



**DIVISION OF HUMAN RESOURCES**

**BOARD OF SCHOOL COMMISSIONERS OF MOBILE COUNTY  
Mobile, Alabama**

**2015-2016  
SALARY  
SCHEDULES**

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# 2015-2016 Salary Schedules

MOBILE COUNTY PUBLIC SCHOOL SYSTEM

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## COMPENSATION AND PAY PLAN

The Superintendent shall prepare or cause to be prepared salary schedules for school system personnel each fiscal year. The salary schedules shall be presented annually to the Board for review and approval.

Base pay for classroom teachers and those other selected, certificated individuals whose work day is spent working directly with students or whose work product solely benefits the instruction of children, shall be determined by the State of Alabama Teacher's Salary Matrix. From time to time, the State of Alabama publishes certain salary matrices for other types of employees. In those situations in which the State publishes a State Salary Matrix for a particular group of employees, the State Salary Matrix shall control.

For all other employees, including principals, assistant principals, and central office certified administrators, the Superintendent shall develop and recommend a compensation or pay plan to the Board for adoption. Changes in the plan, after initial adoption, shall be approved annually by the Board.

The compensation or pay plan is designed to provide appropriate pay for the assessed worth of system jobs. The current plan shall consist of step salary schedules for the following employee groups or pay families:

1. Teachers
2. Administrative/Professional
3. Clerical/Technical
4. Manual Trades
5. High School Principals
6. Middle School Principals
7. Elementary School Principals
8. High School Assistant Principals
9. Middle School Assistant Principals
10. Elementary School Assistant Principals
11. Occupational Therapy/Physical Therapy
12. Child Nutrition Program Managers and CNP Assistants
13. Bus Drivers
14. Bus Aides
15. Nurses

The compensation or pay plan is designed and administered to accomplish the following:

1. Stay competitive with appropriate labor markets for the various categories of jobs performed by personnel,
2. Recognize the levels of skill, effort, and responsibility required for different jobs,
3. Protect continued length of service to the Board with regard to the hiring of new employees, and
4. Fiscally control and provide cost effective guidelines.

A copy of the System's compensation or pay plan for the current year is available in the administrative offices and shall be posted on the System's Internet website.

**Step Advancement:** Each eligible classified employee and certified personnel not paid on the teacher's salary matrix shall advance one step on the salary schedule each budget year (currently October 1 of each year). In years in which proration is declared in the state's Educational Trust Fund, causing a reduction in funding to the System, or in years in which local education tax revenues fall below the level received in the preceding fiscal year, the Board may by unanimous vote cause step movement not to occur. Employees not paid on a state salary matrix who are not assigned to a salary schedule or who have reached the highest step on their salary schedule shall receive, every three years, a cost of living increase equal to 1.5% of their current salary contemporaneously with the step advancement of other eligible employees. In those years in which the

Board votes to cause step movement not to occur, no cost of living increase shall be granted. **Employees whose annual, summative evaluation is less than satisfactory shall not advance to the next step.**

Employees paid on a state salary schedule (the "State Salary Matrix or Schedule") shall progress automatically to the next appropriate step.

**Assignment to Pay Grade:** Consistent with economic and job market indicators, the Assistant Superintendent or Executive Manager of Human Resources (the pay plan administrator) may recommend to the Superintendent the initial assignment or re-assignment of a job title to a specific pay grade, salary schedule and/or step. Additionally, the Superintendent retains the right to recommend the initial assignment and/or reassignment of a job title to a specific pay grade, salary schedule and/or step. The annual publication of the compensation or pay plan (i.e., salary schedules) shall reflect any adjustments made.

**Assignment to Step within Pay Grade:** The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.

**Salary Retention:** A contract principal who is transferred voluntarily or otherwise to a school that is smaller in enrollment shall retain the same salary and compensation step as held previously until the end of the contract period. A tenured principal or assistant principal who is transferred voluntarily or otherwise in the same position to a school with a smaller enrollment shall retain the same compensation step for a period of one employment year (July 1 through June 30) or portion thereof. At the end of that period of time, the salary appropriate for the work assignment in the subsequent year shall be given.

If a principal or assistant principal is transferred, either voluntarily or otherwise to a position other than principal or assistant principal, or if he or she applies for and is recommended and approved for a central office position, the salary shall be paid on the appropriate step for the new position. Experience in the System will be a major factor in determining appropriate step placement. If the principal or assistant principal has at least ten year's administrative experience (including time spent as a supervisor in central administration, he or she may be placed on the same step as any current central office employee performing the same job functions and carrying the same job title. If he or she has between five and ten years administrative experience in the System, he or she shall be placed at least one compensation step below current central office employees performing the same job functions and carrying the same job title. Those with five years or less will be placed at least two steps below current central office employees performing the same job functions. He/She cannot be placed on a higher step than any other employee performing the same job function or carrying the same job title.

A principal who is re-assigned or voluntarily accepts a position of assistant principal will be placed on the Assistant Principal Step Salary Schedule at the same step he or she occupied as a principal. Under no circumstance, however, can he/she be placed on a step equal to or greater than any other assistant principal who has more years of experience in the System as an assistant principal or principal. If the principal had earlier been placed on a higher step as an incentive, his/her step will be reduced by the amount of the incentive to determine the appropriate step placement.

If a contract principal's contract is not renewed, and if he/she is hired in another position other than principal, he/she shall be placed on the salary schedule appropriate for the work assignment (i.e., he/she shall not retain the salary of a principal for one year.)

**Supervisors and Managers:** If necessary, a Principal, Supervisor or other employee in a position of management over two or more other employees shall be given a salary adjustment on the step schedule to pay at least \$1.00 more than the base of the highest paid employee managed by that Principal, Supervisor or other supervisory employee. Base pay does not include supplements that are paid for employees with AA certificates and doctorates or any other supplemental pay. For purposes of the application of this section, a Principal is deemed to be the supervisor of all employees in his or her school.

**New Jobs:** Newly established positions or jobs approved by the Superintendent shall be analyzed and classified by the pay plan administrator and assigned to an existing job family and corresponding pay grade.

**Assignment of Salaries for New Hires:** The Superintendent or designee shall approve pay assignment to a step within the appropriate salary schedule for new employees in accord with state law and regulations and the following general guidelines:

- New employees with limited work experience in the job title to which they are being hired shall be placed generally at the zero (Step 0) step of the assigned step salary schedule.
- With the Superintendent's approval, new employees may be placed at any other step above Step Zero for documented programmatic reasons. In no case, however, will a new hire be placed at the highest step of the pay grade.
- Former employees, who previously left the System in good standing, and are rehired in the same position that they were in previously, may be placed on the same step that the employee was on at the time they left the System. For example, a bookkeeper who resigned in good standing at step 12, who is rehired as a bookkeeper five years later, will be placed on step 12 at the time of her rehire. Employee's that are rehired in a different position will be placed at the appropriate step for the new position. This provision will be applicable to any former employee rehired after January 1, 2012 and has no retroactive applicability. This provision applies specifically to classified employees. The Executive Manager of Human Resources shall have authority to adjust the step at which the employee is rehired as necessary to reflect changes in the salary schedule that have occurred since the respective employees left the system.

**RATES, RULES AND CONDITIONS – ADMINISTRATION OF THE  
SALARY SCHEDULE**

**I. Definitions:**

1. “New Employee” – A current employee who is assigned to a new or different position. An employee who is new to the position.
2. “Employee New to the System” – An employee who is beginning employment in the System.
3. “Promotion” – A salary increase resulting from an employee moving from one pay grade to at least the next highest pay grade.
4. “Upgrade” – A job, job title or position that moves from its current assignment to a pay grade to the next highest pay grade.
5. “Step Raise” – Moving up one step on the appropriate salary schedule.

**II. General Procedures:**

**A. Miscellaneous, General:**

1. A new employee, a current employee receiving a promotion, or an employee new to the System shall not be paid a salary greater than the salary of his or her immediate supervisor.
2. Effective October 1, 2011, the salary of an employee who receives a promotion (moving from at least one pay grade in the same job family to a position paid at a different pay grade) will be determined by increasing the employee’s original step salary by four (4) per cent and then moving to the step in the new pay grade that is immediately higher in salary after the four percent is calculated. The Board recognizes that not all transfers between positions are promotions and in those truly lateral transfers, 4% will not be added to the person’s salary; rather, he or she will be put on the appropriate step on the new salary schedule based on the person’s prior salary. The following scenarios are considered “promotions” for the purpose of this section: (1) an increase in the length of someone’s work year (i.e. increase from 10 months to 12 months); (2) the acceptance of a supervisory position.
  - a. Notwithstanding the previous section, a Principal or Assistant Principal who is promoted to a larger school will be placed on the same step that he or she currently holds on the appropriate salary schedule. Similarly, a CNP Manager who is promoted to a larger school or a school that serves a higher ADM shall be moved to the same step he or she is currently holds on the appropriate schedule for the new position.
  - b. Examples of transfers that are not considered promotions include, but are not limited to: a school based clerk accepting a different school based clerk position paid on the same salary schedule, a clerk or bus driver accepting a custodian position or vice versa, and a carpenter accepting a multi craft carpenter position.
  - c. Salary decreases associated with changes in positions (or routes for a bus driver) will be calculated by moving the employee to the same step on the appropriate salary schedule for the employee’s new position.
3. For employees not paid on a state salary matrix, the step increase shall not occur until October 1. Newly hired employees will not receive a step increase on October 1 in the same year they were hired.

4. The Division of Human Resources routinely advertises all personnel vacancies and new positions for at least 7 or 14 days as per state law. Each advertisement includes a job description and the salary range assigned to the position. It is the responsibility of an applicant to check with Human Resources, prior to applying or accepting a position, to determine the actual salary he/she would earn if hired into the position. Once an applicant accepts a position, he/she has also accepted the salary appropriate for the position.
5. Employees who are assigned to a position with a salary schedule different from their current schedule shall be placed according to the new salary schedule.

**B. Classified Employees and those employees not paid on a State Salary Matrix:**

1. Computing Salaries for CNP Managers – Please see number B.5. below.
2. **Procedures for administration of Clerical/Technical and Manual Trades Salary Schedules.**
  - a. **General.**
    1. Twelve-month clerical/technical and manual trades employees work eight (8) hours per day and in accordance to the calendar established for the ensuing year. All ten-month classified employees work eight (8) hours per day.
    2. Time schedules for clerical/technical and manual trades personnel may be designated by the Superintendent, Human Resources, or the immediate supervisor of said personnel. In all cases, the Superintendent, Human Resources, or immediate supervisor in charge shall have the right to establish time schedules to encompass the workday excluding lunch.
3. **GUIDELINES FOR AIDES**
  - a. Bus aides work 182 days per year. They are paid according to the number of hours the bus runs. (Example: 2 hours in the morning and 2 hours in the afternoon = paid for 4 hours per day).
4. **GUIDELINES FOR CNP ASSISTANTS**
  - a. All CNP assistants hired after July 1, 1990, will be hired as either six to seven hour workers only. By special permission, a three-hour worker may be hired at larger schools.
  - b. CNP Assistants work 187 days.
5. **GUIDELINES FOR CNP MANAGERS**
  - a. The salaries of CNP managers are based on the average daily meals served.
  - b. Effective October 1, 2014, no CNP Manager shall suffer a decrease in pay as a result of a decrease in the average daily meals served.
  - c. Effective October 1, 2014, all CNP Managers currently paid on CN 06 will be moved to the appropriate step on CN 05. The appropriate step will be the next highest step on CN 05 above the CNP Manager's current salary. CN 06 will be eliminated and all CNP Managers will be paid on CN 05 going forward. CNP Managers paid on CN 04, the highest scale, will be grandfathered into their current salary and shall receive their salary and appropriate step increases until the CNP Manager on CN 04 leaves the system or voluntarily accepts another position in the System. In the event that a CNP Manager paid on CN 04 accepts another CNP Manager position in the system, he or she will be placed on the appropriate step on CN 05.
  - d. Any currently employed CNP Manager whose base salary decreased between October 1, 2011 and October 1, 2014 as a result of a decrease in the number of average daily meals served shall receive a one time lump sum payment equal to the amount of base salary lost as a result of a decrease in the average daily meals served during the aforementioned time period. CNP Managers who voluntarily accepted a position at a school with a lower ADM are not eligible for this one time lump sum payment.



**6. GUIDELINES FOR BUS DRIVERS**

- a. All bus drivers must meet insurability requirements provided by the insurance carriers who provide vehicular insurance to the Mobile County Public School System.
- b. With input from principals, bus driver/bus aide personnel will be evaluated by the routing specialist.
- c. Bus driver’s responsibilities include, but are not limited to the following: pre-and post-trip inspection, cleanliness of bus, necessary paper work, parent conferences at the local school, CDL re-certification, drug testing, physical exams, annual reflex test, and other conferences as needed.

**7. GUIDELINES FOR BEFORE AND AFTER SCHOOL DAY CARE WORKERS**

- a. A pay scale for extended day workers must follow these procedures and guidelines. This scale is used to determine the amount of pay per hour in which extended day workers i.e. *Day Care* workers are to be compensated.
- b. Information about the Day Care program is handled through the principal and supplemented by the Human Resources Division.
- c. Effective August 1, 2014, all extended day workers must have a completed personnel file in Human Resources prior to their names being submitted to the Board for approval. All extended day worker applicants must provide and/or complete the following: an online application, official high school or college transcript from a regionally accredited school (or a GED), a letter of recommendation from the principal (for the vacant position), fingerprints/background clearance, a copy of their driver’s license and social security card and must satisfactorily take a drug screen following established system procedures.
- d. Day Care workers who are not already System employees are considered “miscellaneous hourly workers” and receive no benefits. **These specific workers cannot work over 19.5 hours per week.** Effective August 1, 2014, no further “miscellaneous hourly workers” may be utilized as day care workers. All workers in the day care must be hired as system employees as extended day workers. Extended Day Workers may not substitute for MCPSS in any capacity.
- e. Individual regular, full time employees who work extra or substitute in an extended day program (i.e., aides, custodians, bus drivers, CNP assistants, etc.) may not work over a total of 40 hours per week (including the hours worked in their full-time positions).
- f. The Day Care program coordinator or the principal of the school/location should govern the hours worked to ensure that employees do not exceed the specified working hours.
- g. If a full-time, classified, employee working in a Day Care program should, by mistake, exceed a total of 40 hours (regular job hours plus Day Care hours), the principal must authorize overtime to be paid the classified employee from *Day Care* funds at the employee’s *overtime rate*. Any overtime required is the responsibility of the local school.
- h. Day care revenues are to be deposited in the local school bank account and are subject to audit by the Local School Accounting Department.
- i. Salaries paid by the Central Office to Day Care Workers shall be reimbursed by the school as required by the Division of Business Operations.
- j. Some Exceptions apply for Council Elementary

**8. Day Care Hourly Pay Scale for extended day workers and MCPSS Classified employees**

| <b>Day Care Workers</b>             |               | <b>On-Site Lead Workers</b> |               |
|-------------------------------------|---------------|-----------------------------|---------------|
| No Experience                       | FMW           | 0 – 2 Years Experience      | FMW plus 3.00 |
| 1 Year Experience                   | FMW plus .50  | 2 – 4 Years Experience      | FMW plus 4.00 |
| 2 Years Experience                  | FMW plus 1.00 | 4 – 6 Years Experience      | FMW plus 5.00 |
| 3 Years Experience                  | FMW plus 1.50 | 6 – 8 Years Experience      | FMW plus 6.00 |
| 4 Years Experience                  | FMW plus 2.00 | 8+ Years Experience         | FMW plus 7.00 |
| 5+ Years Experience                 | FMW plus 2.50 |                             |               |
| <b>Special Subject Instructors:</b> |               |                             |               |

|  |                                    |                     |
|--|------------------------------------|---------------------|
| Physical Fitness: \$ 10.00                                 | Handicraft and Arts: \$10.00       | Computers: \$ 17.50 |
| <b>MCPSS Certified Teachers:</b>                           |                                    |                     |
| Tutoring/Teaching: \$25.00 an hour (area of certification) | Non-Tutoring/non-teaching: \$16.00 |                     |
| <b>Coordinators:</b>                                       |                                    |                     |
| MCPSS Teachers: \$25.00                                    | MCPSS Non-Teacher: \$20.00         |                     |

FMW = Federal Minimum Wage

9. Experience – Only MCPSS Experience is considered for the pay scale set forth above.

### C. Administrative and Professional

The salary of a teacher who becomes a 260-day administrator will be paid on the Administrative/Professional (AP) salary schedule for 260 days. The new 260-day salary of an employee whose previous salary has been paid according to the teacher salary matrix but is moving to a new position listed on the AP salary schedule will be equivalent to the salary paid on the same step and rank as a 260-day teacher plus an additional 4% salary adjustment and then placed on the step in the AP salary schedule that is immediately higher in salary after the 4% is calculated. The step cannot exceed step 25 and may be reduced additional steps depending on the number of years' experience of current 240/260-day administrators performing the same basic functions. The new 260-day administrator will be placed at least one step below current 260-day administrators who have been in their positions at least one (1) year performing the same functions. If there are current 240/260-day administrators with more the five (5) years' experience in the position, the new 260-day administrator will be placed at least two steps below the current 240/260-day administrators performing the same functions.

2. Salary placement for principals and assistant principals will be reviewed annually based on the assigned school's enrollment as reflected on the annual Average Daily Membership (ADM) annual report. At the beginning of the new employment year (July 1), the principal and assistant principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salaries will be reduced). If there is an increase in ADM which results in a change on the appropriate salary schedule placement, the principal and assistant principal will be placed on the appropriate salary schedule which is based on ADM. The increase in salary will be retroactive to July 1 of the employment year. If there is a decrease in enrollment which would result in a change on the appropriate salary schedule placement, the principal and assistant principal will retain the higher salary through the end of the employment year (June 30), except that the Superintendent reserves the right to waive a decrease in a Principal or Assistant Principal's salary solely in those situations in which a decrease in enrollment is directly attributable to the separation of a School District from the Mobile County Board of Education. In such a situation, the Superintendent will direct the Executive Manager of Human Resources, in writing, that the decrease in enrollment at a particular school or schools is directly attributable to a separation or proposed separation of a school or group of schools for the purpose of forming a new School System. Upon receipt of such a Directive, the Executive Manager of Human Resources will adjust, if necessary, the salary of a school administrator who has suffered or will suffer a decrease in salary due only to a decrease in enrollment related to the formation of a new school system. This right of the Superintendent will only be effective from July 1, 2011 forward and shall not be applied retroactively to any Principal or Assistant Principal who received a decrease or adjustment in salary due to the formation of a new school system prior to July 1, 2011 . If there is a decrease in enrollment which would result in a change on the salary schedule placement, the contract principal will retain the higher salary until the end of his contract period. At the beginning of the new contract period, the contract principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salary will be reduced). The waiver of a salary adjustment due to a decrease in enrollment related to the formation of a new school district also applies to Contract Principals.

The amount of salary to be paid an administrator whose pay grade has been designated as "open" shall not exceed the base amount paid the Superintendent and shall not be less than the highest base salary of an executive director already employed in the system.

3. If an existing or current full-time twelve-month employee who is paid on the Administrative/Professional (AP) pay grade receives AA certification or a doctoral degree from an accredited institution, \$3,867 will be added to the current salary for AA and \$4,282 for a doctorate. Employees who work less than 12 months per year who receive a higher degree in accordance with policy will receive a prorated increase. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation.

**D. Experience Credit:**

1. Earning of Experience Credit in MCPSS is calculated as follows:

# paid work days divided by the # days in contract year

2. **PROCEDURES FOR EXPERIENCE CREDIT**

- a. Experience credit for determining salary shall be given for all **verified full-time satisfactory, public school teaching experience in the field** for which the previous public school system paid a full-time salary. Experience credit for verified part-time satisfactory, public school teaching experience in the field for which the previous public school system paid a part-time salary based on a teacher salary matrix shall receive experience credit in proportion to the percent of time/he/she worked when compared to a full-time employee, as certified by his/her employer. **No experience credit will be given for unpaid days and/or unpaid leave.** The employee shall be responsible for requesting verification of prior experience from the designated personnel official and for making certain that the form sent is acceptable by Mobile County. **Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.**
- b. When experience verification is received during the first year of hire, credit will be given retroactively to the date of hire. Experience credit received after the first year of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT date of hire.  
  
*NOTE: Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year).*
- c. Verification forms for the employee to use to obtain verification of earned experience credit are available in the application packet, on the MCPSS web page, and in the Division of Human Resources.

