

5210:04 17 Salary Scale Percentages for Educational Administrative Personnel

Classification of Employee	Current Year of Service						
	1	2	3	4	5	6	7
Principal							
with AC				96	99	102	
with PC				95	98	101	102
with SC				94	96	98	
Vice-Principal**							
with AC				95	98	101	102
with PC				94	97	100	102
with SC				92	95	97	
with MBA/CPA*	86 87	89	92	94	97	99	102
with BS/BA*	84 83	86 85	87	91	94	96 97	
Business Assistants							
with MBA/CPA*	85	87	90	93	95	99	102
with BS/BA*	83	85	87	90	93	95	
with AA/AS*	81	83	85	88	90	92	
Development Director							
with MA/MBA*	85	87	90	93	95	99	102
with BS/BA*	83	85	87	90	93	95	
with no degree	81	83	85	88	90	92	
Guidance Director							
Library/Media Center Director							
Registrar (Credentialed)							
with PC	85	87	90	93	95	99	102
with SC	83	85	87	90	93	95	
Residence Hall Dean							
with MA	85 87	87 89	90 92	93 94	95 97	99	102
with BA/BS	83	85	87	90	93	95	
with no degree	81	83	85	88	90	92	

* Or equivalent experience

** May be designated as Vice-Principal for Finance, Academics, or Student Services

NPUC Teacher Salary Scale July 1, 2017

100% Wage Factor = \$4,433					12-Month		10-Month Employment Scale					
					\$ 4,433		\$ 3,946		\$ 4,035		\$ 4,123	
					Current Empl. Year					Paid Vacation Time		
2 Wks. = 89% 1st-4th Year		3 Wks. = 91% 5th-9th Year		4 Wks. = 93% 10th+ Year								
Step	Wage Factor Percent	Basic	Stand.	Prof.	Per Month	Per Year	Per Month	Per Year	Per Month	Per Year	Per Month	Per Year
Pre BA	60				\$2,660	\$31,920	\$2,368	\$28,416	\$2,421	\$29,052	\$2,474	\$29,688
Pre Cert (BA)	75				\$3,325	\$39,900	\$2,960	\$35,520	\$3,027	\$36,324	\$3,093	\$37,116
I	83	1st**			\$3,680	\$44,160	\$3,276	\$39,312	\$3,350	\$40,200	\$3,423	\$41,076
II	85	2nd**		1st*	\$3,769	\$45,228	\$3,355	\$40,260	\$3,430	\$41,160	\$3,505	\$42,060
III	87	3rd**		2nd*	\$3,857	\$46,284	\$3,434	\$41,208	\$3,511	\$42,132	\$3,588	\$43,056
IV	90		4th	3rd*	\$3,990	\$47,880	\$3,552	\$42,624	\$3,632	\$43,584	\$3,711	\$44,532
V	93		5th	4th	\$4,123	\$49,476	\$3,670	\$44,040	\$3,753	\$45,036	\$3,835	\$46,020
VI	95		6th +	5th	\$4,212	\$50,544	\$3,749	\$44,988	\$3,834	\$46,008	\$3,917	\$47,004
VII	99			6th	\$4,389	\$52,668	\$3,907	\$46,884	\$3,995	\$47,940	\$4,082	\$48,984
VIII	102			7th	\$4,522	\$54,264	\$4,025	\$48,300	\$4,116	\$49,392	\$4,206	\$50,472

Administrative Travel Budget as described in *Education Code* #5355 = \$26.25

* A person with a Masters degree and basic certification starts at Step II.

** A person with a Masters degree but without basic certification, starts at Step I and advances to Steps II & III with satisfactory progress towards certification. They may be held at Step III until they have met basic/standard/professional certification

