

Hardin County Schools

Certified Salary Schedule

2019-2020 (187 Days)

Experience	Rank3	Rank2	Rank1
0	\$38,998	\$42,561	\$46,484
1	\$39,710	\$43,345	\$47,347
2	\$40,437	\$44,147	\$48,226
3	\$41,181	\$44,962	\$49,124
4	\$41,935	\$45,794	\$50,040
5	\$42,708	\$46,645	\$50,973
6	\$43,496	\$47,509	\$51,926
7	\$44,298	\$48,393	\$52,898
8	\$45,118	\$49,293	\$53,890
9	\$45,952	\$50,212	\$54,900
10	\$46,804	\$51,148	\$55,930
11	\$47,673	\$52,106	\$56,982
12	\$48,560	\$53,080	\$58,055
13	\$49,464	\$54,073	\$59,154
14	\$50,387	\$55,090	\$60,265
15	\$51,328	\$56,126	\$61,402
16	\$52,289	\$57,180	\$62,563
17	\$53,266	\$58,258	\$63,749
18	\$54,264	\$59,356	\$64,956
19	\$55,284	\$60,477	\$66,187
20	\$56,321	\$61,619	\$67,446
21	\$57,381	\$62,784	\$68,727
22	\$57,667	\$63,098	\$69,069
23	\$57,667	\$63,098	\$69,069
24	\$57,667	\$63,098	\$69,069
25	\$57,667	\$63,098	\$69,069
26	\$57,667	\$63,098	\$69,069
27	\$58,461	\$63,972	\$70,034
28	\$59,564	\$65,184	\$71,369
29	\$59,861	\$65,510	\$71,725
All Rank changes require EPSB certificate.		Certified Substitute Daily Rate	
Rank I =	Masters + 30	SUB 1 = Rank 1 = \$110	SUBR = Retired Teacher returning to Sub = \$130
Rank II =	Masters	SUB 2 = Rank 2 = \$105	
Rank III =	Regular Teacher's Cert	SUB 3 = Rank 3 = \$100	SUBF = First Line Sub = Previous Full Time Sub = \$120
Rank IV =	\$32,164	SUB 4 = Rank 4 = \$90	
Rank V =	\$30,021	SUB 5 = Rank 5 = \$85	
Earned Doctorate (PHD/EDD) =	Additional \$1,000 <u>\$3,000</u>		

CENTRAL OFFICE ADMINISTRATIVE INCREMENT SCHEDULE

2019-2020

POSITION	DAYS	INCREMENT
Chief Support Officer	240	\$22,498
Chief Academic Officer	240	\$22,498
Chief Operations Officer	240	\$22,498
Director of Human Resources	240	\$10,982
Director Curriculum & Student Assessment	240	\$10,982
Director Special Education	240	\$10,982
Director Federal Programs & Leadership Development	240	\$10,982
Director Student Services	240	\$10,982
Director Alternative Programs	240	\$10,982
Director Buildings & Grounds	240	\$10,982
Director Transportation	240	\$10,982
Director Benefits	240	\$10,982
Director Early Childhood Program	240	\$10,982
Director of Assessment and Program Effectiveness	240	\$10,982
Director Employment	240	\$10,982
Director Educational / Community TV	240	\$8,542
Director Instructional Technology	240	\$10,982
Director of Health and Family Services	240	\$10,982
Assistant Director of Special Education	240	\$6,102
Social Worker Special Education	197	\$4,270
Social Worker Student Services	205-240	\$4,270
School Psychologist	202	\$4,270

BUILDING LEVEL ADMINISTRATIVE INCREMENT SCHEDULE

2019-2020

POSITION	DAYS	INCREMENT
Principal John Hardin High School	240	\$17,083
Principal North Hardin High School	240	\$17,083
Principal Central Hardin High School	240	\$17,083
Principal Early College and Career Center	240	\$17,083
Principal College View	240	\$17,083
Principal Bluegrass Middle School	240	\$10,982
Principal J. T. Alton Middle School	240	\$10,982
Principal East Hardin Middle School	240	\$10,982
Principal North Middle School	240	\$10,982
Principal West Hardin Middle School	240	\$10,982
Principal Radcliff Elementary	240	\$10,982
Principal G. C. Burkhead Elementary	240	\$10,982
Principal Lakewood Elementary	240	\$10,982
Principal Lincoln Trail Elementary	240	\$10,982
Principal Meadow View Elementary	240	\$10,982
Principal New Highland Elementary	240	\$10,982
Principal North Park Elementary	240	\$10,982
Principal Vine Grove Elementary	240	\$10,982
Principal Woodland Elementary	240	\$10,982
Principal Creekside Elementary	240	\$10,982
Principal Rineyville Elementary	240	\$10,982
Principal Heartland Elementary	240	\$10,982
Principal Cecilia Valley Elementary	240	\$8,542
Assistant Principal High School	215	\$8,542
Assistant Principal Middle School	215	\$6,102
Assistant Principal Elementary	205	\$4,270
Guidance Counselor High School	205	\$4,270
Guidance Counselor Middle School	205	\$4,270
Guidance Counselor Elementary	195	\$4,270
Administrator Day Treatment, Detention Center	187	\$4,270

NON ADMINISTRATIVE INCREMENTS

2019-2020

POSITION	Extended Days	Total Days	Increment**
Head Culinary/Health Sciences Teacher ECCC	0	187	\$3,000
Speech Language Pathologist Supervision of SPLA Assistant	0	187	\$1,127
School Psychologists Mentors (per employee mentored)	0	187	\$1,400
National Board Certification	0	187	\$3,000
STLP Coordinators (participation in regional showcase required)	0	187	\$300
Head Teacher ECCC Culinary/Health Services	0	187	\$3,000
Occupational Therapist	8	195	\$3,000
Physical Therapist	8	195	\$3,000
Speech Language Pathologist	0	187	\$3,000
Homebound Coordinator Teacher	20	207	\$1,500
GT Coordinator	3	190	\$1,500
Early Childhood Special Ed Consultant	33	220	\$2,000
EBD Teacher – must be assigned to a self-contained EBD unit where all students are identified as EBD and where historically there has been a shortage of qualified teacher applicants for vacant positions.	0	187	\$2,000
PASS Classroom Teacher	0	187	\$1,000
Low Incidence Teachers	0	187	\$1,000
ESL Instructional Program Specialist	4	191	\$1,500
Special Education Consultant	6	193	\$2,000
GT Resource Teachers (6)	0	187	\$1,500
KSI Intervention Specialist	4	191	\$1,500
Instructional Program Specialist	4	191	\$1,500
Behavior Intervention Specialist	4	191	\$1,500

** Increment not subject to annual increase

DEPARTMENT CHAIRPERSONS/SPECIAL EDUCATION FACILITATORS (Elementary/College View)

2019-2020

Principals at the middle schools and high schools may select department chairpersons/team leaders to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area. Teachers assigned on a fractional basis, 2 classes, 3 classes, etc., may be added together to equal one full time teacher.

Principals at the middle schools and high schools may select a special education facilitator to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area.

