

**Paris Independent Schools  
Certified Salary Schedule**

1.00%  
186 days

2018-2019 Board Approved 05/22/2018

Years Experience	Rank I	Rank II	Rank III	Rank IV
0	\$44,034	\$39,682	\$35,741	\$31,916
1	\$44,305	\$40,090	\$36,010	\$31,989
2	\$45,074	\$40,396	\$36,870	\$32,059
3	\$45,759	\$40,702	\$37,615	\$32,132
4	\$47,996	\$43,808	\$40,157	\$35,253
5	\$48,047	\$44,309	\$40,294	\$35,327
6	\$48,098	\$44,405	\$40,498	\$35,403
7	\$48,200	\$44,488	\$40,804	\$35,480
8	\$48,279	\$44,782	\$40,906	\$35,554
9	\$48,812	\$44,986	\$41,008	\$35,630
10	\$53,281	\$49,407	\$45,276	\$39,733
11	\$53,593	\$49,577	\$45,372	\$39,807
12	\$53,690	\$49,781	\$45,467	\$39,884
13	\$53,810	\$49,985	\$45,561	\$39,960
14	\$53,876	\$50,192	\$45,656	\$40,035
15	\$56,220	\$52,025	\$47,839	\$41,780
16	\$56,315	\$52,331	\$47,931	\$41,856
17	\$56,411	\$52,561	\$48,024	\$41,930
18	\$56,502	\$52,655	\$48,120	\$42,005
19	\$56,596	\$52,748	\$48,215	\$42,080
20	\$57,888	\$54,205	\$49,508	\$42,803
21	\$57,987	\$54,297	\$49,602	\$42,878
22	\$58,079	\$54,392	\$49,696	\$42,955
23	\$58,172	\$54,487	\$49,792	\$43,030
24	\$58,265	\$54,579	\$49,883	\$43,105
25	\$58,368	\$54,679	\$49,988	\$43,185
26	\$58,463	\$54,775	\$50,082	\$43,262
27	\$58,559	\$54,869	\$50,174	\$43,337
28	\$58,559	\$54,869	\$50,174	\$43,337
29	\$58,559	\$54,869	\$50,174	\$43,337
30	\$58,559	\$54,869	\$50,174	\$43,337
31+	\$58,559	\$54,869	\$50,174	\$43,337

\* Note Any full-time certified employee who has earned a doctor's degree or National Board Certification from an accredited institution will receive an additional \$2000 per year as part of the salary schedule.

