

USD 480 GROW HERE. PAY SCALE

	YA 1	YA 2	Level 1		Level 2	Level 3	Level 4		Level 5		Level 6	Level 7	Level 8
Programs Included	Youth Apprenticeship (Yr. 1) 125 - 135 Hours	Youth Apprentice (Yr. 2) 150 - 160 Hours	Youth Apprentice (Yr. 3) 200 - 210 Hours	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice serving as Interim (Aai)	Advanced Student Teacher (AST)	At-Will Interim (AWI)	Resident Interim (Yr. 1)	Resident Interim (Yr. 2)	Resident Interim (Yr. 3-5)
Approx. Pay	\$1250 - \$1350 / Year	\$1800 - \$1920 / Year	\$2800 - \$2940 / Year	Building Para: \$20,812 / Year	Building Para: \$26,758 / Year	Building Para: \$32,704 / Year	Bldg Para: \$37,164 / Year	\$46,517.52 / Year	\$261.31 / day (\$23,257/sem)	\$46,517.52 / Year	\$47515.2 / Year	\$48,515.52 / Year	\$49,265.76 / Year
				SPED Para: \$23,785	SPED Para: \$29,731 / Year	SPED Para: \$35,677 / Year	SPED Para: \$40,137 / Year						
				Life Skills Para: \$26,758	Life Skills Para / PLT Instructor / Interventionist: \$32,704 / Year	Life Skills Para / PLT Instructor / Interventionist: \$38,651 / Year	Life Skills Para / PLT Instructor / Interventionist: \$43,110 / Year						
% of Base Pay for Certified Teachers	—	—	—	—	—	—	—	93%			95%	97%	98.50%
Hourly Apprentice Pay (Building / SPED / Life Skills / PLT / Interventionist)	\$10.00	\$12.00	\$14.00	Bldg: \$14.00 SPED: \$16.00 Life: \$18.00	Bldg: \$18.00 SPED: \$20.00 Life / PLT / Interventionist: \$22.00	Bldg: \$22.00 SPED: \$24.00 Life / PLT / Interventionist: \$26.00	Bldg: \$25.00 SPED: \$27.00 Life / PLT / Interventionist: \$29.00	\$31.29	Daily Reimbursement Rate	—	—	—	—
Pay Type	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Reimbursement Payment	Yearly Salary	Yearly Salary	Yearly Salary	Yearly Salary
Responsibilities	Para-like duties; classroom support; not teacher of record	Para-like duties; classroom support; not teacher of record		Para-like duties; classroom support; not teacher of record	Some para/interim exp; occasional lead lessons; not teacher of record	Consistent support role; regular lead lessons; not teacher of record	Apprentice: Eligible to sub; preparing for teacher of record.	Teacher of record; increasing independence, meets program benchmarks			Teacher of record; increasing independence, meets program benchmarks	Teacher of record; increasing independence, meets program benchmarks	Teacher of record; strong classroom leadership; close to full program completion
College Hours	0–15	0–15		0–15	15–30	30–59	60+	60+ Hours <i>*If need is determined, may be fewer college hours if an expanded substitute license can be obtained</i>	60+	60+ Hours <i>*If need is determined, may be fewer college hours if an expanded substitute license can be obtained</i>	60+ Hours or Bachelor's or Master's Degree AND Professional Plan of Study with proof of enrollment	60+Hours + program progress	60+ Hours + program progress / nearing completion
Commitment to District	—	—		3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	—	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license	3 Years after obtaining initial teaching license
Other Exams / Requirements				None	None	None	None	Praxis prep / program benchmarks	Praxis prep / program benchmarks	—	Praxis prep / program benchmarks	Praxis prep / program benchmarks	Praxis passed / nearing student teaching equivalency
License Required				Expanded Sub	Expanded Sub	Expanded Sub	Emergency Sub	Emergency Sub	Emergency Sub	Emergency Sub	Emergency Sub	Emergency Sub	Emergency Sub
Tuition Reimbursement				Yes - via RTA Program	Yes - via RTA Program	Yes - via RTA Program	Yes - via RTA Program	Yes - via RTA Program OR via District's Grow Here Plan	—	—	Yes - via District's Grow Here Plan	Yes - via District's Grow Here Plan	Yes - via District's Grow Here Plan
Insurance Benefits	Health and Prescription drug Plan offered and flexibility to select Voluntaryplans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntaryplans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntaryplans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan and Dental offered through COBRA (for previously USD 480 employed personnel), \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit	Health and Prescription drug Plan offered and flexibility to select Voluntary plans, \$600 Board benefit
KPERS Benefits	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and no contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing	KPERS(Retirement plan) Active and contributing