Department of

Human Resources

Memo

**To:** Randy Poe, Superintendent

**From:** Phil Sheehy, Director Human Resources

**Date:** May 31, 2016

**Re:** **2016-2017 and 2017-2018 SALARY SCHEDULES**

**Certified Scale**

The Certified Salary Schedule for fiscal year **2016-2017** reflects a one percent (1.0%) increase for all cells per the negotiated agreement. Employees will receive an experience step increase based on the salary schedule if applicable. In addition, a 30th-year step will be added to the scale at an increased amount of $333.00.

With the exception of Elementary School Principal, positions paid on an index scale were not changed and reflect the same index scale as 2015-2016.

The index for Elementary School Principal was raised from 1.51 to 1.54.

The Certified Salary Schedule for fiscal year **2017-2018** reflects a one percent (1.0%) increase for all cells per the negotiated agreement. Employees will receive an experience step increase based on the salary schedule if applicable.

**Classified Scale**

The Classified Scale for fiscal year **2016-2017** also reflects a one percent (1.0%) increase for all cells. Employees will receive an experience step increase based on the hourly wage scale if applicable.

The Classified Salary Schedule for fiscal year **2017-2018** reflects a one percent (1.0%) increase for all cells per the negotiated agreement. Employees will receive an experience step increase based on the salary schedule if applicable.

**Classified Incentive Pay**

Separate Incentive Pay was eliminated and built into the regular pay scales for the following positions:

* Custodian - $0.25 per hour night differential
* Head Custodian - $0.20 per hour per employee supervised

**Substitute Teacher Salary Schedule**

The Certified Substitute Teacher Scale has not increased since fiscal 2008-2009. In order to remain competitive with surrounding counties, this scale was increased as follows:

* Rank I – Raised from $125.00 per day to $129.00 per day
* Rank II – Raised from $117.00 per day to $121.00 per day
* Rank III – Raised from $111.00 per day to $114.00 per day
* Rank IV – Raised from $107.00 per day to $110.00 per day
* Rank V – Raised from $92.00 per day to $96.00 per day.

**Substitute Incentive Pay**

Due to the increased rates, all certified substitute incentive pay is eliminated. The only incentive pay for classified substitutes was the $6.00 per day for Para-Educator Special Education. That rate has been eliminated and built into the hourly rate for these specific substitutes

**Extra Duty Salary Schedule**

Stipends for those extra duty positions paid on a stipend basis will be raised by the approved one percent (1.0%) for **2016-2017**. Positions paid on an index scale were not changed and reflect the same index scale as 2015-2016.

Stipends for those extra duty positions paid on a stipend basis will be raised by the approved one percent (1.0%) for **2017-2018**. Positions paid on an index scale were not changed and reflect the same index scale as 2016-2017.

**Extended School Services/Extra Duty Purchased Positions**

Extended School Services and extra duty purchased positions will be raised by the approved one percent (1.0%) increase for fiscal year **2016-2017**.

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