

Appendix A  
Arlington Public Schools  
Salary Schedule 2017-2018

2017-2018

Step	B	B+9	B+18	B+27	M	M+9	M+18	M+27
1	<b>1.00</b>	<b>1.05</b>	<b>1.10</b>	<b>1.15</b>	<b>1.20</b>	<b>1.25</b>	<b>1.30</b>	<b>1.35</b>
	36,325	38,141	39,958	41,774	43,590	45,406	47,223	49,039
2	<b>1.04</b>	<b>1.09</b>	<b>1.14</b>	<b>1.19</b>	<b>1.24</b>	<b>1.29</b>	<b>1.34</b>	<b>1.39</b>
	37,778	39,594	41,411	43,227	45,043	46,859	48,676	50,492
3	<b>1.08</b>	<b>1.13</b>	<b>1.18</b>	<b>1.23</b>	<b>1.28</b>	<b>1.33</b>	<b>1.38</b>	<b>1.43</b>
	39,231	41,047	42,864	44,680	46,496	48,312	50,129	51,945
4	<b>1.12</b>	<b>1.17</b>	<b>1.22</b>	<b>1.27</b>	<b>1.32</b>	<b>1.37</b>	<b>1.42</b>	<b>1.47</b>
	40,684	42,500	44,317	46,133	47,949	49,765	51,582	53,398
5	<b>1.16</b>	<b>1.21</b>	<b>1.26</b>	<b>1.31</b>	<b>1.36</b>	<b>1.41</b>	<b>1.46</b>	<b>1.51</b>
	42,137	43,953	45,770	47,586	49,402	51,218	53,035	54,851
6	<b>1.20</b>	<b>1.25</b>	<b>1.30</b>	<b>1.35</b>	<b>1.40</b>	<b>1.45</b>	<b>1.50</b>	<b>1.55</b>
	43,590	45,406	47,223	49,039	50,855	52,671	54,488	56,304
7	<b>1.24</b>	<b>1.29</b>	<b>1.34</b>	<b>1.39</b>	<b>1.44</b>	<b>1.49</b>	<b>1.54</b>	<b>1.59</b>
	45,043	46,859	48,676	50,492	52,308	54,124	55,941	57,757
8		<b>1.33</b>	<b>1.38</b>	<b>1.43</b>	<b>1.48</b>	<b>1.53</b>	<b>1.58</b>	<b>1.63</b>
		48,312	50,129	51,945	53,761	55,577	57,394	59,210
9			<b>1.42</b>	<b>1.47</b>	<b>1.52</b>	<b>1.57</b>	<b>1.62</b>	<b>1.67</b>
			51,582	53,398	55,214	57,030	58,847	60,663
10				<b>1.51</b>	<b>1.56</b>	<b>1.61</b>	<b>1.66</b>	<b>1.71</b>
				54,851	56,667	58,483	60,300	62,116
11					<b>1.60</b>	<b>1.65</b>	<b>1.70</b>	<b>1.75</b>
					58,120	59,936	61,753	63,569
12						<b>1.69</b>	<b>1.74</b>	<b>1.79</b>
						61,389	63,206	65,022
13						<b>1.73</b>	<b>1.78</b>	<b>1.83</b>
						62,842	64,659	66,475
14						<b>1.77</b>	<b>1.82</b>	<b>1.87</b>
						64,295	66,112	67,928
15							<b>1.86</b>	<b>1.91</b>
							67,565	69,381
16								<b>1.95</b>
								70,834

**Extra Duty Pay Schedule**  
**Current Employee Placement for 2017-2018 and Extended, Initial Placement, New Coach/Sponsor**  
**Positions, Shared Duties**  
**Appendix B**

A. Extra Duty Pay Schedule: The compensation of each employee covered by this agreement shall be determined by the schedule attached as Appendix A.

B. Current Employee Placement: The actual placement for each current employee for the 2017-2018 fiscal year is set forth on Appendix B attached hereto. This agreement allows current employee's to grandfather their 2007-2008 extra duty compensation package in lieu of placement on the new schedule. Said current employee can continue to grandfather their 2007-2008 compensation package (per maintained assignment) until said time that the new pay schedule is equal to or exceeds the monetary amount of the grandfathered 2007-2008 compensation. A current employee cannot combine utilization of the grandfather clause with utilization of the current extra duty pay schedule.

C. Initial Placement: The initial placement on the extra duty pay schedule of the employed after the date of this Agreement shall be determined by the Board of Education based upon the following:

(1) All employees contracted for any newly hired position will be placed on the current extra duty pay schedule (Appendix A) for all assignments.