\*NOTE: The Doctorate Degree must be in Education or Core Content Area

Paris Independent Schools								
Central Office Based Support Personnel & SAM								1.00%
2018-2019								
	#7761	7164/7186	7447	7448	7776	7163	7460	
	SEC SUPT	AC CL 2/ F O	MAINT WKR 2	MAINT WKR 1	CLRK/SEC/IC	ACCT/CLER 3	SAM CORD.	
EXP	240 DAYS-7 hrs	240 DAYS-7 hrs	240 DAYS-8hrs	250 DAYS-8 hrs	215 DAYS-7 hrs	240 DAYS-7 hrs	191 DAYS-7 hrs	
0	\$24,139	\$41,386	\$35,551	\$25,222	\$18,090	\$24,318	\$31,679	
1	\$24,234	\$41,482	\$36,128	\$25,222	\$18,186	\$24,426	\$31,679	
2	\$24,331	\$41,658	\$36,968	\$25,222	\$18,282	\$24,537	\$31,679	
3	\$24,427	\$41,673	\$37,317	\$25,222	\$18,378	\$24,647	\$31,679	
4	\$25,055	\$42,300	\$37,666	\$26,242	\$18,474	\$25,364	\$31,679	
5	\$25,153	\$42,398	\$38,014	\$26,242	\$18,570	\$25,475	\$31,679	
6	\$25,248	\$42,494	\$38,363	\$26,242	\$18,666	\$25,585	\$31,679	
7	\$25,345	\$42,590	\$38,710	\$26,242	\$18,762	\$25,695	\$31,679	
8	\$25,440	\$42,686	\$39,059	\$26,242	\$18,858	\$25,804	\$31,679	
9	\$25,536	\$42,782	\$39,407	\$26,242	\$18,954	\$25,915	\$31,679	
10	\$26,515	\$43,218	\$39,756	\$26,829	\$19,154	\$26,413	\$31,679	
11	\$26,612	\$43,314	\$40,105	\$26,829	\$19,250	\$26,521	\$31,679	
12	\$27,981	\$43,408	\$40,454	\$26,829	\$19,346	\$26,632	\$31,679	
13	\$28,081	\$43,507	\$40,802	\$26,829	\$19,442	\$26,742	\$31,679	
14	\$28,178	\$43,603	\$41,150	\$26,829	\$19,538	\$26,852	\$31,679	
15	\$28,722	\$44,133	\$41,498	\$26,829	\$19,634	\$27,459	\$31,679	
16	\$28,819	\$49,090	\$41,846	\$26,829	\$22,634	\$27,571	\$31,679	
17	\$28,919	\$49,188	\$42,195	\$26,829	\$22,730	\$27,680	\$31,679	
18	\$29,016	\$50,557	\$42,543	\$26,829	\$22,826	\$27,790	\$31,679	
19	\$29,113	\$50,643	\$42,893	\$26,829	\$22,922	\$27,899	\$31,679	
20	\$29,658	\$51,199	\$43,241	\$27,262	\$23,018	\$28,505	\$31,679	
21	\$29,756	\$51,297	\$43,590	\$27,262	\$23,518	\$28,616	\$31,679	
22	\$29,856	\$51,396	\$43,938	\$27,262	\$23,614	\$28,726	\$31,679	
23	\$29,953	\$51,494	\$44,285	\$27,262	\$23,710	\$28,837	\$31,679	
24	\$30,052	\$51,591	\$44,634	\$27,262	\$23,806	\$28,946	\$31,679	
25	\$30,595	\$52,135	\$44,982	\$27,262	\$24,006	\$29,554	\$31,679	
26	\$30,693	\$52,234	\$45,331	\$27,262	\$24,102	\$29,664	\$31,679	
27+	\$30,791	\$52,331	\$45,680	\$27,262	\$24,198	\$29,775	\$31,679	
Summer & Part time Maintenance \$9.50/hr.		Records Auditor \$25.00/hr 400 hrs		Tax Collector \$5,500/flat				
Truancy/Health Coordinator \$25.00/hr. 450 hrs		Energy/Safety Manager \$5,000/ flat		Student/Summer Helper \$8.00/hr				
FRAM Coordinator \$4,000/flat		Homebound Teacher - \$25.00 per hour		Buildings Manager 13 ext. days				

