

2020-21 Supplemental Pay Salary Schedule

Administrator	
Doctorate	\$2,500 / year

Cabinet	
Doctorate	\$2,500 / year

Classified Rates	
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
Doctorate (Resource Specialist, Speech Language Pathologist, Therapist)	\$2,500 / year
ELL Assessor	\$20.15 / hour
English Language Learners – Family Language Translator	\$15.00 / hour
Off-Duty Resource Deputy Supervision/Police	\$32.00 / hour
Resource Specialist, Hourly	\$25.00 / hour
SACC Therapist	\$25.00 / hour
SACC Nurse – Rate Determined by Classified Schedule (GN)	
Speech Therapist: <i>Clinical Competence Certification</i> (Speech Language Pathologists)	\$1,500 / year
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, Global Languages, Guidance, Physical Education, and Special Education	\$541 + \$50 per teacher*
Health Medicine	\$500 / year
Industrial Technology	\$1,041** + \$50 per teacher*

* \$50 per teacher 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

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	\$2,000 / year
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

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Pay Request Rates	
Administrator Induction Mentor	\$300
Building Leadership Team Member	\$185
Early Retirement/Resignation Notice* (first deadline)	\$300
Early Retirement/Resignation Notice* (second deadline)	\$150
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
Teacher Subbing for Teacher	\$15.27 / hour
Transportation – Bus Driver Referral (paid upon day 91 of employment)	\$300

**professional staff only; must finish current contract; deadlines set by Human Resources each year*

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	
Core Subject Area Lead Teacher: High <i>English, Math, Science, Social Studies</i>	\$2,100 / year
Core Subject Area Lead Teacher: Middle <i>English, Math, Science, Social Studies</i>	\$1,870 / year
Encore Subject Area Lead Teacher: Elementary <i>Art, Media Specialist, Music, PE/Health, SAGE</i>	\$1,250 / year
Encore Subject Area Lead Teacher: High <i>Business, Family and Consumer Science, Industrial Technology, Journalism/Yearbook/Broadcast Video, Global Languages, PE/Health, Speech/Debate/Drama</i>	\$1,250 / year
Encore Subject Area Lead Teacher: Middle <i>Global Languages, PE/Health, SAGE, Speech/Drama, Tech for Life</i>	\$1,250 / year
Lead Counselor Subject Area Lead Teacher: Elementary, Middle and High	\$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
Substitute Warehouse	\$19.50 / 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
School Community Resource Specialist	\$25.00 / hour
Substitute, Administrator	\$3,500 total
Superintendent Institute	\$1,375 total
Teacher, Hourly – In-Person Instruction	\$25.00 / hour
Teacher, Hourly – Virtual Instruction	\$25.00 / hour
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

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Extra Duty												
Teacher Base Salary = \$40,000												
Range 1		Range 2		Range 3		Range 4		Range 5		Range 6		
Year	% 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	Ed Rising								
		Asst. Football	Asst. Track	FBLA								
		Asst. Vocal	Chess	FCCLA								
		Asst. Volleyball	Forensics	HOSA								
		Asst. Wrestling	Musical Director	Musical Pit								
		Weight Room		Musical Choir								
				Pro-Start								
				TSA								
				Winter Guard								
Middle School Activities												
	BASA	Head Basketball	Head Band	Head Cross Country	Head Yearbook							
	Activities Coord.	Head Vocal	Head Cheer	Head Orchestra	Asst. Band							
		Head Drama	Head Aux. Flag	Asst. Basketball	Asst. Cross Country							
		Head Football	Head Swim	Asst. Cheer	Asst. Orchestra							
			Head Track	Asst. Aux. Flags	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 and Activities Rates												
Year	Tier D		Tier N		Tier R		Tier S					
1-5	\$5,444		\$2,540		\$1,816		\$1,271					
6-10	\$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					
Auxilliary - Musical and 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				

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	Year Long	Fall	Winter	Spring
HALFWAY DATE	<i>First day of 2nd semester</i>	<i>September 15th</i>	<i>December 15th</i>	<i>April 8th</i>
ACTIVITY	<p><u>High School</u> Academic Team Adv. Broadcasting Auto Band Debate Drama FBLA FCCLA Foreign Ex AFS Forensics Jazz Newspaper Orchestra Sports Marketing Stu. Council Vocal Weight Room Yearbook</p> <p><u>Middle School</u> Activities Coord. Band BASA Drama Orchestra Strings Honor Vocal Yearbook</p> <p><u>Elementary</u> Music Strings Head Vocal</p>	<p><u>High School</u> Aux Flag Cheer Cross Country Boys Dive Football Girls Golf Musical Choir Musical Director Musical Pit Pom Boys Soccer Softball Boys Swim Girls Tennis Volleyball</p> <p><u>Middle School</u> Aux Flag (November 1st) Cheer (November 1st) Cross Country Football Volleyball</p>	<p><u>High School</u> Basketball Cheer Chess DECA Girls Dive Ed Rising HOSA Pom Pro Start Girls Swim Robotics TSA Winter Guard Wrestling</p> <p><u>Middle School</u> Basketball (same as high school) Wrestling (December 1st)</p>	<p><u>High School</u> Baseball Boys Golf Girls Soccer Boys Tennis Track</p> <p><u>Middle School</u> Track (April 1st) Swim (April 1st)</p>