

**Administrator Salary Schedule
2023-2024**

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>	81,390	82,140	82,890	83,640	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890
<i>Career Center Director (12)</i>	86,000	86,750	87,500	88,250	89,000	89,750	90,500	91,250	92,000	92,750	93,500	94,250	95,000	95,750	96,500
<i>High School Principal (12)</i>	92,120	92,870	93,620	94,370	95,120	95,870	96,620	97,370	98,120	98,870	99,620	100,370	101,120	101,870	102,620
<i>High School Asst. Principal (12)</i>	73,250	74,000	74,750	75,500	76,250	77,000	77,750	78,500	79,250	80,000	80,750	81,500	82,250	83,000	83,750
<i>Middle School Principal (12)</i>	87,020	87,770	88,520	89,270	90,020	90,770	91,520	92,270	93,020	93,770	94,520	95,270	96,020	96,770	97,520
<i>Upper Elementary Principal (12)</i>	81,390	82,140	82,890	83,640	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890
<i>South School Principal (12)</i>	81,390	82,140	82,890	83,640	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890
<i>Asst. Elementary School Principal (12)</i>	68,130	68,880	69,630	70,380	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630
<i>Community Resource Director (12)</i>	68,130	68,880	69,630	70,380	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630
<i>21st Century Comm Learning Center Director (12)</i>	68,130	68,880	69,630	70,380	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630

**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: 2/22/2023

Effective: 7/1/2023

Eldon R-I School District
Teachers 2023-2024

	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	38500	39000	39500	40000	40500	41500	42000	42500	43000	43500	44500
2	39000	39500	40000	40500	41000	42000	42500	43000	43500	44000	45000
3	39500	40000	40500	41000	41500	42500	43000	43500	44000	44500	45500
4	40000	40500	41000	41500	42000	43000	43500	44000	44500	45000	46000
5	40500	41000	41500	42000	42500	43500	44000	44500	45000	45500	46500
6	41500	42000	42500	43000	43500	44500	45000	45500	46000	46500	47500
7	42075	42575	43075	43575	44075	45075	45575	46075	46575	47075	48075
8	42650	43150	43650	44150	44650	45650	46150	46650	47150	47650	48650
9	43225	43725	44225	44725	45225	46225	46725	47225	47725	48225	49225
10	43800	44300	44800	45300	45800	46800	47300	47800	48300	48800	49800
11	44875	45375	45875	46375	46875	47875	48375	48875	49375	49875	50875
12	45450	45950	46450	46950	47450	48450	48950	49450	49950	50450	51450
13	46025	46525	47025	47525	48025	49025	49525	50025	50525	51025	52025
14	46600	47100	47600	48100	48600	49600	50100	50600	51100	51600	52600
15	47175	47675	48175	48675	49175	50175	50675	51175	51675	52175	53175
16	48250	48750	49250	49750	50250	51250	51750	52250	52750	53250	54250
17	48825	49325	49825	50325	50825	51825	52325	52825	53325	53825	54825
18	49400	49900	50400	50900	51400	52400	52900	53400	53900	54400	55400
19	49975	50475	50975	51475	51975	52975	53475	53975	54475	54975	55975
20	50550	51050	51550	52050	52550	53550	54050	54550	55050	55550	56550
21	51625	52125	52625	53125	53625	54625	55125	55625	56125	56625	57625
22	52200	52700	53200	53700	54200	55200	55700	56200	56700	57200	58200
23	52775	53275	53775	54275	54775	55775	56275	56775	57275	57775	58775
24	53350	53850	54350	54850	55350	56350	56850	57350	57850	58350	59350
25	53925	54425	54925	55425	55925	56925	57425	57925	58425	58925	59925
26	55000	55500	56000	56500	57000	58000	58500	59000	59500	60000	61000
27	55575	56075	56575	57075	57575	58575	59075	59575	60075	60575	61575
28	56150	56650	57150	57650	58150	59150	59650	60150	60650	61150	62150
29	56725	57225	57725	58225	58725	59725	60225	60725	61225	61725	62725
30	57300	57800	58300	58800	59300	60300	60800	61300	61800	62300	63300

