



COMPENSATION SYSTEM

The compensation system of Coastline Regional Occupational Program pertains to all job classifications, both classified and certificated. The pay schedules include appropriate job titles and pay schedule range assignments.

Upon employment by Coastline ROP, initial salary placement in all categories of service will be based on education and related experience. The Superintendent will determine the initial placement in the appropriate classification.

PAY SCHEDULE INFORMATION

CLASSIFIED PAY SCHEDULE:

Displays the minimum/maximum hourly and monthly rate range based on 260 days of service in the appropriate classification.

CLASSIFIED MANAGEMENT PAY SCHEDULE:

Displays the minimum/maximum monthly and annual salary range based on 260 days of service in the appropriate classification.

CERTIFICATED TEACHER PAY SCHEDULE:

Displays the minimum/maximum hourly rate range in the appropriate classification.

CERTIFICATED PAY SCHEDULE:

Displays the minimum/maximum daily rate and annual salary range based on 223 days of service in the appropriate classification.

ADMINISTRATIVE SALARIES:

The salary of the Director of Curriculum, Instruction and Accountability and the Chief Business Official are contractual agreements set by the Board of Trustees.





CLASSIFIED PAY SCHEDULE

JOB TITLE	PAY CLASSIFICATION	HOURLY RATE		MONTHLY RATE	
		(Min)	(Max)	(Min)	(Max)
Accounting Budgeting Specialist	9	\$16.13	\$29.88	\$2,796	\$5,180
Accounting Payroll Specialist	9	\$16.13	\$29.88	\$2,796	\$5,180
Accounts Payable/Receivable Specialist	9	\$16.13	\$29.88	\$2,796	\$5,180
Administrative Assistant	9	\$16.13	\$29.88	\$2,796	\$5,180
Administrative Associate - Superintendent	12	\$18.68	\$34.69	\$3,238	\$6,014
Business Assistant	5	\$12.50	\$23.28	\$2,167	\$4,034
Career Specialist	11	\$17.76	\$33.53	\$3,078	\$5,811
Facility Maintenance	2	\$10.24	\$19.01	\$1,775	\$3,296
Information and Education Technology Specialist	12	\$18.68	\$34.69	\$3,238	\$6,014
Instructional Assistant	4	\$11.28	\$21.04	\$1,955	\$3,648
Instructional Assistant (Licensed)	7	\$14.48	\$27.03	\$2,510	\$4,685
Instructional Assistant (Licensed/Credentialed)	10	\$16.93	\$31.38	\$2,935	\$5,440
Instructional Program Specialist	13	\$24.12	\$44.75	\$4,181	\$7,757
Network Specialist	12	\$18.68	\$34.69	\$3,238	\$6,014
Printing Technician	6	\$13.84	\$25.72	\$2,399	\$4,455
Program Assistant	12	\$18.68	\$34.69	\$3,238	\$6,014
Purchasing Agent/Risk Management	13	\$24.12	\$44.75	\$4,181	\$7,757
Receptionist/Administrative Assistant	3	\$10.75	\$19.99	\$1,863	\$3,466
Student Information Specialist (7/1/15)	9	\$16.13	\$29.88	\$2,796	\$5,180
Student Aide/Temporary Classified Worker	1	\$8.40	\$15.57	\$1,456	\$2,699

OTHER CLASSIFIED PAY INFORMATION

Classified Substitute	\$15.00 per hour
Skills Helper	\$14.00 per hour



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CLASSIFIED MANAGEMENT PAY SCHEDULE

JOB TITLE	WORK DAYS	MONTHLY RATE		ANNUAL SALARY	
		(Min)	(Max)	(Min)	(Max)
Administrator, Human Resources	260	\$5,216	\$9,084	\$62,592	\$109,002
Manager, Student Services	260	\$4,181	\$7,758	\$50,172	\$93,091
Manager, Technology Services	260	\$4,181	\$7,758	\$50,172	\$93,091



CERTIFICATED TEACHER PAY SCHEDULE

JOB TITLE	HOURLY RATE	
	(Min)	(Max)
Master Teacher	\$26.75	\$72.31
Mentor Teacher	\$27.30	\$68.71
Substitute Teacher I	\$31.00	n/a
Substitute Teacher II (long-term)	\$32.00	n/a
Special Project Assignment	\$24.00	n/a
Teacher	\$26.00	\$65.44
Rate with 25% prep time	\$32.50	

CERTIFICATED PAY RATE INFORMATION

Mentor Teacher - teachers working as mentors will be paid their current hourly rate multiplied by five percent (5%).

Substitute Teaching - teachers working as a substitute will be paid their established hourly pay rate.

Substitute II (Long-term Substitute) - substitute teachers who work for a period of at least 20 consecutive teaching days in the same teaching assignment will receive the Substitute Teacher II (long-term) rate.

Special Project Assignment - teachers will receive the special projects rate for non-instructional, staff development or special project assignments.

Preparation Time - the established preparation time percentage is twenty-five percent (25%).



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CERTIFICATED SUPPORT STAFF SCHEDULE

JOB TITLE	WORK DAYS	DAILY RATE		ANNUAL SALARY	
		(Min)	(Max)	(Min)	(Max)
Coordinator, Instructional Programs	223	\$344.52	\$485.21	\$76,828	\$108,203
Education and Partnership Development Specialist	223	\$225.00	\$379.50	\$50,175	\$84,628
Media Specialist	223	\$225.00	\$379.50	\$50,175	\$84,628
Instructional Support Specialist	260	na	na	\$50,175	\$84,628