



2023-2024 Employee Compensation Package

(FINAL Approved May 10th, 2023)

“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 5-6
Workers Compensation and Leave Time	page 7
Regional Cost Adjustment	page 7
Medical Benefits and WY Retirement	page 8
Pay Matrices	
Certified Teachers	page 9
Professional Certified	page 10
Administrator/Director	page 11
Administrative Assistants	page 12
Aides and Paraprofessionals	page 13
Cubs and Grizzlies	page 14
Food Service	page 15
Transportation	page 16
Maintenance and Operations	page 17
Network and Data Technicians	page 18
Substitute and Temporary Positions	page 19
Athletics and Extra Duty Coaching	page 20
Extra Duty Contracts	page 21

Employee Groups

All Directors and Administrators are eligible for a Doctorate stipend, to be paid monthly over 12 months, in alignment with the National Board Certification for certified staff and the National Certification for professional staff. The amount of the PHD stipend is \$5,706.49 and is based on model funding for a Doctorate degree. Certified Teachers and Professional Certified staff have a doctorate lane in the pay matrices included in this compensation package.

Professional Certified Staff & Certified Teachers 187-197 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 193 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, including that it applies to only full time teachers.

Professional Certified Staff may qualify for a stipend for a nationally recognized certification or license. This stipend will be \$2,000 per year and will be paid net after payroll taxes. In order to qualify for the National Certification employees must be full-time and the following criteria must be met:

- the license or certification must not be a base requirement for the position held with the district
- continuing education must be a component required to renew
- the employee must bear the cost of the additional certification
- an exam must be taken and passed in order for certification to be achieved
- the program to pursue an additional certification or license must be approved by the employee's supervisor prior to completion
- only one national certification stipend will be paid to each employee

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

237-260 days

Days are determined by job description and contract.

Administrators

201-221 days

Administrators include Principals and Assistant Principals. Administrators may 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.

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 178 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. Days are determined by position and grades served.

Assistant Director and Teachers at Cubs and Grizzlies 187 days

Compensation is based on an 8 hour work day.

Food Service Employees 176 days

Compensation is based upon hours as determined by the Food Service Manager. Any additional days for kitchen managers are arranged with the Food Service Manager. Days are determined by position, location and grades served.

Bus Drivers 176 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 237-260 days

Paid holidays depend on contracted days, see additional schedule on page 6 for more details.

Mechanics 237 days

Paid holidays include July 4.

District Office Administration Assistant 237 days

Paid holidays include July 4.

Network Technician/Data Administrator 237 days

Paid holidays include July 4.

Extra Duty Contracts

All extra duty contracts need approval by the 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.

Employees must have completed all required training by the required due date in order to qualify for a step increase if approved by the Board of Education.

Days Worked by Employee Group

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Certified Teachers	187	8/28/23-6/14/24	Thanksgiving (3 Days) Winter Break. (6 Days) Spring Break (10 Days)	N/A	10	10 Mos.
New Certified Teachers	189	8/24/23-6/14/24		N/A	10	10 Mos.
Administrators	ELEM & MS 211	8/08/23-6/28/24		N/A	10	10 Mos.
Administrators	HS 221	8/01/23-7/05/24		N/A	10	10 Mos.
Administrative Assistant, Attendance, Translator	191	8/22/23-6/14/24		N/A	10	10 Mos.
Administrative Assistant, Attendance, Translator	201	8/14/23-6/20/24		N/A	10	10 Mos.
Aides/Paraprofessionals/Perm. Support Spec.	178	8/31/23-6/12/24		N/A	10	10 Mos.
Counselors/Social Workers - Elementary	190	8/23/23-6/14/24		N/A	10	10 Mos.
Counselors/Social Workers - Secondary	193	8/23/23-6/19/24		N/A	10	10 Mos.
Nurses	187	8/28/23-6/14/24		N/A	10	10 Mos.
Psychologists	193	8/23/23-6/19/24		N/A	10	10 Mos.
Occupational/Speech Therapists	187	8/28/23-6/14/24		N/A	10	10 Mos.
Librarians	187	8/28/23-6/14/24		N/A	10	10 Mos.
Instructional Facilitators	197	8/21/23-6/21/24		N/A	10	10 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 (238 days and 261 days) are paid on a July to June calendar.

