

**SPECIAL ADMINISTRATIVE BOARD OF THE  
TRANSITIONAL SCHOOL DISTRICT OF THE CITY OF ST. LOUIS  
&  
AMERICAN FEDERATION OF TEACHERS - ST. LOUIS,  
LOCAL 420**

(Representing Teachers, Secretarial/Clerical  
& Paraprofessional Employees of St. Louis Public Schools)

**MEMORANDUM OF UNDERSTANDING  
Regarding 2014-2016 Policy Statement Extension to June 30, 2017**

This Memorandum of Understanding is intended to memorialize certain understandings and agreements between the Special Administrative Board of the Transitional School District of the City of St. Louis ("SAB") and the American Federation of Teachers-St. Louis, Local 420 (the "Union") related to the 2014-2016 Policy Statement between the SAB and the Union (the "Policy Statement"). More specifically, the SAB and the Union hereby acknowledge and agree as follows:

1) Pursuant Section A, Article XVII, Paragraph A of the Policy Statement, the SAB and the Union agreed that the Policy Statement's effective period would be defined from July 1<sup>st</sup> through June 30<sup>th</sup> of the school years, 2014-2015 and 2015-2016 (the "Term"). In the Policy Statement, the SAB and the Union further agreed that the provisions would not be modified during the Term of the Policy Statement, absent mutual agreement of the Parties, or a declaration by the Board that an emergency exists as set forth therein.

2) The SAB and the Union hereby acknowledge that the parties wish to extend the duration of the Policy Statement up to and through June 30, 2017.

3) The SAB and the Union also hereby acknowledge that as a part of, and in consideration of, the above-referenced extension of the Policy Statement's term, the parties have also agreed to additional compensation to be paid to employees represented by the Union.

4) Based upon the foregoing, in December 2015, the SAB and the Union agreed that Section A, Article XVII, Paragraph A of the Policy Statement would be amended and that the term of the Policy Statement would be extended through June 30, 2017.

5) Based upon the foregoing, the SAB and the Union also agreed to a one-time \$1,400 payment for all Certificated Employees and \$1,100 for all Non-Certificated Employees, which was paid in December 2015.

6) Based upon the foregoing, the SAB and the Union further agreed that effective July 1, 2016, all Certificated Employees and Non-Certificated Employees will receive to a two-percent (2%) increase to their base salaries.

7) The SAB and the Union hereby acknowledge and agree that the above-referenced matters shall be deemed to be an amendment to the terms and conditions of the Policy Statement, and will supersede any conflicting provisions of the aforementioned Policy Statement.

8) Other than the specific items referenced in the paragraphs above, all of the remaining provisions of the Policy Statement will have the same force and effect as they had prior to the enactment of this Memorandum of Understanding.