**E. Holidays and Personal Leave:**

1. All personnel have the annual holidays approved by the Board.
2. Current twelve month employees (240 days) are those assigned or hired prior to July 1, 1999 and grandfathered. These employees will receive:
  - a. Optional vacation days 7-9 depending on what day of work week July 1 falls and if it is a leap year.
  - b. All holidays as approved by the Board for 12-month employees
  - c. Annual leave as follows:
    - 10 days per year for first 12 months of service
    - 15 days per year after 120 months of service
 (Service is defined as service in the Mobile County School System.)
3. Twelve-month employees (260 days) hired or transferred after June 30, 1999 will receive the following:

- a. All holidays as approved by the Board for twelve-month employees (currently 14)
  - b. Annual leave as follows:
    - 5 days per year for first 12 months of service
    - 10 days per year 13-120 months of service
    - 15 days per year 121-240 months of service
    - 20 days per year after 240 months of service
 (Service is defined as service in the Mobile County School System.)
  - c. At the time of termination all twelve-month employees shall be paid for unused accumulated annual leave days (maximum 45 days).
4. All employees are given up to two (2) personal leave days per contract year and one (1) sick leave day per month. Classified employees starting work after December 31<sup>st</sup> are entitled to only one day of personal leave. Classified employees starting work after March 31<sup>st</sup> shall be entitled to zero days of personal leave in that work year. Sick leave days can be accumulated and kept from year to year. Effective August 1, 1997, all personnel will have their unused personal leave days converted to accumulated sick leave days at the end of the school or contract year. Certified personnel may choose to have these days paid instead of converting them to accumulated sick leave days. Effective July 1, 1999, unused optional vacation days as of June 30th of each year can be converted to accumulated annual leave (vacation) days or accumulated sick leave days to the maximum allowed by the school system and state statutes.

**F. Higher Degrees:**

**1. PROCEDURES FOR HIGHER DEGREE**

- a. **Higher Degree completed on an Employee who holds an Alabama Professional Certificate which leads to an A or AA Certificate:**
  - i. The employee himself/herself shall be responsible for providing one (1) official transcript with the **higher degree posted** to the MCPSS Division of Human Resources.
  - ii. **Placement on appropriate Salary Schedule:** Higher Degrees must be approved by the Alabama State Department of Education (ASDE). An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE and HR has received an official transcript with the degree posted. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.
- b. **Higher Degree completed on an Employee which Does Not lead to an A or AA Certificate:**
  - i. The employee himself/herself shall be responsible for providing two (2) official transcripts with the **higher degree posted** to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review and approval for higher pay. Higher degree must be approved by ASDE prior to employee receiving higher pay.
  - ii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official

transcript.

**c. Employee who has Not been issued an Alabama Certificate:**

- i. The state will not approve a higher degree for pay purposes until the teacher holds a valid Alabama teaching certificate. This includes teachers who are following other, alternative approaches to certification such as an ABC, Emergency, etc. The employee himself/herself shall be responsible for providing two (2) official transcripts with the higher degree posted to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review.
- ii. Once a certificate has been issued by the ASDE and a second official transcript with a higher degree has been received or is on file in Human Resources, Human Resources will submit the transcript to the ASDE for consideration of additional compensation.
- iii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.

**G. All full time central office positions are 8 hour a day positions unless otherwise set forth in the salary schedule.**

**III. SUBSTITUTES**

**A. Determination of the amount of substitute pay is made by the Human Resources Department.**

- 1. A substitute is a person paid on a day-to-day basis in the place of an absent employee or in a vacant position.

**B. Certified Positions.**

**SCHEDULE 1 – Certified Positions**

| <b>TYPE<br/>SUBSTITUTE</b>                   | <b>DAILY<br/>RATE</b> | <b>CERTIFICATION STATUS</b>   |
|--|-----------------------|---|
| Non-Certified Substitute                     | \$58.00               | CURRENT AL SUBSTITUTE TEACHER LICENSE   |
| Retired Teacher/Out of State Retired Teacher | \$75.00               | Retired teacher with non current, Alabama teaching certificate and twenty or more years of verified teaching experience |
| Certified Substitute                         | \$90.00               | CURRENT AL TEACHER CERTIFICATE  |
| *CATEGORY II                                 | \$120.00              | CURRENT AL TEACHER CERTIFICATE In-Field & HQ  |
| *CATEGORY IV                                 | \$150.00              | CURRENT AL Leadership CERTIFICATE In-Field  |

\*-See definitions below.

1. **NO BENEFITS.** Substitutes are not eligible for Benefits
2. **Substitute Teacher – Non Certified**
  - a. A person who only has the required substitute teacher license issued by the State Department of Education. If serving for the same teacher for more than twenty (20) consecutive work days, beginning on the twenty-first (21<sup>st</sup>) day an additional ten dollars (\$10.00) per day will be paid. This additional \$10.00 is not retroactive to the first day. **The school bookkeeper must notify payroll of the date of increase.**
  - b. **SUBSTITUTE TEACHER – Certified, with a current Alabama Teaching Certificate.** A person who has a current teacher certification but is not under contract. A current teaching certificate must be on file in Human Resources. This person may or may not be teaching in-field or on a long-term basis.
3. **Category Substitutes**
  - a. **CATEGORY II – with a current Alabama Teaching Certificate and Highly Qualified.** A person who has a current teacher certification in-field but is not under a regular teaching contract who works for the same absent teacher for more than twenty (20) consecutive days. A Category II Substitute request must be submitted by the principal and approved by Human Resources prior to a commitment to pay \$120.00 retroactive to the first day. A current teaching certificate must be on file in Human Resources. Substitute teaching in a long term position does not count as experience credit for any purpose, including experience towards teacher certification renewal.
  - b. **CATEGORY IV – Retired or other Administrator with current Alabama Leadership Certificate serving as a substitute Principal, Administrator or other Supervisor.** A person who has maintained a current leadership certification whether retired or not who serves as a substitute Principal, Administrator or other Supervisor (in a position requiring a certified supervisor) A Category IV Substitute request must be submitted to and approved by Human Resources prior to a commitment to pay \$150.00. A current Alabama leadership certificate must be on file.
  - c. **Retired Teacher – No Current Certificate.** A person who is a retired teacher *with 20 years or more teaching experience* who had a valid teaching certificate at the time of retirement but who has not maintained a current teaching certificate. If serving for the same teacher for more than twenty (20) consecutive work days, beginning on the twenty-first (21<sup>st</sup>) day an additional ten dollars (\$10.00) per day will be paid. The school bookkeeper must notify payroll of the date of increase. However, a substitute teacher license is required. Persons in this category are not eligible to serve in long term Category II positions.

**NOTE: A substitute teacher is a person paid on a day-to-day basis either *in the place of an absent classroom teacher* or in a vacant or unfilled classroom position. A substitute teacher does not receive benefits. A substitute may not be used for an itinerant art or music teacher, speech therapist, counselor, media specialist, instructional specialist, administrative intern, assistant principal, principal, or any central office administrator. No substitute should teach in the same teacher's position longer than one semester.**

4. **Speech Teachers:** Individuals with a master's degree in speech pathology may substitute for speech teachers who are on extended leave to provide speech services to students – \$120.00 per day. A Category II substitute request must be submitted and approved by Human Resources prior to a commitment to pay \$120 retroactive to the first day.
5. **High School and Middle School Teachers who Teach during their Planning Periods.** In some emergency situations where there are allocated teaching vacancies that have not been filled, a

teacher may be authorized to teach an extra class during his or her planning period. For this extra work, high school teachers will be paid \$50.00 per 98-minute block and middle school teachers will be paid \$40.00. These teachers must still set aside time before or after school or both for planning and for parent conferencing. Teachers on a four-period block must teach four (4) classes to be eligible. Teachers on a six-block schedule must teach six (6) periods, etc., to be eligible.

### C. CLASSIFIED, NON-TEACHING, NON-CERTIFIED POSITIONS

#### a. **Requirements for substitutes in non teaching, non certified positions:**

- a. ALL SUBSTITUTES FOR CLASSIFIED POSITIONS MUST HAVE COMPLETED THE APPLICATION PROCESS (INCLUDING A BACKGROUND CHECK) IN THE CLASSIFIED DEPARTMENT OF HUMAN RESOURCES TO BE GIVEN A SUBSTITUTE CLEARANCE CARD.
- b. Current Clearance Cards are required before a person serving as a classified substitute may be paid. Work performed as a classified substitute without a current clearance card will be unpaid.
- c. Clearance cards for authorized classified substitutes are issued and renewed each year during an authorized position advertising period, generally during the summer. It is each substitute's responsibility to register on the Electronic substitute calling system Subfinder.
- d. Substitutes must undergo a drug test prior to obtaining their Substitute Clearance Card.
- e. Unless otherwise approved by the Assistant Superintendent or Executive Manager of Human Resources, substitutes may not be retained until the employee being substituted for has missed three or more consecutive school days. This provision does not apply to custodian substitutes.
- f. Substitutes serving longer than five (5) consecutive days in the same position must be approved by Human Resources.
- g. All substitutes for clerk positions, whether school based or not, must be approved by Human Resources.

#### b. **Wages, generally.**

- a. Substitutes for classified employees will be paid at the appropriate Federal Minimum Wage except that former employees who are retired clerks, secretaries, registrars or bookkeepers who substitute at a school or central office, shall receive a rate of pay equal to \$2.00 over the Federal Minimum Wage then in effect.
- b. Substitutes for school based bookkeepers, secretaries, registrars, school based clerks or central office clerks who serve in the same substitute position for more than twenty (20) consecutive work days will be paid an hourly rate of \$2.75 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for a long-term classified substitute is not retroactive to the first work day.
- c. All substitutes for bookkeepers, secretaries, registrars, or clerks, whether school based or central office based, must be approved by Human Resources.
- d. Other classified substitutes who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$1.25 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day. Other classified substitutes include CNP assistants, custodians, and bus aides.
- e. Substitute Bus Drivers who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$5.00 a day in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day.

#### c. **Substitutes, Specific Situations. Substitutes for classroom aides can be used as follows:**

- a. Special Education One-on-One Paraprofessionals/Aides: Only critical positions allow for substitutes (i.e.: IEP aide, EC aide, Pre-School aide, MD aide). Since most special education aides are assigned as “program aides” the principal should distinguish the critical need for a substitute. Substitutes for other Special Ed aides/paraprofessionals in critical positions will be allowed after the 3<sup>rd</sup> consecutive day with Human Resources approval
- b. Interpreters at Southwest Regional: Substitute may be used. Sign Language Interpreters with a degree in sign language interpreting shall receive the rate of pay of \$90.00 per day.
- c. Title I Aides & other federally funded aides: Substitutes may be used if an aide is going to be off from work for an extended period of time and all accumulated sick leave has been used. If a school elects to use a substitute for a Title I or other federally funded aide, the school shall be required to pay for the substitute from its federal funds, the school’s Title I budget or local school funds. Substitutes in this category will be paid for by the local Schools.
- d. Physical Education Aides: Substitute may be used.
- e. Media/Library Aides: No substitute.
- f. Retract Aides: No substitute.
- g. General Aides (Foundation Fund): No substitute
- h. Extended Day Aides (Council E/S): Substitute may be used.

4. **Transportation**

- a. Substitute Bus Drivers:
  - i. \$32.00 per day for single runs
  - ii. \$42.00 per day for dual runs
  - iii. \$54.00 per day for dual plus runs
- b. Bus Aides: Substitutes may be used
- c. Bus Driver Trainees: Applicants who have completed the substitute procedures and are participating in a Bus Driver Training class shall be paid an hourly wage while participating in said Bus Driver Training class equal to the federal minimum wage then in effect.

5. **Nurses.**

- a. All substitute nurses (RNs and LPNs) are required to complete all requirements for classified substitute employees set forth by the Human Resources Division and be licensed in good standing with the Alabama Board of Nursing. The nurse must attend an orientation in Human Resources and Health Services and receive a certificate of completion. A list of substitute nurses will be maintained by the Health Services Supervisor. Securing and placing substitute nurses in schools is the responsibility of the Supervisor of Health Services. Substitute nurses will be assigned based on need and the acuity of the student. Substitutes will not be placed in every school each time a nurse is absent. The Supervisor of Health Services will determine when a substitute is required.
  - i. **Substitute Registered Nurse.** A registered nurse who has met all requirements for substitute employment. This person is called to work on an as needed basis. These substitutes will work short term assignments. The daily rate of pay is \$90.00.
  - ii. **Category RN Substitute Registered Nurse.** A registered nurse who has met all requirements for substitute employment. This substitute is one who works for the same



absent or on leave registered nurse employee for twenty (20) consecutive days or more. A category RN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23<sup>rd</sup>) day of the substitute's work. A Category RN Substitute who is approved by Human Resources will receive a daily rate of pay of \$120.00 retroactive to the first day of his or her work.

- iii. **Substitute Licensed Practical Nurse.** A licensed practical nurse who has met all requirements for substitute employment. This person is called to work on an as needed basis. Substitutes of this type will work short time assignments. The daily rate of pay is \$65.00.
- iv. **Category LPN Substitute Licensed Practical Nurse.** A licensed practical nurse who has met all requirements for substitute employment. Substitutes of this type work for the same absent licensed practical nurse for more than twenty (20) consecutive days. A category LPN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23<sup>rd</sup>) day of the substitute's work. A Category RN Substitute who is approved by Human Resources will receive a daily rate of pay of \$90.00 retroactive to the first day of his or her work.

- 6. **CNP Managers.** Retired CNP Managers may be hired as substitutes if the CNP Manager is absent for five or more consecutive days and is expected to miss an extended period of time, although a regular six hour CNP Assistant substitute may be retained from day one of a CNP Manager's absence. Substitutes for a CNP Manager must be approved by the Food Services Director. Retired CNP Managers who act as substitutes shall be paid \$75.00 per day. The retired CNP Manager must possess a valid food handlers card and Substitute Clearance Card

A retired CNP Manager who serves as a substitute CNP Manager for longer than twenty one consecutive days (at one or more schools) shall receive \$100.00 per day retroactive to the first day of substitute service

**IV. PAY FOR OTHER CIRCUMSTANCES (BUS DRIVERS/BUS AIDES)**

- A. **SPECIAL RUN:** A "special run" necessitates extra bus driving which is regularly scheduled at other than the normal before school and after school hours, such as: Special Education assignments, excursions, field trips, athletic trips, or other special assignments, etc. A "community based run" are those unique runs involved in the transportation of special education students to community based work sites. Special and Community based runs must be approved by Special Programs and/or Transportation.
- B. Bus Drivers assigned a community based run will function, and be compensated, as a Bus Driver until the students are delivered to the community based work site, at which time the Bus Driver shall begin to function, and will be compensated, as an Aide. A Bus Driver who takes one hour to deliver a special education student to a community based worksite and then spends four hours there functioning as an aide, will be paid \$8.95 for the hour involved in transporting the student, and \$8.00 per hour for the time spent functioning as an aide.

- 1. Community based and extended day routes (Bus Drivers) \$8.95 per hour
- 2. Community based and extended day routes (Bus Aides) \$8.00 per hour
- 3. All other special runs (including Athletic/Band Routes) (Bus Drivers) \$0.25 per hour over Federal Minimum Wage
- 4. All other special runs (including Athletic/Band Routes) (Aides) Federal Minimum Wage
- 5. Vocational/Technical Routes (Bus Drivers) \$10.11 per hour

- C. No other rate of pay should be given to a bus driver or bus aide, regardless of whether local School funds are used. These are the only rates of pay available for the compensation of Bus Drivers or Bus Aides for extra runs.
- D. **EMERGENCY SITUATIONS:** When an emergency situation is declared by the Superintendent or his designee, the following compensation plan will be used:
 

|             |                 |              |                 |
|-------------|-----------------|--------------|-----------------|
| 1 Extra Run | \$20.00 per day | 2 Extra Runs | \$40.00 per day |
|-------------|-----------------|--------------|-----------------|
- E. **GENERAL:** 1. All routes will be evaluated as needed. If it is determined that a route driven by a non-probationary bus driver, is no longer needed, this driver will be assigned to another route with no loss of status. 2. Total daily work time of a substitute cannot exceed the number of regular working hours of the absence employee.

**V. SUPPLEMENTS**

- A. **Twenty One Year Increment.** An employee not paid on a state salary matrix, upon completion of at least 20.5 years or more of creditable service on or before June 30, will receive an annual supplement of:
  1. \$201.00 for 9-month employees
  2. \$224.00 for 10-month employees
  3. \$246.00 for 11-month employees
  4. \$268.00 for 12-month employees

This increment is not paid to personnel who are compensated using the state salary matrix.

- B. **CNP Supplement.** Schools with no CNP Manager including CNP co-managed schools are authorized to pay one 7 hour CNP Assistant at each school a supplement. The supplement is equal to the equivalent of 1 work hour per day for an annual supplement total of \$1,620.
- C. **ACADEMIC DEPARTMENT HEAD SUPPLEMENTS (CERTIFIED).** Department heads at all schools will be selected by the principal. No supplements are paid to counselors and media specialists who are designated department heads. Department head supplements have been allocated to all schools.

**1. Supplements for Department Chairs/Lead Teachers Selected by the Principal**

| Size of School (Number of Students) | Number of Department Heads Allocated                          | Supplemental Amount |
|-------------------------------------|---|---------------------|
| 1 to 200                            | All Schools – 1   | \$1,000             |
| 201 to 450                          | High Schools and Middle Schools – 3<br>Elementary Schools – 1 | \$1,000             |
| 451 to 600                          | High Schools and Middle Schools – 4<br>Elementary Schools – 1 | \$1,000             |
| 601 to 749 Students                 | High Schools and Middle Schools – 5<br>Elementary Schools – 1 | \$1,000             |
| 750 to 1,249 Students               | High Schools and Middle Schools – 6<br>Elementary Schools – 1 | \$1,200             |

|                 |   |         |
|-----------------|---|---------|
| 1,250 and Above | High Schools and Middle Schools – 6<br>Elementary Schools – 1 | \$1,500 |
|-----------------|---|---------|

| Schools with:     | Must have at least: | Based on:                |
|-------------------|---------------------|--------------------------|
| 4 periods per day | 15 classes          | (5 teachers X 3 periods) |
| 5 periods per day | 20 classes          | (5 teachers X 4 periods) |
| 6 periods per day | 25 classes          | (5 teachers X 5 periods) |
| 7 periods per day | 30 classes          | (5 teachers X 6 periods) |

**D. SUPPLEMENT FOR “ACTING” SUPERVISORY/ADMINISTRATIVE PERSONNEL**

1. In situations where a current employee is **designated by the Superintendent** to “act” for more than 30 work days in the place of an administrator, the employee will be paid a supplement equal to the difference between the employee’s current daily rate of pay and the minimum daily rate of pay assigned to the supervisor’s position (for step 0 of the appropriate salary schedule) beginning the 31<sup>st</sup> day. Board approval is not required at this point. In some cases, a supplement cannot be paid because the designee is already at or above the minimum for the pay grade. The supplement will cease when the supervisor/administrator returns to work or when the position vacancy is officially filled. An interim or acting supervisor may serve no longer than a total of 90 work days. If the Superintendent determines that the acting person needs to be retained in the acting position longer than 90 work days, he or she can request that the Board approve extending the service after the initial 90 days. Assignment as acting to the position and the possibility of supplemental pay being paid does not in any way entitle the employee to be permanently assigned to the position. **This supplemental provision does not apply to administrative interns.**

**E. NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS SUPPLEMENT**

1. Act #98-510 provides that each teacher who successfully passes a test in a specific teaching discipline and meets other evaluation criteria required by the National Board for Professional Teaching Standards (NBPTS) shall be entitled to a \$5,000.00 per year supplement. Payment shall be made in one installment. Teachers who become administrators are still entitled to this supplement. The amount paid by this supplement is set by the State. The supplement is subject to proration in those years in which the State of Alabama does not fully fund the supplement.

**F. MASTER’S DEGREE FOR NON-CERTIFICATED EMPLOYEES**

1. Any existing, non-teaching or non-certified employee in a position that requires a bachelor’s degree for entry level who receives a master’s degree from a regionally accredited college or university in a field of study that is directly related to the work that he or she is currently performing for the System will receive a supplement of \$3,373 per year. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation.

**G. SUPPLEMENTAL PAY FOR PRINCIPALS AND ASSISTANT PRINCIPALS WHO WORK IN EMERGENCY SHELTERS**

1. Exempt employees are expected to work in emergency shelters during times of emergency.

**H. SUPPLEMENTAL PAY FOR CURRENTLY-CERTIFIED OR LICENSED MANUAL TRADES EMPLOYEES**

- Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year the employee must present the renewal to Human Resources within 60 days of the expiration of the certificate. If not received by then the supplement will be halted as quickly as practical and the employee will not be paid retroactive once the renewed certificate comes in. The payment of the supplements will coincide with the contract year of July 1 to June 30.

**I. Facilities and Maintenance Supplements**

| <b>Certificate/License/Diploma</b>   | <b>Supplemental Pay</b> | <b>Job/Trade</b>  |
|--|-------------------------|---|
| 2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field the field in which the employee is working.  | 500                     | Any trade   |
| Satisfactory Scores on NOCTI Test *  | 500                     | Any trade not covered under other trades that have a Journeyman or Master Certification |
| Freon Certification (state card)   | 500                     | HVAC  |
| Non-Current Journeyman (Expired Journeyman)  | 500                     | Any trade   |
| Current Journeyman (renewable annually)  | 750                     | Any trade   |
| Non-Current Master (Expired Master)  | 750                     | Any trade   |
| Master or In Active Master (renewable annually)  | 1000                    | Any trade   |
| If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card. | 1000                    | Any trade   |

**J. Transportation Supplements**

| <b>Job Titles</b>                       | <b>Number of Certifications</b> | <b>Supplemental Pay</b> |
|---|---------------------------------|-------------------------|
| School Bus Technician (Mechanic)        | ASE** (1)                       | 100                     |
| School Bus Technician (Mechanic)        | ASE (2)                         | 200                     |
| School Bus Technician (Mechanic)        | ASE (3)                         | 300                     |
| School Bus Technician (Mechanic)        | ASE (4)                         | 400                     |
| School Bus Technician (Mechanic)        | ASE (5)                         | 500                     |
| School Bus Technician (Mechanic)        | ASE (6)                         | 600                     |
| <b>Master Bus Technician (Mechanic)</b> | <b>ASE (7)</b>                  | <b>1000</b>             |
| Collision/Repair Technician ***         | ASE (1)                         | 100                     |
| Collision/Repair Technician             | ASE (2)                         | 200                     |
| Collision/Repair Technician             | ASE (3)                         | 300                     |
| Collision/Repair Technician             | ASE (4)                         | 400                     |
| Collision/Repair Technician             | ASE (5)                         | 500                     |

1. A combination of two supplements will be allowed if related to the area of work of the employee. No more than two supplements will be allowed.
2. Employees who have certifications must present proof of recertification yearly, for those that are granted yearly, in order to continue getting the supplement. For those certifications which are good for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed for the next five years.

\* = NOCTI – National Occupational Competency Testing Institute - [www.nocti.org](http://www.nocti.org)

\*\* = ASE – Automotive Service Excellence (certified) - [www.asc.com](http://www.asc.com)

3. There are seven different ASE Certifications needed to become an ASE Certified Master Bus Mechanic. Each certification obtained is worth \$100.00 in supplemental pay. However, the 7<sup>th</sup> certification increases total supplement by \$400.00.

\*\*\* = After obtaining the Master Bus Mechanic Certification the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$1500.

#### **K. Other Supplements.**

1. Nursing Supplements. Nurses who are required to ride the bus, either in the morning or evening or both, as a result of a student's medical condition as determined by the Supervisor of Health Services may be eligible for a supplement. There are a limited number of supplements available and Nurses who accompany students because of a medical need or requirement in the morning or afternoon will take preference in terms of receipt of a supplement. The supplement shall be \$3,600.00 for RN's and \$2,400 for LPN's, and this amount shall be prorated if the Nurse only rides one route per day or does not accompany a student with a medical need for the entire year. This supplement will only be offered in years in which sufficient funding exists.

2. Information Technology and Technical Supplements.

- a. Cost of Certifications and Examinations. Current Information Technology employees who obtain the written preapproval of the Executive Manager, IT, may have the cost to take a certification exam reimbursed to them upon the successful completion of said certification exam. The employee seeking a reimbursement must obtain the aforementioned written approval before expending any funds to register for a certification exam. Written proof of the successful completion of the certification exam must be provided. The costs for any re-certification exams is also eligible for reimbursement under this section. If the employee receiving reimbursement under this section leaves within one (1) year of receipt of said reimbursement, he or she shall refund said reimbursement to the System.

- b. Upon completion of an approved certification exam, an employee shall be eligible for a supplement. No more than two IT or Technical supplements may be earned by any one employee. The supplement amount will be divided into three different categories and be based on the difficulty and usefulness of the certification to MCPSS as designated by the Executive Manager of Human Resources and Executive Manager of IT in their sole discretion. The categories and amounts of the respective supplements are: (1) Category 1 – technician level certification - \$600.00; (2) category 2 advanced level certification - \$1,200.00; and, (3) category 3 masters level certification - \$2,400.00. The certifications must remain current in order to receive the supplement. The employee shall be required to provide proof that the certification is in good standing upon request.

#### **L. BAND DIRECTOR SUPPLEMENTS SUPPLEMENT FOR HIGH SCHOOL BAND DIRECTOR**

1. Supplement for serving as high school band director is an additional \$4,763 above base 187-day salary if standards of work performance as specified in the following are met.

#### **M. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL BAND DIRECTOR**

1. The band director is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual's 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.
2. Assistant High School Band Directors are paid a supplement of \$2,800.00 for work during the regular 187-day school year only.
3. Job Description of Band Directors
  - a. Band directors are responsible for preparing the high school band for marching band responsibilities.
  - b. Band directors are responsible for preparing students for concert band.
  - c. Band directors will provide, prepare, and present to the principal and fine arts supervisor a band handbook by July 30th.
  - d. Band directors will attend all parades with the HS band.
  - e. Band directors will attend all marching band related functions.
4. **High School Band Director Supplement Guidelines**
  - a. First Semester Requirements
    - i. Marching Band Competition- or Festival Minimum of (1)
    - ii. Veterans Day Parade/Labor Day Parade for scheduled year
    - iii. Band Showcase when applicable
    - iv. Winter Concert
    - v. 10% of band enrollment must tryout and complete tryout requirements for Mobile County High School Honor Band. Students must be enrolled in band second semester to participate in the concert.
    - vi. Christmas Parade or civic event
    - vii. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by July 30th for the requested list above. With approval of the principal and fine arts supervisor, band directors will receive a portion every month.
  - b. Second Semester Requirements
    - i. ABA District Band Contest
    - ii. 5% of band enrollment complete the audition for Alabama All-State Band
    - iii. Mobile City or County Mardi Gras Parades- Minimum of (2)
    - iv. ABA Solo and Ensemble Festival (Furnish fine arts supervisor with copies of student performance rating forms)
    - v. Spring Concert and Recruitment Concert
    - vi. Academics First- Eligibility Requirements
    - vii. Graduation Activities
    - viii. Judge for middle school honor band tryouts
    - ix. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by October 31<sup>st</sup> for the requested list above. With approval of the principal and Fine Arts Supervisor, band directors will receive a portion every month.
  - c. **Summer Guidelines**
    - i. **High School Band Directors**
      1. **General Responsibilities**
        - Summer supplemental will begin the day after the school year ends.

- Directors will be required to work an eight-hour day. In the case of a four –day workweek a 10-hour day will be required. Hours may be split between mornings and evenings.
- A weekly schedule for the summer will be submitted to the Principal and Fine Arts Supervisor.
- Directors will sign a time card daily

2. **May**

- Finalize fall calendars and schedules
- Assign times for student private or group instruction
- Submit budget for year
- Plan fundraising activities
- Meet with boosters to inform them of the calendar, budget, and other needs
- Water practice field, cut grass if needed
- Check out school owned instruments to students
- Academics First

3. **June/July**

- Take equipment inventory
- Repair equipment
- Prepare for All-State tryouts
- Select contest music
- Meet with band leaders to go over procedures and calendar
- Begin individual and group lessons
- Monitor color guard activities
- Finalize bus schedule for football games, parades, or concerts
- Begin evening rehearsals
- Line practice field
- Rookie Camp
- Full Band Camp

4. **August**

- Re-check eligibility
- Bus roster
- County Band Directors Meeting

**N. Middle School Band Director - \$1,187.00**

1. Middle school band director will be paid a supplement upon meeting minimum program standards by the board and when validated by the principal and Fine Arts supervisor. Directors should conduct weekly after school band rehearsals or sectionals to ensure preparation for concerts, assessment, individual student achievement and program success. Middle school band directors should conduct extensive recruitment at each feeder school for the purpose of maintaining satisfactory enrollment. They will serve as adjudicators for the Mobile County Honor Band Festival. They will prepare and present a minimum of two concerts yearly consisting of a winter and spring program. Students at each playing level should be given the opportunity to perform.
2. A bonus of \$527.00 will be paid middle school band directors who lead their bands to compete in both district competition and student participation in the Mobile County Honor Band Festival concert. This bonus will be paid at the end of the school year upon **request** of the band director and only when validated by the principal and fine arts supervisor. This supplement is to be paid on the June payroll.

- O. High School Choral Director Supplements.** High School Choral Directors will receive a supplement of \$1,800 paid in two installments if standards of work performance are met. All requests for supplemental pay must be processed through the Fine Arts Supervisor and Human Resources. Choral Director shall be member in good standing of Alabama Vocal Association (because students are not eligible to participate in state-approved activities without the director being a member of the AVA)

1. First Semester Requirements

- a. Fall AVA workshop (where new All-State Music is previewed)
- b. Fall District Choral Director’s meeting (calendar of events for the year is approved at this meeting)
- c. Provide technical assistance for Elementary and Middle School Honor Chorus (coordinate through the Fine Arts Supervisor)
- d. Winter Concert
- e. 5% of choral enrollment audition for All-State Chorus
- f. AVA District Contest/Solo and Ensemble participation (furnish fine arts supervisor with copies of student performance ratings forms)
- g. Civic Event or Contest
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of school for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

2. Second Semester Requirements

- a. AVA District Contest/Solo and Ensemble (furnish Fine Arts Supervisor with copies of student performance ratings forms)
- b. 10% of chorus enrollment audition and/or participate in County Honor Chorus
- c. AMEA Convention
- d. All-State Chorus
- e. Spring Concert and recruitment programs
- f. Academics First-Eligibility Requirements
- g. Graduation/Honors Activities
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of November for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

**P. ATHLETIC COACHING SUPPLEMENTS – HIGH SCHOOLS.** Effective August 15, 2006.

| <b>Position</b>                 | <b>Number of Supplements per School</b> | <b>Amount of Supplement</b> |
|---------------------------------|---|-----------------------------|
| Athletic Director               | 1                                       | 5,000                       |
| Athletic Academic Advisor       | 1                                       | 2,100                       |
| Head Football                   | 1                                       | 7,345**                     |
| Football Assistant              | 6                                       | 3491**                      |
| Basketball Boys                 | 1                                       | 3491                        |
| Basketball Boys Junior Varsity  | 1                                       | 2094                        |
| Basketball Girls                | 1                                       | 3491                        |
| Basketball Girls Junior Varsity | 1                                       | 2094                        |
| Track Boys                      | 1                                       | 3491                        |
| Track Girls                     | 1                                       | 3491                        |
| Track Asst. Boys/Girls          | 1                                       | 2094                        |
| Baseball Boys                   | 1                                       | 3491                        |
| Baseball Boys Junior Varsity    | 1                                       | 2094                        |
| Softball Girls                  | 1                                       | 3491                        |
| Softball Girls Junior Varsity   | 1                                       | 2094                        |
| Volleyball Girls                | 1                                       | 3491                        |



|  |   |      |
|--|---|------|
| Volleyball Girls Junior Varsity            | 1 | 2094 |
| Tennis Boys/Girls*                         | 1 | 2130 |
| Golf Boys/Girls*                           | 1 | 2130 |
| Cross/Country Boys/Girls                   | 1 | 2130 |
| Swimming Boys/Girls                        | 1 | 2130 |
| Soccer Boys - Varsity                      | 1 | 3491 |
| Soccer Boys – Junior Varsity               | 1 | 2094 |
| Soccer Girls – Varsity                     | 1 | 3491 |
| Soccer Girls – Junior Varsity              | 1 | 2094 |
| Football – 9 <sup>th</sup> Grade           | 1 | 2094 |
| Football Assistant – 9 <sup>th</sup> Grade | 1 | 1744 |
| Bowling                                    | 1 | 2130 |
| Cheerleader – Varsity                      | 1 | 3491 |
| Cheerleader – Junior Varsity               | 1 | 1744 |
|  |   |      |

\*If only one team is fielded, supplements will be reduced to \$1,744.00.

\*\* If coach does not complete spring training for whatever reason, two weeks of supplement will have to be repaid. Full supplement is paid if all 17 weeks are completed.

Note: Supplemental pay for “trainer” has been eliminated. The one individual who received the supplement in 2002/2003 will be grandfathered and will continue receiving the supplement. No other trainers can be assigned.

**Q. ATHLETIC COACHING SUPPLEMENTS – MIDDLE SCHOOLS**

**Effective July 1, 2011**

| <b>Position</b>             | <b>Number of Supplements per School</b> | <b>Amount of Supplement</b> |
|-----------------------------|---|-----------------------------|
| Football                    | 2                                       | 1787                        |
| Basketball – Boys and Girls | 2                                       | 1665                        |
| Baseball                    | 1                                       | 1665                        |
| Softball                    | 1                                       | 1665                        |
| Volleyball                  | 1                                       | 1665                        |
| Track – Boys and Girls      | 2                                       | 1665                        |
| Cheerleader                 | 1                                       | 1530                        |

**R. Supplements for Qualifying for Playoffs**

1. Qualifying for the playoffs require individuals to work beyond the regular season schedule. Compensation for extra work will follow the schedule listed below. This does not include area or sectional tournaments where every team participates.

|  |                          |  |                      |
|--|--------------------------|--|----------------------|
| Football Playoffs  | Head Coach<br>Assistants | Per Round  | \$200.00<br>\$100.00 |
| Basketball, Baseball, Softball,<br>Soccer, Volleyball Playoffs | Head Coach               | Per Round  | \$100.00             |
| Golf, Tennis, Cross/Country                                    | Head Coach               | If coach has state<br>qualifiers, either team or<br>individual | \$150.00             |
| Track  | Head Coach<br>Assistant  | If coach has state<br>qualifiers, either team or               | \$150.00<br>\$75.00  |

|                             |                              |            |          |
|-----------------------------|------------------------------|------------|----------|
|                             |                              | individual |          |
| Football Playoffs – Band    | Band Director                | Per Round  | \$150.00 |
|                             | Assistant                    |            | \$75.00  |
| Cheerleader Sponsor Varsity | Football/Basketball Playoffs | Per Round  | \$75.00  |

2. The principal of the school will submit a letter detailing each step of the entitlement to the Athletic Director requesting these payments at the conclusion of each season’s playoffs.

**S. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL HEAD FOOTBALL COACH**

1. The high school head football coach is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual’s 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.

**T. SUMMER GUIDELINES FOR HIGH SCHOOL HEAD FOOTBALL COACHES**

**1. GENERAL RESPONSIBILITIES**

- a. Supplement will begin the day after the school year ends.
- b. Coaches will be required to work an eight-hour day. In the case of a four-day workweek a 10-hour day will be required. Hours may be split between mornings and evening.
- c. A weekly schedule for the summer will be turned in to the Principal and County Athletic Director.
- d. Coaches will sign a time card daily.
- e. Any assignments as requested by the administration.

**MAY**

- f. Finalize fall schedules.
- g. Set up times for fall physicals.
- h. Finalize contracts for all games.
- i. Submit budget for fall.
- j. Plan fundraising activity.
- k. End of year conference with coaches.
- l. Eligibility (players needing summer school)
- m. GRASS CUTTING

**JUNE/JULY**

- n. Football field (check and repair)
- o. Bleachers
- p. Restroom and concession stands
- q. Press box and PA system
- r. Scoreboard (replace bulbs)
- s. Irrigation system
- t. Field liner operational
- u. Fences
- v. Stadium lights
- w. Assignment of locker rooms
- x. Check practice fields
- y. GRASS CUTTING
- z. Get schedules printed.
- aa. Directory information for AHSAA
- bb. Order equipment and supplies
- cc. Develop transportation schedule

- dd. Develop football programs for the fall
- ee. Ads
- ff. Pictures (set dates)
- gg. Open weight room. This allows for weight room to be open for morning and afternoon sessions.

AUGUST

- hh. Re-check eligibility
- ii. Team roster and schedule to opponents
- jj. Contact workers for games.
- kk. Arrange buses for away games. (Freshman, J.V., Varsity)
- ll. Schedule pre-season scrimmages
- mm. Fall sport rules, parent, conference meetings
- nn. County Head Football meeting
- oo. Coaches Staff meetings
- pp. Practice schedules for all football teams at school.
- qq. Equipment issuing
- rr. GRASS CUTTING
- ss. Lining off football fields
- tt. Open weight room

**2. PROCEDURES FOR ADMINISTRATION OF ATHLETIC COACHING SUPPLEMENTS**

- a. In order to receive a supplement, a coaching agreement (Form Ath. 02) must be signed and submitted by the principal with the school supplements list (Form Ath. 01).
- b. Principals will assign coaching supplements during the first month of each school year. All supplements are for one (1) year only. All coaching personnel are expected to perform athletic duties throughout the school year. In the event a coaching supplement is assigned after the beginning of the school year, the amount will be determined by the percent of time worked in the supplemented sport. Effective date of supplement will be the date of approval by County Athletic Director. Approval must be obtained by submitting a letter of request by the principal and signed coaching agreement.
- c. Supplements are restricted to certified school system employees who hold teaching positions within the system.
- d. The following categories of professional personnel are **prohibited** from receiving supplements: principals, assistant principals, administrative interns, and twelve month employees and employees contracted to perform a job on an eight-hour per day minimum basis, except that with the written approval of the Principal, an Assistant Principal may serve as Athletic Director and receive the Athletic Director supplement. Since the salaries of ROTC employees are jointly paid with the Department of Defense and since receiving a coaching supplement would interfere with the amount of the shared salary, ROTC employees are generally not eligible for supplement. In extraordinary circumstances, an exception and approval under Number 13 below is required.
- e. The number of supplements assigned per employee will be determined by the principal, except as limited in other policy statements, and all supplements in excess of two (2) per person must have the approval of the superintendent or his designee (County Athletic Director).
- f. Board policy GBCA states relatives shall not supervise other family members. Therefore, no coach can supervise a family member.
- g. A coach will not be allowed two (2) supplements during the same season. A coach will not be allowed two (2) supplements during the same sport unless those sports are track and cross/country.
- h. Supplements will be paid in monthly installments to all coaches submitted on (Form Ath. 01) at the beginning of school. Requests submitted and approved after the initial list is submitted will be paid at the end of the school year.
- i. Where supplements are utilized, local schools are required to provide students a program that meets minimum standards as approved by the Mobile County Board of School Commissioners and as listed below:

|              |  |
|--------------|--|
| <b>Sport</b> | <i>Regular season games, meets/matches</i> |
|--------------|--|

|                                       |     |
|---------------------------------------|-----|
| Football: Varsity                     | 8   |
| Freshman                              | 6   |
| Basketball: Varsity                   | 18  |
| Junior Varsity                        | 14  |
| Freshman                              | 14  |
| Baseball: Varsity                     | 18  |
| Junior Varsity                        | 14  |
| Middle School                         | 12  |
| Track: Varsity (minimum of 8 runners) | 5   |
| Middle School                         | 4   |
| Cross/Country (minimum of 5 runners)  | 4   |
| Softball: Varsity                     | 12  |
| Junior Varsity                        | 10  |
| Soccer: Varsity                       | 16  |
| Junior Varsity                        | 12  |
| Tennis                                | 8   |
| Golf                                  | 8   |
| Bowling                               | TBD |
| Swimming                              | 4   |
| Volleyball Varsity                    | 12  |
| Volleyball Junior Varsity             | 10  |

- j. All coaches who receive a supplement must have their team competing in district competition/county championship. The principal must verify participation.
- k. Any coach who does not fulfill the requirements of the minimum standards or does not compete in district competition/county championship will forfeit his/her entire supplement in that sport. It will be the responsibility of the local school athletic/director to monitor and report this failure to the principal. The principal will notify the County Athletic Director and Human Resources will stop payment of existing supplements and deduct the previously paid supplement amount from the next payroll check.
- l. Athletic directors will be required to attend a workshop prior to the opening of school in order to receive the supplement.
- m. Exceptions of these rules must be approved in advance from the Assistant Superintendent or Executive Manager of Human Resources and the Superintendent.

**3. GENERAL DUTIES OF ALL COACHES**

- a. All coaches have year-round (“year round” pertains to “school year”) coaching responsibilities. Coaches will be expected to supervise contests, serve as ticket taker/seller, and any other duty as delegated by the principal or athletic director. Coaching responsibilities are to be performed after the school day has ended.
- b. Coaches of each respective sport will be responsible for the general coordination of his/her athletic program during the season as delegated by the principal and athletic director.
- c. All freshman/junior varsity coaches will be responsible for duties related to all athletic events assigned by the head coach of their respective sport with approval of the principal and athletic director.
- d. All coaches will be responsible for preparation prior to practice and athletics events and any tasks following practice and athletic events with approval of the principal and athletic director.
- e. All coaches are responsible for teaching the art of the game through exploration, demonstration, observation, and evaluation both during practices and the game itself. Coaches should serve as role models at all times for their athletes. All coaches are responsible for the conduct of the players at practice and athletic events under his/her direct supervision. A high level of sportsmanship should be taught and displayed by both coach and athlete.
- f. Any coach receiving a supplement must be present at all practices and games.
- g. The athletic director and all coaches must fulfill all parts of their job description as it is written in the Athletic Handbook.

