



Cabinet/Confidential/Management  
Effective 07/01/2017 w2% increase

|                                         | SALARY<br>SCHEDULE | CLASS | WORK<br>DAYS | ROW | STEP 1     | STEP 2     | STEP 3     | STEP 4     | STEP 5     |
|-----------------------------------------|--------------------|-------|--------------|-----|------------|------------|------------|------------|------------|
| CABINET LEVEL                           |                    |       |              |     |            |            |            |            |            |
| Superintendent                          | 103                | CE    | 245          | 1   | \$ 222,523 | \$ 231,424 | \$ 240,681 | \$ 251,339 | \$ 261,392 |
| Deputy Superintendent                   | 251                | CL    | 245          | 1   | \$ 178,887 | \$ 186,043 | \$ 193,484 | \$ 201,221 | \$ 209,272 |
| Asst. Superintendent - Certificated     | 250                | CE    | 245          | 1   | \$ 163,714 | \$ 170,264 | \$ 177,073 | \$ 184,155 | \$ 191,521 |
| Asst. Superintendent - Classified/CHRO  | 260                | CL    | 245          | 1   | \$ 163,714 | \$ 170,264 | \$ 177,073 | \$ 184,155 | \$ 191,521 |
| Executive Director                      | 259                | CL    | 245          | 1   | \$ 148,829 | \$ 155,822 | \$ 162,054 | \$ 168,536 | \$ 175,276 |
| CONFIDENTIAL/NON-ADMINISTRATIVE         |                    |       |              |     |            |            |            |            |            |
| Executive Assistant                     | 262                | CL    | 245          | 1   | \$ 71,676  | \$ 75,948  | \$ 80,544  | \$ 85,344  | \$ 90,480  |
| Administrative Assistant                | 262                | CL    | 245          | 2   | \$ 58,044  | \$ 61,560  | \$ 65,232  | \$ 69,156  | \$ 73,296  |
| Confidential Secretary                  | 262                | CL    | 245          | 6   | \$ 51,012  | \$ 54,072  | \$ 57,300  | \$ 60,732  | \$ 64,404  |
| Assistant to Departments                | 262                | CL    | 245          | 6   | \$ 51,012  | \$ 54,072  | \$ 57,300  | \$ 60,732  | \$ 64,404  |
| HS/MS Principal's Secretary             | 262                | CL    | 245          | 7   | \$ 46,164  | \$ 48,948  | \$ 51,876  | \$ 54,972  | \$ 58,284  |
| ADMINISTRATORS                          |                    |       |              |     |            |            |            |            |            |
| Athletic Director/Dean                  | 253                | CE    | 210          | 4   | \$ 100,387 | \$ 104,402 | \$ 108,580 | \$ 112,922 | \$ 117,440 |
| Assistant Director                      |                    |       |              |     |            |            |            |            |            |
| Technology                              | 261                | CL    | *223         | 3   | \$ 85,944  | \$ 91,092  | \$ 96,540  | \$ 102,348 | \$ 108,480 |
| Maintenance and Operations              | 261                | CL    | *223         | 3   |            |            |            |            |            |
| Coordinator                             | 251                | CE    | 220          | 4   | \$ 121,390 | \$ 126,246 | \$ 131,293 | \$ 136,546 | \$ 142,008 |
| Director I                              |                    |       |              |     |            |            |            |            |            |
| Curriculum and Instruction              | 150                | CE    | 223          |     |            |            |            |            |            |
| Human Resources                         | 250                | CL    | *223         | 1   | \$ 135,076 | \$ 140,477 | \$ 146,096 | \$ 151,939 | \$ 158,019 |
| Instructional and Inform. Technology    | 250                | CL    | *223         |     |            |            |            |            |            |
| Special Education                       | 150                | CE    | 223          |     |            |            |            |            |            |
| Director II:                            |                    |       |              |     |            |            |            |            |            |
| Fiscal Services                         | 250                | CL    | *223         |     |            |            |            |            |            |
| Facilities Services                     | 250                | CL    | *223         | 2   | \$ 128,644 | \$ 133,787 | \$ 139,131 | \$ 144,704 | \$ 150,494 |
| Pupil Services                          | 150                | CE    | 223          |     |            |            |            |            |            |
| Risk Management and Environmental Serv. | 250                | CL    | *223         |     |            |            |            |            |            |

