

Virgil Browne Glencoe Charter School

COMPREHENSIVE SALARY AND JOB CLASSIFICATION GOLD BOOK

2025-2026

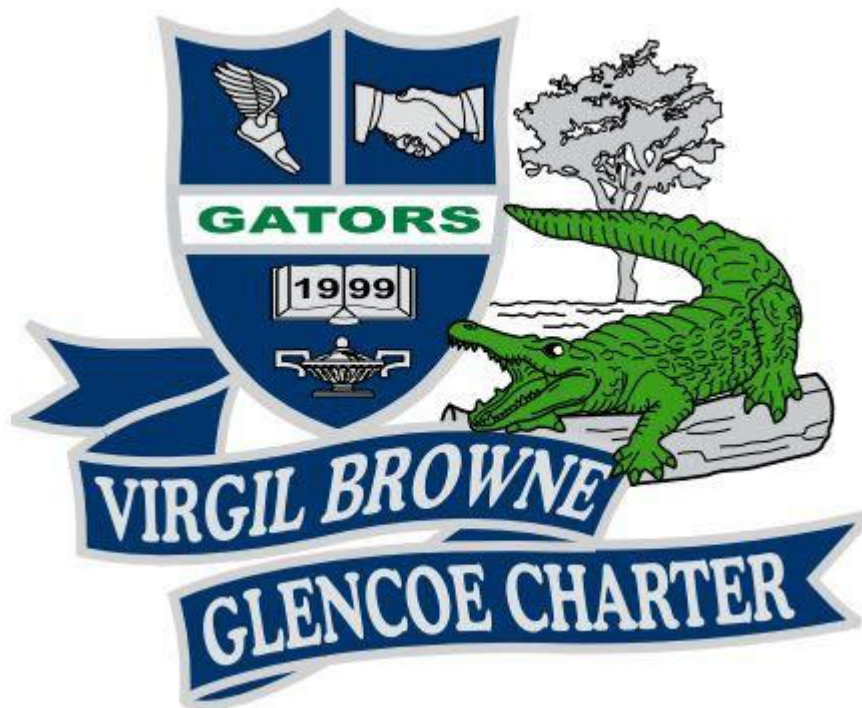


Table of Contents

Virgil Browne Glencoe Charter School 2025-26 Teacher Salary Schedule	4
FY 2025-2026 LDOE Certified and Support Staff Stipends Guidance and Allocation	5
Differentiated Compensation Allocation Supplements	5
Coaches Compensation	6
Coaching Staff Allotments	7
Administrative Salary Schedule	8
Administrative Salary Schedule Continued	9
Occupational/Physical Therapist Salary Schedule	10
Paraprofessional Salary Schedule	11
Part-Time Secretary Salary Schedule	12
School Secretary Salary Schedule	13
Central Office Personnel Salary Schedule	14
Technology Personnel Salary Schedule	15
Maintenance Personnel Salary Schedule	16
Maintenance Personnel Salary Schedule Continued	17
School Food Service Salary Schedule	18
Bus Driver Salary Schedule and Guidelines	19
Stipend and Substitute Pay Schedule	20
Pay Dates, Length of Work Year and Hours Per Day	21

Guidelines

- a. New Teachers from the surrounding parishes (Vermilion, Iberia, St. Martin and Lafayette) will be matched their salary from the surrounding parish, excluding nonguaranteed payments such as sales tax supplements; however, they will remain **frozen** until they level out our salary schedule. If a raise is granted, they will be eligible for that amount.
- b. Teachers that had their salary matched from a surrounding parish in the past are grandfathered in. Due to the change in salary schedule step, these teachers will only step once every other year until leveling out, with 2024-2025 being the first year of no step.
- c. Any noncertified teacher will be paid on a bachelor's degree/step 0 salary scale as a Temporary Authority to Teach (TAT) teacher and will remain on that pay grade step while holding the TAT certificate.
- d. Non-certified teaching experience, i.e. teaching with a temporary certificate, will not be granted until the employee has received a standard certificate. Employee will be paid on the Bachelor's level regardless of their highest degree earned until they receive a standard certificate.
- e. Compensatory time will not be granted to non-exempt employees without specific prior approval from the Executive Director or designee. No employee may work more than 40 hours in any week (exclusive of lunch) without specific approval by the Executive Director or designee.
- f. Persons requesting *reassignment to a lesser position* will immediately be placed in their new Pay Grade on the same experience level in which they are presently assigned.
- g. Employees currently being compensated above the appropriate pay level shall remain frozen at that level until such time as the Pay Grade reaches their level based on years of experience.
- h. Experience will only be granted once the experience has been verified by the process followed by Human Resources. It is the responsibility of the employee to ensure the Human Resources Department has been provided with the proper documentation for granting years of experience.
- i. Any additional credits or higher degrees which may place the teacher in a higher pay bracket should be submitted to the Business office by the following deadlines:
 - i. Fall semester- on or before October 31st
 - ii. Spring semester- on or before February 28th
- j. Salary advancement for experience in position will be automatic on July 1. Individuals will be given credit for a year's advancement if they have served for at least one-half (1/2) of the normal employment year.
- k. Paraprofessionals that hold an associate's degree who are continuing employment from the 2023-2024 school year will be paid on the old salary schedule. Any new paraprofessional hired holding an associate's degree who will be employed in 2024-2025 or later will be paid on the new salary schedule.

