



2021-2022 Employee Compensation Package

(Final BOE approved May 12, 2021)

“Our vision is to be a premier district where every student is prepared to succeed in an ever-changing world.”

This compensation package has been assembled in order to align with our Strategic Plan Goals.

- 1) Success for All Students
- 2) Safe, Healthy and Caring Environment
- 3) Effective and Efficient Operations
- 4) Positively Informed & Engaged Community

Table of Contents

Employee Groups	page 3-4
Days Worked	page 5
Workers Compensation and Leave Time	page 6
Regional Cost Adjustment	page 6
Medical Benefits and WY Retirement	page 7
Pay Matrices - updated with RCA adjustment	
Certified Teachers	page 8
Professional	page 9
Admin/Director	page 10
Secretary and Office Staff	page 11
Supervisory Aides and Paraprofessionals	page 12
Food Service	page 13
Transportation	page 14
Maintenance and Operations	page 15
Network and Data Techs	page 16
Substitute and Temporary Positions	page 17
Athletics and Extra Duty Coaching	page 18

Employee Groups

Professional Certified Staff & Certified Teachers 187-195 days

Certified Teachers are contracted for 187 days: 175 teaching days and 12 professional development or parent conference days. Instructional Facilitators and other positions may require up to 197 days.

Professional Certified Staff are contracted up to 197 days.

Teachers with National Board Certification as recognized by W.S. 21-7-501 will be afforded additional compensation by the State of Wyoming of \$4,000.00 in December of each year. TCSD#1 receives \$4,000 per Board Certified Teacher, this payment will process through payroll and the net after payroll taxes will be paid to qualified teachers. House Enrolled Act 0120 updated the National Board Certified Teacher (NBCT) program statute to match the way the program has been administered in accordance with Session Laws. The legislature added a cap of 15 years for any teacher certified on or after January 1, 2021 to receive the \$4,000 stipend. Anyone certified before that date will not have the 15-year cap and will continue to receive the \$4,000 stipend as long as they meet the criteria in the statute.

There are some employees who have earned a national certification that is outside the National Board Certification (e.g. Professional Certified Staff). These employees will receive \$2,000, this payment will process through payroll and the net will be paid to qualified professional certified staff.

Newly hired certified staff with in-state teaching experience will be placed on the salary schedule based on the history and structure of the TCSD salary schedules. Certified staff must maintain all Wyoming State certification requirements.

Teachers with out-of-state experience may be placed up to step 7 on the salary schedule with approval by the Superintendent.

Professional Certified Staff and Certified Teachers will receive a contract renewal letter prior to April 15th. If not returning to the district, professional certified staff and certified teachers must complete the resignation portion of the letter and return it to the District Office on or before May 15th.

Coordinators and Directors

Days are determined by job description and contract.

238-260 days

Administrators

Administrators include Principals and Assistant Principals. Administrators will receive notification of renewal or termination prior to April 15th. Renewal letters must be returned to the Superintendent's office on or before May 15th of each calendar year. Days are determined by job description and contract.

195-221 days

Classified

Substitutes do not qualify for benefits. TCSD employees qualify for benefits at 17.5 hours per week.

Administrative Assistants

School Administrative Assistant/Registrar	191-201 days
Attendance Administrative Assistant	191-201 days
School Translator	191-201 days

Aides/Paraprofessionals/Permanent Support Specialist

177 days

Compensation is based on an 8 hour work day. Additional time for professional development, special events, and translation needs may be authorized and paid by submitting a time card with Principal/Director approval.

Food Service Employees

175 days

Compensation is based upon hours as determined by the Food Service Director. Any additional days for managers are arranged with the Food Service Director.

Bus Drivers

175 days

When a late return from an activity trip restricts a driver from driving his/her regular route the next morning due to safety considerations, that driver will be compensated for driving time lost.

Maintenance/Custodial Department

238-260 days

Paid holidays include July 4.

Mechanics

238 days

Paid holidays include July 4.

District Office Administration Assistant

238 days

Paid holidays include July 4.

Network Technician/Data Administrator

238 days

Paid holidays include July 4.

Extra Duty Contracts

All extra duty contracts need approval by Administrator, Superintendent and Board of Education.

Employees must have been employed by Teton County School District #1 for at least 90 working days to qualify for a step increase on any salary schedule if adopted for the next fiscal year. This means the employee must have been hired by April 1st in order to qualify for the compensation package included in the next annual budget. The annual budget is determined by the third Wednesday of July per Wyoming State Statute 16-4-109.

