

# **Administrator Salary Schedule 2025-2026**

| <b>Position/Months</b>                                 | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <i>Special Services Director (12)</i>                  | 87,390        | 88,140        | 88,890        | 89,640        | 90,390        | 91,140        | 91,890        | 92,640        | 93,390        | 94,140         | 94,890         | 95,640         | 96,390         | 97,140         | 97,890         |
| <i>Career Center Director (12)</i>                     | 92,000        | 92,750        | 93,500        | 94,250        | 95,000        | 95,750        | 96,500        | 97,250        | 98,000        | 98,750         | 99,500         | 100,250        | 101,000        | 101,750        | 102,500        |
| <i>High School Principal (12)</i>                      | 98,120        | 98,870        | 99,620        | 100,370       | 101,120       | 101,870       | 102,620       | 103,370       | 104,120       | 104,870        | 105,620        | 106,370        | 107,120        | 107,870        | 108,620        |
| <i>High School Asst. Principal (12)</i>                | 79,250        | 80,000        | 80,750        | 81,500        | 82,250        | 83,000        | 83,750        | 84,500        | 85,250        | 86,000         | 86,750         | 87,500         | 88,250         | 89,000         | 89,750         |
| <i>Middle School Principal (12)</i>                    | 93,020        | 93,770        | 94,520        | 95,270        | 96,020        | 96,770        | 97,520        | 98,270        | 99,020        | 99,770         | 100,520        | 101,270        | 102,020        | 102,770        | 103,520        |
| <i>Upper Elementary Principal (12)</i>                 | 87,390        | 88,140        | 88,890        | 89,640        | 90,390        | 91,140        | 91,890        | 92,640        | 93,390        | 94,140         | 94,890         | 95,640         | 96,390         | 97,140         | 97,890         |
| <i>South School Principal (12)</i>                     | 87,390        | 88,140        | 88,890        | 89,640        | 90,390        | 91,140        | 91,890        | 92,640        | 93,390        | 94,140         | 94,890         | 95,640         | 96,390         | 97,140         | 97,890         |
| <i>Asst. Elementary School Principal (12)</i>          | 74,130        | 74,880        | 75,630        | 76,380        | 77,130        | 77,880        | 78,630        | 79,380        | 80,130        | 80,880         | 81,630         | 82,380         | 83,130         | 83,880         | 84,630         |
| <i>Community Resource Director (12)</i>                | 74,130        | 74,880        | 75,630        | 76,380        | 77,130        | 77,880        | 78,630        | 79,380        | 80,130        | 80,880         | 81,630         | 82,380         | 83,130         | 83,880         | 84,630         |
| <i>21st Century Comm Learning Center Director (12)</i> | 74,130        | 74,880        | 75,630        | 76,380        | 77,130        | 77,880        | 78,630        | 79,380        | 80,130        | 80,880         | 81,630         | 82,380         | 83,130         | 83,880         | 84,630         |

*\*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: 2/19/2025*

*Effective: 7/1/2025*

Eldon R-I School District

Teachers 2025-2026

|    | INT VOC | CCCE  |       |
|----|---------|-------|-------|
|    | BS      | MS    | SPEC  |
| 1  | 43000   | 46000 | 49000 |
| 2  | 43500   | 46500 | 49500 |
| 3  | 44000   | 47000 | 50000 |
| 4  | 44500   | 47500 | 50500 |
| 5  | 45000   | 48000 | 51000 |
| 6  | 46000   | 49000 | 52000 |
| 7  | 46575   | 49575 | 52575 |
| 8  | 47150   | 50150 | 53150 |
| 9  | 47725   | 50725 | 53725 |
| 10 | 48300   | 51300 | 54300 |
| 11 | 52375   | 53375 | 55375 |
| 12 | 52950   | 53950 | 55950 |
| 13 | 53525   | 54525 | 56525 |
| 14 | 54100   | 55100 | 57100 |
| 15 | 54675   | 55675 | 57675 |
| 16 | 55750   | 56750 | 58750 |
| 17 | 56325   | 57325 | 59325 |
| 18 | 56900   | 57900 | 59900 |
| 19 | 57475   | 58475 | 60475 |
| 20 | 58050   | 59050 | 61050 |
| 21 | 59125   | 60125 | 62125 |
| 22 | 59700   | 60700 | 62700 |
| 23 | 60275   | 61275 | 63275 |
| 24 | 60850   | 61850 | 63850 |
| 25 | 61425   | 62425 | 64425 |
| 26 | 62500   | 63500 | 65500 |
| 27 | 63075   | 64075 | 66075 |
| 28 | 65075   | 66075 | 68075 |
| 29 | 67075   | 68075 | 70075 |
| 30 | 69075   | 70075 | 72075 |

