

PULASKI COUNTY SPECIAL SCHOOL DISTRICT

2016-2017 SALARY SCHEDULE



**ADMINISTRATIVE SERVICES BUILDING
925 East Dixon Road/P. O. Box 8601
Little Rock, Arkansas 72216**

**CLASSROOM TEACHER SALARY SCHEDULE
2016-2017**

1. Compensation is for 190 days.
2. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2016-2017 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.
3. SUPPLEMENTAL SALARY SCHEDULE: add 0% to the first step in each range for the 2016-2017 school year. The experience index is 1.05 times the previous step.

PULASKI COUNTY SPECIAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2016-2017
190 Days

| STEP | BA | BA + 12 | BA + 24 | MA | MA + 15 | MA + 30 | MA + 45 | Doctorate |
|------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | \$34,106 | \$35,906 | \$37,806 | \$39,806 | \$41,906 | \$44,106 | \$46,406 | \$48,806 |
| 2 | \$34,956 | \$36,806 | \$38,756 | \$40,806 | \$42,956 | \$45,206 | \$47,556 | \$50,006 |
| 3 | \$35,816 | \$37,716 | \$39,716 | \$41,816 | \$44,016 | \$46,316 | \$48,716 | \$51,216 |
| 4 | \$36,686 | \$38,636 | \$40,686 | \$42,836 | \$45,086 | \$47,436 | \$49,886 | \$52,436 |
| 5 | \$37,566 | \$39,566 | \$41,666 | \$43,866 | \$46,166 | \$48,566 | \$51,066 | \$53,666 |
| 6 | \$38,456 | \$40,506 | \$42,656 | \$44,906 | \$47,256 | \$49,706 | \$52,256 | \$54,906 |
| 7 | \$39,356 | \$41,456 | \$43,656 | \$45,956 | \$48,356 | \$50,856 | \$53,456 | \$56,156 |
| 8 | \$40,266 | \$42,416 | \$44,666 | \$47,016 | \$49,466 | \$52,016 | \$54,666 | \$57,416 |
| 9 | \$41,186 | \$43,386 | \$45,686 | \$48,086 | \$50,586 | \$53,186 | \$55,886 | \$58,686 |
| 10 | \$42,116 | \$44,366 | \$46,716 | \$49,166 | \$51,716 | \$54,366 | \$57,116 | \$59,966 |
| 11 | \$43,056 | \$45,356 | \$47,756 | \$50,256 | \$52,856 | \$55,556 | \$58,356 | \$61,256 |
| 12 | \$44,006 | \$46,356 | \$48,806 | \$51,356 | \$54,006 | \$56,756 | \$59,606 | \$62,556 |
| 13 | \$44,966 | \$47,366 | \$49,866 | \$52,466 | \$55,166 | \$57,966 | \$60,866 | \$63,866 |
| 14 | \$45,936 | \$48,386 | \$50,936 | \$53,586 | \$56,336 | \$59,186 | \$62,136 | \$65,186 |
| 15 | \$46,916 | \$49,416 | \$52,016 | \$54,716 | \$57,516 | \$60,416 | \$63,416 | \$66,516 |
| 16 | \$47,906 | \$50,456 | \$53,106 | \$55,856 | \$58,706 | \$61,656 | \$64,706 | \$67,856 |
| 17 | \$48,906 | \$51,506 | \$54,206 | \$57,006 | \$59,906 | \$62,906 | \$66,006 | \$69,206 |

All hours above bachelor **must be graduate hours.**

PULASKI COUNTY SPECIAL SCHOOL DISTRICT 2016-2017 SUPPLEMENTAL SALARY SCHEDULE

| Step Range | POSITION | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|------------|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|
| 1 | Asst. Choir - Middle School | \$414 | \$435 | \$457 | \$479 | \$503 | \$528 | \$555 | \$582 | \$612 | \$643 | \$674 |
| 2 | Auditorium/Stage Manager (1-60 hrs.) Orchestra Director Asst. Choir - Senior High | \$958 | \$1,006 | \$1,056 | \$1,109 | \$1,164 | \$1,222 | \$1,283 | \$1,347 | \$1,415 | \$1,486 | \$1,561 |
| 3 | Choral Music Director - Middle School Asst. Speech Asst. Drama Spirit Team Sponsor - Middle School | \$1,156 | \$1,214 | \$1,274 | \$1,338 | \$1,405 | \$1,475 | \$1,548 | \$1,626 | \$1,707 | \$1,793 | \$1,883 |
| 4 | Newspaper Sponsor - Senior High Auditorium/Stage Manager (61-90 hrs.) Head Track - Freshman (6A only) Asst. Volleyball - Freshman | \$1,235 | \$1,297 | \$1,362 | \$1,430 | \$1,501 | \$1,577 | \$1,655 | \$1,738 | \$1,825 | \$1,917 | \$2,012 |
| 5 | Assistant Track - Senior High Annual Sponsor - Senior High Head Cross Country - Senior High Head Golf - Senior High Head Wrestling - Senior High | \$1,374 | \$1,442 | \$1,515 | \$1,590 | \$1,670 | \$1,753 | \$1,841 | \$1,933 | \$2,030 | \$2,132 | \$2,238 |
| 6 | Assistant Baseball - Sr. High Volleyball Coach - Freshman Assistant Basketball - Freshman Assistant Softball - Senior Hlgh Auditorium/Stage Manager (91-120 hrs.) | \$1,508 | \$1,583 | \$1,662 | \$1,745 | \$1,833 | \$1,924 | \$2,021 | \$2,122 | \$2,228 | \$2,339 | \$2,456 |
| 7 | Head Soccer - Senior High Head Track - Senior High Choral Music Director - Senior High Speech - Senior High Drama - Senior High | \$1,780 | \$1,869 | \$1,962 | \$2,060 | \$2,163 | \$2,272 | \$2,385 | \$2,504 | \$2,630 | \$2,761 | \$2,899 |
| 8 | Asst. Football - Freshmen Dance Sponsor - (9-12) Cheerleader Sponsor - Freshman only Cheerleader Sponsor - (9-12) Cheerleader Sponsor - Senior High Assistant Volleyball - Senior Hlgh | \$2,197 | \$2,307 | \$2,423 | \$2,544 | \$2,670 | \$2,804 | \$2,945 | \$3,092 | \$3,246 | \$3,409 | \$3,579 |
| 9 | Head Basketball - Freshman Auditorium/Stage Manager (121 hrs.+) | \$2,336 | \$2,453 | \$2,576 | \$2,704 | \$2,840 | \$2,981 | \$3,130 | \$3,286 | \$3,451 | \$3,624 | \$3,805 |
| 10 | Athletic Director/Coordinator Head Baseball - Senior High Head Softball - Senior High Assistant Basketball - Senior High Volleyball - Senior High | \$2,470 | \$2,594 | \$2,723 | \$2,860 | \$3,003 | \$3,153 | \$3,311 | \$3,476 | \$3,650 | \$3,832 | \$4,024 |
| 11 | Head Football - Freshman Assistant Band Director | \$3,361 | \$3,529 | \$3,706 | \$3,890 | \$4,085 | \$4,289 | \$4,504 | \$4,729 | \$4,965 | \$5,214 | \$5,474 |
| 12 | Band Director - Middle School Assistant Football - Senior High Middle School - Girls= Sports | \$4,051 | \$4,254 | \$4,467 | \$4,690 | \$4,925 | \$5,170 | \$5,429 | \$5,701 | \$5,985 | \$6,285 | \$6,599 |
| 13 | Head Basketball - Senior High Band Director - Senior High | \$5,352 | \$5,619 | \$5,901 | \$6,195 | \$6,506 | \$6,831 | \$7,172 | \$7,531 | \$7,907 | \$8,303 | \$8,718 |
| 14 | Middle School - Boys' Sports Middle School - Girls' Sports | \$5,617 | \$5,898 | \$6,192 | \$6,503 | \$6,828 | \$7,169 | \$7,528 | \$7,904 | \$8,299 | \$8,714 | \$9,149 |
| 15 | Head Football - Senior High | \$6,590 | \$6,920 | \$7,265 | \$7,629 | \$8,010 | \$8,411 | \$8,831 | \$9,273 | \$9,737 | \$10,223 | \$10,734 |

