

Wage and Salary Schedules

Stanley-Boyd Area Schools

2024 – 2025

Approved:

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Paraprofessionals:

	<u>2023-2024</u>	<u>2024-2025</u>
Start	\$16.32	\$16.82
After 5 years	\$17.90	\$18.40
After 10 years	\$18.40	\$18.90

Substitute Workers

Substitute work will be paid at the base rate. Part time employees working additional hours will be paid at their pay rate.

Custodial / Maintenance

	<u>2023-2024</u>	<u>2024-2025</u>
Lead Maintenance:	\$24.83	\$25.58
Lead Custodial:	\$24.83	\$25.58
Utility Maintenance:	\$20.78	\$21.53
Cleaner:	\$19.24	\$19.99
Part-time Utility Custodial Groundskeeper	\$16.75	\$17.50

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, Substitute Workers

Summer Custodians will be paid at the established summer rate.

Effective July 1, 2019, an additional fifteen cents (15¢) per hour will be added for each summer of service.

Substitute workers will be paid at the base rate for the position.

Secretary

	<u>2023-2024</u>	<u>2024-2025</u>
Start	\$17.13	\$17.63
After 5 years	\$18.75	\$19.25
After 10 years	\$19.38	\$19.88

Substitute Workers

Substitute work will be paid at the base rate. Part time employees working additional hours will be paid at their pay rate.

Bus Drivers

Bus Drivers	2023-2024	2024-2025
Regular Runs – per trip	40.25	41.00
Extra Runs – per hour	16.86	17.36
Training / Not Driving – per hour	13.18	13.68
Activity or Academic Bus/ 4K Route	36.33	36.83
VAN DRIVERS		
Runs up to 1-1/2 hrs; per trip	32.31	32.81
Regular Runs ½ – 1 hour per trip	23.17	23.17
Regular Runs under ½ hr per trip	15.68	15.68
Runs – over 1-1/2 hrs; per hour	16.86	17.36
Training/Not Driving – per hour	13.18	13.68

Extra-Curricular Trips Over Route Time: Add \$25.00 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 \$30.00 per route.

Food Service

Cook:

	<u>2023-2024</u>	<u>2024-2025</u>
Start	\$16.32	\$16.82
After 5 years	\$17.90	\$18.40
After 10 years	\$19.38	\$19.88

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 base rate. Part time employees working additional hours will be paid at their pay rate.

Teachers
2024-2025 Salary Schedule
\$ 642 increase

Level	Salary	w/ Premium*	Level	Salary	w/ Premium*	Level	Salary	w/ Premium*	Level	Salary	w/ Premium*
A1	49,304	50,804	A2	49,304	50,804	F1	60,404	62,904	F2	60,404	62,904
B1	51,524	53,024	B2	51,524	53,024	G1	62,624	65,124	G2	62,624	65,124
C1	53,744	55,244	C2	53,744	55,244	H1	64,844	67,344	H2	64,844	67,344
D1	55,964	57,464	D2	55,964	57,464	I1	67,064	69,564	I2	67,064	69,564
E1	58,184	59,684	E2	58,184	59,684	J1	69,284	71,784	J2	69,284	71,784
						K1	71,504	74,004	K2	71,504	74,004
						L1	73,724	76,224	L2	73,724	76,224
									M	75,944	78,444

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.

Substitute Teacher

Substitute teachers shall be paid at the rate of \$140 **\$160** per day.



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 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.

Review/Accountability Procedures

A District Compensation Work Team will regularly review the district’s written compensation framework as needed.

Miscellaneous Teacher Pay

1. Curriculum writing pay will be \$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	\$19.00 per Hour	\$22.00 per Hour
Step 1 (0 – 2 Years)	\$24.00 per Hour	\$27.00 per Hour
Step 2 (3 – 4 Years)	\$27.00 per Hour	\$30.00 per Hour
Step 3 (5 + Years)	\$32.00 per Hour	\$35.00 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 \$2,100 additional pay for that class. An additional trimester class different from those taught during the regular day will warrant an additional \$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>2023-2024</u>	<u>2024-2025</u>
Athletic Director	\$6,950	\$7,050
Head Coaches	\$4,300	\$4,400
Assistant Coaches	\$3,200	\$3,300
C-Team Coaches	\$3,200	
Middle School Coaches	\$1,900	\$2,000
Oriolettes Coach	\$1,900	\$2,000
Pep Club Advisor (2)	\$1,900	\$2,000
6-12 Reading Interventionist	\$3,600	\$3,700
Social Media Manager	\$6,100	\$6,200

Advisor

	<u>2023-2024</u>	<u>2024-2025</u>
Archery Club Advisor (2)	\$2,100	\$2,200
Drama/Play Director	\$2,100	\$2,200
FFA Advisor (2)	\$2,100	\$2,200
FCCLA Advisor	\$2,100	\$2,200
MS/HS Band Director	\$2,100	\$2,200
MS/HS Choir Director	\$2,100	\$2,200
SBAA (2)	\$1,800	\$1,900
Drama/Play Musical Director	\$1,600	\$1,700
Asst. Musical Director (Vocal)	\$1,600	
Forensic Director (2)	\$1,300	\$1,400
Student Council	\$1,300	\$1,400
Senior Class	\$1,300	\$1,400
Junior Class	\$1,300	\$1,400
H.S. Math Team	\$1,300	\$1,400
M.S. Science Olympiad	\$1,300	\$1,400
H.S. Academic Decathlon	\$1,300	\$1,400
FBLA Advisor	\$1,300	\$1,400
DECA Advisor	\$1,300	\$1,400
Skills USA Advisor	\$1,300	\$1,400
Art Club	\$1,300	\$1,400
National Honor Society	\$1,300	\$1,400
Sophomore Class	\$900	\$1,000
Freshman Class	\$900	\$1,000

Wage Scale for Various Miscellaneous Positions

	Teacher supervising addt'l event	Hour	\$12.00
	AM Strength & Conditioning Supervisor	Hour	\$15.00
	Summer Custodian	Hour	\$13.00
Ticket Taker		Hour	\$10.50
Official	JV or C Team Football	Event	\$71.00
Official	JV or C Team Volleyball	Event	\$52.00
Official	C Team Volleyball (if 5 sets)		\$76.00
Official	JV or C Team Basketball	Event	\$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 Volleyball Triangular	Event	\$120.00
Official	MS Football	Game	\$35.50
Official	MS Basketball	Game	\$32.00
Bench Worker	Varsity	Event	\$22.50
Bench Worker	JV or C Team	Event	\$20.50
Bench Worker	MS	Game	\$15.00
Bench Worker	Wrestling	Triangular	\$45.00
Volleyball Line Judge	3/5		\$22.50
WIAA Tournament Worker	All sports paid at the WIAA disbursement rate.		
Track Worker		Event	\$45.00
Wrestling Tournament Worker		Event	\$75.00
Timing Operator		Event	\$150.00
Tournament Manager	Volleyball, Basketball, Baseball or Softball		\$100.00
Meet Manager	Wrestling, Track		\$120.00
Meet Manager	Cross Country		\$100.00
Football Chain Gang	Varsity	Game	\$22.50
Football Announcer		Game	\$32.50
Game Supervision	AD, Principal, or Designee	Game	\$30.00

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

Aquatic Department

Lifeguards \$14.13.00

Water Safety Instructor \$1.00-0.50 over individual's applicable lifeguard rate

Longevity

Effective July 1, 2024, an additional fifty cents (50¢) ~~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 \$16.00 ~~14.25~~ per hour.