

2021-2022



ST. HELENA

PARISH SCHOOL DISTRICT

Salary Schedule

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St. Helena Parish Compensation Philosophy Statement

St. Helena Parish believes in the recruitment, retention, and development of high-quality teachers in St. Helena Parish. To accomplish this goal, we must have a competitive, equitable compensation framework that attracts a highly talented, collaborative pool of educators. We must also provide an environment that encourage employees to stay even in challenging economic situations and grow as professionals. We have a unique opportunity for expansive thinking regarding our compensation plan due to an effective collective bargaining agreement with our dedicated employees, a community that desires positive change, and a commitment by the school district to improve student achievement.

Defining a Compensation Philosophy

- Attracts high-quality and diverse candidates for employment,
- Rewards and retains qualified employees,
- Provides a fair and consistent framework for assigning pay grades to jobs,
- Maintains the salary structure at market competitiveness,
- Ensures equitable pay practices,
- Complies with applicable laws and regulations,
- Operates within the constraints of fiscal resources,
- Inspires employee excellence.



CERTIFIED EMPLOYEE WORKING CONDITIONS

LENGTH OF WORKDAY/WORKWEEK

Except for those Certified Employees assigned to duty (within current district practice) before or after school, the length of the workday for all Certified Employees shall be at least the state minimum pursuant to article 17.154.1 of the Louisiana State Statutes.

The standard work week shall consist of five (5) consecutive days from Monday to Friday.

Upon arrival, each employee shall record his/her arrival time using the Board approved attendance system at school as shown by school time. Every certified employee shall record his/her departure time using the school board's attendance system. Faculty assigned to morning duty shall record their arrival time prior to reporting to duty. All teachers are required to be in their classrooms prior to bell time.

A. LUNCH PERIODS

No middle and high school certified employees shall have any less than a continuous thirty-minute (30) day free lunch period. The principal will provide a duty-free lunch period where possible.

B. PREPARATION PERIOD

Effective on the first pupil contact day, each teacher in junior/middle and senior high school, shall be scheduled for five (5) instructional planning periods per week, of not less than one full period.

Effective on the first student contact day of the school year, elementary school teachers shall be scheduled for instructional planning periods of not less than 150 minutes per week.

C. HOLIDAYS AND WEEKEND WORK

No Certified Employee shall be required to work on weekends, before or after hours of the regular school day or holidays except as compensated on the Supplementary Salary Schedule.

CALENDAR

The school year calendar shall consist of 182 days or as state-mandated for certified teachers.

SALARY SCHEDULES EFFECTIVE JULY 1, 2013

St. Helena Parish School District has revised its Salary Schedule in compliance with Act 1 of the 2012 Louisiana Legislature.

1. Salary Configuration

Employee salaries include base pay, millage increase, local supplement, performance, degree attainment, and experience.

- a. Certified teachers and administrators will receive a yearly supplement based upon their **performance** in the following categories:

- i. Highly Effective Rating
- ii. Effective Proficient Rating
- iii. Demand

St. Helena Parish School District considers all 9-month teaching positions "in demand". If a position is vacant for a period, an increase in this category may be allowable.

- iv. Salaries of employees that receive an “ineffective” rating will be frozen at the salary that they received the previous year.
- b. The following levels of **degree attainment** will be recognized:
 - i. Bachelor’s Degree and/or master’s degree outside of content area
 - ii. Master’s Degree in content area
 - iii. Masters +30 Degree in content area
 - iv. Education Specialist in content area
 - v. Doctorate in content area
- c. St. Helena Parish School District defines **experience** as the number of years an employee works as a certified educator. If a former employee returns due to their resignation or a reduction in force, any previous years of service in St. Helena will be credited. If an employee returns after retiring, they will be paid in accordance with the **Certified Teaching Positions: Retired (9-month)** salary schedule.

Non-certified teachers will be placed on year-to-year contract until certification is obtained.

2. Employee Certification

- a. Certified Employee - an individual who earned a college degree and is credentialed through the Louisiana Department of Education to teach academic subjects.
- b. Non-certified Employee – an individual who is not credentialed through the Louisiana Department of Education to teach academic subjects.

STIPENDS

Employees who perform additional job duties or participate in professional development workshops outside of normal work hours are eligible to receive a stipend for their services. Individuals no longer employed with the school district at the time stipends are disbursed are ineligible to receive the payment. Individuals who receive payment but resign prior to teaching a class must reimburse the school district for the amount paid.

- Attendance at professional development workshops \$25.00 per hour
- Presenter at professional development workshops \$35.00 per hour
- Teachers as substitutes during planning time \$25.00 per day
- Additional salary supplement \$250.00 per/mo.
Paid to Central Office staff or other certified school employees for additional responsibilities.

Teacher Salary Supplements – Supplements to the base salary shall be paid to teachers who are also athletic coaches, cheerleader or dance-line sponsors, and other school-based employees. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee’s annual base salary.



