

Phoenix #1 Master Salary Schedule by Position 2024-25		Salary Range			
Title	Skill Grade	Min	Mid	Max	
Crossing Guard	103	\$15.00	\$17.28	\$19.70	Hourly
Bus Attendant	105	\$15.53	\$18.49	\$21.44	Hourly
Child Nutrition Worker I	105	\$15.53	\$18.49	\$21.44	Hourly
Personal Care Assistant	105	\$15.53	\$18.49	\$21.44	Hourly
Custodian	106	\$16.08	\$19.14	\$22.21	Hourly
Instructional Assistant I	107	\$16.66	\$19.83	\$23.00	Hourly
Child Nutrition Worker II	108	\$17.27	\$20.56	\$23.84	Hourly
Grounds & Landscape Specialist I	108	\$17.27	\$20.56	\$23.84	Hourly
Instructional Assistant III	108	\$17.27	\$20.56	\$23.84	Hourly
Maintenance Custodian	108	\$17.27	\$20.56	\$23.84	Hourly
Media Clerk I	108	\$17.27	\$20.56	\$23.84	Hourly
Nurse Assistant	108	\$17.27	\$20.56	\$23.84	Hourly
Assistant Office Manager	109	\$17.91	\$21.32	\$24.73	Hourly
Custodian Team Leader	109	\$17.91	\$21.32	\$24.73	Hourly
Instructional Assistant III	109	\$17.91	\$21.32	\$24.73	Hourly
Administrative Clerk-Child Find	110	\$18.59	\$22.13	\$25.67	Hourly
Administrative Clerk-Child Nutrition	110	\$18.59	\$22.13	\$25.67	Hourly
Administrative Clerk-Student Records	110	\$18.59	\$22.13	\$25.67	Hourly
District Receptionist	110	\$18.59	\$22.13	\$25.67	Hourly
Grounds & Landscape Specialist I	110	\$18.59	\$22.13	\$25.67	Hourly
Maintenance Associate	110	\$18.59	\$22.13	\$25.67	Hourly
Media Clerk II	110	\$18.59	\$22.13	\$25.67	Hourly
Non CDL Driver-Limited	110	\$18.59	\$22.13	\$25.67	Hourly
Warehouse & Delivery Specialist	110	\$18.59	\$22.13	\$25.67	Hourly
Child Nutrition Manager I	111	\$19.30	\$22.98	\$26.66	Hourly
Enrollment Clerk	111	\$19.30	\$22.98	\$26.66	Hourly
Extracurricular Enrichment Supervisor	111	\$19.30	\$22.98	\$26.66	Hourly
Family Center Technician	111	\$19.30	\$22.98	\$26.66	Hourly
Instructional Assistant IV	111	\$19.30	\$22.98	\$26.66	Hourly
Bus Driver	112	\$20.06	\$23.88	\$27.71	Hourly
Human Resources Technician I	112	\$20.06	\$23.88	\$27.71	Hourly
Maintenance Specialist	112	\$20.06	\$23.88	\$27.71	Hourly
Accounting Technician	113	\$20.86	\$24.83	\$28.80	Hourly
Child Nutrition Manager II	113	\$20.86	\$24.83	\$28.80	Hourly
Family Engagement Liaison	113	\$20.86	\$24.83	\$28.80	Hourly
IT Support Technician I	113	\$20.86	\$24.83	\$28.80	Hourly
Multimedia Specialist	113	\$20.86	\$24.83	\$28.80	Hourly
Payroll Technician	113	\$20.86	\$24.83	\$28.80	Hourly
Recreation Specialist	113	\$20.86	\$24.83	\$28.80	Hourly
Warehouse & Delivery Specialist Senior	113	\$20.86	\$24.83	\$28.80	Hourly
Associate Teacher	113	\$37,888	\$45,105	\$52,321	Salary
Bus Driver Trainer	114	\$21.70	\$25.83	\$29.96	Hourly
Human Resources Technician II	114	\$21.70	\$25.83	\$29.96	Hourly
Mechanic I	114	\$21.70	\$25.83	\$29.96	Hourly
School Office Manager	114	\$21.70	\$25.83	\$29.96	Hourly
Enrollment Specialist	115	\$22.58	\$26.88	\$31.19	Hourly

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Title	Skill Grade	Min	Mid	Max	
Administrative Assistant	115	\$22.58	\$26.88	\$31.19	Hourly
District Translator	115	\$22.58	\$26.88	\$31.19	Hourly
Family Engagement Specialist	115	\$22.58	\$26.88	\$31.19	Hourly
Skilled Maintenance Specialist	115	\$22.58	\$26.88	\$31.19	Hourly
Student Data Accuracy Specialist	115	\$22.58	\$26.88	\$31.19	Hourly
Accounting Technician Senior	116	\$23.52	\$27.99	\$32.47	Hourly
Bus Routing Specialist	116	\$23.52	\$27.99	\$32.47	Hourly
Grants Management Budget Specialist	116	\$23.52	\$27.99	\$32.47	Hourly
IT Support Technician II	116	\$23.52	\$27.99	\$32.47	Hourly
Nurse-LPN	116	\$23.52	\$27.99	\$32.47	Hourly
Senior Administrative Assistant	117	\$24.50	\$29.17	\$33.84	Hourly
District Garden Manager	117	\$24.50	\$29.17	\$33.84	Hourly
Family Engagement Liaison Manager	117	\$24.50	\$29.17	\$33.84	Hourly
Human Resources Specialist	117	\$24.50	\$29.17	\$33.84	Hourly
IT Support Specialist	117	\$24.50	\$29.17	\$33.84	Hourly
Mechanic III	117	\$24.50	\$29.17	\$33.84	Hourly
Plant Services Specialist	117	\$24.50	\$29.17	\$33.84	Hourly
Purchasing Specialist	117	\$24.50	\$29.17	\$33.84	Hourly
Skilled Maintenance Team Lead	117	\$24.50	\$29.17	\$33.84	Hourly
Speech Language Pathologist Assistant	117	\$24.50	\$29.17	\$33.84	Hourly
Student Information Systems Specialist	117	\$24.50	\$29.17	\$33.84	Hourly
HR Decision Support Specialist	118	\$25.55	\$30.42	\$35.29	Hourly
Website Development Specialist	118	\$25.55	\$30.42	\$35.29	Hourly
Buyer	119	\$26.66	\$31.73	\$36.81	Hourly
IT Systems Integration Specialist	119	\$26.66	\$31.73	\$36.81	Hourly
Lead Mechanic	119	\$26.66	\$31.73	\$36.81	Hourly
Master Maintenance Specialist--Licensed Electrician	119	\$26.66	\$31.73	\$36.81	Hourly
Master Maintenance Specialist--Licensed Plumber	119	\$26.66	\$31.73	\$36.81	Hourly
Network Analyst	119	\$26.66	\$31.73	\$36.81	Hourly
Accounting Analyst	119	\$26.66	\$31.73	\$36.81	Hourly
Accountant	120	\$27.82	\$33.12	\$38.42	Hourly
Master Maintenance Specialist--HVAC	120	\$27.82	\$33.12	\$38.42	Hourly
Teacher (Beginning, less than 5 years experience)	120	\$50,535	\$60,161	\$69,787	Salary
Warehouse Supervisor	120	\$58,087	\$69,151	\$80,215	Salary
Teacher (Advanced)	121	\$52,751	\$62,799	\$72,847	Salary
Registered Nurse - Associates Degree	121	\$52,751	\$63,160	\$73,266	Salary
Student Enrichment Specialist	121	\$56,389	\$67,130	\$77,871	Salary
Benefits & Wellness Supervisor	121	\$60,634	\$72,183	\$83,732	Salary
Child Nutrition Supervisor	121	\$60,634	\$72,183	\$83,732	Salary
Construction Supervisor	121	\$60,634	\$72,183	\$83,732	Salary
Custodial Manager	121	\$60,634	\$72,183	\$83,732	Salary
Energy Management Facilitator	121	\$60,634	\$72,183	\$83,732	Salary
Executive Assistant to the Superintendent	121	\$60,634	\$72,183	\$83,732	Salary
Senior Buyer	122	\$30.33	\$36.10	\$41.88	Hourly
Behavior Intervention Specialist	122	\$55,093	\$65,587	\$76,080	Salary
Literacy Coach	122	\$55,093	\$65,587	\$76,080	Salary

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Title	Skill Grade	Min	Mid	Max	
Math Interventionist	122	\$55,093	\$65,587	\$76,080	Salary
Reading Interventionist	122	\$55,093	\$65,587	\$76,080	Salary
Instructional Coach	122	\$58,892	\$70,110	\$81,327	Salary
Language Acquisition Specialist	122	\$58,892	\$70,110	\$81,327	Salary
Reading Assessment Support Specialist	122	\$58,892	\$70,110	\$81,327	Salary
Accountant Senior	122	\$63,325	\$75,387	\$87,449	Salary
IT Applications Analyst	122	\$63,325	\$75,387	\$87,449	Salary
Transportation Operations Supervisor	122	\$63,325	\$75,387	\$87,449	Salary
Registered Nurse-BSN	123	\$58,127	\$69,199	\$80,271	Salary
School Counselor	123	\$58,127	\$69,199	\$80,271	Salary
Teacher (Master's Degree)	123	\$58,127	\$69,199	\$80,271	Salary
Technology Integration Specialist	123	\$62,136	\$73,971	\$85,807	Salary
