

NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT
2017-2018 CLERICAL SALARY SCALES
 Effective July 1, 2017

10 MONTH CLERK

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 14,094 | 6,644 | | 20,738 |
| 2 | 14,573 | 6,930 | | 21,503 |
| 3 | 15,048 | 7,232 | | 22,280 |
| 4 | 15,528 | 7,548 | | 23,076 |
| 5 | 15,975 | 7,874 | | 23,849 |
| 6 | 16,398 | 8,216 | | 24,614 |
| 7 | 16,820 | 8,575 | | 25,395 |
| 8 | 17,242 | 8,948 | | 26,190 |
| 9 | 17,666 | 9,340 | | 27,006 |
| 10 | 18,088 | 9,750 | | 27,838 |
| 11 | 18,511 | 10,179 | | 28,690 |
| 12 | 18,983 | 10,621 | | 29,604 |
| 13 | 19,521 | 11,086 | | 30,607 |
| 14 | 19,938 | 11,575 | | 31,513 |
| 15 | 20,414 | 12,084 | | 32,498 |
| 16 | 20,892 | 12,615 | 250 | 33,757 |
| 17 | 21,369 | 13,591 | 250 | 35,210 |
| 18 | 21,848 | 13,707 | 250 | 35,805 |
| 19 | 22,323 | 14,097 | 250 | 36,670 |
| 20 | 22,801 | 14,499 | 583 | 37,883 |
| 21 | 23,276 | 15,373 | 583 | 39,232 |
| 22 | 23,764 | 15,788 | 583 | 40,136 |
| 23 | 24,265 | 16,232 | 583 | 41,080 |
| 24 | 24,778 | 16,232 | 583 | 41,592 |
| 25 | 25,301 | 16,232 | 583 | 42,116 |

CLERK⁸

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 16,913 | 7,973 | | 24,886 |
| 2 | 17,487 | 8,318 | | 25,805 |
| 3 | 18,058 | 8,677 | | 26,735 |
| 4 | 18,633 | 9,056 | | 27,689 |
| 5 | 19,170 | 9,448 | | 28,618 |
| 6 | 19,678 | 9,860 | | 29,538 |
| 7 | 20,184 | 10,291 | | 30,475 |
| 8 | 20,690 | 10,737 | | 31,427 |
| 9 | 21,199 | 11,208 | | 32,407 |
| 10 | 21,706 | 11,700 | | 33,406 |
| 11 | 22,213 | 12,215 | | 34,428 |
| 12 | 22,780 | 12,746 | | 35,526 |
| 13 | 23,425 | 13,304 | | 36,729 |
| 14 | 23,925 | 13,889 | | 37,814 |
| 15 | 24,497 | 14,499 | | 38,996 |
| 16 | 25,070 | 15,138 | 300 | 40,508 |
| 17 | 25,643 | 16,309 | 300 | 42,252 |
| 18 | 26,217 | 16,446 | 300 | 42,963 |
| 19 | 26,788 | 16,918 | 300 | 44,006 |
| 20 | 27,361 | 17,397 | 700 | 45,458 |
| 21 | 27,931 | 18,448 | 700 | 47,079 |
| 22 | 28,517 | 18,946 | 700 | 48,163 |
| 23 | 29,118 | 19,478 | 700 | 49,296 |
| 24 | 29,733 | 19,478 | 700 | 49,911 |
| 25 | 30,361 | 19,478 | 700 | 60,539 |

SECRETARY¹⁰

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 18,483 | 8,875 | | 27,358 |
| 2 | 19,056 | 9,259 | | 28,315 |
| 3 | 19,584 | 9,665 | | 29,249 |
| 4 | 20,112 | 10,084 | | 30,196 |
| 5 | 20,639 | 10,524 | | 31,163 |
| 6 | 21,168 | 10,984 | | 32,152 |
| 7 | 21,695 | 11,463 | | 33,158 |
| 8 | 22,221 | 11,968 | | 34,189 |
| 9 | 22,812 | 12,489 | | 35,301 |
| 10 | 23,408 | 13,037 | | 36,445 |
| 11 | 24,003 | 13,613 | | 37,616 |
| 12 | 24,598 | 14,207 | | 38,805 |
| 13 | 25,193 | 14,833 | | 40,026 |
| 14 | 25,789 | 15,487 | | 41,276 |
| 15 | 26,385 | 16,173 | | 42,558 |
| 16 | 26,982 | 16,889 | 300 | 44,171 |
| 17 | 27,575 | 17,788 | 300 | 45,663 |
| 18 | 28,172 | 18,299 | 300 | 46,771 |
| 19 | 28,766 | 18,823 | 300 | 47,889 |
| 20 | 29,363 | 19,372 | 700 | 49,435 |
| 21 | 29,957 | 20,472 | 700 | 51,129 |
| 22 | 30,566 | 21,089 | 700 | 52,355 |
| 23 | 31,189 | 21,684 | 700 | 53,573 |
| 24 | 31,826 | 21,684 | 700 | 54,210 |
| 25 | 32,474 | 21,684 | 700 | 54,858 |

