



## AGENDA

Board of Education Special Meeting

Wednesday, August 26, 2015 at 5:30 PM

Mustang Administration Building, 12400 SW 15th St., Yukon, Oklahoma  
73099

As required by Section 311, Title 25 of the Oklahoma Statutes, notice is hereby given that the Board of Education of Independent School District Number I-069 of Canadian County, Oklahoma will hold a Board of Education Special Meeting on Wednesday, August 26, 2015 at 5:30 PM. The place and street of the meeting will be Mustang Administration Building, 12400 SW 15th St., Yukon, Oklahoma 73099.

The Board of Education may discuss, make motions, and vote upon all matters appearing on this agenda. Such votes may be to approve, reject, table, reaffirm, rescind, or take no action on any agenda matter.

A. Roll Call (may be silent)

B. Business:

1. The Board will consider and may vote to approve the renewal of contract with Canadian County Sheriff's Department for two (2) officers for SY2015-2016.
2. The Board will consider and may vote to approve the 2015-2016 Support Salary Schedule with language changes as listed below:
3. The Board will consider and may vote to approve step raises for all support positions for the SY2015-2016.
4. The Board will consider and may vote to approve step raises for Administrators for the SY2015-2016.

C. Adjournment

## **AGREEMENT WITH THE CANADIAN COUNTY SHERIFF'S DEPARTMENT AND MUSTANG PUBLIC SCHOOLS**

This agreement entered into between the Canadian County Sheriff's Department and the Mustang Public School System in accordance with 74 O.S. 1991, Section 360.19;

Whereas, the Mustang Public School System (MPS) has need of two (2) full time, on duty, law enforcement officers covering Mustang North Middle School, Mustang Trails Elementary, Mustang Creek Elementary, Mustang Valley Elementary, Prairie View Elementary and Canyon Ridge Intermediate School each day school is in session; and

Whereas, the Canadian County Sheriff's Department has determined that it is in the best interest of students and residents to provide protection services to MPS for the purposes, terms and conditions as stated herein;

1. Canadian County Sheriff's Department will furnish the services of two (2) experienced officers to MPS no earlier than 7:30 a.m. and no later than 4:30 p.m. each day school is in session during the 2015-2016 school year, a total of 173 days. The officer will work 8 ½ consecutive hours within the stated time-frame with a lunch break in accordance with established policy of the Canadian County Sheriff's Department. In the event the assigned officer cannot be present, the Canadian County Sheriff's Department will furnish a substitute officer for the designated period.
2. Both parties will approve the designation of the officers assigned to MPS under the terms of this contract. MPS may request the replacement of an assigned officer with thirty (30) days written notice to the Canadian County Sheriff, unless this requirement is waived at the sole discretion of the Sheriff.
3. The primary duty of the assigned officers is to provide community policing law enforcement services on campus, including crime deterrence, crime detection, criminal investigation and apprehension of offenders. It is expressly provided that the services described in the Agreement will not include assignments or duties occurring outside the hours set forth herein or outside the boundaries of MPS.
4. It is fully understood and agreed by the parties that the assigned officers are, at all times, pertinent to this agreement, a deputy certified by the State of Oklahoma and commissioned by the Canadian County Sheriff's Department. The assigned officers will, at all material times, be under the supervision of the Canadian County Sheriff's Department. Direction, assignments and duties involving the officers will be coordinated between an appointed representative of MPS and the Canadian County Sheriff or designee.

5. MPS will make reasonable efforts to provide the assigned officers an area containing a desk where he/she would be available to students.
6. In consideration for the services provided through this Agreement, the MPS agrees to pay the Canadian County Sheriff's Department a total of \$97,839.00 for two (2) law enforcement officers, which is the approximate cost of seventy-five (75) percent of the annual salary, benefits and expenses to the Canadian County Sheriff's Department for two (2) experienced law enforcement officers. This amount will be paid in nine (9) equal monthly payments, payable on the Tuesday following the regular scheduled board meeting for the previous month's services. The first payment will be due on or before September 15, 2015, in the amount of \$10,871.00.
7. This Agreement may be canceled by either party upon thirty (30) days written notice to the Chairman of the governing body of the other party.
8. The Canadian County Sheriff's Department appoints the Canadian County Sheriff and MPS appoint the Superintendent as their respective designee for carrying out the terms of the Agreement, including the assignment of duties to the assigned officers.

\_\_\_\_\_  
Canadian County Sheriff's Department

\_\_\_\_\_  
Date

\_\_\_\_\_  
President of Mustang Board of Education

\_\_\_\_\_  
Date

Approved this date \_\_\_\_\_.

Board of Commissioners of Canadian County

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Attested by:

\_\_\_\_\_  
Canadian County Clerk

# Memo



**To:** Mr. Sean McDaniel  
**Date:** 08/25/2015  
**Re:** Canadian County Sherriff's Agreement

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Please consider and/or act upon my recommendations to approve the renewal of the Canadian County Sherriff's Agreement for the SY15-16.



# Memo

**To:** Sean McDaniel, Superintendent  
Charles Bradley, Deputy Superintendent   
**From:** Tracy Skinner, Executive Director of Human Resources   
**Date:** August 20<sup>th</sup>, 2015  
**Re:** Support Salary Schedules for 2015-2016

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Please discuss, consider, and/or act upon approving the 2015-2016 Support Salary Schedules.

Listed below are the revisions from the 2014-2015 Support Salary Schedules:

**Central Office and District Secretarial Positions:**

- Added Payroll Supervisor and Network System Specialist titles to salary schedule.

**Assistants and Other Support Positions:**

- Added Spec Ed TA title to salary schedule.

**Maintenance Department:**

- Added Custodial and Maintenance Manager titles to salary schedule.
- Removed Foreman salary

**Custodial Department:**

- Removed Custodial Supervisor salary schedule from 2014-2015 salary schedule.
- Changed the title of Custodial Trainer to Custodial Supervisor which is formally called Head Custodian.

**Child Nutrition Department:**

- Updated Warehouse Assistant salary schedule to match General Maintenance salary schedule which is the salary schedule used for Maintenance Warehouse position.

