

## LCPS Salary Band Schedule Instructional Roles (Site Based and Shared Service) - Effective July 1st, 2026

Job Title	Months Worked	Level	Min	25%	Mid	75%	Max
<b>Student Services</b>							
Teacher In Training/TK Instructional Aide - NE*	10	1	\$35,000	\$39,000	\$45,000	\$51,000	\$56,000
Attendance Clerk - NE*	10	1	\$45,000	\$48,000	\$52,000	\$56,000	\$59,000
Family Engagement Coordinator	12	2	\$47,000	\$52,000	\$61,000	\$68,000	\$75,000
MS Youth Leadership Developer	11	2	\$57,000	\$60,000	\$66,000	\$70,000	\$74,000
K-12 Expanded Learning Program Coordinator	12	3	\$77,000	\$81,000	\$88,000	\$94,000	\$100,000
Athletics Director	12	3	\$83,000	\$88,000	\$95,000	\$102,000	\$108,000
MTSS District Coordinator	12	3	\$83,000	\$89,000	\$100,000	\$108,000	\$116,000
Director of Student Services & Community Schools**	12	4	\$122,000	\$129,000	\$140,000	\$150,000	\$159,000
<b>Special Education &amp; Clinical Services</b>							
Student Support Aide/Paraprofessional -NE*	10	1	\$35,000	\$39,000	\$45,000	\$51,000	\$56,000
Certified Behavioral Health Wellness Coach Level 1	10	1	\$48,000	\$52,000	\$57,000	\$62,000	\$67,000
Certified Behavioral Health Wellness Coach Level 2	10	2	\$56,000	\$60,000	\$67,000	\$73,000	\$78,000
SPED Program Assistant	12	2	\$53,000	\$58,000	\$66,000	\$73,000	\$80,000
Speech Language Pathologist Assistant (SLPA)	10	2	\$67,000	\$72,000	\$80,000	\$87,000	\$94,000
School Psychologist Intern	10	2	\$65,000	\$69,000	\$75,000	\$80,000	\$85,000
School Counselor	10	3	\$72,000	\$79,000	\$90,000	\$99,000	\$108,000
AAT/AAC Specialist	10	3	\$97,000	\$103,000	\$111,000	\$119,000	\$126,000
Speech Language Pathologist	10	3	\$97,000	\$103,000	\$112,000	\$119,000	\$126,000
School Psychologist	10	3	\$100,000	\$106,000	\$115,000	\$123,000	\$130,000
Special Education Program Specialist	12	3	\$109,000	\$115,000	\$125,000	\$134,000	\$142,000
Director of SPED	12	4	\$126,000	\$136,000	\$151,000	\$164,000	\$176,000
Senior Director of SPED & Special Programs**	12	4	\$163,000	\$172,000	\$187,000	\$200,000	\$212,000
<b>College &amp; Career Services</b>							
High School College & Career Counselor & Teacher	11	2	\$73,000	\$79,000	\$88,000	\$95,000	\$102,000
Program Coordinator: Dual Enrollment & Work-based Learning	12	3	\$83,000	\$88,000	\$95,000	\$102,000	\$108,000
Director of College & Career Programs	12	4	\$115,000	\$122,000	\$132,000	\$141,000	\$150,000
Senior Director of College & Career Programs**	12	4	\$122,000	\$129,000	\$140,000	\$150,000	\$159,000
<b>School Leadership &amp; Administration</b>							
Assistant Principal	12	3	\$101,000	\$107,000	\$116,000	\$124,000	\$131,000
Principal	12	4	\$121,000	\$130,000	\$145,000	\$157,000	\$169,000
Lead Principal**	12	4	\$135,000	\$143,000	\$155,000	\$166,000	\$176,000
Head of School**	12	4	\$145,000	\$155,000	\$165,000	\$175,000	\$185,000
<b>Academics, Instruction &amp; Assessment (Shared Service)</b>							
Director of Academics: Assessment, Elementary, Secondary	12	4	\$112,000	\$119,000	\$129,000	\$138,000	\$146,000
Senior Director Of Teaching & Learning**	12	4	\$150,000	\$159,000	\$172,000	\$184,000	\$195,000

### Salary Placement

Initial salary placement within a salary band is made upon hire by calculating years of direct experience.  
 0-4 years = 0%-25%, 4-9 years = 25% - 50%, 10-15 years = 50%-75%, 15+ years = 75% - Max

After initial placement, staff will receive an annual COLA set by the Board each year in February/March and confirmed in June final budget. Salary band benchmarking and adjustments to scales will be made at a minimum every 3 years.

**See the Salary Placement Matrix for more details**

**Part-time Roles** - Roles that are less than 1.0FTE are paid at an hourly rate that is based on a conversion of the full-time equivalent salary placement on the appropriate rubric pro-rated for hours/days worked.

**\*Senior Director** - Designation indicates a leader has been given additional responsibilities, including directly or indirectly supervising all staff under their functional area, and is fully responsible for overseeing and managing their functional area/site and stewarding key strategic priorities for LCPS. Serves as a member of the LCPS Cabinet or Sr. Leadership Team. Internal promotion into these positions requires a minimum of 3 years of experience at the Director/Principal Level and recommendation by C-level supervisor. Placement starts at approximately the 25th percentile of Director Level position. If proposed salary is over \$160,000 then Board approval is required.

**\*\*\*Executive Leadership** - All C-level positions' salaries are ultimately set and approved directly by the LCPS Board of Directors.

## LCPS Salary Band Schedule Non - Instructional Roles (Site Based and Shared Service) - Effective July 1st, 2026

Job Title	Months Worked	Level	Min	25%	Mid	75%	Max
<b>Operations</b>							
Custodian - NE*	12	1	\$37,000	\$39,000	\$42,000	\$45,000	\$48,000
Operations Support Associate - NE*	12	2	\$45,000	\$48,000	\$52,000	\$56,000	\$59,000
Ground & Facilities Maintenance Associate	12	2	\$48,000	\$52,000	\$57,000	\$62,000	\$67,000
Office Manager/School Secretary - NE*	12	2	\$57,000	\$60,000	\$66,000	\$70,000	\$74,000
Food Server - NE*	12	1	\$30,000	\$32,000	\$36,000	\$39,000	\$42,000
Lead Food Server - NE*	10	2	\$36,000	\$39,000	\$43,000	\$47,000	\$50,000
Nutrition Services Program Manager	12	3	\$65,000	\$69,000	\$75,000	\$80,000	\$85,000
Operations Manager	12	3	\$77,000	\$81,000	\$88,000	\$94,000	\$100,000
Director of Operations	12	4	\$107,000	\$115,000	\$128,000	\$139,000	\$150,000
Senior Director of Operations & Enrollment	12	4	\$127,000	\$134,000	\$146,000	\$156,000	\$165,000
<b>Technology and Data Systems</b>							
Technology Support Specialist	12	2	\$63,000	\$67,000	\$72,000	\$77,000	\$82,000
Data Systems and Network Administrator	12	3	\$83,000	\$88,000	\$95,000	\$102,000	\$108,000
Data Systems Manager	12	3	\$89,000	\$94,000	\$102,000	\$109,000	\$116,000
Director of Technology	12	4	\$109,000	\$115,000	\$125,000	\$134,000	\$142,000
Senior Director of Technology**	12	4	\$124,000	\$131,000	\$143,000	\$152,000	\$161,000
<b>Development</b>							
Communications & Development Associate	12	2	\$64,000	\$68,000	\$74,000	\$78,000	\$83,000
Communications & Marketing Manager	12	3	\$76,000	\$80,000	\$87,000	\$93,000	\$99,000
Director of Development	12	4	\$104,000	\$110,000	\$120,000	\$127,000	\$135,000
Senior Director of Development**	12	4	\$113,000	\$120,000	\$130,000	\$139,000	\$147,000
<b>Finance &amp; Procurement</b>							
Procurement Coordinator & AP Specialist	12	2	\$64,000	\$68,000	\$74,000	\$78,000	\$83,000
Senior Accountant	12	3	\$78,000	\$84,000	\$93,000	\$101,000	\$109,000
Controller	12	4	\$117,000	\$126,000	\$140,000	\$152,000	\$164,000
Director of Finance	12	4	\$125,000	\$135,000	\$150,000	\$163,000	\$175,000
Senior Director of Finance**	12	4	\$139,000	\$150,000	\$167,000	\$181,000	\$195,000
<b>Talent &amp; HR</b>							
Talent & HR Associate	12	2	\$63,000	\$67,000	\$72,000	\$77,000	\$82,000
HR Generalist	12	3	\$78,000	\$82,000	\$90,000	\$95,000	\$101,000
Director of Talent/HR	12	4	\$117,000	\$124,000	\$135,000	\$143,000	\$152,000
Senior Director of Talent/HR**	12	4	\$138,000	\$146,000	\$159,000	\$169,000	\$179,000
<b>Executive Leadership***</b>							
Chief Executive Officer	12	5	\$210,000	\$229,000	\$260,000	\$285,000	\$310,000
Chief Operating Officer/Chief Finance Officer	12	5	\$178,000	\$188,000	\$205,000	\$218,000	\$231,000
Chief of Staff	12	5	\$141,000	\$149,000	\$162,000	\$173,000	\$183,000
Chief Academic Officer	12	5	\$180,000	\$190,000	\$200,000	\$210,000	\$220,000

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