

**Administrator Salary Schedule
2018-2019**

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>	70,840	71,590	72,340	73,090	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340
<i>Career Center Director (12)</i>	76,450	77,200	77,950	78,700	79,450	80,200	80,950	81,700	82,450	83,200	83,950	84,700	85,450	86,200	86,950
<i>High School Principal (12)</i>	82,570	83,320	84,070	84,820	85,570	86,320	87,070	87,820	88,570	89,320	90,070	90,820	91,570	92,320	93,070
<i>High School Asst. Principal (12)</i>	63,700	64,450	65,200	65,950	66,700	67,450	68,200	68,950	69,700	70,450	71,200	71,950	72,700	73,450	74,200
<i>Middle School Principal (12)</i>	77,470	78,220	78,970	79,720	80,470	81,220	81,970	82,720	83,470	84,220	84,970	85,720	86,470	87,220	87,970
<i>Upper Elementary Principal (12)</i>	70,840	71,590	72,340	73,090	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340
<i>South School Principal (12)</i>	70,840	71,590	72,340	73,090	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340
<i>Asst. Elementary School Principal (12)</i>	57,580	58,330	59,080	59,830	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080
<i>Community Resource Director (12)</i>	57,580	58,330	59,080	59,830	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080
<i>21st Century Comm Learning Center Director (12)</i>	57,580	58,330	59,080	59,830	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080

**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: 2/19/2018

Effective: 7/1/2018

Eldon R-I School District
Teachers 2018-2019

	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	33750	34250	34750	35250	35750	36250	36750	37250	37750	38250	39250
2	34250	34750	35250	35750	36250	36750	37250	37750	38250	38750	39750
3	34750	35250	35750	36250	36750	37250	37750	38250	38750	39250	40250
4	35250	35750	36250	36750	37250	37750	38250	38750	39250	39750	40750
5	35750	36250	36750	37250	37750	38250	38750	39250	39750	40250	41250
6	36250	36750	37250	37750	38250	38750	39250	39750	40250	40750	41750
7	36825	37325	37825	38325	38825	39325	39825	40325	40825	41325	42325
8	37400	37900	38400	38900	39400	39900	40400	40900	41400	41900	42900
9	37975	38475	38975	39475	39975	40475	40975	41475	41975	42475	43475
10	38550	39050	39550	40050	40550	41050	41550	42050	42550	43050	44050
11	39125	39625	40125	40625	41125	41625	42125	42625	43125	43625	44625
12	39700	40200	40700	41200	41700	42200	42700	43200	43700	44200	45200
13	40275	40775	41275	41775	42275	42775	43275	43775	44275	44775	45775
14	40850	41350	41850	42350	42850	43350	43850	44350	44850	45350	46350
15	41425	41925	42425	42925	43425	43925	44425	44925	45425	45925	46925
16	42000	42500	43000	43500	44000	44500	45000	45500	46000	46500	47500
17	42575	43075	43575	44075	44575	45075	45575	46075	46575	47075	48075
18	43150	43650	44150	44650	45150	45650	46150	46650	47150	47650	48650
19	43725	44225	44725	45225	45725	46225	46725	47225	47725	48225	49225
20	43725	44800	45300	45800	46300	46800	47300	47800	48300	48800	49800
21	43725	45375	45875	46375	46875	47375	47875	48375	48875	49375	50375
22	43725	45375	46450	46950	47450	47950	48450	48950	49450	49950	50950
23	43725	45375	46450	47525	48025	48525	49025	49525	50025	50525	51525
24	43725	45375	46450	47525	48600	49100	49600	50100	50600	51100	52100
25	43725	45375	46450	47525	49175	49675	50175	50675	51175	51675	52675
26	43725	45375	46450	47525	49750	50250	50750	51250	51750	52250	53250
27	43725	45375	46450	47525	50325	50825	51325	51825	52325	52825	53825
28	43725	45375	46450	47525	50900	51400	51900	52400	52900	53400	54400
29	43725	45375	46450	47525	51475	51975	52475	52975	53475	53975	54975
30	43725	45375	46450	47525	52050	52550	53050	53550	54050	54550	55550

Approved: 03/19/2018

Effective 07/01/2018

Prior to July 1, 2010		Current	
Bus Drivers		Bus Drivers	
Per Route			
1	\$19.91	1	\$36.00
2	\$20.50	2	\$36.50
3	\$21.08	3	\$37.00
4	\$21.67	4	\$37.50
5	\$22.41	5	\$38.00
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: 04/16/2018

Effective 7/1/18

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

	Teacher Aide	Teacher Aide (60)	Teacher Aide-Deg	Current
1	\$ 8.35	\$ 8.55	\$ 8.75	Aide
2	\$ 8.61	\$ 8.81	\$ 9.01	1 \$13.90
3	\$ 8.87	\$ 9.07	\$ 9.27	2 \$14.40
4	\$ 9.13	\$ 9.33	\$ 9.53	3 \$14.90
5	\$ 9.46	\$ 9.66	\$ 9.86	4 \$15.40
6	\$ 9.79	\$ 9.99	\$ 10.19	5 \$15.90
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: 04/16/2018

Effective: 7/1/18

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 \$13.90
2	\$ 8.66	\$ 8.86	2 \$14.40
3	\$ 8.92	\$ 9.12	3 \$14.90
4	\$ 9.18	\$ 9.38	4 \$15.40
5	\$ 9.51	\$ 9.71	5 \$15.90
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: 04/16/2018

Effective: 7/1/18

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.

