

ATTENDANCE ADVISORS

(182 Work Days & 3 Holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
53	23,069	23,991	24,915	25,837	26,760	27,682	28,605	29,527

Additional \$1,000 for Bachelor's Degree

CUSTODIAL, MAINTENANCE, & SUPPLY

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
25	21,707	23,092	24,437	25,802	27,147	28,491	29,821	30,197
26	22,659	24,062	25,404	26,771	28,115	29,442	30,826	31,166
27	24,204	25,675	27,164	28,601	30,071	31,523	32,959	33,318
28	26,113	27,397	29,064	30,718	32,331	34,002	35,653	35,994
30	27,106	28,508	29,909	31,309	32,712	34,112	35,515	36,910
40	28,835	30,483	32,130	33,777	35,424	37,072	38,719	40,371

<u>Position:</u>	<u>Code</u>
Night Custodian	25
High School Night Lead Custodian	27
Head Custodian (Elementary)	26
Head Custodian (Middle School)	27
Head Custodian (High School)	28
Beginning Maintenance	30
Supply Center	30
Maintenance Advancement	40

All custodians are hired as temporary and paid \$9.09 an hour for hours worked. Employees working 2nd shift are paid a differential. This differential is paid over 10 months, beginning in September and ending in June. Advancements are based on years of service, evaluations, and appropriate attendance as per the Custodial Advancement Schedule.

Custodial Differentials

2nd shift (termination 8:30 p.m./2:00 a.m.)	873.70
12 month night	1,159.00
High School Backup/Sweeper Lead	1,594.48

Annual Differentials to Apply to Head Custodians

13,000 - 17,000 square feet	472.46
17,000 - 25,000 square feet	708.81
25,000 - 40,000 square feet	944.76
40,000 - 110,000 square feet	1,417.22
Over - 110,000 square feet	2,126.02

CUSTODIAL, MAINTENANCE, & SUPPLY (CONTINUED)

MAINTENANCE ADVANCEMENT SCHEDULE

All maintenance personnel are hired at Code 30 and can advance within Code 30 and to Code 40 based on years of service, evaluations, appropriate attendance, and accumulated classroom training hours. Maintaining a Code 40 will also require continued accumulation of classroom training hours. A monthly supplement of \$100 for Journeyman and \$200 for Masters Certification will be added to base salary.

Step Advancement Within Code 30 and Code 40

- A. Must work at least fifty (50) per cent of the total work days required by their job classification prior to July 1.
- B. Has completed fifteen (15) classroom training hours*

*While on Code 40, if the fifteen (15) classroom training hours are not completed by September 1, the employee will be moved back to their current step on Code 30. The employee will not be eligible for Code 40 until the following July 1 and must meet all the requirements for advancement as shown below.

Code Advancement From Code 30 and Code 40

- A. Twenty-four (24) months as a Code 30
- B. Meets standard attendance for 24 months (rating of 5 or higher on evaluation)
- C. At least an average rating of "5" on last two evaluations
- D. Has completed twenty-five (25) classroom training hours in the previous 12 months

Maintenance Differentials--

2nd shift (termination 8:30 p.m./2:00 a.m.)	698.97
12 month night	927.21

INFORMATION TECHNOLOGY 9 MONTH

(186 work days plus 11 holidays)

<u>CODE</u>	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>	<u>STEP VI</u>	<u>STEP VII</u>
63	22,248	22,936	23,624	24,335	25,063	25,813	26,589

INFORMATION TECHNOLOGY 12 MONTH

<u>CODE</u>	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>	<u>STEP VI</u>	<u>STEP VII</u>
63	29,364	30,271	31,179	32,116	33,078	34,068	35,091
64	31,703	32,659	33,637	34,644	35,685	36,755	37,855
65	37,301	38,417	39,572	40,757	41,983	43,242	44,536
66	43,887	45,201	46,555	47,952	49,389	50,873	52,398

<u>Position:</u>	<u>Code</u>
Customer Support Specialist	63
Telecommunications Customer Support Specialist	64
Junior Programmer	65
Lead Customer Support Specialist	66

INTERPRETERS and BEHAVIOR TECH SPECIALISTS

(173 Work Days & 11 Holidays, 7.25 hr. day)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
41	20,176	21,101	22,044	22,951	23,890	24,851	25,735	26,009

State Licensing Level 3 and higher
Substitute Interpreters

1,500 Annual stipend
67.83 per day

Placement on the salary schedule for sign language interpreters will be based upon full-time experience within the preceding ten years. Interpreters who have a Level III (Intermediate) or higher certificate will advance on the salary schedule one year for each year of prior experience within the past ten years. Interpreters with less than a Level III certificate will be advanced on the salary schedule one year for each two years of prior experience within the past ten years.

NURSING

(182 Work Days & 3 Holidays)

<u>STEP</u>	<u>LPN (hourly)</u>	<u>RN</u>	<u>BSN</u>	<u>MSN</u>
1	13.23	28,591	30,091	30,841
2	14.07	28,795	30,295	31,045
3	14.94	29,796	31,296	32,046
4	15.81	30,825	32,325	33,075
5	16.65	31,554	33,054	33,804
6	17.61	32,645	34,145	34,895
7	18.61	34,567	36,067	36,817
8	18.96	37,759	39,259	40,009
9	19.29	38,973	40,473	41,223
10	19.65	40,187	41,687	42,437

Substitute Nurses

111.48 per day

In addition to scheduled rate, \$1500 shall be added for Nurses who hold a Certificate of Public Health or Nationally Certified School Nurses.

In addition to scheduled rate, \$2000 shall be added for LPNs who serve as the sole building nurse with responsibility for that building's student population.

Placement on salary schedule will be determined by full-time experience within the preceding 10 years.

Substitutes in the same Interpreter/LPN/Nurse position for more than ten consecutive days will be paid, beginning on the eleventh (11th) day, at the daily rate of step one (1) of the appropriate level of the nurse's salary schedule.

NUTRITION SERVICES

(175 work days plus 11 holidays=186 days)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX
71	8.41	8.91	9.46	9.97	10.51	11.02	11.39	11.76	12.11
74	8.94	9.44	9.99	10.50	11.04	11.55	11.92	12.29	12.64
75	9.17	9.67	10.22	10.73	11.27	11.78	12.15	12.52	12.87
76	8.75	9.25	9.80	10.31	10.85	11.36	11.73	12.10	12.45
77	9.44	9.94	10.49	11.00	11.54	12.05	12.42	12.79	13.14

Position:

Code

Helper	71
Range Cook-Middle School	74
Range Cook-High School	75
Asst. Range Cook-High School	76
Satellite Driver	77
Substitutes	7.81 per hour
Lunchroom Aides	8.06 per hour

Acting Managers and Range Cooks: Persons employed for an extended or defined period of time beyond ten (10) working days shall receive the same hourly rate of pay as the regular position for the full time served in the acting role.

Banquet and similar activities hourly pay scale shall be at the employee's regular hourly rate of pay with all hours worked over eight to be compensated at the rate of time and a half. This provision applies only to work days involving banquets and similar activities.

Nutrition Services Managers -- Elementary Schools--Non-Exempt

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX
81	10.13	10.80	11.46	12.08	12.66	13.28	13.79	14.19	14.55

Nutrition Services Managers -- Exempt

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX
82	17,850	18,931	19,995	20,905	21,951	22,844	23,583	24,287	24,814
83	20,613	21,780	22,947	23,822	25,076	25,951	26,621	27,444	27,973
84	23,397	24,641	25,305	26,749	28,174	29,020	29,684	30,678	31,206
85	17,850	18,931	19,995	20,905	21,951	22,844	23,583	24,287	24,569
86	21,419	22,604	23,787	24,852	26,140	26,996	27,856	28,715	28,953

Position:

Code

Elementary Manager-2 sites	82
Elementary Manager-3 sites	83
Elementary Manager-4 sites	84
High School Manager-Satellites/Catering	84
Middle School Manager	85
High School Manager	86

Nutrition Services Managers in combination schools will receive a supplement of \$180

Lead Kitchen Helpers who assist multiple site managers will receive a supplement of \$180

OT/PT THERAPY ASSISTANTS

(182 Work Days & 3 Holidays, 8 hr. day)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
58	30,246	31,636	33,088	34,610	36,206	37,869	39,608	41,613

PARAPROFESSIONALS

(173 Work Days & 11 Holdiays, 7.25 hr day)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
43	13,660	14,505	15,337	16,182	17,050	17,877	18,739	18,962
44	15,558	16,377	17,179	17,998	18,832	19,633	20,469	20,678
45	15,147	15,991	16,822	17,670	18,536	19,363	20,226	20,448
46	17,045	17,863	18,665	19,484	20,319	21,120	21,954	22,165

