

SALARY SCHEDULES



2025-2026

CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT

www.capetigers.com

ADMINISTRATOR AND COORDINATOR SCHEDULES



2025-2026

CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT

www.capetigers.com

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Administrator - Base Salary

	Column 1
Step 1	70,781.00
	0.00

Administrator - Salary Increment

	MS	MS+15	MS+30	SPECIALIST	SPEC+15	Doctoral
Step 1	0.00	1,000.00	3,000.00	4,000.00	5,000.00	7,000.00
Step 2	500.00	1,500.00	3,500.00	4,500.00	5,500.00	7,500.00
Step 3	1,000.00	2,000.00	4,000.00	5,000.00	6,000.00	8,000.00
Step 4	1,500.00	2,500.00	4,500.00	5,500.00	6,500.00	8,500.00
Step 5	2,000.00	3,000.00	5,000.00	6,000.00	7,000.00	9,000.00
Step 6	2,500.00	3,500.00	5,500.00	6,500.00	7,500.00	9,500.00
Step 7	3,000.00	4,000.00	6,000.00	7,000.00	8,000.00	10,000.00
Step 8	3,500.00	4,500.00	6,500.00	7,500.00	8,500.00	10,500.00
Step 9	4,000.00	5,000.00	7,000.00	8,000.00	9,000.00	11,000.00
Step 10	4,500.00	5,500.00	7,500.00	8,500.00	9,500.00	11,500.00
Step 11	5,000.00	6,000.00	8,000.00	9,000.00	10,000.00	12,000.00
Step 12	5,500.00	6,500.00	8,500.00	9,500.00	10,500.00	12,500.00
Step 13	6,000.00	7,000.00	9,000.00	10,000.00	11,000.00	13,000.00
Step 14	6,500.00	7,500.00	9,500.00	10,500.00	11,500.00	13,500.00
Step 15	7,000.00	8,000.00	10,000.00	11,000.00	12,000.00	14,000.00
Step 16	7,500.00	8,500.00	10,500.00	11,500.00	12,500.00	14,500.00
Step 17	8,000.00	9,000.00	11,000.00	12,000.00	13,000.00	15,000.00
Step 18	8,500.00	9,500.00	11,500.00	12,500.00	13,500.00	15,500.00
Step 19	9,000.00	10,000.00	12,000.00	13,000.00	14,000.00	16,000.00
Step 20	9,500.00	10,500.00	12,500.00	13,500.00	14,500.00	16,500.00
Step 21	10,000.00	11,000.00	13,000.00	14,000.00	15,000.00	17,000.00
Step 22	10,500.00	11,500.00	13,500.00	14,500.00	15,500.00	17,500.00
Step 23	11,000.00	12,000.00	14,000.00	15,000.00	16,000.00	18,000.00
Step 24	11,500.00	12,500.00	14,500.00	15,500.00	16,500.00	18,500.00
Step 25	12,000.00	13,000.00	15,000.00	16,000.00	17,000.00	19,000.00
Step 26	12,500.00	13,500.00	15,500.00	16,500.00	17,500.00	19,500.00
Step 27	13,000.00	14,000.00	16,000.00	17,000.00	18,000.00	20,000.00
Step 28	13,500.00	14,500.00	16,500.00	17,500.00	18,500.00	20,500.00
Step 29	14,000.00	15,000.00	17,000.00	18,000.00	19,000.00	21,000.00
Step 30	14,500.00	15,500.00	17,500.00	18,500.00	19,500.00	21,500.00
Off Sch	15,000.00	16,000.00	18,000.00	19,000.00	20,000.00	22,000.00
Off Sch 2	15,500.00	16,500.00	18,500.00	19,500.00	20,500.00	22,500.00
Off Sch 3	16,000.00	17,000.00	19,000.00	20,000.00	21,000.00	23,000.00
Administrative Base Salary: \$70,781.00						

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Coordinator Base Salary

	Column 1
Step 1	69,696.00
	0.00

Coordinator Salary Increment

	Tech/BS	MS
Step 1	0.00	1,000.00
Step 2	500.00	1,500.00
Step 3	1,000.00	2,000.00
Step 4	1,500.00	2,500.00
Step 5	2,000.00	3,000.00
Step 6	2,500.00	3,500.00
Step 7	3,000.00	4,000.00
Step 8	3,500.00	4,500.00
Step 9	4,000.00	5,000.00
Step 10	4,500.00	5,500.00
Step 11	5,000.00	6,000.00
Step 12	5,500.00	6,500.00
Step 13	6,000.00	7,000.00
Step 14	6,500.00	7,500.00
Step 15	7,000.00	8,000.00
Step 16	7,500.00	8,500.00
Step 17	8,000.00	9,000.00
Step 18	8,500.00	9,500.00
Step 19	9,000.00	10,000.00
Step 20	9,500.00	10,500.00
Step 21	10,000.00	11,000.00
Step 22	10,500.00	11,500.00
Step 23	11,000.00	12,000.00
Step 24	11,500.00	12,500.00
Step 25	12,000.00	13,000.00
Step 26	12,500.00	13,500.00
Step 27	13,000.00	14,000.00
Step 28	13,500.00	14,500.00
Step 29	14,000.00	15,000.00
Step 30	14,500.00	15,500.00
Base Salary: \$69,696.00		

