	Triumph P	ublic High Schools				
	Mimimum Sal	ary Schedule Office	rs			
		2022-2023				
	Effec	tive August 1, 2022				
Years Experience	Offic	ers				
	Annual	Daily Rate				
0	\$90,000	\$398.23				
1	\$90,500	\$400.44				
2	\$91,000	\$402.65				
3	\$91,500	\$404.87				
4	\$92,000	\$407.08				
5	\$92,500	\$409.29				
6	\$93,000	\$411.50				
7	\$93,500	\$413.72				
8	\$94,000	\$415.93				
9	\$94,500	\$418.14				
10	\$95,000	\$420.35				
11	\$95,500	\$422.57				
12	\$96,000	\$424.78				
13	\$96,500	\$426.99				
14	\$97,000	\$429.20				
15	\$97,500	\$431.42				
16	\$98,000	\$433.63				
17	\$98,500	\$435.84				
18	\$99,000	\$438.05				
19	\$99,500	\$440.27				
20+	\$100,000	\$442.48				

Notes: 1. Additions to base salary:
* Master's Degree or Certification: \$1,000
* Doctor's Degree in Education: Additional \$1,000 over Master's Degree or Certfication.
* Other Applicable Experience at Entry: 1 - 10 Years: \$1,000
* Other Applicable Experience at Entry: 11+ Years: \$2,000
2. If already earning more than schedule (maxed out) will retain same salary with no step increases
3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.
4. Maxed out Officers may receive only performance incentive, bonus or raise, if provided for all other employees.
5. The board may approve additional one time (year) retention increases for maxed out Officers only if nothing else is provided.
* This Pay Scale must be reviewed by the board at a minimum of every two schools yea

	Triumpl	h Public High Schools			
	Mimimum Salar	ry Schedule Principals/Adm	in.		
		2022-2023			
	Effe	ective August 1, 2022			
ears Experience	Princ	cipals			
	Annual	Daily Rate			
0	\$75,000	\$331.86			
1	\$75,500	\$334.07			
2	\$76,000	\$336.28			
3	\$76,500	\$338.50			
4	\$77,000	\$340.71			
5	\$77,500	\$342.92			
6	\$78,000	\$345.13			
7	\$78,500	\$347.35			
8	\$79,000	\$349.56			
9	\$79,500	\$351.77			
10	\$80,000	\$353.98			
11	\$80,500	\$356.19			
12	\$81,000	\$358.41			
13	\$81,500	\$360.62			
14	\$82,000	\$362.83			
15	\$82,500	\$365.04			
16	\$83,000	\$367.26			
17	\$83,500	\$369.47			
18	\$84,000	\$371.68			
19	\$84,500	\$373.89			
20+	\$85,000	\$376.11			
	Notes: 1. Addition	ons to base salary:			
		* Master's Degree or Princi	pal Certification: \$1,000		
		* Doctor's Degree in Educat	ion: Additional \$1,000 over Master's De	egree or Principal Certfication.	
		* Other Applicable Experien	nce at Entry: 1 - 10 Years: \$1,000		
		* Other Applicable Experie	nce at Entry: 11+ Years: \$2,000		

2. If already earning more than schedule (maxed out) will retain same salary with no step increases.								
3. Perforn	nance incentive	pay, or bonus, at	end of year, if pro	vided, does not a	ffect base salary.			
4. Maxed	out Principals/	Admin. may receiv	ve only performan	ce incentive, bon	us or raise, if prov	rided for all other	employees.	
5. The box	rd may approv	e additional one	time (year) retent	on increases for n	naxed out Princip	als/Admin. only if	nothing else is pr	ovided.
* This Pay Scale must be reviewed by the board at a minimum of every two schools years								

	Triumph	Public High Sch	ools				
Mimim	um Salary Sched	ule Instructional	Officers and BDM				
		2022-2023					
	Effec	ctive August 1, 2	)22				
Years Experience	Instruction	al Officer					
	Annual	Daily Rate					
0	\$65,000	\$295.45					
1	\$65,300	\$296.82					
2	\$65,600	\$298.18					
3	\$65,900	\$299.55					
4	\$66,200	\$300.91					
5	\$66,500	\$302.27					
6	\$66,800	\$303.64					
7	\$67,100	\$305.00					
8	\$67,400	\$306.36					
9	\$67,700	\$307.73					
10	\$68,000	\$309.09					
11	\$68,300	\$310.45					
12	\$68,600	\$311.82					
13	\$68,900	\$313.18					
14	\$69,200	\$314.55					
15	\$69,500	\$315.91					
16	\$69,800	\$317.27					
17	\$70,100	\$318.64					
18	\$70,400	\$320.00					
19	\$70,700	\$321.36					
20+	\$71,000	\$322.73					
	Notes: 1. Addition	ns to base salary:					
		* Master's Degre	e or Certification: \$1,000				
		* Doctor's Degree	in Education: Additional \$	1,000 over Master's	Degree or Certfication	on.	

