

SCHEDULE NUMBER AND NAME		2018-2019							
		Sub 94	PERC 96	Step 1 Journey	Step 2 2 Yr	Step 3 5 Yr	Step 4 10 yr	Step 5 20 yr	
<b>PSE (3.1% bargained)</b>									
31	Warehouse - Utility Supp. Servs. Asst.	17.08	18.59	20.09	20.26	20.42	20.86	21.29	
32	Assistant Cook	13.46	14.65	15.84	16.06	16.28	16.81	17.34	
32	Cook	15.37	16.73	18.08	18.27	18.45	18.93	19.41	
34a	Custodian	17.08	18.59	20.09	20.26	20.42	20.86	21.29	
34a	Custodian w/shift differential			20.34	20.51	20.67	21.11	21.54	
34a	Lead High/NM \$1.54 Lead MS \$1.21 Lead Elem \$0.56 Lead with Boiler License and Boiler in Building \$0.33								
34a	HS Swing Crew Chief (180d) \$0.30 Shift Differential (start after 2:00pm) \$0.25								
17	Coordinator of Custodial/District Services (18%)			23.71	23.91	24.10	24.61	25.12	
34b	Skilled Grounds	19.08	20.76	22.44	22.80	23.16	23.98	24.82	
34b	Lead Skilled Grounds (10%)			24.69	25.08	25.47	26.38	27.30	
17	Coordinator of Skilled Grounds (18%)			26.48	26.90	27.32	28.30	29.28	
34c	Skilled Mechanic	21.40	23.29	25.18	25.68	26.18	27.28	28.37	
34c	Lead Skilled Mechanic (10%)			27.69	28.24	28.79	30.01	31.21	
34d	Skilled Maintenance	21.47	23.37	25.26	26.07	26.89	28.62	30.36	
17	Coordinator of Maintenance (18%)			29.81	30.77	31.73	33.77	35.83	
36	Bus Driver	17.59	19.14	20.69	21.07	21.44	22.30	23.17	
36	Driver Trainer (while performing Driver Trainer Duties) (10%)			22.76	23.18	23.59	24.53	25.48	
38	Support Services Tech	18.58	20.22	21.86	22.37	22.89	23.04	23.25	
17	Coordinator of Building & Grounds (18%)			25.79	26.40	27.01	27.19	27.43	
38	Transportation Dispatcher	19.29	20.99	22.69	23.18	23.66	24.63	25.61	
38	Transportation Tech (Router)	20.45	22.26	24.06	24.62	25.18	26.29	27.41	
<b>TOPA - OFFICE PROFESSIONALS CBA BA 1-24-19</b>									
retro to start of contract year		Sub 94	YR 1-2	YR 3-4	YR 5-9	YR 10-14	YR 15-19	YR 20	
21	Office Professional I	23.16	27.25	28.75	30.00	31.25	32.50	34.00	
21	Office Professional II	21.68	25.50	27.00	28.25	29.50	30.75	32.25	
21	Office Professional III	21.21	24.95	26.45	27.45	28.45	29.45	30.70	
21	Office Professional IV	19.17	22.55	23.80	24.70	25.60	26.50	27.50	
21	Office Professional V	18.28	21.50	22.75	23.75	24.75	25.75	26.75	
21	Office Professional VI	17.72	20.85	22.10	22.90	23.70	24.50	25.50	
21	Office Professional VII	17.21	20.25	21.00	21.50	22.00	22.25	22.50	
<b>TAP - PARAPROFESSIONALS CBA BA 1-12-19</b>									
retro to start of contract year		Sub 94	Step 1 (1st yr)	Step 2 (2nd yr)	Step 3 (3rd-4th yr)	Step 4 (5th-9th yr)	Step 5 (10-19th yr)	Step 6 (20th yr)	
24	Paraprofessionals	15.90	18.70	18.70	20.75	21.40	21.90	22.45	

ADMINISTRATORS				Step 1	Step 2	Step 3		
05	Superintendent			193,354				
07A	Assistant Superintendent			140,396	141,800	143,218		
07	Executive Director of Human Resources			136,297	137,660	139,037		
08A	Executive Director of Financial Services			136,297	137,660	139,037		
08B	Executive Director of Special Services			132,044	133,364	134,698		
