

Wage and Salary Schedules

Stanley-Boyd Area Schools

2021 – 2022

Approved: November 23, 2020

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Paraprofessionals:

	<u>2019-2020</u>	<u>2020-2021</u>
Start	\$14.02	\$14.57
After 5 years	\$15.59	\$16.14
After 10 years	\$16.10	\$16.65

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

	<u>2019-2020</u>	<u>2020-2021</u>
Lead Maintenance:	\$21.68	\$22.33
Lead Custodial:	\$19.40	\$19.98
Utility Maintenance:	\$17.75	\$18.28
Cleaner:	\$16.25	\$16.74
Part-time Utility Custodial Groundskeeper		\$15.00

Second Shift Differential

Employees working between the hours of 3 P.M. and 11 P.M. shall receive an additional twenty-five cents (25¢) 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. Effective July 1, 2019, an additional fifteen cents (15¢) per hour will be added for each season of service.

Secretary

	<u>2019-2020</u>	<u>2020-2021</u>
Start	\$14.83	\$15.38
After 5 years	\$16.45	\$17.00
After 10 years	\$17.08	\$17.63

Substitute Workers

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

Bus Drivers

Bus Drivers	<u>2019-2020</u>	<u>2020-2021</u>
Regular Runs – per trip	38.00	38.00
Extra Runs – per hour	14.86	14.86
Training / Not Driving – per hour	11.18	11.18
Activity or Academic Bus/ 4K Route	34.33	34.33
VAN DRIVERS		
Regular Runs 1-1-1/2 hrs per trip	29.81	30.31
Regular Runs ½ -1 hour per trip	20.67	21.17
Regular Runs under ½ hr per trip	13.18	13.68
Extra Runs – per hour	14.86	15.36
Training/Not Driving – per hour	11.18	11.68

Extra-Curricular Trips Over Route Time: Add \$12.50 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>2019-2020</u>	<u>2020-2021</u>
Start	\$14.02	\$14.57
After 5 years	\$15.60	\$16.15
After 10 years	\$17.08	\$17.63

Special Event Differential

Food Service employees working after 3:00 P.M. or on weekends shall receive an additional twenty-five cents (25¢) 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
2020-2021 Salary Schedule
 \$859 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	44,472	45,972	A2	44,472	45,972	F1	55,572	58,072	F2	55,572	58,072
B1	46,692	48,192	B2	46,692	48,192	G1	57,792	60,292	G2	57,792	60,292
C1	48,912	50,412	C2	48,912	50,412	H1	60,012	62,512	H2	60,012	62,512
D1	51,132	52,632	D2	51,132	52,632	I1	62,232	64,732	I2	62,232	64,732
E1	53,352	54,852	E2	53,352	54,852	J1	64,452	66,952	J2	64,452	66,952
						K1	66,222	68,722	K2	66,222	68,722
									L	68,442	70,942

Level Advancement

- a. Teachers will advance “Levels” every two years as long as they meet district expectations, notwithstanding point c 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.

Premium Pay *

This pay category rewards teaching excellence and working collaboratively toward district goals. Teachers at Level A1-E2 will receive a \$1,500 premium pay if established criteria are met. Teachers at Level F1-L will receive a \$2,500 premium pay if established criteria are met. Please see “Premium Pay” on next page.

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 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.”~~
3. Have a minimum rating of “Basic” on their current individual evaluation.
4. Be in good standing. An active “Improvement Plan” or “Letter of Discipline” may be cause to suspend premium pay. Premium may resume at the point a note is placed in the teacher’s file indicating that the issue or 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 additional pay for that class. An additional trimester class different from those taught during the regular day will warrant an additional \$2,500.
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>2020-2021</u>
Athletic Director	\$6,750
Head Coaches	\$3,800
Assistant Coaches	\$2,975
C-Team Coaches	\$2,175
Middle School Coaches	\$1,500
Oriolettes Coach	\$1,450
Pep Club Advisor (2)	\$1,400

Advisor

	<u>2020-2021</u>
Archery Club Advisor	\$1,600
Drama/Play Director	\$1,600
FFA Advisor (2)	\$1,600
FCCLA Advisor	\$1,600
SBAA (2)	\$1,400
Asst. Musical Director (Vocal)	\$1,290
Forensic Director	\$ 860
Student Council	\$ 860
Senior Class	\$ 860
Junior Class	\$ 860
H.S. Math Team	\$ 860
M.S. Science Olympiad	\$ 860
H.S. Academic Decathlon	\$ 860
National Honor Society	\$ 575
Sophomore Class	\$ 575
Freshman Class	\$ 575
FBLA Advisor	\$ 860
DECA Advisor	\$ 860
Skills USA Advisor	\$ 860
Art Club	\$ 860

Wage Scale for Various Miscellaneous Positions

Substitute	Teacher	Day	\$135
Substitute	Custodial, Cook, Aide, Secretary	Hour	\$12.00 \$14.00
	Teacher supervising addt'l event	Hour	\$10.25
Ticket Taker		Hour	\$10.25
Head Ticket Taker		Hour	\$10.75
Official	JV Football	Event	\$51.00
Official	JV Volleyball, JV Basketball	Event	\$46.00
Official	JV Baseball (behind the plate)	Event	\$90.00
Official	JV Baseball (in the field)	Event	\$60.00
Official	9 th Football	Event	\$51.00
Official	9 th Volleyball, 9 th Basketball	Event	\$46.00
Official	C Team Volleyball	5 sets	\$76.00
Official	MS Volleyball	5 sets	\$60.00
Official	MS Volleyball (if only 1 Official)	5 sets	\$76.00
Official	MS Football	Game	\$35.50
Official	MS Basketball	Game	\$28.00
Official	Cross Country	Event	\$19.00 \$100.00+0.25/Mile
Bench Worker	Varsity	Event	\$20.50
Bench Worker	JV	Event	\$18.50
Bench Worker	9 th	Event	\$18.50
Bench Worker	MS	Game	\$9.50 \$15.00
Bench Worker	Wrestling	All Levels	\$38.50
Volleyball Line Judge	2/3		\$20.50
Volleyball Line Judge	3/5		\$22.50
Volleyball Line Judge	Regionals		\$30.00
Track Worker		Event	\$30.00
Wrestling Tournament Worker		Event	\$50.00
Timing Operator		Event	\$300.00
Tournament Manager	Volleyball, Basketball, Baseball or Softball		\$100.00
Meet Manager	Wrestling, Track		\$120.00
Meet Manager	Cross Country		\$100.00
"Super Saturday" Manager	Combined Track, Baseball, Softball	Event	\$200.00
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

	<u>2020-2021</u>
Lifeguards	\$9.75
Water Safety Instructor	\$0.50 over individual's applicable lifeguard rate

Longevity

An additional twenty-five cents (25¢) 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 Variable rate depending on credentials or experience

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