

**CONTROL FACTORS FOR  
ADMINISTRATIVE/MANAGEMENT AND SUPERVISORY  
PERSONNEL SALARY SCHEDULE**

Unless otherwise recommended by the Superintendent, all persons being placed on the schedule for the first time will be assigned to step 0 for the pay grade appropriate to their position. The Superintendent may assign placement above step 0 subject to School Board approval to (a) insure that one who is a teacher in the district will not receive a "pay cut" when compared to their teaching salary projected for twelve months, or (b) provide an added incentive to a person with critically needed skills. Under no circumstances will a person being placed on the schedule for the first time be placed above step 20.

When a person already on the administrative salary schedule is assigned a new district level position on the schedule, the person will be placed on the salary schedule (pay grade/step) for the new position closest to their current salary, including supplements, if applicable. The person would not maintain the same step status for the new district level position, unless a decrease in overall salary would result. This paragraph shall apply only to an administrator whose move is to a district level administrative position.

A district level administrator who accepts a school based administrative position shall maintain his/her step on the schedule when assigned to the new pay grade.

Unless the Superintendent takes overt action to withhold an increment, each person will advance one step on the schedule up through step 20 for each year of administrative/management experience within the Clay County Schools except as follows:

1. If an administrator (including a Cafeteria Manager) receives an unsatisfactory rating on his/her annual performance evaluation and the Superintendent recommends reappointment to an administrative position for the following year, the administrator will receive the same salary in the next school year as he/she received during the unsatisfactory year of service. Such administrator will be ineligible for any step, supplement or base salary pay increase. This freeze will apply for, at least, the school year following the administrator's receipt of an unsatisfactory evaluation.
2. If, during the frozen salary year, the administrator earns a satisfactory evaluation, he/she will be placed back on the salary schedule for the following year and, if otherwise eligible, receive any step increase approved by the Board.
3. If the administrator referenced in 1. above receives satisfactory ratings on the final performance evaluations for each of the two (2) years following the receipt of an unsatisfactory rating, the administrator will be eligible, the third year, for any salary step and/or step amount that would have applied had the administrator never earned an unsatisfactory evaluation.

If the situation arises where the chief officer of a school makes less money than another person in that school, the situation shall be brought to the attention of the School Board to be considered on a case by case basis.

Administrative positions are 12-month positions unless otherwise approved in the allocation document. The salary and applicable supplement of a-less-than-12-month administrator shall be prorated based on the number of contract days times the daily rate of pay established in the Administrative Salary Tables contained herein.

*Approved : 7/31/06*

The 10 or 11-month calendar for an administrator shall be the same as that established for other 10 (196 days) or 11 (216 days) - month employees.

**School based administrative personnel who have earned the status of “exemplary” on their evaluations for 2006-2007 school year will be awarded the appropriate compensation as designed by the legislature. This compensation will be prorated based on the length and type of the contract held by the respective administrator.**

Board Approved: 7/31/06  
Revised: 2/15/2007

**APPENDIX IV A  
SALARY SCHEDULE 2006-2007**

**A. Regular Bachelor's Schedule**

Years of Approved Experience	Bachelor's Level Salary Amount (196 Day)
0	35,000
1	35,250
2	35,500
3	35,750
4	36,000
5	36,500
6	37,000
7	37,500
8	38,050
9	38,600
10	39,175
11	39,750
12	40,350
13	40,950
14	41,600
15	42,250
16	42,900
17	43,650
18	44,400
19	45,150
20	45,900
21	46,700
22	47,500
23	48,375
24	49,300
25	50,350
26	51,750
27	55,000

\*NOTE: Returning teachers (with continuous Clay County experience) and new teachers shall be assigned a salary step in accordance with the Article on Compensation and in accordance with approved experience occurring prior to July 1, 2006.

- B. A Clay County teacher returning in 2006-2007 from a Board approved leave of absence shall be placed on the salary schedule based on the approved experience credited to him/her at the beginning of his/her extended leave of absence.
- C. A supplement will be given to returning teachers who were on step 30 in 2002-2003 and earned a year of experience credit. The equal installment supplement (\$1745) will be paid during the 2006-2007 year.
- D. The salaries indicated shall be prorated based on the length and type of contract held by the respective teacher.

Approved: 8/17/06

- E. A one-time supplement will be given to returning teachers who were on step 30 in 2005-2006 and earned a year of experience credit. This equal installment supplement (\$1,200) will be paid during the 2006-2007 school year.
- F. Instructional personnel who have earned the status of “exemplary” on their evaluations for 2006-2007 school year will be awarded the appropriate compensation as designated by the legislature. This compensation will be prorated based on the length and type of the contract held by the respective teacher.**

