

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

Instructional Aide 1				Instructional Aide 2				Instructional Aide 3				Instructional Aide 4			
IA1 180 days/7.5 hours				IA2 180 days/7.5 hours				IA3 180 days/7.5 hours				IA4 190 days/7.5 hours			
IA1-6 180 days/6 hours								IA3-6 180 days/6 hours							
Pay Grade	Hourly	Annual 7.5	Annual 6.0	Hourly	Annual			Hourly	Annual 7.5	Annual 6.0		Hourly	Annual		
0	15.00	20,250	16,200	15.50	20,925			16.00	21,600	17,280		18.00	25,650		
1	15.05	20,318	16,254	15.55	20,993			16.05	21,668	17,334		18.05	25,721		
2	15.10	20,385	16,308	15.60	21,060			16.10	21,735	17,388		18.10	25,793		
3	15.15	20,453	16,362	15.65	21,128			16.15	21,803	17,442		18.15	25,864		
4	15.20	20,520	16,416	15.70	21,195			16.20	21,870	17,496		18.20	25,935		
5	15.25	20,588	16,470	15.75	21,263			16.25	21,938	17,550		18.25	26,006		
6	15.30	20,655	16,524	15.80	21,330			16.30	22,005	17,604		18.30	26,078		
7	15.35	20,723	16,578	15.85	21,398			16.35	22,073	17,658		18.35	26,149		
8	15.40	20,790	16,632	15.90	21,465			16.40	22,140	17,712		18.40	26,220		
9	15.45	20,858	16,686	15.95	21,533			16.45	22,208	17,766		18.45	26,291		
10	15.50	20,925	16,740	16.00	21,600			16.50	22,275	17,820		18.50	26,363		
11	15.55	20,993	16,794	16.05	21,668			16.55	22,343	17,874		18.55	26,434		
12	15.60	21,060	16,848	16.10	21,735			16.60	22,410	17,928		18.60	26,505		
13	15.65	21,128	16,902	16.15	21,803			16.65	22,478	17,982		18.65	26,576		
14	15.70	21,195	16,956	16.20	21,870			16.70	22,545	18,036		18.70	26,648		
15	15.75	21,263	17,010	16.25	21,938			16.75	22,613	18,090		18.75	26,719		
16	15.80	21,330	17,064	16.30	22,005			16.80	22,680	18,144		18.80	26,790		
17	15.85	21,398	17,118	16.35	22,073			16.85	22,748	18,198		18.85	26,861		
18	15.90	21,465	17,172	16.40	22,140			16.90	22,815	18,252		18.90	26,933		
19	15.95	21,533	17,226	16.45	22,208			16.95	22,883	18,306		18.95	27,004		
20	16.00	21,600	17,280	16.50	22,275			17.00	22,950	18,360		19.00	27,075		
21	16.05	21,668	17,334	16.55	22,343			17.05	23,018	18,414		19.05	27,146		
22	16.10	21,735	17,388	16.60	22,410			17.10	23,085	18,468		19.10	27,218		
23	16.15	21,803	17,442	16.65	22,478			17.15	23,153	18,522		19.15	27,289		
24	16.20	21,870	17,496	16.70	22,545			17.20	23,220	18,576		19.20	27,360		
25	16.25	21,938	17,550	16.75	22,613			17.25	23,288	18,630		19.25	27,431		

NOTES:

IA1	No degree or certification
IA2	Primary duties in Pre-K with CDA OR other instructional aide with CDA earned between 01/01/1997-04/01/1997 OR AA degree or minimum of 60 semester hours of college credit OR classified as IA2 prior to 01/01/1997
IA3	Bachelor's degree OR Internal suspension aide
IA4	Certified Pre-K Lead Aide

Ratified 09.12.23

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

School Custodian

SC1 250 days/7.5 hours
SC126 250 days/6 hours
SC-12 250 days/4 hours
SC-10 196 days/7.5 hours
SC106 196 days/6 hours
SC104 196 days/4 hours