**School & Community Support Personnel**

**2018-2019**

**Secretarial, Instructional Assistants, Custodians, Technology, FRYSC**

**1.00%**

	<b>7775</b>	<b>7318</b>	<b>7609</b>	<b>7313</b>	<b>7301</b>	<b>7491</b>	<b>7493</b>
	<b>School Secretary</b>	<b>Instructional Assistants</b>	<b>Custodians</b>	<b>Instructor III</b>	<b>Public Relations</b>	<b>Family Resource Center Director</b>	<b>Family Resource Center Assistant</b>
<b>YRS</b>		181 Days 6.5 hrs (Degree =		181 Days 6.5 hrs			
<b>EXP</b>	208 Days 8 hrs	+\$1000)	250 Days 8hrs		181 Days 4 hrs	240 Days 7 hrs	187 days 6.5 hrs
0	\$21,859	\$15,222	\$21,667	\$20,794	\$12,241	\$34,846	\$21,080
1	\$21,894	\$15,320	\$21,765	\$20,794	\$12,241	\$34,846	\$21,080
2	\$21,946	\$15,417	\$21,863	\$20,794	\$12,241	\$34,846	\$21,080
3	\$21,981	\$15,466	\$21,962	\$20,794	\$12,241	\$34,846	\$21,080
4	\$22,506	\$15,518	\$22,910	\$20,794	\$12,241	\$34,846	\$21,080
5	\$22,559	\$15,560	\$23,010	\$20,794	\$12,241	\$34,846	\$21,080
6	\$22,715	\$15,661	\$23,107	\$20,794	\$12,241	\$34,846	\$21,080
7	\$22,838	\$15,759	\$23,207	\$20,794	\$12,241	\$34,846	\$21,080
8	\$22,943	\$15,830	\$23,304	\$20,794	\$12,241	\$34,846	\$21,080
9	\$23,065	\$15,858	\$23,403	\$20,794	\$12,241	\$34,846	\$21,080
10	\$23,170	\$15,926	\$24,173	\$20,794	\$12,241	\$34,846	\$21,080
11	\$23,782	\$15,955	\$24,271	\$20,794	\$12,241	\$34,846	\$21,080
12	\$23,905	\$16,027	\$24,369	\$20,794	\$12,241	\$34,846	\$21,080
13	\$23,940	\$16,124	\$24,467	\$20,794	\$12,241	\$34,846	\$21,080
14	\$24,132	\$16,136	\$25,141	\$20,794	\$12,241	\$34,846	\$21,080
15	\$24,237	\$16,222	\$26,087	\$20,794	\$12,241	\$34,846	\$21,080
16	\$24,849	\$16,233	\$26,185	\$20,794	\$12,241	\$34,846	\$21,080
17	\$24,972	\$16,332	\$26,284	\$20,794	\$12,241	\$34,846	\$21,080
18	\$25,077	\$16,429	\$26,383	\$20,794	\$12,241	\$34,846	\$21,080
19	\$25,182	\$16,438	\$26,481	\$20,794	\$12,241	\$34,846	\$21,080
20	\$25,304	\$16,528	\$27,554	\$20,794	\$12,241	\$34,846	\$21,080
21	\$25,915	\$16,537	\$27,652	\$20,794	\$12,241	\$34,846	\$21,080
22	\$26,038	\$16,636	\$27,750	\$20,794	\$12,241	\$34,846	\$21,080
23	\$26,143	\$16,734	\$27,848	\$20,794	\$12,241	\$34,846	\$21,080
24	\$26,231	\$16,744	\$27,947	\$20,794	\$12,241	\$34,846	\$21,080
25	\$27,769	\$16,830	\$28,824	\$20,794	\$12,241	\$34,846	\$21,080
26	\$27,857	\$16,842	\$28,923	\$20,794	\$12,241	\$34,846	\$21,080
27+	\$29,413	\$16,941	\$29,021	\$20,794	\$12,241	\$34,846	\$21,080

Sub Clerical is 9.50 per hour  
 Sub Custodian is 10.75 per hour

Transportation

1.00%

Bus Drivers, Bus Monitors

2018-2019

Years of Exp.	Bus/Van Dr 180 days	Bus Monitors 180 days
0	\$13.52	\$9.02
1	\$13.52	\$9.06
2	\$13.52	\$9.11
3	\$13.52	\$9.15
4	\$13.52	\$9.26
5	\$13.52	\$9.31
6	\$14.64	\$9.36
7	\$14.64	\$9.41
8	\$14.64	\$9.45
9	\$14.64	\$9.49
10	\$15.81	\$9.54
11	\$15.81	\$9.59
12	\$15.81	\$9.63
13	\$15.81	\$9.67
14	\$15.81	\$9.71
15	\$16.47	\$9.77
16	\$16.47	\$9.81
17	\$16.47	\$9.87
18	\$16.47	\$9.92
19	\$16.47	\$9.96
20	\$16.74	\$10.00
21	\$16.74	\$10.05
22	\$16.74	\$10.09
23	\$16.74	\$10.13
24	\$16.74	\$10.20
25	\$16.91	\$10.24
26	\$16.91	\$10.28
27 +	\$16.91	\$10.32