Board Approved: 8/17/06  
Revised: 2/15/2007

**TABLE V**  
**CLASSIFICATIONS/BAND/GRADE**

<u>CLASSIFICATION</u>	<u>BAND/GRADE</u>
CLERICAL/AIDES/TEACHER ASSISTANTS:	
Accounting Support Assistant .....	B23
Accounting Assistant .....	B24
Accounts Payable Assistant .....	B23
Administrative Secretary, Sr. ....	B24
Administrative Secretary .....	B23
Administrative Support Assistant .....	B22
Bookkeeper .....	B23
Career Specialist .....	B32
Child Care Assistant .....	A13
Child Care Aide (Prekindergarten) .....	A11
Classroom Assistant .....	A12
Clerical Assistant .....	A11
Clerical Support Assistant .....	A12
Computer Lab Assistant .....	A13
Data Entry Operator .....	A13
District Media/Technology Secretary .....	B21
Dropout Prevention Assistant .....	A13
ESE Secretary .....	B21
ESE Interpreter IV .....	B32
ESE Interpreter II .....	B22
ESE Interpreter III .....	B31
ESE Interpreter I .....	B21
ESE Assistant .....	A13
Executive Secretary/Deputy Superintendent .....	B24
Health Assistant .....	B21
Inclusion Prekindergarten Assistant .....	A13
Instructional Assistant .....	B23
Instructional Support Assistant .....	B22
Insurance Assistant .....	B23
ISS Assistant .....	A13
Media Technical Assistant .....	B21
Nursery Instructor .....	B32
Paraprofessional/ESE Reading .....	B32
Paraprofessional / Speech and Language .....	B32
Parent Educator .....	A13
Payroll Assistant .....	B23
Payroll Clerical Assistant .....	A12
Payroll Support Assistant .....	B22
Payroll Aide .....	B22
Pre Kindergarten Instructor .....	B32
Professional Development Assistant .....	B32

School Secretary .....	B21
Service Desk Operator .....	B24
Student Records Secretary .....	B21
Student Services Clerk .....	A13
Student Services Assistant .....	A13
Switchboard Operator .....	A12
Testing & Administrative Support Assistant .....	B23
Title I Assistant .....	A12
Transportation Technology Specialist .....	B32

**CUSTODIAL**

Lead Custodian .....	B21
Head Custodian I .....	B31
Head Custodian II .....	B22
Head Custodian .....	B22
Custodian .....	A12
Custodian/Groundskeeper .....	A12

**TRANSPORTATION**

Shop Manager .....	C41
Lead Mechanic .....	B32
Mechanic .....	B23
Mechanic Assistant .....	B22
Parts Manager .....	B31
Assistant Parts Manager .....	B23
Routing Specialist .....	B23
Routing Dispatcher .....	B21
Bus Driver .....	B21
Fuel Attendant .....	A11
ESE Assistant/Bus Monitor .....	A13

**MAINTENANCE**

Lead HVAC Technician .....	B32
HVAC Technician .....	B23
HVAC Technician Assistant .....	B22
Lead Electrical Technician .....	B32
Electrical Technician .....	B23
Electrical Technician Assistant .....	B22
Lead Electronics Technician .....	B32
Electronics Technician .....	B23
Electronics Technician Assistant .....	B22
General Maintenance Worker .....	A13
Lead Waste/Water Operator .....	B32
Wastewater Operator .....	B23
Waste/Water Operator .....	B24

Lead Plumber .....	B32
Plumber .....	B23
Plumber Assistant .....	B22
<b><u>Irrigation Mechanic/Plumber .....</u></b>	<b>B23</b>
Boiler Tender .....	B23
Lead Painter .....	B32
Painter .....	B22
Lead Carpenter .....	B32
Carpenter .....	B23
Carpenter Assistant .....	B22
Lead Heavy Equipment Operator .....	B32
Heavy Equipment Operator .....	B22
Lead Roofer .....	B32
Roofer .....	B23
Maintenance Mechanic .....	B22
District Wide School Maintenance Mechanic .....	B23
Warehouse Assistant .....	B22
Lead Pest Control Operator .....	B32
Pest Control Operator .....	B22
Locksmith .....	B23

**MISCELLANEOUS**

Warehouse Manager .....	B32
Warehouse Foreman .....	B31
Warehouser, Sr. ....	B21
Warehouser .....	A13
Courier .....	A12
Small Engine Mechanic .....	B22
Press Operator, Sr. ....	B23
Press Operator .....	B22
Bindery Worker .....	A12
Print Center/Textbook Courier .....	A12
District Office Maintenance Mechanic .....	B21

**CAFETERIA**

Assistant Cafeteria Manager .....	B21
Cafeteria Assistant .....	A12
Cafeteria Van Driver .....	A13
School Food Services Support Assistant .....	B22

**TECHNOLOGICAL SPECIALISTS**

Computer Operator .....	B21
Transportation / Boundary Planning Assistant .....	B22
Computer Services Technician .....	B24
Technical Specialist .....	B32
Data Base Specialist .....	C42

Computer Services Assistant .....	B32
Programmer/Analyst .....	C43
FIRN Technical Education Coordinator .....	C42
Network Specialist .....	C43
Network Security Specialist .....	C43
Telecommunications Specialist .....	B32
Telecommunications Technician .....	B24

Board Approved: 8/17/06  
Revised: 2/15/2007