



Memo

To: Board of Education
From: Kin Shuman, Human Resources Director
Date: December 3, 2018
Re: Proposed salary schedule updates

Proposed salary schedules have been created for certified staff, classified staff, special services staff, school counselors, coaches and bus drivers. The schedules reflect adjustments that go into effect starting with the 2019-2020 school year as a result of the mill levy override passage.

The design of the proposed salary schedules is intended to make the district's compensation for teachers and support staff more competitive with surrounding school districts in the future. The goal is to be more competitive and attract and retain quality staff. The proposed certified staff schedule represents a minimum 10% increase and the classified schedule represents a minimum 7.5% increase in compensation.

The overall cost of the proposed schedule is based on moving our existing certified and classified staff forward in their current positions. There will be some adjustments in the general allocations for these employee groups depending on departures/retirements and new hires.

Altogether, the proposed salary schedules allocate 86% of the district's share (including associated mandated district costs for PERA, Medicare and unemployment insurance) of the mill levy override revenue to improving pay for instructional and support staff across the district.

Allocation of mill levy override revenue to compensation



The proposed salary schedules represent the compensation increase for the 2019-2020 academic year as a result of the mill levy override.



Proposed v. 11.30.18

GCBA-E-1

2019-2020 Certified Staff Salary Schedule

Education: Placement is based on Board policies, certified teaching experience and college or in-service credits.

Initial Placement: One experience step is credited for each year of related job experience to a maximum of fifteen steps.

Contract Days: 182 days (New licensed staff are paid \$200 per day for four additional orientation days at the beginning of the school year.)

Pay Step	BA+0	BA+10	BA+20	BA+30	BA+40	BA+50	MA+0	MA+15	MA+30	MA+40
0	\$34,002	\$34,696	\$35,390	\$36,083	\$36,777	\$37,471	\$38,165	\$38,859	\$39,553	\$40,247
1	\$34,836	\$35,530	\$36,223	\$36,917	\$37,611	\$38,305	\$38,999	\$39,693	\$40,387	\$41,081
2	\$35,670	\$36,363	\$37,057	\$37,751	\$38,445	\$39,139	\$39,833	\$40,527	\$41,221	\$41,915
3	\$36,503	\$37,197	\$37,891	\$38,585	\$39,279	\$39,973	\$40,667	\$41,361	\$42,055	\$42,749
4	\$37,338	\$38,032	\$38,726	\$39,420	\$40,114	\$40,807	\$41,501	\$42,195	\$42,889	\$43,583
5	\$38,171	\$38,866	\$39,560	\$40,253	\$40,948	\$41,641	\$42,335	\$43,029	\$43,723	\$44,417
6	\$39,006	\$39,700	\$40,394	\$41,088	\$41,782	\$42,475	\$43,170	\$43,863	\$44,557	\$45,252
7	\$39,840	\$40,534	\$41,228	\$41,922	\$42,616	\$43,309	\$44,004	\$44,697	\$45,391	\$46,086
8	\$40,674	\$41,368	\$42,063	\$42,756	\$43,450	\$44,144	\$44,838	\$45,531	\$46,226	\$46,920
9	\$41,508	\$42,202	\$42,897	\$43,590	\$44,284	\$44,978	\$45,672	\$46,366	\$47,060	\$47,754
10	\$42,342	\$43,037	\$43,731	\$44,424	\$45,119	\$45,812	\$46,506	\$47,200	\$47,894	\$48,588
11	\$43,176	\$43,871	\$44,565	\$45,258	\$45,953	\$46,646	\$47,341	\$48,034	\$48,728	\$49,423
12	\$44,011	\$44,704	\$45,399	\$46,092	\$46,787	\$47,480	\$48,174	\$48,868	\$49,562	\$50,256
13	\$44,845	\$45,539	\$46,233	\$46,926	\$47,621	\$48,314	\$49,008	\$49,702	\$50,396	\$51,090
14		\$46,373	\$47,067	\$47,761	\$48,455	\$49,148	\$49,843	\$50,536	\$51,230	\$51,925
15		\$47,207	\$47,901	\$48,594	\$49,289	\$49,982	\$50,676	\$51,370	\$52,064	\$52,758
16		\$48,041	\$48,882	\$49,555	\$50,228	\$50,902	\$51,576	\$52,249	\$52,926	\$53,597
17			\$49,726	\$50,397	\$51,069	\$51,744	\$52,416	\$53,093	\$53,766	\$54,438
18			\$50,567	\$51,238	\$51,915	\$52,587	\$53,260	\$53,932	\$54,604	\$55,281
19			\$51,406	\$52,081	\$52,755	\$53,429	\$54,104	\$54,774	\$55,448	\$56,121
20				\$52,922	\$53,598	\$54,271	\$54,944	\$55,615	\$56,288	\$56,965
21				\$53,764	\$54,436	\$55,113	\$55,785	\$56,458	\$57,130	\$57,804
22				\$54,591	\$55,261	\$55,936	\$56,608	\$57,282	\$57,958	\$58,629
23				\$55,414	\$56,087	\$56,764	\$57,435	\$58,110	\$58,781	\$59,457

Hard to fill positions per board policy _____.



