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*Superintendent*

# HARRISON COUNTY SCHOOLS

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**BOARD OF EDUCATION**  
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May 17, 2011

To: Members, Board of Education  
From: Susan Lee Collins, Superintendent  
Subject: 2011-12 Budget and Salary Schedules

Attached are the salary schedules for FY 12 that are also included in your budget book.

I respectfully request that the 2011-12 Budget and Salary Schedules be approved as presented.

**Harrison County Schools  
Service Personnel Salary Schedule 2011-12**

| Years<br>Exp | A     | B     | C     | D     | E     | F     | G     | H     |
|--------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 0            | 1,936 | 1,936 | 1,998 | 2,050 | 2,102 | 2,164 | 2,195 | 2,267 |
| 1            | 1,968 | 1,968 | 2,030 | 2,082 | 2,134 | 2,196 | 2,227 | 2,299 |
| 2            | 2,000 | 2,000 | 2,062 | 2,114 | 2,166 | 2,228 | 2,259 | 2,331 |
| 3            | 2,032 | 2,032 | 2,094 | 2,146 | 2,198 | 2,260 | 2,291 | 2,363 |
| 4            | 2,064 | 2,064 | 2,126 | 2,178 | 2,230 | 2,292 | 2,323 | 2,396 |
| 5            | 2,096 | 2,096 | 2,158 | 2,210 | 2,262 | 2,324 | 2,355 | 2,428 |
| 6            | 2,128 | 2,128 | 2,191 | 2,242 | 2,294 | 2,356 | 2,387 | 2,460 |
| 7            | 2,161 | 2,161 | 2,223 | 2,274 | 2,326 | 2,388 | 2,419 | 2,492 |
| 8            | 2,193 | 2,193 | 2,255 | 2,306 | 2,358 | 2,420 | 2,451 | 2,524 |
| 9            | 2,225 | 2,225 | 2,287 | 2,339 | 2,390 | 2,452 | 2,483 | 2,556 |
| 10           | 2,257 | 2,257 | 2,319 | 2,371 | 2,422 | 2,485 | 2,516 | 2,588 |
| 11           | 2,289 | 2,289 | 2,351 | 2,403 | 2,454 | 2,517 | 2,548 | 2,620 |
| 12           | 2,321 | 2,321 | 2,383 | 2,435 | 2,487 | 2,549 | 2,580 | 2,652 |
| 13           | 2,353 | 2,353 | 2,415 | 2,467 | 2,519 | 2,581 | 2,612 | 2,684 |
| 14           | 2,385 | 2,385 | 2,447 | 2,499 | 2,551 | 2,613 | 2,644 | 2,716 |
| 15           | 2,417 | 2,417 | 2,479 | 2,531 | 2,583 | 2,645 | 2,676 | 2,748 |
| 16           | 2,449 | 2,449 | 2,511 | 2,563 | 2,615 | 2,677 | 2,708 | 2,781 |
| 17           | 2,481 | 2,481 | 2,544 | 2,595 | 2,647 | 2,709 | 2,740 | 2,813 |
| 18           | 2,513 | 2,513 | 2,576 | 2,627 | 2,679 | 2,741 | 2,772 | 2,845 |
| 19           | 2,546 | 2,546 | 2,608 | 2,659 | 2,711 | 2,773 | 2,804 | 2,877 |
| 20           | 2,578 | 2,578 | 2,640 | 2,692 | 2,743 | 2,805 | 2,836 | 2,910 |
| 21           | 2,610 | 2,610 | 2,672 | 2,724 | 2,775 | 2,837 | 2,868 | 2,943 |
| 22           | 2,642 | 2,642 | 2,704 | 2,756 | 2,807 | 2,870 | 2,902 | 2,975 |
| 23           | 2,674 | 2,674 | 2,736 | 2,788 | 2,840 | 2,903 | 2,934 | 3,008 |
| 24           | 2,706 | 2,706 | 2,768 | 2,820 | 2,872 | 2,936 | 2,967 | 3,041 |
| 25           | 2,738 | 2,738 | 2,800 | 2,852 | 2,905 | 2,968 | 3,000 | 3,073 |
| 26           | 2,770 | 2,770 | 2,832 | 2,885 | 2,938 | 3,001 | 3,032 | 3,106 |
| 27           | 2,802 | 2,802 | 2,864 | 2,917 | 2,970 | 3,033 | 3,065 | 3,138 |
| 28           | 2,834 | 2,834 | 2,897 | 2,950 | 3,003 | 3,066 | 3,098 | 3,172 |
| 29           | 2,866 | 2,866 | 2,930 | 2,982 | 3,035 | 3,099 | 3,130 | 3,205 |
| 30           | 2,900 | 2,900 | 2,963 | 3,015 | 3,068 | 3,131 | 3,163 | 3,237 |
| 31           | 2,932 | 2,932 | 2,996 | 3,048 | 3,101 | 3,164 | 3,196 | 3,270 |
| 32           | 2,965 | 2,965 | 3,028 | 3,081 | 3,133 | 3,197 | 3,228 | 3,303 |
| 33           | 2,998 | 2,998 | 3,061 | 3,114 | 3,166 | 3,229 | 3,262 | 3,335 |
| 34           | 3,030 | 3,030 | 3,094 | 3,147 | 3,199 | 3,263 | 3,295 | 3,368 |
| 35           | 3,063 | 3,063 | 3,126 | 3,179 | 3,232 | 3,296 | 3,327 | 3,401 |
| 36           | 3,096 | 3,096 | 3,159 | 3,212 | 3,265 | 3,328 | 3,360 | 3,433 |
| 37           | 3,128 | 3,128 | 3,192 | 3,245 | 3,298 | 3,361 | 3,392 | 3,466 |
| 38           | 3,161 | 3,161 | 3,224 | 3,277 | 3,330 | 3,393 | 3,425 | 3,499 |
| 39           | 3,194 | 3,194 | 3,257 | 3,310 | 3,363 | 3,426 | 3,458 | 3,531 |
| 40           | 3,226 | 3,226 | 3,289 | 3,342 | 3,396 | 3,459 | 3,490 | 3,565 |

