



2022 – 2023 Salary Schedules

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

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417-523-0000**

**Board of Education
Approval Recommendation August 16, 2022**

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Salary Schedule Placement and Pay Schedule

Pay Dates - Primary Base Position

Employees hired to work a full or part time position are paid on a semi-monthly pay schedule. Compensation is annualized over 24 pay periods, with pay dates on the 15th and last day of each month.

Note: Non-exempt employees are compensated for hours actually worked.

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

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

Example: Worked performed from April 1-30, that is submitted to payroll by May 10, will be paid on the May 31 payroll.

Retirees

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

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

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

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

Salary Schedule: Teachers

Advanced Degree: Teachers paid on the Teacher salary schedule who receive an advanced degree must submit their official transcripts by August 26 to be paid on the first September payroll. Any submission between August 27 and September 15 will be processed on the next available payroll. If received after September 15 processing will occur in January. Fall graduates may submit transcripts by January 15 to be prorated effective for second semester.

Placement: for the 2022-2023 school year, the following applies to teacher new hires:

- A. Teachers with no qualifying teaching experience will be placed at step 1 of applicable column.
- B. Teachers with 1 full year of qualifying teaching experience will be placed at step 2 of applicable column.
- C. Credit will be given for up to 15 years of prior qualifying teaching experience; 15 years of teaching experience equates to placement at step 16 on the applicable column.
- D. All qualifying teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 15 years.
- E. Number of days worked for new teachers includes four additional days.

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

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

Salary Schedule: In School Suspension/Teacher Intern

Placement: credit will be given for up to 5 years of prior qualified Teaching experience. Grandfathered positions (ISB9, ISM9 Instructional Technologist) as of 6/30/2022 are not eligible for future placement.

Salary Schedules: Secretary/Clerical, Service Personnel, Operational Support

Placement: credit will be given for up to 7 years of prior experience; 7 years of experience equates to placement at step 8 on the applicable 15 step salary schedule.

Salary Schedules: School Police

Placement: For the 2022-23 school year, up to one year of credit will be given for one year or more years of SRO experience or for two years or more of law enforcement experience; One additional year of credit will be allowed in each subsequent year up to a max of 7 years (2028-29 school year), awarding credit of one-to-one for school SRO experience and two-to-one for non-school law enforcement experience. Awarding 7 years of experience equates to placement at step 8 on the applicable 15 step salary schedule.

Salary Schedules: Transportation

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

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

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

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

Step 4 = Employees in year 9 with school district experience

Step 5 = Employees in year 10 with school district experience

Step 6 = Employees in year 11 with school district experience

Step 7 = Employees in year 12 with school district experience

Step 8 = Employees in year 13 with school district experience

Step 9 = Employees in year 14 with school district experience

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

Salary Schedules: Nurse, Professional and Technical, Administrative

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

Section 3-C: Annual Extra-Curricular Stipends

Exempt and non-exempt staff will be compensated over 24 pays or remaining pays if less than 24 pays remain (prorated, if applicable).

Retirees and external coaches/sponsors will receive payment in one-lump sum during the athletic or activity season as follows:

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

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

Volunteer Service Agreement: All non-exempt (hourly) SPS employees & retirees who receive payment for a stipend from section 3-C or 3-D 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. Non-Exempt employees should not receive a stipend for job duties that are the same or similar to their primary job duties.

Letters of Appointment: All exempt SPS employees who receive payment for a stipend from section 3-C or 3-D will be required to sign a Letter of Appointment confirming acceptance of the assignment.

Teacher Salary Schedule

182 Work Days & 3 Holidays - Exempt

186 Work Days & 3 Holidays - Exempt New Hires

Pay Grade	TABS	TCMS	TESP	TFDR
Step	Bachelor's	Master's	Master's +30* or Specialist	Doctorate
1	41,544	45,624	48,171	48,411
2	42,375	46,537	48,885	48,885
3	43,220	47,468	49,861	49,861
4	44,089	48,418	50,860	50,860
5	44,969	49,385	51,879	51,879
6	45,608	50,374	52,916	52,916
7	46,557	51,383	53,973	53,973
8	47,488	52,408	55,450	55,850
9	48,438	53,633	56,693	57,750
10	49,407	55,566	57,931	59,680
11	50,395	57,553	59,635	61,135
12	51,502	59,562	61,310	63,637
13	52,014	60,155	61,921	64,277
14	52,535	60,760	62,542	64,514
15	53,061	61,367	63,167	65,155
16	53,593	61,981	63,799	65,808
17	54,129	62,596	64,437	66,467
18	54,671	63,225	65,080	67,129
19	55,218	63,854	65,734	67,800
20	55,770	64,495	66,387	68,479
21	55,770	65,141	67,054	69,164
22	55,770	65,791	67,725	69,854
23	55,770	66,449	68,400	70,552
24	55,770	67,113	69,087	71,257
25	55,770	67,786	69,776	71,972
26	55,770	68,798	70,818	73,044
27	55,770	69,485	71,525	73,777
28	55,770	70,184	72,240	74,511
29	55,770	70,881	72,963	75,257
30	55,770	71,603	73,694	76,013

Section 3-A. Extended Days and Annual Supplements

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

Certified Position Assigned to Base Position	Extended Days	Annual Supplement
Agriculture Academy Teacher	15	none
Academy Coach - High School		
Community Engagement Coordinator (Robberson)		
Graduation Specialist	20	none
Middle College Teacher		
Specialist-Social & Emotional Behavioral		
Virtual Learning Teacher-Secondary Curriculum Lead		
Virtual Learning Teacher-Elementary Curriculum Lead	6	none
Coordinator - A+		
Coordinator - International Baccalaureate - Primary Years Programme	10	none
Coordinator - International Baccalaureate - Middle Years Programme		
Library Media Specialist - Elementary/Middle School		
Affective Education/Assessment Coordinator	8	\$550
Board Certified Behavior Analyst	10	\$1,500
Coordinator - High School Interventions	10	\$8,000
Coordinator - Middle School Interventions	8	\$4,000
Counselor - Elementary School or Early Childhood School	5	\$550
Counselor - High School/Launch	15	\$550
Counselor - Middle School or Early Childhood Special Education	10	\$550
GOCAPS Teacher	20	\$500
Homeless Liaison	30	\$3,000
Instructional Specialist, Wonder Years	10	\$1,000
Library Media Specialist - High School	15	none
Missouri Options Advisor	5	none
Process Coordinator	10	\$4,000
School Community Liaison-ESSER	10	none
School Psychologist	21	\$4,000
Title I Behavior Specialist II	10	\$1,000
Title I Coach - Numeracy, Literacy, Learning		
K-8 Coach- Literacy, Numeracy & Intervention	3	\$3,000
Title I Data Coach - Elementary School	5	\$3,000
Title I Data Coach - Middle School	10	\$3,000
Title I Facilitator - Reading, Teacher Leader, Literacy, Numeracy	20	\$3,000
Title I School/Home Specialist - Elementary or Middle School	10	\$1,000

