



**Norfolk Public Schools**  
The cornerstone of a proudly diverse community

# **Salaries and Wages Book**

July 1, 2018 – June 30, 2019

Revised June 7, 2018

## Table of Contents

|   |    |
|---|----|
| 11-Month Administrator Salary Scale for School Year 2018-2019                   | 2  |
| 12-Month Administrator Salary Scale for School Year 2018-2019                   | 3  |
| Administrative Positions for School Year 2018-2019                              | 4  |
| 10-Month Teacher Salary Scale for School Year 2018-2019                         | 7  |
| 10.5-Month Teacher Salary Scale for School Year 2018-2019                       | 9  |
| 11-Month Teacher Salary Scale for School Year 2018-2019                         | 11 |
| 12-Month Teacher Salary Scale for School Year 2018-2019                         | 14 |
| Classified Salary Scale for School Year 2018-2019                               | 17 |
| Classified Positions for School Year 2018-2019                                  | 18 |
| Differentials & Additional Duties/Part-Time Pay Rates for School Year 2018-2019 | 22 |
| Fair Labor Standards Act  | 27 |

**11-Month Administrator Salary Scale | SY 2018-2019**  
**7.5 Hours per Day | 220 Days per Year**

|    | A        | B        | C        | D        | E        | F        | G        | H        | I        | J         | K         | L         | M         | N         | O         | P         | EXEC      |
|----|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1  | \$38,106 | \$40,011 | \$42,011 | \$44,112 | \$46,319 | \$48,634 | \$51,066 | \$53,619 | \$56,298 | \$59,115  | \$62,070  | \$65,174  | \$68,431  | \$71,855  | \$75,445  | \$79,220  | \$87,139  |
| 2  | \$38,868 | \$40,811 | \$42,851 | \$44,994 | \$47,245 | \$49,607 | \$52,087 | \$54,691 | \$57,424 | \$60,297  | \$63,311  | \$66,477  | \$69,800  | \$73,292  | \$76,954  | \$80,804  | \$88,882  |
| 3  | \$39,645 | \$41,627 | \$43,708 | \$45,894 | \$48,190 | \$50,599 | \$53,129 | \$55,785 | \$58,572 | \$61,503  | \$64,578  | \$67,807  | \$71,196  | \$74,758  | \$78,493  | \$82,420  | \$90,659  |
| 4  | \$40,438 | \$42,460 | \$44,582 | \$46,812 | \$49,154 | \$51,611 | \$54,192 | \$56,901 | \$59,744 | \$62,733  | \$65,869  | \$69,163  | \$72,620  | \$76,253  | \$80,063  | \$84,069  | \$92,473  |
| 5  | \$41,247 | \$43,309 | \$45,474 | \$47,748 | \$50,137 | \$52,643 | \$55,275 | \$58,039 | \$60,939 | \$63,988  | \$67,187  | \$70,546  | \$74,072  | \$77,778  | \$81,664  | \$85,750  | \$94,322  |
| 6  | \$42,072 | \$44,175 | \$46,384 | \$48,703 | \$51,140 | \$53,696 | \$56,381 | \$59,200 | \$62,158 | \$65,268  | \$68,530  | \$71,957  | \$75,553  | \$79,334  | \$83,297  | \$87,465  | \$96,208  |
| 7  | \$42,914 | \$45,059 | \$47,311 | \$49,677 | \$52,163 | \$54,770 | \$57,509 | \$60,384 | \$63,401 | \$66,573  | \$69,901  | \$73,397  | \$77,064  | \$80,920  | \$84,963  | \$89,215  | \$98,133  |
| 8  | \$43,772 | \$45,960 | \$48,257 | \$50,671 | \$53,206 | \$55,865 | \$58,659 | \$61,591 | \$64,669 | \$67,905  | \$71,299  | \$74,864  | \$78,606  | \$82,539  | \$86,663  | \$90,999  | \$100,095 |
| 9  | \$44,647 | \$46,879 | \$49,223 | \$51,684 | \$54,270 | \$56,982 | \$59,832 | \$62,823 | \$65,962 | \$69,263  | \$72,725  | \$76,362  | \$80,178  | \$84,190  | \$88,396  | \$92,819  | \$102,097 |
| 10 | \$45,540 | \$47,817 | \$50,207 | \$52,718 | \$55,355 | \$58,122 | \$61,029 | \$64,080 | \$67,281 | \$70,648  | \$74,179  | \$77,889  | \$81,781  | \$85,873  | \$90,164  | \$94,675  | \$104,139 |
| 11 | \$46,451 | \$48,773 | \$51,211 | \$53,772 | \$56,463 | \$59,285 | \$62,249 | \$65,361 | \$68,627 | \$72,061  | \$75,663  | \$79,447  | \$83,417  | \$87,591  | \$91,967  | \$96,569  | \$106,222 |
| 12 | \$47,380 | \$49,749 | \$52,235 | \$54,848 | \$57,592 | \$60,470 | \$63,494 | \$66,668 | \$69,999 | \$73,502  | \$77,176  | \$81,036  | \$85,085  | \$89,343  | \$93,806  | \$98,500  | \$108,346 |
| 13 | \$48,328 | \$50,744 | \$53,280 | \$55,945 | \$58,744 | \$61,680 | \$64,764 | \$68,002 | \$71,399 | \$74,972  | \$78,720  | \$82,656  | \$86,787  | \$91,130  | \$95,683  | \$100,470 | \$110,513 |
| 14 | \$49,294 | \$51,758 | \$54,346 | \$57,064 | \$59,919 | \$62,913 | \$66,059 | \$69,362 | \$72,827 | \$76,472  | \$80,294  | \$84,310  | \$88,523  | \$92,952  | \$97,596  | \$102,480 | \$112,724 |
| 15 | \$50,280 | \$52,794 | \$55,433 | \$58,205 | \$61,117 | \$64,172 | \$67,381 | \$70,749 | \$74,284 | \$78,001  | \$81,900  | \$85,996  | \$90,293  | \$94,811  | \$99,548  | \$104,529 | \$114,978 |
| 16 | \$51,286 | \$53,850 | \$56,541 | \$59,369 | \$62,339 | \$65,455 | \$68,728 | \$72,164 | \$75,770 | \$79,561  | \$83,538  | \$87,716  | \$92,099  | \$96,707  | \$101,539 | \$106,620 | \$117,278 |
| 17 | \$52,311 | \$54,927 | \$57,672 | \$60,556 | \$63,586 | \$66,764 | \$70,103 | \$73,607 | \$77,285 | \$81,152  | \$85,209  | \$89,470  | \$93,941  | \$98,642  | \$103,570 | \$108,752 | \$119,623 |
| 18 | \$53,358 | \$56,025 | \$58,826 | \$61,767 | \$64,858 | \$68,099 | \$71,505 | \$75,080 | \$78,831 | \$82,775  | \$86,913  | \$91,259  | \$95,820  | \$100,614 | \$105,641 | \$110,927 | \$122,016 |
| 19 | \$54,425 | \$57,146 | \$60,002 | \$63,003 | \$66,155 | \$69,461 | \$72,935 | \$76,581 | \$80,407 | \$84,431  | \$88,651  | \$93,085  | \$97,736  | \$102,627 | \$107,754 | \$113,146 | \$124,456 |
| 20 | \$55,513 | \$58,288 | \$61,202 | \$64,263 | \$67,478 | \$70,851 | \$74,394 | \$78,113 | \$82,016 | \$86,119  | \$90,424  | \$94,946  | \$99,691  | \$104,679 | \$109,909 | \$115,409 | \$126,945 |
| 21 | \$56,624 | \$59,454 | \$62,426 | \$65,548 | \$68,828 | \$72,268 | \$75,881 | \$79,675 | \$83,656 | \$87,842  | \$92,233  | \$96,845  | \$101,685 | \$106,773 | \$112,107 | \$117,717 | \$129,484 |
| 22 | \$57,756 | \$60,643 | \$63,675 | \$66,859 | \$70,204 | \$73,713 | \$77,399 | \$81,269 | \$85,329 | \$89,599  | \$94,077  | \$98,782  | \$103,719 | \$108,908 | \$114,349 | \$120,071 | \$132,074 |
| 23 | \$58,911 | \$61,856 | \$64,948 | \$68,196 | \$71,608 | \$75,187 | \$78,947 | \$82,894 | \$87,036 | \$91,391  | \$95,959  | \$100,758 | \$105,793 | \$111,086 | \$116,636 | \$122,473 | \$134,715 |
| 24 | \$60,089 | \$63,093 | \$66,247 | \$69,560 | \$73,040 | \$76,691 | \$80,526 | \$84,552 | \$88,776 | \$93,218  | \$97,878  | \$102,773 | \$107,909 | \$113,308 | \$118,969 | \$124,922 | \$137,409 |
| 25 | \$61,291 | \$64,355 | \$67,572 | \$70,951 | \$74,501 | \$78,225 | \$82,136 | \$86,243 | \$90,552 | \$95,083  | \$99,836  | \$104,828 | \$110,067 | \$115,574 | \$121,349 | \$127,420 | \$140,158 |
| 26 | \$62,517 | \$65,642 | \$68,923 | \$72,370 | \$75,991 | \$79,789 | \$83,779 | \$87,968 | \$92,363 | \$96,984  | \$101,832 | \$106,925 | \$112,268 | \$117,886 | \$123,776 | \$129,969 | \$142,961 |
| 27 | \$63,767 | \$66,955 | \$70,302 | \$73,818 | \$77,511 | \$81,385 | \$85,455 | \$89,727 | \$94,210 | \$98,924  | \$103,869 | \$109,063 | \$114,514 | \$120,243 | \$126,251 | \$132,568 | \$145,820 |
| 28 | \$65,043 | \$68,294 | \$71,708 | \$75,294 | \$79,061 | \$83,013 | \$87,164 | \$91,522 | \$96,094 | \$100,903 | \$105,946 | \$111,245 | \$116,804 | \$122,648 | \$128,776 | \$135,220 | \$148,736 |
| 29 | \$66,343 | \$69,660 | \$73,142 | \$76,800 | \$80,643 | \$84,673 | \$88,907 | \$93,352 | \$98,016 | \$102,921 | \$108,065 | \$113,470 | \$119,140 | \$125,101 | \$131,352 | \$137,924 | \$151,711 |
| 30 | \$67,670 | \$90,685 | \$74,605 | \$78,336 | \$82,255 | \$86,366 | \$90,685 | \$95,219 | \$99,977 | \$104,979 | \$110,227 | \$115,739 | \$121,523 | \$127,603 | \$133,979 | \$140,682 | \$154,745 |

| Degree Stipends Awarded on an Annual Basis |         |
|--|---------|
| Master's Degree Plus 30 Hours Stipend      | \$1,836 |
| Doctoral Degree Stipend                    | \$3,672 |

**12-Month Administrator Salary Scale | SY 2018-2019**  
**7.5 Hours per Day | 252 Days per Year**

|    | A        | B        | C        | D        | E        | F        | G         | H         | I         | J         | K         | L         | M         | N         | O         | P         | EXEC      |
|----|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1  | \$43,650 | \$45,833 | \$48,121 | \$50,529 | \$53,056 | \$55,709 | \$58,492  | \$61,416  | \$64,488  | \$67,713  | \$71,098  | \$74,654  | \$78,385  | \$82,305  | \$86,420  | \$90,742  | \$99,815  |
| 2  | \$44,087 | \$46,291 | \$48,602 | \$51,034 | \$53,587 | \$56,266 | \$59,077  | \$62,030  | \$65,133  | \$68,390  | \$71,809  | \$75,401  | \$79,169  | \$83,128  | \$87,284  | \$91,649  | \$100,813 |
| 3  | \$44,527 | \$46,754 | \$49,088 | \$51,545 | \$54,122 | \$56,829 | \$59,668  | \$62,650  | \$65,784  | \$69,074  | \$72,527  | \$76,155  | \$79,961  | \$83,959  | \$88,157  | \$92,566  | \$101,821 |
| 4  | \$44,973 | \$47,222 | \$49,579 | \$52,060 | \$54,664 | \$57,397 | \$60,264  | \$63,277  | \$66,442  | \$69,765  | \$73,252  | \$76,916  | \$80,760  | \$84,799  | \$89,039  | \$93,492  | \$102,839 |
| 5  | \$45,872 | \$48,166 | \$50,571 | \$53,101 | \$55,757 | \$58,545 | \$61,470  | \$64,543  | \$67,771  | \$71,160  | \$74,717  | \$78,454  | \$82,375  | \$86,495  | \$90,819  | \$95,361  | \$105,410 |
| 6  | \$46,790 | \$49,130 | \$51,582 | \$54,163 | \$56,872 | \$59,716 | \$62,699  | \$65,833  | \$69,126  | \$72,583  | \$76,212  | \$80,024  | \$84,023  | \$88,225  | \$92,636  | \$97,269  | \$108,046 |
| 7  | \$47,725 | \$50,112 | \$52,614 | \$55,247 | \$58,010 | \$60,910 | \$63,953  | \$67,150  | \$70,509  | \$74,035  | \$77,736  | \$81,624  | \$85,703  | \$89,989  | \$94,488  | \$99,214  | \$110,747 |
| 8  | \$48,680 | \$51,114 | \$53,666 | \$56,352 | \$59,170 | \$62,128 | \$65,232  | \$68,493  | \$71,919  | \$75,516  | \$79,291  | \$83,256  | \$87,417  | \$91,789  | \$96,378  | \$101,198 | \$113,516 |
| 9  | \$49,653 | \$52,137 | \$54,739 | \$57,479 | \$60,353 | \$63,371 | \$66,537  | \$69,863  | \$73,357  | \$77,026  | \$80,877  | \$84,922  | \$89,166  | \$93,625  | \$98,306  | \$103,222 | \$116,353 |
| 10 | \$50,646 | \$53,179 | \$55,834 | \$58,628 | \$61,560 | \$64,638 | \$67,867  | \$71,260  | \$74,825  | \$78,566  | \$82,494  | \$86,620  | \$90,949  | \$95,497  | \$100,272 | \$105,287 | \$119,262 |
| 11 | \$51,659 | \$54,243 | \$56,951 | \$59,801 | \$62,791 | \$65,931 | \$69,225  | \$72,685  | \$76,321  | \$80,138  | \$84,144  | \$88,352  | \$92,768  | \$97,407  | \$102,277 | \$107,392 | \$122,244 |
| 12 | \$52,693 | \$55,328 | \$58,090 | \$60,997 | \$64,047 | \$67,250 | \$70,609  | \$74,139  | \$77,847  | \$81,741  | \$85,827  | \$90,119  | \$94,623  | \$99,355  | \$104,323 | \$109,540 | \$125,300 |
| 13 | \$53,746 | \$56,434 | \$59,252 | \$62,217 | \$65,328 | \$68,595 | \$72,021  | \$75,622  | \$79,404  | \$83,375  | \$87,543  | \$91,922  | \$96,516  | \$101,343 | \$106,409 | \$111,731 | \$128,432 |
| 14 | \$54,821 | \$57,563 | \$60,437 | \$63,461 | \$66,635 | \$69,967 | \$73,462  | \$77,134  | \$80,992  | \$85,043  | \$89,294  | \$93,760  | \$98,446  | \$103,369 | \$108,538 | \$113,966 | \$131,643 |
| 15 | \$55,918 | \$58,714 | \$61,645 | \$64,730 | \$67,967 | \$71,366 | \$74,931  | \$78,677  | \$82,612  | \$86,744  | \$91,080  | \$95,635  | \$100,415 | \$105,437 | \$110,708 | \$116,245 | \$134,934 |
| 16 | \$57,036 | \$59,889 | \$62,878 | \$66,025 | \$69,327 | \$72,793 | \$76,430  | \$80,250  | \$84,265  | \$88,479  | \$92,902  | \$97,548  | \$102,423 | \$107,546 | \$112,922 | \$118,570 | \$138,308 |
| 17 | \$58,177 | \$61,086 | \$64,136 | \$67,345 | \$70,713 | \$74,249 | \$77,958  | \$81,856  | \$85,950  | \$90,248  | \$94,760  | \$99,499  | \$104,472 | \$109,696 | \$115,181 | \$120,941 | \$141,765 |
| 18 | \$59,340 | \$62,308 | \$65,419 | \$68,692 | \$72,128 | \$75,734 | \$79,518  | \$83,493  | \$87,669  | \$92,053  | \$96,655  | \$101,489 | \$106,561 | \$111,890 | \$117,485 | \$123,360 | \$145,310 |
| 19 | \$60,527 | \$63,554 | \$66,727 | \$70,066 | \$73,570 | \$77,249 | \$81,108  | \$85,162  | \$89,422  | \$93,894  | \$98,588  | \$103,519 | \$108,693 | \$114,128 | \$119,834 | \$125,827 | \$148,942 |
| 20 | \$61,738 | \$64,825 | \$68,061 | \$71,467 | \$75,041 | \$78,794 | \$82,730  | \$86,866  | \$91,211  | \$95,772  | \$100,560 | \$105,589 | \$110,866 | \$116,411 | \$122,231 | \$128,344 | \$152,666 |
| 21 | \$62,973 | \$66,122 | \$69,423 | \$72,897 | \$76,542 | \$80,370 | \$84,385  | \$88,603  | \$93,035  | \$97,688  | \$102,571 | \$107,701 | \$113,084 | \$118,739 | \$124,676 | \$130,911 | \$156,482 |
| 22 | \$64,232 | \$67,444 | \$70,811 | \$74,355 | \$78,073 | \$81,977 | \$86,072  | \$90,375  | \$94,896  | \$99,641  | \$104,622 | \$109,855 | \$115,345 | \$121,114 | \$127,169 | \$133,529 | \$160,395 |
| 23 | \$65,517 | \$68,793 | \$72,227 | \$75,842 | \$79,635 | \$83,617 | \$87,794  | \$92,183  | \$96,794  | \$101,634 | \$106,715 | \$112,052 | \$117,652 | \$123,536 | \$129,712 | \$136,200 | \$164,404 |
| 24 | \$66,827 | \$70,169 | \$73,672 | \$77,359 | \$81,227 | \$85,289 | \$89,550  | \$94,026  | \$98,729  | \$103,667 | \$108,849 | \$114,293 | \$120,005 | \$126,007 | \$132,307 | \$138,924 | \$168,514 |
| 25 | \$68,164 | \$71,572 | \$75,145 | \$78,906 | \$82,852 | \$86,995 | \$91,341  | \$95,907  | \$100,704 | \$105,740 | \$111,026 | \$116,579 | \$122,405 | \$128,527 | \$134,953 | \$141,702 | \$172,727 |
| 26 | \$69,527 | \$73,004 | \$76,648 | \$80,484 | \$84,509 | \$88,735 | \$93,167  | \$97,825  | \$102,718 | \$107,855 | \$113,247 | \$118,911 | \$124,854 | \$131,097 | \$137,652 | \$144,536 | \$177,046 |
| 27 | \$70,917 | \$74,464 | \$78,181 | \$82,094 | \$86,199 | \$90,509 | \$95,031  | \$99,781  | \$104,772 | \$110,012 | \$115,512 | \$121,289 | \$127,351 | \$133,719 | \$140,405 | \$147,427 | \$181,472 |
| 28 | \$72,336 | \$75,953 | \$79,745 | \$83,735 | \$87,923 | \$92,320 | \$96,931  | \$101,777 | \$106,868 | \$112,212 | \$117,822 | \$123,715 | \$129,898 | \$136,394 | \$143,213 | \$150,375 | \$186,008 |
| 29 | \$73,782 | \$77,472 | \$81,340 | \$85,410 | \$89,682 | \$94,166 | \$98,870  | \$103,813 | \$109,005 | \$114,457 | \$120,178 | \$126,189 | \$132,496 | \$139,122 | \$146,077 | \$153,383 | \$190,659 |
| 30 | \$75,258 | \$79,022 | \$82,967 | \$87,118 | \$91,475 | \$96,049 | \$100,847 | \$105,889 | \$111,185 | \$116,746 | \$122,582 | \$128,713 | \$135,145 | \$141,904 | \$148,999 | \$156,450 | \$195,425 |

| Degree Stipends Awarded on an Annual Basis |         |
|--|---------|
| Master's Degree Plus 30 Hours Stipend      | \$1,836 |
| Doctoral Degree Stipend                    | \$3,672 |

## Administrative Positions for SY 2018-2019

| Title   | Grade | Hours Per Day | Days Per Year | Hours Per Year |
|---|-------|---------------|---------------|----------------|
| <b>Executive</b>  |       |               |               |                |
| Superintendent of Schools   |       | 7.50          | 252           | 1890           |
| Chief Academic Officer  | Exec  | 7.50          | 252           | 1890           |
| Chief Accountability and Information Officer                          | Exec  | 7.50          | 252           | 1890           |
| Chief Financial and Operations Officer                                | Exec  | 7.50          | 252           | 1890           |
| Executive Director, Budget and Finance                                | P     | 7.50          | 252           | 1890           |
| Executive Director, Curriculum and Professional Development           | P     | 7.50          | 252           | 1890           |
| Executive Director, Human Resources                                   | P     | 7.50          | 252           | 1890           |
| Executive Director, Interagency Collaboration and Wraparound Services | P     | 7.50          | 252           | 1890           |
| Executive Director, Norfolk Education Foundation                      | P     | 7.50          | 252           | 1890           |
| Executive Director of Schools   | P     | 7.50          | 252           | 1890           |
| <b>Accounting</b>   |       |               |               |                |
| Senior Director, Accounting   | O     | 7.50          | 252           | 1890           |
| General Accounting Manager  | J     | 7.50          | 252           | 1890           |
| Grants Manager  | J     | 7.50          | 252           | 1890           |
| <b>Assessment, Research, and Accountability</b>                       |       |               |               |                |
| Senior Coordinator, Research & Information Systems                    | J     | 7.50          | 252           | 1890           |
| Senior Coordinator, Assessment, Research, and Accountability          | I     | 7.50          | 252           | 1890           |
| Senior Coordinator, Projects  | I     | 7.50          | 252           | 1890           |
| Senior Coordinator, Research and Planning                             | I     | 7.50          | 252           | 1890           |
| Senior Coordinator, State Mandated Assessment Programs                | I     | 7.50          | 252           | 1890           |
| Assessment Support Associate  | E     | 7.50          | 252           | 1890           |
| Coordinator, Assessment Application Systems                           | E     | 7.50          | 252           | 1890           |
| Coordinator, Education and Research Data                              | E     | 7.50          | 252           | 1890           |
| <b>Budget and Finance</b>   |       |               |               |                |
| Senior Director, Budget and Finance                                   | O     | 7.50          | 252           | 1890           |
| Senior Coordinator, Budget  | I     | 7.50          | 252           | 1890           |
| School Activity Fund Coordinator                                      | F     | 7.50          | 252           | 1890           |
| Budget Analyst  | E     | 7.50          | 252           | 1890           |
| <b>Career and Technical Education</b>                                 |       |               |               |                |
| Senior Director, Career and Technical Education                       | O     | 7.50          | 252           | 1890           |
| Principal, NTC Evening Program  | M     | 7.50          | 252           | 1890           |
| Site Coordinator, NTC   | M     | 7.50          | 252           | 1890           |
| Site Coordinator, Camp Young  | I     | 7.50          | 252           | 1890           |
| GED Examiner  | A     | 7.50          | 252           | 1890           |
| <b>Communications and Media Relations</b>                             |       |               |               |                |
| Senior Director, Communications and Media Relations                   | O     | 7.50          | 252           | 1890           |
| Senior Coordinator, Intranet Webmaster                                | G     | 7.50          | 252           | 1890           |
| Manager, Media Production   | G     | 7.50          | 252           | 1890           |
| Coordinator, Web Development  | E     | 7.50          | 252           | 1890           |
| Coordinator, Marketing and Media Relations                            | D     | 7.50          | 252           | 1890           |
| Coordinator, Public Relations   | D     | 7.50          | 252           | 1890           |
| <b>Curriculum and Instruction</b>                                     |       |               |               |                |
| Senior Coordinator, Academic Rigor                                    | I     | 7.50          | 252           | 1890           |
| Senior Coordinator, Art   | I     | 7.50          | 252           | 1890           |

|  |   |      |     |      |
|--|---|------|-----|------|
| Senior Coordinator, English  | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Foreign Language/ESL                                       | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Guidance and School Counseling                             | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Health, Safety & Physical Education                        | I | 7.50 | 252 | 1890 |
| Senior Coordinator, History and Social Sciences                                | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Mathematics  | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Media Services   | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Music  | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Professional Development                                   | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Science  | I | 7.50 | 252 | 1890 |
| <b>Facilities Management</b>   |   |      |     |      |
| Senior Director, Facilities Management   | O | 7.50 | 252 | 1890 |
| Senior Coordinator, Facilities Maintenance                                     | G | 7.50 | 252 | 1890 |
| Senior Coordinator, Maintenance  | G | 7.50 | 252 | 1890 |
| <b>Federal Programs/Early Learning/Title I</b>                                 |   |      |     |      |
| Senior Director, Early Learning and Title I                                    | O | 7.5  | 252 | 1890 |
| Coordinator, Early Learning, Birth - Three                                     | F | 7.50 | 252 | 1890 |
| Coordinator, Early Learning, Kindergarten                                      | F | 7.50 | 252 | 1890 |
| Coordinator, Early Learning, Pre-K 4   | F | 7.50 | 252 | 1890 |
| Coordinator, Pre-School  | F | 7.50 | 252 | 1890 |
| <b>Human Resources</b>   |   |      |     |      |
| Employee Relations Manager   | I | 7.50 | 252 | 1890 |
| Human Resources Generalist   | I | 7.50 | 252 | 1890 |
| <b>Information Technology</b>  |   |      |     |      |
| Senior Director, Information Division  | O | 7.50 | 252 | 1890 |
| Network Services Engineering Administrator                                     | J | 7.50 | 252 | 1890 |
| Senior Coordinator, Business Information Systems                               | H | 7.50 | 252 | 1890 |
| Student Information Systems Manager (SIMS Manager)                             | H | 7.50 | 252 | 1890 |
| District Technical Support Supervisor  | G | 7.50 | 252 | 1890 |
| District Apple Device Manager  | F | 7.50 | 252 | 1890 |
| Business Information Systems Analyst   | E | 7.50 | 252 | 1890 |
| Information Systems Specialist IV - Data Base Administrator (DBA)              | E | 7.50 | 252 | 1890 |
| Information Systems Specialist IV - Student Information Systems Manager (SIMS) | E | 7.50 | 252 | 1890 |
| Network Engineer III - Directory Services                                      | E | 7.50 | 252 | 1890 |
| Network Engineer III - Infrastructure  | E | 7.50 | 252 | 1890 |
| Network Engineer III - Projects  | E | 7.50 | 252 | 1890 |
| Network Engineer III - Security  | E | 7.50 | 252 | 1890 |
| Network Engineer III - Systems   | E | 7.50 | 252 | 1890 |
| Network Engineer III - Zen   | E | 7.50 | 252 | 1890 |
| <b>Interagency Collaboration and Wraparound Services</b>                       |   |      |     |      |
| Coordinator, Interagency Collaboration and Wraparound Services                 | E | 7.50 | 252 | 1890 |
| <b>Learning Supports</b>   |   |      |     |      |
| Senior Director, Learning Supports   | O | 7.50 | 252 | 1890 |
| Senior Coordinator, Learning Supports  | I | 7.50 | 252 | 1890 |
| Special Education Program Administrator  | I | 7.50 | 252 | 1890 |
| <b>Operations</b>  |   |      |     |      |
| Senior Coordinator, Athletics  | I | 7.50 | 252 | 1890 |
| Business Systems Compliance Auditor  | G | 7.50 | 252 | 1890 |

|   |   |      |     |      |
|---|---|------|-----|------|
| <b>Payroll</b>  |   |      |     |      |
| Director, Payroll Operations  | M | 7.50 | 252 | 1890 |
| Payroll Manager   | J | 7.50 | 252 | 1890 |
| <b>Purchases and Supply</b>   |   |      |     |      |
| Senior Director, Purchases & Supply                                     | O | 7.50 | 252 | 1890 |
| Buyer/Contract Manager  | E | 7.50 | 252 | 1890 |
| Procurement Card Program Manager  | C | 7.50 | 252 | 1890 |
| Senior Buyer  | C | 7.50 | 252 | 1890 |
| <b>Risk Management</b>  |   |      |     |      |
| Senior Director, Risk Management  | O | 7.50 | 252 | 1890 |
| Health & Safety Specialist  | C | 7.50 | 252 | 1890 |
| <b>School Leadership Development</b>                                    |   |      |     |      |
| Principal, High School  | O | 7.50 | 252 | 1890 |
| Principal, Middle School  | M | 7.50 | 252 | 1890 |
| Principal, K-8 School (Ghent and Southside STEM Academy at Campostella) | M | 7.50 | 252 | 1890 |
| Principal, PreK-8 School (Crossroads)                                   | M | 7.50 | 252 | 1890 |
| Principal, 3-8 School (Academy for Discovery at Lakewood)               | M | 7.50 | 252 | 1890 |
| Principal, Elementary School  | L | 7.50 | 252 | 1890 |
| Principal, Early Childhood Center                                       | L | 7.50 | 252 | 1890 |
| Principal, NET Academy  | L | 7.50 | 252 | 1890 |
| Site Coordinator, Madison Alternative Center                            | L | 7.50 | 252 | 1890 |
| Assistant Principal, High School  | H | 7.50 | 252 | 1890 |
| Assistant Principal, Middle School                                      | G | 7.50 | 252 | 1890 |
| Assistant Principal, K-8 School (Ghent)                                 | G | 7.50 | 220 | 1650 |
| Assistant Principal, PreK-8 School (Crossroads)                         | G | 7.50 | 220 | 1650 |
| Assistant Principal, 3-8 School (Academy for Discovery at Lakewood)     | G | 7.50 | 220 | 1650 |
| Assistant Principal, Elementary   | F | 7.50 | 220 | 1650 |
| Assistant Site Coordinator, Madison Alternative Center                  | F | 7.50 | 252 | 1890 |
| <b>School Nutrition</b>   |   |      |     |      |
| Senior Director, School Nutrition Services                              | O | 7.50 | 252 | 1890 |
| Business Manager  | I | 7.50 | 252 | 1890 |
| Operations Manager  | I | 7.50 | 252 | 1890 |
| District Supervisor   | F | 7.50 | 252 | 1890 |
| Nutrition Center Supervisor   | F | 7.50 | 252 | 1890 |
| Network Engineer III – Systems  | E | 7.50 | 252 | 1890 |
| Nutrition Education & Training Coordinator                              | B | 7.50 | 252 | 1890 |
| <b>Student Support Services</b>   |   |      |     |      |
| Senior Director, Student Support Services                               | O | 7.50 | 252 | 1890 |
| Senior Coordinator, Division-Wide Transition Specialist                 | I | 7.50 | 252 | 1890 |
| Senior Coordinator, Student Support Services                            | I | 7.50 | 252 | 1890 |
| Coordinator, Positive Behavior Interventions and Supports               | E | 7.50 | 252 | 1890 |
| Coordinator, School Health and Wellness                                 | E | 7.50 | 252 | 1890 |
| Nursing Supervisor  | E | 7.50 | 252 | 1890 |
| Enrollment/Records Administrator  | A | 7.50 | 252 | 1890 |
| <b>Transportation</b>   |   |      |     |      |
| Director, Transportation  | M | 7.50 | 252 | 1890 |
| Supervisor, Transportation  | G | 7.50 | 252 | 1890 |
| <b>Other</b>  |   |      |     |      |

|   |   |      |     |      |
|---|---|------|-----|------|
| Senior Director, Children's Hospital of the King's Daughters    | M | 7.50 | 252 | 1890 |
| Assistant Director, Children's Hospital of the King's Daughters | I | 7.50 | 252 | 1890 |
| Clerk of the Board  | C | 7.50 | 252 | 1890 |



