

**OWEN COUNTY SCHOOLS  
2011-12 CERTIFIED SALARY SCHEDULE  
BASED ON 185 DAYS**

<b>YEARS EXP</b>	<b>RANK I</b>	<b>RANK II</b>	<b>RANK III</b>
<b>0</b>	\$41,091	\$37,686	\$33,650
<b>1</b>	\$42,227	\$38,076	\$34,044
<b>2</b>	\$42,781	\$38,467	\$34,436
<b>3</b>	\$43,009	\$38,859	\$34,677
<b>4</b>	\$45,331	\$41,441	\$37,568
<b>5</b>	\$45,439	\$41,634	\$37,825
<b>6</b>	\$45,828	\$41,829	\$38,219
<b>7</b>	\$46,216	\$42,219	\$38,788
<b>8</b>	\$46,610	\$42,610	\$38,999
<b>9</b>	\$47,000	\$43,093	\$39,389
<b>10</b>	\$50,819	\$46,671	\$42,878
<b>11</b>	\$51,437	\$47,616	\$43,267
<b>12</b>	\$52,057	\$48,169	\$43,656
<b>13</b>	\$52,676	\$48,721	\$44,048
<b>14</b>	\$53,294	\$49,273	\$44,438
<b>15</b>	\$53,915	\$49,825	\$44,827
<b>16</b>	\$54,534	\$50,378	\$45,215
<b>17</b>	\$55,152	\$50,928	\$45,609
<b>18</b>	\$55,772	\$51,484	\$45,982
<b>19</b>	\$56,390	\$52,033	\$46,391
<b>20</b>	\$57,009	\$52,587	\$46,782
<b>21</b>	\$57,630	\$53,139	\$47,174
<b>22</b>	\$58,249	\$53,691	\$47,570
<b>23</b>	\$58,867	\$54,242	\$47,967
<b>24</b>	\$59,486	\$54,795	\$48,358
<b>25</b>	\$60,106	\$55,348	\$48,753
<b>26</b>	\$60,725	\$55,900	\$49,151
<b>27</b>	\$61,353	\$56,076	\$49,817

