



Isaac School District #5
2019-2020 CERTIFIED HIRING SCHEDULE
 This schedule is used for initial placement only

*INCLUDES CSF (301) AMOUNTS OF \$1,600 FROM FUND 011 AND \$3,200 FROM FUND 013
 THESE AMOUNTS ARE ADJUSTED ANNUALLY*

Experience	BA	BA+18	BA+36 or MA	BA+54 or MA+18	BA+72 or MA+36	BA+90 or MA+54	Doctorate
0	\$44,543	\$45,243	\$45,943	\$46,643	\$47,343	\$48,043	\$48,743
1	\$45,043	\$45,743	\$46,443	\$47,143	\$47,843	\$48,543	\$49,243
2	\$45,543	\$46,243	\$46,943	\$47,643	\$48,343	\$49,043	\$49,743
3	\$46,043	\$46,743	\$47,443	\$48,143	\$48,843	\$49,543	\$50,243
4	\$46,543	\$47,243	\$47,943	\$48,643	\$49,343	\$50,043	\$50,743
5	\$47,043	\$47,743	\$48,443	\$49,143	\$49,843	\$50,543	\$51,243
6	\$47,543	\$48,243	\$48,943	\$49,643	\$50,343	\$51,043	\$51,743
7	\$48,043	\$48,743	\$49,443	\$50,143	\$50,843	\$51,543	\$52,243
8	\$48,543	\$49,243	\$49,943	\$50,643	\$51,343	\$52,043	\$52,743
9	\$49,043	\$49,743	\$50,443	\$51,143	\$51,843	\$52,543	\$53,243
10	\$49,543	\$50,243	\$50,943	\$51,643	\$52,343	\$53,043	\$53,743

FOOTNOTES TO THE HIRING SCHEDULE

- Hiring schedule is contingent upon funding.
- Hard to fill positions may be given an annual addendum based on experience or need.
- Teachers placed in Special Education classrooms will receive the following addendums:

MIMR/MOMR, MD, ED, AUTISTIC	\$2,400
RESOURCE	\$1,600
- Teachers with National Board Certification will receive \$2,000 added to their base salary.
- Proposition 301 Pay for Performance is earned in the prior year and is determined by the Pay for Performance Plan and annual allocation. 2019/20 = \$3,200 maximum
- Longevity pay of \$500 is added to the base salary following 5 years of service to ISD #5.
\$1,000 is added to the base salary following each additional 5 years of service to ISD #5.
- Professional Growth salary advancement may be earned annually.
There is no maximum for teachers salaries.
- Work year:

Continuing Staff	185 work days
New Staff	185 work days + 10 days new teacher induction

 (New Teacher Induction is paid at the teacher's daily rate.)



**Isaac School District #5
2019-2020 OTHER CERTIFIED SALARY SCHEDULE**

RANGE	POSITION	WORK CALENDAR	BEGINNING	MAXIMUM	INDEX
1-OC	TOSA/SPECIALIST		\$57,021	\$79,829	1.4
	PBIS SPECIALIST	10 1/2 MONTHS			
	BEHAVIOR SPECIALIST	10 1/2 MONTHS			
	TEACHER ON SPECIAL ASSIGNMENT (TOSA)	10 1/2 MONTHS			
2-OC	PSYCHOLOGIST		\$61,244	\$85,742	1.4
	PSYCHOLOGIST	10 MONTHS			
3-OC	ACHIEVEMENT STRATEGIST/SPECIALIST		\$63,357	\$88,699	1.4
	INSTRUCTIONAL INTEGRATION SPECIALIST	11 MONTHS			
	SOCIAL/EMOTIONAL SPECIALIST	11 MONTHS			
	STUDENT ACHIEVEMENT STRATEGIST/SPECIALIST	11 MONTHS			
	PROGRAM SPECIALIST	11 MONTHS			
	SPECIAL EDUCATION INSTRUCTIONAL SPECIALIST	11 MONTHS			
4-OC	COMPLIANCE COORDINATOR SPECIALIST	12 MONTHS	\$69,117	\$96,763	1.4
5-OC	ACADEMIC COACH	9 MONTHS	\$44,350	\$62,090	1.4
6-OC	SPED SERVICES	9 MONTHS	\$58,077	\$81,308	1.4
	SPEECH LANGUAGE PATHOLOGIST				
	OCCUPATIONAL THERAPIST	9 MONTHS			
	PHYSICAL THERAPIST				

