



## **2021 – 2022 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 22, 2021  
Approval Recommendation September 21, 2021**

**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	39,946	43,869	46,318	46,549
2	40,745	44,747	47,004	47,004
3	41,557	45,642	47,943	47,943
4	42,393	46,555	48,903	48,903
5	43,239	47,485	49,883	49,883
6	43,853	48,436	50,880	50,880
7	44,766	49,406	51,897	51,897
8	45,661	50,392	53,317	53,701
9	46,575	51,570	54,512	55,528
10	47,506	53,428	55,702	57,384
11	48,456	55,339	57,341	58,783
12	49,521	57,271	58,951	61,189
13	50,013	57,841	59,539	61,804
14	50,052	58,423	60,136	62,032
15	50,052	59,006	60,737	62,649
16	50,052	59,597	61,345	63,276
17	50,052	60,188	61,958	63,910
18	50,052	60,793	62,576	64,547
19	50,052	61,398	63,205	65,192
20	50,052	62,014	63,833	65,845
21	50,052	62,635	64,475	66,503
22	50,052	63,260	65,120	67,167
23	50,052	63,893	65,769	67,838
24	50,052	64,531	66,429	68,516
25	50,052	65,178	67,092	69,203
26	50,052	66,151	68,094	70,234
27	50,052	66,812	68,774	70,939
28	50,052	67,484	69,461	71,645
29	50,052	68,154	70,156	72,362
30	50,052	68,849	70,859	73,089

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 2021-2022 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 15 years of prior teaching experience; 15 years of teaching experience equates to placement at Step 16 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 15 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	28,013	28,713	29,430	30,167	30,922
ISM9	36,978	37,902	38,850	39,821	40,817

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

**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>
Academy Coach - High School		
Community Engagement Coordinator (Robberson)		
Graduation Specialist	20	none
Middle College Teacher		
Specialist-Social & Emotional Behavioral		
Virtual Learning Teacher		
Coordinator - A+		
Coordinator - Primary/Middle Years Program	10	none
Library Media Specialist - Elementary/Middle School		
Affective Education/Assessment Coordinator	8	\$550
Board Certified Behavior Analyst	10	\$1,500
Coordinator - High School Interventions	10	\$8,000
Coordinator - Middle School Interventions	8	\$4,000
Counselor - Elementary School or Early Childhood School	5	\$550
Counselor - High School/Launch	15	\$550
Counselor - Middle School or Early Childhood Special Education	10	\$550
GOCAPS Teacher	20	\$500
Homeless Liaison	30	\$3,000
Library Media Specialist - High School	15	none
Missouri Options Advisor	5	none
Process Coordinator	10	\$4,000
Program Coordinator - Springfield Option Site	10	\$8,000
School Community Liaison		
Instructional Specialist, Wonder Years	10	\$1,000
School Psychologist	21	\$4,000
Specialist-Social and Emotional Behavioral	20	none
Title I Behavior Specialist II	10	\$1,000
Title I Coach - Numeracy, Literacy, Learning		
K-8 Coach- Literacy, Numeracy & Intervention	3	\$3,000
Title I Data Coach - Elementary School	5	\$3,000
Title I Data Coach - Middle School		
Title III Instructional Coach - English Language Learners	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
Alternative Advisor (Study)	10	none
Assistant Principal Combo School	none	\$375
Bond Clerk <sup>1</sup>		\$8,775
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 Early Childhood School (1 per school)	10	\$550
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
Special Services - Assistive Technology	5	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	\$11.00
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	\$11.00
Color Guard Coach	Middle School	Hourly	\$12.00
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
Curriculum Writing	Learning Support	Hourly	\$20.00
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	\$189.00
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	\$12.00
Health Aide Worker Premium <sup>6</sup>	All Schools	Hourly	\$2.00
ID Processor	All Schools	Hourly	\$11.00
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	\$11.00
Miscellaneous Physical Labor	All Schools	Hourly	\$11 - 14
Miscellaneous Professional Services	All Schools	Hourly	\$15 - 25
MSHSAA Music Festival Support Staff <sup>2</sup>	All Schools	Hourly	\$11 - 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	\$11.00
Summer Athletics Aide	Athletics	Hourly	\$11.00
Summer Athletics Camp Coach	Athletics	Hourly	\$15.00
Summer Band Instructor	Middle & High School	Hourly	\$20.00
SWAP Worker	Early Childhood	Hourly	\$12.00
SWAP Worker - Lead	Early Childhood	Hourly	\$14.00
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	\$15.00
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

<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 position.

<sup>5</sup> Hourly rates for Explore classified & non-exempt positions will be based on the 2020-2021 salary schedule.

