



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

## *Salaries and Wages*

July 1, 2014 – June 30, 2015

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## 10-Month Administrator Salary Scale for School Year 2014-2015

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$33,135	\$34,791	\$36,529	\$38,356	\$40,275	\$42,289	\$44,403	\$46,621	\$48,953	\$51,402	\$53,972	\$56,670	\$59,504	\$62,479	\$65,602	\$68,884	\$75,772
2	\$33,292	\$34,956	\$36,703	\$38,539	\$40,465	\$42,489	\$44,613	\$46,842	\$49,184	\$51,646	\$54,227	\$56,939	\$59,785	\$62,775	\$65,913	\$69,210	\$76,130
3	\$33,449	\$35,121	\$36,875	\$38,720	\$40,657	\$42,690	\$44,824	\$47,064	\$49,417	\$51,888	\$54,483	\$57,208	\$60,068	\$63,071	\$66,224	\$69,536	\$76,489
4	\$33,605	\$35,286	\$37,048	\$38,902	\$40,847	\$42,890	\$45,034	\$47,285	\$49,649	\$52,132	\$54,739	\$57,476	\$60,349	\$63,368	\$66,535	\$69,863	\$76,848
5	\$34,612	\$36,345	\$38,161	\$40,069	\$42,072	\$44,175	\$46,385	\$48,704	\$51,139	\$53,696	\$56,381	\$59,199	\$62,160	\$65,268	\$68,531	\$71,958	\$79,154
6	\$35,651	\$37,435	\$39,307	\$41,269	\$43,334	\$45,502	\$47,776	\$50,165	\$52,674	\$55,307	\$58,072	\$60,976	\$64,025	\$67,226	\$70,588	\$74,116	\$81,528
7	\$36,722	\$38,556	\$40,485	\$42,510	\$44,635	\$46,866	\$49,210	\$51,669	\$54,253	\$56,966	\$59,814	\$62,807	\$65,946	\$69,244	\$72,706	\$76,341	\$83,975
8	\$37,823	\$39,714	\$41,700	\$43,786	\$45,973	\$48,272	\$50,686	\$53,220	\$55,881	\$58,676	\$61,609	\$64,690	\$67,925	\$71,320	\$74,886	\$78,632	\$86,493
9	\$38,958	\$40,904	\$42,951	\$45,097	\$47,354	\$49,722	\$52,207	\$54,818	\$57,557	\$60,435	\$63,457	\$66,630	\$69,961	\$73,459	\$77,133	\$80,989	\$89,088
10	\$40,126	\$42,132	\$45,566	\$46,450	\$48,773	\$51,211	\$53,772	\$56,461	\$59,285	\$62,249	\$65,361	\$68,629	\$72,060	\$75,665	\$79,446	\$83,420	\$91,761
11	\$41,329	\$43,395	\$46,932	\$47,844	\$50,238	\$52,748	\$55,386	\$58,155	\$61,063	\$64,114	\$67,321	\$70,687	\$74,223	\$77,933	\$81,831	\$85,922	\$94,513
12	\$42,569	\$44,698	\$47,360	\$49,280	\$51,744	\$54,331	\$57,048	\$59,901	\$62,894	\$66,039	\$69,342	\$72,809	\$76,449	\$80,271	\$84,286	\$88,499	\$97,348
13	\$43,847	\$46,039	\$48,340	\$50,758	\$53,297	\$55,962	\$58,758	\$61,698	\$64,781	\$68,022	\$71,422	\$74,993	\$78,744	\$82,679	\$86,813	\$91,154	\$100,270
14	\$45,163	\$47,421	\$49,791	\$52,281	\$54,894	\$57,639	\$60,521	\$63,548	\$66,726	\$70,062	\$73,564	\$77,243	\$81,104	\$85,160	\$89,418	\$93,889	\$103,278
15	\$46,517	\$48,844	\$51,285	\$53,849	\$56,543	\$59,369	\$62,337	\$65,454	\$68,728	\$72,164	\$75,772	\$79,559	\$83,537	\$87,715	\$92,100	\$96,706	\$106,376
16	\$47,912	\$50,307	\$52,823	\$55,466	\$58,238	\$61,149	\$64,207	\$67,418	\$70,788	\$74,328	\$78,045	\$81,946	\$86,043	\$90,347	\$94,864	\$99,607	\$109,566
17	\$49,351	\$51,817	\$54,409	\$57,129	\$59,985	\$62,985	\$66,134	\$69,441	\$72,913	\$76,558	\$80,386	\$84,406	\$88,626	\$93,057	\$97,709	\$102,596	\$112,854
18	\$50,831	\$53,372	\$56,039	\$58,842	\$61,784	\$64,874	\$68,118	\$71,522	\$75,100	\$78,855	\$82,797	\$86,937	\$91,284	\$95,849	\$100,641	\$105,672	\$116,240
19	\$52,354	\$54,974	\$57,722	\$60,608	\$63,638	\$66,821	\$70,162	\$73,668	\$77,352	\$81,220	\$85,280	\$89,545	\$94,022	\$98,725	\$103,661	\$108,843	\$119,729
20	\$53,926	\$56,622	\$59,454	\$62,425	\$65,548	\$68,825	\$72,266	\$75,879	\$79,674	\$83,657	\$87,841	\$92,231	\$96,843	\$101,686	\$106,770	\$112,108	\$123,320
21	\$55,544	\$58,322	\$61,237	\$64,299	\$67,515	\$70,889	\$74,435	\$78,154	\$82,064	\$86,167	\$90,476	\$94,999	\$99,748	\$104,736	\$109,973	\$115,472	\$127,019

## 11-Month Administrator Salary Scale for School Year 2014-2015

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$36,448	\$38,270	\$40,182	\$42,192	\$44,303	\$46,518	\$48,843	\$51,285	\$53,848	\$56,542	\$59,369	\$62,337	\$65,453	\$68,727	\$72,162	\$75,773	\$83,347
2	\$36,620	\$38,451	\$40,373	\$42,392	\$44,513	\$46,737	\$49,073	\$51,527	\$54,104	\$56,810	\$59,651	\$62,633	\$65,763	\$69,052	\$72,505	\$76,131	\$83,743
3	\$36,792	\$38,634	\$40,563	\$42,592	\$44,723	\$46,959	\$49,306	\$51,770	\$54,359	\$57,078	\$59,931	\$62,929	\$66,074	\$69,378	\$72,846	\$76,490	\$84,138
4	\$36,967	\$38,814	\$40,753	\$42,793	\$44,932	\$47,179	\$49,536	\$52,013	\$54,614	\$57,345	\$60,213	\$63,224	\$66,384	\$69,704	\$73,188	\$76,849	\$84,533
5	\$38,074	\$39,979	\$41,977	\$44,076	\$46,279	\$48,593	\$51,023	\$53,576	\$56,252	\$59,065	\$62,018	\$65,119	\$68,376	\$71,795	\$75,384	\$79,155	\$87,069
6	\$39,217	\$41,178	\$43,237	\$45,397	\$47,667	\$50,051	\$52,553	\$55,182	\$57,941	\$60,837	\$63,880	\$67,073	\$70,427	\$73,950	\$77,646	\$81,528	\$89,680
7	\$40,393	\$42,412	\$44,534	\$46,761	\$49,099	\$51,553	\$54,131	\$56,837	\$59,678	\$62,664	\$65,795	\$69,087	\$72,539	\$76,167	\$79,975	\$83,974	\$92,372
8	\$41,605	\$43,686	\$45,869	\$48,164	\$50,571	\$53,099	\$55,755	\$58,541	\$61,470	\$64,543	\$67,770	\$71,159	\$74,717	\$78,452	\$82,375	\$86,494	\$95,142
9	\$42,853	\$44,994	\$47,245	\$49,608	\$52,088	\$54,693	\$57,427	\$60,299	\$63,313	\$66,479	\$69,804	\$73,293	\$76,957	\$80,805	\$84,847	\$89,089	\$97,997
10	\$44,138	\$46,346	\$48,663	\$51,095	\$53,650	\$56,334	\$59,150	\$62,107	\$65,214	\$68,473	\$71,897	\$75,491	\$79,266	\$83,231	\$87,392	\$91,760	\$100,937
11	\$45,463	\$47,735	\$50,124	\$52,629	\$55,261	\$58,023	\$60,925	\$63,971	\$67,169	\$70,527	\$74,054	\$77,757	\$81,645	\$85,726	\$90,013	\$94,514	\$103,965
12	\$46,826	\$49,168	\$51,625	\$54,209	\$56,917	\$59,765	\$62,751	\$65,891	\$69,185	\$72,642	\$76,276	\$80,090	\$84,094	\$88,297	\$92,714	\$97,350	\$107,083
13	\$48,232	\$50,643	\$53,175	\$55,834	\$58,626	\$61,558	\$64,633	\$67,868	\$71,260	\$74,822	\$78,564	\$82,493	\$86,617	\$90,947	\$95,494	\$100,271	\$110,296
14	\$49,679	\$52,162	\$54,771	\$57,510	\$60,384	\$63,404	\$66,574	\$69,903	\$73,398	\$77,067	\$80,922	\$84,966	\$89,214	\$93,677	\$98,361	\$103,277	\$113,607
15	\$51,169	\$53,727	\$56,412	\$59,234	\$62,197	\$65,307	\$68,571	\$72,000	\$75,600	\$79,380	\$83,348	\$87,515	\$91,891	\$96,487	\$101,310	\$106,377	\$117,013
16	\$52,704	\$55,338	\$58,106	\$61,012	\$64,061	\$67,265	\$70,628	\$74,160	\$77,867	\$81,761	\$85,849	\$90,140	\$94,648	\$99,381	\$104,350	\$109,567	\$120,523
17	\$54,286	\$57,000	\$59,849	\$62,842	\$65,984	\$69,284	\$72,746	\$76,385	\$80,204	\$84,213	\$88,426	\$92,847	\$97,488	\$102,363	\$107,479	\$112,855	\$124,140
18	\$55,913	\$58,709	\$61,644	\$64,726	\$67,963	\$71,361	\$74,929	\$78,674	\$82,610	\$86,740	\$91,078	\$95,630	\$100,412	\$105,434	\$110,705	\$116,240	\$127,863
19	\$57,590	\$60,470	\$63,494	\$66,669	\$70,002	\$73,502	\$77,178	\$81,035	\$85,087	\$89,342	\$93,808	\$98,499	\$103,424	\$108,597	\$114,026	\$119,729	\$131,700
20	\$59,318	\$62,284	\$65,398	\$68,668	\$72,103	\$75,706	\$79,493	\$83,468	\$87,641	\$92,023	\$96,625	\$101,454	\$106,528	\$111,853	\$117,447	\$123,319	\$135,652
21	\$61,099	\$64,153	\$67,361	\$70,729	\$74,266	\$77,978	\$81,877	\$85,971	\$90,270	\$94,784	\$99,523	\$104,499	\$109,722	\$115,210	\$120,970	\$127,019	\$139,721

## 12-Month Administrator Salary Scale for School Year 2014-2015

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$41,750	\$43,838	\$46,026	\$48,330	\$50,747	\$53,284	\$55,946	\$58,743	\$61,681	\$64,766	\$68,004	\$71,405	\$74,974	\$78,724	\$82,659	\$86,793	\$95,471
2	\$41,946	\$44,045	\$46,245	\$48,558	\$50,987	\$53,537	\$56,212	\$59,022	\$61,973	\$65,073	\$68,326	\$71,743	\$75,329	\$79,096	\$83,049	\$87,204	\$95,924
3	\$42,144	\$44,253	\$46,463	\$48,788	\$51,227	\$53,789	\$56,477	\$59,301	\$62,266	\$65,380	\$68,649	\$72,081	\$75,685	\$79,470	\$83,442	\$87,616	\$96,377
4	\$42,343	\$44,461	\$46,680	\$49,016	\$51,467	\$54,042	\$56,743	\$59,578	\$62,559	\$65,687	\$68,971	\$72,420	\$76,040	\$79,843	\$83,835	\$88,027	\$96,829
5	\$43,611	\$45,794	\$48,082	\$50,488	\$53,010	\$55,661	\$58,444	\$61,368	\$64,435	\$67,657	\$71,040	\$74,591	\$78,322	\$82,238	\$86,350	\$90,668	\$99,734
6	\$44,922	\$47,168	\$49,526	\$52,001	\$54,601	\$57,332	\$60,197	\$63,208	\$66,368	\$69,687	\$73,172	\$76,829	\$80,672	\$84,705	\$88,941	\$93,386	\$102,725
7	\$46,268	\$48,582	\$51,012	\$53,562	\$56,240	\$59,051	\$62,005	\$65,105	\$68,358	\$71,777	\$75,366	\$79,136	\$83,091	\$87,247	\$91,608	\$96,188	\$105,808
8	\$47,656	\$50,040	\$52,541	\$55,170	\$57,927	\$60,822	\$63,865	\$67,057	\$70,411	\$73,931	\$77,627	\$81,509	\$85,585	\$89,864	\$94,356	\$99,076	\$108,981
9	\$49,088	\$51,540	\$54,117	\$56,822	\$59,666	\$62,648	\$65,779	\$69,070	\$72,522	\$76,148	\$79,957	\$83,954	\$88,151	\$92,559	\$97,188	\$102,047	\$112,250
10	\$50,559	\$53,086	\$55,742	\$58,527	\$61,453	\$64,527	\$67,752	\$71,141	\$74,699	\$78,433	\$82,354	\$86,472	\$90,795	\$95,337	\$100,102	\$105,108	\$115,619
11	\$52,076	\$54,678	\$57,414	\$60,284	\$63,299	\$66,463	\$69,786	\$73,277	\$76,940	\$80,785	\$84,825	\$89,065	\$93,522	\$98,196	\$103,106	\$108,261	\$119,086
12	\$53,638	\$56,321	\$59,135	\$62,095	\$65,196	\$68,458	\$71,879	\$75,475	\$79,247	\$83,210	\$87,371	\$91,740	\$96,326	\$101,141	\$106,200	\$111,510	\$122,659
13	\$55,247	\$58,009	\$60,909	\$63,954	\$67,154	\$70,512	\$74,035	\$77,738	\$81,626	\$85,707	\$89,993	\$94,491	\$99,216	\$104,177	\$109,385	\$114,855	\$126,339
14	\$56,905	\$59,750	\$62,737	\$65,874	\$69,167	\$72,626	\$76,257	\$80,070	\$84,075	\$88,278	\$92,691	\$97,325	\$102,191	\$107,302	\$112,668	\$118,300	\$130,132
15	\$58,611	\$61,543	\$64,618	\$67,849	\$71,244	\$74,806	\$78,545	\$82,472	\$86,597	\$90,927	\$95,471	\$100,245	\$105,257	\$110,522	\$116,046	\$121,849	\$134,034
16	\$60,371	\$63,388	\$66,557	\$69,886	\$73,380	\$77,049	\$80,900	\$84,948	\$89,194	\$93,653	\$98,336	\$103,253	\$108,415	\$113,836	\$119,529	\$125,505	\$138,054
17	\$62,181	\$65,289	\$68,555	\$71,982	\$75,582	\$79,361	\$83,329	\$87,496	\$91,869	\$96,462	\$101,287	\$106,350	\$111,669	\$117,252	\$123,113	\$129,271	\$142,196
18	\$64,046	\$67,249	\$70,610	\$74,141	\$77,847	\$81,741	\$85,829	\$90,118	\$94,625	\$99,357	\$104,325	\$109,541	\$115,017	\$120,770	\$126,808	\$133,148	\$146,462
19	\$65,966	\$69,267	\$72,729	\$76,366	\$80,183	\$84,193	\$88,403	\$92,822	\$97,464	\$102,337	\$107,454	\$112,827	\$118,467	\$124,393	\$130,612	\$137,143	\$150,857
20	\$67,947	\$71,344	\$74,911	\$78,656	\$82,590	\$86,718	\$91,054	\$95,608	\$100,388	\$105,408	\$110,679	\$116,213	\$122,023	\$128,123	\$134,530	\$141,256	\$155,382
21	\$69,985	\$73,485	\$77,158	\$81,016	\$85,068	\$89,319	\$93,787	\$98,476	\$103,400	\$108,570	\$113,999	\$119,699	\$125,682	\$131,968	\$138,566	\$145,494	\$160,044