2025-2026 Administrator and Coordinator Multipliers

Job Duties	Salary Multiplier	Building
Deputy Superintendent	1.70	0000-Cape Girardeau 63
Assistant Superintendent - Academic Services	1.60	0000-Cape Girardeau 63
Assistant Superintendent - Special Services	1.60	0000-Cape Girardeau 63
Assistant Superintendent - Support Services	1.60	0000-Cape Girardeau 63
General Counsel - HR & Compliance	1.40	0000-Cape Girardeau 63
Communications Director	1.35	0000-Cape Girardeau 63
Chief Financial Officer	1.25	0000-Cape Girardeau 63
Coordinator - Technology Engineer	1.18	0000-Cape Girardeau 63
Coordinator - Academic Services Elementary	1.15	0000-Cape Girardeau 63
Coordinator - Academic Services Secondary	1.15	0000-Cape Girardeau 63
Coordinator - Afterschool Program	1.15	0000-Cape Girardeau 63
Food Service Manager	1.10	0000-Cape Girardeau 63
Principal	1.50	1050-Central High School
Principal Assistant	1.25	1050-Central High School
Principal Assistant	1.25	1050-Central High School
Principal Assistant	1.25	1050-Central High School
Director - Athletics	1.30	1050-Central High School
Director - Central Academy	1.25	1070-Central Academy
Director Assistant - Secondary	1.10	1070-Central Academy
Director - Career & Technology Center	1.50	1100-Career and Technology Center
Director Assistant - Post Secondary	1.20	1100-Career and Technology Center
Director Assistant - Secondary	1.20	1100-Career and Technology Center
Vocational - Workforce Develop Coord	0.72	1100-Career and Technology Center
Principal	1.45	2050-Central Junior High School
Principal Assistant	1.25	2050-Central Junior High School
Director - Athletics / Principal Assistant	1.25	2050-Central Junior High School
Principal	1.25	4020-Alma Schrader Elementary
Principal	1.25	4040-Franklin Elementary
Principal	1.25	4050-Blanchard Elementary
Principal	1.25	4060-Clippard Elementary
Principal	1.25	4060-Clippard Elementary - PreK and Early Childhood
Principal	1.35	4080-Jefferson Elementary
Principal Assistant	1.10	4080-Jefferson Elementary
Principal	1.30	4090-Central Middle School (5/6)
Principal Assistant	1.20	4090-Central Middle School (5/6)
Director - Districtwide Athletics	1.40	9000-District Wide
Facilities Supervisor	1.10	9200-Maintenance
Facilities Asst Supervisor	0.80	9200-Maintenance

TEACHER SCHEDULE



2025-2026

CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT

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Teacher Salary Schedule

	BS	BS+18	MA/MS	MS + 15	MS + 30/Spec	Doctoral	Vocational
Step 1	41,989.00	43,489.00	45,489.00	46,989.00	48,489.00	49,989.00	-
Step 2	42,289.00	43,789.00	45,789.00	47,289.00	48,789.00	50,289.00	-
Step 3	42,604.00	44,104.00	46,104.00	47,604.00	49,104.00	50,604.00	-
Step 4	42,934.00	44,434.00	46,434.00	47,934.00	49,434.00	50,934.00	45,934.00
Step 5	43,279.00	44,779.00	46,779.00	48,279.00	49,779.00	51,279.00	46,279.00
Step 6	43,639.00	45,139.00	47,139.00	48,639.00	50,139.00	51,639.00	46,639.00
Step 7	44,014.00	45,514.00	47,514.00	49,014.00	50,514.00	52,014.00	47,014.00
Step 8	44,404.00	45,904.00	47,904.00	49,404.00	50,904.00	52,404.00	47,404.00
Step 9	44,809.00	46,309.00	48,309.00	49,809.00	51,309.00	52,809.00	47,809.00
Step 10	45,229.00	46,729.00	48,729.00	50,229.00	51,729.00	53,229.00	48,229.00
Step 11	45,664.00	47,164.00	49,164.00	50,664.00	52,164.00	53,664.00	48,664.00
Step 12	46,114.00	47,614.00	49,614.00	51,114.00	52,614.00	54,114.00	49,114.00
Step 13	46,114.00	48,079.00	50,079.00	51,579.00	53,079.00	54,579.00	49,579.00
Step 14	46,114.00	48,559.00	50,559.00	52,059.00	53,559.00	55,059.00	50,059.00
Step 15	46,114.00	49,054.00	51,054.00	52,554.00	54,054.00	55,554.00	50,554.00
Step 16	46,114.00	49,564.00	51,564.00	53,064.00	54,564.00	56,064.00	51,064.00
Step 17	46,114.00	50,089.00	52,089.00	53,589.00	55,089.00	56,589.00	51,589.00
Step 18	46,114.00	50,089.00	52,629.00	54,129.00	55,629.00	57,129.00	52,129.00
Step 19	46,114.00	50,089.00	53,184.00	54,684.00	56,184.00	57,684.00	52,684.00
Step 20	46,114.00	50,089.00	53,754.00	55,254.00	56,754.00	58,254.00	53,254.00
Step 21	46,114.00	50,089.00	54,339.00	55,839.00	57,339.00	58,839.00	53,839.00
Step 22	46,114.00	50,089.00	54,939.00	56,439.00	57,939.00	59,439.00	54,439.00
Step 23	46,114.00	50,089.00	55,554.00	57,054.00	58,554.00	60,054.00	55,054.00
Step 24	46,114.00	50,089.00	55,554.00	57,684.00	59,184.00	60,684.00	55,054.00
Step 25	46,114.00	50,089.00	55,554.00	57,684.00	59,829.00	61,329.00	55,054.00
Step 26	46,114.00	50,089.00	55,554.00	57,684.00	60,489.00	61,989.00	55,054.00
Step 27	46,114.00	50,089.00	55,554.00	57,684.00	61,164.00	62,664.00	55,054.00
Step 28	46,114.00	50,089.00	55,554.00	57,684.00	61,854.00	63,354.00	55,054.00
Step 29	46,114.00	50,089.00	55,554.00	57,684.00	62,559.00	64,059.00	55,054.00
Step 30	46,114.00	50,089.00	55,554.00	57,684.00	63,279.00	64,779.00	55,054.00

2025-2026 Special Services Multipliers

Job Duties	Salary Multiplier	Building
Board Certified Behavior Analyst	1.05	4060 - Clippard Elementary
Board Certified Behavior Analyst	1.05	4060 - Clippard Elementary
School Counselor	1.05	4020 - Alma Schrader Elementary
School Counselor	1.05	4050 - Blanchard Elementary
School Counselor	1.05	4060 - Clippard Elementary
School Counselor	1.05	4040 - Franklin Elementary
School Counselor	1.05	4080 - Jefferson Elementary
School Counselor	1.05	4090 - Central Middle School
School Counselor	1.05	4090 - Central Middle School
School Counselor	1.05	2050 - Central Junior High School
School Counselor	1.05	2050 - Central Junior High School
School Counselor	1.05	1050 - Central High School
School Counselor	1.05	1050 - Central High School
School Counselor	1.05	1050 - Central High School
School Counselor	1.05	1050 - Central High School
School Counselor	1.05	1070 - Central Academy
School Counselor	1.05	1100 - Career and Technology Center
School Psychological Examiner	1.04	4020 - Alma Schrader Elementary
School Psychological Examiner	1.04	4050 - Blanchard Elementary
School Psychological Examiner	1.04	4060 - Clippard Elementary
School Psychological Examiner	1.04	4040 - Franklin Elementary/2050 - CJHS
School Psychological Examiner	1.04	4080 - Jefferson Elementary
School Psychological Examiner	1.04	4090 - Central Middle School
School Psychological Examiner	1.04	4060 - Clippard Elementary - ECC
School Psychological Examiner	1.04	1050 - Central High School
School Social Worker	1.05	4090 - Central Middle School
School Social Worker	1.05	2050 - Central Junior High School
School Social Worker	1.05	1050 - Central High School
Speech Language Pathologist	1.05	4020 - Alma Schrader Elementary
Speech Language Pathologist	1.05	4020 - Alma Schrader Elementary
Speech Language Pathologist	1.05	4050 - Blanchard Elementary
Speech Language Pathologist	1.05	4060 - Clippard Elementary
Speech Language Pathologist	1.05	4060 - Clippard Elementary
Speech Language Pathologist	1.05	4060 - Clippard Elementary - ECC
Speech Language Pathologist	1.05	4060 - Clippard Elementary - ECC
Speech Language Pathologist	1.05	4040 - Franklin Elementary
Speech Language Pathologist	1.05	4080 - Jefferson Elementary
Speech Language Pathologist	1.05	4080 - Jefferson Elementary - PK
Speech Language Pathologist	1.05	4090 - Central Middle School
Speech Language Pathologist	1.05	4090 - Central Middle School
Speech Language Pathologist	1.05	2050 - Central Junior High School
Speech Language Pathologist	1.05	2050 - Central Junior High School
Speech Language Pathologist	1.05	1050 - Central High School
Speech Language Pathologist	1.05	1050 - Central High School

CLASSIFIED SCHEDULES



2025-2026

CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT

www.capetigers.com

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Administrative Assistant II

	Column 1
Step 1	15.00
Step 2	15.30
Step 3	15.60
Step 4	15.90
Step 5	16.20
Step 6	16.50
Step 7	16.80
Step 8	17.10
Step 9	17.40
Step 10	17.70
Step 11	18.00
Step 12	18.30
Step 13	18.60
Step 14	18.90
Step 15	19.20
Step 16	19.50
Step 17	19.80
Step 18	20.10
Step 19	20.40
Step 20	20.70
Step 21	21.00
Step 22	21.30
Step 23	21.60
Step 24	21.90
Step 25	22.20
Step 26	22.50
Step 27	22.80
Step 28	23.10
Step 29	23.40
Step 30	23.70

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Administrative Assistant III

