



# **Springfield Public Schools**

## **2024 – 2025 Salary Schedules**

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

**[www.sps.org](http://www.sps.org)  
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**Board of Education  
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## Salary Schedule Placement and Pay Schedule

### **Pay Dates - Primary Base Position**

Employees hired to work a full or part time position are paid on a semi-monthly pay schedule. Exempt employees pay is annualized over 24 pay periods, with pay dates on the 15th and last day of each month. Non-exempt employees are compensated for hours actually worked in the prior pay period.

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

Temporary/Hourly/Miscellaneous - Timesheets received by payroll will be paid in accordance with the approved pay period calendar.

Summer Trainings: Any training completed and turned in to payroll by June 15<sup>th</sup> will be paid by June 30<sup>th</sup>. Any trainings completed and turned in after June 15<sup>th</sup> will be paid on September 15<sup>th</sup>.

New employees will be paid on the first paycheck in accordance with their work calendar.

*Example: New Teachers are paid from September to August so their summer training would be paid on September 15.*

### **Retirees**

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

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

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

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

### **Extra-Curricular Positions**

Staff will be compensated over 24 pays or remaining pays if less than 24 pays remain (prorated, if applicable). Payment schedule will be based upon the Teacher pay schedule. Staff without a primary position will also default to the teacher payment schedule.

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

**Volunteer Service Agreement:** All non-exempt (hourly) SPS employees & retirees who receive payment for an extra-curricular position or stipend will be required to sign a volunteer service agreement confirming acceptance of the payment as a 'nominal fee' that is not eligible for overtime pay. Non-Exempt employees should not receive a stipend for job duties that are the same or similar to their primary job duties.

**Letters of Appointment:** All exempt SPS employees who receive payment for an extra-curricular position or stipend will be required to sign a Letter of Appointment confirming acceptance of the assignment.

<b>Teacher Salary Schedule</b>				
182 Work Days & 3 Holidays - Exempt				
<b>Pay Grade</b>	<b>TABS</b>	<b>TCMS</b>	<b>TESP</b>	<b>TFDR</b>
<b>Step</b>	<b>Bachelor's</b>	<b>Master's</b>	<b>Master's +30* or Specialist</b>	<b>Doctorate</b>
1	44,972	49,389	52,146	52,405
2	45,837	50,338	52,888	52,898
3	46,715	51,307	53,903	53,913
4	47,619	52,294	54,942	54,952
5	48,534	53,300	56,001	56,011
6	49,198	54,328	57,080	57,090
7	50,185	55,378	58,179	58,189
8	51,184	56,487	59,766	60,197
9	52,208	57,807	61,105	62,244
10	53,253	59,891	62,440	64,325
11	54,317	62,033	64,277	65,893
12	55,510	64,198	66,082	68,590
13	56,063	64,837	66,741	69,280
14	56,624	65,489	67,409	69,535
15	57,191	66,144	68,083	70,226
16	57,765	66,805	68,765	70,930
17	58,342	67,468	69,452	71,640
18	58,927	68,146	70,146	72,353
19	59,515	68,824	70,850	73,077
20	60,110	69,514	71,554	73,809
21	60,110	70,211	72,273	74,547
22	60,110	70,912	72,996	75,291
23	60,110	71,621	73,724	76,043
24	60,110	72,337	74,464	76,803
25	60,110	73,061	75,207	77,573
26	60,110	74,153	76,329	78,729
27	60,110	74,893	77,091	79,519
28	60,110	75,646	77,862	80,311
29	60,110	76,398	78,642	81,114
30	60,110	77,176	79,430	81,929

**Advanced Degree:** Teachers paid on the Teacher salary schedule who receive an advanced degree must submit their official transcripts by August 25 to be paid on the first September payroll. Any submission between August 26 and September 15 will be processed on the next available payroll. If received after September 15 processing will occur in January. Fall graduates may submit transcripts by January 15 to be prorated effective for second semester.

**Step Placement Procedures for New Hires:**

- Teachers with no qualifying teaching experience will be placed at step 1 of applicable column
- Teachers with 1 full year of qualifying teaching experience will be placed at step 2 of applicable column.
- Credit will be given for up to 15 years of prior qualifying teaching experience; 15 years of teaching experience equates to placement at step 16 on the applicable column.
- All qualifying teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 15 years.
- New Teacher Compensation - "new" teachers will have an additional four mandatory training days, paid at a flat amount of \$150 per day
- Master's +30\* - Thirty (30) hours must be earned via studies begun after completing Master's Degree. This can be satisfied by Graduate credits in your area of certification and/or College course work which would relate directly to a teaching assignment.

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

**Minimum Salary:** Per Senate Bill 2287 and House Bill 727 - Minimum Teacher Salary Missouri for a full-time teacher with bachelor's degree is \$40,000. All teachers are to receive at least their FTE proration of the applicable salary.

**Teacher Extended Days and Supplements**

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

<b>Certified Position Assigned to Base Position</b>	<b>Extended Days</b>	<b>Annual Supplement</b>
Missouri Options Advisor	5	\$0
Counselor - Elementary School or Early Childhood School	5	\$550
Virtual Learning Teacher-Elementary Curriculum Lead	6	\$0
Counselor - Choice Programs	7	\$550
Affective Education/Assessment Coordinator	8	\$550
Coordinator - Middle School Interventions	8	\$4,000
Coordinator - A+		
Library Media Specialist - Elementary/Middle School	10	\$0
Coordinator - International Baccalaureate - Primary Years Programme		
Coordinator - International Baccalaureate - Middle Years Programme	15	\$0
Refugee and Immigrant Services Coordinator	10	\$3,000
School Community Liaison	10	\$0
Counselor - Middle School or Early Childhood Special Education	10	\$550
Title I Behavior Intervention Specialist II	10	\$1,000
Title I School/Home Specialist - Elementary or Middle School (Non-Certified)	10	\$1,000
Board Certified Behavior Analyst	10	\$2,000
Process Coordinator	10	\$4,000
Coordinator - High School Interventions	10	\$8,000
Agriculture Academy Teacher	15	\$0
Instructional Coach - K-5 Special Education	15	\$0
Instructional Coach	15	\$0
Library Media Specialist - High School	15	\$0
Counselor - High School/Launch	15	\$550
Academy Coach - High School		
Community Engagement Coordinator (Robberson)		
Graduation Specialist		
Middle College Teacher	20	\$0
Specialist-Social & Emotional Behavioral Learning		
Virtual Learning Teacher-Secondary Curriculum Lead		
GOCAPS Teacher	20	\$500
Title I Facilitator - Reading, Teacher Leader, Literacy, Numeracy	20	\$3,000

<b>Eligibility will be Reviewed and Assigned Annually</b>	<b>Extended Days</b>	<b>Annual Supplement</b>
Alternative Advisor (Study)	5	\$0
Alternative Lead Teacher - Middle School	5	\$0
Coordinator - International Baccalaureate - Career Programme	10	\$0
Coordinator - International Baccalaureate - Diploma Programme	10	\$0
Counselor - Facilitating Senior Days	up to 5	\$0
Counselor - International Baccalaureate	10	\$0
Counselor - Lead Early Childhood School (1 per school)	10	\$550
Lead Teacher - English Language Development	5	\$5,000
Work Experience Supervisor-Cooperative Career Education (COE)	15	9% of Salary
Special Services - Assistive Technology	5	\$0

<b>Description</b>	<b>Rate</b>
Counselor - National Certified	500
Teacher - National Board Certified	3,000

**Facility Services Salary Schedule**

Non-Exempt - Per Hour Rates

Step	S120	S130	S150	S160	S170	S180	S190	S200	S210	S220
1	16.07	16.85	18.46	19.30	20.08	20.91	21.43	21.95	23.04	24.13
2	16.37	17.20	18.86	19.70	20.48	21.36	21.93	22.60	23.64	24.78
3	16.67	17.50	19.21	20.10	20.93	21.81	22.48	23.20	24.29	25.43
4	17.02	17.80	19.56	20.55	21.33	22.31	22.98	23.80	24.89	26.13
5	17.32	18.10	19.91	20.95	21.73	22.76	23.48	24.45	25.49	26.78
6	17.67	18.45	20.31	21.40	22.18	23.26	24.08	25.10	26.19	27.48
7	18.02	18.85	20.76	21.85	22.68	23.76	24.63	25.80	26.84	28.23
8	18.37	19.20	21.16	22.35	23.13	24.31	25.18	26.45	27.54	28.93
9	18.77	19.55	21.56	22.80	23.58	24.81	25.78	27.10	28.19	29.68
10	19.12	19.90	21.96	23.25	24.08	25.31	26.33	27.80	28.84	30.38
11	19.58	20.36	22.52	23.82	24.64	25.98	27.02	28.62	29.70	31.30
12	20.05	20.87	23.04	24.44	25.21	26.60	27.74	29.45	30.48	32.13
13	20.56	21.34	23.56	25.00	25.83	27.22	28.41	30.22	31.30	33.01
14	21.08	21.85	24.18	25.62	26.45	27.95	29.14	31.10	32.13	33.89
15	21.59	22.37	24.75	26.24	27.07	28.62	29.86	31.82	32.85	34.61
16	22.11	22.89	25.31	26.86	27.69	29.29	30.58	32.54	33.58	35.33
17	22.63	23.40	25.88	27.48	28.31	29.96	31.30	33.27	34.30	36.06
18	23.14	23.92	26.45	28.10	28.93	30.63	32.03	33.99	35.02	36.78
19	23.66	24.44	27.02	28.72	29.55	31.30	32.75	34.71	35.75	37.50
20	24.18	24.95	27.59	29.34	30.17	31.98	33.47	35.44	36.47	38.23

Pay Grade	Position
S120	Custodian
S130	Head Custodian I (Elementary)
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)

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

Custodial Other Compensation	Department	Frequency	Amount
Custodian - 5+ days in Head Custodian assignment (added to hourly rate)	Custodial	Hourly	0.50
On-Call Daily Rate	Custodial	Daily	\$25/week day
Temporary and Student Worker	Custodial	Daily	16.07
Back up Supervisor*	Custodial	Daily	Regular/hrly rate

\*Back up Supervisor - In the event, assignment lasts longer than four hours on any workday, the employee will receive an additional hour and one half of pay for the workday (does not count as hours worked for the purpose of overtime).