CERTIFIED ADMINISTRATIVE SALARY SCHEDULE 2016-2017

1. Beginning with the 2016-2017 school year, the district will begin transitioning to certified administrator salary schedules that are indexed to the district's Teacher Salary Schedule. Each administrator salary schedule shall be calculated as follows:
 - A. The district's Teacher Salary Schedule shall be converted to daily rates of pay for each cell on the schedule. The conversion to daily rates will be calculated by dividing the annual salary by the number of days required by the Teacher Salary Schedule.
 - B. The teacher daily rate of pay shall be multiplied by an index factor to arrive at the administrator's daily rate of pay.
 - C. The administrator's daily rate of pay shall be multiplied by the approved annual contract days to arrive at the annual salary.
2. Each certified administrator shall be placed on the salary schedule at the appropriate educational range and experience step based on college transcripts and verified experience as a licensed educator, both as a teacher and an administrator.
3. The transition to the new certified administrator salary schedules shall occur as follows:
 - A. The salary per the new salary schedule will be compared to the salary the administrator would have received for the 2016-2017 school year based on the salary schedule in place for the 2015-2016 school year.
 - i. If the salary schedule in place for the 2015-2016 school year provides a greater annual salary than the new salary schedule for a particular administrator, that administrator will continue to receive a salary in the same amount as provided by the 2015-2016 salary schedule, instead of the salary called for by the new salary schedule. The particular administrator will continue to receive that same 2015-2016 annual salary until his education range and experience steps on the new salary schedule bring the particular administrator to a salary that equals or exceeds his 2015-2016 salary. From that point on, that administrator will be paid according to the new salary schedule.
 - ii. If the new salary schedule provides a greater annual salary than the salary schedule in place for 2015-2016, the administrator will receive:
 1. For the 2016-2017 school year, an increase equal to one-third of the difference between the new salary schedule amount and the amount that would have been provided by the salary schedule in place for the 2015-2016 school year.
 2. For the 2017-2018 school year, an increase equal to one-half of the difference between the new salary schedule amount and

the amount paid the administrator during the 2016-2017 school year.

3. For the 2018-2019 school year the annual salary will be based on the new salary schedule.
 - B. The certified administrator salary schedules will be indexed to the Teacher Salary Schedule in place each school year.
4. Repealer. This policy is effective July 1, 2016. All portions of the PCSSD Certified Personnel Policies Manual existing prior to the adoption of this 2016-2017 Certified Administrator's Salary Schedule Policy that are inconsistent with this 2016-2017 Certified Administrator's Salary Schedule Policy are hereby repealed and held for naught.
5. Placement of out-of-District employees and in-District employees on the Schedule:
 - A. Effective July 1, 2016, administrators new to the District will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
 - B. Effective July 1, 2016, in-District teachers promoted and transferred to the Certified Administrative Salary Schedule will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
 - C. Effective July 1, 2016, promoted in-District administrators will be placed on the salary schedule as set out in 1. A.-C. and 2. above.
6. SALARY SCHEDULE: See Teacher Salary Schedule and Certified Administrative Salary Schedule.
7. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2016-2017 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
CERTIFIED ADMINISTRATIVE INDEX
2016-2017 SCHOOL YEAR**

| <u>Position</u> | <u>Index Factor</u> | <u>Contract Days</u> | <u>Salary Schedule</u> |
|--|---------------------|----------------------|------------------------|
| Chief Executive Officer | 1.52 | 244 | A04 |
| Deputy Superintendent-Learning Services | 1.48 | 244 | A08 |
| Assistant Superintendent-Equity & Pupil Services | 1.42 | 244 | A12 |
| Assistant Superintendent-Learning Services | 1.42 | 244 | A12 |
| Assistant Superintendent-Human Resources | 1.42 | 244 | A12 |
| Director-Secondary Education | 1.34 | 244 | A16 |
| Director-Elementary Education | 1.34 | 244 | A16 |
| Principal-High School | 1.33 | 244 | A20 |
| Director-Federal Programs & Professional Dev | 1.32 | 244 | A24 |
| Principal-Middle School | 1.28 | 244 | A28 |
| Assistant Principal-High School | 1.27 | 207 | A32 |
| Director-Human Resources | 1.26 | 244 | A36 |
| Director-Special Education | 1.25 | 244 | A40 |
| Principal-Elementary | 1.24 | 216 | A44 |
| Director-Counseling Services | 1.20 | 244 | A48 |
| Director-Pupil Services | 1.20 | 244 | A48 |
| Director-Workforce Education | 1.20 | 244 | A48 |
| Assistant Principal-Middle School | 1.20 | 207 | A52 |
| Coordinator-RTI | 1.20 | 192 | A56 |
| Coordinator-Special Education | 1.20 | 192 | A56 |
| Consultant-Hearing Impaired | 1.20 | 187 | A60 |
| Director of Special Programs | 1.16 | 244 | A64 |
| Coordinator-ELL | 1.16 | 202 | A68 |
| Coordinator-Multicultural/Pathwise | 1.16 | 202 | A68 |
| Specialist-School Psychology | 1.16 | 192 | A72 |
| Coordinator-Adult Education | 1.14 | 244 | A76 |
| Director-Athletics | 1.14 | 244 | A76 |
| Director-Fine Arts | 1.10 | 244 | A80 |
| Director-Gifted & Talented | 1.10 | 244 | A80 |
| Assistant Principal-Elementary | 1.10 | 202 | A84 |
| Consultant-Visually Impaired | 1.10 | 187 | A88 |
| Program Administrator | 1.00 | 244 | A92 |
| Coordinator-WAGE | 1.00 | 244 | A92 |

