

Lakeland Joint School District #272

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Board Agenda Item Request

AGENDA ITEM: Discussion Item

PURPOSE: Discuss the Pay Schedules for Classified Staff and Administrators

MEETING DATE: September 16, 2026

PREPARED BY: Jake Massey

INFORMATIONAL SUMMARY:

During the July 15, 2026 Regular Board Meeting the following salary schedules were presented to the Trustees, at the request of the Trustees. I would like to revisit those schedules and have discussion regarding an issue we are facing: We have multiple staff members, including classified and administrators, who have been “topped out” of their salary schedules.

[Exempt Employees Salary Schedule](#)

[Classified Employees Salary Schedule](#)

[Administrators Salary Schedule](#)

LJSD Exempt Employee Salary Matrix: 2025-26

Cell	Lane A	Lane B	Lane C	Lane D	Lane E
1	\$58,656	\$64,128	\$76,291	\$91,770	\$109,460
2	\$59,829	\$65,411	\$77,816	\$93,604	\$111,649
3	\$61,025	\$66,718	\$79,372	\$95,477	\$113,881
4	\$62,246	\$68,053	\$80,960	\$97,385	\$116,159
5	\$63,491	\$69,414	\$82,578	\$99,334	\$118,482
6	\$64,761	\$70,802	\$84,230	\$101,320	\$120,852
7		\$72,218	\$85,915	\$103,347	\$124,641
8		\$73,663	\$87,633	\$105,414	\$128,380
9		\$75,136	\$89,385	\$107,522	\$130,949
10		\$76,638	\$91,174	\$109,673	\$133,567
	Exec. Asst.	Payroll Officer	Facilities Director	HR Director	CFO
	Clerk	Network Administrator	Accounting Specialist		
	HR Asst.	Operation's Supervisor	Instructional Tech Director		
	Armed Guards	Licensed BCBA	Transportation Director		
		Physical Therapist			
		Occupational Therapist			

LJSD #272 Classified Salary Matrix: 2025-26						
A	B	C	D	E	F	Cell
Crossing Guard	Adult Summer Maint.	Admin. Assistant	Accounts Payable	BI Specialist	College & Career	
Mail Expeditor	BASE Parapro	Base Site Coord.	Bus Drivers	Certified Interpreter	SLPA	
Noon Duty	Bus Asst.	Head Custodian	District IT Technician	Low Volt. Tech.	Classified Athletic Trainer	
Student Maint P/T	Custodian	Library Leads	HS Bookkeepers	Bus Mechanic	Bus Lead Mechanic	
	Instructional Paras		Medicaid Billing	HVAC Preventative	Liscensed HVAC	
	School Clerical		Secondary Tech. Coord.	Custodial Coord.		
	Transp. Clerical		Facilities Maintenance Technician			
			Registered Behavior Technician			
14.85	16.22	18.07	19.90			Sub Rate
15.10	16.62	18.27	20.10	22.12	24.33	1
15.37	16.93	18.61	20.48	22.53	24.76	2
15.67	17.22	18.94	20.83	22.93	25.21	3
15.94	17.52	19.29	21.20	23.33	25.66	4
16.22	17.84	19.61	21.60	23.76	26.13	5
16.53	18.18	19.97	21.98	24.20	26.61	6
16.80	18.50	20.34	22.38	24.61	27.08	7
17.12	18.82	20.72	22.77	25.05	27.57	8
17.44	19.16	21.06	23.18	25.50	28.06	9
17.75	19.51	21.46	23.59	25.97	28.57	10
18.07	19.87	21.85	24.03	26.44	29.09	11
18.39	20.23	22.22	24.45	26.91	29.59	12
18.71	20.58	22.64	24.92	27.42	30.14	13
19.07	20.97	23.05	25.35	27.90	30.68	14
19.39	21.34	23.45	25.81	28.39	31.23	15
19.73	21.70	23.86	26.26	28.89	31.77	16
20.08	22.09	24.28	26.72	29.39	32.33	17
20.42	22.47	24.70	27.18	29.90	32.89	18
20.79	22.87	25.14	27.66	30.43	33.46	19
21.15	23.27	25.57	28.15	30.96	34.05	20
21.51	23.68	26.02	28.63	31.51	34.65	21

LJSD Certified Administrator Salary Matrix: Last updated 2023-24

		Asst Supt	Daily Rate of Pay	Federal Programs Director	Daily Rate of Pay	HS Principal	Daily Rate of Pay	Activities Director / Asst. High School Principal	Daily Rate of Pay	Middle Level Principal/ Alt HS Principal	Daily Rate of Pay	Elem Principal	Daily Rate of Pay	Asst MS Principal	Daily Rate of Pay	Asst Elem Principal	Daily Rate of Pay
Cell		230 day contract		230 day contract		220 day contract		220 day contract		215 day contract		213 day contract		210 day contract		210 day contract	
1	M.Ed.	\$120,750	\$525	\$116,254	\$505	\$105,190	\$478	\$98,519	\$448	\$98,519	\$458	\$94,467	\$444	\$88,498	\$421	\$83,892	\$399
2	M.Ed. & minimur	\$122,924	\$534	\$118,347	\$515	\$106,768	\$485	\$99,997	\$455	\$99,997	\$465	\$95,884	\$450	\$89,824	\$428	\$85,151	\$405
3	M.Ed.+ 3 credits	\$125,136	\$544	\$120,477	\$524	\$108,371	\$493	\$101,497	\$461	\$101,497	\$472	\$97,322	\$457	\$91,173	\$434	\$86,428	\$412
4	M.Ed.+ 6 credits	\$127,388	\$554	\$122,645	\$533	\$109,995	\$500	\$103,020	\$468	\$103,020	\$479	\$98,782	\$464	\$92,541	\$441	\$87,724	\$418
5	M.Ed.+ 9 credits	\$129,681	\$564	\$124,853	\$543	\$111,645	\$507	\$104,564	\$475	\$104,564	\$486	\$100,265	\$471	\$93,929	\$447	\$89,041	\$424
6	M.Ed.+ 12 credit	\$132,015	\$574	\$127,099	\$553	\$113,320	\$515	\$106,134	\$482	\$106,134	\$494	\$101,768	\$478	\$95,337	\$454	\$90,376	\$430
7	M.Ed.+ 15 credit	\$134,392	\$584	\$129,388	\$563	\$115,020	\$523	\$107,725	\$490	\$107,725	\$501	\$103,295	\$485	\$96,768	\$461	\$91,731	\$437
8	M.Ed.+ 18 credit	\$136,811	\$595	\$131,717	\$573	\$116,744	\$531	\$109,341	\$497	\$109,341	\$509	\$104,844	\$492	\$98,219	\$468	\$93,108	\$443
9	M.Ed.+ 21 credit	\$139,274	\$606	\$134,087	\$583	\$118,497	\$539	\$110,981	\$504	\$110,981	\$516	\$106,416	\$500	\$99,692	\$475	\$94,504	\$450
10	M.Ed.+ 24 credit	\$141,780	\$616	\$136,502	\$593	\$120,274	\$547	\$112,646	\$512	\$112,646	\$524	\$108,014	\$507	\$101,186	\$482	\$95,922	\$457
	1. Placement may be determined by the Superintendent on a case-by-case basis																
	2. A retired principal will be placed at the beginning of the appropriate column																