<b>RANK IV</b>	\$30,079
<b>RANK V</b>	\$28,109

*Approved by Board of Education on May 16, 2011.*

**OWEN COUNTY SCHOOLS  
2011-12 CLASSIFIED SALARY SCHEDULE**

POSITION	# of Hours	0	1-4 Yrs	5-9 Yrs	10-14 Yrs	15-19 Yrs	20-24 Yrs	25+
Plant Operators - 8 hrs/day 258 days/yr		\$25,841.28	\$28,276.80	\$32,363.52	\$34,303.68	\$36,243.84	\$38,163.36	\$40,124.16
	2064	\$12.52	\$13.70	\$15.68	\$16.62	\$17.56	\$18.49	\$19.44
Custodian - 8 hrs/day 258 days/yr		\$20,144.64	\$21,960.96	\$23,818.56	\$25,634.88	\$27,513.12	\$29,329.44	\$31,187.04
	2064	\$9.76	\$10.64	\$11.54	\$12.42	\$13.33	\$14.21	\$15.11
Lead Mechanic - 8 hrs/day 258 days/yr		\$31,537.92	\$34,819.68	\$38,080.80	\$41,383.20	\$44,644.32	\$46,770.24	\$48,916.80
	2064	\$15.28	\$16.87	\$18.45	\$20.05	\$21.63	\$22.66	\$23.70
Bus Driver - 4 hrs/day 182 days/yr		\$8,190.00	\$8,939.84	\$9,689.68	\$10,446.80	\$11,444.16	\$12,062.96	\$12,703.60
	728	\$11.25	\$12.28	\$13.31	\$14.35	\$15.72	\$16.57	\$17.45
Mechanic's Asst. - 8 hrs/day 258 days/yr		\$19,773.12	\$21,630.72	\$23,426.40	\$25,263.36	\$27,079.68	\$28,834.08	\$30,691.68
	2064	\$9.58	\$10.48	\$11.35	\$12.24	\$13.12	\$13.97	\$14.87
Payroll Clerk I - 8 hrs/day 238 days/yr		\$28,255.36	\$30,844.80	\$33,415.20	\$36,042.72	\$38,594.08	\$41,221.60	\$43,792.00
	1904	\$14.84	\$16.20	\$17.55	\$18.93	\$20.27	\$21.65	\$23.00
District Staff Support (A/P, Purchasing & F/A Clerk) - 8 hrs/day 229 days/yr		\$25,721.28	\$28,029.60	\$30,429.52	\$32,756.16	\$35,119.44	\$37,464.40	\$39,846.00
	1832	\$14.04	\$15.30	\$16.61	\$17.88	\$19.17	\$20.45	\$21.75
District Staff Support (Admin Asst.) - 8 hrs/day 194 days/yr		\$21,790.08	\$23,745.60	\$25,778.72	\$27,749.76	\$29,751.84	\$31,738.40	\$33,756.00
	1552	\$14.04	\$15.30	\$16.61	\$17.88	\$19.17	\$20.45	\$21.75
District Enrollment Clerk-8 hrs/day 229 days/yr		\$19,382.56	\$21,159.60	\$23,211.44	\$25,336.56	\$26,893.76	\$28,469.28	\$30,026.48
	1832	\$10.58	\$11.55	\$12.67	\$13.83	\$14.68	\$15.54	\$16.39
High School Bkpr/Guidance Admin Asst - 8 hrs/day 192 days/yr		\$18,201.60	\$19,906.56	\$21,550.08	\$23,239.68	\$24,883.20	\$26,557.44	\$28,247.04
	1536	\$11.85	\$12.96	\$14.03	\$15.13	\$16.20	\$17.29	\$18.39
School Bkpr-PS/ES/MS - 8 hrs/day 249 days/yr		\$22,210.80	\$24,242.64	\$26,354.16	\$28,306.32	\$30,378.00	\$32,389.92	\$34,421.76
	1992	\$11.15	\$12.17	\$13.23	\$14.21	\$15.25	\$16.26	\$17.28
Attendance Clerk-8 hrs/day 200 days/yr		\$16,928.00	\$18,480.00	\$20,272.00	\$22,128.00	\$23,488.00	\$24,864.00	\$26,224.00
	1600	\$10.58	\$11.55	\$12.67	\$13.83	\$14.68	\$15.54	\$16.39
Cafeteria Manager - 8 hrs/day 186 days/yr		\$15,564.48	\$16,948.32	\$18,391.68	\$19,805.28	\$21,233.76	\$22,677.12	\$24,075.84
	1488	\$10.46	\$11.39	\$12.36	\$13.31	\$14.27	\$15.24	\$16.18
Cafeteria Worker w/Breakfast - 7 hrs/day 182 days/yr		\$12,204.92	\$13,351.52	\$14,459.90	\$15,593.76	\$16,714.88	\$17,797.78	\$18,944.38
	1274	\$9.58	\$10.48	\$11.35	\$12.24	\$13.12	\$13.97	\$14.87
Cafeteria Worker - 6 hrs/day 182 days/yr		\$10,461.36	\$11,444.16	\$12,394.20	\$13,366.08	\$14,327.04	\$15,255.24	\$16,238.04
	1092	\$9.58	\$10.48	\$11.35	\$12.24	\$13.12	\$13.97	\$14.87
Family Advocate - 8 hrs/day 190 days/yr		\$22,040.00	\$24,031.20	\$26,068.00	\$28,059.20	\$30,111.20	\$32,102.40	\$34,139.20
	1520	\$14.50	\$15.81	\$17.15	\$18.46	\$19.81	\$21.12	\$22.46
Instructional Asst - 7 hrs/day 180 days/yr		\$12,070.80	\$13,204.80	\$14,301.00	\$15,422.40	\$16,531.20	\$17,602.20	\$18,736.20
	1260	\$9.58	\$10.48	\$11.35	\$12.24	\$13.12	\$13.97	\$14.87
Instruc Asst to Handic - 7.75 hrs/day 180 days/yr		\$13,364.10	\$14,619.60	\$15,833.25	\$17,074.80	\$18,302.40	\$19,488.15	\$20,743.65
	1395	\$9.58	\$10.48	\$11.35	\$12.24	\$13.12	\$13.97	\$14.87
Technology Asst I - 8 hrs/day 199 days/yr		\$19,931.84	\$21,810.40	\$24,962.56	\$26,459.04	\$27,955.52	\$29,436.08	\$30,948.48
	1592	\$12.52	\$13.70	\$15.68	\$16.62	\$17.56	\$18.49	\$19.44
School Nurse - 7.5 hrs/day 194 days/yr		\$30,569.55	\$33,377.70	\$36,185.85	\$38,994.00	\$41,758.50	\$44,406.60	\$47,083.80
	1455	\$21.01	\$22.94	\$24.87	\$26.80	\$28.70	\$30.52	\$32.36
Classified Directors - 8 hrs/day 238 days/yr		\$40,003.04	\$43,677.76	\$47,352.48	\$51,027.20	\$54,644.80	\$58,110.08	\$61,613.44
	1904	\$21.01	\$22.94	\$24.87	\$26.80	\$28.70	\$30.52	\$32.36
Director of Transportation & Grounds - 8 hrs/day 238 days/yr		\$54,168.80	\$57,843.52	\$61,499.20	\$65,192.96	\$68,791.52	\$72,275.84	\$75,760.16
	1904	\$28.45	\$30.38	\$32.30	\$34.24	\$36.13	\$37.96	\$39.79

# OWEN COUNTY SCHOOLS

2011-12

## EXTRA-SERVICE SALARY SCHEDULE

Cells highlighted in yellow - no reduction.  
 Cells highlighted in green - eliminated from schedule.  
 All other cells were reduced by 5%.

OWEN COUNTY HIGH SCHOOL		
Academic Team	1	\$1,823
Athletic Director	1	\$8,759
Band Director	1	\$4,872
Baseball	1	\$3,529
Baseball-JV	1	\$1,568
Basketball-Boys Asst.	2	\$2,256
Basketball-Boys Head Coach	1	\$6,661
Basketball-Girls Asst.	1	\$2,991
Basketball-Girls Freshman	1	\$1,521
Basketball-Girls Head Coach	1	\$6,661
Cheerleaders-Asst.	1	\$977
Cheerleaders-Head Coach	1	\$2,945
Colorguard	1	\$720
Cross-Country	1	\$2,056
Cross-Country-Asst.	1	\$1,568
Department Heads	7	\$0
Drama	1	\$912
Football	1	\$6,661
Football-Asst.	1	\$1,887
Football-Asst. Head Coach	1	\$2,443
Football-JV Head Coach & Asst.	1	\$2,443
Future Problem Solving Team	1	\$912
Golf-Boys	1	\$1,221
Golf-Girls	1	\$1,221
Homecoming/Class Night	1	\$386
Prom Sponsor	1	\$386
School Technology Coordinator	1	\$854
Senior Week Sponsor	1	\$386
Soccer-Boys	1	\$2,381
Soccer-Boys Asst.	1	\$977
Soccer-Girls	1	\$2,381
Soccer-Girls Asst.	1	\$977
Softball	1	\$3,529
Softball-JV	1	\$1,568
Strength-Head Coach	1	\$2,381
Track	1	\$2,056
Track -Asst.	1	\$1,568
Volleyball-Head Coach	1	\$2,280
Volleyball-Asst Coach	1	\$1,568
Yearbook	1	\$1,291

MAURICE BOWLING MIDDLE SCHOOL		
Academic Team	1	\$1,823
Athletic Director	1	\$4,154
Baseball (MS & Freshmen)	1	\$1,568
Basketball-Boys Asst.	1	\$977
Basketball-Boys Head Coach	1	\$1,569
Basketball-Girls Asst.	1	\$977
Basketball-Girls Head Coach	1	\$1,569
Cheerleaders-Head Coach	1	\$1,568
Cheerleaders-Asst. Coach	1	\$977
Football-Asst. Head Coach	1	\$977
Football-Head Coach	1	\$1,569
Future Problem Solving Team	1	\$912
School Technology Coordinator	1	\$854
Soccer-Asst. Coach	1	\$977
Soccer-Head Coach	1	\$1,569
Softball (MS & Freshmen)	1	\$1,568
Team Leaders	5	\$0
Yearbook	1	\$741
OWEN COUNTY ELEMENTARY SCHOOL		
Drama	1	\$644
Choir	1	\$644
School Technology Coordinator	1	\$854
Science Fair	1	\$386
Team leaders	5	\$0
Yearbook	1	\$741
OWEN COUNTY PRIMARY SCHOOL		
School Technology Coordinator	1	\$854
Team Leaders	5	\$0
Yearbook	1	\$741

**OWEN COUNTY SCHOOLS  
2011-12  
CERTIFIED SUPPLEMENTAL SALARY SCHEDULE**

<b>POSITION</b>	<b>INDEX</b>	<b># OF EXTENDED DAYS</b>
Chief Information Officer	1.15	49
Director of Pupil Personnel	1.15	49
Director of Special Education	1.15	33
Elementary School Principal	1.15	53
Instructional Supervisor/Federal Programs/Assessment Coordinator	1.15	53
High School Principal	1.21	53
Middle School Principal	1.15	53
Primary School Principal	1.15	53

*\*Calculation for administrative salaries-*

*Base Salary (185 days) + Pay for Extended Days X Index Amount = Total Salary*

<b>POSITION</b>	<b>EXTENDED DAYS/YEAR</b>	<b>TOTALS DAYS/YEAR</b>	<b>ANNUAL EXTRA SERVICE PAY</b>
OCHS Assistant Principal	24	209	\$5,203
MBMS Assistant Principal	24	209	\$3,827
Counselors – OCPS and OCES	15	200	\$1,560
Counselor – MBMS	21	206	\$1,560
Counselor – OCHS	34	219	\$2,081
OCPS, OCES, MBMS, OCHS Media Specialist	10	195	-0-
Agriculture Education Instructor	55	240	-0-

**OWEN COUNTY SCHOOLS  
2011-12  
SUBSTITUTE PAY SCHEDULE**

**Classified Substitute Pay Scale**

Substitute Bus Driver	\$9.77/hour
All Other Classified Substitutes	\$7.76/hour

**Certified Substitute Pay Scale**

Degree with Certificate	\$106.00/day
Degree	\$ 96.00/day
96-127 Hours	\$ 91.00/day
64-95	\$ 86.00/day

**Long-term substitute** - a substitute that is employed to fill in for a classroom teacher in excess of twenty (20) consecutive and continuous days.

Substitute teachers that hold a teaching certificate and fill in for a classroom teacher in excess of 20 consecutive days shall be compensated according to rank and experience on the 21<sup>st</sup> day. Any substitute teacher who has completed one long-term substitute contract and is offered another during the same school year will be paid at the same rate as the 21<sup>st</sup> day of his/her initial long-term position. The long term sub would be compensated only for days actually worked and would not be eligible for benefits such as paid holidays, sick and personal leave time, etc.

**Rationale:** Occasionally, due to an illness, injury, maternity leave or early retirement, there will be a need to utilize a substitute teacher for an extended period of time in a particular classroom. When this happens, the substitute usually must for all practical purposes, assume total responsibility of the classroom including daily lesson preparation, student supervision, student evaluation, completion of records and supervision of student activities. Long term substituting expects more of a sub than is normally required of a short-term sub that simply follows lesson plans and activities prearranged by the regular classroom teacher.

**Responsibilities:** In order to qualify for the **long-term substitute pay**, the substitute must assume total responsibility for classroom management and instruction plus other duties as normally assigned to the regular classroom teacher (i.e., lesson plans, entering grades, extra duty assignments, etc.).

**Pre-Authorization Required:** The school principal must submit a recommendation indicating beginning and expected ending date of long term assignment along with the certification of the individual being considered. The Superintendent must approve all long-term substitutes.