V.B. Glencoe Charter School 2025-26 Teacher Salary Schedule

Revised June 2025

Teachers Salary Schedule

Note: Each Step = 1 Completed Year of Experience

7.5 hours, 181 days						
STEP	TAT*	Bachelors	Masters	Masters + 30	Specialist	PhD or EdD
0	47,800.00	47,800.00	49,300.00	49,800.00	50,300.00	51,300.00
1		48,250.00	49,750.00	50,250.00	50,750.00	51,750.00
2		48,700.00	50,200.00	50,700.00	51,200.00	52,200.00
3		49,150.00	50,650.00	51,150.00	51,650.00	52,650.00
4		49,600.00	51,100.00	51,600.00	52,100.00	53,100.00
5		50,050.00	51,550.00	52,050.00	52,550.00	53,550.00
6		50,500.00	52,000.00	52,500.00	53,000.00	54,000.00
7		50,950.00	52,450.00	52,950.00	53,450.00	54,450.00
8		51,400.00	52,900.00	53,400.00	53,900.00	54,900.00
9		51,850.00	53,350.00	53,850.00	54,350.00	55,350.00
10		52,525.00	54,025.00	54,525.00	55,025.00	56,025.00
11		52,975.00	54,475.00	54,975.00	55,475.00	56,475.00
12		53,425.00	54,925.00	55,425.00	55,925.00	56,925.00
13		53,875.00	55,375.00	55,875.00	56,375.00	57,375.00
14		54,325.00	55,825.00	56,325.00	56,825.00	57,825.00
15		54,775.00	56,275.00	56,775.00	57,275.00	58,275.00
16		55,225.00	56,725.00	57,225.00	57,725.00	58,725.00
17		55,675.00	57,175.00	57,675.00	58,175.00	59,175.00
18		56,125.00	57,625.00	58,125.00	58,625.00	59,625.00
19		56,575.00	58,075.00	58,575.00	59,075.00	60,075.00
20		57,250.00	58,750.00	59,250.00	59,750.00	60,750.00
21		57,700.00	59,200.00	59,700.00	60,200.00	61,200.00
22		58,150.00	59,650.00	60,150.00	60,650.00	61,650.00
23		58,600.00	60,100.00	60,600.00	61,100.00	62,100.00
24		59,050.00	60,550.00	61,050.00	61,550.00	62,550.00
25		59,500.00	61,000.00	61,500.00	62,000.00	63,000.00
26		59,950.00	61,450.00	61,950.00	62,450.00	63,450.00
27		60,400.00	61,900.00	62,400.00	62,900.00	63,900.00
28		60,850.00	62,350.00	62,850.00	63,350.00	64,350.00
29		61,300.00	62,800.00	63,300.00	63,800.00	64,800.00
30		61,975.00	63,475.00	63,975.00	64,475.00	65,475.00
31		62,425.00	63,925.00	64,425.00	64,925.00	65,925.00
32		62,875.00	64,375.00	64,875.00	65,375.00	66,375.00

Note: Because there is an extreme shortage of speech therapists, a \$3,000 salary supplement will be paid to A.S.H.A.-certified speech therapists employed by the Board.

*Individuals serving on a Temporary Authority to Teach (TAT) certificate will be frozen at an annual salary of \$47,800 until a standard teaching certificate is issued.

Certificated and Support Staff Stipend Allocation

The Louisiana Department of Education Certificated and Support Staff Allocation Fund, if received, will be distributed using guidance received from the Louisiana Department of Education. The Executive Director shall determine the payment(s) and timeline, accordingly and will send to board for approval.

Differentiated Compensation Allocation Supplements

The Louisiana Department of Education Differentiated Compensation Allocation Supplements, if received, will be distributed using guidance received from the Louisiana Department of Education. The Executive Director shall determine the payment(s) and timeline, accordingly, and will send to board for approval.

Coaches Compensation

HIGH SCHOOL				
FACULTY		NON FACULTY		
MAJOR SPORTS:	HEAD	ASSISTANT	HEAD	ASSISTANT
VOLLEYBALL	1,587	794	926	661
SOFTBALL	1,587	794	926	661
BASEBALL	1,587	794	926	661
BASKETBALL	1,587	794	926	661
MINOR SPORTS:				
CROSS COUNTRY	926	NA	661	NA
TRACK (Combined Boys and Girls)	926	529	661	397
ARCHERY	926	NA	661	NA

JUNIOR HIGH				
FACULTY		NON FACULTY		
MAJOR SPORTS:	HEAD	ASSISTANT	HEAD	ASSISTANT
VOLLEYBALL	794	529	529	NA
SOFTBALL	794	529	529	NA
BASEBALL	794	529	529	NA
BASKETBALL	794	529	529	NA
MINOR SPORTS:				
CROSS COUNTRY	NA	NA	NA	NA
TRACK (Combined Boys and Girls)	NA	NA	NA	NA
ARCHERY	NA	NA	NA	NA

ATHLETIC DIRECTOR: 7.33% STIPEND OF TEACHERS SALARY.

PLAYOFF COMPENSATION

Bi-District	4%
Regional	4%
Quarterfinals	4%
Semi Finals	4%
Finals	4%

Coaching Staff

1. Coaching assignments are divided into major and minor sports.
2. Major coaching are Basketball, Volleyball, Baseball, Softball, and Track.
3. Minor sports are Cross Country Indoor Track and Powerlifting.
4. Junior High sports will be considered minor sports.
5. Non-coaching assignments are scouting, scorekeeping, officiating, etc.
6. If the coach does not complete the entire sports season for any reason (quit, termination, etc.), then payment will be made only for the percentage of the season that the person worked.
7. Must successfully complete the LHSAA's Coaches Education and Certification Program before any coaching duties can begin
8. Head Coaches are expected to obtain CDL within 1 year of assuming the role of head coach.
9. THE LOUISIANA HIGH SCHOOL ATHLETIC ASSOCIATION HANDBOOK STATES THE FOLLOWING:
 - (a) Head Coaches: In the sports of baseball, softball, indoor track and field, outdoor track and field, volleyball, tennis, golf, wrestling, cross country, soccer, high school swimming, bowling, and powerlifting a school shall be allowed to use non-faculty coaches provided the individual has successfully completed the LHSAA's Coaches Education and Certification Program.
 - (b) Can serve as an Assistant Coach in any sport provided, he/she is always under the supervision of a faculty coach who meets the requirements of the LSHAA Coaches Rule and has successfully completed the LHSAA's Coaches Education and Certification Program.

Administrative Salary Schedule

Every administrative position listed below is indexed to the teacher salary schedule in force on July 1, 2025. Each administrator's salary will be computed by multiplying the index to the schedule he/she would be placed on as a teacher.

Advanced Degrees must be related to Educational Leadership, Administration and Supervision, Curriculum and Instruction, Educational Technology, Core Content Area or Special Credentials recommended by the Executive Director and approved by the Board. CPA credentials are equivalent to a master's degree for pay purpose for the CFO position.

Position	Index
<u>Directors</u> Executive Director (12 Month)	1.60
<u>Assistant Principal</u> (12 Month)	1.40
<u>Coordinators-Special Education</u> Pupil Appraisal Services/504 (10 Month)	1.33
Specialist (11-Month)	1.30
<u>Business Services</u> Chief Financial Officer (12 Month)	1.60

V.B. Glencoe Charter School Administrative Salary Schedule

High School Counseling Staffing Formula

High School Student Count	Counselor	Clerk
0-500	1	0
501-650	1	1

V.B. Glencoe Charter School 2025-26 Occupational/Physical Therapist

Revised June 2025

7.5 hours, 181 days	
STEP	Pay Grade 1
0	61,740.00
1	62,652.92
2	63,579.20
3	64,525.51
4	65,489.65
5	66,482.72
6	67,486.93
7	68,513.41
8	69,559.92
9	70,624.25
10	72,806.35
11	73,912.99
12	75,050.79
13	76,201.96
14	76,437.99
15	76,678.46
16	77,865.26
17	78,105.73
18	78,350.66
19	79,570.85
20	80,064.77
21	80,309.70
22	81,572.20
23	81,823.81
24	82,082.10
25	83,369.09
26	83,636.29
27	83,899.03
28	84,161.77
29	84,431.20
30	84,925.12
31	85,647.47
32	86,369.83

V.B. Glencoe Charter School 2025-26 Paraprofessionals

Paraprofessional

Paraprofessionals who will be paid for an attained associate degree must present a diploma and official transcript from a regionally accredited university, community college, or technical institute.

Revised June 2025

7.5 hours, 179 days				
STEP	Para.	Para. – AD (Hired in 24-25 or after)	Para – AD * (Hired prior to 24-25 grandfathered)	LPN
0	19,530.00	19,845.00	\$22,060	21,420.00
1	19,818.78	20,138.44	\$22,339	21,736.73
2	20,111.79	20,436.17	\$22,622	22,058.09
3	20,411.13	20,740.34	\$22,915	22,386.40
4	20,716.11	21,050.24	\$23,208	22,720.90
5	21,030.25	21,369.45	\$23,512	23,065.43
6	21,347.91	21,692.23	\$23,819	23,413.83
7	21,672.61	22,022.17	\$24,131	23,769.96
8	22,003.65	22,358.55	\$24,453	24,133.04
9	22,340.33	22,700.65	\$24,780	24,502.29
10	23,030.58	23,402.04	\$25,456	25,259.35
11	23,380.64	23,757.75	\$25,798	25,643.28
12	23,740.56	24,123.47	\$26,142	26,038.03
13	24,104.70	24,493.49	\$26,495	26,437.42
14	24,179.36	24,569.35	\$26,568	26,519.30
15	24,255.43	24,646.65	\$26,642	26,602.73
16	24,630.85	25,028.12	\$27,004	27,014.48
17	24,706.92	25,105.41	\$27,079	27,097.91
18	24,784.39	25,184.14	\$27,155	27,182.88
19	25,170.37	25,576.35	\$27,527	27,606.21
20	25,326.61	25,735.11	\$27,716	27,777.57
21	25,404.09	25,813.83	\$27,754	27,862.55
22	25,803.45	26,219.64	\$28,140	28,300.56
23	25,883.04	26,300.51	\$28,217	28,387.85
24	25,964.75	26,383.53	\$28,296	28,477.46
25	26,371.86	26,797.21	\$28,691	28,923.97
26	26,456.38	26,883.09	\$28,768	29,016.67
27	26,539.49	26,967.55	\$28,852	29,107.83
28	26,622.60	27,052.00	\$28,931	29,198.98
29	26,707.83	27,138.60	\$29,013	29,292.46
30	26,864.07	27,297.36	\$29,167	29,463.82
31	27,092.57	27,529.55	\$29,249	29,714.43
32	27,321.07	27,761.73	\$29,331	29,965.04

V.B. Glencoe Charter School 2025-26 Secretaries

Part-Time Secretary

Revised June 2025

Minimum of 4 hours 15 minutes per day.

4.25 hours, 181 days	
STEP	Pay Grade 1
0	11,220
1	11,386
2	11,555
3	11,727
4	11,902
5	12,082
6	12,265
7	12,451
8	12,642
9	12,835
10	13,232
11	13,433
12	13,640
13	13,849
14	13,892
15	13,935
16	14,151
17	14,195
18	14,239
19	14,461
20	14,551
21	14,595
22	14,825
23	14,870
24	14,917
25	15,151
26	15,200
27	15,248
28	15,295
29	15,344
30	15,434
31	15,565
32	15,697

V.B. Glencoe Charter School 2025-26 School Secretaries

Revised June 2025

10 MONTH CLERICAL 7.5 hours, 199 days	
STEP	Pay Grade 1
0	21,770.00
1	22,091.90
2	22,418.51
3	22,752.19
4	23,092.15
5	23,442.32
6	23,796.41
7	24,158.36
8	24,527.37
9	24,902.66
10	25,672.08
11	26,062.29
12	26,463.49
13	26,869.40
14	26,952.62
15	27,037.42
16	27,455.89
17	27,540.68
18	27,627.05
19	28,057.30
20	28,231.46
21	28,317.82
22	28,762.99
23	28,851.71
24	28,942.78
25	29,396.58
26	29,490.80
27	29,583.45
28	29,676.09
29	29,771.09
30	29,945.25
31	30,199.96
32	30,454.67

