

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS  
WINSTON-SALEM, NORTH CAROLINA**

**AGENDA TITLE:** Proposed Policy 4141, 2015-16 Salary Schedules

**TOPIC:** Policy 4141, 2015-16 Salary Schedules

**BACKGROUND INFORMATION:**

In addition to being very late, this year's pay increases adopted by the General Assembly are almost as complex as last year's, which were the most complex in anybody's memory! It is again almost necessary to look at each licensed individual's salary one by one to understand the impact on their pay. It is almost impossible to explain all of the possible iterations in words only.

**Teachers and Others Paid on the Teacher Schedules**

*State Actions:* We had already known and implemented beginning step increases for teachers with 0-5 years of experience from \$33,000 to \$35,000 (Bachelors') and from \$36,300 to \$38,500 (Masters"), a 6.06% increase over last year. In the final budget Bill, two other important actions impacted base teacher pay, including

- Teachers with five, ten, 15, 20, and 25 years of experience are allowed to move up a step on the teacher salary schedules, with resulting increases ranging from a minimum of 4.3% (on top of the earlier 6.06% granted in August) for teachers with five years of experience to a maximum of 9.6% for teachers with ten years of experience
- The 6<sup>th</sup> step, supposedly accidentally omitted in 2014, is added to the psychologist and speech therapist schedule

Last year's "grandfathered" pay for teachers earning base pay and longevity that was above the top step on the appropriate teacher salary schedule is continued. Last year's "one-time" \$1,000 bonus for teachers paid above the top step on the appropriate teacher salary schedule is this year to be rolled into the "grandfathered" pay as "permanent" pay. There is no new one-time bonus pay for teachers.

The net result of all of this is that, statewide, 32% of teachers get base pay increases ranging from 7.5% to 10%, while 68% of teachers receive no increase. Therefore, this year's teacher pay increase likely qualifies as the most inequitable in state history, but only slightly more so than last year.

*Proposed Local Actions:* The Board's local supplement schedules are not a set percentage of state base pay, and we have continued our local experience-based supplement schedules. We did not budget for any teacher supplement increases, so we are proposing to move the schedule up a year so that teachers receive the same supplement rate that they received last year. However, as we discussed with the Board earlier this summer, we have rolled teacher longevity pay into the regular supplement

schedule, with steps 10-14 increasing 1.5%, steps 15-19 increasing 2.25%, steps 20-24 increasing 3.25%, and steps 25+ increasing 4.5%.

### **Principals and Assistant Principals**

**State Actions:** Principals and assistant principals advance a step on the already-and-getting-more-so inequitable state schedules. These steps range from a 1.25% increase to a 2.0% increase, with the average being around 1.6%

The inequity of the 2009 law that allowed assistant principals to receive the higher of their eligible teacher base pay or their eligible assistant principal base pay only if they were promoted after July 1, 2009 has been “fixed”. The assistant principal base pay is handled like the principals – assistant principals advance a step on their schedules, yielding an increase between 1.25% and 2.0%, unless teacher base pay is higher. About half of our assistant principals were paid higher as a teacher for their base pay last year, and this year we will have to look at all of the remaining assistant principals to see how many of them now qualify for teacher pay as their base pay.

Also, if an assistant principal was already at the top of their base pay schedule and are not eligible for a step increase, they are to receive a monthly “bonus” of \$80.90. We have a few assistant principals receiving this increase.

**Proposed Local Actions:** We did not budget for increases in local supplement pay for principals and assistant principals. However, we typically have matched state increases in terms of local dollars for principals and assistant principals. We recommend matching the applicable state percentage increase for principal supplements (1.25%-2.0%).

As we have mentioned throughout last school year, we have developed a new local pay formula for assistant principals that we want to implement this school year. The overall annual cost is expected to be approximately \$120,000, which we propose to include in the Final Budget Resolution. This should make assistant principal pay equitable, understandable, and easier to calculate each year.

### **Classified and Central Administrative Employees**

**State Actions:** No pay increases were approved for classified and central administrative employees, and none are authorized to be paid from state funds.

**Proposed Local Actions:** The Board has been committed to their 3-year central administrative pay plan, which finalizes this school year, the cost of which was included in the Budget adopted in April.

Recruitment and retention of bus drivers remains a serious problem. To help address this problem, we propose to move bus drivers up an experience step on the salary schedules, an average increase of 2%. This would cost approximately \$140,000. Assuming our

efficiency rating is similar to last year's and assuming that diesel fuel prices stay low, we should have sufficient state transportation funding to cover most, if not all, of this increase.

### **One-time "Christmas" Bonus**

The General Assembly approved a one-time \$750 bonus for all full-time, permanent employees on the payroll as of November 1, 2015. Permanent part-time employees receive a pro-rata share of the \$750. All employees meeting the criteria above receive the bonus whether or not they received a regular pay increase. The bonus must be paid in a separate check and must be paid during the month of December. Our current plans are to pay this bonus as early in December as possible.

This bonus appears to be authorized in law only for state-paid employees. We think we must provide an equivalent bonus to local-paid employees, at an estimated cost of \$500,000. Since it is a one-time cost, we propose in the Final Budget Resolution to fund it through local fund balance. Federal-paid employees are to be paid the bonus from their federal funding source.

### **Other Actions**

- The General Assembly's increase in minimum teacher pay results in a mandatory increase in substitute pay of \$5 per day for substitute teachers, and we have been paying these higher rates since August under direction from NCDPI
- We recommend no increase in the special supplement (coaching and sponsor) schedules and no step increase, but we budgeted for a 12<sup>th</sup> month of supplement for high school athletic directors and for minor adjustments in a few coaching roles whose responsibilities have increased since the special supplement schedules were originally approved in 2001
- Matching health insurance was approved at \$5,479/year (vs. \$5,378 last year), and matching retirement was approved at 15.32% (vs. 15.21% last year), the local cost of which is approximately \$125,000 more than we budgeted, which we have included in the Final Budget Resolution

### **Other Information**

We are planning to implement all the above-described pay increases retroactively in the October 30<sup>th</sup> payroll (for salaried employees) and in the November 16<sup>th</sup> payroll for bus drivers. The work to do so in the Payroll Department will be significant, and there could be some errors. Additionally, the increases (or lack thereof) will be difficult to explain to various employees, and we just want to advise Board members to refer pay questions and/or complaints to Financial Services.

**Total Local Costs**

We have indicated the budgeted and unbudgeted costs in each of the appropriate sections above and have proposed all of the unbudgeted costs in the Final Budget Resolution presented for action tonight.

**SUPERINTENDENT'S RECOMMENDATION:**

That the Board adopt Policy 4141 as their official salary schedules for 2015-16, effective retroactively to July 1, 2015.