SENIOR SECRETARY¹⁶

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 19,335 | 9,726 | | 29,061 |
| 2 | 19,864 | 10,145 | | 30,009 |
| 3 | 20,396 | 10,578 | | 30,974 |
| 4 | 20,925 | 11,034 | | 31,959 |
| 5 | 21,455 | 11,512 | | 32,967 |
| 6 | 21,986 | 12,005 | | 33,991 |
| 7 | 22,547 | 12,526 | | 35,073 |
| 8 | 23,147 | 13,069 | | 36,216 |
| 9 | 23,745 | 13,632 | | 37,377 |
| 10 | 24,343 | 14,229 | | 38,572 |
| 11 | 24,940 | 14,850 | | 39,790 |
| 12 | 25,537 | 15,491 | | 41,028 |
| 13 | 26,136 | 16,173 | | 42,309 |
| 14 | 26,735 | 16,880 | | 43,615 |
| 15 | 27,331 | 17,613 | | 44,944 |
| 16 | 27,930 | 18,388 | 300 | 46,618 |
| 17 | 28,529 | 19,332 | 300 | 48,161 |
| 18 | 29,128 | 19,882 | 300 | 49,310 |
| 19 | 29,726 | 20,453 | 300 | 50,479 |
| 20 | 30,323 | 21,042 | 700 | 52,065 |
| 21 | 30,921 | 22,189 | 700 | 53,810 |
| 22 | 31,532 | 22,809 | 700 | 55,041 |
| 23 | 32,157 | 23,451 | 700 | 56,308 |
| 24 | 32,795 | 23,451 | 700 | 56,946 |
| 25 | 33,448 | 23,451 | 700 | 57,599 |

FINANCIAL SECRETARY²⁰

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 19,806 | 10,423 | | 30,229 |
| 2 | 20,339 | 10,870 | | 31,209 |
| 3 | 20,872 | 11,335 | | 32,207 |
| 4 | 21,404 | 11,820 | | 33,224 |
| 5 | 21,937 | 12,324 | | 34,261 |
| 6 | 22,495 | 12,852 | | 35,347 |
| 7 | 23,097 | 13,407 | | 36,504 |
| 8 | 23,698 | 13,991 | | 37,689 |
| 9 | 24,299 | 14,596 | | 38,895 |
| 10 | 24,900 | 15,224 | | 40,124 |
| 11 | 25,504 | 15,885 | | 41,389 |
| 12 | 26,105 | 16,572 | | 42,677 |
| 13 | 26,704 | 17,296 | | 44,000 |
| 14 | 27,307 | 18,051 | | 45,358 |
| 15 | 27,910 | 18,836 | | 46,746 |
| 16 | 28,508 | 19,662 | 300 | 48,470 |
| 17 | 29,109 | 20,640 | 300 | 50,049 |
| 18 | 29,712 | 21,231 | 300 | 51,243 |
| 19 | 30,311 | 21,837 | 300 | 52,448 |
| 20 | 30,916 | 22,465 | 700 | 54,081 |
| 21 | 31,517 | 23,654 | 700 | 55,871 |
| 22 | 32,131 | 24,227 | 700 | 57,058 |
| 23 | 32,758 | 24,908 | 700 | 58,366 |
| 24 | 33,398 | 24,908 | 700 | 59,006 |
| 25 | 34,052 | 24,908 | 700 | 59,660 |

ADMINISTRATIVE SECRETARY²⁵

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 20,587 | 10,972 | | 31,559 |
| 2 | 21,127 | 11,438 | | 32,565 |
| 3 | 21,667 | 11,937 | | 33,604 |
| 4 | 22,206 | 12,435 | | 34,641 |
| 5 | 22,809 | 12,966 | | 35,775 |
| 6 | 23,417 | 13,520 | | 36,937 |
| 7 | 24,029 | 14,100 | | 38,129 |
| 8 | 24,637 | 14,709 | | 39,346 |
| 9 | 25,248 | 15,343 | | 40,591 |
| 10 | 25,856 | 16,007 | | 41,863 |
| 11 | 26,466 | 16,697 | | 43,163 |
| 12 | 27,074 | 17,421 | | 44,495 |
| 13 | 27,684 | 18,181 | | 45,865 |
| 14 | 28,293 | 18,968 | | 47,261 |
| 15 | 28,901 | 19,796 | | 48,697 |
| 16 | 29,514 | 20,657 | 300 | 50,471 |
| 17 | 30,123 | 21,663 | 300 | 52,086 |
| 18 | 30,730 | 22,280 | 300 | 53,310 |
| 19 | 31,340 | 22,921 | 300 | 54,561 |
| 20 | 31,950 | 23,574 | 700 | 56,224 |
| 21 | 32,558 | 24,677 | 700 | 57,935 |
| 22 | 33,181 | 25,368 | 700 | 59,249 |
| 23 | 33,817 | 26,083 | 700 | 60,600 |
| 24 | 34,468 | 26,083 | 700 | 61,251 |
| 25 | 35,132 | 26,083 | 700 | 61,915 |

| | State | Local | Total |
|---|-------|-------|-------|
| 15 Credit Hours or 22.5 CEU's | - | 400 | 400 |
| 30 Credit Hours or 45 CEU's | - | 525 | 525 |
| 45 Credit Hours or 67.5 CEU's | - | 800 | 800 |
| Administrative Support Personnel - Level I | 662 | 500 | 1,162 |
| Administrative Support Personnel - Level II | 991 | 1,000 | 1,991 |
| Administrative Support Personnel - Bachelor's | 1,320 | 2,000 | 3,320 |

| | Local |
|-----------------------------|-------|
| Busienss Office Coordinator | |
| Coordinator I | 2,500 |
| Coordinator II | 4,500 |

