

Box Elder School District
SUBSTITUTE TEACHERS
Salary Schedule
2014 - 2015

Substitute Teachers

Twenty (20) days or less

	Step 1	*Step 2
Lane 1 Base Pay	\$55.00	\$60.00
Lane 2 with Bachelors Degree	\$62.00	\$67.00
Lane 3 Certified Teacher-expired	\$65.00	\$70.00
Certified Teacher-current		\$70.00

Twenty-one (21) consecutive days or more
in same substitute position

	Step 1	*Step 2
Lane 1 Base Pay	\$65.00	\$70.00
Lane 2 with Bachelors Degree	\$72.00	\$77.00
Lane 3 Certified Teacher-expired	\$75.00	\$80.00
Certified Teacher-current		\$80.00

*After completing the district training, substitutes will be advanced to Step 2

Note: Substitutes for Prep Aides and Special Ed Aides will be paid the same as substitutes for Teachers
(Effective 9/1/98)

OTHER SUBSTITUTES/TEMPORARY PERSONNEL

Custodians & Asst. Custodians	\$9.00 per hour	
Secretaries, Librarians, Aides	\$9.00 per hour	
Bus Aides	\$9.00 per hour	
School Lunch Workers	\$9.00 per hour	
Bus Drivers	\$14.98 per hour	(1st step on Bus Schedule)
Kitchen Helpers	\$7.25 per hour	
	\$12.00 per hour	Building Supervision
	\$8.00 per hour	Homebound (Cat. III if certified)
Ticket Takers	\$11.00 per hour	
Ticket Supervisors	\$13.00 per hour	

Facilities Department

Lawn Mowers	10.00	per hour
Maintenance Helpers/Painters	10.00	per hour
Lead Painter	11.00	per hour
Computer Helper	10.00	per hour

Box Elder School District
Salary Schedule

Aides
2014.2015

Step	Lane I	Lane II	Lane III
1	11.54	12.24	12.99
2	12.01	12.77	13.58
3	12.50	13.30	14.15
4	13.02	13.87	14.77
5	13.74	14.58	15.56
6 - 10	13.74	14.58	15.56
11 - 15	13.74	14.58	15.56
16 - 19	13.74	14.58	15.56
20	14.06	14.92	15.91

Job Title - Non Clerical

Lane I

Collaboration Aide
Copy room aide
Instructional (Teacher) Aide
Provisional Aide (No instructional duties)

Lane II

Special Education Aide
Title IAide
Media Aide
Accompanist
Computer Aide
Prep Aide
Bus Aide

Lane III - Highly Qualified Paraprofessional Aides

Associate Degree [48 semester hours] or pass State Parapro Assessment

Special Education Aide
Title IAide
Media Aide
Accompanist
Computer Aide
Prep Aide
Instructional (Teacher Aide)
Bus Aide

Addendum III-A

Box Elder School District

**Salary Schedule
Bus Driver**

2014 - 2015

Step 1	\$14.98
Step 2	\$15.69
Step 3	\$16.37
Step 4	\$17.08
Step 5	\$18.08
Step 6 - 10	\$18.08
Step 11 - 15	\$18.08
Step 16 - 19	\$18.08
Step 20	\$18.40

Box Elder School District

Salary Schedule

Custodial and Maintenance Personnel

2014 - 2015

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7
1	10.10	12.99	14.76	15.72	16.79	17.91	19.11
2		13.59	15.39	16.42	17.52	18.73	20.03
3		14.17	16.07	17.14	18.30	19.59	20.94
4		14.79	16.81	17.94	19.16	20.51	21.90
5		15.57	17.74	18.93	20.28	21.66	23.20
6 - 10		15.57	17.74	18.93	20.28	21.66	23.20
11 - 15		15.57	17.74	18.93	20.28	21.66	23.20
16 - 19		15.57	17.74	18.93	20.28	21.66	23.20
20		15.92	18.09	19.26	20.60	22.00	23.53

