

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:**June 2017**

CONSIDERATION OF FISCAL YEAR 2018 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, 2017 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:

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

RECOMMENDATION:

The Department recommends that the State Board adopt the Fiscal Year 2018 Salary Schedule Catalog as presented.

Missouri Department of Elementary and Secondary Education

Salary Schedule Catalog FY 2017-2018



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205 Jefferson St., P.O. Box 480
 Jefferson City, MO 65102-0480
 573-751-9619
<http://dese.mo.gov>

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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 Non-Teaching
	Schedule T = State Board Operated Schools Teachers

Class Code	Title	Schedule
O00317	ACCOUNTING ANALYST	P
O03359	ACCOUNTING AUDIT ANALYST	P
O07001	ACCOUNTING SPECIALIST	S
O03012	ACTIVITIES DIRECTOR	N
O07010	ADMINISTRATIVE ASSISTANT	S
O03303	ASSISTANT COMMISSIONER	Set Salary
O03311	ASSISTANT DIRECTOR	P
O03333	ASSISTANT DISTRICT SUPERVISOR	P
O02007	ASSISTANT DORMITORY DIRECTOR	N
O03326	ASSISTANT FIELD OPERATIONS MANAGER	P
O07135	ASSISTANT FOOD SERVICE MANAGER	N
O03513	ASSISTANT SUPERINTENDENT	N
O04474	AUDIOLOGIST	N
O07020	BILLING SPECIALIST	S
O09404	BOARD MEMBER	Per Diem
O03511	BUILDING ADMINISTRATOR	T
O03362	BUS ATTENDANT	N
O03360	BUS DRIVER	N
O04455	CAREER PATHWAYS MANAGER	P
O09100	CEP MANAGER	P
O04451	CHARTER SCHOOLS FIELD DIRECTOR	P
O04452	CHARTER SCHOOLS OPERATIONS ASSISTANT	S
O03321	CHIEF BUDGET OFFICER	Set Salary
O03361	CHIEF DATA OFFICER	Set Salary
O03304	CHIEF OF STAFF	Set Salary
O03313	CHIEF OPERATIONS OFFICER	Set Salary
O07130	CLINICAL AUDIOLOGY AIDE	N
O03300	COMMISSIONER	Set Salary
O00050	COMMUNICATIONS ASSISTANT	P
O00049	COMMUNICATIONS SPECIALIST	P
O00048	COMMUNICATIONS COORDINATOR	Set Salary

Class Code	Title	Schedule
O00051	COMMUNICATIONS TECHNICIAN	S
O04476	COMMUNITY SUPPORT LIAISON	P
O00125	COMPUTER INFORMATION TECHNICIAN	P
O02061	COOK I	N
O02062	COOK II	N
O03306	COORDINATOR	P
O03308	COORDINATOR OF LEGISLATIVE OUTREACH	P
O04453	CSC EXECUTIVE DIRECTOR	Set Salary
O03004	CUSTODIAL WORKER/TEACHER AIDE	N
O02013	CUSTODIAL WORKER I/BUS ATTENDANT	N
O02003	CUSTODIAL WORKER SUPERVISOR	N
O02001	CUSTODIAL WORKER I	N
O02004	CUSTODIAL WORKER I/BUS DRIVER	N
O02012	CUSTODIAL WORKER I/COOK I	N
O02002	CUSTODIAL WORKER II	N
O07032	DATA SPECIALIST	S
O07011	DD CASE CONTROL ANALYST	S
O07012	DD CE SPECIALIST	S
O03342	DD COUNSELOR	P
O03343	DD COUNSELOR I	P
O03344	DD COUNSELOR II	P
O03346	DD COUNSELOR III	P
O03348	DD COUNSELOR IV	P
O03318	DD SPECIALIST	Hrly
O03305	DDS ADMINISTRATOR	P
O03301	DEPUTY COMMISSIONER	Set Salary
O03310	DIRECTOR	P
O03329	DISTRICT MANAGER	P
O03332	DISTRICT SUPERVISOR	P
O02006	DORMITORY DIRECTOR	N
O04445	ESY TEACHER	Hrly
O00019	EXECUTIVE ASSISTANT TO THE COMMISSIONER OF EDUCATION	S
O07052	EXECUTIVE ASSISTANT	S
O03018	FAMILIES FIRST PROGRAM OFFICER	N
O03328	FIELD OPERATIONS MANAGER	P
O03375	FOOD DISTRIBUTION SPECIALIST	P
O02066	FOOD SERVICE MANAGER	N
O00005	FRONT LINE REPRESENTATIVE	Hrly
O03307	GENERAL COUNSEL & GOVERNMENTAL AFFAIRS	Set Salary
O07085	GENERAL SERVICES SPECIALIST	S
O03059	GUIDANCE COUNSELOR	T
O03339	HEARING OFFICER	P
O05282	HOME SCHOOL COORDINATOR	N
O05283	HOME SCHOOL COORDINATOR/MS	N

