



## **2017-2018 SALARY SCHEDULE**

- SECTION 1:** CERTIFICATED POSITIONS/SALARIES
- SECTION 2:** CLASSIFIED POSITIONS/SALARIES
- SECTION 3:** A. ANNUAL SUPPLEMENTS/EXTENDED ASSIGNMENTS  
B. MISCELLANEOUS COMPENSATION (Hourly, daily, monthly, quarterly, per event)  
C. ANNUAL EXTRA-CURRICULAR STIPENDS  
D. ANNUAL FLAT-RATE STIPENDS  
E. ANNUAL MISCELLANEOUS STIPENDS
- SECTION 4:** SUBSTITUTE & TEMPORARY SALARIES (Certified & Classified)

**Effective: July 1, 2017**  
**Approved: November 28, 2017**

# Table of Contents

## Section 1 - Certificated Positions/Salaries

Teachers Salary Schedule.....	4
Additional Positions Paid on Teacher’s Salary Schedule.....	4
Instructional Technologists & In School Suspension Supervisors.....	5
Summer School.....	5
Academic Administration.....	6

## Section 2 - Classified Positions/Salaries

Non-Academic Administration.....	8
Administrative Non-Exempt.....	9
Attendance Advisors.....	9
Behavior Support Technicians & School/Home Specialists.....	9
Classroom Licensed Practical Nurses.....	9
Sign Language Interpreters.....	9
Information Technology.....	9
Custodial, Maintenance, & Supply.....	10
Nurses.....	11
Nutrition Services.....	11
Occupational/Physical Therapists.....	12
Paraprofessionals.....	12
Special Education Paraprofessionals.....	12
Parent Educators.....	13
School Police.....	13
Secretarial/Clerical.....	14
Transportation.....	15

## Section 3

A. Annual Supplements & Extended Assignments.....	17
B. Miscellaneous Compensation.....	18-20
C. Annual Extra-Curricular Stipends.....	21-24
D. Annual Flat Rate Stipends.....	25
E. Miscellaneous Annual Stipends.....	26-27

## Section 4

Substitute & Temporary Staff Rates.....	29-30
---	-------

**STEP ADVANCEMENT:** Employees must work at least fifty (50) percent of the total work days required in their job classification prior to July 1 to be eligible for advancement on the salary schedule.

**STEP PLACEMENT:** Placement of employees on any of the schedules contained within this document does not necessarily correspond to the employee’s number of years of experience.

**MODIFICATIONS:** Modifications to this document must be approved by the Board of Education and may be made at any time.

**SECTION 1**

**CERTIFICATED POSITIONS / SALARIES**

## TEACHERS SALARY SCHEDULE

### 185 Days - Exempt (NEA)

Salary Grade	TABS	TCMS	TESP	TFDR
STEPS	BACHELOR'S	MASTER'S	MASTER'S +30* or SPECIALIST	DOCTORATE
1	36,987	40,817	43,096	43,311
2	37,726	41,634	43,734	43,734
3	38,479	42,467	44,608	44,608
4	39,252	43,317	45,501	45,501
5	40,036	44,182	46,413	46,413
6	40,803	45,066	47,340	47,340
7	41,652	45,969	48,286	48,286
8	42,485	46,887	49,608	49,966
9	43,334	47,982	50,719	51,666
10	44,201	49,712	51,828	53,393
11	45,086	51,490	53,352	54,694
12	46,076	53,287	54,850	56,933
13	46,534	53,817	55,398	57,504
14	46,570	54,359	55,952	57,717
15	46,570	54,901	56,512	58,290
16	46,570	55,451	57,077	58,874
17	46,570	56,001	57,648	59,464
18	46,570	56,564	58,223	60,057
19	46,570	57,127	58,808	60,657
20	46,570	57,700	59,393	61,265
21	46,570	58,279	59,990	61,877
22	46,570	58,859	60,589	62,495
23	46,570	59,449	61,194	63,119
24	46,570	60,042	61,807	63,750
25	46,570	60,644	62,425	64,389
26	46,570	61,250	63,050	65,030
27	46,570	61,862	63,679	65,684
28	46,570	62,483	64,315	66,337
29	46,570	63,105	64,958	67,000
30	46,570	63,748	65,609	67,674

### Additional Positions Paid on Teacher's Salary Schedule

A.C.E.	Education Diagnostician	Library Media Specialist	School Psychologist
Adaptive PE	Elementary Classroom	Math Facilitator	Social Worker
At Risk	ELL Specialist	Middle College	Special Services
A+ Coordinator	Gifted	Music	Speech Language Path
Art	Go Caps	MYP Coordinator	Teacher Rep
Autism Consultant	Health Sciences Academy	Pals	Teacher Special Assignment
Board Certified Behavior Analyst	IB Coordinator	Physical Education/Health	Title I
Coordinator Of Site Intervention	Instructional Coach	Process Coordinator	Title I Coach
Case Manager	JROTC	Psych Examiner	U Coordinator
Community Liaison	Juvenile Detention	PYP Coordinator	Wolf
Counselor	Learning Coach	Recreation Therapist	Program Coordinator, SOS
Early Childhood Special Services	Homeless Liaison	Scholars	Assistant to Principal

Teachers paid on the District's Teachers' Salary Schedule who receive an advanced degree must submit their Transcripts by Sept. 15 or Jan. 15 in order for their pay to be advanced on the Teachers' salary schedule.

**Effective FY18 New Hires:**

- A. Teachers with no teaching experience will be placed at Step 1 of applicable teachers salary schedule column.
- B. Teachers with 1 full year of teaching experience will be placed at Step 2 of applicable teachers salary schedule column.
- C. Credit will be given for up to 11 years of prior teaching experience; 11 years of teaching experience equates to placement at Step 12 on the applicable teacher salary schedule.
- D. All teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 11 years.

**Effective FY18 SPS Rehires:**

If a Teacher, who previously taught for SPS voluntarily resigns from the district at the end of a school year, is rehired, the teacher will be placed at the next appropriate step not to exceed the maximum step of the applicable teacher salary schedule.

<b>INSTRUCTIONAL TECHNOLOGISTS &amp; IN SCHOOL SUSPENSION</b>						
<b>EXEMPT (182 work days &amp; 3 holiday)</b>						
<b>Salary Grade</b>	<b>Education Level</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>ISB9</b>	Bachelor's	26,141	26,794	27,464	28,151	28,855
<b>ISM9</b>	Master's and 10 or more Years Teaching Experience*	34,507	35,369	36,253	37,160	38,089

\* Experience must be full-time

<b>SUMMER SCHOOL</b>	
<b>Positions - Sessions 1 &amp; 2</b>	<b>Daily Rate*</b>
<b>Elementary, Secondary &amp; Special Services</b>	
Coordinator	\$245
Principal	\$222
Assistant Principal, High School; Assistant Coordinator, Special Services	\$204
Counselor	\$185
Teacher	\$185
Teacher - Online ( <i>per course</i> )	\$2,126 per course
<b>Artworks</b>	
Coordinator	\$245
<b>Positions - High School only - Rates apply to 2nd session only</b>	
Principal	\$246
Assistant Principal	\$226
Teacher	\$205
Counselor	\$205
<b>All summer school positions listed above require certification</b>	
<p><i>Clerical, Nursing, Nutrition Services, Paraprofessional, Therapeutic, and Transportation Summer Staff that are employed by the District during the regular school year, including subs, in a similar capacity will be compensated according to the District's standard (regular year) salary schedule. Those not employed by the District during the regular school year will be compensated at step one of the lowest applicable grade of the District's regular year salary schedule, unless approved by Cabinet.</i></p>	

