

EARLY INDEPENDENT SCHOOL DISTRICT

**MINIMUM SALARY SCHEDULE FOR CLASSROOM TEACHERS, FULL-TIME
LIBRARIANS, FULL-TIME COUNSELORS, & FULL-TIME REGISTERED NURSES, SPEECH PATH**

10 month Bachelor

10 month Master

	DAYS	STEP	NEW State		10 month Bachelor			10 month Master		
			DAILY RATE	Minimum (187 DAYS)	Above Base Bachelors	Total Daily Rate	Total Annual Salary	Above Base Masters	Total Daily Rate	Total Annual Salary
10 MONTH	187	0	180.00	33,660	1,500	188.02	35,160	2,500	193.37	36,160
		1	183.90	34,390	1,500	191.93	35,890	2,500	197.27	36,890
		2	187.70	35,100	1,500	195.72	36,600	2,500	201.07	37,600
		3	191.60	35,830	1,500	199.63	37,330	2,500	204.97	38,330
		4	199.73	37,350	1,500	207.75	38,850	2,500	213.10	39,850
		5	207.91	38,880	1,500	215.94	40,380	2,500	221.28	41,380
		6	216.10	40,410	2,500	229.47	42,910	3,500	234.81	43,910
		7	223.69	41,830	2,500	237.06	44,330	3,500	242.41	45,330
		8	230.86	43,170	2,500	244.22	45,670	3,500	249.57	46,670
		9	237.65	44,440	2,500	251.02	46,940	3,500	256.36	47,940
		10	244.01	45,630	2,500	257.38	48,130	3,500	262.73	49,130
		11	250.11	46,770	3,000	266.15	49,770	4,000	271.50	50,770
		12	255.88	47,850	3,000	271.93	50,850	4,000	277.27	51,850
		13	261.23	48,850	3,000	277.27	51,850	4,000	282.62	52,850
		14	266.36	49,810	3,000	282.41	52,810	4,000	287.75	53,810
		15	271.18	50,710	3,000	287.22	53,710	4,000	292.57	54,710
		16	275.78	51,570	3,000	291.82	54,570	4,000	297.17	55,570
		17	280.05	52,370	3,000	296.10	55,370	4,000	301.44	56,370
		18	284.17	53,140	3,000	300.21	56,140	4,000	305.56	57,140
		19	288.02	53,860	3,000	304.06	56,860	4,000	309.41	57,860
		20	291.66	54,540	3,000	307.70	57,540	4,000	313.05	58,540
		21	297.70	55,670	3,000	313.74	58,670	4,000	319.09	59,670
		22	303.96	56,840	3,000	320.00	59,840	4,000	325.35	60,840
		23	310.32	58,030	3,000	326.36	61,030	4,000	331.71	62,030

0 - 5 years \$ 1,500 above base for bachelors \$ 2,500 above base for Master
 6 - 10 years \$ 2,500 above base for bachelors \$ 3,500 above base for Master
 11+ years \$ 3,000 above base for bachelors \$ 4,000 above base for Master