Days Worked by Employee Group

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Certified Teachers	187	8/24/21-6/14/22	Thanksgiving (3 Days) Winter Break (8 Days) Spring Break (10 Days)	N/A	12	10 Mos.
New Certified Teachers	189	8/20/21-6/14/22		N/A	12	10 Mos.
Administrators	ELEM & MS 211	8/9/21-7/1/22		N/A	12	10 Mos.
Administrators	HS 221	7/26/21-7/1/22		N/A	12	10 Mos.
Administrative Assistant, Attendance, Translator	191	8/20/21-6/16/22		N/A	12	10 Mos.
Administrative Assistant, Attendance, Translator	201	8/9/20-6/17/22		N/A	12	10 Mos.
Aides/Paraprofessionals/Perm. Support Spec.	177	8/30/21-6/10/22		N/A	12	10 Mos.
Bus Drivers and Food Service Staff	175	8/30/21-6/10/22		N/A	12	10 Mos.
Counselors - Elementary	190	8/19/21-6/14/22		N/A	12	10 Mos.
Counselors - Secondary	193	8/19/21-6/17/22		N/A	12	10 Mos.
Nurses	187	8/24/21-6/14/22		N/A	12	10 Mos.
Psychologists	193	8/19/21-6/17/22		N/A	12	10 Mos.
Occupational/Speech Therapists	187	8/24/21-6/14/22		N/A	12	10 Mos.
Librarians	187	8/24/21-6/14/22		N/A	12	10 Mos.
Instructional Facilitators	197	8/17/21-6/21/22		N/A	12	10 Mos.
Central Office, Managers, Directors, Coordinators, Maintenance and Custodial	238	7/1/21-6/30/22		July 4th	24	12 Mos.
Maintenance and Custodial	260	7/1/21-6/30/22		None	7-see below	24
Central Office Directors	260	7/1/21-6/30/22	None	7-see below	34	12 Mos.

*10 Month employees are paid on a September to August calendar, Administrators are paid on an August to July calendar, and 12 Month employees (237 days and 260 days) are paid on a July to June calendar.

**Start and end days can vary depending on snow days

***7 paid holidays include Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Presidents' Day, Memorial Day and July 4th.

Workers Compensation and Leave Time

Workers Compensation (GCBD)

Workers Compensation is paid for employees in hazardous positions as specified by the State of Wyoming Compensation Division. This includes science lab teachers, shop and woodworking teachers, teachers using power equipment machinery, nurses, special education staff, custodians, groundskeepers, bus drivers, mechanics, and food service workers.

PTO – Paid time off

10 month employees – Receive 12 days of PTO.

12 month 238 day employees – Receive 24 days of PTO

12 month 260 day employees – Receive 24-34 days of PTO, depending on position

****if a 12 month employee had previously qualified for an increase of vacation days by June 30, 2020 and continues to be a 12 month employee, the employee will retain the increase in days earned.**

Employee Engagement Plan

Annually eligible employees may receive a buyback of days earned and not used. Staff will have the choice of options below to be elected before the June payroll. If no option is chosen, employees will automatically be enrolled in Option 1.

Unused PTO days up to 75 are paid upon retirement or resignation. The unused PTO days will be paid up to 75 days at a rate annually determined in the compensation package. Barring any unexpected changes in the block grant, the following will be recommended for approval in the compensation package for the 2021-2022 school year.

Full Wyoming Retirement:

Eligible for payback of banked days at .60 of daily rate.

Resignation upon completion of 15 or more years of service:

Eligible for payback of banked days at .50 of daily rate

Resignation upon completion of 10 to 14 years of service:

Eligible for payback of banked days at .30 of daily rate

Option 1

The top 25% of eligible staff who used the least number of PTO days that year shall be qualified for an incentive. Total amount of incentive to be determined by the Board of Trustees no later than the regularly scheduled Board of Education meeting in June of the current year. Unused PTO days are carried over to the following year.

Option 2

After an employee reaches 60 banked PTO days, all PTO days over 60 may be paid at \$100/day up to a limit of the number of earned PTO days accrued in that year.

Option 3

Eligible employees may choose to sell unused PTO days over 60 at 50% of current daily rate and have the funds deposited into a 457 retirement plan.

