: 5 days earned

Sick Days -
10 month employees: 8 days earned
11 month employees: 9 days earned
12 month employees: 10 days earned
SL can be accumulated and used toward earned experience upon retirement.
Unused personal days convert to sick leave at the end of the school year.

Annual Days-
12 month employees - 1 day per month earned.
Up to 6 days may be carried over in December; up to 3 additional days convert to sick leave in January.

Flex Days-
Operational employees who work during designated school breaks may earn up to 13 flex days to offset days worked during those breaks. Flex days cannot be carried over and are not eligible for payout at the end of employment.

Paid Holidays

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

Experience

Experience applies only to service with the Warren County School System. Years of experience are earned based on completed full school years in a regular full-time position.

Additional Pay Rates

Part-Time Hourly Rate: $11.00

Any leave without pay day must be deducted from years of experience - this applies to all employees. Employees who accumulate five unpaid leave days during the school year will not be eligible for a step increase. All accrued leave days, excluding flex days, will be paid out based on the employee's hire date, provided the employee is not terminated.