***The columns for 3 and 4 weeks vacation time are for years of denominational service only.

5230:17

NPUC Salary Scale for 2017-18

Monthly Base: \$ 4,433

Effective: July 1, 2017

38 Hour Week

Sal Pct	12-month Scale				10-month Scale					
	Annual	Month	Hourly	O/T	2-Week Vacation 89% \$ 3,946		3-Week Vacation 91% \$ 4,035		4-Week Vacation 93% \$ 4,123	
					Annual	Monthly	Annual	Monthly	Annual	Monthly
30	\$15,960	\$1,330	8.08	12.12	\$14,208	\$1,184	\$14,532	\$1,211	\$14,844	\$1,237
31	\$16,500	\$1,375	8.36	12.54	\$14,688	\$1,224	\$15,012	\$1,251	\$15,348	\$1,279
32	\$17,028	\$1,419	8.62	12.93	\$15,156	\$1,263	\$15,504	\$1,292	\$15,840	\$1,320
33	\$17,556	\$1,463	8.89	13.34	\$15,636	\$1,303	\$15,984	\$1,332	\$16,332	\$1,361
34	\$18,096	\$1,508	9.16	13.74	\$16,104	\$1,342	\$16,464	\$1,372	\$16,824	\$1,402
35	\$18,624	\$1,552	9.43	14.15	\$16,584	\$1,382	\$16,956	\$1,413	\$17,328	\$1,444
36	\$19,152	\$1,596	9.70	14.55	\$17,052	\$1,421	\$17,436	\$1,453	\$17,820	\$1,485
37	\$19,692	\$1,641	9.97	14.96	\$17,532	\$1,461	\$17,916	\$1,493	\$18,312	\$1,526
38	\$20,220	\$1,685	10.24	15.36	\$18,000	\$1,500	\$18,408	\$1,534	\$18,804	\$1,567
39	\$20,748	\$1,729	10.50	15.75	\$18,468	\$1,539	\$18,888	\$1,574	\$19,296	\$1,608
40	\$21,288	\$1,774	10.78	16.17	\$18,948	\$1,579	\$19,368	\$1,614	\$19,800	\$1,650
41	\$21,816	\$1,818	11.05	16.58	\$19,416	\$1,618	\$19,860	\$1,655	\$20,292	\$1,691
42	\$22,344	\$1,862	11.31	16.97	\$19,896	\$1,658	\$20,340	\$1,695	\$20,784	\$1,732
43	\$22,884	\$1,907	11.59	17.39	\$20,364	\$1,697	\$20,832	\$1,736	\$21,276	\$1,773
44	\$23,412	\$1,951	11.85	17.78	\$20,844	\$1,737	\$21,312	\$1,776	\$21,780	\$1,815
45	\$23,940	\$1,995	12.12	18.18	\$21,312	\$1,776	\$21,792	\$1,816	\$22,272	\$1,856
46	\$24,480	\$2,040	12.39	18.59	\$21,792	\$1,816	\$22,284	\$1,857	\$22,764	\$1,897
47	\$25,008	\$2,084	12.66	18.99	\$22,260	\$1,855	\$22,764	\$1,897	\$23,256	\$1,938
48	\$25,536	\$2,128	12.93	19.40	\$22,740	\$1,895	\$23,244	\$1,937	\$23,760	\$1,980
49	\$26,076	\$2,173	13.20	19.80	\$23,208	\$1,934	\$23,736	\$1,978	\$24,252	\$2,021
50	\$26,604	\$2,217	13.47	20.21	\$23,676	\$1,973	\$24,216	\$2,018	\$24,744	\$2,062
51	\$27,132	\$2,261	13.74	20.61	\$24,156	\$2,013	\$24,696	\$2,058	\$25,236	\$2,103
52	\$27,672	\$2,306	14.01	21.02	\$24,624	\$2,052	\$25,188	\$2,099	\$25,728	\$2,144
53	\$28,200	\$2,350	14.28	21.42	\$25,104	\$2,092	\$25,668	\$2,139	\$26,232	\$2,186
54	\$28,728	\$2,394	14.54	21.81	\$25,572	\$2,131	\$26,148	\$2,179	\$26,724	\$2,227
55	\$29,268	\$2,439	14.82	22.23	\$26,052	\$2,171	\$26,640	\$2,220	\$27,216	\$2,268
56	\$29,796	\$2,483	15.08	22.62	\$26,520	\$2,210	\$27,120	\$2,260	\$27,708	\$2,309
57	\$30,324	\$2,527	15.35	23.03	\$27,000	\$2,250	\$27,600	\$2,300	\$28,212	\$2,351
58	\$30,864	\$2,572	15.62	23.43	\$27,468	\$2,289	\$28,092	\$2,341	\$28,704	\$2,392
59	\$31,392	\$2,616	15.89	23.84	\$27,948	\$2,329	\$28,572	\$2,381	\$29,196	\$2,433
60	\$31,920	\$2,660	16.16	24.24	\$28,416	\$2,368	\$29,052	\$2,421	\$29,688	\$2,474
61	\$32,460	\$2,705	16.43	24.65	\$28,896	\$2,408	\$29,544	\$2,462	\$30,192	\$2,516
62	\$32,988	\$2,749	16.70	25.05	\$29,364	\$2,447	\$30,024	\$2,502	\$30,684	\$2,557
63	\$33,516	\$2,793	16.97	25.46	\$29,832	\$2,486	\$30,516	\$2,543	\$31,176	\$2,598
64	\$34,056	\$2,838	17.24	25.86	\$30,312	\$2,526	\$30,996	\$2,583	\$31,668	\$2,639
65	\$34,584	\$2,882	17.51	26.27	\$30,780	\$2,565	\$31,476	\$2,623	\$32,160	\$2,680
66	\$35,112	\$2,926	17.77	26.66	\$31,260	\$2,605	\$31,968	\$2,664	\$32,664	\$2,722
67	\$35,652	\$2,971	18.05	27.08	\$31,728	\$2,644	\$32,448	\$2,704	\$33,156	\$2,763
68	\$36,180	\$3,015	18.31	27.47	\$32,208	\$2,684	\$32,928	\$2,744	\$33,648	\$2,804
69	\$36,708	\$3,059	18.58	27.87	\$32,676	\$2,723	\$33,420	\$2,785	\$34,140	\$2,845
70	\$37,248	\$3,104	18.86	28.29	\$33,156	\$2,763	\$33,900	\$2,825	\$34,644	\$2,887

