

**NEWCASTLE ELEMENTARY SCHOOL DISTRICT**  
**Administrative, Classified Management and Confidential Salary Schedule**  
**2017/2018**

<u>Position/Title</u>	Days/Mos per year	<u>STEP</u>											
		1	2	3	4	5	6	7	8	9	10	12	15
<b>District/Site Administration</b>													
A1 <b>Superintendent</b>	225	\$162,821	\$167,706	\$172,737	\$177,919	\$183,257	\$188,755	\$194,418	\$200,251	\$206,259	\$208,322	\$214,570	\$221,007

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		<u>STEP</u>											<u>Longevity*</u>		
		1	2	3	4	5	6	7	8	9	10	12	15		
A2 <b>Supt/Principal</b>	225	\$111,313	\$114,652	\$118,092	\$121,635	\$125,284	\$129,043	\$132,914	\$136,901	\$141,008	\$142,418	\$146,691	\$151,092		
3% + \$200/month car allowance															
A3 <b>Principal</b>	210	\$94,724	\$97,566	\$100,493	\$103,508	\$106,613	\$109,811	\$113,105	\$116,498	\$119,993	\$121,193	\$124,829	\$128,574		
3% + \$75/month car allowance and \$900/yr PhD stipend if applicable. MA stipend not applicable.															
A4 <b>Assistant Principal</b>	195	\$79,569	\$81,956	\$84,415	\$86,947	\$89,555	\$92,242	\$95,009	\$97,859	\$100,795	\$101,803	\$104,856	\$108,003		
3% + \$50/month car allowance. \$2,500 MA stipend applicable if classroom teaching duties are included as part of the assignment.															
A5 <b>Exec. Director/Principal</b>	212	\$92,646	\$95,425	\$98,288	\$101,237	\$104,274	\$107,402	\$110,624	\$113,943	\$117,361	\$118,535	\$122,092	\$125,755		
Charter School Position where District is the employer of record for payroll. 3% + \$150/month car allowance. \$900/yr PhD stipend if applicable. MA stipend not applicable.															
A6 <b>CBO</b>	225	\$106,400	\$109,592	\$112,880	\$116,266	\$119,754	\$123,347	\$127,047	\$130,858	\$134,784	\$136,131	\$140,213	\$144,421		
3% with CBO certification + \$100/month car allowance															
A7 <b>Director of Special Ed</b>	210	\$105,720	\$108,892	\$112,159	\$115,524	\$118,990	\$122,560	\$126,237	\$130,024	\$133,925	\$135,264	\$139,322	\$143,502		
3% + \$200/month car allowance and \$900/yr PhD stipend if applicable.															
<b>Cordinator of State &amp; Fed Programs, C&amp;I and Site</b>															
A8 <b>Support</b>	210	\$102,977	\$106,066	\$109,248	\$112,525	\$115,901	\$119,378	\$122,959	\$126,648	\$130,447	\$131,750	\$135,703	\$139,774		
3% + \$100/month car allowance and \$900/yr PhD stipend if applicable															
											1%	3%	3%		
A9 <b>Director of Technology</b>	225	\$80,800	\$83,224	\$85,721	\$88,293	\$90,942	\$93,670	\$96,480	\$99,374	\$102,355	\$103,379	\$106,480	\$109,674		
3% + \$100/month car allowance															
											1%	3%	3%		

\* Longevity for A1-A6: 1% at 10 yrs, 3% at 12 years, 3% at 15 years of service in same position to District. Car allowances based on 1.0 fte.  
revised salary structure/schedule for District/Site Admin approved 04.10.13

<b>Classified Management</b>		<u>STEP</u>											<u>Longevity*</u>		
		1	2	3	4	5	6	7	8	9	10	12	15		
(CLMGMT1 & CLMGMT2)															
B1 <b>Director of Facilities</b>	12 mos	\$59,621	\$61,410	\$63,252	\$65,150	\$67,105	\$69,118	\$71,192	\$73,328	\$75,528	\$76,283	\$78,572	\$80,928		
salary position with vacation accrual & paid holidays - based on 8 hrs/day. 3% step incr + \$200/month car allowance															
B2 <b>Food Serv. Manager</b>	200 days	\$32,111	\$33,074	\$34,066	\$35,088	\$36,141	\$37,225	\$38,342	\$39,492	\$40,677	\$41,084	\$42,317	\$43,587		
contract work days (no vac/hol): 11 mos pos - 8 hrs /day 3% step incr. with mileage reimb at IRS rate															
											1%	3%	3%		

\* Longevity for B1-B2: 1% at 10 yrs, 3% at 12 years, 3% at 15 years of service in same position to District  
additional steps approved 04.10.13

<b>Confidential</b>	Days/Yr	<u>STEP</u>											<u>Longevity</u>		
		1	2	3	4	5	6	7	8	10	12	15			
C6 <b>Exec Assist. To Supt &amp; HR</b>	12 mos	\$27.70	\$29.09	\$30.55	\$32.07	\$33.67	\$35.35	\$37.12	\$38.97	\$39.95	\$40.95	\$41.98			
with vacation accrual & paid holidays - based on 8 hrs/day															
C7 <b>Fiscal Tech II</b>	12 mos	\$24.28	\$25.49	\$26.77	\$28.10	\$29.51	\$30.99	\$32.54	\$34.18	\$35.01	\$35.88	\$36.78			
Payroll/Accounts Payable with vacation accrual & paid holidays - based on 8 hrs/day															
C5 <b>District Staff Secretary</b>	12 mos	\$16.02	\$16.81	\$17.66	\$18.54	\$19.48	\$20.46	\$21.48	\$22.55	\$23.12	\$23.69	\$24.28			
with vacation accrual & paid holidays - based on 8 hrs/day															
			5%	5%	5%	5%	5%	5%	5%	5%	2.50%	2.50%	2.50%		

All confidential employees received the automatic 5% (or 2.5%) step increase, when appropriate, plus the following:

Longevity based on continuous years of service to the district.

14/15 - steps 2-6 added for Supt position retro to July 2014 (Sept 2014)

14/15 - new levels C6 & C7 approved at Dec 10, 2014 Bd. Mtg. - retro to July 1, 2014

14/15 - 3% cola retro to July 2014, H&W CAP remains the same (\$665/month/1.0 fte)

Changes brought to 5/13/15 Bd Mtg to correspond to new hires in Admin for 2015/16

Step 1 for Supt reduced to \$135,000 based on new hire contract. Additional steps added to match rest of Admin growth steps.contract.

Other Supt benefits adjusted to match new contract. Principal salaries increased by 3% over prior year.

Director of Fiscal Services salary levels remain the same as prior year

15/16 Superintendents Salary and Benefit package reconfigured

3% Increase on Salary Schedule-1% added to cap (\$757/month 1.0 FTE)

16/17 3% Increase on Salary Schedule

17/18 1% Increase on Salary Schedule - One Time payment of \$5,000 Prorated on FTE