

YEARS EXPERIENCE	BACHELOR DEGREE	*BACHELOR DEGREE + NBCT	MASTER DEGREE	*MASTER DEGREE + NBCT	DOCTOR DEGREE	RETIREMENT ALLOWANCE	9 MONTH CODE	10 MONTH CODE	12 MONTH CODE	TR CODE	AMT	TO
0	42,821.00	43,979.00	44,211.00	43,369.00	45,601.00	1,000.00	EC	EF	EI	T20	5.01	60.15
1	43,255.00	44,413.00	44,645.00	43,803.00	46,035.00	1,000.00	EC	EF	EI	T21	8.62	103.41
2	43,689.00	44,848.00	45,079.00	44,238.00	46,469.00	1,000.00	EC	EF	EI	T22	12.14	145.65
3	44,124.00	45,282.00	45,514.00	44,672.00	46,904.00	1,000.00	EC	EF	EI	T23	15.68	188.15
4	44,558.00	45,716.00	45,948.00	45,106.00	47,338.00	1,000.00	EC	EF	EI	T24	19.44	233.33
5	46,030.00	47,188.00	47,420.00	46,578.00	48,810.00	1,300.00	EB	EE	EH	T25	23.23	278.76
6	46,493.00	47,652.00	47,883.00	47,042.00	49,274.00	1,300.00	EB	EE	EH	T26	27.1	325.26
7	46,957.00	48,115.00	48,347.00	47,505.00	49,737.00	1,300.00	EB	EE	EH	T27	31.07	372.82
8	47,420.00	48,578.00	48,810.00	47,969.00	50,200.00	1,300.00	EB	EE	EH	T28	35.12	421.44
9	47,883.00	49,042.00	49,274.00	48,432.00	50,664.00	1,300.00	EB	EE	EH	T29	39.26	471.12
10	49,904.00	51,064.00	51,788.00	50,948.00	54,165.00	1,600.00	EA	ED	EG	T30	43.49	521.87
11	50,397.00	51,556.00	52,281.00	51,441.00	54,658.00	1,600.00	EA	ED	EG	T31	47.8	573.67
12	50,890.00	52,049.00	52,774.00	51,933.00	55,151.00	1,600.00	EA	ED	EG	T32	52.21	626.54
13	51,382.00	52,542.00	53,267.00	52,426.00	55,644.00	1,600.00	EA	ED	EG	T33	56.71	680.48
14	51,875.00	53,035.00	54,759.00	52,919.00	56,136.00	1,600.00	EA	ED	EG	T34	61.29	735.47
15	53,387.00	54,547.00	55,272.00	54,432.00	57,650.00	1,600.00	EA	ED	EG	T35	65.96	791.53
16	53,880.00	55,040.00	55,765.00	54,925.00	58,143.00	1,600.00	EA	ED	EG	T36	70.72	848.65
17	54,373.00	55,533.00	56,258.00	55,418.00	58,636.00	1,600.00	EA	ED	EG	T37	75.57	906.83
18	54,866.00	56,026.00	56,751.00	55,911.00	59,129.00	1,600.00	EA	ED	EG	T38	80.5	966.07
19	55,359.00	56,519.00	57,244.00	56,404.00	59,622.00	1,600.00	EA	ED	EG	T39	85.53	1026.38
20	55,872.00	57,033.00	57,758.00	56,918.00	60,137.00	1,600.00	EA	ED	EG	T40	90.64	1087.75
21	56,365.00	57,526.00	58,251.00	57,412.00	60,630.00	1,600.00	EA	ED	EG	T41	95.85	1150.18
22	56,859.00	58,019.00	58,744.00	57,905.00	61,123.00	1,600.00	EA	ED	EG	T42	101.14	1213.68
23	57,352.00	58,512.00	59,238.00	58,398.00	61,617.00	1,600.00	EA	ED	EG	T43	106.52	1278.23
24	57,845.00	59,005.00	59,731.00	58,891.00	62,110.00	1,600.00	EA	ED	EG	T44	111.99	1343.85
25	59,269.00	60,452.00	61,191.00	60,373.00	63,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
26	59,769.00	60,952.00	61,691.00	60,873.00	64,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
27	60,296.00	61,452.00	62,191.00	61,373.00	64,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
28	60,796.00	61,952.00	62,691.00	61,873.00	65,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
29	61,296.00	62,452.00	63,191.00	62,373.00	65,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
30	61,796.00	62,952.00	63,691.00	62,873.00	66,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
31	62,221.00	63,404.00	64,143.00	63,325.00	66,567.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
32	62,714.00	63,897.00	64,636.00	63,818.00	67,060.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
33	63,207.00	64,390.00	65,129.00	64,311.00	67,553.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
34	63,700.00	64,883.00	65,622.00	64,804.00	68,046.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
35	64,193.00	65,376.00	66,115.00	65,297.00	68,539.00	1,600.00	EA	ED	EG	T45	117.54	1410.53

