

# Fremont County School District #2

## 2025-2026 Salary Schedules

The FCSD2 Board of Trustees in its sole discretion reserves the right to amend this salary schedule at any time and to freeze advancement on the salary schedule for any reason it determines appropriate. The adoption of these salary schedules does not prohibit the Board of Trustees from applying any salary schedule differently to employees if the Board of Trustees determines that to be necessary and appropriate.

FCSD2 complies with Wyoming state statute 21-3-110 requiring all public schools districts to list public education salaries in the local newspaper in March of each year. This posting groups like positions in total, includes positions paid over all fund types, and does not include employee names.

FCSD2 will post annual salary schedules on the Business Services page of its website.

**For more information about FCSD2 Salary Schedules, please reach out to Amanda Ysen, Business Manager.**

Approved by FCSD2 Board of Trustees on June 17, 2025

| 25-26 Salary Chart Summary |                                               |              |             |                |                                                                                 |
|----------------------------|-----------------------------------------------|--------------|-------------|----------------|---------------------------------------------------------------------------------|
| Position Title             | 24-25 Base                                    | 25-26 Base   | Difference  | % Tied to Base | Other Changes                                                                   |
| Teacher                    | \$ 51,000.00                                  | \$ 51,750.00 | \$ 750.00   | 100%           | Added Summer School/ESY hourly rate.                                            |
| Principal                  | \$ 92,702.70                                  | \$ 94,065.98 | \$ 1,363.28 | 1.8177         |                                                                                 |
| Guidance Counselor         | \$ 58,231.80                                  | \$ 59,088.15 | \$ 856.35   | 1.1418         |                                                                                 |
| Librarian                  | \$ 47,215.80                                  | \$ 47,910.15 | \$ 694.35   | 0.9258         |                                                                                 |
| Nurse/FS Director          | \$ 48,439.80                                  | \$ 49,152.15 | \$ 712.35   | 0.9498         |                                                                                 |
| Business Manager           | \$ 81,579.60                                  | \$ 82,779.30 | \$ 1,199.70 | 1.5996         | Increased step/lane movement to \$1,040 to compensate for 12 months work.       |
| Transp/Maint Director      | \$ 66,504.00                                  | \$ 67,482.00 | \$ 978.00   | 1.304          | Increased step/lane movement to \$1,040 to compensate for 12 months work.       |
| Technology Director        | \$ 55,671.60                                  | \$ 56,490.30 | \$ 818.70   | 1.0916         | Increased step/lane movement to \$1,040 to compensate for 12 months work.       |
| Lil Rams Director          | \$ 42,738.00                                  | \$ 43,366.50 | \$ 628.50   | 0.838          |                                                                                 |
| Secretary                  | \$ 21.00                                      | \$ 21.31     | \$ 0.31     | 0.856          |                                                                                 |
| Admin Assistant            | \$ 22.67                                      | \$ 23.00     | \$ 0.33     | 0.9245         |                                                                                 |
| Payroll/Benefits Assist    | \$ 22.67                                      | \$ 23.00     | \$ 0.33     | 0.9245         |                                                                                 |
| Bus Driver                 | \$ 23.46                                      | \$ 23.81     | \$ 0.35     | 0.957          |                                                                                 |
| Head Custodian             | \$ 22.67                                      | \$ 23.00     | \$ 0.33     | 0.9245         |                                                                                 |
| Custodian                  | \$ 20.40                                      | \$ 20.70     | \$ 0.30     | 0.832          |                                                                                 |
| Kitchen Manager            | \$ 19.77                                      | \$ 20.06     | \$ 0.29     | 0.5273         |                                                                                 |
| Assistant Cook             | \$ 17.51                                      | \$ 17.77     | \$ 0.26     | 0.467          |                                                                                 |
| SPED Para                  | \$ 19.97                                      | \$ 20.28     | \$ 0.31     | 0.6271         |                                                                                 |
| Non-SPED Para              | \$ 17.51                                      | \$ 17.77     | \$ 0.26     | 0.467          |                                                                                 |
| PreSchool Lead             | \$ 21.62                                      | \$ 21.94     | \$ 0.32     | 0.848          |                                                                                 |
| Student Worker             | \$ 12.00                                      | \$ 12.00     | \$ -        |                |                                                                                 |
| Substitutes                | See substitute schedule for more information. |              |             |                | Frozen to 23-24 rates.                                                          |
| Extra Duty Schedule        | See extra duty schedule for more information. |              |             |                | Added HS Wrestling Asst #2, raised overall stipend to Outdoor Classroom \$1500. |
| Adult Education            | See substitute schedule for more information. |              |             |                | No changes, leaving assistant on schedule for 25-26.                            |

Fremont County School District 2  
25-26 Salary Schedule

Teacher

Certified Position (170 Days)  
\$900 each step, \$900 each lane  
\$1400 lane increase from BA to MA & MA to DR

| Years      |      |              |              |              |              |              |              |              |              |              |              |              |
|------------|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Experience | Step | BA           | BA+15        | BA+30        | BA+45        | BA+60        | MA           | MA+15        | MA+30        | MA+45        | Doctorate    |              |
| 0          | 1    | \$ 51,750.00 | \$ 52,650.00 | \$ 53,550.00 | \$ 54,450.00 | \$ 55,350.00 | \$ 56,750.00 | \$ 57,650.00 | \$ 58,550.00 | \$ 59,450.00 | \$ 60,850.00 | \$ 60,850.00 |
| 1          | 2    | \$ 52,650.00 | \$ 53,550.00 | \$ 54,450.00 | \$ 55,350.00 | \$ 56,250.00 | \$ 57,650.00 | \$ 58,550.00 | \$ 59,450.00 | \$ 60,350.00 | \$ 61,750.00 | \$ 61,750.00 |
| 2          | 3    | \$ 53,550.00 | \$ 54,450.00 | \$ 55,350.00 | \$ 56,250.00 | \$ 57,150.00 | \$ 58,550.00 | \$ 59,450.00 | \$ 60,350.00 | \$ 61,250.00 | \$ 62,650.00 | \$ 62,650.00 |
| 3          | 4    | \$ 54,450.00 | \$ 55,350.00 | \$ 56,250.00 | \$ 57,150.00 | \$ 58,050.00 | \$ 59,450.00 | \$ 60,350.00 | \$ 61,250.00 | \$ 62,150.00 | \$ 63,550.00 | \$ 63,550.00 |
| 4          | 5    | \$ 55,350.00 | \$ 56,250.00 | \$ 57,150.00 | \$ 58,050.00 | \$ 58,950.00 | \$ 60,350.00 | \$ 61,250.00 | \$ 62,150.00 | \$ 63,050.00 | \$ 64,450.00 | \$ 64,450.00 |
| 5          | 6    | \$ 56,250.00 | \$ 57,150.00 | \$ 58,050.00 | \$ 58,950.00 | \$ 59,850.00 | \$ 61,250.00 | \$ 62,150.00 | \$ 63,050.00 | \$ 63,950.00 | \$ 65,350.00 | \$ 65,350.00 |
| 6          | 7    | \$ 57,150.00 | \$ 58,050.00 | \$ 58,950.00 | \$ 59,850.00 | \$ 60,750.00 | \$ 62,150.00 | \$ 63,050.00 | \$ 63,950.00 | \$ 64,850.00 | \$ 66,250.00 | \$ 66,250.00 |
| 7          | 8    |              | \$ 58,950.00 | \$ 59,850.00 | \$ 60,750.00 | \$ 61,650.00 | \$ 63,050.00 | \$ 63,950.00 | \$ 64,850.00 | \$ 65,750.00 | \$ 67,150.00 | \$ 67,150.00 |
| 8          | 9    |              | \$ 59,850.00 | \$ 60,750.00 | \$ 61,650.00 | \$ 62,550.00 | \$ 63,950.00 | \$ 64,850.00 | \$ 65,750.00 | \$ 66,650.00 | \$ 68,050.00 | \$ 68,050.00 |
| 9          | 10   |              |              | \$ 61,650.00 | \$ 62,550.00 | \$ 63,450.00 | \$ 64,850.00 | \$ 65,750.00 | \$ 66,650.00 | \$ 67,550.00 | \$ 68,950.00 | \$ 68,950.00 |
| 10         | 11   |              |              | \$ 62,550.00 | \$ 63,450.00 | \$ 64,350.00 | \$ 65,750.00 | \$ 66,650.00 | \$ 67,550.00 | \$ 68,450.00 | \$ 69,850.00 | \$ 69,850.00 |
| 11         | 12   |              |              |              | \$ 64,350.00 | \$ 65,250.00 | \$ 66,650.00 | \$ 67,550.00 | \$ 68,450.00 | \$ 69,350.00 | \$ 70,750.00 | \$ 70,750.00 |
| 12         | 13   |              |              |              | \$ 65,250.00 | \$ 66,150.00 | \$ 67,550.00 | \$ 68,450.00 | \$ 69,350.00 | \$ 70,250.00 | \$ 71,650.00 | \$ 71,650.00 |
| 13         | 14   |              |              |              |              | \$ 67,050.00 | \$ 68,450.00 | \$ 69,350.00 | \$ 70,250.00 | \$ 71,150.00 | \$ 72,550.00 | \$ 72,550.00 |
| 14         | 15   |              |              |              |              |              | \$ 69,350.00 | \$ 70,250.00 | \$ 71,150.00 | \$ 72,050.00 | \$ 73,450.00 | \$ 73,450.00 |
| 15         | 16   |              |              |              |              |              |              | \$ 71,150.00 | \$ 72,050.00 | \$ 72,950.00 | \$ 74,350.00 | \$ 74,350.00 |
| 16         | 17   |              |              |              |              |              |              | \$ 72,050.00 | \$ 72,950.00 | \$ 73,850.00 | \$ 75,250.00 | \$ 75,250.00 |
| 17         | 18   |              |              |              |              |              |              |              | \$ 73,850.00 | \$ 74,750.00 | \$ 76,150.00 | \$ 76,150.00 |
| 18         | 19   |              |              |              |              |              |              |              |              | \$ 75,650.00 | \$ 77,050.00 | \$ 77,050.00 |
|            |      |              |              |              |              |              |              |              |              |              | \$ 77,950.00 | \$ 77,950.00 |

