

**Salary Schedule A**

Proposed for FY 2011 to be effective 7/1/2010

9 - Months 184 days

2010 - 2011 School Year

Base =

\$ 31,090



Step	Index	Non-Degree A	Index	BA A	Index	B+ A	Index	MA A
0	0.865	\$26,893	1.000	\$31,090	1.038	\$32,271	1.095	\$34,044
1	0.900	\$27,981	1.038	\$32,271	1.081	\$33,608	1.143	\$35,536
2	0.935	\$29,069	1.076	\$33,453	1.124	\$34,945	1.191	\$37,028
3	0.970	\$30,157	1.114	\$34,634	1.167	\$36,282	1.239	\$38,521
4	1.005	\$31,245	1.152	\$35,816	1.210	\$37,619	1.287	\$40,013
5	1.040	\$32,334	1.190	\$36,997	1.253	\$38,956	1.335	\$41,505
6	1.040	\$32,334	1.228	\$38,179	1.296	\$40,293	1.383	\$42,997
7	1.040	\$32,334	1.266	\$39,360	1.339	\$41,630	1.431	\$44,490
8	1.040	\$32,334	1.304	\$40,541	1.382	\$42,966	1.479	\$45,982
9	1.040	\$32,334	1.342	\$41,723	1.425	\$44,303	1.527	\$47,474
10	1.040	\$32,334	1.380	\$42,904	1.468	\$45,640	1.575	\$48,967
11	1.040	\$32,334	1.418	\$44,086	1.511	\$46,977	1.623	\$50,459
12	1.040	\$32,334	1.456	\$45,267	1.554	\$48,314	1.671	\$51,951
13	1.040	\$32,334	1.494	\$46,448	1.597	\$49,651	1.719	\$53,444
14	1.040	\$32,334	1.532	\$47,630	1.640	\$50,988	1.767	\$54,936
15	1.040	\$32,334	1.570	\$48,811	1.683	\$52,324	1.815	\$56,428
16	1.040	\$32,334	1.570	\$48,811	1.683	\$52,324	1.815	\$56,428
17	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921
18	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921
19	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921
20	1.040	\$32,334	1.646	\$51,174	1.769	\$54,998	1.911	\$59,413
21	1.040	\$32,334	1.646	\$51,174	1.769	\$54,998	1.911	\$59,413
22	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905
23	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905
24	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905
25	1.040	\$32,334	1.722	\$53,537	1.855	\$57,672	2.007	\$62,398

**\$1,000 added to any Master's step for a doctorate degree.****5% responsibility factor added to any step for administrative assistant assignment.****\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.**

**Salary Schedule B**

Proposed for FY 2011 to be effective 7/1/2010

10 - Months 204 days

2010 - 2011 School Year

Base =

\$34,796



Step	Index	BA B	Index	BA+ B	Index	MA B
0	1.000	\$34,796	1.038	\$36,118	1.095	\$38,102
1	1.038	\$36,118	1.081	\$37,614	1.143	\$39,772
2	1.076	\$37,440	1.124	\$39,111	1.191	\$41,442
3	1.114	\$38,763	1.167	\$40,607	1.239	\$43,112
4	1.152	\$40,085	1.210	\$42,103	1.287	\$44,782
5	1.190	\$41,407	1.253	\$43,599	1.335	\$46,453
6	1.228	\$42,729	1.296	\$45,096	1.383	\$48,123
7	1.266	\$44,052	1.339	\$46,592	1.431	\$49,793
8	1.304	\$45,374	1.382	\$48,088	1.479	\$51,463
9	1.342	\$46,696	1.425	\$49,584	1.527	\$53,133
10	1.380	\$48,018	1.468	\$51,081	1.575	\$54,804
11	1.418	\$49,341	1.511	\$52,577	1.623	\$56,474
12	1.456	\$50,663	1.554	\$54,073	1.671	\$58,144
13	1.494	\$51,985	1.597	\$55,569	1.719	\$59,814
14	1.532	\$53,307	1.640	\$57,065	1.767	\$61,485
15	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155
16	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155
17	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155
18	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155
19	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155
20	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825
21	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825
22	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825
23	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825
24	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825
25	1.646	\$57,274	1.769	\$61,554	1.911	\$66,495

