

SIMPSON COUNTY SCHOOLS
ADMINISTRATIVE SUPPLEMENTS
Effective July 1, 2018 for the 2018-2019 School Year

		<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>
Chief Academic Officer		15,455	16,228	16,552	16,883	17,221
Director of Human Resources		11,486	12,060	12,301	12,547	12,798
Student Support Services Coordinator/DPP		11,486	12,060	12,301	12,547	12,798
Specialized Instructional Programs Consultant		6,338	6,655	6,788	6,923	7,062
Instructional Supervisor		6,338	6,655	6,788	6,923	7,062
Confucius Institute Liaison		2,123	2,229	2,273	2,320	2,365
High School Principal ***		20,168	21,177	21,599	22,031	22,471
Hub School Principal Supplement	FLAT	5,000	5,000	5,000	5,000	5,000
High School Assistant Principal		4,232	4,444	4,532	4,623	4,716
Charge Nurse		1,592	1,672	1,706	1,739	1,774
Middle School Principal		12,695	13,330	13,596	13,868	14,145
Middle School Assistant Principal		3,023	3,173	3,238	3,302	3,368
Lincoln Elementary Principal		7,253	7,616	7,768	7,924	8,082
Simpson Elementary Principal		10,883	11,425	11,654	11,887	12,126
Franklin Elementary Principal		7,253	7,616	7,768	7,924	8,082
Elementary Assistant Principal		1,030	1,083	1,104	1,125	1,147
Alternative Education Assistant Principal		5,441	5,713	5,828	5,944	6,062
Chief Financial Officer		15,455	16,228	16,552	16,883	17,221
District Operations Manager		5,441	5,713	5,828	5,944	6,062
RTC Director/Consultant		4,623	4,855	4,952	5,051	5,152
Director of Operations & Community Relations		11,486	12,060	12,301	12,547	12,798
District Occupational Therapist		5,050	5,050	5,050	6,565	7,575
Energy Management Specialist		5,836	6,128	6,251	6,376	6,503
Custodial Service Coordinator		2,500	2,625	2,678	2,731	2,786

Administrative Assistant to the Superintendent	3,000	3,150	3,213	3,277	3,343	Approved June 26, 2018 (1%)
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***Principals whose school achieves a rating by an approved external source that ranks the school in the Top 20% or better in the state/nation for three (3) consecutive years as principal will receive a 0.4 Performance Incentive increment added to their Administrative Supplement. To maintain the Performance Incentive, the school must maintain the rating at least once during the three (3) years thereafter.

SIMPSON COUNTY SCHOOLS
SCHOOL DISTRICT MAINTENANCE AND CUSTODIANS SALARY SCHEDULE
Effective July 1, 2018 for the 2018-2019 School Year

Operations Manager*	0-2y	3-6y	7-10y	11-15y	16-20y	21+y
	\$42,456	\$44,579	\$47,764	\$50,417	\$52,010	\$55,193

	0-5yrs	6-10 yrs	11-15yrs	16-20yrs	21+ yrs
Operations HVAC Specialist	36,778	38,617	39,389	40,177	40,981
Operations Electrical Specialist	36,778	38,617	39,389	40,177	40,981
Custodial Service Coordinator	34,153	35,861	36,578	37,309	38,056
Operations Utility Specialist	32,100	33,705	34,379	35,067	35,768
Operations Specialist (2 positions)	31,928	33,524	34,195	34,879	35,576

District Wide

Lead Custodian -	0-3y	4-6y	7-9y	10-12y	13-15y	16-18y	19-21y	22-25y	26-28+y
	\$13.90	\$14.60	\$14.89	\$15.18	\$15.49	\$15.80	\$16.11	\$16.44	\$16.77
Lead Custodian -	0-3y	4-6y	7-9y	10-12y	13-15y	16-18y	19-21y	22-25y	26-28+y
	\$13.90	\$14.60	\$14.89	\$15.18	\$15.49	\$15.80	\$16.11	\$16.44	\$16.77
Custodian -	0-3y	4-6y	7-9y	10-12y	13-15y	16-18y	19-21y	22-25y	26-28+y
	\$12.00	\$12.60	\$12.85	\$13.11	\$13.37	\$13.64	\$13.91	\$14.19	\$14.47

***Minimum starting salary \$42,456 + administrative supplement - actual salary depends on education, qualifications, and certifications. Candidates with HVAC, Electrical, and or Industrial Maintenance Certificates from an accredited institution will receive an additional \$1,500 stipend. ANY state-accredited experience will be applied to overall years of experience (this is an exception to the district 6-year rule).**

Substitute Custodian - \$9.57 per hour (If a substitute works 20 days straight for the same person, they would move to the beginning full-time rate).

Custodians will receive five shirts per year. Above rates are hourly unless otherwise noted. Employees are required to work the number of days stipulated in their contract.

Employees who sub in the district in a regular contracted position in their job classification area will be paid their regular hourly rate until they exceed 40 hours per week at which time the rate will be 1 1/2 times their regular hourly rate.

Salaries of current employees will remain at least at their current level. All employees will receive 'across the board' raises as they occur.

Any classified employee currently employed in the district who transfers to another classified job in the district will be allowed to keep accumulated years experience.

