

BUDGET STUDY SESSION

MAY 20, 2014

MCPS FUNDING OVERVIEW

Budgeted Funds

TYPE	FUNDING SOURCE	PURPOSE	MISC
GENERAL	<ul style="list-style-type: none"> •Budgeted Fund (Tax Levy) •Funding Model/ Formula •Funding is Capped •Ongoing 	To finance general maintenance & operational costs of a district not financed by other funds	<ul style="list-style-type: none"> •Salaries •Health Premium •Workers Comp •Substitute Salaries •Utilities •General Liability Insurance •Supplies •Textbooks
TRANSPORTATION	<ul style="list-style-type: none"> •Property tax (permissive) •State & county transportation reimbursements •Ongoing 	For financing cost of pupil transportation and individual transportation contracts to and from school.	<ul style="list-style-type: none"> •Beach Contract •Routing Software •Some Salaries
TUITION	<ul style="list-style-type: none"> •Property tax •Ongoing 	Costs of students attending detention center and out-of district schools.	<ul style="list-style-type: none"> •Tuition Fee to Detention Center

Budgeted Funds (Cont.)

TYPE	FUNDING SOURCE	PURPOSE	MISC
RETIREMENT	<ul style="list-style-type: none"> •Permissive (no vote) countywide retirement levy •Ongoing 	Funds District's contribution of social security and Medicare taxes, unemployment & retirements (TRS & PERS)	<ul style="list-style-type: none"> •Teachers' Retirement System •Public Employees' Retirement System •FICA •Unemployment Insurance
ADULT EDUCATION	<ul style="list-style-type: none"> •Property taxes •State tax aid •Fees •Ongoing if program exists 	Instruction (reading, writing, arithmetic and other skills) for persons 16 years of age or older and not regularly enrolled in public school	<ul style="list-style-type: none"> •Salaries •Utilities •Supplies •Books
TECHNOLOGY	<ul style="list-style-type: none"> •Special Revenue •Ongoing levy if re-invested in replacement equipment. •Elementary \$850K •High School \$750K 	Purchase and maintain technology equipment , including computers and computer network access and the associated technical training	<ul style="list-style-type: none"> •Computers •AV Equipment •Software •Some Salaries

Budgeted Funds (Cont.)

TYPE	FUNDING SOURCE	PURPOSE	MISC
FLEXIBILITY	<ul style="list-style-type: none"> •One-time annual allocation of State monies dependent upon revenue available 	May be used for general school expenses	<ul style="list-style-type: none"> •Not presently used
DEBT SERVICE	<ul style="list-style-type: none"> •Principal, interest on bonds & SIDs •Budgeted Fund •Voters approve original bond issue •Ongoing to service debt 	Funds necessary to pay interest and principal coming due during the ensuing fiscal year	<ul style="list-style-type: none"> •Principal •Interest
BUILDING RESERVE	<ul style="list-style-type: none"> •Budgeted fund •Voter-approved for building or construction projects •Limited life 	For building or construction projects.	<ul style="list-style-type: none"> •Boilers •Roofs •Flooring •Plumbing •Electrical •ADA •New Classrooms •Furniture/Equip

Budgeted Funds (Cont.)

TYPE	FUNDING SOURCE	PURPOSE	MISC
BUILDING RESERVE (CONTINUED)	<ul style="list-style-type: none">•Elementary \$500,000 5-years Expires 2016•Elementary \$376,000 10-years Expires 2015•High School \$450,000 7-years Expires 2018		

Non Budgeted Funds

TYPE	FUNDING SOURCE	PURPOSE	MISC
SCHOOL FOOD SERVICE	<ul style="list-style-type: none">•Student and adult lunch charges•Federal reimbursement	School lunch program	<ul style="list-style-type: none">•Salaries•Food Inventory•Equipment•Utilities
MISCELLANEOUS PROGRAMS	<ul style="list-style-type: none">•Local, state and federal grants & reimbursements	Specific to grant and federal programs	<ul style="list-style-type: none">•Salaries•Supplies•Professional Development•Equipment•Computers•Educational Services

Non Budgeted Funds – (Cont.)

