

SALARY SCHEDULES 2019 - 2020



NELSON COUNTY SCHOOLS

BUSINESS LEADERSHIP TEAM

BECKY ARMSTRONG
PAYROLL

AMY OWENS
CFO

JESSIE ROGERS
PURCHASING

JENNIFER HAGAN
PERSONNEL

DENICE BOBLITT
**ACCOUNTS
PAYABLE**

JULIE JANES
BENEFITS

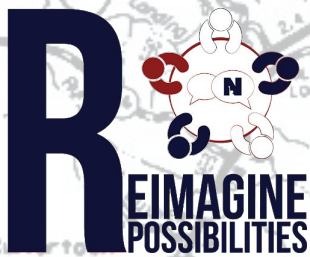


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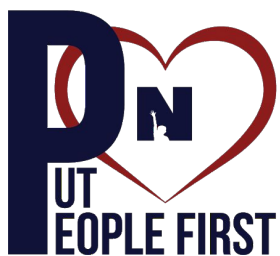
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2019-2020 SCHOOL CALENDAR

July							August							September						
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7
	X	X	X	H	X										H	22	23	24	25	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
	X	X	X	X	X			PL	B	3	4	5			26	27	28	29	30	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
	X	X	X	X	X			6	7	8	9	10			B	32	33	34	35	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
	X	X	X	X	X			11	12	13	14	15			36	37	38	39	40	
28	29	30	31				25	26	27	28	29	30	31	29	30					
	X	X	X					16	17	18	19	20			41					
October							November							December						
		1	2	3	4	5						1	2	1	2	3	4	5	6	7
		42	43	44	45							60			79	80	81	82	83	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14
	X	X	X	X	X			PL	B	63	64	65			84	85	86	87	88	
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21
	B	47	48	49	50			66	67	68	69	70			89	90	91	X	X	
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28
	51	52	53	54	55			71	72	73	74	75			X	H	H	X	X	
27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				
	56	57	58	59				76	77	X	H	X			X	X				
January							February							March						
			1	2	3	4							1	1	2	3	4	5	6	7
			H	X	B										134	135	136	137	138	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	8	9	10	11	12	13	14
	95	96	97	98	99			114	115	116	117	118			139	140	141	142	B	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	15	16	17	18	19	20	21
	100	101	102	103	104			119	120	121	122	B			PL	145	146	147	148	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	22	23	24	25	26	27	28
	H	105	106	107	108			PL	125	126	127	128			149	150	151	152	153	
26	27	28	29	30	31		23	24	25	26	27	28	29	29	30	31				
	109	110	111	112	113			129	130	131	132	133			154	155				
April							May							June						
			1	2	3	4						1	2		1	2	3	4	5	6
			156	157	158							X			X	X	X	X	X	
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
	X	X	X	X	X			173	174	175	176	177			X	X	X	X	X	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
	159	160	161	162	163			178	179	180	181	182			X	X	X	X	X	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
	164	165	166	167	168			183	X	184	185	.5 B			X	X	X	X	X	
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
	169	170	171	172				H	X	X	X	X			X	X				
							31													

2019 - 2020 PAYROLL DATES

PAY DATE	PAYROLL # (>230 DAYS)	PAYROLL # (<230 DAYS)
JULY 25, 2019	1 OF 24	N/A
AUGUST 9, 2019	2 OF 24	N/A
AUGUST 23, 2019	3 OF 24	1 OF 24
SEPTEMBER 10, 2019	4 OF 24	2 OF 24
SEPTEMBER 25, 2019	5 OF 24	3 OF 24
OCTOBER 10, 2019	6 OF 24	4 OF 24
OCTOBER 25, 2019	7 OF 24	5 OF 24
NOVEMBER 8, 2019	8 OF 24	6 OF 24
NOVEMBER 25, 2019	9 OF 24	7 OF 24
DECEMBER 10, 2019	10 OF 24	8 OF 24
DECEMBER 20, 2019	11 OF 24	9 OF 24
JANUARY 10, 2020	12 OF 24	10 OF 24
JANUARY 24, 2020	13 OF 24	11 OF 24
FEBRUARY 10, 2020	14 OF 24	12 OF 24
FEBRUARY 25, 2020	15 OF 24	13 OF 24
MARCH 10, 2020	16 OF 24	14 OF 24
MARCH 25, 2020	17 OF 24	15 OF 24
APRIL 10, 2020	18 OF 24	16 OF 24
APRIL 24, 2020	19 OF 24	17 OF 24
MAY 8, 2020	20 OF 24	18 OF 24
MAY 22, 2020	21 OF 24	19 OF 24
JUNE 10, 2020	22 OF 24	20 OF 24
JUNE 25, 2020	23 OF 24	21 OF 24
JULY 10, 2020	24 OF 24	22 OF 24
JULY 24, 2020	N/A	23 OF 24
AUGUST 10, 2020	N/A	24 OF 24

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Statements will be provided electronically.

Employees being paid off of a Student or Teacher Leadership Salary Schedule will be paid on December 10th and June 10th according to the applicable season..

Part-time employees, hourly employees, and substitutes will be paid on a schedule consistent with all other employees. Wages earned between the 1st and the 15th of each month will be disbursed on the 25th. Wages earned between the 16th and the 31st will be disbursed on the 10th of the following month.

CERTIFIED SALARY SCHEDULE

EXPERIENCE	RANK III	RANK II	RANK I	RANK IA
0	38,999	42,784	47,373	48,196
1	39,356	43,141	47,737	48,553
2	39,720	43,506	48,094	48,911
3	40,078	43,863	48,458	49,275
4	42,746	46,985	51,106	51,923
5	43,106	47,343	51,472	52,288
6	43,469	47,708	51,827	52,646
7	43,828	48,066	52,192	53,019
8	44,192	48,421	52,551	53,387
9	44,549	48,788	52,915	53,762
10	48,604	52,976	57,261	58,097
11	48,969	53,342	57,634	58,466
12	49,326	53,708	58,002	58,833
13	49,567	54,084	58,375	59,208
14	49,925	54,451	58,743	59,575
15	51,354	55,978	60,009	60,847
16	51,721	56,355	60,375	61,222
17	52,078	56,721	60,749	61,589
18	52,441	57,095	61,117	61,965
19	52,803	57,462	61,956	62,331
20	54,705	59,298	64,188	65,005
21	55,081	59,671	64,563	65,380
22	55,447	60,039	64,932	65,746
23	55,822	60,412	65,304	66,122
24	56,187	60,780	65,672	66,489
25	58,687	63,280	68,172	68,989
26	59,069	63,691	68,615	69,438
27	59,453	64,105	69,061	69,889

RANK IV
38,999

RANK V
27,660

Employees shall notify the Central Office of any anticipated rank change, National Board Certification, or PhD or EdD completion by September 15th in order to qualify for an increased salary for the current year.

Employees with National Board Certification shall receive an additional \$2,000 annually.

Employees who have attained distinction as either a PhD or EdD shall receive an additional \$2,000 annually.

This schedule is based on a 186 day calendar.

Rank III - Bachelors
Rank II - Masters
Rank I - Masters + 30
Rank IA - Masters + 60

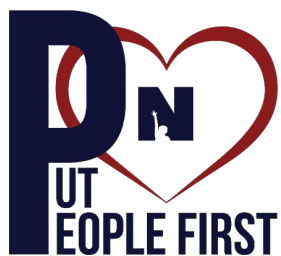


CERTIFIED SUBSTITUTES

RANK	DAILY RATE
I (CERTIFIED TEACHER)	95.00
II (CERTIFIED TEACHER)	90.00
III (CERTIFIED TEACHER)	85.00
IV (96 HOURS OR MORE)	80.00
V (64 - 95 HOURS)	75.00
RETIRED TEACHER	130.00

SUBSTITUTE TEACHERS WHO HOLD A VALID TEACHING CERTIFICATE, WHEN EMPLOYED FOR GREATER THAN TWENTY CONSECUTIVE DAYS IN THE SAME POSITION, SHALL BE PAID \$155 PER DAY, RETROACTIVE TO DAY ELEVEN OF THE ASSIGNMENT.

SUBSTITUTE TEACHERS WILL BE PAID IN ½ DAY INCREMENTS.



CLASSIFIED ADMIN SALARY SCHEDULE

(BASED ON 186 DAYS OF EMPLOYMENT, 8 HOURS PER DAY)

EXPERIENCE	LEVEL VI	LEVEL V	LEVEL IV	LEVEL III	LEVEL II	LEVEL I	
0	25,447	27,660	29,601	38,999	47,439	51,069	CHIEF FINANCIAL OFFICER (LEVEL I)
1	25,701	27,937	29,882	39,356	48,202	51,832	CHIEF INFORMATION OFFICER (LEVEL II)
2	25,957	28,214	30,163	39,720	48,965	52,595	DIRECTOR OF CHILDCARE (LEVEL V)
3	26,213	28,492	30,443	41,980	49,728	53,358	COMMUNITY & SCHOOL MEDIA COORDINATOR (LEVEL II)
4	28,556	31,038	33,023	42,746	50,491	54,121	DIRECTOR OF HUMAN RESOURCES (LEVEL I)
5	28,771	31,273	33,271	43,106	51,254	54,884	DIRECTOR OF MAINTENANCE AND GROUNDS (LEVEL III)
6	28,986	31,507	33,520	43,469	52,017	55,647	DIRECTOR OF NURSING SERVICES (LEVEL III)
7	29,203	31,742	33,770	45,329	52,780	56,410	DIRECTOR OF NUTRITION SERVICES (LEVEL II)
8	29,418	31,977	34,020	46,421	53,543	57,173	DIRECTOR OF SCHOOL SAFETY (LEVEL IV)
9	29,636	32,213	34,272	47,513	54,306	57,936	DIRECTOR OF TRANSPORTATION AND FLEET SERVICES (LEVEL III)
10	32,152	34,948	37,181	48,604	55,069	58,699	FRYSC/YSC COORDINATOR (LEVEL VI)
11	32,372	35,186	37,435	48,969	55,832	59,462	
12	32,589	35,423	37,686	49,326	56,595	62,119	
13	32,790	35,641	37,919	49,567	57,358	62,459	
14	33,007	35,877	38,170	49,925	58,121	62,799	
15	33,829	35,761	39,120	51,354	58,884	63,139	
16	34,050	37,010	39,376	51,721	59,643	63,479	
17	34,267	37,248	39,627	52,078	60,031	63,819	
18	34,488	37,487	39,883	52,441	60,421	64,159	
19	34,772	37,796	40,211	52,846	60,814	64,499	
20	36,049	39,184	41,687	53,221	61,209	64,839	
21	36,273	39,427	41,946	53,596	61,607	65,237	
22	36,491	39,665	42,199	53,971	62,007	65,637	
23	36,715	39,907	42,456	54,346	62,410	66,040	
24	36,933	40,144	42,709	54,721	62,816	66,446	
25	37,250	40,489	43,076	55,096	64,245	67,875	
26	37,492	40,752	43,356	55,454	64,663	68,293	
27	37,736	41,017	43,637	55,815	65,083	68,713	



CLASSIFIED INSTRUCTION

EXPERIENCE	<u>INSTRUCTIONAL ASSISTANT III</u>	<u>INSTRUCTIONAL ASSISTANT II</u>	<u>INSTRUCTIONAL ASSISTANT I</u>
0	12.15	10.11	9.35
1	12.52	10.49	9.73
2	12.91	10.88	10.11
3	13.29	11.24	10.49
4	13.66	11.61	10.88
5	14.03	12.00	11.24
6	14.42	12.37	11.61
7	14.80	12.77	12.00
8	15.17	13.13	12.37
9	15.55	13.50	12.77
10	15.93	13.89	13.13
11	16.29	14.27	13.50
12	16.69	14.65	13.89
13	17.06	15.03	14.27
14	17.44	15.39	14.65
15	17.82	15.79	15.03
16	18.18	16.15	15.39
17	18.58	16.53	15.79
18	18.95	16.92	16.15
19	19.33	17.28	16.53
20	19.70	17.65	16.92
21	19.94	17.89	17.12
22	20.16	18.12	17.36
23	20.39	18.34	17.58
24	20.60	18.58	17.82
25	20.85	18.80	18.04
26	21.10	19.05	18.29
27	21.35	19.30	18.54

ESS SCHOOL PROGRAM COORDINATOR WILL BE PAID A FLAT RATE OF \$25.

SUBSTITUTE INSTRUCTIONAL ASSISTANT III

11.50

SUBSTITUTE INSTRUCTIONAL ASSISTANT II

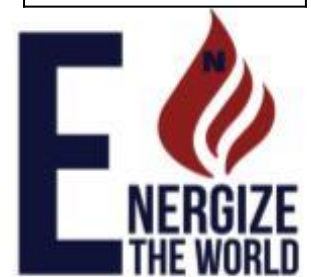
10.00

SUBSTITUTE INSTRUCTIONAL ASSISTANT I

9.25

PEER TUTOR

7.25



BUSINESS SERVICES

EXPERIENCE	<u>PAYROLL OFFICER</u>	<u>BENEFITS SPECIALIST</u>	<u>PERSONNEL SPECIALIST</u>	<u>PURCHASING SPECIALIST</u>	<u>ACCOUNTS PAYABLE SPECIALIST</u>	<u>FEDERAL AND STATE PROGRAMS SPECIALIST</u>
0	24.16	16.22	18.28	16.22	15.72	18.28
1	24.55	16.62	18.68	16.62	16.12	18.68
2	24.94	17.03	19.09	17.03	16.53	19.09
3	25.33	17.42	19.48	17.42	16.92	19.48
4	25.72	17.81	19.87	17.81	17.31	19.87
5	26.11	18.24	20.30	18.24	17.74	20.30
6	26.50	18.63	20.69	18.63	18.13	20.69
7	26.89	19.04	21.10	19.04	18.54	21.10
8	27.28	19.44	21.50	19.44	18.94	21.50
9	27.67	19.83	21.89	19.83	19.33	21.89
10	28.06	20.26	22.32	20.26	19.76	22.32
11	28.45	20.65	22.71	20.65	20.15	22.71
12	28.84	21.06	23.12	21.06	20.56	23.12
13	29.23	21.45	23.51	21.45	20.95	23.51
14	29.62	21.85	23.91	21.85	21.35	23.91
15	30.01	22.26	24.32	22.26	21.76	24.32
16	30.40	22.67	24.73	22.67	22.17	24.73
17	30.79	23.06	25.12	23.06	22.56	25.12
18	31.18	23.48	25.54	23.48	22.98	25.54
19	31.57	23.87	25.93	23.87	23.37	25.93
20	31.96	24.26	26.32	24.26	23.76	26.32
21	32.35	24.52	26.58	24.52	24.02	26.58
22	32.74	24.75	26.81	24.75	24.25	26.81
23	33.13	25.00	27.06	25.00	24.50	27.06
24	33.52	25.25	27.31	25.25	24.75	27.31
25	33.91	25.48	27.54	25.48	24.98	27.54
26	34.16	25.73	27.79	25.73	25.23	27.79
27	34.41	25.98	28.04	25.98	25.48	28.04



BUSINESS SERVICES

EXPERIENCE	ACCOUNT CLERK III	ACCOUNT CLERK II	ACCOUNT CLERK I
0	15.72	13.45	12.05
1	16.12	13.87	12.44
2	16.53	14.26	12.81
3	16.92	14.68	13.21
4	17.31	15.07	13.57
5	17.74	15.47	13.94
6	18.13	15.88	14.33
7	18.54	16.29	14.71
8	18.94	16.68	15.09
9	19.33	17.10	15.47
10	19.76	17.49	15.83
11	20.15	17.87	16.23
12	20.56	18.30	16.59
13	20.95	18.69	16.97
14	21.35	19.10	17.36
15	21.76	19.50	17.72
16	22.17	19.90	18.09
17	22.56	20.32	18.48
18	22.98	20.72	18.86
19	23.37	21.10	19.24
20	23.76	21.53	19.62
21	24.02	21.76	19.84
22	24.25	22.01	20.07
23	24.50	22.24	20.29
24	24.75	22.48	20.52
25	24.98	22.73	20.75
26	25.23	22.98	20.89
27	25.48	23.23	21.02



BUSINESS SERVICES

EXPERIENCE	<u>SECRETARY TO THE SUPERINTENDENT</u>	<u>SECRETARY TO HUMAN RESOURCES</u>	<u>CENTRAL OFFICE RECEPTIONIST</u>	<u>SECRETARY</u>
0	15.72	15.72	11.55	10.82
1	16.12	16.12	11.94	11.18
2	16.53	16.53	12.31	11.55
3	16.92	16.92	12.71	11.94
4	17.31	17.31	13.07	12.31
5	17.74	17.74	13.44	12.71
6	18.13	18.13	13.83	13.07
7	18.54	18.54	14.21	13.44
8	18.94	18.94	14.59	13.83
9	19.33	19.33	14.97	14.21
10	19.76	19.76	15.33	14.59
11	20.15	20.15	15.73	14.97
12	20.56	20.56	16.09	15.33
13	20.95	20.95	16.47	15.73
14	21.35	21.35	16.86	16.09
15	21.76	21.76	17.22	16.47
16	22.17	22.17	17.59	16.86
17	22.56	22.56	17.98	17.22
18	22.98	22.98	18.36	17.59
19	23.37	23.37	18.74	17.98
20	23.76	23.76	19.12	18.36
21	24.02	24.02	19.34	18.58
22	24.25	24.25	19.57	18.82
23	24.50	24.50	19.79	19.05
24	24.75	24.75	20.02	19.27
25	24.98	24.98	20.25	19.48
26	25.15	25.15	20.50	19.61
27	25.31	25.31	20.75	19.74

SUBSTITUTE SECRETARY

9.25

STUDENT SECRETARY

7.25



CHILD CARE SERVICES

EXPERIENCE	<u>ASSISTANT DIRECTOR OF CHILD CARE</u>	<u>CHILD CARE LEAD PROVIDER</u>	<u>CHILD CARE PROVIDER</u>
0	11.55	10.05	9.29
1	11.94	10.43	9.67
2	12.31	10.82	10.05
3	12.71	11.18	10.43
4	13.07	11.55	10.82
5	13.44	11.94	11.18
6	13.83	12.31	11.55
7	14.21	12.71	11.94
8	14.59	13.07	12.31
9	14.97	13.44	12.71
10	15.33	13.83	13.07
11	15.73	14.21	13.44
12	16.09	14.59	13.83
13	16.47	14.97	14.21
14	16.86	15.33	14.59
15	17.22	15.73	14.97
16	17.59	16.09	15.33
17	17.98	16.47	15.73
18	18.36	16.86	16.09
19	18.74	17.22	16.47
20	19.12	17.59	16.86
21	19.34	17.83	17.06
22	19.57	18.06	17.30
23	19.79	18.28	17.52
24	20.02	18.52	17.76
25	20.25	18.74	17.98
26	20.50	18.99	18.23
27	20.75	19.24	18.48

EARLY CHILD CARE STUDENT APPRENTICE I

8.00

EARLY CHILD CARE STUDENT APPRENTICE II

9.50

EARLY CHILD CARE STUDENT APPRENTICE III

10.50

EARLY CHILD CARE STUDENT APPRENTICE IV

11.50

SUBSTITUTE CHILD CARE PROVIDER

9.25

STUDENT CHILD CARE PROVIDER

7.25



FACILITY SERVICES

EXPERIENCE	<u>LEAD MAINTENANCE TECHNICIAN</u>	<u>MAINTENANCE TECHNICIAN II</u>	<u>MAINTENANCE TECHNICIAN I</u>	<u>FACILITY LEAD</u>
0	15.94	14.50	13.14	12.05
1	16.34	14.60	13.53	12.43
2	16.70	14.72	13.91	12.82
3	17.07	14.82	14.27	13.18
4	17.45	15.34	14.67	13.55
5	17.82	15.72	15.03	13.94
6	18.19	16.10	15.43	14.31
7	18.58	16.49	15.80	14.71
8	18.94	16.86	16.17	15.07
9	19.30	17.23	16.55	15.44
10	19.69	17.63	16.92	15.83
11	20.06	18.00	17.30	16.21
12	20.45	18.40	17.69	16.59
13	20.81	18.77	18.06	16.97
14	21.18	19.15	18.42	17.33
15	21.56	19.53	18.82	17.73
16	21.94	19.92	19.18	18.09
17	22.31	20.30	19.57	18.47
18	22.69	20.69	19.95	18.86
19	23.05	21.05	20.33	19.22
20	23.43	21.44	20.71	19.59
21	23.66	21.68	20.94	19.83
22	23.89	21.91	21.15	20.06
23	24.10	22.12	21.38	20.28
24	24.34	22.37	21.61	20.52
25	24.56	22.59	21.85	20.74
26	24.81	22.84	22.10	20.99
27	25.06	23.09	22.35	21.24

<u>SUBSTITUTE FACILITY ASSISTANT</u>	9.25	<u>STUDENT FACILITY ASSISTANT</u>	7.25
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FAMILY CARE SERVICES

EXPERIENCE	<u>INFINITE CAMPUS SYSTEMS SPECIALIST</u>	<u>FAMILY COMMUNICATIONS COORDINATOR</u>	<u>SCHOOL FAMILY CARETAKER (REGISTRAR)</u>	<u>FRYSC/YSC PROGRAM ASSISTANT</u>
0	15.72	15.72	11.55	14.47
1	16.12	16.12	11.94	14.62
2	16.53	16.53	12.31	14.76
3	16.92	16.92	12.71	14.91
4	17.31	17.31	13.07	16.24
5	17.74	17.74	13.44	16.37
6	18.13	18.13	13.83	16.49
7	18.54	18.54	14.21	16.61
8	18.94	18.94	14.59	16.73
9	19.33	19.33	14.97	16.86
10	19.76	19.76	15.33	18.29
11	20.15	20.15	15.73	18.41
12	20.56	20.56	16.09	18.54
13	20.95	20.95	16.47	18.65
14	21.35	21.35	16.86	18.78
15	21.76	21.76	17.22	19.24
16	22.17	22.17	17.59	19.37
17	22.56	22.56	17.98	19.49
18	22.98	22.98	18.36	19.62
19	23.37	23.37	18.74	19.78
20	23.76	23.76	19.12	20.51
21	24.02	24.02	19.34	20.63
22	24.25	24.25	19.57	20.76
23	24.50	24.50	19.79	20.88
24	24.75	24.75	20.02	21.01
25	24.98	24.98	20.25	21.14
26	25.15	25.15	20.50	21.28
27	25.31	25.31	20.75	21.42



HEALTH & WELLNESS SERVICES

(BASED ON 186 DAYS OF EMPLOYMENT, 8 HOURS PER DAY)

EXPERIENCE	<u>SCHOOL NURSE</u>	<u>SOCIAL & EMOTIONAL WELLNESS EDUCATOR</u>	<u>SPEECH LANGUAGE PATHOLOGIST (MASTERS)</u>	<u>SPEECH LANGUAGE PATHOLOGIST (MASTERS = 30)</u>	<u>PHYSICAL / OCCUPATIONAL THERAPIST (MASTERS)</u>	<u>PHYSICAL / OCCUPATIONAL THERAPIST (MASTERS + 30)</u>
0	27,934	38,999	42,784	47,373	42,784	47,373
1	28,213	39,356	43,141	47,737	43,141	47,737
2	28,494	39,720	43,506	48,094	43,506	48,094
3	28,774	40,078	43,863	48,458	43,863	48,458
4	31,346	42,746	46,985	51,106	46,985	51,106
5	31,582	43,106	47,343	51,472	47,343	51,472
6	31,819	43,469	47,708	51,827	47,708	51,827
7	32,057	43,828	48,066	52,192	48,066	52,192
8	32,293	44,192	48,421	52,551	48,421	52,551
9	32,532	44,549	48,788	52,915	48,788	52,915
10	35,294	48,604	52,976	57,261	52,976	57,261
11	35,535	48,969	53,342	57,634	53,342	57,634
12	35,773	49,326	53,708	58,002	53,708	58,002
13	35,994	49,567	54,084	58,375	54,084	58,375
14	36,232	49,925	54,451	58,743	54,451	58,743
15	37,135	51,354	55,978	60,009	55,978	60,009
16	37,377	51,721	56,355	60,375	56,355	60,375
17	37,617	52,078	56,721	60,749	56,721	60,749
18	37,858	52,441	57,095	61,117	57,095	61,117
19	38,170	52,803	57,462	61,956	57,462	61,956
20	39,572	54,705	59,298	64,188	59,298	64,188
21	39,818	55,081	59,671	64,563	59,671	64,563
22	40,057	55,447	60,039	64,932	60,039	64,932
23	40,302	55,822	60,412	65,304	60,412	65,304
24	40,542	56,187	60,780	65,672	60,780	65,672
25	40,890	56,721	61,311	66,204	61,311	66,204
26	41,156	57,090	61,710	66,635	61,710	66,635
27	41,424	57,461	62,111	67,068	62,111	67,068



