



DIVISION OF HUMAN RESOURCES

**BOARD OF SCHOOL COMMISSIONERS OF MOBILE COUNTY
Mobile, Alabama**

**2015-2016
SALARY
SCHEDULES**

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2015-2016 Salary Schedules

MOBILE COUNTY PUBLIC SCHOOL SYSTEM

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COMPENSATION AND PAY PLAN

The Superintendent shall prepare or cause to be prepared salary schedules for school system personnel each fiscal year. The salary schedules shall be presented annually to the Board for review and approval.

Base pay for classroom teachers and those other selected, certificated individuals whose work day is spent working directly with students or whose work product solely benefits the instruction of children, shall be determined by the State of Alabama Teacher's Salary Matrix. From time to time, the State of Alabama publishes certain salary matrices for other types of employees. In those situations in which the State publishes a State Salary Matrix for a particular group of employees, the State Salary Matrix shall control.

For all other employees, including principals, assistant principals, and central office certified administrators, the Superintendent shall develop and recommend a compensation or pay plan to the Board for adoption. Changes in the plan, after initial adoption, shall be approved annually by the Board.

The compensation or pay plan is designed to provide appropriate pay for the assessed worth of system jobs. The current plan shall consist of step salary schedules for the following employee groups or pay families:

1. Teachers
2. Administrative/Professional
3. Clerical/Technical
4. Manual Trades
5. High School Principals
6. Middle School Principals
7. Elementary School Principals
8. High School Assistant Principals
9. Middle School Assistant Principals
10. Elementary School Assistant Principals
11. Occupational Therapy/Physical Therapy
12. Child Nutrition Program Managers and CNP Assistants
13. Bus Drivers
14. Bus Aides
15. Nurses

The compensation or pay plan is designed and administered to accomplish the following:

1. Stay competitive with appropriate labor markets for the various categories of jobs performed by personnel,
2. Recognize the levels of skill, effort, and responsibility required for different jobs,
3. Protect continued length of service to the Board with regard to the hiring of new employees, and
4. Fiscally control and provide cost effective guidelines.

A copy of the System's compensation or pay plan for the current year is available in the administrative offices and shall be posted on the System's Internet website.

Step Advancement: Each eligible classified employee and certified personnel not paid on the teacher's salary matrix shall advance one step on the salary schedule each budget year (currently October 1 of each year). In years in which proration is declared in the state's Educational Trust Fund, causing a reduction in funding to the System, or in years in which local education tax revenues fall below the level received in the preceding fiscal year, the Board may by unanimous vote cause step movement not to occur. Employees not paid on a state salary matrix who are not assigned to a salary schedule or who have reached the highest step on their salary schedule shall receive, every three years, a cost of living increase equal to 1.5% of their current salary contemporaneously with the step advancement of other eligible employees. In those years in which the

Board votes to cause step movement not to occur, no cost of living increase shall be granted. **Employees whose annual, summative evaluation is less than satisfactory shall not advance to the next step.**

Employees paid on a state salary schedule (the "State Salary Matrix or Schedule") shall progress automatically to the next appropriate step.

Assignment to Pay Grade: Consistent with economic and job market indicators, the Assistant Superintendent or Executive Manager of Human Resources (the pay plan administrator) may recommend to the Superintendent the initial assignment or re-assignment of a job title to a specific pay grade, salary schedule and/or step. Additionally, the Superintendent retains the right to recommend the initial assignment and/or reassignment of a job title to a specific pay grade, salary schedule and/or step. The annual publication of the compensation or pay plan (i.e., salary schedules) shall reflect any adjustments made.

Assignment to Step within Pay Grade: The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.

Salary Retention: A contract principal who is transferred voluntarily or otherwise to a school that is smaller in enrollment shall retain the same salary and compensation step as held previously until the end of the contract period. A tenured principal or assistant principal who is transferred voluntarily or otherwise in the same position to a school with a smaller enrollment shall retain the same compensation step for a period of one employment year (July 1 through June 30) or portion thereof. At the end of that period of time, the salary appropriate for the work assignment in the subsequent year shall be given.

If a principal or assistant principal is transferred, either voluntarily or otherwise to a position other than principal or assistant principal, or if he or she applies for and is recommended and approved for a central office position, the salary shall be paid on the appropriate step for the new position. Experience in the System will be a major factor in determining appropriate step placement. If the principal or assistant principal has at least ten year's administrative experience (including time spent as a supervisor in central administration, he or she may be placed on the same step as any current central office employee performing the same job functions and carrying the same job title. If he or she has between five and ten years administrative experience in the System, he or she shall be placed at least one compensation step below current central office employees performing the same job functions and carrying the same job title. Those with five years or less will be placed at least two steps below current central office employees performing the same job functions. He/She cannot be placed on a higher step than any other employee performing the same job function or carrying the same job title.

A principal who is re-assigned or voluntarily accepts a position of assistant principal will be placed on the Assistant Principal Step Salary Schedule at the same step he or she occupied as a principal. Under no circumstance, however, can he/she be placed on a step equal to or greater than any other assistant principal who has more years of experience in the System as an assistant principal or principal. If the principal had earlier been placed on a higher step as an incentive, his/her step will be reduced by the amount of the incentive to determine the appropriate step placement.

If a contract principal's contract is not renewed, and if he/she is hired in another position other than principal, he/she shall be placed on the salary schedule appropriate for the work assignment (i.e., he/she shall not retain the salary of a principal for one year.)

Supervisors and Managers: If necessary, a Principal, Supervisor or other employee in a position of management over two or more other employees shall be given a salary adjustment on the step schedule to pay at least \$1.00 more than the base of the highest paid employee managed by that Principal, Supervisor or other supervisory employee. Base pay does not include supplements that are paid for employees with AA certificates and doctorates or any other supplemental pay. For purposes of the application of this section, a Principal is deemed to be the supervisor of all employees in his or her school.

New Jobs: Newly established positions or jobs approved by the Superintendent shall be analyzed and classified by the pay plan administrator and assigned to an existing job family and corresponding pay grade.

Assignment of Salaries for New Hires: The Superintendent or designee shall approve pay assignment to a step within the appropriate salary schedule for new employees in accord with state law and regulations and the following general guidelines:

- New employees with limited work experience in the job title to which they are being hired shall be placed generally at the zero (Step 0) step of the assigned step salary schedule.
- With the Superintendent's approval, new employees may be placed at any other step above Step Zero for documented programmatic reasons. In no case, however, will a new hire be placed at the highest step of the pay grade.
- Former employees, who previously left the System in good standing, and are rehired in the same position that they were in previously, may be placed on the same step that the employee was on at the time they left the System. For example, a bookkeeper who resigned in good standing at step 12, who is rehired as a bookkeeper five years later, will be placed on step 12 at the time of her rehire. Employee's that are rehired in a different position will be placed at the appropriate step for the new position. This provision will be applicable to any former employee rehired after January 1, 2012 and has no retroactive applicability. This provision applies specifically to classified employees. The Executive Manager of Human Resources shall have authority to adjust the step at which the employee is rehired as necessary to reflect changes in the salary schedule that have occurred since the respective employees left the system.

**RATES, RULES AND CONDITIONS – ADMINISTRATION OF THE
SALARY SCHEDULE**

I. Definitions:

1. “New Employee” – A current employee who is assigned to a new or different position. An employee who is new to the position.
2. “Employee New to the System” – An employee who is beginning employment in the System.
3. “Promotion” – A salary increase resulting from an employee moving from one pay grade to at least the next highest pay grade.
4. “Upgrade” – A job, job title or position that moves from its current assignment to a pay grade to the next highest pay grade.
5. “Step Raise” – Moving up one step on the appropriate salary schedule.

II. General Procedures:

A. Miscellaneous, General:

1. A new employee, a current employee receiving a promotion, or an employee new to the System shall not be paid a salary greater than the salary of his or her immediate supervisor.
2. Effective October 1, 2011, the salary of an employee who receives a promotion (moving from at least one pay grade in the same job family to a position paid at a different pay grade) will be determined by increasing the employee’s original step salary by four (4) per cent and then moving to the step in the new pay grade that is immediately higher in salary after the four percent is calculated. The Board recognizes that not all transfers between positions are promotions and in those truly lateral transfers, 4% will not be added to the person’s salary; rather, he or she will be put on the appropriate step on the new salary schedule based on the person’s prior salary. The following scenarios are considered “promotions” for the purpose of this section: (1) an increase in the length of someone’s work year (i.e. increase from 10 months to 12 months); (2) the acceptance of a supervisory position.
 - a. Notwithstanding the previous section, a Principal or Assistant Principal who is promoted to a larger school will be placed on the same step that he or she currently holds on the appropriate salary schedule. Similarly, a CNP Manager who is promoted to a larger school or a school that serves a higher ADM shall be moved to the same step he or she is currently holds on the appropriate schedule for the new position.
 - b. Examples of transfers that are not considered promotions include, but are not limited to: a school based clerk accepting a different school based clerk position paid on the same salary schedule, a clerk or bus driver accepting a custodian position or vice versa, and a carpenter accepting a multi craft carpenter position.
 - c. Salary decreases associated with changes in positions (or routes for a bus driver) will be calculated by moving the employee to the same step on the appropriate salary schedule for the employee’s new position.
3. For employees not paid on a state salary matrix, the step increase shall not occur until October 1. Newly hired employees will not receive a step increase on October 1 in the same year they were hired.

4. The Division of Human Resources routinely advertises all personnel vacancies and new positions for at least 7 or 14 days as per state law. Each advertisement includes a job description and the salary range assigned to the position. It is the responsibility of an applicant to check with Human Resources, prior to applying or accepting a position, to determine the actual salary he/she would earn if hired into the position. Once an applicant accepts a position, he/she has also accepted the salary appropriate for the position.
5. Employees who are assigned to a position with a salary schedule different from their current schedule shall be placed according to the new salary schedule.

B. Classified Employees and those employees not paid on a State Salary Matrix:

1. Computing Salaries for CNP Managers – Please see number B.5. below.
2. **Procedures for administration of Clerical/Technical and Manual Trades Salary Schedules.**
 - a. **General.**
 1. Twelve-month clerical/technical and manual trades employees work eight (8) hours per day and in accordance to the calendar established for the ensuing year. All ten-month classified employees work eight (8) hours per day.
 2. Time schedules for clerical/technical and manual trades personnel may be designated by the Superintendent, Human Resources, or the immediate supervisor of said personnel. In all cases, the Superintendent, Human Resources, or immediate supervisor in charge shall have the right to establish time schedules to encompass the workday excluding lunch.
3. **GUIDELINES FOR AIDES**
 - a. Bus aides work 182 days per year. They are paid according to the number of hours the bus runs. (Example: 2 hours in the morning and 2 hours in the afternoon = paid for 4 hours per day).
4. **GUIDELINES FOR CNP ASSISTANTS**
 - a. All CNP assistants hired after July 1, 1990, will be hired as either six to seven hour workers only. By special permission, a three-hour worker may be hired at larger schools.
 - b. CNP Assistants work 187 days.
5. **GUIDELINES FOR CNP MANAGERS**
 - a. The salaries of CNP managers are based on the average daily meals served.
 - b. Effective October 1, 2014, no CNP Manager shall suffer a decrease in pay as a result of a decrease in the average daily meals served.
 - c. Effective October 1, 2014, all CNP Managers currently paid on CN 06 will be moved to the appropriate step on CN 05. The appropriate step will be the next highest step on CN 05 above the CNP Manager's current salary. CN 06 will be eliminated and all CNP Managers will be paid on CN 05 going forward. CNP Managers paid on CN 04, the highest scale, will be grandfathered into their current salary and shall receive their salary and appropriate step increases until the CNP Manager on CN 04 leaves the system or voluntarily accepts another position in the System. In the event that a CNP Manager paid on CN 04 accepts another CNP Manager position in the system, he or she will be placed on the appropriate step on CN 05.
 - d. Any currently employed CNP Manager whose base salary decreased between October 1, 2011 and October 1, 2014 as a result of a decrease in the number of average daily meals served shall receive a one time lump sum payment equal to the amount of base salary lost as a result of a decrease in the average daily meals served during the aforementioned time period. CNP Managers who voluntarily accepted a position at a school with a lower ADM are not eligible for this one time lump sum payment.

6. GUIDELINES FOR BUS DRIVERS

- a. All bus drivers must meet insurability requirements provided by the insurance carriers who provide vehicular insurance to the Mobile County Public School System.
- b. With input from principals, bus driver/bus aide personnel will be evaluated by the routing specialist.
- c. Bus driver’s responsibilities include, but are not limited to the following: pre-and post-trip inspection, cleanliness of bus, necessary paper work, parent conferences at the local school, CDL re-certification, drug testing, physical exams, annual reflex test, and other conferences as needed.

7. GUIDELINES FOR BEFORE AND AFTER SCHOOL DAY CARE WORKERS

- a. A pay scale for extended day workers must follow these procedures and guidelines. This scale is used to determine the amount of pay per hour in which extended day workers i.e. *Day Care* workers are to be compensated.
- b. Information about the Day Care program is handled through the principal and supplemented by the Human Resources Division.
- c. Effective August 1, 2014, all extended day workers must have a completed personnel file in Human Resources prior to their names being submitted to the Board for approval. All extended day worker applicants must provide and/or complete the following: an online application, official high school or college transcript from a regionally accredited school (or a GED), a letter of recommendation from the principal (for the vacant position), fingerprints/background clearance, a copy of their driver’s license and social security card and must satisfactorily take a drug screen following established system procedures.
- d. Day Care workers who are not already System employees are considered “miscellaneous hourly workers” and receive no benefits. **These specific workers cannot work over 19.5 hours per week.** Effective August 1, 2014, no further “miscellaneous hourly workers” may be utilized as day care workers. All workers in the day care must be hired as system employees as extended day workers. Extended Day Workers may not substitute for MCPSS in any capacity.
- e. Individual regular, full time employees who work extra or substitute in an extended day program (i.e., aides, custodians, bus drivers, CNP assistants, etc.) may not work over a total of 40 hours per week (including the hours worked in their full-time positions).
- f. The Day Care program coordinator or the principal of the school/location should govern the hours worked to ensure that employees do not exceed the specified working hours.
- g. If a full-time, classified, employee working in a Day Care program should, by mistake, exceed a total of 40 hours (regular job hours plus Day Care hours), the principal must authorize overtime to be paid the classified employee from *Day Care* funds at the employee’s *overtime rate*. Any overtime required is the responsibility of the local school.
- h. Day care revenues are to be deposited in the local school bank account and are subject to audit by the Local School Accounting Department.
- i. Salaries paid by the Central Office to Day Care Workers shall be reimbursed by the school as required by the Division of Business Operations.
- j. Some Exceptions apply for Council Elementary

8. Day Care Hourly Pay Scale for extended day workers and MCPSS Classified employees

Day Care Workers		On-Site Lead Workers	
No Experience	FMW	0 – 2 Years Experience	FMW plus 3.00
1 Year Experience	FMW plus .50	2 – 4 Years Experience	FMW plus 4.00
2 Years Experience	FMW plus 1.00	4 – 6 Years Experience	FMW plus 5.00
3 Years Experience	FMW plus 1.50	6 – 8 Years Experience	FMW plus 6.00
4 Years Experience	FMW plus 2.00	8+ Years Experience	FMW plus 7.00
5+ Years Experience	FMW plus 2.50		
Special Subject Instructors:			

Physical Fitness: \$ 10.00	Handicraft and Arts: \$10.00	Computers: \$ 17.50
MCPSS Certified Teachers:		
Tutoring/Teaching: \$25.00 an hour (area of certification)	Non-Tutoring/non-teaching: \$16.00	
Coordinators:		
MCPSS Teachers: \$25.00	MCPSS Non-Teacher: \$20.00	

FMW = Federal Minimum Wage

9. Experience – Only MCPSS Experience is considered for the pay scale set forth above.

C. Administrative and Professional

The salary of a teacher who becomes a 260-day administrator will be paid on the Administrative/Professional (AP) salary schedule for 260 days. The new 260-day salary of an employee whose previous salary has been paid according to the teacher salary matrix but is moving to a new position listed on the AP salary schedule will be equivalent to the salary paid on the same step and rank as a 260-day teacher plus an additional 4% salary adjustment and then placed on the step in the AP salary schedule that is immediately higher in salary after the 4% is calculated. The step cannot exceed step 25 and may be reduced additional steps depending on the number of years' experience of current 240/260-day administrators performing the same basic functions. The new 260-day administrator will be placed at least one step below current 260-day administrators who have been in their positions at least one (1) year performing the same functions. If there are current 240/260-day administrators with more the five (5) years' experience in the position, the new 260-day administrator will be placed at least two steps below the current 240/260-day administrators performing the same functions.