TYPE	FUNDING SOURCE	PURPOSE	MISC
BUILDING	<ul style="list-style-type: none"> •Bond proceeds •Insurance proceeds • Federal funds •Proceeds from property sold by district •Non-budgeted Fund •Limited Duration 	For building and construction projects	
COMPENSATED ABSENCE FUND	•Operating transfers from the General Fund	Established to finance termination sick leave and vacation pay for non-teaching staff.	•Termination pay
HEALTH INSURANCE FUND	•Contributions from other funds and from employees	Accounts for the District's self funded medical plan	•Insurance claims

2013-2014 Budgeted Funds

	Elementary	Secondary
General	\$ 33,299,823	\$ 27,184,692
Transportation	\$ 3,429,485	\$ 1,871,997
Tuition	\$ 103,470	\$ 120,000
Retirement	\$ 5,043,880	\$ 3,601,584
Adult Education	\$ 132,816	\$ 892,907
Technology	\$ 926,775	\$ 1,072,811
Flex	\$ 6,331	\$ 620
Debt Service	\$ 147,716	\$ 1,455,012
Building Reserve	\$ 1,908,057	\$ 792,080
Total Budget	\$ 44,998,353	\$ 36,991,703

ANB Review

Who Counts?

- Regularly enrolled students
 - On September 10, must be at least 5 and not more than 19 years of age
 - Present for at least one of the ten school days immediately preceding the count dates

ANB = Average Number Belonging

FALL ENROLLMENT

(1ST Monday in October)

WINTER ENROLLMENT

(1ST Monday in December)

Less ½ part-time students

SPRING ENROLLMENT

(February 1)

Less ½ part-time students

Total of 3 counts

Divided by 3

Times $\frac{180 + \text{PIR Days}}{180}$ - ANB

Budget Elements

- Basic Entitlement
 \$\$ per District
- Per Student Entitlement
 \$\$ per student
- State Special Education Payment
- Four Components Special Session - 2005
- New Data For Achievement - 2013

Budget Elements (FY13-FY15)

	<u>2.43%</u> <u>FY13</u>	<u>.89%</u> <u>FY14</u>	<u>2.08%</u> <u>FY15</u>
• \$\$ per District			
• Elementary	23,593	484,000	486,000
• Middle School	66,816	-	-
• High School	262,224	988,000	988,000
• \$\$ per Student			
• Elementary - .20/ANB to 1,000 ANB	5,074	5,120	5,226
• High School - .50/ANB to 800 ANB	6,497	6,555	6,691
• Special Education Block Grant (per ANB)			
• Instructional	150.13	150.41	152.25
• Related-Services	50.04	50.13	50.75
• Four Additional Components			

Funding Components from 2005 Special Session

- ❖ 3-year ANB average
- ❖ Special Session Funding Components
 - Quality Educator Entitlement per FTE
\$2,000 = 2006-2007; \$3,036 = 2007-2008;
\$3,042 = 2008-2015
 - Indian Ed for All (per ANB, at least \$100)
\$20.40 = 2006-2015
 - American Indian Achievement Gap (per American Indian student)
\$200 = 2006-2015
 - At-Risk Student Entitlement (based on Title I distribution, legislative allocation)

Funding Components from 2013 Session

- Data for Achievement (\$10/ ANB in 2014 and \$15/ANB in 2015).
- New Basic Entitlement Concept – Increases 1st entitlement and creates 2nd entitlement for larger districts.
- District's that are over Maximum can add increases in direct state aid for entitlement to prior year adopted budgets.

Basic Entitlement SB175

ELEMENTARY					
K-6			K-6		
FY14			FY15		
250 ANB		\$ 40,000	250 ANB		\$ 40,000
ANB	4153		ANB	4175	
	250			250	
	3903			3925	
Grouping	25		Grouping	25	
	\$ 156			\$ 157	
Rate	\$ 2,000	\$ 312,000	Rate	\$ 2,000	\$ 314,000
	7 & 8			7 & 8	
450 ANB		\$ 80,000	450 ANB		\$ 80,000
ANB	1043		ANB	1035	
	450			450	
	593			585	
Grouping	45		Grouping	45	
	13			13	
	\$ 4,000	\$ 52,000		\$ 4,000	\$ 52,000
		\$ 484,000			\$ 486,000
HIGH SCHOOL					
FY14			FY15		
800 ANB		\$ 290,000	800 ANB		\$ 290,000
800 ANB		\$ 290,000	800 ANB		\$ 290,000
ANB	3586		ANB	3554	
	800			800	
	2786			2754	
Grouping	80		Grouping	80	
34	34.8		34	34.4	
Rate	\$ 12,000	\$ 408,000	Rate	\$ 12,000	\$ 408,000
		\$ 988,000			\$ 988,000