EARLY INDEPENDENT SCHOOL DISTRICT

TEACHERS, COUNSELORS, LIBRARIANS, NURSES & SPEECH PATHS - 11 MONTH

11 month Bachelor

11 month Master

TE1	Days	STEP	DAILY RATE	State Minimum (207 DAYS)	Above Base Bachelors	Total Daily Rate	Total Annual Salary	Above Base Masters	Total Daily Rate	Total Annual Salary
11 MONTH	207	0	178.87	37,026	1,500	186.12	38,526	2,500	190.95	39,526
		1	182.75	37,829	1,500	190.00	39,329	2,500	194.83	40,329
		2	186.52	38,610	1,500	193.77	40,110	2,500	198.60	41,110
		3	190.40	39,413	1,500	197.65	40,913	2,500	202.48	41,913
		4	198.48	41,085	1,500	205.72	42,585	2,500	210.56	43,585
		5	206.61	42,768	1,500	213.86	44,268	2,500	218.69	45,268
		6	214.74	44,451	2,500	226.82	46,951	3,500	231.65	47,951
		7	222.29	46,013	2,500	234.36	48,513	3,500	239.19	49,513
		8	229.41	47,487	2,500	241.48	49,987	3,500	246.31	50,987
		9	236.15	48,884	2,500	248.23	51,384	3,500	253.06	52,384
		10	242.48	50,193	2,500	254.56	52,693	3,500	259.39	53,693
		11	248.54	51,447	3,000	263.03	54,447	4,000	267.86	55,447
		12	254.28	52,635	3,000	268.77	55,635	4,000	273.60	56,635
		13	259.59	53,735	3,000	274.08	56,735	4,000	278.91	57,735
		14	264.69	54,791	3,000	279.18	57,791	4,000	284.01	58,791
		15	269.47	55,781	3,000	283.97	58,781	4,000	288.80	59,781
		16	274.04	56,727	3,000	288.54	59,727	4,000	293.37	60,727
		17	278.29	57,607	3,000	292.79	60,607	4,000	297.62	61,607
		18	282.39	58,454	3,000	296.88	61,454	4,000	301.71	62,454
		19	286.21	59,246	3,000	300.71	62,246	4,000	305.54	63,246
		20	289.83	59,994	3,000	304.32	62,994	4,000	309.15	63,994
		21	295.83	61,237	3,000	310.32	64,237	4,000	315.15	65,237
		22	302.05	62,524	3,000	316.54	65,524	4,000	321.37	66,524
		23	308.37	63,833	3,000	322.86	66,833	4,000	327.70	67,833

0 - 5 years \$ 1,500 above base for bachelors \$ 2,500 above base for Master
 6 - 10 years \$ 2,500 above base for bachelors \$ 3,500 above base for Master
 11+ years \$ 3,000 above base for bachelors \$ 4,000 above base for Master

EARLY INDEPENDENT SCHOOL DISTRICT

TEACHERS, COUNSELORS, LIBRARIANS, NURSES & SPEECH PATHS - 12 MONTH

					12 month Bachelor			12 month Master		
TE2	Days	STEP	DAILY RATE	State Minimum (226 DAYS)	Above Base Bachelors	Total Daily Rate	Total Annual Salary	Above Base Masters	Total Daily Rate	Total Annual Salary
12 MONTH	226	0	150.16	40,392	1,500	185.36	41,892	2,500	189.79	42,892
		1	153.42	41,268	1,500	189.24	42,768	2,500	193.66	43,768
		2	156.63	42,120	1,500	193.01	43,620	2,500	197.43	44,620
		3	159.84	42,996	1,500	196.88	44,496	2,500	201.31	45,496
		4	166.68	44,820	1,500	204.96	46,320	2,500	209.38	47,320
		5	173.48	46,656	1,500	213.08	48,156	2,500	217.50	49,156
		6	180.32	48,492	2,500	225.63	50,992	3,500	230.05	51,992
		7	186.63	50,196	2,500	233.17	52,696	3,500	237.59	53,696
		8	192.62	51,804	2,500	240.28	54,304	3,500	244.71	55,304
		9	198.29	53,328	2,500	247.03	55,828	3,500	251.45	56,828
		10	203.64	54,756	2,500	253.35	57,256	3,500	257.77	58,256
		11	208.66	56,124	3,000	261.61	59,124	4,000	266.04	60,124
		12	213.53	57,420	3,000	267.35	60,420	4,000	271.77	61,420
		13	217.97	58,620	3,000	272.65	61,620	4,000	277.08	62,620
		14	222.25	59,772	3,000	277.75	62,772	4,000	282.18	63,772
		15	226.26	60,852	3,000	282.53	63,852	4,000	286.96	64,852
		16	230.11	61,884	3,000	287.10	64,884	4,000	291.52	65,884
		17	233.69	62,844	3,000	291.35	65,844	4,000	295.77	66,844
		18	237.11	63,768	3,000	295.43	66,768	4,000	299.86	67,768
		19	240.32	64,632	3,000	299.26	67,632	4,000	303.68	68,632
		20	243.37	65,448	3,000	302.87	68,448	4,000	307.29	69,448
		21	249.41	66,804	3,000	308.87	69,804	4,000	313.29	70,804
		22	255.67	68,208	3,000	315.08	71,208	4,000	319.50	72,208
		23	262.03	69,636	3,000	321.40	72,636	4,000	325.82	73,636
					0 - 5 years	\$ 1,500	above base for bachelors	\$ 2,500	above base for Master	
					6 - 10 years	\$ 2,500	above base for bachelors	\$ 3,500	above base for Master	
					11+ years	\$ 3,000	above base for bachelors	\$ 4,000	above base for Master	