2. Salary placement for principals and assistant principals will be reviewed annually based on the assigned school's enrollment as reflected on the annual Average Daily Membership (ADM) annual report. At the beginning of the new employment year (July 1), the principal and assistant principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salaries will be reduced). If there is an increase in ADM which results in a change on the appropriate salary schedule placement, the principal and assistant principal will be placed on the appropriate salary schedule which is based on ADM. The increase in salary will be retroactive to July 1 of the employment year. If there is a decrease in enrollment which would result in a change on the appropriate salary schedule placement, the principal and assistant principal will retain the higher salary through the end of the employment year (June 30), except that the Superintendent reserves the right to waive a decrease in a Principal or Assistant Principal's salary solely in those situations in which a decrease in enrollment is directly attributable to the separation of a School District from the Mobile County Board of Education. In such a situation, the Superintendent will direct the Executive Manager of Human Resources, in writing, that the decrease in enrollment at a particular school or schools is directly attributable to a separation or proposed separation of a school or group of schools for the purpose of forming a new School System. Upon receipt of such a Directive, the Executive Manager of Human Resources will adjust, if necessary, the salary of a school administrator who has suffered or will suffer a decrease in salary due only to a decrease in enrollment related to the formation of a new school system. This right of the Superintendent will only be effective from July 1, 2011 forward and shall not be applied retroactively to any Principal or Assistant Principal who received a decrease or adjustment in salary due to the formation of a new school system prior to July 1, 2011 . If there is a decrease in enrollment which would result in a change on the salary schedule placement, the contract principal will retain the higher salary until the end of his contract period. At the beginning of the new contract period, the contract principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salary will be reduced). The waiver of a salary adjustment due to a decrease in enrollment related to the formation of a new school district also applies to Contract Principals.

The amount of salary to be paid an administrator whose pay grade has been designated as "open" shall not exceed the base amount paid the Superintendent and shall not be less than the highest base salary of an executive director already employed in the system.

3. If an existing or current full-time twelve-month employee who is paid on the Administrative/Professional (AP) pay grade receives AA certification or a doctoral degree from an accredited institution, \$3,867 will be added to the current salary for AA and \$4,282 for a doctorate. Employees who work less than 12 months per year who receive a higher degree in accordance with policy will receive a prorated increase. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation.

D. Experience Credit:

1. Earning of Experience Credit in MCPSS is calculated as follows:

paid work days divided by the # days in contract year

2. **PROCEDURES FOR EXPERIENCE CREDIT**

- a. Experience credit for determining salary shall be given for all **verified full-time satisfactory, public school teaching experience in the field** for which the previous public school system paid a full-time salary. Experience credit for verified part-time satisfactory, public school teaching experience in the field for which the previous public school system paid a part-time salary based on a teacher salary matrix shall receive experience credit in proportion to the percent of time/he/she worked when compared to a full-time employee, as certified by his/her employer. **No experience credit will be given for unpaid days and/or unpaid leave.** The employee shall be responsible for requesting verification of prior experience from the designated personnel official and for making certain that the form sent is acceptable by Mobile County. **Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.**
- b. When experience verification is received during the first year of hire, credit will be given retroactively to the date of hire. Experience credit received after the first year of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT date of hire.

NOTE: Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year).
- c. Verification forms for the employee to use to obtain verification of earned experience credit are available in the application packet, on the MCPSS web page, and in the Division of Human Resources.

E. Holidays and Personal Leave:

1. All personnel have the annual holidays approved by the Board.
2. Current twelve month employees (240 days) are those assigned or hired prior to July 1, 1999 and grandfathered. These employees will receive:
 - a. Optional vacation days 7-9 depending on what day of work week July 1 falls and if it is a leap year.
 - b. All holidays as approved by the Board for 12-month employees
 - c. Annual leave as follows:
 - 10 days per year for first 12 months of service
 - 15 days per year after 120 months of service(Service is defined as service in the Mobile County School System.)
3. Twelve-month employees (260 days) hired or transferred after June 30, 1999 will receive the following:

- a. All holidays as approved by the Board for twelve-month employees (currently 14)
 - b. Annual leave as follows:
 - 5 days per year for first 12 months of service
 - 10 days per year 13-120 months of service
 - 15 days per year 121-240 months of service
 - 20 days per year after 240 months of service
 (Service is defined as service in the Mobile County School System.)
 - c. At the time of termination all twelve-month employees shall be paid for unused accumulated annual leave days (maximum 45 days).
4. All employees are given up to two (2) personal leave days per contract year and one (1) sick leave day per month. Classified employees starting work after December 31st are entitled to only one day of personal leave. Classified employees starting work after March 31st shall be entitled to zero days of personal leave in that work year. Sick leave days can be accumulated and kept from year to year. Effective August 1, 1997, all personnel will have their unused personal leave days converted to accumulated sick leave days at the end of the school or contract year. Certified personnel may choose to have these days paid instead of converting them to accumulated sick leave days. Effective July 1, 1999, unused optional vacation days as of June 30th of each year can be converted to accumulated annual leave (vacation) days or accumulated sick leave days to the maximum allowed by the school system and state statutes.

F. Higher Degrees:

1. PROCEDURES FOR HIGHER DEGREE

- a. **Higher Degree completed on an Employee who holds an Alabama Professional Certificate which leads to an A or AA Certificate:**
 - i. The employee himself/herself shall be responsible for providing one (1) official transcript with the **higher degree posted** to the MCPSS Division of Human Resources.
 - ii. **Placement on appropriate Salary Schedule:** Higher Degrees must be approved by the Alabama State Department of Education (ASDE). An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE and HR has received an official transcript with the degree posted. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.
- b. **Higher Degree completed on an Employee which Does Not lead to an A or AA Certificate:**
 - i. The employee himself/herself shall be responsible for providing two (2) official transcripts with the **higher degree posted** to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review and approval for higher pay. Higher degree must be approved by ASDE prior to employee receiving higher pay.
 - ii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official

transcript.

c. Employee who has Not been issued an Alabama Certificate:

- i. The state will not approve a higher degree for pay purposes until the teacher holds a valid Alabama teaching certificate. This includes teachers who are following other, alternative approaches to certification such as an ABC, Emergency, etc. The employee himself/herself shall be responsible for providing two (2) official transcripts with the higher degree posted to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review.
- ii. Once a certificate has been issued by the ASDE and a second official transcript with a higher degree has been received or is on file in Human Resources, Human Resources will submit the transcript to the ASDE for consideration of additional compensation.
- iii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.

G. All full time central office positions are 8 hour a day positions unless otherwise set forth in the salary schedule.

III. SUBSTITUTES

A. Determination of the amount of substitute pay is made by the Human Resources Department.

- 1. A substitute is a person paid on a day-to-day basis in the place of an absent employee or in a vacant position.

B. Certified Positions.

SCHEDULE 1 – Certified Positions

TYPE SUBSTITUTE	DAILY RATE	CERTIFICATION STATUS
Non-Certified Substitute	\$58.00	CURRENT AL SUBSTITUTE TEACHER LICENSE
Retired Teacher/Out of State Retired Teacher	\$75.00	Retired teacher with non current, Alabama teaching certificate and twenty or more years of verified teaching experience
Certified Substitute	\$90.00	CURRENT AL TEACHER CERTIFICATE
*CATEGORY II	\$120.00	CURRENT AL TEACHER CERTIFICATE In-Field & HQ
*CATEGORY IV	\$150.00	CURRENT AL Leadership CERTIFICATE In-Field

*-See definitions below.

1. **NO BENEFITS.** Substitutes are not eligible for Benefits
2. **Substitute Teacher – Non Certified**
 - a. A person who only has the required substitute teacher license issued by the State Department of Education. If serving for the same teacher for more than twenty (20) consecutive work days, beginning on the twenty-first (21st) day an additional ten dollars (\$10.00) per day will be paid. This additional \$10.00 is not retroactive to the first day. **The school bookkeeper must notify payroll of the date of increase.**
 - b. **SUBSTITUTE TEACHER – Certified, with a current Alabama Teaching Certificate.** A person who has a current teacher certification but is not under contract. A current teaching certificate must be on file in Human Resources. This person may or may not be teaching in-field or on a long-term basis.
3. **Category Substitutes**
 - a. **CATEGORY II – with a current Alabama Teaching Certificate and Highly Qualified.** A person who has a current teacher certification in-field but is not under a regular teaching contract who works for the same absent teacher for more than twenty (20) consecutive days. A Category II Substitute request must be submitted by the principal and approved by Human Resources prior to a commitment to pay \$120.00 retroactive to the first day. A current teaching certificate must be on file in Human Resources. Substitute teaching in a long term position does not count as experience credit for any purpose, including experience towards teacher certification renewal.
 - b. **CATEGORY IV – Retired or other Administrator with current Alabama Leadership Certificate serving as a substitute Principal, Administrator or other Supervisor.** A person who has maintained a current leadership certification whether retired or not who serves as a substitute Principal, Administrator or other Supervisor (in a position requiring a certified supervisor) A Category IV Substitute request must be submitted to and approved by Human Resources prior to a commitment to pay \$150.00. A current Alabama leadership certificate must be on file.
 - c. **Retired Teacher – No Current Certificate.** A person who is a retired teacher *with 20 years or more teaching experience* who had a valid teaching certificate at the time of retirement but who has not maintained a current teaching certificate. If serving for the same teacher for more than twenty (20) consecutive work days, beginning on the twenty-first (21st) day an additional ten dollars (\$10.00) per day will be paid. The school bookkeeper must notify payroll of the date of increase. However, a substitute teacher license is required. Persons in this category are not eligible to serve in long term Category II positions.

NOTE: A substitute teacher is a person paid on a day-to-day basis either *in the place of an absent classroom teacher* or in a vacant or unfilled classroom position. A substitute teacher does not receive benefits. A substitute may not be used for an itinerant art or music teacher, speech therapist, counselor, media specialist, instructional specialist, administrative intern, assistant principal, principal, or any central office administrator. No substitute should teach in the same teacher's position longer than one semester.

4. **Speech Teachers:** Individuals with a master's degree in speech pathology may substitute for speech teachers who are on extended leave to provide speech services to students – \$120.00 per day. A Category II substitute request must be submitted and approved by Human Resources prior to a commitment to pay \$120 retroactive to the first day.
5. **High School and Middle School Teachers who Teach during their Planning Periods.** In some emergency situations where there are allocated teaching vacancies that have not been filled, a

teacher may be authorized to teach an extra class during his or her planning period. For this extra work, high school teachers will be paid \$50.00 per 98-minute block and middle school teachers will be paid \$40.00. These teachers must still set aside time before or after school or both for planning and for parent conferencing. Teachers on a four-period block must teach four (4) classes to be eligible. Teachers on a six-block schedule must teach six (6) periods, etc., to be eligible.

C. CLASSIFIED, NON-TEACHING, NON-CERTIFIED POSITIONS

a. **Requirements for substitutes in non teaching, non certified positions:**

- a. ALL SUBSTITUTES FOR CLASSIFIED POSITIONS MUST HAVE COMPLETED THE APPLICATION PROCESS (INCLUDING A BACKGROUND CHECK) IN THE CLASSIFIED DEPARTMENT OF HUMAN RESOURCES TO BE GIVEN A SUBSTITUTE CLEARANCE CARD.
- b. Current Clearance Cards are required before a person serving as a classified substitute may be paid. Work performed as a classified substitute without a current clearance card will be unpaid.
- c. Clearance cards for authorized classified substitutes are issued and renewed each year during an authorized position advertising period, generally during the summer. It is each substitute's responsibility to register on the Electronic substitute calling system Subfinder.
- d. Substitutes must undergo a drug test prior to obtaining their Substitute Clearance Card.
- e. Unless otherwise approved by the Assistant Superintendent or Executive Manager of Human Resources, substitutes may not be retained until the employee being substituted for has missed three or more consecutive school days. This provision does not apply to custodian substitutes.
- f. Substitutes serving longer than five (5) consecutive days in the same position must be approved by Human Resources.
- g. All substitutes for clerk positions, whether school based or not, must be approved by Human Resources.

b. **Wages, generally.**

- a. Substitutes for classified employees will be paid at the appropriate Federal Minimum Wage except that former employees who are retired clerks, secretaries, registrars or bookkeepers who substitute at a school or central office, shall receive a rate of pay equal to \$2.00 over the Federal Minimum Wage then in effect.
- b. Substitutes for school based bookkeepers, secretaries, registrars, school based clerks or central office clerks who serve in the same substitute position for more than twenty (20) consecutive work days will be paid an hourly rate of \$2.75 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for a long-term classified substitute is not retroactive to the first work day.
- c. All substitutes for bookkeepers, secretaries, registrars, or clerks, whether school based or central office based, must be approved by Human Resources.
- d. Other classified substitutes who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$1.25 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day. Other classified substitutes include CNP assistants, custodians, and bus aides.
- e. Substitute Bus Drivers who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$5.00 a day in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day.

c. **Substitutes, Specific Situations. Substitutes for classroom aides can be used as follows:**

- a. Special Education One-on-One Paraprofessionals/Aides: Only critical positions allow for substitutes (i.e.: IEP aide, EC aide, Pre-School aide, MD aide). Since most special education aides are assigned as “program aides” the principal should distinguish the critical need for a substitute. Substitutes for other Special Ed aides/paraprofessionals in critical positions will be allowed after the 3rd consecutive day with Human Resources approval
- b. Interpreters at Southwest Regional: Substitute may be used. Sign Language Interpreters with a degree in sign language interpreting shall receive the rate of pay of \$90.00 per day.
- c. Title I Aides & other federally funded aides: Substitutes may be used if an aide is going to be off from work for an extended period of time and all accumulated sick leave has been used. If a school elects to use a substitute for a Title I or other federally funded aide, the school shall be required to pay for the substitute from its federal funds, the school’s Title I budget or local school funds. Substitutes in this category will be paid for by the local Schools.
- d. Physical Education Aides: Substitute may be used.
- e. Media/Library Aides: No substitute.
- f. Retract Aides: No substitute.
- g. General Aides (Foundation Fund): No substitute
- h. Extended Day Aides (Council E/S): Substitute may be used.

4. **Transportation**

- a. Substitute Bus Drivers:
 - i. \$32.00 per day for single runs
 - ii. \$42.00 per day for dual runs
 - iii. \$54.00 per day for dual plus runs
- b. Bus Aides: Substitutes may be used
- c. Bus Driver Trainees: Applicants who have completed the substitute procedures and are participating in a Bus Driver Training class shall be paid an hourly wage while participating in said Bus Driver Training class equal to the federal minimum wage then in effect.