## Administrative Positions for School Year 2014-2015

Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
<b>Executive</b>				
Superintendent of Schools		7.50	252	1890
Deputy Superintendent, Operations	Exec	7.50	252	1890
Deputy Superintendent, Teaching and Learning	Exec	7.50	252	1890
Assistant Superintendent, Human Resources	Exec	7.50	252	1890
Chief Financial Officer, Business and Finance	Exec	7.50	252	1890
Executive Director, School Improvement	P	7.50	252	1890
Executive Director, Elementary Schools	P	7.50	252	1890
Executive Director, Secondary Schools	P	7.50	252	1890
Executive Director, Assessment, Research, and Accountability	P	7.50	252	1890
Executive Director, Curriculum and Instruction	P	7.50	252	1890
Executive Director, Norfolk Education Foundation	P	7.50	252	1890
<b>Communications</b>				
Senior Director, Communications	O	7.50	252	1890
Public Relations Coordinator	D	7.50	252	1890
Manager, Media Production	G	7.50	252	1890
Senior Coordinator, Webmaster Intranet	G	7.50	252	1890
<b>Information Technology</b>				
Senior Director, Information Technology	O	7.50	252	1890
Network Services Engineering Administrator	J	7.50	252	1890
Senior Coordinator, Business Information Systems	H	7.50	252	1890
S.I.M.S. Manager	H	7.50	252	1890
Help Desk Supervisor	G	7.50	252	1890
Senior Network Engineer	F	7.50	252	1890
Business Information Systems Analyst	E	7.50	252	1890
Information Systems Specialist IV (DBA)				
Information Systems Specialist IV (SIMS)	E	7.50	252	1890
Network Engineer III - Systems	E	7.50	252	1890
Network Engineer III - Infrastructure	E	7.50	252	1890
Network Engineer III - Zen	E	7.50	252	1890
Network Engineer III - Security	E	7.50	252	1890
Network Engineer III - Directory Services	E	7.50	252	1890

<b>Facilities Management</b>				
Senior Director, Facilities Management	O	7.50	252	1890
Senior Coordinator, Facility Maintenance	G	7.50	252	1890
Senior Coordinator, Maintenance	G	7.50	252	1890
Senior Coordinator, Preventive Maintenance/Energy Management	G	7.50	252	1890
Civil Capital Project Engineer	G	7.50	252	1890
<b>Accounting</b>				
Senior Director, Accounting	O	7.50	252	1890
Senior Coordinator, Accounting	G	7.50	252	1890
Senior Coordinator, Grants	G	7.50	252	1890
Staff Accountant	D	7.50	252	1890
<b>Purchases and Supply</b>				
Senior Director, Purchases & Supply	O	7.50	252	1890
Senior Buyer	C	7.50	252	1890
Junior Buyer	A	7.50	252	1890
Procurement Card Program Manager	C	7.50	252	1890
<b>Budget</b>				
Senior Director, Budget	O	7.50	252	1890
Senior Coordinator, Budget	I	7.50	252	1890
Budget Analyst	C	7.50	252	1890
Payroll Administrator	I	7.50	252	1890
Business Systems Compliance Auditor	G	7.50	252	1890
<b>Human Resources</b>				
Assistant Director, Human Resources	K	7.50	252	1890
Human Resources Generalist	I	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 Nutrition</b>				
Senior Director, School Nutrition Services	O	7.50	252	1890
SNS - Business Manager	I	7.50	252	1890
SNS - Operations Manager	I	7.50	252	1890
SNS - District Supervisor (12 months)	F	7.50	252	1890
SNS - District Supervisor (10 months)	F	7.50	200	1500
Nutrition Education & Training Coordinator	B	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)	M	7.50	252	1890
Principal, PreK-8 School (Crossroads)	M	7.50	252	1890
Principal, 3-8 School, Pre IB	M	7.50	252	1890
Principal, Elementary School	L	7.50	252	1890
Assistant Principal, K-8 School (Ghent)	G	7.50	220	1650
Assistant Principal, PreK-8 School (Crossroads)				
Assistant Principal, Elementary	F	7.50	220	1650
Assistant Principal, Middle School	G	7.50	252	1890
Assistant Principal, High School	H	7.50	252	1890
Principal, NTC Evening Program	M	7.50	220	1650
Principal, NET Academy	L	7.50	252	1890
Site Coordinator, NTC	M	7.50	252	1890
Site Coordinator, Camp Young	I	7.50	252	1890
Site Coordinator, Easton	L	7.50	252	1890
Site Coordinator, Madison Alternative Center	L	7.50	252	1890
Assistant Site Coordinator, Madison Alternative Center	F	7.50	252	1890
<b>School Improvement</b>				
School Improvement Administrator	M	7.50	252	1890
Senior Coordinator, Office of School Improvement	I	7.50	252	1890
<b>Student Support Services</b>				
Senior Director, Student Support Services	O	7.50	252	1890
Senior Coordinator, Student Support Services	I	7.50	252	1890
Senior Coordinator, District-Wide Transition Specialist	I	7.50	252	1890
Coordinator, Positive Behavior Interventions and Supports	E	7.50	252	1890
Enrollment/Records Administrator	A	7.50	252	1890
<b>Learning Support</b>				
Senior Director, Learning Support	O	7.50	252	1890
Senior Coordinator, Related Services	I	7.50	252	1890
Senior Coordinator, Learning Support	I	7.50	252	1890
Special Education Program Administrator	I	7.50	252	1890
<b>Federal Programs/Early Learning</b>				
Senior Coordinator, Federal Programs/Early Learning	I	7.50	252	1890
Coordinator, Early Learning Pre-K 4	F	7.50	252	1890



