

2019 - 2020 Administrative Management (AM) Compensation Plan

Paygrade		
AM1	Assignment	Duty Days
	Coordinator, Inventory Maint/Asset Inventory & Records Mgmt	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Superintendent Services	226
	Specialist, Benefits	226
	Specialist, Business Systems	226
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, MAC (Technology)	226
	Specialist, Systems	226
	Specialist, Communications Webmaster	226
	Supervisor, Nutrition	226
	Supervisor, Nutrition Warehouse	260
	Supervisor, Nutrition Production	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 199.92	\$ 240.00	\$ 280.08
226 Days	\$ 45,182.00	\$ 54,240.00	\$ 63,298.00
260 Days	\$ 51,979.00	\$ 62,400.00	\$ 72,821.00

Paygrade		
AM2	Assignment	Duty Days
	Coordinator, Certification/Personnel Records	226
	Coordinator, Custodial	260
	Coordinator, Position Control	226
	Coordinator, Security	226
	Registered Dietician	226
	Specialist, AV & Inventory	226
	Specialist, Communications	226
	Specialist, Communications Multimedia	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 225.91	\$ 271.20	\$ 316.49
226 Days	\$ 51,056.00	\$ 61,291.00	\$ 71,527.00
260 Days	\$ 58,737.00	\$ 70,512.00	\$ 82,287.00

Paygrade		
AM3	Assignment	Duty Days
	Accountant	226
	Manager, Payroll	226
	Manager, Risk	226
	Programmer, Information Systems	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 279.00	\$ 334.93	\$ 390.86
226 Days	\$ 63,054.00	\$ 75,694.00	\$ 88,334.00

Paygrade		
AM4	Assignment	Duty Days
	Director, External Communications	226
	Director, Information Systems (PEIMS)	226
	Director, Maintenance Services	260
	Director, Nutrition Services	226
	Director, Transportation	226
	Network Engineer	226
	Systems Engineer	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 354.32	\$ 425.36	\$ 496.40
226 Days	\$ 80,076.00	\$ 96,131.00	\$ 112,186.00
260 Days	\$ 92,123.00	\$ 110,594.00	\$ 129,064.00

Paygrade		
AM5	Assignment	Duty Days
	Chief of Police	226
	Director, Purchasing/Warehouse	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 415.79	\$ 489.16	\$ 562.53
226 Days	\$ 93,969.00	\$ 110,550.00	\$ 127,132.00

2019 - 2020 Administrative Professional (AP) Compensation Plan

Paygrade		
AP1	Assignment	Duty Days
	Athletic Trainer, Assistant	220
	Facilitator, Math/Literacy/Science	217
	Specialist, Academic Career & Technology Education (CTE)	217
	Specialist, District Transition (Special Ed)	197
	Specialist, Early Childhood	217
	Specialist, GATE	217
	Specialist, Instructional (Special Ed)	192/197
	Specialist, Instructional ELL (Eng Lang Learners)	217
	Specialist, Library Media	187/197
	Specialist, LPAC	207
	Specialist, Student Support	207
	Specialist, Teacher	217
	Speech Language Pathologist Assistant	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 278.05	\$ 335.00	\$ 391.95

187 Days	\$ 51,995.00	\$ 62,645.00	\$ 73,295.00
192 Days	\$ 53,386.00	\$ 64,320.00	\$ 75,254.00
197 Days	\$ 54,776.00	\$ 65,995.00	\$ 77,214.00
207 Days	\$ 57,556.00	\$ 69,345.00	\$ 81,134.00
217 Days	\$ 60,337.00	\$ 72,695.00	\$ 85,053.00
220 Days	\$ 61,171.00	\$ 73,700.00	\$ 86,229.00

Paygrade		
AP2	Assignment	Duty Days
	Academic Athletic Advisor	212
	Athletic Trainer, Head	226
	Counselor (PACE/Summit)	202
	Counselor, CTE/College & Career Readiness	212
	Counselor, Elementary	197
	Counselor, Intermediate	202
	Counselor, Middle School	202
	Counselor, STEAM	202
	Physical Therapist	192
	Speech Language Pathologist Assistant Bilingual	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 286.39	\$ 345.05	\$ 403.71

192 Days	\$ 54,987.00	\$ 66,250.00	\$ 77,512.00
197 Days	\$ 56,419.00	\$ 67,975.00	\$ 79,531.00
202 Days	\$ 57,851.00	\$ 69,700.00	\$ 81,549.00
212 Days	\$ 60,715.00	\$ 73,151.00	\$ 85,587.00
226 Days	\$ 64,724.00	\$ 77,981.00	\$ 91,238.00

