

NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT
2016-2017 TEACHER SALARY SCALES
Effective 11/1/2016 (10 Month), 11/7/16 (10+1) and 11/15/16 (10+2)

NO DEGREE

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 27,607 | 12,260 | 39,867 |
| 2 | 27,880 | 13,315 | 41,195 |
| 3 | 28,128 | 14,361 | 42,489 |
| 4 | 29,118 | 15,409 | 44,527 |
| 5 | 29,944 | 16,460 | 46,404 |
| 6 | 30,961 | 17,517 | 48,478 |
| 7 | 31,952 | 18,563 | 50,515 |
| 8 | 32,969 | 19,619 | 52,588 |
| 9 | 33,960 | 20,668 | 54,628 |
| 10 | 34,950 | 21,718 | 56,668 |
| 11 | 35,967 | 22,771 | 58,738 |
| 12 | 35,967 | 23,819 | 59,786 |
| 13 | 35,967 | 24,865 | 60,832 |
| 14 | 35,967 | 25,923 | 61,890 |
| 15 | 35,967 | 26,972 | 62,939 |
| 16 | 35,967 | 28,026 | 63,993 |
| 17 | 35,967 | 29,071 | 65,038 |
| 18 | 35,967 | 30,123 | 66,090 |
| 19 | 35,967 | 30,852 | 66,819 |
| 20 | 35,967 | 30,852 | 66,819 |
| 21 | 35,967 | 30,852 | 66,819 |

BACHELOR

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 28,706 | 12,842 | 41,548 |
| 2 | 28,982 | 14,245 | 43,227 |
| 3 | 29,256 | 15,254 | 44,510 |
| 4 | 30,217 | 16,307 | 46,524 |
| 5 | 30,961 | 17,360 | 48,321 |
| 6 | 31,952 | 18,412 | 50,364 |
| 7 | 32,969 | 19,464 | 52,433 |
| 8 | 33,960 | 20,511 | 54,471 |
| 9 | 34,950 | 21,565 | 56,515 |
| 10 | 35,967 | 22,615 | 58,582 |
| 11 | 37,016 | 23,665 | 60,681 |
| 12 | 37,016 | 24,712 | 61,728 |
| 13 | 37,016 | 25,772 | 62,788 |
| 14 | 37,016 | 26,506 | 63,522 |
| 15 | 37,016 | 27,559 | 64,575 |
| 16 | 37,016 | 28,602 | 65,618 |
| 17 | 37,016 | 29,658 | 66,674 |
| 18 | 37,016 | 30,942 | 67,958 |
| 19 | 37,016 | 31,672 | 68,688 |
| 20 | 37,016 | 31,672 | 68,688 |
| 21 | 37,016 | 31,672 | 68,688 |

BACHELOR + 15

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 29,805 | 13,430 | 43,235 |
| 2 | 30,082 | 14,477 | 44,559 |
| 3 | 30,355 | 15,525 | 45,880 |
| 4 | 31,318 | 16,588 | 47,906 |
| 5 | 31,952 | 17,632 | 49,584 |
| 6 | 32,969 | 19,311 | 52,280 |
| 7 | 33,960 | 20,359 | 54,319 |
| 8 | 34,950 | 21,413 | 56,363 |
| 9 | 35,967 | 22,462 | 58,429 |
| 10 | 36,957 | 23,509 | 60,466 |
| 11 | 37,947 | 24,564 | 62,511 |
| 12 | 38,965 | 25,617 | 64,582 |
| 13 | 40,010 | 26,670 | 66,680 |
| 14 | 40,010 | 27,721 | 67,731 |
| 15 | 40,010 | 28,770 | 68,780 |
| 16 | 40,010 | 29,822 | 69,832 |
| 17 | 40,010 | 30,870 | 70,880 |
| 18 | 40,010 | 32,110 | 72,120 |
| 19 | 40,010 | 32,840 | 72,850 |
| 20 | 40,010 | 32,840 | 72,850 |
| 21 | 39,418 | 32,840 | 72,258 |