Approved: 03/19/2025

Effective: 07/01/2025

Prior to July 1, 2010

| Bus Drivers<br>Per Route |         |
|--------------------------|---------|
| 1                        | \$19.91 |
| 2                        | \$20.50 |
| 3                        | \$21.08 |
| 4                        | \$21.67 |
| 5                        | \$22.41 |
| 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 |

| Bus Drivers<br>Per Route |         |
|--------------------------|---------|
| 1                        | \$45.97 |
| 2                        | \$46.47 |
| 3                        | \$46.97 |
| 4                        | \$47.47 |
| 5                        | \$47.97 |
| 6                        | \$48.47 |

**Transportation  
Director**

|   |          |
|---|----------|
| 1 | \$56,451 |
| 2 | \$57,201 |
| 3 | \$57,951 |
| 4 | \$58,701 |
| 5 | \$59,451 |
| 6 | \$60,201 |

Approved: 4/16/2025  
Effective 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | 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              | no            | no                | yes               | no         | yes                  | yes          | yes                      |

Drivers hired prior to 7/1/10 receive \$525 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.

|   |             |
|---|-------------|
|   | <b>Aide</b> |
| 1 | \$18.70     |
| 2 | \$19.20     |
| 3 | \$19.70     |
| 4 | \$20.20     |
| 5 | \$20.70     |
| 6 | \$21.20     |

Approved: 4/16/2025  
Effective: 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavemen Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|----------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|------------------|------------|----------------------|--------------|--------------------------|
| Aide     | 9 month         | 1365                 | 2             | 10              | no            | no                | yes              | yes        | yes                  | yes          | yes                      |

**Bd Pd Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 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 | \$18.70 |
| 2 | \$19.20 |
| 3 | \$19.70 |
| 4 | \$20.20 |
| 5 | \$20.70 |
| 6 | \$21.20 |

Approved: 4/16/2025

Effective: 7/1/2025

| Position       | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|----------------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| Principal Sec. | 11 month        | 1840                 | 2             | 11              | no            | yes               | yes               | yes        | yes                  | yes          | yes                      |
| Building Sec.  | 10 month        | 1584                 | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes          | yes                      |

**Bd Pd Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 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.

**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 \$29.69  
 2 \$30.19  
 3 \$30.69  
 4 \$31.19  
 5 \$31.69  
 6 \$32.19

**H/R Specialist**

1 \$63,630.00  
 2 \$64,380.00  
 3 \$65,130.00  
 4 \$65,880.00  
 5 \$66,630.00  
 6 \$67,380.00

**Manager of  
Bus. Service**

1 \$81,138.00  
 2 \$81,888.00  
 3 \$82,638.00  
 4 \$83,388.00  
 5 \$84,138.00  
 6 \$84,888.00

**Technology  
Director**

1 \$88,810  
 2 \$89,560  
 3 \$90,310  
 4 \$91,060  
 5 \$91,810  
 6 \$92,560

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

Approved: 4/16/2025  
 Effective: 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|----------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| All      | 12 month        | 2088                 | 2             | 12              | yes           | yes               | yes               | yes        | yes                  | yes          | yes                      |

**Bd Pd Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 per month towards Health & Life 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.

**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.

| Kitchen Mgr |         | Cooks |         |
|-------------|---------|-------|---------|
| 1           | \$17.98 | 1     | \$15.00 |
| 2           | \$18.48 | 2     | \$15.50 |
| 3           | \$18.98 | 3     | \$16.00 |
| 4           | \$19.48 | 4     | \$16.50 |
| 5           | \$19.98 | 5     | \$17.00 |
| 6           | \$20.48 | 6     | \$17.50 |

Approved: 4/16/2025  
Effective 7/1/2025

| Position     | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|--------------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| Cook         | 9 month         | 1380                 | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes          | yes                      |
| Kitchen Man. | 9 month         | 1472                 | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes          | yes                      |

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

**PAVE/AmeriCorps Program Supervisor**

|   |          |
|---|----------|
| 1 | \$38,906 |
| 2 | \$39,946 |
| 3 | \$40,986 |
| 4 | \$42,026 |
| 5 | \$43,066 |
| 6 | \$44,106 |

Approved: 4/16/2025

Effective: 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|----------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| All      | 12 month        | 2088                 | 2             | 12              | yes           | yes               | yes               | yes        | yes                  | yes          | yes                      |

