

OCEAN SPRINGS SCHOOL DISTRICT

SCALE FOR 2018-2019

**TECHNICAL SCALE
Non-Exempt Positions**

Scale includes the following positions:

Temporary / Summer Workers	Level 1	TBD
Part-time Technology Assistant	Level 1	TBD
Child Nutrition Assistant	Level 2	181 days
Spec. Ed. Bus Aide	Level 3	181 days
General Maintenance	Level 4	245-250 days
Bus Drivers - Standard Routes	Level 5	181 days
Assttnt Mechanic	Level 6	245-250 days
Route Specialist	Level 7	245-250 Days
Bus Drivers - Floating Routes	Level 8	181 days
Carpenter	Level 9	245-250 days
Plumber	Level 9	245-250 days
Head Mechanic	Level 10	245-250 days
Part-time School Nurse	Level 11	180 days
Technology Assistant	Level 11	231 days
HVAC	Level 11	245-250 days
Electrician	Level 11	245-250 days
Lead Maintenance	Level 13	245-250 days
School Resource Officer	Level 13	215 days
School Nurse	Level 15	182 days

**** STEPS DO NOT EQUAL YEARS OF EXPERIENCE OR SERVICE**

**** FOR EVERY 5 CONSECUTIVE YEARS OF SERVICE, AN ADDITIONAL STEP WILL BE GIVEN; IF APPROVED BY THE BOARD.**

**** A BREAK IN SERVICE RESULTS IN THE LOSS OF THE LOYALTY STEP; BREAK IN SERVICE IS DETERMINED BY THE MDE "YEAR OF SERVICE" RULING.**

*****AN ADDITIONAL LEVEL WILL BE GRANTED FOR EMPLOYEE ASSIGNED BOARD SECRETARY DUTIES**

****TWO ADDITIONAL STEPS WILL BE GRANTED FOR NURSE COORDINATOR**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	7.75	10.70	11.45	11.80	13.00	12.65	12.00	14.20	13.90	15.30	15.75	15.15	16.90	16.30	25.75
1	8.00	10.95	11.70	12.05	13.25	12.90	12.25	14.45	14.15	15.55	16.00	15.40	17.15	16.55	26.00
2	8.25	11.20	11.95	12.30	13.50	13.15	12.50	14.70	14.40	15.80	16.25	15.65	17.40	16.80	26.25
3	8.50	11.45	12.20	12.55	13.75	13.40	12.75	14.95	14.65	16.05	16.50	15.90	17.65	17.05	26.50
4	8.75	11.70	12.45	12.80	14.00	13.65	13.00	15.20	14.90	16.30	16.75	16.15	17.90	17.30	26.75
5	9.00	11.95	12.70	13.05	14.25	13.90	13.25	15.45	15.15	16.55	17.00	16.40	18.15	17.55	27.00
6	9.25	12.20	12.95	13.30	14.50	14.15	13.50	15.70	15.40	16.80	17.25	16.65	18.40	17.80	27.25
7	9.50	12.45	13.20	13.55	14.75	14.40	13.75	15.95	15.65	17.05	17.50	16.90	18.65	18.05	27.50
8	9.75	12.70	13.45	13.80	15.00	14.65	14.00	16.20	15.90	17.30	17.75	17.15	18.90	18.30	27.75
9	10.00	12.95	13.70	14.05	15.25	14.90	14.25	16.45	16.15	17.55	18.00	17.40	19.15	18.55	28.00
10	10.25	13.20	13.95	14.30	15.50	15.15	14.50	16.70	16.40	17.80	18.25	17.65	19.40	18.80	28.25
11	10.50	13.45	14.20	14.55	15.75	15.40	14.75	16.95	16.65	18.05	18.50	17.90	19.65	19.05	28.50
12	10.75	13.70	14.45	14.80	16.00	15.65	15.00	17.20	16.90	18.30	18.75	18.15	19.90	19.30	28.75
13	11.00	13.95	14.70	15.05	16.25	15.90	15.25	17.45	17.15	18.55	19.00	18.40	20.15	19.55	29.00
14	11.25	14.20	14.95	15.30	16.50	16.15	15.50	17.70	17.40	18.80	19.25	18.65	20.40	19.80	29.25
15	11.50	14.45	15.20	15.55	16.75	16.40	15.75	17.95	17.65	19.05	19.50	18.90	20.65	20.05	29.50
16	11.75	14.70	15.45	15.80	17.00	16.65	16.00	18.20	17.90	19.30	19.75	19.15	20.90	20.30	29.75
17	12.00	14.95	15.70	16.05	17.25	16.90	16.25	18.45	18.15	19.55	20.00	19.40	21.15	20.55	30.00
18	12.25	15.20	15.95	16.30	17.50	17.15	16.50	18.70	18.40	19.80	20.25	19.65	21.40	20.80	30.25
19	12.50	15.45	16.20	16.55	17.75	17.40	16.75	18.95	18.65	20.05	20.50	19.90	21.65	21.05	30.50
20	12.75	15.70	16.45	16.80	18.00	17.65	17.00	19.20	18.90	20.30	20.75	20.15	21.90	21.30	30.75
21	13.00	15.95	16.70	17.05	18.25	17.90	17.25	19.45	19.15	20.55	21.00	20.40	22.15	21.55	31.00
22	13.25	16.20	16.95	17.30	18.50	18.15	17.50	19.70	19.40	20.80	21.25	20.65	22.40	21.80	31.25
23	13.50	16.45	17.20	17.55	18.75	18.40	17.75	19.95	19.65	21.05	21.50	20.90	22.65	22.05	31.50
24	13.75	16.70	17.45	17.80	19.00	18.65	18.00	20.20	19.90	21.30	21.75	21.15	22.90	22.30	31.75
25	14.00	16.95	17.70	18.05	19.25	18.90	18.25	20.45	20.15	21.55	22.00	21.40	23.15	22.55	32.00
26	14.25	17.20	17.95	18.30	19.50	19.15	18.50	20.70	20.40	21.80	22.25	21.65	23.40	22.80	32.25
27	14.50	17.45	18.20	18.55	19.75	19.40	18.75	20.95	20.65	22.05	22.50	21.90	23.65	23.05	32.50
28	14.75	17.70	18.45	18.80	20.00	19.65	19.00	21.20	20.90	22.30	22.75	22.15	23.90	23.30	32.75
29	15.00	17.95	18.70	19.05	20.25	19.90	19.25	21.45	21.15	22.55	23.00	22.40	24.15	23.55	33.00
30	15.25	18.20	18.95	19.30	20.50	20.15	19.50	21.70	21.40	22.80	23.25	22.65	24.40	23.80	33.25
31	15.50	18.45	19.20	19.55	20.75	20.40	19.75	21.95	21.65	23.05	23.50	22.90	24.65	24.05	33.50
32	15.75	18.70	19.45	19.80	21.00	20.65	20.00	22.20	21.90	23.30	23.75	23.15	24.90	24.30	33.75
33	16.00	18.95	19.70	20.05	21.25	20.90	20.25	22.45	22.15	23.55	24.00	23.40	25.15	24.55	34.00
34	16.25	19.20	19.95	20.30	21.50	21.15	20.50	22.70	22.40	23.80	24.25	23.65	25.40	24.80	34.25
35 and above	16.50	19.45	20.20	20.55	21.75	21.40	20.75	22.95	22.65	24.05	24.50	23.90	25.65	25.05	34.50

**OCEAN SPRINGS SCHOOL DISTRICT
SCALE FOR 2018-2019**

**Instructional Assistant Scale
Non-Exempt Positions**

Step	Level 1	Level 2	Level 3	Level 4
0	10.75	11.25	13.45	11.00
1	11.00	11.50	13.70	11.25
2	11.25	11.75	13.95	11.50
3	11.50	12.00	14.20	11.75
4	11.75	12.25	14.45	12.00
5	12.00	12.50	14.70	12.25
6	12.25	12.75	14.95	12.50
7	12.50	13.00	15.20	12.75
8	12.75	13.25	15.45	13.00
9	13.00	13.50	15.70	13.25
10	13.25	13.75	15.95	13.50
11	13.50	14.00	16.20	13.75
12	13.75	14.25	16.45	14.00
13	14.00	14.50	16.70	14.25
14	14.25	14.75	16.95	14.50
15	14.50	15.00	17.20	14.75
16	14.75	15.25	17.45	15.00
17	15.00	15.50	17.70	15.25
18	15.25	15.75	17.95	15.50
19	15.50	16.00	18.20	15.75
20	15.75	16.25	18.45	16.00
21	16.00	16.50	18.70	16.25
22	16.25	16.75	18.95	16.50
23	16.50	17.00	19.20	16.75
24	16.75	17.25	19.45	17.00
25	17.00	17.50	19.70	17.25
26	17.25	17.75	19.95	17.50
27	17.50	18.00	20.20	17.75
28	17.75	18.25	20.45	18.00
29	18.00	18.50	20.70	18.25
30	18.25	18.75	20.95	18.50
31	18.50	19.00	21.20	18.75
32	18.75	19.25	21.45	19.00
33	19.00	19.50	21.70	19.25
34	19.25	19.75	21.95	19.50
35 and above	19.50	20.00	22.20	19.75

Scale includes the following positions:

Teacher Assistant	Level 1	185 days
Elementary ISI Assistant	Level 1	185 days
Remediation Assistant	Level 1	185 days
Secondary ISI Assistant	Level 2	185 days
Vocational Child Care Assistant	Level 2	185 days
Educational Interpreter	Level 3	185 days
Significantly Cognitively Disabled (SCD) Assistant	Level 4	185 days

** STEPS DO NOT EQUAL YEARS OF EXPERIENCE OR SERVICE

** FOR EVERY 5 CONSECUTIVE YEARS OF SERVICE, AN ADDITIONAL STEP WILL BE GIVEN; IF APPROVED BY THE BOARD.

** A BREAK IN SERVICE RESULTS IN THE LOSS OF THE LOYALTY STEP; BREAK IN SERVICE IS DETERMINED BY THE MDE "YEAR OF SERVICE" RULING

**OCEAN SPRINGS SCHOOL DISTRICT
SCALE FOR 2018-2019
MANAGERS, SUPERVISORS, AND ANALYSTS**

Step	Level 1	Level 2	Level 3
(increment)	400	500	800
0	20,010	29,500	43,150
1	20,410	30,000	43,950
2	20,810	30,500	44,750
3	21,210	31,000	45,550
4	21,610	31,500	46,350
5	22,010	32,000	47,150
6	22,410	32,500	47,950
7	22,810	33,000	48,750
8	23,210	33,500	49,550
9	23,610	34,000	50,350
10	24,010	34,500	51,150
11	24,410	35,000	51,950
12	24,810	35,500	52,750
13	25,210	36,000	53,550
14	25,610	36,500	54,350
15	26,010	37,000	55,150
16	26,410	37,500	55,950
17	26,810	38,000	56,750
18	27,210	38,500	57,550
19	27,610	39,000	58,350
20	28,010	39,500	59,150
21	28,410	40,000	59,950
22	28,810	40,500	60,750
23	29,210	41,000	61,550
24	29,610	41,500	62,350
25	30,010	42,000	63,150
26	30,410	42,500	63,950
27	30,810	43,000	64,750
28	31,210	43,500	65,550
29	31,610	44,000	66,350
30	32,010	44,500	67,150
31	32,410	45,000	67,950
32	32,810	45,500	68,750
33	33,210	46,000	69,550
34	33,610	46,500	70,350
35 and above	34,010	47,000	71,150

Scale includes the following positions:

Child Nutrition Mgr	Level 1	190 days
Transportation Suprv	Level 2	250 days
Ins/Purch/Oper Specialist	Level 2	231 days
Technology Analyst	Level 3	231 days
District Accountant	Level 3	231 days
Chief of Campus Police	Level 3	215 days

** STEPS DO NOT EQUAL YEARS OF EXPERIENCE OR SERVICE

** FOR EVERY 5 CONSECUTIVE YEARS OF SERVICE, AN ADDITIONAL STEP WILL BE GIVEN; IF APPROVED BY THE BOARD.

** A BREAK IN SERVICE RESULTS IN THE LOSS OF THE LOYALTY STEP; BREAK IN SERVICE IS DETERMINED BY THE MDE "YEAR OF SERVICE" RULING

