PULASKI COUNTY SPECIAL SCHOOL DISTRICT

2020-2021 SALARY SCHEDULE

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

CLASSROOM TEACHER SALARY SCHEDULE
2020-2021

1. Compensation is for 190 days.

2. Employees who are under a written contact 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 2019-2020 school year unless the employee has reached the maximum pay in his/her salary lane the previous year.

3. Add 0% to the base for 2020-2021.

4. SUPPLEMENTAL SALARY SCHEDULE: add 0% to the first step in each range for the 2020-21 school year. The experience index is 1.05 times the previous step (redlined supplemental). See Teacher Salary Schedule and Supplemental Index.

PULASKI COUNTY SPECIAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2020-2021
190 Days

STEP	BA	BA + 12	BA + 24	MA	MA + 15	MA + 30	MA + 45	Doctorate
1	$34,618	$36,445	$38,373	$40,403	$42,535	$44,768	$47,102	$49,538
2	$35,480	$37,358	$39,337	$41,418	$43,600	$45,884	$48,269	$50,756
3	$36,353	$38,282	$40,312	$42,443	$44,676	$47,011	$49,447	$51,984
4	$37,236	$39,216	$41,296	$43,479	$45,762	$48,148	$50,634	$53,233
5	$38,129	$40,159	$42,291	$44,524	$46,858	$49,294	$51,832	$54,471
6	$39,033	$41,114	$43,296	$45,580	$47,965	$50,452	$53,040	$55,730
7	$39,946	$42,078	$44,311	$46,645	$49,081	$51,619	$54,258	$56,998
8	$40,870	$43,052	$45,336	$47,721	$50,208	$52,796	$55,486	$58,277
9	$41,804	$44,037	$46,371	$48,807	$51,345	$53,984	$56,724	$59,566
10	$42,748	$45,031	$47,417	$49,903	$52,492	$55,181	$57,973	$60,865
11	$43,702	$46,036	$48,472	$51,010	$53,649	$56,389	$59,231	$62,175
12	$44,666	$47,051	$49,538	$52,126	$54,816	$57,607	$60,500	$63,494
13	$45,640	$48,076	$50,614	$53,253	$55,993	$58,835	$61,779	$64,824
14	$46,625	$49,112	$51,700	$54,390	$57,181	$60,074	$63,068	$66,164
15	$47,620	$50,157	$52,796	$55,537	$58,379	$61,322	$64,367	$67,514
16	$48,625	$51,213	$53,903	$56,694	$59,587	$62,581	$65,677	$68,874
17	$49,640	$52,279	$55,019	$57,861	$60,805	$63,850	$66,996	$70,244

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

PULASKI COUNTY SPECIAL SCHOOL DISTRICT 2020-2021 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)	$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 Tennis - 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 Softball - Senior HIgh 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 Cheerleader Sponsor - Freshman only Cheerleader Sponsor - (9-12) Cheerleader Sponsor - Senior High Assistant Volleyball - Senior HIgh	$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

Lunch Duty $500.00 per semester

2020-2021 Additional Duty Indexes

Position	Days	Index	Position	Days	Index
7TH & 8TH ASST BOYS & GIRLS TRACK	195	0.02	Middle School Sports	200	0.10
7th & 8th ASST VB	200	0.02	OFF SEASON		0.005
7TH & 8TH FTBALL	200	0.04	VARSITY ASST BOYS & GIRLS BB	195	0.07
7TH & 8TH Head Band DIR	200	0.08	VARSITY ASSET FOOTBALL	200	0.07
7TH & 8TH HEAD BOYS & GIRLS TRACK	195	0.03	VARSITY ASSIST SWIM COACH	195	0.005
7TH & 8TH Head VB	200	0.03	VARSITY ASSIST TENNIS	195	0.005
7TH & 9TH CHEER COACH	195	0.03	VARSITY ASSISTAN GOLF	195	0.005
7TH AND 8TH ASSET FB	200	0.03	VARSITY ASSISTANT SOCCER	195	0.04
9TH HEAD BOYS & GIRLS BB	195	0.08	VARSITY ASST BAND DIR	200	0.07
9TH HEAD BOYS & GIRLS TRACK	195	0.05	VARSITY ASST TRACK BOYS & GIRLS	195	0.04
9TH ASST BOYS & GIRLS BB	195	0.05	VARSITY ASST VB COACH	200	0.04
9TH ASST FTBLL	200	0.05	VARSITY CHEER COACH	195	0.08
9TH CHEER COACH	195	0.04	VARSITY HEAD BAND DIR	215	0.10
9TH HEAD FTBALL	200	0.08	VARSITY HEAD BOYS & GIRLS BB	215	0.10
9TH HEAD VB	200	0.05	VARSITY HEAD BOYS & GIRLS TRACK	195	0.08
9TH VB ASSITANT	200	0.03	VARSITY HEAD FB	215	0.14
ASST BOYS & GIRLS TRACK	195	0.03	VARSITY HEAD GOLF	195	0.03
ATHLETIC DIRECTOR	215	0.15	VARSITY HEAD SOCCER	195	0.08
BASEBALL ASSISTANT VARSITY HEAD	195	0.04	VARSITY HEAD SWIM COACH	195	0.03
BASEBALL VARSITY HEAD	195	0.08	VARSITY HEAD TENNIS	195	0.03
BB VARSITY HEAD BOYS & GIRLS	195	0.12	VARSITY HEAD VB	200	0.08
CROSSCOUNTY VARSITY ASSIST	195	0.005	VARSITY OFFENSE & DEF		0.03
CROSSCOUNTY VARSITY HEAD	195	0.03	VARSITY WRESTING ASST COACH	195	0.005
HIGH SCHOOL 7TH & 8TH CHOR DIR	190	0.02	VARSITY WRESTLING HEAD COACH	195	0.03
HIGH SCHOOL ASST CHOIR DIR	190	0.005	ASST SOFTBALL V	195	0.04
HIGH SCHOOL ASST DRAME/SPEECH	190	0.02	HD V SOFTBALL	195	0.08
HIGH SCHOOL CHOIR DIR	190	0.04	MS ASST BAND	200	0.06
HIGH SCHOOL DRAMA/SPEECH	190	0.04	MS ASST VOC MUSIC	190	0.02
HIGH SCHOOL ORCHESTRA DIR	190	0.005	MS ASST BAND	200	0.06
HS ANNUAL SPONSOR	190	0.03	MS HD VOC MUS	190	0.02
HS NEWSPAPER SPONSOR	190	0.005			

CERTIFIED ADMINISTRATIVE SALARY SCHEDULE
2020-2021

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 contact 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 2020-2021 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
2020-2021 SCHOOL YEAR

Position	Index Factor	Contract Days	Salary Schedule
Deputy Superintendent-Learning Services	1.54	244	A08
Assistant Superintendent-Equity & Pupil Services	1.42	244	A12
Assistant Superintendent-Human Resources	1.42	244	A12
Assistant Superintendent-Learning Services	1.42	244	A12
Director of Special Programs	1.35	244	A64
Director-Elementary Education	1.34	244	A16
Director-Secondary Education	1.34	244	A16
Director-Special Education	1.34	244	A40
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
Associate Director of Special Education	1.26	244	A36
Director-Human Resources	1.26	244	A36
Director-Pupil Services	1.25	244	A48
ABC Pre-School Principal/District Director	1.24	216	A44
Principal-Elementary	1.24	216	A44
Assistant Principal-Middle School	1.20	207	A52
Consultant-Hearing Impaired	1.20	187	A60
Consultant-Visually Impaired	1.20	187	A60
Coordinator-RTI	1.20	202	A56
Coordinator-Special Education	1.20	197	A56
Director-Counseling Services	1.20	244	A48
Director-Fine Arts/Coordinator of ELL	1.20	244	A80
Director-Workforce Education	1.20	244	A48
School Psychology Specialist	1.20	192	A72
Coordinator-ELL	1.16	202	A68
Coordinator of Equity Initiatives/Mentoring	1.16	216	A68
Coordinator-Adult Education	1.14	244	A76
Director-Athletics	1.14	216	A76
Assistant Principal-Elementary	1.10	202	A84
Director-Gifted & Talented	1.10	216	A80
Coordinator-WAGE	1.00	244	A92
District Instructional Strategist	1.00	244	A92

SUPPORT STAFF PERSONNEL
DAILY SALARY SCHEDULE
2020-2021

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 contact 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 2020-2021 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 2020-2021.