10	Coordinator, Communications & Community Relations			86,054	88,154	90,305		
13	Supervisor of CTE, Math, and Science			104,798	107,355	109,975		
13	Supervisor of Assessment and Data			104,798	107,355	109,975		
13	Supervisor of Special Services			104,798	107,355	109,975		
13A	Program Administrator – Student Learning			120,789	123,640	126,491		
13	Dean of Students			86,304	87,728	89,175		
50	Executive Director of New Market Skills Center			118,726				
50	Director of Student Services at NMSC			99,129	102,008	104,887		
<b>PRINCIPALS (3.1%)</b>		Sub 94		Step 1	Step 2	Step 3	Step 4	Step 5
09	High School Principal	At Step 1 divided by days worked		125,496	128,606	131,716	134,826	137,936
09	Middle School Principal			115,274	118,325	121,376	124,427	127,478
09	Elementary School Principal			111,748	114,599	117,450	120,301	123,152
09	High School Assistant Principal			109,581	112,522	115,463	118,404	121,345
09	Middle School Assistant Principal			103,339	106,280	109,221	112,162	115,103
09	Elementary Assistant Principal			103,006	104,442	105,878	107,314	108,750
<b>CLASSIFIED SUPERVISORS</b>				Step 1	Step 2	Step 3		
14	Supervisor of Accounting			83,662	85,704	87,795		
14	Supervisor of Food Services			83,662	85,704	87,795		
14	Supervisor of Building and Grounds			83,662	85,704	87,795		
14	Supervisor of Transportation			83,662	85,704	87,795		
14	Supervisor of Technology			103,159	105,676	108,255		
14	Supervisor of Construction & Capital Projects			109,984	112,668	115,417		
14	Assistant Supervisor of Buildings and Grounds			66,535	68,158	69,821		
<b>NON REP - TECHNICIAN (BA 3/14/19 retro)</b>		Sub 94		Step 1	Step 2	Step 3		
15	Network Technician I	17.74		20.87	23.38	26.18		
15	Network Technician II	20.16		23.72	26.56	29.75		
15	Network Technician III	22.91		26.95	30.19	33.81		
15	System Administrator			28.44	32.00	36.00		
<b>NON-REP MANAGERS (BA 3/14/19 retro)</b>				Step 1	Step 2	Step 3		
18	Accounting Manager (FLSA Exempt)			74,880	76,377	77,905		
18	Network Manager	26.82		31.55	34.62	38.00		
18	Project Manager (FLSA Exempt)			70,937	74,484	78,208		
18	Transportation Manager (FLSA Exempt)			68,203	69,567	70,958		

NON-REP D. O. SUPPORT STAFF (BA 3/14/19 retro)		Sub 94		Step 1	Step 2	Step 3	Step 4 (10 yrs)	
20	Superintendent's Executive Assistant (FLSA Exempt)	25.92		63,424	67,229	71,263	75,539	
20	Payroll – Specialist	21.38		25.15	26.41	27.73	28.28	
20	<i>Payroll – Lead (frozen until exceeds Coordinator)</i>	<del>22.74</del>		<del>26.76</del>	<del>28.10</del>	<del>29.50</del>	<del>30.09</del>	
20	Payroll Coordinator	22.16		26.07	28.61	31.40	32.50	
20	Administrative Assistant – Student Learning	21.99		25.87	28.39	31.16	32.25	
20	Human Resources Coordinator	26.00		30.59	33.57	36.84	38.13	
20	Human Resources Specialist II	21.31		25.07	27.51	30.19	31.25	
20	Human Resources Specialist I	18.97		22.32	24.49	26.88	27.82	
NON-REP LPN (BA 3/14/19 retro)		Sub 94		Step 1	Step 2	Step 3	Step 4 (10 yrs)	
19	Licensed Practical Nurse	18.66		21.96	23.26	24.64	26.10	
NON-REP CAMPUS SUPERVISOR (BA 3/14/19 retro)		Sub 94		Step 1	Step 2	Step 3	Step 4 (10 yrs)	
29	Campus Supervisor	17.66		20.77	21.78	22.83	23.93	
NON-REP EDU. INTERPRETER ASL (New)		Sub 94		Step 1				
30	Educational Interpreter ASL	22.10		26.00				
NON-REP MISC (3.1%)				Step 1	Step 2	Step 3		
25	Non Rep Speech Language Pathologist			22.57	23.70	24.89		
25	Non Rep Occupational Therapist SLPA/COTA			22.57	23.70	24.89		
25	Registered Behaviour Tech (new, BA 12/13/18)			22.57	23.70	24.89		
MISC (unrepresented) (3.1%)				Step 1	Step 2	Step 3		
25A	Classified Instructional Pending Certification			27.90				
26	Registered Nurse (Annual)			38,410	40,331	42,347		
27	Stadium Events Manager			18.31				
28	Traffic Safety Driver Instructor			33.06				
42	Vehicle Washer			Min Wage				
40	Laundry Assistant			Min Wage				
94	Summer, Winter, Spring Vacation Help			Min Wage				
94	Substitute Teacher - Full Day		no change from 2017-18	135.00				
94	Substitute Teacher - Half Day		no change from 2017-18	75.00				
94	Substitute Coaches		no change from 2017-18	25.00				
94	Substitute Principal/VP			Schedule 9, Step 1/contract days				

CONSTRUCTION STIPENDS (no change from 2017-18)							
04	Cost of Construction Project at Bid Award		Stipend Paid at "Notice to Proceed"			Stipend Paid at "Substantial Completion"	
	\$500,000-\$1,000,000		\$1,000			\$1,000	
	\$1,000,000-\$3,000,000		\$2,000			\$2,000	
	\$3,000,000-\$6,000,000		\$3,000			\$3,000	
	\$6,000,000-\$12,000,000		\$4,000			\$4,000	
	\$12,000,000 +		\$5,000			\$5,000	
NEW MARKET SKILLS CENTER (1.9%)		Sub Rate	Step 1	Step 2	Step 3	Step 4 (after 10 yrs)	
50	Executive Director		118,726				
50	Director of Students		99,132	102,008	104,887		
51	Office Manager	21.35	25.12	26.25	27.43	27.57	
52a	Administrative Secretary	16.64	19.58	20.41	21.28	21.39	
52b	Registrar	17.44	20.52	21.44	22.40	22.51	
52c	Administrative Assistant	19.64	23.10	24.08	25.10	25.23	
53	Receptionist/Learning Assistant	13.52	15.90	17.09	18.37	18.46	
54	Learning Center & Dropout Prevention Specialist	20.51	24.13	25.40	26.73	28.13	
55	Family Services Advocate	24.34	28.63	29.35	30.08	30.83	
56	Campus Advocate	13.01	15.30	16.06	16.86	17.70	
57	Academic Learning Advocate	15.14	17.81	18.52	19.26	20.03	
59	Computer Technician/Technology Support	15.43	18.15	19.06	20.01	21.01	
NEW MARKET SKILLS CENTER - SPECIAL ASSIGNMENTS (no change from 2017-18)							
58	Student Leadership Coordinator	1,850	Ropes Course Lead Facilitator			5,000	
	Publications Coordinator	950	Website Design & Maint Coordinator			2,000	
	K-20 Administrator	3,504	NMHS Coord/Facilitator			12,500	
	Navigator 101 Instructor	2,500	Prof Medical Careers-Coord/Facilitator			5,000	
	ASB Advisor	1,850					
	Collection of Evidence Facilitator	1,000					
	Strategic Plan Coordinator	500					
	Senior Class Coordinator	3,000					
	Skills USA	1,500					