**Academic Administration**  
**Exempt**  
**260 Days unless noted otherwise**

Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
ED	A7	103,275	105,341	107,447	109,597	111,788	114,024	116,304	118,631	121,003	123,423	124,657	125,904	127,163	128,435	129,719	131,016	132,326	133,650	134,987	136,336
		<i>Executive Director, Elementary Learning</i>				<i>Executive Director, Student Services</i>				<i>Executive Director, Special Programs</i>				<i>Executive Director, Secondary Learning</i>							
		<i>Executive Director, Innovation &amp; Information</i>				<i>Executive Director, Learning Support &amp; Partnerships</i>								<i>Executive Director, Operations</i>							
ED	B7	87,784	89,803	91,868	93,982	96,143	98,354	100,617	102,930	105,298	107,720	108,797	109,885	110,984	112,093	113,214	114,347	115,490	116,645	117,811	118,989
		<i>Director, Athletics</i>				<i>Director, Special Services</i>				<i>Principal, High School</i>				<i>Director, Elementary Learning</i>				<i>Director, Secondary Learning</i>			
ED	C7	82,620	84,520	86,464	88,453	90,487	92,569	94,698	96,877	99,104	101,383	102,701	104,036	105,389	106,759	108,147	109,553	110,977	112,419	113,881	115,361
		<i>Principal, Middle School</i>				<i>Associate Director, Special Services</i>															
ED	D7	77,456	79,238	81,060	82,925	84,832	86,783	88,780	90,821	92,910	95,047	96,472	97,919	99,388	100,879	102,392	103,928	105,487	107,069	108,675	110,306
		<i>Director, Gifted Education</i>				<i>Director, Federal Programs</i>				<i>Director, Learning Development</i>				<i>Assistant Director, Athletics</i>				<i>Director, Perf Analytics</i>			
		<i>Director, Early Childhood &amp; P.A.T.</i>				<i>Director, Blended Learning</i>				<i>Director, Alternative Education</i>				<i>Director, Learning Support</i>							
		<i>Director Summer Learning &amp; Student Experience</i>				<i>Director, Human Resources(formerly Org. Development)</i>															
ED	E7	72,293	74,100	75,952	77,850	79,797	81,792	83,838	85,933	88,081	90,283	91,728	93,196	94,687	96,202	97,741	99,305	100,894	102,508	104,148	105,814
		<i>Principal, Community School - 255</i>				<i>Coordinator, ELL/Migrant Education</i>				<i>Principal, Elementary - 255</i>				<i>Assistant Director, Special Services</i>							
		<i>Director, Counseling/Title IV</i>				<i>Supervisor, Special Services</i>				<i>Coordinator, Digital Learning</i>											
ED	F7	68,884	70,607	72,372	74,182	76,035	77,936	79,885	81,882	83,929	86,027	87,404	88,802	90,223	91,667	93,133	94,623	96,138	97,675	99,238	100,826
		<i>Assistant Principal, High School - 222</i>				<i>Director, Student Support</i>															
ED	G7	67,129	68,807	70,528	72,290	74,098	75,950	77,849	79,796	81,790	83,835	85,009	86,198	87,405	88,629	89,870	91,128	92,403	93,697	95,009	96,339
		<i>Manager, Administrative Services</i>				<i>Assistant Principal, Middle School - 222</i>				<i>Coordinator, Curriculum (All Content Areas)</i>				<i>Coordinator, Instructional Intervention</i>				<i>Coordinator, QIA</i>			
		<i>Coordinator, Accountability</i>				<i>Assistant Director, Alternative Education-222</i>				<i>Coordinator, Information Integration</i>				<i>Assistant Director, Early Childhood</i>				<i>Coordinator, Assessment</i>			
		<i>Coordinator, Assessment/Intervention</i>				<i>Coordinator, Summer Learning &amp; Student Experiences</i>				<i>Coordinator, Instructional Support &amp; Intervention</i>				<i>Coordinator, Counseling Services</i>							
ED	H7	61,965	63,514	65,103	66,730	68,398	70,108	71,861	73,657	75,498	77,386	78,625	79,882	81,159	82,459	83,778	85,118	86,480	87,864	89,270	90,698
		<i>Specialist, Blended Learning</i>				<i>Specialist, Learning Development</i>															

**SECTION 2**

**CLASSIFIED POSITIONS / SALARIES**

**NON-ACADEMIC ADMINISTRATION (EXEMPT)**

*All positions are assigned 260 days unless otherwise noted.*

Exempt Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
AD	A7	93,423	95,320	97,762	100,268	102,841	105,478	108,114	110,816	114,889	116,718	119,711	122,781	125,983	129,259						
		<i>Chief Communications Officer</i>																			
AD	B7	84,486	86,652	88,875	91,155	93,492	95,890	98,346	100,868	103,457	106,108	108,828	111,620	114,409	117,336						
AD	C7	78,228	80,236	82,293	84,400	86,568	88,786	91,062	93,397	95,790	98,247	100,767	103,353	105,936	108,585	111,297					
		<i>Director, Communications</i>					<i>Director, Finance</i>					<i>Director, Transportation</i>									
		<i>Director, Facilities</i>					<i>Director, Information Technology</i>					<i>Director, School Police</i>									
		<i>Director, Construction Management</i>					<i>Director, Custodial &amp; Grounds Services</i>					<i>Director, Health Services</i>									
AD	D7	66,700	68,412	70,165	71,965	73,808	75,701	77,644	79,632	81,675	83,768	85,917	88,119	90,323	92,582	94,898	97,272				
		<i>Director, Risk Management</i>					<i>Assistant Director, Facilities</i>					<i>Manager, Infrastructure Support</i>									
		<i>Director, Human Resources</i>					<i>Manager, Software Support</i>					<i>Manager, Bond Project</i>									
		<i>Assistant Director, Financial Control</i>					<i>Manager, IT User Support</i>					<i>Director, Purchasing &amp; Distribution</i>									
		<i>Assistant Director, Financial Operations</i>					<i>Assistant Director, Transportation</i>														
AD	E7	61,365	62,937	64,551	66,206	67,905	69,644	71,431	73,263	75,143	77,069	79,043	81,069	83,098	85,177	87,304	89,485	91,727			
		<i>Coordinator, Compliance</i>					<i>Coordinator Equity &amp; Access</i>					<i>Specialist, Education Technology</i>									
AD	F7	58,297	59,751	61,244	62,775	64,344	65,951	67,600	69,290	71,021	72,797	74,619	76,481	78,391	80,349	82,360	84,416	86,530			
		<i>Manager, Energy &amp; Sustainability</i>					<i>Administrator, Student Information Systems</i>					<i>Operations Manager, Custodial</i>									
		<i>Manager, Human Resources</i>					<i>Manager, Marketing and Engagement</i>					<i>Manager, Marketing and Engagement</i>									
AD	G7	48,593	50,505	52,429	54,345	56,259	58,183	60,098	62,017	63,936	65,853	67,772	69,691	71,058	72,425	73,789	75,415	77,042	78,671		
		<i>Supervisor, Application Support</i>					<i>Manager, Communications</i>					<i>Manager, Payroll</i>					<i>Senior Digital Developer</i>				
		<i>Coordinator, Innovation</i>					<i>Supervisor, Facilities Infrastructure</i>					<i>Manager, Accounting</i>									
		<i>Supervisor, Network Support</i>					<i>Supervisor, System Infrastructure</i>					<i>Database Administrator</i>									
		<i>Manager, Purchasing</i>					<i>Coordinator, Learning Development</i>					<i>Coordinator, Health Services</i>									
		<i>Senior Developer, Digital Learning</i>					<i>Supervisor, Grounds Services</i>					<i>Supervisor, Analytics</i>									
AD	H7	48,889	49,791	50,685	51,585	52,478	53,378	54,278	55,174	56,074	56,973	58,089	59,197	60,311	61,933	63,563	65,193				
		<i>Coordinator, Employment</i>					<i>Specialist, Accounting</i>					<i>Developer, Digital Learning</i>									
		<i>Coordinator, Wellness</i>					<i>Coordinator, Quality Assurance</i>					<i>Specialist, Business Software</i>									
		<i>Field Supervisor, School Police</i>					<i>Specialist, Data Support</i>					<i>Specialist, Analytics</i>									
		<i>Liaison, Executive Office</i>					<i>Specialist, Procurement &amp; eRate</i>					<i>Supervisor, Bus Shop</i>									
		<i>Coordinator, Construction Projects</i>					<i>Specialist, Risk Management</i>					<i>Supervisor, Custodial</i>									
		<i>Network Administrator</i>					<i>Senior Specialist, Communications</i>					<i>Supervisor, Preventive Maintenance</i>									
		<i>Specialist, Application</i>					<i>Site Technician (Certificated)</i>					<i>Supervisor, Distribution Center</i>									
		<i>Senior Buyer</i>					<i>Specialist, Equity &amp; Access</i>					<i>Supervisor, Transportation</i>									
		<i>Coordinator, Environmental Safety</i>					<i>Specialist, Student Information Systems Support</i>					<i>Coordinator, Benefits</i>									
		<i>Coordinator, Employee Relations/Investigator</i>					<i>Supervisor, Maintenance</i>					<i>Quality Assurance Specialist, Digital Learning</i>									

