

Douglas Public Schools  
 FY 2023 Recommended  
 Salary Schedule

Administration and Districtwide Positions (Classified Exempt)  
 School Committee Meeting: June 15, 2022

Position Title	FY 2021 Approved Salary 0.00%*	FY 2022 Approved Salary 2.00%*	FY 2023 Approved 6/1/22 SC 2.00%
Superintendent	145,000	147,900	150,858
Business & Operations Manager	108,532	110,703	112,917
Primary School Principal / Curriculum Coordinator	102,654	104,707	106,801
<b>Director of Special Education &amp; Student Support Services*</b>	101,857	103,500	<b>110,000</b> *
<b>Special Education Coordinator*</b>	91,107	88,000	<b>89,760</b> *
<b>Special Education Coordinator - New Position*</b>	0	0	<b>90,000</b> *
Technology Director	78,057	90,000	91,800
Principal - Elementary School	97,171	103,000	105,060
Principal - Middle School	104,699	100,999	103,019
Dean of Students - Elementary School/Middle School	80,236	81,841	83,478
Principal - High School	108,707	110,881	113,099
Assistant Principal - High School	93,519	95,390	97,298
Facilities Manager	76,779	78,315	79,881
Food Service Director	57,720	61,000	62,220
		1,276,236	1,396,191

\*The Director of Special Education & Student Support Services is a new hire as of July 1, 2022

\* The current SPED Coordinator is resigning as of July 29, 2022.

There is a total of \$179,320 budgeted for both SPED Coordinator positions (\$89,320 & \$90,000)

The final salary for the two (2) new SPED Coordinator positions will be determined by the Superintendent.

**Douglas Public Schools**  
**Central / Business Office Assistants**

**FY 2023 Recommended Salaries - School Committee Meeting: June 15, 2022**

**Executive Assistant to the Superintendent**

<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
0%	2.00%	<b>3.00%</b>
\$53,198	\$54,262	\$55,890

**Assistant to the Business & Operations Manager - Payroll**

<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
0%	2.00%	<b>3.00%</b>
\$54,374	\$55,462	\$57,126

**Assistant to the Business & Operations Manager - Accounts Payable**

	<b>FY 2023</b>
New Hire	\$54,000

**Douglas Public Schools  
Administrative Assistants & Technology**

**FY 2023 Recommended Rates and Position Titles - School Committee Meeting June 15, 2022**

**Secretarial (Change to Administrative Assistant)  
(Full Year)**

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
	1.00%	1.75%	1.75%	0.00%	2.00%	1.50%	Steps 1-3
Step 1	\$18.50	\$18.82	\$19.15	\$19.15	\$19.53	\$19.83	
Step 2	\$20.19	\$20.54	\$20.90	\$20.90	\$21.32	\$21.64	
Step 3	\$20.97	\$21.34	\$21.71	\$21.71	\$22.14	\$22.48	
Step 4						\$22.81	3.00%

**Secretarial / Clerk  
(School Year)**

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
	1.00%	1.75%	1.75%	0.00%	2.00%	1.50%	Steps 1-3
Step 1	\$16.78	\$17.07	\$17.37	\$17.37	\$17.72	\$17.98	
Step 2	\$17.45	\$17.76	\$18.07	\$18.07	\$18.43	\$18.71	
Step 3	\$18.15	\$18.47	\$18.79	\$18.79	\$19.17	\$19.45	
Step 4						\$19.74	3.00%

**Network Technician**

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
		1.75%	0.00%	2.00%	1.50%	Steps 1-3
Step 1	\$22.00	\$22.39	\$22.39	\$22.84	\$23.18	
Step 2	\$23.50	\$23.91	\$23.91	\$24.39	\$24.75	
Step 3	\$25.00	\$25.44	\$25.44	\$25.95	\$26.34	
Step 4					\$26.73	3.00%

**Technology Data Specialist**

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
		1.75%	0.00%	2.00%	1.50%	Steps 1-3
Step 1	\$14.75	\$15.01	\$15.01	\$15.31	\$15.54	
Step 2	\$16.50	\$16.79	\$16.79	\$17.13	\$17.38	
Step 3	\$18.00	\$18.32	\$18.32	\$18.69	\$18.97	
Step 4					\$19.25	3.00%

*Note: FY 2016 approved .50%, with no step increase. FY 2016 only - additional 2 personal days.*

*Note: FY 2019 established categories for the technology positions. Current Staff will remain on Step 3.*

*Note: FY 2023 Steps 1 - 3 is a 1.50% increase. Added new Step 4 at a 3.00% increase.*



**Douglas Public Schools  
Special Education Summer School Program  
FY 2023 Recommended Hourly Rates - School Committee Meeting June 15, 2022**

<b>Pay Categories:</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
Teachers	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Occupational Therapist	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Physical Therapist	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Nurse	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Tutor	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Teacher Substitute	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Paraprofessional	Sch Yr. 17-18 rate	Sch Yr. 18-19 rate	Sch Yr. 19-20 rate	Sch Yr. 20-21 rate	Sch Yr. 21-22 rate
Applied Behavior Therapist (ABA)	Sch Yr. 17-18 rate	Sch Yr. 18-19 rate	Sch Yr. 19-20 rate	Sch Yr. 20-21 rate	Sch Yr. 21-22 rate
Paraprofessional Substitute	\$11.00	\$11.00	\$11.00	\$11.00	\$14.00
Applied Behavior Therapist (ABA) Substitute	\$12.00	\$12.00	\$12.00	\$12.00	\$15.00