	Column 1
Step 1	15.50
Step 2	15.92
Step 3	16.34
Step 4	16.76
Step 5	17.18
Step 6	17.60
Step 7	18.02
Step 8	18.44
Step 9	18.86
Step 10	19.28
Step 11	19.70
Step 12	20.12
Step 13	20.54
Step 14	20.96
Step 15	21.38
Step 16	21.80
Step 17	22.22
Step 18	22.64
Step 19	23.06
Step 20	23.48
Step 21	23.90
Step 22	24.32
Step 23	24.74
Step 24	25.16
Step 25	25.58
Step 26	26.00
Step 27	26.42
Step 28	26.84
Step 29	27.26
Step 30	27.68

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Nutrition Services - Staff

	Column I
Step 1	15.00
Step 2	15.15
Step 3	15.30
Step 4	15.45
Step 5	15.60
Step 6	15.75
Step 7	15.90
Step 8	16.05
Step 9	16.20
Step 10	16.35
Step 11	16.50
Step 12	16.65
Step 13	16.80
Step 14	16.95
Step 15	17.10
Step 16	17.25
Step 17	17.40
Step 18	17.55
Step 19	17.70
Step 20	17.85
Step 21	18.00
Step 22	18.15
Step 23	18.30
Step 24	18.45
Step 25	18.60
Step 26	18.75
Step 27	18.90
Step 28	19.05
Step 29	19.20
Step 30	19.35

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Head Cook/Assistant Manager

	Column 1
Step 1	15.50
Step 2	15.65
Step 3	15.80
Step 4	15.95
Step 5	16.10
Step 6	16.25
Step 7	16.40
Step 8	16.55
Step 9	16.70
Step 10	16.85
Step 11	17.00
Step 12	17.15
Step 13	17.30
Step 14	17.45
Step 15	17.60
Step 16	17.75
Step 17	17.90
Step 18	18.05
Step 19	18.20
Step 20	18.35
Step 21	18.50
Step 22	18.65
Step 23	18.80
Step 24	18.95
Step 25	19.10
Step 26	19.25
Step 27	19.40
Step 28	19.55
Step 29	19.70
Step 30	19.85

Cafeteria Manager II

	Column 1
Step 1	16.76
Step 2	17.01
Step 3	17.26
Step 4	17.51
Step 5	17.76
Step 6	18.01
Step 7	18.26
Step 8	18.51
Step 9	18.76
Step 10	19.01
Step 11	19.26
Step 12	19.51
Step 13	19.76
Step 14	20.01
Step 15	20.26
Step 16	20.51
Step 17	20.76
Step 18	21.01
Step 19	21.26
Step 20	21.51
Step 21	21.76
Step 22	22.01
Step 23	22.26
Step 24	22.51
Step 25	22.76
Step 26	23.01
Step 27	23.26
Step 28	23.51
Step 29	23.76
Step 30	24.01

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Cafeteria Manager III

	Column 1
Step 1	17.28
Step 2	17.53
Step 3	17.78
Step 4	18.03
Step 5	18.28
Step 6	18.53
Step 7	18.78
Step 8	19.03
Step 9	19.28
Step 10	19.53
Step 11	19.78
Step 12	20.03
Step 13	20.28
Step 14	20.53
Step 15	20.78
Step 16	21.03
Step 17	21.28
Step 18	21.53
Step 19	21.78
Step 20	22.03
Step 21	22.28
Step 22	22.53
Step 23	22.78
Step 24	23.03
Step 25	23.28
Step 26	23.53
Step 27	23.78
Step 28	24.03
Step 29	24.28
Step 30	24.53

Cape Girardeau 63
301 N Clark Avenue
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Registered Dietician Base Salary

	Column 1
Step 1	61,200.00
	0.00

Registered Dietician Salary Increment

	Column 1
Step 1	0.00
Step 2	500.00
Step 3	1,000.00
Step 4	1,500.00
Step 5	2,000.00
Step 6	2,500.00
Step 7	3,000.00
Step 8	3,500.00
Step 9	4,000.00
Step 10	4,500.00
Step 11	5,000.00
Step 12	5,500.00
Step 13	6,000.00
Step 14	6,500.00
Step 15	7,000.00
Step 16	7,500.00
Step 17	8,000.00
Step 18	8,500.00
Step 19	9,000.00
Step 20	9,500.00
Step 21	10,000.00
Step 22	10,500.00
Step 23	11,000.00
Step 24	11,500.00
Step 25	12,000.00
Step 26	12,500.00
Step 27	13,000.00
Step 28	13,500.00
Step 29	14,000.00
Step 30	14,500.00
Base Salary \$61,200	

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Custodian

	Column 1
Step 1	15.00
Step 2	15.15
Step 3	15.30
Step 4	15.45
Step 5	15.60
Step 6	15.75
Step 7	15.90
Step 8	16.05
Step 9	16.20
Step 10	16.35
Step 11	16.50
Step 12	16.65
Step 13	16.80
Step 14	16.95
Step 15	17.10
Step 16	17.25
Step 17	17.40
Step 18	17.55
Step 19	17.70
Step 20	17.85
Step 21	18.00
Step 22	18.15
Step 23	18.30
Step 24	18.45
Step 25	18.60
Step 26	18.75
Step 27	18.90
Step 28	19.05
Step 29	19.20
Step 30	19.35

