

2015-2016

Salary Schedules



An Equal Opportunity / Affirmative Action Employer

JOB FAMILY III SALARY SCHEDULE						
2015 - 16						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	41,756.35	43,446.50	47,386.87	49,072.95	53,011.25	55,447.39
1	42,508.43	44,194.50	48,134.87	49,823.01	53,759.25	56,201.54
2	43,260.54	44,946.63	48,884.90	50,382.98	54,513.40	56,947.48
3	44,004.47	45,696.67	49,632.90	51,321.08	55,259.38	57,697.56
4	46,636.81	46,636.81	51,588.81	52,071.14	56,532.64	58,449.66
5	47,386.87	47,948.88	51,885.15	53,573.29	57,511.59	59,949.77
6	48,512.96	49,449.01	53,385.25	55,069.29	59,009.66	61,447.83
7	49,258.90	50,945.03	54,885.36	56,577.58	60,509.76	62,947.94
8	50,761.06	52,451.27	56,387.51	58,075.66	62,011.91	64,452.17
9	52,257.13	53,949.33	57,885.59	59,573.73	63,512.03	65,948.19
10	53,759.25	55,447.39	59,385.72	61,071.79	65,008.03	67,446.26
11	56,763.55	58,449.66	62,387.97	64,072.03	68,016.43	70,448.51
12	58,261.65	59,949.77	63,888.08	65,574.19	69,514.50	71,950.66
13	59,761.76	61,447.83	65,384.10	67,074.30	71,012.56	73,454.87
14	61,261.87	62,947.94	66,888.29	68,572.36	72,512.71	74,950.89
15	62,759.93	64,452.17	68,390.44	70,074.49	74,010.79	76,450.99
16	65,764.23	67,446.26	71,390.71	73,078.81	77,015.07	79,447.16
17	68,016.43	69,700.49	73,634.73	75,328.97	79,265.24	81,699.37
18	68,016.43	69,700.49	73,634.73	75,328.97	79,265.24	81,699.37
19	68,016.43	69,700.49	73,634.73	75,328.97	79,265.24	81,699.37
20	69,514.50	71,202.66	75,138.92	76,827.02	80,765.34	83,199.46
21	69,514.50	71,202.66	75,138.92	76,827.02	80,765.34	83,199.46
22	69,514.50	71,202.66	75,138.92	76,827.02	80,765.34	83,199.46
23	69,514.50	71,202.66	75,138.92	76,827.02	80,765.34	83,199.46
24	69,514.50	71,202.66	75,138.92	76,827.02	80,765.34	83,199.46
25	70,636.52	72,326.72	76,262.98	77,951.10	81,887.36	84,327.63

*The 2015-2016 teacher salary schedule reflects an increase of 2% after adding \$820 to each cell of the 2013-2014 salary schedule.

EMERGENCY CERTIFICATION	
2015 - 16	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	40,756.35
1	41,508.43
2	42,260.54
3	43,004.46
4	45,636.81
5	46,386.86
6	47,512.96
7	48,258.90
8	49,761.06
9	51,257.13
10	52,759.25

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

*The 2015-2016 teacher salary schedule reflects an increase of 2% after adding \$820 to each cell of the 2013-2014 salary schedule.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2015 - 16						
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						
2015 - 16						
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

*The 2015-2016 Part-time Retired Administrator salary schedule reflects a 0% increase from the 2014-2015 salary schedule.

JOB FAMILY II											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2015-2016											
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.

\$437.9003 x Index x Number of Days = Annual Salary

Classified Supervisor/Administrator Stipend for Doctorate Degree = \$13.0275

JOB FAMILY II															
2015 - 16															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	57,875.12	60,766.86	63,661.52	66,550.38	69,445.01	72,342.50	75,231.39	75,231.39	78,123.08	78,123.08	81,023.46	81,023.46	83,915.21	83,915.21	86,806.95
6	52,604.34	55,233.98	57,863.65	60,493.29	63,122.90	65,755.43	68,387.96	68,387.96	71,014.71	71,014.71	73,647.24	73,647.24	76,279.74	76,279.74	78,906.52
5	47,388.30	49,758.70	52,126.26	54,496.68	56,869.96	59,240.38	61,610.80	61,610.80	63,975.47	63,975.47	66,345.89	66,345.89	68,713.40	68,713.40	71,086.73
4	42,319.08	44,433.17	46,550.14	48,661.31	50,784.06	52,898.12	55,012.20	55,012.20	57,126.26	57,126.26	59,243.26	59,243.26	61,360.23	61,360.23	63,474.29
3	37,445.75	39,320.79	41,198.69	43,067.93	44,942.95	46,809.33	48,678.60	48,678.60	50,553.62	50,553.62	52,422.92	52,422.92	54,297.93	54,297.93	56,167.15
2	32,846.03	34,490.64	36,132.38	37,774.07	39,412.93	41,054.65	42,702.17	42,702.17	44,343.86	44,343.86	45,985.60	45,985.60	47,627.35	47,627.35	49,269.04
1	28,566.04	29,991.73	31,423.21	32,851.78	34,280.38	35,711.86	37,140.43	37,140.43	38,571.91	38,571.91	39,994.73	39,994.73	41,420.42	41,420.42	42,849.07

