

East Baton Rouge Parish School System
Information Pertaining to All Salary Schedules
2015-2016

1. All Salary schedule titles now referred to the number of days an employee works rather than the number of months the employee works. Listed below is a chart to convert months worked to days worked.

Months Worked	Classification	Days Worked
9	Non-Certified	180
9	Certified	182
10	Non-Certified	200
10	Certified	202
11	Non-Certified	220
11	Certified	222
12	All Employees	262

2. If the Total Compensation computed for an employee is higher than the highest Total Compensation for the salary schedule where the employee is being placed, then place the employee on the highest Total Compensation for that salary schedule.
3. The Proposition 3 Supplement portion of the Total Compensation is contingent upon this fund maintaining adequate reserves from sales tax collections and continued approval by the Voters. Current continuation of Proposition 3 Supplement was approved by voters on 3/8/2008 for effective dates of 7/1/2009-6/30/2019.
4. All Step increases, advance degree movement and stipend payments are subject to the availability of funds.
5. Position placements on Salary Schedules are based upon information currently available and may be subject to modification upon final placement approval.
6. 12 Month Salary Schedules' Annual Salary will change based on the number of work days in the fiscal year. Formulas built into the salary schedules will ensure that the daily/hourly rate paid will remain the same.

Teacher Salary Schedule/Stipend Procedures

2015-2016

1. Initial placement on the Teacher Salary Schedule for the 2013-2014 school year was based on the employee's current degree and current total compensation. The employee was placed on the step in his/her highest degree column where the total compensation is equal to or greater than his/her current total compensation. Degree and experience are no longer the sole factor used for placement on the Teacher Salary Schedule.
2. The Experience to Step Cross Reference Guide in the appendix is to be used for new Teachers coming to EBRPSS. Current Teachers were placed on the 2013-2014 Salary Schedules based on Degree and Total Compensation at the time of placement.
3. An employee's Effectiveness rating will determine if he/she will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
4. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating until reaching total experience level 21. Additional 1 step will be given for 3 consecutive years with a Proficient rating until reaching total experience level 21. Once an employee is awarded additional step(s), the consecutive year count will start over.
5. In order for an employee to receive Effectiveness and Demand stipends, he/she cannot miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
6. Effectiveness and Demand Stipend Extenuating Circumstances appeals will be considered for the
 - a. Consecutive days absent with approval
 - b. Medical Leave Certification Form approved by Human Resources
 - c. Bereavement Leave, FMLA
 - d. A Monday/Friday pattern of absences will automatically exclude employee from consideration.
7. After being employed by EBRPSS for 2 years, an employee paid on the Teacher salary schedule may move to an advance degree column once the advance degree is earned and proper documentation has been received by the Office of Human Resources. To determine the step for the advance degree, add \$500 to the employee's current base salary and place in the advance degree column where the base salary is equal to or higher than the new base amount. The District reserves the right to review the advance degree placements on a case by case basis.
8. Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.
9. The Part Time Teacher Salary Schedule will be used when paying teachers employed on a part-time hourly basis who have the responsibility of writing lesson plans and are employed to teach specific content areas. The rate paid for these positions will be on a prorated basis using the step and degree these teachers would of been assigned had they been hired full time.

2015-2016 Base Salary Schedule - 182 Day Teacher - Total Experience 0-20 Years

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TE308			M.A./+30 Degree TE309 TE310			Specialist Degree TE311			PhD/EdD Degree TE312		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	40,825	3,675	44,500	41,325	4,375	45,700	41,825	5,075	46,900	42,325	6,075	48,400
1	41,025	3,700	44,725	41,725	4,425	46,150	42,225	5,125	47,350	42,725	6,125	48,850
2	41,225	3,725	44,950	42,125	4,475	46,600	42,625	5,175	47,800	43,125	6,175	49,300
3	41,425	3,750	45,175	42,525	4,525	47,050	43,025	5,225	48,250	43,525	6,225	49,750
4	41,625	3,775	45,400	42,925	4,575	47,500	43,425	5,275	48,700	43,925	6,275	50,200
5	41,825	3,800	45,625	43,325	4,625	47,950	43,825	5,325	49,150	44,325	6,325	50,650
6	42,025	3,825	45,850	43,725	4,675	48,400	44,225	5,375	49,600	44,725	6,375	51,100
7	42,225	3,850	46,075	44,125	4,725	48,850	44,625	5,425	50,050	45,125	6,425	51,550
8	42,425	3,875	46,300	44,525	4,775	49,300	45,025	5,475	50,500	45,525	6,475	52,000
9	42,625	3,900	46,525	44,925	4,825	49,750	45,425	5,525	50,950	45,925	6,525	52,450
10	42,825	3,925	46,750	45,325	4,875	50,200	45,825	5,575	51,400	46,325	6,575	52,900
11	42,875	3,950	46,825	45,725	4,925	50,650	46,225	5,625	51,850	46,725	6,625	53,350
12	42,925	3,975	46,900	46,125	4,975	51,100	46,625	5,675	52,300	47,125	6,675	53,800
13	42,975	4,000	46,975	46,525	5,025	51,550	47,025	5,725	52,750	47,525	6,725	54,250
14	43,025	4,025	47,050	46,925	5,075	52,000	47,425	5,775	53,200	47,925	6,775	54,700
15	43,075	4,050	47,125	47,325	5,125	52,450	47,825	5,825	53,650	48,325	6,825	55,150
16	43,125	4,075	47,200	47,725	5,175	52,900	48,225	5,875	54,100	48,725	6,875	55,600
17	43,175	4,100	47,275	48,125	5,225	53,350	48,625	5,925	54,550	49,125	6,925	56,050
18	43,225	4,125	47,350	48,525	5,275	53,800	49,025	5,975	55,000	49,525	6,975	56,500
19	43,275	4,150	47,425	48,925	5,325	54,250	49,425	6,025	55,450	49,925	7,025	56,950
20	43,325	4,175	47,500	49,325	5,375	54,700	49,825	6,075	55,900	50,325	7,075	57,400
21	43,375	4,200	47,575	49,725	5,425	55,150	50,225	6,125	56,350	50,725	7,125	57,850
22	43,425	4,225	47,650	50,125	5,475	55,600	50,625	6,175	56,800	51,125	7,175	58,300
23	43,475	4,250	47,725	50,525	5,525	56,050	51,025	6,225	57,250	51,525	7,225	58,750
24	43,525	4,275	47,800	50,925	5,575	56,500	51,425	6,275	57,700	51,925	7,275	59,200
25	43,575	4,300	47,875	51,325	5,625	56,950	51,825	6,325	58,150	52,325	7,325	59,650
26	43,625	4,325	47,950	51,725	5,675	57,400	52,225	6,375	58,600	52,725	7,375	60,100
27	43,675	4,350	48,025	52,125	5,725	57,850	52,625	6,425	59,050	53,125	7,425	60,550
28	43,725	4,375	48,100	52,525	5,775	58,300	53,025	6,475	59,500	53,525	7,475	61,000
29	43,775	4,400	48,175	52,925	5,825	58,750	53,425	6,525	59,950	53,925	7,525	61,450
30	43,825	4,425	48,250	53,325	5,875	59,200	53,825	6,575	60,400	54,325	7,575	61,900
31	43,875	4,450	48,325	53,725	5,925	59,650	54,225	6,625	60,850	54,725	7,625	62,350
32	43,925	4,475	48,400	54,125	5,975	60,100	54,625	6,675	61,300	55,125	7,675	62,800
33	43,975	4,500	48,475	54,525	6,025	60,550	55,025	6,725	61,750	55,525	7,725	63,250
34	44,025	4,525	48,550	54,925	6,075	61,000	55,425	6,775	62,200	55,925	7,775	63,700
35	44,075	4,550	48,625	55,325	6,125	61,450	55,825	6,825	62,650	56,325	7,825	64,150
36	44,125	4,575	48,700	55,725	6,175	61,900	56,225	6,875	63,100	56,725	7,875	64,600
37	44,175	4,600	48,775	56,125	6,225	62,350	56,625	6,925	63,550	57,125	7,925	65,050
38	44,225	4,625	48,850	56,525	6,275	62,800	57,025	6,975	64,000	57,525	7,975	65,500
39	44,275	4,650	48,925	56,925	6,325	63,250	57,425	7,025	64,450	57,925	8,025	65,950
40	44,325	4,675	49,000	57,325	6,375	63,700	57,825	7,075	64,900	58,325	8,075	66,400

2015-2016 Base Salary Schedule - 182 Day Teacher - Total Experience 21 Years or Greater

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TI308			M.A./+30 Degree TI309 TI310			Specialist Degree TI311			PhD/EdD Degree TI312		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
10	42,825	4,925	47,750	45,325	5,875	51,200	45,825	6,575	52,400	46,325	7,575	53,900
11	42,875	5,875	48,750	45,725	6,475	52,200	46,225	7,175	53,400	46,725	8,175	54,900
12	42,925	6,825	49,750	46,125	7,075	53,200	46,625	7,775	54,400	47,125	8,775	55,900
13	42,975	7,775	50,750	46,525	7,675	54,200	47,025	8,375	55,400	47,525	9,375	56,900
14	43,025	8,725	51,750	46,925	8,275	55,200	47,425	8,975	56,400	47,925	9,975	57,900
15	43,075	9,675	52,750	47,325	8,875	56,200	47,825	9,575	57,400	48,325	10,575	58,900
16	43,125	10,625	53,750	47,725	9,475	57,200	48,225	10,175	58,400	48,725	11,175	59,900
17	43,175	11,575	54,750	48,125	10,075	58,200	48,625	10,775	59,400	49,125	11,775	60,900
18	43,225	12,525	55,750	48,525	10,675	59,200	49,025	11,375	60,400	49,525	12,375	61,900
19	43,275	13,475	56,750	48,925	11,275	60,200	49,425	11,975	61,400	49,925	12,975	62,900
20	43,325	14,425	57,750	49,325	11,875	61,200	49,825	12,575	62,400	50,325	13,575	63,900
21	43,375	15,375	58,750	49,725	12,475	62,200	50,225	13,175	63,400	50,725	14,175	64,900
22	43,425	16,325	59,750	50,125	13,075	63,200	50,625	13,775	64,400	51,125	14,775	65,900
23	43,475	17,275	60,750	50,525	13,675	64,200	51,025	14,375	65,400	51,525	15,375	66,900
24	43,525	18,225	61,750	50,925	14,275	65,200	51,425	14,975	66,400	51,925	15,975	67,900
25	43,575	19,175	62,750	51,325	14,875	66,200	51,825	15,575	67,400	52,325	16,575	68,900
26	43,625	20,125	63,750	51,725	15,475	67,200	52,225	16,175	68,400	52,725	17,175	69,900
27	43,675	21,075	64,750	52,125	16,075	68,200	52,625	16,775	69,400	53,125	17,775	70,900
28	43,725	22,025	65,750	52,525	16,675	69,200	53,025	17,375	70,400	53,525	18,375	71,900
29	43,775	22,975	66,750	52,925	17,275	70,200	53,425	17,975	71,400	53,925	18,975	72,900
30	43,825	23,925	67,750	53,325	17,875	71,200	53,825	18,575	72,400	54,325	19,575	73,900
31	43,875	24,875	68,750	53,725	18,475	72,200	54,225	19,175	73,400	54,725	20,175	74,900
32	43,925	25,825	69,750	54,125	19,075	73,200	54,625	19,775	74,400	55,125	20,775	75,900
33	43,975	26,775	70,750	54,525	19,675	74,200	55,025	20,375	75,400	55,525	21,375	76,900
34	44,025	27,725	71,750	54,925	20,275	75,200	55,425	20,975	76,400	55,925	21,975	77,900
35	44,075	28,675	72,750	55,325	20,875	76,200	55,825	21,575	77,400	56,325	22,575	78,900
36	44,125	29,625	73,750	55,725	21,475	77,200	56,225	22,175	78,400	56,725	23,175	79,900
37	44,175	30,575	74,750	56,125	22,075	78,200	56,625	22,775	79,400	57,125	23,775	80,900
38	44,225	31,525	75,750	56,525	22,675	79,200	57,025	23,375	80,400	57,525	24,375	81,900
39	44,275	32,475	76,750	56,925	23,275	80,200	57,425	23,975	81,400	57,925	24,975	82,900
40	44,325	33,425	77,750	57,325	23,875	81,200	57,825	24,575	82,400	58,325	25,575	83,900

2015-2016 Base Salary Schedule - 202 Day Teacher - Total Experience 0-20 Years

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TE208			M.A./+30 Degree TE209 TE210			Specialist Degree TE211			PhD/EdD Degree TE212		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	45,311	4,079	49,390	45,866	4,856	50,722	46,421	5,633	52,054	46,976	6,743	53,719
1	45,533	4,107	49,640	46,310	4,911	51,221	46,865	5,688	52,553	47,420	6,798	54,218
2	45,755	4,134	49,889	46,754	4,967	51,721	47,309	5,744	53,053	47,864	6,854	54,718
3	45,977	4,162	50,139	47,198	5,022	52,220	47,753	5,799	53,552	48,308	6,909	55,217
4	46,199	4,190	50,389	47,642	5,078	52,720	48,197	5,855	54,052	48,752	6,965	55,717
5	46,421	4,218	50,639	48,086	5,133	53,219	48,641	5,910	54,551	49,196	7,020	56,216
6	46,643	4,245	50,888	48,530	5,189	53,719	49,085	5,966	55,051	49,640	7,076	56,716
7	46,865	4,273	51,138	48,974	5,244	54,218	49,529	6,021	55,550	50,084	7,131	57,215
8	47,087	4,301	51,388	49,418	5,300	54,718	49,973	6,077	56,050	50,528	7,187	57,715
9	47,309	4,329	51,638	49,862	5,355	55,217	50,417	6,132	56,549	50,972	7,242	58,214
10	47,531	4,356	51,887	50,306	5,411	55,717	50,861	6,188	57,049	51,416	7,298	58,714
11	47,587	4,384	51,971	50,750	5,466	56,216	51,305	6,243	57,548	51,860	7,353	59,213
12	47,642	4,412	52,054	51,194	5,522	56,716	51,749	6,299	58,048	52,304	7,409	59,713
13	47,698	4,440	52,138	51,638	5,577	57,215	52,193	6,354	58,547	52,748	7,464	60,212
14	47,753	4,467	52,220	52,082	5,633	57,715	52,637	6,410	59,047	53,191	7,520	60,711
15	47,809	4,495	52,304	52,526	5,688	58,214	53,080	6,465	59,545	53,635	7,575	61,210
16	47,864	4,523	52,387	52,970	5,744	58,714	53,524	6,521	60,045	54,079	7,630	61,709
17	47,920	4,551	52,471	53,413	5,799	59,212	53,968	6,576	60,544	54,523	7,686	62,209
18	47,975	4,578	52,553	53,857	5,855	59,712	54,412	6,632	61,044	54,967	7,741	62,708
19	48,030	4,606	52,636	54,301	5,910	60,211	54,856	6,687	61,543	55,411	7,797	63,208
20	48,086	4,634	52,720	54,745	5,966	60,711	55,300	6,743	62,043	55,855	7,852	63,707
21	48,141	4,662	52,803	55,189	6,021	61,210	55,744	6,798	62,542	56,299	7,908	64,207
22	48,197	4,689	52,886	55,633	6,077	61,710	56,188	6,854	63,042	56,743	7,963	64,706
23	48,252	4,717	52,969	56,077	6,132	62,209	56,632	6,909	63,541	57,187	8,019	65,206
24	48,308	4,745	53,053	56,521	6,188	62,709	57,076	6,965	64,041	57,631	8,074	65,705
25	48,363	4,773	53,136	56,965	6,243	63,208	57,520	7,020	64,540	58,075	8,130	66,205
26	48,419	4,800	53,219	57,409	6,299	63,708	57,964	7,076	65,040	58,519	8,185	66,704
27	48,474	4,828	53,302	57,853	6,354	64,207	58,408	7,131	65,539	58,963	8,241	67,204
28	48,530	4,856	53,386	58,297	6,410	64,707	58,852	7,187	66,039	59,407	8,296	67,703
29	48,585	4,884	53,469	58,741	6,465	65,206	59,296	7,242	66,538	59,851	8,352	68,203
30	48,641	4,911	53,552	59,185	6,521	65,706	59,740	7,298	67,038	60,295	8,407	68,702
31	48,696	4,939	53,635	59,629	6,576	66,205	60,184	7,353	67,537	60,739	8,463	69,202
32	48,752	4,967	53,719	60,073	6,632	66,705	60,628	7,409	68,037	61,183	8,518	69,701
33	48,807	4,995	53,802	60,517	6,687	67,204	61,072	7,464	68,536	61,627	8,574	70,201
34	48,863	5,022	53,885	60,961	6,743	67,704	61,516	7,520	69,036	62,071	8,629	70,700
35	48,918	5,050	53,968	61,405	6,798	68,203	61,960	7,575	69,535	62,515	8,685	71,200
36	48,974	5,078	54,052	61,849	6,854	68,703	62,404	7,630	70,034	62,959	8,740	71,699
37	49,029	5,105	54,134	62,293	6,909	69,202	62,848	7,686	70,534	63,402	8,796	72,198
38	49,085	5,133	54,218	62,737	6,965	69,702	63,291	7,741	71,032	63,846	8,851	72,697
39	49,140	5,161	54,301	63,180	7,020	70,200	63,735	7,797	71,532	64,290	8,907	73,197
40	49,196	5,189	54,385	63,624	7,076	70,700	64,179	7,852	72,031	64,734	8,962	73,696

2015-2016 Base Salary Schedule - 202 Day Teacher - Total Experience 21 Years or Greater

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TI208			M.A./+30 Degree TI209 TI210			Specialist Degree TI211			PhD/EdD Degree TI212		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
10	47,531	5,466	52,997	50,306	6,521	56,827	50,861	7,298	58,159	51,416	8,407	59,823
11	47,587	6,521	54,108	50,750	7,187	57,937	51,305	7,963	59,268	51,860	9,073	60,933
12	47,642	7,575	55,217	51,194	7,852	59,046	51,749	8,629	60,378	52,304	9,739	62,043
13	47,698	8,629	56,327	51,638	8,518	60,156	52,193	9,295	61,488	52,748	10,405	63,153
14	47,753	9,684	57,437	52,082	9,184	61,266	52,637	9,961	62,598	53,191	11,071	64,262
15	47,809	10,738	58,547	52,526	9,850	62,376	53,080	10,627	63,707	53,635	11,737	65,372
16	47,864	11,793	59,657	52,970	10,516	63,486	53,524	11,293	64,817	54,079	12,403	66,482
17	47,920	12,847	60,767	53,413	11,182	64,595	53,968	11,959	65,927	54,523	13,069	67,592
18	47,975	13,901	61,876	53,857	11,848	65,705	54,412	12,625	67,037	54,967	13,735	68,702
19	48,030	14,956	62,986	54,301	12,514	66,815	54,856	13,291	68,147	55,411	14,401	69,812
20	48,086	16,010	64,096	54,745	13,180	67,925	55,300	13,957	69,257	55,855	15,067	70,922
21	48,141	17,065	65,206	55,189	13,846	69,035	55,744	14,623	70,367	56,299	15,733	72,032
22	48,197	18,119	66,316	55,633	14,512	70,145	56,188	15,289	71,477	56,743	16,399	73,142
23	48,252	19,173	67,425	56,077	15,178	71,255	56,632	15,955	72,587	57,187	17,065	74,252
24	48,308	20,228	68,536	56,521	15,844	72,365	57,076	16,621	73,697	57,631	17,730	75,361
25	48,363	21,282	69,645	56,965	16,510	73,475	57,520	17,287	74,807	58,075	18,396	76,471
26	48,419	22,337	70,756	57,409	17,176	74,585	57,964	17,952	75,916	58,519	19,062	77,581
27	48,474	23,391	71,865	57,853	17,841	75,694	58,408	18,618	77,026	58,963	19,728	78,691
28	48,530	24,445	72,975	58,297	18,507	76,804	58,852	19,284	78,136	59,407	20,394	79,801
29	48,585	25,500	74,085	58,741	19,173	77,914	59,296	19,950	79,246	59,851	21,060	80,911
30	48,641	26,554	75,195	59,185	19,839	79,024	59,740	20,616	80,356	60,295	21,726	82,021
31	48,696	27,609	76,305	59,629	20,505	80,134	60,184	21,282	81,466	60,739	22,392	83,131
32	48,752	28,663	77,415	60,073	21,171	81,244	60,628	21,948	82,576	61,183	23,058	84,241
33	48,807	29,717	78,524	60,517	21,837	82,354	61,072	22,614	83,686	61,627	23,724	85,351
34	48,863	30,772	79,635	60,961	22,503	83,464	61,516	23,280	84,796	62,071	24,390	86,461
35	48,918	31,826	80,744	61,405	23,169	84,574	61,960	23,946	85,906	62,515	25,056	87,571
36	48,974	32,880	81,854	61,849	23,835	85,684	62,404	24,612	87,016	62,959	25,722	88,681
37	49,029	33,935	82,964	62,293	24,501	86,794	62,848	25,278	88,126	63,402	26,388	89,790
38	49,085	34,989	84,074	62,737	25,167	87,904	63,291	25,944	89,235	63,846	27,054	90,900
39	49,140	36,044	85,184	63,180	25,833	89,013	63,735	26,610	90,345	64,290	27,720	92,010
40	49,196	37,098	86,294	63,624	26,499	90,123	64,179	27,276	91,455	64,734	28,385	93,119

2015-2016 Base Salary Schedule - 222 Day Teacher - Total Experience 0-20 Years

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TE408			M.A./+30 Degree TE409 TE410			Specialist Degree TE411			PhD/EdD Degree TE412		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	49,798	4,483	54,281	50,407	5,337	55,744	51,017	6,190	57,207	51,627	7,410	59,037
1	50,041	4,513	54,554	50,895	5,398	56,293	51,505	6,251	57,756	52,115	7,471	59,586
2	50,285	4,544	54,829	51,383	5,459	56,842	51,993	6,312	58,305	52,603	7,532	60,135
3	50,529	4,574	55,103	51,871	5,520	57,391	52,481	6,373	58,854	53,091	7,593	60,684
4	50,773	4,605	55,378	52,359	5,580	57,939	52,969	6,434	59,403	53,579	7,654	61,233
5	51,017	4,635	55,652	52,847	5,641	58,488	53,457	6,495	59,952	54,067	7,715	61,782
6	51,261	4,666	55,927	53,335	5,702	59,037	53,945	6,556	60,501	54,555	7,776	62,331
7	51,505	4,696	56,201	53,823	5,763	59,586	54,433	6,617	61,050	55,043	7,837	62,880
8	51,749	4,727	56,476	54,311	5,824	60,135	54,921	6,678	61,599	55,530	7,898	63,428
9	51,993	4,757	56,750	54,799	5,885	60,684	55,409	6,739	62,148	56,018	7,959	63,977
10	52,237	4,788	57,025	55,287	5,946	61,233	55,896	6,800	62,696	56,506	8,020	64,526
11	52,298	4,818	57,116	55,774	6,007	61,781	56,384	6,861	63,245	56,994	8,081	65,075
12	52,359	4,849	57,208	56,262	6,068	62,330	56,872	6,922	63,794	57,482	8,142	65,624
13	52,420	4,879	57,299	56,750	6,129	62,879	57,360	6,983	64,343	57,970	8,203	66,173
14	52,481	4,910	57,391	57,238	6,190	63,428	57,848	7,044	64,892	58,458	8,264	66,722
15	52,542	4,940	57,482	57,726	6,251	63,977	58,336	7,105	65,441	58,946	8,325	67,271
16	52,603	4,971	57,574	58,214	6,312	64,526	58,824	7,166	65,990	59,434	8,386	67,820
17	52,664	5,001	57,665	58,702	6,373	65,075	59,312	7,227	66,539	59,922	8,447	68,369
18	52,725	5,032	57,757	59,190	6,434	65,624	59,800	7,288	67,088	60,410	8,508	68,918
19	52,786	5,062	57,848	59,678	6,495	66,173	60,288	7,349	67,637	60,898	8,569	69,467
20	52,847	5,093	57,940	60,166	6,556	66,722	60,776	7,410	68,186	61,385	8,630	70,015
21	52,908	5,123	58,031	60,654	6,617	67,271	61,263	7,471	68,734	61,873	8,691	70,564
22	52,969	5,154	58,123	61,141	6,678	67,819	61,751	7,532	69,283	62,361	8,752	71,113
23	53,030	5,184	58,214	61,629	6,739	68,368	62,239	7,593	69,832	62,849	8,813	71,662
24	53,091	5,215	58,306	62,117	6,800	68,917	62,727	7,654	70,381	63,337	8,874	72,211
25	53,152	5,245	58,397	62,605	6,861	69,466	63,215	7,715	70,930	63,825	8,935	72,760
26	53,213	5,276	58,489	63,093	6,922	70,015	63,703	7,776	71,479	64,313	8,996	73,309
27	53,274	5,306	58,580	63,581	6,983	70,564	64,191	7,837	72,028	64,801	9,057	73,858
28	53,335	5,337	58,672	64,069	7,044	71,113	64,679	7,898	72,577	65,289	9,118	74,407
29	53,396	5,367	58,763	64,557	7,105	71,662	65,167	7,959	73,126	65,777	9,179	74,956
30	53,457	5,398	58,855	65,045	7,166	72,211	65,655	8,020	73,675	66,265	9,240	75,505
31	53,518	5,428	58,946	65,533	7,227	72,760	66,143	8,081	74,224	66,752	9,301	76,053
32	53,579	5,459	59,038	66,021	7,288	73,309	66,630	8,142	74,772	67,240	9,362	76,602
33	53,640	5,489	59,129	66,509	7,349	73,858	67,118	8,203	75,321	67,728	9,423	77,151
34	53,701	5,520	59,221	66,996	7,410	74,406	67,606	8,264	75,870	68,216	9,484	77,700
35	53,762	5,550	59,312	67,484	7,471	74,955	68,094	8,325	76,419	68,704	9,545	78,249
36	53,823	5,580	59,403	67,972	7,532	75,504	68,582	8,386	76,968	69,192	9,606	78,798
37	53,884	5,611	59,495	68,460	7,593	76,053	69,070	8,447	77,517	69,680	9,667	79,347
38	53,945	5,641	59,586	68,948	7,654	76,602	69,558	8,508	78,066	70,168	9,728	79,896
39	54,006	5,672	59,678	69,436	7,715	77,151	70,046	8,569	78,615	70,656	9,789	80,445
40	54,067	5,702	59,769	69,924	7,776	77,700	70,534	8,630	79,164	71,144	9,850	80,994

2015-2016 Base Salary Schedule - 222 Day Teacher - Total Experience 21 Years or Greater