Child Care Leave

If an employee has been employed by the School District for at least one (1) calendar year or 1,250 hours, the employee may request up to five (5) day paid leave for the birth, adoption, or foster placement of a child. The leave shall not be deducted from the employee's sick leave, personal leave or vacation leave. The employee must request the leave in writing on a personal leave form. See GCC-E-4 Request for Child Care Leave form. The personal leave form must be sent to the Superintendent at least 90 days in advance of the leave if possible. This leave may be used in conjunction with the twelve (12) weeks of FMLA and are subject to the same guidelines, but shall not add days to the twelve (12) weeks allowed by law.

Regional Cost Adjustment (RCA)

TCSD receives an adjustment to our funding based on our cost of living in Teton County. In FY21 the RCA for Teton County is 159% of the Wyoming average.

The RCA has been applied to steps and lanes.

Medical Benefits

TCSD provides a health insurance program provided by Wyoming Educators' Benefit Trust and administered by Blue Cross Blue Shield (BCBS) of Wyoming. TCSD has created plan options to suit each employee's needs. The options are outlined below.

Certified staff are eligible for insurance coverage the first of the month following their date of employment. Classified staff are eligible for insurance coverage the first of the month following 60 days of employment. Teton County School District #1 employee Health Insurance Options are as follows:

Options		Single	Emp + Depend.	Emp + Spouse	Family	
Funding level FY22	Traditional Plan Options	\$1000 Ded/\$35 CoPay	\$691.00	\$1,142.00	\$1,358.00	\$1,839.00
	High Deductible Option	3500 HDHP	\$558.00	\$924.00	\$1,098.00	\$1,488.00
** If the high deductible plan is selected, the employee is eligible to contribute to an HSA account.						
TCSD will fund each employee health plan at the \$1000 Traditional Plan Level.						
Employees are eligible to choose the high deductible plan and receive the difference in premiums in an HSA account. Contribution amounts are below and represent monthly amounts.						
			\$133.00	\$218.00	\$260.00	\$351.00

The Traditional deductible plan(Tier I) is a no cost option for employees. Each employee will have the option Electing the High deductible \$3500 plan and contributing the cost difference between the Traditional deductible plan and the High deductible \$3500 plan in an HSA account.

Wyoming Retirement System

TCSD participates in the Wyoming Public Employee Pension Plan that provides pension benefits to our eligible employees. Both the employer and employee contribute percentages of wages to the system. Information on this retirement plan can be found at <http://retirement.state.wy.us/> and at workshops held in the district during the school year. Continuing with a strategy to gradually adjust contribution rates for the pension plan, lawmakers approved rate increases that are phased in over time. The following is an overview of the increases that have, or will, be implemented through Wyoming State Statute 9-3-412.

Effective Date	(1) Employee Out-of-Pocket Contribution	(2) Employee Portion Paid by Employer	(3) Employer Portion	(4) Employer Out-of-Pocket Contribution (=2+3)	(5) Total Contribution (=1+4)
7/1/2017	2.68%	5.57%	8.37%	13.94%	16.62%
7/1/2018	2.93%	5.57%	8.62%	14.19%	17.12%
7/1/2019	3.18%	5.57%	8.87%	14.44%	17.62%
7/1/2020	3.43%	5.57%	9.12%	14.69%	18.12%
7/1/2021	3.68%	5.57%	9.37%	14.94%	18.62%

Certified Teachers – Including certified classroom teachers, librarians, instructional facilitators, and MTSS interventionists. Certified teachers are offered continuing contracts per Wyoming state statute 21-7-104. Certified teachers are exempt employees under the Fair Labor Standards Act, Professional Exemption.

Lane -> Step	BA+00	BA+30	MA+00	MA+30	MA+45	DOC
1	\$62,475	\$65,959	\$70,342	\$74,150	\$77,033	\$79,501
2	\$63,288	\$66,817	\$71,256	\$75,115	\$78,034	\$80,534
3	\$64,110	\$67,685	\$72,183	\$76,091	\$79,048	\$81,581
4	\$64,944	\$68,565	\$73,121	\$77,080	\$80,076	\$82,642
5	\$65,789	\$69,457	\$74,071	\$78,083	\$81,117	\$83,716
6	\$66,644	\$70,360	\$75,034	\$79,098	\$82,172	\$84,805
7	\$67,509	\$71,274	\$76,010	\$80,126	\$83,239	\$85,907
8	\$68,387	\$72,201	\$76,997	\$81,168	\$84,321	\$87,023
9	\$69,277	\$73,139	\$77,999	\$82,223	\$85,418	\$88,155
10	\$70,177	\$74,090	\$79,013	\$83,292	\$86,529	\$89,301
11		\$75,053	\$80,040	\$84,375	\$87,654	\$90,462
12		\$76,029	\$81,081	\$85,472	\$88,793	\$91,637
13		\$77,017	\$82,135	\$86,582	\$89,947	\$92,830
14		\$78,018	\$83,202	\$87,708	\$91,117	\$94,036
15		\$79,032	\$84,284	\$88,848	\$92,301	\$95,258
16			\$85,380	\$90,003	\$93,501	\$96,497
17			\$86,489	\$91,174	\$94,717	\$97,751
18			\$87,614	\$92,359	\$95,948	\$99,022
19			\$88,753	\$93,559	\$97,195	\$100,309
20			\$89,907	\$94,776	\$98,459	\$101,613
21					\$99,099	\$102,273
22					\$99,743	\$102,938
23					\$100,391	\$103,607
24					\$101,044	\$104,281
25					\$101,701	\$104,959
26						\$105,641
27						\$106,327
28						\$107,019
29						\$107,715
30						\$108,414

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Professional Certified – Including but not limited to nurses, counselors, psychologists, and speech and occupational therapists. Professional Certified employees are exempt employees under the Fair Labor Standards Act, Professional Exemption.

Lane -> Step	BA+00	daily rate	BA+30	daily rate	MA+00	daily rate	MA+30	daily rate	MA+45	daily rate	DOC	daily rate
1	\$62,475	\$334	\$65,959	\$353	\$70,342	\$376	\$74,150	\$397	\$77,033	\$412	\$79,501	\$425
2	\$63,288	\$338	\$66,817	\$357	\$71,256	\$381	\$75,115	\$402	\$78,034	\$417	\$80,534	\$431
3	\$64,110	\$343	\$67,685	\$362	\$72,183	\$386	\$76,091	\$407	\$79,048	\$423	\$81,581	\$436
4	\$64,944	\$347	\$68,565	\$367	\$73,121	\$391	\$77,080	\$412	\$80,076	\$428	\$82,642	\$442
5	\$65,789	\$352	\$69,457	\$371	\$74,071	\$396	\$78,083	\$418	\$81,117	\$434	\$83,716	\$448
6	\$66,644	\$356	\$70,360	\$376	\$75,034	\$401	\$79,098	\$423	\$82,172	\$439	\$84,805	\$454
7	\$67,509	\$361	\$71,274	\$381	\$76,010	\$406	\$80,126	\$428	\$83,239	\$445	\$85,907	\$459
8	\$68,387	\$366	\$72,201	\$386	\$76,997	\$412	\$81,168	\$434	\$84,321	\$451	\$87,023	\$465
9	\$69,277	\$370	\$73,139	\$391	\$77,999	\$417	\$82,223	\$440	\$85,418	\$457	\$88,155	\$471
10	\$70,177	\$375	\$74,090	\$396	\$79,013	\$423	\$83,292	\$445	\$86,529	\$463	\$89,301	\$478
11			\$75,053	\$401	\$80,040	\$428	\$84,375	\$451	\$87,654	\$469	\$90,462	\$484
12			\$76,029	\$407	\$81,081	\$434	\$85,472	\$457	\$88,793	\$475	\$91,637	\$490
13			\$77,017	\$412	\$82,135	\$439	\$86,582	\$463	\$89,947	\$481	\$92,830	\$496
14			\$78,018	\$417	\$83,202	\$445	\$87,708	\$469	\$91,117	\$487	\$94,036	\$503
15			\$79,032	\$423	\$84,284	\$451	\$88,848	\$475	\$92,301	\$494	\$95,258	\$509
16					\$85,380	\$457	\$90,003	\$481	\$93,501	\$500	\$96,497	\$516
17					\$86,489	\$463	\$91,174	\$488	\$94,717	\$507	\$97,751	\$523
18					\$87,614	\$469	\$92,359	\$494	\$95,948	\$513	\$99,022	\$530
19					\$88,753	\$475	\$93,559	\$500	\$97,195	\$520	\$100,309	\$536
20					\$89,907	\$481	\$94,776	\$507	\$98,459	\$527	\$101,613	\$543
21									\$99,099	\$530	\$102,273	\$547
22									\$99,743	\$533	\$102,938	\$550
23									\$100,391	\$537	\$103,607	\$554
24									\$101,044	\$540	\$104,281	\$558
25									\$101,701	\$544	\$104,959	\$561
26											\$105,641	\$565
27											\$106,327	\$569
28											\$107,019	\$572
29											\$107,715	\$576
30											\$108,414	\$580

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Administrator/Director/Central Office Salary Schedule - Administrators, Directors, Coordinators and Managers are exempt employees under the Fair Labor Standards Act, Administrative Exemption.

238-261 Working Days Directors, Coordinators, and Managers	\$62,000-\$152,000
195-221 Working Days Administrators	\$95,000-\$135,000

*If an administrator salary has exceeded the cap in that category, the salary will be adjusted by the RCA but not adjusted with step increases.

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Administrative Assistants - Administrative Assistants are exempt employees under the Fair Labor Standards Act, Administrative Exemption.

Days>	191	201	238
1	\$30,284	\$37,667	\$44,601
2	\$31,150	\$38,579	\$45,680
3	\$32,017	\$39,491	\$46,760
4	\$32,884	\$40,403	\$47,840
5	\$33,750	\$41,315	\$48,920
6	\$34,617	\$42,227	\$50,000
7	\$35,483	\$43,139	\$51,079
8	\$36,350	\$44,050	\$52,159
9	\$37,217	\$44,962	\$53,239
10	\$38,083	\$45,874	\$54,319
11	\$38,950	\$46,786	\$55,399
12	\$39,816	\$47,698	\$56,479
13	\$40,683	\$48,610	\$57,558
14	\$41,549	\$49,522	\$58,638
15	\$42,416	\$50,434	\$59,718
16	\$43,283	\$51,346	\$60,798
17	\$44,149	\$52,258	\$61,878
18	\$45,016	\$53,170	\$62,958
19	\$45,882	\$54,082	\$64,037
20	\$46,749	\$54,994	\$65,117
21	\$47,615	\$55,906	\$66,197
22	\$48,482	\$56,818	\$67,277
23	\$49,349	\$57,730	\$68,357
24	\$50,215	\$58,642	\$69,436
25	\$51,082	\$59,554	\$70,516

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Aides/Paraprofessionals - Aides and Paraprofessionals are non-exempt employees under the Fair Labor Standards Act.

Step	Aide	Paraprofessional	Certified Paraprofessional
1	\$17.26	\$18.50	\$20.77
2	\$17.82	\$19.07	\$21.34
3	\$18.39	\$19.64	\$21.91
4	\$18.96	\$20.20	\$22.47
5	\$19.53	\$20.77	\$23.04
6	\$20.09	\$21.34	\$23.61
7	\$20.66	\$21.91	\$24.17
8	\$21.23	\$22.47	\$24.74
9	\$21.79	\$23.04	\$25.31
10	\$22.36	\$23.61	\$25.88
11	\$22.93	\$24.17	\$26.44
12	\$23.50	\$24.74	\$27.01
13	\$24.06	\$25.31	\$27.58
14	\$24.63	\$25.88	\$28.14
15	\$25.20	\$26.44	\$28.71
16	\$25.76	\$27.01	\$29.28
17	\$26.33	\$27.58	\$29.85
18	\$26.90	\$28.14	\$30.41
19	\$27.47	\$28.71	\$30.98
20	\$28.03	\$29.28	\$31.55
21	\$28.60	\$29.85	\$32.11
22	\$29.17	\$30.41	\$32.68
23	\$29.73	\$30.98	\$33.25
24	\$30.30	\$31.55	\$33.82
25	\$30.87	\$32.11	\$34.38

*Certified Paraprofessional lane is based on those positions that require certification.

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated..

Food Service - Food Service employees are non-exempt employees under the Fair Labor Standards Act.

Step	Cook/Cashier	Food Service Manager
Days>	175	175
1	\$17.56	\$18.96
2	\$18.13	\$19.53
3	\$18.70	\$20.09
4	\$19.26	\$20.66
5	\$19.83	\$21.23
6	\$20.40	\$21.79
7	\$20.96	\$22.36
8	\$21.53	\$22.93
9	\$22.10	\$23.50
10	\$22.67	\$24.06
11	\$23.23	\$24.63
12	\$23.80	\$25.20
13	\$24.37	\$25.76
14	\$24.93	\$26.33
15	\$25.50	\$26.90
16	\$26.07	\$27.47
17	\$26.64	\$28.03
18	\$27.20	\$28.60
19	\$27.77	\$29.17
20	\$28.34	\$29.73
21	\$28.90	\$30.30
22	\$29.47	\$30.87
23	\$30.04	\$31.44
24	\$30.60	\$32.00
25	\$31.52	\$32.96

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Transportation - Transportation employees are non-exempt employees under the Fair Labor Standards Act.

Step	Bus Driver	Lead Bus Driver	Mechanic	Head Mechanic
Days>	175	175	238	238
1	\$19.60	\$22.13	\$27.05	\$28.28
2	\$20.16	\$22.70	\$27.62	\$28.84
3	\$20.73	\$23.26	\$28.18	\$29.41
4	\$21.30	\$23.83	\$28.75	\$29.98
5	\$21.87	\$24.40	\$29.32	\$30.54
6	\$22.43	\$24.96	\$29.89	\$31.11
7	\$23.00	\$25.53	\$30.45	\$31.68
8	\$23.57	\$26.10	\$31.02	\$32.25
9	\$24.13	\$26.67	\$31.59	\$32.81
10	\$24.70	\$27.23	\$32.15	\$33.38
11	\$25.27	\$27.80	\$32.72	\$33.95
12	\$25.83	\$28.37	\$33.29	\$34.51
13	\$26.40	\$28.93	\$33.86	\$35.08
14	\$26.97	\$29.50	\$34.42	\$35.65
15	\$27.54	\$30.07	\$34.99	\$36.22
16	\$28.10	\$30.64	\$35.56	\$36.78
17	\$28.67	\$31.20	\$36.12	\$37.35
18	\$29.24	\$31.77	\$36.69	\$37.92
19	\$29.80	\$32.34	\$37.26	\$38.48
20	\$30.37	\$32.90	\$37.83	\$39.05
21	\$30.94	\$33.47	\$38.39	\$39.62
22	\$31.51	\$34.04	\$38.96	\$40.19
23	\$32.07	\$34.61	\$39.53	\$40.75
24	\$32.64	\$35.17	\$40.09	\$41.32
25	\$33.21	\$35.74	\$40.66	\$41.89

*Bus Drivers may be eligible for a safety bonus up to \$500 each year.

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Maintenance & Operations - Maintenance and Operations employees are non-exempt employees under the Fair Labor Standards Act.

Step	Custodian	Maintenance Tech	Certified Maintenance Tech	Licensed Professional
1	\$17.56	\$21.97	\$31.04	\$38.13
2	\$18.13	\$22.53	\$31.61	\$38.70
3	\$18.70	\$23.10	\$32.17	\$39.26
4	\$19.26	\$23.67	\$32.74	\$39.83
5	\$19.83	\$24.23	\$33.31	\$40.40
6	\$20.40	\$24.80	\$33.88	\$40.97
7	\$20.96	\$25.37	\$34.44	\$41.53
8	\$21.53	\$25.94	\$35.01	\$42.10
9	\$22.10	\$26.50	\$35.58	\$42.67
10	\$22.67	\$27.07	\$36.14	\$43.23
11	\$23.23	\$27.64	\$36.71	\$43.80
12	\$23.80	\$28.20	\$37.28	\$44.37
13	\$24.37	\$28.77	\$37.85	\$44.94
14	\$24.93	\$29.34	\$38.41	\$45.50
15	\$25.50	\$29.91	\$38.98	\$46.07
16	\$26.07	\$30.47	\$39.55	\$46.64
17	\$26.64	\$31.04	\$40.11	\$47.20
18	\$27.20	\$31.61	\$40.68	\$47.77
19	\$27.77	\$32.17	\$41.25	\$48.34
20	\$28.34	\$32.74	\$41.82	\$48.91
21	\$28.90	\$33.31	\$42.38	\$49.47
22	\$29.47	\$33.88	\$42.95	\$50.04
23	\$30.04	\$34.44	\$43.52	\$50.61
24	\$30.60	\$35.01	\$44.08	\$51.17
25	\$31.17	\$35.58	\$44.65	\$51.74

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Network & Data Technicians - Network and Data Technicians are exempt employees under the Fair Labor Standards Act, Computer Employee Exemption.

Step	Technician	Technician +
1	\$31.56	\$35.83
2	\$32.12	\$36.40
3	\$32.69	\$36.96
4	\$33.26	\$37.53
5	\$33.83	\$38.10
6	\$34.39	\$38.67
7	\$34.96	\$39.23
8	\$35.53	\$39.80
9	\$36.09	\$40.37
10	\$36.66	\$40.93
11	\$37.23	\$41.50
12	\$37.80	\$42.07
13	\$38.36	\$42.64
14	\$38.93	\$43.20
15	\$39.50	\$43.77
16	\$40.06	\$44.34
17	\$40.63	\$44.90
18	\$41.20	\$45.47
19	\$41.77	\$46.04
20	\$42.33	\$46.61
21	\$42.90	\$47.17
22	\$43.47	\$47.74
23	\$44.03	\$48.31
24	\$44.60	\$48.87
25	\$45.17	\$49.44

**Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Substitutes & Temporary positions

Substitute Teacher Pay

	Substitute Pay
1/2 day plus lunch	\$80.00
Full Day	\$160.00
Long-term	\$250.00

Substitute rate for all classified positions is \$16.00/hour. Including Food Service, Paraprofessionals, Secretaries, and Custodians.

Substitute pay for administration positions will be evaluated based on experience and skills on an individual basis.

Substitute rate for transportation will be paid at \$17.28/hour.

Temporary positions are often IT help filled by students during the summer.

Temporary positions will be paid between \$7.25/hour-\$14.25/hour depending on position and responsibilities. All Temporary positions must be approved by the superintendent.

Athletics and Extra Duty Coaching

Percentage of Base											
Amount		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
20.00%	\$12,495										
19.00%	\$11,870	Football	Swimming	Tennis	MS Asst. coach	Band	Choir	Special O	NHS	JHHS Clubs	MS Clubs
18.00%	\$11,246	Basketball	Cross Country	Golf		Fall Play	Orchestra	MS Robotics	Student Gov	MS Stdnt Cncl	
17.00%	\$10,621	Volleyball	Soccer	Dance		Spring Play	Drama	MS Climbing			
16.00%	\$9,996	Robotics (head)	Track	Cheer							
15.00%	\$9,371		Skiing	Mountaineering							
14.00%	\$8,747		Speech	MS Head coach							
13.00%	\$8,122		Wrestling								
12.00%	\$7,497		Robotics (asst)								
11.00%	\$6,872	Years Experience - Percentage of base									
10.00%	\$6,248	Head	Head	Head							
9.00%	\$5,623	10+ 16%	10+ 13%	10+ 9%	10+ 8%	6%	5%	4%	3%	2%	1%
8.00%	\$4,998	7-9 15%	7-9 12%	7-9 8%	7-9 7%						
7.00%	\$4,373	4-6 14%	4-6 11%	4-6 7%	4-6 6%						
6.00%	\$3,749	1-3 13%	1-3 10%	1-3 6%	1-3 5%						
5.00%	\$3,124	Asst	Asst	Asst							
4.00%	\$2,499	10+ 12%	10+ 10%	10+ 7%							
3.00%	\$1,874	7-9 11%	7-9 9%	7-9 6%							
2.00%	\$1,250	4-6 10%	4-6 8%	4-6 5%							
1.00%	\$625	1-3 9%	1-3 7%	1-3 4%							

Extra Duty Contract Assignments

Extra Duty Purpose:

	<u>Pay Rate</u>	<u>Method</u>
Head Teacher (KES,MES)	\$3,000	Extra Duty
National Certification	\$2,000	Extra Duty
National Board Certification	\$4,000	Extra Duty
Extended Day/Summer School	daily rate	Contract
Transportation Safety Bonus	\$500	Stipend
Stipends	\$250/day	Stipend

*All certification payments are paid net after taxes.

**Transportation safety bonus is paid two times a year to current employees.

***Extended day and summer school contracts are negotiated at the beginning of each year.

1. Extra duty activities shall occur outside the regular instruction day unless approved by the Board of Education.
2. No Extra Duty position shall be given an additional planning period.
3. Principals shall review the job descriptions each year with each person assigned an extra duty position.
4. Payment for Extra Duty contracts will be paid in installments over the time of the assignment.
5. Payment for Extra Duty contracts is limited to the fiscal year the work was performed, no late/retroactive contracts will be paid.