	* Other Applicable Experience at En	try: 1 - 10 Years: \$1,000						
	* Other Applicable Experience at Er	ntry: 11+ Years: \$2,000						
2. If already earning more than schedule (maxed out) will retain same salary with no step increases.								
3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.								
4. Maxe	ed out Instructional Officers may recei	ive only performance incentive, b	onus or raise, if p	rovided for all oth	ner employees.			
5. The b	oard may approve additional one tim	ne (year) retention increases for r	naxed out Instruc	tional Officers onl	y if nothing else is	provided.		
* This Pay Scale	must be reviewed by the board at a n	ninimum of every two schools yea	ars					

	Triumph Public Hig	h Schools						
Mimimum Salary	Schedule Certified C	counselors/S&F Counselors	oordinators					
	2022-202	23						
	Effective Augus	st 1, 2022						
Years Experience	S&F Coo	rdinator	Couns	selor				
	Annual	Daily Rate	Annual	Daily Rate				
0	\$53,000	\$240.91	\$58,000	\$263.64				
1	\$53,300	\$242.27	\$58,300	\$265.00				
2	\$53,600	\$243.64	\$58,600	\$266.36				
3	\$53,900	\$245.00	\$58,900	\$267.73				
4	\$54,200	\$246.36	\$59,200	\$269.09				
5	\$54,500	\$247.73	\$59,500	\$270.45				
6	\$54,800	\$249.09	\$59,800	\$271.82				
7	\$55,100	\$250.45	\$60,100	\$273.18				
8	\$55,400	\$251.82	\$60,400	\$274.55				
9	\$55,700	\$253.18	\$60,700	\$275.91				
10	\$56,000	\$254.55	\$61,000	\$277.27				
11	\$56,300	\$255.91	\$61,300	\$278.64				
12	\$56,600	\$257.27	\$61,600	\$280.00				
13	\$56,900	\$258.64	\$61,900	\$281.36				
14	\$57,200	\$260.00	\$62,200	\$282.73				
15	\$57,500	\$261.36	\$62,500	\$284.09				
16	\$57,800	\$262.73	\$62,800	\$285.45				
17	\$58,100	\$264.09	\$63,100	\$286.82				
18	\$58,400	\$265.45	\$63,400	\$288.18				
19	\$58,700	\$266.82	\$63,700	\$289.55				
20+	\$59,000	\$268.18	\$64,000	290.91				
	Notes: 1. Additio	ons to base salary:						
		* Master's Degree	or Counselor Ce	ertification: \$1,00	1			
		* Doctor's Degree				gree or Counsel	or Certfication.	
		_		ntry: 1 - 10 Years				
				Entry: 11+ Years: S				
	2 If alre	ady earning more t	•	•		with no sten inc	reases.	

3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.								
4. Maxed out Counselors/S&F Coord. may receive only performance incentive, bonus or raise, if provided for all other employees.								
5. The board may approve additional one time (year) retention increases for maxed out Counselors/S&F Coord. only if nothing else is provided.								
* This Pay Scale	must be reviewed	by the board at a minimum of every two schools years						

	riumph Public High								
Mimimum S	Salary Schedule Info	ormation Techno	logy						
	2022-202	3							
	Effective Augus	t 1, 2022							
ears Experience	IT Special	list Tier I	Senior IT						
	Annual	Daily Rate	Annual	Daily Rate					
0	\$36,000	\$163.64	\$65,000	\$295.45					
1	\$36,300	\$165.00	\$65,300	\$296.82					
2	\$36,600	\$166.36	\$65,600	\$298.18					
3	\$36,900	\$167.73	\$65,900	\$299.55					
4	\$37,200	\$169.09	\$66,200	\$300.91					
5	\$37,500	\$170.45	\$66,500	\$302.27					
6	\$37,800	\$171.82	\$66,800	\$303.64					
7	\$38,100	\$173.18	\$67,100	\$305.00					
8	\$38,400	\$174.55	\$67,400	\$306.36					
9	\$38,700	\$175.91	\$67,700	\$307.73					
10	\$39,000	\$177.27	\$68,000	\$309.09					
11	\$39,300	\$178.64	\$68,300	\$310.45					
12	\$39,600	\$180.00	\$68,600	\$311.82					
13	\$39,900	\$181.36	\$68,900	\$313.18					
14	\$40,200	\$182.73	\$69,200	\$314.55					
15	\$40,500	\$184.09	\$69,500	\$315.91					
16	\$40,800	\$185.45	\$69,800	\$317.27					
17	\$41,100	\$186.82	\$70,100	\$318.64					
18	\$41,400	\$188.18	\$70,400	\$320.00					
19	\$41,700	\$189.55	\$70,700	\$321.36					
20+	\$42,000	\$190.91	\$71,000	\$322.73					
		Notes: 1. Additio	ns to base salary:						
			* Bachelor's Degr	ee: \$500 or Mas					
			* Two or more ce		onal \$1,000 ov	er Master's Deg	ree/Certfication.		
			ady earning more			_			
			mance incentive p	•	•		•		
				-				other employees.	