Salary Grade	Level	<b>ADMINISTRATIVE NON-EXEMPT</b>																	
<i>All positions are assigned 260 days unless otherwise noted.</i>																			
NEX	H	22.64	23.07	23.50	23.94	24.37	24.80	25.23	25.66	26.10	26.53	26.96	27.39	27.93	28.46	29.00	29.78	30.56	31.34
		<i>Specialist, Content Management</i>									<i>Sr. Benefits Specialist</i>								
NEX	I	18.98	19.32	19.67	20.01	20.35	20.69	21.03	21.38	21.72	22.06	22.40	22.74	23.18	23.62	24.07	24.85	25.63	26.28
		<i>Analyst, Accounting</i>			<i>Analyst, Payroll</i>			<i>Analyst, Employment</i>			<i>Specialist, Inventory Control</i>			<i>Specialist, Server Support</i>					
		<i>Specialist, Benefits</i>			<i>Specialist, 504</i>			<i>Specialist, Employment</i>			<i>Analyst, Risk Management</i>			<i>Specialist, Human Resources</i>					
		<i>Specialist, Purchasing</i>			<i>Specialist, Facilities Infrastructure</i>			<i>Specialist, Audio/Visual</i>			<i>Specialist, Communications</i>			<i>Video Producer</i>					
		<i>Student Information System Analyst</i>						<i>Specialist, Purchasing</i>			<i>Specialist, Design &amp; Support</i>								
								<i>Specialist, Site Tech</i>											

<b>ATTENDANCE ADVISORS</b>								
NON-EXEMPT (182 Work Days & 3 Holidays, 8 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
AT53	16.79	17.47	18.14	18.81	19.48	20.15	20.82	21.49
<i>Additional \$1,000 for Bachelor's Degree</i>								

<b>BEHAVIOR SUPPORT TECHNICIANS &amp; SCHOOL/HOME SPECIALISTS</b>								
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN41	16.30	17.04	17.80	18.54	19.29	20.07	20.78	21.01

<b>CLASSROOM LICENSED PRACTICAL NURSES</b>										
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)										
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
LA59	15.15	16.09	17.03	17.94	18.98	20.06	20.42	20.78	21.17	21.59

<b>SIGN LANGUAGE INTERPRETERS</b>								
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN42	23.75	24.60	25.45	26.29	27.14	27.99	28.83	29.68

<b>INFORMATION TECHNOLOGY</b>							
NON-EXEMPT (248 Work Days & 12 Holidays, 8 hr day)							
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
IT63	15.21	15.68	16.15	16.63	17.13	17.65	18.18
IT64	16.42	16.92	17.42	17.94	18.48	19.04	19.61
IT65	19.32	19.90	20.50	21.11	21.75	22.40	23.07
IT66	22.73	23.42	24.11	24.84	25.58	26.35	27.14
<b>POSITION</b>						<b>SALARY GRADE</b>	
Specialist, Dispatch Technician						IT63	
Technician, Network Operations						IT63	
Specialist, Help Desk						IT64	
Specialist, IT Inventory and Device						IT65	
Technician, Site						IT65	
Specialist, Transportation Routing & Technology						IT65	
Lead Specialist, Dispatch Technician						IT66	
Lead Specialist, Site Technician						IT66	
Lead Specialist, Help Desk						IT66	

## CUSTODIAL, MAINTENANCE, & SUPPLY

NON-EXEMPT (248 Work Days & 12 Holidays, 8 hr day) (SESP)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GS25	11.72	12.40	13.10	13.78	14.47	15.14	15.79	16.47
GS26	12.22	12.90	13.59	14.27	14.95	15.65	16.30	16.97
GS27	13.03	13.79	14.52	15.27	16.00	16.73	17.42	18.14
GS28	13.91	14.75	15.59	16.41	17.26	18.10	18.82	19.58
GS30	14.47	15.18	15.89	16.61	17.32	18.03	19.02	20.63
GS40	15.47	16.31	17.15	17.98	18.82	19.66	20.80	22.63
GS41	18.01	18.85	19.68	20.52	21.36	22.19	23.38	25.32

**Requirements to advance from Salary Grade Code GS30 to GS40:**

1. Twenty-four (24) months as a Salary Grade Code GS30
2. Meets standard attendance for 24 months
3. At least an average rating of "5" on last two evaluations

POSITION	SALARY GRADE
Custodian (Night)	GS25
Lead Custodian (Night - High School)	GS27
Head Custodian (Elementary)	GS26
Head Custodian (Middle School)	GS27
Head Custodian (High School)	GS28
Beginning Maintenance: Specialist - Maintenance; Groundskeeper	GS30
Distribution Center: Delivery Service - Supply; Storekeeper	GS30
Maintenance Advancement: Sr. Specialist - Maintenance; Sr. Groundskeeper	GS40
Lead Technician	GS41

CUSTODIAL DIFFERENTIALS	AMOUNT
2nd Shift (termination 8:30 p.m./2:00 a.m.) - <i>Paid over 10 months</i>	.61 hourly
12 Month Night - <i>Paid over 12 months</i>	.61 hourly
High School Backup/Sweeper Lead - <i>Paid over 12 months</i>	.81 hourly

HEAD CUSTODIAN DIFFERENTIALS - <i>Paid over 12 months</i>	AMOUNT
13,000 - 17,000 square feet	.24 hourly
17,000 - 25,000 square feet	.36 hourly
25,000 - 40,000 square feet	.48 hourly
40,000 - 110,000 square feet	.72 hourly
110,000 - 210,000 square feet	1.08 hourly
Over - 210,000 square feet	1.50 hourly

MAINTENANCE DIFFERENTIALS	AMOUNT
2nd Shift (shifts that end between 8:30 p.m. - 2:00 a.m.)	.61 hourly
12 Month Night - <i>Paid over 12 months</i>	.61 hourly
Journey level Monthly Supplement - <i>Paid over 12 months</i>	.58 hourly
Master Certification Monthly Supplement - <i>Paid over 12 months</i>	1.16 hourly

NURSES FULL-TIME				NURSES PART-TIME			LPN
STEPS	Exempt (185 work days & 3 holidays, 7.25 hours per day) (NEA)			Non-exempt (NEA)			NON-EXEMPT (185 Work Days & 3 Holidays, 8 hr day) (NEA)
	RN	BSN	MSN	RN	BSN	MSN	LPN - LT59
Step 1	35,382.00	37,011.00	37,890.00	25.96	27.15	27.80	15.15
Step 2	36,355.00	38,047.00	39,121.00	26.67	27.91	28.70	16.09
Step 3	37,355.00	39,113.00	40,392.00	27.41	28.70	29.63	17.03
Step 4	38,382.00	40,208.00	41,705.00	28.16	29.50	30.60	17.94
step 5	39,437.00	41,333.00	43,061.00	28.93	30.33	31.59	18.98
Step 6	40,522.00	42,491.00	44,460.00	29.73	31.17	32.62	20.06
Step 7	41,636.00	43,681.00	45,905.00	30.55	32.05	33.68	20.42
Step 8	42,781.00	44,904.00	47,397.00	31.39	32.94	34.77	20.78
Step 9	43,958.00	46,161.00	48,937.00	32.25	33.87	35.90	21.17
Step 10	45,166.00	47,453.00	50,528.00	33.14	34.82	37.07	21.60
Step 11	45,844.00	48,165.00	51,286.00	33.63	35.34	37.63	

