



## **2018-2019 SALARY SCHEDULE**

- SECTION 1:** CERTIFICATED POSITIONS/SALARIES
- SECTION 2:** CLASSIFIED POSITIONS/SALARIES
- SECTION 3:** A. ANNUAL SUPPLEMENTS/EXTENDED ASSIGNMENTS  
B. MISCELLANEOUS COMPENSATION (Hourly, daily, monthly, quarterly, per event)  
C. ANNUAL EXTRA-CURRICULAR STIPENDS  
D. ANNUAL FLAT-RATE STIPENDS  
E. ANNUAL MISCELLANEOUS STIPENDS
- SECTION 4:** SUBSTITUTE & TEMPORARY SALARIES (Certified & Classified)

**Effective: September 19, 2018  
Approved: June 26, 2018**

# Table of Contents

## Section 1 - Certificated Positions/Salaries

Teachers Salary Schedule.....	4
Additional Positions Paid on Teacher’s Salary Schedule.....	4
Instructional Technologists & In School Suspension Supervisors.....	5
Summer School .....	5
Academic Administration.....	6

## Section 2 - Classified Positions/Salaries

Non-Academic Administration .....	8
Administrative Non-Exempt .....	9
Attendance Advisors.....	9
Behavior Support Technicians & School/Home Specialists .....	9
Classroom Licensed Practical Nurses.....	9
Sign Language Interpreters.....	9
Information Technology .....	9
Custodial, Maintenance, & Supply.....	10
Nurses .....	11
Nutrition Services .....	11
Occupational/Physical Therapists.....	12
Paraprofessionals .....	12
Special Education Paraprofessionals .....	12
Parent Educators .....	13
School Police.....	13
Secretarial/Clerical .....	14
Transportation .....	15

## Section 3

A. Annual Supplements & Extended Assignments .....	17
B. Miscellaneous Compensation .....	18-20
C. Annual Extra-Curricular Stipends.....	21-24
D. Annual Flat Rate Stipends.....	25
E. Miscellaneous Annual Stipends.....	26-27

## Section 4

Substitute & Temporary Staff Rates .....	29-30
--	-------

**STEP PLACEMENT:** Placement of employees on any of the schedules contained within this document does not necessarily correspond to the employee’s number of years of experience.

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

**SECTION 1**

**CERTIFICATED POSITIONS / SALARIES**

## TEACHERS SALARY SCHEDULE

### 185 Days - Exempt (NEA)

Salary Grade	TABS	TCMS	TESP	TFDR
STEPS	BACHELOR'S	MASTER'S	MASTER'S +30* or SPECIALIST	DOCTORATE
1	38,023	41,756	44,087	44,307
2	38,782	42,592	44,740	44,740
3	39,556	43,444	45,634	45,634
4	40,351	44,313	46,548	46,548
5	41,157	45,198	47,480	47,480
6	41,741	46,103	48,429	48,429
7	42,610	47,026	49,397	49,397
8	43,462	47,965	50,749	51,115
9	44,331	49,086	51,886	52,854
10	45,218	50,855	53,020	54,621
11	46,123	52,674	54,579	55,952
12	47,136	54,513	56,112	58,242
13	47,604	55,055	56,672	58,827
14	47,641	55,609	57,239	59,044
15	47,641	56,164	57,812	59,631
16	47,641	56,726	58,390	60,228
17	47,641	57,289	58,974	60,832
18	47,641	57,865	59,562	61,438
19	47,641	58,441	60,161	62,052
20	47,641	59,027	60,759	62,674
21	47,641	59,619	61,370	63,300
22	47,641	60,213	61,983	63,932
23	47,641	60,816	62,601	64,571
24	47,641	61,423	63,229	65,216
25	47,641	62,039	63,861	65,870
26	47,641	62,965	64,815	66,851
27	47,641	63,594	65,462	67,523
28	47,641	64,233	66,116	68,194
29	47,641	64,872	66,777	68,876
30	47,641	65,533	67,446	69,569

### Additional Positions Paid on Teacher's Salary Schedule

A.C.E.	Education Diagnostician	Library Media Specialist	School Psychologist
Adaptive PE	Elementary Classroom	Math Facilitator	Social Worker
At Risk	ELL Specialist	Middle College	Special Services
A+ Coordinator	Gifted	Music	Speech Language Path
Art	Go Caps	MYP Coordinator	Teacher Rep
Autism Consultant	Health Sciences Academy	Pals	Teacher Special Assignment
Board Certified Behavior Analyst	IB Coordinator	Physical Education/Health	Title I
Coordinator Of Site Intervention	Instructional Coach	Process Coordinator	Title I Coach
Case Manager	JROTC	Psych Examiner	U Coordinator
Community Liaison	Juvenile Detention	PYP Coordinator	Wolf
Counselor	Learning Coach	Recreation Therapist	Program Coordinator, SOS
Early Childhood Special Services	Homeless Liaison	Scholars	Assistant to Principal

Teachers paid on the District's Teachers' Salary Schedule who receive an advanced degree must submit their Transcripts by Sept. 15 or Jan. 15 in order for their pay to be advanced on the Teachers' salary schedule.

**Effective FY19 New Hires:**

- A. Teachers with no teaching experience will be placed at Step 1 of applicable teachers salary schedule column.
- B. Teachers with 1 full year of teaching experience will be placed at Step 2 of applicable teachers salary schedule column.
- C. Credit will be given for up to 12 years of prior teaching experience; 12 years of teaching experience equates to placement at Step 13 on the applicable teacher salary schedule.
- D. All teaching experience within previous 20 years may be considered for salary step placement, up to a maximum of 12 years.

**Effective FY18 SPS Rehires:**

If a Teacher, who previously taught for SPS voluntarily resigns from the district at the end of a school year, is rehired, the teacher will be placed at the next appropriate step not to exceed the maximum step of the applicable teacher salary schedule.

<b>INSTRUCTIONAL TECHNOLOGISTS &amp; IN SCHOOL SUSPENSION</b>						
<b>EXEMPT (182 work days &amp; 3 holiday)</b>						
<b>Salary Grade</b>	<b>Education Level</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>ISB9</b>	Bachelor's	26,664	27,330	28,013	28,714	29,432
<b>ISM9</b>	Master's and 10 or more Years Teaching Experience*	35,197	36,076	36,978	37,903	38,851
* Experience must be full-time						

<b>SUMMER SCHOOL</b>	
<b>Positions - Sessions 1 &amp; 2</b>	
<b>Elementary, Secondary &amp; Special Services</b>	
Coordinator	\$245
Principal	\$222
Assistant Principal, High School; Assistant Coordinator, Special Services	\$204
Counselor	\$185
Teacher	\$185
Teacher - Online ( <i>per course</i> )	\$2,126 per course
<b>Artworks</b>	
Coordinator	\$245
<b>Positions - Sessions 1 &amp; 2</b>	
<b>High School only</b>	
Principal	\$246
Assistant Principal	\$226
Teacher	\$205
Counselor	\$205
<b>All summer school positions listed above require certification</b>	
<p><i>Clerical, Nursing, Nutrition Services, Paraprofessional, Therapeutic, and Transportation Summer Staff that are employed by the District during the regular school year, including subs, in a similar capacity will be compensated according to the District's standard (regular year) salary schedule. Those not employed by the District during the regular school year will be compensated at step one of the lowest applicable grade of the District's regular year salary schedule, unless approved by Cabinet.</i></p>	

