

Classified Hourly Salary Schedule

2026-2027

Classified Support Staff

Range/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A	29.13	30.66	32.27	33.99	35.76	37.66	39.52	41.51	43.60	45.77	48.05	50.46	52.99	55.64	58.42
B	28.28	29.77	31.33	33.00	34.72	36.56	38.37	40.30	42.33	44.44	46.65	48.99	51.45	54.02	56.72
C	25.23	26.55	27.96	28.33	30.97	32.60	34.32	36.03	37.83	39.73	41.72	43.79	45.99	48.28	50.69
D	23.15	24.36	25.67	26.93	28.28	29.70	31.17	32.74	34.37	36.10	37.91	39.81	41.79	43.88	46.07
E	22.89	23.46	24.04	24.65	25.26	25.89	26.54	27.20	27.88	28.58	29.30	30.03	30.78	31.55	32.34
F	21.02	21.54	22.08	22.63	23.20	23.78	24.37	24.98	25.61	26.25	26.91	27.58	28.27	28.97	29.70
G	19.14	19.61	20.10	20.61	21.12	21.65	22.19	22.75	23.32	23.90	24.50	25.11	25.74	26.38	27.04

Recommend salary schedule be reviewed every 2 -3 years for market comparison and budget sustainability

Last reviewed January 2026

Job Classifications

	207 Workdays + 11 Holidays + 12 Vacation = 230 paid days
A	Attendance/Payroll Specialist
B	Administrative Business Assistant
C	Resource Facilitator
D	Administrative Assistant; Enrollment Coordinator
E	Resource Library Assistant
F	Custodian
G	IT Help Desk Assistant, Office Support

Comments

- 1 FTE is defined as 230 paid days @ 7.5 hours per day
- 2 Employees are benefit eligible at .75 FTE
- 3 Full time employees earn 14 sick days per year
- 4 Full time employees receive 11 paid holidays per year
- 5 Full time employees receive 12 paid vacation days per year to be paid in July
See Employee Handbook for more detail.
- 7 Initial placement is at the Executive Director's discretion
- 9 Salary steps reflect one full year of employment at FCS.

Health Benefit Cap	
Employee	\$9,000
Employee + Child	\$10,000
Employee + Spouse	\$10,000
Employee + Family	\$14,500

Board Approvals/Revisions

2006/2007 - Board Approved 5/16/06

2007/08 - Board revised: 5% COLA

2008/09 - Board revised: Benefit cap increase to \$6500

2009/10 - No COLA or Step increase

2010/11 - No COLA or Step increase

2011/12 - No COLA or Step increase

2012/13 - Board revised: 3% increase

2013/14 - Board revised: two step increase/ Benefit cap increase to \$7000/Life Ins. Available to all emp/Vision & Dental included under cap/7.5 hour workday/Board approved COLA increase of 1.56%

2014/15 - Board approved the addition of 5 steps totaling 15 steps/COLA increase of .85%; Benefit cap increase to \$7500; 3/18/14.

2014/15 - Board approved 10 vacation days to be paid in July only; 5/27/14

2015/16 - Board approved COLA increase of 1.02%; May 26, 2015

2015/16 - Board approved COLA increase of 1.02%; May 26, 2015

2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; March 15, 2016

2016/2017 - Board approved 5% raise effective July 1, 2016

2017/18 - Board approved corrections to Health Benefit cap. 1/16/18

2017/2018 - Board approved 2.5% COLA increase; Revised Job Classifications. 4/17/18

2018/2019 - Removed job classification "H"; added "A1" as exempt position

2019-20 - Board approved 3% annual increase. 10-15-19

2020-2021 - Board approved 2% annual increase 4/21/2020

2021-2022 Board approved 3% increase and benefit cap increase

2022-2023 - Board approved 6% annual increase and benefit cap increase

2023-24 - Board approved a new schedule line (A), assigned schedule F, and add one additional vacation day to be taken in July (beginning 24/25)

2024-25 - Board approved 2% annual increase

2025-26 - Board approved benefits cap increase, changes in sick and vacation

2025-26 - Board approved 3% retro COLA

2026-27 - Board approved 3% retro increase to Range A

Charter Council Approved: 10/6/26

Effective: 7/1/2026