The principal shall assign duties to the chairperson/team leader or special education facilitator such as department coordination, record keeping, overall school planning, and others as identified by the principal.

Extra service increments* for additional time necessary for department chairpersons/team leaders are as follows:

3-5 members	187	\$1,220
6 members	187	\$1,404
7 members	187	\$1,587
8 members	187	\$1,771
9 members	187	\$1,951
10 members	187	\$2,137
11 members	187	\$2,319
12+ members	187	\$2,440

* Increments can be split only once with prior approval of the Human Resources department.

The high schools may establish no more than 11 department chair/team leader positions.
The middle schools may establish no more than 8 department chair / team leader positions.

SUPPLEMENTAL PAY SCHEDULE

2019-2020

POSITION	** AMOUNT OF PAY	PER
Professional Development Presentation	\$350.00	Day
Professional Development Presentation	\$200.00	1/2 Day
Additional Required Professional Development/Training	\$25.00	Hour
Extended School Services Coordinator	\$27.00	Hour
Additional Assigned Duties	\$25.00	Hour
After School Detention	\$25.00	Hour
Curriculum Writing	\$25.00	Hour
Extended School Services Teacher	\$25.00	Hour
Home/Hospital Instruction	\$25.00	Hour
Saturday School	\$25.00	Hour
Wednesday School	\$25.00	Hour
Substitute Shortage	\$18.75	Each non-block period
Teacher Induction Program-TIP	\$1,000	Each Resource Teacher
** Not subject to annual increase		

HOURLY PAY SCHEDULE

2019-2020

POSITION	** AMOUNT OF PAY	PER
Grant Writer	\$40.00	Hour
** Not subject to annual increase		

POSITIONS WITH EXTENDED DAYS WITHOUT AN INCREMENT

2019-2020

POSITION	EXTENDED DAYS	TOTAL DAYS
Vocational Agriculture Teacher	53	240
Instructor Television Production	20	207
Librarian High School	15 12	202
Librarian Middle School	11 8	197
Librarian Elementary	11 8	197
Librarian College View	4 2	191
Chemical Hygiene Officer	12	199
Instructional Technology Coordinator	15	202
Career Technical Teacher	1-28	188-215
Lead Teacher for Early Learning Academy	53	240
Energy Manager (Certified)	53	240

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS

2019-2020

POSITION	INCREMENT
Academic Coach	\$6,042
Archery- Head Coach	\$2,054
Archery- Asst. Coach	\$1,208
Annual Sponsor	\$2,054
Athletic Director	\$10,391
Band - Head Director	\$10,391
Band - Assistant Director (#1)	\$6,042
Band - Assistant Director (#2)	\$6,042
Band - Assistant Director (#3)	\$6,042
Baseball - Head Coach	\$4,148
Baseball - Asst. Coach -20 regular baseball participants	\$2,054
Baseball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,632
Basketball - Head Coach (Boys)	\$10,391
Basketball - Assistant Coach (Boys)	\$6,042
Basketball - 9th Grade Coach (Boys) Must fulfill a competitive schedule	\$3,021
Basketball - Head Coach (Girls)	\$10,391
Basketball - Assistant Coach (Girls)	\$6,042
Basketball - 9th Grade Coach (Girls) Must fulfill a competitive schedule	\$3,021
Bowling-Coach	\$2,054
Bowling- Coach (#2) 20 regular bowling participants	\$2,054
Cheerleading - Sponsor - (Boys)	\$4,148
Cheerleading - Sponsor - (Girls)	\$4,148
Choral/Show Choir Director- Must complete performances outside of school day	\$3,021
Cross Country - Coach (Boys)	\$3,021
Cross Country - Assistant Coach (Boys) - 20 regular cross country participants	\$1,208
Cross Country - Coach (Girls)	\$3,021
Cross Country - Assistant Coach (Girls) - 20 regular cross country participants	\$1,208
Debate / Speech Coach- Must fulfill competitive schedule	\$2,054
<u>Drama Coach</u> - Must complete performances outside of school day OR <u>Athletic Trainer</u> - when Board Approved Exception Applies	\$1,632
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2019-2020

POSITION	INCREMENT
Football - Head Coach	\$10,391
Football - Assistant Coach (# 1)	\$6,042
Football - Assistant Coach (# 2)	\$6,042
Football - Junior Varsity Coach (# 1)	\$6,042
Football - Junior Varsity Coach (# 2)	\$6,042
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$3,021
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$3,021
Golf - Coach	\$2,054
Golf - Coach (# 2) –16 regular golf participants	\$2,054
JROTC Color Guard Or Drill Team Sponsor	\$2,054
JROTC Color Guard Or Drill Team Sponsor	\$2,054
JROTC Color Guard Or Drill Team Sponsor	\$2,054
JROTC Rifle Team Sponsor	\$2,054
JROTC Raider Team Sponsor	\$2,054
Newspaper Advisor	\$1,632
Senior Sponsor	\$2,054
Soccer - Head Coach (Boys)	\$4,148
Soccer - Assistant Coach (Boys) – 25 regular soccer participants	\$2,054
Soccer - Head Coach (Girls)	\$4,148
Soccer - Assistant Coach (Girls) – 25 regular soccer participants	\$2,054
Softball - Head Coach	\$4,148
Softball - Asst. Coach –20 regular softball participants	\$2,054
Softball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,632
Swim - Head Coach	\$2,054
Swim - Assistant Coach – 20 regular swim participants	\$1,208
Tennis - Coach	\$2,054
Tennis - Coach (#2) 20 regular tennis participants	\$2,054
Increments can be split only once with prior approval of Human Resources department.	

**EXTRA CURRICULAR INCREMENT SCHEDULE FOR
HIGH SCHOOLS - Continued**
2019-2020

POSITION	INCREMENT
Track - Head Coach (Boys)	\$4,148
Track - Assistant Coach (Boys) – 30 regular track participants	\$2,054
Track - Head Coach (Girls)	\$4,148
Track - Assistant Coach (Girls) – 30 regular track participants	\$2,054
Vex Robotics Coach	\$2,054
Volleyball - Head Coach	\$4,148
Volleyball - Assistant Coach – 20 regular volleyball participants	\$2,054
Volleyball - Freshman Coach - 10 regular volleyball participants; 10 games per season.	\$1,632
Wrestling - Head Coach	\$4,148
Wrestling - Assistant Coach – 20 regular wrestling participants	\$2,054
Wrestling Coach - when there are 40 regular participants	\$2,054
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR MIDDLE SCHOOLS

2019-2020

POSITION	INCREMENT
Academic Sponsor	\$3,021
Annual Sponsor	\$1,208
Archery Coach	\$1,632
<u>Archery Assistant Coach (15 or more participants and competitive schedule)</u>	<u>\$1,208</u>
Athletics / Activities Director	\$2,054 <u>\$3,021</u>
Basketball - Coach 8th Grade Boys	\$2,537
Basketball - Coach 7th Grade Boys	\$2,054 <u>\$2,537</u>
Basketball - Coach 8th Grade Girls	\$2,537
Basketball - Coach 7th Grade Girls	\$2,054 <u>\$2,537</u>
Cheerleading Sponsor	\$1,632 <u>\$2,537</u>
Football -- Head Coach 7 th & 8 th Grade	\$2,537
Football -- Assistant Coach 7 th & 8 th Grade	\$1,632 <u>\$2,054</u>
Speech / Debate Coach - Must fulfill competitive schedule OR Drama Coach - when Board Approved Exception Applies	\$1,208
Vex Robotics Coach	\$1,632
Volleyball Coach - 15 regular participants	\$2,054 <u>\$2,537</u>
<u>Volleyball Assistant Coach (15 or more participants and a competitive schedule)</u>	<u>\$2,054</u>
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR ELEMENTARY SCHOOLS

2019-2020

POSITION	INCREMENT
Academic Sponsor	\$2,537
Annual Sponsor	\$448
Vex Robotics Coach	\$824
Increments can be split only once with prior approval of Human Resources department.	

