



Proposed v. 12.4.18

GDBA-E-1

## 2019-2020 Classified Salary Schedule

**Initial Placement:** One experience step is credited for each year of comparable job experience, to a maximum of fifteen steps.

| Pay Step | A       | B       | C       | D       | E       | F       | G       | I       | J       | M       |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 0        | \$12.20 | \$12.30 | \$12.40 | \$13.20 | \$13.40 | \$13.70 | \$13.80 | \$14.50 | \$15.00 | \$17.95 |
| 1        | \$12.30 | \$12.40 | \$12.50 | \$13.30 | \$13.50 | \$13.90 | \$14.10 | \$14.80 | \$15.30 | \$18.30 |
| 2        | \$12.40 | \$12.50 | \$12.60 | \$13.55 | \$13.75 | \$14.15 | \$14.40 | \$15.10 | \$15.60 | \$18.65 |
| 3        | \$12.50 | \$12.60 | \$12.70 | \$13.80 | \$14.00 | \$14.40 | \$14.70 | \$15.40 | \$15.90 | \$19.00 |
| 4        | \$12.60 | \$12.70 | \$12.80 | \$14.05 | \$14.25 | \$14.65 | \$15.00 | \$15.70 | \$16.20 | \$19.35 |
| 5        | \$12.70 | \$12.80 | \$12.90 | \$14.30 | \$14.50 | \$14.90 | \$15.30 | \$16.00 | \$16.50 | \$19.70 |
| 6        | \$12.80 | \$12.90 | \$13.00 | \$14.55 | \$14.75 | \$15.15 | \$15.60 | \$16.30 | \$16.80 | \$20.05 |
| 7        | \$13.10 | \$13.20 | \$13.40 | \$15.00 | \$15.20 | \$15.60 | \$16.10 | \$16.80 | \$17.30 | \$20.60 |
| 8        | \$13.20 | \$13.35 | \$13.60 | \$15.25 | \$15.45 | \$15.85 | \$16.40 | \$17.10 | \$17.60 | \$20.95 |
| 9        | \$13.30 | \$13.50 | \$13.80 | \$15.50 | \$15.70 | \$16.10 | \$16.70 | \$17.40 | \$17.90 | \$21.30 |
| 10       | \$13.40 | \$13.65 | \$14.00 | \$15.75 | \$15.95 | \$16.35 | \$17.00 | \$17.70 | \$18.20 | \$21.65 |
| 11       | \$13.70 | \$13.80 | \$14.20 | \$16.00 | \$16.20 | \$16.60 | \$17.30 | \$18.00 | \$18.50 | \$22.00 |
| 12       | \$13.80 | \$14.10 | \$14.50 | \$16.35 | \$16.55 | \$16.95 | \$17.70 | \$18.40 | \$18.90 | \$22.45 |
| 13       | \$13.90 | \$14.25 | \$14.70 | \$16.60 | \$16.80 | \$17.20 | \$18.00 | \$18.70 | \$19.20 | \$22.80 |
| 14       | \$14.00 | \$14.40 | \$14.90 | \$16.85 | \$17.05 | \$17.45 | \$18.30 | \$19.00 | \$19.50 | \$23.15 |
| 15       | \$14.10 | \$14.70 | \$15.20 | \$17.20 | \$17.40 | \$17.80 | \$18.70 | \$19.40 | \$19.90 | \$23.60 |
| 16       | \$14.20 | \$14.85 | \$15.40 | \$17.45 | \$17.65 | \$18.05 | \$19.00 | \$19.70 | \$20.20 | \$23.95 |
| 17       | \$14.30 | \$15.00 | \$15.60 | \$17.70 | \$17.90 | \$18.30 | \$19.30 | \$20.00 | \$20.50 | \$24.30 |
| 18       | \$14.40 | \$15.15 | \$15.80 | \$17.95 | \$18.15 | \$18.55 | \$19.60 | \$20.30 | \$20.80 | \$24.65 |
| 19       | \$14.50 | \$15.30 | \$16.00 | \$18.20 | \$18.40 | \$18.80 | \$19.90 | \$20.60 | \$21.10 | \$25.00 |
| 20       | \$14.65 | \$15.45 | \$16.20 | \$18.45 | \$18.65 | \$19.05 | \$20.20 | \$20.90 | \$21.40 | \$25.35 |
| 21       | \$14.80 | \$15.60 | \$16.40 | \$18.70 | \$18.90 | \$19.30 | \$20.50 | \$21.20 | \$21.70 | \$25.70 |
| 22       | \$14.95 | \$15.75 | \$16.60 | \$18.95 | \$19.15 | \$19.55 | \$20.80 | \$21.50 | \$22.00 | \$26.10 |
| 23       | \$15.10 | \$15.90 | \$16.80 | \$19.20 | \$19.40 | \$19.80 | \$21.10 | \$21.80 | \$22.30 | \$26.45 |

See other side for employee groups

**Pay Grade and Employee Groups:**

|   |                                                                                                                                                 |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------|
| A | Cook, Classroom, Library, Health, Playground, Cafeteria Paraprofessionals                                                                       |
| C | Elem, EMS Kitchen Manager, Program Leader (Kids Club), Bus Paraprofessional                                                                     |
| D | Custodian, Campus Secretary, Field Maintenance Specialist, Special Education Paraprofessional, FHS Registrar                                    |
| E | Counseling Secretary, EHS Kitchen Manager                                                                                                       |
| F | Elem., FHS Head Cust., Elem, FHS, FS, MS Registrar, HS Bookkeeper, Lead Custodian, Elementary Office Manger, FHS Office Manager                 |
| G | Teacher Assistant, HS Registrar, HS Monitor, MS Office Mgr, Admin Asst to Supt/Board, EMS Head Custodian, Lead PS Teacher, Food Service Manager |
| I | Mechanic, HS Office Manager, Student Data Specialist, Accounts Payable, Special Services Office Coordinator, Driver Trainer, EHS Head Custodian |
| J | Payroll Specialist and Tech Support Specialist                                                                                                  |
| M | Head Mechanic, Business Office Manager, Transportation Coordinator, Facilities Maintenance                                                      |



Proposed v. 1.9.19

GCBA-E-1

## 2019-2020 Teacher Salary Schedule

**Education:** Placement is based on Board policies, certified teaching experience and college or in-service credits.

**Initial Placement:** One experience step is credited for each year of related job experience to a maximum of fifteen steps.

**Contract Days:** 182 days (New licensed staff are paid \$200 per day for four additional orientation days at the beginning of the school year.)

| Pay Step | BA+0     | BA+10    | BA+20    | BA+30    | BA+40    | BA+50    | MA+0     | MA+15    | MA+30    | MA+40    | MA+50    |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0        | \$34,002 | \$34,696 | \$35,390 | \$36,083 | \$36,777 | \$37,471 | \$38,165 | \$38,859 | \$39,553 | \$40,247 | \$40,927 |
| 1        | \$34,836 | \$35,530 | \$36,223 | \$36,917 | \$37,611 | \$38,305 | \$38,999 | \$39,693 | \$40,387 | \$41,081 | \$41,761 |
| 2        | \$35,670 | \$36,363 | \$37,057 | \$37,751 | \$38,445 | \$39,139 | \$39,833 | \$40,527 | \$41,221 | \$41,915 | \$42,595 |
| 3        | \$36,503 | \$37,197 | \$37,891 | \$38,585 | \$39,279 | \$39,973 | \$40,667 | \$41,361 | \$42,055 | \$42,749 | \$43,429 |
| 4        | \$37,338 | \$38,032 | \$38,726 | \$39,420 | \$40,114 | \$40,807 | \$41,501 | \$42,195 | \$42,889 | \$43,583 | \$44,263 |
| 5        | \$38,171 | \$38,866 | \$39,560 | \$40,253 | \$40,948 | \$41,641 | \$42,335 | \$43,029 | \$43,723 | \$44,417 | \$45,097 |
| 6        | \$39,006 | \$39,700 | \$40,394 | \$41,088 | \$41,782 | \$42,475 | \$43,170 | \$43,863 | \$44,557 | \$45,252 | \$45,932 |
| 7        | \$39,840 | \$40,534 | \$41,228 | \$41,922 | \$42,616 | \$43,309 | \$44,004 | \$44,697 | \$45,391 | \$46,086 | \$46,766 |
| 8        | \$40,674 | \$41,368 | \$42,063 | \$42,756 | \$43,450 | \$44,144 | \$44,838 | \$45,531 | \$46,226 | \$46,920 | \$47,600 |
| 9        | \$41,508 | \$42,202 | \$42,897 | \$43,590 | \$44,284 | \$44,978 | \$45,672 | \$46,366 | \$47,060 | \$47,754 | \$48,434 |
| 10       | \$42,342 | \$43,037 | \$43,731 | \$44,424 | \$45,119 | \$45,812 | \$46,506 | \$47,200 | \$47,894 | \$48,588 | \$49,268 |
| 11       | \$43,176 | \$43,871 | \$44,565 | \$45,258 | \$45,953 | \$46,646 | \$47,341 | \$48,034 | \$48,728 | \$49,423 | \$50,103 |
| 12       | \$44,011 | \$44,704 | \$45,399 | \$46,092 | \$46,787 | \$47,480 | \$48,174 | \$48,868 | \$49,562 | \$50,256 | \$50,936 |
| 13       | \$44,845 | \$45,539 | \$46,233 | \$46,926 | \$47,621 | \$48,314 | \$49,008 | \$49,702 | \$50,396 | \$51,090 | \$51,770 |
| 14       | \$45,670 | \$46,373 | \$47,067 | \$47,761 | \$48,455 | \$49,148 | \$49,843 | \$50,536 | \$51,230 | \$51,925 | \$52,605 |
| 15       | \$46,495 | \$47,207 | \$47,901 | \$48,594 | \$49,289 | \$49,982 | \$50,676 | \$51,370 | \$52,064 | \$52,758 | \$53,438 |
| 16       | \$47,320 | \$48,041 | \$48,882 | \$49,555 | \$50,228 | \$50,902 | \$51,576 | \$52,249 | \$52,926 | \$53,597 | \$54,277 |
| 17       | \$48,145 | \$48,866 | \$49,726 | \$50,397 | \$51,069 | \$51,744 | \$52,416 | \$53,093 | \$53,766 | \$54,438 | \$55,118 |
| 18       | \$48,970 | \$49,691 | \$50,567 | \$51,238 | \$51,915 | \$52,587 | \$53,260 | \$53,932 | \$54,604 | \$55,281 | \$55,961 |
| 19       |          | \$50,516 | \$51,406 | \$52,081 | \$52,755 | \$53,429 | \$54,104 | \$54,774 | \$55,448 | \$56,121 | \$56,801 |
| 20       |          | \$51,341 | \$52,231 | \$52,922 | \$53,598 | \$54,271 | \$54,944 | \$55,615 | \$56,288 | \$56,965 | \$57,645 |
| 21       |          | \$52,166 | \$53,056 | \$53,764 | \$54,436 | \$55,113 | \$55,785 | \$56,458 | \$57,130 | \$57,804 | \$58,484 |
| 22       |          |          | \$53,881 | \$54,591 | \$55,261 | \$55,936 | \$56,608 | \$57,282 | \$57,958 | \$58,629 | \$59,309 |
| 23       |          |          | \$54,706 | \$55,414 | \$56,087 | \$56,764 | \$57,435 | \$58,110 | \$58,781 | \$59,457 | \$60,137 |
| 24       |          |          | \$55,531 | \$56,239 | \$56,912 | \$57,589 | \$58,260 | \$58,935 | \$59,606 | \$60,282 | \$60,962 |
| 25       |          |          |          | \$57,064 | \$57,737 | \$58,414 | \$59,085 | \$59,760 | \$60,431 | \$61,107 | \$61,787 |
| 26       |          |          |          | \$57,889 | \$58,562 | \$59,239 | \$59,910 | \$60,585 | \$61,256 | \$61,932 | \$62,612 |
| 27       |          |          |          | \$58,714 | \$59,387 | \$60,064 | \$60,735 | \$61,410 | \$62,081 | \$62,757 | \$63,437 |
| 28       |          |          |          | \$59,539 | \$60,212 | \$60,889 | \$61,560 | \$62,235 | \$62,906 | \$63,582 | \$64,262 |
| 29       |          |          |          | \$60,364 | \$61,037 | \$61,714 | \$62,385 | \$63,060 | \$63,731 | \$64,407 | \$65,087 |
| 30       |          |          |          | \$61,189 | \$61,862 | \$62,539 | \$63,210 | \$63,885 | \$64,556 | \$65,232 | \$65,912 |

Hard to fill positions compensated per board policy.



Proposed v. 11.29.18

GDBA-E-2

## 2019-2020 Bus Driver Salary Schedule

**Initial Placement:** Can be hired up to a maximum of pay step 15

| Pay Step | Amount  |
|----------|---------|
| 0        | \$14.25 |
| 1        | \$14.45 |
| 2        | \$14.90 |
| 3        | \$15.35 |
| 4        | \$15.55 |
| 5        | \$15.85 |
| 6        | \$16.05 |
| 7        | \$16.25 |
| 8        | \$16.55 |
| 9        | \$16.75 |
| 10       | \$16.95 |
| 11       | \$17.15 |
| 12       | \$17.45 |
| 13       | \$17.65 |
| 14       | \$17.85 |
| 15       | \$18.05 |
| 16       | \$18.35 |
| 17       | \$18.55 |
| 18       | \$18.85 |
| 19       | \$19.15 |
| 20       | \$19.45 |
| 21       | \$19.75 |



Proposed v. 11.30.18

GDBA-E-3

## 2019-2020 Coach Salary Schedule

The Coach Salary Schedule is based on receiving a percentage of \$30,000 base salary.

**Initial Placement:** Coaches are placed on the salary schedule based on years of experience in a similar position. Assistant coaches receive credit years for time spent as a head coach. New hires receive up to six years of experience credit upon entering the district.

### HS Head Coach - Football and Basketball:

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 10%        | \$3,000       |
| Years 4-6 | 12%        | \$3,600       |
| Years 7-9 | 14%        | \$4,200       |
| Years 10+ | 16%        | \$4,800       |

### HS Head Coach - Volleyball, Cross Country, Wrestling, Baseball, Track, Cheerleaders, Softball, Soccer, Golf and other new sports:

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 9%         | \$2,700       |
| Years 4-6 | 11%        | \$3,300       |
| Years 7-9 | 13%        | \$3,900       |
| Years 10+ | 15%        | \$4,500       |

### HS Assistant Coach - Football and Basketball

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 8%         | \$2,400       |
| Years 4-6 | 9%         | \$2,700       |
| Years 7+  | 10%        | \$3,000       |

### HS Assistant Coach - Volleyball, Cross Country, Wrestling, Baseball, Track, Cheerleaders, Softball, Soccer, Golf and other new sports:

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 7%         | \$2,100       |
| Years 4-6 | 8%         | \$2,400       |
| Years 7+  | 9%         | \$2,700       |

### MS Head Coach - All Sports

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 5%         | \$1,500       |
| Years 4-6 | 6%         | \$1,800       |
| Years 7+  | 7%         | \$2,100       |

### MS Assistant Coach - All Sports

|           | Percentage | Annual Salary |
|-----------|------------|---------------|
| Years 1-3 | 4%         | \$1,200       |
| Years 4-6 | 5%         | \$1,500       |
| Years 7+  | 6%         | \$1,800       |



Proposed v. 11.29.18

GCBA-E-2

## 2019-2020 School Counselor Salary Schedule

**Initial Placement:** One step on the salary schedule will be credited for each year of related work experience up to a maximum of 5 years.

**Contract Days:** 205 days

| Pay Step | Amount   |
|----------|----------|
| 0        | \$50,000 |
| 1        | \$50,800 |
| 2        | \$51,600 |
| 3        | \$52,400 |
| 4        | \$53,200 |
| 5        | \$54,000 |
| 6        | \$54,800 |
| 7        | \$55,600 |
| 8        | \$56,400 |
| 9        | \$57,200 |
| 10       | \$58,000 |
| 11       | \$58,800 |
| 12       | \$59,600 |



Proposed v. 11.29.18

GCBA-E-3

## 2019-2020 Special Services Salary Schedule

**Includes the following jobs:** Audiologist, Occupational Therapist, Speech Language Pathologist, Speech Language Pathologist Assistant, Physical Therapist, Teacher of the Deaf and Hard of Hearing, School Psychologist, COTA

**Initial Placement:** Placement is determined on a case-by-case basis.

**Contract Days:** 186 days

| Pay Step | Amount   |
|----------|----------|
| 0        | \$43,036 |
| 1        | \$43,836 |
| 2        | \$44,636 |
| 3        | \$45,436 |
| 4        | \$46,236 |
| 5        | \$47,036 |
| 6        | \$47,836 |
| 7        | \$48,636 |
| 8        | \$49,436 |
| 9        | \$50,236 |
| 10       | \$51,036 |
| 11       | \$51,836 |
| 12       | \$52,636 |
| 13       | \$53,436 |
| 14       | \$54,236 |
| 15       | \$55,036 |
| 16       | \$55,836 |
| 17       | \$56,636 |
| 18       | \$57,436 |
| 19       | \$58,236 |
| 20       | \$59,036 |
| 21       | \$59,836 |
| 22       | \$60,636 |