



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **July 10, 2018**

TITLE: **Approval of Salary Placement Schedules**

BACKGROUND: On June 12, 2018, the Governing Board adopted the “Joint Recommendation of the Meet and Confer Teams for Personnel Policy and Compensation Matters” (“Recommendation”). The Recommendation included a provision that “traditional ‘grade and step’ salary schedules will no longer be used to demonstrate earning potential. Future salary negotiations will focus instead on minimum/maximum ranges with annual increases based on a flat fee or a percentage increase to base salaries.”

With the elimination of the traditional salary schedules, Administration requires direction from the Governing Board on pay for persons hired to work for Amphitheater proceeding forward. It is recommended that the Governing Board approve the proposed placement schedules attached to this agenda item and listed below to address the minimum/maximum compensation range as well as how prior work experience will be credited at hire for each of the employee classifications:

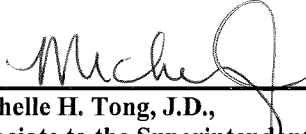
1. Teacher Placement Schedule
2. Librarian Placement Schedule
3. Certificated Non-Teaching Placement Schedule
4. Counselor Placement Schedule
5. Professional Placement Schedule
6. Professional Non-Teaching Placement Schedule
7. Professional Exempt Placement Schedule
8. Support Staff/Classified Placement Schedule
9. Administrative Placement Schedule

Each of the above placement schedules identify the specific employee classifications addressed on the schedule. Because prior salary schedules required the District to place an employee with three or less years of experience at Step A on the salary schedule, the proposed placement schedules also establish a differential between the pay rate of a newly hired employee with no experience and a returning Amphitheater employee with one-year of experience in the same classification. The District collaborated with the Amphitheater Education Association to develop these placement schedules and has the consent of the Association to present them to the Governing Board for approval.

RECOMMENDATION:

It is the recommendation of Administration that the Governing Board approve the proposed Placement Schedules as presented.

INITIATED BY:



Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: July 2, 2018



Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS
CERTIFICATED - TEACHER PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$38,073.00	\$38,726.00	\$39,978.00	\$40,612.00	\$41,882.00	\$43,151.00
Maximum*	\$60,026.00	\$61,072.00	\$63,164.00	\$64,210.00	\$66,302.00	\$68,393.00

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

*This amount represents maximum earning potential in this classification.

**AMPHITHEATER PUBLIC SCHOOLS
CERTIFICATED - TEACHER SALARY GUIDELINES**

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative									
1-3 years of experience will receive \$100 for each year of experience									
4-6 years of experience will receive \$400 for each year of experience									
7-10 years of experience will receive \$600 for each year of experience									
	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE			
1 year	\$ 38,173.00	\$ 38,808.00	\$ 40,078.00	\$ 40,712.00	\$ 41,982.00	\$ 43,251.00	\$ 100.00		
2 years	\$ 38,273.00	\$ 38,908.00	\$ 40,178.00	\$ 40,812.00	\$ 42,082.00	\$ 43,351.00	\$ 100.00		
3 years	\$ 38,373.00	\$ 39,008.00	\$ 40,278.00	\$ 40,912.00	\$ 42,182.00	\$ 43,451.00	\$ 100.00		
4 years	\$ 38,773.00	\$ 39,408.00	\$ 40,678.00	\$ 41,312.00	\$ 42,582.00	\$ 43,851.00	\$ 400.00		
5 years	\$ 39,173.00	\$ 39,808.00	\$ 41,078.00	\$ 41,712.00	\$ 42,982.00	\$ 44,251.00	\$ 400.00		
6 years	\$ 39,573.00	\$ 40,208.00	\$ 41,478.00	\$ 42,112.00	\$ 43,382.00	\$ 44,651.00	\$ 400.00		
7 years	\$ 40,173.00	\$ 40,808.00	\$ 42,078.00	\$ 42,712.00	\$ 43,982.00	\$ 45,251.00	\$ 600.00		
8 years	\$ 40,773.00	\$ 41,408.00	\$ 42,678.00	\$ 43,312.00	\$ 44,582.00	\$ 45,851.00	\$ 600.00		
9 years	\$ 41,373.00	\$ 42,008.00	\$ 43,278.00	\$ 43,912.00	\$ 45,182.00	\$ 46,451.00	\$ 600.00		
10 years	\$ 41,973.00	\$ 42,608.00	\$ 43,878.00	\$ 44,512.00	\$ 45,782.00	\$ 47,051.00	\$ 600.00		
DEGREE/LEVEL MOVEMENT									
BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	\$ 635.00								
MA	\$ 1,905.00	MA	\$ 1,270.00						
MA+15	\$ 2,539.00	MA+15	\$ 1,904.00	MA+15	\$ 634.00				
ED Spec	\$ 3,809.00	ED Spec	\$ 3,174.00	ED Spec	\$ 1,904.00	ED Spec	\$ 1,270.00		
DOC	\$ 5,078.00	DOC	\$ 4,443.00	DOC	\$ 3,173.00	DOC	\$ 2,539.00	DOC	\$ 1,270.00
Teachers with their National Board Certified will be placed at Ed Spec./NBCT									
Contract Type:									
Standard									
Short Term									
Part Time									