**Exempt**  
260 Days unless noted otherwise

Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
ED	A7	105,341	107,448	109,596	111,789	114,024	116,304	118,630	121,004	123,423	125,891	127,150	128,422	129,706	131,004	132,313	133,636	134,973	136,323	137,687	139,063
		<i>Executive Director, Elementary Learning</i>				<i>Executive Director, Student and Schools Services</i>				<i>Executive Director, Secondary Learning</i>											
		<i>Executive Director, Innovation &amp; Information</i>				<i>Executive Director, Learning Support &amp; Partnerships</i>				<i>Executive Director, Operations</i>											
ED	B7	89,540	91,599	93,705	95,862	98,066	100,321	102,629	104,989	107,404	109,874	110,973	112,083	113,204	114,335	115,478	116,634	117,800	118,978	120,167	121,369
		<i>Director, Athletics</i>				<i>Director, Special Services</i>				<i>Principal, High School</i>				<i>Director, Elementary Learning</i>				<i>Director, Secondary Learning</i>			
ED	C7	84,272	86,210	88,193	90,222	92,297	94,420	96,592	98,815	101,086	103,411	104,755	106,117	107,497	108,894	110,310	111,744	113,197	114,667	116,159	117,668
		<i>Principal, Middle School</i>				<i>Associate Director, Special Services</i>				<i>Director, Learning Support</i>				<i>Director Summer Learning &amp; Student Experience</i>							
		<i>Director, Early Childhood &amp; P.A.T.</i>				<i>Director, Blended Learning</i>				<i>Director, Perf Analytics</i>											
ED	D7	79,005	80,823	82,681	84,584	86,529	88,519	90,556	92,637	94,768	96,948	98,401	99,877	101,376	102,897	104,440	106,007	107,597	109,210	110,849	112,512
		<i>Director, Gifted Education</i>				<i>Director, Federal Programs</i>				<i>Director, Learning Development</i>				<i>Assistant Director, Athletics</i>							
						<i>Director, Human Resources</i>				<i>Director, Alternative Education</i>											
ED	E7	73,739	75,582	77,471	79,407	81,393	83,428	85,515	87,652	89,843	92,089	93,563	95,060	96,581	98,126	99,696	101,291	102,912	104,558	106,231	107,930
		<i>Principal, Community School - 255</i>				<i>Coordinator, ELL/Migrant Education</i>				<i>Principal, Elementary - 255</i>				<i>Assistant Director, Special Services</i>				<i>Director, Student Support</i>			
		<i>Director, Counseling/Title IV</i>				<i>Supervisor, Special Services</i>				<i>Coordinator, Digital Learning</i>											
ED	F7	70,262	72,019	73,819	75,666	77,556	79,495	81,483	83,520	85,608	87,748	89,152	90,578	92,027	93,500	94,996	96,515	98,061	99,629	101,223	102,843
		<i>Assistant Principal, High School - 222</i>																			
		<i>Assistant Director, Early Childhood</i>																			
ED	G7	68,472	70,183	71,939	73,736	75,580	77,469	79,406	81,392	83,426	85,512	86,709	87,922	89,153	90,402	91,667	92,951	94,251	95,571	96,909	98,266
		<i>Manager, Administrative Services</i>				<i>Assistant Principal, Middle School - 222</i>				<i>Coordinator, Curriculum (All Content Areas)</i>				<i>Coordinator, Instructional Intervention</i>				<i>Coordinator, Assessment</i>			
		<i>Coordinator, Accountability</i>				<i>Assistant Director, Alternative Education-222</i>				<i>Coordinator, Information Integration</i>				<i>Coordinator, Counseling Services</i>							
		<i>Coordinator, Assessment/Intervention</i>				<i>Coordinator, Summer Learning &amp; Student Experiences</i>				<i>Coordinator, Instructional Support &amp; Intervention</i>				<i>Coordinator of Choice Programs and Student Experiences</i>							
ED	H7	63,204	64,784	66,405	68,065	69,766	71,510	73,298	75,130	77,008	78,934	80,198	81,480	82,782	84,108	85,454	86,820	88,210	89,621	91,055	92,512
		<i>Specialist, Blended Learning</i>				<i>Specialist, Learning Development</i>				<i>Assistant Principal, Elementary</i>											

**SECTION 2**

**CLASSIFIED POSITIONS / SALARIES**

**NON-ACADEMIC ADMINISTRATION (EXEMPT)**

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

Exempt Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
AD	A7	95,291	97,226	99,717	102,273	104,898	107,588	110,276	113,032	117,187	119,052	122,105	125,237	128,503	131,844				
		<i>Chief Communications Officer</i>																	
AD	B7	86,176	88,385	90,653	92,978	95,362	97,808	100,313	102,885	105,526	108,230	111,005	113,852	116,697	119,683				
AD	C7	79,793	81,840	83,939	86,088	88,299	90,562	92,883	95,265	97,706	100,212	102,782	105,420	108,055	110,757	113,523			
		<i>Director, Finance</i>					<i>Director, Custodial &amp; Grounds Services</i>					<i>Director, Health Services</i>							
		<i>Director, Facilities</i>					<i>Director, Transportation</i>												
		<i>Director, Information Technology</i>					<i>Director, School Police</i>												
AD	D7	68,034	69,780	71,568	73,404	75,284	77,215	79,197	81,225	83,309	85,443	87,635	89,881	92,129	94,434	96,796	99,217		
		<i>Director, Risk Management</i>					<i>Manager, Infrastructure Support</i>					<i>Director, Purchasing &amp; Distribution</i>							
		<i>Assistant Director, Human Resources</i>					<i>Manager, Software Support</i>					<i>Assistant Director, Communications</i>							
		<i>Assistant Director, Financial Control</i>					<i>Manager, IT User Support</i>												
		<i>Assistant Director, Financial Operations</i>					<i>Assistant Director, Transportation</i>												
AD	E7	62,592	64,196	65,842	67,530	69,263	71,037	72,860	74,728	76,646	78,610	80,624	82,690	84,760	86,881	89,050	91,275	93,562	
		<i>Coordinator, Compliance</i>					<i>Coordinator Equity &amp; Access</i>					<i>Specialist, Education Technology</i>							
AD	F7	59,463	60,946	62,469	64,031	65,631	67,270	68,952	70,676	72,441	74,253	76,111	78,011	79,959	81,956	84,007	86,104	88,261	
		<i>Administrator, Student Information Systems</i>					<i>Operations Manager, Custodial</i>												
		<i>Manager, Marketing and Engagement</i>																	
AD	G7	49,565	51,515	53,478	55,432	57,384	59,347	61,300	63,257	65,215	67,170	69,127	71,085	72,479	73,874	75,265	76,923	78,583	80,244
		<i>Coordinator, Innovation</i>					<i>Supervisor, Facilities Infrastructure</i>					<i>Database Administrator</i>							
		<i>Supervisor, Network Support</i>					<i>Supervisor, System Infrastructure</i>					<i>Coordinator, Health Services</i>							
		<i>Manager, Purchasing</i>					<i>Coordinator, Learning Development</i>					<i>Supervisor, Analytics</i>							
		<i>Senior Developer, Digital Learning</i>					<i>Supervisor, Grounds Services</i>					<i>Manager, Accounting</i>							
		<i>Senior Digital Developer</i>					<i>Manager, Payroll</i>					<i>Supervisor, Technology Facilities Inf</i>							
AD	H7	49,867	50,787	51,699	52,617	53,528	54,446	55,364	56,277	57,195	58,112	59,251	60,381	61,517	63,172	64,834	66,497		
		<i>Coordinator, Employment</i>					<i>Specialist, Accounting</i>					<i>Developer, Digital Learning</i>							
		<i>Coordinator, Wellness</i>					<i>Coordinator, Quality Assurance</i>					<i>Specialist, Business Software</i>							
		<i>Field Supervisor, School Police</i>					<i>Specialist, Data Support</i>					<i>Specialist, Analytics</i>							
		<i>Liaison, Executive Office</i>					<i>Specialist, Procurement &amp; eRate</i>					<i>Supervisor, Bus Shop</i>							
		<i>Coordinator, Construction Projects</i>					<i>Specialist, Risk Management</i>					<i>Supervisor, Custodial</i>							
		<i>Network Administrator</i>					<i>Senior Specialist, Communications</i>					<i>Supervisor, Preventive Maintenance</i>							
		<i>Specialist, Application</i>					<i>Site Technician (Certificated)</i>					<i>Supervisor, Distribution Center</i>							
		<i>Senior Buyer</i>					<i>Lead Site Technician (Certificated)</i>					<i>Supervisor, Transportation</i>							
		<i>Coordinator, Environmental Safety</i>					<i>Specialist, Equity &amp; Access (236)</i>					<i>Coordinator, Benefits</i>							
		<i>Coordinator, Employee Relations/Investigator</i>					<i>Specialist, Student Information Systems Support</i>					<i>Quality Assurance Specialist, Digital Learning</i>							
							<i>Supervisor, Maintenance</i>					<i>Specialist, Audio/Visual</i>							