PULASKI COUNTY SPECIAL SCHOOL DISTRICT CLASSIFIED STAFF DAILY SALARY SCHEDULE 2020-2021						
RANGE	POSITION	CONTRACT DAYS	MINIMUM DAILY RATE	MAXIMUM DAILY RATE	STEP RANGE	
1			$175.60	$287.25	1	26
	Assistant Director - Student Nutrition	244				
	Buyer	244				
	Custodial and Grounds Supervisor	244				
	Executive Assistant to Superintendent	244				
	Facilitator of Safety/Security	244				
	Family Engagement Specialist	183				
	K-12 Alt. Learning Program Support Specialist	200				
	Route Supervisor	244				
2			$186.25	$297.90	1	26
	Budget Manager Federal Programs	244				
	Budget Manager - Operations	244				
	Marketing Communications Facilitator	200				
	Operations Manager	244				
	Payroll Supervisor	244				
	Staff Accountant	244				
3			$196.91	$308.56	1	26
	Behavior Intervention Specialist	192				
	Communications Legal Associate (.625 FTE)	216				
	Webmaster/Graphic Artist	244				
4			$207.57	$319.22	1	26
	Application Developer	244				
	Coordinator of Energy & Project Management	244				
	Coordinator of Maintenance - Operations	244				
	Coordinator of Maintenance - Support	244				
	IT Help Desk Manager/Network Security	244				
	Registered Nurse/Special Needs Nurse	187				
5			$218.23	$329.88	1	26
	Senior Application Developer	244				
	Web Developer	244				
6			$228.88	$350.68	1	26
	Technology Project Manager	244				
7			$239.54	$361.34	1	26
8			$250.20	$372.00	1	26
	Library Media and Technology Facilitator	244				
	Instructional & Prof. Development Facilitator	244				
9			$260.86	$382.66	1	26
	IT App. Development & State Reporting Coord.	244				
10			$271.51	$393.31	1	26
11			$282.17	$414.12	1	26
	Behavior Support Specialist	190				
	Coordinator of Health Services	216				
	Director of Accounting and Auditing	244				
	Director of Student Nutrition	244				
	Educational Audiologist	187				
	Occupational Therapist	187				
	Physical Therapist	187				
	Psychological Examiner	192				
	Speech Language Pathologist	187				
12			$292.83	$424.78	1	26

	Director of School Maintenance Services	244				
	Director of Transportation	244				
	Instructional Technology & Digital Learning Fac.	244				
13			$303.49	$435.44	1	26
	Executive Director of Communications	244				
	Sr. Instructional Technology & Prof. Dev. Fac.	244				
14			$314.14	$446.09	1	26
15			$324.80	$456.75	1	26
	Director of Technology Operations	244				
16			$335.46	$477.56	1	26
17			$346.12	$488.22	1	26
	District Treasurer	244				
18			$356.77	$498.87	1	26
19			$367.43	$509.53	1	26
20			$378.09	$520.19	1	26
21			$388.75	$541.00	1	26
	Executive Director of Operations	244				
22			$399.40	$551.65	1	26
23			$410.06	$562.31	1	26
24			$420.72	$572.97	1	26
25			$431.38	$583.63	1	26

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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	175.60	186.25	196.91	207.57	218.23	228.88	239.54	250.20	260.86	271.51	282.17	292.83	303.49
2	180.06	190.72	201.38	212.03	222.69	233.75	244.41	255.07	265.73	276.38	287.45	298.11	308.76
3	184.53	195.18	205.84	216.50	227.16	238.63	249.28	259.94	270.60	281.26	292.73	303.38	314.04
4	188.99	199.65	210.31	220.97	231.62	243.50	254.16	264.81	275.47	286.13	298.00	308.66	319.32
5	193.46	204.12	214.77	225.43	236.09	248.37	259.03	269.69	280.34	291.00	303.28	313.94	324.60
6	197.93	208.58	219.24	229.90	240.56	253.24	263.90	274.56	285.22	295.87	308.56	319.22	329.88
7	202.39	213.05	223.71	234.36	245.02	258.11	268.77	279.43	290.09	300.74	313.84	324.50	335.15
8	206.86	217.51	228.17	238.83	249.49	262.99	273.64	284.30	294.96	305.62	319.12	329.77	340.43
9	211.32	221.98	232.64	243.30	253.95	267.86	278.52	289.17	299.83	310.49	324.39	335.05	345.71
10	215.79	226.45	237.10	247.76	258.42	272.73	283.39	294.05	304.70	315.36	329.67	340.33	350.99
11	220.26	230.91	241.57	252.23	262.89	277.60	288.26	298.92	309.58	320.23	334.95	345.61	356.27
12	224.72	235.38	246.04	256.69	267.35	282.47	293.13	303.79	314.45	325.10	340.23	350.89	361.54
13	229.19	239.84	250.50	261.16	271.82	287.35	298.00	308.66	319.32	329.98	345.51	356.16	366.82
14	233.65	244.31	254.97	265.63	276.28	292.22	302.88	313.53	324.19	334.85	350.78	361.44	372.10
15	238.12	248.78	259.43	270.09	280.75	297.09	307.75	318.41	329.06	339.72	356.06	366.72	377.38
16	242.59	253.24	263.90	274.56	285.22	301.96	312.62	323.28	333.94	344.59	361.34	372.00	382.66
17	247.05	257.71	268.37	279.02	289.68	306.83	317.49	328.15	338.81	349.46	366.62	377.28	387.93
18	251.52	262.17	272.83	283.49	294.15	311.71	322.36	333.02	343.68	354.34	371.90	382.55	393.21
19	255.98	266.64	277.30	287.96	298.61	316.58	327.24	337.89	348.55	359.21	377.17	387.83	398.49
20	260.45	271.11	281.76	292.42	303.08	321.45	332.11	342.77	353.42	364.08	382.45	393.11	403.77
21	264.92	275.57	286.23	296.89	307.55	326.32	336.98	347.64	358.30	368.95	387.73	398.39	409.05
22	269.38	280.04	290.70	301.35	312.01	331.19	341.85	352.51	363.17	373.82	393.01	403.67	414.32
23	273.85	284.50	295.16	305.82	316.48	336.07	346.72	357.38	368.04	378.70	398.29	408.94	419.60
24	278.31	288.97	299.63	310.29	320.94	340.94	351.60	362.25	372.91	383.57	403.56	414.22	424.88
25	282.78	293.44	304.09	314.75	325.41	345.81	356.47	367.13	377.78	388.44	408.84	419.50	430.16
26	287.25	297.90	308.56	319.22	329.88	350.68	361.34	372.00	382.66	393.31	414.12	424.78	435.44

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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	314.14	324.80	335.46	346.12	356.77	367.43	378.09	388.75	399.40	410.06	420.72	431.38
2	319.42	330.08	341.14	351.80	362.46	373.11	383.77	394.84	405.49	416.15	426.81	437.47
3	324.70	335.36	346.83	357.48	368.14	378.80	389.46	400.93	411.58	422.24	432.90	443.56
4	329.98	340.63	352.51	363.17	373.82	384.48	395.14	407.02	417.67	428.33	438.99	449.65
5	335.25	345.91	358.19	368.85	379.51	390.17	400.82	413.11	423.76	434.42	445.08	455.74
6	340.53	351.19	363.88	374.54	385.19	395.85	406.51	419.20	429.85	440.51	451.17	461.83
7	345.81	356.47	369.56	380.22	390.88	401.53	412.19	425.29	435.94	446.60	457.26	467.92
8	351.09	361.75	375.25	385.90	396.56	407.22	417.88	431.38	442.03	452.69	463.35	474.01
9	356.37	367.02	380.93	391.59	402.24	412.90	423.56	437.47	448.12	458.78	469.44	480.10
10	361.64	372.30	386.61	397.27	407.93	418.59	429.24	443.56	454.21	464.87	475.53	486.19
11	366.92	377.58	392.30	402.96	413.61	424.27	434.93	449.65	460.30	470.96	481.62	492.28
12	372.20	382.86	397.98	408.64	419.30	429.95	440.61	455.74	466.39	477.05	487.71	498.37
13	377.48	388.14	403.67	414.32	424.98	435.64	446.30	461.83	472.48	483.14	493.80	504.46
14	382.76	393.41	409.35	420.01	430.66	441.32	451.98	467.92	478.57	489.23	499.89	510.55
15	388.03	398.69	415.03	425.69	436.35	447.01	457.66	474.01	484.66	495.32	505.98	516.64
16	393.31	403.97	420.72	431.38	442.03	452.69	463.35	480.10	490.75	501.41	512.07	522.73
17	398.59	409.25	426.40	437.06	447.72	458.37	469.03	486.19	496.84	507.50	518.16	528.82
18	403.87	414.53	432.09	442.74	453.40	464.06	474.72	492.28	502.93	513.59	524.25	534.91
19	409.15	419.80	437.77	448.43	459.08	469.74	480.40	498.37	509.02	519.68	530.34	541.00
20	414.42	425.08	443.45	454.11	464.77	475.43	486.08	504.46	515.11	525.77	536.43	547.09
21	419.70	430.36	449.14	459.80	470.45	481.11	491.77	510.55	521.20	531.86	542.52	553.18
22	424.98	435.64	454.82	465.48	476.14	486.79	497.45	516.64	527.29	537.95	548.61	559.27
23	430.26	440.92	460.51	471.16	481.82	492.48	503.14	522.73	533.38	544.04	554.70	565.36
24	435.54	446.19	466.19	476.85	487.50	498.16	508.82	528.82	539.47	550.13	560.79	571.45
25	440.81	451.47	471.87	482.53	493.19	503.85	514.50	534.91	545.56	556.22	566.88	577.54
26	446.09	456.75	477.56	488.22	498.87	509.53	520.19	541.00	551.65	562.31	572.97	583.63

SUPPORT STAFF PERSONNEL
HOURLY SALARY SCHEDULE
2020-2021

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 contact 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 2020-2021 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 2020-2021.

PULASKI COUNTY SPECIAL SCHOOL DISTRICT
CLASSIFIED STAFF HOURLY
SALARY SCHEDULE
2020-2021

		CONTRACT	MINIMUM	MAXIMUM	STEP	
RANGE	POSTIION	DAYS	HRLY RATE	HRLY RATE	RANGE	
1			$10.15	$19.29	1	26
	Bus Aide	178				
	Cafeteria Worker	179				
	General Custodian	182/226				
2			$10.35	$19.89	1	26
	Lead Custodian	226/244				
3			$10.40	$20.50	1	26
	Accounting Clerk	244				
	ALE Para-Educator	181				
	Assistant Cafeteria Manager	182				
	In-School Suspension Intercessor	178				
	Laborer	244				
	Multiage Elementary Classroom Intercessor	178				
	Preschool Program Registrar/Secretary	216				
	Registrar	199/220				
	School Secretary	182/189				
	Secondary Attendance Clerk	190				
	Secretary - Counselor	196				
4			$10.96	$21.11	1	26
	Cafeteria Manager - Elementary Non-Cert.	182				
5			$11.57	$21.72	1	26
	Cafeteria Manger - Secondary Non-Cert.	182				
	Secretary - Special Ed Services	244				
	Warehouse Attendant - Food Product Delivery	244				
6			$12.18	$23.60	1	26
	Billing Specialist	244				
	Bookkeeper - Adult Education	244				
	Bookkeeper - Schools	199/244				
	Cafeteria Manager - Elem./Secondary Certified	182				
	Coordinator - Warehouse	244				
	Lead Warehouse Attendant	244				
	Preschool Program Bookkeeper/Secretary	216				
	Records Retention Secretrary	244				
	School Based Patrol/Security Officer	178				
	Secretary-Dir. Ath/Spec Prog .5/Coord 504/ESL	244				
	Secretary-Dir Career Ed/Fine Arts & TAG	244				
	Secretary-Dir. Counseling & Testing	244				
	Secretary-Dir. Spec Prog .5 & Instr. Strategist	244				
	Secretary-Director-Plant Planning	244				
	Secretary-Dir. Pupil Serv. & Coor. Health Serv.	244				
	Secretary-Director-Purchasing	244				
	Secretary-Director-Special Education	244				
	Secretary-Director-Transportation	244				
	Secretary - 504/Dyslexia	244				
	Security Officer	244				
	Security Officer/Central Office Support	244				
	Special Ed Signing Aide	178				
	Special Ed Data Entry Specialist	244				
	Special Ed Department Secretary	244				
7			$12.79	$24.21	1	26

	Accounts Payable	244				
	ALE Para Facilitator	181				
	Auxiliary Bookkeeper	244				
	Building Technician	244				
	Bus Operator	178				
	General Maintenance Facility Technician	244				
	High School Literacy/Math Tutor	182				
	Para-Educator - Pre-K	178				
	Para-Educator - Special Ed/Bus Driver	181				
	Para-Educator - Special Ed	181				
	Para-Educator - Spec. Needs-Ind. Support	181				
	Plumber Apprentice	244				
8			$13.40	$24.82	1	26
	Dyslexia Interventionist	182				
	Groundskeeper	244				
	School Based Patrol/Lead Security Officer	200				
9			$14.01	$25.43	1	26
	Federal Programs Specialist	244				
	Operation Specialist I - Maintenance	244				
	Operation Specialist I - Transportation	244				
	Parts Clerk	244				
	Payroll Specialist I	244				
	Permanent Sub Bus Driver	178				
10			$14.62	$26.03	1	26
	Accounts Payable Specialist	244				
	Administrative Sergeant	244				
	Comm. Specialist/Sec. to Exec. Dir. Comm.	244				
	Extended Care Site Manager	182				
	Operation Specialist II - Maintenance	244				
	Operation Specialist II - Trainer	244				
	Personnel Specialist/Secretary to Dir. of HR	244				
	Student Nutrition Coordinator	244				
11			$15.23	$27.91	1	26
	Air Conditioning Repairman	244				
	Building Services Technician	244				
	Electrician	244				
	Employee Insurance Specialist	244				
	General Maintenance - Equipment Operator	244				
	General Maintenance - Painter Foreman	244				
	Locksmith	244				
	Payroll Specialist II	244				
	Personnel Specialist II	244				
	Plumber	244				
	Router	244				
	Waste Water Technician	244				
12			$15.83	$28.52	1	26
	Accounting Specialist I	244				
	Bus Driver	178				
13			$16.44	$29.13	1	26
	Personnel Specialist III	244				
14			$17.05	$29.74	1	26
	Student Nutrition Application/Menu Specialist	244				
15			$17.66	$30.35	1	26
	Energy Management Systems Scheduler	244				
16			$18.27	$32.23	1	26
	Fixed Assets Specialist	244				

	IT Cabling and Support Technician	244				
	IT Support Technician	244				
	Mobile Device Repair Technician	244				
	Operations Specialist III - Zoning Specialist	244				
	Secretary - Asst. Supt.-Equity & Pupil Serv.	244				
	Secretary - Asst. Supt.- Human Resources	244				
	Secretary - Dep. Supt.- Learning Services	244				
	Secretary - District Treasurer/Dir. of Technology	244				
	Secretary - Exec. Director of Operations	244				
	Telecommunications Support Technician	244				
17			$18.88	$32.84	1	46
	IT Inventory/Support Specialist II	244				
	Student Nutrition Specialist	244				
18			$19.49	$33.44	1	26
	Diesel Mechanic	244				
19			$20.10	$34.05	1	26
	Accounting Specialist II	244				
	Building Services Foreman	244				
	Data Center System Administrator	244				
	Electrical Foreman	244				
	Electronic Equipment Repair	244				
	Energy Management System Technician II	244				
	Grounds Foreman	244				
	HVAC Foreman	244				
	Plumber Foreman	244				
	Sr. Telecomm./Network Infrastructure Tech.	244				
20			$20.71	$34.66	1	26
21			$21.32	$36.54	1	26
22			$21.92	$37.15	1	26
	Operations and Parts Supervisor	244				
23			$22.53	$37.76	1	26
	Educational Intrepreter	180				
	Pupil Services Interpreter	220				
	Senior Network Engineer/Architect	244				
24			$23.14	$38.37	1	26
25			$23.75	$38.98	1	26

Lunch Duty Supervisors $11.40

HR1
2020-21

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	10.15	10.35	10.40	10.96	11.57	12.18	12.79	13.40	14.01	14.62	15.23	15.83	16.44
2	10.25	10.40	10.76	11.37	11.98	12.64	13.25	13.85	14.46	15.07	15.73	16.34	16.95
3	10.30	10.56	11.17	11.77	12.38	13.09	13.70	14.31	14.92	15.53	16.24	16.85	17.46
4	10.35	10.96	11.57	12.18	12.79	13.55	14.16	14.77	15.38	15.99	16.75	17.36	17.97
5	10.76	11.37	11.98	12.59	13.20	14.01	14.62	15.23	15.83	16.44	17.26	17.86	18.47
6	11.17	11.77	12.38	12.99	13.60	14.46	15.07	15.68	16.29	16.90	17.76	18.37	18.98
7	11.57	12.18	12.79	13.40	14.01	14.92	15.53	16.14	16.75	17.36	18.27	18.88	19.49
8	11.98	12.59	13.20	13.80	14.41	15.38	15.99	16.60	17.20	17.81	18.78	19.39	20.00
9	12.38	12.99	13.60	14.21	14.82	15.83	16.44	17.05	17.66	18.27	19.29	19.89	20.50
10	12.79	13.40	14.01	14.62	15.23	16.29	16.90	17.51	18.12	18.73	19.79	20.40	21.01
11	13.20	13.80	14.41	15.02	15.63	16.75	17.36	17.97	18.57	19.18	20.30	20.91	21.52
12	13.60	14.21	14.82	15.43	16.04	17.20	17.81	18.42	19.03	19.64	20.81	21.42	22.03
13	14.01	14.62	15.23	15.83	16.44	17.66	18.27	18.88	19.49	20.10	21.32	21.92	22.53
14	14.41	15.02	15.63	16.24	16.85	18.12	18.73	19.34	19.94	20.55	21.82	22.43	23.04
15	14.82	15.43	16.04	16.65	17.26	18.57	19.18	19.79	20.40	21.01	22.33	22.94	23.55
16	15.23	15.83	16.44	17.05	17.66	19.03	19.64	20.25	20.86	21.47	22.84	23.45	24.06
17	15.63	16.24	16.85	17.46	18.07	19.49	20.10	20.71	21.32	21.92	23.35	23.95	24.56
18	16.04	16.65	17.26	17.86	18.47	19.94	20.55	21.16	21.77	22.38	23.85	24.46	25.07
19	16.44	17.05	17.66	18.27	18.88	20.40	21.01	21.62	22.23	22.84	24.36	24.97	25.58
20	16.85	17.46	18.07	18.68	19.29	20.86	21.47	22.08	22.69	23.29	24.87	25.48	26.09
21	17.26	17.86	18.47	19.08	19.69	21.32	21.92	22.53	23.14	23.75	25.38	25.98	26.59
22	17.66	18.27	18.88	19.49	20.10	21.77	22.38	22.99	23.60	24.21	25.88	26.49	27.10
23	18.07	18.68	19.29	19.89	20.50	22.23	22.84	23.45	24.06	24.66	26.39	27.00	27.61
24	18.47	19.08	19.69	20.30	20.91	22.69	23.29	23.90	24.51	25.12	26.90	27.51	28.12
25	18.88	19.49	20.10	20.71	21.32	23.14	23.75	24.36	24.97	25.58	27.41	28.01	28.62
26	19.29	19.89	20.50	21.11	21.72	23.60	24.21	24.82	25.43	26.03	27.91	28.52	29.13

HR1
2020-21

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	17.05	17.66	18.27	18.88	19.49	20.10	20.71	21.32	21.92	22.53	23.14	23.75
2	17.56	18.17	18.83	19.44	20.05	20.66	21.26	21.92	22.53	23.14	23.75	24.36
3	18.07	18.68	19.39	20.00	20.60	21.21	21.82	22.53	23.14	23.75	24.36	24.97
4	18.57	19.18	19.94	20.55	21.16	21.77	22.38	23.14	23.75	24.36	24.97	25.58
5	19.08	19.69	20.50	21.11	21.72	22.33	22.94	23.75	24.36	24.97	25.58	26.19
6	19.59	20.20	21.06	21.67	22.28	22.89	23.50	24.36	24.97	25.58	26.19	26.80
7	20.10	20.71	21.62	22.23	22.84	23.45	24.06	24.97	25.58	26.19	26.80	27.41
8	20.60	21.21	22.18	22.79	23.40	24.00	24.61	25.58	26.19	26.80	27.41	28.01
9	21.11	21.72	22.74	23.35	23.95	24.56	25.17	26.19	26.80	27.41	28.01	28.62
10	21.62	22.23	23.29	23.90	24.51	25.12	25.73	26.80	27.41	28.01	28.62	29.23
11	22.13	22.74	23.85	24.46	25.07	25.68	26.29	27.41	28.01	28.62	29.23	29.84
12	22.63	23.24	24.41	25.02	25.63	26.24	26.85	28.01	28.62	29.23	29.84	30.45
13	23.14	23.75	24.97	25.58	26.19	26.80	27.41	28.62	29.23	29.84	30.45	31.06
14	23.65	24.26	25.53	26.14	26.75	27.35	27.96	29.23	29.84	30.45	31.06	31.67
15	24.16	24.77	26.09	26.69	27.30	27.91	28.52	29.84	30.45	31.06	31.67	32.28
16	24.66	25.27	26.64	27.25	27.86	28.47	29.08	30.45	31.06	31.67	32.28	32.89
17	25.17	25.78	27.20	27.81	28.42	29.03	29.64	31.06	31.67	32.28	32.89	33.50
18	25.68	26.29	27.76	28.37	28.98	29.59	30.20	31.67	32.28	32.89	33.50	34.10
19	26.19	26.80	28.32	28.93	29.54	30.15	30.75	32.28	32.89	33.50	34.10	34.71
20	26.69	27.30	28.88	29.49	30.09	30.70	31.31	32.89	33.50	34.10	34.71	35.32
21	27.20	27.81	29.44	30.04	30.65	31.26	31.87	33.50	34.10	34.71	35.32	35.93
22	27.71	28.32	29.99	30.60	31.21	31.82	32.43	34.10	34.71	35.32	35.93	36.54
23	28.22	28.83	30.55	31.16	31.77	32.38	32.99	34.71	35.32	35.93	36.54	37.15
24	28.72	29.33	31.11	31.72	32.33	32.94	33.55	35.32	35.93	36.54	37.15	37.76
25	29.23	29.84	31.67	32.28	32.89	33.50	34.10	35.93	36.54	37.15	37.76	38.37
26	29.74	30.35	32.23	32.84	33.44	34.05	34.66	36.54	37.15	37.76	38.37	38.98

SUBSTITUTE TEACHER SALARY SCHEDULE
2020-2021

Substitute Teacher (*without Degree*)	$ 70.00
Substitute Teacher (*with Degree*)	$ 85.00
Substitute Teacher (*10 to 29 days - Degree*)	$ 95.00
Substitute Teacher (*30 or more days - Certified*)	$110.00