SB 201 \$2000.00 Teacher Pay Raise added to schedule, HS 1010xx \$1220 pay raise included in schedule  
House Bill 1023xx: Increase in Minimum Salary Schedule  
Senate Bill 1119: Increase in Minimum Salary Schedule  
\*National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013. Added 2/11/2014  
Board approved 7-23-25



**WELCH PUBLIC SCHOOL  
EXTRA DUTY ASSIGNMENT PAY  
SCHEDULE  
ATHLETIC DEPARTMENT**

**26-27 DRAFT**

<u>Season</u>	<u>Assignment</u>	<u>Code</u>	<u>25-26 Approved</u>
all	Athletic Director	A01	\$4,000.00
	Assistant Athletic Director	A02	\$2,000.00
Fall	Football – Head	A11	\$4,500.00
	Football – Assistant	A12	\$2,375.00
	Football – Head	A13	\$2,250.00
	Football – Assistant	A14	\$1,375.00
	Fast-Pitch Softball – Head	A51	\$3,500.00
	Fast-Pitch Softball – Assistant	A52	\$1,875.00
	Fast-Pitch Softball – Head	A53	\$1,500.00
	Fast-Pitch Softball – Assistant	A54	\$850.00
Winter	Basketball – Boys – Head	A21	\$4,500.00
	Basketball – Boys – Assistant	A22	\$2,000.00
	Basketball – Boys – Head	A25	\$2,000.00
	Basketball–Boys – Ass't	A31	\$875.00
	Basketball – Boys	A27	\$462.50
	Basketball – Girls	A27	\$462.50
	Basketball – Boys – Head	A28	\$925.00
	Basketball – Girls – Head	A23	\$4,500.00
	Basketball – Girls – Assistant	A24	\$2,000.00
	Basketball – Girls – Head	A26	\$2,000.00
	Basketball– Girls – Ass't	A36	\$875.00
	Basketball – Girls – Head	A30	\$925.00
	Powerlifting – Boys & Girls	A35	\$750.00
Spring	Slow-Pitch Softball – Head	A61	\$2,500.00
	Slow-Pitch Softball – Assistant	A62	\$1,000.00
	Track & Cross Country – Head	A32	\$2,500.00
	Baseball – Head	A41	\$3,500.00
	Baseball – Assistant	A42	\$1,875.00
	Baseball – Head	A43	\$1,500.00
	Baseball – Assistant	A44	\$850.00
Summer	Prep Baseball (June)	A71	\$700.00
	Softball (June)	A74	\$700.00
	Basketball – Boys (June)	A72	\$700.00
	Summer Pride - Boys (June)	A75	\$700.00
	Summer Pride – Girls (June)	A75	\$700.00
	Basketball – Girls (June)	A73	\$700.00
As Needed	Gate and Clock Duty		\$50.00
	Sporting Events		
As Needed	Basketball Concession Duty		\$75.00