5. **Nurses.**

- a. All substitute nurses (RNs and LPNs) are required to complete all requirements for classified substitute employees set forth by the Human Resources Division and be licensed in good standing with the Alabama Board of Nursing. The nurse must attend an orientation in Human Resources and Health Services and receive a certificate of completion. A list of substitute nurses will be maintained by the Health Services Supervisor. Securing and placing substitute nurses in schools is the responsibility of the Supervisor of Health Services. Substitute nurses will be assigned based on need and the acuity of the student. Substitutes will not be placed in every school each time a nurse is absent. The Supervisor of Health Services will determine when a substitute is required.
 - i. **Substitute Registered Nurse.** A registered nurse who has met all requirements for substitute employment. This person is called to work on an as needed basis. These substitutes will work short term assignments. The daily rate of pay is \$90.00.
 - ii. **Category RN Substitute Registered Nurse.** A registered nurse who has met all requirements for substitute employment. This substitute is one who works for the same

absent or on leave registered nurse employee for twenty (20) consecutive days or more. A category RN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23rd) day of the substitute's work. A Category RN Substitute who is approved by Human Resources will receive a daily rate of pay of \$120.00 retroactive to the first day of his or her work.

- iii. **Substitute Licensed Practical Nurse.** A licensed practical nurse who has met all requirements for substitute employment. This person is called to work on an as needed basis. Substitutes of this type will work short time assignments. The daily rate of pay is \$65.00.
- iv. **Category LPN Substitute Licensed Practical Nurse.** A licensed practical nurse who has met all requirements for substitute employment. Substitutes of this type work for the same absent licensed practical nurse for more than twenty (20) consecutive days. A category LPN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23rd) day of the substitute's work. A Category RN Substitute who is approved by Human Resources will receive a daily rate of pay of \$90.00 retroactive to the first day of his or her work.

- 6. **CNP Managers.** Retired CNP Managers may be hired as substitutes if the CNP Manager is absent for five or more consecutive days and is expected to miss an extended period of time, although a regular six hour CNP Assistant substitute may be retained from day one of a CNP Manager's absence. Substitutes for a CNP Manager must be approved by the Food Services Director. Retired CNP Managers who act as substitutes shall be paid \$75.00 per day. The retired CNP Manager must possess a valid food handlers card and Substitute Clearance Card

A retired CNP Manager who serves as a substitute CNP Manager for longer than twenty one consecutive days (at one or more schools) shall receive \$100.00 per day retroactive to the first day of substitute service

IV. PAY FOR OTHER CIRCUMSTANCES (BUS DRIVERS/BUS AIDES)

- A. **SPECIAL RUN:** A "special run" necessitates extra bus driving which is regularly scheduled at other than the normal before school and after school hours, such as: Special Education assignments, excursions, field trips, athletic trips, or other special assignments, etc. A "community based run" are those unique runs involved in the transportation of special education students to community based work sites. Special and Community based runs must be approved by Special Programs and/or Transportation.
- B. Bus Drivers assigned a community based run will function, and be compensated, as a Bus Driver until the students are delivered to the community based work site, at which time the Bus Driver shall begin to function, and will be compensated, as an Aide. A Bus Driver who takes one hour to deliver a special education student to a community based worksite and then spends four hours there functioning as an aide, will be paid \$8.95 for the hour involved in transporting the student, and \$8.00 per hour for the time spent functioning as an aide.

- 1. Community based and extended day routes (Bus Drivers) \$8.95 per hour
- 2. Community based and extended day routes (Bus Aides) \$8.00 per hour
- 3. All other special runs (including Athletic/Band Routes) (Bus Drivers) \$0.25 per hour over Federal Minimum Wage
- 4. All other special runs (including Athletic/Band Routes) (Aides) Federal Minimum Wage
- 5. Vocational/Technical Routes (Bus Drivers) \$10.11 per hour

- C. No other rate of pay should be given to a bus driver or bus aide, regardless of whether local School funds are used. These are the only rates of pay available for the compensation of Bus Drivers or Bus Aides for extra runs.
- D. **EMERGENCY SITUATIONS:** When an emergency situation is declared by the Superintendent or his designee, the following compensation plan will be used:

1 Extra Run	\$20.00 per day	2 Extra Runs	\$40.00 per day
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- E. **GENERAL:** 1. All routes will be evaluated as needed. If it is determined that a route driven by a non-probationary bus driver, is no longer needed, this driver will be assigned to another route with no loss of status. 2. Total daily work time of a substitute cannot exceed the number of regular working hours of the absence employee.

V. SUPPLEMENTS

- A. **Twenty One Year Increment.** An employee not paid on a state salary matrix, upon completion of at least 20.5 years or more of creditable service on or before June 30, will receive an annual supplement of:
 1. \$201.00 for 9-month employees
 2. \$224.00 for 10-month employees
 3. \$246.00 for 11-month employees
 4. \$268.00 for 12-month employees

This increment is not paid to personnel who are compensated using the state salary matrix.

- B. **CNP Supplement.** Schools with no CNP Manager including CNP co-managed schools are authorized to pay one 7 hour CNP Assistant at each school a supplement. The supplement is equal to the equivalent of 1 work hour per day for an annual supplement total of \$1,620.
- C. **ACADEMIC DEPARTMENT HEAD SUPPLEMENTS (CERTIFIED).** Department heads at all schools will be selected by the principal. No supplements are paid to counselors and media specialists who are designated department heads. Department head supplements have been allocated to all schools.

1. Supplements for Department Chairs/Lead Teachers Selected by the Principal

Size of School (Number of Students)	Number of Department Heads Allocated	Supplemental Amount
1 to 200	All Schools – 1	\$1,000
201 to 450	High Schools and Middle Schools – 3 Elementary Schools – 1	\$1,000
451 to 600	High Schools and Middle Schools – 4 Elementary Schools – 1	\$1,000
601 to 749 Students	High Schools and Middle Schools – 5 Elementary Schools – 1	\$1,000
750 to 1,249 Students	High Schools and Middle Schools – 6 Elementary Schools – 1	\$1,200

1,250 and Above	High Schools and Middle Schools – 6 Elementary Schools – 1	\$1,500
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Schools with:	Must have at least:	Based on:
4 periods per day	15 classes	(5 teachers X 3 periods)
5 periods per day	20 classes	(5 teachers X 4 periods)
6 periods per day	25 classes	(5 teachers X 5 periods)
7 periods per day	30 classes	(5 teachers X 6 periods)

D. SUPPLEMENT FOR “ACTING” SUPERVISORY/ADMINISTRATIVE PERSONNEL

1. In situations where a current employee is **designated by the Superintendent** to “act” for more than 30 work days in the place of an administrator, the employee will be paid a supplement equal to the difference between the employee’s current daily rate of pay and the minimum daily rate of pay assigned to the supervisor’s position (for step 0 of the appropriate salary schedule) beginning the 31st day. Board approval is not required at this point. In some cases, a supplement cannot be paid because the designee is already at or above the minimum for the pay grade. The supplement will cease when the supervisor/administrator returns to work or when the position vacancy is officially filled. An interim or acting supervisor may serve no longer than a total of 90 work days. If the Superintendent determines that the acting person needs to be retained in the acting position longer than 90 work days, he or she can request that the Board approve extending the service after the initial 90 days. Assignment as acting to the position and the possibility of supplemental pay being paid does not in any way entitle the employee to be permanently assigned to the position. **This supplemental provision does not apply to administrative interns.**

E. NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS SUPPLEMENT

1. Act #98-510 provides that each teacher who successfully passes a test in a specific teaching discipline and meets other evaluation criteria required by the National Board for Professional Teaching Standards (NBPTS) shall be entitled to a \$5,000.00 per year supplement. Payment shall be made in one installment. Teachers who become administrators are still entitled to this supplement. The amount paid by this supplement is set by the State. The supplement is subject to proration in those years in which the State of Alabama does not fully fund the supplement.

F. MASTER’S DEGREE FOR NON-CERTIFICATED EMPLOYEES

1. Any existing, non-teaching or non-certified employee in a position that requires a bachelor’s degree for entry level who receives a master’s degree from a regionally accredited college or university in a field of study that is directly related to the work that he or she is currently performing for the System will receive a supplement of \$3,373 per year. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation.

G. SUPPLEMENTAL PAY FOR PRINCIPALS AND ASSISTANT PRINCIPALS WHO WORK IN EMERGENCY SHELTERS

1. Exempt employees are expected to work in emergency shelters during times of emergency.

H. SUPPLEMENTAL PAY FOR CURRENTLY-CERTIFIED OR LICENSED MANUAL TRADES EMPLOYEES

- Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year the employee must present the renewal to Human Resources within 60 days of the expiration of the certificate. If not received by then the supplement will be halted as quickly as practical and the employee will not be paid retroactive once the renewed certificate comes in. The payment of the supplements will coincide with the contract year of July 1 to June 30.

I. Facilities and Maintenance Supplements

Certificate/License/Diploma	Supplemental Pay	Job/Trade
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field the field in which the employee is working.	500	Any trade
Satisfactory Scores on NOCTI Test *	500	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	500	HVAC
Non-Current Journeyman (Expired Journeyman)	500	Any trade
Current Journeyman (renewable annually)	750	Any trade
Non-Current Master (Expired Master)	750	Any trade
Master or In Active Master (renewable annually)	1000	Any trade
If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.	1000	Any trade

J. Transportation Supplements

Job Titles	Number of Certifications	Supplemental Pay
School Bus Technician (Mechanic)	ASE** (1)	100
School Bus Technician (Mechanic)	ASE (2)	200
School Bus Technician (Mechanic)	ASE (3)	300
School Bus Technician (Mechanic)	ASE (4)	400
School Bus Technician (Mechanic)	ASE (5)	500
School Bus Technician (Mechanic)	ASE (6)	600
Master Bus Technician (Mechanic)	ASE (7)	1000
Collision/Repair Technician ***	ASE (1)	100
Collision/Repair Technician	ASE (2)	200
Collision/Repair Technician	ASE (3)	300
Collision/Repair Technician	ASE (4)	400
Collision/Repair Technician	ASE (5)	500

1. A combination of two supplements will be allowed if related to the area of work of the employee. No more than two supplements will be allowed.
2. Employees who have certifications must present proof of recertification yearly, for those that are granted yearly, in order to continue getting the supplement. For those certifications which are good for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed for the next five years.

* = NOCTI – National Occupational Competency Testing Institute - www.nocti.org

** = ASE – Automotive Service Excellence (certified) - www.asc.com

3. There are seven different ASE Certifications needed to become an ASE Certified Master Bus Mechanic. Each certification obtained is worth \$100.00 in supplemental pay. However, the 7th certification increases total supplement by \$400.00.

*** = After obtaining the Master Bus Mechanic Certification the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$1500.

K. Other Supplements.

1. Nursing Supplements. Nurses who are required to ride the bus, either in the morning or evening or both, as a result of a student's medical condition as determined by the Supervisor of Health Services may be eligible for a supplement. There are a limited number of supplements available and Nurses who accompany students because of a medical need or requirement in the morning or afternoon will take preference in terms of receipt of a supplement. The supplement shall be \$3,600.00 for RN's and \$2,400 for LPN's, and this amount shall be prorated if the Nurse only rides one route per day or does not accompany a student with a medical need for the entire year. This supplement will only be offered in years in which sufficient funding exists.

2. Information Technology and Technical Supplements.

- a. Cost of Certifications and Examinations. Current Information Technology employees who obtain the written preapproval of the Executive Manager, IT, may have the cost to take a certification exam reimbursed to them upon the successful completion of said certification exam. The employee seeking a reimbursement must obtain the aforementioned written approval before expending any funds to register for a certification exam. Written proof of the successful completion of the certification exam must be provided. The costs for any re-certification exams is also eligible for reimbursement under this section. If the employee receiving reimbursement under this section leaves within one (1) year of receipt of said reimbursement, he or she shall refund said reimbursement to the System.

- b. Upon completion of an approved certification exam, an employee shall be eligible for a supplement. No more than two IT or Technical supplements may be earned by any one employee. The supplement amount will be divided into three different categories and be based on the difficulty and usefulness of the certification to MCPSS as designated by the Executive Manager of Human Resources and Executive Manager of IT in their sole discretion. The categories and amounts of the respective supplements are: (1) Category 1 – technician level certification - \$600.00; (2) category 2 advanced level certification - \$1,200.00; and, (3) category 3 masters level certification - \$2,400.00. The certifications must remain current in order to receive the supplement. The employee shall be required to provide proof that the certification is in good standing upon request.

L. BAND DIRECTOR SUPPLEMENTS SUPPLEMENT FOR HIGH SCHOOL BAND DIRECTOR

1. Supplement for serving as high school band director is an additional \$4,763 above base 187-day salary if standards of work performance as specified in the following are met.

M. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL BAND DIRECTOR

1. The band director is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual's 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.
2. Assistant High School Band Directors are paid a supplement of \$2,800.00 for work during the regular 187-day school year only.
3. Job Description of Band Directors
 - a. Band directors are responsible for preparing the high school band for marching band responsibilities.
 - b. Band directors are responsible for preparing students for concert band.
 - c. Band directors will provide, prepare, and present to the principal and fine arts supervisor a band handbook by July 30th.
 - d. Band directors will attend all parades with the HS band.
 - e. Band directors will attend all marching band related functions.
4. **High School Band Director Supplement Guidelines**
 - a. First Semester Requirements
 - i. Marching Band Competition- or Festival Minimum of (1)
 - ii. Veterans Day Parade/Labor Day Parade for scheduled year
 - iii. Band Showcase when applicable
 - iv. Winter Concert
 - v. 10% of band enrollment must tryout and complete tryout requirements for Mobile County High School Honor Band. Students must be enrolled in band second semester to participate in the concert.
 - vi. Christmas Parade or civic event
 - vii. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by July 30th for the requested list above. With approval of the principal and fine arts supervisor, band directors will receive a portion every month.
 - b. Second Semester Requirements
 - i. ABA District Band Contest
 - ii. 5% of band enrollment complete the audition for Alabama All-State Band
 - iii. Mobile City or County Mardi Gras Parades- Minimum of (2)
 - iv. ABA Solo and Ensemble Festival (Furnish fine arts supervisor with copies of student performance rating forms)
 - v. Spring Concert and Recruitment Concert
 - vi. Academics First- Eligibility Requirements
 - vii. Graduation Activities
 - viii. Judge for middle school honor band tryouts
 - ix. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by October 31st for the requested list above. With approval of the principal and Fine Arts Supervisor, band directors will receive a portion every month.
 - c. **Summer Guidelines**
 - i. **High School Band Directors**
 1. **General Responsibilities**
 - Summer supplemental will begin the day after the school year ends.