Other Positions To Be Reviewed or Assigned Annually	Extended Days	Annual Supplement
Alternative Lead Teacher - Middle School	5	none
Alternative Advisor (Study)	5	none
Bond Clerk	none	\$8,775
Coordinator - International Baccalaureate - Career Programme	10	none
Coordinator - International Baccalaureate - Diploma Programme	10	none
Counselor - Facilitating Senior Days	up to 5	none
Counselor - International Baccalaureate	10	none
Counselor - Lead Early Childhood School (1 per school)	10	\$550
Counselor - Lead High School (1 per school)	none	\$1,000
Counselor - National Certified	none	\$500
International Baccalaureate Coordinator: <i>Middle Years Programme -Personal Project</i> <i>Middle Years Programme - Service Learning</i> <i>Career-related Programme - Reflective Project</i> <i>Career-related Programme - Service</i> <i>Diploma Programme - CAS</i> <i>Diploma Programme - Extended Essay</i>	none	\$3,000
Lead Coordinator - Curriculum, Instruction & Assessment	none	\$8,500
Lead Teacher - English Language Development	5	\$5,000
Parent Educator - PAT Leader	15	\$1,000
Parent Educator with Master's Degree	none	\$500
Social Worker - Homeless	20	none
Special Services - Assistive Technology	5	none
Teacher - National Board Certified	none	\$3,000
Tournament of Champions Coordinator	none	\$8,000
Work Experience Supervisor-Cooperative Career Education (COE)	15	9% of Salary

**Teacher Intern/Building Substitute,
In School Suspension Teacher Intern,
In School Suspension Supervisor**
182 Work Days & 3 Holidays - Exempt

Step	INT1	ISB8	ISB9	ISM9
1	28,854	28,854	29,854	39,088
2		29,575	30,575	40,040
3		30,313	31,313	41,016
4		31,073	32,073	42,016
5		31,850	32,850	43,042

Pay Grade	Position
INT1	Teacher Intern/Building Substitute
ISB8	In School Suspension Teacher Intern (<i>Non Certified - Substitute Certification required</i>)

Pay Grade	Grandfathered Position <i>as of 6/30/2022 positions are not eligible for future placement</i>
ISB9	In School Suspension Supervisor - Bachelor's Degree
ISM9	In School Suspension Supervisor - <i>Master's Degree and 10 or more years of full-time teaching experience</i>

Secretarial/Clerical Salary Schedule

Non-Exempt - Per Hour Rates

Step	C100	C110	C120	C130	C140	C150	C160
1	14.00	14.50	15.50	16.00	16.75	17.25	18.00
2	14.25	14.80	15.80	16.30	17.10	17.65	18.40
3	14.50	15.10	16.10	16.60	17.45	18.05	18.80
4	14.75	15.40	16.40	16.90	17.80	18.45	19.20
5	15.00	15.70	16.70	17.20	18.15	18.85	19.60
6	15.30	16.05	17.05	17.55	18.55	19.30	20.05
7	15.60	16.40	17.40	17.90	18.95	19.75	20.50
8	15.90	16.75	17.75	18.25	19.35	20.20	20.95
9	16.20	17.10	18.10	18.60	19.75	20.65	21.40
10	16.50	17.45	18.45	18.95	20.15	21.10	21.85
11	16.85	17.85	18.85	19.35	20.60	21.60	22.35
12	17.20	18.25	19.25	19.75	21.05	22.10	22.85
13	17.55	18.65	19.65	20.15	21.50	22.60	23.35
14	17.90	19.05	20.05	20.55	21.95	23.10	23.85
15	18.25	19.45	20.45	20.95	22.40	23.60	24.35

Pay Grade	Position
C100	Inventory Clerical, Library Clerical, or Receptionist
C110	Unused
C120	Elementary or Middle School Secretary - General High School Department Secretary (A+, IB, etc.) High School Secretary - Attendance
C130	District Level Secretary - General
C140	Building Athletic Secretary District Level Department Secretary I Early Childhood School Secretary - Lead Elementary School Secretary - Lead High School Secretary - Assistant Principal High School Secretary - Counseling Middle or High School Secretary - Registrar
C150	Unused
C160	Clerk - Department District Level Department Secretary II Financial Secretary - HS or Department High School Secretary - Lead K-8 School Secretary - Lead Middle School Secretary - Lead

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

Pay Grade	Work Calendar Schedule
C100	187 days, 7.25 hours per day
C102	260 days, 8 hours per day
C120, C130, C140, C150, C160	260 work days, 8 hours per day
C121, C141, C161	218 work days, 8 hours per day
C122, C142, C162	210 work days, 8 hours per day
C123 C133 C143 C163	197 work days, 8 hours per day

When the number of work days differs from 260 the same hourly rate applies, but a different pay grade is utilized.

Example: C120 has the same hourly rate as C121, but those on grade C121 have a 218 day work calendar. For further clarification, please contact Human Resources.