NUTRITION SERVICES

EXPERIENCE	CAFE MANAGER	CAFE LEAD ASSIST	CAFE COOK
0	13.05	11.32	9.45
1	13.44	11.68	9.83
2	13.81	12.05	10.21
3	14.21	12.44	10.59
4	14.57	12.81	10.98
5	14.94	13.21	11.34
6	15.33	13.57	11.71
7	15.71	13.94	12.10
8	16.09	14.33	12.47
9	16.47	14.71	12.87
10	16.83	15.09	13.23
11	17.23	15.47	13.60
12	17.59	15.83	13.99
13	17.97	16.23	14.37
14	18.36	16.59	14.75
15	18.72	16.97	15.13
16	19.09	17.36	15.49
17	19.48	17.72	15.89
18	19.86	18.09	16.25
19	20.24	18.48	16.63
20	20.62	18.86	17.02
21	20.84	19.08	17.22
22	21.07	19.32	17.46
23	21.29	19.55	17.68
24	21.52	19.77	17.92
25	21.75	19.98	18.14
26	22.00	20.23	18.39
27	22.25	20.48	18.64

SUBSTITUTE CAFE CARETAKER	9.25	STUDENT CAFE CARETAKER	7.25
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TECHNOLOGY SERVICES

EXPERIENCE	NETWORK ENGINEER	SYSTEMS ADMINISTRATOR	SUPPORT TECHNICIAN	TECHNICAL SUPPORT ASSISTANT
0	21.01	21.01	18.28	14.58
1	21.21	21.21	18.68	15.01
2	21.41	21.41	19.09	15.40
3	21.61	21.61	19.48	15.79
4	23.44	23.44	19.87	16.20
5	23.62	23.62	20.30	16.60
6	23.79	23.79	20.69	17.00
7	23.97	23.97	21.10	17.42
8	24.15	24.15	21.50	17.81
9	24.33	24.33	21.89	18.20
10	26.39	26.39	22.32	18.62
11	26.57	26.57	22.71	19.01
12	26.75	26.75	23.12	19.44
13	26.92	26.92	23.51	19.82
14	27.09	27.09	23.91	20.22
15	27.77	27.77	24.32	20.63
16	27.95	27.95	24.73	21.04
17	28.13	28.13	25.12	21.44
18	28.31	28.31	25.54	21.85
19	28.54	28.54	25.93	22.24
20	29.59	29.59	26.32	22.65
21	29.77	29.77	26.58	22.89
22	29.95	29.95	26.81	23.14
23	30.14	30.14	27.06	23.37
24	30.32	30.32	26.23	23.63
25	30.58	30.58	27.54	23.86
26	30.77	30.77	27.79	24.02
27	30.97	30.97	28.04	24.17

[STUDENT TECHNOLOGY ASSISTANT](#)

7.25



TRANSPORTATION SERVICES

EXPERIENCE	LEAD VEHICLE MECHANIC	VEHICLE MECHANIC	BUS DRIVER TRAINER	BUS DRIVER	BUS MONITOR II	BUS MONITOR I
0	15.94	14.50	14.50	14.50	10.05	9.29
1	16.34	14.60	14.60	14.60	10.43	9.67
2	16.70	14.72	14.72	14.72	10.82	10.05
3	17.07	14.82	14.82	14.82	11.18	10.43
4	17.45	15.34	14.92	14.92	11.55	10.82
5	17.82	15.72	15.02	15.02	11.94	11.18
6	18.19	16.10	15.13	15.13	12.31	11.55
7	18.58	16.49	15.27	15.27	12.71	11.94
8	18.94	16.86	15.63	15.63	13.07	12.31
9	19.30	17.23	16.03	16.03	13.44	12.71
10	19.69	17.63	16.39	16.39	13.83	13.07
11	20.06	18.00	16.76	16.76	14.21	13.44
12	20.45	18.40	17.16	17.16	14.59	13.83
13	20.81	18.77	17.52	17.52	14.97	14.21
14	21.18	19.15	17.91	17.91	15.33	14.59
15	21.56	19.53	18.28	18.28	15.73	14.97
16	21.94	19.92	18.65	18.65	16.09	15.33
17	22.31	20.30	19.05	19.05	16.47	15.73
18	22.69	20.69	19.42	19.42	16.86	16.09
19	23.05	21.05	19.79	19.79	17.22	16.47
20	23.43	21.44	20.18	20.18	17.59	16.86
21	23.66	21.68	20.40	20.40	17.83	17.06
22	23.89	21.91	20.63	20.63	18.06	17.30
23	24.10	22.12	20.85	20.85	18.28	17.52
24	24.34	22.37	21.08	21.08	18.52	17.76
25	24.56	22.59	21.31	21.31	18.74	17.98
26	24.81	22.84	21.56	21.56	18.99	18.23
27	25.06	23.09	21.81	21.81	19.24	18.48

[SUBSTITUTE BUS DRIVER](#)

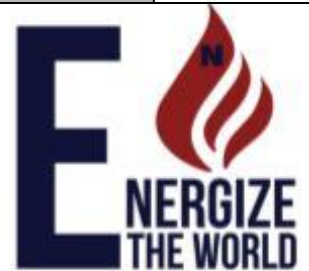
14.25

[SUBSTITUTE BUS MONITOR](#)

9.25

[STUDENT BUS MONITOR](#)