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TI408			M.A./+30 Degree TI409 TI410			Specialist Degree TI411			PhD/EdD Degree TI412		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
10	52,237	6,007	58,244	55,287	7,166	62,453	55,896	8,020	63,916	56,506	9,240	65,746
11	52,298	7,166	59,464	55,774	7,898	63,672	56,384	8,752	65,136	56,994	9,972	66,966
12	52,359	8,325	60,684	56,262	8,630	64,892	56,872	9,484	66,356	57,482	10,704	68,186
13	52,420	9,484	61,904	56,750	9,362	66,112	57,360	10,216	67,576	57,970	11,435	69,405
14	52,481	10,643	63,124	57,238	10,094	67,332	57,848	10,948	68,796	58,458	12,167	70,625
15	52,542	11,801	64,343	57,726	10,826	68,552	58,336	11,679	70,015	58,946	12,899	71,845
16	52,603	12,960	65,563	58,214	11,557	69,771	58,824	12,411	71,235	59,434	13,631	73,065
17	52,664	14,119	66,783	58,702	12,289	70,991	59,312	13,143	72,455	59,922	14,363	74,285
18	52,725	15,278	68,003	59,190	13,021	72,211	59,800	13,875	73,675	60,410	15,095	75,505
19	52,786	16,437	69,223	59,678	13,753	73,431	60,288	14,607	74,895	60,898	15,827	76,725
20	52,847	17,595	70,442	60,166	14,485	74,651	60,776	15,339	76,115	61,385	16,559	77,944
21	52,908	18,754	71,662	60,654	15,217	75,871	61,263	16,071	77,334	61,873	17,290	79,163
22	52,969	19,913	72,882	61,141	15,949	77,090	61,751	16,802	78,553	62,361	18,022	80,383
23	53,030	21,072	74,102	61,629	16,680	78,309	62,239	17,534	79,773	62,849	18,754	81,603
24	53,091	22,230	75,321	62,117	17,412	79,529	62,727	18,266	80,993	63,337	19,486	82,823
25	53,152	23,389	76,541	62,605	18,144	80,749	63,215	18,998	82,213	63,825	20,218	84,043
26	53,213	24,548	77,761	63,093	18,876	81,969	63,703	19,730	83,433	64,313	20,950	85,263
27	53,274	25,707	78,981	63,581	19,608	83,189	64,191	20,462	84,653	64,801	21,682	86,483
28	53,335	26,866	80,201	64,069	20,340	84,409	64,679	21,194	85,873	65,289	22,413	87,702
29	53,396	28,024	81,420	64,557	21,072	85,629	65,167	21,926	87,093	65,777	23,145	88,922
30	53,457	29,183	82,640	65,045	21,804	86,849	65,655	22,657	88,312	66,265	23,877	90,142
31	53,518	30,342	83,860	65,533	22,535	88,068	66,143	23,389	89,532	66,752	24,609	91,361
32	53,579	31,501	85,080	66,021	23,267	89,288	66,630	24,121	90,751	67,240	25,341	92,581
33	53,640	32,660	86,300	66,509	23,999	90,508	67,118	24,853	91,971	67,728	26,073	93,801
34	53,701	33,818	87,519	66,996	24,731	91,727	67,606	25,585	93,191	68,216	26,805	95,021
35	53,762	34,977	88,739	67,484	25,463	92,947	68,094	26,317	94,411	68,704	27,537	96,241
36	53,823	36,136	89,959	67,972	26,195	94,167	68,582	27,049	95,631	69,192	28,268	97,460
37	53,884	37,295	91,179	68,460	26,927	95,387	69,070	27,780	96,850	69,680	29,000	98,680
38	53,945	38,454	92,399	68,948	27,659	96,607	69,558	28,512	98,070	70,168	29,732	99,900
39	54,006	39,612	93,618	69,436	28,390	97,826	70,046	29,244	99,290	70,656	30,464	101,120
40	54,067	40,771	94,838	69,924	29,122	99,046	70,534	29,976	100,510	71,144	31,196	102,340

2015-2016 Base Salary Schedule - 262 Day Teacher - Total Experience 0-20 Years

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TE108			M.A./+30 Degree TE109 TE110			Specialist Degree TE111			PhD/EdD Degree TE112		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	58,770	5,290	64,060	59,490	6,298	65,788	60,210	7,306	67,516	60,929	8,745	69,674
1	59,058	5,326	64,384	60,066	6,370	66,436	60,785	7,378	68,163	61,505	8,817	70,322
2	59,346	5,362	64,708	60,641	6,442	67,083	61,361	7,450	68,811	62,081	8,889	70,970
3	59,634	5,398	65,032	61,217	6,514	67,731	61,937	7,522	69,459	62,657	8,961	71,618
4	59,922	5,434	65,356	61,793	6,586	68,379	62,513	7,594	70,107	63,233	9,033	72,266
5	60,210	5,470	65,680	62,369	6,658	69,027	63,089	7,666	70,755	63,809	9,105	72,914
6	60,498	5,506	66,004	62,945	6,730	69,675	63,665	7,738	71,403	64,384	9,177	73,561
7	60,785	5,542	66,327	63,521	6,802	70,323	64,240	7,810	72,050	64,960	9,249	74,209
8	61,073	5,578	66,651	64,096	6,874	70,970	64,816	7,882	72,698	65,536	9,321	74,857
9	61,361	5,614	66,975	64,672	6,946	71,618	65,392	7,954	73,346	66,112	9,393	75,505
10	61,649	5,650	67,299	65,248	7,018	72,266	65,968	8,026	73,994	66,688	9,465	76,153
11	61,721	5,686	67,407	65,824	7,090	72,914	66,544	8,098	74,642	67,263	9,537	76,800
12	61,793	5,722	67,515	66,400	7,162	73,562	67,120	8,170	75,290	67,839	9,609	77,448
13	61,865	5,758	67,623	66,976	7,234	74,210	67,695	8,241	75,936	68,415	9,681	78,096
14	61,937	5,794	67,731	67,551	7,306	74,857	68,271	8,313	76,584	68,991	9,753	78,744
15	62,009	5,830	67,839	68,127	7,378	75,505	68,847	8,385	77,232	69,567	9,825	79,392
16	62,081	5,866	67,947	68,703	7,450	76,153	69,423	8,457	77,880	70,143	9,897	80,040
17	62,153	5,902	68,055	69,279	7,522	76,801	69,999	8,529	78,528	70,718	9,969	80,687
18	62,225	5,938	68,163	69,855	7,594	77,449	70,574	8,601	79,175	71,294	10,041	81,335
19	62,297	5,974	68,271	70,430	7,666	78,096	71,150	8,673	79,823	71,870	10,113	81,983
20	62,369	6,010	68,379	71,006	7,738	78,744	71,726	8,745	80,471	72,446	10,185	82,631
21	62,441	6,046	68,487	71,582	7,810	79,392	72,302	8,817	81,119	73,022	10,257	83,279
22	62,513	6,082	68,595	72,158	7,882	80,040	72,878	8,889	81,767	73,598	10,329	83,927
23	62,585	6,118	68,703	72,734	7,954	80,688	73,454	8,961	82,415	74,173	10,401	84,574
24	62,657	6,154	68,811	73,310	8,026	81,336	74,029	9,033	83,062	74,749	10,473	85,222
25	62,729	6,190	68,919	73,885	8,098	81,983	74,605	9,105	83,710	75,325	10,545	85,870
26	62,801	6,226	69,027	74,461	8,170	82,631	75,181	9,177	84,358	75,901	10,617	86,518
27	62,873	6,262	69,135	75,037	8,241	83,278	75,757	9,249	85,006	76,477	10,689	87,166
28	62,945	6,298	69,243	75,613	8,313	83,926	76,333	9,321	85,654	77,052	10,761	87,813
29	63,017	6,334	69,351	76,189	8,385	84,574	76,909	9,393	86,302	77,628	10,833	88,461
30	63,089	6,370	69,459	76,765	8,457	85,222	77,484	9,465	86,949	78,204	10,905	89,109
31	63,161	6,406	69,567	77,340	8,529	85,869	78,060	9,537	87,597	78,780	10,977	89,757
32	63,233	6,442	69,675	77,916	8,601	86,517	78,636	9,609	88,245	79,356	11,049	90,405
33	63,305	6,478	69,783	78,492	8,673	87,165	79,212	9,681	88,893	79,932	11,121	91,053
34	63,377	6,514	69,891	79,068	8,745	87,813	79,788	9,753	89,541	80,507	11,193	91,700
35	63,449	6,550	69,999	79,644	8,817	88,461	80,363	9,825	90,188	81,083	11,265	92,348
36	63,521	6,586	70,107	80,220	8,889	89,109	80,939	9,897	90,836	81,659	11,337	92,996
37	63,593	6,622	70,215	80,795	8,961	89,756	81,515	9,969	91,484	82,235	11,409	93,644
38	63,665	6,658	70,323	81,371	9,033	90,404	82,091	10,041	92,132	82,811	11,480	94,291
39	63,737	6,694	70,431	81,947	9,105	91,052	82,667	10,113	92,780	83,387	11,552	94,939
40	63,809	6,730	70,539	82,523	9,177	91,700	83,243	10,185	93,428	83,962	11,624	95,586

2015-2016 Base Salary Schedule - 262 Day Teacher - Total Experience 21 Years or Greater

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree TI108			M.A./+30 Degree TI109 TI110			Specialist Degree TI111			PhD/EdD Degree TI112		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
10	61,649	7,090	68,739	65,248	8,457	73,705	65,968	9,465	75,433	66,688	10,905	77,593
11	61,721	8,457	70,178	65,824	9,321	75,145	66,544	10,329	76,873	67,263	11,768	79,031
12	61,793	9,825	71,618	66,400	10,185	76,585	67,120	11,193	78,313	67,839	12,632	80,471
13	61,865	11,193	73,058	66,976	11,049	78,025	67,695	12,056	79,751	68,415	13,496	81,911
14	61,937	12,560	74,497	67,551	11,912	79,463	68,271	12,920	81,191	68,991	14,360	83,351
15	62,009	13,928	75,937	68,127	12,776	80,903	68,847	13,784	82,631	69,567	15,223	84,790
16	62,081	15,295	77,376	68,703	13,640	82,343	69,423	14,648	84,071	70,143	16,087	86,230
17	62,153	16,663	78,816	69,279	14,504	83,783	69,999	15,511	85,510	70,718	16,951	87,669
18	62,225	18,030	80,255	69,855	15,367	85,222	70,574	16,375	86,949	71,294	17,815	89,109
19	62,297	19,398	81,695	70,430	16,231	86,661	71,150	17,239	88,389	71,870	18,678	90,548
20	62,369	20,766	83,135	71,006	17,095	88,101	71,726	18,102	89,828	72,446	19,542	91,988
21	62,441	22,133	84,574	71,582	17,959	89,541	72,302	18,966	91,268	73,022	20,406	93,428
22	62,513	23,501	86,014	72,158	18,822	90,980	72,878	19,830	92,708	73,598	21,270	94,868
23	62,585	24,868	87,453	72,734	19,686	92,420	73,454	20,694	94,148	74,173	22,133	96,306
24	62,657	26,236	88,893	73,310	20,550	93,860	74,029	21,557	95,586	74,749	22,997	97,746
25	62,729	27,604	90,333	73,885	21,413	95,298	74,605	22,421	97,026	75,325	23,861	99,186
26	62,801	28,971	91,772	74,461	22,277	96,738	75,181	23,285	98,466	75,901	24,724	100,625
27	62,873	30,339	93,212	75,037	23,141	98,178	75,757	24,149	99,906	76,477	25,588	102,065
28	62,945	31,706	94,651	75,613	24,005	99,618	76,333	25,012	101,345	77,052	26,452	103,504
29	63,017	33,074	96,091	76,189	24,868	101,057	76,909	25,876	102,785	77,628	27,316	104,944
30	63,089	34,441	97,530	76,765	25,732	102,497	77,484	26,740	104,224	78,204	28,179	106,383
31	63,161	35,809	98,970	77,340	26,596	103,936	78,060	27,604	105,664	78,780	29,043	107,823
32	63,233	37,177	100,410	77,916	27,460	105,376	78,636	28,467	107,103	79,356	29,907	109,263
33	63,305	38,544	101,849	78,492	28,323	106,815	79,212	29,331	108,543	79,932	30,771	110,703
34	63,377	39,912	103,289	79,068	29,187	108,255	79,788	30,195	109,983	80,507	31,634	112,141
35	63,449	41,279	104,728	79,644	30,051	109,695	80,363	31,059	111,422	81,083	32,498	113,581
36	63,521	42,647	106,168	80,220	30,915	111,135	80,939	31,922	112,861	81,659	33,362	115,021
37	63,593	44,015	107,608	80,795	31,778	112,573	81,515	32,786	114,301	82,235	34,226	116,461
38	63,665	45,382	109,047	81,371	32,642	114,013	82,091	33,650	115,741	82,811	35,089	117,900
39	63,737	46,750	110,487	81,947	33,506	115,453	82,667	34,513	117,180	83,387	35,953	119,340
40	63,809	48,117	111,926	82,523	34,370	116,893	83,243	35,377	118,620	83,962	36,817	120,779

2015-2016 Teacher Stipend Salary Schedule

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

***** 182 Day Teacher *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	150	100	100	300	200	200
Highly Effective (3.5-4.0)	350	100	100	500	200	200

***** 202 Day Teacher *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	167	111	111	333	222	222
Highly Effective (3.5-4.0)	389	111	111	555	222	222

***** 222 Day Teacher *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	182	122	122	366	244	244
Highly Effective (3.5-4.0)	426	122	122	610	244	244

***** 261 Day Teacher *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	215	144	144	430	287	287
Highly Effective (3.5-4.0)	502	144	144	716	287	287

2015-2016 Base Salary Schedule - 182 Day Part Time Teacher - Total Experience 0-20 Years

(Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

Step	B.A. Degree			M.A./+30 Degree			Specialist Degree			PhD/EdD Degree		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	18.23	1.82	20.05	18.45	2.17	20.62	18.67	2.51	21.18	18.89	3.01	21.90
1	18.31	1.83	20.14	18.63	2.19	20.82	18.85	2.54	21.39	19.07	3.04	22.11
2	18.40	1.85	20.25	18.81	2.22	21.03	19.03	2.56	21.59	19.25	3.06	22.31
3	18.49	1.86	20.35	18.98	2.24	21.22	19.21	2.59	21.80	19.43	3.08	22.51
4	18.58	1.87	20.45	19.16	2.27	21.43	19.39	2.61	22.00	19.61	3.11	22.72
5	18.67	1.88	20.55	19.34	2.29	21.63	19.56	2.64	22.20	19.79	3.13	22.92
6	18.76	1.89	20.65	19.52	2.32	21.84	19.74	2.66	22.40	19.97	3.16	23.13
7	18.85	1.91	20.76	19.70	2.34	22.04	19.92	2.69	22.61	20.14	3.18	23.32
8	18.94	1.92	20.86	19.88	2.37	22.25	20.10	2.71	22.81	20.32	3.21	23.53
9	19.03	1.93	20.96	20.06	2.39	22.45	20.28	2.74	23.02	20.50	3.23	23.73
10	19.12	1.94	21.06	20.23	2.42	22.65	20.46	2.76	23.22	20.68	3.26	23.94
11	19.14	1.96	21.10	20.41	2.44	22.85	20.64	2.79	23.43	20.86	3.28	24.14
12	19.16	1.97	21.13	20.59	2.46	23.05	20.81	2.81	23.62	21.04	3.31	24.35
13	19.19	1.98	21.17	20.77	2.49	23.26	20.99	2.84	23.83	21.22	3.33	24.55
14	19.21	1.99	21.20	20.95	2.51	23.46	21.17	2.86	24.03	21.39	3.36	24.75
15	19.23	2.01	21.24	21.13	2.54	23.67	21.35	2.89	24.24	21.57	3.38	24.95
16	19.25	2.02	21.27	21.31	2.56	23.87	21.53	2.91	24.44	21.75	3.41	25.16
17	19.27	2.03	21.30	21.48	2.59	24.07	21.71	2.94	24.65	21.93	3.43	25.36
18	19.30	2.04	21.34	21.66	2.61	24.27	21.89	2.96	24.85	22.11	3.46	25.57
19	19.32	2.06	21.38	21.84	2.64	24.48	22.06	2.99	25.05	22.29	3.48	25.77
20	19.34	2.07	21.41	22.02	2.66	24.68	22.24	3.01	25.25	22.47	3.51	25.98
21	19.36	2.08	21.44	22.20	2.69	24.89	22.42	3.04	25.46	22.64	3.53	26.17
22	19.39	2.09	21.48	22.38	2.71	25.09	22.60	3.06	25.66	22.82	3.55	26.37
23	19.41	2.11	21.52	22.56	2.74	25.30	22.78	3.08	25.86	23.00	3.58	26.58
24	19.43	2.12	21.55	22.73	2.76	25.49	22.96	3.11	26.07	23.18	3.60	26.78
25	19.45	2.13	21.58	22.91	2.79	25.70	23.14	3.13	26.27	23.36	3.63	26.99
26	19.48	2.14	21.62	23.09	2.81	25.90	23.31	3.16	26.47	23.54	3.65	27.19
27	19.50	2.16	21.66	23.27	2.84	26.11	23.49	3.18	26.67	23.72	3.68	27.40
28	19.52	2.17	21.69	23.45	2.86	26.31	23.67	3.21	26.88	23.89	3.70	27.59
29	19.54	2.18	21.72	23.63	2.89	26.52	23.85	3.23	27.08	24.07	3.73	27.80
30	19.56	2.19	21.75	23.81	2.91	26.72	24.03	3.26	27.29	24.25	3.75	28.00
31	19.59	2.20	21.79	23.98	2.94	26.92	24.21	3.28	27.49	24.43	3.78	28.21
32	19.61	2.22	21.83	24.16	2.96	27.12	24.39	3.31	27.70	24.61	3.80	28.41
33	19.63	2.23	21.86	24.34	2.99	27.33	24.56	3.33	27.89	24.79	3.83	28.62
34	19.65	2.24	21.89	24.52	3.01	27.53	24.74	3.36	28.10	24.97	3.85	28.82
35	19.68	2.25	21.93	24.70	3.04	27.74	24.92	3.38	28.30	25.14	3.88	29.02
36	19.70	2.27	21.97	24.88	3.06	27.94	25.10	3.41	28.51	25.32	3.90	29.22
37	19.72	2.28	22.00	25.06	3.08	28.14	25.28	3.43	28.71	25.50	3.93	29.43
38	19.74	2.29	22.03	25.23	3.11	28.34	25.46	3.46	28.92	25.68	3.95	29.63
39	19.77	2.30	22.07	25.41	3.13	28.54	25.64	3.48	29.12	25.86	3.98	29.84
40	19.79	2.32	22.11	25.59	3.16	28.75	25.81	3.51	29.32	26.04	4.00	30.04

2015-2016 Base Salary Schedule - 182 Day Part Time Teacher - Total Experience 21 Years or Greater

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree			M.A./+30 Degree			Specialist Degree			PhD/EdD Degree		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
10	19.12	2.20	21.32	20.23	2.62	22.85	20.46	2.94	23.40	20.68	3.38	24.06
11	19.14	2.62	21.76	20.41	2.89	23.30	20.64	3.20	23.84	20.86	3.65	24.51
12	19.16	3.05	22.21	20.59	3.16	23.75	20.81	3.47	24.28	21.04	3.92	24.96
13	19.19	3.47	22.66	20.77	3.43	24.20	20.99	3.74	24.73	21.22	4.19	25.41
14	19.21	3.89	23.10	20.95	3.69	24.64	21.17	4.01	25.18	21.39	4.45	25.84
15	19.23	4.32	23.55	21.13	3.96	25.09	21.35	4.27	25.62	21.57	4.72	26.29
16	19.25	4.74	23.99	21.31	4.23	25.54	21.53	4.54	26.07	21.75	4.99	26.74
17	19.27	5.17	24.44	21.48	4.50	25.98	21.71	4.81	26.52	21.93	5.26	27.19
18	19.30	5.59	24.89	21.66	4.77	26.43	21.89	5.08	26.97	22.11	5.52	27.63
19	19.32	6.02	25.34	21.84	5.03	26.87	22.06	5.35	27.41	22.29	5.79	28.08
20	19.34	6.44	25.78	22.02	5.30	27.32	22.24	5.61	27.85	22.47	6.06	28.53
21	19.36	6.86	26.22	22.20	5.57	27.77	22.42	5.88	28.30	22.64	6.33	28.97
22	19.39	7.29	26.68	22.38	5.84	28.22	22.60	6.15	28.75	22.82	6.60	29.42
23	19.41	7.71	27.12	22.56	6.11	28.67	22.78	6.42	29.20	23.00	6.86	29.86
24	19.43	8.14	27.57	22.73	6.37	29.10	22.96	6.69	29.65	23.18	7.13	30.31
25	19.45	8.56	28.01	22.91	6.64	29.55	23.14	6.95	30.09	23.36	7.40	30.76
26	19.48	8.98	28.46	23.09	6.91	30.00	23.31	7.22	30.53	23.54	7.67	31.21
27	19.50	9.41	28.91	23.27	7.18	30.45	23.49	7.49	30.98	23.72	7.94	31.66
28	19.52	9.83	29.35	23.45	7.44	30.89	23.67	7.76	31.43	23.89	8.20	32.09
29	19.54	10.26	29.80	23.63	7.71	31.34	23.85	8.02	31.87	24.07	8.47	32.54
30	19.56	10.68	30.24	23.81	7.98	31.79	24.03	8.29	32.32	24.25	8.74	32.99
31	19.59	11.11	30.70	23.98	8.25	32.23	24.21	8.56	32.77	24.43	9.01	33.44
32	19.61	11.53	31.14	24.16	8.52	32.68	24.39	8.83	33.22	24.61	9.27	33.88
33	19.63	11.95	31.58	24.34	8.78	33.12	24.56	9.10	33.66	24.79	9.54	34.33
34	19.65	12.38	32.03	24.52	9.05	33.57	24.74	9.36	34.10	24.97	9.81	34.78
35	19.68	12.80	32.48	24.70	9.32	34.02	24.92	9.63	34.55	25.14	10.08	35.22
36	19.70	13.23	32.93	24.88	9.59	34.47	25.10	9.90	35.00	25.32	10.35	35.67
37	19.72	13.65	33.37	25.06	9.86	34.92	25.28	10.17	35.45	25.50	10.61	36.11
38	19.74	14.07	33.81	25.23	10.12	35.35	25.46	10.44	35.90	25.68	10.88	36.56
39	19.77	14.50	34.27	25.41	10.39	35.80	25.64	10.70	36.34	25.86	11.15	37.01
40	19.79	14.92	34.71	25.59	10.66	36.25	25.81	10.97	36.78	26.04	11.42	37.46

**Supplemental Compensation, Extended Employment
and Other Compensation Guidelines**
2015-2016

Principals must submit required documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

TEACHER STIPENDS

Compensate \$5,000 stipend for eligible Teachers, Librarians, School Counselors, Psychologist and Social Workers completing the requirements for the National Board for Professional Teaching Standards.
(Board approved 06/22/09)

Compensate \$3,500 stipend for eligible Speech Pathologists and Audiologists completing the requirements to obtain National Board Certification.
(Board approved 10/15/09)

National Board Certified Employees receive a supplement from the LA Department of Education in accordance with LRS 17:421. This supplement on occasion might not be fully funded by the legislature. The obligation of EBRPSS is as follows:

- Teachers - EBRPSS is required to fully fund the payment of the \$5,000 supplement
- School Counselors - EBRPSS is required to fully fund the payment of the \$5,000 supplement
- School Psychologist - EBRPSS is not required to fully fund the payment of the \$5,000 supplement
- Social Workers - EBRPSS is not required to fully fund the payment of the \$5,000 supplement
- Speech-Language Pathologists and Audiologists - EBRPSS is not required to fully fund the payment of the \$3,236 supplement

Note: The amounts stated for National Board Certification are a supplement to the employee's salary and not a part of the employee's base salary.

Compensate teachers at part-time teacher hourly rate for **required** attendance at School Board Workshops, School Board Hearings, or special committees designated by the Superintendent.

Based on funding, at the end of each semester maximum compensation:

- High School Department Heads \$250
- Exceptional Student Services Site Faciliator \$350
- Speech Assessment Consultants \$350
- Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS

<u>Sponsors</u>	<u>Annual Supplement Amount</u>
Quiz Bowl	\$ 300
Beta	300
Chorus	600
Drama	750
Drill Team (e.g. Dance)	750
FFA	300
Hi "Y"	300
Key Club	300
Yearbook	300
4-H	300
FTA	300
Young Astronauts	100
Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.	

Athletic Supplemental Pay Percentages

MIDDLE SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
Football (Boys)	2.5%	2
Basketball (Boys)	2.5%	2
Track (Boys)	2.5%	1
Volleyball (Girls)	2.5%	2
Basketball (Girls)	2.5%	2
Softball (Girls)	2.5%	2
Track (Girls)	2.5%	1

HIGH SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
Athletic Director	8.0%	None
Head Football	10.0%	11 days
Head Basketball (boys or girls)	8.0%	5 days
Head Baseball	7.0%	2 days
Head Track (boys or girls)	7.0%	2 days
Head Wrestling	7.0%	5 days
Head Softball	7.0%	2 days
Head Volleyball	7.0%	11 days
Head Soccer	7.0%	2 days

Assistant Coaches, First Aide Coordinators and Athletic Trainers

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
Football	4.0%	11 days
Basketball (boys or girls)	4.0%	5 days
Baseball	4.0%	2 days
Track (boys or girls)	4.0%	2 days
Wrestling	4.0%	5 days
Softball	4.0%	2 days
Volleyball	4.0%	11 days
Ninth Grade Football	4.0%	
Ninth Grade Basketball	4.0%	
Weight Lifting/Off Season	2.0%	
Bowling	2.0%	
Power Lifting (boys or girls)	3.0%	
Golf	3.5%	
Tennis	3.5%	
Swimming	3.5%	
Cross Country	3.5%	
Gymnastics	3.5%	
First Aid Coordinator or	1.25%	Per Month (maximum 10%)
Certified Athletic Trainer	15.0%	

Athletic Supplemental Pay Additional Instructions

1.	The Athletic Supplement Pay is for teachers who spend time beyond the regular school day in coaching interscholastic athletics. It will be the responsibility of each principal to designate coaching duties with written notification to the Office of Human Resources no later than the end of the first week of school.
2.	The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teacher Salary Schedule for classroom teachers. The maximum percentage allowed shall be 20% per coach. No coach shall receive a reduction in salary upon converting to the new salary structure providing his or her responsibilities remain the same.
3.	All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers are to report before the start of the school year for fall practice as directed by the head coach, and shall be compensated with up to eleven (11) days pay (daily rate) of their current salary as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers and the athletic supplement.
4.	All basketball and wrestling coaches shall be compensated with up to five (5) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers and the athletic supplement for work performed during a non-work school day.
5.	All baseball, track, softball and soccer coaches shall be compensated with up to two (2) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedules for classroom teachers and the athletic supplement for work performed during a non-work school day.
6.	Coaches who coach multiple teams during a season will only be compensated a maximum of five (5) days pay for work performed during a non-work school day.
7.	The Principal and/or Athletic Director shall assign coaches to various coaching positions as indicated by the salary schedule.
8.	It is the responsibility of the Principal to inform the Office of Human Resources and his/her respective Executive Director in writing when a teacher no longer has duties as a coach as soon as the teacher's coaching responsibility changes. No change will be honored without proper notification.
9.	One (1) coach in each middle school sport shall be certified and updated (yearly) in First Aid and CPR Training. This documentation shall be maintained by the assigned Administrator.

BAND DIRECTORS

1.	<u>High School Band Directors:</u> Will receive an annual supplement of 6% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to ten (10) days before and up to five (5) days after regular school year at his/her daily rate and his/her supplement.
2.	<u>Middle School Band Directors:</u> Will receive an annual supplement of 2.5% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate and his/her supplement.
3.	<u>Elementary School Band Directors:</u> Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate as indicated by the EBRP Teacher Salary Schedule for classroom teachers.

2015-2016 Supplemental Compensation, Extended Employment and Other Continued:

ROTC Instructors

1. Minimum Junior ROTC Instructor pay is determined by Army Regulation. The Army requires the District to compensate Junior ROTC Instructors an amount, that when added to his/her retired pay, is equal to the individual's previous active duty pay and allowances exclusive of hazardous duty pay.
2. The District may elect to supplement the minimum Junior ROTC Instructor pay with a local supplement as deemed appropriate with other employee raises.
3. The District currently supplements the Junior ROTC Instructor pay by the monthly amounts below:

Junior ROTC Instructor Title	Months Worked	Monthly District Supplement		
		Base	Supple	Total
Director of Army Instruction (DAI)	12	1400.00	200.00	1600.00
Senior Army Instructor (SAI)	12	1300.00	170.00	1470.00
Military Property Specialist (MPS)	12	1300.00	170.00	1470.00
Operations Sergeant (OPS SGT)	12	1300.00	170.00	1470.00
Army Instructor (AI)	12	1300.00	170.00	1470.00
Army Instructor (AI)	10	1300.00	170.00	1470.00

Note: As per IRS Tax Law quoted on 9/15/2005, no portion of the Junior ROTC Instructor pay is non-taxable. Only active duty armed forces members are allowed exclusions from taxable wages.

CODOFIL Teachers

1. The Salary schedules for the Council for the Development of French in Louisiana (CODOFIL) teachers is set annually by the Board of Elementary and Secondary Education (BESE).
2. The District considers the CODOFIL teachers as contract employees.
3. After completing 3 years with EBRPSS, CODOFIL Teachers returning to teach in year 4 will be compensated from the regular 182 Day Teachers Salary Schedule.

