### REPORT SUMMARY SHEET

**BOARD MEETING DATE:** April 16, 2018

TITLE AND BRIEF DESCRIPTION: Classified Salary Schedule
One of our goals from our strategic plan is: Competitive pay and benefits are
necessary for the recruitment and retention of qualified and effective teachers,
administrators and support staff.

#### **BACKGROUND:**

We align the classified salary schedules with actual age amounts paid by local employers in the Central Missouri region. The salary amounts are based on the Missouri Department of Economic Development Wage Estimates. Attached is documentation supporting the salary.

The exception to the above would be the salary schedule for the bus drivers. School bus drivers are a specialized group whose job duties are unique to public education. The proposed per route salary will be competitive with surrounding districts.

We are also recommending increasing the substitute pay to \$85. We currently pay \$75 a day. Osage pays \$80 and Versailles pays \$90 a day.

The updated salary schedules would take effect on July 1, 2018.

The estimated cost to increase the salary schedule is approximately \$40,000.

**RECOMMENDATION:** Approve salary schedules as presented.

**RESPONSIBLE PERSONS:** Matt Davis

SUPERINTENDENT'S APPROVAL:

For the purpose of submitting report

3/27/2018 **OES Wages** 

Area:

## **Occupational Employment and Wage Estimates**

Area:		Central	Region					▼			
Occupa	tion:	Bus Driv	ers, School	or Special C	lient	***************************************	,.,			▼	
Year:		2016	<b>v</b> ]								
Sear	ch										
CH HOROLOWSK HAVE	no										
Area	Year	50C Code	Occupation	Employment	Hourly Wage (maan)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Waga (mgan)	Annual Wage (entry)	Annual Waye (experience)	Wage Error
Central Region		53-3022	Bus Drivers, School or Special Client	1,430	\$12.10	\$8.61	\$13.84	\$25,160	\$17,910	\$28,785	4.43%

▼

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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	Prior to July 1, 2010 Bus Drivers		Current us Drivers	Proposed Bus Driver
	Per Route			1 \$36.00
1	\$19.91	1	\$35.82	
2	\$20.50	2	\$36.32	
3	\$21.08	3	\$36.82	3 \$37.00 4 \$37.50
4	\$21.67	4	\$37.32	5 \$38.00
5	\$22.41	5	\$37.82	5 330,00
6	\$23.15			
7	\$23.90			
8	\$24.64			
9	\$25.38			
10	\$26.12			
11				
12	\$27.61			
13				
14	\$29.09			
15	\$29.84			
16	\$30.58			
17				
18				
19				
20	ე \$33.55			
2				
2				
2				
2	4 \$36.51			
	. 607.05			

Approved: Effective 7/1/18

25	\$37.25								Description	Retirement	On the	Paid	Free
Г	Position	Position	Avg # of	Personal	Sick		Vacation Days	Work on Snow	Bereavement Leave		Job	Holiday	Admission
Ì	, 55,000	Length	hrs per yer	Days	Leave Days	Leave Pool	Days	Days		ľ	Incentive		to Events
						Available		no	ves	yes	yes	yes	Yes
}	Driver	9 month	819	2	10	yes	no	110		<u> </u>			

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)

Area:		Central	Region					•			
Occupat	tion:	Secreta	ries & Admini	strative Assis	stants, E	xcept L	egal, Medical	, & Exec	utive	<b>V</b>	
Year:		2016	<b>V</b>								
Sear	ch ]										
Area	Year	SOC Coda	Occupation	Employment	Hourly Wage (moan)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)		Annuai Vlage (experience)	Wage Error
Central Region		43-6014	Secretaries & Administrative Assistants,	8,040		\$10.37	\$17.16	\$30,986	\$21,573	\$35,692	1.27%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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	Hired Prior	to July 1, 2012	
Teacher		de (60) Teacher	\ide-Deg
1 \$	8.35 \$	8.55 \$	8.75
2 \$	8.61 \$	8.81 \$	9.01
3 \$	8.87 \$	9.07 \$	9.27
4 \$	9.13 \$	9.33 \$	9.53
5 \$	9.46 \$	9.66 \$	9.86
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