**ACKNOWLEDGED AND AGREED TO BY:**

**American Federation of Teachers-St. Louis,  
Local 420**

By: Mary J. Armstrong  
Mary J. Armstrong, President

Date: June 30, 2016

**On Behalf of the Special Administrative  
Board of the Transitional School District  
of the City of St. Louis**

By: Rick Sullivan, CEO  
Rick Sullivan, President and Chief  
Executive Officer

By: Keith H. Lewis  
Secretary, Special Administrative Board

Date: 6-30-16

# St. Louis Public Schools (SLPS)

2016-2017 Teacher Salary Scale

	BA	Bi-Weekly	BA + 15	Bi-Weekly	MA	Bi-Weekly	MA + 15	Bi-Weekly	MA + 30	Bi-Weekly	PHD	Bi-Weekly	
A	\$ 39,015.00	\$ 1,857.86	\$ 39,223.08	\$ 1,867.77	\$ 41,616.00	\$ 1,981.71	\$ 43,488.72	\$ 2,070.89	\$ 46,089.72	\$ 2,194.75	\$ 48,378.60	\$ 2,303.74	
B	\$ 40,055.40	\$ 1,907.40	\$ 40,159.44	\$ 1,912.35	\$ 42,136.20	\$ 2,006.49	\$ 44,321.04	\$ 2,110.53	\$ 46,818.00	\$ 2,229.43	\$ 49,523.04	\$ 2,358.24	
C	\$ 40,575.60	\$ 1,932.17	\$ 41,616.00	\$ 1,981.71	\$ 43,152.67	\$ 2,054.89	\$ 45,339.59	\$ 2,159.03	\$ 47,526.51	\$ 2,263.17	\$ 49,845.56	\$ 2,373.60	
D	\$ 40,991.76	\$ 1,951.99	\$ 42,730.27	\$ 2,034.77	\$ 44,737.20	\$ 2,130.34	\$ 47,034.40	\$ 2,239.73	\$ 49,332.65	\$ 2,349.17	\$ 51,787.99	\$ 2,466.09	
E	\$ 41,775.12	\$ 1,989.29	\$ 44,087.99	\$ 2,099.43	\$ 46,401.84	\$ 2,209.61	\$ 48,742.74	\$ 2,321.08	\$ 51,085.72	\$ 2,432.65	\$ 53,670.07	\$ 2,555.72	
F	\$ 43,738.42	\$ 2,082.78	\$ 45,920.13	\$ 2,186.67	\$ 48,102.89	\$ 2,290.61	\$ 50,582.17	\$ 2,408.67	\$ 53,062.48	\$ 2,526.78	\$ 55,669.72	\$ 2,650.94	
G	\$ 45,223.07	\$ 2,153.48	\$ 47,621.19	\$ 2,267.68	\$ 50,019.31	\$ 2,381.87	\$ 52,502.75	\$ 2,500.13	\$ 54,987.22	\$ 2,618.44	\$ 57,622.55	\$ 2,743.93	
H	\$ 46,579.75	\$ 2,218.08	\$ 49,190.11	\$ 2,342.39	\$ 51,941.97	\$ 2,473.43	\$ 54,408.76	\$ 2,590.89	\$ 56,878.67	\$ 2,708.51	\$ 59,634.69	\$ 2,839.75	
I	\$ 47,978.05	\$ 2,284.67	\$ 50,616.50	\$ 2,410.31	\$ 53,851.10	\$ 2,564.34	\$ 56,328.30	\$ 2,682.30	\$ 58,808.61	\$ 2,800.41	\$ 61,827.85	\$ 2,944.18	
J	\$ 49,273.34	\$ 2,346.35	\$ 51,817.12	\$ 2,467.48	\$ 55,661.40	\$ 2,650.54	\$ 58,220.78	\$ 2,772.42	\$ 60,779.13	\$ 2,894.24	\$ 63,988.76	\$ 3,047.08	
K	\$ 52,392.46	\$ 2,494.88	\$ 53,372.52	\$ 2,541.55	\$ 57,669.37	\$ 2,746.16	\$ 60,230.84	\$ 2,868.14	\$ 62,794.38	\$ 2,990.21	\$ 66,163.20	\$ 3,150.63	
L	\$ 57,815.03	\$ 2,753.10	\$ 57,950.28	\$ 2,759.54	\$ 59,867.74	\$ 2,850.84	\$ 62,464.58	\$ 2,974.50	\$ 65,061.41	\$ 3,098.16	\$ 68,374.05	\$ 3,255.91	
M			<i>Only Teachers Hired</i>										
N			<i>BEFORE July 1, 2009 are</i>										
O			<i>eligible for the</i>										
P			<i>BA + 15 Level</i>										
Q					\$ 73,025.68	\$ 3,477.41	\$ 77,171.67	\$ 3,674.84	\$ 78,950.75	\$ 3,759.56	\$ 77,941.57	\$ 3,711.50	
R									\$ 81,319.74	\$ 3,872.37	\$ 81,910.69	\$ 3,900.51	
S									\$ 83,758.44	\$ 3,988.50	\$ 83,549.32	\$ 3,978.54	
T									\$ 83,758.44	\$ 3,988.50	\$ 84,367.08	\$ 4,017.48	
U									\$ 84,381.64	\$ 4,018.17	\$ 85,922.47	\$ 4,091.55	
V									\$ 84,669.83	\$ 4,031.90	\$ 86,639.31	\$ 4,125.68	
W									\$ 85,325.28	\$ 4,063.11	\$ 89,238.23	\$ 4,249.44	
X											\$ 91,915.17	\$ 4,376.91	
Y													
Z													

**Step Placement \***

- 0-3 Years of Service = A
- 4-6 Years of Service = B
- 7 + Years of Service = C

\*Exceptions may include CTE and teaching positions that are hard to fill.

COACHES - 10.5 mth  
SALARY SCHEDULE

2016/2017			
PS GROUP	STEP	ANNUAL	BI-WEEKLY
TLF	A	\$68,938.66	\$2,679.03
	B	\$62,226.97	\$2,828.50
	C	\$64,600.07	\$2,936.37
	D	\$67,013.26	\$3,046.06
	E	\$69,576.85	\$3,162.58
	F	\$72,351.00	\$3,288.68
	G	\$74,801.64	\$3,400.07
	H	\$78,413.17	\$3,564.23
	I	\$81,977.40	\$3,726.25

# St. Louis Public Schools (SLPS)

2016-2017 Librarian Salary Scale

	BA	Bi-Weekly	BA + 15	Bi-Weekly	MA	Bi-Weekly	MA + 15	Bi-Weekly	MA + 30	Bi-Weekly	
A	\$ 47,792.85	\$ 2,172.40	\$ 48,050.87	\$ 2,184.13	\$ 50,979.60	\$ 2,317.25	\$ 53,273.68	\$ 2,421.53	\$ 56,462.51	\$ 2,566.48	
B	\$ 49,067.34	\$ 2,230.33	\$ 49,195.31	\$ 2,236.15	\$ 51,619.45	\$ 2,346.34	\$ 54,293.27	\$ 2,467.88	\$ 57,352.05	\$ 2,606.91	
C	\$ 49,705.11	\$ 2,259.32	\$ 50,979.60	\$ 2,317.25	\$ 52,862.72	\$ 2,402.85	\$ 55,541.75	\$ 2,524.63	\$ 58,220.78	\$ 2,646.40	
D	\$ 49,897.58	\$ 2,268.07	\$ 52,347.73	\$ 2,379.44	\$ 54,803.07	\$ 2,491.05	\$ 57,617.35	\$ 2,618.97	\$ 60,436.84	\$ 2,747.13	
E	\$ 51,395.76	\$ 2,336.17	\$ 54,012.37	\$ 2,455.11	\$ 56,842.25	\$ 2,583.74	\$ 59,713.76	\$ 2,714.26	\$ 62,580.06	\$ 2,844.55	
F	\$ 53,580.60	\$ 2,435.48	\$ 56,254.43	\$ 2,557.02	\$ 58,928.26	\$ 2,678.56	\$ 61,966.22	\$ 2,816.65	\$ 65,004.19	\$ 2,954.74	
G	\$ 55,401.30	\$ 2,518.24	\$ 58,340.43	\$ 2,651.84	\$ 61,279.56	\$ 2,785.43	\$ 64,317.53	\$ 2,923.52	\$ 67,360.70	\$ 3,061.85	
H	\$ 57,065.94	\$ 2,593.91	\$ 60,257.89	\$ 2,738.99	\$ 63,630.86	\$ 2,892.31	\$ 66,653.23	\$ 3,029.69	\$ 69,680.79	\$ 3,167.31	
I	\$ 58,600.53	\$ 2,663.66	\$ 62,070.26	\$ 2,821.38	\$ 65,966.56	\$ 2,998.48	\$ 69,004.53	\$ 3,136.57	\$ 72,042.50	\$ 3,274.66	
J	\$ 59,786.59	\$ 2,717.57	\$ 63,932.58	\$ 2,906.03	\$ 68,187.82	\$ 3,099.45	\$ 71,324.62	\$ 3,242.03	\$ 74,456.23	\$ 3,384.37	
K	\$ 64,182.28	\$ 2,917.38	\$ 65,789.69	\$ 2,990.44	\$ 70,648.36	\$ 3,211.29	\$ 73,816.38	\$ 3,355.29	\$ 76,927.18	\$ 3,496.69	
L	\$ 68,094.18	\$ 3,095.19	\$ 68,978.52	\$ 3,135.39	\$ 73,343.00	\$ 3,333.77	\$ 76,521.42	\$ 3,478.25	\$ 79,705.04	\$ 3,622.96	
M			<i>Only Librarians Hired</i>								
N			<i>BEFORE July 1, 2009 are</i>								
O			<i>eligible for the BA + 15</i>								
P			<i>Level</i>								
Q					\$ 89,474.40	\$ 4,067.02	\$ 94,546.35	\$ 4,297.56	\$ 96,715.58	\$ 4,396.16	
R									\$ 99,617.26	\$ 4,528.06	
S									\$ 102,315.02	\$ 4,650.68	
T									\$ 102,327.50	\$ 4,651.25	
U									\$ 103,366.86	\$ 4,698.49	
V									\$ 103,710.19	\$ 4,714.10	
W									\$ 103,710.19	\$ 4,714.10	
X											
Y											
Z											

