

WINSLOW UNIFIED SCHOOL DISTRICT

CERTIFIED/ACADEMIC COACH/COUNSELOR SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$37,260	14	\$42,930
2	\$37,530	15	\$43,470
3	\$37,800	16	\$44,280
4	\$38,070	17	\$45,360
5	\$38,340	18	\$46,440
6	\$38,610	19	\$47,520
7	\$38,880	20	\$48,600
8	\$39,150	21	\$49,680
9	\$39,420	22	\$50,760
10	\$40,770	23	\$51,840
11	\$41,310	24	\$52,920
12	\$41,850	25	\$54,000
13	\$42,390		

Chart 1 - Experience Value	
1-7 Yrs. Verified Experience	1pt per year
>8 Yrs. Experience	1 pt per 2 years
Years Experience	Points

Chart 2 - Education Value			
BA	0	MA	8
BA+12	2	MA+12	10
BA+24	4	MA+24	12
BA+36	6	MA+48 >	15
Education		Points	

*Compensation for additional academic growth will be given in 12 hour increments. Example:
B+12, B+24, B+36... \$540.00 increase for each increment.

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Academic Coaches and Counselors do not earn vacation and work 202 days. The extra 20 days will be figured from the daily rate on the placement schedule. Salary/182 days x 20 days.

Adopted August 16, 2018

WINSLOW UNIFIED SCHOOL DISTRICT

TEACHERS IN HIGH DEMAND CONTENT AREAS

High demand teachers are those where shortages of applicants typically occur and have special certification requirements.

Teachers in high demand content areas will receive additional compensation as follows:

\$2,000.00 for highly qualified high school teachers teaching:

- * Mathematics courses
- * English courses
- * Science courses

\$1,500.00 for highly qualified junior high school teachers possessing a secondary certification and teaching in any of the following content areas:

- * Mathematics courses
- * English/reading courses
- * Science courses
- * Reading or Math Specialists at the elementary or junior high school

\$1,000.00 for highly qualified junior high school teachers possessing an elementary certification and teaching in any of the following content areas:

- * Mathematics courses
- * English/reading courses
- * Science courses

\$1,000.00 for highly qualified special education teachers serving in that capacity anywhere in the district.

The additional compensation will be prorated for teachers who are assigned to teach only part time in the high demand area. This additional compensation is to be added to the compensation for retire-return-to-work teachers.

Adopted March 16, 2017

WINSLOW UNIFIED SCHOOL DISTRICT

EXTRA DUTY

Certificated Extra Duty Salary Schedule
Approved February 7, 2019
Winslow United School District No. 1

COLUMN ASSIGNMENTS

High School:

- A. Head Coaches--Boys & Girls Basketball Football, Wrestling, Support Squad, Band, District 504 Coordinator
- B. Head Coaches--Baseball, Girls/Boys Track, Cross Country, Softball, Volleyball, Golf
- C. Varsity Assistants, Support Squad Asst., Vocal
- D. Drama, Annual(NAVIT), JV & Freshman Coaches, Girls/Boys Swimming Honor Society, Student Council, Robotics, CTSO Sponsorship (Career & Tech Student Org.)
- E. Assistant JV Coaches
- F. Orchestra

Jr. High School:

- E. Coaches,
- F. Annual, Assistant Coaches, Band, Honor Society, Student Council

Other:

Lunch Duty	\$12.00 per hour Certified/Classified
Elementary Band/Orchestra	\$425
Elementary Gifted Stipend	\$800
JHS Orchestra	\$800
JHS Vocal	\$800
Stage Manager (PAC)	\$1,100

All Extra Duty Not Noted Above: Per District Standard--\$11.00/hr Classified, \$20.00/hr Certified in non-instructional duty, \$25.00 per hour during instruction, over and above regular rate of pay on any schedule - no exceptions until further notice.

Department Head Payments were removed in 2009-2010 Salary Schedule

WUSD #1 Coaching Placement

1. JH coaches transferring to the HS will not get credit for experience on the extra duty salary schedule
2. HS coaches transferring to a lower column will get credit for experience on the extra duty salary schedule
3. Prior experience of coaches new to the district will be evaluated.
4. An assistant coach moving to the head coach position in the same sport will receive one-half credit for prior experience in that sport but not above Step 3.

All employees are expected to participate in extra curricular work anywhere in the district as requested by the school administration.

Extra Duty Salary Schedule Based Upon Above Percentages * Teacher's Base
The Extra Duty Salary Schedule is multiplied by a .80 Factor

*Base 37,260

Step	A	B	C	D	E	F
1	3,160	3,011	1,967	1,878	1,401	1,103
2	3,368	3,249	2,116	2,027	1,520	1,192
3	3,607	3,458	2,265	2,146	1,610	1,252
4	3,815	3,666	2,414	2,295	1,729	1,341
5	4,024	3,875	2,563	2,444	1,848	1,431
6	4,233	4,084	2,713	2,593	1,967	1,520

WINSLOW UNIFIED SCHOOL DISTRICT

CLASSROOM AIDE SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$12.00	14	\$13.95
2	\$12.15	15	\$14.10
3	\$12.30	16	\$14.25
4	\$12.45	17	\$14.40
5	\$12.60	18	\$14.55
6	\$12.75	19	\$14.70
7	\$12.90	20	\$14.85
8	\$13.05	21	\$15.00
9	\$13.20	22	\$15.15
10	\$13.35	23	\$15.30
11	\$13.50	24	\$15.45
12	\$13.65	25	\$15.60
13	\$13.80		

Chart 1 - Position/Experience	
Classroom Aide	0
HN Aide, Clerical Aide	10
Warehouse, Parent Liaison	10
Food Service Admin Assistant	13
Experience - 1 pt/ year up to 3 years.	
Position/Experience	Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			Points

1. For Payroll purposes, personnel on this placement schedule are paid equally over 22 pay periods.
2. Food Service Admin Assistant works 8 hours per day, 200 days. (10 days prior to the start of school and 10 days after school ends.
3. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

0-10 years of service = 0%
 11th year – 15th year = .75%
 16th year - 20th year = 1.5%
 21 years and above = 3%

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

CUSTODIAL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$13.25	14	\$17.15
2	\$13.55	15	\$17.45
3	\$13.85	16	\$17.75
4	\$14.15	17	\$18.05
5	\$14.45	18	\$18.35
6	\$14.75	19	\$18.65
7	\$15.05	20	\$18.95
8	\$15.35	21	\$19.25
9	\$15.65	22	\$19.55
10	\$15.95	23	\$19.85
11	\$16.25	24	\$20.15
12	\$16.55	25	\$20.45
13	\$16.85		

Chart 1 - Experience Value	
Experience:	1 pt/year up to 3 years
	1-3
Years Experience	Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			Points

1. Combo workers - When working multiple positons, the higher rate will be applied.

Example: Custodia/maintenance or custodial/transportation

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

DIRECTOR SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$41,000	14	\$56,000
2	\$42,000	15	\$58,000
3	\$43,000	16	\$60,000
4	\$44,000	17	\$62,000
5	\$45,000	18	\$64,000
6	\$46,000	19	\$66,000
7	\$47,000	20	\$68,000
8	\$48,000	21	\$70,000
9	\$49,000	22	\$72,000
10	\$50,000	23	\$74,000
11	\$51,500	24	\$76,000
12	\$53,000	25	\$78,000
13	\$54,500		

Chart 1 - Position Value	
CTE/Activities Director	0
Speech Therapist/Intern Psychologist	3
Maintenance/Grounds/Transportation/ Print Shop	5
Student Data Tech	10
Speech Pathologist MA with CCC	13
Sped/FP/Tech/BM	17
Position Value _____	Points

Chart 2 - Experience Value	
1 Pt/Yr up to 3	
	1-3
Expxerience _____	Points

1. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

2. Activities Director/CTE Director will work 202 Days.

3. Speech Pathologist, Speech Therapist/Intern Psychologist work 182 Days.

4. All other positons are 12 months and include Annual Leave.

Adopted June 22, 2017

WINSLOW UNIFIED SCHOOL DISTRICT

FINANCIAL ASSISTANT SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$18.35	14	\$22.25
2	\$18.65	15	\$22.55
3	\$18.95	16	\$22.85
4	\$19.25	17	\$23.15
5	\$19.55	18	\$23.45
6	\$19.85	19	\$23.75
7	\$20.15	20	\$24.05
8	\$20.45	21	\$24.35
9	\$20.75	22	\$24.65
10	\$21.05	23	\$24.95
11	\$21.35	24	\$25.25
12	\$21.65	25	\$25.55
13	\$21.95		

Chart 1 - Position/Experience Value	
Accounts Payable, Human Resources	0
Payroll, Admin.Asst-Supt	6
Experience - 1 pt/year up to 3 years.	1-3
Years Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education	_____	Points	

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Presented February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

HEALTH TECHNICIAN SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$14.85	14	18.75
2	\$15.15	15	19.05
3	\$15.45	16	19.35
4	\$15.75	17	19.65
5	\$16.05	18	19.95
6	\$16.35	19	20.25
7	\$16.65	20	20.55
8	\$16.95	21	20.85
9	\$17.25	22	21.15
10	\$17.55	23	21.45
11	\$17.85	24	21.75
12	\$18.15	25	22.05
13	\$18.45		

Chart 1 - Position/Experience Value	
Health Technician	0
RN	14
Experience - 1 pt/ year up to 3 years.	1-3
Years Experience	Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			Points

1. Personnel work 7 hours per day, 185 days a year.
2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

0-10 years of service = 0%
 11th year – 15th year = .75%
 16th year - 20th year = 1.5%
 21 years and above = 3%

Academic Coaches and Counselors do not earn vacation and work 202 days. The extra 20 days will be figured from the daily rate on the placement schedule. Salary/182 days x 20 days.

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

MAINTENANCE/GROUNDS SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$14.75	14	\$18.65
2	\$15.05	15	\$18.95
3	\$15.35	16	\$19.25
4	\$15.65	17	\$19.55
5	\$15.95	18	\$19.85
6	\$16.25	19	\$20.15
7	\$16.55	20	\$20.45
8	\$16.85	21	\$20.75
9	\$17.15	22	\$21.05
10	\$17.45	23	\$21.35
11	\$17.75	24	\$21.65
12	\$18.05	25	\$21.95
13	\$18.35		

Chart 1 - Position/Experience Value	
Maintenance	0
Specialty	3
HVAC	8
Experience - 1 pt/ year up to 10 years.	1-10
Position/Experience	_____ Points

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education			_____ Points

1. Extra Duty on-call Maintenance/Custodial \$100.00 per month that the employee is on call. If the employee Physically works more than 4 hours while on call then the employee will turn in a yellow timesheet for extra duty pay at \$25.00 an hour for any additional time worked over the first 4 hours of on call.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

MEDIA TECHNICIAN SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$12.00	14	\$15.90
2	\$12.30	15	\$16.20
3	\$12.60	16	\$16.50
4	\$12.90	17	\$16.80
5	\$13.20	18	\$17.10
6	\$13.50	19	\$17.40
7	\$13.80	20	\$17.70
8	\$14.10	21	\$18.00
9	\$14.40	22	\$18.30
10	\$14.70	23	\$18.60
11	\$15.00	24	\$18.90
12	\$15.30	25	\$19.20
13	\$15.60		

Chart 1 - Position/Experience	
Library Tech, Technology T€	0
Experience - 1 pt year up to 3 Yrs.	1-3
Position/Experience _____ Points	

Chart 2 - Education Value			
15 hours	1	AA+15	5
30 hours	2	AA+30	6
45 hours	3	AA+45	7
AA	4	BA	8
Education _____ Points			

1. For Payroll purposes, personnel on this placement schedule are paid equally over 22 pay periods.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

PRINCIPAL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Salary	Cell	Salary
0 or 1	\$61,000	9	\$73,000
2	\$62,000	10	\$75,000
3	\$63,000	11	\$77,000
4	\$64,000	12	\$79,000
5	\$65,000	13	\$81,000
6	\$67,000	14	\$83,000
7	\$69,000	15	\$85,000
8	\$71,000		

Chart 1 - Position Value	
Advisor	0
Elem.	8
HS Asst.	8
JH Prin.	9
HS Prin.	12
Position	Points

Chart 2 - Experience Value	
1-3 Yrs. Verified Experience	1-3
Education	Points

All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Adopted March 16, 2017

WINSLOW UNIFIED SCHOOL DISTRICT

SCHOOL FRONT OFFICE PERSONNEL SALARY PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	Rate/Hr.	Cell	Rate/Hr.
0 or 1	\$15.00	14	\$18.90
2	\$15.30	15	\$19.20
3	\$15.60	16	\$19.50
4	\$15.90	17	\$19.80
5	\$16.20	18	\$20.10
6	\$16.50	19	\$20.40
7	\$16.80	20	\$20.70
8	\$17.10	21	\$21.00
9	\$17.40	22	\$21.30
10	\$17.70	23	\$21.60
11	\$18.00	24	\$21.90
12	\$18.30	25	\$22.20
13	\$18.60		

Chart 1 - Position/Experience	
Bookkeeper, Attendance Officer	0
Secretary, Warehouse Coordinator	2
Experience - 1 pt/ year up to 3 years.	
Position/Experience	_____ Points

Chart 2 - Education Value	
0- 48 hours	0
49-60 hours	1
AA/AS Degree	2
Education	_____ Points

1. High School, Junior High School Secretaries, and Warehouse Coordinator work 261 days and earn Annual Leave.

2. All others work 234 days and do not earn Annual.

3. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved February 7, 2019

WINSLOW UNIFIED SCHOOL DISTRICT

SUBSTITUTE SALARY SCHEDULE

Plan 1 – Short Term Substitute Pay – Day to Day Basis, not to exceed 10 consecutive days.

\$77.00 for Emergency Certified (120 Days/School Year, Max)

\$87.00 for Fully Certified

Plan 2 – Extended Term Substitute Pay – 11 – 89 consecutive days in the same classroom

\$\$87.00 for Emergency Certified – Retroactive to Day One

\$97 for Fully Certified – Retroactive to Day One

Plan 3 – Long Term Substitute Pay – 90-178 days in the same classroom

\$97.00 for Emergency Certified – Retroactive to Day One

\$107.00 for Fully Certified – Retroactive to Day One

Adopted March 16, 2017

WINSLOW UNIFIED SCHOOL DISTRICT

SUPERINTENDENT PLACEMENT SCHEDULE

Superintendent Annual Salary Range

1. The contract for the superintendent is structured in a manner in which up to twenty percent of the total annual salary included for the superintendent in the contract is classified as performance pay.
2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

0-10 years of service = 0%

11th year – 15th year = .75%

16th year - 20th year = 1.5%

21 years and above = 3%

Adopted March 16, 2017

WINSLOW UNIFIED SCHOOL DISTRICT

TRANSPORTATION PLACEMENT SCHEDULE

To be used for initial certified salary placement only

Cell	L8-19 Rate/Hr	Cell	Rate/Hr.
0 or 1	\$12.25	14	\$17.15
2	\$12.55	15	\$17.45
3	\$12.85	16	\$17.75
4	\$13.15	17	\$18.05
5	\$13.45	18	\$18.35
6	\$13.75	19	\$18.65
7	\$14.05	20	\$18.95
8	\$14.35	21	\$19.25
9	\$14.65	22	\$19.55
10	\$14.95	23	\$19.85
11	\$15.25	24	\$20.15
12	\$15.55	25	\$20.45
13	\$15.85		

Chart 1 -Position Value	
Attendant	0
Mechanic II	3
Bus Drivers-Part time/full time	10
Main Mech	15
Position Value	Points

Chart 2 - Experience Value	
No Experience	0
1-8 Yrs Experience	1 pt per year
>8 Yrs Experience	.5 per year
Experience	Points

1. Training for Bus Drivers = \$12.00 until CDL and Driver Certification is obtained.

2. All active employees who do not currently receive ASRS benefits will receive longevity compensation based on years of service in the WUSD #1 as scheduled:

- 0-10 years of service = 0%
- 11th year – 15th year = .75%
- 16th year - 20th year = 1.5%
- 21 years and above = 3%

Approved February 7, 2019