**SUPPORT STAFF PERSONNEL
DAILY SALARY SCHEDULE
2016-2017**

1. Support Staff Daily Personnel positions are classified and assigned an appropriate range on the schedule. Within each RANGE is a minimum and maximum daily rate. Advances within the salary range are based on the annual percentage increase approved by the Board of Education. The annual percentage increase may be applied to the schedule through a combination of lateral movements and additions to the base rate.
 2. Placement of Out-of-District employees and reclassified In-District employees on the Schedule:
 - A. Employees new to the District or reclassified In-District employees will be granted all years of relevant experience.
 3. SALARY SCHEDULE: See Support Staff Daily Job Classification Schedule and Support Staff Daily Salary Schedule attached.
 4. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2016-2017 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.
- IV. Add 0% to the base for 2016-2017.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
SUPPORT STAFF DAILY
CLASSIFICATION SCHEDULE
2016-2017**

| RANGE | POSITION | CONTRACT DAYS | MINIMUM DAILY RATE | MAXIMUM DAILY RATE | STEP RANGE | |
|-------|---|---------------|--------------------|--------------------|------------|----|
| 1 | | | \$173.00 | \$283.00 | 1 | 26 |
| | Assistant Director - Student Nutrition | 244 | | | | |
| | Buyer | 244 | | | | |
| | Custodial and Grounds Supervisor | 244 | | | | |
| | Executive Assistant to Superintendent | 244 | | | | |
| | K-12 Alt. Learning Program Support Specialist | 200 | | | | |
| | Operation Supervisor - Transportation | 244 | | | | |
| | Payroll Supervisor | 244 | | | | |
| | Route Supervisor | 244 | | | | |
| | Security and Safety Training Officer | 244 | | | | |
| | Staff Accountant | 244 | | | | |
| 2 | | | \$183.50 | \$293.50 | 1 | 26 |
| 3 | | | \$194.00 | \$304.00 | 1 | 26 |
| | Webmaster/Graphic Artist | 244 | | | | |
| 4 | | | \$204.50 | \$314.50 | 1 | 26 |
| | Application Developer | 244 | | | | |
| | Coordinator of Energy & Project Management | 244 | | | | |
| | Coordinator of Federal and Special Programs | 244 | | | | |
| | Coordinator of Maintenance - Operations | 244 | | | | |
| | Coordinator of Maintenance - Support | 244 | | | | |
| | Coordinator of Operational Funds Management | 244 | | | | |
| | Coordinator of Security/Safety | 244 | | | | |
| | IT Help Desk Manager/Network Security | 244 | | | | |
| | Registered Nurse | 187 | | | | |
| 5 | | | \$215.00 | \$325.00 | 1 | 26 |
| | Administrative Assistant for Transportation | 244 | | | | |
| | Senior Application Developer | 244 | | | | |
| | Technology Project Manager | 244 | | | | |
| | Web Developer | 244 | | | | |
| 6 | | | \$225.50 | \$345.50 | 1 | 26 |
| 7 | | | \$236.00 | \$356.00 | 1 | 26 |
| 8 | | | \$246.50 | \$366.50 | 1 | 26 |
| | Library Media and Technology Facilitator | 244 | | | | |
| | Instructional & Prof. Development Facilitator | 244 | | | | |
| 9 | | | \$257.00 | \$377.00 | 1 | 26 |
| | Asst. Director for MIS-Operations/Programming | 244 | | | | |
| | Director of Accounting and Auditing | 244 | | | | |
| | Director of Safety/Security | 244 | | | | |
| 10 | | | \$267.50 | \$387.50 | 1 | 26 |
| 11 | | | \$278.00 | \$408.00 | 1 | 26 |
| | Behavior Support Specialist | 200 | | | | |
| | Coordinator of Health Services | 209 | | | | |
| | Director of Purchasing/Warehouse Operations | 244 | | | | |
| | Director of Student Nutrition | 244 | | | | |
| | Director of Technology Operations | 244 | | | | |
| | Educational Audiologist | 187 | | | | |
| | Occupational Therapist | 187 | | | | |
| | Physical Therapist | 187 | | | | |
| | School Psychology Specialist (Non-Cert.) | 192 | | | | |
| | Sr. Instructional & Prof. Development Facilitator | 244 | | | | |
| | Speech Language Pathologist | 187 | | | | |
| 12 | | | \$288.50 | \$418.50 | 1 | 26 |
| | Director of School Maintenance Services | 244 | | | | |
| | Director of Transportation | 244 | | | | |
| 13 | | | \$299.00 | \$429.00 | 1 | 26 |
| | Executive Director of Communications | 244 | | | | |

| | | | | | | |
|----|--|-----|--------|--------|---|----|
| 14 | | | 309.50 | 439.50 | 1 | 26 |
| | Fac-Related Serv/Medicaid/Catastrophic Billing | 192 | | | | |
| 15 | | | 320.00 | 450.00 | 1 | 26 |
| 16 | | | 330.50 | 470.50 | 1 | 26 |
| 17 | | | 341.00 | 481.00 | 1 | 26 |
| | Chief Technology Officer | 244 | | | | |
| 18 | | | 351.50 | 491.50 | 1 | 26 |
| 19 | | | 362.00 | 502.00 | 1 | 26 |
| 20 | | | 372.50 | 512.50 | 1 | 26 |
| 21 | | | 383.00 | 481.00 | 1 | 26 |
| | Chief Financial Officer | 244 | | | | |
| 22 | | | 393.50 | 543.50 | 1 | 26 |
| 23 | | | 404.00 | 554.00 | 1 | 26 |
| 24 | | | 414.50 | 564.50 | 1 | 26 |
| | Executive Director of Operations | 244 | | | | |
| 25 | | | 425.00 | 575.00 | 1 | 26 |