Current H/R Specialist Supt/Bd Sec.	Man. Of Bus. Service (Annual)	Technology Director
1 \$21.61	1 \$59,165.00	1 \$63,450.00
2 \$22.11	2 \$59,915.00	2 \$64,200.00
3 \$22.61	3 \$60,665.00	3 \$64,950.00
4 \$23.11	4 \$61,415.00	4 \$65,700.00
5 \$23.61	5 \$62,165.00	5 \$66,450.00

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Revised: 06/18/2018

Revised: 06/29/2018

Effective 7/1/18

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
All	12 mnth	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes

Hired Prior to 7/1/12		Current	
Hd. Cook	Reg Cook	Kitchen Mgr	Cooks
1	\$ 9.35	\$ 8.35	1 \$ 12.93 \$10.41
2	\$ 9.61	\$ 8.61	2 \$ 13.43 \$10.91
3	\$ 9.87	\$ 8.87	3 \$ 13.93 \$11.41
4	\$ 10.13	\$ 9.13	4 \$ 14.43 \$11.91
5	\$ 10.46	\$ 9.46	5 \$ 14.93 \$12.41
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	

Approved: 04/16/2018
Effective 7/1/18

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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Annuity -

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

Community Resource Director

Current

1	57,080	Moved to Administrative
2	57,830	Salary Schedule 2/18
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	\$ 28,906.00
2	\$ 29,946.00
3	\$ 30,986.00
4	\$ 32,026.00
5	\$ 33,066.00

Approved: 04/16/2018

Effective 7/1/18

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

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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			Current		
Custodial	Maintenance		Custodial	Maintenance	Groundskeeper	Facilities Coordinator	(Annual)	
1	\$ 8.65	\$ 9.60	1	\$10.70	\$14.81	\$12.06	1	\$47,476.00
2	\$ 8.91	\$ 9.90	2	\$11.20	\$15.31	\$12.56	2	\$48,226.00
3	\$ 9.17	\$ 10.20	3	\$11.70	\$15.81	\$13.06	3	\$48,976.00
4	\$ 9.43	\$ 10.50	4	\$12.20	\$16.31	\$13.56	4	\$49,726.00
5	\$ 9.76	\$ 10.88	5	\$12.70	\$16.81	\$14.06	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						

Approved: 04/16/2018
Effective 7/1/18

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

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

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.

	RN (Salary)	LPN Hourly	Certified OT Assistant Hourly
1	1 \$33,750	1 \$16.86	1 \$22.25
2	2 \$34,250	2 \$17.36	2 \$22.75
3	3 \$34,750	3 \$17.86	3 \$23.25
4	4 \$35,250	4 \$18.36	4 \$23.75
5	5 \$35,750	5 \$18.86	5 \$24.25
6	6 \$36,250		
7	7 \$36,825		
8	8 \$37,400		
9	9 \$37,975		
10	10 \$38,550		
11	11 \$39,125		
12	12 \$39,700		
13	13 \$40,275		
14	14 \$40,850		
15	15 \$41,425		
16	16 \$42,000		
17	17 \$42,575		
18	18 \$43,150		
19	19 \$43,725		
20	20 \$44,300		
21	21 \$44,875		

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

Approved: 04/16/2018

Effective 7/1/18

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

	LEAP Non-Certified	LEAP Certified	LEAP Secretary	LEAP Bus Regular	LEAP Bus Extended
1	\$13.90	\$20 hour	\$13.90	\$30 a trip	\$37 a trip
2	\$14.40		\$14.40		
3	\$14.90		\$14.90		
4	\$15.40		\$15.40		
5	\$15.90		\$15.90		

	LEAP LPN Nurse	RN Nurse	Site Coordinator
1	\$16.86	\$20 hour	South- \$25 hour
2	\$17.36		South Asst. \$22.50 hour
3	\$17.86		Upper- \$25 hour
4	\$18.36		Middle- \$22.50 hour
5	\$18.86		

Approved: 07/16/2018

Effective 7/1/18

Parents as Teachers

Staff hired prior to July 1 ,2016

Salary \$23,295

Expectations:

- Work 189 days per year according to school calendar
- 350 personal visits a year
- 200 screenings a year
- 4 group meetings a year
- 12 teen group meetings a year
- 8 play groups a year
- Automotive Stipend \$60 per month

Staff hired effective May 16, 2016 or after

Receives compensation as follows:

Each visit considered 2.5 hours.

- Regular visit \$40
- High Needs visit \$52
- Screening \$24
- Hourly pay Aide Pay Rate
- Automotive Stipend \$60 per month

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
Salary	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.

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

Approved: 10/15/2018

Effective 7/1/18

Substitute/Temporary Employees

		(Retired Educator)
Teacher	\$85 per day	\$95 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	Step 1 on salary schedule.	
Cooks	Step 1 on salary schedule.	
Custodians	Step 1 on salary schedule.	
Bus Mechanic	Step 1 on salary schedule.	
Nurse	\$85 per day	
Aide	\$85 per day	
Secretary	\$85 per day	
Extra Labor/Summer Help	Step 1 on salary schedule.	

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

**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