Associate Teachers

1. An Associate Teacher is a certified/highly qualified teacher working with a Teacher with a Master's degree or higher to assist in providing instruction, individualized instruction, small group assistance and faster paced lessons to the students as well as other educational responsibilities.
2. An Associate Teacher's salary is \$10,000 less than the 182 Day Teacher Salary Schedule. Using the Degree and Step of the Associate Teacher, place on schedule and then subtract \$10,000.

Curriculum Support Salary Schedule/Stipend Procedures

2015-2016

1. Initial placement on the Curriculum Support Salary Schedule for the 2013-2014 school year was based on the employee's degree and current total compensation. The employee was placed on the step in his/her highest degree column where the total compensation is equal to or greater than his/her current total compensation. Degree and experience are no longer be the only factors considered for placement on the Curriculum Support Salary Schedule.
2. A new employee being hired for a position that is paid from the Curriculum Support Salary Schedule will first be placed on the Teachers Salary Schedule using the Experience to Step Cross Reference Guide for the degree and number of days that employee is to work. Once the Total Compensation is determined on the Teacher Salary Schedule, multiply the Total Compensation by 1.02 and place on the step of the Curriculum Support Salary Schedule based on the number of days worked and degree where the Total Compensation amount is equal to or greater than the computed amount.
3. An employee's Effectiveness rating will determine if you will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
4. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating. Additional 1 step will be given for 3 consecutive years with a Proficient rating. Once an employee is awarded additional step(s), the consecutive year count will start over.
5. In order for an employee to receive Effectiveness and Demand stipends, he/she cannot miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
6. Future placement on the Curriculum Support Salary Schedule will be based on your highest degree earned for the column to be placed. To determine the step, multiply current total compensation by 1.02 and place on the step equal to or greater than the results.
7. After being employed by EBRPSS for 2 years, an employee paid on the Curriculum Support Salary Schedule may move to an advance degree column once the advance degree is earned and proper documentation has been received by the Office of Human Resources. To determine the step for the advance degree, add \$500 to the employee's current base salary and place in the advance degree column where the base salary is equal to or higher than the new base amount. The District reserves the right to review the advance degree placements on a case by case basis.

Curriculum Support Job List

2015-2016

The following Jobs will be paid by Degree and Step on the Curriculum Support Salary Schedule

113-2122	Administrative Dean	119-2810	LEAP Remediation Specialist
113-2220	Adolescent Literacy Coordinator	112-1110	Liaison Support
112-1110	Adolescent Literacy Interventionist	112-1110	Literacy Interventionist
113-2140	Assessment Teacher H/T	112-1110	Literacy Coach
113-2153	Audiologist	112-1110	Magnet Curriculum Intergat Specialist
112-1390	Career/Tech Edu Program Coordinator	113-2220	Magnet Instructional Coach
111-2219	Coordinator of Hippy	112-1110	Magnet Lead Teacher
113-2122	Dean of Students	112-1110	Magnet Literacy Specialist
112-1480	Drill Sergeant	113-2220	Mathematics Coach
113-2190	Drug Advisor	112-1130	Parental Involvement
113-2145	Educational Diagnostician	112-1130	Parental Involvement Facilitator
113-2212	ESS Behavior Strategist - IDEA	119-2180	Parental Involvement Liaison-Title 1
113-2220	ESS Instructional Support Specialist - IDEA	112-1480	PBIS Interventionist
119-2290	ESS Program Facilitator - IDEA	111-2211	Pre-School Resource Coordinator
113-2220	Gifted Curriculum Specialist	119-1510	Prevention Facilitator - Title 1
112-1220	Gifted Site Coordinator	113-2122	Primary Site Facilitator
113-2220	Grant Instructional Specialist - 1003G	119-2290	Professional Develop Specialist
119-2180	Homeless Case Manager	112-1110	Program Facilitator Connection
113-2190	ICARE Quality Assurance Manager	113-2142	Psychologist
113-2190	ICARE Prevention Specialist	112-1130	Reading Interventionist
113-2212	IDEA Interventionist Teacher	111-2211	Recruiter - Magnet Programs
113-2259	Instructional Technology Facilitator	119-2180	School Parent Liaison
113-2220	Instructional Coach	113-2220	Teacher for Instructional Supp - Title 1
119-2219	Instructional Coach - Data	113-1110	Teacher on Assignment
113-2220	Instructional Specialist	119-2230	Trainer - Multi Media Technology
113-2220	Instructional Specialist - Pre-K	112-1480	Transitional Facilitator
113-2214	Instructional Support Teacher	112-1215	Vocational Faciliator
112-1480	Intermediate Site Facilitator	112-1390	Work Based Learning Coordinator
112-1480	Lead Facilitator		

2015-2016 Base Salary Schedule - 182 Day Curriculum Support

Step	B.A. Degree UR308			M.A./+30 Degree UR309 UR310			Specialist Degree UR311			PhD/EdD Degree UR312		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	42,152	3,750	45,902	42,652	4,450	47,102	43,152	5,150	48,302	43,652	6,150	49,802
1	42,352	3,775	46,127	43,052	4,500	47,552	43,552	5,200	48,752	44,052	6,200	50,252
2	42,552	3,800	46,352	43,452	4,550	48,002	43,952	5,250	49,202	44,452	6,250	50,702
3	42,752	3,825	46,577	43,852	4,600	48,452	44,352	5,300	49,652	44,852	6,300	51,152
4	42,952	3,850	46,802	44,252	4,650	48,902	44,752	5,350	50,102	45,252	6,350	51,602
5	43,152	3,875	47,027	44,652	4,700	49,352	45,152	5,400	50,552	45,652	6,400	52,052
6	43,352	3,900	47,252	45,052	4,750	49,802	45,552	5,450	51,002	46,052	6,450	52,502
7	43,552	3,925	47,477	45,452	4,800	50,252	45,952	5,500	51,452	46,452	6,500	52,952
8	43,752	3,950	47,702	45,852	4,850	50,702	46,352	5,550	51,902	46,852	6,550	53,402
9	43,952	3,975	47,927	46,252	4,900	51,152	46,752	5,600	52,352	47,252	6,600	53,852
10	44,152	4,000	48,152	46,652	4,950	51,602	47,152	5,650	52,802	47,652	6,650	54,302
11	44,352	4,025	48,377	47,052	5,000	52,052	47,552	5,700	53,252	48,052	6,700	54,752
12	44,552	4,050	48,602	47,452	5,050	52,502	47,952	5,750	53,702	48,452	6,750	55,202
13	44,752	4,075	48,827	47,852	5,100	52,952	48,352	5,800	54,152	48,852	6,800	55,652
14	44,952	4,100	49,052	48,252	5,150	53,402	48,752	5,850	54,602	49,252	6,850	56,102
15	45,152	4,125	49,277	48,652	5,200	53,852	49,152	5,900	55,052	49,652	6,900	56,552
16	45,352	4,150	49,502	49,052	5,250	54,302	49,552	5,950	55,502	50,052	6,950	57,002
17	45,552	4,175	49,727	49,452	5,300	54,752	49,952	6,000	55,952	50,452	7,000	57,452
18	45,752	4,200	49,952	49,852	5,350	55,202	50,352	6,050	56,402	50,852	7,050	57,902
19	45,952	4,225	50,177	50,252	5,400	55,652	50,752	6,100	56,852	51,252	7,100	58,352
20	46,152	4,250	50,402	50,652	5,450	56,102	51,152	6,150	57,302	51,652	7,150	58,802
21	46,352	4,275	50,627	51,052	5,500	56,552	51,552	6,200	57,752	52,052	7,200	59,252
22	46,552	4,300	50,852	51,452	5,550	57,002	51,952	6,250	58,202	52,452	7,250	59,702
23	46,752	4,325	51,077	51,852	5,600	57,452	52,352	6,300	58,652	52,852	7,300	60,152
24	46,952	4,350	51,302	52,252	5,650	57,902	52,752	6,350	59,102	53,252	7,350	60,602
25	47,152	4,375	51,527	52,652	5,700	58,352	53,152	6,400	59,552	53,652	7,400	61,052
26	47,352	4,400	51,752	53,052	5,750	58,802	53,552	6,450	60,002	54,052	7,450	61,502
27	47,552	4,425	51,977	53,452	5,800	59,252	53,952	6,500	60,452	54,452	7,500	61,952
28	47,752	4,450	52,202	53,852	5,850	59,702	54,352	6,550	60,902	54,852	7,550	62,402
29	47,952	4,475	52,427	54,252	5,900	60,152	54,752	6,600	61,352	55,252	7,600	62,852
30	48,152	4,500	52,652	54,652	5,950	60,602	55,152	6,650	61,802	55,652	7,650	63,302
31	48,352	4,525	52,877	55,052	6,000	61,052	55,552	6,700	62,252	56,052	7,700	63,752
32	48,552	4,550	53,102	55,452	6,050	61,502	55,952	6,750	62,702	56,452	7,750	64,202
33	48,752	4,575	53,327	55,852	6,100	61,952	56,352	6,800	63,152	56,852	7,800	64,652
34	48,952	4,600	53,552	56,252	6,150	62,402	56,752	6,850	63,602	57,252	7,850	65,102
35	49,152	4,625	53,777	56,652	6,200	62,852	57,152	6,900	64,052	57,652	7,900	65,552
36	49,352	4,650	54,002	57,052	6,250	63,302	57,552	6,950	64,502	58,052	7,950	66,002
37	49,552	4,675	54,227	57,452	6,300	63,752	57,952	7,000	64,952	58,452	8,000	66,452
38	49,752	4,700	54,452	57,852	6,350	64,202	58,352	7,050	65,402	58,852	8,050	66,902
39	49,952	4,725	54,677	58,252	6,400	64,652	58,752	7,100	65,852	59,252	8,100	67,352
40	50,152	4,750	54,902	58,652	6,450	65,102	59,152	7,150	66,302	59,652	8,150	67,802
41	50,352	4,775	55,127	59,052	6,500	65,552	59,552	7,200	66,752	60,052	8,200	68,252
42	50,552	4,800	55,352	59,452	6,550	66,002	59,952	7,250	67,202	60,452	8,250	68,702
43	50,752	4,825	55,577	59,852	6,600	66,452	60,352	7,300	67,652	60,852	8,300	69,152
44	50,952	4,850	55,802	60,252	6,650	66,902	60,752	7,350	68,102	61,252	8,350	69,602
45	51,152	4,875	56,027	60,652	6,700	67,352	61,152	7,400	68,552	61,652	8,400	70,052
46	51,352	4,900	56,252	61,052	6,750	67,802	61,552	7,450	69,002	62,052	8,450	70,502
47	51,552	4,925	56,477	61,452	6,800	68,252	61,952	7,500	69,452	62,452	8,500	70,952
48	51,752	4,950	56,702	61,852	6,850	68,702	62,352	7,550	69,902	62,852	8,550	71,402
49	51,952	4,975	56,927	62,252	6,900	69,152	62,752	7,600	70,352	63,252	8,600	71,852
50	52,152	5,000	57,152	62,652	6,950	69,602	63,152	7,650	70,802	63,652	8,650	72,302

2015-2016 Base Salary Schedule - 202 Day Curriculum Support

Step	B.A. Degree UR208			M.A./+30 Degree UR209 UR210			Specialist Degree UR211			PhD/EdD Degree UR212		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	46,784	4,162	50,946	47,339	4,939	52,278	47,894	5,716	53,610	48,449	6,826	55,275
1	47,006	4,190	51,196	47,783	4,995	52,778	48,338	5,771	54,109	48,893	6,881	55,774
2	47,228	4,218	51,446	48,227	5,050	53,277	48,782	5,827	54,609	49,337	6,937	56,274
3	47,450	4,245	51,695	48,671	5,105	53,776	49,226	5,882	55,108	49,781	6,992	56,773
4	47,672	4,273	51,945	49,115	5,161	54,276	49,670	5,938	55,608	50,225	7,048	57,273
5	47,894	4,301	52,195	49,559	5,216	54,775	50,114	5,993	56,107	50,669	7,103	57,772
6	48,116	4,329	52,445	50,003	5,272	55,275	50,558	6,049	56,607	51,113	7,159	58,272
7	48,338	4,356	52,694	50,447	5,327	55,774	51,002	6,104	57,106	51,557	7,214	58,771
8	48,560	4,384	52,944	50,891	5,383	56,274	51,446	6,160	57,606	52,001	7,270	59,271
9	48,782	4,412	53,194	51,335	5,438	56,773	51,890	6,215	58,105	52,445	7,325	59,770
10	49,004	4,440	53,444	51,779	5,494	57,273	52,334	6,271	58,605	52,888	7,381	60,269
11	49,226	4,467	53,693	52,223	5,549	57,772	52,777	6,326	59,103	53,332	7,436	60,768
12	49,448	4,495	53,943	52,667	5,605	58,272	53,221	6,382	59,603	53,776	7,492	61,268
13	49,670	4,523	54,193	53,110	5,660	58,770	53,665	6,437	60,102	54,220	7,547	61,767
14	49,892	4,551	54,443	53,554	5,716	59,270	54,109	6,493	60,602	54,664	7,603	62,267
15	50,114	4,578	54,692	53,998	5,771	59,769	54,553	6,548	61,101	55,108	7,658	62,766
16	50,336	4,606	54,942	54,442	5,827	60,269	54,997	6,604	61,601	55,552	7,714	63,266
17	50,558	4,634	55,192	54,886	5,882	60,768	55,441	6,659	62,100	55,996	7,769	63,765
18	50,780	4,662	55,442	55,330	5,938	61,268	55,885	6,715	62,600	56,440	7,825	64,265
19	51,002	4,689	55,691	55,774	5,993	61,767	56,329	6,770	63,099	56,884	7,880	64,764
20	51,224	4,717	55,941	56,218	6,049	62,267	56,773	6,826	63,599	57,328	7,936	65,264
21	51,446	4,745	56,191	56,662	6,104	62,766	57,217	6,881	64,098	57,772	7,991	65,763
22	51,668	4,773	56,441	57,106	6,160	63,266	57,661	6,937	64,598	58,216	8,047	66,263
23	51,890	4,800	56,690	57,550	6,215	63,765	58,105	6,992	65,097	58,660	8,102	66,762
24	52,112	4,828	56,940	57,994	6,271	64,265	58,549	7,048	65,597	59,104	8,158	67,262
25	52,334	4,856	57,190	58,438	6,326	64,764	58,993	7,103	66,096	59,548	8,213	67,761
26	52,556	4,884	57,440	58,882	6,382	65,264	59,437	7,159	66,596	59,992	8,269	68,261
27	52,777	4,911	57,688	59,326	6,437	65,763	59,881	7,214	67,095	60,436	8,324	68,760
28	52,999	4,939	57,938	59,770	6,493	66,263	60,325	7,270	67,595	60,880	8,380	69,260
29	53,221	4,967	58,188	60,214	6,548	66,762	60,769	7,325	68,094	61,324	8,435	69,759
30	53,443	4,995	58,438	60,658	6,604	67,262	61,213	7,381	68,594	61,768	8,491	70,259
31	53,665	5,022	58,687	61,102	6,659	67,761	61,657	7,436	69,093	62,212	8,546	70,758
32	53,887	5,050	58,937	61,546	6,715	68,261	62,101	7,492	69,593	62,656	8,602	71,258
33	54,109	5,078	59,187	61,990	6,770	68,760	62,545	7,547	70,092	63,099	8,657	71,756
34	54,331	5,105	59,436	62,434	6,826	69,260	62,988	7,603	70,591	63,543	8,713	72,256
35	54,553	5,133	59,686	62,877	6,881	69,758	63,432	7,658	71,090	63,987	8,768	72,755
36	54,775	5,161	59,936	63,321	6,937	70,258	63,876	7,714	71,590	64,431	8,824	73,255
37	54,997	5,189	60,186	63,765	6,992	70,757	64,320	7,769	72,089	64,875	8,879	73,754
38	55,219	5,216	60,435	64,209	7,048	71,257	64,764	7,825	72,589	65,319	8,935	74,254
39	55,441	5,244	60,685	64,653	7,103	71,756	65,208	7,880	73,088	65,763	8,990	74,753
40	55,663	5,272	60,935	65,097	7,159	72,256	65,652	7,936	73,588	66,207	9,046	75,253
41	55,885	5,300	61,185	65,541	7,214	72,755	66,096	7,991	74,087	66,651	9,101	75,752
42	56,107	5,327	61,434	65,985	7,270	73,255	66,540	8,047	74,587	67,095	9,157	76,252
43	56,329	5,355	61,684	66,429	7,325	73,754	66,984	8,102	75,086	67,539	9,212	76,751
44	56,551	5,383	61,934	66,873	7,381	74,254	67,428	8,158	75,586	67,983	9,268	77,251
45	56,773	5,411	62,184	67,317	7,436	74,753	67,872	8,213	76,085	68,427	9,323	77,750
46	56,995	5,438	62,433	67,761	7,492	75,253	68,316	8,269	76,585	68,871	9,379	78,250
47	57,217	5,466	62,683	68,205	7,547	75,752	68,760	8,324	77,084	69,315	9,434	78,749
48	57,439	5,494	62,933	68,649	7,603	76,252	69,204	8,380	77,584	69,759	9,490	79,249
49	57,661	5,522	63,183	69,093	7,658	76,751	69,648	8,435	78,083	70,203	9,545	79,748
50	57,883	5,549	63,432	69,537	7,714	77,251	70,092	8,491	78,583	70,647	9,601	80,248

2015-2016 Base Salary Schedule - 222 Day Curriculum Support

Step	B.A. Degree UR408			M.A./+30 Degree UR409 UR410			Specialist Degree UR411			PhD/EdD Degree UR412		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	51,416	4,574	55,990	52,026	5,428	57,454	52,636	6,282	58,918	53,246	7,502	60,748
1	51,660	4,605	56,265	52,514	5,489	58,003	53,124	6,343	59,467	53,734	7,563	61,297
2	51,904	4,635	56,539	53,002	5,550	58,552	53,612	6,404	60,016	54,222	7,624	61,846
3	52,148	4,666	56,814	53,490	5,611	59,101	54,100	6,465	60,565	54,710	7,685	62,395
4	52,392	4,696	57,088	53,978	5,672	59,650	54,588	6,526	61,114	55,197	7,746	62,943
5	52,636	4,727	57,363	54,466	5,733	60,199	55,076	6,587	61,663	55,685	7,807	63,492
6	52,880	4,757	57,637	54,954	5,794	60,748	55,563	6,648	62,211	56,173	7,868	64,041
7	53,124	4,788	57,912	55,441	5,855	61,296	56,051	6,709	62,760	56,661	7,929	64,590
8	53,368	4,818	58,186	55,929	5,916	61,845	56,539	6,770	63,309	57,149	7,990	65,139
9	53,612	4,849	58,461	56,417	5,977	62,394	57,027	6,831	63,858	57,637	8,051	65,688
10	53,856	4,879	58,735	56,905	6,038	62,943	57,515	6,892	64,407	58,125	8,112	66,237
11	54,100	4,910	59,010	57,393	6,099	63,492	58,003	6,953	64,956	58,613	8,173	66,786
12	54,344	4,940	59,284	57,881	6,160	64,041	58,491	7,014	65,505	59,101	8,234	67,335
13	54,588	4,971	59,559	58,369	6,221	64,590	58,979	7,075	66,054	59,589	8,295	67,884
14	54,832	5,001	59,833	58,857	6,282	65,139	59,467	7,136	66,603	60,077	8,355	68,432
15	55,076	5,032	60,108	59,345	6,343	65,688	59,955	7,197	67,152	60,565	8,416	68,981
16	55,319	5,062	60,381	59,833	6,404	66,237	60,443	7,258	67,701	61,052	8,477	69,529
17	55,563	5,093	60,656	60,321	6,465	66,786	60,930	7,319	68,249	61,540	8,538	70,078
18	55,807	5,123	60,930	60,808	6,526	67,334	61,418	7,380	68,798	62,028	8,599	70,627
19	56,051	5,154	61,205	61,296	6,587	67,883	61,906	7,441	69,347	62,516	8,660	71,176
20	56,295	5,184	61,479	61,784	6,648	68,432	62,394	7,502	69,896	63,004	8,721	71,725
21	56,539	5,215	61,754	62,272	6,709	68,981	62,882	7,563	70,445	63,492	8,782	72,274
22	56,783	5,245	62,028	62,760	6,770	69,530	63,370	7,624	70,994	63,980	8,843	72,823
23	57,027	5,276	62,303	63,248	6,831	70,079	63,858	7,685	71,543	64,468	8,904	73,372
24	57,271	5,306	62,577	63,736	6,892	70,628	64,346	7,746	72,092	64,956	8,965	73,921
25	57,515	5,337	62,852	64,224	6,953	71,177	64,834	7,807	72,641	65,444	9,026	74,470
26	57,759	5,367	63,126	64,712	7,014	71,726	65,322	7,868	73,190	65,932	9,087	75,019
27	58,003	5,398	63,401	65,200	7,075	72,275	65,810	7,929	73,739	66,419	9,148	75,567
28	58,247	5,428	63,675	65,688	7,136	72,824	66,297	7,990	74,287	66,907	9,209	76,116
29	58,491	5,459	63,950	66,176	7,197	73,373	66,785	8,051	74,836	67,395	9,270	76,665
30	58,735	5,489	64,224	66,663	7,258	73,921	67,273	8,112	75,385	67,883	9,331	77,214
31	58,979	5,520	64,499	67,151	7,319	74,470	67,761	8,173	75,934	68,371	9,392	77,763
32	59,223	5,550	64,773	67,639	7,380	75,019	68,249	8,234	76,483	68,859	9,453	78,312
33	59,467	5,580	65,047	68,127	7,441	75,568	68,737	8,295	77,032	69,347	9,514	78,861
34	59,711	5,611	65,322	68,615	7,502	76,117	69,225	8,355	77,580	69,835	9,575	79,410
35	59,955	5,641	65,596	69,103	7,563	76,666	69,713	8,416	78,129	70,323	9,636	79,959
36	60,199	5,672	65,871	69,591	7,624	77,215	70,201	8,477	78,678	70,811	9,697	80,508
37	60,443	5,702	66,145	70,079	7,685	77,764	70,689	8,538	79,227	71,299	9,758	81,057
38	60,687	5,733	66,420	70,567	7,746	78,313	71,177	8,599	79,776	71,787	9,819	81,606
39	60,930	5,763	66,693	71,055	7,807	78,862	71,665	8,660	80,325	72,274	9,880	82,154
40	61,174	5,794	66,968	71,543	7,868	79,411	72,152	8,721	80,873	72,762	9,941	82,703
41	61,418	5,824	67,242	72,030	7,929	79,959	72,640	8,782	81,422	73,250	10,002	83,252
42	61,662	5,855	67,517	72,518	7,990	80,508	73,128	8,843	81,971	73,738	10,063	83,801
43	61,906	5,885	67,791	73,006	8,051	81,057	73,616	8,904	82,520	74,226	10,124	84,350
44	62,150	5,916	68,066	73,494	8,112	81,606	74,104	8,965	83,069	74,714	10,185	84,899
45	62,394	5,946	68,340	73,982	8,173	82,155	74,592	9,026	83,618	75,202	10,246	85,448
46	62,638	5,977	68,615	74,470	8,234	82,704	75,080	9,087	84,167	75,690	10,307	85,997
47	62,882	6,007	68,889	74,958	8,295	83,253	75,568	9,148	84,716	76,178	10,368	86,546
48	63,126	6,038	69,164	75,446	8,355	83,801	76,056	9,209	85,265	76,666	10,429	87,095
49	63,370	6,068	69,438	75,934	8,416	84,350	76,544	9,270	85,814	77,154	10,490	87,644
50	63,614	6,099	69,713	76,422	8,477	84,899	77,032	9,331	86,363	77,641	10,551	88,192

2015-2016 Base Salary Schedule - 262 Day Curriculum Support

Step	B.A. Degree UR108			M.A./+30 Degree UR109 UR110			Specialist Degree UR111			PhD/EdD Degree UR112		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	60,680	5,398	66,078	61,400	6,406	67,806	62,120	7,414	69,534	62,840	8,853	71,693
1	60,968	5,434	66,402	61,976	6,478	68,454	62,696	7,486	70,182	63,416	8,925	72,341
2	61,256	5,470	66,726	62,552	6,550	69,102	63,272	7,558	70,830	63,991	8,997	72,988
3	61,544	5,506	67,050	63,128	6,622	69,750	63,847	7,630	71,477	64,567	9,069	73,636
4	61,832	5,542	67,374	63,703	6,694	70,397	64,423	7,702	72,125	65,143	9,141	74,284
5	62,120	5,578	67,698	64,279	6,766	71,045	64,999	7,774	72,773	65,719	9,213	74,932
6	62,408	5,614	68,022	64,855	6,838	71,693	65,575	7,846	73,421	66,295	9,285	75,580
7	62,696	5,650	68,346	65,431	6,910	72,341	66,151	7,918	74,069	66,870	9,357	76,227
8	62,984	5,686	68,670	66,007	6,982	72,989	66,727	7,990	74,717	67,446	9,429	76,875
9	63,272	5,722	68,994	66,583	7,054	73,637	67,302	8,062	75,364	68,022	9,501	77,523
10	63,559	5,758	69,317	67,158	7,126	74,284	67,878	8,134	76,012	68,598	9,573	78,171
11	63,847	5,794	69,641	67,734	7,198	74,932	68,454	8,205	76,659	69,174	9,645	78,819
12	64,135	5,830	69,965	68,310	7,270	75,580	69,030	8,277	77,307	69,750	9,717	79,467
13	64,423	5,866	70,289	68,886	7,342	76,228	69,606	8,349	77,955	70,325	9,789	80,114
14	64,711	5,902	70,613	69,462	7,414	76,876	70,181	8,421	78,602	70,901	9,861	80,762
15	64,999	5,938	70,937	70,037	7,486	77,523	70,757	8,493	79,250	71,477	9,933	81,410
16	65,287	5,974	71,261	70,613	7,558	78,171	71,333	8,565	79,898	72,053	10,005	82,058
17	65,575	6,010	71,585	71,189	7,630	78,819	71,909	8,637	80,546	72,629	10,077	82,706
18	65,863	6,046	71,909	71,765	7,702	79,467	72,485	8,709	81,194	73,205	10,149	83,354
19	66,151	6,082	72,233	72,341	7,774	80,115	73,061	8,781	81,842	73,780	10,221	84,001
20	66,439	6,118	72,557	72,917	7,846	80,763	73,636	8,853	82,489	74,356	10,293	84,649
21	66,727	6,154	72,881	73,492	7,918	81,410	74,212	8,925	83,137	74,932	10,365	85,297
22	67,014	6,190	73,204	74,068	7,990	82,058	74,788	8,997	83,785	75,508	10,437	85,945
23	67,302	6,226	73,528	74,644	8,062	82,706	75,364	9,069	84,433	76,084	10,509	86,593
24	67,590	6,262	73,852	75,220	8,134	83,354	75,940	9,141	85,081	76,659	10,581	87,240
25	67,878	6,298	74,176	75,796	8,205	84,001	76,516	9,213	85,729	77,235	10,653	87,888
26	68,166	6,334	74,500	76,372	8,277	84,649	77,091	9,285	86,376	77,811	10,725	88,536
27	68,454	6,370	74,824	76,947	8,349	85,296	77,667	9,357	87,024	78,387	10,797	89,184
28	68,742	6,406	75,148	77,523	8,421	85,944	78,243	9,429	87,672	78,963	10,869	89,832
29	69,030	6,442	75,472	78,099	8,493	86,592	78,819	9,501	88,320	79,539	10,941	90,480
30	69,318	6,478	75,796	78,675	8,565	87,240	79,395	9,573	88,968	80,114	11,013	91,127
31	69,606	6,514	76,120	79,251	8,637	87,888	79,970	9,645	89,615	80,690	11,085	91,775
32	69,894	6,550	76,444	79,827	8,709	88,536	80,546	9,717	90,263	81,266	11,157	92,423
33	70,181	6,586	76,767	80,402	8,781	89,183	81,122	9,789	90,911	81,842	11,229	93,071
34	70,469	6,622	77,091	80,978	8,853	89,831	81,698	9,861	91,559	82,418	11,301	93,719
35	70,757	6,658	77,415	81,554	8,925	90,479	82,274	9,933	92,207	82,994	11,373	94,367
36	71,045	6,694	77,739	82,130	8,997	91,127	82,850	10,005	92,855	83,569	11,445	95,014
37	71,333	6,730	78,063	82,706	9,069	91,775	83,425	10,077	93,502	84,145	11,516	95,661
38	71,621	6,766	78,387	83,281	9,141	92,422	84,001	10,149	94,150	84,721	11,588	96,309
39	71,909	6,802	78,711	83,857	9,213	93,070	84,577	10,221	94,798	85,297	11,660	96,957
40	72,197	6,838	79,035	84,433	9,285	93,718	85,153	10,293	95,446	85,873	11,732	97,605
41	72,485	6,874	79,359	85,009	9,357	94,366	85,729	10,365	96,094	86,448	11,804	98,252
42	72,773	6,910	79,683	85,585	9,429	95,014	86,305	10,437	96,742	87,024	11,876	98,900
43	73,061	6,946	80,007	86,161	9,501	95,662	86,880	10,509	97,389	87,600	11,948	99,548
44	73,348	6,982	80,330	86,736	9,573	96,309	87,456	10,581	98,037	88,176	12,020	100,196
45	73,636	7,018	80,654	87,312	9,645	96,957	88,032	10,653	98,685	88,752	12,092	100,844
46	73,924	7,054	80,978	87,888	9,717	97,605	88,608	10,725	99,333	89,328	12,164	101,492
47	74,212	7,090	81,302	88,464	9,789	98,253	89,184	10,797	99,981	89,903	12,236	102,139
48	74,500	7,126	81,626	89,040	9,861	98,901	89,759	10,869	100,628	90,479	12,308	102,787
49	74,788	7,162	81,950	89,616	9,933	99,549	90,335	10,941	101,276	91,055	12,380	103,435
50	75,076	7,198	82,274	90,191	10,005	100,196	90,911	11,013	101,924	91,631	12,452	104,083

2015-2016 Curriculum Support Stipend Salary Schedule

***** 182 Day Curriculum Support *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	150	100	100	300	200	200
Highly Effective (3.5-4.0)	250	100	100	500	200	200

***** 202 Day Curriculum Support *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	167	111	111	333	222	222
Highly Effective (3.5-4.0)	278	111	111	555	222	222

***** 222 Day Curriculum Support *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	183	122	122	366	244	244
Highly Effective (3.5-4.0)	305	122	122	610	244	244

***** 261 Day Curriculum Support *****

Effectiveness Rating	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	215	144	144	430	287	287
Highly Effective (3.5-4.0)	359	144	144	716	287	287

Principal and Asst. Principal Salary Schedule/Stipend Procedures

2015-2016

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher 182 Day Masters Schedules, Step 0 amount.
2. A fixed 7 percent was applied to the 182 Day Teachers schedule to calculate the 182 Day Elementary Assistant Principals Salary Schedules. Then \$1200 was added to the total salary step 0 to create the 182 Day Middle/High Assistant Principals Salary Schedules. To complete the schedule, a fixed amount was added per step to step 40.
3. The schedules were then divided by 182 and multiplied by 202/222/262 to create the remainder of the Assistant Principals Salary Schedules.
4. A fixed 12 percent was applied to the 182 Day Teachers schedule to calculate the 182 Day Elementary Principals Salary Schedules. Then \$1500 was added to the total salary step 0 to create the 182 Day Middle/High Principals Salary Schedules. To complete the schedule, a fixed amount was added per step to step 40.
5. The schedules were then divided by 182 and multiplied by 202/222/262 to create the remainder of the Principal Salary Schedules.
6. Initial placement on the Principal/Assistant Principal Salary Schedules for the 2013-2014 school year was based on the employee's current total compensation. The employee was placed on the step where the total compensation was equal to or greater than his/her current total compensation.
7. An employee's Effectiveness rating will determine if he/she will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
8. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating. Additional 1 step will be given for 3 consecutive years with a Proficient rating. Once an employee is awarded additional step(s), the consecutive year count will start over.
9. In order for an employee to receive Effectiveness and Demand stipends, he/she cannot miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
10. Any employee moving to the Assistant Principal or Principal position will have his/her current salary pro-rated to the correct number of days of the new position. Then the base will be given a 5% raise and placed on the step of the new salary schedule where the base is equal to or greater than the new base amount.