**Step Placement \***

- 0-3 Years of Service = A
- 4-6 Years of Service = B
- 7 + Years of Service = C

ST LOUIS PUBLIC SCHOOLS  
NONEXEMPT  
NC- RANGE SALARY SCHEDULE  
2016/2017

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC0100	10	CLERICAL ASSISTANT	10 MONTH	A	\$613.89	\$12,891.63	21
				B	\$661.84	\$13,898.58	21
				C	\$709.79	\$14,905.54	21
				D	\$757.75	\$15,912.50	21
				E	\$805.70	\$16,919.46	21
				F	\$853.65	\$17,926.41	21
				G	\$901.60	\$18,933.37	21
				H	\$949.55	\$19,940.32	21
				I	\$997.51	\$20,947.28	21
				J	\$1,045.46	\$21,954.24	21

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC0200	7	MEDICAID SERVICES CLERK	12 MONTH	A	\$949.85	\$24,696.22	26
				B	\$995.61	\$25,885.91	26
				C	\$1,041.36	\$27,075.53	26
				D	\$1,087.12	\$28,265.02	26
				E	\$1,132.86	\$29,454.44	26
				F	\$1,178.62	\$30,644.13	26
				G	\$1,224.37	\$31,833.55	26
				H	\$1,270.12	\$33,023.23	26
				I	\$1,315.87	\$34,212.66	26
				J	\$1,361.63	\$35,402.34	26
NC0300	9	ASSESSMENT PROCESSING CLERK WORD PROCESSING/CRT OPERATOR	12 MONTH	A	\$955.38	\$24,839.96	26
				B	\$1,012.06	\$26,313.67	26
				C	\$1,068.74	\$27,787.13	26
				D	\$1,125.43	\$29,261.11	26
				E	\$1,182.12	\$30,735.09	26
				F	\$1,238.80	\$32,208.81	26
				G	\$1,295.49	\$33,682.79	26
				H	\$1,352.17	\$35,156.50	26
				I	\$1,408.86	\$36,630.48	26
				J	\$1,465.56	\$38,104.47	26

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC0400	7020	IN-SCHOOL SUSPENSION MONITOR	10 MONTH	A	\$1,108.03	\$23,268.55	21
				B	\$1,154.42	\$24,242.73	21
				C	\$1,200.73	\$25,215.41	21
				D	\$1,247.04	\$26,187.88	21
				E	\$1,293.36	\$27,160.56	21
				F	\$1,339.67	\$28,133.03	21
				G	\$1,385.99	\$29,105.71	21
				H	\$1,432.29	\$30,078.18	21
				I	\$1,478.61	\$31,050.86	21
				J	\$1,524.92	\$32,023.33	21

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC0400	7024	INTERVENTION SPECIALIST	10 MONTH	A	\$1,154.42	\$24,242.73	21
				B	\$1,200.73	\$25,215.41	21
				C	\$1,247.04	\$26,187.88	21
				D	\$1,293.36	\$27,160.56	21
				E	\$1,339.67	\$28,133.03	21
				F	\$1,385.99	\$29,105.71	21
				G	\$1,432.29	\$30,078.18	21
				H	\$1,478.61	\$31,050.86	21
				I	\$1,524.92	\$32,023.33	21
				J	\$1,571.23	\$33,000.00	21

