



2023 – 2024 Salary Schedules

**The School District of Springfield, R-12
1359 E. St. Louis Street
Springfield, MO 65802**

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**Board of Education
Approval Recommendation March 26, 2024**

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Salary Schedule Placement and Pay Schedule

Pay Dates - Primary Base Position

Employees hired to work a full or part time position are paid on a semi-monthly pay schedule. Exempt employees pay is annualized over 24 pay periods, with pay dates on the 15th and last day of each month. Non-exempt employees are compensated for hours actually worked in the prior pay period.

Pay Dates - Temporary/Hourly/3-B Miscellaneous Compensation

Temporary/Hourly/Miscellaneous - Timesheets received by payroll will be paid in accordance with the approved pay period calendar.

Summer Trainings: Any training completed and turned in to payroll by June 15th will be paid by June 30th. Any trainings completed and turned in after June 15th will be paid on September 15th.

New employees will be paid on the first paycheck in accordance with their work calendar.

Example: New Teachers are paid from September to August so their summer training would be paid on September 15.

Retirees

Timesheets* received by payroll prior to the 10th (for prior months work) will be paid the last pay day of the month following the month in which the work was completed.

Compensation for athletic or activities positions listed on Section 3-C will be paid in one-lump sum as follows:

- Fall Athletics/Activities paid on October 31.
- Winter Athletics/Activities paid on February 28.
- Spring Athletics/Activities paid on May 31.

**Timesheets will not be required for PSRS (certified) retirees working in extra-curricular athletic or activity positions.*

Extra-Curricular Positions

Staff will be compensated over 24 pays or remaining pays if less than 24 pays remain (prorated, if applicable). Payment schedule will be based upon the staff members primary positions. Staff without a primary position will default to the teacher payment schedule

Appointment to extra-curricular assignments is made on an annual basis and is not subject to the continuing contract provisions of state law.

Volunteer Service Agreement: All non-exempt (hourly) SPS employees & retirees who receive payment for an extra-curricular position or stipend will be required to sign a volunteer service agreement confirming acceptance of the payment as a 'nominal fee' that is not eligible for overtime pay. Non-Exempt employees should not receive a stipend for job duties that are the same or similar to their primary job duties.

Letters of Appointment: All exempt SPS employees who receive payment for an extra-curricular position or stipend will be required to sign a Letter of Appointment confirming acceptance of the assignment.

Teacher Salary Schedule

182 Work Days & 3 Holidays - Exempt

186 Work Days & 3 Holidays - Exempt New Hires

Pay Grade	TABS	TCMS	TESP	TFDR
Step	Bachelor's	Master's	Master's +30* or Specialist	Doctorate
1	43,200	47,443	50,092	50,341
2	44,065	48,392	50,834	50,834
3	44,943	49,361	51,849	51,849
4	45,847	50,348	52,888	52,888
5	46,762	51,354	53,947	53,947
6	47,426	52,382	55,026	55,026
7	48,413	53,432	56,125	56,125
8	49,381	54,497	57,661	58,077
9	50,369	55,771	58,953	60,052
10	51,377	57,781	60,241	62,059
11	52,404	59,848	62,013	63,572
12	53,555	61,937	63,754	66,174
13	54,088	62,553	64,390	66,840
14	54,630	63,182	65,035	67,086
15	55,177	63,814	65,685	67,753
16	55,730	64,452	66,343	68,432
17	56,287	65,092	67,006	69,117
18	56,851	65,746	67,675	69,805
19	57,419	66,400	68,355	70,503
20	57,993	67,066	69,034	71,209
21	57,993	67,738	69,727	71,921
22	57,993	68,414	70,425	72,639
23	57,993	69,098	71,127	73,365
24	57,993	69,789	71,841	74,098
25	57,993	70,488	72,558	74,841
26	57,993	71,541	73,641	75,956
27	57,993	72,255	74,376	76,718
28	57,993	72,982	75,120	77,482
29	57,993	73,707	75,872	78,257
30	57,993	74,458	76,632	79,043

Advanced Degree: Teachers paid on the Teacher salary schedule who receive an advanced degree must submit their official transcripts by August 25 to be paid on the first September payroll. Any submission between August 26 and September 15 will be processed on the next available payroll. If received after September 15 processing will occur in January. Fall graduates may submit transcripts by January 15 to be prorated effective for second semester.

Placement: for the 2023-2024 school year, the following applies to teacher new hires:

- A. Teachers with no qualifying teaching experience will be placed at step 1 of applicable column.
- B. Teachers with 1 full year of qualifying teaching experience will be placed at step 2 of applicable column.
- C. Credit will be given for up to 15 years of prior qualifying teaching experience; 15 years of teaching experience equates to placement at step 16 on the applicable column.
- D. All qualifying teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 15 years.
- E. Number of days worked for new teachers includes four additional days.
- F. Master's +30* - Thirty (30) hours must be earned via studies begun after completing Master's Degree. This can be satisfied by Graduate credits in your area of certification and/or College course work which would relate directly to a teaching assignment.

Placement for re-hires: A candidate who was previously employed with the district may be considered for re-hire if the candidate left the district in good standing. If a candidate is re-hired, the guidelines listed above for new hires will apply for placement on the teachers salary schedule.

Minimum Salary: Per Missouri Revised Statute 163.172, the minimum salary for a full-time teacher with bachelor's degree is \$25,000 and the minimum salary for a full-time teacher with a master's degree with at least ten years of teaching experience in a public school or combination of public schools is \$33,000. All teachers are to receive at least their FTE proration of the applicable salary.

Teacher Extended Days and Supplements

The following exempt positions are compensated by the teachers' salary schedule,

Certified Position Assigned to Base Position	Extended Days	Annual Supplement
Missouri Options Advisor	5	\$0
Counselor - Elementary School or Early Childhood School	5	\$550
Virtual Learning Teacher-Elementary Curriculum Lead	6	\$0
Counselor - Choice Programs	7	\$550
Affective Education/Assessment Coordinator	8	\$550
Coordinator - Middle School Interventions	8	\$4,000
Coordinator - A+		
Library Media Specialist - Elementary/Middle School	10	\$0
Coordinator - International Baccalaureate - Primary Years Programme		
Coordinator - International Baccalaureate - Middle Years Programme	15	\$0
Refugee and Immigrant Services Coordinator	10	\$3,000
School Community Liaison-ESSER	10	\$0
Counselor - Middle School or Early Childhood Special Education	10	\$550
Instructional Specialist, Wonder Years	10	\$1,000
Title I Behavior Intervention Specialist II	10	\$0
Title I School/Home Specialist - Elementary or Middle School (Non-Certified)	10	\$1,000
Board Certified Behavior Analyst	10	\$2,000
Process Coordinator	10	\$4,000
Coordinator - High School Interventions	10	\$8,000
Agriculture Academy Teacher	15	\$0
Instructional Coach (FY24 only)	15	\$1,500
Library Media Specialist - High School	15	\$0
Counselor - High School/Launch	15	\$550
Academy Coach - High School		
Community Engagement Coordinator (Robberson)		
Graduation Specialist		
Middle College Teacher	20	\$0
Specialist-Social & Emotional Behavioral		
Virtual Learning Teacher-Secondary Curriculum Lead		
GOCAPS Teacher	20	\$500
Title I Facilitator - Reading, Teacher Leader, Literacy, Numeracy	20	\$3,000

Eligibility will be Reviewed and Assigned Annually	Extended Days	Annual Supplement
Alternative Advisor (Study)	5	\$0
Alternative Lead Teacher - Middle School	5	\$0
Coordinator - International Baccalaureate - Career Programme	10	\$0
Coordinator - International Baccalaureate - Diploma Programme	10	\$0
Counselor - Facilitating Senior Days	up to 5	\$0
Counselor - International Baccalaureate	10	\$0
Counselor - Lead Early Childhood School (1 per school)	10	\$550
Lead Teacher - English Language Development	5	\$5,000
Work Experience Supervisor-Cooperative Career Education (COE)	15	9% of Salary
Special Services - Assistive Technology	5	\$0

Administrative Other Positions To Be Reviewed/Assigned Annually	Department	Annual Supplement
Assistant Principal Combo School	HR	\$375
Executive Director - In District Mileage	HR	\$1,800
Principal Combo School	HR	\$750
Principal Community School	HR	\$3,200