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2016-17

| STEP | RANGE 1 | RANGE 2 | RANGE 3 | RANGE 4 | RANGE 5 | RANGE 6 | RANGE 7 | RANGE 8 | RANGE 9 | RANGE 10 | RANGE 11 | RANGE 12 | RANGE 13 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 1 | 173.00 | 183.50 | 194.00 | 204.50 | 215.00 | 225.50 | 236.00 | 246.50 | 257.00 | 267.50 | 278.00 | 288.50 | 299.00 |
| 2 | 177.40 | 187.90 | 198.40 | 208.90 | 219.40 | 230.30 | 240.80 | 251.30 | 261.80 | 272.30 | 283.20 | 293.70 | 304.20 |
| 3 | 181.80 | 192.30 | 202.80 | 213.30 | 223.80 | 235.10 | 245.60 | 256.10 | 266.60 | 277.10 | 288.40 | 298.90 | 309.40 |
| 4 | 186.20 | 196.70 | 207.20 | 217.70 | 228.20 | 239.90 | 250.40 | 260.90 | 271.40 | 281.90 | 293.60 | 304.10 | 314.60 |
| 5 | 190.60 | 201.10 | 211.60 | 222.10 | 232.60 | 244.70 | 255.20 | 265.70 | 276.20 | 286.70 | 298.80 | 309.30 | 319.80 |
| 6 | 195.00 | 205.50 | 216.00 | 226.50 | 237.00 | 249.50 | 260.00 | 270.50 | 281.00 | 291.50 | 304.00 | 314.50 | 325.00 |
| 7 | 199.40 | 209.90 | 220.40 | 230.90 | 241.40 | 254.30 | 264.80 | 275.30 | 285.80 | 296.30 | 309.20 | 319.70 | 330.20 |
| 8 | 203.80 | 214.30 | 224.80 | 235.30 | 245.80 | 259.10 | 269.60 | 280.10 | 290.60 | 301.10 | 314.40 | 324.90 | 335.40 |
| 9 | 208.20 | 218.70 | 229.20 | 239.70 | 250.20 | 263.90 | 274.40 | 284.90 | 295.40 | 305.90 | 319.60 | 330.10 | 340.60 |
| 10 | 212.60 | 223.10 | 233.60 | 244.10 | 254.60 | 268.70 | 279.20 | 289.70 | 300.20 | 310.70 | 324.80 | 335.30 | 345.80 |
| 11 | 217.00 | 227.50 | 238.00 | 248.50 | 259.00 | 273.50 | 284.00 | 294.50 | 305.00 | 315.50 | 330.00 | 340.50 | 351.00 |
| 12 | 221.40 | 231.90 | 242.40 | 252.90 | 263.40 | 278.30 | 288.80 | 299.30 | 309.80 | 320.30 | 335.20 | 345.70 | 356.20 |
| 13 | 225.80 | 236.30 | 246.80 | 257.30 | 267.80 | 283.10 | 293.60 | 304.10 | 314.60 | 325.10 | 340.40 | 350.90 | 361.40 |
| 14 | 230.20 | 240.70 | 251.20 | 261.70 | 272.20 | 287.90 | 298.40 | 308.90 | 319.40 | 329.90 | 345.60 | 356.10 | 366.60 |
| 15 | 234.60 | 245.10 | 255.60 | 266.10 | 276.60 | 292.70 | 303.20 | 313.70 | 324.20 | 334.70 | 350.80 | 361.30 | 371.80 |
| 16 | 239.00 | 249.50 | 260.00 | 270.50 | 281.00 | 297.50 | 308.00 | 318.50 | 329.00 | 339.50 | 356.00 | 366.50 | 377.00 |
| 17 | 243.40 | 253.90 | 264.40 | 274.90 | 285.40 | 302.30 | 312.80 | 323.30 | 333.80 | 344.30 | 361.20 | 371.70 | 382.20 |
| 18 | 247.80 | 258.30 | 268.80 | 279.30 | 289.80 | 307.10 | 317.60 | 328.10 | 338.60 | 349.10 | 366.40 | 376.90 | 387.40 |
| 19 | 252.20 | 262.70 | 273.20 | 283.70 | 294.20 | 311.90 | 322.40 | 332.90 | 343.40 | 353.90 | 371.60 | 382.10 | 392.60 |
| 20 | 256.60 | 267.10 | 277.60 | 288.10 | 298.60 | 316.70 | 327.20 | 337.70 | 348.20 | 358.70 | 376.80 | 387.30 | 397.80 |
| 21 | 261.00 | 271.50 | 282.00 | 292.50 | 303.00 | 321.50 | 332.00 | 342.50 | 353.00 | 363.50 | 382.00 | 392.50 | 403.00 |
| 22 | 265.40 | 275.90 | 286.40 | 296.90 | 307.40 | 326.30 | 336.80 | 347.30 | 357.80 | 368.30 | 387.20 | 397.70 | 408.20 |
| 23 | 269.80 | 280.30 | 290.80 | 301.30 | 311.80 | 331.10 | 341.60 | 352.10 | 362.60 | 373.10 | 392.40 | 402.90 | 413.40 |
| 24 | 274.20 | 284.70 | 295.20 | 305.70 | 316.20 | 335.90 | 346.40 | 356.90 | 367.40 | 377.90 | 397.60 | 408.10 | 418.60 |
| 25 | 278.60 | 289.10 | 299.60 | 310.10 | 320.60 | 340.70 | 351.20 | 361.70 | 372.20 | 382.70 | 402.80 | 413.30 | 423.80 |
| 26 | 283.00 | 293.50 | 304.00 | 314.50 | 325.00 | 345.50 | 356.00 | 366.50 | 377.00 | 387.50 | 408.00 | 418.50 | 429.00 |

