

**NEW JERSEY SCHOOL BOARDS ASSOCIATION  
SALARY GUIDE  
2020-2021**

<b>GRADE</b>	<b>TITLE</b>	<b>SALARY MINIMUM</b>	<b>SALARY MIDPOINT</b>	<b>SALARY MAXIMUM</b>
11	Deputy Executive Director/Director, Communications General Counsel Director, Governmental Relations Director, Legal and Labor Relations Director, Business Development	\$ 134,062	\$ 167,092	\$ 201,094
10	Director, Budget and Finance Director, County Activities & Member Engagement Director, Field Services Director, Human Resources & Support Services Director, Information Technology Director, Member Trng/Educator-in-Residence Legal Counsel	\$ 104,574	\$ 130,339	\$ 156,860
9	Consultant/Negotiator, Labor Relations Legislative Advocate Manager, Policy Manager, Marketing & Website Manager, Communications & Publications Manager, Exhibits Manager, Products and Services Manager, Accounting STEAM & Sustainable Schools Specialist	\$ 90,162	\$ 112,377	\$ 135,244
8	Business Systems Analyst Consultant, Labor Relations Field Service Representative	\$ 78,488	\$ 97,826	\$ 117,733
7	Assistant Editor Consultant, Policy Front-End Web Developer/Graphic Designer Manager, Facilities & Support Services Manager, General Operations Manager, Graphic Design Network Administrator Web Developer (part-time)	\$ 68,614	\$ 85,518	\$ 102,921

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6	County Activities Coordinator Digital Marketing Specialist Labor Relations Data Analyst Videographer/Media Production Specialist (part-time)	\$ 60,274	\$ 75,123	\$ 90,413
5	Executive Administrative Assistant/ED Executive Administrative Assistant/DED Executive Administrative Assistant/GC and Legal	\$ 53,469	\$ 66,643	\$ 80,204
4	Administrative Assistant, Governmental Relations Administrative Assistant, Legal and Labor Relations Administrative/Search Assistant, Field Services Bookkeeper/Accounts Payable/Payroll Bookkeeper/Accounts Receivable Program Coordinator, Business Development Contact Center Coordinator Human Resources/Finance Assistant Maintenance Specialist Business Development/STEAM Tank Coordinator Business Development/Workshop Coordinator	\$ 47,732	\$ 59,491	\$ 71,598
3	Administrative Assistant, Field Services Member Service Representative	\$ 42,593	\$ 53,087	\$ 63,892
2	Mailroom/Maintenance Specialist Receptionist	\$ 38,124	\$ 47,518	\$ 57,187