



School District of Desoto County

Division of Human Resources

Agenda Item

Date: June 15, 2011
To: Adrian H. Cline, Superintendent
From: Ray Klejmont, Associate Director
Subject: Approval of 2011-2012 Salary Compensation

Summary:

In compliance with F.S.1012.27, which requires Board approval of all employee compensation, the Division of Human Resources offers the following language regarding salary compensation for the 2011-2012 school year:

EMPLOYEE COMPENSATION PLAN

- Salaries for the 2011-2012 school year will be paid from the *2010-2011 Compensation Plan* until a new compensation plan is agreed upon through collective bargaining and approved by the Board.
- Employees will not receive an automatic step increase for 2011-2012.
- No employee shall receive less salary for the 2011-2012 school year than the amount paid in the 2010-2011 school year, except as required by a change in the individual's employment status, i.e. work hours, promotion, demotion, advanced degree, etc.
- Differentiated Pay for 2011-2012 will be paid at the same amounts and for the same reasons as designated in the *2010-2011 Compensation Plan*.
- All other provisions of the 2010-2011 Compensation Plan will remain in effect until revisions negotiated through collective bargaining are approved by the Board.

Recommendation:

I recommend that the Board adopt the Compensation Plan provisions as listed above.

**ADMINISTRATIVE STAFF SALARY SCHEDULE
2010 - 2011**

	Prin-High 12 Month 250 Days	Prin - Middle 12 Month 250 Days	Dir/Elem Prin 12 Month 250 Days	Associate Dir Asst Prin 12 Mo 250 Days	Non-Degreed Assoc Dir 12 Mo 250 Days	Asst Prin. 11 Months 225 Days	Elem Asst Prin 10.5 Months 207 Days
Step							
0	61,247	58,391	56,383	53,495	49,631	47,864	42,328
1	61,829	58,948	56,920	54,005	50,102	48,321	42,733
2	62,369	59,402	57,358	54,421	50,485	48,693	43,062
3	62,780	59,855	57,796	54,836	50,870	49,066	43,391
4	63,255	60,306	58,232	55,249	51,255	49,433	43,716
5	63,923	60,943	58,808	55,831	51,795	49,956	44,177
6	64,923	61,896	59,765	56,704	52,604	50,738	44,870
7	65,833	62,765	60,606	57,503	53,347	51,449	45,500
8	66,821	63,706	61,517	58,366	54,145	52,223	46,182
9	67,819	64,659	62,437	59,238	54,957	53,002	46,872
10	68,961	65,745	63,485	60,233	55,880	53,895	47,662
11	70,152	66,822	64,583	61,274	56,845	54,826	48,485
12	71,822	68,473	66,117	62,733	58,200	56,131	49,639
13	74,677	71,198	68,747	65,227	60,514	58,361	51,611
14	75,625	72,102	69,620	66,403	61,281	59,104	52,267
15-19	82,452	78,609	75,906	72,019	66,812	64,438	56,986
20-25	84,641	80,696	77,922	73,931	68,586	66,149	58,499
26-29	88,450	87,555	85,973	81,570	75,673	72,984	64,544
30	91,763	90,834	89,193	84,625	78,507	75,718	66,961
Table	ADMIN	ADMIN	ADMIN	ADMIN	ADMIN	ADMIN	ADMIN
Grade	1	2	3	5	6	7	9

**INSTRUCTIONAL STAFF
2010-2011**

Step	Teacher/Dean 10 Month 196 Days	Teacher 10.5 Month 207 Days	Teacher/Dean 11 Month 225 Days	Teacher 12 Months 250 Days
0	35,108	37,077	40,302	44,781
1	35,443	37,431	40,687	45,207
2	35,713	37,719	40,999	45,554
3	35,988	38,007	41,311	45,902
4	36,261	38,296	41,627	46,251
5	36,642	38,698	42,063	46,737
6	37,213	39,303	42,720	47,467
7	37,738	39,856	43,324	48,136
8	38,304	40,455	43,972	48,857
9	38,877	41,058	44,629	49,588
10	39,532	41,749	45,380	50,421
11	40,211	42,469	46,162	51,291
12	41,167	43,476	47,258	52,508
13	42,804	45,206	49,137	54,598
14	43,348	45,780	49,761	55,290
15-19	47,261	49,913	54,253	60,282
20-25	48,516	51,239	55,694	61,882
26-29	53,529	56,533	61,449	68,276
30	55,534	58,651	63,750	70,834
Table Grade	TEACH E	TEACH D	TEACH S	TEACH B