<u>Position</u>	<u>Code</u>
Non-Certificated	43
Certificated	44
Non-Certificated Computer Lab ISA	45
Certificated Computer Lab ISA	46

Substitute Paraprofessionals --	72.47 per day
Saturday School Paraprofessionals --	11.69 per hour
Summer Paraprofessionals--	9.47 per hour
Lead Nursery Work	1,000 annual stipend

<u>Part-time Aides</u>	
Physical/Occupational Therapy	11.70 per hour
Summer School	7.81 per hour
Student Workers	7.25 per hour

PARENT EDUCATORS

(181 Work Days & 3 Holidays, 7.00 hr. day)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
56	27,805	28,035	28,987	29,958	30,649	31,680	33,503	38,276
57	26,330	26,558	27,512	28,480	29,172	30,207	32,028	36,801

<u>Position</u>	<u>Code</u>
Certificated	56
Non-Certificated	57

All Parent Educators must hold at least a bachelor's degree.

An additional \$500.00 will be added for Master's degree.

One PAT Leader and One Screening Leader: base salary plus \$1,000.00 stipend, plus 15 days.

SCHOOL POLICE

9 MONTH OFFICER (183 work days plus 11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
91	27,275	28,710	30,112	31,289	32,188	33,561	35,006	36,494

12 MONTH OFFICER

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
92	36,554	38,467	40,368	41,932	43,148	44,979	46,928	48,912

Crossing Guard Supervisor --	3,074
Range Officer Stipend --	1,114
Crossing Guards --	12.86 per hour

In addition to scheduled rate, \$500.00 shall be added for Associate Degree or equivalent 62 college semester hours, and \$1,000.00 for Bachelor's Degree.

DISPATCH SUPERVISOR

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XII	STEP XVI	STEP XX
88	27,346	28,743	30,428	31,810	33,223	34,912	36,698	37,766	39,033	40,300

DISPATCHER

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XII	STEP XVI	STEP XX
89	23,228	24,570	26,160	27,476	28,837	30,489	32,097	33,070	34,336	35,605

Substitute Dispatchers--11.76 per hour

SECRETARIAL/CLERICAL

9 Month Secretaries -- Paid 12 months -- 8 hour day (186 work days --11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
21	15,396	16,422	17,616	18,629	19,687	20,923	22,174	22,825	23,784	24,738
23	16,036	17,035	18,248	19,267	20,285	21,546	22,813	23,515	24,466	25,421
25	16,785	17,790	18,983	20,002	21,020	22,241	23,496	24,207	25,160	26,116

9.5 Month Secretaries -- Paid 12 Months -- 8 hour day (196.5 work days -- 11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
21	16,218	17,298	18,555	19,622	20,735	22,039	23,355	24,041	25,051	26,058
23	16,890	17,943	19,221	20,294	21,368	22,694	24,029	24,768	25,770	26,777
25	17,680	18,738	19,995	21,067	22,139	23,427	24,748	25,497	26,502	27,507

SECRETARIAL/CLERICAL (Continued)

9.6 Month Secretaries -- Paid 12 Months -- 8 hour day (199 work days -- 11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
23	17,093	18,158	19,452	20,536	21,624	22,967	24,320	25,066	26,080	27,099
25	17,893	18,963	20,234	21,320	22,404	23,708	25,047	25,803	26,821	27,840

10 Month Secretaries -- Paid 12 Months -- 8 hour day (207 work days -- 11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
21	17,038	18,173	19,495	20,614	21,786	23,152	24,537	25,257	26,319	27,376
23	17,743	18,851	20,193	21,319	22,447	23,842	25,245	26,021	27,074	28,132
25	18,576	19,686	21,005	22,133	23,260	24,612	25,999	26,787	27,843	28,898

11 Month Secretaries -- Paid 12 Months -- 8 hour day (231 work days -- 11 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
23	19,698	20,926	22,417	23,668	24,918	26,466	28,024	28,886	30,055	31,230
25	20,620	21,853	23,319	24,569	25,819	27,323	28,863	29,735	30,908	32,081
27	21,622	22,870	24,349	25,574	26,841	28,380	29,876	30,780	31,961	33,138

