



**2015-2016**

**SALARY SCHEDULE**

**Effective: July 1, 2015**

**Updated: September 15, 2015**

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### **STEP ADVANCEMENT**

Employees must work at least fifty (50) percent of the total work days required in their job classification prior to July 1 to be eligible for advancement on the salary schedule.

### **STEP PLACEMENT**

Placement of employees on any of the schedules contained within this document does not necessarily correspond to the employee's number of years of experience.

### **MODIFICATIONS**

Modifications to this document must be approved by the Board of Education and may be made at any time.

## TEACHERS' SALARY SCHEDULE

STEP	BACHELOR'S	MASTER'S	MASTER'S +30* or SPECIALIST	DOCTORATE
1	35,638	39,329	41,524	41,731
2	36,351	40,116	42,139	42,139
3	37,076	40,918	42,981	42,981
4	37,820	41,737	43,842	43,842
5	38,576	42,571	44,720	44,720
6	39,315	43,423	45,614	45,614
7	40,133	44,293	46,525	46,525
8	40,936	45,177	47,799	48,144
9	41,754	46,232	48,869	49,782
10	42,589	47,899	49,938	51,446
11	43,442	49,612	51,406	52,700
12	44,395	51,344	52,850	54,857
13	44,837	51,855	53,378	55,406
14	44,871	52,376	53,912	55,612
15	44,871	52,899	54,451	56,164
16	44,871	53,429	54,996	56,726
17	44,871	53,959	55,545	57,295
18	44,871	54,501	56,100	57,866
19	44,871	55,044	56,663	58,445
20	44,871	55,596	57,227	59,031
21	44,871	56,154	57,802	59,621
22	44,871	56,713	58,379	60,216
23	44,871	57,281	58,962	60,817
24	44,871	57,853	59,553	61,425
25	44,871	58,432	60,148	62,040
26	44,871	59,016	60,751	62,658
27	44,871	59,606	61,356	63,289
28	44,871	60,204	61,970	63,918
29	44,871	60,804	62,589	64,557
30	44,871	61,423	63,217	65,206

\* Thirty (30) credit hours must be earned via studies begun after completing a Master's Degree. This can be satisfied with either graduate credit hours in the area of certification or post-secondary credit hours which relate directly to the teaching assignment.

Initial placement of new teachers on the salary schedule will be based upon full-time teaching experience in the preceding ten (10) years. The number of years of eligible experience will equal step placement. For example, one (1) year of experience will place the teacher of step one (1); ten (10) years of experience will place the teacher on step ten (10). Years of experience in which the teacher worked less than 120 days will not be considered.

EXTENDED ASSIGNMENTS & SUPPLEMENTS					
Positions below will be compensated by the teachers' salary schedule, plus the supplements and/or additional days listed.					
Position	Annual Supplement	Extended Assignment	Position	Annual Supplement	Extended Assignment
Counselor	550	5 Days (Elem)	Ass't to the Principal	1,000	15 Days
		10 Days (MS)	Coordinator, HS Interventions	8,000	10 Days
		15 Days (HS)	Coordinator, MS Interventions	4,000	8 Days
Counselor Facilitating Senior Days		Up to 5 Days (HS)	School Psychologist	4,000	21 Days
Librarian	None	10 Days (Elem)	Title I Coach	3,000	Per Contract
		10 Days (MS)	SLP Holding ASHA Certification	500	None
		15 Days (HS)	Coordinator, PYP/MYP	None	10 Days
Coordinator, A+	None	10 Days	Process Coordinator	3,000	10 Days
Nat'l Board Certified Teacher	3,000	None	Middle College Teacher	None	20 Days
Alternative Advisor (Study)	None	10 Days	Missouri Options Advisor	None	5 Days
Alternative Lead Teacher (MS)	None	5 Days	Work Experience Supervisor	9% of Salary	15 Days

## CUSTODIAL, MAINTENANCE, & SUPPLY

(248 Work Days & 12 Holidays, 8 hr day)

CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
25	11.72	12.40	13.10	13.78	14.47	15.14	15.33	15.52
26	12.22	12.90	13.59	14.27	14.95	15.65	15.82	16.00
27	13.03	13.79	14.52	15.27	16.00	16.73	16.91	17.10
28	13.91	14.75	15.59	16.41	17.26	18.10	18.27	18.45
30	14.47	15.18	15.89	16.61	17.32	18.03	18.74	19.45
40	15.47	16.31	17.15	17.98	18.82	19.66	20.49	21.33
41	18.01	18.85	19.68	20.52	21.36	22.19	23.03	23.87

### Requirements to advance from Code 30 to Code 40:

1. Twenty-four (24) months as a Code 30
2. Meets standard attendance for 24 months
3. At least an average rating of "5" on last two evaluations

Position:	Code
Night Custodian	25
High School Night Lead Custodian	27
Head Custodian (Elementary)	26
Head Custodian (Middle School)	27
Head Custodian (High School)	28
Beginning Maintenance	30
Supply Center	30
Maintenance Advancement	40
Lead Technician	41

Custodial Differentials	
2nd shift (termination 8:30 p.m./2:00 a.m.)	922.55
12 month night	1,223.80
High School Backup/Sweeper Lead	1,683.63

Annual Differentials to Apply to Head Custodians	
13,000 - 17,000 square feet	498.87
17,000 - 25,000 square feet	748.44
25,000 - 40,000 square feet	997.58
40,000 - 110,000 square feet	1,496.46
110,000 - 210,000 square feet	2,244.88
Over - 210,000 square feet	3,100.00

