

Wage and Salary Schedules

Stanley-Boyd Area Schools

2017 – 2018

Approved:
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Teaching Assistant:

	<u>2016-17</u>	<u>2017-18</u>	
Start	\$11.87	Start	\$ 13.00
After 1 year	\$12.74	After 5 Years	\$ 14.54
After 2 years	\$13.27	After 10 years	\$ 15.04
After 3 years	\$13.70		
After 4 years	\$14.14		
After 5 years	\$14.24		
After 6 years	\$14.34		
After 7 years	\$14.44		
After 8 years	\$14.54		
After 9 years	\$14.64		
After 10 years	\$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>2016-17</u>	<u>2017-18</u>
Hourly Wage	\$19.01	\$20.01

<u>Lead Custodial:</u>		
Hourly Wage	\$16.78	\$17.78

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>2016-17</u>	<u>2017-18</u>
Hourly Wage	\$13.50	\$14.50

Utility Custodial Groundskeeper

Hourly Wage	\$13.00/ Hour	\$14.50/ Hour
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Secretary

	<u>2016-17</u>	<u>2017-18</u>	
Start	\$13.09	Start	\$13.80
After 1 year	\$13.50	After 5 Years	\$15.40
After 2 years	\$14.05	After 10 Years	\$16.00
After 3 years	\$14.46		
After 4 years	\$14.90		
After 5 years	\$15.00		
After 6 years	\$15.10		
After 7 years	\$15.20		
After 8 years	\$15.30		
After 9 years	\$15.40		
After 10 years	\$15.50		
After 11 years	\$15.60		
After 12 years	\$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>	<i>16-17</i>	<i>17-18</i>
<i>Regular Runs – per trip</i>	<i>35.00</i>	35.75
<i>Extra Runs – per hour</i>	<i>13.19</i>	13.58
<i>Training / Not Driving – per hour</i>	<i>9.69</i>	9.98
<i>VAN DRIVERS</i>		
<i>Regular Runs 1-1-1/2 hrs per trip</i>	<i>27.19</i>	27.73
<i>Regular Runs ½ -1 hour per trip</i>	<i>18.42</i>	18.78
<i>Regular Runs under ½ hr per trip</i>	<i>11.95</i>	12.18
<i>Extra Runs – per hour</i>	<i>13.19</i>	13.45
<i>Training/Not Driving – per hour</i>	<i>9.69</i>	9.88

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.

Bus Driver Level II: Drivers working as "Bus Driver Level II" will be paid at \$27.00 per route.

Food Service

Cook:

	<u>2016-17</u>	<u>2017-18</u>	
Start	\$12.26	Start	\$ 13.00
After 1 year	\$13.49	After 5 Years	\$ 14.55
After 3 years	\$13.92	After 10 Years	\$ 16.00
After 5 years	\$14.34		
After 7 years	\$15.49		
After 10 years	\$15.62		
After 15 years	\$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 advanced a lettered level in 2016-17 or 2017-18
- Advancement resumes as normal beginning with the 2018-19 school year

2017-2018 Salary Schedule **\$666 increase + \$283 add'l day**

Level	Salary	w/Premium*		Level	Salary	w/Premium*		Level	Salary	w/Premium*		Level	Salary	w/Premium*
A1	41654	42654		A2	41654	42654		G1	54974	55974		G2	54974	55974
B1	43874	44874		B2	43874	44874		H1	57194	58194		H2	57194	58194
C1	46094	47094		C2	46094	47094		I1	59414	60414		I2	59414	60414
D1	48314	49314		D2	48314	49314		J1	61634	62634		J2	61634	62634
E1	50534	51534		E2	50534	51534		K1	63404	64404		K2	63404	64404
F1	52754	53754		F2	52754	53754						L	65624	66624

Level Advancement

- a. Teachers will advance “Levels” every two years as long as they meet district expectations, notwithstanding points c, d, e, and f below.
- b. 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.
- ~~e. 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.~~
- d. Administration reserves the right to place or move teachers on the schedule.
- e. 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. 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
3. High School teachers who teach an additional trimester class which is the same as another class they already teach during that trimester will receive \$2,000.00 additional pay for that class. An additional trimester class different from those taught during the regular day will warrant an additional \$2,500.00.
4. A teacher who supervises a student's Youth Apprenticeship Program for which the District receives a state payment shall be paid a sum of \$250.00 at the end of the program.

Coaching *

	<u>2016-17</u>	<u>2017-18</u>
Athletic Director	\$6,500	\$ 6,600
Head Coaches	\$3,625	\$ 3,675
Assistant Coaches	\$2,825	\$ 2,875
Freshman Coaches	\$2,025	\$ 2,075
Middle School Coaches	\$1,400	\$ 1,450
Oriettes Coach	\$1,350	\$ 1,400
Pep Club Advisor (2)	\$1,350	\$ 1,350

Advisor*

	<u>2016-17</u>	<u>2017-18</u>
Musical Director	\$ 1,800.00	\$1,830.00
Drama/Play Director (2)	\$ 1,500.00	\$1,530.00
FFA Advisor	\$ 1,500.00	\$1,530.00
FCCLA Advisor	\$ 1,500.00	\$1,530.00
SBAA (2)	\$ 1,300.00	\$1,330.00
Asst. Musical Director	\$ 1,200.00	\$1,230.00
Asst. Musical Director (Vocal)	\$ 1,200.00	\$1,230.00
Forensic Director	\$ 780.00	\$ 810.00
Student Council	\$ 780.00	\$ 810.00
Senior Class	\$ 780.00	\$ 810.00
Junior Class	\$ 780.00	\$ 810.00
H.S. Math Team	\$ 780.00	\$ 810.00
M.S. Science Olympiad	\$ 780.00	\$ 810.00
H.S. Academic Decathlon (2)	\$ 780.00	\$ 810.00
DECA	\$ 780.00	\$ 810.00
National Honor Society	\$ 515.00	\$ 545.00
Sophomore Class	\$ 515.00	\$ 545.00
Freshman Class	\$ 515.00	\$ 545.00
FBLA Advisor	\$ 780.00	\$ 810.00
Skills USA Advisor	\$ 780.00	\$ 810.00
Art Club	\$ 780.00	\$ 810.00

Add \$30.00 to each position.

Wage Scale for Various Miscellaneous Positions*

	<u>For Each</u>	<u>16-17</u>	<u>17-18</u>
Substitutes (Teachers)	Day	\$110.00	\$112.00
Substitutes (Custodial / Cook / Aide / Secretary) (Teacher supervising addtl events)	Hour	\$9.00	\$10.00
	Hour	\$9.00	\$10.00
Ticket Takers	Hour	\$9.00	\$10.00
	Head Ticket Taker	Hour	\$9.50
Officials			
JV	Event	\$ 44.50	(\$48.50 football) \$60
9 th	Event	\$ 43.50	(\$48.50 football) \$60
M.S.	Game	\$ 26.50	(\$33.50 football) \$60
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)	\$30.00	
Cross Country Meet Manager	Event	\$100.00	
Tournament Manager - Volleyball, Basketball, Baseball or Softball	Event	\$100.00	
Meet Manager -	Event	\$120.00	

Wrestling or Track		
"Super Saturday" Manager	Event	\$200.00
Combined Track/Baseball/Softball Tournament		
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>2016-17</u>	
Lifeguards	\$9.25	\$9.50
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 \$11.45
(longevity does NOT apply to this position)

Fitness Instructor \$10.25

Employees working the 5:00 a.m. shift will be paid a minimum of ~~\$10.50~~ per hour. \$11.00