

## 2019-20 Supplemental Pay Salary Schedule

Administrator	
Doctorate	\$2,500 / year

Cabinet	
Doctorate	\$2,500 / year

Classified Hourly	
Adjunct Percussion Instructor	\$22.50 / hour
Athletic Events: <i>Gates   Timer   Scorekeeper   Announcer</i>	\$13.33 / hour
Communications Intern	\$12.75 / hour
Crossing Guard	\$15.27 / hour
ELL Assessor	\$20.15 / hour
English Language Learners – Family Language Translator	\$15.00 / hour
Off-Duty Resource Deputy Supervision	\$32.00 / hour
Resource Specialist, Hourly	\$25.00 / hour
SACC Therapist	\$25.00 / hour
Student Activity or Event Supervision: <i>BASA   Detention</i>	\$15.27 / hour

Community Education	
Evening Supervisor	\$15.27 / hour
Community Education Instructor – Tiered	
Tier 1: \$18.00                      Tier 2: \$20.00                      Tier 3: \$21.00                      Tier 4: \$22.00	
Tier 5: \$25.00                      Tier 6: \$28.00                      Tier 7: \$30.00	

Department Coordinator	
Encore: Business, English Language Learner, Family & Consumer Science, Fine Arts, Foreign Language, Guidance, Physical Education, and Special Education	\$541 + \$50 per teacher*
Health Medicine	\$500 / year
Industrial Technology	\$1,041** + \$50 per teacher*

\* \$50 per full-time teacher (pro-rated for part-time) in the department; minus department coordinator to a maximum of \$500.

\*\* Industrial Technology Department Coordinator receives an additional \$500 for time purchasing supplies.

Doctoral Intern	
Psychologist Intern – Pending Certification	\$17.92 / hour
School Psychology Intern	\$25,000 / year

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Hourly Teacher	
Counselor	\$25.00 / hour
Curriculum Writing	\$25.00 / hour
End of Course	\$25.00 / hour
Enrollment	\$15.27 / hour
Home-bound Tutoring	\$25.00 / hour
HOSA	\$25.00 / hour
Media	\$25.00 / hour
School Psychologist	\$25.00 / hour
Speech Pathologist	\$25.00 / hour
Summer Learning Program	\$25.00 / hour
Summer Project	\$25.00 / hour
Teacher Subbing for Teacher	\$15.27 / hour

Management	
Behavioral Analyst: <i>Board Certification</i>	\$1,500 / year
Doctorate	\$2,500 / year
Off-Contract	\$25.00 / hour
Speech Therapist: <i>Clinical Competence Certification</i>	\$1,500 / year

Other Duty	
Administrator Orientation / Additional Responsibility	\$2,500
Adult Education & Literacy Mentor	\$100 / teacher
Demo Classroom Teacher	\$1,662 / year
eCampus Instruction	\$75 / student
eCampus Instruction, Lead	\$625 / semester
Enhanced Rigor: Advanced Placement, College Credit, IB or Gold Medallion Course (paid in December and May)	\$223 / section
House Stipend (teach 5 out of 6 classes all year)	\$3,178 / year
Increased Contract / Loss of plan time: every day, all year	\$4,000 / year
Increased Contract / Loss of plan time: every day, 1 semester	\$2,000 / year
Increased Contract / Loss of plan time: every other day, all year	\$2,000 / year
Increased Contract / Loss of plan time: every other day, 1 semester	\$1,000 / year
Lead Teacher	\$6,625 / year
Northland CAPS: <i>beyond contract duties</i>	\$4,000 / year
Partners in Education Building Facilitator (paid annually according to years of experience):	
Year 1: \$300      Year 2: \$375      Year 3: \$450      Year 4: \$525      Year 5: \$600	
Year 6: \$675      Year 7: \$750      Year 8: \$825      Year 9: \$900      Year 10+: \$1,000	
Seal of Biliteracy Supervisor	\$550 / year
Teaching & Learning Coach Stipend	\$1,300 / year
Technology Specialist	\$1,000 / year

## 2019-20 Supplemental Pay Salary Schedule

Pay Request Rates	
Administrator Induction Mentor	\$300
Building Leadership Team Member	\$185
Food Service Certification	\$175
Middle School Fall Festival Vocal Clinician/Conductor	\$250
MSHSAA Tournament Manager (reimbursed by MSHSAA funds & MSHSAA sets rate)	\$50 - \$500 / tournament
PGC Cash Option	\$100 / course
PGC Instructor	\$500 / course
Special Education Services	\$25.00 / hour
Teacher Induction Mentor – 1 mentee	\$500
Teacher Induction Mentor – 2 mentees	\$750
Teacher Induction Mentor – 3 mentees	\$1,000
Teacher Induction Mentor – 4 mentees	\$1,250
Transportation – Bus Driver Training	\$400
Transportation – Bus Aide Training	\$100
Transportation – Bus Driver Referral	\$250