**AMPHITHEATER PUBLIC SCHOOLS
LIBRARIAN PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$35,583.00	\$36,218.00	\$37,488.00	\$38,122.00	\$39,392.00	\$40,661.00
Maximum*	\$57,636.00	\$58,682.00	\$60,774.00	\$61,820.00	\$63,912.00	\$66,003.00

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

*This amount represents maximum earning potential in this classification.

**AMPHITHEATER PUBLIC SCHOOLS
LIBRARIAN SALARY GUIDELINES**

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative									
1-3 years of experience will receive \$100 for each year of experience									
4-6 years of experience will receive \$400 for each year of experience									
7-10 years of experience will receive \$600 for each year of experience									
	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE			
1 year	\$ 35,683.00	\$ 36,318.00	\$ 37,588.00	\$ 38,222.00	\$ 39,492.00	\$ 40,761.00	\$ 100.00		
2 years	\$ 35,783.00	\$ 36,418.00	\$ 37,688.00	\$ 38,322.00	\$ 39,592.00	\$ 40,861.00	\$ 100.00		
3 years	\$ 35,883.00	\$ 36,518.00	\$ 37,788.00	\$ 38,422.00	\$ 39,692.00	\$ 40,961.00	\$ 100.00		
4 years	\$ 36,283.00	\$ 36,918.00	\$ 38,188.00	\$ 38,822.00	\$ 40,092.00	\$ 41,361.00	\$ 400.00		
5 years	\$ 36,683.00	\$ 37,318.00	\$ 38,588.00	\$ 39,222.00	\$ 40,492.00	\$ 41,761.00	\$ 400.00		
6 years	\$ 37,083.00	\$ 37,718.00	\$ 38,988.00	\$ 39,622.00	\$ 40,892.00	\$ 42,161.00	\$ 400.00		
7 years	\$ 37,683.00	\$ 38,318.00	\$ 39,588.00	\$ 40,222.00	\$ 41,492.00	\$ 42,761.00	\$ 600.00		
8 years	\$ 38,283.00	\$ 38,918.00	\$ 40,188.00	\$ 40,822.00	\$ 42,092.00	\$ 43,361.00	\$ 600.00		
9 years	\$ 38,883.00	\$ 39,518.00	\$ 40,788.00	\$ 41,422.00	\$ 42,692.00	\$ 43,961.00	\$ 600.00		
10 years	\$ 39,483.00	\$ 40,118.00	\$ 41,388.00	\$ 42,022.00	\$ 43,292.00	\$ 44,561.00	\$ 600.00		
DEGREE/LEVEL MOVEMENT									
BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	\$ 635.00								
MA	\$ 1,905.00	MA	\$ 1,270.00						
MA+15	\$ 2,539.00	MA+15	\$ 1,904.00	MA+15	\$ 634.00				
ED Spec	\$ 3,809.00	ED Spec	\$ 3,174.00	ED Spec	\$ 1,904.00	ED Spec	\$ 1,270.00		
DOC	\$ 5,078.00	DOC	\$ 4,443.00	DOC	\$ 3,173.00	DOC	\$ 2,539.00	DOC	\$ 1,270.00
Contract Type:									
Standard									
Short Term									
Part Time									

**AMPHITHEATER PUBLIC SCHOOLS
CERTIFICATED - NON-TEACHING PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$35,583.00	\$36,218.00	\$37,488.00	\$38,122.00	\$39,392.00	\$40,661.00
Maximum*	\$57,636.00	\$58,682.00	\$60,774.00	\$61,820.00	\$63,912.00	\$66,003.00

Positions may qualify for a stipend in addition to the above salary.

Additional compensation may be given for years of experience.

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**AMPHITHEATER PUBLIC SCHOOLS
CERTIFICATED - NON TEACHING SALARY GUIDELINES**

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative									
1-3 years of experience will receive \$100 for each year of experience									
4-6 years of experience will receive \$400 for each year of experience									
7-10 years of experience will receive \$600 for each year of experience									
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2 years	\$ 35,783.00	\$ 36,418.00	\$ 37,688.00	\$ 38,322.00	\$ 39,592.00	\$ 40,861.00	\$ 100.00		
3 years	\$ 35,883.00	\$ 36,518.00	\$ 37,788.00	\$ 38,422.00	\$ 39,692.00	\$ 40,961.00	\$ 100.00		
4 years	\$ 36,283.00	\$ 36,918.00	\$ 38,188.00	\$ 38,822.00	\$ 40,092.00	\$ 41,361.00	\$ 400.00		
5 years	\$ 36,683.00	\$ 37,318.00	\$ 38,588.00	\$ 39,222.00	\$ 40,492.00	\$ 41,761.00	\$ 400.00		
6 years	\$ 37,083.00	\$ 37,718.00	\$ 38,988.00	\$ 39,622.00	\$ 40,892.00	\$ 42,161.00	\$ 400.00		
7 years	\$ 37,683.00	\$ 38,318.00	\$ 39,588.00	\$ 40,222.00	\$ 41,492.00	\$ 42,761.00	\$ 600.00		
8 years	\$ 38,283.00	\$ 38,918.00	\$ 40,188.00	\$ 40,822.00	\$ 42,092.00	\$ 43,361.00	\$ 600.00		
9 years	\$ 38,883.00	\$ 39,518.00	\$ 40,788.00	\$ 41,422.00	\$ 42,692.00	\$ 43,961.00	\$ 600.00		
10 years	\$ 39,483.00	\$ 40,118.00	\$ 41,388.00	\$ 42,022.00	\$ 43,292.00	\$ 44,561.00	\$ 600.00		
DEGREE/LEVEL MOVEMENT									
BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	\$ 635.00								
MA	\$ 1,905.00	MA	\$ 1,270.00						
MA+15	\$ 2,539.00	MA+15	\$ 1,904.00	MA+15	\$ 634.00				
ED Spec	\$ 3,809.00	ED Spec	\$ 3,174.00	ED Spec	\$ 1,904.00	ED Spec	\$ 1,270.00		
DOC	\$ 5,078.00	DOC	\$ 4,443.00	DOC	\$ 3,173.00	DOC	\$ 2,539.00	DOC	\$ 1,270.00
Positions on this schedule:									
Curriculum & Instructional Support Specialist									
Instructional Support Assistant									
Special Education Facilitator									
Contract Type:									
Standard									
Short Term									
Part Time									

**AMPHITHEATER PUBLIC SCHOOLS
COUNSELOR PLACEMENT SCHEDULE**

	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$37,488.00	\$38,122.00	\$39,392.00	\$40,661.00
Maximum*	\$60,774.00	\$61,820.00	\$63,912.00	\$66,003.00

Additional compensation may be given for years of experience.

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*This amount represents maximum earning potential in this classification.