**\$1,000 added to any Master's step for a doctorate degree.****5% responsibility factor added to any step for administrative assistant assignment.****\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.**

**SALARY SCHEDULE C**

Proposed for FY 2011 to be effective 7/1/2010

12 - Months 248 Days

2010 - 2011 School Year

Base =

\$40,724



Step	Index	Non-Degree C	Index	BA C	Index	BA+ C	Index	MA C
0	0.800	\$32,579	1.0000	\$40,724	1.0530	\$42,882	1.12277	\$45,724
1	0.849	\$34,575	1.0492	\$42,728	1.1022	\$44,886	1.17197	\$47,727
2	0.898	\$36,570	1.0984	\$44,731	1.1514	\$46,890	1.22117	\$49,731
3	0.948	\$38,606	1.1476	\$46,735	1.2006	\$48,893	1.27037	\$51,735
4	0.997	\$40,602	1.1968	\$48,738	1.2498	\$50,897	1.31957	\$53,738
5	1.046	\$42,597	1.2460	\$50,742	1.2990	\$52,900	1.36877	\$55,742
6	1.095	\$44,593	1.2952	\$52,746	1.3482	\$54,904	1.41797	\$57,745
7	1.144	\$46,588	1.3444	\$54,749	1.3974	\$56,908	1.46717	\$59,749
8	1.194	\$48,624	1.3936	\$56,753	1.4466	\$58,911	1.51637	\$61,753
9	1.243	\$50,620	1.4428	\$58,757	1.4958	\$60,915	1.56557	\$63,756
10	1.292	\$52,615	1.4920	\$60,760	1.5450	\$62,919	1.61477	\$65,760
11	1.341	\$54,611	1.5412	\$62,764	1.5942	\$64,922	1.66397	\$67,764
12	1.390	\$56,606	1.5904	\$64,767	1.6434	\$66,926	1.71317	\$69,767
13	1.439	\$58,602	1.6396	\$66,771	1.6926	\$68,929	1.76237	\$71,771
14	1.439	\$58,602	1.6396	\$66,771	1.6926	\$68,929	1.76237	\$71,771
15	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157	\$73,774
16	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157	\$73,774
17	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077	\$75,778
18	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077	\$75,778
19	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077	\$75,778
20	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077	\$75,778
21	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077	\$75,778
22	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997	\$77,782
23	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997	\$77,782
24	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997	\$77,782
25	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997	\$77,782

**\$1,000 added to any Master's step for a doctorate degree.****5% responsibility factor added to any step for administrative assistant assignment.****\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.**

**2010 - 2011 School Year**  
**Proposed Salary Schedule FY 2011**  
**To be effective 7/1/10 at beginning of contract**  
**Based on index of contract year**



<b>SCHEDULE L</b>		
<b>Aide/Substitute Aide</b>		
<b>Courier/Substitute Courier</b>		
Base =		\$8.52
Step	Index	HOURLY RATE
0	1.0000	\$8.52
1	1.0570	\$9.01
2	1.1140	\$9.49
3	1.1710	\$9.98
4	1.2280	\$10.46
5	1.2850	\$10.95
6	1.3420	\$11.43
7	1.3990	\$11.92
8	1.4560	\$12.41
9	1.5130	\$12.89
10	1.5700	\$13.38
11	1.6270	\$13.86
12	1.6840	\$14.35
13	1.7410	\$14.83
14	1.7980	\$15.32
15	1.8550	\$15.80

**2010 - 2011 School Year  
Proposed Salary Schedule FY 2011  
To be effective 7/1/10 at beginning of contract  
Based on index of contract year**



<b>SCHEDULE M</b>		
<b>Secretarial/Fiscal Clerk/ Sub Secretary/Sub Fiscal Clerk</b>		
Base =		\$10.25
Step	Index	HOURLY RATE
0	1.0000	\$10.25
1	1.0588	\$10.85
2	1.1176	\$11.46
3	1.1764	\$12.06
4	1.2352	\$12.66
5	1.2940	\$13.26
6	1.3528	\$13.87
7	1.4116	\$14.47
8	1.4704	\$15.07
9	1.5292	\$15.67
10	1.5880	\$16.28
11	1.6468	\$16.88
12	1.7056	\$17.48
13	1.7624	\$18.06
14	1.8232	\$18.69
15	1.8840	\$19.31

**5% responsibility factor for administrative assistant assignment.**

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Southern Ohio  
Educational Service Center  
Work Calendar  
Clinton County Center  
2010-2011

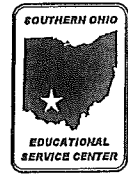


	<u>12-Month</u> (248)	<u>10-Month</u> (204)	<u>9-Month</u> (184)
Work Year Begins	July 1	August 9	August 17
Independence Day	July 5	----	----
Labor Day	September 6	September 6	September 6
Thanksgiving Vacation	November 25-26	November 25-26	November 24-26
Christmas Vacation	Dec. 22 - Jan. 2	Dec. 22 - Jan. 2	Dec. 22 - Jan. 2
Martin Luther King Day	January 17	January 17	January 17
President's Day	February 21	February 21	February 21
Spring Vacation	April 1-8	April 1-8	April 1-8
Memorial Day	May 30	May 30	----
Last Day of Work	June 30	June 7	May 27
 Paid Holidays:	 July 5	 ----	
	September 6	September 6	
	November 25	November 25	
	December 24	December 24	
	December 31	December 31	
	January 17	January 17	
	February 21	February 21	
	May 30	May 30	
 TOTAL DAYS:	 248	 204	 184

Some adjustment of this calendar may be necessary per individual to meet the unique needs of the school districts served by individual employees.



**Southern Ohio  
Educational Service Center  
Work Calendar  
Highland County Center  
2010-2011**



	<u>12-Month</u> (248)	<u>10-Month</u> (204)	<u>9-Month</u> (184)
Work Year Begins	July 1	August 9	August 17
Independence Day	July 5	----	----
Labor Day	September 6	September 6	September 6
Highland County Fair	September 7-10	September 7-10	September 7-10
Thanksgiving Vacation	November 25-26	November 25-26	November 24-26
Christmas Vacation	Dec. 22 – Jan. 2	Dec. 22 – Jan. 2	Dec. 22 – Jan. 2
Martin Luther King Day	January 17	January 17	January 17
President's Day	February 21	February 21	February 21
Spring Vacation	April 22-25	April 22-25	April 22-25
Memorial Day	May 30	May 30	----
Last Day of Work	June 30	June 7	May 27
 Paid Holidays:	 July 5	 ----	
	September 6	September 6	
	November 25	November 25	
	December 24	December 24	
	December 31	December 31	
	January 17	January 17	
	February 21	February 21	
	May 30	May 30	
 <b>TOTAL DAYS:</b>	 248	 204	 184

Some adjustment of this calendar may be necessary per individual to meet the unique needs of the school districts served by individual employees.

# Region 14 - all Center 2010-2011 Salary Schedule

Proposed FY 2011

\*Salary Based on 184 Days      \*\*Salary Based on 248 Days      Base \$30,800.00      COL 0.00%

Ref.	Step	Index	Itinerant	Index	Itinerant +	Index	Itinerant M	Index	Ape	Index	Ape +	Index	Ape M	Index	Psych	Index	Audio/Sp
	0	1,0000	\$ 30,800	1,0460	\$ 32,217	1,0983	\$ 33,828	0,9658	\$ 29,747	1,0118	\$ 31,163	1,0576	\$ 32,574	1,2423	\$ 38,263	1,1184	\$ 34,447
	1	1,0370	\$ 31,940	1,0889	\$ 33,538	1,1456	\$ 35,284	1,0026	\$ 30,880	1,0485	\$ 32,294	1,1039	\$ 34,000	1,2921	\$ 39,797	1,1657	\$ 35,904
	2	1,0754	\$ 33,122	1,1336	\$ 34,915	1,1948	\$ 36,800	1,0392	\$ 32,007	1,0945	\$ 33,711	1,1504	\$ 35,432	1,3438	\$ 41,389	1,2131	\$ 37,363
	3	1,1152	\$ 34,348	1,1800	\$ 36,344	1,2462	\$ 38,383	1,0759	\$ 33,138	1,1405	\$ 35,127	1,1966	\$ 36,855	1,3975	\$ 43,043	1,2602	\$ 38,814
	4	1,1564	\$ 35,617	1,2284	\$ 37,835	1,2997	\$ 40,031	1,1127	\$ 34,271	1,1864	\$ 36,541	1,2431	\$ 38,287	1,4534	\$ 44,765	1,3076	\$ 40,274
	5	1,1992	\$ 36,935	1,2788	\$ 39,387	1,3556	\$ 41,752	1,1493	\$ 35,398	1,2324	\$ 37,958	1,2893	\$ 39,710	1,5116	\$ 46,557	1,3559	\$ 41,762
	6	1,2436	\$ 38,303	1,3312	\$ 41,001	1,4139	\$ 43,548	1,1860	\$ 36,529	1,2784	\$ 39,375	1,3358	\$ 41,143	1,5720	\$ 48,418	1,4022	\$ 43,188
	7	1,2763	\$ 39,310	1,3857	\$ 42,680	1,4747	\$ 45,421	1,2228	\$ 37,662	1,3244	\$ 40,792	1,3822	\$ 42,572	1,6349	\$ 50,355	1,4495	\$ 44,645
	8	1,3373	\$ 41,189	1,4426	\$ 44,432	1,5381	\$ 47,373	1,2595	\$ 38,793	1,3704	\$ 42,208	1,4284	\$ 43,995	1,7002	\$ 52,366	1,4967	\$ 46,098
	9	1,3868	\$ 42,713	1,5018	\$ 46,255	1,6043	\$ 49,412	1,2929	\$ 39,821	1,4164	\$ 43,625	1,4748	\$ 45,424	1,7683	\$ 54,464	1,5440	\$ 47,555
	10	1,4380	\$ 44,290	1,5634	\$ 48,153	1,6733	\$ 51,538	1,3329	\$ 41,053	1,4624	\$ 45,042	1,5211	\$ 46,850	1,8213	\$ 56,096	1,5913	\$ 49,012
	11	1,4912	\$ 45,929	1,6274	\$ 50,124	1,7452	\$ 53,752	1,3694	\$ 42,178	1,5083	\$ 46,456	1,5676	\$ 48,282	1,8760	\$ 57,781	1,6385	\$ 50,466
	12	1,4912	\$ 45,929	1,6274	\$ 50,124	1,7452	\$ 53,752	1,3694	\$ 42,178	1,5083	\$ 46,456	1,5676	\$ 48,282	1,8760	\$ 57,781	1,6385	\$ 50,466
	13	1,5464	\$ 47,629	1,6942	\$ 52,181	1,8203	\$ 56,065	1,4143	\$ 43,560	1,5543	\$ 47,872	1,6139	\$ 49,708	1,9323	\$ 59,515	1,6859	\$ 51,926
	14	1,5464	\$ 47,629	1,6942	\$ 52,181	1,8203	\$ 56,065	1,4143	\$ 43,560	1,5543	\$ 47,872	1,6139	\$ 49,708	1,9323	\$ 59,515	1,6859	\$ 51,926
	15	1,5904	\$ 48,984	1,7254	\$ 53,142	1,8741	\$ 57,722	1,4430	\$ 44,444	1,6002	\$ 49,286	1,6604	\$ 51,140	1,9902	\$ 61,298	1,7333	\$ 53,386

