

**Administrator Salary Schedule
2019-2020**

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>	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340	82,090	82,840	83,590	84,340
<i>Career Center Director (12)</i>	78,450	79,200	79,950	80,700	81,450	82,200	82,950	83,700	84,450	85,200	85,950	86,700	87,450	88,200	88,950
<i>High School Principal (12)</i>	84,570	85,320	86,070	86,820	87,570	88,320	89,070	89,820	90,570	91,320	92,070	92,820	93,570	94,320	95,070
<i>High School Asst. Principal (12)</i>	65,700	66,450	67,200	67,950	68,700	69,450	70,200	70,950	71,700	72,450	73,200	73,950	74,700	75,450	76,200
<i>Middle School Principal (12)</i>	79,470	80,220	80,970	81,720	82,470	83,220	83,970	84,720	85,470	86,220	86,970	87,720	88,470	89,220	89,970
<i>Upper Elementary Principal (12)</i>	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340	82,090	82,840	83,590	84,340
<i>South School Principal (12)</i>	73,840	74,590	75,340	76,090	76,840	77,590	78,340	79,090	79,840	80,590	81,340	82,090	82,840	83,590	84,340
<i>Asst. Elementary School Principal (12)</i>	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080	68,830	69,580	70,330	71,080
<i>Community Resource Director (12)</i>	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080	68,830	69,580	70,330	71,080
<i>21st Century Comm Learning Center Director (12)</i>	60,580	61,330	62,080	62,830	63,580	64,330	65,080	65,830	66,580	67,330	68,080	68,830	69,580	70,330	71,080

**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.

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Effective: 7/1/2019

Eldon R-I School District
Teachers 2019-2020

	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	34750	35250	35750	36250	36750	37250	37750	38250	38750	39250	40250
2	35250	35750	36250	36750	37250	37750	38250	38750	39250	39750	40750
3	35750	36250	36750	37250	37750	38250	38750	39250	39750	40250	41250
4	36250	36750	37250	37750	38250	38750	39250	39750	40250	40750	41750
5	36750	37250	37750	38250	38750	39250	39750	40250	40750	41250	42250
6	37250	37750	38250	38750	39250	39750	40250	40750	41250	41750	42750
7	37825	38325	38825	39325	39825	40325	40825	41325	41825	42325	43325
8	38400	38900	39400	39900	40400	40900	41400	41900	42400	42900	43900
9	38975	39475	39975	40475	40975	41475	41975	42475	42975	43475	44475
10	39550	40050	40550	41050	41550	42050	42550	43050	43550	44050	45050
11	40125	40625	41125	41625	42125	42625	43125	43625	44125	44625	45625
12	40700	41200	41700	42200	42700	43200	43700	44200	44700	45200	46200
13	41275	41775	42275	42775	43275	43775	44275	44775	45275	45775	46775
14	41850	42350	42850	43350	43850	44350	44850	45350	45850	46350	47350
15	42425	42925	43425	43925	44425	44925	45425	45925	46425	46925	47925
16	43000	43500	44000	44500	45000	45500	46000	46500	47000	47500	48500
17	43575	44075	44575	45075	45575	46075	46575	47075	47575	48075	49075
18	44150	44650	45150	45650	46150	46650	47150	47650	48150	48650	49650
19	44725	45225	45725	46225	46725	47225	47725	48225	48725	49225	50225
20	44725	45800	46300	46800	47300	47800	48300	48800	49300	49800	50800
21	44725	46375	46875	47375	47875	48375	48875	49375	49875	50375	51375
22	44725	46375	47450	47950	48450	48950	49450	49950	50450	50950	51950
23	44725	46375	47450	48525	49025	49525	50025	50525	51025	51525	52525
24	44725	46375	47450	48525	49600	50100	50600	51100	51600	52100	53100
25	44725	46375	47450	48525	50175	50675	51175	51675	52175	52675	53675
26	44725	46375	47450	48525	50750	51250	51750	52250	52750	53250	54250
27	44725	46375	47450	48525	51325	51825	52325	52825	53325	53825	54825
28	44725	46375	47450	48525	51900	52400	52900	53400	53900	54400	55400
29	44725	46375	47450	48525	52475	52975	53475	53975	54475	54975	55975
30	44725	46375	47450	48525	53050	53550	54050	54550	55050	55550	56550

Approved: 03/18/2019

Effective 07/01/2019

Prior to July 1, 2010		Current	
Bus Drivers		Bus Drivers	
Per Route		Per Route	
1	\$19.91	1	\$37.00
2	\$20.50	2	\$37.50
3	\$21.08	3	\$38.00
4	\$21.67	4	\$38.50
5	\$22.41	5	\$39.00
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: 04/15/2019

Effective 7/1/2019

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 \$14.16
3	\$ 8.87	\$ 9.07	\$ 9.27	2 \$14.66
4	\$ 9.13	\$ 9.33	\$ 9.53	3 \$15.16
5	\$ 9.46	\$ 9.66	\$ 9.86	4 \$15.66
6	\$ 9.79	\$ 9.99	\$ 10.19	5 \$16.16
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	

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Effective: 7/1/2019

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 \$14.16
2	\$ 8.66	\$ 8.86	2 \$14.66
3	\$ 8.92	\$ 9.12	3 \$15.16
4	\$ 9.18	\$ 9.38	4 \$15.66
5	\$ 9.51	\$ 9.71	5 \$16.16
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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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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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		Current Manager of Bus. Service	Current Technology Director
Supt/Bd Sec.			
1	\$22.88	1 \$60,506.00	1 \$64,843.00
2	\$23.38	2 \$61,256.00	2 \$65,593.00
3	\$23.88	3 \$62,006.00	3 \$66,343.00
4	\$24.38	4 \$62,756.00	4 \$67,093.00
5	\$24.88	5 \$63,506.00	5 \$67,843.00