**U. ACADEMIC COACHING SUPPLEMENTS**

| <b>ACADEMIC TEAM</b>  | <b>SCHOOL</b> | <b># SUPPLEMENTS PER SCH</b> | <b>AMOUNT</b> |
|---|---------------|------------------------------|---------------|
| Scholars Bowl/Scholastic Challenge                                | Middle        | 2                            | \$256.00      |
| Math Team/Math Counts   | Middle        | 2                            | \$256.00      |
| SECME (Southeastern Consortium for Minority Engineering)/Robotics | Middle        | 2                            | \$256.00      |
| Science Olympiad  | Middle        | 2                            | \$128.00      |
| Science Related Bowls   | Middle        | 2                            | \$256.00      |
| Academic Competition Coordinator                                  | High          | 1                            | \$128.00      |
| Scholars Bowl Coach   | High          | 2                            | \$512.00      |
| Journalism/Yearbook Sponsor                                       | High          | 1                            | \$512.00      |
| New Horizons Hi Q   | High          | 2                            | \$640.00      |
| Math Team   | High          | 2                            | \$256.00      |
| Science Related Bowls   | High          | 2                            | \$256.00      |
| SECME (Southeastern Consortium for Minority Engineering)/Robotics | High          | 2                            | \$256.00      |
| Model U.N./Debate Team  | High          | 1                            | \$128.00      |

**1. Procedures for Administering Academic Coaching Supplements**

- a. Principal will identify academic coaches during the first month of each school year and submit the names of the coaches to the Academic Affairs Assistant Superintendent or their designee no later than October 1. All supplements will be assigned to these coaches for one (1) year only.
- b. Coaching supplements will be **paid in a lump sum at the end of each school year (June 30<sup>th</sup> paycheck)**. Principals will submit to Human Resources by May 1 verification that each academic coach completed the assigned duties.
- c. Supplements are to be utilized only for the sanctioned academic competitions listed above.
- d. The principal will determine the number of supplements assigned per employee.
- e. The Academic Competition Coordinator’s major responsibilities will be as follows:
  - i. Coordinate the scheduling of events.
  - ii. Disseminate information relative to academic competitions.
  - iii. Validate participation in said events.
- f. Journalism / Yearbook sponsors are required to attend sporting events after school and at night to provide students with instruction on lighting, sound, photographer positioning and safety. Sponsors must provide instruction on outdoor photography and portraits, provide leadership for the development of a yearbook, belong to the Alabama Scholastic Press Association or the National Scholastic Press Association, the Journalism Education Association, take students to a state, regional or national convention and submit at least one school publication to a state, regional or national organization.
- g. Any coach who does not fulfill the requirements of the minimum standards and who is identified as not having done so will **forfeit his/her supplement** in that academic event. A specific financial settlement will be determined by the Superintendent’s designee, the Assistant Superintendent of Curriculum and Instruction, and the principal. The identified coach may appeal all or part of the settlement to an appeal committee.
- h. **All supplemented coaches are expected to practice or otherwise work with their teams / competitors at frequently scheduled times outside of the regular class environment (i.e., after school or Saturday).**

**VI. RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES**

- A. All grant proposals, special projects, Saturday schools, summer schools, after school special projects, Fifth Quarter, etc., shall use these rates for the compensation of personnel. If there are questions consult with Human Resources before making a final decision.

| <b>CERTIFIED EMPLOYEES:<br/>TYPE OF WORK</b>   | <b>RATE</b>      |
|--|------------------|
| Attending workshop stipends (for selected workshops – not presenting)  | \$16.00 per hour |
| After School ESP and Data meetings*  | \$16.00          |
| Curriculum development writers, grant proposal writers, on line course creation, etc.  | \$18.50 per hour |
| Workshop presenters (not on contract Presentation plus Preparation Time**  | \$25.00 per hour |
| Psychometrists (Outside of regular annual contract, i.e., summer)  | \$25.00 per hour |
| Resource teachers (Outside of regular annual contract, i.e., summer)   | \$25.00 per hour |
| Summer School and Night School Coordinators (non-traditional principal) and other type coordinators approved by Human Resources. 21 <sup>st</sup> Century Coordinators are not included in this supplement and shall receive \$25.00 per hour. | \$35.00 per hour |
| Teachers in summer school (paid for actual days worked)  | \$25.00 per hour |
| Teachers supervising students in detention   | \$25.00 per hour |
| Teacher supervising other non-teacher tutors in after school tutoring  | \$25.00 per hour |
| Teachers tutoring students for testing after school or on Saturday***  | \$25.00 per hour |
| Teacher Taking Tickets at Athletic Events (Exempt Employee Only)****   | \$10.00 per game |
| Teacher Operating Time/Score Clocks at Athletic Events (Exempt Employee Only)***   | \$25.00 per game |
| Retired Teacher with valid certificate & HQ tutoring students for testing  | \$25.00 per hour |
| Retired Teacher with expired certificate tutoring students for testing   | \$20.00 per hour |
| Certified employee who films a varsity football game   | \$50.00 per game |
| Other special projects or approved special work outside of daily duties and not listed above   | \$16.00 per hour |

\*- This supplement does not apply to regular faculty and other staff meetings.

\*\*- For each hour of presentation time, an additional hour can be paid for preparation.

\*\*\*-Does not apply to teacher already receiving athletic coaching supplements.

\*\*\*\*- Teachers tutoring may be paid for 30 minutes planning for each hour of tutoring **if additional after school preparation is required.**

Employees working under this section will only be paid for actual time worked.

| <b>CLASSIFIED EMPLOYEES:<br/>TYPE OF WORK</b>                        | <b>RATE</b>       |
|--|-------------------|
| Workshop attendee stipends (for selected workshops)                  | \$ 8.00 per hour  |
| Workshop presenters (MCPSS Employees ONLY)                           | \$16.00 per hour  |
| Summer School Employment:  |                   |
| Clerk  | \$ 9.25 per hour  |
| Custodian  | \$ 12.00 per hour |
| *Aide ( <i>less than 60 semester hours of college</i> )              | \$ 8.00 per hour  |
| *Paraprofessional ( <i>with a minimum of 60 hours of college</i> )   | \$ 9.00 per hour  |
| Bus Driver/CDL Truck Driver (must be MCPSS insurable)                | \$ 8.95 per hour  |
| Cafeteria  | \$ 8.00 per hour  |
| Summer Feeding Program:  |                   |
| CNP Food Preparation Workers   | \$ 8.00 per hour  |
| Truck Drivers/CDL (must be MCPSS insurable)                          | \$ 8.95 per hour  |
| Van Drivers (must be MCPSS insurable)                                | \$ 8.00 per hour  |
| Retired CNP Employees Processing Free and Reduced Lunch Applications | \$10.00 per hour  |
| Parent Organizer   | \$9.00 per hour   |
| Seasonal Maintenance/Grounds Worker                                  | \$ 12.00 per hour |
| RN Nurse   | \$25.00 per hour  |
| OTs & PTs for Summer Schools   | \$25.00 per hour  |
| OT and PT Assistants   | \$12.50 per hour  |
| LPN Nurse  | \$ 9.25 per hour  |
| College Student Tutors (drug screen, background check required)      | \$9.00 per hour   |

|  |                         |
|--|-------------------------|
| <i>Tutors with College Degrees</i>                     | <i>\$12.00 per hour</i> |
| BE Students - (drug screen, background check required) | Federal Minimum Wage    |

Any other classified employees not listed will be paid at the flat rate of **\$8.00** per hour.

\* Check with Human Resources as to whether the employee is an Aide or a Paraprofessional.

**B. Day Care Hourly Pay Scale for non MCPSS full-time employees**

| <b>Day Care Workers</b>             | <b>On-Site Lead Workers</b>                           |
|-------------------------------------|---|
| No Experience FMW                   | 0 – 2 Years Experience FMW plus 3.00                  |
| 1 Year Experience FMW plus .50      | 2 – 4 Years Experience FMW plus 4.00                  |
| 2 Years Experience FMW plus 1.00    | 4 – 6 Years Experience FMW plus 5.00                  |
| 3 Years Experience FMW plus 1.50    | 6 – 8 Years Experience FMW plus 6.00                  |
| 4 Years Experience FMW plus 2.00    | 8+ Years Experience FMW plus 7.00                     |
| 5+ Years Experience FMW plus 2.50   |   |
| <b>Special Subject Instructors:</b> |   |
| Physical Fitness: \$ 10.00          | Handicraft and Arts: \$10.00      Computers: \$ 17.50 |
| <b>MCPSS Certified Teachers:</b>    |   |
| Tutoring/Teaching: \$25.00 an hour  | Non-Tutoring/non-teaching: \$16.00                    |
| <b>Coordinators:</b>                |   |
| MCPSS Teachers: \$25.00             | MCPSS Non-Teacher: \$20.00                            |

FMW = Federal Minimum Wage

## LISTING OF JOB TITLES/PAY GRADES

| Job Title                                       | Pay Grade | Contract Days | Step 0 Salary |
|---|-----------|---------------|---------------|
| Accountability Analyst                          | CT-07     | 260           | 60,926        |
| Accountant I                                    | CT-04     | 260           | 41,857        |
| Accounts Analyst                                | CT-04     | 260           | 41,857        |
| Aide (9-months, 7 hours daily)                  | CT-20     | 187           | 13,469        |
| Assistant Programmer                            | CT-05     | 260           | 48,149        |
| Assistant Superintendent                        | 1003      | 260           | 113,500       |
| Assistant to the Comptroller                    | CT-04     | 260           | 41,857        |
| Attendance Resource Worker                      | AP-22     | 202           | 35,830        |
| Audiologist (9-Months)                          | AP-20     | 187           | 29,214        |
| Audio-Visual Repairperson                       | MT-04     | 260           | 36,588        |
| Behavior Intervention Specialist                | AP-20     | 187           | 29,214        |
| Behavior Intervention Specialist, 10 month      | AP-22     | 202           | 35,830        |
| Biologist                                       | AP-02     | 260           | 46,118        |
| Boiler Repairperson                             | MT-04     | 260           | 36,588        |
| Bookkeeper, Elementary School                   | CT-24     | 202           | 20,951        |
| Bookkeeper Itinerant                            | CT-25     | 260           | 26,839        |
| Bookkeeper, Middle School                       | CT-24     | 202           | 20,951        |
| Bookkeeper, High School                         | CT-25     | 260           | 26,839        |
| Budget Director                                 | AP-05     | 260           | 63,881        |
| Building Maintenance Engineer                   | MT-03     | 260           | 26,887        |
| Buildings and Groundskeeper                     | MT-23     | 260           | 25,028        |
| Bus Driver – Dual Service                       | BD-02     | 186           | 14,729        |
| Bus Driver – Dual Service Plus                  | BD-03     | 186           | 18,571        |
| Bus Driver – Single Service                     | BD-01     | 186           | 11,929        |
| Cable/Electronics Network Installer             | MT-04     | 260           | 36,588        |
| Career Coach                                    | CT-36     | 202           | 37,192        |
| Carpenter                                       | MT-03A    | 260           | 31,987        |
| Carpenter/Multicraft                            | MT-03A    | 260           | 31,987        |
| Carpenter/Roofer                                | MT-03-A   | 260           | 31,987        |
| CDL Trainer                                     | MT-03     | 260           | 26,887        |
| Central Office Receptionist                     | CT-22     | 260           | 20,531        |
| Human Resources Executive Director              | AP-07     | 260           | 75,340        |
| Chief Academic Officer                          | 1003      | 260           | 145,000       |
| Chief Financial Officer                         | 1002      | 260           | Open          |
| Chief Operating Officer                         | 1003      | 260           | 135,000       |
| Clerk, Accounting                               | CT-03     | 260           | 33,990        |
| Clerk, Assistant Certification                  | CT-03     | 260           | 33,990        |
| Clerk, Bilingual                                | CT-25     | 260           | 26,839        |
| Clerk, Central Office, I                        | CT-22     | 260           | 20,531        |
| Clerk, Central Office, II                       | CT-25     | 260           | 26,839        |
| Clerk, Central Office, III                      | CT-03     | 260           | 33,990        |
| Clerk, Central Office Receptionist              | CT-22     | 260           | 20,531        |
| Clerk, Computer Operations                      | CT-25     | 260           | 26,839        |
| Clerk, Facilities                               | CT-03     | 260           | 33,990        |
| Clerk, File                                     | CT-22     | 260           | 20,531        |
| Clerk, Fixed Assets                             | CT-03     | 260           | 33,990        |
| Clerk, Elementary School Bookkeeper             | CT-24     | 202           | 20,951        |
| Clerk, Elementary School Registrar              | CT-24     | 202           | 20,951        |
| Clerk, High School Bookkeeper                   | CT-25     | 260           | 26,839        |
| Clerk, Receptionist, High School, Middle School | CT-22     | 260           | 20,531        |
| Clerk, High School Registrar                    | CT-25     | 260           | 26,839        |
| Clerk, Human Resources                          | CT-03     | 260           | 33,990        |



|   |       |     |        |
|---|-------|-----|--------|
| Clerk, Insurance  | CT-04 | 260 | 41,857 |
| Clerk, Middle School Bookkeeper                           | CT-24 | 202 | 20,951 |
| Clerk, Middle School Registrar                            | CT-24 | 202 | 20,951 |
| Clerk, Payroll  | CT-03 | 260 | 33,990 |
| Clerk, Purchasing   | CT-03 | 260 | 33,990 |
| Clerk, School Bookkeeper (10 Months)                      | CT-24 | 202 | 20,951 |
| Clerk, Elementary School, Other                           | CT-21 | 202 | 16,188 |
| Clerk, School – One Clerk School                          | CT-24 | 202 | 20,951 |
| Clerk, Transportation                                     | CT-03 | 260 | 33,990 |
| CNP Accountant  | CT-04 | 260 | 41,857 |
| CNP Assistant (6 Hours Daily)                             | CN-01 | 187 | 11,596 |
| CNP Assistant (6.5 Hours Daily)                           | CN-02 | 187 | 12,392 |
| CNP Assistant (7 Hours Daily)                             | CN-03 | 187 | 13,189 |
| CNP Computer Analyst                                      | CT-03 | 260 | 33,990 |
| CNP Equipment Repairperson                                | MT-04 | 260 | 36,588 |
| CNP Manager   | CN-05 | 191 | 21,662 |
| CNP Manager (ADM 1000+)*Grandfathered effective 10/1/2014 | CN-04 | 191 | 24,722 |
| CNP Specialist (12 Months)                                | CT-04 | 260 | 41,857 |
| Communications Assistant                                  | CT-04 | 260 | 41,857 |
| Compliance Officer Federal Programs                       | AP-01 | 260 | 40,617 |
| Comptroller   | AP-06 | 260 | 69,038 |
| Computer Hardware Technician                              | CT-04 | 260 | 41,857 |
| Computer Network Technician                               | CT-04 | 260 | 41,857 |
| Computer Operations Clerk                                 | CT-25 | 260 | 26,839 |
| Computer Operator   | CT-04 | 260 | 41,857 |
| Computer Software Specialist                              | CT-06 | 260 | 56,158 |
| Coordinator, 504 Program                                  | AP-03 | 260 | 52,421 |
| Coordinator, Area School Improvement                      | AP-03 | 260 | 52,421 |
| Coordinator, Elementary Curriculum                        | AP-05 | 260 | 63,881 |
| Coordinator, Environmental Services                       | MT-07 | 260 | 64,447 |
| Coordinator, Facilities                                   | MT-07 | 260 | 64,447 |
| Coordinator, Head Textbook                                | AP-04 | 260 | 57,578 |
| Coordinator, Information Systems                          | AP-03 | 260 | 52,421 |
| Coordinator, Maintenance                                  | MT-07 | 260 | 64,447 |
| Coordinator, Middle School Curriculum                     | AP-05 | 260 | 63,881 |
| Coordinator, Purchasing                                   | AP-03 | 260 | 52,421 |
| Coordinator, Secondary Curriculum                         | AP-05 | 260 | 63,881 |
| Coordinator, Staff Development                            | AP-05 | 260 | 63,881 |
| Coordinator, Technology                                   | AP-04 | 260 | 57,578 |
| Coordinator, Transportation                               | MT-07 | 260 | 64,447 |
| Coordinator, Testing, Textbooks                           | AP-04 | 260 | 57,578 |
| Custodian – 12 Months                                     | MT-21 | 260 | 20,047 |
| Custodian – 9.5 months                                    | MT-20 | 197 | 15,463 |
| Data Management Specialist                                | CT-06 | 260 | 56,158 |
| Data Specialist – Information Technology                  | CT-03 | 260 | 33,990 |
| Data Specialist – Special Education                       | CT-24 | 202 | 20,951 |
| Day Care Aide (9-Months, 7 hours daily)                   | CT-20 | 187 | 13,469 |
| Diesel Mechanic   | MT-04 | 260 | 36,588 |
| Director, Budget  | AP-05 | 260 | 63,881 |
| Director, Career Technical Executive                      | AP-07 | 260 | 75,340 |
| Director, Curriculum and Instruction                      | AP-04 | 260 | 57,578 |
| Director, Food Services                                   | CT-07 | 260 | 60,926 |
| Director, Environmental Education                         | AP-03 | 260 | 52,421 |
| Director, JROTC   | AP-02 | 260 | 46,118 |

|  |         |     |              |
|--|---------|-----|--------------|
| Director, Psychological Services               | AP-03   | 260 | 52,421       |
| Director, Purchasing                           | AP-05   | 260 | 63,881       |
| Director, Security                             | AP-04   | 260 | 57,578       |
| Director, Staff Development                    | AP-04   | 260 | 57,578       |
| Director, Student Discipline/Placement         | AP-05   | 260 | 63,881       |
| Director, Technology Support                   | AP-05   | 260 | 63,881       |
| Discipline/Student Placement Specialist        | CT-04   | 260 | 41,857       |
| Draftsperson                                   | MT-04   | 260 | 36,588       |
| Drop-Out Specialist                            | AP-20   | 187 | 29,214       |
| Electrician                                    | MT-04   | 260 | 36,588       |
| Electrician – Multi-craft                      | MT-04   | 260 | 36,588       |
| Energy Management Repairperson                 | MT-03   | 260 | 26,887       |
| Equipment Operator                             | MT-03   | 260 | 26,887       |
|  |         |     |              |
| Executive Director                             | AP-07   | 260 | 75,340       |
| Executive Director, Career Technical Education | AP-07   | 260 | 75,340       |
| Executive Director, Human Resources            | AP-07   | 260 | 75,340       |
| Executive Director, Special Education          | AP-07   | 260 | 75,340       |
| Executive Manager                              | 1003    | 260 | 106,860      |
| Executive Secretary – Board                    | CT-04   | 260 | 41,857       |
| Executive Secretary – Deputy/ CFO              | CT-04   | 260 | 41,857       |
| Executive Secretary – Superintendent           | CT-04   | 260 | 41,857       |
| Extended Day Aide (< 20 Hours) Council         |         | 187 | Fed.Min.Wage |
| Financial Administrator for Title I            | AP-05   | 260 | 63,881       |
| Fine Arts Dance Specialist                     | AP-20   | 187 | 29,214       |
| Fleet Manager                                  | MT-06   | 260 | 56,135       |
| Foreman, Building Maintenance Engineer         | MT-04   | 260 | 36,588       |
| Foreman, Building Technology                   | MT-04   | 260 | 36,588       |
| Foreman, Cable/Elect Network Install           | MT-05   | 260 | 41,595       |
| Foreman, Carpenter                             | MT-04   | 260 | 36,588       |
| Foreman, Construction Inspection               | MT-04   | 260 | 36,588       |
| Foreman, Electrician                           | MT-05   | 260 | 41,595       |
| Foreman, Energy Management                     | MT-04   | 260 | 36,588       |
| Foreman, Environmental Services                | MT-04   | 260 | 36,588       |
| Foreman, HVAC Controls                         | MT-05   | 260 | 41,595       |
| Foreman, HVAC                                  | MT-05   | 260 | 41,595       |
| Foreman, Masonry                               | MT-05   | 260 | 41,595       |
| Foreman, Painter                               | MT-04   | 260 | 36,588       |
| Foreman, Plumbing                              | MT-05   | 260 | 41,595       |
| Foreman, Print Shop                            | MT-05   | 260 | 41,595       |
| Foreman, Properties                            | MT-04   | 260 | 36,588       |
| Foreman, Distribution Site                     | MT-04   | 260 | 36,588       |
| Foreman, Special Crew                          | MT-04   | 260 | 36,588       |
| Foreman, Transportation                        | MT-06   | 260 | 56,135       |
| Foreman, Truck/Bus Shop                        | MT-05   | 260 | 41,595       |
| Foreman, Warehouse                             | MT-03   | 260 | 26,887       |
| Glazier  | MT-03   | 260 | 26,887       |
| Head Custodian                                 | MT-22   | 197 | 19,152       |
| Head Mechanic                                  | MT-05   | 260 | 41,595       |
| Head Textbook Coordinator                      | AP-04   | 260 | 57,578       |
| Health Aide (9-Months, 7 hours daily)          | CT-20   | 187 | 13,469       |
| Heavy Equipment Operator, Forestry             | MT-03-A | 260 | 31,987       |
| High School Receptionist                       | CT-22   | 260 | 20,531       |
| HVAC Repairperson                              | MT-04   | 260 | 36,588       |
| Information Support Specialist                 | CT-04   | 260 | 41,857       |
| Inspector Bus Shop                             | MT-06   | 260 | 56,135       |