- A Aide I, Cook I, Custodian I
- B Aide II, Clerk II, Cook II, Custodian II
- C Aide III, Clerk III, Cook III, Custodian III, General Maintenance
- D Aide IV, Bus Operator, Cafeteria Manager, Custodian IV, Receptionist, Secretary I, Truck Driver
- E Accountant II, Braille/SignLangSpec, Bus Suprvsr, Carpenter I, Heat/Air I, HvEquipOp, Painter I, Plumber I, Secretary II
- F Accountant III, Autism Mentor, Buyer, Carpenter, II, Electrician I, LPN, Mechanic, Paraprof, Roofer, Secretary III
- G Chief Mechanic, Electrician II, Foreman, Heat/Air II, Mason, Plumber II
- H Auditor, Data Processing Technician, Director/Coordinator, Executive Secretary

The schedule includes \$12 for a high school diploma/GED and \$275 from the excess levy per month. In addition to the above schedule, employees will receive \$11/month for each of the following: 12,24,36,48,60,72,84, 96, 108, or 120 hours of college credit or comparable training in a trade or vocational school. Employees with an associate degree, bachelor's degree, or master's degree will receive an additional \$40/month for each. Employees with a BA+15, MA+15, MA+30, MA+45, and MA+60 will receive an additional \$11/month for each. Employees will also receive \$10/month for shift differential pay, if applicable. This schedule does not reflect the \$1,500 medical allotment supplement.

## **Administrative County Supplement Schedule July 1, 2011**

|                                     |  |
|-------------------------------------|--|
| ASSISTANT SUPERINTENDENT (240 days) |  |
| County Supplement.....              | \$ 2,390.52 per calendar month<br>Plus \$10 per day of employment                          |
| ADMINISTRATIVE ASSISTANT (261 days) |  |
| County Supplement.....              | \$ 1,462.51 per calendar month<br>Plus \$10 per day of employment                          |
| TREASURER                           |  |
| County Supplement.....              | \$1,680.76 per calendar month<br>Plus \$10 per day of employment<br>Plus \$10,000 annually |
| SUPERVISOR                          |  |
| County Supplement.....              | \$1,278.66 per calendar month<br>Plus \$10 per day of employment                           |
| DIRECTOR                            |  |
| County Supplement.....              | \$ 399.51 per calendar month<br>Plus \$ 5 per day of employment                            |
| CURRICULUM COORDINATOR              |  |
| County Supplement.....              | \$ 357.85 per calendar month<br>Plus \$ 5 per day of employment                            |
| CURRICULUM SPECIALIST               |  |
| County Supplement.....              | \$ 291.67 per calendar month<br>Plus \$5 per day of employment                             |
| COORDINATOR                         |  |
| County Supplement.....              | \$ 219.04 per calendar month<br>Plus \$5 per day of employment                             |

Base salary determined on approved certification and number of years of experience.