Elementary Maximum Budget

		2.43% FY2013	.89% FY2014	2.08% FY2015
\$\$ per District		90,409	484,000	486,000
\$\$ per Student	+	26,276,213	27,113,477	27,755,788
200% of Spec. Ed		2,057,350	2,033,138	2,120,208
\$\$ per Student	+	2,057,350	2,033,138	2,120,208
New Funding Components				
QE		1,161,445	1,195,406	1,242,210
At Risk		230,677	206,306	198,874
IEFA		103,510	105,998	106,284
AIAG		72,000	76,400	77,800
Data for Achievement	+	-	51,960	78,150
	=	\$ 32,048,954	\$ 33,299,823	\$ 34,185,542
ANB K-6		4,027	4,153	4,175
7-8		1,047	1,043	1,035
Adopted Budget		\$ 32,048,952	\$ 33,299,823	\$ 34,185,542
Levy		\$ -	\$ -	\$ 181,000

Secondary Maximum Budget

		2.43%	0.89%	2.08%
		FY2013	FY2014	FY2015
\$\$ per District –Urban		262,224	698,000	698,000
SSHS		262,224	290,000	290,000
\$\$ per Student	+	22,995,262	22,983,971	23,299,245
200% of Spec. Ed		1,101,563	1,061,772	1,083,099
\$\$ per Student	+	1,101,563	1,061,772	1,083,099
New Funding Components				
QE		875,509	852,186	825,471
At Risk		102,832	89,680	90,648
IEFA		76,255	75,500	74,888
AIAG		32,400	34,800	38,600
Data for Achievement	+	-	37,010	55,065
	=	\$ 26,809,832	\$ 27,184,691	\$ 27,538,115
ANB Urban		3,622	3,586	3,554
SSHS		116	115	117
Adopted Budget		\$ 26,920,595	\$ 27,184,691	\$ 27,538,115
Levy		\$ -	\$ -	\$ -

Budget Source

Add'l Special Ed Funding*	←	“Maximum” Budget
20% Per ANB Entitlement		
20% Basic Entitlement		
Special Ed Funding*	←	Base Budget
80% Per ANB Entitlement		
80% Basic Entitlement		
Per Educator Entitlement	}	
At Risk Student Entitlement	}	New Components
Amer. Indian Ach. Gap	}	from 2005 Special
Indian Ed for All Entitlement	}	Session

The BASE is : *140% of the State Special Ed Allowable Cost Funding. *The MAXIMUM is up to 200% of the State Special Ed Allowable Cost Funding

Budget Source FY2014-15

Elementary

	0.89%	2.08%
	2014	2015
Add'l Special Ed Funding*	\$ 1,219,883	\$ 1,272,125
20% Per ANB Entitlement	\$ 5,422,695	\$ 5,551,158
20% Basic Entitlement	\$ 96,800	\$ 97,200
Special Ed Funding*	\$ 2,033,138	\$ 2,968,291
80% Per ANB Entitlement	\$ 21,690,782	\$ 22,204,630
80% Basic Entitlement	\$ 387,200	\$ 388,800
Per Educator Entitlement	\$ 1,195,406	\$ 1,242,210
At Risk Student Entitlement	\$ 206,306	\$ 198,894
Amer. Indian Ach. Gap	\$ 76,400	\$ 77,800
Indian Ed for All Entitlement	\$ 105,998	\$ 106,284
Data for Achievement	\$ 51,960	\$ 78,150

The BASE is: *140% of the State Special Ed Allowable Cost

Funding: *The MAXIMUM is up to 200% of the State Special Ed Allowable Cost Funding

Budget Source FY2014-15

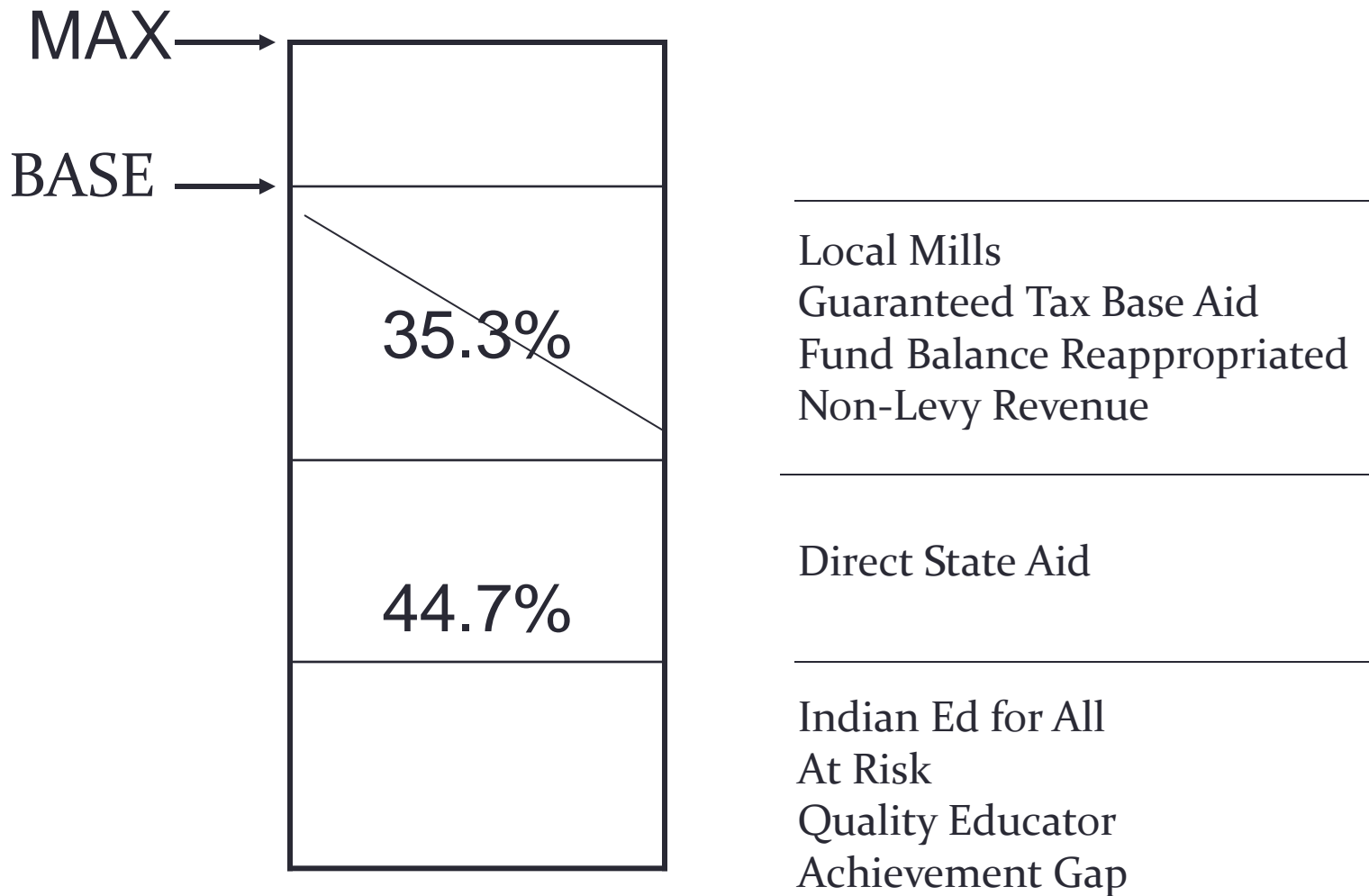
Secondary

	0.89%	2.08%
	2014	2015
Add'l Special Ed Funding*	\$ 637,063	\$ 623,949
20% Per ANB Entitlement	\$ 4,596,794	\$ 4,659,849
20% Basic Entitlement	\$ 197,600	\$ 197,600
Special Ed Funding*	\$ 1,486,481	\$ 1,516,338
80% Per ANB Entitlement	\$ 18,387,176	\$ 18,639,396
80% Basic Entitlement	\$ 790,400	\$ 790,400
Per Educator Entitlement	\$ 852,186	\$ 825,471
At Risk Student Entitlement	\$ 89,680	\$ 90,648
Amer. Indian Ach. Gap	\$ 34,800	\$ 38,600
Indian Ed for All Entitlement	\$ 75,500	\$ 74,888
Data for Achievement	\$ 37,010	\$ 55,065