Perfect Attendance and APL Payouts	
General Schedule (GN) - Range 12A	\$9.60 / hour
General Schedule (GN) - Range 12M	\$10.00 / hour
General Schedule (GN) - Range 13A	\$10.40 / hour
General Schedule (GN) - Range 13M	\$10.80 / hour
General Schedule (GN) - Range 14A	\$11.20 / hour
General Schedule (GN) - Range 14M	\$11.60 / hour
General Schedule (GN) - Range 15A and above	\$12.00 / hour
Employees over \$15.00 per hour	\$12.00 / hour

Professional Development	
Off Contract In-Service ( <i>cannot obtain college credit if receiving the \$100 compensation</i> )	\$100 / day
Summer Academy	\$25.00 / hour

Retiree	
Facilitator – Professional Development	\$37.01 / hour
Hourly Retiree: Administrative Assistants, AEL Instructor, Custodian, ELL Assessor, Food Service - Special Projects, IT, Parent Educator,	\$22.50 / hour
Hourly Retiree: Early College, Teaching & Learning	\$25.00 / hour
Human Resources – Special Projects Administrators	\$43.75 / hour
Student Advocate – Retired Teacher	\$25.00 / hour
Student Advocate – Retired Administrator	\$43.75 / hour

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SACC Summer Program
SACC employees working during the school year: Staff will receive the same rate of pay during the summer employment.
Summer Only: Staff will be paid Step 1 of the Associate Range

SALT	
<b>Core Subject Area Lead Teacher: High</b> <i>English, Math, Science, Social Studies</i>	\$2,100 / year
<b>Core Subject Area Lead Teacher: Middle</b> <i>English, Math, Science, Social Studies</i>	\$1,870 / year
<b>Early Childhood Subject Area Lead Teacher</b>	\$1,500 / year
<b>Encore Subject Area Lead Teacher: Elementary</b> <i>Art, ELL, Media Specialist, Music, PE/Health, SAGE, Special Education</i>	\$1,250 / year
<b>Encore Subject Area Lead Teacher: High</b> <i>Business, Family and Consumer Science, Industrial Technology, Journalism/Yearbook/Broadcast Video, Modern Language, PE/Health, Special Education, Speech/Debate/Drama, Tech Coordinator</i>	\$1,250 / year
<b>Encore Subject Area Lead Teacher: Middle</b> <i>Modern Language, PE/Health, Special Education, Speech/Drama, Tech Coordinator, Tech for Life</i>	\$1,250 / year
<b>Lead Counselor Subject Area Lead Teacher:</b> <i>Elementary, Middle and High</i>	\$1,250 / year

Sports Camps
Assistant Pay Formula: <i>(Total # of Participants X Cost of Camp) (0.6) / # of coaches + 1</i>
Camp Director Pay Formula: <i>[(Total # of Participants X Cost of Camp) (0.6) / # of coaches + 1]2</i>

Substitute	
Substitute Accompanist	\$21.00 / hour
Substitute Administrator	\$43.75 / hour
Substitute Administrative Assistant	\$18.50 / hour
Substitute Adult Basic Education	\$17.00 / hour
Substitute Bus Driver	\$17.50 / hour
Substitute Bus Aide	\$14.00 / hour
Substitute Custodian	\$14.00 / hour
Substitute Food Service	\$12.00 / hour
Substitute School Age Child Care	\$12.00 / hour
Substitute Security	\$20.00 / hour

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Summer Work	
Administrative Assistant	\$16.25 / hour
Brailist	\$19.53 / hour
Clerk	\$12.00 / hour
ELL Summer Learning Program, Hourly	\$19.53 / hour
Interpreter	\$19.53 / hour
Nurse – Rate determined by Classified Schedule (GN)	
Operations and Maintenance	\$16.49 / hour
Paraprofessional	\$14.00 / hour
Paraprofessional, Special Education	\$15.00 / hour
Substitute, Administrator	\$3,500 total
Superintendent Institute	\$1,375 total
Teacher	\$2,975 total
Teacher, Early Childhood Education Center	\$2,445 total
Teacher, Hourly	\$25.00 / hour
Teacher, IB Math	\$3,613 total
Teacher, Lifetime Activities Supervisor	\$3,265 total
Teacher, Special Education (July session)	\$1,650 total
Therapist	\$2,975 total
Therapist, Hourly	\$25.00 / hour
Therapist, Assistant	\$18.53 / hour

Teacher	
Before & After Addenda, Early Childhood	\$4,000 / year
Doctorate	\$2,500 / year
National Board for Professional Teaching Standards Certification	\$2,500 / year
Retiree Teacher	\$58,071 / year
Speech Therapist <i>Clinical Competence Certification</i>	\$1,500 / year

Therapist	
Doctorate	\$2,500 / year

# 2019-20 Supplemental Pay Salary Schedule

Extra Duty												
Teacher Base Salary = \$40,000												
Year	Range 1		Range 2		Range 3		Range 4		Range 5		Range 6	
	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary
1-5	18	\$7,200	15	\$6,000	12	\$4,800	9	\$3,600	6	\$2,400	3	\$1,200
6-10	19	\$7,600	16	\$6,400	13	\$5,200	10	\$4,000	7	\$2,800	4	\$1,600
11-15	20	\$8,000	17	\$6,800	14	\$5,600	11	\$4,400	8	\$3,200	5	\$2,000
16+	21	\$8,400	18	\$7,200	15	\$6,000	12	\$4,800	9	\$3,600	6	\$2,400
High School Activities												
Head Band	Head Baseball		Head Acad. Team		Head Cheer (Fall/Winter)		Head Foreign Ex AFS					
Head Basketball	Head Orchestra		Head Cross Country		Head Dive		Asst. Cheer (Fall/Winter)					
Head Debate	Head Robotics		Head Golf		Head Jazz		Asst. Golf					
Head Drama	Head Soccer		Head Newspaper		Head Pom (Fall/Winter)		Asst. Orchestra					
Head Football	Head Softball		Head Stu. Council		Asst. Acad. Team		Asst. Pom (Fall/Winter)					
Head Vocal	Head Swim		Head Tennis		Asst. Baseball		Asst. Stu. Council					
	Head Track		Head Yearbook		Asst. Cross Country		Asst. Tennis					
	Head Volleyball		Asst. Band		Asst. Robotics		Auto					
	Head Wrestling		Asst. Basketball		Asst. Soccer		Aux. Flags					
	Adv. Broadcasting		Asst. Debate		Asst. Softball		DECA					
	Sports Marketing		Asst. Drama		Asst. Swim		FBLA					
			Asst. Football		Asst. Track		FCCLA					
			Asst. Vocal		Chess		HOSA					
			Asst. Volleyball		Forensics		Musical Pit					
			Asst. Wrestling		Musical Director		Musical Choir					
			Weight Room				Pro-Start					
							TSA					
							Winter Guard					
Middle School Activities												
	BASA Activities Coordinator		Head Basketball		Head Band		Head Cross Country		Head Yearbook			
			Head Vocal		Head Cheer		Head Orchestra		Asst. Band			
			Head Drama		Head Flag		Asst. Basketball		Asst. Cross Country			
			Head Football		Head Swim		Asst. Cheer		Asst. Orchestra			
					Head Track		Asst. Flag		Asst. Vocal Music			
					Head Volleyball		Asst. Football		Strings Honor			
					Head Wrestling		Asst. Swim					
					Asst. Drama		Asst. Track					
							Asst. Volleyball					
							Asst. Wrestling					
Elementary School Activities												
											Music - Strings Head Vocal	
Grandfathered Athletics & Activities Rates												
Year	Tier D		Tier N		Tier R		Tier S					
1-5	\$5,444		\$2,540		\$1,816		\$1,271					
6-11	\$5,808		\$2,903		\$2,179		\$1,634					
11-15	\$6,170		\$3,265		\$2,540		\$1,997					
16+	\$6,534		\$3,630		\$2,903		\$2,358					
	HS Head Acad. Team		MS Asst. Basketball		MS Head Yearbook		MS Asst. Cross Country					
Auxiliary – Musical & Choreography												
Step	Tier A	Tier B	Tier C	Tier D	Tier E	Tier F	Tier G	Tier H	Tier I	Tier J		
1	\$150	\$300	\$450	\$600	\$750	\$900	\$1,050	\$1,200	\$1,350	\$1,500		
2	\$200	\$350	\$500	\$650	\$800	\$950	\$1,100	\$1,250	\$1,400	\$1,550		
3	\$250	\$400	\$550	\$700	\$850	\$1,000	\$1,150	\$1,300	\$1,450	\$1,600		
Swimming												
High School Swim Coordinator - \$7,115 / year				Elementary Learn to Swim Coordinator - \$500				Elementary Swim Lessons - \$250				