Facility Services Salary Schedule

Non-Exempt - Per Hour Rates

Step	S120	S130	S150	S160	S170	S180	S190	S200	S210	S220
1	15.45	16.20	17.75	18.55	19.30	20.10	20.60	21.10	22.15	23.20
2	15.75	16.55	18.15	18.95	19.70	20.55	21.10	21.75	22.75	23.85
3	16.05	16.85	18.50	19.35	20.15	21.00	21.65	22.35	23.40	24.50
4	16.40	17.15	18.85	19.80	20.55	21.50	22.15	22.95	24.00	25.20
5	16.70	17.45	19.20	20.20	20.95	21.95	22.65	23.60	24.60	25.85
6	17.05	17.80	19.60	20.65	21.40	22.45	23.25	24.25	25.30	26.55
7	17.40	18.20	20.05	21.10	21.90	22.95	23.80	24.95	25.95	27.30
8	17.75	18.55	20.45	21.60	22.35	23.50	24.35	25.60	26.65	28.00
9	18.15	18.90	20.85	22.05	22.80	24.00	24.95	26.25	27.30	28.75
10	18.50	19.25	21.25	22.50	23.30	24.50	25.50	26.95	27.95	29.45
11	18.95	19.70	21.80	23.05	23.85	25.15	26.15	27.70	28.75	30.30
12	19.40	20.20	22.30	23.65	24.40	25.75	26.85	28.50	29.50	31.10
13	19.90	20.65	22.80	24.20	25.00	26.35	27.50	29.25	30.30	31.95
14	20.40	21.15	23.40	24.80	25.60	27.05	28.20	30.10	31.10	32.80
15	20.90	21.65	23.95	25.40	26.20	27.70	28.90	30.80	31.80	33.50
16	21.40	22.15	24.50	26.00	26.80	28.35	29.60	31.50	32.50	34.20
17	21.90	22.65	25.05	26.60	27.40	29.00	30.30	32.20	33.20	34.90
18	22.40	23.15	25.60	27.20	28.00	29.65	31.00	32.90	33.90	35.60
19	22.90	23.65	26.15	27.80	28.60	30.30	31.70	33.60	34.60	36.30
20	23.40	24.15	26.70	28.40	29.20	30.95	32.40	34.30	35.30	37.00

Pay Grade	Position
S120	Custodian
S130	Head Custodian I (Elementary)
S150	Custodian II-Lead Floater Head Custodian II (Middle School)
S160	Lead Custodian-Night/Setup (High School)
S170	Groundskeeper Head Custodian III (High School) Maintenance Worker I Storekeeper
S180	Maintenance Worker II (Night/Second Shift or Journey)
S190	Lead Maintenance Worker I Lead Storekeeper Maintenance Worker III (Journey plus Night or Master)
S200	Lead Maintenance Worker II (Night) Maintenance Worker IV (Master plus Night)
S210	Lead Maintenance Worker III (Master)
S220	Lead Maintenance Worker IV (Master plus Night)

Facility Services: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Custodial Other Compensation	Department	Frequency	Amount
Custodian - 5+ days in Head Custodian assignment (added to hourly rate)	Custodial	Hourly	0.50
On-Call Daily Rate	Custodial	Daily	\$25/week day
Temporary Custodian	Custodial	Daily	Step 1/S120

Information Technology Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	I200	I230	I260	I100	I120	I130	I140
1	19.30	21.10	24.45	52,452	57,828	60,718	63,754
2	19.70	21.75	25.20	53,488	58,970	61,918	65,014
3	20.15	22.35	25.90	54,544	60,134	63,142	66,298
4	20.55	22.95	26.65	55,622	61,324	64,388	67,608
5	20.95	23.60	27.35	56,720	62,534	65,660	68,942
6	21.40	24.25	28.10	57,840	63,768	66,958	70,304
7	21.90	24.95	28.90	58,982	65,026	68,278	71,694
8	22.35	25.60	29.65	60,146	66,312	69,626	73,110
9	22.80	26.25	30.45	61,334	67,620	71,002	74,552
10	23.30	26.95	31.20	62,546	68,956	72,404	76,024
11	23.85	27.70	32.10	63,780	70,318	73,834	77,526
12	24.40	28.50	32.95	65,040	71,706	75,294	79,056
13	25.00	29.25	33.85	66,324	73,122	76,780	80,618
14	25.60	30.10	34.75	67,634	74,566	78,296	82,210
15	26.20	30.90	35.65	68,970	76,038	79,842	83,834
16	26.80	31.70	36.55	70,330	77,540	81,420	85,490
17	27.40	32.50	37.45	71,720	79,070	83,026	87,178
18	28.00	33.30	38.35	73,136	80,632	84,666	88,900
19	28.60	34.10	39.25	74,580	82,224	86,338	90,656
20	29.20	34.90	40.15	76,054	83,852	88,044	92,444

Pay Grade	Position
I200	Specialist I - IT Support Specialist I - Help Desk
I230	Specialist - Facilities Infrastructure Specialist - Server Support Specialist II - IT Support
I260	Specialist - Audiovisual
I100	Coordinator I - Application Support Network Analyst Systems Analyst
I120	Software Developer
I130	Cabling Architect Network Architect Server and System Architect Telecommunication and Security System Architect
I140	Unused

*Placement: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Nurse Salary Schedule

Non-Exempt - 185 work days & 3 holidays, 8 hours per day

Exempt - 185 work days & 3 holidays, 7.25 hours per day

Step	N100	N120	N130	N140
1	17.40	40,439	42,461	44,583
2	17.85	41,202	43,263	45,427
3	18.30	41,981	44,083	46,287
4	18.75	42,776	44,916	47,161
5	19.25	43,585	45,766	48,055
6	19.75	44,408	46,632	48,964
7	20.25	45,249	47,515	49,889
8	20.80	46,106	48,414	50,833
9	21.35	46,976	49,330	51,795
10	21.90	47,864	50,264	52,774
11	22.50	48,770	51,215	53,773
12	23.10	49,693	52,184	54,791
13	23.70	50,634	53,172	55,827
14	24.30	51,591	54,177	56,883
15	24.95	52,569	55,198	57,959
16	25.45	53,620	56,303	59,117
17	25.95	54,692	57,429	60,300
18	26.45	55,786	58,577	61,506
19	26.95	56,902	59,750	62,735
20	27.45	58,040	60,944	63,991

Pay Grade	Position
N100	School Nurse - Licensed Practical Nurse
N120	School Nurse - Registered Nurse
N130	School Nurse - Bachelor's Degree
N140	School Nurse - Master's Degree

*Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Other Compensation	Days	Supplement
Nurse - Early Childhood Special Education	10	None
Nurse Mentor (2 max)	none	\$500
Nurse - National Board Certification of School Nurse	none	\$3,000

Substitute Compensation	Frequency	Amount
Nurse	Daily	\$130
Nurse - 11+ days in the same assignment	Daily	Step 1
Nurse with prior nurse experience at SPS	Hourly	\$25
Nurse with prior nurse experience at SPS - lead assignment	Hourly	\$30

Student Nutrition Services Salary Schedule

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	F119	F120	F130	F141	F162	F170/ F172	F190 F193	F202	F211	F220
1	15.00	15.00	15.30	15.60	16.65	17.40	18.70	19.50	20.30	20.80
2	15.00	15.20	15.55	15.90	17.00	17.80	19.15	19.90	20.75	21.30
3	15.00	15.40	15.80	16.20	17.35	18.15	19.55	20.35	21.20	21.85
4	15.00	15.60	16.05	16.55	17.75	18.50	19.95	20.75	21.70	22.35
5	15.00	15.80	16.30	16.85	18.10	18.90	20.40	21.15	22.15	22.90
6	15.00	16.05	16.60	17.20	18.50	19.30	20.85	21.65	22.65	23.45
7	15.00	16.30	16.90	17.60	18.95	19.70	21.30	22.10	23.20	24.00
8	15.00	16.55	17.20	17.95	19.35	20.10	21.80	22.55	23.70	24.60
9	15.00	16.80	17.50	18.30	19.75	20.55	22.25	23.05	24.25	25.15
10	15.00	17.05	17.80	18.65	20.20	20.95	22.70	23.50	24.75	25.75
11	15.00	17.40	18.20	19.15	20.70	21.50	23.30	24.10	25.40	26.40
12	15.00	17.75	18.60	19.60	21.20	22.00	23.85	24.65	26.00	27.10
13	15.00	18.10	19.00	20.05	21.75	22.50	24.45	25.20	26.60	27.75
14	15.00	18.50	19.45	20.60	22.30	23.10	25.05	25.85	27.30	28.50
15	15.00	18.90	19.90	21.10	22.90	23.65	25.70	26.45	28.00	29.20
16	15.00	19.30	20.65	21.70	23.55	24.30	26.40	27.20	28.81	30.00
17	15.00	19.70	21.40	22.30	24.20	24.95	27.10	27.95	29.62	30.80
18	15.00	20.10	22.15	22.90	24.85	25.60	27.80	28.70	30.43	31.60
19	15.00	20.50	22.90	23.50	25.50	26.25	28.50	29.45	31.24	32.40
20	15.00	20.90	23.65	24.10	26.15	26.90	29.20	30.20	32.05	33.20

Pay Grade	Position
F119	Lunch Aides
F120	Nutrition Services Worker I (187)
F130	Nutrition Services Worker II (187)
F141	Nutrition Services Worker III (187)
F162	Cafeteria Supervisor I (187)
F170	Catering Assistant
F172	Cafeteria Supervisor II (187)
F190	Catering Supervisor
F193	Cafeteria Supervisor III (187)
F202	Cafeteria Supervisor IV (187)
F211	Cafeteria Supervisor V (187)
F220	Cafeteria Supervisor VI (187)

*Placement: credit will be given up for 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20-step salary schedule.

Substitute/Temporary Compensation	Frequency	Amount
Nutrition Services	Hourly	\$15.00

Police Services Salary Schedule

Non-Exempt - Per Hour Rates

Step	SP10/SP11	SP20/SP21	SP50/SP51	SP52/SP53	SP60/SP61	SP62/SP63	SP70/SP71	SP72/SP73
1	16.50	17.00	23.70	23.95	24.75	25.00	25.75	26.00
2	16.80	17.30	24.25	24.50	25.30	25.55	26.30	26.55
3	17.10	17.60	24.80	25.05	25.90	26.15	26.90	27.15
4	17.40	17.90	25.40	25.65	26.45	26.70	27.45	27.70
5	17.70	18.25	25.95	26.20	27.00	27.25	28.00	28.25
6	18.05	18.60	26.55	26.80	27.65	27.90	28.65	28.90
7	18.45	18.95	27.20	27.45	28.25	28.50	29.25	29.50
8	18.80	19.30	27.80	28.05	28.85	29.10	29.85	30.10
9	19.15	19.65	28.45	28.70	29.50	29.75	30.50	30.75
10	19.50	20.05	29.05	29.30	30.10	30.35	31.10	31.35
11	19.95	20.45	29.70	29.95	30.80	31.05	31.80	32.05
12	20.35	20.85	30.40	30.65	31.45	31.70	32.45	32.70
13	20.75	21.25	31.05	31.30	32.10	32.35	33.10	33.35
14	21.20	21.75	31.70	31.95	32.80	33.05	33.80	34.05
15	21.65	22.20	32.35	32.60	33.45	33.70	34.45	34.70
16	22.10	22.65	33.00	33.25	34.10	34.35	35.10	35.35
17	22.55	23.10	33.65	33.90	34.75	35.00	35.75	36.00
18	23.00	23.55	34.30	34.55	35.40	35.65	36.40	36.65
19	23.45	24.00	34.95	35.20	36.05	36.30	37.05	37.30
20	23.90	24.45	35.60	35.85	36.70	36.95	37.70	37.95

Grade	Position
SP10	School Police Communications Clerk
SP11	School Police Communications Clerk (194)
SP20	School Police Communications Clerk - Night Shift/Clerical
SP21	School Police Communications Clerk (194) - Night Shift/Clerical
SP50	School Police Officer
SP51	School Police Officer (194)
SP52	School Police Officer-Advanced Certification
SP53	School Police Officer-Advanced Certification (194)
SP60	School Police Officer with Bachelor's Degree
SP61	School Police Officer (194) with Bachelor's Degree
SP62	School Police Officer with Bachelor's Degree-Advanced Certification
SP63	School Police Officer with Bachelor's Degree-Advanced Certification (194)
SP70	School Police Officer with Master's Degree
SP71	School Police Officer (194) with Master's Degree
SP72	School Police Officer with Master's Degree-Advanced Certification
SP73	School Police Officer with Master's Degree-Advanced Certification (194)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Substitute Compensation	Amount
School Police Communications Clerk	\$16.50

Administrative Assistant/Clerical Salary Schedule

Non-Exempt - Per Hour Rates

Step	C100/C101	C110	C120/C121/C122/C123	C130/C133	C140/C141/C142/C143	C150/C152	C160/C161/C162/C163
1	14.55	15.10	16.10	16.65	17.40	17.95	18.70
2	14.80	15.40	16.45	16.95	17.80	18.35	19.15
3	15.10	15.70	16.75	17.25	18.15	18.75	19.55
4	15.35	16.00	17.05	17.60	18.50	19.20	19.95
5	15.60	16.35	17.35	17.90	18.90	19.60	20.40
6	15.90	16.70	17.75	18.25	19.30	20.05	20.85
7	16.20	17.05	18.10	18.60	19.70	20.55	21.30
8	16.55	17.40	18.45	19.00	20.10	21.00	21.80
9	16.85	17.80	18.80	19.35	20.55	21.50	22.25
10	17.15	18.15	19.20	19.70	20.95	21.95	22.70
11	17.50	18.55	19.60	20.10	21.40	22.45	23.25
12	17.90	19.00	20.00	20.55	21.90	23.00	23.75
13	18.25	19.40	20.45	20.95	22.35	23.50	24.30
14	18.60	19.80	20.85	21.35	22.85	24.00	24.80
15	19.00	20.25	21.25	21.80	23.30	24.55	25.30
16	19.40	20.70	21.65	22.25	23.75	25.10	25.80
17	19.80	21.15	22.05	22.70	24.20	25.65	26.30
18	20.20	21.60	22.45	23.15	24.65	26.20	26.80
19	20.60	22.05	22.85	23.60	25.10	26.75	27.30
20	21.00	22.50	23.25	24.05	25.55	27.30	27.80

Pay Grade	Position
C100	Inventory Clerical or Receptionist (260)
C120	Elementary or Middle School Administrative Assistant - General High School Department Administrative Assistant (A+, IB, etc.) High School Administrative Assistant - Attendance
C130	District Level Administrative Assistant - General
C140	Building Athletic Administrative Assistant District Level Department Administrative Assistant I High School Administrative Assistant - Assistant Principal High School Administrative Assistant - Counseling Middle or High School Administrative Assistant - Registrar
C150	Early Childhood School Administrative Assistant - Lead Elementary School Administrative Assistant - Lead (210)
C160	Clerk - Department Clerical Support Coach District Level Department Administrative Assistant II Financial Administrative Assistant - HS or Department High School Administrative Assistant - Lead K-8 School Administrative Assistant - Lead Middle School Administrative Assistant - Lead

Pay Grade	Work Calendar Schedule
C100	187 days, 7.25 hours per day
C101, C120, C130, C140, C150, C160	260 work days, 8 hours per day
C121, C141, C161	218 work days, 8 hours per day
C122, C142, C152, C162	210 work days, 8 hours per day
C123 C133 C143 C163	197 work days, 8 hours per day

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

Other Compensation	Amount
Clerical - Mentorship (maximum of 3)	\$250

Specialized Instructional Support Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	E070	E280	E090	E101	E200	E201	E210
1	33,121	35,920	51,400	54,000	47,449	52,579	59,000
2	33,774	36,956	52,418	55,068	48,541	53,789	60,180
3	34,441	37,992	53,451	56,156	49,657	55,026	61,384
4	35,121	39,028	54,509	57,264	50,799	56,292	62,612
5	35,816	40,064	55,586	58,395	51,968	57,586	63,864
6	36,522	41,170	56,681	59,547	53,163	58,911	65,141
7	37,244	42,275	57,801	60,724	54,386	60,266	66,444
8	37,979	43,380	58,942	61,923	55,637	61,652	67,773
9	38,729	44,485	60,105	63,145	56,916	63,070	69,128
10	39,494	45,590	61,293	64,393	58,225	64,520	70,511
11	40,274	46,834	62,503	65,664	59,564	66,004	71,921
12	41,069	48,077	63,737	66,961	60,934	67,522	73,360
13	41,881	49,320	64,996	68,282	62,336	69,075	74,827
14	42,708	50,632	66,280	69,631	63,770	70,664	76,323
15	43,551	52,014	67,588	71,006	65,236	72,289	77,850
16	44,411	53,087	68,922	72,407	66,737	73,952	79,796
17	45,289	54,149	70,282	73,837	68,272	75,653	81,791
18	46,183	55,232	71,670	75,295	69,842	77,393	83,999
19	47,096	56,337	73,086	76,782	71,588	79,328	86,519
20	48,023	57,463	74,530	78,300	73,736	81,707	89,115

Pay Grade	Position
E070	Parent Educator (185) Child and Family Educator (185)
E280	Therapy Assistant (185)
E090	Speech Language Pathologist (185)
E101	Therapist - Occupational or Physical (185)
E200	Social Worker (185)
E201	Social Worker Homeless(205)
E210	School Psychologist (206)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule.

To Be Reviewed/Assigned Annually	Extended Days	Supplement
Parent Educator - PAT Leader	15	\$1,000
Special Services - Assistive Technology	5	\$0

Support Staff Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	H100	H140	H171	H191	H209	H251	INT1	ISB8	ISB9	ISM9
1	15.00	15.75	17.60	18.80	20.10	23.20	30,112	30,112	31,112	40,652
2	15.25	16.05	17.95	19.20	20.55	23.85		30,758	31,758	41,642
3	15.55	16.40	18.30	19.65	21.05	24.55		31,526	32,526	42,657
4	15.80	16.70	18.70	20.05	21.50	25.20		32,316	33,316	43,697
5	16.05	17.00	19.05	20.45	21.95	25.90		33,124	34,124	44,764
6	16.40	17.40	19.50	20.95	22.50	26.60				
7	16.70	17.75	19.90	21.40	23.00	27.30				
8	17.05	18.10	20.30	21.85	23.50	28.05				
9	17.35	18.50	20.75	22.35	24.00	28.75				
10	17.65	18.85	21.15	22.80	24.55	29.50				
11	18.05	19.30	21.70	23.40	25.15	30.30				
12	18.40	19.80	22.20	23.95	25.75	31.15				
13	18.80	20.25	22.75	24.55	26.40	31.95				
14	19.15	20.80	23.30	25.15	27.05	32.85				
15	20.40	21.80	24.40	26.20	27.85	33.85				
16	21.65	22.80	25.50	27.25	28.65	34.85				
17	22.90	23.80	26.60	28.30	29.45	35.85				
18	24.15	24.80	27.70	29.35	30.25	36.85				
19	25.40	25.80	28.80	30.40	31.05	37.85				
20	26.65	26.80	29.90	31.45	31.85	38.85				

Pay Grade	Position
H100	Library Clerical (187)
H140	Paraprofessional I (185)
H171	Braille Transcriber (185) Paraprofessional II (185)
H191	Technician - Behavior Support Special Education (185) Classroom LPN (185)
H209	Licensed Practical Nurse - Transportation (186)
H251	Educational Interpreter (185)
INT1	Teacher Intern/Building Substitute (185)
ISB8	In School Suspension Teacher Intern (<i>Non Certified - Substitute Certification required</i>) (185)

Grade	<i>as of 6/30/2022 positions are not</i>
ISB9	In School Suspension Supervisor - Bachelor's Degree (185)
ISM9	In School Suspension Supervisor - <i>Master's Degree and 10 or more years of full-time teaching experience</i> (185)

Placement: credit will be given for up to 10 years of prior experience; 10 years of experience equates to placement at step 11 on the applicable 20 step salary schedule. *Teacher Intern/Building Substitute credit will be given for up to 5 years of prior qualified Teaching experience.*

Transportation Salary Schedule

Non-Exempt - Per Hour Rates

Step	B100	B101	B110	B120	B121	B130
1	15.45	15.45	16.10	20.60	20.60	21.25
2	15.45	15.65	16.35	20.60	20.80	21.50
3	15.45	15.90	16.60	20.60	21.05	21.75
4	15.45	16.20	16.90	20.60	21.35	22.05
5	15.45	16.60	17.25	20.60	21.75	22.40
6	15.45	17.00	17.65	20.60	22.15	22.80
7	15.45	17.45	18.15	20.60	22.65	23.35
8	15.45	17.95	18.65	20.60	23.20	23.85
9	15.45	18.50	19.15	20.60	23.70	24.35
10	15.45	19.00	19.65	20.60	24.20	24.85

*Waive health insurance coverage

Step	B103	B111	B123	B131
1	18.45	19.10	23.60	24.25
2	18.65	19.35	23.80	24.50
3	18.90	19.60	24.05	24.75
4	19.20	19.90	24.35	25.05
5	19.60	20.25	24.75	25.40
6	20.00	20.65	25.15	25.80
7	20.45	21.15	25.65	26.35
8	20.95	21.65	26.20	26.85
9	21.50	22.15	26.70	27.35
10	22.00	22.65	27.20	27.85

*Benefit eligible Bus Drivers and Bus Aides will have the option to waive health insurance coverage with SPS and receive a \$3.00 per hour compensation differential, if proof of ACA approved health coverage is provided during benefits election period.

Pay Grade	Position
B100	Bus Aide - No Route
B101/B103	Bus Aide
B110/B111	Bus Aide - Wheelchair Accessible
B120	Bus Driver - No Route
B121/B123	Bus Driver
B130/B131	Bus Driver - Wheelchair Accessible

Regular A.M. and P.M. routes will be paid a minimum of 4 hours (2 hours each session).

Special Driving Assignments (i.e., athletic, music, field activity, etc.) during school day, within district, will be paid a minimum of 2 hours.

Other Compensation	Frequency	Amount
Transportation ASE Certification (passing a minimum of 3 of 8 testing areas)	Annual	1,200
Attendance Program*	Quarterly	200-400
Safe Driving*	Quarterly	250
5-10 Year Safe Driving Incentive*	Quarterly	500-2000
Wash Bay and/or Trainer duties	Hourly	0.65 added to base hourly pay

*Please refer to the 2023-2024 Transportation Recruitment Retention flyer for details regarding qualifications/eligibility.

Substitute Compensation	Frequency	Amount
Transportation Aide	Hourly	15.45
Transportation Aide - Wheelchair Accessible	Hourly	16.10
Transportation Driver	Hourly	20.60
Transportation Driver - Wheelchair Accessible	Hourly	20.65
Transportation Nurses	Hourly	20.10

Placement: new hire bus drivers and bus aides will be placed on Step 1 of the applicable Transportation Salary Schedule. Credit will be considered for candidates with previous school bus driver or bus aide experience.

Step 1 = Employees in their first 3 years with school district experience

Step 2 = Employees 4-6 years with school district experience

Step 3 = Employees 7 & 8 years with school district experience

Step 4 = Employees in year 9 with school district experience

Step 5 = Employees in year 10 with school district experience

Step 6 = Employees in year 11 with school district experience

Step 7 = Employees in year 12 with school district experience

Step 8 = Employees in year 13 with school district experience

Step 9 = Employees in year 14 with school district experience

Step 10 = Employees in year 15+ with school district experience

Operational Support Salary Schedule

Non-Exempt - Per Hour Rates - 260 days unless otherwise noted ()

Step	0180	0190 0191	0200/ 0201	0230	0250	0260	0280
1	17.75	18.55	19.30	21.10	23.20	24.45	26.80
2	18.10	18.95	19.70	21.70	23.85	25.15	27.55
3	18.45	19.35	20.10	22.30	24.50	25.85	28.30
4	18.80	19.75	20.50	22.90	25.15	26.55	29.05
5	19.15	20.15	20.90	23.50	25.80	27.25	29.80
6	19.55	20.60	21.35	24.15	26.50	28.00	30.60
7	19.95	21.05	21.80	24.80	27.20	28.75	31.40
8	20.35	21.50	22.25	25.45	27.90	29.50	32.20
9	20.75	21.95	22.70	26.10	28.60	30.25	33.00
10	21.15	22.40	23.15	26.75	29.30	31.00	33.80
11	21.65	22.95	23.70	27.50	30.10	31.85	34.70
12	22.15	23.50	24.25	28.25	30.90	32.70	35.60
13	22.65	24.05	24.80	29.00	31.70	33.55	36.50
14	23.20	24.65	25.40	29.80	32.55	34.45	37.45
15	23.75	25.25	26.00	30.60	33.40	35.35	38.45
16	24.25	25.80	26.55	31.20	34.10	36.05	39.25
17	24.75	26.35	27.10	31.80	34.80	36.75	40.05
18	25.25	26.90	27.65	32.40	35.50	37.45	40.85
19	25.75	27.45	28.20	33.00	36.20	38.15	41.65
20	26.25	28.00	28.75	33.60	36.90	38.85	42.45

Pay Grade	Position
0180	Transportation Special Needs Trainer
0190	Executive Secretary I Technician - Human Resources Technician - Payroll
0191	Technician - School/Home (185) Specialist - Transitions (185)
0200	Unused
0201	Student Attendance Advisor (185)
0230	Coordinator - Transportation Specialist - Accounting Specialist - Benefits Specialist - Capital/Bond Projects Specialist - Content Management Specialist - Early Childhood Specialist - Early Childhood PAT Specialist - Farm to Table Specialist - Federal Programs Specialist - Inventory Control Specialist - Payroll Specialist - Purchasing Transportation CDL Trainer Video Producer
0250	Executive Secretary II
0260	Mechanic Specialist - Fleet Technology Specialist-Parts and Fuel Systems Specialist - Routing and Technology

Professional and Technical Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	P060	P100/ P102	P110	P120	P130	P140	P150	P160	P170	P180	P190
1	31,090	52,452	55,074	57,828	60,718	63,754	66,942	70,290	73,804	77,494	81,368
2	31,704	53,488	56,162	58,970	61,918	65,014	68,266	71,676	75,262	79,024	82,976
3	32,330	54,544	57,272	60,134	63,142	66,298	69,614	73,092	76,748	80,586	84,616
4	32,968	55,622	58,402	61,324	64,388	67,608	70,988	74,536	78,264	82,176	86,286
5	33,618	56,720	59,554	62,534	65,660	68,942	72,390	76,008	79,808	83,798	87,990
6	34,284	57,840	60,730	63,768	66,958	70,304	73,820	77,508	81,384	85,454	89,728
7	34,960	58,982	61,930	65,026	68,278	71,694	75,276	79,040	82,992	87,142	91,500
8	35,652	60,146	63,152	66,312	69,626	73,110	76,762	80,600	84,630	88,862	93,306
9	36,356	61,334	64,400	67,620	71,002	74,552	78,278	82,192	86,302	90,616	95,150
10	37,072	62,546	65,672	68,956	72,404	76,024	79,826	83,816	88,006	92,406	97,028
11	37,806	63,780	66,968	70,318	73,834	77,526	81,400	85,470	89,742	94,232	98,944
12	38,552	65,040	68,292	71,706	75,294	79,056	83,008	87,158	91,516	96,092	100,900
13	39,314	66,324	69,640	73,122	76,780	80,618	84,648	88,880	93,324	97,990	102,890
14	40,088	67,634	71,016	74,566	78,296	82,210	86,320	90,634	95,166	99,926	104,922
15	40,880	68,970	72,418	76,038	79,842	83,834	88,024	92,424	97,046	101,898	106,994
16	41,688	70,330	73,848	77,540	81,420	85,490	89,764	94,250	98,962	103,912	109,108
17	42,512	71,720	75,306	79,070	83,026	87,178	91,536	96,110	100,916	105,964	111,262
18	43,350	73,136	76,794	80,632	84,666	88,900	93,342	98,008	102,910	108,056	113,460
19	44,206	74,580	78,310	82,224	86,338	90,656	95,186	99,944	104,942	110,190	115,700
20	45,078	76,054	79,858	83,852	88,044	92,444	97,066	101,920	107,014	112,366	117,984

Pay Grade	Position	Pay Grade	Position										
P060	Unused	P130 cont.	Manager I - Budget & Analytics Manager I - Benefits Manager I - Purchasing Payroll Accountant										
P100	Coordinator I - Accounting	P140	School Police - Lieutenant Student Information System Engineer Supervisor - SIS Support Supervisor II - Systems										
	Coordinator I - Application Training		P150	Manager II - Marketing and Engagement Data Engineer									
	Coordinator I - Communications			P160	Coordinator III - Academic Access, Inclusion and Engagement Coordinator III - Workforce Development Coordinator III - Professional Learning Coordinator III - Student Access and Opportunity Manager III - Bond Projects								
	Coordinator I - Construction	P170			Coordinator IV - Accountability Coordinator IV - Assessment Coordinator IV - K-12 Assessment and Intervention Coordinator IV - Career and Technical Education Coordinator IV - Compensation and Benefits Business Coordinator IV - Counseling Services Coordinator IV - Fine Arts Coordinator IV - International Baccalaureate Coordinator IV - K-12 Social Studies Coordinator IV - K-12 Science Coordinator IV - Launch Student Success Coordinator IV - Literacy Coordinator IV - Physical Ed, Health and Engagement Activities Coordinator IV - Math Coordinator IV - Professional Learning Coordinator IV - Customer Service Coordinator IV - Technology Integration Manager IV - Information System Development Manager IV - Information Support Systems Manager IV - Infrastructure Support Manager IV - Library Services Manager IV - Payroll Manager IV - User Support Technology Project Manager								
	Coordinator I - Employment				P180	Coordinator IV - Title I Learning Development Facilitator							
	Coordinator I - Environmental Safety					P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal						
	Coordinator I - HR Information Systems						P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal					
	Coordinator I - Payroll							P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal				
	Coordinator I - Purchasing								P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal			
	Coordinator I - Risk Management									P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal		
	Coordinator I - Student Information Systems										P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal	
	Coordinator I - Student Records											P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal
	Coordinator I - Technology Projects												P190
	Coordinator I - Wellness	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal										
	Data Analyst	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal										
Graphic Artist	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Custodial	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Grounds	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Information Technology Support	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Maintenance	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Preventative Maintenance	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Transportation	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
Supervisor I - Transportation Safety	P190	Coordinator V - College Access Coordinator V - Leadership Development Coordinator V - Virtual Learning Lead Principal											
P102	Coordinator I - Student Access and Opportunity (236)												
P110	Executive Secretary III												
P120	Mechanic Foreman												
	Supervisor II - Transportation Student Management Supervisor II - Transportation Safety & Training												
P130	Audiovisual Engineer												
	Coordinator - Refugee and Immigrant Services												
	Coordinator II - Capital Projects												
	Coordinator II - Counseling Virtual Learning												
	Coordinator II - Community Relations												
	Coordinator II - Data and Compliance Reporting												
	Coordinator II - Health Services												
	Coordinator II - Quality Assurance												
	Coordinator II - Information Security												
	Coordinator II - Marketing and Digital Strategies												
	Coordinator II - Steam Programming												
	Coordinator II - Work-based Learning/Student Experiences												
	Coordinator II - WINGS Gifted Education												
Coordinator III - HR Data Governance/Employment													
Coordinator III - Employee Relations													
Digital Learning Developer													
Manager I - Accounting													

Miscellaneous Compensation (Hourly)

Items listed below required executive leader approval.

All rates below are paid from a submitted timesheet and are to be utilized on a short term basis.

Rate	Description		
\$15	Compensation for assistant workers and/or administrative functions		
	<i>Examples:</i>		
	Band Aide/Summer Band Aide	Color Guard Coach	Lunchroom Aides
	Cheer/Choreography Assistant	Game Worker/Scoreboard Operator	Track/Golf Tournament Assistant
	Miscellaneous Physical Labor	Student Workers	Library Clerical - Temporary
	Soundboard Operator	Summer Athletics Aide	
	Color Guard Aide	Summer Athletics Camp Coach	
\$20	Compensation for limited student contact and supervisory responsibilities over students		
	<i>Examples:</i>		
	After School Detention	Band Percussion Instructor	Cub Club Employee
	Assessment Facilitators	Before/After School Supervision (Classified)	Step-Up Participant
	Band Instructor/Summer Band Instructor	Ticket Manager	Tutor (classified)
		Screeener	Pink & White Lady Classic Tournament Workers
\$25	Compensation for significant student contact with direct supervisory responsibility over students or professional development attendance		
	<i>Examples:</i>		
	ACT Boot Camp	Before/After School Supervision (Certified)	C-STAR Teacher
	AVID Mentor	Behavior Mentoring	FEMA Emergency Shelter Event ¹
	Immigrant/Migrant Family Liaison	Miscellaneous Professional Services	Tutor (certified)
	Incentive I Mentor	School/Parent Involvement Activities	Band/Choir/Orchestra Accompanist
	Interpreters/Translators	Teacher IEP Compliance	Concession Manager (sites other than JFK)
	Professional Learning/Training Participant	Lead Cub Club Employee	Farm2School - Garden Intern
\$30	Any compensation requiring specialized or advanced skills such as curriculum development and facilitating adult learning.		
	<i>Examples:</i>		
	Curriculum/Instruction/Assessment Planning	MSHSAA Music Festival Support Staff	Tutoring Private/Parochial School Students
	Curriculum Training	Teacher Assistance Program Mentor	Voyagers Tutor
	Curriculum Writing	Professional Learning/Training Facilitator 2	Voyagers Liaison
		Testing	

Extra-Curricular Positions

2022-2023: All percentages refer to a percentage of \$40,000

Step	Group A		Group B		Group C		Group D		Group E	
	Amount	%								
1	9,200	23.0%	6,720	16.8%	5,720	14.3%	5,480	13.7%	4,960	12.4%
2	9,200	23.0%	6,720	16.8%	5,720	14.3%	5,480	13.7%	4,960	12.4%
3	9,400	23.5%	7,240	18.1%	6,120	15.3%	5,920	14.8%	5,400	13.5%
4	9,400	23.5%	7,240	18.1%	6,120	15.3%	5,920	14.8%	5,400	13.5%
5	9,600	24.0%	7,720	19.3%	6,520	16.3%	6,320	15.8%	5,800	14.5%
6	9,600	24.0%	7,720	19.3%	6,520	16.3%	6,320	15.8%	5,800	14.5%
7	9,800	24.5%	8,200	20.5%	7,000	17.5%	6,800	17.0%	6,280	15.7%
8	9,800	24.5%	8,200	20.5%	7,000	17.5%	6,800	17.0%	6,280	15.7%
9	9,800	24.5%	8,200	20.5%	7,000	17.5%	6,800	17.0%	6,280	15.7%
10	10,000	25.0%	8,800	22.0%	7,600	19.0%	7,200	18.0%	6,880	17.2%
11	10,000	25.0%	8,800	22.0%	7,600	19.0%	7,200	18.0%	6,880	17.2%
12	10,000	25.0%	8,800	22.0%	7,600	19.0%	7,200	18.0%	6,880	17.2%
13	10,000	25.0%	8,800	22.0%	7,600	19.0%	7,200	18.0%	6,880	17.2%
14	10,000	25.0%	8,800	22.0%	7,600	19.0%	7,200	18.0%	6,880	17.2%
15	10,200	25.5%	9,080	22.7%	8,000	20.0%	7,400	18.5%	7,200	18.0%
16	10,200	25.5%	9,080	22.7%	8,000	20.0%	7,400	18.5%	7,200	18.0%
17	10,200	25.5%	9,080	22.7%	8,000	20.0%	7,400	18.5%	7,200	18.0%
18	10,200	25.5%	9,080	22.7%	8,000	20.0%	7,400	18.5%	7,200	18.0%
19	10,200	25.5%	9,080	22.7%	8,000	20.0%	7,400	18.5%	7,200	18.0%
20	10,400	26.0%	9,480	23.7%	8,400	21.0%	7,600	19.0%	7,600	19.0%
21	10,400	26.0%	9,480	23.7%	8,400	21.0%	7,600	19.0%	7,600	19.0%
22	10,400	26.0%	9,480	23.7%	8,400	21.0%	7,600	19.0%	7,600	19.0%
23	10,400	26.0%	9,480	23.7%	8,400	21.0%	7,600	19.0%	7,600	19.0%
24	10,400	26.0%	9,480	23.7%	8,400	21.0%	7,600	19.0%	7,600	19.0%
25	10,800	27.0%	9,880	24.7%	8,800	22.0%	8,000	20.0%	8,000	20.0%

Group	Description	Role	Department
A	High School Basketball	Head Coach	Athletics
A	High School Football	Head Coach	Athletics
A	High School Speech and Debate - 12+ competitions & 3+ weekly practice	Head Coach	Activities
A	High School Marching Band	Director	Fine Arts
B	High School Baseball	Head Coach	Athletics
B	High School Cross Country (Boys and Girls)	Head Coach	Athletics
B	High School Speech and Debate - 10+ competitions & 2+ weekly practice	Head Coach	Activities
B	High School Soccer	Head Coach	Athletics
B	High School Softball	Head Coach	Athletics
B	High School Track (Boys and Girls)	Head Coach	Athletics
B	High School Volleyball	Head Coach	Athletics
B	High School Wrestling (Boys and Girls)	Head Coach	Athletics
C	High School Basketball	Assistant Coach	Athletics
C	High School Cheerleading/Pep Squad	Head Coach	Athletics
C	High School Diving	Head Coach	Athletics
C	High School Drama	Director	Fine Arts
C	High School Football	Assistant Coach	Athletics
C	High School Orchestra	Director	Fine Arts
C	High School Pom/Dance Team	Sponsor	School Site
C	High School Speech and Debate - 8+ competitions & 1+ weekly practice	Head Coach	Activities
C	High School Swimming	Head Coach	Athletics
C	High School Vocal Music	Director	Fine Arts
D	High School Baseball	Assistant Coach	Athletics
D	High School Cross Country (Boys or Girls)	Head Coach	Athletics
D	High School JROTC	Coach	Activities
D	High School Pole Vault	Head Coach	Athletics
D	High School Soccer	Assistant Coach	Athletics
D	High School Softball	Assistant Coach	Athletics
D	High School Track (Boys or Girls)	Head Coach	Athletics
D	High School Speech & Debate (if Head Coach is placed in Group A)	Assistant Coach	Activities
D	High School Volleyball	Assistant Coach	Athletics
D	High School Wrestling (Boys or Girls)	Assistant Coach	Athletics
D	Middle School Athletic Coordinator	Coordinator	Athletics
E	High School Band	Assistant Director	Fine Arts
E	High School Broadcast Journalism	Sponsor	School Site
E	High School Drum Corps	Director	Activities
E	High School Print Journalism	Sponsor	School Site
E	High School Scholar Bowl	Coach	High School
E	High School Speech & Debate (if Head Coach is placed in Group B)	Assistant Coach	Activities
E	High School Swimming (Boys or Girls)	Assistant Coach	Athletics
E	High School Tennis	Head Coach	Athletics
E	Springfield Youth Symphony	Director	Fine Arts

Extra-Curricular Positions

2022-2023: All percentages refer to a percentage of \$40,000

Step	Group F		Group G		Group H		Group I		Group J	
	Amount	%								
1	4,120	10.3%	3,440	8.6%	3,160	7.9%	2,640	6.6%	2,400	6.0%
2	4,120	10.3%	3,440	8.6%	3,160	7.9%	2,640	6.6%	2,400	6.0%
3	4,520	11.3%	3,760	9.4%	3,480	8.7%	2,960	7.4%	2,760	6.9%
4	4,520	11.3%	3,760	9.4%	3,480	8.7%	2,960	7.4%	2,760	6.9%
5	4,920	12.3%	4,200	10.5%	3,840	9.6%	3,280	8.2%	3,080	7.7%
6	4,920	12.3%	4,200	10.5%	3,840	9.6%	3,280	8.2%	3,080	7.7%
7	5,400	13.5%	4,680	11.7%	4,320	10.8%	3,760	9.4%	3,560	8.9%
8	5,400	13.5%	4,680	11.7%	4,320	10.8%	3,760	9.4%	3,560	8.9%
9	5,400	13.5%	4,680	11.7%	4,320	10.8%	3,760	9.4%	3,560	8.9%
10	6,000	15.0%	5,280	13.2%	4,920	12.3%	4,360	10.9%	4,280	10.7%
11	6,000	15.0%	5,280	13.2%	4,920	12.3%	4,360	10.9%	4,280	10.7%
12	6,000	15.0%	5,280	13.2%	4,920	12.3%	4,360	10.9%	4,280	10.7%
13	6,000	15.0%	5,280	13.2%	4,920	12.3%	4,360	10.9%	4,280	10.7%
14	6,000	15.0%	5,280	13.2%	4,920	12.3%	4,360	10.9%	4,280	10.7%
15	6,200	15.5%	5,600	14.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%
16	6,200	15.5%	5,600	14.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%
17	6,200	15.5%	5,600	14.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%
18	6,200	15.5%	5,600	14.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%
19	6,200	15.5%	5,600	14.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%
20	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%	4,800	12.0%
21	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%	4,800	12.0%
22	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%	4,800	12.0%
23	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%	4,800	12.0%
24	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%	4,800	12.0%
25	6,800	17.0%	6,400	16.0%	6,000	15.0%	5,600	14.0%	5,200	13.0%

Group	Description	Role	Department
F	Distributive Education Clubs of America (DECA)	Sponsor	School Site
F	Future Business Leaders of America (FBLA)	Sponsor	School Site
F	High School Cross Country	Assistant Coach	Athletics
F	High School Golf	Head Coach	Athletics
F	High School Speech & Debate (if Head Coach is placed in group C)	Assistant Coach	Activities
F	High School Track	Assistant Coach	Athletics
F	Middle School Band	Director	Fine Arts
F	Middle School Orchestra	Director	Fine Arts
F	Middle School Vocal Music	Director	Fine Arts
H	Unused		
G	Elementary Vocal Music	Director	Fine Arts
G	E-Sports	Head Coach	Athletics
G	High School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
G	Future Farmers of America (FFA)	Sponsor	School Site
G	High School Drum Corps*	Assistant Director	Activities
G	High School Winter guard	Sponsor	School Site
G	High School Color guard	Sponsor	School Site
G	Middle School Basketball	Head Coach	Athletics
G	Middle School Football	Head Coach	Athletics
G	Health Occupations Students of America (HOSA)	Sponsor	Curriculum
G	Technology Student Association (TSA) High School	Sponsor	Curriculum
G	High School Tennis	Assistant Coach	Athletics
I	College & Career Academy	Lead Teacher	Secondary Learning
I	High School Cheerleading/Pep Squad	Assistant Coach	Athletics
I	High School Student Council	Sponsor	School Site
I	Middle School Volleyball	Head Coach	Athletics
I	Middle School Cross Country	Head Coach	Athletics
I	Middle School Track	Head Coach	Athletics
I	Middle School Wrestling	Head Coach	Athletics
J	Concert Band	Director	Fine Arts
J	Middle School Basketball	Assistant Coach	Athletics
J	Middle School Football	Assistant Coach	Athletics
J	Middle School Speech and Debate	Head Coach	Activities
J	Middle School Student Council	Sponsor	School Site
J	Robotics Coach	Head Coach	School Site
J	Secondary Intramurals	Sponsor	Activities
J	Springfield Youth Symphony	Assistant Director	Fine Arts

**Must have 18-20 members to assign stipend. Any situation that deviates from this guideline must be pre-approved by the Executive Leadership Team.*

Extra-Curricular Positions

2022-2023: All percentages refer to a percentage of \$40,000

Step	Group K		Group L		Group M		Group N	
	Amount	%	Amount	%	Amount	%	Amount	%
1	2,200	5.5%	2,000	5.0%	1,760	4.4%	1,360	3.4%
2	2,200	5.5%	2,000	5.0%	1,760	4.4%	1,360	3.4%
3	2,560	6.4%	2,360	5.9%	2,040	5.1%	1,680	4.2%
4	2,560	6.4%	2,360	5.9%	2,040	5.1%	1,680	4.2%
5	2,880	7.2%	2,680	6.7%	2,360	5.9%	2,000	5.0%
6	2,880	7.2%	2,680	6.7%	2,360	5.9%	2,000	5.0%
7	3,360	8.4%	3,160	7.9%	2,880	7.2%	2,440	6.1%
8	3,360	8.4%	3,160	7.9%	2,880	7.2%	2,440	6.1%
9	3,360	8.4%	3,160	7.9%	2,880	7.2%	2,440	6.1%
10	4,080	10.2%	3,920	9.8%	3,440	8.6%	3,000	7.5%
11	4,080	10.2%	3,920	9.8%	3,440	8.6%	3,000	7.5%
12	4,080	10.2%	3,920	9.8%	3,440	8.6%	3,000	7.5%
13	4,080	10.2%	3,920	9.8%	3,440	8.6%	3,000	7.5%
14	4,080	10.2%	3,920	9.8%	3,440	8.6%	3,000	7.5%
15	4,200	10.5%	4,000	10.0%	3,680	9.2%	3,280	8.2%
16	4,200	10.5%	4,000	10.0%	3,680	9.2%	3,280	8.2%
17	4,200	10.5%	4,000	10.0%	3,680	9.2%	3,280	8.2%
18	4,200	10.5%	4,000	10.0%	3,680	9.2%	3,280	8.2%
19	4,200	10.5%	4,000	10.0%	3,680	9.2%	3,280	8.2%
20	4,600	11.5%	4,400	11.0%	4,000	10.0%	3,560	8.9%
21	4,600	11.5%	4,400	11.0%	4,000	10.0%	3,560	8.9%
22	4,600	11.5%	4,400	11.0%	4,000	10.0%	3,560	8.9%
23	4,600	11.5%	4,400	11.0%	4,000	10.0%	3,560	8.9%
24	4,600	11.5%	4,400	11.0%	4,000	10.0%	3,560	8.9%
25	5,000	12.5%	4,800	12.0%	4,400	11.0%	3,800	9.5%

Group	Description	Role	Department
K	High School - Core	Department Head	School Site
K	High School - Special Services	Department Head	Special Services
K	High School Vocal Music	Assistant Director	Activities
K	Middle School Crosscountry	Assistant Coach	Athletics
K	Middle School Track	Assistant Coach	Athletics
K	Middle School Volleyball	Assistant Coach	Athletics
K	Middle School Wrestling	Assistant Coach	Athletics
L	High School Math Team	Sponsor	Learning Support
L	High School Science Competition	Coordinator	School Site
L	Middle School Cheerleading	Head Coach	Athletics
L	Middle School Memory Book	Sponsor	School Site
L	Middle School Newspaper	Sponsor	School Site
M	District Scholar Bowl	Chair	Activities
M	Elementary School Lead	Teacher	School Site
M	Junior Youth Symphony	Director	Fine Arts
M	Middle School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
M	Middle School - Special Services	Department Head	Special Services
M	Technology Student Association (TSA) Middle School	Sponsor	Learning Support
M	Springfield Youth Strings Orchestra/Fine Arts	Director	Fine Arts
N	Basketball Band	Director	Fine Arts
N	Middle School Math Team	Coach	Learning Support
N	Middle School Pep Club	Sponsor	School Site
N	Middle School Science Olympiad	Sponsor	School Site
N	Middle School Scholar Bowl	Coach	Learning Support

Extra-Curricular Positions

2022-2023: All percentages refer to a percentage of \$40,000

Employees who received a stipend in the 2020-2021 school year where the stipend was reduced in the 2021-2022 school year are grandfathered on this schedule until separation from stipend position occurs.

Step	Group C		Group D		Group I		Group L		Group M		Group O		Group P		Group Q		Group R	
	Amt	%	Amt	%	Amt	%												
1	5,480	13.7%	4,960	12.4%	2,400	6.0%	2,000	5.0%	1,760	4.4%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
2	5,480	13.7%	4,960	12.4%	2,400	6.0%	2,000	5.0%	1,760	4.4%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
3	5,920	14.8%	5,400	13.5%	2,760	6.9%	2,360	5.9%	2,040	5.1%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
4	5,920	14.8%	5,400	13.5%	2,760	6.9%	2,360	5.9%	2,040	5.1%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
5	6,320	15.8%	5,800	14.5%	3,080	7.7%	2,680	6.7%	2,360	5.9%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
6	6,320	15.8%	5,800	14.5%	3,080	7.7%	2,680	6.7%	2,360	5.9%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
7	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
8	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
9	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
10	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
11	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
12	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
13	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
14	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
15	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
16	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
17	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
18	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
19	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
20	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
21	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
22	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
23	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
24	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
25	8,000	20.0%	8,000	20.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%

Group	Description	Role	Department
C	Springfield Youth Strings Orchestra	Director	Fine Arts
D	High School Cheerleading/Pep Squad	Head Coach	Athletics
I	Middle School Cheerleading	Head Coach	Athletics
L	Department Head - World Language	Department Head	School Site
M	Middle School Pep Club	Sponsor	School Site
O	Curriculum Development Council - Level 2 ¹	Chair	Learning Support
P	Curriculum Development Council - Level 1	Chair	Learning Support
Q	High School Community Service (13+ Students)	Coordinator	School Site
R	High School Community Service (12 Students and less)	Coordinator	School Site
R	Middle School National Junior Honor Society	Sponsor	School Site

¹ Level 2 rate applies to 3 years surrounding new curriculum adoption.

3-D Annualized Stipends

The following positions will be issued Letters of Appointment (Exempt) or Volunteer Capacity Letters (Non-Exempt)

Description	Department	Rate
Coordinator - Off-season Conditioning Program (per session)	Athletics	877
Access Champions (Elementary/Middle School)	Student Access & Opportunity	500
Access Champions (High School)	Student Access & Opportunity	1,000
Middle School Site Engagement Coordinator	School Site	400
Peer Mediator Sponsor	Counseling	1,000
Sister City Liaison	Curriculum	1,000
Site AVID Coordinator	Secondary	3,000
Site Test Coordinator - High School (4 Block)	AAA	1,150
Site Test Coordinator - High School (8 Block)	AAA	900
Site Test Coordinator - K-8 School (0-300)	AAA	500
Site Test Coordinator - K-8 School (301-400)	AAA	600
Site Test Coordinator - K-8 School (401-500)	AAA	700
Site Test Coordinator - K-8 School (500+)	AAA	800
Site Test Coordinator - Study K-12	AAA	600
Student African American Brotherhood Sponsor (SAAB) - Middle School	Student Access & Opportunity	1,000
Student African American Brotherhood Sponsor (SAAB) - High School	Student Access & Opportunity	2,000
Teacher Mentor - Future Educator	Student Access & Opportunity	1,250
Teacher Mentoring Supervisor	High School	1,500
Website Maintenance	All Schools	250
Wellness Champion	All Schools	250
Counselor - National Certified	HR	500
Parent Educator with Master's Degree	HR	500
Counselor - Lead High School (1 per school)	HR	1,000
International Baccalaureate Coordinator: <i>Middle Years Programme - Personal Project</i> <i>Middle Years Programme - Service Learning</i> <i>Career-related Programme - Reflective Project</i> <i>Career-related Programme - Service</i> <i>Diploma Programme - CAS</i> <i>Diploma Programme - Extended Essay</i>	IB Schools	3,000
Teacher - National Board Certified	HR	3,000
Tournament of Champions Coordinator	HR	8,000

Annualized Stipends based upon \$40,000 Salary Percentage			
Description	Department	Annual	%
Archery Coach - Middle/High School	Athletics	2,836	7.09%
Archery Tournament Supervisor - Middle School	Athletics	2,578	6.45%
Curriculum Development Council Chair	Learning Support	4,126	10.32%
Elementary Math Club Sponsor	School Site	748	1.87%
Elementary STEAM Club Sponsor	School Site	748	1.87%
High School Community Service (13+ Students) Coordinator	School Site	1,934	4.84%
High School Community Service Coordinator (12 Students and less)	School Site	1,031	2.58%
Secondary Athletic Intern	Athletics	1,200	3.00%
High School National Honor Society Sponsor	School Site	2,450	6.12%
High School Non-Core Department Head	School Site	1,547	3.87%
Middle School Core Department Head	School Site	1,547	3.87%
Middle School National Junior Honor Society Sponsor	School Site	1,160	2.90%
Weight Room Supervisor (all 3 seasons)	Athletics	3,739	9.35%

Description	Department	Rate
Baseball Development Coordinator*	Athletics	3,968
Basketball Development Coordinator*	Athletics	3,400 - 4,966
Assistant Basketball Coordinator*	Athletics	400

*Not eligible for future placement

Paid Upon Completion Stipends

Payment requests should be reported by department/site via spreadsheet or timesheet upon completion of the job duty.

Description	Department	Frequency	Rate
Athletic Schedule Coordinator	Athletics	Upon Completion	250
Athletics Supervision	Athletics	Per Event	50
Athletics Supervision (full day tournament)	Athletics	Per Event	100
Band/Choir Competition Assistant	All Schools	Per Event	100
Cadet Teaching Advisor	High School	Upon Completion	200
Cognitive Diagnostic Testing (per test)	Special Services	Per Event	75
Concession Manager at JFK	High School	Per Event	125
Concession Worker at JFK	High School	Per Event	25
Drama/Musical Assistant	High School	Per Event	1,000
Theatre Pit Director	High School	Upon Completion	2,000
Dual Credit Teachers - per student	High School	Upon Completion	25
Elementary Honor Choir Coordinator	Learning Support	Upon Completion	450
Evolving Leaders Mentor	Learning Development	Upon Completion	750
Explore Liaison	All Schools	Upon Completion	600
Extracurricular Sponsor (must have executive director approval)	High School	Upon Completion	250 - 500
FEMA Emergency Shelter Event ¹	All Schools	Per Event	50
Khebrat Mentoring	Learning Development	Upon Completion	500
Language Arts Fair Coordinator	Learning Support	Upon Completion	750
Middle School Advisor/Advisee	Middle School	Upon Completion	1,190
Middle School Honor Choir/Band Coordinator	Learning Support	Upon Completion	450
ES/MS Student Interest Club Teachers	Learning Support	Quarter/Session	250
MSHSAA Music Festival Manager	All Schools	Per Event	500
MSHSAA Music Festival Scheduler	All Schools	Per Event	407
Music Contest Assistant	Middle School	Per Event	200
New Teacher Liaison	Learning Development	Upon Completion	500
Prom Coordinator	High School	Upon Completion	500
Early Notice Incentive- Contracted Employees- by January 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	1,000
Early Notice Incentive- Contracted Employees- by February 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Contracted Employees- by March 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
Early Notice Incentive- Non-Contracted Employees- 90+ calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	1,000
Early Notice Incentive- Non-Contracted Employees- 60-89 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Non-Contracted Employees- 30-59 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
School Garden Coordinator	All Schools	Upon Completion	200
Solo/Ensemble Accompanist - District	High School	Per Event	25
Solo/Ensemble Accompanist - State	High School	Per Event	50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	200
SPS Leadership Academy: Facilitators (3 teachers max)	Learning Development	Upon Completion	6,750
SPS Leadership Academy:Participant (16 teachers max)(\$1,750 per year/\$3,500max)	Learning Development	Upon Completion	3,500
Teacher Externship	Student Experiences	Upon Completion	500
New Teacher Comp (Induction - 4 days @ \$150 per day-Educator CBA only)	Learning Development	Upon Completion	600
Teacher Support Team	All Schools	Upon Completion	1,000
Teen Connection Program – Supply stipend \$250/group*	Counseling	Upon Completion	250
Teen Connection Program –Planning and Implementation* \$2,500/group	Counseling	Upon Completion	2,500
Tournament Assistant Coordinator	Athletics	Upon Completion	1,000
Tournament Liaison	Athletics	Per Event	300 - 500

*grant/outside-funded - annual renewal to continuing funding

** Some employee groups are required to work the entirety of the school year to be eligible. If applicable, this requirement will be noted in the respective collective bargaining agreement (CBA) for that group.