BACHELOR + 30

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 30,905 | 14,009 | 44,914 |
| 2 | 31,182 | 15,063 | 46,245 |
| 3 | 31,456 | 16,111 | 47,567 |
| 4 | 32,420 | 17,163 | 49,583 |
| 5 | 32,969 | 18,215 | 51,184 |
| 6 | 33,960 | 20,050 | 54,010 |
| 7 | 34,950 | 21,104 | 56,054 |
| 8 | 35,967 | 22,152 | 58,119 |
| 9 | 36,957 | 23,204 | 60,161 |
| 10 | 37,947 | 24,249 | 62,196 |
| 11 | 38,965 | 25,303 | 64,268 |
| 12 | 39,954 | 26,360 | 66,314 |
| 13 | 40,944 | 27,406 | 68,350 |
| 14 | 41,959 | 28,455 | 70,414 |
| 15 | 43,000 | 29,528 | 72,528 |
| 16 | 43,000 | 30,559 | 73,559 |
| 17 | 43,000 | 31,766 | 74,766 |
| 18 | 43,000 | 33,510 | 76,510 |
| 19 | 43,000 | 34,241 | 77,241 |
| 20 | 43,000 | 34,241 | 77,241 |
| 21 | 43,000 | 34,241 | 77,241 |

MASTERS

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 32,555 | 16,922 | 49,477 |
| 2 | 32,831 | 17,981 | 50,812 |
| 3 | 33,105 | 19,033 | 52,138 |
| 4 | 34,069 | 20,080 | 54,149 |
| 5 | 34,453 | 21,133 | 55,586 |
| 6 | 35,443 | 22,181 | 57,624 |
| 7 | 36,461 | 23,235 | 59,696 |
| 8 | 37,450 | 24,285 | 61,735 |
| 9 | 39,954 | 25,338 | 65,292 |
| 10 | 40,944 | 26,389 | 67,333 |
| 11 | 41,959 | 27,440 | 69,399 |
| 12 | 42,952 | 29,120 | 72,072 |
| 13 | 43,967 | 30,168 | 74,135 |
| 14 | 44,956 | 31,222 | 76,178 |
| 15 | 45,949 | 32,269 | 78,218 |
| 16 | 46,964 | 33,324 | 80,288 |
| 17 | 46,964 | 34,371 | 81,335 |
| 18 | 46,964 | 35,892 | 82,856 |
| 19 | 46,964 | 35,995 | 82,959 |
| 20 | 46,964 | 35,995 | 82,959 |
| 21 | 46,964 | 35,995 | 82,959 |

MASTERS + 15

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 33,655 | 18,095 | 51,750 |
| 2 | 33,931 | 19,149 | 53,080 |
| 3 | 34,204 | 20,196 | 54,400 |
| 4 | 35,169 | 21,252 | 56,421 |
| 5 | 35,443 | 22,304 | 57,747 |
| 6 | 36,461 | 23,350 | 59,811 |
| 7 | 37,450 | 24,401 | 61,851 |
| 8 | 38,469 | 25,454 | 63,923 |
| 9 | 40,944 | 26,506 | 67,450 |
| 10 | 41,959 | 28,030 | 69,989 |
| 11 | 42,952 | 29,074 | 72,026 |
| 12 | 43,967 | 30,130 | 74,097 |
| 13 | 44,956 | 31,183 | 76,139 |
| 14 | 45,949 | 32,230 | 78,179 |
| 15 | 46,964 | 33,282 | 80,246 |
| 16 | 48,003 | 33,435 | 81,438 |
| 17 | 48,003 | 35,383 | 83,386 |
| 18 | 48,003 | 37,835 | 85,838 |
| 19 | 48,003 | 38,562 | 86,565 |
| 20 | 48,003 | 38,562 | 86,565 |
| 21 | 48,003 | 38,562 | 86,565 |

MASTERS + 30

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 34,755 | 19,149 | 53,904 |
| 2 | 35,031 | 20,196 | 55,227 |
| 3 | 35,305 | 21,252 | 56,557 |
| 4 | 36,269 | 22,304 | 58,573 |
| 5 | 36,680 | 23,350 | 60,030 |
| 6 | 37,450 | 24,401 | 61,851 |
| 7 | 38,469 | 25,454 | 63,923 |
| 8 | 39,458 | 26,506 | 65,964 |
| 9 | 41,959 | 27,559 | 69,518 |
| 10 | 42,952 | 28,602 | 71,554 |
| 11 | 43,967 | 29,658 | 73,625 |
| 12 | 44,956 | 31,183 | 76,139 |
| 13 | 45,949 | 32,230 | 78,179 |
| 14 | 46,964 | 33,981 | 80,945 |
| 15 | 47,954 | 35,346 | 83,300 |
| 16 | 48,944 | 36,395 | 85,339 |
| 17 | 49,954 | 37,448 | 87,402 |
| 18 | 49,954 | 39,787 | 89,741 |
| 19 | 49,954 | 39,787 | 89,741 |
| 20 | 49,954 | 39,787 | 89,741 |
| 21 | 49,954 | 39,787 | 89,741 |

