

## 2011-12 NKCES SALARY SCHEDULE

### Rank I Principal\*

Exp	Per Day 11-12
0	\$ 259.78
1	\$ 260.92
2	\$ 261.07
3	\$ 261.86
4	\$ 264.44
5	\$ 265.46
6	\$ 268.95
7	\$ 273.92
8	\$ 275.49
9	\$ 287.09
10	\$ 288.85
11	\$ 289.77
12	\$ 292.61
13	\$ 295.54
14	\$ 304.47
15	\$ 310.97
16	\$ 322.49
17	\$ 327.30
18	\$ 332.62
19	\$ 343.16
20	\$ 352.19
21	\$ 356.54
22	\$ 363.26
23	\$ 369.99
24	\$ 376.72
25	\$ 383.45

### Rank II Principal\*

Exp	Per Day 11-12
0	\$ 236.14
1	\$ 237.17
2	\$ 237.64
3	\$ 239.08
4	\$ 239.86
5	\$ 241.00
6	\$ 244.64
7	\$ 248.56
8	\$ 253.50
9	\$ 262.71
10	\$ 264.20
11	\$ 266.28
12	\$ 269.54
13	\$ 274.05
14	\$ 280.98
15	\$ 289.99
16	\$ 298.52
17	\$ 302.92
18	\$ 306.45
19	\$ 314.41
20	\$ 327.96
21	\$ 334.12
22	\$ 339.61
23	\$ 345.09
24	\$ 350.58
25	\$ 356.07

### Rank I Assistant Principal

Exp	Per Day 11-12
0	\$ 259.78
1	\$ 260.92
2	\$ 261.07
3	\$ 261.86
4	\$ 264.44
5	\$ 265.46
6	\$ 268.95
7	\$ 273.92
8	\$ 275.49
9	\$ 287.09
10	\$ 288.85
11	\$ 289.77
12	\$ 292.61
13	\$ 295.54
14	\$ 304.47
15	\$ 310.97

### Rank II Assistant Principal

Exp	Per Day 11-12
0	\$ 236.14
1	\$ 237.17
2	\$ 237.64
3	\$ 239.08
4	\$ 239.86
5	\$ 241.00
6	\$ 244.64
7	\$ 248.56
8	\$ 253.50
9	\$ 262.71
10	\$ 264.20
11	\$ 266.28
12	\$ 269.54
13	\$ 274.05
14	\$ 280.98
15	\$ 289.99

\*Day is defined as a minimum of 7 hours.

\*\*\*All positions are certified, exempt.

## 2011-12 NKCES SALARY SCHEDULE

### Rank I Teacher

Exp	11-12 Per Day
0	\$ 236.16
1	\$ 237.20
2	\$ 237.34
3	\$ 238.05
4	\$ 240.40
5	\$ 241.33
6	\$ 244.50
7	\$ 249.02
8	\$ 250.45
9	\$ 260.99
10	\$ 262.59
11	\$ 263.43
12	\$ 266.01
13	\$ 268.68
14	\$ 276.79
15	\$ 282.70
16	\$ 293.17
17	\$ 297.55
18	\$ 302.38
19	\$ 311.97
20	\$ 320.18
21	\$ 324.12
22	\$ 330.24
23	\$ 336.35
24	\$ 342.47
25	\$ 348.59

### Rank II Teacher

Exp	11-12 Per Day
0	\$ 214.68
1	\$ 215.61
2	\$ 216.04
3	\$ 217.35
4	\$ 218.05
5	\$ 219.09
6	\$ 222.40
7	\$ 225.96
8	\$ 230.46
9	\$ 238.83
10	\$ 240.18
11	\$ 242.07
12	\$ 245.04
13	\$ 249.14
14	\$ 255.44
15	\$ 263.62
16	\$ 271.38
17	\$ 275.38
18	\$ 278.59
19	\$ 285.83
20	\$ 298.15
21	\$ 303.74
22	\$ 308.73
23	\$ 313.72
24	\$ 318.71
25	\$ 323.70

### Rank III Teacher\*

Exp	11-12 Per Day
0	\$ 191.97
1	\$ 194.55
2	\$ 194.63
3	\$ 195.91
4	\$ 196.85
5	\$ 198.11
6	\$ 200.78
7	\$ 202.85
8	\$ 206.44
9	\$ 212.64
10	\$ 219.40
11	\$ 220.28
12	\$ 222.26
13	\$ 225.79
14	\$ 230.63
15	\$ 236.07
16	\$ 248.80
17	\$ 250.38
18	\$ 254.87
19	\$ 261.76
20	\$ 271.84
21	\$ 276.92
22	\$ 284.13
23	\$ 291.33
24	\$ 298.54
25	\$ 305.75

### Rank IV Teacher

Exp	
0	\$ 191.97

#### Extended Services

\$25/hr - Certified  
\$19/hr - Classified

#### Long-Term Substitute

Certified - Rank IV Teacher  
Classified - Follow Paraeducator Salary

#### All positions are salary, exempt

Challenge Extra Duty Pay  
\$1,500 per year/(Certified staff only)

\*Day is defined as a minimum of 7 hours.