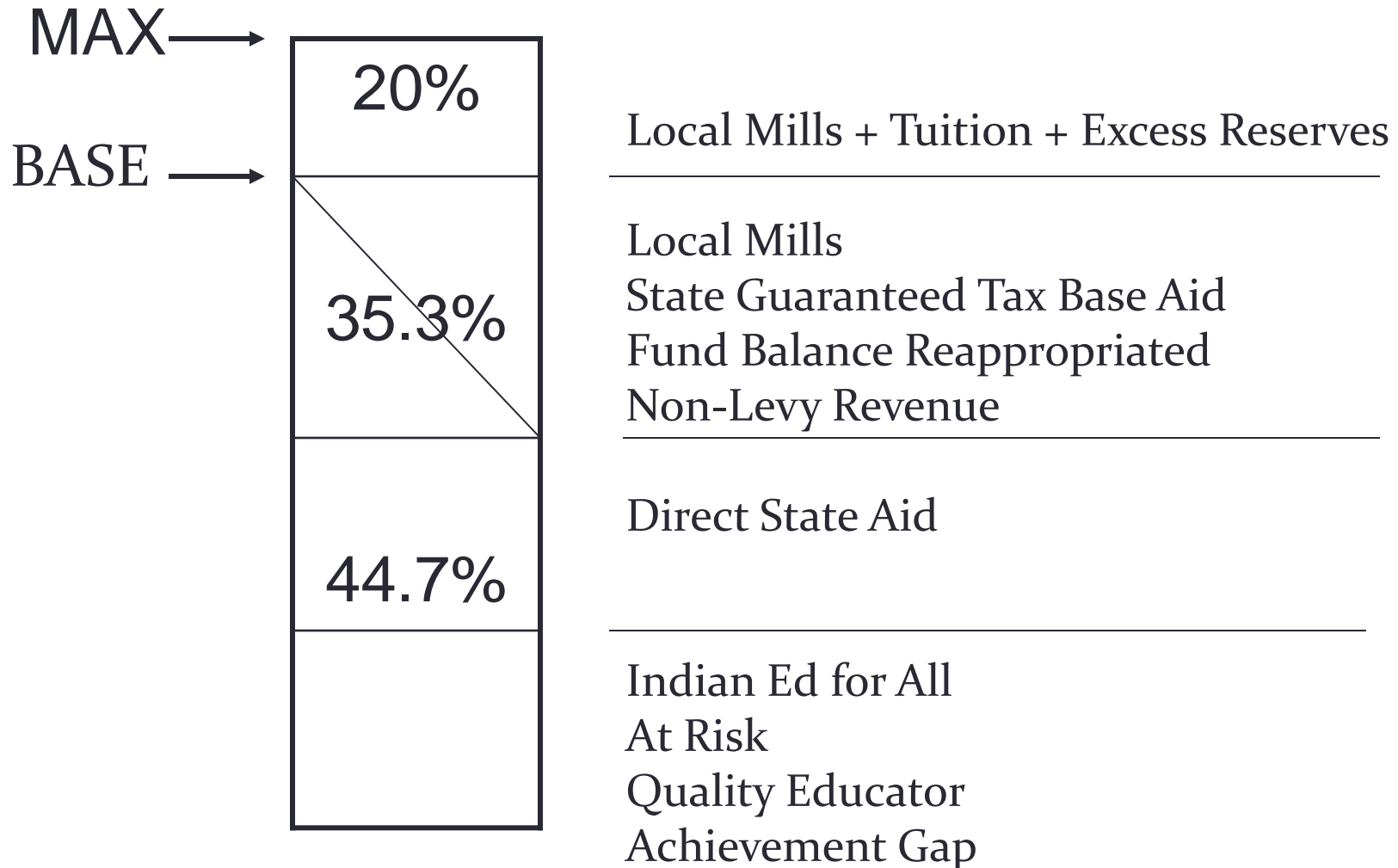
The BASE is: *140% of the State Special Ed Allowable Cost

Funding: *The MAXIMUM is up to 200% of the State Special Ed Allowable Cost Funding

Funding the BASE Budget



Funding the Maximum Budget



Funding the Maximum Budget

Preliminary

		Description	FY 14	FY 15	FY 14	FY 15
			Elementary	Elementary	High School	High School
MAX →	20.0%	Local - Over	\$ 6,697,378	\$ 6,879,376	\$ 5,391,458	\$ 5,472,308
		Non-Levy	\$ 42,000	\$ 41,107	\$ 40,000	\$ 35,000
BASE →		Local - Base	\$ 4,480,893	\$ 4,368,960	\$ 4,023,034	\$ 3,958,971
		GTB	\$ 4,894,257	\$ 5,109,666	\$ 3,532,891	\$ 3,651,154
		Non-Levy	\$ 1,180,014	\$ 1,178,514	\$ 1,330,890	\$ 1,318,890
		Sp.Ed Allowable	\$ 2,033,138	\$ 2,120,208	\$ 1,061,772	\$ 1,083,099
		Nat. Resource Dev		\$ 90,259		\$ 77,621
		Direct State Aid	\$12,336,072	\$12,624,079	\$10,715,471	\$10,856,399
		Q.E.	\$ 1,195,406	\$ 1,242,210	\$ 852,186	\$ 825,471
		At Risk	\$ 206,306	\$ 198,894	\$ 89,680	\$ 90,648
		IEFA	\$ 105,998	\$ 106,284	\$ 75,500	\$ 74,888
		AIAG	\$ 76,400	\$ 77,800	\$ 34,800	\$ 38,600
		Data	\$ 51,960	\$ 78,150	\$ 37,010	\$ 55,065