5. The b	oard may approve	e additional one ti	me (year) retenti	on increases for n	naxed out IT only	if nothing else is p	rovided.
* This Pay Scale	must be reviewed	I by the board at a					

	Triumph P	Public High Schools	<b>3</b>			
Mii	mimum Salary Sch	edule Central Office	Specialists			
		2022-2023				
	Effec	ctive August 1, 202	2			
Years Experience	Payroll Sp	pecialist				
	Annual	Daily Rate				
0	\$45,000	\$199.12				
1	\$45,300	\$200.44				
2	\$45,600	\$201.77				
3	\$45,900	\$203.10				
4	\$46,200	\$204.42				
5	\$46,500	\$205.75				
6	\$46,800	\$207.08				
7	\$47,100	\$208.41				
8	\$47,400	\$209.73				
9	\$47,700	\$211.06				
10	\$48,000	\$212.39				
11	\$48,300	\$213.72				
12	\$48,600	\$215.04				
13	\$48,900	\$216.37				
14	\$49,200	\$217.70				
15	\$49,500	\$219.03				
16	\$49,800	\$220.35				
17	\$50,100	\$221.68				
18	\$50,400	\$223.01				
19	\$50,700	\$224.34				
20+	\$51,000	\$225.66				
	Notes: 1. Additio	ns to base salary:				
		* Master's Degree o	r Certification: \$1,0	000		

* Doctor's Degree or Additional Certification: Additional \$1,000 over Master's Degree or Certfication.
* Other Applicable Experience at Entry: 1 - 10 Years: \$1,000
* Other Applicable Experience at Entry: 11+ Years: \$2,000
2. If already earning more than schedule (maxed out) will retain same salary with no step increases.
3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.
4. Maxed out Specialists may receive only performance incentive, bonus or raise, if provided for all other employees.
5. The board may approve additional one time (year) retention increases for maxed out Specialists only if nothing else is provided
* This Pay Scale must be reviewed by the board at a minimum of every two schools years

	Triumph	Public High Sc	hools			
Mim	imum Salary Sch	edule Central C	ffice Coordinators			
		2022-2023				
	Effec	ctive August 1,	2022			
Years Experience	Sala	ary				
	Annual	Daily Rate				
0	\$36,000	\$163.64				
1	\$36,300	\$165.00				
2	\$36,600	\$166.36				
3	\$36,900	\$167.73				
4	\$37,200	\$169.09				
5	\$37,500	\$170.45				
6	\$37,800	\$171.82				
7	\$38,100	\$173.18				
8	\$38,400	\$174.55				
9	\$38,700	\$175.91				
10	\$39,000	\$177.27				
11	\$39,300	\$178.64				
12	\$39,600	\$180.00				
13	\$39,900	\$181.36				
14	\$40,200	\$182.73				
15	\$40,500	\$184.09				
16	\$40,800	\$185.45				
17	\$41,100	\$186.82				
18	\$41,400	\$188.18				
19	\$41,700	\$189.55				
20 +	\$42,000	\$190.91				
	Notes: 1. Additio					
		* Associate Deg	ree: \$500 or Bachelor's [	Degree: \$1,000		

* This Pay Scale must be reviewed by the board at a minimum of every two schools years											
5. The board may approve additional one time (year) retention increases for maxed out Coord. only if nothing else is provided.											
4. Maxed out Coord. may receive only performance incentive, bonus or raise, if provided for all other employees.											
3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.											
2. If already earning more than schedule (maxed out) will retain same salary with no step increases.											
* Other Applicable Experience at Entry: 11+ Years: \$2,000											
* Other Applicable Experience at Entry: 1 - 10 Years: \$1,000											
* Master's Degree or Certification: Additional \$1,000											