**ADMINISTRATIVE NON-EXEMPT**

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

Salary Grade	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
NEX	H	23.09	23.53	23.97	24.42	24.86	25.30	25.74	26.18	26.62	27.06	27.50	27.94	28.49	29.03	29.58	30.38	31.17	31.96
		<i>Specialist, Content Management</i>					<i>Sr. Benefits Specialist</i>					<i>Lead Audio/Visual Specialist</i>							
NEX	I	19.36	19.71	20.06	20.41	20.76	21.10	21.45	21.81	22.15	22.50	22.85	23.20	23.65	24.10	24.55	25.35	26.14	26.81
		<i>Analyst, Accounting</i>		<i>Analyst, Payroll</i>		<i>Analyst, Employment</i>		<i>Specialist, Inventory Control</i>		<i>Specialist, Server Support</i>									
		<i>Specialist, Benefits</i>		<i>Specialist, 504</i>		<i>Specialist, Site Tech</i>		<i>Analyst, Risk Management</i>		<i>Video Producer</i>									
		<i>Specialist, Purchasing</i>		<i>Specialist, Facilities Infrastructure</i>				<i>Specialist, Communications</i>											
		<i>Student Information System Analyst</i>						<i>Specialist, Design &amp; Support</i>											



**ATTENDANCE ADVISORS**

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

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
AT53	18.15	18.47	18.80	19.13	19.45	19.78	20.10	20.43	20.76	21.08	21.41	21.74	22.06	22.39	22.72	23.04

*Additional \$1,000 for Bachelor's Degree*

**BEHAVIOR SUPPORT TECHNICIANS & SCHOOL/HOME SPECIALISTS**

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN41	16.63	17.38	18.15	18.91	19.68	20.47	21.19	21.43

**CLASSROOM LICENSED PRACTICAL NURSES**

NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
LA59	15.45	16.41	17.37	18.30	19.37	20.46	20.83	21.20	21.60	22.02

**SIGN LANGUAGE INTERPRETERS**

NON-EXEMPT (174 Work Days & 11 Holidays, 7.25 hr day)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
IN42	24.22	25.09	25.95	26.81	27.68	28.54	29.41	30.27

**INFORMATION TECHNOLOGY**

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

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
IT63	15.52	15.99	16.48	16.96	17.48	18.00	18.54
IT64	16.75	17.26	17.77	18.30	18.86	19.42	20.01
IT65	19.71	20.30	20.91	21.53	22.19	22.85	23.53
IT66	23.19	23.89	24.60	25.34	26.09	26.88	27.69

POSITION	SALARY GRADE
Technician, Network Operations	IT63
Specialist, Help Desk	IT64
IT Repair Specialist	IT65
Specialist, IT Inventory and Device	IT65
Technician, Site	IT65
Specialist, Transportation Routing & Technology	IT65
Lead Specialist, Dispatch Technician	IT66
Lead Specialist, Site Technician	IT66
Lead Specialist, Help Desk	IT66

## CUSTODIAL, MAINTENANCE, & SUPPLY

NON-EXEMPT (248 Work Days & 12 Holidays, 8 hr day) (SESP)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GS25	11.72	12.40	13.10	13.78	14.47	15.14	15.79	16.97
GS26	12.22	12.90	13.59	14.27	14.95	15.65	16.30	17.49
GS27	13.03	13.79	14.52	15.27	16.00	16.73	17.42	18.69
GS28	13.91	14.75	15.59	16.41	17.26	18.10	18.82	20.17
GS30	14.47	15.18	15.89	16.61	17.32	18.03	19.02	21.25
GS40	15.47	16.31	17.15	17.98	18.82	19.66	20.80	23.31
GS41	18.01	18.85	19.68	20.52	21.36	22.19	23.38	26.08

**Requirements to advance from Salary Grade Code GS30 to GS40:**

1. Twenty-four (24) months as a Salary Grade Code GS30
2. Meets standard attendance for 24 months
3. At least an average rating of "5" on last two evaluations

POSITION	SALARY GRADE
Custodian (Night)	GS25
Lead Custodian (Night - High School)	GS27
Head Custodian (Elementary)	GS26
Head Custodian (Middle School)	GS27
Head Custodian (High School)	GS28
Beginning Maintenance: Specialist - Maintenance; Groundskeeper	GS30
Distribution Center: Delivery Service - Supply; Storekeeper	GS30
Maintenance Advancement: Sr. Specialist - Maintenance; Sr. Groundskeeper	GS40
Lead Technician	GS41

CUSTODIAL DIFFERENTIALS	AMOUNT
2nd Shift (termination 8:30 p.m./2:00 a.m.) - <i>Paid over 10 months</i>	.62 hourly
12 Month Night - <i>Paid over 12 months</i>	.62 hourly
High School Backup/Sweeper Lead - <i>Paid over 12 months</i>	.82 hourly

HEAD CUSTODIAN DIFFERENTIALS - <i>Paid over 12 months</i>	AMOUNT
13,000 - 17,000 square feet	.24 hourly
17,000 - 25,000 square feet	.36 hourly
25,000 - 40,000 square feet	.48 hourly
40,000 - 110,000 square feet	.72 hourly
110,000 - 210,000 square feet	1.08 hourly
Over - 210,000 square feet	1.50 hourly

MAINTENANCE DIFFERENTIALS	AMOUNT
2nd Shift (shifts that end between 8:30 p.m. - 2:00 a.m.)	.62 hourly
12 Month Night - <i>Paid over 12 months</i>	.62 hourly
Journey level Monthly Supplement - <i>Paid over 12 months</i>	.58 hourly
Master Certification Monthly Supplement - <i>Paid over 12 months</i>	1.16 hourly

NURSES FULL-TIME				NURSES PART-TIME			LPN
Exempt (185 work days & 3 holidays, 7.25 hours per day) (NEA)				Non-exempt (NEA)			NON-EXEMPT (185 Work Days & 3 Holidays, 8 hr day) (NEA)
STEPS	RN (RN55)	BSN (RNBS)	MSN (RNMS)	RN	BSN	MSN	LPN - LT59
Step 1	36,132	37,796	38,693	26.51	27.73	28.39	15.48
Step 2	37,126	38,854	39,950	27.24	28.51	29.31	16.44
Step 3	38,147	39,942	41,248	27.99	29.30	30.26	17.40
Step 4	39,196	41,060	42,589	28.76	30.13	31.25	18.33
Step 5	40,273	42,209	43,974	29.55	30.97	32.26	19.39
Step 6	41,381	43,392	45,403	30.36	31.84	33.31	20.49
Step 7	42,519	44,607	46,878	31.19	32.73	34.39	20.86
Step 8	43,688	45,856	48,402	32.05	33.64	35.51	21.23
Step 9	44,890	47,140	49,974	32.93	34.59	36.67	21.63
Step 10	46,124	48,459	51,599	33.84	35.55	37.86	22.06
Step 11	46,816	49,186	52,373	34.35	36.09	38.43	

