

**MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:****June 2015**

CONSIDERATION OF FISCAL YEAR 2016 SALARY SCHEDULES FOR DEPARTMENT  
SUPPORT AND PROFESSIONAL STAFF, SCHOOLS FOR THE SEVERELY DISABLED  
TEACHER AND NON-TEACHING POSITIONS, AND SUPPORT STAFF FOR  
STATE BOARD OPERATED PROGRAMS

**STATUTORY AUTHORITY:**

Section 161.132, RSMo.

Consent  
ItemAction  
ItemReport  
Item**DEPARTMENT GOAL NO. 4:**

The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.

**SUMMARY:**

Accompanying this agenda item is the Department's Salary Schedule Catalog for the year beginning July 1, 2015 for the State Board of Education's review and approval. The catalog provides an alphabetical listing and a numerical class code listing of all positions. The professional or support designation, Fair Labor Standards Act status, applicable salary schedule and pay range are specified by position.

The catalog includes the Department's Professional and Support Staff Salary Schedules and the State Board Operated Programs Teacher and Non-teaching Salary Schedules.

**PRESENTER(S):**

Ron Lankford, Deputy Commissioner, Financial and Administrative Services, will assist in the presentation and discussion of this agenda item.

**RECOMMENDATION:**

We recommend that the State Board adopt the Fiscal Year 2016 Salary Schedule Catalog as presented.

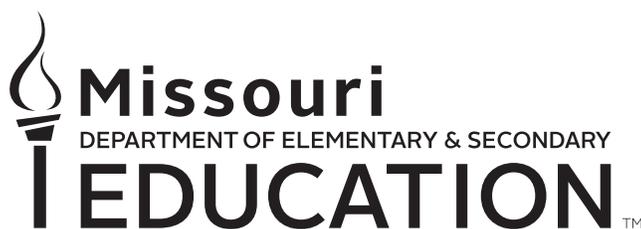
Missouri Department of  
Elementary and Secondary Education

Salary Schedule Catalog  
FY 2015-2016



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# Missouri Department of Elementary and Secondary Education

## Alphabetical Listing of Job Titles

### Job Title Listing Legend

The following items describe the columns on the alphabetical and numerical code job title listings.

**Class Code:** Corresponding number assigned to job classification (title)

**Title:** Description of position

**Schedule:** Applicable salary schedule

Schedule S = Support (Non-Exempt)

Schedule P = Professional (Exempt)

Schedule N = State Board Operated Schools School Term Non-teaching

Schedule T = State Board Operated Schools Teachers

**Range:** Minimum and maximum pay for position by category

P = Professional

S = Support

NTP = Non-teaching Professional (State Board Operated Schools)

PT = Professional Teachers (State Board Operated Schools)

NTS = Non-teaching Support (State Board Operated Schools)

Class Code	Title	Schedule	Range
O00317	ACCOUNTING ANALYST	Schedule P	P3
O03359	ACCOUNTING AUDIT ANALYST	Schedule P	P8
O07001	ACCTG SPECIALIST	Schedule S	S6
O03012	ACTIVITIES DIRECTOR	Schedule N	NTP-25
O07010	ADMIN ASST	Schedule S	S5
O03303	ASST COMMISSIONER		Set salary
O03311	ASST DIRECTOR	Schedule P	P9
O03333	ASST DISTRICT SUPERVISOR	Schedule P	P10
O02007	ASST DORMITORY DIRECTOR	Schedule N	NTP-22
O03326	ASST FIELD OPERATIONS MGR	Schedule P	P13
O03513	ASST SUPERINTENDENT	Schedule P	P15
O04474	AUDIOLOGIST	Schedule N	NTP-34
O07020	BILLING SPEC	Schedule S	S3
O09404	BOARD MEMBER		Per Diem
O03511	BUILDING ADMINISTRATOR	Schedule T	PT
O03362	BUS ATTENDANT	Schedule N	NTS-3
O03360	BUS DRIVER	Schedule N	NTS-5
O04451	CHARTER SCHOOLS FIELD DIRECTOR	Schedule P	P12
O04452	CHARTER SCHOOLS OPERATIONS ASST	Schedule S	S9
O03321	CHIEF BUDGET OFFICER	Schedule P	P16
O03304	CHIEF OF STAFF		Set Salary
O03300	COMMISSIONER		Set Salary
O00050	COMMUNICATIONS ASSISTANT	Schedule P	P5
O00049	COMMUNICATIONS SPECIALIST	Schedule P	P9
O00048	COMMUNICATIONS COORDINATOR		Set Salary
O00051	COMMUNICATIONS TECHNICIAN	Schedule S	S10
O04476	COMMUNITY SUPPORT LIAISON	Schedule P	P6