Manager of Bus. Service = .5 Financial Specialist and .5 Business Operations

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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 mnth	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	

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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		
Hd. Cook	Reg Cook	Kitchen Mgr		Cooks		
1	\$ 9.35	\$ 8.35	1	\$12.93	1	\$10.69
2	\$ 9.61	\$ 8.61	2	\$13.43	2	\$11.19
3	\$ 9.87	\$ 8.87	3	\$13.93	3	\$11.69
4	\$ 10.13	\$ 9.13	4	\$14.43	4	\$12.19
5	\$ 10.46	\$ 9.46	5	\$14.93	5	\$12.69
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				

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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	9 month	1380	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes

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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	\$ 29,461.00
2	\$ 30,501.00
3	\$ 31,541.00
4	\$ 32,581.00
5	\$ 33,621.00

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Effective 7/1/2019

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		Current		Current				
Custodial	Maintenance	Custodial	Maintenance	Groundskeeper	Facilities Coordinator (Annual)							
1	\$ 8.65	\$ 9.60	1 \$11.35	\$15.69	\$12.77	1	\$47,476.00					
2	\$ 8.91	\$ 9.90	2 \$11.85	\$16.19	\$13.27	2	\$48,226.00					
3	\$ 9.17	\$ 10.20	3 \$12.35	\$16.69	\$13.77	3	\$48,976.00					
4	\$ 9.43	\$ 10.50	4 \$12.85	\$17.19	\$14.27	4	\$49,726.00					
5	\$ 9.76	\$ 10.88	5 \$13.35	\$17.69	\$14.77	5	\$50,476.00					
6	\$ 10.09	\$ 11.26	New									
7	\$ 10.42	\$ 11.64	HVAC									
8	\$ 10.75	\$ 12.02	1	\$21.44	1	\$18.48						
9	\$ 11.08	\$ 12.40	2	\$21.94	2	\$18.98						
10	\$ 11.41	\$ 12.78	3	\$22.44	3	\$19.48						
11	\$ 11.74	\$ 13.16	4	\$22.94	4	\$19.98						
12	\$ 12.07	\$ 13.54	5	\$23.44	5	\$20.48						
13	\$ 12.40	\$ 13.92								Facilities Coordinator = .5 at First Line Supervisor of Janitors and .5 of First Line Supervisor of Maintenance		
14	\$ 12.73	\$ 14.29	Grounds Keeper = .33 at maintenance and .67 at custodial									
15	\$ 13.06	\$ 14.67	HVAC = .90 at HVAC and .10 at maintenance									
16	\$ 13.39	\$ 15.05	Electrical = .40 electrical and .60 maintenance									
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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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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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.

	Proposed RN (Salary)	Current RN (Salary)	Current LPN Hourly	Current Certified OT Assistant Hourly
1	1	\$34,750	\$33,750	1 \$17.44
2	2	\$35,250	\$34,250	2 \$17.94
3	3	\$35,750	\$34,750	3 \$18.44
4	4	\$36,250	\$35,250	4 \$18.94
5	5	\$36,750	\$35,750	5 \$19.44
6	6	\$37,250	\$36,250	
7	7	\$37,825	\$36,750	
8	8	\$38,400	\$37,250	
9	9	\$38,975	\$37,750	
10	10	\$39,550	\$38,250	
11	11	\$40,125	\$38,750	
12	12	\$40,700	\$39,250	
13	13	\$41,275	\$39,750	
14	14	\$41,850	\$40,250	
15	15	\$42,425	\$40,750	
16	16	\$43,000	\$41,250	
17	17	\$43,575	\$41,750	
18	18	\$44,150	\$42,250	
19	19	\$44,725	\$42,750	
20	20	\$45,300	\$43,250	
21	21	\$45,875	\$43,750	

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

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	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	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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Current
Mechanic

- 1 \$18.09
- 2 \$18.59
- 3 \$19.09
- 4 \$19.59
- 5 \$20.09

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Effective 7/1/2019

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
2096	2	12	yes	yes	yes	yes	yes	yes	10	yes

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Current LEAP Non-Certified		Current LEAP Certified		Current LEAP Secretary		LEAP Bus Regular		LEAP Bus Extended	
1	\$14.16	\$20 hour	1	\$14.16		\$30 a trip		\$37 a trip	
2	\$14.66		2	\$14.66					
3	\$15.16		3	\$15.16					
4	\$15.66		4	\$15.66					
5	\$16.16		5	\$16.16					

Current LEAP LPN Nurse		RN Nurse		Site Coordinator	
1	\$17.44	\$20 hour		South-	\$25 hour
2	\$17.94			South Asst.	\$22.50 hour
3	\$18.44			Upper-	\$25 hour
4	\$18.94			Middle-	\$22.50 hour
5	\$19.44				

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PAT 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

PAT 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

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Approved: 04/15/2019

Effective 7/1/2019

MORAP Coordinator Salary Scheduled

	Current
	Coordinator
1	\$43,500.00
2	\$44,000.00
3	\$44,500.00
4	\$45,000.00
5	\$45,500.00

This is a grant funded position.

The salary schedule is tied to the teacher salary schedule with extended days.

The position is paid by the days worked.

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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	Long Term Disability
Principal Secretary	11 month	1872	2	11	Yes	No	Yes	Yes	Yes	Yes	9	Yes	Yes
Building Secretary	10 month	1530	2	10	Yes	No	No	Yes	Yes	Yes	9	Yes	Yes
Aide	9 month	1365	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes
Cook	9 month	1288	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes
Kitchen Manager	9 month	1380	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes
Custodian	12 month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
Mechanic	12 month	2096	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
Bus Driver	9 month	819	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes