

Grandview R-II School District



2023-24

Salary Schedules

Classified Position Schedules

12 Month Positions

Superintendent:

230 days (does not include paid leave) Leave allotments for a full time employee will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day.
Will work 8 Hours per day.

Director of Finance:

230 days (does not include paid leave) Leave allotments for a full time employee will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day. Receive a .05 MOVA factor for salary.
Will work 8 Hours per day.

Human Resources Specialist/Accounts Payable:

200 days (does not include paid leave) Leave allotments for a full time employee will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day. Will work 9.5 Hours per day.

Payroll Secretary/MOVA:

200 days (does not include paid leave) Leave allotments for a full time employee will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day. Will work 9.5 Hours per day. Paid at 1.2 factor of secretary schedule.

Maintenance and Custodial:

200 days (does not include paid leave) Leave allotments for a full time employee will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day.
Will work 9.5 Hours per day with a 30 minute lunch and (2) 15 minute breaks.

Non- Exempt Positions in this category

Board Secretary – Varies based on length of board meeting and other duties required by law.

Human Resources Specialist– 9.5 hours per day with an unpaid lunch. (Will be paid on Secretary Schedule at 1.3 for position factor)

Exempt Positions in this category

Director of Finance+

LESS THAN 12 MONTH POSITIONS

Secretary (Building, Sped, Counselor): 166 DAYS (144 student days + 20 days + 2 parent teacher conferences) – Usually begins 10 days before students report and 10 days after students end date. Non-student attendance day schedule will be determined by direct supervisor. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day. Works 8.75 hours per day with a 30 minute unpaid lunch break.

Library Aide/Paraprofessional: 163 (151 student attendance days + 10 non-student attendance days + (2) training day during the school year, to be scheduled by administration.) 4 days before students report and 4 days after students end date with 2 days during the school year for the book fair. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day. Works 8.25 hours per day. (On Para Schedule plus 10 days)

Paraprofessionals/Instructional Aides: 148 DAYS (144 student attendance days + 4 training days- (2) before the start of the school year and (2) during the school year to be scheduled by administration.) Non-student attendance day schedule will be determined by the building principal. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day. Works 8.25 hours per day.

Bus Driver: 146 DAYS (144 student attendance days + 2 non-student attendance days (1 day before the start of school and 1 to be scheduled by the transportation director) + (2) weeks of summer school) Non-student attendance day schedule will be determined by the Director of Facilities & Transportation. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

School Nurse: 149 DAYS (144 student attendance days + 5) Nurse's start day and use of extra days will be determined by the number of screening days required prior to the start of school in their assigned building. School nurses are considered certified professional employees exempt from FLSA and will be paid on a salary basis over twelve equal installments. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day. Works 8.25 hours per day with a 30 minute unpaid lunch break.

Classified Wage Determination

I. Initial Placement

A. An entry level column will be established for each group/position

1. Credit will be given for prior experience.

- a) One year of credit will be granted for each year of work experience in a similar job in a school setting.
- b) One year of credit will be granted for every two years of experience in a similar job in a non-school setting
- c) No more than 5 years of credit will be given.

II. Intra-district Transfers

- A. Transfer to a Higher Paying Position. If an employee is transferred to a new position which is paid at a higher rate, the employee wage will be the wage that corresponds to the same relative step and column as was held by the employee in the previous position.
- B. Transfer to a Lower Paying Position If an employee is transferred to a new position which is paid at a lower rate, the employee's wage will be the wage that corresponds to the same relative step and column as was held by the employee in the previous position.

Certified & Professional Staff Positions

12 Month Positions

Leave allotments for a full will be 6 PTO + accrued vacation days multiplied by the scheduled hours per day.

Vacation is as follows:

5 Day a Week Employee's

1-5 years (2 weeks or 10 days)

6-7 years (3 weeks or 15 days)

8+ years (4 weeks or 20 days)

4 Day a Week Employee's (receive 23 Monday's off per school year)

1-5 years (2 weeks or 8 days)

6-7 years (3 weeks or 12days)

8+ years (4 weeks or 16 days)

Policy 4310

Regular attendance is essential in providing Grandview students with a high quality of instruction. Therefore eligible certificated and non-certificated staff will have available **6 days of Paid Time Off (PTO)** per school year multiplied by the number of hours scheduled in a typical day. **Paid Time Off** days accumulated over **20** will be paid annually in June at the rate of \$75.00 per day for certified and support staff.

***Sick and Personal Days may be used toward Disability**

When less than 12 month Certified Staff and Classified Staff are absent more than 4 days in any semester or more than 7 days in a school year, their absence is considered excessive. The Superintendent or a designee will review each incident of excessive absence and may require the employee to provide medical documentation or may consider disciplinary actions up to and including termination.

12 Month Certified and Classified Staff must receive permission from the superintendent if requesting more than 3 consecutive days or 8 or more days in a month, leave is not guaranteed and is subject to denial.

Vacation shall not be accumulate from year to year. Carry over is not allowed unless approved by the Superintendent. The Superintendent of Schools may authorize payment of unused vacation days in lieu of granting carry over at the per diem rate of pay per day. Employees requesting to use vacation days must schedule a request to the principal or immediate supervisor at least one week in advance, unless approved by the superintendent.

Administrators in this category:

Superintendent

11 Month Positions

Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

School Administrators:

Work 194 days Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Curriculum/Instruction Coaches: 179 DAYS (159 teacher contract days + 20, to be assigned by the Director of Curriculum/Instruction) Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.(Will be paid on Administrator Schedule at .94 for position factor at MA+00)

School Counselor & Assessment Coordinator:

Grades 7-12 counselors work 179 days (159 teacher contract days + 20)

Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

School Counselor:

Grades K-6 counselors work 179 days (159 teacher contract days +20)

Extra days are scheduled as needed in each situation. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Process Coordinator(s): 169 Days (159 teacher contract days + 10) - Final schedule approved by the Director of Special Education. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Library Media Specialist: 169 DAYS (159 teacher contract days + 10) – Extra days are scheduled as needed in each situation. Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Teacher – Incumbent: 159 DAYS (159 teacher contract days). Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Teacher – New Hire: 161 DAYS (159 teacher contract days + 2 additional days for new teacher orientation). Leave allotments for a full will be 6 PTO days multiplied by the scheduled hours per day.

Speech Language Pathologist: 179 DAYS (159 teacher contract days + 20) - Extra days are scheduled by the Special Services Administrator.

2023-24 CERTIFIED TEACHER SALARY SCHEDULE																
	BS+00	State	Total	BS+08	State	Total	BS+16	State	Total	BS+24	State	Total	MA+00	MA+15	MA+30	Doctorate
1	\$34,000	\$4,000	\$38,000	\$34,350	\$3,650	\$38,000	\$34,750	\$3,250	\$38,000	\$35,200	\$2,800	\$38,000	\$38,500	\$38,885	\$39,274	\$39,667
2	\$34,300	\$3,700	\$38,000	\$34,700	\$3,300	\$38,000	\$35,150	\$2,850	\$38,000	\$35,650	\$2,350	\$38,000	\$38,885	\$39,313	\$39,745	\$40,266
3	\$34,600	\$3,400	\$38,000	\$35,050	\$2,950	\$38,000	\$35,550	\$2,450	\$38,000	\$36,100	\$1,900	\$38,000	\$39,274	\$39,745	\$40,222	\$40,874
4	\$34,900	\$3,100	\$38,000	\$35,400	\$2,600	\$38,000	\$35,950	\$2,050	\$38,000	\$36,550	\$1,450	\$38,000	\$39,667	\$40,182	\$40,705	\$41,491
5	\$35,200	\$2,800	\$38,000	\$35,750	\$2,250	\$38,000	\$36,350	\$1,650	\$38,000	\$37,000	\$1,000	\$38,000	\$40,063	\$40,624	\$41,193	\$42,118
6	\$35,500	\$2,500	\$38,000	\$36,100	\$1,900	\$38,000	\$36,750	\$1,250	\$38,000	\$37,450	\$550	\$38,000	\$44,833	\$45,866	\$46,816	\$47,600
7	\$35,800	\$2,200	\$38,000	\$36,450	\$1,550	\$38,000	\$37,150	\$850	\$38,000	\$37,900	\$100	\$38,000	\$45,500	\$46,539	\$47,489	\$48,300
8	\$36,100	\$1,900	\$38,000	\$36,800	\$1,200	\$38,000	\$37,550	\$450	\$38,000			\$38,350	\$46,167	\$47,212	\$48,162	\$49,000
9	\$41,650		\$41,650			\$42,250			\$42,500			\$42,750	\$46,833	\$47,885	\$48,835	\$49,700
10	\$41,850		\$41,850			\$42,500			\$42,750			\$43,000	\$47,500	\$48,558	\$49,508	\$50,400
11	\$42,050		\$42,050			\$42,750			\$43,000			\$43,250	\$48,167	\$49,231	\$50,181	\$51,480
12	\$42,250		\$42,250			\$43,000			\$43,250			\$43,500	\$48,833	\$49,904	\$50,854	\$52,280
13	\$42,450		\$42,450			\$43,250			\$43,500			\$43,750	\$49,500	\$50,577	\$51,527	\$53,080
14	\$42,650		\$42,650			\$43,500			\$43,750			\$44,000	\$50,167	\$51,250	\$52,200	\$53,880
15	\$42,850		\$42,850			\$43,750			\$44,000			\$44,250	\$50,834	\$51,923	\$52,873	\$54,830
16						\$44,000			\$44,250			\$44,500	\$51,500	\$52,597	\$53,547	\$55,730
17						\$44,250			\$44,500			\$44,750	\$52,167	\$53,270	\$54,220	\$56,630
18									\$44,750			\$45,000	\$52,834	\$53,943	\$54,893	\$57,610
19									\$45,000			\$45,250	\$53,500	\$54,616	\$55,566	\$58,510
20												\$45,500	\$54,167	\$55,289	\$56,239	\$59,460
21												\$45,750	\$54,834	\$55,962	\$56,912	\$60,560
22												\$46,000	\$55,500	\$56,635	\$57,585	\$61,510
23												\$46,250	\$56,167	\$57,308	\$58,258	\$62,460
24													\$56,834	\$57,981	\$58,931	\$63,410
25													\$57,500	\$58,654	\$59,604	\$64,360
26														\$59,328	\$60,278	\$65,290
27														\$60,000	\$60,950	\$66,170
28															\$65,900	\$67,050
29															\$66,780	\$67,930
30																\$68,810

*Up to 8 years of experience outside the Grandview School District will be credited when placing a new teacher on the salary schedule.

*Teachers having taught at least one semester but less than two semesters will be credited with a year's experience in placing that teacher on the salary schedule.

*The Board of Education will recognize non-degree seeking credit hours earned after July 1, 2016, for the purpose of movement on the salary schedule beyond the Master's degree that have been

Speech Language Pathologist Salary Schedule

Speech Language Pathologist							
Clinical Fellowship Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
\$45,000	\$50,000	\$50,500	\$51,000	\$51,500	\$52,000	\$52,500	\$53,000
STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
\$53,500	\$54,000	\$54,500	\$55,000	\$55,500	\$56,000	\$56,500	\$57,000
STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23
\$57,500	\$58,000	\$58,500	\$59,000	\$59,500	\$60,000	\$60,500	\$61,000
STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30	
\$61,500	\$62,000	\$62,500	\$63,000	\$63,500	\$64,500	\$65,000	

Nurses Salary Schedule \$36,521.07

Building Nurse							
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
\$35,286.55	\$35,595.15	\$35,903.79	\$36,212.43	\$36,521.07	\$36,829.71	\$37,138.35	\$37,446.99
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
\$37,755.63	\$38,064.27	\$38,372.91	\$38,681.55	\$38,990.19	\$39,298.83	\$39,607.47	\$39,916.11
Head Nurse							
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
\$36,521.07	\$36,829.71	\$37,138.35	\$37,446.99	\$37,755.63	\$38,064.27	\$38,372.91	\$38,681.55
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
\$38,990.19	\$39,298.83	\$39,607.47	\$39,916.11	\$40,229.02	\$40,544.40	\$40,862.27	\$41,182.66

Communications Director/Media Specialist							
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
\$24,000	\$24,100	\$24,200	\$24,300	\$24,400	\$24,500	\$24,600	\$24,700
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
\$24,800	\$24,900	\$25,000	\$25,100	\$25,200	\$25,300	\$25,400	\$25,500

Summer School Stipends and Salaries

<i>Unless otherwise noted, all rates listed compensate for work performed through the duration of Summer School. Shared positions will be prorated accordingly.</i>	
Position	
Principal or K-12 Administrator	\$4,000
K-12 Summer School Teacher	\$27 hr
K-12 Summer School Nurse (1/2) day	\$25 hr
Virtual School Coordinator	7000
Virtual School Assistant	5000
Virtual School Teacher with 401+ semester courses	3370
Virtual School Teacher with 351-400 semester courses	3360
Virtual School Teacher with 301-350 semester courses	2940
Virtual School Teacher with 251-300 semester courses	2520
Virtual School Teacher with 201-250 semester courses	2100
Virtual School Teacher with 151-200 semester courses	1680
Virtual School Teacher with 101-150 semester courses	1260
Virtual School Teacher with 51-100 semester courses	840
Virtual School Teacher with 1-50 semester courses	500
Substitute Nurse, Teacher, or Paraprofessional	Substitute Schedule
Clerical, Paraprofessional, and Transportation Summer Staff that are employed by the district during the regular school year in a similar capacity will be compensated on an hourly basis according to the district's regular year salary schedule. Those not employed in that position by the district during the regular school year will be compensated at step one of the lowest applicable grade of the district's regular year salary schedule.	

Extra-Duty Stipend Schedule – Athletics and Activities

Base= \$34,000

LEVEL	INDEX	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
		13%	12%	10%	7.5%	5.5%	3%	2.5	.75%	.5%
STEP 1		4420	4080	3400	2550	1870	1020	850	255	170
STEP 2	2.5%	4644	4182	3485	2614	1917	1046	871	261	174
STEP 3	2.5%	4760	4287	3572	2679	1965	1072	893	268	178
STEP 4	2.5%	4879	4394	3661	2746	2014	1099	915	275	182
STEP 5	2.5%	5001	4504	3753	2815	2064	1126	938	282	187
STEP 6	2.5%	5126	4617	3847	2885	2116	1154	961	289	192
STEP 7	2.5%	5254	4732	3943	2957	2169	1183	985	296	197
STEP 8	2.5%	5385	4850	4042	3031	2223	1213	1010	303	202
STEP 9	2.5%	5520	4971	4143	3107	2279	1243	1035	311	207

EXTRA DUTY POSITION BY LEVEL

LEVEL 1	Head Football Head Boys & Girls Basketball Head Volleyball Head Boys and Girls Track	Board Secretary FFA Sponsor SIS Coordinator
LEVEL 2	Head Baseball Head Softball Head Cross Country Head Golf M.S. Cheerleading M.S. Coach both 7th & 8th	District Testing Coordinator Assistant to the Athletic Director x2
LEVEL 3	Assistant Varsity Football Assistant H.S. Basketball Assistant H.S. Volleyball Assistant H.S. Baseball Assistant H.S. Softball Assistant Track M.S. Head Football M.S. Head Boys & Girls Basketball M.S. Head Volleyball H.S. Cheerleading (Fall) H.S. Cheerleading (Winter) H.S. Dance Team(Fall) H.S. Dance Team (Winter)	Vocal Music Director x2 Band Director x2 Archery Sponsor Trap Shooting Sponsor
LEVEL 4	M.S. Assistant Football M.S. Assistant Boys & Girls Basketball M.S. Assistant Volleyball M.S. Track M.S. Cross Country	Concession Stand Manager x2 A+ Manger Assistant Archery Sponsor Assistant Trap Shooting Sponsor MOVA SIS
LEVEL 5		H.S. Yearbook Educational Software Administrator H.S. Student Council H.S. NHS M.S. Yearbook E.S. Yearbook
LEVEL 6	Strength & Conditioning per season Strength & Conditioning Summer (Morning) Strength & Conditioning Summer (Evening) Color Guard	Robotics PBis Leader Tier 2 PBis Leaders Tier 1
LEVEL 7	Head Varsity Coach (20 Contact Days)	Debate & Speech E.S. & M.S. NHS Drama FCCLA M.S. Student Council FBLA Girls on the Run (2)
LEVEL 8	Assistant Coaches (20 Contact Days)	Senior Class Sponsors (up to 4)
LEVEL 9		9-11 Class Sponsors (up to 9) ++Class Clubs (Art, Science, Soc. Stud. Etc.)

*Coaches can receive up to 5 steps for prior matching coaching experience, must be specific to sport and level.

*Grandview Assistant H.S. can use years toward Head coach step in same sport.

*Extra Duty Stipends will based on the first column, first step of the salary schedule (\$34,000)

*MOVA Manager Stipend set by school board

Recommendation by Recommender

Recommended by Athletic Director

Head Football
Head Boys and Girls Basketball
Head Volleyball
Head Boys and Girls Track
Vocal Music Director
Band Director
Color Guard
Head Baseball
Head Cross Country
Head Golf
M.S. Cheerleading
Assistant Varsity Football
Assistant H.S. Basketball
Assistant H.S. Volleyball
Assistant H.S. Softball
Assistant Track
M.S. Head Football
M.S. Head Boy and Girls Basketball
M.S. Head Volleyball
H.S. Cheerleading (Fall)
H.S. Cheerleading (Winter)
H.S. Dance Team (Fall)
H.S. Dance Team (Winter)
M.S. Assistant Football
M.S. Assistant Boys and Girls Basketball
M.S. Assistant Volleyball
Assistant H.S. Baseball
Archery Sponsor
Strength & Conditioning per season
Strength & Conditioning Summer (Morning)
Strength & Conditioning Summer (Night)
Head Varsity Coach (20 Contact Days)
Assistant Coaches (20 Contact Days)

Recommended by High School Principal

H.S. Student Council
H.S. Yearbook
Debate & Speech
Drama
FCCLA
FBLA
Senior Class Sponsors (up to 4)
9-11 Class Sponsors (up to 9)
Class Clubs (Art, Science, Soc. Stud. Ect.)
FFA Sponsor
Robotics
A+ Manager (Works Under Curriculum Director)
H.S. NHS

Recommended by Middle School Principal

M.S. NHS
M.S. Yearbook
M.S. Student Council
Class Clubs (Art, Science, Soc. Stud. Etc.)

Recommended by Elementary Principal

E.S. NHS
E.S. Yearbook
PBIS Leaders Tier 1
PBIS Leader Tier 2
Class Clubs (Art, Science, Soc.Stud. Etc.)

Recommended by Superintendent

District Testing Director
Assistant to the Athletic Director
SIS Coordinator
Educational Software Administrator
Communications Director
MOVA SIS

Extended Assignments and Stipends

School Counselor	20 days
Psychological Examiner	10 days
Library Media Specialist	20 days
Agriculture Instructor	25 days
Speech Language Pathologist	20 days

Substitute and Temporary Staff Compensation Schedule

Position	Full Day Rate	Half Day Rate
Substitute Teacher Daily Rate	\$100	\$50.00
Substitute Teacher Daily Rate-Retiree	\$110	\$60.00
Substitute Nurse Daily Rate	125.00	62.50
Teacher Hourly Rate to Substitute During Conference/Prep Time	15/hr	15/hr
Substitute Teacher 11+ Days in Same Assignment (Consecutive)	115.00	57.50
Substitute Teacher 11+ Days in Same Assignment (Consecutive)- Retiree	130.00	65.00
<i>Full day rate is paid for all days worked that exceed four (4) hours.</i>		

Exempt Administrator Salary Schedule

*Formula: (MA max Salary x (Position Factor + Year Factor + Degree Factor))

Position	Position Factor	Length of Contract
Superintendent	0	12 Month
High School Principal	1.36	11 Month
Special Services Administrator	1.30	11 Month
Elementary School Principal	1.30	11 Month
High School and Middle School Principal	1.56	11 Month
Middle School Principal	1.30	11 Month
Director Curriculum and Instruction	1.25	11 Month
Director of Schools	1.20	11 Month
Middle and High School Assistant Principal	1.20	11 Month
High School Assistant Principal	1.18	11 Month
Elementary School Assistant Principal	1.13	11 Month
Middle School Assistant Principal	1.13	11 Month
Director of Finance and Operations	1.28	12 Month
Director of Buildings, Grounds, and Transportation	.96	12 Month
Administrator Position that do not use the Administrator Formula		
Interim Principals and Part Time Assistant Principals	-	+ \$5,000 Stipend

Athletic Director	-	+\$5,000 Stipend
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Year Factor							
1	0.000		11	0.135		21	0.185
2	0.020		12	0.140		22	0.190
3	0.040		13	0.145		23	0.195
4	0.060		14	0.150		24	0.200
5	0.080		15	0.155		25	0.205
6	0.090		16	0.160		26	0.210
7	0.100		17	0.165		27	0.215
8	0.110		18	0.170		28	0.220
9	0.120		19	0.175		29	0.225
10	0.130		20	0.180			

Degree Factor	
Masters Degree	0.00
Masters Degree + 15 Graduate hrs	0.02
Specialist/Advanced Admin Cert	0.04
Specialist/Advanced Admin Cert + 15	0.06
PhD/EdD	0.08

Classified Supervisor Salary Schedule				
Lead- Maintenance, Bus Driver, Custodian				
Step	Salary		Step	Salary
1	\$40,050.00		10	\$47,569.84
2	\$40,746.91		11	\$48,501.26
3	\$41,541.85		12	\$49,451.26
4	\$42,352.68		13	\$50,420.29
5	\$43,179.74		14	\$51,408.69
6	\$44,023.33		15	\$52,352.68
7	\$44,883.80		16	\$53,179.74
8	\$45,761.48		17	\$54,883.80
9	\$46,656.70		18	\$56,656.70

Custodian Salary Schedule						
Step	Day Custodian	Night Custodian		Step	Day Custodian	Night Custodian
1	\$28,459.50	\$30,324.50		11	\$29,392.00	\$31,257.00
2	\$28,552.75	\$30,417.75		12	\$29,578.50	\$31,443.50
3	\$28,646.00	\$30,511.00		13	\$29,765.00	\$31,630.00
4	\$28,739.25	\$30,604.25		14	\$29,951.50	\$31,816.50
5	\$28,832.50	\$30,697.50		15	\$30,138.00	\$32,003.00
6	\$28,925.75	\$30,790.75		16	\$30,324.50	\$32,189.50
7	\$29,019.00	\$30,884.00		17	\$30,511.00	\$32,376.00
8	\$29,112.25	\$30,977.25		18	\$30,697.50	\$32,562.50
9	\$29,205.50	\$31,070.50		19	\$30,884.00	\$32,749.00
10	\$29,298.75	\$31,163.75		20	\$31,070.50	\$32,935.50

Paraprofessional Salary Schedule

All Paraprofessionals must have a minimum of 60 college credit hours

Step	Salary		Step	Salary
1	\$19,484.44		16	\$24,279.75
2	\$19,804.13		17	\$24,599.44
3	\$20,123.82		18	\$24,919.13
4	\$20,443.50		19	\$25,238.82
5	\$20,763.19		20	\$25,558.50
6	\$21,082.88		21	\$25,878.19
7	\$21,402.57		22	\$26,197.88
8	\$21,722.25		23	\$26,517.57
9	\$22,041.94		24	\$26,837.25
10	\$22,361.63		25	\$27,156.94
11	\$22,681.32		26	\$27,476.63
12	\$23,001.00		27	\$27,796.32
13	\$23,320.69		28	\$28,116.00
14	\$23,640.38		29	\$28,435.69
15	\$23,960.07			

Secretary Salary Schedule				
Step	Salary		Step	Salary
1	\$23,067.19		16	\$27,078.63
2	\$23,294.25		17	\$27,457.07
3	\$23,521.32		18	\$27,835.50
4	\$23,748.38		19	\$28,213.94
5	\$23,975.44		20	\$28,592.38
6	\$24,202.50		21	\$28,970.82
7	\$24,429.57		22	\$29,349.25
8	\$24,656.63		23	\$29,727.69
9	\$24,883.69		24	\$30,106.13
10	\$25,110.75		25	\$30,484.57
11	\$25,489.19		26	\$30,863.00
12	\$25,791.94		27	\$31,241.44
13	\$26,094.69		28	\$31,619.88
14	\$26,397.44		29	\$31,998.32
15	\$26,700.19			

Maintenance Salary Schedule			
Step		(1) Professional Trade Certification	(2 or more) Professional Trade Certifications
1	\$29,545.00	\$39,235.00	\$41,308.66
2	\$30,029.50	\$39,913.30	\$41,986.96
3	\$30,514.00	\$40,572.22	\$42,665.26
4	\$30,998.50	\$41,250.52	\$43,324.18
5	\$31,483.00	\$41,928.82	\$44,021.86
6	\$31,967.50	\$42,607.12	\$44,680.78
7	\$32,452.00	\$43,266.04	\$45,359.08
8	\$32,936.50	\$43,963.72	\$46,018.00
9	\$33,421.00	\$44,622.64	\$46,696.30
10	\$33,905.50	\$45,300.94	\$47,374.60
11	\$34,390.00	\$45,959.86	\$48,033.52
12	\$34,874.50	\$46,638.16	\$48,731.20
13	\$35,359.00	\$47,316.46	\$49,390.12
14	\$35,843.50	\$47,975.38	\$50,068.42
15	\$36,328.00	\$48,673.06	\$50,727.34
16	\$36,812.50	\$49,409.50	\$51,502.54
17	\$37,297.00	\$50,010.28	\$52,083.94
18	\$37,781.50	\$50,669.20	\$52,762.24
19	\$38,266.00	\$51,463.78	\$53,537.44
20	\$38,750.50	\$52,025.80	\$54,118.84
21	\$39,235.00	\$52,704.10	\$54,777.76
22	\$39,719.50	\$53,382.40	\$55,456.06
23	\$40,204.00	\$54,060.70	\$56,134.36
24	\$40,688.50	\$54,719.62	\$56,812.66
25	\$41,173.00	\$55,397.92	\$57,471.58
26	\$41,657.50	\$56,076.22	\$58,169.26
27	\$42,142.00	\$56,754.52	\$58,828.18
28	\$29,545.00	\$57,413.44	\$59,506.48
29	\$30,029.50	\$58,111.12	\$60,165.40
30	\$30,514.00	\$58,963.84	\$61,037.50
* Documentation Required to Move Beyond Base Column			

Bus Drive Salary Schedule				
Step	Base		Step	Base
1	\$25.00		16	\$29.83
2	\$25.34		17	\$30.17
3	\$25.69		18	\$30.52
4	\$26.03		19	\$30.86
5	\$26.38		20	\$31.21
6	\$26.38		21	\$31.55
7	\$26.72		22	\$31.90
8	\$27.07		23	\$32.24
9	\$27.41		24	\$32.59
10	\$27.76		25	\$32.93
11	\$28.10		26	\$33.28
12	\$28.45		27	\$33.62
13	\$28.79		28	\$33.97
14	\$29.14		29	\$34.31
15	\$29.48		30	\$35.00
<p>*The College Run will be paid at the driver's hourly rate for drive time only.</p> <p><i>*Sub Drivers will be paid at the hourly rate based upon their position on the schedule. * Drivers will get a \$10 bonus for accepting an extra trip. *Extra Trips will be paid at the drivers' rate of pay for driving plus \$10.30 for wait time. *Drivers will receive a minimum of 1 hour drive time for extra trips *Overnight trips will be paid a maximum of 8 hours per day.</i></p> <p>*Grandfathered employees will be paid at their 2017-18 hourly rate and will not receive new steps until their salary dictates moving to the new schedule.</p> <p><i>*Teachers that drive trips during the school hours will receive a \$35.00 Flat Rate.</i></p>				

Miscellaneous Compensation			
Department	Description	Rate	Frequency
Athletics	Scorebook	\$30	Per Night
	Gate Worker	\$30	Per Night
	Scoreboard Operator	\$30	Per Night
	Announcer	\$30	Per Night
	Assigned Administrator	\$45	Per Night
Special Services	Homebound Teacher	\$30	Per Hour
Student Instruction and Supervision	Before or After School Tutor	30	Per Hour
	Detention Supervisor	\$30	Per Hour
All Schools	Student Workers	\$12.00	Per Hour
Mileage Reimbursement	All	.655	Mile
All duties must be approved by a building level Administrator or Athletic Director			
Salaried employees must turn in a time signed by a building administrator to be compensated for hourly work.			

Classified Staff on AMI and non make up Snow Days:

To be fair to all classified staff on snow days and AMI days, classified staff will be allowed to come in and work on these days like the custodians currently do. Secretaries can come in and work under either their administrator or Rebecca and Lori, Para's can come in and work under Shelia, Chad in the custodial and maintenance departments or your building administrator, if they are on campus,. Even though classified employees are now salaried you must still clock in and we have to track hours according to the law. Any classified employee can choose to take PTO time instead of coming in on snow days.

Staff Absences and Leave

Policy 4330:

Holidays

The Board will annually adopt a calendar that will provide the following holidays:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Good Friday
5. Easter Monday
6. Memorial Day
7. Juneteenth
8. July 4th
9. Labor Day
10. Thanksgiving Day
11. Thanksgiving Friday After
12. Christmas Eve
13. Christmas Day

Staff members do not receive additional compensation for holidays unless they are required to work on such holidays.

Administrators employed on a twelve (12) month contract shall have vacation as provided in their individual contracts. Vacation shall be scheduled in compliance with the Superintendent's guidelines and is subject to Superintendent Approval.

Regulation 4320
Paid Time Off Days (PTO)

Employees requesting to use personal days must schedule a request to the principal or immediate supervisor at least one week in advance if possible in non-emergency.

Bereavement Leave

Bereavement Leave is available only upon the death of a member of the employee's immediate family, as that term is defined in the sick leave regulation.

- Five (5) Bereavement days granted as follows: Spouse, parent, child, sibling, daughter-in-law, or son-in-law, or non-family residing in the employee's home.
- Three (3) Bereavement days granted as follows: Grandparent and grandchild, brother-in-law, sister-in-law.
- One (1) Bereavement day granted as follows: aunt, uncle, niece, nephew, cousin.

Bereavement leave is not accumulative and must be taken at the time set aside to attend funeral/memorial services of deceased family member.

