

**Administrator Salary Schedule
2026-2027**

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>	91,390	92,140	92,890	93,640	94,390	95,140	95,890	96,640	97,390	98,140	98,890	99,640	100,390	101,140	101,890
<i>Career Center Director (12)</i>	96,000	96,750	97,500	98,250	99,000	99,750	100,500	101,250	102,000	102,750	103,500	104,250	105,000	105,750	106,500
<i>High School Principal (12)</i>	102,120	102,870	103,620	104,370	105,120	105,870	106,620	107,370	108,120	108,870	109,620	110,370	111,120	111,870	112,620
<i>High School Asst. Principal (12)</i>	83,250	84,000	84,750	85,500	86,250	87,000	87,750	88,500	89,250	90,000	90,750	91,500	92,250	93,000	93,750
<i>Middle School Principal (12)</i>	97,020	97,770	98,520	99,270	100,020	100,770	101,520	102,270	103,020	103,770	104,520	105,270	106,020	106,770	107,520
<i>Upper Elementary Principal (12)</i>	91,390	92,140	92,890	93,640	94,390	95,140	95,890	96,640	97,390	98,140	98,890	99,640	100,390	101,140	101,890
<i>South School Principal (12)</i>	91,390	92,140	92,890	93,640	94,390	95,140	95,890	96,640	97,390	98,140	98,890	99,640	100,390	101,140	101,890
<i>Asst. Elementary School Principal (12)</i>	78,130	78,880	79,630	80,380	81,130	81,880	82,630	83,380	84,130	84,880	85,630	86,380	87,130	87,880	88,630
<i>21st Century Comm Learning Center Director (12)</i>	78,130	78,880	79,630	80,380	81,130	81,880	82,630	83,380	84,130	84,880	85,630	86,380	87,130	87,880	88,630

**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: 2/18/2026

Effective: 7/1/2026

Eldon R-I School District			
Teachers 2026-2027			
	CTAC	ICEC/CCEC	
	BS	MS	SPEC
1	45000	48000	51000
2	45500	48500	51500
3	46000	49000	52000
4	46500	49500	52500
5	47000	50000	53000
6	48000	51000	54000
7	48575	51575	54575
8	49150	52150	55150
9	49725	52725	55725
10	50300	53300	56300
11	54375	55375	57375
12	54950	55950	57950
13	55525	56525	58525
14	56100	57100	59100
15	56675	57675	59675
16	57750	58750	60750
17	58325	59325	61325
18	58900	59900	61900
19	59475	60475	62475
20	60050	61050	63050
21	61125	62125	64125
22	61700	62700	64700
23	62275	63275	65275
24	62850	63850	65850
25	63425	64425	66425
26	64500	65500	67500
27	65075	66075	68075
28	67075	68075	70075
29	69075	70075	72075
30	71075	72075	74075

Approved: 3/18/2026

Updated: 4/20/2026

Effective: 07/01/2026

Prior to July 1, 2010

Bus Drivers 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 Per Route	
1	\$48.50
2	\$49.00
3	\$49.50
4	\$50.00
5	\$50.50
6	\$51.00

**Transportation
Director**

1	\$57,512
2	\$58,262
3	\$59,012
4	\$59,762
5	\$60,512
6	\$61,262

Approved: 4/20/2026
Effective 7/1/2026

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 \$575 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	\$19.85
2	\$20.35
3	\$20.85
4	\$21.35
5	\$21.85
6	\$22.35

Approved: 4/20/2026
Effective: 7/1/2026

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 \$575 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	\$19.85
2	\$20.35
3	\$20.85
4	\$21.35
5	\$21.85
6	\$22.35

Approved: 4/20/2026
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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

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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.

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Supt/Bd Sec./MOSIS		H/R Specialist		Manager of Bus. Service		Technology Director	
1	\$31.40	1	\$66,577.00	1	\$84,750.00	1	\$93,250
2	\$31.90	2	\$67,327.00	2	\$85,500.00	2	\$94,000
3	\$32.40	3	\$68,077.00	3	\$86,250.00	3	\$94,750
4	\$32.90	4	\$68,827.00	4	\$87,000.00	4	\$95,500
5	\$33.40	5	\$69,577.00	5	\$87,750.00	5	\$96,250
6	\$33.90	6	\$70,327.00	6	\$88,500.00	6	\$97,000

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

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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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Kitchen Mgr

1 \$19.64
 2 \$20.14
 3 \$20.64
 4 \$21.14
 5 \$21.64
 6 \$22.14

Cooks

1 \$15.47
 2 \$15.97
 3 \$16.47
 4 \$16.97
 5 \$17.47
 6 \$17.97

Approved: 4/20/2026
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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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For calculating purposes only

Groundskeeper/Custodial		Facilities Coordinator (Annual)	
1	\$19.36	1	\$59,638
2	\$19.86	2	\$60,388
3	\$20.36	3	\$61,138
4	\$20.86	4	\$61,888
5	\$21.36	5	\$62,638
6	\$21.86	6	\$63,388

HVAC		Electrical	
1	\$29.87	1	\$28.68
2	\$30.37	2	\$29.18
3	\$30.87	3	\$29.68
4	\$31.37	4	\$30.18
5	\$31.87	5	\$30.68
6	\$32.37	6	\$31.18

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

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		

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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	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

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RN (Salary)

1	\$45,000
2	\$45,500
3	\$46,000
4	\$46,500
5	\$47,000
6	\$48,000
7	\$48,575
8	\$49,150
9	\$49,725
10	\$50,300
11	\$54,375
12	\$54,950
13	\$55,525
14	\$56,100
15	\$56,675
16	\$57,750
17	\$58,325
18	\$58,900
19	\$59,475
20	\$60,050
21	\$61,125
22	\$61,700
23	\$62,275
24	\$62,850
25	\$63,425
26	\$64,500
27	\$65,075
28	\$67,075
29	\$69,075
30	\$71,075

LPN

Hourly	
1	\$27.22
2	\$27.72
3	\$28.22
4	\$28.72
5	\$29.22
6	\$29.72

Certified OT Assistant

Hourly	
1	\$30.28
2	\$30.78
3	\$31.28
4	\$31.78
5	\$32.28
6	\$32.78

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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 Admision 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

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Mechanic

- 1 \$27.11
- 2 \$27.61
- 3 \$28.11
- 4 \$28.61
- 5 \$29.11
- 6 \$29.61

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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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LEAP Non-Certified

	Proposed	LEAP Certified	Proposed
1	\$19.85	\$25 hour	\$27 hour
2	\$20.35		
3	\$20.85		
4	\$21.35		
5	\$21.85		
6	\$22.35		

LEAP Secretary

1	\$19.85
2	\$20.35
3	\$20.85
4	\$21.35
5	\$21.85
6	\$22.35

LEAP Bus Regular

1	\$48.50
2	\$49.00
3	\$49.50
4	\$50.00
5	\$50.50
6	\$51.00

LEAP Bus Extended

1	\$58.50
2	\$59.00
3	\$59.50
4	\$60.00
5	\$60.50
6	\$61.00

Field Trip \$20.00 per hour

LEAP LPN

	Nurse
1	\$27.22
2	\$27.72
3	\$28.22
4	\$28.72
5	\$29.22
6	\$29.72

Site Coordinator

South Stipend- \$13,500
Upper Stipend- \$13,500
Middle- \$27 hrly
High- \$27 hrly

AM Site Coordinator Non-Certified- Hrly Rate plus \$1
AM Site Coordinator Certified- \$28 per hour

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Effective 7/1/2026

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

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Effective 7/1/2026

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

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Community Health Worker

- 1 \$46,642
- 2 \$47,392
- 3 \$48,142
- 4 \$48,892
- 5 \$49,642
- 6 \$50,392

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Effective: 7/1/2026

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

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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
\$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