Coach and Assistant Coach

All coaches shall receive the prevailing salary as approved by the board. No coach shall receive an additional coaching salary from any outside source. No administrator is permitted to coach and no person may hold two head coaching positions. Any exception to this policy must be approved by the Superintendent.

If there are not qualified applicants for a second coach where numbers meet the listed requirements for a second coach, the assigned coach may be paid 1.5 times the increment for that sport provided that the principal obtains approval from the Human Resources department during the first month of that season.

High School	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / 1 st Varsity Asst.	Minimum Participants for Third Coach / 2 nd Varsity Asst.	Minimum Participants for Fourth Coach / Jr. Varsity Asst.	Minimum Participants for Fifth Coach / Jr. Varsity Asst.
Baseball	12	20	NA	NA	NA
Archery		20	NA	NA	NA
Baseball - Freshman					
Basketball Boys	12	NA	NA	NA	NA
Basketball - Boys Freshman	7		NA	NA	NA
Basketball - Girls	7	NA	NA	NA	NA
Basketball - Girls Freshman	7		NA	NA	NA
Bowling	7	NA	NA	NA	NA
Cheerleading - Boys		20	NA	NA	NA
Cheerleading - Girls		NA	NA	NA	NA
Cross Country - Boys		NA	NA	NA	NA
Cross Country - Girls	7	20	NA	NA	NA
Football	7	20	NA	NA	NA
Football - Freshman	22				
Golf	23		NA	NA	NA
Soccer - Boys		16	NA	NA	NA
Soccer - Girls	15	25	NA	NA	NA
Softball	15	25	NA	NA	NA
Softball - Freshman	12	20	NA	NA	NA
Swim	12	NA	NA	NA	NA
Tennis		20	NA	NA	NA
Track - Boys		20	NA	NA	NA
Track - Girls	15	30	NA	NA	NA
Volleyball	15	30	NA	NA	NA
Volleyball - Freshman	8	20	NA	NA	NA
Wrestling	8	NA	NA	NA	NA
	12	20	40	NA	NA

Middle School Sports	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / Asst. Coach
Basketball - 7 th Grade Boys	7	NA
Basketball - 7 th Grade Girls	7	NA
Basketball - 8 th Grade Boys	7	NA
Basketball - 8 th Grade Girls	7	NA
Cheerleading		NA
Football	22	
Volleyball	15/ 10 games	NA

Classified Salaries

Salary Calculation Procedures for Classified Employees

1. The entry-level rate for new classified employees is Step 0 (A). Upon employment, the Superintendent may grant up to five years for pay purposes when a person's work experience is determined to be of such importance as to make them the best qualified person for the position.
2. Since the classified salary schedule is shown in hourly rates, this hourly rate must be multiplied by the authorized hours per day and the number of days per year to determine the annual salary.
3. Bus drivers are paid a daily rate for their regular routes. This daily rate is based on 5 hours from the Classified Pay Schedule. Multiply the daily rate by the yearly total to determine annual salary.
4. Employees who transfer to a position at a different level will remain at the same step on the new level.

Job Classification and Reclassification

The following criteria will be used to determine whether requests for classification / re-classification of jobs will be considered:

New Jobs

New jobs are to be presented for classification. New jobs are those that did not exist in the prior year's organizational structure. Reclassified jobs are those that did and will continue to exist, but that have had 75 percent or more of their major job functions significantly changed. New jobs are subject to advertisement.

Current Jobs

Current jobs may be requested for review only if they have been significantly modified (50 percent or more of the major functions have been changed due to re-organization or other action).

Review Process

Classification/reclassification of a job will be considered following referral by the appropriate Chief. Requests may be for an upgrade or a downgrade.

The results of the review may be an upgrade, a downgrade, or the same grade.

The request for review must specifically list each job eliminated from the organization structure in order to modify the job under consideration, must indicate the specific duties that are new to the job and what job (which is also to be submitted for review and possible reclassification) had responsibility for performing those duties before, or must contain a specific rationale for the need for new, additional duties not performed by that department/job before. Jobs that simply get a title change, jobs that have been modified slightly (a change of less than 50 percent of the major job functions), jobs that have not experienced any changes in responsibility, and those jobs where only the volume of the work performed has changed may not be considered for reclassification.

Work Experience Credit

Classified employees may receive up to ~~five (5)~~ **10 years** years of experience for pay purposes provided the experience is verified by the previous district and meets the following guidelines:

1. The experience must be from another accredited school district.
- ~~2. The experience must have been performed in the same position for which he/she has been hired in HCS.~~
3. The experience must have been full time and at least one hundred forty (140) days or more between July 1 and June 30.

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Central Office Based Classified

	Receptionist-7791	Project Clerk-7786	Substitute Teacher Center Supervisor-7685	Account Clerk I-7165 Secretary 1-7772	Account Clerk II-7164 Secretary II-7771	Secretary to the Superintendent-7761
					Employment Benefit Specialist-7665	
					Attendance Data Technician-7863	
					Personnel Specialist-7660	
					Payroll Clerk II-7191	
					Student Data Specialist-7536	
STEP	261 days, 8 hours	190 days, 7.5 hours	215 days, 7.5 hours	261 days, 7.5 hours	261 days, 7.5 hours	261 days, 7.5 hours
0	\$12.30	\$13.54	\$13.54	\$13.54	\$14.90	\$19.12
1	\$12.55	\$13.82	\$13.82	\$13.82	\$15.20	\$19.50
2	\$12.81	\$14.10	\$14.10	\$14.10	\$15.48	\$19.89
3	\$13.07	\$14.36	\$14.36	\$14.36	\$15.82	\$20.29
4	\$13.32	\$14.67	\$14.67	\$14.67	\$16.14	\$20.70
5	\$13.59	\$14.96	\$14.96	\$14.96	\$16.43	\$21.11
6	\$13.87	\$15.25	\$15.25	\$15.25	\$16.77	\$21.53
7	\$14.14	\$15.56	\$15.56	\$15.56	\$17.13	\$21.96
8	\$14.41	\$15.88	\$15.88	\$15.88	\$17.44	\$22.40
9	\$14.72	\$16.19	\$16.19	\$16.19	\$17.80	\$22.85
10	\$15.02	\$16.50	\$16.50	\$16.50	\$18.18	\$23.31
11	\$15.30	\$16.85	\$16.85	\$16.85	\$18.51	\$23.78
12	\$15.61	\$17.19	\$17.19	\$17.19	\$18.90	\$24.25
13	\$15.93	\$17.51	\$17.51	\$17.51	\$19.28	\$24.74
14	\$16.25	\$17.88	\$17.88	\$17.88	\$19.65	\$25.23
15	\$16.56	\$18.24	\$18.24	\$18.24	\$20.06	\$25.74
16	\$16.91	\$18.58	\$18.58	\$18.58	\$20.45	\$26.25
17	\$17.25	\$18.97	\$18.97	\$18.97	\$20.86	\$26.78
18	\$17.57	\$19.35	\$19.35	\$19.35	\$21.29	\$27.31
19	\$17.94	\$19.73	\$19.73	\$19.73	\$21.69	\$27.86
20	\$18.30	\$20.13	\$20.13	\$20.13	\$22.13	\$28.44
21	\$18.65	\$20.52	\$20.52	\$20.52	\$22.58	\$28.98
22	\$19.04	\$20.95	\$20.95	\$20.95	\$23.03	\$29.13
23	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$29.13
24	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$29.13
25	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$29.13
26	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$29.13
27	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$29.56
28	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$30.14
29	\$19.14	\$21.05	\$21.05	\$21.05	\$23.15	\$30.29

