

NAPACOUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D., Superintendent

2020-21 Management Salary Schedule
Effective 7/1/20
Hourly Rates

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	113
1	\$265,900												
113	\$ 84.13	\$ 87.08	\$ 89.69	\$ 92.38	\$ 95.15	\$ 98.01	\$ 100.95	\$ 103.98	\$ 106.58	\$ 108.71	\$ 110.88	\$ 113.10	\$ 115.36
112	\$ 76.58	\$ 79.26	\$ 81.64	\$ 84.08	\$ 86.61	\$ 89.21	\$ 91.88	\$ 94.64	\$ 97.00	\$ 98.94	\$ 100.92	\$ 102.94	\$ 105.00
111	\$ 69.68	\$ 72.12	\$ 74.28	\$ 76.51	\$ 78.80	\$ 81.17	\$ 83.60	\$ 86.11	\$ 88.26	\$ 90.03	\$ 91.83	\$ 93.67	\$ 95.54
110	\$ 64.55	\$ 66.81	\$ 68.81	\$ 70.87	\$ 73.00	\$ 75.19	\$ 77.44	\$ 79.77	\$ 81.76	\$ 83.40	\$ 85.07	\$ 86.77	\$ 88.50
109	\$ 58.89	\$ 60.95	\$ 62.78	\$ 64.66	\$ 66.60	\$ 68.60	\$ 70.66	\$ 72.78	\$ 74.60	\$ 76.09	\$ 77.61	\$ 79.16	\$ 80.75
108	\$ 52.37	\$ 54.20	\$ 55.83	\$ 57.50	\$ 59.23	\$ 61.00	\$ 62.83	\$ 64.72	\$ 66.34	\$ 67.66	\$ 69.02	\$ 70.40	\$ 71.80
107	\$ 47.57	\$ 49.23	\$ 50.71	\$ 52.23	\$ 53.80	\$ 55.41	\$ 57.07	\$ 58.79	\$ 60.26	\$ 61.46	\$ 62.69	\$ 63.94	\$ 65.22
106	\$ 43.18	\$ 44.70	\$ 46.04	\$ 47.42	\$ 48.84	\$ 50.31	\$ 51.82	\$ 53.37	\$ 54.70	\$ 55.80	\$ 56.91	\$ 58.05	\$ 59.21
105	\$ 39.18	\$ 40.55	\$ 41.77	\$ 43.02	\$ 44.31	\$ 45.64	\$ 47.01	\$ 48.42	\$ 49.63	\$ 50.63	\$ 51.64	\$ 52.67	\$ 53.73
104	\$ 35.53	\$ 36.77	\$ 37.87	\$ 39.01	\$ 40.18	\$ 41.39	\$ 42.63	\$ 43.91	\$ 45.00	\$ 45.90	\$ 46.82	\$ 47.76	\$ 48.71
103	\$ 32.19	\$ 33.32	\$ 34.31	\$ 35.34	\$ 36.40	\$ 37.50	\$ 38.62	\$ 39.78	\$ 40.77	\$ 41.59	\$ 42.42	\$ 43.27	\$ 44.14
102	\$ 29.14	\$ 30.16	\$ 31.07	\$ 32.00	\$ 32.96	\$ 33.94	\$ 34.96	\$ 36.01	\$ 36.91	\$ 37.65	\$ 38.40	\$ 39.17	\$ 39.96
101	\$ 26.36	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.57	\$ 33.39	\$ 34.05	\$ 34.73	\$ 35.43	\$ 36.14

Plus 3% longevity increment after 20 years of service in an NCOE management position
Plus 3% longevity increment after 25 years of service in an NCOE management position

Revised 7/1/20

NAPACOUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D., Superintendent

2020-21 Management Salary Schedule
Effective 7/1/20
Annual Rates

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	113
1	\$265,900												
113	\$ 174,997	\$ 181,122	\$ 186,555	\$ 192,152	\$ 197,917	\$ 203,853	\$ 209,971	\$ 216,268	\$ 221,677	\$ 226,110	\$ 230,631	\$ 235,243	\$ 239,949
112	\$ 159,282	\$ 164,856	\$ 169,802	\$ 174,896	\$ 180,143	\$ 185,548	\$ 191,114	\$ 196,847	\$ 201,769	\$ 205,802	\$ 209,920	\$ 214,120	\$ 218,402
111	\$ 144,931	\$ 150,004	\$ 154,503	\$ 159,137	\$ 163,913	\$ 168,830	\$ 173,894	\$ 179,111	\$ 183,588	\$ 187,262	\$ 191,007	\$ 194,826	\$ 198,723
110	\$ 134,255	\$ 138,955	\$ 143,123	\$ 147,416	\$ 151,840	\$ 156,394	\$ 161,085	\$ 165,919	\$ 170,067	\$ 173,467	\$ 176,938	\$ 180,475	\$ 184,085
109	\$ 122,488	\$ 126,775	\$ 130,579	\$ 134,497	\$ 138,533	\$ 142,687	\$ 146,968	\$ 151,376	\$ 155,162	\$ 158,263	\$ 161,431	\$ 164,658	\$ 167,951
108	\$ 108,924	\$ 112,736	\$ 116,118	\$ 119,601	\$ 123,191	\$ 126,886	\$ 130,692	\$ 134,613	\$ 137,978	\$ 140,739	\$ 143,553	\$ 146,424	\$ 149,352
107	\$ 98,942	\$ 102,404	\$ 105,477	\$ 108,640	\$ 111,899	\$ 115,257	\$ 118,714	\$ 122,276	\$ 125,333	\$ 127,841	\$ 130,396	\$ 133,005	\$ 135,665
106	\$ 89,824	\$ 92,969	\$ 95,757	\$ 98,630	\$ 101,591	\$ 104,636	\$ 107,777	\$ 111,009	\$ 113,784	\$ 116,061	\$ 118,381	\$ 120,750	\$ 123,163
105	\$ 81,499	\$ 84,352	\$ 86,883	\$ 89,489	\$ 92,173	\$ 94,939	\$ 97,787	\$ 100,721	\$ 103,238	\$ 105,304	\$ 107,411	\$ 109,559	\$ 111,750
104	\$ 73,897	\$ 76,484	\$ 78,777	\$ 81,140	\$ 83,576	\$ 86,082	\$ 88,665	\$ 91,324	\$ 93,607	\$ 95,478	\$ 97,389	\$ 99,338	\$ 101,324
103	\$ 66,952	\$ 69,296	\$ 71,374	\$ 73,516	\$ 75,721	\$ 77,993	\$ 80,333	\$ 82,743	\$ 84,811	\$ 86,507	\$ 88,240	\$ 90,004	\$ 91,803
102	\$ 60,611	\$ 62,733	\$ 64,615	\$ 66,553	\$ 68,550	\$ 70,605	\$ 72,724	\$ 74,905	\$ 76,779	\$ 78,314	\$ 79,881	\$ 81,478	\$ 83,107
101	\$ 54,820	\$ 56,740	\$ 58,441	\$ 60,195	\$ 62,000	\$ 63,861	\$ 65,777	\$ 67,750	\$ 69,443	\$ 70,831	\$ 72,249	\$ 73,693	\$ 75,167

