

NBU - Variable Pay

Advanced Degree / Certification Pay *

Full-time employees are eligible for Advanced Degree / Certification pay based on the following schedule, to be paid out over the entire year in equal increments per payroll. The degrees must be related to the employee's current job assignment or a future job assignment to which the employee aspires. When the degree is required (as outlined in the job description), supplements are not provided. Employees are entitled to the full amount of the supplement, which shall not be reduced for lesser duty day assignments.

<u>Principals & Asst Principals</u>		<u>Staff Assoc</u>	
Doctorate	\$2,500	Doctorate	\$5,000
Double Master's	\$900	Double Master's	\$3,400
Specialist	\$900	Specialist	\$3,400
		Master's	\$2,500

<u>Miscellaneous **</u>		<u>Confidential ***</u>	
Doctorate	\$5,000	Doctorate	\$5,000
Double Master's	\$3,400	Double Master's	\$3,400
Specialist	\$3,400	Specialist	\$3,400
Master's	\$2,500	Master's	\$2,500
Bachelor's	\$1,500	Bachelor's	\$1,500
Associate's	\$1,000	Associate's	\$1,000
		Prof Secretary (CPS)	\$600

* NBU staff in jobs requiring a Master's receive the difference between Master's supplement and degree held.

** Effective 11/2008 Miscellaneous Food Service Staff no longer have a separate advanced degree pay program. Excepting those grandfathered under past program, SFS now participates in the NBU program outlined herein.

*** Confidential staff may also apply for an AESOP EIA award for levels I, II or III if eligible. (See AESOP rules.)

<u>Job's Degree Requirement:</u>	<u>Doctor</u>	<u>Spec</u>	<u>2 Masters</u>	<u>Master</u>	<u>Bach</u>	<u>Assoc</u>	<u>HS</u>
Principal - Master	\$2,500	\$900	\$900	x	x	x	x
Asst Principal - Master	\$2,500	\$900	\$900	x	x	x	x
Staff - Master	\$2,500	\$900	\$900	x	x	x	x
Staff - Bachelor	\$5,000	\$3,400	\$3,400	\$2,500	x	x	x
Misc - Bachelor	\$5,000	\$3,400	\$3,400	\$2,500	x	x	x
Misc - Associate	\$5,000	\$3,400	\$3,400	\$2,500	\$500	x	x
Misc - HS or GED	\$5,000	\$3,400	\$3,400	\$2,500	\$1,500	\$1,000	x
Confidential	\$5,000	\$3,400	\$3,400	\$2,500	\$1,500	\$1,000	x