

**Paris Independent Schools  
Certified Salary Schedule**

Years Experience	2016-2017 Board Approved		May 17, 2016		Rank	Rank	186 days
	I Rank	II Rank	III Rank	IV Rank			
0	\$43,166	\$38,900	\$35,037	\$31,287			
1	\$43,432	\$39,300	\$35,300	\$31,358			
2	\$44,186	\$39,600	\$36,144	\$31,427			
3	\$44,857	\$39,900	\$36,874	\$31,499			
4	\$47,050	\$42,945	\$39,136	\$34,558			
5	\$47,100	\$43,436	\$39,500	\$34,631			
6	\$47,150	\$43,530	\$39,700	\$34,705			
7	\$47,250	\$43,611	\$40,000	\$34,781			
8	\$47,327	\$43,900	\$40,100	\$34,853			
9	\$47,850	\$44,100	\$40,200	\$34,928			
10	\$52,050	\$48,200	\$44,300	\$38,950			
11	\$52,400	\$48,600	\$44,478	\$39,023			
12	\$52,632	\$48,800	\$44,572	\$39,098			
13	\$52,750	\$49,000	\$44,663	\$39,172			
14	\$52,814	\$49,203	\$44,756	\$39,246			
15	\$55,113	\$51,000	\$46,897	\$40,957			
16	\$55,205	\$51,300	\$46,986	\$41,031			
17	\$55,299	\$51,525	\$47,078	\$41,104			
18	\$55,389	\$51,617	\$47,172	\$41,177			
19	\$55,481	\$51,709	\$47,265	\$41,251			
20	\$56,748	\$53,137	\$48,533	\$41,960			
21	\$56,844	\$53,227	\$48,624	\$42,033			
22	\$56,935	\$53,320	\$48,717	\$42,109			
23	\$57,026	\$53,413	\$48,811	\$42,182			
24	\$57,117	\$53,504	\$48,901	\$42,256			
25	\$57,218	\$53,602	\$49,003	\$42,334			
26	\$57,311	\$53,696	\$49,095	\$42,410			
27	\$57,405	\$53,788	\$49,185	\$42,483			
28	\$57,405	\$53,788	\$49,185	\$42,483			
29	\$57,405	\$53,788	\$49,185	\$42,483			
30	\$57,405	\$53,788	\$49,185	\$42,483			
31	\$57,405	\$53,788	\$49,185	\$42,483			

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

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

Paris Independent Schools  
Central Office Based Support Personnel

2016-2017

	#7761	7164/7186	7447	7448	7163		
	SEC SUPT	AC CL 2/ F O	MAINT WKR 2	MAINT WKR 1	CLERK/SECRE	ACCT/CLER 3	
EXP	240 DAYS-7 hrs	240 DAYS-7 hrs	240 DAYS	260 DAYS-8 hrs	205 Days -7Hrs	240 DAYS-7 hrs	
						PARENT INV	
						191 DAYS-7 hrs	
0	\$23,664	\$40,570	\$33,366	\$24,725	\$16,908	\$23,839	\$24,454
1	\$23,757	\$40,664	\$33,931	\$24,725	\$17,014	\$23,945	\$24,454
2	\$23,852	\$40,837	\$34,754	\$24,725	\$17,120	\$24,054	\$24,454
3	\$23,946	\$40,852	\$35,097	\$24,725	\$17,172	\$24,161	\$24,454
4	\$24,561	\$41,467	\$35,438	\$25,725	\$17,228	\$24,864	\$24,454
5	\$24,657	\$41,562	\$35,780	\$25,725	\$17,274	\$24,973	\$24,454
6	\$24,751	\$41,656	\$36,121	\$25,725	\$17,384	\$25,080	\$24,454
7	\$24,845	\$41,751	\$36,463	\$25,725	\$17,490	\$25,189	\$24,454
8	\$24,938	\$41,845	\$36,804	\$25,725	\$17,566	\$25,295	\$24,454
9	\$25,033	\$41,939	\$37,146	\$25,725	\$17,598	\$25,404	\$24,454
10	\$25,992	\$42,366	\$37,487	\$26,300	\$17,672	\$25,892	\$24,454
11	\$26,088	\$42,460	\$37,830	\$26,300	\$17,702	\$25,999	\$24,454
12	\$27,430	\$42,553	\$38,171	\$26,300	\$17,782	\$26,107	\$24,454
13	\$27,527	\$42,650	\$38,513	\$26,300	\$17,886	\$26,215	\$24,454
14	\$27,623	\$42,744	\$38,854	\$26,300	\$17,898	\$26,323	\$24,454
15	\$28,156	\$43,264	\$39,195	\$26,300	\$17,992	\$26,918	\$24,454
16	\$28,251	\$48,123	\$39,537	\$26,300	\$18,004	\$27,027	\$24,454
17	\$28,349	\$48,219	\$39,878	\$26,300	\$18,110	\$27,134	\$24,454
18	\$28,444	\$49,561	\$40,220	\$26,300	\$18,216	\$27,243	\$24,454
19	\$28,539	\$49,645	\$40,562	\$26,300	\$18,226	\$27,349	\$24,454
20	\$29,074	\$50,190	\$40,904	\$26,725	\$18,322	\$27,944	\$24,454
21	\$29,170	\$50,287	\$41,245	\$26,725	\$18,322	\$28,052	\$24,454
22	\$29,268	\$50,383	\$41,587	\$26,725	\$18,440	\$28,160	\$24,454
23	\$29,363	\$50,480	\$41,928	\$26,725	\$18,546	\$28,268	\$24,454
24	\$29,460	\$50,575	\$42,270	\$26,725	\$18,558	\$28,376	\$24,454
25	\$29,993	\$51,108	\$42,611	\$26,725	\$18,650	\$28,972	\$24,454
26	\$30,088	\$51,204	\$42,952	\$26,725	\$18,664	\$29,079	\$24,454
27+	\$30,184	\$51,300	\$43,295	\$26,725	\$18,770	\$29,188	\$24,454
Summer & Part time Maintenance	\$9.50/hr.		Records Auditor	\$25.00/hr.	400 hrs	Tax Collector	\$5,000/flat
Truancy/Health Coordinator	\$25.00/hr.	450 hrs	Energy/Safety Manager	\$5,000/flat		Student/Summer Helper	\$8.00/hr
		Homebound Teacher	\$25.00 per hour				