Monthly Base: \$ 4,433

Effective: July 1, 2017

38 Hour Week

Sal Pct	12-month Scale				10-month Scale					
					2-Week Vacation 89% \$ 3,946		3-Week Vacation 91% \$ 4,035		4-Week Vacation 93% \$ 4,123	
	Annual	Month	Hourly	O/T	Annual	Monthly	Annual	Monthly	Annual	Monthly
71	\$37,776	\$3,148	19.12	28.68	\$33,624	\$2,802	\$34,380	\$2,865	\$35,136	\$2,928
72	\$38,304	\$3,192	19.39	29.09	\$34,104	\$2,842	\$34,872	\$2,906	\$35,628	\$2,969
73	\$38,844	\$3,237	19.66	29.49	\$34,572	\$2,881	\$35,352	\$2,946	\$36,120	\$3,010
74	\$39,372	\$3,281	19.93	29.90	\$35,052	\$2,921	\$35,832	\$2,986	\$36,624	\$3,052
75	\$39,900	\$3,325	20.20	30.30	\$35,520	\$2,960	\$36,324	\$3,027	\$37,116	\$3,093
76	\$40,440	\$3,370	20.47	30.71	\$35,988	\$2,999	\$36,804	\$3,067	\$37,608	\$3,134
77	\$40,968	\$3,414	20.74	31.11	\$36,468	\$3,039	\$37,284	\$3,107	\$38,100	\$3,175
78	\$41,496	\$3,458	21.00	31.50	\$36,936	\$3,078	\$37,776	\$3,148	\$38,592	\$3,216
79	\$42,036	\$3,503	21.28	31.92	\$37,416	\$3,118	\$38,256	\$3,188	\$39,096	\$3,258
80	\$42,564	\$3,547	21.55	32.33	\$37,884	\$3,157	\$38,736	\$3,228	\$39,588	\$3,299
81	\$43,092	\$3,591	21.81	32.72	\$38,364	\$3,197	\$39,228	\$3,269	\$40,080	\$3,340
82	\$43,632	\$3,636	22.09	33.14	\$38,832	\$3,236	\$39,708	\$3,309	\$40,572	\$3,381
83	\$44,160	\$3,680	22.35	33.53	\$39,312	\$3,276	\$40,200	\$3,350	\$41,076	\$3,423
84	\$44,688	\$3,724	22.62	33.93	\$39,780	\$3,315	\$40,680	\$3,390	\$41,568	\$3,464
85	\$45,228	\$3,769	22.89	34.34	\$40,260	\$3,355	\$41,160	\$3,430	\$42,060	\$3,505
86	\$45,756	\$3,813	23.16	34.74	\$40,728	\$3,394	\$41,652	\$3,471	\$42,552	\$3,546
87	\$46,284	\$3,857	23.43	35.15	\$41,208	\$3,434	\$42,132	\$3,511	\$43,056	\$3,588
88	\$46,824	\$3,902	23.70	35.55	\$41,676	\$3,473	\$42,612	\$3,551	\$43,548	\$3,629
89	\$47,352	\$3,946	23.97	35.96	\$42,144	\$3,512	\$43,104	\$3,592	\$44,040	\$3,670
90	\$47,880	\$3,990	24.24	36.36	\$42,624	\$3,552	\$43,584	\$3,632	\$44,532	\$3,711
91	\$48,420	\$4,035	24.51	36.77	\$43,092	\$3,591	\$44,064	\$3,672	\$45,024	\$3,752
92	\$48,948	\$4,079	24.78	37.17	\$43,572	\$3,631	\$44,556	\$3,713	\$45,528	\$3,794
93	\$49,476	\$4,123	25.04	37.56	\$44,040	\$3,670	\$45,036	\$3,753	\$46,020	\$3,835
94	\$50,016	\$4,168	25.32	37.98	\$44,520	\$3,710	\$45,516	\$3,793	\$46,512	\$3,876
95	\$50,544	\$4,212	25.58	38.37	\$44,988	\$3,749	\$46,008	\$3,834	\$47,004	\$3,917
96	\$51,072	\$4,256	25.85	38.78	\$45,468	\$3,789	\$46,488	\$3,874	\$47,508	\$3,959
97	\$51,612	\$4,301	26.12	39.18	\$45,936	\$3,828	\$46,968	\$3,914	\$48,000	\$4,000
98	\$52,140	\$4,345	26.39	39.59	\$46,416	\$3,868	\$47,460	\$3,955	\$48,492	\$4,041
99	\$52,668	\$4,389	26.66	39.99	\$46,884	\$3,907	\$47,940	\$3,995	\$48,984	\$4,082
100	\$53,196	\$4,433	26.93	40.40	\$47,352	\$3,946	\$48,420	\$4,035	\$49,476	\$4,123
101	\$53,736	\$4,478	27.20	40.80	\$47,832	\$3,986	\$48,912	\$4,076	\$49,980	\$4,165
102	\$54,264	\$4,522	27.47	41.21	\$48,300	\$4,025	\$49,392	\$4,116	\$50,472	\$4,206