### NUTRITION SERVICES

NON-EXEMPT (176 work days & 11 holidays)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
FS71	9.24	9.79	10.40	10.96	11.55	12.11	12.52	12.92	13.32
FS74	9.83	10.38	10.98	11.54	12.13	12.70	13.12	13.50	13.89
FS75	10.08	10.62	11.23	11.80	12.39	12.95	13.36	13.77	14.15
FS76	9.62	10.17	10.78	11.34	11.93	12.49	12.89	13.30	13.69
FS81	11.14	11.88	12.60	13.28	13.92	14.61	15.17	15.61	15.99
FS82	13.18	13.98	14.77	15.44	16.21	16.87	17.42	17.93	18.33
FS83	15.22	16.09	16.94	17.59	18.52	19.17	19.66	20.27	20.66
FS84	17.28	18.20	18.69	19.76	20.81	21.43	21.92	22.65	23.04
FS86	15.82	16.70	17.56	18.35	19.31	19.94	20.57	21.21	21.38

POSITION	SALARY GRADE
<b>Non-Exempt</b>	
Specialist	FS71
Lead Specialist	FS74
Range Cook, Middle School	FS74
Range Cook, High School	FS75
Asst. Range Cook, High School	FS76
Supervisor (Non-Exempt)	FS81
Elementary Supervisor (2 sites)/Middle School Supervisor	FS82
Elementary Supervisor (3 sites)	FS83
Elementary Supervisors (4 sites)	FS84
High School Supervisor (Satellites)	FS84
High School Supervisor	FS86

*Banquets and Similar Activities - The hourly rate of pay shall be the employee's regular rate with hours exceeding 40hrs/week to be compensated at the rate of one and one-half the employee's hourly pay rate.*

## OCCUPATIONAL/PHYSICAL THERAPISTS

(182 Work Days & 3 Holidays, 7.25 hr day) (Exempt & Nonexempt)

NONEXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16	
<b>OT58</b>	24.78	25.92	27.11	28.36	29.66	31.03	32.46	34.09	
EXEMPT SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
<b>OT68</b>	45,740	48,027	50,429	52,950	55,597	58,377	61,296	64,360	67,579
<b>OT69</b>	49,400	51,870	54,462	57,185	60,045	63,047	66,200	69,510	72,984

  

Position	SALARY GRADE
Therapy Assistant	<b>OT58</b>
Occupational/Physical Therapist	<b>OT68</b>
Supervisor, Motor Services	<b>OT69</b>

## PARAPROFESSIONALS

NON-EXEMPT (173 Work Days & 11 holidays, 7.25 hr day)

SALARY GRADES	CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>PA43</b>	<b>A</b>	11.25	11.95	12.64	13.33	14.05	14.73	15.44	15.63
<b>PA42, PA44</b>	<b>B</b>	12.82	13.49	14.15	14.83	15.51	16.18	16.86	17.03
POSITION						CODE			
Paraprofessional Without a Bachelor's degree in Education or Teaching Certificate						<b>A</b>			
Paraprofessional With a Bachelor's degree in Education or Teaching Certificate						<b>B</b>			

## SPECIAL EDUCATION PARAPROFESSIONALS

NON-EXEMPT (174 Work days & 11 Holidays, 7.25 hr day)

SALARY GRADES	CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
<b>PA41</b>	<b>A</b>	11.25	11.95	12.64	13.33	14.05	14.73	15.44	15.63
<b>PA40, PA48</b>	<b>B</b>	12.82	13.49	14.15	14.83	15.51	16.18	16.86	17.03
<b>PA45</b>	<b>C</b>	12.23	12.92	13.59	14.28	14.97	15.69	16.34	16.51
<b>PA46, PA47</b>	<b>D</b>	14.05	14.71	15.38	16.05	16.74	17.40	18.09	18.26
POSITION						CODE			
Paraprofessional Without a Bachelor's degree in Education or Teaching Certificate						<b>A</b>			
Paraprofessional With a Bachelor's degree in Education or Teaching Certificate						<b>B</b>			
Braille Transcriber without a Bachelor's degree in Education or Teaching Certificate						<b>C</b>			
Braille Transcriber with a Bachelor's degree in Education or Teaching Certificate						<b>D</b>			

## PARENT EDUCATORS

EXEMPT (181 Work Days & 3 Holidays, 7.00 hr day)

SALARY GRADE	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	Step 9
PE56	36,094	36,816	37,552	38,303	39,069	39,850	40,648	41,461	42,228
PE57	34,505	35,195	35,899	36,617	37,349	38,096	36,818	39,674	40,408

POSITION	SALARY GRADE
Certificated	PE56
Non-Certificated	PE57

*\*All incumbents below the FLSA salary test minimum adjusted to \$913 per week effective Dec. 1, 2016*

Parent Educators Certificated Part-Time/Non-exempt	Parent Educators Non-Certificated Part-Time/Non-exempt
<b>SG 56</b>	<b>SG 57</b>
28.02	26.79
28.58	27.33
29.16	27.87
29.74	28.43
30.33	29.00
30.94	29.58
31.56	28.59
32.19	30.80
32.79	31.37

## SCHOOL POLICE

NON-EXEMPT (8 Hour Day)

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 12	STEP 16	STEP 20
OF88	14.45	15.19	16.08	16.81	17.55	18.45	19.39	19.95	20.63	21.29
OF89/OF90	12.28	12.99	13.82	14.52	15.24	16.11	16.96	17.48	18.14	18.82

SALARY GRADES	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
OF91/OF92	19.39	20.40	21.40	22.22	22.86	23.83	24.86	25.90

POSITION	SALARY GRADE	DAYS
Communications Clerk Supervisor	OF88	260
12 Month Communications Clerk (Dispatch, Transportation and School Police)	OF89	260
9 Month Communications Clerk	OF90	194
9 Month Officer	OF91	194
12 Month Officer	OF92	260

## SECRETARIAL/CLERICAL

NON-EXEMPT (8 Hour Day) (NEA - as defined in CBA)

SALARY GRADE CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
<b>23</b>	11.74	12.38	13.03	13.67	14.30	14.94	15.72	16.20	16.85	18.10
<b>25</b>	12.26	12.90	13.52	14.16	14.81	15.44	16.19	16.67	17.33	18.59
<b>27</b>	12.82	13.46	14.10	14.74	15.38	16.02	16.76	17.26	17.92	19.20
<b>28</b>	13.43	14.08	14.74	15.39	16.06	16.71	17.47	18.01	18.67	19.98
<b>29</b>	15.00	15.68	16.34	17.02	17.68	18.35	19.15	19.71	20.37	21.73
<b>30</b>	15.53	16.22	16.91	17.60	18.29	18.97	19.77	20.38	21.03	22.08
<b>LI95 (7.25 hr day)</b>	10.73									

Months of Service	Work Days/Year	Holidays
9	186	11
9.6	199	11
10	207	11
12	248	12