**CENTRAL OFFICE AND DISTRICT SECRETARIAL POSITIONS**

**Administrative Support    Administrative Support**

<b>STEP</b>	<b>7.5 Hrs (245)</b>	<b>8 Hrs (245 Days)</b>
0	\$14.14	\$13.25
1	\$14.43	\$13.52
2	\$14.71	\$13.79
3	\$15.00	\$14.06
4	\$15.30	\$14.34
5	\$15.61	\$14.63
6	\$15.92	\$14.92
7	\$16.24	\$15.22
8	\$16.56	\$15.52
9	\$16.89	\$15.83
10	\$17.23	\$16.15
11	\$17.57	\$16.47
12	\$17.92	\$16.80
13	\$18.29	\$17.14
14	\$18.65	\$17.48
15	\$19.02	\$17.83
16	\$19.41	\$18.19
17	\$19.79	\$18.55
18	\$20.19	\$18.92
19	\$20.59	\$19.30
20	\$21.01	\$19.69
21	\$21.42	\$20.08
22	\$21.85	\$20.48
23	\$22.30	\$20.90
24	\$22.73	\$21.31
25	\$23.19	\$21.74
26	\$23.65	\$22.17
27	\$24.13	\$22.62
28	\$24.61	\$23.07
29	\$25.10	\$23.53
30	\$25.60	\$24.00

**Administrative Support (7.5 Hours)**

- Superintendents Secretary
- Deputy Superintendent Secretary
- Assistant Superintendent Secretary
- Executive Director Secretary
- Director Secretary
- Receptionist
- Assistant Treasurer
- Payroll/Personnel
- Publication Technician
- Activity Fund Custodian

**Administrative Support (8 Hours)**

- Student Information
- Technology Support Specialist
- Executive Director Secretary- Technology

Revised 09-02-2014

Placement Step-Does not correlate with years of experience. An employee is placed on the appropriate step each year. Placement is determined by the following: qualifications, work experience, certifications, education

**Payroll Supervisor**  
**Network System Specialist**  
**Busines Facilitator**  
**Database Administrator**  
**Network Administrator**

**SLPA**  
**COTA/PTA**

<b>8 Hrs (245 Days)</b>	<b>7.5 Hrs (180 Days)</b>
\$35,000.00	\$29,019.00
\$35,600.00	\$29,519.00
\$36,200.00	\$30,019.00
\$37,083.00	\$30,519.00
\$37,833.00	\$31,019.00
\$38,583.00	\$31,519.00
\$39,333.00	\$32,019.00
\$39,960.00	\$32,519.00
\$40,708.00	\$33,019.00
\$41,458.00	\$33,519.00
\$42,208.00	\$34,019.00
\$42,958.00	\$34,519.00
\$43,708.00	\$35,019.00
\$44,458.00	\$35,519.00
\$45,208.00	\$36,019.00
\$45,958.00	\$36,519.00
\$46,708.00	\$37,019.00
\$47,458.00	\$37,519.00
\$48,208.00	\$38,019.00
\$48,958.00	\$38,519.00
\$49,380.00	\$39,019.00
\$50,130.00	\$39,519.00
\$50,921.00	\$40,019.00
\$51,671.00	\$40,519.00
\$52,421.00	\$41,019.00
\$53,171.00	\$41,519.00

step, once placed an employee will rollup one step  
 ation, supervisor recommendation and HR approval.



**ASSISTANTS AND OTHER SUPPORT POSITIONS**

**Spec Ed TA  
7/7.5 Hrs \* (175 Days)  
Media Assistant  
7 Hrs (180 Days)**

<b>STEP</b>	<b>Site Support 7/7.5 Hrs (Days 173-190)</b>	<b>Site Support: Site Secretary, Nurse Assistant, Transcriptionist, Title Paraprofessional, ISI (175)</b>	<b>Teacher Assistant 7 Hrs * (173 Days)</b>	<b>Para-Prof 7 Hrs (175 Days)</b>
0	\$10.50		\$8.48	\$8.84
1	\$10.71		\$8.79	\$9.15
2	\$10.92		\$9.10	\$9.46
3	\$11.14		\$9.41	\$9.77
4	\$11.37		\$9.72	\$10.08
5	\$11.59		\$10.03	\$10.39
6	\$11.82		\$10.34	\$10.70
7	\$12.06		\$10.65	\$11.01
8	\$12.30		\$10.96	\$11.32
9	\$12.55		\$11.27	\$11.63
10	\$12.80		\$11.58	\$11.94
11	\$13.06		\$11.89	\$12.25
12	\$13.32		\$12.20	\$12.56
13	\$13.58		\$12.51	\$12.87
14	\$13.85		\$12.82	\$13.18
15	\$14.13		\$13.13	\$13.49
16	\$14.41		\$13.44	\$13.80
17	\$14.70		\$13.75	\$14.11
18	\$15.00	<b>Days: 173-190</b>	\$14.06	\$14.42
19	\$15.30	<b>Hours: Up to 7.5</b>	\$14.37	\$14.73
20	\$15.60	<b>hours</b>	\$14.68	\$15.04
21	\$15.90		\$14.99	\$15.35
22	\$16.20		\$15.30	\$15.66
23	\$16.50		\$15.61	\$15.97
24	\$16.80		\$15.92	\$16.28
25	\$17.03		\$16.23	\$16.59
26	\$17.33		\$16.54	\$16.90
27	\$17.63		\$16.85	\$17.21
28	\$17.93		\$17.16	\$17.52
29	\$18.42		\$17.47	\$17.83
30	\$18.49		\$17.78	\$18.14
31	\$18.56		\$18.09	\$18.45
32	\$18.64			

Revised 09-02-14 (Media and Teacher Assistant and Para-Prof only.) Site Support Revised 09-08-13

Placement Step-Does not correlate with years of experience. An employee is placed on the appropriate step, once placed an employee with the following: qualifications, work experience, certifications, education, supervisor recommendation and HR approval.

**(173 Days)**

**Crosswalk Guard  
Accompanist  
Playground Assistant  
Noon Supervisor  
Security Parking**

<b>Hourly Rate</b>
\$13.00
\$13.00
\$10.00
\$10.00
\$10.00

**(182 Days)**

**Courier**

<b>Daily Rate</b>
\$90.00

**\* Spec Ed TA or Teacher Assistants with 7.5 Hours Only**

Special Education Teacher Assistants or TA who are required to eat with their students and are without a duty free lunch

