

**Atlanta Public Schools**  
**2025 - 2026 Salary Schedule**  
**Nutrition 24 Pay Checks**

| Food Assistants (5.5 Hour Guarantee) |                  |                |             |             |               |
|--------------------------------------|------------------|----------------|-------------|-------------|---------------|
| Salary Step                          | Creditable Years | Food Assistant | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                               | 0                | \$17,711       | \$737.96    | \$17.03     | \$8.52        |
| Step 2                               | 1                | \$17,930       | \$747.08    | \$17.24     | \$8.62        |
| Step 3                               | 2                | \$18,158       | \$756.58    | \$17.46     | \$8.73        |
| Step 4                               | 3                | \$18,387       | \$766.13    | \$17.68     | \$8.84        |
| Step 5                               | 4                | \$18,616       | \$775.67    | \$17.90     | \$8.95        |
| Step 6                               | 5                | \$18,834       | \$784.75    | \$18.11     | \$9.06        |
| Step 7                               | 6                | \$19,063       | \$794.29    | \$18.33     | \$9.17        |
| Step 8                               | 7                | \$19,292       | \$803.83    | \$18.55     | \$9.28        |
| Step 9                               | 8                | \$19,521       | \$813.38    | \$18.77     | \$9.39        |
| Step 10                              | 9                | \$19,739       | \$822.46    | \$18.98     | \$9.49        |
| Step 11                              | 10               | \$19,968       | \$832.00    | \$19.20     | \$9.60        |
| Step 12                              | 11               | \$20,197       | \$841.54    | \$19.42     | \$9.71        |
| Step 13                              | 12               | \$20,426       | \$851.08    | \$19.64     | \$9.82        |
| Step 14                              | 13               | \$20,644       | \$860.17    | \$19.85     | \$9.93        |
| Step 15                              | 14               | \$20,873       | \$869.71    | \$20.07     | \$10.04       |
| Step 16                              | 15               | \$21,102       | \$879.25    | \$20.29     | \$10.15       |
| Step 17                              | 16               | \$21,330       | \$888.75    | \$20.51     | \$10.26       |
| Step 18                              | 17               | \$21,549       | \$897.88    | \$20.72     | \$10.36       |
| Step 19                              | 18               | \$21,778       | \$907.42    | \$20.94     | \$10.47       |
| Step 20                              | 19               | \$22,006       | \$916.92    | \$21.16     | \$10.58       |
| Step 21                              | 20               | \$22,235       | \$926.46    | \$21.38     | \$10.69       |
| Step 22                              | 21               | \$22,454       | \$935.58    | \$21.59     | \$10.80       |
| Step 23                              | 22               | \$22,682       | \$945.08    | \$21.81     | \$10.91       |
| Step 24                              | 23               | \$22,911       | \$954.63    | \$22.03     | \$11.02       |
| Step 25                              | 24               | \$23,130       | \$963.75    | \$22.24     | \$11.12       |
| Step 26                              | 25               | \$23,358       | \$973.25    | \$22.46     | \$11.23       |
| Step 27                              | 26               | \$23,587       | \$982.79    | \$22.68     | \$11.34       |
| Step 28                              | 27               | \$23,816       | \$992.33    | \$22.90     | \$11.45       |
| Step 29                              | 28               | \$24,034       | \$1,001.42  | \$23.11     | \$11.56       |