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Custodian - Head

	Column 1
Step 1	15.50
Step 2	15.65
Step 3	15.80
Step 4	15.95
Step 5	16.10
Step 6	16.25
Step 7	16.40
Step 8	16.55
Step 9	16.70
Step 10	16.85
Step 11	17.00
Step 12	17.15
Step 13	17.30
Step 14	17.45
Step 15	17.60
Step 16	17.75
Step 17	17.90
Step 18	18.05
Step 19	18.20
Step 20	18.35
Step 21	18.50
Step 22	18.65
Step 23	18.80
Step 24	18.95
Step 25	19.10
Step 26	19.25
Step 27	19.40
Step 28	19.55
Step 29	19.70
Step 30	19.85

Cape Girardeau 63
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Cape Girardeau, MO 63701

Grant Funded

	Column 1
THRIVE Birth to Five (Educare)	74,160.00
21st CCLC - Site Coordinator	15,000.00

Cape Girardeau 63
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Career Ladder

	Column 1
Stage I	1,500.00
Stage II	3,000.00
Stage III	5,000.00

Cape Girardeau 63
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Health Care Professional

	Column 1	
Step 1		41,622.51
		0.00
*Head Nurse salary multiplier - 1.05		

Cape Girardeau 63
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Certified Trades

	Column 1
Step 1	22.45
Step 2	22.75
Step 3	23.05
Step 4	23.35
Step 5	23.65
Step 6	23.95
Step 7	24.25
Step 8	24.55
Step 9	24.85
Step 10	25.15
Step 11	25.45
Step 12	25.75
Step 13	26.05
Step 14	26.35
Step 15	26.65
Step 16	26.95
Step 17	27.25
Step 18	27.55
Step 19	27.85
Step 20	28.15
Step 21	28.45
Step 22	28.75
Step 23	29.05
Step 24	29.35
Step 25	29.65
Step 26	29.95
Step 27	30.25
Step 28	30.55
Step 29	30.85
Step 30	31.15

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301 N Clark Avenue
Cape Girardeau, MO 63701

Maintenance I

	Column 1
Step 1	15.00
Step 2	15.30
Step 3	15.60
Step 4	15.90
Step 5	16.20
Step 6	16.50
Step 7	16.80
Step 8	17.10
Step 9	17.40
Step 10	17.70
Step 11	18.00
Step 12	18.30
Step 13	18.60
Step 14	18.90
Step 15	19.20
Step 16	19.50
Step 17	19.80
Step 18	20.10
Step 19	20.40
Step 20	20.70
Step 21	21.00
Step 22	21.30
Step 23	21.60
Step 24	21.90
Step 25	22.20
Step 26	22.50
Step 27	22.80
Step 28	23.10
Step 29	23.40
Step 30	23.70

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Maintenance II

	Column 1
Step 1	18.29
Step 2	18.59
Step 3	18.89
Step 4	19.19
Step 5	19.49
Step 6	19.79
Step 7	20.09
Step 8	20.39
Step 9	20.69
Step 10	20.99
Step 11	21.29
Step 12	21.59
Step 13	21.89
Step 14	22.19
Step 15	22.49
Step 16	22.79
Step 17	23.09
Step 18	23.39
Step 19	23.69
Step 20	23.99
Step 21	24.29
Step 22	24.59
Step 23	24.89
Step 24	25.19
Step 25	25.49
Step 26	25.79
Step 27	26.09
Step 28	26.39
Step 29	26.69
Step 30	26.99

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Parent Educators (PAT) (PE)

	PE1	PE2	PE3
Step 1	16.28	18.91	20.51
Step 2	16.63	19.31	20.96
Step 3	16.98	19.71	21.41
Step 4	17.33	20.11	21.86
Step 5	17.68	20.51	22.31
Step 6	18.03	20.91	22.76
Step 7	18.38	21.31	23.21
Step 8	18.73	21.71	23.66
Step 9	19.08	22.11	24.11
Step 10	19.43	22.51	24.56
Step 11	19.78	22.91	25.01
Step 12	20.13	23.31	25.46
Step 13	20.48	23.71	25.91
Step 14	20.83	24.11	26.36
Step 15	21.18	24.51	26.81
Step 16	21.53	24.91	27.26
Step 17	21.88	25.31	27.71
Step 18	22.23	25.71	28.16
Step 19	22.58	26.11	28.61
Step 20	22.93	26.51	29.06
Step 21	23.28	26.91	29.51
Step 22	23.63	27.31	29.96
Step 23	23.98	27.71	30.41
Step 24	24.33	28.11	30.86
Step 25	24.68	28.51	31.31
Step 26	25.03	28.91	31.76
Step 27	25.38	29.31	32.21
Step 28	25.73	29.71	32.66
Step 29	26.08	30.11	33.11
Step 30	26.43	30.51	33.56

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Sign Interpreter

	Oral Interpreter	Level 1	Level 2	Level 3	Level 4	Level 5
Step 1	10.90	17.90	18.45	19.70	21.75	23.85
Step 2	11.10	18.15	18.70	19.95	22.00	24.35
Step 3	11.30	18.40	18.95	20.20	22.25	24.85
Step 4	11.50	18.65	19.20	20.45	22.50	25.35
Step 5	11.70	18.90	19.45	20.70	22.75	25.85
Step 6	11.90	19.15	19.70	20.95	23.00	26.35
Step 7	12.10	19.40	19.95	21.20	23.25	26.85
Step 8	12.30	19.65	20.20	21.45	23.50	27.35
Step 9	12.50	19.90	20.45	21.70	23.75	27.85
Step 10	12.70	20.15	20.70	21.95	24.00	28.35
Step 11	12.90	20.40	20.95	22.20	24.25	28.60
Step 12	13.30	21.00	21.60	22.90	25.00	29.50