Head Custodian

SC2 250 days/7.5 hours

Pay Grade	Hourly	Annual (250/7.5)	Annual (250/6.0)	Annual (250/4.0)	Annual (196/7.5)	Annual (196/6.0)	Annual (196/4.0)	Hourly	Annual
0	15.00	28,125	22,500	15,000	22,050	17,640	11,760	16.00	30,000
1	15.05	28,219	22,575	15,050	22,124	17,699	11,799	16.05	30,094
2	15.10	28,313	22,650	15,100	22,197	17,758	11,838	16.10	30,188
3	15.15	28,406	22,725	15,150	22,271	17,816	11,878	16.15	30,281
4	15.20	28,500	22,800	15,200	22,344	17,875	11,917	16.20	30,375
5	15.25	28,594	22,875	15,250	22,418	17,934	11,956	16.25	30,469
6	15.30	28,688	22,950	15,300	22,491	17,993	11,995	16.30	30,563
7	15.35	28,781	23,025	15,350	22,565	18,052	12,034	16.35	30,656
8	15.40	28,875	23,100	15,400	22,638	18,110	12,074	16.40	30,750
9	15.45	28,969	23,175	15,450	22,712	18,169	12,113	16.45	30,844
10	15.50	29,063	23,250	15,500	22,785	18,228	12,152	16.50	30,938
11	15.55	29,156	23,325	15,550	22,859	18,287	12,191	16.55	31,031
12	15.60	29,250	23,400	15,600	22,932	18,346	12,230	16.60	31,125
13	15.65	29,344	23,475	15,650	23,006	18,404	12,270	16.65	31,219
14	15.70	29,438	23,550	15,700	23,079	18,463	12,309	16.70	31,313
15	15.75	29,531	23,625	15,750	23,153	18,522	12,348	16.75	31,406
16	15.80	29,625	23,700	15,800	23,226	18,581	12,387	16.80	31,500
17	15.85	29,719	23,775	15,850	23,300	18,640	12,426	16.85	31,594
18	15.90	29,813	23,850	15,900	23,373	18,698	12,466	16.90	31,688
19	15.95	29,906	23,925	15,950	23,447	18,757	12,505	16.95	31,781
20	16.00	30,000	24,000	16,000	23,520	18,816	12,544	17.00	31,875
21	16.05	30,094	24,075	16,050	23,594	18,875	12,583	17.05	31,969
22	16.10	30,188	24,150	16,100	23,667	18,934	12,622	17.10	32,063
23	16.15	30,281	24,225	16,150	23,741	18,992	12,662	17.15	32,156
24	16.20	30,375	24,300	16,200	23,814	19,051	12,701	17.20	32,250
25	16.25	30,469	24,375	16,250	23,888	19,110	12,740	17.25	32,344

Ratified 09.12.23

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY INFORMATION**

Transportation Bus Aide Van Driver					Transportation Bus Driver			Transportation Mechanic	
BA1-4 180 days/4 hours					TBD	180 days/4 hours		TM1	250 days/8 hours
BA1-5 180 days/5 hours					TBR	180 days/5 hours			
BA-6 180 days/6 hours									
Pay Grade	Hourly	Annual 4.0	Annual 5.0	Annual 6.0	Hourly	Annual 4.0	Annual 5.0	Hourly	Annual
0	15.00	10,800	13,500	16,200	18.46	13,291	16,614	20.42	40,840
1	15.05	10,836	13,545	16,254	18.67	13,442	16,803	20.88	41,760
2	15.10	10,872	13,590	16,308	18.87	13,586	16,983	21.34	42,680
3	15.15	10,908	13,635	16,362	19.07	13,730	17,163	21.80	43,600
4	15.20	10,944	13,680	16,416	19.28	13,882	17,352	22.26	44,520
5	15.25	10,980	13,725	16,470	19.48	14,026	17,532	22.72	45,440
6	15.30	11,016	13,770	16,524	19.69	14,177	17,721	23.18	46,360
7	15.35	11,052	13,815	16,578	19.89	14,321	17,901	23.64	47,280
8	15.40	11,088	13,860	16,632	20.09	14,465	18,081	24.10	48,200
9	15.45	11,124	13,905	16,686	20.30	14,616	18,270	24.56	49,120
10	15.50	11,160	13,950	16,740	20.50	14,760	18,450	25.02	50,040
11	15.55	11,196	13,995	16,794	20.71	14,911	18,639	25.48	50,960
12	15.60	11,232	14,040	16,848	20.91	15,055	18,819	25.94	51,880
13	15.65	11,268	14,085	16,902	21.11	15,199	18,999	26.40	52,800
14	15.70	11,304	14,130	16,956	21.32	15,350	19,188	26.86	53,720
15	15.75	11,340	14,175	17,010	21.52	15,494	19,368	27.32	54,640
16	15.80	11,376	14,220	17,064	21.73	15,646	19,557		
17	15.85	11,412	14,265	17,118	21.93	15,790	19,737		
18	15.90	11,448	14,310	17,172	22.13	15,934	19,917		
19	15.95	11,484	14,355	17,226	22.34	16,085	20,106		
20	16.00	11,520	14,400	17,280	22.54	16,229	20,286		
21	16.05	11,556	14,445	17,334	22.75	16,380	20,475		
22	16.10	11,592	14,490	17,388	22.95	16,524	20,655		
23	16.15	11,628	14,535	17,442	23.15	16,668	20,835		
24	16.20	11,664	14,580	17,496	23.36	16,819	21,024		
25	16.25	11,700	14,625	17,550	23.56	16,963	21,204		

