

**NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT  
2016-2017 TEACHER SALARY SCALES**

**NO DEGREE**

YEARS	STATE	LOCAL	TOTAL SALARY
1	27,198	12,260	39,458
2	27,467	13,315	40,782
3	27,711	14,361	42,072
4	28,687	15,409	44,096
5	29,501	16,460	45,961
6	30,503	17,517	48,020
7	31,479	18,563	50,042
8	32,481	19,619	52,100
9	33,457	20,668	54,125
10	34,432	21,718	56,150
11	35,435	22,771	58,206
12	35,435	23,819	59,254
13	35,435	24,865	60,300
14	35,435	25,923	61,358
15	35,435	26,972	62,407
16	35,435	28,026	63,461
17	35,435	29,071	64,506
18	35,435	30,123	65,558
19	35,435	30,852	66,287
20	35,435	30,852	66,287
21	35,435	30,852	66,287

**BACHELOR**

YEARS	STATE	LOCAL	TOTAL SALARY
1	28,281	12,842	41,123
2	28,553	14,245	42,798
3	28,823	15,254	44,077
4	29,770	16,307	46,077
5	30,503	17,360	47,863
6	31,479	18,412	49,891
7	32,481	19,464	51,945
8	33,457	20,511	53,968
9	34,432	21,565	55,997
10	35,435	22,615	58,050
11	36,468	23,665	60,133
12	36,468	24,712	61,180
13	36,468	25,772	62,240
14	36,468	26,506	62,974
15	36,468	27,559	64,027
16	36,468	28,602	65,070
17	36,468	29,658	66,126
18	36,468	30,942	67,410
19	36,468	31,672	68,140
20	36,468	31,672	68,140
21	36,468	31,672	68,140

**BACHELOR + 15**

YEARS	STATE	LOCAL	TOTAL SALARY
1	29,364	13,430	42,794
2	29,637	14,477	44,114
3	29,906	15,525	45,431
4	30,854	16,588	47,442
5	31,479	17,632	49,111
6	32,481	19,311	51,792
7	33,457	20,359	53,816
8	34,432	21,413	55,845
9	35,435	22,462	57,897
10	36,410	23,509	59,919
11	37,385	24,564	61,949
12	38,388	25,617	64,005
13	39,418	26,670	66,088
14	39,418	27,721	67,139
15	39,418	28,770	68,188
16	39,418	29,822	69,240
17	39,418	30,870	70,288
18	39,418	32,110	71,528
19	39,418	32,840	72,258
20	39,418	32,840	72,258
21	39,418	32,840	72,258

**BACHELOR + 30**

YEARS	STATE	LOCAL	TOTAL SALARY
1	30,448	14,009	44,457
2	30,720	15,063	45,783
3	30,990	16,111	47,101
4	31,940	17,163	49,103
5	32,481	18,215	50,696
6	33,457	20,050	53,507
7	34,432	21,104	55,536
8	35,435	22,152	57,587
9	36,410	23,204	59,614
10	37,385	24,249	61,634
11	38,388	25,303	63,691
12	39,363	26,360	65,723
13	40,338	27,406	67,744
14	41,338	28,455	69,793
15	42,363	29,528	71,891
16	42,363	30,559	72,922
17	42,363	31,766	74,129
18	42,363	33,510	75,873
19	42,363	34,241	76,604
20	42,363	34,241	76,604
21	42,363	34,241	76,604

**MASTERS**

YEARS	STATE	LOCAL	TOTAL SALARY
1	32,073	16,922	48,995
2	32,345	17,981	50,326
3	32,615	19,033	51,648
4	33,565	20,080	53,645
5	33,943	21,133	55,076
6	34,918	22,181	57,099
7	35,921	23,235	59,156
8	36,896	24,285	61,181
9	39,363	25,338	64,701
10	40,338	26,389	66,727
11	41,338	27,440	68,778
12	42,316	29,120	71,436
13	43,316	30,168	73,484
14	44,291	31,222	75,513
15	45,269	32,269	77,538
16	46,269	33,324	79,593
17	46,269	34,371	80,640
18	46,269	35,892	82,161
19	46,269	35,995	82,264
20	46,269	35,995	82,264
21	46,269	35,995	82,264

