

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: *Matt Davis*
For the purpose of submitting report



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Occupational Employment and Wage Estimates

Area: ▼

Occupation: ▼

Year: ▼

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	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 Per Route		Current Bus Drivers	Proposed Bus Driver
1	\$19.91	1 \$35.82	1 \$36.00
2	\$20.50	2 \$36.32	2 \$36.50
3	\$21.08	3 \$36.82	3 \$37.00
4	\$21.67	4 \$37.32	4 \$37.50
5	\$22.41	5 \$37.82	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:
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.



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Occupational Employment and Wage Estimates

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	43-6014	Secretaries & Administrative Assistants, Except Le	8,040	\$14.90	\$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 Aide	Teacher Aide (60)	Teacher Aide-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 Aide
1	\$13.64	\$13.90
2	\$14.14	\$14.40
3	\$14.64	\$14.90
4	\$15.14	\$15.40
5	\$15.64	\$15.90

Approved:
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	Proposed	
Secretary	Principal Secretary	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:
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

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 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.



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Central Region	2016	43-6011	Executive Secretaries and Executive Administrative	1,210	\$22.61	\$16.02	\$25.90	\$47,026	\$33,326	\$53,876	2.41%

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

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	13-0000	Business and Financial Operations Occupations	12,070	\$27.55	\$16.25	\$33.20	\$57,298	\$33,796	\$69,049	3.62%

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

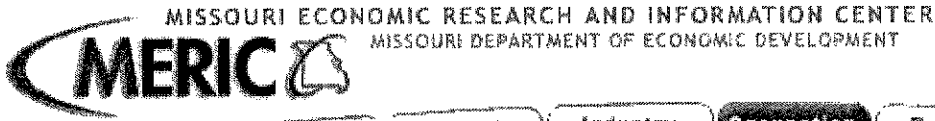
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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	13-2099	Financial Specialists, All Other	100	\$30.78	\$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 Prior to
7/1/12

**H/R Specialist
Supt/Bd Sec.**

**Current
H/R Specialist
Supt/Bd Sec.**

Man. Of Bus. Service (Annual)

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				
		Proposed		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				

Approved:
Effective 7/1/18

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	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.



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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	35-2012	Cooks, Institution and Cafeteria	2,290	\$11.41	\$8.62	\$12.81	\$23,738	\$17,926	\$26,644	5.29%

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

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	35-1012	First-Line Supervisors of Food Preparation and Ser	2,200	\$13.11	\$9.39	\$14.98	\$27,276	\$19,526	\$31,150	3.15%

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

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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		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		
25	\$ 17.06	\$ 16.06		

Approved:
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

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.

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	43-6014	Secretaries & Administrative Assistants, Except Le	8,040	\$14.90	\$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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Community Resource Director

	Current	Proposed
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	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	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
												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.

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Central Region	2016	37-2011	Janitors and Cleaners, Except Maids and Housekeepi	3,450	\$11.62	\$9.31	\$12.77	\$24,167	\$19,370	\$26,565	1.5%

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

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Central Region	2016	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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Central Region	2016	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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Central Region	2016	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			Current			Current		
Custodial	Maintenance		Custodial	Maintenance	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						
			Proposed		Proposed		Proposed	
			Custodial	Maintenance	Groundskeeper	Facilities Coordinator (Annual)		
9	\$ 11.08	\$ 12.40	1	No	\$14.81	\$12.06	1	No
10	\$ 11.41	\$ 12.78	2	Changes	\$15.31	\$12.56	2	Changes
11	\$ 11.74	\$ 13.16	3	Proposed	\$15.81	\$13.06	3	Proposed
12	\$ 12.07	\$ 13.54	4		\$16.31	\$13.56	4	
13	\$ 12.40	\$ 13.92	5		\$16.81	\$14.06	5	
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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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
Custodial	12 month	2096	2	12	yes	yes	yes	yes	yes	yes	10
Maintenance	12 Month	2096	2	12	Yes	Yes	Yes	Yes	Yes	yes	10

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 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.



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Occupational Employment and Wage Estimates

Area:

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Year:

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	29-2061	Licensed Practical and Licensed Vocational Nurses	1,640	\$17.86	\$15.54	\$19.01	\$37,139	\$32,320	\$39,548	1.17%

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

Data for Workforce Regions produced by MERIC
NA --- Data Not Available

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	RN (Salary) Proposed		LPN Hourly		Certified OT Assistant Hourly	
1	1	\$33,000 \$33,750	1	\$16.64	1	\$22.10
2	2	\$33,500 \$34,250	2	\$17.14	2	\$22.60
3	3	\$34,000 \$34,750	3	\$17.64	3	\$23.10
4	4	\$34,500 \$35,250	4	\$18.14	4	\$23.60
5	5	\$35,000 \$35,750	5	\$18.64	5	\$24.10
6	6	\$35,500 \$36,250				
7	7	\$36,075 \$36,825				
8	8	\$36,650 \$37,400	Proposed		Proposed	
9	9	\$37,225 \$37,975	LPN		Certified OT Assistant	
10	10	\$37,800 \$38,550	Hourly		Hourly	
11	11	\$38,375 \$39,125	1	\$16.86	1	\$22.25
12	12	\$38,950 \$39,700	2	\$17.36	2	\$22.75
13	13	\$39,525 \$40,275	3	\$17.86	3	\$23.25
14	14	\$40,100 \$40,850	4	\$18.36	4	\$23.75
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				

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

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	Position Length	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

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 -

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



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Occupational Employment and Wage Estimates

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Year:

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Area	Year	SOC Code	Occupation	Employment	Hourly Wage (mean)	Hourly Wage (entry)	Hourly Wage (experience)	Annual Wage (mean)	Annual Wage (entry)	Annual Wage (experience)	Wage Error
Central Region	2016	49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	400	\$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

Data for Workforce Regions produced by MERIC
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Hired Prior to 7/1/12	Current Mechanic	Proposed Mechanic
1 \$ 9.65	1 17.07	17.68
2 \$ 9.91	2 17.57	18.18
3 \$ 10.17	3 18.07	18.68
4 \$ 10.43	4 18.57	19.18
5 \$ 10.76	5 19.07	19.68
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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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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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.

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	\$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	
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