## 26-27 DRAFT

Assignment	Code	Location	Amount	Personnel
Assistant Principal - Dean of Students		District	\$5,000.00	
Federal REAP & E-Rate	E39	District	\$1,200.00	
FFA Sponsor	E20	District	\$6,000.00	
Afterschool Tutor/Detention – Per Hour	E15	District	\$50.00	
Art Club	E17	High School	\$250.00	
Band & Vocal Music	E83	HS/MS	\$2,500.00	
Cheerleading-HS	E01	HS/MS	\$2,500.00	
Cheerleading-MS	E03	MS	\$1,000.00	
Junior Class Sponsor	E18	High School	\$1,500.00	
Junior Class Sponsor	E18	High School	\$1,500.00	
National Honor Society	E06	High School	\$1,000.00	750 to 1000
Newspaper	E11	High School	\$1,000.00	750 to 1000
Professional Development Chair	E13	District	\$900.00	
Gifted/Talented Coordinator	E61	District	\$1,500.00	
Gifted/Talented & Quiz Bowl	E64	Elementary	\$1,500.00	
Gifted/Talented & Quiz Bowl	E66	Middle School	\$1,500.00	
Gifted/Talented & Quiz Bowl	E67	High School	\$1,500.00	
Special Education Program Coordinator	E41	District	\$4,500.00	3750 to 4500
Sped % above contract for Severe/Profound		District	15%	
Sped % above contract for Mild/Moderate		District	10.00%	
Student Council	E04	High School	\$1,000.00	750 to 1000
Federal Program Coordinator	E45	District	\$3,500.00	3000 to 3500
Information Technology Director	E97	District	\$4,000.00	3000 to 4000
Speech/Debate Competitive	E21	High School	\$1,000.00	
Title III English/Second Lang. Coordinator	E37	District	\$0.00	
Johnson O' Malley (JOM) Coordinator		District	\$750.00	
Title VI Indian Education Coordinator	E38	District	\$0.00	
Website Administrator	E12	District	\$1,500.00	1000 to 1500
Yearbook	E07	High School	\$2,000.00	1500 to 2000



**WELCH PUBLIC SCHOOLS  
ADMINISTRATIVE SALARY SCHEDULE  
2026-2027**

**SUPERINTENDENT SALARY:** Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues\* allowance; and Medical/Dental insurance – \$728.20\* per month\*\*. Contract will be 12 months. Allowed annually 15 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$ 114,991.10 plus benefits stated above

**ELEMENTARY SCHOOL PRINCIPAL SALARY:** Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues\* allowance. Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$836.52. Contract will be 12 months. Allowed annually 10 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$86,500.00 plus benefits stated above

**MIDDLE SCHOOL / HIGH SCHOOL PRINCIPAL SALARY:** Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues\* allowance. Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$836.52. Contract will be 12 months. Allowed annually, 10 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$81,500.00 plus benefits stated above

**DISTRICT ENCUMBRANCE CLERK:** Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits. Contract will be 12 months. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

Base Salary.....\$52,083.20 plus benefits stated above

**DISTRICT TREASURER/BOARD MINUTES CLERK:** Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits. Contract will be 12 months. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

Base Salary.....\$44,574.40 plus benefits stated above

\*Subject to 2026-2027 rates

\*\*Monthly benefit is based on current insurance rate  
(health \$707.00\*; dental \$48.58\*) which may change in January, 2027

WELCH PUBLIC SCHOOLS  
26-27 WAGE SCHEDULE DRAFT

**CUSTODIAN/MAINTENANCE/GROUNDS KEEPER**

<b>Years of Experience</b>	<b>Hourly Rate M1</b>	<b>Hourly Rate M6</b>
0	\$11.50	\$18.05
1	\$11.60	\$18.30
2	\$11.70	\$18.55
3	\$11.80	\$18.80
4	\$11.90	\$19.05
5	\$12.00	\$19.30
6	\$12.10	\$19.55
7	\$12.20	\$19.80
8	\$12.30	\$20.05
9	\$12.40	\$20.30
10	\$12.50	\$20.55
11	\$12.75	\$20.80
12	\$13.00	\$21.05
13	\$13.25	\$21.30
14	\$13.50	\$21.55
15	\$13.75	\$21.80
16	\$14.00	\$22.05
17	\$14.25	\$22.30
18	\$14.50	\$22.55
19	\$14.75	\$22.80
20	\$15.00	\$23.05
21	\$15.25	\$23.30
22	\$15.50	\$23.55
23	\$15.75	\$23.80
24	\$16.00	\$24.05
25+	\$16.25	\$24.30