**MASTERS + 15**

YEARS	STATE	LOCAL	TOTAL SALARY
1	33,157	18,095	51,252
2	33,429	19,149	52,578
3	33,698	20,196	53,894
4	34,648	21,252	55,900
5	34,918	22,304	57,222
6	35,921	23,350	59,271
7	36,896	24,401	61,297
8	37,899	25,454	63,353
9	40,338	26,506	66,844
10	41,338	28,030	69,368
11	42,316	29,074	71,390
12	43,316	30,130	73,446
13	44,291	31,183	75,474
14	45,269	32,230	77,499
15	46,269	33,282	79,551
16	47,292	33,435	80,727
17	47,292	35,383	82,675
18	47,292	37,835	85,127
19	47,292	38,562	85,854
20	47,292	38,562	85,854
21	47,292	38,562	85,854

**MASTERS + 30**

YEARS	STATE	LOCAL	TOTAL SALARY
1	34,240	19,149	53,389
2	34,512	20,196	54,708
3	34,782	21,252	56,034
4	35,732	22,304	58,036
5	36,137	23,350	59,487
6	36,896	24,401	61,297
7	37,899	25,454	63,353
8	38,874	26,506	65,380
9	41,338	27,559	68,897
10	42,316	28,602	70,918
11	43,316	29,658	72,974
12	44,291	31,183	75,474
13	45,269	32,230	77,499
14	46,269	33,981	80,250
15	47,244	35,346	82,590
16	48,219	36,395	84,614
17	49,214	37,448	86,662
18	49,214	39,787	89,001
19	49,214	39,787	89,001
20	49,214	39,787	89,001
21	49,214	39,787	89,001

**MASTERS + 45**

YEARS	STATE	LOCAL	TOTAL SALARY
1	35,326	20,196	55,522
2	35,596	21,252	56,848
3	35,868	22,304	58,172
4	36,815	23,350	60,165
5	37,221	24,401	61,622
6	37,899	25,454	63,353
7	38,874	26,506	65,380
8	39,849	27,559	67,408
9	42,316	28,602	70,918
10	43,316	29,658	72,974
11	44,291	30,710	75,001
12	45,269	31,759	77,028
13	46,269	33,590	79,859
14	47,244	34,914	82,158
15	48,219	35,541	83,760
16	49,222	36,590	85,812
17	50,247	37,801	88,048
18	50,247	40,319	90,566
19	50,247	40,319	90,566
20	50,247	40,319	90,566
21	50,247	40,319	90,566

**DOCTORATE**

YEARS	STATE	LOCAL	TOTAL SALARY
1	36,410	21,252	57,662
2	36,679	22,304	58,983
3	36,951	23,350	60,301
4	37,899	24,401	62,300
5	38,304	25,454	63,758
6	38,874	26,506	65,380
7	39,849	27,559	67,408
8	40,852	28,602	69,454
9	43,316	29,658	72,974
10	44,291	30,710	75,001
11	45,269	31,759	77,028
12	46,269	33,595	79,864
13	47,244	34,332	81,576
14	48,219	35,698	83,917
15	49,222	37,141	86,363
16	50,197	38,191	88,388
17	51,192	39,400	90,592
18	51,192	41,349	92,541
19	51,192	41,369	92,561
20	51,192	41,369	92,561
21	51,192	41,369	92,561

Section 1305(a)(1)

YEARS	ND	B	B+15
9	37,385	38,388	
10	37,385	38,388	
11	37,385	38,388	40,338
12			40,338

NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT  
2016-2017 CLERICAL SALARY SCALES  
Effective July 1, 2016 through September 30, 2016

10 MONTH CLERK

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	13,469	6,546		20,015
2	13,948	6,828		20,776
3	14,423	7,125		21,548
4	14,903	7,436		22,339
5	15,350	7,758		23,108
6	15,773	8,095		23,868
7	16,195	8,448		24,643
8	16,617	8,816		25,433
9	17,041	9,202		26,243
10	17,463	9,606		27,069
11	17,886	10,029		27,915
12	18,358	10,484		28,822
13	18,896	10,922		29,818
14	19,313	11,404		30,717
15	19,789	11,905		31,694
16	20,267	12,429	300	32,996
17	20,744	13,390	250	34,384
18	21,223	13,504	250	34,977
19	21,698	13,889	250	35,837
20	22,176	14,285	250	36,711
21	22,651	15,146	583	38,380
22	23,139	15,555	583	39,278
23	23,640	15,992	583	40,215
24	24,153	15,952	583	40,727
25	24,676	15,952	583	41,251

SENIOR SECRETARY

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	18,685	9,582		28,167
2	19,114	9,995		29,109
3	19,646	10,422		30,068
4	20,175	10,871		31,046
5	20,705	11,342		32,047
6	21,236	11,828		33,064
7	21,797	12,341		34,138
8	22,397	12,876		35,273
9	22,995	13,431		36,426
10	23,593	14,019		37,612
11	24,190	14,631		38,821
12	24,787	15,262		40,049
13	25,386	15,934		41,320
14	25,985	16,631		42,616
15	26,581	17,353		43,934
16	27,180	18,116	300	45,596
17	27,779	19,046	300	47,125
18	28,378	19,588	300	48,266
19	28,976	20,151	300	49,427
20	29,573	20,731	300	50,604
21	30,171	21,861	700	52,732
22	30,782	22,472	700	53,954
23	31,407	23,104	700	55,211
24	32,045	23,104	700	55,849
25	32,698	23,104	700	56,502

15 Credit Hours or 22.5 CEU's  
30 Credit Hours or 45 CEU's  
45 Credit Hours or 67.5 CEU's  
Administrative Support Personnel - Level I  
Administrative Support Personnel - Level II  
Administrative Support Personnel - Bachelors

CLERK

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	16,163	7,855		24,018
2	16,737	8,195		24,932
3	17,308	8,549		25,857
4	17,883	8,922		26,805
5	18,420	9,308		27,728
6	18,928	9,714		28,642
7	19,434	10,139		29,573
8	19,940	10,578		30,518
9	20,449	11,042		31,491
10	20,956	11,527		32,483
11	21,463	12,034		33,497
12	22,030	12,558		34,588
13	22,675	13,107		35,762
14	23,175	13,684		36,859
15	23,747	14,285		38,032
16	24,320	14,914	300	39,534
17	24,893	15,068	300	41,261
18	25,467	16,203	300	41,970
19	26,038	16,668	300	43,006
20	26,611	17,140	300	44,051
21	27,181	18,175	700	46,056
22	27,767	18,666	700	47,133
23	28,368	19,180	700	48,258
24	28,983	19,190	700	48,873
25	29,611	19,190	700	49,501

FINANCIAL SECRETARY

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	19,056	10,269		29,325
2	19,589	10,709		30,298
3	20,122	11,167		31,289
4	20,654	11,645		32,299
5	21,187	12,142		33,329
6	21,745	12,662		34,407
7	22,347	13,209		35,556
8	22,948	13,784		36,732
9	23,549	14,380		37,929
10	24,150	14,999		39,149
11	24,754	15,650		40,404
12	25,355	16,327		41,682
13	25,954	17,040		42,994
14	26,557	17,784		44,341
15	27,160	18,558		45,718
16	27,758	19,371	300	47,429
17	28,359	20,335	300	48,994
18	28,962	20,917	300	50,179
19	29,561	21,514	300	51,375
20	30,166	22,133	300	52,599
21	30,767	23,304	700	54,771
22	31,381	23,869	700	56,050
23	32,008	24,540	700	57,248
24	32,648	24,540	700	57,888
25	33,302	24,540	700	58,542

State Local Total  
\* 400 400  
- 525 525  
- 800 800  
662 500 1,162  
991 1,000 1,991  
1,320 2,000 3,320

SECRETARY

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	17,733	8,744		26,477
2	18,306	9,122		27,428
3	18,834	9,522		28,356
4	19,362	9,935		29,297
5	19,889	10,368		30,257
6	20,418	10,822		31,240
7	20,945	11,294		32,239
8	21,471	11,791		33,262
9	22,062	12,304		34,366
10	22,658	12,844		35,502
11	23,253	13,412		36,665
12	23,848	13,997		37,845
13	24,443	14,614		39,067
14	25,039	15,258		40,297
15	25,635	15,934		41,569
16	26,232	16,639	300	43,171
17	26,825	17,525	300	44,650
18	27,422	18,029	300	45,751
19	28,016	18,545	300	46,861
20	28,613	19,086	300	47,989
21	29,207	20,169	700	50,076
22	29,816	20,777	700	51,293
23	30,439	21,364	700	52,503
24	31,076	21,364	700	53,140
25	31,724	21,364	700	53,788

ADMINISTRATIVE SECRETARY

YEARS	STATE	LOCAL	LONGEVITY INCREMENT	TOTAL SALARY
1	19,837	10,810		30,647
2	20,377	11,269		31,646
3	20,917	11,761		32,678
4	21,456	12,251		33,707
5	22,059	12,774		34,833
6	22,667	13,320		35,987
7	23,279	13,892		37,171
8	23,887	14,492		38,379
9	24,496	15,116		39,614
10	25,106	15,770		40,876
11	25,716	16,450		42,166
12	26,324	17,164		43,488
13	26,934	17,912		44,846
14	27,543	18,688		46,231
15	28,151	19,503		47,654
16	28,764	20,352	300	49,416
17	29,373	21,343	300	51,016
18	29,980	21,951	300	52,231
19	30,590	22,582	300	53,472
20	31,200	23,226	300	54,726
21	31,808	24,312	700	56,820
22	32,431	24,993	700	58,124
23	33,067	25,698	700	59,465
24	33,716	25,698	700	60,116
25	34,382	25,698	700	60,780

Local  
Business Office Coordinator 2,500  
Coordinator I 4,500  
Coordinator II

**NEW CASTLE CO VO-TECH SCHOOL DISTRICT  
2016-2017 CUSTODIAL SALARY SCALES  
Effective July 1, 2016 through September 30, 2016**

**CUSTODIAN**

YEARS	STATE	LOCAL	TOTAL SALARY
1	19,251	7,132	26,383
2	19,652	7,784	27,436
3	20,053	9,186	29,239
4	20,453	9,692	30,145
5	20,855	10,255	31,110
6	21,254	10,982	32,236
7	21,658	11,519	33,177
8	22,089	12,066	34,155
9	22,543	12,609	35,152
10	22,993	13,033	36,026
11	23,445	13,242	36,687
12	23,895	13,667	37,562
13	24,356	14,386	38,742
14	24,827	14,876	39,703
15	25,308	14,876	40,184
16	25,798	14,876	40,674

**CLASS "A"**

YEARS	STATE	LOCAL	TOTAL SALARY
1	19,251	14,021	33,272
2	19,652	14,897	34,549
3	20,053	15,776	35,829
4	20,453	16,662	37,115
5	20,855	17,457	38,312
6	21,254	18,501	39,755
7	21,658	19,348	41,006
8	22,089	20,252	42,341
9	22,543	21,424	43,967
10	22,993	22,704	45,697
11	23,445	23,863	47,308
12	23,895	24,507	48,402
13	24,356	25,147	49,503
14	24,827	25,794	50,621
15	25,308	25,794	51,102
16	25,798	25,794	51,592

**CLASS "B"**

YEARS	STATE	LOCAL	TOTAL SALARY
1	19,251	9,487	28,738
2	19,652	9,924	29,576
3	20,053	10,358	30,411
4	20,453	11,733	32,186
5	20,855	12,160	33,015
6	21,254	12,921	34,175
7	21,658	13,487	35,145
8	22,089	14,073	36,162
9	22,543	14,755	37,298
10	22,993	15,341	38,334
11	23,445	15,838	39,283
12	23,895	16,260	40,155
13	24,356	16,688	41,044
14	24,827	17,175	42,002
15	25,308	17,175	42,483
16	25,798	17,175	42,973

