

School District: Lee County School District 1

LEA: 3904



# ARKANSAS DEPARTMENT OF EDUCATION

## SIGNATURE PAGE

### PERSONNEL POLICY AND SALARY SCHEDULE 2011-12

Pursuant to Arkansas Code Annotated §6-17-201, §6-17-2301 and Act 989 of 2011 school district personnel policies and salary schedules shall be posted to the district's website no later than September 15 of each year.

<b>Certified Policy</b>	<b>Classified Policy</b>	<b>Salary Schedules</b>
<b>Student Policies</b>	<b>Mission Statement</b>	<b>OTHER</b>

Are District Policies and Salary Schedules posted on your School Web Page? [  ] Yes [  ] No

What is the Web Address to the District's Home Page? http://lcsd1.grsc.k12.ar.us

The Lee County School District Board, in compliance with these requirements, approved the 2011-2012 Personnel Policy and Salary Schedule on September 22, 2011

\s\ Victoria Perry  
\_\_\_\_\_  
President of the Board

\s\ Saul Lusk  
\_\_\_\_\_  
Superintendent

Form Adapted from  
Arkansas Department of Education  
Danita Hyrkas, Coordinator, Financial Accountability & Reporting  
Four Capitol Mall, Room 105-C  
Little Rock, AR 72201

LEE COUNTY SCHOOL DISTRICT NO. 1  
 INDEX SCHEDULE  
 CERTIFIED SALARY SCHEDULE, 2011-2012

Increments for position paid in addition to the employee's wages as determined by the district salary schedule:

	INCREMENT
SUPERINTENDENT	NEG.
ASSOCIATE SUPERINTENDENT	1.31
ASSISTANT SUPERINTENDENT	1.22
ADMINISTRATIVE ASSISTANT	1.11
COORDINATOR/DIRECTOR (DISTRICT)	1.11
PRINCIPAL, SR. HIGH SCHOOL	1.22
PRINCIPAL, MIDDLE SCHOOL	1.14
PRINCIPAL, ELEMENTARY SCHOOL	1.11
ASSISTANT PRINCIPAL	1.07
INSTRUCTIONAL SPECIALIST	1.06
HEAD COACH:	
Activities Coordinator	\$1,500
Senior Football	\$3,000
Senior Boy's Basketball	\$3,000
Senior Girl's Basketball	\$3,000
Senior Girl's Volleyball	\$3,000
Senior Boy's Track	\$1,000
Senior Girl's Track	\$1,000
Senior Baseball	\$1,000
Junior Football	\$2,000
Junior Boy's Basketball	\$2,000
Junior Girl's Basketball	\$2,000
Junior Girl's Volleyball	\$2,000
Junior Boy's Track	\$ 900
Junior Girl's Track	\$ 900
7 <sup>th</sup> Grade Football	\$ 800
7 <sup>th</sup> Grade Basketball	\$ 700
ASSISTANT COACH:	
Senior Football	\$1,000
Senior Boy's Basketball	\$1,000
Senior Girl's Basketball	\$1,000
Senior Girl's Volleyball	\$1,000
Senior Boy's Track	\$ 600
Senior Girl's Track	\$ 600
Senior Baseball	\$ 600
Junior Football	\$ 900
Junior Boy's Basketball	\$ 900
Junior Girl's Basketball	\$ 900
Junior Girl's Volleyball	\$ 900
Junior Boy's Track	\$ 600
Junior Girl's Track	\$ 600
7 <sup>th</sup> Grade Football	\$ 500
7 <sup>th</sup> Grade Basketball	\$ 500
SENIOR/JUNIOR BAND DIRECTOR	\$2,000
JUNIOR HIGH CHEERLEADER SPONSOR	\$ 750
SENIOR HIGH CHEERLEADER SPONSOR	\$ 750
SENIOR SPRING FOOTBALL	\$1,000
VOCATIONAL COORDINATOR	\$3,000

**LEE COUNTY SCHOOL DISTRICT #1  
SALARY SCHEDULE  
CERTIFIED  
2011-2012**

Yr	BSE	12	24	MSE	12	24	ED/S	12	24	PHD/ED
0	\$33,000	\$33,600	\$34,200	\$35,630	\$36,230	\$36,830	\$38,030	\$38,630	\$39,230	\$39,830
1	\$33,550	\$34,150	\$34,750	\$36,180	\$36,780	\$37,380	\$38,580	\$39,180	\$39,780	\$40,380
2	\$34,100	\$34,700	\$35,300	\$36,730	\$37,330	\$37,930	\$39,130	\$39,730	\$40,330	\$40,930
3	\$34,650	\$35,250	\$35,850	\$37,280	\$37,880	\$38,480	\$39,680	\$40,280	\$40,880	\$41,480
4	\$35,200	\$35,800	\$36,400	\$37,830	\$38,430	\$39,030	\$40,230	\$40,830	\$41,430	\$42,030
5	\$35,750	\$36,350	\$36,950	\$38,380	\$38,980	\$39,580	\$40,780	\$41,380	\$41,980	\$42,580
6	\$36,300	\$36,900	\$37,500	\$38,930	\$39,530	\$40,130	\$41,330	\$41,930	\$42,530	\$43,130
7	\$36,850	\$37,450	\$38,050	\$39,480	\$40,080	\$40,680	\$41,880	\$42,480	\$43,080	\$43,680
8	\$37,400	\$38,000	\$38,600	\$40,030	\$40,630	\$41,230	\$42,430	\$43,030	\$43,630	\$44,230
9	\$37,950	\$38,550	\$39,150	\$40,580	\$41,180	\$41,780	\$42,980	\$43,580	\$44,180	\$44,780
10	\$38,500	\$39,100	\$39,700	\$41,130	\$41,730	\$42,330	\$43,530	\$44,130	\$44,730	\$45,330
11	\$39,050	\$39,650	\$40,250	\$41,680	\$42,280	\$42,880	\$44,080	\$44,680	\$45,280	\$45,880
12	\$39,600	\$40,200	\$40,800	\$42,230	\$42,830	\$43,430	\$44,630	\$45,230	\$45,830	\$46,430
13	\$40,150	\$40,750	\$41,350	\$42,780	\$43,380	\$43,980	\$45,180	\$45,780	\$46,380	\$46,980
14	\$40,700	\$41,300	\$41,900	\$43,330	\$43,930	\$44,530	\$45,730	\$46,330	\$46,930	\$47,530
15	\$41,250	\$41,850	\$42,450	\$43,880	\$44,480	\$45,080	\$46,280	\$46,880	\$47,480	\$48,080
16	\$41,800	\$42,400	\$43,000	\$44,430	\$45,030	\$45,630	\$46,830	\$47,430	\$48,030	\$48,630

