

**LEE COUNTY SCHOOL DISTRICT  
LEA: 3904**

**SIGNATURE PAGE  
PERSONNEL POLICY AND SALARY SCHEDULE  
2013-14**

**Pursuant to Arkansas Code Annotated 6-17-201, 6-17-2301 and Act 989 of 2011, school district personnel policies and salary schedules shall be posted to the district's website no later than September 15 of each year.**

<b>Certified Policy</b>	<b>Classified Policy</b>	<b>Salary Schedules</b>
<b>Student Policies</b>	<b>Mission Statement</b>	<b>Other</b>

**Are District Policies and Salary Schedules posted on your School Web Page? ( X ) Yes ( ) No**

**What is the Web Address to the District's Home Page? <http://lcsd1.grsc.k12.ar.us>**

**The Lee County School District Board, in compliance with these requirements, approved the 2012-2013 Personnel Policy and Salary Schedule on September 10, 2013.**

**\s\Kendon Gray, President**

\_\_\_\_\_  
**President of the Board**

**\s\ Willie Murdock, Superintendent**

\_\_\_\_\_  
**Superintendent**

**LEE COUNTY SCHOOL DISTRICT #1  
SALARY SCHEDULE  
CERTIFIED  
2013-2014**

Yr	BSE	12	24	MSE	12	24	ED/S	12	24	PHD/ED
0	\$33,000	\$33,600	\$34,200	\$35,630	\$36,230	\$36,830	\$38,030	\$38,630	\$39,230	\$39,830
1	\$33,550	\$34,150	\$34,750	\$36,180	\$36,780	\$37,380	\$38,580	\$39,180	\$39,780	\$40,380
2	\$34,100	\$34,700	\$35,300	\$36,730	\$37,330	\$37,930	\$39,130	\$39,730	\$40,330	\$40,930
3	\$34,650	\$35,250	\$35,850	\$37,280	\$37,880	\$38,480	\$39,680	\$40,280	\$40,880	\$41,480
4	\$35,200	\$35,800	\$36,400	\$37,830	\$38,430	\$39,030	\$40,230	\$40,830	\$41,430	\$42,030
5	\$35,750	\$36,350	\$36,950	\$38,380	\$38,980	\$39,580	\$40,780	\$41,380	\$41,980	\$42,580
6	\$36,300	\$36,900	\$37,500	\$38,930	\$39,530	\$40,130	\$41,330	\$41,930	\$42,530	\$43,130
7	\$36,850	\$37,450	\$38,050	\$39,480	\$40,080	\$40,680	\$41,880	\$42,480	\$43,080	\$43,680
8	\$37,400	\$38,000	\$38,600	\$40,030	\$40,630	\$41,230	\$42,430	\$43,030	\$43,630	\$44,230
9	\$37,950	\$38,550	\$39,150	\$40,580	\$41,180	\$41,780	\$42,980	\$43,580	\$44,180	\$44,780
10	\$38,500	\$39,100	\$39,700	\$41,130	\$41,730	\$42,330	\$43,530	\$44,130	\$44,730	\$45,330
11	\$39,050	\$39,650	\$40,250	\$41,680	\$42,280	\$42,880	\$44,080	\$44,680	\$45,280	\$45,880
12	\$39,600	\$40,200	\$40,800	\$42,230	\$42,830	\$43,430	\$44,630	\$45,230	\$45,830	\$46,430
13	\$40,150	\$40,750	\$41,350	\$42,780	\$43,380	\$43,980	\$45,180	\$45,780	\$46,380	\$46,980
14	\$40,700	\$41,300	\$41,900	\$43,330	\$43,930	\$44,530	\$45,730	\$46,330	\$46,930	\$47,530
15	\$41,250	\$41,850	\$42,450	\$43,880	\$44,480	\$45,080	\$46,280	\$46,880	\$47,480	\$48,080
16	\$41,800	\$42,400	\$43,000	\$44,430	\$45,030	\$45,630	\$46,830	\$47,430	\$48,030	\$48,630

THE ABOVE SALARY SCHEDULE IS BASED ON A CONTRACT YEAR OF 192 DAYS. TO FIND THE CORRECT SALARY FOR AN EXTENDED CONTRACT USE THE FOLLOWING STEPS:

1. LOCATE THE PLACE ON THE SCHEDULE WHICH REFLECTS EXPERIENCE AND EDUCATION
2. DIVIDE THAT NUMBER BY 192.
3. MULTIPLY THE ANSWER IN STEP TWO BY THE LENGTH OF THE CONTRACT.

FOLLOWING THIS PROCEDURE, AN EMPLOYEE WHOSE POSITION IS ALSO INDEXED WOULD MULTIPLY THE ANSWER IN STEP 3 BY THE INDEX AMOUNT. ADDITIONAL HOURS SUBMITTED FOR ADVANCE PLACEMENT ON THE SALARY SCHEDULE MUST BE GRADUATE HOURS AND MUST CARRY A "B" AVERAGE OR HAVE A MINIMUM GRADE OR "B" FOR THE NUMBER OF HOURS NECESSARY TO RECEIVE THE NEXT INCREMENT. IN COUNTING GRADUATE HOURS FOR PLACEMENT ON THIS SALARY SCHEDULE, ALL HOURS WILL BE ACCEPTED FOR COUNTING TOWARD AN INCREMENT UNTIL THE EMPLOYEE REACHES THE MSE+30 LEVEL. BEYOND THIS POINT (UNLESS THE EMPLOYEE HAS TAKEN THE ED.S DEGREE). THE ONLY GRADUATE HOURS THAT WILL BE ACCEPTED AND COUNTED MUST RELATE TO THE SUBJECT AREA TO IMPROVE INSTRUCTION.

Approved: June 18, 2013

**LEE COUNTY SCHOOL DISTRICT NO. 1  
INDEX SCHEDULE  
CERTIFIED SALARY SCHEDULE, 2013-2014**

**Increments for position paid in addition to the employee's wages as determined by the district salary schedule:**

<u>TYPE</u>	<u>INCREMENT</u>
SUPERINTENDENT	NEGOTIATED
ASSOCIATE SUPERINTENDENT	1.31
ASSISTANT SUPERINTENDENT	1.22
ADMINISTRATIVE ASSISTANT	1.11
COORDINATOR/DIRECTOR (DISTRICT)	1.11
PRINCIPAL, SR. HIGH SCHOOL	1.22
COORDINATOR, ALE	1.22
PRINCIPAL, MIDDLE SCHOOL	1.14
PRINCIPAL, ELEMENTARY SCHOOL	1.11
ASSISTANT PRINCIPAL	1.07
INSTRUCTIONAL SPECIALIST	1.06

**HEAD COACH:**

Athletics Coordinator	\$1,500
Senior Football	\$3,000
Senior Boy's Basketball	\$3,000
Senior Girl's Basketball	\$3,000
Senior Girl's Volleyball	\$3,000
Senior Boy's Track	\$1,000
Senior Girl's Track	\$1,000
Senior Baseball	\$1,000
Junior Football	\$2,000
Junior Boy's Basketball	\$2,000
Junior Girl's Basketball	\$2,000
Junior Girl's Volleyball	\$2,000
Junior Boy's Track	\$ 900
Junior Girl's Track	\$ 900
7 <sup>th</sup> Grade Football	\$ 800
7 <sup>th</sup> Grade Basketball	\$ 700
7 <sup>th</sup> Grade Volleyball	\$ 700

**ASSISTANT COACH:**

Senior Football	\$1,000
Senior Boy's Basketball	\$1,000
Senior Girl's Basketball	\$1,000
Senior Girl's Volleyball	\$1,000
Senior Boy's Track	\$ 600
Senior Girl's Track	\$ 600
Senior Baseball	\$ 600
Junior Football	\$ 900
Junior Boy's Basketball	\$ 900
Junior Girl's Basketball	\$ 900
Junior Girl's Volleyball	\$ 900
Junior Boy's Track	\$ 600
Junior Girl's Track	\$ 600
7 <sup>th</sup> Grade Football	\$ 500
7 <sup>th</sup> Grade Basketball	\$ 500
7 <sup>th</sup> Grade Volleyball	\$ 500

<b>SENIOR/JUNIOR BAND DIRECTOR</b>	<b>\$2,000</b>
<b>JUNIOR HIGH CHEERLEADER SPONSOR</b>	<b>\$ 750</b>
<b>SENIOR HIGH CHEERLEADER SPONSOR</b>	<b>\$ 750</b>
<b>SENIOR SPRING FOOTBALL</b>	<b>\$1,000</b>
<b>VOCATIONAL COORDINATOR</b>	<b>\$3,000</b>
<b>TESTING COORDINATOR</b>	<b>\$3,500</b>

Approved: June 18, 2013

**LEE COUNTY SCHOOL DISTRICT  
NON-CERTIFIED COORDINATOR  
2013-2014**

<b>YR</b>	<b>N/D</b>	<b>BA/BS</b>	<b>+12</b>	<b>+24</b>	<b>MAS</b>	<b>+12</b>	<b>+24</b>	<b>ED/S30</b>	<b>+12</b>	<b>+24</b>	<b>PHD/EDD</b>
0	\$35,579	\$36,122	\$36,666	\$37,210	\$38,295	\$38,839	\$39,383	\$40,468	\$41,012	\$41,555	\$42,641
1	\$36,123	\$36,666	\$37,210	\$37,754	\$38,839	\$39,383	\$39,927	\$41,012	\$41,556	\$42,099	\$43,185
2	\$36,667	\$37,210	\$37,754	\$38,298	\$39,383	\$39,927	\$40,471	\$41,556	\$42,100	\$42,643	\$43,729
3	\$37,211	\$37,754	\$38,298	\$38,842	\$39,927	\$40,471	\$41,015	\$42,100	\$42,644	\$43,187	\$44,273
4	\$37,755	\$38,298	\$38,842	\$39,386	\$40,471	\$41,015	\$41,559	\$42,644	\$43,188	\$43,731	\$44,817
5	\$38,299	\$38,842	\$39,386	\$39,930	\$41,015	\$41,559	\$42,103	\$43,188	\$43,732	\$44,275	\$45,361
6	\$38,843	\$39,386	\$39,930	\$40,474	\$41,559	\$42,103	\$42,647	\$43,732	\$44,276	\$44,819	\$45,905
7	\$39,387	\$39,930	\$40,474	\$41,018	\$42,103	\$42,647	\$43,191	\$44,276	\$44,820	\$45,363	\$46,449
8	\$39,931	\$40,474	\$41,018	\$41,562	\$42,647	\$43,191	\$43,735	\$44,820	\$45,364	\$45,907	\$46,993
9	\$40,475	\$41,018	\$41,562	\$42,106	\$43,191	\$43,735	\$44,279	\$45,364	\$45,908	\$46,451	\$47,537
10	\$41,019	\$41,562	\$42,106	\$42,650	\$43,735	\$44,279	\$44,823	\$45,908	\$46,452	\$46,995	\$48,081
11	\$41,563	\$42,106	\$42,650	\$43,194	\$44,279	\$44,823	\$45,367	\$46,452	\$46,996	\$47,539	\$48,625
12	\$42,107	\$42,650	\$43,194	\$43,738	\$44,823	\$45,367	\$45,911	\$46,996	\$47,540	\$48,083	\$49,169
13	\$42,651	\$43,194	\$43,738	\$44,282	\$45,367	\$45,911	\$46,455	\$47,540	\$48,084	\$48,627	\$49,713
14	\$43,195	\$43,738	\$44,282	\$44,826	\$45,911	\$46,455	\$46,999	\$48,084	\$48,628	\$49,171	\$50,257
15	\$43,739	\$44,282	\$44,826	\$45,370	\$46,455	\$46,999	\$47,543	\$48,628	\$49,172	\$49,715	\$50,801
16	\$44,283	\$44,826	\$45,370	\$45,914	\$46,999	\$47,543	\$48,087	\$49,172	\$49,716	\$50,259	\$51,345