Ref.	Step	Index	O.T	Index	O.T +	Index	O.T M	Index	P.T	Index	P.T +	Index	P.T M	Index	SST
	0	1,2141	\$ 37,394	1,2602	\$ 38,814	1,3295	\$ 40,949	1,5700	\$ 48,356	1,6413	\$ 50,552	1,7987	\$ 55,400	1,1530	\$ 35,512
	1	1,2602	\$ 38,814	1,3125	\$ 40,425	1,3877	\$ 42,741	1,6335	\$ 50,312	1,7127	\$ 52,751	1,8697	\$ 57,587	1,1970	\$ 36,868
	2	1,3064	\$ 40,237	1,3647	\$ 42,033	1,4460	\$ 44,537	1,6968	\$ 52,261	1,7841	\$ 54,950	1,9407	\$ 59,774	1,2409	\$ 38,220
	3	1,3525	\$ 41,657	1,4169	\$ 43,641	1,5043	\$ 46,332	1,7603	\$ 54,217	1,8555	\$ 57,149	2,0117	\$ 61,960	1,3040	\$ 40,163
	4	1,3987	\$ 43,080	1,4691	\$ 45,248	1,5625	\$ 48,125	1,8237	\$ 56,170	1,9267	\$ 59,342	2,0827	\$ 64,147	1,3288	\$ 40,927
	5	1,4448	\$ 44,500	1,5213	\$ 46,856	1,6208	\$ 49,921	1,9261	\$ 59,324	1,9981	\$ 61,541	2,1537	\$ 66,334	1,3729	\$ 42,285
	6	1,4909	\$ 45,920	1,5735	\$ 48,464	1,6791	\$ 51,716	1,9506	\$ 60,078	2,0695	\$ 63,741	2,2248	\$ 68,524	1,4169	\$ 43,641
	7	1,5371	\$ 47,343	1,6257	\$ 50,072	1,7374	\$ 53,512	2,0140	\$ 62,031	2,1407	\$ 65,934	2,2957	\$ 70,708	1,4608	\$ 44,993
	8	1,5832	\$ 48,763	1,6779	\$ 51,679	1,7956	\$ 55,304	2,0775	\$ 63,987	2,2123	\$ 68,139	2,3667	\$ 72,894	1,5048	\$ 46,348
	9	1,6293	\$ 50,182	1,7301	\$ 53,287	1,8539	\$ 57,100	2,1408	\$ 65,937	2,2837	\$ 70,338	2,4377	\$ 75,081	1,5488	\$ 47,703
	10	1,6755	\$ 51,605	1,7823	\$ 54,895	1,9122	\$ 58,896	2,2044	\$ 67,896	2,3550	\$ 72,534	2,5109	\$ 77,336	1,5927	\$ 49,055
	11	1,7216	\$ 53,025	1,8345	\$ 56,503	1,9705	\$ 60,691	2,3304	\$ 71,776	2,4978	\$ 76,932	2,5861	\$ 79,652	1,7110	\$ 52,699
	12	1,7216	\$ 53,025	1,8345	\$ 56,503	1,9705	\$ 60,691	2,3304	\$ 71,776	2,4978	\$ 76,932	2,5861	\$ 79,652	1,7110	\$ 52,699
	13	1,7677	\$ 54,445	1,8867	\$ 58,110	2,0287	\$ 62,484	2,4580	\$ 75,706	2,6404	\$ 81,324	2,6638	\$ 82,045	1,7409	\$ 53,620
	14	1,7677	\$ 54,445	1,8867	\$ 58,110	2,0287	\$ 62,484	2,4580	\$ 75,706	2,6404	\$ 81,324	2,6638	\$ 82,045	1,7409	\$ 53,620
	15	1,8139	\$ 55,868	1,9389	\$ 59,718	2,0870	\$ 64,280	2,5840	\$ 79,587	2,7118	\$ 83,523	2,7438	\$ 84,509	1,7708	\$ 54,541