**10-Month Teacher Salary Scale | SY 2018-2019**  
**7.33 Hours per Day | 200 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$44,000                      |
| 2    | \$44,440                      |
| 3    | \$44,884                      |
| 4    | \$45,558                      |
| 5    | \$46,241                      |
| 6    | \$47,166                      |
| 7    | \$48,109                      |
| 8    | \$49,071                      |
| 9    | \$50,053                      |
| 10   | \$51,054                      |
| 11   | \$52,075                      |
| 12   | \$53,116                      |
| 13   | \$54,179                      |
| 14   | \$55,262                      |
| 15   | \$56,368                      |
| 16   | \$57,495                      |
| 17   | \$58,645                      |
| 18   | \$59,818                      |
| 19   | \$61,014                      |
| 20   | \$62,234                      |
| 21   | \$63,479                      |
| 22   | \$64,749                      |
| 23   | \$66,044                      |
| 24   | \$67,364                      |
| 25   | \$69,049                      |
| 26   | \$70,775                      |
| 27   | \$72,544                      |
| 28   | \$74,358                      |
| 29   | \$76,217                      |
| 30   | \$78,122                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**10-Month Teacher Salary Scale | SY 2018-2019  
7.5 Hours per Day | 200 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$45,020                      |
| 2    | \$45,471                      |
| 3    | \$45,925                      |
| 4    | \$46,614                      |
| 5    | \$47,313                      |
| 6    | \$48,260                      |
| 7    | \$49,225                      |
| 8    | \$50,209                      |
| 9    | \$51,214                      |
| 10   | \$52,238                      |
| 11   | \$53,283                      |
| 12   | \$54,348                      |
| 13   | \$55,435                      |
| 14   | \$56,544                      |
| 15   | \$57,675                      |
| 16   | \$58,828                      |
| 17   | \$60,005                      |
| 18   | \$61,205                      |
| 19   | \$62,429                      |
| 20   | \$63,678                      |
| 21   | \$64,951                      |
| 22   | \$66,250                      |
| 23   | \$67,575                      |
| 24   | \$68,927                      |
| 25   | \$70,650                      |
| 26   | \$72,416                      |
| 27   | \$74,227                      |
| 28   | \$76,082                      |
| 29   | \$77,984                      |
| 30   | \$79,934                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**10.5-Month Teacher Salary Scale | SY 2018-2019**  
**7.33 Hours per Day | 210 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$46,200                      |
| 2    | \$47,124                      |
| 3    | \$48,066                      |
| 4    | \$49,028                      |
| 5    | \$50,008                      |
| 6    | \$51,009                      |
| 7    | \$52,029                      |
| 8    | \$53,069                      |
| 9    | \$54,131                      |
| 10   | \$55,213                      |
| 11   | \$56,318                      |
| 12   | \$57,444                      |
| 13   | \$58,593                      |
| 14   | \$59,765                      |
| 15   | \$60,960                      |
| 16   | \$62,179                      |
| 17   | \$63,423                      |
| 18   | \$64,691                      |
| 19   | \$65,985                      |
| 20   | \$67,305                      |
| 21   | \$68,651                      |
| 22   | \$70,024                      |
| 23   | \$71,424                      |
| 24   | \$72,853                      |
| 25   | \$74,674                      |
| 26   | \$76,541                      |
| 27   | \$78,454                      |
| 28   | \$80,416                      |
| 29   | \$82,426                      |
| 30   | \$84,487                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**10.5-Month Teacher Salary Scale | SY 2018-2019  
7.5 Hours per Day | 210 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$47,271                      |
| 2    | \$48,217                      |
| 3    | \$49,181                      |
| 4    | \$50,165                      |
| 5    | \$51,168                      |
| 6    | \$52,192                      |
| 7    | \$53,235                      |
| 8    | \$54,300                      |
| 9    | \$55,386                      |
| 10   | \$56,494                      |
| 11   | \$57,624                      |
| 12   | \$58,776                      |
| 13   | \$59,952                      |
| 14   | \$61,151                      |
| 15   | \$62,374                      |
| 16   | \$63,621                      |
| 17   | \$64,894                      |
| 18   | \$66,191                      |
| 19   | \$67,515                      |
| 20   | \$68,866                      |
| 21   | \$70,243                      |
| 22   | \$71,648                      |
| 23   | \$73,081                      |
| 24   | \$74,542                      |
| 25   | \$76,406                      |
| 26   | \$78,316                      |
| 27   | \$80,274                      |
| 28   | \$82,281                      |
| 29   | \$84,338                      |
| 30   | \$86,446                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**11-Month Teacher Salary Scale | SY 2018-2019**  
**7.33 Hours per Day | 220 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$48,400                      |
| 2    | \$49,368                      |
| 3    | \$50,355                      |
| 4    | \$51,362                      |
| 5    | \$52,390                      |
| 6    | \$53,437                      |
| 7    | \$54,506                      |
| 8    | \$55,596                      |
| 9    | \$56,708                      |
| 10   | \$57,842                      |
| 11   | \$58,999                      |
| 12   | \$60,179                      |
| 13   | \$61,383                      |
| 14   | \$62,610                      |
| 15   | \$63,863                      |
| 16   | \$65,140                      |
| 17   | \$66,443                      |
| 18   | \$67,772                      |
| 19   | \$69,127                      |
| 20   | \$70,510                      |
| 21   | \$71,920                      |
| 22   | \$73,358                      |
| 23   | \$74,825                      |
| 24   | \$76,322                      |
| 25   | \$78,230                      |
| 26   | \$80,186                      |
| 27   | \$82,190                      |
| 28   | \$84,245                      |
| 29   | \$86,351                      |
| 30   | \$88,510                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**11-Month Teacher Salary Scale | SY 2018-2019  
7.5 Hours per Day | 220 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$49,523                      |
| 2    | \$50,513                      |
| 3    | \$51,523                      |
| 4    | \$52,554                      |
| 5    | \$53,605                      |
| 6    | \$54,677                      |
| 7    | \$55,770                      |
| 8    | \$56,886                      |
| 9    | \$58,024                      |
| 10   | \$59,184                      |
| 11   | \$60,368                      |
| 12   | \$61,575                      |
| 13   | \$62,807                      |
| 14   | \$64,063                      |
| 15   | \$65,344                      |
| 16   | \$66,651                      |
| 17   | \$67,984                      |
| 18   | \$69,343                      |
| 19   | \$70,730                      |
| 20   | \$72,145                      |
| 21   | \$73,588                      |
| 22   | \$75,060                      |
| 23   | \$76,561                      |
| 24   | \$78,092                      |
| 25   | \$80,044                      |
| 26   | \$82,045                      |
| 27   | \$84,097                      |
| 28   | \$86,199                      |
| 29   | \$88,354                      |
| 30   | \$90,563                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**11-Month Teacher Salary Scale | SY 2018-2019  
8 Hours per Day | 220 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$52,824                      |
| 2    | \$53,352                      |
| 3    | \$53,886                      |
| 4    | \$54,694                      |
| 5    | \$55,514                      |
| 6    | \$56,625                      |
| 7    | \$57,757                      |
| 8    | \$58,912                      |
| 9    | \$60,091                      |
| 10   | \$61,292                      |
| 11   | \$62,518                      |
| 12   | \$63,769                      |
| 13   | \$65,044                      |
| 14   | \$66,345                      |
| 15   | \$67,672                      |
| 16   | \$69,025                      |
| 17   | \$70,406                      |
| 18   | \$71,814                      |
| 19   | \$73,250                      |
| 20   | \$74,715                      |
| 21   | \$76,209                      |
| 22   | \$77,734                      |
| 23   | \$79,288                      |
| 24   | \$80,874                      |
| 25   | \$82,896                      |
| 26   | \$84,968                      |
| 27   | \$87,093                      |
| 28   | \$89,270                      |
| 29   | \$91,502                      |
| 30   | \$93,789                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**12-Month Teacher Salary Scale | SY 2018-2019**  
**7.33 Hours per Day | 240 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$52,800                      |
| 2    | \$53,856                      |
| 3    | \$54,933                      |
| 4    | \$56,032                      |
| 5    | \$57,152                      |
| 6    | \$58,295                      |
| 7    | \$59,461                      |
| 8    | \$60,651                      |
| 9    | \$61,864                      |
| 10   | \$63,101                      |
| 11   | \$64,363                      |
| 12   | \$65,650                      |
| 13   | \$66,963                      |
| 14   | \$68,302                      |
| 15   | \$69,668                      |
| 16   | \$71,062                      |
| 17   | \$72,483                      |
| 18   | \$73,933                      |
| 19   | \$75,411                      |
| 20   | \$76,920                      |
| 21   | \$78,458                      |
| 22   | \$80,027                      |
| 23   | \$81,628                      |
| 24   | \$83,260                      |
| 25   | \$85,342                      |
| 26   | \$87,475                      |
| 27   | \$89,662                      |
| 28   | \$91,904                      |
| 29   | \$94,201                      |
| 30   | \$96,556                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |



**12-Month Teacher Salary Scale | SY 2018-2019  
7.5 Hours per Day | 240 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$54,025                      |
| 2    | \$55,105                      |
| 3    | \$56,207                      |
| 4    | \$57,331                      |
| 5    | \$58,478                      |
| 6    | \$59,647                      |
| 7    | \$60,840                      |
| 8    | \$62,057                      |
| 9    | \$63,298                      |
| 10   | \$64,564                      |
| 11   | \$65,856                      |
| 12   | \$67,173                      |
| 13   | \$68,516                      |
| 14   | \$69,887                      |
| 15   | \$71,284                      |
| 16   | \$72,710                      |
| 17   | \$74,164                      |
| 18   | \$75,647                      |
| 19   | \$77,160                      |
| 20   | \$78,704                      |
| 21   | \$80,278                      |
| 22   | \$81,883                      |
| 23   | \$83,521                      |
| 24   | \$85,191                      |
| 25   | \$87,321                      |
| 26   | \$89,504                      |
| 27   | \$91,742                      |
| 28   | \$94,035                      |
| 29   | \$96,386                      |
| 30   | \$98,796                      |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

**12-Month Teacher Salary Scale | SY 2018-2019**  
**8 Hours per Day | 240 Days per Year**

| Step | Salary with Bachelor's Degree |
|------|-------------------------------|
| 1    | \$57,626                      |
| 2    | \$58,779                      |
| 3    | \$59,954                      |
| 4    | \$61,153                      |
| 5    | \$62,376                      |
| 6    | \$63,624                      |
| 7    | \$64,896                      |
| 8    | \$66,194                      |
| 9    | \$67,518                      |
| 10   | \$68,869                      |
| 11   | \$70,246                      |
| 12   | \$71,651                      |
| 13   | \$73,084                      |
| 14   | \$74,546                      |
| 15   | \$76,037                      |
| 16   | \$77,557                      |
| 17   | \$79,108                      |
| 18   | \$80,691                      |
| 19   | \$82,304                      |
| 20   | \$83,950                      |
| 21   | \$85,629                      |
| 22   | \$87,342                      |
| 23   | \$89,089                      |
| 24   | \$90,871                      |
| 25   | \$93,142                      |
| 26   | \$95,471                      |
| 27   | \$97,858                      |
| 28   | \$100,304                     |
| 29   | \$102,812                     |
| 30   | \$105,382                     |

| Degree Supplements Awarded on an Annual Basis |         |
|---|---------|
| Master's Degree                               | \$3,500 |
| Master's Degree Plus 30 Hours                 | \$5,400 |
| Doctoral Degree                               | \$7,800 |