**School Based Support Personnel**  
2016-2017

Secretarial, School Nurse, Instructional Assistants, Custodians, Technology		Secretarial, School Nurse, Instructional Assistants, Custodians, Technology		Secretarial, School Nurse, Instructional Assistants, Custodians, Technology		Secretarial, School Nurse, Instructional Assistants, Custodians, Technology		Secretarial, School Nurse, Instructional Assistants, Custodians, Technology		
YRS	EXP	208 Days 7 hrs	208 Days 8 hrs	196 Days 7 hrs	181 Days 6.5 hrs (Degree = +\$1000)	260 Days 8hrs	225 DAYS-7 hrs	181 Days 6.5 hrs	185 Days 6.5 hrs	Substitute School Nurse
PMS & PHS School Secretary	PEES School Secretary	Health Service Assistant	Instructional Assistants	Custodians	Chief Information Officer	Instructor III	School Nurse	Per Hour		
7774	7773	7775	7318	7609	7501	7313				
\$18,752	\$18,786	\$21,428	\$15,542	\$14,922	\$21,240	\$32,350	\$20,385	\$22,097	\$18.37	
\$18,823	\$21,462	\$15,630	\$15,018	\$21,336	\$32,350	\$20,385	\$20,385	\$22,097		
\$18,857	\$21,514	\$15,718	\$15,113	\$21,432	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,307	\$21,548	\$15,806	\$15,161	\$21,529	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,343	\$22,063	\$16,328	\$15,212	\$22,459	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,491	\$22,114	\$16,416	\$15,253	\$22,556	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,587	\$22,268	\$16,505	\$15,352	\$22,652	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,682	\$22,388	\$16,593	\$15,449	\$22,749	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,780	\$22,491	\$16,681	\$15,518	\$22,845	\$32,350	\$20,385	\$20,385	\$22,097		
\$19,877	\$22,611	\$16,854	\$15,546	\$22,942	\$32,350	\$20,385	\$20,385	\$22,097		
\$20,404	\$22,714	\$17,224	\$15,613	\$23,697	\$32,350	\$20,385	\$20,385	\$22,097		
\$20,500	\$23,313	\$17,315	\$15,640	\$23,793	\$32,350	\$20,385	\$20,385	\$22,097		
\$20,535	\$23,434	\$17,401	\$15,712	\$23,889	\$32,350	\$20,385	\$20,385	\$22,097		
\$20,694	\$23,468	\$17,876	\$15,806	\$23,985	\$32,350	\$20,385	\$20,385	\$22,097		
\$20,789	\$23,656	\$17,965	\$15,818	\$24,646	\$32,350	\$20,385	\$20,385	\$22,097		
\$21,319	\$23,760	\$18,463	\$15,902	\$25,573	\$32,350	\$20,385	\$20,385	\$22,097		
\$21,416	\$24,359	\$18,554	\$15,913	\$25,669	\$32,350	\$20,385	\$20,385	\$22,097		
\$21,510	\$24,480	\$18,646	\$16,010	\$25,766	\$32,350	\$20,385	\$20,385	\$22,097		
\$21,606	\$24,583	\$18,736	\$16,105	\$25,863	\$32,350	\$20,385	\$20,385	\$22,097		
\$21,702	\$24,686	\$18,827	\$16,114	\$25,959	\$32,350	\$20,385	\$20,385	\$22,097		
\$22,234	\$24,805	\$19,326	\$16,202	\$27,011	\$32,350	\$20,385	\$20,385	\$22,097		
\$22,329	\$25,405	\$19,414	\$16,211	\$27,107	\$32,350	\$20,385	\$20,385	\$22,097		
\$22,424	\$25,525	\$19,506	\$16,308	\$27,203	\$32,350	\$20,385	\$20,385	\$22,097		
\$22,495	\$25,628	\$19,596	\$16,404	\$27,299	\$32,350	\$20,385	\$20,385	\$22,097		
\$22,495	\$25,714	\$19,687	\$16,414	\$27,396	\$32,350	\$20,385	\$20,385	\$22,097		
\$23,826	\$27,222	\$20,186	\$16,499	\$28,256	\$32,350	\$20,385	\$20,385	\$22,097		
\$23,897	\$27,309	\$20,276	\$16,510	\$28,353	\$32,350	\$20,385	\$20,385	\$22,097		
\$25,225	\$28,833	\$20,366	\$16,607	\$28,449	\$32,350	\$20,385	\$20,385	\$22,097		
Sub Clerical is 9.50 per hour										

