

**JOB FAMILY III SALARY SCHEDULE**

**2014 - 15**

STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	40,518.75	42,192.34	46,094.08	47,763.63	51,663.33	54,075.59
1	41,263.48	42,933.03	46,834.75	48,506.32	52,404.00	54,822.32
2	42,008.20	43,677.78	47,577.46	49,060.83	53,150.75	55,560.99
3	42,744.83	44,420.47	48,318.13	49,989.72	53,889.42	56,303.70
4	45,351.37	45,351.37	50,254.83	50,732.43	55,150.19	57,048.43
5	46,094.08	46,650.59	50,548.29	52,219.86	56,119.52	58,533.84
6	47,209.14	48,135.99	52,033.67	53,701.20	57,602.94	60,017.20
7	47,947.79	49,617.36	53,519.06	55,194.70	59,088.32	61,502.60
8	49,435.21	51,108.82	55,006.50	56,678.09	60,575.75	62,992.07
9	50,916.60	52,592.22	56,489.86	58,161.47	62,061.15	64,473.41
10	52,404.00	54,075.59	57,975.29	59,644.85	63,542.51	65,956.81
11	55,378.85	57,048.43	60,948.11	62,615.66	66,521.42	68,929.62
12	56,862.25	58,533.84	62,433.50	64,103.08	68,004.79	70,417.06
13	58,347.65	60,017.20	63,914.90	65,588.49	69,488.17	71,906.51
14	59,833.04	61,502.60	65,404.32	67,071.87	70,973.59	73,387.87
15	61,316.42	62,992.07	66,891.75	68,559.29	72,456.96	74,873.27
16	64,291.29	65,956.81	69,862.58	71,534.16	75,431.80	77,840.06
17	66,521.42	68,188.95	72,084.59	73,762.26	77,659.92	80,070.16
18	66,521.42	68,188.95	72,084.59	73,762.26	77,659.92	80,070.16
19	66,521.42	68,188.95	72,084.59	73,762.26	77,659.92	80,070.16
20	68,004.79	69,676.39	73,574.05	75,245.62	79,145.34	81,555.56
21	68,004.79	69,676.39	73,574.05	75,245.62	79,145.34	81,555.56
22	68,004.79	69,676.39	73,574.05	75,245.62	79,145.34	81,555.56
23	68,004.79	69,676.39	73,574.05	75,245.62	79,145.34	81,555.56
24	68,004.79	69,676.39	73,574.05	75,245.62	79,145.34	81,555.56
25	69,115.80	70,789.43	74,687.09	76,358.68	80,256.34	82,672.66

<b>EMERGENCY CERTIFICATION</b>	
<b>2014 - 15</b>	
<b>STEP</b>	<b>RANK IV* 96-127 HOURS INDEX SALARY</b>
<b>0</b>	<b>39,518.75</b>
<b>1</b>	<b>40,263.47</b>
<b>2</b>	<b>41,008.20</b>
<b>3</b>	<b>41,744.83</b>
<b>4</b>	<b>44,351.37</b>
<b>5</b>	<b>45,094.08</b>
<b>6</b>	<b>46,209.14</b>
<b>7</b>	<b>46,947.79</b>
<b>8</b>	<b>48,435.21</b>
<b>9</b>	<b>49,916.60</b>
<b>10</b>	<b>51,404.00</b>

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2014 - 15						
SALARY	STEP					
GRADE	0	1	2	3	4	5
25	1.814	1.855	1.894	1.936	1.976	2.017
24	1.753	1.790	1.827	1.866	1.901	1.940
23	1.693	1.728	1.762	1.797	1.830	1.866
22	1.636	1.669	1.699	1.731	1.762	1.793
21	1.582	1.610	1.639	1.668	1.695	1.725
20	1.528	1.555	1.581	1.607	1.632	1.659
19	1.477	1.500	1.523	1.548	1.572	1.595
18	1.427	1.449	1.471	1.491	1.513	1.534
17	1.379	1.398	1.417	1.436	1.455	1.475
16	1.332	1.350	1.367	1.385	1.401	1.419
15	1.287	1.302	1.318	1.332	1.348	1.364
14	1.242	1.256	1.270	1.284	1.297	1.311
13	1.201	1.213	1.225	1.237	1.249	1.261
12	1.161	1.172	1.182	1.192	1.202	1.213
11	1.121	1.129	1.138	1.148	1.157	1.166
10	1.083	1.090	1.098	1.105	1.113	1.121
09	1.046	1.052	1.059	1.065	1.072	1.078
08	1.011	1.017	1.022	1.027	1.031	1.036

