

2016-2017 Salary Schedules



An Equal Opportunity / Affirmative Action Employer

JOB FAMILY III SALARY SCHEDULE						
2016 - 17						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	42,069.52	43,772.34	47,742.26	49,441.00	53,408.83	55,863.24
1	42,827.24	44,525.95	48,495.87	50,196.67	54,162.44	56,623.06
2	43,584.99	45,283.73	49,251.54	50,760.85	54,922.26	57,374.59
3	44,334.50	46,039.40	50,005.15	51,705.99	55,673.83	58,130.30
4	46,986.59	46,986.59	51,975.73	52,461.67	56,956.65	58,888.02
5	47,742.26	48,308.50	52,274.30	53,975.10	57,942.92	60,399.39
6	48,876.81	49,819.87	53,785.63	55,482.32	59,452.24	61,908.69
7	49,628.34	51,327.11	55,297.00	57,001.92	60,963.59	63,420.06
8	51,141.77	52,844.67	56,810.41	58,511.22	62,477.00	64,935.56
9	52,649.06	54,353.94	58,319.73	60,020.53	63,988.37	66,442.80
10	54,162.44	55,863.24	59,831.12	61,529.83	65,495.59	67,952.12
11	57,189.28	58,888.02	62,855.88	64,552.57	68,526.54	70,976.88
12	58,698.61	60,399.39	64,367.25	66,066.00	70,035.86	72,490.29
13	60,209.98	61,908.69	65,874.49	67,577.35	71,545.15	74,005.79
14	61,721.33	63,420.06	67,389.96	69,086.65	73,056.56	75,513.03
15	63,230.63	64,935.56	68,903.37	70,600.05	74,565.86	77,024.37
16	66,257.47	67,952.12	71,926.15	73,626.91	77,592.68	80,043.01
17	68,526.54	70,223.25	74,187.00	75,893.93	79,859.73	82,312.11
18	68,526.54	70,223.25	74,187.00	75,893.93	79,859.73	82,312.11
19	68,526.54	70,223.25	74,187.00	75,893.93	79,859.73	82,312.11
20	70,035.86	71,736.68	75,702.46	77,403.23	81,371.09	83,823.46
21	70,035.86	71,736.68	75,702.46	77,403.23	81,371.09	83,823.46
22	70,035.86	71,736.68	75,702.46	77,403.23	81,371.09	83,823.46
23	70,035.86	71,736.68	75,702.46	77,403.23	81,371.09	83,823.46
24	70,035.86	71,736.68	75,702.46	77,403.23	81,371.09	83,823.46
25	71,166.29	72,869.17	76,834.95	78,535.74	82,501.52	84,960.08

The 2016-2017 teacher salary schedule reflects an increase of .75%.

EMERGENCY CERTIFICATION	
2016 - 17	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	41,069.52
1	41,827.24
2	42,584.99
3	43,334.50
4	45,986.59
5	46,742.26
6	47,876.81
7	48,628.34
8	50,141.77
9	51,649.06
10	53,162.44

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

The 2016-2017 Emergency Certified salary schedule reflects an increase of .75%.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2016 - 17						
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						
2016 - 17						
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 2016-2017 Part-time Retired Administrator salary schedule reflects an increase of 0%.

JOB FAMILY II											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2016-2017											
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.

\$441.1846 x Index x Number of Days = Annual Salary

JOB FAMILY II															
2016 - 17															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	58,309.19	61,222.62	64,138.98	67,049.50	69,965.84	72,885.07	75,795.62	75,795.62	78,709.02	78,709.02	81,631.13	81,631.13	84,544.56	84,544.56	87,457.99
6	52,998.87	55,648.24	58,297.62	60,946.99	63,596.34	66,248.60	68,900.86	68,900.86	71,547.32	71,547.32	74,199.58	74,199.58	76,851.84	76,851.84	79,498.30
5	47,743.72	50,131.87	52,517.19	54,905.40	57,296.49	59,684.69	62,072.87	62,072.87	64,455.27	64,455.27	66,843.48	66,843.48	69,228.74	69,228.74	71,619.89
4	42,636.46	44,766.41	46,899.27	49,026.28	51,164.93	53,294.85	55,424.80	55,424.80	57,554.72	57,554.72	59,687.58	59,687.58	61,820.43	61,820.43	63,950.35
3	37,726.60	39,615.71	41,507.67	43,390.93	45,280.01	47,160.41	49,043.70	49,043.70	50,932.78	50,932.78	52,816.09	52,816.09	54,705.17	54,705.17	56,588.40
2	33,092.38	34,749.31	36,403.38	38,057.37	39,708.53	41,362.57	43,022.43	43,022.43	44,676.42	44,676.42	46,330.49	46,330.49	47,984.56	47,984.56	49,638.55
1	29,120.00	30,216.65	31,658.87	33,098.16	34,537.49	35,979.68	37,418.99	37,418.99	38,861.21	38,861.21	40,294.70	40,294.70	41,731.07	41,731.07	43,170.43

