UNIFORM SALARY SCALE

A Compensation and Classification Study conducted by Evergreen Solutions, Inc. was completed in March 2019. A primary recommendation was to implement a Uniform Salary Scale to simplify and bring consistency to the division's compensation system.

SCPS adopted a Uniform Salary Scale for FY20, retaining both a separate years of experience scale for teachers as well as pay bands for employees whose positions had moved to pay bands after a similar study in FY17. The Uniform Salary Scale presents salaries in terms of hourly rates at the market minimum, midpoint, and maximum instead of steps/levels. To determine an annual salary, the hourly rate should be multiplied by the number of contract days and the number of hours per day. For FY21, the pay bands have been appropriately placed on the uniform scale.

- In FY20, the School Board set aside $500,000 to implement Phase I of this plan, bringing all identified employees at least halfway to the minimum of their pay grade from their current compensation.
- In FY21, the School Board approved Phase II of the plan to bring all identified employees to the market minimum.

A copy of the study is available on the SCPS website.

JOB TITLE	NEW BAND	FY21 ADOPTED SCALE MINIMUM	MIDPOINT	MAXIMUM
Nutrition Worker	U010	11.79	16.50	21.22
Procurement Service/Mail Support	U040	13.64	19.11	24.56
Administrative Support I	U050	14.34	20.06	25.79
Assistant Nutrition Manager - Elementary School	U050	14.34	20.06	25.79
Bus Attendant	U050	14.34	20.06	25.79
Courier	U050	14.34	20.06	25.79
Paraprofessional - General	U050	14.34	20.06	25.79
Paraprofessional - Special Education	U050	14.34	20.06	25.79
Assistant Nutrition Manager - Middle School	U070	15.80	22.12	28.43
Behind the Wheel Instructor	U070	15.80	22.12	28.43
Custodian I	U070	15.80	22.12	28.43
Paraprofessional - Title, EBS	U070	15.80	22.12	28.43
Security Officer	U070	15.80	22.12	28.43
Assistant Nutrition Manager - High School	U080	16.58	23.22	29.86
Family Service Worker	U080	16.58	23.22	29.86
Job Coach	U080	16.58	23.22	29.86
Library Assistant	U080	16.58	23.22	29.86
Automotive Parts Specialist	U090	17.41	24.38	31.34
Behavior Support Assistant	U090	17.41	24.38	31.34
Bus Driver	U090	17.41	24.38	31.34
Custodian II	U090	17.41	24.38	31.34
Paraprofessional - Autism	U090	17.41	24.38	31.34
Administrative Support II	U100	18.29	25.60	32.91
Clinic Assistant	U100	18.29	25.60	32.91
Dispatcher	U100	18.29	25.60	32.91
General Maintenance I	U100	18.29	25.60	32.91
Lead Driver	U100	18.29	25.60	32.91
Nutrition Manager - Elementary School	U100	18.29	25.60	32.91
Safety Security Risk Management Technician	U100	18.29	25.60	32.91
Warehouse Attendant	U100	18.29	25.60	32.91
Accounting Assistant I	U110	19.20	26.89	34.56
Coordinator of Dispatch	U110	19.20	26.89	34.56
Elementary School Officer Manager	U110	19.20	26.89	34.56
Middle School Officer Manager	U110	19.20	26.89	34.56
Nutrition Manager - Middle School	U110	19.20	26.89	34.56
Accounting Assistant II	U120	20.16	28.23	36.29
Assistive Technology Assistant	U120	20.16	28.23	36.29
Coordinator of Driver Training and Safety	U120	20.16	28.23	36.29
Coordinator of Special Trips	U120	20.16	28.23	36.29
Nutrition Manager - High School	U120	20.16	28.23	36.29
Accounting Specialist II	U130	21.17	29.63	38.10

(Continued on next page)

UNIFORM SALARY SCALE

(Continued from previous page)

JOB TITLE	NEW BAND	FY21 ADOPTED SCALE MINIMUM	MIDPOINT	MAXIMUM
Assistant Plant Engineer I	U130	21.17	29.63	38.10
Automotive Service Writer	U130	21.17	29.63	38.10
Executive Assistant	U130	21.17	29.63	38.10
Fleet Services Office Specialist	U130	21.17	29.63	38.10
General Maintenance II	U130	21.17	29.63	38.10
Nurse - LPN	U130	21.17	29.63	38.10
Skilled Maintenance Worker (Carpenter/Painter)	U130	21.17	29.63	38.10
Technician - Fleet	U130	21.17	29.63	38.10
Automotive Parts Manager	U140	22.22	31.12	40.01
Computer Technician I	U140	22.22	31.12	40.01
Coordinator of Bus Routes	U140	22.22	31.12	40.01
General Maintenance III	U140	22.22	31.12	40.01
High School Office Manager	U140	22.22	31.12	40.01
Information Analyst	U140	22.22	31.12	40.01
Team Leader	U140	22.22	31.12	40.01
Transportation Office Manager	U140	22.22	31.12	40.01
Behavior Support Specialist	U150	23.34	32.68	42.00
Benefits Analyst I	U150	23.34	32.68	42.00
Budget Specialist	U150	23.34	32.68	42.00
Finance Specialist	U150	23.34	32.68	42.00
Grants Specialist	U150	23.34	32.68	42.00
Human Resource Analyst I	U150	23.34	32.68	42.00
Payroll Specialist I	U150	23.34	32.68	42.00
Teaching/Learning STEM/CTE Support Specialist	U150	23.34	32.68	42.00
Benefits Analyst II	U160	24.51	34.31	44.11
Computer Technician II	U160	24.51	34.31	44.11
Custodial Coordinator	U160	24.51	34.31	44.11
General Maintenance IV	U160	24.51	34.31	44.11
Payroll Specialist II	U160	24.51	34.31	44.11
Physical Plant Engineer	U160	24.51	34.31	44.11
Warehouse Purchase/Supply Clerk	U160	24.51	34.31	44.11
Accounts Payable Manager	U170	25.73	36.02	46.32
Assistant to Superintendent	U170	25.73	36.02	46.32
Coordinator of Communication	U170	25.73	36.02	46.32
Coordinator of Nutrition Services	U170	25.73	36.02	46.32
Data Specialist I	U170	25.73	36.02	46.32
Low Voltage Technician	U170	25.73	36.02	46.32
Nurse - RN	U170	25.73	36.02	46.32
Skilled Trade Manager	U170	25.73	36.02	46.32
Clerk of the Board	U180	27.02	37.82	48.63
Data Specialist II	U190	28.37	39.72	51.07
IT Project Facilitator	U190	28.37	39.72	51.07
Lead Physical Plant Engineer	U190	28.37	39.72	51.07
Network Technician	U190	28.37	39.72	51.07
Risk Manager	U190	28.37	39.72	51.07
Human Resource Analyst II	U200	29.79	41.70	53.62
Infant/Toddler Specialist	U200	29.79	41.70	53.62
Nutrition Field Services Manager	U200	29.79	41.70	53.62
Building Automation Systems Manager	U210	31.27	43.79	56.29
Communication Digital Manager	U210	31.27	43.79	56.29
Data Specialist III	U210	31.27	43.79	56.29
Educational Interpreter	U210	31.27	43.79	56.29
Energy Management Specialist	U210	31.27	43.79	56.29
Human Resource Generalist	U210	31.27	43.79	56.29
Physical Plants Manager	U210	31.27	43.79	56.29
Project Manager I	U210	31.27	43.79	56.29
Community Engagement Manager	U220	32.84	45.97	59.11
Demographic Planner	U220	32.84	45.97	59.11

(Continued on next page)

UNIFORM SALARY SCALE

(Continued from previous page)

JOB TITLE	NEW BAND	FY21 ADOPTED SCALE MINIMUM	MIDPOINT	MAXIMUM
Facilities Assessment Engineer	U220	32.84	45.97	59.11
Purchasing Manager	U220	32.84	45.97	59.11
VRS Analyst	U220	32.84	45.97	59.11
Accountability Specialist	U230	34.48	48.28	62.06
Administrator of Health Services	U230	34.48	48.28	62.06
Federal Programs Specialist	U230	34.48	48.28	62.06
IT Manager	U230	34.48	48.28	62.06
McKinney-Vento Liaison/Case Manager	U230	34.48	48.28	62.06
Physical/Occupational Therapist	U230	34.48	48.28	62.06
Program Evaluation Specialist	U230	34.48	48.28	62.06
Project Manager II	U230	34.48	48.28	62.06
Speech/Language Pathologist	U230	34.48	48.28	62.06
Systems Analyst I	U230	34.48	48.28	62.06
Network Engineer	U250	38.02	53.22	68.43
Systems Analyst II	U250	38.02	53.22	68.43
Supervisor I	U260	39.91	55.88	71.85
Teaching/Learning Facilitator	U260	39.91	55.88	71.85
Assistant Principal - Elementary School	U270	41.91	58.68	75.44
Assistant Principal - Middle School	U280	44.00	61.61	79.21
IS Manager	U280	44.00	61.61	79.21
Lead - Learning and Organizational Development	U280	44.00	61.61	79.21
Supervisor II	U280	44.00	61.61	79.21
Assistant Principal - High School	U290	47.32	66.25	85.18
Director - Communication	U300	48.52	67.93	87.33
Lead Network Engineer	U300	48.52	67.93	87.33
Principal - Elementary School	U300	48.52	67.93	87.33
Principal - Middle School	U310	50.94	71.32	91.70
Alternative Education Administrator	U330	56.17	78.64	101.10
Executive Director of Administration	U330	56.17	78.64	101.10
Principal - High School	U330	56.17	78.64	101.10
Chief Academic Officer	U350	61.92	86.69	111.46
Chief Financial Officer	U350	61.92	86.69	111.46
Chief Operations Officer	U350	61.92	86.69	111.46
Associate Superintendent	U370	68.28	95.58	122.89