

NAPACOUNTY OFFICE OF EDUCATION  
Barbara Nemko, Ph.D., Superintendent

**2023-24 Management Salary Schedule**  
**Effective 7/1/23**  
**Annual Rates - 260 Day Calendar**

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	113
1	\$282,775.00												
113	\$192,192.00	\$198,889.60	\$204,880.00	\$211,016.00	\$217,380.80	\$223,891.20	\$230,609.60	\$237,515.20	\$243,443.20	\$248,331.20	\$253,281.60	\$258,356.80	\$263,515.20
112	\$174,928.00	\$181,043.20	\$186,472.00	\$192,067.20	\$197,849.60	\$203,777.60	\$209,892.80	\$216,195.20	\$221,582.40	\$226,012.80	\$230,526.40	\$235,164.80	\$239,844.80
111	\$159,182.40	\$164,736.00	\$169,686.40	\$174,761.60	\$180,024.00	\$185,411.20	\$190,985.60	\$196,705.60	\$201,593.60	\$205,649.60	\$209,768.00	\$213,990.40	\$218,254.40
110	\$147,430.40	\$152,609.60	\$157,164.80	\$161,907.20	\$166,753.60	\$171,745.60	\$176,904.00	\$182,228.80	\$186,784.00	\$190,507.20	\$194,334.40	\$198,182.40	\$202,176.00
109	\$134,534.40	\$139,235.20	\$143,395.20	\$147,700.80	\$152,131.20	\$156,728.00	\$161,408.00	\$166,254.40	\$170,393.60	\$173,825.60	\$177,299.20	\$180,835.20	\$184,433.60
108	\$119,620.80	\$123,801.60	\$127,545.60	\$131,352.00	\$135,283.20	\$139,339.20	\$143,520.00	\$147,846.40	\$151,548.80	\$154,544.00	\$157,664.00	\$160,825.60	\$164,008.00
107	\$108,659.20	\$112,465.60	\$115,835.20	\$119,329.60	\$122,886.40	\$126,547.20	\$130,395.20	\$134,284.80	\$137,633.60	\$140,420.80	\$143,208.00	\$146,057.60	\$148,990.40
106	\$ 98,654.40	\$102,128.00	\$105,164.80	\$108,326.40	\$111,592.00	\$114,920.00	\$118,352.00	\$121,929.60	\$124,987.20	\$127,462.40	\$130,000.00	\$132,579.20	\$135,262.40
105	\$ 89,502.40	\$ 92,643.20	\$ 95,409.60	\$ 98,259.20	\$101,212.80	\$104,249.60	\$107,369.60	\$110,635.20	\$113,380.80	\$115,648.00	\$117,956.80	\$120,307.20	\$122,740.80
104	\$ 81,140.80	\$ 83,969.60	\$ 86,507.20	\$ 89,128.00	\$ 91,811.20	\$ 94,556.80	\$ 97,385.60	\$100,297.60	\$102,814.40	\$104,873.60	\$106,953.60	\$109,096.00	\$111,259.20
103	\$ 73,528.00	\$ 76,107.20	\$ 78,374.40	\$ 80,724.80	\$ 83,179.20	\$ 85,654.40	\$ 88,212.80	\$ 90,875.20	\$ 93,163.20	\$ 94,993.60	\$ 96,928.00	\$ 98,862.40	\$100,817.60
102	\$ 66,560.00	\$ 68,889.60	\$ 70,969.60	\$ 73,112.00	\$ 75,275.20	\$ 77,542.40	\$ 79,872.00	\$ 82,264.00	\$ 84,323.20	\$ 86,008.00	\$ 87,755.20	\$ 89,481.60	\$ 91,270.40
101	\$ 60,216.00	\$ 62,316.80	\$ 64,168.00	\$ 66,123.20	\$ 68,099.20	\$ 70,116.80	\$ 72,238.40	\$ 74,401.60	\$ 76,273.60	\$ 77,771.20	\$ 79,352.00	\$ 80,932.80	\$ 82,555.20

Plus 3% longevity increment after 20 years of service in an NCOE management position  
Plus 3% longevity increment after 25 years of service in an NCOE management position