SALARY GRADE	POSITION	MONTHS OF EMPLOYMENT
<b>Administrative Secretaries II</b>		
S730	Executive Team Members	12
S729	Custodial Services	12
S729	Director, Special Services	12
S728	Payroll Clerk	12
S728	Accounting Clerk	12
S728	Records Department Lead	12
S728	Director, Athletics	12
<b>Administrative Secretaries I</b>		
S727	Senior Leadership Team Members	12
S727	Assistant Director, Special Services	12
S727	Principal, High School	12
S727	Principal, Middle School	12
S727	Principal, Robberson Community School	12
S727	Professional Learning	12
<b>Secretaries/Clerical Staff</b>		
S725	Athletics Aide	12
S725	Building Services	12
S725	Curriculum, Instruction, & Assessment	12
S725	District Information Center	12
S725	Information Technology	12
S425/S725	Early Childhood	10/12
S325	Principal, Elementary	9.6
S725	Nutrition Services	12
S425/S725	High School Office	10/12
S725	Summer Learning & Student Experiences	12
S725	Parents as Teachers	12
S425/S725	Special Services	10/12
S125	Springfield Option Site	9
S125	Title I	9
S125	Early Childhood	9
S323	Elem/Middle Combination School	9.6
S323	Elementary Office	9.6
S423	Gifted Center	10
123/S423/S72	High School Office	9/10/12
S123/S423	Middle School Office or Library Services	9/10
LT95	Clerical	As Needed

### TRANSPORTATION

NON-EXEMPT (175 Work Days & 11 Holidays) (Teamsters)

#### BUS DRIVER

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BD61	12.84	13.51	14.19	14.86	15.53	16.21	17.53	18.07
BD63	13.45	14.12	14.80	15.47	16.14	16.82	18.14	18.70
Trainee	10.00							

POSITION	SALARY GRADE
Driver	BD61
O/H Driver	BD63

POSITION	HOURLY RATE
Driver Trainee	10.00

*Regular A.M. and P.M. routes will be paid a minimum of 4 hours (x hourly rate). Special Driving Assignments (i.e., athletic, music, field activity, etc.) during school day, within district, will be paid a minimum of 2 hours (x hourly rate).*

#### BUS AIDES (Teamsters)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BD45	10.26	10.81	11.35	11.90	12.45	12.99	14.19	14.61
BD46	10.88	11.43	11.97	12.52	13.07	13.61	14.81	15.26

POSITION	SALARY GRADE
Aide/Substitutie Bus Aide	BD45
O/H Aide	BD46

#### TRANSPORTATION NURSES (LPN) (Teamsters)

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
BD50	15.30	16.17	17.04	17.91	18.78	19.65	20.52	21.39	22.91	23.64

### TRANSPORTATION

NON-EXEMPT (175 Work Days & 11 Holidays) (Non-Represented)

#### BUS DRIVER TRAINER/SAFETY TRAINER/LEAD DRIVER

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BD10/BD12	14.83	15.32	15.93	16.55	17.16	17.78	18.39	19.23

#### SERVICE MECHANICS

SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 16
BD53	16.10	16.96	17.86	18.77	19.64	20.50	21.43	21.60

### **SECTION 3**

- A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS**
- B. MISCELLANEOUS COMPENSATION  
(BY DAY, HOUR, MONTH, QUARTER OR EVENT)**
- C. ANNUAL EXTRA-CURRICULAR STIPENDS**
- D. ANNUAL FLAT RATE STIPENDS**
- E. ANNUAL MISCELLANEOUS STIPENDS**



### Section 3-A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS

Positions below will be compensated by the teachers' salary schedule, plus the annual supplements and/or additional days listed.

Position	Annual Supplement	Extended Assignment	Position	Annual Supplement	Extended Assignment
Counselor	550	5 Days (Elem)	Ass't to the Principal	1,000	15 Days
		10 Days (MS)	Coordinator, HS Interventions	8,000	10 Days
		15 Days (HS)	Program Coordinator, SOS	8,000	10 Days
Counselor Facilitating Senior Days	None	Up to 5 Days (HS)	Coordinator, MS	4,000	8 Days
Coordinator, PYP/MYP	None	10 Days	School Psychologist	4,000	21 Days
Librarian	None	10 Days (Elem)	Title I Coach	3,000	Per Contract
		10 Days (MS)	SLP Holding ASHA	500	None
		15 Days (HS)	Counselor/Community Coord.	550	15 Days
Library Media Spec/Community Coord. - Robberson	None	20 Days	Counselor IB	0	10 Days
Coordinator, A+	None	10 Days	Coordinator IB - CP	0	5 Days
Nat'l Board Certified Teacher	3,000	None	Coordinator IB - DP	0	10 Days
Altern. Advisor (Study)	None	10 Days	Process Coordinator	4,000	10 Days
Alternative Lead Teacher (MS)	None	5 Days	Middle College Teacher	None	20 Days
GOCAPS Teacher	500	20 Days	Missouri Options Advisor	None	5 Days
Liaison for Homeless and Support Services	3,000	30 Days	Work Experience Supervisor	9% of Salary	15 Days
			Special Services - Assistive Technology	None	5 Days
			Bd. Cert. Behav. Analyst	1,500	10 Days
			Learning Coach, Elementary	3,000	3 Days

### Section 3-A. ANNUAL SUPPLEMENTS & EXTENDED ASSIGNMENTS

#### OTHER POSITIONS

Position	Annual Supplement	Extended Assignment	Position	Annual Supplement	Extended Assignment
NBCSN National School Nurse Certification	3,000	None	LPNs serving as the sole school nurse	2,000	None
Early Childhood Special Education Nurse	None	10 Days	Nutrition Supervisors in combo Schools	180	None
PAT Leader	1,000	15 Days	Nursery Lead	1,000	None
Parent Educator W/ Master's Degree	500	None	Range Officer	1,136	None
Officer Assoc. Degree w/ 62 hours	500	None	Co-lateral Training Officer	1,147	None
Uniformed Officer 9 mo	850 (1st Yr)	None	B.S Degree – Officer	1,000	None
	600 (After 1st Yr)	5 Days	Uniformed Officer 12 mo.	850	None
New Officer Training	None	5 Days			

**Section 3-B. MISCELLANEOUS COMPENSATION**  
**Per Day, Hour, Month, Quarter or Event (Paid Per Occurrence)**  
**Pages 18, 19 & 20**

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
<b>Athletics</b>	Game Worker/Scoreboard Operator	10	Hourly
	Athletics Supervision	50	Per Event
	Athletics Supervision (Full Day Tournament)	100	Per Event
	Track/Golf Tournament Assistant	15	Hourly
	Summer Athletics Camp Coach	15	Hourly
	Summer Athletics Aide	10	Hourly
	Ticket Manager	13	Hourly
	Tournament Liaison	300 - 500	Per Event
	Tournament Assistant Coordinator	1,000	Per Event
	Venue Scheduler	100	Monthly
<b>Counseling</b>	Testing	30	Hourly
<b>Early Childhood</b>	Screeener	17	Hourly
	Lead SWAP Worker	12	Hourly
	SWAP Worker	10	Hourly
<b>Federal Programs</b>	Training Attendee	25	hourly
	School/Parent Involvement Activities*	25	Hourly
	Immigrant/Migrant Family Liaison	25	Hourly
	Interpreters/Translators	25	Hourly
	Assessment Facilitators	17	Hourly
<b>Leadership Team</b>	Academic Executive Director In-District Mileage	150	monthly
<b>Learning Support</b>	Math/Science Night Coordinator	150	Per Event
	Writing	20	Hourly
	New Curriculum Training	17.50	Hourly