NON-CERTIFIED EMPLOYEES WORKING CONDITIONS

WORKDAY

A. FULL-TIME EMPLOYEES

The standard work year for all Non-Certified Employees shall be defined in each section pertaining to his/her job classification.

The employment year for all twelve-month employees shall be from July 1 through June 30. The year shall consist of 260 days or 261 days in a leap year which includes paid holidays and vacation days. An emergency day shall count as a workday.

Any holiday that falls on a Saturday shall be observed on the preceding Friday. Any holiday that falls on a Sunday will be observed on the following Monday.

Full year Bargaining Unit Member shall be scheduled to work their regular workday except for summer months when the superintendent uses a summer schedule.

VACATION DAYS

Every non-certified, twelve (12) month Employee shall be entitled to the following paid holidays:

Memorial Day	1 day
Presidential Election	1 day*
Independence Day	1 day
Labor Day	1 day
Thanksgiving Week	5 days
Christmas Week/New Year's Day	10 days
Martin Luther King's Birthday	1 day
Mardi Gras Day	2 days
Good Friday	1 day
Easter Week	<u>5 days</u>
TOTAL DAYS	27 days

* *Presidential Election is once every four years.*

The workday shall include at least one fifteen (15) minute break every (4) consecutive hours and a duty-free lunch and/or dinner break of no less than thirty (30) uninterrupted minutes.

The standard work week shall consist of five (5) consecutive days from Monday to Friday.

B. OVERTIME, HOLIDAYS, AND WEEKEND WORK

Except as otherwise provided, no employee will be required to work overtime and/or on weekends or holidays except as follows:

1. Regular Overtime

All hours worked more than forty (40) per week shall be compensated at the rate of one and one-half (1/2) times the normal rate of pay.

Relief Time and Overtime

Bargaining Unit Members working overtime will be entitled to an additional fifteen (15) minute relief time for every four (4) hours worked.

2. Sunday and Holiday Overtime

All work on Sundays or holidays (overtime or not) will be compensated at two (2) times the employee's normal rate of pay, and a minimum of four (4) hours will be credited to the employee.

3. Saturday Overtime

Saturday overtime shall be a guaranteed three (3) hours of minimum of work or pay.

BUS DRIVER(S) AND BUS ATTENDANTS/AIDES

The employment year for all bus drivers and attendants/aides shall not exceed 180 days. An emergency day shall count as a workday. They shall be paid for one hundred-eighty (180) days.

The workday for all regular bus drivers shall be from 6:00am – 8:00am and from 2:00pm – 4:30pm. Each bus driver, prior to his/her first a.m. and p.m. scheduled route, will complete a thorough pre-trip inspection report which must be filed with the Transportation Department. Post-trip inspections shall be made in accordance with department policy. Prior to the opening of school, bus drivers shall receive a written copy of procedures for pre-trip and post-trip inspections.

CUSTODIAL/MAINTENANCE

- A. Work Year: The employment year for all Custodial employees shall not exceed two hundred sixty (260) days or two hundred sixty-one (261) days in a leap year which includes paid holidays and vacation days. An emergency day shall count as a workday.
- B. Work Week: The standard work week for all custodial employees shall consist of five (5) consecutive days, from Monday through Friday.
- C. Workday: Custodial employees shall be scheduled for an eight (8) hour workday, which includes a paid thirty-minute (30) lunch/dinner break and a mid-morning and mid-afternoon break of fifteen (15) minutes each.

FOOD SERVICE TECHNICIANS

Shall be scheduled to work a seven and one half (7½) hour day or less, providing that a proportionate hourly pay will be made. Cooks shall be scheduled to report on all regular school days during the school year not to exceed one hundred eighty (180) actual report days. An emergency day shall count as a workday. They shall be paid for one hundred-eighty (180) report days.

Food Service Managers – shall be scheduled to report on all regular school days not to exceed on hundred-eighty (180) actual report days.

SCHOOL SECRETARIES/CLERKS - shall report on the following schedule:

Twelve-month secretary – two hundred sixty-one (261) days

An emergency day shall count as a workday. Twelve-month secretaries shall be paid for two hundred sixty-one (261) days.

Twelve-month secretaries shall be scheduled to a seven and one-half (7 ½) hour day. When extended employment is offered, the secretary shall be paid in accordance with overtime policy.

AIDES/PARAPROFESSIONALS

The employment year for all aides/paraprofessionals shall not exceed 180 workdays. An emergency day shall count as a workday.

The standard workweek for all aides/paraprofessionals shall consist of five (5) consecutive days from Monday through Friday unless a special summer schedule is in effect. The workday for aides/paraprofessionals shall be seven and one-half (7 ½) hours per day.

If the Board requires an aide/paraprofessional to take a course/workshop as a condition of continued employment, the costs shall be borne by the Board.

BOOKKEEPERS/CLERKS

Shall be paid for workday and shall be scheduled to work a seven and one-half (7 ½) hour day. An emergency day shall count as a workday.

PROFESSIONAL DEVELOPMENT DAYS

St. Helena Parish School District shall provide non-instructional days for professional development during each school year.

