

# Wage and Salary Schedules

Stanley-Boyd Area Schools

2022 – 2023

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Revised:

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Paraprofessionals:

	<u>2021-2022</u>	<u>2022-2023</u>
Start	\$15.07	\$15.57
After 5 years	\$16.64	\$17.14
After 10 years	\$17.15	\$17.65

**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>2021-2022</u>	<u>2022-2023</u>
Lead Maintenance:	\$22.83	\$23.83
Lead Custodial:	\$20.48	\$21.48
Utility Maintenance:	\$18.78	\$19.78
Cleaner:	\$17.24	\$18.24
Part-time Utility Custodial Groundskeeper	\$15.50	\$16.00

### **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 Custodians, Seasonal and Substitute Workers**

Summer Cleaners will be paid at the established rate.

Casual and or substitute work will be hired at the established summer rate. Effective July 1, 2019, an additional fifteen cents (15¢) per hour will be added for each season of service.

## Secretary

	<u>2021-2022</u>	<u>2022-2023</u>
Start	\$15.88	\$16.38
After 5 years	\$17.50	\$18.00
After 10 years	\$18.13	\$18.63

### **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

<b>Bus Drivers</b>	<b>2021-2022</b>	<b>2022-2023</b>
Regular Runs – per trip	38.50	39.50
Extra Runs – per hour	15.36	15.86
Training / Not Driving – per hour	12.18	12.68
Activity or Academic Bus/ 4K Route	34.83	35.83
<b>VAN DRIVERS</b>		
Regular Runs 1-1-1/2 hrs per trip	30.81	31.81
Regular Runs ½ -1 hour per trip	21.67	22.67
Regular Runs under ½ hr per trip	14.18	15.18
Extra Runs – per hour	15.86	16.36
Training/Not Driving – per hour	12.18	12.68

**Extra-Curricular Trips Over Route Time:** Add \$12.50 **13.00** 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>2021-2022</u>	<u>2022-2023</u>
Start	\$15.07	\$15.57
After 5 years	\$16.65	\$17.15
After 10 years	\$18.13	\$18.63

### **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  
**2022-2023** Salary Schedule  
 \$ 1327 per teacher increase

Level	Salary	w/ Premium*	Level	Salary	w/ Premium*	Level	Salary	w/ Premium*	Level	Salary	w/ Premium*
A1	46,454	47,954	A2	46,454	47,954	F1	57,554	60,054	F2	57,554	60,054
B1	48,674	50,174	B2	48,674	50,174	G1	59,774	62,274	G2	59,774	62,274
C1	50,894	52,394	C2	50,894	52,394	H1	61,994	64,494	H2	61,994	64,494
D1	53,114	54,614	D2	53,114	54,614	I1	64,214	66,714	I2	64,214	66,714
E1	55,334	56,834	E2	55,334	56,834	J1	66,434	68,934	J2	66,434	68,934
						K1	68,654	71,154	K2	68,654	71,154
						L1	70,874	73,374	L2	70,874	73,374
									M	73,094	75,594

**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-L2 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 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 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~~ **27.00** 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	<del>\$17.00</del> <b>19.00</b> per Hour
Step 1 (0 – 2 Years)	<del>\$22.00</del> <b>24.00</b> per Hour
Step 2 (3 – 4 Years)	<del>\$25.00</del> <b>27.00</b> per Hour
Step 3 (5 + Years)	<del>\$30.00</del> <b>32.00</b> 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~~ **2,100** additional pay for that class. An additional trimester class different from those taught during the regular day will warrant an additional ~~\$2,500~~ **2,600**.
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>2021-2022</u>	<u>2022-2023</u>
Athletic Director	\$6,950	\$6,950
Head Coaches	\$4,000	\$4,200
Assistant Coaches	\$3,100	\$3,100
C-Team Coaches	\$2,300	\$3,100
Middle School Coaches	\$1,625	\$1,800
Oriolettes Coach	\$1,575	\$1,800
Pep Club Advisor (2)	\$1,525	\$1,800
Asst. Dir. of Special Education	\$3,100	\$7,000
6-12 Reading Interventionist	\$1,700	\$3,500

## Advisor

	<u>2021-2022</u>	<u>2022-2023</u>
Archery Club Advisor	\$1,700	\$2,000
Drama/Play Director	\$1,700	\$2,000
FFA Advisor (2)	\$1,700	\$2,000
FCCLA Advisor	\$1,700	\$2,000
MS/HS Band Director		\$2,000
MS/HS Choir Director		\$2,000
SBAA (2)	\$1,500	\$1,700
Asst. Musical Director (Vocal)	\$1,350	\$1,500
Forensic Director	\$1,000	\$1,200
Student Council	\$1,000	\$1,200
Senior Class	\$1,000	\$1,200
Junior Class	\$1,000	\$1,200
H.S. Math Team	\$1,000	\$1,200
M.S. Science Olympiad	\$1,000	\$1,200
H.S. Academic Decathlon	\$1,000	\$1,200
FBLA Advisor	\$1,000	\$1,200
DECA Advisor	\$1,000	\$1,200
Skills USA Advisor	\$1,000	\$1,200
Art Club	\$1,000	\$1,200
National Honor Society	\$750	\$1,200
Sophomore Class	\$750	\$800
Freshman Class	\$750	\$800

Wage Scale for Various Miscellaneous Positions

Substitute	Teacher	Day	\$135
	Teacher supervising addt'l event	Hour	\$10.25
	AM Strength & Conditioning Supervisor	Hour	\$15.00
Substitute	Custodial, Cook, Aide, Secretary	Hour	\$14.00
	Summer Custodian	Hour	\$13.00
Ticket Taker		Hour	\$10.50
Head Ticket Taker		Hour	\$10.75
Official	JV or C Team Football	Event	<del>\$51.00</del> 62.00
Official	JV or C Team Volleyball	Event	<del>\$46.00</del> 52.00
Official	C Team Volleyball (if 5 sets)		\$76.00
Official	JV or C Team Basketball	Event	<del>\$46.00</del> 52.00
Official	JV Baseball (behind the plate)	Event	\$90.00
Official	JV Baseball (in the field)	Event	\$60.00
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	<del>\$28.00</del> 32.00
Official	Cross Country	Event	\$100.00+0.25/Mile
Bench Worker	Varsity	Event	<del>\$20.50</del> 22.50
Bench Worker	JV or C Team	Event	<del>\$18.50</del> 20.50
Bench Worker	MS	Game	\$15.00
Bench Worker	Wrestling	Triangular	<del>\$38.50</del> 40.00
Volleyball Line Judge	2/3		\$20.50
Volleyball Line Judge	3/5		\$22.50
WIAA Tournament Worker	All sports paid at the WIAA disbursement rate.		
Track Worker		Event	\$30.00
Wrestling Tournament Worker		Event	<del>\$50.00</del> 75.00
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
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

Lifeguards                      \$10.00

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.

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.