Nurse Salary Schedule

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

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

Step	N100	N12P	N13P	N14P	N120	N130	N140
1	16.71	28.54	29.96	31.46	38,883	40,827	42,868
2	17.16	29.07	30.51	32.06	39,617	41,599	43,679
3	17.62	29.63	31.09	32.66	40,366	42,387	44,506
4	18.09	30.18	31.68	33.27	41,130	43,188	45,347
5	18.59	30.76	32.26	33.90	41,908	44,005	46,206
6	19.08	31.35	32.88	34.54	42,700	44,838	47,080
7	19.59	31.93	33.51	35.20	43,508	45,687	47,970
8	20.12	32.54	34.15	35.86	44,332	46,551	48,877
9	20.66	33.16	34.79	36.54	45,169	47,432	49,802
10	21.21	33.79	35.45	37.23	46,023	48,330	50,744
11	21.79	34.42	36.12	37.93	46,894	49,245	51,704
12	22.37	35.07	36.80	38.65	47,781	50,176	52,683
13	22.97	35.74	37.50	39.38	48,686	51,126	53,679
14	23.59	36.42	38.21	40.12	49,606	52,093	54,695
15	24.24	37.10	38.94	40.90	50,547	53,075	55,729
16	24.72	37.84	39.72	41.71	51,557	54,137	56,843
17	25.22	38.59	40.51	42.54	52,588	55,220	57,980
18	25.72	39.36	41.33	43.40	53,640	56,324	59,140
19	26.24	40.14	42.15	44.26	54,713	57,451	60,322
20	26.76	40.95	43.00	45.15	55,807	58,600	61,529

Pay Grade	Position
N100	Unused
N12P	School Nurse - Registered Nurse Part-Time
N13P	School Nurse - Bachelor's Degree Part-Time
N14P	School Nurse - Master's Degree Part-Time
N120	School Nurse - Registered Nurse
N130	School Nurse - Bachelor's Degree
N140	School Nurse - Master's Degree

Other Compensation	Extended Days	Annual Supplement
Nurse - Early Childhood Special Education	10	None
Nurse - National Board Certification of School Nurse	none	\$3,000

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

School Police Salary Schedule

Non-Exempt - Per Hour Rates

Step	SP10	SP20	SP50	SP60	SP70
1	16.00	16.50	23.00	24.00	25.00
2	16.30	16.80	23.55	24.55	25.55
3	16.60	17.10	24.10	25.10	26.10
4	16.90	17.40	24.65	25.65	26.65
5	17.20	17.70	25.20	26.20	27.20
6	17.55	18.05	25.80	26.80	27.80
7	17.90	18.40	26.40	27.40	28.40
8	18.25	18.75	27.00	28.00	29.00
9	18.60	19.10	27.60	28.60	29.60
10	18.95	19.45	28.20	29.20	30.20
11	19.35	19.85	28.85	29.85	30.85
12	19.75	20.25	29.50	30.50	31.50
13	20.15	20.65	30.15	31.15	32.15
14	20.60	21.10	30.80	31.80	32.80
15	21.05	21.55	31.45	32.45	33.45

Pay Grade	Position
SP10	School Police Communications Clerk
SP11	School Police Communications Clerk (194)
SP20	School Police Communications Clerk - Night Shift/Clerical
SP21	School Police Communications Clerk (194) - Night Shift/Clerical
SP50	School Police Officer
SP51	School Police Officer (194)
SP60	School Police Officer with Bachelor's Degree
SP61	School Police Officer (194) with Bachelor's Degree
SP70	School Police Officer with Master's Degree
SP71	School Police Officer (194) with Master's Degree

Night Shift hourly rate applies to employees hired to work evening/night shift on a permanent basis.

Substitute Compensation	Amount
School Police Communications Clerk	\$16.00

Service Personnel Salary Schedule

Non-Exempt - Per Hour Rates

Step	S110	S120	S130	S140	S150	S160	S170	S180	S190	S200	S210	S220
1	14.50	15.00	15.75	16.00	17.25	18.00	18.75	19.50	20.00	20.50	21.50	22.50
2	14.75	15.30	16.05	16.35	17.60	18.40	19.15	19.95	20.50	21.10	22.10	23.15
3	15.00	15.60	16.35	16.70	17.95	18.80	19.55	20.40	21.00	21.70	22.70	23.80
4	15.25	15.90	16.65	17.05	18.30	19.20	19.95	20.85	21.50	22.30	23.30	24.45
5	15.50	16.20	16.95	17.40	18.65	19.60	20.35	21.30	22.00	22.90	23.90	25.10
6	15.80	16.55	17.30	17.80	19.05	20.05	20.80	21.80	22.55	23.55	24.55	25.80
7	16.10	16.90	17.65	18.20	19.45	20.50	21.25	22.30	23.10	24.20	25.20	26.50
8	16.40	17.25	18.00	18.60	19.85	20.95	21.70	22.80	23.65	24.85	25.85	27.20
9	16.70	17.60	18.35	19.00	20.25	21.40	22.15	23.30	24.20	25.50	26.50	27.90
10	17.00	17.95	18.70	19.40	20.65	21.85	22.60	23.80	24.75	26.15	27.15	28.60
11	17.40	18.40	19.15	19.90	21.15	22.40	23.15	24.40	25.40	26.90	27.90	29.40
12	17.80	18.85	19.60	20.40	21.65	22.95	23.70	25.00	26.05	27.65	28.65	30.20
13	18.20	19.30	20.05	20.90	22.15	23.50	24.25	25.60	26.70	28.40	29.40	31.00
14	18.65	19.80	20.55	21.45	22.70	24.10	24.85	26.25	27.40	29.20	30.20	31.85
15	19.35	20.30	21.35	22.40	23.50	24.70	25.95	27.25	28.60	30.00	31.00	32.70

Pay Grade	Position
S110	Unused
S120	Custodian
S130	Head Custodian I (Elementary)
S140	Unused
S150	Custodian II-Lead Floater Head Custodian II (Middle School)
S160	Lead Custodian-Night/Setup (High School)
S170	Groundskeeper Head Custodian III (High School) Maintenance Worker I Storekeeper
S180	Maintenance Worker II (Night/Second Shift or Journey)
S190	Lead Maintenance Worker I Lead Storekeeper Maintenance Worker III (Journey plus Night or Master)
S200	Lead Maintenance Worker II (Night) Maintenance Worker IV (Master plus Night)
S210	Lead Maintenance Worker III (Master)
S220	Lead Maintenance Worker IV (Master plus Night)

Other Compensation	Frequency	Amount
Custodian - 5+ days in Head Custodian assignment (added to hourly rate)	Hourly	0.50

Transportation Salary Schedule

Non-Exempt - Per Hour Rates

Step	D101	D100	D110	D121	D120	D130
1	15.00	15.00	15.65	20.00	20.00	20.65
2	15.00	15.20	15.85	20.00	20.20	20.85
3	15.00	15.45	16.10	20.00	20.45	21.10
4	15.00	15.75	16.40	20.00	20.75	21.40
5	15.00	16.10	16.75	20.00	21.10	21.75
6	15.00	16.50	17.15	20.00	21.50	22.15
7	15.00	16.95	17.60	20.00	22.00	22.65
8	15.00	17.45	18.10	20.00	22.50	23.15
9	15.00	17.95	18.60	20.00	23.00	23.65
10	15.00	18.45	19.10	20.00	23.50	24.15

Pay Grade	Position
D101	Bus Aide - Unused
D100	Bus Aide
D110	Bus Aide - Wheelchair Accessible
D121	Bus Driver - Unused
D120	Bus Driver
D130	Bus Driver - Wheelchair Accessible

Other Compensation	Frequency	Amount
Transportation ASE Certification (passing a minimum of 3 of 8 testing areas)	Monthly	100.00

Substitute Compensation	Frequency	Amount
Transportation Aide	Hourly	15.00
Transportation Aide - Wheelchair Accessible	Hourly	15.65
Transportation Driver	Hourly	20.00
Transportation Driver - Wheelchair Accessible	Hourly	20.65
Transportation Nurses	Hourly	16.71

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

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

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

Operational Support Salary Schedule

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

Step	0120	0130	0140	0150	0160 0161 0162	0170 0171 0172	0180	0190 0191 0192 0193	0200 0201 0202	0210 0211	0220	0230	0240 0241	0250 0251	0260 0261	0270	0280
1	14.00	14.50	15.00	15.50	16.00	16.75	17.25	18.00	18.75	19.50	20.00	20.50	21.50	22.50	23.75	24.75	26.00
2	14.20	14.75	15.30	15.80	16.35	17.10	17.60	18.40	19.15	19.95	20.50	21.10	22.10	23.15	24.45	25.50	26.75
3	14.40	15.00	15.60	16.10	16.70	17.45	17.95	18.80	19.55	20.40	21.00	21.70	22.70	23.80	25.15	26.25	27.50
4	14.60	15.25	15.90	16.40	17.05	17.80	18.30	19.20	19.95	20.85	21.50	22.30	23.30	24.45	25.85	27.00	28.25
5	14.80	15.50	16.20	16.70	17.40	18.15	18.65	19.60	20.35	21.30	22.00	22.90	23.90	25.10	26.55	27.75	29.00
6	15.05	15.80	16.55	17.05	17.80	18.55	19.05	20.05	20.80	21.80	22.55	23.55	24.55	25.80	27.30	28.55	29.80
7	15.30	16.10	16.90	17.40	18.20	18.95	19.45	20.50	21.25	22.30	23.10	24.20	25.20	26.50	28.05	29.35	30.60
8	15.55	16.40	17.25	17.75	18.60	19.35	19.85	20.95	21.70	22.80	23.65	24.85	25.85	27.20	28.80	30.15	31.40
9	15.80	16.70	17.60	18.10	19.00	19.75	20.25	21.40	22.15	23.30	24.20	25.50	26.50	27.90	29.55	30.95	32.20
10	16.05	17.00	17.95	18.45	19.40	20.15	20.65	21.85	22.60	23.80	24.75	26.15	27.15	28.60	30.30	31.75	33.00
11	16.40	17.40	18.40	18.90	19.90	20.65	21.15	22.40	23.15	24.40	25.40	26.90	27.90	29.40	31.15	32.65	33.90
12	16.75	17.80	18.85	19.35	20.40	21.15	21.65	22.95	23.70	25.00	26.05	27.65	28.65	30.20	32.00	33.55	34.80
13	17.10	18.20	19.30	19.80	20.90	21.65	22.15	23.50	24.25	25.60	26.70	28.40	29.40	31.00	32.85	34.45	35.70
14	17.50	18.65	19.80	20.30	21.45	22.20	22.70	24.10	24.85	26.25	27.40	29.20	30.20	31.85	33.75	35.40	36.65
15	17.90	19.10	20.30	20.80	22.00	22.75	23.25	24.70	25.45	26.90	28.10	30.00	31.00	32.70	34.65	36.35	37.65

Pay Grade	Position	Pay Grade	Position	
0120	Nutrition Services Worker I (187)	0211	Cafeteria Supervisor V (187)	
0130	Nutrition Services Worker II (187)	0220	Cafeteria Supervisor VI	
0140	Paraprofessional I (184) Nutrition Services Worker III (187)	0230	Specialist - Accounting Specialist - Analytics Accounting & Assessment Specialist - Benefits Specialist - Content Management Specialist - Facilities Infrastructure Specialist - Farm to Table Specialist - Federal Programs Specialist - Human Resources Specialist - Inventory Control Specialist - Payroll Specialist - Purchasing Specialist - Server Support Specialist II - IT Support Video Producer	
0150	Unused			
0162	Cafeteria Supervisor I (187)			
0170	Unused			
0171	Braille Transcriber (185) Paraprofessional II (185)			
0172	Cafeteria Supervisor II (187)			
0180	Coordinator - Transportation Transportation Safety Trainer			
0190	Catering Supervisor Executive Secretary I Specialist - Help Desk Specialist - Student Information System Support Technician - Human Resources Technician - Payroll Technician - School/Home (185)		0240	Unused
			0250	Executive Secretary II
			0251	Educational Interpreter (185)
0191	Technician - Behavior Support Special Education (185) Classroom LPN Specialist - Transitions (185)	0260	Mechanic Specialist - Audiovisual Specialist - Fleet Technology Specialist - Parts and Fuel Systems Specialist - Routing and Technology	
	0192		Unused	
0193	Cafeteria Supervisor III (187)			
0200	Specialist I - IT Support			
0201	Student Attendance Advisor (185)	0261	Parent Educator-Part Time(184)	
0202	Cafeteria Supervisor IV (187)	0270	Unused	
0210	Analyst - Human Resources Licensed Practical Nurse - Transportation (186)	0280	Therapy Assistant (185)	

Nutrition Services: Nutrition Services employees will be required to work one full session of Explore in addition to their regular work calendar. Hours worked during Explore sessions, banquets and similar activities will be compensated at the employee's regular hourly rate with hours exceeding 40 per week to be compensated at the rate of one and one-half the employee's hourly pay rate.

Substitute/Temporary Compensation	Frequency	Amount
Nutrition Services	Hourly	\$14.00

Professional and Technical Salary Schedule
Exempt 260 Days - unless otherwise noted ()

Step	P060	P070	P080	P090	P100 P101 P102	P110	P120	P130	P140	P150	P160	P170	P180	P190
1	30,184	31,694	46,190	48,499	50,924	53,470	56,144	58,950	61,898	64,992	68,242	71,655	75,237	78,998
2	30,780	32,319	47,103	49,458	51,930	54,526	57,252	60,114	63,120	66,277	69,589	73,070	76,723	80,560
3	31,388	32,957	48,034	50,434	52,956	55,603	58,383	61,302	64,367	67,586	70,963	74,513	78,238	82,151
4	32,008	33,608	48,983	51,431	54,002	56,701	59,537	62,512	65,638	68,920	72,365	75,984	79,783	83,772
5	32,639	34,273	49,950	52,447	55,068	57,820	60,712	63,747	66,934	70,282	73,794	77,484	81,358	85,427
6	33,285	34,949	50,935	53,481	56,155	58,962	61,911	65,007	68,257	71,669	75,251	79,014	82,965	87,114
7	33,942	35,640	51,941	54,538	57,264	60,127	63,133	66,290	69,605	73,084	76,738	80,574	84,603	88,835
8	34,613	36,343	52,967	55,615	58,395	61,313	64,380	67,599	70,980	74,527	78,253	82,166	86,273	90,589
9	35,297	37,061	54,013	56,712	59,548	62,525	65,651	68,934	72,381	75,999	79,799	83,788	87,977	92,378
10	35,993	37,793	55,080	57,833	60,724	63,759	66,947	70,295	73,810	77,500	81,375	85,443	89,715	94,202
11	36,704	38,539	56,167	58,975	61,923	65,018	68,269	71,684	75,268	79,030	82,981	87,129	91,487	96,063
12	37,429	39,300	57,276	60,139	63,146	66,302	69,617	73,100	76,754	80,591	84,620	88,850	93,294	97,961
13	38,168	40,077	58,407	61,327	64,392	67,611	70,992	74,543	78,270	82,182	86,292	90,605	95,136	99,894
14	38,921	40,868	59,560	62,538	65,664	68,947	72,394	76,016	79,815	83,805	87,995	92,395	97,015	101,866
15	39,689	41,675	60,737	63,773	66,961	70,308	73,824	77,516	81,392	85,461	89,733	94,220	98,931	103,878
16	40,473	42,498	61,935	65,032	68,282	71,697	75,281	79,048	83,000	87,149	91,505	96,080	100,885	105,930
17	41,273	43,338	63,158	66,315	69,631	73,113	76,767	80,608	84,639	88,870	93,311	97,977	102,878	108,022
18	42,087	44,194	64,405	67,625	71,006	74,557	78,284	82,200	86,310	90,624	95,154	99,913	104,909	110,155
19	42,918	45,067	65,677	68,961	72,408	76,029	79,830	83,823	88,015	92,414	97,033	101,886	106,981	112,331
20	43,766	45,955	66,975	70,324	73,839	77,532	81,409	85,479	89,752	94,238	98,952	103,898	109,093	114,548

Pay Grade	Position	Pay Grade	Position	
P060	Parent Educator Non-Certificated (184)	P130	Digital Learning Developer	
P070	Parent Educator Certificated (184)		Manager I - Accounting	
P080	Unused		Manager I - Budget & Analytics	
P090	Speech Language Pathologist (185)		Manager I - Human Resources	
P100	Coordinator I - Accounting	Manager I - Payroll	Manager I - Purchasing	
	Coordinator I - Application Support	Network Architect	Server and System Architect	
	Coordinator I - Benefits	Specialist-Career and Technical Education	Telecommunication and Security System Architect	
	Coordinator I - Construction	P140	Supervisor II - Systems	
	Coordinator I - Data Analytics		Supervisor II - ERP Systems	
	Coordinator I - Employee Relations	P150	Manager II - Marketing and Engagement	
	Coordinator I - Employment		Manager II - Technology Projects	
	Coordinator I - Environmental Safety	SIS Administrator	P160	Coordinator III - Strategic Communication & Engagement
	Coordinator I - HR Information Systems	Coordinator III - E&D Workforce Development		
	Coordinator I - Payroll	Coordinator III - Equity and Inclusion		
	Coordinator I - Purchasing	Coordinator III - E&D Culturally Relevant Acad Enrichment		
	Coordinator I - Quality Assurance	Coordinator III - E&D Community Outreach		
	Coordinator I - Risk Management	Coordinator III - Learning Development		
	Coordinator I - Student Information Systems	Manager III - Bond Projects		
	Coordinator I - Technology Projects	P170		Coordinator IV - Accountability
	Coordinator I - Wellness			Coordinator IV - Assessment
	Field Supervisor - School Police			Coordinator IV - Student Assessment
	Graphic Artist		Coordinator IV - Career and Technical Education	
	Network Analyst		Coordinator IV - Counseling Services	
	Supervisor I - Custodial		Coordinator IV - Curriculum	
Supervisor I - Grounds	Coordinator IV - Fine Arts			
Supervisor I - Information Technology Support	Coordinator IV - Health & Education			
Supervisor I - Maintenance	Coordinator IV - Instructional Support and Intervention			
Supervisor I - Preventative Maintenance	Coordinator IV - Leadership Development			
Supervisor I - Transportation	Coordinator IV - Learning Development			
Systems Analyst	Coordinator IV - Literacy			
Supervisor I - Transportation	Coordinator IV - Math			
P101	Therapist - Occupational or Physical (185)	Coordinator IV - Social Studies and Project Based Learning		
P102	Coordinator I - Equity and Inclusion (236)	Coordinator IV - Secondary Literacy and World Language		
P110	Executive Secretary III	Coordinator IV - Science		
P120	Software Developer	Coordinator IV - Student and School Services		
	Mechanic Foreman	Manager IV - Course Development		
	Supervisor II - Transportation Student Management	Manager IV - Infrastructure Support		
	Supervisor II - Transportation Safety & Training	Manager IV - Library Services		
P130	Cabling Architect	Manager IV - Software Support		
	Coordinator II - Capital Projects	Manager IV - User Support		
	Coordinator II - Choice Programs	P180	Unused	
	Coordinator II - Counseling Virtual Learning		P190	Coordinator V - College Access
	Coordinator II - Comm. Partnerships, Volunteer & Public Rel	Coordinator V - Leadership Development		
	Coordinator II - Data and Compliance Reporting	Coordinator V - Virtual Learning		
	Coordinator II - Health Services			
	Coordinator II - Quality Assurance			
	Coordinator II - Information Security			
	Coordinator II - Marketing and Digital Strategies			
Coordinator II - Summer Learning and Student Experiences				
Coordinator II - WINGS				

Section 3-B Temporary Miscellaneous Compensation (Hourly/Daily)

Items listed below required executive leader approval.

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

Description	Department	Frequency	Rate
ACT Boot Camp	High School	Hourly	25
After School Detention	Student & School Services	Hourly	20
Assessment Facilitators	Federal Programs	Hourly	17
AVID Mentor	Middle & High School-Counseling Services	Hourly	25
Band Aide/Summer Band Aide	Middle & High School	Hourly	14
Band Percussion Instructor	High School	Hourly	20
Band/Choir/Orchestra Accompanist	All Schools	Hourly	25
Before/After School Supervision (Classified)	All Schools	Hourly	20
Before/After School Supervision (Certified)	All Schools	Hourly	25
Behavior Mentoring	Federal Programs	Hourly	25
Cheer/Choreography Assistant	High School	Hourly	15
Color Guard Aide	Middle School	Hourly	14
Color Guard Coach	Middle School	Hourly	14
Concession Manager (sites other than JFK)	Middle & High School	Hourly	25
Concession Manager at JFK	High School	Per Event	125
Concession Worker at JFK	High School	Per Event	25
C-STAR Teacher	All Schools	Hourly	25
Curriculum/Instruction/Assessment Planning	Federal Programs	Hourly	26
Curriculum Training	Curriculum	Hourly	26
Curriculum Writing	Curriculum	Hourly	30
Explore - Artworks Coordinator	Summer Learning	Daily	285
Explore - Assistant Coordinator-Special Services	Summer Learning	Daily	240
Explore - Assistant Principal	Summer Learning	Daily	240
Explore - Classified & Non-Exempt Staff 4	Summer Learning	Hourly	Per Salary Schedule
Explore - Coordinator	Summer Learning	Daily	285
Explore - Principal	Summer Learning	Daily	260
Explore - Teacher/Counselor/Library Media Specialist	Summer Learning	Daily	225
Explore - Teacher-Online	Summer Learning	Per Course	2165
FEMA Emergency Shelter Event	All Schools	Hourly	25
FEMA Emergency Shelter Event ¹	All Schools	Per Event	50
Game Worker/Scoreboard Operator	Athletics	Hourly	14
Immigrant/Migrant Family Liaison	Federal Programs	Hourly	25
Incentive I Mentor	High School	Hourly	25
Interpreters/Translators	Federal Programs	Hourly	25
Library Clerical - Temporary	All Schools	Hourly	14
Lunchroom Aides	All Schools	Hourly	14
Miscellaneous Physical Labor	All Schools	Hourly	14
Miscellaneous Professional Services	All Schools	Hourly	15 - 25
MSHSAA Music Festival Support Staff	All Schools	Hourly	14 - 30
Pink & White Lady Classic Tournament Workers	Athletics	Hourly	15
School/Parent Involvement Activities ²	Federal Programs	Hourly	25
Screener	Early Childhood	Hourly	17
Soundboard Operator	All Schools	Hourly	15
Step-Up Participant	Professional Development	Hourly	17.5
Student Experience Teachers	Summer Learning and Student Experiences	Hourly	Per Teacher Schedule
Student Workers	All Schools	Hourly	12
Summer Athletics Aide	Athletics	Hourly	12
Summer Athletics Camp Coach	Athletics	Hourly	15
Band Instructor/Summer Band Instructor	Middle & High School	Hourly	20
SWAP Worker	Early Childhood	Hourly	12
SWAP Worker - Lead	Early Childhood	Hourly	14
Teacher Assistance Program Mentor	Professional Development	Hourly	26
Teacher IEP Compliance	Special Services	Hourly	25
Testing	Counseling	Hourly	30
Ticket Manager	Athletics	Hourly	15
Track/Golf Tournament Assistant	Athletics	Hourly	15
Professional Learning/Training Participant ²	Federal Programs/Professional Learning	Hourly	26
Professional Learning/Training Facilitator ²	Federal Programs/Professional Learning	Hourly	30
Tutor (classified)	All Schools	Hourly	20
Tutor (certified)	All Schools	Hourly	25
Tutoring Private/Parochial School Students ³	Special Services	Hourly	Employee's Base

¹ FEMA payment includes both Hourly and Per Event compensation

² When attendance is required outside of regular work/contract day and when the event is not listed elsewhere in this schedule.

³ Teachers, Therapists, and Speech Pathologists tutoring private or parochial students will receive the hourly base rate associated with their current regular position.

⁴ Hourly rates for Explore classified & non-exempt positions will be based on the 2022-2023 salary schedule.

SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS
2022-2023: All percentages refer to a percentage of \$40,000

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

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

SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS

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

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

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

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

SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS

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

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

Group	Description	Role	Department
K	High School - Core	Department Head	Learning Support
K	High School - Special Services	Department Head	Special Services
K	High School Vocal Music	Assistant Director	Learning Support
K	Middle School Crosscountry	Assistant Coach	Athletics
K	Middle School Track	Assistant Coach	Athletics
K	Middle School Volleyball	Assistant Coach	Athletics
K	Middle School Wrestling	Assistant Coach	Athletics
L	High School Math Team	Sponsor	Learning Support
L	High School Science Competition	Coordinator	Learning Support
L	Middle School Cheerleading	Head Coach	Athletics
L	Middle School Memory Book	Sponsor	School Site
L	Middle School Newspaper	Sponsor	School Site
M	District Scholar Bowl	Chair	Learning Support
M	Elementary School Lead	Teacher	School Site
M	Junior Youth Symphony	Director	Learning Support
M	Middle School - Special Services	Department Head	Special Services
M	Project Lead the Way (Middle School)**	Sponsor	Learning Support
M	Youth Strings	Director	Learning Support
N	Basketball Band	Director	Fine Arts
N	Middle School Math Team	Coach	Learning Support
N	Middle School Pep Club	Sponsor	School Site
N	Middle School Science Olympiad	Sponsor	Learning Support
N	Middle School Scholar Bowl	Coach	Learning Support

Description	Department	Annual	%
Academic Competition District Director	Learning Support	3,094	7.74%
Archery Coach - Middle/High School	Athletics	2,836	7.09%
Archery Tournament Supervisor - Middle School	Athletics	2,578	6.45%
Curriculum Development Council Chair	Learning Support	4,126	10.32%
District Advanced Course Lead	Learning Support	2,965	7.41%
Elementary Math Club Sponsor	School Site	748	1.87%
Elementary School Curriculum Development Member	Learning Support	902	2.26%
Elementary STEAM Club Sponsor	School Site	748	1.87%
High School Community Service (13+ Students) Coordinator	School Site	1,934	4.84%
High School Community Service Coordinator (12 Students and less)	School Site	1,031	2.58%
High School Athletic Intern	Athletics	1,200	3.00%
High School National Honor Society Sponsor	School Site	2,450	6.12%
High School Non-Core Department Head	Learning Support	1,547	3.87%
Middle School Core Department Head	Learning Support	1,547	3.87%
Middle School National Junior Honor Society Sponsor	School Site	1,160	2.90%
Site Advanced Course Champion	Learning Support	2,063	5.16%
Weight Room Supervisor (all 3 seasons)	Athletics	3,739	9.35%

SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS
 2022-2023: All percentages refer to a percentage of \$40,000

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

Step	Group B		Group C		Group D		Group I		Group L		Group M		Group O		Group P		Group Q		Group R	
	Amt	%	Amt	%	Amt	%														
1	5,720	14.3%	5,480	13.7%	4,960	12.4%	2,400	6.0%	2,000	5.0%	1,760	4.4%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
2	5,720	14.3%	5,480	13.7%	4,960	12.4%	2,400	6.0%	2,000	5.0%	1,760	4.4%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
3	6,120	15.3%	5,920	14.8%	5,400	13.5%	2,760	6.9%	2,360	5.9%	2,040	5.1%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
4	6,120	15.3%	5,920	14.8%	5,400	13.5%	2,760	6.9%	2,360	5.9%	2,040	5.1%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
5	6,520	16.3%	6,320	15.8%	5,800	14.5%	3,080	7.7%	2,680	6.7%	2,360	5.9%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
6	6,520	16.3%	6,320	15.8%	5,800	14.5%	3,080	7.7%	2,680	6.7%	2,360	5.9%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
7	7,000	17.5%	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
8	7,000	17.5%	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
9	7,000	17.5%	6,800	17.0%	6,280	15.7%	3,560	8.9%	3,160	7.9%	2,880	7.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
10	7,600	19.0%	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
11	7,600	19.0%	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
12	7,600	19.0%	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
13	7,600	19.0%	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
14	7,600	19.0%	7,200	18.0%	6,880	17.2%	4,160	10.4%	3,920	9.8%	3,440	8.6%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
15	8,000	20.0%	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
16	8,000	20.0%	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
17	8,000	20.0%	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
18	8,000	20.0%	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
19	8,000	20.0%	7,400	18.5%	7,200	18.0%	4,400	11.0%	4,000	10.0%	3,680	9.2%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
20	8,400	21.0%	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
21	8,400	21.0%	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
22	8,400	21.0%	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
23	8,400	21.0%	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
24	8,400	21.0%	7,600	19.0%	7,600	19.0%	4,800	12.0%	4,400	11.0%	4,000	10.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%
25	8,800	22.0%	8,000	20.0%	8,000	20.0%	5,200	13.0%	4,800	12.0%	4,400	11.0%	5,200	13.0%	4,000	10.0%	2,000	5.0%	1,200	3.0%

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

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

SECTION 3-D MISCELLANEOUS ANNUALIZED STIPENDS

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

Description	Department	Annual
Club Encore Site Liaison (per semester)	Curriculum	688
Club Encore Tutor (per club)	Curriculum	1,125
Coordinator - Off-season Conditioning Program (per session)	Athletics	877
Equity and Access Champions (Elementary/Middle School)	Equity	500
Equity and Access Champions (High School)	Equity	1,000
Extracurricular Sponsor (must have executive director approval)	High School	250 - 500
Launch Instructor (per session)	Virtual Learning	2,610
Launch Teacher Support (\$1,000 per semester)	Virtual Learning	2,000
Middle School Site Engagement Coordinator	School Site	400
Peer Mediator Sponsor	Counseling	1,000
Prom Coordinator	High School	500
Robotics Coach - Head Coach	High School	1,500
Sister City Liaison	Curriculum	1,000
Site AVID Coordinator	Secondary	3,000
Site Test Coordinator - High School (4 Block)	AAA	1,150
Site Test Coordinator - High School (8 Block)	AAA	900
Site Test Coordinator - K-8 School (0-300)	AAA	500
Site Test Coordinator - K-8 School (301-400)	AAA	600
Site Test Coordinator - K-8 School (401-500)	AAA	700
Site Test Coordinator - K-8 School (500+)	AAA	800
Site Test Coordinator - Study K-12	AAA	600
Student African American Brotherhood (SAAB) Sponsor - Middle School	Equity	500
Student African American Brotherhood (SAAB) Sponsor - High School	Equity	1,000
Teacher Mentor - Future Educator	Equity	1,250
Teacher Mentoring Supervisor	High School	1,500
Tournament Assistant Coordinator	Athletics	1,000
Website Maintenance	All Schools	250
Wellness Champion	All Schools	250

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

**Not eligible for future placement*

Section 3-E. Paid Upon Completion Stipends

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

Description	Department	Frequency	Rate
Athletic Schedule Coordinator	Athletics	Upon Completion	250
Athletics Supervision	Athletics	Per Event	50
Athletics Supervision (full day tournament)	Athletics	Per Event	100
Band/Choir Competition Assistant	All Schools	Per Event	100
Cadet Teaching Advisor	High School	Upon Completion	200
Cognitive Diagnostic Testing (per test)	Special Services	Per Event	75
Drama/Musical Assistant	High School	Per Event	1,000
Dual Credit Teachers - per student	High School	Upon Completion	25
Elementary Honor Choir Coordinator	Learning Support	Upon Completion	450
Evolving Leaders Mentor	Learning Development	Upon Completion	750
Explore Liaison	All Schools	Upon Completion	600
Khebrat Mentoring	Learning Development	Upon Completion	500
Language Arts Fair Coordinator	Learning Support	Upon Completion	750
Middle School Advisor/Advisee	Middle School	Upon Completion	1,190
Middle School Honor Choir/Band Coordinator	Learning Support	Upon Completion	450
MS Student Interest Club Teachers	Learning Support	Quarter/Session	250
MSHSAA Music Festival Manager	All Schools	Per Event	500
MSHSAA Music Festival Scheduler	All Schools	Per Event	407
Music Contest Assistant	Middle School	Per Event	200
New Teacher Liaison	Learning Development	Upon Completion	500
Qualified Separation Notice Received by January 4	All Schools	Upon Completion	1,000
Qualified Separation Notice Received by February 1	All Schools	Upon Completion	750
Qualified Separation Notice Received by March 20	All Schools	Upon Completion	500
School Garden Coordinator	All Schools	Upon Completion	200
Solo/Ensemble Accompanist - District	High School	Per Event	25
Solo/Ensemble Accompanist - State	High School	Per Event	50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	200
SPS Leadership Academy: Facilitators (3 teachers max)	Learning Development	Upon Completion	6,750
SPS Leadership Academy: Participant (16 teachers max) (\$1,750 per year, \$3,500 max)	Learning Development	Upon Completion	3,500
Teacher Externship	Student Experiences	Upon Completion	500
Teacher Support Team	All Schools	Upon Completion	1,000
Tournament Liaison	Athletics	Per Event	300 - 500

Section 4. Other Substitute and Temporary Staff Rates

Position	Frequency	Amount
Occupational Therapist Registered/Licensed (OTR); Physical Therapist (PT)	Daily	362.50
Occupational Therapy Assistants - Certified (COTA); Physical Therapy Asst (PTA)	Hourly	40.00
Specialized Special Education Instructional Services	Hourly	40-70
Speech Language Pathologist	Hourly	35.00
Teacher - Homebound	Hourly	25.00
Teacher - substituting during conference period	Hourly	22.33
Temporary Worker	Hourly	12.00

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

Administrator Salary Schedule

Exempt 260 Days - unless otherwise noted ()

Step	A100	A110 A111	A120 A121	A130 A131	A140	A150	A160	A170	A180
1	68,060	73,732	75,659	79,403	85,074	90,746	96,418	102,611	113,433
2	69,421	75,575	77,551	81,388	87,031	92,832	98,635	104,920	115,702
3	70,809	77,466	79,490	83,422	89,033	94,968	100,903	107,280	118,015
4	72,226	79,400	81,479	85,507	91,082	97,152	103,226	109,694	120,377
5	73,669	81,386	83,514	87,645	93,176	99,386	105,599	112,162	122,783
6	75,143	83,420	85,602	89,836	95,319	101,673	108,028	114,687	125,238
7	76,645	85,506	87,742	92,085	97,512	104,012	110,512	117,267	127,742
8	78,180	87,644	89,936	94,386	99,754	106,406	113,054	119,905	130,300
9	79,742	89,834	92,184	96,745	102,049	108,851	115,654	122,602	132,903
10	81,337	92,081	94,489	99,163	104,395	111,355	118,315	125,361	135,561
11	82,638	93,370	96,001	100,750	105,960	112,802	119,498	126,930	136,917
12	83,959	94,676	97,536	102,363	107,549	114,269	120,693	128,520	138,286
13	85,301	96,002	99,096	104,001	109,164	115,754	121,900	130,130	139,671
14	86,668	97,347	100,683	105,664	110,801	117,259	123,118	131,758	141,067
15	88,054	98,708	102,294	107,354	112,463	118,784	124,348	133,407	142,477
16	89,462	100,091	103,930	109,071	114,150	120,328	125,595	135,079	143,902
17	90,894	101,492	105,594	110,818	115,862	121,893	126,849	136,770	145,342
18	92,347	102,913	107,282	112,590	117,599	123,476	128,118	138,482	146,795
19	93,826	104,354	108,998	114,391	119,364	125,082	129,398	140,215	148,264
20	95,327	105,814	110,744	116,221	121,155	126,707	130,693	141,972	149,745

Pay Grade	Position	Pay Grade	Position
A100	Assistant Principal - Elementary School (200)	A140	Director III - Gifted Education Director III - Health Services Director III - Human Resources Director III - Learning Development Director III - School Police Director III - Transportation
A110	Assistant Director I - Communications Assistant Director I - Custodial & Grounds Services Assistant Director I - Human Resources Assistant Director I - Information Technology Assistant Director I - Performance Analytics Assistant Director I - Transportation Director I - Risk Management	A141	Principal - 5/6 (255)
A111	Assistant Director I - Alternative Education (222) Assistant Principal - Middle School (222)	A150	Associate Director - Special Services Director IV - Early Childhood/Parents as Teachers Director IV - Before and After School Programs Director IV - Information Technology Director IV - Learning Support Director IV - Performance Analytics Director IV - Summer Learning/Student Experiences Principal - Middle School
A120	Assistant Principal - Virtual Learning	A160	Director V - Elementary Learning Director V - Secondary Learning Director V - Special Services Principal - High School
A121	Assistant Principal - High School (222)	A170	Chief Equity & Diversity Officer Director VI - Athletics & Activities Director VI - Virtual Learning and Strategic Planning
A130	Assistant Director III - Special Services Assistant Director III - Therapy & Related Services Director II - English Language Development Director II - Family Support Services Director II - Student Support Director III - Choice Programs Principal - Early Childhood Education (ECSE/WY) Principal - Springfield Options Site (SOS) Principal - Virtual Learning	A180	Chief Communications Officer Executive Director - Academics Executive Director - Business Services Executive Director - Elementary Learning Executive Director - Learning Support/Partnerships Executive Director - Operations Executive Director - Secondary Learning Executive Director - Student & School Services
A131	Principal - Elementary School (255)		
A140	Assistant Director IV - Athletics Assistant Director IV - Virtual Learning Director III - Alternative Education Director III - Business Services Director III - Counseling Director III - Custodial & Grounds Director III - Facilities Director III - Federal Programs Director III - Purchasing & Distribution		

Other Positions To Be Reviewed or Assigned Annually	Extended Days	Annual Supplement
Assistant Principal Combo School	none	\$375
Executive Director - In District Mileage	none	\$1,800
Principal Combo School	none	\$750
Principal Community School	none	\$3,200