Attendance at the professional development sessions is mandatory with the exclusion of weekends. Employees who do not attend must provide a written explanation to their immediate supervisor detailing the reason for the absence.

All new teachers are required to attend the New Teacher Induction Meeting held twice per month in the fall semester and once per month in the spring semester. Employees who do not attend must provide a written explanation to their immediate supervisor detailing the reason for the absence.

LEAVES

SICK LEAVE

- A. All Bargaining Unit Members employed on the first day of each school year shall be credited with ten (10) school days to be used for personal illness and emergency leave.
- B. All Employees hired for eleven (11) and twelve (12) months shall be allowed eleven (11) and twelve (12) days absence per fiscal year respectively, for personal illness and/or emergency leave.
- C. All Bargaining Unit Members employed after the beginning of the school year, shall be credited with one (1) day per month of the remaining school/calendar year to be used for illness or emergency leave.

PERSONAL AND PROFESSIONAL LEAVE

- A. **PERSONAL LEAVE**
Members of the Bargaining Unit with days available in their current or accrued sick leave account shall be eligible to charge up to two (2) workdays per school year for personal reasons with twenty-four (24) hours prior notice.

ADDITIONAL PAID LEAVES

- A. **ANNUAL LEAVE**
 1. Bargaining Unit Members who work a twelve (12) month fiscal year shall earn paid annual leave days. Annual leave shall be earned on a prorated monthly basis per fiscal year.
 2. Annual leave shall be computed based on the following schedule:

YEARS OF SERVICE VACATION LEAVE

10 days leave for 10 years or less.

One additional day of Annual Leave for each year of service up to 20 days

Individuals who become 12-month employees after the start of the fiscal year will earn vacation leave based on the percentage of the work year remaining at the time of employment.

COMPENSATION AND RELATED PROVISIONS

PAYROLL INSTALLMENTS/PAY DATES

Employees shall be paid in twelve (12) equal installments per year. St. Helena Parish School System shall have an established day for all employees to receive paychecks. For this section of the Agreement, all employees shall be defined as employees who are not contracted or substitute employees. Payday shall be the 15th of each month with the understanding, that if the 15th falls on a Saturday, Sunday or holiday payday shall be the previous workday.

SUPPLEMENTAL CHECKS

The full-time employees of St. Helena Parish School System shall receive four (4) separate supplemental pay each fiscal year based upon the monies received from the taxes passed by the voters of St. Helena Parish. Monies will be divided equally among all qualified employees. Supplements shall be issued on or before the 12th of March, June, September, and December and be issued to the employees who meet the following guidelines.

- 1) Must be considered a current full-time employee of St. Helena Parish School System. (Not contracted, substitute, or part-time.) Must have been an employee for the previous six (6) consecutive months. (See Chart Below for reference.)

Month of Hire	Eligibility to Receive One-Cent Supplement
July – August	December Supplement
January – February	June Supplement
Eligibility to Receive Half-Cent Supplement	
Employee must work one full school year (August – May) to receive this supplement.	

- 2) Employees who have been laid off due to reduction in force (if they are eligible for the original supplemental pay) shall receive the next scheduled supplement after being laid off and not rehired if reduction in force is on or before 30 days of check issuance.
- 3) Employees who have been fired or resigned shall not be eligible for the scheduled supplemental pay.

Substitute Pay

	Pay
Regular Substitute Teacher/Proximity Learning Proctor - Individual with a high school diploma	\$ 64.75 per day
Degreed Substitute Teacher/Proximity Learning Proctor - Individual with a 4-year college degree	\$ 75.00 per day
Food Service Worker / Custodial Worker	\$ 7.25 per hour

Alternative Certification/Non-Certified Employees**\$35,700.00**

Individuals with a college degree who wish to pursue a teaching certification will be required to sign a contract that will list their employment and pursuit of certification requirements. Once official enrollment into an alternate certification program and a certification number is verified, the employee will revert to a full time, first year teacher's salary. Failure to comply with the requirements within the allotted time frame stated in the contract will result in a transfer to the Degreed Substitute salary. As of August 2021, these employees are eligible to receive the supplemental pay benefits.

St. Helena Parish School District Supplemental Pay for Additional Work Provided by Existing Employees

(Approved August 12, 2021)

Position	Stipend
Print Media Specialist (additional two weeks added to work assignment)	\$15,000.00 flat rate
Food Service Support	\$15.00 per hour
Custodial Support	\$15.00 per hour
Course Instructor for vacant positions	\$2,500.00 per nine-week
Sporting Event Assistant	\$40.00 per event
Virtual Academy Instructor	\$5,000.00 flat rate



COACHING SUPPLEMENT

The goal of the St. Helena Parish High School's Athletic Department is to provide students with a premiere, well-organized extra-curricular sports program. The Department is required to follow all LSHAA rules and regulations.

COACHING STAFF

As of May 2013, the LSHAA has placed St. Helena College and Career Academy in the 2A Division. Except for the Head Football Coach, it is strongly recommended that each coach be assigned two coaching positions. All teachers assigned to a coaching position will be placed on a 10-month teaching assignment.