FOOTNOTES TO THE SALARY SCHEDULE

1. New hires start at the beginning amount.
2. \$1,000 per year for up to 5 years may be added for experience
3. Minimum education level of MA or BA36 is required.
 Base salary may be increased for additional education.
 MA18 / BA54 \$700
 MA36 / BA72 \$700
 MA54 / BA90 \$700
4. Longevity pay of \$500 is added to the base salary following each 5 years of service to ISD #5.
5. Eligible for Professional Growth under the guidelines in the Certified Handbook.



Isaac School District #5 2019-2020 CLASSIFIED SALARY SCHEDULE

RANGE	POSITION	BEGINNING	MAX	INDEX
13	Lunch/Playground Monitor	\$11.19	\$17.91	1.60
	Childcare Provider			
	Crossing Guard			
	Food Service Worker B			
	Bus Driver Trainee			
	Food Service Worker A			
	Bus Aide			
	Parent Educator			
14	Grounds Crew Worker	\$11.67	\$18.67	1.60
	Cook/Assistant Cafeteria Manager			
15	Classroom Health Aide	\$12.20	\$19.52	1.60
16	Office Assistant	\$12.59	\$20.14	1.60
	Security Guard			
	Nurse Assistant			
	General Helper			
	Security Guard/Custodian			
17	District Courier/Warehouse Worker	\$13.15	\$21.04	1.60
	Cook/Assistant Cafeteria Manager			
	Parent Educator			
	Paraprofessional			
18	Warehouse Worker	\$13.47	\$21.55	1.60
19	District Office Receptionist/Secretary	\$13.81	\$22.10	1.60
	Attendance Clerk			
	Secretary/Translator			
	Food Service Clerk			
	Secretary/Dispatcher			
20	Night Lead Custodian	\$14.17	\$22.67	1.60
	Maintenance Worker 1			
21	Accounting Clerk	\$14.51	\$23.22	1.60
	Accounting/Payroll Clerk			
	E---Rate Technician			
	Student Records Clerk			
22	School Secretary	\$14.88	\$23.80	1.60
	Transportation Secretary---Bus Driver			
	SAIS Data Specialist			
23	Maintenance Technical Coordinator	\$15.26	\$24.42	1.60
	Substitute Coordinator			
	Bus Driver			
	Bus Driver/Dispatcher			
24	Bus Driver/Trainer	\$15.66	\$25.06	1.60
	Fleet Advisor Bus Driver			

RANGE	POSITION	BEGINNING	MAX	INDEX
25	Medicaid Facilitator	\$16.03	\$25.64	1.60
	Accounting Clerk, Senior			
	General Maintenance Worker			
	Speech Assistant			
26	Administrative Secretary	\$16.47	\$26.35	1.60
	Painter			
	IT Support Specialist I			
	Print Shop Operator			
27	Locksmith	\$17.24	\$27.58	1.60
	Maintenance Worker---Skilled			
28	Preschool Instructor	\$17.70	\$28.32	1.60
	Lead Grounds Worker			
	Warehouse Coordinator			
	Maintenance Lead			
	District Lead Custodian			
29	Administrative Assistant	\$18.12	\$28.99	1.60
30	SAIS Technician	\$19.32	\$30.91	1.60
	Psychologist Intern			
	Electrician			
	HVAC Service Technician			
	Plumber			
31	Grants Accounting Clerk	\$20.50	\$32.80	1.60
32	Benefits Specialist	\$21.55	\$34.48	1.60
	Payroll Specialist			
	IT Support Specialist II			
	Recreational Activities Liason			
	Human Resources Specialist			
33	Speech Language Pathologist Assistant	\$23.80	\$38.07	1.60

FOOTNOTES TO THE SALARY SCHEDULE

1. New employees will be hired at the beginning rate.
An exception may be made for hard to fill positions.
2. New employees may receive an additional 2% per year for up to 5 years experience.
3. New hires with an A.A. degree or 60 credit hours will receive \$1.20 above the minimum.
4. New hires with an B.A. degree will receive \$2.00 above the minimum.
5. Longevity pay of \$0.25 is added to the base rate following each 5 years of service to ISD #5.
6. Employees who move to a new salary range will receive a 2% increase for each salary range between their current range and their new range.