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O00125	COMP INFO TECH	Schedule P	P3
O02061	COOK I	Schedule N	NTS-2
O02062	COOK II	Schedule N	NTS-3
O04470	COORDINATING SPEECH THPST	Schedule T	PT
O03306	COORDINATOR	Schedule P	P16
O04453	CSC EXECUTIVE DIRECTOR		Set Salary
O03004	CUSTODIAL WKR/TEACHER AIDE	Schedule N	NTS-3-NTS-9
O02013	CUSTODIAL WKR I/BUS ATTND	Schedule N	NTS-3
O02003	CUSTODIAL WORK SUPERVISOR	Schedule N	NTS-11
O02001	CUSTODIAL WORKER I	Schedule N	NTS-3
O02004	CUSTODIAL WORKER I/BUS DR	Schedule N	NTS-3
O02012	CUSTODIAL WORKER I/COOK I	Schedule N	NTS-3
O02002	CUSTODIAL WORKER II	Schedule N	NTS-8
O07032	DATA SPECIALIST	Schedule S	S7
O07011	DD CASE CONTROL ANALYST	Schedule S	S5
O07012	DD CE SPECIALIST	Schedule S	S5
O03342	DD COUNSELOR	Schedule P	P6
O03343	DD COUNSELOR I	Schedule P	P7
O03344	DD COUNSELOR II	Schedule P	P8
O03346	DD COUNSELOR III	Schedule P	P9
O03348	DD COUNSELOR IV	Schedule P	P10
O03318	DD SPECIALIST	No Schedule	Hrly
O03305	DDS ADMINISTRATOR	Schedule P	P16
O03301	DEPUTY COMMISSIONER		Set salary
O03310	DIRECTOR	Schedule P	P12
O03308	DIRECTOR OF LEGISLATIVE OUTREACH	Schedule P	P12
O03329	DISTRICT MANAGER	Schedule P	P12
O03332	DISTRICT SUPERVISOR	Schedule P	P11
O02006	DORMITORY DIRECTOR	Schedule N	NTP-24
O04445	ESY TEACHER	No schedule	Hrly
O00019	EXECUTIVE ASST TO THE COMMISSIONER OF EDUCATION	Schedule S	S12
O07052	EXECUTIVE ASST	Schedule S	S11
O03328	FIELD OPERATIONS MGR	Schedule P	P14
O03375	FOOD DISTRIBUTION SPECIALIST	Shedule P	P7
O02066	FOOD SERVICE MANAGER	Schedule N	NTP-21
O03307	GENERAL COUNSEL & GOV AFFAIRS		Set salary
O07085	GENERAL SERVICES SPEC	Schedule S	S8
O03059	GUIDANCE COUNSELOR	Schedule T	PT
O03339	HEARING OFFICER	Schedule P	P11
O05282	HOME SCHOOL COORDINATOR	Schedule N	NTP-28
O05283	HOME SCHOOL COORDINATOR/MS	Schedule N	NTP-31
O08888	HOMEBOUND TEACHER	Schedule T	PT
O03322	HR ANALYST	Schedule P	P5
O03323	HR SCHOOL SPECIALIST	Schedule P	P7
O03349	HUMAN RESOURCE MANAGER	Schedule P	P12
O03009	INSTRUCTIONAL SPECIALIST	Schedule P	P7

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O03340	INTAKE COUNSELOR	Schedule P	P6
O00002	INTERMEDIATE CLERK	No schedule	Hrly
O04477	INTERPRETER	Schedule P	P6
O02023	LAUNDRY WORKER	Schedule N	NTS-1
O07072	LEGAL ASSISTANT	Schedule S	S10
O04444	LONG TERM SUB TEACHER	No schedule	Hrly
O04479	MCDHH INTERPRETER CERT SPEC	Schedule P	P6
O04480	MCDHH INFORMATION PROGRAM SPEC	Schedule P	P6
O04478	MCDHH OFFICE SUPPORT SPECIALIST	Schedule S	S8
O03013	MEDIA SERVICES ADMN	Schedule T	PT
O03005	MOBL AND ORIENT INST	Schedule T	PT
O03010	MUSIC THERAPIST	Schedule T	PT
O02041	NIGHT WATCH	Schedule N	NTS-1
O04317	NURSE LPN	Schedule N	NTS-13
O04311	NURSING ASSISTANT	Schedule N	NTS-4
O03377	NUTRITION CONTRACT SPECIALIST	Schedule P	P7
O03376	NUTRITION PROGRAM SPECIALIST	Schedule P	P7
O04464	PHYSICAL EDUCATION TEACHER	Schedule T	PT
O04201	PHYSICIAN	Schedule P	P16
O03370	PLANNER	Schedule P	P7
O00240	PROCUREMENT MANAGER	Schedule P	P9
O07102	PROCUREMENT SPEC	Schedule S	S8
O03327	PROF RELATIONS OFFICER	Schedule P	P10
O07031	PROGRAM ANALYST	Schedule S	S7
O07030	PROGRAM SPECIALIST	Schedule S	S8
O04401	PSYCHOLOGIST	Schedule N	NTP-28
O03324	QUALITY ASSURANCE SPEC.	Schedule P	P10
O03312	REGIONAL FIELD TECH	Schedule P	P9
O03331	REGIONAL MANAGER	Schedule P	P13
O04324	REGISTERED NURSE	Schedule N	NTP-29
O04325	REGISTERED NURSE, BSN	Schedule N	NTP-30
O05042	RESIDENTIAL ADVISOR I	Schedule N	NTS-10
O05043	RESIDENTIAL ADVISOR II	Schedule N	NTS-12
O05044	RESIDENTIAL ADVISOR III	Schedule N	NTS-14
O03350	SCH TRANSP/FIN CONSULTANT	Schedule P	P7
O03358	SCHOOL FINANCE CONSULTANT	Schedule P	P7
O03021	SCHOOL LIBRARIAN	Schedule T	PT
O04450	SCHOOL SUPERVISOR	Schedule N	NTP-26
O07120	SECRETARY	Schedule S	S1
O00010	SECRETARY/TEACHER AIDE	Schedule N	NTS-11
O00007	SECY/TEACH AIDE/BUS AT	Schedule N	NTS-9
O03330	SENIOR HR ANALYST	Schedule P	P9
O00018	SPECIAL ASST TO THE COMM		Set Salary
O04472	SPEECH THERAPIST	Schedule T	PT
o03313	STATE/FED. COMPLIANCE OFFICER	Schedule P	P16
O02078	STOREKEEPER I	Schedule N	NTS-6
O02080	STOREKEEPER II	Schedule N	NTS-7