**School Food Service Department**

**2016-2017**

**Director, Manager, Head Cooks, Cooks**

YRS	#7221 Food Serv Director	7212/7205 Elem PHS/PMS Manager	7234 Food Services Assistant 1		7233 Food Service Assistant 2		7241 Cook/Baker	Sub Caf
			182 Days	182 Days	182 Days	182 Days		
0	\$29,348	\$15,298	\$13,526	\$13,066	\$12,108	\$9.50		
1	\$29,974	\$15,363	\$13,591	\$13,119	\$12,173	\$9.50		
2	\$30,077	\$15,415	\$13,618	\$13,184	\$12,226	\$9.50		
3	\$30,176	\$15,481	\$13,643	\$13,236	\$12,292	\$9.50		
4	\$30,275	\$15,612	\$13,867	\$13,341	\$12,397	\$9.50		
5	\$30,923	\$15,691	\$13,919	\$13,394	\$12,463	\$9.50		
6	\$31,027	\$15,744	\$13,972	\$13,473	\$12,515	\$9.50		
7	\$31,129	\$15,809	\$14,050	\$13,526	\$12,580	\$9.50		
8	\$31,229	\$15,861	\$14,116	\$13,591	\$12,633	\$9.50		
9	\$31,328	\$15,927	\$14,169	\$13,643	\$12,699	\$9.50		
10	\$31,428	\$15,980	\$14,235	\$13,709	\$12,751	\$9.50		
11	\$31,870	\$16,046	\$14,287	\$13,762	\$12,817	\$9.50		
12	\$31,981	\$16,098	\$14,352	\$13,828	\$12,870	\$9.50		
13	\$32,081	\$16,151	\$14,405	\$13,880	\$12,948	\$9.50		
14	\$32,180	\$16,229	\$14,457	\$13,933	\$13,000	\$9.50		
15	\$32,280	\$16,295	\$14,523	\$14,011	\$13,066	\$9.50		
16	\$32,833	\$16,348	\$14,601	\$14,077	\$13,119	\$9.50		
17	\$32,934	\$16,412	\$14,654	\$14,130	\$13,184	\$9.50		
18	\$33,033	\$16,465	\$14,720	\$14,194	\$13,236	\$9.50		
19	\$33,133	\$16,531	\$14,772	\$14,247	\$13,302	\$9.50		
20	\$33,232	\$16,583	\$14,838	\$14,313	\$13,355	\$9.50		
21	\$33,787	\$16,636	\$14,891	\$14,365	\$13,407	\$9.50		
22	\$33,885	\$16,702	\$14,956	\$14,431	\$13,486	\$9.50		
23	\$34,626	\$16,780	\$15,008	\$14,484	\$13,552	\$9.50		
24	\$34,729	\$16,833	\$15,061	\$14,562	\$13,604	\$9.50		
25	\$34,831	\$16,899	\$15,166	\$14,615	\$13,683	\$9.50		
26	\$35,395	\$16,951	\$15,218	\$14,681	\$13,748	\$9.50		
27+	\$35,497	\$17,017	\$15,284	\$14,733	\$13,801	\$9.50		

<b>Summer Food Service Program Salary Schedule</b>							
Site Supervisor		15.00 ph					
Level 1		13.00 ph					
Level 2		12.00 ph					

Family Resource and Youth Service Center				
Related Positions				
2016-2017				
	#7491 Family Resource Center Director	# 7493 Family Resource Center Youth Assistant	# 7460 School Administrative Manager	#7881 Success Coach
Years	240 Days	180	191 Days	200 Days
Experience	7.0 hrs	6.50	7.0 hrs	7.0 hrs
0	\$34,159	\$19,890	\$31,054	\$36,720
1	\$34,159	\$19,890	\$31,054	\$36,720
2	\$34,159	\$19,890	\$31,054	\$36,720
3	\$34,159	\$19,890	\$31,054	\$36,720
4	\$34,159	\$19,890	\$31,054	\$36,720
5	\$34,159	\$19,890	\$31,054	\$36,720
6	\$34,159	\$19,890	\$31,054	\$36,720
7	\$34,159	\$19,890	\$31,054	\$36,720
8	\$34,159	\$19,890	\$31,054	\$36,720
9	\$34,159	\$19,890	\$31,054	\$36,720
10	\$34,159	\$19,890	\$31,054	\$36,720
11	\$34,159	\$19,890	\$31,054	\$36,720
12	\$34,159	\$19,890	\$31,054	\$36,720
13	\$34,159	\$19,890	\$31,054	\$36,720
14	\$34,159	\$19,890	\$31,054	\$36,720
15	\$34,159	\$19,890	\$31,054	\$36,720
16	\$34,159	\$19,890	\$31,054	\$36,720
17	\$34,159	\$19,890	\$31,054	\$36,720
18	\$34,159	\$19,890	\$31,054	\$36,720
19	\$34,159	\$19,890	\$31,054	\$36,720
20	\$34,159	\$19,890	\$31,054	\$36,720
21	\$34,159	\$19,890	\$31,054	\$36,720
22	\$34,159	\$19,890	\$31,054	\$36,720
23	\$34,159	\$19,890	\$31,054	\$36,720
24	\$34,159	\$19,890	\$31,054	\$36,720
25	\$34,159	\$19,890	\$31,054	\$36,720
26	\$34,159	\$19,890	\$31,054	\$36,720
27+	\$34,159	\$19,890	\$31,054	\$36,720



**Transportation  
Bus Drivers, Bus Monitors**

**2016-2017**

<b>Years of Exp.</b>	<b>Bus/Van Dr 181 days</b>	<b>Bus Monitors 181 days</b>
0	\$13.25	\$6,363
1	\$13.25	\$6,392
2	\$13.25	\$6,429
3	\$13.25	\$6,459
4	\$13.25	\$6,534
5	\$13.25	\$6,571
6	\$14.35	\$6,609
7	\$14.35	\$6,639
8	\$14.35	\$6,668
9	\$14.35	\$6,698
10	\$15.50	\$6,735
11	\$15.50	\$6,765
12	\$15.50	\$6,795
13	\$15.50	\$6,825
14	\$15.50	\$6,855
15	\$16.15	\$6,899
16	\$16.15	\$6,929
17	\$16.15	\$6,966
18	\$16.15	\$6,996
19	\$16.15	\$7,026
20	\$16.41	\$4,056
21	\$16.41	\$7,093
22	\$16.41	\$7,123
23	\$16.41	\$7,153
24	\$16.41	\$7,198
25	\$16.58	\$7,228
26	\$16.58	\$7,258
27 +	\$16.58	\$7,287
Transportation Director \$10,000 flat		
Bus Driver Trainer \$1,500 flat		
Field Trip & Extra Trips \$13.15 hour		



Paris Independent Schools		Substitute Teacher Salary		2016-2017	
Certified		\$100.00	per day		
64 hours & above		\$85.00	per day		
Emer non-cert		\$75.00	per day		
Inst. Asst.		\$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.					
Full-Time Substitute \$85.00 per day					