Instructional Enrichment Intervention Specialist (IEIS) (11-mo)	123	\$62,136	\$73,971	\$85,807	Salary
Master Teacher (11-month position)	123	\$62,136	\$73,971	\$85,807	Salary
Mentor Teacher--Special Education (11-month position)	123	\$62,136	\$73,971	\$85,807	Salary
Family Engagement Coordinatator	123	\$66,813	\$79,539	\$92,265	Salary
Grant & Program Manager	123	\$66,813	\$79,539	\$92,265	Salary
Special Populations Coordinator	123	\$66,813	\$79,539	\$92,265	Salary
Licensed Clinical Social Worker	124	\$61,217	\$72,877	\$84,538	Salary
Teacher (Doctorate or NBCT)	124	\$61,217	\$72,877	\$84,538	Salary
Federal Programs Coordinator	124	\$70,364	\$83,767	\$97,170	Salary
IT Applications & Systems Analyst	124	\$70,364	\$83,767	\$97,170	Salary
Speech & Language Pathologist	125	\$66,704	\$79,409	\$92,114	Salary
Occupational Therapist	125	\$66,704	\$79,409	\$92,114	Salary
Curriculum, Instruction, & Achievement Coach--Humanities	125	\$74,115	\$88,232	\$102,349	Salary
Curriculum, Instruction, & Achievement Coach--STEM	125	\$74,115	\$88,232	\$102,349	Salary
Payroll Supervisor	125	\$74,115	\$88,232	\$102,349	Salary
Professional Learning Coordinator	125	\$74,115	\$88,232	\$102,349	Salary
Before and After School Programs Coordinator	125	\$74,115	\$88,232	\$102,349	Salary
Behavior Intervention Services Coordinator	125	\$74,115	\$88,232	\$102,349	Salary
Child Nutrition Coordinator	125	\$74,115	\$88,232	\$102,349	Salary
Principal Accountant	125	\$74,115	\$88,232	\$102,349	Salary
Procurement Manager	125	\$74,115	\$88,232	\$102,349	Salary
Special Education Compliance Coordinator	125	\$74,115	\$88,232	\$102,349	Salary
Psychologist	126	\$70,258	\$83,641	\$97,023	Salary
Information Systems Coordinator	126	\$78,065	\$92,934	\$107,803	Salary
Human Resources Coordinator	127	\$82,241	\$97,906	\$113,571	Salary
Language Acquisition Coordinator	127	\$82,241	\$97,906	\$113,571	Salary
Social Services and Wellness Coordinator	127	\$82,241	\$97,906	\$113,571	Salary
Student Success Coordinator	127	\$82,241	\$97,906	\$113,571	Salary
Director of Child Nutrition	128	\$86,645	\$103,149	\$119,653	Salary
Director of Finance and Budget	128	\$86,645	\$103,149	\$119,653	Salary
Instructional Technology Coordinator	128	\$86,645	\$103,149	\$119,653	Salary
Psychologist Services Coordinator	128	\$86,645	\$103,149	\$119,653	Salary
Director of Assessment & Accountability	129	\$91,277	\$108,663	\$126,049	Salary
Director of Facilities & Operations	129	\$91,277	\$108,663	\$126,049	Salary

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Title	Skill Grade	Min	Mid	Max	
Director of Federal Programs	129	\$91,277	\$108,663	\$126,049	Salary
Director of Information Technology	129	\$91,277	\$108,663	\$126,049	Salary
Principal	129	\$91,277	\$108,663	\$126,049	Salary
Director of Curriculum	130	\$96,164	\$114,481	\$132,798	Salary
Director of Special Education	131	\$101,335	\$120,637	\$139,939	Salary
Exec. Dir. of Marketing, Communications, & Public Relations	131	\$101,335	\$120,637	\$139,939	Salary
Executive Director of Strategic Initiatives	131	\$101,335	\$120,637	\$139,939	Salary
Executive Director of Business and Finance	131	\$101,335	\$120,637	\$139,939	Salary
Assistant Superintendent of Human Resources	134	\$118,582	\$141,169	\$163,756	Salary
Chief Academic Officer	134	\$118,582	\$141,169	\$163,756	Salary
Superintendent	139	\$154,298	\$183,688	\$213,078	Salary