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| Groundskeeper/Custodial |         | Facilities Coordinator (Annual) |          |
|-------------------------|---------|---------------------------------|----------|
| 1                       | \$18.61 | 1                               | \$56,499 |
| 2                       | \$19.11 | 2                               | \$57,249 |
| 3                       | \$19.61 | 3                               | \$57,999 |
| 4                       | \$20.11 | 4                               | \$58,749 |
| 5                       | \$20.61 | 5                               | \$59,499 |
| 6                       | \$21.11 | 6                               | \$60,249 |

| HVAC |         | Electrical |         |
|------|---------|------------|---------|
| 1    | \$27.08 | 1          | \$27.79 |
| 2    | \$27.58 | 2          | \$28.29 |
| 3    | \$28.08 | 3          | \$28.79 |
| 4    | \$28.58 | 4          | \$29.29 |
| 5    | \$29.08 | 5          | \$29.79 |
| 6    | \$29.58 | 6          | \$30.29 |

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

For calculating purposes only

| Custodial  |         | Maintenance |         |
|------------|---------|-------------|---------|
| 1          | \$15.54 | 1           | \$24.85 |
| 2          | \$16.04 | 2           | \$25.35 |
| 3          | \$16.54 | 3           | \$25.85 |
| 4          | \$17.04 | 4           | \$26.35 |
| 5          | \$17.54 | 5           | \$26.85 |
| 6          | \$18.04 | 6           | \$27.35 |
| Electrical |         |             |         |
| 1          | \$29.04 |             |         |
| 2          | \$29.54 |             |         |
| 3          | \$30.04 |             |         |
| 4          | \$30.54 |             |         |
| 5          | \$31.04 |             |         |
| 6          | \$31.54 |             |         |

Approved: 4/16/2025  
Effective 7/1/2025

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 | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|-------------|-----------------|-----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| Custodial   | 12 month        | 2088                  | 2             | 12              | yes           | yes               | yes               | yes        | yes                  | yes          | yes                      |
| Maintenance | 12 Month        | 2088                  | 2             | 12              | yes           | yes               | yes               | yes        | yes                  | yes          | yes                      |

**Board Paid Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 per month towards Health & Life 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.

**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.

| RN (Salary) |          | LPN    |         | Certified OT Assistant |         |
|-------------|----------|--------|---------|------------------------|---------|
|             |          | Hourly |         | Hourly                 |         |
| 1           | \$43,000 | 1      | \$25.60 | 1                      | \$29.98 |
| 2           | \$43,500 | 2      | \$26.10 | 2                      | \$30.48 |
| 3           | \$44,000 | 3      | \$26.60 | 3                      | \$30.98 |
| 4           | \$44,500 | 4      | \$27.10 | 4                      | \$31.48 |
| 5           | \$45,000 | 5      | \$27.60 | 5                      | \$31.98 |
| 6           | \$46,000 | 6      | \$28.10 | 6                      | \$32.48 |
| 7           | \$46,575 |        |         |                        |         |
| 8           | \$47,150 |        |         |                        |         |
| 9           | \$47,725 |        |         |                        |         |
| 10          | \$48,300 |        |         |                        |         |
| 11          | \$52,375 |        |         |                        |         |
| 12          | \$52,950 |        |         |                        |         |
| 13          | \$53,525 |        |         |                        |         |
| 14          | \$54,100 |        |         |                        |         |
| 15          | \$54,675 |        |         |                        |         |
| 16          | \$55,750 |        |         |                        |         |
| 17          | \$56,325 |        |         |                        |         |
| 18          | \$56,900 |        |         |                        |         |
| 19          | \$57,475 |        |         |                        |         |
| 20          | \$58,050 |        |         |                        |         |
| 21          | \$59,125 |        |         |                        |         |
| 22          | \$59,700 |        |         |                        |         |
| 23          | \$60,275 |        |         |                        |         |
| 24          | \$60,850 |        |         |                        |         |
| 25          | \$61,425 |        |         |                        |         |
| 26          | \$62,500 |        |         |                        |         |
| 27          | \$63,075 |        |         |                        |         |
| 28          | \$65,075 |        |         |                        |         |
| 29          | \$67,075 |        |         |                        |         |
| 30          | \$69,075 |        |         |                        |         |

Approved: 4/16/2025

Effective 7/1/2025

| Position | Position Length | Avg # of hrs per Yr | Personal days | Sick leave days | Vacation Days | Work on snow days | Bereavement leave | Retirement | On the Job Incentive | Paid Holidays | Free Adminsion to events |
|----------|-----------------|---------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|---------------|--------------------------|
| RN       | 9 month         | 1388                | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes           | yes                      |
| LPN      | 9 month         | 1388                | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes           | yes                      |
| OT Asst. | 9 month         | 1365                | 2             | 10              | no            | no                | yes               | yes        | yes                  | yes           | yes                      |

**Bd Pd Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 per month towards Health & Life 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.