Paygrade		
AP3	Assignment	Duty Days
	Assistant Principal, Elementary/Intermediate	207
	Campus Instructional Technologist	226
	Counselor, High School	207
	Counselor, Lead (High School)	226
	Counselor, Transcript Specialist (High School)	226
	Diagnostician	192
	Head Swim Coach/Natatorium	226
	Licensed Specialist School Psychology (LSSP)	192
	Occupational Therapist	192
	Specialist, Behavior Interventionist	212/197
	Speech Language Pathologist	192
	Technology Specialist (Special Ed)	192
	Testing Coordinator (High School)	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 294.98	\$ 355.40	\$ 415.82

192 Days	\$ 56,636.00	\$ 68,237.00	\$ 79,837.00
197 Days	\$ 58,111.00	\$ 70,014.00	\$ 81,917.00
207 Days	\$ 61,061.00	\$ 73,568.00	\$ 86,075.00
212 Days	\$ 62,536.00	\$ 75,345.00	\$ 88,154.00
226 Days	\$ 66,665.00	\$ 80,320.00	\$ 93,975.00

Paygrade		
AP4	Assignment	Duty Days
	Academic Dean (Collegiate Academy/STEAM)	226
	Assistant Principal, Middle School	212
	Coordinator, Bilingual	226
	Coordinator, Career & Technology Ed/College & Career Readiness	226
	Coordinator, Early Childhood	226
	Coordinator, Family Engagement	226
	Coordinator, Fitness & Wellness	192
	Coordinator, Grant	226
	Coordinator, Instructional Technology	226
	Coordinator, Special Education	217
	Coordinator, Instructional	226
	Diagnostician (Bilingual)	192
	Licensed Specialist School Psychology (LSSP) (Bilingual)	192
	Manager, PTECH Program	207
	Speech Language Pathologist (Bilingual)	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 304.93	\$ 366.06	\$ 427.19

192 Days	\$ 58,547.00	\$ 70,284.00	\$ 82,020.00
207 Days	\$ 63,121.00	\$ 75,774.00	\$ 88,428.00
212 Days	\$ 64,645.00	\$ 77,605.00	\$ 90,564.00
217 Days	\$ 66,170.00	\$ 79,435.00	\$ 92,700.00
226 Days	\$ 68,914.00	\$ 82,730.00	\$ 96,545.00

2019 - 2020 Administrative Professional (AP) Compensation Plan (continued)

Paygrade		
AP5	Assignment	Duty Days
	Assistant Principal, High School	212
	Associate Principal, High School	220/226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 317.12	\$ 380.70	\$ 444.28

212 Days	\$ 67,229.00	\$ 80,708.00	\$ 94,187.00
220 Days	\$ 69,766.00	\$ 83,754.00	\$ 97,742.00
226 Days	\$ 71,669.00	\$ 86,038.00	\$ 100,407.00

Paygrade		
AP6	Assignment	Duty Days
	Assistant Athletic Director	226
	Director, Counseling	226
	Director, Fine Arts	226
	Director, Professional Development	226
	Director, Technology Operations	226
	Director, Data Assessment & Accountability	226
	Principal, Collegiate Academy	226
	Principal, Elementary	217
	Principal, PACE (AEP)	226
	Principal, Summit (DAEP)	226
	Principal, Intermediate	217

	Minimum	Midpoint	Maximum
Daily Rate	\$ 352.31	\$ 418.77	\$ 485.23

217 Days	\$ 76,451.00	\$ 90,873.00	\$ 105,295.00
226 Days	\$ 79,622.00	\$ 94,642.00	\$ 109,662.00

Paygrade		
AP7	Assignment	Duty Days
	Director, Accounting	226
	Director, CTE/College & Career Readiness	226
	Director, Advanced Academics	226
	Director, Human Resources	226
	Director, Innovation	226
	Director, Language Acquisition & Early Childhood	226
	Director, Curriculum & Instruction	226
	Director, Special Education	226
	Director, State & Federal Programs	226
	Director, Student Services	226
	Head Basketball Coach	226
	Head Football Coach	226
	Principal, Middle School	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 393.99	\$ 460.65	\$ 527.31

226 Days	\$ 89,042.00	\$ 104,107.00	\$ 119,172.00
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Paygrade		
AP8	Assignment	Duty Days
	Executive Director, Academic Services	226
	Executive Principal, High School	226
	Executive Director, Assessment & Accountability	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 459.50	\$ 525.14	\$ 590.78

