

**Administrator Salary Schedule
2015-2016**

Position/Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Special Services Director (12)	62,000	62,825	63,650	64,475	65,300	66,125	66,950	67,775	68,600	69,425	70,250	71,075	71,900	72,725	73,550
Career Center Director (12)	72,500	73,250	74,000	74,750	75,500	76,250	77,000	77,750	78,500	79,250	80,000	80,750	81,500	82,250	83,000
High School Principal (12)	78,500	79,250	80,000	80,750	81,500	82,250	83,000	83,750	84,500	85,250	86,000	86,750	87,500	88,250	89,000
High School Asst. Principal (12)	60,000	60,750	61,500	62,250	63,000	63,750	64,500	65,250	66,000	66,750	67,500	68,250	69,000	69,750	70,500
Middle School Principal (12)	73,500	74,250	75,000	75,750	76,500	77,250	78,000	78,750	79,500	80,250	81,000	81,750	82,500	83,500	84,000
Upper Elementary Principal (12)	67,000	67,750	68,500	69,250	70,000	70,750	71,500	72,250	73,000	73,750	74,500	75,250	76,000	76,750	77,500
South School Principal (12)	67,000	67,750	68,500	69,250	70,000	70,750	71,500	72,250	73,000	73,750	74,500	75,250	76,000	76,750	77,500
Asst. Elementary School Principal (12)	54,000	54,750	55,500	56,250	57,000	57,750	58,500	59,250	60,000	60,750	61,500	62,250	63,000	63,750	64,500

*Credit will be given for up to 3 years of outside administrative experience in the given area.

Example: an acting asst. principal with 5 years experience who applied for a principal position would come in on Step 1 as a principal. However, those 5 years as an asst. would count towards asst. principal and would come in on step 4 for that position.

Eldon R-I School District
2015-2016

INT VOC	ICEC +8	ICEC +16	ICEC +24	CCEE	BS+8	BS+16	BS+24	BS+30	MS	MS+8	MS+16	MS+24	MS+30	SPEC
1	32000	32500	33000	33500	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500
2	32500	33000	33500	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000
3	33000	33500	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000	39500
4	33500	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000	39500	40000
5	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000	39500	40000	40575
6	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000	39500	40000	40575	41150
7	35075	35575	36075	36575	37075	37575	38075	38575	39075	39575	40075	40575	41150	41725
8	35650	36150	36650	37150	37650	38150	38650	39150	39650	40150	40650	41150	41650	42150
9	36225	36725	37225	37725	38225	38725	39225	39725	40225	40725	41225	41725	42225	42725
10	36800	37300	37800	38300	38800	39300	39800	40300	40800	41300	41800	42300	42800	43300
11	37375	37875	38375	38875	39375	39875	40375	40875	41375	41875	42375	42875	43375	43875
12	37950	38450	38950	39450	39950	40450	40950	41450	41950	42450	42950	43450	43950	44450
13	38525	39025	39525	40025	40525	41025	41525	42025	42525	43025	43525	44025	44525	45025
14	39100	39600	40100	40600	41100	41600	42100	42600	43100	43600	44100	44600	45100	45600
15	39675	40175	40675	41175	41675	42175	42675	43175	43675	44175	44675	45175	45675	46175
16	40250	40750	41250	41750	42250	42750	43250	43750	44250	44750	45250	45750	46250	46750
17	40825	41325	41825	42325	42825	43325	43825	44325	44825	45325	45825	46325	46825	47325
18	41400	41900	42400	42900	43400	43900	44400	44900	45400	45900	46400	46900	47400	47900
19	41975	42475	42975	43475	43975	44475	44975	45475	45975	46475	46975	47475	47975	48475
20	41975	43050	43550	44050	44550	45050	45550	46050	46550	47050	47550	48050	48550	49050
21	41975	43625	44125	44625	45125	45625	46125	46625	47125	47625	48125	48625	49125	49625
22	41975	43625	44700	45200	45700	46200	46700	47200	47700	48200	48700	49200	49700	50200
23	41975	43625	44700	45775	46275	46775	47275	47775	48275	48775	49275	49775	50275	50775
24	41975	43625	44700	45775	46850	47350	47850	48350	48850	49350	49850	50350	50850	51350
25	41975	43625	44700	45775	47425	47925	48425	48925	49425	49925	50425	50925	51425	51925
26	41975	43625	44700	45775	48000	48500	49000	49500	50000	50500	51000	51500	52000	52500
27	41975	43625	44700	45775	48575	49075	49575	50075	50575	51075	51575	52075	52575	53075
28	41975	43625	44700	45775	49150	49650	50150	50650	51150	51650	52150	52650	53150	53650
29	41975	43625	44700	45775	49725	50225	50725	51225	51725	52225	52725	53225	53725	54225
30	41975	43625	44700	45775	50300	50800	51300	51800	52300	52800	53300	53800	54300	54800

