

Annual Salary Steps						
Salary Range	A	B	C	D	E	F
1	\$92,341	\$95,792	\$99,402	\$103,196	\$107,095	\$111,057
2	100,126	103,924	107,839	111,965	116,229	120,528
3	108,657	112,780	117,070	121,545	126,181	130,851
4	117,953	122,430	127,114	131,988	137,042	142,113
5	128,091	132,963	138,066	143,358	148,884	154,392
6	139,116	144,475	149,974	155,779	161,794	167,779

POSITION TITLES AND RANGES

POSITION TITLE	SALARY RANGE
	1
	2
Manager, Facilities	3
Manager, Fiscal Services	3
Manager, Human Resources	3
Administrator, Innovation & Instructional Support	4
Administrator, Instructional Programs	5
Director, Educational Services	5
Director, Fiscal Services	5
Director, Human Resources	5
Director, Nursing Programs	5
Director, Technology and Data Support Services	5
	6

Senior Management Contract Salaries	Salary
Superintendent	\$220,000.00
Assistant Superintendent, Administrative Services	\$178,457.00
Assistant Superintendent, Educational Services	\$178,457.00

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.

EDUCATIONAL INCENTIVE STIPEND/DOCTORAL DEGREE STIPEND: 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.