- Directors will be required to work an eight-hour day. In the case of a four –day workweek a 10-hour day will be required. Hours may be split between mornings and evenings.
- A weekly schedule for the summer will be submitted to the Principal and Fine Arts Supervisor.
- Directors will sign a time card daily

2. **May**

- Finalize fall calendars and schedules
- Assign times for student private or group instruction
- Submit budget for year
- Plan fundraising activities
- Meet with boosters to inform them of the calendar, budget, and other needs
- Water practice field, cut grass if needed
- Check out school owned instruments to students
- Academics First

3. **June/July**

- Take equipment inventory
- Repair equipment
- Prepare for All-State tryouts
- Select contest music
- Meet with band leaders to go over procedures and calendar
- Begin individual and group lessons
- Monitor color guard activities
- Finalize bus schedule for football games, parades, or concerts
- Begin evening rehearsals
- Line practice field
- Rookie Camp
- Full Band Camp

4. **August**

- Re-check eligibility
- Bus roster
- County Band Directors Meeting

N. Middle School Band Director - \$1,187.00

1. Middle school band director will be paid a supplement upon meeting minimum program standards by the board and when validated by the principal and Fine Arts supervisor. Directors should conduct weekly after school band rehearsals or sectionals to ensure preparation for concerts, assessment, individual student achievement and program success. Middle school band directors should conduct extensive recruitment at each feeder school for the purpose of maintaining satisfactory enrollment. They will serve as adjudicators for the Mobile County Honor Band Festival. They will prepare and present a minimum of two concerts yearly consisting of a winter and spring program. Students at each playing level should be given the opportunity to perform.
2. A bonus of \$527.00 will be paid middle school band directors who lead their bands to compete in both district competition and student participation in the Mobile County Honor Band Festival concert. This bonus will be paid at the end of the school year upon **request** of the band director and only when validated by the principal and fine arts supervisor. This supplement is to be paid on the June payroll.

- O. High School Choral Director Supplements.** High School Choral Directors will receive a supplement of \$1,800 paid in two installments if standards of work performance are met. All requests for supplemental pay must be processed through the Fine Arts Supervisor and Human Resources. Choral Director shall be member in good standing of Alabama Vocal Association (because students are not eligible to participate in state-approved activities without the director being a member of the AVA)

1. First Semester Requirements

- a. Fall AVA workshop (where new All-State Music is previewed)
- b. Fall District Choral Director’s meeting (calendar of events for the year is approved at this meeting)
- c. Provide technical assistance for Elementary and Middle School Honor Chorus (coordinate through the Fine Arts Supervisor)
- d. Winter Concert
- e. 5% of choral enrollment audition for All-State Chorus
- f. AVA District Contest/Solo and Ensemble participation (furnish fine arts supervisor with copies of student performance ratings forms)
- g. Civic Event or Contest
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of school for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

2. Second Semester Requirements

- a. AVA District Contest/Solo and Ensemble (furnish Fine Arts Supervisor with copies of student performance ratings forms)
- b. 10% of chorus enrollment audition and/or participate in County Honor Chorus
- c. AMEA Convention
- d. All-State Chorus
- e. Spring Concert and recruitment programs
- f. Academics First-Eligibility Requirements
- g. Graduation/Honors Activities
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of November for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

P. ATHLETIC COACHING SUPPLEMENTS – HIGH SCHOOLS. Effective August 15, 2006.

Position	Number of Supplements per School	Amount of Supplement
Athletic Director	1	5,000
Athletic Academic Advisor	1	2,100
Head Football	1	7,345**
Football Assistant	6	3491**
Basketball Boys	1	3491
Basketball Boys Junior Varsity	1	2094
Basketball Girls	1	3491
Basketball Girls Junior Varsity	1	2094
Track Boys	1	3491
Track Girls	1	3491
Track Asst. Boys/Girls	1	2094
Baseball Boys	1	3491
Baseball Boys Junior Varsity	1	2094
Softball Girls	1	3491
Softball Girls Junior Varsity	1	2094
Volleyball Girls	1	3491

Volleyball Girls Junior Varsity	1	2094
Tennis Boys/Girls*	1	2130
Golf Boys/Girls*	1	2130
Cross/Country Boys/Girls	1	2130
Swimming Boys/Girls	1	2130
Soccer Boys - Varsity	1	3491
Soccer Boys – Junior Varsity	1	2094
Soccer Girls – Varsity	1	3491
Soccer Girls – Junior Varsity	1	2094
Football – 9 th Grade	1	2094
Football Assistant – 9 th Grade	1	1744
Bowling	1	2130
Cheerleader – Varsity	1	3491
Cheerleader – Junior Varsity	1	1744

*If only one team is fielded, supplements will be reduced to \$1,744.00.

** If coach does not complete spring training for whatever reason, two weeks of supplement will have to be repaid. Full supplement is paid if all 17 weeks are completed.

Note: Supplemental pay for “trainer” has been eliminated. The one individual who received the supplement in 2002/2003 will be grandfathered and will continue receiving the supplement. No other trainers can be assigned.

Q. ATHLETIC COACHING SUPPLEMENTS – MIDDLE SCHOOLS

Effective July 1, 2011

Position	Number of Supplements per School	Amount of Supplement
Football	2	1787
Basketball – Boys and Girls	2	1665
Baseball	1	1665
Softball	1	1665
Volleyball	1	1665
Track – Boys and Girls	2	1665
Cheerleader	1	1530

R. Supplements for Qualifying for Playoffs

1. Qualifying for the playoffs require individuals to work beyond the regular season schedule. Compensation for extra work will follow the schedule listed below. This does not include area or sectional tournaments where every team participates.

Football Playoffs	Head Coach Assistants	Per Round	\$200.00 \$100.00
Basketball, Baseball, Softball, Soccer, Volleyball Playoffs	Head Coach	Per Round	\$100.00
Golf, Tennis, Cross/Country	Head Coach	If coach has state qualifiers, either team or individual	\$150.00
Track	Head Coach Assistant	If coach has state qualifiers, either team or	\$150.00 \$75.00

		individual	
Football Playoffs – Band	Band Director	Per Round	\$150.00
	Assistant		\$75.00
Cheerleader Sponsor Varsity	Football/Basketball Playoffs	Per Round	\$75.00

2. The principal of the school will submit a letter detailing each step of the entitlement to the Athletic Director requesting these payments at the conclusion of each season’s playoffs.

S. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL HEAD FOOTBALL COACH

1. The high school head football coach is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual’s 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.

T. SUMMER GUIDELINES FOR HIGH SCHOOL HEAD FOOTBALL COACHES

1. GENERAL RESPONSIBILITIES

- a. Supplement will begin the day after the school year ends.
- b. Coaches will be required to work an eight-hour day. In the case of a four-day workweek a 10-hour day will be required. Hours may be split between mornings and evening.
- c. A weekly schedule for the summer will be turned in to the Principal and County Athletic Director.
- d. Coaches will sign a time card daily.
- e. Any assignments as requested by the administration.

MAY

- f. Finalize fall schedules.
- g. Set up times for fall physicals.
- h. Finalize contracts for all games.
- i. Submit budget for fall.
- j. Plan fundraising activity.
- k. End of year conference with coaches.
- l. Eligibility (players needing summer school)
- m. GRASS CUTTING

JUNE/JULY

- n. Football field (check and repair)
- o. Bleachers
- p. Restroom and concession stands
- q. Press box and PA system
- r. Scoreboard (replace bulbs)
- s. Irrigation system
- t. Field liner operational
- u. Fences
- v. Stadium lights
- w. Assignment of locker rooms
- x. Check practice fields
- y. GRASS CUTTING
- z. Get schedules printed.
- aa. Directory information for AHSAA
- bb. Order equipment and supplies
- cc. Develop transportation schedule

- dd. Develop football programs for the fall
- ee. Ads
- ff. Pictures (set dates)
- gg. Open weight room. This allows for weight room to be open for morning and afternoon sessions.

AUGUST

- hh. Re-check eligibility
- ii. Team roster and schedule to opponents
- jj. Contact workers for games.
- kk. Arrange buses for away games. (Freshman, J.V., Varsity)
- ll. Schedule pre-season scrimmages
- mm. Fall sport rules, parent, conference meetings
- nn. County Head Football meeting
- oo. Coaches Staff meetings
- pp. Practice schedules for all football teams at school.
- qq. Equipment issuing
- rr. GRASS CUTTING
- ss. Lining off football fields
- tt. Open weight room

2. PROCEDURES FOR ADMINISTRATION OF ATHLETIC COACHING SUPPLEMENTS

- a. In order to receive a supplement, a coaching agreement (Form Ath. 02) must be signed and submitted by the principal with the school supplements list (Form Ath. 01).
- b. Principals will assign coaching supplements during the first month of each school year. All supplements are for one (1) year only. All coaching personnel are expected to perform athletic duties throughout the school year. In the event a coaching supplement is assigned after the beginning of the school year, the amount will be determined by the percent of time worked in the supplemented sport. Effective date of supplement will be the date of approval by County Athletic Director. Approval must be obtained by submitting a letter of request by the principal and signed coaching agreement.
- c. Supplements are restricted to certified school system employees who hold teaching positions within the system.
- d. The following categories of professional personnel are **prohibited** from receiving supplements: principals, assistant principals, administrative interns, and twelve month employees and employees contracted to perform a job on an eight-hour per day minimum basis, except that with the written approval of the Principal, an Assistant Principal may serve as Athletic Director and receive the Athletic Director supplement. Since the salaries of ROTC employees are jointly paid with the Department of Defense and since receiving a coaching supplement would interfere with the amount of the shared salary, ROTC employees are generally not eligible for supplement. In extraordinary circumstances, an exception and approval under Number 13 below is required.
- e. The number of supplements assigned per employee will be determined by the principal, except as limited in other policy statements, and all supplements in excess of two (2) per person must have the approval of the superintendent or his designee (County Athletic Director).
- f. Board policy GBCA states relatives shall not supervise other family members. Therefore, no coach can supervise a family member.
- g. A coach will not be allowed two (2) supplements during the same season. A coach will not be allowed two (2) supplements during the same sport unless those sports are track and cross/country.
- h. Supplements will be paid in monthly installments to all coaches submitted on (Form Ath. 01) at the beginning of school. Requests submitted and approved after the initial list is submitted will be paid at the end of the school year.
- i. Where supplements are utilized, local schools are required to provide students a program that meets minimum standards as approved by the Mobile County Board of School Commissioners and as listed below:

Sport	<i>Regular season games, meets/matches</i>
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Football: Varsity	8
Freshman	6
Basketball: Varsity	18
Junior Varsity	14
Freshman	14
Baseball: Varsity	18
Junior Varsity	14
Middle School	12
Track: Varsity (minimum of 8 runners)	5
Middle School	4
Cross/Country (minimum of 5 runners)	4
Softball: Varsity	12
Junior Varsity	10
Soccer: Varsity	16
Junior Varsity	12
Tennis	8
Golf	8
Bowling	TBD
Swimming	4
Volleyball Varsity	12
Volleyball Junior Varsity	10

- j. All coaches who receive a supplement must have their team competing in district competition/county championship. The principal must verify participation.
- k. Any coach who does not fulfill the requirements of the minimum standards or does not compete in district competition/county championship will forfeit his/her entire supplement in that sport. It will be the responsibility of the local school athletic/director to monitor and report this failure to the principal. The principal will notify the County Athletic Director and Human Resources will stop payment of existing supplements and deduct the previously paid supplement amount from the next payroll check.
- l. Athletic directors will be required to attend a workshop prior to the opening of school in order to receive the supplement.
- m. Exceptions of these rules must be approved in advance from the Assistant Superintendent or Executive Manager of Human Resources and the Superintendent.

3. GENERAL DUTIES OF ALL COACHES

- a. All coaches have year-round (“year round” pertains to “school year”) coaching responsibilities. Coaches will be expected to supervise contests, serve as ticket taker/seller, and any other duty as delegated by the principal or athletic director. Coaching responsibilities are to be performed after the school day has ended.
- b. Coaches of each respective sport will be responsible for the general coordination of his/her athletic program during the season as delegated by the principal and athletic director.
- c. All freshman/junior varsity coaches will be responsible for duties related to all athletic events assigned by the head coach of their respective sport with approval of the principal and athletic director.
- d. All coaches will be responsible for preparation prior to practice and athletics events and any tasks following practice and athletic events with approval of the principal and athletic director.
- e. All coaches are responsible for teaching the art of the game through exploration, demonstration, observation, and evaluation both during practices and the game itself. Coaches should serve as role models at all times for their athletes. All coaches are responsible for the conduct of the players at practice and athletic events under his/her direct supervision. A high level of sportsmanship should be taught and displayed by both coach and athlete.
- f. Any coach receiving a supplement must be present at all practices and games.
- g. The athletic director and all coaches must fulfill all parts of their job description as it is written in the Athletic Handbook.

U. ACADEMIC COACHING SUPPLEMENTS

ACADEMIC TEAM	SCHOOL	# SUPPLEMENTS PER SCH	AMOUNT
Scholars Bowl/Scholastic Challenge	Middle	2	\$256.00
Math Team/Math Counts	Middle	2	\$256.00
SECME (Southeastern Consortium for Minority Engineering)/Robotics	Middle	2	\$256.00
Science Olympiad	Middle	2	\$128.00
Science Related Bowls	Middle	2	\$256.00
Academic Competition Coordinator	High	1	\$128.00
Scholars Bowl Coach	High	2	\$512.00
Journalism/Yearbook Sponsor	High	1	\$512.00
New Horizons Hi Q	High	2	\$640.00
Math Team	High	2	\$256.00
Science Related Bowls	High	2	\$256.00
SECME (Southeastern Consortium for Minority Engineering)/Robotics	High	2	\$256.00
Model U.N./Debate Team	High	1	\$128.00

1. Procedures for Administering Academic Coaching Supplements

- a. Principal will identify academic coaches during the first month of each school year and submit the names of the coaches to the Academic Affairs Assistant Superintendent or their designee no later than October 1. All supplements will be assigned to these coaches for one (1) year only.
- b. Coaching supplements will be **paid in a lump sum at the end of each school year (June 30th paycheck)**. Principals will submit to Human Resources by May 1 verification that each academic coach completed the assigned duties.
- c. Supplements are to be utilized only for the sanctioned academic competitions listed above.
- d. The principal will determine the number of supplements assigned per employee.
- e. The Academic Competition Coordinator’s major responsibilities will be as follows:
 - i. Coordinate the scheduling of events.
 - ii. Disseminate information relative to academic competitions.
 - iii. Validate participation in said events.
- f. Journalism / Yearbook sponsors are required to attend sporting events after school and at night to provide students with instruction on lighting, sound, photographer positioning and safety. Sponsors must provide instruction on outdoor photography and portraits, provide leadership for the development of a yearbook, belong to the Alabama Scholastic Press Association or the National Scholastic Press Association, the Journalism Education Association, take students to a state, regional or national convention and submit at least one school publication to a state, regional or national organization.
- g. Any coach who does not fulfill the requirements of the minimum standards and who is identified as not having done so will **forfeit his/her supplement** in that academic event. A specific financial settlement will be determined by the Superintendent’s designee, the Assistant Superintendent of Curriculum and Instruction, and the principal. The identified coach may appeal all or part of the settlement to an appeal committee.
- h. **All supplemented coaches are expected to practice or otherwise work with their teams / competitors at frequently scheduled times outside of the regular class environment (i.e., after school or Saturday).**

VI. RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES

- A. All grant proposals, special projects, Saturday schools, summer schools, after school special projects, Fifth Quarter, etc., shall use these rates for the compensation of personnel. If there are questions consult with Human Resources before making a final decision.

CERTIFIED EMPLOYEES: TYPE OF WORK	RATE
Attending workshop stipends (for selected workshops – not presenting)	\$16.00 per hour
After School ESP and Data meetings*	\$16.00
Curriculum development writers, grant proposal writers, on line course creation, etc.	\$18.50 per hour
Workshop presenters (not on contract Presentation plus Preparation Time**)	\$25.00 per hour
Psychometrists (Outside of regular annual contract, i.e., summer)	\$25.00 per hour
Resource teachers (Outside of regular annual contract, i.e., summer)	\$25.00 per hour
Summer School and Night School Coordinators (non-traditional principal) and other type coordinators approved by Human Resources. 21 st Century Coordinators are not included in this supplement and shall receive \$25.00 per hour.	\$35.00 per hour
Teachers in summer school (paid for actual days worked)	\$25.00 per hour
Teachers supervising students in detention	\$25.00 per hour
Teacher supervising other non-teacher tutors in after school tutoring	\$25.00 per hour
Teachers tutoring students for testing after school or on Saturday***	\$25.00 per hour
Teacher Taking Tickets at Athletic Events (Exempt Employee Only)****	\$10.00 per game
Teacher Operating Time/Score Clocks at Athletic Events (Exempt Employee Only)****	\$25.00 per game
Retired Teacher with valid certificate & HQ tutoring students for testing	\$25.00 per hour
Retired Teacher with expired certificate tutoring students for testing	\$20.00 per hour
Certified employee who films a varsity football game	\$50.00 per game
Other special projects or approved special work outside of daily duties and not listed above	\$16.00 per hour

*- This supplement does not apply to regular faculty and other staff meetings.

**- For each hour of presentation time, an additional hour can be paid for preparation.

***-Does not apply to teacher already receiving athletic coaching supplements.

****- Teachers tutoring may be paid for 30 minutes planning for each hour of tutoring **if additional after school preparation is required.**

Employees working under this section will only be paid for actual time worked.

CLASSIFIED EMPLOYEES: TYPE OF WORK	RATE
Workshop attendee stipends (for selected workshops)	\$ 8.00 per hour
Workshop presenters (MCPSS Employees ONLY)	\$16.00 per hour
Summer School Employment:	
Clerk	\$ 9.25 per hour
Custodian	\$ 12.00 per hour
*Aide (<i>less than 60 semester hours of college</i>)	\$ 8.00 per hour
*Paraprofessional (<i>with a minimum of 60 hours of college</i>)	\$ 9.00 per hour
Bus Driver/CDL Truck Driver (must be MCPSS insurable)	\$ 8.95 per hour
Cafeteria	\$ 8.00 per hour
Summer Feeding Program:	
CNP Food Preparation Workers	\$ 8.00 per hour
Truck Drivers/CDL (must be MCPSS insurable)	\$ 8.95 per hour
Van Drivers (must be MCPSS insurable)	\$ 8.00 per hour
Retired CNP Employees Processing Free and Reduced Lunch Applications	\$10.00 per hour
Parent Organizer	\$9.00 per hour
Seasonal Maintenance/Grounds Worker	\$ 12.00 per hour
RN Nurse	\$25.00 per hour
OTs & PTs for Summer Schools	\$25.00 per hour
OT and PT Assistants	\$12.50 per hour
LPN Nurse	\$ 9.25 per hour
College Student Tutors (drug screen, background check required)	\$9.00 per hour

<i>Tutors with College Degrees</i>	<i>\$12.00 per hour</i>
BE Students - (drug screen, background check required)	Federal Minimum Wage

Any other classified employees not listed will be paid at the flat rate of **\$8.00** per hour.

* Check with Human Resources as to whether the employee is an Aide or a Paraprofessional.

B. Day Care Hourly Pay Scale for non MCPSS full-time employees

Day Care Workers	On-Site Lead Workers
No Experience FMW	0 – 2 Years Experience FMW plus 3.00
1 Year Experience FMW plus .50	2 – 4 Years Experience FMW plus 4.00
2 Years Experience FMW plus 1.00	4 – 6 Years Experience FMW plus 5.00
3 Years Experience FMW plus 1.50	6 – 8 Years Experience FMW plus 6.00
4 Years Experience FMW plus 2.00	8+ Years Experience FMW plus 7.00
5+ Years Experience FMW plus 2.50	
Special Subject Instructors:	
Physical Fitness: \$ 10.00	Handicraft and Arts: \$10.00 Computers: \$ 17.50
MCPSS Certified Teachers:	
Tutoring/Teaching: \$25.00 an hour	Non-Tutoring/non-teaching: \$16.00
Coordinators:	
MCPSS Teachers: \$25.00	MCPSS Non-Teacher: \$20.00

FMW = Federal Minimum Wage

LISTING OF JOB TITLES/PAY GRADES

Job Title	Pay Grade	Contract Days	Step 0 Salary
Accountability Analyst	CT-07	260	60,926
Accountant I	CT-04	260	41,857
Accounts Analyst	CT-04	260	41,857
Aide (9-months, 7 hours daily)	CT-20	187	13,469
Assistant Programmer	CT-05	260	48,149
Assistant Superintendent	1003	260	113,500
Assistant to the Comptroller	CT-04	260	41,857
Attendance Resource Worker	AP-22	202	35,830
Audiologist (9-Months)	AP-20	187	29,214
Audio-Visual Repairperson	MT-04	260	36,588
Behavior Intervention Specialist	AP-20	187	29,214
Behavior Intervention Specialist, 10 month	AP-22	202	35,830
Biologist	AP-02	260	46,118
Boiler Repairperson	MT-04	260	36,588
Bookkeeper, Elementary School	CT-24	202	20,951
Bookkeeper Itinerant	CT-25	260	26,839
Bookkeeper, Middle School	CT-24	202	20,951
Bookkeeper, High School	CT-25	260	26,839
Budget Director	AP-05	260	63,881
Building Maintenance Engineer	MT-03	260	26,887
Buildings and Groundskeeper	MT-23	260	25,028
Bus Driver – Dual Service	BD-02	186	14,729
Bus Driver – Dual Service Plus	BD-03	186	18,571
Bus Driver – Single Service	BD-01	186	11,929
Cable/Electronics Network Installer	MT-04	260	36,588
Career Coach	CT-36	202	37,192
Carpenter	MT-03A	260	31,987
Carpenter/Multicraft	MT-03A	260	31,987
Carpenter/Roofer	MT-03-A	260	31,987
CDL Trainer	MT-03	260	26,887
Central Office Receptionist	CT-22	260	20,531
Human Resources Executive Director	AP-07	260	75,340
Chief Academic Officer	1003	260	145,000
Chief Financial Officer	1002	260	Open
Chief Operating Officer	1003	260	135,000
Clerk, Accounting	CT-03	260	33,990
Clerk, Assistant Certification	CT-03	260	33,990
Clerk, Bilingual	CT-25	260	26,839
Clerk, Central Office, I	CT-22	260	20,531
Clerk, Central Office, II	CT-25	260	26,839
Clerk, Central Office, III	CT-03	260	33,990
Clerk, Central Office Receptionist	CT-22	260	20,531
Clerk, Computer Operations	CT-25	260	26,839
Clerk, Facilities	CT-03	260	33,990
Clerk, File	CT-22	260	20,531
Clerk, Fixed Assets	CT-03	260	33,990
Clerk, Elementary School Bookkeeper	CT-24	202	20,951
Clerk, Elementary School Registrar	CT-24	202	20,951
Clerk, High School Bookkeeper	CT-25	260	26,839
Clerk, Receptionist, High School, Middle School	CT-22	260	20,531
Clerk, High School Registrar	CT-25	260	26,839
Clerk, Human Resources	CT-03	260	33,990

Clerk, Insurance	CT-04	260	41,857
Clerk, Middle School Bookkeeper	CT-24	202	20,951
Clerk, Middle School Registrar	CT-24	202	20,951
Clerk, Payroll	CT-03	260	33,990
Clerk, Purchasing	CT-03	260	33,990
Clerk, School Bookkeeper (10 Months)	CT-24	202	20,951
Clerk, Elementary School, Other	CT-21	202	16,188
Clerk, School – One Clerk School	CT-24	202	20,951
Clerk, Transportation	CT-03	260	33,990
CNP Accountant	CT-04	260	41,857
CNP Assistant (6 Hours Daily)	CN-01	187	11,596
CNP Assistant (6.5 Hours Daily)	CN-02	187	12,392
CNP Assistant (7 Hours Daily)	CN-03	187	13,189
CNP Computer Analyst	CT-03	260	33,990
CNP Equipment Repairperson	MT-04	260	36,588
CNP Manager	CN-05	191	21,662
CNP Manager (ADM 1000+)*Grandfathered effective 10/1/2014	CN-04	191	24,722
CNP Specialist (12 Months)	CT-04	260	41,857
Communications Assistant	CT-04	260	41,857
Compliance Officer Federal Programs	AP-01	260	40,617
Comptroller	AP-06	260	69,038
Computer Hardware Technician	CT-04	260	41,857
Computer Network Technician	CT-04	260	41,857
Computer Operations Clerk	CT-25	260	26,839
Computer Operator	CT-04	260	41,857
Computer Software Specialist	CT-06	260	56,158
Coordinator, 504 Program	AP-03	260	52,421
Coordinator, Area School Improvement	AP-03	260	52,421
Coordinator, Elementary Curriculum	AP-05	260	63,881
Coordinator, Environmental Services	MT-07	260	64,447
Coordinator, Facilities	MT-07	260	64,447
Coordinator, Head Textbook	AP-04	260	57,578
Coordinator, Information Systems	AP-03	260	52,421
Coordinator, Maintenance	MT-07	260	64,447
Coordinator, Middle School Curriculum	AP-05	260	63,881
Coordinator, Purchasing	AP-03	260	52,421
Coordinator, Secondary Curriculum	AP-05	260	63,881
Coordinator, Staff Development	AP-05	260	63,881
Coordinator, Technology	AP-04	260	57,578
Coordinator, Transportation	MT-07	260	64,447
Coordinator, Testing, Textbooks	AP-04	260	57,578
Custodian – 12 Months	MT-21	260	20,047
Custodian – 9.5 months	MT-20	197	15,463
Data Management Specialist	CT-06	260	56,158
Data Specialist – Information Technology	CT-03	260	33,990
Data Specialist – Special Education	CT-24	202	20,951
Day Care Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Diesel Mechanic	MT-04	260	36,588
Director, Budget	AP-05	260	63,881
Director, Career Technical Executive	AP-07	260	75,340
Director, Curriculum and Instruction	AP-04	260	57,578
Director, Food Services	CT-07	260	60,926
Director, Environmental Education	AP-03	260	52,421
Director, JROTC	AP-02	260	46,118

Director, Psychological Services	AP-03	260	52,421
Director, Purchasing	AP-05	260	63,881
Director, Security	AP-04	260	57,578
Director, Staff Development	AP-04	260	57,578
Director, Student Discipline/Placement	AP-05	260	63,881
Director, Technology Support	AP-05	260	63,881
Discipline/Student Placement Specialist	CT-04	260	41,857
Draftsperson	MT-04	260	36,588
Drop-Out Specialist	AP-20	187	29,214
Electrician	MT-04	260	36,588
Electrician – Multi-craft	MT-04	260	36,588
Energy Management Repairperson	MT-03	260	26,887
Equipment Operator	MT-03	260	26,887
Executive Director	AP-07	260	75,340
Executive Director, Career Technical Education	AP-07	260	75,340
Executive Director, Human Resources	AP-07	260	75,340
Executive Director, Special Education	AP-07	260	75,340
Executive Manager	1003	260	106,860
Executive Secretary – Board	CT-04	260	41,857
Executive Secretary – Deputy/ CFO	CT-04	260	41,857
Executive Secretary – Superintendent	CT-04	260	41,857
Extended Day Aide (< 20 Hours) Council		187	Fed.Min.Wage
Financial Administrator for Title I	AP-05	260	63,881
Fine Arts Dance Specialist	AP-20	187	29,214
Fleet Manager	MT-06	260	56,135
Foreman, Building Maintenance Engineer	MT-04	260	36,588
Foreman, Building Technology	MT-04	260	36,588
Foreman, Cable/Elect Network Install	MT-05	260	41,595
Foreman, Carpenter	MT-04	260	36,588
Foreman, Construction Inspection	MT-04	260	36,588
Foreman, Electrician	MT-05	260	41,595
Foreman, Energy Management	MT-04	260	36,588
Foreman, Environmental Services	MT-04	260	36,588
Foreman, HVAC Controls	MT-05	260	41,595
Foreman, HVAC	MT-05	260	41,595
Foreman, Masonry	MT-05	260	41,595
Foreman, Painter	MT-04	260	36,588
Foreman, Plumbing	MT-05	260	41,595
Foreman, Print Shop	MT-05	260	41,595
Foreman, Properties	MT-04	260	36,588
Foreman, Distribution Site	MT-04	260	36,588
Foreman, Special Crew	MT-04	260	36,588
Foreman, Transportation	MT-06	260	56,135
Foreman, Truck/Bus Shop	MT-05	260	41,595
Foreman, Warehouse	MT-03	260	26,887
Glazier	MT-03	260	26,887
Head Custodian	MT-22	197	19,152
Head Mechanic	MT-05	260	41,595
Head Textbook Coordinator	AP-04	260	57,578
Health Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Heavy Equipment Operator, Forestry	MT-03-A	260	31,987
High School Receptionist	CT-22	260	20,531
HVAC Repairperson	MT-04	260	36,588
Information Support Specialist	CT-04	260	41,857
Inspector Bus Shop	MT-06	260	56,135

Instructional Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Instructional Technology/Microcomputer Services Coordinator	AP-03	260	52,421
Intercom/Clock Repair	MT-03	260	26,887
Internal Auditor	AP-04	260	57,578
Junior Budget Analyst	CT-04	260	41,857
Junior Buyer	CT-04	260	41,857
Kitchen Equipment Repairperson	MT-04	260	36,588
Lead Logistics Worker	MT-03	260	26,887
Library/Media Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Locksmith	MT-03-A	260	31,987
Logistics Manager	MT-06	260	56,135
Logistics Warehouse Worker	MT-23	260	25,028
LPN/Program Aide (9-Months, 7.5 hours daily)	CT-23	182	17,178
Maintenance Warehouse Worker	MT-23	260	25,028
Maintenance Worker	MT-03	260	26,887
Manager, CNP (ADM 0-699)	CN-06	191	18,602
Manager, CNP (ADM 700-999)	CN-05	191	21,662
Manager, CNP (ADM 1000+)	CN-04	191	24,722
Manager, Distribution Site	MT-03	260	26,887
Manager, Fleet	MT-06	260	56,135
Manager, Logistics	MT-06	260	56,135
Manager, Parent Program	CT-26	182	26,340
Manager, Parts – Auto, Bus, Truck Shop	MT-04	260	36,588
Manager, Web Telecommunications	CT-07	260	41,857
Mason	MT-04	260	36,588
Masonry Foreman	MT-05	260	41,595
Mechanic: Auto, Bus, Truck	MT-04	260	36,588
Microcomputer Training Specialist	CT-06	260	56,158
Middle School Registrar	CT-24	202	20,951
Migrant Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Military Property Custodian	MT-03	260	26,887
Music/Fine Arts Supervisor	AP-04	260	57,579
Native American Interpreter (9 Months)	AP-21	187	25,561
Network Manager – Information Technology	CT-07	260	60,926
New Construction Supervisor	MT-06	260	56,135
Nurse, Visiting Health BS Degree (12 Months)	Nurses 66/67	260	61,642
Nurse, Visiting Health BS Degree (10 Months)	Nurses 62/63	202	42,479
Nurse, Visiting Health BS Degree (9 Months)	Nurses 54/55	187	39,325
Occupational Therapist/Physical Therapist Manager – 8 Hours	OTPT – III	222	61,057
OTPT – 8 Hours	OTPT – II	202	53,705
OTPT – 7 Hours	OTPT – I	187	43,502
OTPT Assistant – 7 Hours	OTPT - Asst	187	28,502
Office/General Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Orientation and Mobility Specialist (9 Months)	AP-21	187	25,561
Painter	MT-03	260	26,887
Painter Foreman	MT-04	260	36,588
Paraprofessional (Minimum of 60 semester hours in pre-teaching curriculum) - Computer Laboratory - Health Clinic - Classroom Instructional - Library/Media Center - RETRACT Center - Physical Education - Special Education Instructional	CT-23	187	17,178
Paraprofessional – ESL (minimum of 60 semester hours and fluency in required foreign language)	CT-34	187	22,178