	Triumph	Public High Schools							
	Mimimum Salary	Schedule ARD Facilitators							
		2022-2023							
	Effec	ctive August 1, 2022							
Years Experience	ARD Fac	ilitator							
	Annual	Daily Rate							
0	\$36,000	\$163.64							
1	\$36,300	\$165.00							
2	\$36,600	\$166.36							
3	\$36,900	\$167.73							
4	\$37,200	\$169.09							
5	\$37,500	\$170.45							
6	\$37,800	\$171.82							
7	\$38,100	\$173.18							
8	\$38,400	\$174.55							
9	\$38,700	\$175.91							
10	\$39,000	\$177.27							
11	\$39,300	\$178.64							
12	\$39,600	\$180.00							
13	\$39,900	\$181.36							
14	\$40,200	\$182.73							
15	\$40,500	\$184.09							
16	\$40,800	\$185.45							
17	\$41,100	\$186.82							
18	\$41,400	\$188.18							
19	\$41,700	\$189.55							
20 +		\$190.91							
ZU †	\$42,000	φ19U.91							
	Notos: 1 Additi-	ns to hase salany							
	Notes: 1. Additio		holor's Dogram & COO	or Mactoric Doc	roo/Cortification	· ¢1 000			
		* Associate Degree: \$250 or Bac			ree/Certification	. \$1,000			
		* Other Applicable Experience at							
		* Other Applicable Experience at			:				
		ady earning more than schedule							
		mance incentive pay, or bonus, a							
		d out ARD Facilitators may receive							
	5. The bo	oard may approve additional one	time (year) retention	increases for m	axed out ARD Fa	cilitators only if n	othing else is prov	vided.	
	* This Pay Scale r	must be reviewed by the board at	a minimum of every to	wo schools yea	rs				

	Triumph	Public High Schools					
	Mimimum Salaı	ry Schedule Office Mana	igers				
		2022-2023					
	Effe	ctive August 1, 2022					
Years Experience	Sal	ary					
	Annual	Daily Rate					
0	\$36,000	\$163.64					
1	\$36,300	\$165.00					
2	\$36,600	\$166.36					
3	\$36,900	\$167.73					
4	\$37,200	\$169.09					
5	\$37,500	\$170.45					
6	\$37,800	\$171.82					
7	\$38,100	\$173.18					
8	\$38,400	\$174.55					
9	\$38,700	\$175.91					
10	\$39,000	\$177.27					
11	\$39,300	\$178.64					
12	\$39,600	\$180.00					
13	\$39,900	\$181.36					
14	\$40,200	\$182.73					
15	\$40,500	\$184.09					
16	\$40,800	\$185.45					
17	\$41,100	\$186.82					
18	\$41,400	\$188.18					
19	\$41,700	\$189.55					
20 +	\$42,000	\$190.91					
	Notes: 1. Addition	ons to base salary:					
		* Associate Degree: \$25	0 or Bachelor's Degre	ee: \$500 or Master'	s Degree/Certificati	on: \$1,000	
		* Other Applicable Expe	rience at Entry: 1 - 10	) Years: \$1,000			
		* Other Applicable Expe	rience at Entry: 11+ \	/ears: \$2,000			
	2. If alre	eady earning more than s	chedule (maxed out)	will retain same sal	ary with no step ind	reases.	

3. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.										
4. Maxed out Office Managers may receive only performance incentive, bonus or raise, if provided for all other employees.										
5. The board may approve additional one time (year) retention increases for maxed out Office Mangers only if nothing else is provided.										
* This Pay Scale must be reviewed by the board at a minimum of every two schools years										

	Effective Date:	August 1, 2022					
	Lifective Date.	August 1, 2022					
Cen	tral Office Clerk	5					
Start	Mid	High					
\$120.00	\$128.00	\$136.00					
\$27,120.00	\$28,928.00	\$30,736.00					
Qualifications for	Start Pay Rate:						
1. Meet basic qual	ifications						
Qualifications for	Mid Pay Rate:						
1. Meet basic qual	ifications						
3. Has 2+ year exp	perience in assign	ed role					
Qualifications for	High Pay Rate:						
1. Meet basic qual	ifications						
3. Has 4+ year exp	perience in assign	ed role or Has 2	+ year experience	in assigned role	in education		
Notes: 1. Addition	•						
	' Associate's or 48		e Credit: \$250				
	Bachelor's Degr						
	-				vith no step increas	es.	
3. Perforr	mance incentive p	ay, or bonus, at	end of year, if pro	vided, does not a	ffect base salary.		
					f provided for all ot		
5. The bo	ard may approve	additional one ti	me (year) retention	on increases for n	naxed out Clerks on	ly if nothing else is	provided.

