

PULASKI COUNTY PUBLIC SCHOOLS
 PARAPROFESSIONAL SALARY SCALE
 2017 - 2018

| Step | Hourly | Daily (7hrs) | Annual (182 days) |
|------|---------|--------------|-------------------|
| 0 | \$9.24 | \$64.72 | \$11,779 |
| 1 | \$9.24 | \$64.72 | \$11,779 |
| 2 | \$9.24 | \$64.72 | \$11,779 |
| 3 | \$9.24 | \$64.72 | \$11,779 |
| 4 | \$9.24 | \$64.72 | \$11,779 |
| 5 | \$9.24 | \$64.72 | \$11,779 |
| 6 | \$9.24 | \$64.72 | \$11,779 |
| 7 | \$9.24 | \$64.72 | \$11,779 |
| 8 | \$9.60 | \$67.18 | \$12,155 |
| 9 | \$9.68 | \$67.76 | \$12,332 |
| 10 | \$9.86 | \$69.06 | \$12,570 |
| 11 | \$10.05 | \$70.37 | \$12,808 |
| 12 | \$10.24 | \$71.67 | \$13,045 |
| 13 | \$10.36 | \$72.54 | \$13,203 |
| 14 | \$10.60 | \$74.21 | \$13,507 |
| 15 | \$10.71 | \$74.94 | \$13,638 |
| 16 | \$11.18 | \$78.27 | \$14,245 |
| 17 | \$11.69 | \$81.82 | \$14,891 |
| 18 | \$12.01 | \$84.07 | \$15,300 |
| 19 | \$12.29 | \$86.02 | \$15,656 |
| 20+ | \$14.76 | \$103.34 | \$18,808 |

| Step | Hourly | Daily (5.8 hrs) | Annual (182 days) |
|------|---------|-----------------|-------------------|
| 0 | \$9.24 | \$53.59 | \$9,754 |
| 1 | \$9.24 | \$53.59 | \$9,754 |
| 2 | \$9.24 | \$53.59 | \$9,754 |
| 3 | \$9.24 | \$53.59 | \$9,754 |
| 4 | \$9.24 | \$53.59 | \$9,754 |
| 5 | \$9.24 | \$53.59 | \$9,754 |
| 6 | \$9.24 | \$53.59 | \$9,754 |
| 7 | \$9.60 | \$53.59 | \$9,754 |
| 8 | \$9.68 | \$55.67 | \$10,133 |
| 9 | \$9.86 | \$56.16 | \$10,222 |
| 10 | \$10.05 | \$57.21 | \$10,411 |
| 11 | \$10.24 | \$58.31 | \$10,612 |
| 12 | \$10.36 | \$59.41 | \$10,813 |
| 13 | \$10.60 | \$60.08 | \$10,935 |
| 14 | \$10.71 | \$61.49 | \$11,192 |
| 15 | \$11.18 | \$62.11 | \$11,303 |
| 16 | \$11.69 | \$64.86 | \$11,805 |
| 17 | \$12.01 | \$67.80 | \$12,340 |
| 18 | \$12.29 | \$69.64 | \$12,674 |
| 19 | \$14.76 | \$71.29 | \$12,975 |
| 20+ | \$14.76 | \$85.63 | \$15,584 |

Individuals with an Associate's Degree or 60+ college credit hours start at five yrs. of exp.

PULASKI COUNTY PUBLIC SCHOOLS
 PARA STAFF COUNTS
 2017 - 2018

| Step | Annual (182 days/7 hrs) | Annual (182 days/5.8 hrs) |
|------|-------------------------|---------------------------|
| 0 | | 5 |
| 1 | | 4 |
| 2 | | 4 |
| 3 | | 3 |
| 4 | | |
| 5 | 1 | 2 |
| 6 | | |
| 7 | | 4 |
| 8 | 1 | 3 |
| 9 | 1 | 1 |
| 10 | 1 | |
| 11 | | |
| 12 | 1 | |
| 13 | 3 | |
| 14 | 1 | |
| 15 | | |
| 16 | 2 | |
| 17 | 6 | |
| 18 | 2 | 1 |
| 19 | | |
| 20 | 26 | 16 |
| 21 | | |
| 22 | | |
| 23 | | |
| 24 | | |
| 25 | | |
| 26 | | |
| 27 | | |
| 28 | | |
| 29 | | |
| 30 | | |