NOTES:

- TM1** The transportation mechanic salary schedule reduced to 8 hours per day and matches the district maintenance supervisor salary schedule. (Ratified 09.08.26)
- TBR & TBD** Effective 07/01/2019, there are no round trip route mileage supplements for bus driver positions, however, drivers employed as of 05/28/2019 shall be held harmless for this change. Beginning 07/01/2019, these drivers shall earn no less salary than the total of the negotiated 3% salary increase and 18/19 mileage, and shall remain at this salary level until their years of experience corresponds to their salary.
- Bus drivers' hourly rate for field trips will be \$15 per hour.
- Ratified 09.12.23
- Ratified 09.08.26 - Bus Drivers received a 2% increase

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

Food Service 1					Food Service 2				Food Service Manager	
FS1 182 days/7.5 hours					FS2 182 days/7.5 hours				FSM 196 days/7.5 hours	
F15.0 182 days/5 hours					F25.0 182 days/5 hours					
F13.5 182 days/3.5 hours					F23.5 182 days/3.5 hours					
Pay Grade	Hourly	Annual 7.5	Annual 5.0	Annual 3.5	Hourly	Annual 7.5	Annual 5.0	Annual 3.5	Hourly	Annual
0	15.00	20,475	13,650	9,555	15.37	20,980	13,987	9,791	18.10	26,607
1	15.05	20,543	13,696	9,587	15.42	21,048	14,032	9,823	18.35	26,975
2	15.10	20,612	13,741	9,619	15.47	21,117	14,078	9,854	18.60	27,342
3	15.15	20,680	13,787	9,651	15.52	21,185	14,123	9,886	18.85	27,710
4	15.20	20,748	13,832	9,682	15.57	21,253	14,169	9,918	19.10	28,077
5	15.25	20,816	13,878	9,714	15.62	21,321	14,214	9,950	19.35	28,445
6	15.30	20,885	13,923	9,746	15.67	21,390	14,260	9,982	19.60	28,812
7	15.35	20,953	13,969	9,778	15.72	21,458	14,305	10,014	19.85	29,180
8	15.40	21,021	14,014	9,810	15.77	21,526	14,351	10,045	20.10	29,547
9	15.45	21,089	14,060	9,842	15.82	21,594	14,396	10,077	20.35	29,915
10	15.50	21,158	14,105	9,874	15.87	21,663	14,442	10,109	20.60	30,282
11	15.55	21,226	14,151	9,905	15.92	21,731	14,487	10,141	20.85	30,650
12	15.60	21,294	14,196	9,937	15.97	21,799	14,533	10,173	21.10	31,017
13	15.65	21,362	14,242	9,969	16.02	21,867	14,578	10,205	21.35	31,385
14	15.70	21,431	14,287	10,001	16.07	21,936	14,624	10,237	21.60	31,752
15	15.75	21,499	14,333	10,033	16.12	22,004	14,669	10,268		
16	15.80	21,567	14,378	10,065	16.17	22,072	14,715	10,300		
17	15.85	21,635	14,424	10,096	16.22	22,140	14,760	10,332		
18	15.90	21,704	14,469	10,128	16.27	22,209	14,806	10,364		
19	15.95	21,772	14,515	10,160	16.32	22,277	14,851	10,396		
20	16.00	21,840	14,560	10,192	16.37	22,345	14,897	10,428		
21	16.05	21,908	14,606	10,224	16.42	22,413	14,942	10,460		
22	16.10	21,977	14,651	10,256	16.47	22,482	14,988	10,491		
23	16.15	22,045	14,697	10,288	16.52	22,550	15,033	10,523		
24	16.20	22,113	14,742	10,319	16.57	22,618	15,079	10,555		
25	16.25	22,181	14,788	10,351	16.62	22,686	15,124	10,587		