**NEW CASTLE CO VO-TECH SCHOOL DISTRICT
2017-2018 CUSTODIAL SALARY SCALES
Effective July 1, 2017**

CUSTODIAN ⁰⁵

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 7,239 | 27,240 |
| 2 | 20,402 | 7,901 | 28,303 |
| 3 | 20,803 | 9,324 | 30,127 |
| 4 | 21,203 | 9,837 | 31,040 |
| 5 | 21,605 | 10,409 | 32,014 |
| 6 | 22,004 | 11,147 | 33,151 |
| 7 | 22,408 | 11,692 | 34,100 |
| 8 | 22,839 | 12,247 | 35,086 |
| 9 | 23,293 | 12,798 | 36,091 |
| 10 | 23,743 | 13,228 | 36,971 |
| 11 | 24,195 | 13,441 | 37,636 |
| 12 | 24,645 | 13,872 | 38,517 |
| 13 | 25,106 | 14,602 | 39,708 |
| 14 | 25,577 | 15,099 | 40,676 |
| 15 | 26,058 | 15,099 | 41,157 |
| 16 | 26,548 | 15,099 | 41,647 |

CLASS "A" ^{05a}

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 14,231 | 34,232 |
| 2 | 20,402 | 15,120 | 35,522 |
| 3 | 20,803 | 16,013 | 36,816 |
| 4 | 21,203 | 16,912 | 38,115 |
| 5 | 21,605 | 17,719 | 39,324 |
| 6 | 22,004 | 18,779 | 40,783 |
| 7 | 22,408 | 19,638 | 42,046 |
| 8 | 22,839 | 20,556 | 43,395 |
| 9 | 23,293 | 21,745 | 45,038 |
| 10 | 23,743 | 23,045 | 46,788 |
| 11 | 24,195 | 24,221 | 48,416 |
| 12 | 24,645 | 24,875 | 49,520 |
| 13 | 25,106 | 25,524 | 50,630 |
| 14 | 25,577 | 26,181 | 51,758 |
| 15 | 26,058 | 26,181 | 52,239 |
| 16 | 26,548 | 26,181 | 52,729 |

CLASS "B" ^{05b}

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 9,629 | 29,630 |
| 2 | 20,402 | 10,073 | 30,475 |
| 3 | 20,803 | 10,513 | 31,316 |
| 4 | 21,203 | 11,909 | 33,112 |
| 5 | 21,605 | 12,342 | 33,947 |
| 6 | 22,004 | 13,115 | 35,119 |
| 7 | 22,408 | 13,689 | 36,097 |
| 8 | 22,839 | 14,284 | 37,123 |
| 9 | 23,293 | 14,976 | 38,269 |
| 10 | 23,743 | 15,571 | 39,314 |
| 11 | 24,195 | 16,076 | 40,271 |
| 12 | 24,645 | 16,504 | 41,149 |
| 13 | 25,106 | 16,938 | 42,044 |
| 14 | 25,577 | 17,433 | 43,010 |
| 15 | 26,058 | 17,433 | 43,491 |
| 16 | 26,548 | 17,433 | 43,981 |

CHIEF CUSTODIAN ²⁰

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 21,870 | 21,555 | 43,425 |
| 2 | 22,272 | 22,548 | 44,820 |
| 3 | 22,689 | 23,488 | 46,177 |
| 4 | 23,140 | 24,431 | 47,571 |
| 5 | 23,594 | 25,369 | 48,963 |
| 6 | 24,048 | 26,312 | 50,360 |
| 7 | 24,495 | 27,256 | 51,751 |
| 8 | 24,946 | 27,378 | 52,324 |
| 9 | 25,399 | 29,135 | 54,534 |
| 10 | 25,851 | 32,895 | 58,746 |
| 11 | 26,302 | 34,873 | 61,175 |
| 12 | 26,751 | 35,203 | 61,954 |
| 13 | 27,209 | 35,572 | 62,781 |
| 14 | 27,677 | 35,572 | 63,249 |
| 15 | 28,153 | 35,572 | 63,725 |
| 16 | 28,638 | 35,572 | 64,210 |

MAINTENANCE SPECIALIST ²⁵

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 22,366 | 24,876 | 47,242 |
| 2 | 22,868 | 26,009 | 48,877 |
| 3 | 23,396 | 27,216 | 50,612 |
| 4 | 23,917 | 28,482 | 52,399 |
| 5 | 24,375 | 29,812 | 54,187 |
| 6 | 24,966 | 31,212 | 56,178 |
| 7 | 25,492 | 32,681 | 58,173 |
| 8 | 26,016 | 34,223 | 60,239 |
| 9 | 26,541 | 35,839 | 62,380 |
| 10 | 27,063 | 37,541 | 64,604 |
| 11 | 27,590 | 38,535 | 66,125 |
| 12 | 28,114 | 41,222 | 69,336 |
| 13 | 28,650 | 42,865 | 71,515 |
| 14 | 29,198 | 44,342 | 73,540 |
| 15 | 29,756 | 44,342 | 74,098 |
| 16 | 30,326 | 44,342 | 74,668 |