Maintenance Differentials (Paid over 10 months)	
2nd shift (shifts that end between 8:30 p.m.-2:00 a.m.)	738.05
12 month night	979.06
Journeyman Monthly Supplement	100.00
Master Certification Monthly Supplement	200.00

<b>NURSES</b>				
(184 Work Days & 3 Holidays, 8 hr day)				
<b>STEP</b>	<b>LPN</b>	<b>RN</b>	<b>BSN</b>	<b>MSN</b>
1	14.67	30,357	31,938	35,798
2	15.58	31,412	32,993	36,853
3	16.49	32,497	34,078	37,938
4	17.37	33,265	34,848	38,708
5	18.38	34,414	35,998	39,858
6	19.42	36,442	38,023	41,884
7	19.77	39,807	41,389	45,249
8	20.12	41,087	42,669	46,528
9	20.50	42,367	43,948	47,808
10	20.91	43,646	45,227	49,087
Placement on salary schedule will be determined by full-time experience within the preceding 10 years.				
Nurses will be paid one additional day prior to the start of the 2015-2016 school year in order to prepare for students with special health needs.				
Annual supplement for NBCSN National School Nurse Certification				3,000
Annual supplement for LPNs serving as the sole school nurse				2,000

<b>SIGN LANGUAGE INTERPRETERS</b>							
(174 Work Days & 11 Holidays, 7.25 hr day)							
<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 16</b>
23.00	23.82	24.64	25.46	26.28	27.10	27.92	28.74

<b>CLASSROOM LICENSED PRACTICAL NURSES</b>									
(174 Work Days & 11 Holidays, 7.25 hr day)									
<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
14.67	15.58	16.49	17.37	18.38	19.42	19.77	20.12	20.50	20.91

<b>OCCUPATIONAL/PHYSICAL THERAPISTS</b>																	
(182 Work Days & 3 Holidays, 7.25 hr day)																	
<b>CODE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 16</b>									
58	23.52	24.61	25.73	26.92	28.16	29.45	30.81	32.36									
<b>CODE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>								
68	43,421	45,592	47,872	50,266	52,779	55,417	58,188	61,097	64,153								
69	46,895	49,240	51,701	54,286	57,001	59,851	62,844	65,986	69,284								
<table border="1"> <thead> <tr> <th><b>Position</b></th> <th><b>Code</b></th> </tr> </thead> <tbody> <tr> <td>Therapy Assistant</td> <td>58</td> </tr> <tr> <td>Occupational/Physical Therapist</td> <td>68</td> </tr> <tr> <td>Supervisor, Motor Services</td> <td>69</td> </tr> </tbody> </table>										<b>Position</b>	<b>Code</b>	Therapy Assistant	58	Occupational/Physical Therapist	68	Supervisor, Motor Services	69
<b>Position</b>	<b>Code</b>																
Therapy Assistant	58																
Occupational/Physical Therapist	68																
Supervisor, Motor Services	69																

<b>PARAPROFESSIONALS</b>								
(173 Work Days & 11 Holidays, 7.25 hr day)								
<b>SPECIAL EDUCATION PARAPROFESSIONALS</b>								
(174 Work Days & 11 Holidays, 7.25 hr day)								
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
A	10.68	11.34	11.99	12.65	13.33	13.98	14.65	14.83
B	12.17	12.81	13.43	14.07	14.73	15.35	16.01	16.17
C	11.84	12.51	13.15	13.82	14.49	15.14	15.82	15.99
D	13.33	13.97	14.60	15.24	15.89	16.52	17.17	17.33
<b>Position</b>								<b>Code</b>
Paraprofessional Without a Degree in Education or Teaching Certificate								A
Paraprofessional With a Degree in Education or Teaching Certificate								B
Computer Lab Paraprofessional Without a Degree in Education or Teaching Certificate								C
Computer Lab Paraprofessional With a Degree in Education or Teaching Certificate								D
Annual Supplement for Nursery Lead					1,000			

<b>BEHAVIOR TECHNICIANS &amp; SCHOOL/HOME SPECIALISTS</b>							
(174 Work Days & 11 Holidays, 7.25 hr day)							
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
15.78	16.50	17.24	17.95	18.68	19.43	20.12	20.34

<b>INFORMATION TECHNOLOGY</b>							
(248 Work Days & 12 Holidays, 8 hr day)							
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
63	14.73	15.18	15.64	16.11	16.59	17.09	17.60
64	15.90	16.38	16.87	17.37	17.90	18.43	18.99
65	18.71	19.27	19.85	20.44	21.06	21.69	22.34
66	22.01	22.67	23.35	24.05	24.77	25.51	26.28
<b>Position:</b>							<b>Code</b>
Specialist, Dispatch Technician							63
Technician, Network Operations							63
Specialist, Help Desk							64
Specialist, Transportation Routing & Technology							65
Lead Specialist, Help Desk							66

<b>INSTRUCTIONAL TECHNOLOGIST &amp; IN-SCHOOL SUSPENSION SUPERVISOR</b>					
(182 Work Days & 3 Holidays)					
	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
Bachelor's	25,312	25,945	26,593	27,258	27,940
Master's and 10 or more Years Teaching Experience*	33,412	34,247	35,103	35,981	36,881
* Experience must be full-time					

<b>NUTRITION SERVICES</b>									
(175 work days & 11 holidays)									
<b>CODE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>
71	8.77	9.29	9.87	10.40	10.96	11.49	11.88	12.26	12.63
74	9.33	9.85	10.42	10.95	11.51	12.05	12.45	12.81	13.18
75	9.56	10.08	10.66	11.20	11.76	12.29	12.68	13.06	13.43
76	9.13	9.65	10.23	10.76	11.32	11.85	12.24	12.62	12.99
81	10.57	11.27	11.95	12.60	13.21	13.86	14.39	14.81	15.18
82	18,620	19,748	20,859	21,807	22,900	23,831	24,602	25,336	25,886
83	21,503	22,721	23,938	24,852	26,159	27,072	27,771	28,628	29,181
84	24,407	25,705	26,398	27,903	29,391	30,273	30,966	32,003	32,553
85	18,620	19,748	20,859	21,807	22,900	23,831	24,602	25,336	25,629
86	22,343	23,580	24,814	25,926	27,269	28,162	29,059	29,955	30,203

<b>Position:</b>	<b>Code</b>
<b>Non-Exempt</b>	
Specialist	71
Range Cook, Middle School	74
Range Cook, High School	75
Asst. Range Cook, High School	76
Supervisor (Non-Exempt)	81
<b>Exempt</b>	
Elementary Supervisor (2 sites)	82
Elementary Supervisor (3 sites)	83
Elementary Supervisors (4 sites)	84
High School Supervisor (Satellites/Catering)	84
Supervisor (Middle School)	85
Supervisor, Catering	85
Supervisor (High School)	86
Annual supplement for supervisors in combination schools	180
Hourly supplement for lead specialists assisting multiple site supervisors	0.55

Banquets and Similar Activities - The hourly rate of pay shall be the employee's regular rate with hours exceeding 8 in any one day to be compensated at the rate of one and one-half the employee's hourly pay rate.

**SCHOOL POLICE**

(8 Hour Day)

CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 12	STEP 16	STEP 20
88	13.71	14.42	15.26	15.95	16.66	17.51	18.41	18.94	19.58	20.21
89/90	11.65	12.32	13.12	13.78	14.46	15.29	16.10	16.59	17.22	17.86

CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
91/92	18.40	19.36	20.31	21.09	21.70	22.62	23.60	24.59

Position	Code	Days
9 Month Officer	91	194
12 Month Officer	92	260
Communications Clerk Supervisor	88	260
12 Month Communications Clerk	89	260
9 Month Communications Clerk	90	194

Annual Supplements	
Range Officer	1,136
Co-Lateral Training Officer	1,147
Associate's Degree or 62 Credit Hours	500
Bachelor's Degree	1,000
Uniform Stipend (9 Month)	600
Uniform Stipend (12 Month)	850

**SUMMER SCHOOL**

Position	Annual Rate
Coordinator (Year 1)	5,500.00
Coordinator (Year 2)	5,800.00
Coordinator (Years 3+)	6,100.00
Principal (Years 1&2)	4,700.00
Principal (Years 3+)	5,400.00
Assistant Principal, High School (Years 1&2)	4,500.00
Assistant Principal, High School (Years 3+)	5,100.00
Teacher	3,460.80

Clerical, Nursing, Nutrition Services, Paraprofessional, Therapeutic, and Transportation Summer Staff that are employed by the District during the regular school year in a similar capacity will be compensated according to the District's standard (regular year) salary schedule. Those not employed by the District during the regular school year will be compensated at step one of the lowest applicable grade of the District's regular year salary schedule.

**ATTENDANCE ADVISORS**

(182 Work Days & 3 Holidays, 8 hr day)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
16.26	16.91	17.56	18.21	18.86	19.51	20.16	20.81
Additional \$1,000 for Bachelor's Degree							



**SECRETARIAL/CLERICAL**

(8 Hour Day)

CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
23	11.36	11.98	12.61	13.23	13.84	14.46	15.21	15.68	16.31	16.95
25	11.87	12.48	13.09	13.71	14.33	14.95	15.67	16.14	16.78	17.42
27	12.41	13.03	13.65	14.27	14.89	15.51	16.22	16.71	17.35	17.99
28	13.00	13.63	14.27	14.90	15.54	16.17	16.91	17.43	18.07	18.71
29	14.52	15.17	15.82	16.47	17.11	17.76	18.54	19.08	19.72	20.36
30	14.89	15.55	16.21	16.87	17.53	18.18	18.95	19.53	20.17	20.81

Months of Service	Work Days/Year	Holidays
9.0	186	11
9.6	199	11
10.0	207	11
12.0	248	12

Monthly Supplement for Certified Administrative Professional (applied to each month of service)	100
Library Clerical Hourly Rate	10.19

**Administrative Secretaries II**

Code	Position	Months of Employment
30	Cabinet/Executive Team Members	12
29	Custodial Services	12
29	Director, Special Services	12
28	Transportation Payroll Clerk	12
28	Accounting Clerk	12
28	Records Department Lead	12
28	Director, Athletics	12

**Administrative Secretaries I**

27	Senior Leadership Team Members	12
27	Assistant Director, Special Services	12
27	Principal, High School	12
27	Principal, Middle School	12
27	Principal, Robberson Community School	12

**Secretaries/Clerical Staff**

25	Athletics Aide	12
25	Building Services	12
25	Curriculum, Instruction, & Assessment	12
25	District Reception & Information Center	12
25	Early Childhood	10/12
25	Principal, Elementary	9.6
25	Nutrition Services	12
25	High School Office	10/12
25	Instructional Support, Summer School	12
25	Parents as Teachers	12
25	Professional Learning	12
25	Special Services	10/12
25	Springfield Option Site	9
25	Title I	9
23	Early Childhood	9
23	Elem/Middle Combination School	9.6
23	Elementary Office	9.6
23	Gifted Center	10
23	High School Office	12/10/9
23	Middle School Office	10/9

TRANSPORTATION (175 Work Days & 11 Holidays)							
BUS DRIVER							
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
61	12.26	12.93	13.61	14.28	14.95	15.63	16.61
63	12.87	13.54	14.22	14.89	15.56	16.24	17.22
<b>Position:</b>		<b>Code</b>					
Driver		61					
O/H Driver		63					
<b>Hourly Rate for Driver Trainee</b>		<b>8.78</b>					
Regular A.M. and P.M. routes will be paid a minimum of 4 hours (x hourly rate). Special Driving Assignments (i.e., athletic, music, field activity, etc.) during school day, within district, will be paid a minimum of 2 hours (x hourly rate).							