Approved: 03/22/2023

Effective 07/01/2023

Prior to July 1, 2010

Bus Drivers		Bus Drivers	
Per Route		Per Route	
1	\$19.91	1	\$42.50
2	\$20.50	2	\$43.00
3	\$21.08	3	\$43.50
4	\$21.67	4	\$44.00
5	\$22.41	5	\$44.50
6	\$23.15	6	\$45.00
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		

**Transporation
Director**

1	\$52,963
2	\$53,713
3	\$54,463
4	\$55,213
5	\$55,963
6	\$56,713

Approved: 4/19/2023
Effective 7/1/2023

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	no	yes	yes	yes

Drivers hired prior to 7/1/10 receive \$500 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.

	Aide
1	\$15.98
2	\$16.48
3	\$16.98
4	\$17.48
5	\$17.98
6	\$18.48

Approved: 4/19/2023

Effective: 7/1/2023

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 will receive \$500 per month towards Health Insurance.

Annuity - An Annuity of \$100 a month is offered in lieu of insurance to employees who chose not to take the Board Paid Insurance.

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

Secretary

1	\$15.98
2	\$16.48
3	\$16.98
4	\$17.48
5	\$17.98
6	\$18.48

Approved: 4/19/2023

Effective: 7/1/2023

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

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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 personnel receive 5 days bereavement for immediate family and 1 day for other than immediate family.

Supt/Bd Sec./MOSIS	
1	\$24.24
2	\$24.74
3	\$25.24
4	\$25.74
5	\$26.24
6	\$26.74

H/R Specialist	
1	\$56,131.00
2	\$56,881.00
3	\$57,631.00
4	\$58,381.00
5	\$59,131.00
6	\$59,881.00

Manager of Bus. Service	
1	\$77,564.00
2	\$78,314.00
3	\$79,064.00
4	\$79,814.00
5	\$80,564.00
6	\$81,314.00

Technology Director	
1	\$78,618
2	\$79,368
3	\$80,118
4	\$80,868
5	\$81,618
6	\$82,368

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

Approved: 4/19/2023
Effective: 7/1/2023

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	Retirem	On the Job Incentive	Paid Holiday	Free Admission to Events
All	12 month	2096	2	12	yes	yes	yes	yes	yes	yes	10	yes

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Hired Prior to 7/1/12

Hd. Cook		Reg Cook		Kitchen Mgr		Cooks	
1	\$ 9.35	\$ 8.35	1	\$16.41	1	\$12.80	
2	\$ 9.61	\$ 8.61	2	\$16.91	2	\$13.30	
3	\$ 9.87	\$ 8.87	3	\$17.41	3	\$13.80	
4	\$ 10.13	\$ 9.13	4	\$17.91	4	\$14.30	
5	\$ 10.46	\$ 9.46	5	\$18.41	5	\$14.80	
6	\$ 10.79	\$ 9.79	6	\$18.91	6	\$15.30	
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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Effective 7/1/2023

Position	Position Length	Avg # of hrs per ye	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

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PAVE/AmeriCorps Program Supervisor

1	\$33,247
2	\$34,287
3	\$35,327
4	\$36,367
5	\$37,407
6	\$38,447

Approved: 4/19/2023

Effective: 7/1/2023

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

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For calculating purposes only

Groundskeeper/Custodial		Facilities Coordinator (Annual)	
1	\$16.19	1	\$50,123
2	\$16.69	2	\$50,873
3	\$17.19	3	\$51,623
4	\$17.69	4	\$52,373
5	\$18.19	5	\$53,123
6	\$18.69	6	\$53,873

HVAC		Electrical	
1	\$23.01	1	\$24.54
2	\$23.51	2	\$25.04
3	\$24.01	3	\$25.54
4	\$24.51	4	\$26.04
5	\$25.01	5	\$26.54
6	\$25.51	6	\$27.04

