



2020-2021

School Board Employee Pay Plans

Extra-Curricular and Coaching Stipends

Student Fees

2020-2021 ADMINISTRATORS SALARY BANDS
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Twelve Month Employees (240 days)**8 Hours per Day**

Band	Position Title	Minimum	Midpoint	Maximum
I	Director of Finance & Federal Programs Director of Operations Director of Teaching, Learning, & Accountability Director of Human Resources (Interim PT)	85,934	98,830	111,726
II	High School Principal	77,945	89,642	101,339
III	Elementary School Principal	74,233	85,373	96,513
IV	Supervisor of Special Education	70,698	81,308	91,917
V	Coordinator of Transportation School Psychologist	52,755	60,673	68,590
VI	Accounts Payable/ CSA Specialist Executive Assistant to Superintendent / Board Clerk Payroll/Benefits Specialist Student Data Manager/ Registrar	41,334	47,538	53,742
VII	Administrative Assistant/Bookkeeper	29,376	33,785	38,194

Eleven Month Employees (220 days)

VIII	Division K-12 Asst. Principal Instructional Technology Resource Teacher	61,720	70,983	80,245
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Ten and a Half Month Employees (210 days)

IX	School Social Worker	48,469	55,743	63,017
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Ten Month Employees (200 days)

X	Nurse	46,160	53,088	60,015
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2020-21 Teacher Salary Scale 7.5 Hours Per Day								
	Teacher - 10 Months 200 Days		Teacher - 10.5 Month 210 Days		Teacher - 11 Months 220 Days		Teacher - 12 Months 240 Days	
Step	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's
0	40,400	42,200	42,420	44,220	44,440	46,240	48,480	50,280
1	40,804	42,604	42,844	44,644	44,884	46,684	48,965	50,765
2	41,212	43,012	43,273	45,073	45,333	47,133	49,454	51,254
3	41,624	43,424	43,705	45,505	45,786	47,586	49,949	51,749
4	42,040	43,840	44,142	45,942	46,244	48,044	50,448	52,248
5	42,460	44,260	44,583	46,383	46,706	48,506	50,952	52,752
6	42,885	44,685	45,029	46,829	47,174	48,974	51,462	53,262
7	43,314	45,114	45,480	47,280	47,645	49,445	51,977	53,777
8	43,747	45,547	45,934	47,734	48,122	49,922	52,496	54,296
9	44,184	45,984	46,393	48,193	48,602	50,402	53,021	54,821
10	44,626	46,426	46,857	48,657	49,089	50,889	53,551	55,351
11	45,072	46,872	47,326	49,126	49,579	51,379	54,086	55,886
12	45,523	47,323	47,799	49,599	50,075	51,875	54,628	56,428
13	45,978	47,778	48,277	50,077	50,576	52,376	55,174	56,974
14	46,438	48,238	48,760	50,560	51,082	52,882	55,726	57,526
15	46,902	48,702	49,247	51,047	51,592	53,392	56,282	58,082
16	47,371	49,171	49,740	51,540	52,108	53,908	56,845	58,645
17	47,845	49,645	50,237	52,037	52,630	54,430	57,414	59,214
18	48,323	50,123	50,739	52,539	53,155	54,955	57,988	59,788
19	48,806	50,606	51,246	53,046	53,687	55,487	58,567	60,367
20	49,294	51,094	51,759	53,559	54,223	56,023	59,153	60,953
21	49,787	51,587	52,276	54,076	54,766	56,566	59,744	61,544
22	50,285	52,085	52,799	54,599	55,314	57,114	60,342	62,142
23	50,788	52,588	53,327	55,127	55,867	57,667	60,946	62,746
24	51,296	53,096	53,861	55,661	56,426	58,226	61,555	63,355
25	51,809	53,609	54,399	56,199	56,990	58,790	62,171	63,971
26	52,327	54,127	54,943	56,743	57,560	59,360	62,792	64,592
27	52,850	54,650	55,493	57,293	58,135	59,935	63,420	65,220
28	53,379	55,179	56,048	57,848	58,717	60,517	64,055	65,855
29	53,913	55,713	56,609	58,409	59,304	61,104	64,696	66,496
30	54,452	56,252	57,175	58,875	59,897	61,697	65,342	67,142

Master's Degree Increase \$1,800 above the BA

Doctoral Degree Increase \$2,150 above the BA

Off step - \$500 increase

2020-2021
Paraprofessional Pay Scale
186 Workdays 7.5 Hours Per Day

Step	Salary	Per Hour		Step#	Salary	Per Hour
0	12,618	9.05				
1	12,814	9.19		16	16,025	11.49
2	13,011	9.33		17	16,263	11.66
3	13,207	9.47		18	16,501	11.83
4	13,403	9.61		19	16,753	12.01
5	13,600	9.75		20	17,006	12.19
6	13,810	9.90		21	17,258	12.37
7	14,020	10.05		22	17,511	12.55
8	14,230	10.20		23	17,777	12.74
9	14,441	10.35		24	18,004	12.93
10	14,651	10.50		25	18,310	13.13
11	14,875	10.66		26	18,590	13.33
12	15,099	10.82		27	18,871	13.53
13	15,323	10.98		28	19,151	13.73
14	15,458	11.15		29	19,342	13.93
15	15,787	11.32		30	19,726	14.14

2020-2021 Bus Driver Annual Pay Scale 184 Workdays					
Step	Hourly Rate	Annual (4 Hrs./Day)	Annual (5 Hrs./Day)	Annual (5.5 Hrs./Day)	Annual (7 Hrs./Day)
0	14.00	10304	12880	14168	18032
1	14.21	10459	13073	14380	18302
2	14.41	10616	13269	14596	18577
3	14.64	10775	13468	14815	18855
4	24.86	10936	13670	15037	19138
5	15.08	11100	13875	15263	19425
6	15.31	11267	14083	15491	19716
7	15.54	11436	14294	15724	20012
8	15.77	11607	14509	15960	20312
9	16.01	11781	14726	16119	20617
10	16.25	11958	14947	16442	20926
11	16.49	12137	15171	16688	21240
12	16.74	12319	15399	16939	21558
13	16.99	12504	15630	17193	21882
14	17.24	12692	15864	17451	22210
15	17.50	12882	16103	17713	22544
16	17.76	13075	16344	17978	22881
17	18.03	13271	16589	18248	23224
18	18.30	13470	16838	18521	23573
19	18.58	13672	17090	18779	23926
20	18.85	13877	17346	19081	24285
21	19.14	14085	17606	19367	24649
22	19.42	14297	17871	19658	25019
23	19.72	14511	18139	19953	25934
24	20.01	14729	18411	20252	25775
25	20.31	14950	18687	20556	26162
26	20.62	15174	18967	20864	26554
27	20.93	15401	19251	21176	26952
28	21.24	15632	19540	21494	27356
29	21.56	15867	19833	21816	27766
30	21.88	16105	20131	22144	28183

Substitutes:

Car/Bus Assistant- \$8.50 per hour

Bus Driver: \$14. per hour

Car Driver- \$10.50 per hour

**2020-2021
Food Service Pay Scale
184 Workdays**

Step	Worker (6 Hours Per Day)		Worker (7 Hours Per Day)	Manager (8 Hours Per Day)	Coordinator (7 Hours Per Day)
	Per Hour	Annual	Annual	Annual	Annual
0	10.00	11,040	12,880	14,213	22,625
1	10.15	11,206	13,073	14,433	22,962
2	10.30	11,373	13,266	14,653	23,317
3	10.46	11,544	13,472	14,873	23,672
4	10.61	11,717	13,666	15,093	24,026
5	10.77	11,894	13,872	15,481	24,634
6	10.93	12,072	14,078	15,714	25,005
7	11.10	12,253	14,297	15,947	25,376
8	11.27	12,437	14,516	16,194	25,765
9	11.43	12,622	14,722	16,427	26,136
10	11.61	12,812	14,954	16,841	26,795
11	11.78	13,003	15,173	17,087	27,183
12	11.95	13,198	15,392	17,345	27,605
13	12.13	13,397	15,623	17,592	27,993
14	12.32	13,598	15,868	17,863	28,432
15	12.50	13,802	16,100	18,135	28,855
16	12.69	14,010	16,345	18,394	29,277
17	12.88	14,220	16,589	18,666	29,699
18	13.07	14,433	16,834	18,950	30,155
19	13.27	14,650	17,092	19,236	30,610
20	13.47	14,869	17,349	19,714	31,370
21	13.67	15,092	17,607	20,012	31,843
22	13.88	15,318	17,877	20,310	32,316
23	14.08	15,548	18,135	20,608	32,789
24	14.30	15,782	18,418	20,931	33,312
25	14.51	16,019	18,689	21,449	34,140
26	14.73	16,260	18,972	21,759	34,629

27	14.95	16,505	19,256	22,096	35,169
28	15.17	16,753	19,539	22,420	35,675
29	15.40	17,005	19,835	22,756	36,216
30	15.63	17,261	20,131	23106	36773

2020-2021

Extracurricular Activity and Coaching Stipends

Elementary School Positions		
Extracurricular Activity	Position	Amount
Pre-K-K	Grade-level Chair	1,000
1-2	Grade-level Chair	1,000
3-4	Grade-level Chair	1,000
5-6	Grade-level Chair	1,000
Encore Department	Grade-level Chair	1,000
Special Education	Lead Teacher	1,000
School Planning Team	Team Leader	1,000
Elementary Yearbook	Sponsor	1,000
Instructional Assistants ES & HS	Instructional Assistant Lead	550
Professional Mentorship	Mentor Coordinator	1,000
Chess Club	Sponsor	250
Newspaper Club	Sponsor	250
Running Club (2)	Sponsor	250
Girls Who Code	Sponsor	250
Project Archeology	Sponsor	250
Kindness Craft Club	Sponsor	250
High School Positions		
Extracurricular Activity	Position	Amount
Career & Technology Education	Grade-level Chair	1,000
English	Grade-level Chair	1,000
History	Grade-level Chair	1,000
Science	Grade-level Chair	1,000
Math	Grade-level Chair	1,000
Encore Fine Arts & Physical Education	Grade-level Chair	1,000
Special Education	Lead Teacher	1,000
Academic Challenge	Head Coach	1,000
High School Yearbook	High School Yearbook	1,000
Marching & Pep Band	Director	2,000
Senior Class	Advisor	850
Pride Time	Coordinator	850
Dean of Students	7-12	850
Key Club	Sponsor	250
Photography Club	Sponsor	250
Girls Who Code	Sponsor	250
Art Club	Sponsor	250
National Honor Society	Sponsor	250
Bike Club	Sponsor	250

FBLA	Sponsor	250
Assistive Technology	Sponsor	250
I'm Determined	Sponsor	250
Foreign Language Club	Sponsor	250
Theater Club	Sponsor	250
Gardening Club	Sponsor	250

Athletic Positions

Activity	Position	Amount
Athletic & Activities	Director	2,000
Athletic & Activities	Assistant Director	1,500
Head Coach	Football	2,000
Assistant Coach	Football	1,000
Head Coach	Volleyball	1,500
Head Coach	Cheerleaders	1,500
Varsity Coach	Girls Basketball	1,500
JV Coach	Girls Basketball	1,000
Varsity Coach	Boys Basketball	1,500
Junior Varsity Coach	Boys Basketball	1,000
Indoor Track	Indoor Track	1,000
Varsity Coach	Baseball	1,500
Head Varsity Coach	Softball	1,500
Varsity Coach	Soccer	1,500
Head Varsity Coach	Track & Field Coach	1,500
Assistant Coach	Track & Field	1,000

Summer School Rates of Pay

Position	Amount
Program Coordinator	\$30/hour
Curriculum/Instruction Specialist (Teacher)	\$28/hour
Media/Digital Literacy Instructor	\$28/hour
Academic Instructor - Alternate	\$28/hour
Academic Lab Assistant	\$28/hour
Nurse	\$28/hour
Instructional Assistant	\$15/hour

- ❖ Staffing is based on student enrollment and grant funding. Reductions in staffing may occur prior to the beginning of the program

2020-2021
Student Fee Schedule

Student Fee	Amount	Grade level
Parking Fee	\$25.00/semester	High School
Driver's Education – Behind the Wheel Fee	\$100.00	High School
Gym Uniform – optional	\$25.00	7-12
Future Business Leaders of America	\$30.00	7-12
Art Fee	\$20.00	7-12
High School Class Dues	\$20.00	7-10
Junior Class Dues	\$100.00	11
Senior Class Dues	\$125.00	12
High School Yearbook	\$50.00	7-12
Basketball Uniform Accessories (<i>Shoes & Socks</i>)	\$100.00-150.00	High School
Football Uniform Accessories (<i>Socks, Pants Mouthpiece, & Warm-up suits</i>)	\$100.00-150.00	High School