Student workers will be paid minimum wage.

Technology

	Maintenance Worker II-7445	Computer Maintenance Technician-7525 Maintenance Technician IV-7442	Microcomputer Technology Specialist I-7533 Microcomputer Software Technician II-7532 Operating System Administrator-7507
STEP	261 days, 8 hours	261 days, 8 hours	261 days, 7.5 hours
0	\$14.90	\$18.02	\$48,040
1	\$15.20	\$18.38	\$49,002
2	\$15.48	\$18.75	\$49,982
3	\$15.82	\$19.13	\$50,979
4	\$16.14	\$19.50	\$51,998
5	\$16.43	\$19.91	\$53,040
6	\$16.77	\$20.31	\$54,098
7	\$17.13	\$20.71	\$55,182
8	\$17.44	\$21.13	\$56,286
9	\$17.80	\$21.54	\$57,410
10	\$18.18	\$21.97	\$58,559
11	\$18.51	\$22.43	\$59,732
12	\$18.90	\$22.87	\$60,924
13	\$19.28	\$23.32	\$62,146
14	\$19.65	\$23.78	\$63,387
15	\$20.06	\$24.27	\$64,658
16	\$20.45	\$24.75	\$65,949
17	\$20.86	\$25.25	\$67,268
18	\$21.29	\$25.74	\$68,613
19	\$21.69	\$26.25	\$69,988
20	\$22.13	\$26.78	\$71,449
21	\$22.58	\$27.32	\$72,814
22	\$23.03	\$27.86	\$73,177
23	\$23.15	\$27.99	\$73,177
24	\$23.15	\$27.99	\$73,177
25	\$23.15	\$27.99	\$73,177
26	\$23.15	\$27.99	\$73,177
27	\$23.15	\$27.99	\$74,267
28	\$23.15	\$27.99	\$75,728
29	\$23.15	\$27.99	\$76,108

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

Degree Professional
187 days

STEP	Level 3		Level 2		Level 1	
	Bachelor's Degree without teaching certification	Masters Degree without teaching certification	Masters Degree without teaching certification	Masters +30 hours without teaching certification		
0	\$37,431		\$41,176		\$45,290	
1	\$38,181		\$41,997		\$46,195	
2	\$38,944		\$42,839		\$47,122	
3	\$39,721		\$43,696		\$48,065	
4	\$40,515		\$44,569		\$49,025	
5	\$41,327		\$45,460		\$50,004	
6	\$42,151		\$46,368		\$51,006	
7	\$42,996		\$47,296		\$52,026	
8	\$43,856		\$48,242		\$53,065	
9	\$44,732		\$49,206		\$54,128	
10	\$45,627		\$50,191		\$55,210	
11	\$46,541		\$51,195		\$56,314	
12	\$47,470		\$52,219		\$57,441	
13	\$48,422		\$53,263		\$58,590	
14	\$49,389		\$54,329		\$59,706	
15	\$50,379		\$55,416		\$60,844	
16	\$51,385		\$56,524		\$62,006	
17	\$52,413		\$57,653		\$63,190	
18	\$53,461		\$58,797		\$64,400	
19	\$54,532		\$59,918		\$65,629	
20	\$55,671		\$61,061		\$66,887	
21	\$56,734		\$62,225		\$68,168	
22	\$57,017		\$62,536		\$68,509	
23	\$57,017		\$62,536		\$68,509	
24	\$57,017		\$62,536		\$68,509	
25	\$57,017		\$62,536		\$68,509	
26	\$57,017		\$62,536		\$68,509	
27	\$57,866		\$63,509		\$69,476	
28	\$59,005		\$64,627		\$70,801	
29	\$59,301		\$64,949		\$71,165	

Classified Director of Benefits (7463)- 240 days, 7.5 hours (\$10,873 administrative increment)
Classified Director of Buildings and Grounds (7463)- 240 days, 7.5 hours (\$10,873 administrative increment)
Classified Director of Employment (7463)- 240 days, 7.5 hours (\$10,873 administrative increment)
Classified Director of Finance (7185)-240 days, 7.5 days (\$10,873 administrative increment)
Classified Director of Food Service (7467)-240 days, 7.5 hours (\$10,873 administrative increment)
Classified Director of Transportation (7463)- 240 days, 7.5 hours (\$10,873 administrative increment)
Classified Director of PAC (7463)- 240 days, 7.5 hours (\$8,457 administrative increment)
Community Relations Specialist (7301)-240 days, 7.5 hours (\$8,457 administrative increment)
Speech Language Pathologist (SLP) (7294)-187 days, 7 hours (\$3,000 increment)
Physical and Occupational Therapists (7291)-195 days, 7 hours (\$3,000 increment)
Speech Language Pathologist Assistant (SLPA) (7293)-187 days, 7 hours
Classified Social Worker (7882)-205 days, 7 hours (\$4,228 increment)

Earned Doctorate (PHD/EDD) \$3,000 increment

Health and Family Services

STEP	School/Home/Community Liaison-7342		FRYSC Coordinator III-7491		Registered Nurse-7262	
	Varied days, Varied hours	240 days, 6.5 hours	187 days, 7 hours			
0	\$11.19	\$38,616	\$24,276			
1	\$11.42	\$39,387	\$24,761			
2	\$11.65	\$40,176	\$25,246			
3	\$11.89	\$40,980	\$25,760			
4	\$12.11	\$41,799	\$26,272			
5	\$12.36	\$42,634	\$26,798			
6	\$12.61	\$43,486	\$27,337			
7	\$12.86	\$44,356	\$27,890			
8	\$13.11	\$45,244	\$28,444			
9	\$13.36	\$46,025	\$29,010			
10	\$13.65	\$47,073	\$29,448			
11	\$13.94	\$48,013	\$30,183			
12	\$14.19	\$48,974	\$30,790			
13	\$14.48	\$49,953	\$31,398			
14	\$14.78	\$50,952	\$32,031			
15	\$15.08	\$51,972	\$32,678			
16	\$15.35	\$53,010	\$33,325			
17	\$15.67	\$54,071	\$33,987			
18	\$16.00	\$55,151	\$34,674			
19	\$16.30	\$56,256	\$35,362			
20	\$16.63	\$57,381	\$36,077			
21	\$16.97	\$58,529	\$36,792			
22	\$17.30	\$58,822	\$37,533			
23	\$17.38	\$58,822	\$38,274			
24	\$17.38	\$58,822	\$39,045			
25	\$17.38	\$58,822	\$39,826			
26	\$17.38	\$58,822	\$40,621			
27	\$17.38	\$59,697	\$41,430			
28	\$17.38	\$60,895	\$42,266			
29	\$17.38	\$61,196	\$43,117			