Salary Computation for Certified Administrator  
 Teachers Daily Rate X Administrator Index = Administrator's Daily Rate  
 Administrator's Daily Rate X Number of Days = Annual Salary

**RETIRED PART-TIME ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY****2014 - 15**

STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	212.4084	221.1818	241.6355	250.3877	270.8308	283.4764
1	216.3124	225.0646	245.5183	254.2811	274.7136	287.3910
2	220.2164	228.9687	249.4117	257.1879	278.6282	291.2632
3	224.0780	232.8621	253.2945	262.0573	282.5004	295.1566
4	237.7421	237.7421	263.4471	265.9508	289.1097	299.0607
5	241.6355	244.5529	264.9854	273.7482	294.1912	306.8475
6	247.4809	252.3397	272.7722	281.5138	301.9675	314.6237
7	251.3531	260.1053	280.5590	289.3430	309.7543	322.4105
8	259.1505	267.9240	288.3564	297.1193	317.5517	330.2186
9	266.9162	275.7002	296.1326	304.8955	325.3385	337.9842
10	274.7136	283.4764	303.9195	312.6717	333.1041	345.7604

JOB FAMILY II											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2014-2015											
Salary Grade	0	1	2	3	4	5	6	7	8	9	10
18	1.101	1.145	1.189	1.231	1.275	1.318	1.361	1.404	1.448	1.491	1.534
17	1.059	1.100	1.142	1.184	1.225	1.267	1.308	1.350	1.392	1.433	1.475
16	1.019	1.060	1.100	1.140	1.180	1.219	1.260	1.300	1.339	1.380	1.419
15	0.980	1.018	1.057	1.095	1.133	1.172	1.210	1.249	1.287	1.325	1.364
14	0.942	0.979	1.016	1.053	1.090	1.126	1.164	1.200	1.237	1.275	1.311
13	0.905	0.941	0.977	1.012	1.048	1.084	1.118	1.154	1.190	1.225	1.261
12	0.872	0.906	0.940	0.975	1.008	1.043	1.077	1.111	1.145	1.180	1.213
11	0.837	0.871	0.903	0.936	0.969	1.001	1.034	1.068	1.100	1.133	1.166
10	0.805	0.837	0.869	0.900	0.932	0.964	0.995	1.026	1.058	1.090	1.121
9	0.775	0.804	0.835	0.866	0.896	0.926	0.956	0.987	1.017	1.047	1.078
8	0.744	0.774	0.802	0.832	0.861	0.891	0.919	0.949	0.978	1.007	1.036

Grades 8 - 18 are indexed from Rank I, Step 25 on Salary Schedule III.  
 $\$429.1783 \times \text{Index} \times \text{Number of Days} = \text{Annual Salary}$

Classified Supervisor/Administrator Stipend for Doctorate Degree = \$12.7721

JOB FAMILY II															
2014 - 15															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	56,538.79	59,363.77	62,191.58	65,013.75	67,841.54	70,672.11	73,494.28	73,494.28	76,319.23	76,319.23	79,152.63	79,152.63	81,977.64	81,977.64	84,802.59
6	51,389.73	53,958.63	56,527.56	59,096.49	61,665.42	64,237.16	66,808.87	66,808.87	69,374.99	69,374.99	71,946.73	71,946.73	74,518.44	74,518.44	77,084.57
5	46,294.09	48,609.78	50,922.66	53,238.35	55,556.83	57,872.52	60,188.21	60,188.21	62,498.28	62,498.28	64,813.97	64,813.97	67,126.80	67,126.80	69,445.32
4	41,341.92	43,407.21	45,475.27	47,537.72	49,611.43	51,676.72	53,741.97	53,741.97	55,807.23	55,807.23	57,875.32	57,875.32	59,943.42	59,943.42	62,008.67
3	36,581.12	38,412.87	40,247.43	42,073.49	43,905.21	45,728.51	47,554.62	47,554.62	49,386.35	49,386.35	51,212.46	51,212.46	53,044.21	53,044.21	54,870.27
2	32,087.61	33,694.26	35,298.09	36,901.90	38,502.88	40,106.72	41,716.17	41,716.17	43,319.98	43,319.98	44,923.79	44,923.79	46,527.62	46,527.62	48,131.43
1	27,906.45	29,299.22	30,697.65	32,093.23	33,488.86	34,887.27	36,282.87	36,282.87	37,681.28	37,681.28	39,071.27	39,071.27	40,464.03	40,464.03	41,859.66