THIS SCHEDULE REPRESENTS A TYPE E-240 DAY CONTRACT, UNLESS OTHERWISE NOTED.

COORDINATORS ARE INDEXED AT 1.11

N/D = NON -DEGREE

Approved: June 18, 2013

**LEE COUNTY SCHOOL DISTRICT  
 PARA-PROFESSIONAL SALARY SCHEDULE  
 2013-2014**

<b>YR</b>	<b>HS</b>	<b>HS+12</b>	<b>HS+24</b>	<b>HS+36</b>	<b>HS+60</b>	<b>BA/BS</b>
<b>0</b>	\$12,484	\$12,595	\$12,706	\$12,816	\$12,927	\$13,149
<b>1</b>	\$12,712	\$12,823	\$12,933	\$13,044	\$13,155	\$13,376
<b>2</b>	\$12,940	\$13,050	\$13,161	\$13,272	\$13,383	\$13,604
<b>3</b>	\$13,167	\$13,278	\$13,389	\$13,500	\$13,610	\$13,832
<b>4</b>	\$13,395	\$13,506	\$13,616	\$13,727	\$13,838	\$14,059
<b>5</b>	\$13,623	\$13,733	\$13,844	\$13,955	\$14,066	\$14,287
<b>6</b>	\$13,850	\$13,961	\$14,072	\$14,183	\$14,293	\$14,515
<b>7</b>	\$14,078	\$14,189	\$14,300	\$14,410	\$14,521	\$14,743
<b>8</b>	\$14,306	\$14,417	\$14,527	\$14,638	\$14,749	\$14,970
<b>9</b>	\$14,533	\$14,644	\$14,755	\$14,866	\$14,976	\$15,198
<b>10</b>	\$14,761	\$14,872	\$14,983	\$15,093	\$15,204	\$15,426
<b>11</b>	\$14,989	\$15,100	\$15,210	\$15,321	\$15,432	\$15,653
<b>12</b>	\$15,217	\$15,327	\$15,438	\$15,549	\$15,660	\$15,881
<b>13</b>	\$15,444	\$15,555	\$15,666	\$15,777	\$15,887	\$16,109
<b>14</b>	\$15,672	\$15,783	\$15,893	\$16,004	\$16,115	\$16,336
<b>15</b>	\$15,900	\$16,010	\$16,121	\$16,232	\$16,343	\$16,564
<b>16</b>	\$16,127	\$16,238	\$16,349	\$16,460	\$16,570	\$16,792

THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT. TO CALCULATE THE SALARY FOR A CONTRACT LONGER THAN 191 DAYS, DIVIDE THE APPROPRIATE POSITION BY 191, THEN MULTIPLY THE NUMBER OF DAYS IN THE CONTRACT.

TYPE A = 191, TYPE B = 195 TYPE C = 200 TYPE D = 220 TYPE E = 240

**CATEGORIES OF PARAPROFESSIONAL EMPLOYMENT:**

**TEACHER'S AIDE**

A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULES.

COMPUTER LAB ATTENDENT MULTIPLY BY 1.07

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
SALARY SCHEDULE  
BOOKKEEPERS  
2013-2014**

<b>YR</b>	<b>BASE</b>	<b>HS+30</b>	<b>HS+60</b>	<b>BA/BS</b>
<b>0</b>	\$17,987	\$18,204	\$18,478	\$18,751
<b>1</b>	\$18,210	\$18,427	\$18,701	\$18,974
<b>2</b>	\$18,433	\$18,650	\$18,924	\$19,197
<b>3</b>	\$18,656	\$18,873	\$19,147	\$19,420
<b>4</b>	\$18,879	\$19,096	\$19,370	\$19,643
<b>5</b>	\$19,102	\$19,319	\$19,593	\$19,866
<b>6</b>	\$19,325	\$19,542	\$19,816	\$20,089
<b>7</b>	\$19,548	\$19,765	\$20,039	\$20,312
<b>8</b>	\$19,771	\$19,988	\$20,262	\$20,535
<b>9</b>	\$19,994	\$20,211	\$20,485	\$20,758
<b>10</b>	\$20,217	\$20,434	\$20,708	\$20,981
<b>11</b>	\$20,440	\$20,657	\$20,931	\$21,204
<b>12</b>	\$20,663	\$20,880	\$21,154	\$21,427
<b>13</b>	\$20,886	\$21,103	\$21,377	\$21,650
<b>14</b>	\$21,109	\$21,326	\$21,600	\$21,873
<b>15</b>	\$21,332	\$21,549	\$21,823	\$22,096
<b>16</b>	\$21,555	\$21,772	\$22,046	\$22,319

**THIS SCHEDULE APPLIES TO ALL BOOKKEEPERS EMPLOYED WITHIN THE DISTRICT  
WHETHER THEIR RESPONSIBILITY IS DISTRICT, FEDERAL, OR FOOD SERVICE.**

**CONTRACT TYPE E, 240 DAYS**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
BUS DRIVERS SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>BASE</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>
		<b>1-20</b>	<b>21-30</b>	<b>31-40</b>	<b>41-50</b>	<b>51-60</b>	<b>61-70</b>
		1	1.08	1.16	1.25	1.34	1.43
<b>0</b>	\$6,098						
<b>1</b>	\$6,212						
<b>2</b>	\$6,326						
<b>3</b>	\$6,440						
<b>4</b>	\$6,554						
<b>5</b>	\$6,667						
<b>6</b>	\$6,781						
<b>7</b>	\$6,895						
<b>8</b>	\$7,009						
<b>9</b>	\$7,123						
<b>10</b>	\$7,237						
<b>11</b>	\$7,351						
<b>12</b>	\$7,464						
<b>13</b>	\$7,578						
<b>14</b>	\$7,692						
<b>15</b>	\$7,806						
<b>16</b>	\$7,920						

THE MULTIPLIERS FOR ROUTE MILEAGE APPLY AT EACH LEVEL OF EXPERIENCE AND TO THE APPROXIMATE MILES DRIVEN DURING ONE (MORNING OR EVENING) REGULAR BUS RUN

LENGTH OF CONTRACT IS FOR 187 DAYS:

178 ROUTE DAYS OF MORNING AND AFTERNOON RUNS.

9 SCHEDULED IN-SERVICE DAYS FOR TRAINING AND INFORMATION.

Approved: June 18, 2013

**LEE COUNTY SCHOOL DISTRICT  
SUBSTITUTE BUS DRIVERS SALARY SCHEDULE/  
BUS ATTENDANTS SALARY SCHEDULE  
2013-2014**

<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>
<b>1-20 (40)</b>	<b>21-30 (60)</b>	<b>31-40 (80)</b>	<b>41-50 (100)</b>	<b>51-60 (120)</b>	<b>OVER 60 (120)</b>
<b>\$26.00</b>	<b>\$28.00</b>	<b>\$29.00</b>	<b>\$34.00</b>	<b>\$36.00</b>	<b>\$37.00</b>

**THE FINANCE OFFICE WILL DETERMINE THE CORRECT RATE OF PAY BASED ON THE ROUTE LENGTH. SUBSTITUTE PAY IS PER DAY FOR DRIVING BOTH MORNING AND AFTERNOON ROUTES. ATTENDANT'S PAY IS PER DAY FOR SUPERVISING BOTH MORNING AND AFTERNOON ROUTES.**

**SUBSTITUTES FOR TRAFFIC GUARDS-\$13.00 FULL DAY**

**\$6.50 1/2 DAY**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
CUSTODIAN SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>BASE</b>
<b>0</b>	<b>\$14,458</b>
<b>1</b>	<b>\$14,681</b>
<b>2</b>	<b>\$14,904</b>
<b>3</b>	<b>\$15,127</b>
<b>4</b>	<b>\$15,350</b>
<b>5</b>	<b>\$15,573</b>
<b>6</b>	<b>\$15,796</b>
<b>7</b>	<b>\$16,019</b>
<b>8</b>	<b>\$16,242</b>
<b>9</b>	<b>\$16,465</b>
<b>10</b>	<b>\$16,688</b>
<b>11</b>	<b>\$16,911</b>
<b>12</b>	<b>\$17,134</b>
<b>13</b>	<b>\$17,357</b>
<b>14</b>	<b>\$17,580</b>
<b>15</b>	<b>\$17,803</b>
<b>16</b>	<b>\$18,026</b>

**THIS SCHEDULE REPRESENTS A TYPE E, 240 DAY CONTRACT, UNLESS OTHERWISE NOTED.  
ANY CUSTODIAN CONTRACT FOR FEWER THAN 240 DAYS OR FOR FEWER THAN EIGHT HOURS  
PER DAY WILL BE APPROPRIATELY REDUCED BASED ON THE PERCENTAGE OF WORK  
SCHEDULED.**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
CLASSIFIED MAINTENANCE COORDINATOR**

**2013-2014**

<b>0</b>	<b>BASE</b>	<b>HS/60</b>	<b>V. CT. 1</b>	<b>V. CT. 2</b>	<b>V. CT. 3</b>	<b>BA/BS</b>	<b>MA/MS</b>	<b>V. CT. 4</b>
<b>1</b>	\$26,348	\$27,433	\$28,520	\$29,605	\$30,691	\$29,605	\$30,691	\$33,949
<b>2</b>	\$26,783	\$27,868	\$28,955	\$30,040	\$31,234	\$30,040	\$31,234	\$34,492
<b>3</b>	\$27,218	\$28,303	\$29,390	\$30,475	\$31,777	\$30,475	\$31,777	\$35,035
<b>4</b>	\$27,653	\$28,738	\$29,825	\$30,910	\$32,320	\$30,910	\$32,320	\$35,578
<b>5</b>	\$28,088	\$29,173	\$30,260	\$31,345	\$32,863	\$31,345	\$32,863	\$36,121
<b>6</b>	\$28,523	\$29,608	\$30,695	\$31,780	\$33,406	\$31,780	\$33,406	\$36,664
<b>7</b>	\$28,958	\$30,043	\$31,130	\$32,215	\$33,949	\$32,215	\$33,949	\$37,207
<b>8</b>	\$29,393	\$30,478	\$31,565	\$32,650	\$34,492	\$32,650	\$34,492	\$37,750
<b>9</b>	\$29,828	\$30,913	\$32,000	\$33,085	\$35,035	\$33,085	\$35,035	\$38,293
<b>10</b>	\$30,263	\$31,348	\$32,435	\$33,520	\$35,578	\$33,520	\$35,578	\$38,836
<b>11</b>	\$30,698	\$31,783	\$32,870	\$33,955	\$36,121	\$33,955	\$36,121	\$39,379
<b>12</b>	\$31,133	\$32,218	\$33,305	\$34,390	\$36,664	\$34,390	\$36,664	\$39,922
<b>13</b>	\$31,568	\$32,653	\$33,740	\$34,825	\$37,207	\$34,825	\$37,207	\$40,465
<b>14</b>	\$32,003	\$33,088	\$34,175	\$35,260	\$37,750	\$35,260	\$37,750	\$41,008
<b>15</b>	\$32,438	\$33,523	\$34,610	\$35,695	\$38,293	\$35,695	\$38,293	\$41,551
<b>16</b>	\$32,873	\$33,958	\$35,045	\$36,130	\$38,836	\$36,130	\$38,836	\$42,094

**CERTIFICATION IN ONE OF THE FOLLOWING EQUALS=**

1. Governmental Maintenance License in plumbing and/or electricity= HS+60
2. Industrial Maintenance Licenses = Vocational Certification 1
3. Electricians License = Vocational Certification 1
4. Plumbing License = Vocational Certification 1
5. Air Condition Certification of completion = Vocational Certification 1
6. Class "A"HVACR Contractor (Heat, Ventilation, Air Cond. Refrigeration)=Vocational Certification 2
7. Industrial Equipment Technology = BA/BS Degree
8. Major Appliance Service Degree = BA/BS
9. Master Plumbing License = Vocational Certification 4
10. Master Electrician License = Vocational Certification 4
11. Any two of the above = Vocational Certification 2
12. Any three of the above = Vocational Certification 3 Maintenance Work + Work in Custodial, Carpentry, Brickmason, Plumbing, Electricity, Etc. Anything dealing with the upkeep of property and equipment. Years of experience in maintenance work will be evaluated by the superintendent and credit will be given based on the number of years and the overall responsibility of past jobs. Type E, 240 Day Contract.

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
MAINTENANCE SALARY SCHEDULE  
2013-2014**

<b>VOCATIONAL</b>		
<b>YR</b>	<b>BASE CERTIFICATE</b>	
<b>0</b>	<b>\$25,614</b>	<b>\$26,048</b>
<b>1</b>	<b>\$25,837</b>	<b>\$26,271</b>
<b>2</b>	<b>\$26,060</b>	<b>\$26,494</b>
<b>3</b>	<b>\$26,283</b>	<b>\$26,717</b>
<b>4</b>	<b>\$26,506</b>	<b>\$26,940</b>
<b>5</b>	<b>\$26,729</b>	<b>\$27,163</b>
<b>6</b>	<b>\$26,952</b>	<b>\$27,386</b>
<b>7</b>	<b>\$27,175</b>	<b>\$27,609</b>
<b>8</b>	<b>\$27,398</b>	<b>\$27,832</b>
<b>9</b>	<b>\$27,621</b>	<b>\$28,055</b>
<b>10</b>	<b>\$27,844</b>	<b>\$28,278</b>
<b>11</b>	<b>\$28,067</b>	<b>\$28,501</b>
<b>12</b>	<b>\$28,290</b>	<b>\$28,724</b>
<b>13</b>	<b>\$28,513</b>	<b>\$28,947</b>
<b>14</b>	<b>\$28,736</b>	<b>\$29,170</b>
<b>15</b>	<b>\$28,959</b>	<b>\$29,393</b>
<b>16</b>	<b>\$29,182</b>	<b>\$29,616</b>

THIS SCHEDULE IS BASED ON A TYPE E, 240 DAY CONTRACT.

CATEGORIES OF MAINTENANCE EMPLOYEES:

CHIEF OF MAINTENANCE--MULTIPLY THE APPROPRIATE POSIDION BY 1.15

SKILL POSITION (REFRIGERATION, ELECTRICAL, CARPENTRY, ETC.)--

MULTIPLY THE APPROPRIATE POSITION BY 1.0

MAINTENANCE'S HELPER---MULTIPLY THE APPROPRIATE POSITION BY .67

SECURITY OFFICER (FULL TIME)--MULTIPLY THE APPROPRIATE POSITION BY .60

UPHOLSTERY----MULTIPLY THE APPROPRIATE POSITION BY .52

WAREHOUSE/DELIVERY (TYPE C)--MULTIPLY THE APPROPRIATE POSITION BY .41

PART TIME OR A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF TIME SCHEDULED.

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
SALARY SCHEDULE FOR FOOD SERVICE EMPLOYEES  
2013-2014**

<b>Year</b>	<b>Non-Certified</b>	<b>Certified</b>	<b>Warehouse</b>	<b>Cashier</b>	<b>Int-Mgr.</b>	<b>Mgr. I</b>	<b>Mgr-II</b>
<b>1</b>	\$8,291.00	\$9,285.00	\$9,613.00	\$9,592.00	\$13,231.00	\$14,960.00	\$15,258.00
<b>2</b>	\$9,223.00	\$9,285.00	\$9,613.00	\$9,592.00	\$13,231.00	\$14,960.00	\$15,258.00
<b>3</b>	\$9,223.00	\$9,285.00	\$9,613.00	\$9,592.00	\$13,231.00	\$14,960.00	\$15,258.00
<b>4</b>	\$9,223.00	\$9,285.00	\$9,613.00	\$9,592.00	\$13,231.00	\$14,960.00	\$15,258.00
<b>5</b>	\$9,223.00	\$9,285.00	\$9,613.00	\$9,592.00	\$13,231.00	\$14,960.00	\$15,258.00
<b>6</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>7</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>8</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>9</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>10</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>11</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>12</b>	\$9,223.00	\$9,387.00	\$9,613.00	\$9,747.00	\$13,231.00	\$14,990.00	\$15,496.00
<b>13</b>	\$9,223.00	\$9,481.00	\$9,613.00	\$9,747.00	\$13,231.00	\$15,169.00	\$15,720.00
<b>14</b>	\$9,223.00	\$9,481.00	\$9,613.00	\$9,747.00	\$13,231.00	\$15,169.00	\$15,720.00
<b>15</b>	\$9,223.00	\$9,481.00	\$9,613.00	\$9,747.00	\$13,231.00	\$15,169.00	\$15,720.00
<b>16</b>	\$9,223.00	\$9,481.00	\$9,613.00	\$9,747.00	\$13,231.00	\$15,169.00	\$15,720.00

**The above salary schedule is based on 185 days per year. Non-Certified, Certified, Warehouse, and Cashier are based on 5 1/2 hours per day. The Interim Manager, Manager I, and Manager II are based on 8 hours per day. Substitutes will be paid minimum wage per hour.**

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
INSTRUCTIONAL FACILITATOR  
NON-CERTIFIED SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>BA/BS</b>
<b>0</b>	<b>\$18,028</b>
<b>1</b>	<b>\$18,255</b>
<b>2</b>	<b>\$18,483</b>
<b>3</b>	<b>\$18,711</b>
<b>4</b>	<b>\$18,938</b>
<b>5</b>	<b>\$19,166</b>
<b>6</b>	<b>\$19,394</b>
<b>7</b>	<b>\$19,622</b>
<b>8</b>	<b>\$19,849</b>
<b>9</b>	<b>\$20,077</b>
<b>10</b>	<b>\$20,305</b>
<b>11</b>	<b>\$20,532</b>
<b>12</b>	<b>\$20,760</b>
<b>13</b>	<b>\$20,988</b>
<b>14</b>	<b>\$21,215</b>
<b>15</b>	<b>\$21,443</b>

**THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
NURSES SALARY SCHEDULE  
2013-2014**

<b>YF</b>	<b>LPN</b>	<b>RN</b>
<b>0</b>	\$18,984	\$19,526
<b>1</b>	\$19,207	\$19,749
<b>2</b>	\$19,430	\$19,972
<b>3</b>	\$19,653	\$20,195
<b>4</b>	\$19,876	\$20,418
<b>5</b>	\$20,099	\$20,641
<b>6</b>	\$20,322	\$20,864
<b>7</b>	\$20,545	\$21,087
<b>8</b>	\$20,768	\$21,310
<b>9</b>	\$20,991	\$21,533
<b>10</b>	\$21,214	\$21,756
<b>11</b>	\$21,437	\$21,979
<b>12</b>	\$21,660	\$22,202
<b>13</b>	\$21,883	\$22,425
<b>14</b>	\$22,106	\$22,648
<b>15</b>	\$22,329	\$22,871
<b>16</b>	\$22,552	\$23,094

**THIS SCHEDULE IS BASED ON A TYPE C, 200 DAY CONTRACT. A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULE**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
SECRETARIES SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>HS</b>	<b>HS+12</b>	<b>HS+24</b>	<b>HS+36</b>	<b>HS+48</b>	<b>HS+60</b>	<b>BA/BA</b>
0	\$12,816	\$12,927	\$13,038	\$13,149	\$13,259	\$13,370	\$13,592
1	\$13,044	\$13,155	\$13,266	\$13,376	\$13,487	\$13,598	\$13,819
2	\$13,272	\$13,383	\$13,493	\$13,604	\$13,715	\$13,826	\$14,047
3	\$13,500	\$13,610	\$13,721	\$13,832	\$13,942	\$14,053	\$14,275
4	\$13,727	\$13,838	\$13,949	\$14,059	\$14,170	\$14,281	\$14,502
5	\$13,955	\$14,066	\$14,176	\$14,287	\$14,398	\$14,509	\$14,730
6	\$14,183	\$14,293	\$14,404	\$14,515	\$14,626	\$14,736	\$14,958
7	\$14,410	\$14,521	\$14,632	\$14,743	\$14,853	\$14,964	\$15,186
8	\$14,638	\$14,749	\$14,859	\$14,970	\$15,081	\$15,192	\$15,413
9	\$14,866	\$14,976	\$15,087	\$15,198	\$15,309	\$15,419	\$15,641
10	\$15,093	\$15,204	\$15,315	\$15,426	\$15,536	\$15,647	\$15,869
11	\$15,321	\$15,432	\$15,543	\$15,653	\$15,764	\$15,875	\$16,096
12	\$15,549	\$15,660	\$15,770	\$15,881	\$15,992	\$16,103	\$16,324
13	\$15,777	\$15,887	\$15,998	\$16,109	\$16,219	\$16,330	\$16,552
14	\$16,004	\$16,115	\$16,226	\$16,336	\$16,447	\$16,558	\$16,779
15	\$16,232	\$16,343	\$16,453	\$16,564	\$16,675	\$16,786	\$17,007
16	\$16,460	\$16,570	\$16,681	\$16,792	\$16,903	\$17,013	\$17,235

THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT. TO CALCULATE THIS SALARY FOR A CONTRACT LONGER THAN 191 DAYS, DIVIDE THE APPROPRIATE POSITION BY 191, THEN MULTIPLY BY THE NUMBER OF DAYS IN THE CONTRACT.

TYPE A=191, TYPE B=195, TYPE C=200, TYPE D=220, TYPE E=240

CATEGORIES OF SECRETARIAL EMPLOYMENT:

SCHOOL SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

CENTRAL OFFICE RECEPTIONIST----MULTIPLY THE APPROPRIATE POSITION BY 1.05

SUPERINTENDENT'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.25

ADMINISTRATIVE ASSISTANT'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

COORDINATOR'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULED.

Approved: June 18, 2013

**LEE COUNTY SCHOOL DISTRICT  
CLASSIFIED TRANSPORTATION COORDINATOR  
2013-2014**

<b>YR</b>	<b>BASE</b>	<b>HS/60</b>	<b>LEVEL 3</b>	<b>LEVEL 4</b>	<b>BA/BS</b>
<b>1</b>	\$26,348	\$27,433	\$28,520	\$29,605	\$29,605
<b>2</b>	\$26,783	\$27,868	\$28,955	\$30,040	\$30,040
<b>3</b>	\$27,218	\$28,303	\$29,390	\$30,475	\$30,475
<b>4</b>	\$27,653	\$28,738	\$29,825	\$30,910	\$30,910
<b>5</b>	\$28,088	\$29,173	\$30,260	\$31,345	\$31,345
<b>6</b>	\$28,523	\$29,608	\$30,695	\$31,780	\$31,780
<b>7</b>	\$28,958	\$30,043	\$31,130	\$32,215	\$32,215
<b>8</b>	\$29,393	\$30,478	\$31,565	\$32,650	\$32,650
<b>9</b>	\$29,828	\$30,913	\$32,000	\$33,085	\$33,085
<b>10</b>	\$30,263	\$31,348	\$32,435	\$33,520	\$33,520
<b>11</b>	\$30,698	\$31,783	\$32,870	\$33,955	\$33,955
<b>12</b>	\$31,133	\$32,218	\$33,305	\$34,390	\$34,390
<b>13</b>	\$31,568	\$32,653	\$33,740	\$34,825	\$34,825
<b>14</b>	\$32,003	\$33,088	\$34,175	\$35,260	\$35,260
<b>15</b>	\$32,438	\$33,523	\$34,610	\$35,695	\$35,695
<b>16</b>	\$32,873	\$33,958	\$35,045	\$36,130	\$36,130

**CERTIFICATION OF TRAINING IN THE FOLLOWING AREAS:**

1. An individual who holds any three (3) of the following certifications is placed at Level 3. Automobile Technicians  
Master Automobile Technicians, Advanced Engine Specialist, Collision Repair Technicians, Automobile, Estimator, Master Truck Technicians, Engine Machinists, Master Engine Machinists, School Bus Technician, Master School Bus Technician  
Auto Parts Specialist.
2. An individual who holds documented experience as a supervisor of children and who documented experience as a person who has dealt with student discipline is placed at Level 3.
3. An individual who holds documented experience as a supervisor of personnel for three or more years is placed at Level 3.
4. An individual who holds documented experience as a personnel recruiter is placed at Level 3.
5. An individual who holds documented experience as a school bus router is placed at Level 3.
6. An individual who meets the qualifications of number 1, 2, 3, 4, and 5 is placed at Level 4.
7. An individual who does not have basic computer skills is placed at a lower level.
8. Transportation coordinator must possess a CDL (Commercial Driver License).
9. This is a 12 month ; 240 day Type E contract.
10. All coordinators are indexed at 1.11.

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
TRANSPORTATION SALARY SCHEDULE  
2013-2014**

<b>VOCATIONAL</b>		
<b>YR</b>	<b>BASE</b>	<b>CERTIFICATE</b>
<b>0</b>	<b>\$23,016</b>	<b>\$23,558</b>
<b>1</b>	<b>\$23,239</b>	<b>\$23,781</b>
<b>2</b>	<b>\$23,462</b>	<b>\$24,004</b>
<b>3</b>	<b>\$23,685</b>	<b>\$24,227</b>
<b>4</b>	<b>\$23,908</b>	<b>\$24,450</b>
<b>5</b>	<b>\$24,131</b>	<b>\$24,673</b>
<b>6</b>	<b>\$24,354</b>	<b>\$24,896</b>
<b>7</b>	<b>\$24,577</b>	<b>\$25,119</b>
<b>8</b>	<b>\$24,800</b>	<b>\$25,342</b>
<b>9</b>	<b>\$25,023</b>	<b>\$25,565</b>
<b>10</b>	<b>\$25,246</b>	<b>\$25,788</b>
<b>11</b>	<b>\$25,469</b>	<b>\$26,011</b>
<b>12</b>	<b>\$25,692</b>	<b>\$26,234</b>
<b>13</b>	<b>\$25,915</b>	<b>\$26,457</b>
<b>14</b>	<b>\$26,138</b>	<b>\$26,680</b>
<b>15</b>	<b>\$26,361</b>	<b>\$26,903</b>
<b>16</b>	<b>\$26,584</b>	<b>\$27,126</b>

**THIS SCHEDULE IS BASED ON A TYPE E, 240 DAY CONTRACT.**

**CATEGORIES OF TRANSPORTATION EMPLOYEES:**

**MECHANIC-----MULTIPLY THE APPROPRIATE POSITION BY 1.0**

**PARTS MECHANIC-----MULTIPLY THE APPROPRIATE POSITION BY .65**

**MECHANIC'S HELPER---MULTIPLY THE APPROPRIATE POSITION BY .58**

**EXTRA WORK INVOLVING EXTRA TIME---MULTIPLY THE APPROPRIATE POSITION BY 1.15**

**PART TIME OR A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF TIME SCHEDULED.**

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
TRAFFIC OFFICERS  
2013-2014**

<b>YR</b>	<b>BASE</b>
0	\$3,054
1	\$3,084
2	\$3,114
3	\$3,144
4	\$3,174
5	\$3,204
6	\$3,234
7	\$3,264
8	\$3,294
9	\$3,324
10	\$3,354
11	\$3,384
12	\$3,414
13	\$3,444
14	\$3,474
15	\$3,504
16	\$3,534

**This schedule is based on a 187-Day Contract.**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
TITLE I LAB ATTENDANT  
NON-CERTIFIED  
2013-2014**

<b>YR</b>	<b>N/C H-B</b>
<b>0</b>	<b>\$23,571</b>
<b>1</b>	<b>\$23,799</b>
<b>2</b>	<b>\$24,026</b>
<b>3</b>	<b>\$24,254</b>
<b>4</b>	<b>\$24,482</b>
<b>5</b>	<b>\$24,710</b>
<b>6</b>	<b>\$24,937</b>
<b>7</b>	<b>\$25,165</b>
<b>8</b>	<b>\$25,393</b>
<b>9</b>	<b>\$25,620</b>
<b>10</b>	<b>\$25,848</b>
<b>11</b>	<b>\$26,076</b>
<b>12</b>	<b>\$26,303</b>
<b>13</b>	<b>\$26,531</b>
<b>14</b>	<b>\$26,759</b>
<b>15</b>	<b>\$26,987</b>
<b>16</b>	<b>\$27,214</b>

**THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT.**

**N/D = NON-CERTIFIED**

**H = HIGH SCHOOL**

**B = BACHELORS**

---

**Approved: June 18, 2013**

**LEE COUNTY SCHOOL DISTRICT  
TECHNOLOGY ASSISTANT SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>HS/BA</b>
<b>0</b>	<b>\$26,988</b>
<b>1</b>	<b>\$27,211</b>
<b>2</b>	<b>\$27,434</b>
<b>3</b>	<b>\$27,657</b>
<b>4</b>	<b>\$27,880</b>
<b>5</b>	<b>\$28,103</b>
<b>6</b>	<b>\$28,326</b>
<b>7</b>	<b>\$28,549</b>
<b>8</b>	<b>\$28,772</b>
<b>9</b>	<b>\$28,995</b>
<b>10</b>	<b>\$29,218</b>
<b>11</b>	<b>\$29,441</b>
<b>12</b>	<b>\$29,664</b>
<b>13</b>	<b>\$29,887</b>
<b>14</b>	<b>\$30,110</b>
<b>15</b>	<b>\$30,333</b>
<b>16</b>	<b>\$30,556</b>

**THIS SCHEDULE REPRESENTS A TYPE D, 220 DAY CONTRACT.**

**THIS IS A NON-CERTIFIED (CLASSIFIED) POSITION. IF THE INDIVIDUAL HOLDS A TE. CERTIFICATE, THIS NON-CERTIFIED POSITION WILL BE PAID FROM THE CERTIFIED SALARY SCHEDULE.**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
CERTIFIED POLICE OFFICER SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>BASE</b>
<b>0</b>	<b>\$16,478</b>
<b>1</b>	<b>\$16,890</b>
<b>2</b>	<b>\$17,302</b>
<b>3</b>	<b>\$17,714</b>
<b>4</b>	<b>\$18,126</b>
<b>5</b>	<b>\$18,538</b>
<b>6</b>	<b>\$18,950</b>
<b>7</b>	<b>\$19,362</b>
<b>8</b>	<b>\$19,774</b>
<b>9</b>	<b>\$20,186</b>
<b>10</b>	<b>\$20,598</b>
<b>11</b>	<b>\$21,010</b>
<b>12</b>	<b>\$21,422</b>
<b>13</b>	<b>\$21,834</b>
<b>14</b>	<b>\$22,246</b>
<b>15</b>	<b>\$22,658</b>
<b>16</b>	<b>\$23,070</b>

**THIS SCHEDULE REPRESENTS A TYPE B, 200 DAY CONTRACT. THIS IS A NON-CERTIFIED (CLASSIFIED) POSITION.**

**Approved: June 18, 2013**

---

**LEE COUNTY SCHOOL DISTRICT  
ABC PRE-SCHOOL NON-CERTIFIED TEACHER  
SALARY SCHEDULE  
2013-2014**

<b>YR</b>	<b>CDA</b>	<b>ECTC</b>	<b>BA</b>
<b>0</b>	\$22,174	\$22,279	\$22,386
<b>1</b>	\$22,279	\$22,386	\$22,493
<b>2</b>	\$22,386	\$22,493	\$22,599
<b>3</b>	\$22,493	\$22,599	\$22,706
<b>4</b>	\$22,599	\$22,706	\$22,811
<b>5</b>	\$22,706	\$22,811	\$22,918
<b>6</b>	\$22,811	\$22,918	\$23,025
<b>7</b>	\$22,918	\$23,025	\$23,131
<b>8</b>	\$23,025	\$23,131	\$23,238
<b>9</b>	\$23,131	\$23,238	\$23,343
<b>10</b>	\$23,238	\$23,343	\$23,450
<b>11</b>	\$23,343	\$23,450	\$23,557
<b>12</b>	\$23,450	\$23,557	\$23,663
<b>13</b>	\$23,557	\$23,663	\$23,770
<b>14</b>	\$23,663	\$23,770	\$23,875
<b>15</b>	\$23,770	\$23,875	\$23,992
<b>16</b>	\$23,875	\$23,982	\$24,089

**CDA=CHILD DEVELOPMENT ASSOCIATE**

**ECTC=EARLY CHILDHOOD TECHNICAL CERTIFICATE**

**191 DAY, TYPE A CONTRACT**

**THIS POSITION WILL ONLY BE USED IF CERTIFIED TEACHERS CANNOT BE  
OBTAINED.**

**Approved: June 18, 2013**

---