|   |              |     |        |
|---|--------------|-----|--------|
| Instructional Aide (9-Months, 7 hours daily)  | CT-20        | 187 | 13,469 |
| Instructional Technology/Microcomputer Services Coordinator   | AP-03        | 260 | 52,421 |
| Intercom/Clock Repair   | MT-03        | 260 | 26,887 |
| Internal Auditor  | AP-04        | 260 | 57,578 |
| Junior Budget Analyst   | CT-04        | 260 | 41,857 |
| Junior Buyer  | CT-04        | 260 | 41,857 |
| Kitchen Equipment Repairperson  | MT-04        | 260 | 36,588 |
| Lead Logistics Worker   | MT-03        | 260 | 26,887 |
| Library/Media Aide (9-Months, 7 hours daily)  | CT-20        | 187 | 13,469 |
| Locksmith   | MT-03-A      | 260 | 31,987 |
| Logistics Manager   | MT-06        | 260 | 56,135 |
| Logistics Warehouse Worker  | MT-23        | 260 | 25,028 |
| LPN/Program Aide (9-Months, 7.5 hours daily)  | CT-23        | 182 | 17,178 |
| Maintenance Warehouse Worker  | MT-23        | 260 | 25,028 |
| Maintenance Worker  | MT-03        | 260 | 26,887 |
| Manager, CNP (ADM 0-699)  | CN-06        | 191 | 18,602 |
| Manager, CNP (ADM 700-999)  | CN-05        | 191 | 21,662 |
| Manager, CNP (ADM 1000+)  | CN-04        | 191 | 24,722 |
| Manager, Distribution Site  | MT-03        | 260 | 26,887 |
| Manager, Fleet  | MT-06        | 260 | 56,135 |
| Manager, Logistics  | MT-06        | 260 | 56,135 |
| Manager, Parent Program   | CT-26        | 182 | 26,340 |
| Manager, Parts – Auto, Bus, Truck Shop  | MT-04        | 260 | 36,588 |
| Manager, Web Telecommunications   | CT-07        | 260 | 41,857 |
| Mason   | MT-04        | 260 | 36,588 |
| Masonry Foreman   | MT-05        | 260 | 41,595 |
| Mechanic: Auto, Bus, Truck  | MT-04        | 260 | 36,588 |
| Microcomputer Training Specialist   | CT-06        | 260 | 56,158 |
| Middle School Registrar   | CT-24        | 202 | 20,951 |
| Migrant Aide (9-Months, 7 hours daily)  | CT-20        | 187 | 13,469 |
| Military Property Custodian   | MT-03        | 260 | 26,887 |
| Music/Fine Arts Supervisor  | AP-04        | 260 | 57,579 |
| Native American Interpreter (9 Months)  | AP-21        | 187 | 25,561 |
| Network Manager – Information Technology  | CT-07        | 260 | 60,926 |
| New Construction Supervisor   | MT-06        | 260 | 56,135 |
| Nurse, Visiting Health BS Degree (12 Months)  | Nurses 66/67 | 260 | 61,642 |
| Nurse, Visiting Health BS Degree (10 Months)  | Nurses 62/63 | 202 | 42,479 |
| Nurse, Visiting Health BS Degree (9 Months)   | Nurses 54/55 | 187 | 39,325 |
| Occupational Therapist/Physical Therapist Manager – 8 Hours   | OTPT – III   | 222 | 61,057 |
| OTPT – 8 Hours  | OTPT – II    | 202 | 53,705 |
| OTPT – 7 Hours  | OTPT – I     | 187 | 43,502 |
| OTPT Assistant – 7 Hours  | OTPT - Asst  | 187 | 28,502 |
| Office/General Aide (9-Months, 7 hours daily)   | CT-20        | 187 | 13,469 |
| Orientation and Mobility Specialist (9 Months)  | AP-21        | 187 | 25,561 |
| Painter   | MT-03        | 260 | 26,887 |
| Painter Foreman   | MT-04        | 260 | 36,588 |
| Paraprofessional (Minimum of 60 semester hours in pre-teaching curriculum)<br>- Computer Laboratory - Health Clinic<br>- Classroom Instructional - Library/Media<br>Center<br>- RETRACT Center - Physical<br>Education<br>- Special Education Instructional | CT-23        | 187 | 17,178 |
| Paraprofessional – ESL (minimum of 60 semester hours and fluency in required foreign language)  | CT-34        | 187 | 22,178 |

|  |             |     |        |
|--|-------------|-----|--------|
| Parent Program Manager   | CT-26       | 182 | 26,340 |
| Parent Specialist – Title I                                    | AP-02       | 260 | 46,118 |
| Parts Clerk  | MT-23       | 260 | 25,028 |
| Personnel Administrator  | AP-03       | 260 | 52,421 |
| Physical Education Aide (9-Months, 7 hours daily)              | CT-20       | 187 | 13,469 |
| Plant Engineer   | MT-03       | 260 | 26,887 |
| Plumber  | MT-04       | 260 | 36,588 |
| Print Shop Foreman   | MT-05       | 260 | 41,595 |
| Printer  | MT-03       | 260 | 26,887 |
| Production Assistant   | CT-03       | 260 | 33,990 |
| Production Assistant/Writer                                    | CT-31       | 202 | 26,408 |
| Programmer   | CT-07       | 260 | 60,926 |
| Programmer Assistant I   | CT-03       | 260 | 33,990 |
| Programmer/Software Analyst                                    | CT-07       | 260 | 60,926 |
| Occupational Therapist/Physical Therapist<br>Manager – 8 Hours | OTPT – III  | 222 | 61,057 |
| OTPT – 8 Hours   | OTPT – II   | 202 | 53,705 |
| OTPT – 7 Hours   | OTPT – I    | 187 | 43,502 |
| OTPT Assistant – 7 Hours                                       | OTPT - Asst | 187 | 28,502 |
| Office/General Aide (9-Months, 7 hours daily)                  | CT-20       | 187 | 13,469 |
| Orientation and Mobility Specialist (9 Months)                 | AP-21       | 187 | 25,561 |
| Refinisher   | MT-03       | 260 | 26,887 |
| Registrar, Elementary/Middle School                            | CT-24       | 202 | 20,951 |
| Registrar, Itinerant   | CT-03       | 260 | 33,990 |
| Renovations Coordinator  | MT-07       | 260 | 64,447 |
| Resource Officer   | AP-02       | 260 | 46,118 |
| RETRACT Aide   | CT-20       | 187 | 13,469 |
| Roofer   | MT-03-A     | 260 | 31,987 |
| Routing Specialist   | MT-06       | 260 | 56,135 |
| School Bookkeeper (10 Months)                                  | CT-24       | 202 | 20,951 |
| School Bus Trainer   | MT-03       | 260 | 26,887 |
| School Clerk   | CT-21       | 202 | 16,188 |
| School Improvement Specialist                                  | AP-02       | 260 | 46,118 |
| Secretary, to Assistant Superintendent                         | CT-03       | 260 | 33,990 |
| Secretary, to Comptroller                                      | CT-03       | 260 | 33,990 |
| Secretary, Executive – Board                                   | CT-04       | 260 | 41,857 |
| Secretary, Executive – Deputy/ CFO                             | CT-04       | 260 | 41,857 |
| Secretary, Executive – Superintendent                          | CT-04       | 260 | 41,857 |
| Secretary, to High School Principal                            | CT-25       | 260 | 26,839 |
| Secretary, Legal/Retirement                                    | CT04        | 260 | 41,857 |
| Secretary, Security  | CT-03       | 260 | 33,990 |
| Security Director  | AP-04       | 260 | 57,578 |
| Security Officer   | MT-23       | 260 | 25,028 |
| Security Officer Alternative School                            | MT-23       | 260 | 25,028 |
| Security Operator / Monitor                                    | MT-23       | 260 | 25,028 |
| Security Secretary   | CT-03       | 260 | 33,990 |
| Senior Budget Analyst  | AP-02       | 260 | 46,118 |
| Senior Buyer   | AP-02       | 260 | 46,118 |
| Shades and Blinds Repairperson                                 | MT-03       | 260 | 26,887 |
| Shop Assistant (formerly full time Utility Worker)             | MT-21       | 260 | 20,047 |
| Signers for Deaf/Hearing Impaired                              | CT-33       | 187 | 30,000 |
| Social Worker  | AP-22       | 202 | 35,830 |
| Social Worker for Schools                                      | AP-20       | 187 | 29,214 |
| Special Education Bus Aide (6 Hours)                           | BA-03       | 182 | 11,575 |
| Special Education Executive Director                           | AP-07       | 260 | 75,340 |
| Special Education Program Aide                                 | CT-20       | 187 | 13,469 |

|  |              |     |                 |
|--|--------------|-----|-----------------|
| (9-Months, 7 hours daily)  |              |     |                 |
| Statistician   | CT-03        | 260 | 33,990          |
| Student Data Specialist  | CT-04        | 260 | 41,857          |
| Student Locker Repair  | MT-03        | 260 | 26,887          |
| Superintendent   | 1001         | 260 | Open            |
| Supervisor, 21 <sup>st</sup> Century Grant                             | AP-02        | 260 | 46,118          |
| Supervisor, Accounting   | CT-06        | 260 | 56,158          |
| Supervisor, Accounts Payable/Risk Management                           | CT-06        | 260 | 56,158          |
| Supervisor, Agriscience, Technical Ed & Career Technologies Supervisor | AP-04        | 260 | 57,579          |
| Supervisor, Athletics/Drivers Ed/PE                                    | AP-04        | 260 | 57,579          |
| Supervisor, Attendance/Records   | AP-02        | 260 | 46,118          |
| Supervisor, Business Marketing & Cooperative Ed                        | AP-04        | 260 | 57,579          |
| Supervisor, Career Technical   | AP-04        | 260 | 57,579          |
| Supervisor, CNP Operations   | CT-05        | 260 | 48,149          |
| Supervisor, Computer Hardware  | CT-06        | 260 | 56,158          |
| Supervisor, Computer Network   | CT-06        | 260 | 56,158          |
| Supervisor, Elementary   | AP-04        | 260 | 57,579          |
| Supervisor, English/Foreign Language                                   | AP-04        | 260 | 57,579          |
| Supervisor, Environmental Services                                     | MT-06        | 260 | 56,135          |
| Supervisor, Fine Arts  | AP-04        | 260 | 57,579          |
| Supervisor, Fixed Assets   | CT-04        | 260 | 41,857          |
| Supervisor, Guidance/Counseling  | AP-04        | 260 | 57,579          |
| Supervisor, Health Science/Family & Consumer Science                   | AP-04        | 260 | 57,579          |
| Supervisor, Health Services  | AP-02        | 260 | 46,118          |
| Supervisor, Language Arts/Reading                                      | AP-04        | 260 | 57,579          |
| Supervisor, Language Arts/Writing                                      | AP-042       | 260 | 57,579          |
| Supervisor, Library/Media  | AP-04        | 260 | 57,579          |
| Supervisor, Magnet Schools   | AP-04        | 260 | 57,579          |
| Supervisor, Maintenance  | MT-06        | 260 | 56,135          |
| Supervisor, Mathematics – Elementary                                   | AP-04        | 260 | 57,579          |
| Supervisor, Mathematics – Secondary                                    | AP-04        | 260 | 57,579          |
| Supervisor, Music/Fine Arts  | AP-04        | 260 | 57,579          |
| Supervisor, New Construction   | MT-06        | 260 | 56,135          |
| Supervisor, Payroll  | CT-06        | 260 | 56,158          |
| Supervisor, Property/Land  | CT-06        | 260 | 56,158          |
| Supervisor, Public Relations   | AP-03        | 260 | 52,421          |
| Supervisor, Science  | AP-04        | 260 | 57,579          |
| Supervisor, Security   | MT-05        | 260 | 41,595          |
| Supervisor, Social Studies   | AP-04        | 260 | 57,579          |
| Supervisor, Talents Unlimited  | AP-04        | 260 | 57,579          |
| Telecommunication Support Specialist                                   | CT-04        | 260 | 41,857          |
| Television Producer  | CT-05        | 260 | 48,149          |
| Television Studio Engineer   | CT-05        | 260 | 48,149          |
| Textbook Warehousepersons  | MT-23        | 260 | 25,028          |
| Textbooks Truck Driver   | MT-23        | 260 | 25,028          |
| Upholstery Repair  | MT-03        | 260 | 26,887          |
| Utility Worker (Full Time position)                                    | MT-21        | 260 | \$20,047        |
| Utility Worker (Part Time position)                                    |              |     | \$9.45 per hour |
| Videographer – TV Studio   | CT-04        | 260 | 41,857          |
| Visiting Health Nurse BS Degree (12 Months)                            | Nurses 66/67 | 260 | 61,642          |
| Visiting Health Nurse BS Degree (10 Months)                            | Nurses 62/63 | 202 | 42,479          |
| Visiting Health Nurse BS Degree (9 Months)                             | Nurses 54/55 | 187 | 39,325          |
| Warehouseperson  | MT-23        | 260 | 25,028          |
| Web Support Specialist   | CT-04        | 260 | 41,857          |

|                                |         |     |          |
|--------------------------------|---------|-----|----------|
| Web Telecommunications Manager | CT-07   | 260 | \$60,926 |
| Website Developer              | CT-05   | 260 | 48,149   |
| Welder                         | MT-03-A | 260 | 31,987   |

**2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED  
EMPLOYEES**

State Minimum Salary Schedule  
EFFECTIVE OCTOBER 1, 2013

| STEP | EXP | SCH 41/42<br>RANK<br>B/ND 187<br>DAYS | SCH<br>41/42<br>RANK A<br>187<br>DAYS | SCH<br>41/42<br>RANK<br>AA 187<br>DAYS | SCH<br>41/42<br>RANK<br>DR 187<br>DAYS | SCH<br>37/38<br>RANK<br>B/ND<br>202<br>DAYS | SCH 37/38<br>RANK A 202<br>DAYS | SCH<br>37/38<br>RANK<br>AA 202<br>DAYS | SCH<br>37/38<br>RANK<br>DR 202<br>DAYS |
|------|-----|---------------------------------------|---------------------------------------|--|--|---|---------------------------------|--|--|
| 1    | 0   | 36867                                 | 42395                                 | 45714                                  | 49032                                  | 39824                                       | 45796                           | 49381                                  | 52966                                  |
| 2    | 1   | 36867                                 | 42395                                 | 45714                                  | 49032                                  | 39824                                       | 45796                           | 49381                                  | 52966                                  |
| 3    | 2   | 36867                                 | 42395                                 | 45714                                  | 49032                                  | 39824                                       | 45796                           | 49381                                  | 52966                                  |
| 4    | 3   | 40551                                 | 46634                                 | 50283                                  | 53935                                  | 43805                                       | 50375                           | 54317                                  | 58261                                  |
| 5    | 4   | 40551                                 | 46634                                 | 50283                                  | 53935                                  | 43805                                       | 50375                           | 54317                                  | 58261                                  |
| 6    | 5   | 40551                                 | 46634                                 | 50283                                  | 53935                                  | 43805                                       | 50375                           | 54317                                  | 58261                                  |
| 7    | 6   | 42327                                 | 48675                                 | 52499                                  | 56295                                  | 45723                                       | 52580                           | 56709                                  | 60809                                  |
| 8    | 7   | 42327                                 | 48675                                 | 52499                                  | 56295                                  | 45723                                       | 52580                           | 56709                                  | 60809                                  |
| 9    | 8   | 42327                                 | 48675                                 | 52499                                  | 56295                                  | 45723                                       | 52580                           | 56709                                  | 60809                                  |
| 10   | 9   | 42894                                 | 49329                                 | 53191                                  | 57051                                  | 46337                                       | 53287                           | 57457                                  | 61627                                  |
| 11   | 10  | 42894                                 | 49329                                 | 53191                                  | 57051                                  | 46337                                       | 53287                           | 57457                                  | 61627                                  |
| 12   | 11  | 42894                                 | 49328                                 | 53191                                  | 57051                                  | 46337                                       | 53287                           | 57457                                  | 61627                                  |
| 13   | 12  | 43674                                 | 50223                                 | 54155                                  | 58088                                  | 47176                                       | 54253                           | 58501                                  | 62746                                  |
| 14   | 13  | 43674                                 | 50223                                 | 54155                                  | 58088                                  | 47176                                       | 54253                           | 58501                                  | 62746                                  |
| 15   | 14  | 43674                                 | 50223                                 | 54155                                  | 58088                                  | 47179                                       | 54253                           | 58501                                  | 62746                                  |
| 16   | 15  | 44670                                 | 51371                                 | 55391                                  | 59409                                  | 48253                                       | 55121                           | 59834                                  | 64175                                  |
| 17   | 16  | 44670                                 | 51371                                 | 55391                                  | 59409                                  | 48253                                       | 55492                           | 59834                                  | 64175                                  |
| 18   | 17  | 44670                                 | 51371                                 | 55391                                  | 59409                                  | 48253                                       | 55492                           | 59834                                  | 64175                                  |
| 19   | 18  | 45247                                 | 52032                                 | 56105                                  | 60179                                  | 48877                                       | 56206                           | 60606                                  | 65005                                  |
| 20   | 19  | 45247                                 | 52032                                 | 56105                                  | 60179                                  | 48877                                       | 56206                           | 60606                                  | 95605                                  |
| 21   | 20  | 45247                                 | 52032                                 | 56105                                  | 60179                                  | 48877                                       | 56206                           | 60606                                  | 65005                                  |
| 22   | 21  | 45825                                 | 52699                                 | 56822                                  | 60947                                  | 49501                                       | 56926                           | 61381                                  | 65837                                  |
| 23   | 22  | 45825                                 | 52699                                 | 56822                                  | 60947                                  | 49501                                       | 56926                           | 61381                                  | 65837                                  |
| 24   | 23  | 45825                                 | 52699                                 | 56822                                  | 60947                                  | 49501                                       | 56926                           | 61381                                  | 65837                                  |
| 25   | 24  | 46370                                 | 53245                                 | 57370                                  | 61494                                  | 50090                                       | 57516                           | 61972                                  | 66427                                  |
| 26   | 25  | 46370                                 | 53245                                 | 57370                                  | 61494                                  | 50090                                       | 57516                           | 61972                                  | 66427                                  |
| 27   | 26  | 46370                                 | 53245                                 | 57370                                  | 61494                                  | 50090                                       | 57516                           | 61972                                  | 66427                                  |
| 27+  |     | 46917                                 | 53792                                 | 57916                                  | 62040                                  | 50680                                       | 58106                           | 62562                                  | 67016                                  |

TEACHER 187 DAYS & 202 DAYS  
 COUNSELOR 187 DAYS  
 INSTRUCTIONAL SPECIALIST 187 DAYS  
 LIBRARIAN 187 DAYS  
 ADMINISTRATIVE INTERN 202 DAYS  
 CONSULTING TEACHER 202 DAYS  
 PSYCHOMETRIST 202 DAYS  
 RESOURCE TEACHER 202 DAYS

|  |
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| 9 Month Teacher Schedule 41/42<br>Definitions:<br>Rank B/ND – Bachelor’s Degree<br>Rank A – Master’s Degree<br>Rank AA – Educational Specialist<br>Rank DR - Doctorate |
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**SPECIAL GRANDFATHERED FOR SOME TEACHERS  
2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES**

EFFECTIVE OCTOBER 1, 2013

| STEP | EXP | SCH 39/40<br>RANK B/ND<br>187 DAYS | SCH 39/40<br>RANK A 187<br>DAYS | SCH 39/40<br>RANK AA 187<br>DAYS | SCH 39/40<br>RANK DR 187<br>DAYS | SCH 35/36<br>RANK B/ND<br>202 DAYS | SCH 35/36<br>RANK A 202<br>DAYS |
|------|-----|------------------------------------|---------------------------------|----------------------------------|----------------------------------|------------------------------------|---------------------------------|
| 1    | 0   |                                    |                                 |                                  |                                  |                                    |                                 |
| 2    | 1   |                                    |                                 |                                  |                                  |                                    |                                 |
| 3    | 2   | 40173                              | 45690                           | 48798                            | 52233                            | 43393                              | 49354                           |
| 4    | 3   | 40552                              | 46635                           | 50284                            | 53936                            | 43805                              | 50376                           |
| 5    | 4   | 40634                              | 46635                           | 50284                            | 53936                            | 43892                              | 50376                           |
| 6    | 5   | 40906                              | 46635                           | 50284                            | 53936                            | 44138                              | 50376                           |
| 7    | 6   | 42328                              | 48677                           | 52500                            | 56296                            | 45723                              | 52580                           |
| 8    | 7   | 42328                              | 48677                           | 52500                            | 56296                            | 45723                              | 52580                           |
| 9    | 8   | 42549                              | 48677                           | 52500                            | 56296                            | 45961                              | 52580                           |
| 10   | 9   | 42896                              | 49330                           | 53192                            | 57053                            | 46337                              | 53287                           |
| 11   | 10  | 43021                              | 49330                           | 53192                            | 57053                            | 46471                              | 53287                           |
| 12   | 11  | 43257                              | 49330                           | 53192                            | 57053                            | 46713                              | 53287                           |
| 13   | 12  | 43706                              | 50224                           | 54158                            | 58089                            | 47210                              | 54253                           |
| 14   | 13  | 43940                              | 50224                           | 54158                            | 58089                            | 47465                              | 54253                           |
| 15   | 14  | 44177                              | 50224                           | 54158                            | 58089                            | 47720                              | 54253                           |
| 16   | 15  | 44840                              | 51372                           | 55393                            | 59412                            | 48434                              | 55491                           |
| 17   | 16  | 45079                              | 51372                           | 55393                            | 59412                            | 48694                              | 55491                           |
| 18   | 17  | 45079                              | 51372                           | 55393                            | 59412                            | 48694                              | 55491                           |
| 19   | 18  | 45248                              | 52034                           | 56107                            | 60180                            | 48877                              | 56206                           |
| 20   | 19  | 45248                              | 52034                           | 56107                            | 60180                            | 48877                              | 56206                           |
| 21   | 20  | 45248                              | 52034                           | 56107                            | 60180                            | 48877                              | 56206                           |
| 22   | 21  | 45826                              | 52700                           | 56824                            | 60949                            | 49502                              | 56927                           |
| 23   | 22  | 45826                              | 52700                           | 56824                            | 60949                            | 49502                              | 56927                           |
| 24   | 23  | 45826                              | 52700                           | 56824                            | 60949                            | 49502                              | 56927                           |
| 25   | 24  | 46457                              | 53332                           | 57456                            | 61580                            | 50047                              | 57473                           |
| 26   | 25  | 46457                              | 53332                           | 57456                            | 61580                            | 50047                              | 57473                           |
| 27   | 26  | 46457                              | 53332                           | 57456                            | 61580                            | 50047                              | 57473                           |
| 27+  |     | 47087                              | 53963                           | 58087                            | 62211                            | 50593                              | 58019                           |