Proposed v. 11.29.18

GCBA-E-2

2019-2020 School Counselor Salary Schedule

Initial Placement: One step on the salary schedule will be credited for each year of related work experience up to a maximum of 5 years.

Contract Days: 205 days

Pay Step	Amount
0	\$50,000
1	\$50,800
2	\$51,600
3	\$52,400
4	\$53,200
5	\$54,000
6	\$54,800
7	\$55,600
8	\$56,400
9	\$57,200
10	\$58,000
11	\$58,800
12	\$59,600



Proposed v. 11.29.18

GCBA-E-3

2019-2020 Special Services Salary Schedule

Includes the following jobs: Audiologist, Occupational Therapist, Speech Language Pathologist, Speech Language Pathologist Assistant, Physical Therapist, Teacher of the Deaf and Hard of Hearing, School Psychologist, COTA

Initial Placement: Placement is determined on a case-by-case basis.

Contract Days: 186 days

Pay Step	Amount
0	\$43,036
1	\$43,836
2	\$44,636
3	\$45,436
4	\$46,236
5	\$47,036
6	\$47,836
7	\$48,636
8	\$49,436
9	\$50,236
10	\$51,036
11	\$51,836
12	\$52,636
13	\$53,436
14	\$54,236
15	\$55,036
16	\$55,836
17	\$56,636
18	\$57,436
19	\$58,236
20	\$59,036
21	\$59,836
22	\$60,636



Proposed v. 11.29.18

GDBA-E-1

2019-2020 Classified Salary Schedule

Initial Placement: One experience step is credited for each year of comparable job experience, to a maximum of fifteen steps.

Pay Step	A	B	C	D	E	F	G	I	J	M	Z
0	\$12.20	\$12.30	\$12.40	\$13.20	\$13.40	\$13.70	\$13.80	\$14.50	\$15.00	\$17.95	\$17.95
1	\$12.30	\$12.40	\$12.50	\$13.30	\$13.50	\$13.90	\$14.10	\$14.80	\$15.30	\$18.30	\$18.30
2	\$12.40	\$12.50	\$12.60	\$13.55	\$13.75	\$14.15	\$14.40	\$15.10	\$15.60	\$18.65	\$18.65
3	\$12.50	\$12.60	\$12.70	\$13.80	\$14.00	\$14.40	\$14.70	\$15.40	\$15.90	\$19.00	\$19.00
4	\$12.60	\$12.70	\$12.80	\$14.05	\$14.25	\$14.65	\$15.00	\$15.70	\$16.20	\$19.35	\$19.35
5	\$12.70	\$12.80	\$12.90	\$14.30	\$14.50	\$14.90	\$15.30	\$16.00	\$16.50	\$19.70	\$19.70
6	\$12.80	\$12.90	\$13.00	\$14.55	\$14.75	\$15.15	\$15.60	\$16.30	\$16.80	\$20.05	\$20.05
7	\$13.10	\$13.20	\$13.40	\$15.00	\$15.20	\$15.60	\$16.10	\$16.80	\$17.30	\$20.60	\$20.60
8	\$13.20	\$13.35	\$13.60	\$15.25	\$15.45	\$15.85	\$16.40	\$17.10	\$17.60	\$20.95	\$20.95
9	\$13.30	\$13.50	\$13.80	\$15.50	\$15.70	\$16.10	\$16.70	\$17.40	\$17.90	\$21.30	\$21.30
10	\$13.40	\$13.65	\$14.00	\$15.75	\$15.95	\$16.35	\$17.00	\$17.70	\$18.20	\$21.65	\$21.65
11	\$13.70	\$13.80	\$14.20	\$16.00	\$16.20	\$16.60	\$17.30	\$18.00	\$18.50	\$22.00	\$22.00
12	\$13.80	\$14.10	\$14.50	\$16.35	\$16.55	\$16.95	\$17.70	\$18.40	\$18.90	\$22.45	\$22.45
13	\$13.90	\$14.25	\$14.70	\$16.60	\$16.80	\$17.20	\$18.00	\$18.70	\$19.20	\$22.80	\$22.80
14	\$14.00	\$14.40	\$14.90	\$16.85	\$17.05	\$17.45	\$18.30	\$19.00	\$19.50	\$23.15	\$23.15
15	\$14.10	\$14.70	\$15.20	\$17.20	\$17.40	\$17.80	\$18.70	\$19.40	\$19.90	\$23.60	\$23.60
16	\$14.20	\$14.85	\$15.40	\$17.45	\$17.65	\$18.05	\$19.00	\$19.70	\$20.20	\$23.95	\$23.95
17	\$14.30	\$15.00	\$15.60	\$17.70	\$17.90	\$18.30	\$19.30	\$20.00	\$20.50	\$24.30	\$24.30
18	\$14.40	\$15.15	\$15.80	\$17.95	\$18.15	\$18.55	\$19.60	\$20.30	\$20.80	\$24.65	\$24.65
19	\$14.50	\$15.30	\$16.00	\$18.20	\$18.40	\$18.80	\$19.90	\$20.60	\$21.10	\$25.00	\$25.00
20	\$14.65	\$15.45	\$16.20	\$18.45	\$18.65	\$19.05	\$20.20	\$20.90	\$21.40	\$25.35	\$25.35
21	\$14.80	\$15.60	\$16.40	\$18.70	\$18.90	\$19.30	\$20.50	\$21.20	\$21.70	\$25.70	\$25.70
22	\$14.95	\$15.75	\$16.60	\$18.95	\$19.15	\$19.55	\$20.80	\$21.50	\$22.00	\$26.05	\$26.10
23	\$15.10	\$15.90	\$16.80	\$19.20	\$19.40	\$19.80	\$21.10	\$21.80	\$22.30	\$26.40	\$26.45