	Triumph Public	High Schools							
	Effective Date:	August 1, 2022							
Fre	ont Office Non-Exemp	nt Staff					Clas	sroom Facilitato	nr
Start	Mid	High					Start	Mid	High
\$120.00	\$126.00	\$132.00					\$160.00	\$168.00	\$176.00
\$26,400	0.00 \$27,720.00	\$29,040.00					\$29,920.00	\$31,416.00	\$32,912.0
Qualificatio	ns for Start Pay Rate:	:							
1. Meet basi	c qualifications								
Qualification	ns for Mid Pay Rate:								
1. Meet basi	c qualifications								
2. Has 2+ ye	ar experience in a fron	nt office role							
Qualification	ns for High Pay Rate:	:							
1. Meet basi	c qualifications								
2. Has 4+ ye	ar experience in a fron	nt office role or Has	2+ year experie	ence in a front off	ice role in educatio	n			
Notes: 1. Ad	lditions to base salary:								
	* Associate's or 4	8 hours of College	Credit: \$250						
	* Bachelor's Deg	ree: \$500							
2. If	already earning more	than schedule (ma	xed out) will re	tain same salary	with no step increa	ises.			
3. P	erformance incentive	pay, or bonus, at er	nd of year, if pro	ovided, does not	affect base salary.				
4. N	Naxed out Front Office	Staff may receive of	only performan	ce incentive, bon	us or raise, if provi	ded for all other e	mployees.		
	he board may approve							ided.	
	, . ,					,	, , , , , , , , , , , , , , , , , , ,		
* This Pay S	cale must be reviewed	by the board at a r	ninimum of eve	ry two schools ve	are				

	Triumph Public I  Effective Date: A	_						
	Ellective Date. A	ugust 1, 2022						
Ed	lucational Aides							
Start	Mid	High						
\$120.00	\$126.00	\$132.00						
\$22,440.00	\$23,562.00	\$24,684.00						
Qualifications for	Start Pay Rate:							
1. Meet basic qual	ifications							
Qualifications for	Mid Pay Rate:							
1. Meet basic qual	ifications							
2. Has 1+ year exp	perience in an edu	cational aide rol	е					
Qualifications for	High Pay Rate:							
1. Meet basic qual	ifications							
2. Has 3+ year exp	perience in an edu	cational aide rol	e					
Notes: 1. Addition	is to base salary:							
*	Bachelor's Degre	ee: \$500						
2. If alrea	dy earning more t	han schedule (m	naxed out) will	retain same sal	ary with no step inc	reases.		
3. Perforr	mance incentive p	ay, or bonus, at	end of year, if p	provided, does i	not affect base salar	y.		
		•			bonus or raise, if pr		ner employees.	
					for maxed out Educ			provid
	, , ,		,, ,					•
		by the board at a						

	Triumph Public	High Schools					
	Effective Date: A	ugust 1, 2022					
	Custodians						
Start	Mid	High					
\$88.00	\$100.00	\$112.00					
\$19,360.00	\$22,000.00	\$24,640.00					
Qualifications fo	r Start Pay Rate:						
1. Meet basic qua	lifications						
Qualifications fo	r Mid Pay Rate:						
1. Meet basic qua	lifications						
3. Has 2+ year ex	perience in a cust	odial role					
Qualifications fo	r High Pay Rate:						
1. Meet basic qua	lifications						
3. Has 4+ year ex	perience in a cust	odial role or Has	2+ year experie	ence in a custodia	I role in education		
•							
1. If alrea	ady earning more	than schedule (n	naxed out) will i	etain same salary	with no step incre	ases.	
					affect base salary.		
		•			•	or all other employe	ees.
						lians only if nothing	
The bo	approve		(, ca. , . c.c.				2.32 13 pr
	must be reviewed						

7	Triumph S	Substitute	Pay Sch	edule	
	ı	Effective August	1, 2022		
Pay Rate	At least 24 College Credit Hours	AA Degree or at least 48 College Credit Hours	4 Year College Graduate	Certified Teacher	Certified With Over 20 years exp.
Per Day (8 Hours)	\$90	\$100	\$120	\$140	\$150
Per Half Day (4 Hours)	\$45	\$50	\$60	\$70	\$75
	* This Pay Scale	must be reviewed	l by the board at a	minimum of ever	ry two schools yea