BUS AIDES							
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
45	9.68	10.23	10.77	11.32	11.87	12.41	13.27
46	10.30	10.85	11.39	11.94	12.49	13.03	13.89
<b>Position:</b>		<b>Code</b>					
Aide		45					
O/H Aide		46					

BUS DRIVER TRAINER/SAFETY TRAINER								
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
10/12	14.07	14.54	15.12	15.71	16.29	16.87	17.46	18.25

SERVICE MECHANICS								
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
53	15.28	16.10	16.95	17.81	18.64	19.46	20.34	20.50
Monthly supplement for passing a minimum of 3 out of 8 testing areas for ASE Certification							100	

TRANSPORTATION NURSES (LPN)									
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
50	14.72	15.59	16.46	17.33	18.20	19.07	19.94	20.81	21.99

PARENT EDUCATORS (181 Work Days & 3 Holidays, 7.00 hr day)									
CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16	
56	29,006	29,245	30,239	31,253	31,973	33,048	34,949	39,929	
57	27,467	27,705	28,700	29,711	30,433	31,511	33,410	38,390	
<b>Position</b>		<b>Code</b>							
Certificated		56							
Non-Certificated		57							
		Supplement			Additional Days				
PAT Leader		1,000			15				
Screening Leader		1,000			15				
Parent Educator Holding Master's Degree		500			None				

### Academic Administration

*All positions are assigned 260 days unless otherwise noted*

Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
A	100,000	102,000	104,040	106,121	108,243	110,408	112,616	114,869	117,166	119,509	120,704	121,911	123,131	124,362	125,605	126,861	128,130	129,411	130,706	132,013
<i>Executive Director, Elementary Learning</i>					<i>Executive Director, Student Services</i>					<i>Executive Director, Special Programs</i>					<i>Executive Director, Secondary Learning</i>					
<i>Executive Director, Innovation &amp; Information</i>					<i>Executive Director, Learning Support &amp; Partnerships</i>															
B	85,000	86,955	88,955	91,001	93,094	95,235	97,426	99,666	101,959	104,304	105,347	106,400	107,464	108,539	109,624	110,720	111,828	112,946	114,075	115,216
<i>Director, Athletics</i>				<i>Director, Special Services</i>				<i>Principal, High School</i>				<i>Director, Elementary Learning</i>				<i>Director, Secondary Learning</i>				
C	80,000	81,840	83,722	85,648	87,618	89,633	91,695	93,804	95,961	98,168	99,444	100,737	102,047	103,373	104,717	106,078	107,458	108,854	110,270	111,703
<i>Principal, Middle School</i>					<i>Associate Director, Special Services</i>															
D	75,000	76,725	78,490	80,295	82,142	84,031	85,964	87,941	89,963	92,033	93,413	94,814	96,237	97,680	99,145	100,632	102,142	103,674	105,229	106,808
<i>Director, Gifted Education</i>					<i>Director, Federal Programs</i>					<i>Director, Learning Development</i>					<i>Assistant Director, Athletics</i>			<i>Director, Talent Initiatives</i>		
<i>Director, Early Childhood &amp; P.A.T.</i>					<i>Assistant Director, Blended Learning</i>					<i>Director, Alternative Education</i>					<i>Director, Learning Support</i>					
E	70,000	71,750	73,544	75,382	77,267	79,199	81,179	83,208	85,288	87,420	88,819	90,240	91,684	93,151	94,641	96,156	97,694	99,257	100,845	102,459
<i>Director, Health Services</i>					<i>Coordinator, ELL/Migrant Education</i>					<i>Principal, Elementary - 229</i>					<i>Assistant Director, Special Services</i>			<i>Director, Counseling/Title IV</i>		
<i>Principal, Community School - 229</i>					<i>Supervisor, Special Services</i>															
F	66,700	68,368	70,077	71,829	73,624	75,465	77,352	79,285	81,267	83,299	84,632	85,986	87,362	88,760	90,180	91,623	93,089	94,578	96,091	97,629
<i>Assistant Principal, High School - 222</i>					<i>Director, Student Services</i>															
G	65,000	66,625	68,291	69,998	71,748	73,542	75,380	77,265	79,196	81,176	82,313	83,465	84,633	85,818	87,020	88,238	89,473	90,726	91,996	93,284
<i>Manager, Administrative Services</i>					<i>Assistant Principal, Middle School - 222</i>					<i>Coordinator, Curriculum (All Content Areas)</i>					<i>Coordinator, Instructional Intervention</i>			<i>Coordinator, QIA</i>		
<i>Manager, QIA</i>					<i>Assistant Director, Alternative Education-222</i>					<i>Coordinator, Information Integration</i>										
H	60,000	61,500	63,038	64,613	66,229	67,884	69,582	71,321	73,104	74,932	76,131	77,349	78,586	79,844	81,121	82,419	83,738	85,078	86,439	87,822
<i>Specialist, Blended Learning</i>					<i>Specialist, Learning Development</i>															

