

# Wage and Salary Schedules

Stanley-Boyd Area Schools

2018 – 2019

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## Teaching Assistant:

	<u>2018-19</u>	<u>January 7, 2019</u>
Start	<del>\$13.27</del>	\$13.77
After 5 years	<del>\$14.84</del>	\$15.34
After 10 years	<del>\$15.35</del>	\$15.85

### **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

<b>Lead Maintenance:</b>	<u>2018-19</u>	<u>January 7, 2019</u>
Hourly Wage	<del>\$20.43</del>	\$21.43

<b><u>Lead Custodial:</u></b>		
Hourly Wage	<del>\$18.15</del>	\$19.15

### **Second Shift Differential**

Employees working between the hours of 3 P.M. and 11 P.M. shall receive an additional seven (7¢) and effective January 7, 2019 twenty-five (25¢)cents per hour for all hours worked, provided the majority of the hours worked occur after 6 P.M.

<b><u>Cleaner:</u></b>	<u>2018-19</u>	<u>January 7, 2019</u>
Hourly Wage	<del>\$15.00</del>	\$16.00

For benefit purposes Cleaners are considered Custodians in the handbook

<b><u>Utility Maintenance:</u></b>	<u>2018-19</u>	<u>January 7, 2019</u>
Hourly Wage	<del>\$16.50</del>	\$17.50

For benefit purposes Utility Maintenance are considered Custodians in the handbook

### **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.

<b><u>Part-time Utility Custodial Groundskeeper</u></b>	<u>2018-19</u>
Hourly Wage	\$15.00

## Secretary

	<u>2018-19</u>	<u>January 7, 2019</u>
Start	\$14.08	\$14.58
After 5 years	\$15.70	\$16.20
After 10 years	\$16.33	\$16.83

### **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

<b>Bus Drivers</b>	<b>18-19</b>	<b>January 7, 2019</b>
Regular Runs – per trip	36.50	38.00
Extra Runs – per hour	13.86	14.36
Training / Not Driving – per hour	10.18	10.68
Activity or Academic Bus/ 4K Route	32.83	34.33
<b>VAN DRIVERS</b>		
Regular Runs 1-1-1/2 hrs per trip	28.31	29.31
Regular Runs ½ -1 hour per trip	19.17	20.17
Regular Runs under ½ hr per trip	12.43	12.93
Extra Runs – per hour	13.86	14.36
Training/Not Driving – per hour	10.18	10.68

**Extra-Curricular Trips Over Route Time:** Add \$2.00 (18-19) and effective January 7, 2019 \$2.50 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>2018-19</u>	<u>January 7, 2019</u>
Start	\$13.27	\$13.77
After 5 years	\$14.85	\$15.25
After 10 years	\$16.33	\$16.83

### **Special Event Differential**

Effective January 7, 2019, Food Service employees working after 3:00 P.M. or on weekends shall receive an additional twenty-five (25¢) cents per hour for all hours worked for that event.

### **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 2018-2019 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	42,582	43,582	A2	42,582	43,582	G1	55,902	56,892	G2	55,892	56,892
B1	44,802	45,802	B2	44,802	45,802	H1	58,122	59,122	H2	58,122	59,122
C1	47,022	48,022	C2	47,022	48,022	I1	60,342	61,342	I2	60,342	61,342
D1	49,242	50,242	D2	49,242	50,242	J1	62,562	63,562	J2	62,562	63,562
E1	51,462	52,462	E2	51,462	52,462	K1	64,332	65,332	K2	64,332	65,332
F1	53,682	54,682	F2	53,682	54,682				L	66,552	67,552

- 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. The school board reserves the right to suspend advancement for financial reasons if necessary.

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 2<sup>nd</sup> 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>2018-19</u>
Athletic Director	\$6,700
Head Coaches	\$3,750
Assistant Coaches	\$2,925
C-Team Coaches	\$2,125
Middle School Coaches	\$1,475
Oriolettes Coach	\$1,425
Pep Club Advisor (2)	\$1,375

## Advisor

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

Wage Scale for Various Miscellaneous Positions

	<u>For Each</u>	<u>18-19</u>	<u>January 7, 2019</u>
Substitutes (Teachers)	Day	\$115.00	
Substitutes (Custodial / Cook / Aide / Secretary)	Hour	<b>\$10.25</b>	<b>\$12.00</b>
(Teacher supervising addtl events)	Hour	\$10.25	
Ticket Takers	Hour	\$10.25	
Head Ticket Taker	Hour	\$10.75	
Officials			
JV	Event	\$43.50 (\$48.50 football)	
		(\$90.00 baseball behind plate)	
		(\$60.00 baseball in the field)	
9 <sup>th</sup>	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 <sup>th</sup>	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 -	Event	\$100.00	
Volleyball, Basketball, Baseball or Softball			
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	\$ 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

2017-18

Lifeguards

\$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

\$11.70

(longevity does NOT apply to this position)

Fitness Instructor

\$10.50

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