FCSD2 participates in the National Certification process as outlined in W.S. 21-7-501 (for district employees who are employed full-time as a teacher, instructional facilitator, certified tutor, librarian, speech-language therapist or counselor). NBCT payments are made in December each year contingent on WDE offering reimbursement and state law indicating which professions are covered.

Teachers selected to teach Summer School/ESY Summer School will be paid at \$75.00 per hour.

| Year | Base Amount  | Step/Lane | BA to MA,<br>MA to DR | Notes:                                                                                                         |
|------|--------------|-----------|-----------------------|----------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 51,750.00 | \$ 900.00 | \$ 1,400.00           | Increase to teacher base, allowed steps/lanes. Added summer school rate to salary chart.                       |
| FY25 | \$ 51,000.00 | \$ 900.00 | \$ 1,400.00           | Increase to teacher base, allowed steps/lanes                                                                  |
| FY24 | \$ 50,000.00 | \$ 900.00 | \$ 1,400.00           | Increase base                                                                                                  |
| FY23 | \$ 47,500.00 | \$ 900.00 | \$ 1,400.00           | Increased base, linked all staff salary charts to the teacher base by percentage. Added Doctorate lane.        |
| FY22 | \$ 45,000.00 | \$ 900.00 | \$ 1,400.00           | Raised base to \$45,000, allowed steps/lanes.                                                                  |
| FY21 | \$ 43,250.00 | \$ 900.00 | \$ 1,400.00           | No change from previous year; allowed steps and lanes.                                                         |
| FY20 | \$ 43,250.00 | \$ 900.00 | \$ 1,400.00           | No change from previous year; allowed steps and lanes                                                          |
| FY19 | \$ 43,250.00 | \$ 900.00 | \$ 1,400.00           | No change in base from 2017-18; allow movement in either direction                                             |
| FY18 | \$ 43,250.00 | \$ 900.00 | \$ 1,400.00           | No change in base from 2016-17; allow movement in either direction; Increase Certified Substitute to \$100 for |

Fremont County School District 2  
25-26 Salary Schedule

K-12 Principal

Certified Position (210 Days)  
\$1,000 each step, \$1,000 each lane  
\$1400 lane increase from MA to DR

| Percentage: |      | 1.8177 |            |       |            |       |            |       |            |           |            |
|-------------|------|--------|------------|-------|------------|-------|------------|-------|------------|-----------|------------|
| Years       |      |        |            |       |            |       |            |       |            |           |            |
| Experience  | STEP | MA     |            | MA+15 |            | MA+30 |            | MA+45 |            | Doctorate |            |
| 0           | 1    | \$     | 94,065.98  | \$    | 95,065.98  | \$    | 96,065.98  | \$    | 97,065.98  | \$        | 98,465.98  |
| 1           | 2    | \$     | 95,065.98  | \$    | 96,065.98  | \$    | 97,065.98  | \$    | 98,065.98  | \$        | 99,465.98  |
| 2           | 3    | \$     | 96,065.98  | \$    | 97,065.98  | \$    | 98,065.98  | \$    | 99,065.98  | \$        | 100,465.98 |
| 3           | 4    | \$     | 97,065.98  | \$    | 98,065.98  | \$    | 99,065.98  | \$    | 100,065.98 | \$        | 101,465.98 |
| 4           | 5    | \$     | 98,065.98  | \$    | 99,065.98  | \$    | 100,065.98 | \$    | 101,065.98 | \$        | 102,465.98 |
| 5           | 6    | \$     | 99,065.98  | \$    | 100,065.98 | \$    | 101,065.98 | \$    | 102,065.98 | \$        | 103,465.98 |
| 6           | 7    | \$     | 100,065.98 | \$    | 101,065.98 | \$    | 102,065.98 | \$    | 103,065.98 | \$        | 104,465.98 |
| 7           | 8    | \$     | -          | \$    | 102,065.98 | \$    | 103,065.98 | \$    | 104,065.98 | \$        | 105,465.98 |
| 8           | 9    | \$     | -          | \$    | 103,065.98 | \$    | 104,065.98 | \$    | 105,065.98 | \$        | 106,465.98 |
| 9           | 10   | \$     | -          | \$    | -          | \$    | 105,065.98 | \$    | 106,065.98 | \$        | 107,465.98 |
| 10          | 11   | \$     | -          | \$    | -          | \$    | 106,065.98 | \$    | 107,065.98 | \$        | 108,465.98 |
| 11          | 12   | \$     | -          | \$    | -          | \$    | -          | \$    | 108,065.98 | \$        | 109,465.98 |
| 12          | 13   | \$     | -          | \$    | -          | \$    | -          | \$    | 109,065.98 | \$        | 110,465.98 |
| 13          | 14   | \$     | -          | \$    | -          | \$    | -          | \$    | -          | \$        | 111,465.98 |
| 14          | 15   | \$     | -          | \$    | -          | \$    | -          | \$    | -          | \$        | 112,465.98 |

| Year  | Base Amount  | Base % | Step/Lane   | MA to DR    | Notes:                                        |
|-------|--------------|--------|-------------|-------------|-----------------------------------------------|
| FY26  | \$ 94,065.98 | 1.8177 | \$ 1,000.00 | \$ 1,400.00 | Increase to base, allowed steps/lanes         |
| FY25  | \$ 92,702.70 | 1.8177 | \$ 1,000.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes |
| FY24  | \$ 90,885.00 | 1.8177 | \$ 1,000.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes |
| FY23  | \$ 86,340.75 | 1.8177 | \$ 1,000.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes |
| FY22  | \$ 81,793.00 | n/a    | \$ 1,000.00 | \$ 1,400.00 | Increased base \$1 per hr. 210 x 8 = 1680.00  |
|       | \$ 80,113.00 | n/a    |             |             | Added one additional step to MA               |
| FY 21 | \$ 80,113.00 | n/a    | \$ 1,000.00 | \$ 1,400.00 | No change in base from previous               |
| FY20  | \$ 80,113.00 | n/a    | \$ 1,000.00 | \$ 1,400.00 | year.                                         |
| FY19  | \$ 80,113.00 | n/a    | \$ 1,000.00 | \$ 1,400.00 | No change in base from previous               |
| FY18  |              |        | \$ 1,000.00 | \$ 1,400.00 | year.                                         |

| Fremont County School District 2<br>25-26 Salary Schedule                                                                                         |      |              |              |              |              |             |
|---------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------|--------------|--------------|--------------|-------------|
| <u>Guidance Counselor</u><br>Certified Non-Teaching Position (179 Days)<br>\$900 each step, \$900 each lane<br>\$1400 lane increase from MA to DR |      |              |              |              |              |             |
| Percentage:                                                                                                                                       |      | 1.1418       |              |              |              |             |
| Years Experience                                                                                                                                  | Step | MA           | MA+15        | MA+30        | MA+45        | Doctorate   |
| 0                                                                                                                                                 | 1    | \$ 59,088.15 | \$ 59,988.15 | \$ 60,888.15 | \$ 61,788.15 | \$63,188.15 |
| 1                                                                                                                                                 | 2    | \$ 59,988.15 | \$ 60,888.15 | \$ 61,788.15 | \$ 62,688.15 | \$64,088.15 |
| 2                                                                                                                                                 | 3    | \$ 60,888.15 | \$ 61,788.15 | \$ 62,688.15 | \$ 63,588.15 | \$64,988.15 |
| 3                                                                                                                                                 | 4    | \$ 61,788.15 | \$ 62,688.15 | \$ 63,588.15 | \$ 64,488.15 | \$65,888.15 |
| 4                                                                                                                                                 | 5    | \$ 62,688.15 | \$ 63,588.15 | \$ 64,488.15 | \$ 65,388.15 | \$66,788.15 |
| 5                                                                                                                                                 | 6    | \$ 63,588.15 | \$ 64,488.15 | \$ 65,388.15 | \$ 66,288.15 | \$67,688.15 |
| 6                                                                                                                                                 | 7    | \$ 64,488.15 | \$ 65,388.15 | \$ 66,288.15 | \$ 67,188.15 | \$68,588.15 |
| 7                                                                                                                                                 | 8    | \$ 65,388.15 | \$ 66,288.15 | \$ 67,188.15 | \$ 68,088.15 | \$69,488.15 |
| 8                                                                                                                                                 | 9    | \$ 66,288.15 | \$ 67,188.15 | \$ 68,088.15 | \$ 68,988.15 | \$70,388.15 |
| 9                                                                                                                                                 | 10   | \$ 67,188.15 | \$ 68,088.15 | \$ 68,988.15 | \$ 69,888.15 | \$71,288.15 |
| 10                                                                                                                                                | 11   | \$ 68,088.15 | \$ 68,988.15 | \$ 69,888.15 | \$ 70,788.15 | \$72,188.15 |
| 11                                                                                                                                                | 12   | \$ 68,988.15 | \$ 69,888.15 | \$ 70,788.15 | \$ 71,688.15 | \$73,088.15 |
| 12                                                                                                                                                | 13   | \$ 69,888.15 | \$ 70,788.15 | \$ 71,688.15 | \$ 72,588.15 | \$73,988.15 |
| 13                                                                                                                                                | 14   | \$ 70,788.15 | \$ 71,688.15 | \$ 72,588.15 | \$ 73,488.15 | \$74,888.15 |
| 14                                                                                                                                                | 15   | \$ 71,688.15 | \$ 72,588.15 | \$ 73,488.15 | \$ 74,388.15 | \$75,788.15 |
| 15                                                                                                                                                | 16   |              | \$ 73,488.15 | \$ 74,388.15 | \$ 75,288.15 | \$76,688.15 |
| 16                                                                                                                                                | 17   |              | \$ 74,388.15 | \$ 75,288.15 | \$ 76,188.15 | \$77,588.15 |
| 17                                                                                                                                                | 18   |              |              | \$ 76,188.15 | \$ 77,088.15 | \$78,488.15 |
| 18                                                                                                                                                | 19   |              |              | \$ 77,088.15 | \$ 77,988.15 | \$79,388.15 |
| 19                                                                                                                                                | 20   |              |              |              | \$ 78,888.15 | \$80,288.15 |
| 20                                                                                                                                                | 21   |              |              |              | \$ 79,788.15 | \$81,188.15 |
| 21                                                                                                                                                | 22   |              |              |              |              | \$82,088.15 |
| 22                                                                                                                                                | 23   |              |              |              |              | \$82,988.15 |

FCSD2 participates in the National Certification process as outlined in W.S. 21-7-501 (for district employees who are employed full-time as a teacher, instructional facilitator, certified tutor, librarian, speech-language therapist or counselor). NBCT payments are made in December each year contingent on WDE offering reimbursement and state law indicating which professions are covered.

| Year | Base Amount  | Base % | Step/Lane | MA to DR    | Notes:                                                                            |
|------|--------------|--------|-----------|-------------|-----------------------------------------------------------------------------------|
| FY26 | \$ 59,088.15 | 1.1418 | \$ 900.00 | \$ 1,400.00 | Increase base, allowed                                                            |
| FY25 | \$ 58,231.80 | 1.1418 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                                     |
| FY24 | \$ 57,090.00 | 1.1418 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                                     |
| FY23 | \$ 54,235.50 | 1.1418 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                                     |
| FY22 | \$ 51,380.00 | n/a    | \$ 900.00 | n/a         | Increased base \$1 per hr. 179 x 8 = \$1,432.00, allowed steps/lanes              |
| FY21 | \$ 49,948.00 | n/a    | \$ 900.00 | n/a         | No change from previous year; allowed steps and lanes                             |
| FY20 | \$ 49,948.00 | n/a    | \$ 900.00 | n/a         | No change from previous year; allowed steps and lanes                             |
| FY19 | \$ 49,948.00 | n/a    | \$ 900.00 | n/a         | Added 6 days to salary, additional days worked to be determined by District Admin |
| FY19 | \$ 49,948.00 | n/a    | \$ 900.00 | n/a         | Remove BA, BA+15.                                                                 |
| FY18 | \$ 43,250.00 | n/a    | \$ 900.00 | n/a         | BA+30, BA+45, BA+60 - WY requires MA                                              |
| FY17 | \$ 43,250.00 | n/a    | \$ 900.00 | n/a         | New salary chart                                                                  |

**Fremont County School District  
25-26 Salary Schedule**

**Librarian**

Certified Non-Teaching Position (170 Days)