ST LOUIS PUBLIC SCHOOLS  
NONEXEMPT  
NC - RANGE SALARY SCHEDULE  
2016/2017

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC0400	7036	FAMILY/PARENT RESOURCE CLUSTER SPEC	12 MONTH	A	\$1,108.03	\$28,808.68	26
NC0400	83	HEAD START COLLABORATION SPECIALIST	12 MONTH	B	\$1,154.42	\$30,014.81	26
NC0400	28	MEDICAID SYSTEMS CONTROL CLERK I	12 MONTH	C	\$1,200.73	\$31,219.08	26
NC0400	78	TRANSITIONAL SUPPORT SPECIALIST	12 MONTH	D	\$1,247.04	\$32,423.09	26
				E	\$1,293.36	\$33,627.36	26
				F	\$1,339.67	\$34,831.37	26
				G	\$1,385.99	\$36,035.64	26
				H	\$1,432.29	\$37,239.65	26
				I	\$1,478.61	\$38,443.92	26
				J	\$1,524.92	\$39,647.93	26
NC0450	7003	LIBRARY AIDE	10.5 MONTH	A	\$975.30	\$21,456.68	22
				B	\$1,004.46	\$22,098.01	22
				C	\$1,021.97	\$22,483.31	22
				D	\$1,068.68	\$23,511.06	22
				E	\$1,100.75	\$24,216.57	22
				F	\$1,133.78	\$24,943.18	22
				G	\$1,167.77	\$25,690.88	22
				H	\$1,202.79	\$26,461.47	22
				I	\$1,238.89	\$27,255.62	22
				J	\$1,456.18	\$32,036.02	22
NC0500	6509	RADIO DISPATCHER	12 MONTH	A	\$1,019.40	\$26,504.35	26
				B	\$1,077.89	\$28,025.01	26
				C	\$1,136.36	\$29,545.40	26
				D	\$1,194.86	\$31,066.32	26
				E	\$1,253.35	\$32,586.98	26
				F	\$1,311.84	\$34,107.90	26
				G	\$1,370.32	\$35,628.29	26
				H	\$1,428.82	\$37,149.22	26
				I	\$1,487.30	\$38,669.87	26
				J	\$1,545.80	\$40,190.79	26
NC0600	82	ADM. ASSIST. TO THE ED. OFFICER	12 MONTH	A	\$1,185.23	\$30,815.97	26
NC0600	522	SAFETY OFFICER II	12 MONTH	B	\$1,256.83	\$32,677.68	26
				C	\$1,328.44	\$34,539.38	26
				D	\$1,400.03	\$36,400.82	26
				E	\$1,471.65	\$38,262.79	26
				F	\$1,543.25	\$40,124.49	26
				G	\$1,614.84	\$41,985.93	26
				H	\$1,686.46	\$43,847.90	26
				I	\$1,758.03	\$45,708.81	26
				J	\$1,829.66	\$47,571.05	26

ST LOUIS PUBLIC SCHOOLS  
 NONEXEMPT  
 NC-RANGE SALARY SCHEDULE  
 2016/2017

2016/2017 BI-WEEKLY SALARY  
 2016/2017 ANNUAL SALARY  
 # of Pay Periods

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017 BI-WEEKLY SALARY	2016/2017 ANNUAL SALARY	# of Pay Periods
NC0700	7023	ALT ED DEPUTY DETENTION SPECIALIST	10 MONTH	A	\$825.88	\$17,343.56	21
NC0700	7009	COMPUTER LAB AIDE	10 MONTH	B	\$874.83	\$18,371.51	21
NC0700	7008	EARLY CHILDHOOD TEACHER ASSISTANT	10 MONTH	C	\$923.78	\$19,399.45	21
NC0700	7017	MAGNET PROGRAM TEACHER ASSISTANT	10 MONTH	D	\$972.73	\$20,427.40	21
NC0700	7007	MONTESSORI TEACHER ASSISTANT	10 MONTH	E	\$1,021.68	\$21,455.34	21
NC0700	7025	PROJECT ASSISTANT	10 MONTH	F	\$1,070.63	\$22,483.29	21
NC0700	7006	ICHR AIDE II BILDNG-ESL PGM	10 MONTH	G	\$1,119.57	\$23,511.02	21
NC0700	7000	TEACHER AIDE I	10 MONTH	H	\$1,168.52	\$24,538.97	21
NC0700	7001	TEACHER AIDE II	10 MONTH	I	\$1,217.47	\$25,566.91	21
NC0700	7018	TITLE I TEACHER ASSISTANT	10 MONTH	J	\$1,266.43	\$26,595.07	21

NC0725	2004	PIP CHILDCARE ATTENDANT	10 MONTH	A	\$953.28	\$20,018.92	21
				B	\$1,010.35	\$21,217.37	21
				C	\$1,067.43	\$22,416.03	21
				D	\$1,124.51	\$23,614.69	21
				E	\$1,181.58	\$24,813.14	21
				F	\$1,238.66	\$26,011.81	21
				G	\$1,295.74	\$27,210.47	21
				H	\$1,352.82	\$28,409.13	21
				I	\$1,409.88	\$29,607.58	21
				J	\$1,466.96	\$30,806.24	21
				L	\$1,466.96	\$30,806.24	21

NC0750	7014	SPEC ED INSTRUCTIONAL & CARE AIDE	10 MONTH	A	\$953.28	\$20,018.92	21
				B	\$1,010.35	\$21,217.37	21
				C	\$1,067.44	\$22,416.24	21
				D	\$1,124.52	\$23,614.91	21
				E	\$1,181.59	\$24,813.36	21
				F	\$1,238.67	\$26,012.02	21
				G	\$1,295.75	\$27,210.68	21
				H	\$1,352.83	\$28,409.35	21
				I	\$1,409.90	\$29,607.80	21
				J	\$1,466.97	\$30,806.46	21