226 Days	\$ 103,847.00	\$ 118,682.00	\$ 133,516.00
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Paygrade		
AP9	Assignment	Duty Days
	Assistant Superintendent, Operations	226
	Assistant Superintendent, Campus Support	226
	Assistant Superintendent, Personnel	226
	Chief Academic Officer	226
	Chief Communications Officer	226
	Chief Financial Officer	226
	Chief of Schools	226
	Chief of Staff	226
	Chief Technology Officer	226
	Director, Athletics	226

226 Days	NEGOTIATED
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SUPERINTENDENT OF SCHOOLS

226 Days	NEGOTIATED
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2019 - 2020 Administrative Support (AS) Compensation Plan

Paygrade		
AS1	Assignment	Duty Days

Aide, Copy Center/Mail	207
Clerk, Counselor	202
Clerk, Special Ed	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 11.39	\$ 13.90	\$ 16.41

187 Days	\$ 15,974.00	\$ 19,495.00	\$ 23,015.00
202 Days	\$ 17,256.00	\$ 21,059.00	\$ 24,861.00
207 Days	\$ 17,683.00	\$ 21,580.00	\$ 25,477.00

Paygrade		
AS2	Assignment	Duty Days

Clerk, Office	187, 197
Clerk, Receptionist	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.77	\$ 15.57	\$ 18.37

187 Days	\$ 17,910.00	\$ 21,837.00	\$ 25,764.00
197 Days	\$ 18,868.00	\$ 23,005.00	\$ 27,142.00
226 Days	\$ 21,645.00	\$ 26,391.00	\$ 31,137.00

Paygrade		
AS3	Assignment	Duty Days

Clerk, Attendance	197
Clerk, LPAC	197
Clerk, Records (High School)	226
Clerk, Substitutes (High School)	187
Secretary, Assistant Principal (Middle School)	197
Secretary, Counselor	197

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 14.07	\$ 17.16	\$ 20.25

187 Days	\$ 19,733.00	\$ 24,067.00	\$ 28,401.00
197 Days	\$ 20,788.00	\$ 25,354.00	\$ 29,919.00
226 Days	\$ 23,849.00	\$ 29,086.00	\$ 34,324.00

Paygrade		
AS4	Assignment	Duty Days

Aide, Media Center	207
Clerk, Data Management (Special Ed)	226
Clerk, Free & Reduced	226
Clerk, SEMS/SERS (Special Ed)	207
Clerk, Truancy Records	197
Clerk, Withdrawal	197
Clerk, Special Needs (Transportation)	226
District Receptionist	226
Secretary/Receptionist (STEAM)	220
Secretary, Assistant Principal (High School)	197
Office Manager (Athletics)	226
Clerk, District Copy	197

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 15.05	\$ 18.36	\$ 21.67

197 Days	\$ 22,236.00	\$ 27,127.00	\$ 32,017.00
207 Days	\$ 23,365.00	\$ 28,504.00	\$ 33,643.00
220 Days	\$ 24,833.00	\$ 30,294.00	\$ 35,756.00
226 Days	\$ 25,510.00	\$ 31,120.00	\$ 36,731.00

Paygrade		
AS5	Assignment	Duty Days

Clerk, Bookkeeper (High School)	226
Student Management Supervisor (Transportation)	226
Clerk, Transportation Shop	260
Secretary, Associate Principal	226
Secretary, Collegiate	226
Secretary, Principal (Elementary/Intermediate)	217
Secretary, Principal (Middle School)	220
Secretary, Principal (Summit)	226
Secretary, Principal (PACE)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 16.33	\$ 19.92	\$ 23.51

217 Days	\$ 26,577.00	\$ 32,420.00	\$ 38,263.00
220 Days	\$ 26,945.00	\$ 32,868.00	\$ 38,792.00
226 Days	\$ 27,679.00	\$ 33,764.00	\$ 39,849.00
260 Days	\$ 31,844.00	\$ 38,844.00	\$ 45,845.00

Paygrade		
AS6	Assignment	Duty Days

Clerk, Accounts Payable	226
Clerk, Human Resources	226
Secretary, Department	226
Secretary, Executive Principal (High School)	226
Specialist, PEIMS	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 17.97	\$ 21.91	\$ 25.85

226 Days	\$ 30,459.00	\$ 37,137.00	\$ 43,816.00
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**2019 - 2020 Administrative Support (AS) Compensation Plan
(continued)**