This salary schedule shows annual salary amount for twelve months/260 days and must be recalculated for different number of days worked and/or different length of day scheduled.

Longevity Pay for Grades 1 - 7:

- 15 years: \$.20 per hour
- 20 years: \$.31 per hour
- 25 years: \$.43 per hour

**CLASSIFIED SUPPORT STAFF HOURLY RATES**

**SALARY SCHEDULE IA**

2014 - 15

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	24.7823	26.1134	27.5095	28.8622	30.1284	31.6111	33.2452	33.2452	34.7061	34.7061	36.0697	36.0697	37.6714	37.6714	38.2557	38.8726	39.4894	40.1820
15	23.6244	24.8905	26.2433	27.5095	28.6891	30.1501	31.6759	31.6759	33.0937	33.0937	34.4031	34.4031	35.9398	35.9398	36.5025	37.0870	37.6822	38.3423
14	22.4772	23.6784	24.9663	26.1459	27.2931	28.6241	30.1067	30.1067	31.4812	31.4812	32.7040	32.7040	34.1434	34.1434	34.6736	35.2256	35.7882	36.4160
13	21.2761	22.3799	23.6028	24.7174	25.8321	27.0874	28.4942	28.4942	29.7387	29.7387	30.9292	30.9292	32.3036	32.3036	32.8015	33.3318	33.8620	34.4573
12	20.0748	21.1462	22.2608	23.3322	24.3927	25.6048	26.8818	26.8818	28.1263	28.1263	29.2085	29.2085	30.4964	30.4964	30.9617	31.4703	31.9681	32.5201
11	18.9060	19.9341	20.9621	22.0119	22.9427	24.0681	25.3126	25.3126	26.4598	26.4598	27.4879	27.4879	28.6891	28.6891	29.1437	29.6090	30.0743	30.6045
10	17.7589	18.7220	19.6960	20.6916	21.5681	22.6504	23.8192	23.8192	24.8473	24.8473	25.8321	25.8321	26.9684	26.9684	27.3904	27.8234	28.2671	28.7649
9	16.5360	17.4342	18.3324	19.2415	20.0964	21.0704	22.1418	22.1418	23.1266	23.1266	24.0356	24.0356	25.1178	25.1178	25.5073	25.9078	26.3299	26.7845
8	15.3672	16.2329	17.0879	17.8996	18.6895	19.5769	20.5943	20.5943	21.5249	21.5249	22.3475	22.3475	23.3538	23.3538	23.7435	24.1222	24.5226	24.9447
7	14.1552	14.9560	15.7243	16.4927	17.1854	18.0835	18.9817	18.9817	19.8367	19.8367	20.5943	20.5943	21.5249	21.5249	21.8496	22.1959	22.5638	22.9535
6	13.0296	13.7439	14.4798	15.1724	15.8218	16.5901	17.4883	17.4883	18.2242	18.2242	18.9493	18.9493	19.8042	19.8042	20.1073	20.4427	20.7566	21.1137
5	12.4236	13.0730	13.7981	14.4582	15.1075	15.8218	16.6226	16.6226	17.3910	17.3910	18.0835	18.0835	18.8844	18.8844	19.1658	19.4797	19.7826	20.1289
4	11.8176	12.4669	13.1271	13.7655	14.3716	15.0643	15.8218	15.8218	16.5468	16.5468	17.1854	17.1854	17.9753	17.9753	18.2242	18.5272	18.8194	19.1441
3	11.2656	11.8609	12.4994	13.0838	13.6898	14.3716	15.1075	15.1075	15.7568	15.7568	16.4061	16.4061	17.1203	17.1203	17.3910	17.6723	17.9645	18.2784
2	10.6380	11.2224	11.7959	12.3804	12.9106	13.5492	14.2525	14.2525	14.8910	14.8910	15.4538	15.4538	16.1789	16.1789	16.4061	16.6659	16.9364	17.2394
1	10.0862	10.6380	11.2224	11.7419	12.2613	12.8565	13.5382	13.5382	14.1226	14.1226	14.6638	14.6638	15.3347	15.3347	15.5837	15.8434	16.0923	16.3736