NUTRITION SERVICES									
NON-EXEMPT (176 work days & 11 holidays)									
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
FS71	9.06	9.60	10.19	10.74	11.32	11.87	12.27	12.66	13.06
FS74	9.63	10.18	10.76	11.31	11.89	12.45	12.86	13.23	13.61
FS75	9.88	10.41	11.01	11.57	12.15	12.69	13.09	13.50	13.87
FS76	9.43	9.97	10.57	11.11	11.69	12.24	12.64	13.03	13.42
FS81	10.92	11.65	12.35	13.01	13.64	14.32	14.87	15.30	15.68
FS82	12.92	13.71	14.48	15.14	15.89	16.54	17.08	17.58	17.97
FS83	14.92	15.77	16.61	17.25	18.16	18.79	19.27	19.87	20.25
FS84	16.94	17.84	18.32	19.37	20.40	21.01	21.49	22.21	22.59
FS86	15.51	16.37	17.22	17.99	18.93	19.55	20.17	20.79	20.96

POSITION	SALARY GRADE
<b>Non-Exempt</b>	
Specialist	FS71
Lead Specialist	FS74
Range Cook, Middle School	FS74
Range Cook, High School	FS75
Asst. Range Cook, High School	FS76
Supervisor (Non-Exempt)	FS81
Elementary Supervisor (2 sites)/Middle School Supervisor	FS82
Elementary Supervisor (3 sites)	FS83
Elementary Supervisors (4 sites)	FS84
High School Supervisor (Satellites)	FS84
High School Supervisor	FS86

*Banquets and Similar Activities - The hourly rate of pay shall be the employee's regular rate with hours exceeding 40hrs/week to be compensated at the rate of one and one-half the employee's hourly pay rate.*

## OCCUPATIONAL/PHYSICAL THERAPISTS

(182 Work Days & 3 Holidays, 7.25 hr day) (Exempt & Nonexempt)

NONEXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16	
<b>OT58</b>	24.29	25.41	26.58	27.80	29.08	30.42	31.82	33.42	
EXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
<b>OT68</b>	44,843	47,085	49,440	51,912	54,507	57,232	60,094	63,098	66,254
<b>OT69</b>	48,431	50,853	53,394	56,064	58,868	61,811	64,902	68,147	71,553

  

Position	SALARY GRADE
Therapy Assistant	<b>OT58</b>
Occupational/Physical Therapist	<b>OT68</b>
Supervisor, Motor Services	<b>OT69</b>

## PARAPROFESSIONALS

NON-EXEMPT (173 Work Days & 11 holidays, 7.25 hr day)

SALARY GRADES	CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>PA43</b>	<b>A</b>	11.03	11.71	12.39	13.07	13.77	14.44	15.13	15.32
<b>PA42, PA44</b>	<b>B</b>	12.56	13.23	13.87	14.54	15.21	15.86	16.53	16.70
POSITION						CODE			
Paraprofessional Without a Bachelor's degree in Education or Teaching Certificate						<b>A</b>			
Paraprofessional With a Bachelor's degree in Education or Teaching Certificate						<b>B</b>			

## SPECIAL EDUCATION PARAPROFESSIONALS

NON-EXEMPT (174 Work days & 11 Holidays, 7.25 hr day)

SALARY GRADES	CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>PA41</b>	<b>A</b>	11.03	11.71	12.39	13.07	13.77	14.44	15.13	15.32
<b>PA40, PA48</b>	<b>B</b>	12.56	13.23	13.87	14.54	15.21	15.86	16.53	16.70
<b>PA45</b>	<b>C</b>	12.23	12.92	13.59	14.28	14.97	15.69	16.34	16.51
<b>PA46, PA47</b>	<b>D</b>	13.77	14.42	15.08	15.74	16.41	17.05	17.73	17.90
POSITION						CODE			
Paraprofessional Without a Bachelor's degree in Education or Teaching Certificate						<b>A</b>			
Paraprofessional With a Bachelor's degree in Education or Teaching Certificate						<b>B</b>			
Braille Transcriber without a Bachelor's degree in Education or Teaching Certificate						<b>C</b>			
Braille Transcriber with a Bachelor's degree in Education or Teaching Certificate						<b>D</b>			

**PARENT EDUCATORS**

EXEMPT (181 Work Days & 3 Holidays, 7.00 hr day)

SALARY GRADE	<u>step 1</u>	<u>step 2</u>	<u>step 3</u>	<u>step 4</u>	<u>step 5</u>	<u>step 6</u>	<u>step 7</u>	<u>step 8</u>	<u>Step 9</u>
PE56	35,386	36,094	36,816	37,552	38,303	39,069	39,851	40,648	41,400
PE57	33,828	34,505	35,195	35,899	36,617	37,349	38,096	38,896	39,616

POSITION	SALARY GRADE
Certificated	PE56
Non-Certificated	PE57

*\*All incumbents below the FLSA salary test minimum adjusted to \$913 per week effective Dec. 1, 2016*

Parent Educators Certificated Part-Time/Non-exempt	Parent Educators Non-Certificated Part-Time/Non-exempt
<b>SG 56</b>	<b>SG 57</b>
27.47	26.26
28.02	26.79
28.58	27.33
29.16	27.87
29.74	28.43
30.33	29.00
30.94	29.58
31.56	30.20
32.14	30.76

**SCHOOL POLICE**

NON-EXEMPT (8 Hour Day)

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 12	STEP 16	STEP 20
OF88	14.16	14.89	15.76	16.48	17.21	18.08	19.01	19.56	20.22	20.87
OF89/OF90	12.03	12.73	13.55	14.23	14.94	15.79	16.62	17.13	17.78	18.45

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
OF91/OF92	19.00	19.99	20.97	21.78	22.41	23.36	24.37	25.40

POSITION	SALARY GRADE	DAYS
Communications Clerk Supervisor	OF88	260
12 Month Communications Clerk (Dispatch, Transportation and School Police)	OF89	260
9 Month Communications Clerk	OF90	194
9 Month Officer	OF91	194
12 Month Officer	OF92	260

## SECRETARIAL/CLERICAL

NON-EXEMPT (8 Hour Day) (NEA)

SALARY GRADE CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
23	11.62	12.25	12.89	13.53	14.16	14.79	15.56	16.04	16.68	17.64
25	12.14	12.77	13.39	14.02	14.66	15.29	16.03	16.50	17.16	18.12
27	12.69	13.33	13.96	14.59	15.23	15.86	16.59	17.09	17.74	18.71
28	13.30	13.94	14.59	15.24	15.89	16.54	17.29	17.83	18.48	19.47
29	14.85	15.52	16.18	16.85	17.50	18.16	18.96	19.51	20.17	21.18
30	15.23	15.90	16.58	17.25	17.93	18.59	19.38	19.98	20.62	21.65
LT95 (7.25 hr)	10.52									

Months of Service	Work Days/Year	Holidays
9	186	11
9.6	199	11
10	207	11
12	248	12

SALARY GRADE	POSITION	MONTHS OF EMPLOYMENT
<b>Administrative Secretaries II</b>		
S730	Cabinet/Executive Team Members	12
S729	Custodial Services	12
S729	Director, Special Services	12
S728	Payroll Clerk	12
S728	Accounting Clerk	12
S728	Records Department Lead	12
S728	Director, Athletics	12
<b>Administrative Secretaries I</b>		
S727	Senior Leadership Team Members	12
S727	Assistant Director, Special Services	12
S727	Principal, High School	12
S727	Principal, Middle School	12
S727	Principal, Robberson Community School	12
<b>Secretaries/Clerical Staff</b>		
S725	Athletics Aide	12
S725	Building Services	12
S725	Curriculum, Instruction, & Assessment	12
S725	District Information Center	12
S725	Information Technology	12
S425/S725	Early Childhood	10/12
S325	Principal, Elementary	9.6
S725	Nutrition Services	12
S425/S725	High School Office	10/12
S725	Summer Learning & Student Experiences	12
S725	Parents as Teachers	12
S725	Professional Learning	12
S425/S725	Special Services	10/12
S125	Springfield Option Site	9
S125	Title I	9
S125	Early Childhood	9
S323	Elem/Middle Combination School	9.6
S323	Elementary Office	9.6
S423	Gifted Center	10
123/S423/S72	High School Office	9/10/12
S123/S423	Middle School Office	9/10
LT95	Clerical	As Needed

## TRANSPORTATION

NON-EXEMPT (175 Work Days & 11 Holidays) (Teamsters)

### BUS DRIVER

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BD60</b>	11.70	11.70	11.70	11.70	11.70	11.70	12.04	12.39
<b>BD61</b>	12.42	13.09	13.77	14.44	15.11	15.79	17.11	17.46
<b>BD63</b>	13.03	13.70	14.38	15.05	15.72	16.40	17.72	18.07
<b>Trainee</b>	10.00							

POSITION	SALARY GRADE
Substitute Driver	<b>BD60</b>
Driver	<b>BD61</b>
O/H Driver	<b>BD63</b>

  

POSITION	HOURLY RATE
Driver Trainee	10.00

*Regular A.M. and P.M. routes will be paid a minimum of 4 hours (x hourly rate). Special Driving Assignments (i.e., athletic, music, field activity, etc.) during school day, within district, will be paid a minimum of 2 hours (x hourly rate).*

### BUS AIDES (Teamsters)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BD44</b>	9.10	9.10	9.10	9.10	9.10	9.10	9.44	9.79
<b>BD45</b>	9.84	10.39	10.93	11.48	12.03	12.57	13.77	14.12
<b>BD46</b>	10.46	11.01	11.55	12.10	12.65	13.19	14.39	14.74

POSITION	SALARY GRADE
Substitute Bus Aide	<b>BD44</b>
Aide	<b>BD45</b>
O/H Aide	<b>BD46</b>

### TRANSPORTATION NURSES (LPN) (Teamsters)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
<b>BD50</b>	14.88	15.75	16.62	17.49	18.36	19.23	20.10	20.97	22.49	22.84

## TRANSPORTATION

NON-EXEMPT (175 Work Days & 11 Holidays) (Non-Represented)

### BUS DRIVER TRAINER/SAFETY TRAINER/LEAD DRIVER

<b>BD10/BD12</b>	14.54	15.01	15.62	16.23	16.82	17.42	18.03	18.85
------------------	-------	-------	-------	-------	-------	-------	-------	-------

### SERVICE MECHANICS

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>BD53</b>	15.78	16.63	17.51	18.40	19.25	20.10	21.01	21.18

### **SECTION 3**

- A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS**
- B. MISCELLANEOUS COMPENSATION  
(BY DAY, HOUR, MONTH, QUARTER OR EVENT)**
- C. ANNUAL EXTRA-CURRICULAR STIPENDS**
- D. ANNUAL FLAT RATE STIPENDS**
- E. ANNUAL MISCELLANEOUS STIPENDS**

### Section 3-A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS

Positions below will be compensated by the teachers' salary schedule, plus the annual supplements and/or additional days listed.

Position	Annual Supplement	Extended Assignment	Position	Annual Supplement	Extended Assignment
Counselor	550	5 Days (Elem)	Ass't to the Principal	1,000	15 Days
		10 Days (MS)	Coordinator, HS Interventions	8,000	10 Days
		15 Days (HS)	Program Coordinator, SOS	8,000	10 Days
		Up to 5 Days (HS)	Coordinator, MS	4,000	8 Days
Counselor Facilitating Senior Days	None	Up to 5 Days (HS)	School Psychologist	4,000	21 Days
Coordinator, PYP/MYP	None	10 Days	Title I Coach	3,000	Per Contract
Librarian	None	10 Days (Elem)	SLP Holding ASHA	500	None
		10 Days (MS)	Counselor/Community Coord.	550	15 Days
		15 Days (HS)	Counselor IB	0	10 Days
Library Media Spec/Community Coord. - Robberson	None	20 Days	Coordinator IB - CP	0	5 Days
Coordinator, A+	None	10 Days	Coordinator IB - DP	0	10 Days
Nat'l Board Certified Teacher	3,000	None	Process Coordinator	4,000	10 Days
Altern. Advisor (Study)	None	10 Days	Middle College Teacher	None	20 Days
Alternative Lead Teacher (MS)	None	5 Days	Missouri Options Advisor	None	5 Days
GOCAPS Teacher	500	20 Days	Work Experience Supervisor	9% of Salary	15 Days
Liaison for Homeless and Support Services	3,000	30 Days	Bd. Cert. Behav. Analyst	1,500	10 Days
			Learning Coach, Elementary	3,000	3 Days

### Section 3-A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS

#### OTHER POSITIONS

Position	Annual Supplement	Extended Assignment	Position	Annual Supplement	Extended Assignment
NBCSN National School Nurse Certification	3,000	None	LPNs serving as the sole school nurse	2,000	None
Early Childhood Special Education Nurse	None	10 Days	Nutrition Supervisors in combo Schools	180	None
PAT Leader	1,000	15 Days	Nursery Lead	1,000	None
Parent Educator W/ Master's Degree	500	None	Range Officer	1,136	None
Officer Assoc. Degree w/ 62 hours	500	None	Co-lateral Training Officer	1,147	None
Uniformed Officer 9 mo	600	None	B.S Degree – Officer	1,000	None
New Officer Training	None	5 Days	Uniformed Officer 12 mo.	850	None

**Section 3-B. MISCELLANEOUS COMPENSATION**  
**Per Day, Hour, Month, Quarter or Event (Paid Per Occurrence)**  
**Pages 18, 19 & 20**

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
<b>Athletics</b>	Game Worker/Scoreboard Operator	10	Hourly
	Athletics Supervision	50	Per Event
	Athletics Supervision (Full Day Tournament)	100	Per Event
	Track/Golf Tournament Assistant	15	Hourly
	Summer Athletics Camp Coach	15	Hourly
	Summer Athletics Aide	10	Hourly
	Ticket Manager	13	Hourly
	Tournament Liaison	300 - 500	Per Event
	Tournament Assistant Coordinator	1,000	Per Event
	Venue Scheduler	100	Monthly
<b>Counseling</b>	Testing	30	Hourly
<b>Early Childhood</b>	Screeener	17	Hourly
	Lead SWAP Worker	12	Hourly
	SWAP Worker	10	Hourly
<b>Federal Programs</b>	Training Attendee	25	hourly
	School/Parent Involvement Activities*	25	Hourly
	Immigrant/Migrant Family Liaison	25	Hourly
	Interpreters/Translators	25	Hourly
	Assessment Facilitators	17	Hourly
<b>Leadership Team</b>	Academic Executive Director In-District Mileage	150	monthly
<b>Learning Support</b>	Math/Science Night Coordinator		
	Writing	20	Hourly
	New Curriculum Training	17.50	Hourly