TOTAL

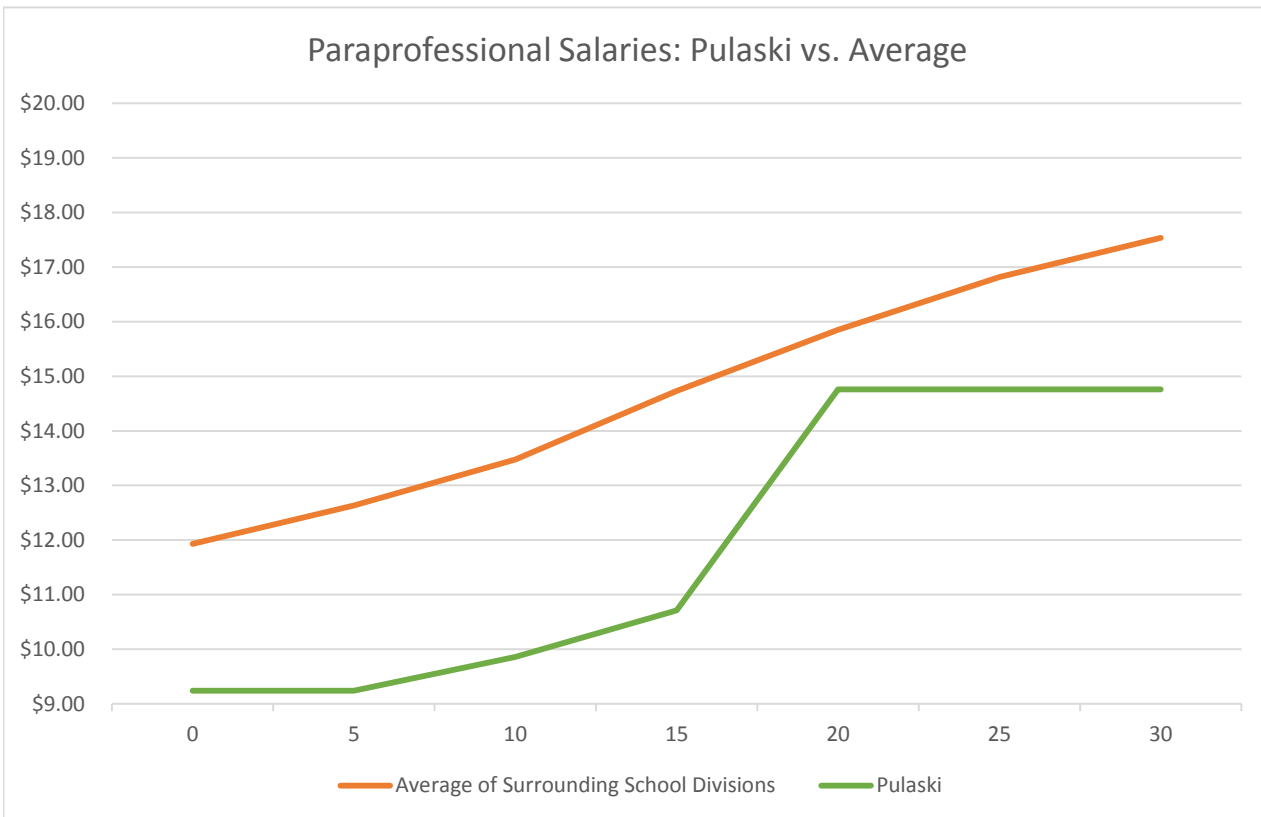
45

43

**Pulaski County Public Schools
Support Staff Compensation Study
2017-2018**

PARAPROFESSIONAL

| | Years of Experience/Step/Level | | | | | | |
|--|--------------------------------|----------|----------|----------|----------|----------|----------|
| | 0 | 5 | 10 | 15 | 20 | 25 | 30 |
| Bland | \$11.26 | \$12.12 | \$12.86 | \$14.80 | \$14.80 | \$14.80 | \$14.80 |
| Carroll | \$13.62 | \$14.30 | \$15.55 | \$17.54 | \$19.38 | \$20.34 | \$21.44 |
| Floyd | \$9.54 | \$9.67 | \$9.97 | \$10.90 | \$12.60 | \$14.55 | \$16.69 |
| Giles | \$12.36 | \$13.35 | \$14.42 | \$16.10 | \$17.93 | \$19.52 | \$21.29 |
| Montgomery | \$12.13 | \$13.58 | \$15.22 | \$17.04 | \$19.09 | \$20.91 | \$20.91 |
| Radford City | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 |
| Wythe | \$10.83 | \$11.63 | \$12.52 | \$12.96 | \$13.41 | \$13.85 | \$13.85 |
| Average of surrounding school divisions: | \$11.93 | \$12.63 | \$13.47 | \$14.73 | \$15.85 | \$16.82 | \$17.54 |
| Pulaski | \$9.24 | \$9.24 | \$9.86 | \$10.71 | \$14.76 | \$14.76 | \$14.76 |
| Pulaski vs. the Average | (\$2.69) | (\$3.39) | (\$3.61) | (\$4.02) | (\$1.09) | (\$2.06) | (\$2.78) |



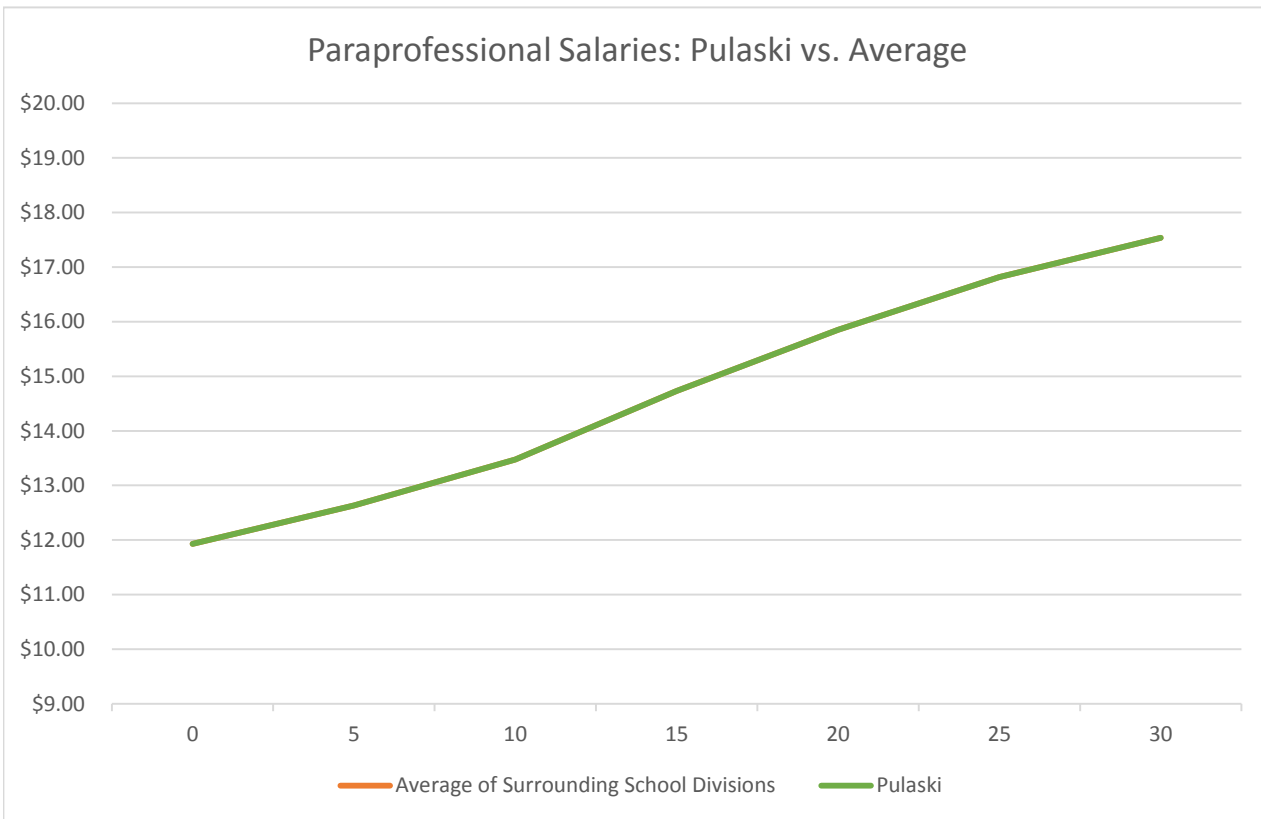
PULASKI COUNTY PUBLIC SCHOOLS
 PARAPROFESSIONAL SALARY SCALE (PROPOSED)
 2018 - 2019