\$900 each step, \$900 each lane

\$1400 lane increase from BA to MA

**Percentage: 0.9258**

**Years**

| Experience | Step |    | BA        | BA+15        | BA+30        | BA+45        | BA+60        | MA           | MA+15        | MA+30        | MA+45        |
|------------|------|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0          | 1    | \$ | 47,910.15 | \$ 48,810.15 | \$ 49,710.15 | \$ 50,610.15 | \$ 51,510.15 | \$ 52,910.15 | \$ 53,810.15 | \$ 54,710.15 | \$ 55,610.15 |
| 1          | 2    | \$ | 48,810.15 | \$ 49,710.15 | \$ 50,610.15 | \$ 51,510.15 | \$ 52,410.15 | \$ 53,810.15 | \$ 54,710.15 | \$ 55,610.15 | \$ 56,510.15 |
| 2          | 3    | \$ | 49,710.15 | \$ 50,610.15 | \$ 51,510.15 | \$ 52,410.15 | \$ 53,310.15 | \$ 54,710.15 | \$ 55,610.15 | \$ 56,510.15 | \$ 57,410.15 |
| 3          | 4    | \$ | 50,610.15 | \$ 51,510.15 | \$ 52,410.15 | \$ 53,310.15 | \$ 54,210.15 | \$ 55,610.15 | \$ 56,510.15 | \$ 57,410.15 | \$ 58,310.15 |
| 4          | 5    | \$ | 51,510.15 | \$ 52,410.15 | \$ 53,310.15 | \$ 54,210.15 | \$ 55,110.15 | \$ 56,510.15 | \$ 57,410.15 | \$ 58,310.15 | \$ 59,210.15 |
| 5          | 6    | \$ | 52,410.15 | \$ 53,310.15 | \$ 54,210.15 | \$ 55,110.15 | \$ 56,010.15 | \$ 57,410.15 | \$ 58,310.15 | \$ 59,210.15 | \$ 60,110.15 |
| 6          | 7    | \$ | 53,310.15 | \$ 54,210.15 | \$ 55,110.15 | \$ 56,010.15 | \$ 56,910.15 | \$ 58,310.15 | \$ 59,210.15 | \$ 60,110.15 | \$ 61,010.15 |
| 7          | 8    |    |           | \$ 55,110.15 | \$ 56,010.15 | \$ 56,910.15 | \$ 57,810.15 | \$ 59,210.15 | \$ 60,110.15 | \$ 61,010.15 | \$ 61,910.15 |
| 8          | 9    |    |           | \$ 56,010.15 | \$ 56,910.15 | \$ 57,810.15 | \$ 58,710.15 | \$ 60,110.15 | \$ 61,010.15 | \$ 61,910.15 | \$ 62,810.15 |
| 9          | 10   |    |           |              | \$ 57,810.15 | \$ 58,710.15 | \$ 59,610.15 | \$ 61,010.15 | \$ 61,910.15 | \$ 62,810.15 | \$ 63,710.15 |
| 10         | 11   |    |           |              | \$ 58,710.15 | \$ 59,610.15 | \$ 60,510.15 | \$ 61,910.15 | \$ 62,810.15 | \$ 63,710.15 | \$ 64,610.15 |
| 11         | 12   |    |           |              |              | \$ 60,510.15 | \$ 61,410.15 | \$ 62,810.15 | \$ 63,710.15 | \$ 64,610.15 | \$ 65,510.15 |
| 12         | 13   |    |           |              |              | \$ 61,410.15 | \$ 62,310.15 | \$ 63,710.15 | \$ 64,610.15 | \$ 65,510.15 | \$ 66,410.15 |
| 13         | 14   |    |           |              |              |              | \$ 63,210.15 | \$ 64,610.15 | \$ 65,510.15 | \$ 66,410.15 | \$ 67,310.15 |
| 14         | 15   |    |           |              |              |              |              | \$ 65,510.15 | \$ 66,410.15 | \$ 67,310.15 | \$ 68,210.15 |
| 15         | 16   |    |           |              |              |              |              |              | \$ 67,310.15 | \$ 68,210.15 | \$ 69,110.15 |
| 16         | 17   |    |           |              |              |              |              |              | \$ 68,210.15 | \$ 69,110.15 | \$ 70,010.15 |
| 17         | 18   |    |           |              |              |              |              |              |              | \$ 70,010.15 | \$ 70,910.15 |
| 18         | 19   |    |           |              |              |              |              |              |              |              | \$ 71,810.15 |

FCSD2 participates in the National Certification process as outlined in W.S. 21-7-501 (for district employees who are employed full-time as a teacher, instructional facilitator, certified tutor, librarian, speech-language therapist or counselor). NBCT payments are made in December each year contingent on WDE offering reimbursement and state law indicating which professions are covered.

| Year | Base Amount  | Base % | Step/Lane | BA to MA    | Notes:                                                                  |
|------|--------------|--------|-----------|-------------|-------------------------------------------------------------------------|
| FY26 | \$ 47,910.15 | 0.9258 | \$ 900.00 | \$ 1,400.00 | Increase base, allowed steps/lanes                                      |
| FY25 | \$ 47,215.80 | 0.9258 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                           |
| FY24 | \$ 46,290.00 | 0.9258 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                           |
| FY23 | \$ 43,975.50 | 0.9258 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                           |
| FY22 | \$ 41,660.00 | n/a    | \$ 900.00 | \$ 1,400.00 | Increased base \$1 per hr. 170 x 8 = \$1,360.00, allowed steps/lanes    |
| FY21 | \$ 40,300.00 | n/a    | \$ 900.00 | \$ 1,400.00 | No change from previous year; allowed steps and lanes                   |
| FY20 | \$ 40,300.00 | n/a    | \$ 900.00 | \$ 1,400.00 | No change from previous year; allowed steps and lanes                   |
| FY19 | \$ 40,300.00 | n/a    | \$ 900.00 | \$ 1,400.00 | No change from previous year; allowed steps and lanes                   |
| FY18 | \$ 40,300.00 | n/a    | \$ 900.00 | \$ 1,400.00 | No change from previous year; allowed steps and lanes                   |
| FY17 | \$ 40,300.00 | n/a    | \$ 900.00 | \$ 1,400.00 | Step Equivalent Lump Sum if Stepped Out (Board), proposed July 19, 2016 |

Fremont County School District #2

25-26 Salary Schedule

Nurse/Food Service Director, LPN

Certified Non-Teaching Position (186 Days)

\$900 per step

\$1,400 lane increase from LPN to BA

| Percentage: |      | 0.9498       |              |
|-------------|------|--------------|--------------|
| Year        | Step | LPN          | BA           |
| Experience  |      |              |              |
| 0           | 1    | \$ 49,152.15 | \$ 50,552.15 |
| 1           | 2    | \$ 50,052.15 | \$ 51,452.15 |
| 2           | 3    | \$ 50,952.15 | \$ 52,352.15 |
| 3           | 4    | \$ 51,852.15 | \$ 53,252.15 |
| 4           | 5    | \$ 52,752.15 | \$ 54,152.15 |
| 5           | 6    | \$ 53,652.15 | \$ 55,052.15 |
| 6           | 7    | \$ 54,552.15 | \$ 55,952.15 |
| 7           | 8    | \$ 55,452.15 | \$ 56,852.15 |
| 8           | 9    | \$ 56,352.15 | \$ 57,752.15 |
| 9           | 10   | \$ 57,252.15 | \$ 58,652.15 |
| 10          | 11   | \$ 58,152.15 | \$ 59,552.15 |
| 11          | 12   | \$ 59,052.15 | \$ 60,452.15 |
| 12          | 13   | \$ 59,952.15 | \$ 61,352.15 |
| 13          | 14   | \$ 60,852.15 | \$ 62,252.15 |
| 14          | 15   | \$ 61,752.15 | \$ 63,152.15 |
| 15          | 16   | \$ 62,652.15 | \$ 64,052.15 |
| 16          | 17   | \$ 63,552.15 | \$ 64,952.15 |
| 17          | 18   | \$ 64,452.15 | \$ 65,852.15 |
| 18          | 19   | \$ 65,352.15 | \$ 66,752.15 |
| 19          | 20   | \$ 66,252.15 | \$ 67,652.15 |
| 20          | 21   | \$ 67,152.15 | \$ 68,552.15 |
| 21          | 22   | \$ 68,052.15 | \$ 69,452.15 |
| 22          | 23   | \$ 68,952.15 | \$ 70,352.15 |
| 23          | 24   | \$ 69,852.15 | \$ 71,252.15 |
| 24          | 25   | \$ 70,752.15 | \$ 72,152.15 |
| 25          | 26   | \$ 71,652.15 | \$ 73,052.15 |
| 26          | 27   | \$ 72,552.15 | \$ 73,952.15 |
| 27          | 28   | \$ 73,452.15 | \$ 74,852.15 |

| Year | Base Amount  | Base % | Step/Lane | BA to MA    | Notes:                                                                                                     |
|------|--------------|--------|-----------|-------------|------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 49,152.15 | 0.9498 | \$ 900.00 | \$ 1,400.00 | Increase base, allowed steps/lanes                                                                         |
| FY25 | \$ 48,439.80 | 0.9498 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                                                              |
| FY24 | \$ 47,490.00 | 0.9498 | \$ 900.00 | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes                                                              |
| FY23 | \$ 45,115.50 | 0.9498 | \$ 900.00 | \$ 1,400.00 | Increased base in order to link salary chart to teacher base. Increase of \$3.00 overall. Added BA column. |
| FY22 | \$ 42,738.00 | n/a    | \$ 900.00 | \$ -        | Increased base \$1 per hr. 186 x 8 = \$1,488.00, allowed steps/lanes                                       |
| FY21 | \$ 41,250.00 | n/a    | \$ 900.00 | \$ -        | Position was made full-time which increased the base.                                                      |
| FY20 | \$ 33,000.00 | n/a    | \$ 900.00 | \$ -        | No changes from previous year.                                                                             |
| FY19 | \$ 33,000.00 | n/a    | \$ 900.00 | \$ -        | Removed extra lanes to create LPN Scale                                                                    |