**AMPHITHEATER PUBLIC SCHOOLS
COUNSELOR SALARY GUIDELINES**

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative					
1-3 years of experience will receive \$100 for each year of experience					
4-6 years of experience will receive \$400 for each year of experience					
7-10 years of experience will receive \$600 for each year of experience					
	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE	
1 year	\$ 37,588.00	\$ 38,222.00	\$ 39,492.00	\$ 40,761.00	\$ 100.00
2 years	\$ 37,688.00	\$ 38,322.00	\$ 39,592.00	\$ 40,861.00	\$ 100.00
3 years	\$ 37,788.00	\$ 38,422.00	\$ 39,692.00	\$ 40,961.00	\$ 100.00
4 years	\$ 38,188.00	\$ 38,822.00	\$ 40,092.00	\$ 41,361.00	\$ 400.00
5 years	\$ 38,588.00	\$ 39,222.00	\$ 40,492.00	\$ 41,761.00	\$ 400.00
6 years	\$ 38,988.00	\$ 39,622.00	\$ 40,892.00	\$ 42,161.00	\$ 400.00
7 years	\$ 39,588.00	\$ 40,222.00	\$ 41,492.00	\$ 42,761.00	\$ 600.00
8 years	\$ 40,188.00	\$ 40,822.00	\$ 42,092.00	\$ 43,361.00	\$ 600.00
9 years	\$ 40,788.00	\$ 41,422.00	\$ 42,692.00	\$ 43,961.00	\$ 600.00
10 years	\$ 41,388.00	\$ 42,022.00	\$ 43,292.00	\$ 44,561.00	\$ 600.00
DEGREE/LEVEL MOVEMENT					
MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
MA+15	\$ 634.00				
ED Spec	\$ 1,904.00	ED Spec	\$ 1,270.00		
DOC	\$ 3,173.00	DOC	\$ 2,539.00	DOC	\$ 1,270.00
Positions on this schedule:					
HS Counselor					
JTED Counselor					
MS Counselor					
Contract Type:					
Professional - 10 Month					

AMPHITHEATER PUBLIC SCHOOLS PROFESSIONAL PLACEMENT SCHEDULE

	MINIMUM	MAXIMUM*
Social Workers	\$ 40,268.12	\$ 61,641.97
Social Workers w/doctorate	\$ 43,086.57	\$ 66,018.37
Speech Language Pathologists w/bachelors	\$ 55,600.00	\$ 81,376.53
Speech Language Pathologists w/masters	\$ 62,200.00	\$ 89,427.92
Audiologists	\$ 50,931.59	\$ 78,199.78
Audiologists w/doctorate	\$ 53,750.05	\$ 82,576.20
Psychologists	\$ 54,514.76	\$ 83,763.59
Psychologists w/doctorate	\$ 57,333.22	\$ 88,140.00
Occupational Therapists	\$ 61,230.79	\$ 94,119.03
Occupational Therapists w/doctorate	\$ 64,049.24	\$ 98,488.02
Physical Therapists	\$ 61,566.18	\$ 94,636.94
Physical Therapists w/doctorate	\$ 64,333.59	\$ 98,927.15

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

*This amount represents maximum earning potential in this classification.

AMPHITHEATER PUBLIC SCHOOLS PROFESSIONAL SALARY GUIDELINES

	Social Workers	Social Workers w/doctorate	Speech Language Pathologists w/bachelors	Speech Language Pathologists w/masters	Audiologists	Audiologists w/doctorate
MINIMUM	\$ 40,268.12	\$ 43,086.57	\$ 56,600.00	\$ 62,200.00	\$ 50,931.59	\$ 53,750.05
1	\$ 40,814.38	\$ 43,672.29	\$ 57,392.38	\$ 63,070.78	\$ 51,627.13	\$ 54,485.05
2	\$ 41,588.95	\$ 44,504.02	\$ 58,503.46	\$ 64,291.79	\$ 52,617.98	\$ 55,488.05
3	\$ 42,379.03	\$ 45,352.40	\$ 59,614.95	\$ 65,513.25	\$ 53,628.61	\$ 56,601.99
4	\$ 43,184.89	\$ 46,217.73	\$ 60,726.81	\$ 66,735.12	\$ 54,659.49	\$ 57,692.32
5	\$ 44,006.87	\$ 47,100.36	\$ 61,839.09	\$ 67,957.45	\$ 55,710.98	\$ 58,804.46
6	\$ 44,845.34	\$ 48,000.69	\$ 62,951.72	\$ 69,180.16	\$ 56,783.49	\$ 59,938.84
7	\$ 45,700.52	\$ 48,918.97	\$ 64,064.74	\$ 70,403.30	\$ 57,877.45	\$ 61,095.92
8	\$ 46,572.82	\$ 49,855.65	\$ 65,178.11	\$ 71,626.83	\$ 58,993.31	\$ 62,276.13
9	\$ 47,247.47	\$ 50,580.11	\$ 66,022.59	\$ 72,554.87	\$ 59,856.28	\$ 63,188.90
10	\$ 48,150.71	\$ 51,549.99	\$ 67,855.88	\$ 73,779.10	\$ 61,011.70	\$ 64,410.98