<b>Learning Development</b>	Step-Up Participant	17.50	Hourly
	Training Attendee (Full Day)*	75	Daily
	Training Attendee (Less Than Full Day)*	17.50	Hourly
	Training Facilitator*	20.00-40.00	Hourly
	Teacher Assistance Program Mentor	17.50	Hourly
	SPS Connect: Subject Matter Expert	***\$500/mo. or \$250 per topic (one seated & one online session) 7 hours - \$35/hr.	
	SPS Connect: Guest Speaker	75.00	Event
	SPS Connect: Teacher Track - 40 participants (20 Elementary;20 Secondary)	***\$3,000 Total - {\$1,000 paid Dec. 2017,\$1,000 paid 2018, \$1,000 paid 2019; \$1,000 paid June 2018; \$1,000 paid June 2019 - program must be completed to receive final payment}	
	SPS Connect: Leadership Track - 16 participants	***\$3,500 Total - {\$1,750 paid June 2018; \$1,750 paid June 2019}	
	SPS Connect: Facilitators - Teacher Track (3 teachers max)	***\$4,500 Total Per Teacher - {\$2,250 per semester for 2 semesters; 1 paid June 2017 and 1 paid Dec. 2017}	
SPS Connect: Facilitators - Leader Track (1 Teacher max)	***\$6,750 Total - {\$2,250 per semester for 3 semesters; 1 paid June 2017; 1 paid Dec. 2017; and 1 paid June 2018}		
<b>Secretaries</b>	Certified Administrative Professional (applied to EE based on months of service)	100	Month
<b>Special Services</b>	Teacher IEP Compliance	25	Hourly
	Cognitive Diagnostic Testing	75	Per Test
	Tutoring Private/Parochial School Students	Employee's Base**	
<b>Transportation</b>	Passing a min. 3 of 8 Testing areas for ASE Certifications	100	Monthly
<b>High School</b>	Drama/Musical Asst.	1000	Per Event
	Cadet Teaching Advisor	200	Quarterly
	Incentive I Mentor	25	Hourly
	JFK Concession Manager	125	Per Event
	JFK Concession Worker	25	Per Event
	Concession Manager (Sites other than JFK)	25	Hourly
	Band Aide	Min. Wage	Hourly
	Band Percussion Instructor	20	Hourly
	ACT Boot Camp	25	Hourly
	Dual Credit Teachers (10 Student Max)	25	Per Student
	Cheer/Choreography Assistant	15	Hourly
	Summer Band Instructor	20	Hourly
	Summer Band Aide	Min. Wage	Hourly

<b>Middle School</b>	Concession Manager	25	Hourly
	Music Contest Assistant	200	Event
	Summer Band Instructor	20	Hourly
	Summer Band Aide	Min. Wage	Hourly
	Color Guard Coach	10	Hourly
	Color Guard Aide	Min. Wage	Hourly
<b>ALL SCHOOLS</b>	Soundboard Operator	15	Hourly
	FEMA Emergency Shelter Event	\$50 Per Event plus \$25 per hour	
	Band/Choir/Orchestra Accompanist	25	Hourly
	Band/Choir Competition Asst.	100	Per Event
	District Solo/Ensemble Accompanist *****	25	Per Event
	State Solo/Ensemble Accompanist *****	50	Per Event
	C-STAR Teacher	25	Hourly
	ID Processor	9	Hourly
	Tutor	25	Hourly
	Lunchroom Aides	8.30	Hourly
	Student Workers	Min. Wage	Hourly
	Miscellaneous Physical Labor	8.00-12.00	Hourly
	Miscellaneous Professional Services	15.00 - 25.00	Hourly
	MSHSAA Music Festival Support Staff*****	10.00 - 30.00	Hourly
	MSHSAA Music Festival Manager****	500	Per Event
	MSHSAA Music Festival Scheduler****	407	Per Event
	Online Teacher (A minimum of 5 students must be enrolled to offer course)	\$1,000 per course - 5-11 students enrolled; \$2,520 per course - 12+ students enrolled	
	Qualified Separation Notice Rcvd by January 4	1000	Per Event
	Qualified Separation Notice Rcvd by February 1	750	Per Event
	Qualified Separation Notice Rcvd by March 20	500	Per Event

\* When attendance is required outside of regular work/contract day and when the event is not listed elsewhere in this schedule.

\*\* Teachers, Therapists, and Speech Pathologists tutoring private or parochial students will receive the hourly base rate associated with their current regular position.

\*\*\*Paid only if program is offered and for stated time periods only

\*\*\*\* Contingent upon MSHSSAA reimbursement (High Schools only)

\*\*\*\*\* Applies to High Schools only

<b>Middle School</b>	Concession Manager	25	Hourly
	Music Contest Assistant	200	Event
	Summer Band Instructor	20	Hourly
	Summer Band Aide	Min. Wage	Hourly
	Color Guard Coach	10	Hourly
	Color Guard Aide	Min. Wage	Hourly
<b>ALL SCHOOLS</b>	Soundboard Operator	15	Hourly
	FEMA Emergency Shelter Event	\$50 Per Event & current hourly wages + .5 (Non-Exempt) example: \$10 per hour +.5 = \$15 per hour	
	Band/Choir/Orchestra Accompanist	25	Hourly
	Band/Choir Competition Asst.	100	Per Event
	District Solo/Ensemble Accompanist *****	25	Per Event
	State Solo/Ensemble Accompanist *****	50	Per Event
	C-STAR Teacher	25	Hourly
	ID Processor	9	Hourly
	Tutor	25	Hourly
	Lunchroom Aides	8.30	Hourly
	Student Workers	Min. Wage	Hourly
	Miscellaneous Physical Labor	8.00-12.00	Hourly
	Miscellaneous Professional Services	15.00 - 25.00	Hourly
	MSHSAA Music Festival Support Staff*****	10.00 - 30.00	Hourly
	MSHSAA Music Festival Manager****	500	Per Event
	MSHSAA Music Festival Scheduler****	407	Per Event
	Online Teacher (A minimum of 5 students must be enrolled to offer course)	\$1,000 per course - 5-11 students enrolled; \$2,520 per course - 12+ students enrolled	
	Qualified Separation Notice Rcvd by January 4	1000	Per Event
	Qualified Separation Notice Rcvd by February 1	750	Per Event
	Qualified Separation Notice Rcvd by March 20	500	Per Event

\* When attendance is required outside of regular work/contract day and when the event is not listed elsewhere in this schedule.

\*\* Teachers, Therapists, and Speech Pathologists tutoring private or parochial students will receive the hourly base rate associated with their current regular position.

\*\*\*Paid only if program is offered and for stated time periods only

\*\*\*\* Contingent upon MSHSSAA reimbursement (High Schools only)

\*\*\*\*\* Applies to High Schools only

### SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS

Appointment to the following assignments is made on an annual basis and is not subject to the continuing contract provisions of state law. All percentages refer to a percentage of step one (1) of the lowest level of the Teachers' Salary Schedule.

GROUP A	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Basketball Head Coach, High School Football Director, High School Marching Band	1	1	19.1%	\$7,064.52
	2	3	20.4%	\$7,545.35
	3	5	21.6%	\$7,989.19
	4	7	22.8%	\$8,433.04
	5	10	24.3%	\$8,987.84
	6	15	25.0%	\$9,246.75
	7	20	26.0%	\$9,616.62
	8	25	27.0%	\$9,986.49
GROUP B	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Soccer Head Coach, High School Swimming Head Coach, High School Wrestling Head Coach, High School Softball Head Coach, High School Track Head Coach, High School Volleyball Head Coach, High School Baseball	1	1	14.3%	\$5,289.14
	2	3	15.3%	\$5,659.01
	3	5	16.3%	\$6,028.88
	4	7	17.5%	\$6,472.73
	5	10	19.0%	\$7,027.53
	6	15	20.0%	\$7,397.40
	7	20	21.0%	\$7,767.27
	8	25	22.0%	\$8,137.14
GROUP C	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Debate Director, High School Vocal Music Director, Springfield Youth Symphony Director, High School Orchestra	1	1	13.7%	\$5,067.22
	2	3	14.8%	\$5,474.08
	3	5	15.8%	\$5,843.95
	4	7	17.0%	\$6,287.79
	5	10	18.0%	\$6,657.66
	6	15	18.5%	\$6,842.60
	7	20	19.0%	\$7,027.53
	8	25	20.0%	\$7,397.40
GROUP D	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Cheerleading Head Coach, High School Cross Country Director, High School Drama Assistant Coach, High School Basketball Assistant Coach, High School Football	1	1	12.4%	\$4,586.39
	2	3	13.5%	\$4,993.25
	3	5	14.5%	\$5,363.12
	4	7	15.7%	\$5,806.96
	5	10	17.2%	\$6,361.76
	6	15	18.0%	\$6,657.66
	7	20	19.0%	\$7,027.53
	8	25	20.0%	\$7,397.40

Effective 1/1/2017, all Non-Exempt (hourly) SPS employees who receive payment for a stipend from Section 3-C will be required to sign a volunteer service agreement confirming acceptance of the stipend as a 'nominal fee' that is not eligible for overtime pay. All 3B stipends are paid from a submitted timesheet.

### SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)

GROUP E	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, High School Drum Corps	1	1	10.3%	\$3,809.66
	2	3	11.3%	\$4,179.53
	3	5	12.3%	\$4,549.40
	4	7	13.5%	\$4,993.25
	5	10	15.0%	\$5,548.05
GROUP F	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Diving	1	1	8.6%	\$3,180.88
Assistant Coach, High School Soccer	2	3	9.4%	\$3,476.78
Assistant Coach, High School Wrestling	3	5	10.5%	\$3,883.64
Assistant Coach, High School Softball	4	7	11.7%	\$4,327.48
Assistant Coach, High School Track	5	10	13.2%	\$4,882.28
Assistant Coach, High School Volleyball	6	15	14.0%	\$5,178.18
Assistant Coach, High School Baseball	7	20	15.0%	\$5,548.05
Assistant Coach, High School Swimming	8	25	16.0%	\$5,917.92
Assistant Coach, High School Speech & Debate				
Sponsor, High School Print Journalism				
Sponsor, High School Broadcast Journalism				
Sponsor, DECA				
Sponsor, PLTW (High School)				
Sponsor, FBLA				
Sponsor, FCCLA				
GROUP G	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, Middle School Basketball	1	1	7.9%	\$2,921.97
Head Coach, Middle School Football	2	3	8.7%	\$3,217.87
	3	5	9.6%	\$3,550.75
	4	7	10.8%	\$3,994.60
	5	10	12.3%	\$4,549.40
	6	15	13.0%	\$4,808.31
	7	20	14.0%	\$5,178.18
	8	25	15.0%	\$5,548.05
GROUP H	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Tennis	1	1	6.6%	\$2,441.14
Head Coach, High School Golf	2	3	7.4%	\$2,737.04
Assistant Director, High School Band	3	5	8.2%	\$3,032.93
Sponsor, Academic Team	4	7	9.4%	\$3,476.78
	5	10	10.9%	\$4,031.58
	6	15	12.0%	\$4,438.44
	7	20	13.0%	\$4,808.31
	8	25	14.0%	\$5,178.18

### SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)

GROUP I	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, Middle School Cheerleading	1	1	6.0%	\$2,219.22
Head Coach, Middle School Track	2	3	6.9%	\$2,552.10
Head Coach, Middle School Volleyball	3	5	7.7%	\$2,848.00
Head Coach, Middle School Wrestling	4	7	8.9%	\$3,291.84
Head Coach, Middle School Debate	5	10	10.4%	\$3,846.65
Head Coach, Middle School Cross Country	6	15	11.0%	\$4,068.57
Sponsor, High School Student Council	7	20	12.0%	\$4,438.44
	8	25	13.0%	\$4,808.31
GROUP J	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, Middle School Vocal Music	1	1	5.3%	\$1,960.31
Director, Middle School Band	2	3	6.2%	\$2,293.19
Director, Middle School Orchestra	3	5	6.8%	\$2,515.12
Director, Elementary Vocal Music	4	7	8.0%	\$2,958.96
Assistant Coach, Middle School Football	5	10	9.5%	\$3,513.77
Assistant Coach, Middle School Basketball	6	15	10.1%	\$3,735.69
	7	20	10.7%	\$3,957.61
	8	25	11.3%	\$4,179.53
GROUP J-2	STEP	YEARS EXPERIENCE	%	AMOUNT
Sponsor, High School Pom/Dance Team	1	1	5.9%	\$2,182.23
Sponsor, High School Winterguard/Colorguard	2	3	6.8%	\$2,515.12
	3	5	7.7%	\$2,848.00
	4	7	8.8%	\$3,254.86
	5	10	10.7%	\$3,957.61
	6	15	11.0%	\$4,068.57
	7	20	11.6%	\$4,290.49
	8	25	12.3%	\$4,549.40
GROUP K	STEP	YEARS EXPERIENCE	%	AMOUNT
Core Department Head, High School	1	1	5.0%	\$1,849.35
Foreign Language Department Head, High School	2	3	5.9%	\$2,182.23
Assistant Coach, High School Cross Country	3	5	6.7%	\$2,478.13
Assistant Coach, High School Tennis	4	7	7.9%	\$2,921.97
Assistant Director High School Drum Corps*	5	10	9.8%	\$3,624.73
	6	15	10.0%	\$3,698.70
	7	20	11.0%	\$4,068.57
	8	25	12.0%	\$4,438.44

*\*Must have 18-20 members to assign stipend. Any situation that deviates from this guideline must be pre-approved by Executive Director and Cabinet prior to assigning the stipend.*

### SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)

GROUP L	STEP	YEARS EXPERIENCE	%	AMOUNT
Sponsor, Middle School Student Council	1	1	4.4%	\$1,627.43
Sponsor, Middle School Newspaper	2	3	5.1%	\$1,886.34
Sponsor, Middle School Memory Book	3	5	5.9%	\$2,182.23
Sponsor, Middle School Pep Club	4	7	7.2%	\$2,663.06
Sponsor, Secondary Intramurals	5	10	8.6%	\$3,180.88
Sponsor, PLTW (Middle School)*	6	15	9.2%	\$3,402.80
	7	20	10.0%	\$3,698.70
	8	25	11.0%	\$4,068.57

*\*Contingent on receiving grant*

GROUP L-2	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, Youth Strings	1	1	3.4%	\$1,257.56
Director, Junior Youth Symphony	2	3	4.2%	\$1,553.45
Director, Concert Band	3	5	5.0%	\$1,849.35
Director, Basketball Band	4	7	6.1%	\$2,256.21
Assistant Director, Springfield Youth Symphony	5	10	7.5%	\$2,774.03
Assistant Coach, Middle School Track	6	15	8.2%	\$3,032.93
Assistant Coach, Middle School Volleyball	7	20	8.9%	\$3,291.84
	8	25	9.5%	\$3,513.77

### SECTION 3-D. ANNUAL FLAT RATE STIPENDS

All percentages indicated in the chart below refer to a percentage of Bachelor's step one (1) of the teachers' salary schedule.

Level 1	10% (3,698.70)	10% (3,698.70)	5% (1,849.35)	3% (1,109.61)	2% (739.74)	2% (739.74)	1% (369.87)
Level 2*	13% (4,808.31)				3%ES Lead Teacher* (1,109.61)	3% (1,109.61)	2% (739.74)
	CDC Chair - Level 2 during 3 years surrounding new curriculum adoption	District Director, Science Competition	Supervisor, Weight Room	Coordinator, HS Community Service (Less than 12 Students)	Coordinator, HS Science Competition	HS Non-Core Dept Chair - Level 2 during 3 years surrounding new curriculum adoption	MS Core Dept. Chair - Level 2 during 3 years surrounding new curriculum adoption
			Coordinator, HS Community Service (Greater than 12 Students)	Site Coordinator, HS Diversity	Site Coordinator, Reading Assessment		ES CDC member - Level 2 during 3 years surrounding new curriculum adoption
			Site MS Athletic Director	MS & HS Athletic Aide	ES Lead Teacher*		
			HS National Honor Society	MS National Junior Honor Society	MS Math Team		
					MS Science Fair or Olympiad		

*\*Unless otherwise noted, Level 2 is paid for the third and subsequent consecutive years of service in the same stipend position listed in the "flat rate" section.*