<b>Learning Development</b>	Step-Up Participant	17.50	Hourly
	Training Attendee (Full Day)*	75	Daily
	Training Attendee (Less Than Full Day)*	17.50	Hourly
	Training Facilitator*	20.00-40.00	Hourly
	Teacher Assistance Program Mentor	17.50	Hourly
	SPS Connect: Subject Matter Expert	***\$500/mo. or \$250 per topic (one seated & one online session) 7 hours - \$35/hr.	
	SPS Connect: Guest Speaker	75.00	Event
	SPS Connect: Teacher Track - 40 participants (20 Elementary;20 Secondary)	***\$3,000 Total - {\$1,000 paid Dec. 2017,\$1,000 paid 2018, \$1,000 paid 2019; \$1,000 paid June 2018; \$1,000 paid June 2019 - program must be completed to receive final payment}	
	SPS Connect: Leadership Track - 16 participants	***\$3,500 Total - {\$1,750 paid June 2018; \$1,750 paid June 2019}	
	SPS Connect: Facilitators - Teacher Track (3 teachers max)	***\$4,500 Total Per Teacher - {\$2,250 per semester for 2 semesters; 1 paid June 2017 and 1 paid Dec. 2017}	
SPS Connect: Facilitators - Leader Track (1 Teacher max)	***\$6,750 Total - {\$2,250 per semester for 3 semesters; 1 paid June 2017; 1 paid Dec. 2017; and 1 paid June 2018}		
<b>Secretaries</b>	Certified Administrative Professional (applied to EE based on months of service)	100	Month
<b>Special Services</b>	Teacher IEP Compliance	25	Hourly
	Cognitive Diagnostic Testing	75	Per Test
	Tutoring Private/Parochial School Students	Employee's Base**	
<b>Transportation</b>	Passing a min. 3 of 8 Testing areas for ASE Certifications	100	Monthly
<b>High School</b>	Drama/Musical Asst.	1000	Per Event
	Cadet Teaching Advisor	200	Quarterly
	Incentive I Mentor	25	Hourly
	JFK Concession Manager	125	Per Event
	JFK Concession Worker	25	Per Event
	Concession Manager (Sites other than JFK)	25	Hourly
	Band Aide	Min. Wage	Hourly
	Band Percussion Instructor	20	Hourly
	ACT Boot Camp	25	Hourly
	Dual Credit Teachers (10 Student Max)	25	Per Student
	Cheer/Choreography Assistant	15	Hourly
	Summer Band Instructor	20	Hourly
	Summer Band Aide	Min. Wage	Hourly

<b>Middle School</b>	Concession Manager	25	Hourly
	Music Contest Assistant	200	Event
	Summer Band Instructor	20	Hourly
	Summer Band Aide	Min. Wage	Hourly
	Color Guard Coach	10	Hourly
	Color Guard Aide	Min. Wage	Hourly
<b>ALL SCHOOLS</b>	Soundboard Operator	15	Hourly
	FEMA Emergency Shelter Event	\$50 Per Event plus \$25 per hour	
	Band/Choir/Orchestra Accompanist	25	Hourly
	Band/Choir Competition Asst.	100	Per Event
	District Solo/Ensemble Accompanist *****	25	Per Event
	State Solo/Ensemble Accompanist *****	50	Per Event
	C-STAR Teacher	25	Hourly
	ID Processor	9	Hourly
	Tutor	25	Hourly
	Lunchroom Aides	8.30	Hourly
	Student Workers	Min. Wage	Hourly
	Miscellaneous Physical Labor	8.00-12.00	Hourly
	Miscellaneous Professional Services	15.00 - 25.00	Hourly
	MSHSAA Music Festival Support Staff*****	10.00 - 30.00	Hourly
	MSHSAA Music Festival Manager****	500	Per Event
	MSHSAA Music Festival Scheduler****	407	Per Event
	Online Teacher (A minimum of 5 students must be enrolled to offer course)	\$1,000 per course - 5-11 students enrolled; \$2,520 per course - 12+ students enrolled	
	Qualified Separation Notice Rcvd by January 4	1000	Per Event
	Qualified Separation Notice Rcvd by February 1	750	Per Event
	Qualified Separation Notice Rcvd by March 20	500	Per Event

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

\*\* Teachers, Therapists, and Speech Pathologists tutoring private or parochial students will receive the hourly base rate associated with their current regular position.

\*\*\*Paid only if program is offered and for stated time periods only

\*\*\*\* Contingent upon MSHSSAA reimbursement (High Schools only)

\*\*\*\*\* Applies to High Schools only

### SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS

Appointment to the following assignments is made on an annual basis and is not subject to the continuing contract provisions of state law. All percentages refer to a percentage of step one (1) of the lowest level of the Teachers' Salary Schedule.

GROUP A	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Basketball Head Coach, High School Football Director, High School Marching Band	1-2	19.1%	\$7,262.39
	3-4	20.4%	\$7,756.69
	5-6	21.6%	\$8,212.97
	7-9	22.8%	\$8,669.24
	10-14	24.3%	\$9,239.59
	15-19	25.0%	\$9,505.75
	20-24	26.0%	\$9,885.98
	25	27.0%	\$10,266.21
GROUP B	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Soccer Head Coach, High School Swimming Head Coach, High School Wrestling Head Coach, High School Softball Head Coach, High School Track Head Coach, High School Volleyball Head Coach, High School Baseball	1-2	14.3%	\$5,437.29
	3-4	15.3%	\$5,817.52
	5-6	16.3%	\$6,197.75
	7-9	17.5%	\$6,654.03
	10-14	19.0%	\$7,224.37
	15-19	20.0%	\$7,604.60
	20-24	21.0%	\$7,984.83
	25	22.0%	\$8,365.06
GROUP C	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Debate Director, High School Vocal Music Director, Springfield Youth Symphony Director, High School Orchestra	1-2	13.7%	\$5,209.15
	3-4	14.8%	\$5,627.40
	5-6	15.8%	\$6,007.63
	7-9	17.0%	\$6,463.91
	10-14	18.0%	\$6,844.14
	15-19	18.5%	\$7,034.26
	20-24	19.0%	\$7,224.37
	25	20.0%	\$7,604.60
GROUP D	YEARS EXPERIENCE	%	AMOUNT
Head Coach, High School Cheerleading Head Coach, High School Cross Country Director, High School Drama Assistant Coach, High School Basketball Assistant Coach, High School Football	1	12.4%	\$4,714.85
	3-4	13.5%	\$5,133.11
	5-6	14.5%	\$5,513.34
	7-9	15.7%	\$5,969.61
	10-14	17.2%	\$6,539.96
	15-19	18.0%	\$6,844.14
	20-24	19.0%	\$7,224.37
	25	20.0%	\$7,604.60

**SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)**

<b>GROUP E</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Director, High School Drum Corps	1-2	10.3%	\$3,916.37
	3-4	11.3%	\$4,296.60
	5-6	12.3%	\$4,676.83
	7-9	13.5%	\$5,133.11
	10	15.0%	\$5,703.45
<b>GROUP F</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Head Coach, High School Diving	1-2	8.6%	\$3,269.98
Assistant Coach, High School Soccer	3-4	9.4%	\$3,574.16
Assistant Coach, High School Wrestling	5-6	10.5%	\$3,992.42
Assistant Coach, High School Softball	7-9	11.7%	\$4,448.69
Assistant Coach, High School Track	10-14	13.2%	\$5,019.04
Assistant Coach, High School Volleyball	15-19	14.0%	\$5,323.22
Assistant Coach, High School Baseball	20-24	15.0%	\$5,703.45
Assistant Coach, High School Swimming	25	16.0%	\$6,083.68
Assistant Coach, High School Speech & Debate			
Sponsor, High School Print Journalism			
Sponsor, High School Broadcast Journalism			
Sponsor, DECA			
Sponsor, PLTW (High School)			
Sponsor, FBLA			
Sponsor, FCCLA			
<b>GROUP G</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Head Coach, Middle School Basketball	1-2	7.9%	\$3,003.82
Head Coach, Middle School Football	3-4	8.7%	\$3,308.00
Coordinator, Athletic	5-6	9.6%	\$3,650.21
	7-9	10.8%	\$4,106.48
	10-14	12.3%	\$4,676.83
	15-19	13.0%	\$4,942.99
	20-24	14.0%	\$5,323.22
	25	15.0%	\$5,703.45
<b>GROUP H</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Head Coach, High School Tennis	1-2	6.6%	\$2,509.52
Head Coach, High School Golf	3-4	7.4%	\$2,813.70
Assistant Director, High School Band	5-6	8.2%	\$3,117.89
Sponsor, Academic Team	7-9	9.4%	\$3,574.16
	10-14	10.9%	\$4,144.51
	15-19	12.0%	\$4,562.76
	20-24	13.0%	\$4,942.99
	25	14.0%	\$5,323.22

**SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)**

<b>GROUP I</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Head Coach, Middle School Cheerleading	1	6.0%	\$2,281.38
Head Coach, Middle School Track	3	6.9%	\$2,623.59
Head Coach, Middle School Volleyball	5	7.7%	\$2,927.77
Head Coach, Middle School Wrestling	7	8.9%	\$3,384.05
Head Coach, Middle School Debate	10	10.4%	\$3,954.39
Head Coach, Middle School Cross Country	15	11.0%	\$4,182.53
Sponsor, High School Student Council	20	12.0%	\$4,562.76
	25	13.0%	\$4,942.99

<b>GROUP J</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Director, Middle School Vocal Music	1-2	5.3%	\$2,015.22
Director, Middle School Band	3-4	6.2%	\$2,357.43
Director, Middle School Orchestra	5-6	6.8%	\$2,585.56
Director, Elementary Vocal Music	7-9	8.0%	\$3,041.84
Assistant Coach, Middle School Football	10-14	9.5%	\$3,612.19
Assistant Coach, Middle School Basketball	15-19	10.1%	\$3,840.32
	20-24	10.7%	\$4,068.46
	25	11.3%	\$4,296.60

<b>GROUP K</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Sponsor, High School Pom/Dance Team	1-2	5.9%	\$2,243.36
Sponsor, High School Winterguard/Colorguard	3-4	6.8%	\$2,585.56
	5-6	7.7%	\$2,927.77
	7-9	8.8%	\$3,346.02
	10-14	10.7%	\$4,068.46
	15-19	11.0%	\$4,182.53
	20-24	11.6%	\$4,410.67
	25	12.3%	\$4,676.83

<b>GROUP L</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Core Department Head, High School	1-2	5.0%	\$1,901.15
Foreign Language Department Head, High School	3-4	5.9%	\$2,243.36
Assistant Coach, High School Cross Country	5-6	6.7%	\$2,547.54
Assistant Coach, High School Tennis	7-9	7.9%	\$3,003.82
Assistant Director High School Drum Corps*	10-14	9.8%	\$3,726.25
	15-19	10.0%	\$3,802.30
	20-24	11.0%	\$4,182.53
	25	12.0%	\$4,562.76

*\*Must have 18-20 members to assign stipend. Any situation that deviates from this guideline must be pre-approved by Executive Director and Cabinet prior to assigning the stipend.*

**SECTION 3-C. ANNUAL EXTRA-CURRICULAR STIPENDS (continued)**

<b>GROUP M</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Sponsor, Middle School Student Council	1-2	4.4%	\$1,673.01
Sponsor, Middle School Newspaper	3-4	5.1%	\$1,939.17
Sponsor, Middle School Memory Book	5-6	5.9%	\$2,243.36
Sponsor, Middle School Pep Club	7-9	7.2%	\$2,737.66
Sponsor, Secondary Intramurals	10-14	8.6%	\$3,269.98
Sponsor, PLTW (Middle School)*	15-19	9.2%	\$3,498.12
	20-24	10.0%	\$3,802.30
	25	11.0%	\$4,182.53
<i>*Contingent on receiving grant</i>			
<b>GROUP N</b>	<b>YEARS EXPERIENCE</b>	<b>%</b>	<b>AMOUNT</b>
Director, Youth Strings	1-2	3.4%	\$1,292.78
Director, Junior Youth Symphony	3-4	4.2%	\$1,596.97
Director, Concert Band	5-6	5.0%	\$1,901.15
Director, Basketball Band	7-9	6.1%	\$2,319.40
Assistant Director, Springfield Youth Symphony	10-14	7.5%	\$2,851.73
Assistant Coach, Middle School Track	15-19	8.2%	\$3,117.89
Assistant Coach, Middle School Volleyball	20-24	8.9%	\$3,384.05
	25	9.5%	\$3,612.19



### SECTION 3-D. ANNUAL FLAT RATE STIPENDS

All percentages indicated in the chart below refer to a percentage of Bachelor's step one

GROUP O	%	AMOUNT
CDC Chair - Level 2 during 3 years surrounding new curriculum adoption	13.0%	\$4,942.99
GROUP P	%	AMOUNT
CDC Chair	10.0%	\$3,802.30
District Director, Science Competition		
GROUP Q	%	AMOUNT
Supervisor, Weight Room	5.0%	\$1,901.15
Coordinator, HS Community Service (13+ Students)		
Site MS Athletic Director		
HS National Honor Society		
GROUP R	%	AMOUNT
Coordinator, HS Community Service (12 Students and less)	3.0%	\$1,140.69
Site Coordinator, HS Diversity		
MS & HS Athletic Aide		
MS National Junior Honor Society		
ES Lead Teacher*		
HS Non-Core Dept Chair - Level 2 during 3 years surrounding new curriculum adoption		
GROUP S	%	AMOUNT
Coordinator, HS Science Competition	2.0%	\$760.46
Site Coordinator, Reading Assessment		
MS Math Team		
MS Science Fair or Olympiad		
MS Core Dept. Chair - Level 2 during 3 years surrounding new curriculum adoption		
HS Non-Core Dept Chair- Level 1		
ES Lead Teacher		
ES CDC member - Level 2 during 3 years surrounding new curriculum adoption		
GROUP T	%	AMOUNT
MS Core Dept. Chair	1.0%	\$380.23

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

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
Athletics	Athletics Supervision (Full Season)	2,000	Annual- paid upon completion (See #2 below)
	Golf Schedule Coordinator	250	Annual- paid upon completion (See #2 below)
	Football Development Director	10,792	Annually
	Basketball Development Coordinator	3,400 - 4,966	Annually
	Basketball Development Assistant Coordinator	400 - 1,023	Annually
	Baseball Development Coordinator	3,300	Annually
	Archery Tournament Supervisor - MS	2,500	Annually
	Tournament of Champions	8,000	Annually
	Coordinator - Off-season Conditioning Program	3,508 (Per season - 877)	Annually
Blended Learning	Mentor	300	Annual- paid upon completion (See #2 below)
	LAUNCH Instructor	2,520	per course
Choice	Teacher Externship	500	Annual- paid upon completion (#2 below)
Counseling	Lead High School Counselor (1 per HS)	1,000	
	National Certified Counselor	500	Annually
Learning Support	Language Arts Fair Coordinator	750	Annual- paid upon completion (See #2 below)
	Sister City Liaison	1,000	Annually
	Elementary STEAM Club Sponsor	725	Annual
	Elementary Honor Choir Coordinator	450	Annual
	Elementary Math Club Sponsor	725	Annual
	Middle School Scholar Bowl Coach	725	Annual
	Middle School Honor Choir/Band	450	Annual
	Middle School Site Engagement Coordinator	400	Annual
	MS Student Interest Club Teachers (MS Engagement Program)	250	per Quarter
	Equity and Access Champions (Elem/MS)	500	Annual
	Equity and Access Champions (HS)	1,000	Annual
	Khebrat Mentoring	500	Paid Upon Completion
	MS/HS Archery Sponsor	2,176	Annual
High School Assistant Choir Director	1,813	Annual	
Learning Development	Evolving Leaders Mentor	750	Annual- paid upon completion (See #2 below)
	New Teacher Liaison	500	
	SPLS Liaison - Sites with 25 FTE or Less	100	
	SPLS Liaison - Sites with 26-50 FTE	150	
	SPLS Liaison - Sites with 51 FTE or Greater	200	
Nutrition Services (Hourly/Non-Exempt)	Coordinator, Catering (paid hourly based on annual pay cycle)	3,500	Annually
	Assistant Coordinator, Catering (paid hourly based on annual pay cycle)	2,500	Annually
AAA	K-8 Site Test Coordinator 500+	800	Annual
	K-8 Site Test Coordinator 401-500	700	
	K-8 Site Test Coordinator 301-400	600	
	K-8 Site Test Coordinator 0-300	500	
	HS Site Test Coordinator – 8 Block	900	
	HS Site Test Coordinator – 4 Block	1,150	
	Study K-12 Site Test Coordinator	600	