**Fremont County School District #2  
25-26 Salary Schedule**

**Business Manager**

Professional Non-Certified Position (260 days)

\$1,040 per step, \$1,040 per lane

\$1400 lane increase from BA to MA

**Percentage      1.5996**

**Years**

| Experience | Step | BA           | BA+15        | BA+30        | BA+45        | BA+60         | MA            | MA+15         | MA+30         | MA+45         |
|------------|------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| 0          | 1    | \$ 82,779.30 | \$ 83,819.30 | \$ 84,859.30 | \$ 85,899.30 | \$ 86,939.30  | \$ 88,339.30  | \$ 89,379.30  | \$ 90,419.30  | \$ 91,459.30  |
| 1          | 2    | \$ 83,819.30 | \$ 84,859.30 | \$ 85,899.30 | \$ 86,939.30 | \$ 87,979.30  | \$ 89,379.30  | \$ 90,419.30  | \$ 91,459.30  | \$ 92,499.30  |
| 2          | 3    | \$ 84,859.30 | \$ 85,899.30 | \$ 86,939.30 | \$ 87,979.30 | \$ 89,019.30  | \$ 90,419.30  | \$ 91,459.30  | \$ 92,499.30  | \$ 93,539.30  |
| 3          | 4    | \$ 85,899.30 | \$ 86,939.30 | \$ 87,979.30 | \$ 89,019.30 | \$ 90,059.30  | \$ 91,459.30  | \$ 92,499.30  | \$ 93,539.30  | \$ 94,579.30  |
| 4          | 5    | \$ 86,939.30 | \$ 87,979.30 | \$ 89,019.30 | \$ 90,059.30 | \$ 91,099.30  | \$ 92,499.30  | \$ 93,539.30  | \$ 94,579.30  | \$ 95,619.30  |
| 5          | 6    | \$ 87,979.30 | \$ 89,019.30 | \$ 90,059.30 | \$ 91,099.30 | \$ 92,139.30  | \$ 93,539.30  | \$ 94,579.30  | \$ 95,619.30  | \$ 96,659.30  |
| 6          | 7    | \$ 89,019.30 | \$ 90,059.30 | \$ 91,099.30 | \$ 92,139.30 | \$ 93,179.30  | \$ 94,579.30  | \$ 95,619.30  | \$ 96,659.30  | \$ 97,699.30  |
| 7          | 8    |              | \$ 91,099.30 | \$ 92,139.30 | \$ 93,179.30 | \$ 94,219.30  | \$ 95,619.30  | \$ 96,659.30  | \$ 97,699.30  | \$ 98,739.30  |
| 8          | 9    |              | \$ 92,139.30 | \$ 93,179.30 | \$ 94,219.30 | \$ 95,259.30  | \$ 96,659.30  | \$ 97,699.30  | \$ 98,739.30  | \$ 99,779.30  |
| 9          | 10   |              |              | \$ 94,219.30 | \$ 95,259.30 | \$ 96,299.30  | \$ 97,699.30  | \$ 98,739.30  | \$ 99,779.30  | \$ 100,819.30 |
| 10         | 11   |              |              | \$ 95,259.30 | \$ 96,299.30 | \$ 97,339.30  | \$ 98,739.30  | \$ 99,779.30  | \$ 100,819.30 | \$ 101,859.30 |
| 11         | 12   |              |              |              | \$ 97,339.30 | \$ 98,379.30  | \$ 99,779.30  | \$ 100,819.30 | \$ 101,859.30 | \$ 102,899.30 |
| 12         | 13   |              |              |              | \$ 98,379.30 | \$ 99,419.30  | \$ 100,819.30 | \$ 101,859.30 | \$ 102,899.30 | \$ 103,939.30 |
| 13         | 14   |              |              |              |              | \$ 100,459.30 | \$ 101,859.30 | \$ 102,899.30 | \$ 103,939.30 | \$ 104,979.30 |
| 14         | 15   |              |              |              |              |               | \$ 102,899.30 | \$ 103,939.30 | \$ 104,979.30 | \$ 106,019.30 |
| 15         | 16   |              |              |              |              |               |               | \$ 104,979.30 | \$ 106,019.30 | \$ 107,059.30 |
| 16         | 18   |              |              |              |              |               |               | \$ 106,019.30 | \$ 107,059.30 | \$ 108,099.30 |
| 17         | 19   |              |              |              |              |               |               |               | \$ 108,099.30 | \$ 109,139.30 |
| 18         | 19   |              |              |              |              |               |               |               |               | \$ 110,179.30 |

| Year | Base Amount  | Base % | Step/Lane   | BA to MA    | Notes:                                                                                                        |
|------|--------------|--------|-------------|-------------|---------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 82,779.30 | 1.5996 | \$ 1,040.00 | \$ 1,400.00 | Increased base, allowed step/lanes. Increased step/lane movement to \$1,040 to compensate for 12 months work. |
| FY25 | \$ 81,579.60 | 1.5996 | \$ 900.00   | \$ 1,400.00 | Increased base, allowed steps/lanes                                                                           |
| FY24 | \$ 79,980.00 | 1.5996 | \$ 900.00   | \$ 1,400.00 | Increased base, allowed steps/lanes                                                                           |
| FY23 | \$ 75,981.00 | 1.5996 | \$ 900.00   | \$ 1,400.00 | Increase to teacher base, allowed steps/lanes, increase BA to MA to \$1,400.00                                |
| FY22 | \$ 71,982.00 | n/a    | \$ 900.00   | \$ 1,400.00 | Increased base \$1 per hr. 260 x 8 = \$2,080.00, allowed steps/lanes                                          |
| FY21 | \$ 69,902.00 | n/a    | \$ 900.00   | \$ 900.00   | No change from previous year; allowed steps and lanes                                                         |
| FY20 | \$ 69,902.00 | n/a    | \$ 900.00   | \$ 900.00   | No change from previous year; allowed steps and lanes                                                         |
| FY19 | \$ 69,902.00 | n/a    | \$ 900.00   | \$ 900.00   | No change from previous year; allowed steps and lanes                                                         |
| FY18 | \$ 69,902.00 | n/a    | \$ 900.00   | \$ 900.00   | No change from previous year; allowed steps and lanes                                                         |