### NON-EXEMPT ADMINISTRATION

*All positions are assigned 260 days unless otherwise noted.*

H	21.92	22.34	22.76	23.18	23.60	24.01	24.43	24.85	25.27	25.69	26.10	26.52	27.04	27.56	28.08	28.83	29.59	30.35		
<i>Specialist, Content Management</i>																				
I	18.38	18.71	19.04	19.37	19.70	20.03	20.37	20.70	21.03	21.36	21.69	22.02	22.45	22.88	23.30	24.06	24.82	25.44		
<i>Analyst, Accounting</i>					<i>Analyst, Payroll</i>					<i>Analyst, Employment</i>					<i>Analyst, Risk Management</i>			<i>Specialist, Employment</i>		
<i>Specialist, Benefits</i>					<i>Specialist, 504</i>															

**NON-ACADEMIC ADMINISTRATION**

*All positions are assigned 260 days unless otherwise noted.*

Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<b>A</b>	90,461	92,297	94,662	97,088	99,580	102,133	104,685	107,302	111,245	113,016	115,915	118,888	121,988	125,160				
<i>Executive Director, Operations</i>																		
<b>B</b>	81,807	83,904	86,056	88,265	90,527	92,849	95,228	97,670	100,176	102,744	105,377	108,080	110,781	113,615				
<b>C</b>	75,747	77,691	79,683	81,723	83,823	85,970	88,174	90,435	92,752	95,131	97,570	100,076	102,576	105,141	107,767			
<i>Director, Communications</i>						<i>Director, Finance</i>						<i>Director, Transportation</i>						
<i>Director, Facilities</i>						<i>Director, Information Technology</i>						<i>Director, School Police</i>						
<i>Director, Construction Management</i>																		
<b>D</b>	64,585	66,243	67,940	69,683	71,467	73,300	75,182	77,107	79,085	81,111	83,193	85,324	87,459	89,646	91,888	94,188		
<i>Assistant Director, Finance</i>						<i>Manager, Bond Project</i>						<i>Manager, Purchasing &amp; Distribution</i>						
<i>Director, Employment &amp; Labor Relations</i>						<i>Manager, Software Support</i>						<i>Manager, Infrastructure Support</i>						
<i>Director, Total Rewards</i>						<i>Manager, IT User Support</i>												
<b>E</b>	59,419	60,941	62,504	64,107	65,752	67,436	69,166	70,940	72,760	74,625	76,536	78,498	80,462	82,476	84,536	86,648	88,819	
<i>Coordinator, Compliance</i>						<i>Manager, Diversity &amp; Inclusion</i>						<i>Specialist, Education Technology</i>						
<i>Internal Auditor</i>																		
<b>F</b>	56,448	57,856	59,302	60,784	62,303	63,859	65,456	67,093	68,769	70,488	72,253	74,055	75,905	77,801	79,748	81,739	83,786	
<i>Manager, Energy &amp; Sustainability</i>						<i>Administrator, Student Information Systems</i>												
<b>G</b>	47,052	48,904	50,766	52,622	54,475	56,338	58,192	60,050	61,908	63,765	65,623	67,481	68,804	70,128	71,449	73,024	74,599	76,176
<i>Supervisor, Application Support</i>						<i>Manager, Budget</i>						<i>Manager, Risk</i>						
<i>Assistant Director, Transportation</i>						<i>Manager, Cash &amp; Investments</i>						<i>Supervisor, System Infrastructure</i>						
<i>Coordinator, Innovation</i>						<i>Manager, Communications</i>						<i>Manager, Payroll</i>						
<i>Manager, Accounting</i>						<i>Supervisor, Facilities Infrastructure</i>						<i>Database Administrator</i>						
<i>Coordinator, Health Services</i>																		
<b>H</b>	45,596	46,469	47,338	48,212	49,078	49,949	50,814	51,685	52,557	53,425	54,296	55,166	56,247	57,320	58,398	59,969	61,548	63,125
<i>Coordinator, Employment</i>						<i>Senior Buyer</i>						<i>Specialist, Risk Management</i>						
<i>Coordinator, Wellness</i>						<i>Specialist, Accounting</i>						<i>Specialist, Senior Communications</i>						
<i>Field Supervisor, School Police</i>						<i>Specialist, Budget</i>						<i>Site Technician (Certificated)</i>						
<i>Liaison, Executive Office</i>						<i>Coordinator, Quality Assurance</i>						<i>Specialist, Student Information Systems</i>						
<i>Coordinator, Facilities</i>						<i>Specialist, Database</i>						<i>Supervisor, Bus Shop</i>						
<i>Supervisor, Help Desk</i>						<i>Specialist, Data Support</i>						<i>Specialist, Website Support</i>						
<i>Manager, Supply Center</i>						<i>Specialist, Network and Systems</i>						<i>Lead Instructional Developer</i>						
<i>Network Administrator</i>						<i>Specialist, Procurement &amp; eRate</i>												
<b>I</b>	38,234	38,918	39,611	40,296	40,986	41,670	42,359	43,052	43,738	44,426	45,114	45,799	46,689	47,580	48,470	50,049	51,623	52,922
<i>Administrative Assistant</i>						<i>Project Manager</i>						<i>Specialist, Multimedia Communications</i>						
<i>Buyer</i>						<i>Site Technician (Non-Certificated)</i>						<i>Specialist, Server Support</i>						
<i>Coordinator, Environmental Safety</i>						<i>Specialist, Audio/Visual</i>						<i>Supervisor, GSC Custodial</i>						
<i>Coordinator, Inventory Control</i>						<i>Specialist, Communications</i>						<i>Supervisor, GSC Maintenance</i>						
<i>Coordinator, Resource (Community School)</i>						<i>Specialist, Diversity &amp; Inclusion-210 days</i>						<i>Supervisor, Transportation</i>						
<i>Instructional Developer</i>						<i>Specialist, Educational Technology</i>												
<i>Specialist, Facilities Infrastructure</i>																		