NOTES:

FS1 Without certification
 FS2 With certification
 Assistant Manager - \$1.00 more per hour

Ratified 09.12.23

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

Pay Grade	School Level Maintenance SLM 250 days/7.5 hours		District Master Maintenance DMM 250 days/8 hours		District Maintenance Supervisor DMS8 250 days/8 hours	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	15.00	28,125	17.41	34,820	20.42	40,840
1	15.17	28,444	17.63	35,260	20.88	41,760
2	15.34	28,763	17.85	35,700	21.34	42,680
3	15.51	29,081	18.07	36,140	21.80	43,600
4	15.68	29,400	18.29	36,580	22.26	44,520
5	15.85	29,719	18.51	37,020	22.72	45,440
6	16.02	30,038	18.73	37,460	23.18	46,360
7	16.19	30,356	18.95	37,900	23.64	47,280
8	16.36	30,675	19.17	38,340	24.10	48,200
9	16.53	30,994	19.39	38,780	24.56	49,120
10	16.70	31,313	19.61	39,220	25.02	50,040
11	16.87	31,631	19.83	39,660	25.48	50,960
12	17.04	31,950	20.05	40,100	25.94	51,880
13	17.21	32,269	20.27	40,540	26.40	52,800
14	17.38	32,588	20.49	40,980	26.86	53,720
15	17.55	32,906	20.71	41,420	27.32	54,640
16	17.72	33,225	20.93	41,860	27.78	55,560
17	17.89	33,544	21.15	42,300	28.24	56,480
18	18.06	33,863	21.37	42,740	28.70	57,400
19	18.23	34,181	21.59	43,180	29.16	58,320
20	18.40	34,500	21.81	43,620	29.62	59,240
21	18.57	34,819	22.03	44,060	30.08	60,160
22	18.74	35,138	22.25	44,500	30.54	61,080
23	18.91	35,456	22.47	44,940	31.00	62,000
24	19.08	35,775	22.69	45,380	31.46	62,920
25	19.25	36,094	22.91	45,820	31.92	63,840

NOTES:

DMS8 Effective 07/01/2021, all new placements to salary schedule DMS8 will be capped at pay grade 15.

Ratified 09.12.23

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

School Secretary				Elementary & Middle School Bookkeeper & Data Clerk		High School & District Bookkeeper & Data Clerk		
SSC 196 days/7.5 hours				SBB 250 Days/7.5 hours		DBK 250 days/7.5 hours		
SSY 250 days/7.5 hours				EDC 250 Days/7.5 hours		DBM 250 days/8.0 hours		
						HDC 250 days/7.5 hours		
Pay Grade	Hourly	Annual 196	Annual 250	Hourly	Annual	Hourly	Annual 7.5	Annual 8.0
0	15.00	22,050	28,125	15.00	28,125	15.00	28,125	30,000
1	15.05	22,124	28,219	15.19	28,481	15.21	28,519	30,420
2	15.10	22,197	28,313	15.38	28,838	15.42	28,913	30,840
3	15.15	22,271	28,406	15.57	29,194	15.63	29,306	31,260
4	15.20	22,344	28,500	15.76	29,550	15.84	29,700	31,680
5	15.25	22,418	28,594	15.95	29,906	16.05	30,094	32,100
6	15.30	22,491	28,688	16.14	30,263	16.26	30,488	32,520
7	15.35	22,565	28,781	16.33	30,619	16.47	30,881	32,940
8	15.41	22,653	28,894	16.52	30,975	16.68	31,275	33,360
9	15.47	22,741	29,006	16.71	31,331	16.89	31,669	33,780
10	15.53	22,829	29,119	16.90	31,688	17.10	32,063	34,200
11	15.59	22,917	29,231	17.09	32,044	17.31	32,456	34,620
12	15.65	23,006	29,344	17.28	32,400	17.52	32,850	35,040
13	15.71	23,094	29,456	17.47	32,756	17.73	33,244	35,460
14	15.77	23,182	29,569	17.66	33,113	17.94	33,638	35,880
15	15.83	23,270	29,681	17.85	33,469	18.15	34,031	36,300
16	15.90	23,373	29,813	18.04	33,825	18.36	34,425	36,720
17	15.97	23,476	29,944	18.23	34,181	18.57	34,819	37,140
18	16.04	23,579	30,075	18.42	34,538	18.78	35,213	37,560
19	16.11	23,682	30,206	18.61	34,894	18.99	35,606	37,980
20	16.18	23,785	30,338	18.80	35,250	19.20	36,000	38,400
21	16.26	23,902	30,488	18.99	35,606	19.41	36,394	38,820
22	16.34	24,020	30,638	19.18	35,963	19.62	36,788	39,240
23	16.42	24,137	30,788	19.37	36,319	19.83	37,181	39,660
24	16.50	24,255	30,938	19.56	36,675	20.04	37,575	40,080
25	16.75	24,623	31,406	19.75	37,031	20.25	37,969	40,500