|                                                        |                    |     |    |      |   |    |         |    |         |    |         |                       |
|--------------------------------------------------------|--------------------|-----|----|------|---|----|---------|----|---------|----|---------|-----------------------|
| Director III                                           |                    |     |    |      |   |    |         |    |         |    |         |                       |
|                                                        | Facilities         | 250 | CL | *223 | 3 | \$ | 122,518 | \$ | 127,416 | \$ | 132,513 | \$ 137,813 \$ 143,327 |
| Director IV                                            |                    |     |    |      |   |    |         |    |         |    |         |                       |
|                                                        | Nutrition Services | 250 | CL | *223 | 4 | \$ | 116,684 | \$ | 121,349 | \$ | 126,204 | \$ 131,251 \$ 136,503 |
|                                                        | Purchasing         | 250 | CL | *223 |   |    |         |    |         |    |         |                       |
| Principal - High School                                |                    | 251 | CE | 220  | 1 | \$ | 126,914 | \$ | 131,987 | \$ | 137,267 | \$ 142,757 \$ 148,469 |
| Principal - Middle School                              |                    | 251 | CE | 220  | 3 | \$ | 122,473 | \$ | 127,373 | \$ | 132,467 | \$ 137,766 \$ 143,278 |
| Principal - Alternative Education                      |                    | 251 | CE | 220  | 4 | \$ | 121,390 | \$ | 126,246 | \$ | 131,293 | \$ 136,546 \$ 142,008 |
| Asst. Principal - High School                          |                    | 253 | CE | 210  | 1 | \$ | 110,921 | \$ | 115,358 | \$ | 119,972 | \$ 124,770 \$ 129,764 |
| Asst. Principal - Middle School                        |                    | 253 | CE | 210  | 3 | \$ | 104,365 | \$ | 108,539 | \$ | 112,882 | \$ 117,396 \$ 122,091 |
| Asst. Principal - Alternative Ed.                      |                    | 252 | CE | 215  | 1 | \$ | 109,519 | \$ | 113,918 | \$ | 118,472 | \$ 123,213 \$ 128,138 |
| Program Specialist                                     |                    | 263 | CE | 203  | 1 | \$ | 87,726  | \$ | 92,897  | \$ | 98,540  | \$ 104,473 \$ 110,727 |
| Educationally Related Mental Health Services Therapist |                    | 264 | CL | *196 | 1 | \$ | 76,473  | \$ | 81,053  | \$ | 85,901  | \$ 91,069 \$ 96,525   |
| Plant Supervisor                                       |                    | 261 | CL | *223 | 4 | \$ | 77,352  | \$ | 81,972  | \$ | 86,892  | \$ 92,136 \$ 97,644   |
| Student Info. Systems Coordinator                      |                    | 261 | CL | *223 | 3 | \$ | 85,944  | \$ | 91,092  | \$ | 96,540  | \$ 102,348 \$ 108,480 |

**\* Exclusive of Vacation Days**

**BENEFITS**

**Work Days: 245 - No Floating day in 2017-18**

\$150, 000 Life Insurance Policy

\$2,000 Accidental Insurance for Employee

**Vacation Days:**

VSP Vision Care or MES Vision (mandatory)

Delta Dental or Anthem Dental (mandatory)

Cabinet: 24 Days

Cash Option: \$2,000 per year

\$3,000 Annual Stipend for earned PH.D. or Ed. D.

Classified Management: 22 days

**(health plan is optional for those proving duplicate coverage)**

Confidential Employees:

1-5 years = 15 days

**Voluntary Plans for employees to purchase**

**3 - Tier Rate Insurance Cap**

6-10 years = 18 days

IRS 125 Flexible Plan

Single - \$11, 750

11+ years = 21 days

Supplemental Life Insurance

Two-party - \$14,200

Disability Insurance

Family - \$17,000

**Confidential Longevity**

2.5% - Beginning of year 10

5% - Beginning of year 15

7.5% - Beginning of year 20

10% - Beginning of year 25

12.5% - Beginning of year 30

**Management Longevity**

1% - Beginning of year 6

1.5% - Beginning of year 11

2% - Beginning of year 16