## Classified Salary Scale | SY 2018-2019

|    | AA      | BB      | CC      | DD      | EE      | FF      | GG      | HH      | II      | JJ      | KK      | LL      | MM      | NN      | OO      | PP      | QQ      |
|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1  | \$10.72 | \$11.26 | \$11.82 | \$12.41 | \$13.03 | \$13.68 | \$14.37 | \$15.08 | \$15.84 | \$16.63 | \$17.46 | \$18.33 | \$19.25 | \$20.21 | \$21.22 | \$22.29 | \$23.40 |
| 2  | \$10.83 | \$11.37 | \$11.94 | \$12.53 | \$13.16 | \$13.82 | \$14.51 | \$15.23 | \$16.00 | \$16.80 | \$17.63 | \$18.51 | \$19.44 | \$20.41 | \$21.43 | \$22.51 | \$23.63 |
| 3  | \$10.94 | \$11.49 | \$12.06 | \$12.66 | \$13.29 | \$13.95 | \$14.66 | \$15.38 | \$16.16 | \$16.96 | \$17.81 | \$18.70 | \$19.64 | \$20.62 | \$21.65 | \$22.74 | \$23.87 |
| 4  | \$11.04 | \$11.60 | \$12.18 | \$12.79 | \$13.42 | \$14.09 | \$14.81 | \$15.54 | \$16.32 | \$17.13 | \$17.99 | \$18.89 | \$19.83 | \$20.82 | \$21.86 | \$22.97 | \$24.11 |
| 5  | \$11.27 | \$11.83 | \$12.42 | \$13.04 | \$13.69 | \$14.38 | \$15.10 | \$15.85 | \$16.65 | \$17.48 | \$18.35 | \$19.26 | \$20.23 | \$21.24 | \$22.30 | \$23.42 | \$24.59 |
| 6  | \$11.49 | \$12.07 | \$12.67 | \$13.30 | \$13.97 | \$14.66 | \$15.40 | \$16.16 | \$16.98 | \$17.83 | \$18.72 | \$19.65 | \$20.63 | \$21.66 | \$22.75 | \$23.89 | \$25.08 |
| 7  | \$11.72 | \$12.31 | \$12.92 | \$13.57 | \$14.25 | \$14.96 | \$15.71 | \$16.49 | \$17.32 | \$18.18 | \$19.09 | \$20.04 | \$21.05 | \$22.10 | \$23.20 | \$24.37 | \$25.58 |
| 8  | \$11.96 | \$12.56 | \$13.18 | \$13.84 | \$14.53 | \$15.26 | \$16.03 | \$16.82 | \$17.67 | \$18.55 | \$19.47 | \$20.44 | \$21.47 | \$22.54 | \$23.67 | \$24.86 | \$26.10 |
| 9  | \$12.19 | \$12.81 | \$13.45 | \$14.12 | \$14.82 | \$15.56 | \$16.35 | \$17.15 | \$18.02 | \$18.92 | \$19.86 | \$20.85 | \$21.90 | \$22.99 | \$24.14 | \$25.36 | \$26.62 |
| 10 | \$12.44 | \$13.06 | \$13.71 | \$14.40 | \$15.12 | \$15.87 | \$16.67 | \$17.50 | \$18.38 | \$19.30 | \$20.26 | \$21.27 | \$22.34 | \$23.45 | \$24.62 | \$25.86 | \$27.15 |
| 11 | \$12.69 | \$13.33 | \$13.99 | \$14.69 | \$15.42 | \$16.19 | \$17.01 | \$17.85 | \$18.75 | \$19.68 | \$20.66 | \$21.69 | \$22.78 | \$23.92 | \$25.11 | \$26.38 | \$27.69 |
| 12 | \$12.94 | \$13.59 | \$14.27 | \$14.98 | \$15.73 | \$16.51 | \$17.35 | \$18.20 | \$19.12 | \$20.08 | \$21.08 | \$22.13 | \$23.24 | \$24.40 | \$25.62 | \$26.91 | \$28.25 |
| 13 | \$13.20 | \$13.86 | \$14.55 | \$15.28 | \$16.04 | \$16.84 | \$17.69 | \$18.57 | \$19.50 | \$20.48 | \$21.50 | \$22.57 | \$23.70 | \$24.88 | \$26.13 | \$27.45 | \$28.81 |
| 14 | \$13.46 | \$14.14 | \$14.85 | \$15.59 | \$16.36 | \$17.18 | \$18.05 | \$18.94 | \$19.89 | \$20.89 | \$21.93 | \$23.02 | \$24.18 | \$25.38 | \$26.65 | \$27.99 | \$29.39 |
| 15 | \$13.73 | \$14.42 | \$15.14 | \$15.90 | \$16.69 | \$17.52 | \$18.41 | \$19.32 | \$20.29 | \$21.30 | \$22.37 | \$23.48 | \$24.66 | \$25.89 | \$27.18 | \$28.55 | \$29.98 |
| 16 | \$14.01 | \$14.71 | \$15.44 | \$16.22 | \$17.03 | \$17.88 | \$18.78 | \$19.70 | \$20.70 | \$21.73 | \$22.81 | \$23.95 | \$25.15 | \$26.41 | \$27.73 | \$29.13 | \$30.58 |
| 17 | \$14.29 | \$15.01 | \$15.75 | \$16.54 | \$17.37 | \$18.23 | \$19.15 | \$20.10 | \$21.11 | \$22.16 | \$23.27 | \$24.43 | \$25.66 | \$26.94 | \$28.28 | \$29.71 | \$31.19 |
| 18 | \$14.57 | \$15.31 | \$16.07 | \$16.87 | \$17.71 | \$18.60 | \$19.54 | \$20.50 | \$21.53 | \$22.61 | \$23.74 | \$24.92 | \$26.17 | \$27.47 | \$28.85 | \$30.30 | \$31.81 |
| 19 | \$14.86 | \$15.61 | \$16.39 | \$17.21 | \$18.07 | \$18.97 | \$19.93 | \$20.91 | \$21.96 | \$23.06 | \$24.21 | \$25.42 | \$26.69 | \$28.02 | \$29.42 | \$30.91 | \$32.45 |
| 20 | \$15.16 | \$15.93 | \$16.72 | \$17.55 | \$18.43 | \$19.35 | \$20.32 | \$21.33 | \$22.40 | \$23.52 | \$24.70 | \$25.93 | \$27.23 | \$28.58 | \$30.01 | \$31.53 | \$33.10 |
| 21 | \$15.47 | \$16.24 | \$17.05 | \$17.90 | \$18.80 | \$19.74 | \$20.73 | \$21.76 | \$22.85 | \$23.99 | \$25.19 | \$26.44 | \$27.77 | \$29.16 | \$30.61 | \$32.16 | \$33.76 |
| 22 | \$15.77 | \$16.57 | \$17.39 | \$18.26 | \$19.17 | \$20.13 | \$21.15 | \$22.19 | \$23.31 | \$24.47 | \$25.69 | \$26.97 | \$28.33 | \$29.74 | \$31.23 | \$32.80 | \$34.43 |
| 23 | \$16.09 | \$16.90 | \$17.74 | \$18.63 | \$19.56 | \$20.53 | \$21.57 | \$22.63 | \$23.78 | \$24.96 | \$26.21 | \$27.51 | \$28.89 | \$30.33 | \$31.85 | \$33.46 | \$35.12 |
| 24 | \$16.41 | \$17.24 | \$18.10 | \$19.00 | \$19.95 | \$20.94 | \$22.00 | \$23.09 | \$24.25 | \$25.46 | \$26.73 | \$28.06 | \$29.47 | \$30.94 | \$32.49 | \$34.13 | \$35.82 |
| 25 | \$16.82 | \$17.67 | \$18.55 | \$19.47 | \$20.45 | \$21.47 | \$22.55 | \$23.66 | \$24.86 | \$26.10 | \$27.40 | \$28.76 | \$30.21 | \$31.71 | \$33.30 | \$34.98 | \$36.72 |
| 26 | \$17.24 | \$18.11 | \$19.01 | \$19.96 | \$20.96 | \$22.00 | \$23.11 | \$24.26 | \$25.48 | \$26.75 | \$28.08 | \$29.48 | \$30.96 | \$32.51 | \$34.13 | \$35.85 | \$37.64 |
| 27 | \$17.67 | \$18.56 | \$19.49 | \$20.46 | \$21.48 | \$22.55 | \$23.69 | \$24.86 | \$26.12 | \$27.42 | \$28.79 | \$30.22 | \$31.74 | \$33.32 | \$34.99 | \$36.75 | \$38.58 |
| 28 | \$18.12 | \$19.03 | \$19.97 | \$20.97 | \$22.02 | \$23.12 | \$24.28 | \$25.48 | \$26.77 | \$28.10 | \$29.51 | \$30.98 | \$32.53 | \$34.15 | \$35.86 | \$37.67 | \$39.54 |
| 29 | \$18.57 | \$19.50 | \$20.47 | \$21.50 | \$22.57 | \$23.70 | \$24.89 | \$26.12 | \$27.44 | \$28.81 | \$30.24 | \$31.75 | \$33.34 | \$35.01 | \$36.76 | \$38.61 | \$40.53 |
| 30 | \$19.03 | \$19.99 | \$20.99 | \$22.03 | \$23.13 | \$24.29 | \$25.51 | \$26.77 | \$28.12 | \$29.53 | \$31.00 | \$32.54 | \$34.18 | \$35.88 | \$37.68 | \$39.57 | \$41.55 |