Note: When a Bargaining Unit employee is assigned to the night shift and works there continuously for more than one work week, the employee shall receive the appropriate night shift differential, retroactively to the beginning of that night shift

**Information Technology Salary Schedule**

Exempt 260 Days - unless otherwise noted ( )

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

<b>Step</b>	<b>I200</b>	<b>I230</b>	<b>I260</b>	<b>I100</b>	<b>I120</b>	<b>I130</b>
<b>1</b>	20.11	21.98	25.47	54,629	60,228	63,238
<b>2</b>	20.51	22.63	26.22	55,665	61,370	64,438
<b>3</b>	20.96	23.23	26.92	56,721	62,534	65,662
<b>4</b>	21.36	23.83	27.67	57,799	63,724	66,908
<b>5</b>	21.76	24.48	28.37	58,897	64,934	68,180
<b>6</b>	22.21	25.13	29.12	60,017	66,168	69,478
<b>7</b>	22.71	25.83	29.92	61,159	67,426	70,798
<b>8</b>	23.16	26.48	30.67	62,323	68,712	72,146
<b>9</b>	23.61	27.13	31.47	63,511	70,020	73,522
<b>10</b>	24.11	27.83	32.22	64,723	71,356	74,924
<b>11</b>	24.63	28.61	33.15	65,957	72,718	76,354
<b>12</b>	25.20	29.43	34.03	67,217	74,106	77,814
<b>13</b>	25.82	30.21	34.96	68,501	75,522	79,300
<b>14</b>	26.44	31.08	35.88	69,811	76,966	80,816
<b>15</b>	27.06	31.91	36.81	71,147	78,438	82,362
<b>16</b>	27.68	32.74	37.74	72,616	80,061	84,067
<b>17</b>	28.30	33.56	38.67	74,051	81,640	85,725
<b>18</b>	28.91	34.39	39.60	75,513	83,253	87,418
<b>19</b>	29.53	35.21	40.53	77,004	84,897	89,144
<b>20</b>	30.15	36.04	41.46	78,526	86,578	90,906

<b>Pay Grade</b>	<b>Position</b>
I200	Specialist I - IT Support Specialist I - Help Desk
I230	Specialist - Facilities Infrastructure Specialist II - IT Support Specialist, Server Support
I260	Specialist - Audiovisual
I100	Coordinator I - Application Support Network Analyst Coordinator I - System Analyst
I120	Software Developer
I130	Network Architect Server and System Architect Telecommunication and Security System Architect

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

**Nurse Salary Schedule**  
185 work days & 3 holidays

<b>Step</b>	<b>N100</b>	<b>N120</b>	<b>N130</b>	<b>N140</b>
1	18.01	41,855	43,948	46,144
2	18.48	42,645	44,778	47,017
3	18.95	43,451	45,626	47,908
4	19.41	44,274	46,489	48,812
5	19.93	45,111	47,368	49,737
6	20.45	45,963	48,265	50,678
7	20.96	46,833	49,179	51,636
8	21.53	47,720	50,109	52,613
9	22.10	48,621	51,057	53,608
10	22.67	49,540	52,024	54,622
11	23.29	50,477	53,008	55,656
12	23.91	51,433	54,011	56,709
13	24.53	52,407	55,034	57,781
14	25.16	53,397	56,074	58,874
15	25.83	54,409	57,130	59,988
16	26.35	55,497	58,274	61,187
17	26.86	56,607	59,440	62,411
18	27.38	57,739	60,628	63,659
19	27.90	58,894	61,842	64,931
20	28.42	60,072	63,078	66,231

<b>Pay Grade</b>	<b>Position</b>
NP12	School Nurse - Registered Nurse/Part-Time
NP13	School Nurse - Bachelor's Degree/Part-Time
NP14	School Nurse - Master's Degree/Part-Time
N100	School Nurse - Licensed Practical Nurse
N120	School Nurse - Registered Nurse
N130	School Nurse - Bachelor's Degree
N140	School Nurse - Master's Degree

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

<b>Other Compensation</b>	<b>Days</b>	<b>Annual Supplement</b>
Nurse - Early Childhood Special Education	10	None

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

<b>Description</b>	<b>Department</b>	<b>Rate</b>
Nurse Mentor (2 max)	Health Services	500
National Board Certification of School Nurse	Health Services	3,000



**Student Nutrition Services Salary Schedule**

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

<b>Step</b>	<b>F119</b>	<b>F120</b>	<b>F130</b>	<b>F141</b>	<b>F162</b>	<b>F170</b> <b>F172</b>	<b>F190</b> <b>F193</b>	<b>F202</b>	<b>F211</b>	<b>F220</b>
1	15.61	15.61	15.92	16.24	17.33	18.11	19.46	20.29	21.13	21.65
2	15.61	15.81	16.17	16.54	17.68	18.51	19.91	20.69	21.58	22.15
3	15.61	16.01	16.42	16.84	18.03	18.86	20.31	21.14	22.03	22.70
4	15.61	16.21	16.67	17.19	18.43	19.21	20.71	21.54	22.53	23.20
5	15.61	16.41	16.92	17.49	18.78	19.61	21.16	21.94	22.98	23.75
6	15.61	16.66	17.22	17.84	19.18	20.01	21.61	22.44	23.48	24.30
7	15.61	16.91	17.52	18.24	19.63	20.41	22.06	22.89	24.03	24.85
8	15.61	17.16	17.82	18.59	20.03	20.81	22.56	23.34	24.53	25.45
9	15.61	17.41	18.12	18.94	20.43	21.26	23.01	23.84	25.08	26.00
10	15.61	17.66	18.42	19.29	20.88	21.66	23.46	24.29	25.58	26.60
11	15.61	18.01	18.82	19.79	21.38	22.21	24.06	24.89	26.23	27.25
12	15.61	18.36	19.22	20.24	21.88	22.71	24.61	25.44	26.83	27.95
13	15.61	18.68	19.61	20.70	22.45	23.22	25.24	26.01	27.46	28.64
14	15.61	19.10	20.08	21.26	23.02	23.84	25.86	26.68	28.18	29.42
15	15.61	19.51	20.54	21.78	23.64	24.41	26.53	27.30	28.90	30.14
16	15.61	19.92	21.32	22.40	24.31	25.08	27.25	28.08	29.74	30.96
17	15.61	20.34	22.09	23.02	24.98	25.75	27.97	28.85	30.57	31.79
18	15.61	20.75	22.86	23.64	25.65	26.42	28.69	29.62	31.41	32.62
19	15.61	21.16	23.64	24.26	26.32	27.09	29.42	30.40	32.24	33.44
20	15.61	21.57	24.41	24.88	26.99	27.77	30.14	31.17	33.08	34.27

<b>Pay Grade</b>	<b>Position</b>
F119	Lunch Aides
F120	Nutrition Services Worker I (187)
F130	Nutrition Services Worker II (187)
F141	Nutrition Services Worker III (187)
F162	Cafeteria Supervisor I (187)
F170	Catering Assistant
F172	Cafeteria Supervisor II (187)
F190	Catering Supervisor
F193	Cafeteria Supervisor III (187)
F202	Cafeteria Supervisor IV (187)
F211	Cafeteria Supervisor V (187)
F220	Cafeteria Supervisor VI (187)

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

<b>Substitute/Temporary Compensation</b>	<b>Frequency</b>	<b>Amount</b>
Nutrition Services/Student Worker	Hourly	\$15.61

**Police Services Salary Schedule**

Non-Exempt - Per Hour Rates

Step	SP10 SP11	SP20 SP21	SP50 SP51	SP52 SP53	SP60 SP61	SP62 SP63	SP70 SP71	SP72 SP73
1	17.08	17.60	24.53	24.79	25.62	25.88	26.66	26.91
2	17.39	17.91	25.10	25.36	26.19	26.45	27.23	27.48
3	17.70	18.22	25.67	25.93	26.81	27.07	27.85	28.11
4	18.01	18.53	26.29	26.55	27.38	27.64	28.42	28.67
5	18.32	18.89	26.86	27.12	27.95	28.21	28.98	29.24
6	18.69	19.26	27.48	27.74	28.62	28.88	29.66	29.92
7	19.10	19.62	28.16	28.42	29.24	29.50	30.28	30.54
8	19.46	19.98	28.78	29.04	29.86	30.12	30.90	31.16
9	19.83	20.34	29.45	29.71	30.54	30.80	31.57	31.83
10	20.19	20.76	30.07	30.33	31.16	31.42	32.19	32.45
11	20.65	21.17	30.74	31.00	31.88	32.14	32.92	33.18
12	21.07	21.58	31.47	31.73	32.56	32.81	33.59	33.85
13	21.48	22.00	32.14	32.40	33.23	33.49	34.26	34.52
14	21.95	22.52	32.81	33.07	33.95	34.21	34.99	35.25
15	22.41	22.98	33.49	33.75	34.63	34.88	35.66	35.92
16	22.88	23.45	34.16	34.42	35.30	35.56	36.33	36.59
17	23.34	23.91	34.83	35.09	35.97	36.23	37.01	37.26
18	23.81	24.38	35.51	35.76	36.64	36.90	37.68	37.94
19	24.28	24.84	36.18	36.44	37.32	37.58	38.35	38.61
20	24.74	25.31	36.85	37.11	37.99	38.25	39.02	39.28