Major High School Sports

Head Football	Assistant Football	Head Boys Basketball
Assistant Boys Basketball	Head Girls Basketball	Assistant Girls Basketball
Head Track	Assistant Track	Head Baseball
Assistant Baseball	Head Softball	Assistant Softball
Head Volleyball	Assistant Volleyball	

Minor High School Sports

Cross Country/track	Soccer	Tennis
Basketball	Weightlifting/Powerlifting	Junior High Football
Cheer/Dance	Bass Fishing	

PAY STRUCTURE FOR COACHING POSITIONS

Certified employees will receive an additional 10% of their base pay salary that is reflected in their total salary. The Head Football Coach will receive 13%. Eleven and 12-month employees are not eligible to receive the additional stipend for coaching.

If a coach is removed or opted out of a position, the supplement will be removed from their salary at the next pay period. If any payments are due to the School Board, it will be garnished from their salary until full payment has been made.

Football	Supplement	Track	Supplement
Offensive and Defensive Coordinators	\$3,000.00	Head Coaches	\$2,000.00
Assistant Coaches	\$2,000.00	Assistant Coaches	\$1,500.00
Boys/Girls Basketball	Supplement	Baseball/Softball	Supplement
Head Coaches	\$3,000.00	Head Coaches	\$2,000.00
Assistant Coaches	\$1,500.00	Assistant Coaches	\$1,500.00
Volleyball	Supplement	Band	Supplement
Head Coach	\$2,000.00	Assistant	\$2,000.00
Assistant Coach	\$1,500.00		

Elementary school coaches will receive the following stipend:

Cross Country/track	\$720.00	Assistant Coach	\$300.00
Soccer	\$720.00	Tennis	\$300.00
Basketball	\$720.00	Weightlifting	\$300.00
Football	\$720.00	Cheer/Dance	\$300.00

The total stipend for elementary/middle school coaches and coaches of minor sports shall not exceed \$2,500.00 and are 9-month employees.

NON-INSTRUCTIONAL COACHING STAFF

Coaches who are not employees of St. Helena Parish School District will receive a \$1,500.00 flat rate for each school year.

CDL License

Any coach with a CDL license who drives for all away games will receive an additional \$500.00 at the completion of their season. All driving trips must be documented. The driving supplement is only paid once. Therefore, an individual coaching two sports cannot be paid the driving supplement for both sports.

- a. Driver must meet all federal and state licensing, certification, drug, and alcohol testing requirements. In addition, the coach must meet the following requirements:
 1. Provide a copy of current CDL license to be placed on file.
 2. Covered by School Board insurance.

The School Board is not responsible for any expenses in acquiring CDL licensing.



EMPLOYEE PAY GUIDANCE DURING ELEARNING ENVIRONMENTS

Employees (9, 10, 11, 12-month)

(Central office staff, school administrators, regular education teachers, exceptional education teachers, school secretaries, janitors, teaching assistants, food service workers)

- Employee salary and benefits will remain the same, as if the employee were working at their primary work site.
- The employee understands that all prior and current obligations, responsibilities, terms, and conditions of employment with the St. Helena Parish School District (“Employer”) still apply while telecommuting.
- The employee will continue to comply with federal and state laws and regulations, while working at his/her home or alternative work site.
- The employee must comply with and remains subject to all the Employer’s policies and procedure, including all applicable leave policies and disciplinary policies, while performing work at any alternative work site.
- The employee understands that he/she will be accessible via email, telephone, or any other electronic means throughout established work hours or on an as needed basis.
- The employee is required to attend all meetings via telephone and/or videoconferencing methods.
- The employee will continue to work with other team members on projects and in the pursuit of operational tasks.

Bus Drivers

- Owner/Operators – Bus drivers employed by the School Board will receive their normal pay and operations cost. Fuel costs will not be included during the school closure unless the Superintendent schedules work for these employees.
- Contracted Buses – Individuals who drive contracted buses are not employed with the St. Helena Parish School Board. They are employed with the Contracted Bus Owners. As such, the owners will provide employee pay guidance for these individuals.

Related Service Providers

- All related service providers must provide documentation that services were provided prior to payment. Failure to submit the requested information will result in non-payment.

Substitutes

- These employees’ pay is based on the number of days worked. As such, compensation during this time is suspended due to the school closure.