11 Month Administrator Calendar

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
17 (SWD)	18 (SWD)	19 (SWD)	20(SWD)	
24 (SWD)	25 SWD)	26 (SWD)	27 (SWD)	
Admin				

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
NTT/*TWD	NTT/*TWD	*TWD	*TWD	
TWD	TIS	TIS	TIS*	
X	22	23	24	25
X	29	30	31	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
H	5	6	7	8
PD	12	13	14	15
Admin	19	20	21	22
	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
	17	18	19	20
PTC	24	25	26	27
Admin	31			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
PD	7	8	9	10
	15	16	17	18
22	21	X	H	H
Admin	28	29	30	

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
PD	5	6	7	8
	12	13	14	15
18	19	20	21	22

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
PD	9	10	11	12
H	16	17	18	19
	23	24	25	26
	30	31		

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
Admin	13	14	15	16
H	20	21	22	23
PD	27	28	29	

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
Admin	12	13	14	15
PTC	19	20	21	22
	26	27	28	H

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
H	2	3	4	5
	9	10	11	12
Admin	16	17	18	19
	23	24	25	26
	30			

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	
20	21	22	23	
H	28	29	30	

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	

	No Work
Admin	Admin Meeting

SWD (Summer Work Day for Teachers)- Admin will schedule staff in on two of these days.
Admin will Schedule and work (2) summer work days with their staffs

12 Month Employee Calendar Maintenance and Custodial

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		5	6	
10	11	12	13	
17	18	19	20	
24	25	26	27	
31				

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3		
8	9	10	11	12
	16	17	18	19
22	23	24	25	26
29	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
21	22	23	24	25
28	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
	20	21	22	23
26	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	17
22	23			
27	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	
20	21	22	23	
	28	29	30	31

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
	26	27		

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18		20	
24	25	26	27	

No Work
 Work Schedule will be 6:00 am to 4:00pm
 Day Shift (will work 9.5 hours a day to be scheduled by supervisor)
 Night Shift (will work 9.5 hours a day to be scheduled by supervisor)

12 Month Employee Calendar

Human Resource Specialist/Accounts Payable-Payroll Secretary/MOVA

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		5	6	
10	11	12	13	
17	18	19	20	
24	25	26	27	
31				

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3		
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
	22	23	24	25
	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
	17	18	19	20
	24	25	26	27
	31			

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
	7	8	9	10
	14	15	16	17
22	23			
	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	
20	21	22	23	
	28	29	30	31

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27		

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18		20	
24	25	26	27	

	No Work
	Summer Schedule (will work 7.5 hours a day to be scheduled by supervisor)
	School Year will be (will work 9.5 hours a day to be scheduled by supervisor)

12 Month Employee Calendar Director of Finance

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		5	6	
10	11	12	13	
17	18	19	20	
24	25	26	27	
31				

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3		
8	9	10	11	12
	16	17	18	19
22	23	24	25	26
29	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
21	22	23	24	25
28	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
	20	21	22	23
26	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			



April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	17
22	23			
27	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	
20	21	22	23	
	28	29	30	31

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
	26	27		

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18		20	
24	25	26	27	

 No Work
 Summer Schedule (will work 7.5 hours a day to be scheduled by supervisor)

School Year (will work 7.5 hours a day to be scheduled by supervisor)

Day Employee Calendar Secretary

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		2	3	
7	8	9	10	
14	15	16	17	
	22	23	24	25
	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
18	19	20	21	22
	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
	17	18	19	20
23	24	25	26	27
	31			

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
	7	8	9	10
	14	15	16	17
22	23			
	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
18	19	20	21	22

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday

No Work
 Normal Work Day will be 8 hrs 45 min with 30 min unpaid Lunch

10 Month Employee Calendar

Paraprofessional

[illegible]

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
14	15			
	22	23	24	25
	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
	17	18	19	20
23	24	25	26	27
	31			

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
	7	8	9	10
	14	15	16	17
22	23			
	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
18	19	20	21	22

[illegible]

 No Work



School Year School Year (will work 8.25 hours
a day to be scheduled by supervisor)

*Para's will work to PD days to be scheduled by administration

Bus Driver Calendar

July 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
3		5	6	7
10	11	12	13	14

January 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30	31		

August 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
14	15			
	22	23	24	25
	29	30	31	

February 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	

September 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

March 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
	19	20	21	22
	26	27	28	29

October 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
	17	18	19	20
	24	25	26	27
	31			

April 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26
	30			

November 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
	7	8	9	10
	14	15	16	17
22	23			
	28	29	30	

May 2024				
Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10
	14	15	16	17
20	21	22	23	24
	28	29	30	31

December 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
				1
	5	6	7	8
	12	13	14	15
18	19	20	21	22

June 2024				
Monday	Tuesday	Wednesday	Thursday	Friday

No Work
 Regular School Year



Summer School each Driver is required to Drive
Maybe required to drive two weeks of summer
school

*Drivers currently in PEERS, who are wanting to stay in PEERS are required to work 4 hours on Mondays