COMPENSATION AND LONGEVITY SCHEDULE

Director/Supervisor Tier 1	Supervisor Tier 2	Certified/Licensed Staff
Student Nutrition Director+	Assistant Director of Student Nutrition+	[1]General Education Social Worker
Director of Human Resources*	Personnel Coordinator*	School Nurse+
Director of Payroll Services*	Accountant*	School Certified Medical Assistant +
Transportation Supervisor*	Custodial Supervisor*	
Administrative Assistant to the Superintendent*+	Operations Coordinator*+	**Other Staff**
Director of Operations*+		Administrative Assistant, Business Office*
Director of Data Systems*+		Administrative Assistant, Curriculum Department*
Director of Early Childhood*+		Accounts Payable Clerk*

Compensation Schedule

Guaranteed 1% increase in years 2-5, but could be more depending on the market value of position.

Longevity

Director/Supervisor Tier 1		Supervisor Tier 2		Certified/Licensed Staff Other Staff	
Year 6	$2,000	Year 6-7	$1,000	Year 6-7	$1,000
Year 7	$3,000	Year 8-9	$2,000	Year 8-9	$2,000
Year 8	$4,000	Year 10-11	$3,000	Year 10-11	$3,000
Year 9	$5,000	Year 12-13	$4,000	Year 12-13	$4,000
Year 10	$6,000	Year 14+	$5,000	Year 14+	$5,000

Longevity is earned in the year listed. Paid in February of that fiscal year.

Longevity is prorated if an employee retires or resigns before the end of the fiscal year.

This compensation schedule may change year to year depending on District financial conditions and measures necessary to ensure fiscal responsibility and operational efficiency. Administration will periodically review market values and employment conditions. The Board of Education must approve all changes to this compensation schedule.
Employee is on step schedule for first five (5) years. In addition, compensation is subject to the 'formula' in place at that time unless special arrangements made per hire letter or otherwise noted.

PTO Days – Employees covered by this policy will receive fourteen (14) PTO (personal time off) days in July of each year. Employees may bank any of the unused days covered in this section for future use consistent with FMLA and Worker Compensation policy and practices. A maximum of three (3) consecutive days may be used without the Superintendent's approval. Any days used which are connected to holidays and calendar breaks must be pre-approved by the Superintendent.

Banked Day Payout - Upon retirement or resignation in good standing (after five (5) years of service), up to sixty (60) banked days may be cashed in for $75.00 each.

Vacation Days and Cash-in – All fifty-two (52) week employees covered under this policy receive twenty (20) vacation days per year and are eligible to cash in a maximum of five (5) vacation days at the end of the year by notifying the Superintendent no later than May 15th of each year.

Bereavement Days – Employees covered in this policy will be provided up to four (4) bereavement days for each instance of death in the immediate family (spouse, child, parent, brother, sister, step-relatives, in-laws, grandchildren, grandparent).

July 4th- All fifty-two (52) week employees will be provided a two (2) day Holiday for the 4th of July.

Non-Student Days - All fifty-two (52) week employees covered in this agreement will not be required to report to work on the first four (4) non-student/non-teacher workdays. The number of days shall be determined by the negotiated calendar. Any non-student/non-teacher workdays above four (4) require attendance in the district.

Act of God Days – All Employees covered in this agreement are not required to report for work on the first two (2) act of God days (i.e. snow days, power outage that results in a building shut down, etc.). There is an understanding that if time is needed to accomplish responsibilities (i.e. pre-arranged training, school events, etc.) the employee attends to duties without being owed additional days. After the second act of God Day, the employee may work from a location of choice if the ability to do so is available.

On-Call - The District will provide an on-call payment of $500 per year, paid on the first paycheck of September starting in the 2025-26 school year. On-call means that the employee agrees to respond to communications when not on duty. Eligibility is designated with a + following the position listed above.
The Administrative Assistant to the Superintendent will be provided a $75.00 stipend for all meetings after normal hours, payable on the last pay (combination of all meetings) of the fiscal year.

[1]This position willl be compensated consistent with the teacher salary schedule and longevity schedule and follow the HEA Master Agreement.

*52-week employee

+On-Call Employee