- Lane 1 Assistant Custodian
- Lane 2 Custodian (all regular custodians: Elementary, Intermediate, Middle, and High School)
Vehicle Maintenance - Clean and Fuel District Vehicles
- Lane 3 High School Assistant Head Custodian
Elementary Head Custodian
Natatorium Head Custodian
Community High Head Custodian
Dispatcher
Assistant Dispatcher/Bus Route Coordinator
- Lane 4 Intermediate Head Custodian
Bus Route Coordinator
- Lane 5 Mechanic
Plumber
Carpenter
Middle School Head Custodian
Environmental Specialist/Maintenance
- Lane 6 High School Head Custodian
Natatorium Manager - non certificated
- Lane 7 Lead Mechanic
Maintenance Foreman

Box Elder School District

**Salary Schedule
Natatorium**

2014 - 2015

Life Guards	
1st year	\$7.55
2nd Year	\$7.80
3rd Year	\$8.00
Water Safety Instructors/Aquarobics	
1st year	\$8.00
2nd Year	\$8.20
3rd Year	\$8.40
Office Assistant	
1st year	\$8.90
after one Year	\$9.35

Aug 2014

**Box Elder School District
Salary Schedule**

**School Nurse
2014 - 2015**

Step 1	\$21.54
Step 2	\$22.37
Step 3	\$23.18
Step 4	\$23.99
Step 5	\$24.80
Step 6-19	\$24.80
Step 20	\$25.13

Contract for 182 days - 7.5 hours per day
Same benefits as offered a full time teacher

The District will pay \$20.00 for each completed USOE Nurse Endorsement Module each school year. When all competencies are completed the employee will receive \$600 extra each year.

Head Nurse hourly wage plus \$1.85 per hour.
General Ed 50%, Special Ed 50%

**Box Elder School District
Salary Schedule
Secretaries and Clerks
2014 - 2015**

Step	Lane	Lane II	Lane III	Lane IV	Lane V	Lane VI
1	11.54	12.24	12.99	13.86	14.74	15.69
2	12.01	12.77	13.58	14.42	15.39	16.43
3	12.50	13.30	14.15	15.07	16.07	17.15
4	13.02	13.87	14.77	15.73	16.80	17.94
5	13.74	14.58	15.56	16.62	17.74	18.91
6 - 10	13.74	14.58	15.56	16.62	17.74	18.91
11 - 15	13.74	14.58	15.56	16.62	17.74	18.91
16 - 19	13.74	14.58	15.56	16.62	17.74	18.91
20	14.06	14.92	15.91	16.96	18.09	19.24

Job Title • District Clerical

Job Title - School Clerical

Lane I	Provisional Secretary	Clerical/Office Aide
Lane II	Receptionist	Provisional Secretary Elementary Secretary (under 100 - 6.5 hrs) Receptionist
Lane III	Program Secretary School Nurse Secretary (182 days) Medicaid Secretary (180 days)	High School Registration Clerk Attendance Secretary Comprehensive Guidance Clerk Comm High Sec/Receptionist Comm High/Adult Ed/Prin Sec/Financial Elementary Secretary (over 100-7.5 hrs)
Lane IV	Benefits Secretary Classified Personnel Secretary/ Sub Coordinator Food Service Secretary Purchasing Secretary Technology Secretary Prof Dev & Testing Secretary	Middle School Principal Secretary Intermediate School Secretary High School Financial Secretary Middle School Financial Secretary
Lane V	Accounts Payable Clerk Facilities Secretary Special Services Secretary	High School Principal Secretary
Lane VI	Superintendent's Secretary Assistant Superintendent Secretary	

Standardized hours and days for Secretarial Staffing

Principal Secretary - High School & Middle School	7.5 hours	260 days
Principal Secretary/Financial - Intermediate School	7.5 hours	260 days
Principal Secretary - Elementary	7.5 hours	197 days
Over 500 students add	2.0 hours	180 days
Attendance Secretary	7.5 hours	192 days
Financial Secretary - High School	7.5 hours	260 days
Adult Ed Secretary - DYCH	7.5 hours	220 days
Financial Secretary - Middle School	7.5 hours	220 days
Receptionist	7.5 hours	192 days
Registration Clerk	7.5 hours	205 days
VP Secretary - BEHSONLY	6.0 hours	205 days

900 plus students -- Add Registration Secretary

900 plus students -- Add Attendance Secretary

1200 plus students -- Add 6 hour Vice Principal Secretary

Jul-03

220 day employees

 5 days vacation

 11 days sick leave

 1 day personal leave

Elementary School Secretarial Hours

 100 - 200 students = 7.5 hours/day (Food Services handles breakfast/lunch programs
to compensate for 1/2 time Principal)

 201 - 500 students = 7.5 hours/day (Food Services will handle breakfast/lunch programs.)

 500 plus students = 9.5 hours/day (Food Services will handle breakfast/lunch programs.)

Box Elder School District

**Salary Schedule
Supervisor**

2014 - 2015

Step 1	\$43,451
Step 2	\$45,520
Step 3	\$47,840
Step 4	\$50,412
Step 5	\$53,236

Transportation
School Lunch
Payroll & Accounting

Box Elder School District

Salary Schedule

Technology

2014 - 2015

(TN)

Nonexempt (TN)

Step	
1	\$ 16.79
2	\$ 17.52
3	\$ 18.30
4	\$ 19.16
5	\$ 20.28
6 - 10	\$ 20.28
11 - 15	\$ 20.28
16 - 19	\$ 20.28
20	\$ 20.60

Computer Field Technician
Networking Technician

(TE)

Exempt (TE)

Step	Lane 1	Lane 2	Lane 3
1	\$43,208	\$48,967	\$54,292
2	\$44,503	\$50,436	\$56,363
3	\$45,838	\$51,948	\$58,054
4	\$47,213	\$53,507	\$59,796
5	\$48,629	\$55,112	\$61,589
6 - 10	\$48,629	\$55,112	\$61,589
11 - 15	\$48,629	\$55,112	\$61,589
16 - 19	\$48,629	\$55,112	\$61,589
20	\$50,089	\$56,765	\$63,437

Lane 1 System (MIS) Engineer
Lane 2 Programmer I
Lane 3 Programmer II

Box Elder School District
 Teacher Salary Schedule w/ .5 steps
 2014 - 2015

Includes \$1,700 Legislative Appropriations for Educator Salary Adjustment

Aug 2014

	Bachelors	BS+10	BS+20	BS+30	BS+40	Masters	Masters+10	Masters+20	Masters+30	PhD EdD
	1	2	3	4	5	6	7	8	9	10
1	32,342	32,836	33,331	33,702	34,072	34,838	35,285	35,730	36,154	38,578
1.5	32,667	33,129	33,592	33,965	34,340	35,116	35,593	36,070	36,493	36,918
2	32,991	33,422	33,852	34,230	34,609	35,393	35,902	38,412	38,834	37,258
2.5	33,312	33,714	34,114	34,495	34,874	35,671	36,212	36,751	37,174	37,597
3	33,637	34,006	34,376	34,759	35,141	35,950	38,521	37,090	37,514	37,938
3.5	34,266	34,704	35,140	35,526	35,910	36,683	37,211	37,738	38,162	38,586
4	34,897	35,401	35,906	38,291	38,676	37,419	37,903	38,387	38,811	39,234
4.5	35,665	36,094	36,525	38,964	37,405	38,174	38,668	39,164	39,587	40,010
5	36,431	36,787	37,144	37,639	38,134	38,927	39,433	39,939	40,384	40,788
5.5	37,036	37,479	37,921	38,412	38,901	39,696	40,210	40,731	41,151	41,575
6	37,642	38,175	38,707	39,188	39,671	40,461	40,988	41,516	41,940	42,383
6.5	38,285	38,802	39,321	39,812	40,302	41,191	41,729	42,267	42,693	43,116
7	38,925	39,434	39,940	40,435	40,932	41,921	42,471	43,019	43,443	43,867
7.5	39,696	40,190	40,682	41,184	41,684	42,676	43,238	43,795	44,220	44,643
8	40,461	40,942	41,424	41,931	42,438	43,428	44,001	44,571	44,994	45,419
8.5	41,079	41,569	42,058	42,621	43,185	44,047	44,628	45,207	45,633	46,056
9	41,694	42,192	42,687	43,306	43,923	44,665	45,255	45,844	46,269	46,693
9.5	42,438	42,927	43,417	43,988	44,555	45,447	46,047	46,648	47,071	47,494
10	43,181	43,663	44,147	44,663	45,182	46,226	46,838	47,449	47,873	48,296
	43,812	44,295	44,775	45,357	45,941	46,953	47,577	48,200	48,624	49,049
11	44,445	44,926	45,407	46,051	46,693	47,683	48,317	48,973	49,414	49,851
11.5	44,445	44,926	46,189	46,826	47,461	48,440	49,083	49,753	50,191	50,630
12	44,445	44,926	46,966	47,595	48,223	49,225	49,905	50,587	51,025	51,466