PRINCIPAL AND ASST. PRINCIPAL PAY GRADES
2015-2016

111-2410 Principal - Elementary School

111-2410 Principal - Middle/High Schools

111-2420 Assistant Principal - Elementary School

111-2420 Assistant Principal - Middle/High School

2015-2016 Base Salary Schedule - Elementary Principal

Step	182 Day PR301			202 Day PR201			222 Day PR401			262 Day PR101		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	46,284	4,900	51,184	51,370	5,438	56,808	56,456	5,977	62,433	66,629	7,054	73,683
1	46,834	5,000	51,834	51,981	5,549	57,530	57,127	6,099	63,226	67,420	7,198	74,618
2	47,384	5,100	52,484	52,591	5,660	58,251	57,798	6,221	64,019	68,212	7,342	75,554
3	47,934	5,200	53,134	53,201	5,771	58,972	58,469	6,343	64,812	69,004	7,486	76,490
4	48,484	5,300	53,784	53,812	5,882	59,694	59,140	6,465	65,605	69,796	7,630	77,426
5	49,034	5,400	54,434	54,422	5,993	60,415	59,811	6,587	66,398	70,587	7,774	78,361
6	49,584	5,500	55,084	55,033	6,104	61,137	60,482	6,709	67,191	71,379	7,918	79,297
7	50,134	5,600	55,734	55,643	6,215	61,858	61,152	6,831	67,983	72,171	8,062	80,233
8	50,684	5,700	56,384	56,254	6,326	62,580	61,823	6,953	68,776	72,963	8,205	81,168
9	51,234	5,800	57,034	56,864	6,437	63,301	62,494	7,075	69,569	73,754	8,349	82,103
10	51,784	5,900	57,684	57,475	6,548	64,023	63,165	7,197	70,362	74,546	8,493	83,039
11	52,334	6,000	58,334	58,085	6,659	64,744	63,836	7,319	71,155	75,338	8,637	83,975
12	52,884	6,100	58,984	58,695	6,770	65,465	64,507	7,441	71,948	76,130	8,781	84,911
13	53,434	6,200	59,634	59,306	6,881	66,187	65,178	7,563	72,741	76,921	8,925	85,846
14	53,984	6,300	60,284	59,916	6,992	66,908	65,849	7,685	73,534	77,713	9,069	86,782
15	54,534	6,400	60,934	60,527	7,103	67,630	66,519	7,807	74,326	78,505	9,213	87,718
16	55,084	6,500	61,584	61,137	7,214	68,351	67,190	7,929	75,119	79,297	9,357	88,654
17	55,634	6,600	62,234	61,748	7,325	69,073	67,861	8,051	75,912	80,089	9,501	89,590
18	56,184	6,700	62,884	62,358	7,436	69,794	68,532	8,173	76,705	80,880	9,645	90,525
19	56,734	6,800	63,534	62,969	7,547	70,516	69,203	8,295	77,498	81,672	9,789	91,461
20	57,284	6,900	64,184	63,579	7,658	71,237	69,874	8,416	78,290	82,464	9,933	92,397
21	57,834	7,000	64,834	64,189	7,769	71,958	70,545	8,538	79,083	83,256	10,077	93,333
22	58,384	7,100	65,484	64,800	7,880	72,680	71,216	8,660	79,876	84,047	10,221	94,268
23	58,934	7,200	66,134	65,410	7,991	73,401	71,887	8,782	80,669	84,839	10,365	95,204
24	59,484	7,300	66,784	66,021	8,102	74,123	72,557	8,904	81,461	85,631	10,509	96,140
25	60,034	7,400	67,434	66,631	8,213	74,844	73,228	9,026	82,254	86,423	10,653	97,076
26	60,584	7,500	68,084	67,242	8,324	75,566	73,899	9,148	83,047	87,214	10,797	98,011
27	61,134	7,600	68,734	67,852	8,435	76,287	74,570	9,270	83,840	88,006	10,941	98,947
28	61,684	7,700	69,384	68,462	8,546	77,008	75,241	9,392	84,633	88,798	11,085	99,883
29	62,234	7,800	70,034	69,073	8,657	77,730	75,912	9,514	85,426	89,590	11,229	100,819
30	62,784	7,900	70,684	69,683	8,768	78,451	76,583	9,636	86,219	90,381	11,373	101,754
31	63,334	8,000	71,334	70,294	8,879	79,173	77,254	9,758	87,012	91,173	11,516	102,689
32	63,884	8,100	71,984	70,904	8,990	79,894	77,924	9,880	87,804	91,965	11,660	103,625
33	64,434	8,200	72,634	71,515	9,101	80,616	78,595	10,002	88,597	92,757	11,804	104,561
34	64,984	8,300	73,284	72,125	9,212	81,337	79,266	10,124	89,390	93,548	11,948	105,496
35	65,534	8,400	73,934	72,736	9,323	82,059	79,937	10,246	90,183	94,340	12,092	106,432
36	66,084	8,500	74,584	73,346	9,434	82,780	80,608	10,368	90,976	95,132	12,236	107,368
37	66,634	8,600	75,234	73,956	9,545	83,501	81,279	10,490	91,769	95,924	12,380	108,304
38	67,184	8,700	75,884	74,567	9,656	84,223	81,950	10,612	92,562	96,715	12,524	109,239
39	67,734	8,800	76,534	75,177	9,767	84,944	82,621	10,734	93,355	97,507	12,668	110,175
40	68,284	8,900	77,184	75,788	9,878	85,666	83,291	10,856	94,147	98,299	12,812	111,111

2015-2016 Base Salary Schedule - Middle/High Principal

Step	182 Day PR302			202 Day PR202			222 Day PR402			262 Day PR102		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	47,284	5,400	52,684	52,480	5,993	58,473	57,676	6,587	64,263	68,068	7,774	75,842
1	47,834	5,500	53,334	53,090	6,104	59,194	58,347	6,709	65,056	68,860	7,918	76,778
2	48,384	5,600	53,984	53,701	6,215	59,916	59,018	6,831	65,849	69,652	8,062	77,714
3	48,934	5,700	54,634	54,311	6,326	60,637	59,689	6,953	66,642	70,443	8,205	78,648
4	49,484	5,800	55,284	54,922	6,437	61,359	60,360	7,075	67,435	71,235	8,349	79,584
5	50,034	5,900	55,934	55,532	6,548	62,080	61,030	7,197	68,227	72,027	8,493	80,520
6	50,584	6,000	56,584	56,143	6,659	62,802	61,701	7,319	69,020	72,819	8,637	81,456
7	51,134	6,100	57,234	56,753	6,770	63,523	62,372	7,441	69,813	73,610	8,781	82,391
8	51,684	6,200	57,884	57,364	6,881	64,245	63,043	7,563	70,606	74,402	8,925	83,327
9	52,234	6,300	58,534	57,974	6,992	64,966	63,714	7,685	71,399	75,194	9,069	84,263
10	52,784	6,400	59,184	58,584	7,103	65,687	64,385	7,807	72,192	75,986	9,213	85,199
11	53,334	6,500	59,834	59,195	7,214	66,409	65,056	7,929	72,985	76,778	9,357	86,135
12	53,884	6,600	60,484	59,805	7,325	67,130	65,727	8,051	73,778	77,569	9,501	87,070
13	54,434	6,700	61,134	60,416	7,436	67,852	66,398	8,173	74,571	78,361	9,645	88,006
14	54,984	6,800	61,784	61,026	7,547	68,573	67,068	8,295	75,363	79,153	9,789	88,942
15	55,534	6,900	62,434	61,637	7,658	69,295	67,739	8,416	76,155	79,945	9,933	89,878
16	56,084	7,000	63,084	62,247	7,769	70,016	68,410	8,538	76,948	80,736	10,077	90,813
17	56,634	7,100	63,734	62,858	7,880	70,738	69,081	8,660	77,741	81,528	10,221	91,749
18	57,184	7,200	64,384	63,468	7,991	71,459	69,752	8,782	78,534	82,320	10,365	92,685
19	57,734	7,300	65,034	64,078	8,102	72,180	70,423	8,904	79,327	83,112	10,509	93,621
20	58,284	7,400	65,684	64,689	8,213	72,902	71,094	9,026	80,120	83,903	10,653	94,556
21	58,834	7,500	66,334	65,299	8,324	73,623	71,765	9,148	80,913	84,695	10,797	95,492
22	59,384	7,600	66,984	65,910	8,435	74,345	72,435	9,270	81,705	85,487	10,941	96,428
23	59,934	7,700	67,634	66,520	8,546	75,066	73,106	9,392	82,498	86,279	11,085	97,364
24	60,484	7,800	68,284	67,131	8,657	75,788	73,777	9,514	83,291	87,070	11,229	98,299
25	61,034	7,900	68,934	67,741	8,768	76,509	74,448	9,636	84,084	87,862	11,373	99,235
26	61,584	8,000	69,584	68,351	8,879	77,230	75,119	9,758	84,877	88,654	11,516	100,170
27	62,134	8,100	70,234	68,962	8,990	77,952	75,790	9,880	85,670	89,446	11,660	101,106
28	62,684	8,200	70,884	69,572	9,101	78,673	76,461	10,002	86,463	90,237	11,804	102,041
29	63,234	8,300	71,534	70,183	9,212	79,395	77,132	10,124	87,256	91,029	11,948	102,977
30	63,784	8,400	72,184	70,793	9,323	80,116	77,802	10,246	88,048	91,821	12,092	103,913
31	64,334	8,500	72,834	71,404	9,434	80,838	78,473	10,368	88,841	92,613	12,236	104,849
32	64,884	8,600	73,484	72,014	9,545	81,559	79,144	10,490	89,634	93,404	12,380	105,784
33	65,434	8,700	74,134	72,625	9,656	82,281	79,815	10,612	90,427	94,196	12,524	106,720
34	65,984	8,800	74,784	73,235	9,767	83,002	80,486	10,734	91,220	94,988	12,668	107,656
35	66,534	8,900	75,434	73,845	9,878	83,723	81,157	10,856	92,013	95,780	12,812	108,592
36	67,084	9,000	76,084	74,456	9,989	84,445	81,828	10,978	92,806	96,571	12,956	109,527
37	67,634	9,100	76,734	75,066	10,100	85,166	82,499	11,100	93,599	97,363	13,100	110,463
38	68,184	9,200	77,384	75,677	10,211	85,888	83,169	11,222	94,391	98,155	13,244	111,399
39	68,734	9,300	78,034	76,287	10,322	86,609	83,840	11,344	95,184	98,947	13,388	112,335
40	69,284	9,400	78,684	76,898	10,433	87,331	84,511	11,466	95,977	99,739	13,532	113,271

2015-2016 Base Salary Schedule - Elementary Assistant Principal

Step	182 Day AP301			202 Day AP201			222 Day AP401			262 Day AP101		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	44,218	4,675	48,893	49,077	5,189	54,266	53,936	5,702	59,638	63,654	6,730	70,384
1	44,668	4,725	49,393	49,577	5,244	54,821	54,485	5,763	60,248	64,302	6,802	71,104
2	45,118	4,775	49,893	50,076	5,300	55,376	55,034	5,824	60,858	64,950	6,874	71,824
3	45,568	4,825	50,393	50,575	5,355	55,930	55,583	5,885	61,468	65,598	6,946	72,544
4	46,018	4,875	50,893	51,075	5,411	56,486	56,132	5,946	62,078	66,246	7,018	73,264
5	46,468	4,925	51,393	51,574	5,466	57,040	56,681	6,007	62,688	66,893	7,090	73,983
6	46,918	4,975	51,893	52,074	5,522	57,596	57,230	6,068	63,298	67,541	7,162	74,703
7	47,368	5,025	52,393	52,573	5,577	58,150	57,779	6,129	63,908	68,189	7,234	75,423
8	47,818	5,075	52,893	53,073	5,633	58,706	58,327	6,190	64,517	68,837	7,306	76,143
9	48,268	5,125	53,393	53,572	5,688	59,260	58,876	6,251	65,127	69,485	7,378	76,863
10	48,718	5,175	53,893	54,072	5,744	59,816	59,425	6,312	65,737	70,133	7,450	77,583
11	49,168	5,225	54,393	54,571	5,799	60,370	59,974	6,373	66,347	70,780	7,522	78,302
12	49,618	5,275	54,893	55,071	5,855	60,926	60,523	6,434	66,957	71,428	7,594	79,022
13	50,068	5,325	55,393	55,570	5,910	61,480	61,072	6,495	67,567	72,076	7,666	79,742
14	50,518	5,375	55,893	56,069	5,966	62,035	61,621	6,556	68,177	72,724	7,738	80,462
15	50,968	5,425	56,393	56,569	6,021	62,590	62,170	6,617	68,787	73,372	7,810	81,182
16	51,418	5,475	56,893	57,068	6,077	63,145	62,719	6,678	69,397	74,019	7,882	81,901
17	51,868	5,525	57,393	57,568	6,132	63,700	63,268	6,739	70,007	74,667	7,954	82,621
18	52,318	5,575	57,893	58,067	6,188	64,255	63,816	6,800	70,616	75,315	8,026	83,341
19	52,768	5,625	58,393	58,567	6,243	64,810	64,365	6,861	71,226	75,963	8,098	84,061
20	53,218	5,675	58,893	59,066	6,299	65,365	64,914	6,922	71,836	76,611	8,170	84,781
21	53,668	5,725	59,393	59,566	6,354	65,920	65,463	6,983	72,446	77,258	8,241	85,499
22	54,118	5,775	59,893	60,065	6,410	66,475	66,012	7,044	73,056	77,906	8,313	86,219
23	54,568	5,825	60,393	60,564	6,465	67,029	66,561	7,105	73,666	78,554	8,385	86,939
24	55,018	5,875	60,893	61,064	6,521	67,585	67,110	7,166	74,276	79,202	8,457	87,659
25	55,468	5,925	61,393	61,563	6,576	68,139	67,659	7,227	74,886	79,850	8,529	88,379
26	55,918	5,975	61,893	62,063	6,632	68,695	68,208	7,288	75,496	80,497	8,601	89,098
27	56,368	6,025	62,393	62,562	6,687	69,249	68,757	7,349	76,106	81,145	8,673	89,818
28	56,818	6,075	62,893	63,062	6,743	69,805	69,305	7,410	76,715	81,793	8,745	90,538
29	57,268	6,125	63,393	63,561	6,798	70,359	69,854	7,471	77,325	82,441	8,817	91,258
30	57,718	6,175	63,893	64,061	6,854	70,915	70,403	7,532	77,935	83,089	8,889	91,978
31	58,168	6,225	64,393	64,560	6,909	71,469	70,952	7,593	78,545	83,736	8,961	92,697
32	58,618	6,275	64,893	65,060	6,965	72,025	71,501	7,654	79,155	84,384	9,033	93,417
33	59,068	6,325	65,393	65,559	7,020	72,579	72,050	7,715	79,765	85,032	9,105	94,137
34	59,518	6,375	65,893	66,058	7,076	73,134	72,599	7,776	80,375	85,680	9,177	94,857
35	59,968	6,425	66,393	66,558	7,131	73,689	73,148	7,837	80,985	86,328	9,249	95,577
36	60,418	6,475	66,893	67,057	7,187	74,244	73,697	7,898	81,595	86,975	9,321	96,296
37	60,868	6,525	67,393	67,557	7,242	74,799	74,246	7,959	82,205	87,623	9,393	97,016
38	61,318	6,575	67,893	68,056	7,298	75,354	74,794	8,020	82,814	88,271	9,465	97,736
39	61,768	6,625	68,393	68,556	7,353	75,909	75,343	8,081	83,424	88,919	9,537	98,456
40	62,218	6,675	68,893	69,055	7,409	76,464	75,892	8,142	84,034	89,567	9,609	99,176

2015-2016 Base Salary Schedule - Middle/High Assistant Principal

Step	182 Day AP302			202 Day AP202			222 Day AP402			262 Day AP102		
	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total	Base	Supple	Total
0	45,118	4,975	50,093	50,076	5,522	55,598	55,034	6,068	61,102	64,950	7,162	72,112
1	45,568	5,025	50,593	50,575	5,577	56,152	55,583	6,129	61,712	65,598	7,234	72,832
2	46,018	5,075	51,093	51,075	5,633	56,708	56,132	6,190	62,322	66,246	7,306	73,552
3	46,468	5,125	51,593	51,574	5,688	57,262	56,681	6,251	62,932	66,893	7,378	74,271
4	46,918	5,175	52,093	52,074	5,744	57,818	57,230	6,312	63,542	67,541	7,450	74,991
5	47,368	5,225	52,593	52,573	5,799	58,372	57,779	6,373	64,152	68,189	7,522	75,711
6	47,818	5,275	53,093	53,073	5,855	58,928	58,327	6,434	64,761	68,837	7,594	76,431
7	48,268	5,325	53,593	53,572	5,910	59,482	58,876	6,495	65,371	69,485	7,666	77,151
8	48,718	5,375	54,093	54,072	5,966	60,038	59,425	6,556	65,981	70,133	7,738	77,871
9	49,168	5,425	54,593	54,571	6,021	60,592	59,974	6,617	66,591	70,780	7,810	78,590
10	49,618	5,475	55,093	55,071	6,077	61,148	60,523	6,678	67,201	71,428	7,882	79,310
11	50,068	5,525	55,593	55,570	6,132	61,702	61,072	6,739	67,811	72,076	7,954	80,030
12	50,518	5,575	56,093	56,069	6,188	62,257	61,621	6,800	68,421	72,724	8,026	80,750
13	50,968	5,625	56,593	56,569	6,243	62,812	62,170	6,861	69,031	73,372	8,098	81,470
14	51,418	5,675	57,093	57,068	6,299	63,367	62,719	6,922	69,641	74,019	8,170	82,189
15	51,868	5,725	57,593	57,568	6,354	63,922	63,268	6,983	70,251	74,667	8,241	82,908
16	52,318	5,775	58,093	58,067	6,410	64,477	63,816	7,044	70,860	75,315	8,313	83,628
17	52,768	5,825	58,593	58,567	6,465	65,032	64,365	7,105	71,470	75,963	8,385	84,348
18	53,218	5,875	59,093	59,066	6,521	65,587	64,914	7,166	72,080	76,611	8,457	85,068
19	53,668	5,925	59,593	59,566	6,576	66,142	65,463	7,227	72,690	77,258	8,529	85,787
20	54,118	5,975	60,093	60,065	6,632	66,697	66,012	7,288	73,300	77,906	8,601	86,507
21	54,568	6,025	60,593	60,564	6,687	67,251	66,561	7,349	73,910	78,554	8,673	87,227
22	55,018	6,075	61,093	61,064	6,743	67,807	67,110	7,410	74,520	79,202	8,745	87,947
23	55,468	6,125	61,593	61,563	6,798	68,361	67,659	7,471	75,130	79,850	8,817	88,667
24	55,918	6,175	62,093	62,063	6,854	68,917	68,208	7,532	75,740	80,497	8,889	89,386
25	56,368	6,225	62,593	62,562	6,909	69,471	68,757	7,593	76,350	81,145	8,961	90,106
26	56,818	6,275	63,093	63,062	6,965	70,027	69,305	7,654	76,959	81,793	9,033	90,826
27	57,268	6,325	63,593	63,561	7,020	70,581	69,854	7,715	77,569	82,441	9,105	91,546
28	57,718	6,375	64,093	64,061	7,076	71,137	70,403	7,776	78,179	83,089	9,177	92,266
29	58,168	6,425	64,593	64,560	7,131	71,691	70,952	7,837	78,789	83,736	9,249	92,985
30	58,618	6,475	65,093	65,060	7,187	72,247	71,501	7,898	79,399	84,384	9,321	93,705
31	59,068	6,525	65,593	65,559	7,242	72,801	72,050	7,959	80,009	85,032	9,393	94,425
32	59,518	6,575	66,093	66,058	7,298	73,356	72,599	8,020	80,619	85,680	9,465	95,145
33	59,968	6,625	66,593	66,558	7,353	73,911	73,148	8,081	81,229	86,328	9,537	95,865
34	60,418	6,675	67,093	67,057	7,409	74,466	73,697	8,142	81,839	86,975	9,609	96,584
35	60,868	6,725	67,593	67,557	7,464	75,021	74,246	8,203	82,449	87,623	9,681	97,304
36	61,318	6,775	68,093	68,056	7,520	75,576	74,794	8,264	83,058	88,271	9,753	98,024
37	61,768	6,825	68,593	68,556	7,575	76,131	75,343	8,325	83,668	88,919	9,825	98,744
38	62,218	6,875	69,093	69,055	7,630	76,685	75,892	8,386	84,278	89,567	9,897	99,464
39	62,668	6,925	69,593	69,555	7,686	77,241	76,441	8,447	84,888	90,214	9,969	100,183
40	63,118	6,975	70,093	70,054	7,741	77,795	76,990	8,508	85,498	90,862	10,041	100,903

2015-2016 Principal and Asst. Principal Stipend Salary Schedule

***** Elementary/Middle/High Principal *****

Days Worked	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
182 Days	125	200	200	250	250	250	413	275	275	688	275	275
202 Days	125	200	200	250	250	250	458	305	305	764	305	305
222 Days	125	200	200	250	250	250	503	335	335	839	335	335
261 Days	125	200	200	250	250	250	592	395	395	986	395	395

***** Elementary/Middle/High Assistant Principal *****

Days Worked	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2	Effectiveness	Demand 1	Demand 2
182 Days	75	150	150	125	200	200	338	225	225	563	225	225
202 Days	75	150	150	125	200	200	375	250	250	624	250	250
222 Days	75	150	150	125	200	200	412	275	275	686	275	275
261 Days	75	150	150	125	200	200	484	323	323	807	323	323

Administration, Administration Support and Technology
Salary Procedures
2015-2016

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half plus one day of the regular employment year.
2.
 - a. Any employee being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any employee being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two Pay Grades (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. Any employee being promoted from the Clerical Pay Schedule, Transportation Pay Schedule or Child Nutrition Program Pay Schedule to the Administration Pay Schedule, Administration Support Pay Schedule or Technology Pay Schedule will automatically be assigned to the Pay Grade called for by the new position. Placement will be to a step that generates a salary that is equal to or greater than 110% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - d. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Certificated administration employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. While on sabbatical leave, they shall be paid 65% of their regular salaries. They shall retain all privileges, which they would have had, had they been in active service. *They must meet the requirements of R.S. 17:1187.*
6. Certificated administration employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State and/or the Administrative Contract policies of the Board and Administrative Contract laws of the State.

2015-2016 Administration, Admin. Support & Technology Salary Procedures Continued:

7. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is created. (Per job description)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the appropriate Supervisor with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Department Heads and Superintendent of Schools prior to June 30.
 - c. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. on the previous page unless otherwise directed by the Superintendent.
8. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to the old position, then placement will be on a step the employee would have enjoyed had the promotion not been made.
9. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
10. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
11. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
12. Administrative Assistants, Administrative Secretaries and all Secretaries paid from Pay Grades SU106 and SU107 of the Administrative Support Salary Schedule are employed on a salary basis and may have hours of work which fluctuate from week to week as permitted by the Fair Labor Standards Act. The salary shall be a fixed amount as straight time pay for the hours actually worked. In addition to such salary, for all overtime hours worked, these employees receive pay at a rate not less than one-half the employee's regular rate of pay.

Administration Pay Grades

2015-2016

Senior Leadership

111-2324 Associate Superintendent for Academics (AD101)
 111-2324 Chief Officer for Student Support Services(AD101)
 111-2511 Chief Business Operations Officer (AD101)
 111-2821 Chief of Communications & Public Relations(AD101)
 111-2324 Deputy Superintendent
 111-2810 Executive Director Foundation
 111-2831 Chief Officer for Human Resources (AD101)
 118-2311 Staff Attorney/General Counsel

AD101

111-2810 Chief Officer for Accountability, Assessment and Evaluation

AD102

111-2511 Administrative Director for Auxiliary Services
 111-2511 Chief Financial Officer

AD103

111-2610 Administrative Director for Facilities
 111-2710 Administrative Director of Transportation
 111-2214 Admin. Dir. of Federal Programs
 111-3100 Administrative Director, Child Nutrition Program
 111-2660 Executive Assistant to the Superintendent for School Safety & Security
 111-2211 Executive Director of Early Childhood
 111-2121 Executive Director of Counseling and Intervention
 111-2211 Executive Director - School Leadership

AD104

111-2511 Director for Finance
 111-2831 Director for Personnel Services
 111-2231 Director for Professional Development
 111-2111 Director of Child Welfare & Attendance
 111-2212 Director of Exceptional Student Services
 111-2211 Director of High Schools
 111-2214 Director of NCLB Instruction
 111-2520 Director of Procurement & Warehousing Serv.
 111-2211 Director of Student Activities
 118-2516 Internal Auditor

AD105, AD405

111-2211 Director for Fine Arts
 111-2251 Director for Library Services/Instructional Tech
 111-2190 Director of ADAPP (11 Month)
 111-2216 Director of Adult Educ & Alternative Educ
 111-2211 Director of Alternative Programs
 111-2215 Director of Career/Technical Education
 111-2214 Director of Compliance, Budget & Fiscal Management, NCLBA
 111-2200 Director of Reading (Pre-K-12)
 111-2211 Director of High Perform Sch Initiative & Ed Reform

AD105, AD405 continued

111-2211 Director of Magnet School Programs
 111-2214 Director of Planning & Evaluation, Title 1
 111-2511 Director of Risk Management

AD106

118-2512 Budget Coordinator
 111-2231 Coordinator for Staff Development
 111-2810 Coordinator Instructional Data
 111-2810 Coordinator of District Assessments
 111-2219 Coordinator of Grants
 111-2214 Coordinator of NCLBA Instruction & Non-public Participation
 111-2831 Coordinator of Special Support Programs
 111-2831 Coordinator of Support Programs
 111-2214 Coordinator of Title 1
 111-2830 Supervisor for Human Resources-Support Personnel
 111-2830 Supervisor for Personnel Mgmt, Staffing & Cert.

AD107

118-2511 Chief Accountant
 111-2141 Coordinator for Dyslexia and 504
 111-2831 Coordinator of Alternative Certification & Induction
 112-1510 Coordinator Homeless Program Title I
 111-2190 Hearing Officer
 111-2211 Jump Start Supervisor
 111-2810 Project Evaluation Specialist
 111-2832 Recruitment Operations Manager
 111-2111 Supervisor of Child Welfare & Attendance
 111-2121 Supervisor of Counseling
 111-2213 Supervisor of Gifted & Talented Services
 111-2212 Supervisor of Homebound Teachers
 111-2220 Supervisor of Mathematics K-12
 111-2662 Supervisor of School Security
 111-2212 Supervisor of Special Ed Programs
 111-2211 Supervisor of Health, P.E. & Athletics
 111-2219 Support Programs Specialist

AD108

111-1600 Grants Writer
 119-2710 Driver Training & Safety Officer
 118-2520 Fair Share Coordinator
 118-2511 Grants Fiscal Officer
 111-2540 Graphic Arts Supervisor
 111-3111 Purchasing Coordinator/Area Supervisor, CNP
 118-2511 Supervisor of Accounting
 118-2511 Supervisor of Payroll & Employee Benefits
 111-2214 Title I Schoolwide Program Monitor
 111-2710 Transportation Supervisor - Regular Route
 111-2710 Transportation Supervisor - Special Education

2015-2016 Salary Schedule - Administration - 262 Days

STEP	AD101			AD102			AD103			AD104			AD105		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	84,523	5,822	90,345	74,484	5,822	80,306	71,473	5,822	77,295	69,064	5,220	74,284	66,755	4,517	71,272
1	85,326	6,023	91,349	75,287	6,023	81,310	72,276	6,023	78,299	69,716	5,371	75,087	67,407	4,668	72,075
2	86,129	6,224	92,353	76,090	6,224	82,314	73,079	6,224	79,303	70,368	5,522	75,890	68,059	4,819	72,878
3	86,932	6,425	93,357	76,893	6,425	83,318	73,882	6,425	80,307	71,020	5,673	76,693	68,711	4,970	73,681
4	87,735	6,626	94,361	77,696	6,626	84,322	74,685	6,626	81,311	71,672	5,824	77,496	69,363	5,121	74,484
5	88,538	6,827	95,365	78,499	6,827	85,326	75,488	6,827	82,315	72,324	5,975	78,299	70,015	5,272	75,287
6	89,341	7,028	96,369	79,302	7,028	86,330	76,291	7,028	83,319	72,976	6,126	79,102	70,667	5,423	76,090
7	90,144	7,229	97,373	80,105	7,229	87,334	77,094	7,229	84,323	73,628	6,277	79,905	71,319	5,574	76,893
8	90,947	7,430	98,377	80,908	7,430	88,338	77,897	7,430	85,327	74,280	6,428	80,708	71,971	5,725	77,696
9	91,750	7,631	99,381	81,711	7,631	89,342	78,700	7,631	86,331	74,932	6,579	81,511	72,623	5,876	78,499
10	92,553	7,832	100,385	82,514	7,832	90,346	79,503	7,832	87,335	75,584	6,730	82,314	73,275	6,027	79,302
11	93,356	8,033	101,389	83,317	8,033	91,350	80,306	8,033	88,339	76,236	6,881	83,117	73,927	6,178	80,105
12	94,159	8,234	102,393	84,120	8,234	92,354	81,109	8,234	89,343	76,888	7,032	83,920	74,579	6,329	80,908
13	94,962	8,435	103,397	84,923	8,435	93,358	81,912	8,435	90,347	77,540	7,183	84,723	75,231	6,480	81,711
14	95,765	8,636	104,401	85,726	8,636	94,362	82,715	8,636	91,351	78,192	7,334	85,526	75,883	6,631	82,514
15	96,568	8,837	105,405	86,529	8,837	95,366	83,518	8,837	92,355	78,844	7,485	86,329	76,535	6,782	83,317
16	97,371	9,038	106,409	87,332	9,038	96,370	84,321	9,038	93,359	79,496	7,636	87,132	77,187	6,933	84,120
17	98,174	9,239	107,413	88,135	9,239	97,374	85,124	9,239	94,363	80,148	7,787	87,935	77,839	7,084	84,923
18	98,977	9,440	108,417	88,938	9,440	98,378	85,927	9,440	95,367	80,800	7,938	88,738	78,491	7,235	85,726
19	99,780	9,641	109,421	89,741	9,641	99,382	86,730	9,641	96,371	81,452	8,089	89,541	79,143	7,386	86,529
20	100,583	9,842	110,425	90,544	9,842	100,386	87,533	9,842	97,375	82,104	8,240	90,344	79,795	7,537	87,332
21	101,386	10,043	111,429	91,347	10,043	101,390	88,336	10,043	98,379	82,756	8,391	91,147	80,447	7,688	88,135
22	102,189	10,244	112,433	92,150	10,244	102,394	89,139	10,244	99,383	83,408	8,542	91,950	81,099	7,839	88,938
23	102,992	10,445	113,437	92,953	10,445	103,398	89,942	10,445	100,387	84,060	8,693	92,753	81,751	7,990	89,741
24	103,795	10,646	114,441	93,756	10,646	104,402	90,745	10,646	101,391	84,712	8,844	93,556	82,403	8,141	90,544
25	104,598	10,847	115,445	94,559	10,847	105,406	91,548	10,847	102,395	85,364	8,995	94,359	83,055	8,292	91,347
26	105,401	11,048	116,449	95,362	11,048	106,410	92,351	11,048	103,399	86,016	9,146	95,162	83,707	8,443	92,150
27	106,204	11,249	117,453	96,165	11,249	107,414	93,154	11,249	104,403	86,668	9,297	95,965	84,359	8,594	92,953
28	107,007	11,450	118,457	96,968	11,450	108,418	93,957	11,450	105,407	87,320	9,448	96,768	85,011	8,745	93,756
29	107,810	11,651	119,461	97,771	11,651	109,422	94,760	11,651	106,411	87,972	9,599	97,571	85,663	8,896	94,559
30	108,613	11,852	120,465	98,574	11,852	110,426	95,563	11,852	107,415	88,624	9,750	98,374	86,315	9,047	95,362
31	109,416	12,053	121,469	99,377	12,053	111,430	96,366	12,053	108,419	89,276	9,901	99,177	86,967	9,198	96,165
32	110,219	12,254	122,473	100,180	12,254	112,434	97,169	12,254	109,423	89,928	10,052	99,980	87,619	9,349	96,968
33	111,022	12,455	123,477	100,983	12,455	113,438	97,972	12,455	110,427	90,580	10,203	100,783	88,271	9,500	97,771
34	111,825	12,656	124,481	101,786	12,656	114,442	98,775	12,656	111,431	91,232	10,354	101,586	88,923	9,651	98,574
35	112,628	12,857	125,485	102,589	12,857	115,446	99,578	12,857	112,435	91,884	10,505	102,389	89,575	9,802	99,377
36	113,431	13,058	126,489	103,392	13,058	116,450	100,381	13,058	113,439	92,536	10,656	103,192	90,227	9,953	100,180
37	114,234	13,259	127,493	104,195	13,259	117,454	101,184	13,259	114,443	93,188	10,807	103,995	90,879	10,104	100,983
38	115,037	13,460	128,497	104,998	13,460	118,458	101,987	13,460	115,447	93,840	10,958	104,798	91,531	10,255	101,786
39	115,840	13,661	129,501	105,801	13,661	119,462	102,790	13,661	116,451	94,492	11,109	105,601	92,183	10,406	102,589
40	116,643	13,862	130,505	106,604	13,862	120,466	103,593	13,862	117,455	95,144	11,260	106,404	92,835	10,557	103,392

2015-2016 Salary Schedule - Administration - 262 Days

STEP	AD106			AD107			AD108		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	63,743	4,517	68,260	62,739	2,510	65,249	57,720	2,510	60,230
1	64,395	4,668	69,063	63,391	2,661	66,052	58,372	2,661	61,033
2	65,047	4,819	69,866	64,043	2,812	66,855	59,024	2,812	61,836
3	65,699	4,970	70,669	64,695	2,963	67,658	59,676	2,963	62,639
4	66,351	5,121	71,472	65,347	3,114	68,461	60,328	3,114	63,442
5	67,003	5,272	72,275	65,999	3,265	69,264	60,980	3,265	64,245
6	67,655	5,423	73,078	66,651	3,416	70,067	61,632	3,416	65,048
7	68,307	5,574	73,881	67,303	3,567	70,870	62,284	3,567	65,851
8	68,959	5,725	74,684	67,955	3,718	71,673	62,936	3,718	66,654
9	69,611	5,876	75,487	68,607	3,869	72,476	63,588	3,869	67,457
10	70,263	6,027	76,290	69,259	4,020	73,279	64,240	4,020	68,260
11	70,915	6,178	77,093	69,911	4,171	74,082	64,892	4,171	69,063
12	71,567	6,329	77,896	70,563	4,322	74,885	65,544	4,322	69,866
13	72,219	6,480	78,699	71,215	4,473	75,688	66,196	4,473	70,669
14	72,871	6,631	79,502	71,867	4,624	76,491	66,848	4,624	71,472
15	73,523	6,782	80,305	72,519	4,775	77,294	67,500	4,775	72,275
16	74,175	6,933	81,108	73,171	4,926	78,097	68,152	4,926	73,078
17	74,827	7,084	81,911	73,823	5,077	78,900	68,804	5,077	73,881
18	75,479	7,235	82,714	74,475	5,228	79,703	69,456	5,228	74,684
19	76,131	7,386	83,517	75,127	5,379	80,506	70,108	5,379	75,487
20	76,783	7,537	84,320	75,779	5,530	81,309	70,760	5,530	76,290
21	77,435	7,688	85,123	76,431	5,681	82,112	71,412	5,681	77,093
22	78,087	7,839	85,926	77,083	5,832	82,915	72,064	5,832	77,896
23	78,739	7,990	86,729	77,735	5,983	83,718	72,716	5,983	78,699
24	79,391	8,141	87,532	78,387	6,134	84,521	73,368	6,134	79,502
25	80,043	8,292	88,335	79,039	6,285	85,324	74,020	6,285	80,305
26	80,695	8,443	89,138	79,691	6,436	86,127	74,672	6,436	81,108
27	81,347	8,594	89,941	80,343	6,587	86,930	75,324	6,587	81,911
28	81,999	8,745	90,744	80,995	6,738	87,733	75,976	6,738	82,714
29	82,651	8,896	91,547	81,647	6,889	88,536	76,628	6,889	83,517
30	83,303	9,047	92,350	82,299	7,040	89,339	77,280	7,040	84,320
31	83,955	9,198	93,153	82,951	7,191	90,142	77,932	7,191	85,123
32	84,607	9,349	93,956	83,603	7,342	90,945	78,584	7,342	85,926
33	85,259	9,500	94,759	84,255	7,493	91,748	79,236	7,493	86,729
34	85,911	9,651	95,562	84,907	7,644	92,551	79,888	7,644	87,532
35	86,563	9,802	96,365	85,559	7,795	93,354	80,540	7,795	88,335
36	87,215	9,953	97,168	86,211	7,946	94,157	81,192	7,946	89,138
37	87,867	10,104	97,971	86,863	8,097	94,960	81,844	8,097	89,941
38	88,519	10,255	98,774	87,515	8,248	95,763	82,496	8,248	90,744
39	89,171	10,406	99,577	88,167	8,399	96,566	83,148	8,399	91,547
40	89,823	10,557	100,380	88,819	8,550	97,369	83,800	8,550	92,350

2015-2016 Salary Schedule - Administration - 222 Days

STEP	AD405		
	BASE	SUPPLE	TOTAL
0	56,563	3,827	60,390
1	57,116	3,955	61,071
2	57,668	4,083	61,751
3	58,221	4,211	62,432
4	58,773	4,339	63,112
5	59,326	4,467	63,793
6	59,878	4,595	64,473
7	60,431	4,723	65,154
8	60,983	4,851	65,834
9	61,536	4,979	66,515
10	62,088	5,107	67,195
11	62,640	5,235	67,875
12	63,193	5,363	68,556
13	63,745	5,491	69,236
14	64,298	5,619	69,917
15	64,850	5,747	70,597
16	65,403	5,875	71,278
17	65,955	6,002	71,957
18	66,508	6,130	72,638
19	67,060	6,258	73,318
20	67,613	6,386	73,999
21	68,165	6,514	74,679
22	68,717	6,642	75,359
23	69,270	6,770	76,040
24	69,822	6,898	76,720
25	70,375	7,026	77,401
26	70,927	7,154	78,081
27	71,480	7,282	78,762
28	72,032	7,410	79,442
29	72,585	7,538	80,123
30	73,137	7,666	80,803
31	73,690	7,794	81,484
32	74,242	7,922	82,164
33	74,795	8,050	82,845
34	75,347	8,178	83,525
35	75,899	8,306	84,205
36	76,452	8,433	84,885
37	77,004	8,561	85,565
38	77,557	8,689	86,246
39	78,109	8,817	86,926
40	78,662	8,945	87,607

Administration Support Pay Grades

2015-2016

SU101

114-2321 Confidential Assistant to the Superintendent
 111-2212 Coordinator of Data Management
 111-2212 Coordinator - Sp. Ed. Quality Assurance
 111-2212 Coordinator - Sp. Ed. Student Advocacy
 119-2849 Coordinator - Web Master Special Events
 111-2821 Public Information Officer

SU102

117-3120 Appliance Foreman, CNP
 111-2830 Coordinator, Substitutes and Applications
 114-2312 Executive Secretary/Assistant to the School Board Members
 114-2510 Fiscal Analyst
 117-2723 Manager, Mechanic Shop (Transportation)
 119-2710 Routing Specialist
 118-2516 School Accounts Auditor
 118-2511 Staff Accountant - Property Control
 111-3111 Warehouse Supervisor, CNP

SU103

111-2520 Coordinator of Purchasing
 111-3111 Computer Training Coordinator, CNP
 111-3111 Education Training Coordinator, CNP
 119-2840 Textbook Resource Manager

SU104

119-2520 Buyer I
 111-2710 Foreman, Mechanical Shop (Transportation)
 114-2540 Graphic Arts Production Assistant
 114-2214 Inventory & Property Control Specialist
 111-2190 Office Manager/Developer - Radio Station
 119-2690 Safety/Asbestos/Environmental Specialist
 111-2723 Service Station Supervisor
 119-2520 Technology Purchasing Specialist

SU105

114-2212 Assistive Technology Assistant, Sp. Educ.
 114-2510 Budget Specialist
 114-2214 Federal Programs Community Liaison
 114-2510 Finance Specialist - Accounting
 114-2510 Finance Specialist - Payroll and Benefits
 114-2510 Grants Specialist
 111-2610 Office Operations Manager
 114-2540 Production/Graphic Designer
 114-2510 Risk Management Specialist

SU106, SU306

119-2290 Administrative Assistant of Federal Programs
 119-2290 Administrative Assistant/Externally Funded
 114-2324 Admin Asst to the Associate Superintendent
 114-2324 Admin Asst to the Deputy Superintendent
 114-2NN1 Administrative Secretary
 114-2311 Admin Secretary to General Counsel
 118-2190 Production Director/Announcer - Radio Station
 115-1110 Truancy Officer (180 Day)

SU107

114-2216 Administrative Asst, Continuing Ed
 114-2NNN Administrative Asst to the Director
 119-2290 Administrative Asst to the Director Prof Develop
 114-2400 Executive School Secretary
 114-3120 Secretary to Administrative Director, CNP
 114-2511 Secretary to Chief Financial Officer
 114-2211 Secretary to Curriculum
 114-2122 Secretary to Director of Counseling/Guidance
 114-2NNN Secretary to Exec. Director
 114-2321 Secretary to Fair Share Coordinator
 114-2214 School Resource Liaison

2015-2016 Salary Schedule - Administration Support - 262 Days

STEP	SU101			SU102			SU103			SU104			SU105		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	46,477	5,722	52,199	43,165	5,019	48,184	40,354	3,815	44,169	36,640	3,513	40,153	32,625	3,513	36,138
1	46,929	5,873	52,802	43,617	5,170	48,787	40,806	3,966	44,772	37,092	3,664	40,756	33,077	3,563	36,640
2	47,381	6,024	53,405	44,069	5,321	49,390	41,258	4,117	45,375	37,544	3,815	41,359	33,529	3,613	37,142
3	47,833	6,175	54,008	44,521	5,472	49,993	41,710	4,268	45,978	37,996	3,966	41,962	33,981	3,663	37,644
4	48,285	6,326	54,611	44,973	5,623	50,596	42,162	4,419	46,581	38,448	4,117	42,565	34,433	3,713	38,146
5	48,737	6,477	55,214	45,425	5,774	51,199	42,614	4,570	47,184	38,900	4,268	43,168	34,885	3,763	38,648
6	49,189	6,628	55,817	45,877	5,925	51,802	43,066	4,721	47,787	39,352	4,419	43,771	35,337	3,813	39,150
7	49,641	6,779	56,420	46,329	6,076	52,405	43,518	4,872	48,390	39,804	4,570	44,374	35,789	3,863	39,652
8	50,093	6,930	57,023	46,781	6,227	53,008	43,970	5,023	48,993	40,256	4,721	44,977	36,241	3,913	40,154
9	50,545	7,081	57,626	47,233	6,378	53,611	44,422	5,174	49,596	40,708	4,872	45,580	36,693	3,963	40,656
10	50,997	7,232	58,229	47,685	6,529	54,214	44,874	5,325	50,199	41,160	5,023	46,183	37,145	4,013	41,158
11	51,449	7,383	58,832	48,137	6,680	54,817	45,326	5,476	50,802	41,612	5,174	46,786	37,597	4,063	41,660
12	51,901	7,534	59,435	48,589	6,831	55,420	45,778	5,627	51,405	42,064	5,325	47,389	38,049	4,113	42,162
13	52,353	7,685	60,038	49,041	6,982	56,023	46,230	5,778	52,008	42,516	5,476	47,992	38,501	4,163	42,664
14	52,805	7,836	60,641	49,493	7,133	56,626	46,682	5,929	52,611	42,968	5,627	48,595	38,953	4,213	43,166
15	53,257	7,987	61,244	49,945	7,284	57,229	47,134	6,080	53,214	43,420	5,778	49,198	39,405	4,263	43,668
16	53,709	8,138	61,847	50,397	7,435	57,832	47,586	6,231	53,817	43,872	5,929	49,801	39,857	4,313	44,170
17	54,161	8,289	62,450	50,849	7,586	58,435	48,038	6,382	54,420	44,324	6,080	50,404	40,309	4,363	44,672
18	54,613	8,440	63,053	51,301	7,737	59,038	48,490	6,533	55,023	44,776	6,231	51,007	40,761	4,413	45,174
19	55,065	8,591	63,656	51,753	7,888	59,641	48,942	6,684	55,626	45,228	6,382	51,610	41,213	4,463	45,676
20	55,517	8,742	64,259	52,205	8,039	60,244	49,394	6,835	56,229	45,680	6,533	52,213	41,665	4,513	46,178
21	55,969	8,893	64,862	52,657	8,190	60,847	49,846	6,986	56,832	46,132	6,684	52,816	42,117	4,563	46,680
22	56,421	9,044	65,465	53,109	8,341	61,450	50,298	7,137	57,435	46,584	6,835	53,419	42,569	4,613	47,182
23	56,873	9,195	66,068	53,561	8,492	62,053	50,750	7,288	58,038	47,036	6,986	54,022	43,021	4,663	47,684
24	57,325	9,346	66,671	54,013	8,643	62,656	51,202	7,439	58,641	47,488	7,137	54,625	43,473	4,713	48,186
25	57,777	9,497	67,274	54,465	8,794	63,259	51,654	7,590	59,244	47,940	7,288	55,228	43,925	4,763	48,688
26	58,229	9,648	67,877	54,917	8,945	63,862	52,106	7,741	59,847	48,392	7,439	55,831	44,377	4,813	49,190
27	58,681	9,799	68,480	55,369	9,096	64,465	52,558	7,892	60,450	48,844	7,590	56,434	44,829	4,863	49,692
28	59,133	9,950	69,083	55,821	9,247	65,068	53,010	8,043	61,053	49,296	7,741	57,037	45,281	4,913	50,194
29	59,585	10,101	69,686	56,273	9,398	65,671	53,462	8,194	61,656	49,748	7,892	57,640	45,733	4,963	50,696
30	60,037	10,252	70,289	56,725	9,549	66,274	53,914	8,345	62,259	50,200	8,043	58,243	46,185	5,013	51,198
31	60,489	10,403	70,892	57,177	9,700	66,877	54,366	8,496	62,862	50,652	8,194	58,846	46,637	5,063	51,700
32	60,941	10,554	71,495	57,629	9,851	67,480	54,818	8,647	63,465	51,104	8,345	59,449	47,089	5,113	52,202
33	61,393	10,705	72,098	58,081	10,002	68,083	55,270	8,798	64,068	51,556	8,496	60,052	47,541	5,163	52,704
34	61,845	10,856	72,701	58,533	10,153	68,686	55,722	8,949	64,671	52,008	8,647	60,655	47,993	5,213	53,206
35	62,297	11,007	73,304	58,985	10,304	69,289	56,174	9,100	65,274	52,460	8,798	61,258	48,445	5,263	53,708
36	62,749	11,158	73,907	59,437	10,455	69,892	56,626	9,251	65,877	52,912	8,949	61,861	48,897	5,313	54,210
37	63,201	11,309	74,510	59,889	10,606	70,495	57,078	9,402	66,480	53,364	9,100	62,464	49,349	5,363	54,712
38	63,653	11,460	75,113	60,341	10,757	71,098	57,530	9,553	67,083	53,816	9,251	63,067	49,801	5,413	55,214
39	64,105	11,611	75,716	60,793	10,908	71,701	57,982	9,704	67,686	54,268	9,402	63,670	50,253	5,463	55,716
40	64,557	11,762	76,319	61,245	11,059	72,304	58,434	9,855	68,289	54,720	9,553	64,273	50,705	5,513	56,218

2015-2016 Salary Schedule - Administration Support - 262 Days

STEP	SU106			SU107		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	29,914	2,208	32,122	26,602	1,506	28,108
1	30,366	2,258	32,624	27,054	1,556	28,610
2	30,818	2,308	33,126	27,506	1,606	29,112
3	31,270	2,358	33,628	27,958	1,656	29,614
4	31,722	2,408	34,130	28,410	1,706	30,116
5	32,174	2,458	34,632	28,862	1,756	30,618
6	32,626	2,508	35,134	29,314	1,806	31,120
7	33,078	2,558	35,636	29,766	1,856	31,622
8	33,530	2,608	36,138	30,218	1,906	32,124
9	33,982	2,658	36,640	30,670	1,956	32,626
10	34,434	2,708	37,142	31,122	2,006	33,128
11	34,886	2,758	37,644	31,574	2,056	33,630
12	35,338	2,808	38,146	32,026	2,106	34,132
13	35,790	2,858	38,648	32,478	2,156	34,634
14	36,242	2,908	39,150	32,930	2,206	35,136
15	36,694	2,958	39,652	33,382	2,256	35,638
16	37,146	3,008	40,154	33,834	2,306	36,140
17	37,598	3,058	40,656	34,286	2,356	36,642
18	38,050	3,108	41,158	34,738	2,406	37,144
19	38,502	3,158	41,660	35,190	2,456	37,646
20	38,954	3,208	42,162	35,642	2,506	38,148
21	39,406	3,258	42,664	36,094	2,556	38,650
22	39,858	3,308	43,166	36,546	2,606	39,152
23	40,310	3,358	43,668	36,998	2,656	39,654
24	40,762	3,408	44,170	37,450	2,706	40,156
25	41,214	3,458	44,672	37,902	2,756	40,658
26	41,666	3,508	45,174	38,354	2,806	41,160
27	42,118	3,558	45,676	38,806	2,856	41,662
28	42,570	3,608	46,178	39,258	2,906	42,164
29	43,022	3,658	46,680	39,710	2,956	42,666
30	43,474	3,708	47,182	40,162	3,006	43,168
31	43,926	3,758	47,684	40,614	3,056	43,670
32	44,378	3,808	48,186	41,066	3,106	44,172
33	44,830	3,858	48,688	41,518	3,156	44,674
34	45,282	3,908	49,190	41,970	3,206	45,176
35	45,734	3,958	49,692	42,422	3,256	45,678
36	46,186	4,008	50,194	42,874	3,306	46,180
37	46,638	4,058	50,696	43,326	3,356	46,682
38	47,090	4,108	51,198	43,778	3,406	47,184
39	47,542	4,158	51,700	44,230	3,456	47,686
40	47,994	4,208	52,202	44,682	3,506	48,188

2015-2016 Salary Schedule - Administration Support - 180 Days

STEP	SU306		
	BASE	SUPPLE	TOTAL
0	20,552	1,517	22,069
1	20,862	1,551	22,413
2	21,173	1,586	22,759
3	21,483	1,620	23,103
4	21,794	1,654	23,448
5	22,104	1,689	23,793
6	22,415	1,723	24,138
7	22,725	1,757	24,482
8	23,036	1,792	24,828
9	23,346	1,826	25,172
10	23,657	1,860	25,517
11	23,967	1,895	25,862
12	24,278	1,929	26,207
13	24,589	1,964	26,553
14	24,899	1,998	26,897
15	25,210	2,032	27,242
16	25,520	2,067	27,587
17	25,831	2,101	27,932
18	26,141	2,135	28,276
19	26,452	2,170	28,622
20	26,762	2,204	28,966
21	27,073	2,238	29,311
22	27,383	2,273	29,656
23	27,694	2,307	30,001
24	28,004	2,341	30,345
25	28,315	2,376	30,691
26	28,625	2,410	31,035
27	28,936	2,444	31,380
28	29,247	2,479	31,726
29	29,557	2,513	32,070
30	29,868	2,547	32,415
31	30,178	2,582	32,760
32	30,489	2,616	33,105
33	30,799	2,651	33,450
34	31,110	2,685	33,795
35	31,420	2,719	34,139
36	31,731	2,754	34,485
37	32,041	2,788	34,829
38	32,352	2,822	35,174
39	32,662	2,857	35,519
40	32,973	2,891	35,864

Technology Pay Grades

2015-2016

DA101

111-2841 Chief Technology Officer

DA102

111-2841 Director of Management Information Systems

DA103

118-2842 Program Manager of Network & Operations

DA104

119-2844 Project Mgr of Technology Projects & Operations

118-2842 Systems Manager, Employee Data Systems

118-2842 Systems Manager, Financial Data Systems

118-2842 Systems Manager, Student Data Systems

DA105

118-2842 Network Administrator

118-2843 Student Assignment Systems Analyst

118-2842 Student Data Systems Analyst

118-2842 Systems Analyst

111-2841 Wide Area Network Manager

DA106

118-2842 Programmer Analyst

119-2849 Software Support Specialist

118-2842 Software Support Specialist, CNP

119-2840 Technology Resources Specialist

DA107

119-2840 Foreman, Security/Electronic

111-2841 Operations Specialist

119-2849 Wide Area Network Specialist

DA108

114-2840 Data Registration Specialist

118-2849 Network Specialist

117-2640 Electronic Technician II

114-2840 Student Data Registration Specialist

2015-2016 Salary Schedule - Technology - 262 Days

Step	DA101			DA102			DA103			DA104		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	82,314	8,031	90,345	67,257	8,031	75,288	62,238	8,031	70,269	57,218	8,031	65,249
1	83,117	8,232	91,349	68,060	8,232	76,292	63,041	8,232	71,273	57,921	8,131	66,052
2	83,920	8,433	92,353	68,863	8,433	77,296	63,844	8,433	72,277	58,624	8,231	66,855
3	84,723	8,634	93,357	69,666	8,634	78,300	64,647	8,634	73,281	59,327	8,331	67,658
4	85,526	8,835	94,361	70,469	8,835	79,304	65,450	8,835	74,285	60,030	8,431	68,461
5	86,329	9,036	95,365	71,272	9,036	80,308	66,253	9,036	75,289	60,733	8,531	69,264
6	87,132	9,237	96,369	72,075	9,237	81,312	67,056	9,237	76,293	61,436	8,631	70,067
7	87,935	9,438	97,373	72,878	9,438	82,316	67,859	9,438	77,297	62,139	8,731	70,870
8	88,738	9,639	98,377	73,681	9,639	83,320	68,662	9,639	78,301	62,842	8,831	71,673
9	89,541	9,840	99,381	74,484	9,840	84,324	69,465	9,840	79,305	63,545	8,931	72,476
10	90,344	10,041	100,385	75,287	10,041	85,328	70,268	10,041	80,309	64,248	9,031	73,279
11	91,147	10,242	101,389	76,090	10,242	86,332	71,071	10,242	81,313	64,951	9,131	74,082
12	91,950	10,443	102,393	76,893	10,443	87,336	71,874	10,443	82,317	65,654	9,231	74,885
13	92,753	10,644	103,397	77,696	10,644	88,340	72,677	10,644	83,321	66,357	9,331	75,688
14	93,556	10,845	104,401	78,499	10,845	89,344	73,480	10,845	84,325	67,060	9,431	76,491
15	94,359	11,046	105,405	79,302	11,046	90,348	74,283	11,046	85,329	67,763	9,531	77,294
16	95,162	11,247	106,409	80,105	11,247	91,352	75,086	11,247	86,333	68,466	9,631	78,097
17	95,965	11,448	107,413	80,908	11,448	92,356	75,889	11,448	87,337	69,169	9,731	78,900
18	96,768	11,649	108,417	81,711	11,649	93,360	76,692	11,649	88,341	69,872	9,831	79,703
19	97,571	11,850	109,421	82,514	11,850	94,364	77,495	11,850	89,345	70,575	9,931	80,506
20	98,374	12,051	110,425	83,317	12,051	95,368	78,298	12,051	90,349	71,278	10,031	81,309
21	99,177	12,252	111,429	84,120	12,252	96,372	79,101	12,252	91,353	71,981	10,131	82,112
22	99,980	12,453	112,433	84,923	12,453	97,376	79,904	12,453	92,357	72,684	10,231	82,915
23	100,783	12,654	113,437	85,726	12,654	98,380	80,707	12,654	93,361	73,387	10,331	83,718
24	101,586	12,855	114,441	86,529	12,855	99,384	81,510	12,855	94,365	74,090	10,431	84,521
25	102,389	13,056	115,445	87,332	13,056	100,388	82,313	13,056	95,369	74,793	10,531	85,324
26	103,192	13,257	116,449	88,135	13,257	101,392	83,116	13,257	96,373	75,496	10,631	86,127
27	103,995	13,458	117,453	88,938	13,458	102,396	83,919	13,458	97,377	76,199	10,731	86,930
28	104,798	13,659	118,457	89,741	13,659	103,400	84,722	13,659	98,381	76,902	10,831	87,733
29	105,601	13,860	119,461	90,544	13,860	104,404	85,525	13,860	99,385	77,605	10,931	88,536
30	106,404	14,061	120,465	91,347	14,061	105,408	86,328	14,061	100,389	78,308	11,031	89,339
31	107,207	14,262	121,469	92,150	14,262	106,412	87,131	14,262	101,393	79,011	11,131	90,142
32	108,010	14,463	122,473	92,953	14,463	107,416	87,934	14,463	102,397	79,714	11,231	90,945
33	108,813	14,664	123,477	93,756	14,664	108,420	88,737	14,664	103,401	80,417	11,331	91,748
34	109,616	14,865	124,481	94,559	14,865	109,424	89,540	14,865	104,405	81,120	11,431	92,551
35	110,419	15,066	125,485	95,362	15,066	110,428	90,343	15,066	105,409	81,823	11,531	93,354
36	111,222	15,267	126,489	96,165	15,267	111,432	91,146	15,267	106,413	82,526	11,631	94,157
37	112,025	15,468	127,493	96,968	15,468	112,436	91,949	15,468	107,417	83,229	11,731	94,960
38	112,828	15,669	128,497	97,771	15,669	113,440	92,752	15,669	108,421	83,932	11,831	95,763
39	113,631	15,870	129,501	98,574	15,870	114,444	93,555	15,870	109,425	84,635	11,931	96,566
40	114,434	16,071	130,505	99,377	16,071	115,448	94,358	16,071	110,429	85,338	12,031	97,369

2015-2016 Salary Schedule - Technology - 262 Days

Step	DA105			Step	DA106			Step	DA107			Step	DA108		
	BASE	SUPPLE	TOTAL		BASE	SUPPLE	TOTAL		BASE	SUPPLE	TOTAL		BASE	SUPPLE	TOTAL
0	51,195	7,027	58,222	0	47,180	7,027	54,207	0	35,134	7,027	42,161	0	31,621	6,525	38,146
1	51,898	7,127	59,025	1	47,883	7,127	55,010	1	35,636	7,127	42,763	1	32,123	6,625	38,748
2	52,601	7,227	59,828	2	48,586	7,227	55,813	2	36,138	7,227	43,365	2	32,625	6,725	39,350
3	53,304	7,327	60,631	3	49,289	7,327	56,616	3	36,640	7,327	43,967	3	33,127	6,825	39,952
4	54,007	7,427	61,434	4	49,992	7,427	57,419	4	37,142	7,427	44,569	4	33,629	6,925	40,554
5	54,710	7,527	62,237	5	50,695	7,527	58,222	5	37,644	7,527	45,171	5	34,131	7,025	41,156
6	55,413	7,627	63,040	6	51,398	7,627	59,025	6	38,146	7,627	45,773	6	34,633	7,125	41,758
7	56,116	7,727	63,843	7	52,101	7,727	59,828	7	38,648	7,727	46,375	7	35,135	7,225	42,360
8	56,819	7,827	64,646	8	52,804	7,827	60,631	8	39,150	7,827	46,977	8	35,637	7,325	42,962
9	57,522	7,927	65,449	9	53,507	7,927	61,434	9	39,652	7,927	47,579	9	36,139	7,425	43,564
10	58,225	8,027	66,252	10	54,210	8,027	62,237	10	40,154	8,027	48,181	10	36,641	7,525	44,166
11	58,928	8,127	67,055	11	54,913	8,127	63,040	11	40,656	8,127	48,783	11	37,143	7,625	44,768
12	59,631	8,227	67,858	12	55,616	8,227	63,843	12	41,158	8,227	49,385	12	37,645	7,725	45,370
13	60,334	8,327	68,661	13	56,319	8,327	64,646	13	41,660	8,327	49,987	13	38,147	7,825	45,972
14	61,037	8,427	69,464	14	57,022	8,427	65,449	14	42,162	8,427	50,589	14	38,649	7,925	46,574
15	61,740	8,527	70,267	15	57,725	8,527	66,252	15	42,664	8,527	51,191	15	39,151	8,025	47,176
16	62,443	8,627	71,070	16	58,428	8,627	67,055	16	43,166	8,627	51,793	16	39,653	8,125	47,778
17	63,146	8,727	71,873	17	59,131	8,727	67,858	17	43,668	8,727	52,395	17	40,155	8,225	48,380
18	63,849	8,827	72,676	18	59,834	8,827	68,661	18	44,170	8,827	52,997	18	40,657	8,325	48,982
19	64,552	8,927	73,479	19	60,537	8,927	69,464	19	44,672	8,927	53,599	19	41,159	8,425	49,584
20	65,255	9,027	74,282	20	61,240	9,027	70,267	20	45,174	9,027	54,201	20	41,661	8,525	50,186
21	65,958	9,127	75,085	21	61,943	9,127	71,070	21	45,676	9,127	54,803	21	42,163	8,625	50,788
22	66,661	9,227	75,888	22	62,646	9,227	71,873	22	46,178	9,227	55,405	22	42,665	8,725	51,390
23	67,364	9,327	76,691	23	63,349	9,327	72,676	23	46,680	9,327	56,007	23	43,167	8,825	51,992
24	68,067	9,427	77,494	24	64,052	9,427	73,479	24	47,182	9,427	56,609	24	43,669	8,925	52,594
25	68,770	9,527	78,297	25	64,755	9,527	74,282	25	47,684	9,527	57,211	25	44,171	9,025	53,196
26	69,473	9,627	79,100	26	65,458	9,627	75,085	26	48,186	9,627	57,813	26	44,673	9,125	53,798
27	70,176	9,727	79,903	27	66,161	9,727	75,888	27	48,688	9,727	58,415	27	45,175	9,225	54,400
28	70,879	9,827	80,706	28	66,864	9,827	76,691	28	49,190	9,827	59,017	28	45,677	9,325	55,002
29	71,582	9,927	81,509	29	67,567	9,927	77,494	29	49,692	9,927	59,619	29	46,179	9,425	55,604
30	72,285	10,027	82,312	30	68,270	10,027	78,297	30	50,194	10,027	60,221	30	46,681	9,525	56,206
31	72,988	10,127	83,115	31	68,973	10,127	79,100	31	50,696	10,127	60,823	31	47,183	9,625	56,808
32	73,691	10,227	83,918	32	69,676	10,227	79,903	32	51,198	10,227	61,425	32	47,685	9,725	57,410
33	74,394	10,327	84,721	33	70,379	10,327	80,706	33	51,700	10,327	62,027	33	48,187	9,825	58,012
34	75,097	10,427	85,524	34	71,082	10,427	81,509	34	52,202	10,427	62,629	34	48,689	9,925	58,614
35	75,800	10,527	86,327	35	71,785	10,527	82,312	35	52,704	10,527	63,231	35	49,191	10,025	59,216
36	76,503	10,627	87,130	36	72,488	10,627	83,115	36	53,206	10,627	63,833	36	49,693	10,125	59,818
37	77,206	10,727	87,933	37	73,191	10,727	83,918	37	53,708	10,727	64,435	37	50,195	10,225	60,420
38	77,909	10,827	88,736	38	73,894	10,827	84,721	38	54,210	10,827	65,037	38	50,697	10,325	61,022
39	78,612	10,927	89,539	39	74,597	10,927	85,524	39	54,712	10,927	65,639	39	51,199	10,425	61,624
40	79,315	11,027	90,342	40	75,300	11,027	86,327	40	55,214	11,027	66,241	40	51,701	10,525	62,226

Clerical and Transportation Salary Procedures

2015-2016

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the normal employment year.
2.
 - a. Any employee being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any employee being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two Pay Grades (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is created. (Per job description)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the appropriate Supervisor with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Department Heads and Superintendent of Schools prior to June 30.
 - c. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above unless otherwise directed by the Superintendent.
6. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
7. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.

2015-2016 Clerical and Transportation Salary Procedures Continued:

8. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
9. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.

Clerical Pay Grades

2015-2016

CLH01, CL101

114-2511 Accounting Specialist III
114-2212 Data Specialist III
114-3120 Data Specialist III, CNP
114-2511 Finance Specialist III
114-2219 Grants Development Specialist III
114-2830 Personnel Specialist III

CLH05, CL105, C8205, C8305

114-2540 Press/Reprographics Specialist
114-2NNN Receptionist Clerk
114-2NNN School/Guidance/Attendance Clerk
114-2NNN School Resource Technician
114-2NNN Steno Clerk II

CLH02, CL102, C8202

114-2212 Data Specialist II
114-2511 Finance Specialist II
114-2511 Payroll Specialist II
114-2830 Personnel Specialist II
114-2520 Purchasing Specialist III

CLH06, C8306, C7306

115-1110 Elem Time Out Room Moderator-Not HQ
115-1210 Teacher Aide/SpecEd Aide/SETA-Not HQ

CLH03, CL103, C8303, C7303

114-2212 Data Specialist I (9Mth)
115-1110 Elem Time Out Room Moderator-HQ
115-1480 Media Specialist
114-2830 Personnel Specialist I
114-2520 Purchasing Specialist II
114-2NNN Steno Clerk III
114-3120 Steno Clerk III, CNP
114-2710 Transportation Dispatcher
115-1210 Teacher Aide/SpecEd Aide/SETA-HQ

CLH04, CL104

114-2511 Accounting Specialist I
114-2511 Benefits Specialist I
114-2511 Finance Specialist I
114-2511 Risk Management Specialist I
114-2516 School Accounts Specialist

2015-2016 Salary Schedule - Clerical - Hourly Rates

STEP	CLH01			CLH02			CLH03			CLH04			CLH05			CLH06		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	13.05	0.70	13.75	12.85	0.70	13.55	12.65	0.70	13.35	12.45	0.70	13.15	12.25	0.70	12.95	12.05	0.70	12.75
1	13.25	0.75	14.00	13.05	0.75	13.80	12.85	0.75	13.60	12.65	0.75	13.40	12.45	0.75	13.20	12.25	0.75	13.00
2	13.45	0.80	14.25	13.25	0.80	14.05	13.05	0.80	13.85	12.85	0.80	13.65	12.65	0.80	13.45	12.45	0.80	13.25
3	13.65	0.85	14.50	13.45	0.85	14.30	13.25	0.85	14.10	13.05	0.85	13.90	12.85	0.85	13.70	12.65	0.85	13.50
4	13.85	0.90	14.75	13.65	0.90	14.55	13.45	0.90	14.35	13.25	0.90	14.15	13.05	0.90	13.95	12.85	0.90	13.75
5	14.05	0.95	15.00	13.85	0.95	14.80	13.65	0.95	14.60	13.45	0.95	14.40	13.25	0.95	14.20	13.05	0.95	14.00
6	14.25	1.00	15.25	14.05	1.00	15.05	13.85	1.00	14.85	13.65	1.00	14.65	13.45	1.00	14.45	13.25	1.00	14.25
7	14.45	1.05	15.50	14.25	1.05	15.30	14.05	1.05	15.10	13.85	1.05	14.90	13.65	1.05	14.70	13.45	1.05	14.50
8	14.65	1.10	15.75	14.45	1.10	15.55	14.25	1.10	15.35	14.05	1.10	15.15	13.85	1.10	14.95	13.65	1.10	14.75
9	14.85	1.15	16.00	14.65	1.15	15.80	14.45	1.15	15.60	14.25	1.15	15.40	14.05	1.15	15.20	13.85	1.15	15.00
10	15.05	1.20	16.25	14.85	1.20	16.05	14.65	1.20	15.85	14.45	1.20	15.65	14.25	1.20	15.45	14.05	1.20	15.25
11	15.25	1.25	16.50	15.05	1.25	16.30	14.85	1.25	16.10	14.65	1.25	15.90	14.45	1.25	15.70	14.25	1.25	15.50
12	15.45	1.30	16.75	15.25	1.30	16.55	15.05	1.30	16.35	14.85	1.30	16.15	14.65	1.30	15.95	14.45	1.30	15.75
13	15.65	1.35	17.00	15.45	1.35	16.80	15.25	1.35	16.60	15.05	1.35	16.40	14.85	1.35	16.20	14.65	1.35	16.00
14	15.85	1.40	17.25	15.65	1.40	17.05	15.45	1.40	16.85	15.25	1.40	16.65	15.05	1.40	16.45	14.85	1.40	16.25
15	16.05	1.45	17.50	15.85	1.45	17.30	15.65	1.45	17.10	15.45	1.45	16.90	15.25	1.45	16.70	15.05	1.45	16.50
16	16.25	1.50	17.75	16.05	1.50	17.55	15.85	1.50	17.35	15.65	1.50	17.15	15.45	1.50	16.95	15.25	1.50	16.75
17	16.45	1.55	18.00	16.25	1.55	17.80	16.05	1.55	17.60	15.85	1.55	17.40	15.65	1.55	17.20	15.45	1.55	17.00
18	16.65	1.60	18.25	16.45	1.60	18.05	16.25	1.60	17.85	16.05	1.60	17.65	15.85	1.60	17.45	15.65	1.60	17.25
19	16.85	1.65	18.50	16.65	1.65	18.30	16.45	1.65	18.10	16.25	1.65	17.90	16.05	1.65	17.70	15.85	1.65	17.50
20	17.05	1.70	18.75	16.85	1.70	18.55	16.65	1.70	18.35	16.45	1.70	18.15	16.25	1.70	17.95	16.05	1.70	17.75
21	17.25	1.75	19.00	17.05	1.75	18.80	16.85	1.75	18.60	16.65	1.75	18.40	16.45	1.75	18.20	16.25	1.75	18.00
22	17.45	1.80	19.25	17.25	1.80	19.05	17.05	1.80	18.85	16.85	1.80	18.65	16.65	1.80	18.45	16.45	1.80	18.25
23	17.65	1.85	19.50	17.45	1.85	19.30	17.25	1.85	19.10	17.05	1.85	18.90	16.85	1.85	18.70	16.65	1.85	18.50
24	17.85	1.90	19.75	17.65	1.90	19.55	17.45	1.90	19.35	17.25	1.90	19.15	17.05	1.90	18.95	16.85	1.90	18.75
25	18.05	1.95	20.00	17.85	1.95	19.80	17.65	1.95	19.60	17.45	1.95	19.40	17.25	1.95	19.20	17.05	1.95	19.00
26	18.25	2.00	20.25	18.05	2.00	20.05	17.85	2.00	19.85	17.65	2.00	19.65	17.45	2.00	19.45	17.25	2.00	19.25
27	18.45	2.05	20.50	18.25	2.05	20.30	18.05	2.05	20.10	17.85	2.05	19.90	17.65	2.05	19.70	17.45	2.05	19.50
28	18.65	2.10	20.75	18.45	2.10	20.55	18.25	2.10	20.35	18.05	2.10	20.15	17.85	2.10	19.95	17.65	2.10	19.75
29	18.85	2.15	21.00	18.65	2.15	20.80	18.45	2.15	20.60	18.25	2.15	20.40	18.05	2.15	20.20	17.85	2.15	20.00
30	19.05	2.20	21.25	18.85	2.20	21.05	18.65	2.20	20.85	18.45	2.20	20.65	18.25	2.20	20.45	18.05	2.20	20.25
31	19.25	2.25	21.50	19.05	2.25	21.30	18.85	2.25	21.10	18.65	2.25	20.90	18.45	2.25	20.70	18.25	2.25	20.50
32	19.45	2.30	21.75	19.25	2.30	21.55	19.05	2.30	21.35	18.85	2.30	21.15	18.65	2.30	20.95	18.45	2.30	20.75
33	19.65	2.35	22.00	19.45	2.35	21.80	19.25	2.35	21.60	19.05	2.35	21.40	18.85	2.35	21.20	18.65	2.35	21.00
34	19.85	2.40	22.25	19.65	2.40	22.05	19.45	2.40	21.85	19.25	2.40	21.65	19.05	2.40	21.45	18.85	2.40	21.25
35	20.05	2.45	22.50	19.85	2.45	22.30	19.65	2.45	22.10	19.45	2.45	21.90	19.25	2.45	21.70	19.05	2.45	21.50
36	20.25	2.50	22.75	20.05	2.50	22.55	19.85	2.50	22.35	19.65	2.50	22.15	19.45	2.50	21.95	19.25	2.50	21.75
37	20.45	2.55	23.00	20.25	2.55	22.80	20.05	2.55	22.60	19.85	2.55	22.40	19.65	2.55	22.20	19.45	2.55	22.00
38	20.65	2.60	23.25	20.45	2.60	23.05	20.25	2.60	22.85	20.05	2.60	22.65	19.85	2.60	22.45	19.65	2.60	22.25
39	20.85	2.65	23.50	20.65	2.65	23.30	20.45	2.65	23.10	20.25	2.65	22.90	20.05	2.65	22.70	19.85	2.65	22.50
40	21.05	2.70	23.75	20.85	2.70	23.55	20.65	2.70	23.35	20.45	2.70	23.15	20.25	2.70	22.95	20.05	2.70	22.75

2015-2016 Salary Schedules - Clerical - 262 Days/8 Hours

STEP	CL101			CL102			CL103			CL104			CL105		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	27,353	1,467	28,820	26,934	1,467	28,401	26,514	1,467	27,981	26,095	1,467	27,562	25,676	1,467	27,143
1	27,772	1,572	29,344	27,353	1,572	28,925	26,934	1,572	28,506	26,514	1,572	28,086	26,095	1,572	27,667
2	28,191	1,677	29,868	27,772	1,677	29,449	27,353	1,677	29,030	26,934	1,677	28,611	26,514	1,677	28,191
3	28,610	1,782	30,392	28,191	1,782	29,973	27,772	1,782	29,554	27,353	1,782	29,135	26,934	1,782	28,716
4	29,030	1,886	30,916	28,610	1,886	30,496	28,191	1,886	30,077	27,772	1,886	29,658	27,353	1,886	29,239
5	29,449	1,991	31,440	29,030	1,991	31,021	28,610	1,991	30,601	28,191	1,991	30,182	27,772	1,991	29,763
6	29,868	2,096	31,964	29,449	2,096	31,545	29,030	2,096	31,126	28,610	2,096	30,706	28,191	2,096	30,287
7	30,287	2,201	32,488	29,868	2,201	32,069	29,449	2,201	31,650	29,030	2,201	31,231	28,610	2,201	30,811
8	30,706	2,306	33,012	30,287	2,306	32,593	29,868	2,306	32,174	29,449	2,306	31,755	29,030	2,306	31,336
9	31,126	2,410	33,536	30,706	2,410	33,116	30,287	2,410	32,697	29,868	2,410	32,278	29,449	2,410	31,859
10	31,545	2,515	34,060	31,126	2,515	33,641	30,706	2,515	33,221	30,287	2,515	32,802	29,868	2,515	32,383
11	31,964	2,620	34,584	31,545	2,620	34,165	31,126	2,620	33,746	30,706	2,620	33,326	30,287	2,620	32,907
12	32,383	2,725	35,108	31,964	2,725	34,689	31,545	2,725	34,270	31,126	2,725	33,851	30,706	2,725	33,431
13	32,802	2,830	35,632	32,383	2,830	35,213	31,964	2,830	34,794	31,545	2,830	34,375	31,126	2,830	33,956
14	33,222	2,934	36,156	32,802	2,934	35,736	32,383	2,934	35,317	31,964	2,934	34,898	31,545	2,934	34,479
15	33,641	3,039	36,680	33,222	3,039	36,261	32,802	3,039	35,841	32,383	3,039	35,422	31,964	3,039	35,003
16	34,060	3,144	37,204	33,641	3,144	36,785	33,222	3,144	36,366	32,802	3,144	35,946	32,383	3,144	35,527
17	34,479	3,249	37,728	34,060	3,249	37,309	33,641	3,249	36,890	33,222	3,249	36,471	32,802	3,249	36,051
18	34,898	3,354	38,252	34,479	3,354	37,833	34,060	3,354	37,414	33,641	3,354	36,995	33,222	3,354	36,576
19	35,318	3,458	38,776	34,898	3,458	38,356	34,479	3,458	37,937	34,060	3,458	37,518	33,641	3,458	37,099
20	35,737	3,563	39,300	35,318	3,563	38,881	34,898	3,563	38,461	34,479	3,563	38,042	34,060	3,563	37,623
21	36,156	3,668	39,824	35,737	3,668	39,405	35,318	3,668	38,986	34,898	3,668	38,566	34,479	3,668	38,147
22	36,575	3,773	40,348	36,156	3,773	39,929	35,737	3,773	39,510	35,318	3,773	39,091	34,898	3,773	38,671
23	36,994	3,878	40,872	36,575	3,878	40,453	36,156	3,878	40,034	35,737	3,878	39,615	35,318	3,878	39,196
24	37,414	3,982	41,396	36,994	3,982	40,976	36,575	3,982	40,557	36,156	3,982	40,138	35,737	3,982	39,719
25	37,833	4,087	41,920	37,414	4,087	41,501	36,994	4,087	41,081	36,575	4,087	40,662	36,156	4,087	40,243
26	38,252	4,192	42,444	37,833	4,192	42,025	37,414	4,192	41,606	36,994	4,192	41,186	36,575	4,192	40,767
27	38,671	4,297	42,968	38,252	4,297	42,549	37,833	4,297	42,130	37,414	4,297	41,711	36,994	4,297	41,291
28	39,090	4,402	43,492	38,671	4,402	43,073	38,252	4,402	42,654	37,833	4,402	42,235	37,414	4,402	41,816
29	39,510	4,506	44,016	39,090	4,506	43,596	38,671	4,506	43,177	38,252	4,506	42,758	37,833	4,506	42,339
30	39,929	4,611	44,540	39,510	4,611	44,121	39,090	4,611	43,701	38,671	4,611	43,282	38,252	4,611	42,863
31	40,348	4,716	45,064	39,929	4,716	44,645	39,510	4,716	44,226	39,090	4,716	43,806	38,671	4,716	43,387
32	40,767	4,821	45,588	40,348	4,821	45,169	39,929	4,821	44,750	39,510	4,821	44,331	39,090	4,821	43,911
33	41,186	4,926	46,112	40,767	4,926	45,693	40,348	4,926	45,274	39,929	4,926	44,855	39,510	4,926	44,436
34	41,606	5,030	46,636	41,186	5,030	46,216	40,767	5,030	45,797	40,348	5,030	45,378	39,929	5,030	44,959
35	42,025	5,135	47,160	41,606	5,135	46,741	41,186	5,135	46,321	40,767	5,135	45,902	40,348	5,135	45,483
36	42,444	5,240	47,684	42,025	5,240	47,265	41,606	5,240	46,846	41,186	5,240	46,426	40,767	5,240	46,007
37	42,863	5,345	48,208	42,444	5,345	47,789	42,025	5,345	47,370	41,606	5,345	46,951	41,186	5,345	46,531
38	43,282	5,450	48,732	42,863	5,450	48,313	42,444	5,450	47,894	42,025	5,450	47,475	41,606	5,450	47,056
39	43,702	5,554	49,256	43,282	5,554	48,836	42,863	5,554	48,417	42,444	5,554	47,998	42,025	5,554	47,579
40	44,121	5,659	49,780	43,702	5,659	49,361	43,282	5,659	48,941	42,863	5,659	48,522	42,444	5,659	48,103

