



# Salary Schedules

February 26, 2019

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# Certified & Nurse Salary Schedule

- Eliminates step 7 (first step of salary schedule)
- Add a step to the bottom of each educational level
- Steps increase by 2 %
- Step value increases by 3%
- With step and value increase totals 5%
- Starting teacher pay \$43,400



# FY 19-20 Certified & Nurses



	MA+0	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72	ED.D
Step 8	47,203	48,617	50,076	51,578	53,125	54,719	56,362	56,362
Step 9	48,145	49,590	51,078	52,611	54,189	55,815	57,488	57,488
Step 10	49,108	50,582	52,099	53,663	55,272	56,931	58,639	58,639
Step 11	50,090	51,594	53,142	54,735	56,377	58,069	59,811	59,811
Step 12	51,093	52,626	54,205	55,831	57,506	59,230	61,007	61,007
Step 13	52,115	53,677	55,287	56,949	58,655	60,416	62,226	62,226
Step 14	53,156	54,753	56,395	58,086	59,829	61,624	63,473	63,473
Step 15	54,220	55,846	57,522	59,248	61,025	62,856	64,742	64,742
Step 16	55,305	56,964	58,673	60,433	62,245	64,112	66,036	66,036
Step 17	56,410	58,104	59,846	61,641	63,491	65,395	67,357	67,357
Step 18	57,539	59,265	61,042	62,875	64,759	66,704	68,704	68,704
Step 19	58,690	60,450	62,264	64,131	66,057	68,037	70,079	70,079
Step 20	59,863	61,659	63,509	65,414	67,377	69,397	71,480	71,480
Step 21	61,205	63,001	64,851	66,756	68,717	70,738	72,821	72,821
Step 22	62,546	64,340	66,191	68,097	70,059	72,080	74,163	74,163
Step 23	63,886	65,682	67,532	69,437	71,401	73,419	75,503	75,503
Step 24	65,227	67,023	68,873	70,779	72,741	74,762	76,844	76,844
Step 25	66,568	68,365	70,215	72,121	74,083	76,103	78,185	78,185
Step 26	67,899	69,733	71,619	73,563	75,423	77,445	79,526	79,526
Step 27					76,931	78,994	81,117	81,117

# FY 18-19 Current Certified Salary Placement



FY18-19 Current Salary Schedule Placement																	
	BA+0	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72	BA+84	MA+0	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72	ED.D	
Step 7	190.475	15	15.6	2	1	1.4	1	2	66	18.8	8.4	6	2	2.2	6.8	1	
Step 8	22.7	4	6.8	1	1	0	0	1	12.2	4	5	4.5	4	1	2	1	
Step 9	35.6	5	2	1	1	1	0	1	18.1	5.6	1	4	2.2	2.2	3.6	2	
Step 10	69	5	5	0.4	4.4	0	0	2	17.2	11	5	2	1	2.2	6.8	1	
Step 11	2	23.8	4.4	7.1	0	0	0	0.25	19.4	5.8	1	3	6	4.2	6	1	
Step 12	2	1.2	18.2	3	3	0	3	2	19.6	13.6	15.8	9	4	4	9	3.5	
Step 13	0	0	0	2	0	4	3	1	11	14	7	7.5	8	4.2	33.2	0	
Step 14	0	2	0	5.4	3	7.25	2	6.6	6	12.3	12.5	22.2	16.2	11	32.8	4	
Step 15	0	0	0	1	4.4	2	1	1	7	6.2	3	7.225	7.2	10.2	19.7	2	
Step 16	1	0	0	0	1	1	0	0	3	5.4	2	4	3	3	17.8	1	
Step 17	0	1	2	2	0	0	0	1	1	2.2	3	2	2.25	0	5	1	
Step 18	0	0	0	2	0	2.2	0	1	5	3.2	4	0	4	5	19.2	0.4	
Step 19	0	0	0	1	1	1	1	2	0	2	3	4.4	7	3	15	0	
Step 20	0	0	1.2	0	0	0	0	0	0	0	0	1	0	1	3.4	0	
Step 21	0	0	0	0	0	0	0	0	0	0	1	1	2.2	1	4.2	0	
Step 22	0	0	0	0	0	1	0	0	2.2	0	0	2	0	0	2.2	0	
Step 23	0	0	0	0	0.3	0	0	0	0	2	0.5	1	0	0	0	0	
Step 24	0	0	0	0	0	0	0	0	0	0	0	0	1.6	0	1	0	
Step 25	0	0	0	0	0	0	1	0	1.25	1	0	3.8	0	0	4	0	
Step 26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1.5	0	
Total	322.775	57	55.2	27.9	20.1	20.85	12	20.85	188.95	107.1	72.2	84.625	70.65	54.2	193.2	17.9	1325.5



# Guidance Counselors

- Add a step to the bottom of each educational level
- Steps increase by 2 %
- Step value increases by 3%
- With step and value increase totals 5%
- Starting pay \$41,839





# Speech & Language Pathologist

- Add a step to the bottom of each educational level
- Steps increase by 2 %
- Step value increases by 3%
- With step and value increase totals 5%
- Starting pay \$51,683

# Occupational & Physical Therapist



- Removed first 10 steps
- Add a step to the bottom of the level
- Steps increase by 1 %
- Step value increases by 4%
- With step and value increase totals 5%
- Starting pay \$60,794





# Psychologists

- Add a step to the bottom of the level
- Steps increase by 1 %
- Step value increases by 4%
- With step and value increase totals 5%
- Starting pay \$56,876



# Classified

- Starts minimum wage of \$12.00 in July – not required until January 2020 – increase for some staff will exceed 5%
- Minimum and maximum range increased so all employees receive 5% increase.



# Administrative

- Deans moved to Assistant Principal
- Specific adjustments to individuals for disparity
- Provides increases for most at 5% - some may receive less or more based upon disparity



# High School Department Chair

- Adds 5% to 1<sup>st</sup> step
- Adds a step to bottom of schedule
- Allows employees to move 1 step on schedule and provides a 5% increase for all



# Supplemental Salary Schedule

- No change to salary schedule
  - Amounts were increased in FY18-19 by 8%
- Step increase given to employees due to step value equivalent, step increase is 7%



# Additional Hourly Amounts

- No Change to Amounts
- Athletic Worker
  - Classified - \$11.00
  - Certified - \$15.00
- Certified Hourly Before/After School Programs – Non Tutoring
  - \$25.00
- Certified Tutoring Core Subjects
  - \$30.00 per hour





# Sub Pay

- Increase to all levels
  - Day (1-29) \$95.50 to \$100.00
  - Day (30-59) \$100.50 to 105.00
  - Day (60-89) \$105.50 to \$110.00
  - Day (90 – up) \$110.50 to \$115.00
  - Over 5 years \$110.50 to \$115.00
  - Nurses \$120.50 to \$125.00
  - Long term sub cert \$115.50 to \$120.00
  - Long term teacher cert \$120.50 to \$125.00



# Questions