



GRADES BASED ON EDUCATION, INDUSTRY EXPERIENCE, AND INDUSTRY CERTIFICATIONS*

		GRADE I	GRADE II	GRADE III	GRADE IV	GRADE V
		Instructional Hourly Rate	Instructional Hourly Rate	Instructional Hourly Rate	Instructional Hourly Rate	Instructional Hourly Rate
STEPS BASED ON TEACHING EXPERIENCE AND YEARS OF SERVICE*	1	\$37.04	\$38.89	\$40.84	\$42.88	\$45.02
	2	\$37.78	\$39.67	\$41.65	\$43.74	\$45.93
	3	\$38.54	\$40.46	\$42.49	\$44.61	\$46.84
	4	\$39.31	\$41.27	\$43.34	\$45.50	\$47.78
	5	\$40.09	\$42.10	\$44.20	\$46.41	\$48.73
	6	\$40.90	\$42.94	\$45.09	\$47.34	\$49.71
	7	\$41.71	\$43.80	\$45.99	\$48.29	\$50.70
	8	\$42.55	\$44.68	\$46.91	\$49.26	\$51.72
	9	\$43.40	\$45.57	\$47.85	\$50.24	\$52.75
	10	\$44.27	\$46.48	\$48.81	\$51.25	\$53.81
	11	\$45.15	\$47.41	\$49.78	\$52.27	\$54.88
	12	\$46.06	\$48.36	\$50.78	\$53.32	\$55.99
	13	\$46.98	\$49.33	\$51.79	\$54.38	\$57.10
	14	\$47.92	\$50.31	\$52.83	\$55.47	\$58.24
	15	\$48.88	\$51.32	\$53.89	\$56.58	\$59.41
	16	\$49.85	\$52.35	\$54.96	\$57.71	\$60.60
	17	\$50.85	\$53.39	\$56.06	\$58.87	\$61.81
	18	\$51.87	\$54.46	\$57.18	\$60.04	\$63.04
	19	\$52.90	\$55.55	\$58.33	\$61.24	\$64.30
	20	\$53.96	\$56.66	\$59.49	\$62.47	\$65.59
	21	\$55.04	\$57.79	\$60.68	\$63.72	\$66.91
	22	\$56.14	\$58.95	\$61.90	\$64.99	\$68.24
	23	\$57.27	\$60.13	\$63.13	\$66.29	\$69.60
	24	\$58.41	\$61.33	\$64.40	\$67.62	\$71.00
	25	\$59.58	\$62.56	\$65.69	\$68.97	\$72.42

Note: Advancement past Step 8 is applicable only to certificated staff who have earned their Clear Designated Subjects CTE credential.

* See Page 2 for information regarding grade and step advancement, definition of terms, as well as special rates and stipends.



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GRADE I	GRADE II	GRADE III	GRADE IV	GRADE V
5 – 7 points	8 – 11 points	12 – 15 points	16 – 19 points	20+ points
Education		Industry Experience	Industry Certifications and/or Licensure	
H.S. Diploma: 3 points Associate's degree OR 60 sem. hours: 4 points Bachelor's degree: 6 points Master's degree: 8 points <i>Note: Points awarded for highest degree obtained.</i>		2 – 5 Yrs: 3 points 6 – 9 Yrs: 5 points 10 – 13 Yrs: 7 points 14 – 17 Yrs: 9 points 18 – 21+ Yrs: 11 points	1 point per certification** 2 points per licensure** ** Up to 5 approved certifications and/or licensures	

DEFINITION OF TERMS	SPECIAL RATES AND STIPENDS
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<p>GRADES:</p> <ol style="list-style-type: none"> Grade placement and/or advancement shall be determined by and at the discretion of Human Resources. To advance into another grade, a certificated employee must provide Human Resources with official records for verification. Human Resources will complete a Change of Grade Request Form, and the rate of compensation will take effect in the next full payroll cycle (not retroactive). Certifications and/or licensure must remain valid through the term outlined in the Offer of Employment. <p>STEPS:</p> <ol style="list-style-type: none"> A maximum of seven (7) years of documented teaching experience directly related to the assignment shall be accepted for initial placement on the salary schedule (Step 8). Certificated employees may advance a step annually only if they have successfully completed two continuous semesters of service. Vertical progression of this schedule shall take place only at the beginning of the Fall or Spring semesters. Step advancement is frozen at Step 8 until a Clear Designated Subjects CTE Credential is earned. 	<p>PREPARATION TIME Preparation time is 2 hours per week for assignments of 22 or more instructional hours per week. Instructors with less than 22 instructional hours per week will receive pro-rated preparation time. Preparation time is paid at Step 1 of instructor grade placement.</p> <p>NON-INSTRUCTIONAL HOURLY RATE Applied for pre-approved, additional hours for which student supervision is not involved or activity is inclusive of the instructional rate. The non-instructional hourly rate is Step 1 of instructor grade placement.</p> <p>SUBSTITUTE HOURLY RATE Substitute assignments for instructors with contracts will be paid at their instructional hourly rate.</p> <p>DOCTORAL DEGREE STIPEND: \$1,500 annually</p> <p>LONGEVITY STIPENDS The employee must be a regular full-time or part-time employee of the ROC. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. The longevity stipend percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. For certificated personnel, the longevity stipend will be calculated for each semester's assignment.</p> <p>10 Years Longevity Stipend: 1% 15 Years Longevity Stipend: 2% 20 Years Longevity Stipend: 3% 25 Years Longevity Stipend: 4% 30 Years Longevity Stipend: 5%</p>
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