**Fremont County School District #2**  
**25-26 Salary Schedule**

**Transportation/Facilities Manager**  
Classified/Salaried Position (260 Days)  
\$1,040 per step

Percentage: 1.304

| Years Experience | Step | Salary |           |
|------------------|------|--------|-----------|
| 0                | 1    | \$     | 67,482.00 |
| 1                | 2    | \$     | 68,522.00 |
| 2                | 3    | \$     | 69,562.00 |
| 3                | 4    | \$     | 70,602.00 |
| 4                | 5    | \$     | 71,642.00 |
| 5                | 6    | \$     | 72,682.00 |
| 6                | 7    | \$     | 73,722.00 |
| 7                | 8    | \$     | 74,762.00 |
| 8                | 9    | \$     | 75,802.00 |
| 9                | 10   | \$     | 76,842.00 |
| 10               | 11   | \$     | 77,882.00 |
| 11               | 12   | \$     | 78,922.00 |
| 12               | 13   | \$     | 79,962.00 |
| 13               | 14   | \$     | 81,002.00 |
| 14               | 15   | \$     | 82,042.00 |
| 15               | 16   | \$     | 83,082.00 |
| 16               | 17   | \$     | 84,122.00 |
| 17               | 18   | \$     | 85,162.00 |
| 18               | 19   | \$     | 86,202.00 |
| 19               | 20   | \$     | 87,242.00 |
| 20               | 21   | \$     | 88,282.00 |
| 21               | 22   | \$     | 89,322.00 |
| 22               | 23   | \$     | 90,362.00 |
| 23               | 24   | \$     | 91,402.00 |
| 24               | 25   | \$     | 92,442.00 |
| 25               | 26   | \$     | 93,482.00 |
| 26               | 27   | \$     | 94,522.00 |
| 27               | 28   | \$     | 95,562.00 |

| Year | Base Amount  | Base % | Step/Lane   | No Horizontal Movement | Notes:                                                                                                                                                                              |
|------|--------------|--------|-------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 67,482.00 | 1.304  | \$ 1,040.00 | \$                     | Increased base, allowed step/lanes. Increased step/lane movement to \$1,040 to compensate for 12 months work.                                                                       |
| FY25 | \$ 66,504.00 | 1.304  | \$ 900.00   | \$                     | - Increase to teacher base, allowed steps/lanes                                                                                                                                     |
| FY24 | \$ 65,200.00 | 1.304  | \$ 900.00   | \$                     | - Increase to teacher base, allowed steps/lanes                                                                                                                                     |
|      |              |        | \$ 900.00   | \$                     | - Increase to teacher base, increased this position due to comparison of similar positions. Increased step increase from \$700 to \$900 per year.                                   |
| FY23 | \$ 61,940.00 | 1.304  |             |                        |                                                                                                                                                                                     |
| FY22 | \$ 47,500.00 | n/a    | \$ 700.00   | \$                     | - Increased base to market value, allowed steps                                                                                                                                     |
| FY21 | \$ 41,608.00 | n/a    | \$ 700.00   | \$                     | - No change from previous year; allowed steps                                                                                                                                       |
| FY20 | \$ 41,608.00 | n/a    | \$ 700.00   | \$                     | - No change from previous year; allowed steps                                                                                                                                       |
| FY19 | \$ 41,608.00 | n/a    | \$ 700.00   | \$                     | - No change from previous year; allowed steps                                                                                                                                       |
|      |              |        | \$ 700.00   | \$                     | - No change in based from 16-17, movement allowed, increased from \$650 per step to \$700 per step, removed Facilities Director Position, Started at \$43,324.00 and \$650 per step |
| FY18 | \$ 41,608.00 | n/a    |             |                        |                                                                                                                                                                                     |

**Fremont County School District #2  
25-26 Salary Schedule**

**Technology Director**

Classified/Salaried Position (260 Days)

\$1,040 per step

\$1,400 increase from Experience to Certificate/AA or Certificate/AA to BA.

| Percentage:      |      | 1.0916       |                       |    |           |
|------------------|------|--------------|-----------------------|----|-----------|
| Years Experience | Step | Experience   | Certificate/AA Degree | BA |           |
| 0                | 1    | \$ 56,490.30 | \$ 57,890.30          | \$ | 59,290.30 |
| 1                | 2    | \$ 57,530.30 | \$ 58,930.30          | \$ | 60,330.30 |
| 2                | 3    | \$ 58,570.30 | \$ 59,970.30          | \$ | 61,370.30 |
| 3                | 4    | \$ 59,610.30 | \$ 61,010.30          | \$ | 62,410.30 |
| 4                | 5    | \$ 60,650.30 | \$ 62,050.30          | \$ | 63,450.30 |
| 5                | 6    | \$ 61,690.30 | \$ 63,090.30          | \$ | 64,490.30 |
| 6                | 7    | \$ 62,730.30 | \$ 64,130.30          | \$ | 65,530.30 |
| 7                | 8    | \$ 63,770.30 | \$ 65,170.30          | \$ | 66,570.30 |
| 8                | 9    | \$ 64,810.30 | \$ 66,210.30          | \$ | 67,610.30 |
| 9                | 10   | \$ 65,850.30 | \$ 67,250.30          | \$ | 68,650.30 |
| 10               | 11   | \$ 66,890.30 | \$ 68,290.30          | \$ | 69,690.30 |
| 11               | 12   | \$ 67,930.30 | \$ 69,330.30          | \$ | 70,730.30 |
| 12               | 13   | \$ 68,970.30 | \$ 70,370.30          | \$ | 71,770.30 |
| 13               | 14   | \$ 70,010.30 | \$ 71,410.30          | \$ | 72,810.30 |
| 14               | 15   | \$ 71,050.30 | \$ 72,450.30          | \$ | 73,850.30 |
| 15               | 16   | \$ 72,090.30 | \$ 73,490.30          | \$ | 74,890.30 |
| 16               | 17   | \$ 73,130.30 | \$ 74,530.30          | \$ | 75,930.30 |
| 17               | 18   | \$ 74,170.30 | \$ 75,570.30          | \$ | 76,970.30 |
| 18               | 19   | \$ 75,210.30 | \$ 76,610.30          | \$ | 78,010.30 |
| 19               | 20   | \$ 76,250.30 | \$ 77,650.30          | \$ | 79,050.30 |
| 20               | 21   | \$ 77,290.30 | \$ 78,690.30          | \$ | 80,090.30 |
| 21               | 22   | \$ 78,330.30 | \$ 79,730.30          | \$ | 81,130.30 |
| 22               | 23   | \$ 79,370.30 | \$ 80,770.30          | \$ | 82,170.30 |
| 23               | 24   | \$ 80,410.30 | \$ 81,810.30          | \$ | 83,210.30 |
| 24               | 25   | \$ 81,450.30 | \$ 82,850.30          | \$ | 84,250.30 |
| 25               | 26   | \$ 82,490.30 | \$ 83,890.30          | \$ | 85,290.30 |
| 26               | 27   | \$ 83,530.30 | \$ 84,930.30          | \$ | 86,330.30 |
| 27               | 28   | \$ 84,570.30 | \$ 85,970.30          | \$ | 87,370.30 |

\*Certificate hours should equal AA degree hours prior to providing an increase. This could mean the director has multiple certifications that will equal the total hours.

| Year | Base Amount  | Base % | Step/Lane   | Exp. To AA, AA to BA | Notes:                                                                                                        |
|------|--------------|--------|-------------|----------------------|---------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 56,490.30 | 1.0916 | \$ 1,040.00 | \$ 1,400.00          | Increased base, allowed step/lanes. Increased step/lane movement to \$1,040 to compensate for 12 months work. |
| FY25 | \$ 55,671.60 | 1.0916 | \$ 900.00   | \$ 1,400.00          | Increase to teacher base, allowed steps/lanes                                                                 |
| FY24 | \$ 54,580.00 | 1.0916 | \$ 900.00   | \$ 1,400.00          | Increase to teacher base, allowed steps/lanes                                                                 |
| FY23 | \$ 50,141.00 | 1.0556 | \$ 900.00   | \$ 1,400.00          | Increase to teachers base, added AA/BA lanes & increase amount of \$1,400.                                    |
| FY22 | \$ 47,500.00 | n/a    | \$ 700.00   | \$ -                 | Increased base to market value, allowed steps                                                                 |
| FY21 | \$ 41,608.00 | n/a    | \$ 700.00   | \$ -                 | No change from previous year; allowed steps                                                                   |
| FY20 | \$ 41,608.00 | n/a    | \$ 700.00   | \$ -                 | Created salary schedule.                                                                                      |

