

# JOHNSTON COMMUNITY SCHOOL DISTRICT

## 2024-2025 Salary Schedule A

Horizontal Increments–BA-BA30 \$900  
 Horizontal Increments–BA30-MA \$1,800  
 Horizontal Increments-MA-MA60 \$1,350

Vertical Increments-Lane BA-BA30 \$985  
 Vertical Increments-MA \$1,170  
 Vertical Increments-MA15 \$1,220  
 Vertical Increments-MA30 \$1,270  
 Vertical Increments-MA45 \$1,320  
 Vertical Increments-MA60 \$1,370

Generator Base \$40,411  
 \$7,055 TSS

| Step     | BA     | BA 10  | BA 20  | BA 30  | MA*    | MA 15  | MA 30  | MA 45  | MA 60  |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 Total  | 50,421 | 51,321 | 52,221 | 53,121 | 55,476 | 56,976 | 58,476 | 59,976 | 61,476 |
| 5 Total  | 51,406 | 52,306 | 53,206 | 54,106 | 56,646 | 58,196 | 59,746 | 61,296 | 62,846 |
| 6 Total  | 52,391 | 53,291 | 54,191 | 55,091 | 57,816 | 59,416 | 61,016 | 62,616 | 64,216 |
| 7 Total  | 53,376 | 54,276 | 55,176 | 56,076 | 58,986 | 60,636 | 62,286 | 63,936 | 65,586 |
| 8 Total  | 54,361 | 55,261 | 56,161 | 57,061 | 60,156 | 61,856 | 63,556 | 65,256 | 66,956 |
| 9 Total  | 55,346 | 56,246 | 57,146 | 58,046 | 61,326 | 63,076 | 64,826 | 66,576 | 68,326 |
| 10 Total | 56,331 | 57,231 | 58,131 | 59,031 | 62,496 | 64,296 | 66,096 | 67,896 | 69,696 |
| 11 Total | 57,316 | 58,216 | 59,116 | 60,016 | 63,666 | 65,516 | 67,366 | 69,216 | 71,066 |
| 12 Total | 60,000 | 59,201 | 60,101 | 61,001 | 64,836 | 66,736 | 68,636 | 70,536 | 72,436 |
| 13 Total | 59,286 | 60,186 | 61,086 | 61,986 | 66,006 | 67,956 | 69,906 | 71,856 | 73,806 |
| 14 Total | 60,271 | 61,171 | 62,071 | 62,971 | 67,176 | 69,176 | 71,176 | 73,176 | 75,176 |
| 15 Total | 61,256 | 62,156 | 63,056 | 63,956 | 68,346 | 70,396 | 72,446 | 74,496 | 76,546 |
| 16 Total | 62,241 | 63,141 | 64,041 | 64,941 | 69,516 | 71,616 | 73,716 | 75,816 | 77,916 |
| 17 Total | 63,226 | 64,126 | 65,026 | 65,926 | 70,686 | 72,836 | 74,986 | 77,136 | 79,286 |
| 18 Total | 64,211 | 65,111 | 66,011 | 66,911 | 71,856 | 74,056 | 76,256 | 78,456 | 80,656 |
| 19 Total | 65,196 | 66,096 | 66,996 | 67,896 | 73,026 | 75,276 | 77,526 | 79,776 | 82,026 |
| 20 Total | 66,181 | 67,081 | 67,981 | 68,881 | 74,196 | 76,496 | 78,796 | 81,096 | 83,396 |
| 21 Total |        | 68,066 | 68,966 | 69,866 | 75,366 | 77,716 | 80,066 | 82,416 | 84,766 |
| 22 Total |        | 69,051 | 69,951 | 70,851 | 76,536 | 78,936 | 81,336 | 83,736 | 86,136 |
| 23 Total |        | 70,036 | 70,936 | 71,836 | 77,706 | 80,156 | 82,606 | 85,056 | 87,506 |
| 24 Total |        | 71,021 | 71,921 | 72,821 | 78,876 | 81,376 | 83,876 | 86,376 | 88,876 |
| 25 Total |        |        |        |        | 80,046 | 82,596 | 85,146 | 87,696 | 90,246 |
| 26 Total |        |        |        |        | 81,216 | 83,816 | 86,416 | 89,016 | 91,616 |
| 27 Total |        |        |        |        | 82,386 | 85,036 | 87,686 | 90,336 | 92,986 |
| 28 Total |        |        |        |        | 83,556 | 86,256 | 88,956 | 91,656 | 94,356 |
| 29 Total |        |        |        |        |        | 87,476 | 90,226 | 92,976 | 95,726 |

\*Employees with a Master’s Degree shall be paid at the Master’s level regardless of the Master’s area of specialty.

Employees with a doctorate degree will receive a \$1,000 stipend above the appropriate MA 60 step.  
 Employees with National Board Certification who do not receive a state stipend will receive a district stipend of \$1,000 each year the certification is valid.

## Johnston Community School District 2024-2025 Salary Schedule B

Base Pay: 40,411

|  |          |  |   |          |
|--|----------|--|---|----------|
| <b>High School Head Coaches: Group 1 - 21%</b> |          |  | <b>High School Assistant Coaches: Group 2 - 15%</b> |          |
| Baseball                                       | \$ 8,486 |  | Football Off/Def Coordinator                        | \$ 6,062 |
| Basketball                                     | \$ 8,486 |  |   |          |
| Football                                       | \$ 8,486 |  | <b>High School Assistant Coaches: Group 3 - 13%</b> |          |
| Soccer   | \$ 8,486 |  | Baseball  | \$ 5,253 |
| Softball                                       | \$ 8,486 |  | Basketball  | \$ 5,253 |
| Swimming                                       | \$ 8,486 |  | Football  | \$ 5,253 |
| Track & Field                                  | \$ 8,486 |  | Soccer  | \$ 5,253 |
| Volleyball                                     | \$ 8,486 |  | Softball  | \$ 5,253 |
| Wrestling                                      | \$ 8,486 |  | Swimming  | \$ 5,253 |
| Strength & Conditioning Director               | \$ 8,486 |  | Track & Field                                       | \$ 5,253 |
|  |          |  | Volleyball  | \$ 5,253 |
| <b>High School Head Coaches: Group 2 - 15%</b> |          |  | Wrestling   | \$ 5,253 |
| Dance  | \$ 6,062 |  |   |          |
| Cross Country                                  | \$ 6,062 |  | <b>High School Assistant Coaches: Group 4 - 9%</b>  |          |
| Golf   | \$ 6,062 |  | Dance   | \$ 3,637 |
| Tennis   | \$ 6,062 |  | Cross Country                                       | \$ 3,637 |
| Bowling  | \$ 6,062 |  | Golf  | \$ 3,637 |
|  |          |  | Tennis  | \$ 3,637 |
| <b>High School Head Coaches: Group 4 - 9%</b>  |          |  |   |          |
| Cheerleading (Winter)                          | \$ 3,637 |  | <b>High School Assistant Coaches: Group 6 - 6%</b>  |          |
|  |          |  | Cheerleading (Winter)                               | \$ 2,425 |
| <b>High School Head Coaches: Group 6 - 6%</b>  |          |  |   |          |
| Cheerleading (Fall)                            | \$ 2,425 |  | <b>High School Assistant Coaches: Group 7 - 5%</b>  |          |
|  |          |  | Cheerleading (Fall)                                 | \$ 2,021 |
| <b>MS Head Coaches: Group 4 - 9%</b>           |          |  |   |          |
| Basketball                                     | \$ 3,637 |  | <b>MS Assistant Coaches: Group 6 - 6%</b>           |          |
| Football                                       | \$ 3,637 |  | Basketball  | \$ 2,425 |
| Wrestling                                      | \$ 3,637 |  | Football  | \$ 2,425 |
|  |          |  | Wrestling   | \$ 2,425 |
| <b>MS Head Coaches: Group 5 - 8%</b>           |          |  | Cross Country                                       | \$ 2,425 |
| Cross Country                                  | \$ 3,233 |  | Cheerleading  | \$ 2,425 |
| Softball                                       | \$ 3,233 |  | Track & Field                                       | \$ 2,425 |
| Track & Field                                  | \$ 3,233 |  | Volleyball  | \$ 2,425 |
| Volleyball                                     | \$ 3,233 |  |   |          |
|  |          |  |   |          |
| <b>MS Head Coaches: Group 7 - 5%</b>           |          |  |   |          |
| Swimming                                       | \$ 2,021 |  |   |          |

