

**WOOD COUNTY EDUCATIONAL SERVICE CENTER  
2025 - 2026 SALARY SCHEDULE  
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Board Approved 3/25/25, Page 9 and Page 24 updated and approved 5/27/25  
Board Approved 6/24/25 updated Page 1 to add column for Assistant Directors

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Directors Assistant Directors**  
**2025 - 2026 School Year**

Step	Directors			Assistant Directors
	10 Month (205 Days)	11 Month (225 Days)	12 Month (260 Days)	11 Month (225 Days)
0	67,137	72,371	76,319	70,266
1	68,815	74,476	78,456	72,371
2	70,494	76,582	80,592	74,476
3	72,172	78,687	82,730	76,582
4	73,851	80,793	84,867	78,687
5	75,529	82,898	87,003	80,793
6	77,208	85,003	89,140	82,898
7	79,126	87,109	91,277	85,003
10	81,044	88,950	93,414	87,109
15	82,962	90,793	95,551	88,950
20	84,881	92,635	97,688	90,793
25	86,798	94,740	99,825	92,635
30	88,716	96,846	101,962	94,740

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Nine Month**  
**2025 - 2026 School Year**

Step	Bachelor Base	150 Semester Hours Base	Masters Base
0	38,345	39,764	41,949
1	39,764	41,436	43,752
2	41,183	43,103	45,554
3	42,602	44,775	47,356
4	44,020	46,444	49,158
5	45,439	48,116	50,961
6	46,858	49,783	52,763
7	48,277	51,455	54,565
8	49,696	53,124	56,368
9	51,114	54,795	58,170
10	52,534	56,467	59,972
11	53,952	58,135	61,774
12	55,371	59,806	63,576
13	56,789	61,475	65,378
14	58,209	63,148	67,181
15	58,209	64,814	68,983
16	58,209	66,487	70,785
17	59,627	68,157	73,086
19	61,046	69,824	75,386
25	62,464	71,494	77,457
30	63,883	73,164	79,528

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - ED - MD Teacher**  
**2025 - 2026 School Year**

Step	Bachelor Base	150 Semester Hours Base	Masters Base
0	42,602	44,775	47,356
1	42,602	44,775	47,356
2	42,602	44,775	47,356
3	42,602	44,775	47,356
4	44,020	46,444	49,158
5	45,439	48,116	50,961
6	46,858	49,783	52,763
7	48,277	51,455	54,565
8	49,696	53,124	56,368
9	51,114	54,795	58,170
10	52,534	56,467	59,972
11	53,952	58,135	61,774
12	55,371	59,806	63,576
13	56,789	61,475	65,378
14	58,209	63,148	67,181
15	58,209	64,814	68,983
16	58,209	66,487	70,785
17	59,627	68,157	73,086
19	61,046	69,824	75,386
25	62,464	71,494	77,457
30	63,883	73,164	79,528

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Associates Degree**  
**2025 - 2026 School Year**

Step	Salary *
0	32,653
1	33,914
2	35,175
3	36,437
4	37,699
5	38,960
6	40,263
7	41,611
8	43,006
9	44,446
10	46,001
11	47,612
12	49,278
17	50,263
20	51,269
25	52,294
30	53,339

\* Certified days based on 185 days

\* Non-certified days based on 9-month calendar

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Behavior Support Specialist Professional -**  
**District**  
**Nine Month**  
**2025 - 2026 School Year**

Step	Bachelor Base	Masters Base
0	38,440	42,053
1	39,862	43,860
2	41,285	45,667
3	42,707	47,473
4	44,129	49,280
5	45,551	51,087
6	46,974	52,893
7	48,396	54,700
8	49,818	56,507
9	51,241	58,313
10	52,663	60,120
11	54,085	61,927
12	55,507	63,734
13	56,930	65,540
14	58,352	67,347
17	59,774	73,267
19	61,196	75,573
25	62,619	77,649
30	64,041	79,725

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule**  
**Occupational Therapist/Physical Therapist**  
**2025 - 2026 School Year**

Step	Nine Months
0	53,989
1	55,838
2	57,689
3	59,539
4	61,389
5	63,240
6	65,089
7	66,939
8	68,788
9	70,640
10	72,487
11	74,338
12	76,187
13	78,037