MASTERS + 45

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 35,857 | 20,196 | 56,053 |
| 2 | 36,131 | 21,252 | 57,383 |
| 3 | 36,407 | 22,304 | 58,711 |
| 4 | 37,368 | 23,350 | 60,718 |
| 5 | 37,780 | 24,401 | 62,181 |
| 6 | 38,469 | 25,454 | 63,923 |
| 7 | 39,458 | 26,506 | 65,964 |
| 8 | 40,448 | 27,559 | 68,007 |
| 9 | 42,952 | 28,602 | 71,554 |
| 10 | 43,967 | 29,658 | 73,625 |
| 11 | 44,956 | 30,710 | 75,666 |
| 12 | 45,949 | 31,759 | 77,708 |
| 13 | 46,964 | 33,590 | 80,554 |
| 14 | 47,954 | 34,914 | 82,868 |
| 15 | 48,944 | 35,541 | 84,485 |
| 16 | 49,962 | 36,590 | 86,552 |
| 17 | 51,002 | 37,801 | 88,803 |
| 18 | 51,002 | 40,319 | 91,321 |
| 19 | 51,002 | 40,319 | 91,321 |
| 20 | 51,002 | 40,319 | 91,321 |
| 21 | 51,002 | 40,319 | 91,321 |

DOCTORATE

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 36,957 | 21,252 | 58,209 |
| 2 | 37,230 | 22,304 | 59,534 |
| 3 | 37,506 | 23,350 | 60,856 |
| 4 | 38,469 | 24,401 | 62,870 |
| 5 | 38,880 | 25,454 | 64,334 |
| 6 | 39,458 | 26,506 | 65,964 |
| 7 | 40,448 | 27,559 | 68,007 |
| 8 | 41,466 | 28,602 | 70,068 |
| 9 | 43,967 | 29,658 | 73,625 |
| 10 | 44,956 | 30,710 | 75,666 |
| 11 | 45,269 | 31,759 | 77,028 |
| 12 | 46,269 | 33,595 | 79,864 |
| 13 | 47,954 | 34,332 | 82,286 |
| 14 | 48,944 | 35,698 | 84,642 |
| 15 | 49,962 | 37,141 | 87,103 |
| 16 | 50,951 | 38,191 | 89,142 |
| 17 | 51,961 | 39,400 | 91,361 |
| 18 | 51,961 | 41,349 | 93,310 |
| 19 | 51,961 | 41,369 | 93,330 |
| 20 | 51,961 | 41,369 | 93,330 |
| 21 | 51,961 | 41,369 | 93,330 |

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 VO-TECH SCHOOL DISTRICT
2016-2017 CLERICAL SALARY SCALES
Effective 10/1/16 (12 Month) and 10/31/16 (10 Month)

10 MONTH CLERK

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 14,094 | 6,546 | | 20,640 |
| 2 | 14,573 | 6,828 | | 21,401 |
| 3 | 15,048 | 7,125 | | 22,173 |
| 4 | 15,528 | 7,436 | | 22,964 |
| 5 | 15,975 | 7,758 | | 23,733 |
| 6 | 16,398 | 8,095 | | 24,493 |
| 7 | 16,820 | 8,448 | | 25,268 |
| 8 | 17,242 | 8,816 | | 26,058 |
| 9 | 17,666 | 9,202 | | 26,868 |
| 10 | 18,088 | 9,606 | | 27,694 |
| 11 | 18,511 | 10,029 | | 28,540 |
| 12 | 18,983 | 10,464 | | 29,447 |
| 13 | 19,521 | 10,922 | | 30,443 |
| 14 | 19,938 | 11,404 | | 31,342 |
| 15 | 20,414 | 11,905 | | 32,319 |
| 16 | 20,892 | 12,429 | 300 | 33,621 |
| 17 | 21,369 | 13,390 | 250 | 35,009 |
| 18 | 21,848 | 13,504 | 250 | 35,602 |
| 19 | 22,323 | 13,889 | 250 | 36,462 |
| 20 | 22,801 | 14,285 | 250 | 37,336 |
| 21 | 23,276 | 15,146 | 583 | 39,005 |
| 22 | 23,764 | 15,555 | 583 | 39,903 |
| 23 | 24,265 | 15,992 | 583 | 40,840 |
| 24 | 24,778 | 15,992 | 583 | 41,352 |
| 25 | 25,301 | 15,992 | 583 | 41,876 |

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 16,913 | 7,855 | | 24,768 |
| 2 | 17,487 | 8,195 | | 25,682 |
| 3 | 18,058 | 8,549 | | 26,607 |
| 4 | 18,633 | 8,922 | | 27,555 |
| 5 | 19,170 | 9,308 | | 28,478 |
| 6 | 19,678 | 9,714 | | 29,392 |
| 7 | 20,184 | 10,139 | | 30,323 |
| 8 | 20,690 | 10,578 | | 31,268 |
| 9 | 21,199 | 11,042 | | 32,241 |
| 10 | 21,706 | 11,527 | | 33,233 |
| 11 | 22,213 | 12,034 | | 34,247 |
| 12 | 22,780 | 12,558 | | 35,338 |
| 13 | 23,425 | 13,107 | | 36,532 |
| 14 | 23,925 | 13,684 | | 37,609 |
| 15 | 24,497 | 14,285 | | 38,782 |
| 16 | 25,070 | 14,914 | 300 | 40,284 |
| 17 | 25,643 | 16,068 | 300 | 42,011 |
| 18 | 26,217 | 16,203 | 300 | 42,720 |
| 19 | 26,788 | 16,668 | 300 | 43,756 |
| 20 | 27,361 | 17,140 | 300 | 44,801 |
| 21 | 27,931 | 18,175 | 700 | 46,806 |
| 22 | 28,517 | 18,666 | 700 | 47,883 |
| 23 | 29,118 | 19,190 | 700 | 49,008 |
| 24 | 29,733 | 19,190 | 700 | 49,623 |
| 25 | 30,361 | 19,190 | 700 | 50,251 |

SECRETARY

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 18,483 | 8,744 | | 27,227 |
| 2 | 19,056 | 9,122 | | 28,178 |
| 3 | 19,584 | 9,522 | | 29,106 |
| 4 | 20,112 | 9,935 | | 30,047 |
| 5 | 20,639 | 10,368 | | 31,007 |
| 6 | 21,168 | 10,822 | | 31,990 |
| 7 | 21,695 | 11,294 | | 32,989 |
| 8 | 22,221 | 11,791 | | 34,012 |
| 9 | 22,812 | 12,304 | | 35,116 |
| 10 | 23,408 | 12,844 | | 36,252 |
| 11 | 24,003 | 13,412 | | 37,415 |
| 12 | 24,598 | 13,997 | | 38,595 |
| 13 | 25,193 | 14,614 | | 39,807 |
| 14 | 25,789 | 15,258 | | 41,047 |
| 15 | 26,385 | 15,934 | | 42,319 |
| 16 | 26,982 | 16,639 | 300 | 43,921 |
| 17 | 27,575 | 17,525 | 300 | 45,400 |
| 18 | 28,172 | 18,029 | 300 | 46,501 |
| 19 | 28,766 | 18,545 | 300 | 47,611 |
| 20 | 29,363 | 19,086 | 300 | 48,749 |
| 21 | 29,957 | 20,169 | 700 | 50,826 |
| 22 | 30,566 | 20,777 | 700 | 52,043 |
| 23 | 31,189 | 21,364 | 700 | 53,253 |
| 24 | 31,826 | 21,364 | 700 | 53,890 |
| 25 | 32,474 | 21,364 | 700 | 54,538 |

SENIOR SECRETARY

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 19,335 | 9,582 | | 28,917 |
| 2 | 19,864 | 9,995 | | 29,859 |
| 3 | 20,396 | 10,422 | | 30,818 |
| 4 | 20,925 | 10,871 | | 31,796 |
| 5 | 21,455 | 11,342 | | 32,797 |
| 6 | 21,986 | 11,828 | | 33,814 |
| 7 | 22,547 | 12,341 | | 34,888 |
| 8 | 23,147 | 12,876 | | 36,023 |
| 9 | 23,745 | 13,431 | | 37,176 |
| 10 | 24,343 | 14,019 | | 38,362 |
| 11 | 24,940 | 14,631 | | 39,571 |
| 12 | 25,537 | 15,262 | | 40,799 |
| 13 | 26,136 | 15,934 | | 42,070 |
| 14 | 26,735 | 16,631 | | 43,366 |
| 15 | 27,331 | 17,353 | | 44,684 |
| 16 | 27,930 | 18,116 | 300 | 46,346 |
| 17 | 28,529 | 19,046 | 300 | 47,875 |
| 18 | 29,128 | 19,588 | 300 | 49,016 |
| 19 | 29,726 | 20,151 | 300 | 50,177 |
| 20 | 30,323 | 20,731 | 300 | 51,354 |
| 21 | 30,921 | 21,861 | 700 | 53,482 |
| 22 | 31,532 | 22,472 | 700 | 54,704 |
| 23 | 32,157 | 23,104 | 700 | 55,961 |
| 24 | 32,795 | 23,104 | 700 | 56,599 |
| 25 | 33,448 | 23,104 | 700 | 57,252 |

FINANCIAL SECRETARY

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 19,806 | 10,269 | | 30,075 |
| 2 | 20,339 | 10,709 | | 31,048 |
| 3 | 20,872 | 11,167 | | 32,039 |
| 4 | 21,404 | 11,645 | | 33,049 |
| 5 | 21,937 | 12,142 | | 34,079 |
| 6 | 22,495 | 12,662 | | 35,157 |
| 7 | 23,097 | 13,209 | | 36,306 |
| 8 | 23,698 | 13,784 | | 37,482 |
| 9 | 24,299 | 14,380 | | 38,679 |
| 10 | 24,900 | 14,999 | | 39,899 |
| 11 | 25,504 | 15,650 | | 41,154 |
| 12 | 26,105 | 16,327 | | 42,432 |
| 13 | 26,704 | 17,040 | | 43,744 |
| 14 | 27,307 | 17,784 | | 45,091 |
| 15 | 27,910 | 18,558 | | 46,468 |
| 16 | 28,508 | 19,371 | 300 | 48,179 |
| 17 | 29,109 | 20,335 | 300 | 49,744 |
| 18 | 29,712 | 20,917 | 300 | 50,929 |
| 19 | 30,311 | 21,514 | 300 | 52,125 |
| 20 | 30,916 | 22,133 | 300 | 53,349 |
| 21 | 31,517 | 23,304 | 700 | 55,521 |
| 22 | 32,131 | 23,869 | 700 | 56,700 |
| 23 | 32,758 | 24,540 | 700 | 57,998 |
| 24 | 33,398 | 24,540 | 700 | 58,638 |
| 25 | 34,052 | 24,540 | 700 | 59,292 |

ADMINISTRATIVE SECRETARY

| YEARS | STATE | LOCAL | LONGEVITY INCREMENT | TOTAL SALARY |
|-------|--------|--------|---------------------|--------------|
| 1 | 20,587 | 10,810 | | 31,397 |
| 2 | 21,127 | 11,269 | | 32,396 |
| 3 | 21,667 | 11,761 | | 33,428 |
| 4 | 22,206 | 12,251 | | 34,457 |
| 5 | 22,809 | 12,774 | | 35,583 |
| 6 | 23,417 | 13,320 | | 36,737 |
| 7 | 24,029 | 13,892 | | 37,921 |
| 8 | 24,637 | 14,492 | | 39,129 |
| 9 | 25,248 | 15,116 | | 40,364 |
| 10 | 25,856 | 15,770 | | 41,626 |
| 11 | 26,466 | 16,450 | | 42,916 |
| 12 | 27,074 | 17,164 | | 44,238 |
| 13 | 27,684 | 17,912 | | 45,596 |
| 14 | 28,293 | 18,688 | | 46,981 |
| 15 | 28,901 | 19,503 | | 48,404 |
| 16 | 29,514 | 20,352 | 300 | 50,166 |
| 17 | 30,123 | 21,343 | 300 | 51,766 |
| 18 | 30,730 | 21,951 | 300 | 52,981 |
| 19 | 31,340 | 22,582 | 300 | 54,222 |
| 20 | 31,950 | 23,226 | 300 | 55,476 |
| 21 | 32,558 | 24,312 | 700 | 57,570 |
| 22 | 33,181 | 24,993 | 700 | 58,874 |
| 23 | 33,817 | 25,698 | 700 | 60,215 |
| 24 | 34,468 | 25,698 | 700 | 60,866 |
| 25 | 35,132 | 25,698 | 700 | 61,530 |

| | 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
2016-2017 CUSTODIAL SALARY SCALES
 Effevtive October 1, 2016 through June 30, 2017

CUSTODIAN

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 7,132 | 27,133 |
| 2 | 20,402 | 7,784 | 28,186 |
| 3 | 20,803 | 9,186 | 29,989 |
| 4 | 21,203 | 9,692 | 30,895 |
| 5 | 21,605 | 10,255 | 31,860 |
| 6 | 22,004 | 10,982 | 32,986 |
| 7 | 22,408 | 11,519 | 33,927 |
| 8 | 22,839 | 12,066 | 34,905 |
| 9 | 23,293 | 12,609 | 35,902 |
| 10 | 23,743 | 13,033 | 36,776 |
| 11 | 24,195 | 13,242 | 37,437 |
| 12 | 24,645 | 13,667 | 38,312 |
| 13 | 25,106 | 14,386 | 39,492 |
| 14 | 25,577 | 14,876 | 40,453 |
| 15 | 26,058 | 14,876 | 40,934 |
| 16 | 26,548 | 14,876 | 41,424 |

CLASS "A"

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 14,021 | 34,022 |
| 2 | 20,402 | 14,897 | 35,299 |
| 3 | 20,803 | 15,776 | 36,579 |
| 4 | 21,203 | 16,662 | 37,865 |
| 5 | 21,605 | 17,457 | 39,062 |
| 6 | 22,004 | 18,501 | 40,505 |
| 7 | 22,408 | 19,348 | 41,756 |
| 8 | 22,839 | 20,252 | 43,091 |
| 9 | 23,293 | 21,424 | 44,717 |
| 10 | 23,743 | 22,704 | 46,447 |
| 11 | 24,195 | 23,863 | 48,058 |
| 12 | 24,645 | 24,507 | 49,152 |
| 13 | 25,106 | 25,147 | 50,253 |
| 14 | 25,577 | 25,794 | 51,371 |
| 15 | 26,058 | 25,794 | 51,852 |
| 16 | 26,548 | 25,794 | 52,342 |

CLASS "B"

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,001 | 9,487 | 29,488 |
| 2 | 20,402 | 9,924 | 30,326 |
| 3 | 20,803 | 10,358 | 31,161 |
| 4 | 21,203 | 11,733 | 32,936 |
| 5 | 21,605 | 12,160 | 33,765 |
| 6 | 22,004 | 12,921 | 34,925 |
| 7 | 22,408 | 13,487 | 35,895 |
| 8 | 22,839 | 14,073 | 36,912 |
| 9 | 23,293 | 14,755 | 38,048 |
| 10 | 23,743 | 15,341 | 39,084 |
| 11 | 24,195 | 15,838 | 40,033 |
| 12 | 24,645 | 16,260 | 40,905 |
| 13 | 25,106 | 16,688 | 41,794 |
| 14 | 25,577 | 17,175 | 42,752 |
| 15 | 26,058 | 17,175 | 43,233 |
| 16 | 26,548 | 17,175 | 43,723 |

CHIEF CUSTODIAN

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 21,870 | 21,236 | 43,106 |
| 2 | 22,272 | 22,215 | 44,487 |
| 3 | 22,689 | 23,141 | 45,830 |
| 4 | 23,140 | 24,070 | 47,210 |
| 5 | 23,594 | 24,994 | 48,588 |
| 6 | 24,048 | 25,923 | 49,971 |
| 7 | 24,495 | 26,853 | 51,348 |
| 8 | 24,946 | 26,973 | 51,919 |
| 9 | 25,399 | 28,704 | 54,103 |
| 10 | 25,851 | 32,409 | 58,260 |
| 11 | 26,302 | 34,358 | 60,660 |
| 12 | 26,751 | 34,683 | 61,434 |
| 13 | 27,209 | 35,046 | 62,255 |
| 14 | 27,677 | 35,046 | 62,723 |
| 15 | 28,153 | 35,046 | 63,199 |
| 16 | 28,638 | 35,046 | 63,684 |

MAINTENANCE SPECIALIST

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 22,366 | 24,508 | 46,874 |
| 2 | 22,868 | 25,625 | 48,493 |
| 3 | 23,396 | 26,814 | 50,210 |
| 4 | 23,917 | 28,061 | 51,978 |
| 5 | 24,375 | 29,371 | 53,746 |
| 6 | 24,966 | 30,751 | 55,717 |
| 7 | 25,492 | 32,198 | 57,690 |
| 8 | 26,016 | 33,717 | 59,733 |
| 9 | 26,541 | 35,309 | 61,850 |
| 10 | 27,063 | 36,986 | 64,049 |
| 11 | 27,590 | 37,966 | 65,556 |
| 12 | 28,114 | 40,613 | 68,727 |
| 13 | 28,650 | 42,232 | 70,882 |
| 14 | 29,198 | 43,687 | 72,885 |
| 15 | 29,756 | 43,687 | 73,443 |
| 16 | 30,326 | 43,687 | 74,013 |

SKILLED CRAFTSMAN

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 22,837 | 24,508 | 47,345 |
| 2 | 23,443 | 25,625 | 49,068 |
| 3 | 24,044 | 26,814 | 50,858 |
| 4 | 24,645 | 28,061 | 52,706 |
| 5 | 25,249 | 29,371 | 54,620 |
| 6 | 25,851 | 30,751 | 56,602 |
| 7 | 26,452 | 32,198 | 58,650 |
| 8 | 27,054 | 33,717 | 60,771 |
| 9 | 27,657 | 35,309 | 62,966 |
| 10 | 28,260 | 36,986 | 65,246 |
| 11 | 28,861 | 37,966 | 66,827 |
| 12 | 29,465 | 40,613 | 70,078 |
| 13 | 30,083 | 42,232 | 72,315 |
| 14 | 30,716 | 43,687 | 74,403 |
| 15 | 31,364 | 43,687 | 75,051 |
| 16 | 32,025 | 43,687 | 75,712 |

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 disipline deemed by the supervisor to be a benefit to the organization with receive a \$1,500 stipend

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

NEW CASTLE CO VO-TECH SCHOOL DISTRICT
2016-2017 FOOD SERVICE SALARY SCALES
 Effectivte 11/2/16 (General Worker), 11/1/16 (Cook) and 10/27/16 (Manager)

CAFETERIA MANAGERS
501-800

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 20,620 | 7,351 | 27,971 |
| 2 | 21,108 | 7,568 | 28,676 |
| 3 | 21,592 | 7,794 | 29,386 |
| 4 | 22,080 | 8,029 | 30,109 |
| 5 | 22,552 | 8,269 | 30,821 |
| 6 | 22,991 | 8,517 | 31,508 |
| 7 | 23,434 | 8,773 | 32,207 |
| 8 | 23,877 | 9,032 | 32,909 |
| 9 | 24,319 | 9,305 | 33,624 |
| 10 | 24,762 | 9,586 | 34,348 |
| 11 | 25,204 | 9,875 | 35,079 |
| 12 | 25,647 | 10,072 | 35,719 |
| 13 | 26,089 | 10,276 | 36,365 |
| 14 | 26,532 | 10,477 | 37,009 |
| 15 | 27,012 | 10,687 | 37,699 |
| 16 | 27,501 | 10,687 | 38,188 |
| 17 | 27,999 | 10,687 | 38,686 |
| 18 | 28,509 | 10,687 | 39,196 |
| 19 | 29,029 | 10,687 | 39,716 |
| 20 | 29,558 | 10,687 | 40,245 |

CAFETERIA MANAGERS
801 - 1200

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 21,592 | 8,581 | 30,173 |
| 2 | 22,080 | 8,807 | 30,887 |
| 3 | 22,552 | 9,039 | 31,591 |
| 4 | 22,991 | 9,281 | 32,272 |
| 5 | 23,454 | 9,529 | 32,983 |
| 6 | 23,877 | 9,784 | 33,661 |
| 7 | 24,319 | 10,042 | 34,361 |
| 8 | 24,762 | 10,404 | 35,166 |
| 9 | 25,204 | 10,593 | 35,797 |
| 10 | 25,647 | 10,880 | 36,527 |
| 11 | 26,089 | 11,177 | 37,266 |
| 12 | 26,532 | 11,379 | 37,911 |
| 13 | 27,012 | 11,584 | 38,596 |
| 14 | 27,501 | 11,797 | 39,298 |
| 15 | 27,991 | 12,012 | 40,003 |
| 16 | 28,479 | 12,012 | 40,491 |
| 17 | 28,976 | 12,012 | 40,988 |
| 18 | 29,483 | 12,012 | 41,495 |
| 19 | 30,000 | 12,012 | 42,012 |
| 20 | 30,526 | 12,012 | 42,538 |

CAFETERIA MANAGERS
1201 - 1600

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|--------|--------|--------------|
| 1 | 22,552 | 9,655 | 32,207 |
| 2 | 22,991 | 9,897 | 32,888 |
| 3 | 23,434 | 10,152 | 33,586 |
| 4 | 23,877 | 10,414 | 34,291 |
| 5 | 24,319 | 10,681 | 35,000 |
| 6 | 24,762 | 10,957 | 35,719 |
| 7 | 25,204 | 11,240 | 36,444 |
| 8 | 25,647 | 11,533 | 37,180 |
| 9 | 26,089 | 11,834 | 37,923 |
| 10 | 26,532 | 12,145 | 38,677 |
| 11 | 27,012 | 12,467 | 39,479 |
| 12 | 27,501 | 12,684 | 40,185 |
| 13 | 27,991 | 12,909 | 40,900 |
| 14 | 28,479 | 13,136 | 41,615 |
| 15 | 28,963 | 13,371 | 42,334 |
| 16 | 29,450 | 13,609 | 43,059 |
| 17 | 29,949 | 13,609 | 43,558 |
| 18 | 30,459 | 13,609 | 44,068 |
| 19 | 30,978 | 13,609 | 44,587 |
| 20 | 31,507 | 13,609 | 45,116 |

COOK/BAKER

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|-------|-------|--------------|
| 1 | 12.79 | 2.97 | 15.76 |
| 2 | 12.91 | 2.99 | 15.90 |
| 3 | 13.04 | 3.01 | 16.05 |
| 4 | 13.15 | 3.05 | 16.20 |
| 5 | 13.29 | 3.06 | 16.35 |
| 6 | 13.47 | 3.09 | 16.56 |
| 7 | 13.57 | 3.11 | 16.68 |
| 8 | 13.67 | 3.14 | 16.81 |
| 9 | 13.77 | 3.16 | 16.93 |
| 10 | 13.90 | 3.19 | 17.09 |
| 11 | 14.05 | 3.22 | 17.27 |
| 12 | 14.18 | 3.25 | 17.43 |
| 13 | 14.32 | 3.27 | 17.59 |
| 14 | 14.45 | 3.29 | 17.74 |
| 15 | 14.55 | 3.38 | 17.93 |
| 16 | 14.72 | 3.40 | 18.12 |
| 17 | 14.88 | 3.40 | 18.28 |
| 18 | 14.98 | 3.40 | 18.38 |
| 19 | 15.07 | 3.40 | 18.47 |
| 20 | 15.19 | 3.40 | 18.59 |
| 21 | 15.29 | 3.41 | 18.70 |
| 22 | 15.40 | 3.41 | 18.81 |

GENERAL WORKER

| YEARS | STATE | LOCAL | TOTAL SALARY |
|-------|-------|-------|--------------|
| 1 | 11.94 | 2.88 | 14.82 |
| 2 | 12.08 | 2.90 | 14.98 |
| 3 | 12.24 | 2.92 | 15.16 |
| 4 | 12.33 | 2.94 | 15.27 |
| 5 | 12.45 | 2.97 | 15.42 |
| 6 | 12.64 | 2.99 | 15.63 |
| 7 | 12.78 | 3.02 | 15.80 |
| 8 | 12.88 | 3.05 | 15.93 |
| 9 | 12.96 | 3.07 | 16.03 |
| 10 | 13.06 | 3.09 | 16.15 |
| 11 | 13.18 | 3.12 | 16.30 |
| 12 | 13.38 | 3.15 | 16.53 |
| 13 | 13.50 | 3.17 | 16.67 |
| 14 | 13.64 | 3.20 | 16.84 |
| 15 | 13.77 | 3.24 | 17.01 |
| 16 | 13.90 | 3.24 | 17.14 |
| 17 | 14.06 | 3.32 | 17.38 |
| 18 | 14.20 | 3.32 | 17.52 |
| 19 | 14.35 | 3.32 | 17.67 |
| 20 | 14.51 | 3.32 | 17.83 |
| 21 | 14.67 | 3.33 | 18.00 |
| 22 | 14.82 | 3.33 | 18.15 |

| 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 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

NEW CASTLE COUNTY VOCATIONAL TECHNICAL SCHOOL DISTRICT

INSTRUCTIONAL AIDE SALARY SCHEDULE

2016-2017

Effective 11/1/16

Adjusted (Years Experience) State Portion

| YEARS | STATE |
|-------|--------|
| 1 | 23,030 |
| 2 | 24,018 |
| 3 | 25,049 |
| 4 | 26,125 |
| 5 | 27,249 |
| 6 | 28,422 |
| 7 | 29,649 |
| 8 | 30,929 |
| 9 | 32,265 |
| 10 | 33,661 |
| 11 | 33,661 |
| 12 | 33,661 |
| 13 | 33,661 |
| 14 | 33,661 |
| 15 | 33,661 |
| 16 | 33,661 |

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 | 16.59 |
| 2 | 17.30 |
| 3 | 18.05 |
| 4 | 18.82 |
| 5 | 19.63 |
| 6 | 20.48 |
| 7 | 21.36 |
| 8 | 22.28 |
| 9 | 23.25 |

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**

Annual
Salary

August 23, 2016 - October 1, 2016 -
September 30, 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 Degree | \$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