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 Supervisor/Administrator Stipend for Doctorate Degree: \$13.1252 per day

The 2016-2017 Job Family II salary schedules reflects an increase of .75%.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2016 - 17

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	25.5583	26.9311	28.3709	29.7659	31.0718	32.6010	34.2862	34.2862	35.7928	35.7928	37.1992	37.1992	38.8510	38.8510	39.4535	40.0897	40.7259	41.4403
15	24.3642	25.6700	27.0651	28.3709	29.5874	31.0943	32.6678	32.6678	34.1299	34.1299	35.4804	35.4804	37.0652	37.0652	37.6455	38.2483	38.8621	39.5430
14	23.1811	24.4199	25.7481	26.9646	28.1477	29.5204	31.0494	31.0494	32.4670	32.4670	33.7281	33.7281	35.2125	35.2125	35.7593	36.3285	36.9089	37.5563
13	21.9422	23.0807	24.3418	25.4914	26.6409	27.9356	29.3865	29.3865	30.6699	30.6699	31.8978	31.8978	33.3152	33.3152	33.8286	34.3755	34.9224	35.5362
12	20.7033	21.8082	22.9578	24.0628	25.1566	26.4066	27.7236	27.7236	29.0069	29.0069	30.1231	30.1231	31.4513	31.4513	31.9311	32.4558	32.9691	33.5384
11	19.4980	20.5582	21.6185	22.7012	23.6610	24.8218	26.1052	26.1052	27.2883	27.2883	28.3485	28.3485	29.5874	29.5874	30.0562	30.5361	31.0160	31.5629
10	18.3149	19.3082	20.3127	21.3395	22.2435	23.3596	24.5651	24.5651	25.6254	25.6254	26.6409	26.6409	27.8128	27.8128	28.2481	28.6947	29.1522	29.6655
9	17.0539	17.9801	18.9065	19.8440	20.7257	21.7302	22.8351	22.8351	23.8507	23.8507	24.7881	24.7881	25.9042	25.9042	26.3061	26.7191	27.1543	27.6232
8	15.8483	16.7412	17.6230	18.4601	19.2748	20.1899	21.2392	21.2392	22.1989	22.1989	23.0472	23.0472	24.0851	24.0851	24.4870	24.8776	25.2905	25.7258
7	14.5984	15.4243	16.2166	17.0091	17.7234	18.6498	19.5761	19.5761	20.4578	20.4578	21.2392	21.2392	22.1989	22.1989	22.5338	22.8909	23.2703	23.6722
6	14.0000	14.1743	14.9332	15.6475	16.3172	17.1096	18.0359	18.0359	18.7949	18.7949	19.5427	19.5427	20.4243	20.4243	20.7370	21.0828	21.4066	21.7749
5	14.0000	14.0000	14.2301	14.9109	15.5805	16.3172	17.1430	17.1430	17.9356	17.9356	18.6498	18.6498	19.4757	19.4757	19.7659	20.0897	20.4021	20.7591
4	14.0000	14.0000	14.0000	14.1966	14.8216	15.5360	16.3172	16.3172	17.0649	17.0649	17.7234	17.7234	18.5381	18.5381	18.7949	19.1074	19.4087	19.7436
3	14.0000	14.0000	14.0000	14.0000	14.1185	14.8216	15.5805	15.5805	16.2503	16.2503	16.9199	16.9199	17.6563	17.6563	17.9356	18.2257	18.5270	18.8507
2	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.6988	14.6988	15.3573	15.3573	15.9377	15.9377	16.6855	16.6855	16.9199	17.1877	17.4667	17.7792
1	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.5649	14.5649	15.1230	15.1230	15.8149	15.8149	16.0716	16.3394	16.5962	16.8863

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 2016-2017 Job Family IA salary schedule reflects an increase of .75%. All rates less than \$14/hr after the .75% increase have been increased to \$14/hr effective 7/1/2016.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Teamsters & Nutrition Services														
2016 - 17														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	21.6521	22.8016	23.9401	25.2905	26.5405	27.8018	29.0517	30.3129	30.3129	31.5182	31.5182	32.8018	32.8018	34.1856
12	20.7703	21.8641	22.9690	24.2860	25.4580	26.6744	27.8575	29.1075	29.1075	30.2793	30.2793	31.4849	31.4849	32.8018
11	19.9891	21.0270	22.1208	23.3707	24.5093	25.6588	26.7860	27.9915	27.9915	29.1187	29.1187	30.3017	30.3017	31.5294
10	19.2303	20.2123	21.2726	22.4667	23.5606	24.6879	25.7928	26.8865	26.8865	28.0138	28.0138	29.1409	29.1409	30.3576
09	18.5717	19.5203	20.5472	21.6743	22.7458	23.8173	24.8441	25.9490	25.9490	26.9870	26.9870	28.1142	28.1142	29.2637
08	17.8016	18.7502	19.7101	20.7927	21.8082	22.8686	23.8841	24.9332	24.9332	25.9378	25.9378	26.9757	26.9757	28.1366
07	17.1096	18.0247	18.9287	20.0226	20.9711	21.9980	22.9578	23.9736	23.9736	24.9446	24.9446	25.9490	25.9490	27.0651
06	16.4845	17.3775	18.2592	19.2748	20.1899	21.1945	22.1321	23.0807	23.0807	24.0293	24.0293	25.0003	25.0003	26.0383
05	15.8483	16.7078	17.5561	18.5381	19.4310	20.3464	21.2726	22.1989	22.1989	23.0807	23.0807	24.0293	24.0293	25.0115
04	14.7211	15.4912	16.2614	17.1655	18.0247	18.8730	19.7436	20.5918	20.5918	21.4288	21.4288	22.2883	22.2883	23.2257
03	14.0000	14.1074	14.8439	15.6698	16.4064	17.1767	17.9801	18.7502	18.7502	19.5091	19.5091	20.3016	20.3016	21.1276
02	14.0000	14.0000	14.0000	14.2636	14.9667	15.6922	16.3617	17.0761	17.0761	17.7792	17.7792	18.4936	18.4936	19.2748
01	14.0000	14.0000	14.0000	14.0000	14.0000	14.1297	14.7546	15.3909	15.3909	16.0381	16.0381	16.6743	16.6743	17.3552
FS	0.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.0000	14.2858	14.2858	14.8551	14.8551	15.4466

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

Challenging Bus Stipend: \$2.00 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

School Based Lead Assistant: \$2.7027 per day
 Buddy Manager: \$5.5600 per day
 NSC Lead Assistant: \$3.6036 per day

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS														
2016 - 17														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	15.8483	16.7078	17.5561	18.5381	19.4310	20.3464	21.2726	22.1989	22.1989	23.0807	23.0807	24.0293	24.0293	25.0115
4H	14.7211	15.4912	16.2614	17.1655	18.0247	18.8730	19.7436	20.5918	20.5918	21.4288	21.4288	22.2883	22.2883	23.2257
3H	14.0000	14.1074	14.8439	15.6698	16.4064	17.1767	17.9801	18.7502	18.7502	19.5091	19.5091	20.3016	20.3016	21.1276
2H	14.0000	14.0000	14.0000	14.2636	14.9667	15.6922	16.3617	17.0761	17.0761	17.7792	17.7792	18.4936	18.4936	19.2748
1H	14.0000	14.0000	14.0000	14.0000	14.0000	14.1297	14.7546	15.3909	15.3909	16.0381	16.0381	16.6743	16.6743	17.3552

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 2016-2017 Job Family IB salary schedule reflects an increase of .75%. All rates less than \$14/hr after the .75% increase have been increased to \$14/hr effective 7/1/2016.