| Lead Food Assistants (5.5 Hour Guarantee) |                  |                |             |             |               |
|---|------------------|----------------|-------------|-------------|---------------|
| Salary Step                               | Creditable Years | Lead Food Asst | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                                    | 0                | \$18,252       | \$760.50    | \$17.55     | \$8.78        |
| Step 2                                    | 1                | \$18,502       | \$770.92    | \$17.79     | \$8.90        |
| Step 3                                    | 2                | \$18,751       | \$781.29    | \$18.03     | \$9.02        |
| Step 4                                    | 3                | \$19,001       | \$791.71    | \$18.27     | \$9.14        |
| Step 5                                    | 4                | \$19,250       | \$802.08    | \$18.51     | \$9.26        |
| Step 6                                    | 5                | \$19,500       | \$812.50    | \$18.75     | \$9.38        |
| Step 7                                    | 6                | \$19,750       | \$822.92    | \$18.99     | \$9.50        |
| Step 8                                    | 7                | \$19,999       | \$833.29    | \$19.23     | \$9.62        |
| Step 9                                    | 8                | \$20,249       | \$843.71    | \$19.47     | \$9.74        |
| Step 10                                   | 9                | \$20,498       | \$854.08    | \$19.71     | \$9.86        |
| Step 11                                   | 10               | \$20,748       | \$864.50    | \$19.95     | \$9.98        |
| Step 12                                   | 11               | \$20,998       | \$874.92    | \$20.19     | \$10.10       |
| Step 13                                   | 12               | \$21,247       | \$885.29    | \$20.43     | \$10.22       |
| Step 14                                   | 13               | \$21,497       | \$895.71    | \$20.67     | \$10.34       |
| Step 15                                   | 14               | \$21,746       | \$906.08    | \$20.91     | \$10.46       |
| Step 16                                   | 15               | \$22,006       | \$916.92    | \$21.16     | \$10.58       |
| Step 17                                   | 16               | \$22,256       | \$927.33    | \$21.40     | \$10.70       |
| Step 18                                   | 17               | \$22,506       | \$937.75    | \$21.64     | \$10.82       |
| Step 19                                   | 18               | \$22,755       | \$948.13    | \$21.88     | \$10.94       |
| Step 20                                   | 19               | \$23,005       | \$958.54    | \$22.12     | \$11.06       |
| Step 21                                   | 20               | \$23,254       | \$968.92    | \$22.36     | \$11.18       |
| Step 22                                   | 21               | \$23,504       | \$979.33    | \$22.60     | \$11.30       |
| Step 23                                   | 22               | \$23,754       | \$989.75    | \$22.84     | \$11.42       |
| Step 24                                   | 23               | \$24,003       | \$1,000.13  | \$23.08     | \$11.54       |
| Step 25                                   | 24               | \$24,253       | \$1,010.54  | \$23.32     | \$11.66       |
| Step 26                                   | 25               | \$24,502       | \$1,020.92  | \$23.56     | \$11.78       |
| Step 27                                   | 26               | \$24,752       | \$1,031.33  | \$23.80     | \$11.90       |
| Step 28                                   | 27               | \$25,002       | \$1,041.75  | \$24.04     | \$12.02       |
| Step 29                                   | 28               | \$25,251       | \$1,052.13  | \$24.28     | \$12.14       |

Base Salary = Annual salary ÷ 24 payments  
Hourly Rate = Annual salary ÷ 1,040 Hours

Annual Hours = 189 Days x 5.5 Hours  
Overtime Rate = Hourly rate ÷ 2

**Work Schedule**

189 Days = 185 Duty Days + 4 Paid Holidays

Depending on the worksite's needs, employees may be required to work more than 5.5 hours a day. Employees will be compensated for the additional hours worked.

APS job classifications are defined by a point factor system based on job duties and responsibilities as verified by the HR Division.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Salary increases are determined during the budget process and approved by the Board of Education.