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O03011	STUDENT LIFE DIRECTOR	Schedule N	NTP-27
O03512	SUPERINTENDENT	Schedule P	P16
O03317	SUPERVISOR	Schedule P	P7
O03320	SUPERVISOR OF INSTRUCTION	Schedule P	P12
O02081	SUPPLY MANAGER	Schedule N	NTP-20
O03003	TCHR AIDE/BUS ATND	Schedule N	NTS-9-NTS-3
O03002	TCHR AIDE/BUS DRIVER	Schedule N	NTS-9-NTS-5
O03006	TEACHER	Schedule T	PT
O03001	TEACHER AIDE	Schedule N	NTS-9
O03007	TEACHER IN CHARGE	Schedule T	PT
O03008	VISION EDUCATION TEACHER AIDE	Schedule N	NTS-10
O03354	VR BUSINESS SPECIALIST	Schedule P	P6
O03355	VR BUSINESS SPECIALIST I	Schedule P	P7
O03356	VR BUSINESS SPECIALIST II	Schedule P	P8
O03357	VR BUSINESS SPECIALIST III	Schedule P	P9
O03334	VR COUNSELOR	Schedule P	P6
O03335	VR COUNSELOR I	Schedule P	P7
O03336	VR COUNSELOR II	Schedule P	P8
O03337	VR COUNSELOR III	Schedule P	P9
O03341	VR COUNSELOR IV	Schedule P	P10
O03338	VR DRIVER	No schedule	Hrly
O03325	VR SPECIALIST	No Schedule	Hrly

# Numerical Listing of Job Titles

## Job Title Listing Legend

The following items describe the columns on the alphabetical and numerical code job title listings.

**Class Code:** Corresponding number assigned to job classification (title)

**Title:** Description of position

**Schedule:** Applicable salary schedule

Schedule S = Support (Non-Exempt)

Schedule P = Professional (Exempt)

Schedule N = State Board Operated Schools School Term Non-teaching

Schedule T = State Board Operated Schools Teachers

**Range:** Minimum and maximum pay for position by category

P = Professional

S = Support

NTP = Non-teaching Professional (State Board Operated Schools)

PT = Professional Teachers (State Board Operated Schools)

NTS = Non-teaching Support (State Board Operated Schools)

Class Code	Title	Schedule	Range
O00002	INTERMEDIATE CLERK	No schedule	Hrly
O00007	SECY/TEACH AIDE/BUS AT	Schedule N	NTS-9
O00010	SECRETARY/TEACHER AIDE	Schedule N	NTS-11
O00018	SPECIAL ASST TO THE COMM		Set Salary
O00019	EXECUTIVE ASST TO THE COMMISSIONER OF EDUCATION	Schedule S	S12
O00048	COMMUNICATIONS COORDINATOR		Set Salary
O00049	COMMUNICATIONS SPECIALIST	Schedule P	P9
O00050	COMMUNICATIONS ASSISTANT	Schedule P	P5
O00051	COMMUNICATIONS TECHNICIAN	Schedule S	S10
O00125	COMP INFO TECH	Schedule P	P3
O00240	PROCUREMENT MANAGER	Schedule P	P9
O00317	ACCOUNTING ANALYST	Schedule P	P3
O02001	CUSTODIAL WORKER I	Schedule N	NTS-3
O02002	CUSTODIAL WORKER II	Schedule N	NTS-8
O02003	CUSTODIAL WORK SUPERVISOR	Schedule N	NTS-11
O02004	CUSTODIAL WORKER I/BUS DR	Schedule N	NTS-3
O02006	DORMITORY DIRECTOR	Schedule N	NTP-24
O02007	ASST DORMITORY DIRECTOR	Schedule N	NTP-22
O02012	CUSTODIAL WORKER I/COOK I	Schedule N	NTS-3
O02013	CUSTODIAL WKR I/BUS ATTND	Schedule N	NTS-3
O02023	LAUNDRY WORKER	Schedule N	NTS-1
O02041	NIGHT WATCH	Schedule N	NTS-1
O02061	COOK I	Schedule N	NTS-2
O02062	COOK II	Schedule N	NTS-3
O02066	FOOD SERVICE MANAGER	Schedule N	NTP-21
O02078	STOREKEEPER I	Schedule N	NTS-6