Plus 3% longevity increment after 20 years of service in an NCOE management position
Plus 3% longevity increment after 25 years of service in an NCOE management position

Revised 7/1/20

NAPACOUNTY OFFICE OF EDUCATION
 Barbara Nemko, Ph.D., Superintendent

2020-21 Classified Senior Management Salary Schedule - 220 Days
Effective 7/1/20
Daily Rates

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
113	Deputy Superintendent	\$ 795.44	\$ 823.28	\$ 847.98	\$ 873.42	\$ 899.62	\$ 926.60	\$ 954.41	\$ 983.04	\$ 1,007.62	\$ 1,027.77	\$ 1,048.32	\$ 1,069.29	\$ 1,090.68
112	Associate Superintendent	\$ 724.01	\$ 749.35	\$ 771.83	\$ 794.98	\$ 818.83	\$ 843.40	\$ 868.70	\$ 894.76	\$ 917.13	\$ 935.46	\$ 954.18	\$ 973.27	\$ 992.74
110	Administrator of Human Resources	\$ 610.25	\$ 631.61	\$ 650.56	\$ 670.07	\$ 690.18	\$ 710.88	\$ 732.21	\$ 754.18	\$ 773.03	\$ 788.48	\$ 804.26	\$ 820.34	\$ 836.75
109	Director of Fiscal Services	\$ 556.76	\$ 576.25	\$ 593.54	\$ 611.35	\$ 629.69	\$ 648.58	\$ 668.04	\$ 688.07	\$ 705.28	\$ 719.38	\$ 733.78	\$ 748.45	\$ 763.41
109	Director of Facilities and General Services	\$ 556.76	\$ 576.25	\$ 593.54	\$ 611.35	\$ 629.69	\$ 648.58	\$ 668.04	\$ 688.07	\$ 705.28	\$ 719.38	\$ 733.78	\$ 748.45	\$ 763.41

Work Year Defined: Salary schedule reflects daily rate based upon a 220-day work year.

Plus 3% longevity increment after 20 years of service in an NCOE management position.

Plus 3% longevity increment after 25 years of service in an NCOE management position.

Revised 7/1/20

NAPACOUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D., Superintendent

Senior Classified Management and Management Employee Salary Schedule Key Effective 7/1/19

	Administrative Support	Trades	Business & Technical	Technology	Student/Instructional Support
M1			Superintendent		
M113			Deputy Superintendent/CBO		
M112			Associate Superintendent		
M111					
M110			Administrator of Human Resources		Asst Supt Academic Services SELPA Director
M109		Director Facilities and General Services	Director Fiscal Services Managing Director Research Services		Director Community Programs Director EC Services Director Juvenile Programs
M108		Director General Services	Director Data Resources Principle Consultant	Director Information/Technology Director Tech/Training/Support Serv	Occupational Programs Director Director of Continuous Improvement and Academic Support
M107			Business Services Manager Education Services Consultant Assistant Director Director Communications/Spec Proj		ECE Manager Assistant Principal Assistant Director
M106			Data Management Analyst Senior Accountant Systems Grants Developer	Senior Applications Analyst	CCR Curriculum Instruction Manager Senior Program Manager Instructional Technology Manager Training Manager
M105	Exec Asst to Supt and Assoc Supt Exec Asst to Deputy Supt/CBO		Senior Research Associate Senior Accountant		Child Development Supervisor Behaviorist Program Manager
M104		M&O/Facilities Supervisor	Research Associate II Project Development Manager Accountant Purchasing/Logistics Manager Human Resources Manager	Technology Media Manager Business Information Systems Analyst Programmer Analyst Instructional Technology Coordinator	Program Planner College/Career Readiness Crdntr. Senior Program Coordinator Senior Educational Advisor Instructional Technology Coach
M103			Research Associate I Business Process Analyst	Media and Technology Coordinator	Program Coordinator II Coordinator of Data & Analytics Educational Advisor Nutrition and Food Service Manager
M102					Program Coordinator I Senior Site Coordinator
M101					Site Coordinator