APS School Nutrition Employees are paid through Special Revenue Funds

**Atlanta Public Schools**  
**2025 - 2026 Salary Schedule**  
**Nutrition 25 Pay Checks**

| Food Assistants (5.5 Hour Guarantee) |                  |                |             |             |               |
|--------------------------------------|------------------|----------------|-------------|-------------|---------------|
| Salary Step                          | Creditable Years | Food Assistant | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                               | 0                | \$17,711       | \$708.44    | \$17.03     | \$8.52        |
| Step 2                               | 1                | \$17,930       | \$717.20    | \$17.24     | \$8.62        |
| Step 3                               | 2                | \$18,158       | \$726.32    | \$17.46     | \$8.73        |
| Step 4                               | 3                | \$18,387       | \$735.48    | \$17.68     | \$8.84        |
| Step 5                               | 4                | \$18,616       | \$744.64    | \$17.90     | \$8.95        |
| Step 6                               | 5                | \$18,834       | \$753.36    | \$18.11     | \$9.06        |
| Step 7                               | 6                | \$19,063       | \$762.52    | \$18.33     | \$9.17        |
| Step 8                               | 7                | \$19,292       | \$771.68    | \$18.55     | \$9.28        |
| Step 9                               | 8                | \$19,521       | \$780.84    | \$18.77     | \$9.39        |
| Step 10                              | 9                | \$19,739       | \$789.56    | \$18.98     | \$9.49        |
| Step 11                              | 10               | \$19,968       | \$798.72    | \$19.20     | \$9.60        |
| Step 12                              | 11               | \$20,197       | \$807.88    | \$19.42     | \$9.71        |
| Step 13                              | 12               | \$20,426       | \$817.04    | \$19.64     | \$9.82        |
| Step 14                              | 13               | \$20,644       | \$825.76    | \$19.85     | \$9.93        |
| Step 15                              | 14               | \$20,873       | \$834.92    | \$20.07     | \$10.04       |
| Step 16                              | 15               | \$21,102       | \$844.08    | \$20.29     | \$10.15       |
| Step 17                              | 16               | \$21,330       | \$853.20    | \$20.51     | \$10.26       |
| Step 18                              | 17               | \$21,549       | \$861.96    | \$20.72     | \$10.36       |
| Step 19                              | 18               | \$21,778       | \$871.12    | \$20.94     | \$10.47       |
| Step 20                              | 19               | \$22,006       | \$880.24    | \$21.16     | \$10.58       |
| Step 21                              | 20               | \$22,235       | \$889.40    | \$21.38     | \$10.69       |
| Step 22                              | 21               | \$22,454       | \$898.16    | \$21.59     | \$10.80       |
| Step 23                              | 22               | \$22,682       | \$907.28    | \$21.81     | \$10.91       |
| Step 24                              | 23               | \$22,911       | \$916.44    | \$22.03     | \$11.02       |
| Step 25                              | 24               | \$23,130       | \$925.20    | \$22.24     | \$11.12       |
| Step 26                              | 25               | \$23,358       | \$934.32    | \$22.46     | \$11.23       |
| Step 27                              | 26               | \$23,587       | \$943.48    | \$22.68     | \$11.34       |
| Step 28                              | 27               | \$23,816       | \$952.64    | \$22.90     | \$11.45       |
| Step 29                              | 28               | \$24,034       | \$961.36    | \$23.11     | \$11.56       |

| Lead Food Assistants (5.5 Hour Guarantee) |                  |                |             |             |               |
|---|------------------|----------------|-------------|-------------|---------------|
| Salary Step                               | Creditable Years | Lead Food Asst | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                                    | 0                | \$18,252       | \$730.08    | \$17.55     | \$8.78        |
| Step 2                                    | 1                | \$18,502       | \$740.08    | \$17.79     | \$8.90        |
| Step 3                                    | 2                | \$18,751       | \$750.04    | \$18.03     | \$9.02        |
| Step 4                                    | 3                | \$19,001       | \$760.04    | \$18.27     | \$9.14        |
| Step 5                                    | 4                | \$19,250       | \$770.00    | \$18.51     | \$9.26        |
| Step 6                                    | 5                | \$19,500       | \$780.00    | \$18.75     | \$9.38        |
| Step 7                                    | 6                | \$19,750       | \$790.00    | \$18.99     | \$9.50        |
| Step 8                                    | 7                | \$19,999       | \$799.96    | \$19.23     | \$9.62        |
| Step 9                                    | 8                | \$20,249       | \$809.96    | \$19.47     | \$9.74        |
| Step 10                                   | 9                | \$20,498       | \$819.92    | \$19.71     | \$9.86        |
| Step 11                                   | 10               | \$20,748       | \$829.92    | \$19.95     | \$9.98        |
| Step 12                                   | 11               | \$20,998       | \$839.92    | \$20.19     | \$10.10       |
| Step 13                                   | 12               | \$21,247       | \$849.88    | \$20.43     | \$10.22       |
| Step 14                                   | 13               | \$21,497       | \$859.88    | \$20.67     | \$10.34       |
| Step 15                                   | 14               | \$21,746       | \$869.84    | \$20.91     | \$10.46       |
| Step 16                                   | 15               | \$22,006       | \$880.24    | \$21.16     | \$10.58       |
| Step 17                                   | 16               | \$22,256       | \$890.24    | \$21.40     | \$10.70       |
| Step 18                                   | 17               | \$22,506       | \$900.24    | \$21.64     | \$10.82       |
| Step 19                                   | 18               | \$22,755       | \$910.20    | \$21.88     | \$10.94       |
| Step 20                                   | 19               | \$23,005       | \$920.20    | \$22.12     | \$11.06       |
| Step 21                                   | 20               | \$23,254       | \$930.16    | \$22.36     | \$11.18       |
| Step 22                                   | 21               | \$23,504       | \$940.16    | \$22.60     | \$11.30       |
| Step 23                                   | 22               | \$23,754       | \$950.16    | \$22.84     | \$11.42       |
| Step 24                                   | 23               | \$24,003       | \$960.12    | \$23.08     | \$11.54       |
| Step 25                                   | 24               | \$24,253       | \$970.12    | \$23.32     | \$11.66       |
| Step 26                                   | 25               | \$24,502       | \$980.08    | \$23.56     | \$11.78       |
| Step 27                                   | 26               | \$24,752       | \$990.08    | \$23.80     | \$11.90       |
| Step 28                                   | 27               | \$25,002       | \$1,000.08  | \$24.04     | \$12.02       |
| Step 29                                   | 28               | \$25,251       | \$1,010.04  | \$24.28     | \$12.14       |