STAFF ON ASSIGNMENT
(Information Technology, ESE Specialist, Asst Directors)
2010 -2012

Step	IT Network Specialist Psychologist		IT System Support Spec. Psychologist		IT Sys Analyst Asst. Director		IT Data Technician		IT Instr Tech. CRT		IT Sys Security Data Base Rpt	
	11 Mo	225 Days	12 Mo	250 Days	12 Mo	250 Days	11 Mo	225 Days	11 Mo	225 Days	12 Mo	250 Days
0	40,485		44,986		49,272		26,431		27,891		30,989	
1	40,871		45,412		49,739		26,682		28,158		31,287	
2	41,187		45,763		50,122		27,071		28,567		31,740	
3	41,500		46,112		50,505		27,252		28,759		31,955	
4	41,812		46,460		50,887		27,661		29,191		32,435	
5	42,254		46,950		51,423		28,077		29,627		32,920	
6	42,914		47,683		52,226		28,498		30,074		33,414	
7	43,517		48,353		52,964		28,927		30,524		33,917	
8	44,170		49,079		53,756		29,359		30,983		34,426	
9	44,831		49,813		54,561		29,801		31,450		34,944	
10	45,583		50,649		55,478		30,248		31,920		35,467	
11	46,373		51,525		56,435		30,700		32,397		35,996	
12	47,478		52,755		57,782		31,159		32,882		36,536	
13	49,364		54,851		60,078		31,627		33,378		37,086	
14	49,991		55,549		60,842		32,103		33,879		37,642	
15-19	54,501		60,559		66,331		34,230		36,123		40,137	
20-25	55,949		62,167		68,092		35,139		37,082		41,203	
26-29	61,730		68,591		75,128		38,770		40,914		45,460	
30	64,042		71,160		77,942		40,222		42,446		47,163	
Table Grade	SOA 1		SOA 2		SOA 4		SOA 7		SOA 8		SOA 9	

**SCHOOL PARAPROFESSIONAL / SCHOOL RECEPTIONIST
2010 -2011**

Step	Paraprofessional Receptionist 9 Mo 186 Days	Teacher Assistant 9 Mo 186 Days	Paraprofessional Receptionist 10 Mo 196 Days	Paraprofessional Receptionist 10.5 Mo 207 Days	Paraprofessional Receptionist 11 Mo 225 Days
0	14,757	15,724	16,569	16,421	17,849
1	14,900	15,872	16,726	16,577	18,018
2	15,013	15,994	16,854	16,703	18,158
3	15,127	16,117	16,982	16,831	18,296
4	15,242	16,238	17,111	16,957	18,433
5	15,402	16,409	17,291	17,136	18,631
6	15,643	16,669	17,563	17,404	18,920
7	15,861	16,901	17,808	17,650	19,185
8	16,103	17,155	18,077	17,914	19,473
9	16,342	17,410	18,345	18,180	19,764
10	16,615	17,702	18,653	18,488	20,096
11	16,902	18,011	18,977	18,809	20,445
12	17,138	18,229	19,208	19,035	20,691
13	18,033	19,181	20,210	20,029	21,771
14	18,263	19,422	20,465	20,284	22,047
15-19	19,479	20,716	21,830	21,635	23,517
20-25	19,997	21,267	22,410	22,210	24,142
26-29	22,063	23,464	24,725	24,504	26,636
30	22,889	24,343	25,651	25,422	27,634
Table Grade	AIDREC 1	AIDREC 6	AIDREC 7	AIDREC 3	AIDREC 4

