

Wage and Salary Schedules

Stanley-Boyd Area Schools

2018 – 2019

Approved:
April 23, 2018

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Teaching Assistant:

	<u>2017-18</u>	<u>2018-19</u>
Start	\$13.00	\$13.27
After 5 years	\$14.54	\$14.84
After 10 years	\$15.04	\$15.35

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>2017-18</u>	<u>2018-19</u>
Hourly Wage	\$20.01	\$20.43

<u>Lead Custodial:</u>		
Hourly Wage	\$17.78	\$18.15

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.

<u>Cleaner:</u>	<u>2017-18</u>	<u>2018-19</u>
Hourly Wage	\$14.50	\$15.00

<u>Utility Custodial / Groundskeeper</u>	<u>2017-18</u>	<u>2018-19</u>
Hourly Wage	\$14.50	\$15.00

Secretary

	<u>2017-18</u>	<u>2018-19</u>
Start	\$13.80	\$14.08
After 5 years	\$15.40	\$15.70
After 10 years	\$16.00	\$16.33

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

Bus Drivers	<u>17-18</u>	<u>18-19</u>
Regular Runs – per trip	35.75	36.50
Extra Runs – per hour	13.58	13.86
Training / Not Driving – per hour	9.98	10.18
<u>VAN DRIVERS</u>		
Regular Runs 1-1-1/2 hrs per trip	27.73	28.31
Regular Runs ½ -1 hour per trip	18.78	19.17
Regular Runs under ½ hr per trip	12.18	12.43
Extra Runs – per hour	13.58	13.86
Training/Not Driving – per hour	9.98	10.18

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>2017-18</u>	<u>2018-19</u>
Start	\$13.00	\$13.27
After 5 years	\$14.55	\$14.85
After 10 years	\$16.00	\$16.33

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

\$868 per Teacher Increase

<u>Level</u>	<u>Salary</u>	<u>w/Premium*</u>	<u>Level</u>	<u>Salary</u>	<u>w/Premium*</u>	<u>Level</u>	<u>Salary</u>	<u>w/Premium*</u>	<u>Level</u>	<u>Salary</u>	<u>w/Premium*</u>
A1	41714	42714	A2	41714	42714	G1	55034	56034	G2	55034	56034
B1	43934	44934	B2	43934	44934	H1	57254	58254	H2	57254	58254
C1	46154	47154	C2	46154	47154	I1	59474	60474	I2	59474	60474
D1	48374	49374	D2	48374	49374	J1	61694	62694	J2	61694	62694
E1	50594	51594	E2	50594	51594	K1	63464	64464	K2	63464	64464
F1	52814	53814	F2	52814	53814				L	65684	66684

Level Advancement

- a. Teachers will advance “Levels” every two years as long as they meet district expectations, not withstanding points d and e 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.
- c. Administration reserves the right to place or move teachers on the schedule.
- d. 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>2017-18</u>	<u>2018-19</u>
Athletic Director	\$6,600	\$6,700
Head Coaches	\$3,675	\$3,750
Assistant Coaches	\$2,875	\$2,925
Freshman "C" Coaches	\$2,075	\$2,125
Middle School Coaches	\$1,450	\$1,475
Oriolettes Coach	\$1,400	\$1,425
Pep Club Advisor (2)	\$1,350	\$1,375

Advisor

	<u>2017-18</u>	<u>2018-19</u>
Drama/Play Director	\$ 1,530.00	\$ 1,560.00
FFA Advisor	\$ 1,530.00	\$ 1,560.00
FCCLA Advisor	\$ 1,530.00	\$ 1,560.00
SBAA (2)	\$ 1,330.00	\$ 1,360.00
Asst. Musical Director (Vocal)	\$ 1,230.00	\$ 1,250.00
Forensic Director	\$ 810.00	\$ 830.00
Student Council	\$ 810.00	\$ 830.00
Senior Class	\$ 810.00	\$ 830.00
Junior Class	\$ 810.00	\$ 830.00
H.S. Math Team	\$ 810.00	\$ 830.00
M.S. Science Olympiad	\$ 810.00	\$ 830.00
H.S. Academic Decathlon	\$ 810.00	\$ 830.00
National Honor Society	\$ 545.00	\$ 555.00
Sophomore Class	\$ 545.00	\$ 555.00
Freshman Class	\$ 545.00	\$ 555.00
FBLA Advisor	\$ 810.00	\$ 830.00
DECA Advisor	\$ 810.00	\$ 830.00
Skills USA Advisor	\$ 810.00	\$ 830.00
Art Club	\$ 810.00	\$ 830.00

Wage Scale for Various Miscellaneous Positions

For Each

17-18

Substitutes (Teachers)	Day	\$112.00	\$115.00
Substitutes (Custodial / Cook / Aide / Secretary) (Teacher supervising addtl events)	Hour	\$10.00	\$10.25
	Hour	\$10.00	\$10.25
Ticket Takers Head Ticket Taker	Hour	\$10.00	\$10.25
	Hour	\$10.50	\$10.75
Officials			
JV	Event	\$43.50 (\$48.50 football) (\$90.00 baseball behind plate) (\$60.00 baseball in the field)	
9 th	Event	\$43.50 (\$48.50 football)	
M.S.	Game	\$26.50 (\$33.50 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)	\$30.00	
Track Workers	Event	\$30.00	
Timing Operator	Event	\$300.00	
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	\$9.00
Game Supervision (AD, Principal, or Designee)	Game	\$26.50	

At the discretion of the Superintendent, when necessary to remain competitive, officials' pay may be changed.

Aquatic Department

	<u>2017-18</u>	<u>2018-19</u>
Lifeguards	\$9.50	\$9.75
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	\$11.70
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(longevity does NOT apply to this position)

Fitness Instructor	\$10.25	\$10.50
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Employees working the 5:00 a.m. shift will be paid a minimum of \$11.00 \$11.25 per hour.