prior to July 1, 2010
 Bus Drivers
 Per Route

		Current Bus Drivers
1	\$19.91	1 \$34.75
2	\$20.50	2 \$35.25
3	\$21.08	3 \$35.75
4	\$21.67	4 \$36.25
5	\$22.41	5 \$36.75
6	\$23.15	
7	\$23.90	
8	\$24.64	
9	\$25.38	
10	\$26.12	
11	\$26.87	
12	\$27.61	
13	\$28.35	
14	\$29.09	
15	\$29.84	
16	\$30.58	
17	\$31.32	
18	\$32.06	
19	\$32.81	
20	\$33.55	
21	\$34.29	
22	\$35.03	
23	\$35.77	
24	\$36.51	
25	\$37.25	

Approved 4/20/2015
 Effective 7/1/15

Position	Position Length	Avg # of hrs per yer	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Bereavement Leave	Retirement	On the Job Incentive	Paid Holiday	Free Admission to Events
Driver	9 month	819	2	10	yes	no	no	yes	yes	yes	yes	Yes

Drivers hired prior to 7/1/10 receive \$410.91 toward Bd Paid Health & Life Insurance. Drivers hire after 7/1/10 do not receive Bd Paid Insurance. (or the annuity in lieu of insurance)
 Bd Pd Insurance - All personnel who work 35 hours or more a week in a noncertified position will receive \$325 towards Health & Life Insurance.
 Annuity - An Annuity of \$90 a month is offered in lieu of insurance to employees who chose not to take the Board Paid Insurance.
 Vacation - All regular 12 month employees of the school district receive two weeks of vacation with pay each year. Regular 12 month employees who have been employed in excess of five years will receive three weeks of vacation with pay each year.
 Bereavement - All noncertified personnel receive 5 days bereavement for immediate family and 1 day for other than immediate family.

Hired Prior to July 1, 2012

Current

	Teacher Aide	Teacher Aide (60)	Teacher Aide-Deg	Aide
1	\$ 8.35	\$ 8.55	\$ 8.75	\$13.02
2	\$ 8.61	\$ 8.81	\$ 9.01	\$13.52
3	\$ 8.87	\$ 9.07	\$ 9.27	\$14.02
4	\$ 9.13	\$ 9.33	\$ 9.53	\$14.52
5	\$ 9.46	\$ 9.66	\$ 9.86	\$15.02
6	\$ 9.79	\$ 9.99	\$ 10.19	
7	\$ 10.12	\$ 10.32	\$ 10.52	
8	\$ 10.45	\$ 10.65	\$ 10.85	
9	\$ 10.78	\$ 10.98	\$ 11.18	
10	\$ 11.11	\$ 11.31	\$ 11.51	
11	\$ 11.44	\$ 11.64	\$ 11.84	
12	\$ 11.77	\$ 11.97	\$ 12.17	
13	\$ 12.10	\$ 12.30	\$ 12.50	
14	\$ 12.43	\$ 12.63	\$ 12.83	
15	\$ 12.76	\$ 12.96	\$ 13.16	
16	\$ 13.09	\$ 13.29	\$ 13.49	
17	\$ 13.42	\$ 13.62	\$ 13.82	
18	\$ 13.75	\$ 13.95	\$ 14.15	
19	\$ 14.08	\$ 14.28	\$ 14.48	
20	\$ 14.41	\$ 14.61	\$ 14.81	
21	\$ 14.74	\$ 14.94	\$ 15.14	
22	\$ 15.07	\$ 15.27	\$ 15.47	
23	\$ 15.40	\$ 15.60	\$ 15.80	
24	\$ 15.73	\$ 15.93	\$ 16.13	
25	\$ 16.06	\$ 16.26	\$ 16.46	