THE ABOVE SALARY SCHEDULE IS BASED ON A CONTRACT YEAR OF 192 DAYS. TO FIND THE CORRECT SALARY FOR AN EXTENDED CONTRACT USE THE FOLLOWING STEPS:

1. LOCATE THE PLACE ON THE SCHEDULE WHICH REFLECTS EXPERIENCE AND EDUCATION
2. DIVIDE THAT NUMBER BY 192.
3. MULTIPLY THE ANSWER IN STEP TWO BY THE LENGTH OF THE CONTRACT.

FOLLOWING THIS PROCEDURE, AN EMPLOYEE WHOSE POSITION IS ALSO INDEXED WOULD MULTIPLY THE ANSWER IN STEP 3 BY THE INDEX AMOUNT. ADDITIONAL HOURS SUBMITTED FOR ADVANCE PLACEMENT ON THE SALARY SCHEDULE MUST BE GRADUATE HOURS AND MUST CARRY A "B" AVERAGE OR HAVE A MINIMUM GRADE OR "B" FOR THE NUMBER OF HOURS NECESSARY TO RECEIVE THE NEXT INCREMENT. IN COUNTING GRADUATE HOURS FOR PLACEMENT ON THIS SALARY SCHEDULE, ALL HOURS WILL BE ACCEPTED FOR COUNTING TOWARD AN INCREMENT UNTIL THE EMPLOYEE REACHES

THE MSE+30 LEVEL. BEYOND THIS POINT (UNLESS THE EMPLOYEE HAS TAKEN THE ED.S DEGREE). THE ONLY GRADUATE HOURS THAT WILL BE ACCEPTED AND COUNTED MUST RELATE TO THE SUBJECT AREA TO IMPROVE INSTRUCTION. TWELVE MONTH EMPLOYEES WHO WORK 246 DAYS WILL BE GIVEN CREDIT FOR ATTENDING REGULAR MONTHLY SCHOOL BOARD MEETINGS.

Additional hours submitted for advance placement on the salary schedule must be graduate hours and must carry a "B" average or have a minimum grade of "B" for the number of hours necessary to receive the next increment. Graduate hours beyond 12 hours must be certified by a graduate advisor as progression toward a master's or higher degree. Additional hours must be in the field of education. Submit transcripts initially to the superintendent's designee; he/she will evaluate your materials and be responsible for the placement of your materials in your personnel file. The director will make the adjustments in your salary and see that it is properly entered in the payroll system.

Payday is every other Friday in the Lee County School District. However, when pay periods fall during holidays, checks will be issued the last working day prior to the holiday. Pay-checks will be available to all personnel no later than 10:00 a.m. on payday.

Twelve month employees who work 246 days will be given credit For attending regular monthly school board meetings.

**Benefits:**

The District will pay \$250 toward certified employee monthly health insurance. The state now requires the District to pay \$131; this will add \$119 for a total District contribution of \$250. If the state should cut District funding, the Board of Directors may vote to reduce the District's contribution and revert back to paying only the state requirement of \$131.

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
ABC PRE-SCHOOL NON-CERTIFIED TEACHER  
SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>CDA</b>	<b>ECTC</b>	<b>BA</b>
<b>0</b>	\$22,174	\$22,279	\$22,386
<b>1</b>	\$22,279	\$22,386	\$22,493
<b>2</b>	\$22,386	\$22,493	\$22,599
<b>3</b>	\$22,493	\$22,599	\$22,706
<b>4</b>	\$22,599	\$22,706	\$22,811
<b>5</b>	\$22,706	\$22,811	\$22,918
<b>6</b>	\$22,811	\$22,918	\$23,025
<b>7</b>	\$22,918	\$23,025	\$23,131
<b>8</b>	\$23,025	\$23,131	\$23,238
<b>9</b>	\$23,131	\$23,238	\$23,343
<b>10</b>	\$23,238	\$23,343	\$23,450
<b>11</b>	\$23,343	\$23,450	\$23,557
<b>12</b>	\$23,450	\$23,557	\$23,663
<b>13</b>	\$23,557	\$23,663	\$23,770
<b>14</b>	\$23,663	\$23,770	\$23,875
<b>15</b>	\$23,770	\$23,875	\$23,992
<b>16</b>	\$23,875	\$23,982	\$24,089