Grounds Keeper = .33 at maintenance and .67 at custodial

Custodial		Maintenance	
1	\$13.77	1	\$21.39
2	\$14.27	2	\$21.89
3	\$14.77	3	\$22.39
4	\$15.27	4	\$22.89
5	\$15.77	5	\$23.39
6	\$16.27	6	\$23.89

Electrical	
1	\$26.02
2	\$26.52
3	\$27.02
4	\$27.52
5	\$28.02
6	\$28.52

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Effective 7/1/2023

Electrical/Maintenance = .7 at electrical and .3 at maintenance
Facilities Coordinator = .5 at First Line Supervisor of Custodians and
.5 of First Line Supervisor of Maintenance, HVAC & Electrical

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

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

RN (Salary)		LPN	Certified OT Assistant
1	\$38,500	Hourly	Hourly
2	\$39,000	1	1
3	\$39,500	2	2
4	\$40,000	3	3
5	\$40,500	4	4
6	\$41,500	5	5
7	\$42,075	6	6
8	\$42,650		
9	\$43,225		
10	\$43,800		
11	\$44,875		
12	\$45,450		
13	\$46,025		
14	\$46,600		
15	\$47,175		
16	\$48,250		
17	\$48,825		
18	\$49,400		
19	\$49,975		
20	\$50,550		
21	\$51,625		
22	\$52,200		
23	\$52,775		
24	\$53,350		
25	\$53,925		
26	\$55,000		
27	\$55,575		
28	\$56,150		
29	\$56,725		
30	\$57,300		

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Effective 7/1/2023

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

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

Mechanic

- 1 \$22.23
- 2 \$22.73
- 3 \$23.23
- 4 \$23.73
- 5 \$24.23
- 6 \$24.73

Approved: 4/19/2023

Effective 7/1/2023

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

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LEAP Non-Certified

1	\$15.98
2	\$16.48
3	\$16.98
4	\$17.48
5	\$17.98
6	\$18.48

LEAP Certified
\$25 hour

LEAP Secretary

1	\$15.98
2	\$16.48
3	\$16.98
4	\$17.48
5	\$17.98
6	\$18.48

LEAP Bus Regular

1	\$42.50
2	\$43.00
3	\$43.50
4	\$44.00
5	\$44.50
6	\$45.00

LEAP Bus Extended
\$50 a trip

Field Trip \$15.00 per hour

LEAP LPN

Nurse

1	\$20.94
2	\$21.44
3	\$21.94
4	\$22.44
5	\$22.94
6	\$23.44

RN Nurse
\$25 hour

Site Coordinator
South- \$28 hour
South Asst. \$23
Upper- \$28 hour
Middle- \$23 hour
High- \$23 hour

Approved: 4/19/2023
Effective 7/1/2023

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

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Community Health Worker

1	\$39,901
2	\$40,651
3	\$41,401
4	\$42,151
5	\$42,901
6	\$43,651

Approved: 4/19/2023

Effective: 7/1/2023

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	11 month	1872	2	11	yes	no	yes	yes	yes	yes	10	yes

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Student Assistant

1	\$12.00
2	\$12.50
3	\$13.00
4	\$13.50
5	\$14.00
6	\$14.50

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Effective: 7/1/2023

Substitute/Temporary Employees

Teacher
Principal
Long-term Teacher & Principal
Teachers subbing during plan time
Bus Drivers
Cooks
Custodians
Bus Mechanic
Nurse
Aide
Secretary
Extra Labor/Summer Help
Coach driving athletic trips (large bus);
Coach driving athletic trips (small bus);
Bus Driver Mid-day Transfers;
Bus Driver Mid-day Individual Student Transport;
Bus Driver extra duty trips
These employees are not permanent employees and do not receive benefits.

\$125 per day
\$135 per day
Proration of Step 1 on salary schedule
\$25 per hour
Step 1 on salary schedule.
Step 1 on salary schedule.
Step 1 on salary schedule.
Step 1 on salary schedule.
\$125 per day
\$125 per day
\$125 per day
Step 1 on salary schedule.
\$50 per trip
\$30 per trip
\$15 per trip
\$20 per trip
\$15.00 per hour

(Retired Educator)
\$135 per day

**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