

Wage and Salary Schedules

Stanley-Boyd Area Schools

2013 – 2014

Approved May 21, 2013

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Teaching Assistant:

Start	\$11.21
After 1 year	\$12.08
After 2 years	\$12.61
After 3 years	\$13.04
After 4 years	\$13.48
After 5 years	\$13.58
After 6 years	\$13.68
After 7 years	\$13.78
After 8 years	\$13.88
After 9 years	\$13.98
After 10 years	\$14.08

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:

Hourly wage \$19.37

Maintenance:

Hourly wage \$15.60

Custodial:

Start \$10.10

After 3 years \$13.63

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.

Groundskeeper

One employee designated as a Groundskeeper will be paid at \$8.00 per hour with an additional 10 cents per hour added for each season of service.

Cleaner

Wage \$12.30 / Hour

245 Days 5 PTO Days

State Retirement 90% Single Premium w/deductible and HSA Payment

Secretary

Start	\$12.40
After 1 year	\$12.81
After 2 years	\$13.36
After 3 years	\$13.77
After 4 years	\$14.21
After 5 years	\$14.31
After 6 years	\$14.41
After 7 years	\$14.51
After 8 years	\$14.61
After 9 years	\$14.71
After 10 years	\$14.81
After 11 years	\$14.91
After 12 years	\$15.01

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		
<i>Regular Runs – per trip</i>	<i>29.88</i>	30.48
<i>Extra Runs – per hour</i>	<i>12.20</i>	12.50
<i>Training / Not Driving – per hour</i>	<i>8.83</i>	9.13
VAN DRIVERS		
<i>Regular Runs 1-1-1/2 hrs per trip</i>	<i>25.68</i>	25.98
<i>Regular Runs ½ -1 hour per trip</i>	<i>17.24</i>	17.54
<i>Regular Runs under ½ hr per trip</i>	<i>11.16</i>	11.31
<i>Extra Runs – per hour</i>	<i>12.20</i>	12.50
<i>Training/Not Driving – per hour</i>	<i>8.83</i>	9.13

Extra-Curricular Trips Over Rate Time: Add \$2.00 per trip for first hour of extra-curricular trips if over rate 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.

Food Service

Cook:

Start	\$11.59
After 1 year	\$12.82
After 3 years	\$13.25
After 5 years	\$13.67
After 7 years	\$14.82
After 10 years	\$14.95
After 15 years	\$15.12

Dishwashers

Dishwashers will be paid at \$8.00 per hour.

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

- Teachers will move vertically down the salary schedule.
- Teachers will not change lanes on the salary schedule.
- All teachers paid at a maximum salary rate of any educational lane for one year will be paid longevity pay of \$1,400.00 in the subsequent year.

The above wage scale may need to be altered if it does not comply with the WERC ruling on how to interpret what does and or does not constitute total base wages and how the CPI increase will be applied.

STEP	BS	BS+6	BS+12	BS+18	BS+24	BS+30/ MS	MS+6	MS+12	MS+18	MS+24	MS+30
1	34,857	35,283	35,780	36,348	36,983	37,691	38,468	39,314	40,232	41,220	42,277
2	35,536	35,961	36,459	37,028	37,650	38,368	39,146	39,995	40,911	41,900	42,958
3	36,296	36,721	37,219	37,785	38,421	39,129	39,907	40,752	41,670	42,659	43,717
4	37,134	37,560	38,056	38,622	39,259	39,964	40,743	41,591	42,508	43,497	44,556
5	38,051	38,477	38,973	39,541	40,177	40,884	41,660	42,509	43,426	44,413	45,472
6	39,049	39,475	39,969	40,538	41,173	41,881	42,659	43,505	44,422	45,410	46,469
7	40,125	40,551	41,047	41,613	42,251	42,958	43,735	44,582	45,499	46,487	47,547
8	41,281	41,707	42,203	42,771	43,407	44,115	44,912	45,738	46,657	47,643	48,702
9	42,516	42,944	43,438	44,006	44,643	45,349	46,126	46,974	47,891	48,879	49,938
10	43,832	44,257	44,757	45,320	45,959	46,665	47,420	48,289	49,207	50,194	51,253
11	45,226	45,652	46,149	46,714	47,352	48,059	48,836	49,684	50,601	51,589	52,648
12	46,700	47,127	47,623	48,189	48,825	49,533	50,309	51,157	52,075	53,063	54,122
13	⋮	⋮	⋮	⋮	⋮	51,087	51,864	52,710	53,629	54,617	55,675
14	⋮	⋮	⋮	⋮	⋮	⋮	53,495	54,343	55,261	56,248	57,308

Longevity = \$1,400.00

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. (Those who have not **yet** been evaluated ~~using the new system~~ will qualify to begin the **2014-15** school year.)
 - b. without any area being judged to be "unsatisfactory."
4. Not be on an improvement plan nor have received a "Letter of Concern," a "Letter of Expectation" or a "Letter of Discipline" within the past year.

In order for the staff to be eligible for the "premium:"

1. The District must average at least 85% of our students at proficient or advanced on the reading section of the **2012-13** WKCE exams.
- 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 to the District 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. Teachers will be required to supervise home events (athletics, etc) on a rotating basis as part of their salary as needed.
3. 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

Coaching

Athletic Director	\$3,100
Head coaches	\$3,450
Assistant Coaches	\$2,750
Freshman Coaches	\$1,950
Middle School Coaches	\$1,325
Oriettes Coach	\$1,275
Pep Club Advisor	\$1,275

Advisor

Musical Director	\$ 1,850.00
Play Director	\$ 1,225.00
Forensic Director	\$ 775.00
Student Council	\$ 775.00
Senior Class	\$ 775.00
Junior Class	\$ 775.00
H.S. Math Team	\$ 775.00
SBAA	\$ 775.00
M.S. Science Olympiad	\$ 775.00
H.S. Academic Decathlon	\$ 775.00
National Honor Society	\$ 510.00
Sophomore Class	\$ 510.00
Freshman Class	\$ 510.00

Wage Scale for Various Miscellaneous Positions

	<u>For Each</u>	
Substitutes (Teachers)	Day	\$100.00
Substitutes (Custodial / Cook / Aide / Secretary)	Hour	\$ 7.50
Ticket Takers	Hour	\$ 7.25
Head Ticket Taker	Hour	\$ 8.00
Officials		
JV	Event	\$ 42.00 (\$47.00 football)
9 th	Event	\$ 42.00 (\$47.00 football)
M.S.	Game	\$ 25.00 (\$32.00 football)
Cross Country	Event	\$ 18.00
Bench Workers		
Varsity	Event	\$19.00
JV	Event	\$17.00
9 th	Event	\$17.00
M.S.	Game	\$ 8.50
Volleyball Line Judge	(2/3)	\$19.00
	(3/5)	\$21.00
	(Regionals)	\$26.00
Cross Country Meet Manager	Event	\$ 37.00
Football Chain Gang (Varsity)	Game	\$19.00
Football Announcer	Game	\$ 31.00
Students	Game	\$ 7.50
Game Supervision (AD, Principal, or Designee)	Game	\$ 25.00

Aquatic Department

Lifeguards \$7.50

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 \$11.20 longevity does NOT apply to this position