5305:02 17 Employee Survivor Benefit

An employer-provided life insurance policy shall be provided for full-time denominational employees, the spouse thereof, and for the employee's dependent(s) as defined in the Health Care Assistance Policy.

1. Benefit Scale

The benefits shall be as follows:

Employee	\$50,000.00	<u>\$100,000.00</u>
Spouse		\$50,000.00
Dependent Child		\$5,000.00
Stillborn		\$750.00

2. One Benefit Per Death [*NO CHANGE*]

3. Funding [*NO CHANGE*]

4. Purpose [*NO CHANGE*]

5. Administration [*NO CHANGE*]

6. Additional Benefits Funded by Employees [*NO CHANGE*]

5325:14 17 Moving Allowances

The moving and transportation expenses of full-time certificated educational employees (including those employees on their first move into a field either from college or from prior employment) are paid by the employing organization under the following provisions:

1. Household Goods [NO CHANGE]
2. Mobile Home
3. Transportation Allowance
4. Per Diem and Lodging Allowance

The employee is allowed a per diem of ~~\$46.00~~ **50.00** per day with an additional allowance of ~~\$23.00~~ **25.00** per day for the spouse and ~~\$23.00~~ **25.00** per day for each child. The employee will be paid as follows:

- a. Per diem allowance . . . [NO CHANGE]
- b. Actual motel expense . . . [NO CHANGE]

5350:14 17 Employee Per Diem

1. The per diem for employee travel to conventions and other authorized appointments is as follows:

Full <u>employee</u> per diem	\$46.00 <u>50.00</u>
When fully entertained	\$16.00 <u>17.00</u>
Family Authorized Travel:	
Worker and spouse	\$69.00 <u>75.00</u>
When fully entertained	\$23.00 <u>25.00</u>
Each dependent	\$23.00 <u>25.00</u>
Fully entertained	\$ 8.00

2. The per diem policy does not apply during a conference or Union Conference sponsored convention or workshop when meals are provided.

5365:15 17 Mileage Rates

Auto mileage rates for all education personnel for authorized trips will be **granted at the rate currently adopted by the local conference employer on the date(s) of the required and authorized travel.** ~~42 cents per mile, within the employee's area of jurisdiction. Special mileage is defined as authorized mileage for trips outside the employee's area of jurisdiction and is paid at a rate of 42 cents per mile. Where local conference policy differs from this mileage rate, the conference rate will take precedence.~~