

UNIFORM SALARY SCALE

A Compensation and Classification Study conducted by Evergreen Solutions, Inc. was completed in March of 2019. A primary recommendation was to implement a Uniform Salary Scale to simplify and bring consistency to the district's compensation system. The new Uniform Salary Scale, as finalized in the FY 2020 adopted budget, will go into effect July 1, 2019, and includes a 5% across the board increase for FY 2020. It replaces six salary scales: Service, Nutrition Services, Specialty, Teaching and Learning Facilitators, Administrative, and Educational Interpreter. The Uniform Salary Scale features salaries in terms of hourly rates at the market minimum, midpoint, and maximum instead of steps/levels.

The study identified those position classifications and employees below the market minimum in terms of compensation. To address this issue, the School Board set aside \$500,000 in its FY 2020 adopted budget to implement Phase I of the plan to bring the identified employees halfway to the market minimum. (The 5% across the board increase was added to the market enhancement). Evergreen Solutions, Inc. also recommended that certain position titles be revised.

A copy of the study is available on the SCPS website.

CLASSIFICATION TITLE	GRADE	FY20 ADOPTED	FY20 ADOPTED	FY20 ADOPTED
		MIN	MID	MAX
Nutrition Worker	10	\$11.42	\$15.99	\$20.56
Procurement Service/Mail Support	40	\$13.51	\$18.91	\$24.32
Administrative Support I	50	\$13.25	\$18.55	\$23.85
Assistant Nutrition Manager - Elementary School	50	\$14.19	\$19.87	\$25.54
Assistant Nutrition Manager - Middle School	70	\$15.29	\$21.41	\$27.52
Behind the Wheel Instructor	70	\$16.03	\$22.44	\$28.85
Security Officer	70	\$15.65	\$21.91	\$28.17
Assistant Nutrition Manager - High School	80	\$16.06	\$22.48	\$28.91
Family Service Worker	80	\$14.70	\$20.58	\$26.46
Library Assistant	80	\$15.02	\$21.03	\$27.04
Job Coach	80	\$14.70	\$20.58	\$26.46
Behavior Support Assistant	90	\$17.59	\$24.63	\$31.66
Administrative Support II	100	\$15.89	\$22.25	\$28.60
Clinic Assistant	100	\$15.89	\$22.25	\$28.60
Dispatcher	100	\$16.56	\$23.18	\$29.81
Nutrition Manager - Elementary School	100	\$18.58	\$26.01	\$33.44
Safety Security Risk Management Technician	100	\$18.58	\$26.01	\$33.44
Accounting Assistant I	110	\$17.79	\$24.91	\$32.02
Elementary School Officer Manager	110	\$17.79	\$24.91	\$32.02
Coordinator of Dispatch	110	\$17.79	\$24.91	\$32.02
Middle School Officer Manager	110	\$17.79	\$24.91	\$32.02
Nutrition Manager - Middle School	110	\$19.51	\$27.31	\$35.12
Accounting Assistant II	120	\$20.01	\$28.01	\$36.02
Assistive Technology Assistant	120	\$20.01	\$28.01	\$36.02
Coordinator of Driver Training and Safety	120	\$20.01	\$28.01	\$36.02
Coordinator of Special Trips	120	\$18.28	\$25.59	\$32.90
Nutrition Manager - High School	120	\$20.50	\$28.70	\$36.90
Accounting Specialist II	130	\$21.68	\$30.35	\$39.02
Executive Assistant	130	\$21.01	\$29.41	\$37.82
Fleet Services Office Specialist	130	\$21.68	\$30.35	\$39.02
Coordinator of Bus Routes	140	\$20.15	\$28.21	\$36.27
High School Office Manager	140	\$21.06	\$29.48	\$37.91
Information Analyst	140	\$22.76	\$31.86	\$40.97
Benefits Analyst I	150	\$22.64	\$31.70	\$40.75
Budget Specialist	150	\$23.18	\$32.45	\$41.72
Finance Specialist	150	\$23.18	\$32.45	\$41.72
Grants Specialist	150	\$23.18	\$32.45	\$41.72
Human Resource Analyst I	150	\$22.12	\$30.97	\$39.82
Payroll Specialist I	150	\$23.18	\$32.45	\$41.72
Teaching/Learning STEM/CTE Support Specialist	150	\$23.91	\$33.47	\$43.04
Benefits Analyst II	160	\$23.78	\$33.29	\$42.80
Payroll Specialist II	160	\$24.35	\$34.09	\$43.83
Accounts Payable Manager	170	\$25.57	\$35.80	\$46.03
Assistant to Superintendent	170	\$26.20	\$36.68	\$47.16
Coordinator of Communication	170	\$26.20	\$36.68	\$47.16