	Psychologists	Psychologists w/doctorate	Occupational Therapists	Occupational Therapists w/doctorate	Physical Therapists	Physical Therapists w/doctorate
MINIMUM	\$ 54,514.76	\$ 57,333.22	\$ 61,230.79	\$ 64,049.24	\$ 61,566.18	\$ 64,333.59
1	\$ 55,260.46	\$ 58,118.38	\$ 62,070.52	\$ 64,928.43	\$ 62,410.61	\$ 65,216.75
2	\$ 56,323.96	\$ 59,239.04	\$ 63,267.52	\$ 66,182.28	\$ 63,614.32	\$ 66,476.29
3	\$ 57,408.76	\$ 60,382.15	\$ 64,488.42	\$ 67,461.19	\$ 64,842.03	\$ 67,761.00
4	\$ 58,515.23	\$ 61,548.06	\$ 65,733.77	\$ 68,765.70	\$ 66,094.35	\$ 69,071.40
5	\$ 59,643.82	\$ 62,737.30	\$ 67,004.03	\$ 70,096.30	\$ 67,371.71	\$ 70,408.03
6	\$ 60,795.00	\$ 63,950.36	\$ 68,299.67	\$ 71,453.50	\$ 68,674.60	\$ 71,771.38
7	\$ 61,969.19	\$ 65,187.67	\$ 69,621.24	\$ 72,837.83	\$ 70,003.56	\$ 73,161.99
8	\$ 63,166.87	\$ 66,449.69	\$ 70,969.23	\$ 74,249.87	\$ 71,359.08	\$ 74,580.40
9	\$ 64,093.14	\$ 67,425.76	\$ 72,011.52	\$ 75,341.85	\$ 72,407.20	\$ 75,677.31
10	\$ 65,333.31	\$ 68,732.58	\$ 73,407.33	\$ 76,803.98	\$ 73,810.81	\$ 77,146.08

Speech Language Pathologists who obtain their Masters will receive the difference between the starting salaries at each level

Employees who receive their doctorate will receive \$2,800.00 when moving up to the doctorate level

Contract Type:

Professional - 12 Month

Professional - 10 Month

**AMPHITHEATER PUBLIC SCHOOLS
PROFESSIONAL NON-TEACHING PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$35,583.00	\$36,218.00	\$37,488.00	\$38,122.00	\$39,392.00	\$40,661.00
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**AMPHITHEATER PUBLIC SCHOOLS
PROFESSIONAL NON-TEACHING SALARY GUIDELINES**

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DEGREE/LEVEL MOVEMENT									
BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
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ED Spec	\$ 3,809.00	ED Spec	\$ 3,174.00	ED Spec	\$ 1,904.00	ED Spec	\$ 1,270.00		
DOC	\$ 5,078.00	DOC	\$ 4,443.00	DOC	\$ 3,173.00	DOC	\$ 2,539.00	DOC	\$ 1,270.00
Positions on this schedule:									
HS Athletic Trainer									
School Nurse HS									
School Nurse MS									
School Nurse-Special Ed.									
Contract Type:									
Professional - 10 Month									

**AMPHITHEATER PUBLIC SCHOOLS
PROFESSIONAL EXEMPT PLACEMENT SCHEDULE**

<u>Job Code</u>	<u>Professional Position</u>	<u>Minimum</u>	<u>Maximum*</u>
40G	Assistant Manager - Transportation	\$41,489.54	\$66,900.52
01P	Bonds Project Manager	\$51,144.12	\$82,979.08
51E	Building Systems Manager	\$52,150.28	\$84,621.96
A632	Career Ed & Internship Coordinator	\$41,489.54	\$66,900.52
04J	Computer Network Systems Coord II	\$38,393.58	\$62,161.49
01EF	Coordinator of Data Analysis	\$60,959.00	\$98,754.00
03LL	District Benefits Manager	\$44,840.77	\$72,346.42
16F	District Program Coordinator	\$47,312.89	\$76,723.46
A628	ELL District Coordinator	\$54,223.43	\$88,006.93
51H	Energy & Resource Mgt Coord	\$42,302.62	\$68,221.83
13V	Food Service Nutritionist	\$45,508.10	\$73,776.63
01YZ	Human Resources Manager	\$53,176.60	\$86,297.71
F219	IB World School Coordinator	\$43,977.92	\$70,944.23
A618	Instructional Coach	\$44,840.77	\$72,346.42
12C	Manager - Graphics & Printing	\$30,613.47	\$48,242.43
51B	Manager - Grounds	\$43,977.92	\$70,944.23
01E	Manager - Technical Support	\$60,959.00	\$98,754.00
A625	Math Coordinator	\$50,157.67	\$81,368.42
15D	Native American Ed Advisor/Coordinator	\$34,185.99	\$55,291.19
01WW	Payroll Supervisor	\$41,489.54	\$66,900.52
04P	Programmer Analyst	\$56,380.30	\$91,528.69
A623	School Improvement Specialist	\$49,190.56	\$79,789.33
A630	Science/STEM Coordinator	\$50,157.67	\$81,368.42
E307	Site Program Coordinator	\$39,144.73	\$63,388.01
04X	Software/Database Application Specialist	\$58,624.33	\$95,192.70
01EG	Student Data Mgt System Analyst/Trainer	\$56,380.30	\$91,528.69
04H	Tele/Data Network Systems Coordinator	\$42,302.62	\$68,221.83
Additional compensation may be given for years of experience.			
Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.			
*This amount represents maximum earning potential in this classification.			