Certified Teaching Positions (9-Month)

Bachelor's Degree and/or master's degree outside of Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,500
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,718
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,039
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,364
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,691
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,022
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,356
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,694

Master's Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,800
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,021
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,345
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,673
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,003
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,337
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,675
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,016

Master's +30 in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,100
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,124
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,451
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,782
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,116
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,453
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,793
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,137

Education Specialist in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,400
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,427
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,757
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,091
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,428
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,768
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,112
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,459

Doctorate in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,700
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,730
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,063
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,400
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,740
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,083
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,430
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,780

Certified Teaching Positions: Retired (9-month)

Step	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,500
4-6	\$ 31,800	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,200

**Applies to current retired and continued service employees hired prior to 2012.*

	\$ 38,061	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 47,461
	\$ 40,860	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 50,260

Certified Administrative Personnel

Assistant Superintendent (12-Month Administrative Contract)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 64,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 75,900
1	\$ 64,250	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 76,150
2	\$ 64,500	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 76,400
3	\$ 64,750	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 76,650
4	\$ 65,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 76,900

Division of Academic Affairs Chiefs (12-Month Administrative Contract)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 62,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,900
1	\$ 62,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,900
2	\$ 64,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 75,900
3	\$ 64,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 75,900
4	\$ 64,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 75,900

School Principal (12-Month Administrative Contract)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 61,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 72,900
1	\$ 61,250	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,150
2	\$ 61,500	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,400
3	\$ 61,750	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,650
4	\$ 62,000	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 73,900

Assistant Principal (11-Month Contract)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 53,000	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,900
1	\$ 53,250	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,150
2	\$ 53,500	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,400
3	\$ 53,750	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,650
4	\$ 54,000	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,900

School Administrator (11-Month Administrative Contract)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 44,506	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 54,406
1	\$ 44,756	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 54,656
2	\$ 45,006	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 54,906
3	\$ 45,256	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,156
4	\$ 45,506	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,406

Disciplinarian (10-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 43,200	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 400	\$ 50,500
1	\$ 43,632	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 400	\$ 50,932
2	\$ 44,068	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 400	\$ 51,368
3	\$ 44,509	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 400	\$ 51,809
4	\$ 44,954	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 400	\$ 53,954

Director of Employee and Student Program (12 month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 41,500	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 50,900
1	\$ 41,750	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,150
2	\$ 42,000	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,400
3	\$ 42,250	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,650
4	\$ 42,500	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,900

Academic Coach (10 month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 41,500	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 50,900
1	\$ 41,750	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,150
2	\$ 42,000	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,400
3	\$ 42,250	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,650
4	\$ 42,500	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 51,900

Dean of Students (9-Month)							
Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,500
1	\$ 32,050	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,750
2	\$ 32,300	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,000
3	\$ 32,550	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,250
4	\$ 32,800	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,200

Inclusion Support Facilitator/IEP Evaluator (10-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 37,000	\$ 6,000	\$ 600	\$ 300	\$ 2,000	\$ 800	\$ 46,700
1	\$ 37,250	\$ 6,000	\$ 600	\$ 300	\$ 2,000	\$ 800	\$ 46,950
2	\$ 37,623	\$ 6,000	\$ 600	\$ 300	\$ 2,000	\$ 800	\$ 47,323
3	\$ 37,370	\$ 6,000	\$ 600	\$ 300	\$ 2,000	\$ 800	\$ 47,070
4	\$ 37,744	\$ 6,000	\$ 600	\$ 300	\$ 2,000	\$ 800	\$ 47,444

High School AD/Head Football (12-Month Admin Contract)								13%	
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary	Athletic Supp	Total
0	\$ 47,300	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 59,200	\$ 7,696	\$ 66,896
1	\$ 47,550	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 59,450	\$ 7,729	\$ 67,179
2	\$ 47,800	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 59,700	\$ 7,761	\$ 67,461
3	\$ 48,050	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 59,950	\$ 7,794	\$ 67,744
4	\$ 48,300	\$ 6,000	\$ 600	\$ 500	\$ 4,000	\$ 800	\$ 60,200	\$ 7,826	\$ 68,026

Certified Coaching/Teaching Position - (10-Month)

Bachelor's Degree and/or master's degree outside of Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	MFP 5/19	Supp.	MFP 7/21	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 3,180	\$ 800	\$ 42,680
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,212	\$ 800	\$ 44,730
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,244	\$ 800	\$ 45,083
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,276	\$ 800	\$ 45,440
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,309	\$ 800	\$ 45,800
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,342	\$ 800	\$ 46,164
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,376	\$ 800	\$ 46,532
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,409	\$ 800	\$ 46,903

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	MFP 5/19	Supp.	MFP 7/21	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 3,210	\$ 800	\$ 43,010
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,242	\$ 800	\$ 45,063
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,275	\$ 800	\$ 45,420
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,307	\$ 800	\$ 45,780
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,340	\$ 800	\$ 46,143
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,374	\$ 800	\$ 46,511
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,407	\$ 800	\$ 46,882
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,442	\$ 800	\$ 47,258

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	MFP 5/19	Supp.	MFP 7/21	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 3,240	\$ 800	\$ 43,340
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,272	\$ 800	\$ 45,396
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,305	\$ 800	\$ 45,756
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,338	\$ 800	\$ 46,120
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,372	\$ 800	\$ 46,488
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,405	\$ 800	\$ 46,858
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,439	\$ 800	\$ 47,232
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,474	\$ 800	\$ 47,611