COUNSELOR 187 DAYS  
LIBRARIAN 187 DAYS  
PSYCHOMETRIST 202 DAYS or 240/260 DAYS  
RESOURCE TEACHER 202 DAYS OR 240/260 DAYS  
TEACHER 187 DAYS, 202 DAYS, OR 240/260 DAYS

|  |
|--|
| <p>9 Month Teacher Schedule 41/42<br/>Definitions:<br/>Rank B/ND – Bachelor’s Degree<br/>Rank A – Master’s Degree<br/>Rank AA – Educational Specialist<br/>Rank DR - Doctorate</p> |
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**SPECIAL GRANDFATHERED FOR SOME TEACHERS  
2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES  
(continued)**

EFFECTIVE OCTOBER 1, 2013

| STEP | EXP | SCH 35/36<br>RANK AA 202<br>DAYS | SCH 35/36<br>RANK DR 202<br>DAYS | SCH 31/32<br>RANK B/ND<br>240/260 DAYS | SCH 31/32<br>RANK A<br>240/260 DAYS | SCH 31/32<br>RANK AA<br>240/260 DAYS | SCH 31/32<br>RANK DR<br>240/260 DAYS |
|------|-----|----------------------------------|----------------------------------|--|-------------------------------------|--------------------------------------|--------------------------------------|
| 1    | 0   |                                  |                                  |  |                                     |                                      |                                      |
| 2    | 1   |                                  |                                  |  |                                     |                                      |                                      |
| 3    | 2   | 52711                            | 56422                            | 51559                                  | 58638                               | 62625                                | 67028                                |
| 4    | 3   | 54317                            | 58261                            | 52047                                  | 59855                               | 64535                                | 69221                                |
| 5    | 4   | 54317                            | 58261                            | 52151                                  | 59855                               | 64535                                | 69221                                |
| 6    | 5   | 54317                            | 58261                            | 52442                                  | 59855                               | 64535                                | 69221                                |
| 7    | 6   | 56710                            | 60809                            | 54323                                  | 62473                               | 67379                                | 72250                                |
| 8    | 7   | 56710                            | 60809                            | 54323                                  | 62473                               | 67379                                | 72250                                |
| 9    | 8   | 56710                            | 60809                            | 54608                                  | 62473                               | 67379                                | 72250                                |
| 10   | 9   | 57458                            | 61627                            | 55052                                  | 63311                               | 68269                                | 73223                                |
| 11   | 10  | 57458                            | 61627                            | 55212                                  | 63311                               | 68269                                | 73223                                |
| 12   | 11  | 57458                            | 61627                            | 55517                                  | 63311                               | 68269                                | 73223                                |
| 13   | 12  | 58500                            | 62746                            | 56091                                  | 64461                               | 69506                                | 74552                                |
| 14   | 13  | 58500                            | 62746                            | 56696                                  | 64461                               | 69506                                | 74552                                |
| 15   | 14  | 58500                            | 62746                            | 56696                                  | 64461                               | 69506                                | 74552                                |
| 16   | 15  | 59834                            | 64176                            | 57548                                  | 65932                               | 71091                                | 76247                                |
| 17   | 16  | 59834                            | 64176                            | 57854                                  | 65932                               | 71091                                | 76247                                |
| 18   | 17  | 59834                            | 64176                            | 57854                                  | 65932                               | 71091                                | 76247                                |
| 19   | 18  | 60606                            | 65005                            | 58073                                  | 66781                               | 72008                                | 77236                                |
| 20   | 19  | 60606                            | 95605                            | 58073                                  | 66781                               | 72008                                | 77236                                |
| 21   | 20  | 60606                            | 65005                            | 58073                                  | 66781                               | 72008                                | 77236                                |
| 22   | 21  | 61382                            | 65837                            | 58811                                  | 67636                               | 72928                                | 78223                                |
| 23   | 22  | 61382                            | 65837                            | 58811                                  | 67636                               | 72928                                | 78223                                |
| 24   | 23  | 61382                            | 65837                            | 58811                                  | 67636                               | 72928                                | 78223                                |
| 25   | 24  | 61927                            | 66383                            | 60377                                  | 68182                               | 73474                                | 78768                                |
| 26   | 25  | 61927                            | 66383                            | 59357                                  | 68182                               | 73474                                | 78768                                |
| 27   | 26  | 61927                            | 66383                            | 59357                                  | 68182                               | 73474                                | 78768                                |
| 27+  |     | 62473                            | 66928                            | 59903                                  | 68728                               | 74019                                | 79314                                |

COUNSELOR 187 DAYS  
LIBRARIAN 187 DAYS  
PSYCHOMETRIST 202 DAYS or 240/260 DAYS  
RESOURCE TEACHER 202 DAYS OR 240/260 DAYS  
TEACHER 187 DAYS, 202 DAYS, OR 240/260 DAYS

|  |
|--|
| <p>9 Month Teacher Schedule 41/42<br/>Definitions:<br/>Rank B/ND – Bachelor’s Degree<br/>Rank A – Master’s Degree<br/>Rank AA – Educational Specialist<br/>Rank DR - Doctorate</p> |
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**2014-2015 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES  
222 DAY EMPLOYEE  
AND  
240/260 DAY EMPLOYEE**

**EFFECTIVE OCTOBER 1, 2013**

| STEPS | EXP | SCH<br>52/53<br>RANK<br>B/ND<br>222<br>DAYS | SCH<br>52/53<br>RANK<br>A 222<br>DAYS | SCH<br>52/53<br>RANK<br>AA<br>222<br>DAYS | SCH<br>52/53<br>RANK<br>DR 222<br>DAYS | SCH<br>33/34<br>RANK<br>B/ND<br>240/260<br>DAYS | SCH<br>33/34<br>RANK<br>A<br>240/260<br>DAYS | SCH<br>33/34<br>RANK<br>AA<br>240/260<br>DAYS | SCH<br>33/34<br>RANK<br>DR<br>240/260<br>DAYS |
|-------|-----|---|---------------------------------------|---|--|---|--|---|---|
| 1     | 0   | 43767                                       | 50330                                 | 54271                                     | 58209                                  | 47265   | 54412  | 58670   | 62930   |
| 2     | 1   | 43767                                       | 50330                                 | 54271                                     | 58209                                  | 47265   | 54412  | 58670   | 62930   |
| 3     | 2   | 43767                                       | 50330                                 | 54271                                     | 58209                                  | 47265   | 54412  | 58670   | 62930   |
| 4     | 3   | 48143                                       | 55364                                 | 59697                                     | 64029                                  | 52046   | 59851  | 64535   | 69220   |
| 5     | 4   | 48143                                       | 55364                                 | 59697                                     | 64029                                  | 52046   | 59851  | 64535   | 69220   |
| 6     | 5   | 48143                                       | 55364                                 | 59697                                     | 64029                                  | 52046   | 59851  | 64535   | 69220   |
| 7     | 6   | 50248                                       | 57785                                 | 62324                                     | 66830                                  | 54322   | 62473  | 67379   | 72250   |
| 8     | 7   | 50248                                       | 57785                                 | 62324                                     | 66830                                  | 54322   | 62473  | 67379   | 72250   |
| 9     | 8   | 50248                                       | 57785                                 | 62324                                     | 66830                                  | 54322   | 62473  | 67379   | 72250   |
| 10    | 9   | 50922                                       | 58563                                 | 63145                                     | 67728                                  | 55051   | 63311  | 68264   | 73221   |
| 11    | 10  | 50922                                       | 58563                                 | 63145                                     | 67728                                  | 55051   | 63311  | 68264   | 73221   |
| 12    | 11  | 50922                                       | 58563                                 | 63145                                     | 67728                                  | 55051   | 63311  | 68264   | 73221   |
| 13    | 12  | 51950                                       | 59623                                 | 64293                                     | 68960                                  | 56052   | 64458  | 69506   | 74552   |
| 14    | 13  | 51950                                       | 59623                                 | 64293                                     | 68960                                  | 56052   | 64458  | 69506   | 74552   |
| 15    | 14  | 51950                                       | 59623                                 | 64293                                     | 68960                                  | 56052   | 64458  | 69506   | 74552   |
| 16    | 15  | 53031                                       | 60985                                 | 65758                                     | 70530                                  | 57331   | 65932  | 71090   | 76247   |
| 17    | 16  | 53031                                       | 60985                                 | 65758                                     | 70530                                  | 57331   | 65932  | 71090   | 76247   |
| 18    | 17  | 53031                                       | 60985                                 | 65758                                     | 70530                                  | 57331   | 65932  | 71090   | 76247   |
| 19    | 18  | 53715                                       | 61772                                 | 66607                                     | 71442                                  | 58072   | 66781  | 72008   | 77235   |
| 20    | 19  | 53715                                       | 61772                                 | 66607                                     | 71442                                  | 58072   | 66781  | 72008   | 77235   |
| 21    | 20  | 53715                                       | 61772                                 | 66607                                     | 71442                                  | 58072   | 66781  | 72008   | 77235   |
| 22    | 21  | 54401                                       | 62618                                 | 67458                                     | 72353                                  | 58811   | 67636  | 72927   | 78222   |
| 23    | 22  | 54401                                       | 62618                                 | 67458                                     | 72353                                  | 58811   | 67636  | 72927   | 78222   |
| 24    | 23  | 54401                                       | 62618                                 | 67458                                     | 72353                                  | 58811   | 67636  | 72927   | 78222   |
| 25    | 24  | 54974                                       | 63164                                 | 68003                                     | 72898                                  | 59357   | 68182  | 73473   | 78767   |
| 26    | 25  | 54974                                       | 63164                                 | 68003                                     | 72898                                  | 59357   | 68182  | 73473   | 78767   |
| 27    | 26  | 54974                                       | 63164                                 | 68003                                     | 72898                                  | 59357   | 68182  | 73473   | 78767   |
| 27+   |     | 55492                                       | 63709                                 | 68549                                     | 73444                                  | 59903   | 68728  | 74018   | 79313   |

COUNSELORS – 240/260 DAYS  
TEACHERS – 240/260 DAYS

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**PRINCIPALS - 240/260 DAYS**

**EFFECTIVE OCTOBER 1, 2013**

|       | H/S PRINCIPALS 1201-1205 |        |        |        | M/S PRINCIPALS 1301-1305 |        |        | E/S PRINCIPALS 1401-1405 |        |        |
|-------|--------------------------|--------|--------|--------|--------------------------|--------|--------|--------------------------|--------|--------|
| Sche- | 1201                     | 1202   | 1203   | 1204   | 1205                     | 1301   | 1302   | 1303                     | 1304   | 1305   |
| dule  | 1500+                    | 1250-  | 1000-  | 750-   | 750 &                    | 1500+  | 1250-  | 1000-                    | 750-   | 750 &  |
|       |                          | 1499   | 1249   | 999    | Below                    |        | 1499   | 1249                     | 999    | Below  |
| STEP  | ADM                      | ADM    | ADM    | ADM    | ADM                      | ADM    | ADM    | ADM                      | ADM    | ADM    |
| 0     | 91420                    | 89917  | 88417  | 86915  | 85414                    | 84098  | 82597  | 81096                    | 79594  | 78092  |
| 1     | 92791                    | 91266  | 89743  | 88219  | 86695                    | 85359  | 83835  | 82313                    | 80788  | 79264  |
| 2     | 94183                    | 92635  | 91089  | 89542  | 87995                    | 86640  | 85093  | 83547                    | 81999  | 80453  |
| 3     | 95595                    | 94024  | 92455  | 90885  | 89315                    | 87939  | 86369  | 84800                    | 83229  | 81659  |
| 4     | 97029                    | 95435  | 93842  | 92249  | 90655                    | 89259  | 87665  | 86072                    | 84478  | 82884  |
| 5     | 98485                    | 96866  | 95250  | 93632  | 92015                    | 90597  | 88980  | 87364                    | 85745  | 84127  |
| 6     | 99962                    | 98319  | 96679  | 95037  | 93395                    | 91956  | 90315  | 88674                    | 87031  | 85389  |
| 7     | 101462                   | 99794  | 98129  | 96462  | 94796                    | 93336  | 91669  | 90004                    | 88337  | 86670  |
| 8     | 102983                   | 101291 | 99601  | 97909  | 96218                    | 94736  | 93044  | 91354                    | 89662  | 87970  |
| 9     | 104528                   | 102810 | 101095 | 99378  | 97661                    | 96157  | 94440  | 92724                    | 91007  | 89290  |
| 10    | 106096                   | 104352 | 102611 | 100869 | 99126                    | 97599  | 95857  | 94115                    | 92372  | 90629  |
| 11    | 107688                   | 105918 | 104150 | 102382 | 100613                   | 99063  | 97295  | 95527                    | 93757  | 91989  |
| 12    | 109303                   | 107506 | 105713 | 103917 | 102122                   | 100549 | 98754  | 96960                    | 95164  | 93368  |
| 13    | 110942                   | 109119 | 107298 | 105476 | 103654                   | 102057 | 100235 | 98414                    | 96591  | 94769  |
| 14    | 112607                   | 110756 | 108908 | 107058 | 105209                   | 103588 | 101739 | 99891                    | 98040  | 96191  |
| 15    | 114296                   | 112417 | 110541 | 108664 | 106787                   | 105142 | 103265 | 101389                   | 99511  | 97633  |
| 16    | 116010                   | 114103 | 112199 | 110294 | 108389                   | 106719 | 104814 | 102910                   | 101003 | 99098  |
| 17    | 117750                   | 115815 | 113882 | 111949 | 110015                   | 108320 | 106386 | 104453                   | 102518 | 100584 |
| 18    | 119516                   | 117552 | 115591 | 113628 | 111665                   | 109945 | 107982 | 106020                   | 104056 | 102093 |
| 19    | 121309                   | 119316 | 117325 | 115332 | 113340                   | 111594 | 109602 | 107611                   | 105617 | 103625 |
| 20    | 123129                   | 121105 | 119084 | 117062 | 115040                   | 113268 | 111246 | 109225                   | 107201 | 105179 |
| 21    | 124976                   | 122922 | 120871 | 118818 | 116766                   | 114967 | 112914 | 110863                   | 108809 | 106757 |
| 22    | 126850                   | 124766 | 122684 | 120600 | 118517                   | 116691 | 114608 | 112526                   | 110441 | 108358 |
| 23    | 128753                   | 126637 | 124524 | 122409 | 120295                   | 118442 | 116327 | 114214                   | 112098 | 109983 |
| 24    | 130684                   | 128537 | 126392 | 124246 | 122099                   | 120218 | 118072 | 115927                   | 113779 | 111633 |
| 25    | 132645                   | 130465 | 128288 | 126109 | 123931                   | 122022 | 119843 | 117666                   | 115486 | 113308 |
| 26    | 134634                   | 132422 | 130212 | 128001 | 125790                   | 123852 | 121641 | 119431                   | 117218 | 115007 |
| 27    | 136654                   | 134408 | 132165 | 129921 | 127677                   | 125710 | 123465 | 121222                   | 118977 | 116732 |

A certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**PRINCIPALS - 240/260 DAYS**

**EFFECTIVE OCTOBER 1, 2013 (Continued)**

H/S PRINCIPALS 1201-1205      M/S PRINCIPALS 1301-1305      E/S PRINCIPALS 1401-1405

| Sche- | 1401   | 1402   | 1403   | 1404   | 1405   |
|-------|--------|--------|--------|--------|--------|
| dule  | 1000+  | 750-   | 500    | 250-   | Below  |
|       |        | 999    | -749   | 499    | 250    |
| STEP  | ADM    | ADM    | ADM    | ADM    | ADM    |
| 0     | 79672  | 78171  | 76670  | 75169  | 73667  |
| 1     | 80867  | 79343  | 77820  | 76296  | 74772  |
| 2     | 82080  | 80533  | 78988  | 77441  | 75894  |
| 3     | 83311  | 81741  | 80173  | 78602  | 77032  |
| 4     | 84561  | 82968  | 81375  | 79782  | 78188  |
| 5     | 85830  | 84212  | 82596  | 80978  | 79361  |
| 6     | 87117  | 85475  | 83835  | 82193  | 80551  |
| 7     | 88424  | 86757  | 85092  | 83426  | 81759  |
| 8     | 89750  | 88059  | 86369  | 84677  | 82986  |
| 9     | 91096  | 89380  | 87664  | 85947  | 84231  |
| 10    | 92463  | 90720  | 88979  | 87237  | 85494  |
| 11    | 93850  | 92081  | 90314  | 88545  | 86777  |
| 12    | 95258  | 93462  | 91668  | 89873  | 88078  |
| 13    | 96686  | 94864  | 93043  | 91221  | 89399  |
| 14    | 98137  | 96287  | 94439  | 92590  | 90740  |
| 15    | 99609  | 97732  | 95856  | 93979  | 92101  |
| 16    | 101103 | 99198  | 97294  | 95388  | 93483  |
| 17    | 102619 | 100686 | 98753  | 96819  | 94885  |
| 18    | 104159 | 102196 | 100234 | 98271  | 96308  |
| 19    | 105721 | 103729 | 101738 | 99745  | 97753  |
| 20    | 107307 | 105285 | 103264 | 101242 | 99219  |
| 21    | 108917 | 106864 | 104813 | 102760 | 100708 |
| 22    | 110550 | 108467 | 106385 | 104302 | 102218 |
| 23    | 112209 | 110094 | 107981 | 105866 | 103752 |
| 24    | 113892 | 111745 | 109600 | 107454 | 105308 |
| 25    | 115600 | 113422 | 111244 | 109066 | 106887 |
| 26    | 117334 | 115123 | 112913 | 110702 | 108491 |
| 27    | 119094 | 116850 | 114607 | 112362 | 110118 |

A certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

## 2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

### ASSISTANT PRINCIPALS - 222 DAYS

**EFFECTIVE OCTOBER 1, 2013**

H/S ASST. PRINCIPALS 1501-1505      M/S ASST. PRINCIPALS 1601-1605      E/S ASST. PRINCIPALS 1701-1705

| Sche- | 1501   | 1502   | 1503   | 1504   | 1505  | 1601   | 1602  | 1603  | 1604  | 1605  |
|-------|--------|--------|--------|--------|-------|--------|-------|-------|-------|-------|
| dule  | 1500+  | 1250-  | 1000-  | 750-   | 750 & | 1500+  | 1250- | 1000- | 750-  | 750 & |
|       |        | 1499   | 1249   | 999    | Below |        | 1499  | 1249  | 999   | Below |
| STEP  | ADM    | ADM    | ADM    | ADM    | ADM   | ADM    | ADM   | ADM   | ADM   | ADM   |
| 0     | 71878  | 70301  | 68727  | 67146  | 65574 | 68284  | 66708 | 65131 | 63555 | 61978 |
| 1     | 72957  | 71356  | 69757  | 68153  | 66557 | 69308  | 67709 | 66108 | 64509 | 62908 |
| 2     | 74051  | 72426  | 70804  | 69175  | 67556 | 70348  | 68724 | 67100 | 65476 | 63852 |
| 3     | 75162  | 73513  | 71866  | 70213  | 68569 | 71403  | 69755 | 68106 | 66458 | 64809 |
| 4     | 76289  | 74615  | 72944  | 71266  | 69598 | 72474  | 70801 | 69128 | 67455 | 65781 |
| 5     | 77433  | 75735  | 74038  | 72335  | 70642 | 73561  | 71863 | 70165 | 68467 | 66768 |
| 6     | 78595  | 76871  | 75149  | 73420  | 71701 | 74665  | 72941 | 71217 | 69494 | 67770 |
| 7     | 79774  | 78024  | 76276  | 74521  | 72777 | 75785  | 74036 | 72285 | 70536 | 68786 |
| 8     | 80970  | 79194  | 77420  | 75639  | 73868 | 76921  | 75146 | 73370 | 71594 | 69818 |
| 9     | 82185  | 80382  | 78581  | 76774  | 74976 | 78075  | 76273 | 74470 | 72668 | 70865 |
| 10    | 83418  | 81588  | 79760  | 77925  | 76101 | 79246  | 77417 | 75587 | 73758 | 71928 |
| 11    | 84669  | 82812  | 80956  | 79094  | 77243 | 80435  | 78579 | 76721 | 74865 | 73007 |
| 12    | 85939  | 84054  | 82171  | 80280  | 78401 | 81641  | 79757 | 77872 | 75988 | 74102 |
| 13    | 87228  | 85315  | 83403  | 81485  | 79577 | 82866  | 80954 | 79040 | 77128 | 75214 |
| 14    | 88537  | 86594  | 84654  | 82707  | 80771 | 84109  | 82168 | 80226 | 78284 | 76342 |
| 15    | 89865  | 87893  | 85924  | 83948  | 81982 | 85371  | 83400 | 81429 | 79459 | 77487 |
| 16    | 91213  | 89212  | 87213  | 85207  | 83212 | 86651  | 84651 | 82650 | 80651 | 78650 |
| 17    | 92581  | 90550  | 88521  | 86485  | 84460 | 87951  | 85921 | 83890 | 81860 | 79829 |
| 18    | 93970  | 91908  | 89849  | 87782  | 85727 | 89270  | 87210 | 85149 | 83088 | 81027 |
| 19    | 95379  | 93287  | 91197  | 89099  | 87013 | 90609  | 88518 | 86426 | 84335 | 82242 |
| 20    | 96810  | 94686  | 92565  | 90435  | 88318 | 91969  | 89846 | 87722 | 85600 | 83476 |
| 21    | 98262  | 96106  | 93953  | 91792  | 89643 | 93348  | 91194 | 89038 | 86884 | 84728 |
| 22    | 99736  | 97548  | 95363  | 93169  | 90988 | 94748  | 92562 | 90374 | 88187 | 85999 |
| 23    | 101232 | 99011  | 96793  | 94566  | 92353 | 96169  | 93950 | 91729 | 89510 | 87289 |
| 24    | 102750 | 100496 | 98245  | 95985  | 93738 | 97612  | 95359 | 93105 | 90852 | 88598 |
| 25    | 104292 | 102004 | 99719  | 97425  | 95144 | 99076  | 96790 | 94502 | 92215 | 89927 |
| 26    | 105856 | 103534 | 101214 | 98886  | 96571 | 100562 | 98242 | 95919 | 93598 | 91276 |
| 27    | 107444 | 105087 | 102733 | 100369 | 98020 | 102071 | 99715 | 97358 | 95002 | 92645 |

