

**CARBON COUNTY SCHOOL DISTRICT
SUPERVISORS AND ASSISTANT SUPERINTENDENT
SALARY SCHEDULE
2008-2009**

1. Base Pay

Placement on the teacher's salary schedule

2. Administrative Experience

Add 2.5% of base per year up to five years maximum

3. Administrative or Supervisory responsibilities

Assistant Superintendent	69%
Supervisor	63%
Director	36%
Coordinator	15%

*The Board may choose to override this schedule and set Salaries as desired for any given position.

**Carbon County School District
Principals Salary Schedule 2008-2009**

I Base Rate 50,563.71

II Experience

Years	Weighting	Value
1	0.00	-
2	0.04	2,023
3	0.08	4,045
4	0.12	6,068
5	0.16	8,090

III Time & Responsibility

Position	Weighting	Value
Elementary Principal	0.075	3,792
Middle School Principal	0.101	5,107
Middle School Assistant	0.049	2,478
Junior High Principal	0.139	7,028
Junior High Asst Principal	0.061	3,084
High School Principal	0.226	11,427
High School Asst. Principal	0.096	4,854
Special School (11 Mnth)	0.156	7,888
Special School (11.5 Mnth)	0.163	8,242

IV Education

Degree	Value
Master +45	977
EdS/Phd	1,950

V. Student Load (Vice Principals Receive 1/2)

Number of Students	Weighting	Value
0-100	0.00	-
101-150	0.01	506
151-200	0.02	1,011
201-250	0.03	1,517
251-300	0.04	2,023
301-350	0.05	2,528
351-400	0.06	3,034
401-500	0.07	3,539
501-600	0.08	4,045
601-700	0.09	4,551
701-800	0.10	5,056
801-900	0.11	5,562
900+	0.12	6,068

VI Longevity

Years Service	Weighting	Value
11	0.02	1,011
17	0.04	2,023
25	0.08	4,045

**CARBON SCHOOL DISTRICT
EDUCATOR SALARY SCHEDULE
2008-2009**

BASE AMOUNT 26,586

STEP	B. S. DEGREE				B.S. DEGREE + 30 HOURS				M.S. DEGREE or 55 HOURS**				M.S. + 45 HOURS				DOCTORATE DEGREE			
	INDEX	SALARY	E.S.A.*	TOTAL	INDEX	SALARY	E.S.A.*	TOTAL	INDEX	SALARY	E.S.A.*	TOTAL	INDEX	SALARY	E.S.A.*	TOTAL	INDEX	SALARY	E.S.A.*	TOTAL
S1	108	28,713	4,200	32,913	108	28,713	4,200	32,913	114	30,308	4,200	34,508	115	30,574	4,200	34,774	123	32,701	4,200	36,901
S2	112	29,776	4,200	33,976	113	30,042	4,200	34,242	120	31,903	4,200	36,103	122	32,435	4,200	36,635	130	34,562	4,200	38,762
S3	118	31,371	4,200	35,571	120	31,903	4,200	36,103	127	33,764	4,200	37,964	129	34,296	4,200	38,496	137	36,423	4,200	40,623
S4	125	33,232	4,200	37,432	126	33,498	4,200	37,698	134	35,625	4,200	39,825	136	36,157	4,200	40,357	144	38,284	4,200	42,484
S5	130	34,562	4,200	38,762	132	35,093	4,200	39,293	140	37,220	4,200	41,420	142	37,752	4,200	41,952	150	39,879	4,200	44,079
S6	135	35,891	4,200	40,091	137	36,423	4,200	40,623	145	38,550	4,200	42,750	147	39,081	4,200	43,281	155	41,208	4,200	45,408
S7	140	37,220	4,200	41,420	142	37,752	4,200	41,952	150	39,879	4,200	44,079	152	40,411	4,200	44,611	160	42,538	4,200	46,738
S8	145	38,550	4,200	42,750	147	39,081	4,200	43,281	155	41,208	4,200	45,408	157	41,740	4,200	45,940	165	43,867	4,200	48,067
S9	150	39,879	4,200	44,079	152	40,411	4,200	44,611	160	42,538	4,200	46,738	162	43,069	4,200	47,269	170	45,196	4,200	49,396
S10	155	41,208	4,200	45,408	157	41,740	4,200	45,940	165	43,867	4,200	48,067	167	44,399	4,200	48,599	175	46,525	4,200	50,725
S11	162	43,069	4,200	47,269	164	43,601	4,200	47,801	172	45,728	4,200	49,928	174	46,260	4,200	50,460	182	48,386	4,200	52,586
S17	165	43,867	4,200	48,067	167	44,399	4,200	48,599	175	46,525	4,200	50,725	177	47,057	4,200	51,257	185	49,184	4,200	53,384
S25	170	45,196	4,200	49,396	172	45,728	4,200	49,928	180	47,855	4,200	52,055	182	48,386	4,200	52,586	190	50,513	4,200	54,713

* An educator salary adjustment (ESA) of \$4,200 has been added to each base salary on the teacher's salary schedule for the following positions: classroom teacher, speech pathologist, librarian or media specialist, preschool teacher, mentor teacher, teacher specialist, teacher leader, guidance counselor, audiologist, psychologist, and social worker, as per Utah Code 53A-17a-153. To qualify, employees must have a satisfactory or higher job performance rating in their most recent evaluation and an active teaching license.

