

**Administrator Salary Schedule
2021-2022**

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>	77,390	78,140	78,890	79,640	80,390	81,140	81,890	82,640	83,390	84,140	84,890	85,640	86,390	87,140	87,890
<i>Career Center Director (12)</i>	82,000	82,750	83,500	84,250	85,000	85,750	86,500	87,250	88,000	88,750	89,500	90,250	91,000	91,750	92,500
<i>High School Principal (12)</i>	88,120	88,870	89,620	90,370	91,120	91,870	92,620	93,370	94,120	94,870	95,620	96,370	97,120	97,870	98,620
<i>High School Asst. Principal (12)</i>	69,250	70,000	70,750	71,500	72,250	73,000	73,750	74,500	75,250	76,000	76,750	77,500	78,250	79,000	79,750
<i>Middle School Principal (12)</i>	83,020	83,770	84,520	85,270	86,020	86,770	87,520	88,270	89,020	89,770	90,520	91,270	92,020	92,770	93,520
<i>Upper Elementary Principal (12)</i>	77,390	78,140	78,890	79,640	80,390	81,140	81,890	82,640	83,390	84,140	84,890	85,640	86,390	87,140	87,890
<i>South School Principal (12)</i>	77,390	78,140	78,890	79,640	80,390	81,140	81,890	82,640	83,390	84,140	84,890	85,640	86,390	87,140	87,890
<i>Asst. Elementary School Principal (12)</i>	64,130	64,880	65,630	66,380	67,130	67,880	68,630	69,380	70,130	70,880	71,630	72,380	73,130	73,880	74,630
<i>Community Resource Director (12)</i>	64,130	64,880	65,630	66,380	67,130	67,880	68,630	69,380	70,130	70,880	71,630	72,380	73,130	73,880	74,630
<i>21st Century Comm Learning Center Director (12)</i>	64,130	64,880	65,630	66,380	67,130	67,880	68,630	69,380	70,130	70,880	71,630	72,380	73,130	73,880	74,630

**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: 2/17/2021

Effective: 7/1/2021

Eldon R-I School District
Teachers 2021-2022

	INT VOC	ICEC +8	ICEC +16	ICEC + 24	CCCE	MS	MS+8	MS+16	MS+24	MS+30	SPEC
	BS	BS+8	BS+16	BS+24	BS+30						
1	36750	37250	37750	38250	38750	39250	39750	40250	40750	41250	42250
2	37250	37750	38250	38750	39250	39750	40250	40750	41250	41750	42750
3	37750	38250	38750	39250	39750	40250	40750	41250	41750	42250	43250
4	38250	38750	39250	39750	40250	40750	41250	41750	42250	42750	43750
5	38750	39250	39750	40250	40750	41250	41750	42250	42750	43250	44250
6	39250	39750	40250	40750	41250	41750	42250	42750	43250	43750	44750
7	39825	40325	40825	41325	41825	42325	42825	43325	43825	44325	45325
8	40400	40900	41400	41900	42400	42900	43400	43900	44400	44900	45900
9	40975	41475	41975	42475	42975	43475	43975	44475	44975	45475	46475
10	41550	42050	42550	43050	43550	44050	44550	45050	45550	46050	47050
11	42125	42625	43125	43625	44125	44625	45125	45625	46125	46625	47625
12	42700	43200	43700	44200	44700	45200	45700	46200	46700	47200	48200
13	43275	43775	44275	44775	45275	45775	46275	46775	47275	47775	48775
14	43850	44350	44850	45350	45850	46350	46850	47350	47850	48350	49350
15	44425	44925	45425	45925	46425	46925	47425	47925	48425	48925	49925
16	45000	45500	46000	46500	47000	47500	48000	48500	49000	49500	50500
17	45575	46075	46575	47075	47575	48075	48575	49075	49575	50075	51075
18	46150	46650	47150	47650	48150	48650	49150	49650	50150	50650	51650
19	46725	47225	47725	48225	48725	49225	49725	50225	50725	51225	52225
20	46725	47800	48300	48800	49300	49800	50300	50800	51300	51800	52800
21	46725	48375	48875	49375	49875	50375	50875	51375	51875	52375	53375
22	46725	48375	49450	49950	50450	50950	51450	51950	52450	52950	53950
23	46725	48375	49450	50525	51025	51525	52025	52525	53025	53525	54525
24	46725	48375	49450	50525	51600	52100	52600	53100	53600	54100	55100
25	46725	48375	49450	50525	52175	52675	53175	53675	54175	54675	55675
26	46725	48375	49450	50525	52750	53250	53750	54250	54750	55250	56250
27	46725	48375	49450	50525	53325	53825	54325	54825	55325	55825	56825
28	46725	48375	49450	50525	53900	54400	54900	55400	55900	56400	57400
29	46725	48375	49450	50525	54475	54975	55475	55975	56475	56975	57975
30	46725	48375	49450	50525	55050	55550	56050	56550	57050	57550	58550