Current Aide			Proposed \ide
		1	\$13.90
		2	\$14.40
		3	\$14.90
•		4	\$15.40
\$15.64		5	\$15.90
	Aide \$13.64 \$14.14 \$14.64 \$15.14	Aide \$13.64 \$14.14 \$14.64 \$15.14	Aide \$13.64 1 \$14.14 2 \$14.64 3 \$15.14 4

Approved: Effective: 7/1/18

5 \$ 1t	5.06 \$	10	,20 P									
					Sick		Work			On the		Free
		Avg # of		Sick	Leave		on		1	T	Paid	Admission
		hrs per	Personal	Leave				Beavement	  Retirement	,		to events
Position	Length	year	Days_	Days	Available	Days	Days	Leave			8	Yes
Aide	9 month	1365	2	10	Yes	No	No	Yes or more a wee	Yes k in a noncerti	Yes fied positio	n will recei	

| Aide | 9 month | 1305 | 2 | 10 | Yes | NO | NO | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165 | 165

Annuity - An Annuity of \$90 a month is offered in lieu of insurance to employees who chose not to take the Board Paid Insurance.

		Hired P	rior	to July 1,	2012	Ç	Current
	Seci	retary	Pr	incipal Se	ecretary	S	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	\$	<b>1</b> 1.49	\$	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: Effective: 7/1/18

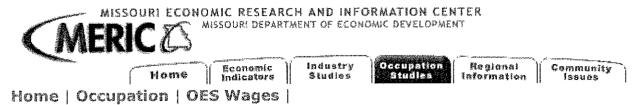
		Avg # of hrs per	Personal		1	Į	Work on Snow Davs	Beavement	Retirement	302	•	Free Admission to events
Position	Length	year	Days	Days	Available				Yes	Yes	9	Yes
Principal	11 month	1872	2	11	Yes	No	Yes	Yes			0	Yes
Building			2	10	Yes	No	No	Yes	Yes	Yes	3	163

Proposed Secretary \$13.90 \$14.40 \$14.90 \$15.40 \$15.90

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.

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 employedinexcess of five years wil receive three weeks of vacation with pay each year.



Area:		Central	Region				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	▼ ]			
Occupa	tion:	Executiv	ve Secretarie:	s and Execut	ive Adm	inistrativ	/e Assistants			▼	
Year:		2016	<b>V</b>								
Sear	ch										
Arres	Year	SPP. Cude	t)ជាវិទល្ <b>រ</b> ច្ចា	Employment	Hourly Wage (mean)	Hourly Wege (entry)	Hourly Wage (experience)	Ancual Waqe (meen)	Annuai Waga (antry)	Annesi Wage (sxpariance)	Mada Mada
Central Region		43-6011		1,210	\$22.61						2.41%

Source: Division of Occupational Employment Statistics U.S., Bureau of Labor Statistics

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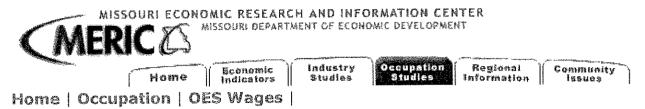
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Area:

Central Region

Operations Occupations



## **Occupational Employment and Wage Estimates**

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Occupat	ion:	Busines	s and Finan	cial Operatio	ns Occu	pations		~~~~		<b>V</b>	
Year:		2016	<b>v</b> ]								
Searc	ch ]										
Araə	Year	೨೦೭ ರಚಿತ	Occupation	Employment	Hourly Waga (mean)	Haurly Wage (antry)	Hourly Wage (experience)	Annual Waga (maan)	Annuai Wage (entry)	Annual Wege (experience)	Wage Urror
Central		13-0000	Business and		\$27.55			\$57,298	\$33,796	\$69,049	3.62%