| Step | Hourly | Daily (7 hrs) | Annual (182 days/7 hrs) | Daily (5.8 hrs) | Annual (182 days/5.8 hrs) |
|------|----------------|---------------|-------------------------|-----------------|---------------------------|
| 0 | \$11.93 | \$83.51 | \$15,199 | \$69.20 | \$12,594 |
| 1 | \$12.07 | \$84.49 | \$15,377 | \$70.01 | \$12,741 |
| 2 | \$12.21 | \$85.47 | \$15,556 | \$70.82 | \$12,889 |
| 3 | \$12.35 | \$86.45 | \$15,734 | \$71.63 | \$13,037 |
| 4 | \$12.49 | \$87.43 | \$15,913 | \$72.44 | \$13,185 |
| 5 | \$12.63 | \$88.42 | \$16,093 | \$73.27 | \$13,334 |
| 6 | \$12.79 | \$89.54 | \$16,297 | \$74.19 | \$13,503 |
| 7 | \$12.95 | \$90.66 | \$16,501 | \$75.12 | \$13,672 |
| 8 | \$13.11 | \$91.78 | \$16,705 | \$76.05 | \$13,841 |
| 9 | \$13.27 | \$92.90 | \$16,909 | \$76.98 | \$14,010 |
| 10 | \$13.47 | \$94.30 | \$17,163 | \$78.14 | \$14,221 |
| 11 | \$13.72 | \$96.05 | \$17,482 | \$79.59 | \$14,485 |
| 12 | \$13.97 | \$97.80 | \$17,800 | \$81.04 | \$14,749 |
| 13 | \$14.22 | \$99.55 | \$18,119 | \$82.49 | \$15,013 |
| 14 | \$14.47 | \$101.30 | \$18,437 | \$83.94 | \$15,277 |
| 15 | \$14.73 | \$103.11 | \$18,766 | \$85.43 | \$15,549 |
| 16 | \$14.95 | \$104.65 | \$19,046 | \$86.71 | \$15,781 |
| 17 | \$15.17 | \$106.19 | \$19,327 | \$87.99 | \$16,014 |
| 18 | \$15.39 | \$107.73 | \$19,607 | \$89.26 | \$16,246 |
| 19 | \$15.61 | \$109.27 | \$19,887 | \$90.54 | \$16,478 |
| 20 | \$15.85 | \$110.97 | \$20,197 | \$91.95 | \$16,735 |
| 21 | \$16.04 | \$112.30 | \$20,439 | \$93.05 | \$16,935 |
| 22 | \$16.23 | \$113.63 | \$20,681 | \$94.15 | \$17,136 |
| 23 | \$16.42 | \$114.96 | \$20,923 | \$95.26 | \$17,337 |
| 24 | \$16.61 | \$116.29 | \$21,165 | \$96.36 | \$17,537 |
| 25 | \$16.82 | \$117.74 | \$21,429 | \$97.56 | \$17,756 |
| 26 | \$16.96 | \$118.72 | \$21,608 | \$98.37 | \$17,904 |
| 27 | \$17.10 | \$119.70 | \$21,786 | \$99.18 | \$18,051 |
| 28 | \$17.24 | \$120.68 | \$21,964 | \$100.00 | \$18,199 |
| 29 | \$17.38 | \$121.66 | \$22,143 | \$100.81 | \$18,347 |
| 30 | \$17.54 | \$122.75 | \$22,341 | \$101.71 | \$18,511 |

**Pulaski County Public Schools
Support Staff Compensation Study
2017-2018**

PARAPROFESSIONAL

| | Years of Experience/Step/Level | | | | | | |
|--|--------------------------------|---------|---------|---------|---------|---------|---------|
| | 0 | 5 | 10 | 15 | 20 | 25 | 30 |
| Bland | \$11.26 | \$12.12 | \$12.86 | \$14.80 | \$14.80 | \$14.80 | \$14.80 |
| Carroll | \$13.62 | \$14.30 | \$15.55 | \$17.54 | \$19.38 | \$20.34 | \$21.44 |
| Floyd | \$9.54 | \$9.67 | \$9.97 | \$10.90 | \$12.60 | \$14.55 | \$16.69 |
| Giles | \$12.36 | \$13.35 | \$14.42 | \$16.10 | \$17.93 | \$19.52 | \$21.29 |
| Montgomery | \$12.13 | \$13.58 | \$15.22 | \$17.04 | \$19.09 | \$20.91 | \$20.91 |
| Radford City | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 | \$13.77 |
| Wythe | \$10.83 | \$11.63 | \$12.52 | \$12.96 | \$13.41 | \$13.85 | \$13.85 |
| Average of surrounding school divisions: | \$11.93 | \$12.63 | \$13.47 | \$14.73 | \$15.85 | \$16.82 | \$17.54 |
| Pulaski | \$11.93 | \$12.63 | \$13.47 | \$14.73 | \$15.85 | \$16.82 | \$17.54 |
| Pulaski vs. the Average | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |



**PULASKI COUNTY PUBLIC SCHOOLS
PARAPROFESSIONAL SALARY SCALE (PROPOSED)**

2018 - 2019

| Step | Annual (7 hrs) INCREASE | Annual (5.8 hrs) INCREASE | PERCENT |
|----------------|--------------------------------|----------------------------------|----------------|
| 0 | * | * | * |
| 1 | \$3,599 | \$2,988 | 30.6% |
| 2 | \$3,777 | \$3,135 | 32.1% |
| 3 | \$3,956 | \$3,283 | 33.6% |
| 4 | \$4,134 | \$3,431 | 35.1% |
| 5 | \$4,315 | \$3,581 | 36.6% |
| 6 | \$4,518 | \$3,749 | 38.4% |
| 7 | \$4,722 | \$3,918 | 40.1% |
| 8 | \$4,926 | \$4,087 | 41.8% |
| 9 | \$4,753 | \$3,877 | 39.1% |
| 10 | \$4,831 | \$3,999 | 39.2% |
| 11 | \$4,912 | \$4,073 | 39.1% |
| 12 | \$4,993 | \$4,137 | 39.0% |
| 13 | \$5,074 | \$4,200 | 38.9% |
| 14 | \$5,234 | \$4,341 | 39.6% |
| 15 | \$5,260 | \$4,357 | 38.9% |
| 16 | \$5,408 | \$4,478 | 39.7% |
| 17 | \$5,082 | \$4,209 | 35.7% |
| 18 | \$4,716 | \$3,906 | 31.7% |
| 19 | \$4,588 | \$3,804 | 30.0% |
| 20 (30) | \$4,541 | \$3,759 | 29.0% |
| 21 | \$1,631 | \$1,352 | 8.7% |
| 22 | \$1,873 | \$1,552 | 10.0% |
| 23 | \$2,115 | \$1,753 | 11.2% |
| 24 | \$2,357 | \$1,953 | 12.5% |
| 25 | \$2,621 | \$2,172 | 13.9% |
| 26 | \$2,799 | \$2,320 | 14.9% |
| 27 | \$2,978 | \$2,468 | 15.8% |
| 28 | \$3,156 | \$2,615 | 16.8% |
| 29 | \$3,334 | \$2,763 | 17.7% |
| 30 | \$3,533 | \$2,927 | 18.8% |

| PULASKI COUNTY PUBLIC SCHOOLS | | |
|-------------------------------|-------------------------|---------------------------|
| PROJECTED IMPLEMENTATION COST | | |
| 2018 - 2019 | | |
| Step | Annual (182 days/7 hrs) | Annual (182 days/5.8 hrs) |
| 0 | | |
| 1 | \$0 | \$14,938 |
| 2 | \$0 | \$12,541 |
| 3 | \$0 | \$13,132 |
| 4 | \$0 | \$10,293 |
| 5 | \$0 | \$0 |
| 6 | \$4,518 | \$7,499 |
| 7 | \$0 | \$0 |
| 8 | \$0 | \$16,349 |
| 9 | \$4,753 | \$11,632 |
| 10 | \$4,831 | \$3,999 |
| 11 | \$4,912 | \$0 |
| 12 | \$0 | \$0 |
| 13 | \$5,074 | \$0 |
| 14 | \$15,702 | \$0 |
| 15 | \$5,260 | \$0 |
| 16 | \$0 | \$0 |
| 17 | \$10,164 | \$0 |
| 18 | \$28,298 | \$0 |
| 19 | \$9,175 | \$3,804 |
| 20 | \$0 | \$0 |
| 21 | \$0 | \$0 |
| 22 | \$0 | \$0 |
| 23 | \$0 | \$0 |
| 24 | \$0 | \$0 |
| 25 | \$0 | \$0 |
| 26 | \$0 | \$0 |
| 27 | \$0 | \$0 |
| 28 | \$0 | \$0 |
| 29 | \$0 | \$0 |
| 30 | \$91,847 | \$46,836 |
| | \$184,535 | \$141,022 |

IMPLEMENTATION COST: \$325,557

COST WITH FRINGE BENEFITS: \$350,462