DL1
2016-17

| STEP | RANGE 14 | RANGE 15 | RANGE 16 | RANGE 17 | RANGE 18 | RANGE 19 | RANGE 20 | RANGE 21 | RANGE 22 | RANGE 23 | RANGE 24 | RANGE 25 |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | 309.50 | 320.00 | 330.50 | 341.00 | 351.50 | 362.00 | 372.50 | 383.00 | 393.50 | 404.00 | 414.50 | 425.00 |
| 2 | 314.70 | 325.20 | 336.10 | 346.60 | 357.10 | 367.60 | 378.10 | 389.00 | 399.50 | 410.00 | 420.50 | 431.00 |
| 3 | 319.90 | 330.40 | 341.70 | 352.20 | 362.70 | 373.20 | 383.70 | 395.00 | 405.50 | 416.00 | 426.50 | 437.00 |
| 4 | 325.10 | 335.60 | 347.30 | 357.80 | 368.30 | 378.80 | 389.30 | 401.00 | 411.50 | 422.00 | 432.50 | 443.00 |
| 5 | 330.30 | 340.80 | 352.90 | 363.40 | 373.90 | 384.40 | 394.90 | 407.00 | 417.50 | 428.00 | 438.50 | 449.00 |
| 6 | 335.50 | 346.00 | 358.50 | 369.00 | 379.50 | 390.00 | 400.50 | 413.00 | 423.50 | 434.00 | 444.50 | 455.00 |
| 7 | 340.70 | 351.20 | 364.10 | 374.60 | 385.10 | 395.60 | 406.10 | 419.00 | 429.50 | 440.00 | 450.50 | 461.00 |
| 8 | 345.90 | 356.40 | 369.70 | 380.20 | 390.70 | 401.20 | 411.70 | 425.00 | 435.50 | 446.00 | 456.50 | 467.00 |
| 9 | 351.10 | 361.60 | 375.30 | 385.80 | 396.30 | 406.80 | 417.30 | 431.00 | 441.50 | 452.00 | 462.50 | 473.00 |
| 10 | 356.30 | 366.80 | 380.90 | 391.40 | 401.90 | 412.40 | 422.90 | 437.00 | 447.50 | 458.00 | 468.50 | 479.00 |
| 11 | 361.50 | 372.00 | 386.50 | 397.00 | 407.50 | 418.00 | 428.50 | 443.00 | 453.50 | 464.00 | 474.50 | 485.00 |
| 12 | 366.70 | 377.20 | 392.10 | 402.60 | 413.10 | 423.60 | 434.10 | 449.00 | 459.50 | 470.00 | 480.50 | 491.00 |
| 13 | 371.90 | 382.40 | 397.70 | 408.20 | 418.70 | 429.20 | 439.70 | 455.00 | 465.50 | 476.00 | 486.50 | 497.00 |
| 14 | 377.10 | 387.60 | 403.30 | 413.80 | 424.30 | 434.80 | 445.30 | 461.00 | 471.50 | 482.00 | 492.50 | 503.00 |
| 15 | 382.30 | 392.80 | 408.90 | 419.40 | 429.90 | 440.40 | 450.90 | 467.00 | 477.50 | 488.00 | 498.50 | 509.00 |
| 16 | 387.50 | 398.00 | 414.50 | 425.00 | 435.50 | 446.00 | 456.50 | 473.00 | 483.50 | 494.00 | 504.50 | 515.00 |
| 17 | 392.70 | 403.20 | 420.10 | 430.60 | 441.10 | 451.60 | 462.10 | 479.00 | 489.50 | 500.00 | 510.50 | 521.00 |
| 18 | 397.90 | 408.40 | 425.70 | 436.20 | 446.70 | 457.20 | 467.70 | 485.00 | 495.50 | 506.00 | 516.50 | 527.00 |
| 19 | 403.10 | 413.60 | 431.30 | 441.80 | 452.30 | 462.80 | 473.30 | 491.00 | 501.50 | 512.00 | 522.50 | 533.00 |
| 20 | 408.30 | 418.80 | 436.90 | 447.40 | 457.90 | 468.40 | 478.90 | 497.00 | 507.50 | 518.00 | 528.50 | 539.00 |
| 21 | 413.50 | 424.00 | 442.50 | 453.00 | 463.50 | 474.00 | 484.50 | 503.00 | 513.50 | 524.00 | 534.50 | 545.00 |
| 22 | 418.70 | 429.20 | 448.10 | 458.60 | 469.10 | 479.60 | 490.10 | 509.00 | 519.50 | 530.00 | 540.50 | 551.00 |
| 23 | 423.90 | 434.40 | 453.70 | 464.20 | 474.70 | 485.20 | 495.70 | 515.00 | 525.50 | 536.00 | 546.50 | 557.00 |
| 24 | 429.10 | 439.60 | 459.30 | 469.80 | 480.30 | 490.80 | 501.30 | 521.00 | 531.50 | 542.00 | 552.50 | 563.00 |
| 25 | 434.30 | 444.80 | 464.90 | 475.40 | 485.90 | 496.40 | 506.90 | 527.00 | 537.50 | 548.00 | 558.50 | 569.00 |
| 26 | 439.50 | 450.00 | 470.50 | 481.00 | 491.50 | 502.00 | 512.50 | 533.00 | 543.50 | 554.00 | 564.50 | 575.00 |

**SUPPORT STAFF PERSONNEL
HOURLY SALARY SCHEDULE
2016-2017**

1. Support Staff Hourly Personnel positions are classified and assigned an appropriate range on the schedule. Within each RANGE is a minimum and maximum hourly rate. Advances within the salary range are based on the annual percentage increase approved by the Board of Education. The annual percentage increase may be applied to the schedule through a combination of lateral movements and additions to the base rate.
2. Placement of Out-of-District employees and reclassified In-District employees on the Schedule:
 - A. Employees new to the District or reclassified In-District employees will be granted all years for relevant experience.
- II. SALARY SCHEDULE: See Support Staff Hourly Job Classification Schedule and Support Staff Hourly Salary Schedule attached.
- III. Employees who are under a written contract with the District and fulfill terms of their individual contract for a minimum 160 days will be credited with one (1) year experience and will advance one (1) increment for the 2016-2017 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.
- IV. Add 0% to the base for 2016-2017.

**PULASKI COUNTY SPECIAL SCHOOL DISTRICT
SUPPORT STAFF HOURLY
SALARY SCHEDULE
2016-2017**

| RANGE | POSTIION | CONTRACT DAYS | MINIMUM HRLY RATE | MAXIMUM HRLY RATE | STEP RANGE | |
|-------|--|------------------|----------------------|----------------------|---------------|----|
| 1 | | | \$9.00 | \$19.00 | 1 | 26 |
| | Bus Aide | 178 | | | | |
| | Cafeteria Worker | 179 | | | | |
| | General Custodian | 182/226 | | | | |
| 2 | | | \$9.60 | \$19.60 | 1 | 26 |
| | Lead Custodian | 226 | | | | |
| 3 | | | \$10.20 | \$20.20 | 1 | 26 |
| | ALC Para-Educator | 178 | | | | |
| | Assistant Cafeteria Manager | 182 | | | | |
| | Hippy Home Visitor | 178 | | | | |
| | In-School Suspension Intercessor | 178 | | | | |
| | Laborer | 244 | | | | |
| | Multiage Elementary Classroom Intercessor | 178 | | | | |
| | Pre-Kingergarten Para-Educator | 178 | | | | |
| | Purchasing Clerk | 244 | | | | |
| | Registrar/Auxiliary Registrar | 192/220 | | | | |
| | School Secretary | 182/189 | | | | |
| | Secondary Attendance Clerk | 190 | | | | |
| | Secretary - Counselor | 196 | | | | |
| | Secretary - Sp. Ed. EC Secretary/Registrar | 192 | | | | |
| 4 | | | \$10.80 | \$20.80 | 1 | 26 |
| | Cafeteria Manager - Elementary Non-Cert. | 182 | | | | |
| | Para-Educator - Vocational | 178 | | | | |
| 5 | | | \$11.40 | \$21.40 | 1 | 26 |
| | Cafeteria Manger - Secondary Non-Cert. | 182 | | | | |
| | Secretary - Special Ed Services | 244 | | | | |
| | Warehouse Attendant - Food Product Delivery | 244 | | | | |
| 6 | | | \$12.00 | \$23.25 | 1 | 26 |
| | Billing Specialist | 244 | | | | |
| | Bookkeeper - Accounts Payable | 244 | | | | |
| | Bookkeeper - Adult Education | 244 | | | | |
| | Bookkeeper - Schools | 199/244 | | | | |
| | Bookkeeper - Technology/IT Purching Agent | 244 | | | | |
| | Cafeteria Manager - Elementary Certified | 182 | | | | |
| | Cafeteria Manager - Secondary Certified | 182 | | | | |
| | Coordinator - Warehouse | 244 | | | | |
| | Lead Warehouse Attendant | 244 | | | | |
| | School Based Patrol/Security Officer | 178 | | | | |
| | Secretary-Asst. Supt. LS/Dir. Sec. Ed/Athletics | 244 | | | | |
| | Secretary-Dir Career Ed/Fine Arts & Coord. ELL | 244 | | | | |
| | Secretary-Dir. Counseling & Testing | 244 | | | | |
| | Secretary-Dir. Federal Programs & Title I | 244 | | | | |
| | Secretary-Dir. TAG, RTI Coord. & Program Adm. | 244 | | | | |
| | Secretary-Director-Plant Planning | 244 | | | | |
| | Secretary-Dir. Pupil Serv. & Coord. Health Serv. | 244 | | | | |
| | Secretary-Director-Purchasing | 244 | | | | |
| | Secretary-Director-Safety/Security | 244 | | | | |
| | Secretary-Director-Special Education | 244 | | | | |
| | Secretary-Director-Transportation | 244 | | | | |
| | Security Officer | 244 | | | | |
| | Security Officer/Central Office Support | 244 | | | | |
| | Special Ed Signing Aide | 178 | | | | |
| | Special Ed Data Entry Specialist | 244 | | | | |

| | | | | | | |
|----|---|---------|---------|---------|---|----|
| 7 | | | \$12.60 | \$23.85 | 1 | 26 |
| | ALC Para Facilitator | 180 | | | | |
| | Air Conditioning Helper | 244 | | | | |
| | Building Technician | 226/244 | | | | |
| | Bus Operator | 178 | | | | |
| | General Maintenance Facility Technician | 244 | | | | |
| | Para-Educator - Special Ed/Bus Driver | 178 | | | | |
| | Para-Educator - Special Ed | 178 | | | | |
| | Para-Educator - Spec. Needs-Ind. Support | 178 | | | | |
| | Plumber Apprentice | 244 | | | | |
| 8 | | | \$13.20 | \$24.45 | 1 | 26 |
| | Groundskeeper | 244 | | | | |
| | School Based Patrol/Lead Security Officer | 209 | | | | |
| 9 | | | \$13.80 | \$25.05 | 1 | 26 |
| | Communications Coordinator | 244 | | | | |
| | Employee Insurance Specialist | 244 | | | | |
| | Operation Specialist I - Maintenance | 244 | | | | |
| | Operation Specialist I - Transportation | 244 | | | | |
| | Parts Clerk | 244 | | | | |
| | Permanent Sub Bus Drivers | 178 | | | | |
| | Payroll Specialist I | 244 | | | | |
| 10 | | | \$14.40 | \$25.65 | 1 | 26 |
| | Accounting Specialist I | 244 | | | | |
| | Accounts Payable Specialist | 244 | | | | |
| | Extended Care Site Manager | 182 | | | | |
| | Operation Specialist - Student Nutrition | 244 | | | | |
| | Operation Specialist II - Maintenance | 244 | | | | |
| | Operation Specialist II - Trainer | 244 | | | | |
| | Operation Specialist II - Transportation | 244 | | | | |
| 11 | | | \$15.00 | \$27.50 | 1 | 26 |
| | Air Conditioning Repairman | 244 | | | | |
| | Building Services Technician | 244 | | | | |
| | Custodial Supply & Equipment Coordinator | 244 | | | | |
| | Electrician | 244 | | | | |
| | General Maintenance - Equipment Operator | 244 | | | | |
| | General Maintenance - Painter Foreman | 244 | | | | |
| | General Maintenance - Welder/Equip. Repair | 244 | | | | |
| | Locksmith | 244 | | | | |
| | Payroll Specialist II | 244 | | | | |
| | Personnel Specialist II | 244 | | | | |
| | Plumber | 244 | | | | |
| | Router | 244 | | | | |
| | Waste Water Technician | 244 | | | | |
| 12 | | | \$15.60 | \$28.10 | 1 | 26 |
| | Bus Driver | 178 | | | | |
| 13 | | | \$16.20 | \$28.70 | 1 | 26 |
| | Personnel Specialist III | 244 | | | | |
| 14 | | | \$16.80 | \$29.30 | 1 | 26 |
| | Grounds Foreman | 244 | | | | |
| | Student Nutrition Application/Menu Specialist | 244 | | | | |
| 15 | | | \$17.40 | \$29.90 | 1 | 26 |
| 16 | | | \$18.00 | \$31.75 | 1 | 26 |
| | Fixed Assets Specialist | 244 | | | | |
| | IT Cabling/AV Technician | 244 | | | | |
| | IT Field Support Technician - Tier 2 | 244 | | | | |
| | Pupil Accounting Coordinator | 244 | | | | |
| | Secretary - Asst. Supt.-Equity & Pupil Serv. | 244 | | | | |
| | Secretary - Asst. Supt.- Human Resources | 244 | | | | |
| | Secretary - Dep. Supt.- Learning Services | 244 | | | | |
| | Secretary - Exec. Director of Operations | 244 | | | | |
| | Telecommunications Support Technician | 244 | | | | |

| | | | | | | |
|----|---|-----|---------|---------|---|----|
| 17 | | | \$18.60 | \$32.35 | 1 | 46 |
| | Accounting Specialist II | 244 | | | | |
| | HIPPY Program Coordinator | 187 | | | | |
| | Senior IT Field Support Technician - Tier 3 | 244 | | | | |
| | Student Nutrition Specialist | 244 | | | | |
| 18 | | | \$19.20 | \$32.95 | 1 | 26 |
| | Diesel Mechanic | 244 | | | | |
| | Financial and Technology Support Specialist | 244 | | | | |
| 19 | | | \$19.80 | \$33.55 | 1 | 26 |
| | Building Services Supervisor | 244 | | | | |
| | Electrical Supervisor | 244 | | | | |
| | Electronic Equipment Repair | 244 | | | | |
| | Energy Management System Technician II | 244 | | | | |
| | Engineering Technician I | 244 | | | | |
| | HVAC Supervisor | 244 | | | | |
| | Plumber Supervisor | 244 | | | | |
| | Sr. Telecomm./Network Infrastructure Tech. | 244 | | | | |
| | System Administrator | 244 | | | | |
| 20 | | | \$20.40 | \$34.15 | 1 | 26 |
| 21 | | | \$21.00 | \$36.00 | 1 | 26 |
| 22 | | | \$21.60 | \$36.60 | 1 | 26 |
| | Operations and Parts Supervisor | 244 | | | | |
| 23 | | | \$22.20 | \$37.20 | 1 | 26 |
| | Educational Intrepreter | 180 | | | | |
| | Energy Manager | 244 | | | | |
| | Senior Network Engineer/Architect | 244 | | | | |
| 24 | | | \$22.80 | \$37.80 | 1 | 26 |
| 25 | | | \$23.40 | \$38.40 | 1 | 26 |

Lunch Duty Supervisors

\$11.40

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2016-17

| STEP | RANGE 1 | RANGE 2 | RANGE 3 | RANGE 4 | RANGE 5 | RANGE 6 | RANGE 7 | RANGE 8 | RANGE 9 | RANGE 10 | RANGE 11 | RANGE 12 | RANGE 13 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 1 | 9.00 | 9.60 | 10.20 | 10.80 | 11.40 | 12.00 | 12.60 | 13.20 | 13.80 | 14.40 | 15.00 | 15.60 | 16.20 |
| 2 | 9.40 | 10.00 | 10.60 | 11.20 | 11.80 | 12.45 | 13.05 | 13.65 | 14.25 | 14.85 | 15.50 | 16.10 | 16.70 |
| 3 | 9.80 | 10.40 | 11.00 | 11.60 | 12.20 | 12.90 | 13.50 | 14.10 | 14.70 | 15.30 | 16.00 | 16.60 | 17.20 |
| 4 | 10.20 | 10.80 | 11.40 | 12.00 | 12.60 | 13.35 | 13.95 | 14.55 | 15.15 | 15.75 | 16.50 | 17.10 | 17.70 |
| 5 | 10.60 | 11.20 | 11.80 | 12.40 | 13.00 | 13.80 | 14.40 | 15.00 | 15.60 | 16.20 | 17.00 | 17.60 | 18.20 |
| 6 | 11.00 | 11.60 | 12.20 | 12.80 | 13.40 | 14.25 | 14.85 | 15.45 | 16.05 | 16.65 | 17.50 | 18.10 | 18.70 |
| 7 | 11.40 | 12.00 | 12.60 | 13.20 | 13.80 | 14.70 | 15.30 | 15.90 | 16.50 | 17.10 | 18.00 | 18.60 | 19.20 |
| 8 | 11.80 | 12.40 | 13.00 | 13.60 | 14.20 | 15.15 | 15.75 | 16.35 | 16.95 | 17.55 | 18.50 | 19.10 | 19.70 |
| 9 | 12.20 | 12.80 | 13.40 | 14.00 | 14.60 | 15.60 | 16.20 | 16.80 | 17.40 | 18.00 | 19.00 | 19.60 | 20.20 |
| 10 | 12.60 | 13.20 | 13.80 | 14.40 | 15.00 | 16.05 | 16.65 | 17.25 | 17.85 | 18.45 | 19.50 | 20.10 | 20.70 |
| 11 | 13.00 | 13.60 | 14.20 | 14.80 | 15.40 | 16.50 | 17.10 | 17.70 | 18.30 | 18.90 | 20.00 | 20.60 | 21.20 |
| 12 | 13.40 | 14.00 | 14.60 | 15.20 | 15.80 | 16.95 | 17.55 | 18.15 | 18.75 | 19.35 | 20.50 | 21.10 | 21.70 |
| 13 | 13.80 | 14.40 | 15.00 | 15.60 | 16.20 | 17.40 | 18.00 | 18.60 | 19.20 | 19.80 | 21.00 | 21.60 | 22.20 |
| 14 | 14.20 | 14.80 | 15.40 | 16.00 | 16.60 | 17.85 | 18.45 | 19.05 | 19.65 | 20.25 | 21.50 | 22.10 | 22.70 |
| 15 | 14.60 | 15.20 | 15.80 | 16.40 | 17.00 | 18.30 | 18.90 | 19.50 | 20.10 | 20.70 | 22.00 | 22.60 | 23.20 |
| 16 | 15.00 | 15.60 | 16.20 | 16.80 | 17.40 | 18.75 | 19.35 | 19.95 | 20.55 | 21.15 | 22.50 | 23.10 | 23.70 |
| 17 | 15.40 | 16.00 | 16.60 | 17.20 | 17.80 | 19.20 | 19.80 | 20.40 | 21.00 | 21.60 | 23.00 | 23.60 | 24.20 |
| 18 | 15.80 | 16.40 | 17.00 | 17.60 | 18.20 | 19.65 | 20.25 | 20.85 | 21.45 | 22.05 | 23.50 | 24.10 | 24.70 |
| 19 | 16.20 | 16.80 | 17.40 | 18.00 | 18.60 | 20.10 | 20.70 | 21.30 | 21.90 | 22.50 | 24.00 | 24.60 | 25.20 |
| 20 | 16.60 | 17.20 | 17.80 | 18.40 | 19.00 | 20.55 | 21.15 | 21.75 | 22.35 | 22.95 | 24.50 | 25.10 | 25.70 |
| 21 | 17.00 | 17.60 | 18.20 | 18.80 | 19.40 | 21.00 | 21.60 | 22.20 | 22.80 | 23.40 | 25.00 | 25.60 | 26.20 |
| 22 | 17.40 | 18.00 | 18.60 | 19.20 | 19.80 | 21.45 | 22.05 | 22.65 | 23.25 | 23.85 | 25.50 | 26.10 | 26.70 |
| 23 | 17.80 | 18.40 | 19.00 | 19.60 | 20.20 | 21.90 | 22.50 | 23.10 | 23.70 | 24.30 | 26.00 | 26.60 | 27.20 |
| 24 | 18.20 | 18.80 | 19.40 | 20.00 | 20.60 | 22.35 | 22.95 | 23.55 | 24.15 | 24.75 | 26.50 | 27.10 | 27.70 |
| 25 | 18.60 | 19.20 | 19.80 | 20.40 | 21.00 | 22.80 | 23.40 | 24.00 | 24.60 | 25.20 | 27.00 | 27.60 | 28.20 |
| 26 | 19.00 | 19.60 | 20.20 | 20.80 | 21.40 | 23.25 | 23.85 | 24.45 | 25.05 | 25.65 | 27.50 | 28.10 | 28.70 |

HR1
2016-17

| STEP | RANGE 14 | RANGE 15 | RANGE 16 | RANGE 17 | RANGE 18 | RANGE 19 | RANGE 20 | RANGE 21 | RANGE 22 | RANGE 23 | RANGE 24 | RANGE 25 | |
|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|
| 1 | 16.80 | 17.40 | 18.00 | 18.60 | 19.20 | 19.80 | 20.40 | 21.00 | 21.60 | 22.20 | 22.80 | 23.40 | |
| 2 | 17.30 | 17.90 | 18.55 | 19.15 | 19.75 | 20.35 | 20.95 | 21.60 | 22.20 | 22.80 | 23.40 | 24.00 | |
| 3 | 17.80 | 18.40 | 19.10 | 19.70 | 20.30 | 20.90 | 21.50 | 22.20 | 22.80 | 23.40 | 24.00 | 24.60 | |
| 4 | 18.30 | 18.90 | 19.65 | 20.25 | 20.85 | 21.45 | 22.05 | 22.80 | 23.40 | 24.00 | 24.60 | 25.20 | |
| 5 | 18.80 | 19.40 | 20.20 | 20.80 | 21.40 | 22.00 | 22.60 | 23.40 | 24.00 | 24.60 | 25.20 | 25.80 | |
| 6 | 19.30 | 19.90 | 20.75 | 21.35 | 21.95 | 22.55 | 23.15 | 24.00 | 24.60 | 25.20 | 25.80 | 26.40 | |
| 7 | 19.80 | 20.40 | 21.30 | 21.90 | 22.50 | 23.10 | 23.70 | 24.60 | 25.20 | 25.80 | 26.40 | 27.00 | |
| 8 | 20.30 | 20.90 | 21.85 | 22.45 | 23.05 | 23.65 | 24.25 | 25.20 | 25.80 | 26.40 | 27.00 | 27.60 | |
| 9 | 20.80 | 21.40 | 22.40 | 23.00 | 23.60 | 24.20 | 24.80 | 25.80 | 26.40 | 27.00 | 27.60 | 28.20 | |
| 10 | 21.30 | 21.90 | 22.95 | 23.55 | 24.15 | 24.75 | 25.35 | 26.40 | 27.00 | 27.60 | 28.20 | 28.80 | |
| 11 | 21.80 | 22.40 | 23.50 | 24.10 | 24.70 | 25.30 | 25.90 | 27.00 | 27.60 | 28.20 | 28.80 | 29.40 | |
| 12 | 22.30 | 22.90 | 24.05 | 24.65 | 25.25 | 25.85 | 26.45 | 27.60 | 28.20 | 28.80 | 29.40 | 30.00 | |
| 13 | 22.80 | 23.40 | 24.60 | 25.20 | 25.80 | 26.40 | 27.00 | 28.20 | 28.80 | 29.40 | 30.00 | 30.60 | |
| 14 | 23.30 | 23.90 | 25.15 | 25.75 | 26.35 | 26.95 | 27.55 | 28.80 | 29.40 | 30.00 | 30.60 | 31.20 | |
| 15 | 23.80 | 24.40 | 25.70 | 26.30 | 26.90 | 27.50 | 28.10 | 29.40 | 30.00 | 30.60 | 31.20 | 31.80 | |
| 16 | 24.30 | 24.90 | 26.25 | 26.85 | 27.45 | 28.05 | 28.65 | 30.00 | 30.60 | 31.20 | 31.80 | 32.40 | |
| 17 | 24.80 | 25.40 | 26.80 | 27.40 | 28.00 | 28.60 | 29.20 | 30.60 | 31.20 | 31.80 | 32.40 | 33.00 | |
| 18 | 25.30 | 25.90 | 27.35 | 27.95 | 28.55 | 29.15 | 29.75 | 31.20 | 31.80 | 32.40 | 33.00 | 33.60 | |
| 19 | 25.80 | 26.40 | 27.90 | 28.50 | 29.10 | 29.70 | 30.30 | 31.80 | 32.40 | 33.00 | 33.60 | 34.20 | |
| 20 | 26.30 | 26.90 | 28.45 | 29.05 | 29.65 | 30.25 | 30.85 | 32.40 | 33.00 | 33.60 | 34.20 | 34.80 | |
| 21 | 26.80 | 27.40 | 29.00 | 29.60 | 30.20 | 30.80 | 31.40 | 33.00 | 33.60 | 34.20 | 34.80 | 35.40 | |
| 22 | 27.30 | 27.90 | 29.55 | 30.15 | 30.75 | 31.35 | 31.95 | 33.60 | 34.20 | 34.80 | 35.40 | 36.00 | |
| 23 | 27.80 | 28.40 | 30.10 | 30.70 | 31.30 | 31.90 | 32.50 | 34.20 | 34.80 | 35.40 | 36.00 | 36.60 | |
| 24 | 28.30 | 28.90 | 30.65 | 31.25 | 31.85 | 32.45 | 33.05 | 34.80 | 35.40 | 36.00 | 36.60 | 37.20 | |
| 25 | 28.80 | 29.40 | 31.20 | 31.80 | 32.40 | 33.00 | 33.60 | 35.40 | 36.00 | 36.60 | 37.20 | 37.80 | |
| 26 | 29.30 | 29.90 | 31.75 | 32.35 | 32.95 | 33.55 | 34.15 | 36.00 | 36.60 | 37.20 | 37.80 | 38.40 | |

**SUBSTITUTE TEACHER SALARY SCHEDULE
2016-2017**

| | |
|---|----------|
| Substitute Teacher (<i>without Degree</i>) | \$ 60.00 |
| Substitute Teacher (<i>with Degree</i>) | \$ 80.00 |
| Substitute Teacher (<i>10 to 29 days - Degree</i>) | \$ 91.00 |
| Substitute Teacher (<i>30 or more days - Certified</i>) | \$100.00 |