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

*The 2015-2016 Job Family II, Grade 1 – 7 salary schedule reflects an increase of 2% after adding 1.36% to each cell of the 2013-2014 salary schedule.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2015 - 16

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	25.3680	26.7306	28.1597	29.5443	30.8405	32.3583	34.0310	34.0310	35.5264	35.5264	36.9223	36.9223	38.5618	38.5618	39.1598	39.7913	40.4227	41.1318
15	24.1828	25.4789	26.8636	28.1597	29.3671	30.8628	32.4246	32.4246	33.8758	33.8758	35.2163	35.2163	36.7893	36.7893	37.3653	37.9636	38.5728	39.2486
14	23.0085	24.2381	25.5564	26.7639	27.9382	29.3006	30.8183	30.8183	32.2253	32.2253	33.4770	33.4770	34.9504	34.9504	35.4931	36.0581	36.6341	37.2767
13	21.7789	22.9089	24.1606	25.3016	26.4426	27.7276	29.1677	29.1677	30.4416	30.4416	31.6603	31.6603	33.0672	33.0672	33.5768	34.1196	34.6624	35.2717
12	20.5492	21.6459	22.7869	23.8837	24.9693	26.2100	27.5172	27.5172	28.7910	28.7910	29.8989	29.8989	31.2172	31.2172	31.6934	32.2142	32.7237	33.2887
11	19.3529	20.4052	21.4576	22.5322	23.4849	24.6370	25.9109	25.9109	27.0852	27.0852	28.1375	28.1375	29.3671	29.3671	29.8325	30.3088	30.7851	31.3279
10	18.1786	19.1645	20.1615	21.1806	22.0779	23.1857	24.3822	24.3822	25.4346	25.4346	26.4426	26.4426	27.6058	27.6058	28.0378	28.4811	28.9352	29.4447
9	16.9269	17.8463	18.7658	19.6963	20.5714	21.5684	22.6651	22.6651	23.6732	23.6732	24.6036	24.6036	25.7114	25.7114	26.1103	26.5202	26.9522	27.4176
8	15.7303	16.6166	17.4918	18.3227	19.1313	20.0396	21.0811	21.0811	22.0336	22.0336	22.8756	22.8756	23.9058	23.9058	24.3047	24.6924	25.1022	25.5343
7	14.4897	15.3095	16.0959	16.8825	17.5915	18.5110	19.4304	19.4304	20.3055	20.3055	21.0811	21.0811	22.0336	22.0336	22.3661	22.7205	23.0971	23.4960
6	13.3375	14.0688	14.8220	15.5310	16.1957	16.9822	17.9016	17.9016	18.6550	18.6550	19.3972	19.3972	20.2723	20.2723	20.5826	20.9259	21.2472	21.6128
5	12.7173	13.3820	14.1242	14.7999	15.4645	16.1957	17.0154	17.0154	17.8021	17.8021	18.5110	18.5110	19.3307	19.3307	19.6188	19.9401	20.2502	20.6046
4	12.0969	12.7616	13.4374	14.0909	14.7113	15.4203	16.1957	16.1957	16.9379	16.9379	17.5915	17.5915	18.4001	18.4001	18.6550	18.9652	19.2642	19.5966
3	11.5319	12.1413	12.7948	13.3931	14.0134	14.7113	15.4645	15.4645	16.1293	16.1293	16.7939	16.7939	17.5249	17.5249	17.8021	18.0900	18.3891	18.7104
2	10.8894	11.4876	12.0747	12.6730	13.2157	13.8693	14.5894	14.5894	15.2430	15.2430	15.8191	15.8191	16.5613	16.5613	16.7939	17.0598	17.3367	17.6468
1	10.3245	10.8894	11.4876	12.0194	12.5511	13.1603	13.8582	13.8582	14.4565	14.4565	15.0104	15.0104	15.6972	15.6972	15.9520	16.2178	16.4727	16.7606