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CLASSIFICATION TITLE	GRADE	FY20 ADOPTED	FY20 ADOPTED	FY20 ADOPTED
		MIN	MID	MAX
Coordinator of Nutrition Services	170	\$23.34	\$32.68	\$42.01
Clerk of the Board	180	\$25.64	\$35.90	\$46.15
Risk Manager	190	\$28.91	\$40.47	\$52.04
Human Resource Analyst II	200	\$27.05	\$37.87	\$48.69
Infant/Toddler Specialist	200	\$30.51	\$42.71	\$54.92
McKinney-Vento Liaison/Case Manager	200	\$27.65	\$38.71	\$49.77
Nutrition Field Services Manager	200	\$29.63	\$41.48	\$53.33
Communication Digital Manager	210	\$31.88	\$44.63	\$57.38
Educational Interpreter	210	\$31.52	\$44.13	\$56.74
Human Resource Generalist	210	\$29.04	\$40.66	\$52.27
Community Engagement Manager	220	\$30.50	\$42.70	\$54.90
Demographic Planner	220	\$32.69	\$45.77	\$58.84
Facilities Assessment Engineer	220	\$33.64	\$47.10	\$60.55
Purchasing Manager	220	\$29.22	\$40.91	\$52.60
VRS Analyst	220	\$33.64	\$47.10	\$60.55
Accountability Specialist	230	\$35.32	\$49.45	\$63.58
Administrator of Health Services	230	\$35.32	\$49.45	\$63.58
Federal Programs Specialist	230	\$35.32	\$49.45	\$63.58
Physical/Occupational Therapist	230	\$34.80	\$48.72	\$62.64
Program Evaluation Specialist	230	\$35.32	\$49.45	\$63.58
Speech/Language Pathologist	230	\$34.80	\$48.72	\$62.64
Supervisor I - Benefits	260	\$36.66	\$51.32	\$65.99
Supervisor I - Fleet Services	260	\$36.66	\$51.32	\$65.99
Supervisor I - Maintenance	260	\$36.66	\$51.32	\$65.99
Supervisor I - Nutrition Services	260	\$36.66	\$51.32	\$65.99
Supervisor I - Payroll	260	\$36.66	\$51.32	\$65.99
Supervisor I - Planning and Construction	260	\$36.66	\$51.32	\$65.99
Supervisor I - Transportation	260	\$36.66	\$51.32	\$65.99
Teaching/Learning Facilitator	260	\$40.68	\$56.95	\$73.22
Assistant Principal - Elementary School	270	\$41.79	\$58.51	\$75.22
Assistant Principal - Middle School	280	\$43.98	\$61.57	\$79.16
Lead - Learning and Organizational Development	280	\$45.07	\$63.09	\$81.12
Supervisor II - Accountability	280	\$45.07	\$63.09	\$81.12
Supervisor II - Accounting	280	\$41.52	\$58.13	\$74.74
Supervisor II - Budgets	280	\$41.52	\$58.13	\$74.74
Supervisor II - Human Resources	280	\$45.07	\$63.09	\$81.12
Supervisor II - Network Services	280	\$45.07	\$63.09	\$81.12
Supervisor II - Planning and GIS	280	\$45.07	\$63.09	\$81.12
Supervisor II - Student Services	280	\$45.07	\$63.09	\$81.12
Supervisor II - Technology	280	\$45.07	\$63.09	\$81.12
Alternative Education Administrator	300	\$49.71	\$69.59	\$89.47
Assistant Principal - High School	300	\$47.32	\$66.25	\$85.18
Director - Communication	300	\$46.01	\$64.41	\$82.81
Director - Head Start	300	\$49.71	\$69.59	\$89.47
Director - Maintenance	300	\$46.01	\$64.41	\$82.81
Director - Payroll and Benefits	300	\$49.71	\$69.59	\$89.47
Director - Safety and Security	300	\$46.01	\$64.41	\$82.81
Director - School Nutrition	300	\$46.01	\$64.41	\$82.81
Principal - Elementary School	300	\$48.90	\$68.47	\$88.03
Principal - Middle School	310	\$51.89	\$72.65	\$93.40
Executive Director of Administration	330	\$55.39	\$77.54	\$99.70
Executive Director of Human Resources	330	\$55.39	\$77.54	\$99.70
Executive Director of Learning and Organizational Development	330	\$55.39	\$77.54	\$99.70
Executive Director of Student Services	330	\$55.39	\$77.54	\$99.70
Executive Director of Technology Services	330	\$55.39	\$77.54	\$99.70
Executive Director of Transportation Services	330	\$55.39	\$77.54	\$99.70
Principal - High School	330	\$56.83	\$79.56	\$102.30
Chief Academic Officer	350	\$62.08	\$86.91	\$111.75
Chief Financial Officer	350	\$62.08	\$86.91	\$111.75
Chief Operations Officer	350	\$62.97	\$88.16	\$113.35
Associate Superintendent	370	\$67.46	\$94.44	\$121.43