



USD 234 Non-Exempt Employee Pay Schedule by Position

Step	Column 1	Column 2	Column 3	Column 4	Column 5
	Maintenance (I)	Bus Driver	Custodian	Instructional Aide	Bus Aide
	Secretary (I)	Help Desk	Maintenance (II)	Paraeducator	Cook
		Kitchen Mgr	Ticket Clerk	Secretary (II)	Teacher Aide
				Van Driver	

1	\$ 16.00	\$ 14.50	\$ 12.00	\$ 11.50	\$ 11.00
2	\$ 16.25	\$ 14.75	\$ 12.25	\$ 11.75	\$ 11.25
3	\$ 16.50	\$ 15.00	\$ 12.50	\$ 12.00	\$ 11.50
4	\$ 16.75	\$ 15.25	\$ 12.75	\$ 12.25	\$ 11.75
5	\$ 17.00	\$ 15.50	\$ 13.00	\$ 12.50	\$ 12.00
6	\$ 17.25	\$ 15.75	\$ 13.25	\$ 12.75	\$ 12.25
7	\$ 17.50	\$ 16.00	\$ 13.50	\$ 13.00	\$ 12.50
8	\$ 17.75	\$ 16.25	\$ 13.75	\$ 13.25	\$ 12.75
9	\$ 18.00	\$ 16.50	\$ 14.00	\$ 13.50	\$ 13.00
10	\$ 18.35	\$ 16.75	\$ 14.25	\$ 13.75	\$ 13.25
11	\$ 18.70	\$ 17.10	\$ 14.60	\$ 14.10	\$ 13.60
12	\$ 19.05	\$ 17.45	\$ 14.95	\$ 14.45	\$ 13.95
13	\$ 19.40	\$ 17.80	\$ 15.30	\$ 14.80	\$ 14.30
14	\$ 19.75	\$ 18.15	\$ 15.65	\$ 15.15	\$ 14.65
15	\$ 20.10	\$ 18.50	\$ 16.00	\$ 15.50	\$ 15.00
16	\$ 20.45	\$ 18.85	\$ 16.35	\$ 15.85	\$ 15.35
17	\$ 20.80	\$ 19.20	\$ 16.70	\$ 16.20	\$ 15.70
18	\$ 21.15	\$ 19.55	\$ 17.05	\$ 16.55	\$ 16.05
19	\$ 21.50	\$ 19.90	\$ 17.40	\$ 16.90	\$ 16.40
20	\$ 21.85	\$ 20.25	\$ 17.75	\$ 17.25	\$ 16.75
21	\$ 22.20	\$ 20.60	\$ 18.10	\$ 17.60	\$ 17.10
22	\$ 22.55	\$ 20.95	\$ 18.45	\$ 17.95	\$ 17.45
23	\$ 22.90	\$ 21.30	\$ 18.80	\$ 18.30	\$ 17.80
24	\$ 23.25	\$ 21.65	\$ 19.15	\$ 18.65	\$ 18.15
25	\$ 23.60	\$ 22.00	\$ 19.50	\$ 19.00	\$ 18.50
26	\$ 23.95	\$ 22.35	\$ 19.85	\$ 19.35	\$ 18.85
27	\$ 24.30	\$ 22.70	\$ 20.20	\$ 19.70	\$ 19.20
28	\$ 24.65	\$ 23.05	\$ 20.55	\$ 20.05	\$ 19.55
29	\$ 25.00	\$ 23.40	\$ 20.90	\$ 20.40	\$ 19.90
30	\$ 25.35	\$ 23.75	\$ 21.25	\$ 20.75	\$ 20.25

Additional Amounts:

Master's Degree	\$	2.00
Bachelor's Degree	\$	1.00
Associate's Degree	\$	0.50
Special Certifications & Skills	\$	1.00

Miscellaneous Details

Column 1

Maintenance (I) Certification or Advanced Skill, HVAC
Secretary (I) Accounts Payable Clerk, Activities Secretary, Deputy Clerk, Payroll Clerk, MIS Clerk

Column 2

Bus Driver
Help Desk Technology
Kitchen Manager

Column 3

Custodian
Maintenance (II) Grounds, Stadium, General
Ticket Clerk

Column 4

Instructional Aide Library, SSC, ISS, CTE, Music
Paraeducator
Secretary (II)
Van Driver

Column 5

Bus Aide
Cook
Teacher Aide

Special Certifications or Skill

(to be added to as determined by the Superintendent)

HVAC Certification

Notes:

Proposed policy to be considered in August 2022

- 1) Step increases will be granted each year based upon supervisor recommendation and Board of Education approval.
- 2) Transfers - employees may transfer between positions within the classified schedule and retain steps from prior position within USD 234.
- 3) New hires who have previously worked for the school district may return to the step they were on when they left.
- 4) KPERS Retirees - no prearrangements will be made through USD 234. If someone is a KPERS retiree, they will be responsible 50/50 for the Working After Retirement (WAR) penalty imposed upon USD 234.
- 5) Steps of experience for work in the same position outside of the District, can be given upon the approval of the Superintendent upon verification of experience.
- 6) Employees will earn a health insurance benefit of \$476.96 per month per employee. Employees must participate in the USD 234 health insurance plan and be considered a full-time employee (630 hours in a permanent position) to receive this benefit.
- 7) Employees will earn a 1:1 match on the first \$35.00 of contributions to the District's 403(b) plan. Vesting as stated in the vesting schedule.
- 8) Employees may submit for degree increases through an official or unofficial college transcript.