Any employee new to a district position will start with no more than 6 years credited experience provided this experience is within the last five years.

**SIMPSON COUNTY SCHOOLS
CLERICAL SALARY SCHEDULE
Effective July 1, 2018 for the 2018-2019 School Year**

(School positions reflect 8 paid hours per day plus 30 min. for lunch for 8.5 total hours present)

(District positions reflect 8 paid hours per day plus 60 min. for lunch for 9 total hours present)

Administrative Assistant to the Superintendent

0-5yr.	6-10yr.	11-15yr.	16-20yr.	21+yr.
\$34,478	\$36,201	\$36,926	\$37,665	\$38,418

Accounts Specialists

0-5yr.	6-10yr.	11-15yr.	16-20yr.	21+yr.
\$21.11	\$22.17	\$23.28	\$24.33	\$25.42

Accounts Generalists

0-5yr.	6-10yr.	11-15yr.	16-20yr.	21+yr.
\$17.51	\$18.39	\$18.76	\$19.14	\$19.51

Secretaries & Bookkeepers

0-5yr.	6-10yr.	11-15yr.	16-20yr.	21+yr.
\$13.37	\$14.07	\$14.75	\$15.42	\$16.12

Student Worker - \$7.25 per hour (flat rate, not subject to across the board raises)

Substitute Secretaries/Bookkeepers - \$9.74 per hour

(If a substitute works 20 days straight for the same person, they would move to the beginning full-time rate).

Above rates are hourly unless otherwise noted.

Employees are required to work the number of days stipulated in their contract.

Employees who sub in the district in a regular contracted position in their job classification area will be paid their regular hourly rate until they exceed 40 hours per week at which time the rate will be 1 1/2 times their regular hourly rate.

Salaries of current employees will remain at least at their current level. All employees will receive 'across the board' raises as they occur.

Any classified employee currently employed in the district who transfers to another classified job in the district will be allowed to keep accumulated years experience.

Any employee new to a district position will start with no more than 6 years credited experience provided this experience is within the last five years.

**SIMPSON COUNTY SCHOOLS
SCHOOL DISTRICT TECHNOLOGY DEPARTMENT SALARY SCHEDULE
Effective July 1, 2018 for the 2018-2019 School Year**

	<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>
DistrictTechnology Coordinator	53,964	56,662	57,796	58,952	60,130
Technology Specialist	17.51	18.39	18.76	19.14	19.51

Salaries of current employees will remain at least at their current level. All employees will receive 'across the board' raises as they occur.

Any classified employee currently employed in the district who transfers to another classified job in the district will be allowed to keep accumulated years experience.

Any employee new to a district position will start with no more than 6 years credited experience provided this experience is within the last five years.

TRANSPORTATION SALARY SCHEDULE
Effective July 1, 2018 for the 2018-2019 School Year

Lead Transportation Manager	<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>				
	\$ 48,431	\$ 50,852	\$ 51,869	\$ 52,907	\$ 53,964				
Assistant Transportation Manager	<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>				
	\$15.98	\$16.77	\$17.11	\$17.44	\$17.79				
Lead Bus Garage Mechanic	<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>				
	\$ 37,918	\$ 39,814	\$ 40,610	\$ 41,422	\$ 42,251				
Bus Garage Mechanic	<u>0-5yrs</u>	<u>6-10 yrs</u>	<u>11-15yrs</u>	<u>16-20yrs</u>	<u>21+ yrs</u>				
	\$ 31,500	\$ 33,075	\$ 33,737	\$ 34,411	\$ 35,099				
Bus Monitor	0-3y	4-6y	7-9y	10-12y	13-15y	16-18y	19-21y	22-25y	26-28+y
	\$11.28	\$11.65	\$12.00	\$12.36	\$12.76	\$13.12	\$13.49	\$13.92	\$14.33
Data Asst./ Clerical	0-5yr.	6-10yr.	11-15yr.	16-20yr.	21+yr.				
	\$13.37	\$14.07	\$14.75	\$15.42	\$16.12				

Bus Drivers & Sub Drivers - \$16.87 per hour

Initial Bus Driver Training Stipend - \$175.50 FLAT

Driver Trainer - \$17.11 per hour for driver training time only

Special Trip Driver - \$12.05 per hour excluding regular route pay

Overnight Trips - \$134.96 per day

Sub Assistants and Sub Monitors - \$9.67 per hour

(If a substitute works 20 days straight for the same person, they would move to the beginning full-time rate).

Sub Mechanic - \$13.92 per hour

Above rates are hourly unless otherwise noted. Employees are required to work the number of days stipulated in their contract.

Employees who sub in the district in a regular contracted position in their job classification area will be paid their regular hourly rate until they exceed 40 hours/week at which time the rate will be 1 1/2 times their regular hourly rate.

Salaries of current employees will remain at least at their current level.

All employees will receive 'across-the-board' raises as they occur.

Any classified employee currently employed in the district who transfers to another classified job in the district will be allowed to keep accumulated years experience.

Any employee new to a district position will start with no more than 6 years credited experience provided this experience is within the last five years.

A \$2,000 stipend will be paid for Mechanics holding & maintaining Diesel certification from an accredited institution.