

**Administrator Salary Schedule
2017-2018**

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
<i>Special Services Director (12)</i>	70,340	71,090	71,840	72,590	73,340	74,090	74,840	75,590	76,340	77,090	77,840	78,590	79,340	80,090	80,840
<i>Career Center Director (12)</i>	75,950	76,700	77,450	78,200	78,950	79,700	80,450	81,200	81,950	82,700	83,450	84,200	84,950	85,700	86,450
<i>High School Principal (12)</i>	82,070	82,820	83,570	84,320	85,070	85,820	86,570	87,320	88,070	88,820	89,570	90,320	91,070	91,820	92,570
<i>High School Asst. Principal (12)</i>	63,200	63,950	64,700	65,450	66,200	66,950	67,700	68,450	69,200	69,950	70,700	71,450	72,200	72,950	73,700
<i>Middle School Principal (12)</i>	76,970	77,720	78,470	79,220	79,970	80,720	81,470	82,220	82,970	83,720	84,470	85,220	85,970	86,720	87,470
<i>Upper Elementary Principal (12)</i>	70,340	71,090	71,840	72,590	73,340	74,090	74,840	75,590	76,340	77,090	77,840	78,590	79,340	80,090	80,840
<i>South School Principal (12)</i>	70,340	71,090	71,840	72,590	73,340	74,090	74,840	75,590	76,340	77,090	77,840	78,590	79,340	80,090	80,840
<i>Asst. Elementary School Principal (12)</i>	57,080	57,830	58,580	59,330	60,080	60,830	61,580	62,330	63,080	63,830	64,580	65,330	66,080	66,830	67,580

**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.

*Approved 2/20/2017
Effective 7/1/2017*

Eldon R-I School District

Teachers 2017-2018

	INT VOC	ICEC +8	ICEC +16	ICEC + 24	CCCE						
	BS	BS+8	BS+16	BS+24	BS+30	MS	MS+8	MS+16	MS+24	MS+30	SPEC
1	33000	33500	34000	34500	35000	35500	36000	36500	37000	37500	38500
2	33500	34000	34500	35000	35500	36000	36500	37000	37500	38000	39000
3	34000	34500	35000	35500	36000	36500	37000	37500	38000	38500	39500
4	34500	35000	35500	36000	36500	37000	37500	38000	38500	39000	40000
5	35000	35500	36000	36500	37000	37500	38000	38500	39000	39500	40500
6	35500	36000	36500	37000	37500	38000	38500	39000	39500	40000	41000
7	36075	36575	37075	37575	38075	38575	39075	39575	40075	40575	41575
8	36650	37150	37650	38150	38650	39150	39650	40150	40650	41150	42150
9	37225	37725	38225	38725	39225	39725	40225	40725	41225	41725	42725
10	37800	38300	38800	39300	39800	40300	40800	41300	41800	42300	43300
11	38375	38875	39375	39875	40375	40875	41375	41875	42375	42875	43875
12	38950	39450	39950	40450	40950	41450	41950	42450	42950	43450	44450
13	39525	40025	40525	41025	41525	42025	42525	43025	43525	44025	45025
14	40100	40600	41100	41600	42100	42600	43100	43600	44100	44600	45600
15	40675	41175	41675	42175	42675	43175	43675	44175	44675	45175	46175
16	41250	41750	42250	42750	43250	43750	44250	44750	45250	45750	46750
17	41825	42325	42825	43325	43825	44325	44825	45325	45825	46325	47325
18	42400	42900	43400	43900	44400	44900	45400	45900	46400	46900	47900
19	42975	43475	43975	44475	44975	45475	45975	46475	46975	47475	48475
20	42975	44050	44550	45050	45550	46050	46550	47050	47550	48050	49050
21	42975	44625	45125	45625	46125	46625	47125	47625	48125	48625	49625
22	42975	44625	45700	46200	46700	47200	47700	48200	48700	49200	50200
23	42975	44625	45700	46775	47275	47775	48275	48775	49275	49775	50775
24	42975	44625	45700	46775	47850	48350	48850	49350	49850	50350	51350
25	42975	44625	45700	46775	48425	48925	49425	49925	50425	50925	51925
26	42975	44625	45700	46775	49000	49500	50000	50500	51000	51500	52500
27	42975	44625	45700	46775	49575	50075	50575	51075	51575	52075	53075
28	42975	44625	45700	46775	50150	50650	51150	51650	52150	52650	53650
29	42975	44625	45700	46775	50725	51225	51725	52225	52725	53225	54225
30	42975	44625	45700	46775	51300	51800	52300	52800	53300	53800	54800

Approved 03/20/2017

Effective 07/01/2017

Prior to July 1, 2010		Current	
Bus Drivers		Bus Drivers	
Per Route			
1	\$19.91	1	\$35.82
2	\$20.50	2	\$36.32
3	\$21.08	3	\$36.82
4	\$21.67	4	\$37.32
5	\$22.41	5	\$37.82
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: 04/17/2017

Effective 7/1/17

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)

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	1	\$13.64
2	\$ 8.61	\$ 8.81	\$ 9.01	2	\$14.14
3	\$ 8.87	\$ 9.07	\$ 9.27	3	\$14.64
4	\$ 9.13	\$ 9.33	\$ 9.53	4	\$15.14
5	\$ 9.46	\$ 9.66	\$ 9.86	5	\$15.64
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: 04/17/2017

Effective: 7/1/17

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Bereavement 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

Bd Pd Insurance - All personnel who are regularly scheduled to work 30 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.