**SCHOOL CLERICAL STAFF
2010 -2011**

Step	School Clerk/Recpt 10 Mo 196 Days	School Sec/Bkkpr 10.5 Mo 207 Days	School Sec./Bkkpr 11 Mo 225 Days	School Sec./Bkkpr 12 Mo 250 Days
0	16,569	17,500	19,019	21,134
1	16,726	17,667	19,200	21,334
2	16,854	17,803	19,348	21,499
3	16,982	17,937	19,496	21,664
4	17,111	18,073	19,644	21,825
5	17,291	18,264	19,850	22,058
6	17,563	18,548	20,159	22,401
7	17,808	18,811	20,445	22,716
8	18,077	19,091	20,750	23,058
9	18,345	19,378	21,061	23,402
10	18,653	19,703	21,417	23,795
11	18,977	20,045	21,785	24,206
12	19,208	20,286	22,049	24,501
13	20,210	21,344	23,199	25,778
14	20,465	21,614	23,495	26,105
15-19	21,830	23,055	25,060	27,846
20-25	22,410	23,668	25,726	28,585
26-29	24,725	26,113	28,384	31,539
30	25,651	27,091	29,447	32,720
Table Grade	CLERIC	CLERIC 1	CLERIC 2	CLERIC 3

**DISTRICT CERLICAL STAFF
2010-2011**

Step	District/Supt Executive Asst. 9 Mo 186 Days	District Sec/Recpt 11 Mo 225 Days	District Sec/Bkkpt 11 Mo 225 Days	District Sec/Recpt 12 Mo 250 Days
0	20,954	22,310	23,331	24,789
1	21,152	22,522	23,553	25,024
2	21,315	22,695	23,734	25,216
3	21,478	22,871	23,915	25,413
4	21,642	23,042	24,096	25,602
5	21,869	23,286	24,349	25,874
6	22,211	23,649	24,728	26,277
7	22,522	23,981	25,077	26,647
8	22,860	24,342	25,453	27,045
9	23,201	24,705	25,836	27,451
10	23,592	25,120	26,268	27,913
11	24,001	25,554	26,722	28,392
12	24,292	25,866	27,045	28,738
13	25,558	27,214	28,458	30,237
14	25,884	27,560	28,820	30,624
15-19	27,608	29,396	30,741	32,662
20-25	28,341	30,177	31,557	33,529
26-29	31,269	33,295	34,818	36,994
30	32,441	34,542	36,122	38,379
Table Grade	CLERIC 10	CLERIC 11	CLERIC 13	CLERIC 12

**DISTRICT CLERICAL STAFF CONTINUED
2010-2011**

Step	District Secretary	Board Sec./Dir. Sec	HR Specialist	Finance
	Bookkeeper 12 Mo 250 Days	HR/Fin/Acc Clerk 12 Mo 250 Days	Operations Spec. 12 Mo Days	Officer 12 Mo 250 Days
0	25,921	27,185	32,950	36,570
1	26,167	27,442	33,261	36,917
2	26,369	27,653	33,518	37,204
3	26,567	27,861	33,775	39,117
4	26,768	28,075	34,029	39,738
5	27,053	28,373	34,387	40,158
6	27,473	28,813	34,925	40,783
7	27,859	29,220	35,417	41,358
8	28,279	29,657	35,948	41,981
9	28,703	30,101	36,485	42,608
10	29,182	30,605	37,097	43,325
11	29,687	31,134	37,738	44,070
12	30,049	31,513	38,197	44,607
13	31,618	33,157	40,190	46,935
14	32,018	33,578	40,699	47,529
15-19	34,152	35,817	43,414	50,697
20-25	35,059	36,768	44,566	52,043
26-29	38,681	40,567	49,171	57,421
30	40,130	42,087	51,013	59,571
Table Grade	CLERIC 14	CLERIC 21	CLERIC 22	CLERIC 23

**FOOD SERVICE STAFF
2010-2011**

Step	Food Service Assistant - 4 Hrs. 10 Mo. 192 Days	Food Service Assistant - 6.5 Hrs. 10 Mo. 192 Days	Food Service Manager 10 Mo. 196 Days
0	7,198	11,708	18,449
1	7,268	11,820	18,627
2	7,321	11,911	18,769
3	7,378	12,000	18,909
4	7,433	12,091	19,056
5	7,511	12,220	19,257
6	7,629	12,410	19,557
7	7,738	12,585	19,832
8	7,852	12,774	20,130
9	7,969	12,966	20,430
10	8,105	13,182	20,773
11	8,243	13,409	21,133
12	8,343	13,574	21,389
13	8,779	14,282	22,507
14	8,890	14,463	22,790
15-19	9,482	15,427	24,309
20-25	9,734	15,836	24,955
26-29	10,740	17,472	27,533
30	11,142	18,127	28,565
Table Grade	FOOD 1	FOOD 3	FOOD 4

**TRANSPORTATION STAFF
2010-2011**

	Bus Driver / 4.00 Hr. 9 Mo. 186 Days	Bus Dispatcher/ Paraprofessional / 7.50 Hr. 9 Mo. 186 Days	Bus Attendant/ Paraprofessional / 4.00 Hr. 9 Mo. 186 Days.
Step			
0	11,499	17,777	9,483
1	11,610	17,948	9,573
2	11,701	18,086	9,644
3	11,788	18,222	9,717
4	11,878	18,360	9,787
5	12,002	18,555	9,899
6	12,191	18,845	10,050
7	12,361	19,108	10,193
8	12,547	19,478	10,386
9	12,734	19,684	10,497
10	12,949	20,017	10,679
11	13,173	20,361	10,860
12	13,630	20,610	10,994
13	14,342	21,683	11,562
14	14,523	21,959	11,714
15-19	15,490	23,422	12,494
20-25	15,902	24,044	12,825
26-29	17,545	26,528	14,150
30	18,202	27,522	14,680
Table	BUS	BUS	BUS
Grade	1	3	4

**MAINTENANCE STAFF
(Custodial, Maintenance Asst., Printshop)
2010 - 2011**

Step	Custodian Maint. Asst.		Graphic Asst Head Cust.		Head Custodian		Graphic Specialist			
	11 Mo	225 Days	12 Mo	250 Days	11 Mo	225 Days	12 Mo	250 Days	11 Mo	225 Days
0	20,593	22,877	23,331	25,921	29,697					
1	20,789	23,095	23,553	26,167	29,975					
2	20,947	23,272	23,734	26,369	30,209					
3	21,105	23,450	23,915	26,567	30,437					
4	21,266	23,627	24,096	26,768	30,667					
5	21,491	23,876	24,349	27,053	30,992					
6	21,828	24,249	24,728	27,473	31,474					
7	22,133	24,590	25,077	27,859	31,917					
8	22,467	24,960	25,453	28,279	32,396					
9	22,802	25,333	25,836	28,703	32,881					
10	23,184	25,759	26,268	29,182	33,433					
11	23,586	26,202	26,722	29,687	34,010					
12	23,874	26,521	27,045	30,049	34,423					
13	25,119	27,903	28,458	31,618	36,219					
14	25,435	28,259	28,820	32,018	36,679					
15-19	27,172	30,143	30,741	34,152	39,124					
20-25	27,894	30,943	31,557	35,059	40,163					
26-29	30,776	34,141	34,818	38,681	44,313					
30	31,929	35,419	36,122	40,130	45,973					
Table	MAINT	MAINT	MAINT	MAINT	MAINT					
Grade	1	2	3	4	5					

**MAINTENANCE STAFF CONTINUED
(Mechanics, Specialist)
2010-2011**

Step	Maint/Mech Specialist		Maint/Mech Specialist		Chief Maint Chief Mech	
	11 Mo	225 Days	12 Mo	250 Days	12 Mo	250 Days
0		29,243		32,492		34,018
1		29,522		32,802		34,341
2		29,749		33,054		34,604
3		29,974		33,304		34,868
4		30,203		33,559		35,131
5		30,520		33,912		35,502
6		30,998		34,442		36,056
7		31,432		34,925		36,564
8		31,906		35,451		37,114
9		32,381		35,980		37,669
10		32,926		36,585		38,302
11		33,495		37,216		38,963
12		33,901		37,669		39,435
13		35,669		39,632		41,493
14		36,125		40,139		42,019
15-19		38,530		42,812		44,820
20-25		39,553		43,949		46,011
26-29		43,640		48,490		50,765
30		45,275		50,307		52,666
Table Grade		MAINT 10		MAINT 11		MAINT 12