ill rollup one step each year. Placement is determined by

**SIGN LANGUAGE INTERPRETER**

<b>STEP</b>	<b>QAST 1</b>	<b>QAST 2</b>	<b>QAST 3</b>	<b>QAST 4</b>
	<b>7 HR (173 DAYS)</b>	<b>7 HR (173 DAYS)</b>	<b>7 HR (173 DAYS)</b>	<b>7 HR (173 DAYS)</b>
<b>0</b>	\$17.25	\$19.25	\$22.25	\$24.25
<b>1</b>	\$17.50	\$19.50	\$22.50	\$24.50
<b>2</b>	\$17.75	\$19.75	\$22.75	\$24.75
<b>3</b>	\$18.00	\$20.00	\$23.00	\$25.00
<b>4</b>	\$18.25	\$20.25	\$23.25	\$25.25
<b>5</b>	\$18.50	\$20.50	\$23.50	\$25.50
<b>6</b>	\$18.75	\$20.75	\$23.75	\$25.75
<b>7</b>	\$19.00	\$21.00	\$24.00	\$26.00
<b>8</b>	\$19.25	\$21.25	\$24.25	\$26.25
<b>9</b>	\$19.50	\$21.50	\$24.50	\$26.50
<b>10</b>	\$19.75	\$21.75	\$24.75	\$26.75
<b>11</b>	\$20.00	\$22.00	\$25.00	\$27.00
<b>12</b>	\$20.25	\$22.25	\$25.25	\$27.25
<b>13</b>	\$20.50	\$22.50	\$25.50	\$27.50
<b>14</b>	\$20.75	\$22.75	\$25.75	\$27.75
<b>15</b>	\$21.00	\$23.00	\$26.00	\$28.00
<b>16</b>	\$21.25	\$23.25	\$26.25	\$28.25
<b>17</b>	\$21.50	\$23.50	\$26.50	\$28.50
<b>18</b>	\$21.75	\$23.75	\$26.75	\$28.75
<b>19</b>	\$22.00	\$24.00	\$27.00	\$29.00
<b>20</b>	\$22.25	\$24.25	\$27.25	\$29.25
<b>21</b>	\$22.50	\$24.50	\$27.50	\$29.50
<b>22</b>	\$22.75	\$24.75	\$27.75	\$29.75
<b>23</b>	\$23.00	\$25.00	\$28.00	\$30.00
<b>24</b>	\$23.25	\$25.25	\$28.25	\$30.25
<b>25</b>	\$23.50	\$25.50	\$28.50	\$30.50
<b>26</b>	\$23.75	\$25.75	\$28.75	\$30.75
<b>27</b>	\$24.00	\$26.00	\$29.00	\$31.00
<b>28</b>	\$24.25	\$26.25	\$29.25	\$31.25

Revised 09-02-2014

Placement Step-Does not correlate with years of experience. An employee is placed on the appropriate step, c employee will rollup one step each year. Placement is determined by the following: qualifications, work experie education, supervisor recommendation and HR approval.

**QAST 5**

<b>7 HR (173 DAYS)</b>
\$26.25
\$26.50
\$26.75
\$27.00
\$27.25
\$27.50
\$27.75
\$28.00
\$28.25
\$28.50
\$28.75
\$29.00
\$29.25
\$29.50
\$29.75
\$30.00
\$30.25
\$30.50
\$30.75
\$31.00
\$31.25
\$31.50
\$31.75
\$32.00
\$32.25
\$32.50
\$32.75
\$33.00
\$33.25

once placed an  
once, certifications,

**MAINTENANCE DEPARTMENT**  
**8 Hrs (245 Days)**

STEP	General	Shipping/Rec	Carpenter	Apprentice	General	Journeyman
	Maintenance	Specialist			Maintenance	
0	11.80	12.45	12.85	14.80	30,176	16.15
1	12.00	12.65	13.05	15.00	30,689	16.35
2	12.20	12.85	13.25	15.20	31,211	16.55
3	12.40	13.05	13.45	15.40	31,742	16.75
4	12.60	13.25	13.65	15.60	32,282	16.95
5	12.80	13.45	13.85	15.80	32,831	17.15
6	13.00	13.65	14.05	16.00	33,389	17.35
7	13.20	13.85	14.25	16.20	33,957	17.55
8	13.40	14.05	14.45	16.40	34,534	17.75
9	13.60	14.25	14.65	16.60	35,121	17.95
10	13.80	14.45	14.85	16.80	35,718	18.15
11	14.00	14.65	15.05	17.00	36,325	
12	14.20	14.85	15.25	17.20	36,943	
13	14.40	15.05	15.45	17.40	37,571	
14	14.60	15.25	15.65	17.60	38,210	
15	14.80	15.45	15.85	17.80	38,860	
16	15.00	15.65	16.05	18.00	39,521	
17	15.20	15.85	16.25	18.20	40,193	
18	15.40	16.05	16.45	18.40	40,876	
19	15.60	16.25	16.65	18.60	41,571	
20	15.80	16.45	16.85	18.80	42,278	
21	16.00	16.65	17.05	19.00	42,997	
22	16.20	16.85	17.25	19.20	43,728	
23	16.40	17.05	17.45	19.40	44,471	
24	16.60	17.25	17.65	19.60	45,227	
25	16.80	17.45	17.85	19.80	45,996	
26	17.00	17.65	18.05	20.00		
27	17.20	17.85	18.25	20.20		
28	17.40	18.05	18.45	20.40		

Revised 09-02-2014

Placement step-Does not correlate with years of experience. An employee is placed on the appropriate placement step based on the following: qualifications, work experience, certifications, education, su

**Custodial Mang  
 Maint Manager  
 Proj Sup Spec  
 Construction**

<b>Contractor</b>	<b>Foreman</b>
18.65	41,300
18.85	42,002
19.05	42,716
19.25	43,442
19.45	44,181
19.65	44,932
19.85	45,696
20.05	46,473
20.25	47,263
20.45	48,066
20.65	48,883
	49,714
	50,559
	51,419
	52,293
	53,182
	54,086
	55,006
	55,941
	56,892
	57,859
	58,843
	59,843
	60,860
	61,895
	62,947

e step, once placed an employee will rollup one step each year.  
 pervisor recommendation and HR approval.

**CUSTODIAL DEPARTMENT**

<b>STEP</b>	<b>Custodial 8 HRS (245 DAYS)</b>	<b>Custodial Supervisor 8 HRS (245 DAYS)</b>
0	10.48	12.47
1	10.70	12.69
2	10.81	12.90
3	10.92	13.12
4	11.03	13.29
5	11.13	13.39
6	11.24	13.50
7	11.36	13.60
8	11.46	13.72
9	11.57	13.83
10	11.67	13.93
11	11.90	14.04
12	12.00	14.15
13	12.11	14.26
14	12.21	14.42
15	12.32	14.53
16	12.44	14.63
17	12.54	14.74
18	12.65	14.86
19	12.76	14.96
20	12.86	15.07
21	13.03	15.18
22	13.14	15.28
23	13.24	15.40
24	13.35	15.50
25	13.47	15.61
26	13.57	15.72
27	13.68	15.82
28	13.79	15.94
29	14.07	16.14
30	14.27	16.34
31	14.47	16.54
32	14.67	16.74
33	15.23	16.94

Revised Salary Schedule 09-09-2013 Revised Title for Custodial Trainer to Custodial Supervisc  
 Placement Step-Does not correlate with years of experience. An employee is placed on the app  
 year. Placement is determined by the following: qualifications, work experience, certifications, e

**Entry Level Placement**

1 Step: Elementary Supervisor

3 Steps: Intermediate/Middle School Supervisor

6 Steps: High School Head

08-13-15

Appropriate step, once placed an employee will rollup one step each  
education, supervisor recommendation and HR approval.