**CHIEF CUSTODIAN**

YEARS	STATE	LOCAL	TOTAL SALARY
1	21,120	21,236	42,356
2	21,522	22,215	43,737
3	21,939	23,141	45,080
4	22,390	24,070	46,460
5	22,844	24,994	47,838
6	23,298	25,923	49,221
7	23,745	26,853	50,598
8	24,196	26,973	51,169
9	24,649	28,704	53,353
10	25,101	32,409	57,510
11	25,552	34,358	59,910
12	26,001	34,683	60,684
13	26,459	35,046	61,505
14	26,927	35,046	61,973
15	27,403	35,046	62,449
16	27,888	35,046	62,934

**LONGEVITY**  
\$75.00 BEGINNING 16TH YEAR  
\$125.00 BEGINNING 26TH YEAR

\*\*MS and SC holding valid licenses in more than one discipline deemed by the supervisor to be a benefit to the organization with receive a \$1,500 stipend

**MAINTENANCE SPECIALIST**

YEARS	STATE	LOCAL	TOTAL SALARY
1	21,616	24,508	46,124
2	22,118	25,625	47,743
3	22,646	26,814	49,460
4	23,167	28,061	51,228
5	23,625	29,371	52,996
6	24,216	30,751	54,967
7	24,742	32,198	56,940
8	25,266	33,717	58,983
9	25,791	35,309	61,100
10	26,313	36,986	63,299
11	26,840	37,966	64,806
12	27,364	40,613	67,977
13	27,900	42,232	70,132
14	28,448	43,687	72,135
15	29,006	43,687	72,693
16	29,576	43,687	73,263

**SHIFT DIFFERENTIAL**  
Second Shift - 3% (Does not apply to Summer Hours)  
Third Shift - 5% (Does not apply to Summer Hours)

Foreman paid at 90% of Chief Scale (State portion at Fireman Scale)

**SKILLED CRAFTSMAN**

YEARS	STATE	LOCAL	TOTAL SALARY
1	22,087	24,508	46,595
2	22,693	25,625	48,318
3	23,294	26,814	50,108
4	23,895	28,061	51,956
5	24,499	29,371	53,870
6	25,101	30,751	55,852
7	25,702	32,198	57,900
8	26,304	33,717	60,021
9	26,907	35,309	62,216
10	27,510	36,986	64,496
11	28,111	37,966	66,077
12	28,715	40,613	69,328
13	29,333	42,232	71,565
14	29,966	43,687	73,653
15	30,614	43,687	74,301
16	31,275	43,687	74,962

**State Supplement**  
60 Credit Hours 439  
90 Credit Hours 662  
120 Credit Hours 883

NEW CASTLE CO VO-TECH SCHOOL DISTRICT  
2016-2017 FOOD SERVICE SALARY SCALES  
Effective July 1, 2016 through September 30, 2016

CAFETERIA MANAGERS  
501-800

YEARS	STATE	LOCAL	TOTAL SALARY
1	19,870	7,351	27,221
2	20,358	7,568	27,926
3	20,842	7,794	28,636
4	21,330	8,029	29,359
5	21,802	8,269	30,071
6	22,241	8,517	30,758
7	22,684	8,773	31,457
8	23,127	9,032	32,159
9	23,569	9,305	32,874
10	24,012	9,586	33,598
11	24,454	9,875	34,329
12	24,897	10,072	34,969
13	25,339	10,276	35,615
14	25,782	10,477	36,259
15	26,262	10,687	36,949
16	26,751	10,687	37,438
17	27,249	10,687	37,936
18	27,759	10,687	38,446
19	28,279	10,687	38,966
20	28,808	10,687	39,495

CAFETERIA MANAGERS  
801 - 1200

YEARS	STATE	LOCAL	TOTAL SALARY
1	20,842	8,581	29,423
2	21,330	8,807	30,137
3	21,802	9,039	30,841
4	22,241	9,281	31,522
5	22,704	9,529	32,233
6	23,127	9,784	32,911
7	23,569	10,042	33,611
8	24,012	10,404	34,416
9	24,454	10,593	35,047
10	24,897	10,880	35,777
11	25,339	11,177	36,516
12	25,782	11,379	37,161
13	26,262	11,584	37,846
14	26,751	11,797	38,548
15	27,241	12,012	39,253
16	27,729	12,012	39,741
17	28,226	12,012	40,238
18	28,733	12,012	40,745
19	29,250	12,012	41,262
20	29,776	12,012	41,788