## Johnston Community School District

### 2024-2025 Salary Schedule B

| High School Activities & Clubs                         |          | Middle School & Elementary Activities & Clubs                                   |                 |
|--|----------|---|-----------------|
| HS Yearbook (8%)                                       | \$ 3,233 | MS Mock Trial (5%)  | \$ 2,021        |
| HS Debate (7%)   | \$ 2,829 | MS Dragon Games Coordinator (4%)  | \$ 1,616        |
| HS Fall Play (7%)                                      | \$ 2,829 | MS Family, Career & Community Leaders of America (4%)                           | \$ 1,616        |
| HS Individual Speech (7%)                              | \$ 2,829 | MS HyperStream Club (4%)  | \$ 1,616        |
| HS Large Group Speech (7%)                             | \$ 2,829 | MS Play (4%)  | \$ 1,616        |
| HS Mock Trial (7%)                                     | \$ 2,829 | MS Student Council (4%)   | \$ 1,616        |
| HS Musical (7%)  | \$ 2,829 | MS Technology Student Association (4%)  | \$ 1,616        |
| HS Newspaper (7%)                                      | \$ 2,829 | MS Yearbook (4%)  | \$ 1,616        |
| HS Student Council (7%)                                | \$ 2,829 | SM Hyperstream (4%)   | \$ 1,616        |
| HS National Honor Society (5%)                         | \$ 2,021 | SM Play (4%)  | \$ 1,616        |
| HS Silver Cord (5%)                                    | \$ 2,021 | SM Yearbook (4%)  | \$ 1,616        |
| HS Academic Decathlon (4%)                             | \$ 1,616 | Elementary DigiKidz Club (3%)   | \$ 1,212        |
| HS Family, Career, & Community Leaders of America (4%) | \$ 1,616 | MS First Tech Challenge (3%)  | \$ 1,212        |
| HS Future Business Leaders of America (4%)             | \$ 1,616 | MS Math Counts (3%)   | \$ 1,212        |
| HS HyperStream Club (4%)                               | \$ 1,616 | SM Math Counts (3%)   | \$ 1,212        |
| HS Jr/Sr Board (4%)                                    | \$ 1,616 |   |                 |
| HS Technology Student Association (4%)                 | \$ 1,616 | <b>Building Initiatives - Total Allocation</b>                                  | <b>\$ 9,000</b> |
| HS Art Club (3%)                                       | \$ 1,212 | Johnston High School  | \$ 2,000        |
| HS Best Buddies (3%)                                   | \$ 1,212 | Johnston Middle School  | \$ 1,500        |
| HS Math Club (3%)                                      | \$ 1,212 | Summit Middle School  | \$ 1,500        |
| HS Prom (3%)   | \$ 1,212 | Beaver Creek Elementary   | \$ 800          |
| HS Science Olympiads (3%)                              | \$ 1,212 | Horizon Elementary  | \$ 800          |
| HS Spanish Club (3%)                                   | \$ 1,212 | Lawson Elementary   | \$ 800          |
| HS Sparkle Cheer (3%)                                  | \$ 1,212 | Timber Ridge Elementary   | \$ 800          |
| HS Special Olympics (3%)                               | \$ 1,212 | Wallace Elementary  | \$ 800          |
|  |          |   |                 |
|  |          |   |                 |
| <b>K-12 Instrumental &amp; Vocal Music</b>             |          |   |                 |
| HS Head Music - Instrumental (20%)                     | \$ 8,082 | 6-7 Instrumental (8%)   | \$ 3,233        |
| HS Head Music - Vocal (20%)                            | \$ 8,082 | 6-7 Vocal (8%)  | \$ 3,233        |
| 8-12 Asst Instrumental (14%)                           | \$ 5,658 | MS Impact/Sound Advice Show Band Dir (4%)                                       | \$ 1,616        |
| 8-12 Asst Vocal (14%)                                  | \$ 5,658 | Elementary Music (3%)   | \$ 1,212        |
| HS Innovation Asst Director (8%)                       | \$ 3,233 |   |                 |
| HS Synergy Asst Director (5%)                          | \$ 2,021 |   |                 |
| HS Innovation Band Director (5%)                       | \$ 2,021 |   |                 |
| HS Synergy Band Director (5%)                          | \$ 2,021 | <b>Other Rates (hourly):</b>  |                 |
| HS Bella Voce Director (8%)                            | \$ 3,233 | Track Timing Coordinator  | \$30.20         |
| Bella Voce Band Director (3%)                          | \$ 1,212 | Weight Room Supervisor  | \$15.10         |
| Asst Marching Band-Color Guard, Percussion (3%)        | \$ 1,212 | Curriculum Development/Staff Development/Homebound Instruction /Saturday School | \$32.85         |