

The following exhibits depict the proposed pay structures, including updated pay rates.

Proposed Hiring Schedule for Teachers and Librarians

Years Experience	New Hire Salary
0	\$38,250
1	\$38,500
2	\$38,800
3	\$39,100
4	\$39,500
5	\$40,250
6	\$41,000
7	\$41,750
8	\$42,250
9	\$42,750
10	\$43,250
11	\$43,750
12	\$44,250
13	\$44,750
14	\$45,250
15	\$45,750
16	\$46,250
17	\$46,750
18	\$47,250
19	\$47,750
20	\$48,250
21	\$48,750
22	\$49,250
23	\$49,750
24	\$50,250
25+	\$50,750

Salaries listed above are based on 10-month employment. Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers.

Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.

**Proposed Administrative/Professional Pay Structure
2014-15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$152.00	\$190.00	\$228.00	\$3.80
	Accounting Supervisor	227	227 Days	34,504	43,130	51,756	863
	Business Systems Analyst	227					
	District PEIMS Coord./Assessment Coord.	227					
	Public Relations	227					
	Supervisor, Personnel/Payroll	227					
2			Daily	\$190.84	\$235.60	\$280.36	\$4.71
	504 Dyslexia/Facilitator	227	193 Days	36,832	45,471	54,109	909
	Director, Custodial Services	227	207 Days	39,504	48,769	58,035	975
	Network Administrator	227	227 Days	43,321	53,481	63,642	1,070
	Parental Involvement Facilitator	193					
T-Tips	207						
3			Daily	\$222.17	\$270.94	\$319.71	\$5.42
	Assessment Training Coordinator	227	187 Days	41,546	50,666	59,786	1,013
	Counselor, Int.	202	193 Days	42,879	52,291	61,704	1,046
	Counselor, MS	202	202 Days	44,878	54,730	64,581	1,095
	Counselor-Elem/A-R/Laser/TLE	193	227 Days	50,433	61,503	72,574	1,230
	District Instructional Technologist	227					
Nurses-RN	187						
4			Daily	\$244.38	\$298.03	\$351.68	\$5.96
	Assistant Principal, Elem.	202	187 Days	45,699	55,732	65,764	1,115
	Assistant Principal, Int.	202	194 Days	47,410	57,818	68,226	1,156
	Assistant Principal, MS	202	199 Days	48,632	59,308	69,984	1,186
	Charge Nurse (RN)	202	202 Days	49,365	60,202	71,039	1,204
	Counselor, HS	207	207 Days	50,587	61,692	72,798	1,234
	Dean For Student Success	212	212 Days	51,809	63,182	74,556	1,264
	Diagnostician	187, 199	227 Days	55,474	67,653	79,831	1,353
	Diagnostician/Speech Pathologist	194					
	Director, Federal Programs	227					
	Director, Food Service	227					
	Math Coordinator	227					
	Principal, Alt	207					
	T-Tips	207					
5			Daily	\$268.82	\$327.83	\$386.84	\$6.56
	Assistant Principal, HS	202	202 Days	54,302	66,222	78,142	1,324
	Director, Career & Application Technology	227	207 Days	55,646	67,861	80,076	1,357
	Director, Maintenance/Transportation	227	227 Days	61,022	74,417	87,813	1,488
	Director, Special Services	207					
Principal, Elem.	207						

**Proposed Administrative/Professional Pay Structure
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
6			Daily	\$293.01	\$357.33	\$421.65	\$7.15
	Director, Instructional Services	227	207 Days	60,653	73,967	87,282	1,479
	Director, Instructional Technology	227	227 Days	66,513	81,114	95,715	1,622
	Director, Music	227					
	Director, Special Education	227					
	Principal, MS	207					
7			Daily	\$325.24	\$396.64	\$468.04	\$7.93
	Director, Athletics	227	227 Days	73,829	90,037	106,245	1,801
	Director, Finance and Human Resources	227					
8			Daily	\$354.37	\$424.40	\$494.43	\$8.49
	Principal, HS	227	227 Days	80,442	96,339	112,236	1,927
9			Daily	\$375.63	\$449.86	\$524.09	\$9.00
	Asst. Superintendent, Curriculum and Instruction	227	227 Days	85,268	102,118	118,968	2,042
	Asst. Superintendent, Support Services	227					

**Proposed Clerical Paraprofessional Pay Structure
2014-15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$9.51	\$11.60	\$13.69	\$0.23
	Aide, Classroom	186	186 Days	14,151	17,261	20,371	345
	Aide, ESL	186					
	Aide, PK BIL	186					
2			Hourly	\$10.09	\$12.30	\$14.51	\$0.25
	Aide, Occupational Therapist	186	186 Days	15,014	18,302	21,591	366
	Aide, Sp Ed	186	227 Days	18,323	22,337	26,350	447
	Aide, Sp Ed (Behavioral Unit)	186					
	Aide, Sp Ed (Self-Contained)	186					
	Clerk, Migrant Data Entry	227					
	Receptionist, HS	227					
Title I Family Intervention Liaison	186						
3			Hourly	\$11.09	\$13.53	\$15.97	\$0.27
	Aide, Library	186	186 Days	16,502	20,133	23,763	403
	Attendance Clerk - H.S.	193	189 Days	16,768	20,457	24,147	409
	Attendance Clerk - M.S.	189	193 Days	17,123	20,890	24,658	418
	Clerk, MS/Int.	189	198 Days	17,567	21,432	25,296	429
	Clerk, Special Education	212	212 Days	18,809	22,947	27,085	459
Counselor Clerk, MS	198						
4			Hourly	\$12.20	\$14.88	\$17.56	\$0.30
	Receiving Clerk	227	227 Days	22,155	27,022	31,889	540
5			Hourly	\$13.18	\$16.07	\$18.96	\$0.32
	PEIMS Clerk, HS	227	196 Days	20,666	25,198	29,729	504
	Principal Secretary, Elem	198	198 Days	20,877	25,455	30,033	509
	Secretary, Food Service Coordinator	196	202 Days	21,299	25,969	30,639	519
Secretary, Intermediate School	202	227 Days	23,935	29,183	34,431	584	
6			Hourly	\$13.96	\$17.03	\$20.10	\$0.34
	Accounts Payable Clerk	227	202 Days	22,559	27,520	32,482	550
	Bookkeeper, HS	227	227 Days	25,351	30,926	36,502	619
	Principal Secretary, MS	202					
	Receptionist, Central Office	227					
	Registrar, HS	227					
Secretary, Finance/Personnel	227						

**Proposed Clerical Paraprofessional Pay Structure
2014-15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
7			Hourly	\$15.08	\$18.39	\$21.70	\$0.37
	Payroll Clerk	227	227 Days	27,385	33,396	39,407	668
	Principal Secretary, HS	227					
	Secretary, Dir of Athletics	227					
	Secretary, Dir of Career and Technology	227					
	Secretary, Dir of Federal Programs	227					
	Secretary, Dir of Finance/HR	227					
	Secretary, Dir of Special Education	227					
	Secretary, Dir of Tech/Instructional Tech	227					
	Secretary, Dir or Instructional Services	227					
8			Hourly	\$16.44	\$20.05	\$23.66	\$0.40
	Computer Technician	227	186 Days	24,463	29,834	35,206	597
	Exec. Admin Secretary	227	227 Days	29,855	36,411	42,967	728
	LVN	186					
9			Hourly	\$18.91	\$23.06	\$27.21	\$0.46
	Superintendent Secretary	227	227 Days	34,341	41,877	49,413	838

**Proposed Auxiliary Pay Structure
2014-15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1	Bus Monitor	182	Hourly	\$7.47	\$9.00	\$10.53	\$0.18
			182 Days	10,876	13,104	15,332	262
2	Custodian	227, 243	Hourly	\$8.34	\$10.17	\$12.00	\$0.20
			184 Days	12,276	14,970	17,664	299
			227 Days	15,145	18,469	21,792	369
	Food Service Worker	184	243 Days	16,213	19,770	23,328	395
3			Hourly	\$9.34	\$11.39	\$13.44	\$0.23
	Cook	184	182 Days	13,599	16,584	19,569	332
	Driver - Mail Delivery	186	184 Days	13,748	16,766	19,784	335
	Food Service Assistant Manager, Secondary	184, 189	186 Days	13,898	16,948	19,999	339
	Food Service Manager, Elementary	189	189 Days	14,122	17,222	20,321	344
	Lead Custodian	243	243 Days	18,157	22,142	26,127	443
	Maintenance Helper	243					
	Mechanic Helper	243					
	Truck Driver, Warehouse	243					
	Utility Worker/Sub Bus Driver	182					
4	* Bus Driver	182	Hourly	\$10.74	\$13.10	\$15.46	\$0.26
			182 Days	15,637	19,074	22,510	381
			192 Days	16,497	20,122	23,747	402
			243 Days	20,879	25,466	30,054	509
	Food Service Manager, MS	192					
	Groundskeeper	243					
	Security Guard	182					
	*Bus Drivers start off at \$12/Hour						
5	Food Service Manager, HS	192	Hourly	\$12.36	\$15.07	\$17.78	\$0.30
			192 Days	18,985	23,148	27,310	463
			243 Days	24,028	29,296	34,564	586
	Groundskeeper, Lead	243					
	Plumber Helper	243					
6	Carpenter Assistant	243	Hourly	\$13.35	\$16.28	\$19.21	\$0.33
			243 Days	25,952	31,648	37,344	633
	General Maintenance Worker	243					
7	Plumber	243	Hourly	\$14.42	\$17.58	\$20.74	\$0.35
			243 Days	28,032	34,176	40,319	684

**Proposed Auxiliary Pay Structure
2014-15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
8			Hourly	\$15.86	\$19.34	\$22.82	\$0.39
	Carpenter, Lead	243	243 Days	30,832	37,597	44,362	752
	HVAC Mechanic, Lead	243					
	Painter, Lead	243					
	Plumber, Lead	243					
9			Hourly	\$17.76	\$21.66	\$25.56	\$0.43
	Foreman, Maintenance	243	227 Days	32,252	39,335	46,417	787
	Foreman, Transportation	227	243 Days	34,525	42,107	49,689	842
10			Hourly	\$19.89	\$24.26	\$28.63	\$0.49
	Manager, Warehouse	227	227 Days	36,120	44,056	51,992	881