Buildings and Grounds

	Maintenance Worker I- 7448	Maintenance Worker II- 7447	Maintenance Technician III-7444 (Journeyman License)	Maintenance Technician III-7444 (Master License)	Maintenance Supervisor- 7435	Energy Auditor-7422	Custodial Services Manager-7602
STEP	261 Days-8 hours	261 Days-8 hours	261 Days-8 hours	261 Days-8 hours	261 Days-8 hours	261 Days-8 hours	261 Days-8 hours
0	\$13.54	\$14.90	\$16.38	\$18.02	\$37,632	\$38,616	\$34,218
1	\$13.82	\$15.20	\$16.72	\$18.38	\$38,386	\$39,387	\$34,906
2	\$14.10	\$15.48	\$17.06	\$18.75	\$39,140	\$40,176	\$35,616
3	\$14.36	\$15.82	\$17.38	\$19.13	\$39,937	\$40,980	\$36,301
4	\$14.67	\$16.14	\$17.74	\$19.50	\$40,734	\$41,799	\$37,033
5	\$14.96	\$16.43	\$18.11	\$19.91	\$41,554	\$42,634	\$37,809
6	\$15.25	\$16.77	\$18.45	\$20.31	\$42,396	\$43,486	\$38,540
7	\$15.56	\$17.13	\$18.82	\$20.71	\$43,239	\$44,356	\$39,293
8	\$15.88	\$17.44	\$19.22	\$21.13	\$44,103	\$45,244	\$40,113
9	\$16.19	\$17.80	\$19.57	\$21.54	\$44,989	\$46,025	\$40,890
10	\$16.50	\$18.18	\$19.98	\$21.97	\$45,855	\$47,073	\$41,710
11	\$16.85	\$18.51	\$20.38	\$22.43	\$46,829	\$48,013	\$42,552
12	\$17.19	\$18.90	\$20.79	\$22.87	\$47,739	\$48,974	\$43,394
13	\$17.51	\$19.28	\$21.21	\$23.32	\$48,691	\$49,953	\$44,280
14	\$17.88	\$19.65	\$21.61	\$23.78	\$49,666	\$50,952	\$45,145
15	\$18.24	\$20.06	\$22.06	\$24.27	\$50,664	\$51,972	\$46,053
16	\$18.58	\$20.45	\$22.50	\$24.75	\$51,684	\$53,010	\$46,985
17	\$18.97	\$20.86	\$22.94	\$25.25	\$52,704	\$54,071	\$47,892
18	\$19.35	\$21.29	\$23.41	\$25.74	\$53,776	\$55,151	\$48,867
19	\$19.73	\$21.69	\$23.86	\$26.25	\$54,807	\$56,256	\$49,845
20	\$20.13	\$22.13	\$24.35	\$26.78	\$55,916	\$57,381	\$50,840
21	\$20.52	\$22.58	\$24.83	\$27.32	\$57,023	\$58,529	\$51,859
22	\$20.95	\$23.03	\$25.34	\$27.86	\$58,176	\$58,822	\$52,902
23	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$58,822	\$53,189
24	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$58,822	\$53,189
25	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$58,822	\$53,189
26	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$58,822	\$53,189
27	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$59,697	\$53,189
28	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$60,895	\$53,189
29	\$21.05	\$23.15	\$25.47	\$27.99	\$58,464	\$61,196	\$53,189

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

Waste Water Treatment Increment-\$750 (Maximum of 2)

Class A CDL-\$2,500 (Maximum of 2)

School-Based (Operations)

	*Lead Custodian-7607	
	Custodian-Day-7609	Custodian-Night-7609
STEP	261 days, 8 hours	261 days, 8 hours
0	\$11.19	\$11.29
1	\$11.42	\$11.52
2	\$11.65	\$11.75
3	\$11.89	\$11.99
4	\$12.11	\$12.21
5	\$12.36	\$12.46
6	\$12.61	\$12.71
7	\$12.86	\$12.96
8	\$13.11	\$13.21
9	\$13.36	\$13.46
10	\$13.65	\$13.75
11	\$13.94	\$14.04
12	\$14.19	\$14.29
13	\$14.48	\$14.58
14	\$14.78	\$14.88
15	\$15.08	\$15.18
16	\$15.35	\$15.45
17	\$15.67	\$15.77
18	\$16.00	\$16.10
19	\$16.30	\$16.40
20	\$16.63	\$16.73
21	\$16.97	\$17.07
22	\$17.30	\$17.40
23	\$17.38	\$17.48
24	\$17.38	\$17.48
25	\$17.38	\$17.48
26	\$17.38	\$17.48
27	\$17.38	\$17.48
28	\$17.38	\$17.48
29	\$17.38	\$17.48

*Lead Custodian receives \$3,000 increment

Substitutes are paid at step 0 of the position for which they are subbing.

School-Based (Office)

	Clerk-7784	Account Clerk I-7165 [1]	School Administrative Manager-7460	**Registrar-7885	Elementary Office Manager-7775	Middle School Office Manager-7774
STEP	187 days days, 6.75 hours	Program Assistant II-7335 220 days, 7.5 hours	220 days, 8 hours	Varied days, 7.5 hours	215 days, 7.5 hours	High School Office Manager-7773 261 days, 7.5 hours
0	\$12.30	\$13.54	\$13.54	\$13.54	\$13.54	\$14.90
1	\$12.55	\$13.82	\$13.82	\$13.82	\$13.82	\$15.20
2	\$12.81	\$14.10	\$14.10	\$14.10	\$14.10	\$15.48
3	\$13.07	\$14.36	\$14.36	\$14.36	\$14.36	\$15.82
4	\$13.32	\$14.67	\$14.67	\$14.67	\$14.67	\$16.14
5	\$13.59	\$14.96	\$14.96	\$14.96	\$14.96	\$16.43
6	\$13.87	\$15.25	\$15.25	\$15.25	\$15.25	\$16.77
7	\$14.14	\$15.56	\$15.56	\$15.56	\$15.56	\$17.13
8	\$14.41	\$15.88	\$15.88	\$15.88	\$15.88	\$17.44
9	\$14.72	\$16.19	\$16.19	\$16.19	\$16.19	\$17.80
10	\$15.02	\$16.50	\$16.50	\$16.50	\$16.50	\$18.18
11	\$15.30	\$16.85	\$16.85	\$16.85	\$16.85	\$18.51
12	\$15.61	\$17.19	\$17.19	\$17.19	\$17.19	\$18.90
13	\$15.93	\$17.51	\$17.51	\$17.51	\$17.51	\$19.28
14	\$16.25	\$17.88	\$17.88	\$17.88	\$17.88	\$19.65
15	\$16.56	\$18.24	\$18.24	\$18.24	\$18.24	\$20.06
16	\$16.91	\$18.58	\$18.58	\$18.58	\$18.58	\$20.45
17	\$17.25	\$18.97	\$18.97	\$18.97	\$18.97	\$20.86
18	\$17.57	\$19.35	\$19.35	\$19.35	\$19.35	\$21.29
19	\$17.94	\$19.73	\$19.73	\$19.73	\$19.73	\$21.69
20	\$18.30	\$20.13	\$20.13	\$20.13	\$20.13	\$22.13
21	\$18.65	\$20.52	\$20.52	\$20.52	\$20.52	\$22.58
22	\$19.04	\$20.95	\$20.95	\$20.95	\$20.95	\$23.03
23	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
24	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
25	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
26	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
27	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
28	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15
29	\$19.14	\$21.05	\$21.05	\$21.05	\$21.05	\$23.15