| WINSTON-SALEM/FORSYTH COUNTY SCHOOLS   |          |              |                 |                    |                        |               |      |          |              |                 |                    |                        | POLICY 4141   |      |          |              |                 |                    |                        |               |
|--|----------|--------------|-----------------|--------------------|------------------------|---------------|------|----------|--------------|-----------------|--------------------|------------------------|---------------|------|----------|--------------|-----------------|--------------------|------------------------|---------------|
| 2015-16 BASIC TEACHER SALARY SCHEDULES (For teachers employed prior to July 1, 2010) |          |              |                 |                    |                        |               |      |          |              |                 |                    |                        | 7/01/2015     |      |          |              |                 |                    |                        |               |
| "A"  | "A"      | "A"          | "A"             | "A"                | "A"                    | "A"           | "A"  | "A"      | "M"          | "M"             | "M"                | "M"                    | "M"           | "M"  | "M"      | "M"          |                 |                    |                        |               |
| Exp.   | New Step | Monthly Base | 12-month Option | Monthly Supplement | Supplement 12-mo. opt. | Total Monthly | Exp. | New Step | Monthly Base | 12-month Option | Monthly Supplement | Supplement 12-mo. opt. | Total Monthly | Exp. | New Step | Monthly Base | 12-month Option | Monthly Supplement | Supplement 12-mo. opt. | Total Monthly |
| 0  | 0        | 3,500        | 2,916.67        | 263                | 219.17                 | 3,763         | 0    | 0        | 3,850        | 3,208.33        | 293                | 244.17                 | 4,143         | 0    | 0        | 3,850        | 3,208.33        | 293                | 244.17                 | 4,143         |
| 1  | 0        | 3,500        | 2,916.67        | 270                | 225.00                 | 3,770         | 1    | 0        | 3,850        | 3,208.33        | 300                | 250.00                 | 4,150         | 1    | 0        | 3,850        | 3,208.33        | 300                | 250.00                 | 4,150         |
| 2  | 0        | 3,500        | 2,916.67        | 277                | 230.83                 | 3,777         | 2    | 0        | 3,850        | 3,208.33        | 306                | 255.00                 | 4,156         | 2    | 0        | 3,850        | 3,208.33        | 306                | 255.00                 | 4,156         |
| 3  | 0        | 3,500        | 2,916.67        | 285                | 237.50                 | 3,785         | 3    | 0        | 3,850        | 3,208.33        | 313                | 260.83                 | 4,163         | 3    | 0        | 3,850        | 3,208.33        | 313                | 260.83                 | 4,163         |
| 4  | 0        | 3,500        | 2,916.67        | 292                | 243.33                 | 3,792         | 4    | 0        | 3,850        | 3,208.33        | 321                | 267.50                 | 4,171         | 4    | 0        | 3,850        | 3,208.33        | 321                | 267.50                 | 4,171         |
| 5  | 1        | 3,650        | 3,041.67        | 299                | 249.17                 | 3,949         | 5    | 1        | 4,015        | 3,345.83        | 329                | 274.17                 | 4,344         | 5    | 1        | 4,015        | 3,345.83        | 329                | 274.17                 | 4,344         |
| 6  | 1        | 3,650        | 3,041.67        | 306                | 255.00                 | 3,956         | 6    | 1        | 4,015        | 3,345.83        | 346                | 288.33                 | 4,361         | 6    | 1        | 4,015        | 3,345.83        | 346                | 288.33                 | 4,361         |
| 7  | 1        | 3,650        | 3,041.67        | 313                | 260.83                 | 3,963         | 7    | 1        | 4,015        | 3,345.83        | 354                | 295.00                 | 4,369         | 7    | 1        | 4,015        | 3,345.83        | 354                | 295.00                 | 4,369         |
| 8  | 1        | 3,650        | 3,041.67        | 321                | 267.50                 | 3,971         | 8    | 1        | 4,015        | 3,345.83        | 363                | 302.50                 | 4,378         | 8    | 1        | 4,015        | 3,345.83        | 363                | 302.50                 | 4,378         |
| 9  | 1        | 3,650        | 3,041.67        | 329                | 274.17                 | 3,979         | 9    | 1        | 4,015        | 3,345.83        | 372                | 310.00                 | 4,387         | 9    | 1        | 4,015        | 3,345.83        | 372                | 310.00                 | 4,387         |
| 10   | 2        | 4,000        | 3,333.33        | 343                | 285.83                 | 4,343         | 10   | 2        | 4,400        | 3,666.67        | 387                | 322.50                 | 4,787         | 10   | 2        | 4,400        | 3,666.67        | 387                | 322.50                 | 4,787         |
| 11   | 2        | 4,000        | 3,333.33        | 351                | 292.50                 | 4,351         | 11   | 2        | 4,400        | 3,666.67        | 398                | 331.67                 | 4,798         | 11   | 2        | 4,400        | 3,666.67        | 398                | 331.67                 | 4,798         |
| 12   | 2        | 4,000        | 3,333.33        | 359                | 299.17                 | 4,359         | 12   | 2        | 4,400        | 3,666.67        | 407                | 339.17                 | 4,807         | 12   | 2        | 4,400        | 3,666.67        | 407                | 339.17                 | 4,807         |
| 13   | 2        | 4,000        | 3,333.33        | 368                | 306.67                 | 4,368         | 13   | 2        | 4,400        | 3,666.67        | 417                | 347.50                 | 4,817         | 13   | 2        | 4,400        | 3,666.67        | 417                | 347.50                 | 4,817         |
| 14   | 2        | 4,000        | 3,333.33        | 378                | 315.00                 | 4,378         | 14   | 2        | 4,400        | 3,666.67        | 427                | 355.83                 | 4,827         | 14   | 2        | 4,400        | 3,666.67        | 427                | 355.83                 | 4,827         |
| 15   | 3        | 4,350        | 3,625.00        | 390                | 325.00                 | 4,740         | 15   | 3        | 4,785        | 3,987.50        | 441                | 367.50                 | 5,226         | 15   | 3        | 4,785        | 3,987.50        | 441                | 367.50                 | 5,226         |
| 16   | 3        | 4,350        | 3,625.00        | 401                | 334.17                 | 4,751         | 16   | 3        | 4,785        | 3,987.50        | 452                | 376.67                 | 5,237         | 16   | 3        | 4,785        | 3,987.50        | 452                | 376.67                 | 5,237         |
| 17   | 3        | 4,350        | 3,625.00        | 410                | 341.67                 | 4,760         | 17   | 3        | 4,785        | 3,987.50        | 463                | 385.83                 | 5,248         | 17   | 3        | 4,785        | 3,987.50        | 463                | 385.83                 | 5,248         |
| 18   | 3        | 4,350        | 3,625.00        | 420                | 350.00                 | 4,770         | 18   | 3        | 4,785        | 3,987.50        | 474                | 395.00                 | 5,259         | 18   | 3        | 4,785        | 3,987.50        | 474                | 395.00                 | 5,259         |
| 19   | 3        | 4,350        | 3,625.00        | 431                | 359.17                 | 4,781         | 19   | 3        | 4,785        | 3,987.50        | 487                | 405.83                 | 5,272         | 19   | 3        | 4,785        | 3,987.50        | 487                | 405.83                 | 5,272         |
| 20   | 4        | 4,650        | 3,875.00        | 445                | 370.83                 | 5,095         | 20   | 4        | 5,115        | 4,262.50        | 505                | 420.83                 | 5,620         | 20   | 4        | 5,115        | 4,262.50        | 505                | 420.83                 | 5,620         |
| 21   | 4        | 4,650        | 3,875.00        | 456                | 380.00                 | 5,106         | 21   | 4        | 5,115        | 4,262.50        | 517                | 430.83                 | 5,632         | 21   | 4        | 5,115        | 4,262.50        | 517                | 430.83                 | 5,632         |
| 22   | 4        | 4,650        | 3,875.00        | 468                | 390.00                 | 5,118         | 22   | 4        | 5,115        | 4,262.50        | 530                | 441.67                 | 5,645         | 22   | 4        | 5,115        | 4,262.50        | 530                | 441.67                 | 5,645         |
| 23   | 4        | 4,650        | 3,875.00        | 479                | 399.17                 | 5,129         | 23   | 4        | 5,115        | 4,262.50        | 542                | 451.67                 | 5,657         | 23   | 4        | 5,115        | 4,262.50        | 542                | 451.67                 | 5,657         |
| 24   | 4        | 4,650        | 3,875.00        | 492                | 410.00                 | 5,142         | 24   | 4        | 5,115        | 4,262.50        | 556                | 463.33                 | 5,671         | 24   | 4        | 5,115        | 4,262.50        | 556                | 463.33                 | 5,671         |
| 25   | 5        | 5,000        | 4,166.67        | 511                | 425.83                 | 5,511         | 25   | 5        | 5,500        | 4,583.33        | 577                | 480.83                 | 6,077         | 25   | 5        | 5,500        | 4,583.33        | 577                | 480.83                 | 6,077         |
| 26   | 5        | 5,000        | 4,166.67        | 524                | 436.67                 | 5,524         | 26   | 5        | 5,500        | 4,583.33        | 591                | 492.50                 | 6,091         | 26   | 5        | 5,500        | 4,583.33        | 591                | 492.50                 | 6,091         |
| 27   | 5        | 5,000        | 4,166.67        | 536                | 446.67                 | 5,536         | 27   | 5        | 5,500        | 4,583.33        | 606                | 505.00                 | 6,106         | 27   | 5        | 5,500        | 4,583.33        | 606                | 505.00                 | 6,106         |
| 28   | 5        | 5,000        | 4,166.67        | 549                | 457.50                 | 5,549         | 28   | 5        | 5,500        | 4,583.33        | 622                | 518.33                 | 6,122         | 28   | 5        | 5,500        | 4,583.33        | 622                | 518.33                 | 6,122         |
| 29   | 5        | 5,000        | 4,166.67        | 563                | 469.17                 | 5,563         | 29   | 5        | 5,500        | 4,583.33        | 636                | 530.00                 | 6,136         | 29   | 5        | 5,500        | 4,583.33        | 636                | 530.00                 | 6,136         |
| 30   | 5        | 5,000        | 4,166.67        | 577                | 480.83                 | 5,577         | 30   | 5        | 5,500        | 4,583.33        | 652                | 543.33                 | 6,152         | 30   | 5        | 5,500        | 4,583.33        | 652                | 543.33                 | 6,152         |
| 31   | 5        | 5,000        | 4,166.67        | 592                | 493.33                 | 5,592         | 31   | 5        | 5,500        | 4,583.33        | 669                | 557.50                 | 6,169         | 31   | 5        | 5,500        | 4,583.33        | 669                | 557.50                 | 6,169         |
| 32   | 5        | 5,000        | 4,166.67        | 606                | 505.00                 | 5,606         | 32   | 5        | 5,500        | 4,583.33        | 687                | 572.50                 | 6,187         | 32   | 5        | 5,500        | 4,583.33        | 687                | 572.50                 | 6,187         |
| 33   | 5        | 5,000        | 4,166.67        | 622                | 518.33                 | 5,622         | 33   | 5        | 5,500        | 4,583.33        | 703                | 585.83                 | 6,203         | 33   | 5        | 5,500        | 4,583.33        | 703                | 585.83                 | 6,203         |
| 34   | 5        | 5,000        | 4,166.67        | 636                | 530.00                 | 5,636         | 34   | 5        | 5,500        | 4,583.33        | 721                | 600.83                 | 6,221         | 34   | 5        | 5,500        | 4,583.33        | 721                | 600.83                 | 6,221         |
| 35   | 5        | 5,000        | 4,166.67        | 652                | 543.33                 | 5,652         | 35   | 5        | 5,500        | 4,583.33        | 739                | 615.83                 | 6,239         | 35   | 5        | 5,500        | 4,583.33        | 739                | 615.83                 | 6,239         |
| 36   | 5        | 5,000        | 4,166.67        | 669                | 557.50                 | 5,669         | 36   | 5        | 5,500        | 4,583.33        | 757                | 630.83                 | 6,257         | 36   | 5        | 5,500        | 4,583.33        | 757                | 630.83                 | 6,257         |
| 37   | 5        | 5,000        | 4,166.67        | 687                | 572.50                 | 5,687         | 37   | 5        | 5,500        | 4,583.33        | 777                | 647.50                 | 6,277         | 37   | 5        | 5,500        | 4,583.33        | 777                | 647.50                 | 6,277         |
| 38   | 5        | 5,000        | 4,166.67        | 703                | 585.83                 | 5,703         | 38   | 5        | 5,500        | 4,583.33        | 796                | 663.33                 | 6,296         | 38   | 5        | 5,500        | 4,583.33        | 796                | 663.33                 | 6,296         |
| 39+  | 5        | 5,000        | 4,166.67        | 721                | 600.83                 | 5,721         | 39+  | 5        | 5,500        | 4,583.33        | 815                | 679.17                 | 6,315         | 39+  | 5        | 5,500        | 4,583.33        | 815                | 679.17                 | 6,315         |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

