

# **SALARY SCHEDULE N**

**(SUPERVISORY, TECHNICAL,  
CONFIDENTIAL,  
AND CASUAL EMPLOYEES)**

**FY18 (2017-2018 School Year)**



**Board Approved and Adopted: March 27, 2018**

Signatures of Superintendent of Schools and School Board Chairman on File

## SUPERVISORY, TECHNICAL, CONFIDENTIAL, AND CASUAL EMPLOYEE SALARY SCHEDULE

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
<b><u>ACCOUNTANTS</u></b>						
*Accountant, Level I	A-1.01	255	R	9	-	02/27/2018
*Accountant, Level II	A-1.02	255	R	7	-	10/06/2004
<b><u>ADMINISTRATORS</u></b>						
*Computer Security Administrator, Information Systems	C-40.01	255	R	11	-	07/01/2005
*Database Administrator	D-1.10	255	R	12	-	02/13/2018
*Network Administrator	A-13.12	255	R	10	-	03/21/2017
*Network Administrator (Senior)	A-13.13	255	R	11	-	10/06/2004
*PeopleSoft Administrator	A-13.18	255	R	13	-	04/18/2017
*Systems Administrator	A-13.19	255	R	11	-	03/21/2017
<b><u>AGENT</u></b>						
* Agent, Procurement Services	A-6.01	255	R	8	-	02/27/2018
<b><u>ANALYSTS</u></b>						
*Business Process Analyst	A-13.17	255	R	12	-	05/04/2010
*Staffing Analyst	A-13.15	255	R	8	-	06/24/2014
<b><u>AUDITOR</u></b>						
*Auditor (Level I)	A-51.02	255	R	9	-	02/27/2018
<b><u>CLERKS</u></b>						
Accounting Clerk (Includes Payroll)	C-11.01	255	R	-	\$14.54	07/01/2005
Clerk, Specialist (Includes Budget, Communications, Payroll, Staffing & Talent Management, Compensation and Recruitment, Insurance & Benefits)	C-16.03	255	R	-	\$15.14	02/27/2018
Clerk Typist (Confidential)	C-21.02	186, 255	R	-	\$14.77	07/26/2011

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
<b><u>COORDINATORS</u></b>						
*Coordinator, Benefits	C-46.66	255	R	10	-	06/24/2014
*Coordinator, Communications	C-46.05	255	R	11	-	10/06/2004
*Coordinator, Compensation and Recruitment	C-46.63	255	R	10	-	06/24/2014
*Coordinator, District Insurance	C-46.06	255	R	11	-	07/31/2018
Coordinator, Financial Aid	C-46.11	255	R	-	\$27.88	08/29/2018
*Coordinator, Payroll	C-46.58	255	R	10	-	02/27/2018
*Coordinator, Procurement Services	C-46.65	255	R	10	-	02/27/2018
*Coordinator, Safety	C-46.21	255	R	11	-	10/06/2004
<b><u>DATA PROCESSOR</u></b>						
Data Processor (Includes Staffing & Talent Management and Payroll)	D-1.08	255	R	5	-	10/06/2004
<b><u>ENGINEERS</u></b>						
*Network Engineer	E-1.08	255	R	12	-	03/21/2017
*Network Engineer (Senior)	E-1.11	255	R	13	-	03/21/2017
*Software Engineer	E-1.09	255	R	12	-	03/21/2017
*Software Engineer (Senior)	E-1.12	255	R	13	-	03/21/2017
*Systems Engineer	E-1.10	255	R	12	-	03/21/2017
*Systems Engineer (Senior)	E-1.13	255	R	13	-	03/21/2017
<b><u>MANAGERS</u></b>						
*Manager, Applications, Information Systems	M-1.15	255	R	13	-	10/21/2003
*Manager, Food Service and Nutrition (Field)	M-1.33	196	R	8	-	02/27/2018
Manager, Food Services (Levels)	M-1.05	196	R	-	\$17.22	02/27/2018
*Manager, Healthy Living Lab	M-1.38	196	R	9	-	02/27/2018
*Manager, Information Security	M-1.16	255	R	13	-	02/13/2018
Manager, JROTC	M-1.20		R	U. S. Army Plan Rate		06/13/2000
*Manager, Office	M-1.06	255	R	9	-	03/21/2017
*Manager, Office – for the Superintendent	M-1.27	255	R	9	-	12/04/2004