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	MFP 5/19	Supp.	MFP 7/21	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 3,270	\$ 800	\$ 43,670
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,303	\$ 800	\$ 45,730
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,336	\$ 800	\$ 46,093
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,369	\$ 800	\$ 46,460
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,403	\$ 800	\$ 46,831
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,437	\$ 800	\$ 47,205
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,471	\$ 800	\$ 47,583
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,506	\$ 800	\$ 47,965

Doctorate in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	MFP 5/19	Supp.	MFP 7/21	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 3,300	\$ 800	\$ 44,000
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,333	\$ 800	\$ 46,063
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,366	\$ 800	\$ 46,429
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,400	\$ 800	\$ 46,800
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,434	\$ 800	\$ 47,174
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,468	\$ 800	\$ 47,551
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,503	\$ 800	\$ 47,933
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 3,538	\$ 800	\$ 48,318

High School Band Director/Agriculture Teacher - (12 Month)**Bachelor's Degree and/or master's degree outside of Content Area**

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 44,506	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,706
4-6	\$ 44,951	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 54,851
7-9	\$ 45,401	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,301
10-12	\$ 45,855	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,755
13-15	\$ 46,313	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,213
16-18	\$ 46,776	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,676
19-21	\$ 47,244	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,144
22-24	\$ 47,716	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,616

Master's Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 44,806	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,006
4-6	\$ 45,254	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,154
7-9	\$ 45,707	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,607
10-12	\$ 46,164	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,064
13-15	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,525
16-18	\$ 47,092	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,992
19-21	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,462
22-24	\$ 48,038	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,938

Master's +30 in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 45,106	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,306
4-6	\$ 45,557	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,457
7-9	\$ 46,013	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,913
10-12	\$ 46,473	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,373
13-15	\$ 46,937	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,837
16-18	\$ 47,407	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,307
19-21	\$ 47,881	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,781
22-24	\$ 48,360	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,260

Education Specialist in Content Area

Experience	Base Pay	Millage	LS	MFP11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 45,406	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,606
4-6	\$ 45,860	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 55,760
7-9	\$ 46,319	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,219
10-12	\$ 46,782	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,682
13-15	\$ 47,250	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,150
16-18	\$ 47,722	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,622
19-21	\$ 48,199	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,099
22-24	\$ 48,681	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,581

Doctorate Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 45,706	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,906
4-6	\$ 46,163	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,063
7-9	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,525
10-12	\$ 47,091	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 56,991
13-15	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,462
16-18	\$ 48,037	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,937
19-21	\$ 48,518	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,418
22-24	\$ 49,003	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,903

Reading Specialist/Response to Interventionist (9-month)

Bachelor's Degree and/or master's degree outside of Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,500
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,518
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,839
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,164
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,491
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,822
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,156
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,494

Master's Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 39,800
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 41,821
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,145
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,473
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,803
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,137
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,475
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,816

Master's +30 in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,100
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,124
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,451
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,782
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,116
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,453
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,793
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,137

Education Specialist in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,400
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,427
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,757
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,091
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,428
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,768
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,112
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,459

Doctorate Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 40,700
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 42,730
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,063
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,400
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 43,740
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,083
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,430
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 1,500	\$ 800	\$ 44,780

Executive Master Teacher/Ed Diagnostician - (10 month)**Bachelor's Degree and/or master's degree outside of Content Area**

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 40,000	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 48,200
4-6	\$ 40,400	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 50,300
7-9	\$ 40,804	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 50,704
10-12	\$ 41,212	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,112
13-15	\$ 41,624	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,524
16-18	\$ 42,040	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,940
19-21	\$ 42,461	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,361
22-24	\$ 42,885	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,785

Master's Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 40,300	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 48,500
4-6	\$ 40,703	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 50,603
7-9	\$ 41,110	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,010
10-12	\$ 41,521	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,421
13-15	\$ 41,936	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,836
16-18	\$ 42,356	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,256
19-21	\$ 42,779	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,679
22-24	\$ 43,207	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,107

Master's +30 in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 40,600	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 48,800
4-6	\$ 41,006	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 50,906
7-9	\$ 41,416	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,316
10-12	\$ 41,830	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,730
13-15	\$ 42,249	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,149
16-18	\$ 42,671	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,571
19-21	\$ 43,098	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,998
22-24	\$ 43,529	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,429

Education Specialist in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 40,900	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 49,100
4-6	\$ 41,309	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,209
7-9	\$ 41,722	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,622
10-12	\$ 42,139	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,039
13-15	\$ 42,561	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,461
16-18	\$ 42,986	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,886
19-21	\$ 43,416	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,316
22-24	\$ 43,850	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,750

Doctorate in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 41,200	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 49,400
4-6	\$ 41,612	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,512
7-9	\$ 42,028	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 51,928
10-12	\$ 42,448	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,348
13-15	\$ 42,873	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 52,773
16-18	\$ 43,302	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,202
19-21	\$ 43,735	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 53,635
22-24	\$ 44,172	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 54,072

Social Worker - (12-Month)