Base Salary = Annual salary ÷ 25 payments

Hourly Rate = Annual salary ÷ 1,040 Hours

Annual Hours = 189 Days x 5.5 Hours

Overtime Rate = Hourly rate ÷ 2

**Work Schedule**

189 Days = 185 Duty Days + 4 Paid Holidays

Depending on the worksite's needs, employees may be required to work more than 5.5 hours a day. Employees will be compensated for the additional hours worked.

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APS School Nutrition Employees are paid through Special Revenue Funds

**Atlanta Public Schools**  
**2025 - 2026 Salary Schedule**  
**Nutrition 24 Pay Checks**

| Cafeteria Manager |                  |           |             |             |               |
|-------------------|------------------|-----------|-------------|-------------|---------------|
| Salary Step       | Creditable Years | Cafe Mngr | Base Salary | Hourly Rate | Overtime Rate |
| Step 1            | 0                | \$34,757  | \$1,448.21  | \$23.52     | \$11.76       |
| Step 2            | 1                | \$35,371  | \$1,473.79  | \$23.93     | \$11.97       |
| Step 3            | 2                | \$35,985  | \$1,499.38  | \$24.35     | \$12.17       |
| Step 4            | 3                | \$36,600  | \$1,525.00  | \$24.76     | \$12.38       |
| Step 5            | 4                | \$37,214  | \$1,550.58  | \$25.18     | \$12.59       |
| Step 6            | 5                | \$37,828  | \$1,576.17  | \$25.59     | \$12.80       |
| Step 7            | 6                | \$38,442  | \$1,601.75  | \$26.01     | \$13.00       |
| Step 8            | 7                | \$39,056  | \$1,627.33  | \$26.43     | \$13.21       |
| Step 9            | 8                | \$39,670  | \$1,652.92  | \$26.84     | \$13.42       |
| Step 10           | 9                | \$40,285  | \$1,678.54  | \$27.26     | \$13.63       |
| Step 11           | 10               | \$40,899  | \$1,704.13  | \$27.67     | \$13.84       |
| Step 12           | 11               | \$41,513  | \$1,729.71  | \$28.09     | \$14.04       |
| Step 13           | 12               | \$42,127  | \$1,755.29  | \$28.50     | \$14.25       |
| Step 14           | 13               | \$42,741  | \$1,780.88  | \$28.92     | \$14.46       |
| Step 15           | 14               | \$43,355  | \$1,806.46  | \$29.33     | \$14.67       |
| Step 16           | 15               | \$43,970  | \$1,832.08  | \$29.75     | \$14.87       |
| Step 17           | 16               | \$44,584  | \$1,857.67  | \$30.16     | \$15.08       |
| Step 18           | 17               | \$45,198  | \$1,883.25  | \$30.58     | \$15.29       |
| Step 19           | 18               | \$45,812  | \$1,908.83  | \$31.00     | \$15.50       |
| Step 20           | 19               | \$46,426  | \$1,934.42  | \$31.41     | \$15.71       |
| Step 21           | 20               | \$47,040  | \$1,960.00  | \$31.83     | \$15.91       |
| Step 22           | 21               | \$47,655  | \$1,985.63  | \$32.24     | \$16.12       |
| Step 23           | 22               | \$48,269  | \$2,011.21  | \$32.66     | \$16.33       |
| Step 24           | 23               | \$48,883  | \$2,036.79  | \$33.07     | \$16.54       |
| Step 25           | 24               | \$49,497  | \$2,062.38  | \$33.49     | \$16.74       |
| Step 26           | 25               | \$50,111  | \$2,087.96  | \$33.90     | \$16.95       |
| Step 27           | 26               | \$50,726  | \$2,113.58  | \$34.32     | \$17.16       |
| Step 28           | 27               | \$51,340  | \$2,139.17  | \$34.74     | \$17.37       |
| Step 29           | 28               | \$51,954  | \$2,164.75  | \$35.15     | \$17.58       |