NC0800	89	FAMILY EDUCATOR	10 MONTH	A	\$975.51	\$20,485.66	21
NC0800	88	FAMILY RESOURCE SPECIALIST	10 MONTH	B	\$1,019.42	\$21,407.79	21
NC0800	80	PARENT SUPPORT SPECIALIST	10 MONTH	C	\$1,063.31	\$22,329.49	21
NC0800	95	POSITIVE BEHAVIOR SUPPORT SPECIALIST	10 MONTH	D	\$1,107.20	\$23,251.20	21
				E	\$1,151.11	\$24,173.33	21
				F	\$1,195.00	\$25,095.03	21
				G	\$1,238.90	\$26,016.95	21
				H	\$1,282.80	\$26,938.86	21
				I	\$1,326.69	\$27,860.57	21
				J	\$1,370.59	\$28,782.48	21



ST LOUIS PUBLIC SCHOOLS  
 NONEXEMPT  
 NC- RANGE SALARY SCHEDULE  
 2016/2017

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods				
					BI-WEEKLY SALARY	ANNUAL SALARY					
NC0800	8633	TITLE I FAMILY COMMUNITY INVOLVEMENT SPECIALIST	11 MONTH	A	\$975.51	\$22,436.67	23				
				B	\$1,019.42	\$23,446.63	23				
				C	\$1,063.31	\$24,456.11	23				
				D	\$1,107.20	\$25,465.60	23				
				E	\$1,151.11	\$26,475.55	23				
				F	\$1,195.00	\$27,485.03	23				
				G	\$1,238.90	\$28,494.75	23				
				H	\$1,282.80	\$29,504.47	23				
				I	\$1,326.69	\$30,513.95	23				
				J	\$1,370.59	\$31,523.67	23				
NC0850		PBIS INTERVENTIONIST	10 MONTH	A	\$1,518.82	\$31,895.24	21				
			10 MONTH	B	\$1,564.39	\$32,852.10	21				
NC0850		TURNAROUND INTERVENTIONIST	10 MONTH	C	\$1,611.32	\$33,837.66	21				
				D	\$1,659.66	\$34,852.80	21				
				E	\$1,709.45	\$35,898.38	21				
				F	\$1,760.73	\$36,975.33	21				
				G	\$1,813.55	\$38,084.59	21				
				H	\$1,867.96	\$39,227.13	21				
				I	\$1,924.00	\$40,403.94	21				
				J	\$1,981.72	\$41,616.06	21				
				NC0900	1	CLERK I	10 MONTH	A	\$793.11	\$16,655.34	21
							10 MONTH	B	\$845.44	\$17,754.18	21
NC0900	77	STUDENT RECORDS CLERK I	10 MONTH	C	\$897.76	\$18,853.03	21				
				D	\$950.09	\$19,951.87	21				
				E	\$1,002.42	\$21,050.72	21				
				F	\$1,054.74	\$22,149.57	21				
				G	\$1,107.07	\$23,248.41	21				
				H	\$1,159.39	\$24,347.26	21				
				I	\$1,211.72	\$25,446.10	21				
				J	\$1,264.05	\$26,544.95	21				
				NC0900	1	CLERK I	12 MONTH	A	\$793.11	\$20,620.89	26
							12 MONTH	B	\$845.44	\$21,981.37	26
NC0900		CUST SERVICE CLERK/STUD TRANS CLERK I	12 MONTH	C	\$897.76	\$23,341.84	26				
				D	\$950.09	\$24,702.32	26				
				E	\$1,002.42	\$26,062.80	26				
				F	\$1,054.74	\$27,423.27	26				
				G	\$1,107.07	\$28,783.75	26				
				H	\$1,159.39	\$30,144.22	26				
				I	\$1,211.72	\$31,504.70	26				
				J	\$1,264.05	\$32,865.18	26				
				NC0900	20	CUST SERVICE CLERK/STUD TRANS CLERK I	12 MONTH	A	\$793.11	\$20,620.89	26
							12 MONTH	B	\$845.44	\$21,981.37	26
NC0900		CUST SERVICE CLERK/STUD TRANS CLERK I	12 MONTH	C	\$897.76	\$23,341.84	26				
				D	\$950.09	\$24,702.32	26				
				E	\$1,002.42	\$26,062.80	26				
				F	\$1,054.74	\$27,423.27	26				
				G	\$1,107.07	\$28,783.75	26				
				H	\$1,159.39	\$30,144.22	26				
				I	\$1,211.72	\$31,504.70	26				
				J	\$1,264.05	\$32,865.18	26				

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1000	11	CLERK TYPYST I	10 MONTH	A	\$851.11	\$17,873.28	21
				B	\$901.21	\$18,925.43	21
				C	\$951.31	\$19,977.58	21
				D	\$1,001.42	\$21,029.73	21
				E	\$1,051.51	\$22,081.66	21
				F	\$1,101.62	\$23,134.03	21
				G	\$1,151.71	\$24,185.96	21
				H	\$1,201.82	\$25,238.12	21
				I	\$1,251.92	\$26,290.27	21
				J	\$1,302.01	\$27,342.20	21

NC1000	11	CLERK TYPYST I	11 MONTH	A	\$851.11	\$19,575.49	23
				B	\$901.21	\$20,727.83	23
				C	\$951.31	\$21,880.20	23
				D	\$1,001.42	\$23,032.56	23
				E	\$1,051.51	\$24,184.68	23
				F	\$1,101.62	\$25,337.27	23
				G	\$1,151.71	\$26,489.39	23
				H	\$1,201.82	\$27,641.75	23
				I	\$1,251.92	\$28,794.10	23
				J	\$1,302.01	\$29,946.22	23

NC1000	11	CLERK TYPYST I	12 MONTH	A	\$851.11	\$22,128.82	26
				B	\$901.21	\$23,451.48	26
				C	\$951.31	\$24,734.14	26
				D	\$1,001.42	\$26,036.81	26
				E	\$1,051.51	\$27,339.20	26
				F	\$1,101.62	\$28,642.13	26
				G	\$1,151.71	\$29,944.53	26
				H	\$1,201.82	\$31,247.19	26
				I	\$1,251.92	\$32,549.85	26
				J	\$1,302.01	\$33,852.25	26

