

**NEOPA PROFESSIONAL/TECHNICAL SALARY SCHEDULE
NORTSHORE SCHOOL DISTRICT NO. 417
2018-2019**

SCHEDULE 33

Effective September 01, 2018

12-MONTH	Steps	01	02	03	04	05	10	12	15
PROFESSIONAL/TECHNICAL LEVEL I		*							
	Hourly	32.88	34.03	35.22	36.45	37.73	39.05	40.42	41.83
Substitute Rate*									
PROFESSIONAL/TECHNICAL LEVEL II									
	Hourly	34.03	35.22	36.45	37.73	39.05	40.42	41.83	43.29
Substitute Rate*									

An annual stipend shall be given beyond the normal salary to any employee holding an Associate of Arts in Business Education, Bachelor of Arts or other College Degree, or Basic Standards Certificate (NAEOP) - \$869; Associate Professional (NAEOP) - \$1022; Advanced I (NAEOP) - \$1129; Advanced II (NAEOP) - \$1252; Advanced III (NAEOP) - \$1389; Professional Bachelor's Degree (NAEOP) - \$1536; Professional Master's Degree (NAEOP) - \$1600.

*Temporary employees and long-term substitutes shall be paid per the salary schedule on the 45th consecutive work day in the same assignment. (See Article 39.43.)

Existing employees working in a higher classification for five (5) consecutive days or more will be paid the higher rate of pay beginning on the fifth day of such assignment. (See Article 39.45.)

Steps 10, 12 and 15 are considered longevity steps. (See Article 39.42.)

SEE APPENDIX B FOR SPECIFIC JOB TITLES

Formula for Calculating Annual and Monthly amounts:

- 9 Month Employee: Hourly Rate x 1,560 hours = Annual amount and divided by 12 = Monthly amount
- 10 Month Employee: Hourly Rate x 1,736 hours = Annual amount and divided by 12 = Monthly amount
- 10.5 Month Employee: Hourly Rate x 1,824 hours = Annual amount and divided by 12 = Monthly amount
- 11 Month Employee: Hourly Rate x 1,912 hours = Annual amount and divided by 12 = Monthly amount
- 12 Month Employee: Hourly Rate x 2,080 hours = Annual amount and divided by 12 = Monthly amount

Adopted by the Board of Directors on December 10, 2018