

**Administrator Salary Schedule
2024-2025**

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>	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890	92,640	93,390	94,140	94,890
<i>Career Center Director (12)</i>	89,000	89,750	90,500	91,250	92,000	92,750	93,500	94,250	95,000	95,750	96,500	97,250	98,000	98,750	99,500
<i>High School Principal (12)</i>	95,120	95,870	96,620	97,370	98,120	98,870	99,620	100,370	101,120	101,870	102,620	103,370	104,120	104,870	105,620
<i>High School Asst. Principal (12)</i>	76,250	77,000	77,750	78,500	79,250	80,000	80,750	81,500	82,250	83,000	83,750	84,500	85,250	86,000	86,750
<i>Middle School Principal (12)</i>	90,020	90,770	91,520	92,270	93,020	93,770	94,520	95,270	96,020	96,770	97,520	98,270	99,020	99,770	100,520
<i>Upper Elementary Principal (12)</i>	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890	92,640	93,390	94,140	94,890
<i>South School Principal (12)</i>	84,390	85,140	85,890	86,640	87,390	88,140	88,890	89,640	90,390	91,140	91,890	92,640	93,390	94,140	94,890
<i>Asst. Elementary School Principal (12)</i>	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630	79,380	80,130	80,880	81,630
<i>Community Resource Director (12)</i>	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630	79,380	80,130	80,880	81,630
<i>21st Century Comm Learning Center Director (12)</i>	71,130	71,880	72,630	73,380	74,130	74,880	75,630	76,380	77,130	77,880	78,630	79,380	80,130	80,880	81,630

**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: 02/21/2024

Effective: 7/1/2024

Eldon R-I School District
Teachers 2024-2025

	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	41000	41500	42000	42500	43000	44000	44500	45000	45500	46000	47000
2	41500	42000	42500	43000	43500	44500	45000	45500	46000	46500	47500
3	42000	42500	43000	43500	44000	45000	45500	46000	46500	47000	48000
4	42500	43000	43500	44000	44500	45500	46000	46500	47000	47500	48500
5	43000	43500	44000	44500	45000	46000	46500	47000	47500	48000	49000
6	44000	44500	45000	45500	46000	47000	47500	48000	48500	49000	50000
7	44575	45075	45575	46075	46575	47575	48075	48575	49075	49575	50575
8	45150	45650	46150	46650	47150	48150	48650	49150	49650	50150	51150
9	45725	46225	46725	47225	47725	48725	49225	49725	50225	50725	51725
10	46300	46800	47300	47800	48300	49300	49800	50300	50800	51300	52300
11	47375	47875	48375	48875	49375	50375	50875	51375	51875	52375	53375
12	47950	48450	48950	49450	49950	50950	51450	51950	52450	52950	53950
13	48525	49025	49525	50025	50525	51525	52025	52525	53025	53525	54525
14	49100	49600	50100	50600	51100	52100	52600	53100	53600	54100	55100
15	49675	50175	50675	51175	51675	52675	53175	53675	54175	54675	55675
16	50750	51250	51750	52250	52750	53750	54250	54750	55250	55750	56750
17	51325	51825	52325	52825	53325	54325	54825	55325	55825	56325	57325
18	51900	52400	52900	53400	53900	54900	55400	55900	56400	56900	57900
19	52475	52975	53475	53975	54475	55475	55975	56475	56975	57475	58475
20	53050	53550	54050	54550	55050	56050	56550	57050	57550	58050	59050
21	54125	54625	55125	55625	56125	57125	57625	58125	58625	59125	60125
22	54700	55200	55700	56200	56700	57700	58200	58700	59200	59700	60700
23	55275	55775	56275	56775	57275	58275	58775	59275	59775	60275	61275
24	55850	56350	56850	57350	57850	58850	59350	59850	60350	60850	61850
25	56425	56925	57425	57925	58425	59425	59925	60425	60925	61425	62425
26	57500	58000	58500	59000	59500	60500	61000	61500	62000	62500	63500
27	58075	58575	59075	59575	60075	61075	61575	62075	62575	63075	64075
28	60075	60575	61075	61575	62075	63075	63575	64075	64575	65075	66075
29	62075	62575	63075	63575	64075	65075	65575	66075	66575	67075	68075
30	64075	64575	65075	65575	66075	67075	67575	68075	68575	69075	70075

Approved: 3/20/2024

Effective 07/01/2024

Prior to July 1, 2010

Bus Drivers Per Route		Bus Drivers Per Route		Transportation Director	
1	\$19.91	1	\$44.20	1	\$54,552
2	\$20.50	2	\$44.70	2	\$55,302
3	\$21.08	3	\$45.20	3	\$56,052
4	\$21.67	4	\$45.70	4	\$56,802
5	\$22.41	5	\$46.20	5	\$57,552
6	\$23.15	6	\$46.70	6	\$58,302
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: 4/17/2024
Effective 7/1/2024

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	\$17.46
2	\$17.96
3	\$18.46
4	\$18.96
5	\$19.46
6	\$19.96