Ratified 09.12.23

**DIXIE DISTRICT SCHOOLS
2026-2027 ESP SALARY SCHEDULE**

District Fiscal Assistant 1 Fiscal Accounts Payable FA1 250 days/7.5 hours FAP 250 days/7.5 hours			District Payroll Benefits Specialist PBS 250 Days/7.5 hours		District Certification Specialist DCC 250 days/7.5 hours		District Technology Specialist DTS 250 days/7.5 hours	
Pay Grade	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	16.87	31,631	21.99	41,231	21.78	40,838	17.03	31,931
1	17.11	32,081	22.48	42,150	22.27	41,756	17.27	32,381
2	17.35	32,531	22.97	43,069	22.76	42,675	17.51	32,831
3	17.59	32,981	23.46	43,988	23.25	43,594	17.75	33,281
4	17.83	33,431	23.95	44,906	23.74	44,513	17.99	33,731
5	18.07	33,881	24.44	45,825	24.23	45,431	18.23	34,181
6	18.31	34,331	24.93	46,744	24.72	46,350	18.47	34,631
7	18.55	34,781	25.42	47,663	25.21	47,269	18.71	35,081
8	18.79	35,231	25.91	48,581	25.70	48,188	18.95	35,531
9	19.03	35,681	26.40	49,500	26.19	49,106	19.19	35,981
10	19.27	36,131	26.89	50,419	26.68	50,025	19.43	36,431
11	19.51	36,581	27.38	51,338	27.17	50,944	19.67	36,881
12	19.75	37,031	27.87	52,256	27.66	51,863	19.91	37,331
13	19.99	37,481	28.36	53,175	28.15	52,781	20.15	37,781
14	20.23	37,931	28.85	54,094	28.64	53,700	20.39	38,231
15	20.47	38,381	29.34	55,012	29.13	54,619	20.63	38,681
16	20.71	38,831	29.83	55,931	29.62	55,537	20.87	39,131
17	20.95	39,281	30.32	56,850	30.11	56,456	21.11	39,581
18	21.19	39,731	30.81	57,769	30.60	57,375	21.35	40,031
19	21.43	40,181	31.30	58,687	31.09	58,294	21.59	40,481
20	21.67	40,631	31.79	59,606	31.58	59,212	21.83	40,931
21	21.91	41,081	32.28	60,525	32.07	60,131	22.07	41,381
22	22.15	41,531	32.77	61,444	32.56	61,050	22.31	41,831
23	22.39	41,981	33.26	62,362	33.05	61,969	22.55	42,281
24	22.63	42,431	33.75	63,281	33.54	62,888	22.79	42,731
25	22.87	42,881	34.24	64,200	34.03	63,806	23.03	43,181

NOTES:

PBS & DCC Effective 07/01/2021, all new placements to the PBS and DCC salary schedules will be capped at pay grade 15.

Ratified 09.12.23