**CHILD NUTRITION DEPARTMENT**

STEP	Cashier		HS Asst Mgr 7 Hours (176 Days)	Elementary 8 Hours (180 Days)	Manager	HS 8 Hours (180 Days)	Warehouse	Warehouse
	Short Hour 2-5 Hours (176 Days)	Full Time 6-7 Hours (176 Days)			Intermediate Middle 8 Hours (180 Days)		Supervisor 8 Hours (245 Days)	Assistant 8 Hours (245 Days)
0	8.32	8.64	10.40	11.64	11.76	11.85	12.66	11.80
1	8.52	8.85	10.60	11.85	11.97	12.16	12.87	12.00
2	8.73	9.06	10.80	12.05	12.28	12.36	13.08	12.20
3	8.93	9.27	11.00	12.26	12.48	12.56	13.30	12.40
4	9.14	9.52	11.20	12.46	12.68	12.76	13.51	12.60
5	9.34	9.73	11.40	12.67	12.89	12.96	13.72	12.80
6	9.60	9.94	11.60	12.87	13.09	13.16	13.93	13.00
7	9.80	10.15	11.80	13.08	13.30	13.36	14.15	13.20
8	10.06	10.36	12.00	13.29	13.50	13.56	14.36	13.40
9	10.26	10.57	12.20	13.49	13.70	13.76	14.57	13.60
10	10.46	10.78	12.40	13.70	13.91	13.96	14.78	13.80
11	10.67	10.98	12.60	13.90	14.11	14.16	15.00	14.00
12	10.87	11.19	12.80	14.10	14.32	14.36	15.21	14.20
13	11.07	11.39	13.00	14.31	14.52	14.56	15.42	14.40
14	11.27	11.59	13.20	14.51	14.72	14.87	15.63	14.60
15	11.47	11.80	13.40	14.82	14.93	15.07	15.84	14.80
16	11.68	12.00	13.60	15.02	15.13	15.28	16.06	15.00
17	11.89	12.31	13.80	15.23	15.34	15.48	16.27	15.20
18	12.20	12.51	14.00	15.43	15.54	15.68	16.45	15.40
19	12.51	12.72	14.20	15.63	15.75	15.89	16.69	15.60
20	12.71	12.92	14.40	15.84	15.95	16.09	16.91	15.80
21	12.91	13.12	14.60	16.04	16.15	16.30	17.12	16.00
22	13.11	13.33	14.80	16.25	16.36	16.50	17.33	16.20
23	13.31	13.53	15.00	16.45	16.56	16.70	17.54	16.40
24	13.51	13.74	15.20	16.65	16.77	16.91	17.75	16.60
25	13.71	13.94	15.40	16.86	16.97	17.11	17.97	16.80
26	13.91	14.14	15.60	17.06	17.17	17.32	18.18	17.00
27	14.12	14.35	15.80	17.27	17.38	17.52	18.39	17.20
28	14.32	14.55	16.00	17.47	17.58	17.72	18.60	17.40
29	14.52	14.75	16.20	17.67	17.78	17.92	18.80	17.60
30	14.72	14.95	16.40	17.87	17.98	18.12	19.00	17.80
31	14.92	15.15	16.60	18.07	18.18	18.32	19.20	18.00
32	15.12	15.35	16.80	18.27	18.38	18.52	19.40	18.20
33	15.32	15.55	17.00	18.47	18.58	18.72	19.60	18.40
34	15.52	15.75	17.20	18.67	18.78	18.92	19.80	18.60
35	15.72	15.95	17.40	18.87	18.98	19.12	20.00	18.80
36	15.92	16.15	17.60	19.07	19.18	19.32	20.20	19.00
37	16.12	16.35	17.80	19.27	19.38	19.52	20.40	19.20
38	16.32	16.55	18.00	19.47	19.58	19.72	20.60	19.40
39	16.52	16.75	18.20	19.67	19.78	19.92	20.80	19.60
40	16.72	16.95	18.40	19.87	19.98	20.12	21.00	19.80
41	16.92	17.15	18.60	20.07	20.18	20.32	21.20	20.00
42	17.12	17.35	18.80	20.27	20.38	20.52	21.40	20.20
43	17.32	17.55	19.00	20.47	20.58	20.72	21.60	20.40
44	17.52	17.75	19.20	20.67	20.78	20.92	21.80	20.60
45	17.72	17.95	19.40	20.87	20.98	21.12	22.00	20.80
46	17.92	18.15	19.60	21.07	21.18	21.32	22.20	30.00
47	18.12	18.35	19.80	21.27	21.38	21.52	22.40	30.20

**.25/step    .25/step    .25/step    .25/step    .25/step    .25/step**

**Certified Certified Certified Certified Certified Certified**

Revised 09-09-2013

Revised Warehouse Assistant Only: 07-27-2015

Placement step-Does not correlate with years of experience. An employee is placed on the appropriate step, once step each year. Placement is determined by the following: qualifications, work experience, certifications, educatio

**Coordinator (220)  
Accts Payable (220)  
Secretary (190)  
7.5 Hours  
(190/220 Days)**

**Food  
Service  
Director  
8 Hours  
(220 Days)**

11.23	32,507
11.53	32,807
11.84	33,107
12.25	33,407
12.55	33,707
12.86	34,007
13.16	34,407
13.47	34,807
13.78	35,207
14.08	35,607
14.39	36,007
14.69	36,407
15.10	36,807
15.41	37,207
15.71	37,607
16.02	38,007
16.33	38,407
16.63	38,807
16.94	39,207
17.24	39,607
17.65	40,007
17.96	40,407
18.26	40,807
18.57	41,207
18.88	41,607
19.18	42,007
19.49	42,407
19.79	42,807
19.99	43,207
20.19	43,607
20.39	44,007
20.59	44,407
20.79	44,807
20.99	45,207
21.19	45,607
21.39	46,007
21.59	46,407
21.79	46,807
21.99	47,207
22.19	47,607
22.39	48,007
22.59	48,407
22.79	48,807
22.99	49,207
23.19	49,607
23.39	50,007
23.59	50,407
23.79	50,807