**AMPHITHEATER PUBLIC SCHOOLS
PROFESSIONAL EXEMPT SALARY GUIDELINES**

Professional Position	Minimum	1 Year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years
Assistant Manager - Transportation	\$41,489.54	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67
Bonds Project Manager	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49
Building Systems Manager	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01
Career Ed & Internship Coordinator	\$41,489.54	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67
Computer Network Systems Coord II	\$38,393.58	\$39,144.73	\$39,910.91	\$40,692.41	\$41,489.54	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55
Coordinator of Data Analysis	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13	\$66,900.52	\$68,221.83	\$69,569.56	\$70,944.23	\$72,346.42	\$73,776.63
District Benefits Manager	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43
District Program Coordinator	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20
ELL District Coordinator	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13
Energy & Resource Mgt Coord	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12
Food Service Nutritionist	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19
Human Resources Manager	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06
IB World School Coordinator	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60
Instructional Coach	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43
Manager - Graphics & Printing	\$30,613.47	\$31,042.06	\$31,646.21	\$32,262.40	\$32,890.94	\$33,532.07	\$34,185.99	\$34,853.01	\$35,533.35	\$36,227.31	\$36,935.15
Manager - Grounds	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60
Manager - Technical Support	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13	\$66,900.52	\$68,221.83	\$69,569.56	\$70,944.23	\$72,346.42	\$73,776.63
Math Coordinator	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00
Native American Ed Advisor/Coordinator	\$34,185.99	\$34,853.01	\$35,533.35	\$36,227.31	\$36,935.15	\$37,657.15	\$38,393.58	\$39,144.73	\$39,910.91	\$40,692.41	\$41,489.54
Payroll Supervisor	\$41,489.54	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67
Programmer Analyst	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13	\$66,900.52	\$68,221.83
School Improvement Specialist	\$49,190.56	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12
Science/STEM Coordinator	\$50,157.67	\$51,144.12	\$52,150.28	\$53,176.60	\$54,223.43	\$55,291.19	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00
Site Program Coordinator	\$39,144.73	\$39,910.91	\$40,692.41	\$41,489.54	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89
Software/Database Application Specialist	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13	\$66,900.52	\$68,221.83	\$69,569.56	\$70,944.23
Student Data Mgt System Analyst/Trainer	\$56,380.30	\$57,491.20	\$58,624.33	\$59,780.12	\$60,959.00	\$62,161.49	\$63,388.01	\$64,639.06	\$65,915.13	\$66,900.52	\$68,221.83
Tele/Data Network Systems Coordinator	\$42,302.62	\$43,131.98	\$43,977.92	\$44,840.77	\$45,508.10	\$46,401.55	\$47,312.89	\$48,242.43	\$49,190.56	\$50,157.67	\$51,144.12

Contract Type:

Professional - 10 Month

Professional - 12 Month

**AMPHITHEATER PUBLIC SCHOOLS
SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL A		MINIMUM		MAXIMUM*	
40Q	Bus Driver Trainee		10.50		14.73
14B	Campus Monitor				
02D	Clerk I				
14A	Crossing Guard				
13H	FS Attendant I				
15PS	Instructional Aide-Presch				
15PC	Preschool Aide/Caregiver				
LEVEL B		MINIMUM		MAXIMUM*	
15R	Asst. To Audiologist		10.50		15.22
02G	Clerk-Typist I				
13E	Cook I				
13I	FS Attendant II				
40O	Transportation Attendant				
LEVEL C		MINIMUM		MAXIMUM*	
11A	Bookstore Clerk		10.50		16.15
02E	Clerk II				
13F	Cook II				
24B	Library Clerk				
32A	School Health Assistant				
15W	Student/Family Advocate				
LEVEL D		MINIMUM		MAXIMUM*	
02B	Attendance Clerk		10.50		17.45
15P	Behavioral Interv Monitor				
02Z	Bilingual Clerk				
15A	Bilingual Inst Assistant				
12F	Comp Copy Mach Operator				
13G	Cook III				
50B	Custodian I				
13U	Food Service Courier				
13JJ	FS Attendant III - Lead				
50E	Groundskeeper I				
01Y	HR Customer Service Rep.				
24C	Library Media Tech I				
11B	Mail/Courier Srv Provider				
15T	Native Amer Tutor/Advisor				
11D	Purchasing Clerk				
02J	Registrar - Middle School				
14C	Security Officer				
11E	Shipping/Receiving Clerk				
15F	Student Serv Coord Asst I				
60H	Translator/Interpreter				

**AMPHITHEATER PUBLIC SCHOOLS
SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL E		MINIMUM	MAXIMUM*
15V	Bilingual Comm. Liaison	10.90	18.41
02AA	Bilingual Office Asst		
03A	Bookkeeper I		
04B	Computer Systems Operator		
50C	Custodian II		
12G	Graphics & Printing Lead		
50F	Groundskeeper II		
02NN	HS Athletic Secretary		
04D	Inst Technology Spec.		
11G	Inventory Control Clerk		
15PA	Preschool Teaching Asst		
15HH	Reading Room Assistant		
02O	Secretary I		
14CC	Security Specialist		
15J	Special Ed Teaching Asst		
15LL	Voc Agriscience Assistant		
LEVEL F		MINIMUM	MAXIMUM*
50D	Custodian III	12.09	19.32
60C	Dist Ath Equip Coord		
01N	Ed Asst To Elem Principal		
32B	Elem School Health Aide		
03H	Fringe Benefit Assistant		
24A	Library Assistant		
15VW	Parent Educator		
02K	Registrar - High School		
02P	Secretary II		
40HH	Transportation Scheduler		
LEVEL G		MINIMUM	MAXIMUM*
40F	Automotive Parts Coord.	12.59	20.19
01J	Human Resources Data Tech		
15II	Instr Spec -Land Lab/Agri		
50VV	Maintenance Supply Coord		
15PT	Preschool Instruct Spec		
02Q	Secretary III		
24F	Student Records Mgmt Spec		

**AMPHITHEATER PUBLIC SCHOOLS
SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL H		MINIMUM	MAXIMUM*
03B	Bookkeeper II	13.13	20.98
04Q	CTE Data Specialist		
13Q	Food Service Bookkeeper		
15WX	Parent Educator Coord		
03D	Payroll Specialist I		
02RR	School Admin Assistant		
02S	Spec.Ed. Records Spec.		
15JK	Sped Teaching Asst for HI		
40II	Transportation Dispatcher		
LEVEL I		MINIMUM	MAXIMUM*
03F	Benefits Specialist	13.68	21.84
40E	Bus Driver		
01KK	District Substitute Coord		
01K	Human Resource Specialist		
40JJ	Routing Coord - Trans		
LEVEL J		MINIMUM	MAXIMUM*
04A	Admin Computer Specialist	14.12	22.64
01H	Administrative Asst I		
40A	Auto Mechanic I		
50P	Facilities Technician		
13NN	FS Supervisor		
50G	Irrigation Systems Mech.		
51K	Maintenance Technician II		
11C	Manager-Bookstore		
50L3	Painter III		
51G	Preventative Maint Tec II		
50T	Refrigeration Mechanic II		
31F	Spch/Lang Pathology Asst		
40U	Trans DrivTrainer/Relief		
LEVEL K		MINIMUM	MAXIMUM*
40B	Auto Mechanic II	14.70	23.54
40BB	Auto Mechanic Lead		
04E	Computer Repair Tech.		
40L	Grounds Equip. Mechanic		
50J	Journeyman Carpenter		
04EE	JTED Computer Repair Tech		
50O	Locksmith		