Parent Program Manager	CT-26	182	26,340
Parent Specialist – Title I	AP-02	260	46,118
Parts Clerk	MT-23	260	25,028
Personnel Administrator	AP-03	260	52,421
Physical Education Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Plant Engineer	MT-03	260	26,887
Plumber	MT-04	260	36,588
Print Shop Foreman	MT-05	260	41,595
Printer	MT-03	260	26,887
Production Assistant	CT-03	260	33,990
Production Assistant/Writer	CT-31	202	26,408
Programmer	CT-07	260	60,926
Programmer Assistant I	CT-03	260	33,990
Programmer/Software Analyst	CT-07	260	60,926
Occupational Therapist/Physical Therapist Manager – 8 Hours	OTPT – III	222	61,057
OTPT – 8 Hours	OTPT – II	202	53,705
OTPT – 7 Hours	OTPT – I	187	43,502
OTPT Assistant – 7 Hours	OTPT - Asst	187	28,502
Office/General Aide (9-Months, 7 hours daily)	CT-20	187	13,469
Orientation and Mobility Specialist (9 Months)	AP-21	187	25,561
Refinisher	MT-03	260	26,887
Registrar, Elementary/Middle School	CT-24	202	20,951
Registrar, Itinerant	CT-03	260	33,990
Renovations Coordinator	MT-07	260	64,447
Resource Officer	AP-02	260	46,118
RETRACT Aide	CT-20	187	13,469
Roofer	MT-03-A	260	31,987
Routing Specialist	MT-06	260	56,135
School Bookkeeper (10 Months)	CT-24	202	20,951
School Bus Trainer	MT-03	260	26,887
School Clerk	CT-21	202	16,188
School Improvement Specialist	AP-02	260	46,118
Secretary, to Assistant Superintendent	CT-03	260	33,990
Secretary, to Comptroller	CT-03	260	33,990
Secretary, Executive – Board	CT-04	260	41,857
Secretary, Executive – Deputy/ CFO	CT-04	260	41,857
Secretary, Executive – Superintendent	CT-04	260	41,857
Secretary, to High School Principal	CT-25	260	26,839
Secretary, Legal/Retirement	CT04	260	41,857
Secretary, Security	CT-03	260	33,990
Security Director	AP-04	260	57,578
Security Officer	MT-23	260	25,028
Security Officer Alternative School	MT-23	260	25,028
Security Operator / Monitor	MT-23	260	25,028
Security Secretary	CT-03	260	33,990
Senior Budget Analyst	AP-02	260	46,118
Senior Buyer	AP-02	260	46,118
Shades and Blinds Repairperson	MT-03	260	26,887
Shop Assistant (formerly full time Utility Worker)	MT-21	260	20,047
Signers for Deaf/Hearing Impaired	CT-33	187	30,000
Social Worker	AP-22	202	35,830
Social Worker for Schools	AP-20	187	29,214
Special Education Bus Aide (6 Hours)	BA-03	182	11,575
Special Education Executive Director	AP-07	260	75,340
Special Education Program Aide	CT-20	187	13,469

(9-Months, 7 hours daily)			
Statistician	CT-03	260	33,990
Student Data Specialist	CT-04	260	41,857
Student Locker Repair	MT-03	260	26,887
Superintendent	1001	260	Open
Supervisor, 21 st Century Grant	AP-02	260	46,118
Supervisor, Accounting	CT-06	260	56,158
Supervisor, Accounts Payable/Risk Management	CT-06	260	56,158
Supervisor, Agriscience, Technical Ed & Career Technologies Supervisor	AP-04	260	57,579
Supervisor, Athletics/Drivers Ed/PE	AP-04	260	57,579
Supervisor, Attendance/Records	AP-02	260	46,118
Supervisor, Business Marketing & Cooperative Ed	AP-04	260	57,579
Supervisor, Career Technical	AP-04	260	57,579
Supervisor, CNP Operations	CT-05	260	48,149
Supervisor, Computer Hardware	CT-06	260	56,158
Supervisor, Computer Network	CT-06	260	56,158
Supervisor, Elementary	AP-04	260	57,579
Supervisor, English/Foreign Language	AP-04	260	57,579
Supervisor, Environmental Services	MT-06	260	56,135
Supervisor, Fine Arts	AP-04	260	57,579
Supervisor, Fixed Assets	CT-04	260	41,857
Supervisor, Guidance/Counseling	AP-04	260	57,579
Supervisor, Health Science/Family & Consumer Science	AP-04	260	57,579
Supervisor, Health Services	AP-02	260	46,118
Supervisor, Language Arts/Reading	AP-04	260	57,579
Supervisor, Language Arts/Writing	AP-042	260	57,579
Supervisor, Library/Media	AP-04	260	57,579
Supervisor, Magnet Schools	AP-04	260	57,579
Supervisor, Maintenance	MT-06	260	56,135
Supervisor, Mathematics – Elementary	AP-04	260	57,579
Supervisor, Mathematics – Secondary	AP-04	260	57,579
Supervisor, Music/Fine Arts	AP-04	260	57,579
Supervisor, New Construction	MT-06	260	56,135
Supervisor, Payroll	CT-06	260	56,158
Supervisor, Property/Land	CT-06	260	56,158
Supervisor, Public Relations	AP-03	260	52,421
Supervisor, Science	AP-04	260	57,579
Supervisor, Security	MT-05	260	41,595
Supervisor, Social Studies	AP-04	260	57,579
Supervisor, Talents Unlimited	AP-04	260	57,579
Telecommunication Support Specialist	CT-04	260	41,857
Television Producer	CT-05	260	48,149
Television Studio Engineer	CT-05	260	48,149
Textbook Warehousepersons	MT-23	260	25,028
Textbooks Truck Driver	MT-23	260	25,028
Upholstery Repair	MT-03	260	26,887
Utility Worker (Full Time position)	MT-21	260	\$20,047
Utility Worker (Part Time position)			\$9.45 per hour
Videographer – TV Studio	CT-04	260	41,857
Visiting Health Nurse BS Degree (12 Months)	Nurses 66/67	260	61,642
Visiting Health Nurse BS Degree (10 Months)	Nurses 62/63	202	42,479
Visiting Health Nurse BS Degree (9 Months)	Nurses 54/55	187	39,325
Warehouseperson	MT-23	260	25,028
Web Support Specialist	CT-04	260	41,857

Web Telecommunications Manager	CT-07	260	\$60,926
Website Developer	CT-05	260	48,149
Welder	MT-03-A	260	31,987

**2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED
EMPLOYEES**

State Minimum Salary Schedule
EFFECTIVE OCTOBER 1, 2013

STEP	EXP	SCH 41/42 RANK B/ND 187 DAYS	SCH 41/42 RANK A 187 DAYS	SCH 41/42 RANK AA 187 DAYS	SCH 41/42 RANK DR 187 DAYS	SCH 37/38 RANK B/ND 202 DAYS	SCH 37/38 RANK A 202 DAYS	SCH 37/38 RANK AA 202 DAYS	SCH 37/38 RANK DR 202 DAYS
1	0	36867	42395	45714	49032	39824	45796	49381	52966
2	1	36867	42395	45714	49032	39824	45796	49381	52966
3	2	36867	42395	45714	49032	39824	45796	49381	52966
4	3	40551	46634	50283	53935	43805	50375	54317	58261
5	4	40551	46634	50283	53935	43805	50375	54317	58261
6	5	40551	46634	50283	53935	43805	50375	54317	58261
7	6	42327	48675	52499	56295	45723	52580	56709	60809
8	7	42327	48675	52499	56295	45723	52580	56709	60809
9	8	42327	48675	52499	56295	45723	52580	56709	60809
10	9	42894	49329	53191	57051	46337	53287	57457	61627
11	10	42894	49329	53191	57051	46337	53287	57457	61627
12	11	42894	49328	53191	57051	46337	53287	57457	61627
13	12	43674	50223	54155	58088	47176	54253	58501	62746
14	13	43674	50223	54155	58088	47176	54253	58501	62746
15	14	43674	50223	54155	58088	47179	54253	58501	62746
16	15	44670	51371	55391	59409	48253	55121	59834	64175
17	16	44670	51371	55391	59409	48253	55492	59834	64175
18	17	44670	51371	55391	59409	48253	55492	59834	64175
19	18	45247	52032	56105	60179	48877	56206	60606	65005
20	19	45247	52032	56105	60179	48877	56206	60606	95605
21	20	45247	52032	56105	60179	48877	56206	60606	65005
22	21	45825	52699	56822	60947	49501	56926	61381	65837
23	22	45825	52699	56822	60947	49501	56926	61381	65837
24	23	45825	52699	56822	60947	49501	56926	61381	65837
25	24	46370	53245	57370	61494	50090	57516	61972	66427
26	25	46370	53245	57370	61494	50090	57516	61972	66427
27	26	46370	53245	57370	61494	50090	57516	61972	66427
27+		46917	53792	57916	62040	50680	58106	62562	67016

TEACHER 187 DAYS & 202 DAYS
 COUNSELOR 187 DAYS
 INSTRUCTIONAL SPECIALIST 187 DAYS
 LIBRARIAN 187 DAYS
 ADMINISTRATIVE INTERN 202 DAYS
 CONSULTING TEACHER 202 DAYS
 PSYCHOMETRIST 202 DAYS
 RESOURCE TEACHER 202 DAYS

9 Month Teacher Schedule 41/42
 Definitions:
 Rank B/ND – Bachelor’s Degree
 Rank A – Master’s Degree
 Rank AA – Educational Specialist
 Rank DR - Doctorate

**SPECIAL GRANDFATHERED FOR SOME TEACHERS
2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES**

EFFECTIVE OCTOBER 1, 2013

STEP	EXP	SCH 39/40 RANK B/ND 187 DAYS	SCH 39/40 RANK A 187 DAYS	SCH 39/40 RANK AA 187 DAYS	SCH 39/40 RANK DR 187 DAYS	SCH 35/36 RANK B/ND 202 DAYS	SCH 35/36 RANK A 202 DAYS
1	0						
2	1						
3	2	40173	45690	48798	52233	43393	49354
4	3	40552	46635	50284	53936	43805	50376
5	4	40634	46635	50284	53936	43892	50376
6	5	40906	46635	50284	53936	44138	50376
7	6	42328	48677	52500	56296	45723	52580
8	7	42328	48677	52500	56296	45723	52580
9	8	42549	48677	52500	56296	45961	52580
10	9	42896	49330	53192	57053	46337	53287
11	10	43021	49330	53192	57053	46471	53287
12	11	43257	49330	53192	57053	46713	53287
13	12	43706	50224	54158	58089	47210	54253
14	13	43940	50224	54158	58089	47465	54253
15	14	44177	50224	54158	58089	47720	54253
16	15	44840	51372	55393	59412	48434	55491
17	16	45079	51372	55393	59412	48694	55491
18	17	45079	51372	55393	59412	48694	55491
19	18	45248	52034	56107	60180	48877	56206
20	19	45248	52034	56107	60180	48877	56206
21	20	45248	52034	56107	60180	48877	56206
22	21	45826	52700	56824	60949	49502	56927
23	22	45826	52700	56824	60949	49502	56927
24	23	45826	52700	56824	60949	49502	56927
25	24	46457	53332	57456	61580	50047	57473
26	25	46457	53332	57456	61580	50047	57473
27	26	46457	53332	57456	61580	50047	57473
27+		47087	53963	58087	62211	50593	58019

COUNSELOR 187 DAYS
LIBRARIAN 187 DAYS
PSYCHOMETRIST 202 DAYS or 240/260 DAYS
RESOURCE TEACHER 202 DAYS OR 240/260 DAYS
TEACHER 187 DAYS, 202 DAYS, OR 240/260 DAYS

<p>9 Month Teacher Schedule 41/42 Definitions: Rank B/ND – Bachelor’s Degree Rank A – Master’s Degree Rank AA – Educational Specialist Rank DR - Doctorate</p>
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**SPECIAL GRANDFATHERED FOR SOME TEACHERS
2014-2015 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES
(continued)**

EFFECTIVE OCTOBER 1, 2013

STEP	EXP	SCH 35/36 RANK AA 202 DAYS	SCH 35/36 RANK DR 202 DAYS	SCH 31/32 RANK B/ND 240/260 DAYS	SCH 31/32 RANK A 240/260 DAYS	SCH 31/32 RANK AA 240/260 DAYS	SCH 31/32 RANK DR 240/260 DAYS
1	0						
2	1						
3	2	52711	56422	51559	58638	62625	67028
4	3	54317	58261	52047	59855	64535	69221
5	4	54317	58261	52151	59855	64535	69221
6	5	54317	58261	52442	59855	64535	69221
7	6	56710	60809	54323	62473	67379	72250
8	7	56710	60809	54323	62473	67379	72250
9	8	56710	60809	54608	62473	67379	72250
10	9	57458	61627	55052	63311	68269	73223
11	10	57458	61627	55212	63311	68269	73223
12	11	57458	61627	55517	63311	68269	73223
13	12	58500	62746	56091	64461	69506	74552
14	13	58500	62746	56696	64461	69506	74552
15	14	58500	62746	56696	64461	69506	74552
16	15	59834	64176	57548	65932	71091	76247
17	16	59834	64176	57854	65932	71091	76247
18	17	59834	64176	57854	65932	71091	76247
19	18	60606	65005	58073	66781	72008	77236
20	19	60606	95605	58073	66781	72008	77236
21	20	60606	65005	58073	66781	72008	77236
22	21	61382	65837	58811	67636	72928	78223
23	22	61382	65837	58811	67636	72928	78223
24	23	61382	65837	58811	67636	72928	78223
25	24	61927	66383	60377	68182	73474	78768
26	25	61927	66383	59357	68182	73474	78768
27	26	61927	66383	59357	68182	73474	78768
27+		62473	66928	59903	68728	74019	79314

COUNSELOR 187 DAYS
LIBRARIAN 187 DAYS
PSYCHOMETRIST 202 DAYS or 240/260 DAYS
RESOURCE TEACHER 202 DAYS OR 240/260 DAYS
TEACHER 187 DAYS, 202 DAYS, OR 240/260 DAYS

<p>9 Month Teacher Schedule 41/42 Definitions: Rank B/ND – Bachelor’s Degree Rank A – Master’s Degree Rank AA – Educational Specialist Rank DR - Doctorate</p>
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**2014-2015 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES
222 DAY EMPLOYEE
AND
240/260 DAY EMPLOYEE**