| WINSTON-SALEM/FORSYTH COUNTY SCHOOLS   |          |              |                 |                    |                        |       |                |          |              |                 |                    |                        |       | POLICY 4141        |                        |       |
|--|----------|--------------|-----------------|--------------------|------------------------|-------|----------------|----------|--------------|-----------------|--------------------|------------------------|-------|--------------------|------------------------|-------|
| 2015-16 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed Prior to July 1, 2010)   |          |              |                 |                    |                        |       |                |          |              |                 |                    |                        |       | 7/01/2015          |                        |       |
| NOTE: This schedule is for teachers who have National Board for Professional Teacher Standards certification on their license. |          |              |                 |                    |                        |       |                |          |              |                 |                    |                        |       |                    |                        |       |
| "A"  | "A"      | "A"          | "A"             | "A"                | "A"                    | "A"   | "A"            | "M"      | "M"          | "M"             | "M"                | "M"                    | "M"   | "M"                | "M"                    | "M"   |
| Exp. Step  | New Step | Monthly Base | 12-month Option | Monthly Supplement | 12-mo. opt. Supplement | Total | Exp. 0, 1, & 2 | New Step | Monthly Base | 12-month Option | Monthly Supplement | 12-mo. opt. Supplement | Total | Monthly Supplement | 12-mo. opt. Supplement | Total |
| 0, 1, & 2  | N/A      | N/A          | N/A             | N/A                | N/A                    | N/A   | 0, 1, & 2      | N/A      | N/A          | N/A             | N/A                | N/A                    | N/A   | N/A                | N/A                    | N/A   |
| 3  | 0        | 3,920        | 3,266.67        | 285                | 237.50                 | 4,205 | 3              | 0        | 4,270        | 3,558.33        | 313                | 260.83                 | 4,583 | 313                | 260.83                 | 4,583 |
| 4  | 0        | 3,920        | 3,266.67        | 292                | 243.33                 | 4,212 | 4              | 0        | 4,270        | 3,558.33        | 321                | 267.50                 | 4,591 | 321                | 267.50                 | 4,591 |
| 5  | 1        | 4,088        | 3,406.67        | 299                | 249.17                 | 4,387 | 5              | 1        | 4,453        | 3,710.83        | 329                | 274.17                 | 4,782 | 329                | 274.17                 | 4,782 |
| 6  | 1        | 4,088        | 3,406.67        | 306                | 255.00                 | 4,394 | 6              | 1        | 4,453        | 3,710.83        | 346                | 288.33                 | 4,799 | 346                | 288.33                 | 4,799 |
| 7  | 1        | 4,088        | 3,406.67        | 313                | 260.83                 | 4,401 | 7              | 1        | 4,453        | 3,710.83        | 354                | 295.00                 | 4,807 | 354                | 295.00                 | 4,807 |
| 8  | 1        | 4,088        | 3,406.67        | 321                | 267.50                 | 4,409 | 8              | 1        | 4,453        | 3,710.83        | 363                | 302.50                 | 4,816 | 363                | 302.50                 | 4,816 |
| 9  | 1        | 4,088        | 3,406.67        | 329                | 274.17                 | 4,417 | 9              | 1        | 4,453        | 3,710.83        | 372                | 310.00                 | 4,825 | 372                | 310.00                 | 4,825 |
| 10   | 2        | 4,480        | 3,733.33        | 343                | 285.83                 | 4,823 | 10             | 2        | 4,880        | 4,066.67        | 387                | 322.50                 | 5,267 | 387                | 322.50                 | 5,267 |
| 11   | 2        | 4,480        | 3,733.33        | 351                | 292.50                 | 4,831 | 11             | 2        | 4,880        | 4,066.67        | 398                | 331.67                 | 5,278 | 398                | 331.67                 | 5,278 |
| 12   | 2        | 4,480        | 3,733.33        | 359                | 299.17                 | 4,839 | 12             | 2        | 4,880        | 4,066.67        | 407                | 339.17                 | 5,287 | 407                | 339.17                 | 5,287 |
| 13   | 2        | 4,480        | 3,733.33        | 368                | 306.67                 | 4,848 | 13             | 2        | 4,880        | 4,066.67        | 417                | 347.50                 | 5,297 | 417                | 347.50                 | 5,297 |
| 14   | 2        | 4,480        | 3,733.33        | 378                | 315.00                 | 4,858 | 14             | 2        | 4,880        | 4,066.67        | 427                | 355.83                 | 5,307 | 427                | 355.83                 | 5,307 |
| 15   | 3        | 4,872        | 4,060.00        | 390                | 325.00                 | 5,262 | 15             | 3        | 5,307        | 4,422.50        | 441                | 367.50                 | 5,748 | 441                | 367.50                 | 5,748 |
| 16   | 3        | 4,872        | 4,060.00        | 401                | 334.17                 | 5,273 | 16             | 3        | 5,307        | 4,422.50        | 452                | 376.67                 | 5,759 | 452                | 376.67                 | 5,759 |
| 17   | 3        | 4,872        | 4,060.00        | 410                | 341.67                 | 5,282 | 17             | 3        | 5,307        | 4,422.50        | 463                | 385.83                 | 5,770 | 463                | 385.83                 | 5,770 |
| 18   | 3        | 4,872        | 4,060.00        | 420                | 350.00                 | 5,292 | 18             | 3        | 5,307        | 4,422.50        | 474                | 395.00                 | 5,781 | 474                | 395.00                 | 5,781 |
| 19   | 3        | 4,872        | 4,060.00        | 431                | 359.17                 | 5,303 | 19             | 3        | 5,307        | 4,422.50        | 487                | 405.83                 | 5,794 | 487                | 405.83                 | 5,794 |
| 20   | 4        | 5,208        | 4,340.00        | 445                | 370.83                 | 5,653 | 20             | 4        | 5,673        | 4,727.50        | 505                | 420.83                 | 6,178 | 505                | 420.83                 | 6,178 |
| 21   | 4        | 5,208        | 4,340.00        | 456                | 380.00                 | 5,664 | 21             | 4        | 5,673        | 4,727.50        | 517                | 430.83                 | 6,190 | 517                | 430.83                 | 6,190 |
| 22   | 4        | 5,208        | 4,340.00        | 468                | 390.00                 | 5,676 | 22             | 4        | 5,673        | 4,727.50        | 530                | 441.67                 | 6,203 | 530                | 441.67                 | 6,203 |
| 23   | 4        | 5,208        | 4,340.00        | 479                | 399.17                 | 5,687 | 23             | 4        | 5,673        | 4,727.50        | 542                | 451.67                 | 6,215 | 542                | 451.67                 | 6,215 |
| 24   | 4        | 5,208        | 4,340.00        | 492                | 410.00                 | 5,700 | 24             | 4        | 5,673        | 4,727.50        | 556                | 463.33                 | 6,229 | 556                | 463.33                 | 6,229 |
| 25   | 5        | 5,600        | 4,666.67        | 511                | 425.83                 | 6,111 | 25             | 5        | 6,100        | 5,083.33        | 577                | 480.83                 | 6,677 | 577                | 480.83                 | 6,677 |
| 26   | 5        | 5,600        | 4,666.67        | 524                | 436.67                 | 6,124 | 26             | 5        | 6,100        | 5,083.33        | 591                | 492.50                 | 6,691 | 591                | 492.50                 | 6,691 |
| 27   | 5        | 5,600        | 4,666.67        | 536                | 446.67                 | 6,136 | 27             | 5        | 6,100        | 5,083.33        | 606                | 505.00                 | 6,706 | 606                | 505.00                 | 6,706 |
| 28   | 5        | 5,600        | 4,666.67        | 549                | 457.50                 | 6,149 | 28             | 5        | 6,100        | 5,083.33        | 622                | 518.33                 | 6,722 | 622                | 518.33                 | 6,722 |
| 29   | 5        | 5,600        | 4,666.67        | 563                | 469.17                 | 6,163 | 29             | 5        | 6,100        | 5,083.33        | 636                | 530.00                 | 6,736 | 636                | 530.00                 | 6,736 |
| 30   | 5        | 5,600        | 4,666.67        | 577                | 480.83                 | 6,177 | 30             | 5        | 6,100        | 5,083.33        | 652                | 543.33                 | 6,752 | 652                | 543.33                 | 6,752 |
| 31   | 5        | 5,600        | 4,666.67        | 592                | 493.33                 | 6,192 | 31             | 5        | 6,100        | 5,083.33        | 669                | 557.50                 | 6,769 | 669                | 557.50                 | 6,769 |
| 32   | 5        | 5,600        | 4,666.67        | 606                | 505.00                 | 6,206 | 32             | 5        | 6,100        | 5,083.33        | 687                | 572.50                 | 6,787 | 687                | 572.50                 | 6,787 |
| 33   | 5        | 5,600        | 4,666.67        | 622                | 518.33                 | 6,222 | 33             | 5        | 6,100        | 5,083.33        | 703                | 585.83                 | 6,803 | 703                | 585.83                 | 6,803 |
| 34   | 5        | 5,600        | 4,666.67        | 636                | 530.00                 | 6,236 | 34             | 5        | 6,100        | 5,083.33        | 721                | 600.83                 | 6,821 | 721                | 600.83                 | 6,821 |
| 35   | 5        | 5,600        | 4,666.67        | 652                | 543.33                 | 6,252 | 35             | 5        | 6,100        | 5,083.33        | 739                | 615.83                 | 6,839 | 739                | 615.83                 | 6,839 |
| 36   | 5        | 5,600        | 4,666.67        | 669                | 557.50                 | 6,269 | 36             | 5        | 6,100        | 5,083.33        | 757                | 630.83                 | 6,857 | 757                | 630.83                 | 6,857 |
| 37   | 5        | 5,600        | 4,666.67        | 687                | 572.50                 | 6,287 | 37             | 5        | 6,100        | 5,083.33        | 777                | 647.50                 | 6,877 | 777                | 647.50                 | 6,877 |
| 38   | 5        | 5,600        | 4,666.67        | 703                | 585.83                 | 6,303 | 38             | 5        | 6,100        | 5,083.33        | 796                | 663.33                 | 6,896 | 796                | 663.33                 | 6,896 |
| 39+  | 5        | 5,600        | 4,666.67        | 721                | 600.83                 | 6,321 | 39+            | 5        | 6,100        | 5,083.33        | 815                | 679.17                 | 6,915 | 815                | 679.17                 | 6,915 |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

| WINSTON-SALEM/FORSYTH COUNTY SCHOOLS                             |          |              |                 |                    |                        |                    |               |               |  | POLICY 4141 |  |
|--|----------|--------------|-----------------|--------------------|------------------------|--------------------|---------------|---------------|--|-------------|--|
| 2015-16 PSYCHOLOGISTS, SPEECH THERAPISTS, AUDIOLOGISTS SCHEDULES |          |              |                 |                    |                        |                    |               |               |  | 7/01/2015   |  |
| For Teachers Employed Prior to July 1, 2010                      |          |              |                 |                    |                        |                    |               |               |  |             |  |
| Exp.   | New Step | Monthly Base | 12-month Option | Monthly Supplement | 12-mo. opt. Supplement | Monthly Supplement | Total Monthly | Total Monthly |  |             |  |
| 0  | 0        | 4,015        | 3,345.83        | 329                | 274.17                 | 329                | 4,344         | 4,344         |  |             |  |
| 1  | 0        | 4,015        | 3,345.83        | 346                | 288.33                 | 346                | 4,361         | 4,361         |  |             |  |
| 2  | 0        | 4,015        | 3,345.83        | 354                | 295.00                 | 354                | 4,369         | 4,369         |  |             |  |
| 3  | 0        | 4,015        | 3,345.83        | 363                | 302.50                 | 363                | 4,378         | 4,378         |  |             |  |
| 4  | 0        | 4,015        | 3,345.83        | 372                | 310.00                 | 372                | 4,387         | 4,387         |  |             |  |
| 5  | 1        | 4,400        | 3,666.67        | 387                | 322.50                 | 387                | 4,787         | 4,787         |  |             |  |
| 6  | 1        | 4,400        | 3,666.67        | 398                | 331.67                 | 398                | 4,798         | 4,798         |  |             |  |
| 7  | 1        | 4,400        | 3,666.67        | 407                | 339.17                 | 407                | 4,807         | 4,807         |  |             |  |
| 8  | 1        | 4,400        | 3,666.67        | 417                | 347.50                 | 417                | 4,817         | 4,817         |  |             |  |
| 9  | 1        | 4,400        | 3,666.67        | 427                | 355.83                 | 427                | 4,827         | 4,827         |  |             |  |
| 10   | 2        | 4,785        | 3,987.50        | 441                | 367.50                 | 441                | 5,226         | 5,226         |  |             |  |
| 11   | 2        | 4,785        | 3,987.50        | 452                | 376.67                 | 452                | 5,237         | 5,237         |  |             |  |
| 12   | 2        | 4,785        | 3,987.50        | 463                | 385.83                 | 463                | 5,248         | 5,248         |  |             |  |
| 13   | 2        | 4,785        | 3,987.50        | 474                | 395.00                 | 474                | 5,259         | 5,259         |  |             |  |
| 14   | 2        | 4,785        | 3,987.50        | 487                | 405.83                 | 487                | 5,272         | 5,272         |  |             |  |
| 15   | 3        | 5,115        | 4,262.50        | 505                | 420.83                 | 505                | 5,620         | 5,620         |  |             |  |
| 16   | 3        | 5,115        | 4,262.50        | 517                | 430.83                 | 517                | 5,632         | 5,632         |  |             |  |
| 17   | 3        | 5,115        | 4,262.50        | 530                | 441.67                 | 530                | 5,645         | 5,645         |  |             |  |
| 18   | 3        | 5,115        | 4,262.50        | 542                | 451.67                 | 542                | 5,657         | 5,657         |  |             |  |
| 19   | 3        | 5,115        | 4,262.50        | 556                | 463.33                 | 556                | 5,671         | 5,671         |  |             |  |
| 20   | 4        | 5,500        | 4,583.33        | 577                | 480.83                 | 577                | 6,077         | 6,077         |  |             |  |
| 21   | 4        | 5,500        | 4,583.33        | 591                | 492.50                 | 591                | 6,091         | 6,091         |  |             |  |
| 22   | 4        | 5,500        | 4,583.33        | 606                | 505.00                 | 606                | 6,106         | 6,106         |  |             |  |
| 23   | 4        | 5,500        | 4,583.33        | 622                | 518.33                 | 622                | 6,122         | 6,122         |  |             |  |
| 24   | 4        | 5,500        | 4,583.33        | 636                | 530.00                 | 636                | 6,136         | 6,136         |  |             |  |
| 25   | 4        | 5,913        | 4,927.50        | 652                | 543.33                 | 652                | 6,565         | 6,565         |  |             |  |
| 26   | 5        | 5,913        | 4,927.50        | 669                | 557.50                 | 669                | 6,582         | 6,582         |  |             |  |
| 27   | 5        | 5,913        | 4,927.50        | 687                | 572.50                 | 687                | 6,600         | 6,600         |  |             |  |
| 28   | 5        | 5,913        | 4,927.50        | 703                | 585.83                 | 703                | 6,616         | 6,616         |  |             |  |
| 29   | 5        | 5,913        | 4,927.50        | 721                | 600.83                 | 721                | 6,634         | 6,634         |  |             |  |
| 30   | 5        | 5,913        | 4,927.50        | 739                | 615.83                 | 739                | 6,652         | 6,652         |  |             |  |
| 31   | 5        | 5,913        | 4,927.50        | 757                | 630.83                 | 757                | 6,670         | 6,670         |  |             |  |
| 32   | 5        | 5,913        | 4,927.50        | 777                | 647.50                 | 777                | 6,690         | 6,690         |  |             |  |
| 33   | 5        | 5,913        | 4,927.50        | 796                | 663.33                 | 796                | 6,709         | 6,709         |  |             |  |
| 34   | 5        | 5,913        | 4,927.50        | 815                | 679.17                 | 815                | 6,728         | 6,728         |  |             |  |
| 35   | 5        | 5,913        | 4,927.50        | 834                | 695.00                 | 834                | 6,747         | 6,747         |  |             |  |
| 36   | 5        | 5,913        | 4,927.50        | 853                | 710.83                 | 853                | 6,766         | 6,766         |  |             |  |
| 37   | 5        | 5,913        | 4,927.50        | 873                | 727.50                 | 873                | 6,786         | 6,786         |  |             |  |
| 38+  | 5        | 5,913        | 4,927.50        | 893                | 744.17                 | 893                | 6,806         | 6,806         |  |             |  |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS**