EARLY INDEPENDENT SCHOOL DISTRICT

CLASSROOM AIDE - 187 DAYS

AI2	Days	STEP	Hourly	ANNUAL	
			Rate	DAILY RATE	SALARY
10 MONTH	187				(187 DAYS)
		0	9.00	72.00	13,464
		1	9.17	73.35	13,717
		2	9.33	74.67	13,964
		3	9.50	76.02	14,215
		4	9.86	78.87	14,748
		5	10.22	81.75	15,287
		6	10.58	84.60	15,820
		7	10.90	87.22	16,311
		8	11.22	89.75	16,784
		9	11.52	92.13	17,228
		10	11.80	94.36	17,645
		11	12.06	96.46	18,039
		12	12.31	98.49	18,418
		13	12.54	100.35	18,766
		14	12.77	102.14	19,100
		15	12.98	103.83	19,417
		16	13.18	105.44	19,718
		17	13.36	106.92	19,994
		18	13.55	108.37	20,266
		19	13.72	109.73	20,519
		20	13.87	110.98	20,753
		21	14.17	113.39	21,203
		22	14.49	115.90	21,674
		23	14.83	118.63	22,183

EARLY INDEPENDENT SCHOOL DISTRICT

TECHNOLOGY AIDE - 197 DAYS

AI3	Days	STEP	Hourly	DAILY RATE	ANNUAL
			Rate		SALARY
10 mos +10	197				(197 DAYS)
		0	10.05	80.40	15,839
		1	10.25	81.97	16,148
		2	10.44	83.53	16,454
		3	10.64	85.11	16,767
		4	11.05	88.43	17,421
		5	11.47	91.74	18,073
		6	11.88	95.07	18,729
		7	12.27	98.14	19,334
		8	12.63	101.03	19,904
		9	12.98	103.81	20,451
		10	13.30	106.41	20,963
		11	13.61	108.86	21,445
		12	13.90	111.20	21,906
		13	14.17	113.36	22,333
		14	14.44	115.48	22,750
		15	14.68	117.42	23,132
		16	14.91	119.30	23,502
		17	15.13	121.02	23,841
		18	15.34	122.69	24,170
		19	15.54	124.28	24,484
		20	15.72	125.75	24,773
		21	16.07	128.57	25,328
		22	16.44	131.49	25,903
		23	16.83	134.60	26,517