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days Available	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Breavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to events
Aide	9 month	1365	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes

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Breavement - All noncertified personnel receive 5 days breavement for immediate family and 1 day for other than immediate family.

Hired Prior to July 1, 2012		Current	
Secretary	Principal Secretary	Secretary	Secretary
1 \$	8.40 \$	8.60	1 \$13.02
2 \$	8.66 \$	8.86	2 \$13.52
3 \$	8.92 \$	9.12	3 \$14.02
4 \$	9.18 \$	9.38	4 \$14.52
5 \$	9.51 \$	9.71	5 \$15.02
6 \$	9.84 \$	10.04	
7 \$	10.17 \$	10.37	
8 \$	10.50 \$	10.70	
9 \$	10.83 \$	11.03	
10 \$	11.16 \$	11.36	
11 \$	11.49 \$	11.69	
12 \$	11.82 \$	12.02	
13 \$	12.15 \$	12.35	
14 \$	12.48 \$	12.68	
15 \$	12.81 \$	13.01	
16 \$	13.14 \$	13.34	
17 \$	13.47 \$	13.67	
18 \$	13.80 \$	14.00	
19 \$	14.13 \$	14.33	
20 \$	14.46 \$	14.66	
21 \$	14.79 \$	14.99	
22 \$	15.12 \$	15.32	
23 \$	15.45 \$	15.65	
24 \$	15.78 \$	15.98	
25 \$	16.11 \$	16.31	

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Beavement Leave	Retirement	On the Job		Free Admission
										Incentive	Holidays	
Principal	11 month	1872	2	11	Yes	No	Yes	Yes	Yes	Yes	9	Yes
Building	10 month	1530	2	10	Yes	No	No	Yes	Yes	Yes	9	Yes

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Beavement - All noncertified personnel receive 5 days beavement for immediate family and 1 day for other than immediate family.

	Hired Prior to 7/1/12	Current	Hired Prior to 7/1/12	Current	Man. Of Bus. Service (Annual)
1	\$ 10.10	1 \$16.43	\$ 10.10	1 \$16.24	1 \$50,146.00
2	\$ 10.36	2 \$16.93	\$ 10.36	2 \$16.74	2 \$50,896.00
3	\$ 10.62	3 \$17.43	\$ 10.62	3 \$17.24	3 \$51,646.00
4	\$ 10.88	4 \$17.93	\$ 10.88	4 \$17.74	4 \$52,396.00
5	\$ 11.21	5 \$18.43	\$ 11.21	5 \$18.24	5 \$53,146.00
6	\$ 11.54		\$ 11.54		
7	\$ 11.87		\$ 11.87		
8	\$ 12.20		\$ 12.20		
9	\$ 12.53		\$ 12.53		
10	\$ 12.86		\$ 12.86		
11	\$ 13.19		\$ 13.19		
12	\$ 13.52		\$ 13.52		
13	\$ 13.85		\$ 13.85		
14	\$ 14.18		\$ 14.18		
15	\$ 14.51		\$ 14.51		
16	\$ 14.84		\$ 14.84		
17	\$ 15.17		\$ 15.17		
18	\$ 15.50		\$ 15.50		
19	\$ 15.83		\$ 15.83		
20	\$ 16.16		\$ 16.16		
21	\$ 16.49		\$ 16.49		
22	\$ 16.82		\$ 16.82		
23	\$ 17.15		\$ 17.15		
24	\$ 17.48		\$ 17.48		
25	\$ 17.81		\$ 17.81		

