



## **2019 – 2020 Salary Schedules**

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

**[www.sps.org](http://www.sps.org)  
417-523-0000**

**Board of Education  
Adopted June 25, 2019  
Approval Recommendation March 24, 2020**

**Teacher Salary Schedule**

182 Work Days & 3 Holidays - Exempt

186 Work Days & 3 Holidays - Exempt New Hires

Grade	TABS	TCMS	TESP	TFDR
STEPS	Bachelor's	Master's	Master's +30* or Specialist	Doctorate
1	38,783	42,591	44,969	45,193
2	39,558	43,444	45,635	45,635
3	40,347	44,313	46,547	46,547
4	41,158	45,199	47,479	47,479
5	41,980	46,102	48,430	48,430
6	42,576	47,025	49,398	49,398
7	43,462	47,967	50,385	50,385
8	44,331	48,924	51,764	52,137
9	45,218	50,068	52,924	53,911
10	46,122	51,872	54,080	55,713
11	47,045	53,727	55,671	57,071
12	48,079	55,603	57,234	59,407
13	48,556	56,156	57,805	60,004
14	48,594	56,721	58,384	60,225
15	48,594	57,287	58,968	60,824
16	48,594	57,861	59,558	61,433
17	48,594	58,435	60,153	62,049
18	48,594	59,022	60,753	62,667
19	48,594	59,610	61,364	63,293
20	48,594	60,208	61,974	63,927
21	48,594	60,811	62,597	64,566
22	48,594	61,417	63,223	65,211
23	48,594	62,032	63,853	65,862
24	48,594	62,651	64,494	66,520
25	48,594	63,280	65,138	67,187
26	48,594	64,224	66,111	68,188
27	48,594	64,866	66,771	68,873
28	48,594	65,518	67,438	69,558
29	48,594	66,169	68,113	70,254
30	48,594	66,844	68,795	70,960

Teachers paid on the Teacher salary schedule who receive an advanced degree must submit their transcripts by September 15 or January 15 to advance in pay on the Teacher salary schedule.

**Effective 2019-2020 New Hires:**

- A. Teachers with no teaching experience will be placed at Step 1 of applicable Teacher salary schedule column.
- B. Teachers with 1 full year of teaching experience will be placed at Step 2 of applicable column.
- C. Credit will be given for up to 13 years of prior teaching experience; 13 years of teaching experience equates to placement at Step 14 on the applicable Teacher salary schedule.
- D. All teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 13 years.
- E. Number of days worked for new hires includes four additional days.

**Placement for Re-hires:** If a person seeks reemployment and is hired, who was previously employed and voluntarily resigned, and the position was previously placed on the Teacher schedule, the placement will be the next appropriate step relative to the previous employment placement, not to exceed the maximum step of the applicable Teacher salary schedule.

**Instructional Technologist & In School Suspension Supervisor Salary Schedule**

182 Work Days & 3 Holidays - Exempt

STEPS	1	2	3	4	5
ISB9	27,197	27,877	28,573	29,288	30,021
ISM9	35,901	36,798	37,718	38,661	39,628

Pay Grade	Position
ISB9	Instructional Technologist - Bachelor's Degree In School Suspension Supervisor - Bachelor's Degree
ISM9	Instructional Technologist - Master's Degree and 10 or more years of full-time teaching experience In School Suspension Supervisor - Master's Degree and 10 or more years of full-time teaching experience

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

**Section 3-A. Extended Days and Annual Supplements**

The following exempt positions are compensated by the teachers' salary schedule, plus the annual supplements and/or additional days listed.

<b>Certified Position Assigned to Base Position</b>	<b>Extended Days</b>	<b>Annual Supplement</b>
Alternative Advisor (Study)	10	none
Assistant to the Principal	15	\$1,000
Board Certified Behavior Analyst	10	\$1,500
Coordinator - A+	10	none
Coordinator - High School Interventions	10	\$8,000
Coordinator - Middle School Interventions	8	\$4,000
Coordinator - Primary/Middle Years Program	10	none
Counselor - Elementary School or Early Childhood School	5	\$550
Counselor - High School, Community Coordinator or Launch	15	\$550
Counselor - Middle School or Early Childhood Special Education	10	\$550
GOCAPS Teacher	20	\$500
Liaison for Homeless and Support Services	30	\$3,000
Library Media Specialist - Elementary/Middle School	10	none
Library Media Specialist - High School	15	none
Library Media Specialist and Community Engagement Coordinator (Robberson)	20	none
Middle College Teacher, Specialist Student Services or Graduation Specialist	20	none
Missouri Options Advisor	5	none
Process Coordinator	10	\$4,000
Program Coordinator - Springfield Option Site	10	\$8,000
School Community Liaison	10	\$1,000
School Psychologist	21	\$4,000
Special Services - Assistive Technology	5	None
Speech Language Pathologist with ASHA Certification	none	\$500
Title I Behavior Specialist/CSI	10	\$1,000
Title I Coach - Numeracy, Literacy, Learning	3	\$3,000
Title I Data Coach - Elementary School	5	\$3,000
Title I Data Coach - Middle School	10	\$3,000
Title I Facilitator - Reading, Teacher Leader, Literacy, Numeracy	20	\$3,000
Title I School/Home Specialist - Elementary or Middle School	10	\$1,000

<b>Other Positions To Be Reviewed or Assigned Annually</b>	<b>Extended Days</b>	<b>Annual Supplement</b>
Alternative Lead Teacher - Middle School	5	none
Assistant Principal Combo School	none	\$375
Coordinator - International Baccalaureate - Career Programme	5	none
Coordinator - International Baccalaureate - Diploma Programme	10	none
Counselor - Facilitating Senior Days	up to 5	none
Counselor - International Baccalaureate	10	none
Counselor - Lead High School (1 per school)	none	\$1,000
Counselor - National Certified	none	\$500
Executive Director - In District Mileage	none	\$1,800
IB Essay/CAS Coordinator	none	\$3,000
Nurse - Early Childhood Special Education	10	none
Nurse - National Board Certification of School Nurse	none	\$3,000
Parent Educator - PAT Leader	15	\$1,000
Parent Educator with Master's Degree	none	\$500
Principal Combo School	none	\$750
Principal Community School	none	\$3,200
School Police - Uniform: 12 month (yearly) & 9 month (1st year only)	none	\$850
School Police - Uniform: 9 month (2nd year +)	none	\$600
Social Worker - Homeless	20	none
Teacher - National Board Certified	none	\$3,000
Tournament of Champions Coordinator	none	\$8,000
Transportation ASE Certification (passing a minimum of 3 of 8 testing areas)	none	\$100 per month
Work Experience Supervisor-Cooperative Career Education (COE)	15	9% of Salary

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

All 3-B stipends are paid from a submitted timesheet.

Description	Department	Frequency	Rate
ACT Boot Camp	High School	Hourly	\$25.00
After School Detention	Student & School Services	Hourly	\$20.00
Assessment Facilitators	Federal Programs	Hourly	\$17.00
AVID Mentor	Middle & High School-Counseling Services	Hourly	\$25.00
Band Aide/Summer Band Aide	Middle & High School	Hourly	\$8.60
Band Percussion Instructor	High School	Hourly	\$20.00
Band/Choir/Orchestra Accompanist	All Schools	Hourly	\$25.00
Behavior Mentoring	Federal Programs	Hourly	\$25.00
Cheer/Choreography Assistant	High School	Hourly	\$15.00
Color Guard Aide	Middle School	Hourly	\$8.60
Color Guard Coach	Middle School	Hourly	\$10.00
Concession Manager (sites other than JFK)	Middle & High School	Hourly	\$25.00
Concession Manager at JFK	High School	Per Event	\$125.00
Concession Worker at JFK	High School	Per Event	\$25.00
C-STAR Teacher	All Schools	Hourly	\$25.00
Curriculum/Instruction/Assessment Planning	Federal Programs	Hourly	\$25.00
Curriculum Training	Learning Support	Hourly	\$17.50
Emergency Childcare Worker Premium <sup>6</sup>	All Schools	Hourly	\$5.00
Explore - Artworks Coordinator	Summer Learning	Daily	\$245.00
Explore - Assistant Coordinator-Special Services	Summer Learning	Daily	\$204.00
Explore - Assistant Principal	Summer Learning	Daily	\$204.00
Explore - Classified & Non-Exempt Staff <sup>5</sup>	Summer Learning	Hourly	Per Salary Schedule
Explore - Coordinator	Summer Learning	Daily	\$245.00
Explore - Principal	Summer Learning	Daily	\$222.00
Explore - Teacher/Counselor/Library Media Specialist	Summer Learning	Daily	\$185.00
Explore - Teacher-Online	Summer Learning	Per Course	\$2,126.00
FEMA Emergency Shelter Event <sup>1</sup>	All Schools	Hourly	\$25.00
FEMA Emergency Shelter Event <sup>1</sup>	All Schools	Per Event	\$50.00
Game Worker/Scoreboard Operator	Athletics	Hourly	\$10.00
ID Processor	All Schools	Hourly	\$9.00
Immigrant/Migrant Family Liaison	Federal Programs	Hourly	\$25.00
Incentive I Mentor	High School	Hourly	\$25.00
Interpreters/Translators	Federal Programs	Hourly	\$25.00
Library Clerical - Temporary	All Schools	Hourly	\$11.50
Lunchroom Aides	All Schools	Hourly	\$8.60
Miscellaneous Physical Labor	All Schools	Hourly	\$8 - 12
Miscellaneous Professional Services	All Schools	Hourly	\$15 - 25
MSHSAA Music Festival Support Staff <sup>2</sup>	All Schools	Hourly	\$10 - 30
Pink & White Lady Classic Tournament Workers	Athletics	Hourly	\$20.00
School/Parent Involvement Activities <sup>3</sup>	Federal Programs	Hourly	\$25.00
Screener	Early Childhood	Hourly	\$17.00
Soundboard Operator	All Schools	Hourly	\$15.00
Step-Up Participant	Learning Development	Hourly	\$17.50
Student Experience Teachers	Summer Learning and Student Experiences	Hourly	Per Teacher Schedule
Student Workers	All Schools	Hourly	\$8.60
Summer Athletics Aide	Athletics	Hourly	\$10.00
Summer Athletics Camp Coach	Athletics	Hourly	\$15.00
Summer Band Instructor	Middle & High School	Hourly	\$20.00
SWAP Worker	Early Childhood	Hourly	\$10.00
SWAP Worker - Lead	Early Childhood	Hourly	\$12.00
Teacher Assistance Program Mentor	Learning Development	Hourly	\$17.50
Teacher IEP Compliance	Special Services	Hourly	\$25.00
Testing	Counseling	Hourly	\$30.00
Ticket Manager	Athletics	Hourly	\$13.00
Track/Golf Tournament Assistant	Athletics	Hourly	\$15.00
Training Attendee (Full Day) <sup>3</sup>	Federal Programs/Learning Development	Daily	\$75.00
Training Attendee (Less Than Full Day) <sup>3</sup>	Federal Programs/Learning Development	Hourly	\$17.50
Training Facilitator <sup>3</sup>	Learning Devel/Equity & Access/Spec Serv	Hourly	\$20 - 40
Tutor	All Schools	Hourly	\$25.00
Tutoring Private/Parochial School Students <sup>4</sup>	Special Services	Hourly	Employee's Base
Writing	Learning Support	Hourly	\$20.00

<sup>1</sup> FEMA payment includes both Hourly and Per Event compensation

<sup>2</sup> Contingent upon MSHSAA reimbursement (High Schools only)

<sup>3</sup> When attendance is required outside of regular work/contract day and when the event is not listed elsewhere in this schedule.

<sup>4</sup> Teachers, Therapists, and Speech Pathologists tutoring private or parochial students will receive the hourly base rate associated with their current regular

<sup>5</sup> Hourly rates for Explore classified & non-exempt positions will be based on the 19-20 salary schedule.

<sup>6</sup> Added to the employee's base hourly rate

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

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

All percentages refer to a percentage of step one (1) of the lowest level of the Teachers' Salary Schedule.

**2019-2020 Bachelor's Step 1 Salary Reference:**

**\$38,783**

Step	Group A		Group B		Group C		Group D		Group E	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	7,408	19.1%	5,546	14.3%	5,313	13.7%	4,809	12.4%	3,995	10.3%
2	7,408	19.1%	5,546	14.3%	5,313	13.7%	4,809	12.4%	3,995	10.3%
3	7,912	20.4%	5,934	15.3%	5,740	14.8%	5,236	13.5%	4,382	11.3%
4	7,912	20.4%	5,934	15.3%	5,740	14.8%	5,236	13.5%	4,382	11.3%
5	8,377	21.6%	6,322	16.3%	6,128	15.8%	5,624	14.5%	4,770	12.3%
6	8,377	21.6%	6,322	16.3%	6,128	15.8%	5,624	14.5%	4,770	12.3%
7	8,843	22.8%	6,787	17.5%	6,593	17.0%	6,089	15.7%	5,236	13.5%
8	8,843	22.8%	6,787	17.5%	6,593	17.0%	6,089	15.7%	5,236	13.5%
9	8,843	22.8%	6,787	17.5%	6,593	17.0%	6,089	15.7%	5,236	13.5%
10	9,424	24.3%	7,369	19.0%	6,981	18.0%	6,671	17.2%	5,817	15.0%
11	9,424	24.3%	7,369	19.0%	6,981	18.0%	6,671	17.2%	5,817	15.0%
12	9,424	24.3%	7,369	19.0%	6,981	18.0%	6,671	17.2%	5,817	15.0%
13	9,424	24.3%	7,369	19.0%	6,981	18.0%	6,671	17.2%	5,817	15.0%
14	9,424	24.3%	7,369	19.0%	6,981	18.0%	6,671	17.2%	5,817	15.0%
15	9,696	25.0%	7,757	20.0%	7,175	18.5%	6,981	18.0%	5,817	15.0%
16	9,696	25.0%	7,757	20.0%	7,175	18.5%	6,981	18.0%	5,817	15.0%
17	9,696	25.0%	7,757	20.0%	7,175	18.5%	6,981	18.0%	5,817	15.0%
18	9,696	25.0%	7,757	20.0%	7,175	18.5%	6,981	18.0%	5,817	15.0%
19	9,696	25.0%	7,757	20.0%	7,175	18.5%	6,981	18.0%	5,817	15.0%
20	10,084	26.0%	8,144	21.0%	7,369	19.0%	7,369	19.0%	5,817	15.0%
21	10,084	26.0%	8,144	21.0%	7,369	19.0%	7,369	19.0%	5,817	15.0%
22	10,084	26.0%	8,144	21.0%	7,369	19.0%	7,369	19.0%	5,817	15.0%
23	10,084	26.0%	8,144	21.0%	7,369	19.0%	7,369	19.0%	5,817	15.0%
24	10,084	26.0%	8,144	21.0%	7,369	19.0%	7,369	19.0%	5,817	15.0%
25	10,471	27.0%	8,532	22.0%	7,757	20.0%	7,757	20.0%	5,817	15.0%

Group	Description	Role	Department
A	High School Basketball	Head Coach	Athletics
A	High School Football	Head Coach	Athletics
A	High School Marching Band	Director	Fine Arts
B	High School Baseball	Head Coach	Athletics
B	High School Soccer	Head Coach	Athletics
B	High School Softball	Head Coach	Athletics
B	High School Swimming	Head Coach	Athletics
B	High School Track	Head Coach	Athletics
B	High School Volleyball	Head Coach	Athletics
B	High School Wrestling	Head Coach	Athletics
C	High School Speech and Debate	Head Coach	Learning Support
C	High School Orchestra	Director	Fine Arts
C	High School Vocal Music	Director	Fine Arts
C	Springfield Youth Symphony	Director	Fine Arts
D	High School Basketball	Assistant Coach	Athletics
D	High School Cheerleading/Pep Squad	Head Coach	Athletics
D	High School Cross Country	Head Coach	Athletics
D	High School Drama	Director	Fine Arts
D	High School Football	Assistant Coach	Athletics
E	High School Drum Corps	Director	Fine Arts

**Volunteer Service Agreement:** All non-exempt (hourly) SPS employees & retirees who receive payment for a stipend from section 3-C will be required to sign a volunteer service agreement confirming acceptance of the stipend as a 'nominal fee' that is not eligible for overtime pay.

**Payment:** Exempt staff will be compensated over 12 months or remaining pays if less than 12 month remain. Non- exempt staff will be compensated over the sport season, with the first payment for fall activities occurring on September's paycheck.

**Retirees:** Monthly timesheet will be required for compensation at \$10.00 per hour until the full stipend is paid. If the full stipend is not earned by the end of the season a final payment will be distributed for the full amount on the final pay month.

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

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

All percentages refer to a percentage of step one (1) of the lowest level of the Teachers' Salary Schedule.

**2019-2020 Bachelor's Step 1 Salary Reference: \$38,783**

Step	Group F		Group G		Group H		Group I		Group J	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	3,335	8.6%	3,064	7.9%	2,560	6.6%	2,327	6.0%	2,055	5.3%
2	3,335	8.6%	3,064	7.9%	2,560	6.6%	2,327	6.0%	2,055	5.3%
3	3,646	9.4%	3,374	8.7%	2,870	7.4%	2,676	6.9%	2,405	6.2%
4	3,646	9.4%	3,374	8.7%	2,870	7.4%	2,676	6.9%	2,405	6.2%
5	4,072	10.5%	3,723	9.6%	3,180	8.2%	2,986	7.7%	2,637	6.8%
6	4,072	10.5%	3,723	9.6%	3,180	8.2%	2,986	7.7%	2,637	6.8%
7	4,538	11.7%	4,189	10.8%	3,646	9.4%	3,452	8.9%	3,103	8.0%
8	4,538	11.7%	4,189	10.8%	3,646	9.4%	3,452	8.9%	3,103	8.0%
9	4,538	11.7%	4,189	10.8%	3,646	9.4%	3,452	8.9%	3,103	8.0%
10	5,119	13.2%	4,770	12.3%	4,227	10.9%	4,033	10.4%	3,684	9.5%
11	5,119	13.2%	4,770	12.3%	4,227	10.9%	4,033	10.4%	3,684	9.5%
12	5,119	13.2%	4,770	12.3%	4,227	10.9%	4,033	10.4%	3,684	9.5%
13	5,119	13.2%	4,770	12.3%	4,227	10.9%	4,033	10.4%	3,684	9.5%
14	5,119	13.2%	4,770	12.3%	4,227	10.9%	4,033	10.4%	3,684	9.5%
15	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,266	11.0%	3,917	10.1%
16	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,266	11.0%	3,917	10.1%
17	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,266	11.0%	3,917	10.1%
18	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,266	11.0%	3,917	10.1%
19	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,266	11.0%	3,917	10.1%
20	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,150	10.7%
21	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,150	10.7%
22	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,150	10.7%
23	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,150	10.7%
24	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,654	12.0%	4,150	10.7%
25	6,205	16.0%	5,817	15.0%	5,430	14.0%	5,042	13.0%	4,382	11.3%

Group	Description	Role	Department
F	Distributive Education Clubs of America (DECA)	Sponsor	School Site
F	Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
F	Future Business Leaders of America (FBLA)	Sponsor	School Site
F	Future Farmers of America (FFA)	Assistant Coach	Athletics
F	High School Baseball	Assistant Coach	Athletics
F	High School Broadcast Journalism	Sponsor	School Site
F	High School Diving	Head Coach	Athletics
F	High School Print Journalism	Sponsor	School Site
F	High School Soccer	Assistant Coach	Athletics
F	High School Softball	Assistant Coach	Athletics
F	High School Speech & Debate	Assistant Coach	Learning Support
F	High School Swimming	Assistant Coach	Athletics
F	High School Track	Assistant Coach	Athletics
F	High School Volleyball	Assistant Coach	Athletics
F	High School Wrestling	Assistant Coach	Athletics
F	Project Lead the Way (High School) <sup>1</sup>	Sponsor	Learning Support
G	Athletic Coordinator	Coordinator	Athletics
G	Middle School Basketball	Head Coach	Athletics
G	Middle School Football	Head Coach	Athletics
H	Academic Team	Sponsor	School Site
H	High School Band	Assistant Director	Fine Arts
H	High School Golf	Head Coach	Athletics
H	High School Tennis	Head Coach	Athletics
I	High School Student Council	Sponsor	School Site
I	Middle School Cheerleading	Head Coach	Athletics
I	Middle School Cross Country	Head Coach	Athletics
I	Middle School Speech and Debate	Head Coach	Learning Support
I	Middle School Track	Head Coach	Athletics
I	Middle School Volleyball	Head Coach	Athletics
I	Middle School Wrestling	Head Coach	Athletics
J	Elementary Vocal Music	Director	Fine Arts
J	Middle School Band	Director	Fine Arts
J	Middle School Basketball	Assistant Coach	Athletics
J	Middle School Football	Assistant Coach	Athletics
J	Middle School Orchestra	Director	Fine Arts
J	Middle School Vocal Music	Director	Fine Arts

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<sup>1</sup> Contingent on receiving grant

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

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**2019-2020 Bachelor's Step 1 Salary Reference: \$38,783**

Step	Group K		Group L		Group M		Group N		Group O	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	2,288	5.9%	1,939	5.0%	1,706	4.4%	1,319	3.4%	5,042	13.0%
2	2,288	5.9%	1,939	5.0%	1,706	4.4%	1,319	3.4%	5,042	13.0%
3	2,637	6.8%	2,288	5.9%	1,978	5.1%	1,629	4.2%	5,042	13.0%
4	2,637	6.8%	2,288	5.9%	1,978	5.1%	1,629	4.2%	5,042	13.0%
5	2,986	7.7%	2,598	6.7%	2,288	5.9%	1,939	5.0%	5,042	13.0%
6	2,986	7.7%	2,598	6.7%	2,288	5.9%	1,939	5.0%	5,042	13.0%
7	3,413	8.8%	3,064	7.9%	2,792	7.2%	2,366	6.1%	5,042	13.0%
8	3,413	8.8%	3,064	7.9%	2,792	7.2%	2,366	6.1%	5,042	13.0%
9	3,413	8.8%	3,064	7.9%	2,792	7.2%	2,366	6.1%	5,042	13.0%
10	4,150	10.7%	3,801	9.8%	3,335	8.6%	2,909	7.5%	5,042	13.0%
11	4,150	10.7%	3,801	9.8%	3,335	8.6%	2,909	7.5%	5,042	13.0%
12	4,150	10.7%	3,801	9.8%	3,335	8.6%	2,909	7.5%	5,042	13.0%
13	4,150	10.7%	3,801	9.8%	3,335	8.6%	2,909	7.5%	5,042	13.0%
14	4,150	10.7%	3,801	9.8%	3,335	8.6%	2,909	7.5%	5,042	13.0%
15	4,266	11.0%	3,878	10.0%	3,568	9.2%	3,180	8.2%	5,042	13.0%
16	4,266	11.0%	3,878	10.0%	3,568	9.2%	3,180	8.2%	5,042	13.0%
17	4,266	11.0%	3,878	10.0%	3,568	9.2%	3,180	8.2%	5,042	13.0%
18	4,266	11.0%	3,878	10.0%	3,568	9.2%	3,180	8.2%	5,042	13.0%
19	4,266	11.0%	3,878	10.0%	3,568	9.2%	3,180	8.2%	5,042	13.0%
20	4,499	11.6%	4,266	11.0%	3,878	10.0%	3,452	8.9%	5,042	13.0%
21	4,499	11.6%	4,266	11.0%	3,878	10.0%	3,452	8.9%	5,042	13.0%
22	4,499	11.6%	4,266	11.0%	3,878	10.0%	3,452	8.9%	5,042	13.0%
23	4,499	11.6%	4,266	11.0%	3,878	10.0%	3,452	8.9%	5,042	13.0%
24	4,499	11.6%	4,266	11.0%	3,878	10.0%	3,452	8.9%	5,042	13.0%
25	4,770	12.3%	4,654	12.0%	4,266	11.0%	3,684	9.5%	5,042	13.0%

Group	Description	Role	Department
K	High School Pom/Dance Team	Sponsor	School Site
K	High School Winter guard/Color guard	Sponsor	School Site
L	College & Career Academy	Lead Teacher	Secondary Learning
L	High School - Core	Department Head	Learning Support
L	High School - World Language	Department Head	Learning Support
L	High School Cross Country	Assistant Coach	Athletics
L	High School Drum Corps <sup>3</sup>	Assistant Director	Fine Arts
L	High School Tennis	Assistant Coach	Athletics
M	Middle School Memory Book	Sponsor	School Site
M	Middle School Newspaper	Sponsor	School Site
M	Middle School Pep Club	Sponsor	School Site
M	Middle School Student Council	Sponsor	School Site
M	Project Lead the Way (Middle School) <sup>1</sup>	Sponsor	Learning Support
M	Secondary Intramurals	Sponsor	Athletics
N	Basketball Band	Director	Fine Arts
N	Concert Band	Director	Fine Arts
N	Junior Youth Symphony	Director	Learning Support
N	Middle School Track	Assistant Coach	Athletics
N	Middle School Volleyball	Assistant Coach	Athletics
N	Springfield Youth Symphony	Assistant Director	Fine Arts
N	Youth Strings	Director	Learning Support
O	Curriculum Development Council - Level 2 <sup>2</sup>	Chair	Learning Support

**Volunteer Service Agreement:** All non-exempt (hourly) SPS employees & retirees who receive payment for a stipend from section 3-C will be required to sign a volunteer service agreement confirming acceptance of the stipend as a 'nominal fee' that is not eligible for overtime pay.

**Payment:** Exempt staff will be compensated over 12 months or remaining pays if less than 12 month remain. Non- exempt staff will be compensated over the sport season, with the first payment for fall activities occurring on September's paycheck.

**Retirees:** Monthly timesheet will be required for compensation at \$10.00 per hour until the full stipend is paid. If the full stipend is not earned by the end of the season a final payment will be distributed for the full amount on the final pay month.

<sup>1</sup> Contingent on receiving grant

<sup>2</sup> Level 2 rate applies to 3 years surrounding new curriculum adoption.

<sup>3</sup> Must have 18-20 members to assign stipend. Any situation that deviates from this guideline must be pre-approved by the Executive Leadership Team

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

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

All percentages refer to a percentage of step one (1) of the lowest level of the Teachers' Salary Schedule.

**2019-2020 Bachelor's Step 1 Salary Reference: \$38,783**

Step	Group P		Group Q		Group R		Group S		Group T	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
2	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
3	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
4	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
5	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
6	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
7	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
8	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
9	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
10	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
11	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
12	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
13	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
14	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
15	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
16	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
17	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
18	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
19	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
20	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
21	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
22	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
23	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
24	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%
25	3,878	10.0%	1,939	5.0%	1,163	3.0%	776	2.0%	388	1.0%

Group	Description	Role	Department
P	Academic Competition	District Director	Learning Support
P	Curriculum Development Council - Level 1	Chair	Learning Support
P	District Advanced Course Access	Lead	Learning Support
Q	High School Community Service (13+ Students)	Coordinator	School Site
Q	High School National Honor Society	Sponsor	School Site
Q	Site Advanced Course	Champion	Learning Support
Q	Site Middle School	Athletic Director	Athletics
Q	Weight Room	Supervisor	Athletics
R	Athletic Aide - Middle or High School	Aide	Athletics
R	District Scholar Bowl	Chair	Learning Support
R	Elementary School Lead - 3+ years of consecutive service	Teacher	School Site
R	High School Community Service (12 Students and less)	Coordinator	School Site
R	High School Non-Core Department - Level 2 <sup>1</sup>	Head	Learning Support
R	Middle School National Junior Honor Society	Sponsor	School Site
S	Elementary School Curriculum Development - Level 2 <sup>1</sup>	Member	Learning Support
S	Elementary School Lead - years 1 & 2 of consecutive service	Teacher	School Site
S	High School Non-Core Department - Level 1	Head	Learning Support
S	High School Science Competition	Coordinator	School Site
S	Middle School Core Department - Level 2 <sup>1</sup>	Head	Learning Support
S	Middle School Math Team	Coach	School Site
S	Middle School Science Fair or Olympiad	Sponsor	School Site
S	Site Reading Assessment	Coordinator	Learning Support
T	Middle School Core Department - Level 1	Head	Learning Support

**Volunteer Service Agreement:** All non-exempt (hourly) SPS employees & retirees who receive payment for a stipend from section 3-C will be required to sign a volunteer service agreement confirming acceptance of the stipend as a 'nominal fee' that is not eligible for overtime pay.

**Payment:** Exempt staff will be compensated over 12 months or remaining pays if less than 12 month remain. Non- exempt staff will be compensated over the sport season, with the first payment for fall activities occurring on September's paycheck.

**Retirees:** Monthly timesheet will be required for compensation at \$10.00 per hour until the full stipend is paid. If the full stipend is not earned by the end of the season a final payment will be distributed for the full amount on the final pay month.

<sup>1</sup> Level 2 rate applies to 3 years surrounding new curriculum adoption.



**Section 3-D Miscellaneous Annualized Stipends**

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

Description	Department	Annual
Archery Sponsor - Middle/High School	Athletics	\$2,176
Archery Tournament Supervisor - Middle School	Athletics	\$2,500
Athletics Supervision (Full Season)	Athletics	\$2,000
Club Encore Site Liaison (per semester) <sup>1</sup>	Learning Support	\$500
Club Encore Tutor (per club) <sup>1</sup>	Learning Support	\$1,050
Coordinator - Off-season Conditioning Program	Athletics	\$877
Elementary Math Club Sponsor	School Site	\$725
Elementary STEAM Club Sponsor	School Site	\$725
Equity and Access Champions (Elementary/Middle School)	Learning Support	\$500
Equity and Access Champions (High School)	Learning Support	\$1,000
Extracurricular Sponsor	High School	\$250 - \$500
High School Assistant Choir Director	School Site	\$1,813
LAUNCH Instructor (per session)	Digital Learning	\$2,520
Math Team Sponsor	High School	\$1,372
Middle School Scholar Bowl Coach	School Site	\$725
Middle School Site Engagement Coordinator	School Site	\$400
Peer Mediator Sponsor	Counseling	\$1,000
Prom Coordinator	High School	\$500
Robotics Coach - Assistant	High School	\$1,500
Sister City Liaison	Learning Support	\$1,000
Site Test Coordinator - High School (4 Block)	AAA	\$1,150
Site Test Coordinator - High School (8 Block)	AAA	\$900
Site Test Coordinator - K-8 School (0-300)	AAA	\$500
Site Test Coordinator - K-8 School (301-400)	AAA	\$600
Site Test Coordinator - K-8 School (401-500)	AAA	\$700
Site Test Coordinator - K-8 School (500+)	AAA	\$800
Site Test Coordinator - Study K-12	AAA	\$600
Special Services Dept Chair 1-5 yrs experience	High School	\$2,100
Special Services Dept Chair 1-5 yrs experience	Middle School	\$1,400
Special Services Dept Chair 5+ yrs experience	Middle School	\$1,750
Special Services Dept Chair 5+ yrs experience	High School	\$2,400
Teacher Mentoring Supervisor	High School	\$1,500
Tournament Assistant Coordinator	Athletics	\$1,000
Website Maintenance	All Schools	\$250
Wellness Champion	All Schools	\$250

**Minimum Wage:** The new 2019 Missouri minimum wage requirements are not applicable for public school districts.

**Volunteer Service Agreement:** All Non-Exempt (hourly) SPS employees who receive payment for a stipend from Section 3-D will be required to sign a volunteer service agreement confirming acceptance of the stipend as a 'nominal fee' that is not eligible for overtime pay. Non-Exempt employees should not receive a stipend for job duties that are the same or similar to their primary job duties. Non-Exempt staff will be paid over season, session, or length of assignment.

**Payment:** Exempt staff will be compensated over 12 months or remaining pays if less than 12 month remain.

**Retirees:** Monthly timesheet will be required for compensation at \$10.00 per hour until the full stipend is paid. If the full stipend is not earned by the end of the season a final payment will be distributed for the full amount on the final pay month.

<sup>1</sup> Paid after each semester as lump sum.

Description	Department	Annual
Baseball Development Coordinator <sup>1</sup>	Athletics	\$3,968
Basketball Development Assistant Coordinator <sup>1</sup>	Athletics	\$400 - \$1,023
Basketball Development Coordinator <sup>1</sup>	Athletics	\$3,400 - \$4,966
Football Development Director <sup>1</sup>	Athletics	\$10,792
Certified Administrative Professional (based on months of service) <sup>1</sup>	Secretarial/Clerical	\$100 per month

<sup>1</sup> Not eligible for future placement

### Section 3-E. Paid Upon Completion Stipends

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

Description	Department	Frequency	Rate
Aspire Champion Empower Site Representative	Learning Devel/Support	Upon Completion	\$300
Athletics Supervision	Athletics	Per Event	\$50
Athletics Supervision (full day tournament)	Athletics	Per Event	\$100
Band/Choir Competition Assistant	All Schools	Per Event	\$100
Cadet Teaching Advisor	High School	Upon Completion	\$200
Cognitive Diagnostic Testing (per test)	Special Services	Per Event	\$75
Drama/Musical Assistant	High School	Per Event	\$1,000
Dual Credit Teachers - per student (10 student max)	High School	Upon Completion	\$25
Elementary Honor Choir Coordinator	Learning Support	Upon Completion	\$450
Evolving Leaders Mentor	Learning Development	Upon Completion	\$750
Explore Liaison	All Schools	Upon Completion	\$600
Golf Schedule Coordinator	Athletics	Upon Completion	\$250
Khebrat Mentoring	Learning Development	Upon Completion	\$500
Language Arts Fair Coordinator	Learning Support	Upon Completion	\$750
Middle School Advisor/Advisee	Middle School	Upon Completion	\$1,190
Middle School Honor Choir/Band Coordinator	Learning Support	Upon Completion	\$450
MS Student Interest Club Teachers	Learning Support	Quarter/Session	\$250
MSHSAA Music Festival Manager <sup>1</sup>	All Schools	Per Event	\$500
MSHSAA Music Festival Scheduler <sup>1</sup>	All Schools	Per Event	\$407
Music Contest Assistant	Middle School	Per Event	\$200
New Teacher Liaison	Learning Development	Upon Completion	\$500
Online Teacher (12+ students enrolled per course)	All Schools	Semester	\$2,520
Online Teacher (5-11 students enrolled per course)	All Schools	Semester	\$1,000
Qualified Separation Notice Received by January 4	All Schools	Upon Completion	\$1,000
Qualified Separation Notice Received by February 1	All Schools	Upon Completion	\$750
Qualified Separation Notice Received by March 20	All Schools	Upon Completion	\$500
School Garden Coordinator	Elementary	Upon Completion	\$200
Solo/Ensemble Accompanist - District <sup>2</sup>	All Schools	Per Event	\$25
Solo/Ensemble Accompanist - State <sup>2</sup>	All Schools	Per Event	\$50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	\$100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	\$150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	\$200
SPS Connect: Facilitators - Leader Track (3 teachers max)	Learning Development	Upon Completion	\$6,750
SPS Connect: Guest Speaker	Learning Development	Per Event	\$75
SPS Connect: Leadership Track - 16 participants (\$1,750 per year, \$3,500 max)	Learning Development	Upon Completion	\$3,500
SPS Connect: Subject Matter Expert (\$250 per topic or \$500/mo.) <sup>3</sup>	Learning Development	Per Event	\$500
SPS Connect: Teacher Track - 40 participants (\$1,000 per year, \$3,000 max)	Learning Development	Upon Completion	\$3,000
Teacher Externship	Choice	Upon Completion	\$500
Teacher Support Team	All Schools	Upon Completion	\$1,000
Tournament Liaison	Athletics	Per Event	\$300 - \$500

<sup>1</sup> Contingent upon MSHSAA reimbursement (High Schools Only)

<sup>2</sup> Applies to High Schools only

<sup>3</sup> Subject matter expert is \$500 per event or \$250 per topic (one seated & one online session)

#### Section 4. Substitute and Temporary Staff Rates

Position	Frequency	Amount
Custodian - 5+ days in Head Custodian assignment (added to hourly rate)	Hourly	\$0.50
Nurse	Daily	\$116.00
Nurse - 11+ days in the same assignment	Daily	Step 1
Nurse with prior nurse experience at SPS	Hourly	\$25.00
Nurse with prior nurse experience at SPS - lead assignment	Hourly	\$30.00
Nutrition Services Hourly Rate	Hourly	\$10.15
Occupational Therapist Registered/Licensed (OTR); Physical Therapist (PT)	Daily	\$362.50
Occupational Therapy Assistants - Certified (COTA); Physical Therapy Asst (PTA)	Hourly	\$40.00
School Police Communications Clerk	Hourly	\$12.34
Specialized Special Education Instructional Services	Hourly	\$40-70
Speech Language Pathologist	Hourly	\$35.00
Teacher - Homebound	Hourly	\$25.00
Teacher - substituting on conference period	Hourly	\$22.33
Temporary Worker	Hourly	\$10.00
Transportation Aide	Hourly	\$11.00
Transportation Aide - Wheelchair Accessible	Hourly	\$11.63
Transportation Driver	Hourly	\$14.00
Transportation Driver - Wheelchair Accessible	Hourly	\$14.63
Transportation Nurses	Hourly	\$15.75

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

Contracted Substitute Service Position	Frequency	Amount
Assistant Principal	Daily	\$165.00
Assistant Principal - 11+ days in same assignment	Daily	\$205.00
Counselor	Daily	\$151.50
Counselor with prior experience at Springfield Public Schools	Daily	\$176.75
Instructional Technologist	Daily	\$80.00
Instructional Technologist - 11+ days in same assignment	Daily	\$85.00
Other - Interpreter	Daily	\$181.25
Other- Speech Language Pathologist	Daily	\$253.75
Paraprofessional	Daily	\$80.00
Paraprofessional - 11+ days in same assignment	Daily	\$85.00
Principal	Daily	\$230.00
Principal - 11+ days in the same assignment	Daily	\$280.00
Secretary/General Clerical	Daily	\$80.00
Secretary/General Clerical - 11+ days in same assignment	Daily	\$85.00
Teacher	Daily	\$90.00
Teacher - Bachelor's degree - 11+ days in the same assignment	Daily	\$115.00
Teacher - Master's degree - 11+ days in the same assignment	Daily	\$123.07
General Labor	Hourly	\$11.00

**Secretarial/Clerical Salary Schedule**

Non-Exempt - Per Hour Rates

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>C101</b>	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
<b>C100</b>	11.75	12.07	12.39	12.72	13.06	13.41	13.77	14.14	14.52	14.91	15.31	15.72	16.14	16.57	17.04
<b>C110</b>	12.34	12.67	13.01	13.36	13.72	14.09	14.47	14.86	15.26	15.67	16.09	16.52	16.96	17.42	17.89
<b>C120</b>	12.96	13.31	13.67	14.04	14.42	14.81	15.21	15.62	16.04	16.47	16.91	17.36	17.83	18.31	18.79
<b>C130</b>	13.61	13.98	14.36	14.75	15.15	15.56	15.98	16.41	16.85	17.30	17.77	18.25	18.74	19.24	19.73
<b>C140</b>	14.29	14.67	15.06	15.47	15.89	16.32	16.76	17.21	17.67	18.15	18.64	19.14	19.65	20.18	20.72
<b>C150</b>	15.00	15.40	15.81	16.24	16.68	17.13	17.59	18.06	18.55	19.05	19.56	20.09	20.63	21.18	21.75
<b>C160</b>	15.75	16.17	16.60	17.05	17.51	17.98	18.46	18.96	19.47	19.99	20.53	21.08	21.65	22.23	22.84

Pay Grade	Position
C101	Library Clerical or Receptionist
C100	Unused
C110	Unused
C120	Elementary or Middle School Secretary - General High School Department Secretary (A+, IB, etc.) High School Secretary - Attendance
C130	District Level Secretary - General
C140	Building Athletic Secretary District Level Department Secretary I Early Childhood School Secretary - Lead Elementary School Secretary - Lead High School Secretary - Assistant Principal High School Secretary - Counseling Middle or High School Secretary - Registrar
C150	Unused
C160	Clerk - Department District Level Department Secretary II Financial Secretary - HS or Department High School Secretary - Lead K-8 School Secretary - Lead Middle School Secretary - Lead

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

When the number of work days differs from 260 the same hourly rate applies, but a different pay grade is utilized. Example: C120 has the same hourly rate as C121, but those on grade C121 have a 218 day work calendar. For further clarification, please contact Human Resources.

**Nurse Salary Schedule**

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

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

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>N100</b>	15.75	16.17	16.60	17.05	17.51	17.98	18.46	18.96	19.47	19.99	20.53	21.08	21.65	22.23	22.84
<b>N12P</b>	26.89	27.40	27.92	28.45	28.99	29.54	30.10	30.67	31.25	31.84	32.44	33.05	33.68	34.32	34.96
<b>N13P</b>	28.23	28.76	29.30	29.85	30.41	30.99	31.58	32.18	32.79	33.41	34.04	34.68	35.34	36.01	36.70
<b>N14P</b>	29.65	30.21	30.78	31.36	31.95	32.55	33.17	33.80	34.44	35.09	35.75	36.43	37.12	37.82	38.54
<b>N120</b>	36,650	37,343	38,049	38,769	39,502	40,249	41,010	41,786	42,576	43,381	44,202	45,038	45,890	46,758	47,645
<b>N130</b>	38,483	39,211	39,953	40,709	41,479	42,264	43,064	43,879	44,709	45,555	46,417	47,295	48,190	49,102	50,028
<b>N140</b>	40,407	41,171	41,950	42,744	43,553	44,377	45,216	46,071	46,943	47,831	48,736	49,658	50,597	51,554	52,529

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

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

**Service Personnel Salary Schedule**

Non-Exempt - Per Hour Rates

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
S100	11.75	12.07	12.39	12.72	13.06	13.41	13.77	14.14	14.52	14.91	15.31	15.72	16.14	16.57	17.04
S110	12.34	12.67	13.01	13.36	13.72	14.09	14.47	14.86	15.26	15.67	16.09	16.52	16.96	17.42	17.89
S120	12.95	13.30	13.66	14.03	14.41	14.80	15.20	15.61	16.03	16.46	16.90	17.35	17.82	18.30	18.78
S130	13.60	13.97	14.35	14.74	15.14	15.55	15.97	16.40	16.84	17.29	17.76	18.24	18.73	19.23	19.72
S140	14.28	14.67	15.06	15.47	15.89	16.32	16.76	17.21	17.67	18.15	18.64	19.14	19.65	20.18	20.71
S150	15.00	15.40	15.81	16.24	16.68	17.13	17.59	18.06	18.55	19.05	19.56	20.09	20.63	21.18	21.74
S160	15.75	16.17	16.60	17.05	17.51	17.98	18.46	18.96	19.47	19.99	20.53	21.08	21.65	22.23	22.83
S170	16.53	16.98	17.44	17.91	18.39	18.88	19.39	19.91	20.45	21.00	21.56	22.14	22.74	23.35	23.97
S180	17.36	17.83	18.31	18.80	19.31	19.83	20.36	20.91	21.47	22.05	22.64	23.25	23.88	24.52	25.17
S190	18.23	18.72	19.22	19.74	20.27	20.82	21.38	21.96	22.55	23.16	23.78	24.42	25.08	25.75	26.43
S200	19.14	19.65	20.18	20.72	21.28	21.85	22.44	23.04	23.66	24.30	24.95	25.62	26.31	27.02	27.75
S210	20.10	20.64	21.20	21.77	22.36	22.96	23.58	24.21	24.86	25.53	26.22	26.93	27.65	28.39	29.14
S220	21.10	21.67	22.25	22.85	23.46	24.09	24.74	25.41	26.09	26.79	27.51	28.25	29.01	29.79	30.60

Pay Grade	Position
S100	Custodian I (temporary)
S110	Unused
S120	Custodian II (Night/Second Shift)
S130	Head Custodian I (Elementary)
S140	Unused
S150	Head Custodian II (Middle School)
S160	Lead Custodian-Night/Setup (High School)
S170	Groundskeeper Head Custodian III (High School) Maintenance Worker I Storekeeper
S180	Maintenance Worker II (Night/Second Shift or Journey)
S190	Lead Maintenance Worker I Lead Storekeeper Maintenance Worker III (Journey plus Night or Master)
S200	Lead Maintenance Worker II (Night) Maintenance Worker IV (Master plus Night)
S210	Lead Maintenance Worker III (Master)
S220	Lead Maintenance Worker IV (Master plus Night)

**Transportation Salary Schedule**

Non-Exempt - Per Hour Rates

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B101	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
B100	11.00	11.45	11.90	12.35	12.80	13.25	13.70	14.15	14.60	15.05	15.50	15.95	16.40	16.85	17.30
B110	11.63	12.08	12.53	12.98	13.43	13.88	14.33	14.78	15.23	15.68	16.13	16.58	17.03	17.48	17.93
B121	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00
B120	14.00	14.45	14.90	15.35	15.80	16.25	16.70	17.15	17.60	18.05	18.50	18.95	19.40	19.85	20.30
B130	14.63	15.08	15.53	15.98	16.43	16.88	17.33	17.78	18.23	18.68	19.13	19.58	20.03	20.48	20.93

Pay Grade	Position
B101	Bus Aide (No Route)
B100	Bus Aide (Route)
B110	Bus Aide - Wheelchair Accessible
B121	Bus Driver (No Route)
B120	Bus Driver (Route)
B130	Bus Driver - Wheelchair Accessible

Regular A.M. and P.M. routes will be paid a minimum of 4 hours.

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

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

**Operational Support Salary Schedule**

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

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
O100	10.15	10.42	10.70	10.99	11.29	11.59	11.90	12.22	12.55	12.89	13.24	13.60	13.97	14.35	14.72
O110	10.66	10.95	11.24	11.54	11.85	12.17	12.50	12.84	13.19	13.54	13.90	14.27	14.65	15.04	15.46
O120	11.19	11.49	11.80	12.12	12.45	12.78	13.12	13.47	13.83	14.20	14.58	14.97	15.37	15.78	16.23
O130	11.75	12.07	12.39	12.72	13.06	13.41	13.77	14.14	14.52	14.91	15.31	15.72	16.14	16.57	17.04
O140	12.34	12.67	13.01	13.36	13.72	14.09	14.47	14.86	15.26	15.67	16.09	16.52	16.96	17.42	17.89
O150	12.96	13.31	13.67	14.04	14.42	14.81	15.21	15.62	16.04	16.47	16.91	17.36	17.83	18.31	18.79
O160/O161/162	13.61	13.98	14.36	14.75	15.15	15.56	15.98	16.41	16.85	17.30	17.77	18.25	18.74	19.24	19.73
O170/O171/O172	14.29	14.67	15.06	15.47	15.89	16.32	16.76	17.21	17.67	18.15	18.64	19.14	19.65	20.18	20.72
O180	15.00	15.40	15.81	16.24	16.68	17.13	17.59	18.06	18.55	19.05	19.56	20.09	20.63	21.18	21.75
O190/O191/O192/O193	15.75	16.17	16.60	17.05	17.51	17.98	18.46	18.96	19.47	19.99	20.53	21.08	21.65	22.23	22.84
O200/O201/O202	16.54	16.98	17.44	17.91	18.39	18.88	19.39	19.91	20.45	21.00	21.56	22.14	22.74	23.35	23.98
O210/O211	17.37	17.84	18.32	18.81	19.32	19.84	20.37	20.92	21.48	22.06	22.65	23.26	23.89	24.53	25.19
O220	18.24	18.73	19.23	19.75	20.28	20.83	21.39	21.97	22.56	23.17	23.79	24.43	25.09	25.76	26.45
O230	19.15	19.67	20.20	20.74	21.30	21.87	22.46	23.06	23.68	24.32	24.97	25.64	26.33	27.04	27.77
O240/O241	20.11	20.65	21.21	21.78	22.37	22.97	23.59	24.22	24.87	25.54	26.23	26.94	27.66	28.40	29.16
O250/O251	21.12	21.69	22.27	22.87	23.49	24.12	24.77	25.44	26.12	26.82	27.54	28.28	29.04	29.82	30.62
O260/O261	22.18	22.78	23.39	24.02	24.67	25.33	26.01	26.71	27.43	28.17	28.93	29.71	30.51	31.33	32.16
O270	23.29	23.92	24.56	25.22	25.90	26.60	27.32	28.05	28.80	29.57	30.37	31.19	32.03	32.89	33.77
O280	24.45	25.11	25.79	26.48	27.19	27.92	28.67	29.44	30.23	31.04	31.87	32.73	33.61	34.51	35.45

Pay Grade	Position	Pay Grade	Position	
O100	Nutrition Services Worker I (187)	O201	Student Attendance Advisor (185)	
O110	Nutrition Services Worker II (187)	O202	Cafeteria Supervisor IV (187)	
O120	Nutrition Services Worker III (187)	O210	Analyst - Human Resources	
O130	Unused	O211	Cafeteria Supervisor V (187)	
O140	Paraprofessional I (184)	O220	Cafeteria Supervisor VI	
O150	Unused			
O160	School Police Communications Clerk	O230	Specialist - Accounting	
O161	School Police Communications Clerk (194)		Specialist - Analytics Assessment Acct	
O162	Cafeteria Supervisor I (187)		Specialist - Benefits	
O170	Specialist I - IT Support		Specialist - Content Management	
O171	Braille Transcriber (185)		Specialist - Digital Communications	
	Paraprofessional II (185)		Specialist - Facilities Infrastructure	
O172	Cafeteria Supervisor II (187)		Specialist - Human Resources	
	Coordinator - Transportation		Specialist - Inventory Control	
	Lead Bus Driver		Specialist - Payroll	
O180	Transportation Safety Trainer		Specialist - Procurement and Project	
	Catering Supervisor		Specialist - Purchasing	
	Executive Secretary		Specialist - Routing and Tech	
	Specialist - Help Desk		Specialist - Server Support	
	Technician - Human Resources		Video Producer	
O190	Technician - Network Operations	O240	School Police Officer	
	Technician - Payroll		Supervisor - Information Technology Support	
	Technician - School/Home	O241	School Police Officer (194)	
	O191		Licensed Practical Nurse - Classroom (185)	O250
O192	Technician - Behavior Support Special Education (185)	O251	Educational Interpreter (185)	
O193	Licensed Practical Nurse - Transportation (186)	O260	Specialist - Audiovisual	
O200	Cafeteria Supervisor III (187)	O261	Parent Educator Non-Certificated (184)	
	Mechanic	O270	Parent Educator Certificated	
	Parts and Inventory Clerk		O280	Therapy Assistant
	Specialist - Fleet Technology			
Specialist II - IT Support				

**Nutrition Services:** Nine month positions will require additional 4 week EXPLORE program requirement, miscellaneous pay applies to the additional 4 weeks worked. Banquets and similar activities will be compensated at the employee's regular hourly rate with hours exceeding 40 hrs per week to be compensated at the rate of one and one-half the employee's hourly pay rate.

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

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

STEPS	P060	P070	P100 P101 P102	P110	P120	P130	P140	P150	P160	P170	P180	P190
1	28,450	29,873	48,000	50,400	52,920	55,566	58,344	61,261	64,324	67,540	70,917	74,463
2	29,012	30,463	48,948	51,395	53,965	56,663	59,496	62,471	65,594	68,874	72,318	75,934
3	29,585	31,065	49,915	52,410	55,031	57,782	60,671	63,705	66,889	70,234	73,746	77,434
4	30,169	31,678	50,901	53,445	56,118	58,923	61,869	64,963	68,210	71,621	75,202	78,963
5	30,765	32,304	51,906	54,500	57,226	60,087	63,091	66,246	69,557	73,035	76,687	80,522
6	31,373	32,942	52,931	55,576	58,356	61,274	64,337	67,554	70,931	74,477	78,201	82,112
7	31,993	33,593	53,976	56,674	59,508	62,484	65,608	68,888	72,332	75,948	79,745	83,734
8	32,625	34,256	55,042	57,793	60,683	63,718	66,904	70,248	73,760	77,448	81,320	85,388
9	33,269	34,933	56,129	58,934	61,881	64,976	68,225	71,635	75,217	78,977	82,926	87,074
10	33,926	35,623	57,237	60,098	63,103	66,259	69,572	73,050	76,702	80,537	84,564	88,794
11	34,596	36,326	58,367	61,285	64,349	67,568	70,946	74,493	78,217	82,127	86,234	90,548
12	35,279	37,043	59,520	62,495	65,620	68,902	72,347	75,964	79,762	83,749	87,937	92,336
13	35,976	37,775	60,695	63,729	66,916	70,263	73,776	77,464	81,337	85,403	89,674	94,159
14	36,686	38,521	61,894	64,988	68,237	71,651	75,233	78,994	82,943	87,090	91,445	96,018
15	37,410	39,282	63,116	66,271	69,585	73,066	76,719	80,554	84,581	88,810	93,251	97,914
16	38,149	40,058	64,362	67,580	70,959	74,509	78,234	82,145	86,251	90,564	95,093	99,848
17	38,902	40,849	65,633	68,915	72,360	75,980	79,779	83,767	87,954	92,352	96,971	101,820
18	39,670	41,656	66,929	70,276	73,789	77,480	81,355	85,421	89,691	94,176	98,886	103,831
19	40,453	42,479	68,251	71,664	75,246	79,010	82,962	87,108	91,462	96,036	100,839	105,882
20	41,253	43,316	69,600	73,080	76,734	80,571	84,599	88,828	93,270	97,933	102,830	107,971

Pay Grade	Position	Pay Grade	Position
P060	Parent Educator Non-Certificated (184)	P130 Continued	Digital Learning Developer
P070	Parent Educator Certificated (184)		Information Security Officer
P100	Coordinator I - Accounting		Manager I - Accounting
	Coordinator I - Application Support		Manager I - Human Resources
	Coordinator I - Benefits		Manager I - Payroll
	Coordinator I - Communications		Manager I - Purchasing
	Coordinator I - Construction		Network Architect
	Coordinator I - Data Analytics		Server and System Architect
	Coordinator I - Employee Relations		Supervisor II - Systems
	Coordinator I - Employment		P140
	Coordinator I - Environmental Safety	P150	Manager II - Course Development
	Coordinator I - Purchasing		Manager II - Custodial Operations
Coordinator I - Quality Assurance	Manager II - Marketing and Engagement		
Coordinator I - Risk Management	P160	SIS Administrator	
Coordinator I - Student Information Systems		Coordinator III - Equity and Inclusion	
Coordinator I - Technology Projects		Coordinator III - Learning Development	
Coordinator I - Wellness		Manager III - Bond Projects	
Field Supervisor - School Police	P170	Coordinator IV - Accountability	
Graphic Artist		Coordinator IV - Assessment	
Liaison - Executive Office		Coordinator IV - Career and Technical Education	
Mechanic Foreman		Coordinator IV - Choice Programs	
Network Analyst		Coordinator IV - Counseling Services	
Software Developer		Coordinator IV - Curriculum	
Supervisor I - Custodial		Coordinator IV - Fine Arts and World Languages	
Supervisor I - Grounds		Coordinator IV - Health & Education	
Supervisor I - Maintenance		Coordinator IV - Instructional Integration	
Supervisor I - Preventative Maintenance		Coordinator IV - Instructional Support & Intervention	
Supervisor I - Transportation		Coordinator IV - Leadership Development	
Supervisor I - Transportation Safety		Coordinator IV - Learning Development	
Systems Analyst		Coordinator IV - Literacy	
P101	Therapist - Occupational (185)	Coordinator IV - Math	
	Therapist - Physical (185)	Coordinator IV - Project-Based Learning	
P102	Coordinator I - Equity and Inclusion (236)	Coordinator IV - Science	
P110	Unused	Manager IV - Administrative Services	
P120	Unused	Manager IV - Infrastructure Support	
P130	Cabling Architect	Manager IV - Library Services	
	Coordinator II - Capital Projects	Manager IV - Software Support	
	Coordinator II - Data Analytics	Manager IV - User Support	
	Coordinator II - Health Services	P180	Unused
	Coordinator II - Quality Assurance	P190	Coordinator V - Digital Learning
	Coordinator II - Summer Learning/Student Experiences		

**Administrator Salary Schedule**

Exempt 260 Days - unless otherwise noted ()

STEPS	A100	A110 A111	A120 A121	A130 A131	A140	A150	A160	A170	A180
1	64,152	69,499	71,316	74,845	80,190	85,536	90,883	96,720	106,921
2	65,756	71,236	73,099	76,716	82,035	87,503	92,973	98,897	109,060
3	67,401	73,018	74,926	78,633	83,921	89,516	95,111	101,121	111,240
4	69,086	74,842	76,801	80,598	85,853	91,575	97,300	103,397	113,466
5	70,812	76,714	78,719	82,614	87,827	93,681	99,537	105,723	115,734
6	72,583	78,631	80,687	84,679	89,847	95,836	101,826	108,103	118,049
7	74,397	80,597	82,705	86,798	91,914	98,041	104,168	110,535	120,409
8	76,257	82,613	84,773	88,967	94,027	100,297	106,564	113,021	122,819
9	78,163	84,677	86,892	91,191	96,190	102,602	109,015	115,564	125,274
10	80,118	86,795	89,064	93,470	98,402	104,962	111,522	118,164	127,779
11	81,401	88,010	90,489	94,966	99,877	106,326	112,638	119,644	129,057
12	82,702	89,241	91,937	96,486	101,375	107,709	113,764	121,142	130,348
13	84,024	90,490	93,407	98,030	102,897	109,109	114,902	122,659	131,652
14	85,370	91,758	94,903	99,598	104,440	110,527	116,050	124,194	132,969
15	86,736	93,042	96,421	101,191	106,007	111,965	117,210	125,749	134,298
16	88,122	94,345	97,963	102,810	107,597	113,420	118,384	127,324	135,641
17	89,533	95,665	99,532	104,456	109,211	114,895	119,567	128,918	136,998
18	90,965	97,005	101,123	106,126	110,848	116,387	120,763	130,532	138,368
19	92,421	98,363	102,741	107,824	112,512	117,901	121,970	132,166	139,752
20	93,900	99,740	104,386	109,549	114,200	119,433	123,190	133,821	141,149

Pay Grade	Position	Pay Grade	Position
A100	Assistant Principal - Elementary School (222)	A140 Continued	Director III - Human Resources Director III - Information Technology Director III - Learning Development Director III - School Police Director III - Transportation
A110	Assistant Director I - Business Services Assistant Director I - Performance Analytics Assistant Director I - Communications Assistant Director I - Human Resources Assistant Director I - Transportation Director I - Purchasing & Distribution Director I - Risk Management		Associate Director - Special Services Director IV - Digital Learning Director IV - Early Childhood/Parents as Teachers Director IV - Learning Support Director IV - Performance Analytics Director IV - Summer Learning/Student Experiences Principal - Middle School
A111	Assistant Director I - Alternative Education (222) Assistant Principal - Middle School (222)	A150	Director V - Athletics Director V - Elementary Learning Director V - Secondary Learning Director V - Special Services Principal - High School
A120	Assistant Director II - Early Childhood Education		
A121	Assistant Principal - High School (222)	A160	Chief Communications Officer Chief Equity & Diversity Officer
A130	Assistant Director III - Special Services Assistant Director III - Therapy & Related Services Director II - English Language Learners Director II - Student Support		
A131	Principal - Elementary School (255)	A170	Executive Director - Elementary Learning Executive Director - Innovation & Information Executive Director - Learning Support/Partnerships Executive Director - Operations Executive Director - Secondary Learning Executive Director - Student & School Services
A140	Assistant Director IV - Athletics Director III - Alternative Education Director III - Business Services Director III - Counseling Director III - Custodial & Grounds Director III - Facilities Director III - Federal Programs Director III - Gifted Education Director III - Health Services		