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Registered Behavior Technician

	Column 1
Step 1	16.02
Step 2	16.24
Step 3	16.46
Step 4	16.68
Step 5	16.90
Step 6	17.12
Step 7	17.34
Step 8	17.56
Step 9	17.78
Step 10	18.00
Step 11	18.22
Step 12	18.44
Step 13	18.66
Step 14	18.88
Step 15	19.10
Step 16	19.32
Step 17	19.54
Step 18	19.76
Step 19	19.98
Step 20	20.20
Step 21	20.42
Step 22	20.64
Step 23	20.86
Step 24	21.08
Step 25	21.30
Step 26	21.52
Step 27	21.74
Step 28	21.96
Step 29	22.18
Step 30	22.40

Teacher Assistant

	Assessment	60 hrs/Associates/CDA	BS	Masters
Step 1	15.00	16.00	18.00	20.50
Step 2	15.20	16.20	18.22	20.72
Step 3	15.40	16.40	18.44	20.94
Step 4	15.60	16.60	18.66	21.16
Step 5	15.80	16.80	18.88	21.38
Step 6	16.00	17.00	19.10	21.60
Step 7	16.20	17.20	19.32	21.82
Step 8	16.40	17.40	19.54	22.04
Step 9	16.60	17.60	19.76	22.26
Step 10	16.80	17.80	19.98	22.48
Step 11	17.00	18.00	20.20	22.70
Step 12	17.20	18.20	20.42	22.92
Step 13	17.40	18.40	20.64	23.14
Step 14	17.60	18.60	20.86	23.36
Step 15	17.80	18.80	21.08	23.58
Step 16	18.00	19.00	21.30	23.80
Step 17	18.20	19.20	21.52	24.02
Step 18	18.40	19.40	21.74	24.24
Step 19	18.60	19.60	21.96	24.46
Step 20	18.80	19.80	22.18	24.68
Step 21	19.00	20.00	22.40	24.90
Step 22	19.20	20.20	22.62	25.12
Step 23	19.40	20.40	22.84	25.34
Step 24	19.60	20.60	23.06	25.56
Step 25	19.80	20.80	23.28	25.78
Step 26	20.00	21.00	23.50	26.00
Step 27	20.20	21.20	23.72	26.22
Step 28	20.40	21.40	23.94	26.44
Step 29	20.60	21.60	24.16	26.66
Step 30	20.80	21.80	24.38	26.88

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

School Resource Officer - Base Salary

	Column 1	
Step 1		49,175.00
		0.00
Head SRO salary multiplier - 1.15		

School Resource Officer - Salary Increment

	Column 1
Step 1	0.00
Step 2	500.00
Step 3	1,000.00
Step 4	1,500.00
Step 5	2,000.00
Step 6	2,500.00
Step 7	3,000.00
Step 8	3,500.00
Step 9	4,000.00
Step 10	4,500.00
Step 11	5,000.00
Step 12	5,500.00
Step 13	6,000.00
Step 14	6,500.00
Step 15	7,000.00
Step 16	7,500.00
Step 17	8,000.00
Step 18	8,500.00
Step 19	9,000.00
Step 20	9,500.00
Step 21	10,000.00
Step 22	10,500.00
Step 23	11,000.00
Step 24	11,500.00
Step 25	12,000.00
Step 26	12,500.00
Step 27	13,000.00
Step 28	13,500.00
Step 29	14,000.00
Step 30	14,500.00
Base Salary \$49,175.00	

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Technology Support

	Column 1
Step 1	55,200.00
Step 2	55,700.00
Step 3	56,200.00
Step 4	56,700.00
Step 5	57,200.00
Step 6	57,700.00
Step 7	58,200.00
Step 8	58,700.00
Step 9	59,200.00
Step 10	59,700.00
Step 11	60,200.00
Step 12	60,700.00
Step 13	61,200.00
Step 14	61,700.00
Step 15	62,200.00
Step 16	62,700.00
Step 17	63,200.00
Step 18	63,700.00
Step 19	64,200.00
Step 20	64,700.00
Step 21	65,200.00
Step 22	65,700.00
Step 23	66,200.00
Step 24	66,700.00
Step 25	67,200.00
Step 26	67,700.00
Step 27	68,200.00
Step 28	68,700.00
Step 29	69,200.00
Step 30	69,700.00