Approved: 3/15/2021
 Effective 07/01/2021

Prior to July 1, 2010		Current	
Bus Drivers		Bus Drivers	
Per Route		Per Route	
1	\$19.91	1	39.25
2	\$20.50	2	39.75
3	\$21.08	3	40.25
4	\$21.67	4	40.75
5	\$22.41	5	41.25
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: 4/19/2021
Effective 7/1/2021

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 \$450 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
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
1	\$ 15.01
2	\$ 15.51
3	\$ 16.01
4	\$ 16.51
5	\$ 17.01

Approved: 4/19/2021

Effective: 7/1/2021

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
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 \$450 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		
Secretary		Principal Secretary
1	\$ 8.40	\$ 8.60
2	\$ 8.66	\$ 8.86
3	\$ 8.92	\$ 9.12
4	\$ 9.18	\$ 9.38
5	\$ 9.51	\$ 9.71
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

Current Secretary	
1	\$ 15.01
2	\$ 15.51
3	\$ 16.01
4	\$ 16.51
5	\$ 17.01

Approved: 4/19/2021
Effective: 7/1/2021

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
Principal Sec.	11 month	1872	2	11	yes	no	yes	yes	yes	yes	9	yes
Building Sec.	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 \$450 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.

Current
H/R Specialist

Supt/Bd Sec.

\$23.62
\$24.12
\$24.62
\$25.12
\$25.62

Current
Manager of
Bus. Service

\$ 64,552.00
\$ 65,302.00
\$ 66,052.00
\$ 66,802.00
\$ 67,552.00

Current
Technology
Director

1 \$71,014.00
2 \$71,764.00
3 \$72,514.00
4 \$73,264.00
5 \$74,014.00

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

Approved: 4/19/2021.

Effective: 7/1/2021

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
All	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 \$450 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.

Hired Prior to 7/1/12	
Hd. Cook	Reg Cook
1 \$ 9.35	\$ 8.35
2 \$ 9.61	\$ 8.61
3 \$ 9.87	\$ 8.87
4 \$ 10.13	\$ 9.13
5 \$ 10.46	\$ 9.46
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

Current Kitchen Mgr	
1 \$ 14.85	
2 \$ 15.35	
3 \$ 15.85	
4 \$ 16.35	
5 \$ 16.85	

Current Cooks	
1 \$11.45	
2 \$11.95	
3 \$12.45	
4 \$12.95	
5 \$13.45	

Approved: 4/19/2021
Effective 7/1/2021

Position	Position Length	Avg # of hrs per yr	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
Cook	9 month	1288	2	10	yes	no	no	yes	yes	yes	8	yes
Kitchen Man.	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 \$450 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.

PAVE/AmeriCorps Program Supervisor

Current

- 1 \$ 31,219.00
- 2 \$ 32,259.00
- 3 \$ 33,299.00
- 4 \$ 34,339.00
- 5 \$ 35,379.00

Approved: 4/19/2021

Effective: 7/1/2021

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
All	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 \$450 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.

Hired Prior to 7/1/12		
Custodial		Maintenance
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

Current Groundskeeper/Custodial		Current Facilities Coordinator (Annual)	
1	\$14.51	1	\$47,476.00
2	\$15.01	2	\$48,226.00
3	\$15.51	3	\$48,976.00
4	\$16.01	4	\$49,726.00
5	\$16.51	5	\$50,476.00

Current HVAC		Current Electrical		Current Maintenance	
1	\$21.99	1	\$21.98	1	\$15.69
2	\$22.49	2	\$22.48	2	\$16.19
3	\$22.99	3	\$22.98	3	\$16.69
4	\$23.49	4	\$23.48	4	\$17.19
5	\$23.99	5	\$23.98	5	\$17.69

Grounds Keeper = .33 at maintenance and .67 at custodial
 HVAC = .90 at HVAC and .10 at maintenance
 Electrical = .40 electrical and .60 maintenance

Facilities Coordinator = .5 at First Line Supervisor of Custodians and
 .5 of First Line Supervisor of Maintenance, HVAC & Electrical

Approved: 4/19/2021
 Effective 7/1/2021

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
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 \$450 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.