NC1100	75	HUMAN RESOURCES RECEPTIONIST	12 MONTH	A	\$841.10	\$21,868.66	26
				B	\$897.50	\$23,334.95	26
				C	\$953.90	\$24,801.50	26
				D	\$1,010.30	\$26,267.79	26
				E	\$1,066.70	\$27,734.09	26
				F	\$1,123.09	\$29,200.38	26
				G	\$1,179.49	\$30,666.67	26
				H	\$1,235.89	\$32,133.22	26
				I	\$1,292.29	\$33,599.51	26
				J	\$1,348.68	\$35,065.80	26

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1200	21	SECRETARY I	12 MONTH	A	\$864.09	\$22,466.42	26
				B	\$921.83	\$23,967.45	26
				C	\$979.56	\$25,468.48	26
				D	\$1,037.29	\$26,969.51	26
				E	\$1,095.02	\$28,470.55	26
				F	\$1,152.75	\$29,971.58	26
				G	\$1,210.49	\$31,472.61	26
				H	\$1,268.22	\$32,973.64	26
				I	\$1,325.95	\$34,474.67	26
				J	\$1,383.68	\$35,975.71	26

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1300	12	CLERK TYPIST II	11 MONTH	A	\$893.43	\$20,548.85	23
				B	\$951.75	\$21,890.29	23
				C	\$1,010.06	\$23,231.27	23
				D	\$1,068.37	\$24,572.47	23
				E	\$1,126.68	\$25,913.68	23
				F	\$1,184.99	\$27,254.66	23
				G	\$1,243.30	\$28,595.86	23
				H	\$1,301.61	\$29,937.07	23
				I	\$1,359.92	\$31,278.05	23
				J	\$1,418.23	\$32,619.25	23

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1300	12	CLERK TYPIST II	12 MONTH	A	\$893.43	\$23,229.13	26
				B	\$951.75	\$24,745.55	26
				C	\$1,010.06	\$26,261.43	26
				D	\$1,068.37	\$27,777.58	26
				E	\$1,126.68	\$29,293.73	26
				F	\$1,184.99	\$30,809.61	26
				G	\$1,243.30	\$32,325.76	26
				H	\$1,301.61	\$33,841.91	26
				I	\$1,359.92	\$35,357.79	26
				J	\$1,418.23	\$36,873.94	26

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1350	22	ELEMENTARY SCHOOL SECRETARY	11 MONTH	A	\$991.22	\$22,797.96	23
				B	\$1,058.67	\$24,349.57	23
				C	\$1,126.12	\$25,900.78	23
				D	\$1,193.56	\$27,451.95	23
				E	\$1,261.02	\$29,003.36	23
				F	\$1,328.46	\$30,554.54	23
				G	\$1,395.90	\$32,105.71	23
				H	\$1,463.35	\$33,657.12	23
				I	\$1,530.81	\$35,208.53	23
				J	\$1,598.25	\$36,759.71	23

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RANGE	JOB	JOB TITLE	EE TYPE	2016/2017		# of Pay Periods
				BI-WEEKLY SALARY	ANNUAL SALARY	
NC1400	528	LEAD SAFETY OFFICER I	12 MONTH	\$929.19	\$24,158.92	26
	521	SAFETY OFFICER I-12MTH	12 MONTH	\$987.76	\$25,681.70	26
				\$1,046.32	\$27,204.22	26
				\$1,104.88	\$28,726.99	26
				\$1,163.46	\$30,250.04	26
				\$1,222.02	\$31,772.55	26
				\$1,280.59	\$33,295.53	26
				\$1,339.16	\$34,818.11	26
				\$1,397.73	\$36,340.89	26
				\$1,456.28	\$37,863.40	26

RANGE	JOB	JOB TITLE	EE TYPE	2016/2017		# of Pay Periods
				BI-WEEKLY SALARY	ANNUAL SALARY	
NC1450	529	SAFETY OFFICER I-10MTH	10 MONTH	\$942.56	\$19,793.79	21
				\$984.97	\$20,684.44	21
				\$1,027.40	\$21,575.30	21
				\$1,069.82	\$22,466.15	21
				\$1,112.23	\$23,356.80	21
				\$1,154.65	\$24,247.65	21
				\$1,197.06	\$25,138.30	21
				\$1,239.47	\$26,028.94	21
				\$1,281.89	\$26,919.59	21
				\$1,324.31	\$27,810.44	21

RANGE	JOB	JOB TITLE	EE TYPE	2016/2017		# of Pay Periods
				BI-WEEKLY SALARY	ANNUAL SALARY	
NC1500	31	SECRETARY II	10 MONTH	\$935.70	\$20,069.68	21
				\$1,016.26	\$21,341.59	21
				\$1,076.80	\$22,612.88	21
				\$1,137.35	\$23,884.37	21
				\$1,197.91	\$25,156.08	21
				\$1,258.46	\$26,427.57	21
				\$1,319.01	\$27,699.27	21
				\$1,379.56	\$28,970.76	21
				\$1,440.11	\$30,242.26	21
				\$1,500.66	\$31,513.96	21