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continued on next page

# Region 14-Hopewell Center 2010-2011 Salary Schedule

Proposed FY 2011

\*Salary Based on 184 Days

\*\*Salary Based on 248 Days

Base

\$0.00

COL

0.00%

Step	Index	Visual	Index	Autism	Index	Director
0	1.2262	\$ 37,767	1.2118	\$ 37,323	2.6690	\$ 82,205
1	1.3012	\$ 40,077	1.2639	\$ 38,928	2.6690	\$ 82,205
2	1.3559	\$ 41,762	1.3171	\$ 40,567	2.7232	\$ 83,875
3	1.4104	\$ 43,440	1.3704	\$ 42,208	2.7774	\$ 85,544
4	1.4651	\$ 45,125	1.4236	\$ 43,847	2.8312	\$ 87,201
5	1.5198	\$ 46,810	1.4770	\$ 45,492	2.8855	\$ 88,873
6	1.5743	\$ 48,488	1.5457	\$ 47,608	2.9396	\$ 90,540
7	1.6290	\$ 50,173	1.5835	\$ 48,772	2.9938	\$ 92,209
8	1.6836	\$ 51,855	1.6367	\$ 50,410	3.0479	\$ 93,875
9	1.7383	\$ 53,540	1.6901	\$ 52,055	3.1021	\$ 95,545
10	1.7929	\$ 55,221	1.7434	\$ 53,697	3.1563	\$ 97,214
11	1.8476	\$ 56,906	1.7966	\$ 55,335	3.2104	\$ 98,880
12	1.8476	\$ 56,906	1.7966	\$ 55,335	3.2104	\$ 98,880
13	1.9021	\$ 58,585	1.8506	\$ 56,998	3.2646	\$ 100,550
14	1.9021	\$ 58,585	1.8506	\$ 56,998	3.2646	\$ 100,550
15	1.9569	\$ 60,273	1.8868	\$ 58,113	3.3188	\$ 102,219

\*\$4,556.00 for Chief Physical Therapist

\*\*\$1,000.00 Increment on any schedule for Doctorate degree

## Region 14-Hopewell Center 2010-2011 Salary Schedule

Proposed FY 2011

Per hour Schedule

Index \$7.71

COL 0.00%

Ref.	XIII		VII		VIII		X	
Step	Index	Clerical	Index	Support	Index	Interp	Index	Compliance
0	1.0000	\$ 7.71	1.2260	\$ 9.45	2.2420	\$ 17.29	1.6360	\$ 12.61
1	1.0420	\$ 8.03	1.3490	\$ 10.40	2.2970	\$ 17.71	1.6830	\$ 12.98
2	1.0840	\$ 8.36	1.4350	\$ 11.06	2.3550	\$ 18.16	1.7330	\$ 13.36
3	1.1240	\$ 8.67	1.5180	\$ 11.70	2.4160	\$ 18.63	1.8770	\$ 14.47
4	1.1700	\$ 9.02	1.6080	\$ 12.40	2.4750	\$ 19.08	1.9270	\$ 14.86
5	1.2180	\$ 9.39	1.7110	\$ 13.19	2.5360	\$ 19.55	1.9730	\$ 15.21
6	1.2630	\$ 9.74	1.7930	\$ 13.82	2.6010	\$ 20.05	2.0650	\$ 15.92
7	1.3160	\$ 10.15	1.8910	\$ 14.58	2.6650	\$ 20.55	2.0780	\$ 16.02
8	1.3690	\$ 10.55	2.0070	\$ 15.47	2.7310	\$ 21.06	2.1420	\$ 16.51
9	1.4230	\$ 10.97	2.0540	\$ 15.84	2.8010	\$ 21.60	2.2330	\$ 17.22
10	1.4780	\$ 11.40	2.1010	\$ 16.20	2.8690	\$ 22.12	2.3170	\$ 17.86
11	1.5340	\$ 11.83	2.1940	\$ 16.92	2.9430	\$ 22.69	2.4120	\$ 18.60
12	1.5340	\$ 11.83	2.1940	\$ 16.92	2.9430	\$ 22.69	2.4120	\$ 18.60
13	1.5960	\$ 12.31	2.2920	\$ 17.67	3.0160	\$ 23.25	2.5080	\$ 19.34
14	1.5960	\$ 12.31	2.2920	\$ 17.67	3.0160	\$ 23.25	2.5080	\$ 19.34
15	1.6550	\$ 12.76	2.3820	\$ 18.37	3.0920	\$ 23.84	2.6100	\$ 20.12

Ref.	XII		II		XVII		XVIII	
Step	Index	Custodian	Index	Assistant	Index	Paraeducator	Index	Fiscal
0	1.4905	\$ 11.49	3.0530	\$ 23.54	1.5250	\$ 11.76	1.5350	\$ 11.83
1	1.5297	\$ 11.79	3.1570	\$ 24.34	1.5250	\$ 11.76	1.6230	\$ 12.51
2	1.5595	\$ 12.02	3.2730	\$ 25.23	1.5940	\$ 12.29	1.7120	\$ 13.20
3	1.5946	\$ 12.29	3.3870	\$ 26.11	1.6610	\$ 12.81	1.8030	\$ 13.90
4	1.6149	\$ 12.45	3.5060	\$ 27.03	1.7260	\$ 13.31	1.8880	\$ 14.56
5	1.6635	\$ 12.83	3.6120	\$ 27.85	1.7960	\$ 13.85	1.9770	\$ 15.24
6	1.7135	\$ 13.21	3.7220	\$ 28.70	1.8620	\$ 14.36	2.0640	\$ 15.91
7	1.7649	\$ 13.61	3.8230	\$ 29.48	1.9280	\$ 14.86	2.1500	\$ 16.58
8	1.8014	\$ 13.89	3.9350	\$ 30.34	1.9950	\$ 15.38	2.2390	\$ 17.26
9	1.8338	\$ 14.14	4.0390	\$ 31.14	2.0620	\$ 15.90	2.3280	\$ 17.95
10	1.8703	\$ 14.42	4.1400	\$ 31.92	2.1290	\$ 16.41	2.4160	\$ 18.63
11	1.9081	\$ 14.71	4.2440	\$ 32.72	2.1960	\$ 16.93	2.5030	\$ 19.30
12	1.9081	\$ 14.71	4.2440	\$ 32.72	2.1960	\$ 16.93	2.5030	\$ 19.30
13	1.9459	\$ 15.00	4.3460	\$ 33.51	2.2550	\$ 17.39	2.5890	\$ 19.96
14	1.9459	\$ 15.00	4.3460	\$ 33.51	2.2550	\$ 17.39	2.5890	\$ 19.96
15	2.0514	\$ 15.82	4.4570	\$ 34.36	2.3200	\$ 17.89	2.6770	\$ 20.64

Interpreter will receive an additional \$1.00 per hour for having the comprehensive skills certificate, CT, CI or NIC certification from R.I.D. or a bachelor's degree in a related field.

Credit for one only. *(NIC added to statement at SOESC board meeting on 9/23/08)*

Responsibility Factor- Office Manager and Support Team Leader

Year 1 2.00%  
 Year 2 3.00%  
 Year 3 4.00%