Bachelor's Degree and/or master's degree outside of Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 49,386	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,586
4-6	\$ 49,880	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 59,780
7-9	\$ 50,379	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,279
10-12	\$ 50,882	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,782
13-15	\$ 51,391	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,291
16-18	\$ 51,905	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,805
19-21	\$ 52,424	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,324
22-24	\$ 52,948	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,848

Master's Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 49,686	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 57,886
4-6	\$ 50,183	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,083
7-9	\$ 50,685	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,585
10-12	\$ 51,192	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,092
13-15	\$ 51,703	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,603
16-18	\$ 52,220	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,120
19-21	\$ 52,743	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,643
22-24	\$ 53,270	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,170

Master's +30 in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 49,986	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,186
4-6	\$ 50,486	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,386
7-9	\$ 50,991	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,891
10-12	\$ 51,501	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,401
13-15	\$ 52,016	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,916
16-18	\$ 52,536	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,436
19-21	\$ 53,061	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,961
22-24	\$ 53,592	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,492

Education Specialist in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 50,286	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,486
4-6	\$ 50,789	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,689
7-9	\$ 51,297	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,197
10-12	\$ 51,810	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,710
13-15	\$ 52,328	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,228
16-18	\$ 52,851	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,751
19-21	\$ 53,380	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,280
22-24	\$ 55,313	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 65,213

Doctorate Degree in Content Area

Experience	Base Pay	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0-3	\$ 50,586	\$ 4,300	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 58,786
4-6	\$ 51,092	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 60,992
7-9	\$ 51,603	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 61,503
10-12	\$ 52,119	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,019
13-15	\$ 52,640	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 62,540
16-18	\$ 53,166	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,066
19-21	\$ 53,698	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 63,598
22-24	\$ 54,235	\$ 6,000	\$ 600	\$ 500	\$ 2,000	\$ 800	\$ 64,135

Non-Certified Administrative Personnel

Operations Division Chiefs (12-month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 60,000	\$ 3,500	\$ 600	\$ 300	\$ 4,000	\$ 400	\$ 68,800
1	\$ 60,000	\$ 3,500	\$ 600	\$ 300	\$ 4,000	\$ 400	\$ 68,800
2	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 4,000	\$ 400	\$ 72,800
3	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 4,000	\$ 400	\$ 72,800
4	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 4,000	\$ 400	\$ 72,800

Director of Child Nutrition and Wellness (12-Month)								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$48,600	\$3,500	\$ 600	\$ 300	\$2,000	\$4,000.00	\$ 400	\$59,400
1	\$49,086	\$3,500	\$ 600	\$ 300	\$2,000	\$4,000.00	\$ 400	\$59,886
2	\$49,577	\$3,500	\$ 600	\$ 300	\$2,000	\$4,000.00	\$ 400	\$60,377
3	\$50,073	\$3,500	\$ 600	\$ 300	\$2,000	\$4,000.00	\$ 400	\$60,873
4	\$50,573	\$3,500	\$ 600	\$ 300	\$2,000	\$4,000.00	\$ 400	\$61,373

Supervisors (12-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 41,215	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 48,015
1	\$ 41,627	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 48,427
2	\$ 42,043	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 48,843
3	\$ 42,464	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 49,264
4	\$ 42,888	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 49,688

*HR Coordinator will receive a \$5,000 LS for duration of the TIF Grant

Coordinators (12-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 34,000	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 40,800
1	\$ 34,340	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 41,140
2	\$ 34,683	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 41,483
3	\$ 35,030	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 41,830
4	\$ 35,381	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 42,181

Central Office Receptionist (12-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 15,500	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 22,300
1	\$ 15,655	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 22,455
2	\$ 15,812	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 22,612
3	\$ 15,970	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 22,770
4	\$ 16,129	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 22,929

Central Office Clerk SIS/SER (12-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 20,519	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 27,319
1	\$ 20,724	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 27,524
2	\$ 20,931	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 27,731
3	\$ 21,141	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 27,941
4	\$ 21,352	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 28,152

Instructional Technology Manager (11-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 25,600	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 32,400
1	\$ 25,856	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 32,656
2	\$ 26,115	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 32,915
3	\$ 26,376	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 33,176
4	\$ 26,639	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 33,439

Food Service Field Manager (12-Months)								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$31,800	\$3,500	\$ 600	\$300	\$2,000	\$4,000	\$ 400	\$ 42,600
1	\$32,118	\$3,500	\$ 600	\$300	\$2,000	\$4,000	\$ 400	\$ 42,918
2	\$32,439	\$3,500	\$ 600	\$300	\$2,000	\$4,000	\$ 400	\$ 43,239
3	\$32,764	\$3,500	\$ 600	\$300	\$2,000	\$4,000	\$ 400	\$ 43,564
4	\$33,091	\$3,500	\$ 600	\$300	\$2,000	\$4,000	\$ 400	\$ 43,891

Operations Assistant (12-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 26,557	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 33,357
1	\$ 26,823	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 33,623
2	\$ 27,091	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 33,891
3	\$ 27,362	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 34,162
4	\$ 27,635	\$ 3,500	\$ 600	\$ 300	\$ 2,000	\$ 400	\$ 34,435