Paygrade		
AS7	Assignment	Duty Days
	Truancy Officer	212
	Specialist, Payroll	226
	Secretary, Executive	226
	Family Engagement Liaison	197

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 21.20	\$ 25.85	\$ 30.50
197 Days	\$ 29,372.00	\$ 35,267.00	\$ 41,163.00
212 Days	\$ 33,708.00	\$ 41,102.00	\$ 48,495.00
226 Days	\$ 35,934.00	\$ 43,816.00	\$ 51,698.00

Paygrade		
AS8	Assignment	Duty Days
	Secretary, Superintendent	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 29.68	\$ 36.19	\$ 42.70
226 Days	\$ 50,308.00	\$ 61,342.00	\$ 72,377.00

2019 - 2020 Instructional Support (IS) Compensation Plan

Paygrade		
IS1	Assignment	Duty Days
	Aide, Bilingual	187
	Aide, ESL	187
	Aide, Instructional	187
	Aide, Physical Education	187
	Aide, Pre-Kindergarten	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 11.62	\$14.00	\$ 16.38

187 Days	\$ 16,297.00	\$ 19,635.00	\$ 22,973.00
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Paygrade		
IS2	Assignment	Duty Days
	Aide, Health Services	187
	Aide, Library	187
	Aide, Media Tech (CTE)	187
	Aide, Special Education (Resource/Inclusion)	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.20	\$14.70	\$ 17.20

187 Days	\$ 17,111.00	\$ 20,617.00	\$ 24,123.00
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Paygrade		
IS3	Assignment	Duty Days
	Aide, Behavior	187
	Aide, In School Suspension	187
	Aide, Special Education (FAST)	187
	Aide, Special Education (Structured Learning Classroom)	187
	Aide, Special Education (PPCD)	187
	Aide, Special Education (Behavior)	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.82	\$15.44	\$ 18.06

187 Days	\$ 17,980.00	\$ 21,655.00	\$ 25,329.00
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Paygrade		
IS4	Assignment	Duty Days
	Assistant, Health Services	197
	Facilitator Digital Classroom	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 13.74	\$16.55	\$ 19.36

187 Days	\$ 19,270.00	\$ 23,211.00	\$ 27,152.00
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197 Days	\$ 20,301.00	\$ 24,453.00	\$ 28,604.00
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Paygrade		
IS5	Assignment	Duty Days
	Occupational Therapist Assistant	192

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 30.22	\$36.41	\$ 42.60

192 Days	\$ 43,517.00	\$ 52,430.00	\$ 61,344.00
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2019 -2020 Auxiliary Support (AUX) Compensation Plan

Paygrade		
AUX1	Assignment	Duty Days
	Bus Attendant	182
	Custodian	260
	Food Service Assistant	176
	Food Service Assistant (Production/Catering)	187
	Lifeguard	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 10.25	\$ 12.50	\$ 14.75
176 Days	\$ 14,432.00	\$ 17,600.00	\$ 20,768.00
182 Days	\$ 13,991.00	\$ 18,200.00	\$ 21,476.00
187 Days	\$ 15,334.00	\$ 18,700.00	\$ 22,066.00
260 Days	\$ 21,320.00	\$ 26,000.00	\$ 30,680.00

Paygrade		
AUX2	Assignment	Duty Days
	Custodian Assistant Lead	260
	Floor Technician	260
	Food Assistant Lead	178
	Groundskeeper	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.10	\$ 14.76	\$ 17.42
177 Days	\$ 17,134.00	\$ 20,900.00	\$ 24,667.00
178 Days	\$ 17,230.00	\$ 21,018.00	\$ 24,806.00
260 Days	\$ 25,168.00	\$ 30,701.00	\$ 36,234.00

Paygrade		
AUX3	Assignment	Duty Days
	Campus Monitor	192
	Custodian Lead	260
	Driver, Central Warehouse	226/260
	Driver, Nutrition Warehouse	260
	Electrician Helper	260
	HVAC Filter Technician	260
	Lifeguard Head	260
	Painter Helper	260
	Parking Guard	177
	Plumber Helper	260
	Technician Level II (Transportation)	260
	Warehouse Worker (Nutrition)	187
	Warehouse Worker (Receiving)	260
	Worker, Central Warehouse	260
	Worker, Document Management	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 13.58	\$ 16.56	\$ 19.54
177 Days	\$ 19,229.00	\$ 23,449.00	\$ 27,669.00
187 Days	\$ 20,316.00	\$ 24,774.00	\$ 29,232.00
192 Days	\$ 20,859.00	\$ 25,436.00	\$ 30,013.00
226 Days	\$ 24,553.00	\$ 29,940.00	\$ 35,328.00
260 Days	\$ 28,246.00	\$ 34,445.00	\$ 40,643.00

