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## INSTRUCTIONAL SALARY INFORMATION

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Daily Rate: Annual Salary ÷ Contract Days

Hourly Rate: Daily Rate ÷ Scheduled hours per day

### **IN-SERVICE PARTICIPATION**

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VTO Contract 2009-2014 Article 26.B.1.)

Employees required to attend mandatory in-service training, after their normal duty day, shall be compensated at their hourly rate.

### **SUMMER SCHOOL COMPENSATION**

Programs which generate FTE: Hourly Rate x Hours Worked

Programs which generate no FTE: Salary and benefits = 85% of the monies generated by the students enrolled in each class

### **ADDITIONAL DAYS BEYOND TEN OR ELEVEN MONTH CONTRACT**

Teachers allocated additional days will be paid their Daily Rate x Days Worked.

### **SUBSTITUTE INSTRUCTIONAL HOURLY RATES:**

High School Diploma	\$9.29
Associate Degree and/or 60 hours of college credit	10.49
Bachelor's Degree	12.08
Master's or Higher Degree	12.97

A substitute teacher with a bachelor's degree or higher and a teaching certificate, who serves longer than thirty (30) days on one assignment, will be paid a daily rate based on degree and experience beginning on the 31<sup>st</sup> day of assignment.

“One Assignment” is defined as continuous service as a replacement for a particular teacher. Continuous service in one school center for various teachers does not constitute “One Assignment.”

Work Day:

- Elementary schools are 7.00 hours
- Middle and High schools are 7.50 hours per day
- Instructional substitutes are paid a minimum of one-half day:
  - Elementary schools = 3.50 hours
  - Middle and High schools = 3.75 hours.

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## SALARY SCHEDULES

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**INSTRUCTIONAL**  
**196-DAY SCHEDULE**  
**2014-2015**

FOR TENURED EMPLOYEES (GRANDFATHERED)

Salary Tier	Bachelor's	Master's	Specialist's	Doctorate
A	37,000	38,996	40,427	41,365
B	37,100	39,500	41,000	42,600
C	37,200	40,075	41,500	43,254
D	37,400	40,625	42,000	43,800
E	38,000	41,200	42,750	44,457
F	38,525	41,850	43,370	45,124
G	39,075	42,478	44,010	45,801
H	39,675	43,115	44,750	46,488
I	40,225	43,750	45,425	47,150
J	40,800	44,390	46,100	47,850
K	41,400	45,050	46,750	48,568
L	42,050	45,750	47,500	49,296
M	42,675	46,390	48,200	50,036
N	43,300	47,140	48,950	50,900
O	44,000	47,940	49,800	51,650
P	44,780	48,760	50,650	52,550
Q	45,550	49,590	51,550	53,500
R	46,325	50,450	52,450	54,400
S	47,221	51,330	53,350	55,750
T	48,135	52,475	54,650	56,900
U	49,500	53,950	56,000	59,000
V	51,500	56,000	58,000	60,400
W	53,500	57,750	59,800	62,200
X	55,950	60,100	62,100	64,600
Y	58,400	62,600	64,700	67,500
Z	60,400	65,500	67,300	70,200
AA	62,000	66,700	69,500	72,000
AB	63,098	67,946	70,057	72,725

**INSTRUCTIONAL**  
**196-DAY PLACEMENT SCHEDULE**  
ANNUAL CONTRACT EMPLOYEES

Salary Tier	Bachelor's
A	37,000
B	37,100
C	37,200
D	37,400
E	38,000
F	38,525
G	39,075
H	39,675
I	40,225
J	40,800
K	41,400
L	42,050
M	42,675
N	43,300
O	44,000
P	44,780
Q	45,550
R	46,325
S	47,221
T	48,135
U	49,500
V	51,500
W	53,500
X	55,950
Y	58,400
Z	60,400
AA	62,000
AB	63,098

**Salary for Advanced Degrees:** Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

**INSTRUCTIONAL**  
**196-DAY PLACEMENT SCHEDULE**  
ANNUAL CONTRACT EMPLOYEES

<b>2014-2015 Advance Degree Supplements – 196 Day</b>	
<b>Years Exp.*</b>	<b>Amount</b>
<b>0-2 years</b>	
<b>Master</b>	2,991
<b>Specialist</b>	4,414
<b>Doctorate</b>	5,893
<b>3-5 years</b>	
<b>Master</b>	3,128
<b>Specialist</b>	4,616
<b>Doctorate</b>	6,161
<b>6+ years</b>	
<b>Master</b>	3,270
<b>Specialist</b>	4,828
<b>Doctorate</b>	6,444

Years of experience will coincide with experience credit for salary purposes as it is applied to the regular assignment.

## COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

### TEACHER SUPPLEMENTS

Description	High Schools	Middle Schools	Elementary Schools
<b>Class A:</b>			
Department/Grade Chairperson	\$ 608	\$ 608	\$ 608
<i>Each additional teacher or major fraction</i>	189	189	189
Supervisory Duty (Morning or Afternoon)	900	900	900
Curriculum Committee Chairperson			638
Test Chairperson			900
Child Study Team Chairperson	1,000	1,000	1,000
Guidance Chairperson	3,575		
Guidance Counselor – Elementary			<5 years =1,460 ≥5 years = 1,700
Lead Teacher/Subject Area Contact A		1,000	
Lead Teacher/Subject Area Contact B		1,200	
<b>Class B:</b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	950	950	950
Two items checked under duties & responsibilities	1,150	1,150	1,150
Three items checked under duties & responsibilities	1,550	1,550	1,550
Loss of planning for extra class	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour
<b>Audio-Visual Specialist</b>	1,680	970	
<b>Vo-Ag.</b>	2,450	2,450	
<b>Athletics:</b>	<b>&lt;5 years/ ≥5 years</b>		
Athletic Director	4,011/ 5,061		
Category A-Head Coach	4,011/ 5,061		
Category B-Head Coach	2,733/ 3,444		
Category C-Head Coach	2,467/ 3,108		

Description	High Schools	Middle Schools	Elementary Schools
Category A-Assistant Coach	2,467/ 3,108		
Category B-Assistant Coach	1,983/ 2,499		
Category C-Assistant Coach	1,850/ 2,331		
<b>Athletic Trainer:</b>	<b>&lt;5 years/≥5 years</b>		
Certified – Head	4,011/ 4,820 Per semester		
Associate or Certified Asst.	2,773/ 3,494 Per semester		
Appointed	1,542/ 1,943 Per semester		
	<b>&lt;5 years/≥5 years</b>		
<b>Cheerleader</b>	1,390/1,600 Per semester		
<b>Class C:</b>			
<b>Sponsors:</b>			
Academic Team	1,460		
Dance	1,460		
Flag Corps	1,460		
Majorettes	1,460		
Class Sponsor:			
9 <sup>th</sup> and 10 <sup>th</sup> grade	494		
11 <sup>th</sup> and 12 <sup>th</sup> grade	600		
Drama/Music Production	971	500	500
Intramural	971	971	971
Publications	1,460	971	
Safety Patrol	500	500	500
Service Club	500	500	
Special Interest Club Activities	500	500	500
Student Government	1,460	500	
Yearbook	2,035	971	
Television Production	1,460	971	

Description	High Schools	Middle Schools	Elementary Schools
	<5 years/≥5 years	<5 years/≥5 years	<5 years/≥5 years
Band Director	4,011/5,061	2,662/2,950	
Assistant Band Director	1,773/2,000	1,110 /1,260	
Choral Director	2,662/3,150	2,121 /2,550	
Orchestra Director		2,662/3,150	
Guidance Counselors	1,460/1,800	1,460/1,800	1,460/1,700
Social Worker	2,677/2,900	2,677/2,900	2,677/2,900
Caseworker	2,677/2,900	2,677/2,900	2,677/2,900
Speech & Language (3 C's)	3,000/3,500	3,000/3,500	3,000/3,500
Placement Specialists	2,677/2,900	2,677/2,900	2,677/2,900
Program Specialists	2,677/2,900	2,677/2,900	2,677/2,900

**COUNTY-LEVEL INSTRUCTIONAL ANNUAL SUPPLEMENT**

SPECIALIST I*	
Step	Amount
<b>0</b>	\$3,030
<b>1</b>	3,641
<b>2</b>	4,252
<b>3</b>	4,863
<b>4</b>	5,474
<b>5</b>	6,085
<b>6</b>	6,696
<b>7 – 25</b>	7,305
<i>* Psychologists</i>	

## TEACHER STIPENDS AND SUPPLEMENTS

All supplements listed are paid for the performance of duties beyond the regular working day and normal job responsibilities and are not approved based solely on position classification or previous supplement payment. Additional time spent fulfilling job responsibilities does not constitute a basis for compensation beyond the teachers' regular salary.

Supplements, at the discretion of the teacher, will be paid in eight installments, one per month or one lump sum at the end of the year. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.

- Supplements are rounded to the nearest dollar.
- Supervisory Duty supplement may be paid for morning or afternoon duty. One person may be supplemented for both morning and afternoon supervisory duty.

All Junior Varsity Coaches are classified as Assistant Coaches.

Athletic sports will be divided into three (3) categories:

<u>CATEGORY A</u>	<u>CATEGORY B</u>	<u>CATEGORY C</u>
Basketball	Baseball	Cross Country
Football	Softball	Golf
	Soccer	Swimming
	Track	Tennis
	Volleyball	Weight Lifting
	Wrestling	All other approved sports

A high school teacher eligible to receive a coaching or cheerleader supplement for 9<sup>th</sup> grade responsibilities will receive 62.5% of the high school supplement. If coaching or cheerleading responsibilities are continued on to varsity responsibilities at the end of a 9<sup>th</sup> grade schedule, the high school supplements apply.

A football coaching supplement shall be considered to be two (2) separate supplements:

- #1 will be an amount equal to 80% of the supplement being paid in December for the performance of the coaching responsibilities from the start of the school year to the end of the team's season,
- #2 will be an amount equal to 20% of the supplement being paid with the 24<sup>th</sup> installment as described in Article 26 for the performance of the coaching responsibilities required by spring practice.



### **CLASSLOAD SUPPLEMENT STUDENT COUNT ANNUAL SUPPLEMENT**

A high school, middle school, or combined middle/high school teacher assigned to teach six (6) classes, who is assigned more than 150 students as of the Friday of October and February FTE count weeks, and not including study hall, shall receive a supplement as provided below.

Disbursement shall be for one-half the amount listed if the October count exceeds 150 students and one-half if the February count exceeds 150 students:

Beginning with FY 2011: \$1,500.00 (annual basis)

**STAFF DEVELOPMENT OR SPECIAL PROJECT NON-CONTRACTED PAY RATES**

<b>In-Service Instructors/Trainers/Facilitators/Participants</b>	
• Trainer rate for after-hours training	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One time occurrence)
• Design work	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
• Synchronous Online Course Facilitator	\$50.00 per week plus \$10.00 per course completer
• Asynchronous Online Course Grader	\$8.00 per 10 hours coursework per course completer
• Reading Endorsement	\$25.00 per hour for face-to-face training \$8.00 per 10 hours coursework per course completer
• Optional Workshops for Teachers (as participants)	\$15.00 per hour (if funding is available) plus in-service points
• Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i>	Hourly Rate of Pay plus in-service points
<b>Projects, Grants, Program, and Categorical Participants</b>	
• Instructional	\$25.00 per hour
• PLC's	\$25.00 (after hours)
• Positive Parenting by ESE Teacher	\$15.00 per hour
• Instructional child care	\$15.00 per hour
• Paraprofessionals providing child care	Hourly Rate
• Others providing child care	Minimum Wage
• Substitute Teacher	Employee's regular substitute teacher pay rate
• Hourly non-exempt employee	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
• Coordinator for Continuing Program	\$35.00 per hour
• Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)	Hourly rate of pay
• Tutoring (Active Teachers only)	\$30.00 per hour (before and after school); Hourly rate during the school day
• Tutoring (Teachers on LOA)	Appropriate sub teacher rate
• Tutoring (Non-instructional)	
<b>Overtime</b>	
Overtime rates may apply for non-exempt employees where combined paid hours exceed 40 for the workweek (Monday through Sunday). Double time rates will apply for non-exempt employee for any hours worked on a designated paid holiday.	