Budget Summary for Elementary FY2015

	FY2015 ESTIMATED
General Fund (FY15 Levy of \$180,107)	\$ 34,185,542
Prior Year Adopted General Fund	<u>\$ 33,299,823</u>
Anticipated Increase to General Fund	\$ 885,719
<u>Budgetary Additions:</u>	
Increase in Staff Compensation for (see Exhibit 1)	\$ (917,868)
Increase in Staff (see Exhibit 2)	\$ (172,000)
Increase in other Budgetary Obligations (see Exhibit 3)	\$ (85,191)
Obligations to Build into Budget (see Exhibit 4)	\$ (202,958)
<u>Budgetary Reductions/Offsets:</u>	
Budgetary Savings to Redirect (see Exhibit 5)	\$ 630,919
TOTAL	<u>\$ 138,621</u>

General Fund Budget Summary Exhibits

Elementary FY2015

Exhibit 1 Increase in Staff Compensation for FY15

Superintendent Salary Increase		\$	(8,750)
Certified Step Movement (FY15 Estimate)		\$	(296,500)
Certified Lane Movement (FY15 Estimate)		\$	(110,000)
MMCEO Step Movement (FY15 Estimate)		\$	(68,245)
Reclassification of MMCEO positions eff: July 1, 2014		\$	-
Increase in Pay (Table)			
Certified Staff	1.5%	\$	(292,500)
Exempt Staff	1.5%	\$	(2,184)
Professional Specialist Staff	1.5%	\$	(2,701)
Administrative Staff	1.5%	\$	(31,500)
Trades & Crafts Staff	1.5%	\$	(5,850)
MMCEO Staff	\$.20/cell	\$	(34,400)
Health Insurance (Estimated cost of \$10/month/employee 544.4 FTE)		\$	(65,238)
		Subtotal	\$ (917,868)

Exhibit 2 Increase in Staff

Safety and Security Officer (Build duties into CRO Contract)	\$ (33,000)	\$	-
Certified Staff Lewis & Clark World Language 1.0 FTE		\$	(43,000)
Classroom Staff 3 FTE (at \$43,000 per FTE)		\$	(129,000)
		Subtotal	\$ (172,000)

Exhibit 3 Increase in Other Budgetary Obligations

Rate Increase for Property Liability Insurance		\$	(33,000)
Severance Budget		\$	(25,000)
Custodial Supplies (Cover with increase to rental rates)	\$ (18,000)	\$	-
Budget for Fees (Attorney Fees)		\$	(24,250)
Nursing Services Restructure		\$	(2,941)
		Subtotal	\$ (85,191)

General Fund Budget Summary Exhibits

Elementary FY2015 (Continued)

Exhibit 4 FY14 Obligations to Build into FY15 Budget

Obligation to City of Missoula for CRO (OTO Funds in FY14)		\$	(90,000)
Health Insurance (OTO Funds used in FY14)		\$	(87,746)
Nursing .875 FTE		\$	(15,796)
Additional OTO Funds Used in FY14 to Offset Expenditures		\$	(2,266)
Warehouseman .5 FTE		\$	(7,150)
Webmaster (Funded with FY14 Admin Restructure Account)	\$ (2,750)	\$	-
O& M Secretary (Funded with FY14 Admin Restructure Account)	\$ (7,150)	\$	-
	Subtotal	\$	(202,958)

Exhibit 5 Budgetary Savings to Redirect

Certified Retiree Savings (replaced at estimated \$22,000 savings)	18 FTE	\$	396,000
Permissive Levy for Excess Special Ed Costs		\$	30,000
ESL Position (retirement not replaced)		\$	63,318
Math Intervention position		\$	45,000
Gym Rental Rate Increase (cover cost of staff working rentals)		\$	24,000
New Principal at Washington MS		\$	4,759
New Asst. Principal at Meadow Hill MS		\$	4,392
Classified Retirements		\$	29,263
Increase/(Decrease) Allocation of Federal IDEA funds to Elementary		\$	-
Remaining Discretionary Account Associated with FY14 Administrative Restructure		\$	34,187
	Subtotal	\$	630,919

Budget Summary for Secondary FY2015

	FY2015 ESTIMATED
General Fund	\$ 27,538,115
Prior Year Adopted General Fund	<u>\$ 27,184,691</u>
Anticipated Increase to General Fund	\$ 353,424
<u>Budgetary Additions:</u>	
Increase in Staff Compensation for (see Exhibit 1)	\$ (665,814)
Increase in Staff (see Exhibit 2)	\$ (68,250)
Increase in other Budgetary Obligations (see Exhibit 3)	\$ (96,750)
Obligations to Build into Budget (see Exhibit 4)	\$ (236,553)
<u>Budgetary Reductions/Offsets:</u>	
Budgetary Savings to Redirect (see Exhibit 5)	\$ 419,412
TOTAL	<u>\$ (294,531)</u>