EXTRA SERVICE PAY SCHEDULE**2016 - 17****Athletic and Related Activities in Senior High Schools**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	5,496	6,357	7,215	8,073	8,932
Head Football	4,580	5,297	6,012	6,728	7,444
Head Basketball	4,580	5,297	6,012	6,728	7,444
Asst. Football (1,2)	2,748	3,178	3,608	4,038	4,467
JV Basketball (1,2)	2,748	3,178	3,608	4,038	4,467
Track (1)	2,748	3,178	3,608	4,038	4,467
Baseball (2)	2,748	3,178	3,608	4,038	4,467
Softball (2)	2,748	3,178	3,608	4,038	4,467
Wrestling	2,748	3,178	3,608	4,038	4,467
Volleyball	2,748	3,178	3,608	4,038	4,467
Cheerleaders	2,748	3,178	3,608	4,038	4,467
JROTC Rifle Team	2,748	3,178	3,608	4,038	4,467
School Technology Coordinator	2,748	3,178	3,608	4,038	4,467
Drill Corps	2,291	2,649	3,007	3,363	3,721
Cross Country (1,2)	2,291	2,649	3,007	3,363	3,721
Field Hockey (1,2)	2,291	2,649	3,007	3,363	3,721
Soccer (1,2)	2,291	2,649	3,007	3,363	3,721
Tennis (1,2)	2,291	2,649	3,007	3,363	3,721
JV Volleyball	1,833	2,118	2,405	2,691	2,978
Golf (1,2)	1,833	2,118	2,405	2,691	2,978
Swimming (1,2)	1,833	2,118	2,405	2,691	2,978
Chess Sponsor	1,833	2,118	2,405	2,691	2,978
ROTC Drill Team	1,833	2,118	2,405	2,691	2,978
Asst. Wrestling (2)	1,833	2,118	2,405	2,691	2,978
Asst. Field Hockey (2)	1,833	2,118	2,405	2,691	2,978
Assistant Track (1,2)	1,375	1,589	1,803	2,017	2,233
Assistant Soccer (1,2)	1,375	1,589	1,803	2,017	2,233

EXTRA SERVICE PAY SCHEDULE**2016 - 17****Athletic and Related Activities in Senior High Schools**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Freshman Basketball (1,2)	1,375	1,589	1,803	2,017	2,233
Freshman Football (1,2)	1,375	1,589	1,803	2,017	2,233
Bowling	458	529	602	672	744

Other activities High School & YPAS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	4,122	4,767	5,411	6,055	6,699
Band Camp (4)	926	0	0	0	0
Academic Activities Coordinator	2,748	3,178	3,608	4,038	4,467
Assistant Band Director (3)	1,833	2,118	2,405	2,691	2,978
Choral Director *	1,833	2,118	2,405	2,691	2,978
Newspaper Sponsor	1,833	2,118	2,405	2,691	2,978
Yearbook Sponsor	1,833	2,118	2,405	2,691	2,978
Drama *	1,833	2,118	2,405	2,691	2,978
Speech and Debate	1,833	2,118	2,405	2,691	2,978
Instrumental Band Director *	1,833	2,118	2,405	2,691	2,978
Instrumental Strings Director *	1,833	2,118	2,405	2,691	2,978
Orchestra (Concert) Director *	1,833	2,118	2,405	2,691	2,978
Quick Recall Sponsor	1,833	2,118	2,405	2,691	2,978
Science Fair Sponsor	335	388	440	492	544
Science Olympiad Sponsor	335	388	440	492	544
JV Quick Recall Sponsor (5)	634	0	0	0	0
Future Problem Solving Sponsor(5)	432	0	0	0	0

EXTRA SERVICE PAY SCHEDULE

2016 - 17

Middle School Athletics & Other Activities

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	2,291	2,649	3,007	3,363	3,721
Activity/Athletic Director	1,833	2,118	2,405	2,691	2,978
Activities Sponsor	458	529	602	672	744
Basketball (1)	1,375	1,589	1,803	2,017	2,233
Academic Activities Coordinator	1,375	1,589	1,803	2,017	2,233
Football	1,375	1,589	1,803	2,017	2,233
Asst. Football	458	529	602	672	744
6th Grade Basketball	458	529	602	672	744
Baseball Softball	458	529	602	672	744
Volleyball	458	529	602	672	744
Soccer	458	529	602	672	744
Flag Football	458	529	602	672	744
Cross Country	458	529	602	672	744
Track	458	529	602	672	744
Field Hockey	458	529	602	672	744
Cheerleaders	917	1,059	1,202	1,346	1,489
Drill Corps	458	529	602	672	744
Quick Recall Coach	458	529	602	672	744
Future Problem Solving Coach	458	529	602	672	744

Elementary School

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	1,833	2,118	2,405	2,691	2,978
Quick Recall	458	529	602	672	744

