



## 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 ROP**  
**CLASSIFIED PAY SCHEDULE**

JOB TITLE	PAY CLASSIFICATION	HOURLY RATE		MONTHLY RATE	
		(Min)	(Max)	(Min)	(Max)
Accounting Budgeting Specialist	124	\$29.29	\$38.29	\$5,077	\$6,637
Accounting Payroll Specialist	119	\$25.69	\$33.85	\$4,453	\$5,867
Accounts Payable/Purchasing Specialist	119	\$25.69	\$33.85	\$4,453	\$5,867
Accounts Payable Clerk (Grant Funded)	118	\$22.66	\$27.61	na	na
Administrative Assistant	119	\$25.69	\$33.85	\$4,453	\$5,867
Career Specialist	120	\$26.60	\$34.70	na	na
College and Career Specialist	120	\$26.60	\$34.70	na	na
Executive Assistant	127	\$32.33	\$41.87	\$5,604	\$7,257
Facility Maintenance/ Receiving & Delivery Worker	114	\$20.85	\$29.94	na	na
Fiscal Analyst	130	\$32.51	\$42.51	\$5,635	\$7,368
Human Resources Assistant	119	\$25.69	\$33.85	\$4,453	\$5,867
Information Technology Specialist	124	\$29.29	\$38.29	\$5,077	\$6,637
Instructional Assistant	117	\$22.13	\$27.68	na	na
K-12 SWP Pathway Coordinator (Grant Funded)	131	\$35.52	\$47.60	\$6,157	\$8,251
Work-Based Learning/Outreach Specialist (Grant Funded)	130	\$32.51	\$42.51	\$5,635	\$7,368
Network Specialist	127	\$32.33	\$41.87	\$5,604	\$7,257
Program Assistant	119	\$25.69	\$33.85	\$4,453	\$5,867
Receptionist/Administrative Assistant	113	\$20.18	\$24.25	\$3,498	\$4,203
Student Information Specialist	119	\$25.69	\$33.85	\$4,453	\$5,867

**OTHER CLASSIFIED PAY INFORMATION**

<b>Classified Substitute</b>	<b>Minimum Hourly Rate</b>
<b>Classified Substitute (Career Specialist)</b>	<b>\$18.00 per hour</b>
<b>Skills Helper</b>	<b>\$20.00 per hour</b>
<b>Skills Helper (American Heart Association Certified Instructor)</b>	<b>\$22.00 per hour</b>

# COASTLINE ROP

## CLASSIFIED MANAGEMENT PAY SCHEDULE

JOB TITLE	PAY CLASSIFICATION	MONTHLY RATE (Min) (Max)		ANNUAL SALARY (Min) (Max)	
Manager, Technology Services	513	\$8,252	\$10,161	\$99,019	\$121,930

# COASTLINE ROP

## 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	\$36.43	\$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 plus 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%).

## COASTLINE ROP

### CERTIFICATED SUPPORT STAFF PAY SCHEDULE

JOB TITLE	PAY CLASSIFICATION	DAILY RATE		ANNUAL SALARY	
		(Min)	(Max)	(Min)	(Max)
(223 Work Days)					
Administrator, Educational Services	513	\$444.03	\$546.77	\$99,019	\$121,930
Instructional Support/Media Specialist	507	\$309.88	\$458.66	\$69,103	\$102,281

# COASTLINE ROP

## LEADERSHIP PAY SCHEDULE

JOB TITLE	PAY CLASSIFICATION	MONTHLY RATE		ANNUAL SALARY	
		(Min)	(Max)	(Min)	(Max)
Administrator, Human Resources	515	\$9,827	\$12,298	\$117,924	\$147,585
Chief Business Official	520	\$11,250	\$13,441	\$135,000	\$161,292
Director, Business Services	519	\$10,833	\$13,357	\$130,000	\$160,294
Director, Educational Services	519	\$10,833	\$13,357	\$130,000	\$160,294
Superintendent	524	\$14,264	\$19,564	\$171,176	\$234,768