Technology Support Specialist II

	Non-Degree	BS	MS/MA
Step 1	58,250.00	62,600.00	66,900.00
Step 2	59,225.00	63,575.00	67,875.00
Step 3	60,200.00	64,550.00	68,850.00
Step 4	61,175.00	65,525.00	69,825.00
Step 5	62,150.00	66,500.00	70,800.00
Step 6	63,125.00	67,475.00	71,775.00
Step 7	64,100.00	68,450.00	72,750.00
Step 8	65,075.00	69,425.00	73,725.00
Step 9	66,050.00	70,400.00	74,700.00
Step 10	67,025.00	71,375.00	75,675.00
Step 11	68,000.00	72,350.00	76,650.00
Step 12	68,975.00	73,325.00	77,625.00
Step 13	69,950.00	74,300.00	78,600.00
Step 14	70,925.00	75,275.00	79,575.00
Step 15	71,900.00	76,250.00	80,550.00
Step 16	72,875.00	77,225.00	81,525.00
Step 17	73,850.00	78,200.00	82,500.00
Step 18	74,825.00	79,175.00	83,475.00
Step 19	75,800.00	80,150.00	84,450.00
Step 20	76,775.00	81,125.00	85,425.00
Step 21	77,750.00	82,100.00	86,400.00
Step 22	78,725.00	83,075.00	87,375.00
Step 23	79,700.00	84,050.00	88,350.00
Step 24	80,675.00	85,025.00	89,325.00
Step 25	81,650.00	86,000.00	90,300.00
Step 26	82,625.00	86,975.00	91,275.00
Step 27	83,600.00	87,950.00	92,250.00
Step 28	84,575.00	88,925.00	93,225.00
Step 29	85,550.00	89,900.00	94,200.00
Step 30	86,525.00	90,875.00	95,175.00

SUBSTITUTE AND PART-TIME SCHEDULES



2025-2026

**CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT**

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Part-Time Workers

	Column 1
Step 1	15.00
Step 2	15.25
Step 3	15.50
Step 4	16.00

Substitute Teachers

	Daily Rate
Substitute - Clerical	120.00
Substitute - TA	130.00
Substitute - Teacher	140.00
Substitute - Retired Teacher	150.00
Substitute - Long Term	229.45

Long Term Substitutes will be paid Step 1 of the Teacher Salary Schedule (retroactively, after 20 consecutive days)

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Substitute - Nutrition Services

	Column 1
Step 1	15.00
Step 2	15.15
Step 3	15.30
Step 4	15.45
Step 5	15.60
Step 6	15.75
Step 7	15.90
Step 8	16.05
Step 9	16.20
Step 10	16.35
Step 11	16.50
Step 12	16.65
Step 13	16.80
Step 14	16.95
Step 15	17.10
Step 16	17.25
Step 17	17.40
Step 18	17.55
Step 19	17.70
Step 20	17.85
Step 21	18.00
Step 22	18.15
Step 23	18.30
Step 24	18.45
Step 25	18.60
Step 26	18.75
Step 27	18.90
Step 28	19.05
Step 29	19.20
Step 30	19.35

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Substitute - Health Care Professional

	Column 1
Step 1	22.00
	0.00

STIPEND SCHEDULES



2025-2026

CAPE GIRARDEAU PUBLIC
SCHOOL DISTRICT

www.capetigers.com

Dept. Chair/Grade Level Stipend Schedule

	CHS	CJHS	CMS	CTC	K - 6	K - 12	Elementary
Fine Arts	300.00	500.00	0.00	0.00	0.00	0.00	0.00
Social Studies	800.00	400.00	0.00	0.00	0.00	0.00	0.00
Guidance	800.00	200.00	0.00	600.00	0.00	0.00	0.00
Language Arts	1,000.00	600.00	0.00	0.00	0.00	0.00	0.00
Industrial Technology	100.00	0.00	0.00	1,100.00	0.00	0.00	0.00
Family & Consumer Science	300.00	0.00	0.00	0.00	0.00	0.00	0.00
Library	100.00	100.00	0.00	0.00	0.00	0.00	0.00
Music	300.00	0.00	0.00	0.00	0.00	0.00	0.00
Science	800.00	500.00	0.00	0.00	0.00	0.00	0.00
Math	800.00	500.00	0.00	0.00	0.00	0.00	0.00
Health and P.E. (Girls)	250.00	300.00	0.00	0.00	0.00	0.00	0.00
World Languages	300.00	200.00	0.00	0.00	0.00	0.00	0.00
Special Services	1,000.00	900.00	900.00	0.00	0.00	600.00	0.00
Business / Marketing	400.00	0.00	0.00	400.00	0.00	0.00	0.00
Reading	0.00	550.00	0.00	0.00	0.00	0.00	0.00
Practical Arts	0.00	400.00	0.00	0.00	0.00	0.00	0.00
Health and P.E. (Boys)	250.00	0.00	0.00	0.00	0.00	0.00	0.00
Business / Marketing	0.00	0.00	0.00	400.00	0.00	0.00	0.00
Health Occupation	0.00	0.00	0.00	300.00	0.00	0.00	0.00
Culinary Arts	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Agriculture	0.00	0.00	0.00	100.00	0.00	0.00	0.00
PE	400.00	0.00	0.00	0.00	0.00	0.00	0.00
Gifted	100.00	300.00	0.00	0.00	0.00	0.00	0.00
PAS	300.00	0.00	0.00	0.00	0.00	0.00	0.00
K-12 Speech/Language	0.00	0.00	0.00	0.00	0.00	1,000.00	0.00
K-6 Counselor	0.00	0.00	0.00	0.00	700.00	0.00	0.00
Grade Level Chair	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00
Grade Level K-6 Library	0.00	0.00	0.00	0.00	700.00	0.00	0.00
Grade Level K-6 Music	0.00	0.00	0.00	0.00	700.00	0.00	0.00
Grade Level K-6 Art	0.00	0.00	0.00	0.00	700.00	0.00	0.00
Grade Level K-6 PE	0.00	0.00	0.00	0.00	700.00	0.00	0.00
English Language Learners	0.00	0.00	0.00	0.00	0.00	500.00	0.00