Approved: 4/17/2024
Effective: 7/1/2024

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 \$17.46
- 2 \$17.96
- 3 \$18.46
- 4 \$18.96
- 5 \$19.46
- 6 \$19.96

Approved: 4/17/2024

Effective: 7/1/2024

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	\$29.25
2	\$29.75
3	\$30.25
4	\$30.75
5	\$31.25
6	\$31.75

H/R Specialist	
1	\$62,099.00
2	\$62,849.00
3	\$63,599.00
4	\$64,349.00
5	\$65,099.00
6	\$65,849.00

Manager of Bus. Service	
1	\$79,891.00
2	\$80,641.00
3	\$81,391.00
4	\$82,141.00
5	\$82,891.00
6	\$83,641.00

Technology Director	
1	\$87,628
2	\$88,378
3	\$89,128
4	\$89,878
5	\$90,628
6	\$91,378

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

Approved: 4/17/2024
Effective: 7/1/2024

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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Hired Prior to 7/1/12

Hd. Cook	Reg Cook	Kitchen Mgr	Cooks
1 \$ 9.35	\$ 8.35	1 \$17.32	1 \$14.75
2 \$ 9.61	\$ 8.61	2 \$17.82	2 \$15.25
3 \$ 9.87	\$ 8.87	3 \$18.32	3 \$15.75
4 \$ 10.13	\$ 9.13	4 \$18.82	4 \$16.25
5 \$ 10.46	\$ 9.46	5 \$19.32	5 \$16.75
6 \$ 10.79	\$ 9.79	6 \$19.82	6 \$17.25
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 7/1/2024

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 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	\$36,323
2	\$37,363
3	\$38,403
4	\$39,443
5	\$40,483
6	\$41,523

Approved: 4/17/2024

Effective: 7/1/2024

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	\$17.64	1	\$53,755
2	\$18.14	2	\$54,505
3	\$18.64	3	\$55,255
4	\$19.14	4	\$56,005
5	\$19.64	5	\$56,755
6	\$20.14	6	\$57,505

HVAC		Electrical	
1	\$24.82	1	\$26.23
2	\$25.32	2	\$26.73
3	\$25.82	3	\$27.23
4	\$26.32	4	\$27.73
5	\$26.82	5	\$28.23
6	\$27.32	6	\$28.73

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

Custodial		Maintenance	
1	\$14.96	1	\$23.08
2	\$15.46	2	\$23.58
3	\$15.96	3	\$24.08
4	\$16.46	4	\$24.58
5	\$16.96	5	\$25.08
6	\$17.46	6	\$25.58

Electrical

1	\$27.58
2	\$28.08
3	\$28.58
4	\$29.08
5	\$29.58
6	\$30.08

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Effective 7/1/2024

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 year	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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RN (Salary)		LPN	Certified OT Assistant
1	41000	Hourly	Hourly
2	41500		
3	42000	1 \$22.87	1 \$29.12
4	42500	2 \$23.37	2 \$29.62
5	43000	3 \$23.87	3 \$30.12
6	44000	4 \$24.37	4 \$30.62
7	44575	5 \$24.87	5 \$31.12
8	45150	6 \$25.37	6 \$31.62
9	45725		
10	46300		
11	47375		
12	47950		
13	48525		
14	49100		
15	49675		
16	50750		
17	51325		
18	51900		
19	52475		
20	53050		
21	54125		
22	54700		
23	55275		
24	55850		
25	56425		
26	57500		
27	58075		
28	60075		
29	62075		
30	64075		

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Effective 7/1/2024

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 Admision 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 \$23.18
- 2 \$23.68
- 3 \$24.18
- 4 \$24.68
- 5 \$25.18
- 6 \$25.68

Approved: 4/17/2024

Effective 7/1/2024

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	\$17.46
2	\$17.96
3	\$18.46
4	\$18.96
5	\$19.46
6	\$19.96

LEAP Certified

\$25 hour

LEAP Secretary

1	\$17.46
2	\$17.96
3	\$18.46
4	\$18.96
5	\$19.46
6	\$19.96

LEAP Bus Regular

1	\$44.20
2	\$44.70
3	\$45.20
4	\$45.70
5	\$46.20
6	\$46.70

LEAP Bus Extended

\$50 a trip

LEAP LPN

	Nurse
1	\$22.87
2	\$23.37
3	\$23.87
4	\$24.37
5	\$24.87
6	\$25.37

RN Nurse

\$25 hour

Site Coordinator

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

Field Trip \$15.00 per hour

Approved: 4/17/2024
Effective 7/1/2024

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 \$41,098
- 2 \$41,848
- 3 \$42,598
- 4 \$43,348
- 5 \$44,098
- 6 \$44,848

Approved: 4/17/2024

Effective: 7/1/2024

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	\$12.30
2	\$12.80
3	\$13.30
4	\$13.80
5	\$14.30
6	\$14.80

Approved: 4/17/2024

Effective: 7/1/2024

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