**AMPHITHEATER PUBLIC SCHOOLS
SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL L		MINIMUM		MAXIMUM*	
01TV	Budget Tech		15.61		25.02
40C	Chief Mechanic - Garage				
16G	College Adviser				
01KL	HRIS Support Analyst				
50P3	Lead Facilities Tech.				
50GG	Lead Irrig. Systems Mech.				
50JJ	Lead Journeyman Carpenter				
50UU	Lead Journeyman Plumber				
24EE	Records & Qualif. Spec.				
LEVEL M		MINIMUM		MAXIMUM*	
01I	Administrative Asst II		16.50		26.62
02T	Secretary To Governing Bd				
40T	Trans Train & Safety Coor				
LEVEL N		MINIMUM		MAXIMUM*	
50P5	Building Automation Tech		17.76		28.68
04L	Comp Ntwk Systm Installer				
50X	Electronic Technician				
50K	Journeyman Electrician				
50TT	Refrigeration Mech. III				
LEVEL O		MINIMUM		MAXIMUM*	
61A	Accountability & Research		19.38		32.09
03K	Accountant				
31D	Cert.Occup.Therapy Asst.				
50KK	Lead Jrnyman Electrician				
50S3	Lead Refrig. Mechanic III				
04MM	Web & Digital Media Spec				
LEVEL P		MINIMUM		MAXIMUM*	
01GG	Homeless Education Liaison		21.31		34.33
Additional compensation may be given for years of experience.					
Pay rates include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.					
*This pay rate represents maximum earning potential in this classification.					

**AMPHITHEATER PUBLIC SCHOOLS
SUPPORT STAFF/CLASSIFIED PLACEMENT GUIDELINES**

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

The above rules do not apply to positions starting at less than \$11.00

Promotions - Will receive the difference between the starting rate at each level
or 4%, whichever is greater

Demotions - Rate reduced by the difference between the starting rate at each level

AMPHITHEATER PUBLIC SCHOOLS ADMINISTRATIVE PLACEMENT SCHEDULE

PRINCIPALS	MINIMUM	MAXIMUM*
High School (HSP)	\$ 93,509.11	\$ 112,598.23
High School w/ Doctoral (HSPD)	\$ 96,535.35	\$ 116,252.22
K-8 (KSP)	\$ 89,997.87	\$ 107,632.61
K-8 w/ Doctoral (KSPD)	\$ 93,024.11	\$ 111,286.62
Middle School (MSP)	\$ 86,497.87	\$ 104,132.61
Middle School w/ Doctoral (MSPD)	\$ 89,524.11	\$ 107,786.62
Elementary (ESP)	\$ 76,559.68	\$ 92,132.87
Elementary w/ Doctoral (ESPD)	\$ 79,585.92	\$ 95,786.87

ASSISTANT PRINCIPALS/DIRECTORS	MINIMUM	MAXIMUM*
High School (HSA)	\$ 82,021.82	\$ 98,728.06
High School w/ Doctoral (HSAD)	\$ 84,977.51	\$ 102,296.86
Asst. Dept. Director (ADD)	\$ 77,223.03	\$ 92,933.81
Asst. Dept. Director w/ Doctoral (ADDD)	\$ 80,249.28	\$ 96,587.82
K-8/Middle School (MSA)	\$ 72,489.98	\$ 87,218.96
K-8/Middle School w/ Doctoral (MSAD)	\$ 75,516.23	\$ 90,872.96
Elementary (ESA)	\$ 64,138.76	\$ 77,135.36
Elementary w/ Doctoral (ESAD)	\$ 67,165.01	\$ 80,789.38

SUPPORT ADMINISTRATORS	MINIMUM	MAXIMUM*
All (SAS)	\$ 57,730.36	\$ 69,397.65
All Support w/ Doctoral (SASD)	\$ 60,756.61	\$ 73,051.65

Administrative Substitute	\$ 200.00
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Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

*This amount represents maximum earning potential in this classification.

AMPHITHEATER PUBLIC SCHOOLS ADMINISTRATIVE SALARY GUIDELINES

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

Promotions - Will receive the difference between the starting rate at each level
or 4%, whichever is greater

Demotions - Rate reduced by the difference between the starting rate each level

Employees who receive their doctorate will receive \$3000.00 when moving up to the
doctorate level

Contract Type:

Administrative - 10 Month

Administrative - 12 Month