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O02080	STOREKEEPER II	Schedule N	NTS-7
O02081	SUPPLY MANAGER	Schedule N	NTP-20
O03001	TEACHER AIDE	Schedule N	NTS-9
O03002	TCHR AIDE/BUS DRIVER	Schedule N	NTS-9-NTS-5
O03003	TCHR AIDE/BUS ATND	Schedule N	NTS-9-NTS-3
O03004	CUSTODIAL WKR/TEACHER AIDE	Schedule N	NTS-3-NTS-9
O03005	MOBL AND ORIENT INST	Schedule T	PT
O03006	TEACHER	Schedule T	PT
O03007	TEACHER IN CHARGE	Schedule T	PT
O03008	VISION EDUCATION TEACHER AIDE	Schedule N	NTS-10
O03010	MUSIC THERAPIST	Schedule T	PT
O03011	STUDENT LIFE DIRECTOR	Schedule N	NTP-27
O03012	ACTIVITIES DIRECTOR	Schedule N	NTP-25
O03013	MEDIA SERVICES ADMN	Schedule T	PT
O03021	SCHOOL LIBRARIAN	Schedule T	PT
O03059	GUIDANCE COUNSELOR	Schedule T	PT
O03300	COMMISSIONER		Set Salary
O03301	DEPUTY COMMISSIONER		Set Salary
O03303	ASST COMMISSIONER		Set Salary
O03304	CHIEF OF STAFF		Set Salary
O03305	DDS ADMINISTRATOR	Schedule P	P16
O03306	COORDINATOR	Schedule P	P16
O03307	GENERAL COUNSEL & GOV AFFAIRS		Set Salary
O03308	DIRECTOR OF LEGISLATIVE OUTREACH	Schedule P	P12
O03009	INSTRUCTIONAL SPECIALIST	Schedule P	P7
O03310	DIRECTOR	Schedule P	P12
O03311	ASST DIRECTOR	Schedule P	P9
O03312	REGIONAL FIELD TECH	Schedule P	P9
O03313	STATE/FED. COMPLIANCE OFFICER	Schedule P	P16
O03317	SUPERVISOR	Schedule P	P7
O03318	DD SPECIALIST	No Schedule	Hrly
O03320	SUPERVISOR OF INSTRUCTION	Schedule P	P12
O03321	CHIEF BUDGET OFFICER	Schedule P	P16
O03322	HR ANALYST	Schedule P	P5
O03323	HR SCHOOL SPECIALIST	Schedule P	P7
O03324	QUALITY ASSURANCE SPEC.	Schedule P	P10
O03325	VR SPECIALIST	No Schedule	Hrly
O03326	ASST FIELD OPERATIONS MGR	Schedule P	P13
O03327	PROF RELATIONS OFFICER	Schedule P	P10
O03328	FIELD OPERATIONS MGR	Schedule P	P14
O03329	DISTRICT MANAGER	Schedule P	P12
O03330	SENIOR HR ANALYST	Schedule P	P9
O03331	REGIONAL MANAGER	Schedule P	P13
O03332	DISTRICT SUPERVISOR	Schedule P	P11
O03333	ASST DISTRICT SUPERVISOR	Schedule P	P10
O03334	VR COUNSELOR	Schedule P	P6
O03335	VR COUNSELOR I	Schedule P	P7

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O03336	VR COUNSELOR II	Schedule P	P8
O03337	VR COUNSELOR III	Schedule P	P9
O03338	VR DRIVER	No schedule	Hrly
O03339	HEARING OFFICER	Schedule P	P11
O03340	INTAKE COUNSELOR	Schedule P	P6
O03341	VR COUNSELOR IV	Schedule P	P10
O03342	DD COUNSELOR	Schedule P	P6
O03343	DD COUNSELOR I	Schedule P	P7
O03344	DD COUNSELOR II	Schedule P	P8
O03346	DD COUNSELOR III	Schedule P	P9
O03348	DD COUNSELOR IV	Schedule P	P10
O03349	HUMAN RESOURCE MANAGER	Schedule P	P12
O03350	SCH TRANSP/FIN CONSULTANT	Schedule P	P7
O03354	VR BUSINESS SPECIALIST	Schedule P	P6
O03355	VR BUSINESS SPECIALIST I	Schedule P	P7
O03356	VR BUSINESS SPECIALIST II	Schedule P	P8
O03357	VR BUSINESS SPECIALIST III	Schedule P	P9
O03358	SCHOOL FINANCE CONSULTANT	Schedule P	P7
O03359	ACCOUNTING AUDIT ANALYST	Schedule P	P8
O03360	BUS DRIVER	Schedule N	NTS-5
O03362	BUS ATTENDANT	Schedule N	NTS-3
O03370	PLANNER	Schedule P	P7
O03375	FOOD DISTRIBUTION SPECIALIST	Schedule P	P7
O03376	NUTRITION PROGRAM SPECIALIST	Schedule P	P7
O03377	NUTRITION CONTRACT SPECIALIST	Schedule P	P7
O03511	BUILDING ADMINISTRATOR	Schedule T	PT
O03512	SUPERINTENDENT	Schedule P	P16
O03513	ASST SUPERINTENDENT	Schedule P	P15
O04201	PHYSICIAN	Schedule P	P16
O04311	NURSING ASSISTANT	Schedule N	NTS-4
O04317	NURSE LPN	Schedule N	NTS-13
O04324	REGISTERED NURSE	Schedule N	NTP-29
O04325	REGISTERED NURSE, BSN	Schedule N	NTP-30
O04401	PSYCHOLOGIST	Schedule N	NTP-28
O04444	LONG TERM SUB TEACHER	No schedule	Hrly
O04445	ESY TEACHER	No schedule	Hrly
O04450	SCHOOL SUPERVISOR	Schedule N	NTP-26
O04451	CHARTER SCHOOLS FIELD DIRECTOR	Schedule P	P12
O04452	CHARTER SCHOOLS OPERATIONS ASST	Schedule S	S9
O04453	CSC EXECUTIVE DIRECTOR		Set Salary
O04464	PHYSICAL EDUCATION TEACHER	Schedule T	PT
O04470	COORDINATING SPEECH THPST	Schedule T	PT
O04472	SPEECH THERAPIST	Schedule T	PT
O04474	AUDIOLOGIST	Schedule N	NTP-34
O04476	COMMUNITY SUPPORT LIAISON	Schedule P	P6
O04477	INTERPRETER	Schedule P	P6
O04478	MCDHH OFFICE SUPPORT SPECIALIST	Schedule S	S8