Fremont County School District 2  
25-26 Salary Schedule

**PREKINDERGARTEN TEACHER/PRESCHOOL TEACHER OF RECORD**

Classified/Salaried Position (170 Days)  
\$900 each step

| Percentage: |      | 0.838  |           |
|-------------|------|--------|-----------|
| Years       |      |        |           |
| Experience  | Step | Salary |           |
| 0           | 1    | \$     | 43,366.50 |
| 1           | 2    | \$     | 44,266.50 |
| 2           | 3    | \$     | 45,166.50 |
| 3           | 4    | \$     | 46,066.50 |
| 4           | 5    | \$     | 46,966.50 |
| 5           | 6    | \$     | 47,866.50 |
| 6           | 7    | \$     | 48,766.50 |
| 7           | 8    | \$     | 49,666.50 |
| 8           | 9    | \$     | 50,566.50 |
| 9           | 10   | \$     | 51,466.50 |
| 10          | 11   | \$     | 52,366.50 |
| 11          | 12   | \$     | 53,266.50 |
| 12          | 13   | \$     | 54,166.50 |
| 13          | 14   | \$     | 55,066.50 |
| 14          | 15   | \$     | 55,966.50 |
| 15          | 16   | \$     | 56,866.50 |
| 16          | 17   | \$     | 57,766.50 |
| 17          | 18   | \$     | 58,666.50 |
| 18          | 19   | \$     | 59,566.50 |
| 19          | 20   | \$     | 60,466.50 |
| 20          | 21   | \$     | 61,366.50 |
| 21          | 22   | \$     | 62,266.50 |
| 22          | 23   | \$     | 63,166.50 |
| 23          | 24   | \$     | 64,066.50 |
| 24          | 25   | \$     | 64,966.50 |
| 25          | 26   | \$     | 65,866.50 |
| 26          | 27   | \$     | 66,766.50 |
| 27          | 28   | \$     | 67,666.50 |

| Year | Base Amount  | Base % | Step/Lane | No Horizontal Movement | Notes:                                                                                                                                                                                                                                                                                                            |
|------|--------------|--------|-----------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FY26 | \$ 43,366.50 | 0.838  | \$ 900.00 | \$                     | - Increase base, Step/lane movement allowed.                                                                                                                                                                                                                                                                      |
| FY25 | \$ 42,738.00 | 0.838  | \$ 900.00 | \$                     | - Increase to teacher base, allowed steps/lanes                                                                                                                                                                                                                                                                   |
|      |              | 0.838  | \$ 900.00 | \$                     | - Increase base, increase % tied to base, lessen from 190 days to 170, employee will be given an extra duty contract for \$3,000 for directorship.                                                                                                                                                                |
| FY24 | \$ 41,900.00 |        | \$ 900.00 | \$                     | - Increased base in order to link salary chart to teacher base. Position is going from 237 contract days down to 190.                                                                                                                                                                                             |
| FY23 | \$ 45,148.50 | 0.805  | \$ 900.00 | \$                     | - Increased base \$1 per hr. 237 x 8 = \$1,896.00, allowed steps/lanes                                                                                                                                                                                                                                            |
| FY22 | \$ 45,146.00 | n/a    | \$ 900.00 | \$                     | - No change from previous year; allowed steps                                                                                                                                                                                                                                                                     |
| FY21 | \$ 43,250.00 | n/a    | \$ 900.00 | \$                     | - No change from previous year; allowed steps                                                                                                                                                                                                                                                                     |
| FY20 | \$ 43,250.00 | n/a    | \$ 900.00 | \$                     | - No change from previous year; allowed steps                                                                                                                                                                                                                                                                     |
| FY19 | \$ 43,250.00 | n/a    | \$ 900.00 | \$                     | - Created new salary chart for this position. Base will be \$43,250, increase by \$900 between each step. Staff persons time off includes time in June, time in August, then follow the school calendar for school breaks off, K-5 parent teacher conferences off. Position accrues undesignated time at 13 days. |
| FY18 | \$ 43,250.00 | n/a    |           |                        |                                                                                                                                                                                                                                                                                                                   |

**Fremont County School District #2**  
**25-26 Salary Schedule**  
**Classified Salary Schedule (260 days)**  
.50 increase per step

| Years Experience |              | School Secretary | Administrative Assistant | Payroll/Benefits Assistant |              | Head Custodian |              | Kitchen Manager | Assistant Cook | Para-Professional SPED | Para-Professional Non-SPED | Extended Day & Summer School/Preschool Lead | Student Workers |
|------------------|--------------|------------------|--------------------------|----------------------------|--------------|----------------|--------------|-----------------|----------------|------------------------|----------------------------|---------------------------------------------|-----------------|
| Step             | Percentage:  |                  |                          |                            |              |                |              |                 |                |                        |                            |                                             |                 |
|                  | Annual Wages | \$ 44,322.35     | \$ 47,842.88             | \$ 47,842.88               | \$ 49,524.75 | \$ 47,842.88   | \$ 43,056.00 | \$ 27,287.78    | \$ 24,167.25   | \$ 32,452.43           | \$ 24,167.25               | \$ 43,884.00                                |                 |
|                  | Annual Hours | 2080             | 2080                     | 2080                       | 2080         | 2080           | 2080         | 1360            | 1360           | 1600                   | 1360                       | 2000                                        |                 |
| 0                | 1            | \$ 21.31         | \$ 23.00                 | \$ 23.00                   | \$ 23.81     | \$ 23.00       | \$ 20.70     | \$ 20.06        | \$ 17.77       | \$ 20.28               | \$ 17.77                   | \$ 21.94                                    | \$ 12.00        |