Base Salary = Annual salary ÷ 25 payments  
Hourly Rate = Annual salary ÷ 1,478 Hours  
Annual Hours = 197 Days x 7.5 Hours  
Overtime Rate = Hourly rate ÷ 2

| Area Manager |                  |              |             |             |               |
|--------------|------------------|--------------|-------------|-------------|---------------|
| Salary Step  | Creditable Years | Area Manager | Base Salary | Hourly Rate | Overtime Rate |
| Step 1       | 0                | \$42,777     | \$1,782.38  | \$24.69     | \$12.35       |
| Step 2       | 1                | \$43,533     | \$1,813.88  | \$25.13     | \$12.56       |
| Step 3       | 2                | \$44,290     | \$1,845.42  | \$25.56     | \$12.78       |
| Step 4       | 3                | \$45,046     | \$1,876.92  | \$26.00     | \$13.00       |
| Step 5       | 4                | \$45,802     | \$1,908.42  | \$26.44     | \$13.22       |
| Step 6       | 5                | \$46,558     | \$1,939.92  | \$26.87     | \$13.44       |
| Step 7       | 6                | \$47,314     | \$1,971.42  | \$27.31     | \$13.65       |
| Step 8       | 7                | \$48,071     | \$2,002.96  | \$27.75     | \$13.87       |
| Step 9       | 8                | \$48,827     | \$2,034.46  | \$28.18     | \$14.09       |
| Step 10      | 9                | \$49,583     | \$2,065.96  | \$28.62     | \$14.31       |
| Step 11      | 10               | \$50,339     | \$2,097.46  | \$29.06     | \$14.53       |
| Step 12      | 11               | \$51,096     | \$2,129.00  | \$29.49     | \$14.75       |
| Step 13      | 12               | \$51,852     | \$2,160.50  | \$29.93     | \$14.96       |
| Step 14      | 13               | \$52,608     | \$2,192.00  | \$30.37     | \$15.18       |
| Step 15      | 14               | \$53,364     | \$2,223.50  | \$30.80     | \$15.40       |
| Step 16      | 15               | \$54,120     | \$2,255.00  | \$31.24     | \$15.62       |
| Step 17      | 16               | \$54,877     | \$2,286.54  | \$31.67     | \$15.84       |
| Step 18      | 17               | \$55,633     | \$2,318.04  | \$32.11     | \$16.06       |
| Step 19      | 18               | \$56,389     | \$2,349.54  | \$32.55     | \$16.27       |
| Step 20      | 19               | \$57,145     | \$2,381.04  | \$32.98     | \$16.49       |
| Step 21      | 20               | \$57,902     | \$2,412.58  | \$33.42     | \$16.71       |
| Step 22      | 21               | \$58,658     | \$2,444.08  | \$33.86     | \$16.93       |
| Step 23      | 22               | \$59,414     | \$2,475.58  | \$34.29     | \$17.15       |
| Step 24      | 23               | \$60,170     | \$2,507.08  | \$34.73     | \$17.37       |
| Step 25      | 24               | \$60,926     | \$2,538.58  | \$35.17     | \$17.58       |
| Step 26      | 25               | \$61,683     | \$2,570.13  | \$35.60     | \$17.80       |
| Step 27      | 26               | \$62,439     | \$2,601.63  | \$36.04     | \$18.02       |
| Step 28      | 27               | \$63,195     | \$2,633.13  | \$36.48     | \$18.24       |
| Step 29      | 28               | \$63,951     | \$2,664.63  | \$36.91     | \$18.46       |

