

Annual Salary Steps						
Salary Range	A	B	C	D	E	F
1	\$82,610	\$85,697	\$88,927	\$92,321	\$95,809	\$99,354
2	89,574	92,972	96,474	100,165	103,980	107,826
3	97,206	100,895	104,732	108,736	112,883	117,061
4	105,523	109,528	113,718	118,078	122,600	127,136
5	114,592	118,951	123,516	128,250	133,194	138,122
6	124,455	129,249	134,169	139,362	144,743	150,098

POSITION TITLES AND RANGES

POSITION TITLE	SALARY RANGE
Business Partnerships Manager	1
Instructional Programs Manager	2
Adult Career Education Manager	3
Director, Fiscal Services	4
Director, Human Resources	4
Director, Technology and Facilities Management	4
Administrator, Instructional Programs	5
Assistant Superintendent, Administrative Services	6
Assistant Superintendent, Educational Services	6

DEFINITIONS

1. New management employees shall normally be placed on the first step of the appropriate range. However, when exceptional experience, education, ability, special knowledge or recruitment difficulties warrant, new management employees may be placed on a higher range by the Superintendent.
2. Advancement on the schedule shall be one step each year based upon an acceptable evaluation. Should performance merit, an additional step may be granted by the Superintendent. No step will be granted if the management employee's performance and evaluation are unacceptable.
3. Step increases shall be effective on the first day of each fiscal year.

***AR 4141, 4241, 4341: LONGEVITY:** The employee must be a regular full-time or part-time employee of the ROP. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. Substitute employees, temporary employees, student workers, and career guidance specialists do not qualify for the ROP longevity stipend. Employees who have resigned from the ROP and then returned to work later may not combine total years of service to establish eligibility since the resignation date constitutes a break in service and results in a new start date for calculating total years served. A two percent stipend will start the first month after the employee's 14th, 19th, and 24th continuous service anniversary. The percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. Additional stipends will not be included for the calculation of the longevity stipend. For certificated and ten-month classified employees, the longevity stipend will be calculated for the regular school year and for summer assignments. **DOCTORATE:** An annual stipend will be awarded for an earned doctoral degree from an accredited university. The stipend is \$1,200 per year for the twelve-month employees and \$1,000 for ten-month employees. The stipend for part-time employees will be a **percentage** per year of the full stipend. The **percentage** for part-time certificated employees will be calculated on the actual weekly hours divided by thirty hours per week. The **percentage** for part-time classified employees will be calculated on the actual weekly hours divided by forty hours per week.