Sub Bus Driver 13.25 ph

Bus Driver Trainer \$1,500 flat

Field & Extra Trips \$13.25 ph

CDL certified monitor add 1.00 per hour to pay

Sub Bus Monitor 9.02 per hour

**School Food Service Department**

**2018-2019**

**1.00%**

**Director, Manager, Head Cooks, Cooks 7 hours /day**

YRS	#7221	7212/7205	7234	7233	7241	Sub Caf
	Food Serv	Elem	Food	Food		
EXP	Director	PHS/PMS	Assistant	Assistant	Cook/Baker	Per Hour
	225 Days	182 Days	182 Days	182 Days	182 Days	
0	\$29,937	\$15,605	\$13,798	\$13,329	\$12,352	\$9.69
1	\$30,576	\$15,671	\$13,864	\$13,383	\$12,418	\$9.69
2	\$30,681	\$15,725	\$13,891	\$13,449	\$12,471	\$9.69
3	\$30,782	\$15,792	\$13,918	\$13,502	\$12,539	\$9.69
4	\$30,883	\$15,926	\$14,146	\$13,610	\$12,646	\$9.69
5	\$31,545	\$16,007	\$14,199	\$13,663	\$12,713	\$9.69
6	\$31,651	\$16,060	\$14,253	\$13,744	\$12,767	\$9.69
7	\$31,755	\$16,127	\$14,333	\$13,798	\$12,833	\$9.69
8	\$31,857	\$16,180	\$14,400	\$13,864	\$12,887	\$9.69
9	\$31,958	\$16,247	\$14,453	\$13,918	\$12,954	\$9.69
10	\$32,060	\$16,301	\$14,521	\$13,985	\$13,007	\$9.69
11	\$32,511	\$16,368	\$14,574	\$14,038	\$13,075	\$9.69
12	\$32,624	\$16,422	\$14,641	\$14,106	\$13,128	\$9.69
13	\$32,726	\$16,475	\$14,694	\$14,159	\$13,208	\$9.69
14	\$32,827	\$16,555	\$14,748	\$14,213	\$13,262	\$9.69
15	\$32,929	\$16,623	\$14,815	\$14,293	\$13,329	\$9.69
16	\$33,493	\$16,676	\$14,895	\$14,360	\$13,383	\$9.69
17	\$33,596	\$16,742	\$14,948	\$14,414	\$13,449	\$9.69
18	\$33,697	\$16,796	\$15,016	\$14,480	\$13,502	\$9.69
19	\$33,799	\$16,863	\$15,069	\$14,533	\$13,570	\$9.69
20	\$33,900	\$16,917	\$15,137	\$14,601	\$13,623	\$9.69
21	\$34,466	\$16,970	\$15,190	\$14,654	\$13,677	\$9.69
22	\$34,567	\$17,038	\$15,256	\$14,721	\$13,757	\$9.69
23	\$35,322	\$17,118	\$15,310	\$14,775	\$13,824	\$9.69
24	\$35,427	\$17,171	\$15,364	\$14,855	\$13,878	\$9.69
25	\$35,531	\$17,238	\$15,471	\$14,909	\$13,958	\$9.69
26	\$36,107	\$17,292	\$15,524	\$14,976	\$14,025	\$9.69
27+	\$36,211	\$17,359	\$15,592	\$15,029	\$14,078	\$9.69

**ADMINISTRATIVE INDEXES AND POSITION DAYS REQUIRED**

**2018-2019**

Position	Position Days	Administrative Stipend
Assistant Superintendent	240	\$14,000
Director of Operations	225	\$8,000
Special Education Director	212	\$12,000
Principal - Elementary	230	\$6,000
Principal- High/Middle	240	\$13,000
Assistant Principal	225	0.00
Elementary Guidance Counselor	205	0.00
PMS/PHS Guidance Counselor	211	0.00
Director of Technology	230	0.00

\*

**Paris Independent Schools  
Substitute Teacher  
2018-2019**

Certified	\$100.00	per day	
Bachlers Degree not Certified	\$85.00	per day	
64 hours and above & Emergency not-certified	\$75.00	per day	
Classified Instructional Sub.	\$55.00	per day	
*Long term sub	\$140.00	per day	After 10 consecutive days for 1 teacher

\*May contract with a long term content certified substitute at a higher rate not to exceed \$150.00 or the daily wage threshold if a retired teacher.

**Summer Food Service Program Salary Schedule**

Site Supervisor	15.00 ph
Level 1	13.00 ph
Level 2	12.00 ph