EARLY INDEPENDENT SCHOOL DISTRICT

TECHNOLOGY SUPERVISOR / NETWORK SUPERVISOR-226 DAYS

A26						A11					
12 months	Days	STEP	Hourly Rate	DAILY RATE	ANNUAL SALARY (226 DAYS)	11 months	Days	STEP	Hourly Rate	DAILY RATE	ANNUAL SALARY (207 DAYS)
	226	0	20.87	166.92	37,725		207	0	20.87	166.92	34,553
		1	21.36	170.91	38,625			1	21.36	170.91	35,378
		2	21.86	174.89	39,525			2	21.86	174.89	36,202
		3	22.36	178.87	40,425			3	22.36	178.87	37,026
		4	22.86	182.85	41,325			4	22.86	182.85	37,851
		5	23.35	186.84	42,225			5	23.35	186.84	38,675
		6	23.85	190.82	43,125			6	23.85	190.82	39,499
		7	24.35	194.80	44,025			7	24.35	194.80	40,324
		8	24.85	198.78	44,925			8	24.85	198.78	41,148
		9	25.35	202.77	45,825			9	25.35	202.77	41,972
		10	25.84	206.75	46,725			10	25.84	206.75	42,797
		11	26.34	210.73	47,625			11	26.34	210.73	43,621
		12	26.84	214.71	48,525			12	26.84	214.71	44,445
		13	27.34	218.69	49,425			13	27.34	218.69	45,270
		14	27.83	222.68	50,325			14	27.83	222.68	46,094
		15	28.33	226.66	51,225			15	28.33	226.66	46,918
		16	28.83	230.64	52,125			16	28.83	230.64	47,743
		17	29.27	234.18	52,925			17	29.27	234.18	48,476
		18	29.72	237.72	53,725			18	29.72	237.72	49,208
		19	30.16	241.26	54,525			19	30.16	241.26	49,941
		20	30.60	244.80	55,325			20	30.60	244.80	50,674
		21	31.04	248.34	56,125			21	31.04	248.34	51,407
		22	31.49	251.88	56,925			22	31.49	251.88	52,139
		23	31.93	255.42	57,725			23	31.93	255.42	52,872

**EARLY INDEPENDENT SCHOOL DISTRICT
OFFICE SECRETARY 2 / PEIMS CLERK- 207 DAYS**

SE2	Days	STEP	Hourly Rate	DAILY RATE	ANNUAL SALARY (207 DAYS)
11 MONTH	207	0	9.45	75.60	15,649
		1	9.63	77.04	15,947
		2	9.81	78.50	16,250
		3	9.99	79.95	16,550
		4	10.37	82.99	17,179
		5	10.76	86.06	17,815
		6	11.13	89.07	18,438
		7	11.49	91.89	19,021
		8	11.83	94.61	19,584
		9	12.14	97.12	20,103
		10	12.44	99.54	20,605
		11	12.72	101.78	21,069
		12	12.99	103.92	21,511
		13	13.24	105.89	21,920
		14	13.48	107.85	22,326
		15	13.71	109.64	22,696
		16	13.92	111.35	23,050
		17	14.12	112.97	23,385
		18	14.31	114.49	23,700
		19	14.49	115.93	23,997
		20	14.66	117.29	24,280
		21	14.99	119.89	24,816
		22	15.32	122.55	25,367
		23	15.68	125.45	25,968

EARLY INDEPENDENT SCHOOL DISTRICT

CAMPUS SECRETARY 3 - 226 DAYS

SE3	DAYS	STEP	Hourly		ANNUAL
			Rate	DAILY RATE	SALARY
12 MONTH	226				(226 DAYS)
		0	10.05	80.40	18,170
		1	10.17	81.40	18,396
		2	10.42	83.39	18,846
		3	10.68	85.40	19,301
		4	11.05	88.39	19,976
		5	11.43	91.40	20,657
		6	11.92	95.39	21,558
		7	12.30	98.39	22,237
		8	12.67	101.40	22,915
		9	12.93	103.42	23,374
		10	13.30	106.39	24,044
		11	13.55	108.39	24,496
		12	13.92	111.38	25,173
		13	14.17	113.38	25,623
		14	14.42	115.38	26,077
		15	14.68	117.40	26,533
		16	14.92	119.40	26,984
		17	15.17	121.39	27,435
		18	15.30	122.39	27,660
		19	15.55	124.41	28,116
		20	15.68	125.40	28,341
		21	16.05	128.41	29,021
		22	16.43	131.40	29,697
		23	16.80	134.40	30,374