Longevity Pay:

13 years: \$.20 per hour  
 18 years: \$.31 per hour  
 23 years: \$.43 per hour  
 25 years: \$.56 per hour

Shift Differential:

Second Shift: \$.26 per hour  
 Third Shift: \$.38 per hour

ECE Instructional Assistant Stipend Pay:

EBD/Hearing Impaired/MMD/Autism Assignment: \$.35 per hour  
 FMD/PDOHI/MD Assignment: \$.50 per hour  
 LD Assignment: none

**CLASSIFIED SUPPORT STAFF HOURLY RATES**

**SALARY SCHEDULE IB - Teamsters & Nutrition Services**

**2014 - 15**

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	20.9947	22.1093	23.2132	24.5226	25.7347	26.9576	28.1696	29.3925	29.3925	30.5613	30.5613	31.8058	31.8058	33.1477
12	20.1397	21.2002	22.2716	23.5486	24.6850	25.8645	27.0116	28.2237	28.2237	29.3600	29.3600	30.5289	30.5289	31.8058
11	19.3822	20.3887	21.4492	22.6612	23.7651	24.8797	25.9728	27.1415	27.1415	28.2346	28.2346	29.3817	29.3817	30.5721
10	18.6463	19.5985	20.6267	21.7847	22.8453	23.9383	25.0096	26.0702	26.0702	27.1632	27.1632	28.2562	28.2562	29.4358
09	18.0078	18.9276	19.9233	21.0163	22.0552	23.0942	24.0898	25.1611	25.1611	26.1676	26.1676	27.2605	27.2605	28.3752
08	17.2611	18.1809	19.1117	20.1613	21.1462	22.1742	23.1590	24.1763	24.1763	25.1502	25.1502	26.1567	26.1567	27.2822
07	16.5901	17.4774	18.3540	19.4146	20.3344	21.3301	22.2608	23.2457	23.2457	24.1872	24.1872	25.1611	25.1611	26.2433
06	15.9841	16.8498	17.7048	18.6895	19.5769	20.5510	21.4601	22.3799	22.3799	23.2997	23.2997	24.2412	24.2412	25.2477
05	15.3672	16.2005	17.0230	17.9753	18.8410	19.7285	20.6267	21.5249	21.5249	22.3799	22.3799	23.2997	23.2997	24.2520
04	14.2741	15.0208	15.7676	16.6443	17.4774	18.3000	19.1441	19.9665	19.9665	20.7782	20.7782	21.6116	21.6116	22.5206
03	13.0080	13.6790	14.3932	15.1940	15.9083	16.6551	17.4342	18.1809	18.1809	18.9168	18.9168	19.6852	19.6852	20.4860
02	11.7959	12.4561	13.0730	13.8305	14.5123	15.2158	15.8650	16.5576	16.5576	17.2394	17.2394	17.9320	17.9320	18.6895
01	10.6813	11.2332	11.7959	12.4561	13.0621	13.7007	14.3067	14.9236	14.9236	15.5512	15.5512	16.1681	16.1681	16.8282
FS	0.0000	9.9995	10.5514	11.1250	11.6445	12.2181	12.7699	13.3003	13.3003	13.8522	13.8522	14.4040	14.4040	14.9776

Teamsters Longevity Pay:

15 years: \$.20 per hour  
 20 years: \$.31 per hour  
 25 years: \$.43 per hour

Shift Differential:

Second Shift: \$.26 per hour  
 Third Shift: \$.38 per hour

Nutrition Services Longevity Pay:

13 years: \$.20 per hour  
 18 years: \$.31 per hour  
 23 years: \$.43 per hour  
 25 years: \$.56 per hour