Coordinator, Early Learning, Kindergarten	F	7.50	252	1890
Coordinator, Early Learning, Birth to Three	F	7.50	252	1890
Budget Analyst	A	7.50	252	1890
<b>Assessment, Research, and Accountability</b>				
Senior Coordinator, Research and Planning	I	7.50	252	1890
Senior Coordinator, Research & Information Systems	I	7.50	252	1890
Senior Coordinator, Assessment, Research, and Accountability	I	7.50	252	1890
Senior Coordinator, State Mandated Assessment	I	7.50	252	1890
Coordinator, State Mandated Assessment	E	7.50	252	1890
<b>Curriculum and Instruction</b>				
Senior Coordinator, Teacher Induction	I	7.50	252	1890
Senior Coordinator, Guidance and School Counseling	I	7.50	252	1890
Senior Coordinator, English	I	7.50	252	1890
Senior Coordinator, Music	I	7.50	252	1890
Senior Coordinator, Science	I	7.50	252	1890
Senior Coordinator, History and Social Sciences	I	7.50	252	1890
Senior Coordinator, Health, Safety & Physical Education	I	7.50	252	1890
Senior Coordinator, Mathematics	I	7.50	252	1890
Senior Coordinator, Art	I	7.50	252	1890
Senior Coordinator, Media Services	I	7.50	252	1890
<b>Teaching and Learning</b>				
Senior Coordinator, Academic Rigor	I	7.50	252	1890
Senior Coordinator, Athletics	I	7.50	252	1890
<b>Transportation</b>				
Director, Transportation	M	7.50	252	1890
Transportation Operations Supervisor	G	7.50	252	1890
<b>Career and Technical Education</b>				
Senior Director, Career and Technical Education	O	7.50	252	1890
GED Examiner	A	7.50	252	1890
<b>Other</b>				
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 for School Year 2014-2015

Grade ↔					
Step ↑	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$38,281	\$41,724	\$45,055	\$46,858	\$49,110
2	\$38,462	\$41,922	\$45,269	\$47,079	\$49,344
3	\$38,644	\$42,120	\$45,482	\$47,301	\$49,576
4	\$38,824	\$42,317	\$45,695	\$47,524	\$49,808
5	\$39,592	\$43,166	\$46,610	\$48,487	\$50,804
6	\$40,391	\$44,030	\$47,540	\$49,450	\$51,831
7	\$41,192	\$44,912	\$48,502	\$50,445	\$52,860
8	\$42,024	\$45,810	\$49,466	\$51,441	\$53,921
9	\$42,856	\$46,724	\$50,461	\$52,469	\$54,997
10	\$43,720	\$47,654	\$51,472	\$53,530	\$56,091
11	\$44,602	\$48,601	\$52,501	\$54,589	\$57,218
12	\$45,483	\$49,580	\$53,545	\$55,683	\$58,360
13	\$46,855	\$51,065	\$55,145	\$57,365	\$60,123
14	\$48,258	\$52,599	\$56,810	\$59,078	\$61,917
15	\$49,711	\$54,182	\$58,507	\$60,857	\$63,779
16	\$51,196	\$55,798	\$60,270	\$62,685	\$65,688
17	\$52,730	\$57,479	\$62,080	\$64,562	\$67,663
18	\$54,313	\$59,209	\$63,942	\$66,488	\$69,686
19	\$55,944	\$60,972	\$65,851	\$68,495	\$71,775
20	\$57,626	\$62,798	\$67,826	\$70,550	\$73,929
21	\$59,356	\$64,692	\$69,866	\$72,657	\$76,149
22	\$61,135	\$66,635	\$71,954	\$74,844	\$78,434
23	\$62,968	\$68,633	\$74,113	\$77,089	\$80,787
24	\$64,858	\$70,692	\$76,336	\$79,401	\$83,211
25	\$66,803	\$72,814	\$78,626	\$81,783	\$85,707
26	\$68,807	\$74,998	\$80,986	\$84,237	\$88,278

### 10.5-Month Teacher Salary Scale for School Year 2014-2015

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$40,195	\$43,810	\$47,308	\$49,201	\$51,565
2	\$40,385	\$44,018	\$47,532	\$49,433	\$51,810
3	\$40,576	\$44,225	\$47,756	\$49,667	\$52,055
4	\$40,766	\$44,433	\$47,980	\$49,899	\$52,298
5	\$41,571	\$45,324	\$48,941	\$50,911	\$53,344
6	\$42,412	\$46,233	\$49,918	\$51,922	\$54,423
7	\$43,251	\$47,159	\$50,928	\$52,967	\$55,503
8	\$44,125	\$48,101	\$51,938	\$54,012	\$56,617
9	\$44,999	\$49,060	\$52,985	\$55,092	\$57,748
10	\$45,906	\$50,037	\$54,047	\$56,205	\$58,896
11	\$46,832	\$51,031	\$55,127	\$57,320	\$60,079
12	\$47,757	\$52,059	\$56,223	\$58,467	\$61,279
13	\$49,198	\$53,618	\$57,902	\$60,233	\$63,129
14	\$50,671	\$55,229	\$59,651	\$62,031	\$65,014
15	\$52,195	\$56,892	\$61,433	\$63,900	\$66,967
16	\$53,755	\$58,588	\$63,284	\$65,819	\$68,972
17	\$55,366	\$60,352	\$65,185	\$67,789	\$71,046
18	\$57,028	\$62,169	\$67,138	\$69,812	\$73,171
19	\$58,742	\$64,020	\$69,144	\$71,920	\$75,364
20	\$60,506	\$65,940	\$71,216	\$74,079	\$77,625
21	\$62,323	\$67,927	\$73,358	\$76,290	\$79,956
22	\$64,192	\$69,966	\$75,551	\$78,586	\$82,355
23	\$66,116	\$72,065	\$77,819	\$80,943	\$84,826
24	\$68,100	\$74,227	\$80,154	\$83,372	\$87,371
25	\$70,143	\$76,454	\$82,558	\$85,873	\$89,992
26	\$72,248	\$78,747	\$85,035	\$88,448	\$92,691

### 11-Month Teacher Salary Scale for School Year 2014-2015

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$42,109	\$45,897	\$49,561	\$51,544	\$54,020
2	\$42,309	\$46,114	\$49,795	\$51,787	\$54,277
3	\$42,507	\$46,332	\$50,031	\$52,031	\$54,533
4	\$42,707	\$46,550	\$50,265	\$52,276	\$54,789
5	\$43,551	\$47,483	\$51,271	\$53,335	\$55,884
6	\$44,431	\$48,435	\$52,293	\$54,395	\$57,015
7	\$45,310	\$49,404	\$53,353	\$55,490	\$58,146
8	\$46,226	\$50,391	\$54,412	\$56,585	\$59,313
9	\$47,141	\$51,397	\$55,507	\$57,715	\$60,498
10	\$48,094	\$52,420	\$56,620	\$58,883	\$61,701
11	\$49,062	\$53,461	\$57,751	\$60,048	\$62,939
12	\$50,032	\$54,537	\$58,900	\$61,251	\$64,196
13	\$51,541	\$56,171	\$60,659	\$63,101	\$66,135
14	\$53,084	\$57,858	\$62,490	\$64,985	\$68,109
15	\$54,681	\$59,601	\$64,358	\$66,943	\$70,157
16	\$56,315	\$61,377	\$66,296	\$68,954	\$72,257
17	\$58,002	\$63,226	\$68,289	\$71,018	\$74,428
18	\$59,743	\$65,129	\$70,335	\$73,136	\$76,655
19	\$61,540	\$67,068	\$72,435	\$75,343	\$78,953
20	\$63,389	\$69,080	\$74,608	\$77,607	\$81,322
21	\$65,291	\$71,161	\$76,852	\$79,921	\$83,763
22	\$67,249	\$73,297	\$79,151	\$82,328	\$86,278
23	\$69,266	\$75,496	\$81,525	\$84,798	\$88,864
24	\$71,343	\$77,762	\$83,970	\$87,342	\$91,532
25	\$73,484	\$80,094	\$86,490	\$89,961	\$94,277
26	\$75,688	\$82,498	\$89,084	\$92,660	\$97,106