**EARLY INDEPENDENT SCHOOL DISTRICT
ADMIN SECRETARY 4 /PEIMS/HR- 226 DAYS**

SE4	DAYS	STEP	Hourly Rate	DAILY RATE	ANNUAL SALARY (226 DAYS)
12 MONTH	226	0	12.00	96.00	21,696
		1	12.24	97.92	22,130
		2	12.48	99.88	22,573
		3	12.73	101.88	23,024
		4	13.22	105.75	23,899
		5	13.72	109.77	24,807
		6	14.23	113.83	25,725
		7	14.70	117.56	26,569
		8	15.14	121.09	27,366
		9	15.56	124.44	28,124
		10	15.95	127.61	28,841
		11	16.33	130.60	29,516
		12	16.68	133.47	30,165
		13	17.01	136.09	30,756
		14	17.33	138.62	31,328
		15	17.62	140.99	31,864
		16	17.91	143.29	32,384
		17	18.17	145.40	32,860
		18	18.43	147.40	33,313
		19	18.66	149.30	33,743
		20	18.89	151.10	34,148
		21	19.31	154.51	34,919
		22	19.75	158.03	35,716
		23	20.23	161.87	36,583

EARLY INDEPENDENT SCHOOL DISTRICT

LUNCHROOM WORKER- 181 DAYS

LRW	DAYS	STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
10 MONTH	181	0	8.30	66.40	12,018
Hrs/day	8	1	8.44	67.53	12,223
		2	8.57	68.54	12,406
		3	8.69	69.50	12,580
		4	8.81	70.47	12,756
		5	8.94	71.53	12,947
		6	9.07	72.57	13,135
		7	9.20	73.62	13,325
		8	9.33	74.65	13,512
		9	9.45	75.59	13,682
		10	9.59	76.69	13,881
		11	9.71	77.69	14,061
		12	9.83	78.63	14,233
		13	9.96	79.67	14,420
		14	10.09	80.71	14,608
		15	10.23	81.82	14,809
		16	10.35	82.80	14,987
		17	10.47	83.75	15,160
		18	10.61	84.89	15,364
		19	10.73	85.84	15,536
		20	10.86	86.87	15,723
		21	11.00	88.00	15,927
		22	11.25	90.02	16,293
		23	11.51	92.09	16,668

**EARLY INDEPENDENT SCHOOL DISTRICT
LUNCHROOM ASSISTANT MANAGER - 181 DAYS**

LRA	DAYS	STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
10 MONTH	181	0	9.00	72.00	13,032
Hrs/day	8	1	9.19	73.51	13,306
		2	9.41	75.28	13,625
		3	9.61	76.89	13,918
		4	9.81	78.51	14,210
		5	10.02	80.16	14,509
		6	10.21	81.68	14,784
		7	10.43	83.44	15,102
		8	10.63	85.03	15,391
		9	10.83	86.63	15,680
		10	11.04	88.32	15,986
		11	11.24	89.94	16,280
		12	11.44	91.52	16,565
		13	11.65	93.20	16,870
		14	11.85	94.81	17,161
		15	12.06	96.47	17,462
		16	12.27	98.16	17,767
		17	12.66	101.31	18,338
		18	13.07	104.58	18,928
		19	13.49	107.92	19,534
		20	13.89	111.11	20,110
		21	14.20	113.61	20,563
		22	14.64	117.15	21,204
		23	14.87	118.97	21,533