Non-Certified School Board Employees

Transportation Assistant (10-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 19,400	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,400
1	\$ 19,594	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,594
2	\$ 19,790	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,790
3	\$ 19,988	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,988
4	\$ 20,188	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,188

Bus Driver (9-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 11,139	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 17,139
1	\$ 11,250	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 17,250
2	\$ 11,363	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 17,363
3	\$ 11,477	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 17,477
4	\$ 11,591	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 17,591

Bus Aide (9-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 10,072	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 16,072
1	\$ 10,173	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 16,173
2	\$ 10,274	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 16,274
3	\$ 10,377	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 16,377
4	\$ 10,481	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 16,481

Cafeteria Manager								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$20,035	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 29,035
1	\$20,285	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 29,285
2	\$20,535	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 29,535
3	\$20,785	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 29,785
4	\$21,035	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 30,035

Food Service Field Manager								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$24,600	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 33,600
1	\$24,846	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 33,846
2	\$25,094	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 34,094
3	\$25,345	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 34,345
4	\$25,599	\$3,500	\$ 600	\$ 300	\$1,200	\$3,000	\$ 400	\$ 34,599

Early Childhood Teaching Assistant/Non-Instructional Child Specific							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 13,351	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 19,351
1	\$ 13,485	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 19,485
2	\$ 13,619	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 19,619
3	\$ 13,756	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 19,756
4	\$ 13,893	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 19,893

Food Service Technician (9-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$11,554	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 19,554
1	\$11,670	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 19,670
2	\$11,786	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 19,786
3	\$11,904	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 19,904
4	\$12,023	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 20,023
5	\$13,307	\$3,500	\$ 600	\$ 300	\$ 1,200	\$2,000	\$ 400	\$ 20,907

General Maintenance (12-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase4/1	MFP 7/21	Salary
0	\$23,310	\$3,500	\$ 600	\$ 300	\$ 1,200	\$1,000	\$ 400	\$ 30,310
1	\$23,543	\$3,500	\$ 600	\$ 300	\$ 1,200	\$1,000	\$ 400	\$ 30,543
2	\$23,779	\$3,500	\$ 600	\$ 300	\$ 1,200	\$1,000	\$ 400	\$ 30,779
3	\$24,016	\$3,500	\$ 600	\$ 300	\$ 1,200	\$1,000	\$ 400	\$ 31,016
4	\$24,256	\$3,500	\$ 600	\$ 300	\$ 1,200	\$1,000	\$ 400	\$ 31,256

Media Center Specialist (10-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 15,700	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 21,700
1	\$ 15,857	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 21,857
2	\$ 16,016	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 22,016
3	\$ 16,176	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 22,176
4	\$ 16,337	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 22,337

On-Line Course Facilitator (10-Month)

Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 19,702	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,702
1	\$ 19,899	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 25,899
2	\$ 20,098	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,098
3	\$ 20,299	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,299
4	\$ 20,502	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,502

Truancy Officer (9-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 31,800	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 37,800
1	\$ 32,118	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 38,118
2	\$ 32,439	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 38,439
3	\$ 32,764	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 38,764
4	\$ 33,091	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 39,091

PBIS Facilitator/Alternative Program Facilitator							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 26,000	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 32,000
1	\$ 26,260	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 32,260
2	\$ 26,523	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 32,523
3	\$ 26,788	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 32,788
4	\$ 27,056	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 33,056

School Secretary (12-Month)/ISSP Facilitator							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 21,117	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,117
1	\$ 21,328	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,328
2	\$ 21,541	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,541
3	\$ 21,757	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,757
4	\$ 21,974	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,974

School Secretary II (10-month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 20,293	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,293
1	\$ 20,496	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,496
2	\$ 20,701	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,701
3	\$ 20,908	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 26,908
4	\$ 21,117	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 27,117

Custodian (12-Month)								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase^{4/2}₁	MFP 7/21	Salary
0	\$ 14,142	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 22,142
1	\$ 14,283	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 22,283
2	\$ 14,426	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 22,426
3	\$ 14,571	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 22,571
4	\$ 14,716	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 22,716

Lead Custodian (12-Month)								
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	Increase^{4/2}₁	MFP 7/21	Salary
0	\$ 15,601	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 23,601
1	\$ 15,757	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 23,757
2	\$ 15,915	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 23,915
3	\$ 16,074	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 24,074
4	\$ 16,234	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 2,000	\$ 400	\$ 24,234

Purchasing Agent (12-Month)							
Step	Base Salary	Millage	LS	MFP 11/15	MFP 5/19	MFP 7/21	Salary
0	\$ 23,778	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 29,778
1	\$ 24,016	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 30,016
2	\$ 24,256	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 30,256
3	\$ 24,498	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 30,498
4	\$ 24,743	\$ 3,500	\$ 600	\$ 300	\$ 1,200	\$ 400	\$ 30,743