260 DAYS – 8 HOURS PER DAY – Includes 9 holidays

M1 – Custodian/Maintenance/GroundsKeeper

M6 – Director of Operations and Transportation

WELCH PUBLIC SCHOOLS  
26-27 WAGE SCHEDULE DRAFT

**PARAPROFESSIONAL**

<b>Years of Experience</b>	<b>Hourly Rate P11</b>	<b>Hourly Rate P13</b>	<b>Hourly Rate P14</b>	<b>Hourly Rate P17</b>	<b>Hourly Rate P18</b>
0	\$10.85	\$15.20	\$15.84	\$16.57	\$18.07
1	\$10.95	\$15.30	\$15.94	\$16.67	\$18.17
2	\$11.05	\$15.40	\$16.04	\$16.77	\$18.27
4	\$11.25	\$15.60	\$16.24	\$16.97	\$18.47
5	\$11.35	\$15.70	\$16.34	\$17.07	\$18.57
6	\$11.45	\$15.80	\$16.44	\$17.17	\$18.67
7	\$11.55	\$15.90	\$16.54	\$17.27	\$18.77
8	\$11.65	\$16.00	\$16.64	\$17.37	\$18.87
9	\$11.75	\$16.10	\$16.74	\$17.47	\$18.97
10	\$11.85	\$16.20	\$16.84	\$17.57	\$19.07
11	\$11.95	\$16.30	\$16.94	\$17.67	\$19.17
12	\$12.05	\$16.40	\$17.04	\$17.77	\$19.27
13	\$12.15	\$16.50	\$17.14	\$17.87	\$19.37
14	\$12.25	\$16.60	\$17.24	\$17.97	\$19.47
15	\$12.35	\$16.70	\$17.34	\$18.07	\$19.57
16	\$12.45	\$16.80	\$17.44	\$18.17	\$19.67
17	\$12.55	\$16.90	\$17.54	\$18.27	\$19.77
18	\$12.65	\$17.00	\$17.64	\$18.37	\$19.87
19	\$12.75	\$17.10	\$17.74	\$18.47	\$19.97
20	\$12.85	\$17.20	\$17.84	\$18.57	\$20.07
21	\$12.95	\$17.30	\$17.94	\$18.67	\$20.17
22	\$13.05	\$17.40	\$18.04	\$18.77	\$20.27
23	\$13.15	\$17.50	\$18.14	\$18.87	\$20.37
24	\$13.25	\$17.60	\$18.24	\$18.97	\$20.47
25+	\$13.35	\$17.70	\$18.34	\$19.07	\$20.57

168 DAYS – 7.0 HOURS PER DAY

P11 – Paraprofessional – Tier 1

P13 – Paraprofessional – Tier 2 – Special Education – High Needs Assignment

P14 – Paraprofessional – Tier 2 – Special Education – High Needs - Johnson-O'Malley Coordinator

P17 – Paraprofessional – Tier 2 – Bus Monitor – 7.75 hrs/day

P18 – Paraprofessional – Tier 2 – Bus – Computer Technician – 7.75 hrs/day

WELCH PUBLIC SCHOOLS  
2025-2026 WAGE SCHEDULE DRAFT

**BUS DRIVER**

<b>Years of Experience</b>	<b>Hourly Rate B3, B6</b>
0	\$13.46
1	\$13.56
2	\$13.66
3	\$13.76
4	\$13.86
5	\$13.96
6	\$14.06
7	\$14.16
8	\$14.26
9	\$14.36
10	\$14.61
11	\$14.86
12	\$15.11
13	\$15.36
14	\$15.61
15	\$15.86
16	\$16.11
17	\$16.36
18	\$16.61
19	\$16.86
20	\$17.11
21	\$17.36
22	\$17.61
23	\$17.86
24	\$18.11
25+	\$18.36