### Classified Positions for SY 2018-2019

| Title                                     | Grade | Hours Per Day | Days Per Year | Hours Per Year |
|---|-------|---------------|---------------|----------------|
| Account Clerk I                           | FF    | 7.50          | 252           | 1890           |
| Account Clerk II                          | GG    | 7.50          | 252           | 1890           |
| Accounting Technician                     | JJ    | 7.50          | 252           | 1890           |
| Administrative Secretary I                | HH    | 7.50          | 252           | 1890           |
| Administrative Secretary II               | KK    | 7.50          | 252           | 1890           |
| Area Custodial Manager                    | PP    | 8.00          | 252           | 2016           |
| Attendance Technician                     | EE    | 6.50          | 182           | 1183           |
| Automotive Fueler                         | CC    | 8.00          | 252           | 2016           |
| Automotive Parts Clerk                    | FF    | 8.00          | 252           | 2016           |
| Automotive Service Worker                 | EE    | 8.00          | 252           | 2016           |
| Automotive Technician I                   | HH    | 8.00          | 252           | 2016           |
| Automotive Technician II                  | KK    | 8.00          | 252           | 2016           |
| Automotive Technician III                 | MM    | 8.00          | 252           | 2016           |
| Budget Technician                         | KK    | 7.50          | 252           | 1890           |
| Carpenter I                               | HH    | 8.00          | 252           | 2016           |
| Carpenter II                              | KK    | 8.00          | 252           | 2016           |
| Carpenter III                             | MM    | 8.00          | 252           | 2016           |
| Central School Nutrition Assistant        | AA    | 6.50          | 186           | 1209           |
| Central School Nutrition Assistant        | AA    | 5.00          | 186           | 930            |
| Custodial Building Supervisor I           | HH    | 8.00          | 252           | 2016           |
| Custodial Building Supervisor II          | HH    | 8.00          | 252           | 2016           |
| Custodial Building Supervisor III         | HH    | 8.00          | 252           | 2016           |
| Custodial Building Supervisor IV          | HH    | 8.00          | 252           | 2016           |
| Custodian I                               | AA    | 7.00          | 195           | 1365           |
| Custodian II                              | EE    | 8.00          | 210           | 1680           |
| Custodian II                              | BB    | 8.00          | 252           | 2016           |
| Custodian III                             | EE    | 8.00          | 252           | 2016           |
| Dispatcher                                | HH    | 8.00          | 252           | 2016           |
| Educational Interpreter VQAS 0            | JJ    | 7.00          | 186           | 1302           |
| Educational Interpreter VQAS I            | KK    | 7.00          | 186           | 1302           |
| Educational Interpreter VQAS II           | LL    | 7.00          | 186           | 1302           |
| Educational Interpreter VQAS III          | QQ    | 7.00          | 186           | 1302           |
| Electrician I                             | HH    | 8.00          | 252           | 2016           |
| Electrician II                            | KK    | 8.00          | 252           | 2016           |
| Electrician III                           | MM    | 8.00          | 252           | 2016           |
| Electronics Technician I                  | HH    | 8.00          | 252           | 2016           |
| Electronics Technician II                 | KK    | 8.00          | 252           | 2016           |
| Electronics Technician III                | MM    | 8.00          | 252           | 2016           |
| Executive Assistant to the Superintendent | QQ    | 7.50          | 252           | 1890           |
| Executive Secretary                       | MM    | 7.50          | 252           | 1890           |
| Federal Survey Technician                 | KK    | 7.50          | 252           | 1890           |
| Field Supervisor                          | NN    | 8.00          | 252           | 2016           |
| Floor Tile Mechanic                       | JJ    | 8.00          | 252           | 2016           |
| Food Services Equipment Mechanic I        | HH    | 8.00          | 252           | 2016           |
| Food Services Equipment Mechanic II       | KK    | 8.00          | 252           | 2016           |

|                                      |    |      |     |        |
|--------------------------------------|----|------|-----|--------|
| Food Services Equipment Mechanic III | MM | 8.00 | 252 | 2016   |
| Garage Supervisor                    | PP | 8.00 | 252 | 2016   |
| Heating Plant Mechanic I             | HH | 8.00 | 252 | 2016   |
| Heating Plant Mechanic II            | KK | 8.00 | 252 | 2016   |
| Heating Plant Mechanic III           | MM | 8.00 | 252 | 2016   |
| Help Desk Technician I               | FF | 7.50 | 252 | 1890   |
| Human Resources Analyst              | NN | 7.50 | 252 | 1890   |
| Human Resources Assistant I          | FF | 7.50 | 252 | 1890   |
| Human Resources Assistant II         | II | 7.50 | 252 | 1890   |
| Human Resources Licensure            | KK | 7.50 | 252 | 1890   |
| Human Resources Technician           | MM | 7.50 | 252 | 1890   |
| HVAC Controls Mechanic I             | HH | 8.00 | 252 | 2016   |
| HVAC Controls Mechanic II            | KK | 8.00 | 252 | 2016   |
| HVAC Controls Mechanic III           | MM | 8.00 | 252 | 2016   |
| Information System Specialist I      | NN | 7.50 | 252 | 1890   |
| Information System Specialist II     | OO | 7.50 | 252 | 1890   |
| Inventory Control Specialist         | KK | 7.50 | 252 | 1890   |
| Job Coach Assistant                  | FF | 6.50 | 182 | 1183   |
| Lead Accounting Technician           | NN | 7.50 | 252 | 1890   |
| Lead Payroll Clerk                   | LL | 7.50 | 252 | 1890   |
| Lead Probation/School Liaison        | HH | 7.50 | 252 | 1890   |
| Lobby Administrative Assistant       | HH | 7.50 | 252 | 1890   |
| Locksmith II                         | KK | 8.00 | 252 | 2016   |
| Locksmith III                        | MM | 8.00 | 252 | 2016   |
| Maintenance Supervisor               | PP | 8.00 | 252 | 2016   |
| Meal Application Program Clerk       | FF | 7.50 | 252 | 1890   |
| Media Assistant I                    | EE | 6.50 | 186 | 1209   |
| Media Assistant II                   | HH | 6.50 | 186 | 1209   |
| Media Assistant II                   | HH | 7.50 | 186 | 1395   |
| Media Assistant II                   | HH | 7.50 | 200 | 1500   |
| Media Technician                     | HH | 7.50 | 252 | 1890   |
| Medicaid Reporting Specialist        | OO | 7.50 | 252 | 1890   |
| Network Engineer I                   | PP | 7.50 | 252 | 1890   |
| Network Engineer II                  | QQ | 7.50 | 252 | 1890   |
| Operations Center Technician         | HH | 7.50 | 252 | 1890   |
| Painter I                            | HH | 8.00 | 252 | 2016   |
| Painter II                           | KK | 8.00 | 252 | 2016   |
| Painter III                          | MM | 8.00 | 252 | 2016   |
| Parent Liaison                       | HH | 6.50 | 183 | 1189.5 |
| Payroll Assistant                    | OO | 7.50 | 252 | 1890   |
| Payroll Clerk II                     | II | 7.50 | 252 | 1890   |
| Payroll Technician                   | JJ | 7.50 | 252 | 1890   |
| Physical Therapist Assistant         | JJ | 7.50 | 200 | 1500   |
| Plasterer I                          | HH | 8.00 | 252 | 2016   |
| Plasterer II                         | KK | 8.00 | 252 | 2016   |
| Plasterer III                        | MM | 8.00 | 252 | 2016   |
| Plumber/Pipefitter I                 | HH | 8.00 | 252 | 2016   |
| Plumber/Pipefitter II                | KK | 8.00 | 252 | 2016   |

|  |    |      |     |        |
|--|----|------|-----|--------|
| Plumber/Pipefitter III                         | MM | 8.00 | 252 | 2016   |
| Printer I                                      | HH | 7.50 | 252 | 1890   |
| Printer II                                     | JJ | 7.50 | 252 | 1890   |
| Printing Services Manager                      | LL | 7.50 | 252 | 1890   |
| Probation School Liaison Assistant             | FF | 7.50 | 181 | 1357.5 |
| Procurement Technician                         | KK | 7.50 | 252 | 1890   |
| Production Control Technician                  | HH | 7.50 | 252 | 1890   |
| Refrigeration/HVAC Mechanic I                  | HH | 8.00 | 252 | 2016   |
| Refrigeration/HVAC Mechanic II                 | KK | 8.00 | 252 | 2016   |
| Refrigeration/HVAC Mechanic III                | MM | 8.00 | 252 | 2016   |
| Revenue Specialist                             | NN | 7.50 | 252 | 1890   |
| Routing Manager                                | LL | 8.00 | 252 | 2016   |
| Safe Routes to School Assistant                | NN | 7.50 | 182 | 1365   |
| School Bus Driver I                            | GG | 6.00 | 183 | 1098   |
| School Bus Driver II                           | II | 8.00 | 187 | 1496   |
| School Bus Driver II                           | II | 8.00 | 210 | 1680   |
| School Bus Driver II                           | II | 8.00 | 252 | 2016   |
| School Clerical Specialist I                   | EE | 7.50 | 198 | 1485   |
| School Clerical Specialist I                   | EE | 7.50 | 200 | 1500   |
| School Clerical Specialist I                   | EE | 7.50 | 190 | 1425   |
| School Clerical Specialist II (10-months)      | GG | 7.50 | 198 | 1485   |
| School Clerical Specialist II (11-months)      | GG | 7.50 | 220 | 1650   |
| School Clerical Specialist II (12-months)      | GG | 7.50 | 252 | 1890   |
| School Nutrition Assistant I                   | AA | 5.00 | 186 | 930    |
| School Nutrition Assistant II                  | CC | 6.50 | 186 | 1209   |
| School Nutrition Center Supervisor             | MM | 7.50 | 190 | 1425   |
| School Nutrition Department Supervisor         | MM | 7.5  | 190 | 1425   |
| School Nutrition Manager I                     | HH | 7.00 | 194 | 1358   |
| School Nutrition Manager II                    | II | 7.50 | 190 | 1425   |
| School Nutrition Manager III                   | JJ | 7.50 | 190 | 1425   |
| School Nutrition Manager IV                    | KK | 7.50 | 190 | 1425   |
| School Nutrition Manager V                     | LL | 7.50 | 190 | 1425   |
| School Office Manager I                        | JJ | 7.50 | 252 | 1890   |
| School Office Manager II                       | KK | 7.50 | 252 | 1890   |
| School Office Manager III                      | LL | 7.50 | 252 | 1890   |
| Security Assistant                             | JJ | 7.50 | 252 | 1890   |
| Security Officer                               | II | 7.50 | 186 | 1395   |
| Student Data Specialist I                      | FF | 7.50 | 252 | 1890   |
| Student Data Specialist I                      | FF | 7.50 | 220 | 1650   |
| Student Data Specialist II                     | GG | 7.50 | 252 | 1890   |
| Teacher Assistant - CHKD                       | GG | 7.50 | 220 | 1650   |
| Teacher Assistant - Computer Assisted Learning | GG | 6.50 | 182 | 1183   |
| Teacher Assistant - Physical Education         | GG | 6.50 | 182 | 1183   |
| Teacher Assistant – Pre-Kindergarten           | GG | 6.50 | 182 | 1183   |
| Teacher Assistant - Special Education          | GG | 6.50 | 182 | 1183   |
| Teacher Nurse Assistant                        | GG | 6.50 | 182 | 1183   |
| Telecommunications Technician Specialist       | LL | 7.50 | 252 | 1890   |
| Textbook Procurement and Inventory Manager     | MM | 7.50 | 252 | 1890   |

|                                 |    |      |     |      |
|---------------------------------|----|------|-----|------|
| Training Safety Specialist      | NN | 8.00 | 252 | 2016 |
| Transportation Clerk            | HH | 7.50 | 252 | 2016 |
| Truck Driver (SNS)              | EE | 7.50 | 190 | 1425 |
| Truck Driver (SNS)              | EE | 7.50 | 252 | 1890 |
| Truck Driver (SNS)              | EE | 8.00 | 252 | 2016 |
| Truck Driver Warehouse          | EE | 8.00 | 252 | 2016 |
| Video Production Specialist I   | II | 7.50 | 252 | 1890 |
| Video Production Specialist II  | JJ | 7.50 | 252 | 1890 |
| Video Production Specialist III | MM | 7.50 | 252 | 1890 |
| Warehouse Clerk                 | EE | 8.00 | 252 | 2016 |
| Warehouse Manager               | QQ | 8.00 | 252 | 2016 |
| Web Programmer                  | OO | 7.50 | 252 | 1890 |

## Differentials and Additional Duties/Part-Time Pay Rates for SY 2018-2019

| Pay Description  | Pay Event Code | Pay Rate  | Pay Basis |
|--|----------------|-----------|-----------|
| 8-Hour Extended Day  | 767            | \$2,716   | Annual    |
| Additional Bell  | 678            | Prorated  | Hourly    |
| Additional Duties Supplement   | 750            | Various   | Annual    |
| Adult Education Teacher  | 844            | \$22.84   | Hourly    |
| After the Bell Program Teacher   | 666            | \$23.00   | Hourly    |
| Announcer  | 699            | \$12.45*  | Hourly    |
| At-Risk After School Supper Program  | 832            | \$250     | Annual    |
| Athletic Academic Tutor  | 844            | \$22.84   | Hourly    |
| Athletic Director – Middle School  | 783            | \$3,238   | Annual    |
| Athletic Trainer   | 690            | \$15.68   | Hourly    |
| Automotive Service Excellence (ASE) – Certificate                              | 751            | \$167     | Annual    |
| Automotive Service Excellence (ASE) – Masters                                  | 752            | \$890     | Annual    |
| Automotive Service Worker  | 638            | \$8.99    | Hourly    |
| Baseball Coach (Middle School)   | 746            | \$1,018   | Annual    |
| Baseball Coach, Junior Varsity (High School)                                   | 717            | \$2,219   | Annual    |
| Baseball Coach, Varsity (High School)  | 711            | \$2,589   | Annual    |
| Basketball Coach (Middle School)   | 730            | \$1,018   | Annual    |
| Basketball Coach, Junior Varsity (High School)                                 | 708            | \$2,071   | Annual    |
| Basketball Coach, Varsity (High School)  | 711            | \$2,589   | Annual    |
| Before/After School Instructional Teacher                                      | 844            | \$22.84   | Hourly    |
| Before/After School Program Assistant  | 869            | \$9.31    | Hourly    |
| Before/After School Program Monitor  | 854            | \$11.42   | Hourly    |
| Bus Driver   | 699            | \$12.45*  | Hourly    |
| Business Manager   | 698            | \$18.69** | Hourly    |
| Career and Technical Education Organization Advisor                            | 820            | \$955     | Annual    |
| Casual Labor   | 636            | \$7.59    | Hourly    |
| Cheerleading Coach (Middle School)   | 825            | \$1,035   | Annual    |
| Cheerleading Coach, Junior Varsity (High School)                               | 824            | \$2,144   | Annual    |
| Cheerleading Coach, Varsity (High School)                                      | 823            | \$4,496   | Annual    |
| Class Sponsor – 9 <sup>th</sup> , 10 <sup>th</sup> , or 11 <sup>th</sup> Grade | 805            | \$785     | Annual    |
| Class Sponsor – 12 <sup>th</sup> Grade   | 806            | \$1,124   | Annual    |
| Clean-Up Crew (Football)   | 697            | \$20.77*  | Hourly    |
| Code Facilitator   | 832            | \$2,000   | Annual    |
| COE Student  | 689            | \$7.69    | Hourly    |
| Concession Stand Manager   | 698            | \$18.59*  | Hourly    |
| Concession Stand Worker  | 693            | \$10.35*  | Hourly    |
| Continuing Education Teacher   | 844            | \$22.84   | Hourly    |
| Continuing Position After Retirement   | 683            | Prorated  | Hourly    |
| Cross Country Coach (High School)  | 727            | \$1,962   | Annual    |
| Curriculum Typist  | 650            | \$7.59    | Hourly    |
| Curriculum Writing   | 844            | \$22.84   | Hourly    |
| Custodian (Basketball/Wrestling)   | 692            | \$14.53*  | Hourly    |
| Custodian (Football)   | 696            | \$24.92*  | Hourly    |
| Dean of Students   | 792            | \$1,859   | Annual    |
| Department Chair – Level 1 (3 to 7 Teachers)                                   | 793            | \$1,168   | Annual    |



|  |     |          |        |
|--|-----|----------|--------|
| Department Chair – Level 2 (8 to 12 Teachers)          | 794 | \$1,558  | Annual |
| Department Chair – Level 3 (13 or More Teachers)       | 795 | \$1,859  | Annual |
| Door Guard   | 693 | \$10.35* | Hourly |
| Drama Coach  | 807 | \$1,475  | Annual |
| Driver Education Instructor – Paraprofessional         | 866 | \$14.84  | Hourly |
| Driver Education Instructor – Professional             | 838 | \$22.84  | Hourly |
| Drop-Out Prevention/Retrieval Assistant                | 644 | \$7.59   | Hourly |
| Educators Rising Sponsor                               | 810 | \$510    | Annual |
| Elementary Grade Chair (Including Special Education)   | 797 | \$734    | Annual |
| Engineer on Call                                       | 881 | \$11.42  | Hourly |
| Evening School Secretary                               | 650 | \$10.46  | Hourly |
| Evening School Teacher                                 | 844 | \$22.84  | Hourly |
| Extended Day Stipend – Special Education (10 Months)   | 768 | \$1,930  | Annual |
| Extended Day Stipend – Special Education (10.5 Months) | 768 | \$1,930  | Annual |
| Extended Day Stipend – Special Education (11 Months)   | 768 | \$1,930  | Annual |
| Extended Day Stipend – Special Education (12 Months)   | 768 | \$1,930  | Annual |
| Field Hockey (Middle School)                           | 733 | \$1,018  | Annual |
| Field Hockey Coach, Junior Varsity (High School)       | 728 | \$1,962  | Annual |
| Field Hockey Coach, Varsity (High School)              | 724 | \$2,589  | Annual |
| Field Manager  | 695 | \$26.99* | Hourly |
| Flag/Auxiliary Assistant                               | 839 | \$7.59   | Hourly |
| Football Coach, Assistant (High School)                | 701 | \$4,104  | Annual |
| Football Coach, Assistant (Middle School)              | 745 | \$914    | Annual |
| Football Coach, Head (High School)                     | 700 | \$5,962  | Annual |
| Football Coach, Head (Middle School)                   | 744 | \$1,122  | Annual |
| Forensics Coach (High School)                          | 827 | \$1,294  | Annual |
| Forensics Coach (Middle School)                        | 734 | \$1,018  | Annual |
| Fresh Fruit and Vegetable Program                      | 814 | \$250    | Annual |
| General Office Work                                    | 650 | \$7.59   | Hourly |
| Gifted Community Resources Instructor I                | 848 | \$28.55  | Hourly |
| Gifted Community Resources Instructor II               | 849 | \$22.84  | Hourly |
| Gifted Community Resources Instructor III              | 847 | \$19.99  | Hourly |
| Gifted Planning  | 844 | \$22.84  | Hourly |
| Golf Coach (High School)                               | 729 | \$1,750  | Annual |
| Grounds Patrol – Exempt Employees                      | 811 | \$1,331  | Annual |
| Grounds Patrol – Non-Exempt Employees                  | 841 | \$7.59   | Hourly |
| Guidance Counselor – Extended Time                     | 637 | Prorated | Hourly |
| Guidance Counselor – Junior University                 | 844 | \$22.84  | Hourly |
| Guidance Counselor – SAT Workshop                      | 653 | \$14.84  | Hourly |
| Guidance Shadower                                      | 875 | \$7.59   | Hourly |
| Hearing Interpreter QAS Level 3                        | 679 | Various  | Hourly |
| Head Bus Driver  | 783 | \$601    | Annual |
| High School Band Director                              | 774 | \$2,570  | Annual |
| High School Choral Director                            | 775 | \$2,125  | Annual |
| High School Orchestra Director                         | 776 | \$880    | Annual |
| Homebound Teacher                                      | 844 | \$22.84  | Hourly |
| In-School Timeout Monitor                              | 656 | \$9.31   | Hourly |
| In-Service, Classified Leader                          | 855 | \$8.83   | Hourly |

|   |     |          |        |
|---|-----|----------|--------|
| In-Service, Classified and Part-Time Participant              | 853 | \$7.59   | Hourly |
| In-Service, Summer Teacher and Teacher Substitute Participant | 856 | \$15.68  | Hourly |
| In-Service, Teacher Leader                                    | 850 | \$22.84  | Hourly |
| In-Service, Teacher and Teacher Substitute Participant        | 851 | \$13.69  | Hourly |
| Indoor Track Coach, Assistant (High School)                   | 710 | \$1,864  | Annual |
| Indoor Track Coach, Head (High School)                        | 705 | \$2,589  | Annual |
| Information Technology Support Zone Leader                    | 882 | \$1,070  | Annual |
| Instructional Teacher Specialist (10 Months)                  | 770 | \$1,930  | Annual |
| Instructional Teacher Specialist (10.5 Months)                | 629 | \$2,003  | Annual |
| Instructional Teacher Specialist (11 Months)                  | 770 | \$2,106  | Annual |
| Instructional Teacher Specialist (12 Months)                  | 770 | \$2,281  | Annual |
| ITRT Lead   | 766 | \$1,859  | Annual |
| Job Trainer, Information Technology                           | 880 | Various  | Hourly |
| Laundry and Equipment   | 697 | \$20.77* | Hourly |
| Lunchroom Monitor   | 862 | \$7.59   | Hourly |
| Maintenance Substitute  | 640 | \$7.59   | Hourly |
| Media Assistant/Computer Assistant                            | 648 | \$9.31   | Hourly |
| Media Technician  | 869 | \$9.31   | Hourly |
| Middle School Band Director                                   | 777 | \$880    | Annual |
| Middle School Choral Director                                 | 778 | \$880    | Annual |
| Middle School Orchestra Director                              | 779 | \$880    | Annual |
| National Board Certification                                  | 757 | \$2,675  | Annual |
| National Honor Society Sponsor                                | 812 | \$573    | Annual |
| Navy League Cadet Corps Sponsor                               | 803 | \$2,749  | Annual |
| Newspaper Sponsor – High School                               | 816 | \$955    | Annual |
| Newspaper Sponsor – Middle School                             | 817 | \$711    | Annual |
| Nursery Assistant   | 875 | \$7.59   | Hourly |
| Occupational Therapist  | 639 | \$39.95  | Hourly |
| Outreach Leader   | 844 | \$22.84  | Hourly |
| Officer in Charge   | 738 | \$32.80  | Hourly |
| Parent Advisor  | 771 | \$9.31   | Hourly |
| Parent Advocate   | 798 | \$11.58  | Hourly |
| Parent Attendance Technician                                  | 799 | \$9.31   | Hourly |
| Part-Time Custodian   | 636 | \$7.59   | Hourly |
| Part-Time Customer Network Support                            | 880 | Various  | Hourly |
| Part-Time Psychologist  | 639 | \$39.95  | Hourly |
| Part-Time Physical Therapist                                  | 639 | \$39.95  | Hourly |
| Part-Time Security Officer                                    | 873 | Various  | Hourly |
| Part-Time Speech Therapist                                    | 639 | \$39.95  | Hourly |
| Part-Time Teacher   | 844 | \$22.84  | Hourly |
| Pianist   | 684 | \$22.84  | Hourly |
| Police, Evening School  | 871 | \$11.42  | Hourly |
| Police, Sports Events   | 691 | \$30.75  | Hourly |
| Probation Court/School Liaison                                | 813 | \$11.36  | Hourly |
| Program Leader (10 Months)                                    | 772 | \$1,883  | Annual |
| Program Leader (10.5 Months)                                  | 628 | \$1,947  | Annual |
| Program Leader (11 Months)                                    | 772 | \$2,054  | Annual |
| PSP – Basic   | 764 | \$790    | Annual |

|  |     |          |        |
|--|-----|----------|--------|
| PSP – Advanced   | 761 | \$935    | Annual |
| PSP – Advanced II  | 759 | \$1,012  | Annual |
| PSP – Advanced III   | 760 | \$1,080  | Annual |
| PSP – Associate  | 762 | \$868    | Annual |
| PSP – Bachelor’s Degree  | 763 | \$1,158  | Annual |
| Saturday School Assistant  | 870 | \$10.58  | Hourly |
| Saturday School Leader   | 842 | \$23.97  | Hourly |
| Saturday School Security   | 871 | \$11.42  | Hourly |
| Saturday School Teacher  | 844 | \$22.84  | Hourly |
| Scholastic Bowl Coach  | 829 | \$1,772  | Annual |
| School Nutrition Assistant   | 633 | \$9.77   | Hourly |
| School Nutrition Catering Assistant  | 861 | \$10.24  | Hourly |
| School Nutrition Catering Manager  | 860 | \$15.08  | Hourly |
| School Nutrition Manager Trainee (Contracted Rate + Pay Event 859 Hourly Rate) | 859 | \$1.12   | Hourly |
| Score Keeper   | 693 | \$10.35* | Hourly |
| Security Guard   | 698 | \$18.69* | Hourly |
| Soccer Coach (High School)   | 712 | \$2,589  | Annual |
| Soccer Coach (Middle School)   | 736 | \$1,018  | Annual |
| Softball Coach (Middle School)   | 747 | \$1,018  | Annual |
| Softball Coach, Junior Varsity (High School)                                   | 719 | \$2,219  | Annual |
| Softball Coach, Varsity (High School)  | 714 | \$2,589  | Annual |
| Standards of Learning Remediation Assistant                                    | 869 | \$9.31   | Hourly |
| Standards of Learning Remediation Cafeteria Worker                             | 863 | \$7.59   | Hourly |
| Standards of Learning Remediation Scorer/Evaluator                             | 843 | \$27.18  | Hourly |
| Standards of Learning Remediation Secretary                                    | 884 | \$10.46  | Hourly |
| Standards of Learning Remediation Security                                     | 877 | \$8.41   | Hourly |
| Standards of Learning Remediation Teacher                                      | 844 | \$22.84  | Hourly |
| Stadium Housekeeping   | 739 | \$12.55  | Hourly |
| Starter  | 692 | \$14.53* | Hourly |
| Summer Bus Assistant   | 630 | \$8.34   | Hourly |
| Summer Bus Driver  | 631 | \$11.87  | Hourly |
| Summer Center Leader   | 833 | \$30.32  | Hourly |
| Summer Custodian   | 636 | \$7.59   | Hourly |
| Summer Guidance (Extended Time)  | 637 | Prorated | Hourly |
| Summer Interpreter   | 659 | \$10.96  | Hourly |
| Summer Maintenance Carpenter   | 632 | \$8.59   | Hourly |
| Summer Maintenance Carpenter Helper  | 640 | \$7.59   | Hourly |
| Summer Maintenance Helper  | 640 | \$7.59   | Hourly |
| Summer Maintenance Leader  | 632 | \$8.59   | Hourly |
| Summer Maintenance Painter   | 632 | \$8.59   | Hourly |
| Summer Maintenance Painter Helper  | 640 | \$7.59   | Hourly |
| Summer Media Clerk   | 648 | \$9.31   | Hourly |
| Summer Media Specialist  | 643 | \$29.27  | Hourly |
| Summer Nurse   | 643 | \$29.27  | Hourly |
| Summer Nutrition Assistant   | 634 | \$8.17   | Hourly |
| Summer Nutrition Manager   | 635 | \$15.08  | Hourly |
| Summer Secretary   | 884 | \$10.46  | Hourly |
| Summer Security Officer  | 651 | \$15.68  | Hourly |

|   |     |          |        |
|---|-----|----------|--------|
| Summer Social Worker  | 845 | \$39.95  | Hourly |
| Summer Student Tutor  | 857 | \$7.59   | Hourly |
| Summer Teacher  | 643 | \$29.27  | Hourly |
| Summer Teacher Assistant  | 652 | \$9.31   | Hourly |
| Summer Transportation Helper  | 640 | \$7.59   | Hourly |
| Strings Consultant  | 780 | \$1,179  | Annual |
| Strolling Strings Accompanist   | 835 | \$20.28  | Hourly |
| Student Mentor  | 875 | \$7.59   | Hourly |
| Substitute Bus Assistant  | 630 | \$8.34   | Hourly |
| Substitute Bus Driver   | 631 | \$11.87  | Hourly |
| Substitute Custodian  | 636 | \$7.59   | Hourly |
| Substitute Driver Education Assistant                                 | 769 | \$7.89   | Hourly |
| Substitute Lunchroom Monitor  | 862 | \$7.59   | Hourly |
| Substitute School Nutrition Assistant                                 | 645 | \$7.59   | Hourly |
| Substitute Secretary  | 884 | \$10.46  | Hourly |
| Substitute Secretary, Former NPS Employee with 5+ Years of Experience | 658 | \$12.55  | Hourly |
| Substitute Security Officer   | 877 | \$10.25  | Hourly |
| Substitute Teacher with or without Four-Year Degree, Daily Assignment | 646 | \$11.46  | Hourly |
| Substitute Teacher without Four-Year Degree, Long-Term Assignment     | 657 | \$15.65  | Hourly |
| Substitute Teacher with Four-Year Degree, Long-Term Assignment        | 670 | \$20.50  | Hourly |
| Substitute Teacher Assistant  | 652 | \$9.31   | Hourly |
| Swimming Coach (High School)  | 706 | \$2,589  | Annual |
| Swimming Instructor   | 865 | \$11.64  | Hourly |
| Teacher Assistant, Difficult Duties                                   | 753 | \$1,113  | Annual |
| Teacher Assistant, Regular Part-Time                                  | 869 | \$9.31   | Hourly |
| Teacher Assistant with Bachelor's Degree                              | 754 | \$1,158  | Annual |
| Tennis Coach (High School)  | 720 | \$2,108  | Annual |
| Tennis Coach (Middle School)  | 737 | \$1,018  | Annual |
| Test Proctor  | 852 | \$22.84  | Hourly |
| Ticket Taker  | 694 | \$11.62* | Hourly |
| Timer   | 693 | \$10.35* | Hourly |
| Title I Assistant, After School                                       | 893 | \$9.53   | Hourly |
| Title I Assistant, During School                                      | 652 | \$9.31   | Hourly |
| Title I Teacher   | 844 | \$22.84  | Hourly |
| Track Coach (Middle School)   | 740 | \$1,018  | Annual |
| Track Coach, Assistant (High School)                                  | 722 | \$1,864  | Annual |
| Track Coach, Head (High School)                                       | 715 | \$2,589  | Annual |
| Video   | 699 | \$12.45* | Hourly |
| Volleyball Coach (High School)  | 726 | \$2,589  | Annual |
| Volleyball Coach (Middle School)                                      | 741 | \$1,018  | Annual |
| Warehouse Worker  | 640 | \$7.59   | Hourly |
| Wrestling Coach (Middle School)                                       | 743 | \$1,018  | Annual |
| Wrestling Coach, Assistant (High School)                              | 709 | \$1,874  | Annual |
| Wrestling Coach, Head (High School)                                   | 704 | \$3,267  | Annual |

\* 3 Hour Maximum | \*\* 5 Hour Maximum

## Fair Labor Standards Act

The Fair Labor Standards Act (FLSA) is the federal law governing hours worked and pay for all non-exempt employees. It is imperative that we are and remain in compliance with this law. To support principals and department heads to this end, the following guidelines must be adhered to:

- FLSA pertains to those employees who are “non-exempt” from the law. Generally, this would refer to all employees except degreed or administrative employees (i.e. teachers, guidance counselors, principals, assistant principals, central office administrators).
- In the case of a dispute involving FLSA, the burden of proof of time worked is solely on the employer. Therefore, accurate records of all time worked by non-exempt employees is an essential requirement of the law.
- To comply with the law, a record must be kept when non-exempt employees begin and end work and when they take breaks, which are on their own time, such as lunch or leave.
- Non-exempt employees are not permitted to work before their regular starting time nor are they permitted to work beyond their normal quitting time. Likewise, they may not work through their scheduled lunch period nor take work home to be finished that they could not finish during their regular workday. It is the school division’s responsibility (administrators/supervisors) to ensure that non-exempt employees do not begin work early, stay late, work through lunch, or take work home. If non-exempt employees work during these periods, they must be compensated, which will directly impact departmental/school budgets.
- Non-exempt employees must be informed of the rules the law imposes on the school division and informed that administrators/supervisors have no choice but to enforce these rules in order to abide by the law. This information will be shared with employees under separate cover so they will have knowledge of what is and is not allowed under this law.

Administrators/supervisors will be held responsible for enforcing this policy to the extent that, if necessary, disciplinary action may be required to ensure compliance on the part of employees. Please contact Mrs. Amanda Schilling, Human Resources Generalist, at 628-3910 ext. 21305, with questions regarding the FLSA.