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:

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

*The 2015-2016 Job Family IA salary schedule reflects an increase of 2% after adding 1.36% to each cell of the 2013-2014 salary schedule.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Teamsters & Nutrition Services														
2015 - 16														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	21.4909	22.6319	23.7619	25.1022	26.3429	27.5948	28.8354	30.0872	30.0872	31.2836	31.2836	32.5576	32.5576	33.9311
12	20.6157	21.7013	22.7980	24.1052	25.2685	26.4758	27.6501	28.8908	28.8908	30.0539	30.0539	31.2505	31.2505	32.5576
11	19.8403	20.8705	21.9561	23.1967	24.3268	25.4678	26.5866	27.7831	27.7831	28.9019	28.9019	30.0761	30.0761	31.2947
10	19.0871	20.0618	21.1142	22.2995	23.3852	24.5041	25.6008	26.6864	26.6864	27.8053	27.8053	28.9240	28.9240	30.1316
09	18.4334	19.3750	20.3942	21.5130	22.5765	23.6400	24.6592	25.7558	25.7558	26.7861	26.7861	27.9049	27.9049	29.0459
08	17.6691	18.6106	19.5634	20.6379	21.6459	22.6984	23.7063	24.7476	24.7476	25.7447	25.7447	26.7749	26.7749	27.9271
07	16.9822	17.8905	18.7878	19.8735	20.8150	21.8342	22.7869	23.7951	23.7951	24.7589	24.7589	25.7558	25.7558	26.8636
06	16.3618	17.2481	18.1233	19.1313	20.0396	21.0367	21.9673	22.9089	22.9089	23.8504	23.8504	24.8142	24.8142	25.8445
05	15.7303	16.5834	17.4254	18.4001	19.2864	20.1949	21.1142	22.0336	22.0336	22.9089	22.9089	23.8504	23.8504	24.8253
04	14.6115	15.3759	16.1403	17.0377	17.8905	18.7325	19.5966	20.4385	20.4385	21.2693	21.2693	22.1224	22.1224	23.0528
03	13.3155	14.0024	14.7334	15.5532	16.2843	17.0488	17.8463	18.6106	18.6106	19.3639	19.3639	20.1505	20.1505	20.9703
02	12.0747	12.7505	13.3820	14.1574	14.8553	15.5754	16.2399	16.9490	16.9490	17.6468	17.6468	18.3559	18.3559	19.1313
01	10.9337	11.4988	12.0747	12.7505	13.3709	14.0245	14.6448	15.2763	15.2763	15.9187	15.9187	16.5502	16.5502	17.2260
FS	0.0000	10.2358	10.8008	11.3880	11.9197	12.5068	13.0718	13.6147	13.6147	14.1795	14.1795	14.7445	14.7445	15.3316

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

*The 2015-2016 Job Family IB salary schedule reflects an increase of 2% after adding 1.36% to each cell of the 2013-2014 salary schedule.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB - SEIU CUSTODIANS

2015 - 16

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	15.7303	16.5834	17.4254	18.4001	19.2864	20.1949	21.1142	22.0336	22.0336	22.9089	22.9089	23.8504	23.8504	24.8253
4H	14.6115	15.3759	16.1403	17.0377	17.8905	18.7325	19.5966	20.4385	20.4385	21.2693	21.2693	22.1224	22.1224	23.0528
3H	13.3155	14.0024	14.7334	15.5532	16.2843	17.0488	17.8463	18.6106	18.6106	19.3639	19.3639	20.1505	20.1505	20.9703
2H	12.0747	12.7505	13.3820	14.1574	14.8553	15.5754	16.2399	16.9490	16.9490	17.6468	17.6468	18.3559	18.3559	19.1313
1H	10.9337	11.4988	12.0747	12.7505	13.3709	14.0245	14.6448	15.2763	15.2763	15.9187	15.9187	16.5502	16.5502	17.2260

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

*The 2015-2016 Job Family IB salary schedule reflects an increase of 2% after adding 1.36% to each cell of the 2013-2014 salary schedule.