12 Month Secretaries -- Paid 12 Months -- 8 hour day (249 work days + 12 holidays)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
23	21,164	22,483	24,084	25,427	26,772	28,436	30,108	31,034	32,290	33,552
25	22,152	23,478	25,052	26,396	27,741	29,355	31,009	31,947	33,208	34,467
27	23,228	24,570	26,160	27,476	28,838	30,489	32,097	33,070	34,336	35,605
28	24,375	25,733	27,382	28,779	30,100	31,769	33,476	34,485	35,753	37,020
29	27,346	28,743	30,428	31,810	33,223	34,912	36,698	37,766	39,032	40,300
30	28,044	29,477	31,146	32,563	33,957	35,747	37,510	38,655	39,922	41,191

Substitute Secretaries	68.26 per day
Clerical Assistants	8.80 per hour
Library Clerical Assistants (176 Work Days/11 Holidays, 7.25 hr	9.66 per hour
Summer School Secretaries	10.81 per hour

A supplement of \$100 per service month will be added to base salary for Certified Professional Secretary (CPS) designation.

SECRETARIAL/CLERICAL (Continued)

Administrative Secretaries II

<u>Code</u>	<u>Position</u>	<u>Months of Employment</u>
30	Associate Superintendent	12
30	Director of Human Resources	12
30	Director of Community Relations/Strategic Planning	12
29	Custodial Services	12
29	Director of Special Services	12
28	Athletic Aide**	12

Administrative Secretaries I

27	Assistant Director of Special Services	12
27	Director of Information Technology	12
27	Director of Professional Learning	12
27	High School Principal	12
27	Middle School Principal	12
27	Missouri Reading Initiative	12
27	Director of Title I	12

Secretaries

25	Athletics and Student Activities Office	12
25	Bailey Alternative School	11
25	Building Services	12
25	District Library Office	12
25	District Reception & Information Center	12
25	Early Childhood	10
25	Early Childhood	12
25	Elementary Principal	9.6
25	Food Services	9.5
25	NutritionServices	12
25	Health Services	12
25	High School Office	10
25	High School Office	11
25	High School Office	12
25	Human Resources/Benefits	12
25	Instructional Support - Summer School	12
25	Music Office	12
25	Professional Learning	12
25	Special Services**	10
25	Special Services	12
25	Springfield Option Site**	9
25	Step-Up	12
25	Title I	9.5
25	Transportation Office	12

SECRETARIAL, CLERICAL (Cont.)

<u>Code</u>	<u>Position</u>	<u>Months of Employment</u>
23	Communication Center**	10
23	Early Childhood	9
23	Elem/Middle Combination School Secretaries	9.6
23	Elementary Secretaries	9.6
23	Gifted Center	10
23	High School Office	12
23	High School Office**	12
23	High School Office	11
23	High School Office	10
23	High School Office	9.5
23	High School Office	9
23	High School Office**	9
23	Middle School Office	10
23	Middle School Office**	9
21	Music Office**	10
21	Gifted**	9

**Part-time

TRANSPORTATION

(175 work days plus 11 holdiays)

BUS DRIVERS

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
61	11.56	12.04	12.54	13.02	13.51	14.01	14.51	15.08
62	12.12	12.60	13.09	13.72	14.31	14.94	15.55	16.16
63	12.16	12.64	13.14	13.62	14.11	14.61	15.11	15.68

Position:

Code

Driver- 9 Month

61

Lead Driver

62

O/H Driver-9 Month

63

Driver Trainee

8.38 per hour

Substitute Driver

10.54 per hour

Regular A.M. and P.M. routes will be paid a minimum of 4 hours (x hourly rate). Special Driving Assignments (i.e., athletic, music, field activity, etc.) during school day, within district, will be paid a minimum of 2 hours (x hourly rate).

SCHOOL BUS AIDES

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
45	9.06	9.48	9.83	10.21	10.62	10.99	11.39	11.84
46	9.67	10.10	10.43	10.81	11.23	11.62	12.00	12.45

Substitute Bus Aides -- 8.69 per hour

SERVICE MECHANICS

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP XVI
53	30,458	32,086	33,793	35,503	37,170	38,801	40,542	40,879

A monthly supplement of \$100 for ACE certification will be added to base salary.

TRANSPORTATION NURSES (LPN)

CODE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	STEP X
50	13.95	14.78	15.64	16.50	17.34	18.29	19.28	19.62	19.95	20.31

Placement on salary schedule will be determined by full-time experience within the preceding 10 yrs.

Substitute Transportation Nurses serving in the same position for more than ten consecutive days will be paid at step one of the salary schedule beginning on the eleventh day of service.