**CDA=CHILD DEVELOPMENT ASSOCIATE**

**ECTC=EARLY CHILDHOOD TECHNICAL CERTIFICATE**

**191 DAY, TYPE A CONTRACT**

**THIS POSITION WILL ONLY BE USED IF CERTIFIED TEACHERS CANNOT BE  
OBTAINED.**

**LEE COUNTY SCHOOL DISTRICT #1  
 PARA-PROFESSIONAL SALARY SCHEDULE  
 2011-2012**

<b>YR</b>	<b>HS</b>	<b>HS+12</b>	<b>HS+24</b>	<b>HS+36</b>	<b>HS+60</b>	<b>BA/BS</b>
<b>0</b>	\$12,484	\$12,595	\$12,706	\$12,816	\$12,927	\$13,149
<b>1</b>	\$12,712	\$12,823	\$12,933	\$13,044	\$13,155	\$13,376
<b>2</b>	\$12,940	\$13,050	\$13,161	\$13,272	\$13,383	\$13,604
<b>3</b>	\$13,167	\$13,278	\$13,389	\$13,500	\$13,610	\$13,832
<b>4</b>	\$13,395	\$13,506	\$13,616	\$13,727	\$13,838	\$14,059
<b>5</b>	\$13,623	\$13,733	\$13,844	\$13,955	\$14,066	\$14,287
<b>6</b>	\$13,850	\$13,961	\$14,072	\$14,183	\$14,293	\$14,515
<b>7</b>	\$14,078	\$14,189	\$14,300	\$14,410	\$14,521	\$14,743
<b>8</b>	\$14,306	\$14,417	\$14,527	\$14,638	\$14,749	\$14,970
<b>9</b>	\$14,533	\$14,644	\$14,755	\$14,866	\$14,976	\$15,198
<b>10</b>	\$14,761	\$14,872	\$14,983	\$15,093	\$15,204	\$15,426
<b>11</b>	\$14,989	\$15,100	\$15,210	\$15,321	\$15,432	\$15,653
<b>12</b>	\$15,217	\$15,327	\$15,438	\$15,549	\$15,660	\$15,881
<b>13</b>	\$15,444	\$15,555	\$15,666	\$15,777	\$15,887	\$16,109
<b>14</b>	\$15,672	\$15,783	\$15,893	\$16,004	\$16,115	\$16,336
<b>15</b>	\$15,900	\$16,010	\$16,121	\$16,232	\$16,343	\$16,564
<b>16</b>	\$16,127	\$16,238	\$16,349	\$16,460	\$16,570	\$16,792

**THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT. TO CALCULATE THE SALARY FOR A CONTRACT LONGER THAN 191 DAYS, DIVIDE THE APPROPRIATE POSITION BY 191, THEN MULTIPLY THE NUMBER OF DAYS IN THE CONTRACT.**

**TYPE A = 191, TYPE B = 200 TYPE C = 205 TYPE D = 220 TYPE E = 240**

**CATEGORIES OF PARAPROFESSIONAL EMPLOYMENT:**

**TEACHER'S AIDE**

**A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULES.**

**COMPUTER LAB ATTENDENT MULTIPLY BY 1.07**

LEE COUNTY SCHOOL DISTRICT #1  
 SECRETARIES SALARY SCHEDULE  
 2011-2012

YR	HS	HS+12	HS+24	HS+36	HS+48	HS+60	BA/BA
0	\$12,816	\$12,927	\$13,038	\$13,149	\$13,259	\$13,370	\$13,592
1	\$13,044	\$13,155	\$13,266	\$13,376	\$13,487	\$13,598	\$13,819
2	\$13,272	\$13,383	\$13,493	\$13,604	\$13,715	\$13,826	\$14,047
3	\$13,500	\$13,610	\$13,721	\$13,832	\$13,942	\$14,053	\$14,275
4	\$13,727	\$13,838	\$13,949	\$14,059	\$14,170	\$14,281	\$14,502
5	\$13,955	\$14,066	\$14,176	\$14,287	\$14,398	\$14,509	\$14,730
6	\$14,183	\$14,293	\$14,404	\$14,515	\$14,626	\$14,736	\$14,958
7	\$14,410	\$14,521	\$14,632	\$14,743	\$14,853	\$14,964	\$15,186
8	\$14,638	\$14,749	\$14,859	\$14,970	\$15,081	\$15,192	\$15,413
9	\$14,866	\$14,976	\$15,087	\$15,198	\$15,309	\$15,419	\$15,641
10	\$15,093	\$15,204	\$15,315	\$15,426	\$15,536	\$15,647	\$15,869
11	\$15,321	\$15,432	\$15,543	\$15,653	\$15,764	\$15,875	\$16,096
12	\$15,549	\$15,660	\$15,770	\$15,881	\$15,992	\$16,103	\$16,324
13	\$15,777	\$15,887	\$15,998	\$16,109	\$16,219	\$16,330	\$16,552
14	\$16,004	\$16,115	\$16,226	\$16,336	\$16,447	\$16,558	\$16,779
15	\$16,232	\$16,343	\$16,453	\$16,564	\$16,675	\$16,786	\$17,007
16	\$16,460	\$16,570	\$16,681	\$16,792	\$16,903	\$17,013	\$17,235

THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT. TO CALCULATE THIS SALARY FOR A CONTRACT LONGER THAN 191 DAYS, DIVIDE THE APPROPRIATE POSITION BY 191, THEN MULTIPLY BY THE NUMBER OF DAYS IN THE CONTRACT.

TYPE A = 191, TYPE B = 195, TYPE C = 200, TYPE D = 200, TYPE E = 240

CATEGORIES OF SECRETARIAL EMPLOYMENT:

SCHOOL SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

CENTRAL OFFICE RECEPTIONIST----MULTIPLY THE APPROPRIATE POSITION BY 1.0

SUPERINTENDENT'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.25-

SUPERINTENDENT'S SECRETARY WITH MASTERS DEGREE-MULTIPLY APPROPRIATE POSITION BY 1.35

ADMINISTRATIVE ASSISTANT'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

COORDINATOR'S SECRETARY----MULTIPLY THE APPROPRIATE POSITION BY 1.05

A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULED.

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
CUSTODIAN SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>BASE</b>
<b>0</b>	<b>\$14,485</b>
<b>1</b>	<b>\$14,681</b>
<b>2</b>	<b>\$14,904</b>
<b>3</b>	<b>\$15,127</b>
<b>4</b>	<b>\$15,350</b>
<b>5</b>	<b>\$15,573</b>
<b>6</b>	<b>\$15,796</b>
<b>7</b>	<b>\$16,019</b>
<b>8</b>	<b>\$16,292</b>
<b>9</b>	<b>\$16,465</b>
<b>10</b>	<b>\$16,688</b>
<b>11</b>	<b>\$16,911</b>
<b>12</b>	<b>\$17,134</b>
<b>13</b>	<b>\$17,357</b>
<b>14</b>	<b>\$17,580</b>
<b>15</b>	<b>\$17,803</b>
<b>16</b>	<b>\$18,026</b>

**THIS SCHEDULE REPRESENTS A TYPE E, 240 DAY CONTRACT, UNLESS OTHERWISE NOTED.  
ANY CUSTODIAN CONTRACT FOR FEWER THAN 240 DAYS OR FOR FEWER THAN EIGHT  
HOURS PER DAY WILL BE APPROPRIATELY REDUCED BASED ON THE PERCENTAGE OF WORK  
SCHEDULED.**

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
BUS DRIVERS SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>BASE</b>	<b>MILES 1-20</b>	<b>MILES 21-30</b>	<b>MILES 31-40</b>	<b>MILES 41-50</b>	<b>MILES 51-60</b>	<b>MILES 61-70</b>
		<b>1</b>	<b>1.08</b>	<b>1.16</b>	<b>1.25</b>	<b>1.34</b>	<b>1.43</b>
<b>0</b>	<b>\$6,098</b>						
<b>1</b>	<b>\$6,212</b>						
<b>2</b>	<b>\$6,326</b>						
<b>3</b>	<b>\$6,440</b>						
<b>4</b>	<b>\$6,554</b>						
<b>5</b>	<b>\$6,667</b>						
<b>6</b>	<b>\$6,781</b>						
<b>7</b>	<b>\$6,895</b>						
<b>8</b>	<b>\$7,009</b>						
<b>9</b>	<b>\$7,123</b>						
<b>10</b>	<b>\$7,237</b>						
<b>11</b>	<b>\$7,351</b>						
<b>12</b>	<b>\$7,464</b>						
<b>13</b>	<b>\$7,578</b>						
<b>14</b>	<b>\$7,692</b>						
<b>15</b>	<b>\$7,806</b>						
<b>16</b>	<b>\$7,920</b>						

**THE MULTIPLIERS FOR ROUTE MILEAGE APPLY AT EACH LEVEL OF EXPERIENCE AND TO THE APPROXIMATE MILES DRIVEN DURING ONE (MORNING AND EVENING) REGULAR BUS RUN.**

**LENGTH OF CONTRACT IS FOR 187 DAYS:**

**178 ROUTE DAYS OF MORNING AND AFTERNOON RUNS.**

**9 SCHEDULED IN-SERVICE DAYS FOR TRAINING AND INFORMATION.**

**EFF: 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
SUBSTITUTE BUS DRIVERS SALARY SCHEDULE/  
BUS ATTENDANTS SALARY SCHEDULE  
2011-2012**

<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>	<b>MILES</b>
<b>1-20 (40)</b>	<b>21-30 (60)</b>	<b>31-40 (80)</b>	<b>41-50 (100)</b>	<b>51-60 (120)</b>	<b>OVER 60 (120)</b>
<b>\$26.00</b>	<b>\$28.00</b>	<b>\$29.00</b>	<b>\$34.00</b>	<b>\$36.00</b>	<b>\$37.00</b>

**THE FINANCE OFFICE WILL DETERMINE THE CORRECT RATE OF PAY BASED ON THE ROUTE LENGTH.  
SUBSTITUTE PAY IS PER DAY FOR DRIVING BOTH MORNING AND AFTERNOON ROUTES. ATTENDANT'S  
PAY IS PER DAY FOR SUPERVISING BOTH MORNING AND AFTERNOON ROUTES.**

**SUBSTITUTES FOR TRAFFIC GUARDS - \$12.50 FULL DAY**

**\$6.25 1/2 DAY**

**LEE COUNTY SCHOOL DISTRICT #1  
SALARY SCHEDULE  
BOOKKEEPERS  
20011-2012**

<b>YR</b>	<b>BASE</b>	<b>HS+30</b>	<b>HS+60</b>	<b>BA/BS</b>
<b>0</b>	\$17,987	\$18,204	\$18,478	\$18,751
<b>1</b>	\$18,210	\$18,427	\$18,701	\$18,974
<b>2</b>	\$18,433	\$18,650	\$18,924	\$119197
<b>3</b>	\$18,656	\$18,873	\$19,147	\$19,420
<b>4</b>	\$18,879	\$19,096	\$19,370	\$19,643
<b>5</b>	\$19,102	\$19,319	\$19,593	\$19,866
<b>6</b>	\$19,325	\$19,542	\$19,816	\$20,089
<b>7</b>	\$19,548	\$19765	\$20,039	\$20,312
<b>8</b>	\$19,771	\$19,988	\$20,262	\$20,535
<b>9</b>	\$19,994	\$20,211	\$20,485	\$21,758
<b>10</b>	\$20,217	\$20,434	\$21,708	\$20,981
<b>11</b>	\$20,440	\$20,657	\$20,931	\$21,204
<b>12</b>	\$20,663	\$20,880	\$21,154	\$21,427
<b>13</b>	\$20,886	\$21,103	\$21,377	\$22,650
<b>14</b>	\$21,109	\$21,326	\$21,600	\$21,873
<b>15</b>	\$21,332	\$21,549	\$21,823	\$22,096
<b>16</b>	\$22,555	\$21,772	\$22,046	\$22,319