**CLASSIFIED SUPPORT STAFF HOURLY RATES**

**SALARY SCHEDULE IB - SEIU CUSTODIANS**

**2014 - 15**

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	15.3672	16.2005	17.0230	17.9753	18.8410	19.7285	20.6267	21.5249	21.5249	22.3799	22.3799	23.2997	23.2997	24.2520
4H	14.2741	15.0208	15.7676	16.6443	17.4774	18.3000	19.1441	19.9665	19.9665	20.7782	20.7782	21.6116	21.6116	22.5206
3H	13.0080	13.6790	14.3932	15.1940	15.9083	16.6551	17.4342	18.1809	18.1809	18.9168	18.9168	19.6852	19.6852	20.4860
2H	11.7959	12.4561	13.0730	13.8305	14.5123	15.2158	15.8650	16.5576	16.5576	17.2394	17.2394	17.9320	17.9320	18.6895
1H	10.6813	11.2332	11.7959	12.4561	13.0621	13.7007	14.3067	14.9236	14.9236	15.5512	15.5512	16.1681	16.1681	16.8282

Longevity Pay:

15 years: \$.20 per hour  
 20 years: \$.31 per hour  
 25 years: \$.43 per hour

Shift Differential:

Second Shift: \$.26 per hour  
 Third Shift: \$.38 per hour



**EXTRA SERVICE PAY SCHEDULE 2014 - 15**

1.0 = 0.11 X Rank III, Step 0 (for a 187 day teacher salary schedule)

**1. Athletic and Related Activities in Senior High Schools**

TITLE		0		1		2		3		4	
Athletic Director	1.2	5,348	1.3876	6,185	1.5750	7,021	1.7626	7,856	1.9500	8,691	
Head Football	1.0	4,457	1.1563	5,154	1.3125	5,850	1.4688	6,547	1.6250	7,243	
Head Basketball	1.0	4,457	1.1563	5,154	1.3125	5,850	1.4688	6,547	1.6250	7,243	
Asst. Football (1,2)	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
JV Basketball (1,2)	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Track (1)	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Baseball (2)	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Softball (2)	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Wrestling	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Volleyball	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Cheerleaders	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
JROTC Rifle Team	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
School Technology Coordinator	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346	
Drill Corps	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621	
Cross Country (1,2)	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621	
Field Hockey (1,2)	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621	
Soccer (1,2)	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621	
Tennis (1,2)	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621	
JV Volleyball	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	
Golf (1,2)	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	
Swimming (1,2)	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	
Chess Sponsor	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	
ROTC Drill Team	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	
Asst. Wrestling (2)	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897	

**EXTRA SERVICE PAY SCHEDULE 2014 - 15**

**1.0 = 0.11 X Rank III, Step 0 (for a 187 day teacher salary schedule)**

**1. Athletic and Related Activities in Senior High Schools**

TITLE	0		1		2		3		4	
Asst. Field Hockey (2)	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Assistant Track (1,2)	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Assistant Soccer (1,2)	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Freshman Basketball (1,2)	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Freshman Football (1,2)	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Bowling	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724

**2. Other activities High School & YPAS**

TITLE	0		1		2		3		4	
Band Director (4)	0.9	4,011	1.0407	4,638	1.1813	5,265	1.3219	5,892	1.4625	6,519
Academic Activities Coordinator	0.6	2,674	0.6938	3,092	0.7875	3,510	0.8813	3,929	0.9750	4,346
Asst. Band Director (3)	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Choral Director*	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Newspaper Sponsor	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Yearbook Sponsor	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Drama*	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Speech and Debate	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Instrumental Band Dir.*	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Instrumental Strings Dir.*	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Orchestra (Concert) Dir.	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Quick Recall Sponsor	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
JV Quick Recall Sponsor**		617		0		0		0		0
Future Problem Solving Sponsor**		420		0		0		0		0
Science Fair Sponsor	0.073	325	0.0844	377	0.0958	427	0.1072	478	0.1186	528
Science Olympiad Sponsor	0.073	325	0.0844	377	0.0958	427	0.1072	478	0.1186	528