Administrative Council Staff receives an additional \$30 per calendar month.

Supervisor's Certificate receives an additional \$25 per calendar month.

**Professional County Supplement Schedule  
July 1, 2011**

|  |   |
|--|---|
| Special Education Teachers.....                | \$ 20 per calendar month  |
| Special Education Resource Teacher.....        | \$ 270 per calendar month<br>Plus \$ 5 per day of employment  |
| Special Education Supervisor.....              | \$ 1,000 annually   |
| Diagnostician.....                             | \$5 per day of employment   |
| Certified Occupational Therapy Assistant ..... | \$2,042.60 per calendar month   |
| Guidance Counselors.....                       | \$ 400 annually   |
| Speech Therapists.....                         | \$ 500 annually   |
| Lead Speech Therapists.....                    | \$ 500 annually<br>Plus \$ 5 per day of employment  |
| Psychologists (based on 240 days).....         | \$ 2,900 annually   |
| Attendance Director.....                       | \$ 5 per day of employment  |
| Physical Therapist.....                        | \$ 14,368 annually  |
| Vocational Education Teachers.....             | \$ 10 per calendar month<br>(Includes Home Economics, Diversified Cooperative Training, Vocational Agriculture, & Technical Education teachers) |

**Principal County Supplement Schedule  
July 1, 2011**

Elementary Schools

|           |                  |                |
|-----------|------------------|----------------|
| Level I   | 100-299 students | \$ 6,700/ year |
| Level II  | 300-499 students | \$ 8,300/year  |
| Level III | 500 + students   | \$ 10,200/year |

Middle Schools

|           |                  |                |
|-----------|------------------|----------------|
| Level I   | 100-299 students | \$ 8,300/year  |
| Level II  | 300-499 students | \$ 10,200/year |
| Level III | 500 + students   | \$ 12,000/year |

High Schools

|           |                  |                |
|-----------|------------------|----------------|
| Level I   | 200-500 students | \$ 12,000/year |
| Level II  | 501-700 students | \$ 14,000/year |
| Level III | 701 + students   | \$ 16,000/year |
| Level IV  | 0-199 students   | \$ 8,000/year  |

**Assistant Principal County Supplement Schedule**

Elementary Schools

|           |             |               |
|-----------|-------------|---------------|
| Level III | as approved | \$ 6,700/year |
|-----------|-------------|---------------|

Middle Schools

|           |                  |               |
|-----------|------------------|---------------|
| Level II  | 300-499 students | \$ 5,300/year |
| Level III | 500 + students   | \$ 7,200/year |

High Schools

|           |                  |                |
|-----------|------------------|----------------|
| Level I   | 200-500 students | \$ 7,200/year  |
| Level II  | 501-700 students | \$ 8,400/year  |
| Level III | 701 + students   | \$ 10,600/year |

- Student enrollment is based on previous year second month report.
- Adopted April 16, 2002, effective July 1, 2002
- Revised 7/1/08

**State Principal's Index**

| # Teachers Supervised | Principal Rate | Assistant Principal Rate |
|-----------------------|----------------|--------------------------|
| 1-7                   | 11.00%         | 5.5%                     |
| 8-14                  | 11.50          | 5.75                     |
| 15-24                 | 12.00          | 6.00                     |
| 25-38                 | 12.50          | 6.25                     |
| 39-57                 | 13.00          | 6.50                     |
| 58-up                 | 13.50          | 6.75                     |

## Service Personnel County Supplement Schedule July 1, 2011

|   |  |
|---|--|
| Director/Coordinator level B (pay grade H)                        | \$11,000 plus 23% supplemental index*  |
| Director/Coordinator level C (pay grade H)                        | \$11,000 plus 15% supplemental index*  |
| Maintenance Workers, Warehouse Support Staff, Mechanics, & Buyers |  |
| 0 years of employment   | \$ .50 per hour  |
| 1 year of employment  | \$ 1.00 per hour   |
| 2 years of employment   | \$ 1.50 per hour   |
| 3 years of employment   | \$ 2.10 per hour   |
| Accountant II   | \$ 1,000 per year<br>plus \$15 per day of employment   |
| Auditors  | \$ 3,200 per twelve month contract<br>plus \$15 per day of employment<br>paid from pay-scale H |
| Bus Supervisors   | \$ 2,000 per twelve month contract<br>plus additional 2 hours                                  |
| Data Processing Technician  | \$ 5,500 per twelve month contract<br>paid from pay-scale H                                    |
| Executive Secretaries   | \$ 3,000 per twelve month contract<br>plus \$15 per day of employment<br>paid from pay-scale H |
| Secretary I, II, III, IIIA  | \$ 500 per year<br>plus \$ 15 per day of employment  |