placed an employee will rollup one  
n, supervisor recommendation and HR

**TRANSPORTATION DEPARTMENT**

<b>STEP</b>	<b>Bus Aides 6 Hrs/175 Days</b>	<b>Bus Driver 6 Hrs/175 Days</b>	<b>HDCP Bus Driver 6 Hrs/175 Days</b>	<b>Transportation Clerk 7 1/2 Hrs/190 Days</b>
<b>0</b>	8.59	12.48	13.27	10.61
<b>1</b>	8.79	12.68	13.47	10.87
<b>2</b>	8.99	12.89	13.67	11.12
<b>3</b>	9.20	13.09	13.88	11.38
<b>4</b>	9.41	13.30	14.08	11.63
<b>5</b>	9.61	13.50	14.29	11.89
<b>6</b>	9.81	13.70	14.49	12.14
<b>7</b>	10.01	13.91	14.69	12.40
<b>8</b>	10.22	14.11	14.90	12.65
<b>9</b>	10.42	14.32	15.10	12.96
<b>10</b>	10.63	14.52	15.31	13.22
<b>11</b>	10.83	14.72	15.51	13.47
<b>12</b>	11.03	14.93	15.71	13.78
<b>13</b>	11.24	15.13	15.92	14.03
<b>14</b>	11.44	15.34	16.12	14.29
<b>15</b>	11.65	15.54	16.30	14.54
<b>16</b>	11.85	15.74	16.53	14.80
<b>17</b>	12.05	15.94	16.73	15.05
<b>18</b>	12.26	16.15	16.94	15.31
<b>19</b>	12.46	16.35	17.14	15.56
<b>20</b>	12.67	16.55	17.35	15.82
<b>21</b>	12.87	16.75	17.55	16.07
<b>22</b>	13.07	16.96	17.75	16.33
<b>23</b>	13.28	17.16	17.96	16.58
<b>24</b>	13.48	17.37	18.16	16.84
<b>25</b>	13.69	17.57	18.37	17.09
<b>26</b>	13.89	17.77	18.57	17.35
<b>27</b>	14.09	17.98	18.77	17.65
<b>28</b>	14.30	18.18	18.98	17.86

Revised 09-09-2013

Placement step-Does not correlate with years of experience. An employee is placed on the appropriate step each year. Placement is determined by the following: qualifications, work experience, certifications, education

**Call-In Sub Drivers**

**12.48**

**VAN DRIVERS  
(AS NEEDED BASIS)**

**10.00**

step, once placed an employee will rollup one step  
cation, supervisor recommendation and HR

**MECHANICS**

<b>STEP</b>	<b>MECHANIC 8 HRS (245 DAYS)</b>	<b>HEAD MECHANIC 8HR (245 DAYS)</b>
0	14.00	15.50
1	14.25	15.75
2	14.50	16.00
3	14.75	16.25
4	15.00	16.50
5	15.25	16.75
6	15.50	17.00
7	15.75	17.25
8	16.00	17.50
9	16.25	17.75
10	16.50	18.00
11	16.75	18.25
12	17.00	18.50
13	17.25	18.75
14	17.50	19.00
15	17.75	19.25
16	18.00	19.50
17	18.25	19.75
18	18.50	20.00
19	18.75	20.25
20	19.00	20.50
21	19.25	20.75
22	19.50	21.00
23	19.75	21.25
24	20.00	21.50
25	20.25	21.75
26	20.50	22.00
27	20.75	22.25
28	21.00	22.50
29	21.25	22.75
30	21.50	23.00

	<b><u>ADDITIONAL</u></b>
<b>ASE 1</b>	0.20
<b>ASE 2</b>	0.30
<b>ASE 3</b>	0.40
<b>ASE 4</b>	0.50
<b>ASE 5</b>	0.60
<b>ASE 6</b>	0.70


Revised 09-02-2014

Placement step-Does not correlate with years of experience. An employee is placed on the appropriate step, each year. Placement is determined by the following: qualifications, work experience, certifications, education

once placed an employee will rollup one step  
n, supervisor recommendation and HR approval.



# Memo

**To:** Mustang Board of Education  
**From:** Dr. Sean McDaniel, MPS Superintendent   
**Date:** *aug. 24, 2015*  
**Re:** Step Raises for Support Employees for 2015-2016

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Please discuss, consider, and/or act upon step raises for all support positions for the 2015-2016 school year.



# Memo

**To:** Mustang Board of Education  
**From:** Dr. Sean McDaniel, MPS Superintendent  
**Date:** Aug. 24, 2015  
**Re:** Step Raises for Administrator 2015-2016

*JK CB*

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Please discuss, consider, and/or act upon step raises for all administrator positions for the 2015-2016 school year.

**ELEMENTARY AP**

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205
0	\$57,000.00	0	\$57,171.00	0	\$57,171.00
1	\$57,570.00	1	\$57,742.71	1	\$57,742.71
2	\$58,145.70	2	\$58,320.14	2	\$58,320.14
3	\$58,727.16	3	\$58,903.34	3	\$58,903.34
4	\$59,314.43	4	\$59,492.37	4	\$59,492.37
5	\$59,907.57	5	\$60,087.30	5	\$60,087.30
6	\$60,506.65	6	\$60,688.17	6	\$60,688.17
7	\$61,111.72	7	\$61,295.05	7	\$61,295.05
8	\$61,722.83	8	\$61,908.00	8	\$61,908.00
9	\$62,340.06	9	\$62,527.08	9	\$62,527.08
10	\$62,963.46	10	\$63,152.35	10	\$63,152.35
11	\$63,593.10	11	\$63,783.88	11	\$63,783.88
12	\$64,229.03	12	\$64,421.71	12	\$64,421.71
13	\$64,871.32	13	\$65,065.93	13	\$65,065.93
14	\$65,520.03	14	\$65,716.59	14	\$65,716.59
15	\$66,175.23	15	\$66,373.76	15	\$66,373.76

