

MSD WARREN TOWNSHIP
Elementary Media Assistants Salary Schedule
2011-2012

Level	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$10.01	\$10.47	\$11.00	\$11.46	\$11.91	\$12.46	\$12.93	\$13.38	\$13.84	\$14.34	\$14.90	\$15.42	\$16.01	\$16.54	\$17.11	\$17.67

MSD WARREN TOWNSHIP
Aquatics
2011-12

LEVEL	Years of Experience				
	0	1	2	3	4
1	\$ 10.88	\$ 11.43	\$ 11.96	\$ 12.51	\$ 13.05
2	\$ 8.70	\$ 9.25	\$ 9.79	\$ 10.35	\$ 10.88
3	\$ 7.61	\$ 8.16	\$ 8.70	\$ 9.25	\$ 9.79

<u>Level</u>	<u>Earnings Descriptions:</u>
1	Experienced Swim Instructor
2	Swim Instructor and/or Lifeguard with Lifeguard Certification
3	Swim Instructor

PLEASE NOTE: Instructional Assistants for Physical Education working in the pool are paid on the Instructional Assistant Salary Schedule, Level 1

MSD WARREN TOWNSHIP
 Bus Drivers Salary Schedule
 2011-12

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10 - 11	12 - 13	14 - 15	16 - 17	18 - 19	20+
1	\$16.74	\$ 17.43	\$18.57	\$19.27	\$19.94	\$20.83	\$21.18	\$21.57	\$22.20	\$22.84	\$23.49	\$23.83	\$24.15	\$24.44	\$24.84	\$25.04
2	\$15.27	\$ 15.91	\$16.94	\$17.58	\$18.21	\$19.01	\$19.33	\$19.68	\$20.26	\$20.84	\$21.43	\$21.74	\$22.03	\$22.31	\$22.67	\$22.85

Level:

- 1 Trip Coordinator
 Routing Supervisor
 Trainer
- 2 Bus Driver

Special Trips:

School days, during school hours @ \$10.00 per hour, minimum = \$20.00/run;
 Week days (no school), trips starting after school hours, & Saturday @ \$10.00 per hour;
 Sundays & Holidays @ \$11.00 per hour;
 Activity/Detention trips will be paid @ regular hourly rate

Substitute Drivers:

Substitute drivers will be paid at the rate of \$10.00 per hour.

Drivers-in-training:

Drivers will be paid at the rate of \$7.00 per hour while in training.

Buster Rates:

Driver will be paid at the rate of \$10.70 per hour for preparing the Buster programs; and their current hourly rate for Buster performances

Mandatory Meetings (including annual safety meetings and staff meetings):

Drivers will be paid at their regular hourly rate

Holidays:

Beginning with the 2007-08 school year, Bus Drivers will receive 3 paid holidays of 4 hours each (Thanksgiving Day, Christmas Day, and New Years Day).

Summer School Drivers:

Drivers will be paid \$40 per day of summer school driving

MSD WARREN TOWNSHIP
 Bus Monitor Salary Schedule
 2011-12

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10 - 11	12 - 13	14 - 15	16 - 17	18 - 19	20+
1	\$ 10.59	\$ 11.01	\$ 11.50	\$ 11.92	\$ 12.33	\$ 12.75	\$ 13.32	\$ 13.80	\$ 14.27	\$ 14.85	\$ 15.27	\$ 15.68	\$ 16.09	\$ 16.61	\$ 16.99	\$ 17.41
2	\$ 9.20	\$ 9.70	\$ 10.12	\$ 10.52	\$ 10.97	\$ 11.45	\$ 11.94	\$ 12.44	\$ 12.93	\$ 13.48	\$ 13.90	\$ 14.32	\$ 14.74	\$ 15.22	\$ 15.67	\$ 16.11
3	\$ 8.81	\$ 9.22	\$ 9.73	\$ 10.14	\$ 10.55	\$ 10.99	\$ 11.53	\$ 12.05	\$ 12.56	\$ 13.10	\$ 13.52	\$ 13.94	\$ 14.35	\$ 14.78	\$ 15.26	\$ 15.71

Level	Earnings Description
1	Bus Monitor (Special Education)
2	Bus Monitor (Experienced)
3	Bus Monitor (New)

Activity/Detention Runs:

Bus Monitors will be paid at their regular hourly rate per run.

Holidays:

Bus Monitors will receive 3 paid holidays at 4 hours each (Thanksgiving Day, Christmas Day, and New Years Day).

MSD WARREN TOWNSHIP
Custodian Salary Schedule
2011-12

Level	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$15.29	\$15.78	\$16.10	\$16.54	\$16.95	\$17.32	\$17.80	\$18.21	\$18.61	\$18.99	\$19.47	\$19.86	\$20.13	\$20.53	\$20.99	\$21.54
2	\$14.29	\$14.70	\$15.09	\$15.49	\$15.97	\$16.35	\$16.76	\$17.16	\$17.55	\$18.03	\$18.41	\$18.79	\$19.07	\$19.52	\$19.92	\$20.48
3	\$13.23	\$13.66	\$14.12	\$14.50	\$14.90	\$15.29	\$15.78	\$16.15	\$16.54	\$16.95	\$17.32	\$17.80	\$18.09	\$18.46	\$18.88	\$19.47
4	\$11.86	\$12.32	\$12.72	\$13.11	\$13.50	\$13.90	\$14.34	\$14.78	\$15.19	\$15.56	\$15.78	\$16.44	\$16.67	\$17.11	\$17.55	\$18.09
5	\$9.41	\$9.77	\$10.12	\$10.48	\$10.83	\$11.18	\$11.54	\$11.89	\$12.25	\$12.60	\$12.95	\$13.18	\$13.43	\$13.67	\$13.89	\$14.13

Level Earnings Descriptions:

- 1 Team Leader (Warren Central High School)
- 2 Team Leader (Walker Career Center, Middle Schools & WECC)
- 3 Team Leader (Rennaisance & Elementary Schools)
Team Leader (Early Childhood Center)
- 4 Custodian
Specialist
- 5 School Year Custodian

Shift Differentials:

- 2nd Shift (shift that begins between 1:30 pm or after) @ .30/hour
- 3rd Shift (shift that begins between 9 pm or after) @ .60/hour

MSD WARREN TOWNSHIP
Daycare
2011-12

LEVEL	Years of Experience										
	0	1	2	3	4	5	6	7	8	9	10
1	\$10.43	\$10.85	\$11.27	\$11.69	\$12.11	\$12.54	\$13.01	\$13.48	\$13.95	\$14.43	\$14.90
2	\$9.79	\$10.21	\$10.63	\$11.06	\$11.48	\$11.90	\$12.37	\$12.85	\$13.33	\$13.80	\$14.27
3	\$8.43	\$8.85	\$9.27	\$9.69	\$10.11	\$10.53	\$11.00	\$11.48	\$11.95	\$12.43	\$12.91

Level Earnings Descriptions:

- 1 Site Coordinator
- 2 Care Giver (Special Needs)
- 3 Care Giver

Additional Training Factor:

- 1 All staff must complete 12 hours of training for NAEYC certification
- 2 BS Degree or CDA = \$1.00 per hour

MSD WARREN TOWNSHIP
Specialists Salary Schedule
2011-12

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$14.68	\$15.14	\$15.52	\$15.84	\$16.17	\$16.68	\$16.99	\$17.39	\$17.82	\$18.16	\$18.57	\$18.97	\$19.41	\$19.87	\$20.27	\$20.90
2	\$13.30	\$13.89	\$14.33	\$14.68	\$15.08	\$15.44	\$15.85	\$16.26	\$16.58	\$16.98	\$17.46	\$18.39	\$18.39	\$18.39	\$18.80	\$19.34
3	\$12.61	\$13.01	\$13.41	\$13.77	\$14.17	\$14.57	\$14.94	\$15.26	\$15.72	\$16.11	\$16.49	\$17.02	\$17.31	\$17.81	\$18.28	\$18.84

****Beginning with contract year 2010-11, new hires into the help desk positions will no longer be on this salary schedule**

Level Earnings Descriptions:

- | | |
|--|--|
| <p>1 Associate Superintendent for School Improvement Specialist
Assistant to the Superintendent for K - 5 Instruction Specialist
Assistant to the Superintendent for 6 - 12 Instruction Specialist
Personnel Specialist
Chief Financial Officer's Specialist
Chief Information Officer's Specialist
Director of Special Education's Specialist
Director of Operations' Specialist
Grant Specialist
Accounts Payable Specialist
Benefits Specialist
Payroll Specialist I
Personnel Specialist
Child Nutrition Specialist I</p> | <p>2 High School Registrar
High School Treasurer
High School Bookstore Manager
Middle School Treasurer/Bookstore Manager
Child Care Services Bookkeeper
Payroll Specialist II</p> |
| | <p>3 Business Office Specialist
Special Education Employment Specialist
Substitute Teacher Caller (K-8)</p> |

MSD WARREN TOWNSHIP
Instructional Assistants Salary Schedule
2011-2012

Level	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$10.07	\$10.47	\$10.92	\$11.32	\$11.72	\$12.12	\$12.65	\$13.11	\$13.56	\$14.12	\$14.51	\$14.90	\$15.29	\$15.78	\$16.15	\$16.54
2	\$8.67	\$9.16	\$9.55	\$9.93	\$10.35	\$10.80	\$11.26	\$11.72	\$12.19	\$12.71	\$13.11	\$13.50	\$13.90	\$14.34	\$14.78	\$15.19
3	\$8.28	\$8.67	\$9.16	\$9.55	\$9.93	\$10.35	\$10.85	\$11.32	\$11.80	\$12.32	\$12.71	\$13.11	\$13.50	\$13.90	\$14.34	\$14.78
4	\$14.96	\$15.35	\$15.83	\$16.22	\$16.59	\$17.04	\$17.55	\$18.03	\$18.46	\$18.99	\$19.41	\$19.81	\$20.18	\$20.66	\$21.06	\$21.45
5	\$10.39	\$10.78	\$11.24	\$11.63	\$12.01	\$12.44	\$12.96	\$13.43	\$13.88	\$14.40	\$14.82	\$15.22	\$15.61	\$16.07	\$16.46	\$16.88

Level Earnings Descriptions:

- 1 Special Education (MH, PH, HI, SPMH, EH, MoMH, Pre-School Handicapped)
Vocational (Auto, Building Trades, Childcare, Food Service, Radio-TV, Home Ec)
Title I (meets NCLB requirements)
Clinic Assistant
- 2 Special Education (LD, MiMH, Inclusion, and all other)
- 3 Primetime, Other (Reg. pre-school, Desegregation, Class size, etc.)
Title I (Does not meet NCLB requirements)
- 4 Bilingual Instructional Assistant (ESL)
Interpreter for Hearing Impaired (ASL)
- 5 Instructional Assistant (ESL)

Additional Training Factor:

- 1 Valid Teacher's License = \$1.00 per hour

MSD WARREN TOWNSHIP
Maintenance, Grounds, and Skilled Personnel Salary Schedule
2011-2012

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$22.67	\$23.06	\$23.48	\$23.88	\$24.40	\$24.81	\$25.23	\$25.66	\$26.06	\$26.55	\$27.38	\$28.24	\$29.13	\$29.98	\$30.88	\$31.30
2	\$21.58	\$21.95	\$22.35	\$22.73	\$23.23	\$23.62	\$24.01	\$24.42	\$24.80	\$25.28	\$26.08	\$26.88	\$27.74	\$28.54	\$29.41	\$29.80
3	\$19.35	\$19.71	\$20.18	\$20.58	\$20.93	\$21.32	\$21.68	\$22.16	\$22.54	\$22.90	\$23.66	\$24.49	\$25.24	\$26.10	\$26.84	\$27.24
4	\$18.03	\$18.34	\$18.67	\$18.99	\$19.41	\$19.74	\$20.07	\$20.41	\$20.72	\$21.12	\$21.78	\$22.45	\$23.18	\$23.86	\$24.56	\$24.89
5	\$16.94	\$17.26	\$17.67	\$18.03	\$18.34	\$18.67	\$18.99	\$19.41	\$19.74	\$20.07	\$20.72	\$21.45	\$22.10	\$22.85	\$23.51	\$23.86
6	\$16.10	\$16.48	\$16.90	\$17.26	\$17.74	\$18.16	\$18.41	\$18.93	\$19.41	\$19.74	\$20.07	\$20.72	\$21.19	\$22.10	\$22.85	\$23.51
7	\$15.03	\$15.42	\$15.91	\$16.30	\$16.67	\$17.11	\$17.33	\$17.94	\$18.35	\$18.67	\$18.99	\$19.74	\$20.41	\$21.13	\$21.78	\$22.44

Level Earnings Descriptions:

- 1 HVAC/Refrigeration Foreman
- 2 Building Service Technician
- 3 Certified HVAC Technician
- 4 Facilities Manager
Electronics Specialist
- 5 Boiler Technician
Electronics Technician
HVAC Technician
Refrigeration Technician

Level Earnings Descriptions:

- 6 Carpenter Foreman
Paint Foreman
Plumbing Specialist
Printing Specialist
Grounds & General Maintenance Foreman
- 7 Carpenter
Electrician
Painter
Plumber
Grounds & General Maintenance

MSD WARREN TOWNSHIP
 Motor Vehicle Personnel Salary Schedule
 2011-2012

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$19.25	\$19.73	\$20.27	\$20.83	\$21.43	\$22.01	\$22.56	\$23.17	\$23.76	\$24.29	\$24.90	\$25.54	\$26.25	\$26.94	\$27.66	\$28.33
2	\$17.88	\$18.21	\$18.98	\$19.59	\$20.26	\$20.88	\$21.49	\$22.14	\$22.76	\$23.38	\$24.16	\$24.93	\$25.67	\$26.42	\$27.22	\$27.94
3	\$17.44	\$17.77	\$18.52	\$19.11	\$19.77	\$20.37	\$20.97	\$21.60	\$22.20	\$22.81	\$23.57	\$24.32	\$25.04	\$25.78	\$26.56	\$27.26
4	\$15.52	\$15.95	\$16.49	\$17.11	\$17.64	\$18.21	\$18.79	\$19.35	\$19.89	\$20.47	\$21.15	\$21.81	\$22.51	\$23.22	\$23.87	\$24.57

Level Earnings Descriptions:

- 1 Service Manager
- 2 Certified Mechanic/Inventory Controller
- 3 Certified Mechanic
- 4 Mechanic
- 5 Mechanic's Assistant/Part's Assistant

MSD WARREN TOWNSHIP
Nurses Salary Schedule
2011-2012

Level	Years of Experience																	
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17+
1	\$17.83	\$18.39	\$19.25	\$20.11	\$20.97	\$21.84	\$22.71	\$23.57	\$24.42	\$25.31	\$26.16	\$26.68	\$27.21	\$27.71	\$28.25	\$28.99	\$29.43	\$29.84
2	\$17.45	\$18.31	\$19.15	\$19.98	\$20.84	\$21.67	\$22.48	\$23.30	\$24.16	\$24.99	\$25.84	\$26.28	\$26.82	\$27.30	\$27.81	\$28.32	\$28.75	\$29.11
3	\$17.03	\$17.84	\$18.66	\$19.48	\$20.31	\$21.13	\$21.89	\$22.71	\$23.52	\$24.34	\$25.16	\$25.61	\$26.48	\$26.57	\$27.06	\$27.55	\$28.00	\$28.38
4	\$13.54	\$14.22	\$14.88	\$15.55	\$16.20	\$16.88	\$17.54	\$18.21	\$18.84	\$19.51	\$20.18	\$20.58	\$20.97	\$21.38	\$21.77	\$22.16	\$22.52	\$22.86

Level Earnings Descriptions:

- 1 RN - High School Nurse
- 2 RN - Middle School Nurse
- 3 RN - Elementary Nurse
- 4 LPN/EMT - (K-12)

Hourly Rate for Substitute Nurses:

RN or LPN \$13.54

High School & Middle School Nurses:

Work 7 hour days/182 days per school year
Are eligible for health/dental/vision/life/LTD benefits
Not Eligible for Paid Holidays

Elementary School Nurses:

Authorized to work 4 hour days/182 days per school year
**Exception: Those elementary schools that have been identified as having students with medical needs that require the nurse to work 7 hours per day.
Are eligible for health/dental/vision/life/LTD benefits
Not Eligible for Paid Holidays

Public Employees' Retirement Fund:

Nurses that are regular scheduled to work 1,000 hours per school year are eligible

Illness/Personal Leave time:

Nurses that are regular scheduled to work 1,000 hours per school year will receive 6-sick days and 2-personal leave days each school year

MSD WARREN TOWNSHIP
Pre-school Instructor Salary Schedule
2011-2012

Level	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$20.02	\$20.64	\$21.35	\$22.06	\$22.77	\$23.49	\$24.19	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91
2	\$15.00															

Level 1 - Only Current employees hired before 7/31/09.

******No percentage raise to this schedule unless notified by David Holt.***

MSD WARREN TOWNSHIP
 School - Age Child Care
 2011-2012

LEVEL	Years of Experience										
	0	1	2	3	4	5	6	7	8	9	10
1	\$11.32	\$11.74	\$12.11	\$12.54	\$12.91	\$13.33	\$13.70	\$14.12	\$14.54	\$14.96	\$15.38
2	\$9.22	\$9.64	\$10.01	\$10.43	\$10.80	\$11.22	\$11.59	\$12.01	\$12.43	\$12.85	\$13.28

Level Earnings Descriptions:

- 1 Site Manager
Substitute Coordinator
- 2 Caregiver

Additional Training Factor:

- 1 20 Hours of Training = 20 cents per hour
- 2 40 Hours of Training = 40 cents per hour
- 3 60 Hours of Training = 60 cents per hour
- 4 80 Hours of Training = 80 cents per hour
- 5 100 Hours of Training = \$1.00 per hour

Note: SACC staff must complete 10 hours of training per year to remain employed in this program for the following year.

Regulations regarding accepted training for increments are available from the SACC program administrators.