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	Bachelors	BS+10	BS+20	BS+30	BS+40	Masters	Masters+10	Masters+20	Masters+30	PhD EdD
	1	2	3	4	5	6	7	8	9	10
12.5	44,445	44,926	46,966	47,595	48,836	49,991	50,740	51,372	51,814	52,254
13	44,445	44,926	46,966	47,595	49,481	50,815	51,518	52,222	52,662	53,101
13.5	44,445	44,926	46,966	47,595	49,481	51,421	52,180	52,845	53,285	53,724
14	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
14.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
15	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
15.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
16	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
16.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
17	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
17.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
18	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
18.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
19	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
19.5	44,445	44,926	46,966	47,595	49,481	52,071	52,795	53,515	53,954	54,394
20	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
20.5	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
21	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
21.5	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
22	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
22.5	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
23	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
23.5	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
24	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
24.5	45,958	47,221	48,485	49,768	51,052	53,637	54,384	55,128	55,567	56,008
25	47,435	48,706	50,012	51,296	52,581	55,167	55,912	56,657	57,097	57,537

Box Elder School District Teachers Salary Schedule 2014-2015

Appendix A-1

Aug 2014

	BS Degree	BS+ 10 Sems.Hrs	BS+ 20 Sems.Hrs	BS+ 30 Sems.Hrs	BS+ 40 Sems.Hrs	***National Board Certification M.S. Degree	MS+ 10 Sems.Hrs	MS+ 20 Sems.Hrs	***NatiOnal Board Certification MS+ 30 Sems.Hrs	PhD EdO
	1	2	3	4	5	6	7	8	9	10
1	30,642	31,136	31,631	32,002	32,372	33,138	33,585	34,030	34,454	34,878
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	32,342	32,836	33,331	33,702	34,072	34,838	35,285	35,730	36,154	36,578
2	31,291	31,391	31,817	32,191	32,566	33,343	33,847	34,712	34,769	35,188
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	32,991	33,422	33,852	34,230	34,609	35,393	35,902	36,412	36,834	37,258
3	31,937	32,306	32,676	33,059	33,441	34,250	34,821	35,390	35,814	36,238
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	33,637	34,006	34,376	34,759	35,141	35,950	36,521	37,090	37,514	37,938
4	33,197	33,701	34,206	34,591	34,976	35,719	36,203	36,687	37,111	37,534
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	34,897	35,401	35,906	36,291	36,676	37,419	37,903	38,387	38,811	39,234
5	34,731	35,087	35,444	35,939	36,434	37,227	37,733	38,239	38,664	39,088
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	36,431	36,787	37,144	37,639	38,134	38,927	39,433	39,939	40,364	40,788
6	35,942	36,475	37,007	37,488	37,971	38,761	39,288	39,816	40,240	40,663
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	37,642	38,175	38,707	39,188	39,671	40,461	40,988	41,516	41,940	42,363
7	37,225	37,734	38,240	38,735	39,232	40,221	40,771	41,319	41,743	42,167
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	38,925	39,434	39,940	40,435	40,932	41,921	42,471	43,019	43,443	43,867
8	38,761	39,242	39,724	40,231	40,738	41,728	42,301	42,871	43,294	43,719
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	40,461	40,942	41,424	41,931	42,438	43,428	44,001	44,571	44,994	45,419
9	39,994	40,492	40,987	41,606	42,223	42,965	43,555	44,144	44,569	44,993
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	41,694	42,192	42,687	43,306	43,923	44,665	45,255	45,844	46,269	46,693
10	41,481	41,963	42,447	42,963	43,482	44,526	45,138	45,749	46,173	46,596
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	43,181	43,663	44,147	44,663	45,182	46,226	46,838	47,449	47,873	48,296
11	42,745	43,226	43,707	44,351	44,993	45,983	46,617	47,273	47,714	48,151
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	44,445	44,926	45,407	46,051	46,693	47,683	48,317	48,973	49,414	49,851
12	42,745	43,226	45,266	45,895	46,523	47,525	48,205	48,887	49,325	49,766
	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	44,445	44,926	46,966	47,595	48,223	49,225	49,905	50,587	51,025	51,466