11 MONTH CLERICAL 7.5 hours, 219 days		
STEP	Pay Grade 1	Pay Grade 2
0	23,947.00	24,255.00
1	24,301.09	24,613.65
2	24,660.37	24,977.54
3	25,027.41	25,349.31
4	25,401.37	25,728.07
5	25,786.55	26,118.21
6	26,176.05	26,512.72
7	26,574.19	26,915.98
8	26,980.10	27,327.11
9	27,392.92	27,745.24
10	28,239.29	28,602.50
11	28,668.52	29,037.24
12	29,109.84	29,484.24
13	29,556.34	29,936.49
14	29,647.89	30,029.21
15	29,741.16	30,123.68
16	30,201.48	30,589.92
17	30,294.75	30,684.39
18	30,389.75	30,780.62
19	30,863.03	31,259.98
20	31,054.60	31,454.02
21	31,149.60	31,550.24
22	31,639.29	32,046.22
23	31,736.88	32,145.07
24	31,837.06	32,246.54
25	32,336.24	32,752.14
26	32,439.88	32,857.11
27	32,541.79	32,960.33
28	32,643.70	33,063.55
29	32,748.20	33,169.40
30	32,939.78	33,363.44
31	33,219.96	33,647.22
32	33,500.14	33,931.01

12 MONTH CLERICAL 7.5 hours, 239 days	
STEP	Pay Grade 1
0	26,460.00
1	26,851.25
2	27,248.23
3	27,653.79
4	28,066.99
5	28,492.60
6	28,922.97
7	29,362.89
8	29,811.40
9	30,267.54
10	31,202.72
11	31,676.99
12	32,164.63
13	32,657.98
14	32,759.14
15	32,862.20
16	33,370.82
17	33,473.88
18	33,578.85
19	34,101.79
20	34,313.47
21	34,418.44
22	34,959.52
23	35,067.35
24	35,178.04
25	35,729.61
26	35,844.12
27	35,956.73
28	36,069.33
29	36,184.80
30	36,396.48
31	36,706.06
32	37,015.64

School Clerical Staffing Formula 2025-26

Elementary, Junior High, and High School	
0-500	2
Over 500	3

V.B. Glencoe Charter School 2025-26 Central Office Personnel

Central Office Personnel

Revised June 2025

7.5 hours, 239 days						
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5	Pay Grade 6
0	27,450.00	28,170.00	29,070.00	30,780.00	31,680.00	37,080.00
1	27,855.89	28,586.54	29,499.84	31,235.13	32,148.44	37,628.28
2	28,267.72	29,009.17	29,935.98	31,696.92	32,623.73	38,184.59
3	28,688.46	29,440.94	30,381.55	32,168.70	33,109.30	38,752.93
4	29,117.12	29,880.84	30,835.50	32,649.36	33,604.02	39,331.97
5	29,558.64	30,333.95	31,303.09	33,144.45	34,113.58	39,928.40
6	30,005.12	30,792.14	31,775.92	33,645.09	34,628.86	40,531.51
7	30,461.50	31,260.49	32,259.23	34,156.83	35,155.57	41,147.99
8	30,926.79	31,737.98	32,751.98	34,678.56	35,692.56	41,776.51
9	31,400.00	32,223.60	33,253.11	35,209.18	36,238.68	42,415.73
10	32,370.17	33,219.22	34,280.54	36,297.04	37,358.36	43,726.26
11	32,862.19	33,724.15	34,801.60	36,848.75	37,926.20	44,390.89
12	33,368.06	34,243.29	35,337.33	37,415.99	38,510.03	45,074.24
13	33,879.88	34,768.53	35,879.35	37,989.90	39,100.72	45,765.61
14	33,984.82	34,876.22	35,990.48	38,107.57	39,221.82	45,907.36
15	34,091.74	34,985.95	36,103.71	38,227.45	39,345.22	46,051.79
16	34,619.39	35,527.44	36,662.50	38,819.12	39,954.18	46,764.56
17	34,726.31	35,637.16	36,775.73	38,939.01	40,077.58	46,908.98
18	34,835.21	35,748.92	36,891.05	39,061.12	40,203.25	47,056.08
19	35,377.71	36,305.65	37,465.58	39,669.43	40,829.36	47,788.91
20	35,597.31	36,531.01	37,698.14	39,915.67	41,082.80	48,085.55
21	35,706.21	36,642.77	37,813.46	40,037.78	41,208.48	48,232.65
22	36,267.52	37,218.80	38,407.90	40,667.19	41,856.29	48,990.89
23	36,379.39	37,333.61	38,526.37	40,792.63	41,985.40	49,142.00
24	36,494.23	37,451.45	38,647.99	40,921.40	42,117.93	49,297.12
25	37,066.43	38,038.67	39,253.96	41,563.02	42,778.31	50,070.07
26	37,185.23	38,160.58	39,379.77	41,696.23	42,915.41	50,230.54
27	37,302.05	38,280.46	39,503.48	41,827.21	43,050.23	50,388.34
28	37,418.86	38,400.34	39,627.19	41,958.20	43,185.05	50,546.14
29	37,538.65	38,523.27	39,754.05	42,092.52	43,323.30	50,707.95
30	37,758.25	38,748.63	39,986.61	42,338.76	43,576.74	51,004.59
31	38,079.42	39,078.22	40,326.73	42,698.89	43,947.39	51,438.42
32	38,400.58	39,407.81	40,666.84	43,059.01	44,318.05	51,872.26

V.B. Glencoe Charter School 2025-26 Technology Personnel

Technology Personnel

Revised June 2025

7.5 hours, 239 days			
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3
0	30,150.00	32,850.00	34,200.00
1	30,595.81	33,335.74	34,705.70
2	31,048.15	33,828.58	35,218.80
3	31,510.27	34,332.09	35,743.00
4	31,981.09	34,845.07	36,277.06
5	32,466.05	35,373.46	36,827.16
6	32,956.45	35,907.77	37,383.43
7	33,457.71	36,453.93	37,952.03
8	33,968.77	37,010.75	38,531.74
9	34,488.52	37,577.04	39,121.31
10	35,554.12	38,738.07	40,330.05
11	36,094.53	39,326.88	40,943.05
12	36,650.17	39,932.27	41,573.33
13	37,212.33	40,544.78	42,211.00
14	37,327.59	40,670.36	42,341.74
15	37,445.02	40,798.31	42,474.95
16	38,024.58	41,429.76	43,132.36
17	38,142.01	41,557.71	43,265.57
18	38,261.62	41,688.03	43,401.24
19	38,857.49	42,337.26	44,077.15
20	39,098.69	42,600.06	44,350.75
21	39,218.30	42,730.38	44,486.42
22	39,834.82	43,402.12	45,185.77
23	39,957.69	43,535.99	45,325.14
24	40,083.82	43,673.42	45,468.22
25	40,712.31	44,358.19	46,181.13
26	40,842.79	44,500.36	46,329.14
27	40,971.10	44,640.16	46,474.68
28	41,099.41	44,779.95	46,620.22
29	41,230.98	44,923.30	46,769.47
30	41,472.18	45,186.10	47,043.07
31	41,824.93	45,570.45	47,443.21
32	42,177.69	45,954.79	47,843.35

V.B. Glencoe Charter School 2025-26 Maintenance Personnel

Revised June 2025

Maintenance Personnel

8 hours, 239 days					
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	25,824.00	26,880.00	27,840.00	30,240.00	32,640.00
1	26,205.85	27,277.46	28,251.66	30,687.14	33,122.63
2	26,593.28	27,680.74	28,669.34	31,140.83	33,612.33
3	26,989.10	28,092.74	29,096.05	31,604.33	34,112.61
4	27,392.36	28,512.50	29,530.80	32,076.56	34,622.32
5	27,807.74	28,944.86	29,978.60	32,562.97	35,147.33
6	28,227.77	29,382.07	30,431.43	33,054.82	35,678.22
7	28,657.11	29,828.97	30,894.29	33,557.59	36,220.89
8	29,094.84	30,284.59	31,366.19	34,070.17	36,774.15
9	29,540.02	30,747.97	31,846.12	34,591.47	37,336.83
10	30,452.72	31,698.00	32,830.08	35,660.25	38,490.43
11	30,915.60	32,179.80	33,329.08	36,202.28	39,075.48
12	31,391.51	32,675.18	33,842.15	36,759.57	39,677.00
13	31,873.01	33,176.36	34,361.23	37,323.41	40,285.59
14	31,971.73	33,279.12	34,467.66	37,439.01	40,410.36
15	32,072.31	33,383.82	34,576.10	37,556.80	40,537.50
16	32,568.71	33,900.52	35,111.25	38,138.08	41,164.92
17	32,669.30	34,005.22	35,219.69	38,255.87	41,292.05
18	32,771.74	34,111.85	35,330.13	38,375.83	41,421.53
19	33,282.11	34,643.09	35,880.35	38,973.48	42,066.61
20	33,488.71	34,858.13	36,103.07	39,215.40	42,327.73
21	33,591.15	34,964.77	36,213.51	39,335.36	42,457.22
22	34,119.22	35,514.43	36,782.80	39,953.73	43,124.66
23	34,224.46	35,623.97	36,896.26	40,076.97	43,257.68
24	34,332.49	35,736.42	37,012.73	40,203.48	43,394.23
25	34,870.80	36,296.75	37,593.06	40,833.84	44,074.62
26	34,982.56	36,413.08	37,713.55	40,964.71	44,215.88
27	35,092.46	36,527.47	37,832.02	41,093.40	44,354.78
28	35,202.36	36,641.86	37,950.50	41,222.09	44,493.69
29	35,315.05	36,759.16	38,071.99	41,354.06	44,636.12
30	35,521.64	36,974.20	38,294.71	41,595.98	44,897.24
31	35,823.78	37,288.70	38,620.44	41,949.78	45,279.13
32	36,125.92	37,603.19	38,946.16	42,303.59	45,661.02

