



Norfolk Public Schools
The cornerstone of a proudly diverse community

Salaries and Wages

July 1, 2016 – June 30, 2017

Table of Contents

10-Month Administrator Salary Scale for School Year 2016-2017	2
11-Month Administrator Salary Scale for School Year 2016-2017	3
12-Month Administrator Salary Scale for School Year 2016-2017	4
Administrative Positions for School Year 2016-2017	5
10-Month Teacher Salary Scale for School Year 2016-2017	9
10.5-Month Teacher Salary Scale for School Year 2016-2017	10
11-Month Teacher Salary Scale for School Year 2016-2017	11
12-Month Teacher Salary Scale for School Year 2016-2017	12
Classified Salary Scale for School Year 2016-2017	13
Classified Positions for School Year 2016-2017	14
Differentials & Additional Duties Pay Scale for School Year 2016-2017	19
Athletic Events Pay Scale for School Year 2016-2017	20
Athletic Coach Pay Scale for School Year 2016-2017	21
Hourly Part-Time Pay Rates for School Year 2016-2017	22
Fair Labor Standards Act	24

10-Month Administrator Salary Scale for School Year 2016-2017

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$34,643.00	\$36,374.00	\$38,192.00	\$40,101.00	\$42,108.00	\$44,213.00	\$46,423.00	\$48,742.00	\$51,180.00	\$53,741.00	\$56,427.00	\$59,248.00	\$62,211.00	\$65,322.00	\$68,587.00	\$72,019.00	\$79,219.00
2	\$34,807.00	\$36,546.00	\$38,373.00	\$40,293.00	\$42,306.00	\$44,422.00	\$46,643.00	\$48,973.00	\$51,422.00	\$53,996.00	\$56,695.00	\$59,530.00	\$62,506.00	\$65,632.00	\$68,912.00	\$72,359.00	\$79,594.00
3	\$34,971.00	\$36,719.00	\$38,553.00	\$40,481.00	\$42,507.00	\$44,633.00	\$46,863.00	\$49,205.00	\$51,665.00	\$54,249.00	\$56,962.00	\$59,811.00	\$62,801.00	\$65,940.00	\$69,237.00	\$72,700.00	\$79,969.00
4	\$35,134.00	\$36,892.00	\$38,734.00	\$40,672.00	\$42,706.00	\$44,842.00	\$47,083.00	\$49,437.00	\$51,908.00	\$54,504.00	\$57,230.00	\$60,092.00	\$63,095.00	\$66,251.00	\$69,563.00	\$73,042.00	\$80,345.00
5	\$36,187.00	\$37,999.00	\$39,897.00	\$41,892.00	\$43,986.00	\$46,185.00	\$48,496.00	\$50,920.00	\$53,466.00	\$56,139.00	\$58,947.00	\$61,893.00	\$64,988.00	\$68,237.00	\$71,650.00	\$75,232.00	\$82,755.00
6	\$37,273.00	\$39,139.00	\$41,095.00	\$43,146.00	\$45,306.00	\$47,572.00	\$49,950.00	\$52,447.00	\$55,070.00	\$57,823.00	\$60,714.00	\$63,751.00	\$66,939.00	\$70,285.00	\$73,800.00	\$77,488.00	\$85,238.00
7	\$38,392.00	\$40,310.00	\$42,327.00	\$44,444.00	\$46,666.00	\$48,998.00	\$51,449.00	\$54,020.00	\$56,721.00	\$59,558.00	\$62,535.00	\$65,665.00	\$68,947.00	\$72,395.00	\$76,014.00	\$79,815.00	\$87,796.00
8	\$39,543.00	\$41,521.00	\$43,597.00	\$45,779.00	\$48,064.00	\$50,468.00	\$52,993.00	\$55,641.00	\$58,424.00	\$61,346.00	\$64,412.00	\$67,634.00	\$71,016.00	\$74,565.00	\$78,294.00	\$82,210.00	\$90,429.00
9	\$40,730.00	\$42,765.00	\$44,905.00	\$47,149.00	\$49,509.00	\$51,984.00	\$54,582.00	\$57,312.00	\$60,176.00	\$63,185.00	\$66,344.00	\$69,662.00	\$73,144.00	\$76,801.00	\$80,643.00	\$84,674.00	\$93,142.00
10	\$41,952.00	\$44,049.00	\$49,515.00	\$48,563.00	\$50,992.00	\$53,541.00	\$56,218.00	\$59,030.00	\$61,983.00	\$65,081.00	\$68,335.00	\$71,752.00	\$75,339.00	\$79,107.00	\$83,061.00	\$87,215.00	\$95,936.00
11	\$43,210.00	\$45,370.00	\$47,639.00	\$50,021.00	\$52,524.00	\$55,148.00	\$57,906.00	\$60,801.00	\$63,841.00	\$67,031.00	\$70,384.00	\$73,904.00	\$77,600.00	\$81,479.00	\$85,555.00	\$89,831.00	\$98,813.00
12	\$44,506.00	\$46,732.00	\$49,068.00	\$51,523.00	\$54,098.00	\$56,803.00	\$59,644.00	\$62,626.00	\$65,756.00	\$69,044.00	\$72,497.00	\$76,122.00	\$79,927.00	\$83,923.00	\$88,121.00	\$92,526.00	\$101,777.00
13	\$45,842.00	\$48,134.00	\$50,540.00	\$53,067.00	\$55,722.00	\$58,508.00	\$61,431.00	\$64,505.00	\$67,729.00	\$71,117.00	\$74,671.00	\$78,405.00	\$82,327.00	\$86,441.00	\$90,763.00	\$95,301.00	\$104,832.00
14	\$47,218.00	\$49,578.00	\$52,057.00	\$54,660.00	\$57,392.00	\$60,262.00	\$63,274.00	\$66,439.00	\$69,763.00	\$73,250.00	\$76,911.00	\$80,758.00	\$84,794.00	\$89,035.00	\$93,486.00	\$98,161.00	\$107,978.00
15	\$48,633.00	\$51,067.00	\$53,619.00	\$56,299.00	\$59,116.00	\$62,070.00	\$65,174.00	\$68,432.00	\$71,856.00	\$75,447.00	\$79,219.00	\$83,179.00	\$87,338.00	\$91,706.00	\$96,291.00	\$101,106.00	\$111,217.00
16	\$50,092.00	\$52,596.00	\$55,226.00	\$57,989.00	\$60,888.00	\$63,931.00	\$67,128.00	\$70,485.00	\$74,009.00	\$77,710.00	\$81,596.00	\$85,675.00	\$89,958.00	\$94,458.00	\$99,180.00	\$104,139.00	\$114,551.00
17	\$51,596.00	\$54,174.00	\$56,884.00	\$59,729.00	\$62,715.00	\$65,851.00	\$69,143.00	\$72,601.00	\$76,230.00	\$80,041.00	\$84,044.00	\$88,246.00	\$92,659.00	\$97,291.00	\$102,155.00	\$107,264.00	\$117,989.00
18	\$53,144.00	\$55,800.00	\$58,589.00	\$61,519.00	\$64,596.00	\$67,825.00	\$71,217.00	\$74,776.00	\$78,517.00	\$82,443.00	\$86,564.00	\$90,893.00	\$95,438.00	\$100,210.00	\$105,220.00	\$110,480.00	\$121,529.00
19	\$54,736.00	\$57,475.00	\$60,348.00	\$63,366.00	\$66,534.00	\$69,861.00	\$73,354.00	\$77,020.00	\$80,871.00	\$84,915.00	\$89,161.00	\$93,619.00	\$98,300.00	\$103,218.00	\$108,377.00	\$113,796.00	\$125,177.00
20	\$56,380.00	\$59,198.00	\$62,159.00	\$65,266.00	\$68,530.00	\$71,957.00	\$75,554.00	\$79,332.00	\$83,299.00	\$87,463.00	\$91,838.00	\$96,428.00	\$101,250.00	\$106,313.00	\$111,628.00	\$117,209.00	\$128,931.00
21	\$58,071.00	\$60,975.00	\$64,024.00	\$67,225.00	\$70,587.00	\$74,115.00	\$77,822.00	\$81,710.00	\$85,798.00	\$90,087.00	\$94,593.00	\$99,321.00	\$104,287.00	\$109,502.00	\$114,976.00	\$120,726.00	\$132,798.00