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
Athletics	Athletics Supervision (Full Season)	2,000	Annual- paid upon completion (See #2 below)
	Athletic Coordinator	2,100	Annual
	Golf Schedule Coordinator	250	Annual- paid upon completion (See #2 below)
	Football Development Director	10,792	Annually
	Basketball Development Coordinator	3,400 - 4,966	Annually
	Basketball Development Assistant Coordinator	400 - 1,023	Annually
	Baseball Development Coordinator	3,300	Annually
	Coordinator - Off-season Conditioning Program	3,508 (Per season - 877)	Annually
Blended Learning	Mentor	500	Annual- paid upon completion (See #2 below)
	LAUNCH Instructor	2,520	per course
Choice	Teacher Externship	500	Annual- paid upon completion (#2 below)
Counseling	Lead High School Counselor (1 per HS)	1,000	
	National Certified Counselor	500	Annually
Learning Support	Language Arts Fair Coordinator	750	Annual- paid upon completion (See #2 below)
	Sister City Liaison	1,000	Annually
	Elementary STEAM Club Sponsor	725	Annual
	Elementary Honor Choir Coordinator	450	Annual
	Elementary Math Club Sponsor	725	Annual
	Middle School Scholar Bowl Coach	725	Annual
	Middle School Scholar Bowl Director	1,088	Annual
	Middle School Archery Sponsor	1,088	Annual
	Middle School Honor Choir/Band	450	Annual
	Middle School Site Engagement Coordinator	400	Annual
	MS Student Interest Club Teachers (MS Engagement Program)	250	per Quarter
	Equity and Access Champions (Elem/MS)	500	Annual
	Equity and Access Champions (HS)	1,000	Annual
	High School Archery Sponsor	2,176	Annual
	High School Assistant Choir Director	1,813	Annual
Learning Development	Evolving Leaders Mentor	750	Annual- paid upon completion (See #2 below)
	New Teacher Liaison	500	
	SPLS Liaison - Sites with 25 FTE or Less	100	
	SPLS Liaison - Sites with 26-50 FTE	150	
	SPLS Liaison - Sites with 51 FTE or Greater	200	
Nutrition Services (Hourly/Non-Exempt)	Coordinator, Catering (paid hourly based on annual pay cycle)	3,500	Annually
	Assistant Coordinator, Catering (paid hourly based on annual pay cycle)	2,500	Annually
AAA	K-8 Site Test Coordinator 500+ (April)	800	Annual- paid upon completion (See #2 below)
	K-8 Site Test Coordinator 401-500 (April)	700	
	K-8 Site Test Coordinator 301-400 (April)	600	
	K-8 Site Test Coordinator 0-300 (April)	500	
	HS Site Test Coordinator – 8 Block (Dec, May)	900	
	HS Site Test Coordinator – 4 Block (Oct, Dec, Mar, May)	1,150	
	Study K-12 Site Test Coordinator (Dec, Apr, May)	600	

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
Elementary	Community School Principal	3,200	Annually
	Club Encore (Extended Learning Program) Site Liaison	500	Per Semester
	Club Encore (Extended Learning Program) Tutor (per club)	1,050	Per Semester
	Extended Learning Liaison 1-20 Students	300	Annual- paid upon completion (See #2 below)
	Extended Learning Liaison 21+ Students	400	
	School Garden Coordinator	200	
High School	Prom Coordinator	500	Annually
	Extracurricular Sponsor	250-500	Annually
	IB Essay/CAS Coordinator	3,000	Annually
	Math Team Sponsor	1,372	Annually
	Teacher Mentoring Supervisor	1,500	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 1-5 yrs experience	2,100	
	Special Services Dept Chair 5+ yrs experience	2,400	
Middle School	Honor Choir/Band	250	Annual- paid upon completion (See #2 below)
	Middle School Advisor/Advisee	1,190	
	Extended Learning Program Site Liaison	500	Per Semester
	Extended Learning Program Tutor (per club)	1,050	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 1-5 yrs experience	1,400	
	Special Services Dept Chair 5+ yrs experience	1,750	
All Schools	Website Maintenance	250	Annual- paid upon completion (See #2 below)
	Teacher Support Team	1,000	
	Explore Liaison	600	
	Principal Combo School	750	Annually
	Wellness Champion	250	Annually
	Assistant Principal Combo School	375	Annually

**All Section 3-E Stipends will be paid as follows:**

1. Annually = paid over 12 months (Sept. through Aug. pay cycle. Payments may be pro-rated for remaining months in pay cycle, if necessary) OR
2. Annual - paid upon completion = A. paid when timesheet is submitted\*; B. Non-Certified, Non-Exempt or Non-SPS Staff stipends will be paid at \$7.65 per hour by submitting a monthly timesheet, then a timesheet stating "final timesheet" is submitted at the end of the assignment then the remaining balance owed will be paid.

\* Department directors or designee are responsible for submitting all Section 3-E stipends to HR for processing by the payroll cutoff date.

**SECTION 4**

**SUBSTITUTE & TEMPORARY SALARIES  
(CERTIFIED & CLASSIFIED)**

## Section 4. Substitute and Temporary Staff Rates

<b>EXEMPT</b>			
<b><u>Teacher</u></b>			
Regular Daily Rate			84.50
Regular Teacher Substituting on Conference Period Hourly Rate			22.33
11+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	107.57	123.07
	Half Day	53.79	61.54
46+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	123.08	135.52
	Half Day	61.54	67.76
<b><u>Counselor</u></b>			
Regular Daily Rate			151.50
Former SPS Counselor Daily Rate			176.75
<b><u>School Administration</u></b>			
<b><u>Principal</u></b>			
Regular Daily Rate			230.00
11+ Days in the Same Assignment			280.00
<b><u>Assistant Principal</u></b>			
Regular Daily Rate			165.00
11+ Days in the Same Assignment			205.00
<b><u>Nursing</u></b>			
Nurses Daily Rate			116.00
Nurses 11+ Days in the Same Assignment			Nurses Schedule -Step 1 Daily Rate
Former SPS Nurse Hourly Rate			25.00
Former SPS Nurse in Lead Assignment Hourly Rate			30.00
<b><u>Other Staff</u></b>			
Interpreter Hourly Rate			25.00
Speech Language Pathologist Daily Rate			253.75
Occ Therapist Registered/Licensed (OTR); Physical Therapist (PT)			362.50 per day
Certified Occ Therapy Asst (COTA); Physical Therapy Asst (PTA)			290.00 per day
Homebound Teacher Hourly Rate			25.00
Specialized SPED Instructional Services			40-70 Hourly

## Section 4. Substitute and Temporary Staff Rates

<b>NON-EXEMPT</b>	
<b><u>Paraprofessional</u></b>	
Regular Hourly Rate	10.10
11+ Days in the Same Assignment	
	Non-Degreed in Education
	Degreed in Education
	Non-Degreed Ed.(Comp. Lab)
	Degreed in Ed. Degree (Comp. Lab)
	10.34
	11.78
	11.47
	12.91
<b><u>Clerical</u></b>	
Secretary Hourly Rate	8.62
<b><u>Other Substitute and Temporary Assignments</u></b>	
Nutrition Services Hourly Rate	8.50
Nutrition Services 11+ Days in the Same Assignment	Nutrition Services Schedule Step 1 Hourly Rate
Transportation Driver Hourly Rate	11.70
Transportation Aide Hourly Rate	9.10
Transportation Driver Hourly Rate (O/H Route)	12.30
Transportation Aide Hourly Rate (O/H Route)	9.70
Transportation Nurses	Transportation Nurses Schedule Step 1 Hourly Rate
Temporary Custodian Hourly Rate	10.00
Temporary Head Custodian 5+ Days in the Same Assignment	.50 Added to Hourly Rate
School Police Dispatcher Hourly Rate	12.12
Temp Worker Hourly Rate	10.00
Stipend Overage Hourly Rate (Non-Exempt Only)	Min. Wage