V.B. Glencoe Charter School 2025-26 Maintenance Personnel

Maintenance Personnel Continued

8 hours, 239 days				
STEP	Pay Grade 6	Pay Grade 7	Pay Grade 8	Pay Grade 9
0	33,120.00	35,040.00	37,920.00	48,000.00
1	33,609.73	35,558.12	38,480.70	48,709.75
2	34,106.62	36,083.82	39,049.61	49,429.89
3	34,614.27	36,620.89	39,630.83	50,165.61
4	35,131.47	37,168.08	40,222.99	50,915.18
5	35,664.20	37,731.69	40,832.93	51,687.25
6	36,202.90	38,301.62	41,449.70	52,467.97
7	36,753.55	38,884.19	42,080.15	53,266.01
8	37,314.95	39,478.13	42,722.91	54,079.63
9	37,885.90	40,082.18	43,376.61	54,907.10
10	39,056.47	41,320.61	44,716.83	56,603.58
11	39,650.12	41,948.67	45,396.51	57,463.94
12	40,260.48	42,594.43	46,095.34	58,348.53
13	40,878.02	43,247.76	46,802.37	59,243.51
14	41,004.63	43,381.71	46,947.33	59,427.01
15	41,133.64	43,518.19	47,095.03	59,613.96
16	41,770.28	44,191.75	47,823.95	60,536.64
17	41,899.28	44,328.23	47,971.64	60,723.60
18	42,030.68	44,467.24	48,122.08	60,914.02
19	42,685.24	45,159.75	48,871.51	61,862.67
20	42,950.20	45,440.07	49,174.87	62,246.67
21	43,081.59	45,579.07	49,325.30	62,437.09
22	43,758.85	46,295.59	50,100.71	63,418.62
23	43,893.82	46,438.39	50,255.25	63,614.24
24	44,032.38	46,584.98	50,413.89	63,815.04
25	44,722.78	47,315.40	51,204.34	64,815.62
26	44,866.11	47,467.05	51,368.45	65,023.35
27	45,007.06	47,616.17	51,529.82	65,227.62
28	45,148.01	47,765.28	51,691.20	65,431.89
29	45,292.54	47,918.19	51,856.67	65,641.36
30	45,557.50	48,198.51	52,160.03	66,025.36
31	45,945.00	48,608.48	52,603.70	66,586.96
32	46,332.50	49,018.45	53,047.36	67,148.56

V.B. Glencoe Charter School 2025-26 School Food Service

School Food Service

Revised June 2025

Three pay steps will be granted for any food service employee who holds a degree in food nutrition.