OCEAN SPRINGS SCHOOL DISTRICT

SCALE FOR 2018-2019 CLERICAL SCALE Non-Exempt Positions

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
0	7.75	10.10	11.05	11.50	11.80	12.45	12.85	13.50	14.70
1	8.00	10.35	11.30	11.75	12.05	12.70	13.10	13.75	14.95
2	8.25	10.60	11.55	12.00	12.30	12.95	13.35	14.00	15.20
3	8.50	10.85	11.80	12.25	12.55	13.20	13.60	14.25	15.45
4	8.75	11.10	12.05	12.50	12.80	13.45	13.85	14.50	15.70
5	9.00	11.35	12.30	12.75	13.05	13.70	14.10	14.75	15.95
6	9.25	11.60	12.55	13.00	13.30	13.95	14.35	15.00	16.20
7	9.50	11.85	12.80	13.25	13.55	14.20	14.60	15.25	16.45
8	9.75	12.10	13.05	13.50	13.80	14.45	14.85	15.50	16.70
9	10.00	12.35	13.30	13.75	14.05	14.70	15.10	15.75	16.95
10	10.25	12.60	13.55	14.00	14.30	14.95	15.35	16.00	17.20
11	10.50	12.85	13.80	14.25	14.55	15.20	15.60	16.25	17.45
12	10.75	13.10	14.05	14.50	14.80	15.45	15.85	16.50	17.70
13	11.00	13.35	14.30	14.75	15.05	15.70	16.10	16.75	17.95
14	11.25	13.60	14.55	15.00	15.30	15.95	16.35	17.00	18.20
15	11.50	13.85	14.80	15.25	15.55	16.20	16.60	17.25	18.45
16	11.75	14.10	15.05	15.50	15.80	16.45	16.85	17.50	18.70
17	12.00	14.35	15.30	15.75	16.05	16.70	17.10	17.75	18.95
18	12.25	14.60	15.55	16.00	16.30	16.95	17.35	18.00	19.20
19	12.50	14.85	15.80	16.25	16.55	17.20	17.60	18.25	19.45
20	12.75	15.10	16.05	16.50	16.80	17.45	17.85	18.50	19.70
21	13.00	15.35	16.30	16.75	17.05	17.70	18.10	18.75	19.95
22	13.25	15.60	16.55	17.00	17.30	17.95	18.35	19.00	20.20
23	13.50	15.85	16.80	17.25	17.55	18.20	18.60	19.25	20.45
24	13.75	16.10	17.05	17.50	17.80	18.45	18.85	19.50	20.70
25	14.00	16.35	17.30	17.75	18.05	18.70	19.10	19.75	20.95
26	14.25	16.60	17.55	18.00	18.30	18.95	19.35	20.00	21.20
27	14.50	16.85	17.80	18.25	18.55	19.20	19.60	20.25	21.45
28	14.75	17.10	18.05	18.50	18.80	19.45	19.85	20.50	21.70
29	15.00	17.35	18.30	18.75	19.05	19.70	20.10	20.75	21.95
30	15.25	17.60	18.55	19.00	19.30	19.95	20.35	21.00	22.20
31	15.50	17.85	18.80	19.25	19.55	20.20	20.60	21.25	22.45
32	15.75	18.10	19.05	19.50	19.80	20.45	20.85	21.50	22.70
33	16.00	18.35	19.30	19.75	20.05	20.70	21.10	21.75	22.95
34	16.25	18.60	19.55	20.00	20.30	20.95	21.35	22.00	23.20
35 and above	16.50	18.85	19.80	20.25	20.55	21.20	21.60	22.25	23.45

Scale includes the following positions:

Temporary / Summer Workers	Level 1	TBD
Office Aide	Level 2	200 Days
Computer Lab Assistant	Level 3	185 days
Attendance Clerk	Level 3	185 days
Career Center Assistant	Level 3	185 days
Records Clerk	Level 3	215 days
Guidance Secretary	Level 3	215-220 days
AEC Secretary	Level 3	200 days
Receptionist	Level 3	215 days
School Secretary	Level 4	220 days
CO Secretary/Receptionist	Level 4	231 days
Assist. Supt. Secretary	Level 6	231 days
Dept. Secretary/Bookkeeper	Level 7	231 - 250 days
Executive Assistant	Level 7	231 days
School Bookkeeper	Level 7	220 days
Student Data Specialist	Level 8	215 days
MSIS / Personnel Specialist	Level 9	231 days
Business Office Bookkeeper	Level 9	231 days

** STEPS DO NOT EQUAL YEARS OF EXPERIENCE OR SERVICE

** FOR EVERY 5 CONSECUTIVE YEARS OF SERVICE, AN ADDITIONAL STEP WILL BE GIVEN; IF APPROVED BY THE BOARD.

** A BREAK IN SERVICE RESULTS IN THE LOSS OF THE LOYALTY STEP; BREAK IN SERVICE IS DETERMINED BY THE MDE "YEAR OF SERVICE" RULING.

***AN ADDITIONAL LEVEL WILL BE GRANTED FOR EMPLOYEE ASSIGNED BOARD SECRETARY DUTIES