**Note:**

**(1) When two or more classifications are held, supplement paid for highest classification only.**

**(2) The specified supplemental index percentage is multiplied by appropriate pay grade level, including years of service and length of employment term to arrive at total supplement.**

## EXTRA CURRICULAR PAY SCHEDULE 2011-2012

| SPORTS:                          |           |                |  |
|----------------------------------|-----------|----------------|--|
|                                  | Max Hours | Stipend Amount | Supplemental Tournament Pay  |
| <b>High School</b>               |           |                |  |
| Athletic Director                | n/a       | \$8,865        | \$75 per state contest   |
| Athletic Trainer                 | n/a       | \$6,000        | \$150 per playoff game   |
| Baseball – Head                  | 275       | \$3,200        | \$150 per regional/state game                                      |
| Baseball- Assistant              | 275       | \$2,560        | \$150 per regional/state game                                      |
| Basketball – Head                | 275       | \$5,000        | \$150 per regional/state game                                      |
| Basketball – Assistant           | 275       | \$4,000        | \$150 per regional/state game                                      |
| Basketball – Freshman            | 160       | \$3,000        | n/a  |
| Cheerleading – Head              | 250       | \$4,200        | \$150/day state cheer competition<br>\$75/day other required games |
| Cheerleading – Assistant         | 250       | \$3,360        | \$150/day state cheer competition<br>\$75/day other required games |
| Cross Country                    | 170       | \$2,000        | \$150 per day state tournament                                     |
| Football – Head                  | 380       | \$8,380        | \$150 per playoff game   |
| Football – Assistant             | 380       | \$6,704        | \$150 per playoff game   |
| Football – Head Freshman         | 190       | \$5,028        | n/a  |
| Football – Assistant Freshman    | 190       | \$4,022        | n/a  |
| Golf                             | 134       | \$1,800        | \$150 per day state tournament                                     |
| Soccer                           | 200       | \$2,800        | \$150 per day state tournament                                     |
| Softball – Head                  | 275       | \$3,200        | \$150 per regional/state game                                      |
| Softball – Assistant             | 275       | \$2,560        | \$150 per regional/state game                                      |
| Swimming                         | 210       | \$2,240        | \$150 per day state tournament                                     |
| Tennis                           | 160       | \$2,000        | \$150 per day state tournament                                     |
| Track – Head                     | 200       | \$3,200        | \$150 per day state tournament                                     |
| Track – Assistant                | 200       | \$2,560        | \$150 per day state tournament                                     |
| Volleyball                       | 230       | \$2,300        | \$150 per regional/state game                                      |
| Weight Supervisor                | 175       | \$3,000        | n/a  |
| Wrestling – Head                 | 250       | \$2,885        | \$150 per day state tournament                                     |
| Wrestling – Assistant            | 250       | \$2,308        | \$150 per day state tournament                                     |
| <b>Middle School:</b>            |           |                |  |
| Athletic Director                | n/a       | \$5,319        | n/a  |
| Basketball – Head                | 160       | \$3,000        | n/a  |
| Basketball –Assistant            | 160       | \$2,400        | n/a  |
| Cheerleading                     | 130       | \$2,520        | n/a  |
| Cross Country                    | 105       | \$1,080        | n/a  |
| Dance Team                       | 130       | \$2,520        | n/a  |
| Football – Head                  | 190       | \$5,028        | n/a  |
| Football – Assistant             | 190       | \$4,022        | n/a  |
| Soccer                           | 100       | \$1,680        | n/a  |
| Softball                         | 78        | \$1,920        | n/a  |
| Track                            | 120       | \$1,920        | n/a  |
| Volleyball                       | 140       | \$1,380        | n/a  |
| Wrestling                        | 190       | \$1,731        | n/a  |
| <b>MUSIC:</b>                    |           |                |  |
| Band Director – High             | 540       | \$10,200       | \$150 per day state tournament                                     |
| Band Director – Middle           | 85        | \$1,200        | n/a  |
| Band Director – High Assistant   | 330       | \$4,050        | \$150 per day state tournament                                     |
| Band Director – Middle Assistant | 50        | \$645          | n/a  |
| Regional Band Director           |           | \$2,300        | n/a  |
| Orchestra Director               | 100       | \$990          | n/a  |
| Choir Director – High            | 80        | \$1,100        | n/a  |

**EXTRA CURRICULAR PAY SCHEDULE 2011-2012 continued**

|                                      | <u>Max Hours</u> | <u>Stipend Amount</u>  | <u>Supplemental Tournament Pay</u> |
|--------------------------------------|------------------|--|------------------------------------|
| Choir Director – Middle              | 50               | \$645  | n/a                                |
| Choir Director – Elementary          | 40               | \$507  | n/a                                |
| Show Choir – High                    | 110              | \$900 +\$200/up to 5 days  | n/a                                |
| Show Choir – Middle                  | 100              | \$500 +\$100 up to 5 days  | n/a                                |
| Band Aux Advisor                     | 130              | \$2,520  | n/a                                |
| <b>OTHER:</b>                        |                  |  |                                    |
| Academic Coach                       | 80               | \$800  | n/a                                |
| Academic Leader                      |                  | \$625  | n/a                                |
| Advanced Placement                   |                  | \$1,500  | n/a                                |
| After School Detention               |                  | \$35 per hour  | n/a                                |
| Curriculum Contact Person            |                  | \$1,350  | n/a                                |
| Department Chairperson – High        |                  | \$775  | n/a                                |
| Distance Learning Teacher            |                  | \$2,000 per semester/per class, plus \$100 per remote student >25 students |                                    |
| Evening Course Instructor            |                  | \$1,000 per class, plus \$100 per student > 15 students (max \$3,500)      |                                    |
| Live Grades Coordinator              | 200              | \$35/hour  | n/a                                |
| Mentor                               |                  | \$600  | n/a                                |
| National Honor Society               |                  | \$600  | n/a                                |
| Network Administrator – High         |                  |  |                                    |
| 200-529 students                     |                  | \$1,000  | n/a                                |
| 550-749 students                     |                  | \$1,500  | n/a                                |
| 750 + students                       |                  | \$2,000  | n/a                                |
| Network Administrator – Middle/Elem  |                  |  |                                    |
| 100-299 students                     |                  | \$1,000  | n/a                                |
| 300-499 students                     |                  | \$1,500  | n/a                                |
| 500 + students                       |                  | \$2,000  | n/a                                |
| Newspaper Sponsor – High             | 100              | \$1,000  | n/a                                |
| Newspaper Sponsor – Middle           | 60               | \$600  | n/a                                |
| On Line Course Instructor            |                  | \$1,000 per class, plus \$100 per student > 15 students (max \$3,500)      |                                    |
| Play Sponsor – High                  |                  | \$500 per play   | n/a                                |
| Play Sponsor – Middle                |                  | \$307 per play   | n/a                                |
| Play Sponsor – Elementary            |                  | \$307  | n/a                                |
| Student Council                      |                  | \$600  | n/a                                |
| Team Leader – Elementary & Middle    |                  | \$775  | n/a                                |
| Webmaster- School level              |                  | \$1,350  | n/a                                |
| Webmaster – harcoboe.com             | 400<br>(minimum) | \$6,000  | n/a                                |
| Wellness Coordinator                 |                  | \$1,500  | n/a                                |
| Wellness Facilitator                 |                  | \$400  | n/a                                |
| Work Based Learning                  |                  | \$800  | n/a                                |
| Yearbook Sponsor – High              | 200              | \$2,000  | n/a                                |
| Yearbook Sponsor – Middle            | 80               | \$800  | n/a                                |
| <b>BREAKFAST/LUNCH SUPERVISOR:</b>   |                  |  |                                    |
| 15 minute per day contract           |                  | \$531.26   | n/a                                |
| 30 minute per day contract           |                  | \$1,062.50   | n/a                                |
| 35 minute per day contract-breakfast |                  | \$1,239.70   | n/a                                |
| 40 minute per day contract-breakfast |                  | \$1,416.80   | n/a                                |
| 45 minute per day contract-breakfast |                  | \$1,593.90   | n/a                                |
| 50 minute per day contract-breakfast |                  | \$1,771.00   | n/a                                |