## Substitute and Temporary Staff

<u>Teacher</u>	
Regular Daily Rate	84.50
Regular Teacher Substituting on Conference Period Hourly Rate	22.33
<b>11+ Days in the Same Assignment</b>	
	<u>Bachelor's</u>
Full Day	107.57
Half Day	61.54
	<u>Master's</u>
Full Day	123.07
Half Day	61.54
<b>46+ Days in the Same Assignment</b>	
	<u>Bachelor's</u>
Full Day	123.08
Half Day	61.54
	<u>Master's</u>
Full Day	135.52
Half Day	67.76
<u>Counselor</u>	
Regular Daily Rate	151.50
Former SPS Counselor Daily Rate	176.75
<u>School Administration</u>	
<u>Principal</u>	
Regular Daily Rate	230.00
11+ Days in the Same Assignment	280.00
<u>Assistant Principal</u>	
Regular Daily Rate	165.00
11+ Days in the Same Assignment	205.00
<u>Paraprofessional</u>	
Regular Hourly Rate	10.10
<b>11+ Days in the Same Assignment</b>	
Non-Degreed in Education	10.34
Degreed in Education	11.78
Non-Degreed Ed.(Comp. Lab)	11.47
Degreed in Ed. Degree (Comp. Lab)	12.91
<u>Clerical</u>	
Secretary Hourly Rate	8.62

<u>Nursing</u>	
Nurses Daily Rate	116.00
Nurses 11+ Days in the Same Assignment	Nurses Schedule - Step 1 Daily Rate
Former SPS Nurse Daily Rate	200.00
Former SPS Nurse in Lead Assignment Daily Rate	240.00
<u>Other Substitute and Temporary Assignments</u>	
Interpreter Hourly Rate	25.00
Speech Language Pathologist Daily Rate	253.75
OT/PT Daily Rate	217.50
Nutrition Services Hourly Rate	8.04
Nutrition Services 11+ Days in the Same Assignment	Nutrition Services Schedule Step 1 Hourly Rate
Transportation Driver Hourly Rate	11.54
Transportation Aide Hourly Rate	8.94
Transportation Nurses	Transportation Nurses Schedule Step 1 Hourly Rate
Temporary Custodian Hourly Rate	10.00
Temporary Head Custodian 5+ Days in the Same Assignment	.50 Added to Hourly Rate
Homebound Teacher Hourly Rate	20.28
School Police Dispatcher Hourly Rate	12.12
Intern Hourly Rate	10.00
Stipend Overage Hourly Rate (Non-Exempt Only)	Min. Wage

**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.

<b>Group A:</b>	Step	Years Experience		
Head Coach, High School Basketball	1	1	19.1%	\$6,806.86
Head Coach, High School Football	2	3	20.4%	\$7,270.15
Director, High School Marching Band	3	5	21.6%	\$7,697.81
	4	7	22.8%	\$8,125.46
	5	10	24.3%	\$8,660.03
	6	15	25.0%	\$8,909.50
	7	20	26.0%	\$9,265.88
	8	25	27.0%	\$9,622.26
<b>Group B:</b>	Step	Years Experience		
Head Coach, High School Soccer	1	1	14.3%	\$5,096.23
Head Coach, High School Swimming	2	3	15.3%	\$5,452.61
Head Coach, High School Wrestling	3	5	16.3%	\$5,808.99
Head Coach, High School Softball	4	7	17.5%	\$6,236.65
Head Coach, High School Track	5	10	19.0%	\$6,771.22
Head Coach, High School Volleyball	6	15	20.0%	\$7,127.60
Head Coach, High School Baseball	7	20	21.0%	\$7,483.98
	8	25	22.0%	\$7,840.36
<b>Group C:</b>	Step	Years Experience		
Head Coach, High School Debate	1	1	13.7%	\$4,882.41
Director, High School Vocal Music	2	3	14.8%	\$5,274.42
Director, Springfield Youth Symphony	3	5	15.8%	\$5,630.80
Director, High School Orchestra	4	7	17.0%	\$6,058.46
	5	10	18.0%	\$6,414.84
	6	15	18.5%	\$6,593.03
	7	20	19.0%	\$6,771.22
	8	25	20.0%	\$7,127.60

**EXTRA-CURRICULAR STIPENDS (Continued)**

<b>Group D:</b>	Step	Years Experience		
Head Coach, High School Cheerleading	1	1	12.4%	\$4,419.11
Head Coach, High School Cross Country	2	3	13.5%	\$4,811.13
Director, High School Drama	3	5	14.5%	\$5,167.51
Assistant Coach, High School Basketball	4	7	15.7%	\$5,595.17
Assistant Coach, High School Football	5	10	17.2%	\$6,129.74
	6	15	18.0%	\$6,414.84
	7	20	19.0%	\$6,771.22
	8	25	20.0%	\$7,127.60
<b>Group E:</b>				
	Step	Years Experience		
Director, High School Drum Corps	1	1	10.3%	\$3,670.71
	2	3	11.3%	\$4,027.09
	3	5	12.3%	\$4,383.47
	4	7	13.5%	\$4,811.13
	5	10	15.0%	\$5,345.70
<b>Group F:</b>				
	Step	Years Experience		
Head Coach, High School Diving	1	1	8.6%	\$3,064.87
Assistant Coach, High School Soccer	2	3	9.4%	\$3,349.97
Assistant Coach, High School Wrestling	3	5	10.5%	\$3,741.99
Assistant Coach, High School Softball	4	7	11.7%	\$4,169.65
Assistant Coach, High School Track	5	10	13.2%	\$4,704.22
Assistant Coach, High School Volleyball	6	15	14.0%	\$4,989.32
Assistant Coach, High School Baseball	7	20	15.0%	\$5,345.70
Assistant Coach, High School Swimming	8	25	16.0%	\$5,702.08
Assistant Coach, High School Speech & Debate				
Sponsor, High School Print Journalism				
Sponsor, DECA				
Sponsor, PLTW				
Sponsor, FBLA				
Sponsor, FCCLA				