RANGE	JOB	JOB TITLE	EE TYPE	2016/2017		# of Pay Periods
				BI-WEEKLY SALARY	ANNUAL SALARY	
NC1500	31	SECRETARY II	11 MONTH	\$935.70	\$21,981.08	23
				\$1,016.26	\$23,373.90	23
				\$1,076.80	\$24,766.49	23
				\$1,137.35	\$26,159.07	23
				\$1,197.91	\$27,551.89	23
				\$1,258.46	\$28,944.48	23
				\$1,319.01	\$30,337.30	23
				\$1,379.56	\$31,729.88	23
				\$1,440.11	\$33,122.47	23
				\$1,500.66	\$34,515.29	23

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1500	31	SECRETARY II	12 MONTH	A	\$955.70	\$24,848.18	26
NC1500	40	PRINCIPAL SECRETARY - CA	12 MONTH	B	\$1,016.26	\$26,422.67	26
				C	\$1,076.80	\$27,996.90	26
				D	\$1,137.35	\$29,571.13	26
				E	\$1,197.91	\$31,145.62	26
				F	\$1,258.46	\$32,719.85	26
				G	\$1,319.01	\$34,294.34	26
				H	\$1,379.56	\$35,868.57	26
				I	\$1,440.11	\$37,442.79	26
				J	\$1,500.66	\$39,017.28	26

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1600	45	BOOK CLERK-TREASURER	11 MONTH	A	\$1,223.55	\$28,141.68	23
				B	\$1,282.91	\$29,506.82	23
				C	\$1,342.27	\$30,872.19	23
				D	\$1,401.62	\$32,237.32	23
				E	\$1,461.00	\$33,602.93	23
				F	\$1,520.35	\$34,968.07	23
				G	\$1,579.71	\$36,333.44	23
				H	\$1,639.08	\$37,698.81	23
				I	\$1,698.43	\$39,063.95	23
				J	\$1,757.80	\$40,429.32	23

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1800	3	CLERK III	12 MONTH	A	\$1,048.33	\$27,256.46	26
NC1800	28	FEDERAL PROGRAM COMPLIANCE CLERK	12 MONTH	B	\$1,114.53	\$28,977.87	26
				C	\$1,180.73	\$30,699.02	26
				D	\$1,246.93	\$32,420.17	26
				E	\$1,313.13	\$34,141.32	26
				F	\$1,379.34	\$35,862.73	26
				G	\$1,445.53	\$37,583.88	26
				H	\$1,511.73	\$39,305.03	26
				I	\$1,577.93	\$41,026.17	26
				J	\$1,644.14	\$42,747.59	26

RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC1900	7027	PROGRAM AIDE BI-LING ESOL	10 MONTH	A	\$664.64	\$13,957.49	21
				B	\$691.54	\$14,522.33	21
				C	\$718.45	\$15,087.39	21
				D	\$745.37	\$15,652.67	21
				E	\$772.27	\$16,217.72	21
				F	\$799.17	\$16,782.57	21
				G	\$826.08	\$17,347.63	21
				H	\$852.99	\$17,912.69	21
				I	\$879.89	\$18,477.75	21
				J	\$906.80	\$19,042.81	21
				K	\$933.71	\$19,607.87	21
				L	\$960.62	\$20,172.93	21

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods				
					BI-WEEKLY SALARY	ANNUAL SALARY					
NC2000	2002	CHILD CARE ATTENDANT	10 MONTH	A	\$834.16	\$17,517.28	21				
				B	\$876.63	\$18,409.20	21				
				C	\$919.11	\$19,301.35	21				
				D	\$961.59	\$20,193.49	21				
				E	\$1,004.07	\$21,085.42	21				
				F	\$1,046.55	\$21,977.56	21				
				G	\$1,089.02	\$22,869.49	21				
				H	\$1,131.50	\$23,761.42	21				
				I	\$1,173.98	\$24,653.56	21				
				J	\$1,216.45	\$25,545.49	21				
NC2100	2006	DEVELOPMENT SCREENER	10 MONTH	A	\$980.80	\$20,596.83	21				
				B	\$1,013.64	\$21,286.34	21				
				C	\$1,046.47	\$21,975.85	21				
				D	\$1,079.30	\$22,665.36	21				
				E	\$1,112.15	\$23,355.08	21				
				F	\$1,144.98	\$24,044.59	21				
NC2500	6011	WAREHOUSEPERSON I	11 MONTH	C	\$831.90	\$19,133.74	23				
				D	\$864.74	\$19,888.92	23				
				E	\$1,082.82	\$24,904.90	23				
				NC2900	302	DATA ENTRY OPERATOR II	10 MONTH	A	\$991.21	\$20,815.31	21
								B	\$1,036.40	\$21,764.43	21
								C	\$1,081.60	\$22,713.55	21
D	\$1,126.79	\$23,662.67	21								
NC2900	3021	PHOTO LAB TECH	10 MONTH	E	\$1,171.99	\$24,611.79	21				
				F	\$1,217.19	\$25,560.91	21				
				G	\$1,262.38	\$26,510.03	21				
				H	\$1,307.58	\$27,459.15	21				
NC2900	3003	NETWORK TECHNICIAN I	11 MONTH	I	\$1,352.76	\$28,408.06	21				
				J	\$1,397.96	\$29,357.18	21				
				A	\$991.21	\$22,797.72	23				
				B	\$1,036.40	\$23,837.24	23				
				C	\$1,081.60	\$24,876.75	23				
				D	\$1,126.79	\$25,916.26	23				
NC2900	3021	PHOTO LAB TECH	10 MONTH	E	\$1,171.99	\$26,955.77	23				
				F	\$1,217.19	\$27,995.29	23				
				G	\$1,262.38	\$29,034.80	23				
				H	\$1,307.58	\$30,074.31	23				
				I	\$1,352.76	\$31,113.59	23				
				J	\$1,397.96	\$32,153.10	23				