SKILLED CRAFTSMAN ³⁰

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 22,837 | 24,876 | 47,713 |
| 2 | 23,443 | 26,009 | 49,452 |
| 3 | 24,044 | 27,216 | 51,260 |
| 4 | 24,645 | 28,482 | 53,127 |
| 5 | 25,249 | 29,812 | 55,061 |
| 6 | 25,851 | 31,212 | 57,063 |
| 7 | 26,452 | 32,681 | 59,133 |
| 8 | 27,054 | 34,223 | 61,277 |
| 9 | 27,657 | 35,839 | 63,496 |
| 10 | 28,260 | 37,541 | 65,801 |
| 11 | 28,861 | 38,535 | 67,396 |
| 12 | 29,465 | 41,222 | 70,687 |
| 13 | 30,083 | 42,865 | 72,948 |
| 14 | 30,716 | 44,342 | 75,058 |
| 15 | 31,364 | 44,342 | 75,706 |
| 16 | 32,025 | 44,342 | 76,367 |

LONGEVITY

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

SHIFT DIFFERENTIAL

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

State Supplement

60 Credit Hours 439
90 Credit Hours 662
120 Credit Hours 883

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

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

Foreman (Firefighter State Scale) total 90% of Chief ¹⁰

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,532 | 18,551 | 39,083 |
| 2 | 20,934 | 19,404 | 40,338 |
| 3 | 21,335 | 20,224 | 41,559 |
| 4 | 21,737 | 21,077 | 42,814 |
| 5 | 22,136 | 21,931 | 44,067 |
| 6 | 22,535 | 22,789 | 45,324 |
| 7 | 22,991 | 23,585 | 46,576 |
| 8 | 23,445 | 23,647 | 47,092 |
| 9 | 23,894 | 25,187 | 49,081 |
| 10 | 24,346 | 28,525 | 52,871 |
| 11 | 24,797 | 30,261 | 55,058 |
| 12 | 25,252 | 30,507 | 55,759 |
| 13 | 25,717 | 30,786 | 56,503 |
| 14 | 26,192 | 30,732 | 56,924 |
| 15 | 26,678 | 30,675 | 57,353 |
| 16 | 27,171 | 30,618 | 57,789 |

**NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT
2017-2018 TECHNOLOGY AIDE SALARY SCHEDULE**

Effective August 22, 2017

| | <u>Annual Salary</u> |
|---------|--------------------------|
| Year 1 | 38,815 |
| Year 2 | 41,297 |
| Year 3 | 42,541 |
| Year 4 | 43,899 |
| Year 5 | 45,022 |
| Year 6 | 46,109 |
| Year 7 | 47,224 |
| Year 8 | 48,366 |
| Year 9 | 49,535 |
| Year 10 | 50,733 |
| Year 11 | 51,738 |
| Year 12 | 52,762 |

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

Continuing Education Increment

| | |
|---------------|----------------|
| Bachelors Deg | \$2,500 |
| Masters Degre | \$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

2017-2018 ADMINISTRATIVE SALARY SCHEDULE

Effective July 1, 2017

| POSITION/CLASSIFICATION | INDEX | A* | B | C | D | E |
|----------------------------------|-------|---------|---------|---------|---------|---------|
| ASSISTANT SUPERINTENDENT | 1.46 | 137,168 | 140,598 | 144,113 | 147,715 | 151,408 |
| DIRECTOR | 1.41 | 132,471 | 135,783 | 139,177 | 142,657 | 146,223 |
| PRINCIPAL | 1.36 | 127,773 | 130,968 | 134,242 | 137,598 | 141,038 |
| ASSISTANT PRINCIPAL & SUPERVISOR | 1.20 | 112,741 | 115,560 | 118,449 | 121,410 | 124,445 |

* Difference between Columns .025

STATE 51,961

LOCAL 41,990

** Schedule Base Doctorate (Step 21) = 93,951

**NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT
2017-2018 TEACHER SALARY SCALES
Effective August 22, 2017**

NO DEGREE

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 27,607 | 12,444 | 40,051 |
| 2 | 27,880 | 13,515 | 41,395 |
| 3 | 28,128 | 14,576 | 42,704 |
| 4 | 29,118 | 15,640 | 44,758 |
| 5 | 29,944 | 16,707 | 46,651 |
| 6 | 30,961 | 17,780 | 48,741 |
| 7 | 31,952 | 18,841 | 50,793 |
| 8 | 32,969 | 19,913 | 52,882 |
| 9 | 33,960 | 20,978 | 54,938 |
| 10 | 34,950 | 22,044 | 56,994 |
| 11 | 35,967 | 23,113 | 59,080 |
| 12 | 35,967 | 24,176 | 60,143 |
| 13 | 35,967 | 25,238 | 61,205 |
| 14 | 35,967 | 26,312 | 62,279 |
| 15 | 35,967 | 27,377 | 63,344 |
| 16 | 35,967 | 28,446 | 64,413 |
| 17 | 35,967 | 29,507 | 65,474 |
| 18 | 35,967 | 30,575 | 66,542 |
| 19 | 35,967 | 31,315 | 67,282 |
| 20 | 35,967 | 31,315 | 67,282 |
| 21 | 35,967 | 31,315 | 67,282 |

BACHELOR

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 28,706 | 13,035 | 41,741 |
| 2 | 28,982 | 14,459 | 43,441 |
| 3 | 29,256 | 15,483 | 44,739 |
| 4 | 30,217 | 16,552 | 46,769 |
| 5 | 30,961 | 17,620 | 48,581 |
| 6 | 31,952 | 18,688 | 50,640 |
| 7 | 32,969 | 19,756 | 52,725 |
| 8 | 33,960 | 20,819 | 54,779 |
| 9 | 34,950 | 21,888 | 56,838 |
| 10 | 35,967 | 22,954 | 58,921 |
| 11 | 37,016 | 24,020 | 61,036 |
| 12 | 37,016 | 25,083 | 62,099 |
| 13 | 37,016 | 26,159 | 63,175 |
| 14 | 37,016 | 26,904 | 63,920 |
| 15 | 37,016 | 27,972 | 64,988 |
| 16 | 37,016 | 29,031 | 66,047 |
| 17 | 37,016 | 30,103 | 67,119 |
| 18 | 37,016 | 31,406 | 68,422 |
| 19 | 37,016 | 32,147 | 69,163 |
| 20 | 37,016 | 32,147 | 69,163 |
| 21 | 37,016 | 32,147 | 69,163 |

BACHELOR + 15

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 29,805 | 13,631 | 43,436 |
| 2 | 30,082 | 14,694 | 44,776 |
| 3 | 30,355 | 15,758 | 46,113 |
| 4 | 31,318 | 16,837 | 48,155 |
| 5 | 31,952 | 17,896 | 49,848 |
| 6 | 32,969 | 19,601 | 52,570 |
| 7 | 33,960 | 20,664 | 54,624 |
| 8 | 34,950 | 21,734 | 56,684 |
| 9 | 35,967 | 22,799 | 58,766 |
| 10 | 36,957 | 23,862 | 60,819 |
| 11 | 37,947 | 24,932 | 62,879 |
| 12 | 38,965 | 26,001 | 64,966 |
| 13 | 40,010 | 27,070 | 67,080 |
| 14 | 40,010 | 28,137 | 68,147 |
| 15 | 40,010 | 29,202 | 69,212 |
| 16 | 40,010 | 30,269 | 70,279 |
| 17 | 40,010 | 31,333 | 71,343 |
| 18 | 40,010 | 32,592 | 72,602 |
| 19 | 40,010 | 33,333 | 73,343 |
| 20 | 40,010 | 33,333 | 73,343 |
| 21 | 40,010 | 33,333 | 73,343 |

BACHELOR + 30

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 30,905 | 14,219 | 45,124 |
| 2 | 31,182 | 15,289 | 46,471 |
| 3 | 31,456 | 16,353 | 47,809 |
| 4 | 32,420 | 17,420 | 49,840 |
| 5 | 32,969 | 18,488 | 51,457 |
| 6 | 33,960 | 20,351 | 54,311 |
| 7 | 34,950 | 21,421 | 56,371 |
| 8 | 35,967 | 22,484 | 58,451 |
| 9 | 36,957 | 23,552 | 60,509 |
| 10 | 37,947 | 24,613 | 62,560 |
| 11 | 38,965 | 25,683 | 64,648 |
| 12 | 39,954 | 26,755 | 66,709 |
| 13 | 40,944 | 27,817 | 68,761 |
| 14 | 41,959 | 28,882 | 70,841 |
| 15 | 43,000 | 29,971 | 72,971 |
| 16 | 43,000 | 31,017 | 74,017 |
| 17 | 43,000 | 32,242 | 75,242 |
| 18 | 43,000 | 34,013 | 77,013 |
| 19 | 43,000 | 34,755 | 77,755 |
| 20 | 43,000 | 34,755 | 77,755 |
| 21 | 43,000 | 34,755 | 77,755 |

MASTERS

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 32,555 | 17,176 | 49,731 |
| 2 | 32,831 | 18,251 | 51,082 |
| 3 | 33,105 | 19,318 | 52,423 |
| 4 | 34,069 | 20,381 | 54,450 |
| 5 | 34,453 | 21,450 | 55,903 |
| 6 | 35,443 | 22,514 | 57,957 |
| 7 | 36,461 | 23,584 | 60,045 |
| 8 | 37,450 | 24,649 | 62,099 |
| 9 | 39,954 | 25,718 | 65,672 |
| 10 | 40,944 | 26,785 | 67,729 |
| 11 | 41,959 | 27,852 | 69,811 |
| 12 | 42,952 | 29,557 | 72,509 |
| 13 | 43,967 | 30,621 | 74,588 |
| 14 | 44,956 | 31,690 | 76,646 |
| 15 | 45,949 | 32,753 | 78,702 |
| 16 | 46,964 | 33,824 | 80,788 |
| 17 | 46,964 | 34,887 | 81,851 |
| 18 | 46,964 | 36,430 | 83,394 |
| 19 | 46,964 | 36,535 | 83,499 |
| 20 | 46,964 | 36,535 | 83,499 |
| 21 | 46,964 | 36,535 | 83,499 |

MASTERS + 15

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 33,655 | 18,366 | 52,021 |
| 2 | 33,931 | 19,436 | 53,367 |
| 3 | 34,204 | 20,499 | 54,703 |
| 4 | 35,169 | 21,571 | 56,740 |
| 5 | 35,443 | 22,639 | 58,082 |
| 6 | 36,461 | 23,700 | 60,161 |
| 7 | 37,450 | 24,767 | 62,217 |
| 8 | 38,469 | 25,836 | 64,305 |
| 9 | 40,944 | 26,904 | 67,848 |
| 10 | 41,959 | 28,450 | 70,409 |
| 11 | 42,952 | 29,510 | 72,462 |
| 12 | 43,967 | 30,582 | 74,549 |
| 13 | 44,956 | 31,651 | 76,607 |
| 14 | 45,949 | 32,713 | 78,662 |
| 15 | 46,964 | 33,781 | 80,745 |
| 16 | 48,003 | 33,937 | 81,940 |
| 17 | 48,003 | 35,914 | 83,917 |
| 18 | 48,003 | 38,403 | 86,406 |
| 19 | 48,003 | 39,140 | 87,143 |
| 20 | 48,003 | 39,140 | 87,143 |
| 21 | 48,003 | 39,140 | 87,143 |