Summer School Positions

Description	Frequency	Rate
Explore - Teacher/Counselor/Library Media Specialist	Daily	\$235
Explore - Assistant Coordinator-Special Services	Daily	\$240
Explore - Assistant Principal	Daily	\$240
Explore - Principal	Daily	\$260
Explore - Artworks Coordinator	Daily	\$285
Explore - Coordinator	Daily	\$285
Explore - Classified & Non-Exempt Staff 4	Hourly	Per Salary Schedule
Student Experience Teachers	Hourly	Per Teacher Schedule

Launch Compensation

Type of Course - Regular School Year	Number of Students	Rate
Traditional Course:	1-10 students	\$810
	11-15 students	\$810 + \$81 per enrollment
	16-33	\$2,662
<i>Note: Once a full section is made, additional students in the same course and pacing will be paid \$81 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
ACT Prep Course	1-20 students	\$810
	21-30 students	\$810 + \$41 per enrollment
	31-66	\$2,662
<i>Note: Once a full section is made, additional students in the same course will be paid \$41 per student up to the addition of 31 students when another full stipend will be assigned.</i>		
Elementary Specials	1-16 students	\$810
	17-25 students	\$810 + \$53 per enrollment
	26-50	\$2,662
<i>Note: Once a full stipend is made, additional students in the same course will be paid \$53 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	\$2,662
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	\$2,662
Learning Academies	1-50 students	\$2,662
Special Education	1-50 students	\$2,662
Launch Teacher Support (\$1,000 per semester)	Virtual Learning	2,000
<u>Launch Adjunct Retiree Stipend Pay (Regular Year)</u>		
<ol style="list-style-type: none"> 1. Paid in 2 payments during the semester 2. Fall semester is paid on the last payroll date of October and December 3. Spring semester is paid on the last payroll date of March and May 		
<u>Launch Adjunct Teachers Stipend Pay (Regular Year)</u>		
<ol style="list-style-type: none"> 1. Paid in 7 payments, annualized over the months of the semester and paid semi-monthly. 2. Fall semester is paid September-December beginning on last payroll date of September 3. Spring semester is paid February-May beginning on the last payroll date of February 		

Type of Course - Explore	Number of Students	Rate
Traditional Course:	1-10 students	\$690
	11-15 students	\$690 + \$69 per enrollment
	16-33	\$2,266
<i>Note: Once a full section is made, additional students in the same course and pacing will be paid \$67 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
ACT Prep Course	1-20 students	\$690
	21-30 students	\$690 + \$35.00 per enrollment
	31-66	\$2,266
<i>Note: Once a full section is made, additional students in the same course will be paid \$33.50 per student up to the addition of 31 students when another full stipend will be assigned.</i>		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	\$2,266
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	\$2,266
Learning Academies	1-50 students	\$2,266
Elementary Enrichment	1-25 students	\$4,532

Substitute and Temporary Staff Rates

Position	Frequency	Amount
Occupational Therapist Registered/Licensed (OTR); Physical Therapist (PT)	Daily	362.50
Occupational Therapy Assistants - Certified (COTA); Physical Therapy Asst (PTA)	Hourly	40.00
Specialized Special Education Instructional Services	Hourly	40-70
Speech Language Pathologist	Hourly	35.00
Long Term Substitute-Teacher of Record	Semi-Monthly	TABS - STEP 1
Teacher - Homebound	Hourly	25.00
Teacher - substituting during conference period	Hourly	22.33
Temporary Worker	Hourly	15.00

Note: Teacher of Record – A teacher of record is an individual hired as the classroom teacher who has not yet completed all requirements for certification. Individuals hired to serve as teacher of record will be paid the salary reflected on step 1 of the TABS column and will be a non-contracted employee until all requirements of certification are complete.

Contracted Substitute Service Position	Frequency	Amount
Assistant Principal	Daily	165.00
Assistant Principal - 11+ days in same assignment	Daily	205.00
Counselor	Daily	171.50
Counselor with prior experience at Springfield Public Schools	Daily	196.75
Other - Interpreter	Daily	181.25
Other- Speech Language Pathologist	Daily	253.75
Paraprofessional	Hourly	15.00
Principal	Daily	230.00
Principal - 11+ days in the same assignment	Daily	280.00
Secretary/General Clerical	Hourly	15.00
Teacher	Daily	120.00
Teacher-Long term (11+ days in the same assignment)	Daily	140.00
Non-SPS retiree	Daily	140.00
Non SPS retiree Long-term (11+ days in the same assignment)	Daily	160.00
SPS retiree	Daily	150.00
SPS retiree (11+ days in the same assignment)	Daily	170.00
General Labor	Hourly	15.00

Administrator Salary Schedule
Exempt 260 Days - unless otherwise noted ()

Step	A100	A110 A111	A120 A121	A130 A131	A140 A141	A150	A160	A170	A180
1	70,102	75,944	77,928	81,786	87,626	93,468	99,310	105,690	116,836
2	71,504	77,842	79,878	83,830	89,642	95,616	101,594	108,068	119,174
3	72,934	79,790	81,874	85,924	91,704	97,818	103,930	110,498	121,556
4	74,392	81,782	83,924	88,072	93,814	100,066	106,322	112,984	123,988
5	75,880	83,828	86,020	90,274	95,972	102,368	108,766	115,526	126,466
6	77,398	85,922	88,170	92,532	98,178	104,724	111,268	118,128	128,996
7	78,944	88,072	90,374	94,848	100,438	107,132	113,828	120,786	131,574
8	80,526	90,274	92,634	97,218	102,746	109,598	116,446	123,502	134,210
9	82,134	92,530	94,950	99,648	105,110	112,116	119,124	126,280	136,890
10	83,778	94,844	97,324	102,138	107,526	114,696	121,864	129,122	139,628
11	85,118	96,172	98,882	103,772	109,138	116,186	123,082	130,738	141,024
12	86,478	97,516	100,462	105,434	110,776	117,698	124,314	132,376	142,434
13	87,860	98,882	102,068	107,122	112,438	119,226	125,558	134,034	143,862
14	89,268	100,268	103,704	108,834	114,126	120,776	126,812	135,710	145,300
15	90,696	101,670	105,362	110,574	115,836	122,348	128,078	137,410	146,752
16	92,146	103,094	107,048	112,344	117,574	123,938	129,362	139,132	148,220
17	93,620	104,536	108,762	114,142	119,338	125,550	130,654	140,874	149,702
18	95,118	106,000	110,500	115,968	121,126	127,180	131,962	142,636	151,198
19	96,640	107,484	112,268	117,822	122,944	128,834	133,280	144,422	152,712
20	98,186	108,988	114,066	119,708	124,790	130,508	134,614	146,232	154,238

Pay Grade	Position	Pay Grade	Position
A100	Assistant Principal - Elementary School (200)	A140 cont.	Chief of School Police
A110	Assistant Director I - Custodial & Grounds Services		Director III - Gifted Education
	Assistant Director I - Transportation		Director III - Health Services
	Assistant Director I - Data Analytics and Accountability		Director III - Information Services
	Assistant Director I - Technology		Director III - Professional Learning
A111	Assistant Principal - Middle School (222)	Director III - Technology	
A120	Assistant Principal - Virtual Learning	Director III - Transportation	
	Director I - Communications	A141	Principal - 5/6 (255)
A121	Principal - Choice Programs	A150	Associate Director - Special Services
	Assistant Principal - Alternative School (222)		Director IV - Early Childhood/Parents as Teachers
A130	Assistant Principal - High School (222)	Director IV - Family Support Services	
	Assistant Director III - Special Services	Director IV - Work-based Learning/Student Experiences	
	Assistant Director III - Therapy & Related Services	Principal - Middle School	
	Assistant Director III - Early Childhood	A160	Director V - Elementary Learning
	Director II - Assessment and Intervention		Director V - Human Resources Classified
	Director II - College and Career Readiness		Director V - Human Resources Certified
	Director II - Curriculum and Instruction K-5		Director V - Middle and K-8 Schools
Director II - Curriculum and Instruction 6-12	Director V - High School		
Director II - English Language Development	Director V - Special Services		
Director II - Student Access and Opportunity	Principal - Alternative School		
Director II-Student Services	Principal - High School		
Principal - Early Childhood Education (ECSE/WY)	A170	Director VI - Athletics & Activities	
Principal - Springfield Options Site (SOS)		Director VI - Virtual Learning and Strategic Planning	
Principal - Virtual Learning	A180	Chief Information Officer	
A131		Principal - Elementary School (255)	Executive Director - Academics
A140		Assistant Director IV - Athletics	Executive Director - Business Services
		Assistant Director IV - Virtual Learning	Executive Director - Choice Programs and Summer Learning
		Director III - Business Services	Executive Director - Elementary Schools
		Director III - Counseling	Executive Director - High Schools
		Director III - Custodial & Grounds	Executive Director - Middle and K-8 Schools
		Director III - Data Analytics and Accountability	Executive Director - Operations
		Director III - Facilities	Executive Director - Student & School Services
		Director III - Federal Programs	
	Director III - Purchasing & Distribution		