<b>Class Code</b>	<b>Title</b>	<b>Schedule</b>	<b>Range</b>
O04479	MCDHH INTERPRETER CERT SPEC	Schedule P	P6
O04480	MCDHH INFORMATION PROGRAM SPEC	Schedule P	P6
O05042	RESIDENTIAL ADVISOR I	Schedule N	NTS-10
O05043	RESIDENTIAL ADVISOR II	Schedule N	NTS-12
O05044	RESIDENTIAL ADVISOR III	Schedule N	NTS-14
O05282	HOME SCHOOL COORDINATOR	Schedule N	NTP-28
O05283	HOME SCHOOL COORDINATOR/MS	Schedule N	NTP-31
O07001	ACCTG SPECIALIST	Schedule S	S6
O07010	ADMIN ASST	Schedule S	S5
O07011	DD CASE CONTROL ANALYST	Schedule S	S5
O07012	DD CE SPECIALIST	Schedule S	S5
O07020	BILLING SPEC	Schedule S	S3
O07030	PROGRAM SPECIALIST	Schedule S	S8
O07031	PROGRAM ANALYST	Schedule S	S7
O07032	DATA SPECIALIST	Schedule S	S7
O07052	EXECUTIVE ASST	Schedule S	S11
O07072	LEGAL ASSISTANT	Schedule S	S10
O07085	GENERAL SERVICES SPEC	Schedule S	S8
O07102	PROCUREMENT SPEC	Schedule S	S8
O07120	SECRETARY	Schedule S	S1
O08888	HOMEBOUND TEACHER	Schedule T	PT
O09404	BOARD MEMBER		Per Diem

# Instructions for Use of Salary Schedules

## **Salary Schedule S:**

- This salary schedule is used for all support staff;
- Support staff are considered “non-exempt” and subject to the Fair Labor Standards Act (FLSA) overtime rules;
- Non-exempt staff earn overtime over forty hours in one workweek and are paid or given compensatory time at time and a half;
- Placement on this salary schedule at any particular level is based on qualifications and experience;
- Placement on this salary schedule must be approved prior to making an offer to an applicant;
- All hourly positions are non-exempt according to the Fair Labor Standards Act.

## **Salary Schedule P:**

- This salary schedule is used for all professional staff outside of the schools;
- Professional staff are considered “exempt” from the FLSA unless they are hourly or otherwise designated;

## **Salary Schedule N - Annual:**

- This salary schedule lists the annual rate based on the employee working 2,080 hours per year. This schedule is used for all school-term, non-teaching staff located in one of the State Board Operated Schools;

## **Salary Schedule N - Hourly:**

- This salary schedule lists the hourly rate used for all school-term, non-teaching staff located in one of the State Board Operated Schools;

## **Salary Schedule T:**

- This salary schedule is used for placement of new teaching staff located in one of the State Board Operated Schools;
- Initial placement of new staff is based on accepted teaching experience, degree and college hours beyond that degree;
- This salary schedule is based on .70 FTE;
- Additional Educational Credits are given for salary repositioning of current employees based on repositioning procedures.
- Teachers with any type of full certification in special education, and/or for MSD or MSB, who have appropriate subject matter certification, may be placed on this salary schedule;
- Teachers with certifications not appropriate for the teaching assignment will be required to complete a professional development plan designed to ensure appropriate competencies within a 3 year period. A professional development plan may include college coursework or in-service training provided by supervisors and/or faculty associated with the school.

**Missouri Department of Elementary and Secondary Education**

**Salary Schedule S - FY2016**

Support - NonExempt Status

Approx. 4% Spread / 45% depth			
	Minimum	Midpoint	Maximum
S1	\$22,320.00	\$27,360.00	\$32,400.00
	\$930.00	\$1,140.00	\$1,350.00
S2	\$23,232.00	\$28,464.00	\$33,696.00
	\$968.00	\$1,186.00	\$1,404.00
S3	\$24,168.00	\$29,616.00	\$35,064.00
	\$1,007.00	\$1,234.00	\$1,461.00
S4	\$25,152.00	\$30,816.00	\$36,480.00
	\$1,048.00	\$1,284.00	\$1,520.00
S5	\$26,160.00	\$32,064.00	\$37,968.00
	\$1,090.00	\$1,336.00	\$1,582.00
S6	\$27,216.00	\$33,360.00	\$39,504.00
	\$1,134.00	\$1,390.00	\$1,646.00
S7	\$28,320.00	\$34,704.00	\$41,088.00
	\$1,180.00	\$1,446.00	\$1,712.00
S8	\$29,472.00	\$36,120.00	\$42,768.00
	\$1,228.00	\$1,505.00	\$1,782.00
S9	\$30,672.00	\$37,584.00	\$44,496.00
	\$1,278.00	\$1,566.00	\$1,854.00
S10	\$31,920.00	\$39,120.00	\$46,320.00
	\$1,330.00	\$1,630.00	\$1,930.00
S11	\$33,216.00	\$40,704.00	\$48,192.00
	\$1,384.00	\$1,696.00	\$2,008.00
S12	\$34,560.00	\$42,336.00	\$50,112.00
	\$1,440.00	\$1,764.00	\$2,088.00

Class Code	Title	Range
O07001	ACCTG SPECIALIST	S6
O07010	ADMIN ASST	S5
O07020	BILLING SPEC	S3
O04452	CHARTER SCHOOLS OPERATIONS ASST	S9
O00051	COMMUNICATION TECHNICIAN	S10
O07032	DATA SPECIALIST	S7
O07011	DD CASE CONTROL ANALYST	S5
O07012	DD CE SPECIALIST	S5
O07052	EXECUTIVE ASST	S11
O00019	EXECUTIVE ASST TO THE COMMISSIONER OF EDUCATION	S12
O07085	GENERAL SERVICES SPEC	S8
O07072	LEGAL ASSISTANT	S10
O04478	MCDHH OFFICE SUPPORT SPECIALIST	S8
O07102	PROCUREMENT SPEC	S8
O07031	PROGRAM ANALYST	S7
O07030	PROGRAM SPECIALIST	S8
O07120	SECRETARY	S1

## Missouri Department of Elementary and Secondary Education

## Salary Schedule P - FY2016

## Professional - Exempt Status

Range	Approx. 5% Spread / 50% depth		
	Minimum	Midpoint	Maximum
P1	\$28,296.00	\$35,376.00	\$42,456.00
	\$1,179.00	\$1,474.00	\$1,769.00
P2	\$29,712.00	\$37,152.00	\$44,592.00
	\$1,238.00	\$1,548.00	\$1,858.00
P3	\$31,200.00	\$39,000.00	\$46,800.00
	\$1,300.00	\$1,625.00	\$1,950.00
P4	\$32,760.00	\$40,968.00	\$49,176.00
	\$1,365.00	\$1,707.00	\$2,049.00
P5	\$34,416.00	\$43,032.00	\$51,648.00
	\$1,434.00	\$1,793.00	\$2,152.00
P6	\$36,144.00	\$45,192.00	\$54,240.00
	\$1,506.00	\$1,883.00	\$2,260.00
P7	\$37,968.00	\$47,472.00	\$56,976.00
	\$1,582.00	\$1,978.00	\$2,374.00
P8	\$39,888.00	\$49,872.00	\$59,856.00
	\$1,662.00	\$2,078.00	\$2,494.00
P9	\$41,904.00	\$52,392.00	\$62,880.00
	\$1,746.00	\$2,183.00	\$2,620.00
P10	\$44,016.00	\$55,032.00	\$66,048.00
	\$1,834.00	\$2,293.00	\$2,752.00
P11	\$46,224.00	\$57,792.00	\$69,360.00
	\$1,926.00	\$2,408.00	\$2,890.00
P12	\$48,552.00	\$60,696.00	\$72,840.00
	\$2,023.00	\$2,529.00	\$3,035.00
P13	\$51,000.00	\$63,768.00	\$76,536.00
	\$2,125.00	\$2,657.00	\$3,189.00
P14	\$53,568.00	\$66,960.00	\$80,352.00
	\$2,232.00	\$2,790.00	\$3,348.00
P15	\$56,256.00	\$70,320.00	\$84,384.00
	\$2,344.00	\$2,930.00	\$3,516.00
P16	\$59,088.00	\$73,872.00	\$88,656.00
	\$2,462.00	\$3,078.00	\$3,694.00

Code	Title	Range
O03342	DD COUNSELOR	P6
O03343	DD COUNSELOR I	P7
O03344	DD COUNSELOR II	P8
O03346	DD COUNSELOR III	P9
O03348	DD COUNSELOR IV	P10
O03318	DD SPECIALIST	Hrly
O03305	DDS ADMINISTRATOR	P16
O03310	DIRECTOR	P12
O03308	DIRECTOR OF LEGISLATIVE OUTREACH	P12
O03329	DISTRICT MANAGER	P12
O03332	DISTRICT SUPERVISOR	P11
O03328	FIELD OPERATIONS MGR	P14
O03375	FOOD DISTRIBUTION SPECIALIST	P7
O03339	HEARING OFFICER	P11
O03322	HR ANALYST	P5
O03323	HR SCHOOL SPECIALIST	P7
O03349	HUMAN RESOURCE MANAGER	P12
O03009	INSTRUCTIONAL SPECIALIST	P7
O03340	INTAKE COUNSELOR	P6
O04477	INTERPRETER	P6
O04479	MCDHH INTERPRETER CERT SPEC.	P6
O04480	MCDHH INFORMATION PROGRAM SPEC	P6
O03377	NUTRITION CONTRACT SPECIALIST	P7
O03376	NUTRITION PROGRAM SPECIALIST	P7
O04201	PHYSICIAN	P16
O03370	PLANNER	P7
O00240	PROCUREMENT MANAGER	P9
O03327	PROF RELATIONS OFFICER	P10
O03324	QUALITY ASSURANCE SPEC.	P10
O03312	REGIONAL FIELD TECH	P9
O03331	REGIONAL MANAGER	P13
O03350	SCH TRANSP/FIN CONSULTANT	P7
O03358	SCHOOL FINANCE CONSULTANT	P7
O03330	SENIOR HR ANALYST	P9
O03313	STATE/FED. COMPLIANCE OFFICER	P16
O03512	SUPERINTENDENT	P16
O03317	SUPERVISOR	P7
O03320	SUPERVISOR OF INSTRUCTION	P12
O03354	VR BUSINESS SPECIALIST	P6
O03355	VR BUSINESS SPECIALIST I	P7
O03356	VR BUSINESS SPECIALIST II	P8
O03357	VR BUSINESS SPECIALIST III	P9
O03334	VR COUNSELOR	P6
O03335	VR COUNSELOR I	P7
O03336	VR COUNSELOR II	P8
O03337	VR COUNSELOR III	P9
O03341	VR COUNSELOR IV	P10
O03325	VR SPECIALIST	Hrly

Code	Title	Range
O00317	ACCOUNTING ANALYST	P3
O03359	ACCOUNTING AUDIT ANALYST	P8
O03311	ASST DIRECTOR	P9
O03333	ASST DISTRICT SUPERVISOR	P10
O03326	ASST FIELD OPERATIONS MGR	P13
O03513	ASST SUPERINTENDENT	P12
O04451	CHARTER SCHOOLS FIELD DIRECTOR	P12
O03321	CHIEF BUDGET OFFICER	P16
O00050	COMMUNICATIONS ASSISTANT	P5
O00049	COMMUNICATIONS SPECIALIST	P9
O04476	COMMUNITY SUPPORT LIAISON	P6
O00125	COMP INFO TECH	P3
O03306	COORDINATOR	P16

**Missouri Department of Elementary and Secondary Education**  
**State Operated Schools**  
**Non-Teaching Salary Schedule N**  
**FY2016 Annual**  
Based on a 2,080 hour year

<b>Code</b>	<b>Proposed Range</b>	<b>Classification</b>	<b>Annual Minimum</b>	<b>Annual Midpoint</b>	<b>Annual Maximum</b>
2023	NTS-1	Laundry Worker	\$19,053	\$22,391	\$25,728
2041	NTS-1	Nightwatch	\$19,053	\$22,391	\$25,728
2061	NTS-2	Cook I	\$19,656	\$23,100	\$26,544
2001	NTS-3	Custodial Worker I	\$20,904	\$24,564	\$28,224
2062	NTS-3	Cook II	\$20,904	\$24,564	\$28,224
3362	NTS-3	Bus Attendant	\$20,904	\$24,564	\$28,224
4311	NTS-4	Nursing Assistant	\$21,404	\$25,150	\$28,896
3360	NTS-5	Bus Driver	\$21,549	\$25,331	\$29,112
2078	NTS-6	Storekeeper I	\$22,194	\$26,085	\$29,976
2080	NTS-7	Storekeeper II	\$22,839	\$26,840	\$30,840
2002	NTS-8	Custodial Worker II	\$22,943	\$26,964	\$30,984
3001	NTS-9	Teacher Aide	\$23,629	\$27,775	\$31,920
5042	NTS-10	Residential Advisor I	\$25,148	\$29,554	\$33,960
3008	NTS-10	Vision Education Teacher Aide	\$25,148	\$29,554	\$33,960
2003	NTS-11	Custodial Worker Supervisor	\$25,626	\$30,117	\$34,608
5043	NTS-12	Residential Advisor II	\$26,770	\$31,457	\$36,144
4317	NTS-13	Nurse LPN	\$28,996	\$34,070	\$39,144
5044	NTS-14	Residential Advisor III	\$29,599	\$34,780	\$39,960
2081	NTP-20	Supply Manager	\$29,973	\$35,219	\$40,464
2066	NTP-21	Food Service Manager	\$30,680	\$36,052	\$41,424
2007	NTP-22	Assistant Dormitory Director	\$31,533	\$37,055	\$42,576
2006	NTP-24	Dormitory Director	\$36,234	\$42,585	\$48,936
3012	NTP-25	Activities Director	\$37,981	\$44,635	\$51,288
4450	NTP-26	School Supervisor	\$41,704	\$49,004	\$56,304
3011	NTP-27	Student Life Director	\$42,952	\$50,480	\$58,008
4401	NTP-28	Psychologist	\$43,639	\$51,280	\$58,920
5282	NTP-28	Home School Coordinator	\$43,639	\$51,280	\$58,920
4324	NTP-29	Registered Nurse	\$45,053	\$52,947	\$60,840
4325	NTP-30	Registered Nurse, BSN	\$47,112	\$55,368	\$63,624
5283	NTP-31	Home School Coordinator, MS	\$47,487	\$55,808	\$64,128
4474	NTP-34	Audiologist	\$49,920	\$58,656	\$67,392

**Missouri Department of Elementary and Secondary Education**  
**State Operated Schools**  
**Non-Teaching Salary Schedule N**  
**FY2016 Hourly**