## 2011-12 NKCES SALARY SCHEDULE

### Paraeducator

Exp	11-12 Per Hour
0	\$ 10.70
1	\$ 10.99
2	\$ 11.37
3	\$ 11.76
4	\$ 12.10
5	\$ 12.36
6	\$ 12.65
7	\$ 12.98
8	\$ 13.24
9	\$ 13.69
10	\$ 13.85
11-14	\$ 14.29
15-19	\$ 14.87
20+	\$ 16.32

### Level 2 Challenge Paraeducator

\$1.00 per hour add on

Exp	11-12 Per Hour
0	\$ 11.70
1	\$ 11.99
2	\$ 12.37
3	\$ 12.76
4	\$ 13.10
5	\$ 13.36
6	\$ 13.65
7	\$ 13.98
8	\$ 14.24
9	\$ 14.69
10	\$ 14.85
11-14	\$ 15.29
15-19	\$ 15.87
20+	\$ 17.32

Classified, 12 month employees must work 100 hours per month to receive benefits. (Per CERS)

Classified, 10 month employees must work 80 hours per month to receive benefits. (per CERS)

\*\*\*All positions are classified, non-exempt.

## 2011-12 NKCES SALARY SCHEDULE

### Bookkeeper

Exp	11-12 per hour
0-3	14.30
4-9	17.37
10-14	19.53
15-19	22.03
20-24	24.06
25+	25.60

### Accounts Payable - Human Resources/Payroll

Exp	11-12 per hour
0-3	\$ 15.21
4-9	\$ 17.31
10-14	\$ 18.47
15-19	\$ 20.62
20-24	\$ 22.44
25+	\$ 24.45

### Administrative Assistant

Exp	11-12 per hour
0-3	12.19
4-9	14.29
10-14	15.45
15-19	17.60
20-24	19.43
25+	21.43

### Vocational Assistant

Exp	
0-3	\$ 9.92
4-9	\$ 12.13
10-14	\$ 12.70
15-19	\$ 13.84
20-24	\$ 15.76
25+	\$ 17.25

Classified, 12 month employees must work 100 hours per month to receive benefits. (Per CERS)

Classified, 10 month employees must work 80 hours per month to receive benefits. (per CERS)

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## 2011-12 NKCES SALARY SCHEDULE

### Maintenance

Exp	11-12 per hour
0	\$ 14.19
1	\$ 14.45
2	\$ 14.72
3	\$ 14.99
4	\$ 15.25
5	\$ 15.52
6	\$ 15.79
7	\$ 16.05
8	\$ 16.32
9	\$ 16.59
10	\$ 16.85
11	\$ 17.12
12	\$ 17.92
13	\$ 18.45
14	\$ 18.72
15	\$ 18.98
16	\$ 19.25
17	\$ 19.52
18	\$ 19.78
19	\$ 20.05
20+	\$ 20.31

### Custodial

Exp	11-12 per hour
0	\$ 10.32
1	\$ 10.57
2	\$ 10.84
3	\$ 11.10
4	\$ 11.38
5	\$ 11.67
6	\$ 11.96
7	\$ 12.26
8	\$ 12.56
9	\$ 12.88
10	\$ 13.20
11	\$ 13.53
12	\$ 13.86
13	\$ 14.21
14	\$ 14.57
15	\$ 14.93
16	\$ 15.30
17	\$ 15.68
18	\$ 16.08
19	\$ 16.47
20+	\$ 16.89

Classified, 12 month employees must work 100 hours per month to receive benefits. (Per CERS)

Classified, 10 month employees must work 80 hours per month to receive benefits. (per CERS)

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## 2011-12 NKCES SALARY SCHEDULE

### Occupational/Physical Therapy Assistants

Exp	11-12 Per Hour
0	\$ 17.87
1	\$ 18.95
2	\$ 19.78
3	\$ 20.76
4	\$ 22.88
5	\$ 24.44
6	\$ 25.33
7	\$ 26.42
8	\$ 27.20
9	\$ 28.76
10	\$ 31.77
11-14	\$ 33.28
15-19	\$ 35.98
20+	\$ 38.86

Classified, 12 month employees must work 100 hours per month to receive benefits. (Per CERS)

Classified, 10 month employees must work 80 hours per month to receive benefits. (per CERS)

\*\*\*All positions are classified, non-exempt.