MASTERS + 30

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 34,755 | 19,436 | 54,191 |
| 2 | 35,031 | 20,499 | 55,530 |
| 3 | 35,305 | 21,571 | 56,876 |
| 4 | 36,269 | 22,639 | 58,908 |
| 5 | 36,680 | 23,700 | 60,380 |
| 6 | 37,450 | 24,767 | 62,217 |
| 7 | 38,469 | 25,836 | 64,305 |
| 8 | 39,458 | 26,904 | 66,362 |
| 9 | 41,959 | 27,972 | 69,931 |
| 10 | 42,952 | 29,031 | 71,983 |
| 11 | 43,967 | 30,103 | 74,070 |
| 12 | 44,956 | 31,651 | 76,607 |
| 13 | 45,949 | 32,713 | 78,662 |
| 14 | 46,964 | 34,491 | 81,455 |
| 15 | 47,954 | 35,876 | 83,830 |
| 16 | 48,944 | 36,941 | 85,885 |
| 17 | 49,954 | 38,010 | 87,964 |
| 18 | 49,954 | 40,384 | 90,338 |
| 19 | 49,954 | 40,384 | 90,338 |
| 20 | 49,954 | 40,384 | 90,338 |
| 21 | 49,954 | 40,384 | 90,338 |

MASTERS + 45

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 35,857 | 20,499 | 56,356 |
| 2 | 36,131 | 21,571 | 57,702 |
| 3 | 36,407 | 22,639 | 59,046 |
| 4 | 37,368 | 23,700 | 61,068 |
| 5 | 37,780 | 24,767 | 62,547 |
| 6 | 38,469 | 25,836 | 64,305 |
| 7 | 39,458 | 26,904 | 66,362 |
| 8 | 40,448 | 27,972 | 68,420 |
| 9 | 42,952 | 29,031 | 71,983 |
| 10 | 43,967 | 30,103 | 74,070 |
| 11 | 44,956 | 31,171 | 76,127 |
| 12 | 45,949 | 32,235 | 78,184 |
| 13 | 46,964 | 34,094 | 81,058 |
| 14 | 47,954 | 35,438 | 83,392 |
| 15 | 48,944 | 36,074 | 85,018 |
| 16 | 49,962 | 37,139 | 87,101 |
| 17 | 51,002 | 38,368 | 89,370 |
| 18 | 51,002 | 40,924 | 91,926 |
| 19 | 51,002 | 40,924 | 91,926 |
| 20 | 51,002 | 40,924 | 91,926 |
| 21 | 51,002 | 40,924 | 91,926 |

DOCTORATE

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 36,957 | 21,571 | 58,528 |
| 2 | 37,230 | 22,639 | 59,869 |
| 3 | 37,506 | 23,700 | 61,206 |
| 4 | 38,469 | 24,767 | 63,236 |
| 5 | 38,880 | 25,836 | 64,716 |
| 6 | 39,458 | 26,904 | 66,362 |
| 7 | 40,448 | 27,972 | 68,420 |
| 8 | 41,466 | 29,031 | 70,497 |
| 9 | 43,967 | 30,103 | 74,070 |
| 10 | 44,956 | 31,171 | 76,127 |
| 11 | 45,949 | 32,235 | 78,184 |
| 12 | 46,964 | 34,099 | 81,063 |
| 13 | 47,954 | 34,847 | 82,801 |
| 14 | 48,944 | 36,233 | 85,177 |
| 15 | 49,962 | 37,698 | 87,660 |
| 16 | 50,951 | 38,764 | 89,715 |
| 17 | 51,961 | 39,991 | 91,952 |
| 18 | 51,961 | 41,969 | 93,930 |
| 19 | 51,961 | 41,990 | 93,951 |
| 20 | 51,961 | 41,990 | 93,951 |
| 21 | 51,961 | 41,990 | 93,951 |

Section 1305(a)(1)

| YEARS | ND | B | B+15 |
|-------|--------|--------|--------|
| 9 | 37,946 | 38,966 | |
| 10 | 37,946 | 38,966 | |
| 11 | 37,946 | 38,966 | 40,943 |
| 12 | | | 40,943 |

**NEW CASTLE COUNTY VOCATIONAL TECHNICAL SCHOOL DISTRICT
2017-2018 INSTRUCTIONAL AIDE SALARY SCHEDULE**

Effective August 22, 2017

| <u>Step</u> | <u>State Salary</u> | <u>Local Salary</u> | <u>Longevity</u> | <u>Total Salary</u> | <u>Hourly Rate</u> | <u>Exp</u> |
|-------------|---------------------|---------------------|------------------|---------------------|--------------------|------------|
| 1 | 23,030 | 5,122 | | 28,152 | 20.29 | 0 |
| 2 | 24,018 | 5,274 | | 29,292 | 21.11 | 1 |
| 3 | 25,049 | 5,330 | | 30,379 | 21.89 | 2 |
| 4 | 26,125 | 5,399 | | 31,524 | 22.72 | 3 |
| 5 | 27,249 | 5,455 | | 32,704 | 23.57 | 4 |
| 6 | 28,422 | 5,524 | | 33,946 | 24.47 | 5 |
| 7 | 28,422 | 5,593 | | 34,015 | 24.52 | 6 |
| 8 | 28,422 | 5,649 | | 34,071 | 24.56 | 7 |
| 9 | 29,649 | 5,691 | | 35,340 | 25.47 | 8 |
| 10 | 29,649 | 5,732 | | 35,381 | 25.50 | 9 |
| 11 | 30,929 | 6,051 | 275 | 37,255 | 26.85 | 10 |
| 12 | 30,929 | 6,093 | 275 | 37,297 | 26.88 | 11 |
| 13 | 32,265 | 6,135 | 275 | 38,675 | 27.87 | 12 |
| 14 | 32,265 | 6,176 | 275 | 38,716 | 27.90 | 13 |
| 15 | 33,661 | 6,218 | 275 | 40,154 | 28.94 | 14 |
| 16 | 33,661 | 6,537 | 550 | 40,748 | 29.37 | 15 |

* 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)

**NEW CASTLE CO VO-TECH SCHOOL DISTRICT
2017-2018 FOOD SERVICE SALARY SCALES
Effective August 22, 2017**

1.50%

**CAFETERIA MANAGERS
501-800**

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|---------------|
| 1 | 20,620 | 7,461 | 28,081 |
| 2 | 21,108 | 7,682 | 28,790 |
| 3 | 21,592 | 7,911 | 29,503 |
| 4 | 22,080 | 8,149 | 30,229 |
| 5 | 22,552 | 8,393 | 30,945 |
| 6 | 22,991 | 8,645 | 31,636 |
| 7 | 23,434 | 8,905 | 32,339 |
| 8 | 23,877 | 9,167 | 33,044 |
| 9 | 24,319 | 9,445 | 33,764 |
| 10 | 24,762 | 9,730 | 34,492 |
| 11 | 25,204 | 10,023 | 35,227 |
| 12 | 25,647 | 10,223 | 35,870 |
| 13 | 26,089 | 10,430 | 36,519 |
| 14 | 26,532 | 10,634 | 37,166 |
| 15 | 27,012 | 10,847 | 37,859 |
| 16 | 27,501 | 10,847 | 38,348 |
| 17 | 27,999 | 10,847 | 38,846 |
| 18 | 28,509 | 10,847 | 39,356 |
| 19 | 29,029 | 10,847 | 39,876 |
| 20 | 29,558 | 10,847 | 40,405 |

**CAFETERIA MANAGERS
801 - 1200**

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|---------------|
| 1 | 21,592 | 8,710 | 30,302 |
| 2 | 22,080 | 8,939 | 31,019 |
| 3 | 22,552 | 9,175 | 31,727 |
| 4 | 22,991 | 9,420 | 32,411 |
| 5 | 23,454 | 9,672 | 33,126 |
| 6 | 23,877 | 9,931 | 33,808 |
| 7 | 24,319 | 10,193 | 34,512 |
| 8 | 24,762 | 10,560 | 35,322 |
| 9 | 25,204 | 10,752 | 35,956 |
| 10 | 25,647 | 11,043 | 36,690 |
| 11 | 26,089 | 11,345 | 37,434 |
| 12 | 26,532 | 11,550 | 38,082 |
| 13 | 27,012 | 11,758 | 38,770 |
| 14 | 27,501 | 11,974 | 39,475 |
| 15 | 27,991 | 12,192 | 40,183 |
| 16 | 28,479 | 12,192 | 40,671 |
| 17 | 28,976 | 12,192 | 41,168 |
| 18 | 29,483 | 12,192 | 41,675 |
| 19 | 30,000 | 12,192 | 42,192 |
| 20 | 30,526 | 12,192 | 42,718 |

**CAFETERIA MANAGERS
1201 - 1600**

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|---------------|
| 1 | 22,552 | 9,800 | 32,352 |
| 2 | 22,991 | 10,045 | 33,036 |
| 3 | 23,434 | 10,304 | 33,738 |
| 4 | 23,877 | 10,570 | 34,447 |
| 5 | 24,319 | 10,841 | 35,160 |
| 6 | 24,762 | 11,121 | 35,883 |
| 7 | 25,204 | 11,409 | 36,613 |
| 8 | 25,647 | 11,706 | 37,353 |
| 9 | 26,089 | 12,012 | 38,101 |
| 10 | 26,532 | 12,327 | 38,859 |
| 11 | 27,012 | 12,654 | 39,666 |
| 12 | 27,501 | 12,874 | 40,375 |
| 13 | 27,991 | 13,103 | 41,094 |
| 14 | 28,479 | 13,333 | 41,812 |
| 15 | 28,963 | 13,572 | 42,535 |
| 16 | 29,450 | 13,813 | 43,263 |
| 17 | 29,949 | 13,813 | 43,762 |
| 18 | 30,459 | 13,813 | 44,272 |
| 19 | 30,978 | 13,813 | 44,791 |
| 20 | 31,507 | 13,813 | 45,320 |

COOK/BAKER

3.50%

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|-------|-------|--------------|
| 1 | 12.79 | 3.07 | 15.86 |
| 2 | 12.91 | 3.09 | 16.00 |
| 3 | 13.04 | 3.12 | 16.16 |
| 4 | 13.15 | 3.16 | 16.31 |
| 5 | 13.29 | 3.17 | 16.46 |
| 6 | 13.47 | 3.20 | 16.67 |
| 7 | 13.57 | 3.22 | 16.79 |
| 8 | 13.67 | 3.25 | 16.92 |
| 9 | 13.77 | 3.27 | 17.04 |
| 10 | 13.90 | 3.30 | 17.20 |
| 11 | 14.05 | 3.33 | 17.38 |
| 12 | 14.18 | 3.36 | 17.54 |
| 13 | 14.32 | 3.38 | 17.70 |
| 14 | 14.45 | 3.41 | 17.86 |
| 15 | 14.55 | 3.50 | 18.05 |
| 16 | 14.72 | 3.52 | 18.24 |
| 17 | 14.88 | 3.52 | 18.40 |
| 18 | 14.98 | 3.52 | 18.50 |
| 19 | 15.07 | 3.52 | 18.59 |
| 20 | 15.19 | 3.52 | 18.71 |
| 21 | 15.29 | 3.53 | 18.82 |
| 22 | 15.40 | 3.53 | 18.93 |

GENERAL WORKER

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|-------|-------|--------------|
| 1 | 11.94 | 2.98 | 14.92 |
| 2 | 12.08 | 3.00 | 15.08 |
| 3 | 12.24 | 3.02 | 15.26 |
| 4 | 12.33 | 3.04 | 15.37 |
| 5 | 12.45 | 3.07 | 15.52 |
| 6 | 12.64 | 3.09 | 15.73 |
| 7 | 12.78 | 3.13 | 15.91 |
| 8 | 12.88 | 3.16 | 16.04 |
| 9 | 12.96 | 3.18 | 16.14 |
| 10 | 13.06 | 3.20 | 16.26 |
| 11 | 13.18 | 3.23 | 16.41 |
| 12 | 13.38 | 3.26 | 16.64 |
| 13 | 13.50 | 3.28 | 16.78 |
| 14 | 13.64 | 3.31 | 16.95 |
| 15 | 13.77 | 3.35 | 17.12 |
| 16 | 13.90 | 3.35 | 17.25 |
| 17 | 14.06 | 3.44 | 17.50 |
| 18 | 14.20 | 3.44 | 17.64 |
| 19 | 14.35 | 3.44 | 17.79 |
| 20 | 14.51 | 3.44 | 17.95 |
| 21 | 14.67 | 3.45 | 18.12 |
| 22 | 14.82 | 3.45 | 18.27 |

**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 | Unit I | 10/hour |
|--------------------|----------|---------|
| New Courses | Unit II | 15/hour |
| Unit I | Unit III | 20/hour |
| Unit II | Unit IV | 25/hour |
| Unit III | Unit V | 45/hour |
| Unit IV | Unit VI | 60/hour |

.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

| | | |
|-----------|----------|-----------------------|
| 501-800 | 500.00 | Additional Supplement |
| 801-1200 | 700.00 | Additional Supplement |
| 1201-1600 | 1,000.00 | Additional Supplement |
| 1601-2000 | 1,200.00 | Additional Supplement |

*General Workers eligible for a Perfect Attendance Stipend

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

NCCVTSD
2017-2018 Work Category Pay Rates
by Classification
Effective August 22, 2017

| <u>I. Instructional Staff</u> | <u>Rate/hr</u> | <u>II. Other Employees</u> | <u>Rate/hr</u> |
|---|----------------|--|----------------|
| <u>General Activities</u> | | **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. | |
| Teacher (Instructional) - Includes AED | 32.00 | | |
| 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 | | |
| <u>Summer Programs</u> | | <u>Rates for Non-NCCVTSD Full-time employees</u> | |
| Teacher | 32.00 | Clerical | 15.50 |
| Other (Non-Teaching) | 18.00 | Instructional Aides | 15.00 |
| | | Custodian | 14.00 |
| | | Non-District Temporary | 10.50 |
| | | Summer Program Student Helpers | 8.50 |
| | | Co-Op & Workstudy | 8.25 |
| <u>New Student Home Visit</u> | | <u>Night School</u> | |
| Teacher (Special Education Visit) | 47.00 | Principal | 34.00 |
| Teacher | 36.00 | Clerical | 15.50 |
| Teacher (Unsuccessful) | 10.50 | Instructional Aides | 14.50 |
| | | Security | 13.00 |
| | | Tool Room Attendant | 8.50 |
| <u>Stipend in Lieu of Comp-Time</u> | | <u>New Student Home Visit</u> | |
| (Half Day) (PER DAY) | 78.00 | Non-Teacher | 26.00 |
| (Full Day) (PER DAY) | 155.00 | Non-Teacher (Unsuccessful) | 9.50 |
| <u>Substitutes</u> | | <u>OEC's</u> | |
| Class A - Certified Teacher (State \$104) | 125.00 | FICA | 6.2 |
| Class B - Degree (Not Certified) (State \$83) | 100.00 | Medicare | 1.45 |
| Class C - No Degree (State \$66) | 80.00 | Pension | 21.77 |
| Class C Voc - Vocational Substitute (State \$66) | 100.00 | WC | 1.45 |
| Nurse Substitute | 170.00 | Unemployment | 0.11 |
| | | Total OEC Rate | <u>30.98</u> |
| <u>Long Term Substitutes (11th Day)</u> | | | |