**EXTRA-CURRICULAR STIPENDS (Continued)**

<b>Group G:</b>	Step	Years Experience		
Head Coach, Middle School Basketball	1	1	7.9%	\$2,815.40
Head Coach, Middle School Football	2	3	8.7%	\$3,100.51
	3	5	9.6%	\$3,421.25
	4	7	10.8%	\$3,848.90
	5	10	12.3%	\$4,383.47
	6	15	13.0%	\$4,632.94
	7	20	14.0%	\$4,989.32
	8	25	15.0%	\$5,345.70
<b>Group H:</b>				
	Step	Years Experience		
Head Coach, High School Tennis	1	1	6.6%	\$2,352.11
Head Coach, High School Golf	2	3	7.4%	\$2,637.21
Assistant Director, High School Band	3	5	8.2%	\$2,922.32
Sponsor, Academic Team	4	7	9.4%	\$3,349.97
	5	10	10.9%	\$3,884.54
	6	15	12.0%	\$4,276.56
	7	20	13.0%	\$4,632.94
	8	25	14.0%	\$4,989.32
<b>Group I:</b>				
	Step	Years Experience		
Head Coach, Middle School Cheerleading	1	1	6.0%	\$2,138.28
Head Coach, Middle School Track	2	3	6.9%	\$2,459.02
Head Coach, Middle School Volleyball	3	5	7.7%	\$2,744.13
Head Coach, Middle School Wrestling	4	7	8.9%	\$3,171.78
Sponsor, High School Student Council	5	10	10.4%	\$3,706.35
	6	15	11.0%	\$3,920.18
	7	20	12.0%	\$4,276.56
	8	25	13.0%	\$4,632.94
<b>Group J:</b>				
	Step	Years Experience		
Director, Middle School Vocal Music	1	1	5.3%	\$1,888.81
Director, Middle School Band	2	3	6.2%	\$2,209.56
Director, Middle School Orchestra	3	5	6.8%	\$2,423.38
Director, Elementary Vocal Music	4	7	8.0%	\$2,851.04
Assistant Coach, Middle School Football	5	10	9.5%	\$3,385.61
Assistant Coach, Middle School Basketball	6	15	10.1%	\$3,599.44
	7	20	10.7%	\$3,813.27
	8	25	11.3%	\$4,027.09



**EXTRA-CURRICULAR STIPENDS (Continued)**

<b>Group J-2:</b>	Step	Years Experience		
Sponsor, High School Pom/Dance Team	1	1	5.9%	\$2,102.64
Sponsor, High School Winterguard/Colorguard	2	3	6.8%	\$2,423.38
	3	5	7.7%	\$2,744.13
	4	7	8.8%	\$3,136.14
	5	10	10.7%	\$3,813.27
	6	15	11.0%	\$3,920.18
	7	20	11.6%	\$4,134.01
	8	25	12.3%	\$4,383.47
<b>Group K:</b>				
	Step	Years Experience		
Core Department Head, High School	1	1	5.0%	\$1,781.90
Foreign Language Department Head, High School Assistant Coach, High School Cross Country Assistant Coach, High School Tennis	2	3	5.9%	\$2,102.64
	3	5	6.7%	\$2,387.75
	4	7	7.9%	\$2,815.40
	5	10	9.8%	\$3,492.52
	6	15	10.0%	\$3,563.80
	7	20	11.0%	\$3,920.18
	8	25	12.0%	\$4,276.56
<b>Group L:</b>				
	Step	Years Experience		
Sponsor, Middle School Student Council	1	1	4.4%	\$1,568.07
Sponsor, Middle School Newspaper Sponsor, Middle School Memory Book Sponsor, Middle School Pep Club Sponsor, Secondary Intramurals	2	3	5.1%	\$1,817.54
	3	5	5.9%	\$2,102.64
	4	7	7.2%	\$2,565.94
	5	10	8.6%	\$3,064.87
	6	15	9.2%	\$3,278.70
	7	20	10.0%	\$3,563.80
	8	25	11.0%	\$3,920.18
<b>Group L-2:</b>				
	Step	Years Experience		
Director, Youth Strings	1	1	3.4%	\$1,211.69
Director, Junior Youth Symphony Director, Concert Band Director, Basketball Band Assistant Director, Springfield Youth Symphony Assistant Coach, Middle School Track Assistant Coach, Middle School Volleyball	2	3	4.2%	\$1,496.80
	3	5	5.0%	\$1,781.90
	4	7	6.1%	\$2,173.92
	5	10	7.5%	\$2,672.85
	6	15	8.2%	\$2,922.32
	7	20	8.9%	\$3,171.78
	8	25	9.5%	\$3,385.61

**EXTRA-CURRICULAR STIPENDS (Continued)**

Flat Rate Stipends								
Level 1	10% (3,563.80)	10% (3,563.80)	5% (1,781.90)	3% (1,069.14)	2% (712.76)	2% (712.76)	1% (356.38)	
Level 2*	13% (4,632.94)					3% (1,069.14)	2% (712.76)	
	CDC Chair - level 2 during 3 years surrounding new curriculum adoption	District Director, Science Competition	Supervisor, Weight Room	Coordinator, HS Community Service (Less than 12 Students)	Site Coordinator, Science Competition	HS Non-Core Dept Chair- Level 2 during 3 years surrounding new curriculum adoption	MS Core Dept. Chair -Level 2 during 3 years surrounding new curriculum adoption	
			Coordinator, HS Community Service (Greater than 12 Students)	Site Coordinator, HS Diversity	Site Coordinator, Reading Assessment			ES CDC member - level 2 during 3 years surrounding new curriculum
			Site MS Athletic Director	Aide, MS Football	ES Lead Teacher			
				Aide, MS Basketball	MS Science Fair			

All percentages indicated in the charts above refer to a percentage of Bachelor's step one (1) of the teachers' salary schedule.