## ELEMENTARY HP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$63,425.00	0	\$63,615.28	0	\$63,615.28
1	\$64,059.25	1	\$64,251.43	1	\$64,251.43
2	\$64,699.84	2	\$64,893.94	2	\$64,893.95
3	\$65,346.84	3	\$65,542.88	3	\$65,542.89
4	\$66,000.31	4	\$66,198.31	4	\$66,198.32
5	\$66,660.31	5	\$66,860.29	5	\$66,860.30
6	\$67,326.92	6	\$67,528.90	6	\$67,528.90
7	\$68,000.18	7	\$68,204.19	7	\$68,204.19
8	\$68,680.19	8	\$68,886.23	8	\$68,886.23
9	\$69,366.99	9	\$69,575.09	9	\$69,575.09
10	\$70,060.66	10	\$70,270.84	10	\$70,270.85
11	\$70,761.26	11	\$70,973.55	11	\$70,973.55
12	\$71,468.88	12	\$71,683.28	12	\$71,683.29
13	\$72,183.57	13	\$72,400.12	13	\$72,400.12
14	\$72,905.40	14	\$73,124.12	14	\$73,124.12
15	\$73,634.46	15	\$73,855.36	15	\$73,855.37

2014-2015 DOCTORATE	
Step	215
0	\$65,115.28
1	\$65,751.43
2	\$66,393.94
3	\$67,042.88
4	\$67,698.31
5	\$68,360.29
6	\$69,028.90
7	\$69,704.19
8	\$70,386.23
9	\$71,075.09

2015-2016 DOCTORATE	
Step	205 + 5 Flex
0	65,115.28
1	\$65,751.43
2	\$66,393.95
3	\$67,042.89
4	\$67,698.32
5	\$68,360.30
6	\$69,028.90
7	\$69,704.19
8	\$70,386.23
9	\$71,075.09

10	\$71,770.84
11	\$72,473.55
12	\$73,183.28
13	\$73,900.12
14	\$74,624.12
15	\$75,355.36

10	\$71,770.85			
11	\$72,473.55			
12	\$73,183.29			
13	\$73,900.12			
14	\$74,624.12			
15	\$75,355.37			

## INTERMEDIATE AP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$59,000.00	0	\$59,177.00	0	\$59,177.00
1	\$59,590.00	1	\$59,768.77	1	\$59,768.77
2	\$60,185.90	2	\$60,366.46	2	\$60,366.46
3	\$60,787.76	3	\$60,970.12	3	\$60,970.12
4	\$61,395.64	4	\$61,579.82	4	\$61,579.82
5	\$62,009.59	5	\$62,195.62	5	\$62,195.62
6	\$62,629.69	6	\$62,817.58	6	\$62,817.58
7	\$63,255.99	7	\$63,445.75	7	\$63,445.75
8	\$63,888.55	8	\$64,080.21	8	\$64,080.21
9	\$64,527.43	9	\$64,721.01	9	\$64,721.01
10	\$65,172.71	10	\$65,368.22	10	\$65,368.22
11	\$65,824.43	11	\$66,021.91	11	\$66,021.91
12	\$66,482.68	12	\$66,682.12	12	\$66,682.12
13	\$67,147.50	13	\$67,348.95	13	\$67,348.95
14	\$67,818.98	14	\$68,022.44	14	\$68,022.44
15	\$68,497.17	15	\$68,702.66	15	\$68,702.66

## INTERMEDIATE HP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$65,575.00	0	\$65,771.73	0	\$65,771.73
1	\$66,230.75	1	\$66,429.44	1	\$66,429.45
2	\$66,893.06	2	\$67,093.74	2	\$67,093.74
3	\$67,561.99	3	\$67,764.67	3	\$67,764.68
4	\$68,237.61	4	\$68,442.32	4	\$68,442.33
5	\$68,919.98	5	\$69,126.74	5	\$69,126.75
6	\$69,609.18	6	\$69,818.01	6	\$69,818.02
7	\$70,305.28	7	\$70,516.19	7	\$70,516.20
8	\$71,008.33	8	\$71,221.35	8	\$71,221.36
9	\$71,718.41	9	\$71,933.57	9	\$71,933.57
10	\$72,435.60	10	\$72,652.90	10	\$72,652.91
11	\$73,159.95	11	\$73,379.43	11	\$73,379.44
12	\$73,891.55	12	\$74,113.23	12	\$74,113.23
13	\$74,630.47	13	\$74,854.36	13	\$74,854.36
14	\$75,376.77	14	\$75,602.90	14	\$75,602.91
15	\$76,130.54	15	\$76,358.93	15	\$76,358.94

## MIDDLE SCHOOL AP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$61,000.00	0	\$61,183.00	0	\$61,183.00
1	\$61,610.00	1	\$61,794.83	1	\$61,794.83
2	\$62,226.10	2	\$62,412.78	2	\$62,412.78
3	\$62,848.36	3	\$63,036.91	3	\$63,036.91
4	\$63,476.84	4	\$63,667.28	4	\$63,667.28
5	\$64,111.61	5	\$64,303.95	5	\$64,303.95
6	\$64,752.73	6	\$64,946.99	6	\$64,946.99
7	\$65,400.26	7	\$65,596.46	7	\$65,596.46
8	\$66,054.26	8	\$66,252.42	8	\$66,252.42
9	\$66,714.80	9	\$66,914.95	9	\$66,914.95
10	\$67,381.95	10	\$67,584.10	10	\$67,584.10
11	\$68,055.77	11	\$68,259.94	11	\$68,259.94
12	\$68,736.33	12	\$68,942.54	12	\$68,942.54
13	\$69,423.69	13	\$69,631.96	13	\$69,631.96
14	\$70,117.93	14	\$70,328.28	14	\$70,328.28
15	\$70,819.11	15	\$71,031.56	15	\$71,031.56

## MIDDLE SCHOOL HP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$67,725.00	0	\$67,928.18	0	\$67,928.18
1	\$68,402.25	1	\$68,607.46	1	\$68,607.46
2	\$69,086.27	2	\$69,293.53	2	\$69,293.54
3	\$69,777.14	3	\$69,986.47	3	\$69,986.47
4	\$70,474.91	4	\$70,686.33	4	\$70,686.34
5	\$71,179.66	5	\$71,393.19	5	\$71,393.20
6	\$71,891.45	6	\$72,107.13	6	\$72,107.13
7	\$72,610.37	7	\$72,828.20	7	\$72,828.20
8	\$73,336.47	8	\$73,556.48	8	\$73,556.49
9	\$74,069.84	9	\$74,292.04	9	\$74,292.05
10	\$74,810.53	10	\$75,034.97	10	\$75,034.97
11	\$75,558.64	11	\$75,785.31	11	\$75,785.32
12	\$76,314.23	12	\$76,543.17	12	\$76,543.17
13	\$77,077.37	13	\$77,308.60	13	\$77,308.61
14	\$77,848.14	14	\$78,081.69	14	\$78,081.69
15	\$78,626.62	15	\$78,862.50	15	\$78,862.51

## HIGH SCHOOL AP

2013-2014		2014-2015		2015-2016	
Step	215	Step	215	Step	205 + 5 Flex
0	\$66,000.00	0	\$66,198.00	0	\$66,198.00
1	\$66,660.00	1	\$66,859.98	1	\$66,859.98
2	\$67,326.60	2	\$67,528.58	2	\$67,528.58
3	\$67,999.87	3	\$68,203.87	3	\$68,203.87
4	\$68,679.86	4	\$68,885.90	4	\$68,885.90
5	\$69,366.66	5	\$69,574.76	5	\$69,574.76
6	\$70,060.33	6	\$70,270.51	6	\$70,270.51
7	\$70,760.93	7	\$70,973.22	7	\$70,973.22
8	\$71,468.54	8	\$71,682.95	8	\$71,682.95
9	\$72,183.23	9	\$72,399.78	9	\$72,399.78
10	\$72,905.06	10	\$73,123.78	10	\$73,123.78
11	\$73,634.11	11	\$73,855.01	11	\$73,855.01
12	\$74,370.45	12	\$74,593.56	12	\$74,593.56
13	\$75,114.16	13	\$75,339.50	13	\$75,339.50
14	\$75,865.30	14	\$76,092.89	14	\$76,092.89
15	\$76,623.95	15	\$76,853.82	15	\$76,853.82
16	77,390.19	16	\$77,622.36	16	\$77,622.36
17	\$78,164.09	17	\$78,398.58	17	\$78,398.58

## HIGH SCHOOL HP

2013-2014		2014-2015		2015-2016	
Step	245	Step	245	Step	245
0	\$77,000.00	0	\$77,231.00	0	\$77,231.00
1	\$77,770.00	1	\$78,003.31	1	\$78,003.31
2	\$78,547.70	2	\$78,783.34	2	\$78,783.34
3	\$79,333.18	3	\$79,571.18	3	\$79,571.18
4	\$80,126.51	4	\$80,366.89	4	\$80,366.89
5	\$80,927.77	5	\$81,170.56	5	\$81,170.56
6	\$81,737.05	6	\$81,982.26	6	\$81,982.26
7	\$82,554.42	7	\$82,802.09	7	\$82,802.09
8	\$83,379.97	8	\$83,630.11	8	\$83,630.11
9	\$84,213.77	9	\$84,466.41	9	\$84,466.41
10	\$85,055.90	10	\$85,311.07	10	\$85,311.07
11	\$85,906.46	11	\$86,164.18	11	\$86,164.18
12	\$86,765.53	12	\$87,025.82	12	\$87,025.82
13	\$87,633.18	13	\$87,896.08	13	\$87,896.08
14	\$88,509.51	14	\$88,775.04	14	\$88,775.04
15	\$89,394.61	15	\$89,662.79	15	\$89,662.79

## Coordinator

2013-2014		2014-2015		2015-2016	
Step	225	Step	225/245	Step	245/215 + 10 Flex
	\$55,820.00	0	\$56,545.66	0	\$56,545.66
0	\$56,320.00	1	\$57,052.16	1	\$57,052.16
1	\$56,820.00	2	\$57,558.66	2	\$57,558.66
2	\$57,320.00	3	\$58,065.16	3	\$58,065.16
3	\$57,820.00	4	\$58,571.66	4	\$58,571.66
4	\$58,320.00	5	\$59,078.16	5	\$59,078.16
5	\$58,820.00	6	\$59,584.66	6	\$59,584.66
6	\$59,420.00	7	\$60,192.46	7	\$60,192.46
7	\$60,020.00	8	\$60,800.26	8	\$60,800.26
8	\$60,620.00	9	\$61,408.06	9	\$61,408.06
9	\$61,220.00	10	\$62,015.86	10	\$62,015.86
10	\$61,820.00	11	\$62,623.66	11	\$62,623.66
11	\$62,520.00	12	\$63,332.76	12	\$63,332.76
12	\$63,220.00	13	\$64,041.86	13	\$64,041.86
13	\$63,920.00	14	\$64,750.96	14	\$64,750.96
14	\$64,620.00	15	\$65,460.06	15	\$65,460.06
15	\$65,320.00	16	\$66,169.16	16	\$66,169.16
<b>Retired Coord</b>					
		Step	215 + 10 Flex		
			\$15,000.00		
			\$30,000.00		

## DIRECTOR (Certified)

2013-2014		2014-2015		2015-2016	
Step	245	Step	245	Step	245
0	\$72,000.00	0	\$72,429.50	0	\$72,429.50
1	\$72,500.00	1	\$72,936.00	1	\$72,936.00
2	\$73,000.00	2	\$73,442.50	2	\$73,442.50
3	\$73,500.00	3	\$73,949.00	3	\$73,949.00
4	\$74,000.00	4	\$74,455.50	4	\$74,455.50
5	\$74,500.00	5	\$74,962.00	5	\$74,962.00
6	\$75,100.00	6	\$75,468.50	6	\$75,468.50
7	\$75,700.00	7	\$76,076.30	7	\$76,076.30
8	\$76,300.00	8	\$76,684.10	8	\$76,684.10
9	\$76,900.00	9	\$77,291.90	9	\$77,291.90
10	\$77,500.00	10	\$77,899.70	10	\$77,899.70
11	\$78,200.00	11	\$78,507.50	11	\$78,507.50
12	\$78,900.00	12	\$79,216.60	12	\$79,216.60
13	\$79,600.00	13	\$79,925.70	13	\$79,925.70
14	\$80,300.00	14	\$80,634.80	14	\$80,634.80
15	\$81,000.00	15	\$81,343.90	15	\$81,343.90
16	81,700	16	\$82,053.00	16	\$82,053.00
32	\$92,900.00	17	\$82,762.10	17	\$82,762.10
		33	\$93,712.93	33	\$93,712.93
				34	\$94,462.63

DIRECTOR (Support)	
2015-2016 (Non- Degreeed)	
Step	245
0	\$56,836.30
1	\$57,504.66
2	\$58,179.71
3	\$58,861.51
4	\$59,550.12
5	\$60,245.62
6	\$60,948.08
7	\$61,657.56
8	\$62,374.14
9	\$63,097.88
10	\$63,828.86
11	\$64,567.14
12	\$65,312.82
13	\$66,065.94
14	\$66,826.60
15	\$67,594.87

DIRECTOR (Support)				
2015-2016 (Bachelors)			2015-2016 (Masters)	
Step	245		Step	245
0	\$66,836.30		0	\$67,846.30
1	\$67,504.66		1	\$68,524.76
2	\$68,179.71		2	\$69,210.01
3	\$68,861.51		3	\$69,902.11
4	\$69,550.12		4	\$70,601.13
5	\$70,245.62		5	\$71,307.14
6	\$70,948.08		6	\$72,020.21
7	\$71,657.56		7	\$72,740.42
8	\$72,374.14		8	\$73,467.82
9	\$73,097.88		9	\$74,202.50
10	\$73,828.86		10	\$74,944.52
11	\$74,567.14		11	\$75,693.97
12	\$75,312.82		12	\$76,450.91
13	\$76,065.94		13	\$77,215.42
14	\$76,826.60		14	\$77,987.57
15	\$77,594.87		15	\$78,767.45

**EXECUTIVE DIRECTORS**

2013-2014		2014-2015 Bach		2014-2015 Masters	
Step	245	Step	245	Step	245
0	\$80,655.00	0	\$81,703.52	0	\$82,703.52
1	\$81,175.00	1	\$82,230.28	1	\$83,230.28
2	\$81,695.00	2	\$82,757.04	2	\$83,757.04
3	\$82,215.00	3	\$83,283.80	3	\$84,283.80
4	\$82,735.00	4	\$83,810.56	4	\$84,810.56
5	\$83,255.00	5	\$84,337.32	5	\$85,337.32
6	\$83,775.00	6	\$84,864.08	6	\$85,864.08
7	\$84,295.00	7	\$85,390.84	7	\$86,390.84
8	\$84,815.00	8	\$85,917.60	8	\$86,917.60
9	\$85,335.00	9	\$86,444.36	9	\$87,444.36
10	\$85,855.00	10	\$86,971.12	10	\$87,971.12
11	\$86,375.00	11	\$87,497.88	11	\$88,497.88
12	\$86,895.00	12	\$88,024.64	12	\$89,024.64
13	\$87,415.00	13	\$88,551.40	13	\$89,551.40
14	\$87,935.00	14	\$89,078.16	14	\$90,078.16
15	\$88,455.00	15	\$89,604.92	15	\$90,604.92

**EXECUTIVE DIRECTORS**

2015-2016 Bach		2015-2016 Masters	
Step	245	Step	245
0	\$81,703.52	0	\$82,703.52
1	\$82,230.28	1	\$83,230.28
2	\$82,757.04	2	\$83,757.04
3	\$83,283.80	3	\$84,283.80
4	\$83,810.56	4	\$84,810.56
5	\$84,337.32	5	\$85,337.32
6	\$84,864.08	6	\$85,864.08
7	\$85,390.84	7	\$86,390.84
8	\$85,917.60	8	\$86,917.60
9	\$86,444.36	9	\$87,444.36
10	\$86,971.12	10	\$87,971.12
11	\$87,497.88	11	\$88,497.88
12	\$88,024.64	12	\$89,024.64
13	\$88,551.40	13	\$89,551.40
14	\$89,078.16	14	\$90,078.16
15	\$89,604.92	15	\$90,604.92

**ASST. SUP/CFO**

<b>2013-2014</b>		<b>2014-2015</b>		<b>2015-2016</b>	
<b>Step</b>	<b>245</b>	<b>Step</b>	<b>245</b>	<b>Step</b>	<b>245</b>
0	\$92,190.00	0	\$92,861.71	0	\$92,861.71
1	\$92,710.00	1	\$93,388.47	1	\$93,388.47
2	\$93,230.00	2	\$93,915.23	2	\$93,915.23
3	\$93,750.00	3	\$94,441.99	3	\$94,441.99
4	\$94,270.00	4	\$94,968.75	4	\$94,968.75
5	\$94,790.00	5	\$95,495.51	5	\$95,495.51
6	\$95,310.00	6	\$96,022.27	6	\$96,022.27
7	\$95,830.00	7	\$96,549.03	7	\$96,549.03
8	\$96,350.00	8	\$97,075.79	8	\$97,075.79
9	\$96,870.00	9	\$97,602.55	9	\$97,602.55
10	\$97,390.00	10	\$98,129.31	10	\$98,129.31
11	\$97,910.00	11	\$98,656.07	11	\$98,656.07
12	\$98,430.00	12	\$99,182.83	12	\$99,182.83
13	\$98,950.00	13	\$99,709.59	13	\$99,709.59
14	\$99,470.00	14	\$100,236.35	14	\$100,236.35
15	\$99,990.00	15	\$100,763.11	15	\$100,763.11

<b>2014-2015 DOCTORATE</b>		<b>2015-2016 DOCTORATE</b>	
<b>Step</b>	<b>245</b>	<b>Step</b>	<b>245</b>
0	\$93,861.71	0	\$93,861.71
1	\$94,388.47	1	\$94,388.47
2	\$94,915.23	2	\$94,915.23
3	\$95,441.99	3	\$95,441.99
4	\$95,968.75	4	\$95,968.75
5	\$96,495.51	5	\$96,495.51
6	\$97,022.27	6	\$97,022.27
7	\$97,549.03	7	\$97,549.03
8	\$98,075.79	8	\$98,075.79
9	\$98,602.55	9	\$98,602.55
10	\$99,129.31	10	\$99,129.31
11	\$99,656.07	11	\$99,656.07
12	\$100,182.83	12	\$100,182.83

13	\$100,709.59
14	\$101,236.35
15	\$101,763.11

13	\$100,709.59
14	\$101,236.35
15	\$101,763.11

## DEPUTY SUPERINTENDENT

2013-2014		2014-2015		2015-2016	
Step	245	Step	245	Step	245
0	\$97,286.00	0	\$98,022.95	0	\$98,022.95
1	\$97,807.00	1	\$99,078.49	1	\$99,078.49
2	\$98,328.00	2	\$99,606.26	2	\$99,606.26
3	\$98,848.00	3	\$100,133.02	3	\$100,133.02
4	\$99,369.00	4	\$100,660.80	4	\$100,660.80
5	\$99,890.00	5	\$101,188.57	5	\$101,188.57
6	\$100,410.00	6	\$101,715.33	6	\$101,715.33
7	\$100,931.00	7	\$102,243.10	7	\$102,243.10
8	\$101,451.00	8	\$102,769.86	8	\$102,769.86
9	\$101,972.00	9	\$103,297.64	9	\$103,297.64
10	\$102,493.00	10	\$103,825.41	10	\$103,825.41
11	\$103,013.00	11	\$104,352.17	11	\$104,352.17
12	\$103,534.00	12	\$104,879.94	12	\$104,879.94
13	\$104,055.00	13	\$105,407.72	13	\$105,407.72
14	\$104,575.00	14	\$105,934.48	14	\$105,934.48
15	\$105,095.00	15	\$106,461.24	15	\$106,461.24