



COASTLINE
REGIONAL OCCUPATIONAL PROGRAM

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 SUPPORT PAY SCHEDULE:

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

LEADERSHIP PAY SCHEDULE:

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





COASTLINE
REGIONAL OCCUPATIONAL PROGRAM

CLASSIFIED PAY SCHEDULE

| JOB TITLE | PAY CLASSIFICATION | HOURLY RATE | | MONTHLY RATE | |
|--|--------------------|-------------|---------|--------------|---------|
| | | (Min) | (Max) | (Min) | (Max) |
| Accounting Budgeting Specialist | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |
| Accounting Payroll Specialist | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |
| Accounts Payable/Purchasing Specialist | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |
| Administrative Assistant | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |
| Career Specialist | 120 | \$21.60 | \$29.01 | na | na |
| College and Career Specialist | 120 | \$21.60 | \$29.01 | na | na |
| Executive Assistant | 127 | \$25.67 | \$34.48 | \$4,449 | \$5,977 |
| Facility Maintenance and Custodian Worker | 107 | \$15.68 | \$21.04 | na | na |
| Information Technology Specialist | 124 | \$23.84 | \$32.02 | \$4,132 | \$5,550 |
| Instructional Assistant | 108 | \$16.06 | \$21.57 | na | na |
| K-12 SWP Pathway Coordinator (Grant Funded) | 131 | \$35.52 | \$47.60 | \$6,157 | \$8,251 |
| Network Specialist | 124 | \$23.84 | \$32.02 | \$4,132 | \$5,550 |
| Program Assistant | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |
| Receptionist/Administrative Assistant | 103 | \$15.00 | \$19.07 | \$2,600 | \$3,305 |
| Receiving and Delivery Worker (Grant Funded) | 107 | \$15.68 | \$21.04 | na | na |
| Student Information Specialist | 119 | \$21.07 | \$28.30 | \$3,652 | \$4,905 |

OTHER CLASSIFIED PAY INFORMATION

| | |
|---|------------------|
| Classified Substitute | \$15.00 per hour |
| Classified Substitute (Career Specialist) | \$18.00 per hour |
| Skills Helper | \$15.00 per hour |
| Skills Helper (American Heart Association Certified Instructor) | \$20.00 per hour |



COASTLINE
REGIONAL OCCUPATIONAL PROGRAM

CLASSIFIED MANAGEMENT PAY SCHEDULE

| JOB TITLE | PAY CLASSIFICATION | MONTHLY RATE (Min) (Max) | | ANNUAL SALARY (Min) (Max) | |
|------------------------------|---------------------------|------------------------------------|---------|-------------------------------------|----------|
| Manager, Technology Services | 510 | \$6,158 | \$8,252 | \$73,890 | \$99,019 |



CERTIFICATED TEACHER PAY SCHEDULE

| JOB TITLE | HOURLY RATE | |
|---|-----------------------------|---------|
| | (Min) | (Max) |
| American Heart Association (AHA) Instructor | \$30.00 | n/a |
| CHAPERONE I (PARTIAL DAY) | \$50 DAY | n/a |
| CHAPERONE II (FULL DAY) | \$100 DAY | n/a |
| Mentor Teacher | Regular hourly rate plus 5% | n/a |
| Substitute Teacher I | \$33.00 | n/a |
| Substitute Teacher II (long-term) plus 25% preparation time | \$33.00 + 25% prep | n/a |
| Special Project Assignment | \$30.00 | n/a |
| Teacher | \$34.13 | \$70.00 |

CERTIFICATED PAY RATE INFORMATION

American Heart Association Instructor - regular and substitute teachers for the ROP will be paid at the AHA hourly rate.

Chaperone I - teachers serving as a chaperone after regular school hours, shall receive the established flat rate for the remainder of the day.

Chaperone II - teachers serving as a chaperone on a non-school day in which no salary was earned shall receive the established flat rate for the entire day.

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%).



CERTIFICATED SUPPORT STAFF PAY SCHEDULE

| JOB TITLE | PAY CLASSIFICATION | DAILY RATE | | ANNUAL SALARY | |
|--|--------------------|------------|----------|---------------|-----------|
| | | (Min) | (Max) | (Min) | (Max) |
| (223 Work Days) | | | | | |
| Administrator, Educational Services | 513 | \$383.57 | \$514.02 | \$85,536 | \$114,627 |
| Coordinator, Educational Services | 512 | \$347.91 | \$489.54 | \$77,584 | \$109,168 |
| Instructional Support/Media Specialist | 507 | \$286.23 | \$383.57 | \$63,829 | \$85,536 |



COASTLINE
REGIONAL OCCUPATIONAL PROGRAM

LEADERSHIP PAY SCHEDULE

| JOB TITLE | PAY CLASSIFICATION | MONTHLY RATE | | ANNUAL SALARY | |
|--------------------------------|--------------------|--------------|----------|---------------|-----------|
| | | (Min) | (Max) | (Min) | (Max) |
| Administrator, Human Resources | 515 | \$7,859 | \$10,531 | \$94,304 | \$126,376 |
| Director, Business Services | 519 | \$9,552 | \$12,801 | \$114,627 | \$153,612 |
| Director, Educational Services | 519 | \$9,552 | \$12,801 | \$114,627 | \$153,612 |
| Superintendent | 524 | \$12,191 | \$16,338 | \$146,296 | \$196,056 |