7.25



ADMINISTRATIVE SALARY INDEX

POSITION	INDEX
SUPERINTENDENT	APC
DIRECTOR OF LEADERSHIP AND LEARNING	1.20
DIRECTOR OF COMMUNITY HEALTH AND ENGAGEMENT	1.20
DIRECTOR OF WORKFORCE DEVELOPMENT	1.20
DIRECTOR OF FAMILY CARETAKING (DPP)	1.10
DIRECTOR OF SPECIAL EDUCATIO AND 504 SERVICES	1.15
DIRECTOR OF HUMAN RESOURCES	1.20
CHIEF FINANCIAL OFFICER	1.20
CHIEF INFORMATION OFFICER	1.20
PRINCIPAL - HIGH SCHOOL	1.23
PRINCIPAL - MIDDLE SCHOOL / K - 8 / ACADEMY	1.16
PRINCIPAL - PRESCHOOL / ELEMENTARY	1.14
ASSISTANT PRINCIPAL	1.12

ADMINISTRATORS PAID OFF OF THE CERTIFIED SALARY SCHEDULE WILL BE PAID AT A MINIMUM EXPERIENCE LEVEL OF 15. THESE EMPLOYEES WILL REMAIN AT LEVEL 15 UNTIL THEY ACHIEVE 16 BY ACTUAL YEARS OF EXPERIENCE.



EXTENDED EMPLOYMENT SCHEDULE

POSITION	EXTENDED DAYS
SUPERINTENDENT	54
<u>DIRECTOR OF LEADERSHIP AND LEARNING</u>	54
<u>DIRECTOR OF COMMUNITY HEALTH AND ENGAGEMENT</u>	54
<u>DIRECTOR OF WORKFORCE DEVELOPMENT</u>	54
<u>DIRECTOR OF FAMILY CARETAKING (DPP)</u>	54
<u>DIRECTOR OF SPECIAL EDUCATION & 504 SERVICES</u>	54
<u>PRINCIPAL</u>	54
<u>ASSISTANT PRINCIPAL</u>	34
<u>SCHOOL COUNSELOR (HIGH SCHOOL)</u>	19
<u>SCHOOL COUNSELOR (ELEMENTARY & MIDDLE)</u>	14
<u>DISTRICT LIBRARY MEDIA SPECIALIST</u>	14
<u>STUDENT LEADERSHIP DIRECTOR</u>	14
<u>BACKPACK LEADER</u>	14
<u>SCHOOL PSYCHOLOGIST</u>	5
<u>GIFTED MINDS FACILITATOR</u>	14
<u>SPECIAL PROGRAMS COORDINATOR (G/T & ELL)</u>	19
<u>VOCATIONAL AGRICULTURE TEACHER</u>	54



TEACHER LEADERSHIP DISTRICT WIDE

TEACHER LEADERSHIP ALLOCATIONS

EACH SCHOOL WILL BE ALLOTTED AN ADDITIONAL AMOUNT FOR TEACHER LEADERSHIP POSITIONS TO BE ALLOCATED IN \$500 INCREMENTS FOR A MAXIMUM OF \$1,500 PER INDIVIDUAL. SBDM COUNCILS MAY ALLOCATE A MATCHING AMOUNT FOR TEACHER LEADERSHIP POSITIONS TO BE ALLOCATED IN \$500 INCREMENTS FOR A MAXIMUM OF \$1,500 PER INDIVIDUAL. INDIVIDUALS MAY NOT BE GIVEN A STIPEND FOR PERFORMING TASKS THAT ARE PART OF THEIR REGULARLY SCHEDULED WORK DAY OR PART OF THEIR CURRENT JOB DESCRIPTIONS. TEACHER LEADERSHIP ALLOCATIONS ARE RESERVED FOR TEACHER LEADERS (CERTIFIED PERSONNEL). ADMINISTRATORS ARE NOT ELIGIBLE FOR A TEACHER LEADERSHIP STIPEND.

LEVEL	ALLOCATION	PAY DATES
HIGH SCHOOL	10,000	DEC/JUNE
MIDDLE SCHOOL	5,000	DEC/JUNE
K - 8	5,000	DEC/JUNE
ELEMENTARY	5,000	DEC/JUNE

STIPENDS MUST FIT WITHIN THE BANDS LISTED TO THE RIGHT. THE TOTAL COST OF ALL TEACHER AND TECHNOLOGY LEADERSHIP POSITIONS MAY NOT EXCEED THE TOTAL ALLOCATION.

PAY BANDS

A	500
B	1,000
C	1,500

SCHOOL TECHNOLOGY LEADERSHIP

EACH SCHOOL WILL BE ALLOTTED AN ADDITIONAL \$2,000 TOWARDS TECHNOLOGY LEADERSHIP POSITIONS TO BE ALLOCATED IN \$500 INCREMENTS. INDIVIDUALS MAY NOT BE GIVEN A STIPEND FOR PERFORMING TASKS THAT ARE PART OF THEIR REGULARLY SCHEDULED WORK DAY OR PART OF THEIR CURRENT JOB DESCRIPTIONS. ADMINISTRATORS ARE NOT ELIGIBLE FOR A TECHNOLOGY LEADERSHIP STIPEND.