11-Month Administrator Salary Scale for School Year 2016-2017

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$38,106.00	\$40,011.00	\$42,011.00	\$44,112.00	\$46,319.00	\$48,634.00	\$51,066.00	\$53,619.00	\$56,298.00	\$59,115.00	\$62,070.00	\$65,174.00	\$68,431.00	\$71,855.00	\$75,445.00	\$79,220.00	\$87,139.00
2	\$38,286.00	\$40,201.00	\$42,210.00	\$44,321.00	\$46,538.00	\$48,864.00	\$51,305.00	\$53,872.00	\$56,566.00	\$59,395.00	\$62,365.00	\$65,483.00	\$68,755.00	\$72,194.00	\$75,804.00	\$79,595.00	\$87,553.00
3	\$38,466.00	\$40,392.00	\$42,408.00	\$44,530.00	\$46,757.00	\$49,095.00	\$51,549.00	\$54,125.00	\$56,832.00	\$59,676.00	\$62,658.00	\$65,793.00	\$69,080.00	\$72,535.00	\$76,161.00	\$79,971.00	\$87,967.00
4	\$38,649.00	\$40,580.00	\$42,607.00	\$44,740.00	\$46,977.00	\$49,326.00	\$51,790.00	\$54,379.00	\$57,099.00	\$59,954.00	\$62,952.00	\$66,100.00	\$69,405.00	\$72,875.00	\$76,518.00	\$80,346.00	\$88,380.00
5	\$39,806.00	\$41,798.00	\$43,887.00	\$46,082.00	\$48,385.00	\$50,804.00	\$53,344.00	\$56,014.00	\$58,811.00	\$61,752.00	\$64,839.00	\$68,082.00	\$71,488.00	\$75,062.00	\$78,814.00	\$82,756.00	\$91,030.00
6	\$41,001.00	\$43,052.00	\$45,205.00	\$47,463.00	\$49,836.00	\$52,328.00	\$54,944.00	\$57,693.00	\$60,578.00	\$63,605.00	\$66,787.00	\$70,124.00	\$73,632.00	\$77,315.00	\$81,179.00	\$85,238.00	\$93,761.00
7	\$42,231.00	\$44,342.00	\$46,561.00	\$48,888.00	\$51,333.00	\$53,899.00	\$56,594.00	\$59,423.00	\$62,394.00	\$65,515.00	\$68,789.00	\$72,231.00	\$75,840.00	\$79,632.00	\$83,614.00	\$87,794.00	\$96,574.00
8	\$43,498.00	\$45,674.00	\$47,956.00	\$50,355.00	\$52,872.00	\$55,515.00	\$58,292.00	\$61,205.00	\$64,266.00	\$67,480.00	\$70,853.00	\$74,397.00	\$78,116.00	\$82,022.00	\$86,124.00	\$90,430.00	\$99,471.00
9	\$44,803.00	\$47,041.00	\$49,395.00	\$51,865.00	\$54,458.00	\$57,182.00	\$60,040.00	\$63,043.00	\$66,193.00	\$69,504.00	\$72,980.00	\$76,628.00	\$80,458.00	\$84,482.00	\$88,708.00	\$93,143.00	\$102,456.00
10	\$46,147.00	\$48,455.00	\$50,877.00	\$53,420.00	\$56,091.00	\$58,898.00	\$61,841.00	\$64,933.00	\$68,181.00	\$71,588.00	\$75,168.00	\$78,926.00	\$82,872.00	\$87,018.00	\$91,369.00	\$95,935.00	\$105,530.00
11	\$47,531.00	\$49,907.00	\$52,404.00	\$55,024.00	\$57,775.00	\$60,663.00	\$63,698.00	\$66,881.00	\$70,225.00	\$73,736.00	\$77,423.00	\$81,295.00	\$85,360.00	\$89,627.00	\$94,108.00	\$98,814.00	\$108,695.00
12	\$48,957.00	\$51,405.00	\$53,974.00	\$56,675.00	\$59,506.00	\$62,484.00	\$65,606.00	\$68,889.00	\$72,333.00	\$75,947.00	\$79,747.00	\$83,734.00	\$87,920.00	\$92,315.00	\$96,932.00	\$101,779.00	\$111,956.00
13	\$50,427.00	\$52,947.00	\$55,595.00	\$58,375.00	\$61,294.00	\$64,359.00	\$67,574.00	\$70,956.00	\$74,502.00	\$78,226.00	\$82,138.00	\$86,247.00	\$90,558.00	\$95,085.00	\$99,839.00	\$104,833.00	\$115,315.00
14	\$51,940.00	\$54,535.00	\$57,263.00	\$60,127.00	\$63,132.00	\$66,289.00	\$69,603.00	\$73,084.00	\$76,738.00	\$80,573.00	\$84,604.00	\$88,832.00	\$93,273.00	\$97,940.00	\$102,836.00	\$107,977.00	\$118,776.00
15	\$53,497.00	\$56,172.00	\$58,979.00	\$61,929.00	\$65,027.00	\$68,278.00	\$71,691.00	\$75,276.00	\$79,040.00	\$82,992.00	\$87,140.00	\$91,497.00	\$96,072.00	\$100,877.00	\$105,919.00	\$111,218.00	\$122,337.00
16	\$55,102.00	\$57,856.00	\$60,750.00	\$63,788.00	\$66,976.00	\$70,325.00	\$73,842.00	\$77,534.00	\$81,410.00	\$85,481.00	\$89,755.00	\$94,242.00	\$98,955.00	\$103,903.00	\$109,098.00	\$114,552.00	\$126,006.00
17	\$56,756.00	\$59,594.00	\$62,572.00	\$65,701.00	\$68,987.00	\$72,437.00	\$76,056.00	\$79,861.00	\$83,853.00	\$88,044.00	\$92,450.00	\$97,072.00	\$101,924.00	\$107,020.00	\$112,370.00	\$117,990.00	\$129,789.00
18	\$58,457.00	\$61,380.00	\$64,449.00	\$67,672.00	\$71,055.00	\$74,608.00	\$78,339.00	\$82,253.00	\$86,369.00	\$90,687.00	\$95,223.00	\$99,982.00	\$104,981.00	\$110,232.00	\$115,742.00	\$121,529.00	\$133,681.00
19	\$60,211.00	\$63,221.00	\$66,383.00	\$69,702.00	\$73,187.00	\$76,846.00	\$80,690.00	\$84,722.00	\$88,959.00	\$93,407.00	\$98,076.00	\$102,981.00	\$108,129.00	\$113,538.00	\$119,215.00	\$125,177.00	\$137,692.00
20	\$62,017.00	\$65,118.00	\$68,374.00	\$71,792.00	\$75,384.00	\$79,151.00	\$83,110.00	\$87,265.00	\$91,629.00	\$96,210.00	\$101,022.00	\$106,070.00	\$111,375.00	\$116,942.00	\$122,791.00	\$128,930.00	\$141,824.00
21	\$63,879.00	\$67,072.00	\$70,426.00	\$73,948.00	\$77,645.00	\$81,526.00	\$85,603.00	\$89,882.00	\$94,377.00	\$99,097.00	\$104,051.00	\$109,254.00	\$114,714.00	\$120,452.00	\$126,474.00	\$132,798.00	\$146,078.00

12-Month Administrator Salary Scale for School Year 2016-2017

Grade ↔																	
Step ↕	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	EXEC
1	\$43,650.00	\$45,833.00	\$48,121.00	\$50,529.00	\$53,056.00	\$55,709.00	\$58,492.00	\$61,416.00	\$64,488.00	\$67,713.00	\$71,098.00	\$74,654.00	\$78,385.00	\$82,305.00	\$86,420.00	\$90,742.00	\$99,815.00
2	\$43,855.00	\$46,049.00	\$48,349.00	\$50,767.00	\$53,307.00	\$55,973.00	\$58,769.00	\$61,707.00	\$64,792.00	\$68,033.00	\$71,435.00	\$75,007.00	\$78,757.00	\$82,695.00	\$86,828.00	\$91,172.00	\$100,288.00
3	\$44,062.00	\$46,266.00	\$48,577.00	\$51,008.00	\$53,558.00	\$56,237.00	\$59,047.00	\$61,999.00	\$65,099.00	\$68,355.00	\$71,773.00	\$75,361.00	\$79,129.00	\$83,085.00	\$87,239.00	\$91,602.00	\$100,763.00
4	\$44,270.00	\$46,484.00	\$48,804.00	\$51,246.00	\$53,808.00	\$56,501.00	\$59,325.00	\$62,289.00	\$65,405.00	\$68,676.00	\$72,109.00	\$75,715.00	\$79,500.00	\$83,476.00	\$87,650.00	\$92,033.00	\$101,235.00
5	\$45,595.00	\$47,878.00	\$50,270.00	\$52,785.00	\$55,422.00	\$58,193.00	\$61,103.00	\$64,160.00	\$67,367.00	\$70,735.00	\$74,273.00	\$77,985.00	\$81,885.00	\$85,980.00	\$90,279.00	\$94,793.00	\$104,272.00
6	\$46,966.00	\$49,314.00	\$51,780.00	\$54,367.00	\$57,085.00	\$59,941.00	\$62,936.00	\$66,084.00	\$69,387.00	\$72,858.00	\$76,501.00	\$80,325.00	\$84,342.00	\$88,559.00	\$92,988.00	\$97,635.00	\$107,400.00
7	\$48,373.00	\$50,793.00	\$53,333.00	\$55,999.00	\$58,799.00	\$61,738.00	\$64,826.00	\$68,067.00	\$71,468.00	\$75,043.00	\$78,795.00	\$82,737.00	\$86,872.00	\$91,217.00	\$95,776.00	\$100,565.00	\$110,622.00
8	\$49,824.00	\$52,317.00	\$54,932.00	\$57,680.00	\$60,563.00	\$63,589.00	\$66,771.00	\$70,108.00	\$73,614.00	\$77,295.00	\$81,160.00	\$85,217.00	\$89,479.00	\$93,953.00	\$98,649.00	\$103,584.00	\$113,940.00
9	\$51,322.00	\$53,885.00	\$56,579.00	\$59,407.00	\$62,380.00	\$65,499.00	\$68,772.00	\$72,212.00	\$75,821.00	\$79,613.00	\$83,595.00	\$87,774.00	\$92,162.00	\$96,770.00	\$101,610.00	\$106,690.00	\$117,357.00
10	\$52,859.00	\$55,502.00	\$58,278.00	\$61,190.00	\$64,249.00	\$67,463.00	\$70,835.00	\$74,378.00	\$78,098.00	\$82,002.00	\$86,101.00	\$90,406.00	\$94,926.00	\$99,675.00	\$104,657.00	\$109,890.00	\$120,879.00
11	\$54,446.00	\$57,166.00	\$60,026.00	\$63,027.00	\$66,179.00	\$69,487.00	\$72,962.00	\$76,612.00	\$80,441.00	\$84,461.00	\$88,685.00	\$93,117.00	\$97,777.00	\$102,664.00	\$107,797.00	\$113,187.00	\$124,505.00
12	\$56,079.00	\$58,883.00	\$61,826.00	\$64,920.00	\$68,163.00	\$71,573.00	\$75,150.00	\$78,910.00	\$82,853.00	\$86,996.00	\$91,346.00	\$95,914.00	\$100,709.00	\$105,743.00	\$111,032.00	\$116,584.00	\$128,240.00
13	\$57,761.00	\$60,648.00	\$63,680.00	\$66,864.00	\$70,209.00	\$73,720.00	\$77,404.00	\$81,275.00	\$85,340.00	\$89,607.00	\$94,088.00	\$98,791.00	\$103,730.00	\$108,918.00	\$114,362.00	\$120,081.00	\$132,088.00
14	\$59,494.00	\$62,469.00	\$65,592.00	\$68,871.00	\$72,314.00	\$75,931.00	\$79,727.00	\$83,713.00	\$87,901.00	\$92,295.00	\$96,909.00	\$101,754.00	\$106,841.00	\$112,184.00	\$117,794.00	\$123,683.00	\$136,053.00
15	\$61,278.00	\$64,343.00	\$67,558.00	\$70,936.00	\$74,486.00	\$78,210.00	\$82,119.00	\$86,224.00	\$90,537.00	\$95,065.00	\$99,815.00	\$104,806.00	\$110,046.00	\$115,550.00	\$121,326.00	\$127,393.00	\$140,133.00
16	\$63,117.00	\$66,272.00	\$69,585.00	\$73,066.00	\$76,719.00	\$80,555.00	\$84,581.00	\$88,813.00	\$93,252.00	\$97,914.00	\$102,811.00	\$107,951.00	\$113,348.00	\$119,016.00	\$124,968.00	\$131,215.00	\$144,335.00
17	\$65,011.00	\$68,260.00	\$71,674.00	\$75,258.00	\$79,021.00	\$82,972.00	\$87,121.00	\$91,477.00	\$96,049.00	\$100,851.00	\$105,896.00	\$111,189.00	\$116,750.00	\$122,587.00	\$128,714.00	\$135,152.00	\$148,666.00
18	\$66,960.00	\$70,309.00	\$73,823.00	\$77,515.00	\$81,389.00	\$85,460.00	\$89,735.00	\$94,218.00	\$98,931.00	\$103,878.00	\$109,072.00	\$114,525.00	\$120,250.00	\$126,265.00	\$132,578.00	\$139,206.00	\$153,126.00
19	\$68,967.00	\$72,418.00	\$76,039.00	\$79,840.00	\$83,832.00	\$88,024.00	\$92,425.00	\$97,045.00	\$101,898.00	\$106,994.00	\$112,343.00	\$117,961.00	\$123,857.00	\$130,053.00	\$136,555.00	\$143,383.00	\$157,721.00
20	\$71,039.00	\$74,590.00	\$78,319.00	\$82,235.00	\$86,348.00	\$90,663.00	\$95,197.00	\$99,958.00	\$104,956.00	\$110,204.00	\$115,715.00	\$121,500.00	\$127,575.00	\$133,952.00	\$140,652.00	\$147,683.00	\$162,452.00
21	\$71,385.00	\$76,829.00	\$80,669.00	\$84,702.00	\$88,938.00	\$93,383.00	\$98,055.00	\$102,957.00	\$108,105.00	\$113,510.00	\$119,186.00	\$125,145.00	\$131,401.00	\$137,972.00	\$144,870.00	\$152,114.00	\$167,326.00

Administrative Positions for School Year 2016-2017

Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
Executive				
Superintendent of Schools		7.50	252	1890
Chief Academic Officer	Exec	7.50	252	1890
Chief of Operations	Exec	7.50	252	1890
Executive Director, Assessment, Research, and Accountability	P	7.50	252	1890
Executive Director, Budget and Finance	P	7.50	252	1890
Executive Director, Curriculum and Instruction	P	7.50	252	1890
Executive Director, Elementary Schools	P	7.50	252	1890
Executive Director, Human Resources	P	7.50	252	1890
Executive Director, Interagency Collaboration and Wraparound Services	P	7.50	252	1890
Executive Director, Norfolk Education Foundation	P	7.50	252	1890
Executive Director, School Improvement	P	7.50	252	1890
Executive Director, Secondary Schools	P	7.50	252	1890
Accounting				
Senior Director, Accounting	O	7.50	252	1890
General Accounting Manager	J	7.50	252	1890
Grants Manager	J	7.50	252	1890
Budget Analyst	A	7.50	252	1890
Assessment, Research, and Accountability				
Senior Coordinator, Research & Information Systems	J	7.50	252	1890
Senior Coordinator, Assessment, Research, and Accountability	I	7.50	252	1890
Senior Coordinator, Research and Planning	I	7.50	252	1890
Senior Coordinator, State Mandated Assessment	I	7.50	252	1890
Coordinator, Assessment Application Systems	E	7.50	252	1890
Coordinator, State Mandated Assessment	E	7.50	252	1890
Budget and Finance				
Senior Coordinator, Budget	I	7.50	252	1890
Budget Analyst	C	7.50	252	1890
Career and Technical Education				
Senior Director, Career and Technical Education	O	7.50	252	1890
Principal, NTC Evening Program	M	7.50	252	1890
Site Coordinator, NTC	M	7.50	252	1890
Site Coordinator, Camp Young	I	7.50	252	1890

GED Examiner	A	7.50	252	1890
Communications and Media Relations				
Senior Director, Communications and Media Relations	O	7.50	252	1890
Manager, Media Production	G	7.50	252	1890
Senior Coordinator, Webmaster Intranet	G	7.50	252	1890
Web Development Coordinator	E	7.50	252	1890
Public Relations Coordinator	D	7.50	252	1890
Curriculum and Instruction				
Senior Coordinator, Academic Rigor	I	7.50	252	1890
Senior Coordinator, Art	I	7.50	252	1890
Senior Coordinator, English	I	7.50	252	1890
Senior Coordinator, Foreign Language/ESL	I	7.50	252	1890
Senior Coordinator, Guidance and School Counseling	I	7.50	252	1890
Senior Coordinator, Health, Safety & Physical Education	I	7.50	252	1890
Senior Coordinator, History and Social Sciences	I	7.50	252	1890
Senior Coordinator, Mathematics	I	7.50	252	1890
Senior Coordinator, Media Services	I	7.50	252	1890
Senior Coordinator, Music	I	7.50	252	1890
Senior Coordinator, Professional Development	I	7.50	252	1890
Senior Coordinator, Science	I	7.50	252	1890
Senior Coordinator, Teacher Induction	I	7.50	252	1890
Facilities Management				
Senior Director, Facilities Management	O	7.50	252	1890
Civil Capital Project Engineer	G	7.50	252	1890
Senior Coordinator, Facilities Maintenance	G	7.50	252	1890
Senior Coordinator, Maintenance	G	7.50	252	1890
Senior Coordinator, Preventive Maintenance/Energy Management	G	7.50	252	1890
Federal Programs/Early Learning/Title I				
Senior Director, Early Learning and Title I	O	7.5	252	1890
Coordinator, Early Learning, Birth - Three	F	7.50	252	1890
Coordinator, Early Learning, Kindergarten	F	7.50	252	1890
Coordinator, Early Learning, Pre-K 4	F	7.50	252	1890
Coordinator, Pre-School	F	7.50	252	1890
Human Resources				
Human Resources Generalist	I	7.50	252	1890
Information Technology				
Senior Director, Information Technology	O	7.50	252	1890
Network Services Engineering Administrator	J	7.50	252	1890
Senior Coordinator, Business Information Systems	H	7.50	252	1890

Student Information Systems Manager (SIMS Manager)	H	7.50	252	1890
District Technical Support Supervisor	G	7.50	252	1890
District Apple Device Manager	F	7.50	252	1890
Business Information Systems Analyst	E	7.50	252	1890
Information Systems Specialist IV - Data Base Administrator (DBA)	E	7.50	252	1890
Information Systems Specialist IV - Student Information Systems Manager (SIMS)	E	7.50	252	1890
Network Engineer III - Directory Services	E	7.50	252	1890
Network Engineer III - Infrastructure	E	7.50	252	1890
Network Engineer III - Projects	E	7.50	252	1890
Network Engineer III - Security	E	7.50	252	1890
Network Engineer III - Systems	E	7.50	252	1890
Network Engineer III - Zen	E	7.50	252	1890
Learning Supports				
Senior Director, Learning Supports	O	7.50	252	1890
Senior Coordinator, Learning Supports	I	7.50	252	1890
Special Education Program Administrator	I	7.50	252	1890
Operations				
Senior Coordinator, Athletics	I	7.50	252	1890
Business Systems Compliance Auditor	G	7.50	252	1890
Payroll				
Director, Payroll Operations	M	7.50	252	1890
Payroll Administrator	I	7.50	252	1890
Purchases and Supply				
Senior Director, Purchases & Supply	O	7.50	252	1890
Buyer/Contract Manager	E	7.50	252	1890
Procurement Card Program Manager	C	7.50	252	1890
Senior Buyer	C	7.50	252	1890
Risk Management				
Senior Director, Risk Management	O	7.50	252	1890
Specialist, Health & Safety	C	7.50	252	1890
School Improvement				
School Improvement Administrator	M	7.50	252	1890
Senior Coordinator, School Improvement	I	7.50	252	1890
School Leadership Development				
Principal, High School	O	7.50	252	1890
Principal, Middle School	M	7.50	252	1890
Principal, K-8 School (Ghent and STEM Academy at Campostella)	M	7.50	252	1890
Principal, PreK-8 School (Crossroad)	M	7.50	252	1890
Principal, 3-8 School (Academy for Discovery at Lakewood)	M	7.50	252	1890

Principal, Elementary School	L	7.50	252	1890
Principal, NET Academy	L	7.50	252	1890
Assistant Principal, High School	H	7.50	252	1890
Assistant Principal, Middle School	G	7.50	252	1890
Assistant Principal, K-8 School (Ghent)	G	7.50	220	1650
Assistant Principal, PreK-8 School (Crossroads)	G	7.50	220	1650
Assistant Principal, 3-8 School (Academy for Discovery at Lakewood)	G	7.50	220	1650
Assistant Principal, Elementary	F	7.50	220	1650
Assistant Site Coordinator, Madison Alternative Center	F	7.50	252	1890
Site Coordinator, Easton Preschool	L	7.50	252	1890
Site Coordinator, Madison Alternative Center	L	7.50	252	1890
School Nutrition				
Senior Director, School Nutrition Services	O	7.50	252	1890
Business Manager	I	7.50	252	1890
Operations Manager	I	7.50	252	1890
District Supervisor	F	7.50	252	1890
Nutrition Center Supervisor	F	7.50	252	1890
Network Engineer III – Systems	E	7.50	252	1890
Nutrition Education & Training Coordinator	B	7.50	252	1890
Student Support Services				
Senior Director, Student Support Services	O	7.50	252	1890
Senior Coordinator, Division-Wide Transition Specialist	I	7.50	252	1890
Senior Coordinator, Student Support Services	I	7.50	252	1890
Coordinator, Positive Behavior Interventions and Supports	E	7.50	252	1890
Enrollment/Records Administrator	A	7.50	252	1890
Transportation				
Director, Transportation	M	7.50	252	1890
Supervisor, Transportation	G	7.50	252	1890
Other				
Senior Director, Children's Hospital of the King's Daughters	M	7.50	252	1890
Assistant Director, Children's Hospital of the King's Daughters	I	7.50	252	1890
Clerk of the Board	C	7.50	252	1890

10-Month Teacher Salary Scale for School Year 2016-2017

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$40,023.00	\$43,622.00	\$47,105.00	\$48,990.00	\$51,344.00
2	\$40,212.00	\$43,829.00	\$47,328.00	\$49,222.00	\$51,589.00
3	\$40,402.00	\$44,036.00	\$47,552.00	\$49,453.00	\$51,832.00
4	\$40,590.00	\$44,242.00	\$47,774.00	\$49,686.00	\$52,074.00
5	\$41,394.00	\$45,130.00	\$48,731.00	\$50,693.00	\$53,116.00
6	\$42,229.00	\$46,034.00	\$49,703.00	\$51,700.00	\$54,190.00
7	\$43,066.00	\$46,955.00	\$50,709.00	\$52,740.00	\$55,265.00
8	\$43,936.00	\$47,894.00	\$51,716.00	\$53,782.00	\$56,374.00
9	\$44,806.00	\$48,849.00	\$52,757.00	\$54,856.00	\$57,499.00
10	\$45,709.00	\$49,822.00	\$53,814.00	\$55,966.00	\$58,643.00
11	\$46,631.00	\$50,812.00	\$54,890.00	\$57,073.00	\$59,821.00
12	\$47,553.00	\$51,836.00	\$55,981.00	\$58,217.00	\$61,015.00
13	\$48,987.00	\$53,388.00	\$57,654.00	\$59,975.00	\$62,858.00
14	\$50,454.00	\$54,992.00	\$59,395.00	\$61,767.00	\$64,734.00
15	\$51,973.00	\$56,648.00	\$61,169.00	\$63,626.00	\$66,681.00
16	\$53,526.00	\$58,337.00	\$63,012.00	\$65,537.00	\$68,677.00
17	\$55,130.00	\$60,095.00	\$64,905.00	\$67,499.00	\$70,741.00
18	\$56,784.00	\$61,903.00	\$66,852.00	\$69,513.00	\$72,857.00
19	\$58,490.00	\$63,746.00	\$68,847.00	\$71,612.00	\$75,041.00
20	\$60,248.00	\$65,655.00	\$70,913.00	\$73,760.00	\$77,293.00
21	\$62,057.00	\$67,636.00	\$73,045.00	\$75,963.00	\$79,614.00
22	\$63,917.00	\$69,667.00	\$75,228.00	\$78,250.00	\$82,003.00
23	\$65,833.00	\$71,756.00	\$77,485.00	\$80,597.00	\$84,463.00
24	\$67,809.00	\$73,909.00	\$79,810.00	\$83,014.00	\$86,997.00
25	\$69,842.00	\$76,127.00	\$82,204.00	\$85,504.00	\$89,607.00
26	\$71,938.00	\$78,410.00	\$84,671.00	\$88,070.00	\$92,295.00