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Stipends - LEA

	LEA
Step 1	1,500.00
	0.00

Stipends - Extra Duty

	Stipends
Step 1	33,979.00
Step 2	34,780.00
Step 3	35,581.00
Step 4	36,382.00
Step 5	37,183.00
Step 6	37,984.00
Step 7	38,785.00
Step 8	39,586.00
Step 9	40,387.00
Step 10	41,188.00
Step 11	41,989.00
Step 12	42,790.00
Step 13	43,591.00
Step 14	44,392.00
Step 15	45,193.00
Step 16	45,994.00
Step 17	46,795.00
Step 18	47,596.00
Step 19	48,397.00
Step 20	49,198.00
Step 21	49,999.00
Step 22	50,800.00
Step 23	51,601.00
Step 24	52,402.00
Step 25	53,203.00
Step 26	54,004.00
Step 27	54,805.00
Step 28	55,606.00
Step 29	56,407.00
Step 30	57,208.00
Off Sch	58,009.00
Off 2	58,810.00
Off 3	59,626.71
Off 4	60,466.17
Off 5	61,340.34
Off 6	61,638.90
Off 7	61,774.08
Off 8	61,774.08
Off 9	61,774.08
Off 10	61,774.08
Off 11	61,774.08

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Stipends - Lunch and Detention Supervision

	Supervision
Lunch 30 min	1,500.00
Lunch 60 min	3,000.00
Lunch Detention 60 min	3,000.00
Detention Supervision 30 min	1,500.00
After School Detention	1,500.00
Detention CJHS	750.00

Stipends - Other Salaries

	Flat Amounts
Medicaid Management	1,000.00
Principal/Director Intern	4,000.00
Administrative Assistant - Districtwide Athletics	5,000.00
PAT - Preparation Stipend	750.00
In-District Travel Stipend	4,200.00
Supervisor Stipend - Care to Learn	2,000.00
Reading Plus Coordinator	0.00
Supervisor Stipend	0.00
MO Options Supervisor	0.00
EOC District Coordinator	1,500.00
Cell Phone Allowance	600.00
Multiple Cafeteria Manager	2,000.00
Hall of Fame	0.00
Sponsor - Coding Club	600.00
Supervisor Stipend - Gifted	3,000.00
Supervisor Stipend - ESY	3,000.00
Supervisor Stipend - PAT	1,500.00
Supervisor Stipend - BCBA	2,500.00
Grade Level Data	225.00
Sponsor - Math Team	800.00
Sponsor - Mission Possible	250.00
Sponsor - Robotics	1,575.00
Sponsor - ELeague	1,575.00
ACE Program Coordinator	0.00
Sponsor - Art Club	0.00
Sponsor - Science Club	350.00
Sponsor - Library Club	300.00
Sponsor - Rising Educators Club	500.00
Student Interventionist	0.00
Supervisor Stipend	7,000.00
AAC Evaluator	0.00
Supervisor Stipend - Cub Club	2,500.00
Athletics Social Media Coordinator	3,500.00
Mentor - Tiger Lily	1,700.00
Summer School Internship Coordinator (REC)	500.00
Teacher Mentor Supervisor (REC)	500.00
Marketing/PR Specialist - CTC	10,000.00
Event Supervision - CHS	900.00
Head Coach - Boys Swimming	7,500.00
Head Coach - Girls Swimming	7,500.00
Assistant Coach - Track & Field CHS, CJHS	3,800.00
Assistant Coach - Boys Basketball CHS	0.00
Basketball Coordinator - CMS	3,000.00
Coach - Color Guard	2,500.00
Board Secretary	7,000.00
Assistant Football Coach - CHS	3,000.00
Indoor Activities Coordinator - CHS	10,000.00
Cub Club Summer School Director	1,000.00
Specialist Stipend - Payroll	12,500.00
Specialist Stipend - Accounts Payable	12,500.00
Specialist Stipend - Benefits	12,500.00
Specialist Stipend - Employment	12,500.00
District Payroll Clerk	5,375.00
After School Program Coordinator	0.00
Leadership Academy	7,000.00
Assistant Coach - Girls Basketball Coach CJHS	2,700.00

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Stipends - Overloads

	Overload
1 Hr Advisory	1,000.00
1 Semester	3,000.00
2 Semesters	5,000.00

Cape Girardeau 63
301 N Clark Avenue
Cape Girardeau, MO 63701

Technology Support & Web Stipends

	Stipend
Support	500.00
Web	1,500.00
CHS Web & Tech Support	3,200.00

Stipends - Salary Adjustments

	Column 1
Vocational, Step 30	1,552.09
Vocational, Step 30	2,575.51
MA/MS, Step 30	3,429.14
MS+15, Step 30	3,548.38
MS+30, Step 30	1,518.00