**THIS SCHEDULE APPLIES TO ALL BOOKKEEPERS EMPLOYED WITHIN THE DISTRICT WHETHER THEIR RESPONSIBILITY IS DISTRICT, FEDERAL, OR FOOD SERVICE.**

**CONTRACT TYPE E, 240 DAYS**

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
NURSES SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>LPN</b>	<b>RN</b>
<b>0</b>	\$18,984	\$19,526
<b>1</b>	\$19,207	\$19,749
<b>2</b>	\$19,430	\$19,972
<b>3</b>	\$19,653	\$20,195
<b>4</b>	\$19,876	\$20,418
<b>5</b>	\$20,099	\$20,641
<b>6</b>	\$20,322	\$20,864
<b>7</b>	\$20,545	\$21,087
<b>8</b>	\$20,768	\$21,310
<b>9</b>	\$20,991	\$21,533
<b>10</b>	\$21,214	\$21,756
<b>11</b>	\$21,437	\$21,979
<b>12</b>	\$21,660	\$22,202
<b>13</b>	\$21,883	\$22,425
<b>14</b>	\$22,106	\$22,648
<b>15</b>	\$22,329	\$23,429
<b>16</b>	\$23,552	\$23,094

**THIS SCHEDULE IS BASED ON A TYPE C, 200 DAY CONTRACT. A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF THE TIME SCHEDULE**

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
TECHNOLOGY ASSISTANT SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>HS/BA</b>
<b>0</b>	<b>\$26,988</b>
<b>1</b>	<b>\$27,211</b>
<b>2</b>	<b>\$27,434</b>
<b>3</b>	<b>\$27,657</b>
<b>4</b>	<b>\$27,880</b>
<b>5</b>	<b>\$28,103</b>
<b>6</b>	<b>\$28,326</b>
<b>7</b>	<b>\$28,549</b>
<b>8</b>	<b>\$28,772</b>
<b>9</b>	<b>\$28,995</b>
<b>10</b>	<b>\$29,218</b>
<b>11</b>	<b>\$29,441</b>
<b>12</b>	<b>\$29,664</b>
<b>13</b>	<b>\$29,887</b>
<b>14</b>	<b>\$30,110</b>
<b>15</b>	<b>\$30,333</b>
<b>16</b>	<b>\$30,556</b>

**THIS SCHEDULE REPRESENTS A TYPE D, 220 DAY CONTRACT.**

**THIS IS A NON-CERTIFIED (CLASSIFIED) POSITION. IF THE INDIVIDUAL HOLDS A TEACHING CERTIFICATE, THIS NON-CERTIFIED POSITION WILL BE PAID FROM THE CERTIFIED SALARY SCHEDULE.**

**EFF. 9-14-09**

**LEE COUNTY SCHOOL DISTRICT #1  
INSTRUCTIONAL FACILITATOR  
NON-CERTIFIED SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>BA/BS</b>
<b>0</b>	<b>\$18,028</b>
<b>1</b>	<b>\$18,255</b>
<b>2</b>	<b>\$18,483</b>
<b>3</b>	<b>\$18,711</b>
<b>4</b>	<b>\$18,938</b>
<b>5</b>	<b>\$19,166</b>
<b>6</b>	<b>\$19,394</b>
<b>7</b>	<b>\$19,622</b>
<b>8</b>	<b>\$19,849</b>
<b>9</b>	<b>\$20,077</b>
<b>10</b>	<b>\$20,305</b>
<b>11</b>	<b>\$20,532</b>
<b>12</b>	<b>\$20,760</b>
<b>13</b>	<b>\$20,988</b>
<b>14</b>	<b>\$21,215</b>
<b>15</b>	<b>\$21,443</b>

**THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT**

**LEE COUNTY SCHOOL DISTRICT #1  
NON-CERTIFIED COORDINATOR  
2011-2012**

<b>YR</b>	<b>N/D</b>	<b>BA/BS</b>	<b>+12</b>	<b>+24</b>	<b>MAS</b>	<b>+12</b>	<b>+24</b>	<b>ED/S30</b>	<b>+12</b>	<b>+24</b>	<b>PHD/EDD</b>
<b>0</b>	\$35,579	\$36,122	\$37,666	\$37,210	\$38,295	\$38,389	\$39,383	\$40,468	\$41,012	\$41,555	\$42,641
<b>1</b>	\$36,123	\$36,666	\$37,210	\$37,754	\$38,839	\$39,383	\$39,937	\$41,012	\$41,556	\$43,099	\$43,185
<b>2</b>	\$36,667	\$37,210	\$37,754	\$38,298	\$39,383	\$39,927	\$40,471	\$41,556	\$42,100	\$42,643	\$43,729
<b>3</b>	\$37,211	\$37,154	\$38,298	\$38,842	\$39,927	\$40,471	\$41,015	\$42,100	\$42,644	\$43,187	\$44,273
<b>4</b>	\$37,755	\$38,298	\$38,842	\$39,386	\$40,471	\$41,015	\$41,559	\$42,644	\$43,188	\$43,731	\$44,817
<b>5</b>	\$38,299	\$38,842	\$39,386	\$39,930	\$41,015	\$41,559	\$42,103	\$43,188	\$43,732	\$44,275	\$45,361
<b>6</b>	\$38,843	\$39,386	\$39,930	\$40,474	\$41,559	\$42,976	\$42,103	\$42,647	\$43,732	\$44,819	\$45,905
<b>7</b>	\$39,387	\$39,930	\$40,474	\$41,018	\$42,103	\$42,647	\$43,191	\$44,276	\$44,820	\$45,363	\$46,449
<b>8</b>	\$39,931	\$40,474	\$41,018	\$41,562	\$42,647	\$43,191	\$43,735	\$44,820	\$45,364	\$45,907	\$46,993
<b>9</b>	\$40,475	\$41,018	\$41,562	\$42,106	\$43,191	\$43,735	\$44,279	\$45,364	\$45,908	\$46,451	\$47,537
<b>10</b>	\$41,019	\$41,562	\$42,106	\$42,650	\$43,735	\$44,279	\$44,823	\$45,908	\$46,452	\$46,995	\$48,081
<b>11</b>	\$41,563	\$42,106	\$42,650	\$43,194	\$44,279	\$44,823	\$45,367	\$46,452	\$46,996	\$47,539	\$48,625
<b>12</b>	\$42,107	\$42,650	\$43,194	\$43,738	\$44,823	\$45,367	\$45,911	\$46,966	\$47,540	\$48,083	\$49,169
<b>13</b>	\$42,651	\$43,194	\$43,738	\$44,282	\$45,367	\$45,911	\$46,455	\$47,504	\$48,084	\$48,627	\$49,713
<b>14</b>	\$44,195	\$43,738	\$44,282	\$44,826	\$45,911	\$46,455	\$46,999	\$48,084	\$48,628	\$49,171	\$50,257
<b>15</b>	\$43,739	\$44,282	\$45,370	\$46,555	\$47,414	\$46,999	\$47,543	\$48,628	\$49,172	\$49,715	\$59,801
<b>16</b>	\$44,283	\$44,826	\$45,370	\$45,914	\$46,999	\$47,543	\$48,087	\$49,172	\$49,716	\$50,359	\$51,345