7 hours, 181 days		8 hours, 181 days		8 hours, 199 days	
STEP	Technician	STEP	Production Manager	STEP	SFS Manager
0	18,791.50	0	24,388.00	0	29,480
1	19,069.36	1	24,748.61	1	29,916
2	19,351.29	2	25,114.50	2	30,358
3	19,639.31	3	25,488.31	3	30,810
4	19,932.76	4	25,869.15	4	31,270
5	20,235.02	5	26,261.43	5	31,745
6	20,540.67	6	26,658.10	6	32,224
7	20,853.09	7	27,063.57	7	32,714
8	21,171.61	8	27,476.96	8	33,214
9	21,495.56	9	27,897.38	9	33,722
10	22,159.71	10	28,759.33	10	34,764
11	22,496.53	11	29,196.47	11	35,292
12	22,842.84	12	29,645.91	12	35,835
13	23,193.22	13	30,100.64	13	36,385
14	23,265.05	14	30,193.87	14	36,498
15	23,338.25	15	30,288.86	15	36,613
16	23,699.46	16	30,757.66	16	37,179
17	23,772.66	17	30,852.65	17	37,294
18	23,847.21	18	30,949.40	18	37,411
19	24,218.59	19	31,431.39	19	37,994
20	24,368.92	20	31,626.49	20	38,230
21	24,443.47	21	31,723.24	21	38,347
22	24,827.73	22	32,221.94	22	38,950
23	24,904.31	23	32,321.33	23	39,070
24	24,982.93	24	32,423.36	24	39,193
25	25,374.64	25	32,931.74	25	39,808
26	25,455.97	26	33,037.28	26	39,935
27	25,535.94	27	33,141.07	27	40,061
28	25,615.90	28	33,244.85	28	40,186
29	25,697.91	29	33,351.28	29	40,315
30	25,848.24	30	33,546.38	30	40,551
31	26,068.10	31	33,831.72	31	40,895
32	26,287.96	32	34,117.06	32	41,240

V.B. Glencoe Charter School 2025-26 Bus Drivers

Bus Driver Pay

Effective June 2025

- a. Bus Drivers will be paid a flat rate of \$40/hr, 180 days, 2 hrs/day. (\$14,400)
- b. \$14,400 will be divided into 12 equal payments paid on the last working day of the month.
- c. Amount is prorated for a late start, early termination, or days missed in excess of sick days based on hourly rate.
- d. Satellite stops are assigned to drivers.
- e. Substitute bus drivers will be paid \$35 per route
- f. Field trips will be paid at \$20/hr with minimum 4 hour per trip
- g. Bus related compensation not otherwise classified \$20/hr.
- h. Bus Drivers are allotted 8 sick days and 2 personal days a year. These days do not accumulate from year to year.

V.B. Glencoe Charter School Pay Dates, Days & Hours Worked Stipend Pay

Effective June 2025

1. Tutoring/After School Programs during School Year
 - Teacher \$30
 - Support Staff \$15
2. Professional Development Working/Presenting
 - Teacher \$30
 - Support Staff \$15
3. Professional Development Attendance
 - Teacher \$15
 - Support Staff \$10

Note: The stipend schedule does not apply to the following programs which are paid on individual rates.

1. Online Courses and Trainings
2. Summer School Programs
3. Committee Stipends

Substitute Pay

1. Teacher Substitute
 - Short Term
 - Certified - \$20.00/hr
 - Bachelor's Degree – Noncertified - \$15.00/hr
 - Associate Degree - \$11.50/hr
 - Non-Degreed - \$9.50/hr
 - Long Term
 - Certified - \$33.92/hr
 - Bachelor's Degree - \$27.00/hr
 - Associate Degree - \$23.00/hr
 - Non-Degreed - \$19.00/hr
2. Substitute Secretary, Paraprofessional, and Cafeteria Substitutes
 - \$9.50/hr
 - Long Term, Step 0 of appropriate salary schedule
3. Substitute Custodian
 - \$11.14/hr
 - Long Term, Step 0 of appropriate salary schedule

Note - If a short-term substitute becomes a long-term substitute (completes 20 consecutive days as a short-term sub for the same employee the increase in pay is effective from the first day of substitution for that employee.

V.B. Glencoe Charter School Pay Dates, Days & Hours Worked

Revised June 2025

Pay Dates

- a. All substitutes are paid on the 15th of the following the month of work. i.e. days worked in September will be paid October 15th. The only exception is time worked in June will be paid the last working day of June in order to close out the fiscal year. If the 15th falls on a weekend, pay date will be the last working day before.
- b. Full time employees will receive compensation, net of all payroll deductions for taxes and benefits, equally over the twelve (12) month fiscal year. Exceptions: new 9-month hires *may elect* to receive 13 checks when hired at the beginning of the fiscal year.
- c. Full time employees are to be paid on the last working day of the month for 9-month staff.
- d. Discretion is hereby granted to CFO to adjust pay date due to holidays and other unforeseen circumstances as deemed necessary.

Length of Work Year

- 9 month – Paraprofessionals - 179 days
- 9 month – Teachers, School Food Service workers, and all other positions- 181 days
- 10 month – 199 days
- 11 month – 219 days
- 12 month – 239 days

Work Day Hours

- All employees work 7.5 hours unless otherwise noted below
- Maintenance Personnel (Custodians) & School Food Service Managers and Production Manager work 8 hours a day
- School Food Service Technicians work 7 hours a day
- Part time Secretary works 4.25 hours a day