Grade	Position
SP10	School Police Communications Clerk
SP11	School Police Communications Clerk (194)
SP20	School Police Communications Clerk - Night Shift/Clerical
SP21	School Police Communications Clerk (194) - Night Shift/Clerical
SP50	School Police Officer
SP51	School Police Officer (194)
SP52	School Police Officer-Advanced Certification
SP53	School Police Officer-Advanced Certification (194)
SP60	School Police Officer with Bachelor's Degree
SP61	School Police Officer (194) with Bachelor's Degree
SP62	School Police Officer with Bachelor's Degree-Advanced Certification
SP63	School Police Officer with Bachelor's Degree-Advanced Certification (194)
SP70	School Police Officer with Master's Degree
SP71	School Police Officer (194) with Master's Degree
SP72	School Police Officer with Master's Degree-Advanced Certification
SP73	School Police Officer with Master's Degree-Advanced Certification (194)

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

Substitute/Other Compensation	Amount
School Police Communications Clerk	\$17.08
Back up Supervisor*	Regular/hrly rate

\*Back up Supervisor - In the event, assignment lasts longer than four hours on any workday, the employee will receive an additional hour and one half of pay for the workday (does not count as hours worked for the purpose of overtime).

**Administrative Assistant/Clerical Salary Schedule**

Non-Exempt - Per Hour Rates

<b>Step</b>	<b>C120/C121 C122/C123</b>	<b>C130 C133</b>	<b>C140/C141 C142/C143</b>	<b>C160/C161 C162/C163</b>
<b>1</b>	16.61	17.18	17.95	19.29
<b>2</b>	16.96	17.48	18.35	19.74
<b>3</b>	17.26	17.78	18.70	20.14
<b>4</b>	17.56	18.13	19.05	20.54
<b>5</b>	17.86	18.43	19.45	20.99
<b>6</b>	18.26	18.78	19.85	21.44
<b>7</b>	18.61	19.13	20.25	21.89
<b>8</b>	18.96	19.53	20.65	22.39
<b>9</b>	19.31	19.88	21.10	22.84
<b>10</b>	19.71	20.23	21.50	23.29
<b>11</b>	20.11	20.63	21.95	23.84
<b>12</b>	20.51	21.08	22.45	24.34
<b>13</b>	20.97	21.48	22.91	24.91
<b>14</b>	21.38	21.89	23.43	25.42
<b>15</b>	21.79	22.35	23.89	25.94
<b>16</b>	22.20	22.81	24.35	26.45
<b>17</b>	22.61	23.27	24.81	26.96
<b>18</b>	23.02	23.73	25.27	27.47
<b>19</b>	23.43	24.19	25.73	27.99
<b>20</b>	23.84	24.66	26.19	28.50

<b>Pay Grade</b>	<b>Position</b>
C120/C121 C122/C123	Elementary or Middle School Administrative Assistant - General High School Department Administrative Assistant (A+, IB, etc.) High School Administrative Assistant - Attendance
C130/C133	District Level Administrative Assistant - General
C140/C141 C142/C143	Building Athletic Administrative Assistant District Level Department Administrative Assistant I High School Administrative Assistant - Assistant Principal High School Administrative Assistant - Counseling Middle or High School Administrative Assistant - Registrar
C160/C161 C162/C163	District Level Department Administrative Assistant II Early Childhood School Administrative Assistant - Lead Elementary School Administrative Assistant - Lead (210) Financial Administrative Assistant - HS or Department High School Administrative Assistant - Lead K-8 School Administrative Assistant - Lead Middle School Administrative Assistant - Lead

<b>Pay Grade</b>	<b>Work Calendar Schedule</b>
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 (Elementary -Grandfathered)
C123, C133, C143, C163	197 work days, 8 hours per day

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

<b>Description</b>	<b>Department</b>	<b>Frequency</b>	<b>Rate</b>
Administrative Assistant Certificate of Achievement/OTC	School Site	Upon Completion	1,000
Clerical - Mentorship (maximum of 3)	School Site	Upon Completion	250

**Specialized Instructional Support Salary Schedule**

Exempt 260 Days - unless otherwise noted ()

<b>Step</b>	<b>E070</b>	<b>E280</b>	<b>E200</b>	<b>E201</b>	<b>E101</b>	<b>E210</b>
<b>1</b>	34,281	37,178	49,110	54,420	55,890	61,065
<b>2</b>	34,957	38,250	50,240	55,672	56,996	62,287
<b>3</b>	35,647	39,322	51,395	56,952	58,122	63,533
<b>4</b>	36,351	40,394	52,577	58,263	59,269	64,804
<b>5</b>	37,070	41,467	53,787	59,602	60,439	66,100
<b>6</b>	37,801	42,611	55,024	60,973	61,632	67,421
<b>7</b>	38,548	43,755	56,290	62,376	62,850	68,770
<b>8</b>	39,309	44,899	57,585	63,810	64,091	70,146
<b>9</b>	40,085	46,042	58,909	65,278	65,356	71,548
<b>10</b>	40,877	47,186	60,263	66,779	66,647	72,979
<b>11</b>	41,684	48,474	61,649	68,315	67,963	74,439
<b>12</b>	42,507	49,760	63,067	69,886	69,305	75,928
<b>13</b>	43,347	51,047	64,518	71,493	70,672	77,446
<b>14</b>	44,203	52,405	66,002	73,138	72,069	78,995
<b>15</b>	45,076	53,835	67,520	74,820	73,492	80,575
<b>16</b>	45,966	54,946	69,073	76,541	74,942	82,589
<b>17</b>	46,875	56,045	70,662	78,301	76,422	84,654
<b>18</b>	47,800	57,166	72,287	80,102	77,931	86,939
<b>19</b>	48,745	58,309	74,094	82,105	79,470	89,548
<b>20</b>	49,704	59,475	76,317	84,567	81,041	92,235

<b>Pay Grade</b>	<b>Position</b>
E070	Parent Educator (185) Child and Family Educator (185)
E280	Therapy Assistant (185)
E200	Social Worker (185)
E201	Social Worker - McKinney-Vento (205)
E101	Speech Language Pathologist (185) Therapist - Occupational or Physical (185)
E210	School Psychologist (206)

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

<b>To Be Reviewed/Assigned Annually</b>	<b>Days</b>	<b>Supplement</b>
Parent Educator - PAT Leader	15	\$1,000
Special Services - Assistive Technology	5	\$0

<b>Other Compensation</b>	<b>Frequency</b>	<b>Amount</b>
Therapists - Missed IEP-mandated services (within 2 week timeframe of absence)	Hourly	35

<b>Description</b>	<b>Department</b>	<b>Rate</b>
PAT Supervision	Special Services	500
Parent Educator with Master's Degree	Special Services	500
SLP Supervision (CFY-SLP) \$500 Annually	Special Services	500
Therapist Mentor (not to exceed two mentees per school year)	Special Services	250
OT/PT Supervision (COTA or PTA) \$500 Annually	Special Services	500

**Support Staff Salary Schedule**

Exempt 260 Days - unless otherwise noted ( )

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

<b>Step</b>	<b>H100</b>	<b>H140</b>	<b>H171</b>	<b>H191</b>	<b>H192</b>	<b>H209</b>	<b>H251</b>	<b>INT1</b>	<b>ISB8</b>	<b>ISB9</b>
1	15.59	16.37	18.29	19.54	20.54	20.89	24.11	31,287	31,287	32,326
2	15.84	16.67	18.64	19.94	20.94	21.34	24.76		31,933	32,972
3	16.14	17.02	18.99	20.39	21.39	21.84	25.46		32,701	33,740
4	16.39	17.32	19.39	20.79	21.79	22.29	26.11		33,491	34,530
5	16.64	17.62	19.74	21.19	22.19	22.74	26.81		34,299	35,338
6	16.99	18.02	20.19	21.69	22.69	23.29	27.51			
7	17.29	18.37	20.59	22.14	23.14	23.79	28.21			
8	17.64	18.72	20.99	22.59	23.59	24.29	28.96			
9	17.94	19.12	21.44	23.09	24.09	24.79	29.66			
10	18.24	19.47	21.84	23.54	24.54	25.34	30.41			
11	18.63	19.92	22.40	24.15	25.15	25.96	31.27			
12	18.99	20.44	22.92	24.72	25.72	26.58	32.15			
13	19.41	20.90	23.48	25.34	26.34	27.25	32.98			
14	19.77	21.47	24.05	25.96	26.96	27.92	33.91			
15	21.06	22.50	25.19	27.04	28.04	28.75	34.94			
16	22.35	23.53	26.32	28.13	29.13	29.57	35.97			
17	23.64	24.57	27.46	29.21	30.21	30.40	37.00			
18	24.93	25.60	28.59	30.29	31.29	31.22	38.03			
19	26.22	26.63	29.73	31.38	32.38	32.05	39.07			
20	27.51	27.66	30.86	32.46	33.46	32.87	40.10			