General Fund Budget Summary Exhibits

Secondary FY2015

Exhibit 1 Increase in Staff Compensation for FY15

Superintendent Salary Increase		\$	(6,750)
Certified Step Movement (FY15 Estimate)		\$	(174,000)
Certified Lane Movement (FY15 Estimate)		\$	(79,000)
MMCEO Step Movement (FY15 Estimate)		\$	(68,600)
Reclassification of MMCEO positions eff: July 1, 2014		\$	-
Increase in Pay (Table)			
Certified Staff	1.5%	\$	(218,400)
Exempt Staff	1.5%	\$	(1,787)
Professional Specialists Staff	1.5%	\$	(1,937)
Administrative Staff	1.5%	\$	(25,500)
Trades & Crafts Staff	1.5%	\$	(2,700)
MMCEO Staff	\$.20/cell	\$	(35,000)
Health Insurance (Estimated Cost of \$10/month/employee 434.5 FTE)		\$	(52,140)
		Subtotal	\$ (665,814)

Exhibit 2 Increase in Staff

Certified Staff International Baccalaureate		\$	(68,250)
Certified Staff - Arabic program 1.0 FTE (Funded by High Schools)	\$ (45,000)	\$	-
Safety and Security Officer (Build duties into the SRO Contract)	\$ (27,000)	\$	-
		Subtotal	\$ (68,250)

Exhibit 3 Increase in Other Budgetary Obligations

Rate Increase for Property Liability Insurance		\$	(27,000)
Attorney Fees		\$	(17,750)
Severance Budget		\$	(52,000)
Advanced Problems in Science (Funded by High School)	\$ (15,000)	\$	-
Robotics (Funded by High School)	\$ (5,000)	\$	-
Missoula Writing Coaches (Funded by High Schools)	\$ (6,750)	\$	-
		Subtotal	\$ (96,750)

General Fund Budget Summary Exhibits

Secondary FY2015 (Continued)

Exhibit 4 Obligations to Build into FY15 Budget

Obligation to City of Missoula for SRO (OTO Funds used in FY14)		\$	(15,000)
Other OTO to Build in from FY14		\$	(99,000)
Warehouseman .5 FTE		\$	(5,850)
Webmaster (Funded with FY14 Admin Restructure Account)	\$ (2,250)	\$	-
O&M Secretary (Funded with FY14 Admin Restructure Account)	\$ (5,850)	\$	-
Health Insurance (OTO Funds used in FY14)		\$	(107,426)
Nursing .875 FTE		\$	(9,277)
		Subtotal	\$ (236,553)

Exhibit 5 Budgetary Savings to Redirect

Certified Retiree Savings (replaced at estimated \$20,000 savings)	14.32 FTE	\$	286,400
Permissive Levy for Excess Special Ed Costs		\$	50,000
Nursing Services Restructure		\$	2,941
Gym Rental Rate Increase (cover cost of staff working rentals)		\$	20,000
Classified Retirements		\$	12,599
Reduction in Discretionary Allocation - SSHS		\$	12,000
Traffic Ed Administrator		\$	7,500
Increase/(Decrease) Allocation of Federal IDEA Funds to High School (Positive Elementary Balance)		\$	-
Remaining Discretionary Account Associated with FY14 Administrative Restructure		\$	27,972
		Subtotal	\$ 419,412

MEA Salary Matrix 2014-15

	A	B	C	D	E	F	G	H
	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
STEP								
1	33994	34693	35392	36089	37846	38543	39243	39942
2	35489	36188	36887	37585	39699	40396	41095	41794
3	36984	37683	38382	39080	41550	42248	42948	43647
4	38479	39178	39876	40575	43402	44101	44800	45498
5	39974	40673	41370	42070	45255	45954	46653	47351
6	41469	42168	42866	43564	47108	47807	48504	49204
7	42964	43663	44361	45060	48960	49659	50357	51056
8	42964	45158	45856	46555	50813	51511	52210	52909
9	42964	45158	47351	48050	52666	53363	54062	54761
10	42964	45158	47351	49545	54517	55216	55915	56614
11	42964	45158	47351	50195	56369	57069	57768	58467
12	42964	45158	47351	50845	56369	58921	59620	60318
13	42964	45158	47351	51494	56369	58921	61473	62171
14	42964	45158	47351	52145	56369	58921	61473	64023
15	42964	45158	47351	52795	56369	58921	61473	65876
16	42964	45158	47351	53120	56369	58921	61473	66364
17	42964	45158	47351	53445	56369	58921	61473	66688
18	42964	45158	47351	53973	56369	58921	61473	67216
19	42964	45158	47351	54501	56369	58921	61473	67744
20	42964	45158	47351	55029	56369	58921	61473	68273
21	42964	45158	47351	55557	56369	58921	61473	68801
22	42964	45158	47351	56085	56369	58921	61473	69329
23	42964	45158	47351	57670	57704	58921	61473	70914