A 222-day certified administrator is paid an additional \$3254 for an AA certificate and \$3604 for a doctorate and \$6858 for both

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**ASSISTANT PRINCIPALS - 222 DAYS (continued)**

**EFFECTIVE OCTOBER 1, 2013**

H/S ASST. PRINCIPALS 1501-1505      M/S ASST. PRINCIPALS 1601-1605      E/S ASST. PRINCIPALS 1701-1705

| Sche- | 1701  | 1702  | 1703  | 1704  | 1705  |
|-------|-------|-------|-------|-------|-------|
| dule  | 1000+ | 750-  | 500-  | 250-  | Below |
|       |       | 999   | 749   | 499   | 250   |
| STEP  | ADM   | ADM   | ADM   | ADM   | ADM   |
| 0     | 63386 | 61809 | 60232 | 58656 | 57079 |
| 1     | 64337 | 62736 | 61136 | 59536 | 57935 |
| 2     | 65302 | 63677 | 62053 | 60429 | 58804 |
| 3     | 66281 | 64632 | 62983 | 61335 | 59686 |
| 4     | 67275 | 65602 | 63928 | 62255 | 60582 |
| 5     | 68285 | 66586 | 64887 | 63189 | 61491 |
| 6     | 69309 | 67585 | 65860 | 64137 | 62413 |
| 7     | 70348 | 68598 | 66848 | 65099 | 63349 |
| 8     | 71404 | 69627 | 67851 | 66076 | 64299 |
| 9     | 72475 | 70672 | 68869 | 67067 | 65264 |
| 10    | 73562 | 71732 | 69902 | 68073 | 66243 |
| 11    | 74665 | 72808 | 70950 | 69094 | 67236 |
| 12    | 75785 | 73900 | 72014 | 70130 | 68245 |
| 13    | 76922 | 75008 | 73095 | 71182 | 69269 |
| 14    | 78076 | 76134 | 74191 | 72250 | 70308 |
| 15    | 79247 | 77276 | 75304 | 73334 | 71362 |
| 16    | 80436 | 78435 | 76434 | 74434 | 72433 |
| 17    | 81642 | 79611 | 77580 | 75550 | 73519 |
| 18    | 82867 | 80805 | 78744 | 76684 | 74622 |
| 19    | 84110 | 82017 | 79925 | 77834 | 75741 |
| 20    | 85372 | 83248 | 81124 | 79001 | 76877 |
| 21    | 86652 | 84496 | 82341 | 80186 | 78031 |
| 22    | 87952 | 85764 | 83576 | 81389 | 79201 |
| 23    | 89271 | 87050 | 84829 | 82610 | 80389 |
| 24    | 90610 | 88356 | 86102 | 83849 | 81595 |
| 25    | 91969 | 89681 | 87393 | 85107 | 82819 |
| 26    | 93349 | 91027 | 88704 | 86383 | 84061 |
| 27    | 94749 | 92392 | 90035 | 87679 | 85322 |

A 222-day certified administrator is paid an additional \$3254 for an AA certificate and \$3604 for a doctorate and \$6858 for both

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**ADMINISTRATIVE/PROFESSIONAL**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Schedule</b> | <b>AP01</b>    | <b>AP02</b>    | <b>AP03</b>    | <b>AP04</b>    | <b>AP05</b>    | <b>AP06</b>    |
|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                 | <b>240/260</b> | <b>240/260</b> | <b>240/260</b> | <b>240/260</b> | <b>240/260</b> | <b>240/260</b> |
| <b>STEP</b>     | <b>Days</b>    | <b>Days</b>    | <b>Days</b>    | <b>Days</b>    | <b>Days</b>    | <b>Days</b>    |
| 0               | 40617          | 46118          | 52421          | 57578          | 63881          | 69038          |
| 1               | 41227          | 46810          | 53207          | 58442          | 64839          | 70073          |
| 2               | 41845          | 47512          | 54005          | 59318          | 65811          | 71124          |
| 3               | 42473          | 48225          | 54815          | 60208          | 66799          | 72191          |
| 4               | 43110          | 48948          | 55638          | 61111          | 67800          | 73274          |
| 5               | 43756          | 49682          | 56472          | 62028          | 68818          | 74373          |
| 6               | 44413          | 50428          | 57319          | 62958          | 69850          | 75489          |
| 7               | 45079          | 51184          | 58179          | 63903          | 70898          | 76621          |
| 8               | 45755          | 51952          | 59052          | 64861          | 71961          | 77770          |
| 9               | 46442          | 52731          | 59937          | 65834          | 73040          | 78937          |
| 10              | 47138          | 53522          | 60837          | 66822          | 74136          | 80121          |
| 11              | 47845          | 54325          | 61749          | 67824          | 75248          | 81323          |
| 12              | 48563          | 55140          | 62675          | 68841          | 76377          | 82543          |
| 13              | 49291          | 55967          | 63615          | 69874          | 77522          | 83781          |
| 14              | 50031          | 56806          | 64570          | 70922          | 78685          | 85038          |
| 15              | 50781          | 57659          | 65538          | 71986          | 79866          | 86313          |
| 16              | 51543          | 58523          | 66521          | 73066          | 81064          | 87608          |
| 17              | 52316          | 59401          | 67519          | 74162          | 82279          | 88922          |
| 18              | 53101          | 60292          | 68532          | 75274          | 83514          | 90256          |
| 19              | 53897          | 61197          | 69560          | 76403          | 84766          | 91610          |
| 20              | 54706          | 62115          | 70603          | 77549          | 86038          | 92984          |
| 21              | 55526          | 63046          | 71662          | 78712          | 87328          | 94379          |
| 22              | 56359          | 63992          | 72737          | 79893          | 88638          | 95794          |
| 23              | 57205          | 64952          | 73828          | 81092          | 89968          | 97231          |
| 24              | 58063          | 65926          | 74936          | 82308          | 91317          | 98690          |
| 25              | 58934          | 66915          | 76060          | 83543          | 92687          | 100170         |
| 26              | 59818          | 67919          | 77201          | 84796          | 94078          | 101672         |
| 27              | 60715          | 68938          | 78359          | 86068          | 95489          | 103198         |

A *240/260-day* certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**ADMINISTRATIVE/PROFESSIONAL**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Sche-</b> | <b>AP07</b>    | <b>AP20</b>  | <b>AP21</b>  | <b>AP22</b>  | <b>AP23</b>  |
|--------------|----------------|--------------|--------------|--------------|--------------|
| <b>dule</b>  |                | <b>8 Hrs</b> | <b>7 Hrs</b> | <b>8 Hrs</b> | <b>8 Hrs</b> |
|              | <b>240/260</b> | <b>/187</b>  | <b>/187</b>  | <b>/202</b>  | <b>/192</b>  |
| <b>STEP</b>  | <b>Days</b>    | <b>Days</b>  | <b>Days</b>  | <b>Days</b>  | <b>Days</b>  |
| 0            | 75340          | 29214        | 25561        | 35830        | 29213        |
| 1            | 76470          | 29652        | 25945        | 36367        | 29651        |
| 2            | 77617          | 30097        | 26334        | 36912        | 30096        |
| 3            | 78782          | 30548        | 26729        | 37466        | 30547        |
| 4            | 79963          | 31006        | 27130        | 38028        | 31005        |
| 5            | 81163          | 31472        | 27537        | 38599        | 31470        |
| 6            | 82380          | 31944        | 27950        | 39178        | 31943        |
| 7            | 83616          | 32423        | 28369        | 39765        | 32422        |
| 8            | 84870          | 32909        | 28795        | 40362        | 32908        |
| 9            | 86143          | 33403        | 29226        | 40967        | 33402        |
| 10           | 87435          | 33904        | 29665        | 41582        | 33903        |
| 11           | 88747          | 34412        | 30110        | 42205        | 34411        |
| 12           | 90078          | 34929        | 30561        | 42838        | 34927        |
| 13           | 91429          | 35453        | 31020        | 43481        | 35451        |
| 14           | 92801          | 35984        | 31485        | 44133        | 35983        |
| 15           | 94193          | 36524        | 31957        | 44795        | 36523        |
| 16           | 95606          | 37072        | 32437        | 45467        | 37071        |
| 17           | 97040          | 37628        | 32923        | 46149        | 37627        |
| 18           | 98495          | 38192        | 33417        | 46841        | 38191        |
| 19           | 99973          | 38765        | 33918        | 47544        | 38764        |
| 20           | 101472         | 39347        | 34427        | 48257        | 39345        |
| 21           | 102994         | 39937        | 34944        | 48981        | 39936        |
| 22           | 104539         | 40536        | 35468        | 49716        | 40535        |
| 23           | 106108         | 41144        | 36000        | 50462        | 41143        |
| 24           | 107699         | 41761        | 36540        | 51218        | 41760        |
| 25           | 109315         | 42388        | 37088        | 51987        | 42386        |
| 26           | 110954         | 43023        | 37644        | 52767        | 43022        |
| 27           | 112619         | 43669        | 38209        | 53558        | 43667        |

A *240/260-day* certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both



**2014-2015 SALARY STEP PLAN**

(Steps are compensation steps, not experience steps.)

**CLERICAL/TECHNICAL**

**EFFECTIVE OCTOBER 1, 2013**

| Sche- | CT03  | CT04  | CT05  | CT06  | CT07  | CT20  | CT21  | CT22  |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| dule  | 240   | 240   | 240   | 240   | 240   | 187   | 202   | 240   |
|       | /260  | /260  | /260  | /260  | /260  |       |       | /260  |
| STEPS | Days  | Days  | Days  | Days  | Days  | Days  | Days  | Days  |
| 0     | 33990 | 41857 | 48149 | 56158 | 60926 | 13469 | 16188 | 20523 |
| 1     | 34500 | 42485 | 48871 | 57001 | 61840 | 13671 | 16431 | 20831 |
| 2     | 35018 | 43122 | 49604 | 57856 | 62767 | 13876 | 16678 | 21144 |
| 3     | 35543 | 43769 | 50348 | 58723 | 63709 | 14084 | 16928 | 21461 |
| 4     | 36076 | 44425 | 51104 | 59604 | 64664 | 14296 | 17182 | 21783 |
| 5     | 36617 | 45092 | 51870 | 60498 | 65634 | 14510 | 17440 | 22110 |
| 6     | 37167 | 45768 | 52648 | 61406 | 66619 | 14728 | 17701 | 22441 |
| 7     | 37724 | 46454 | 53438 | 62327 | 67618 | 14949 | 17967 | 22778 |
| 8     | 38290 | 47151 | 54240 | 63262 | 68632 | 15173 | 18236 | 23119 |
| 9     | 38864 | 47859 | 55053 | 64211 | 69662 | 15400 | 18510 | 23466 |
| 10    | 39447 | 48576 | 55879 | 65174 | 70707 | 15631 | 18787 | 23818 |
| 11    | 40039 | 49305 | 56717 | 66151 | 71767 | 15925 | 19069 | 24176 |
| 12    | 40640 | 50045 | 57568 | 67144 | 72844 | 16164 | 19355 | 24538 |
| 13    | 41249 | 50795 | 58431 | 68151 | 73936 | 16407 | 19645 | 24906 |
| 14    | 41868 | 51557 | 59308 | 69173 | 75045 | 16653 | 19940 | 25280 |
| 15    | 42496 | 52331 | 60198 | 70211 | 76171 | 16902 | 20239 | 25659 |
| 16    | 43133 | 53116 | 61101 | 71264 | 77314 | 17156 | 20543 | 26044 |
| 17    | 43780 | 53912 | 62017 | 72333 | 78473 | 17413 | 20851 | 26435 |
| 18    | 44437 | 54721 | 62947 | 73418 | 79651 | 17675 | 21164 | 26831 |
| 19    | 45104 | 55542 | 63891 | 74519 | 80845 | 17940 | 21481 | 27234 |
| 20    | 45780 | 56375 | 64850 | 75637 | 82058 | 18209 | 21803 | 27642 |
| 21    | 46467 | 57221 | 65823 | 76771 | 83289 | 18482 | 22131 | 28057 |
| 22    | 47164 | 58079 | 66810 | 77923 | 84538 | 18759 | 22462 | 28478 |
| 23    | 47871 | 58950 | 67812 | 79092 | 85806 | 19041 | 22799 | 28905 |
| 24    | 48589 | 59834 | 68829 | 80278 | 87093 | 19326 | 23141 | 29338 |
| 25    | 49318 | 60732 | 69862 | 81482 | 88400 | 19616 | 23489 | 29778 |
| 26    | 50058 | 61643 | 70910 | 82705 | 89726 | 19910 | 23841 | 30225 |
| 27    | 50809 | 62567 | 71973 | 83945 | 91072 | 20209 | 24198 | 30678 |

**2014-2015 SALARY STEP PLAN**

**(Steps are compensation steps, not experience steps.)**

**CLERICAL/TECHNICAL (continued)**

**EFFECTIVE OCTOBER 1, 2013**

| Schedule | CT23  | CT24  | CT25  | CT26  | CT27  | CT28   | CT29    |
|----------|-------|-------|-------|-------|-------|--------|---------|
|          | 187   | 202   | 240   | 187   | 4 HR  | 6 HR   | 8 HR    |
|          |       |       | /260  |       | /187  | /182   | 240/260 |
| STEPS    | Days  | Days  | Days  | Days  | Days  | Days   | Days    |
| 0        | 17178 | 20951 | 26839 | 26340 | 10630 | 14,296 | 26839   |
| 1        | 17435 | 21265 | 27242 | 26736 | 10790 | 14,510 | 27242   |
| 2        | 17697 | 21584 | 27650 | 27137 | 10952 | 14,728 | 27650   |
| 3        | 17962 | 21908 | 28065 | 27544 | 11116 | 14,949 | 28065   |
| 4        | 18232 | 22236 | 28486 | 27957 | 11283 | 15,173 | 28486   |
| 5        | 18505 | 22570 | 28914 | 28376 | 11452 | 15,554 | 28914   |
| 6        | 18783 | 22909 | 29347 | 28802 | 11624 | 15,788 | 29347   |
| 7        | 19065 | 23252 | 29787 | 29234 | 11798 | 16,024 | 29787   |
| 8        | 19351 | 23601 | 30234 | 29672 | 11975 | 16,265 | 30234   |
| 9        | 19641 | 23955 | 30688 | 30117 | 12155 | 16,509 | 30688   |
| 10       | 19936 | 24314 | 31148 | 30569 | 12337 | 16,756 | 31148   |
| 11       | 20235 | 24679 | 31615 | 31028 | 12522 | 17,008 | 31615   |
| 12       | 20538 | 25049 | 32090 | 31493 | 12710 | 17,263 | 32090   |
| 13       | 20846 | 25425 | 32571 | 31966 | 12901 | 17,522 | 32571   |
| 14       | 21159 | 25806 | 33059 | 32445 | 13094 | 17,785 | 33059   |
| 15       | 21476 | 26193 | 33555 | 32932 | 13291 | 18,051 | 33555   |
| 16       | 21798 | 26586 | 34059 | 33426 | 13490 | 18,322 | 34059   |
| 17       | 22125 | 26985 | 34570 | 33927 | 13692 | 18,597 | 34570   |
| 18       | 22457 | 27390 | 35088 | 34436 | 13898 | 18,876 | 35088   |
| 19       | 22794 | 27801 | 35614 | 34953 | 14106 | 19,159 | 35614   |
| 20       | 23136 | 28218 | 36149 | 35477 | 14318 | 19,446 | 36149   |
| 21       | 23483 | 28641 | 36691 | 36009 | 14532 | 19,738 | 36691   |
| 22       | 23835 | 29071 | 37241 | 36549 | 14750 | 20,034 | 37241   |
| 23       | 24193 | 29507 | 37800 | 37097 | 14972 | 20,335 | 37800   |
| 24       | 24556 | 29949 | 38367 | 37654 | 15196 | 20,640 | 38367   |
| 25       | 24924 | 30398 | 38942 | 38219 | 15424 | 20,949 | 38942   |
| 26       | 25298 | 30854 | 39526 | 38792 | 15656 | 21,264 | 39526   |
| 27       | 25677 | 31317 | 40119 | 39374 | 15890 | 21,583 | 40119   |

**2014-2015 SALARY STEP PLAN**

(Steps are compensation steps, not experience steps.)

**CLERICAL/TECHNICAL (continued)**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Sche-</b> | <b>CT30</b> | <b>CT31</b> | <b>CT 32</b>  | <b>CT 33</b>  | <b>CT 34</b>  | <b>CT 36</b>  |
|--------------|-------------|-------------|---------------|---------------|---------------|---------------|
|              | <b>8 HR</b> | <b>8 HR</b> | <b>8 hour</b> | <b>8 Hour</b> | <b>8 hour</b> | <b>7 hour</b> |
|              | <b>222</b>  | <b>202</b>  | <b>222</b>    | <b>187</b>    | <b>187</b>    | <b>202</b>    |
| <b>STEPS</b> | <b>Days</b> | <b>Days</b> | <b>days</b>   | <b>days</b>   | <b>days</b>   | <b>days</b>   |
| 0            | 22916       | 26408       | 29023         | 30,000        | 20944         | 37192         |
| 1            | 23260       | 26804       | 29458         | 30450         | 21258         | 37750         |
| 2            | 23609       | 27206       | 29900         | 30907         | 21577         | 38316         |
| 3            | 23963       | 27614       | 30349         | 31370         | 21901         | 38891         |
| 4            | 24323       | 28028       | 30804         | 31841         | 22229         | 39474         |
| 5            | 24687       | 28449       | 31266         | 32319         | 22563         | 40066         |
| 6            | 25058       | 28875       | 31735         | 32803         | 22901         | 40667         |
| 7            | 25434       | 29309       | 32211         | 33295         | 23245         | 41277         |
| 8            | 25815       | 29748       | 32694         | 33795         | 23593         | 41897         |
| 9            | 26202       | 30194       | 33185         | 34302         | 23947         | 42525         |
| 10           | 26595       | 30647       | 33682         | 34816         | 24306         | 43163         |
| 11           | 26994       | 31107       | 34188         | 35338         | 24671         | 43810         |
| 12           | 27399       | 31574       | 34701         | 35869         | 25041         | 44467         |
| 13           | 27810       | 32047       | 35221         | 36407         | 25417         | 45134         |
| 14           | 28227       | 32528       | 35749         | 36953         | 25798         | 45811         |
| 15           | 28651       | 33016       | 36286         | 37507         | 26185         | 46499         |
| 16           | 29081       | 33511       | 36830         | 38070         | 26578         | 47196         |
| 17           | 29517       | 34014       | 37382         | 38641         | 26976         | 47904         |
| 18           | 29959       | 34524       | 37943         | 39220         | 27381         | 48623         |
| 19           | 30409       | 35042       | 38512         | 39809         | 27792         | 49352         |
| 20           | 30865       | 35567       | 39090         | 40406         | 28209         | 50092         |
| 21           | 31328       | 36101       | 39676         | 41012         | 28632         | 50844         |
| 22           | 31798       | 36643       | 40271         | 41627         | 29061         | 51606         |
| 23           | 32275       | 37192       | 40875         | 42251         | 29497         | 52380         |
| 24           | 32759       | 37750       | 41489         | 42885         | 29940         | 53166         |
| 25           | 33250       | 38316       | 42111         | 43528         | 30389         | 53964         |
| 26           | 33749       | 38891       | 42743         | 44181         | 30844         | 54773         |
| 27           | 34255       | 39474       | 43384         | 44844         | 31307         | 55595         |

## 2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

### MANUAL TRADES

EFFECTIVE OCTOBER 1, 2013

| Sche-<br>dule | MT03<br>240/260 | MT03-A<br>240/260 | MT04<br>240/260 | MT05<br>240/260 | MT06<br>240/260 |
|---------------|-----------------|-------------------|-----------------|-----------------|-----------------|
| STEP          | Days            | Days              | Days            | Days            | Days            |
| 0             | 26887           | 31987             | 36588           | 41595           | 56135           |
| 1             | 27291           | 32467             | 37137           | 42218           | 56977           |
| 2             | 27700           | 32954             | 37694           | 42852           | 57831           |
| 3             | 28115           | 33448             | 38260           | 43495           | 58699           |
| 4             | 28537           | 33950             | 38834           | 44147           | 59579           |
| 5             | 28965           | 34459             | 39416           | 44809           | 60473           |
| 6             | 29400           | 34976             | 40007           | 45481           | 61380           |
| 7             | 29841           | 35501             | 40607           | 46164           | 62301           |
| 8             | 30288           | 36033             | 41217           | 46856           | 63235           |
| 9             | 30743           | 36574             | 41835           | 47559           | 64184           |
| 10            | 31204           | 37122             | 42462           | 48272           | 65147           |
| 11            | 31672           | 37679             | 43099           | 48996           | 66124           |
| 12            | 32147           | 38244             | 43746           | 49731           | 67116           |
| 13            | 32629           | 38818             | 44402           | 50477           | 68122           |
| 14            | 33118           | 39400             | 45068           | 51234           | 69144           |
| 15            | 33615           | 39991             | 45744           | 52003           | 70181           |
| 16            | 34119           | 40591             | 46430           | 52783           | 71234           |
| 17            | 34631           | 41200             | 47127           | 53575           | 72303           |
| 18            | 35151           | 41818             | 47834           | 54378           | 73387           |
| 19            | 35678           | 42445             | 48551           | 55194           | 74488           |
| 20            | 36213           | 43082             | 49279           | 56022           | 75605           |
| 21            | 36756           | 43728             | 50018           | 56862           | 76739           |
| 22            | 37308           | 44384             | 50769           | 57715           | 77890           |
| 23            | 37867           | 45050             | 51530           | 58581           | 79059           |
| 24            | 38435           | 45726             | 52303           | 59460           | 80245           |
| 25            | 39012           | 46412             | 53088           | 60351           | 81448           |
| 26            | 39597           | 47108             | 53884           | 61257           | 82670           |
| 27            | 40191           | 47814             | 54692           | 62176           | 83910           |

## 2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

### MANUAL TRADES

EFFECTIVE OCTOBER 1, 2013

| Sche-<br>dule | MT07<br>240/260 | MT08<br>240/260 | MT20<br>197 | MT21<br>240/260 | MT22<br>197 | MT23<br>240/260 |
|---------------|-----------------|-----------------|-------------|-----------------|-------------|-----------------|
| STEP          | Days            | Days            | Days        | Days            | Days        | Days            |
| 0             | 64477           | 71633           | 15463       | 20047           | 19152       | 25028           |
| 1             | 65444           | 72707           | 15695       | 20348           | 19439       | 25403           |
| 2             | 66426           | 73798           | 15931       | 20653           | 19730       | 25784           |
| 3             | 67422           | 74905           | 16170       | 20963           | 20026       | 26171           |
| 4             | 68434           | 76028           | 16412       | 21277           | 20327       | 26564           |
| 5             | 69460           | 77169           | 16658       | 21596           | 20632       | 26962           |
| 6             | 70502           | 78326           | 16908       | 21920           | 20941       | 27366           |
| 7             | 71560           | 79501           | 17162       | 22249           | 21255       | 27777           |
| 8             | 72633           | 80694           | 17419       | 22583           | 21574       | 28194           |
| 9             | 73723           | 81904           | 17680       | 22922           | 21898       | 28616           |
| 10            | 74828           | 83133           | 17946       | 23265           | 22226       | 29046           |
| 11            | 75951           | 84379           | 18215       | 23614           | 22560       | 29481           |
| 12            | 77090           | 85645           | 18488       | 23969           | 22898       | 29924           |
| 13            | 78247           | 86930           | 18765       | 24328           | 23241       | 30372           |
| 14            | 79420           | 88234           | 19047       | 24693           | 23590       | 30828           |
| 15            | 80612           | 89557           | 19333       | 25064           | 23944       | 31290           |
| 16            | 81821           | 90901           | 19623       | 25439           | 24303       | 31760           |
| 17            | 83048           | 92264           | 19917       | 25821           | 24668       | 32236           |
| 18            | 84294           | 93648           | 20216       | 26208           | 25038       | 32720           |
| 19            | 85558           | 95053           | 20519       | 26601           | 25413       | 33211           |
| 20            | 86842           | 96479           | 20827       | 27001           | 25794       | 33709           |
| 21            | 88144           | 97926           | 21139       | 27406           | 26181       | 34214           |
| 22            | 89466           | 99395           | 21456       | 27817           | 26574       | 34728           |
| 23            | 90808           | 100886          | 21778       | 28234           | 26973       | 35248           |
| 24            | 92170           | 102399          | 22105       | 28657           | 27377       | 35777           |
| 25            | 93553           | 103935          | 22436       | 29087           | 27788       | 36314           |
| 26            | 94956           | 105494          | 22773       | 29524           | 28205       | 36859           |
| 27            | 96381           | 107076          | 23114       | 29966           | 28628       | 37411           |

**2014-2015 SALARY SCHEDULES  
FOR OCCUPATIONAL THERAPY/PHYSICAL THERAPY**

**Steps are compensation steps, not experience steps**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Schedule</b> | <b>OTPT</b>     | <b>OTP1</b>     | <b>OTP2</b>     | <b>OTP3</b>     |
|-----------------|-----------------|-----------------|-----------------|-----------------|
|                 | <b>187 DAYS</b> | <b>187 DAYS</b> | <b>202 DAYS</b> | <b>222 DAYS</b> |
| <b>STEP</b>     | <b>7 HOURS</b>  | <b>7 HOURS</b>  | <b>8 HOURS</b>  | <b>8 HOURS</b>  |
| 0               | 28502           | 43502           | 53705           | 61057           |
| 1               | 28929           | 44155           | 54511           | 61973           |
| 2               | 29363           | 44817           | 55328           | 62903           |
| 3               | 29804           | 45489           | 56158           | 63846           |
| 4               | 30251           | 46171           | 57001           | 64804           |
| 5               | 30705           | 46864           | 57856           | 65776           |
| 6               | 31165           | 47567           | 58723           | 66763           |
| 7               | 31633           | 48280           | 59604           | 67764           |
| 8               | 32107           | 49005           | 60498           | 68780           |
| 9               | 32589           | 49740           | 61406           | 69812           |
| 10              | 33078           | 50486           | 62327           | 70859           |
| 11              | 33574           | 51243           | 63262           | 71922           |
| 12              | 34077           | 52012           | 64211           | 73001           |
| 13              | 34589           | 52792           | 65174           | 74096           |
| 14              | 35107           | 53584           | 66151           | 75208           |
| 15              | 35634           | 54388           | 67144           | 76336           |
| 16              | 36168           | 55203           | 68151           | 77481           |
| 17              | 36711           | 56031           | 69173           | 78643           |
| 18              | 37262           | 56872           | 70211           | 79823           |
| 19              | 37821           | 57725           | 71264           | 81020           |
| 20              | 38388           | 58591           | 72333           | 82235           |
| 21              | 38964           | 59470           | 73418           | 83469           |
| 22              | 39548           | 60362           | 74519           | 84721           |
| 23              | 40141           | 61267           | 75637           | 85992           |
| 24              | 40743           | 62186           | 76772           | 87281           |
| 25              | 41355           | 63119           | 77923           | 88591           |
| 26              | 41975           | 64066           | 79092           | 89920           |
| 27              | 42605           | 65027           | 80278           | 91268           |

**2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL – CHILD NUTRITION**

**Steps are compensation steps, not experience steps**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Schedule</b> | <b>CNP Assts</b> | <b>CNP Assts</b> | <b>CNP Assts</b> |
|-----------------|------------------|------------------|------------------|
|                 | <b>CN01</b>      | <b>CN02</b>      | <b>CN03</b>      |
|                 | <b>187 Days</b>  | <b>187 Days</b>  | <b>187 Days</b>  |
| <b>STEP</b>     | <b>6 Hours</b>   | <b>6.5 Hours</b> | <b>7 Hours</b>   |
| 0               | 11,596           | 12,392           | 13,189           |
| 1               | 11770            | 12578            | 13386            |
| 2               | 11947            | 12767            | 13587            |
| 3               | 12126            | 12958            | 13791            |
| 4               | 12308            | 13152            | 13998            |
| 5               | 12493            | 13350            | 14208            |
| 6               | 12680            | 13550            | 14421            |
| 7               | 12870            | 13753            | 14637            |
| 8               | 13063            | 13959            | 14857            |
| 9               | 13259            | 14169            | 15080            |
| 10              | 13458            | 14381            | 15306            |
| 11              | 13660            | 14597            | 15535            |
| 12              | 13865            | 14816            | 15769            |
| 13              | 14073            | 15038            | 16037            |
| 14              | 14284            | 15264            | 16278            |
| 15              | 14498            | 15493            | 16522            |
| 16              | 14716            | 15725            | 16770            |
| 17              | 14936            | 15961            | 17021            |
| 18              | 15160            | 16201            | 17276            |
| 19              | 15388            | 16444            | 17536            |
| 20              | 15619            | 16690            | 17799            |
| 21              | 15853            | 16941            | 18066            |
| 22              | 16091            | 17195            | 18337            |
| 23              | 16332            | 17453            | 18612            |
| 24              | 16577            | 17714            | 18891            |
| 25              | 16826            | 17980            | 19174            |
| 26              | 17078            | 18250            | 19462            |
| 27              | 17334            | 18524            | 19754            |

**2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL – CHILD NUTRITION**

**Steps are compensation steps, not experience steps**

**EFFECTIVE OCTOBER 1, 2013**

| <b>Schedule</b> | <b>CNP Mgrs</b> | <b>CNP Mgrs</b> | <b>CNP Mgrs</b> | <b>CNP Assts</b> |
|-----------------|-----------------|-----------------|-----------------|------------------|
|                 | <b>CN04</b>     | <b>CN05</b>     | <b>CN06</b>     | <b>CN07</b>      |
|                 | <b>191 Days</b> | <b>191 Days</b> | <b>191 Days</b> | <b>187 Days</b>  |
| <b>STEP</b>     | <b>1000+</b>    | <b>700-999</b>  | <b>0-699</b>    | <b>3 Hours</b>   |
| 0               | 24,722          | 21,662          | 18,602          | 6,818            |
| 1               | 25093           | 21987           | 18881           | 6920             |
| 2               | 25469           | 22316           | 19164           | 7024             |
| 3               | 25851           | 22651           | 19451           | 7129             |
| 4               | 26239           | 22991           | 19743           | 7236             |
| 5               | 26632           | 23336           | 20039           | 7345             |
| 6               | 27032           | 23686           | 20340           | 7455             |
| 7               | 27437           | 24041           | 20645           | 7567             |
| 8               | 27849           | 24402           | 20955           | 7680             |
| 9               | 28267           | 24768           | 21269           | 7795             |
| 10              | 28691           | 25139           | 21588           | 7912             |
| 11              | 29121           | 25516           | 21912           | 8031             |
| 12              | 29558           | 25899           | 22241           | 8151             |
| 13              | 30001           | 26288           | 22574           | 8274             |
| 14              | 30451           | 26682           | 22913           | 8398             |
| 15              | 30908           | 27082           | 23256           | 8524             |
| 16              | 31372           | 27488           | 23605           | 8652             |
| 17              | 31842           | 27901           | 23959           | 8781             |
| 18              | 32320           | 28319           | 24319           | 8913             |
| 19              | 32805           | 28744           | 24684           | 9047             |
| 20              | 33297           | 29175           | 25054           | 9182             |
| 21              | 33796           | 29613           | 25430           | 9320             |
| 22              | 34303           | 30057           | 25811           | 9460             |
| 23              | 34818           | 30508           | 26198           | 9602             |
| 24              | 35340           | 30966           | 26591           | 9746             |
| 25              | 35870           | 31430           | 26990           | 9892             |
| 26              | 36408           | 31901           | 27395           | 10040            |
| 27              | 36954           | 32380           | 27806           | 10191            |



**2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL  
 BUS DRIVERS/BUS AIDES  
 Steps are compensation steps, not experience steps  
 EFFECTIVE OCTOBER 1, 2013**

|                 | <b>Bus Driver</b> | <b>Bus Driver</b> | <b>Bus Driver</b> | <b>BUS Aides</b> |
|-----------------|-------------------|-------------------|-------------------|------------------|
| <b>Schedule</b> | <b>BD01</b>       | <b>BD02</b>       | <b>BD03</b>       | <b>BA03</b>      |
|                 | <b>186 Days</b>   | <b>186 Days</b>   | <b>186 Days</b>   | <b>182 Days</b>  |
| <b>STEP</b>     |                   |                   |                   | <b>6 Hours</b>   |
| 0               | 11,752            | 14,729            | 18,571            | 11,575           |
| 1               | 11929             | 14950             | 18850             | 11749            |
| 2               | 12108             | 15174             | 19132             | 11925            |
| 3               | 12289             | 15402             | 19419             | 12104            |
| 4               | 12474             | 15633             | 19711             | 12285            |
| 5               | 12661             | 16036             | 20006             | 12470            |
| 6               | 12851             | 16277             | 20306             | 12657            |
| 7               | 13043             | 16521             | 20611             | 12846            |
| 8               | 13239             | 16768             | 20920             | 13039            |
| 9               | 13438             | 17020             | 21234             | 13235            |
| 10              | 13639             | 17275             | 21553             | 13433            |
| 11              | 13844             | 17534             | 21876             | 13635            |
| 12              | 14051             | 17797             | 22204             | 13839            |
| 13              | 14262             | 18064             | 22537             | 14047            |
| 14              | 14476             | 18335             | 22875             | 14258            |
| 15              | 14693             | 18610             | 23218             | 14471            |
| 16              | 14914             | 18890             | 23567             | 14688            |
| 17              | 15137             | 19173             | 23920             | 14909            |
| 18              | 15364             | 19461             | 24279             | 15132            |
| 19              | 15595             | 19752             | 24643             | 15359            |
| 20              | 15829             | 20049             | 25013             | 15590            |
| 21              | 16066             | 20349             | 25388             | 15824            |
| 22              | 16307             | 20655             | 25769             | 16061            |
| 23              | 16552             | 20965             | 26155             | 16302            |
| 24              | 16800             | 21279             | 26547             | 16546            |
| 25              | 17052             | 21598             | 26946             | 16795            |
| 26              | 17308             | 21922             | 27350             | 17047            |
| 27              | 17568             | 22251             | 27760             | 17302            |

**2014-2015 SALARY SCHEDULES FOR NURSES**

**State Minimum Salary Schedules**

**EFFECTIVE OCTOBER 1, 2013**

| STEP | EXP | SCH 54/55<br>RN BS 187<br>DAYS | SCH 56/57<br>RN MS 187<br>DAYS | SCH 58/59<br>RN BS 192<br>DAYS | SCH 60/61<br>RN MS 192<br>DAYS | SCH 62/63<br>RN BS 202<br>DAYS |
|------|-----|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| 1    | 0   | 39,325                         | 45,222                         | 40,376                         | 46,430                         | 42,479                         |
| 2    | 1   | 39,325                         | 45,222                         | 40,376                         | 46,430                         | 42,479                         |
| 3    | 2   | 39,325                         | 45,222                         | 40,376                         | 46,430                         | 42,479                         |
| 4    | 3   | 43,254                         | 49,743                         | 44,411                         | 51,073                         | 46,724                         |
| 5    | 4   | 43,254                         | 49,743                         | 44,411                         | 51,073                         | 46,724                         |
| 6    | 5   | 43,254                         | 49,743                         | 44,411                         | 51,073                         | 46,724                         |
| 7    | 6   | 45,148                         | 51,920                         | 46,356                         | 53,308                         | 48,770                         |
| 8    | 7   | 45,148                         | 51,920                         | 46,356                         | 53,308                         | 48,770                         |
| 9    | 8   | 45,148                         | 51,920                         | 46,356                         | 53,308                         | 48,770                         |
| 10   | 9   | 45,753                         | 52,618                         | 46,977                         | 54,024                         | 49,424                         |
| 11   | 10  | 45,753                         | 52,618                         | 46,977                         | 54,024                         | 49,424                         |
| 12   | 11  | 45,753                         | 52,618                         | 46,977                         | 54,024                         | 49,424                         |
| 13   | 12  | 46,585                         | 53,570                         | 47,832                         | 55,004                         | 50,353                         |
| 14   | 13  | 46,585                         | 53,570                         | 47,832                         | 55,004                         | 50,353                         |
| 15   | 14  | 46,585                         | 53,570                         | 47,832                         | 55,004                         | 50,353                         |
| 16   | 15  | 47,648                         | 54,796                         | 48,922                         | 56,261                         | 51,470                         |
| 17   | 16  | 47,648                         | 54,796                         | 48,922                         | 56,261                         | 51,470                         |
| 18   | 17  | 47,648                         | 54,796                         | 48,922                         | 56,261                         | 51,470                         |
| 19   | 18  | 48,263                         | 55,501                         | 49,554                         | 56,985                         | 52,135                         |
| 20   | 19  | 48,263                         | 55,501                         | 49,554                         | 56,985                         | 52,135                         |
| 21   | 20  | 48,263                         | 55,501                         | 49,554                         | 56,985                         | 52,135                         |
| 22   | 21  | 48,879                         | 56,212                         | 50,186                         | 57,716                         | 52,800                         |
| 23   | 22  | 48,879                         | 56,212                         | 50,186                         | 57,716                         | 52,800                         |
| 24   | 23  | 48,879                         | 56,212                         | 50,186                         | 57,716                         | 52,800                         |
| 25   | 24  | 49,462                         | 56,795                         | 50,784                         | 58,313                         | 53,429                         |
| 26   | 25  | 49,462                         | 56,795                         | 50,784                         | 58,313                         | 53,429                         |
| 27   | 26  | 49,462                         | 56,795                         | 50,784                         | 58,313                         | 53,429                         |
| 27+  |     | 50,044                         | 57,378                         | 51,383                         | 58,912                         | 54,059                         |

**2014-2015 SALARY SCHEDULES FOR NURSES (cont)**

**State Minimum Salary Schedules**

**EFFECTIVE OCTOBER 1, 2013**

| STEP | EXP | SCH 64/65<br>RN MS 202<br>DAYS | SCH 66/67<br>RN BS<br>240/260<br>DAYS | SCH 68/69<br>RN MS<br>240/260<br>DAYS | SCH 70/71<br>LPN 182<br>DAYS (7.5<br>hours worked) | SCH 72/73<br>LPN BUS<br>AIDE 182<br>DAYS |
|------|-----|--------------------------------|---------------------------------------|---------------------------------------|--|--|
| 1    | 0   | 48,849                         | 54,676                                | 62,875                                | 18,862   | 15,089                                   |
| 2    | 1   | 48,849                         | 54,676                                | 62,875                                | 18,862   | 15,089                                   |
| 3    | 2   | 48,849                         | 54,673                                | 62,875                                | 18,862   | 15,089                                   |
| 4    | 3   | 53,734                         | 60,140                                | 69,162                                | 20,729   | 16,583                                   |
| 5    | 4   | 53,734                         | 60,140                                | 69,162                                | 20,729   | 16,583                                   |
| 6    | 5   | 53,734                         | 60,140                                | 69,162                                | 20,729   | 16,583                                   |
| 7    | 6   | 56,085                         | 62,774                                | 72,188                                | 21,621   | 17,296                                   |
| 8    | 7   | 56,085                         | 62,774                                | 72,188                                | 21,621   | 17,296                                   |
| 9    | 8   | 56,085                         | 62,774                                | 72,188                                | 21,621   | 17,296                                   |
| 10   | 9   | 56,838                         | 63,614                                | 73,158                                | 21,902   | 17,522                                   |
| 11   | 10  | 56,838                         | 63,614                                | 73,158                                | 21,902   | 17,522                                   |
| 12   | 11  | 56,838                         | 63,614                                | 73,158                                | 21,902   | 17,522                                   |
| 13   | 12  | 57,868                         | 64,772                                | 74,483                                | 22,296   | 17,837                                   |
| 14   | 13  | 57,868                         | 64,772                                | 74,483                                | 22,296   | 17,837                                   |
| 15   | 14  | 57,868                         | 64,772                                | 74,483                                | 22,296   | 17,837                                   |
| 16   | 15  | 59,192                         | 66,248                                | 76,187                                | 22,786   | 18,228                                   |
| 17   | 16  | 59,192                         | 66,248                                | 76,187                                | 22,786   | 18,228                                   |
| 18   | 17  | 59,192                         | 66,248                                | 76,187                                | 22,786   | 18,228                                   |
| 19   | 18  | 59,953                         | 67,105                                | 80,135                                | 23,060   | 18,448                                   |
| 20   | 19  | 59,953                         | 67,105                                | 80,135                                | 23,060   | 18,448                                   |
| 21   | 20  | 59,953                         | 67,105                                | 80,135                                | 23,060   | 18,448                                   |
| 22   | 21  | 60,722                         | 67,961                                | *                                     | 23,336   | 18,669                                   |
| 23   | 22  | 60,722                         | 67,961                                |                                       | 23,336   | 18,669                                   |
| 24   | 23  | 60,722                         | 67,961                                |                                       | 23,336   | 18,669                                   |
| 25   | 24  | 61,350                         | 68,770                                |                                       | 23,832   | 19,066                                   |
| 26   | 25  | 61,350                         | 68,770                                |                                       | 23,832   | 19,066                                   |
| 27   | 26  | 61,350                         | 68,770                                |                                       | 23,832   | 19,066                                   |
| 27+  |     | 61,980                         | 69,580                                |                                       | 24,329   | 19,463                                   |