



2022-2023 Employee Compensation Package

(BOE approved 5/11/2022)

“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

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Employee Groups

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 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, including that it applies to only full time teachers.

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

238-261 days

Days are determined by job description and contract.

Administrators

201-221 days

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.

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. Days are determined by position and grades served.

Food Service Employees 177 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 177 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 238-261 days

Paid holidays depend on contracted days, see additional schedule on page 5 for more details.

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 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 - Schools

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Certified Teachers	187	8/29/22-6/16/23	Thanksgiving (3 Days) Winter Break (6 Days) Spring Break (10 Days)	N/A	10	10 Mos.
New Certified Teachers	189	8/25/22-6/16/23		N/A	10	10 Mos.
Administrators	ELEM & MS 211	8/9/22-6/30/23		N/A	10	10 Mos.
Administrators	HS 221	8/1/22-6/30/23		N/A	10	10 Mos.
Administrative Assistant, Attendance, Translator	191	8/23/22-6/16/23		N/A	10	10 Mos.
Administrative Assistant, Attendance, Translator	201	8/9/22-6/16/22		N/A	10	10 Mos.
Aides/Elem Paraprofessionals/Perm. Support Spec.	178	9/1/22-6/14/23			10	
Aides/Paraprofessionals/Perm. Support Spec.	177	9/1/22-6/14/23		N/A	10	10 Mos.
Counselors/Social Workers - Elementary	190	8/24/22-6/16/23		N/A	10	10 Mos.
Counselors/Social Workers - Secondary	193	8/24/22-6/21/23		N/A	10	10 Mos.
Nurses	187	8/29/22-6/16/23		N/A	10	10 Mos.
Psychologists	193	8/24/22-6/21/23		N/A	10	10 Mos.
Occupational/Speech Therapists	187	8/29/22-6/16/23		N/A	10	10 Mos.
Librarians	187	8/29/22-6/16/23		N/A	10	10 Mos.
Instructional Facilitators	197	8/18/22-6/21/23		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 (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.

Days Worked by Employee Group - Operations

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Bus Drivers and Food Service Staff	177	9/6/22-6/14/23	Thanksgiving (3 Days) Winter Break (6 Days) Spring Break (10 Days)	N/A	10	10 Mos.
Central Office, Managers, Directors, Coordinators, Maintenance and Custodial	238	7/1/22-6/30/23		July 4th	20	12 Mos.
Maintenance and Custodial	261	7/1/22-6/30/23	None	8-see below	28	12 Mos.
Central Office Directors	261	7/1/22-6/30/23	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 238 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. Barring any unexpected changes in the block grant, the following will be recommended for approval in the compensation package for the 2022-2023 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

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 FY23 the RCA for Teton County is 162% of the Wyoming average. The FY23 Compensation Package has been prepared with an RCA of 168% in effort to increase district compensation to the actual cost of living in Teton County.

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
T1 - Traditional Plan Option	\$1000 Ded/\$35 CoPay	\$746.00	\$1,233.00	\$1,467.00	\$1,986.00
Employee portion		\$71.50	\$117.50	\$140.50	\$189.50
T3 - High Deductible Option	\$3500 HDHP	\$603.00	\$998.00	\$1,186.00	\$1,607.00
District HSA contribution		\$71.50	\$117.50	\$140.50	\$189.50
T5 - High Deductible Option	\$5000 HDHP	\$548.00	\$907.00	\$1,078.00	\$1,461.00
District HSA contribution		\$126.50	\$208.50	\$248.50	\$335.50
Matching	457/HSA matching	\$34.00	\$34.00	\$34.00	\$34.00
** If a traditional plan is selected, the employee is not eligible to contribute to an HSA account.					
Employees will have a choice of a traditional plan or a high deductible plan. The traditional plan election will include an employee paid portion of premiums. The high deductible plans include varying levels of HSA contributions based on deductible and dependent choices.					

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	\$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, 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.

200-261 Working Days Directors, Coordinators, and Managers	\$80,000-\$166,000
201-221 Working Days Administrators	\$95,000-\$148,000

*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	238
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.

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	\$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 up to \$500 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>	175	175	238	238
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

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

	Substitute Pay
1/2 day plus lunch	\$90
Full Day	\$175
Long-term	\$250

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

Substitute rate for all classified positions will reflect step 1 lane 1 of that position's matrix. Including Food Service, Paraprofessionals, Secretaries, 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	Swimming	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 Cncl	
17.00%	\$11,222	Volleyball	Soccer	Dance		Spring Play	Drama	MS Climbing			
16.00%	\$10,562	Robotics (head)	Track	Cheer							
15.00%	\$9,902		Skiing	Mountaineering							
14.00%	\$9,242		Speech	MS Head coach							
13.00%	\$8,581		Wrestling								
12.00%	\$7,921		Robotics (asst)								
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. 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.

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.