▼ |

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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57, 298 64, 032 121, 330 = 2 \$60, 665 3/27/2018 OES Wages

## **Occupational Employment and Wage Estimates**

Area:		Central l	Region	***************************************				▼			
Occupat	tion:	Financia	ıl Specialists	s, All Other	.,,,,,,,				***********************	<b>V</b>	
Year:		2016	<b>T</b>								
Sear	ch]										
Area	Year	SOC Code	Occupation	Employment	Mourly Vage (misse)	Hourly Wage (entry)	tinurly Wage (experience)	Annual Woge (mean)	Anausi Waga (entry)	Aneval Wage (experience)	Waga Maron
Central Region	2016	13-2099	Financial Specialists, All Other	100	\$30.78	\$18.49	\$36.93	\$64,032	\$38,461	\$76,817	3.69%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Hired Pr 7/1/12	rior to	Cur	rent	
	pecialist		pecialist	Man. Of Bus. Service (Annual)
	Bd Sec.	Supt/B		
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			and the second s
7 \$	11.87	P	roposed	Proposed
8 \$	12.20	1.	\$21.61	1 \$59,165.00
9 \$	12.53	2 .	\$22.11	2 \$59,915.00
10 \$	12.86	- 3	\$22.61	3 \$60,665.00
11 \$	13.19	4	\$23.11	4 \$61,415.00
12 \$	13.52	5	\$23.61	5 \$62,165,00
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			2/2016

Approved: Effective 7/1/18

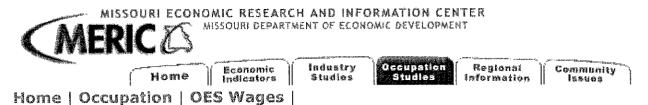
These positions placed on same new schedule 2/2016

P	1	Avg # of hrs per	Personal		on Snow Days	Beavement Leave	Retirement	,	1 0	Free Admission to events	
Position   1	Length	year		 Available		V Voc	V.	es	10 Ye		

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

employees who have been employedinexcess of five years wil receive three weeks of vacation with pay each year.



Central Region

Area:

### **Occupational Employment and Wage Estimates**

	Į					.,					
Occupat	tion:	Cooks, l	Institution ar	nd Cafeteria					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	▼	
Year:		2016	<b>V</b>								
Sear	ch										
heave-serversessors	***************************************										
Aroa	Year.	SOC Code	Oscupation	Employment	Houdy Wags (mean)	(antry)	Mourly Waye (experience)	Annual Wage (mean)	Annual Wage (entry)	Annust Waga (experience)	Waga Error
Central Region	2016	35-2012		2,290	\$11.41	\$8.62					5.29%

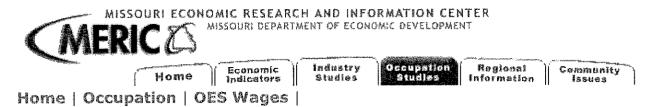
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Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Area:	Central	Region					▼ "			
Occupation	n: First-Lin	e Superviso	rs of Food P	reparatio	on and S	Serving Worke	ers	.,,	▼	
Year:	2016	<b>T</b>								
Search										
				žiesumba.	Parent Feb		lener A	&united 1	leunen	
Arsa Ye	oar Soc	Occupation	Employment	apourly Maye apourly	Hourly Wage (cotty)	Hourly Waga (experience)	Achual Viage (mean)	Annuol Wago (entry)	launn Waga (waperience)	Wag Cro
  Central   20	500 Code 016 35-1012	First-Line	Employment	Nourly Nage (near) \$13.11						Wag Caro 3.159

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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	Hir	ed Prior	to 7	7/1/12	Current
				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	Proposed
8	\$	11.45	\$	10.45	No changes \$10.41
9	\$	11.78	\$	10.78	Proposed \$10.91
10	\$	12,11	\$	11.11	\$11.41
11	\$	12.44	\$	11.44	\$11.91
12	\$	12.77	\$	11.77	\$12.41
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	

Approved: Effective 7/1/18

r Days	Davs	Available	Days	Days	Leave	Ketirement	incentive	Holidays	to events
<del></del>	<del></del>			No.	Ves	Yes	Yes	8	Yes
8 2	10	Yes	NO				Voc	Ω	Yes
	8 <u>2</u> 0 2			V I No	8 2 10 No No	8 Z IO 103	8 Z IO 163 No No Yes Yes	8 2 10 Yes NO NO Yes Yes Yes	8 2 10 Yes No No les Yes Yes 8

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.

3/27/2018 **OES Wages** 

### **Occupational Employment and Wage Estimates**

Area:		Central	Region				1	▼ ]			
Occupa	ation:	Secreta	ries & Admini	strative Assis	stants, E	xcept L	egal, Medical	, & Exec	cutive	▼	
Year;		2016	www.idpords								
Sear	rch										
Area	Your	SOC Code	Occupation	Smployment	Hourly Wage (mean)	flourly Wage (entry)	Nourly Wage (experience)	Annual Wage (meen)	Annus) Waga (entry)	Annual Wage (experience)	Wags Error
Centra				8,040	\$14.90		\$17.16	\$30,986		\$35,692	1.27%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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#### **Community Resource Director** Proposed Current 57,080 Moved to Administrative 1 57,830 Salary Schedule 2/18 2 3 58,580 4 59,330 5 60,080 6 60,830 7 61,580 8 62,330 63,080 9 63,830 10 64,580 11 12 65,330 66,080 13 66,830 14 15 67,580

#### **PAVE/AmeriCorps Program Supervisor**

	Current	Proposed
1	\$ 28,366.00	\$ 28,906.00
2	\$ 29,406.00	\$ 29,946.00
3	\$ 30,446.00	\$ 30,986.00
4	\$ 31,486.00	\$ 32,026.00
5	\$ 32,526.00	\$ 33,066.00

Approved: Effective 7/1/18

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

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 employedinexcess of five years will receive three weeks of vacation with pay each year.

Area:		Central	Region					▼ ]			
Occupat	tion:	Janitors	and Cleane	rs, Except M	aids and	l House	keeping Clea	ners		<b>V</b>	
Year:		2016	<b>Y</b>								
Sear	ch										
Area	Year	Ser. Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (sutry)	Hourly Wage (experience)	Annual Wasjo (maan)	Annual Wage (entry)	Annsal Wage (experience)	Mag Erro

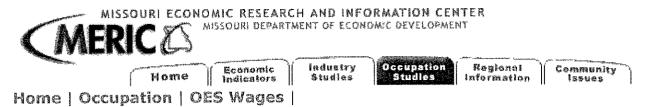
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Area:		Central	Region		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			▼ ]			
Occupat	ion:	Mainten	ance and Re	epair Worker	s, Gene	ral				▼]	
Year:		2016	<b>V</b>								
Searc	ch										
<b></b>							· · ·		·		
Area	Year	5D€ Code	Occupation	Employment	Hourly Wage (mean)	Mously Waga (entry)	Hously Wage (experience)	Annuni Waga (ma <mark>a</mark> n)	Annual Wage (entry)	Annuai Waga (paperisace)	Wage Error
Central Region		49-9071	Maintenance and Repair Workers, General	3,550	\$15.81	\$9.98	\$18.72	\$32,879	\$20,756	\$38,940	3,66%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Area:	Central Region ▼	
Occupation:	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	▼
Year:	2016	
Search		