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
	*Manager, Office – Parent Information Center	M-1.24	255	R	9	-	12/04/2004
	*Manager, Project	M-1.21	255	R	10	-	10/06/2004
	*Manager, Retirement and Benefits	M-1.34	255	R	11	-	09/27/2006
	Manager, Security (Zone)	M-1.11	255	R	-	\$20.79	06/26/2018
	*Manager, Staffing & Compliance	M-1.36	255	R	11	-	10/07/2010
	*Manager, Technical Support – Printing and Document Services	M-1.13	255	R	13	-	10/24/2000
	*Manager, Zone Service	M-1.14	255	R	11	-	05/02/2017
	*Senior Manager, Staffing & Talent Management	SM-1.02	255	R	13	-	06/27/2017
<b><u>OFFICER</u></b>							
	Operations Officer, JROTC	J-1.01		R	U. S. Army Plan Rate		12/14/2004
<b><u>OPERATOR</u></b>							
	Computer Operator, Information Systems	O-1.13	255	R	7	-	10/06/2004
<b><u>PLANNERS</u></b>							
	*Planner, Community Development	P-4.02	255	R	7	-	08/11/2004
	*Planner, Long Range	P-4.01	255	R	12	-	10/06/2004
<b><u>PROGRAMMER</u></b>							
	*Senior Mainframe Systems Programmer	P-13.04	255	R	13	-	04/18/2017
<b><u>SECRETARIES</u></b>							
	Secretary	S-1.01	255	R	4	-	03/09/2004
	*Secretary, Executive	S-1.07	255	R	7	-	02/27/2018
	*Secretary to Attorney	S-1.06	255	R	7	-	03/09/2004
	Secretary to Director	S-1.05	255	R	6	-	03/09/2004
	*Secretary to Executive Director	S-1.17	255	R	7	-	02/27/2018
	Secretary to Principal	S-1.12	255	R	6	-	03/09/2004
	*Secretary to Printing Services	S-1.13	255	R	6	-	10/06/2004
	*Secretary to Superintendent	S-1.11	255	R	7	-	09/04/2004
	Secretary to the Foundation	S-1.14	255	R	6	-	03/09/2004

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
<b><u>SPECIALISTS</u></b>						
*Specialist, Applications Support	S-11.40	255	R	10	-	03/21/2017
*Specialist, Applications Support (Senior)	S-11.41	255	R	11	-	03/21/2017
Specialist, Data Management	S-11.03	255	R	7	-	10/06/2004
*Specialist, Employee Wellness Programs	S-11.73	255	R	7	-	09/08/2015
Specialist, Enrollment	S-11.52	255	R	7	-	12/14/2004
Specialist, Grants	S-11.42	255	R	6	-	10/01/2004
*Specialist, Insurance and Benefits	S-11.10	255	R	7	-	06/24/2014
*Specialist, Internet Communications	S-11.34	255	R	10	-	10/06/2004
*Specialist, Payroll	S-11.25	255	R	7	-	02/27/2018
*Specialist, Production Support	S-11.63	255	R	8	-	09/27/2006
*Specialist, Professional Standards & Equity	S-11.66	255	R	7	-	06/27/2017
*Specialist, Psychologist Support	S-11.20	196	R	6	-	09/25/2018
*Specialist, Safety and Fire Inspection	S-11.18	255	R	10	-	10/06/2004
*Specialist, Staffing	S-11.08	255	R	7	-	09/27/2006
*Specialist, Technical Applications Support	S-11.60	255	R	9	-	02/13/2018
*Specialist, Video Production	S-11.59	255	R	8	-	09/27/2006
<b><u>SUPERVISORS</u></b>						
*Applications Support Supervisor	S-26.34	255	R	12	-	10/06/2004
*Assistant Supervisor, Drivers and Aides	A-46.01	255	R	7	-	07/01/2005
Building Supervisor (formerly Building Supervisor I, II, and III)	S-26.01	255	R	-	\$17.49	10/06/2004
Military Property Supervisor	J-1.02		R	U. S. Army Plan Rate		12/14/2004
*Supervisor, Adult Education	S-26.38	255	R	10	-	10/12/2005
*Supervisor, Adult Education (ESOL)	S-26.41	255	R	9	-	09/25/2007
Supervisor, Athletic Turf, Grounds, and Irrigation	S-26.06	255	R	-	\$27.98	05/02/2017
Supervisor, Building Crafts	F-6.04	255	R	-	\$27.98	05/02/2017
*Supervisor, Business Machines	F-6.03	255	R	8	-	10/06/2004
*Supervisor, Computer Operations, Information Systems	S-26.21	255	R	10	-	10/06/2004

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
	*Supervisor, Custodial Services	S-6.02	255	R	7	-	10/06/2004
	*Supervisor, District Warehouse and Recycling	S-26.18	255	R	10	-	02/27/2018
	Supervisor, Electrical	F-6.05	255	R	-	\$30.84	05/02/2017
	Supervisor, Electronics	F-6.14	255	R	-	\$30.84	05/02/2017
	*Supervisor, Energy Management	F-6.15	255	R	12	-	06/27/2017
	*Supervisor, Fiscal Control	S-26.40	255	R	10	-	02/27/2018
	*Supervisor, Food & Nutrition Marketing & Communications	F-6.16	255	R	10	-	06/27/2017
	*Supervisor, Food and Nutrition Services (Equipment Procurement and Facilities)	S-26.14	255	R	10	-	02/27/2018
	*Supervisor, Food and Nutrition Services (Food Procurement)	S-26.04	255	R	10	-	02/27/2018
	*Supervisor, Food and Nutrition Services (Technology)	S-26.16	255	R	10	-	02/27/2018
	*Supervisor, Food and Nutrition Services (Training)	S-26.13	255	R	10	-	02/27/2018
	Supervisor, Garage Operations	S-26.10	255	R	-	\$31.15	09/27/2006
	*Supervisor, Help Desk	S-26.44	255	R	12	-	03/21/2017
	Supervisor, HVAC	F-6.00	255	R	-	\$37.52	05/02/2017
	Supervisor, Indoor Air Quality and Food Service Equipment	F-6.01	255	R	-	\$32.63	05/02/2017
	*Supervisor, IT Logistics	S-26.43	255	R	7	-	03/21/2017
	*Supervisor, Operations/Data Systems Coordinator (Transportation)	S-26.15	255	R	10	-	10/06/2004
	Supervisor, Painting	F-6.06	255	R	-	\$25.08	05/02/2017
	*Supervisor, Payroll (Projects)	S-26.17	255	R	11	-	02/27/2018
	Supervisor, Plumbing	F-6.07	255	R	-	\$31.29	05/02/2017
	*Supervisor, Property Inventory and Records Management	S-26.35	255	R	10	-	02/27/2018
	Supervisor, Road Safety, Transportation	S-26.19	255	R	7	-	10/06/2004
	*Supervisor, Routes	S-26.12	255	R	9	-	10/06/2004
	*Supervisor, Safety & Training, Transportation	S-26.20	255	R	9	-	10/06/2004
	*Supervisor, Security and Video Surveillance	S-26.33	255	R	12	-	10/06/2004
	Supervisor, Shipping & Receiving	F-6.09	255	R	7	-	10/06/2004
	*Supervisor, Stockroom	S-26.02	255	R	10	-	05/02/2017

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
*Supervisor, Television Production	S-26.37	255	R	12	-	05/22/2005
Supervisor, Trades and Pest Control	F-6.11	255	R	-	\$27.98	05/02/2017
Supervisor, Transportation/Maintenance Services	F-6.13	255	R	-	\$28.32	10/06/2004
*Supervisor, Zone Building Services	F-6.02	255	R	8	-	05/02/2017
<b><u>TECHNICIANS</u></b>						
*Technician, Field Support	T-6.14	255	R	10	-	02/13/2018
*Technician, Telecommunications	T-6.20	255	R	10	-	02/13/2018

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
<b><u>ADULT &amp; COMMUNITY EDUCATION</u></b>						
Community School Part-Time Helping Teacher	H-11.08	-	C	-	\$12.74	02/04/2003
<b><u>FEE-BASED PROGRAMS</u></b>						
Director, Fee-Based Program	-	-	C	-	\$12.00 to \$20.00	-
Assistant Director, Fee-Based Program	-	-	C	-	\$10.00 to \$20.00	-
Instructor, Fee-Based Program	-	-	C	-	\$8.25 to \$20.00	-
Instructional Assistant, Fee-Based Program	-	-	C	-	\$8.25 to \$12.00	-
Bookkeeper, Fee-Based Program	-	-	C	-	\$8.25 to \$12.00	-
Receptionist, Fee-Based Program	-	-	C	-	\$8.25 to \$12.00	-
<b><u>GUEST TEACHERS</u></b>						
Guest Teacher (Tier I)	T-1.10	-	C	-	\$10.99	04/20/2004
Guest Teacher (Tier II)	T-1.10	-	C	-	\$12.36	04/20/2004
Guest Teacher (Tier III)	T-1.10	-	C	-	\$14.14	04/20/2004
Guest Teacher (Tier IV)	T-1.10	-	C	-	\$14.83	04/20/2004
Guest Teacher (Tier V)	T-1.10	-	C	-	\$15.55	04/20/2004
Long Term Guest Teacher (Level I)	T-1.11	-	C	-	\$18.54	11/09/2016
Long Term Guest Teacher (Level II)	T-1.11	-	C	-	\$23.23	11/09/2016
<b><u>INSTRUCTORS</u></b>						
Instructor, Short Course	T-1.01	-	C	-	\$26.85	05/16/1989
Instructor, Short Course (Criminal Justice Officer Training)	T-1.01	-	C	-	\$49.25	05/16/1989



Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Board Action
<b><u>INTERNS</u></b>						
Accomplished Intern, School Psychologist	I-1.01	-	C	-	-	02/18/2004
Accomplished Intern, Teacher	-	-	C	-	-	-
Intern, Paraprofessional to Teacher	-	-	C	-	\$10.00	-
<b><u>SUBSTITUTES</u></b>						
Substitute, Bus Operator	-	-	C	-	\$14.29	-
Substitute, Custodian (w/ Dist. Custodial Training)	-	-	C	-	\$11.66	-
Substitute, Custodian (w/o Dist. Custodial Training)	-	-	C	-	\$ 8.25	-
Substitute, Food Service Worker	-	-	C	-	\$11.48	-
<b><u>OTHER CASUAL EMPLOYEES</u></b>						
AVID Tutors	-	-	C	-	\$10.00	-
Other Personnel Services	-	-	C	-	\$ 8.25	-
Student Employees	-	-	C	-	\$ 8.25	-
Summer Delivery Driver	D-26.01	-	C	-	\$15.42	-
Temporary Employee	-	-	C	-	\$ 8.25	-

## FY18 SUPERVISORY, TECHNICAL, CONFIDENTIAL PAY SCALE

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
1	10.09	10.29	10.61	10.92	11.21	11.53	11.87	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.77	16.26
2	10.99	11.21	11.53	11.87	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.20	17.71
3	11.98	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.76	19.31
4	13.04	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.45	21.05
5	14.21	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.29	22.96
6	15.47	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.28	25.02
7	16.84	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.51	27.31
8	18.36	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.92	29.79
9	20.03	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.54	32.49
10	21.83	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.43	35.44
11	23.81	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.56	38.68
12	25.96	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.54	38.65	39.81	41.00	42.24
13	28.32	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.54	38.65	39.81	40.98	42.19	43.44	44.74	46.07

## SALARY SCHEDULE N SUPPLEMENTS

### Shift Differential Supplement

Employees working in the Computer Operator, Information Systems position are eligible for an annual supplement for shift work performed after 4:00 p.m. and before 8:00 a.m. The percentage of these hours in relation to an 8-hour day will be applied to an annual supplement amount of \$2,920 to determine the appropriate rate for each operator.

### Degree Supplements

Degree supplements, other than Doctorate, shall be paid if the degree is not required in the job description.

Doctorate	\$5,000.00
Specialist	\$4,000.00
Masters	\$2,500.00

### Food and Nutrition Services

Employees working in Manager, Food and Nutrition Services positions are eligible for annual supplements based upon the number of Daily Meals served and for service as an Intern Trainer. Eligibility for Daily Meals supplement shall be determined in the spring for the following fiscal year, based upon the projected average meal equivalents developed by Food and Nutrition Services. If after the fourth quarter enrollment report, there is an increase in average meal equivalents then employees will receive an increase retroactive to July 1 of the fiscal year. All employees in Manager, Food and Nutrition Services positions at high schools shall be eligible for no less than Supplement C. Food and Nutrition Services supplements should be paid as follows:

Supplement	Daily Meals	Annual Amount
A	500 to 700	\$1568.00
B	701 to 900	\$1960.00
C	901 to 1100	\$2352.00
D	1101 to 1300	\$2744.00
E	1301 to 1500	\$3136.00
F	1501 to 1700	\$3528.00
G	1701 to 1900	\$3920.00
H	1901 to 2100	\$4312.00
I	2101 to 2300	\$4704.00
J	2301 or more	\$5096.00
Intern Trainer	-	\$3920.00

**Negotiating Team Member Supplement**

District Negotiating Team Member Supplement (Per Bargaining Unit):	\$1,500.00
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