## 12-Month Teacher Salary Scale for School Year 2014-2015

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$45,937	\$50,069	\$54,066	\$56,229	\$58,933
2	\$46,154	\$50,306	\$54,322	\$56,496	\$59,211
3	\$46,372	\$50,544	\$54,578	\$56,762	\$59,492
4	\$46,591	\$50,781	\$54,835	\$57,028	\$59,770
5	\$47,511	\$51,800	\$55,932	\$58,183	\$60,964
6	\$48,470	\$52,838	\$57,049	\$59,340	\$62,199
7	\$49,429	\$53,895	\$58,203	\$60,534	\$63,432
8	\$50,428	\$54,972	\$59,359	\$61,728	\$64,706
9	\$51,427	\$56,069	\$60,553	\$62,962	\$65,998
10	\$52,466	\$57,184	\$61,767	\$64,236	\$67,310
11	\$53,522	\$58,321	\$63,001	\$65,507	\$68,661
12	\$54,580	\$59,497	\$64,255	\$66,821	\$70,032
13	\$56,225	\$61,279	\$66,174	\$68,837	\$72,148
14	\$57,909	\$63,119	\$68,171	\$70,894	\$74,301
15	\$59,653	\$65,019	\$70,209	\$73,029	\$76,534
16	\$61,435	\$66,957	\$72,323	\$75,222	\$78,825
17	\$63,276	\$68,974	\$74,497	\$77,474	\$81,195
18	\$65,175	\$71,050	\$76,730	\$79,785	\$83,624
19	\$67,134	\$73,165	\$79,021	\$82,194	\$86,130
20	\$69,151	\$75,360	\$81,391	\$84,661	\$88,715
21	\$71,227	\$77,630	\$83,839	\$87,188	\$91,379
22	\$73,361	\$79,961	\$86,346	\$89,811	\$94,119
23	\$75,563	\$82,360	\$88,936	\$92,506	\$96,944
24	\$77,829	\$84,831	\$91,604	\$95,281	\$99,852
25	\$80,164	\$87,376	\$94,352	\$98,140	\$102,848
26	\$82,569	\$89,997	\$97,183	\$101,084	\$105,933

**Classified Salary Scale for School Year 2014-2015**

Grade ↔																	
Step ↕	AA	BB	CC	DD	EE	FF	GG	HH	II	JJ	KK	LL	MM	NN	OO	PP	QQ
1	\$10.25	\$10.76	\$11.30	\$11.85	\$12.45	\$13.08	\$13.73	\$14.42	\$15.14	\$15.90	\$16.69	\$17.52	\$18.39	\$19.31	\$20.29	\$21.30	\$22.37
2	\$10.30	\$10.81	\$11.35	\$11.91	\$12.52	\$13.13	\$13.80	\$14.49	\$15.21	\$15.97	\$16.76	\$17.61	\$18.49	\$19.40	\$20.38	\$21.39	\$22.47
3	\$10.35	\$10.86	\$11.40	\$11.96	\$12.58	\$13.19	\$13.86	\$14.56	\$15.28	\$16.04	\$16.84	\$17.69	\$18.57	\$19.48	\$20.47	\$21.49	\$22.57
4	\$10.39	\$10.91	\$11.45	\$12.03	\$12.63	\$13.25	\$13.93	\$14.63	\$15.36	\$16.12	\$16.92	\$17.77	\$18.66	\$19.58	\$20.57	\$21.60	\$22.70
5	\$10.70	\$11.25	\$11.80	\$12.38	\$13.02	\$13.66	\$14.34	\$15.07	\$15.80	\$16.60	\$17.44	\$18.30	\$19.22	\$20.19	\$21.19	\$22.26	\$23.36
6	\$11.02	\$11.57	\$12.15	\$12.76	\$13.40	\$14.06	\$14.77	\$15.51	\$16.27	\$17.11	\$17.95	\$18.86	\$19.79	\$20.79	\$21.83	\$22.91	\$24.05
7	\$11.35	\$11.92	\$12.53	\$13.14	\$13.81	\$14.48	\$15.22	\$15.97	\$16.77	\$17.62	\$18.49	\$19.41	\$20.38	\$21.41	\$22.47	\$23.59	\$24.79
8	\$11.71	\$12.28	\$12.89	\$13.54	\$14.21	\$14.92	\$15.68	\$16.45	\$17.28	\$18.15	\$19.05	\$19.99	\$21.00	\$22.05	\$23.16	\$24.31	\$25.51
9	\$12.04	\$12.65	\$13.27	\$13.94	\$14.64	\$15.37	\$16.15	\$16.95	\$17.79	\$18.68	\$19.61	\$20.61	\$21.63	\$22.72	\$23.85	\$25.03	\$26.29
10	\$12.40	\$13.03	\$13.67	\$14.36	\$15.09	\$15.83	\$16.63	\$17.46	\$18.32	\$19.24	\$20.21	\$21.22	\$22.29	\$23.39	\$24.55	\$25.80	\$27.07
11	\$12.78	\$13.41	\$14.09	\$14.79	\$15.53	\$16.31	\$17.13	\$17.98	\$18.88	\$19.83	\$20.81	\$21.85	\$22.94	\$24.08	\$25.31	\$26.56	\$27.89
12	\$13.16	\$13.83	\$14.50	\$15.24	\$16.00	\$16.80	\$17.65	\$18.52	\$19.44	\$20.41	\$21.44	\$22.51	\$23.63	\$24.83	\$26.06	\$27.37	\$28.73
13	\$13.56	\$14.24	\$14.94	\$15.70	\$16.48	\$17.30	\$18.17	\$19.07	\$20.03	\$21.02	\$22.07	\$23.19	\$24.34	\$25.56	\$26.84	\$28.18	\$29.59
14	\$13.96	\$14.66	\$15.39	\$16.17	\$16.97	\$17.82	\$18.72	\$19.64	\$20.63	\$21.65	\$22.75	\$23.88	\$25.07	\$26.34	\$27.64	\$29.04	\$30.49
15	\$14.38	\$15.11	\$15.85	\$16.65	\$17.48	\$18.34	\$19.28	\$20.24	\$21.25	\$22.31	\$23.42	\$24.59	\$25.83	\$27.12	\$28.47	\$29.90	\$31.39
16	\$14.81	\$15.56	\$16.33	\$17.16	\$18.01	\$18.91	\$19.85	\$20.84	\$21.89	\$22.97	\$24.12	\$25.34	\$26.60	\$27.94	\$29.31	\$30.79	\$32.32
17	\$15.25	\$16.02	\$16.82	\$17.67	\$18.55	\$19.46	\$20.44	\$21.47	\$22.54	\$23.67	\$24.86	\$26.09	\$27.40	\$28.76	\$30.20	\$31.71	\$33.30
18	\$15.71	\$16.50	\$17.32	\$18.19	\$19.10	\$20.05	\$21.05	\$22.11	\$23.23	\$24.38	\$25.59	\$26.88	\$28.21	\$29.63	\$31.11	\$32.66	\$34.30
19	\$16.19	\$16.99	\$17.84	\$18.74	\$19.68	\$20.67	\$21.69	\$22.78	\$23.91	\$25.10	\$26.37	\$27.67	\$29.07	\$30.52	\$32.06	\$33.65	\$35.32
20	\$16.67	\$17.50	\$18.38	\$19.30	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62	\$25.87	\$27.15	\$28.51	\$29.95	\$31.44	\$33.01	\$34.66	\$36.39
21	\$17.18	\$18.03	\$18.93	\$19.88	\$20.87	\$21.92	\$23.01	\$24.15	\$25.38	\$26.64	\$27.97	\$29.37	\$30.83	\$32.37	\$34.00	\$35.69	\$37.49
22	\$17.70	\$18.57	\$19.51	\$20.47	\$21.49	\$22.57	\$23.70	\$24.89	\$26.13	\$27.44	\$28.79	\$30.24	\$31.76	\$33.34	\$35.02	\$36.76	\$38.61