(2) Years of experience will be determined by the administration. The experience must be of a similar nature and obtained in a recognized educational setting;

(3) Special qualification by reason of prior work experience or training for the specific assignment may affect years of experience as determined by the administration.

D. New Coach/Sponsor Positions: New positions added will be determined by the Administration with the Approval of the Board of Education. Placement on the pay schedule will be determined by a five member team consisting of one administrator, two coaches, and two activity sponsors using the ten categories and scale listed below.

Scale score each factor from 0-3

Factors: Certification Requirement: Teacher's certificate, CPR, etc.

Length of Season/Number of Practices

Public Pressure

Number of People Supervised – Assistants, Jr. High Coaches

Summer or Off Season Responsibilities

Budget/Inventory/Forms to be filled out

Number of participants in Program

Preparation time for practice or performance without participants

Fundraising Responsibilities

Overall Program Development Responsibilities – Camps, Youth Program,

E. Shared Duties: Coaches/Sponsors may be allowed to share their respective duty assignment with administrative approval. The conditions of those shared duties and the compensation shall be determined by the administration with input from the employee's involved. The shared compensation will not exceed the amount that would have been extended as the per the extra duty contract to the person hired for the position.

**Extra Duty Pay Schedule 2017-2018  
Appendix B**

AA	A	B	C	DD	D	E	F	G	H	I	J	K
Head Var G/B Track	Head Var FB Head Var VB Head Var WR Head Var GBB Head Var BBB	Head Var XC Head Var SB Head Var Baseball Head Var G TRACK Head Var B TRACK  *If combined, use 1.4 multiplier (Category AA)	Asst Var FB Asst Var VB Asst Var GBB Asst Var BBB Conditioning Coordinator Asst Var WR (8/2015 per James Shada moved from D to C)	HJH G/B Track	Head Var B GOLF Head Var G GOLF Asst Var TR Asst Var SB Asst Var Baseball Head JH-Ast. V FB	HeadJH VB HeadJH BBB HeadJH GBB HeadJH WR HeadJH FB Asst Var XC AJH-Ast. V FB Head JH G Track Head JH B Track *If combined, use 1.4 multiplier (Category DD)	Asst JH BBB Asst JH GBB Asst JH VB Asst JH TR Asst JH WR Asst JH FB					
		Instrumental Music	Vocal Music		Head Cheer	Dance FBLA Speech Musical Asst Cheer	Drama Asst. Musical	Jr. Class Sponsor Stu Co Asst. Drama Quiz Bowl Skills USA FFA (5/20/16 Shada)	Concessions	NHS JH Leadership Yearbook STEM Asst. Skills USA (9/2015 per James Shada added)	Tech Asst Book Club Art Club	Soph Spons Fresh Spons Senior Spons
<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>	<u>\$36,325</u>
0.168	0.14	0.12	0.07	0.07	0.06	0.05	0.04	0.03	0.025	0.02	0.02	0.015
1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year
\$6,103	\$5,086	\$4,359	\$2,543	\$2,543	\$2,180	\$1,816	\$1,453	\$1,090	\$908	\$727	\$727	\$545
3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year		3rd year		
0.178	0.15	0.13	0.08	0.08	0.07	0.06	0.05	0.04	0.025	0.025		
6,466	5,449	4,722	2,906	2,906	2,543	2,180	1,816	1,453		908		
6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year		6th year		
0.19	0.16	0.14	0.09	0.09	0.08	0.07	0.06	0.05		0.04		
\$6,902	\$5,812	\$5,086	\$3,269	\$3,269	\$2,906	\$2,543	\$2,180	\$1,816		\$1,453		
9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year					
0.20	0.17	0.15	0.10	0.10	0.09	0.08						
\$7,265	\$6,175	\$5,449	\$3,633	\$3,633	\$3,269	\$2,906						
12th+ year	12th+ year	12th+ year	12th+ year	12th+ year	12th+ year							
0.21	0.18	0.16	0.11	0.11								
\$7,628.00	\$6,539	\$5,812	\$3,996	\$3,996								
\$36,325.00												

**Other Contracted Positions:**

Facilities Coordinator \$2100  
 Summer Band (Flat Rate) \$1500  
 Chair School Improvement (Flat Rate) \$2500  
 Professional Development (Flat Rate) \$1400  
 Extended Contract (IndexXBase)/186 DaysXDays