Paygrade		
AUX4	Assignment	Duty Days
	Bus Driver	182
	Custodian Lead (High School)	260
	Equipment Operator	260
	Maintenance Technician	260
	Maintenance Technician (High School)	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 14.53	\$ 17.72	\$ 20.91
182 Days	\$ 21,156.00	\$ 25,800.00	\$ 30,445.00
260 Days	\$ 30,222.00	\$ 36,858.00	\$ 43,493.00

Paygrade		
AUX5	Assignment	Duty Days
	Carpenter	260
	Dispatcher (Security)	192
	Dispatcher/Driver (Transportation)	226
	Groundskeeper Assistant Lead	260
	Maintenance Technician Asst Lead (High School)	260
	Nutrition Services Manager (Elem/Int/MS)	178
	Route Coordinator (Transportation)	226
	Transportation Floater	182

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 15.11	\$ 18.43	\$ 21.75
178 Days	\$ 21,517.00	\$ 26,244.00	\$ 30,972.00
182 Days	\$ 22,000.00	\$ 26,834.00	\$ 31,668.00
192 Days	\$ 23,209.00	\$ 28,308.00	\$ 33,408.00
226 Days	\$ 27,319.00	\$ 33,321.00	\$ 39,324.00
260 Days	\$ 31,429.00	\$ 38,334.00	\$ 45,240.00

**2019 - 2020 Auxiliary Support (AUX) Compensation Plan
(continued)**

Paygrade		
AUX6	Assignment	Duty Days
	Coordinator Safety & Training (Transportation)	226
	Electrician Journeyman	260
	Groundskeeper Lead	260
	HVAC Technician	260
	HVAC Technician (High School)	260
	Integrated Pest Management	260
	Locksmith	260
	Maintenance Technician Lead (High School)	260
	Nutrition Services Manager (High School)	181
	Painter Lead	260
	Plumber Journeyman	260
	Route Supervisor (Special Ed)	226
	Shop Foreman	260
	Specialist, Technology Support	226
	Supervisor, Security	226
	Technician Level III	260
	Welder Small Engine Mechanic	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 18.74	\$ 22.85	\$ 26.96
181 Days	\$ 27,136.00	\$ 33,087.00	\$ 39,038.00
226 Days	\$ 33,882.00	\$ 41,313.00	\$ 48,744.00
260 Days	\$ 38,979.00	\$ 47,528.00	\$ 56,077.00

Paygrade		
AUX7	Assignment	Duty Days
	District Chef	212
	Electronics Technician (Security)	226
	HVAC Technician Asst Lead	260
	Supervisor Custodial	260
	Supervisor Maintenance	260
	Supervisor Natatorium	260
	Supervisor Warehouse	226
	Technology Help Desk Tech	226
	Technology Technician	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 20.87	\$ 25.14	\$ 29.41
212 Days	\$ 35,395.00	\$ 42,637.00	\$ 49,879.00
226 Days	\$ 37,733.00	\$ 45,453.00	\$ 53,173.00
260 Days	\$ 43,410.00	\$ 52,291.00	\$ 61,173.00

Paygrade		
AUX8	Assignment	Duty Days
	Electrician Master	260
	Fleet Manager	260
	HVAC Technician Lead	260
	Operations Manager	226
	Plumber Master	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 23.29	\$ 27.73	\$ 32.17
226 Days	\$ 42,108.00	\$ 50,135.00	\$ 58,163.00
260 Days	\$ 48,443.00	\$ 57,678.00	\$ 66,914.00

Paygrade		
POL	Assignment	Duty Days
	Police Officer (Temporary)	226
	Police Officer (Basic)	226
	Police Officer (Intermediate)	226
	Police Officer (Advanced)	226
	Police Officer (Master)	226
	Police Office (Sergeant)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 23.18	\$ 31.10	\$ 39.03
226 Days	\$ 41,909.00	\$ 56,229.00	\$ 70,566.00

Paygrade		
POL1	Assignment	Duty Days
	Dispatcher (No experience)	226
	Dispatcher (Experience with no certification)	226
	Dispatcher (Basic certification)	226
	Dispatcher (Intermediate certification)	226
	Dispatcher (Advanced certification)	226
	Dispatcher (Master certification)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 16.81	\$ 18.22	\$ 19.64
226 Days	\$ 30,392.00	\$ 32,942.00	\$ 35,509.00