School Funded Sports & Support

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director (6)	1,700	2,000	2,300	2,600	3,000
School Funded Sport/Support (6)	200	500	800	1,100	1,400

EXTRA SERVICE PAY SCHEDULE					
2016 - 17					
Local Evaluation Appeals Panel (LEAP)					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
LEAP Pool (7)	1,851	0	0	0	0
Principal Coach					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Ford NGL Implementation Coach (8)	6,154	7,118	8,079	9,040	10,000
Leadership Coach (8)	5,455	6,309	7,161	8,013	8,865

- (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 Camp increased from \$560 (7 days @ \$80/day) to \$926 (.4 x Rank III, Step 0) effective 7/1/16. Not subject to step increases.
(5) Paid by the Academic Competition Department and not subject to step increases
(6) 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)
(7) LEAP is not subject to step increases.
(8) Increment is not adjusted for cost of living increases.
* Positions are not subject to shared duty including those of head coaches

Safe School Sponsor: \$458

Safe School Coordinator: \$1375

Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2016-2017 Extra Service salary schedule reflects an increase of .75% unless noted (6), (8).

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2016 - 17						
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

Substitute Incentive Pay:

\$5 per day - Work minimum of 75 teacher absences to receive a \$5 increase to daily rate.

\$10 per day - Work minimum of 125 teacher absences to receive a \$10 increase to daily rate.

Substitute Premium Month Pay:

\$5 per day - Work all student days in a premium month to receive \$5 for each day worked in the premium month as designated by the Sub Center.

Certified Preferred Substitute:

\$15 per day - Guaranteed work every day. Works at same location every day unless no sub assignment at primary location in which case the Sub Center may place at another location.

Temporary Appointee (Long-term) Assignment:

Daily Rate increase by 1.5 after working 20 consecutive days for the same absent teacher until the end of the assignment.

Only 1 incentive type can be paid at a time. Multiple incentive pay types cannot be combined at one time.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2016-2017 Certified Classroom Substitute salary schedule reflects an increase of 0%.

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2016 - 17					
	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 2016-2017 Certified Re-employed Retiree salary schedule reflects an increase of 0%.

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2016 - 17	
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)	28.1213
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	28.1213
Professional Development	10.7800

The 2016-2017 Full-time Adult Ed salary schedule reflects an increase of .75%
The 2016-2017 Part-time/Substitute Adult Ed salary schedule reflects an increase of 0%.

TEMPORARY SALARIES			
JOB FAMILY 6 (SUBC)			
2016-2017			
Description	Job Family Grade/Step Equivalent	Temp Grade/Step	Rate
Classified Temp/Substitute (7/1/16 - 9/23/16)		SUBC-SUB-30	9.0000
Classified Temp/Substitute (effective 9/24/16)		SUBC-SUB-30	10.1000
Student Worker		STDT-1-00	8.2500
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
Sub Custodian	IB-2-1	SUBC-SUB-37	12.7505
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

The 2016-2017 Temp/Sub salary schedule reflects an increase of 0% except for the following effective 9/24/16:
 Support Staff Substitute rate increase from \$9.00/hr to \$10.10/hr
 Substitute Custodian rate increase from \$9.00/hr to \$12.7505/hr

EXTRA SERVICE RATES 2016-2017

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	\$20.9661 per hour
Professional Development - Preparation (Up to 3 hours prep for each hour of presentation may be paid)	\$20.9661 per hour
Overcap (Class Size Overage). (1/12 of 10% of the daily rate for Step 0, Rank III)	\$1.8748 per 1/2 hr per student
New Teacher Induction (8.25% of the daily rate of Step 0, Rank III)	\$18.5601 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.

Other Classified Pay

Bus Driver Referral Bonus	\$200.00
Referral bonus paid to classified hourly employee after bus driver applicant has successfully completed 30 working days as a school bus driver.	
New Bus Driver Incentive.	\$150.00 plus CDL fees
Full-time bus drivers hired after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as full-time bus driver. One-time \$150.00 bonus will be paid after successful completion of 90 day probationary period.	
KY Law Enforcement Foundation Program Fund (KLEFPF)	\$1.9157 hrly or \$15.3257 daily (\$4000 annual incentive pay in compliance with KRS 15.410-15.510)
Classified Stipend for Doctorate Degree.	\$1.6407 hrly or \$13.1252 daily