STUDENT LEADERSHIP DISTRICT WIDE

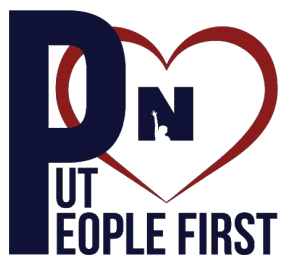
ATHLETIC STUDENT LEADERSHIP ALLOCATIONS

GUIDELINES	PAY BANDS	
STUDENT LEADERSHIP COORDINATOR STIPENDS SHALL NOT BE DIVIDED. HEAD ATHLETIC COACHING STIPENDS AT THE HIGH SCHOOL AND MIDDLE SCHOOL LEVEL SHALL NOT BE DIVIDED. ASSISTANT ATHLETIC COACHING ALLOCATIONS ARE DESIGNATED FOR ASSISTANT COACHES ONLY. FOR ASSISTANT COACHING ALLOCATIONS, AND ELEMENTARY TEAM ALLOCATIONS, PRINCIPALS, STUDENT LEADERSHIP COORDINATORS, AND HEAD COACHES (WHERE APPLICABLE) WILL COLLABORATE TO DECIDE ON THE APPROPRIATE NUMBER OF POSITIONS. STIPENDS MUST FIT WITHIN THE BANDS LISTED TO THE RIGHT AND THE TOTAL COST OF ALL COACHES FOR A TEAM MAY NOT EXCEED THE TOTAL ALLOCATION PER TEAM. TEAM ALLOCATIONS ARE NOT TRANSFERABLE. WITH BOARD APPROVAL, SITE BASED COUNCILS MAY ADD ADDITIONAL ATHLETIC POSITIONS BUT MAY NOT SUPPLEMENT THE SALARIES OF CURRENT POSITIONS.	A	500
	B	1,000
	C	1,500
	D	2,000
	E	2,500
	F	3,000
	G	3,500
	H	4,000
	I	4,500

CO-CURRICULAR STUDENT LEADERSHIP ALLOCATIONS

GUIDELINES	PAY BANDS	
CO-CURRICULAR COACHING STIPENDS MUST FIT WITHIN THE BANDS LISTED TO THE RIGHT. THE TOTAL COST OF ALL COACHES FOR A TEAM MAY NOT EXCEED THE TOTAL ALLOCATION PER TEAM. WITH BOARD APPROVAL, SITE BASED COUNCILS MAY ADD ADDITIONAL CO-CURRICULAR POSITIONS BUT MAY NOT SUPPLEMENT THE SALARIES OF CURRENT POSITIONS.	A	500
	B	1,000
	C	1,500

NO NEW TEAMS OR POSITIONS MAY BE ADDED WITHOUT BOARD APPROVAL.

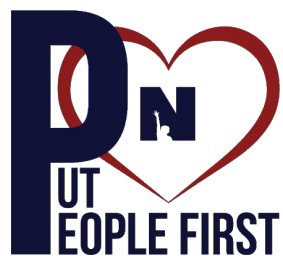


STUDENT LEADERSHIP HIGH SCHOOL

LEADERSHIP ROLES	0	1	2	3	4	5 - 9	10 - 14	15 - 19	20+	PAY DATES
STUDENT LEADERSHIP COORDINATOR	7,000	7,100	7,200	7,300	7,400	7,500	8,500	9,500	10,500	DEC/JUNE
ASSISTANT STUDENT LEADERSHIP COORDINATOR (X3)	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500	DEC/JUNE

LEADERSHIP ROLE	0	1	2	3	4	5 - 9	10 - 14	15 - 19	20+	PAY DATES
BAND DIRECTOR	8,500	8,600	8,700	8,800	8,900	9,000	9,500	10,000	10,500	DEC/JUNE

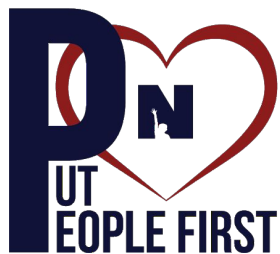
LEADERSHIP ROLES	ALLOCATION	PAY DATES
ACADEMIC TEAM	1,500	DEC/JUNE
ASSISTANT BAND DIRECTOR	5,000	DEC/JUNE
DRAMA	3,000	DEC/JUNE
JROTC (X2)	3,000	DEC/JUNE
PROBLEM SOLVING TEAM	1,500	DEC/JUNE
SENIOR CLASS SPONSOR	1,500	DEC/JUNE
YEARBOOK SPONSOR	1,500	DEC/JUNE



STUDENT LEADERSHIP

HIGH SCHOOL ATHLETICS - HEAD COACHES

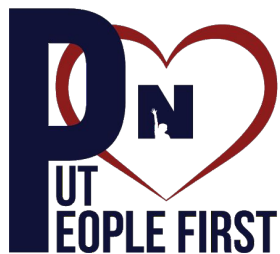
LEADERSHIP ROLES	0	1	2	3	4	5 - 9	10 - 14	15 - 19	20+	PAY DATES
ARCHERY	2,000	2,100	2,200	2,300	2,400	2,500	3,000	3,500	4,000	DEC/JUNE
BASEBALL	5,000	5,100	5,200	5,300	5,400	5,500	6,500	7,500	8,500	DEC/JUNE
BASKETBALL (BOYS)	8,500	8,600	8,700	8,800	8,900	9,000	10,000	11,000	12,000	DEC/JUNE
BASKETBALL (GIRLS)	8,500	8,600	8,700	8,800	8,900	9,000	10,000	11,000	12,000	DEC/JUNE
BOWLING	2,500	2,600	2,700	2,800	2,900	3,000	3,500	4,000	4,500	DEC/JUNE
CHEER	4,000	4,100	4,200	4,300	4,400	4,500	5,000	5,500	6,000	DEC/JUNE
CROSS COUNTRY	2,500	2,600	2,700	2,800	2,900	3,000	3,500	4,000	4,500	DEC/JUNE
DANCE	2,000	2,100	2,200	2,300	2,400	2,500	3,000	3,500	4,000	DEC/JUNE
ESPORTS	2,000	2,100	2,200	2,300	2,400	2,500	3,000	3,500	4,000	DEC/JUNE
FOOTBALL	8,500	8,600	8,700	8,800	8,900	9,000	10,000	11,000	12,000	DEC/JUNE
GOLF	2,500	2,600	2,700	2,800	2,900	3,000	3,500	4,000	4,500	DEC/JUNE
SOCCER (BOYS)	4,000	4,100	4,200	4,300	4,400	4,500	5,000	5,500	6,000	DEC/JUNE
SOCCER (GIRLS)	4,000	4,100	4,200	4,300	4,400	4,500	5,000	5,500	6,000	DEC/JUNE
SOFTBALL	5,000	5,100	5,200	5,300	5,400	5,500	6,500	7,500	8,500	DEC/JUNE
SWIMMING	2,000	2,100	2,200	2,300	2,400	2,500	3,000	3,500	4,000	DEC/JUNE
TENNIS	2,500	2,600	2,700	2,800	2,900	3,000	3,500	4,000	4,500	DEC/JUNE
TRACK & FIELD	4,000	4,100	4,200	4,300	4,400	4,500	5,000	5,500	6,000	DEC/JUNE
VOLLEYBALL	4,000	4,100	4,200	4,300	4,400	4,500	5,000	5,500	6,000	DEC/JUNE
WRESTLING	2,500	2,600	2,700	2,800	2,900	3,000	3,500	4,000	4,500	DEC/JUNE