See other side for employee groups

Pay Grade and Employee Groups:

- A Cook, Classroom, Library, Health, Playground, Cafeteria Paraprofessionals
- C Elem, EMS Kitchen Manager, Program Leader (Kids Club), Bus Paraprofessional
- D Custodian, Campus Secretary, Field Maintenance Specialist, Special Education Paraprofessional, FHS Registrar
- E Counseling Secretary, EHS Kitchen Manager
- F Elem., FHS Head Cust., Elem, FHS, FS, MS Registrar, HS Bookkeeper, Lead Custodian, Elementary Office Manger, FHS Office Manager
- G Teacher Assistant, HS Registrar, HS Monitor, MS Office Mgr, EMS Head Custodian, Lead PS Teacher, Food Service Manager
- I Mechanic, HS Office Manager, Student Data Specialist, Accounts Payable, Special Services Office Coordinator, Driver Trainer, EHS Head Custodian,
Admin Asst to Supt/Board
- J Payroll Specialist and Tech Support Specialist
- M Head Mechanic, Business Office Manager, Transportation Coordinator, Facilities Maintenance



Proposed v. 11.29.18

GDBA-E-2

2019-2020 Bus Driver Salary Schedule

Initial Placement: Can be hired up to a maximum of pay step 15

Pay Step	Amount
0	\$14.25
1	\$14.45
2	\$14.90
3	\$15.35
4	\$15.55
5	\$15.85
6	\$16.05
7	\$16.25
8	\$16.55
9	\$16.75
10	\$16.95
11	\$17.15
12	\$17.45
13	\$17.65
14	\$17.85
15	\$18.05
16	\$18.35
17	\$18.55
18	\$18.85
19	\$19.15
20	\$19.45
21	\$19.75



Proposed v. 11.30.18

GDBA-E-3

2019-2020 Coach Salary Schedule

The Coach Salary Schedule is based on receiving a percentage of \$30,000 base salary.

Initial Placement: Coaches are placed on the salary schedule based on years of experience in a similar position. Assistant coaches receive credit years for time spent as a head coach. New hires receive up to six years of experience credit upon entering the district.

HS Head Coach - Football and Basketball:

	Percentage	Annual Salary
Years 1-3	10%	\$3,000
Years 4-6	12%	\$3,600
Years 7-9	14%	\$4,200
Years 10+	16%	\$4,800

HS Head Coach - Volleyball, Cross Country, Wrestling, Baseball, Track, Cheerleaders, Softball, Soccer, Golf and other new sports:

	Percentage	Annual Salary
Years 1-3	9%	\$2,700
Years 4-6	11%	\$3,300
Years 7-9	13%	\$3,900
Years 10+	15%	\$4,500

HS Assistant Coach - Football and Basketball

	Percentage	Annual Salary
Years 1-3	8%	\$2,400
Years 4-6	9%	\$2,700
Years 7+	10%	\$3,000

HS Assistant Coach - Volleyball, Cross Country, Wrestling, Baseball, Track, Cheerleaders, Softball, Soccer, Golf and other new sports:

	Percentage	Annual Salary
Years 1-3	7%	\$2,100
Years 4-6	8%	\$2,400
Years 7+	9%	\$2,700

MS Head Coach - All Sports

	Percentage	Annual Salary
Years 1-3	5%	\$1,500
Years 4-6	6%	\$1,800
Years 7+	7%	\$2,100

MS Assistant Coach - All Sports

	Percentage	Annual Salary
Years 1-3	4%	\$1,200
Years 4-6	5%	\$1,500
Years 7+	6%	\$1,800