

|          | Category 1                         | Category 2                       | Category 3  | Category 4  | Category 5   | Category 6   | Category 7   |                          |                           |
|----------|------------------------------------|----------------------------------|---|---|--|--|--|--------------------------|---------------------------|
|          | Professional-I,<br>Technical-I     | Professional-II,<br>Technical-II | Elementary AP-I,<br>Middle School AP-I,<br>Professional-III,<br>Technical-III | Elementary AP-II,<br>Middle School AP-II,<br>Professional-IV,<br>Technical-IV,<br>Coordinator-I | High School AP-I,<br>Coordinator-II,<br>Professional-V,<br>Technical-V | Elementary Prin.-I,<br>Coordinator-III,<br>Supervisor-I,<br>Professional-VI,<br>Technical-VI | Elementary Prin.-II,<br>Middle School Prin.-I,<br>Supervisor-II,<br>Professional-VII,<br>Technical-VII |                          |                           |
| Salary   | \$63,309-\$96,332                  | \$70,933-\$107,935               | \$73,751-\$112,221  | \$76,723-\$116,742  | \$79,781-\$121,398   | \$82,970-\$126,249   | \$86,290-\$131,297   |                          |                           |
| Position | Application Administrator          | Device Management Administrator  | Asst Spv/Food Service   | Applications Prog./Integrator   | Accountant   | Communications Officer   | Budget/Finance Manager   |                          |                           |
|          | Asst Spv/Transportation            | Network/Cloud Administrator      | Facility Mgr/Maintenance  | Cyber Security Engineer   | Manager/Safety & Security  | Content Specialist   | Facilities Sr Project Manager  |                          |                           |
|          | Assessment Coordinator             | Systems Administrator            | Help Desk Supervisor  | Data Architect  | High AP-I:   | Coordinator III:   | Manager/Data Analytics   |                          |                           |
|          | Communications Mgr: Graphic Design |                                  | Special Education Autism Coord  | Enterprise Applications Supv.   |  |  | Antietam Academy   | Early Learning           | Manager/Data Center       |
|          | Communications Mgr: Photo/Video    |                                  | STEM/Environmental Lit Coord  | Systems Engineer: MCSE  | Barbara Ingram SFA   | Human Resources  | Supervisor II:   | Transportation           |                           |
|          | Data Analytics                     |                                  | Elementary AP-I:  | Coordinator I:  | Boonsboro High   | Special Education  | Supervisor I:  | Elementary Principal-II: |                           |
|          | Energy Management Analyst          |                                  | Boonsboro Elementary  | Elem. Behavior Prog: BCBA   | Clear Spring Middle & High   | Advanced Programs  |  |                          | Boonsboro Elementary      |
|          | Executive Assistant                |                                  | Jonathan Hager Elementary   | Human Resources   | Hancock Middle/High  | Athletics/Health/PE  |  |                          | Clear Spring Elementary   |
|          | Help Desk Operator/Trainer         |                                  | Rockland Woods Elementary   | Job Development Center  | Smithsburg High  | Career Technology  |  |                          | Emma K. Doub Elementary   |
|          | Operations Mgr/Maintenance         |                                  |   | Mental Health Services  | WC Technical High  | District Programs  |  |                          | Fountaindale Elementary   |
|          | Paralegal                          |                                  |   | School Health   | Williamsport High  | Employee Benefits  |  |                          | Hickory Elementary        |
|          | Testing/Edu-Tech Support           |                                  |   | Special Education Behavior  |  | Equity & Excellence  |  |                          | Jonathan Hager Elementary |
|          |                                    |                                  |   | Special Education Birth-K   |  | ESOL/World Languages   |  |                          | Maugansville Elementary   |
|          |                                    |                                  |   | Special Education Related Svcs  |  | Food/Nutrition   |  |                          | Paramount Elementary      |
|          |                                    |                                  |   | Title I Achievement   |  | Media/Technology   |  |                          | Rockland Woods Elementary |
|          |                                    |                                  |   | Title I Curriculum Instruction  |  | Professional Learning  | Sharpsburg Elementary  |                          |                           |
|          |                                    |                                  | Title I Homeless  |   | Purchasing   | Williamsport Elementary  |  |                          |                           |
|          |                                    |                                  | Facilities Project Manager  |   | School Counseling  | Middle Principal-I:  | Antietam Academy Coord   |                          |                           |
|          |                                    |                                  | Network Engineer  |   | Student Services Case Mgr  |  |  | Boonsboro Middle         |                           |
|          |                                    |                                  | Physical Therapist  |   | Testing & Accountability   |  |  | Clear Spring Middle      |                           |
|          |                                    | Pupil Personnel Worker           |   | Title I   | Marshall Street School   |  |  |                          |                           |
|          |                                    | Psychologist                     |   | Visual/Performing Arts  | Smithsburg Middle  |  |  |                          |                           |
|          |                                    | Elementary AP-II:                |   | World Language  | Elementary Principal-I:  |  |  |                          |                           |
|          |                                    | Bester Elementary                |   |   |  |  | Cascade Elementary   |                          |                           |
|          |                                    | Eastern Elementary               |   |   |  |  | Fountain Rock Elementary   |                          |                           |
|          |                                    | Lincolnshire Elementary          |   |   |  |  | Greenbrier Elementary  |                          |                           |
|          |                                    | Maugansville Elementary          |   |   |  |  | Hancock Elementary   |                          |                           |
|          |                                    | Pangborn Elementary              |   |   |  |  | Old Forge Elementary   |                          |                           |
|          |                                    | Ruth Ann Monroe Primary          |   |   |  |  | Pleasant Valley Elementary   |                          |                           |
|          |                                    | Salem Avenue Elementary          |   |   |  |  | Potomac Heights Elementary   |                          |                           |
|          |                                    | Williamsport Elementary          |   |   |  |  | Smithsburg Elementary  |                          |                           |
|          |                                    | Middle AP-II:                    |   |   |  |  | High AP-II:  |                          |                           |
|          |                                    | Boonsboro Middle                 |   |   | North High   |  |  |                          |                           |
|          |                                    | E. Russell Hicks Middle          |   |   | South High   |  |  |                          |                           |
|          |                                    | Northern Middle                  |   |   |  |  |  |                          |                           |
|          |                                    | Smithsburg Middle                |   |   |  |  |  |                          |                           |
|          |                                    | Springfield Middle               |   |   |  |  |  |                          |                           |
|          |                                    | Western Heights Middle           |   |   |  |  |  |                          |                           |

