



## **2016-2017 SALARY SCHEDULE**

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

**Effective: July 1, 2016  
Approved: February 21, 2017**

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

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

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

**SECTION 1**

**CERTIFICATED POSITIONS / SALARIES**

**TEACHERS SALARY SCHEDULE**  
**Exempt (NEA)**

Salary Grade	TABS	TCMS	TESP	TFDR
STEPS	BACHELOR'S	MASTER'S	MASTER'S +30* or SPECIALIST	DOCTORATE
1	36,262	40,017	42,251	42,461
2	36,987	40,818	42,876	42,876
3	37,725	41,634	43,733	43,733
4	38,482	42,467	44,609	44,609
5	39,251	43,316	45,503	45,503
6	40,003	44,183	46,412	46,412
7	40,835	45,068	47,339	47,339
8	41,652	45,968	48,635	48,987
9	42,485	47,041	49,724	50,653
10	43,334	48,737	50,812	52,346
11	44,202	50,480	52,306	53,622
12	45,172	52,243	53,775	55,817
13	45,622	52,762	54,312	56,376
14	45,656	53,293	54,855	56,585
15	45,656	53,825	55,404	57,147
16	45,656	54,364	55,958	57,719
17	45,656	54,903	56,517	58,298
18	45,656	55,455	57,082	58,879
19	45,656	56,007	57,655	59,468
20	45,656	56,569	58,228	60,064
21	45,656	57,137	58,814	60,664
22	45,656	57,705	59,401	61,270
23	45,656	58,283	59,994	61,881
24	45,656	58,865	60,595	62,500
25	45,656	59,455	61,201	63,126
26	45,656	60,049	61,814	63,755
27	45,656	60,649	62,430	64,397
28	45,656	61,258	63,054	65,037
29	45,656	61,868	63,684	65,687
30	45,656	62,498	64,323	66,347

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

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

<b>INSTRUCTIONAL TECHNOLOGISTS &amp; IN SCHOOL SUSPENSION SUPERVISORS</b>						
<b>EXEMPT (182 work days &amp; 3 holiday)</b>						
<b>Salary Grade</b>	<b>Education Level</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>ISB9</b>	Bachelor's	25,628	26,269	26,925	27,599	28,289
<b>ISM9</b>	Master's and 10 or more Years Teaching Experience*	33,830	34,675	35,542	36,431	37,342

\* Experience must be full-time

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

## Academic Administration

Exempt

260 Days unless noted otherwise

Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
ED	A7	101,250	103,275	105,341	107,448	109,596	111,788	114,024	116,305	118,631	121,003	122,213	123,435	124,670	125,917	127,175	128,447	129,732	131,029	132,340	133,663
		<i>Executive Director, Elementary Learning</i>				<i>Executive Director, Student Services</i>				<i>Executive Director, Special Programs</i>				<i>Executive Director, Secondary Learning</i>							
		<i>Executive Director, Innovation &amp; Information</i>				<i>Executive Director, Learning Support &amp; Partnerships</i>								<i>Executive Director, Operations</i>							
ED	B7	86,063	88,042	90,067	92,139	94,258	96,425	98,644	100,912	103,233	105,608	106,664	107,730	108,807	109,896	110,994	112,104	113,226	114,358	115,501	116,656
		<i>Director, Athletics</i>			<i>Director, Special Services</i>				<i>Principal, High School</i>				<i>Director, Elementary Learning</i>			<i>Director, Secondary Learning</i>					
ED	C7	81,000	82,863	84,769	86,719	88,713	90,753	92,841	94,977	97,161	99,395	100,687	101,996	103,323	104,665	106,026	107,404	108,801	110,215	111,648	113,099
		<i>Principal, Middle School</i>				<i>Associate Director, Special Services</i>															
ED	D7	75,938	77,684	79,471	81,299	83,169	85,081	87,039	89,040	91,088	93,183	94,581	95,999	97,440	98,901	100,384	101,890	103,419	104,970	106,544	108,143
		<i>Director, Gifted Education</i>				<i>Director, Federal Programs</i>				<i>Director, Learning Development</i>				<i>Assistant Director, Athletics</i>			<i>Director, Org. Development</i>				
		<i>Director, Early Childhood &amp; P.A.T.</i>				<i>Assistant Director, Blended Learning</i>				<i>Director, Alternative Education</i>				<i>Director, Learning Support</i>			<i>Director, Performance Analytics</i>				
		<i>Director Summer Learning &amp; Student Experience</i>																			
ED	E7	70,875	72,647	74,463	76,324	78,233	80,189	82,194	84,248	86,354	88,513	89,929	91,368	92,830	94,315	95,824	97,358	98,915	100,498	102,106	103,740
		<i>Director, Health Services</i>				<i>Coordinator, ELL/Migrant Education</i>				<i>Principal, Elementary - 255</i>				<i>Assistant Director, Special Services</i>				<i>Director, Counseling/Title IV</i>			
		<i>Principal, Community School - 255</i>				<i>Supervisor, Special Services</i>															
ED	F7	67,534	69,223	70,953	72,727	74,544	76,408	78,319	80,276	82,283	84,340	85,690	87,061	88,454	89,870	91,307	92,768	94,253	95,760	97,292	98,849
		<i>Assistant Principal, High School - 222</i>				<i>Director, Student Support</i>															
ED	G7	65,813	67,458	69,145	70,873	72,645	74,461	76,322	78,231	80,186	82,191	83,342	84,508	85,691	86,891	88,108	89,341	90,591	91,860	93,146	94,450
		<i>Manager, Administrative Services</i>				<i>Assistant Principal, Middle School - 222</i>				<i>Coordinator, Curriculum (All Content Areas)</i>				<i>Coordinator, Instructional Intervention</i>			<i>Coordinator, QIA</i>				
		<i>Coordinator, Accountability</i>				<i>Assistant Director, Alternative Education-222</i>				<i>Coordinator, Information Integration</i>				<i>Assistant Director, Early Childhood</i>			<i>Coordinator, Assessment</i>				
		<i>Coordinator, Assessment/Intervention</i>				<i>Coordinator, Summer Learning &amp; Student Experiences</i>															
ED	H7	60,750	62,269	63,826	65,421	67,057	68,733	70,452	72,213	74,018	75,869	77,083	78,316	79,568	80,842	82,135	83,449	84,785	86,141	87,519	88,920
		<i>Specialist, Blended Learning</i>				<i>Specialist, Learning Development</i>															

**SECTION 2**

**CLASSIFIED POSITIONS / SALARIES**

## NON-ACADEMIC ADMINISTRATION

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

Exempt Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
AD	A7	91,592	93,451	95,845	98,302	100,825	103,410	105,994	108,643	112,636	114,429	117,364	120,374	123,513	126,725				
AD	B7	82,830	84,953	87,132	89,368	91,659	94,010	96,418	98,891	101,428	104,028	106,694	109,431	112,166	115,035				
AD	C7	76,694	78,662	80,679	82,745	84,871	87,045	89,276	91,565	93,911	96,320	98,791	101,327	103,858	106,455	109,114			
		<i>Director, Communications</i>					<i>Director, Finance</i>					<i>Director, Transportation</i>							
		<i>Director, Facilities</i>					<i>Director, Information Technology</i>					<i>Director, School Police</i>							
		<i>Director, Construction Management</i>					<i>Director, Custodial &amp; Grounds Services</i>												
AD	D7	65,392	67,071	68,789	70,554	72,360	74,216	76,122	78,071	80,074	82,125	84,233	86,391	88,552	90,767	93,037	95,365		
		<i>Director, Risk Management</i>					<i>Assistant Director, Facilities</i>					<i>Manager, Infrastructure Support</i>							
		<i>Director, Human Resources</i>					<i>Manager, Software Support</i>					<i>Manager, Bond Project</i>							
		<i>Assistant Director, Financial Control</i>					<i>Manager, IT User Support</i>					<i>Director, Purchasing &amp; Distribution</i>							
		<i>Assistant Director, Financial Operations</i>																	
AD	E7	60,162	61,703	63,285	64,908	66,574	68,279	70,031	71,827	73,670	75,558	77,493	79,479	81,468	83,507	85,593	87,731	89,929	
		<i>Coordinator, Compliance</i>					<i>Coordinator Equity &amp; Access</i>					<i>Specialist, Education Technology</i>							
AD	F7	57,154	58,579	60,043	61,544	63,082	64,657	66,274	67,932	69,629	71,369	73,156	74,981	76,854	78,774	80,745	82,761	84,833	
		<i>Manager, Energy &amp; Sustainability</i>					<i>Administrator, Student Information Systems</i>					<i>Operations Manager, Custodial</i>							
		<i>Manager, Human Resources</i>																	
AD	G7	47,640	49,515	51,401	53,280	55,156	57,042	58,919	60,801	62,682	64,562	66,443	68,325	69,664	71,005	72,342	73,937	75,531	77,128
		<i>Supervisor, Application Support</i>					<i>Manager, Communications</i>					<i>Manager, Payroll</i>							
		<i>Assistant Director, Transportation</i>					<i>Supervisor, Facilities Infrastructure</i>					<i>Manager, Accounting</i>							
		<i>Coordinator, Innovation</i>					<i>Supervisor, System Infrastructure</i>					<i>Database Administrator</i>							
		<i>Supervisor, Network Support</i>					<i>Coordinator, Learning Development</i>					<i>Coordinator, Health Services</i>							
		<i>Manager, Purchasing</i>					<i>Supervisor, Grounds Services</i>					<i>Supervisor, Analytics</i>							
AD	H7			47,930	48,815	49,691	50,573	51,449	52,331	53,214	54,093	54,975	55,856	56,950	58,037	59,128	60,719	62,317	63,914
		<i>Coordinator, Employment</i>					<i>Specialist, Accounting</i>					<i>Senior Instructional Developer</i>							
		<i>Coordinator, Wellness</i>					<i>Coordinator, Quality Assurance</i>					<i>Specialist, Business Software</i>							
		<i>Field Supervisor, School Police</i>					<i>Specialist, Data Support</i>					<i>Specialist, Analytics</i>							
		<i>Liaison, Executive Office</i>					<i>Specialist, Procurement &amp; eRate</i>					<i>Supervisor, Bus Shop</i>							
		<i>Coordinator, Construction Projects</i>					<i>Specialist, Risk Management</i>					<i>Supervisor, Custodial</i>							
		<i>Network Administrator</i>					<i>Senior Specialist, Communications</i>					<i>Supervisor, Preventive Maintenance</i>							
		<i>Specialist, Application</i>					<i>Site Technician (Certificated)</i>					<i>Supervisor, Distribution Center</i>							
		<i>Senior Buyer</i>					<i>Specialist, Equity &amp; Access</i>					<i>Supervisor, Transportation</i>							
		<i>Coordinator, Environmental Safety</i>					<i>Specialist, Student Information Systems Support</i>					<i>Coordinator, Benefits</i>							
		<i>Coordinator, Employee Relations/Investigator</i>					<i>Lead Instructional Developer</i>												

Salary Grade	Level	ADMINISTRATIVE NON-EXEMPT																		
<i>All positions are assigned 260 days unless otherwise noted.</i>																				
NEX	H	22.20	22.62	23.04	23.47	23.89	24.31	24.74	25.16	25.58	26.01	26.43	26.85	27.38	27.90	28.43	29.19	29.96	30.73	
		<i>Specialist, Content Management</i>									<i>Sr. Benefits Specialist</i>									
NEX	I	18.61	18.94	19.28	19.62	19.95	20.28	20.62	20.96	21.29	21.63	21.96	22.29	22.73	23.16	23.59	24.36	25.13	25.76	
		<i>Analyst, Accounting</i>			<i>Analyst, Payroll</i>			<i>Analyst, Employment</i>			<i>Specialist, Inventory Control</i>			<i>Specialist, Server Support</i>						
		<i>Specialist, Benefits</i>			<i>Specialist, 504</i>			<i>Specialist, Employment</i>			<i>Analyst, Risk Management</i>			<i>Specialist, Human Resources</i>						
		<i>Specialist, Purchasing</i>			<i>Specialist, Facilities Infrastructure</i>						<i>Specialist, Audio/Visual</i>			<i>Specialist, Communications</i>						
		<i>Instructional Developer</i>			<i>Specialist, Site Tech (Support Services)</i>						<i>Specialist, Purchasing</i>			<i>Video Producer</i>						

ATTENDANCE ADVISORS								
NON-EXEMPT (182 Work Days & 3 Holidays, 8 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
AT53	16.46	17.13	17.78	18.44	19.10	19.76	20.41	21.07
<i>Additional \$1,000 for Bachelor's Degree</i>								

BEHAVIOR SUPPORT TECHNICIANS & SCHOOL/HOME SPECIALISTS								
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN41	15.98	16.71	17.46	18.18	18.92	19.68	20.38	20.60

CLASSROOM LICENSED PRACTICAL NURSES										
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)										
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
LT59	14.85	15.77	16.70	17.59	18.61	19.66	20.02	20.37	20.76	21.17

SIGN LANGUAGE INTERPRETERS								
NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)								
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN42	23.29	24.12	24.95	25.78	26.61	27.44	28.27	29.10

INFORMATION TECHNOLOGY							
NON-EXEMPT (248 Work Days & 12 Holidays, 8 hr day)							
SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
IT63	14.92	15.37	15.84	16.31	16.80	17.30	17.82
IT64	16.10	16.59	17.08	17.59	18.12	18.66	19.23
IT65	18.95	19.51	20.10	20.70	21.32	21.96	22.62
IT66	22.29	22.96	23.64	24.36	25.08	25.83	26.61
POSITION							SALARY GRADE
Specialist, Dispatch Technician							IT63
Technician, Network Operations							IT63
Specialist, Help Desk							IT64
Specialist, IT Inventory and Device							IT65
Technician, Site							IT65
Specialist, Transportation Routing & Technology							IT65
Lead Specialist, Dispatch Technician							IT66
Lead Specialist, Site Technician							IT66
Lead Specialist, Help Desk							IT66

## CUSTODIAL, MAINTENANCE, & SUPPLY

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

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>GS25</b>	11.72	12.40	13.10	13.78	14.47	15.14	15.56	15.99
<b>GS26</b>	12.22	12.90	13.59	14.27	14.95	15.65	16.06	16.48
<b>GS27</b>	13.03	13.79	14.52	15.27	16.00	16.73	17.17	17.61
<b>GS28</b>	13.91	14.75	15.59	16.41	17.26	18.10	18.55	19.01
<b>GS30</b>	14.47	15.18	15.89	16.61	17.32	18.03	18.74	20.03
<b>GS40</b>	15.47	16.31	17.15	17.98	18.82	19.66	20.49	21.97
<b>GS41</b>	18.01	18.85	19.68	20.52	21.36	22.19	23.03	24.59

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

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

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

CUSTODIAL DIFFERENTIALS	AMOUNT
2nd Shift (termination 8:30 p.m./2:00 a.m.) - <i>Paid over 10 months</i>	927.16
12 Month Night - <i>Paid over 12 months</i>	1,229.92
High School Backup/Sweeper Lead - <i>Paid over 12 months</i>	1,683.63

HEAD CUSTODIAN DIFFERENTIALS - <i>Paid over 12 months</i>	AMOUNT
13,000 - 17,000 square feet	498.87
17,000 - 25,000 square feet	748.44
25,000 - 40,000 square feet	997.58
40,000 - 110,000 square feet	1,496.46
110,000 - 210,000 square feet	2,244.88
Over - 210,000 square feet	3,100.00

MAINTENANCE DIFFERENTIALS	AMOUNT
2nd Shift (shifts that end between 8:30 p.m. - 2:00 a.m.)	741.74
12 Month Night - <i>Paid over 12 months</i>	983.96
Journey level Monthly Supplement - <i>Paid over 12 months</i>	100.00
Master Certification Monthly Supplement - <i>Paid over 12 months</i>	200.00

## NURSES

EXEMPT & NON-EXEMPT (184 Work Days & 3 Holidays, 8 hr day) (NEA)

Salary Grade	LA59	RN55	RNBS	RNMS	RN Part-Time Non- Exempt	BSN Part-Time Non- Exempt
STEP	LPN	RN	BSN	MSN		
1	14.85			36,440	22.67	23.85
2	15.77			37,514	23.46	24.64
3	16.70		34,689	38,619	24.27	25.45
4	17.59		35,473	39,402	24.84	26.03
5	18.61	35,031	36,644	40,573	25.70	26.88
6	19.66	37,095	38,705	42,635	27.22	28.40
7	20.02	40,520	42,131	46,061	29.73	30.91
8	20.37	41,823	43,434	47,363	30.68	31.87
9	20.76	43,126	44,736	48,666	31.64	32.82
10	21.18	44,429	46,038	49,967	32.60	33.78

*Placement on salary schedule will be determined by full-time experience within the preceding 10 years.*

## NUTRITION SERVICES

NON-EXEMPT (176 work days & 11 holidays)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
FS71	8.88	9.41	9.99	10.53	11.10	11.64	12.03	12.41	12.80
FS74	9.45	9.98	10.55	11.09	11.66	12.21	12.61	12.97	13.35
FS75	9.68	10.21	10.80	11.35	11.91	12.45	12.84	13.23	13.60
FS76	9.25	9.77	10.36	10.90	11.46	12.00	12.39	12.78	13.16
FS81	10.71	11.42	12.10	12.76	13.38	14.04	14.58	15.00	15.37
FS82	12.67	13.44	14.19	14.84	15.58	16.22	16.74	17.24	17.61
FS83	14.63	15.46	16.29	16.91	17.80	18.42	18.90	19.48	19.86
FS84	16.61	17.49	17.96	18.99	20.00	20.60	21.07	21.78	22.15
FS85	12.67	13.44	14.19	14.84	15.58	16.22	16.74	17.24	17.44
FS86	15.20	16.04	16.88	17.64	18.55	19.16	19.77	20.38	20.55

POSITION	SALARY GRADE
<b>Non-Exempt</b>	
Specialist	FS71
Lead Specialist	FS74
Range Cook, Middle School	FS74
Range Cook, High School	FS75
Asst. Range Cook, High School	FS76
Supervisor (Non-Exempt)	FS81
Elementary Supervisor (2 sites)	FS82
Elementary Supervisor (3 sites)	FS83
Elementary Supervisors (4 sites)	FS84
High School Supervisor (Satellites)	FS84
Middle School Supervisor	FS85
High School Supervisor	FS86

*Banquets and Similar Activities - The hourly rate of pay shall be the employee's regular rate with hours exceeding 8 in any one day to be compensated at the rate of one and one-half the employee's hourly pay rate.*

### OCCUPATIONAL/PHYSICAL THERAPISTS

EXEMPT & NON-EXEMPT (182 Work Days & 3 Holidays, 7.25 hr day)

NON-EXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>OT58</b>	23.82	24.91	26.06	27.26	28.51	29.82	31.19	32.77

EXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
<b>OT68</b>	43,964	46,162	48,470	50,894	53,439	56,110	58,915	61,861	64,955
<b>OT69</b>	47,481	49,856	52,347	54,965	57,714	60,599	63,630	66,811	70,150

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

### PARAPROFESSIONALS

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

#### SPECIAL EDUCATION PARAPROFESSIONALS

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

SALARY GRADES	CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>PA41, PA43</b>	<b>A</b>	10.82	11.48	12.14	12.81	13.50	14.16	14.84	15.02
<b>PA40, PA42, PA44, PA48</b>	<b>B</b>	12.32	12.97	13.60	14.25	14.91	15.54	16.21	16.37
<b>PA45</b>	<b>C</b>	11.99	12.67	13.32	14.00	14.68	15.38	16.02	16.19
<b>PA46, PA47</b>	<b>D</b>	13.50	14.14	14.78	15.43	16.09	16.72	17.38	17.55

POSITION	CODE
Paraprofessional Without a Bachelor's degree in Education or Teaching Certificate	<b>A</b>
Paraprofessional With a Bachelor's degree in Education or Teaching Certificate	<b>B</b>
Braille Transcriber without a Bachelor's degree in Education or Teaching Certificate	<b>C</b>
Braille Transcriber with a Bachelor's degree in Education or Teaching Certificate	<b>D</b>

## PARENT EDUCATORS

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

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
PE56*	29,369	29,611	30,617	31,644	32,373	33,461	35,386	40,428
PE57*	27,810	28,051	29,059	30,082	30,813	31,905	33,828	38,870

POSITION	SALARY GRADE
Certificated	PE56
Non-Certificated	PE57

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

Parent Educators Certificated Part-Time/Non-exempt	Parent Educators Non-Certificated Part-Time/Non-exempt
<b>SG 56</b>	<b>SG 57</b>
22.80	21.59
22.99	21.78
23.77	22.56
24.57	23.36
25.13	23.92
25.98	24.77
27.47	26.26
31.39	30.18

## SCHOOL POLICE

NON-EXEMPT (8 Hour Day)

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 12	STEP 16	STEP 20
OF88	13.89	14.60	15.45	16.15	16.87	17.73	18.64	19.18	19.83	20.46
OF89/OF90	11.80	12.48	13.28	13.95	14.64	15.48	16.30	16.80	17.44	18.09

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
OF91/OF92	18.63	19.60	20.56	21.36	21.97	22.90	23.89	24.90

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

## SECRETARIAL/CLERICAL

NON-EXEMPT (8 Hour Day)

SALARY GRADE CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
23	11.48	12.10	12.74	13.37	13.98	14.61	15.37	15.84	16.47	17.29
25	11.99	12.61	13.22	13.85	14.48	15.10	15.83	16.30	16.95	17.77
27	12.54	13.16	13.79	14.41	15.04	15.67	16.39	16.88	17.52	18.35
28	13.13	13.77	14.41	15.05	15.70	16.34	17.08	17.61	18.25	19.09
29	14.67	15.33	15.98	16.64	17.28	17.94	18.73	19.27	19.92	20.77
30	15.04	15.71	16.38	17.04	17.71	18.37	19.14	19.73	20.37	21.23
LI95	10.32									

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

SALARY GRADE	POSITION	MONTHS OF EMPLOYMENT
<b>Administrative Secretaries II</b>		
S730	Cabinet/Executive Team Members	12
S729	Custodial Services	12
S729	Director, Special Services	12
S728	Payroll Clerk	12
S728	Accounting Clerk	12
S728	Records Department Lead	12
S728	Director, Athletics	12
<b>Administrative Secretaries I</b>		
S727	Senior Leadership Team Members	12
S727	Assistant Director, Special Services	12
S727	Principal, High School	12
S727	Principal, Middle School	12
S727	Principal, Robberson Community School	12
<b>Secretaries/Clerical Staff</b>		
S725	Athletics Aide	12
S725	Building Services	12
S725	Curriculum, Instruction, & Assessment	12
S725	District Information Center	12
S425/S725	Early Childhood	10/12
S325	Principal, Elementary	9.6
S725	Nutrition Services	12
S425/S725	High School Office	10/12
S725	Summer Learning & Student Experiences	12
S725	Parents as Teachers	12
S725	Professional Learning	12
S425/S725	Special Services	10/12
S125	Springfield Option Site	9
S125	Title I	9
S125	Early Childhood	9
S323	Elem/Middle Combination School	9.6
S323	Elementary Office	9.6
S423	Gifted Center	10
123/S423/S72	High School Office	9/10/12
S123/S423	Middle School Office	9/10
LI95	Clerical	As Needed

## TRANSPORTATION

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

### BUS DRIVER

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

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

  

POSITION	HOURLY RATE
Driver Trainee	10.00

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

### BUS AIDES

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

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

### BUS DRIVER TRAINER/SAFETY TRAINER

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BD10/BD12</b>	14.25	14.72	15.31	15.91	16.49	17.08	17.68	18.48

### SERVICE MECHANICS

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>BD53</b>	15.47	16.30	17.17	18.04	18.88	19.70	20.60	20.76

### TRANSPORTATION NURSES (LPN)

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

### **SECTION 3**

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

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

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

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

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

#### OTHER POSITIONS

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

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

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

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

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

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

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

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

\*\*\*\* Contingent upon MSHSSAA reimbursement

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

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

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

GROUP A	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Basketball Head Coach, High School Football Director, High School Marching Band	1	1	19.1%	\$6,926.04
	2	3	20.4%	\$7,397.45
	3	5	21.6%	\$7,832.59
	4	7	22.8%	\$8,267.74
	5	10	24.3%	\$8,811.67
	6	15	25.0%	\$9,065.50
	7	20	26.0%	\$9,428.12
	8	25	27.0%	\$9,790.74
GROUP B	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Soccer Head Coach, High School Swimming Head Coach, High School Wrestling Head Coach, High School Softball Head Coach, High School Track Head Coach, High School Volleyball Head Coach, High School Baseball	1	1	14.3%	\$5,185.47
	2	3	15.3%	\$5,548.09
	3	5	16.3%	\$5,910.71
	4	7	17.5%	\$6,345.85
	5	10	19.0%	\$6,889.78
	6	15	20.0%	\$7,252.40
	7	20	21.0%	\$7,615.02
	8	25	22.0%	\$7,977.64
GROUP C	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Debate Director, High School Vocal Music Director, Springfield Youth Symphony Director, High School Orchestra	1	1	13.7%	\$4,967.89
	2	3	14.8%	\$5,366.78
	3	5	15.8%	\$5,729.40
	4	7	17.0%	\$6,164.54
	5	10	18.0%	\$6,527.16
	6	15	18.5%	\$6,708.47
	7	20	19.0%	\$6,889.78
	8	25	20.0%	\$7,252.40
GROUP D	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Cheerleading Head Coach, High School Cross Country Director, High School Drama Assistant Coach, High School Basketball Assistant Coach, High School Football	1	1	12.4%	\$4,496.49
	2	3	13.5%	\$4,895.37
	3	5	14.5%	\$5,257.99
	4	7	15.7%	\$5,693.13
	5	10	17.2%	\$6,237.06
	6	15	18.0%	\$6,527.16
	7	20	19.0%	\$6,889.78
	8	25	20.0%	\$7,252.40

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

GROUP E	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, High School Drum Corps	1	1	10.3%	\$3,734.99
	2	3	11.3%	\$4,097.61
	3	5	12.3%	\$4,460.23
	4	7	13.5%	\$4,895.37
	5	10	15.0%	\$5,439.30
GROUP F	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Diving	1	1	8.6%	\$3,118.53
Assistant Coach, High School Soccer	2	3	9.4%	\$3,408.63
Assistant Coach, High School Wrestling	3	5	10.5%	\$3,807.51
Assistant Coach, High School Softball	4	7	11.7%	\$4,242.65
Assistant Coach, High School Track	5	10	13.2%	\$4,786.58
Assistant Coach, High School Volleyball	6	15	14.0%	\$5,076.68
Assistant Coach, High School Baseball	7	20	15.0%	\$5,439.30
Assistant Coach, High School Swimming	8	25	16.0%	\$5,801.92
Assistant Coach, High School Speech & Debate				
Sponsor, High School Print Journalism				
Sponsor, High School Broadcast Journalism				
Sponsor, DECA				
Sponsor, PLTW (High School)				
Sponsor, FBLA				
Sponsor, FCCLA				
GROUP G	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, Middle School Basketball	1	1	7.9%	\$2,864.70
Head Coach, Middle School Football	2	3	8.7%	\$3,154.79
	3	5	9.6%	\$3,481.15
	4	7	10.8%	\$3,916.30
	5	10	12.3%	\$4,460.23
	6	15	13.0%	\$4,714.06
	7	20	14.0%	\$5,076.68
	8	25	15.0%	\$5,439.30
GROUP H	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Tennis	1	1	6.6%	\$2,393.29
Head Coach, High School Golf	2	3	7.4%	\$2,683.39
Assistant Director, High School Band	3	5	8.2%	\$2,973.48
Sponsor, Academic Team	4	7	9.4%	\$3,408.63
	5	10	10.9%	\$3,952.56
	6	15	12.0%	\$4,351.44
	7	20	13.0%	\$4,714.06
	8	25	14.0%	\$5,076.68

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

GROUP I	STEP	YEARS EXPERIENCE	%	AMOUNT
Head Coach, Middle School Cheerleading	1	1	6.0%	\$2,175.72
Head Coach, Middle School Track	2	3	6.9%	\$2,502.08
Head Coach, Middle School Volleyball	3	5	7.7%	\$2,792.17
Head Coach, Middle School Wrestling	4	7	8.9%	\$3,227.32
Head Coach, Middle School Debate	5	10	10.4%	\$3,771.25
Sponsor, High School Student Council	6	15	11.0%	\$3,988.82
	7	20	12.0%	\$4,351.44
	8	25	13.0%	\$4,714.06

GROUP J	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, Middle School Vocal Music	1	1	5.3%	\$1,921.89
Director, Middle School Band	2	3	6.2%	\$2,248.24
Director, Middle School Orchestra	3	5	6.8%	\$2,465.82
Director, Elementary Vocal Music	4	7	8.0%	\$2,900.96
Assistant Coach, Middle School Football	5	10	9.5%	\$3,444.89
Assistant Coach, Middle School Basketball	6	15	10.1%	\$3,662.46
	7	20	10.7%	\$3,880.03
	8	25	11.3%	\$4,097.61

GROUP J-2	STEP	YEARS EXPERIENCE	%	AMOUNT
Sponsor, High School Pom/Dance Team	1	1	5.9%	\$2,139.46
Sponsor, High School Winterguard/Colorguard	2	3	6.8%	\$2,465.82
	3	5	7.7%	\$2,792.17
	4	7	8.8%	\$3,191.06
	5	10	10.7%	\$3,880.03
	6	15	11.0%	\$3,988.82
	7	20	11.6%	\$4,206.39
	8	25	12.3%	\$4,460.23

GROUP K	STEP	YEARS EXPERIENCE	%	AMOUNT
Core Department Head, High School	1	1	5.0%	\$1,813.10
Foreign Language Department Head, High School	2	3	5.9%	\$2,139.46
Assistant Coach, High School Cross Country	3	5	6.7%	\$2,429.55
Assistant Coach, High School Tennis	4	7	7.9%	\$2,864.70
Assistant Director High School Drum Corps*	5	10	9.8%	\$3,553.68
	6	15	10.0%	\$3,626.20
	7	20	11.0%	\$3,988.82
	8	25	12.0%	\$4,351.44

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

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

GROUP L	STEP	YEARS EXPERIENCE	%	AMOUNT
Sponsor, Middle School Student Council	1	1	4.4%	\$1,595.53
Sponsor, Middle School Newspaper	2	3	5.1%	\$1,849.36
Sponsor, Middle School Memory Book	3	5	5.9%	\$2,139.46
Sponsor, Middle School Pep Club	4	7	7.2%	\$2,610.86
Sponsor, Secondary Intramurals	5	10	8.6%	\$3,118.53
Sponsor, PLTW (Middle School)*	6	15	9.2%	\$3,336.10
	7	20	10.0%	\$3,626.20
	8	25	11.0%	\$3,988.82
<i>*Contingent on receiving grant</i>				
GROUP L-2	STEP	YEARS EXPERIENCE	%	AMOUNT
Director, Youth Strings	1	1	3.4%	\$1,232.91
Director, Junior Youth Symphony	2	3	4.2%	\$1,523.00
Director, Concert Band	3	5	5.0%	\$1,813.10
Director, Basketball Band	4	7	6.1%	\$2,211.98
Assistant Director, Springfield Youth Symphony	5	10	7.5%	\$2,719.65
Assistant Coach, Middle School Track	6	15	8.2%	\$2,973.48
Assistant Coach, Middle School Volleyball	7	20	8.9%	\$3,227.32
	8	25	9.5%	\$3,444.89

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

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

Level 1	10% (3,626.20)	10% (3,626.20)	5% (1,813.10)	3% (1,087.86)	2% (725.24)	2% (725.24)	1% (362.62)
Level 2*	13% (4,714.06)					3% (1,087.86)	2% (725.24)
	CDC Chair - Level 2 during 3 years surrounding new curriculum adoption	District Director, Science Competition	Supervisor, Weight Room	Coordinator, HS Community Service (Less than 12 Students)	Coordinator, HS Science Competition	HS Non-Core Dept Chair - Level 2 during 3 years surrounding new curriculum adoption	MS Core Dept. Chair - Level 2 during 3 years surrounding new curriculum adoption
			Coordinator, HS Community Service (Greater than 12 Students)	Site Coordinator, HS Diversity	Site Coordinator, Reading Assessment		ES CDC member - Level 2 during 3 years surrounding new curriculum adoption
			Site MS Athletic Director	MS & HS Athletic Aide	ES Lead Teacher		
			HS National Honor Society	MS National Junior Honor Society	MS Math Team		
					MS Science Fair or Olympiad		

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

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
Athletics	Athletics Supervision (Full Season)	2,000	Annual- paid upon completion (See #2 below)
	Golf Schedule Coordinator	250	Annual- paid upon completion (See #2 below)
	Football Development Director	10,792	Annually
	Basketball Development Coordinator	3,400 - 4,966	Annually
	Basketball Development Assistant Coordinator	400 - 1,023	Annually
	Baseball Development Coordinator	3,300	Annually
Blended Learning	Mentor	500	Annual- paid upon completion (See #2 below)
	eLearning Instructor	2,500	
	eLearning Course Development	1,250	
Choice	Teacher Externship	500	Annual- paid upon completion (#2 below)
Counseling	Lead High School Counselor (1 per HS)	1,000	
Learning Support	Language Arts Fair Coordinator	750	Annual- paid upon completion (See #2 below)
	Sister City Liaison	1,000	Annually
	Literacy Leader Trainer	2,000	Annually
Learning Development	Evolving Leaders Mentor	750	Annual- paid upon completion (See #2 below)
	New Teacher Liaison	500	
	SPLS Liaison - Sites with 25 FTE or Less	100	
	SPLS Liaison - Sites with 26-50 FTE	150	
	SPLS Liaison - Sites with 51 FTE or Greater	200	
Nutrition Services (Hourly/Non-Exempt)	Coordinator, Catering (paid hourly based on annual pay cycle)	3,500	Annually
	Assistant Coordinator, Catering (paid hourly based on annual pay cycle)	2,500	Annually
AAA	K-8 Site Test Coordinator 500+ (April)	800	Annual- paid upon completion (See #2 below)
	K-8 Site Test Coordinator 401-500 (April)	700	
	K-8 Site Test Coordinator 301-400 (April)	600	
	K-8 Site Test Coordinator 0-300 (April)	500	
	HS Site Test Coordinator – 8 Block (Dec, May)	900	
	HS Site Test Coordinator – 4 Block (Oct, Dec, Mar, May)	1,150	
	Study K-12 Site Test Coordinator (Dec, Apr, May)	600	
Special Services	MAP-A Liaison	2,500	Annual- paid upon completion (See #2 below)

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

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

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

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
<b>Elementary</b>	Community School Principal	3,200	Annually
	Extended Learning Liaison 1-20 Students	300	Annual- paid upon completion (See #2 below)
	Extended Learning Liaison 21+ Students	400	
	School Garden Coordinator	200	
<b>High School</b>	Prom Coordinator	500	Annually
	Extracurricular Sponsor	250-500	Annually
	IB Essay/CAS Coordinator	3,000	Annually
	Math Team Sponsor	1,372	Annually
	Teacher Mentoring Supervisor	1,500	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 1-5 yrs experience	2,100	
	Special Services Dept Chair 5+ yrs experience	2,400	
<b>Middle School</b>	Honor Choir/Band	250	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 1-5 yrs experience	1,400	
	Special Services Dept Chair 5+ yrs experience	1,750	
<b>All Schools</b>	Website Maintenance	250	Annual- paid upon completion (See #2 below)
	Teacher Support Team	1,000	
	Explore Liaison	300	
	Principal Combo School	750	Annually
	Assistant Principal Combo School	375	Annually

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

1. Annually = paid over 12 months (Sept. through Aug. pay cycle. Payments may be pro-rated for remaining months in pay cycle, if necessary) OR
  2. Annual - paid upon completion = A. paid when timesheet is submitted\*; B. Non-Certified, Non-Exempt or Non-SPS Staff stipends will be paid at \$7.65 per hour by submitting a monthly timesheet, then a timesheet stating "final timesheet" is submitted at the end of the assignment then the remaining balance owed will be paid.
- \* Department directors or designee are responsible for submitting all Section 3-E stipends to HR for processing by the payroll cutoff date.

**SECTION 4**

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

## Section 4. Substitute and Temporary Staff Rates

<b>EXEMPT</b>			
<b><u>Teacher</u></b>			
Regular Daily Rate			84.50
Regular Teacher Substituting on Conference Period Hourly Rate			22.33
11+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	107.57	123.07
	Half Day	53.79	61.54
46+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	123.08	135.52
	Half Day	61.54	67.76
<b><u>Counselor</u></b>			
Regular Daily Rate			151.50
Former SPS Counselor Daily Rate			176.75
<b><u>School Administration</u></b>			
<b><u>Principal</u></b>			
Regular Daily Rate			230.00
11+ Days in the Same Assignment			280.00
<b><u>Assistant Principal</u></b>			
Regular Daily Rate			165.00
11+ Days in the Same Assignment			205.00
<b><u>Nursing</u></b>			
Nurses Daily Rate			116.00
Nurses 11+ Days in the Same Assignment			Nurses Schedule -Step 1 Daily Rate
Former SPS Nurse Daily Rate			200.00
Former SPS Nurse in Lead Assignment Daily Rate			240.00
<b><u>Other Staff</u></b>			
Interpreter Hourly Rate			25.00
Speech Language Pathologist Daily Rate			253.75
Occ Therapist Registered/Licensed (OTR); Physical Therapist (PT)			362.50 per day
Certified Occ Therapy Asst (COTA); Physical Therapy Asst (PTA)			217.50 per day
Homebound Teacher Hourly Rate			25.00

## Section 4. Substitute and Temporary Staff Rates

### NON-EXEMPT

<u>Paraprofessional</u>	
Regular Hourly Rate	10.10
11+ Days in the Same Assignment	
Non-Degreed in Education	10.34
Degreed in Education	11.78
Non-Degreed Ed.(Comp. Lab)	11.47
Degreed in Ed. Degree (Comp. Lab)	12.91
<u>Clerical</u>	
Secretary Hourly Rate	8.62
<u>Other Substitute and Temporary Assignments</u>	
Nutrition Services Hourly Rate	8.04
Nutrition Services 11+ Days in the Same Assignment	Nutrition Services Schedule Step 1 Hourly Rate
Transportation Driver Hourly Rate	11.70
Transportation Aide Hourly Rate	9.10
Transportation Driver Hourly Rate (O/H Route)	12.30
Transportation Aide Hourly Rate (O/H Route)	9.70
Transportation Nurses	Transportation Nurses Schedule Step 1 Hourly Rate
Temporary Custodian Hourly Rate	10.00
Temporary Head Custodian 5+ Days in the Same Assignment	.50 Added to Hourly Rate
School Police Dispatcher Hourly Rate	12.12
Intern Hourly Rate	10.00
Stipend Overage Hourly Rate (Non-Exempt Only)	Min. Wage