**Mechanic**

1 \$26.32  
2 \$26.82  
3 \$27.32  
4 \$27.82  
5 \$28.32  
6 \$28.82

Approved: 4/16/2025

Effective 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | Vacation Days | Work on Snow Days | Bereavement Leave | Retirement | On the Job Incentive | Paid Holiday | Free Admission to Events |
|----------|-----------------|----------------------|---------------|-----------------|---------------|-------------------|-------------------|------------|----------------------|--------------|--------------------------|
| Mechanic | 2088            | 2                    | 12            | yes             | yes           | yes               | yes               | yes        | 10                   | yes          | 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.

**LEAP Non-Certified**

|   |         |
|---|---------|
| 1 | \$18.70 |
| 2 | \$19.20 |
| 3 | \$19.70 |
| 4 | \$20.20 |
| 5 | \$20.70 |
| 6 | \$21.20 |

**LEAP Certified**

\$25 hour

**LEAP Secretary**

|   |         |
|---|---------|
| 1 | \$18.70 |
| 2 | \$19.20 |
| 3 | \$19.70 |
| 4 | \$20.20 |
| 5 | \$20.70 |
| 6 | \$21.20 |

**LEAP Bus Regular**

|   |         |
|---|---------|
| 1 | \$45.97 |
| 2 | \$46.47 |
| 3 | \$46.97 |
| 4 | \$47.47 |
| 5 | \$47.97 |
| 6 | \$48.47 |

**LEAP Bus Extended**

|   |         |
|---|---------|
| 1 | \$55.97 |
| 2 | \$56.47 |
| 3 | \$56.97 |
| 4 | \$57.47 |
| 5 | \$57.97 |
| 6 | \$58.47 |

**LEAP LPN****Nurse**

|   |         |
|---|---------|
| 1 | \$25.60 |
| 2 | \$26.10 |
| 3 | \$26.60 |
| 4 | \$27.10 |
| 5 | \$27.60 |
| 6 | \$28.10 |

**Site Coordinator**

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

Field Trip \$20.00 per hour

Reapproved: 8/20/2025

Approved: 4/16/2025

Effective 7/1/2025

**PAT Staff hired effective May 16, 2016 or after**

Receives compensation as follows:

Each visit considered 2.5 hours.

Regular visit \$44

High Needs visit \$56

Screening \$28

Hourly pay Aide Pay Rate

Automotive Stipend \$70 per month

Approved: 4/16/2025

Effective 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | 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              | no            | no                | no                | yes        | no                   | no           | yes                      |

**Bd Pd Insurance** - All personnel who are regularly scheduled to work 30 hours or more a week will receive \$525 per month towards Health & Life 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.

**Community Health Worker**

1 \$42,459  
 2 \$43,209  
 3 \$43,959  
 4 \$44,709  
 5 \$45,459  
 6 \$46,209

Approved: 4/16/2025

Effective: 7/1/2025

| Position | Position Length | Avg # of hrs per yer | Personal Days | Sick Leave Days | 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              | no            | yes               | yes               | yes        | yes                  | yes          | yes                      |

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**Student Assistant**

|   |         |
|---|---------|
| 1 | \$15.00 |
| 2 | \$15.50 |
| 3 | \$16.00 |
| 4 | \$16.50 |
| 5 | \$17.00 |
| 6 | \$17.50 |

Reapproved: 8/20/2025

Approved: 4/16/2025

Effective: 7/1/2025

**Substitute/Temporary Employees**

Teacher

Principal

Long-term Teacher &amp; 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

\$20 per trip

\$20 per trip

\$20.00 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 | 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              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Nurse                                  | 9 month         | 1365                  | 2             | 10              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Cook                                   | 9 month         | 1380                  | 2             | 10              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Kitchen Manager                        | 9 month         | 1472                  | 2             | 10              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Bus Driver                             | 9 month         | 819                   | 2             | 10              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Building Secretary- total hrs may vary | 10 month        | 1584                  | 2             | 10              | No            | No                | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Principal Secretary                    | 11 month        | 1840                  | 2             | 11              | No            | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Custodian/Maint Dept.                  | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Mechanic                               | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| H/R Specialist                         | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Manager of Bus Service                 | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| Technology Director                    | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |
| PAVE/AmeriCorp Prog Sup.               | 12 month        | 2080                  | 2             | 12              | Yes           | Yes               | Yes               | Yes        | Yes                  | yes           | Yes                      | Yes                  |