### Classified Positions for School Year 2014-2015

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 (Camp Young)	HH	7.50	220	1650
Administrative Secretary I	HH	7.50	252	1890
Administrative Secretary II	KK	7.50	252	1890
Area Custodial Manager	PP	8.00	252	2016
Assessment Technology Analyst	OO	7.50	252	1890
Assistant In Payroll	OO	7.50	252	1890
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
Benefits Clerk	JJ	7.50	252	1890
Budget Accounting 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 Child Nutrition Assistant	AA	6.50	186	1209
Central Child Nutrition Assistant	AA	5.00	186	930
Child Nutrition Assistant I (School)	AA	5.00	186	930
Child Nutrition Assistant II	CC	6.50	186	1209
Child Nutrition Manager I	HH	7.00	194	1358
Child Nutrition Manager II	II	7.50	190	1425

Child Nutrition Manager III	JJ	7.50	190	1425
Child Nutrition Manager IV	KK	7.50	190	1425
Child Nutrition Manager V	LL	7.50	190	1425
Clerical Specialist II	GG	7.50	252	1890
Computer OS Specialist	KK	7.50	252	1890
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	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 II/II	MM	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 Secretary	MM	7.50	252	1890
Executive Secretary to Chief Academic Officer	MM	7.50	252	1890
Executive Secretary/Education Foundation/Communication	MM	7.50	252	1890
Executive Secretary to the Superintendent	QQ	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
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 Assistant I	FF	7.50	252	1890
Human Resources Assistant II	II	7.50	252	1890
Human Resources Analyst	NN	7.50	252	1890
Human Resource Licensure	KK	7.50	252	1890
Human Resource 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
In-School Suspension Assistant	DD	7.00	182	1274
Inventory Control Specialist	KK	7.50	252	1890
Job Coach Assistant	FF	6.50	182	1183
Lead Probation/School Liaison	HH	7.50	252	1890
Lead Payroll Clerk	LL	7.50	252	1890
Lobby Administrative Assistant I	HH	7.50	252	1890
Locksmith II	KK	8.00	252	2016
Locksmith III	MM	8.00	252	2016
Mailroom Clerk	AA	7.50	252	1890
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 (High School)	HH	7.50	186	1395

Media Assistant II (NTVC)	HH	7.50	200	1500
Media Technician	HH	7.50	252	1890
Multimedia Production Specialist	KK	7.50	252	1890
Network Engineer I	PP	7.50	252	1890
Network Engineer II	QQ	7.50	252	1890
Nurse Assistant	MM	7.50	252	1890
Nutrition Center Department Supervisor	MM	7.50	190	1425
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 Clerk II (Payroll Department/Transportation)	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
Records Clerk	II	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
Reporting Specialist	OO	7.50	252	1890

Routing Manager	LL	8.00	252	2016
School Bus Driver I	EE	5.00	183	915
School Bus Driver II	HH	8.00	187	1496
School Bus Driver II	HH	8.00	210	1680
School Bus Driver II	HH	8.00	252	2016
School Clerical Specialist I	EE	7.50	198	1485
School Clerical Specialist I	EE	3.75	198	742.5
School Clerical Specialist I	EE	7.50	200	1500
School Clerical Specialist I (Elementary)	EE	6.50	190	1235
School Clerical Specialist I (Former Attendance)	EE	6.50	182	1183
School Clerical Specialist I (Large Elementary) *	EE	7.50	190	1425
School Clerical Specialist II	GG	7.50	200	1500
School Clerical Specialist II (Elementary)	GG	7.50	220	1650
School Clerical Specialist II (Guidance)	GG	7.50	198	1485
School Clerical Specialist II (High School)	GG	7.50	252	1890
School Office Manager I	JJ	7.50	220	1650
School Office Manager Elementary	JJ	7.50	252	1890
School Office Manager (K-8 School)	KK	7.50	252	1890
School Office Manager Middle	KK	7.50	252	1890
School Office Manager High/CHKD	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 II (K-8 School)	GG	7.50	220	1650
Student Data Specialist II	GG	7.50	252	1890
Swimming Instructor	II	6.50	182	1183
Teacher Assistant (CHKD)	GG	7.50	220	1650
Teacher Assistant - Special Education	GG	6.50	182	1183
Teacher Assistant (Bachelor's Degree/Highly Qualified)	GG	6.50	182	1183
Teacher Assistant Computer Assisted Learning	GG	6.50	182	1183
Teacher Assistant Severe Disabilities (ED, DD, MH, SPH)	GG	6.50	182	1183

Teacher Assistant With Signing Skills	GG	6.50	182	1183
Teacher Assistant - Pre Kindergarten	GG	6.50	182	1183
Teacher Assistant - Physical 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
Title I Fiscal and Inventory Support Assistant	FF	7.50	220	1650
Training Safety Specialist	NN	8.00	252	2016
Transportation Clerk	HH	7.50	252	2016
Truck Driver (CNS)	EE	7.50	190	1425
Truck Driver (CNS)	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
Web Trainer	KK	7.50	252	1890
Xerographic Operator II	HH	7.50	252	1890

### Differentials & Additional Duties Pay Scale for School Year 2014-2015

Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay
755	30 Hours Beyond Masters	\$1,836	770	Instructional/Teacher Specialist (12 months)	\$2,281	763	PSP - Bachelor's Degree	\$1,158
767	8 Hour Extended Day	\$2,716	800	International Baccalaureate	\$1,736	764	PSP- Basic	\$790
783	Additional Duties - Head Bus Driver	\$601	828	Intramural	\$1,230	765	PSP - Master's Degree	\$1,736
789	Athletic Director - Middle School	\$3,238	802	Lead Security	\$1,000	680	RID Certification	\$2,782
752	Automotive Service Excellence (ASE) - Masters	\$890	815	Literary Magazine	\$838	785	School Nutrition Association	\$546
751	Automotive Service Excellence (ASE) - Certificate	\$167	787	Master Journeyman's License	\$1,302	784	State Inspection License	\$1,146
786	Backflow Prevention Certificate	\$1,302	677	Meritorious Teacher Certification	\$668	818	Student Government - High School	\$1,018
820	Career & Technical Organization Advisor	\$955	774	Music - High School Band	\$2,570	819	Student Government - Middle School	\$838
758	Classified - Bachelor's Degree (IT)	\$1,158	775	Music - High School Choral Director	\$2,125	753	Teacher Assistant - Difficult Assignment	\$1,113
805	Class Sponsor - Other	\$785	776	Music - High School Orchestra	\$880	864	Test Chair - Elementary/Secondary Schools	\$734
806	Class Sponsor - Senior	\$1,124	777	Music - Middle School Band	\$880	821	Yearbook - High School	\$1,124
792	Dean of Students	\$1,859	778	Music - Middle School Choral Director	\$880	822	Yearbook - Middle School	\$838
793	Department Chair - Level 1 (3 to 7 teachers)	\$1,168	779	Music - Middle School Orchestra	\$880			
794	Department Chair - Level 2 (8 to 12 teachers)	\$1,558	780	Music - String Consultant	\$1,179			
795	Department Chair - Level 3 (13 or more teachers)	\$1,859	782	Music - Strolling Silver Strings Accompanist/Director	\$3,238			
756	Doctorate Degree	\$3,672	757	National Board Certification	\$2,675			
797	Elementary Grade Chair	\$734	812	National Honor Society	\$573			
797	Elementary Special Education Chair	\$734	803	Navy League Cadet Corps.	\$2,749			
768	Extended Day - Special Education (10 months)	\$1,930	816	Newspaper - High School	\$955			
627	Extended Day - Special Education (10.5 months)	\$1,930	817	Newspaper - Middle School	\$711			
768	Extended Day - Special Education (11 months)	\$1,930	754	Paraprofessionals - BA Degree	\$1,158			
768	Extended Day - Special Education (12 months)	\$1,930	772	Program Leader (10 months)	\$1,883			
810	Future Educators of America	\$510	628	Program Leader (10.5 months)	\$1,947			
811	Grounds Patrol	\$1,331	772	Program Leader (11 months)	\$2,054			
882	Information Technology Support Zone Leader	\$1,070	759	PSP - Advanced II	\$1,012			
770	Instructional/Teacher Specialist (10 months)	\$1,930	760	PSP - Advanced III	\$1,080			
629	Instructional/Teacher Specialist (10.5 months)	\$2,003	761	PSP - Advanced	\$935			
770	Instructional/Teacher Specialist (11 months)	\$2,106	762	PSP - Associate	\$868			

### Athletic Events Pay Scale for School Year 2014-2015

MUNIS Job Code	Pay Type Code	Pay Description	Rate of Pay	Hourly Rate
Z072	699	Announcer	\$36.47 per event	\$12.15
Z072	690	Athletic Trainer	\$15.30 per hour	\$15.30
Z072	699	Bus Driver	\$36.45 per event	\$12.15
Z072	698	Business Manager	\$54.68 per event	\$18.23
Z072	697	Clean-Up Crew (Football)	\$60.76 per event	\$20.26
Z072	698	Concession Stand Manager	\$54.68 per event	\$18.23
Z072	693	Concession Stand Worker	\$30.30 per event	\$10.10
Z072	696	Custodian I (Football)	\$72.91 per event	\$24.31
Z072	692	Custodian II (Basketball/Wrestling)	\$42.53 per event	\$14.18
Z072	693	Door Guard	\$30.30 per event	\$10.10
Z072	695	Field Manager	\$78.99 per event	\$26.33
Z072	697	Laundry & Equipment	\$60.76 per event	\$20.26
Z072	738	Officer in Charge	\$32.00 per hour	\$32.00
Z073	691	Police	\$27.54 per hour	\$27.54
Z072	693	Score Keeper	\$30.30 per event	\$10.10
Z072	698	Security Guard	\$54.68 per event	\$18.23
Z072	739	Stadium Housekeeping	\$12.24 per hour	\$12.24
Z072	692	Starter	\$42.53 per event	\$14.18
Z072	694	Ticket Taker	\$34.02 per event	\$11.34
Z072	693	Timer	\$30.30 per event	\$10.10
Z072	699	Video	\$36.45 per event	\$12.15

### Athletic Coach Pay Scale for School Year 2014-2015

Pay Type Code	High School Sports	Rate of Pay	Pay Type Code	Middle School Sports	Rate of Pay
700	Football, Head	\$5,962	789	Athletic Director	\$3,238
701	Football, Assistant	\$4,104	744	Football, Head	\$1,122
823	Cheerleading, Varsity	\$4,496	745	Football, Assistant	\$914
824	Cheerleading, Junior Varsity	\$2,144	741	Volleyball (Boys & Girls)	\$1,018
727	Cross Country	\$1,962	736	Soccer (Girls)	\$1,018
724	Field Hockey, Varsity	\$2,589	825	Cheerleading	\$1,035
728	Field Hockey, Junior Varsity	\$1,962	743	Wrestling	\$1,018
729	Golf	\$1,750	734	Forensics	\$1,018
726	Volleyball (Boys & Girls)	\$2,589	730	Basketball (Boys & Girls)	\$1,018
702	Basketball, Varsity (Boys & Girls)	\$3,713	740	Track (Boys & Girls)	\$1,018
708	Basketball, Junior Varsity (Boys & Girls)	\$2,071	733	Field Hockey	\$1,018
704	Wrestling	\$3,267	736	Soccer (Boys)	\$1,018
709	Wrestling, Assistant	\$1,874	737	Tennis (Co-Ed)	\$1,018
706	Swimming (Boys & Girls)	\$2,589	746	Baseball	\$1,018
705	Indoor Track, Head	\$2,589	747	Softball	\$1,018
710	Indoor Track, Assistant	\$1,864			
711	Baseball, Varsity	\$2,589			
717	Baseball, Junior Varsity	\$2,219			
715	Track, Head (Co-Ed)	\$2,589			
722	Track, Assistant (Co-Ed)	\$1,864			
714	Softball, Varsity	\$2,589			
719	Softball, Junior Varsity	\$2,219			
712	Soccer (Boys & Girls)	\$2,589			
720	Tennis (Boys & Girls)	\$2,108			
829	Scholastic Bowl	\$1,772			
807	Drama	\$1,475			
827	Forensics	\$1,294			

**Hourly Part Time Pay Rates for School Year 2014-2015**

<b>Pay Type Code</b>	<b>Pay Description</b>	<b>Rate of Pay</b>	<b>Pay Type Code</b>	<b>Pay Description</b>	<b>Rate of Pay</b>	<b>Pay Type Code</b>	<b>Pay Description</b>	<b>Rate of Pay</b>
678	Additional Bell	prorated	849	Gifted Community Resources Instructor 2	\$22.28	844	Outreach Teacher	\$22.28
844	Adult Education Teacher	\$22.28	847	Gifted Community Resources Instructor 3	\$19.50	771	Parent Advisor	\$9.08
666	"After the Bell" Program Teacher (Blair & LTMS)	\$22.44	844	Gifted Planning - All Participants	\$22.28	798	Parent Advocator	\$11.30
844	Athletic Academic Tutor	\$22.28	883	Gifted Testing Specialist	\$8.61	799	Parent Attendance Technician	\$9.08
638	Automotive Service Worker	\$8.77	688	Governor's School Accompanist	\$23.00	636	Part-Time Custodian	\$7.40
869	Before/After School Program Assistant	\$9.08	686	Governor's School Part Time Instructor	\$31.60	880	Part-Time Customer Network Support	various
854	Before/After School Program Teacher	\$11.14	685	Governor's School Secretary	\$8.00	881	Part-Time Duty Engineer On Call	\$11.14
844	Before/After School Instructional Teacher	\$22.28	841	Grounds Patrol	\$7.40	880	Part-Time Duty Engineer	various
636	Casual Labor	\$7.40	637	Guidance Counselor - Extended Time	prorated	640	Part-Time Maintenance Substitute	\$7.40
633	CNS Assistant (Regular Part Time)	\$9.53	844	Guidance Counselor - Junior University	\$22.28	639	Part-Time Psychologist	\$38.98
861	CNS Catering Assistant	\$9.99	653	Guidance Counselor - SAT Workshop	\$14.48	639	Part-Time Physical Therapist	\$38.98
860	CNS Catering Manager	\$15.64	875	Guidance Shadower	\$7.40	873	Part-Time Security Officer	various
859	CNS Manager Trainee-Contracted (+ Current Hourly Wage)	\$1.09	679	Hearing Interpreter QAS Level 3	various	639	Part-Time Speech Therapist	\$38.98
689	COE Student	\$7.40	844	Homebound Teacher	\$22.28	844	Part-Time Teacher	\$22.28
844	Continuing Education Teacher	\$22.28	844	Homeless Grant Teacher	\$22.28	684	Pianist	\$22.28
683	Continuing Position After Retirement	prorated	844	Homework Hotline Teacher	\$22.28	813	Probation Court/School Liaison	\$11.08
650	Curriculum Typist	\$7.40	656	In-School Timeout Monitor (Elementary)	\$9.08	870	Saturday School - Assistant	\$10.32
844	Curriculum Writing - All Participants	\$22.28	855	In-Service (Classified Leader)	\$8.61	842	Saturday School - Leader	\$23.39
838	Driver Education Instructor - Professional	\$22.28	853	In-Service (Classified and Part-Time Participant)	\$7.40	871	Saturday School - Security	\$11.14
866	Driver Education Instructor - Paraprofessional	\$14.48	850	In-Service (Teacher Leader)	\$22.28	844	Saturday School - Teacher	\$22.28
644	Drop-Out Prevention/Retrieval Assistant	\$7.40	851	In-Service (Teacher and Teacher Substitute Participant)	\$13.36	889	SECEP - Daily Teacher Asst. Substitute (<48)	\$9.08
871	Evening School Policeman	\$11.14	856	In-Service (Summer Teacher and Teacher Substitute Participant)	\$15.30	890	SECEP - Daily Teacher Asst. Substitute (> 48)	\$11.14
886	Evening School Principal	\$24.50	880	Job Trainer - Information Division	various	664	SECEP - Summer Associate Teacher Counselor	\$29.07
650	Evening School Secretary	\$10.20	862	Lunchroom Monitor	\$7.40	660	SECEP - Summer Coordinator Supervisor	\$40.29
844	Evening School Teacher	\$22.28	648	Media Assistant/Computer Assistant	\$9.08	665	SECEP - Summer School Community Trainer	\$21.42
839	Flag/Auxiliary Assistant	\$7.40	869	Media Technician	\$9.08	661	SECEP - Summer Teacher	\$30.60
650	General Office Work	\$7.40	875	Nursery Assistant	\$7.40	662	SECEP - Summer Teacher Assistant	\$12.75
848	Gifted Community Resource Instructor 1	\$27.85	639	Occupational Therapist	\$38.98	863	SOLR (Standards of Learning) - Cafeteria	\$7.40



### Hourly Part Time Pay Rates for School Year 2014-2015

Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay
869	SOLR (Standards of Learning) - Assistant	\$9.08	636	Summer Custodial Helper (heavy cleaning for school opening)	\$7.40	652	Title I Assistant - During School	\$9.08
843	SOLR (Standards of Learning) - Scorer/Evaluator	\$26.52	637	Summer Guidance (Extended Time)	prorated	844	Title I Teacher	\$22.28
884	SOLR (Standards of Learning) - Secretary	\$10.20	659	Summer Interpreter (substitute)	\$10.69	844	Tutor (NRHA) - Teacher	\$22.28
877	SOLR (Standards of Learning) - Security	\$8.20	636	Summer Janitor	\$7.40	640	Warehouse Worker (regular part time)	\$7.40
844	SOLR (Standards of Learning) - Teacher	\$22.28	844	Summer Leadership Camp Teacher	\$22.28	875	Work Study Program (Student)	\$7.40
835	Strolling Silver Strings Accompanist	\$19.79	632	Summer Maintenance Carpenter	\$8.38			
875	Student Mentor	\$7.40	640	Summer Maintenance Carpenter Helper	\$7.40			
630	Substitute Bus Assistant (daily/long term)	\$7.40	640	Summer Maintenance Helper	\$7.40			
631	Substitute Bus Driver (daily/long term)	\$11.58	632	Summer Maintenance Leader	\$8.38			
879	Substitute Caller	\$10.67	632	Summer Maintenance Painter	\$8.38			
645	Substitute CNS Assistant	\$7.40	640	Summer Maintenance Painter Helper	\$7.40			
636	Substitute Custodial	\$7.40	648	Summer Media Clerk	\$9.08			
769	Substitute Driver Education Assistant	\$7.70	643	Summer Media Specialist	\$28.56			
862	Substitute Lunchroom Monitor	\$7.40	884	Summer Secretary	\$10.20			
884	Substitute Secretary - Admin/Schools/Special Programs (daily and long term)	\$10.20	651	Summer Security Officer	\$15.30			
658	Substitute Secretary - Former NPS Clerk with 5 or more years experience (daily/long term)	\$12.24	845	Summer Social Worker	\$38.98			
877	Substitute Security Officer	\$10.00	857	Summer Student Tutors	\$7.40			
652	Substitute Teacher Assistant (daily/long term)	\$9.08	643	Summer Teacher	\$28.56			
646	Substitute Teacher - Daily	\$82.00 per day	652	Summer Teacher Assistant	\$9.08			
657	Substitute Teacher - Long Term	\$112.00 per day	676	Summer Teacher Assistant/Special Ed. Camp	\$11.22			
630	Summer Bus Assistant	\$7.40	640	Summer Transportation Helper	\$7.40			
631	Summer Bus Driver	\$11.58	865	Swimming Instructor	\$11.36			
833	Summer Center Leader	\$29.58	869	Teacher Assistant (Regular PT - ABE/ESL)	\$9.08			
634	Summer Child Nutrition Assistant	\$7.97	852	Test Proctor (Part Time Research Analyst)	\$22.28			
635	Summer Child Nutrition Manager	\$12.36	893	Title I Assistant - After School	\$9.30			

## 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. Again, you are reminded it is our responsibility to ensure that non-exempt employees do not begin work early, stay late, work through lunch, or take work home. If they work during these periods, they must be compensated and that will directly impact your budget.
- Non-exempt employees must be informed of the rules the law imposes on all of us and told that as management we have no choice but to enforce these rules in order to abide by the law. We will share with employees many of these same guidelines under separate cover so they will also have knowledge of what is and is not allowed under this law.

Administrators 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. If you have questions about a specific situation, please contact Frank Scott, Human Resources Generalist, at 628-3910 ext. 21078.