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Beavement Leave		Retirement Incentive	On the Job		Paid Holidays	Free Admission to events
								Yes	Yes		Yes	Yes		
All	12 Mth	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes		

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Hired Prior to 7/1/12

Hd. Cook	Reg Cook	Kitchen Mgr	Cooks
1 \$ 9.35	\$ 8.35	1 \$ 12.93	\$9.54
2 \$ 9.61	\$ 8.61	2 \$ 13.43	\$10.04
3 \$ 9.87	\$ 8.87	3 \$ 13.93	\$10.54
4 \$ 10.13	\$ 9.13	4 \$ 14.43	\$11.04
5 \$ 10.46	\$ 9.46	5 \$ 14.93	\$11.54
6 \$ 10.79	\$ 9.79		
7 \$ 11.12	\$ 10.12		
8 \$ 11.45	\$ 10.45		
9 \$ 11.78	\$ 10.78		
10 \$ 12.11	\$ 11.11		
11 \$ 12.44	\$ 11.44		
12 \$ 12.77	\$ 11.77		
13 \$ 13.10	\$ 12.10		
14 \$ 13.43	\$ 12.43		
15 \$ 13.76	\$ 12.76		
16 \$ 14.09	\$ 13.09		
17 \$ 14.42	\$ 13.42		
18 \$ 14.75	\$ 13.75		
19 \$ 15.08	\$ 14.08		
20 \$ 15.41	\$ 14.41		
21 \$ 15.74	\$ 14.74		
22 \$ 16.07	\$ 15.07		
23 \$ 16.40	\$ 15.40		
24 \$ 16.73	\$ 15.73		
25 \$ 17.06	\$ 16.06		

Current

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Beavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to events
Cook	9 month	1288	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes
Kitchen	9 month	1380	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes

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Community Resource Director

Pave/AmeriCorps Program Supervisor (effective 7/1/15)

Current

1	\$54,000	1	28,206
2	\$54,750	2	29,245
3	\$55,500	3	30,285
4	\$56,250	4	31,235
5	\$57,000	5	32,365
6	\$57,750		
7	\$58,500		
8	\$59,250		
9	\$60,000		
10	\$60,750		
11	\$61,500		
12	\$62,250		
13	\$63,000		
14	\$63,750		
15	\$64,500		

Approved 4/20/2015

Effective 7/1/15

Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days Available	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Beavement Leave	Retirement Incentive	On the Job	Paid Holidays	Free Admission to events
12 Mth	2096	2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes

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Hired Prior to 7/1/12

Current

Facilities Coordinator (Annual)

Custodial Maintenance

Custodial Maintenance

	Hired Prior to 7/1/12	Current	Facilities Coordinator (Annual)
1	\$ 8.65 \$ 9.60	1 \$10.48 \$14.27	1 \$43,103.00
2	\$ 8.91 \$ 9.90	2 \$10.98 \$14.77	2 \$43,853.00
3	\$ 9.17 \$ 10.20	3 \$11.48 \$15.27	3 \$44,603.00
4	\$ 9.43 \$ 10.50	4 \$11.98 \$15.77	4 \$45,353.00
5	\$ 9.76 \$ 10.88	5 \$12.48 \$16.27	5 \$46,103.00
6	\$ 10.09 \$ 11.26		
7	\$ 10.42 \$ 11.64		
8	\$ 10.75 \$ 12.02		
9	\$ 11.08 \$ 12.40		
10	\$ 11.41 \$ 12.78		
11	\$ 11.74 \$ 13.16		
12	\$ 12.07 \$ 13.54		
13	\$ 12.40 \$ 13.92		
14	\$ 12.73 \$ 14.29		
15	\$ 13.06 \$ 14.67		
16	\$ 13.39 \$ 15.05		
17	\$ 13.72 \$ 15.43		
18	\$ 14.05 \$ 15.81		
19	\$ 14.38 \$ 16.19		
20	\$ 14.71 \$ 16.57		
21	\$ 15.04 \$ 16.95		
22	\$ 15.37 \$ 17.33		
23	\$ 15.70 \$ 17.71		
24	\$ 16.03 \$ 18.09		
25	\$ 16.36 \$ 18.47		

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Breavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to Events
Custodial	12 month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes
Maintenance	12 Month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes

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employees who have been employed in excess of five years will receive three weeks of vacation with pay each year.

Breavement - All noncertified personnel receive 5 days breavement for immediate family and 1 day for other than immediate family.

RN (Salary)	Proposed	LPN Hourly	Certified OT Assistant Hourly
1	\$32,000	\$16.64	\$19.94
2	\$32,500	\$17.14	\$20.44
3	\$33,000	\$17.64	\$20.94
4	\$33,500	\$18.14	\$21.44
5	\$34,000	\$18.64	\$21.94
6	\$34,500		
7	\$35,075		
8	\$35,650		
9	\$36,225		
10	\$36,800		
11	\$37,375		
12	\$37,950		
13	\$38,525		
14	\$39,100		
15	\$39,675		
16	\$40,250		
17	\$40,825		
18	\$41,400		
19	\$41,975		
20	\$42,550		
21	\$43,125		

**RN salary based on teachers salary schedule - Minimum salary

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per Yr	Personal Sick leave days	Sick Leave Pool Avail.	Vacation Days	Work on snow days	Breavement leave	Retirement	On the Job Incentive	Paid Holidays	Free Admision to events
LPN	9 month	1365	2	10	no	no	yes	yes	yes	8	yes
RN	9 month	1365	2	10	no	no	yes	yes	yes	8	yes
COTA	9 month	1365	2	10	no	no	yes	yes	yes	8	yes

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Breavement - All noncertified personnel receive 5 days breavement for immediate family and 1 day for other than immediate family.

Hired Prior to 7/1/12

	Hired Prior to 7/1/12	Current
	Mechanic	Mechanic
1	\$ 9.65	\$16.87
2	\$ 9.91	\$17.37
3	\$ 10.17	\$17.87
4	\$ 10.43	\$18.37
5	\$ 10.76	\$18.87
6	\$ 11.09	
7	\$ 11.42	
8	\$ 11.75	
9	\$ 12.08	
10	\$ 12.41	
11	\$ 12.74	
12	\$ 13.07	
13	\$ 13.40	
14	\$ 13.73	
15	\$ 14.06	
16	\$ 14.39	
17	\$ 14.72	
18	\$ 15.05	
19	\$ 15.38	
20	\$ 15.71	
21	\$ 16.04	
22	\$ 16.37	
23	\$ 16.70	
24	\$ 17.03	
25	\$ 17.36	

Approved 4/20/2015
Effective 7/1/15

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Breavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to Events
Mechanic	12 month	2096	2	12	yes	yes	yes	yes	yes	yes	10	yes

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Substitute/Temporary Employees

Teacher	\$75 per day	(Retired Educator)
Principal	\$125 per day	\$85 per day
Long-term Teacher & Principal	Proration of Step 1 on salary schedule	
Teachers subbing during plan time	\$10 per hour	
Bus Drivers	\$30 per route	
Cooks	Step 1 on salary schedule.	
Custodians	Step 1 on salary schedule.	
Bus Mechanic	Step 1 on salary schedule.	
Nurse	\$75 per day	
Aide	\$75 per day	
Secretary	\$75 per day	
Extra Labor/Summer Help	Step 1 on salary schedule.	

These employees are not permanent employees and do not receive benefits.