	Proposed RN (Salary)	Current RN (Salary)	Current LPN Hourly	Current Certified OT Assistant Hourly
1	\$36,750	\$35,750	1 \$18.44	1 \$24.33
2	\$37,250	\$36,250	2 \$18.94	2 \$24.83
3	\$37,750	\$36,750	3 \$19.44	3 \$25.33
4	\$38,250	\$37,250	4 \$19.94	4 \$25.83
5	\$38,750	\$37,750	5 \$20.44	5 \$26.33
6	\$39,250	\$38,250		
7	\$39,825	\$38,825		
8	\$40,400	\$39,400		
9	\$40,975	\$39,975		
10	\$41,550	\$40,550		
11	\$42,125	\$41,125		
12	\$42,700	\$41,700		
13	\$43,275	\$42,275		
14	\$43,850	\$42,850		
15	\$44,425	\$43,425		
16	\$45,000	\$44,000		
17	\$45,575	\$44,575		
18	\$46,150	\$45,150		
19	\$46,725	\$45,725		
20	\$47,300	\$46,300		
21	\$47,875	\$46,875		

Approved: 4/19/2021
Effective 7/1/2021

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

Position	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
RN	9 month	1365	2	10	yes	no	no	yes	yes	yes	8	yes
LPN	9 month	1365	2	10	yes	no	no	yes	yes	yes	8	yes
OT Asst.	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 \$450 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.

Current
 Mechanic
 1 \$19.87
 2 \$20.37
 3 \$20.87
 4 \$21.37
 5 \$21.87

Approved: 4/19/2021
 Effective 7/1/2021

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
Mechanic	2096	2	12	yes	yes	yes	yes	yes	yes	10	yes	yes

Bd Pd Insurance - All personnel who are regularly scheduled to work 30 hours or more a week in a noncertified position will receive \$450 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.

	Current LEAP Non- Certified	LEAP Certified		Current LEAP Secretary	LEAP Bus Regular	LEAP Bus Extended
1	\$15.01	\$20 hour	1	\$15.01	\$30 a trip	\$37 a trip
2	\$15.51		2	\$15.51		
3	\$16.01		3	\$16.01		
4	\$16.51		4	\$16.51		
5	\$17.01		5	\$17.01		

	Current LEAP LPN Nurse	RN Nurse	Site Coordinator
1	\$18.44	\$20 hour	South- \$25 hour
2	\$18.94		South Asst. \$22.50 hour
3	\$19.44		Upper- \$25 hour
4	\$19.94		Middle- \$22.50 hour
5	\$20.44		

Approved: 4/19/2021
Effective 7/1/2021

Current

Student Assistant

1	\$10.30
2	\$10.80
3	\$11.30
4	\$11.80
5	\$12.30

Approved: 8/16/2021.

Effective 8/16/2021.

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 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
PAT	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 \$450 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.

Substitute/Temporary Employees

	(Retired Educator)
Teacher	\$105 per day \$115 per day
Principal	\$125 per day
Long-term Teacher & Principal	Proration of Step 1 on salary schedule
Teachers subbing during plan time	\$15 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	\$105 per day
Aide	\$105 per day
Secretary	\$105 per day
Extra Labor/Summer Help	Step 1 on salary schedule.
Coach driving athletic trips (large bus):	\$50 per trip
Coach driving athletic trips (small bus):	\$30 per trip
Bus Drivers Extra Duty Bus Trips	\$15 per hour

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
Aide	9 month	1365	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes
Nurse	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
Bus Driver	9 month	819	2	10	Yes	No	No	Yes	Yes	Yes	8	Yes	Yes
Building Secretary- total hrs may vary	10 month	1530	2	10	Yes	No	No	Yes	Yes	Yes	9	Yes	Yes
Principal Secretary	11 month	1872	2	11	Yes	No	Yes	Yes	Yes	Yes	9	Yes	Yes
Custodian/Maint Dept.	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
Mechanic	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
H/R Specialist	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
Manager of Bus Service	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
Technology Director	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes
PAVE/AmeriCorp Prog Sup.	12 month	2088	2	12	Yes	Yes	Yes	Yes	Yes	Yes	10	Yes	Yes