	BS Degree	BS + 10 Sams.Hrs	BS + 20 Sams.Hrs	BS + 30 Sams.Hrs	BS + 40 Sams.Hrs	-National Board Certification M.S. Degree	MS + 10 Sams.Hrs	MS + 20 Sams.Hrs	National Board Certification MS + 30 Sams.Hrs	PhD EdO
	1	2	3		5		7	8	9	10
13	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	49,115 1,700 50,815	49,818 1,700 51,518	50,522 1,700 52,222	50,962 1,700 52,662	51,401 1,700 53,101
14	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
15	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
16	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
17	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
18	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
19	42,745 1,700 44,445	43,226 1,700 44,926	45,266 1,700 46,966	45,895 1,700 47,595	47,781 1,700 49,481	50,371 1,700 52,071	51,095 1,700 52,795	51,815 1,700 53,515	52,254 1,700 53,954	52,694 1,700 54,394
2	44,258 1,700 45,958	45,521 1,700 47,221	46,785 1,700 48,485	48,068 1,700 49,768	49,352 1,700 51,052	51,937 1,700 53,637	52,684 1,700 54,384	53,428 1,700 55,128	53,867 1,700 55,567	54,308 1,700 56,008
21	44,258 1,700 45,958	45,521 1,700 47,221	46,785 1,700 48,485	48,068 1,700 49,768	49,352 1,700 51,052	51,937 1,700 53,637	52,684 1,700 54,384	53,428 1,700 55,128	53,867 1,700 55,567	54,308 1,700 56,008
22	44,258 1,700 45,958	45,521 1,700 47,221	46,785 1,700 48,485	48,068 1,700 49,768	49,352 1,700 51,052	51,937 1,700 53,637	52,684 1,700 54,384	53,428 1,700 55,128	53,867 1,700 55,567	54,308 1,700 56,008
23	44,258 1,700 45,958	45,521 1,700 47,221	46,785 1,700 48,485	48,068 1,700 49,768	49,352 1,700 51,052	51,937 1,700 53,637	52,684 1,700 54,384	53,428 1,700 55,128	53,867 1,700 55,567	54,308 1,700 56,008
24	44,258 1,700 45,958	45,521 1,700 47,221	46,785 1,700 48,485	48,068 1,700 49,768	49,352 1,700 51,052	51,937 1,700 53,637	52,684 1,700 54,384	53,428 1,700 55,128	53,867 1,700 55,567	54,308 1,700 56,008
2	45,735 1,700 47,435	47,006 1,700 48,706	48,312 1,700 50,012	49,596 1,700 51,296	50,881 1,700 52,581	53,467 1,700 55,167	54,212 1,700 55,912	54,957 1,700 56,657	55,397 1,700 57,097	55,837 1,700 57,537