Area	Year	SOC Code	Occupation	Employment	Mourly Wage (mean)	ticurly Wage (ontry)	liberty Waga (experience)	Asnual Wage (maan)		Annual Wage (experience)	Wage Error
Central Region		53-1021	First-Line Supervisors of Helpers, Laborers, and M	250	\$22.39	\$16.35	\$25.41	\$46,574	\$34,012	\$52,855	2.74%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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46,574 36,377 82,951 ÷ 2 41,475,50 3/27/2018 OES Wages

### **Occupational Employment and Wage Estimates**

Area:	Central Region ▼
Occupation:	First-Line Supervisors of Housekeeping and Janitorial Workers
Year:	2016 🔻
Search	

Area	Vaar	500 Code	Occupation	27.20.150.079.5.24.140.11.4	Hourly Wage (mean)	a working ray	Hourly Wage (exparience)	w of ert 53 m.	Anaval Wage (eatry)	Asmuel Wayo (Esperience)	Waga Error
Central Region		37-1011	First-Line Supervisors of Housekeeping and Janitor	320	\$17.49	\$11.74	\$20.36	\$36,377	\$24,424	\$42,353	4.14%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Hired Prior to 7/1/12												
(	Çus	todial	Mai	ntenance								
1	\$	8.65	\$	9.60								
2	\$	8.91	\$	9.90								
3	\$	9.17	\$	10.20								
4	\$	9.43	\$	10.50								
5	\$	9.76	\$	10.88								
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								

	C	urrent			Current			
	Custodial Maintenance		Groundskeeper	Facilities Coordinator (Annual)				
1	\$10,70		\$11.98	1	\$47,476.00			
2			\$12.48	2	\$48,226.00			
3	\$11.70	1		3	\$48,976.00			
4				4	\$49,726.00			
5				5	\$50,476.00			
	۶ <sub>12,7</sub> 0	910,00						

	Pr	oposed	Proposed		Proposed
	Custodial	Maintenance	Groundskeeper	Fa	acilities Coordinator (Annual)
1	No	\$14.81	\$12.06	1	No
2	Changes	\$15.31	\$12.56	2	Changes
3	Proposed	\$15.81	\$13.06	3	Proposed
4		\$16.31		4	•
5.		\$16.81		- 5	

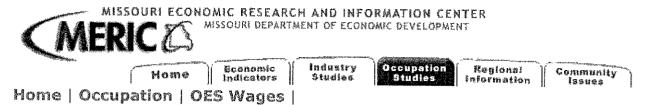
Approved: Effective 7/1/18

Position	Position Length	Avg # of hrs per ver	Personal Days	Sick Leave Days	Sick Leave Pool Available	Vacation Days	Work on Snow Days	Breavement Leave			Paid Holidays
		2096	2	12	ves	yes	yes	yes	yes	yes	
Custodial	12 month					Yes	Yes	Yes	Yes	yes	10
Maintenance	12 Month	2096	2	12	Yes	i es	103	<u> </u>	O Life hearing	200	

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.

**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 employedinexcess of five years wil receive three weeks of vacation with pay each year.



Area:		Central Region ▼											
Occupa	ition:	Licensed Practical and Licensed Vocational Nurses ▼											
Year:		2016	<b>V</b>	TO TO TO TO THE OWN OWN OWN AND AND A STATE OF THE OWN OWN AND A STATE OF THE OWN ASSESSMENT OF THE OWN ASSESS		***************************************	***************************************	***************************************	okadkinakka mananga ng ggg ggggg	**************************************			
Sear	ch												
			***										
	Your	996 Cods	Occupation	Employment	Hourly Wage (mean)	Hourly Waga (entry)	Mounty Wago (experience)	Annual Wuga (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error		
Central Region		29-2061	Licensed Practical and Licensed	1,640	\$17.86	\$15.54	\$19.01				1.17%		

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Vocational Nurses

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the annual commence of the com	THE RESERVE OF THE PARTY OF THE