Class Code	Title	Schedule
O08888	HOMEBOUND TEACHER	T
O03322	HUMAN RESOURCE ANALYST	P
O03323	HUMAN RESOURCE SCHOOL SPECIALIST	P
O03349	HUMAN RESOURCE MANAGER	P
O03009	INSTRUCTIONAL SPECIALIST	N
O03340	INTAKE COUNSELOR	P
O00002	INTERMEDIATE CLERK	Hrly
O04477	INTERPRETER	P
O02023	LAUNDRY WORKER	N
O03380	LEAD NUTRITION PROGRAM ANALYST	P
O07072	LEGAL ASSISTANT	S
O04444	LONG TERM SUB TEACHER	Hrly
O04479	MCDHH INTERPRETER CERTIFICATION SPECIALIST	P
O04480	MCDHH INFORMATION PROGRAM SPECIALIST	P
O04478	MCDHH OFFICE SUPPORT SPECIALIST	S
O03005	MOBILITY AND ORIENTATION INSTRUCTOR	T
O03530	MSSD AREA DIRECTOR	N
O02041	NIGHT WATCH	N
O04317	NURSE LPN	N
O04311	NURSING ASSISTANT	N
O03377	NUTRITION CONTRACT SPECIALIST	P
O03379	NUTRITION FINANCE SPECIALIST	P
O03376	NUTRITION PROGRAM SPECIALIST	P
O04464	PHYSICAL EDUCATION TEACHER	T
O04201	PHYSICIAN	P
O03370	PLANNER	P
O00240	PROCUREMENT MANAGER	P
O07102	PROCUREMENT SPECIALIST	S
O03327	PROFESSIONAL RELATIONS OFFICER	P
O07031	PROGRAM ANALYST	S
O07030	PROGRAM SPECIALIST	S
O04401	PSYCHOLOGIST	N
O03324	QUALITY ASSURANCE SPECIALIST	P
O03312	REGIONAL FIELD TECHNICIAN	P
O03331	REGIONAL MANAGER	P
O04324	REGISTERED NURSE	N
O04325	REGISTERED NURSE, BSN	N
O07040	RESEARCH ANALYST	P
O05042	RESIDENTIAL ADVISOR I	N
O05043	RESIDENTIAL ADVISOR II	N
O05044	RESIDENTIAL ADVISOR III	N
O03358	SCHOOL FINANCE CONSULTANT	P
O03021	SCHOOL LIBRARIAN	T
O04450	SCHOOL SUPERVISOR	N
O07120	SECRETARY	S

Class Code	Title	Schedule
O00010	SECRETARY/TEACHER AIDE	N
O00007	SECRETARY/TEACHER AIDE/BUS ATTENDANT	N
O03330	SENIOR HUMAN RESOURCE ANALYST	P
O00018	SPECIAL ASSISTANT TO THE COMMISSIONER	Set Salary
O04472	SPEECH THERAPIST	N
O03378	STANDARD/ASSESSMENT ADMINISTRATOR	P
O02078	STOREKEEPER I	N
O02080	STOREKEEPER II	N
O03011	STUDENT LIFE DIRECTOR	N
O03350	STUDENT TRANSPORTATION MANAGER	P
O03512	SUPERINTENDENT	N
O03317	SUPERVISOR	P
O03320	SUPERVISOR OF INSTRUCTION	P
O02081	SUPPLY MANAGER	N
O03003	TEACHER AIDE/BUS ATTENDANT	N
O03002	TEACHER AIDE/BUS DRIVER	N
O03006	TEACHER	T
O03001	TEACHER AIDE	N
O03007	TEACHER IN CHARGE	T
O07121	TECHNICAL WRITER	S
O03008	VISION EDUCATION TEACHER AIDE	N
O03354	VR BUSINESS SPECIALIST	P
O03355	VR BUSINESS SPECIALIST I	P
O03356	VR BUSINESS SPECIALIST II	P
O03357	VR BUSINESS SPECIALIST III	P
O03334	VR COUNSELOR	P
O03335	VR COUNSELOR I	P
O03336	VR COUNSELOR II	P
O03337	VR COUNSELOR III	P
O03341	VR COUNSELOR IV	P
O03338	VR DRIVER	Hrly
O03325	VR SPECIALIST	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 Non-Teaching
	Schedule T = State Board Operated Schools Teachers

Class Code	Title	Schedule
O00002	INTERMEDIATE CLERK	Hrly
O00005	FRONT LINE REPRESENTATIVE	Hrly
O00007	SECRETARY/TEACHER AIDE/BUS ATTENDANT	N
O00010	SECRETARY/TEACHER AIDE	N
O00018	SPECIAL ASSISTANT TO THE COMMISSIONER	Set Salary
O00019	EXECUTIVE ASSISTANT TO THE COMMISSIONER OF EDUCATION	S
O00048	COMMUNICATIONS COORDINATOR	Set Salary
O00049	COMMUNICATIONS SPECIALIST	P
O00050	COMMUNICATIONS ASSISTANT	P
O00051	COMMUNICATIONS TECHNICIAN	S
O00125	COMPUTER INFORMATION TECHNICIAN	P
O00240	PROCUREMENT MANAGER	P
O00317	ACCOUNTING ANALYST	P
O02001	CUSTODIAL WORKER I	N
O02002	CUSTODIAL WORKER II	N
O02003	CUSTODIAL WORKER SUPERVISOR	N
O02004	CUSTODIAL WORKER I/BUS DRIVER	N
O02006	DORMITORY DIRECTOR	N
O02007	ASSISTANT DORMITORY DIRECTOR	N
O02012	CUSTODIAL WORKER I/COOK I	N
O02013	CUSTODIAL WORKER I/BUS ATTENDANT	N
O02023	LAUNDRY WORKER	N
O02041	NIGHT WATCH	N
O02061	COOK I	N
O02062	COOK II	N
O02066	FOOD SERVICE MANAGER	N
O02078	STOREKEEPER I	N
O02080	STOREKEEPER II	N
O02081	SUPPLY MANAGER	N
O03001	TEACHER AIDE	N
O03002	TEACHER AIDE/BUS DRIVER	N

Class Code	Title	Schedule
O03003	TEACHER AIDE/BUS ATTENDANT	N
O03004	CUSTODIAL WORKER/TEACHER AIDE	N
O03005	MOBILITY AND ORIENTATION INSTRUCTOR	T
O03006	TEACHER	T
O03007	TEACHER IN CHARGE	T
O03008	VISION EDUCATION TEACHER AIDE	N
O03009	INSTRUCTIONAL SPECIALIST	N
O03011	STUDENT LIFE DIRECTOR	N
O03012	ACTIVITIES DIRECTOR	N
O03018	FAMILIES FIRST PROGRAM OFFICER	N
O03021	SCHOOL LIBRARIAN	T
O03059	GUIDANCE COUNSELOR	T
O03300	COMMISSIONER	Set Salary
O03301	DEPUTY COMMISSIONER	Set Salary
O03303	ASSISTANT COMMISSIONER	Set Salary
O03304	CHIEF OF STAFF	Set Salary
O03305	DDS ADMINISTRATOR	P
O03306	COORDINATOR	P
O03307	GENERAL COUNSEL & GOVERNMENTAL AFFAIRS	Set Salary
O03308	COORDINATOR OF LEGISLATIVE OUTREACH	P
O03310	DIRECTOR	P
O03311	ASSISTANT DIRECTOR	P
O03312	REGIONAL FIELD TECHNICIAN	P
O03313	CHIEF OPERATIONS OFFICER	Set Salary
O03317	SUPERVISOR	P
O03318	DD SPECIALIST	Hrly
O03320	SUPERVISOR OF INSTRUCTION	P
O03321	CHIEF BUDGET OFFICER	Set Salary
O03322	HUMAN RESOURCE ANALYST	P
O03323	HUMAN RESOURCE SCHOOL SPECIALIST	P
O03324	QUALITY ASSURANCE SPECIALIST	P
O03325	VR SPECIALIST	Hrly
O03326	ASSISTANT FIELD OPERATIONS MANAGER	P
O03327	PROFESSIONAL RELATIONS OFFICER	P
O03328	FIELD OPERATIONS MANAGER	P
O03329	DISTRICT MANAGER	P
O03330	SENIOR HUMAN RESOURCE ANALYST	P
O03331	REGIONAL MANAGER	P
O03332	DISTRICT SUPERVISOR	P
O03333	ASSISTANT DISTRICT SUPERVISOR	P
O03334	VR COUNSELOR	P
O03335	VR COUNSELOR I	P
O03336	VR COUNSELOR II	P
O03337	VR COUNSELOR III	P
O03338	VR DRIVER	Hrly

Class Code	Title	Schedule
O03339	HEARING OFFICER	P
O03340	INTAKE COUNSELOR	P
O03341	VR COUNSELOR IV	P
O03342	DD COUNSELOR	P
O03343	DD COUNSELOR I	P
O03344	DD COUNSELOR II	P
O03346	DD COUNSELOR III	P
O03348	DD COUNSELOR IV	P
O03349	HUMAN RESOURCE MANAGER	P
O03350	STUDENT TRANSPORTATION MANAGER	P
O03354	VR BUSINESS SPECIALIST	P
O03355	VR BUSINESS SPECIALIST I	P
O03356	VR BUSINESS SPECIALIST II	P
O03357	VR BUSINESS SPECIALIST III	P
O03358	SCHOOL FINANCE CONSULTANT	P
O03359	ACCOUNTING AUDIT ANALYST	P
O03360	BUS DRIVER	N
O03361	CHIEF DATA OFFICER	Set Salary
O03362	BUS ATTENDANT	N
O03370	PLANNER	P
O03375	FOOD DISTRIBUTION SPECIALIST	P
O03376	NUTRITION PROGRAM SPECIALIST	P
O03377	NUTRITION CONTRACT SPECIALIST	P
O03378	STANDARD/ASSESSMENT ADMINISTRATOR	P
O03379	NUTRITION FINANCE SPECIALIST	P
O03380	LEAD NUTRITION PROGRAM ANALYST	P
O03511	BUILDING ADMINISTRATOR	T
O03512	SUPERINTENDENT	N
O03513	ASSISTANT SUPERINTENDENT	N
O03530	MSSD AREA DIRECTOR	N
O04201	PHYSICIAN	P
O04311	NURSING ASSISTANT	N
O04317	NURSE LPN	N
O04324	REGISTERED NURSE	N
O04325	REGISTERED NURSE, BSN	N
O04401	PSYCHOLOGIST	N
O04444	LONG TERM SUB TEACHER	Hrly
O04445	ESY TEACHER	Hrly
O04450	SCHOOL SUPERVISOR	N
O04451	CHARTER SCHOOLS FIELD DIRECTOR	P
O04452	CHARTER SCHOOLS OPERATIONS ASSISTANT	S
O04453	CSC EXECUTIVE DIRECTOR	Set Salary
O04455	CAREER PATHWAYS MANAGER	P
O04464	PHYSICAL EDUCATION TEACHER	T
O04472	SPEECH THERAPIST	T

Class Code	Title	Schedule
O04474	AUDIOLOGIST	N
O04476	COMMUNITY SUPPORT LIAISON	P
O04477	INTERPRETER	P
O04478	MCDHH OFFICE SUPPORT SPECIALIST	S
O04479	MCDHH INTERPRETER CERTIFICATION SPECIALIST	P
O04480	MCDHH INFORMATION PROGRAM SPECIALIST	P
O05042	RESIDENTIAL ADVISOR I	N
O05043	RESIDENTIAL ADVISOR II	N
O05044	RESIDENTIAL ADVISOR III	N
O05282	HOME SCHOOL COORDINATOR	N
O05283	HOME SCHOOL COORDINATOR/MS	N
O07001	ACCOUNTING SPECIALIST	S
O07010	ADMINISTRATIVE ASSISTANT	S
O07011	DD CASE CONTROL ANALYST	S
O07012	DD CE SPECIALIST	S
O07020	BILLING SPECIALIST	S
O07030	PROGRAM SPECIALIST	S
O07031	PROGRAM ANALYST	S
O07032	DATA SPECIALIST	S
O07040	RESEARCH ANALYST	P
O07052	EXECUTIVE ASSISTANT	S
O07072	LEGAL ASSISTANT	S
O07102	PROCUREMENT SPECIALIST	S
O07120	SECRETARY	S
O07121	TECHNICAL WRITER	S
O07130	CLINICAL AUDIOLOGY AIDE	N
O07135	ASSISTANT FOOD SERVICE MANAGER	N
O08888	HOUBOUND TEACHER	T
O09100	CEP MANAGER	P
O09404	BOARD MEMBER	Per Diem

Instructions for Use of Salary Schedules S, P, N and T

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.

Salary Schedule S

Support (Non-Exempt Status)

	Approx. 4% Spread / 45% depth		
	Minimum	Midpoint	Maximum
S1	\$22,560.00	\$27,648.00	\$32,736.00
	\$940.00	\$1,152.00	\$1,364.00
S2	\$23,472.00	\$28,752.00	\$34,056.00
	\$978.00	\$1,198.00	\$1,419.00
S3	\$24,432.00	\$29,928.00	\$35,424.00
	\$1,018.00	\$1,247.00	\$1,476.00
S4	\$25,416.00	\$31,128.00	\$36,864.00
	\$1,059.00	\$1,297.00	\$1,536.00
S5	\$26,424.00	\$32,400.00	\$38,352.00
	\$1,101.00	\$1,350.00	\$1,598.00
S6	\$27,504.00	\$33,696.00	\$39,912.00
	\$1,146.00	\$1,404.00	\$1,663.00
S7	\$28,608.00	\$35,064.00	\$41,520.00
	\$1,192.00	\$1,461.00	\$1,730.00
S8	\$29,784.00	\$36,504.00	\$43,200.00
	\$1,241.00	\$1,521.00	\$1,800.00
S9	\$30,984.00	\$37,968.00	\$44,952.00
	\$1,291.00	\$1,582.00	\$1,873.00
S10	\$32,256.00	\$39,528.00	\$46,800.00
	\$1,344.00	\$1,647.00	\$1,950.00
S11	\$33,552.00	\$41,112.00	\$48,696.00
	\$1,398.00	\$1,713.00	\$2,029.00
S12	\$34,920.00	\$42,768.00	\$50,616.00
	\$1,455.00	\$1,782.00	\$2,109.00

Class	Title	Range
O07001	ACCOUNTING SPECIALIST	S6
O07010	ADMINISTRATIVE ASSISTANT	S5
O07020	BILLING SPECIALIST	S3
O04452	CHARTER SCHOOLS OPERATIONS ASSISTANT	S9
O00051	COMMUNICATION TECHNICIAN	S10
O07032	DATA SPECIALIST	S7
O07011	DD CASE CONTROL ANALYST	S5
O07012	DD CE SPECIALIST	S5
O07052	EXECUTIVE ASSISTANT	S11
O00019	EXECUTIVE ASSISTANT TO THE COMMISSIONER OF EDUCATION	S12
O00005	FRONT LINE REPRESENTATIVE	Hrly
O07085	GENERAL SERVICES SPECIALIST	S8
O00002	INTERMEDIATE CLERK	Hrly
O07072	LEGAL ASSISTANT	S10
O04478	MCDHH OFFICE SUPPORT SPECIALIST	S8
O07102	PROCUREMENT SPECIALIST	S8
O07031	PROGRAM ANALYST	S7
O07030	PROGRAM SPECIALIST	S8
O07120	SECRETARY	S1
O07121	TECHNICAL WRITER	S10
O03338	VR DRIVER	Hrly

Salary Schedule P

Professional (Exempt Status)

Approx. 5% Spread / 50% depth			
Range	Minimum	Midpoint	Maximum
P1	\$28,584.00	\$35,736.00	\$42,888.00
	\$1,191.00	\$1,489.00	\$1,787.00
P2	\$30,024.00	\$37,536.00	\$45,048.00
	\$1,251.00	\$1,564.00	\$1,877.00
P3	\$31,512.00	\$39,408.00	\$47,280.00
	\$1,313.00	\$1,642.00	\$1,970.00
P4	\$33,096.00	\$41,400.00	\$49,680.00
	\$1,379.00	\$1,725.00	\$2,070.00
P5	\$34,776.00	\$43,464.00	\$52,176.00
	\$1,449.00	\$1,811.00	\$2,174.00
P6	\$36,528.00	\$45,648.00	\$54,792.00
	\$1,522.00	\$1,902.00	\$2,283.00
P7	\$38,352.00	\$47,952.00	\$57,552.00
	\$1,598.00	\$1,998.00	\$2,398.00
P8	\$40,296.00	\$50,376.00	\$60,456.00
	\$1,679.00	\$2,099.00	\$2,519.00
P9	\$42,336.00	\$52,920.00	\$63,528.00
	\$1,764.00	\$2,205.00	\$2,647.00
P10	\$44,472.00	\$55,584.00	\$66,720.00
	\$1,853.00	\$2,316.00	\$2,780.00
P11	\$46,704.00	\$58,392.00	\$70,056.00
	\$1,946.00	\$2,433.00	\$2,919.00
P12	\$49,056.00	\$61,320.00	\$73,584.00
	\$2,044.00	\$2,555.00	\$3,066.00
P13	\$51,528.00	\$64,416.00	\$77,304.00
	\$2,147.00	\$2,684.00	\$3,221.00
P14	\$54,120.00	\$67,632.00	\$81,168.00
	\$2,255.00	\$2,818.00	\$3,382.00
P15	\$56,832.00	\$71,040.00	\$85,248.00
	\$2,368.00	\$2,960.00	\$3,552.00
P16	\$59,688.00	\$74,616.00	\$89,544.00
	\$2,487.00	\$3,109.00	\$3,731.00

Code	Title	Range
O03308	COORDINATOR OF LEGISLATIVE OUTREACH	P16
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
O03329	DISTRICT MANAGER	P12
O03332	DISTRICT SUPERVISOR	P11
O03328	FIELD OPERATIONS MANAGER	P14
O03375	FOOD DISTRIBUTION SPECIALIST	P9
O03339	HEARING OFFICER	P11
O03322	HUMAN RESOURCE ANALYST	P5
O03323	HUMAN RESOURCE SCHOOL SPECIALIST	P7
O03349	HUMAN RESOURCE MANAGER	P12
O03340	INTAKE COUNSELOR	P6
O04477	INTERPRETER	P9
O03380	LEAD NUTRITION PROGRAM ANALYST	P9
O04479	MCDHH INTERPRETER CERT SPECIALIST	P6
O04480	MCDHH INFORMATION PROGRAM	P6
O03377	NUTRITION CONTRACT SPECIALIST	P9
O03379	NUTRITION FINANCE SPECIALIST	P9
O03376	NUTRITION PROGRAM SPECIALIST	P7
O04201	PHYSICIAN	P16
O03370	PLANNER	P7
O00240	PROCUREMENT MANAGER	P11
O03327	PROFESSIONAL RELATIONS OFFICER	P10
O03324	QUALITY ASSURANCE SPECIALIST	P10
O03312	REGIONAL FIELD TECH	P9
O03331	REGIONAL MANAGER	P13
O07040	RESEARCH ANALYST	P12
O03358	SCHOOL FINANCE CONSULTANT	P7
O03330	SENIOR HUMAN RESOURCE ANALYST	P9
O03378	STANDARD/ASSESSMENT ADMN	P16
O03350	STUDENT TRANSPORTATION MANAGER	P12
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	ASSISTANT DIRECTOR	P9
O03333	ASSISTANT DISTRICT SUPERVISOR	P10
O03326	ASSISTANT FIELD OPERATIONS MGR	P13
O04455	CAREER PATHWAYS MANAGER	P14
O09100	CEP MANAGER	P11
O04451	CHARTER SCHOOLS FIELD DIRECTOR	P12
O00050	COMMUNICATIONS ASSISTANT	P5
O00049	COMMUNICATIONS SPECIALIST	P9
O04476	COMMUNITY SUPPORT LIAISON	P6
O00125	COMPUTER INFORMATION TECHNICIAN	P3
O03306	COORDINATOR	P16

State Operated Schools

Non-Teaching Salary Schedule N

Annual • Based on a 2,080 hour year

Code	Proposed Range	SCHEDULE N ANNUAL Classification	Annual Minimum	Annual Midpoint	Annual Maximum
2023	NTB1	Laundry Worker	\$19,248	\$22,632	\$25,992
2041	NTB1	Nightwatch	\$19,248	\$22,632	\$25,992
2061	NTB1	Cook I	\$19,872	\$23,352	\$26,832
2001	NTB1	Custodial Worker I	\$21,120	\$24,816	\$28,512
2062	NTB1	Cook II	\$21,120	\$24,816	\$28,512
3362	NTB1	Bus Attendant	\$21,120	\$24,816	\$28,512
4311	NTB2	Nursing Assistant	\$21,624	\$25,416	\$29,208
3360	NTB2	Bus Driver	\$21,768	\$25,608	\$29,424
2078	NTB2	Storekeeper I	\$22,416	\$26,352	\$30,288
2080	NTB2	Storekeeper II	\$23,088	\$27,120	\$31,152
2002	NTB2	Custodial Worker II	\$23,184	\$27,240	\$31,296
5042	NTB3	Residential Advisor I	\$25,416	\$29,856	\$34,320
3008	NTB3	Vision Education Teacher Aide	\$25,416	\$29,856	\$34,320
3001	NTB3	Teacher Aide	\$25,752	\$30,264	\$34,752
2003	NTB3	Custodial Worker Supervisor	\$25,896	\$30,432	\$34,968
5043	NTB3	Residential Advisor II	\$27,048	\$31,776	\$36,528
7135	NTB3	Assistant Food Service Manager	\$28,128	\$32,880	\$37,608
7130	NTB4	Clinical Audiology Aide	\$29,304	\$34,416	\$39,552
4317	NTB4	Nurse LPN	\$29,304	\$34,416	\$39,552
4472	NTB4	Speech Therapist	\$29,832	\$35,064	\$40,272
5044	NTB4	Residential Advisor III	\$29,904	\$35,136	\$40,368
2081	NTB4	Supply Manager	\$30,288	\$35,592	\$40,872
2066	NTB4	Food Service Manager	\$30,680	\$36,432	\$41,856
2007	NTB4	Assistant Dormitory Director	\$31,872	\$37,440	\$43,008
2006	NTB5	Dormitory Director	\$36,600	\$43,032	\$49,440
3009	NTB5	Instructional Specialist	\$38,376	\$45,096	\$51,816
3012	NTB5	Activities Director	\$38,376	\$45,096	\$51,816
3011	NTB5	Student Life Director	\$43,392	\$51,000	\$58,608
4401	NTB5	Psychologist	\$44,088	\$51,816	\$59,520
5282	NTB5	Home School Coordinator	\$44,088	\$51,816	\$59,520
4324	NTB6	Registered Nurse	\$45,504	\$53,496	\$61,464
4325	NTB6	Registered Nurse, BSN	\$47,592	\$55,944	\$64,272
5283	NTB6	Home School Coordinator, MS	\$47,976	\$56,376	\$64,776
3018	NTB6	Families First Program Officer	\$48,096	\$56,520	\$64,896
4450	NTB6	School Supervisor	\$48,096	\$56,520	\$64,896
3530	NTB7	MSSD Area Director	\$55,896	\$65,688	\$75,432
3513	NTB7	Assistant Superintendent	\$63,600	\$74,736	\$85,800
4474	NTB8	Audiologist	\$75,000	\$83,832	\$92,664
3512	NTB8	Superintendent	\$84,480	\$99,264	\$113,976

State Operated Schools

Non-Teaching Salary Schedule N

Hourly

Code	Proposed Range	SCHEDULE N ANNUAL Classification	Hourly Minimum	Hourly Midpoint	Hourly Maximum
2023	NTB1	Laundry Worker	\$9.25	\$10.88	\$12.50
2041	NTB1	Nightwatch	\$9.25	\$10.88	\$12.50
2061	NTB1	Cook I	\$9.55	\$11.23	\$12.90
2001	NTB1	Custodial Worker I	\$10.15	\$11.93	\$13.71
2062	NTB1	Cook II	\$10.15	\$11.93	\$13.71
3362	NTB1	Bus Attendant	\$10.15	\$11.93	\$13.71
4311	NTB2	Nursing Assistant	\$10.40	\$12.22	\$14.04
3360	NTB2	Bus Driver	\$10.47	\$12.31	\$14.15
2078	NTB2	Storekeeper I	\$10.78	\$12.67	\$14.56
2080	NTB2	Storekeeper II	\$11.10	\$13.04	\$14.98
2002	NTB2	Custodial Worker II	\$11.15	\$13.10	\$15.05
5042	NTB3	Residential Advisor I	\$12.22	\$14.35	\$16.50
3008	NTB3	Vision Education Teacher Aide	\$12.22	\$14.35	\$16.50
3001	NTB3	Teacher Aide *	* \$12.38	\$14.55	\$16.71
2003	NTB3	Custodial Worker Supervisor	\$12.45	\$14.63	\$16.81
5043	NTB3	Residential Advisor II	\$13.00	\$15.28	\$17.56
7135	NTB3	Assistant Food Service Manager	\$13.52	\$15.80	\$18.08
7130	NTB4	Clinical Audiology Aide	\$14.09	\$16.55	\$19.02
4317	NTB4	Nurse LPN	\$14.09	\$16.55	\$19.02
4472	NTB4	Speech Therapist	\$14.34	\$16.86	\$19.36
5044	NTB4	Residential Advisor III	\$14.38	\$16.89	\$19.41
2081	NTB4	Supply Manager	\$14.56	\$17.11	\$19.65
2066	NTB4	Food Service Manager	\$16.88	\$17.52	\$20.12
2007	NTB4	Assistant Dormitory Director	\$15.32	\$18.00	\$20.68
2006	NTB5	Dormitory Director	\$17.60	\$20.69	\$23.77
3009	NTB5	Instructional Specialist	\$18.45	\$21.68	\$24.91
3012	NTB5	Activities Director	\$18.45	\$21.68	\$24.91
3011	NTB5	Student Life Director	\$20.86	\$24.52	\$28.18
4401	NTB5	Psychologist	\$21.20	\$24.91	\$28.62
5282	NTB5	Home School Coordinator	\$21.20	\$24.91	\$28.62
4324	NTB6	Registered Nurse	\$21.88	\$25.72	\$29.55
4325	NTB6	Registered Nurse, BSN	\$22.88	\$26.90	\$30.90
5283	NTB6	Home School Coordinator, MS	\$23.07	\$27.10	\$31.14
3018	NTB6	Families First Program Officer	\$23.12	\$27.17	\$31.20
4450	NTB6	School Supervisor	\$23.12	\$27.17	\$31.20
3530	NTB7	MSSD Area Director	\$26.87	\$31.58	\$36.27
3513	NTB7	Assistant Superintendent	\$30.58	\$35.93	\$41.25
4474	NTB8	Audiologist	\$36.06	\$40.31	\$44.55
3512	NTB8	Superintendent	\$40.62	\$47.72	\$54.80

* Substitute Teacher Aide	\$11.47
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State Operated Schools Teacher Salary Schedule T

Class Code	Title	Range
O03511	BUILDING ADMINISTRATOR	PT
O03059	GUIDANCE COUNSELOR	PT
O08888	HOMEBOUND TEACHER	PT
O03005	MOBL AND ORIENT INST	PT
O04464	PHYSICAL EDUCATION TEACHER	PT
O03021	SCHOOL LIBRARIAN	PT
O03006	TEACHER	PT
O03007	TEACHER IN CHARGE	PT

Credited Teaching Experience	B.S.	B.S. +10	B.S. +20	B.S. +30/ M.A.	M.A. +10	M.A. +20	M.A. +30
T-0	\$33,888	\$34,344	\$34,800	\$35,352	\$35,808	\$36,264	\$36,816
T-1	\$33,984	\$34,440	\$34,896	\$35,448	\$35,904	\$36,360	\$36,912
T-2	\$34,128	\$34,584	\$35,040	\$35,592	\$36,048	\$36,504	\$37,056
T-3	\$34,344	\$34,800	\$35,256	\$35,808	\$36,264	\$36,720	\$37,272
T-4	\$34,608	\$35,064	\$35,520	\$36,072	\$36,528	\$36,984	\$37,536
T-5	\$34,872	\$35,328	\$35,784	\$36,336	\$36,792	\$37,248	\$37,800
T-6	\$35,112	\$35,568	\$36,024	\$36,576	\$37,032	\$37,488	\$38,040
T-7	\$35,568	\$36,024	\$36,480	\$37,032	\$37,488	\$37,944	\$38,496
T-8	\$36,024	\$36,480	\$36,936	\$37,488	\$37,944	\$38,400	\$38,952
T-9	\$36,480	\$36,936	\$37,392	\$37,944	\$38,400	\$38,856	\$39,408
T-10	\$36,912	\$37,368	\$37,824	\$38,376	\$38,832	\$39,288	\$39,840
T-11	\$37,392	\$37,848	\$38,304	\$38,856	\$39,312	\$39,768	\$40,320
T-12	\$37,944	\$38,400	\$38,856	\$39,408	\$39,864	\$40,320	\$40,872
T-13	\$38,592	\$39,048	\$39,504	\$40,056	\$40,512	\$40,968	\$41,520
T-14	\$39,240	\$39,696	\$40,152	\$40,704	\$41,160	\$41,616	\$42,168
T-15	\$39,888	\$40,344	\$40,800	\$41,352	\$41,808	\$42,264	\$42,816

Compensation for Additional Education and Years Reflected in Above Schedule

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

Substitute Professionals Hourly Rates	
Short Term Sub	\$14.17
Long Term Sub	\$21.11
Long Term Sub w/ Masters*	\$25.33
ESY Short Term Sub Teacher **	\$14.47
ESY Teacher ***	\$26.48
Homebound Teacher	\$28.61

* 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.)