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

***8 paid holidays include Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day and July 4th.

Days Worked by Employee Group (cont.)

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Bus Drivers and Food Service Staff	176	9/05/23-6/12/24		N/A	10	10 Mos.
Cubs and Grizzlies Staff	187	8/28/23-6/14/24	Thanksgiving (3 Days) Winter Break. (6 Days) Spring Break. (10 Days)	N/A	10	10 Mos.
Central Office, Managers, Directors, Coordinators, Maintenance and Custodial, Mechanics, Network Technicians, Data Administrator	237	7/01/2023-6/30/2024		July 4th	20	12 Mos.
Maintenance and Custodial	260	7/01/2023-6/30/2024	None	8-see below	28	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

***8 paid holidays include Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Jr. 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 10 days of PTO.

12 month 237 day employees – Receive 20 days of PTO

12 month 260 day employees – Receive 28 days of PTO

5 additional PTO days will be granted to 12 month employees with 10 years of service with TCSD.

Up to 75 unused PTO days are paid upon retirement or resignation. In order to qualify for any PTO buyout, an employee must give notice by February 1st for a June 30 retirement or resignation date and must work through the remaining contracted period, as outlined in board policy.

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

Dock Days

The district does not allow dock time to be approved in many cases. If an employee would like to request dock time for any reason, the time must be approved in advance by the administrator and human resources. Dock time may also need to be approved by the superintendent on an individual basis.

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 PTO 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 FY24 the RCA for Teton County is 164% of the Wyoming average. In the spring of FY22 the Board of Trustees approved an FY23 Compensation Package prepared with an RCA of 168% in an effort to increase district compensation to the actual cost of living in Teton County. There have been no changes to the FY24 draft, the matrices continue to reflect an RCA of 168%.

Medical Benefits

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:

Signa through HUB International is the FY24 health insurance provider for TCSD. The employee rates for coverage are below. More information on all of the health insurance offerings can be requested through human resources.

	T1-traditional \$1000 deductible	T2 - traditional \$2500 deductible	T3 - HSA \$3500 deductible	T5 - HSA \$5000 deductible
Single	\$71.50	\$0.00	-\$71.50	-\$126.50
Single + Children	\$117.50	\$0.00	-\$117.50	-\$208.50
Single + Spouse	\$140.50	\$0.00	-\$140.50	-\$248.50
Single + Family	\$189.50	\$0.00	-\$189.50	-\$335.50

* pink represents a monthly HSA contribution

All Employees are eligible for a \$34.00 per month matching contribution to either an HSA account or a 457 retirement plan. In order to receive the HSA match, an employee must be enrolled in an eligible health plan.

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%
7/1/2022	3.68%	5.57%	9.37%	14.94%	18.62%
7/1/2023	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	\$66,011	\$69,693	\$74,323	\$78,348	\$81,393	\$84,001
2	\$66,870	\$70,599	\$75,289	\$79,366	\$82,451	\$85,093
3	\$67,739	\$71,516	\$76,268	\$80,398	\$83,523	\$86,199
4	\$68,620	\$72,446	\$77,259	\$81,443	\$84,608	\$87,319
5	\$69,513	\$73,388	\$78,264	\$82,503	\$85,709	\$88,454
6	\$70,416	\$74,342	\$79,281	\$83,575	\$86,823	\$89,605
7	\$71,331	\$75,308	\$80,312	\$84,661	\$87,951	\$90,770
8	\$72,258	\$76,287	\$81,356	\$85,763	\$89,094	\$91,949
9	\$73,198	\$77,279	\$82,414	\$86,877	\$90,253	\$93,145
10	\$74,149	\$78,284	\$83,486	\$88,006	\$91,427	\$94,356
11		\$79,302	\$84,570	\$89,151	\$92,615	\$95,583
12		\$80,332	\$85,670	\$90,310	\$93,819	\$96,824
13		\$81,376	\$86,784	\$91,483	\$95,039	\$98,084
14		\$82,434	\$87,911	\$92,673	\$96,274	\$99,359
15		\$83,506	\$89,055	\$93,877	\$97,526	\$100,650
16			\$90,213	\$95,098	\$98,794	\$101,959
17			\$91,385	\$96,334	\$100,078	\$103,284
18			\$92,574	\$97,587	\$101,379	\$104,627
19			\$93,777	\$98,855	\$102,697	\$105,987
20			\$94,996	\$100,141	\$104,032	\$107,365
21					\$104,708	\$108,063
22					\$105,389	\$108,765
23					\$106,073	\$109,472
24					\$106,763	\$110,184
25					\$107,457	\$110,901
26						\$111,621
27						\$112,346
28						\$113,077
29						\$113,812
30						\$114,551

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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, social workers 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 over 187	BA+30	daily rate over 187	MA+00	daily rate over 187	MA+30	daily rate over 187	MA+45	daily rate over 187	DOC	daily rate over 187
1	\$66,012	\$353	\$69,693	\$373	\$74,323	\$397	\$78,348	\$419	\$81,393	\$435	\$84,001	\$449
2	\$66,870	\$358	\$70,599	\$378	\$75,289	\$403	\$79,366	\$424	\$82,451	\$441	\$85,093	\$455
3	\$67,739	\$362	\$71,516	\$382	\$76,268	\$408	\$80,398	\$430	\$83,523	\$447	\$86,199	\$461
4	\$68,620	\$367	\$72,446	\$387	\$77,259	\$413	\$81,443	\$436	\$84,608	\$452	\$87,319	\$467
5	\$69,513	\$372	\$73,388	\$392	\$78,264	\$419	\$82,503	\$441	\$85,709	\$458	\$88,454	\$473
6	\$70,416	\$377	\$74,342	\$398	\$79,281	\$424	\$83,575	\$447	\$86,823	\$464	\$89,605	\$479
7	\$71,331	\$381	\$75,308	\$403	\$80,312	\$429	\$84,661	\$453	\$87,951	\$470	\$90,770	\$485
8	\$72,258	\$386	\$76,287	\$408	\$81,356	\$435	\$85,763	\$459	\$89,094	\$476	\$91,949	\$492
9	\$73,198	\$391	\$77,279	\$413	\$82,414	\$441	\$86,877	\$465	\$90,253	\$483	\$93,145	\$498
10	\$74,149	\$397	\$78,284	\$419	\$83,486	\$446	\$88,006	\$471	\$91,427	\$489	\$94,356	\$505
11			\$79,302	\$424	\$84,570	\$452	\$89,151	\$477	\$92,615	\$495	\$95,583	\$511
12			\$80,332	\$430	\$85,670	\$458	\$90,310	\$483	\$93,819	\$502	\$96,824	\$518
13			\$81,376	\$435	\$86,784	\$464	\$91,483	\$489	\$95,039	\$508	\$98,084	\$525
14			\$82,434	\$441	\$87,911	\$470	\$92,673	\$496	\$96,274	\$515	\$99,359	\$531
15			\$83,506	\$447	\$89,055	\$476	\$93,877	\$502	\$97,526	\$522	\$100,650	\$538
16					\$90,213	\$482	\$95,098	\$509	\$98,794	\$528	\$101,959	\$545
17					\$91,385	\$489	\$96,334	\$515	\$100,078	\$535	\$103,284	\$552
18					\$92,574	\$495	\$97,587	\$522	\$101,379	\$542	\$104,627	\$560
19					\$93,777	\$501	\$98,855	\$529	\$102,697	\$549	\$105,987	\$567
20					\$94,996	\$508	\$100,141	\$536	\$104,032	\$556	\$107,365	\$574
21									\$104,708	\$560	\$108,063	\$578
22									\$105,389	\$564	\$108,765	\$582
23									\$106,073	\$567	\$109,472	\$585
24									\$106,763	\$571	\$110,184	\$589
25									\$107,457	\$575	\$110,901	\$593
26											\$111,621	\$597
27											\$112,346	\$601
28											\$113,077	\$605
29											\$113,812	\$609
30											\$114,551	\$613

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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.

237-260 Working Days
Directors, Coordinators, and Managers \$90,000-\$180,000

211-221 Working Days
Administrators \$95,000-\$150,000

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

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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.

Step	Administrative Assistant	Administrative Assistant	Administrative Assistant
Days>	191	201	237
1	\$33,829	\$41,726	\$49,407
2	\$34,746	\$42,691	\$50,549
3	\$35,663	\$43,656	\$51,692
4	\$36,580	\$44,620	\$52,834
5	\$37,497	\$45,585	\$53,977
6	\$38,413	\$46,550	\$55,119
7	\$39,330	\$47,515	\$56,261
8	\$40,247	\$48,480	\$57,404
9	\$41,164	\$49,444	\$58,546
10	\$42,081	\$50,409	\$59,689
11	\$42,997	\$51,374	\$60,831
12	\$43,914	\$52,339	\$61,973
13	\$44,831	\$53,304	\$63,116
14	\$45,748	\$54,268	\$64,258
15	\$46,665	\$55,233	\$65,401
16	\$47,581	\$56,198	\$66,543
17	\$48,498	\$57,163	\$67,685
18	\$49,415	\$58,128	\$68,828
19	\$50,332	\$59,092	\$69,970
20	\$51,249	\$60,057	\$71,113
21	\$52,165	\$61,022	\$72,255
22	\$53,082	\$61,987	\$73,397
23	\$53,999	\$62,952	\$74,540
24	\$54,916	\$63,916	\$75,682
25	\$55,833	\$64,881	\$76,825

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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	\$20.03	\$20.75	\$23.15
2	\$20.63	\$21.35	\$23.75
3	\$21.23	\$21.95	\$24.35
4	\$21.83	\$22.55	\$24.95
5	\$22.43	\$23.15	\$25.55
6	\$23.03	\$23.75	\$26.15
7	\$23.63	\$24.35	\$26.75
8	\$24.23	\$24.95	\$27.35
9	\$24.83	\$25.55	\$27.95
10	\$25.43	\$26.15	\$28.55
11	\$26.03	\$26.75	\$29.15
12	\$26.63	\$27.35	\$29.75
13	\$27.23	\$27.95	\$30.35
14	\$27.83	\$28.55	\$30.95
15	\$28.43	\$29.15	\$31.55
16	\$29.03	\$29.75	\$32.15
17	\$29.63	\$30.35	\$32.75
18	\$30.23	\$30.95	\$33.35
19	\$30.83	\$31.55	\$33.95
20	\$31.43	\$32.15	\$34.55
21	\$32.03	\$32.75	\$35.15
22	\$32.63	\$33.35	\$35.75
23	\$33.23	\$33.95	\$36.35
24	\$33.83	\$34.55	\$36.95
25	\$34.43	\$35.15	\$37.55

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

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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.

Cubs and Grizzlies Staff - Cubs and Grizzlies staff are non-exempt employees under the Fair Labor Standards Act.

Step	Teacher	Assistant Director BA+00	Assistant Director MA+00
1	\$21.95	\$33.09	\$37.26
2	\$22.55	\$33.52	\$37.75
3	\$23.15	\$33.96	\$38.24
4	\$23.75	\$34.40	\$38.73
5	\$24.35	\$34.85	\$39.24
6	\$24.95	\$35.30	\$39.75
7	\$25.55	\$35.76	\$40.26
8	\$26.15	\$36.23	\$40.79
9	\$26.75	\$36.70	\$41.32
10	\$27.35	\$37.17	\$41.85
11	\$27.95	\$37.66	\$42.40
12	\$28.55	\$38.15	\$42.95
13	\$29.15	\$38.64	\$43.51
14	\$29.75	\$39.14	\$44.07
15	\$30.35	\$39.65	\$44.65
16	\$30.95	\$40.17	\$45.23
17	\$31.55	\$40.69	\$45.81
18	\$32.15	\$41.22	\$46.41
19	\$32.75	\$41.76	\$47.01
20	\$33.35	\$42.30	\$47.62
21	\$33.95	\$42.85	\$48.24
22	\$34.55	\$43.41	\$48.87
23	\$35.15	\$43.97	\$49.51
24	\$35.75	\$44.54	\$50.15
25	\$36.35	\$45.12	\$50.80

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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>	176	176
1	\$20.35	\$21.23
2	\$20.95	\$21.83
3	\$21.55	\$22.43
4	\$22.15	\$23.03
5	\$22.75	\$23.63
6	\$23.35	\$24.23
7	\$23.95	\$24.83
8	\$24.55	\$25.43
9	\$25.15	\$26.03
10	\$25.75	\$26.63
11	\$26.35	\$27.23
12	\$26.95	\$27.83
13	\$27.55	\$28.43
14	\$28.15	\$29.03
15	\$28.75	\$29.63
16	\$29.35	\$30.23
17	\$29.95	\$30.83
18	\$30.55	\$31.43
19	\$31.15	\$32.03
20	\$31.75	\$32.63
21	\$32.35	\$33.23
22	\$32.95	\$33.83
23	\$33.55	\$34.43
24	\$34.15	\$35.03
25	\$34.75	\$35.63

*Food Service staff may be eligible for a safety bonus each year.

**Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

***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>	176	176	237	237
1	\$23.70	\$26.38	\$29.78	\$31.07
2	\$24.30	\$26.98	\$30.38	\$31.67
3	\$24.90	\$27.58	\$30.98	\$32.27
4	\$25.50	\$28.18	\$31.58	\$32.87
5	\$26.10	\$28.78	\$32.18	\$33.47
6	\$26.70	\$29.38	\$32.78	\$34.07
7	\$27.30	\$29.98	\$33.38	\$34.67
8	\$27.90	\$30.58	\$33.98	\$35.27
9	\$28.50	\$31.18	\$34.58	\$35.87
10	\$29.10	\$31.78	\$35.18	\$36.47
11	\$29.70	\$32.38	\$35.78	\$37.07
12	\$30.30	\$32.98	\$36.38	\$37.67
13	\$30.90	\$33.58	\$36.98	\$38.27
14	\$31.50	\$34.18	\$37.58	\$38.87
15	\$32.10	\$34.78	\$38.18	\$39.47
16	\$32.70	\$35.38	\$38.78	\$40.07
17	\$33.30	\$35.98	\$39.38	\$40.67
18	\$33.90	\$36.58	\$39.98	\$41.27
19	\$34.50	\$37.18	\$40.58	\$41.87
20	\$35.10	\$37.78	\$41.18	\$42.47
21	\$35.70	\$38.38	\$41.78	\$43.07
22	\$36.30	\$38.98	\$42.38	\$43.67
23	\$36.90	\$39.58	\$42.98	\$44.27
24	\$37.50	\$40.18	\$43.58	\$44.87
25	\$38.10	\$40.78	\$44.18	\$45.47

*Transportation staff may be eligible for a safety bonus each year.

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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	Bldg/Grounds Supervisor	Dist. Electrician /HVAC
1	\$20.35	\$24.41	\$32.80	\$40.29
2	\$20.95	\$25.01	\$33.40	\$40.89
3	\$21.55	\$25.61	\$34.00	\$41.49
4	\$22.15	\$26.21	\$34.60	\$42.09
5	\$22.75	\$26.81	\$35.20	\$42.69
6	\$23.35	\$27.41	\$35.80	\$43.29
7	\$23.95	\$28.01	\$36.40	\$43.89
8	\$24.55	\$28.61	\$37.00	\$44.49
9	\$25.15	\$29.21	\$37.60	\$45.09
10	\$25.75	\$29.81	\$38.20	\$45.69
11	\$26.35	\$30.41	\$38.80	\$46.29
12	\$26.95	\$31.01	\$39.40	\$46.89
13	\$27.55	\$31.61	\$40.00	\$47.49
14	\$28.15	\$32.21	\$40.60	\$48.09
15	\$28.75	\$32.81	\$41.20	\$48.69
16	\$29.35	\$33.41	\$41.80	\$49.29
17	\$29.95	\$34.01	\$42.40	\$49.89
18	\$30.55	\$34.61	\$43.00	\$50.49
19	\$31.15	\$35.21	\$43.60	\$51.09
20	\$31.75	\$35.81	\$44.20	\$51.69
21	\$32.35	\$36.41	\$44.80	\$52.29
22	\$32.95	\$37.01	\$45.40	\$52.89
23	\$33.55	\$37.61	\$46.00	\$53.49
24	\$34.15	\$38.21	\$46.60	\$54.09
25	\$34.75	\$38.81	\$47.20	\$54.69

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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	\$33.34	\$37.86
2	\$33.94	\$38.46
3	\$34.54	\$39.06
4	\$35.14	\$39.66
5	\$35.74	\$40.26
6	\$36.34	\$40.86
7	\$36.94	\$41.46
8	\$37.54	\$42.06
9	\$38.14	\$42.66
10	\$38.74	\$43.26
11	\$39.34	\$43.86
12	\$39.94	\$44.46
13	\$40.54	\$45.06
14	\$41.14	\$45.66
15	\$41.74	\$46.26
16	\$42.34	\$46.86
17	\$42.94	\$47.46
18	\$43.54	\$48.06
19	\$44.14	\$48.66
20	\$44.74	\$49.26
21	\$45.34	\$49.86
22	\$45.94	\$50.46
23	\$46.54	\$51.06
24	\$47.14	\$51.66
25	\$47.74	\$52.26

*Steps on the salary matrix are not a direct representation of years of service with TCSD#1.

**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

	Daily Rate
1/2 day plus lunch	\$90.00
Full day	\$180.00
Long-term	\$250.00
Permanent Support Specialist	\$264.75

Full day rate increases to \$250 per day for the entire pay period once 3 full days have been worked.

Permanent Support Specialist daily rate is tied to the Certified Staff matrix and is calculated based on 75% of step one, lane one.

Substitute rate for all classified positions will reflect step 1 lane 1 of that position's matrix. Including Food Service, Paraprofessionals, Aides, Cubs and Grizzlies, Transportation and Custodians.

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

Temporary positions will be paid \$20/hr. All temporary positions must be approved by the Superintendent.

Athletics and Extra Duty Coaching - percentages tied to step 1 lane 1 of certified matrix

Percentage of Base	Amount										
20.00%	\$13,202	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
19.00%	\$12,542	Football	Wrestling	Tennis	MS Asst. coach	Band	Choir	Special O	NHS	JHHS Clubs	MS Clubs
18.00%	\$11,882	Basketball	Cross Country	Golf		Fall Play	Orchestra	MS Robotics	Student Gov	MS Stdnt Cndl	
17.00%	\$11,222	Volleyball	Soccer	Dance		Spring Play	Drama	MS Climbing			
16.00%	\$10,562	Robotics (head)	Track	Cheer							
15.00%	\$9,902	Swimming	Skiing	Mountaineering							
14.00%	\$9,242		Speech								
13.00%	\$8,581		Robotics (asst)								
12.00%	\$7,921										
11.00%	\$7,261	Years Experience - Percentage of base									
10.00%	\$6,601	Head	Head	Head							
9.00%	\$5,941	10+ 16%	10+ 13%	10+ 9%	10+ 8%	6%	5%	4%	3%	2%	1%
8.00%	\$5,281	7-9 15%	7-9 12%	7-9 8%	7-9 7%						
7.00%	\$4,621	4-6 14%	4-6 11%	4-6 7%	4-6 6%						
6.00%	\$3,961	1-3 13%	1-3 10%	1-3 6%	1-3 5%						
5.00%	\$3,301	Asst	Asst	Asst							
4.00%	\$2,640	10+ 12%	10+ 10%	10+ 7%							
3.00%	\$1,980	7-9 11%	7-9 9%	7-9 6%							
2.00%	\$1,320	4-6 10%	4-6 8%	4-6 5%							
1.00%	\$660	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
(split in two payments, one in the fall, and one in the spring)		
Food Service Safety Bonus	\$500	Stipend
(split in two payments, one in the fall, and one in the spring)		
Stipends	\$250/day	Stipend

*All certification payments are paid net after taxes.

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

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

All extra duty contracts and stipends for work outside of the regular contract must be approved in advance by the Administrator and the Superintendent or designee.

All time cards must be approved by the Administrator and the Superintendent or designee.

Teton County School District is committed to a policy of nondiscrimination in relation to age, sex, race, color, religion, national origin, sexual orientation, gender identity or disability. This policy governs all matters concerning staff, students, educational programs and services, and individuals with whom the School District does business. The notice shall include a reference to the person and the address and telephone number of the staff member designated to coordinate civil rights compliance. For purposes of this School District, that person shall be the Superintendent or Title IX/504/Communications Director Charlotte Reynolds creynolds@tcsd.org or titleixcoordinator@tcsd.org at 307-733-2704 or PO Box 568, Jackson WY 83001