<b>Pay Grade</b>	<b>Position</b>
H100	Library Clerical (187)
H140	Paraprofessional I (185)
H171	Braille Transcriber (185) Paraprofessional II (185)
H191	Technician - Behavior Support Special Education (185)
H192	Registered Behavior Support Technician Special Education (185)
H209	Classroom LPN (185) Licensed Practical Nurse - Transportation (186)
H251	Educational Interpreter (185)
INT1	Building Substitute (185)
ISB8	In School Suspension ( <i>Non Certified - Substitute Certification required</i> ) (185)

<b>Pay Grade</b>	<b>Grandfathered Position</b> <i>as of 6/30/2022 positions are not eligible for</i>
ISB9	In School Suspension Supervisor - Bachelor's Degree (185)

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

**Transportation Salary Schedule**

Non-Exempt - Per Hour Rates

Step	B100	B101	B110	B120	B121	B130
1	17.15	17.15	17.80	22.05	22.05	22.70
2	17.15	17.35	18.00	22.05	22.25	22.90
3	17.15	17.60	18.25	22.05	22.50	23.15
4	17.15	17.90	18.55	22.05	22.80	23.45
5	17.15	18.30	18.95	22.05	23.20	23.85
6	17.15	18.70	19.35	22.05	23.60	24.25
7	17.15	19.15	19.80	22.05	24.10	24.75
8	17.15	19.65	20.30	22.05	24.65	25.30
9	17.15	20.20	20.85	22.05	25.15	25.80
10	17.15	20.70	21.35	22.05	25.65	26.30

\*Waive health insurance coverage

Step	B103	B111	B123	B131
1	20.15	20.80	25.05	25.70
2	20.35	21.00	25.25	25.90
3	20.60	21.25	25.50	26.15
4	20.90	21.55	25.80	26.45
5	21.30	21.95	26.20	26.85
6	21.70	22.35	26.60	27.25
7	22.15	22.80	27.10	27.75
8	22.65	23.30	27.65	28.30
9	23.20	23.85	28.15	28.80
10	23.70	24.35	28.65	29.30

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

Pay Grade	Position
B100	Bus Aide - No Route
B101/B103	Bus Aide
B110/B111	Bus Aide - Wheelchair Accessible
B120	Bus Driver - No Route
B121/B123	Bus Driver
B130/B131	Bus Driver - Wheelchair Accessible

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

Other Compensation	Frequency	Amount
Attendance Program*	Quarterly	200-400
15 Year Safe Driving Incentive*	Annual	1,500
20 Year Safe Driving Incentive*	Annual	2,000
Wash Bay and/or Trainer duties	Hourly	0.65 added to base hourly pay

\*Please refer to the 2023-2024 Transportation Recruitment Retention flyer for details regarding qualifications/eligibility.

Substitute Compensation	Frequency	Amount
Transportation Aide	Hourly	17.15
Transportation Aide - Wheelchair Accessible	Hourly	17.80
Transportation Driver	Hourly	22.05
Transportation Driver - Wheelchair Accessible	Hourly	22.70
Transportation Nurses	Hourly	20.89

Placement: new hire bus drivers and bus aides will be placed on Step 1 of the applicable

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

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

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

*Step 4 = Employees in year 9 with school district experience*

*Step 5 = Employees in year 10 with school district experience*

*Step 6 = Employees in year 11 with school district experience*

*Step 7 = Employees in year 12 with school district experience*

*Step 8 = Employees in year 13 with school district experience*

*Step 9 = Employees in year 14 with school district experience*

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

**Operational Support Salary Schedule**

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

<b>Step</b>	<b>0180</b>	<b>0190</b> <b>0191</b>	<b>0201</b>	<b>0230</b>	<b>0250</b>	<b>0260</b>	<b>0270</b>	<b>0280</b>
<b>1</b>	18.38	19.20	19.98	21.84	24.02	25.31	25.89	27.74
<b>2</b>	18.74	19.62	20.39	22.46	24.69	26.04	26.62	28.52
<b>3</b>	19.10	20.03	20.81	23.09	25.36	26.76	27.34	29.30
<b>4</b>	19.46	20.45	21.22	23.71	26.04	27.48	28.06	30.07
<b>5</b>	19.83	20.86	21.64	24.33	26.71	28.21	28.79	30.85
<b>6</b>	20.24	21.33	22.10	25.00	27.43	28.98	29.56	31.68
<b>7</b>	20.65	21.79	22.57	25.67	28.16	29.76	30.34	32.50
<b>8</b>	21.07	22.26	23.03	26.35	28.88	30.54	31.12	33.33
<b>9</b>	21.48	22.72	23.50	27.02	29.61	31.31	31.89	34.16
<b>10</b>	21.90	23.19	23.97	27.69	30.33	32.09	32.67	34.99
<b>11</b>	22.41	23.76	24.53	28.47	31.16	32.97	33.55	35.92
<b>12</b>	22.93	24.33	25.10	29.24	31.99	33.85	34.43	36.85
<b>13</b>	23.45	24.90	25.67	30.02	32.81	34.73	35.31	37.78
<b>14</b>	24.02	25.52	26.29	30.85	33.69	35.66	36.24	38.77
<b>15</b>	24.59	26.14	26.91	31.68	34.57	36.59	37.17	39.80
<b>16</b>	25.10	26.71	27.48	32.30	35.30	37.32	37.90	40.63
<b>17</b>	25.62	27.28	28.05	32.92	36.02	38.04	38.62	41.46
<b>18</b>	26.14	27.85	28.62	33.54	36.75	38.77	39.36	42.28
<b>19</b>	26.66	28.42	29.19	34.16	37.47	39.49	40.08	43.11
<b>20</b>	27.17	28.98	29.76	34.78	38.20	40.21	40.80	43.94

<b>Pay Grade</b>	<b>Position</b>
0180	Transportation Special Needs Trainer
0190	Executive Secretary I Clerk - Department Clerical Support Coach Technician - Human Resources Technician - Payroll
0191	Technician - School/Home (185) Specialist - Transitions (185)
0201	Student Attendance Advisor (185)
0230	Coordinator - Transportation Specialist - Accounting Specialist - Athletics Specialist - Benefits Specialist - Capital/Bond Projects Specialist - Content Management Specialist - Early Childhood Specialist - Early Childhood PAT Specialist - Farm to Table Specialist - Federal Programs Specialist - Inventory Control Specialist - Payroll Specialist - Purchasing Specialist - Special Education Transportation CDL Trainer Video Producer
0250	Executive Secretary II
0260	Mechanic Specialist - Fleet Technology Specialist - Parts and Fuel Systems Specialist - Routing and Technology
0270	Mechanic - ASE Certified

**Professional and Technical Salary Schedule**

Exempt 260 Days - unless otherwise noted ()

Step	P100	P110	P120	P125 P130	P140	P150	P160	P170	P180	P190
1	54,288	57,002	59,852	62,844	65,986	69,285	72,751	76,388	80,207	84,216
2	55,361	58,128	61,034	64,086	67,290	70,656	74,185	77,897	81,790	85,881
3	56,454	59,277	62,239	65,352	68,619	72,051	75,651	79,435	83,407	87,578
4	57,569	60,447	63,471	66,642	69,975	73,473	77,145	81,004	85,053	89,307
5	58,706	61,639	64,723	67,959	71,355	74,924	78,669	82,602	86,731	91,070
6	59,865	62,856	66,000	69,302	72,765	76,404	80,221	84,233	88,445	92,869
7	61,047	64,098	67,302	70,668	74,204	77,911	81,807	85,897	90,192	94,703
8	62,252	65,363	68,633	72,063	75,669	79,449	83,421	87,593	91,973	96,572
9	63,481	66,654	69,987	73,488	77,162	81,018	85,069	89,323	93,788	98,481
10	64,736	67,971	71,370	74,939	78,685	82,620	86,750	91,087	95,641	100,424
11	66,013	69,312	72,780	76,419	80,240	84,249	88,462	92,883	97,531	102,408
12	67,317	70,683	74,216	77,930	81,823	85,914	90,209	94,720	99,456	104,432
13	68,646	72,078	75,682	79,468	83,440	87,611	91,991	96,591	101,420	106,492
14	70,002	73,502	77,176	81,037	85,088	89,342	93,807	98,497	103,424	108,595
15	71,384	74,953	78,700	82,637	86,769	91,105	95,659	100,443	105,465	110,739
16	72,792	76,433	80,254	84,270	88,483	92,906	97,549	102,426	107,549	112,927
17	74,231	77,942	81,838	85,932	90,230	94,740	99,474	104,449	109,673	115,157
18	75,696	79,482	83,455	87,630	92,012	96,609	101,439	106,512	111,838	117,432
19	77,191	81,051	85,102	89,360	93,829	98,518	103,443	108,615	114,047	119,750
20	78,716	82,654	86,787	91,126	95,680	100,464	105,488	110,760	116,299	122,114

Pay Grade	Position	Pay Grade	Position	
P100	Coordinator I - Accounting	P140	Coordinator - Data and Compliance Reporting	
	Coordinator I - Application Training		Data Engineer	
	Coordinator I - Communications		School Police - Lieutenant	
	Coordinator I - Construction		Supervisor - SIS Support	
	Coordinator I - Employment		Supervisor II - Systems	
	Coordinator I - Environmental Safety			
	Coordinator I - HR Information Systems		P150	Supervisor - Database Administrator
	Coordinator I - Payroll			Manager II - Budget & Analytics
	Coordinator I - Purchasing			Manager II - Marketing and Engagement
	Coordinator I - Risk Management		P160	Coordinator III - Academic Access, Inclusion and Engagement
	Coordinator I - Student Information Systems			Coordinator III - Early Childhood Special Education
	Coordinator I - Student Records			Coordinator III - Workforce Development
	Coordinator I - Technology Projects			Coordinator III - Professional Learning
	Coordinator I - Wellness			Coordinator III - Student Access and Opportunity
	Coordinator I - Data Compliance Analyst			Coordinator III - Lead Data and Compliance Reporting
Data Analyst	Lead Data Engineer			
Graphic Artist	Manager III - Bond Projects			
Supervisor I - Custodial	P170	Coordinator IV - Assessment		
Supervisor I - Grounds		Coordinator IV - Career and Technical Education		
Supervisor I - Information Technology Support		Coordinator IV - Compensation and Benefits Business		
Supervisor I - Maintenance		Coordinator IV - Counseling Services		
Supervisor I - Preventative Maintenance		Coordinator IV - Employee Relations/Investigations		
Supervisor I - Transportation		Coordinator IV - Fine Arts		
Supervisor I - Transportation Safety		Coordinator IV - International Baccalaureate		
		Coordinator IV - 6-12 Social Studies		
		Coordinator IV - K-5 Science and Social Studies		
		Coordinator IV - 6-12 Science		
P110	Executive Secretary III		Coordinator IV - Literacy	
P120	Mechanic Foreman		Coordinator IV - Physical Ed, Health and Engagement Activities	
	Supervisor II - Transportation Student Management		Coordinator IV - Math	
	Supervisor II - Transportation Safety & Training		Coordinator IV - Professional Learning	
P125	Licensed Professional Counselor (206)		Coordinator IV - Customer Service	
P130	Audiovisual Engineer		Coordinator IV - Social and Emotional Behavioral Learning	
	Cabling Architect		Coordinator IV - K-12 Technology Integration	
	Coordinator - Refugee and Immigrant Services		Manager IV - Information Systems Operations	
	Coordinator II - Capital Projects		Manager IV - Information Systems Support	
	Coordinator II - Counseling Virtual Learning		Manager IV - Infrastructure Support	
	Coordinator II - Community Relations		Manager IV - Library Services	
	Coordinator II - Health Services		Manager IV - Payroll	
	Coordinator II - Quality Assurance		Manager IV - User Support	
	Coordinator II - Information Security		Technology Project Manager	
	Coordinator II - Marketing and Digital Strategies			
	Coordinator II - Steam Programming			
	Coordinator II - Work-based Learning/Student Experiences			
	Coordinator II - WINGS Gifted Education			
	Coordinator III - HR Data Governance/Employment		P180	Coordinator IV- Title I Learning Development Facilitator
	Digital Learning Developer		P190	Coordinator V - College Access
	Manager I - Accounting			Lead Principal
	Manager I - Benefits			
	Manager I - Purchasing			
Payroll Accountant				



**Miscellaneous Compensation (Hourly)**

Items listed below required executive leader approval.

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

Rate	Description		
<b>\$15</b>	<b>Compensation for assistant workers and/or administrative functions</b>		
	<i>Examples:</i>		
	Band Aide/Summer Band Aide	Color Guard Coach	Lunchroom Aides
	Choreography Assistant	Game Worker/Scoreboard Operator	Track/Golf Tournament Assistant
	Miscellaneous Physical Labor	Student Workers	Library Clerical - Temporary
	Soundboard Operator	Summer Athletics Aide	Athletics: Off Season Asst. Coach
	Color Guard Aide	Summer Athletics Camp Coach	Orchestra Aide
<b>\$20</b>	<b>Compensation for limited student contact and supervisory responsibilities over students</b>		
	<i>Examples:</i>		
	After School Detention	Band Percussion Instructor	Cub Club Employee
	Assessment Facilitators	Before/After School Supervision (Classified)	Step-Up Participant
	Band Instructor/Summer Band Instructor	Ticket Manager	Tutor (classified)
	Custodial Supervisor – Substituting for Custodial shift	Screenener	Pink & White Lady Classic Tournament Workers
<b>\$25</b>	<b>Compensation for significant student contact with direct supervisory responsibility over students or professional development attendance</b>		
	<i>Examples:</i>		
	ACT Boot Camp	Before/After School Supervision (Certified)	C-STAR Teacher
	AVID Mentor	Behavior Mentoring	FEMA Emergency Shelter Event <sup>1</sup>
	Immigrant/Migrant Family Liaison	Miscellaneous Professional Services	Tutor (certified)
	Incentive I Mentor	School/Parent Involvement Activities	Band/Choir/Orchestra Accompanist
	Interpreters/Translators	Teacher IEP Compliance	Concession Manager (sites other than JFK)
	Professional Learning/Training Participant	Lead Cub Club Employee	Farm2School - Garden Intern
<b>\$30</b>	<b>Any compensation requiring specialized or advanced skills such as curriculum development and facilitating adult learning.</b>		
	<i>Examples:</i>		
	Curriculum/Instruction/Assessment Planning	MSHSAA Music Festival Support Staff	Tutoring Private/Parochial School Students
	Curriculum Training	Teacher Assistance Program Mentor	Voyagers Tutor
	Curriculum Writing	Professional Learning/Training Facilitator 2	Voyagers Liaison
	Testing		

**Extra-Curricular Positions**

2024-2025: All percentages refer to a percentage of \$42,500

Step	Group A		Group B		Group C		Group D		Group E	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	9,775	23.0%	7,140	16.8%	6,078	14.3%	5,823	13.7%	5,270	12.4%
2	9,881	23.3%	7,286	17.1%	6,220	14.6%	5,939	14.0%	5,410	12.7%
3	9,988	23.5%	7,693	18.1%	6,503	15.3%	6,290	14.8%	5,738	13.5%
4	10,094	23.8%	7,838	18.4%	6,645	15.6%	6,406	15.1%	5,878	13.8%
5	10,200	24.0%	8,203	19.3%	6,928	16.3%	6,715	15.8%	6,163	14.5%
6	10,306	24.3%	8,348	19.6%	7,070	16.6%	6,831	16.1%	6,303	14.8%
7	10,413	24.5%	8,713	20.5%	7,438	17.5%	7,225	17.0%	6,673	15.7%
8	10,519	24.8%	8,858	20.8%	7,580	17.8%	7,341	17.3%	6,813	16.0%
9	10,625	25.0%	9,004	21.2%	7,722	18.2%	7,458	17.5%	6,953	16.4%
10	10,668	25.1%	9,350	22.0%	8,075	19.0%	7,650	18.0%	7,310	17.2%
11	10,710	25.2%	9,435	22.2%	8,160	19.2%	7,693	18.1%	7,395	17.4%
12	10,753	25.3%	9,520	22.4%	8,245	19.4%	7,735	18.2%	7,438	17.5%
13	10,795	25.4%	9,605	22.6%	8,330	19.6%	7,778	18.3%	7,523	17.7%
14	10,838	25.5%	9,690	22.8%	8,415	19.8%	7,820	18.4%	7,565	17.8%
15	10,880	25.6%	9,775	23.0%	8,500	20.0%	7,863	18.5%	7,650	18.0%
16	10,923	25.7%	9,860	23.2%	8,585	20.2%	7,905	18.6%	7,735	18.2%
17	10,965	25.8%	9,945	23.4%	8,670	20.4%	7,948	18.7%	7,820	18.4%
18	11,008	25.9%	10,030	23.6%	8,755	20.6%	7,990	18.8%	7,905	18.6%
19	11,050	26.0%	10,115	23.8%	8,840	20.8%	8,033	18.9%	7,990	18.8%
20	11,135	26.2%	10,158	23.9%	8,925	21.0%	8,075	19.0%	8,075	19.0%
21	11,220	26.4%	10,200	24.0%	9,010	21.2%	8,160	19.2%	8,160	19.2%
22	11,263	26.5%	10,285	24.2%	9,095	21.4%	8,245	19.4%	8,330	19.6%
23	11,348	26.7%	10,370	24.4%	9,180	21.6%	8,330	19.6%	8,373	19.7%
24	11,390	26.8%	10,455	24.6%	9,265	21.8%	8,415	19.8%	8,415	19.8%
25	11,475	27.0%	10,498	24.7%	9,350	22.0%	8,500	20.0%	8,500	20.0%

Group	Description	Role	Department
A	High School Basketball	Head Coach	Athletics
A	High School Football	Head Coach	Athletics
A	High School Speech and Debate - 12+ competitions & 3+ weekly practice	Head Coach	Activities
A	High School Marching Band	Director	Fine Arts
B	High School Baseball	Head Coach	Athletics
B	High School Cross Country (Boys and Girls)	Head Coach	Athletics
B	High School Speech and Debate - 10+ competitions & 2+ weekly practice	Head Coach	Activities
B	High School Soccer	Head Coach	Athletics
B	High School Softball	Head Coach	Athletics
B	High School Track (Boys and Girls)	Head Coach	Athletics
B	High School Volleyball	Head Coach	Athletics
B	High School Wrestling (Boys and Girls)	Head Coach	Athletics
C	High School Basketball	Assistant Coach	Athletics
C	High School Cheerleading/Pep Squad	Head 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 Pom/Dance Team	Sponsor	School Site
C	High School Speech and Debate - 8+ competitions & 1+ weekly practice	Head Coach	Activities
C	High School Step Team	Head Coach	School Site
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 JROTC	Coach	Activities
D	High School Pole Vault	Head Coach	Athletics
D	High School Soccer	Assistant Coach	Athletics
D	High School Softball	Assistant Coach	Athletics
D	High School Track (Boys or Girls)	Head Coach	Athletics
D	High School Speech & Debate (if Head Coach is placed in Group A)	Assistant Coach	Activities
D	High School Volleyball	Assistant Coach	Athletics
D	High School Wrestling (Boys or Girls)	Assistant Coach	Athletics
D	Middle School Athletic Coordinator	Coordinator	Athletics
E	Drum Corps/Winter Drumline	Director	Activities
E	High School Band & High School Drama	Assistant Director	Fine Arts
E	High School Broadcast Journalism	Sponsor	School Site
E	High School Print Journalism	Sponsor	School Site
E	High School Scholar Bowl	Coach	High School
E	High School Speech & Debate (if Head Coach is placed in Group B)	Assistant Coach	Activities
E	High School Swimming (Boys or Girls)	Assistant Coach	Athletics
E	High School Tennis	Head Coach	Athletics
E	Music Department Honor Group	Director	Fine Arts
E	Winter Guard or Color Guard	Sponsor	School Site

**Extra-Curricular Positions**

2024-2025: All percentages refer to a percentage of \$42,500

Step	Group F		Group G		Group H		Group I		Group J	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
1	4,378	10.3%	3,655	8.6%	3,358	7.9%	2,805	6.6%	2,550	6.0%
2	4,501	10.6%	3,792	8.9%	3,489	8.2%	2,942	6.9%	2,679	6.3%
3	4,803	11.3%	3,995	9.4%	3,698	8.7%	3,145	7.4%	2,933	6.9%
4	4,926	11.6%	4,132	9.7%	3,829	9.0%	3,282	7.7%	3,062	7.2%
5	5,228	12.3%	4,463	10.5%	4,080	9.6%	3,485	8.2%	3,273	7.7%
6	5,351	12.6%	4,599	10.8%	4,211	9.9%	3,622	8.5%	3,402	8.0%
7	5,738	13.5%	4,973	11.7%	4,590	10.8%	3,995	9.4%	3,783	8.9%
8	5,861	13.8%	5,109	12.0%	4,721	11.1%	4,132	9.7%	3,912	9.2%
9	5,985	14.1%	5,246	12.3%	4,852	11.4%	4,268	10.0%	4,041	9.5%
10	6,375	15.0%	5,610	13.2%	5,228	12.3%	4,633	10.9%	4,548	10.7%
11	6,418	15.1%	5,653	13.3%	5,313	12.5%	4,718	11.1%	4,548	10.7%
12	6,460	15.2%	5,695	13.4%	5,355	12.6%	4,803	11.3%	4,548	10.7%
13	6,503	15.3%	5,738	13.5%	5,398	12.7%	4,930	11.6%	4,590	10.8%
14	6,545	15.4%	5,780	13.6%	5,440	12.8%	5,015	11.8%	4,633	10.9%
15	6,588	15.5%	5,950	14.0%	5,525	13.0%	5,100	12.0%	4,675	11.0%
16	6,630	15.6%	6,035	14.2%	5,610	13.2%	5,185	12.2%	4,760	11.2%
17	6,673	15.7%	6,120	14.4%	5,695	13.4%	5,270	12.4%	4,845	11.4%
18	6,715	15.8%	6,205	14.6%	5,780	13.6%	5,355	12.6%	4,930	11.6%
19	6,758	15.9%	6,290	14.8%	5,865	13.8%	5,440	12.8%	5,015	11.8%
20	6,800	16.0%	6,375	15.0%	5,950	14.0%	5,525	13.0%	5,100	12.0%
21	6,885	16.2%	6,460	15.2%	6,035	14.2%	5,610	13.2%	5,185	12.2%
22	6,970	16.4%	6,545	15.4%	6,120	14.4%	5,695	13.4%	5,270	12.4%
23	7,055	16.6%	6,630	15.6%	6,205	14.6%	5,780	13.6%	5,355	12.6%
24	7,140	16.8%	6,715	15.8%	6,290	14.8%	5,865	13.8%	5,440	12.8%
25	7,225	17.0%	6,800	16.0%	6,375	15.0%	5,950	14.0%	5,525	13.0%

Group	Description	Role	Department
F	Distributive Education Clubs of America (DECA)	Sponsor	School Site
F	Future Business Leaders of America (FBLA)	Sponsor	School Site
F	High School Cross Country	Assistant Coach	Athletics
F	High School Golf	Head Coach	Athletics
F	High School Speech & Debate (if Head Coach is placed in group C)	Assistant Coach	Activities
F	High School Track	Assistant Coach	Athletics
F	Jobs for American Graduates (JAG)	Sponsor	School Site
F	Media Advisor - Scoreboard	Sponsor	School Site
F	Middle School Band	Director	Fine Arts
F	Middle School Drama	Director	School Site
F	Middle School Orchestra	Director	Fine Arts
F	Middle School Vocal Music	Director	Fine Arts
G	Elementary Vocal Music	Director	Fine Arts
G	Elementary Orchestra	Director	Fine Arts
G	E-Sports	Head Coach	Athletics
G	High School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
G	Future Farmers of America (FFA)	Sponsor	School Site
G	High School Drum Corps* or Winter Drumline	Assistant Director	Activities
G	High School Winter guard	Assistant Sponsor	School Site
G	High School Color guard	Assistant Sponsor	School Site
G	Middle School Basketball	Head Coach	Athletics
G	Middle School Football	Head Coach	Athletics
G	Health Occupations Students of America (HOSA)	Sponsor	Curriculum
G	Technology Student Association (TSA) High School	Sponsor	Curriculum
G	High School Tennis	Assistant Coach	Athletics
H	Unused		
I	Archery Coach	Head 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/Jazz Band	Director	Fine Arts
J	E Sports	Assistant Coach	Athletics
J	Middle School Basketball	Assistant Coach	Athletics
J	Middle School Football	Assistant Coach	Athletics
J	Middle School Speech and Debate	Head Coach	Activities
J	Middle School Student Council	Sponsor	School Site
J	Music Department Honor Group	Assistant Director	Fine Arts
J	Robotics Coach	Head Coach	School Site
J	Secondary Intramurals	Sponsor	Activities

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

**Extra-Curricular Positions**

2024-2025: All percentages refer to a percentage of \$42,500

Step	Group K		Group L		Group M		Group N	
	Amount	%	Amount	%	Amount	%	Amount	%
1	2,338	5.5%	2,125	5.0%	1,870	4.4%	1,445	3.4%
2	2,467	5.8%	2,254	5.3%	1,992	4.7%	1,558	3.7%
3	2,720	6.4%	2,508	5.9%	2,168	5.1%	1,785	4.2%
4	2,849	6.7%	2,637	6.2%	2,289	5.4%	1,898	4.5%
5	3,060	7.2%	2,848	6.7%	2,508	5.9%	2,125	5.0%
6	3,189	7.5%	2,977	7.0%	2,629	6.2%	2,238	5.3%
7	3,570	8.4%	3,358	7.9%	3,060	7.2%	2,593	6.1%
8	3,699	8.7%	3,487	8.2%	3,182	7.5%	2,705	6.4%
9	3,829	9.0%	3,616	8.5%	3,304	7.8%	2,818	6.6%
10	4,335	10.2%	4,165	9.8%	3,655	8.6%	3,188	7.5%
11	4,335	10.2%	4,165	9.8%	3,698	8.7%	3,230	7.6%
12	4,335	10.2%	4,165	9.8%	3,740	8.8%	3,273	7.7%
13	4,378	10.3%	4,165	9.8%	3,783	8.9%	3,315	7.8%
14	4,420	10.4%	4,208	9.9%	3,825	9.0%	3,400	8.0%
15	4,463	10.5%	4,250	10.0%	3,910	9.2%	3,485	8.2%
16	4,548	10.7%	4,335	10.2%	3,953	9.3%	3,570	8.4%
17	4,633	10.9%	4,378	10.3%	3,995	9.4%	3,655	8.6%
18	4,718	11.1%	4,505	10.6%	4,080	9.6%	3,698	8.7%
19	4,803	11.3%	4,590	10.8%	4,165	9.8%	3,740	8.8%
20	4,888	11.5%	4,675	11.0%	4,250	10.0%	3,783	8.9%
21	4,973	11.7%	4,760	11.2%	4,335	10.2%	3,868	9.1%
22	5,058	11.9%	4,845	11.4%	4,420	10.4%	3,910	9.2%
23	5,143	12.1%	4,930	11.6%	4,505	10.6%	3,953	9.3%
24	5,228	12.3%	5,015	11.8%	4,590	10.8%	3,995	9.4%
25	5,313	12.5%	5,100	12.0%	4,675	11.0%	4,038	9.5%

Group	Description	Role	Department
K	High School - Core	Department Head	School Site
K	High School - Special Services	Department Head	Special Services
K	High School Vocal Music	Assistant Director	Activities
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	School Site
L	Middle School Cheerleading	Head Coach	Athletics
L	Middle School Drama	Assistant Director	School Site
L	Middle School Memory Book	Sponsor	School Site
L	Middle School Newspaper	Sponsor	School Site
M	District Scholar Bowl	Chair	Activities
M	Elementary School Lead	Teacher	School Site
M	Junior Youth Music Department Honor Group	Director	Fine Arts
M	Middle School Family, Career and Community Leaders of America (FCCLA)	Sponsor	School Site
M	Middle School - Special Services	Department Head	Special Services
M	Technology Student Association (TSA) Middle School	Sponsor	Learning Support
N	Archery Coach	Assistant Coach	School Site
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 Step Team	Head Coach	School Site
N	Middle School Science Olympiad	Sponsor	School Site
N	Middle School Scholar Bowl	Coach	Learning Support

**Extra-Curricular Positions - Grandfathered**  
 2024-2025: All percentages refer to a percentage of \$40,000

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

Group L		
Step	Amt	%
1	2,000	5.0%
2	2,000	5.0%
3	2,360	5.9%
4	2,360	5.9%
5	2,680	6.7%
6	2,680	6.7%
7	3,160	7.9%
8	3,160	7.9%
9	3,160	7.9%
10	3,920	9.8%
11	3,920	9.8%
12	3,920	9.8%
13	3,920	9.8%
14	3,920	9.8%
15	4,000	10.0%
16	4,000	10.0%
17	4,000	10.0%
18	4,000	10.0%
19	4,000	10.0%
20	4,400	11.0%
21	4,400	11.0%
22	4,400	11.0%
23	4,400	11.0%
24	4,400	11.0%
25	4,800	12.0%

Group	Description	Role	Department
L	Department Head - World Language	Department Head	School Site

**3-D Annualized Stipends**

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

Description	Department	Rate
Coordinator - Off-season Conditioning Program (per session)	Athletics	877
Coordinator-Off Season Conditioning (Summer Band)	Athletics	1,315
Access Champions (Elementary/Middle School)	Student Access & Opportunity	500
Access Champions (High School)	Student Access & Opportunity	1,000
Clerical - Mentorship (maximum of 3)	School Site	200
Middle School Site Engagement Coordinator	School Site	400
Nurse Mentor (2 max)	Health Services	500
Nurse - National Board Certification of School Nurse	Health Services	3,000
PAT Supervision	Special Services	500
Peer Mediator Sponsor	Counseling	1,000
Sister City Liaison	Curriculum	1,000
Site Test Coordinator - High School (4 Block)	Analytics and Accountability	1,150
Site Test Coordinator - High School (8 Block)	Analytics and Accountability	900
Site Test Coordinator - K-8 School (0-300)	Analytics and Accountability	500
Site Test Coordinator - K-8 School (301-400)	Analytics and Accountability	600
Site Test Coordinator - K-8 School (401-500)	Analytics and Accountability	700
Site Test Coordinator - K-8 School (500+)	Analytics and Accountability	800
Site Test Coordinator - Study K-12	Analytics and Accountability	600
SLP Supervision (CFY-SLP) \$500 Annually	Special Services	500
Student African American Brotherhood Sponsor (SAAB) - Middle School	Student Access & Opportunity	1,000
Student African American Brotherhood Sponsor (SAAB) - High School	Student Access & Opportunity	2,000
Teacher Mentor - Future Educator	Student Access & Opportunity	1,250
Teacher Mentoring Supervisor	High School	1,500
Therapist Mentor (not to exceed two mentees per school year)	Special Services	250
SLP Supervision (CFY-SLP) \$500 Annually	Special Services	500
OT/PT Supervision (COTA or PTA) \$500 Annually	Special Services	500
Website Maintenance	All Schools	250
Wellness Champion	All Schools	250
Counselor - National Certified	HR	500
Parent Educator with Master's Degree	HR	500
Counselor - Lead High School (1 per school)	HR	1,000
International Baccalaureate Coordinator: <i>Middle Years Programme -Personal Project</i> <i>Middle Years Programme - Service Learning</i> <i>Career-related Programme - Reflective Project</i> <i>Career-related Programme - Service</i> <i>Diploma Programme - CAS</i> <i>Diploma Programme - Extended Essay</i>	IB Schools	3,000
Teacher - National Board Certified	HR	3,000
Tournament of Champions Coordinator	HR	8,000

<b>Annualized Stipends based upon \$42,500</b>			
Description	Department	Annual	%
Archery Tournament Supervisor - Middle School	Athletics	2,740	6.45%
Curriculum Development Council Chair	Learning Support	4,384	10.32%
Elementary Math Club Sponsor	School Site	794	1.87%
Elementary STEAM Club Sponsor	School Site	794	1.87%
High School Community Service (13+ Students) Coordinator	School Site	2,055	4.84%
High School Community Service Coordinator (12 Students and less)	School Site	1,096	2.58%
High School National Honor Society Sponsor	School Site	2,603	6.12%
High School Non-Core Department Head	School Site	1,644	3.87%
Middle School Core Department Head	School Site	1,644	3.87%
Middle School National Junior Honor Society Sponsor	School Site	1,275	3.00%
Weight Room Supervisor (all 3 seasons)	Athletics	3,972	9.35%

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

\*Not eligible for future placement

Administrative Other Positions To Be Reviewed/Assigned Annually	Extended Days	Supplement
Assistant Principal Combo School	0	\$375
Assistant Principal - High School Athletic Director	10	\$0
Executive Director - In District Mileage	0	\$3,000
Principal Combo School	0	\$750

**Paid Upon Completion Stipends**

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

<b>Description</b>	<b>Department</b>	<b>Frequency</b>	<b>Rate</b>
Administrative Assistant Certificate of Achievement/OTC	School Site	Upon Completion	100
Athletic Schedule Coordinator	Athletics	Upon Completion	250
Athletics Supervision	Athletics	Per Event	50
Athletics Supervision (full day tournament)	Athletics	Per Event	100
Band/Choir Competition Assistant	All Schools	Per Event	100
Cadet Teaching Advisor	High School	Upon Completion	200
Cognitive Diagnostic Testing (per test)	Special Services	Per Event	75
Concession Manager at JFK	High School	Per Event	125
Concession Worker at JFK	High School	Per Event	25
Drama/Musical Assistant	High School	Per Event	1,000
Theatre Pit Director or HS Musical Vocal Director	High School	Upon Completion	2,000
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
Extracurricular Sponsor (must have executive director approval)	High School	Upon Completion	250 - 500
FEMA Emergency Shelter Event <sup>1</sup>	All Schools	Per Event	50
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 Engagement Sponsor (15+ Students or 3% school population)	Middle School	Quarter/Session	250
Middle School Engagement Sponsor (Less than 15 Students or less than 3% school population)	Middle School	Quarter/Session	125
Middle School Honor Choir/Band Coordinator	Learning Support	Upon Completion	450
ES/MS Student Interest Club Teachers	Learning Support	Quarter/Session	250
MSHSAA Music Festival Manager	All Schools	Per Event	500
MSHSAA Music Festival Scheduler	All Schools	Per Event	407
Music Contest Assistant	Middle School	Per Event	200
New Teacher Liaison	Learning Development	Upon Completion	500
Prom Coordinator	High School	Upon Completion	500
Early Notice Incentive- <b>FY25 Only</b> - Contracted Employees- by November 30, 2024 - must complete entirety of contract (see Board Policy GCPB and CBA's)** \$1500	All Schools	Upon Completion	1,500
Early Notice Incentive- Contracted Employees- by January 5 (see Board Policy GCPB and CBA's)** \$1000	All Schools	Upon Completion	1,000
Early Notice Incentive- Contracted Employees- by February 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Contracted Employees- by March 5 (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
Early Notice Incentive- <b>FY25 Only</b> - Non-Contracted Employees- Resignation or Notice on or before November 30, 2024 -must complete entirety of applicable work calendar (see Board Policy GCPB and CBA's) **	All Schools	Upon Completion	1,500
Early Notice Incentive- Non-Contracted Employees- 90+ calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's) **	All Schools	Upon Completion	1,000
Early Notice Incentive- Non-Contracted Employees- 60-89 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	750
Early Notice Incentive- Non-Contracted Employees- 30-59 calendar days prior to retirement or voluntary resignation (see Board Policy GCPB and CBA's)**	All Schools	Upon Completion	500
School Garden Coordinator	All Schools	Upon Completion	200
Solo/Ensemble Accompanist - District	High School	Per Event	25
Solo/Ensemble Accompanist - State	High School	Per Event	50
SPLS Liaison - Sites with 25 FTE or less	Learning Development	Upon Completion	100
SPLS Liaison - Sites with 26-50 FTE	Learning Development	Upon Completion	150
SPLS Liaison - Sites with 51 FTE or greater	Learning Development	Upon Completion	200
Teacher Externship	Student Experiences	Upon Completion	700
New Teacher Comp (Induction - 4 days @ \$150 per day-Educator CBA only)	Learning Development	Upon Completion	600
Teacher Support Team	All Schools	Upon Completion	1,000
Teen Connection Program – Supply stipend \$250/group*	Counseling	Upon Completion	250
Teen Connection Program –Planning and Implementation* \$2,500/group	Counseling	Upon Completion	2,500
Tournament Assistant Coordinator	Athletics	Upon Completion	1,000
Tournament Liaison	Athletics	Per Event	300 - 500

\*grant/outside-funded - annual renewal to continuing funding

\*\* Some employee groups are required to work the entirety of the school year to be eligible. If applicable, this requirement will be noted in the respective collective bargaining agreement (CBA) for that group.

**Summer School Positions**

<b>Description</b>	<b>Frequency</b>	<b>Rate</b>
Explore - Teacher/Counselor/Library Media Specialist	Daily	\$235
Explore - Assistant Coordinator-Special Services	Daily	\$240
Explore - Assistant Principal	Daily	\$240
Explore - Principal	Daily	\$260
Explore - Artworks Coordinator	Daily	\$285
Explore - Coordinator	Daily	\$285
Explore - Classified & Non-Exempt Staff 4	Hourly	Per Salary Schedule
Student Experience Teachers	Hourly	Per Teacher Schedule



### Launch Compensation

Type of Course - Regular School Year	Number of Students	Rate
<b>Traditional Course:</b>	1-10 students	\$810
	11-15 students	\$810 + \$81 per enrollment
	16-33	\$2,662
<i>Note: Once a full section is made, additional students in the same course and pacing will be paid \$81 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
<b>ACT Prep Course</b>	1-20 students	\$810
	21-30 students	\$810 + \$41 per enrollment
	31-66	\$2,662
<i>Note: Once a full section is made, additional students in the same course will be paid \$41 per student up to the addition of 31 students when another full stipend will be assigned.</i>		
<b>Elementary Specials</b>	1-16 students	\$810
	17-25 students	\$810 + \$53 per enrollment
	26-50	\$2,662
<i>Note: Once a full stipend is made, additional students in the same course will be paid \$53 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	\$2,662
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	\$2,662
Learning Academies	1-50 students	\$2,662
Special Education	1-50 students	\$2,662
Launch Teacher Support (\$1,000 per semester)	Virtual Learning	2,000
<b><u>Launch Adjunct Retiree Stipend Pay (Regular Year)</u></b>		
<ol style="list-style-type: none"> <li>1. Paid in 2 payments during the semester</li> <li>2. Fall semester is paid on the last payroll date of October and December</li> <li>3. Spring semester is paid on the last payroll date of March and May</li> </ol>		
<b><u>Launch Adjunct Teachers Stipend Pay (Regular Year)</u></b>		
<ol style="list-style-type: none"> <li>1. Paid in 7 payments, annualized over the months of the semester and paid semi-monthly.</li> <li>2. Fall semester is paid September-December beginning on last payroll date of September</li> <li>3. Spring semester is paid February-May beginning on the last payroll date of February</li> </ol>		

Type of Course - Explore	Number of Students	Rate
<b>Traditional Course:</b>	1-10 students	\$690
	11-15 students	\$690 + \$69 per enrollment
	16-33	\$2,266
<i>Note: Once a full section is made, additional students in the same course and pacing will be paid \$67 per student up to the addition of 16 students when another full stipend will be assigned.</i>		
<b>ACT Prep Course</b>	1-20 students	\$690
	21-30 students	\$690 + \$35.00 per enrollment
	31-66	\$2,266
<i>Note: Once a full section is made, additional students in the same course will be paid \$33.50 per student up to the addition of 31 students when another full stipend will be assigned.</i>		
Credit Acquisition (multiple sections may be assigned across subject)	1-50 active students	\$2,266
Credit Recovery (multiple sections may be assigned across subject)	1-100 active students	\$2,266
Learning Academies	1-50 students	\$2,266
Elementary Enrichment	1-25 students	\$4,532

**Substitute and Temporary Staff Rates**

<b>Position</b>	<b>Frequency</b>	<b>Amount</b>
Occupational Therapist Registered/Licensed (OTR); Physical Therapist (PT)	Daily	362.50
Occupational Therapy Assistants - Certified (COTA); Physical Therapy Asst (PTA)	Hourly	40.00
Specialized Special Education Instructional Services	Hourly	40-70
Speech Language Pathologist	Hourly	35.00
Long Term Substitute-Teacher of Record	Semi-Monthly	TABS - STEP 1
Custodial Supervisor – Substituting for Custodial shift	Hourly	20.00
Teacher - Homebound	Hourly	25.00
Teacher - substituting during conference period	Hourly	22.33
Teacher - Absorbing and covering students from another full classroom	Daily	120.00
Temporary Worker	Hourly	15.53

*Note: Teacher of Record – A teacher of record is an individual hired as the classroom teacher who has not yet completed all requirements for certification. Individuals hired to serve as teacher of record will be paid the salary reflected on step 1 of the TABS column and will be a non-contracted employee until all requirements of certification are complete.*

<b>Contracted Substitute Service Position</b>	<b>Frequency</b>	<b>Amount</b>
Assistant Principal	Daily	165.00
Assistant Principal - 11+ days in same assignment	Daily	205.00
Counselor	Daily	171.50
Counselor with prior experience at Springfield Public Schools	Daily	196.75
Other - Interpreter	Daily	181.25
Other- Speech Language Pathologist	Daily	253.75
Paraprofessional	Hourly	15.53
Principal	Daily	230.00
Principal - 11+ days in the same assignment	Daily	280.00
Secretary/General Clerical	Hourly	15.63
Teacher	Daily	120.00
Teacher-Long term (11+ days in the same assignment)	Daily	140.00
Non-SPS retiree	Daily	140.00
Non SPS retiree Long-term (11+ days in the same assignment)	Daily	160.00
SPS retiree	Daily	150.00
SPS retiree (11+ days in the same assignment)	Daily	170.00
General Labor	Hourly	15.63

**Administrator Salary Schedule**  
Exempt 260 Days - unless otherwise noted ( )

Step	A100	A110 A111	A120 A121	A130	A131	A140	A141	A150	A160	A170	A180
1	72,556	78,603	80,656	84,649	86,309	90,693	92,472	96,740	102,786	109,390	120,926
2	74,007	80,567	82,674	86,765	88,466	92,780	94,599	98,963	105,150	111,851	123,346
3	75,487	82,583	84,740	88,932	90,676	94,914	96,775	101,242	107,568	114,366	125,811
4	76,996	84,645	86,862	91,155	92,942	97,098	99,001	103,569	110,044	116,939	128,328
5	78,536	86,762	89,031	93,434	95,266	99,332	101,279	105,951	112,573	119,570	130,893
6	80,107	88,930	91,256	95,771	97,649	101,615	103,607	108,390	115,163	122,263	133,511
7	81,708	91,155	93,538	98,168	100,093	103,954	105,992	110,882	117,812	125,014	136,180
8	83,345	93,434	95,877	100,621	102,594	106,343	108,428	113,434	120,522	127,825	138,908
9	85,009	95,769	98,274	103,136	105,159	108,789	110,922	116,041	123,294	130,700	141,682
10	86,711	98,164	100,731	105,713	107,786	111,290	113,472	118,711	126,130	133,642	144,515
11	88,098	99,539	102,343	107,405	109,511	112,958	115,173	120,253	127,390	135,314	145,960
12	89,505	100,930	103,979	109,125	111,264	114,654	116,902	121,818	128,665	137,010	147,420
13	90,936	102,343	105,641	110,872	113,045	116,374	118,656	123,399	129,953	138,726	148,898
14	92,393	103,778	107,334	112,644	114,852	118,121	120,437	125,004	131,251	140,460	150,386
15	93,871	105,229	109,050	114,445	116,688	119,891	122,241	126,631	132,561	142,220	151,889
16	95,372	106,703	110,795	116,277	118,557	121,690	124,075	128,276	133,890	144,002	153,408
17	96,897	108,195	112,569	118,137	120,454	123,515	125,937	129,945	135,227	145,805	154,942
18	98,448	109,710	114,368	120,027	122,381	125,366	127,824	131,632	136,581	147,629	156,490
19	100,023	111,246	116,198	121,946	124,337	127,248	129,743	133,344	137,945	149,477	158,057
20	101,623	112,803	118,059	123,898	126,327	129,158	131,691	135,076	139,326	151,351	159,637

Pay Grade	Position	Pay Grade	Position
A100	Assistant Principal - Elementary School (200)	A140 cont.	Chief of School Police
A110	Assistant Director I - Custodial & Grounds Services Assistant Director I - Transportation Assistant Director I - Data Analytics and Accountability Assistant Director I - Technology Director I - Risk Management		Director III - Gifted Education Director III - Health Services Director III - Information Services Director III - Professional Learning Director III - Technology Director III - Transportation
A111	Assistant Principal - Middle School (222)		
A120	Assistant Principal - Virtual Learning Director I - Communications		A141
A121	Assistant Principal - Alternative School (222) Assistant Principal - High School (222)	A150	Associate Director - Special Services Director IV - Early Childhood/Parents as Teachers Director IV - Family Support Services Principal - Middle School
A130	Assistant Director III - Early Childhood Assistant Director III - Professional Learning Assistant Director III - Special Services Assistant Director III - Therapy & Related Services Director II - Assessment and Intervention Director II - College and Career Readiness Director II - Curriculum and Instruction K-5 Director II - Curriculum and Instruction 6-12 Director II - English Language Development Director II - Student Access and Opportunity Director II-Student Services Principal - Early Childhood Education (ECSE/WY) Principal - Special Education Programs Principal - Virtual Learning	A160	Director V - Elementary Schools Director V - Human Resources Classified Director V - Human Resources Certified Director V - Middle and K-8 Schools Director V - High School Director V - Special Services Principal - Alternative School Principal - High School
A131	Principal - Choice Programs Principal - Elementary School	A170	Director VI - Athletics & Activities Director VI - Virtual Learning and Strategic Planning
A140	Assistant Director IV - Athletics Assistant Director IV - Virtual Learning Director III - Business Services Director III - Counseling Director III - Custodial & Grounds Director III - Data Analytics and Accountability Director III - Facilities Director III - Federal Programs Director III - Purchasing & Distribution	A180	Executive Director - Academics Executive Director - Business Services Executive Director - Choice Programs and Summer Learning Executive Director - Elementary Schools Executive Director - High Schools Executive Director - Middle and K-8 Schools Executive Director - Operations