Isaac School District #5
2019-2020 CLASSIFIED EXEMPT SALARY SCHEDULE

RANGE	POSITION	WORK CALENDAR	BEGINNING	MAXIMUM	INDEX
1EX	CAFETERIA MANAGER	9 MONTHS	\$23,903	\$33,464	1.40
2EX	NURSES				
2EX	NURSE - LPN	9 MONTHS	\$28,532	\$39,944	1.40
3EX	NURSE - RN	9 MONTHS	\$35,609	\$49,853	1.40
4EX	NURSE - BSN	9 MONTHS	\$37,465	\$52,452	1.40
5EX	NURSE - MSN	9 MONTHS	\$38,083	\$53,316	1.40
6EX	MANAGERS	12 MONTHS	\$52,000	\$76,960	1.48
	DATA MANAGER NUTRITION AND WELLNESS MANAGER MAINTENANCE & GROUNDS MANAGER WAREHOUSE MANAGER TRANSPORTATION MANAGER SAFETY & EMERGENCY PREPAREDNESS MANAGER DISTRICT SPORTS MANAGER SYSTEMS MANAGER				
7EX	TECHNICIANS & SPECIALISTS	12 MONTHS	\$55,000	\$81,400	1.48
	EXECUTIVE ASSISTANT FEDERAL PROGRAMS GRANTS SPECIALIST COMMUNICATION SPECIALIST ACCOUNTING TECHNICIAN FAMILY & COMMUNITY ENGAGEMENT SPECIALIST NETWORK ADMINISTRATOR				

FOOTNOTES TO THE SALARY SCHEDULE

1. New hires start at the beginning amount.
2. Starting salary may be adjusted for education/experience.
4. Longevity pay of \$500 is added to the base salary following each 5 years of service to ISD #5.



Isaac School District #5
2019-2020 ADMINISTRATOR SALARY SCHEDULE

RANGE	POSITION	WORK CALENDAR	BEGINNING	MAXIMUM	INDEX
1A	DISTRICT ADMINISTRATORS & COORDINATORS		\$56,660	\$83,857	1.48
	HUMAN RESOURCES COORDINATOR	12 MONTHS			
	FAMILY & COMMUNITY PROGRAM COORDINATOR	12 MONTHS			
	FEDERAL PROGRAMS (MANAGER) ADMINISTRATOR	12 MONTHS			
	PREVENTION COORDINATOR	12 MONTHS			
2A	ASSISTANT PRINCIPAL		\$62,846	\$93,012	1.48
	MIDDLE SCHOOL ASSISTANT PRINCIPAL	12 MONTHS			
3A	PRINCIPAL		\$77,379	\$114,521	1.48
	ELEMENTARY PRINCIPAL	12 MONTHS			
	MIDDLE SCHOOL PRINCIPAL	12 MONTHS			
4A	DIRECTOR I		\$84,283	\$124,738	1.48
	DIRECTOR OF STUDENT SERVICES	12 MONTHS			
	DIRECTOR OF CURRICULUM	12 MONTHS			
	DIRECTOR OF SCHOOL LEADERSHIP	12 MONTHS			
	DIRECTOR OF NUTRITIONAL SERVICES	12 MONTHS			
	DIRECTOR OF FINANCE & PURCHASING	12 MONTHS			
5A	DIRECTOR II (EXECUTIVE TEAM)		\$89,370	\$132,268	1.48
	DIRECTOR OF SUPPORT SERVICES	12 MONTHS			
	DIRECTOR OF TECHNOLOGY	12 MONTHS			
6A	ASSISTANT SUPERINTENDENT & CHIEF OFFICERS (SUPT. CABINET)		\$93,647	\$138,597	1.48
	CHIEF FINANCIAL OFFICER	12 MONTHS			
	ASSISTANT SUPERINTENDENT TEACHING & LEARNING	12 MONTHS			
	CHIEF HUMAN RESOURCES OFFICER	12 MONTHS			

FOOTNOTES TO THE SALARY SCHEDULE

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2. Starting salary may be adjusted for education/experience.
4. Longevity pay of \$500 is added to the base salary following each 5 years of service to ISD #5.