**Elementary Registrar-190 days, 7.5 hours

**Middle School Registrar-195 days, 7.5 hours

**High School Registrar-200 days, 7.5 hours

Substitutes are paid at step 0 of the position for which they are subbing.

School-Based (Instructional)

STEP	Instructional Assistant I-7320 183 days, 6.25 hours	Instructional Assistant 2-7318 183 days, 6.25 hours	Therapy Assistant-7292 187 days, 7 hours	Educational Interpreter I- 7338 187 days, 7 hours	Educational Interpreter II- 7336 187 days, 7 hours	Educational Interpreter III-7339 187 days, 7 hours	*Security Resource Officer-7824 Varied day, Varied hours
0	\$11.19	\$12.30	\$22.99	\$19.84	\$26.46	\$33.05	\$19.92
1	\$11.42	\$12.55	\$23.44	\$19.84	\$26.46	\$33.05	\$19.92
2	\$11.65	\$12.81	\$23.91	\$19.84	\$26.46	\$33.05	\$19.92
3	\$11.89	\$13.07	\$24.39	\$19.84	\$26.46	\$33.05	\$19.92
4	\$12.11	\$13.32	\$24.88	\$19.84	\$26.46	\$33.05	\$19.92
5	\$12.36	\$13.59	\$25.38	\$19.84	\$26.46	\$33.05	\$19.92
6	\$12.61	\$13.87	\$25.88	\$19.84	\$26.46	\$33.05	\$19.92
7	\$12.86	\$14.14	\$26.40	\$19.84	\$26.46	\$33.05	\$19.92
8	\$13.11	\$14.41	\$26.93	\$19.84	\$26.46	\$33.05	\$19.92
9	\$13.36	\$14.72	\$27.40	\$19.84	\$26.46	\$33.05	\$19.92
10	\$13.65	\$15.02	\$28.02	\$19.84	\$26.46	\$33.05	\$19.92
11	\$13.94	\$15.30	\$28.58	\$19.84	\$26.46	\$33.05	\$19.92
12	\$14.19	\$15.61	\$29.15	\$19.84	\$26.46	\$33.05	\$19.92
13	\$14.48	\$15.93	\$29.73	\$19.84	\$26.46	\$33.05	\$19.92
14	\$14.78	\$16.25	\$30.33	\$19.84	\$26.46	\$33.05	\$19.92
15	\$15.08	\$16.56	\$30.94	\$19.84	\$26.46	\$33.05	\$19.92
16	\$15.35	\$16.91	\$31.55	\$19.84	\$26.46	\$33.05	\$19.92
17	\$15.67	\$17.25	\$32.18	\$19.84	\$26.46	\$33.05	\$19.92
18	\$16.00	\$17.57	\$32.83	\$19.84	\$26.46	\$33.05	\$19.92
19	\$16.30	\$17.94	\$33.49	\$19.84	\$26.46	\$33.05	\$19.92
20	\$16.63	\$18.30	\$34.16	\$19.84	\$26.46	\$33.05	\$19.92
21	\$16.97	\$18.65	\$34.84	\$19.84	\$26.46	\$33.05	\$19.92
22	\$17.30	\$19.04	\$35.01	\$19.84	\$26.46	\$33.05	\$19.92
23	\$17.38	\$19.14	\$35.01	\$19.84	\$26.46	\$33.05	\$19.92
24	\$17.38	\$19.14	\$35.01	\$19.84	\$26.46	\$33.05	\$19.92
25	\$17.38	\$19.14	\$35.01	\$19.84	\$26.46	\$33.05	\$19.92
26	\$17.38	\$19.14	\$35.01	\$19.84	\$26.46	\$33.05	\$19.92
27	\$17.38	\$19.14	\$35.53	\$19.84	\$26.46	\$33.05	\$19.92
28	\$17.38	\$19.14	\$36.25	\$19.84	\$26.46	\$33.05	\$19.92
29	\$17.21	\$19.14	\$36.43	\$19.84	\$26.46	\$33.05	\$19.92

Substitutes are paid at step 0 of the position for which they are subbing.

*Excludes Contract SRO

Transportation

	Vehicle Mechanic 1-7916	Vehicle Mechanic 2-7915 (State Certification)	Lead Vehicle Mechanic-7914	Vehicle Maintenance Supervisor-7912	Bus Monitor-7942	Bus Driver-7941
		Transportation Area Coordinator-7903				
		Bus Driver Training Coordinator-7931				
STEP	261 days, 8 hours	261 days, 8 hours	261 days, 8 hours	261 days, 8 hours	varied days, varied hours	181 days, 5 hours
0	\$14.90	\$16.38	\$18.02	\$37,632	\$11.19	\$14.90
1	\$15.20	\$16.72	\$18.38	\$38,366	\$11.42	\$15.20
2	\$15.48	\$17.06	\$18.75	\$39,140	\$11.65	\$15.48
3	\$15.82	\$17.38	\$19.13	\$39,937	\$11.89	\$15.82
4	\$16.14	\$17.74	\$19.50	\$40,734	\$12.11	\$16.14
5	\$16.43	\$18.11	\$19.91	\$41,554	\$12.36	\$16.43
6	\$16.77	\$18.45	\$20.31	\$42,396	\$12.61	\$16.77
7	\$17.13	\$18.82	\$20.71	\$43,239	\$12.86	\$17.13
8	\$17.44	\$19.22	\$21.13	\$44,103	\$13.11	\$17.44
9	\$17.80	\$19.57	\$21.54	\$44,989	\$13.36	\$17.80
10	\$18.18	\$19.98	\$21.97	\$45,855	\$13.65	\$18.18
11	\$18.51	\$20.38	\$22.43	\$46,829	\$13.94	\$18.51
12	\$18.90	\$20.79	\$22.87	\$47,739	\$14.19	\$18.90
13	\$19.28	\$21.21	\$23.32	\$48,691	\$14.48	\$19.28
14	\$19.65	\$21.61	\$23.78	\$49,666	\$14.78	\$19.65
15	\$20.06	\$22.06	\$24.27	\$50,664	\$15.08	\$20.06
16	\$20.45	\$22.50	\$24.75	\$51,684	\$15.35	\$20.45
17	\$20.86	\$22.94	\$25.25	\$52,704	\$15.67	\$20.86
18	\$21.29	\$23.41	\$25.74	\$53,776	\$16.00	\$21.29
19	\$21.69	\$23.86	\$26.25	\$54,807	\$16.30	\$21.69
20	\$22.13	\$24.35	\$26.78	\$55,916	\$16.63	\$22.13
21	\$22.58	\$24.83	\$27.32	\$57,023	\$16.97	\$22.58
22	\$23.03	\$25.34	\$27.86	\$58,176	\$17.30	\$23.03
23	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
24	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
25	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
26	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
27	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
28	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15
29	\$23.15	\$25.47	\$27.99	\$58,464	\$17.38	\$23.15

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

SACC/Childcare

	SACC Childcare Worker-8316	SACC Site Leader-7317 Instructional Monitor-7317	Child Development Center Assistant Supervisor-7326	SACC/Child Care Supervisor-7476
STEP	varied days, varied hours	183 days, 4.5 hours	220 days, 7.5 hours	261 days, 8 Hours
0	\$11.19	\$12.30	\$13.54	\$37,632
1	\$11.42	\$12.55	\$13.82	\$38,386
2	\$11.65	\$12.81	\$14.10	\$39,140
3	\$11.89	\$13.07	\$14.36	\$39,937
4	\$12.11	\$13.32	\$14.67	\$40,734
5	\$12.36	\$13.59	\$14.96	\$41,554
6	\$12.61	\$13.87	\$15.25	\$42,396
7	\$12.86	\$14.14	\$15.56	\$43,239
8	\$13.11	\$14.41	\$15.88	\$44,103
9	\$13.36	\$14.72	\$16.19	\$44,989
10	\$13.65	\$15.02	\$16.50	\$45,855
11	\$13.94	\$15.30	\$16.85	\$46,829
12	\$14.19	\$15.61	\$17.19	\$47,739
13	\$14.48	\$15.93	\$17.51	\$48,691
14	\$14.78	\$16.25	\$17.88	\$49,666
15	\$15.08	\$16.56	\$18.24	\$50,664
16	\$15.35	\$16.91	\$18.58	\$51,684
17	\$15.67	\$17.25	\$18.97	\$52,704
18	\$16.00	\$17.57	\$19.35	\$53,776
19	\$16.30	\$17.94	\$19.73	\$54,807
20	\$16.63	\$18.30	\$20.13	\$55,916
21	\$16.97	\$18.65	\$20.52	\$57,023
22	\$17.30	\$19.04	\$20.95	\$58,176
23	\$17.38	\$19.14	\$21.05	\$58,464
24	\$17.38	\$19.14	\$21.05	\$58,464
25	\$17.38	\$19.14	\$21.05	\$58,464
26	\$17.38	\$19.14	\$21.05	\$58,464
27	\$17.38	\$19.14	\$21.05	\$58,464
28	\$17.38	\$19.14	\$21.05	\$58,464
29	\$17.38	\$19.14	\$21.05	\$58,464

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

Food Service

	Cook/Baker-7241	Driver-7964	Assistant Manager-7234	Manager-7212	Manager-7212	Manager-7212	Manager-7212
STEP	180 days, varied hours	182 days, 8 hours	180 days, varied hours	Small (0-500 Meals) 183 days, 8 hours	Medium (501-800 Meals) 183 days, 8 hours	Large (801-1200 Meals) 183 days, 8 hours	X-Large (1201+ Meals) 183 days, 8 hours
0	\$11.19	\$11.19	\$12.30	\$12.30	\$13.54	\$14.90	\$16.38
1	\$11.42	\$11.42	\$12.55	\$12.55	\$13.82	\$15.20	\$16.72
2	\$11.65	\$11.65	\$12.81	\$12.81	\$14.10	\$15.48	\$17.06
3	\$11.89	\$11.89	\$13.07	\$13.07	\$14.36	\$15.82	\$17.38
4	\$12.11	\$12.11	\$13.32	\$13.32	\$14.67	\$16.14	\$17.74
5	\$12.36	\$12.36	\$13.59	\$13.59	\$14.96	\$16.43	\$18.11
6	\$12.61	\$12.61	\$13.87	\$13.87	\$15.25	\$16.77	\$18.45
7	\$12.86	\$12.86	\$14.14	\$14.14	\$15.56	\$17.13	\$18.82
8	\$13.11	\$13.11	\$14.41	\$14.41	\$15.88	\$17.44	\$19.22
9	\$13.36	\$13.36	\$14.72	\$14.72	\$16.19	\$17.80	\$19.57
10	\$13.65	\$13.65	\$15.02	\$15.02	\$16.50	\$18.18	\$19.98
11	\$13.94	\$13.94	\$15.30	\$15.30	\$16.85	\$18.51	\$20.38
12	\$14.19	\$14.19	\$15.61	\$15.61	\$17.19	\$18.90	\$20.79
13	\$14.48	\$14.48	\$15.93	\$15.93	\$17.51	\$19.28	\$21.21
14	\$14.78	\$14.78	\$16.25	\$16.25	\$17.88	\$19.65	\$21.61
15	\$15.08	\$15.08	\$16.56	\$16.56	\$18.24	\$20.06	\$22.06
16	\$15.35	\$15.35	\$16.91	\$16.91	\$18.58	\$20.45	\$22.50
17	\$15.67	\$15.67	\$17.25	\$17.25	\$18.97	\$20.86	\$22.94
18	\$16.00	\$16.00	\$17.57	\$17.57	\$19.35	\$21.29	\$23.41
19	\$16.30	\$16.30	\$17.94	\$17.94	\$19.73	\$21.69	\$23.86
20	\$16.63	\$16.63	\$18.30	\$18.30	\$20.13	\$22.13	\$24.35
21	\$16.97	\$16.97	\$18.65	\$18.65	\$20.52	\$22.58	\$24.83
22	\$17.30	\$17.30	\$19.04	\$19.04	\$20.95	\$23.03	\$25.34
23	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
24	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
25	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
26	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
27	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
28	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47
29	\$17.38	\$17.38	\$19.14	\$19.14	\$21.05	\$23.15	\$25.47

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

Print Shop

Step	Delivery Driver-7963	Printer Assistant I-7124	Printing Supervisor-7116
	261 day-7.5 hours	261 day, 8 hours	261 days, 8 hours
0	\$11.19	\$11.19	\$31,116
1	\$11.42	\$11.42	\$31,736
2	\$11.65	\$11.65	\$32,335
3	\$11.89	\$11.89	\$33,022
4	\$12.11	\$12.11	\$33,687
5	\$12.36	\$12.36	\$34,329
6	\$12.61	\$12.61	\$35,016
7	\$12.86	\$12.86	\$35,747
8	\$13.11	\$13.11	\$36,435
9	\$13.36	\$13.36	\$37,166
10	\$13.65	\$13.65	\$37,942
11	\$13.94	\$13.94	\$38,673
12	\$14.19	\$14.19	\$39,450
13	\$14.48	\$14.48	\$40,247
14	\$14.78	\$14.78	\$41,044
15	\$15.08	\$15.08	\$41,888
16	\$15.35	\$15.35	\$42,708
17	\$15.67	\$15.67	\$43,549
18	\$16.00	\$16.00	\$44,436
19	\$16.30	\$16.30	\$45,323
20	\$16.63	\$16.63	\$46,208
21	\$16.97	\$16.97	\$47,162
22	\$17.30	\$17.30	\$48,071
23	\$17.38	\$17.38	\$48,336
24	\$17.38	\$17.38	\$48,336
25	\$17.38	\$17.38	\$48,336
26	\$17.38	\$17.38	\$48,336
27	\$17.38	\$17.38	\$48,336
28	\$17.38	\$17.38	\$48,336
29	\$17.38	\$17.38	\$48,336

Television Production

	Program Assistant I-7334	Program Assistant II-7335	HCEC-TV Teacher**
Step	261 day, 7.5 hours	261 day, 8 hours	Non-Certified 187 days, 7.5 hours
0	\$11.19	\$16.38	\$30,088
1	\$11.42	\$16.72	\$30,689
2	\$11.65	\$17.06	\$31,304
3	\$11.89	\$17.38	\$31,930
4	\$12.11	\$17.74	\$32,568
5	\$12.36	\$18.11	\$33,219
6	\$12.61	\$18.45	\$33,883
7	\$12.86	\$18.82	\$34,561
8	\$13.11	\$19.22	\$35,253
9	\$13.36	\$19.57	\$35,861
10	\$13.65	\$19.98	\$36,678
11	\$13.94	\$20.38	\$37,410
12	\$14.19	\$20.79	\$38,159
13	\$14.48	\$21.21	\$38,922
14	\$14.78	\$21.61	\$39,700
15	\$15.08	\$22.06	\$40,495
16	\$15.35	\$22.50	\$41,304
17	\$15.67	\$22.94	\$42,130
18	\$16.00	\$23.41	\$42,972
19	\$16.30	\$23.86	\$43,833
20	\$16.63	\$24.35	\$44,709
21	\$16.97	\$24.83	\$45,604
22	\$17.30	\$25.34	\$45,832
23	\$17.38	\$25.47	\$45,832
24	\$17.38	\$25.47	\$45,832
25	\$17.38	\$25.47	\$45,832
26	\$17.38	\$25.47	\$45,832
27	\$17.38	\$25.47	\$46,514
28	\$17.38	\$25.47	\$47,447
29	\$17.38	\$25.47	\$47,682

*Secretary to be paid at Secretary II schedule on Central Office Based Classified Sheet.

**HCEC-TV Teacher -\$5,073 increment

Performing Arts Center

Step	Secretary I 261 day, 7.5 hours	Account Clerk II 261 day, 7.5 hours	Program Specialist I 261 days, 7.5 hours
0	\$13.54	\$14.90	\$16.38
1	\$13.82	\$15.20	\$16.72
2	\$14.10	\$15.48	\$17.06
3	\$14.36	\$15.82	\$17.38
4	\$14.67	\$16.14	\$17.74
5	\$14.96	\$16.43	\$18.11
6	\$15.25	\$16.77	\$18.45
7	\$15.56	\$17.13	\$18.82
8	\$15.88	\$17.44	\$19.22
9	\$16.19	\$17.80	\$19.57
10	\$16.50	\$18.18	\$19.98
11	\$16.85	\$18.51	\$20.38
12	\$17.19	\$18.90	\$20.79
13	\$17.51	\$19.28	\$21.21
14	\$17.88	\$19.65	\$21.61
15	\$18.24	\$20.06	\$22.06
16	\$18.58	\$20.45	\$22.50
17	\$18.97	\$20.86	\$22.94
18	\$19.35	\$21.29	\$23.41
19	\$19.73	\$21.69	\$23.86
20	\$20.13	\$22.13	\$24.35
21	\$20.52	\$22.58	\$24.83
22	\$20.95	\$23.03	\$25.34
23	\$21.05	\$23.15	\$25.47
24	\$21.05	\$23.15	\$25.47
25	\$21.05	\$23.15	\$25.47
26	\$21.05	\$23.15	\$25.47
27	\$21.05	\$23.15	\$25.47
28	\$21.05	\$23.15	\$25.47
29	\$21.05	\$23.15	\$25.47

Adult Education

STEP	Clerk-7784 200 days, 7.5 hours	Account Clerk I-7165 220 days, 7.5 hours	Instructor III-7314 Varied days, Varied hours	*Coordinator II-7475 240 days, 7.5 hours
0	\$12.30	\$13.54	\$22.99	\$38,616
1	\$12.55	\$13.82	\$23.44	\$39,387
2	\$12.81	\$14.10	\$23.91	\$40,176
3	\$13.07	\$14.36	\$24.39	\$40,980
4	\$13.32	\$14.67	\$24.88	\$41,799
5	\$13.59	\$14.96	\$25.38	\$42,634
6	\$13.87	\$15.25	\$25.88	\$43,486
7	\$14.14	\$15.56	\$26.40	\$44,356
8	\$14.41	\$15.88	\$26.93	\$45,244
9	\$14.72	\$16.19	\$27.40	\$46,025
10	\$15.02	\$16.50	\$28.02	\$47,073
11	\$15.30	\$16.85	\$28.58	\$48,013
12	\$15.61	\$17.19	\$29.15	\$48,974
13	\$15.93	\$17.51	\$29.73	\$49,953
14	\$16.25	\$17.88	\$30.33	\$50,952
15	\$16.56	\$18.24	\$30.94	\$51,972
16	\$16.91	\$18.58	\$31.55	\$53,010
17	\$17.25	\$18.97	\$32.18	\$54,071
18	\$17.57	\$19.35	\$32.83	\$55,151
19	\$17.94	\$19.73	\$33.49	\$56,256
20	\$18.30	\$20.13	\$34.16	\$57,381
21	\$18.65	\$20.52	\$34.84	\$58,529
22	\$19.04	\$20.95	\$35.01	\$58,822
23	\$19.14	\$21.05	\$35.01	\$58,822
24	\$19.14	\$21.05	\$35.01	\$58,822
25	\$19.14	\$21.05	\$35.01	\$58,822
26	\$19.14	\$21.05	\$35.01	\$58,822
27	\$19.14	\$21.05	\$35.53	\$59,697
28	\$19.14	\$21.05	\$36.25	\$60,895
29	\$19.14	\$21.05	\$36.43	\$61,196

*Coordinator administrative increment-\$4,270

Classified Supplemental Pay Schedule

Extended School Services Instructional Assistant	\$10.00/hour
Classified Additional Duty	\$10.00/hour
Student Workers (minimum wage)	\$7.25/hour
Teacher (non-certified)	\$15.00 hour