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	
	Secretary	Principal Secretary		Secretary
1	\$ 8.40	\$ 8.60	1	\$13.64
2	\$ 8.66	\$ 8.86	2	\$14.14
3	\$ 8.92	\$ 9.12	3	\$14.64
4	\$ 9.18	\$ 9.38	4	\$15.14
5	\$ 9.51	\$ 9.71	5	\$15.64
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		

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Effective: 7/1/17

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Bereavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to events
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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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 7/1/12		Current		Man. Of Bus. Service (Annual)	
H/R Specialist Supt/Bd Sec.		H/R Specialist Supt/Bd Sec.			
1	\$ 10.10	1	\$20.53	1	\$53,297.50
2	\$ 10.36	2	\$21.03	2	\$54,047.50
3	\$ 10.62	3	\$21.53	3	\$54,797.50
4	\$ 10.88	4	\$22.03	4	\$55,547.50
5	\$ 11.21	5	\$22.53	5	\$56,297.50
6	\$ 11.54				
7	\$ 11.87				
8	\$ 12.20				
9	\$ 12.53				
10	\$ 12.86				
11	\$ 13.19				
12	\$ 13.52				
13	\$ 13.85				
14	\$ 14.18				
15	\$ 14.51				
16	\$ 14.84				
17	\$ 15.17				
18	\$ 15.50				
19	\$ 15.83				
20	\$ 16.16				
21	\$ 16.49				
22	\$ 16.82				
23	\$ 17.15				
24	\$ 17.48				
25	\$ 17.81				

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These positions placed on same new schedule 2/2016

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

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Annuity - An

Vacation - All

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 7/1/12		Current		
Hd. Cook	Reg Cook	Kitchen Mgr	Cooks	
1	\$ 9.35	\$ 8.35	1 \$ 12.93	\$9.96
2	\$ 9.61	\$ 8.61	2 \$ 13.43	\$10.46
3	\$ 9.87	\$ 8.87	3 \$ 13.93	\$10.96
4	\$ 10.13	\$ 9.13	4 \$ 14.43	\$11.46
5	\$ 10.46	\$ 9.46	5 \$ 14.93	\$11.96
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		

No changes
Proposed

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Effective 7/1/17

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Bereavement 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 Mgr	9 month	1380	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes

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Community Resource Director

Current

- 1 57,080
- 2 57,830
- 3 58,580
- 4 59,330
- 5 60,080
- 6 60,830
- 7 61,580
- 8 62,330
- 9 63,080
- 10 63,830
- 11 64,580
- 12 65,330
- 13 66,080
- 14 66,830
- 15 67,580

PAVE/AmeriCorps Program Supervisor

Current

- 1 \$ 28,366.00
- 2 \$ 29,406.00
- 3 \$ 30,446.00
- 4 \$ 31,486.00
- 5 \$ 32,526.00

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Effective 7/1/17

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

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

Hired Prior to 7/1/12		Current			Current			
Custodial	Maintenance	Custodial	Maintenan	Groundskeeper	Facilities	Coordinator (Annual)		
1	\$ 8.65	\$ 9.60	1	\$10.70	\$14.53	\$11.98	1	\$47,476.00
2	\$ 8.91	\$ 9.90	2	\$11.20	\$15.03	\$12.48	2	\$48,226.00
3	\$ 9.17	\$ 10.20	3	\$11.70	\$15.53	\$12.98	3	\$48,976.00
4	\$ 9.43	\$ 10.50	4	\$12.20	\$16.03	\$13.48	4	\$49,726.00
5	\$ 9.76	\$ 10.88	5	\$12.70	\$16.53	\$13.98	5	\$50,476.00
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						

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Effective 7/1/17

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

	RN (Salary)	LPN Hourly	Certified OT Assistant Hourly
1	1 \$33,000	1 \$16.64	1 \$22.10
2	2 \$33,500	2 \$17.14	2 \$22.60
3	3 \$34,000	3 \$17.64	3 \$23.10
4	4 \$34,500	4 \$18.14	4 \$23.60
5	5 \$35,000	5 \$18.64	5 \$24.10
6	6 \$35,500		
7	7 \$36,075		
8	8 \$36,650		
9	9 \$37,225		
10	10 \$37,800		
11	11 \$38,375		
12	12 \$38,950		
13	13 \$39,525		
14	14 \$40,100		
15	15 \$40,675		
16	16 \$41,250		
17	17 \$41,825		
18	18 \$42,400		
19	19 \$42,975		
20	20 \$43,550		
21	21 \$44,125		

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

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

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Annuity -

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

Hired Prior to 7/1/12		Current	
Mechanic		Mechanic	
1	\$ 9.65	1	17.07
2	\$ 9.91	2	17.57
3	\$ 10.17	3	18.07
4	\$ 10.43	4	18.57
5	\$ 10.76	5	19.07
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		

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Effective 7/1/17

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 Holidays	Free Admission to Events
Mechanic	12 month	2096	2	12	yes	yes	yes	yes	yes	yes	10	yes

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

Substitute/Temporary Employees

Teacher	\$75 per day
Principal	\$125 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.

(Retired Educator)
\$85 per day

**Non Certified
Benefits and Salary**

Position	Position Length	Avg # of hrs per year	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Bereavement Leave	Retirement	On the Job Incentive	Paid Holidays	Free Admission to events
Principal Secretary	11 month	1872	2	11	Yes	No	Yes	Yes	Yes	Yes	9	Yes
Building Secretary	10 month	1530	2	10	Yes	No	No	Yes	Yes	Yes	9	Yes
Aide	9 month	1365	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes
Cook	9 month	1288	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes
Kitchen Manager	9 month	1380	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes
Custodian	12 month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes
Mechanic	12 month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes
Bus Driver	9 month	819	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes