



Salary Schedule – 2020-2021 School Year
Maintenance/Physical Plant Personnel
 Terms and Conditions

Step	R1	R2	R3	R4
0	\$11.09	\$12.21	\$14.65	\$17.07
1	\$11.15	\$12.27	\$14.72	\$17.16
2	\$11.21	\$12.35	\$14.79	\$17.26
3	\$11.27	\$12.41	\$14.87	\$17.35
4	\$11.32	\$12.47	\$14.94	\$17.43
5	\$11.37	\$12.54	\$15.03	\$17.52
6	\$0.00	\$12.78	\$15.33	\$17.87
7	\$0.00	\$12.92	\$15.48	\$18.04
8	\$0.00	\$13.05	\$15.64	\$18.23
9	\$0.00	\$13.18	\$15.79	\$18.42
10	\$0.00	\$13.70	\$16.42	\$19.14
11	\$0.00	\$13.90	\$16.68	\$19.43
12	\$0.00	\$14.12	\$16.92	\$19.72
13	\$0.00	\$14.33	\$17.17	\$20.02
14	\$0.00	\$14.55	\$17.44	\$20.31
15	\$0.00	\$15.12	\$18.13	\$21.12
16	\$0.00	\$15.35	\$18.42	\$21.44
17	\$0.00	\$15.59	\$18.68	\$21.75
18	\$0.00	\$15.81	\$18.97	\$22.07
19	\$0.00	\$16.04	\$19.25	\$22.41
20	\$0.00	\$16.70	\$20.02	\$23.31
21	\$0.00	\$16.86	\$20.22	\$23.53
22	\$0.00	\$17.02	\$20.42	\$23.78
23	\$0.00	\$17.20	\$20.63	\$24.01
24	\$0.00	\$17.38	\$20.83	\$24.24
25	\$0.00	\$18.07	\$21.67	\$25.22
26	\$0.00	\$18.26	\$21.88	\$25.48
27	\$0.00	\$18.45	\$22.09	\$25.73
28	\$0.00	\$18.63	\$22.33	\$25.99



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1. Placement within Ranges on this schedule is as follows:

Range 1: Apprentice positions (See Item 10 below)

Range 2: Grounds, Masons, Painters

Range 3: Carpenters, Equipment Operators, Welders, Mechanic, Small Engine Mechanic and Assistant, Grounds Lead.

Range 4: Lead Positions, Building Maintenance Technicians

Schedule is based on a 260-day school year and 8-hour work day

2. A step on the salary schedule is no longer considered to be equal to an employee's years of experience.

3. In accordance with Article 21, General Provision 1:

Credit for related experience will be given up to five (5) years of experience that is verified by a Human Resources Administrator for newly hired employees.

4. The Human Resources Department must receive verification of experience on a verification form provided by the Human Resources Department by October 1st of the current school year or within 60 days of employment in order to grant credit for experience in the current contract year. **Verification of experience received after this date will be granted in the next fiscal year.**

5. In accordance with Article 12 Section B, Item 1:

Classified employees will earn Sick Leave at the rate of one (1) day per month. The total amount of accrual of Sick Leave for the entire year will be posted at the beginning of the employment year. If the number of days taken during the year exceeds the number earned for the year or the number of days accrued, employees will be docked at their daily rate of pay for each day taken.

6. In accordance with Article 12 Section G:

The District provides annual leave for all twelve (12) month employees. Classified employees will be entitled to fifteen (15) days of paid Annual Leave at the rate of one-and-a-quarter (1.250) days earned per month if the classified employee is on a paid status the majority of the month.

7. In accordance with the Settlement Agreement and Release signed October 20, 2015:

The district will provide three (3) days of Furlough Restoration Leave to all employees who are employed by the District as of October 20, 2015 and were furloughed three (3) days during the 2015-2016 school year. These days of leave may be taken in accordance with the District's policy and procedures for Annual Leave. Upon leaving the District, the classified employee will be entitled to and will be paid for accumulated and unused Furlough Restoration Leave. Any classified employees on less than a twelve (12) month contract who earn Personal Leave will have one day of Paid Personal Leave converted to Annual Leave which may be taken in accordance with District policy or accrued until the classified employee leaves the District.



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8. In accordance with Article 21 Section B, Item 6:

An annual stipend in the amount of \$600.00 will be provided for the following state licensed positions: Electricians, HVAC, ASC Certified Mechanics, Heavy Equipment Operators and Plumbers. An annual stipend in the amount of \$300.00 will be provided for state certified positions to specifically include, but not limited to Welder.

9. In accordance with Article 21 Section B, Item 7:

A stipend in the amount of \$600 will be provided for Lead Mechanic replacement/upgrade of Mechanic tools.

10. Maintenance Apprentice (un-licensed) positions must complete a (1) year program. Each employee must receive a satisfactory performance evaluation from their respective Lead person before advancing to Range 2. This requirement must be met in order to remain in employment. An apprentice carpenter must satisfactorily pass a work performance examination administered by the Lead Carpenter in order to advance to Range 3