EFFECTIVE OCTOBER 1, 2013

STEPS	EXP	SCH 52/53 RANK B/ND 222 DAYS	SCH 52/53 RANK A 222 DAYS	SCH 52/53 RANK AA 222 DAYS	SCH 52/53 RANK DR 222 DAYS	SCH 33/34 RANK B/ND 240/260 DAYS	SCH 33/34 RANK A 240/260 DAYS	SCH 33/34 RANK AA 240/260 DAYS	SCH 33/34 RANK DR 240/260 DAYS
1	0	43767	50330	54271	58209	47265	54412	58670	62930
2	1	43767	50330	54271	58209	47265	54412	58670	62930
3	2	43767	50330	54271	58209	47265	54412	58670	62930
4	3	48143	55364	59697	64029	52046	59851	64535	69220
5	4	48143	55364	59697	64029	52046	59851	64535	69220
6	5	48143	55364	59697	64029	52046	59851	64535	69220
7	6	50248	57785	62324	66830	54322	62473	67379	72250
8	7	50248	57785	62324	66830	54322	62473	67379	72250
9	8	50248	57785	62324	66830	54322	62473	67379	72250
10	9	50922	58563	63145	67728	55051	63311	68264	73221
11	10	50922	58563	63145	67728	55051	63311	68264	73221
12	11	50922	58563	63145	67728	55051	63311	68264	73221
13	12	51950	59623	64293	68960	56052	64458	69506	74552
14	13	51950	59623	64293	68960	56052	64458	69506	74552
15	14	51950	59623	64293	68960	56052	64458	69506	74552
16	15	53031	60985	65758	70530	57331	65932	71090	76247
17	16	53031	60985	65758	70530	57331	65932	71090	76247
18	17	53031	60985	65758	70530	57331	65932	71090	76247
19	18	53715	61772	66607	71442	58072	66781	72008	77235
20	19	53715	61772	66607	71442	58072	66781	72008	77235
21	20	53715	61772	66607	71442	58072	66781	72008	77235
22	21	54401	62618	67458	72353	58811	67636	72927	78222
23	22	54401	62618	67458	72353	58811	67636	72927	78222
24	23	54401	62618	67458	72353	58811	67636	72927	78222
25	24	54974	63164	68003	72898	59357	68182	73473	78767
26	25	54974	63164	68003	72898	59357	68182	73473	78767
27	26	54974	63164	68003	72898	59357	68182	73473	78767
27+		55492	63709	68549	73444	59903	68728	74018	79313

COUNSELORS – 240/260 DAYS
TEACHERS – 240/260 DAYS

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240/260 DAYS

EFFECTIVE OCTOBER 1, 2013

	H/S PRINCIPALS 1201-1205				M/S PRINCIPALS 1301-1305			E/S PRINCIPALS 1401-1405		
Sche- dule	1201 1500+	1202 1250- 1499	1203 1000- 1249	1204 750- 999	1205 750 & Below	1301 1500+	1302 1250- 1499	1303 1000- 1249	1304 750- 999	1305 750 & Below
STEP	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM
0	91420	89917	88417	86915	85414	84098	82597	81096	79594	78092
1	92791	91266	89743	88219	86695	85359	83835	82313	80788	79264
2	94183	92635	91089	89542	87995	86640	85093	83547	81999	80453
3	95595	94024	92455	90885	89315	87939	86369	84800	83229	81659
4	97029	95435	93842	92249	90655	89259	87665	86072	84478	82884
5	98485	96866	95250	93632	92015	90597	88980	87364	85745	84127
6	99962	98319	96679	95037	93395	91956	90315	88674	87031	85389
7	101462	99794	98129	96462	94796	93336	91669	90004	88337	86670
8	102983	101291	99601	97909	96218	94736	93044	91354	89662	87970
9	104528	102810	101095	99378	97661	96157	94440	92724	91007	89290
10	106096	104352	102611	100869	99126	97599	95857	94115	92372	90629
11	107688	105918	104150	102382	100613	99063	97295	95527	93757	91989
12	109303	107506	105713	103917	102122	100549	98754	96960	95164	93368
13	110942	109119	107298	105476	103654	102057	100235	98414	96591	94769
14	112607	110756	108908	107058	105209	103588	101739	99891	98040	96191
15	114296	112417	110541	108664	106787	105142	103265	101389	99511	97633
16	116010	114103	112199	110294	108389	106719	104814	102910	101003	99098
17	117750	115815	113882	111949	110015	108320	106386	104453	102518	100584
18	119516	117552	115591	113628	111665	109945	107982	106020	104056	102093
19	121309	119316	117325	115332	113340	111594	109602	107611	105617	103625
20	123129	121105	119084	117062	115040	113268	111246	109225	107201	105179
21	124976	122922	120871	118818	116766	114967	112914	110863	108809	106757
22	126850	124766	122684	120600	118517	116691	114608	112526	110441	108358
23	128753	126637	124524	122409	120295	118442	116327	114214	112098	109983
24	130684	128537	126392	124246	122099	120218	118072	115927	113779	111633
25	132645	130465	128288	126109	123931	122022	119843	117666	115486	113308
26	134634	132422	130212	128001	125790	123852	121641	119431	117218	115007
27	136654	134408	132165	129921	127677	125710	123465	121222	118977	116732

A certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240/260 DAYS

EFFECTIVE OCTOBER 1, 2013 (Continued)

H/S PRINCIPALS 1201-1205 M/S PRINCIPALS 1301-1305 E/S PRINCIPALS 1401-1405

Sche-	1401	1402	1403	1404	1405
dule	1000+	750-	500	250-	Below
		999	-749	499	250
STEP	ADM	ADM	ADM	ADM	ADM
0	79672	78171	76670	75169	73667
1	80867	79343	77820	76296	74772
2	82080	80533	78988	77441	75894
3	83311	81741	80173	78602	77032
4	84561	82968	81375	79782	78188
5	85830	84212	82596	80978	79361
6	87117	85475	83835	82193	80551
7	88424	86757	85092	83426	81759
8	89750	88059	86369	84677	82986
9	91096	89380	87664	85947	84231
10	92463	90720	88979	87237	85494
11	93850	92081	90314	88545	86777
12	95258	93462	91668	89873	88078
13	96686	94864	93043	91221	89399
14	98137	96287	94439	92590	90740
15	99609	97732	95856	93979	92101
16	101103	99198	97294	95388	93483
17	102619	100686	98753	96819	94885
18	104159	102196	100234	98271	96308
19	105721	103729	101738	99745	97753
20	107307	105285	103264	101242	99219
21	108917	106864	104813	102760	100708
22	110550	108467	106385	104302	102218
23	112209	110094	107981	105866	103752
24	113892	111745	109600	107454	105308
25	115600	113422	111244	109066	106887
26	117334	115123	112913	110702	108491
27	119094	116850	114607	112362	110118

A certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 222 DAYS

EFFECTIVE OCTOBER 1, 2013

H/S ASST. PRINCIPALS 1501-1505 M/S ASST. PRINCIPALS 1601-1605 E/S ASST. PRINCIPALS 1701-1705

Sche-	1501	1502	1503	1504	1505	1601	1602	1603	1604	1605
dule	1500+	1250-	1000-	750-	750 &	1500+	1250-	1000-	750-	750 &
		1499	1249	999	Below		1499	1249	999	Below
STEP	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM	ADM
0	71878	70301	68727	67146	65574	68284	66708	65131	63555	61978
1	72957	71356	69757	68153	66557	69308	67709	66108	64509	62908
2	74051	72426	70804	69175	67556	70348	68724	67100	65476	63852
3	75162	73513	71866	70213	68569	71403	69755	68106	66458	64809
4	76289	74615	72944	71266	69598	72474	70801	69128	67455	65781
5	77433	75735	74038	72335	70642	73561	71863	70165	68467	66768
6	78595	76871	75149	73420	71701	74665	72941	71217	69494	67770
7	79774	78024	76276	74521	72777	75785	74036	72285	70536	68786
8	80970	79194	77420	75639	73868	76921	75146	73370	71594	69818
9	82185	80382	78581	76774	74976	78075	76273	74470	72668	70865
10	83418	81588	79760	77925	76101	79246	77417	75587	73758	71928
11	84669	82812	80956	79094	77243	80435	78579	76721	74865	73007
12	85939	84054	82171	80280	78401	81641	79757	77872	75988	74102
13	87228	85315	83403	81485	79577	82866	80954	79040	77128	75214
14	88537	86594	84654	82707	80771	84109	82168	80226	78284	76342
15	89865	87893	85924	83948	81982	85371	83400	81429	79459	77487
16	91213	89212	87213	85207	83212	86651	84651	82650	80651	78650
17	92581	90550	88521	86485	84460	87951	85921	83890	81860	79829
18	93970	91908	89849	87782	85727	89270	87210	85149	83088	81027
19	95379	93287	91197	89099	87013	90609	88518	86426	84335	82242
20	96810	94686	92565	90435	88318	91969	89846	87722	85600	83476
21	98262	96106	93953	91792	89643	93348	91194	89038	86884	84728
22	99736	97548	95363	93169	90988	94748	92562	90374	88187	85999
23	101232	99011	96793	94566	92353	96169	93950	91729	89510	87289
24	102750	100496	98245	95985	93738	97612	95359	93105	90852	88598
25	104292	102004	99719	97425	95144	99076	96790	94502	92215	89927
26	105856	103534	101214	98886	96571	100562	98242	95919	93598	91276
27	107444	105087	102733	100369	98020	102071	99715	97358	95002	92645

A 222-day certified administrator is paid an additional \$3254 for an AA certificate and \$3604 for a doctorate and \$6858 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 222 DAYS (continued)

EFFECTIVE OCTOBER 1, 2013

H/S ASST. PRINCIPALS 1501-1505 M/S ASST. PRINCIPALS 1601-1605 E/S ASST. PRINCIPALS 1701-1705

Sche-	1701	1702	1703	1704	1705
dule	1000+	750-	500-	250-	Below
		999	749	499	250
STEP	ADM	ADM	ADM	ADM	ADM
0	63386	61809	60232	58656	57079
1	64337	62736	61136	59536	57935
2	65302	63677	62053	60429	58804
3	66281	64632	62983	61335	59686
4	67275	65602	63928	62255	60582
5	68285	66586	64887	63189	61491
6	69309	67585	65860	64137	62413
7	70348	68598	66848	65099	63349
8	71404	69627	67851	66076	64299
9	72475	70672	68869	67067	65264
10	73562	71732	69902	68073	66243
11	74665	72808	70950	69094	67236
12	75785	73900	72014	70130	68245
13	76922	75008	73095	71182	69269
14	78076	76134	74191	72250	70308
15	79247	77276	75304	73334	71362
16	80436	78435	76434	74434	72433
17	81642	79611	77580	75550	73519
18	82867	80805	78744	76684	74622
19	84110	82017	79925	77834	75741
20	85372	83248	81124	79001	76877
21	86652	84496	82341	80186	78031
22	87952	85764	83576	81389	79201
23	89271	87050	84829	82610	80389
24	90610	88356	86102	83849	81595
25	91969	89681	87393	85107	82819
26	93349	91027	88704	86383	84061
27	94749	92392	90035	87679	85322

A 222-day certified administrator is paid an additional \$3254 for an AA certificate and \$3604 for a doctorate and \$6858 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ADMINISTRATIVE/PROFESSIONAL

EFFECTIVE OCTOBER 1, 2013

Schedule	AP01	AP02	AP03	AP04	AP05	AP06
	240/260	240/260	240/260	240/260	240/260	240/260
STEP	Days	Days	Days	Days	Days	Days
0	40617	46118	52421	57578	63881	69038
1	41227	46810	53207	58442	64839	70073
2	41845	47512	54005	59318	65811	71124
3	42473	48225	54815	60208	66799	72191
4	43110	48948	55638	61111	67800	73274
5	43756	49682	56472	62028	68818	74373
6	44413	50428	57319	62958	69850	75489
7	45079	51184	58179	63903	70898	76621
8	45755	51952	59052	64861	71961	77770
9	46442	52731	59937	65834	73040	78937
10	47138	53522	60837	66822	74136	80121
11	47845	54325	61749	67824	75248	81323
12	48563	55140	62675	68841	76377	82543
13	49291	55967	63615	69874	77522	83781
14	50031	56806	64570	70922	78685	85038
15	50781	57659	65538	71986	79866	86313
16	51543	58523	66521	73066	81064	87608
17	52316	59401	67519	74162	82279	88922
18	53101	60292	68532	75274	83514	90256
19	53897	61197	69560	76403	84766	91610
20	54706	62115	70603	77549	86038	92984
21	55526	63046	71662	78712	87328	94379
22	56359	63992	72737	79893	88638	95794
23	57205	64952	73828	81092	89968	97231
24	58063	65926	74936	82308	91317	98690
25	58934	66915	76060	83543	92687	100170
26	59818	67919	77201	84796	94078	101672
27	60715	68938	78359	86068	95489	103198

A *240/260-day* certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ADMINISTRATIVE/PROFESSIONAL

EFFECTIVE OCTOBER 1, 2013

Sche-	AP07	AP20	AP21	AP22	AP23
dule		8 Hrs	7 Hrs	8 Hrs	8 Hrs
	240/260	/187	/187	/202	/192
STEP	Days	Days	Days	Days	Days
0	75340	29214	25561	35830	29213
1	76470	29652	25945	36367	29651
2	77617	30097	26334	36912	30096
3	78782	30548	26729	37466	30547
4	79963	31006	27130	38028	31005
5	81163	31472	27537	38599	31470
6	82380	31944	27950	39178	31943
7	83616	32423	28369	39765	32422
8	84870	32909	28795	40362	32908
9	86143	33403	29226	40967	33402
10	87435	33904	29665	41582	33903
11	88747	34412	30110	42205	34411
12	90078	34929	30561	42838	34927
13	91429	35453	31020	43481	35451
14	92801	35984	31485	44133	35983
15	94193	36524	31957	44795	36523
16	95606	37072	32437	45467	37071
17	97040	37628	32923	46149	37627
18	98495	38192	33417	46841	38191
19	99973	38765	33918	47544	38764
20	101472	39347	34427	48257	39345
21	102994	39937	34944	48981	39936
22	104539	40536	35468	49716	40535
23	106108	41144	36000	50462	41143
24	107699	41761	36540	51218	41760
25	109315	42388	37088	51987	42386
26	110954	43023	37644	52767	43022
27	112619	43669	38209	53558	43667

A *240/260-day* certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL

EFFECTIVE OCTOBER 1, 2013

Sche-	CT03	CT04	CT05	CT06	CT07	CT20	CT21	CT22
dule	240	240	240	240	240	187	202	240
	/260	/260	/260	/260	/260			/260
STEPS	Days	Days	Days	Days	Days	Days	Days	Days
0	33990	41857	48149	56158	60926	13469	16188	20523
1	34500	42485	48871	57001	61840	13671	16431	20831
2	35018	43122	49604	57856	62767	13876	16678	21144
3	35543	43769	50348	58723	63709	14084	16928	21461
4	36076	44425	51104	59604	64664	14296	17182	21783
5	36617	45092	51870	60498	65634	14510	17440	22110
6	37167	45768	52648	61406	66619	14728	17701	22441
7	37724	46454	53438	62327	67618	14949	17967	22778
8	38290	47151	54240	63262	68632	15173	18236	23119
9	38864	47859	55053	64211	69662	15400	18510	23466
10	39447	48576	55879	65174	70707	15631	18787	23818
11	40039	49305	56717	66151	71767	15925	19069	24176
12	40640	50045	57568	67144	72844	16164	19355	24538
13	41249	50795	58431	68151	73936	16407	19645	24906
14	41868	51557	59308	69173	75045	16653	19940	25280
15	42496	52331	60198	70211	76171	16902	20239	25659
16	43133	53116	61101	71264	77314	17156	20543	26044
17	43780	53912	62017	72333	78473	17413	20851	26435
18	44437	54721	62947	73418	79651	17675	21164	26831
19	45104	55542	63891	74519	80845	17940	21481	27234
20	45780	56375	64850	75637	82058	18209	21803	27642
21	46467	57221	65823	76771	83289	18482	22131	28057
22	47164	58079	66810	77923	84538	18759	22462	28478
23	47871	58950	67812	79092	85806	19041	22799	28905
24	48589	59834	68829	80278	87093	19326	23141	29338
25	49318	60732	69862	81482	88400	19616	23489	29778
26	50058	61643	70910	82705	89726	19910	23841	30225
27	50809	62567	71973	83945	91072	20209	24198	30678

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL (continued)