**POLICY 4141**

| 2015-16 BASIC TEACHER SALARY SCHEDULES (For teachers employed after June 30, 2010)  |      |         |          |            |             |         |      |      |         |          |            |             |         | 07/01/2015  |         |     |
|---|------|---------|----------|------------|-------------|---------|------|------|---------|----------|------------|-------------|---------|-------------|---------|-----|
| If a teacher worked in a N.C. public school in 2013-14 and is at step 30 or above, the schedule on the following page applies if the resulting pay is higher. |      |         |          |            |             |         |      |      |         |          |            |             |         |             |         |     |
| "A"   | "A"  | "A"     | "A"      | "A"        | "A"         | "A"     | "A"  | "M"  | "M"     | "M"      | "M"        | "M"         | "M"     | "M"         | "M"     | "M" |
| Exp.  | New  | Monthly | 12-month | Monthly    | Supplement  | Total   | Exp. | New  | Monthly | 12-month | Monthly    | Supplement  | Total   | Supplement  | Total   |     |
| Step  | Step | Base    | Option   | Supplement | 12-mo. opt. | Monthly | Step | Step | Base    | Option   | Supplement | 12-mo. opt. | Monthly | 12-mo. opt. | Monthly |     |
| 0   | 0    | 3,500   | 2,916.67 | 263        | 225.00      | 3,763   | 0    | 0    | 3,850   | 3,025.00 | 293        | 244.17      | 4,143   |             |         |     |
| 1   | 0    | 3,500   | 2,916.67 | 270        | 230.83      | 3,770   | 1    | 0    | 3,850   | 3,025.00 | 300        | 250.00      | 4,150   |             |         |     |
| 2   | 0    | 3,500   | 2,916.67 | 277        | 237.50      | 3,777   | 2    | 0    | 3,850   | 3,025.00 | 306        | 255.00      | 4,156   |             |         |     |
| 3   | 0    | 3,500   | 2,916.67 | 285        | 243.33      | 3,785   | 3    | 0    | 3,850   | 3,025.00 | 313        | 260.83      | 4,163   |             |         |     |
| 4   | 0    | 3,500   | 2,916.67 | 292        | 249.17      | 3,792   | 4    | 0    | 3,850   | 3,025.00 | 321        | 267.50      | 4,171   |             |         |     |
| 5   | 1    | 3,650   | 3,041.67 | 299        | 255.00      | 3,949   | 5    | 1    | 4,015   | 3,345.83 | 329        | 274.17      | 4,344   |             |         |     |
| 6   | 1    | 3,650   | 3,041.67 | 306        | 260.83      | 3,956   | 6    | 1    | 4,015   | 3,345.83 | 337        | 280.83      | 4,352   |             |         |     |
| 7   | 1    | 3,650   | 3,041.67 | 313        | 267.50      | 3,963   | 7    | 1    | 4,015   | 3,345.83 | 344        | 286.67      | 4,359   |             |         |     |
| 8   | 1    | 3,650   | 3,041.67 | 321        | 274.17      | 3,971   | 8    | 1    | 4,015   | 3,345.83 | 353        | 294.17      | 4,368   |             |         |     |
| 9   | 1    | 3,650   | 3,041.67 | 329        | 281.67      | 3,979   | 9    | 1    | 4,015   | 3,345.83 | 362        | 301.67      | 4,377   |             |         |     |
| 10  | 2    | 4,000   | 3,333.33 | 343        | 288.33      | 4,343   | 10   | 2    | 4,400   | 3,666.67 | 377        | 314.17      | 4,777   |             |         |     |
| 11  | 2    | 4,000   | 3,333.33 | 351        | 295.00      | 4,351   | 11   | 2    | 4,400   | 3,666.67 | 386        | 321.67      | 4,786   |             |         |     |
| 12  | 2    | 4,000   | 3,333.33 | 359        | 302.50      | 4,359   | 12   | 2    | 4,400   | 3,666.67 | 395        | 329.17      | 4,795   |             |         |     |
| 13  | 2    | 4,000   | 3,333.33 | 368        | 310.00      | 4,368   | 13   | 2    | 4,400   | 3,666.67 | 405        | 337.50      | 4,805   |             |         |     |
| 14  | 2    | 4,000   | 3,333.33 | 378        | 317.50      | 4,378   | 14   | 2    | 4,400   | 3,666.67 | 416        | 346.67      | 4,816   |             |         |     |
| 15  | 3    | 4,350   | 3,625.00 | 390        | 326.67      | 4,740   | 15   | 3    | 4,785   | 3,987.50 | 429        | 357.50      | 5,214   |             |         |     |
| 16  | 3    | 4,350   | 3,625.00 | 401        | 334.17      | 4,751   | 16   | 3    | 4,785   | 3,987.50 | 441        | 367.50      | 5,226   |             |         |     |
| 17  | 3    | 4,350   | 3,625.00 | 410        | 342.50      | 4,760   | 17   | 3    | 4,785   | 3,987.50 | 451        | 375.83      | 5,236   |             |         |     |
| 18  | 3    | 4,350   | 3,625.00 | 420        | 350.83      | 4,770   | 18   | 3    | 4,785   | 3,987.50 | 462        | 385.00      | 5,247   |             |         |     |
| 19  | 3    | 4,350   | 3,625.00 | 431        | 359.17      | 4,781   | 19   | 3    | 4,785   | 3,987.50 | 474        | 395.00      | 5,259   |             |         |     |
| 20  | 4    | 4,650   | 3,875.00 | 445        | 368.33      | 5,095   | 20   | 4    | 5,115   | 4,262.50 | 490        | 408.33      | 5,605   |             |         |     |
| 21  | 4    | 4,650   | 3,875.00 | 456        | 377.50      | 5,106   | 21   | 4    | 5,115   | 4,262.50 | 502        | 418.33      | 5,617   |             |         |     |
| 22  | 4    | 4,650   | 3,875.00 | 468        | 386.67      | 5,118   | 22   | 4    | 5,115   | 4,262.50 | 515        | 429.17      | 5,630   |             |         |     |
| 23  | 4    | 4,650   | 3,875.00 | 479        | 396.67      | 5,129   | 23   | 4    | 5,115   | 4,262.50 | 527        | 439.17      | 5,642   |             |         |     |
| 24  | 4    | 4,650   | 3,875.00 | 492        | 407.50      | 5,142   | 24   | 4    | 5,115   | 4,262.50 | 541        | 450.83      | 5,656   |             |         |     |
| 25  | 5    | 5,000   | 4,166.67 | 511        | 417.50      | 5,511   | 25   | 5    | 5,500   | 4,583.33 | 562        | 468.33      | 6,062   |             |         |     |
| 26  | 5    | 5,000   | 4,166.67 | 524        | 427.50      | 5,524   | 26   | 5    | 5,500   | 4,583.33 | 576        | 480.00      | 6,076   |             |         |     |
| 27  | 5    | 5,000   | 4,166.67 | 536        | 437.50      | 5,536   | 27   | 5    | 5,500   | 4,583.33 | 590        | 491.67      | 6,090   |             |         |     |
| 28  | 5    | 5,000   | 4,166.67 | 549        | 449.17      | 5,549   | 28   | 5    | 5,500   | 4,583.33 | 604        | 503.33      | 6,104   |             |         |     |
| 29  | 5    | 5,000   | 4,166.67 | 563        | 460.00      | 5,563   | 29   | 5    | 5,500   | 4,583.33 | 619        | 515.83      | 6,119   |             |         |     |
| 30  | 5    | 5,000   | 4,166.67 | 577        | 471.67      | 5,577   | 30   | 5    | 5,500   | 4,583.33 | 635        | 529.17      | 6,135   |             |         |     |
| 31  | 5    | 5,000   | 4,166.67 | 592        | 493.33      | 5,592   | 31   | 5    | 5,500   | 4,583.33 | 651        | 542.50      | 6,151   |             |         |     |
| 32  | 5    | 5,000   | 4,166.67 | 606        | 505.00      | 5,606   | 32   | 5    | 5,500   | 4,583.33 | 667        | 555.83      | 6,167   |             |         |     |
| 33  | 5    | 5,000   | 4,166.67 | 622        | 518.33      | 5,622   | 33   | 5    | 5,500   | 4,583.33 | 684        | 570.00      | 6,184   |             |         |     |
| 34  | 5    | 5,000   | 4,166.67 | 636        | 530.00      | 5,636   | 34   | 5    | 5,500   | 4,583.33 | 700        | 583.33      | 6,200   |             |         |     |
| 35  | 5    | 5,000   | 4,166.67 | 652        | 543.33      | 5,652   | 35   | 5    | 5,500   | 4,583.33 | 717        | 597.50      | 6,217   |             |         |     |
| 36  | 5    | 5,000   | 4,166.67 | 669        | 557.50      | 5,669   | 36   | 5    | 5,500   | 4,583.33 | 736        | 613.33      | 6,236   |             |         |     |
| 37  | 5    | 5,000   | 4,166.67 | 687        | 572.50      | 5,687   | 37   | 5    | 5,500   | 4,583.33 | 756        | 630.00      | 6,256   |             |         |     |
| 38  | 5    | 5,000   | 4,166.67 | 703        | 585.83      | 5,703   | 38   | 5    | 5,500   | 4,583.33 | 773        | 644.17      | 6,273   |             |         |     |
| 39+   | 5    | 5,000   | 4,166.67 | 721        | 600.83      | 5,721   | 39+  | 5    | 5,500   | 4,583.33 | 793        | 660.83      | 6,293   |             |         |     |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.