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Nine Month**  
**Speech Language Pathologist**  
**2025 - 2026 School Year**

Step	Bachelor	Masters
0	49,351	53,989
1	51,040	55,838
2	52,732	57,689
3	54,422	59,539
4	56,114	61,389
5	57,806	63,240
6	59,495	65,089
7	61,187	66,939
8	62,877	68,788
9	64,569	70,640
10	66,258	72,487
11	67,950	74,338
12	69,640	76,187
13	71,331	78,037



**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Psychologist**  
**2025 - 2026 School Year**

Step	12 Month
0	70,330
1	71,848
2	73,368
3	74,886
4	76,405
5	77,924
6	79,442
7	80,961
8	82,480
9	83,999
10	85,517
11	87,035
12	88,555
13	90,073

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Special Contract Employee**  
**2025 - 2026 School Year**

<b>Location</b>	<b>Daily Rate</b>
Bowling Green	127.07
Eastwood	150.49
Northwood	157.22

0% increase on base NW  
2.75% increase on base BG  
3.00% increase on base EW

Adopted 2/25/25, Revised 5/27/25

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule**  
**Support Team Resource Coordinator - ED Program**  
**2025 - 2026 School Year**

Step	Without Degree *	With Degree *
0	28,604	32,153
1	29,462	33,393
2	30,346	34,635
3	31,256	35,878
4	32,194	37,120
5	33,160	38,362
6	34,154	39,645
7	35,179	40,972
8	36,234	42,345
9	37,322	43,763
10	38,441	45,294
11	39,595	46,881
12	40,782	48,521

\* Days based on ED Classified 9-month calendar

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Custodian**  
**2025 - 2026 School Year**

Step	12 Month
0	26,120
1	27,165
2	28,210
3	29,255
4	30,299
5	31,344
6	32,389
7	33,433
8	34,478
9	35,523
10	36,567
11	37,613
12	38,659
16	39,710
17	39,710
18	39,710
19	39,710
20	40,755
25	41,802
30	42,847

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Executive Secretary**  
**2025 - 2026 School Year**

Step	12 Month
0	38,322
1	40,151
2	41,529
3	42,906
4	44,419
5	45,525
6	46,677
7	47,873
8	49,049
9	50,290
10	51,667
11	53,075
12	54,527
16	56,001
20	57,408
25	58,854
30	60,325

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Secretarial Staff**  
**2025 - 2026 School Year**

Step	12 Month
0	30,188
1	31,494
2	32,650
3	33,806
4	35,007
5	36,072
6	37,152
7	38,248
8	39,358
9	40,483
10	41,639
11	42,809
12	43,996
16	45,189
20	46,344
25	47,535
30	48,724

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Fiscal Office**  
**2025 - 2026 School Year**

Step	Fiscal Data Specialist/Payroll Assistant Hourly Rate	Bookkeeper/Payroll Specialist Hourly Rate	Assistant to the Treasurer Hourly Rate
0	19.16	19.68	24.61
1	20.03	20.58	25.73
2	20.75	21.31	26.65
3	21.46	22.04	27.56
4	22.21	22.81	28.52
5	22.82	23.44	29.31
6	23.45	24.09	30.12
7	24.09	24.74	30.94
8	24.74	25.41	31.78
9	25.42	26.11	32.64
10	26.13	26.84	33.56
11	26.85	27.58	34.49
12	27.59	28.34	35.44
16	28.34	29.11	36.40
20	29.06	29.85	37.32
25	29.92	30.73	38.43
30	30.65	31.48	39.36

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Restorative Practices Liaison - Perrysburg**  
**2025-2026 School Year**

Step	Hourly Rate
0	27.35
1	27.93
2	28.52
3	29.10
4	29.67
5	30.26
6	30.84
7	31.43
10	32.00
15	32.59
20	33.17
25	33.75



**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Perrysburg**  
**Transition Paraprofessional**  
**2025 - 2026 School Year**

Step	Hourly Rate
0	20.00
1	20.59
2	21.18
3	21.76
4	22.37
5	22.97
6	23.54
7	24.15
9	24.42
11	24.68
13	24.94
15	25.20
17	25.47
19	25.72
21	25.99
23	26.25
25	26.52

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Perrysburg**  
**Pre-K through 4th and Unit Paraprofessional**  
**2025 - 2026 School Year**