STUDENT LEADERSHIP

HIGH SCHOOL ATHLETICS - ASSISTANT COACHES

LEADERSHIP ROLES	ALLOCATION	PAY DATES
ARCHERY	1,000	JUNE
BASEBALL	4,000	JUNE
BASKETBALL (BOYS)	7,000	DEC/JUNE
BASKETBALL (GIRLS)	7,000	DEC/JUNE
BASKETBALL (UNIFIED)	2,000	JUNE
BOWLING	1,000	DEC/JUNE
CHEER	2,000	DEC/JUNE
CROSS COUNTRY	1,000	DEC
DANCE	1,000	DEC/JUNE
FOOTBALL	14,000	DEC
GOLF	1,000	DEC
SOCCER (BOYS)	2,000	DEC
SOCCER (GIRLS)	2,000	DEC
SOFTBALL	4,000	JUNE
SWIMMING	1,000	DEC/JUNE
TENNIS	1,000	JUNE
TRACK & FIELD	3,000	JUNE
VOLLEYBALL	2,000	DEC
WRESTLING	1,000	DEC/JUNE

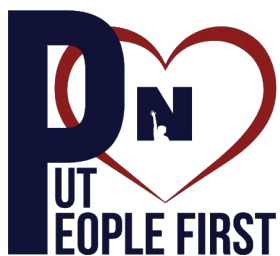


STUDENT LEADERSHIP MIDDLE SCHOOL

STUDENT LEADERSHIP COORDINATOR	STIPEND	PAY DATES
	3,500	DEC/JUNE

LEADERSHIP ROLES (ATHLETIC)	STIPEND	PAY DATES
ARCHERY (HEAD COACH)	1,500	DEC/JUNE
ARCHERY (ASSISTANT ALLOCATION)	1,000	JUNE
BASEBALL (HEAD COACH)	2,500	DEC/JUNE
BASEBALL (ASSISTANT ALLOCATION)	1,000	JUNE
BASKETBALL - BOYS (HEAD COACH)	3,500	DEC/JUNE
BASKETBALL - BOYS (ASSISTANT ALLOCATION)	1,500	DEC/JUNE
BASKETBALL - GIRLS (HEAD COACH)	3,500	DEC/JUNE
BASKETBALL - GIRLS (ASSISTANT ALLOCATION)	1,500	DEC/JUNE
CHEER (HEAD COACH)	2,500	DEC/JUNE
CHEER (ASSISTANT ALLOCATION)	1,000	DEC/JUNE
FOOTBALL (HEAD COACH)	3,500	DEC/JUNE
FOOTBALL (ASSISTANT ALLOCATION)	2,500	DEC
SOFTBALL (HEAD COACH)	2,500	DEC/JUNE
SOFTBALL (ASSISTANT ALLOCATION)	1,000	JUNE
VOLLEYBALL (HEAD COACH)	2,500	DEC/JUNE
VOLLEYBALL (ASSISTANT ALLOCATION)	1,000	DEC

LEADERSHIP ROLES (CO-CURRICULAR)	ALLOCATION	PAY DATES
ACADEMIC TEAM	1,000	DEC/JUNE
PROBLEM SOLVING TEAM	1,000	DEC/JUNE
YEARBOOK SPONSOR	1,000	DEC/JUNE

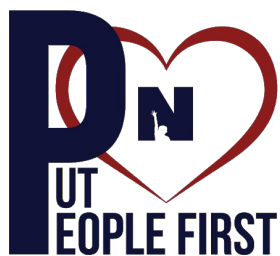


STUDENT LEADERSHIP K-8 SCHOOL

STUDENT LEADERSHIP COORDINATOR	STIPEND	PAY DATES
	2,500	DEC/JUNE

LEADERSHIP ROLES (ATHLETIC)	STIPEND	PAY DATES
ARCHERY (TEAM ALLOCATION)	3,000	DEC/JUNE
BASKETBALL - BOYS (HEAD MIDDLE SCHOOL COACH)	2,500	DEC/JUNE
BASKETBALL - BOYS (ASSISTANT MIDDLE SCHOOL ALLOCATION)	1,000	DEC/JUNE
BASKETBALL - GIRLS (HEAD MIDDLE SCHOOL COACH)	2,500	DEC/JUNE
BASKETBALL - GIRLS (ASSISTANT MIDDLE SCHOOL ALLOCATION)	1,000	DEC/JUNE
CHEER (HEAD MIDDLE SCHOOL COACH)	1,500	DEC/JUNE
FOOTBALL (HEAD MIDDLE SCHOOL COACH)	3,500	DEC/JUNE
FOOTBALL (ASSISTANT MIDDLE SCHOOL ALLOCATION)	2,500	DEC
VOLLEYBALL (HEAD MIDDLE SCHOOL COACH)	1,500	DEC/JUNE
VOLLEYBALL (ASSISTANT MIDDLE SCHOOL ALLOCATION)	1,000	DEC

LEADERSHIP ROLES (CO-CURRICULAR)	ALLOCATION	PAY DATES
ACADEMIC TEAM	2,000	DEC/JUNE
PROBLEM SOLVING TEAM	2,000	DEC/JUNE
YEARBOOK SPONSOR	1,000	DEC/JUNE



STUDENT LEADERSHIP ELEMENTARY SCHOOL

STUDENT LEADERSHIP COORDINATOR	STIPEND	PAY DATES
	2,500	DEC/JUNE

LEADERSHIP ROLES (ATHLETICS)	STIPEND	PAY DATES
ARCHERY	2,500	DEC/JUNE

LEADERSHIP ROLES (CO-CURRICULAR)	STIPEND	PAY DATES
ACADEMIC TEAM	1,000	DEC/JUNE
PROBLEM SOLVING	1,000	DEC/JUNE
YEARBOOK SPONSOR	1,000	DEC/JUNE