\*Unless otherwise noted, level 2 is paid for the third and subsequent consecutive years of service in the same stipend position listed in the "flat rate" section.

## Miscellaneous Compensation

Department	Description	Rate	Frequency
Athletics	Game Worker	10	Hourly
	Ticket Manager	13	Hourly
	Tournament Liaison	300 - 500	Per Event
	Tournament Assistant Coordinator	1,000	Per Event
	Venue Scheduler	100	Monthly
	Track/Golf Tournament Assistant	15	Hourly
	Football Development Director	10,400	Annually
	Basketball Development Coordinator	3,400 - 4,700	Annually
	Basketball Development Assistant Coordinator	400 - 500	Annually
	Baseball Development Coordinator	3,300	Annually
	Athletics Supervision (Full Season)	2,000	Annually
Blended Learning	Mentor	500	Annually
	eLearning Instructor	2,500	Annually
	eLearning Course Development	1,250	Annually
Choice	Teacher Externship	500	Annually
Counseling	Testing	30	Hourly
	Lead High School Counselor (1 per HS)	1,000	Annually
Custodial	Early Shift Secretary	950	Annually
Learning Support	Math/Science Night Coordinator	150	Per Event
	Writing	20	Hourly
	New Curriculum Training	17.50	Hourly
	Language Arts Fair Coordinator	750	Annually
	Sister City Liaison	1,000	Annually
	Literacy Leader Trainer	2,000	Annually
Learning Development	Evolving Leaders Mentor	750	Annually
	New Teacher Liaison	500	Annually
	Step-Up Participant	17.50	Hourly
	SPLS Liaison - Sites with 25 FTE or Less	100	Annually
	SPLS Liaison - Sites with 26-50 FTE	150	Annually
	SPLS Liaison - Sites with 51 FTE or Greater	200	Annually
	Training Attendee (Full Day)*	75	Daily
	Training Attendee (Less Than Full Day)*	17.50	Hourly
	Training Facilitator*	20.00-40.00	Hourly
QIA	Teacher Support Team Facilitator	1,000	Annually
	K-8 MAP Coordinator 0-200 Students	500	Annually
	K-8 MAP Coordinator 201-400 Students	600	Annually
	K-8 MAP Coordinator 401-600 Students	700	Annually
	K-8 MAP Coordinator 600+ Students	800	Annually
	HS MAP Coordinator - 4 Block	900	Annually
	HS MAP Coordinator - 8 Block	1,150	Annually

<b>Miscellaneous Compensation Continued</b>			
Special Services	Teacher IEP Compliance	25	Hourly
	MAP-A Liaison	2,500	Annually
	Cognitive Diagnostic Testing	65	Per Test
Federal Programs	Parent Involvement Coordinator	25	Hourly
	Immigrant/Migrant Family Liaison	25	Hourly
	Interpreters/Translators	25	Hourly
	Assessment Facilitators	17	Hourly
Early Childhood	Screeener	17	Hourly
	Lead SWAP Worker	12	Hourly
	SWAP Worker	10	Hourly
Elementary	Extended Learning Liaison 1-20 Students	300	Annually
	Community School Principal	3,200	Annually
	Extended Learning Liaison 21+ Students	400	Annually
	School Garden Coordinator	200	Annually
High School	Prom Coordinator	500	Annually
	Extracurricular Sponsor	250-500	Annually
	Incentive I Mentor	25	Hourly
	Concession Coordinator	To Be Determined	
	Cadet Teaching Advisor	200	Quarterly
	Band Aide	Min. Wage	Hourly
	Band Percussion Instructor	20	Hourly
	ACT Boot Camp	25	Hourly
	Dual Credit Teachers (10 Student Max)	25	Per Student
	IB Essay/CAS Coordinator	3,000	Annually
	Cheer/Choreography Assistant	15	Hourly
Math Team Sponsor	1,372	Annually	
Middle School	Music Contest Assistant	200	Per Event
	Honor Choir/Band	250	Annually
	Debate Sponsor	2200	Annually
All Schools	Website Maintenance	250	Annually
	Detention Supervisor	25	Hourly
	Band/Choir Competition Asst.	100	Per Event
	Drama/Musical Asst.	1000	Per Event
	Band/Choir Accompanist	25	Hourly
	District Solo/Ensemble Accompanist	25	Per Student
	State Solo/Ensemble Accompanist	50	Per Student
	Athletics Supervision	50	Per Event
	C-STAR Teacher	25	Hourly
	ID Processor	9	Hourly
	Tutor	25	Hourly
	Lunchroom Aides	8.30	Hourly
	Student Workers	Min. Wage	Hourly
	Miscellaneous Physical Labor	8.00-12.00	Hourly
Miscellaneous Professional Services	25	Hourly	

\* When attendance is required outside of regular work/contract day and when the event is not listed elsewhere in this schedule.