### Section 3-E. ANNUAL MISCELLANEOUS STIPENDS

DEPARTMENT	DESCRIPTION	RATE	FREQUENCY
Elementary	Community School Principal	3,200	Annually
	Club Encore (Extended Learning Program) Site Liaison	500	Per Semester
	Club Encore (Extended Learning Program) Tutor (per club)	1,050	Per Semester
	Extended Learning Liaison 1-20 Students	300	Annual- paid upon completion (See #2 below)
	Extended Learning Liaison 21+ Students	400	
	School Garden Coordinator	200	
High School	Prom Coordinator	500	Annually
	Extracurricular Sponsor	250-500	Annually
	IB Essay/CAS Coordinator	3,000	Annually
	Math Team Sponsor	1,372	Annually
	Teacher Mentoring Supervisor	1,500	Annually
	Special Services Dept Chair 1-5 yrs experience	2,100	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 5+ yrs experience	2,400	
Middle School	Honor Choir/Band	250	Annual- paid upon completion (See #2 below)
	Middle School Advisor/Advisee	1,190	
	Extended Learning Program Site Liaison	500	Per Semester
	Extended Learning Program Tutor (per club)	1,050	Annual- paid upon completion (See #2 below)
	Special Services Dept Chair 1-5 yrs experience	1,400	
	Special Services Dept Chair 5+ yrs experience	1,750	
All Schools	Website Maintenance	250	Annual- paid upon completion (See #2 below)
	Teacher Support Team	1,000	
	Explore Liaison	600	
	Principal Combo School	750	Annually
	Wellness Champion	250	Paid Upon Completion
	Assistant Principal Combo School	375	Annually

**All Section 3-E Stipends will be paid as follows:**

1. Annually = paid over 12 months (Sept. through Aug. pay cycle. Payments may be pro-rated for remaining months in pay cycle, if necessary) OR
2. Annual - paid upon completion = A. paid when timesheet is submitted\*; B. Non-Certified, Non-Exempt or Non-SPS Staff stipends will be paid at \$7.85 per hour by submitting a monthly timesheet, then a timesheet stating "final timesheet" is submitted at the end of the assignment then the remaining balance owed will be paid.

\* Department directors or designee are responsible for submitting all Section 3-E stipends to HR for processing by the payroll cutoff date.

**SECTION 4**

**SUBSTITUTE & TEMPORARY SALARIES  
(CERTIFIED & CLASSIFIED)**

## Section 4. Substitute and Temporary Staff Rates

<b>EXEMPT</b>			
<b><u>Teacher</u></b>			
Regular Daily Rate			84.50
Regular Teacher Substituting on Conference Period Hourly Rate			22.33
11+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	107.57	123.07
	Half Day	53.79	61.54
46+ Days in the Same Assignment			
		<b><u>Bachelor's</u></b>	<b><u>Master's</u></b>
	Full Day	123.08	135.52
	Half Day	61.54	67.76
<b><u>Counselor</u></b>			
Regular Daily Rate			151.50
Former SPS Counselor Daily Rate			176.75
<b><u>School Administration</u></b>			
<b><u>Principal</u></b>			
Regular Daily Rate			230.00
11+ Days in the Same Assignment			280.00
<b><u>Assistant Principal</u></b>			
Regular Daily Rate			165.00
11+ Days in the Same Assignment			205.00
<b><u>Nursing</u></b>			
Nurses Daily Rate			116.00
Nurses 11+ Days in the Same Assignment			Nurses Schedule -Step 1 Daily Rate
Former SPS Nurse Hourly Rate			25.00
Former SPS Nurse in Lead Assignment Hourly Rate			30.00
<b><u>Other Staff</u></b>			
Interpreter Hourly Rate			25.00
Speech Language Pathologist Daily Rate			253.75
Occ Therapist Registered/Licensed (OTR); Physical Therapist (PT)			362.50 per day
Certified Occ Therapy Asst (COTA); Physical Therapy Asst (PTA)			290.00 per day
Homebound Teacher Hourly Rate			25.00
Specialized SPED Instructional Services			40-70 Hourly

## Section 4. Substitute and Temporary Staff Rates

<b>NON-EXEMPT</b>	
<b><u>Paraprofessional</u></b>	
Regular Hourly Rate	10.10
11+ Days in the Same Assignment	
	Non-Degreed in Education
	Degreed in Education
	Non-Degreed Ed.(Comp. Lab)
	Degreed in Ed. Degree (Comp. Lab)
<b><u>Clerical</u></b>	
Secretary Hourly Rate	8.62
<b><u>Other Substitute and Temporary Assignments</u></b>	
Nutrition Services Hourly Rate	8.50
Nutrition Services 11+ Days in the Same Assignment	Nutrition Services Schedule Step 1 Hourly Rate
Transportation Driver Hourly Rate	11.70
Transportation Aide Hourly Rate	9.10
Transportation Driver Hourly Rate (O/H Route)	12.30
Transportation Aide Hourly Rate (O/H Route)	9.70
Transportation Nurses	Transportation Nurses Schedule Step 1 Hourly Rate
Temporary Custodian Hourly Rate	10.00
Temporary Head Custodian 5+ Days in the Same Assignment	.50 Added to Hourly Rate
School Police Dispatcher Hourly Rate	12.12
Temp Worker Hourly Rate	10.00
Stipend Overage Hourly Rate (Non-Exempt Only)	Min. Wage

## Summary of Salary Modifications for School Year 2018-2019

### Teachers (page 4)

- a 2% cost of living increase;
- 1 step increase for eligible employees;
- 1 step movement on the stipend schedule for eligible employees;
- Lateral movement on the salary schedule for members who obtain advanced degrees;
- a .3% Salary increase for unit members to support four additional hours outside the current work schedule for additional safety training;
- a .5% increase to Steps 1-5 of the Bachelor's column (TABS);
- a .5% increase to Steps 26-30 on the Master's column (TCMS);
- a .5% increase to Steps 26-30 on the Specialist column (TESP);
- a .5% increase to Steps 26-30 on the Doctorate column (TFDR);
- effective FY19 new hires, credit up to 12 years of previous teaching experience.

### Custodial, Maintenance, & Supply (page 10)

- a 3% cost of living increase for Step 8 of job codes;
- 1 Step increase for eligible employees;
- a 1 cent increase to the 2<sup>nd</sup> shift night differential.

### Nurses (page 11)

- a 2.12% cost of living increase;
- 1 step increase for eligible employees.

### Secretarial/Clerical (page 14)

- a 2.6% cost-of-living increase on Steps 10 of all clerical salary grades;
- a 1% cost-of-living increase on Steps 1 through 9 of all clerical salary grades;
- 1 step increases for eligible employees.

### Transportation (page 15)

- all eligible employees .42 cents across all steps;
- eliminate salary grade 44 and use grade 45;
- eliminate salary grade 60 and use grade 61.