

2022-2023

Employee Salary Scales

Doss CCSD

Professional Salary Scale

Years of Credited Experience	State Annual Salary (10-month contract)	Bachelor's Salary (10-month contract)	Master's Salary (10-month contract)
0	\$33,660	\$44,000	\$45,500
1	\$34,390	\$44,750	\$46,250
2	\$35,100	\$45,500	\$47,000
3	\$35,830	\$46,250	\$47,750
4	\$37,350	\$47,000	\$48,500
5	\$38,880	\$47,750	\$49,250
6	\$40,410	\$48,500	\$50,000
7	\$41,830	\$49,250	\$50,750
8	\$43,170	\$50,000	\$51,500
9	\$44,440	\$50,750	\$52,250
10	\$45,630	\$51,500	\$53,000
11	\$46,770	\$52,250	\$53,750
12	\$47,850	\$53,000	\$54,500
13	\$48,850	\$53,750	\$55,250
14	\$49,810	\$54,500	\$56,000
15	\$50,710	\$55,250	\$56,750
16	\$51,570	\$56,000	\$57,500
17	\$52,370	\$56,750	\$58,250
18	\$53,140	\$57,500	\$59,000
19	\$53,860	\$58,250	\$59,750
20	\$54,540	\$59,000	\$60,500
21		\$59,750	\$61,250
22		\$60,500	\$62,000
23		\$61,250	\$62,750
24		\$62,000	\$63,500
25	TEC 21.401	\$62,750	\$64,250
Salary Lines Include:	State Base	DCCSD Base	Base Plus \$1,500.

Other Employee Benefits:	<ul style="list-style-type: none"> ** \$2,000 Retention or Transition Supplement (Paid in August 2022) ** \$400 per month towards TRS Health Insurance ** Monthly contribution for small life insurance policy ** Five State & Five Local Leave days provided employees
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FY23 Teacher Supplement and Salary Increase	<ol style="list-style-type: none"> 1. \$2,000 One-time Transition Supplement for new teachers; \$2,000 One-time Retention Supplement for returning teachers 2. New teachers placed on scale based on years of experience; \$3,250 salary increase for all returning teachers 3. One-time Technology Stipend of \$750 for all teachers
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The above scale is restricted to the initial placement of teachers and **does not** represent salaries for future years. Salary advancements will be based on any approved raise and budget each year.

IS Instructional Support Services							
Step-Days	minimum		midpoint		maximum		Position
1-187-8	\$10.00/hr	\$14,960	\$13.00/hr	\$19,448	\$16.00/hr	\$23,936	Instructional Asst.
2-187-8	\$16.00/hr	\$23,936	\$19.00/hr	\$28,424	\$22.00/hr	\$32,912	Instructional Aide

***Full time position salary is annualized; hourly rate listed for comparison only.**

CT Clerical and Technical Support							
Step-Days	minimum		midpoint		maximum		Position
1-220-8	\$16.00/hr	\$28,160	\$19.00/hr	\$33,440	\$22.00/hr	\$38,720	Admin. Assistant, I
2-226-8	\$19.00/hr	\$34,352	\$22.00/hr	\$39,776	\$25.00/hr	\$45,200	Admin. Assistant, II

***Full time position salary is annualized; hourly rate listed for comparison only.**

FL Facility and Labor *							
Step-Days	minimum		midpoint		maximum		Position
FL-1	\$15.00/hr		\$20.00/hr		\$25.00/hr		Custodians
FL-2	\$20.00/hr		\$25.00/hr		\$30.00/hr		Custodian/Grounds

***Hourly rates are for contracted services only, not for full time positions.**

OP Operations and Other							
Step-Days	minimum		midpoint		maximum		Position
OP-1	\$15.00/hr		\$19.00/hr		\$25.00/hr		Bus Driver
OP-2	\$19.00/hr		\$23.00/hr		\$27.00/hr		Other Operations

***Hourly rates are for contracted services only, not for full time positions.**

SS Supplement or Stipend							
	minimum		midpoint		maximum		Position
SS-1	\$15.00/hr		\$20.00/hr		\$25.00/hr		Supplement
SS-2	\$50 - \$2,500 as authorized by Administrative Consultant						Stipend
SS-X	\$1,000 Reading Academy Stipend, paid \$500 each semester						Stipend

***Supplements and Stipends by authorization only!**

Other Employee Benefits (full time employees)	** \$2,000 Retention or Transition Supplement (Paid in August 2022)
	** Monthly contribution for small life insurance policy
	** \$400 per month towards TRS Health Insurance
	** Monthly contribution for small life insurance policy

FY23 Employee Supplement and Salary Increase	1. \$2,000 One-time Transition Supplement for new full-time employees; \$2,000 One-time Retention Supplement for returning full-time employees
	2. New employees placed on scale based on years of experience; \$3,250 salary increase for all returning full-time employees
	3. One-time Technology Stipend of \$750 for full-time employees

Mid-point Salary Schedules are used for initial placement of employees other than teachers. The salary scale above does not represent salaries for future years. Any salary advancement will be based on a pay raise approved with the budget by the Board of Trustees each fiscal year.