CAFETERIA MANAGERS  
1201 - 1600

YEARS	STATE	LOCAL	TOTAL SALARY
1	21,802	9,655	31,457
2	22,241	9,897	32,138
3	22,684	10,152	32,836
4	23,127	10,414	33,541
5	23,569	10,681	34,250
6	24,012	10,957	34,969
7	24,454	11,240	35,694
8	24,897	11,533	36,430
9	25,339	11,834	37,173
10	25,782	12,145	37,927
11	26,262	12,467	38,729
12	26,751	12,684	39,435
13	27,241	12,909	40,150
14	27,729	13,136	40,865
15	28,213	13,371	41,584
16	28,700	13,609	42,309
17	29,199	13,609	42,808
18	29,709	13,609	43,318
19	30,228	13,609	43,837
20	30,757	13,609	44,366

COOK/BAKER

YEARS	STATE	LOCAL	TOTAL SALARY
1	12.19	2.97	15.16
2	12.31	2.99	15.30
3	12.44	3.01	15.45
4	12.55	3.05	15.60
5	12.69	3.06	15.75
6	12.87	3.09	15.96
7	12.97	3.11	16.08
8	13.07	3.14	16.21
9	13.17	3.16	16.33
10	13.30	3.19	16.49
11	13.45	3.22	16.67
12	13.58	3.25	16.83
13	13.72	3.27	16.99
14	13.85	3.29	17.14
15	13.95	3.38	17.33
16	14.12	3.40	17.52
17	14.28	3.40	17.68
18	14.38	3.40	17.78
19	14.47	3.40	17.87
20	14.59	3.40	17.99
21	14.69	3.41	18.10
22	14.80	3.41	18.21

GENERAL WORKER

YEARS	STATE	LOCAL	TOTAL SALARY
1	11.34	2.88	14.22
2	11.48	2.90	14.38
3	11.64	2.92	14.56
4	11.73	2.94	14.67
5	11.85	2.97	14.82
6	12.04	2.99	15.03
7	12.18	3.02	15.20
8	12.28	3.05	15.33
9	12.36	3.07	15.43
10	12.46	3.09	15.55
11	12.58	3.12	15.70
12	12.78	3.15	15.93
13	12.90	3.17	16.07
14	13.04	3.20	16.24
15	13.17	3.24	16.41
16	13.30	3.24	16.54
17	13.46	3.32	16.78
18	13.60	3.32	16.92
19	13.75	3.32	17.07
20	13.91	3.32	17.23
21	14.07	3.33	17.40
22	14.22	3.33	17.55

Manager Local Longevity Increment:  
(Includes Cook/Baker Experience)

YEARS	AMOUNT
5-9	250
10-14	500
15-19	750
20 +	1,000

Managers Only

State Training Supplement

Amount	
One Year of College	452
Two Years of College	682
Bachelor's Degree	1,360

Local Cook/Baker & General Worker

Course Supplement

New Courses

Unit I

Unit II

Unit III

Unit IV

Unit V

Unit VI

.10 for each additional class 2-4 and .05 for anyone on VI

Local Longevity Stipend of 50 ¢ per hour at 10th year

Local Cook/Baker	Additional Supplement
501-800	500.00
801-1200	700.00
1201-1600	1,000.00
1601-2000	1,200.00
*General Workers eligible for a Perfect Attendance Stipend	

\*\*\*Unit I thru Unit VI grandfathered at FY 15 rates New rates start FY16

**NEW CASTLE COUNTY VOCATIONAL TECHNICAL SCHOOL DISTRICT**  
**INSTRUCTIONAL AIDE SALARY SCHEDULE**  
**2016-2017**

**Adjusted (Years Experience) State Portion**

YEARS	STATE
1	22,280
2	23,268
3	24,299
4	25,375
5	26,499
6	27,672
7	28,899
8	30,179
9	31,515
10	32,911
11	32,911
12	32,911
13	32,911
14	32,911
15	32,911
16	32,911

**UnAdjusted (Years Experience) Local Portion**

YEARS	LOCAL	LONGEVITY INCREMENT
1	4,914	
2	5,066	
3	5,122	
4	5,191	
5	5,247	
6	5,316	
7	5,385	
8	5,441	
9	5,483	
10	5,524	
11	5,843	275
12	5,885	275
13	5,927	275
14	5,968	275
15	6,010	275
16	6,329	550

\* Because adjustments have been made per 14 Del. C. §1324 (e), Instructional Aides will be paid their State portion in accordance with the Code, while their Local portion will be paid from total years of experience.

\*\* - The Service Aide Hourly Rate will be equal to the State portion of the Instructional Aide salary scale divided by 1,388 hours (7.5 hours per day \* 185 days = 1,388)

YEARS	LOCAL
1	16.05
2	16.76
3	17.51
4	18.28
5	19.09
6	19.94
7	20.82
8	21.74
9	22.71

we no longer have step 0 therefore each yrs exp was bumped two for FY 11 only

- 1 or 2 will be Step 1
- 3 or 4 will be Step 2
- 5,6 or 7 will be Step 3
- 8 or 9 will be Step 4
- 10, 11 or 12 will be Step 5
- 13 or 14 will be Step 6
- 15,16, or 17 will be Step 7
- 18,19, or 20 will be Step 8
- 21,22, or 23 will be Step 9
- 24,25, or 26 will be step 10

**NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT  
2016-2017 TECHNOLOGY AIDE SALARY SCHEDULE**

	<u>Annual</u>	
	<u>Salary</u>	
	August 23, 2016 - September 30, 2016	October 1, 2016 - June 30, 2017
Year 1	38,241	38,583
Year 2	40,687	41,051
Year 3	41,912	42,287
Year 4	43,250	43,637
Year 5	44,357	44,753
Year 6	45,428	45,834
Year 7	46,526	46,943
Year 8	47,651	48,078
Year 9	48,803	49,240
Year 10	49,983	50,430
Year 11	50,973	51,429
Year 12	51,982	52,447

\* District Technology Aides work 225 (10+2) with benefits

**Continuing Education Increment**

Bachelors Deg:	\$2,500
Masters Degree:	\$1,500

Increases will be based on the State increase applied to 60%, and the Local increase applied to the remaining 40%

Performance Pay to be Distributed based on the Support Services Category

**NEW CASTLE COUNTY VOCATIONAL TECHNICAL SCHOOL DISTRICT**

**ADMINISTRATIVE SALARY SCHEDULE**

**2016-2017**

**Effective 10/1/2016**

POSITION/CLASSIFICATION	INDEX	A*	B	C	D	E
ASSISTANT SUPERINTENDENT	1.46	136,259	139,665	143,157	146,736	150,404
DIRECTOR	1.41	131,592	134,882	138,254	141,711	145,253
PRINCIPAL	1.36	126,926	130,099	133,352	136,685	140,102
ASSISTANT PRINCIPAL & SUPERVISOR	1.20	111,993	114,793	117,663	120,605	123,620

\* Difference between Columns .025

STATE 51,959

LOCAL 41,369

\*\* Schedule Base Doctorate (Step 21) = 93,328

# NCCVTSD

## 2016-2017 Work Category Pay Rates by Classification

**Effective August 23, 2016**

<u>I. Instructional Staff</u>	<u>Rate/hr</u>	<u>II. Other Employees</u>	<u>Rate/hr</u>														
<b>General Activities</b>																	
Teacher (Instructional) - Includes AED	32.00	<p>**All FLSA non-exempt employees (clerical, aides, custodian, food service) that are employed full-time by NCCVTSD shall be compensated based on their regular hourly rate adjusted as necessary for overtime over 40-hours per week. The following rates shall be used for non-fulltime employees of NCCVTSD.</p> <p><u>Rates for Non-NCCVTSD Full-time employees</u></p> <table border="0" style="width: 100%;"> <tr><td>Clerical</td><td style="text-align: right;">15.50</td></tr> <tr><td>Instructional Aides</td><td style="text-align: right;">15.00</td></tr> <tr><td>Custodian</td><td style="text-align: right;">14.00</td></tr> <tr><td>Non-District Temporary</td><td style="text-align: right;">10.50</td></tr> <tr><td>Summer Program Student Helpers</td><td style="text-align: right;">8.50</td></tr> <tr><td>Co-Op &amp; Workstudy</td><td style="text-align: right;">8.25</td></tr> </table>		Clerical	15.50	Instructional Aides	15.00	Custodian	14.00	Non-District Temporary	10.50	Summer Program Student Helpers	8.50	Co-Op & Workstudy	8.25		
Clerical	15.50																
Instructional Aides	15.00																
Custodian	14.00																
Non-District Temporary	10.50																
Summer Program Student Helpers	8.50																
Co-Op & Workstudy	8.25																
Teacher (Non-Instruction) - Includes AED	19.00																
Athletic Events	13.00																
Dance Chaperone	16.00																
New Teacher Orientation (PER DAY)	155.00																
Summer Workshop (Full Day)	155.00																
Summer Workshop (Half Day)	78.00																
Athletic Trainers	25.00																
<b>Summer Programs</b>																	
Teacher	32.00	<p><u>Night School</u></p> <table border="0" style="width: 100%;"> <tr><td>Principal</td><td style="text-align: right;">34.00</td></tr> <tr><td>Clerical</td><td style="text-align: right;">15.50</td></tr> <tr><td>Instructional Aides</td><td style="text-align: right;">14.50</td></tr> <tr><td>Security</td><td style="text-align: right;">13.00</td></tr> <tr><td>Tool Room Attendant</td><td style="text-align: right;">8.50</td></tr> </table>		Principal	34.00	Clerical	15.50	Instructional Aides	14.50	Security	13.00	Tool Room Attendant	8.50				
Principal	34.00																
Clerical	15.50																
Instructional Aides	14.50																
Security	13.00																
Tool Room Attendant	8.50																
Other (Non-Teaching)	19.00																
<b>New Student Home Visit</b>																	
Teacher (Special Education Visit)	47.00			<p><u>New Student Home Visit</u></p> <table border="0" style="width: 100%;"> <tr><td>Non-Teacher</td><td style="text-align: right;">26.00</td></tr> <tr><td>Non-Teacher (Unsuccessful)</td><td style="text-align: right;">9.50</td></tr> </table>		Non-Teacher	26.00	Non-Teacher (Unsuccessful)	9.50								
Non-Teacher	26.00																
Non-Teacher (Unsuccessful)	9.50																
Teacher	36.00																
Teacher (Unsuccessful)	10.50																
<b>Stipend in Lieu of Comp-Time</b>																	
(Half Day) (PER DAY)	80.00	<p><b>OECS</b></p> <table border="0" style="width: 100%;"> <tr><td>FICA</td><td style="text-align: right;">6.2</td></tr> <tr><td>Medicare</td><td style="text-align: right;">1.45</td></tr> <tr><td>Pension</td><td style="text-align: right;">22.28</td></tr> <tr><td>WC</td><td style="text-align: right;">1.45</td></tr> <tr><td>Unemployment</td><td style="text-align: right;">0.11</td></tr> <tr><td><b>Total OEC Rate</b></td><td style="text-align: right;"><b>31.49</b></td></tr> </table>				FICA	6.2	Medicare	1.45	Pension	22.28	WC	1.45	Unemployment	0.11	<b>Total OEC Rate</b>	<b>31.49</b>
FICA	6.2																
Medicare	1.45																
Pension	22.28																
WC	1.45																
Unemployment	0.11																
<b>Total OEC Rate</b>	<b>31.49</b>																
(Full Day) (PER DAY)	160.00																
<b>Substitutes</b>																	
Class A - Certified Teacher (State \$104)	125.00			<p>Increase from 2015/16</p>													
Class B - Degree (Not Certified) (State \$83)	100.00																
Class C - No Degree (State \$66)	80.00																
Class C Voc - Vocational Substitute (State \$66)	100.00																