EFFECTIVE OCTOBER 1, 2013

Schedule	CT23	CT24	CT25	CT26	CT27	CT28	CT29
	187	202	240	187	4 HR	6 HR	8 HR
			/260		/187	/182	240/260
STEPS	Days	Days	Days	Days	Days	Days	Days
0	17178	20951	26839	26340	10630	14,296	26839
1	17435	21265	27242	26736	10790	14,510	27242
2	17697	21584	27650	27137	10952	14,728	27650
3	17962	21908	28065	27544	11116	14,949	28065
4	18232	22236	28486	27957	11283	15,173	28486
5	18505	22570	28914	28376	11452	15,554	28914
6	18783	22909	29347	28802	11624	15,788	29347
7	19065	23252	29787	29234	11798	16,024	29787
8	19351	23601	30234	29672	11975	16,265	30234
9	19641	23955	30688	30117	12155	16,509	30688
10	19936	24314	31148	30569	12337	16,756	31148
11	20235	24679	31615	31028	12522	17,008	31615
12	20538	25049	32090	31493	12710	17,263	32090
13	20846	25425	32571	31966	12901	17,522	32571
14	21159	25806	33059	32445	13094	17,785	33059
15	21476	26193	33555	32932	13291	18,051	33555
16	21798	26586	34059	33426	13490	18,322	34059
17	22125	26985	34570	33927	13692	18,597	34570
18	22457	27390	35088	34436	13898	18,876	35088
19	22794	27801	35614	34953	14106	19,159	35614
20	23136	28218	36149	35477	14318	19,446	36149
21	23483	28641	36691	36009	14532	19,738	36691
22	23835	29071	37241	36549	14750	20,034	37241
23	24193	29507	37800	37097	14972	20,335	37800
24	24556	29949	38367	37654	15196	20,640	38367
25	24924	30398	38942	38219	15424	20,949	38942
26	25298	30854	39526	38792	15656	21,264	39526
27	25677	31317	40119	39374	15890	21,583	40119

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL (continued)

EFFECTIVE OCTOBER 1, 2013

Sche-	CT30	CT31	CT 32	CT 33	CT 34	CT 36
	8 HR	8 HR	8 hour	8 Hour	8 hour	7 hour
	222	202	222	187	187	202
STEPS	Days	Days	days	days	days	days
0	22916	26408	29023	30,000	20944	37192
1	23260	26804	29458	30450	21258	37750
2	23609	27206	29900	30907	21577	38316
3	23963	27614	30349	31370	21901	38891
4	24323	28028	30804	31841	22229	39474
5	24687	28449	31266	32319	22563	40066
6	25058	28875	31735	32803	22901	40667
7	25434	29309	32211	33295	23245	41277
8	25815	29748	32694	33795	23593	41897
9	26202	30194	33185	34302	23947	42525
10	26595	30647	33682	34816	24306	43163
11	26994	31107	34188	35338	24671	43810
12	27399	31574	34701	35869	25041	44467
13	27810	32047	35221	36407	25417	45134
14	28227	32528	35749	36953	25798	45811
15	28651	33016	36286	37507	26185	46499
16	29081	33511	36830	38070	26578	47196
17	29517	34014	37382	38641	26976	47904
18	29959	34524	37943	39220	27381	48623
19	30409	35042	38512	39809	27792	49352
20	30865	35567	39090	40406	28209	50092
21	31328	36101	39676	41012	28632	50844
22	31798	36643	40271	41627	29061	51606
23	32275	37192	40875	42251	29497	52380
24	32759	37750	41489	42885	29940	53166
25	33250	38316	42111	43528	30389	53964
26	33749	38891	42743	44181	30844	54773
27	34255	39474	43384	44844	31307	55595

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

MANUAL TRADES

EFFECTIVE OCTOBER 1, 2013

Sche- dule	MT03 240/260	MT03-A 240/260	MT04 240/260	MT05 240/260	MT06 240/260
STEP	Days	Days	Days	Days	Days
0	26887	31987	36588	41595	56135
1	27291	32467	37137	42218	56977
2	27700	32954	37694	42852	57831
3	28115	33448	38260	43495	58699
4	28537	33950	38834	44147	59579
5	28965	34459	39416	44809	60473
6	29400	34976	40007	45481	61380
7	29841	35501	40607	46164	62301
8	30288	36033	41217	46856	63235
9	30743	36574	41835	47559	64184
10	31204	37122	42462	48272	65147
11	31672	37679	43099	48996	66124
12	32147	38244	43746	49731	67116
13	32629	38818	44402	50477	68122
14	33118	39400	45068	51234	69144
15	33615	39991	45744	52003	70181
16	34119	40591	46430	52783	71234
17	34631	41200	47127	53575	72303
18	35151	41818	47834	54378	73387
19	35678	42445	48551	55194	74488
20	36213	43082	49279	56022	75605
21	36756	43728	50018	56862	76739
22	37308	44384	50769	57715	77890
23	37867	45050	51530	58581	79059
24	38435	45726	52303	59460	80245
25	39012	46412	53088	60351	81448
26	39597	47108	53884	61257	82670
27	40191	47814	54692	62176	83910

2014-2015 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

MANUAL TRADES

EFFECTIVE OCTOBER 1, 2013

Schedule	MT07 240/260 Days	MT08 240/260 Days	MT20 197 Days	MT21 240/260 Days	MT22 197 Days	MT23 240/260 Days
0	64477	71633	15463	20047	19152	25028
1	65444	72707	15695	20348	19439	25403
2	66426	73798	15931	20653	19730	25784
3	67422	74905	16170	20963	20026	26171
4	68434	76028	16412	21277	20327	26564
5	69460	77169	16658	21596	20632	26962
6	70502	78326	16908	21920	20941	27366
7	71560	79501	17162	22249	21255	27777
8	72633	80694	17419	22583	21574	28194
9	73723	81904	17680	22922	21898	28616
10	74828	83133	17946	23265	22226	29046
11	75951	84379	18215	23614	22560	29481
12	77090	85645	18488	23969	22898	29924
13	78247	86930	18765	24328	23241	30372
14	79420	88234	19047	24693	23590	30828
15	80612	89557	19333	25064	23944	31290
16	81821	90901	19623	25439	24303	31760
17	83048	92264	19917	25821	24668	32236
18	84294	93648	20216	26208	25038	32720
19	85558	95053	20519	26601	25413	33211
20	86842	96479	20827	27001	25794	33709
21	88144	97926	21139	27406	26181	34214
22	89466	99395	21456	27817	26574	34728
23	90808	100886	21778	28234	26973	35248
24	92170	102399	22105	28657	27377	35777
25	93553	103935	22436	29087	27788	36314
26	94956	105494	22773	29524	28205	36859
27	96381	107076	23114	29966	28628	37411

**2014-2015 SALARY SCHEDULES
FOR OCCUPATIONAL THERAPY/PHYSICAL THERAPY**

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2013

Schedule	OTPT	OTP1	OTP2	OTP3
	187 DAYS	187 DAYS	202 DAYS	222 DAYS
STEP	7 HOURS	7 HOURS	8 HOURS	8 HOURS
0	28502	43502	53705	61057
1	28929	44155	54511	61973
2	29363	44817	55328	62903
3	29804	45489	56158	63846
4	30251	46171	57001	64804
5	30705	46864	57856	65776
6	31165	47567	58723	66763
7	31633	48280	59604	67764
8	32107	49005	60498	68780
9	32589	49740	61406	69812
10	33078	50486	62327	70859
11	33574	51243	63262	71922
12	34077	52012	64211	73001
13	34589	52792	65174	74096
14	35107	53584	66151	75208
15	35634	54388	67144	76336
16	36168	55203	68151	77481
17	36711	56031	69173	78643
18	37262	56872	70211	79823
19	37821	57725	71264	81020
20	38388	58591	72333	82235
21	38964	59470	73418	83469
22	39548	60362	74519	84721
23	40141	61267	75637	85992
24	40743	62186	76772	87281
25	41355	63119	77923	88591
26	41975	64066	79092	89920
27	42605	65027	80278	91268

2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL – CHILD NUTRITION

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2013

Schedule	CNP Assts	CNP Assts	CNP Assts
	CN01	CN02	CN03
	187 Days	187 Days	187 Days
STEP	6 Hours	6.5 Hours	7 Hours
0	11,596	12,392	13,189
1	11770	12578	13386
2	11947	12767	13587
3	12126	12958	13791
4	12308	13152	13998
5	12493	13350	14208
6	12680	13550	14421
7	12870	13753	14637
8	13063	13959	14857
9	13259	14169	15080
10	13458	14381	15306
11	13660	14597	15535
12	13865	14816	15769
13	14073	15038	16037
14	14284	15264	16278
15	14498	15493	16522
16	14716	15725	16770
17	14936	15961	17021
18	15160	16201	17276
19	15388	16444	17536
20	15619	16690	17799
21	15853	16941	18066
22	16091	17195	18337
23	16332	17453	18612
24	16577	17714	18891
25	16826	17980	19174
26	17078	18250	19462
27	17334	18524	19754

2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL – CHILD NUTRITION

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2013

Schedule	CNP Mgrs	CNP Mgrs	CNP Mgrs	CNP Assts
	CN04	CN05	CN06	CN07
	191 Days	191 Days	191 Days	187 Days
STEP	1000+	700-999	0-699	3 Hours
0	24,722	21,662	18,602	6,818
1	25093	21987	18881	6920
2	25469	22316	19164	7024
3	25851	22651	19451	7129
4	26239	22991	19743	7236
5	26632	23336	20039	7345
6	27032	23686	20340	7455
7	27437	24041	20645	7567
8	27849	24402	20955	7680
9	28267	24768	21269	7795
10	28691	25139	21588	7912
11	29121	25516	21912	8031
12	29558	25899	22241	8151
13	30001	26288	22574	8274
14	30451	26682	22913	8398
15	30908	27082	23256	8524
16	31372	27488	23605	8652
17	31842	27901	23959	8781
18	32320	28319	24319	8913
19	32805	28744	24684	9047
20	33297	29175	25054	9182
21	33796	29613	25430	9320
22	34303	30057	25811	9460
23	34818	30508	26198	9602
24	35340	30966	26591	9746
25	35870	31430	26990	9892
26	36408	31901	27395	10040
27	36954	32380	27806	10191

**2014-2015 SALARY SCHEDULES FOR SERVICE PERSONNEL
 BUS DRIVERS/BUS AIDES
 Steps are compensation steps, not experience steps
 EFFECTIVE OCTOBER 1, 2013**

	Bus Driver	Bus Driver	Bus Driver	BUS Aides
Schedule	BD01	BD02	BD03	BA03
	186 Days	186 Days	186 Days	182 Days
STEP				6 Hours
0	11,752	14,729	18,571	11,575
1	11929	14950	18850	11749
2	12108	15174	19132	11925
3	12289	15402	19419	12104
4	12474	15633	19711	12285
5	12661	16036	20006	12470
6	12851	16277	20306	12657
7	13043	16521	20611	12846
8	13239	16768	20920	13039
9	13438	17020	21234	13235
10	13639	17275	21553	13433
11	13844	17534	21876	13635
12	14051	17797	22204	13839
13	14262	18064	22537	14047
14	14476	18335	22875	14258
15	14693	18610	23218	14471
16	14914	18890	23567	14688
17	15137	19173	23920	14909
18	15364	19461	24279	15132
19	15595	19752	24643	15359
20	15829	20049	25013	15590
21	16066	20349	25388	15824
22	16307	20655	25769	16061
23	16552	20965	26155	16302
24	16800	21279	26547	16546
25	17052	21598	26946	16795
26	17308	21922	27350	17047
27	17568	22251	27760	17302

2014-2015 SALARY SCHEDULES FOR NURSES

State Minimum Salary Schedules

EFFECTIVE OCTOBER 1, 2013

STEP	EXP	SCH 54/55 RN BS 187 DAYS	SCH 56/57 RN MS 187 DAYS	SCH 58/59 RN BS 192 DAYS	SCH 60/61 RN MS 192 DAYS	SCH 62/63 RN BS 202 DAYS
1	0	39,325	45,222	40,376	46,430	42,479
2	1	39,325	45,222	40,376	46,430	42,479
3	2	39,325	45,222	40,376	46,430	42,479
4	3	43,254	49,743	44,411	51,073	46,724
5	4	43,254	49,743	44,411	51,073	46,724
6	5	43,254	49,743	44,411	51,073	46,724
7	6	45,148	51,920	46,356	53,308	48,770
8	7	45,148	51,920	46,356	53,308	48,770
9	8	45,148	51,920	46,356	53,308	48,770
10	9	45,753	52,618	46,977	54,024	49,424
11	10	45,753	52,618	46,977	54,024	49,424
12	11	45,753	52,618	46,977	54,024	49,424
13	12	46,585	53,570	47,832	55,004	50,353
14	13	46,585	53,570	47,832	55,004	50,353
15	14	46,585	53,570	47,832	55,004	50,353
16	15	47,648	54,796	48,922	56,261	51,470
17	16	47,648	54,796	48,922	56,261	51,470
18	17	47,648	54,796	48,922	56,261	51,470
19	18	48,263	55,501	49,554	56,985	52,135
20	19	48,263	55,501	49,554	56,985	52,135
21	20	48,263	55,501	49,554	56,985	52,135
22	21	48,879	56,212	50,186	57,716	52,800
23	22	48,879	56,212	50,186	57,716	52,800
24	23	48,879	56,212	50,186	57,716	52,800
25	24	49,462	56,795	50,784	58,313	53,429
26	25	49,462	56,795	50,784	58,313	53,429
27	26	49,462	56,795	50,784	58,313	53,429
27+		50,044	57,378	51,383	58,912	54,059

2014-2015 SALARY SCHEDULES FOR NURSES (cont)

State Minimum Salary Schedules

EFFECTIVE OCTOBER 1, 2013

STEP	EXP	SCH 64/65 RN MS 202 DAYS	SCH 66/67 RN BS 240/260 DAYS	SCH 68/69 RN MS 240/260 DAYS	SCH 70/71 LPN 182 DAYS (7.5 hours worked)	SCH 72/73 LPN BUS AIDE 182 DAYS
1	0	48,849	54,676	62,875	18,862	15,089
2	1	48,849	54,676	62,875	18,862	15,089
3	2	48,849	54,673	62,875	18,862	15,089
4	3	53,734	60,140	69,162	20,729	16,583
5	4	53,734	60,140	69,162	20,729	16,583
6	5	53,734	60,140	69,162	20,729	16,583
7	6	56,085	62,774	72,188	21,621	17,296
8	7	56,085	62,774	72,188	21,621	17,296
9	8	56,085	62,774	72,188	21,621	17,296
10	9	56,838	63,614	73,158	21,902	17,522
11	10	56,838	63,614	73,158	21,902	17,522
12	11	56,838	63,614	73,158	21,902	17,522
13	12	57,868	64,772	74,483	22,296	17,837
14	13	57,868	64,772	74,483	22,296	17,837
15	14	57,868	64,772	74,483	22,296	17,837
16	15	59,192	66,248	76,187	22,786	18,228
17	16	59,192	66,248	76,187	22,786	18,228
18	17	59,192	66,248	76,187	22,786	18,228
19	18	59,953	67,105	80,135	23,060	18,448
20	19	59,953	67,105	80,135	23,060	18,448
21	20	59,953	67,105	80,135	23,060	18,448
22	21	60,722	67,961	*	23,336	18,669
23	22	60,722	67,961		23,336	18,669
24	23	60,722	67,961		23,336	18,669
25	24	61,350	68,770		23,832	19,066
26	25	61,350	68,770		23,832	19,066
27	26	61,350	68,770		23,832	19,066
27+		61,980	69,580		24,329	19,463