<b>Code</b>	<b>Proposed Range</b>	<b>Classification</b>	<b>Hourly Minimum</b>	<b>Hourly Midpoint</b>	<b>Hourly Maximum</b>
2023	NTS-1	Laundry Worker	\$9.16	\$10.76	\$12.37
2041	NTS-1	Nightwatch	\$9.16	\$10.76	\$12.37
2061	NTS-2	Cook I	\$9.45	\$11.11	\$12.76
2001	NTS-3	Custodial Worker I	\$10.05	\$11.81	\$13.57
2062	NTS-3	Cook II	\$10.05	\$11.81	\$13.57
3362	NTS-3	Bus Attendant	\$10.05	\$11.81	\$13.57
4311	NTS-4	Nursing Assistant	\$10.29	\$12.09	\$13.89
3360	NTS-5	Bus Driver	\$10.36	\$12.18	\$14.00
2078	NTS-6	Storekeeper I	\$10.67	\$12.54	\$14.41
2080	NTS-7	Storekeeper II	\$10.98	\$12.90	\$14.83
2002	NTS-8	Custodial Worker II	\$11.03	\$12.96	\$14.90
3001	NTS-9	Teacher Aide	\$11.36	\$13.35	\$15.35
5042	NTS-10	Residential Advisor I	\$12.09	\$14.21	\$16.33
3008	NTS-10	Vision Education Teacher Aide	\$12.09	\$14.21	\$16.33
2003	NTS-11	Custodial Worker Supervisor	\$12.32	\$14.48	\$16.64
5043	NTS-12	Residential Advisor II	\$12.87	\$15.12	\$17.38
4317	NTS-13	Nurse LPN	\$13.94	\$16.38	\$18.82
5044	NTS-14	Residential Advisor III	\$14.23	\$16.72	\$19.21
2081	NTP-20	Supply Manager	\$14.41	\$16.93	\$19.45
2066	NTP-21	Food Service Manager	\$14.75	\$17.33	\$19.92
2007	NTP-22	Assistant Dormitory Director	\$15.16	\$17.81	\$20.47
2006	NTP-24	Dormitory Director	\$17.42	\$20.47	\$23.53
3012	NTP-25	Activities Director	\$18.26	\$21.46	\$24.66
4450	NTP-26	School Supervisor	\$20.05	\$23.56	\$27.07
3011	NTP-27	Student Life Director	\$20.65	\$24.27	\$27.89
4401	NTP-28	Psychologist	\$20.98	\$24.65	\$28.33
5282	NTP-28	Home School Coordinator	\$20.98	\$24.65	\$28.33
4324	NTP-29	Registered Nurse	\$21.66	\$25.46	\$29.25
4325	NTP-30	Registered Nurse, BSN	\$22.65	\$26.62	\$30.59
5283	NTP-31	Home School Coordinator, MS	\$22.83	\$26.83	\$30.83
4474	NTP - 34	Audiologist	\$24.00	\$28.20	\$32.40

**Missouri Department of Elementary and Secondary Education • FY16 Rates**  
**State Operated Schools Teacher Salary Schedule T**

<b>Class Code</b>	<b>Title</b>	<b>Range</b>
O03511	BUILDING ADMINISTRATOR	PT
O04470	COORDINATING SPEECH THPST	PT
O03059	GUIDANCE COUNSELOR	PT
O08888	HOMEBOUND TEACHER	PT
O03013	MEDIA SERVICES ADMN	PT
O03005	MOBL AND ORIENT INST	PT
O03010	MUSIC THERAPIST	PT
O04464	PHYSICAL EDUCATION TEACHER	PT
O03021	SCHOOL LIBRARIAN	PT
O04472	SPEECH THERAPIST	PT
O03006	TEACHER	PT
O03007	TEACHER IN CHARGE	PT

<b>Credited Teaching Experience</b>	<b>B.S.</b>	<b>B.S. +10</b>	<b>B.S. +20</b>	<b>B.S. +30/ M.A.</b>	<b>M.A. +10</b>	<b>M.A. +20</b>	<b>M.A. +30</b>
T-0	\$27,504	\$27,960	\$28,416	\$28,968	\$29,424	\$29,880	\$30,432
T-1	\$27,600	\$28,056	\$28,512	\$29,064	\$29,520	\$29,976	\$30,528
T-2	\$27,744	\$28,200	\$28,656	\$29,208	\$29,664	\$30,120	\$30,672
T-3	\$27,960	\$28,416	\$28,872	\$29,424	\$29,880	\$30,336	\$30,888
T-4	\$28,224	\$28,680	\$29,136	\$29,688	\$30,144	\$30,600	\$31,152
T-5	\$28,488	\$28,944	\$29,400	\$29,952	\$30,408	\$30,864	\$31,416
T-6	\$28,728	\$29,184	\$29,640	\$30,192	\$30,648	\$31,104	\$31,656
T-7	\$29,184	\$29,640	\$30,096	\$30,648	\$31,104	\$31,560	\$32,112
T-8	\$29,640	\$30,096	\$30,552	\$31,104	\$31,560	\$32,016	\$32,568
T-9	\$30,096	\$30,552	\$31,008	\$31,560	\$32,016	\$32,472	\$33,024
T-10	\$30,528	\$30,984	\$31,440	\$33,000	\$33,000	\$33,000	\$33,456
T-11	\$31,008	\$31,464	\$31,920	\$33,000	\$33,000	\$33,384	\$33,936
T-12	\$31,560	\$32,016	\$32,472	\$33,024	\$33,480	\$33,936	\$34,488
T-13	\$32,208	\$32,664	\$33,120	\$33,672	\$34,128	\$34,584	\$35,136
T-14	\$32,856	\$33,312	\$33,768	\$34,320	\$34,776	\$35,232	\$35,784
T-15	\$33,504	\$33,960	\$34,416	\$34,968	\$35,424	\$35,880	\$36,432

**Compensation for Additional Education and Years Reflected in Above Schedule**

<b>Additional Educational Credits</b>	<b>Additional Salary</b>
BS+10	<b>\$456</b>
BS+20	<b>\$456</b>
BS+30/MA	<b>\$552</b>
MA+10	<b>\$456</b>
MA+20	<b>\$456</b>
MA+30	<b>\$552</b>

<b>Substitute Professionals Hourly Rates</b>	
Short Term Sub	\$14.03
Long Term Sub	\$20.90
Long Term Sub w/ Masters*	\$25.08
ESY Short Term Sub Teacher **	\$14.33
ESY Teacher ***	\$22.10
Homebound Teacher	\$24.23

\* Requires 10 years experience

\*\* ESY Short Term Substitute Teacher is called in to substitute during the Summer session

\*\*\* ESY Teacher is the assigned teacher for the extended school year Summer session.

(Short Term Substitute Teacher class code O04445 is used for both of the ESY positions since they are temporary positions.)