**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.

2021-2022 Bachelor's Step 1 Salary Reference: \$39,946										
Step	Group A		Group B		Group C		Group D		Group E	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	9,188	23.0%	6,711	16.8%	5,712	14.3%	5,473	13.7%	4,953	12.4%
2	9,188	23.0%	6,711	16.8%	5,712	14.3%	5,473	13.7%	4,953	12.4%
3	9,387	23.5%	7,230	18.1%	6,112	15.3%	5,912	14.8%	5,393	13.5%
4	9,387	23.5%	7,230	18.1%	6,112	15.3%	5,912	14.8%	5,393	13.5%
5	9,587	24.0%	7,710	19.3%	6,511	16.3%	6,311	15.8%	5,792	14.5%
6	9,587	24.0%	7,710	19.3%	6,511	16.3%	6,311	15.8%	5,792	14.5%
7	9,787	24.5%	8,189	20.5%	6,991	17.5%	6,791	17.0%	6,272	15.7%
8	9,787	24.5%	8,189	20.5%	6,991	17.5%	6,791	17.0%	6,272	15.7%
9	9,787	24.5%	8,189	20.5%	6,991	17.5%	6,791	17.0%	6,272	15.7%
10	9,987	25.0%	8,788	22.0%	7,590	19.0%	7,190	18.0%	6,871	17.2%
11	9,987	25.0%	8,788	22.0%	7,590	19.0%	7,190	18.0%	6,871	17.2%
12	9,987	25.0%	8,788	22.0%	7,590	19.0%	7,190	18.0%	6,871	17.2%
13	9,987	25.0%	8,788	22.0%	7,590	19.0%	7,190	18.0%	6,871	17.2%
14	9,987	25.0%	8,788	22.0%	7,590	19.0%	7,190	18.0%	6,871	17.2%
15	10,186	25.5%	9,068	22.7%	7,989	20.0%	7,390	18.5%	7,190	18.0%
16	10,186	25.5%	9,068	22.7%	7,989	20.0%	7,390	18.5%	7,190	18.0%
17	10,186	25.5%	9,068	22.7%	7,989	20.0%	7,390	18.5%	7,190	18.0%
18	10,186	25.5%	9,068	22.7%	7,989	20.0%	7,390	18.5%	7,190	18.0%
19	10,186	25.5%	9,068	22.7%	7,989	20.0%	7,390	18.5%	7,190	18.0%
20	10,386	26.0%	9,467	23.7%	8,389	21.0%	7,590	19.0%	7,590	19.0%
21	10,386	26.0%	9,467	23.7%	8,389	21.0%	7,590	19.0%	7,590	19.0%
22	10,386	26.0%	9,467	23.7%	8,389	21.0%	7,590	19.0%	7,590	19.0%
23	10,386	26.0%	9,467	23.7%	8,389	21.0%	7,590	19.0%	7,590	19.0%
24	10,386	26.0%	9,467	23.7%	8,389	21.0%	7,590	19.0%	7,590	19.0%
25	10,785	27.0%	9,867	24.7%	8,788	22.0%	7,989	20.0%	7,989	20.0%

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 Cross Country (Boys and Girls)	Head Coach	Athletics
B	High School Soccer	Head Coach	Athletics
B	High School Softball	Head Coach	Athletics
B	High School Track (Boys and Girls)	Head Coach	Athletics
B	High School Volleyball	Head Coach	Athletics
B	High School Wrestling	Head Coach	Athletics
C	High School Basketball	Assistant Coach	Athletics
C	High School Diving	Head Coach	Athletics
C	High School Drama	Director	Fine Arts
C	High School Football	Assistant Coach	Athletics
C	High School Orchestra	Director	Fine Arts
C	High School Speech and Debate	Head Coach	Learning Support
C	High School Swimming	Head Coach	Athletics
C	High School Vocal Music	Director	Fine Arts
D	High School Baseball	Assistant Coach	Athletics
D	High School Cross Country (Boys or Girls)	Head Coach	Athletics
D	High School Pole Vault	Head Coach	Athletics
D	High School Soccer	Assistant Coach	Athletics
D	High School Softball	Assistant Coach	Athletics
D	High School Track (Boys or Girls)	Head Coach	Athletics
D	High School Volleyball	Assistant Coach	Athletics
D	High School Wrestling	Assistant Coach	Athletics
D	Middle School Athletic Coordinator	Coordinator	Athletics
E	High School Band	Assistant Director	Fine Arts
E	High School Broadcast Journalism	Sponsor	School Site
E	High School Drum Corps	Director	Fine Arts
E	High School Print Journalism	Sponsor	School Site
E	High School Swimming	Assistant Coach	Athletics
E	Springfield Youth Symphony	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 \$12.00 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.

**2021-2022 Bachelor's Step 1 Salary Reference: \$39,946**

Step	Group F		Group G		Group H		Group I		Group J	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	4,114	10.3%	3,435	8.6%	3,156	7.9%	2,636	6.6%	2,397	6.0%
2	4,114	10.3%	3,435	8.6%	3,156	7.9%	2,636	6.6%	2,397	6.0%
3	4,514	11.3%	3,755	9.4%	3,475	8.7%	2,956	7.4%	2,756	6.9%
4	4,514	11.3%	3,755	9.4%	3,475	8.7%	2,956	7.4%	2,756	6.9%
5	4,913	12.3%	4,194	10.5%	3,835	9.6%	3,276	8.2%	3,076	7.7%
6	4,913	12.3%	4,194	10.5%	3,835	9.6%	3,276	8.2%	3,076	7.7%
7	5,393	13.5%	4,674	11.7%	4,314	10.8%	3,755	9.4%	3,555	8.9%
8	5,393	13.5%	4,674	11.7%	4,314	10.8%	3,755	9.4%	3,555	8.9%
9	5,393	13.5%	4,674	11.7%	4,314	10.8%	3,755	9.4%	3,555	8.9%
10	5,992	15.0%	5,273	13.2%	4,913	12.3%	4,354	10.9%	4,274	10.7%
11	5,992	15.0%	5,273	13.2%	4,913	12.3%	4,354	10.9%	4,274	10.7%
12	5,992	15.0%	5,273	13.2%	4,913	12.3%	4,354	10.9%	4,274	10.7%
13	5,992	15.0%	5,273	13.2%	4,913	12.3%	4,354	10.9%	4,274	10.7%
14	5,992	15.0%	5,273	13.2%	4,913	12.3%	4,354	10.9%	4,274	10.7%
15	6,192	15.5%	5,592	14.0%	5,193	13.0%	4,794	12.0%	4,394	11.0%
16	6,192	15.5%	5,592	14.0%	5,193	13.0%	4,794	12.0%	4,394	11.0%
17	6,192	15.5%	5,592	14.0%	5,193	13.0%	4,794	12.0%	4,394	11.0%
18	6,192	15.5%	5,592	14.0%	5,193	13.0%	4,794	12.0%	4,394	11.0%
19	6,192	15.5%	5,592	14.0%	5,193	13.0%	4,794	12.0%	4,394	11.0%
20	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%	4,794	12.0%
21	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%	4,794	12.0%
22	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%	4,794	12.0%
23	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%	4,794	12.0%
24	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%	4,794	12.0%
25	6,791	17.0%	6,391	16.0%	5,992	15.0%	5,592	14.0%	5,193	13.0%

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

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

\*\* Contingent on receiving grant funding

**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.

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

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

2021-2022 Bachelor's Step 1 Salary Reference: \$39,946								
Step	Group K		Group L		Group M		Group N	
	Amount	%	Amount	%	Amount	%	Amount	%
1	2,197	5.5%	1,997	5.0%	1,758	4.4%	1,358	3.4%
2	2,197	5.5%	1,997	5.0%	1,758	4.4%	1,358	3.4%
3	2,557	6.4%	2,357	5.9%	2,037	5.1%	1,678	4.2%
4	2,557	6.4%	2,357	5.9%	2,037	5.1%	1,678	4.2%
5	2,876	7.2%	2,676	6.7%	2,357	5.9%	1,997	5.0%
6	2,876	7.2%	2,676	6.7%	2,357	5.9%	1,997	5.0%
7	3,355	8.4%	3,156	7.9%	2,876	7.2%	2,437	6.1%
8	3,355	8.4%	3,156	7.9%	2,876	7.2%	2,437	6.1%
9	3,355	8.4%	3,156	7.9%	2,876	7.2%	2,437	6.1%
10	4,074	10.2%	3,915	9.8%	3,435	8.6%	2,996	7.5%
11	4,074	10.2%	3,915	9.8%	3,435	8.6%	2,996	7.5%
12	4,074	10.2%	3,915	9.8%	3,435	8.6%	2,996	7.5%
13	4,074	10.2%	3,915	9.8%	3,435	8.6%	2,996	7.5%
14	4,074	10.2%	3,915	9.8%	3,435	8.6%	2,996	7.5%
15	4,194	10.5%	3,995	10.0%	3,675	9.2%	3,276	8.2%
16	4,194	10.5%	3,995	10.0%	3,675	9.2%	3,276	8.2%
17	4,194	10.5%	3,995	10.0%	3,675	9.2%	3,276	8.2%
18	4,194	10.5%	3,995	10.0%	3,675	9.2%	3,276	8.2%
19	4,194	10.5%	3,995	10.0%	3,675	9.2%	3,276	8.2%
20	4,594	11.5%	4,394	11.0%	3,995	10.0%	3,555	8.9%
21	4,594	11.5%	4,394	11.0%	3,995	10.0%	3,555	8.9%
22	4,594	11.5%	4,394	11.0%	3,995	10.0%	3,555	8.9%
23	4,594	11.5%	4,394	11.0%	3,995	10.0%	3,555	8.9%
24	4,594	11.5%	4,394	11.0%	3,995	10.0%	3,555	8.9%
25	4,993	12.5%	4,794	12.0%	4,394	11.0%	3,795	9.5%

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

Description	Department	Annual	%
Academic Competition District Director	Learning Support	\$3,090	7.74%
Archery Coach - Middle/High School	Athletics	\$2,832	7.09%
Archery Tournament Supervisor - Middle School	Athletics	\$2,575	6.45%
Curriculum Development Council Chair - Level 1	Learning Support	\$3,218	8.06%
Curriculum Development Council Chair - Level 2*	Learning Support	\$4,120	10.32%
District Advanced Course Lead	Learning Support	\$2,961	7.41%
Elementary Math Club Sponsor	School Site	\$747	1.87%
Elementary School Curriculum Development Member	Learning Support	\$901	2.26%
Elementary STEAM Club Sponsor	School Site	\$747	1.87%
High School Community Service (13+ Students) Coordinator	School Site	\$1,931	4.84%
High School Community Service Coordinator (12 Students and less)	School Site	\$1,030	2.58%
High School Athletic Intern	Athletics	\$1,200	3.00%
High School National Honor Society Sponsor	School Site	\$2,446	6.12%
High School Non-Core Department Head - Level 1	Learning Support	\$1,287	3.22%
High School Non-Core Department Head - Level 2*	Learning Support	\$1,545	3.87%
High School Science Competition Coordinator	School Site	\$2,060	5.16%
Middle School Core Department Head - Level 1	Learning Support	\$1,287	3.22%
Middle School Core Department Head - Level 2*	Learning Support	\$1,545	3.87%
Middle School National Junior Honor Society Sponsor	School Site	\$1,158	2.90%
Site Advanced Course Champion	Learning Support	\$2,060	5.16%
Site Reading Assessment Coordinator	Learning Support	\$1,158	2.90%
Weight Room Supervisor (all 3 seasons)	Athletics	\$3,734	9.35%

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

\*\* Contingent on receiving grant funding

**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 \$12.00 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.

**2021-2022 Bachelor's Step 1 Salary Reference: \$39,946**

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

Step	Group C		Group D		Group I		Group M		Group O		Group P		Group Q		Group R	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	5,473	13.7%	4,953	12.4%	2,397	6.0%	1,758	4.4%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
2	5,473	13.7%	4,953	12.4%	2,397	6.0%	1,758	4.4%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
3	5,912	14.8%	5,393	13.5%	2,756	6.9%	2,037	5.1%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
4	5,912	14.8%	5,393	13.5%	2,756	6.9%	2,037	5.1%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
5	6,311	15.8%	5,792	14.5%	3,076	7.7%	2,357	5.9%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
6	6,311	15.8%	5,792	14.5%	3,076	7.7%	2,357	5.9%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
7	6,791	17.0%	6,272	15.7%	3,555	8.9%	2,876	7.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
8	6,791	17.0%	6,272	15.7%	3,555	8.9%	2,876	7.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
9	6,791	17.0%	6,272	15.7%	3,555	8.9%	2,876	7.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
10	7,190	18.0%	6,871	17.2%	4,154	10.4%	3,435	8.6%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
11	7,190	18.0%	6,871	17.2%	4,154	10.4%	3,435	8.6%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
12	7,190	18.0%	6,871	17.2%	4,154	10.4%	3,435	8.6%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
13	7,190	18.0%	6,871	17.2%	4,154	10.4%	3,435	8.6%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
14	7,190	18.0%	6,871	17.2%	4,154	10.4%	3,435	8.6%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
15	7,390	18.5%	7,190	18.0%	4,394	11.0%	3,675	9.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
16	7,390	18.5%	7,190	18.0%	4,394	11.0%	3,675	9.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
17	7,390	18.5%	7,190	18.0%	4,394	11.0%	3,675	9.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
18	7,390	18.5%	7,190	18.0%	4,394	11.0%	3,675	9.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
19	7,390	18.5%	7,190	18.0%	4,394	11.0%	3,675	9.2%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
20	7,590	19.0%	7,590	19.0%	4,794	12.0%	3,995	10.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
21	7,590	19.0%	7,590	19.0%	4,794	12.0%	3,995	10.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
22	7,590	19.0%	7,590	19.0%	4,794	12.0%	3,995	10.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
23	7,590	19.0%	7,590	19.0%	4,794	12.0%	3,995	10.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
24	7,590	19.0%	7,590	19.0%	4,794	12.0%	3,995	10.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%
25	7,989	20.0%	7,989	20.0%	5,193	13.0%	4,394	11.0%	5,193	13.0%	3,995	10.0%	1,997	5.0%	1,198	3.0%

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

**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
Athletics Supervision (Full Season)	Athletics	\$2,000
Club Encore Site Liaison (per semester) *	Learning Support	\$688
Club Encore Tutor (per club) *	Learning Support	\$1,125
Coordinator - Off-season Conditioning Program	Athletics	\$877
Equity and Access Champions (Elementary/Middle School)	Equity	\$500
Equity and Access Champions (High School)	Equity	\$1,000
Extracurricular Sponsor	High School	\$250 - \$500
Launch Instructor (per session)	Virtual Learning	\$2,610
Launch Teacher Support (\$1,000 per semester)	Virtual Learning	\$2,000
Middle School Site Engagement Coordinator	School Site	\$400
Peer Mediator Sponsor	Counseling	\$1,000
Prom Coordinator	High School	\$500
Robotics Coach - Assistant	High School	\$1,500
Sister City Liaison	Learning Support	\$1,000
Site AVID Coordinator (3 Total)	Counseling	\$3,000
Site Test Coordinator - High School (4 Block)	AAA	\$1,150
Site Test Coordinator - High School (8 Block)	AAA	\$900
Site Test Coordinator - K-8 School (0-300)	AAA	\$500
Site Test Coordinator - K-8 School (301-400)	AAA	\$600
Site Test Coordinator - K-8 School (401-500)	AAA	\$700
Site Test Coordinator - K-8 School (500+)	AAA	\$800
Site Test Coordinator - Study K-12	AAA	\$600
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. Launch will be compensated monthly each semester. Retirees will be required to submit monthly timesheets and will be compensated at the Launch hourly rate.

*\*Paid after each semester as lump sum.*

Description	Department	Annual
Baseball Development Coordinator*	Athletics	\$3,968
Basketball Development Assistant Coordinator*	Athletics	\$400 - \$1,023
Basketball Development Coordinator*	Athletics	\$3,400 - \$4,966

*\*Not eligible for future placement*

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

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

Description	Department	Frequency	Rate
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	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	High School	Per Event	\$25
Solo/Ensemble Accompanist - State	High School	Per Event	\$50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	\$100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	\$150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	\$200
SPS 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>2</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> 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	\$129.76
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	\$11.53
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	\$13.61
Specialized Special Education Instructional Services	Hourly	\$40-70
Speech Language Pathologist	Hourly	\$35.00
Teacher - Homebound	Hourly	\$25.00
Teacher (Secondary) - substituting during conference period	Hourly	\$22.33
Temporary Worker	Hourly	\$10.00
Transportation Aide	Hourly	\$12.71
Transportation Aide - Wheelchair Accessible	Hourly	\$13.36
Transportation Driver	Hourly	\$14.42
Transportation Driver - Wheelchair Accessible	Hourly	\$15.07
Transportation Nurses	Hourly	\$16.22

**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	\$167.00
Counselor with prior experience at Springfield Public Schools	Daily	\$194.00
Instructional Technologist	Daily	\$88.00
Instructional Technologist - 11+ days in same assignment	Daily	\$93.50
Other - Interpreter	Daily	\$181.25
Other- Speech Language Pathologist	Daily	\$253.75
Paraprofessional	Daily	\$88.00
Paraprofessional - 11+ days in same assignment	Daily	\$93.50
Principal	Daily	\$230.00
Principal - 11+ days in the same assignment	Daily	\$280.00
Secretary/General Clerical	Daily	\$88.00
Secretary/General Clerical - 11+ days in same assignment	Daily	\$93.50
Teacher	Daily	\$100.00
Teacher - Bachelor's degree - 11+ days in the same assignment	Daily	\$125.00
Teacher - Master's degree - 11+ days in the same assignment	Daily	\$133.00
General Labor	Hourly	\$13.00

**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
C100	12.10	12.43	12.76	13.10	13.45	13.81	14.18	14.56	14.96	15.36	15.77	16.19	16.62	17.07	17.55
C110	12.71	13.05	13.40	13.76	14.13	14.51	14.90	15.31	15.72	16.14	16.57	17.02	17.47	17.94	18.43
C120	13.35	13.71	14.08	14.46	14.85	15.25	15.67	16.09	16.52	16.96	17.42	17.88	18.36	18.86	19.35
C130	14.02	14.40	14.79	15.19	15.60	16.03	16.46	16.90	17.36	17.82	18.30	18.80	19.30	19.82	20.32
C140	14.72	15.11	15.51	15.93	16.37	16.81	17.26	17.73	18.20	18.69	19.20	19.71	20.24	20.79	21.34
C150	15.45	15.86	16.28	16.73	17.18	17.64	18.12	18.60	19.11	19.62	20.15	20.69	21.25	21.82	22.40
C160	16.22	16.66	17.10	17.56	18.04	18.52	19.01	19.53	20.05	20.59	21.15	21.71	22.30	22.90	23.53

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

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

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

**Nurse Salary Schedule**

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

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

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
N100	16.22	16.66	17.10	17.56	18.04	18.52	19.01	19.53	20.05	20.59	21.15	21.71	22.30	22.90	23.53
N12P	27.70	28.22	28.76	29.30	29.86	30.43	31.00	31.59	32.19	32.80	33.41	34.04	34.69	35.35	36.01
N13P	29.08	29.62	30.18	30.75	31.32	31.92	32.53	33.15	33.77	34.41	35.06	35.72	36.40	37.09	37.80
N14P	30.54	31.12	31.70	32.30	32.91	33.53	34.17	34.81	35.47	36.14	36.82	37.52	38.23	38.95	39.70
N120	37,750	38,463	39,190	39,932	40,687	41,456	42,240	43,040	43,853	44,682	45,528	46,389	47,267	48,161	49,074
N130	39,637	40,387	41,152	41,930	42,723	43,532	44,356	45,195	46,050	46,922	47,810	48,714	49,636	50,575	51,529
N140	41,619	42,406	43,209	44,026	44,860	45,708	46,572	47,453	48,351	49,266	50,198	51,148	52,115	53,101	54,105

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
S110	12.71	13.05	13.40	13.76	14.13	14.51	14.90	15.31	15.72	16.14	16.57	17.02	17.47	17.94	18.43
S120	13.34	13.70	14.07	14.45	14.84	15.24	15.66	16.08	16.51	16.95	17.41	17.87	18.35	18.85	19.34
S130	14.01	14.39	14.78	15.18	15.59	16.02	16.45	16.89	17.35	17.81	18.29	18.79	19.29	19.81	20.31
S140	14.71	15.11	15.51	15.93	16.37	16.81	17.26	17.73	18.20	18.69	19.20	19.71	20.24	20.79	21.33
S150	15.45	15.86	16.28	16.73	17.18	17.64	18.12	18.60	19.11	19.62	20.15	20.69	21.25	21.82	22.39
S160	16.22	16.66	17.10	17.56	18.04	18.52	19.01	19.53	20.05	20.59	21.15	21.71	22.30	22.90	23.51
S170	17.03	17.49	17.96	18.45	18.94	19.45	19.97	20.51	21.06	21.63	22.21	22.80	23.42	24.05	24.69
S180	17.88	18.36	18.86	19.36	19.89	20.43	20.97	21.54	22.11	22.71	23.32	23.95	24.60	25.26	25.93
S190	18.78	19.28	19.80	20.33	20.88	21.44	22.02	22.62	23.23	23.85	24.49	25.15	25.83	26.52	27.22
S200	19.71	20.24	20.79	21.34	21.92	22.51	23.11	23.73	24.37	25.03	25.70	26.39	27.10	27.83	28.58
S210	20.70	21.26	21.84	22.42	23.03	23.65	24.29	24.94	25.61	26.30	27.01	27.74	28.48	29.24	30.01
S220	21.73	22.32	22.92	23.54	24.16	24.81	25.48	26.17	26.87	27.59	28.34	29.10	29.88	30.68	31.52

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

**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	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71	12.71
B100	12.71	13.05	13.40	13.76	14.13	14.51	14.90	15.31	15.72	16.14	16.57	17.02	17.47	17.94	18.43
B110	13.36	13.70	14.05	14.41	14.78	15.16	15.55	15.96	16.37	16.79	17.22	17.67	18.12	18.59	19.08
B121	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42	14.42
B120	14.42	14.88	15.35	15.81	16.27	16.74	17.20	17.66	18.13	18.59	19.06	19.52	19.98	20.45	20.91
B130	15.07	15.53	16.00	16.46	16.92	17.39	17.85	18.31	18.78	19.24	19.71	20.17	20.63	21.10	21.56

Pay Grade	Position
B101	Bus Aide - Unused
B100	Bus Aide
B110	Bus Aide - Wheelchair Accessible
B121	Bus Driver - Unused
B120	Bus Driver
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.

\*Effective May 1, 2021 through December 31, 2021 - Bus Drivers will receive a minimum of \$17.00 per hour and Bus Drivers (Wheelchair Accessible) will receive a minimum of \$17.65 per hour as a temporary premium pay rate while the district is addressing nationwide bus driver shortage needs compounded by COVID-19.

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
O120	11.53	11.83	12.15	12.48	12.82	13.16	13.51	13.87	14.24	14.63	15.02	15.42	15.83	16.25	16.72
O130	12.10	12.43	12.76	13.10	13.45	13.81	14.18	14.56	14.96	15.36	15.77	16.19	16.62	17.07	17.55
O140	12.71	13.05	13.40	13.76	14.13	14.51	14.90	15.31	15.72	16.14	16.57	17.02	17.47	17.94	18.43
O150	13.35	13.71	14.08	14.46	14.85	15.25	15.67	16.09	16.52	16.96	17.42	17.88	18.36	18.86	19.35
O160/O161/162	14.02	14.40	14.79	15.19	15.60	16.03	16.46	16.90	17.36	17.82	18.30	18.80	19.30	19.82	20.32
O170/O171/O172	14.72	15.11	15.51	15.93	16.37	16.81	17.26	17.73	18.20	18.69	19.20	19.71	20.24	20.79	21.34
O180	15.45	15.86	16.28	16.73	17.18	17.64	18.12	18.60	19.11	19.62	20.15	20.69	21.25	21.82	22.40
O190/O191/O192/O193	16.22	16.66	17.10	17.56	18.04	18.52	19.01	19.53	20.05	20.59	21.15	21.71	22.30	22.90	23.53
O200/O201/O202	17.04	17.49	17.96	18.45	18.94	19.45	19.97	20.51	21.06	21.63	22.21	22.80	23.42	24.05	24.70
O210/O211	17.89	18.38	18.87	19.37	19.90	20.44	20.98	21.55	22.12	22.72	23.33	23.96	24.61	25.27	25.95
O220	18.79	19.29	19.81	20.34	20.89	21.46	22.03	22.63	23.24	23.87	24.50	25.16	25.84	26.53	27.24
O230	19.72	20.26	20.81	21.36	21.94	22.53	23.13	23.75	24.39	25.05	25.72	26.41	27.12	27.85	28.60
O240/O241	20.71	21.27	21.85	22.43	23.04	23.66	24.30	24.95	25.62	26.31	27.02	27.75	28.49	29.25	30.03
O250/O251	21.75	22.34	22.94	23.56	24.19	24.84	25.51	26.20	26.90	27.62	28.37	29.13	29.91	30.71	31.54
O260/O261	22.85	23.46	24.09	24.74	25.41	26.09	26.79	27.51	28.25	29.01	29.80	30.60	31.43	32.27	33.13
O270	23.99	24.64	25.30	25.98	26.68	27.40	28.14	28.89	29.66	30.46	31.28	32.13	32.99	33.88	34.78
O280	25.18	25.86	26.56	27.27	28.01	28.76	29.53	30.32	31.14	31.97	32.83	33.71	34.62	35.55	36.51

Pay Grade	Position	Pay Grade	Position
O120	Nutrition Services Worker I (187)	O201	Student Attendance Advisor (185)
O130	Nutrition Services Worker II (187)	O202	Cafeteria Supervisor IV (187)
O140	Paraprofessional I (184)	O210	Analyst - Human Resources
	Nutrition Services Worker III (187)	O211	Cafeteria Supervisor V (187)
O150	Unused	O220	Cafeteria Supervisor VI
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 - Farm to Table
O180	Coordinator - Transportation		Specialist - Human Resources
	Lead Bus Driver		Specialist - Inventory Control
	Transportation Safety Trainer		Specialist - Payroll
O190	Catering Supervisor	Specialist - Purchasing	
	Executive Secretary I	Specialist - Routing and Technology	
	Specialist - Help Desk	Specialist - Server Support	
	Technician - Human Resources	Video Producer	
	Technician - Network Operations		
O191	Technician - Payroll	O240	School Police Officer
	Technician - School/Home (185)	O241	Supervisor - Information Technology Support
O192	Licensed Practical Nurse - Classroom (185)	O250	Executive Secretary II
	Technician - Behavior Support Special Education (185)	O251	Educational Interpreter (185)
O193	Specialist - Transitions (185)	O260	Specialist - Audiovisual
O200	Licensed Practical Nurse - Transportation (186)	O261	Parent Educator-Part Time(184)
	Cafeteria Supervisor III (187)	O270	Unused
	Mechanic	O280	Therapy Assistant
	Parts and Inventory Clerk		
	Specialist - Fleet Technology		
	Specialist II - IT Support		

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

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

**Professional and Technical Salary Schedule**

Exempt 260 Days - unless otherwise noted ( )

STEPS	P060	P070	P080	P090	P100 P101 P102	P110	P120	P130	P140	P150	P160	P170	P180	P190
1	29,304	30,770	44,844	47,086	49,440	51,912	54,508	57,233	60,095	63,099	66,254	69,567	73,045	76,697
2	29,883	31,377	45,731	48,017	50,417	52,937	55,584	58,363	61,281	64,346	67,562	70,941	74,488	78,213
3	30,473	31,997	46,634	48,965	51,413	53,983	56,682	59,516	62,492	65,617	68,896	72,342	75,959	79,758
4	31,075	32,629	47,556	49,933	52,429	55,049	57,802	60,691	63,726	66,912	70,257	73,770	77,459	81,332
5	31,688	33,274	48,495	50,919	53,464	56,135	58,943	61,890	64,984	68,234	71,644	75,227	78,988	82,938
6	32,315	33,931	49,451	51,923	54,519	57,244	60,107	63,113	66,268	69,581	73,059	76,712	80,548	84,576
7	32,953	34,601	50,428	52,949	55,596	58,375	61,294	64,359	67,577	70,955	74,502	78,227	82,138	86,247
8	33,604	35,284	51,424	53,995	56,694	59,527	62,504	65,630	68,912	72,356	75,973	79,772	83,760	87,950
9	34,268	35,981	52,439	55,060	57,813	60,703	63,738	66,926	70,272	73,785	77,474	81,347	85,414	89,687
10	34,944	36,692	53,475	56,148	58,955	61,901	64,997	68,247	71,660	75,242	79,004	82,954	87,101	91,458
11	35,634	37,416	54,531	57,257	60,119	63,124	66,280	69,596	73,075	76,728	80,564	84,591	88,822	93,265
12	36,338	38,155	55,607	58,387	61,306	64,370	67,589	70,970	74,518	78,243	82,155	86,262	90,576	95,107
13	37,056	38,909	56,705	59,540	62,516	65,641	68,924	72,371	75,990	79,788	83,778	87,966	92,365	96,984
14	37,787	39,677	57,825	60,716	63,751	66,938	70,285	73,801	77,490	81,364	85,432	89,703	94,189	98,899
15	38,533	40,461	58,967	61,915	65,010	68,260	71,673	75,258	79,021	82,971	87,119	91,475	96,049	100,852
16	39,294	41,260	60,131	63,137	66,293	69,608	73,088	76,745	80,582	84,610	88,839	93,281	97,946	102,844
17	40,070	42,075	61,318	64,383	67,602	70,983	74,531	78,260	82,173	86,281	90,593	95,123	99,881	104,875
18	40,861	42,906	62,529	65,655	68,937	72,385	76,003	79,805	83,796	87,984	92,382	97,002	101,853	106,946
19	41,667	43,754	63,764	66,952	70,299	73,814	77,504	81,381	85,451	89,722	94,206	98,918	103,865	109,059
20	42,491	44,616	65,024	68,275	71,688	75,273	79,037	82,989	87,137	91,493	96,069	100,871	105,915	111,211

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



**Administrator Salary Schedule**

Exempt 260 Days - unless otherwise noted ( )

STEPS	A100	A110 A111	A120 A121	A130 A131	A140	A150	A160	A170	A180
1	66,077	71,584	73,455	77,090	82,596	88,102	93,609	99,622	110,129
2	67,729	73,373	75,292	79,017	84,496	90,128	95,762	101,864	112,332
3	69,423	75,209	77,174	80,992	86,439	92,201	97,964	104,155	114,577
4	71,159	77,087	79,105	83,016	88,429	94,322	100,219	106,499	116,870
5	72,936	79,015	81,081	85,092	90,462	96,491	102,523	108,895	119,206
6	74,760	80,990	83,108	87,219	92,542	98,711	104,881	111,346	121,590
7	76,629	83,015	85,186	89,402	94,671	100,982	107,293	113,851	124,021
8	78,545	85,091	87,316	91,636	96,848	103,306	109,761	116,412	126,504
9	80,508	87,217	89,499	93,927	99,076	105,680	112,285	119,031	129,032
10	82,522	89,399	91,736	96,274	101,354	108,111	114,868	121,709	131,612
11	83,843	90,650	93,204	97,815	102,873	109,516	116,017	123,233	132,929
12	85,183	91,918	94,695	99,381	104,416	110,940	117,177	124,776	134,258
13	86,545	93,205	96,209	100,971	105,984	112,382	118,349	126,339	135,602
14	87,931	94,511	97,750	102,586	107,573	113,843	119,532	127,920	136,958
15	89,338	95,833	99,314	104,227	109,187	115,324	120,726	129,521	138,327
16	90,766	97,175	100,902	105,894	110,825	116,823	121,936	131,144	139,710
17	92,219	98,535	102,518	107,590	112,487	118,342	123,154	132,786	141,108
18	93,694	99,915	104,157	109,310	114,173	119,879	124,386	134,448	142,519
19	95,194	101,314	105,823	111,059	115,887	121,438	125,629	136,131	143,945
20	96,717	102,732	107,518	112,835	117,626	123,016	126,886	137,836	145,383

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