

## 25.03

**SALARY SCHEDULES**  
**TEACHERS, CERTIFIED LIBRARIANS, AND DEGREED NURSES**  
Effective August 1, 2008

<u>Step</u>	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>Ph/EdD</u>
1	38,500	39,000	39,800	41,200	42,400	43,800	44,400	45,200	46,200
2	39,100	40,100	40,600	42,500	43,900	44,900	45,800	47,000	48,600
3	40,400	41,200	41,600	44,200	45,100	46,000	48,200	48,800	49,600
4	41,400	42,400	42,700	45,200	46,200	48,300	49,000	49,700	51,100
5	42,500	43,800	44,200	47,000	48,600	49,200	50,600	51,700	53,000
6	48,300	48,800	49,200	54,200	55,600	56,500	57,500	59,200	60,100
7	49,000	49,600	50,600	56,100	56,700	57,600	59,300	60,600	61,100
8	49,700	50,700	51,700	57,300	59,200	59,500	60,700	61,200	63,000
9	51,100	51,800	53,000	59,200	60,100	61,000	62,400	63,200	64,400
10	52,300	53,100	53,900	60,600	61,100	62,500	63,700	65,000	66,000
11	59,300	60,100	60,700	68,900	69,900	71,600	72,400	73,100	74,200
12	61,100	62,400	63,000	72,000	72,600	73,800	75,300	76,200	77,600
13	63,700	64,400	65,200	75,200	75,900	76,900	78,200	79,500	80,400
14	66,000	66,900	67,800	78,100	78,700	79,800	81,000	82,100	83,200

**TEACHERS, CERTIFIED LIBRARIANS, AND DEGREED NURSES**  
Effective August 1, 2009

<u>Step</u>	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>Ph/EdD</u>
1	39,500	40,000	40,800	42,200	43,500	44,900	45,500	46,300	47,400
2	40,100	41,100	41,600	43,600	45,000	46,000	46,900	48,200	49,800
3	41,400	42,200	42,600	45,300	46,200	47,200	49,400	50,000	50,800
4	42,400	43,500	43,800	46,300	47,400	49,500	50,200	50,900	52,400
5	43,600	44,900	45,300	48,200	49,800	50,400	51,900	53,000	54,300
6	49,500	50,000	50,400	55,600	57,000	57,900	58,900	60,700	61,600
7	50,200	50,800	51,900	57,500	58,100	59,000	60,800	62,100	62,600
8	50,900	52,000	53,000	58,700	60,700	61,000	62,200	62,700	64,600
9	52,400	53,100	54,300	60,700	61,600	62,500	64,000	64,800	66,000
10	53,600	54,400	55,200	62,100	62,600	64,100	65,300	66,600	67,700
11	60,800	61,600	62,200	70,600	71,600	73,400	74,200	75,000	76,100
12	62,600	64,000	64,600	73,800	74,400	75,600	77,200	78,100	79,500
13	65,300	66,000	66,800	77,100	77,800	78,800	80,200	81,500	82,400
14	67,700	68,600	69,500	80,100	80,700	81,800	83,000	84,200	85,300

**TEACHERS, CERTIFIED LIBRARIANS, AND DEGREED NURSES**  
Effective August 1, 2010

<u>Step</u>	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>Ph/EdD</u>
1	40,500	41,000	41,800	43,300	44,600	46,000	46,600	47,500	48,600
2	41,100	42,100	42,600	44,700	46,100	47,200	48,100	49,400	51,000
3	42,400	43,300	43,700	46,400	47,400	48,400	50,600	51,300	52,100
4	43,500	44,600	44,900	47,500	48,600	50,700	51,500	52,200	53,700
5	44,700	46,000	46,400	49,400	51,000	51,700	53,200	54,300	55,700
6	50,700	51,300	51,700	57,000	58,400	59,300	60,400	62,200	63,100
7	51,500	52,100	53,200	58,900	59,600	60,500	62,300	63,700	64,200
8	52,200	53,300	54,300	60,200	62,200	62,500	63,800	64,300	66,200
9	53,700	54,400	55,700	62,200	63,100	64,100	65,600	66,400	67,700
10	54,900	55,800	56,600	63,700	64,200	65,700	66,900	68,300	69,400
11	62,300	63,100	63,800	72,400	73,400	75,200	76,100	76,900	78,000
12	64,200	65,600	66,200	75,600	76,300	77,500	79,100	80,100	81,500
13	66,900	67,700	68,500	79,000	79,700	80,800	82,200	83,500	84,500
14	69,400	70,300	71,200	82,100	82,700	83,800	85,100	86,300	87,400

**NON-DEGREE NURSE**  
**3 Years - 90 Hours**

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	32,500	33,300	34,100
2	33,700	34,500	35,400
3	34,900	35,800	36,700
4	36,600	37,500	38,400
5	37,500	38,400	39,400
6	39,100	40,100	41,100
7	40,600	41,600	42,600
8	42,400	43,500	44,600
9	43,900	45,000	46,100
10	44,900	46,000	47,200
11	48,200	49,400	50,600

**NON-DEGREE NURSE**  
**3 Years+15 - 105 Hours**

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	33,100	33,900	34,700
2	34,600	35,500	36,400
3	35,200	36,100	37,000
4	37,000	37,900	38,800
5	37,900	38,800	39,800
6	40,100	41,100	42,100
7	41,400	42,400	43,500
8	42,700	43,800	44,900
9	44,400	45,500	46,600
10	45,200	46,300	47,500
11	48,600	49,800	51,000

**EMIS Coordinator/System Analyst, Registrar/Assessment Coordinator**  
**260 Day Schedule (20 days vacation)**

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	52,800	54,100	55,500
2	53,400	54,700	56,100
3	54,200	55,600	57,000
4	55,000	56,400	57,800
5	55,800	57,200	58,600
6	56,500	57,900	59,300
7	57,300	58,700	60,200
8	58,500	60,000	61,500
9	59,200	60,700	62,200
10	59,900	61,400	62,900

**Career Education Coordinator, Research Assistant, Coordinator of IMHOTEP, Guidance Technician, Degreed Librarian**  
**220 Day Schedule**

<u>2008-09</u>	<u>Assoc. Degree</u>	<u>4-Year Degree</u>	<u>Degreed Librarian</u>	<u>Asst. Librarian</u>
Step 1	37,600	48,400	38,500	37,500
2	38,500	49,000	40,100	39,200
3	39,300	49,700	42,100	40,600
4	40,000	50,400	43,500	42,800
5	40,700	51,100	45,000	44,400

6	41,300	51,800	46,500	46,100
7	42,100	52,500	48,800	47,700
8	42,800	53,600	50,700	50,500
9	43,800	54,200	52,700	51,600
10	44,600	54,900	54,000	53,000

**2009-2010**

Step 1	38,500	49,600	39,500	38,400
2	39,500	50,200	41,100	40,200
3	40,300	50,900	43,200	41,600
4	41,000	51,700	44,600	43,900
5	41,700	52,400	46,100	45,500
6	42,300	53,100	47,700	47,300
7	43,200	53,800	50,000	48,900
8	43,900	54,900	52,000	51,800
9	44,900	55,600	54,000	52,900
10	45,700	56,300	55,400	54,300

**2010-2011**

Step 1	39,500	50,800	40,500	39,400
2	40,500	51,500	42,100	41,200
3	41,300	52,200	44,300	42,600
4	42,000	53,000	45,700	45,000
5	42,700	53,700	47,300	46,600
6	43,400	54,400	48,900	48,500
7	44,300	55,100	51,300	50,100
8	45,000	56,300	53,300	53,100
9	46,000	57,000	55,400	54,200
10	46,800	57,700	56,800	56,700

**STAGE DIRECTOR (200 Day Schedule)**

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	32,500	33,300	34,100
2	33,300	34,100	35,000
3	33,700	34,500	35,400
4	34,600	35,500	36,400
5	35,200	36,100	37,000
6	37,300	38,200	39,200
7	38,300	39,300	40,300
8	40,100	41,100	42,100
9	42,400	43,500	44,600
10	44,400	45,500	46,600
11	45,700	46,800	48,000
12	48,600	49,800	51,000
13	49,200	50,400	51,700

**MEDIA TECHNICIANS (190 Day Schedule)**

**CLASS A**

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	21,800	22,300	22,900
2	23,300	23,900	24,500
3	23,900	24,500	25,100
4	24,600	25,200	25,800
5	25,100	25,700	26,300
6	26,700	27,400	28,100

7	27,600	28,300	29,000
8	28,200	28,900	29,600
9	29,100	29,800	30,500
10	29,800	30,500	31,300
11	31,100	31,900	32,700

### CLASS B

<u>Step</u>	<u>8/2008</u>	<u>8/2009</u>	<u>8/2010</u>
1	27,400	28,100	28,800
2	28,200	28,900	29,600
3	29,000	29,700	30,400
4	29,800	30,500	31,300
5	30,400	31,200	32,000
6	31,500	32,300	33,100
7	33,100	33,900	34,700
8	33,700	34,500	35,400
9	34,600	35,500	36,400
10	35,100	36,000	36,900
11	38,500	39,500	40,500

Class A Media Technicians not holding an Associate Degree in library and or media technology.  
Class B Media Technicians holding an Associate Degree in library or media technology.

#### **25.04 Substitute Salary Schedule**

The Board shall not increase the basic per diem rate for daily casual substitutes above \$120.

#### **25.05 Long-Term Substitutes**

**25.051** Substitutes for 60 days or more on one assignment or two consecutive assignments totaling 60 days or more shall be placed on the Teachers' Pay Scale BA, Step 1 with Benefits.

An individual offered a long-term substitute assignment shall be placed on long-term substitute status as defined in Section 25.052, below and placed on the Teachers' Pay Scale BA, Step 1 with benefits beginning the first day of such assignment subject to the following requirements:

1. Appropriate teacher licensure or comparable professional experience for the long-term assignment.
2. Attendance at staff meetings and departmental or grade level meetings
3. Participation in Curriculum Night and Parent-Teacher Conferences
4. Planning and implementing instruction in accordance with the Board of Education requirements and state standards.

**25.052** Upon becoming a long-term substitute, such individual will be placed on Step 1 of the salary schedule on a column reflecting training and education. Long-term substitutes shall be entitled to all rights, benefits, duties and obligations provided in this collective bargaining agreement except such employee will cease to be employed at any time when the Board determines their services are no longer needed and are not entitled to statutory or contractual notice requirements; no seniority will be established unless the Board retains any long-term substitute as a regular employee of the School District; the employment status of a long-term substitute shall only be on an as-needed basis; long-term substitutes shall not be entitled to or subject to evaluations

under the provisions of this contract and are not entitled to advancement beyond Step 1 of the salary schedule while serving as a long-term substitute.

**25.06 Transfer of Assignment Transition**

In the event a transfer of assignment to another building for a classroom teacher occurs after the first two weeks of student attendance, three days of substitute teacher coverage will be provided to assist in the transition.

**25.07 220-Day Contracts**

**25.071** A non-certificated/licensed staff member as specified in this section shall be hired subject to a ninety day probationary period during which time the non-certificated/licensed staff member may be released for any reason.

**25.072** During the probationary period, the non-certificated/licensed staff member will receive benefits.

**25.073** Upon successful completion of the ninety day probationary period the non-certificated/licensed staff member will receive a contract for the remainder of the 220 day assignment.

**25.074** Upon successful completion of the first year's contract the non-certificated/licensed staff member will be eligible for two additional one-year contracts.

**25.075** Upon successful completion of three one-year contracts, the non-certificated/licensed staff member shall be eligible for a two-year contract.

**25.076** After successful completion of a two-year contract, the non-certificated/licensed staff member shall be eligible for a three-year contract.

**25.077** Contracts for non-certificated/licensed staff members as specified in this section shall become effective August 1st and end on July 31. The member will receive notification of contract renewal or nonrenewal no later than April 30th.

**25.078** A non-certificated/licensed staff member as specified in this section shall be entitled to all rights and privileges set forth in the Negotiated Agreement between the Board and the Union and shall be subject to all regulations and policies of the Board of Education.

**25.079** These 220-Day positions cannot replace regular classroom teaching positions.

**25.08 Independent Professional Activity**

The Board and the Union believe that teachers engage in a number of professional activities that are important for both professional growth and student academic improvement. To that end in addition to the regular work year, each bargaining unit member will be provided two additional days outside the regular work days for self-directed professional activities. The time when the professional activity is completed shall be left to the discretion of the bargaining unit member. Payment for the two days shall be on a per diem basis and one day will be paid with the first payroll in December and the other day will be paid with the second payroll in March.

**26.0 EXTENDED TIME – DAYS WORKED OUTSIDE OF CONTRACTED DAYS**

Certificated/licensed staff members of the bargaining unit offered extended time shall be compensated at the rate of 60% of per diem for 6 working hours.