

FREMONT COUNTY SCHOOL DISTRICT #1  
 CERTIFIED, NON-TEACHING POSITIONS SALARY SCHEDULES  
 2023-2024

**SPEECH PATHOLOGIST**

| STEP | MA       | MA + 15  | MA + 30  | MA + 45  |
|------|----------|----------|----------|----------|
| 1    | \$54,525 | \$56,025 | \$57,525 | \$59,025 |
| 2    | \$55,325 | \$56,825 | \$58,325 | \$59,825 |
| 3    | \$56,125 | \$57,625 | \$59,125 | \$60,625 |
| 4    | \$56,925 | \$58,425 | \$59,925 | \$61,425 |
| 5    | \$57,725 | \$59,225 | \$60,725 | \$62,225 |
| 6    | \$58,525 | \$60,025 | \$61,525 | \$63,025 |
| 7    | \$59,325 | \$60,825 | \$62,325 | \$63,825 |
| 8    | \$60,125 | \$61,625 | \$63,125 | \$64,625 |
| 9    | \$60,925 | \$62,425 | \$63,925 | \$65,425 |
| 10   | \$61,725 | \$63,225 | \$64,725 | \$66,225 |
| 11   | \$62,525 | \$64,025 | \$65,525 | \$67,025 |
| 12   | \$63,325 | \$64,825 | \$66,325 | \$67,825 |
| 13   | \$64,125 | \$65,625 | \$67,125 | \$68,625 |
| 14   | \$64,925 | \$66,425 | \$67,925 | \$69,425 |
| 15   | \$65,725 | \$67,225 | \$68,725 | \$70,225 |
| 16   | \$66,525 | \$68,025 | \$69,525 | \$71,025 |
| 17   | \$67,325 | \$68,825 | \$70,325 | \$71,825 |
| 18   | \$68,125 | \$69,625 | \$71,125 | \$72,625 |
| 19   | \$68,925 | \$70,425 | \$71,925 | \$73,425 |
| 20   | \$69,725 | \$71,225 | \$72,725 | \$74,225 |
| 21   | \$70,525 | \$72,025 | \$73,525 | \$75,025 |

**SCHOOL PSYCHOLOGIST**

| STEP | MA       | MA + 15  | MA + 30  | MA + 45  |
|------|----------|----------|----------|----------|
| 1    | \$68,625 | \$70,125 | \$71,625 | \$73,125 |
| 2    | \$69,425 | \$70,925 | \$72,425 | \$73,925 |
| 3    | \$70,225 | \$71,725 | \$73,225 | \$74,725 |
| 4    | \$71,025 | \$72,525 | \$74,025 | \$75,525 |
| 5    | \$71,825 | \$73,325 | \$74,825 | \$76,325 |
| 6    | \$72,625 | \$74,125 | \$75,625 | \$77,125 |
| 7    | \$73,425 | \$74,925 | \$76,425 | \$77,925 |
| 8    | \$74,225 | \$75,725 | \$77,225 | \$78,725 |
| 9    | \$75,025 | \$76,525 | \$78,025 | \$79,525 |
| 10   | \$75,825 | \$77,325 | \$78,825 | \$80,325 |
| 11   | \$76,625 | \$78,125 | \$79,625 | \$81,125 |
| 12   | \$77,425 | \$78,925 | \$80,425 | \$81,925 |
| 13   | \$78,225 | \$79,725 | \$81,225 | \$82,725 |
| 14   | \$79,025 | \$80,525 | \$82,025 | \$83,525 |
| 15   | \$79,825 | \$81,325 | \$82,825 | \$84,325 |
| 16   | \$80,625 | \$82,125 | \$83,625 | \$85,125 |
| 17   | \$81,425 | \$82,925 | \$84,425 | \$85,925 |
| 18   | \$82,225 | \$83,725 | \$85,225 | \$86,725 |
| 19   | \$83,025 | \$84,525 | \$86,025 | \$87,525 |
| 20   | \$83,825 | \$85,325 | \$86,825 | \$88,325 |
| 21   | \$84,625 | \$86,125 | \$87,625 | \$89,125 |

**OCCUPATIONAL THERAPIST**

| STEP | MA       | MA + 15  | MA + 30  | MA + 45  |
|------|----------|----------|----------|----------|
| 1    | \$30,055 | \$51,555 | \$53,055 | \$54,555 |
| 2    | \$50,855 | \$52,355 | \$53,855 | \$55,355 |
| 3    | \$51,655 | \$53,155 | \$54,655 | \$56,155 |
| 4    | \$52,455 | \$53,955 | \$55,455 | \$56,955 |
| 5    | \$53,255 | \$54,755 | \$56,255 | \$57,755 |
| 6    | \$54,055 | \$55,555 | \$57,055 | \$58,555 |
| 7    | \$54,855 | \$56,355 | \$57,855 | \$59,355 |
| 8    | \$55,655 | \$57,155 | \$58,655 | \$60,155 |
| 9    | \$56,455 | \$57,955 | \$59,455 | \$60,955 |
| 10   | \$57,255 | \$58,755 | \$60,255 | \$61,755 |
| 11   | \$58,055 | \$59,555 | \$61,055 | \$62,555 |
| 12   | \$58,855 | \$60,355 | \$61,855 | \$63,355 |
| 13   | \$59,655 | \$61,155 | \$62,655 | \$64,155 |
| 14   | \$60,455 | \$61,955 | \$63,455 | \$64,955 |
| 15   | \$61,255 | \$62,755 | \$64,255 | \$65,755 |
| 16   | \$62,055 | \$63,555 | \$65,055 | \$66,555 |
| 17   | \$62,855 | \$64,355 | \$65,855 | \$67,355 |
| 18   | \$63,655 | \$65,155 | \$66,655 | \$68,155 |
| 19   | \$64,455 | \$65,955 | \$67,455 | \$68,955 |
| 20   | \$65,255 | \$66,755 | \$68,255 | \$69,755 |
| 21   | \$66,055 | \$67,555 | \$69,055 | \$70,555 |

**ACTIVITIES DIRECTOR**

|    |          |
|----|----------|
| 0  | \$66,025 |
| 1  | \$67,025 |
| 2  | \$68,025 |
| 3  | \$69,025 |
| 4  | \$70,025 |
| 5  | \$71,025 |
| 6  | \$72,025 |
| 7  | \$73,025 |
| 8  | \$74,025 |
| 9  | \$75,025 |
| 10 | \$76,025 |
| 11 | \$77,025 |
| 12 | \$78,025 |
| 13 | \$79,025 |
| 14 | \$80,025 |
| 15 | \$81,025 |
| 16 | \$82,025 |
| 17 | \$83,025 |
| 18 | \$84,025 |
| 19 | \$85,025 |
| 20 | \$86,025 |
| 21 | \$87,025 |

**NURSE (BSN)**

|    |          |
|----|----------|
| 1  | \$47,775 |
| 2  | \$48,575 |
| 3  | \$49,375 |
| 4  | \$50,175 |
| 5  | \$50,975 |
| 6  | \$51,775 |
| 7  | \$52,575 |
| 8  | \$53,375 |
| 9  | \$54,175 |
| 10 | \$54,975 |
| 11 | \$55,775 |
| 12 | \$56,575 |
| 13 | \$57,375 |
| 14 | \$58,175 |
| 15 | \$58,975 |
| 16 | \$59,775 |
| 17 | \$60,575 |
| 18 | \$61,375 |
| 19 | \$62,175 |
| 20 | \$62,975 |
| 21 | \$63,775 |

**NURSE (Associate's)**

|    |          |
|----|----------|
| 1  | \$35,431 |
| 2  | \$36,231 |
| 3  | \$37,031 |
| 4  | \$37,831 |
| 5  | \$38,631 |
| 6  | \$39,431 |
| 7  | \$40,231 |
| 8  | \$41,031 |
| 9  | \$41,831 |
| 10 | \$42,631 |
| 11 | \$43,431 |
| 12 | \$44,231 |
| 13 | \$45,031 |
| 14 | \$45,831 |
| 15 | \$46,631 |
| 16 | \$47,431 |
| 17 | \$48,231 |
| 18 | \$49,031 |
| 19 | \$49,831 |
| 20 | \$50,631 |
| 21 | \$51,431 |

**CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT**

|    |          |
|----|----------|
| 1  | \$42,715 |
| 2  | \$43,515 |
| 3  | \$44,315 |
| 4  | \$45,115 |
| 5  | \$45,915 |
| 6  | \$46,715 |
| 7  | \$47,515 |
| 8  | \$48,315 |
| 9  | \$49,115 |
| 10 | \$49,915 |
| 11 | \$50,715 |
| 12 | \$51,515 |
| 13 | \$52,315 |
| 14 | \$53,115 |
| 15 | \$53,915 |
| 16 | \$54,715 |
| 17 | \$55,515 |
| 18 | \$56,315 |
| 19 | \$57,115 |
| 20 | \$57,915 |
| 21 | \$58,715 |

INCLUDES ESY SERVICES  
 8 HOUR DAY

**SOCIAL WORKER/SCHOOL COUNSELOR**

| STEP | MA       | MA + 15  | MA + 30  | MA + 45  |
|------|----------|----------|----------|----------|
| 1    | \$51,275 | \$52,775 | \$54,275 | \$55,775 |
| 2    | \$52,075 | \$53,575 | \$55,075 | \$56,575 |
| 3    | \$52,875 | \$54,375 | \$55,875 | \$57,375 |
| 4    | \$53,675 | \$55,175 | \$56,675 | \$58,175 |
| 5    | \$54,475 | \$55,975 | \$57,475 | \$58,975 |
| 6    | \$55,275 | \$56,775 | \$58,275 | \$59,775 |
| 7    | \$56,075 | \$57,575 | \$59,075 | \$60,575 |
| 8    | \$56,875 | \$58,375 | \$59,875 | \$61,375 |
| 9    | \$57,675 | \$59,175 | \$60,675 | \$62,175 |
| 10   | \$58,475 | \$59,975 | \$61,475 | \$62,975 |
| 11   | \$59,275 | \$60,775 | \$62,275 | \$63,775 |
| 12   | \$60,075 | \$61,575 | \$63,075 | \$64,575 |
| 13   | \$60,875 | \$62,375 | \$63,875 | \$65,375 |
| 14   | \$61,675 | \$63,175 | \$64,675 | \$66,175 |
| 15   | \$62,475 | \$63,975 | \$65,475 | \$66,975 |
| 16   | \$63,275 | \$64,775 | \$66,275 | \$67,775 |
| 17   | \$64,075 | \$65,575 | \$67,075 | \$68,575 |
| 18   | \$64,875 | \$66,375 | \$67,875 | \$69,375 |
| 19   | \$65,675 | \$67,175 | \$68,675 | \$70,175 |
| 20   | \$66,475 | \$67,975 | \$69,475 | \$70,975 |
| 21   | \$67,275 | \$68,775 | \$70,275 | \$71,775 |

**Social Workers, Counselors, Speech Pathologists, Nurses, Occupational Therapists, School Psychologists:**  
**Contract:** 185 days per year, leave same as certified staff.  
**Education:** Only graduate level classes earned in an appropriate field past initial placement apply for salary advancement. Post-graduate hours and/or graduate degrees earned prior to initial PTSB certification (or licensure by a state agency) in a content area consistent with the new employee's assigned area, may be considered on a case by case basis.  
**Experience:** The following guidelines will determine salary schedule placement for these clinical positions:  
 a. One year experience given for every year of the same type of experience while working in a school district (example: counselor to counselor).  
 b. One salary schedule step will be provided for every two years the clinicians were employed full-time as certified employee in a school district in a teaching or other similar position.  
 c. One salary schedule step will be provided for every two years the clinicians worked in a different clinical setting in the clinical position for which they are being employed in FCSD #1: e.g., a hospital, a speech/language clinic, etc.  
**National Board Certification:**  
 The payment for National Certification applies to Social Workers, Counselor's, Speech Pathologists and School Nurses.  
 Employees who have current National Board Certificates will receive an additional \$1,500 per year; certificates must be on file in the HR Office.

**Activities Director:**  
**Contract:** - 205 days per year. Leave same as certified staff. Extended duties for A.D. \$4,000/year  
**Educational Preparation:** BA/BS +15 = \$1,000, BA/BS+30 = \$2,000, MA/Med in EDAD = \$4,000  
**Experience:** Years of teaching experience will count for placement on the schedule.