Base Salary = Annual salary ÷ 25 payments  
Hourly Rate = Annual salary ÷ 1,733 Hours  
Annual Hours = 231 Days x 7.5 Hours  
Overtime Rate = Hourly rate ÷ 2

**Work Schedule**

197 Days = 193 Duty Days + 4 Paid Holidays  
231 Days = 220 Duty Days + 11 Paid Holidays

APS job classifications are defined by a point factor system based on job duties and responsibilities as verified by the HR Division.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Salary increases are determined during the budget process and approved by the Board of Education.

**Atlanta Public Schools**  
**2025 - 2026 Salary Schedule**  
**Nutrition 25 Pay Checks**

| Cafeteria Manager (197 Days) |                  |           |             |             |               |
|------------------------------|------------------|-----------|-------------|-------------|---------------|
| Salary Step                  | Creditable Years | Cafe Mngr | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                       | 0                | \$34,757  | \$1,390.28  | \$23.52     | \$11.76       |
| Step 2                       | 1                | \$35,371  | \$1,414.84  | \$23.93     | \$11.97       |
| Step 3                       | 2                | \$35,985  | \$1,439.40  | \$24.35     | \$12.17       |
| Step 4                       | 3                | \$36,600  | \$1,464.00  | \$24.76     | \$12.38       |
| Step 5                       | 4                | \$37,214  | \$1,488.56  | \$25.18     | \$12.59       |
| Step 6                       | 5                | \$37,828  | \$1,513.12  | \$25.59     | \$12.80       |
| Step 7                       | 6                | \$38,442  | \$1,537.68  | \$26.01     | \$13.00       |
| Step 8                       | 7                | \$39,056  | \$1,562.24  | \$26.43     | \$13.21       |
| Step 9                       | 8                | \$39,670  | \$1,586.80  | \$26.84     | \$13.42       |
| Step 10                      | 9                | \$40,285  | \$1,611.40  | \$27.26     | \$13.63       |
| Step 11                      | 10               | \$40,899  | \$1,635.96  | \$27.67     | \$13.84       |
| Step 12                      | 11               | \$41,513  | \$1,660.52  | \$28.09     | \$14.04       |
| Step 13                      | 12               | \$42,127  | \$1,685.08  | \$28.50     | \$14.25       |
| Step 14                      | 13               | \$42,741  | \$1,709.64  | \$28.92     | \$14.46       |
| Step 15                      | 14               | \$43,355  | \$1,734.20  | \$29.33     | \$14.67       |
| Step 16                      | 15               | \$43,970  | \$1,758.80  | \$29.75     | \$14.87       |
| Step 17                      | 16               | \$44,584  | \$1,783.36  | \$30.16     | \$15.08       |
| Step 18                      | 17               | \$45,198  | \$1,807.92  | \$30.58     | \$15.29       |
| Step 19                      | 18               | \$45,812  | \$1,832.48  | \$31.00     | \$15.50       |
| Step 20                      | 19               | \$46,426  | \$1,857.04  | \$31.41     | \$15.71       |
| Step 21                      | 20               | \$47,040  | \$1,881.60  | \$31.83     | \$15.91       |
| Step 22                      | 21               | \$47,655  | \$1,906.20  | \$32.24     | \$16.12       |
| Step 23                      | 22               | \$48,269  | \$1,930.76  | \$32.66     | \$16.33       |
| Step 24                      | 23               | \$48,883  | \$1,955.32  | \$33.07     | \$16.54       |
| Step 25                      | 24               | \$49,497  | \$1,979.88  | \$33.49     | \$16.74       |
| Step 26                      | 25               | \$50,111  | \$2,004.44  | \$33.90     | \$16.95       |
| Step 27                      | 26               | \$50,726  | \$2,029.04  | \$34.32     | \$17.16       |
| Step 28                      | 27               | \$51,340  | \$2,053.60  | \$34.74     | \$17.37       |
| Step 29                      | 28               | \$51,954  | \$2,078.16  | \$35.15     | \$17.58       |