Step	Hourly Rate
0	18.40
1	18.81
2	19.22
3	19.63
4	20.04
5	20.45
6	20.87
7	21.28
9	21.69
11	22.09
13	22.50
15	22.91
17	23.32
19	23.73
21	24.14
23	24.55
25	24.96

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Perrysburg**  
**Grades 5-12 Paraprofessionals**  
**2025 - 2026 School Year**

Perrysburg Grade 5-12 Paraprofessionals not designated "Unit" or "Transitional"
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Step	Hourly Rate
0	16.83
1	17.17
2	17.50
3	17.84
4	18.18
5	18.51
6	18.85
7	19.19
8	19.52
9	19.86
10	20.20
12	20.53
14	20.87
16	21.21
18	21.54
20	21.88
25	22.22

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Paraprofessionals - Northwood**  
**2025 - 2026 School Year**

Northwood Paraprofessionals
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Step	Hourly Rate
0	16.83
1	17.17
2	17.50
3	17.84
4	18.18
5	18.51
6	18.85
7	19.19
8	19.52
9	19.86
10	20.20
12	20.53
14	20.87
16	21.21
18	21.54
20	21.88
25	22.22

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Other District Paraprofessionals**  
**2025-2026 School Year**

Non-Perrysburg & Non-Northwood District  
Paraprofessionals (and those not in the Pre-  
K, MD, ED, and Woodlane programs)

Step	Hourly Rate
0	16.83
1	17.24
2	17.67
5	18.12
7	18.51
10	19.00
15	19.46
20	19.93
25	20.41

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - EW/NB/NW Pre-K Paraprofessionals**  
**2025-2026 School Year**

Preschool Paraprofessionals at Eastwood, North Baltimore & Northwood
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Step	Hourly Rate
0	16.83
1	17.17
2	17.50
3	17.84
4	18.18
5	18.51
6	18.85
7	19.19
8	19.52
9	19.86
10	20.20
12	20.53
14	20.87
16	21.21
18	21.54
20	21.88
25	22.22

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Paraprofessionals - MD/ED/Woodlane Program**  
**Paraprofessionals**  
**2025 - 2026 School Year**

Program Paraprofessionals: MD, ED  
(Pathe/Pace), and Woodlane, includes  
ED/MD/WL Student Attendants

Step	Hourly Rate
0	17.89
1	18.25
2	18.61
3	18.96
4	19.32
5	19.68
6	20.04
7	20.39
8	20.75
9	21.11
10	21.47
12	21.83
14	22.18
16	22.54
18	22.90
20	23.26
25	23.61

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - WCESC Substitute Rates**  
**2025 - 2026 School Year**

Substitute Aide	93.65	<b>Per Day</b>
Substitute Teacher	107.52	<b>Per Day</b>
Substitute Custodian	10.74	<b>Per Hour</b>



**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Wood County Substitute Network**  
**Teacher Sub Rates**  
**2025 - 2026 School Year**

District	Daily Rate
Eastwood	115.00
Lake	110.00

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Director**  
**2025 - 2026 School Year**

Step	12 Month
0	78,319
1	80,590
2	82,845
3	85,081
4	87,295
5	89,476
6	91,622
7	93,731
8	95,792
9	97,802
10	99,760
11	101,655
12	103,484

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Site Coordinator**  
**2025 - 2026 School Year**

Step	12 Month
0	34,091
1	35,114
2	36,130
3	37,142
4	38,146
5	39,136
6	40,113
7	41,076
8	42,021
9	42,943
10	43,843
11	44,719
12	45,569

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Program Quality Supervisor / CLC Program**  
**Administrator**  
**2025 - 2026 School Year**

Step	12 Month
0	53,858
1	55,474
2	57,036
3	58,544
4	59,998
5	61,398
6	62,745
7	64,037
8	65,276
9	66,461
10	67,592
11	68,669
12	69,692

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Senior Team Leader / Program Quality**  
**Coordinator**  
**2025 - 2026 School Year**

Step	Salary
0	16.40
1	16.89
2	17.39
3	17.87
4	18.35
5	18.83
6	19.29
7	19.76
8	20.21
9	20.65
10	21.09

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Education Liaisons / Tutors**  
**2025 - 2026 School Year**

Step	Bachelor Base (Hourly Rate)	150 Semester Hours Base (Hourly Rate)	Masters Base (Hourly Rate)
0	28.48	29.54	31.15
1	29.53	30.78	32.49
2	30.58	32.01	33.83
3	31.64	33.25	35.19
4	32.71	34.50	36.51
5	33.76	35.73	37.85
6	34.80	36.98	39.19

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Customer Service Account Specialist**  
**Administrative Support Specialist, Program Associate, Fiscal**  
**Specialist**  
**2025 - 2026 School Year**

Step	Hourly Rate
0	16.40
1	17.15
2	17.76
3	18.37
4	19.01
5	19.53
6	20.06
7	20.61
8	21.18
9	21.75
10	22.35
11	22.98
12	23.62
13	24.17

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Data Assistant**  
**2025 - 2026 School Year**

Step	Hourly Rate
0	13.73
1	14.13
2	14.55
3	14.95
4	15.36
5	15.76
6	16.15
7	16.54
8	16.93



**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Seasonal Program Assistants**  
**2025 - 2026 School Year**

Step	Hourly Rate
0	12.09
1	12.46
2	12.81
3	13.18
4	13.53
5	13.89
6	14.23
7	14.57

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - CLC Program Quality Manager**  
**2025-2026 School Years**

Step	12 Month
0	42,137
1	43,401
2	44,623
3	45,803
4	46,941
5	48,036
6	49,090
7	50,101
8	51,070
9	51,997
10	52,882
11	53,725
12	54,525

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - NWOET - Administrative**  
**and Classroom Curriculum Technology Specialist**  
**2025 - 2026 School Year**

Step	BS/ BA 10 month (205 Days)	BS/ BA 12 month (260 Days)	Master's 10 month (205 Days)	Master's 12 month (260 Days)	Master's+30 10 month (205 Days)	Master's+30 12 month (260 Days)	Ph.D. or Equivalent 10 month (205 Days)	Ph.D. or Equivalent 12 month (260 Days)
0	32,387	41,100	40,160	50,964	43,774	55,551	47,714	60,550
1	33,196	42,128	41,164	52,238	44,868	56,940	48,907	62,064
3	34,026	43,181	42,193	53,544	45,990	58,363	50,129	63,616
5	34,877	44,260	43,248	54,883	47,140	59,822	51,382	65,206
8	35,749	45,367	44,329	56,255	48,318	61,318	52,667	66,836
10	36,643	46,501	45,437	57,661	49,526	62,851	53,984	68,507
15	41,223	52,313	51,117	64,869	55,717	70,707	60,732	77,071
20	44,315	56,237	54,950	69,734	59,896	76,010	62,292	79,050
25 +	47,638	60,455	59,072	74,964	64,388	81,711	66,964	84,979

Initial placement on the salary schedule, including work approved for the Master's+30 level, may include consideration of experience in positions similar to that for which the individual is hired, as well as additional certifications, licensure and endorsements, if any, beyond the minimum requirements for the position.

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - NWOET - Seasonal Worker**  
**2025-2026**

Step	Receptionist/Clerical - Technical Support	Merit Bonus <i>(supervisor recommended)</i>
0	10.70	.50-8.50
1	11.00	.50-8.75
2	11.55	.50-9.00
3	12.00	.50-9.50
4	13.75	.50-9.75

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - NWOET - Professional Trainer I**  
**2025 - 2026 School Year**

<b>Step</b>	<b>Professional Trainer I Hrly Rate</b>	<b>Merit Bonus</b> <i>(supervisor recommended)</i>
0	15.00	5.00-12.50
1	17.50	5.00-14.00
2	20.00	5.00-15.00
3	25.00	5.00-16.50
4	25.00	5.00-17.50
5	25.00	5.00-19.00

**WOOD COUNTY EDUCATIONAL SERVICE CENTER**  
**Salary Schedule - Professional Trainer II**  
**2025 - 2026 School Year**

<b>Step</b>	<b>Professional Trainer II Hrly Rate</b>	<b>Merit Bonus</b> <i>(supervisor recommended)</i>
0	25.00	1.00 - 25.00
1	30.00	1.00 - 25.00
2	40.00	1.00 - 25.00
3	45.00	1.00 - 25.00
4	50.00	1.00 - 25.00
5	55.00	1.00 - 25.00