| WINSTON-SALEM/FORSYTH COUNTY SCHOOLS   |          |              |                    |                 |                    |               |                |          |              |                 |                    |                          | POLICY 4141 |            |               |
|--|----------|--------------|--------------------|-----------------|--------------------|---------------|----------------|----------|--------------|-----------------|--------------------|--------------------------|-------------|------------|---------------|
| 2015-16 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed After June 30, 2010)   |          |              |                    |                 |                    |               |                |          |              |                 |                    |                          | 07/01/2015  |            |               |
| NOTE: This schedule is for teachers who have National Board for Professional Teacher Standards certification on their license.                                     |          |              |                    |                 |                    |               |                |          |              |                 |                    |                          |             |            |               |
| If a teacher worked in a N.C. public school in 2013-14 and is at step 30 or above, the schedule on the following page applies if the resulting base pay is higher. |          |              |                    |                 |                    |               |                |          |              |                 |                    |                          |             |            |               |
| "A"  | "A"      | "A"          | "A"                | "A"             | "A"                | "A"           | "A"            | "M"      | "M"          | "M"             | "M"                | "M"                      | "M"         | "M"        | "M"           |
| Exp. Step  | New Step | Monthly Base | Monthly Supplement | 12-month Option | Monthly Supplement | Total Monthly | Exp. 0, 1, & 2 | New Step | Monthly Base | 12-month Option | Monthly Supplement | Total Monthly Supplement | 12-mo. opt. | Supplement | Total Monthly |
| 0, 1, & 2  | N/A      | N/A          | N/A                | N/A             | N/A                | N/A           |                | N/A      | N/A          | N/A             | N/A                | N/A                      | N/A         | N/A        | N/A           |
| 3  | 0        | 3,920        | 3,266.67           | 285             | 237.50             | 4,205         | 3              | 0        | 4,270        | 3,558.33        | 313                | 313                      | 260.83      | 4,583      |               |
| 4  | 0        | 3,920        | 3,266.67           | 292             | 243.33             | 4,212         | 4              | 0        | 4,270        | 3,558.33        | 321                | 321                      | 267.50      | 4,591      |               |
| 5  | 1        | 4,088        | 3,406.67           | 299             | 249.17             | 4,387         | 5              | 1        | 4,453        | 3,710.83        | 329                | 329                      | 274.17      | 4,782      |               |
| 6  | 1        | 4,088        | 3,406.67           | 306             | 255.00             | 4,394         | 6              | 1        | 4,453        | 3,710.83        | 337                | 337                      | 280.83      | 4,790      |               |
| 7  | 1        | 4,088        | 3,406.67           | 313             | 260.83             | 4,401         | 7              | 1        | 4,453        | 3,710.83        | 344                | 344                      | 286.67      | 4,797      |               |
| 8  | 1        | 4,088        | 3,406.67           | 321             | 267.50             | 4,409         | 8              | 1        | 4,453        | 3,710.83        | 353                | 353                      | 294.17      | 4,806      |               |
| 9  | 1        | 4,088        | 3,406.67           | 329             | 274.17             | 4,417         | 9              | 1        | 4,453        | 3,710.83        | 362                | 362                      | 301.67      | 4,815      |               |
| 10   | 2        | 4,480        | 3,733.33           | 343             | 285.83             | 4,823         | 10             | 2        | 4,880        | 4,066.67        | 377                | 377                      | 314.17      | 5,257      |               |
| 11   | 2        | 4,480        | 3,733.33           | 351             | 292.50             | 4,831         | 11             | 2        | 4,880        | 4,066.67        | 386                | 386                      | 321.67      | 5,266      |               |
| 12   | 2        | 4,480        | 3,733.33           | 359             | 299.17             | 4,839         | 12             | 2        | 4,880        | 4,066.67        | 395                | 395                      | 329.17      | 5,275      |               |
| 13   | 2        | 4,480        | 3,733.33           | 368             | 306.67             | 4,848         | 13             | 2        | 4,880        | 4,066.67        | 405                | 405                      | 337.50      | 5,285      |               |
| 14   | 2        | 4,480        | 3,733.33           | 378             | 315.00             | 4,858         | 14             | 2        | 4,880        | 4,066.67        | 416                | 416                      | 346.67      | 5,296      |               |
| 15   | 3        | 4,872        | 4,060.00           | 390             | 325.00             | 5,262         | 15             | 3        | 5,307        | 4,422.50        | 429                | 429                      | 357.50      | 5,736      |               |
| 16   | 3        | 4,872        | 4,060.00           | 401             | 334.17             | 5,273         | 16             | 3        | 5,307        | 4,422.50        | 441                | 441                      | 367.50      | 5,748      |               |
| 17   | 3        | 4,872        | 4,060.00           | 410             | 341.67             | 5,282         | 17             | 3        | 5,307        | 4,422.50        | 451                | 451                      | 375.83      | 5,758      |               |
| 18   | 3        | 4,872        | 4,060.00           | 420             | 350.00             | 5,292         | 18             | 3        | 5,307        | 4,422.50        | 462                | 462                      | 385.00      | 5,769      |               |
| 19   | 3        | 4,872        | 4,060.00           | 431             | 359.17             | 5,303         | 19             | 3        | 5,307        | 4,422.50        | 474                | 474                      | 395.00      | 5,781      |               |
| 20   | 4        | 5,208        | 4,340.00           | 445             | 370.83             | 5,653         | 20             | 4        | 5,673        | 4,727.50        | 490                | 490                      | 408.33      | 6,163      |               |
| 21   | 4        | 5,208        | 4,340.00           | 456             | 380.00             | 5,664         | 21             | 4        | 5,673        | 4,727.50        | 502                | 502                      | 418.33      | 6,175      |               |
| 22   | 4        | 5,208        | 4,340.00           | 468             | 390.00             | 5,676         | 22             | 4        | 5,673        | 4,727.50        | 515                | 515                      | 429.17      | 6,188      |               |
| 23   | 4        | 5,208        | 4,340.00           | 479             | 399.17             | 5,687         | 23             | 4        | 5,673        | 4,727.50        | 527                | 527                      | 439.17      | 6,200      |               |
| 24   | 4        | 5,208        | 4,340.00           | 492             | 410.00             | 5,700         | 24             | 4        | 5,673        | 4,727.50        | 541                | 541                      | 450.83      | 6,214      |               |
| 25   | 5        | 5,600        | 4,666.67           | 511             | 425.83             | 6,111         | 25             | 5        | 6,100        | 5,083.33        | 562                | 562                      | 468.33      | 6,662      |               |
| 26   | 5        | 5,600        | 4,666.67           | 524             | 436.67             | 6,124         | 26             | 5        | 6,100        | 5,083.33        | 576                | 576                      | 480.00      | 6,676      |               |
| 27   | 5        | 5,600        | 4,666.67           | 536             | 446.67             | 6,136         | 27             | 5        | 6,100        | 5,083.33        | 590                | 590                      | 491.67      | 6,690      |               |
| 28   | 5        | 5,600        | 4,666.67           | 549             | 457.50             | 6,149         | 28             | 5        | 6,100        | 5,083.33        | 604                | 604                      | 503.33      | 6,704      |               |
| 29   | 5        | 5,600        | 4,666.67           | 563             | 469.17             | 6,163         | 29             | 5        | 6,100        | 5,083.33        | 619                | 619                      | 515.83      | 6,719      |               |
| 30   | 5        | 5,600        | 4,666.67           | 577             | 480.83             | 6,177         | 30             | 5        | 6,100        | 5,083.33        | 635                | 635                      | 529.17      | 6,735      |               |
| 31   | 5        | 5,600        | 4,666.67           | 592             | 493.33             | 6,192         | 31             | 5        | 6,100        | 5,083.33        | 651                | 651                      | 542.50      | 6,751      |               |
| 32   | 5        | 5,600        | 4,666.67           | 606             | 505.00             | 6,206         | 32             | 5        | 6,100        | 5,083.33        | 667                | 667                      | 555.83      | 6,767      |               |
| 33   | 5        | 5,600        | 4,666.67           | 622             | 518.33             | 6,222         | 33             | 5        | 6,100        | 5,083.33        | 684                | 684                      | 570.00      | 6,784      |               |
| 34   | 5        | 5,600        | 4,666.67           | 636             | 530.00             | 6,236         | 34             | 5        | 6,100        | 5,083.33        | 700                | 700                      | 583.33      | 6,800      |               |
| 35   | 5        | 5,600        | 4,666.67           | 652             | 543.33             | 6,252         | 35             | 5        | 6,100        | 5,083.33        | 717                | 717                      | 597.50      | 6,817      |               |
| 36   | 5        | 5,600        | 4,666.67           | 669             | 557.50             | 6,269         | 36             | 5        | 6,100        | 5,083.33        | 736                | 736                      | 613.33      | 6,836      |               |
| 37   | 5        | 5,600        | 4,666.67           | 687             | 572.50             | 6,287         | 37             | 5        | 6,100        | 5,083.33        | 756                | 756                      | 630.00      | 6,856      |               |
| 38   | 5        | 5,600        | 4,666.67           | 703             | 585.83             | 6,303         | 38             | 5        | 6,100        | 5,083.33        | 773                | 773                      | 644.17      | 6,873      |               |
| 39+  | 5        | 5,600        | 4,666.67           | 721             | 600.83             | 6,321         | 39+            | 5        | 6,100        | 5,083.33        | 793                | 793                      | 660.83      | 6,893      |               |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

| WINSTON-SALEM/FORSYTH COUNTY SCHOOLS  |          |              |                 |                    |                    |                        |               |               |  | POLICY 4141 |  |
|---|----------|--------------|-----------------|--------------------|--------------------|------------------------|---------------|---------------|--|-------------|--|
| 2015-16 PSYCHOLOGISTS, SPEECH THERAPISTS, AUDIOLOGISTS SCHEDULES  |          |              |                 |                    |                    |                        |               |               |  | 07/01/2015  |  |
| For Teachers Employed After June 30, 2010   |          |              |                 |                    |                    |                        |               |               |  |             |  |
| If a teacher worked in a N.C. public school in 2013-14 and is at step 26 or above, the schedule on the following page applies if the resulting pay is higher. |          |              |                 |                    |                    |                        |               |               |  |             |  |
| Exp.  | New Step | Monthly Base | 12-month Option | Monthly Supplement | Monthly Supplement | 12-mo. opt. Supplement | Total Monthly | Total Monthly |  |             |  |
| 0   | 0        | 4,015        | 3,345.83        | 329                |                    | 274.17                 | 4,344         |               |  |             |  |
| 1   | 0        | 4,015        | 3,345.83        | 337                |                    | 280.83                 | 4,352         |               |  |             |  |
| 2   | 0        | 4,015        | 3,345.83        | 344                |                    | 286.67                 | 4,359         |               |  |             |  |
| 3   | 0        | 4,015        | 3,345.83        | 353                |                    | 294.17                 | 4,368         |               |  |             |  |
| 4   | 0        | 4,015        | 3,345.83        | 362                |                    | 301.67                 | 4,377         |               |  |             |  |
| 5   | 1        | 4,400        | 3,666.67        | 377                |                    | 314.17                 | 4,777         |               |  |             |  |
| 6   | 1        | 4,400        | 3,666.67        | 386                |                    | 321.67                 | 4,786         |               |  |             |  |
| 7   | 1        | 4,400        | 3,666.67        | 395                |                    | 329.17                 | 4,795         |               |  |             |  |
| 8   | 1        | 4,400        | 3,666.67        | 405                |                    | 337.50                 | 4,805         |               |  |             |  |
| 9   | 1        | 4,400        | 3,666.67        | 416                |                    | 346.67                 | 4,816         |               |  |             |  |
| 10  | 2        | 4,785        | 3,987.50        | 429                |                    | 357.50                 | 5,214         |               |  |             |  |
| 11  | 2        | 4,785        | 3,987.50        | 441                |                    | 367.50                 | 5,226         |               |  |             |  |
| 12  | 2        | 4,785        | 3,987.50        | 451                |                    | 375.83                 | 5,236         |               |  |             |  |
| 13  | 2        | 4,785        | 3,987.50        | 462                |                    | 385.00                 | 5,247         |               |  |             |  |
| 14  | 2        | 4,785        | 3,987.50        | 474                |                    | 395.00                 | 5,259         |               |  |             |  |
| 15  | 3        | 5,115        | 4,262.50        | 490                |                    | 408.33                 | 5,605         |               |  |             |  |
| 16  | 3        | 5,115        | 4,262.50        | 502                |                    | 418.33                 | 5,617         |               |  |             |  |
| 17  | 3        | 5,115        | 4,262.50        | 515                |                    | 429.17                 | 5,630         |               |  |             |  |
| 18  | 3        | 5,115        | 4,262.50        | 527                |                    | 439.17                 | 5,642         |               |  |             |  |
| 19  | 3        | 5,115        | 4,262.50        | 541                |                    | 450.83                 | 5,656         |               |  |             |  |
| 20  | 4        | 5,500        | 4,583.33        | 562                |                    | 468.33                 | 6,062         |               |  |             |  |
| 21  | 4        | 5,500        | 4,583.33        | 576                |                    | 480.00                 | 6,076         |               |  |             |  |
| 22  | 4        | 5,500        | 4,583.33        | 590                |                    | 491.67                 | 6,090         |               |  |             |  |
| 23  | 4        | 5,500        | 4,583.33        | 604                |                    | 503.33                 | 6,104         |               |  |             |  |
| 24  | 4        | 5,500        | 4,583.33        | 619                |                    | 515.83                 | 6,119         |               |  |             |  |
| 25  | 4        | 5,913        | 4,927.50        | 635                |                    | 529.17                 | 6,548         |               |  |             |  |
| 26  | 5        | 5,913        | 4,927.50        | 651                |                    | 542.50                 | 6,564         |               |  |             |  |
| 27  | 5        | 5,913        | 4,927.50        | 667                |                    | 555.83                 | 6,580         |               |  |             |  |
| 28  | 5        | 5,913        | 4,927.50        | 684                |                    | 570.00                 | 6,597         |               |  |             |  |
| 29  | 5        | 5,913        | 4,927.50        | 700                |                    | 583.33                 | 6,613         |               |  |             |  |
| 30  | 5        | 5,913        | 4,927.50        | 717                |                    | 597.50                 | 6,630         |               |  |             |  |
| 31  | 5        | 5,913        | 4,927.50        | 723                |                    | 602.50                 | 6,636         |               |  |             |  |
| 32  | 5        | 5,913        | 4,927.50        | 740                |                    | 616.67                 | 6,653         |               |  |             |  |
| 33  | 5        | 5,913        | 4,927.50        | 757                |                    | 630.83                 | 6,670         |               |  |             |  |
| 34  | 5        | 5,913        | 4,927.50        | 774                |                    | 645.00                 | 6,687         |               |  |             |  |
| 35  | 5        | 5,913        | 4,927.50        | 792                |                    | 660.00                 | 6,705         |               |  |             |  |
| 36  | 5        | 5,913        | 4,927.50        | 810                |                    | 675.00                 | 6,723         |               |  |             |  |
| 37  | 5        | 5,913        | 4,927.50        | 829                |                    | 690.83                 | 6,742         |               |  |             |  |
| 38+   | 5        | 5,913        | 4,927.50        | 848                |                    | 706.67                 | 6,761         |               |  |             |  |

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

## PAY FORMULAS FOR SCHOOL BASED ADMINISTRATORS

Principals

High School: The following formula determines high school principal pay:

| <u>School Type</u>               | <u>School Size</u> | <u>Base Pay</u>   |
|----------------------------------|--------------------|-------------------|
| Small Non-traditional            | Up to 100 ADM      | \$72,720          |
| Medium Non-traditional           | 101-499 ADM        | \$80,070          |
| Large Non-traditional            | 500+ ADM           | \$96,690          |
| Small Traditional                | Up to 700 ADM      | \$98,730          |
| Medium Traditional               | 701-1,499 ADM      | \$103,930         |
| Large Traditional                | 1,500+ ADM         | \$109,140         |
| <u>Add-On Factors</u>            |                    | <u>Add-On Pay</u> |
| Experience 0-2.99 years          |                    | \$ -0-            |
| Experience 3-5.99 years          |                    | \$2,400           |
| Experience 6-9.99 years          |                    | \$4,800           |
| Experience 10+ years             |                    | \$6,000           |
| Advanced Degree                  |                    | \$1,512           |
| Doctorate Degree or Active NBPTS |                    | \$3,036           |

Middle and Elementary School: Previous years' formulas are still used for placement (refer to July 2014 Policy 4141) – pay increase for 2015-16 is the percentage of the eligible state step increase granted in the General Assembly's Budget Bill.

**PAY FORMULAS FOR SCHOOL BASED ADMINISTRATORS**

**Assistant Principals**

The following formula determines assistant principal pay:

Elementary Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 1%

Middle Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 2.5%

High Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 9%

Additional Add-on Pay at each level of 0.5% per year of assistant principal experience, maximum of 5% (10 years)

In all cases, school-based administrators who are paid above the formulas herein (grandfathered) will receive all eligible state increases but no increase in local supplement unless otherwise mandated by statute.

**Formulas for Central Administrator Pay**

For Lead Teachers, add 1% to the **highest** eligible teacher schedule monthly pay, including base pay plus local supplement, but excluding advanced or doctoral degree additional pay, and rounded up to the nearest dollar, and then add any eligible advanced degree pay at the state-approved rate.

**For all other central administrators (previously classified at Grade 68 or above), the following table and administrative processes apply:**

| <u>Administrative Pay Classification</u>      | <u>Minimum Pay</u> |
|---|--------------------|
| Senior Staff (Contracted Positions)           | \$115,300          |
| Chief Attorney                                | \$111,333          |
| Chief Program/Operations Officers – Level 3   | \$107,830          |
| Chief Program/Operations Officers – Level 2   | \$95,410           |
| Chief Program/Operations Officers – Level 1   | \$87,720           |
| Executive Directors                           | \$78,275           |
| Directors – Level 2                           | \$72,810           |
| Staff Attorney                                | \$70,330           |
| Directors – Level 1                           | \$68,840           |
| Program/Operations Support Managers – Level 2 | \$64,860           |
| Program/Operations Support Managers – Level 1 | \$58,890           |
| Operations Support Specialists – Level 2      | \$50,945           |
| Operations Support Specialists – Level 1      | \$42,975           |

All of these roles require a degree beyond high school plus some years of previous relevant experience, and a candidate with no more than the minimum amount of relevant experience would be placed at the minimum pay level for the appropriate category. The minimum pay for the Operations Support Specialists – Level 1 is approximately the same as the beginning teacher pay rate on a 12-month basis.

**Formulas for Central Administrator Pay**

For relevant teaching and administrative experience beyond the minimum requirement, 0.6% per year is added to the minimum pay level.

Administrative experience (beyond the minimum requirement) in WS/FCS is granted at year-for-year, while relevant administrative experience (beyond the minimum requirement) outside of WS/FCS is granted at one year for each two years of such experience (rounded up to the nearest full year).

To the calculated pay of all classifications below Chief Program Officers, \$126 per month is added for an Advanced Degree on their administrative license or \$252 per month is added for an earned Doctorate Degree in a field of study relevant to their job role or for NBPTS. No other incremental pay is added for education beyond the minimum amount required for the job.

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS**  
**Classified Monthly Pay Ranges**  
**2015-16**

Policy 4141

| Grade        | Working 215+ Days per Year |          |         | Working 205 Days per Year |          |         | Substitutes |        |
|--------------|----------------------------|----------|---------|---------------------------|----------|---------|-------------|--------|
|              | Minimum                    | Midpoint | Maximum | Minimum                   | Midpoint | Maximum | Daily       | Hourly |
| 54           | 1,907                      | 2,388    | 2,868   | 1,818                     | 2,277    | 2,735   | 88.02       | 11.00  |
| 55           | 1,986                      | 2,492    | 2,997   | 1,894                     | 2,376    | 2,858   | 91.66       | 11.46  |
| 56           | 2,001                      | 2,566    | 3,131   | 1,908                     | 2,447    | 2,985   | 92.35       | 11.54  |
| 57           | 2,016                      | 2,643    | 3,269   |                           |          |         | 93.05       | 11.63  |
| 58           | 2,035                      | 2,726    | 3,417   |                           |          |         | 93.92       | 11.74  |
| 59           | 2,122                      | 2,847    | 3,572   |                           |          |         | 97.94       | 12.24  |
| 60           | 2,220                      | 2,977    | 3,733   |                           |          |         | 102.46      | 12.81  |
| 61           | 2,345                      | 3,125    | 3,905   |                           |          |         | 108.23      | 13.53  |
| 62           | 2,429                      | 3,257    | 4,084   |                           |          |         | 112.11      | 14.01  |
| 63           | 2,549                      | 3,411    | 4,273   |                           |          |         | 117.65      | 14.71  |
| 64           | 2,669                      | 3,565    | 4,461   |                           |          |         | 123.18      | 15.40  |
| 65           | 2,789                      | 3,732    | 4,675   |                           |          |         |             |        |
| 66           | 2,921                      | 3,911    | 4,900   |                           |          |         |             |        |
| 67           | 3,065                      | 4,100    | 5,134   |                           |          |         |             |        |
| 68           | 3,206                      | 4,294    | 5,381   |                           |          |         |             |        |
| 69           | 3,361                      | 4,502    | 5,642   |                           |          |         |             |        |
| 70           | 3,523                      | 4,719    | 5,914   |                           |          |         |             |        |
| 71           | 3,689                      | 4,944    | 6,199   |                           |          |         |             |        |
| 72           | 3,863                      | 5,296    | 6,728   |                           |          |         |             |        |
| 73           | 4,053                      | 5,558    | 7,063   |                           |          |         |             |        |
| 74           | 4,254                      | 5,835    | 7,415   |                           |          |         |             |        |
| 75           | 4,467                      | 6,126    | 7,785   |                           |          |         |             |        |
| 76           | 4,690                      | 6,433    | 8,176   |                           |          |         |             |        |
| Skill-Based: |                            |          |         |                           |          |         |             |        |
| LA           | 2,186                      | 2,715    | 3,243   |                           |          |         |             |        |
| LB           | 2,379                      | 2,956    | 3,532   |                           |          |         |             |        |
| LC           | 2,600                      | 3,231    | 3,861   |                           |          |         |             |        |
| LD           | 2,844                      | 3,536    | 4,227   |                           |          |         |             |        |
| LE           | 3,105                      | 3,866    | 4,626   |                           |          |         |             |        |
| LF           | 3,257                      | 4,053    | 4,849   |                           |          |         |             |        |

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS  
HOURLY-PAID EMPLOYEES PAY TABLES**

**POLICY 4141  
JULY 2015**

| <u>Step</u> | <u>Grade 51</u> | <u>Grade 50</u> | <u>Step</u> | <u>Grade 46</u> | <u>Grade 47</u> | <u>Grade 56</u> |
|-------------|-----------------|-----------------|-------------|-----------------|-----------------|-----------------|
| 00          | \$8.39          | \$9.30          |             |                 |                 |                 |
| 01          | \$8.49          | \$9.41          | 00          | \$12.35         | \$12.94         | \$10.77         |
| 02          | \$8.64          | \$9.57          | 01          | \$12.49         | \$13.09         | \$10.90         |
| 03          | \$8.79          | \$9.73          | 02          | \$12.74         | \$13.34         | \$11.06         |
| 04          | \$9.05          | \$10.02         | 03          | \$13.10         | \$13.72         | \$11.22         |
| 05          | \$9.20          | \$10.18         | 04          | \$13.32         | \$13.97         | \$11.43         |
| 06          | \$9.35          | \$10.35         | 05          | \$13.58         | \$14.24         | \$11.59         |
| 07          | \$9.53          | \$10.57         | 06          | \$14.05         | \$14.78         | \$11.77         |
| 08          | \$9.68          | \$10.75         | 07          | \$14.29         | \$15.02         | \$11.94         |
| 09          | \$9.84          | \$10.94         | 08          | \$14.53         | \$15.28         | \$12.12         |
| 10          | \$9.97          | \$11.12         | 09          | \$14.76         | \$15.55         | \$12.30         |
| 11          | \$10.14         | \$11.28         | 10          | \$15.01         | \$15.83         | \$12.48         |
| 12          | \$10.29         | \$11.47         | 11          | \$15.27         | \$16.12         | \$12.68         |
| 13          | \$10.44         | \$11.66         | 12          | \$15.52         | \$16.40         | \$12.82         |
| 14          | \$10.60         | \$11.85         | 13          | \$15.78         | \$16.69         | \$13.01         |
| 15          | \$10.78         | \$12.05         | 14          | \$16.05         | \$16.99         | \$13.26         |
| 16          | \$10.96         | \$12.25         | 15          | \$16.32         | \$17.29         | \$13.47         |
| 17          | \$11.13         | \$12.45         | 16          | \$16.59         | \$17.59         | \$13.59         |
| 18          | \$11.29         | \$12.66         | 17          | \$16.90         | \$17.91         | \$13.79         |
| 19          | \$11.47         | \$12.87         | 18          | \$17.20         | \$18.24         | \$14.00         |
| 20          | \$11.65         | \$13.08         | 19          | \$17.50         | \$18.57         | \$14.21         |
| 21          | \$11.83         | \$13.30         | 20          | \$17.82         | \$18.90         | \$14.43         |
| 22          | \$12.04         | \$13.53         | 21          | \$18.13         | \$19.23         | \$14.64         |
| 23          | \$12.24         | \$13.75         | 22          | \$18.47         | \$19.59         | \$14.86         |
| 24          | \$12.44         | \$13.97         | 23          | \$18.80         | \$19.94         | \$15.09         |
| 25          | \$12.64         | \$14.23         | 24          | \$19.13         | \$20.31         | \$15.31         |
| 26          | \$12.84         | \$14.47         | 25          | \$19.48         | \$20.69         | \$15.55         |
| 27          | \$13.05         | \$14.72         | 26          | \$19.83         | \$21.09         | \$15.75         |
| 28          | \$13.26         | \$14.97         | 27          | \$20.19         | \$21.49         | \$16.00         |
| 29          | \$13.48         | \$15.24         | 28          | \$20.55         | \$21.90         | \$16.24         |
| 30          | \$13.70         | \$15.49         | 29          | \$20.93         | \$22.33         | \$16.49         |
| 31          | \$13.92         | \$15.76         | 30          | \$21.33         | \$22.78         | \$16.74         |
| 32          | \$14.15         | \$16.04         | 31          | \$21.74         | \$23.21         | \$17.00         |
| 33          | \$14.40         | \$16.32         | 32          | \$22.15         | \$23.67         | \$17.26         |
| 34          | \$14.64         | \$16.59         | 33          | \$22.58         | \$24.14         | \$17.52         |
| 35          | \$14.88         | \$16.89         | 34          | \$23.02         | \$24.61         | \$17.80         |
| 36          | \$15.14         | \$17.18         | 35          | \$23.45         | \$25.09         | \$18.08         |

Pay Grade 51 is the pay table for bus monitors and full-time dietary workers.

Pay Grade 50 is the pay table for part-time dietary workers.

Pay Grade 46 is the pay table for full-time bus drivers.

Pay Grade 47 is the pay table for part-time bus drivers.

Pay Grade 56 is the pay table for transportation assistants.



**2015-2016 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE**

**AMOUNTS ARE MONTHLY PAY RATES**

| Step<br>Months | AD       | Asst/AD<br>10 | H FB<br>3.5 | Asst H FB<br>3.5 | Asst FB<br>3.5 | Wgt.Tr<br>3.5 | H IT<br>2.5 | Asst IT<br>2.5 | H VB<br>3 | Asst VB<br>3 | H BsktB<br>4 | Asst BsktB<br>4 | H BseB      |        | Asst BseB      |           | H Soc<br>3.5 | Asst Soc<br>3.5 |
|----------------|----------|---------------|-------------|------------------|----------------|---------------|-------------|----------------|-----------|--------------|--------------|-----------------|-------------|--------|----------------|-----------|--------------|-----------------|
|                |          |               |             |                  |                |               |             |                |           |              |              |                 | H SB<br>3.5 | H BseB | Asst SB<br>3.5 | Asst BseB |              |                 |
| 0              | \$ 700   | \$ 424        | \$ 919      | \$ 577           | \$ 526         | \$ 411        | \$ 536      | \$ 311         | \$ 457    | \$ 290       | \$ 652       | \$ 355          | \$ 538      | \$ 311 | \$ 311         | \$ 536    | \$ 311       |                 |
| 1              | \$ 708   | \$ 429        | \$ 930      | \$ 584           | \$ 532         | \$ 416        | \$ 542      | \$ 315         | \$ 462    | \$ 293       | \$ 660       | \$ 359          | \$ 544      | \$ 315 | \$ 315         | \$ 542    | \$ 315       |                 |
| 2              | \$ 734   | \$ 444        | \$ 962      | \$ 604           | \$ 551         | \$ 430        | \$ 562      | \$ 326         | \$ 479    | \$ 304       | \$ 683       | \$ 371          | \$ 564      | \$ 326 | \$ 326         | \$ 562    | \$ 326       |                 |
| 3              | \$ 759   | \$ 459        | \$ 996      | \$ 625           | \$ 570         | \$ 445        | \$ 581      | \$ 337         | \$ 496    | \$ 314       | \$ 707       | \$ 385          | \$ 584      | \$ 337 | \$ 337         | \$ 581    | \$ 337       |                 |
| 4              | \$ 785   | \$ 476        | \$ 1,030    | \$ 648           | \$ 590         | \$ 460        | \$ 601      | \$ 349         | \$ 513    | \$ 325       | \$ 732       | \$ 398          | \$ 604      | \$ 349 | \$ 349         | \$ 601    | \$ 349       |                 |
| 5              | \$ 813   | \$ 492        | \$ 1,067    | \$ 670           | \$ 610         | \$ 477        | \$ 622      | \$ 361         | \$ 531    | \$ 336       | \$ 757       | \$ 412          | \$ 625      | \$ 361 | \$ 361         | \$ 622    | \$ 361       |                 |
| 6              | \$ 841   | \$ 509        | \$ 1,103    | \$ 693           | \$ 631         | \$ 493        | \$ 644      | \$ 373         | \$ 550    | \$ 347       | \$ 783       | \$ 426          | \$ 647      | \$ 373 | \$ 373         | \$ 644    | \$ 373       |                 |
| 7              | \$ 869   | \$ 526        | \$ 1,141    | \$ 716           | \$ 653         | \$ 509        | \$ 665      | \$ 386         | \$ 568    | \$ 358       | \$ 810       | \$ 440          | \$ 668      | \$ 386 | \$ 386         | \$ 665    | \$ 386       |                 |
| 8              | \$ 898   | \$ 543        | \$ 1,178    | \$ 740           | \$ 674         | \$ 525        | \$ 687      | \$ 398         | \$ 586    | \$ 370       | \$ 836       | \$ 454          | \$ 690      | \$ 398 | \$ 398         | \$ 687    | \$ 398       |                 |
| 9              | \$ 926   | \$ 561        | \$ 1,215    | \$ 763           | \$ 695         | \$ 542        | \$ 709      | \$ 411         | \$ 605    | \$ 383       | \$ 862       | \$ 469          | \$ 712      | \$ 411 | \$ 411         | \$ 709    | \$ 411       |                 |
| 10             | \$ 955   | \$ 578        | \$ 1,254    | \$ 787           | \$ 716         | \$ 560        | \$ 732      | \$ 424         | \$ 624    | \$ 395       | \$ 890       | \$ 483          | \$ 735      | \$ 424 | \$ 424         | \$ 732    | \$ 424       |                 |
| 11             | \$ 985   | \$ 595        | \$ 1,292    | \$ 812           | \$ 739         | \$ 577        | \$ 754      | \$ 437         | \$ 644    | \$ 407       | \$ 917       | \$ 498          | \$ 757      | \$ 437 | \$ 437         | \$ 754    | \$ 437       |                 |
| 12             | \$ 1,014 | \$ 612        | \$ 1,331    | \$ 836           | \$ 761         | \$ 594        | \$ 776      | \$ 450         | \$ 663    | \$ 419       | \$ 944       | \$ 513          | \$ 779      | \$ 450 | \$ 450         | \$ 776    | \$ 450       |                 |
| 13             | \$ 1,043 | \$ 630        | \$ 1,369    | \$ 860           | \$ 783         | \$ 611        | \$ 798      | \$ 463         | \$ 682    | \$ 431       | \$ 972       | \$ 528          | \$ 802      | \$ 463 | \$ 463         | \$ 798    | \$ 463       |                 |
| 14             | \$ 1,073 | \$ 649        | \$ 1,408    | \$ 884           | \$ 806         | \$ 628        | \$ 821      | \$ 477         | \$ 701    | \$ 443       | \$ 999       | \$ 543          | \$ 824      | \$ 477 | \$ 477         | \$ 821    | \$ 477       |                 |
| 15             | \$ 1,102 | \$ 667        | \$ 1,446    | \$ 909           | \$ 828         | \$ 646        | \$ 843      | \$ 490         | \$ 721    | \$ 455       | \$ 1,026     | \$ 559          | \$ 846      | \$ 490 | \$ 490         | \$ 843    | \$ 490       |                 |
| 16             | \$ 1,131 | \$ 684        | \$ 1,485    | \$ 933           | \$ 850         | \$ 663        | \$ 865      | \$ 503         | \$ 740    | \$ 468       | \$ 1,053     | \$ 574          | \$ 868      | \$ 503 | \$ 503         | \$ 865    | \$ 503       |                 |
| 17             | \$ 1,161 | \$ 701        | \$ 1,522    | \$ 957           | \$ 871         | \$ 680        | \$ 888      | \$ 516         | \$ 759    | \$ 480       | \$ 1,081     | \$ 588          | \$ 891      | \$ 516 | \$ 516         | \$ 888    | \$ 516       |                 |
| 18             | \$ 1,190 | \$ 719        | \$ 1,561    | \$ 982           | \$ 894         | \$ 697        | \$ 910      | \$ 529         | \$ 778    | \$ 492       | \$ 1,108     | \$ 603          | \$ 913      | \$ 529 | \$ 529         | \$ 910    | \$ 529       |                 |
| 19             | \$ 1,219 | \$ 737        | \$ 1,600    | \$ 1,006         | \$ 916         | \$ 714        | \$ 932      | \$ 542         | \$ 797    | \$ 504       | \$ 1,135     | \$ 618          | \$ 936      | \$ 542 | \$ 542         | \$ 932    | \$ 542       |                 |
| 20             | \$ 1,250 | \$ 755        | \$ 1,640    | \$ 1,031         | \$ 939         | \$ 733        | \$ 955      | \$ 556         | \$ 818    | \$ 516       | \$ 1,164     | \$ 634          | \$ 959      | \$ 556 | \$ 556         | \$ 955    | \$ 556       |                 |
| 21             | \$ 1,281 | \$ 774        | \$ 1,682    | \$ 1,057         | \$ 962         | \$ 751        | \$ 980      | \$ 570         | \$ 838    | \$ 529       | \$ 1,193     | \$ 650          | \$ 984      | \$ 570 | \$ 570         | \$ 980    | \$ 570       |                 |
| 22             | \$ 1,309 | \$ 793        | \$ 1,716    | \$ 1,081         | \$ 983         | \$ 766        | \$ 999      | \$ 584         | \$ 854    | \$ 542       | \$ 1,217     | \$ 662          | \$ 1,006    | \$ 584 | \$ 584         | \$ 999    | \$ 584       |                 |

**POLICY 4141**

**7/11/2015**

**2015-2016 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE**

POLICY 4141

**AMOUNTS ARE MONTHLY PAY RATES**

7/1/2015

| Step<br>Months | Lacrosse<br>3 | Fld Hcky<br>3 | Asst Lac<br>3 | Asst F.H.<br>3 | H Tr<br>3.5 | Asst Tr<br>3.5 | H CC<br>3.5 | Asst CC<br>3.5 | H Wr<br>4 | Asst Wr<br>4 | Tennis<br>3.5 | Golf<br>3.5 | H Sw<br>4 | Asst Sw<br>4 | H ChLd<br>7 | Asst ChLd<br>7 |
|----------------|---------------|---------------|---------------|----------------|-------------|----------------|-------------|----------------|-----------|--------------|---------------|-------------|-----------|--------------|-------------|----------------|
|                |               |               |               |                |             |                |             |                |           |              |               |             |           |              |             |                |
| 0              | \$ 536        | \$ 536        | \$ 311        | \$ 311         | \$ 536      | \$ 311         | \$ 311      | \$ 536         | \$ 538    | \$ 311       | \$ 330        | \$ 330      | \$ 472    | \$ 233       | \$ 360      | \$ 260         |
| 1              | \$ 542        | \$ 542        | \$ 315        | \$ 315         | \$ 542      | \$ 315         | \$ 315      | \$ 542         | \$ 544    | \$ 315       | \$ 334        | \$ 334      | \$ 478    | \$ 236       | \$ 364      | \$ 263         |
| 2              | \$ 562        | \$ 562        | \$ 326        | \$ 326         | \$ 562      | \$ 326         | \$ 326      | \$ 562         | \$ 564    | \$ 326       | \$ 346        | \$ 346      | \$ 495    | \$ 244       | \$ 377      | \$ 272         |
| 3              | \$ 581        | \$ 581        | \$ 337        | \$ 337         | \$ 581      | \$ 337         | \$ 337      | \$ 581         | \$ 584    | \$ 337       | \$ 358        | \$ 358      | \$ 512    | \$ 252       | \$ 391      | \$ 281         |
| 4              | \$ 601        | \$ 601        | \$ 349        | \$ 349         | \$ 601      | \$ 349         | \$ 349      | \$ 601         | \$ 604    | \$ 349       | \$ 370        | \$ 370      | \$ 530    | \$ 261       | \$ 405      | \$ 291         |
| 5              | \$ 622        | \$ 622        | \$ 361        | \$ 361         | \$ 622      | \$ 361         | \$ 361      | \$ 622         | \$ 625    | \$ 361       | \$ 384        | \$ 384      | \$ 549    | \$ 270       | \$ 419      | \$ 302         |
| 6              | \$ 644        | \$ 644        | \$ 373        | \$ 373         | \$ 644      | \$ 373         | \$ 373      | \$ 644         | \$ 647    | \$ 373       | \$ 397        | \$ 397      | \$ 568    | \$ 279       | \$ 433      | \$ 312         |
| 7              | \$ 665        | \$ 665        | \$ 386        | \$ 386         | \$ 665      | \$ 386         | \$ 386      | \$ 665         | \$ 668    | \$ 386       | \$ 410        | \$ 410      | \$ 587    | \$ 288       | \$ 447      | \$ 322         |
| 8              | \$ 687        | \$ 687        | \$ 398        | \$ 398         | \$ 687      | \$ 398         | \$ 398      | \$ 687         | \$ 690    | \$ 398       | \$ 423        | \$ 423      | \$ 606    | \$ 298       | \$ 461      | \$ 332         |
| 9              | \$ 709        | \$ 709        | \$ 411        | \$ 411         | \$ 709      | \$ 411         | \$ 411      | \$ 709         | \$ 712    | \$ 411       | \$ 436        | \$ 436      | \$ 625    | \$ 307       | \$ 477      | \$ 342         |
| 10             | \$ 732        | \$ 732        | \$ 424        | \$ 424         | \$ 732      | \$ 424         | \$ 424      | \$ 732         | \$ 735    | \$ 424       | \$ 449        | \$ 449      | \$ 645    | \$ 316       | \$ 492      | \$ 353         |
| 11             | \$ 754        | \$ 754        | \$ 437        | \$ 437         | \$ 754      | \$ 437         | \$ 437      | \$ 754         | \$ 757    | \$ 437       | \$ 463        | \$ 463      | \$ 664    | \$ 326       | \$ 507      | \$ 364         |
| 12             | \$ 776        | \$ 776        | \$ 450        | \$ 450         | \$ 776      | \$ 450         | \$ 450      | \$ 776         | \$ 779    | \$ 450       | \$ 478        | \$ 478      | \$ 684    | \$ 336       | \$ 522      | \$ 375         |
| 13             | \$ 798        | \$ 798        | \$ 463        | \$ 463         | \$ 798      | \$ 463         | \$ 463      | \$ 798         | \$ 802    | \$ 463       | \$ 492        | \$ 492      | \$ 704    | \$ 346       | \$ 537      | \$ 387         |
| 14             | \$ 821        | \$ 821        | \$ 477        | \$ 477         | \$ 821      | \$ 477         | \$ 477      | \$ 821         | \$ 824    | \$ 477       | \$ 506        | \$ 506      | \$ 725    | \$ 356       | \$ 553      | \$ 398         |
| 15             | \$ 843        | \$ 843        | \$ 490        | \$ 490         | \$ 843      | \$ 490         | \$ 490      | \$ 843         | \$ 846    | \$ 490       | \$ 520        | \$ 520      | \$ 745    | \$ 366       | \$ 568      | \$ 409         |
| 16             | \$ 865        | \$ 865        | \$ 503        | \$ 503         | \$ 865      | \$ 503         | \$ 503      | \$ 865         | \$ 868    | \$ 503       | \$ 534        | \$ 534      | \$ 765    | \$ 376       | \$ 583      | \$ 420         |
| 17             | \$ 888        | \$ 888        | \$ 516        | \$ 516         | \$ 888      | \$ 516         | \$ 516      | \$ 888         | \$ 891    | \$ 516       | \$ 547        | \$ 547      | \$ 784    | \$ 386       | \$ 598      | \$ 431         |
| 18             | \$ 910        | \$ 910        | \$ 529        | \$ 529         | \$ 910      | \$ 529         | \$ 529      | \$ 910         | \$ 913    | \$ 529       | \$ 562        | \$ 562      | \$ 804    | \$ 396       | \$ 613      | \$ 442         |
| 19             | \$ 932        | \$ 932        | \$ 542        | \$ 542         | \$ 932      | \$ 542         | \$ 542      | \$ 932         | \$ 936    | \$ 542       | \$ 576        | \$ 576      | \$ 824    | \$ 406       | \$ 628      | \$ 453         |
| 20             | \$ 955        | \$ 955        | \$ 556        | \$ 556         | \$ 955      | \$ 556         | \$ 556      | \$ 955         | \$ 959    | \$ 556       | \$ 590        | \$ 590      | \$ 844    | \$ 416       | \$ 645      | \$ 465         |
| 21             | \$ 980        | \$ 980        | \$ 570        | \$ 570         | \$ 980      | \$ 570         | \$ 570      | \$ 980         | \$ 984    | \$ 570       | \$ 605        | \$ 605      | \$ 865    | \$ 426       | \$ 661      | \$ 476         |
| 22             | \$ 999        | \$ 999        | \$ 584        | \$ 584         | \$ 999      | \$ 584         | \$ 584      | \$ 999         | \$ 1,006  | \$ 584       | \$ 617        | \$ 617      | \$ 884    | \$ 434       | \$ 673      | \$ 484         |

| 2015-2016 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE |                  |                        |                          |                   |                        |                    |                    |                    |                    |                     |                        |     |     | POLICY 4141 |    |
|--|------------------|------------------------|--------------------------|-------------------|------------------------|--------------------|--------------------|--------------------|--------------------|---------------------|------------------------|-----|-----|-------------|----|
| AMOUNTS ARE MONTHLY PAY RATES                              |                  |                        |                          |                   |                        |                    |                    |                    |                    |                     |                        |     |     | 7/1/2015    |    |
| Step<br>Months   | Middle Sch<br>AD | Middle Sch<br>Intersch | Middle Sch<br>Intramural | H.S. Band<br>Fall | H.S. Band<br>Assistant | H.S. Band<br>Other | Sponsor<br>Level 1 | Sponsor<br>Level 2 | Sponsor<br>Level 3 | Licensed<br>Trainer | 1st Resp/<br>Asst Trnr |     |     |             |    |
|  |                  |                        |                          |                   |                        |                    |                    |                    |                    |                     |                        | 3.5 | 6.5 | 11          | 11 |
| 0  | \$ 315           | \$ 233                 | \$ 140                   | \$ 526            | \$ 174                 | \$ 174             | \$ 71              | \$ 104             | \$ 140             | \$ 375              | \$ 296                 |     |     |             |    |
| 1  | \$ 319           | \$ 236                 | \$ 142                   | \$ 532            | \$ 176                 | \$ 176             | \$ 72              | \$ 105             | \$ 142             | \$ 380              | \$ 300                 |     |     |             |    |
| 2  | \$ 330           | \$ 244                 | \$ 147                   | \$ 551            | \$ 182                 | \$ 182             | \$ 74              | \$ 109             | \$ 147             | \$ 393              | \$ 310                 |     |     |             |    |
| 3  | \$ 341           | \$ 252                 | \$ 152                   | \$ 570            | \$ 188                 | \$ 188             | \$ 77              | \$ 113             | \$ 152             | \$ 407              | \$ 321                 |     |     |             |    |
| 4  | \$ 353           | \$ 261                 | \$ 157                   | \$ 590            | \$ 195                 | \$ 195             | \$ 80              | \$ 117             | \$ 157             | \$ 421              | \$ 332                 |     |     |             |    |
| 5  | \$ 365           | \$ 270                 | \$ 162                   | \$ 610            | \$ 202                 | \$ 202             | \$ 83              | \$ 121             | \$ 162             | \$ 436              | \$ 343                 |     |     |             |    |
| 6  | \$ 377           | \$ 279                 | \$ 167                   | \$ 631            | \$ 209                 | \$ 209             | \$ 86              | \$ 125             | \$ 167             | \$ 451              | \$ 355                 |     |     |             |    |
| 7  | \$ 390           | \$ 288                 | \$ 173                   | \$ 653            | \$ 217                 | \$ 217             | \$ 89              | \$ 130             | \$ 173             | \$ 467              | \$ 367                 |     |     |             |    |
| 8  | \$ 403           | \$ 298                 | \$ 179                   | \$ 674            | \$ 224                 | \$ 224             | \$ 92              | \$ 134             | \$ 179             | \$ 482              | \$ 380                 |     |     |             |    |
| 9  | \$ 416           | \$ 307                 | \$ 185                   | \$ 695            | \$ 231                 | \$ 231             | \$ 95              | \$ 138             | \$ 185             | \$ 497              | \$ 392                 |     |     |             |    |
| 10   | \$ 429           | \$ 316                 | \$ 191                   | \$ 716            | \$ 238                 | \$ 238             | \$ 98              | \$ 142             | \$ 191             | \$ 512              | \$ 404                 |     |     |             |    |
| 11   | \$ 442           | \$ 326                 | \$ 197                   | \$ 739            | \$ 245                 | \$ 245             | \$ 101             | \$ 146             | \$ 197             | \$ 527              | \$ 416                 |     |     |             |    |
| 12   | \$ 455           | \$ 336                 | \$ 203                   | \$ 761            | \$ 252                 | \$ 252             | \$ 104             | \$ 150             | \$ 203             | \$ 542              | \$ 428                 |     |     |             |    |
| 13   | \$ 469           | \$ 346                 | \$ 209                   | \$ 783            | \$ 259                 | \$ 259             | \$ 107             | \$ 154             | \$ 209             | \$ 559              | \$ 440                 |     |     |             |    |
| 14   | \$ 482           | \$ 356                 | \$ 216                   | \$ 806            | \$ 266                 | \$ 266             | \$ 110             | \$ 158             | \$ 216             | \$ 575              | \$ 452                 |     |     |             |    |
| 15   | \$ 495           | \$ 366                 | \$ 222                   | \$ 828            | \$ 273                 | \$ 273             | \$ 113             | \$ 162             | \$ 222             | \$ 591              | \$ 465                 |     |     |             |    |
| 16   | \$ 508           | \$ 376                 | \$ 228                   | \$ 850            | \$ 280                 | \$ 280             | \$ 116             | \$ 166             | \$ 228             | \$ 606              | \$ 477                 |     |     |             |    |
| 17   | \$ 521           | \$ 386                 | \$ 234                   | \$ 871            | \$ 287                 | \$ 287             | \$ 119             | \$ 170             | \$ 234             | \$ 621              | \$ 489                 |     |     |             |    |
| 18   | \$ 534           | \$ 396                 | \$ 240                   | \$ 894            | \$ 294                 | \$ 294             | \$ 122             | \$ 174             | \$ 240             | \$ 637              | \$ 501                 |     |     |             |    |
| 19   | \$ 547           | \$ 406                 | \$ 246                   | \$ 916            | \$ 302                 | \$ 302             | \$ 125             | \$ 178             | \$ 246             | \$ 653              | \$ 513                 |     |     |             |    |
| 20   | \$ 562           | \$ 416                 | \$ 252                   | \$ 939            | \$ 309                 | \$ 309             | \$ 129             | \$ 182             | \$ 252             | \$ 669              | \$ 526                 |     |     |             |    |
| 21   | \$ 576           | \$ 426                 | \$ 258                   | \$ 962            | \$ 317                 | \$ 317             | \$ 132             | \$ 187             | \$ 258             | \$ 686              | \$ 539                 |     |     |             |    |
| 22   | \$ 590           | \$ 434                 | \$ 261                   | \$ 983            | \$ 326                 | \$ 326             | \$ 131             | \$ 196             | \$ 261             | \$ 701              | \$ 554                 |     |     |             |    |

## TEMPORARY ROLES

Winston-Salem/Forsyth County Schools employs a number of people in a variety of temporary/quasi-temporary roles. A list of those roles and rates includes:

Non-licensed teachers in licensed teacher positions

\$2,580/month or \$119 per day, no supplement

Teachers and other licensed employees in long-term substitute and temporary contract assignments

Without benefits: Eligible licensed pay, but no supplement

With benefits: Eligible licensed pay with supplement

Teachers and other licensed employees, retired and drawing retirement benefits, in permanent, part-time assignments

Eligible licensed pay, but no supplement

Substitute teachers and substitute teacher assistants

\$103 per day, if licensed

\$86 per day, if not licensed, but completed ETT

\$80 per day, if not licensed

*Add 5% to the above rates for a school with an extended instructional day of 30 minutes and 7.5% for a school with an extended instructional day of 45 minutes*

All other non-licensed substitutes

The daily or hourly rate of the position's minimum pay level

Duty-free/planning time assistants

The hourly rate of Grade 50, Step 02

Duty-free/planning time substitute

The hourly rate of Grade 50, Step 00

Food service receipt collector

The hourly rate of Grade 50, Step 07

Summer maintenance

Unskilled, the hourly rate of Grade 51, Step 02

Unskilled, beyond the first year, the hourly rate of Grade 50, Step 02

Skilled, the hourly rate of Grade 47, Step 03

Teacher Assistant Substituting for a Teacher

Daily rate of the base pay of an A-00 teacher, in lieu of regular salary

## EXTRA-DUTY ASSIGNMENTS WHICH MAY INVOLVE ADDITIONAL PAY

### GENERAL GUIDELINES

- Principals and central office administrators are **not** eligible for extra-duty pay
- Other licensed employees are not eligible for extra duty pay unless the assigned duty is beyond/in excess of their regular duty hours/term or they are using annual leave during the time of the extra-duty
- Non-exempt employees performing extra duties will be paid their regular duty hourly rate or the rate listed below, whichever is higher, if performed within a regular 40-hour workweek
- Non-exempt employees performing extra duties that extend beyond a 40-hour workweek will be granted compensatory time off at 1.5 times the amount of overtime worked or will be paid at the greater of 1.5 times their regular duty hourly rate or the rate listed below

### Misc. extra-duty pay (principals & C.O. administrators not eligible for such pay)

Tier 1 technology specialist, \$1,000 per semester  
Curriculum development, \$25 per hour, or \$1,500 per approved product  
Licensed employee tutoring, \$25 per contact hour  
Non-licensed employee tutoring, \$17 per contact hour  
Non-licensed tutor with a Masters' or higher degree, \$22 per contact hour  
Staff development leader, \$75 per contact hour  
Staff development participant, \$17 per hour (if beyond regular work hours), maximum of \$75 per day if paid with federal funds  
Teaching an extra class/section: 12% of regular duty pay (local funds)  
Translating/interpreting services, \$25 per hour  
Mentoring (state mentor program) – \$50 per month  
Mentoring/coaching (local program, with outcomes monitored by various central staff), \$25 per hour  
Title 1-funded activities, including LEA improvement planning, after-hours parent involvement, and child care services during parent involvement, \$17 per hour  
Activity run driving, if driving a yellow bus, the hourly rate of the driver's experience step  
Activity run driving, if driving an activity bus, the step 00 rate on the Grade 46 bus driver schedule