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods	
					BI-WEEKLY SALARY	ANNUAL SALARY		
NC3200	201	CASHIER	12 MONTH	A	\$1,096.17	\$28,590.51	26	
				B	\$1,136.70	\$29,554.15	26	
				C	\$1,177.22	\$30,607.79	26	
				D	\$1,217.75	\$31,661.43	26	
				E	\$1,258.26	\$32,714.81	26	
				F	\$1,298.79	\$33,768.45	26	
				G	\$1,339.31	\$34,822.09	26	
				H	\$1,379.84	\$35,875.73	26	
				I	\$1,420.34	\$36,928.83	26	
				J	\$1,460.86	\$37,982.47	26	
				K	\$1,501.39	\$39,036.11	26	
				L	\$1,541.91	\$40,089.75	26	
				NC3500	3008	RESEARCH/COMMUNICATIONS ASST	10.5 MONTH	A
B	\$1,222.88	\$26,903.32	22					
C	\$1,259.67	\$27,712.73	22					
D	\$1,311.51	\$28,853.13	22					
E	\$1,662.25	\$36,569.57	22					
NC3500	52	PROJECT SPECIALIST	12 MONTH	A	\$1,179.68	\$30,671.71	26	
				B	\$1,222.88	\$31,794.83	26	
				C	\$1,259.67	\$32,751.40	26	
				D	\$1,311.51	\$34,099.15	26	
				E	\$1,662.25	\$43,218.58	26	
NC3600	2005	CHILD CARE SPECIALIST	10 MONTH	A	\$1,256.80	\$26,392.87	21	
				B	\$1,314.04	\$27,594.74	21	
	NC3600	2001	ESOL EARLY CHILDHOOD SPECIALIST	10 MONTH	C	\$1,371.27	\$28,796.62	21
					D	\$1,428.50	\$29,998.50	21
					E	\$1,485.73	\$31,200.37	21
					F	\$1,542.96	\$32,402.25	21
					G	\$1,600.20	\$33,604.12	21
					H	\$1,657.43	\$34,806.00	21
					I	\$1,714.66	\$36,007.88	21
					J	\$1,771.89	\$37,209.75	21
NC3600	2005	CHILD CARE SPECIALIST	10.5 MONTH	A	\$1,256.80	\$27,649.67	22	
				B	\$1,314.04	\$28,908.78	22	
				C	\$1,371.27	\$30,167.89	22	
				D	\$1,428.50	\$31,427.00	22	
				E	\$1,485.73	\$32,686.10	22	
				F	\$1,542.96	\$33,945.21	22	
				G	\$1,600.20	\$35,204.32	22	
				H	\$1,657.43	\$36,463.43	22	
				I	\$1,714.66	\$37,722.54	22	
				J	\$1,771.89	\$38,981.65	22	

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RANGE	JOB	JOB TITLE	EE TYPE	STEP	2016/2017		# of Pay Periods
					BI-WEEKLY SALARY	ANNUAL SALARY	
NC3700	354	MICROCOMPUTER TECHNICIAN	11 MONTH	A	\$1,301.15	\$29,926.51	23
				B	\$1,361.46	\$31,313.47	23
				C	\$1,421.75	\$32,700.19	23
				D	\$1,482.04	\$34,086.91	23
				E	\$1,542.34	\$35,473.87	23
				F	\$1,602.63	\$36,860.59	23
				G	\$1,662.93	\$38,247.31	23
				H	\$1,723.22	\$39,634.03	23
				I	\$1,783.52	\$41,020.98	23
				J	\$1,843.80	\$42,407.47	23
NC3700	6510	DISPATCHER	12 MONTH	A	\$1,301.15	\$33,829.97	26
				B	\$1,361.46	\$35,397.84	26
				C	\$1,421.75	\$36,965.43	26
				D	\$1,482.04	\$38,533.03	26
				E	\$1,542.34	\$40,100.89	26
				F	\$1,602.63	\$41,668.49	26
				G	\$1,662.93	\$43,236.09	26
				H	\$1,723.22	\$44,803.68	26
				I	\$1,783.52	\$46,371.55	26
				J	\$1,843.80	\$47,938.88	26
NC3800	215	BUDGET TECHNICIAN	12 MONTH	A	\$1,191.19	\$30,970.85	26
				B	\$1,235.55	\$32,124.21	26
				C	\$1,275.40	\$33,160.34	26
				D	\$1,335.73	\$34,779.00	26
				E	\$1,704.85	\$44,326.06	26
NC3850	7037	SAFETY & ATTENDANCE FAMILY SPECIALIST	11 MONTH	A	\$1,401.13	\$32,236.06	23
				B	\$1,465.26	\$33,700.99	23
				C	\$1,529.38	\$35,175.69	23
				D	\$1,593.50	\$36,650.39	23
				E	\$1,657.62	\$38,125.32	23
				F	\$1,721.74	\$39,600.01	23
				G	\$1,785.86	\$41,074.71	23
H	\$1,849.97	\$42,549.40	23				
I	\$1,914.10	\$44,024.33	23				
J	\$1,978.22	\$45,499.03	23				
NC3900	7019	ATTENDANCE OFFICER - FAMILY SUPPORT	12 MONTH	A	\$1,180.57	\$30,694.78	26
				B	\$1,254.15	\$32,087.87	26
				C	\$1,287.72	\$33,480.70	26
				D	\$1,341.29	\$34,873.53	26
				E	\$1,394.86	\$36,266.37	26
				F	\$1,448.43	\$37,659.20	26
				G	\$1,502.00	\$39,052.03	26
H	\$1,555.57	\$40,444.86	26				
I	\$1,609.14	\$41,837.69	26				
J	\$1,662.71	\$43,230.52	26				