THIS SCHEDULE REPRESENTS A TYPE "E", 240 DAY CONTRACT, UNLESS OTHERWISE NOTED.

COORDINATORS ARE INDEXED AT 1.15

N/D = NON -DEGREE

**LEE COUNTY SCHOOL DISTRICT  
CLASSIFIED MAINTENANCE COORDINATOR**

**2011-2012**

<b>0</b>	<b>BASE</b>	<b>HS/60</b>	<b>V. CT. 1</b>	<b>V. CT. 2</b>	<b>V. CT. 3</b>	<b>BA/BS</b>	<b>MA/MS</b>	<b>V. CT. 4</b>
<b>1</b>	\$26,348	\$27,433	\$28,520	\$29,605	\$30,691	\$29,605	\$30,691	\$33,949
<b>2</b>	\$26,783	\$27,868	\$28,955	\$30,040	\$31,234	\$30,040	\$31,234	\$34,492
<b>3</b>	\$27,218	\$28,303	\$29,390	\$30,475	\$31,777	\$30,475	\$31,777	\$35,035
<b>4</b>	\$27,653	\$28,738	\$29,825	\$30,910	\$33,320	\$30,910	\$32,320	\$35,578
<b>5</b>	\$28,088	\$29,173	\$30,260	\$31,345	\$32,863	\$31,345	\$33,863	\$36,121
<b>6</b>	\$28,523	\$29,608	\$30,695	\$31,780	\$33,406	\$31,780	\$33,406	\$36,664
<b>7</b>	\$28,598	\$30,043	\$31,130	\$32,215	\$33,949	\$32,215	\$33,949	\$37,207
<b>8</b>	\$29,393	\$30,478	\$31,565	\$32,650	\$34,492	\$32,650	\$34,492	\$37,750
<b>9</b>	\$29,828	\$30,913	\$32,000	\$33,085	\$35,035	\$33,085	\$35,035	\$38,293
<b>10</b>	\$30,263	\$31,348	\$32,435	\$33,520	\$35,578	\$33,520	\$33,578	\$38,836
<b>11</b>	\$30,698	\$31,783	\$32,870	\$33,955	\$36,121	\$33,955	\$36,121	\$39,379
<b>12</b>	\$31,133	\$32,218	\$33,305	\$34,390	\$36,664	\$34,390	\$36,664	\$39,922
<b>13</b>	\$31,568	\$32,653	\$33,740	\$34,825	\$37,207	\$34,825	\$37,207	\$40,465
<b>14</b>	\$32,003	\$33,088	\$34,175	\$33,260	\$37,750	\$35,260	\$37,750	\$41,008
<b>15</b>	\$32,438	\$33,523	\$34,610	\$36,695	\$38,293	\$35,695	\$38,293	\$41,551
<b>16</b>	\$32,873	\$33,958	\$35,045	\$36,130	\$38,836	\$36,150	\$38,836	\$42,094

**CERTIFICATION IN ONE OF THE FOLLOWING EQUALS=**

1. Governmental Maintenance License in plumbing and/or electricity= HS+60
2. Industrial Maintenance Licenses = Vocational Certification 1
3. Electricians License = Vocational Certification 1
4. Plumbing License = Vocational Certification 1
5. Air Condition Certification of completion = Vocational Certification 1
6. Class "A"HVACR Contractor (Heat, Ventilation, Air Cond. Refrigeration)=Vocational Certification 2
7. Industrial Equipment Technology = BA/BS Degree
8. Major Appliance Service Degree = BA/BS
9. Master Plumbing License = Vocational Certification 4
10. Master Electrician License = Vocational Certification 4
11. Any two of the above = Vocational Certification 2
12. Any three of the above = Vocational Certification 3 Maintenance Work + Work in Custodial, Carpentry, Brickmason, Plumbing, Electricity, Etc. Anything dealing with the upkeep of property and equipment. Years of experience in maintenance work will be evaluated by the superintendent and credit will be given based on the number of years and the overall responsibility of past jobs. Type E, 240 Day Contract.

LEE COUNTY SCHOOL DISTRICT # 1  
CLASSIFIED TRANSPORTATION COORDINATOR  
2011-2012

YR	BASE	HS/60	LEVEL 3	LEVEL 4	BA/BS
1	\$26,348	\$27,433	\$28,520	\$29,605	\$29,605
2	\$26,783	\$27,868	\$28,955	\$30,040	\$30,040
3	\$27,218	\$28,303	\$29,390	\$30,475	\$30,475
4	\$27,653	\$28,738	\$29,825	\$30,910	\$30,910
5	\$28,088	\$29,173	\$30,260	\$31,345	\$31,345
6	\$28,523	\$29,608	\$30,695	\$31,780	\$31,780
7	\$28,958	\$30,043	\$31,130	\$32,215	\$32,215
8	\$29,393	\$30,478	\$31,565	\$32,650	\$32,650
9	\$29,828	\$30,913	\$32,000	\$33,085	\$33,085
10	\$30,263	\$31,348	\$32,435	\$33,523	\$33,523
11	\$30,698	\$31,783	\$32,870	\$33,922	\$33,955
12	\$31,133	\$32,218	\$33,305	\$34,390	\$34,390
13	\$31,568	\$32,633	\$33,740	\$34,825	\$34,825
14	\$32,003	\$33,088	\$34,175	\$35,260	\$35,260
15	\$32,438	\$33,523	\$34,610	\$35,695	\$35,695
16	\$32,438	\$33,523	\$34,610	\$35,695	\$35,695

CERTIFICATION OF TRAINING IN THE FOLLOWING AREAS:

1. An individual who holds any three (3) of the following certifications is placed at Level 3. Automobile Technicians  
Master Automobile Technicians, Advanced Engine Specialist, Collision Repair Technicians, Automobile, Estimator, Master Truck Technicians, Engine Machinists, Master Engine Machinists, School Bus Technician, Master School Bus Technician Auto Parts Specialist.
2. An individual who holds documented experience as a supervisor of children and who documented experience as a person who has dealt with student discipline is placed at Level 3.
3. An individual who holds documented experience as a supervisor of personnel for three or more years is placed at Level 3.
4. An individual who holds documented experience as a personnel recruiter is placed at Level 3.
5. An individual who holds documented experience as a school bus router is placed at Level 3.
6. An individual who meets the qualifications of number 1, 2, 3, 4, and 5 is placed at Level 4.
7. An individual who does not have basic computer skills is placed at a lower level.
8. Transportation coordinator must possess a CDL (Commercial Driver License).
9. This is a 12 month 240 day Type E contract.
10. All coordinators are indexed at 1.11.

**LEE COUNTY SCHOOL DISTRICT #1**  
**CERTIFIED POLICE OFFICER SALARY SCHEDULE**  
**2011-2012**

**EFF: 9-14-09**

<b>YR</b>	<b>BASE</b>
<b>0</b>	<b>\$16,478</b>
<b>1</b>	<b>\$16,890</b>
<b>2</b>	<b>\$17,302</b>
<b>3</b>	<b>\$17,714</b>
<b>4</b>	<b>\$18,126</b>
<b>5</b>	<b>\$18,538</b>
<b>6</b>	<b>\$18,950</b>
<b>7</b>	<b>\$19,362</b>
<b>8</b>	<b>\$19,774</b>
<b>9</b>	<b>\$20,186</b>
<b>10</b>	<b>\$21,598</b>
<b>11</b>	<b>\$21,010</b>
<b>12</b>	<b>\$21,422</b>
<b>13</b>	<b>\$21,834</b>
<b>14</b>	<b>\$22,246</b>
<b>15</b>	<b>\$22,658</b>
<b>16</b>	<b>\$23,070</b>

**THIS SCHEDULE REPRESENTS A TYPE B, 200 DAY CONTRACT. THIS IS A NON-CERTIFIED (CLASSIFIED) POSITION.**

**LEE COUNTY SCHOOL DISTRICT #1  
TRANSPORTATION SALARY SCHEDULE  
2011-2012**

<b>YR</b>	<b>BASE</b>	<b>VOCATIONAL CERTIFICATE</b>
<b>0</b>	<b>\$23,016</b>	<b>\$23,558</b>
<b>1</b>	<b>\$23,239</b>	<b>\$23,781</b>
<b>2</b>	<b>\$23,462</b>	<b>\$24,004</b>
<b>3</b>	<b>\$23,685</b>	<b>\$24,227</b>
<b>4</b>	<b>\$23,908</b>	<b>\$24,450</b>
<b>5</b>	<b>\$24,131</b>	<b>\$24,673</b>
<b>6</b>	<b>\$24,354</b>	<b>\$24,896</b>
<b>7</b>	<b>\$24,577</b>	<b>\$25,119</b>
<b>8</b>	<b>\$24,800</b>	<b>\$25,342</b>
<b>9</b>	<b>\$25,023</b>	<b>\$25,565</b>
<b>10</b>	<b>\$25,246</b>	<b>\$25,788</b>
<b>11</b>	<b>\$25,469</b>	<b>\$26,011</b>
<b>12</b>	<b>\$25,692</b>	<b>\$26,234</b>
<b>13</b>	<b>\$25,915</b>	<b>\$26,457</b>
<b>14</b>	<b>\$26,138</b>	<b>\$26,680</b>
<b>15</b>	<b>\$26,361</b>	<b>\$26,903</b>
<b>16</b>	<b>\$26,584</b>	<b>\$27,126</b>