- |       |                                                                                                                                                                                                           | School<br>Secretary                                                                                                                                         | Administrative<br>Assistant | Payroll/Benefits<br>Assistant | Head<br>Bus Driver | Head<br>Custodian | Kitchen<br>Custodian | Kitchen<br>Manager | Assistant<br>Cook | Para-<br>Professional<br>SPED | Para-<br>Professional<br>Non-SPED | Extended Day &<br>Summer School/<br>Preschool Lead | Student<br>Workers | Value of<br>Step |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------------|--------------------|-------------------|----------------------|--------------------|-------------------|-------------------------------|-----------------------------------|----------------------------------------------------|--------------------|------------------|
| FY26  | Base Amount                                                                                                                                                                                               | \$ 21.31                                                                                                                                                    | \$ 23.00                    | \$ 23.00                      | \$ 23.81           | \$ 23.00          | \$ 20.70             | \$ 20.06           | \$ 17.77          | \$ 20.28                      | \$ 17.77                          | \$ 21.94                                           | \$ 12.00           | \$ 0.50          |
|       | Base %                                                                                                                                                                                                    | \$ 0.856                                                                                                                                                    | \$ 0.9245                   | 0.9245                        | 0.957              | 0.9245            | 0.832                | 0.5273             | 0.467             | 0.6271                        | 0.467                             | 0.848                                              |                    |                  |
|       | Notes:                                                                                                                                                                                                    | Base increase and step increase of 50 cents. Student workers not tied to the base.                                                                          |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    |                  |
| FY25  | Base Amount                                                                                                                                                                                               | \$ 21.00                                                                                                                                                    | \$ 22.67                    | \$ 22.67                      | \$ 23.46           | \$ 22.67          | \$ 20.40             | \$ 19.77           | \$ 17.51          | \$ 19.99                      | \$ 17.51                          | \$ 21.62                                           | \$ 12.00           | \$ 0.50          |
|       | Base %                                                                                                                                                                                                    | \$ 0.856                                                                                                                                                    | \$ 0.9245                   | 0.9245                        | 0.957              | 0.9245            | 0.832                | 0.5273             | 0.467             | 0.6271                        | 0.467                             | 0.848                                              |                    |                  |
|       | Notes:                                                                                                                                                                                                    | Base increase and step increase of 50 cents. Student workers not tied to the base, added head custodian, removed technology assistant.                      |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    |                  |
| FY24  | Base Amount                                                                                                                                                                                               | \$ 20.00                                                                                                                                                    | \$ 20.00                    | \$ 20.00                      | \$ 23.00           | \$ 22.22          | \$ 20.00             | \$ 19.39           | \$ 17.17          | \$ 19.60                      | \$ 17.17                          | \$ 21.20                                           | \$ 12.00           | \$ 0.50          |
|       | Base %                                                                                                                                                                                                    | \$ 0.832                                                                                                                                                    | \$ 0.832                    | 0.832                         | 0.957              | 0.9245            | 0.832                | 0.5273             | 0.467             | 0.6271                        | 0.467                             | 0.848                                              |                    |                  |
|       | Notes:                                                                                                                                                                                                    | Base increase and step increase of 50 cents, instead of 25 cents. Student workers not tied to the base, added head custodian, removed technology assistant. |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    |                  |
| FY23  | Base Amount                                                                                                                                                                                               | \$ 19.00                                                                                                                                                    | \$ 19.00                    | \$ 19.00                      | \$ 21.11           | n/a               | \$ 16.89             | \$ 17.95           | \$ 15.84          | \$ 17.95                      | \$ 15.84                          | \$ 18.47                                           | \$ 12.00           | \$ 0.25          |
|       | Base %                                                                                                                                                                                                    | \$ 0.832                                                                                                                                                    | \$ 0.832                    | \$ 0.832                      | \$ 0.9245          | n/a               | \$ 0.7396            | \$ 0.7556          | \$ 0.5334         | \$ 0.6045                     | \$ 0.5334                         | \$ 0.7778                                          |                    |                  |
|       | Notes:                                                                                                                                                                                                    | Increase student workers from \$10 to \$12 per hour.                                                                                                        |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    |                  |
| FY22  | School secy, admin asst, HR asst \$18, bus driver \$20, custodian \$16, head cook \$17, cook \$15, tech asst (created) \$16, Para non-sped (created) \$15, Para sped \$17, Extd Day Lead \$17.50. Allowed |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY21  | Increased beginning wage for Para from \$13 to \$14 per hour.                                                                                                                                             |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY 20 | Increased beginning wage of bus driver from \$14.50 to \$16 and custodian from 14.50 to \$14.75.                                                                                                          |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY 19 | Moved Administrative Asst to Classified chart starting at \$17 per hr. Added Human Resources Assistant to Classified chart at \$19.50 per hr.                                                             |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY 19 | Added salary chart for Pre-K & Summer School Programs, added information for student workers starting at \$10.00 per hour.                                                                                |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY 18 | No change in base from 2016-17. Allow movement in either direction.                                                                                                                                       |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |
| FY17  | No change in base from 2015-2016. Step Equivalent Lump Sum if Stepped Out (Board), Additional 3 Steps all Columns, Unused Columns removed, Central Office Support new in 2017                             |                                                                                                                                                             |                             |                               |                    |                   |                      |                    |                   |                               |                                   |                                                    |                    | 0.25             |

**Fremont County School District 2  
25-26 Salary Schedule**

**Substitute Rates**

| Year  | Certified Teachers/PreK Teacher             | Certified Long-Term Substitute | School Secretary | Bus Driver | Custodian | Head Cook | Cook     | Para-Professional Non-SPED | Para-Professional SPED | Extended Day & Summer School/Preschool Lead |
|-------|---------------------------------------------|--------------------------------|------------------|------------|-----------|-----------|----------|----------------------------|------------------------|---------------------------------------------|
| 25-26 | \$24.00 per hour                            | \$37.50/\$300.00               | \$ 20.00         | \$ 23.00   | \$ 20.00  | \$ 19.38  | \$ 17.17 | \$ 17.17                   | \$ 19.60               | \$ 21.20                                    |
| 24-25 | \$24.00 per hour                            | \$37.50/\$300.00               | \$ 20.00         | \$ 23.00   | \$ 20.00  | \$ 19.38  | \$ 17.17 | \$ 17.17                   | \$ 19.60               | \$ 21.20                                    |
| 23-24 | \$24.00 per hour                            | \$ 294.12                      | \$ 20.00         | \$ 23.00   | \$ 20.00  | \$ 19.38  | \$ 17.17 | \$ 17.17                   | \$ 19.60               | \$ 21.20                                    |
| 22-23 | \$23.00 per hour                            | \$ 279.41                      | \$ 19.00         | \$ 21.11   | \$ 16.89  | \$ 17.95  | \$ 15.84 | \$ 15.84                   | \$ 17.95               | \$ 18.47                                    |
| 21-22 | \$120+\$55 COVID PAY<br>1/2 Day or Full Day | \$ 265.00                      | \$ 15.00         | \$ 20.00   | \$ 16.00  | \$ 15.00  | \$ 15.00 | \$ 15.00                   | \$ 17.00               | \$ 15.00                                    |
|       |                                             |                                | Hourly           | Hourly     | Hourly    | Hourly    | Hourly   | Hourly                     | Hourly                 | Hourly                                      |
| 20-21 | 120+55 COVID PAY                            | \$ 254.00                      | \$ 12.00         | \$ 16.00   | \$ 12.00  | \$ 12.00  | \$ 12.00 | \$ 12.00                   | \$ 12.00               | \$ 12.00                                    |
| 19-20 | \$ 110.00                                   | \$ 254.00                      | \$ 11.00         | \$ 16.00   | \$ 11.00  | \$ 11.00  | \$ 11.00 | \$ 11.00                   | \$ 11.00               | \$ 11.00                                    |

Certified Long-Term Substitute: Must work 20 consecutive days - policy GCG

**Year      Notes**

FY26      Frozen to 23-24 rates.

FY25      Frozen to 23-24 rates.

FY24      Raise to the base. \$1 dollar increase to certified subs and all classified sub eligible jobs.

FY23      Certified subs now paid hourly \$23 (equivalent to \$184.00 per day), teacher base increased and applied to all positions. Preschool lead added to Extended Day Lead category.

FY22      Created Substitute Rate sheet for historical purposes. Steps/lanes approved.



Fremont County School District #2

25-26 Salary Schedule

Adult Education

Adult Education Director

Classified Hourly Position (260 Days)

.50 per step

Adult Education Assistant

Classified Hourly Position (260 Days)

.50 per step

| Years      |      |          |
|------------|------|----------|
| Experience | Step | Salary   |
| 0          | 1    | \$ 22.00 |

| Years      |      |          |
|------------|------|----------|
| Experience | Step | Salary   |
| 0          | 1    | \$ 16.00 |

\*Student workers are paid the district wage. See Classified Salary Chart - student workers column.  
\* Financial liason/Business Manager \$1600.00 extra duty contract.

| Year | Hourly Rate | Notes                                        |
|------|-------------|----------------------------------------------|
| FY26 | \$ 22.00    | Steps allowed.                               |
| FY25 | \$ 22.00    | Steps allowed.                               |
| FY24 | \$ 22.00    | Increased step value from .25 to .50         |
| FY24 |             | Adult Ed Schedule is not tied to FCSD2 base. |
| FY23 | \$ 22.00    | Increased base \$1 per hour, allowed steps   |
| FY22 | \$ 21.00    | Increased base \$1 per hour, allowed steps   |
| FY21 | \$ 20.00    | No change, allowed steps                     |
| FY20 | \$ 20.00    | No change, allowed steps                     |
| FY19 | \$ 20.00    | Combined Manager & Director                  |

| Year | Hourly Rate | Notes                                                          |
|------|-------------|----------------------------------------------------------------|
| FY26 | \$ 16.00    | Steps allowed.                                                 |
| FY25 | \$ 16.00    | Steps allowed.                                                 |
| FY24 | \$ 16.00    | Raised base to \$16, also increased step value from .25 to .50 |
| FY24 |             | Adult Ed Schedule is not tied to FCSD2 base.                   |
| FY23 | \$ 14.00    | No change, allowed steps                                       |
| FY22 | \$ 14.00    | Increased base \$1 per hour, allowed steps                     |
| FY21 | \$ 13.00    | No change, allowed steps                                       |
| FY20 | \$ 13.00    | No change, allowed steps                                       |
| FY19 | \$ 13.00    | Created salary chart                                           |