Base Salary = Annual salary ÷ 25 payments  
Hourly Rate = Annual salary ÷ 1,478 Hours  
Annual Hours = 197 Days x 7.5 Hours  
Overtime Rate = Hourly rate ÷ 2

| Area Manager (231 Days) |                  |              |             |             |               |
|-------------------------|------------------|--------------|-------------|-------------|---------------|
| Salary Step             | Creditable Years | Area Manager | Base Salary | Hourly Rate | Overtime Rate |
| Step 1                  | 0                | \$42,777     | \$1,711.08  | \$24.69     | \$12.35       |
| Step 2                  | 1                | \$43,533     | \$1,741.32  | \$25.13     | \$12.56       |
| Step 3                  | 2                | \$44,290     | \$1,771.60  | \$25.56     | \$12.78       |
| Step 4                  | 3                | \$45,046     | \$1,801.84  | \$26.00     | \$13.00       |
| Step 5                  | 4                | \$45,802     | \$1,832.08  | \$26.44     | \$13.22       |
| Step 6                  | 5                | \$46,558     | \$1,862.32  | \$26.87     | \$13.44       |
| Step 7                  | 6                | \$47,314     | \$1,892.56  | \$27.31     | \$13.65       |
| Step 8                  | 7                | \$48,071     | \$1,922.84  | \$27.75     | \$13.87       |
| Step 9                  | 8                | \$48,827     | \$1,953.08  | \$28.18     | \$14.09       |
| Step 10                 | 9                | \$49,583     | \$1,983.32  | \$28.62     | \$14.31       |
| Step 11                 | 10               | \$50,339     | \$2,013.56  | \$29.06     | \$14.53       |
| Step 12                 | 11               | \$51,096     | \$2,043.84  | \$29.49     | \$14.75       |
| Step 13                 | 12               | \$51,852     | \$2,074.08  | \$29.93     | \$14.96       |
| Step 14                 | 13               | \$52,608     | \$2,104.32  | \$30.37     | \$15.18       |
| Step 15                 | 14               | \$53,364     | \$2,134.56  | \$30.80     | \$15.40       |
| Step 16                 | 15               | \$54,120     | \$2,164.80  | \$31.24     | \$15.62       |
| Step 17                 | 16               | \$54,877     | \$2,195.08  | \$31.67     | \$15.84       |
| Step 18                 | 17               | \$55,633     | \$2,225.32  | \$32.11     | \$16.06       |
| Step 19                 | 18               | \$56,389     | \$2,255.56  | \$32.55     | \$16.27       |
| Step 20                 | 19               | \$57,145     | \$2,285.80  | \$32.98     | \$16.49       |
| Step 21                 | 20               | \$57,902     | \$2,316.08  | \$33.42     | \$16.71       |
| Step 22                 | 21               | \$58,658     | \$2,346.32  | \$33.86     | \$16.93       |
| Step 23                 | 22               | \$59,414     | \$2,376.56  | \$34.29     | \$17.15       |
| Step 24                 | 23               | \$60,170     | \$2,406.80  | \$34.73     | \$17.37       |
| Step 25                 | 24               | \$60,926     | \$2,437.04  | \$35.17     | \$17.58       |
| Step 26                 | 25               | \$61,683     | \$2,467.32  | \$35.60     | \$17.80       |
| Step 27                 | 26               | \$62,439     | \$2,497.56  | \$36.04     | \$18.02       |
| Step 28                 | 27               | \$63,195     | \$2,527.80  | \$36.48     | \$18.24       |
| Step 29                 | 28               | \$63,951     | \$2,558.04  | \$36.91     | \$18.46       |

Base Salary = Annual salary ÷ 25 payments  
Hourly Rate = Annual salary ÷ 1,733 Hours  
Annual Hours = 231 Days x 7.5 Hours  
Overtime Rate = Hourly rate ÷ 2

**Work Schedule**

197 Days = 193 Duty Days + 4 Paid Holidays  
231 Days = 220 Duty Days + 11 Paid Holidays

APS job classifications are defined by a point factor system based on job duties and responsibilities as verified by the HR Division.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Salary increases are determined during the budget process and approved by the Board of Education.