**CATEGORIES OF TRANSPORTATION EMPLOYEES:**

**MECHANIC-----MULTIPLY THE APPROPRIATE POSITION BY 1.0**

**PARTS MECHANIC-----MULTIPLY THE APPROPRIATE POSITION BY .65**

**MECHANIC'S HELPER---MULTIPLY THE APPROPRIATE POSITION BY .58**

**TRAFFIC OFFICER (PART-TIME)--MULTIPLY THE APPROPRIATE POSITION BY .13**

**EXTRA WORK INVOLVING EXTRA TIME---MULTIPLY THE APPROPRIATE POSITION BY 1.15**

**PART TIME OR A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED ON A PERCENTAGE OF TIME SCHEDULED.**

EFF. 9-14-09

LEE COUNTY SCHOOL DISTRICT #1  
MAINTENANCE SALARY SCHEDULE  
2009-2010

<b>YR</b>	<b>BASE</b>	<b>VOCATIONAL CERTIFICATE</b>
0	\$26,148	\$26,591
1	\$26,376	\$26,819
2	\$26,604	\$27,047
3	\$26,831	\$27,274
4	\$27,059	\$27,502
5	\$27,287	\$27,730
6	\$27,514	\$27,957
7	\$27,742	\$28,185
8	\$27,970	\$28,413
9	\$28,198	\$28,641
10	\$28,425	\$28,868
11	\$28,653	\$29,096
12	\$28,881	\$29,324
13	\$29,108	\$29,551
14	\$29,336	\$29,779
15	\$29,564	\$30,007
16	\$29,791	\$30,234

THIS SCHEDULE IS BASED ON A TYPE E, 240 DAY CONTRACT.

CATEGORIES OF MAINTENANCE EMPLOYEES:

CHIEF OF MAINTENANCE--MULTIPLY THE APPROPRIATE POSIDION BY 1.15

SKILL POSITION (REFRIGERATION, ELECTRICAL, CARPENTRY, ETC.)--

MULTIPLY THE APPROPRIATE POSITION BY 1.0

MAINTENANCE'S HELPER---MULTIPLY THE APPROPRIATE POSITION BY .67

SECURITY OFFICER (FULL TIME)--MULTIPLY THE APPROPRIATE POSITION BY .60

UPHOLSTERY----MULTIPLY THE APPROPRIATE POSITION BY .52

WAREHOUSE/DELIVERY (TYPE C)--MULTIPLY THE APPROPRIATE POSITION BY .41

PART TIME OR A PARTIAL DAY CONTRACT AGREEMENT WILL BE CALCULATED  
ON A PERCENTAGE OF TIME SCHEDULED.

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EFF. 9-14-09

**LEE COUNTY SCHOOL DISTRICT #1  
SALARY SCHEDULE FOR FOOD SERVICES EMPLOYEES  
2011-2012**

<b>YEAR</b>	<b>NON-CERTIFIED</b>	<b>CERTIFIED</b>	<b>WAREHOUSE</b>	<b>CASHIER</b>	<b>INT-MNGR</b>	<b>MNGR II</b>	<b>MNGR II</b>
<b>1</b>	<b>\$8,291</b>	<b>\$9,285</b>	<b>\$9,613</b>	<b>\$9,592</b>	<b>\$13,231</b>	<b>\$14,231</b>	<b>\$15,258</b>
<b>2</b>	<b>\$9,223</b>	<b>\$9,285</b>	<b>\$9,613</b>	<b>\$9,592</b>	<b>\$13,231</b>	<b>\$14,960</b>	<b>\$15,258</b>
<b>3</b>	<b>\$9,233</b>	<b>\$9,285</b>	<b>\$9,613</b>	<b>\$9,592</b>	<b>\$13,231</b>	<b>\$14,960</b>	<b>\$15,258</b>
<b>4</b>	<b>\$9,223</b>	<b>\$9,285</b>	<b>\$9,613</b>	<b>\$9,592</b>	<b>\$13,231</b>	<b>\$14,960</b>	<b>\$15,258</b>
<b>5</b>	<b>\$9,223</b>	<b>\$9,285</b>	<b>\$9,613</b>	<b>\$9,592</b>	<b>\$13,231</b>	<b>\$14,960</b>	<b>\$15,258</b>
<b>6</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>7</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>8</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>9</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>10</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>11</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>12</b>	<b>\$9,223</b>	<b>\$9,387</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$14,990</b>	<b>\$15,496</b>
<b>13</b>	<b>\$9,223</b>	<b>\$9,481</b>	<b>\$9,613</b>	<b>\$9,747</b>	<b>\$13,231</b>	<b>\$15,169</b>	<b>\$15,720</b>

The above salary schedule is based on 185 days per year. Non-Certified, Certified, Warehouse, and Cashier are based on 5 ½ hours per day. The Interim Manager, Manager, Manager I and Manager II are based on 8 hours per day. Substitutes will be paid minimum wage per hour.

**LEE COUNTY SCHOOL DISTRICT #1  
TITLE I LAB ATTENDANT  
NON-CERTIFIED  
2011-2012**

<b>YR</b>	<b>N/C H-B</b>
<b>0</b>	<b>\$23,571</b>
<b>1</b>	<b>\$23,799</b>
<b>2</b>	<b>\$24,026</b>
<b>3</b>	<b>\$24,254</b>
<b>4</b>	<b>\$24,482</b>
<b>5</b>	<b>\$24,710</b>
<b>6</b>	<b>\$24,937</b>
<b>7</b>	<b>\$25,165</b>
<b>8</b>	<b>\$25,393</b>
<b>9</b>	<b>\$25,620</b>
<b>10</b>	<b>\$25,848</b>
<b>11</b>	<b>\$26,076</b>
<b>12</b>	<b>\$26,303</b>
<b>13</b>	<b>\$26,531</b>
<b>14</b>	<b>\$26,759</b>
<b>15</b>	<b>\$26,987</b>
<b>16</b>	<b>\$27,214</b>

**THIS SCHEDULE REPRESENTS A TYPE A, 191 DAY CONTRACT.**

**N/D = NON-CERTIFIED**

**H = HIGH SCHOOL**

**B = BACHELORS**

## **CLASSIFIED SALARY SCHEDULE CONTINUES**

### **Benefits:**

**The District will pay \$250 toward classified employee monthly health insurance. The state now requires the District to pay \$122; this will add \$128 for a total District contribution of \$250.**

**If the state should cut District funding, the Board of Directors may vote to reduce the District's contribution and revert back to paying only the state requirement of \$147.**