**Beginning with school year 1995-1996 teachers must have a masters degree to advance to lane 3.

**CARBON SCHOOL DISTRICT
EXPLANATION OF ADMINISTRATIVE AND CLERICAL
SALARY SCHEDULE
2008-2009**

Grade A	Receptionist
Grade B	Small Junior High Secretary; Under 300 Enrollment, Elementary School Secretary, Jr. High and High School Attendance Secretary Counselor Secretary, Castle Valley Center Secretary Transportation Secretary
Grade C	Junior High School Regular Secretaries
Grade D	Large High School Secretary, Technology Secretary District Office Secretarial/Clerical 1, Compliance Aide, Youth in Custody Coordinator
Grade E	District Office Secretarial/Clerical 2
Grade F	Warehouse and Property Control, Payroll Specialist
Grade G	Supervisor
Grade H	Mechanical Supervisor, Technology Specialist
Grade I	Transportation Supervisor, Food Services Supervisor, Technology Specialist II.
Grade J	Buildings & Grounds Supervisor
Grade K	Fiscal Control

**CARBON COUNTY SCHOOL DISTRICT
ADMINISTRATIVE AND CLERICAL SALARY SCHEDULE
2008-2009**

STEP	GRADE										
	A	B	C	D	E	F	G	H	I	J	K
S1	1,417	1,417	1,462	1,462	1,547	1,706	1,979	2,065	2,636	3,131	3,259
S2	1,532	1,544	1,593	1,593	1,647	1,822	2,143	2,220	2,839	3,340	3,481
S3	1,633	1,677	1,723	1,752	1,762	1,937	2,305	2,384	3,042	3,540	3,695
S4	1,752	1,809	1,859	1,876	1,877	2,051	2,472	2,581	3,258	3,744	3,914
S5	1,859	1,944	1,983	2,010	2,010	2,164	2,677	2,824	3,497	3,952	4,137
S6	1,966	2,079	2,115	2,158	2,158	2,315	2,925	3,061	3,744	4,159	4,361
S7	2,079	2,204	2,247	2,288	2,288	2,418	3,211	3,292	4,054	4,382	4,600
S8	2,186	2,337	2,380	2,421	2,421	2,545	3,415	3,533	4,365	4,671	4,910
S9	2,280	2,466	2,507	2,549	2,549	2,676	3,626	3,768	4,671	4,975	5,237
S10		2,564	2,641	2,686	2,712	2,907	3,916	3,970	4,975	5,287	5,574
S11			2,739	2,810	2,886	3,088	4,169	4,169	5,288	5,601	5,913
S12				2,911	3,088	3,272	4,362	4,362	5,601	5,908	6,246

Longevity adjustment 2% for 11 years continuous full-time service
 4% for 17 years continuous full-time service
 8% for 25 years continuous full-time service

**CARBON SCHOOL DISTRICT
EXPLANATION OF MAINTENANCE, GARAGE, AND OTHER
SALARY SCHEDULE
2008-2009**

Grade 1	Teacher Aide
Grade 2	Career Aide, Online Testing Assistant
Grade 3	Paraprofessional Aide (Signing Aide) YIC Mentor, Program Mentor
Grade 4	Head Trainer, Castle Valley Center
Grade 5	Warehouseman, Mechanic Assistant
Grade 6	Security, Bus Maintenance I (Fuel)
Grade 7	Maintenance I, Bus Maintenance II
Grade 8	Bus Maintenance III (Paint & Body)
Grade 9	Maintenance II, Head Mechanic
Grade 10	Maintenance Specialist

**CARBON COUNTY SCHOOL DISTRICT
 MAINTENANCE, GARAGE AND OTHER SALARY SCHEDULE
 2008-2009**

STEP	GRADE									
	1	2	3	4	5	6	7	8	9	10
S1	8.21	8.83	9.63	11.00	13.25	13.86	14.50	15.13	15.94	20.28
S2	8.76	9.36	10.23	11.74	14.13	14.84	15.41	16.07	16.98	21.31
S3	9.28	9.98	10.91	12.50	14.96	15.73	16.44	17.14	17.95	22.37
S4	9.69	10.44	11.32	13.00	15.59	16.39	17.14	17.85	18.77	23.48
S5		10.87	11.81	13.44	16.26	17.06	17.84	18.44	19.53	24.64
S6			12.16	13.96	16.82	17.67	18.37	19.22	20.28	25.88
Point Range for Grade	200	200-250	255-305	310-360	365-415	420-470	475-525	530-575	580-630	630+

