

Wage and Salary Schedules

Stanley-Boyd Area Schools

2016 – 2017

Approved:

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INDEX

<u>PAGE</u>	<u>DESCRIPTION</u>
3	Teaching Assistant
4	Custodial / Maintenance Pay Scale
5	Secretary Pay Scale
6	Bus Driver Pay Scale
7	Food Service Pay Scale
8	Teacher Pay Scale
9	Premium Pay
10	Miscellaneous Teacher Pay
11	Coaching Pay
12	Advisor Pay
13	Miscellaneous Wages
14	Aquatic Department Wages

Teaching Assistant:

	<u>2015-16</u>	<u>2016-17</u>
Start	\$11.66	\$11.87
After 1 year	\$12.53	\$12.74
After 2 years	\$13.06	\$13.27
After 3 years	\$13.49	\$13.70
After 4 years	\$13.93	\$14.14
After 5 years	\$14.03	\$14.24
After 6 years	\$14.13	\$14.34
After 7 years	\$14.23	\$14.44
After 8 years	\$14.33	\$14.54
After 9 years	\$14.43	\$14.64
After 10 years	\$14.53	\$14.74

Substitute Workers

Substitute work will be paid at the established rate with an additional 10 cents per hour for each year of service. Part time employees working additional hours will be paid at their pay rate.

Custodial / Maintenance

Lead Maintenance:	<u>2015-16</u>	<u>2016-17</u>
Hourly Wage	\$17.70	\$19.01

<u>Lead Custodial:</u>		
Hourly Wage	\$15.50	\$16.78

Second Shift Differential

Employees working between the hours of 3 P.M. and 11 P.M. shall receive an additional seven (7¢) cents per hour for all hours worked, provided the majority of the hours worked occur after 6 P.M.

Summer/Casual/Substitute Workers

Seasonal and or summer workers will be hired at the established rate. An additional 10 cents per hour will be added for each season of service.

Cleaner: 245 Days 5 PTO Days

	<u>2015-16</u>	<u>2016-17</u>
Hourly Wage	\$13.00	\$13.50

Utility Custodial Groundskeeper

Hourly Wage \$13.00/ Hour

Secretary

	<u>2015-16</u>	<u>2016-17</u>
Start	\$12.85	\$13.09
After 1 year	\$13.26	\$13.50
After 2 years	\$13.81	\$14.05
After 3 years	\$14.22	\$14.46
After 4 years	\$14.66	\$14.90
After 5 years	\$14.76	\$15.00
After 6 years	\$14.86	\$15.10
After 7 years	\$14.96	\$15.20
After 8 years	\$15.06	\$15.30
After 9 years	\$15.16	\$15.40
After 10 years	\$15.26	\$15.50
After 11 years	\$15.36	\$15.60
After 12 years	\$15.46	\$15.70

Substitute Workers

Substitute work will be paid at the established rate with an additional 10 cents for each year of service. Part time employees working additional hours will be paid at their pay rate.

Bus Drivers

<i>Bus Drivers</i>	<u>15-16</u>	<u>16-17</u>
<i>Regular Runs – per trip</i>	<i>31.50</i>	<i>32.08</i>
<i>Extra Runs – per hour</i>	<i>12.95</i>	<i>13.19</i>
<i>Training / Not Driving – per hour</i>	<i>9.52</i>	<i>9.69</i>
<i>VAN DRIVERS</i>		
<i>Regular Runs 1-1-1/2 hrs per trip</i>	<i>26.70</i>	<i>27.19</i>
<i>Regular Runs ½ -1 hour per trip</i>	<i>18.09</i>	<i>18.42</i>
<i>Regular Runs under ½ hr per trip</i>	<i>11.74</i>	<i>11.95</i>
<i>Extra Runs – per hour</i>	<i>12.95</i>	<i>13.19</i>
<i>Training/Not Driving – per hour</i>	<i>9.52</i>	<i>9.69</i>

Extra-Curricular Trips Over Route Time: Add \$2.00 per trip for first hour of extra-curricular trips if over route time.

Substitute/Part-Time Drivers: Substitute and-part time drivers are paid at the same rate per trip as full-time drivers.

Additional Trips: Routes and trips beyond regular full-time status will be assigned by the transportation supervisor.

Food Service

Cook:

	<u>2015-16</u>	<u>2016-17</u>
Start	\$12.04	\$12.26
After 1 year	\$13.27	\$13.49
After 3 years	\$13.70	\$13.92
After 5 years	\$14.12	\$14.34
After 7 years	\$15.27	\$15.49
After 10 years	\$15.40	\$15.62
After 15 years	\$15.57	\$15.79

Substitute Workers

Substitute work will be paid at the established rate with an additional 10 cents for each year of service. Part time employees working additional hours will be paid at their pay rate.

Teachers

Two Year Salary Schedule Increase 2016-2017 and 2017-2018

- Salary amounts increase over two years rather than teachers advancing on the schedule
- No teacher advances a lettered level in 2016-17 or 2017-18
- Advancement resumes as normal beginning with the 2018-19 school year

2016-17 Salary Schedule

Level	Salary	w/Premium*	Level	Salary	w/Premium*	Level	Salary	w/Premium*	Level	Salary	w/Premium*
A1	40,015	41,015	A2	40,015	41,015	G1	51,115	52,115	G2	53,335	54,335
B1	40,015	41,015	B2	42,235	43,235	H1	53,335	54,335	H2	55,555	56,555
C1	42,235	43,235	C2	44,455	45,455	I1	55,555	56,555	I2	57,775	58,775
D1	44,455	45,455	D2	46,675	47,675	J1	57,775	58,775	J2	59,995	60,995
E1	46,675	47,675	E2	48,895	49,895	K1	59,995	60,995	K2	61,765	62,765
F1	48,895	49,895	F2	51,115	52,115	L	63,985	64,985			

2017-18 Salary Schedule

Level	Salary	w/Premium*	Level	Salary	w/Premium*	Level	Salary	w/Premium*	Level	Salary	w/Premium*
A1	40,015	41,015	A2	40,015	41,015	G1	53,335	54,335	G2	53,335	54,335
B1	42,235	43,235	B2	42,235	43,235	H1	55,555	56,555	H2	55,555	56,555
C1	44,455	45,455	C2	44,455	45,455	I1	57,775	58,775	I2	57,775	58,775
D1	46,675	47,675	D2	46,675	47,675	J1	59,995	60,995	J2	59,995	60,995
E1	48,895	49,895	E2	48,895	49,895	K1	61,765	62,765	K2	61,765	62,765
F1	51,115	52,115	F2	51,115	52,115	L	63,985	64,985			

Level Advancement

- a. Teachers will migrate to the new leveled Salary Schedule over the next two years to be as fair as possible to each teacher. (Individual migration will be explained to each individual teacher).
- b. Teachers will advance “Levels” every two years as long as they meet district expectations, not withstanding points c, d, e, and f below.
- c. Administration may postpone an individual teacher’s Level advancement for reasons including but not limited to
 - a. receiving a Letter of Discipline
 - b. being placed on an Improvement Plan
 - i. Level movement restarts when either a letter is placed in the teacher’s file indicating the issue/need has been resolved, the teacher is no longer on a plan of improvement.
- d. There are two advancement gates. The first gate will be after the fourth year of employment in the District. The second gate will be after the 12th year of employment in the District. Advancement through each gate requires approval from administration and school board.
- e. Administration reserves the right to place or move teachers on the schedule.
- f. The school board reserves the right to suspend advancement for financial reasons if necessary.

Premium Pay *

This pay category rewards teaching excellence and working collaboratively toward district goals. Teachers will receive a \$1,000 premium pay if established criteria are met. Please see “Premium Pay” in current handbook.

Review/Accountability Procedures

A District Compensation Work Team will regularly review the district’s written compensation framework as needed.



Stanley-Boyd Teacher Compensation



Premium Pay

All teachers teaching half time or more may qualify to share a “premium”. This amount will be divided equally and added to each teacher’s payroll checks. In order to share in the premium, a teacher must:

1. Fully participate in weekly SLT activities contributing to his or her team in a meaningful manner.
2. Fulfill professional responsibility to maintain approved curriculum and lesson plans.
3. Have a current individual evaluation
 - a. Composite score of 1.5 or better.
 - b. without any area being judged to be “unsatisfactory.”
4. Not be on an improvement plan. Premium will resume at the point a note is placed in the teachers file indicating that the issue or need has been resolved.
5. Not have a “Letter of Concern,” a “Letter of Expectation” or a “Letter of Discipline.” Premium can be reinstated if a letter is placed in the teacher’s file indicating the issue/need has been resolved.

Eligibility

- While premium participation is voluntary, the employment expectations listed above are not.
- If a teacher should become ineligible for the premium at any point in the year, he or she may become eligible again the following year.
- New teachers will first become eligible for the Premium at the beginning of their 2nd year.
- Loss of premium pay is not considered a loss of base salary and is thereby not eligible for grievance through the grievance procedure included in this handbook.

Miscellaneous Teacher Pay

1. Curriculum writing pay will be \$25.00 per hour if pre-approved by the curriculum coordinator. Most curriculum work will be done during preparation time and during district professional development days.

~~2. Teachers will be required to supervise home events (athletics, etc) on a rotating basis as part of their salary as needed.~~

3. Summer School salaries shall be paid on experience:

Non-Staff Teachers	\$17.00 per Hour
Step 1 (0 – 2 Years)	\$22.00 per Hour
Step 2 (3 – 4 Years)	\$25.00 per Hour
Step 3 (5 + Years)	\$30.00 per Hour

Coaching

	<u>2015-16</u>	<u>2016-17</u>
Athletic Director	\$3,275	\$6,500
Head Coaches	\$3,575	\$3,625
Assistant Coaches	\$2,800	\$2,825
Freshman Coaches	\$2,000	\$2,025
Middle School Coaches	\$1,375	\$1,400
Oriolettes Coach	\$1,325	\$1,350
Pep Club Advisor (2)	\$1,325	\$1,350

Advisor

	<u>2015-16</u>	<u>2016-17</u>
Musical Director	\$ 1,900.00	No changes
FFA Advisor	\$ 1,500.00	
FCCLA Advisor	\$ 1,500.00	
SBAA (2)	\$ 1,300.00	
Play Director	\$ 1,250.00	
Asst. Musical Director	\$ 1,200.00	
Asst. Musical Director (Vocal)	\$ 1,200.00	
Forensic Director	\$ 780.00	
Student Council	\$ 780.00	
Senior Class	\$ 780.00	
Junior Class	\$ 780.00	
H.S. Math Team	\$ 780.00	
M.S. Science Olympiad	\$ 780.00	
H.S. Academic Decathlon	\$ 780.00	
National Honor Society	\$ 515.00	
Sophomore Class	\$ 515.00	
Freshman Class	\$ 515.00	
FBLA Advisor	\$ 780.00	
Skills USA Advisor	\$ 780.00	
Art Club	\$ 780.00	

Wage Scale for Various Miscellaneous Positions

	<u>For Each</u>	<u>15-16</u>	<u>16-17</u>
Substitutes (Teachers)	Day	\$107.00	\$110.00
Substitutes (Custodial / Cook / Aide / Secretary)	Hour	\$ 8.50	\$9.00
Ticket Takers	Hour	\$ 8.50	\$9.00
Head Ticket Taker	Hour	\$ 9.25	\$9.50
Officials			
JV	Event	\$ 43.50 (\$48 football)	
9 th	Event	\$ 43.50 (\$48 football)	
M.S.	Game	\$ 26.50 (\$33 football)	
Cross Country	Event	\$ 19.00	
Bench Workers			
Varsity	Event	\$20.50	
JV	Event	\$18.50	
9 th	Event	\$18.50	
M.S.	Game	\$ 9.50	
Wrestling	All Levels	\$38.50	
Volleyball Line Judge			
	(2/3)	\$20.50	
	(3/5)	\$22.50	
	(Regionals)	\$27.50	
Cross Country Meet Manager			
	Event	\$100.00	
Tournament Manager -			
Volleyball, Basketball, Baseball or Softball	Event	\$100.00	
Meet Manager -			
Wrestling or Track	Event	\$120.00	
"Super Saturday" Manager			
Combined Track/Baseball/Softball Tournament	Event	\$200.00	
Football Jamboree Manager			
	Event	\$200.00	
Football Chain Gang (Varsity)			
	Game	\$20.50	
Football Announcer			
	Game	\$32.50	
Students			
	Game	\$ 8.50	
Game Supervision (AD, Principal, or Designee)			
	Game	\$26.50	

Aquatic Department

	<u>2015-16</u>	<u>2016-17</u>
Lifeguards	\$9.00	\$9.25
Water Safety Instructor	\$0.50 over individual's applicable lifeguard rate	

Longevity

An additional 25 cents will be given for each year of service. Increases will be awarded after the last day of the regular school year. The exact date will be determined by the payroll department. Employees must have completed at least one full year of employment by July 1 to be eligible for a longevity increase. There is no minimum hours required.

Head Lifeguard	\$11.20	\$11.45
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(longevity does NOT apply to this position)

Fitness Instructor	\$10.00	\$10.25
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Employees working the 5:00 a.m. shift will be paid a minimum of ~~\$10.00~~ \$10.50 per hour.