

**Emerson-Taylor-Bradley School District**  
**Non-Licensed Schedule - Assistant Technology Instructor**  
**2016-2017**

|                        |       |                              | Schedule<br>4TA1        |
|------------------------|-------|------------------------------|-------------------------|
| Years of<br>Experience | Steps | Hourly Rate<br>(5% increase) | 8 hours/day<br>240 days |
| 0                      | 1     | \$ 11.55                     | \$ 22,176.00            |
| 1                      | 2     | \$ 11.90                     | \$ 22,848.00            |
| 2                      | 3     | \$ 12.25                     | \$ 23,520.00            |
| 3                      | 4     | \$ 12.62                     | \$ 24,230.40            |
| 4                      | 5     | \$ 13.00                     | \$ 24,960.00            |
| 5                      | 6     | \$ 13.39                     | \$ 25,708.80            |
| 6                      | 7     | \$ 13.79                     | \$ 26,476.80            |
| 7                      | 8     | \$ 14.20                     | \$ 27,264.00            |
| 8                      | 9     | \$ 14.63                     | \$ 28,089.60            |
| 9                      | 10    | \$ 15.07                     | \$ 28,934.40            |
| 10                     | 11    | \$ 15.52                     | \$ 29,798.40            |

**Board Approved 03/07/2016**

**Emerson-Taylor-Bradley School District**  
**Non-Licensed Salary Schedule - Bus Driver**  
**2016-2017**

|                        |       |             | Schedule<br>4B1                                        | Schedule<br>4B2                                      | Schedule<br>4B3                                   |
|------------------------|-------|-------------|--------------------------------------------------------|------------------------------------------------------|---------------------------------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 180 Days + 3 hours for training<br>1.125 Hours per day | 180 Days+ 3 hours for training<br>2.25 Hours per day | 180 Days + 3 hours training<br>2.35 Hours per day |
| 0+                     | 1     | \$ 24.41    | \$ 5,016.26                                            | \$ 9,959.28                                          | \$ 10,398.66                                      |

**Emerson-Taylor-Bradley School District**  
**Non- Licensed Salary Schedule - Janitor /Custodian**  
**2016-2017**

|                        |       |             | Schedule<br>4J1             | Schedule<br>4J2                | Schedule<br>4J3               | Schedule<br>4J4             | Schedule<br>5J4        | Schedule<br>6J1        |
|------------------------|-------|-------------|-----------------------------|--------------------------------|-------------------------------|-----------------------------|------------------------|------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 180 Days<br>4 Hours per day | 220 Days<br>8.00 Hours per day | 180 Days<br>8.0 Hours per day | 261 Days<br>8 Hours per day | 180<br>5 Hours per day | 180<br>7 Hours per day |
| 0                      | 1     | \$ 9.93     | \$ 7,149.60                 | \$ 17,476.80                   | \$ 14,299.20                  | \$ 20,733.84                | \$ 8,937.00            | \$ 12,511.80           |
| 1                      | 2     | \$ 10.09    | \$ 7,264.80                 | \$ 17,758.40                   | \$ 14,529.60                  | \$ 21,067.92                | \$ 9,081.00            | \$ 12,713.40           |
| 2                      | 3     | \$ 10.24    | \$ 7,372.80                 | \$ 18,022.40                   | \$ 14,745.60                  | \$ 21,381.12                | \$ 9,216.00            | \$ 12,902.40           |
| 3                      | 4     | \$ 10.41    | \$ 7,495.20                 | \$ 18,321.60                   | \$ 14,990.40                  | \$ 21,736.08                | \$ 9,369.00            | \$ 13,116.60           |
| 4                      | 5     | \$ 10.55    | \$ 7,596.00                 | \$ 18,568.00                   | \$ 15,192.00                  | \$ 22,028.40                | \$ 9,495.00            | \$ 13,293.00           |
| 5                      | 6     | \$ 10.69    | \$ 7,696.80                 | \$ 18,814.40                   | \$ 15,393.60                  | \$ 22,320.72                | \$ 9,621.00            | \$ 13,469.40           |
| 6                      | 7     | \$ 10.88    | \$ 7,833.60                 | \$ 19,148.80                   | \$ 15,667.20                  | \$ 22,717.44                | \$ 9,792.00            | \$ 13,708.80           |
| 7                      | 8     | \$ 11.01    | \$ 7,927.20                 | \$ 19,377.60                   | \$ 15,854.40                  | \$ 22,988.88                | \$ 9,909.00            | \$ 13,872.60           |
| 8                      | 9     | \$ 11.20    | \$ 8,064.00                 | \$ 19,712.00                   | \$ 16,128.00                  | \$ 23,385.60                | \$ 10,080.00           | \$ 14,112.00           |
| 9                      | 10    | \$ 11.37    | \$ 8,186.40                 | \$ 20,011.20                   | \$ 16,372.80                  | \$ 23,740.56                | \$ 10,233.00           | \$ 14,326.20           |
| 10                     | 11    | \$ 11.54    | \$ 8,308.80                 | \$ 20,310.40                   | \$ 16,617.60                  | \$ 24,095.52                | \$ 10,386.00           | \$ 14,540.40           |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District**  
**Non-Licensed Schedule - Instructional Aide**  
**2016-2017**

|                        |       |             | Schedule<br>4A1             | Schedule<br>4A2               | Schedule<br>4A3        |
|------------------------|-------|-------------|-----------------------------|-------------------------------|------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 180 Days<br>7 Hours per day | 180 Days<br>7.5 Hours per day | 180<br>4 Hours per day |
| 0                      | 1     | \$ 10.77    | \$ 13,570.20                | \$ 14,539.50                  | \$ 7,754.40            |
| 1                      | 2     | \$ 10.93    | \$ 13,771.80                | \$ 14,755.50                  | \$ 7,869.60            |
| 2                      | 3     | \$ 11.09    | \$ 13,973.40                | \$ 14,971.50                  | \$ 7,984.80            |
| 3                      | 4     | \$ 11.28    | \$ 14,212.80                | \$ 15,228.00                  | \$ 8,121.60            |
| 4                      | 5     | \$ 11.43    | \$ 14,401.80                | \$ 15,430.50                  | \$ 8,229.60            |
| 5                      | 6     | \$ 11.61    | \$ 14,628.60                | \$ 15,673.50                  | \$ 8,359.20            |
| 6                      | 7     | \$ 11.79    | \$ 14,855.40                | \$ 15,916.50                  | \$ 8,488.80            |
| 7                      | 8     | \$ 11.97    | \$ 15,082.20                | \$ 16,159.50                  | \$ 8,618.40            |
| 8                      | 9     | \$ 12.17    | \$ 15,334.20                | \$ 16,429.50                  | \$ 8,762.40            |
| 9                      | 10    | \$ 12.35    | \$ 15,561.00                | \$ 16,672.50                  | \$ 8,892.00            |
| 10                     | 11    | \$ 12.51    | \$ 15,762.60                | \$ 16,888.50                  | \$ 9,007.20            |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District  
Non-Licensed Salary Schedule  
Licensed Practical Nurse (LPN)  
2016-2017**

|                     |       |             | Schedule                       | Schedule                       |
|---------------------|-------|-------------|--------------------------------|--------------------------------|
|                     |       |             | 4LPN                           | 4LPN                           |
| Years of Experience | Steps | Hourly Rate | 180 Days<br>3.00 Hours per day | 180 Days<br>5.00 Hours per day |
| 0                   | 1     | \$ 16.98    | \$9,169.20                     | \$15,282.00                    |
| 1                   | 2     | \$ 17.48    | \$9,439.20                     | \$15,732.00                    |
| 2                   | 3     | \$ 18.02    | \$9,730.80                     | \$16,218.00                    |
| 3                   | 4     | \$ 18.55    | \$10,017.00                    | \$16,695.00                    |
| 4                   | 5     | \$ 19.11    | \$10,319.40                    | \$17,199.00                    |
| 5                   | 6     | \$ 19.67    | \$10,621.80                    | \$17,703.00                    |
| 6                   | 7     | \$ 20.28    | \$10,951.20                    | \$18,252.00                    |
| 7                   | 8     | \$ 20.90    | \$11,286.00                    | \$18,810.00                    |
| 8                   | 9     | \$ 21.51    | \$11,615.40                    | \$19,359.00                    |
| 9                   | 10    | \$ 22.17    | \$11,971.26                    | \$19,952.10                    |
| 10+                 | 11    | \$ 22.84    | \$12,333.60                    | \$20,556.00                    |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District**  
**Non-Licensed Salary Schedule - Lunchroom Workers**  
**2016-2017**

|                        |       |             | Schedule<br>4L2               | Schedule<br>4L3               | Schedule<br>4L4                | Schedule<br>4L5                |
|------------------------|-------|-------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 180 Days<br>6.5 Hours per day | 180 Days<br>7.0 Hours per day | 180 Days<br>7.25 Hours per day | 180 Days<br>7.50 Hours per day |
| 0                      | 1     | 10.00       | \$ 11,700.00                  | \$ 12,600.00                  | \$ 13,050.00                   | \$ 13,500.00                   |
| 1                      | 2     | 10.16       | \$ 11,887.20                  | \$ 12,801.60                  | \$ 13,258.80                   | \$ 13,716.00                   |
| 2                      | 3     | 10.32       | \$ 12,074.40                  | \$ 13,003.20                  | \$ 13,467.60                   | \$ 13,932.00                   |
| 3                      | 4     | 10.49       | \$ 12,273.30                  | \$ 13,217.40                  | \$ 13,689.45                   | \$ 14,161.50                   |
| 4                      | 5     | 10.63       | \$ 12,437.10                  | \$ 13,393.80                  | \$ 13,872.15                   | \$ 14,350.50                   |
| 5                      | 6     | 10.82       | \$ 12,659.40                  | \$ 13,633.20                  | \$ 14,120.10                   | \$ 14,607.00                   |
| 6                      | 7     | 10.96       | \$ 12,823.20                  | \$ 13,809.60                  | \$ 14,302.80                   | \$ 14,796.00                   |
| 7                      | 8     | 11.13       | \$ 13,022.10                  | \$ 14,023.80                  | \$ 14,524.65                   | \$ 15,025.50                   |
| 8                      | 9     | 11.31       | \$ 13,232.70                  | \$ 14,250.60                  | \$ 14,759.55                   | \$ 15,268.50                   |
| 9                      | 10    | 11.47       | \$ 13,419.90                  | \$ 14,452.20                  | \$ 14,968.35                   | \$ 15,484.50                   |
| 10                     | 11    | 11.63       | \$ 13,607.10                  | \$ 14,653.80                  | \$ 15,177.15                   | \$ 15,700.50                   |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District**  
**Non-Licensed - Maintenance**  
**2016-2017**

|                        |       |             |                            |                               | Schedule<br>4MT |
|------------------------|-------|-------------|----------------------------|-------------------------------|-----------------|
| Years of<br>Experience | Steps | Hourly Rate | 83 Days<br>8 Hours per day | 178 Days<br>6.5 Hours per day |                 |
| 0                      | 1     | \$ 10.09    | \$ 6,699.76                | \$ 11,674.13                  | \$ 18,373.89    |
| 1                      | 2     | \$ 10.24    | \$ 6,799.36                | \$ 11,847.68                  | \$ 18,647.04    |
| 2                      | 3     | \$ 10.41    | \$ 6,912.24                | \$ 12,044.37                  | \$ 18,956.61    |
| 3                      | 4     | \$ 10.55    | \$ 7,005.20                | \$ 12,206.35                  | \$ 19,211.55    |
| 4                      | 5     | \$ 10.69    | \$ 7,098.16                | \$ 12,368.33                  | \$ 19,466.49    |
| 5                      | 6     | \$ 10.88    | \$ 7,224.32                | \$ 12,588.16                  | \$ 19,812.48    |
| 6                      | 7     | \$ 11.01    | \$ 7,310.64                | \$ 12,738.57                  | \$ 20,049.21    |
| 7                      | 8     | \$ 11.20    | \$ 7,436.80                | \$ 12,958.40                  | \$ 20,395.20    |
| 8                      | 9     | \$ 11.37    | \$ 7,549.68                | \$ 13,155.09                  | \$ 20,704.77    |
| 9                      | 10    | \$ 11.54    | \$ 7,662.56                | \$ 13,351.78                  | \$ 21,014.34    |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District**  
**Non-Licensed Salary Schedule - Registered Nurse (RN)**  
**2016-2017**

|                        |       |                  | Schedule<br>4NR               | Schedule<br>4NR               |
|------------------------|-------|------------------|-------------------------------|-------------------------------|
| Years of<br>Experience | Steps | Hourly Rate<br>) | 180 Days<br>7.0 Hours per day | 180 Days<br>5.0 Hours per day |
| 0                      | 1     | \$ 23.35         | \$ 29,421.00                  | \$ 21,015.00                  |
| 1                      | 2     | \$ 24.06         | \$ 30,315.60                  | \$ 21,654.00                  |
| 2                      | 3     | \$ 24.78         | \$ 31,222.80                  | \$ 22,302.00                  |
| 3                      | 4     | \$ 25.53         | \$ 32,167.80                  | \$ 22,977.00                  |
| 4                      | 5     | \$ 26.28         | \$ 33,112.80                  | \$ 23,652.00                  |
| 5                      | 6     | \$ 27.07         | \$ 34,108.20                  | \$ 24,363.00                  |
| 6                      | 7     | \$ 27.87         | \$ 35,116.20                  | \$ 25,083.00                  |
| 7                      | 8     | \$ 28.72         | \$ 36,187.20                  | \$ 25,848.00                  |
| 8                      | 9     | \$ 29.55         | \$ 37,233.00                  | \$ 26,595.00                  |
| 9                      | 10    | \$ 30.44         | \$ 38,354.40                  | \$ 27,396.00                  |
| 10                     | 11    | \$ 31.36         | \$ 39,513.60                  | \$ 28,224.00                  |

**Board adopted 03/07/2016**



**Emerson-Taylor-Bradley School District**  
**Non-Licensed - Secretary/Clerical**  
**2016-2017**

|                        |       |             | Schedule<br>4S1               | Schedule<br>4S2             | Schedule<br>4S3               |
|------------------------|-------|-------------|-------------------------------|-----------------------------|-------------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 200 Days<br>7.5 Hours per day | 200 Days<br>8 Hours per day | 210 Days<br>8.0 Hours per Day |
| 0                      | 1     | \$ 10.95    | \$ 16,425.00                  | \$ 17,520.00                | \$ 18,396.00                  |
| 1                      | 2     | \$ 11.11    | \$ 16,665.00                  | \$ 17,776.00                | \$ 18,664.80                  |
| 2                      | 3     | \$ 11.36    | \$ 17,040.00                  | \$ 18,176.00                | \$ 19,084.80                  |
| 3                      | 4     | \$ 11.46    | \$ 17,190.00                  | \$ 18,336.00                | \$ 19,252.80                  |
| 4                      | 5     | \$ 11.63    | \$ 17,445.00                  | \$ 18,608.00                | \$ 19,538.40                  |
| 5                      | 6     | \$ 11.81    | \$ 17,715.00                  | \$ 18,896.00                | \$ 19,840.80                  |
| 6                      | 7     | \$ 11.99    | \$ 17,985.00                  | \$ 19,184.00                | \$ 20,143.20                  |
| 7                      | 8     | \$ 12.18    | \$ 18,270.00                  | \$ 19,488.00                | \$ 20,462.40                  |
| 8                      | 9     | \$ 12.37    | \$ 18,555.00                  | \$ 19,792.00                | \$ 20,781.60                  |
| 9                      | 10    | \$ 12.53    | \$ 18,795.00                  | \$ 20,048.00                | \$ 21,050.40                  |
| 10                     | 11    | \$ 12.74    | \$ 19,110.00                  | \$ 20,384.00                | \$ 21,403.20                  |
| 30+                    | 12    | \$ 16.40    |                               |                             | \$ 27,552.00                  |

**Board adopted 03/07/2016**

**Emerson-Taylor-Bradley School District  
Non-Licensed Schedule - Speech Assistant  
2016-2017**

|                        |       |             | Schedule<br>4SP1            |
|------------------------|-------|-------------|-----------------------------|
| Years of<br>Experience | Steps | Hourly Rate | 36 weeks<br>25 hrs per week |
| 0                      | 1     | \$ 19.95    | \$ 17,955.00                |
| 1                      | 2     | \$ 20.24    | \$ 18,216.00                |
| 2                      | 3     | \$ 20.54    | \$ 18,486.00                |
| 3                      | 4     | \$ 20.83    | \$ 18,747.00                |
| 4                      | 5     | \$ 21.13    | \$ 19,017.00                |
| 5                      | 6     | \$ 21.42    | \$ 19,278.00                |
| 6                      | 7     | \$ 21.71    | \$ 19,539.00                |
| 7                      | 8     | \$ 22.01    | \$ 19,809.00                |
| 8                      | 9     | \$ 22.30    | \$ 20,070.00                |
| 9                      | 10    | \$ 22.60    | \$ 20,340.00                |
| 10                     | 11    | \$ 22.89    | \$ 20,601.00                |

**Board adopted 03/07/2016**