WELCH PUBLIC SCHOOLS  
26-27 WAGE SCHEDULE DRAFT

**SECRETARY**

<b>Years of Experience</b>	<b>Hourly Rate C1</b>	<b>Hourly Rate C5</b>
0	\$14.18	\$15.37
1	\$14.28	\$15.47
2	\$14.38	\$15.57
3	\$14.48	\$15.67
4	\$14.58	\$15.77
5	\$14.68	\$15.87
6	\$14.78	\$15.97
7	\$14.88	\$16.07
8	\$14.98	\$16.17
9	\$15.08	\$16.27
10	\$15.18	\$16.37
11	\$15.28	\$16.47
12	\$15.38	\$16.57
13	\$15.48	\$16.67
14	\$15.58	\$16.77
15	\$16.08	\$17.27
16	\$16.18	\$17.37
17	\$16.28	\$17.47
18	\$16.38	\$17.57
19	\$16.48	\$17.67
20	\$16.58	\$17.77
21	\$16.68	\$17.87
22	\$16.78	\$17.97
23	\$16.88	\$18.07
24	\$16.98	\$18.17
25+	\$17.08	\$18.27

11 MONTHS – 211 DAYS – 8.0 HOURS PER DAY (includes 8 Holidays)

C1 – Site Secretary

C5 – Site Secretary – Cafeteria Coordinator – Textbook Coordinator

Code 0.50 FTE (4 hours) – Site Secretary

Code 0.40 FTE (3.5 hours) – Cafeteria Coordinator

Code 0.10 FTE (0.5 hours) – Textbook Coordinator

WELCH PUBLIC SCHOOLS  
2025-2026 WAGE SCHEDULE DRAFT

**Child Nutrition**

<b>Years of Experience</b>	<b>Hourly Rate C1</b>	<b>Hourly Rate C2</b>
0	\$13.00	\$12.00
1	\$13.10	\$12.10
2	\$13.20	\$12.20
3	\$13.30	\$12.30
4	\$13.40	\$12.40
5	\$13.50	\$12.50
6	\$13.60	\$12.60
7	\$13.70	\$12.70
8	\$13.80	\$12.80
9	\$13.90	\$12.90
10	\$14.00	\$13.00
11	\$14.10	\$13.10
12	\$14.20	\$13.20
13	\$14.30	\$13.30
14	\$14.40	\$13.40
15	\$14.50	\$13.50
16	\$14.60	\$13.60
17	\$14.70	\$13.70
18	\$14.80	\$13.80
19	\$14.90	\$13.90
20	\$15.00	\$14.00
21	\$15.10	\$14.10
22	\$15.20	\$14.20
23	\$15.30	\$14.30
24	\$15.40	\$14.40
25+	\$15.50	\$14.50

C1 – Kitchen Manager – Up to a 220 Day Contract as determined by the Superintendent

C2 – Kitchen Cook – Up to a 220 Day Contract as determined by the Superintendent

WELCH PUBLIC SCHOOLS  
2026 – 2027 WAGE SCHEDULE

DIRECTOR OF CHILD NUTRITION

\$43,680.00

Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$2,276.28. Contract will be 12 months, 260 days. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

WELCH PUBLIC SCHOOLS  
26-27 WAGE SCHEDULE DRAFT

**Substitute and Adjunct Wage Schedule**

<b>Assignment</b>	<b>Hourly Rate C1</b>
Certified Teacher Substitute - Per Day	\$85.00
Certified Teacher Substitute - Long Term >30	\$125.00
Certified Teacher Substitute-Life Skill Center	\$85.00
Non-Certified Teacher Substitute - Per Day	\$75.00
Non Tier Certified Paraprofesional Substitute 7hr Day	\$60.00
Tier II Certified Paraprofessional Substitute 7hr Day	\$70.00
Custodian - 8hr Day	\$60.00
Clerical - 8hr Day	\$60.00
Certified Tutor-Detention-Saturday school per hour	\$50.00
Cafeteria Kitchen Worker 7 hr Day	\$75.00
Bus Route Driver - Per Trip	\$40.00
Bus Driver for Extra-Curricular-off work hours	\$15 per hour
Non-Certified Adjunct Teacher - No degree	\$25.00
Non-Certified Adjunct Teacher - College Degree	0 Level Certified Salary Schedule