	RN	LPN Certified OT Assistant
		Hourly Hourly
		1 \$16.64 1 \$22.10
1	1 \$33,000 \$33,750	2 \$17.14 2 \$22.60
2	2 \$33,500 \$34,250	3 \$17.64 3 \$23.10
3	3 \$34,000 \$34,750	4 \$18.14 4 \$23.60
4	4 \$34,500 \$35,250	5 \$18.64 5 \$24.10
5	5 \$35,000 \$35,750	5 910.04
6	6 \$35,500 \$36,250	
7	7 \$36,075 \$36,825	Proposed Proposed
8	8 \$36,650 \$37,400	- LOT Assistant
9	9 \$37,225 \$37,975	
10	10 \$37,800 \$38,550	MOUNT.
11	11 \$38,375 \$39,125	1 0,10,00
12	12 \$38,950 \$39,700	
13	13 \$39,525 \$40,275	J 442.00
14	14 \$40,100 \$40,850	4 0.000
15	15 \$40,675 \$41,425	5 \$18.86 5 \$24.25
16	16 \$41,250 \$42,000	
17	17 \$41,825 \$42,575	
18	18 \$42,400 \$43,150	
19	19 \$42,975 \$43,725	
20	20 \$43,550 \$44,300	
21	21 \$44,125 \$44,875	
	مممل بسياب فيجاب	d on teachers salary schedule - Mininum salary

\*\*RN salary based on teachers salary schedule - Mininum salary

Approved:

Effective 7/1/18

	Position Length	Avg # of hrs per Yr	1 0100:1	Sick leave days	Sick Leave Pool Avail.	Vacation	Work on snow days	Breavement leave	Retirement	On the Job Incentive	Paid Holidays	Free Adminssion to events
Position								yes	ves	yes	. 8	yes
LPN	9 month	1365	2	10	yes	no _	no	ves	yes	yes	8	yes
RN	9 month	1365	2	10	yes	no	no	ves	ves	yes	8	yes_
COTA	9 month		2	1.0	yes	no	no	<u>yes</u>	1			

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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Regional Information Community Issues

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## **Occupational Employment and Wage Estimates**

Area:	Central Region ▼
Occupation:	Bus & Truck Mechanics & Diesel Engine Specialists ▼
Year:	2016 ▼
Search	

Area	Vear	50C Code	Occupation	Employment	Wage	Hourly Wage (entry)	Mourly Wage (experience)	Annual Wage (mean)	Wage	Annual Wage (experience)	Wage Error
Central Region		49-3031	Bus & Truck Mechanics & Diesel Engine Specialists		\$18.68	\$13.51	\$21.26	\$38,852	\$28,100	\$44,228	3.17%

Source: Division of Occupational Employment Statistics U.S. Bureau of Labor Statistics

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Hired Prior to 7/1/12	Current	Proposed Mechanic
Mechanic	Mechanic	
1 \$ 9,65	1 17.07	17.68
	2 17.57	18.18
,	3 18.07	18.68
3 \$ 10.17	4 18.57	19.18
4 \$ 10.43	5 19.07	19.68
5 \$ 10.76	5 15.07	
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		
=- !		
·		
21 \$ 16.04		
22 \$ 16.37		
23 \$ 16.70		
24 \$ 17.03		
25 \$ 17.36		

Approved: 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	Breavement Leave yes	<b>Retirment</b> yes	On the Job Incentive yes	Paid Holidays	Free Admission to Events yes	
Mechanic	12 month	2096	2	12	yes	yes		<u>.                                     </u>			ماست معم	Health & Life insur	ran

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.

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 employedinexcess of five years wil receive three weeks of vacation with pay each year.

### Substitute/Temporary Employees

Extra Labor/Summer Help

(Retired Educator)

	(Nethed Eddedo)
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	\$30 per route
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

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

Step 1 on salary schedule.

				100	N	on Certifie	d	<b>***</b> *********************************					
	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	