EARLY INDEPENDENT SCHOOL DISTRICT

LUNCHROOM MANAGER - 187 DAYS

LRM	DAYS	STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
10 MONTH	187	0	9.25	74.00	13,838
Hrs/day	8	1	9.46	75.67	14,149
		2	9.96	79.68	14,899
		3	10.29	82.30	15,391
		4	10.66	85.27	15,945
		5	11.02	88.17	16,487
		6	11.36	90.90	16,998
		7	11.72	93.74	17,529
		8	12.07	96.55	18,054
		9	12.42	99.35	18,578
		10	12.77	102.15	19,102
		11	13.13	105.07	19,648
		12	13.48	107.81	20,161
		13	13.83	110.63	20,687
		14	14.20	113.57	21,238
		15	14.52	116.18	21,726
		16	14.88	119.03	22,258
		17	15.57	124.54	23,289
		18	16.27	130.14	24,337
		19	16.96	135.66	25,369
		20	17.63	141.02	26,371
		21	18.20	145.60	27,228
		22	18.62	148.95	27,854
		23	19.07	152.56	28,528

EARLY INDEPENDENT SCHOOL DISTRICT

MAINTENANCE SUPERVISOR - 248 DAYS

MAD	DAYS	STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
12 MONTH	248	0	17.50	140.00	34,720
		1	17.86	142.86	35,428
		2	18.21	145.64	36,119
		3	18.56	148.48	36,823
		4	19.31	154.47	38,307
		5	20.05	160.43	39,786
		6	20.80	166.43	41,274
		7	21.50	171.97	42,649
		8	22.15	177.23	43,954
		9	22.77	182.19	45,184
		10	23.36	186.88	46,346
		11	23.91	191.31	47,444
		12	24.44	195.55	48,497
		13	24.93	199.46	49,467
		14	25.40	203.23	50,402
		15	25.85	206.77	51,279
		16	26.27	210.14	52,115
		17	26.65	213.23	52,881
		18	27.03	216.21	53,621
		19	27.38	219.07	54,329
		20	27.71	221.72	54,986
		21	28.35	226.80	56,246
		22	29.00	231.99	57,534
		23	29.70	237.60	58,926

EARLY INDEPENDENT SCHOOL DISTRICT

GENERAL MAINTENANCE - 238 DAYS

MAG	DAYS	STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
12 MONTH	238	0	9.25	74.00	17,612
Hrs/day	8	1	9.58	76.63	18,239
		2	9.92	79.36	18,888
		3	10.25	82.01	19,517
		4	10.58	84.65	20,146
		5	10.91	87.29	20,774
		6	11.24	89.92	21,402
		7	11.58	92.64	22,048
		8	11.91	95.28	22,676
		9	12.24	97.92	23,304
		10	12.57	100.56	23,934
		11	12.90	103.20	24,561
		12	13.24	105.92	25,209
		13	13.57	108.57	25,839
		14	13.90	111.21	26,467
		15	14.23	113.85	27,097
		16	14.56	116.48	27,723
		17	14.90	119.21	28,372
		18	15.21	121.69	28,962
		19	15.56	124.49	29,628
		20	15.89	127.13	30,256
		21	16.31	130.47	31,052
		22	16.67	133.37	31,741
		23	17.06	136.49	32,484

EARLY INDEPENDENT SCHOOL DISTRICT

Non-exempt bus drivers/crossing guards/sponsors who are also employed with the district in another capacity will be paid a blended hourly rate based on both the bus driving/crossing guard/sponsor position and their regular job.

BUS DRIVING - 171 DAYS

		Hourly Rate	ANNUAL SALARY
BUS-2 Hr	2 Route (AM & PM)	16.95	5,797
BU1-1/2 hr	0.5 Shuttle	15.50	1,325
BU2-1 Hr	1 Route (AM)	16.95	2,898
BU2-1 Hr	1 Route (PM)	16.95	2,898
BU3-1/2 Hr	0.5 ISS	15.50	1,325
BU4-1 Hr	1 Pre K	15.50	2,651
BHA-2 Hr	2 HtInd Bus Aide	16.95	5,797
CROSSING GUARD - 171 DAYS			
FXG-1.5 Hr	1.5 Full (AM & PM)	14.00	3,591
HXG-.75 Hr	0.75 AM or PM	14.00	1,796