**EXTRA SERVICE PAY SCHEDULE 2014 - 15**

**1.0 = 0.11 X Rank III, Step 0 (for a 187 day teacher salary schedule)**

**3. Middle School Athletics & Other Activities**

TITLE	0		1		2		3		4	
School Technology Coordinator	0.5	2,229	0.5782	2,577	0.6563	2,925	0.7344	3,273	0.8125	3,621
Activity/Athletic Director	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Activities Sponsor	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Basketball (1)	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Academic Activities Coordinator	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Football	0.3	1,337	0.3469	1,546	0.3938	1,754	0.4406	1,963	0.4875	2,173
Asst. Football	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
6th Grade Basketball	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Baseball Softball	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Volleyball	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Soccer	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Flag Football	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Cross Country	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Track	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Field Hockey	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Cheerleaders	0.2	892	0.2313	1,030	0.2625	1,170	0.2938	1,310	0.3250	1,448
Drill Corps	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Quick Recall Coach	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724
Future Problem Solving Coach	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724

**4. Elementary School**

TITLE	0		1		2		3		4	
School Technology Coordinator	0.4	1,783	0.4625	2,061	0.5250	2,340	0.5875	2,619	0.6500	2,897
Quick Recall	0.1	445	0.1156	515	0.1313	585	0.1469	654	0.1625	724

**EXTRA SERVICE PAY SCHEDULE 2014 - 15**

**1.0 = 0.11 X Rank III, Step 0 (for a 187 day teacher salary schedule)**

**5. School Funded Sports & Support (5)**

TITLE	0	1	2	3	4
<b>Assistant Athletic Director</b>	<b>1,700</b>	<b>2,000</b>	<b>2,300</b>	<b>2,600</b>	<b>3,000</b>
<b>School Funded Sport/Support</b>	<b>200</b>	<b>500</b>	<b>800</b>	<b>1,100</b>	<b>1,400</b>

(1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment

(2) Increment is for teams which meet approved participation levels

(3) increment is for 100 or more members of marching band

(4) Band Director: Out of County Band Camp \$80.00 per day, maximum 7 days

\*\*Paid by the Academic Competition Department and not subject to step increases

\*Positions are not subject to shared duty including those of head coaches

(5) Schools are required to pay the listed Board approved scale. Step progression is not mandatory for these two positions.  
(per MOA agreement)

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2014 - 15						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	126.8212	131.8714	136.9426	140.3722	147.0850
II	Master's Degree	118.0485	122.7643	127.4904	132.2060	136.9426
III	Bachelor's Degree	109.2968	113.6884	118.0485	122.4610	126.8212
IV	96 semester hours plus	104.6335	108.8159	112.9983	117.2329	121.4049
V	64-95 semester hours	96.5824	100.4511	104.3093	108.3662	112.2349

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2014 - 15					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Full Day Rate	198.9000	205.0700	219.9000	226.0900	240.9000
Hourly Rate	28.4143	29.2957	31.4143	32.2986	34.4143
* Subject to reduction to match KTRS daily wage threshold					

TEMPORARY SALARIES			
JOB FAMILY 6			
2014-2015			
Description	Job Family Grade/Step Equivalent	Temp Grade/Step	Rate
Classified Temp/Substitute		SUBC-SUB-30	9.0000
Student Worker		STDT-1-00	7.2500
Americorp Participant		SUBC-SUB-03	Living Allowance
Classified Temp/Substitute	IA-3-0	SUBC-SUB-01	11.2656
Classified Temp/Substitute	IA-4-0	SUBC-SUB-04	11.8176
Classified Temp/Substitute	IA-5-0	SUBC-SUB-05	12.4236
Classified Temp/Substitute	IA-6-0	SUBC-SUB-06	13.0296
Classified Temp/Substitute	IA-7-0	SUBC-SUB-07	14.1552
Classified Temp/Substitute	IA-8-0	SUBC-SUB-08	15.3672
Classified Temp/Substitute	IA-10-0	SUBC-SUB-10	17.7589
Temp Health Tech	IA-7-0	SUBC-SUB-07	14.1552
Temp/Sub LPN	IA-8-0	SUBC-SUB-08	15.3672
Temp/Sub RN	IA-8-6	SUBC-SUB-11	20.5943
Temp/Sub Interpretor I	IA-6-6	SUBC-SUB-16	17.4883
Temp/Sub Interpretor II	IA-8-8	SUBC-SUB-17	21.5249
Temp/Sub Interpretor III	IA-10-10	SUBC-SUB-18	25.8321
Bus Driver Trainee	IB-5-1	SUBC-SUB-29	16.2005
Retired Bus Driver	IB-5-6	SUBC-SUB-51	20.6267
Temp/Sub SNTA	IB-3-6	SUBC-SUB-52	17.4342
Summer Grounds & Summer Mover/Maintenance	IB-2-1	SUBC-SUB-37	12.4561
Grounds Crewleaders	IB-3-1	SUBC-SUB-40	13.6790
Painter	IB-5-0	SUBC-SUB-42	15.3672
Painter	IB-6-0	SUBC-SUB-43	15.9841
High Scaffold Painter	IB-7-0	SUBC-SUB-44	16.5901
Lead Painter/Lead Worker	IB-8-0	SUBC-SUB-45	17.2611
Lead Painter/Lead Worker	IB-9-0	SUBC-SUB-46	18.0078
Lead Painter/Lead Worker	IB-10-0	SUBC-SUB-47	18.6463
Lead Painter/Lead Worker	IB-11-0	SUBC-SUB-48	19.3822
Lead Painter/Lead Worker	IB-12-0	SUBC-SUB-49	20.1397
Lead Painter/Lead Worker	IB-13-0	SUBC-SUB-50	20.9947

