

Triumph Public High Schools							
Minimum Salary Schedule Officers							
	2022-2023						
	Effective August 1, 2022						
Years Experience	Officers						
	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 Certification.					
		* 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 year						

Triumph Public High Schools							
Mimumum Salary Schedule Principals/Admin.							
	2022-2023						
	Effective August 1, 2022						
Years Experience	Principals						
	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. Additions to base salary:						
		* Master's Degree or Principal Certification: \$1,000					
		* Doctor's Degree in Education: Additional \$1,000 over Master's Degree or Principal Certification.					
		* 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 Principals/Admin. 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 Principals/Admin. 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 Schools							
Mimimum Salary Schedule Instructional Officers and BDM							
	2022-2023						
	Effective August 1, 2022						
Years Experience	Instructional 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. Additions to base salary:						
		* Master's Degree or Certification: \$1,000					
		* Doctor's Degree in Education: Additional \$1,000 over Master's Degree or Certification.					

		* 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 Instructional 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 Instructional Officers 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 Schools									
Minimum Salary Schedule Certified Counselors/S&F Coordinators									
2022-2023									
Effective August 1, 2022									
Years Experience	S&F Coordinator		Counselor						
	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. Additions to base salary:								
		* Master's Degree or Counselor Certification: \$1,000							
		* Doctor's Degree in Education: Additional \$1,000 over Master's Degree or Counselor Certification.							
		* 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 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			

			5. The board may approve additional one time (year) retention increases for maxed out IT only if nothing else is provided.					
			* This Pay Scale must be reviewed by the board at a					

Triumph Public High Schools								
Mimimum Salary Schedule Central Office Specialists								
	2022-2023							
	Effective August 1, 2022							
Years Experience	Payroll Specialist							
	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. Additions to base salary:								
	* Master's Degree or Certification: \$1,000							

		* Doctor's Degree or Additional Certification: Additional \$1,000 over Master's Degree or Certification.				
		* 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 Schools							
Minimum Salary Schedule Central Office Coordinators							
	2022-2023						
	Effective August 1, 2022						
Years Experience	Salary						
	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. Additions to base salary:						
	* Associate Degree: \$500 or Bachelor's Degree: \$1,000						

		* Master's Degree or Certification: Additional \$1,000			
		* 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 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 Coord. 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 Schools					
Mimimum Salary Schedule ARD Facilitators					
2022-2023					
Effective August 1, 2022					
Years Experience	ARD Facilitator				
	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. Additions to base salary:					
* Associate Degree: \$250 or Bachelor's Degree: \$500 or Master's Degree/Certification: \$1,000					
* 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 ARD Facilitators 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 ARD Facilitators 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 Schools							
Mimimum Salary Schedule Office Managers							
2022-2023							
Effective August 1, 2022							
Years Experience	Salary						
	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. Additions to base salary:							
		* Associate Degree: \$250 or Bachelor's Degree: \$500 or Master's Degree/Certification: \$1,000					
		* 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 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								

Triumph Public High Schools								
Effective Date: August 1, 2022								
	Central Office Clerks							
	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 qualifications							
	Qualifications for Mid Pay Rate:							
	1. Meet basic qualifications							
	3. Has 2+ year experience in assigned role							
	Qualifications for High Pay Rate:							
	1. Meet basic qualifications							
	3. Has 4+ year experience in assigned role or Has 2+ year experience in assigned role in education							
	Notes: 1. Additions to base salary:							
	* Associate's or 48 hours of College Credit: \$250							
	* Bachelor's Degree: \$500							
	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 Clerks 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 Clerks 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 Schools									
Effective Date: August 1, 2022									
Front Office Non-Exempt Staff						Classroom Facilitator			
Start	Mid	High				Start	Mid	High	
\$120.00	\$126.00	\$132.00				\$160.00	\$168.00	\$176.00	
\$26,400.00	\$27,720.00	\$29,040.00				\$29,920.00	\$31,416.00	\$32,912.00	
Qualifications for Start Pay Rate:									
1. Meet basic qualifications									
Qualifications for Mid Pay Rate:									
1. Meet basic qualifications									
2. Has 2+ year experience in a front office role									
Qualifications for High Pay Rate:									
1. Meet basic qualifications									
2. Has 4+ year experience in a front office role or Has 2+ year experience in a front office role in education									
Notes: 1. Additions to base salary:									
		* Associate's or 48 hours of College Credit: \$250							
		* Bachelor's Degree: \$500							
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 Front Office Staff 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 Front Office Staff 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 Schools								
Effective Date: August 1, 2022								
	Educational 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 qualifications							
	Qualifications for Mid Pay Rate:							
	1. Meet basic qualifications							
	2. Has 1+ year experience in an educational aide role							
	Qualifications for High Pay Rate:							
	1. Meet basic qualifications							
	2. Has 3+ year experience in an educational aide role							
	Notes: 1. Additions to base salary:							
	* Bachelor's Degree: \$500							
	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 Educational Aides 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 Educational Aides 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 Schools							
Effective Date: August 1, 2022							
	Custodians						
	Start	Mid	High				
	\$88.00	\$100.00	\$112.00				
	\$19,360.00	\$22,000.00	\$24,640.00				
	Qualifications for Start Pay Rate:						
	1. Meet basic qualifications						
	Qualifications for Mid Pay Rate:						
	1. Meet basic qualifications						
	3. Has 2+ year experience in a custodial role						
	Qualifications for High Pay Rate:						
	1. Meet basic qualifications						
	3. Has 4+ year experience in a custodial role or Has 2+ year experience in a custodial role in education						
	1. If already earning more than schedule (maxed out) will retain same salary with no step increases.						
	2. Performance incentive pay, or bonus, at end of year, if provided, does not affect base salary.						
	3. Maxed out Custodians may receive only performance incentive, bonus or raise, if provided for all other employees.						
	4. The board may approve additional one time (year) retention increases for maxed out Custodians only if nothing else is provided.						
	* This Pay Scale must be reviewed by the board at a minimum of every two schools years						

Triumph Substitute Pay Schedule					
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 by the board at a minimum of every two schools year					