EXTRA SERVICE PAY SCHEDULE					
2015 - 16					
1. Athletic and Related Activities in Senior High Schools					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	5,455	6,309	7,161	8,013	8,865
Head Football	4,546	5,257	5,967	6,678	7,388
Head Basketball	4,546	5,257	5,967	6,678	7,388
Asst. Football (1,2)	2,727	3,154	3,580	4,008	4,433
JV Basketball (1,2)	2,727	3,154	3,580	4,008	4,433
Track (1)	2,727	3,154	3,580	4,008	4,433
Baseball (2)	2,727	3,154	3,580	4,008	4,433
Softball (2)	2,727	3,154	3,580	4,008	4,433
Wrestling	2,727	3,154	3,580	4,008	4,433
Volleyball	2,727	3,154	3,580	4,008	4,433
Cheerleaders	2,727	3,154	3,580	4,008	4,433
JROTC Rifle Team	2,727	3,154	3,580	4,008	4,433
School Technology Coordinator	2,727	3,154	3,580	4,008	4,433
Drill Corps	2,274	2,629	2,984	3,338	3,693
Cross Country (1,2)	2,274	2,629	2,984	3,338	3,693
Field Hockey (1,2)	2,274	2,629	2,984	3,338	3,693
Soccer (1,2)	2,274	2,629	2,984	3,338	3,693
Tennis (1,2)	2,274	2,629	2,984	3,338	3,693
JV Volleyball	1,819	2,102	2,387	2,671	2,955
Golf (1,2)	1,819	2,102	2,387	2,671	2,955
Swimming (1,2)	1,819	2,102	2,387	2,671	2,955
Chess Sponsor	1,819	2,102	2,387	2,671	2,955
ROTC Drill Team	1,819	2,102	2,387	2,671	2,955
Asst. Wrestling (2)	1,819	2,102	2,387	2,671	2,955
Asst. Field Hockey (2)	1,819	2,102	2,387	2,671	2,955

*The 2015-2016 Extra Service salary schedule reflects a 2% increase from the 2014-2015 salary schedule.

EXTRA SERVICE PAY SCHEDULE					
2015 - 16					
1. Athletic and Related Activities in Senior High Schools					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Track (1,2)	1,364	1,577	1,789	2,002	2,216
Assistant Soccer (1,2)	1,364	1,577	1,789	2,002	2,216
Freshman Basketball (1,2)	1,364	1,577	1,789	2,002	2,216
Freshman Football (1,2)	1,364	1,577	1,789	2,002	2,216
Bowling	454	525	597	667	738
2. Other activities High School & YPAS					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director (4)	4,091	4,731	5,370	6,010	6,649
Academic Activities Coordinator	2,727	3,154	3,580	4,008	4,433
Asst. Band Director (3)	1,819	2,102	2,387	2,671	2,955
Choral Director*	1,819	2,102	2,387	2,671	2,955
Newspaper Sponsor	1,819	2,102	2,387	2,671	2,955
Yearbook Sponsor	1,819	2,102	2,387	2,671	2,955
Drama*	1,819	2,102	2,387	2,671	2,955
Speech and Debate	1,819	2,102	2,387	2,671	2,955
Instrumental Band Dir.*	1,819	2,102	2,387	2,671	2,955
Instrumental Strings Dir.*	1,819	2,102	2,387	2,671	2,955
Orchestra (Concert) Dir.	1,819	2,102	2,387	2,671	2,955
Quick Recall Sponsor	1,819	2,102	2,387	2,671	2,955
JV Quick Recall Sponsor**	629	0	0	0	0
Future Problem Solving Sponsor**	428	0	0	0	0
Science Fair Sponsor	332	385	436	488	539
Science Olympiad Sponsor	332	385	436	488	539

*The 2015-2016 Extra Service salary schedule reflects a 2% increase from the 2014-2015 salary schedule.

EXTRA SERVICE PAY SCHEDULE					
2015 - 16					
3. Middle School Athletics & Other Activities					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	2,274	2,629	2,984	3,338	3,693
Activity/Athletic Director	1,819	2,102	2,387	2,671	2,955
Activities Sponsor	454	525	597	667	738
Basketball (1)	1,364	1,577	1,789	2,002	2,216
Academic Activities Coordinator	1,364	1,577	1,789	2,002	2,216
Football	1,364	1,577	1,789	2,002	2,216
Asst. Football	454	525	597	667	738
6th Grade Basketball	454	525	597	667	738
Baseball Softball	454	525	597	667	738
Volleyball	454	525	597	667	738
Soccer	454	525	597	667	738
Flag Football	454	525	597	667	738
Cross Country	454	525	597	667	738
Track	454	525	597	667	738
Field Hockey	454	525	597	667	738
Cheerleaders	910	1,051	1,193	1,336	1,477
Drill Corps	454	525	597	667	738
Quick Recall Coach	454	525	597	667	738
Future Problem Solving Coach	454	525	597	667	738
4. Elementary School					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	1,819	2,102	2,387	2,671	2,955
Quick Recall	454	525	597	667	738

*The 2015-2016 Extra Service salary schedule reflects a 2% increase from the 2014-2015 salary schedule.

EXTRA SERVICE PAY SCHEDULE					
2015 - 16					
5. School Funded Sports & Support (5)					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director	1,700	2,000	2,300	2,600	3,000
School Funded Sport/Support	200	500	800	1,100	1,400

- (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. Increment is not adjusted for cost of living increases. Step progression is not mandatory for these two positions. (per MOA agreement)

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2015 - 16						
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	129.3576	134.5088	139.6815	143.1796	150.0267
II	Master's Degree	120.4095	125.2196	130.0402	134.8501	139.6815
III	Bachelor's Degree	111.4827	115.9622	120.4095	124.9102	129.3576
IV	96 semester hours plus	106.7262	110.9922	115.2583	119.5776	123.8330
V	64-95 semester hours	98.5140	102.4601	106.3955	110.5335	114.4796

*The 2015-2016 Certified Classroom Substitute salary schedule reflects a 2% increase from the 2014-2015 salary schedule.

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2015 - 16					
	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					

*The 2015-2016 Retired Special Project Substitute salary schedule reflects a 0% increase from the 2014-2015 salary schedule.

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2015 - 16	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	26.7305
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	26.7305
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	26.7305
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.0185
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	27.9120
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	27.9120
Professional Development	10.7800

*The 2015-2016 Adult Ed Temporary salary schedule reflects an increase of 2% from the 2014-2015 salary schedule. The Adult Ed Full-Time salary schedule corresponds to Rank III, Step 0 of the teacher salary schedule.

TEMPORARY SALARIES			
JOB FAMILY 6 (SUBC)			
2015-2016			
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	11.5319
Classified Temp/Substitute	IA-4-0	SUBC-SUB-04	12.0969
Classified Temp/Substitute	IA-5-0	SUBC-SUB-05	12.7173
Classified Temp/Substitute	IA-6-0	SUBC-SUB-06	13.3375
Classified Temp/Substitute	IA-7-0	SUBC-SUB-07	14.4897
Classified Temp/Substitute	IA-8-0	SUBC-SUB-08	15.7303
Classified Temp/Substitute	IA-10-0	SUBC-SUB-10	18.1786
Temp Health Tech	IA-7-0	SUBC-SUB-07	14.4897
Temp/Sub LPN	IA-8-0	SUBC-SUB-08	15.7303
Temp/Sub RN	IA-8-6	SUBC-SUB-11	21.0811
Temp/Sub Interpreter I	IA-6-6	SUBC-SUB-16	17.9016
Temp/Sub Interpreter II	IA-8-8	SUBC-SUB-17	22.0336
Temp/Sub Interpreter III	IA-10-10	SUBC-SUB-18	26.4426
Bus Driver Trainee	IB-5-1	SUBC-SUB-29	16.5834
Retired Bus Driver	IB-5-6	SUBC-SUB-51	21.1142
Temp/Sub SNTA	IB-3-6	SUBC-SUB-52	17.8463
Summer Grounds & Summer Mover/Maintenance	IB-2-1	SUBC-SUB-37	12.7505
Grounds Crewleaders	IB-3-1	SUBC-SUB-40	14.0024
Painter	IB-5-0	SUBC-SUB-42	15.7303
Painter	IB-6-0	SUBC-SUB-43	16.3618
High Scaffold Painter	IB-7-0	SUBC-SUB-44	16.9822
Lead Painter/Lead Worker	IB-8-0	SUBC-SUB-45	17.6691
Lead Painter/Lead Worker	IB-9-0	SUBC-SUB-46	18.4334
Lead Painter/Lead Worker	IB-10-0	SUBC-SUB-47	19.0871
Lead Painter/Lead Worker	IB-11-0	SUBC-SUB-48	19.8403
Lead Painter/Lead Worker	IB-12-0	SUBC-SUB-49	20.6157
Lead Painter/Lead Worker	IB-13-0	SUBC-SUB-50	21.4909

EXTRA SERVICE RATES 2015-2016

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	\$20.8100 per hour
Professional Development - Preparation (Up to 3 hours prep for each hour of presentation may be paid)	\$20.8100 per hour
Overcap (Class Size Overage). (1/12 of 10% of the daily rate for Step 0, Rank III)	\$1.8608 per 1/2 hr per student
New Teacher Induction (8.25% of the daily rate of Step 0, Rank III)	\$18.4219 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.