Longevity adjustment 2% for 11 years continuous full-time service
 4% for 17 years continuous full-time service
 8% for 25 years continuous full-time service

**CARBON COUNTY SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULE
2008-2009**

STEP	SWEEPER		CUSTODIAN		HEAD CUSTODIAN (MHJH & CHS)	
	Rate	Index	Rate	Index	Rate	Index
S1	8.73	100	13.29	104.5	13.89	104.5
S2		107	14.22	111.5	14.82	111.5
S3		114	15.15	118.5	15.75	118.5
S4		119	15.81	123.5	16.41	123.5
S5		124	16.48	128.5	17.08	128.5
S6						

Longevity adjustment 2% for 11 years continuous full-time service
 4% for 17 years continuous full-time service
 8% for 25 years continuous full-time service

**CARBON COUNTY SCHOOL DISTRICT
SCHOOL LUNCH SALARY SCHEDULE
2008-2009**

STEP	WORKERS		MANAGERS	
	Index	Rate	Index	Rate
S1	100	8.89	130.0	11.56
S2	103	9.16	134.0	11.92
S3	106	9.43	138.0	12.27
S4	108	9.61	141.0	12.54
S5	110	9.78	144.0	12.81
S6	112	9.96	147.0	13.07
S7	114	10.14	150.0	13.34

Longevity adjustment

2% for 11 years continuous full-time service
 4% for 17 years continuous full-time service
 8% for 25 years continuous full-time service

**CARBON COUNTY SCHOOL DISTRICT
 BUS DRIVER SALARY SCHEDULE
 2008-2009**

STEP	REGULAR RATE		OTHER RATES	
	Index	Rate		
S1	100	14.11	Physical Exam	50.00
S2	106	14.96	Inservice Rate	8.64
S3	113	15.95	Drug Testing	14.11
S4	120	16.93	Learning/ Riding Routes	7.14
S5	133	18.77	Trip Rate	14.98
			Bus Wash	22.00
			Substitute Drivers	Step 1

Longevity adjustment 2% for 11 years continuous full-time service
 4% for 17 years continuous full-time service
 8% for 25 years continuous full-time service

**CARBON SCHOOL DISTRICT
EXTRA CURRICULAR SALARY SCHEDULE
2008-2009**

Level I \$774	Level II \$1,103	Level III \$1,766	Level IV \$2,207	Level V \$2,536	Level VI \$3,750	Level VII \$4,053
Science Fair (5) District Director (1) \$885 School Coordinators (3) \$355 each	J.H. Asst. Volleyball (2)	J.H. Cheerleading (2)	Golf (1)	Drill Team/Class (1)	Head Wrestling (1)	Head Football (1)
Quiz Bowl (2) If more than 2 money will be shared	J.H. Asst. Football (3)	J.H. Football (2)	Cross Country (1)	Cheerleading/Class (1)	Head Baseball (1)	Head Girls Basketball (1)
J.H. Newspaper (2)	J.H. Asst. Basketball (4)	J.H. Basketball (4)	Yearbook (1)	Student Government (1)	Head Sotball (1)	Head Boys Basketball (1)
National Honor Society (1)	J.H. Drama (1) (School Production)	J.H. Volleyball (2)	Soph. Volleyball (1)	Asst. Volleyball (1)	Head Volleyball (1)	Athletic Director (1) (C.H.S.)
Graduation Coordinator (1)	J.H. Yearbook (2) (w.o. class) (With class Level I)	J.H. Wrestling (2)	Soph. Football (2)	Asst. Football (4)	Head Swimming (1)	
Renaissance (1)	J.H. Band/Choir (3)	Asst. Cheerleading (1)	Soph. Basketball (2)	Asst. Basketball (2)	Athletic Director (0)	
J.H. Track (4) (practice after school)		Sterling Scholars (2)	Soph. Baseball (1)	Asst. Baseball (1)	Forensics (1)	
PEAK without class (2)		Journalism (1)	Asst. Track (2)	Asst. Softball (1)	Drama (1)	
J.H. Asst. Wrestling (2)		Freshman Baseball (1)	Soph. Softball (1)	Asst. Wrestling (1)	Cheerleading (0) (w/o class)	
TV Production News (1)		Jr. High Athletic Coord (2)	Asst. Soccer (2)	Head Track (1)	Band w/class (1)	
				Asst. Swimming (1)	Choir (1)	
				Head Soccer (2)		

Note: Those activites that hava a U.H.S.A.A. "Maximum competition" restriction must meet 90% of that maximum requirement or drop down one level on the Pay Schedule.