

EFFECTIVE JULY 1, 2023

WARREN COUNTY SCHOOLS SALARY SCHEDULE
CERTIFIED STAFF
2023-2024

YRS EXP	BS	MASTERS	MA+30	EDS	DR
0	\$ 47,000	\$ 51,000	\$ 53,000	\$ 55,000	\$ 60,000
1	\$ 47,400	\$ 51,400	\$ 53,400	\$ 55,400	\$ 60,400
2	\$ 47,800	\$ 51,800	\$ 53,800	\$ 55,800	\$ 60,800
3	\$ 48,200	\$ 52,200	\$ 54,200	\$ 56,200	\$ 61,200
4	\$ 48,600	\$ 52,600	\$ 54,600	\$ 56,600	\$ 61,600
5	\$ 49,000	\$ 53,000	\$ 55,000	\$ 57,000	\$ 62,000
6	\$ 49,400	\$ 53,400	\$ 55,400	\$ 57,400	\$ 62,400
7	\$ 49,800	\$ 53,800	\$ 55,800	\$ 57,800	\$ 62,800
8	\$ 50,200	\$ 54,200	\$ 56,200	\$ 58,200	\$ 63,200
9	\$ 50,600	\$ 54,600	\$ 56,600	\$ 58,600	\$ 63,600
10	\$ 51,000	\$ 55,000	\$ 57,000	\$ 59,000	\$ 64,000
11	\$ 51,400	\$ 55,400	\$ 57,400	\$ 59,400	\$ 64,400
12	\$ 51,800	\$ 55,800	\$ 57,800	\$ 59,800	\$ 64,800
13	\$ 52,200	\$ 56,200	\$ 58,200	\$ 60,200	\$ 65,200
14	\$ 52,600	\$ 56,600	\$ 58,600	\$ 60,600	\$ 65,600
15	\$ 53,000	\$ 57,000	\$ 59,000	\$ 61,000	\$ 66,000
16	\$ 53,400	\$ 57,400	\$ 59,400	\$ 61,400	\$ 66,400
17	\$ 53,800	\$ 57,800	\$ 59,800	\$ 61,800	\$ 66,800
18	\$ 54,200	\$ 58,200	\$ 60,200	\$ 62,200	\$ 67,200
19	\$ 54,600	\$ 58,600	\$ 60,600	\$ 62,600	\$ 67,600
20	\$ 55,000	\$ 59,000	\$ 61,000	\$ 63,000	\$ 68,000
21	\$ 55,400	\$ 59,400	\$ 61,400	\$ 63,400	\$ 68,400
22	\$ 55,800	\$ 59,800	\$ 61,800	\$ 63,800	\$ 68,800
23	\$ 56,200	\$ 60,200	\$ 62,200	\$ 64,200	\$ 69,200
24	\$ 56,600	\$ 60,600	\$ 62,600	\$ 64,600	\$ 69,600
25	\$ 57,000	\$ 61,000	\$ 63,000	\$ 65,000	\$ 70,000
26	\$ 57,400	\$ 61,400	\$ 63,400	\$ 65,400	\$ 70,400
27	\$ 57,800	\$ 61,800	\$ 63,800	\$ 65,800	\$ 70,800
28	\$ 58,200	\$ 62,200	\$ 64,200	\$ 66,200	\$ 71,200
29	\$ 58,600	\$ 62,600	\$ 64,600	\$ 66,600	\$ 71,600
30	\$ 59,000	\$ 63,000	\$ 65,000	\$ 67,000	\$ 72,000
31+	\$ 59,400	\$ 63,400	\$ 65,400	\$ 67,400	\$ 72,400

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. Because salary is paid matching verified years of experience, this means those days will also affect your salary.