MSD WARREN TOWNSHIP
Secretary Salary Schedule
2011-2012

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$15.42	\$15.99	\$16.35	\$16.72	\$17.15	\$17.53	\$17.89	\$18.26	\$18.62	\$19.06	\$19.46	\$19.88	\$20.29	\$20.75	\$21.22	\$21.81
2	\$13.79	\$14.15	\$14.88	\$14.96	\$15.31	\$15.87	\$16.14	\$16.47	\$16.83	\$17.33	\$17.68	\$18.09	\$18.53	\$19.02	\$19.41	\$19.98
3	\$13.13	\$13.50	\$13.86	\$14.36	\$14.66	\$15.04	\$15.40	\$15.78	\$16.22	\$16.55	\$17.07	\$17.39	\$17.92	\$18.30	\$18.73	\$19.31
4	\$10.19	\$10.73	\$11.21	\$11.69	\$12.15	\$12.68	\$13.17	\$13.62	\$14.18	\$14.62	\$15.20	\$15.70	\$16.33	\$16.86	\$17.44	\$18.01

*****After January 1, 2008, new hires who report to Cabinet Members have been moved to the Specialist schedule***

Level Earnings Descriptions:

- | | | | |
|----------|--|----------|--|
| 1 | Secretary to: High School Principal | 3 | Secretaries to: Elementary Principals
Middle School Assistant Principals
Middle School Guidance Office
High School Associate Principal
High School Assistant Principals
High School Athletic Director
High School Guidance Director
Walker Career Assistant Director
Transportation Department |
| 2 | Secretary to: Middle School Principal

Secretary to Directors of:
Adult & Community Education
Business Services
Curriculum
Facilities
Instructional Programs
Special Education
Student Services
Technology
Transportation
Walker Career Center
Office Manager Porter Service Building | 4 | Secretaries to: Middle School Media Center
High School Media Center
High School Faculty
WCC Vocational Counselors
Business or Personnel Office
Special Education Office
Receptionists: Warren Education & Community Center
Adult & Community Education Office
High School Main Office
Other Secretaries High School Guidance Office
High School Assistant Athletic Director |

MSD WARREN TOWNSHIP
Warren Township Police
Salary Schedule
2011-12

Level	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$17.19	\$17.39	\$17.81	\$18.22	\$18.66	\$19.09	\$19.36	\$19.92	\$20.40	\$20.68	\$21.02	\$21.65	\$22.40	\$23.18	\$23.83	\$24.46
2	\$15.28	\$15.47	\$15.93	\$16.31	\$16.75	\$17.19	\$17.45	\$18.04	\$18.45	\$18.78	\$19.09	\$19.74	\$20.51	\$21.26	\$21.91	\$22.63

Level **Earnings Descriptions:**

- 1 Ranking Township Officer
- 2 Township Officer

MSD WARREN TOWNSHIP
Supply Personnel Salary Schedule
2011-12

LEVEL	Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10-11	12-13	14-15	16-17	18-19	20+
1	\$15.19	\$15.63	\$16.01	\$16.44	\$16.83	\$17.26	\$17.68	\$18.09	\$18.46	\$18.86	\$19.34	\$19.67	\$19.98	\$20.33	\$20.72	\$21.06
2	\$12.46	\$12.83	\$13.23	\$13.66	\$14.12	\$14.51	\$14.90	\$15.29	\$15.78	\$16.15	\$16.54	\$16.90	\$17.26	\$17.61	\$17.93	\$18.28

Level Earnings Descriptions:

- 1 Warehouse Supervisor
- 2 Supply Personnel

MSD WARREN TOWNSHIP
Technology Analyst Specialists
2011-12

Years of Experience					
Level	0	1	2	3	4
1	\$40,291.00	\$42,809.00	\$45,327.00	\$47,845.00	\$50,364.00

Level	Earnings Description
1	Network Analyst Software Analyst

These are salaried Non-Administrative positions.

These individuals pay their 3% PERF contribution.

They will receive illness, personal and vacation leave as indicated on the support staff schedule (only in days; not hours)

MSD WARREN TOWNSHIP
Technology Support Specialists
2011-12

Level	Years of Experience				
	0	1	2	3	4
1	\$19.52	\$20.12	\$20.75	\$21.39	\$22.05
2	\$17.40	\$17.84	\$18.30	\$18.87	\$19.52
3	\$15.84	\$16.17	\$16.68	\$16.99	\$17.40

Level	Earnings Description
1	Technology Support Specialist III
2	Technology Support Specialist II
3	Technology Support Specialist I

*****Beginning with the 2010-11 Contract Year:
New hires on the help desk staff will be placed on level 3 of this schedule**