MMCEO Job Titles Within Pay Grade

PAY GRADE A	PAY GRADE E
Sanitation Worker	Administrative Assistant
Speech Assistant	Administrative Secretary ⁶
	Bilingual Tutor
PAY GRADE B	Bookkeeper
Food Service Transport Helper	Custodian/Activities Coordinator
Food Prep/Cashier– High School	LPN
Kitchen Helper	MARC
Lead Sanitation	Payroll Clerk
	Physical Therapy Assistant
PAY GRADE C	Records Clerk
ABE Test Technician	Service Learning Coordinator
Assistant Head Cook – High School	
Baker	PAY GRADE F
Cook	Braille Specialist
Cook/Cashier– Elementary	Certified O.T. Assistant (COTA) ²
Computer Lab Monitor	IEFA Cultural Liaison
Food Service Transport Driver	Maintenance Coordinator
Paraeducator ² (and/or non-instructional)	Native American Community Specialist
Printer	Orientation & Mobility Specialist
Secretary I	Social Worker
	Warehouse Coordinator
PAY GRADE D	Native American Specialist
Accounts Payable Clerk	
Attendance Clerk	PAY GRADE G
Custodian	Catalog and Systems Specialist
Dray Driver	District PC/Network Technician
Equipment Manager	Educational Sign Language Interpreter
Family Resource Specialist (Title 1)	Federal Projects Coordinator
Food Service Coordinator	Hardware/Software Specialist
Groundskeeper	Help Desk/Network Technician
Head Cook High School ¹	Information Systems Support Specialist
Lead Cook ¹	
Lead Baker ¹	PAY GRADE H
Media Assistant	Data Manager
Paraeducator ⁴	Network Systems Coordinator
Print Shop Coordinator	
Purchasing Agent	
Receptionist	
Secretary II	
Sign Language Model	
Substitute Dispatcher - Custodial	
Warehouseman	

MMCEO Wage Scale 2014-15

2014 - 2015	Yr Em	A	B	C	D	E	F	G	H
Step									
1	0	8.91	9.41	10.52	11.62	12.98	14.54	16.30	18.06
2	1	9.11	9.62	10.74	11.89	13.25	14.84	16.60	18.36
3	2	9.31	9.83	10.96	12.16	13.52	15.14	16.90	18.66
4	3	9.51	10.04	11.18	12.43	13.79	15.44	17.20	18.96
5	4	9.71	10.25	11.40	12.70	14.06	15.74	17.50	19.26
6	5	9.91	10.46	11.62	12.97	14.33	16.04	17.80	19.56
7	6	10.11	10.67	11.84	13.24	14.60	16.34	18.10	19.86
8	7	10.31	10.88	12.06	13.51	14.87	16.64	18.40	20.16
9	8	10.51	11.09	12.28	13.78	15.14	16.94	18.70	20.46
10	9	10.71	11.30	12.50	14.05	15.41	17.24	19.00	20.76
11	10	10.91	11.51	12.72	14.32	15.68	17.54	19.30	21.06
12	11	11.11	11.72	12.94	14.59	15.95	17.84	19.60	21.36
13	12	11.31	11.93	13.16	14.86	16.22	18.14	19.90	21.66
14	13	11.51	12.14	13.38	15.13	16.49	18.44	20.20	21.96
15	14	11.71	12.35	13.60	15.40	16.76	18.74	20.50	22.26
16	15	11.91	12.56	13.82	15.67	17.03	19.04	20.80	22.56
17	16	12.11	12.77	14.04	15.94	17.30	19.34	21.10	22.86
18	17	12.31	12.98	14.26	16.21	17.57	19.64	21.40	23.16
19	18	12.51	13.19	14.48	16.48	17.84	19.94	21.70	23.46
20	19	12.71	13.40	14.70	16.75	18.11	20.24	22.00	23.76
21	20	12.91	13.61	14.92	17.02	18.38	20.54	22.30	24.06