EFFECTIVE JULY 1, 2023

WARREN COUNTY SCHOOLS SALARY SCHEDULE
SUPPORT SALARY SCHEDULE
2023-2024

Years Experience	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	Vacation, Sick, Personal & Holidays
0	\$ 20,000	\$ 22,000	\$ 24,000	\$ 30,000	\$ 33,000	\$ 35,500	\$ 38,000	\$ 40,500	\$ 45,000	\$ 50,000	Personal Days - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment. Sick Days - 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. Vacation Days- 260 Day Employees Only -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.
1	\$ 20,400	\$ 22,400	\$ 24,400	\$ 30,400	\$ 33,400	\$ 35,900	\$ 38,400	\$ 40,900	\$ 45,400	\$ 50,400	
2	\$ 20,800	\$ 22,800	\$ 24,800	\$ 30,800	\$ 33,800	\$ 36,300	\$ 38,800	\$ 41,300	\$ 45,800	\$ 50,800	
3	\$ 21,200	\$ 23,200	\$ 25,200	\$ 31,200	\$ 34,200	\$ 36,700	\$ 39,200	\$ 41,700	\$ 46,200	\$ 51,200	
4	\$ 21,600	\$ 23,600	\$ 25,600	\$ 31,600	\$ 34,600	\$ 37,100	\$ 39,600	\$ 42,100	\$ 46,600	\$ 51,600	
5	\$ 22,000	\$ 24,000	\$ 26,000	\$ 32,000	\$ 35,000	\$ 37,500	\$ 40,000	\$ 42,500	\$ 47,000	\$ 52,000	
6	\$ 22,400	\$ 24,400	\$ 26,400	\$ 32,400	\$ 35,400	\$ 37,900	\$ 40,400	\$ 42,900	\$ 47,400	\$ 52,400	
7	\$ 22,800	\$ 24,800	\$ 26,800	\$ 32,800	\$ 35,800	\$ 38,300	\$ 40,800	\$ 43,300	\$ 47,800	\$ 52,800	
8	\$ 23,200	\$ 25,200	\$ 27,200	\$ 33,200	\$ 36,200	\$ 38,700	\$ 41,200	\$ 43,700	\$ 48,200	\$ 53,200	
9	\$ 23,600	\$ 25,600	\$ 27,600	\$ 33,600	\$ 36,600	\$ 39,100	\$ 41,600	\$ 44,100	\$ 48,600	\$ 53,600	
10	\$ 24,000	\$ 26,000	\$ 28,000	\$ 34,000	\$ 37,000	\$ 39,500	\$ 42,000	\$ 44,500	\$ 49,000	\$ 54,000	Paid Holidays 1. Martin Luther King Jr. Day 8. Day After Thanksgiving 2. President's Day 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 7. Thanksgiving Day
11	\$ 24,400	\$ 26,400	\$ 28,400	\$ 34,400	\$ 37,400	\$ 39,900	\$ 42,400	\$ 44,900	\$ 49,400	\$ 54,400	
12	\$ 24,800	\$ 26,800	\$ 28,800	\$ 34,800	\$ 37,800	\$ 40,300	\$ 42,800	\$ 45,300	\$ 49,800	\$ 54,800	
13	\$ 25,200	\$ 27,200	\$ 29,200	\$ 35,200	\$ 38,200	\$ 40,700	\$ 43,200	\$ 45,700	\$ 50,200	\$ 55,200	
14	\$ 25,600	\$ 27,600	\$ 29,600	\$ 35,600	\$ 38,600	\$ 41,100	\$ 43,600	\$ 46,100	\$ 50,600	\$ 55,600	
15	\$ 26,000	\$ 28,000	\$ 30,000	\$ 36,000	\$ 39,000	\$ 41,500	\$ 44,000	\$ 46,500	\$ 51,000	\$ 56,000	
16	\$ 26,400	\$ 28,400	\$ 30,400	\$ 36,400	\$ 39,400	\$ 41,900	\$ 44,400	\$ 46,900	\$ 51,400	\$ 56,400	
17	\$ 26,800	\$ 28,800	\$ 30,800	\$ 36,800	\$ 39,800	\$ 42,300	\$ 44,800	\$ 47,300	\$ 51,800	\$ 56,800	
18	\$ 27,200	\$ 29,200	\$ 31,200	\$ 37,200	\$ 40,200	\$ 42,700	\$ 45,200	\$ 47,700	\$ 52,200	\$ 57,200	
19	\$ 27,600	\$ 29,600	\$ 31,600	\$ 37,600	\$ 40,600	\$ 43,100	\$ 45,600	\$ 48,100	\$ 52,600	\$ 57,600	
20	\$ 28,000	\$ 30,000	\$ 32,000	\$ 38,000	\$ 41,000	\$ 43,500	\$ 46,000	\$ 48,500	\$ 53,000	\$ 58,000	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!
21	\$ 28,400	\$ 30,400	\$ 32,400	\$ 38,400	\$ 41,400	\$ 43,900	\$ 46,400	\$ 48,900	\$ 53,400	\$ 58,400	
22	\$ 28,800	\$ 30,800	\$ 32,800	\$ 38,800	\$ 41,800	\$ 44,300	\$ 46,800	\$ 49,300	\$ 53,800	\$ 58,800	
23	\$ 29,200	\$ 31,200	\$ 33,200	\$ 39,200	\$ 42,200	\$ 44,700	\$ 47,200	\$ 49,700	\$ 54,200	\$ 59,200	
24	\$ 29,600	\$ 31,600	\$ 33,600	\$ 39,600	\$ 42,600	\$ 45,100	\$ 47,600	\$ 50,100	\$ 54,600	\$ 59,600	
25	\$ 30,000	\$ 32,000	\$ 34,000	\$ 40,000	\$ 43,000	\$ 45,500	\$ 48,000	\$ 50,500	\$ 55,000	\$ 60,000	
26	\$ 30,400	\$ 32,400	\$ 34,400	\$ 40,400	\$ 43,400	\$ 45,900	\$ 48,400	\$ 50,900	\$ 55,400	\$ 60,400	
27	\$ 30,800	\$ 32,800	\$ 34,800	\$ 40,800	\$ 43,800	\$ 46,300	\$ 48,800	\$ 51,300	\$ 55,800	\$ 60,800	
28	\$ 31,200	\$ 33,200	\$ 35,200	\$ 41,200	\$ 44,200	\$ 46,700	\$ 49,200	\$ 51,700	\$ 56,200	\$ 61,200	
29	\$ 31,600	\$ 33,600	\$ 35,600	\$ 41,600	\$ 44,600	\$ 47,100	\$ 49,600	\$ 52,100	\$ 56,600	\$ 61,600	
30	\$ 32,000	\$ 34,000	\$ 36,000	\$ 42,000	\$ 45,000	\$ 47,500	\$ 50,000	\$ 52,500	\$ 57,000	\$ 62,000	Additional Pay Rates
31 +	\$ 32,400	\$ 34,400	\$ 36,400	\$ 42,400	\$ 45,400	\$ 47,900	\$ 50,400	\$ 52,900	\$ 57,400	\$ 62,400	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	Educational Assistants 220, Administrative Assistant 220, Attendance Secretary 220, CO Receptionist 260, ESL Translator 200										
S3	CDC Educational Assistant 200, School Bookkeeper 220, Admin Assistant 240, Teacher Center Clerk 260, Attendance Secretary 260, ESL Translator 220										
S4	Bookkeeper 260, Admin Assistant 260										
S5	Teacher Center Director, Technology Assistant 1										
S6	Compliance Assistant 1, Technology Assistant 2										
S7	Compliance Assistant 2, Educational Diagnostician, Occupational Therapy Assistant, WCS TV Lead										
S8	Compliance Assistant 3, Technology Lead										
S9	Compliance Assistant 4, Board Secretary										
S10	Compliance Manager										

Any unpaid leave 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.

EFFECTIVE JULY 1, 2023

WARREN COUNTY SCHOOLS SALARY SCHEDULE

CUSTODIANS

2023-2024

YEARS EXPERIENCE	C1	C2	C3	C4	C5	YEARS EXPERIENCE	C1	C2	C3	C4	C5	Vacation, Sick, Personal & Holidays
0	\$ 23,000	\$ 25,000	\$ 27,000	\$ 29,000	\$ 32,000	0	\$ 11.06	\$ 12.02	\$ 12.98	\$ 13.94	\$ 15.38	Personal Days - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment. Sick Days - 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. Vacation Days- 260 Day Employees Only -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.
1	\$ 23,400	\$ 25,400	\$ 27,400	\$ 29,400	\$ 32,400	1	\$ 11.25	\$ 12.21	\$ 13.17	\$ 14.13	\$ 15.58	
2	\$ 23,800	\$ 25,800	\$ 27,800	\$ 29,800	\$ 32,800	2	\$ 11.44	\$ 12.40	\$ 13.37	\$ 14.33	\$ 15.77	
3	\$ 24,200	\$ 26,200	\$ 28,200	\$ 30,200	\$ 33,200	3	\$ 11.63	\$ 12.60	\$ 13.56	\$ 14.52	\$ 15.96	
4	\$ 24,600	\$ 26,600	\$ 28,600	\$ 30,600	\$ 33,600	4	\$ 11.83	\$ 12.79	\$ 13.75	\$ 14.71	\$ 16.15	
5	\$ 25,000	\$ 27,000	\$ 29,000	\$ 31,000	\$ 34,000	5	\$ 12.02	\$ 12.98	\$ 13.94	\$ 14.90	\$ 16.35	
6	\$ 25,400	\$ 27,400	\$ 29,400	\$ 31,400	\$ 34,400	6	\$ 12.21	\$ 13.17	\$ 14.13	\$ 15.10	\$ 16.54	
7	\$ 25,800	\$ 27,800	\$ 29,800	\$ 31,800	\$ 34,800	7	\$ 12.40	\$ 13.37	\$ 14.33	\$ 15.29	\$ 16.73	
8	\$ 26,200	\$ 28,200	\$ 30,200	\$ 32,200	\$ 35,200	8	\$ 12.60	\$ 13.56	\$ 14.52	\$ 15.48	\$ 16.92	
9	\$ 26,600	\$ 28,600	\$ 30,600	\$ 32,600	\$ 35,600	9	\$ 12.79	\$ 13.75	\$ 14.71	\$ 15.67	\$ 17.12	
10	\$ 27,000	\$ 29,000	\$ 31,000	\$ 33,000	\$ 36,000	10	\$ 12.98	\$ 13.94	\$ 14.90	\$ 15.87	\$ 17.31	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
11	\$ 27,400	\$ 29,400	\$ 31,400	\$ 33,400	\$ 36,400	11	\$ 13.17	\$ 14.13	\$ 15.10	\$ 16.06	\$ 17.50	
12	\$ 27,800	\$ 29,800	\$ 31,800	\$ 33,800	\$ 36,800	12	\$ 13.37	\$ 14.33	\$ 15.29	\$ 16.25	\$ 17.69	
13	\$ 28,200	\$ 30,200	\$ 32,200	\$ 34,200	\$ 37,200	13	\$ 13.56	\$ 14.52	\$ 15.48	\$ 16.44	\$ 17.88	
14	\$ 28,600	\$ 30,600	\$ 32,600	\$ 34,600	\$ 37,600	14	\$ 13.75	\$ 14.71	\$ 15.67	\$ 16.63	\$ 18.08	
15	\$ 29,000	\$ 31,000	\$ 33,000	\$ 35,000	\$ 38,000	15	\$ 13.94	\$ 14.90	\$ 15.87	\$ 16.83	\$ 18.27	
16	\$ 29,400	\$ 31,400	\$ 33,400	\$ 35,400	\$ 38,400	16	\$ 14.13	\$ 15.10	\$ 16.06	\$ 17.02	\$ 18.46	
17	\$ 29,800	\$ 31,800	\$ 33,800	\$ 35,800	\$ 38,800	17	\$ 14.33	\$ 15.29	\$ 16.25	\$ 17.21	\$ 18.65	
18	\$ 30,200	\$ 32,200	\$ 34,200	\$ 36,200	\$ 39,200	18	\$ 14.52	\$ 15.48	\$ 16.44	\$ 17.40	\$ 18.85	
19	\$ 30,600	\$ 32,600	\$ 34,600	\$ 36,600	\$ 39,600	19	\$ 14.71	\$ 15.67	\$ 16.63	\$ 17.60	\$ 19.04	
20	\$ 31,000	\$ 33,000	\$ 35,000	\$ 37,000	\$ 40,000	20	\$ 14.90	\$ 15.87	\$ 16.83	\$ 17.79	\$ 19.23	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!
21	\$ 31,400	\$ 33,400	\$ 35,400	\$ 37,400	\$ 40,400	21	\$ 15.10	\$ 16.06	\$ 17.02	\$ 17.98	\$ 19.42	
22	\$ 31,800	\$ 33,800	\$ 35,800	\$ 37,800	\$ 40,800	22	\$ 15.29	\$ 16.25	\$ 17.21	\$ 18.17	\$ 19.62	
23	\$ 32,200	\$ 34,200	\$ 36,200	\$ 38,200	\$ 41,200	23	\$ 15.48	\$ 16.44	\$ 17.40	\$ 18.37	\$ 19.81	
24	\$ 32,600	\$ 34,600	\$ 36,600	\$ 38,600	\$ 41,600	24	\$ 15.67	\$ 16.63	\$ 17.60	\$ 18.56	\$ 20.00	
25	\$ 33,000	\$ 35,000	\$ 37,000	\$ 39,000	\$ 42,000	25	\$ 15.87	\$ 16.83	\$ 17.79	\$ 18.75	\$ 20.19	
26	\$ 33,400	\$ 35,400	\$ 37,400	\$ 39,400	\$ 42,400	26	\$ 16.06	\$ 17.02	\$ 17.98	\$ 18.94	\$ 20.38	
27	\$ 33,800	\$ 35,800	\$ 37,800	\$ 39,800	\$ 42,800	27	\$ 16.25	\$ 17.21	\$ 18.17	\$ 19.13	\$ 20.58	
28	\$ 34,200	\$ 36,200	\$ 38,200	\$ 40,200	\$ 43,200	28	\$ 16.44	\$ 17.40	\$ 18.37	\$ 19.33	\$ 20.77	
29	\$ 34,600	\$ 36,600	\$ 38,600	\$ 40,600	\$ 43,600	29	\$ 16.63	\$ 17.60	\$ 18.56	\$ 19.52	\$ 20.96	
30	\$ 35,000	\$ 37,000	\$ 39,000	\$ 41,000	\$ 44,000	30	\$ 16.83	\$ 17.79	\$ 18.75	\$ 19.71	\$ 21.15	Additional Pay Rates Part-Time Hourly Rate \$10.00
31 +	\$ 35,400	\$ 37,400	\$ 39,400	\$ 41,400	\$ 44,400	31 +	\$ 17.02	\$ 17.98	\$ 18.94	\$ 19.90	\$ 21.35	

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

Any unpaid leave 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.

EFFECTIVE JULY 1, 2023

WARREN COUNTY SCHOOLS SALARY SCHEDULE

ANNUAL SALARY BASED ON 12 MONTHS

MAINTENANCE
2023-2024

YEARS EXPERIENCE	M1	M2	M3	M4	M5	Vacation, Sick, Personal & Holidays
0	\$ 30,000	\$ 35,000	\$ 38,000	\$ 40,000	\$ 47,000	Personal Days - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment. Sick Days - 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. Vacation Days- 260 Day Employees Only -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.
1	\$ 30,400	\$ 35,400	\$ 38,400	\$ 40,400	\$ 47,400	
2	\$ 30,800	\$ 35,800	\$ 38,800	\$ 40,800	\$ 47,800	
3	\$ 31,200	\$ 36,200	\$ 39,200	\$ 41,200	\$ 48,200	
4	\$ 31,600	\$ 36,600	\$ 39,600	\$ 41,600	\$ 48,600	
5	\$ 32,000	\$ 37,000	\$ 40,000	\$ 42,000	\$ 49,000	
6	\$ 32,400	\$ 37,400	\$ 40,400	\$ 42,400	\$ 49,400	
7	\$ 32,800	\$ 37,800	\$ 40,800	\$ 42,800	\$ 49,800	
8	\$ 33,200	\$ 38,200	\$ 41,200	\$ 43,200	\$ 50,200	
9	\$ 33,600	\$ 38,600	\$ 41,600	\$ 43,600	\$ 50,600	
10	\$ 34,000	\$ 39,000	\$ 42,000	\$ 44,000	\$ 51,000	
11	\$ 34,400	\$ 39,400	\$ 42,400	\$ 44,400	\$ 51,400	
12	\$ 34,800	\$ 39,800	\$ 42,800	\$ 44,800	\$ 51,800	Paid Holidays 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
13	\$ 35,200	\$ 40,200	\$ 43,200	\$ 45,200	\$ 52,200	
14	\$ 35,600	\$ 40,600	\$ 43,600	\$ 45,600	\$ 52,600	
15	\$ 36,000	\$ 41,000	\$ 44,000	\$ 46,000	\$ 53,000	
16	\$ 36,400	\$ 41,400	\$ 44,400	\$ 46,400	\$ 53,400	
17	\$ 36,800	\$ 41,800	\$ 44,800	\$ 46,800	\$ 53,800	
18	\$ 37,200	\$ 42,200	\$ 45,200	\$ 47,200	\$ 54,200	
19	\$ 37,600	\$ 42,600	\$ 45,600	\$ 47,600	\$ 54,600	
20	\$ 38,000	\$ 43,000	\$ 46,000	\$ 48,000	\$ 55,000	
21	\$ 38,400	\$ 43,400	\$ 46,400	\$ 48,400	\$ 55,400	
22	\$ 38,800	\$ 43,800	\$ 46,800	\$ 48,800	\$ 55,800	
23	\$ 39,200	\$ 44,200	\$ 47,200	\$ 49,200	\$ 56,200	
24	\$ 39,600	\$ 44,600	\$ 47,600	\$ 49,600	\$ 56,600	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!
25	\$ 40,000	\$ 45,000	\$ 48,000	\$ 50,000	\$ 57,000	
26	\$ 40,400	\$ 45,400	\$ 48,400	\$ 50,400	\$ 57,400	
27	\$ 40,800	\$ 45,800	\$ 48,800	\$ 50,800	\$ 57,800	
28	\$ 41,200	\$ 46,200	\$ 49,200	\$ 51,200	\$ 58,200	
29	\$ 41,600	\$ 46,600	\$ 49,600	\$ 51,600	\$ 58,600	
30	\$ 42,000	\$ 47,000	\$ 50,000	\$ 52,000	\$ 59,000	
31 +	\$ 42,400	\$ 47,400	\$ 50,400	\$ 52,400	\$ 59,400	

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

Any unpaid leave 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.

WARREN COUNTY SCHOOLS SALARY SCHEDULE

SCHOOL NUTRITION

2023-2024

YEARS EXPERIENCE	N1	N2	N3	N4	N5	YEARS EXPERIENCE	N6	N7	N8	Vacation, Sick, Personal & Holidays
0	\$ 11.00	\$ 11.50	\$ 12.00	\$ 12.50	\$ 24,000	0	\$ 25,500	\$ 28,000	\$ 34,000	Personal Days - 1 day after one full year of employment, 2 days after 3 years of employment, 3 days after 5 years of employment.
1	\$ 11.19	\$ 11.69	\$ 12.19	\$ 12.78	\$ 24,400	1	\$ 25,900	\$ 28,400	\$ 34,400	
2	\$ 11.38	\$ 11.88	\$ 12.38	\$ 13.06	\$ 24,800	2	\$ 26,300	\$ 28,800	\$ 34,800	
3	\$ 11.57	\$ 12.07	\$ 12.57	\$ 13.33	\$ 25,200	3	\$ 26,700	\$ 29,200	\$ 35,200	Sick Days - 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.
4	\$ 11.76	\$ 12.26	\$ 12.76	\$ 13.61	\$ 25,600	4	\$ 27,100	\$ 29,600	\$ 35,600	
5	\$ 11.95	\$ 12.45	\$ 12.95	\$ 13.89	\$ 26,000	5	\$ 27,500	\$ 30,000	\$ 36,000	
6	\$ 12.14	\$ 12.64	\$ 13.14	\$ 14.17	\$ 26,400	6	\$ 27,900	\$ 30,400	\$ 36,400	Vacation Days- 260 Day Employees Only -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.
7	\$ 12.33	\$ 12.83	\$ 13.33	\$ 14.44	\$ 26,800	7	\$ 28,300	\$ 30,800	\$ 36,800	
8	\$ 12.52	\$ 13.02	\$ 13.52	\$ 14.72	\$ 27,200	8	\$ 28,700	\$ 31,200	\$ 37,200	
9	\$ 12.71	\$ 13.21	\$ 13.71	\$ 15.00	\$ 27,600	9	\$ 29,100	\$ 31,600	\$ 37,600	Paid Holidays
10	\$ 12.90	\$ 13.40	\$ 13.90	\$ 15.28	\$ 28,000	10	\$ 29,500	\$ 32,000	\$ 38,000	
11	\$ 13.09	\$ 13.59	\$ 14.09	\$ 15.56	\$ 28,400	11	\$ 29,900	\$ 32,400	\$ 38,400	
12	\$ 13.28	\$ 13.78	\$ 14.28	\$ 15.83	\$ 28,800	12	\$ 30,300	\$ 32,800	\$ 38,800	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
13	\$ 13.47	\$ 13.97	\$ 14.47	\$ 16.11	\$ 29,200	13	\$ 30,700	\$ 33,200	\$ 39,200	
14	\$ 13.66	\$ 14.16	\$ 14.66	\$ 16.39	\$ 29,600	14	\$ 31,100	\$ 33,600	\$ 39,600	
15	\$ 13.85	\$ 14.35	\$ 14.85	\$ 16.67	\$ 30,000	15	\$ 31,500	\$ 34,000	\$ 40,000	Experience
16	\$ 14.04	\$ 14.54	\$ 15.04	\$ 16.94	\$ 30,400	16	\$ 31,900	\$ 34,400	\$ 40,400	
17	\$ 14.23	\$ 14.73	\$ 15.23	\$ 17.22	\$ 30,800	17	\$ 32,300	\$ 34,800	\$ 40,800	
18	\$ 14.42	\$ 14.92	\$ 15.42	\$ 17.50	\$ 31,200	18	\$ 32,700	\$ 35,200	\$ 41,200	Experience is ONLY with Warren Co. School System. Years of experience are counted as of first day started to work in a regular position!
19	\$ 14.61	\$ 15.11	\$ 15.61	\$ 17.78	\$ 31,600	19	\$ 33,100	\$ 35,600	\$ 41,600	
20	\$ 14.80	\$ 15.30	\$ 15.80	\$ 18.06	\$ 32,000	20	\$ 33,500	\$ 36,000	\$ 42,000	
21	\$ 14.99	\$ 15.49	\$ 15.99	\$ 18.33	\$ 32,400	21	\$ 33,900	\$ 36,400	\$ 42,400	Additional Pay Rates
22	\$ 15.18	\$ 15.68	\$ 16.18	\$ 18.61	\$ 32,800	22	\$ 34,300	\$ 36,800	\$ 42,800	
23	\$ 15.37	\$ 15.87	\$ 16.37	\$ 18.89	\$ 33,200	23	\$ 34,700	\$ 37,200	\$ 43,200	
24	\$ 15.56	\$ 16.06	\$ 16.56	\$ 19.17	\$ 33,600	24	\$ 35,100	\$ 37,600	\$ 43,600	Substitute Hourly Rate \$ 10.00 \$10.00
25	\$ 15.75	\$ 16.25	\$ 16.75	\$ 19.44	\$ 34,000	25	\$ 35,500	\$ 38,000	\$ 44,000	
26	\$ 15.94	\$ 16.44	\$ 16.94	\$ 19.72	\$ 34,400	26	\$ 35,900	\$ 38,400	\$ 44,400	
27	\$ 16.13	\$ 16.63	\$ 17.13	\$ 20.00	\$ 34,800	27	\$ 36,300	\$ 38,800	\$ 44,800	
28	\$ 16.32	\$ 16.82	\$ 17.32	\$ 20.28	\$ 35,200	28	\$ 36,700	\$ 39,200	\$ 45,200	
29	\$ 16.51	\$ 17.01	\$ 17.51	\$ 20.56	\$ 35,600	29	\$ 37,100	\$ 39,600	\$ 45,600	
30	\$ 16.70	\$ 17.20	\$ 17.70	\$ 20.83	\$ 36,000	30	\$ 37,500	\$ 40,000	\$ 46,000	
31 +	\$ 16.89	\$ 17.39	\$ 17.89	\$ 21.11	\$ 36,400	31 +	\$ 37,900	\$ 40,400	\$ 46,400	

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

Any unpaid leave 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.