<b>ADULT EDUCATION (FULL-TIME AND PART-TIME)</b>	
<b>HOURLY SALARY RATE</b>	
<b>2014-2015</b>	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	26.2064
Adult Ed Instructor II, Temp (SUBC-SUB-STEP 35)	26.2064
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	26.2064
Adult Ed Center Manager, Temp (SUBW-SUB-STEP 36)	29.4299
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	27.1236
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	27.1236
Professional Development	10.7800

**EXTRA SERVICE RATES  
2014-2015**

**Teachers / Librarians / Resource Teachers - Job Family III**

Instruction (example: ESS) . . . . .	Daily/Hourly Rate
Substitute Shortage (planning one hour after school) . . . . .	Hourly Rate
Mandatory Professional Development - Participation & Presentation . . . . .	Hourly Rate
Professional Development - Participation & Presentation . . . . .	\$20.4020 per hour
Professional Development - Preparation . . . . . (Up to 3 hours prep for each hour of presentation may be paid)	\$20.4020 per hour
Overcap (Class Size Overage). . . . . (1/12 of 10% of the daily rate for Step 0, Rank III)	\$1.8056 per 1/2 hr per student
New Teacher Induction . . . . . (8.25% of the daily rate of Step 0, Rank III)	\$17.8759 per hour
Tutoring . . . . .	\$15.00 per hour
Curriculum Preparation . . . . .	\$10.78 per hour
Other Extra Service Duties (non-certified work). . . . .	\$10.00 per hour

**Administrators - Job Families II and IV**

Administrators may not be paid for Extra Service during their work year with the exception of winter, spring and summer breaks when they are not scheduled to work, and after hours instruction for Adult Education and Jefferson County High School. All exceptions must be approved by the Superintendent.

**Support Personnel - Hourly Employees: Job Families 1A and 1B**

All Classified employees are to be paid their hourly rate for any Extra Service performed. Overtime must be paid at time and a half for hours worked over 40 hours per work week from Saturday through Friday.




**Administrative Offices**

VanHoose Education Center  
P.O. Box 34020  
Louisville, Kentucky 40232-4020  
(502) 485-3011



TO: Jefferson County Board of Education

FROM: Donna M. Hargens, Ed.D.  
Superintendent 

SUBJECT: Salary for the 2014-15 Year

DATE: June 11, 2014

*Section V. Base Compensation* of my contract states, "For each subsequent Contract Year (to 2011-12), the Board of Education shall pay Hargens an annual base salary equal to the annual rate of the base salary in the previous Contract Year, plus an additional percentage equal to the average percentage salary increase that is granted by the Board of Education to all teachers employed by the Board of Education for the school year that begins in such Contract Year. For each subsequent Contract Year, in addition to the percentage salary increase provided in the preceding sentence, the Board of Education may in its discretion grant an additional percentage salary increase or a lump sum payment based on Hargens' performance during the previous Contract Year."

Please consider this as my request that, due to our clear strategic priority to push dollars into schools for the direct benefit of students, the Board exercise its discretion to not consider the 1% state-mandated raise for 2014-15, nor any increase in my salary, for the 2014-15 contract year.

DMH:scf