

**Monroe County School Board  
FY 2021 - 2022 Salary Schedule  
HEAD START**

Salary Slot	Position	Contract Days	Hours Per Day	Hourly Rate		Salary Range	
				Minimum	Maximum	Minimum	Maximum
HS-001	CDA Staff	196	7.5	15.04	20.02	22,111.85	29,425.69
HS-002	Site Coordinators	222	7.5	15.35	22.72	25,552.38	37,827.09
HS-003	Pre-K Provider A.A.	196	7.5	17.26	21.50	25,366.66	31,605.37
HS-004	Pre-K Provider 1	196	7.5	20.12	24.05	29,577.02	35,352.63
HS-005	Pre-K Provider 2	196	7.5	31.79	34.80	46,731.99	51,162.78
HS-006	Health/Disabilities Manager Nurse*	196	8	25.11	32.24	39,368.34	50,544.71
HS-007	Family Engagement/ERSA Manager	254	8	23.23	29.57	47,200.05	60,094.92
HS-008	Budget Manager	254	8	22.65	28.43	46,023.66	57,762.94
HS-009	Education/Disabilities Manager	254	8	35.64	43.62	72,420.48	88,635.88
HS-010	Early Childhood Supervisor/Coord.	254	8	43.68	50.52	88,765.82	102,648.40
HS-011	Social Worker	254	8	37.44	43.08	76,073.20	87,535.88
HS-012	School Counselor	196	7.5	33.64	40.48	49,449.32	59,508.27

New employees are placed on salary schedule according to years of experience and receive 1% increments for each year of relevant experience.

A change in credentials, resulting in a salary increase must be budgeted prior to fiscal year to receive increase.

COLA increases are mandated by the Federal Government. COLA for FY 2021-22 is 1.567%

Incentive pay may become part of the employee's base salary if funding is available.

\*A nurse with a related Bachelor's Degree may receive \$2,500 more annually.

**Head Start Incentive Pay**

Position		
Site Coordinator	Highly Effective	600
	Effective	300
PreK Provider 1 (Bachelor's Degree, Out of Field)	Highly Effective Greater than 3 consecutive years experience	1,500
	Effective Greater than 3 years consecutive experience	1,200
	Highly Effective 3 years or less experience	1,200
	Effective 3 years or less experience	900
PreK Provider 2 (Bachelor's Degree, In Field)	Highly Effective Greater than 3 consecutive years experience	1,800
	Effective Greater than 3 years consecutive experience	1,500
	Highly Effective 3 years or less experience	1,500
	Effective 3 years or less experience	1,200

Evaluations done according to Board-approved rubric. Employee performance is compared to goals.

Salary Slot	Head Start Supplements					Annual Amount
	Supplement	Description				
SWEB	Webmaster	Addl. duties maintaining Head Start portion of website.				1,175
	SST Supplement	Addl. duties working with ESE students.				3,000
	Mentor Teacher	Addl. Duties: mentor student/teacher interactions				1,550
	Master's Degree	Master's Degree in related field for teachers				1,800