10.5-Month Teacher Salary Scale for School Year 2016-2017

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$42,024.00	\$45,803.00	\$49,460.00	\$51,440.00	\$53,911.00
2	\$42,223.00	\$46,020.00	\$49,695.00	\$51,683.00	\$54,167.00
3	\$42,423.00	\$46,238.00	\$49,929.00	\$51,927.00	\$54,423.00
4	\$42,621.00	\$46,455.00	\$50,164.00	\$52,169.00	\$54,678.00
5	\$43,462.00	\$47,386.00	\$51,168.00	\$53,227.00	\$55,771.00
6	\$44,342.00	\$48,337.00	\$52,189.00	\$54,284.00	\$56,899.00
7	\$45,219.00	\$49,305.00	\$53,246.00	\$55,377.00	\$58,028.00
8	\$46,133.00	\$50,290.00	\$54,301.00	\$56,469.00	\$59,193.00
9	\$47,046.00	\$51,292.00	\$55,396.00	\$57,599.00	\$60,376.00
10	\$47,995.00	\$52,314.00	\$56,506.00	\$58,762.00	\$61,576.00
11	\$48,963.00	\$53,353.00	\$57,636.00	\$59,928.00	\$62,813.00
12	\$49,930.00	\$54,428.00	\$58,781.00	\$61,127.00	\$64,068.00
13	\$51,437.00	\$56,057.00	\$60,537.00	\$62,974.00	\$66,002.00
14	\$52,976.00	\$57,742.00	\$62,365.00	\$64,854.00	\$67,972.00
15	\$54,570.00	\$59,481.00	\$64,229.00	\$66,807.00	\$70,014.00
16	\$56,201.00	\$61,254.00	\$66,164.00	\$68,813.00	\$72,110.00
17	\$57,885.00	\$63,098.00	\$68,151.00	\$70,874.00	\$74,279.00
18	\$59,623.00	\$64,997.00	\$70,193.00	\$72,988.00	\$76,500.00
19	\$61,415.00	\$66,933.00	\$72,290.00	\$75,192.00	\$78,793.00
20	\$63,259.00	\$68,940.00	\$74,456.00	\$77,450.00	\$81,157.00
21	\$65,158.00	\$71,018.00	\$76,696.00	\$79,761.00	\$83,594.00
22	\$67,113.00	\$73,149.00	\$78,989.00	\$82,162.00	\$86,102.00
23	\$69,124.00	\$75,344.00	\$81,359.00	\$84,626.00	\$88,686.00
24	\$71,199.00	\$77,605.00	\$83,801.00	\$87,165.00	\$91,346.00
25	\$73,335.00	\$79,933.00	\$86,314.00	\$89,780.00	\$94,087.00

26

\$75,535.00

\$82,330.00

\$88,904.00

\$92,472.00

\$96,909.00

11-Month Teacher Salary Scale for School Year 2016-2017

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$44,025.00	\$47,985.00	\$51,816.00	\$53,889.00	\$56,478.00
2	\$44,234.00	\$48,212.00	\$52,061.00	\$54,144.00	\$56,747.00
3	\$44,441.00	\$48,440.00	\$52,308.00	\$54,399.00	\$57,015.00
4	\$44,650.00	\$48,668.00	\$52,552.00	\$54,655.00	\$57,282.00
5	\$45,533.00	\$49,644.00	\$53,603.00	\$55,762.00	\$58,427.00
6	\$46,453.00	\$50,639.00	\$54,672.00	\$56,870.00	\$59,609.00
7	\$47,371.00	\$51,652.00	\$55,781.00	\$58,015.00	\$60,792.00
8	\$48,330.00	\$52,684.00	\$56,888.00	\$59,160.00	\$62,011.00
9	\$49,286.00	\$53,736.00	\$58,032.00	\$60,341.00	\$63,251.00
10	\$50,282.00	\$54,805.00	\$59,196.00	\$61,563.00	\$64,508.00
11	\$51,294.00	\$55,893.00	\$60,379.00	\$62,780.00	\$65,803.00
12	\$52,309.00	\$57,019.00	\$61,580.00	\$64,038.00	\$67,117.00
13	\$53,886.00	\$58,726.00	\$63,419.00	\$65,972.00	\$69,144.00
14	\$55,500.00	\$60,490.00	\$65,334.00	\$67,942.00	\$71,208.00
15	\$57,169.00	\$62,313.00	\$67,286.00	\$69,989.00	\$73,349.00
16	\$58,877.00	\$64,170.00	\$69,313.00	\$72,091.00	\$75,545.00
17	\$60,641.00	\$66,103.00	\$71,396.00	\$74,249.00	\$77,815.00
18	\$62,461.00	\$68,093.00	\$73,536.00	\$76,464.00	\$80,143.00
19	\$64,340.00	\$70,119.00	\$75,731.00	\$78,771.00	\$82,545.00
20	\$66,273.00	\$72,224.00	\$78,003.00	\$81,138.00	\$85,022.00
21	\$68,262.00	\$74,399.00	\$80,349.00	\$83,557.00	\$87,574.00
22	\$70,309.00	\$76,632.00	\$82,752.00	\$86,074.00	\$90,204.00
23	\$72,417.00	\$78,931.00	\$85,235.00	\$88,656.00	\$92,907.00
24	\$74,589.00	\$81,300.00	\$87,790.00	\$91,316.00	\$95,697.00
25	\$76,828.00	\$83,738.00	\$90,426.00	\$94,054.00	\$98,567.00

26

\$79,132.00

\$86,252.00

\$93,138.00

\$96,876.00

\$101,524.00

12-Month Teacher Salary Scale for School Year 2016-2017

Grade ↔					
Step ↕	No Degree (Grade 01)	Bachelor's Degree (Grade 03)	Master's Degree (Grade 05)	Master's Plus 30 (Grade 06)	Doctoral Degree (07)
1	\$48,027.00	\$52,347.00	\$56,526.00	\$58,788.00	\$61,615.00
2	\$48,254.00	\$52,595.00	\$56,793.00	\$59,067.00	\$61,905.00
3	\$48,481.00	\$52,844.00	\$57,062.00	\$59,344.00	\$62,199.00
4	\$48,711.00	\$53,092.00	\$57,330.00	\$59,623.00	\$62,489.00
5	\$49,673.00	\$54,157.00	\$58,477.00	\$60,831.00	\$63,738.00
6	\$50,675.00	\$55,242.00	\$59,645.00	\$62,040.00	\$65,029.00
7	\$51,678.00	\$56,347.00	\$60,851.00	\$63,289.00	\$66,319.00
8	\$52,723.00	\$57,473.00	\$62,060.00	\$64,537.00	\$67,650.00
9	\$53,767.00	\$58,620.00	\$63,308.00	\$65,827.00	\$69,001.00
10	\$54,853.00	\$59,786.00	\$64,577.00	\$67,159.00	\$70,372.00
11	\$55,957.00	\$60,974.00	\$65,868.00	\$68,487.00	\$71,785.00
12	\$57,064.00	\$62,204.00	\$67,179.00	\$69,861.00	\$73,219.00
13	\$58,784.00	\$64,068.00	\$69,184.00	\$71,969.00	\$75,431.00
14	\$60,544.00	\$65,991.00	\$71,272.00	\$74,120.00	\$77,682.00
15	\$62,367.00	\$67,977.00	\$73,403.00	\$76,352.00	\$80,017.00
16	\$64,231.00	\$70,003.00	\$75,613.00	\$78,644.00	\$82,412.00
17	\$66,156.00	\$72,112.00	\$77,887.00	\$80,999.00	\$84,889.00
18	\$68,141.00	\$74,283.00	\$80,222.00	\$83,416.00	\$87,428.00
19	\$70,189.00	\$76,494.00	\$82,616.00	\$85,934.00	\$90,049.00
20	\$72,297.00	\$78,789.00	\$85,094.00	\$88,513.00	\$92,751.00
21	\$74,468.00	\$81,163.00	\$87,654.00	\$91,155.00	\$95,537.00
22	\$76,699.00	\$83,599.00	\$90,275.00	\$93,897.00	\$98,401.00
23	\$79,001.00	\$86,107.00	\$92,983.00	\$96,715.00	\$101,355.00
24	\$81,371.00	\$88,691.00	\$95,772.00	\$99,617.00	\$104,395.00
25	\$83,811.00	\$91,352.00	\$98,645.00	\$102,606.00	\$107,528.00
26	\$86,326.00	\$94,092.00	\$101,605.00	\$105,684.00	\$110,753.00

Classified Salary Scale for School Year 2016-2017

Grade ↔																	
Step ↓	AA	BB	CC	DD	EE	FF	GG	HH	II	JJ	KK	LL	MM	NN	OO	PP	QQ
1	\$10.72	\$11.25	\$11.81	\$12.39	\$13.02	\$13.68	\$14.35	\$15.08	\$15.83	\$16.63	\$17.45	\$18.32	\$19.23	\$20.19	\$21.21	\$22.27	\$23.39
2	\$10.77	\$11.30	\$11.87	\$12.45	\$13.09	\$13.73	\$14.43	\$15.15	\$15.90	\$16.70	\$17.53	\$18.41	\$19.33	\$20.28	\$21.31	\$22.36	\$23.49
3	\$10.82	\$11.35	\$11.92	\$12.50	\$13.15	\$13.79	\$14.49	\$15.22	\$15.98	\$16.77	\$17.61	\$18.49	\$19.41	\$20.37	\$21.40	\$22.47	\$23.60
4	\$10.86	\$11.41	\$11.97	\$12.58	\$13.20	\$13.85	\$14.56	\$15.29	\$16.06	\$16.85	\$17.69	\$18.58	\$19.51	\$20.47	\$21.51	\$22.58	\$23.73
5	\$11.19	\$11.76	\$12.34	\$12.94	\$13.61	\$14.28	\$14.99	\$15.75	\$16.52	\$17.35	\$18.23	\$19.14	\$20.09	\$21.11	\$22.15	\$23.27	\$24.42
6	\$11.52	\$12.10	\$12.70	\$13.34	\$14.01	\$14.70	\$15.44	\$16.22	\$17.02	\$17.89	\$18.77	\$19.72	\$20.69	\$21.74	\$22.82	\$23.95	\$25.14
7	\$11.87	\$12.46	\$13.10	\$13.74	\$14.44	\$15.14	\$15.91	\$16.70	\$17.54	\$18.42	\$19.33	\$20.30	\$21.31	\$22.38	\$23.49	\$24.66	\$25.92
8	\$12.24	\$12.84	\$13.48	\$14.16	\$14.86	\$15.60	\$16.39	\$17.20	\$18.07	\$18.97	\$19.92	\$20.90	\$21.96	\$23.05	\$24.21	\$25.42	\$26.67
9	\$12.59	\$13.23	\$13.87	\$14.57	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.53	\$20.50	\$21.55	\$22.61	\$23.75	\$24.94	\$26.17	\$27.49
10	\$12.96	\$13.62	\$14.29	\$15.01	\$15.78	\$16.55	\$17.39	\$18.26	\$19.16	\$20.11	\$21.13	\$22.18	\$23.31	\$24.45	\$25.67	\$26.97	\$28.30
11	\$13.36	\$14.02	\$14.73	\$15.46	\$16.24	\$17.05	\$17.91	\$18.80	\$19.74	\$20.74	\$21.76	\$22.85	\$23.99	\$25.18	\$26.46	\$27.77	\$29.16
12	\$13.76	\$14.46	\$15.16	\$15.93	\$16.73	\$17.56	\$18.45	\$19.36	\$20.33	\$21.34	\$22.42	\$23.53	\$24.70	\$25.96	\$27.25	\$28.62	\$30.04
13	\$14.18	\$14.89	\$15.62	\$16.41	\$17.23	\$18.09	\$19.00	\$19.94	\$20.94	\$21.98	\$23.07	\$24.24	\$25.45	\$26.72	\$28.06	\$29.46	\$30.94
14	\$14.60	\$15.33	\$16.09	\$16.91	\$17.74	\$18.63	\$19.57	\$20.53	\$21.57	\$22.63	\$23.79	\$24.97	\$26.21	\$27.54	\$28.90	\$30.36	\$31.88
15	\$15.03	\$15.80	\$16.57	\$17.41	\$18.28	\$19.17	\$20.16	\$21.16	\$22.22	\$23.33	\$24.49	\$25.71	\$27.01	\$28.35	\$29.77	\$31.26	\$32.82
16	\$15.48	\$16.27	\$17.07	\$17.94	\$18.83	\$19.77	\$20.75	\$21.79	\$22.89	\$24.02	\$25.22	\$26.50	\$27.81	\$29.21	\$30.64	\$32.19	\$33.79
17	\$15.94	\$16.75	\$17.59	\$18.47	\$19.39	\$20.35	\$21.37	\$22.45	\$23.56	\$24.74	\$25.99	\$27.28	\$28.65	\$30.07	\$31.57	\$33.15	\$34.82
18	\$16.42	\$17.25	\$18.11	\$19.02	\$19.97	\$20.96	\$22.01	\$23.11	\$24.28	\$25.49	\$26.75	\$28.11	\$29.49	\$30.98	\$32.53	\$34.15	\$35.86
19	\$16.93	\$17.76	\$18.65	\$19.59	\$20.58	\$21.61	\$22.68	\$23.82	\$25.00	\$26.24	\$27.57	\$28.93	\$30.39	\$31.91	\$33.52	\$35.18	\$36.93
20	\$17.43	\$18.30	\$19.22	\$20.18	\$21.18	\$22.25	\$23.36	\$24.52	\$25.74	\$27.05	\$28.38	\$29.81	\$31.31	\$32.87	\$34.51	\$36.24	\$38.05
21	\$17.96	\$18.85	\$19.79	\$20.78	\$21.82	\$22.92	\$24.06	\$25.25	\$26.54	\$27.85	\$29.24	\$30.71	\$32.24	\$33.84	\$35.55	\$37.31	\$39.20
22	\$18.51	\$19.41	\$20.40	\$21.40	\$22.47	\$23.60	\$24.78	\$26.02	\$27.32	\$28.69	\$30.10	\$31.61	\$33.21	\$34.86	\$36.61	\$38.43	\$40.37

Classified Positions for School Year 2016-2017

Title	Grade	Hours Per Day	Days Per Year	Hours Per Year
Account Clerk I	FF	7.50	252	1890
Account Clerk II	GG	7.50	252	1890
Accounting Technician	JJ	7.50	252	1890
Administrative Secretary I	HH	7.50	252	1890
Administrative Secretary II	KK	7.50	252	1890
Area Custodial Manager	PP	8.00	252	2016
Attendance Technician	EE	6.50	182	1183
Automotive Fueler	CC	8.00	252	2016
Automotive Parts Clerk	FF	8.00	252	2016
Automotive Service Worker	EE	8.00	252	2016
Automotive Technician I	HH	8.00	252	2016
Automotive Technician II	KK	8.00	252	2016
Automotive Technician III	MM	8.00	252	2016
Budget Technician	KK	7.50	252	1890
Carpenter I	HH	8.00	252	2016
Carpenter II	KK	8.00	252	2016
Carpenter III	MM	8.00	252	2016
Central School Nutrition Assistant	AA	6.50	186	1209
Central School Nutrition Assistant	AA	5.00	186	930
Custodial Building Supervisor I	HH	8.00	252	2016
Custodial Building Supervisor II	HH	8.00	252	2016
Custodial Building Supervisor III	HH	8.00	252	2016
Custodial Building Supervisor IV	HH	8.00	252	2016
Custodian I	AA	7.00	195	1365
Custodian II	EE	8.00	210	1680

Custodian II	BB	8.00	252	2016
Custodian III	EE	8.00	252	2016
Dispatcher	HH	8.00	252	2016
Educational Interpreter VQAS 0	JJ	7.00	186	1302
Educational Interpreter VQAS I	KK	7.00	186	1302
Educational Interpreter VQAS II	LL	7.00	186	1302
Educational Interpreter VQAS III	QQ	7.00	186	1302
Electrician I	HH	8.00	252	2016
Electrician II	KK	8.00	252	2016
Electrician III	MM	8.00	252	2016
Electronics Technician I	HH	8.00	252	2016
Electronics Technician II	KK	8.00	252	2016
Electronics Technician III	MM	8.00	252	2016
Executive Assistant to the Superintendent	QQ	7.50	252	1890
Executive Secretary	MM	7.50	252	1890
Federal Survey Technician	KK	7.50	252	1890
Field Supervisor	NN	8.00	252	2016
Floor Tile Mechanic	JJ	8.00	252	2016
Food Services Equipment Mechanic I	HH	8.00	252	2016
Food Services Equipment Mechanic II	KK	8.00	252	2016
Food Services Equipment Mechanic III	MM	8.00	252	2016
Garage Supervisor	PP	8.00	252	2016
Heating Plant Mechanic I	HH	8.00	252	2016
Heating Plant Mechanic II	KK	8.00	252	2016
Heating Plant Mechanic III	MM	8.00	252	2016
Help Desk Technician I	FF	7.50	252	1890
Human Resources Analyst	NN	7.50	252	1890
Human Resources Assistant I	FF	7.50	252	1890
Human Resources Assistant II	II	7.50	252	1890
Human Resources Licensure	KK	7.50	252	1890
Human Resources Technician	MM	7.50	252	1890
HVAC Controls Mechanic I	HH	8.00	252	2016
HVAC Controls Mechanic II	KK	8.00	252	2016
HVAC Controls Mechanic III	MM	8.00	252	2016

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

Plumber/Pipefitter III	MM	8.00	252	2016
Printer I	HH	7.50	252	1890
Printer II	JJ	7.50	252	1890
Printing Services Manager	LL	7.50	252	1890
Probation School Liaison Assistant	FF	7.50	181	1357.5
Procurement Technician	KK	7.50	252	1890
Production Control Technician	HH	7.50	252	1890
Refrigeration/HVAC Mechanic I	HH	8.00	252	2016
Refrigeration/HVAC Mechanic II	KK	8.00	252	2016
Refrigeration/HVAC Mechanic III	MM	8.00	252	2016
Revenue Specialist	NN	7.50	252	1890
Routing Manager	LL	8.00	252	2016
Safe Routes to School Assistant	NN	7.50	182	1365
School Bus Driver I	EE	6.00	183	1098
School Bus Driver II	HH	8.00	187	1496
School Bus Driver II	HH	8.00	210	1680
School Bus Driver II	HH	8.00	252	2016
School Clerical Specialist I	EE	7.50	198	1485
School Clerical Specialist I	EE	7.50	200	1500
School Clerical Specialist I	EE	7.50	190	1425
School Clerical Specialist II (10-months)	GG	7.50	198	1485
School Clerical Specialist II (11-months)	GG	7.50	220	1650
School Clerical Specialist II (12-months)	GG	7.50	252	1890
School Nutrition Assistant I	AA	5.00	186	930
School Nutrition Assistant II	CC	6.50	186	1209
School Nutrition Center Supervisor	MM	7.50	190	1425
School Nutrition Department Supervisor	MM	7.5	190	1425
School Nutrition Manager I	HH	7.00	194	1358
School Nutrition Manager II	II	7.50	190	1425
School Nutrition Manager III	JJ	7.50	190	1425
School Nutrition Manager IV	KK	7.50	190	1425
School Nutrition Manager V	LL	7.50	190	1425
School Office Manager I	JJ	7.50	252	1890
School Office Manager II	KK	7.50	252	1890

School Office Manager III	LL	7.50	252	1890
Security Assistant	JJ	7.50	252	1890
Security Officer	II	7.50	186	1395
Student Data Specialist I	FF	7.50	252	1890
Student Data Specialist I	FF	7.50	220	1650
Student Data Specialist II	GG	7.50	252	1890
Teacher Assistant - CHKD	GG	7.50	220	1650
Teacher Assistant - Computer Assisted Learning	GG	6.50	182	1183
Teacher Assistant - Physical Education	GG	6.50	182	1183
Teacher Assistant – Pre-Kindergarten	GG	6.50	182	1183
Teacher Assistant - Special Education	GG	6.50	182	1183
Teacher Nurse Assistant	GG	6.50	182	1183
Telecommunications Technician Specialist	LL	7.50	252	1890
Textbook Procurement and Inventory Manager	MM	7.50	252	1890
Training Safety Specialist	NN	8.00	252	2016
Transportation Clerk	HH	7.50	252	2016
Truck Driver (SNS)	EE	7.50	190	1425
Truck Driver (SNS)	EE	7.50	252	1890
Truck Driver (SNS)	EE	8.00	252	2016
Truck Driver Warehouse	EE	8.00	252	2016
Video Production Specialist I	II	7.50	252	1890
Video Production Specialist II	JJ	7.50	252	1890
Video Production Specialist III	MM	7.50	252	1890
Warehouse Clerk	EE	8.00	252	2016
Warehouse Manager	QQ	8.00	252	2016
Web Programmer	OO	7.50	252	1890

Differentials & Additional Duties Pay Scale for School Year 2016-2017

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

Athletic Events Pay Scale for School Year 2016-2017

MUNIS Job Code	Pay Type Code	Pay Description	Rate of Pay	Hourly Rate
Z072	699	Announcer	\$37.36 per event	\$12.45
Z072	690	Athletic Trainer	\$15.68 per hour	\$15.68
Z072	699	Bus Driver	\$37.36 per event	\$12.45
Z072	698	Business Manager	\$56.06 per event	\$18.69
Z072	697	Clean-Up Crew (Football)	\$62.30 per event	\$20.77
Z072	698	Concession Stand Manager	\$56.06 per event	\$18.69
Z072	693	Concession Stand Worker	\$31.06 per event	\$10.35
Z072	696	Custodian I (Football)	\$74.75 per event	\$24.92
Z072	692	Custodian II (Basketball/Wrestling)	\$43.60 per event	\$14.53
Z072	693	Door Guard	\$31.06 per event	\$10.35
Z072	695	Field Manager	\$80.96 per event	\$26.99
Z072	697	Laundry & Equipment	\$62.30 per event	\$20.77
Z072	738	Officer in Charge	\$32.80 per hour	\$32.80
Z073	691	Police	\$30.75 per hour	\$30.75
Z072	693	Score Keeper	\$31.06 per event	\$10.35
Z072	698	Security Guard	\$56.06 per event	\$18.69
Z072	739	Stadium Housekeeping	\$12.55 per hour	\$12.55
Z072	692	Starter	\$43.60 per event	\$14.53
Z072	694	Ticket Taker	\$34.87 per event	\$11.62
Z072	693	Timer	\$31.06 per event	\$10.35
Z072	699	Video	\$37.36 per event	\$12.45

Athletic Coach Pay Scale for School Year 2016-2017

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

715	Track, Head (Boys & Girls)	\$2,589
726	Volleyball (Boys & Girls)	\$2,589
709	Wrestling, Assistant	\$1,874
704	Wrestling, Head	\$3,267

Hourly Part-Time Pay Rates for School Year 2016-2017

Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay
678	Additional Bell	prorated	686	Governor's School Part-Time Instructor	\$32.39	636	Part-Time Custodian	\$7.59
844	Adult Education Teacher	\$22.84	685	Governor's School Secretary	\$8.20	880	Part-Time Customer Network Support	various
666	"After the Bell" Program Teacher (Blair & LTMS)	\$23.00	841	Grounds Patrol	\$7.59	880	Part-Time Duty Engineer	various
844	Athletic Academic Tutor	\$22.84	646	Guest Teacher - Daily	\$11.46	881	Part-Time Duty Engineer On Call	\$11.42
638	Automotive Service Worker	\$8.99	657	Guest Teacher – Long-Term	\$15.65	636	Part-Time Custodian	\$7.59
844	Before/After School Instructional Teacher	\$22.84	637	Guidance Counselor - Extended Time	prorated	640	Part-Time Maintenance Substitute	\$7.59
869	Before/After School Program Assistant	\$9.31	844	Guidance Counselor - Junior University	\$22.84	639	Part-Time Psychologist	\$39.95
854	Before/After School Program Teacher	\$11.42	653	Guidance Counselor - SAT Workshop	\$14.84	639	Part-Time Physical Therapist	\$39.95
636	Casual Labor	\$7.59	875	Guidance Shadower	\$7.59	873	Part-Time Security Officer	various
689	COE Student	\$7.59	679	Hearing Interpreter QAS Level 3	various	639	Part-Time Speech Therapist	\$39.95
844	Continuing Education Teacher	\$22.84	844	Homebound Teacher	\$22.84	844	Part-Time Teacher	\$22.84
683	Continuing Position After Retirement	prorated	844	Homeless Grant Teacher	\$22.84	684	Pianist	\$22.84
650	Curriculum Typist	\$7.59	844	Homework Hotline Teacher	\$22.84	813	Probation Court/School Liaison	\$11.36
844	Curriculum Writing - All Participants	\$22.84	656	In-School Timeout Monitor (Elementary)	\$9.31	870	Saturday School - Assistant	\$10.58
866	Driver Education Instructor - Paraprofessional	\$14.84	855	In-Service (Classified Leader)	\$8.83	842	Saturday School - Leader	\$23.97
838	Driver Education Instructor - Professional	\$22.84	853	In-Service (Classified and Part-Time Participant)	\$7.59	871	Saturday School - Security	\$11.42
644	Drop-Out Prevention/Retrieval Assistant	\$7.59	850	In-Service (Teacher Leader)	\$22.84	844	Saturday School - Teacher	\$22.84
871	Evening School Policeman	\$11.42	851	In-Service (Teacher and Teacher Substitute Participant)	\$13.69	889	SECEP - Daily Teacher Asst. Substitute (<48)	\$9.31
886	Evening School Principal	\$25.11	856	In-Service (Summer Teacher and Teacher Substitute Participant)	\$15.68	890	SECEP - Daily Teacher Asst. Substitute (> 48)	\$11.42
650	Evening School Secretary	\$10.46	880	Job Trainer - Information Technology	various	664	SECEP - Summer Associate Teacher Counselor	\$29.80
844	Evening School Teacher	\$22.84	862	Lunchroom Monitor	\$7.59	660	SECEP - Summer Coordinator Supervisor	\$41.30
839	Flag/Auxiliary Assistant	\$7.59	648	Media Assistant/Computer Assistant	\$9.31	665	SECEP - Summer School Community Trainer	\$21.96
650	General Office Work	\$7.59	869	Media Technician	\$9.31	661	SECEP - Summer Teacher	\$31.37
848	Gifted Community Resources Instructor 1	\$28.55	875	Nursery Assistant	\$7.59	662	SECEP - Summer Teacher Assistant	\$13.07
849	Gifted Community Resources Instructor 2	\$22.84	639	Occupational Therapist	\$39.95	633	SNS Assistant (Regular Part Time)	\$9.77
847	Gifted Community Resources Instructor 3	\$19.99	844	Outreach Teacher	\$22.84	861	SNS Catering Assistant	\$10.24

844	Gifted Planning - All Participants	\$22.84	771	Parent Advisor	\$9.31	860	SNS Catering Manager	\$15.08
883	Gifted Testing Specialist	\$8.83	798	Parent Advocate	\$11.58	859	SNS Manager Trainee-Contracted + Hourly Rate	\$1.12
688	Governor's School Accompanist	\$23.58	799	Parent Attendance Technician	\$9.31			

Hourly Part-Time Pay Rates for School Year 2016-2017

Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay	Pay Type Code	Pay Description	Rate of Pay
869	SOLR (Standards of Learning) – Assistant	\$9.31	632	Summer Maintenance Carpenter	\$8.59	844	Title I Teacher	\$22.84
863	SOLR (Standards of Learning) – Cafeteria	\$7.59						
843	SOLR (Standards of Learning) - Scorer/Evaluator	\$27.18	640	Summer Maintenance Carpenter Helper	\$7.59	844	Tutor (NRHA) - Teacher	\$22.84
884	SOLR (Standards of Learning) - Secretary	\$10.46	640	Summer Maintenance Helper	\$7.59	640	Warehouse Worker (regular part-time)	\$7.59
877	SOLR (Standards of Learning) - Security	\$8.41	632	Summer Maintenance Leader	\$8.59	875	Work Study Program (Student)	\$7.59
			632	Summer Maintenance Painter	\$8.59			
844	SOLR (Standards of Learning) - Teacher	\$22.84	640	Summer Maintenance Painter Helper	\$7.59			
835	Strolling Silver Strings Accompanist	\$20.28	648	Summer Media Clerk	\$9.31			
875	Student Mentor	\$7.59	643	Summer Media Specialist	\$29.27			
			643	Summer Nurse	\$29.27			
630	Substitute Bus Assistant (daily/long term)	\$8.34	634	Summer School Nutrition Assistant	\$8.17			
631	Substitute Bus Driver (daily/long term)	\$11.87	635	Summer School Nutrition Manager	\$12.67			
645	Substitute SNS Assistant	\$7.59	884	Summer Secretary	\$10.46			
636	Substitute Custodial	\$7.59	651	Summer Security Officer	\$15.68			
769	Substitute Driver Education Assistant	\$7.89	845	Summer Social Worker	\$39.95			
862	Substitute Lunchroom Monitor	\$7.59	857	Summer Student Tutors	\$7.59			
884	Substitute Secretary - Admin/Schools/Special Programs (daily and long-term)	\$10.46	643	Summer Teacher	\$29.27			
	Substitute Secretary - Former NPS Clerk with 5 or more years of experience (daily/long-term)	\$12.55	652	Summer Teacher Assistant	\$9.31			
658	Substitute Security Officer	\$10.25	676	Summer Teacher Assistant/Special Ed. Camp	\$11.50			
877	Substitute Security Officer	\$10.25	640	Summer Transportation Helper	\$7.59			
652	Substitute Teacher Assistant (daily/long-term)	\$9.31						
	Summer Custodial Helper (heavy cleaning for school opening)	\$7.59	865	Swimming Instructor	\$11.64			
636	Summer Bus Assistant	\$8.34						
631	Summer Bus Driver	\$11.87						
833	Summer Center Leader	\$30.32						

636	Summer Custodian	\$7.59	869	Teacher Assistant (Regular PT - ABE/ESL)	\$9.31
637	Summer Guidance (Extended Time)	prorated	852	Test Proctor (Part-Time Research Analyst)	\$22.84
659	Summer Interpreter (substitute)	\$10.96	893	Title I Assistant - After School	\$9.53
844	Summer Leadership Camp Teacher	\$22.84	652	Title I Assistant - During School	\$9.31

Fair Labor Standards Act

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

- FLSA pertains to those employees who are “non-exempt” from the law. Generally, this would refer to all employees except degreed or administrative employees (i.e. teachers, guidance counselors, principals, assistant principals, central office administrators).
- In the case of a dispute involving FLSA, the burden of proof of time worked is solely on the employer. Therefore, accurate records of all time worked by non-exempt employees is an essential requirement of the law.
- To comply with the law, a record must be kept when non-exempt employees begin and end work and when they take breaks, which are on their own time, such as lunch or leave.
- Non-exempt employees are not permitted to work before their regular starting time nor are they permitted to work beyond their normal quitting time. Likewise, they may not work through their scheduled lunch period nor take work home to be finished that they could not finish during their regular workday. It is the school division’s responsibility (administrators/supervisors) to ensure that non-exempt employees do not begin work early, stay late, work through lunch, or take work home. If non-exempt employees work during these periods, they must be compensated, which will directly impact departmental/school budgets.

- Non-exempt employees must be informed of the rules the law imposes on the school division and informed that administrators/supervisors have no choice but to enforce these rules in order to abide by the law. This information will be shared with employees under separate cover so they will have knowledge of what is and is not allowed under this law.

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