NAPACOUNTY OFFICE OF EDUCATION  
Barbara Nemko, Ph.D., Superintendent

**2023-24 Management Salary Schedule**  
**Effective 7/1/23**  
**Hourly Rates**

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	113
1	\$157.80												
113	\$ 92.40	\$ 95.62	\$ 98.50	\$ 101.45	\$ 104.51	\$ 107.64	\$ 110.87	\$ 114.19	\$ 117.04	\$ 119.39	\$ 121.77	\$ 124.21	\$ 126.69
112	\$ 84.10	\$ 87.04	\$ 89.65	\$ 92.34	\$ 95.12	\$ 97.97	\$ 100.91	\$ 103.94	\$ 106.53	\$ 108.66	\$ 110.83	\$ 113.06	\$ 115.31
111	\$ 76.53	\$ 79.20	\$ 81.58	\$ 84.02	\$ 86.55	\$ 89.14	\$ 91.82	\$ 94.57	\$ 96.92	\$ 98.87	\$ 100.85	\$ 102.88	\$ 104.93
110	\$ 70.88	\$ 73.37	\$ 75.56	\$ 77.84	\$ 80.17	\$ 82.57	\$ 85.05	\$ 87.61	\$ 89.80	\$ 91.59	\$ 93.43	\$ 95.28	\$ 97.20
109	\$ 64.68	\$ 66.94	\$ 68.94	\$ 71.01	\$ 73.14	\$ 75.35	\$ 77.60	\$ 79.93	\$ 81.92	\$ 83.57	\$ 85.24	\$ 86.94	\$ 88.67
108	\$ 57.51	\$ 59.52	\$ 61.32	\$ 63.15	\$ 65.04	\$ 66.99	\$ 69.00	\$ 71.08	\$ 72.86	\$ 74.30	\$ 75.80	\$ 77.32	\$ 78.85
107	\$ 52.24	\$ 54.07	\$ 55.69	\$ 57.37	\$ 59.08	\$ 60.84	\$ 62.69	\$ 64.56	\$ 66.17	\$ 67.51	\$ 68.85	\$ 70.22	\$ 71.63
106	\$ 47.43	\$ 49.10	\$ 50.56	\$ 52.08	\$ 53.65	\$ 55.25	\$ 56.90	\$ 58.62	\$ 60.09	\$ 61.28	\$ 62.50	\$ 63.74	\$ 65.03
105	\$ 43.03	\$ 44.54	\$ 45.87	\$ 47.24	\$ 48.66	\$ 50.12	\$ 51.62	\$ 53.19	\$ 54.51	\$ 55.60	\$ 56.71	\$ 57.84	\$ 59.01
104	\$ 39.01	\$ 40.37	\$ 41.59	\$ 42.85	\$ 44.14	\$ 45.46	\$ 46.82	\$ 48.22	\$ 49.43	\$ 50.42	\$ 51.42	\$ 52.45	\$ 53.49
103	\$ 35.35	\$ 36.59	\$ 37.68	\$ 38.81	\$ 39.99	\$ 41.18	\$ 42.41	\$ 43.69	\$ 44.79	\$ 45.67	\$ 46.60	\$ 47.53	\$ 48.47
102	\$ 32.00	\$ 33.12	\$ 34.12	\$ 35.15	\$ 36.19	\$ 37.28	\$ 38.40	\$ 39.55	\$ 40.54	\$ 41.35	\$ 42.19	\$ 43.02	\$ 43.88
101	\$ 28.95	\$ 29.96	\$ 30.85	\$ 31.79	\$ 32.74	\$ 33.71	\$ 34.73	\$ 35.77	\$ 36.67	\$ 37.39	\$ 38.15	\$ 38.91	\$ 39.69

Plus 3% longevity increment after 20 years of service in an NCOE management position  
Plus 3% longevity increment after 25 years of service in an NCOE management position

NAPACOUNTY OFFICE OF EDUCATION  
 Barbara Nemko, Ph.D., Superintendent

**2023-24 Classified Senior Management Salary Schedule**  
**Effective 7/1/23**  
**Daily Rates - 220 day calendar**

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
113	Deputy Superintendent	\$ 873.60	\$ 904.04	\$ 931.27	\$ 959.16	\$ 988.09	\$ 1,017.69	\$ 1,048.23	\$ 1,079.61	\$ 1,106.56	\$ 1,128.78	\$ 1,151.28	\$ 1,174.35	\$ 1,197.80
112	Associate Superintendent	\$ 795.13	\$ 822.92	\$ 847.60	\$ 873.03	\$ 899.32	\$ 926.26	\$ 954.06	\$ 982.71	\$ 1,007.19	\$ 1,027.33	\$ 1,047.85	\$ 1,068.93	\$ 1,090.20
110	Administrator of Human Resources	\$ 670.14	\$ 693.68	\$ 714.39	\$ 735.94	\$ 757.97	\$ 780.66	\$ 804.11	\$ 828.31	\$ 849.02	\$ 865.94	\$ 883.34	\$ 900.83	\$ 918.98
109	Director of Fiscal Services	\$ 611.52	\$ 632.89	\$ 651.80	\$ 671.37	\$ 691.51	\$ 712.40	\$ 733.67	\$ 755.70	\$ 774.52	\$ 790.12	\$ 805.91	\$ 821.98	\$ 838.33

Plus 3% longevity increment after 20 years of service in an NCOE management position.  
 Plus 3% longevity increment after 25 years of service in an NCOE management position.