\*Note: Salary based on 12 month work year.

|          | Category 8   | Category 9   | Category 10        | Category 11              | Category 12           | Category 13                                 | Category 14         | Category 15               |
|----------|--|--|--------------------|--------------------------|-----------------------|---|---------------------|---------------------------|
|          | Elementary Prin.-III,<br>Middle School Prin.-II,<br>High School Prin.-I,<br>Supervisor-III,<br>Director-I  | High School Prin.-II,<br>Director-II   | Director-III       | High School Prin.-III    | Executive Director-I  | Executive Director-II                       | Executive Staff-I   | Executive Staff-II        |
| Salary   | \$89,742-\$136,554   | \$93,325-\$142,006   | \$97,058-\$147,682 | \$100,939-\$153,391      | \$104,532-\$159,061   | \$110,804-\$168,600                         | \$117,071-\$178,138 | \$131,074-\$199,446       |
| Position | Deputy Legal Counsel   | Director II:   | Director III:      | High Principal-III:      | Executive Director-I: | Executive Director- II:                     |                     | Assoc. Super Curr/Instr   |
|          | Director I:<br>Facilities Planning & Devel<br>Maintenance & Operations<br>Special Education  | Student Services, School<br>Counseling, and School<br>Health                 | Human Resources    | North High<br>South High | Finance<br>Technology | Elementary Education<br>Secondary Education |                     | Assoc. Super Admin/Ldrshp |
|          | Supervisor III:<br>English/Social Studies<br>Mathematics/Science   | High Principal-II:<br>Boonsboro High<br>Smithsburg High<br>Williamsport High |                    |                          |                       |   |                     | Chief Legal Counsel       |
|          | Elementary Principal-III:<br>Bester Elementary<br>Eastern Elementary<br>Lincolnshire Elementary<br>Pangborn Elementary<br>Ruth Ann Monroe Primary<br>Salem Avenue Elementary |  |                    |                          |                       |   |                     | Chief Operating Officer   |
|          | Middle Principal-II:<br>E. Russell Hicks Middle<br>Northern Middle<br>Springfield Middle<br>Western Heights Middle   |  |                    |                          |                       |   |                     | Deputy Superintendent     |
|          | High Principal-I:<br>Barbara Ingram SFA<br>Clear Spring High<br>Hancock Middle/High<br>WC Technical High   |  |                    |                          |                       |   |                     |                           |
|          |  |  |                    |                          |                       |   |                     |                           |
|          |  |  |                    |                          |                       |   |                     |                           |

\*Note: Salary based on 12 month work year.