2015-2016 Salary Schedule - Clerical/Paraprofessional - 180 Days

STEP	C8303-8 Hour			C7303-7 Hour			C8305-8 Hour			C8306-8 Hour			C7306-7 Hour		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	18,216	1,008	19,224	15,939	882	16,821	17,640	1,008	18,648	17,352	1,008	18,360	15,183	882	16,065
1	18,504	1,080	19,584	16,191	945	17,136	17,928	1,080	19,008	17,640	1,080	18,720	15,435	945	16,380
2	18,792	1,152	19,944	16,443	1,008	17,451	18,216	1,152	19,368	17,928	1,152	19,080	15,687	1,008	16,695
3	19,080	1,224	20,304	16,695	1,071	17,766	18,504	1,224	19,728	18,216	1,224	19,440	15,939	1,071	17,010
4	19,368	1,296	20,664	16,947	1,134	18,081	18,792	1,296	20,088	18,504	1,296	19,800	16,191	1,134	17,325
5	19,656	1,368	21,024	17,199	1,197	18,396	19,080	1,368	20,448	18,792	1,368	20,160	16,443	1,197	17,640
6	19,944	1,440	21,384	17,451	1,260	18,711	19,368	1,440	20,808	19,080	1,440	20,520	16,695	1,260	17,955
7	20,232	1,512	21,744	17,703	1,323	19,026	19,656	1,512	21,168	19,368	1,512	20,880	16,947	1,323	18,270
8	20,520	1,584	22,104	17,955	1,386	19,341	19,944	1,584	21,528	19,656	1,584	21,240	17,199	1,386	18,585
9	20,808	1,656	22,464	18,207	1,449	19,656	20,232	1,656	21,888	19,944	1,656	21,600	17,451	1,449	18,900
10	21,096	1,728	22,824	18,459	1,512	19,971	20,520	1,728	22,248	20,232	1,728	21,960	17,703	1,512	19,215
11	21,384	1,800	23,184	18,711	1,575	20,286	20,808	1,800	22,608	20,520	1,800	22,320	17,955	1,575	19,530
12	21,672	1,872	23,544	18,963	1,638	20,601	21,096	1,872	22,968	20,808	1,872	22,680	18,207	1,638	19,845
13	21,960	1,944	23,904	19,215	1,701	20,916	21,384	1,944	23,328	21,096	1,944	23,040	18,459	1,701	20,160
14	22,248	2,016	24,264	19,467	1,764	21,231	21,672	2,016	23,688	21,384	2,016	23,400	18,711	1,764	20,475
15	22,536	2,088	24,624	19,719	1,827	21,546	21,960	2,088	24,048	21,672	2,088	23,760	18,963	1,827	20,790
16	22,824	2,160	24,984	19,971	1,890	21,861	22,248	2,160	24,408	21,960	2,160	24,120	19,215	1,890	21,105
17	23,112	2,232	25,344	20,223	1,953	22,176	22,536	2,232	24,768	22,248	2,232	24,480	19,467	1,953	21,420
18	23,400	2,304	25,704	20,475	2,016	22,491	22,824	2,304	25,128	22,536	2,304	24,840	19,719	2,016	21,735
19	23,688	2,376	26,064	20,727	2,079	22,806	23,112	2,376	25,488	22,824	2,376	25,200	19,971	2,079	22,050
20	23,976	2,448	26,424	20,979	2,142	23,121	23,400	2,448	25,848	23,112	2,448	25,560	20,223	2,142	22,365
21	24,264	2,520	26,784	21,231	2,205	23,436	23,688	2,520	26,208	23,400	2,520	25,920	20,475	2,205	22,680
22	24,552	2,592	27,144	21,483	2,268	23,751	23,976	2,592	26,568	23,688	2,592	26,280	20,727	2,268	22,995
23	24,840	2,664	27,504	21,735	2,331	24,066	24,264	2,664	26,928	23,976	2,664	26,640	20,979	2,331	23,310
24	25,128	2,736	27,864	21,987	2,394	24,381	24,552	2,736	27,288	24,264	2,736	27,000	21,231	2,394	23,625
25	25,416	2,808	28,224	22,239	2,457	24,696	24,840	2,808	27,648	24,552	2,808	27,360	21,483	2,457	23,940
26	25,704	2,880	28,584	22,491	2,520	25,011	25,128	2,880	28,008	24,840	2,880	27,720	21,735	2,520	24,255
27	25,992	2,952	28,944	22,743	2,583	25,326	25,416	2,952	28,368	25,128	2,952	28,080	21,987	2,583	24,570
28	26,280	3,024	29,304	22,995	2,646	25,641	25,704	3,024	28,728	25,416	3,024	28,440	22,239	2,646	24,885
29	26,568	3,096	29,664	23,247	2,709	25,956	25,992	3,096	29,088	25,704	3,096	28,800	22,491	2,709	25,200
30	26,856	3,168	30,024	23,499	2,772	26,271	26,280	3,168	29,448	25,992	3,168	29,160	22,743	2,772	25,515
31	27,144	3,240	30,384	23,751	2,835	26,586	26,568	3,240	29,808	26,280	3,240	29,520	22,995	2,835	25,830
32	27,432	3,312	30,744	24,003	2,898	26,901	26,856	3,312	30,168	26,568	3,312	29,880	23,247	2,898	26,145
33	27,720	3,384	31,104	24,255	2,961	27,216	27,144	3,384	30,528	26,856	3,384	30,240	23,499	2,961	26,460
34	28,008	3,456	31,464	24,507	3,024	27,531	27,432	3,456	30,888	27,144	3,456	30,600	23,751	3,024	26,775
35	28,296	3,528	31,824	24,759	3,087	27,846	27,720	3,528	31,248	27,432	3,528	30,960	24,003	3,087	27,090
36	28,584	3,600	32,184	25,011	3,150	28,161	28,008	3,600	31,608	27,720	3,600	31,320	24,255	3,150	27,405
37	28,872	3,672	32,544	25,263	3,213	28,476	28,296	3,672	31,968	28,008	3,672	31,680	24,507	3,213	27,720
38	29,160	3,744	32,904	25,515	3,276	28,791	28,584	3,744	32,328	28,296	3,744	32,040	24,759	3,276	28,035
39	29,448	3,816	33,264	25,767	3,339	29,106	28,872	3,816	32,688	28,584	3,816	32,400	25,011	3,339	28,350
40	29,736	3,888	33,624	26,019	3,402	29,421	29,160	3,888	33,048	28,872	3,888	32,760	25,263	3,402	28,665

2015-2016 Salary Schedule - Clerical - 200 Days

STEP	C8202-8 Hour			C8205-8 Hour		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	20,560	1,120	21,680	19,600	1,120	20,720
1	20,880	1,200	22,080	19,920	1,200	21,120
2	21,200	1,280	22,480	20,240	1,280	21,520
3	21,520	1,360	22,880	20,560	1,360	21,920
4	21,840	1,440	23,280	20,880	1,440	22,320
5	22,160	1,520	23,680	21,200	1,520	22,720
6	22,480	1,600	24,080	21,520	1,600	23,120
7	22,800	1,680	24,480	21,840	1,680	23,520
8	23,120	1,760	24,880	22,160	1,760	23,920
9	23,440	1,840	25,280	22,480	1,840	24,320
10	23,760	1,920	25,680	22,800	1,920	24,720
11	24,080	2,000	26,080	23,120	2,000	25,120
12	24,400	2,080	26,480	23,440	2,080	25,520
13	24,720	2,160	26,880	23,760	2,160	25,920
14	25,040	2,240	27,280	24,080	2,240	26,320
15	25,360	2,320	27,680	24,400	2,320	26,720
16	25,680	2,400	28,080	24,720	2,400	27,120
17	26,000	2,480	28,480	25,040	2,480	27,520
18	26,320	2,560	28,880	25,360	2,560	27,920
19	26,640	2,640	29,280	25,680	2,640	28,320
20	26,960	2,720	29,680	26,000	2,720	28,720
21	27,280	2,800	30,080	26,320	2,800	29,120
22	27,600	2,880	30,480	26,640	2,880	29,520
23	27,920	2,960	30,880	26,960	2,960	29,920
24	28,240	3,040	31,280	27,280	3,040	30,320
25	28,560	3,120	31,680	27,600	3,120	30,720
26	28,880	3,200	32,080	27,920	3,200	31,120
27	29,200	3,280	32,480	28,240	3,280	31,520
28	29,520	3,360	32,880	28,560	3,360	31,920
29	29,840	3,440	33,280	28,880	3,440	32,320
30	30,160	3,520	33,680	29,200	3,520	32,720
31	30,480	3,600	34,080	29,520	3,600	33,120
32	30,800	3,680	34,480	29,840	3,680	33,520
33	31,120	3,760	34,880	30,160	3,760	33,920
34	31,440	3,840	35,280	30,480	3,840	34,320
35	31,760	3,920	35,680	30,800	3,920	34,720
36	32,080	4,000	36,080	31,120	4,000	35,120
37	32,400	4,080	36,480	31,440	4,080	35,520
38	32,720	4,160	36,880	31,760	4,160	35,920
39	33,040	4,240	37,280	32,080	4,240	36,320
40	33,360	4,320	37,680	32,400	4,320	36,720

Transportation Pay Grades

2015-2016

TRH01, TR101

117-2723 Leaderman, Automotive
117-2723 Leaderman, Service Station
117-2723 Leaderman, Transportation

BU301

116-2721 Bus Driver
116-2731 Bus Driver - Special Ed

TRH02, TR102

117-2723 Transportation Mechanic II

BU302

116-2732 Bus Attendant

TRH03, TR103

117-2723 Transportation Mechanic I

TRH04, TR104

116-2731 Chauffeur
119-2530 Transportation Laborer

2015-2016 Salary Schedule - Transportation Trades - Hourly Rates

STEP	TRH01			TRH02			TRH03			TRH04		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	15.30	1.70	17.00	13.30	1.70	15.00	12.00	1.50	13.50	10.80	1.40	12.20
1	15.50	1.75	17.25	13.50	1.75	15.25	12.10	1.60	13.70	10.90	1.45	12.35
2	15.70	1.80	17.50	13.70	1.80	15.50	12.20	1.70	13.90	11.00	1.50	12.50
3	15.90	1.85	17.75	13.90	1.85	15.75	12.30	1.80	14.10	11.10	1.55	12.65
4	16.10	1.90	18.00	14.10	1.90	16.00	12.40	1.90	14.30	11.20	1.60	12.80
5	16.30	1.95	18.25	14.30	1.95	16.25	12.50	2.00	14.50	11.30	1.65	12.95
6	16.50	2.00	18.50	14.50	2.00	16.50	12.60	2.10	14.70	11.40	1.70	13.10
7	16.70	2.05	18.75	14.70	2.05	16.75	12.70	2.20	14.90	11.50	1.75	13.25
8	16.90	2.10	19.00	14.90	2.10	17.00	12.80	2.30	15.10	11.60	1.80	13.40
9	17.10	2.15	19.25	15.10	2.15	17.25	12.90	2.40	15.30	11.70	1.85	13.55
10	17.30	2.20	19.50	15.30	2.20	17.50	13.00	2.50	15.50	11.80	1.90	13.70
11	17.50	2.25	19.75	15.50	2.25	17.75	13.10	2.60	15.70	11.90	1.95	13.85
12	17.70	2.30	20.00	15.70	2.30	18.00	13.20	2.70	15.90	12.00	2.00	14.00
13	17.90	2.35	20.25	15.90	2.35	18.25	13.30	2.80	16.10	12.10	2.05	14.15
14	18.10	2.40	20.50	16.10	2.40	18.50	13.40	2.90	16.30	12.20	2.10	14.30
15	18.30	2.45	20.75	16.30	2.45	18.75	13.50	3.00	16.50	12.30	2.15	14.45
16	18.50	2.50	21.00	16.50	2.50	19.00	13.60	3.10	16.70	12.40	2.20	14.60
17	18.70	2.55	21.25	16.70	2.55	19.25	13.70	3.20	16.90	12.50	2.25	14.75
18	18.90	2.60	21.50	16.90	2.60	19.50	13.80	3.30	17.10	12.60	2.30	14.90
19	19.10	2.65	21.75	17.10	2.65	19.75	13.90	3.40	17.30	12.70	2.35	15.05
20	19.30	2.70	22.00	17.30	2.70	20.00	14.00	3.50	17.50	12.80	2.40	15.20
21	19.50	2.75	22.25	17.50	2.75	20.25	14.10	3.60	17.70	12.90	2.45	15.35
22	19.70	2.80	22.50	17.70	2.80	20.50	14.20	3.70	17.90	13.00	2.50	15.50
23	19.90	2.85	22.75	17.90	2.85	20.75	14.30	3.80	18.10	13.10	2.55	15.65
24	20.10	2.90	23.00	18.10	2.90	21.00	14.40	3.90	18.30	13.20	2.60	15.80
25	20.30	2.95	23.25	18.30	2.95	21.25	14.50	4.00	18.50	13.30	2.65	15.95
26	20.50	3.00	23.50	18.50	3.00	21.50	14.60	4.10	18.70	13.40	2.70	16.10
27	20.70	3.05	23.75	18.70	3.05	21.75	14.70	4.20	18.90	13.50	2.75	16.25
28	20.90	3.10	24.00	18.90	3.10	22.00	14.80	4.30	19.10	13.60	2.80	16.40
29	21.10	3.15	24.25	19.10	3.15	22.25	14.90	4.40	19.30	13.70	2.85	16.55
30	21.30	3.20	24.50	19.30	3.20	22.50	15.00	4.50	19.50	13.80	2.90	16.70
31	21.50	3.25	24.75	19.50	3.25	22.75	15.10	4.60	19.70	13.90	2.95	16.85
32	21.70	3.30	25.00	19.70	3.30	23.00	15.20	4.70	19.90	14.00	3.00	17.00
33	21.90	3.35	25.25	19.90	3.35	23.25	15.30	4.80	20.10	14.10	3.05	17.15
34	22.10	3.40	25.50	20.10	3.40	23.50	15.40	4.90	20.30	14.20	3.10	17.30
35	22.30	3.45	25.75	20.30	3.45	23.75	15.50	5.00	20.50	14.30	3.15	17.45
36	22.50	3.50	26.00	20.50	3.50	24.00	15.60	5.10	20.70	14.40	3.20	17.60
37	22.70	3.55	26.25	20.70	3.55	24.25	15.70	5.20	20.90	14.50	3.25	17.75
38	22.90	3.60	26.50	20.90	3.60	24.50	15.80	5.30	21.10	14.60	3.30	17.90
39	23.10	3.65	26.75	21.10	3.65	24.75	15.90	5.40	21.30	14.70	3.35	18.05
40	23.30	3.70	27.00	21.30	3.70	25.00	16.00	5.50	21.50	14.80	3.40	18.20

2015-2016 Salary Schedule - Transportation Trades - 262 Days/8 Hours

STEP	TR101			TR102			TR103			TR104		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	32,069	3,563	35,632	27,877	3,563	31,440	25,152	3,144	28,296	22,637	2,934	25,571
1	32,488	3,668	36,156	28,296	3,668	31,964	25,362	3,354	28,716	22,846	3,039	25,885
2	32,907	3,773	36,680	28,715	3,773	32,488	25,571	3,563	29,134	23,056	3,144	26,200
3	33,326	3,878	37,204	29,134	3,878	33,012	25,781	3,773	29,554	23,266	3,249	26,515
4	33,746	3,982	37,728	29,554	3,982	33,536	25,990	3,982	29,972	23,475	3,354	26,829
5	34,165	4,087	38,252	29,973	4,087	34,060	26,200	4,192	30,392	23,685	3,458	27,143
6	34,584	4,192	38,776	30,392	4,192	34,584	26,410	4,402	30,812	23,894	3,563	27,457
7	35,003	4,297	39,300	30,811	4,297	35,108	26,619	4,611	31,230	24,104	3,668	27,772
8	35,422	4,402	39,824	31,230	4,402	35,632	26,829	4,821	31,650	24,314	3,773	28,087
9	35,842	4,506	40,348	31,650	4,506	36,156	27,038	5,030	32,068	24,523	3,878	28,401
10	36,261	4,611	40,872	32,069	4,611	36,680	27,248	5,240	32,488	24,733	3,982	28,715
11	36,680	4,716	41,396	32,488	4,716	37,204	27,458	5,450	32,908	24,942	4,087	29,029
12	37,099	4,821	41,920	32,907	4,821	37,728	27,667	5,659	33,326	25,152	4,192	29,344
13	37,518	4,926	42,444	33,326	4,926	38,252	27,877	5,869	33,746	25,362	4,297	29,659
14	37,938	5,030	42,968	33,746	5,030	38,776	28,086	6,078	34,164	25,571	4,402	29,973
15	38,357	5,135	43,492	34,165	5,135	39,300	28,296	6,288	34,584	25,781	4,506	30,287
16	38,776	5,240	44,016	34,584	5,240	39,824	28,506	6,498	35,004	25,990	4,611	30,601
17	39,195	5,345	44,540	35,003	5,345	40,348	28,715	6,707	35,422	26,200	4,716	30,916
18	39,614	5,450	45,064	35,422	5,450	40,872	28,925	6,917	35,842	26,410	4,821	31,231
19	40,034	5,554	45,588	35,842	5,554	41,396	29,134	7,126	36,260	26,619	4,926	31,545
20	40,453	5,659	46,112	36,261	5,659	41,920	29,344	7,336	36,680	26,829	5,030	31,859
21	40,872	5,764	46,636	36,680	5,764	42,444	29,554	7,546	37,100	27,038	5,135	32,173
22	41,291	5,869	47,160	37,099	5,869	42,968	29,763	7,755	37,518	27,248	5,240	32,488
23	41,710	5,974	47,684	37,518	5,974	43,492	29,973	7,965	37,938	27,458	5,345	32,803
24	42,130	6,078	48,208	37,938	6,078	44,016	30,182	8,174	38,356	27,667	5,450	33,117
25	42,549	6,183	48,732	38,357	6,183	44,540	30,392	8,384	38,776	27,877	5,554	33,431
26	42,968	6,288	49,256	38,776	6,288	45,064	30,602	8,594	39,196	28,086	5,659	33,745
27	43,387	6,393	49,780	39,195	6,393	45,588	30,811	8,803	39,614	28,296	5,764	34,060
28	43,806	6,498	50,304	39,614	6,498	46,112	31,021	9,013	40,034	28,506	5,869	34,375
29	44,226	6,602	50,828	40,034	6,602	46,636	31,230	9,222	40,452	28,715	5,974	34,689
30	44,645	6,707	51,352	40,453	6,707	47,160	31,440	9,432	40,872	28,925	6,078	35,003
31	45,064	6,812	51,876	40,872	6,812	47,684	31,650	9,642	41,292	29,134	6,183	35,317
32	45,483	6,917	52,400	41,291	6,917	48,208	31,859	9,851	41,710	29,344	6,288	35,632
33	45,902	7,022	52,924	41,710	7,022	48,732	32,069	10,061	42,130	29,554	6,393	35,947
34	46,322	7,126	53,448	42,130	7,126	49,256	32,278	10,270	42,548	29,763	6,498	36,261
35	46,741	7,231	53,972	42,549	7,231	49,780	32,488	10,480	42,968	29,973	6,602	36,575
36	47,160	7,336	54,496	42,968	7,336	50,304	32,698	10,690	43,388	30,182	6,707	36,889
37	47,579	7,441	55,020	43,387	7,441	50,828	32,907	10,899	43,806	30,392	6,812	37,204
38	47,998	7,546	55,544	43,806	7,546	51,352	33,117	11,109	44,226	30,602	6,917	37,519
39	48,418	7,650	56,068	44,226	7,650	51,876	33,326	11,318	44,644	30,811	7,022	37,833
40	48,837	7,755	56,592	44,645	7,755	52,400	33,536	11,528	45,064	31,021	7,126	38,147

2015-2016 Salary Schedule - Bus Driver & Bus Attendant - 180 Days

Experience to Step Cross Reference for Bus Drivers Only	
Exp Yrs	Step
0-5	0
6-7	1
8-11	2
12-13	3
14-16	4
17-20	5
21-22	6
23	7
24	8
25	9
26	10
27	11
28	12
29-30	13
31	14
32	15
33	16
34 or >	17

STEP	BU301 - 8 Hours		
	BASE	SUPPLE	TOTAL
0	15,950	1,550	17,500
1	16,150	1,650	17,800
2	16,350	1,750	18,100
3	16,550	1,850	18,400
4	16,750	1,950	18,700
5	16,950	2,050	19,000
6	17,150	2,150	19,300
7	17,350	2,250	19,600
8	17,550	2,350	19,900
9	17,750	2,450	20,200
10	17,950	2,550	20,500
11	18,150	2,650	20,800
12	18,350	2,750	21,100
13	18,550	2,850	21,400
14	18,750	2,950	21,700
15	18,950	3,050	22,000
16	19,150	3,150	22,300
17	19,350	3,250	22,600
18	19,550	3,350	22,900
19	19,750	3,450	23,200
20	19,950	3,550	23,500
21	20,150	3,650	23,800
22	20,350	3,750	24,100
23	20,550	3,850	24,400
24	20,750	3,950	24,700
25	20,950	4,050	25,000
26	21,150	4,150	25,300
27	21,350	4,250	25,600
28	21,550	4,350	25,900
29	21,750	4,450	26,200
30	21,950	4,550	26,500
31	22,150	4,650	26,800
32	22,350	4,750	27,100
33	22,550	4,850	27,400
34	22,750	4,950	27,700
35	22,950	5,050	28,000
36	23,150	5,150	28,300
37	23,350	5,250	28,600
38	23,550	5,350	28,900
39	23,750	5,450	29,200
40	23,950	5,550	29,500

STEP	BU302 - 6 Hours		
	BASE	SUPPLE	TOTAL
0	12,300	1,300	13,600
1	12,450	1,350	13,800
2	12,600	1,400	14,000
3	12,750	1,450	14,200
4	12,900	1,500	14,400
5	13,050	1,550	14,600
6	13,200	1,600	14,800
7	13,350	1,650	15,000
8	13,500	1,700	15,200
9	13,650	1,750	15,400
10	13,800	1,800	15,600
11	13,950	1,850	15,800
12	14,100	1,900	16,000
13	14,250	1,950	16,200
14	14,400	2,000	16,400
15	14,550	2,050	16,600
16	14,700	2,100	16,800
17	14,850	2,150	17,000
18	15,000	2,200	17,200
19	15,150	2,250	17,400
20	15,300	2,300	17,600
21	15,450	2,350	17,800
22	15,600	2,400	18,000
23	15,750	2,450	18,200
24	15,900	2,500	18,400
25	16,050	2,550	18,600
26	16,200	2,600	18,800
27	16,350	2,650	19,000
28	16,500	2,700	19,200
29	16,650	2,750	19,400
30	16,800	2,800	19,600
31	16,950	2,850	19,800
32	17,100	2,900	20,000
33	17,250	2,950	20,200
34	17,400	3,000	20,400
35	17,550	3,050	20,600
36	17,700	3,100	20,800
37	17,850	3,150	21,000
38	18,000	3,200	21,200
39	18,150	3,250	21,400
40	18,300	3,300	21,600

Child Nutrition Program Salary Procedures

2015-2016

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the normal employment year.
2.
 - a. Any employee being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any employee being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two Pay Grades (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Only the Board shall have the right to change the Pay Grade assignments of a position. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is created. (Per job description)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the appropriate Supervisor with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Department Heads and Superintendent of Schools prior to June 30.
 - c. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above unless otherwise directed by the Superintendent.
6. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
7. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen amount.

2015-2016 Child Nutrition Program Salary Procedures Continued:

8. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
9. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
10. An additional \$1,320 per year Salary Supplement will be granted to Cafeteria Managers for each unit serving 100 lunches and CNP Truck Driver with a current CDL license. Other CNP positions may be approved for this Salary Supplement for additional duties assigned.
11. An additional \$600 per year Salary Supplement will be granted to Tech IV & Tech III for running a Satellite School. Other CNP positions may be approved for this Salary Supplement for additional duties assigned.

Child Nutrition Program Pay Grades
2015-2016

NU301

111-3121 Area Supervisor degreed, CNP

NUH05, N7305

114-3120 Tech IV, CNP

116-3120 Tech III, CNP

NU202

111-3121 Area Supervisor non-degreed, 10 Mth CNP

NUH06, N7306, N6306, N5306

116-3120 Tech II, CNP

NU303

111-3121 Manager degreed, CNP

NUH07, N7307, N8107, N8307

116-3120 School Truck Driver, CNP

116-3120 Porter

NU304

111-3121 Manager non-degreed, CNP

NUH09, NU108

117-3120 Appliance Mechanic, CNP

NUH09, NU109

117-2723 Asst. Warehouse Supervisor

2015-2016 Salary Schedule - Child Nutrition Program - Supervisors/Managers

STEP	NU301 - 180 DAYS			NU202 - 200 DAYS			NU303 - 180 DAYS			NU304 - 180 DAYS		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	30,960	2,880	33,840	32,000	3,200	35,200	27,360	2,880	30,240	21,600	2,880	24,480
1	31,320	2,952	34,272	32,400	3,280	35,680	27,648	2,952	30,600	21,888	2,952	24,840
2	31,680	3,024	34,704	32,800	3,360	36,160	27,936	3,024	30,960	22,176	3,024	25,200
3	32,040	3,096	35,136	33,200	3,440	36,640	28,224	3,096	31,320	22,464	3,096	25,560
4	32,400	3,168	35,568	33,600	3,520	37,120	28,512	3,168	31,680	22,752	3,168	25,920
5	32,760	3,240	36,000	34,000	3,600	37,600	28,800	3,240	32,040	23,040	3,240	26,280
6	33,120	3,312	36,432	34,400	3,680	38,080	29,088	3,312	32,400	23,328	3,312	26,640
7	33,480	3,384	36,864	34,800	3,760	38,560	29,376	3,384	32,760	23,616	3,384	27,000
8	33,840	3,456	37,296	35,200	3,840	39,040	29,664	3,456	33,120	23,904	3,456	27,360
9	34,200	3,528	37,728	35,600	3,920	39,520	29,952	3,528	33,480	24,192	3,528	27,720
10	34,560	3,600	38,160	36,000	4,000	40,000	30,240	3,600	33,840	24,480	3,600	28,080
11	34,920	3,672	38,592	36,400	4,080	40,480	30,528	3,672	34,200	24,768	3,672	28,440
12	35,280	3,744	39,024	36,800	4,160	40,960	30,816	3,744	34,560	25,056	3,744	28,800
13	35,640	3,816	39,456	37,200	4,240	41,440	31,104	3,816	34,920	25,344	3,816	29,160
14	36,000	3,888	39,888	37,600	4,320	41,920	31,392	3,888	35,280	25,632	3,888	29,520
15	36,360	3,960	40,320	38,000	4,400	42,400	31,680	3,960	35,640	25,920	3,960	29,880
16	36,720	4,032	40,752	38,400	4,480	42,880	31,968	4,032	36,000	26,208	4,032	30,240
17	37,080	4,104	41,184	38,800	4,560	43,360	32,256	4,104	36,360	26,496	4,104	30,600
18	37,440	4,176	41,616	39,200	4,640	43,840	32,544	4,176	36,720	26,784	4,176	30,960
19	37,800	4,248	42,048	39,600	4,720	44,320	32,832	4,248	37,080	27,072	4,248	31,320
20	38,160	4,320	42,480	40,000	4,800	44,800	33,120	4,320	37,440	27,360	4,320	31,680
21	38,520	4,392	42,912	40,400	4,880	45,280	33,408	4,392	37,800	27,648	4,392	32,040
22	38,880	4,464	43,344	40,800	4,960	45,760	33,696	4,464	38,160	27,936	4,464	32,400
23	39,240	4,536	43,776	41,200	5,040	46,240	33,984	4,536	38,520	28,224	4,536	32,760
24	39,600	4,608	44,208	41,600	5,120	46,720	34,272	4,608	38,880	28,512	4,608	33,120
25	39,960	4,680	44,640	42,000	5,200	47,200	34,560	4,680	39,240	28,800	4,680	33,480
26	40,320	4,752	45,072	42,400	5,280	47,680	34,848	4,752	39,600	29,088	4,752	33,840
27	40,680	4,824	45,504	42,800	5,360	48,160	35,136	4,824	39,960	29,376	4,824	34,200
28	41,040	4,896	45,936	43,200	5,440	48,640	35,424	4,896	40,320	29,664	4,896	34,560
29	41,400	4,968	46,368	43,600	5,520	49,120	35,712	4,968	40,680	29,952	4,968	34,920
30	41,760	5,040	46,800	44,000	5,600	49,600	36,000	5,040	41,040	30,240	5,040	35,280
31	42,120	5,112	47,232	44,400	5,680	50,080	36,288	5,112	41,400	30,528	5,112	35,640
32	42,480	5,184	47,664	44,800	5,760	50,560	36,576	5,184	41,760	30,816	5,184	36,000
33	42,840	5,256	48,096	45,200	5,840	51,040	36,864	5,256	42,120	31,104	5,256	36,360
34	43,200	5,328	48,528	45,600	5,920	51,520	37,152	5,328	42,480	31,392	5,328	36,720
35	43,560	5,400	48,960	46,000	6,000	52,000	37,440	5,400	42,840	31,680	5,400	37,080
36	43,920	5,472	49,392	46,400	6,080	52,480	37,728	5,472	43,200	31,968	5,472	37,440
37	44,280	5,544	49,824	46,800	6,160	52,960	38,016	5,544	43,560	32,256	5,544	37,800
38	44,640	5,616	50,256	47,200	6,240	53,440	38,304	5,616	43,920	32,544	5,616	38,160
39	45,000	5,688	50,688	47,600	6,320	53,920	38,592	5,688	44,280	32,832	5,688	38,520
40	45,360	5,760	51,120	48,000	6,400	54,400	38,880	5,760	44,640	33,120	5,760	38,880

2015-2016 Salary Schedule - Child Nutrition Program - Technician - 180 Days

STEP	NUH05			N7305 - 7 HOURS			NUH06			N7306 - 7 HOURS			N6306 - 6 HOURS			N5306 - 5 HOURS		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	13.00	1.25	14.25	16,380	1,575	17,955	12.10	1.50	13.60	15,246	1,890	17,136	13,068	1,620	14,688	10,890	1,350	12,240
1	13.15	1.30	14.45	16,569	1,638	18,207	12.25	1.55	13.80	15,435	1,953	17,388	13,230	1,674	14,904	11,025	1,395	12,420
2	13.30	1.35	14.65	16,758	1,701	18,459	12.40	1.60	14.00	15,624	2,016	17,640	13,392	1,728	15,120	11,160	1,440	12,600
3	13.45	1.40	14.85	16,947	1,764	18,711	12.55	1.65	14.20	15,813	2,079	17,892	13,554	1,782	15,336	11,295	1,485	12,780
4	13.60	1.45	15.05	17,136	1,827	18,963	12.70	1.70	14.40	16,002	2,142	18,144	13,716	1,836	15,552	11,430	1,530	12,960
5	13.75	1.50	15.25	17,325	1,890	19,215	12.85	1.75	14.60	16,191	2,205	18,396	13,878	1,890	15,768	11,565	1,575	13,140
6	13.90	1.55	15.45	17,514	1,953	19,467	13.00	1.80	14.80	16,380	2,268	18,648	14,040	1,944	15,984	11,700	1,620	13,320
7	14.05	1.60	15.65	17,703	2,016	19,719	13.15	1.85	15.00	16,569	2,331	18,900	14,202	1,998	16,200	11,835	1,665	13,500
8	14.20	1.65	15.85	17,892	2,079	19,971	13.30	1.90	15.20	16,758	2,394	19,152	14,364	2,052	16,416	11,970	1,710	13,680
9	14.35	1.70	16.05	18,081	2,142	20,223	13.45	1.95	15.40	16,947	2,457	19,404	14,526	2,106	16,632	12,105	1,755	13,860
10	14.50	1.75	16.25	18,270	2,205	20,475	13.60	2.00	15.60	17,136	2,520	19,656	14,688	2,160	16,848	12,240	1,800	14,040
11	14.65	1.80	16.45	18,459	2,268	20,727	13.75	2.05	15.80	17,325	2,583	19,908	14,850	2,214	17,064	12,375	1,845	14,220
12	14.80	1.85	16.65	18,648	2,331	20,979	13.90	2.10	16.00	17,514	2,646	20,160	15,012	2,268	17,280	12,510	1,890	14,400
13	14.95	1.90	16.85	18,837	2,394	21,231	14.05	2.15	16.20	17,703	2,709	20,412	15,174	2,322	17,496	12,645	1,935	14,580
14	15.10	1.95	17.05	19,026	2,457	21,483	14.20	2.20	16.40	17,892	2,772	20,664	15,336	2,376	17,712	12,780	1,980	14,760
15	15.25	2.00	17.25	19,215	2,520	21,735	14.35	2.25	16.60	18,081	2,835	20,916	15,498	2,430	17,928	12,915	2,025	14,940
16	15.40	2.05	17.45	19,404	2,583	21,987	14.50	2.30	16.80	18,270	2,898	21,168	15,660	2,484	18,144	13,050	2,070	15,120
17	15.55	2.10	17.65	19,593	2,646	22,239	14.65	2.35	17.00	18,459	2,961	21,420	15,822	2,538	18,360	13,185	2,115	15,300
18	15.70	2.15	17.85	19,782	2,709	22,491	14.80	2.40	17.20	18,648	3,024	21,672	15,984	2,592	18,576	13,320	2,160	15,480
19	15.85	2.20	18.05	19,971	2,772	22,743	14.95	2.45	17.40	18,837	3,087	21,924	16,146	2,646	18,792	13,455	2,205	15,660
20	16.00	2.25	18.25	20,160	2,835	22,995	15.10	2.50	17.60	19,026	3,150	22,176	16,308	2,700	19,008	13,590	2,250	15,840
21	16.15	2.30	18.45	20,349	2,898	23,247	15.25	2.55	17.80	19,215	3,213	22,428	16,470	2,754	19,224	13,725	2,295	16,020
22	16.30	2.35	18.65	20,538	2,961	23,499	15.40	2.60	18.00	19,404	3,276	22,680	16,632	2,808	19,440	13,860	2,340	16,200
23	16.45	2.40	18.85	20,727	3,024	23,751	15.55	2.65	18.20	19,593	3,339	22,932	16,794	2,862	19,656	13,995	2,385	16,380
24	16.60	2.45	19.05	20,916	3,087	24,003	15.70	2.70	18.40	19,782	3,402	23,184	16,956	2,916	19,872	14,130	2,430	16,560
25	16.75	2.50	19.25	21,105	3,150	24,255	15.85	2.75	18.60	19,971	3,465	23,436	17,118	2,970	20,088	14,265	2,475	16,740
26	16.90	2.55	19.45	21,294	3,213	24,507	16.00	2.80	18.80	20,160	3,528	23,688	17,280	3,024	20,304	14,400	2,520	16,920
27	17.05	2.60	19.65	21,483	3,276	24,759	16.15	2.85	19.00	20,349	3,591	23,940	17,442	3,078	20,520	14,535	2,565	17,100
28	17.20	2.65	19.85	21,672	3,339	25,011	16.30	2.90	19.20	20,538	3,654	24,192	17,604	3,132	20,736	14,670	2,610	17,280
29	17.35	2.70	20.05	21,861	3,402	25,263	16.45	2.95	19.40	20,727	3,717	24,444	17,766	3,186	20,952	14,805	2,655	17,460
30	17.50	2.75	20.25	22,050	3,465	25,515	16.60	3.00	19.60	20,916	3,780	24,696	17,928	3,240	21,168	14,940	2,700	17,640
31	17.65	2.80	20.45	22,239	3,528	25,767	16.75	3.05	19.80	21,105	3,843	24,948	18,090	3,294	21,384	15,075	2,745	17,820
32	17.80	2.85	20.65	22,428	3,591	26,019	16.90	3.10	20.00	21,294	3,906	25,200	18,252	3,348	21,600	15,210	2,790	18,000
33	17.95	2.90	20.85	22,617	3,654	26,271	17.05	3.15	20.20	21,483	3,969	25,452	18,414	3,402	21,816	15,345	2,835	18,180
34	18.10	2.95	21.05	22,806	3,717	26,523	17.20	3.20	20.40	21,672	4,032	25,704	18,576	3,456	22,032	15,480	2,880	18,360
35	18.25	3.00	21.25	22,995	3,780	26,775	17.35	3.25	20.60	21,861	4,095	25,956	18,738	3,510	22,248	15,615	2,925	18,540
36	18.40	3.05	21.45	23,184	3,843	27,027	17.50	3.30	20.80	22,050	4,158	26,208	18,900	3,564	22,464	15,750	2,970	18,720
37	18.55	3.10	21.65	23,373	3,906	27,279	17.65	3.35	21.00	22,239	4,221	26,460	19,062	3,618	22,680	15,885	3,015	18,900
38	18.70	3.15	21.85	23,562	3,969	27,531	17.80	3.40	21.20	22,428	4,284	26,712	19,224	3,672	22,896	16,020	3,060	19,080
39	18.85	3.20	22.05	23,751	4,032	27,783	17.95	3.45	21.40	22,617	4,347	26,964	19,386	3,726	23,112	16,155	3,105	19,260
40	19.00	3.25	22.25	23,940	4,095	28,035	18.10	3.50	21.60	22,806	4,410	27,216	19,548	3,780	23,328	16,290	3,150	19,440

2015-2016 Salary Schedule - Child Nutrition Program - Truck Driver & Porter

STEP	NUH07			N7307 - 180 DAYS/ 7 HOURS			N8307 - 180 DAYS/ 8 HOURS			N8107 - 262 DAYS/ 8 HOURS		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	11.75	2.00	13.75	14,805	2,520	17,325	16,920	2,880	19,800	24,628	4,192	28,820
1	11.90	2.05	13.95	14,994	2,583	17,577	17,136	2,952	20,088	24,942	4,297	29,239
2	12.05	2.10	14.15	15,183	2,646	17,829	17,352	3,024	20,376	25,257	4,402	29,658
3	12.20	2.15	14.35	15,372	2,709	18,081	17,568	3,096	20,664	25,571	4,506	30,078
4	12.35	2.20	14.55	15,561	2,772	18,333	17,784	3,168	20,952	25,886	4,611	30,497
5	12.50	2.25	14.75	15,750	2,835	18,585	18,000	3,240	21,240	26,200	4,716	30,916
6	12.65	2.30	14.95	15,939	2,898	18,837	18,216	3,312	21,528	26,514	4,821	31,335
7	12.80	2.35	15.15	16,128	2,961	19,089	18,432	3,384	21,816	26,829	4,926	31,754
8	12.95	2.40	15.35	16,317	3,024	19,341	18,648	3,456	22,104	27,143	5,030	32,174
9	13.10	2.45	15.55	16,506	3,087	19,593	18,864	3,528	22,392	27,458	5,135	32,593
10	13.25	2.50	15.75	16,695	3,150	19,845	19,080	3,600	22,680	27,772	5,240	33,012
11	13.40	2.55	15.95	16,884	3,213	20,097	19,296	3,672	22,968	28,086	5,345	33,431
12	13.55	2.60	16.15	17,073	3,276	20,349	19,512	3,744	23,256	28,401	5,450	33,850
13	13.70	2.65	16.35	17,262	3,339	20,601	19,728	3,816	23,544	28,715	5,554	34,270
14	13.85	2.70	16.55	17,451	3,402	20,853	19,944	3,888	23,832	29,030	5,659	34,689
15	14.00	2.75	16.75	17,640	3,465	21,105	20,160	3,960	24,120	29,344	5,764	35,108
16	14.15	2.80	16.95	17,829	3,528	21,357	20,376	4,032	24,408	29,658	5,869	35,527
17	14.30	2.85	17.15	18,018	3,591	21,609	20,592	4,104	24,696	29,973	5,974	35,946
18	14.45	2.90	17.35	18,207	3,654	21,861	20,808	4,176	24,984	30,287	6,078	36,366
19	14.60	2.95	17.55	18,396	3,717	22,113	21,024	4,248	25,272	30,602	6,183	36,785
20	14.75	3.00	17.75	18,585	3,780	22,365	21,240	4,320	25,560	30,916	6,288	37,204
21	14.90	3.05	17.95	18,774	3,843	22,617	21,456	4,392	25,848	31,230	6,393	37,623
22	15.05	3.10	18.15	18,963	3,906	22,869	21,672	4,464	26,136	31,545	6,498	38,042
23	15.20	3.15	18.35	19,152	3,969	23,121	21,888	4,536	26,424	31,859	6,602	38,462
24	15.35	3.20	18.55	19,341	4,032	23,373	22,104	4,608	26,712	32,174	6,707	38,881
25	15.50	3.25	18.75	19,530	4,095	23,625	22,320	4,680	27,000	32,488	6,812	39,300
26	15.65	3.30	18.95	19,719	4,158	23,877	22,536	4,752	27,288	32,802	6,917	39,719
27	15.80	3.35	19.15	19,908	4,221	24,129	22,752	4,824	27,576	33,117	7,022	40,138
28	15.95	3.40	19.35	20,097	4,284	24,381	22,968	4,896	27,864	33,431	7,126	40,558
29	16.10	3.45	19.55	20,286	4,347	24,633	23,184	4,968	28,152	33,746	7,231	40,977
30	16.25	3.50	19.75	20,475	4,410	24,885	23,400	5,040	28,440	34,060	7,336	41,396
31	16.40	3.55	19.95	20,664	4,473	25,137	23,616	5,112	28,728	34,374	7,441	41,815
32	16.55	3.60	20.15	20,853	4,536	25,389	23,832	5,184	29,016	34,689	7,546	42,234
33	16.70	3.65	20.35	21,042	4,599	25,641	24,048	5,256	29,304	35,003	7,650	42,654
34	16.85	3.70	20.55	21,231	4,662	25,893	24,264	5,328	29,592	35,318	7,755	43,073
35	17.00	3.75	20.75	21,420	4,725	26,145	24,480	5,400	29,880	35,632	7,860	43,492
36	17.15	3.80	20.95	21,609	4,788	26,397	24,696	5,472	30,168	35,946	7,965	43,911
37	17.30	3.85	21.15	21,798	4,851	26,649	24,912	5,544	30,456	36,261	8,070	44,330
38	17.45	3.90	21.35	21,987	4,914	26,901	25,128	5,616	30,744	36,575	8,174	44,750
39	17.60	3.95	21.55	22,176	4,977	27,153	25,344	5,688	31,032	36,890	8,279	45,169
40	17.75	4.00	21.75	22,365	5,040	27,405	25,560	5,760	31,320	37,204	8,384	45,588

2015-2016 Salary Schedule - Child Nutrition Program - Trades - 262 Days/8 Hours

STEP	NUH08			NU108			NUH09			NU109		
	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL	BASE	SUPPLE	TOTAL
0	15.00	3.50	18.50	31,440	7,336	38,776	13.25	1.75	15.00	27,772	3,668	31,440
1	15.20	3.60	18.80	31,859	7,546	39,405	13.40	1.85	15.25	28,086	3,878	31,964
2	15.40	3.70	19.10	32,278	7,755	40,034	13.55	1.95	15.50	28,401	4,087	32,488
3	15.60	3.80	19.40	32,698	7,965	40,662	13.70	2.05	15.75	28,715	4,297	33,012
4	15.80	3.90	19.70	33,117	8,174	41,291	13.85	2.15	16.00	29,030	4,506	33,536
5	16.00	4.00	20.00	33,536	8,384	41,920	14.00	2.25	16.25	29,344	4,716	34,060
6	16.20	4.10	20.30	33,955	8,594	42,549	14.15	2.35	16.50	29,658	4,926	34,584
7	16.40	4.20	20.60	34,374	8,803	43,178	14.30	2.45	16.75	29,973	5,135	35,108
8	16.60	4.30	20.90	34,794	9,013	43,806	14.45	2.55	17.00	30,287	5,345	35,632
9	16.80	4.40	21.20	35,213	9,222	44,435	14.60	2.65	17.25	30,602	5,554	36,156
10	17.00	4.50	21.50	35,632	9,432	45,064	14.75	2.75	17.50	30,916	5,764	36,680
11	17.20	4.60	21.80	36,051	9,642	45,693	14.90	2.85	17.75	31,230	5,974	37,204
12	17.40	4.70	22.10	36,470	9,851	46,322	15.05	2.95	18.00	31,545	6,183	37,728
13	17.60	4.80	22.40	36,890	10,061	46,950	15.20	3.05	18.25	31,859	6,393	38,252
14	17.80	4.90	22.70	37,309	10,270	47,579	15.35	3.15	18.50	32,174	6,602	38,776
15	18.00	5.00	23.00	37,728	10,480	48,208	15.50	3.25	18.75	32,488	6,812	39,300
16	18.20	5.10	23.30	38,147	10,690	48,837	15.65	3.35	19.00	32,802	7,022	39,824
17	18.40	5.20	23.60	38,566	10,899	49,466	15.80	3.45	19.25	33,117	7,231	40,348
18	18.60	5.30	23.90	38,986	11,109	50,094	15.95	3.55	19.50	33,431	7,441	40,872
19	18.80	5.40	24.20	39,405	11,318	50,723	16.10	3.65	19.75	33,746	7,650	41,396
20	19.00	5.50	24.50	39,824	11,528	51,352	16.25	3.75	20.00	34,060	7,860	41,920
21	19.20	5.60	24.80	40,243	11,738	51,981	16.40	3.85	20.25	34,374	8,070	42,444
22	19.40	5.70	25.10	40,662	11,947	52,610	16.55	3.95	20.50	34,689	8,279	42,968
23	19.60	5.80	25.40	41,082	12,157	53,238	16.70	4.05	20.75	35,003	8,489	43,492
24	19.80	5.90	25.70	41,501	12,366	53,867	16.85	4.15	21.00	35,318	8,698	44,016
25	20.00	6.00	26.00	41,920	12,576	54,496	17.00	4.25	21.25	35,632	8,908	44,540
26	20.20	6.10	26.30	42,339	12,786	55,125	17.15	4.35	21.50	35,946	9,118	45,064
27	20.40	6.20	26.60	42,758	12,995	55,754	17.30	4.45	21.75	36,261	9,327	45,588
28	20.60	6.30	26.90	43,178	13,205	56,382	17.45	4.55	22.00	36,575	9,537	46,112
29	20.80	6.40	27.20	43,597	13,414	57,011	17.60	4.65	22.25	36,890	9,746	46,636
30	21.00	6.50	27.50	44,016	13,624	57,640	17.75	4.75	22.50	37,204	9,956	47,160
31	21.20	6.60	27.80	44,435	13,834	58,269	17.90	4.85	22.75	37,518	10,166	47,684
32	21.40	6.70	28.10	44,854	14,043	58,898	18.05	4.95	23.00	37,833	10,375	48,208
33	21.60	6.80	28.40	45,274	14,253	59,526	18.20	5.05	23.25	38,147	10,585	48,732
34	21.80	6.90	28.70	45,693	14,462	60,155	18.35	5.15	23.50	38,462	10,794	49,256
35	22.00	7.00	29.00	46,112	14,672	60,784	18.50	5.25	23.75	38,776	11,004	49,780
36	22.20	7.10	29.30	46,531	14,882	61,413	18.65	5.35	24.00	39,090	11,214	50,304
37	22.40	7.20	29.60	46,950	15,091	62,042	18.80	5.45	24.25	39,405	11,423	50,828
38	22.60	7.30	29.90	47,370	15,301	62,670	18.95	5.55	24.50	39,719	11,633	51,352
39	22.80	7.40	30.20	47,789	15,510	63,299	19.10	5.65	24.75	40,034	11,842	51,876
40	23.00	7.50	30.50	48,208	15,720	63,928	19.25	5.75	25.00	40,348	12,052	52,400

2015-2016 Daily/Hourly/Regular Part-Time Compensation Rates

<u>DAILY SUBSTITUTES</u>	<u>RATES</u>
Degreed Teacher Substitute	\$ 80.00
Non-Degreed Teacher Substitute	60.00
Long Term Substitute Teacher Degreed (Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21 - 45 Days	105.00
46 + Days	145.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21+ Days	105.00
Substitute Bus Attendant (5 Hours Average)	42.00
Substitute Bus Driver (5 Hours Average)	57.00

HOURLY STIPEND COMPENSATION**

Stipend for Inservice Training (Presenters)	30.00
Stipend for Inservice Training (Teachers)	25.00
Stipend for Inservice Training (Paraprofessionals)	9.70

**** Note:** Teacher stipend paid for by specialized grants may require rate adjustment, with district approval.

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES</u>	<u>RATES *</u>
Adult Education Paraprofessional	\$ 9.70
Appliance Mechanic	18.00
Bus Driver Extra Route	10.50
Bus Driver Trainer	10.50
Bus Upholster	10.50
City Police	30.00
Clerical (Other)	9.10
Clerks (Office)	9.10
COE Worker	7.25
Computer Lab Technician	9.70
ESS Paraprofessional	9.70
Field Trip Bus Driver	10.50
Lead/Senior Therapist	57.00
Office Assistant - (4 hours - elementary schools)	9.70
Paraprofessional	9.70
Part-time Bus Attendent	8.40
Part-time Bus Driver	10.50
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.70
Part-time Sheriff Deputy Supervisor (Shifts 1 & 2)	34.00
Part-time Sheriff Deputy	30.00
Part-time Teacher Degreed	25.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	9.10
School Secretary	9.70
Secretary (Office)	9.70

2015-2016 Daily/Hourly/Regular Part-Time Compensation Rates Continued:**HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued****RATES ***

Substitute CNP Manager Trainee	\$ 12.50
Substitute CNP Truck Driver	10.00
Substitute CNP Worker	10.10
Talent Evaluator - In-Parish (per day)	125.00
Talent Evaluator - Out-Parish (per day)	150.00
Technician Assistant	7.25
Technology Stipend	15.00
University Student (Enrolled) Seeking Professional Credentials in Area of Employment	12.00

REGULAR PART-TIME**HOURLY/MAXIMUM EXTENDED DAY PROGRAM:****RATES**

Clerk/Assistant***	\$ 9.10
Coordinator - Degreed	30.00
Paraprofessional***	9.70
Qualified Instructor	20.00
Teacher - Degreed	25.00

SUMMER SCHOOL PART-TIME**HOURLY/MAXIMUM SUMMER PROGRAMS:****RATES**

Administrators - Degreed	\$ 30.00
Teachers - Degreed	25.00
Therapist	40.00
Administrative Assistant/Clerk	9.10
Paraprofessionals	9.70
Bus Drivers	10.50

HOURLY/MAXIMUM SUMMER FEEDING PROGRAM:**RATES**

Clerk	\$ 10.80
Cook	10.20
Coordinator	28.00
Head Monitor	10.20
Lead Summer Technician	10.20
Manager	
Degreed	19.50
Non-Degreed (Managing Site)	16.50
Summer Technician II	9.70
Truck Driver	10.00
Truck Helper/Student	7.25

***Note:** Specialized Part-Time Professional Rates may be calculated from the appropriate approved Salary Schedules (Including Contract Services).

*****Note:** Non-exempt EBRPSS employees may be subject to a blended overtime rate based on 40 hour/week regular-time.

2015-2016 Appendix

<u>Page</u>	<u>Description</u>
A-1	182 Day Teacher Experience to Step Cross Reference
A-2	202 Day Teacher Experience to Step Cross Reference
A-3	222 Day Teacher Experience to Step Cross Reference
A-4	262 Day Teacher Experience to Step Cross Reference

2015-2016 Experience to Step Cross Reference - 182 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	04
08	05
09	07
10	09
11	10
12	15
13	22
14	28
15	33
16	34
17	35
18	36
19	37
20	38

Masters	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	04
09	05
10	06
11	07
12	09
13	10
14	11
15	12
16	14
17	15
18	16
19	17
20	18

Masters + 30**	
Exp	Step
00	00
01	00
02	00
03	00
04	01
05	02
06	03
07	04
08	05
09	06
10	08
11	09
12	10
13	11
14	13
15	14
16	15
17	16
18	17
19	19
20	21

Specialist	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	05
09	06
10	08
11	08
12	10
13	11
14	12
15	13
16	15
17	15
18	16
19	18
20	20

PHD	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	04
09	06
10	08
11	09
12	11
13	12
14	13
15	14
16	16
17	17
18	18
19	20
20	22

Total Experience 21 Years or Greater

21	15
22	15
23	15
24	16
25	17
26	18
27	19
28	20
29	21
30	22
31	23
32	24
33	25
34 or >	26

21	14
22	14
23	15
24	16
25	17
26	18
27	19
28	20
29	21
30	22
31	23
32	24
33	25
34 or >	26

21	15
22	15
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34 or >	27

21	15
22	15
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34 or >	27

21	16
22	16
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34 or >	27

** Masters+30 placement is on the M.A./+30 Degree Salary Schedule

2015-2016 Experience to Step Cross Reference - 202 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	01
10	03
11	04
12	07
13	09
14	14
15	19
16	27
17	33
18	37
19	38
20	39

Masters	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	01
09	03
10	04
11	05
12	06
13	07
14	09
15	09
16	11
17	12
18	13
19	14
20	16

Masters + 30**	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	01
08	03
09	04
10	05
11	06
12	08
13	09
14	10
15	11
16	12
17	14
18	15
19	17
20	18

Specialist	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	01
08	02
09	04
10	05
11	06
12	07
13	08
14	10
15	10
16	12
17	13
18	14
19	16
20	17

PHD	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	01
08	02
09	03
10	05
11	07
12	08
13	09
14	11
15	12
16	14
17	15
18	16
19	17
20	19

Total Experience 21 Years or Greater

21	14
22	14
23	14
24	15
25	16
26	17
27	18
28	18
29	19
30	20
31	21
32	22
33	23
34 or >	24

21	13
22	13
23	14
24	14
25	15
26	16
27	17
28	18
29	19
30	20
31	21
32	22
33	23
34 or >	24

21	14
22	14
23	15
24	16
25	16
26	17
27	18
28	19
29	20
30	21
31	22
32	23
33	24
34 or >	25

21	14
22	14
23	15
24	16
25	16
26	17
27	18
28	19
29	20
30	21
31	22
32	23
33	24
34 or >	25

21	14
22	15
23	15
24	16
25	17
26	18
27	19
28	20
29	21
30	22
31	23
32	23
33	24
34 or >	25

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule

2015-2016 Experience to Step Cross Reference - 222 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	03
13	05
14	07
15	09
16	14
17	20
18	23
19	30
20	38

Masters	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	02
11	03
12	04
13	05
14	07
15	07
16	09
17	10
18	11
19	12
20	14

Masters + 30**	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	01
09	02
10	03
11	04
12	06
13	07
14	08
15	09
16	10
17	12
18	12
19	14
20	16

Specialist	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	01
10	02
11	03
12	05
13	06
14	07
15	08
16	10
17	10
18	11
19	13
20	15

PHD	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	01
10	03
11	04
12	06
13	07
14	09
15	09
16	11
17	12
18	13
19	15
20	17

Total Experience 21 Years or Greater

21	13
22	13
23	13
24	14
25	15
26	15
27	16
28	17
29	18
30	19
31	20
32	20
33	21
34 or >	22

21	12
22	12
23	13
24	13
25	14
26	15
27	16
28	17
29	18
30	18
31	19
32	20
33	21
34 or >	22

21	13
22	13
23	14
24	15
25	15
26	16
27	17
28	18
29	19
30	19
31	20
32	21
33	22
34 or >	23

21	13
22	13
23	14
24	15
25	15
26	16
27	17
28	18
29	19
30	19
31	20
32	21
33	22
34 or >	23

21	14
22	14
23	14
24	15
25	16
26	17
27	18
28	19
29	19
30	20
31	21
32	22
33	23
34 or >	23

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule

2015-2016 Experience to Step Cross Reference - 262 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	00
13	00
14	00
15	00
16	00
17	00
18	00
19	00
20	01

Masters	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	00
13	00
14	00
15	00
16	00
17	00
18	01
19	02
20	04

Masters + 30**	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	00
13	00
14	00
15	00
16	01
17	02
18	03
19	04
20	06

Specialist	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	00
13	00
14	00
15	00
16	00
17	01
18	01
19	03
20	05

PHD	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	00
06	00
07	00
08	00
09	00
10	00
11	00
12	00
13	00
14	00
15	00
16	01
17	02
18	03
19	05
20	07

Total Experience 21 Years or Greater

21	11
22	11
23	11
24	11
25	11
26	11
27	12
28	12
29	13
30	14
31	14
32	15
33	16
34 or >	16

21	11
22	11
23	11
24	11
25	11
26	11
27	11
28	12
29	12
30	13
31	14
32	14
33	15
34 or >	16

21	11
22	11
23	11
24	11
25	11
26	11
27	12
28	13
29	13
30	14
31	15
32	15
33	16
34 or >	17

21	11
22	11
23	11
24	11
25	11
26	11
27	12
28	13
29	13
30	14
31	15
32	15
33	16
34 or >	17

21	11
22	11
23	11
24	11
25	11
26	12
27	12
28	13
29	14
30	14
31	15
32	16
33	17
34 or >	17

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule