



**PAY AND CLASSIFICATION
PLAN
FISCAL YEAR 2016-2017**

**Approved by the School Board on May 9, 2016
(Revised May 18, 2016)**

**Essex County Public Schools
109 North Cross Street
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**Scott A. Burckbuchler, Ph.D.
Division Superintendent**



**ESSEX COUNTY PUBLIC SCHOOLS
2016 - 2017
WORK SCHEDULES**

12-MONTH EMPLOYEES - 240 CONTRACT DAYS (July 1st - June 30th)

Central Office Staff		
Central Office Administrative Assistants		
Principal		
Assistant Principal		
Guidance Counselor/DDOT		
School Bookkeeper		
Technology Department	Director of Technology	Technology Specialist
Maintenance Department	Supervisor	Worker
Transportation Department	Supervisor	Mechanics

**11-MONTH EMPLOYEES - 220 CONTRACT DAYS (Scheduled by Supervisor between 07/01 - 06/30
Schedule for employee submitted by Supervisor to Asst. Superintendent by 06/30 annually)**

School Guidance Counselor
Literacy Coach
Mathematics Coach
ITRT/Electronic Media Contact
School Psychologist
School Administrative Assistant
Child Nutrition Chef

**10-MONTH EMPLOYEES -- 200 CONTRACT DAYS
(All instructional days per school calendar + any other assigned days)**

Teacher
Head Nurse
School Nurse

186-DAY CONTRACTED EMPLOYEES

Child Nutrition Manager	180 Instructional days + 6 days as assigned by Supervisor
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184-DAY CONTRACTED EMPLOYEES

Paraprofessional	180 Instructional days + 4 days as assigned by Supervisor
Child Nutrition Worker	180 Instructional days + 4 days as assigned by Supervisor

180-DAY CONTRACTED EMPLOYEES (PER SCHOOL CALENDAR)

Bus Driver
Car Driver
Bus/Car Aide



ESSEX COUNTY PUBLIC SCHOOLS
2016-2017
FLSA STATUS

POSITION NAME	FLSA STATUS
Administrative Assistant - Guidance	Non-Exempt
Administrative Assistant - School	Non-Exempt
Administrative Assistant - Special Education	Non-Exempt
Administrative Assistant - School Board Office	Non-Exempt
Assistant Principal	Exempt
Assistant Superintendent for Instruction/Federal Programs	Exempt
Bookkeeper	Non-Exempt
Bus Aide	Non-Exempt
Bus Driver	Non-Exempt
Car Driver	Non-Exempt
Child Nutrition Manager	Non-Exempt
Child Nutrition Worker	Non-Exempt
Director of Accounting	Exempt
Director of Human Resources	Exempt
Director of Special Education/Student Services	Exempt
Director of Technology	Exempt
Guidance Counselor	Exempt
Head Nurse	Exempt
ITRT/Electronic Media Contact	Exempt
Literacy Coach	Exempt
Maintenance Supervisor	Exempt
Maintenance Worker	Non-Exempt
Mathematics Coach	Exempt
Mechanic	Non-Exempt
Media Specialist	Exempt
Paraprofessional - Classroom	Non-Exempt
Paraprofessional - In-School Suspension	Non-Exempt
Paraprofessional - Special Education	Non-Exempt
Payroll Specialist	Non-Exempt
Principal	Exempt
School Nurse	Non-Exempt
School Psychologist	Exempt
Teacher	Exempt
Technology Specialist	Non-Exempt
Transportation Supervisor	Exempt



**ESSEX COUNTY PUBLIC SCHOOLS
TEACHER SALARY SCALE
2016-2017**

STEP	BASE SALARY	220-DAY	240-DAY
0	\$39,716	\$43,688	\$47,659
1	\$40,239	\$44,263	\$48,287
2	\$40,768	\$44,845	\$48,922
3	\$41,311	\$45,442	\$49,573
4	\$41,311	\$45,442	\$49,573
5	\$41,311	\$45,442	\$49,573
6	\$41,862	\$46,048	\$50,234
7	\$41,862	\$46,048	\$50,234
8	\$42,425	\$46,668	\$50,910
9	\$42,425	\$46,668	\$50,910
10	\$42,993	\$47,292	\$51,592
11	\$42,993	\$47,292	\$51,592
12	\$43,569	\$47,926	\$52,283
13	\$44,154	\$48,569	\$52,985
14	\$44,745	\$49,220	\$53,694
15	\$45,345	\$49,880	\$54,414
16	\$45,953	\$50,548	\$55,144
17	\$45,953	\$50,548	\$55,144
18	\$46,569	\$51,226	\$55,883
19	\$46,569	\$51,226	\$55,883
20	\$47,193	\$51,912	\$56,632
21	\$47,826	\$52,609	\$57,391
22	\$48,466	\$53,313	\$58,159
23	\$49,116	\$54,028	\$58,939
24	\$49,773	\$54,750	\$59,728
25	\$50,439	\$55,483	\$60,527
26	\$51,116	\$56,228	\$61,339
27	\$51,801	\$56,981	\$62,161
28	\$52,495	\$57,745	\$62,994
29	\$53,198	\$58,518	\$63,838
30	\$53,910	\$59,301	\$64,692
31	\$54,633	\$60,096	\$65,560
32	\$55,365	\$60,902	\$66,438

Placement Based on years of experience

Educational Stipend: Master's Degree Only - \$2,000

Positions included on this scale are Teachers, Media Specialists, and Instructional Technology Resource Teacher.



**ESSEX COUNTY PUBLIC SCHOOLS
PARAPROFESSIONAL SALARY SCALE
Effective May 9, 2016 for All New Hires**

STEP	BASE	HOURLY
0	\$16,615	\$12.04
1	\$16,891	\$12.24
2	\$17,167	\$12.44
3	\$17,443	\$12.64
4	\$17,719	\$12.84
5	\$17,995	\$13.04
6	\$18,271	\$13.24
7	\$18,547	\$13.44
8	\$18,823	\$13.64
9	\$19,099	\$13.84
10	\$19,375	\$14.04
11	\$19,651	\$14.24
12	\$19,927	\$14.44
13	\$20,203	\$14.64
14	\$20,479	\$14.84
15	\$20,755	\$15.04
16	\$21,031	\$15.24
17	\$21,307	\$15.44
18	\$21,583	\$15.64
19	\$21,859	\$15.84
20	\$22,135	\$16.04
21	\$22,411	\$16.24
22	\$22,687	\$16.44
23	\$22,963	\$16.64
24	\$23,239	\$16.84
25	\$23,515	\$17.04
26	\$23,791	\$17.24
27	\$24,067	\$17.44
28	\$24,343	\$17.64
29	\$24,619	\$17.84
30	\$24,895	\$18.04
31	\$25,171	\$18.24



**ESSEX COUNTY PUBLIC SCHOOLS
TWELVE-MONTH POSITIONS
2016-2017**

POSITION	2016-2017 SALARY
Assistant Superintendent for Instruction and Federal Programs	\$106,435
Director of Special Education/Student Services	\$86,675
Administrative Assistant - Elementary	\$29,304
Administrative Assistant - SPED	\$33,642
Assistant Principal - Elementary	\$71,813
Assistant Principal - Intermediate	\$69,655
Assistant Principal - High School	\$77,192
Bookkeeper - High	\$33,433
Bookkeeper - Intermediate	\$33,433
Director of Accounting	\$86,675
Director of Human Resources	\$71,400
Director of Technology	\$79,837
Executive Administrative Assistant	\$52,067
Guidance Counselor/District Director of Testing	\$77,981
Maintenance Worker	\$55,276
Mechanic	\$50,491 - \$57,977
Payroll Specialist	\$50,721
Principal - Elementary	\$90,552
Principal - High	\$92,453
Principal - Intermediate	\$81,600
Supervisor of Maintenance	\$69,483
Supervisor of Transportation	\$69,774
System Information Specialist	\$42,105
Technology Specialist	\$49,198



**ESSEX COUNTY PUBLIC SCHOOLS
ELEVEN-MONTH POSITIONS
2016-2017**

POSITION	2016-2017 SALARY
Instructional Technology Resource Teacher	Based on 11-month Salary Scale
Curriculum Coach	\$71,573
Literacy Coach	\$71,573
Mathematics Coach	\$55,353
Guidance Counselor - High School	\$49,332 - \$58,268
Guidance Counselor - Intermediate	\$51,259
School Psychologist	Based on 11-month Salary Scale
Administrative Assistant - High	\$24,696
Administrative Assistant - Intermediate	\$24,696
Guidance Secretary - High	\$25,010



ESSEX COUNTY PUBLIC SCHOOLS
SUPPORT STAFF POSITIONS
2016-2017

POSITION	2016-2017 SALARY
Head Nurse	\$46,776
School Nurse	\$31,932 - \$39,923
School Secretary	\$24,696 - \$26,862
Child Nutrition Manager	\$21,657 - \$32,719
Child Nutrition Worker	\$11,304 - \$15,734
Bus Driver - Regular Route	\$15,359
Bus Driver - Special Needs Route	\$15,558

**ECPS - SCHOOL LEVEL SUPPLEMENTS
2016-2017**

Position	Amount
TES K Lead Teacher	\$700
TES 1st Lead Teacher	\$700
TES 2nd Lead Teacher	\$700
TES 3rd Lead Teacher	\$700
TES 4th Lead Teacher	\$700
TES Specials Lead	\$700
TES SPED Lead Teacher	\$700
EIS English Lead Teacher	\$700
EIS Math Lead Teacher	\$700
EIS Science Lead Teacher	\$700
EIS Social Studies Lead Teacher	\$700
EIS Electives Lead Teacher	\$700
EIS SPED Lead Teacher	\$700
EHS English Lead Teacher	\$700
EHS Math Lead Teacher	\$700
EHS Science Lead Teacher	\$700
EHS History Lead Teacher	\$700
EHS Foreign Language/Fine Arts Lead Teacher	\$700
EHS SPED Lead Teacher	\$700
Play Director	\$1,500
CTE Coordinator	\$5,000
Ladies of Love Sponsor	\$500
Men of Distinction Sponsor	\$500
Title I Parent Involvement Coordinator	\$500
EHS/EIS/TES Odyssey of Mind	\$3,000
EHS National Honor Society	\$500
EIS Jr. Honor Society	\$250
EIS Yearbook	\$250
TES Yearbook	\$250
Marching Band	\$1,500
TES Tutoring/Afterschool Remediation	Grant
EIS Tutoring/Afterschool Remediation	Grant
EHS Tutoring/Afterschool Remediation	\$6,960
SBO Electronic Media Contact	\$1,500
School Board Clerk	\$4,000
School Psychologist (National Certified School Psychologist Certification)	\$1,000
TES/EIS/EHS Public Relations Contact	\$1,500
TOTAL SCHOOL LEVEL STIPENDS	\$42,010

**ECPS ATHLETIC STIPENDS
2016-2017**

FALL SPORTS	
Position	Amount
Athletic Director	\$6,000
Football Head Coach	\$3,500
Football JV Coach	\$2,000
Football Assistant Coach	\$1,800
Football Assistant Coach	\$1,800
Football Assistant Coach	\$1,800
Football Assistant Coach	\$1,800
Football Assistant Coach	\$1,800
Cheerleading Varsity Fall	\$1,000
Cheerleading JV Fall	\$1,000
Cheerleading Competition	\$2,400
Cross Country	\$2,400
Volleyball Varsity	\$2,400
Volleyball JV	\$2,000
Golf Head Coach	\$2,000
Theater Festival Director	\$1,000
TOTAL FALL SPORTS	\$34,700

WINTER SPORTS	
Position	Amount
Basketball Girls Varsity	\$3,000
Basketball Girls JV	\$2,000
Basketball Girls Assistant	\$1,800
Basketball Boys Varsity	\$3,000
Basketball Boys JV	\$2,000
Basketball Boys Assistant	\$1,800
Cheerleading Varsity Winter	\$1,000
Cheerleading JV Winter	\$700
Wrestling Head Coach	\$2,400
Scholastic Bowl Coach	\$1,200
Scholastic Bowl Coach	\$1,200
Wrestling Assistant Coach	\$1,800
TOTAL WINTER SPORTS	\$21,900

SPRING SPORTS	
Position	Amount
Baseball Head Varsity Coach	\$3,000
Baseball JV Coach	\$2,000
Baseball Assistant Coach	\$1,800
Softball Head Varsity Coach	\$3,000
Softball JV Coach	\$2,000
Softball Assistant Coach	\$1,800
Soccer Boys Varsity Coach	\$3,000
Soccer Boys JV Coach	\$2,000

**ECPS ATHLETIC STIPENDS
2016-2017**

SPRING SPORTS - Continued	
Position	Amount
Soccer Boys Assistant Coach	\$1,800
Soccer Girls Varsity Coach	\$3,000
Soccer Girls JV Coach	\$2,000
Soccer Girls Assistant Coach	\$1,800
Tennis Varsity Coach	\$3,000
Track & Field Varsity Coach	\$3,000
Track & Field Assistant Coach	\$1,800
Track & Field Assistant Coach	\$1,800
Scholastic Bowl Coach	\$1,200
Scholastic Bowl Coach	\$1,200
TOTAL SPRING SPORTS	\$39,200
Division Events Ticket Taker	\$2,500
Assistant Ticket Taker	\$1,500
TOTAL ALL ATHLETIC STIPENDS	\$99,800



**ESSEX COUNTY PUBLIC SCHOOLS
2016 - 2017
HOURLY AND SUBSTITUTE RATES**

HOURLY RATES

After School Tutoring Teacher--\$25/hr.
Bus Aide -- \$10.92/hr.
Bus Driver -- After School Activity -- \$25.00/day
Bus Driver -- Athletic/Field trips -- \$8.30/hr.
Bus Driver -- Governor's School -- \$20.00/run
Bus Driver -- Governor's School -- Summer Program -- \$74.40/day
Bus Driver -- Vocational Center --\$20.00/run
Bus Driver -- Summer School -- \$74.40/day
Bus Driver -- Training -- \$15.00/hr
Car Driver -- including alternative Education --\$13.11/hr
Clerical rate -- \$15.00/hr
Child Nutrition Worker -- \$ 9.65/hour
Division Mail Courier -- \$13.11/hr
Driver's Education Instructor -- \$125.00/student
Extended School Year Teacher--\$25/hr.
Homebound Instructor -- \$20/hr.
Sumer School Teacher--\$25/hr.
Summer School Nurse--\$25/hr.
Summer School Admin Assitant--\$15/hr.
Summer School Child Nutrition Worker--\$15/hr.
Summer School Substitute--\$25/HR

SUBSTITUTE RATES

TEACHER

Daily Rate: \$65.00 (non-degreed)
\$70.00 (Bachelor's Degree or higher)
Long-Term Substitute (ten or more consecutive days for the same teacher) Daily Rate
\$70.00 (non-degreed)
\$100.00 (Bachelor's Degree or higher)
\$125 (Licensed Teacher)

Paraprofessional -- \$60/day

School Nurse -- \$70/day

Bus Driver -- \$74.40/day

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