

CLASSIFIED SALARY SCHEDULE 2015.2016

| | BUS MONITORS | BUS DRIVER | CUSTODIANS SECURITY MAINTENANCE | PARA EDUCATORS | COOKS | SPED, MS, & ACHS ADMINISTRATIVE ASSISTANTS HOME SCHOOL LIAISON | ELEMENTARY ADMINISTRATIVE ASSISTANT | EXECUTIVE ASSISTANT TO SUPERINTENDENT AP SPECIALIST PR/HR SPECIALIST DIST DATA SPECIALIST | CULTURE SPECIALIST TECHNOLOGY SUPPORT SPECIALIST SRO |
|-------------------------|-----------------|-----------------|---------------------------------|-----------------|-----------------|--|-------------------------------------|---|--|
| 90 DAY PROBATION | 11.75 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 17.25 | 23.50 |
| STEP | | | | | | | | | |
| 1 | 12.50 | 15.75 | 15.75 | 15.75 | 15.75 | 15.75 | 15.75 | 18.00 | 24.25 |
| 2 | 13.00 | 16.25 | 16.25 | 16.25 | 16.25 | 16.25 | 16.25 | 18.50 | 24.75 |
| 3 | 13.50 | 16.75 | 16.75 | 16.75 | 16.75 | 16.75 | 16.75 | 19.00 | 25.25 |
| 4 | 14.00 | 17.25 | 17.25 | 17.25 | 17.25 | 17.25 | 17.25 | 19.50 | 25.75 |
| 5 | 14.50 | 17.75 | 17.75 | 17.75 | 17.75 | 17.75 | 17.75 | 20.00 | 26.25 |
| 6 | 15.00 | 18.25 | 18.25 | 18.25 | 18.25 | 18.25 | 18.25 | 20.50 | 26.75 |
| 7 | 15.50 | 18.75 | 18.75 | 18.75 | 18.75 | 18.75 | 18.75 | 21.00 | 27.25 |
| 8 | 16.00 | 19.25 | 19.25 | 19.25 | 19.25 | 19.25 | 19.25 | 21.50 | 27.75 |
| 9 | 16.50 | 19.75 | 19.75 | 19.75 | 19.75 | 19.75 | 19.75 | 22.00 | 28.25 |
| 10 | 17.00 | 20.25 | 20.25 | 20.25 | 20.25 | 20.25 | 20.25 | 22.50 | 28.75 |
| 11 | 17.50 | 20.75 | 20.75 | 20.75 | 20.75 | 20.75 | 20.75 | 23.00 | 29.25 |
| 12 | 18.00 | 21.25 | 21.25 | 21.25 | 21.25 | 21.25 | 21.25 | 23.50 | 29.75 |
| 13 | 18.50 | 21.75 | 21.75 | 21.75 | 21.75 | 21.75 | 21.75 | 24.00 | 30.25 |
| 14 | 19.00 | 22.25 | 22.25 | 22.25 | 22.25 | 22.25 | 22.25 | 24.50 | 30.75 |
| 15 | 19.50 | 22.75 | 22.75 | 22.75 | 22.75 | 22.75 | 22.75 | 25.00 | 31.25 |
| 16 | 20.00 | 23.25 | 23.25 | 23.25 | 23.25 | 23.25 | 23.25 | 25.50 | 31.75 |
| 17 | 20.50 | 23.75 | 23.75 | 23.75 | 23.75 | 23.75 | 23.75 | 26.00 | 32.25 |
| 18 | 21.00 | 24.25 | 24.25 | 24.25 | 24.25 | 24.25 | 24.25 | 26.50 | 32.75 |
| | 175 DAYS | 185 DAYS | 260 DAYS | 185 DAYS | 185 DAYS | 200 DAYS | 260 DAYS | 260 DAYS | 260 DAYS |

Student Employee Hourly Wage: \$9.00

All Classified Staff are "At Will" Employees

The schedule and/or salary ranges shall be reviewed annually and modified as is deemed appropriate by the Board of Trustees. Policy GDBA

**FREMONT COUNTY SCHOOL DISTRICT #38
EXTRA DUTY SALARY SCHEDULE
2015.2016**

| POSITION | % OF BASE | \$44,119 | AMOUNT |
|---|-------------------|-----------------|----------------|
| ATHLETIC DIRECTOR (K-12) | | | \$6,287 |
| HEAD MS/HS COACH | 9.5% | | \$4,191 |
| ASSISTANT COACH | 7.5% | | \$3,309 |
| HEAD YOUTH COACH | 9.5% | | \$4,191 |
| ASSISTANT YOUTH COACH | 7.5% | | \$3,309 |
| SCHOOL SPONSORS - YEARBOOK ADVISOR, 8TH GRADE SPONSOR, CLOSE UP OR ANY OTHER POSITION APPROVED BY BOARD | 5.5% | | \$2,427 |
| CERTIFIED EXTRA DUTY | BASE HRLY RATE | | \$29.81 |
| SUMMER SCHOOL CERTIFIED TEACHERS | HRLY RATE | | \$35 |
| ACTIVITY BUS DRIVER - DRIVING TIME/SIT TIME | HOURLY | | CURRENT RATE |
| EXTENDED SCHOOL YEAR CERTIFIED TEACHERS | HRLY RATE | | \$35.00 |
| CLASSIFIED EXTRA DUTY/EXTENDED DAY/SUMMER SCHOOL | CURRENT HRLY RATE | | 15.50 to 26.25 |
| WRESTLING/TRACK MEETS/CROSS COUNTRY MEETS (DISTRICT SPONSORED) | PER HOUR | | \$15.00 |
| BOOKKEEPER | PER GAME | | \$15.00 |
| TIMECLOCK | PER GAME | | \$15.00 |
| TICKET TAKER | PER GAME | | \$15.00 |
| 1ST RESPONDER | PER GAME | | \$25.00 |

NOTE: If two or more people share the responsibility, the amount shall be divided accordingly (unless board approves otherwise)

NOTE: HS coaching salaries will be pro-rated by the number of weeks in a season

NOTE: Coaches not attending practices will have contract prorated.

NOTE: Summer School hourly rate is applicable only if funds are available and program is operating

NOTE: All certified staff will be required to supervise crowd control for a TBD amount of games per year

FREMONT COUNTY SCHOOL DISTRICT #38
SUBSTITUTE SALARY SCHEDULE
2015.2016

| JOB DESCRIPTION | | RATE |
|--|--------|-------------|
| SUBSTITUTE TEACHER CERTIFIED | DAILY | \$140.00 |
| SUBSTITUTE TEACHER SUB-CERTIFIED, NO REGULAR CERTIFICATION | DAILY | \$125.00 |
| **EXTENDED SUB (CERTIFIED & NON CERTIFIED) - DAILY RATE USING BASE PAY OF \$44,119 | DAILY | \$238.48 |
| **Extended time begins on the 11th consecutive day | | |
| *PERMANENT SUB (TEACHER CERTIFICATION) | DAILY | \$238.48 |
| *Permanent sub must be certified in area they are teaching | | |
| | | |
| SUBSTITUTE/TEMPORARY BUSINESS OFFICE | HOURLY | \$17.00 |
| SUBSTITUTE/TEMPORARY PARAPROFESSIONAL | HOURLY | \$14.75 |
| SUBSTITUTE/TEMPORARY ADMINISTRATIVE ASSISTANT | HOURLY | \$14.75 |
| SUBSTITUTE/TEMPORARY CUSTODIAL/MAINTENANCE | HOURLY | \$14.75 |
| SUBSTITUTE/TEMPORARY BUS DRIVER | HOURLY | \$14.75 |
| SUBSTITUTE/TEMPORARY BUS MONITOR | HOURLY | \$11.50 |

CERTIFIED NON-TEACHING SALARY SCHEDULE 2015.2016

NURSE, ELEMENTARY COUNSELOR, MS COUNSELOR & ACHS COUNSELOR

| STEP | B.A. | B. A. + 15 | B. A. + 30 | B. A. + 45 | M. A./B. A.+60 | M. A. + 15 | M. A. + 30 |
|------|--------|------------|------------|------------|----------------|------------|------------|
| 1 | 44,119 | 45,119 | 46,119 | 47,119 | 48,119 | 49,119 | 50,119 |
| 2 | 44,869 | 45,869 | 46,869 | 47,869 | 48,869 | 49,869 | 50,869 |
| 3 | 45,619 | 46,619 | 47,619 | 48,619 | 49,619 | 50,619 | 51,619 |
| 4 | 46,369 | 47,369 | 48,369 | 49,369 | 50,369 | 51,369 | 52,369 |
| 5 | 47,119 | 48,119 | 49,119 | 50,119 | 51,119 | 52,119 | 53,119 |
| 6 | 47,869 | 48,869 | 49,869 | 50,869 | 51,869 | 52,869 | 53,869 |
| 7 | 48,619 | 49,619 | 50,619 | 51,619 | 52,619 | 53,619 | 54,619 |
| 8 | 49,369 | 50,369 | 51,369 | 52,369 | 53,369 | 54,369 | 55,369 |
| 9 | 50,119 | 51,119 | 52,119 | 53,119 | 54,119 | 55,119 | 56,119 |
| 10 | 50,869 | 51,869 | 52,869 | 53,869 | 54,869 | 55,869 | 56,869 |
| 11 | 51,619 | 52,619 | 53,619 | 54,619 | 55,619 | 56,619 | 57,619 |
| 12 | 52,369 | 53,369 | 54,369 | 55,369 | 56,369 | 57,369 | 58,369 |
| 13 | ---- | 54,119 | 55,119 | 56,119 | 57,119 | 58,119 | 59,119 |
| 14 | ---- | ---- | 55,869 | 56,869 | 57,869 | 58,869 | 59,869 |
| 15 | ---- | ---- | ---- | 57,619 | 58,619 | 59,619 | 60,619 |
| 16 | ---- | ---- | ---- | ---- | 59,369 | 60,369 | 61,369 |
| 17 | ---- | ---- | ---- | ---- | ---- | 61,119 | 62,119 |
| 18 | ---- | ---- | ---- | ---- | ---- | ---- | 62,869 |

185 CONTRACT DAYS

175 STUDENT DAYS

The Board of Trustees reserve the right to amend, at any time, any and all parts of any current schedule and provisions relating thereto. Under this provision, any part or all of the annual increments or horizontal columns may be withheld and and such other adjustment used to establish salaries may be modified, changed, or withheld, and such other adjustments of salary may be made as financial conditions warrant. Policy GCBA/GCBC

CERTIFIED SALARY SCHEDULE 2015.2016

CERTIFIED TEACHERS

| STEP | B.A. | B. A. + 15 | B. A. + 30 | B. A. + 45 | M. A./B. A.+60 | M. A. + 15 | M. A. + 30 |
|------|--------|------------|------------|------------|-------------------|------------|------------|
| 1 | 44,119 | 45,119 | 46,119 | 47,119 | 48,119 | 49,119 | 50,119 |
| 2 | 44,869 | 45,869 | 46,869 | 47,869 | 48,869 | 49,869 | 50,869 |
| 3 | 45,619 | 46,619 | 47,619 | 48,619 | 49,619 | 50,619 | 51,619 |
| 4 | 46,369 | 47,369 | 48,369 | 49,369 | 50,369 | 51,369 | 52,369 |
| 5 | 47,119 | 48,119 | 49,119 | 50,119 | 51,119 | 52,119 | 53,119 |
| 6 | 47,869 | 48,869 | 49,869 | 50,869 | 51,869 | 52,869 | 53,869 |
| 7 | 48,619 | 49,619 | 50,619 | 51,619 | 52,619 | 53,619 | 54,619 |
| 8 | 49,369 | 50,369 | 51,369 | 52,369 | 53,369 | 54,369 | 55,369 |
| 9 | 50,119 | 51,119 | 52,119 | 53,119 | 54,119 | 55,119 | 56,119 |
| 10 | 50,869 | 51,869 | 52,869 | 53,869 | 54,869 | 55,869 | 56,869 |
| 11 | 51,619 | 52,619 | 53,619 | 54,619 | 55,619 | 56,619 | 57,619 |
| 12 | 52,369 | 53,369 | 54,369 | 55,369 | 56,369 | 57,369 | 58,369 |
| 13 | ---- | 54,119 | 55,119 | 56,119 | 57,119 | 58,119 | 59,119 |
| 14 | ---- | ---- | 55,869 | 56,869 | 57,869 | 58,869 | 59,869 |
| 15 | ---- | ---- | ---- | 57,619 | 58,619 | 59,619 | 60,619 |
| 16 | ---- | ---- | ---- | ---- | 59,369 | 60,369 | 61,369 |
| 17 | ---- | ---- | ---- | ---- | ---- | 61,119 | 62,119 |
| 18 | ---- | ---- | ---- | ---- | ---- | ---- | 62,869 |

185 CONTRACT DAYS

175 STUDENT DAYS

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STIPENDS

+ \$2,000 FOR INSTRUCTIONAL FACILITATOR

+\$4,000 FOR NATIONAL BOARD CERTIFICATION (PD IN DECEMBER OF EACH YEAR AS LONG AS CERTIFICATION IS CURRENT

ADMINISTRATOR SALARY SCHEDULE 2015.2016

| | DISTRICT | DISTRICT | DISTRICT | DISTRICT | PRINCIPALS | DISTRICT | DISTRICT | DISTRICT |
|------|-----------------------|-------------------------|---------------------|-----------------------|-----------------|-----------------|--|-----------------|
| | FOOD SERVICE DIRECTOR | TRANSPORTATION DIRECTOR | FACILITIES DIRECTOR | FED PROGRAMS DIRECTOR | K5, MS ACHS | SPED DIRECTOR | BUSINESS MANAGER DIRECTOR OF CURRICULUM TECHNOLOGY | MATH COACH |
| STEP | | | | | | | | |
| 1 | \$42,867 | \$56,317 | \$48,900 | \$72,800 | \$70,000 | \$65,465 | \$81,776 | \$46,925 |
| 2 | \$43,967 | \$57,417 | \$50,000 | \$73,900 | \$71,100 | \$66,565 | \$82,876 | \$48,025 |
| 3 | \$45,067 | \$58,517 | \$51,100 | \$75,000 | \$72,200 | \$67,665 | \$83,976 | \$49,125 |
| 4 | \$46,167 | \$59,617 | \$52,200 | \$76,100 | \$73,300 | \$68,765 | \$85,076 | \$50,225 |
| 5 | \$47,267 | \$60,717 | \$53,300 | \$77,200 | \$74,400 | \$69,865 | \$86,176 | \$51,325 |
| 6 | \$48,367 | \$61,817 | \$54,400 | \$78,300 | \$75,500 | \$70,965 | \$87,276 | \$52,425 |
| 7 | \$49,467 | \$62,917 | \$55,500 | \$79,400 | \$76,600 | \$72,065 | \$88,376 | \$53,525 |
| 8 | \$50,567 | \$64,017 | \$56,600 | \$80,500 | \$77,700 | \$73,165 | \$89,476 | \$54,625 |
| 9 | \$51,667 | \$65,117 | \$57,700 | \$81,600 | \$78,800 | \$74,265 | \$90,576 | \$55,725 |
| 10 | \$52,767 | \$66,217 | \$58,800 | \$82,700 | \$79,900 | \$75,365 | \$91,676 | \$56,825 |
| 11 | \$53,867 | \$67,317 | \$59,900 | \$83,800 | \$81,000 | \$76,465 | \$92,776 | \$57,925 |
| 12 | \$54,967 | \$68,417 | \$61,000 | \$84,900 | \$82,100 | \$77,565 | \$93,876 | \$59,025 |
| 13 | \$56,067 | \$69,517 | \$62,100 | \$86,000 | \$83,200 | \$78,665 | \$94,976 | \$60,125 |
| 14 | \$57,167 | \$70,617 | \$63,200 | \$87,100 | \$84,300 | \$79,765 | \$96,076 | \$61,225 |
| 15 | \$58,267 | \$71,717 | \$64,300 | \$88,200 | \$85,400 | \$80,865 | \$97,176 | \$62,325 |
| 16 | \$59,367 | \$72,817 | \$65,400 | \$89,300 | \$86,500 | \$81,965 | \$98,276 | \$63,425 |
| 17 | \$60,467 | \$73,917 | \$66,500 | \$90,400 | \$87,600 | \$83,065 | \$99,376 | \$64,525 |
| 18 | \$61,567 | \$75,017 | \$67,600 | \$91,500 | \$88,700 | \$84,165 | \$100,476 | \$65,625 |
| | 260 DAYS | 260 DAYS | 260 DAYS | 260 DAYS | 215 DAYS | 215 DAYS | 260 DAYS | 185 DAYS |

The Board of Trustees reserve the right to amend, at any time, any and all parts of any current schedule and provisions relating thereto. Under this provision, any part or all of the incremental adjustment used to establish salaries may be modified, changed, or withheld, and such other adjustments of salary may be made as financial conditions warrant. Policy GCBA/GCBC