

**MILLARD SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2015-2016 SCHOOL YEAR**

LANE	STEP 1	STEP 2	STEP 3	STEP 4*	STEP 5**	STEP 6***	STEP 7****
1	\$10.04	\$11.31	\$12.71	\$13.22	\$13.75	\$14.30	\$14.87
2	\$11.57	\$13.02	\$14.64	\$15.23	\$15.84	\$16.48	\$17.13
3	\$13.56	\$15.26	\$17.16	\$17.85	\$18.57	\$19.31	\$20.08
4	\$14.65	\$16.49	\$18.54	\$19.29	\$20.06	\$20.87	\$21.69
5	\$15.78	\$17.77	\$19.98	\$20.78	\$21.62	\$22.48	\$23.37
6	\$16.54	\$18.62	\$20.94	\$21.78	\$22.65	\$23.56	\$24.49
7	\$17.35	\$19.54	\$21.96	\$22.85	\$23.76	\$24.71	\$25.70
8	\$18.33	\$20.64	\$23.21	\$24.14	\$25.11	\$26.11	\$27.15
9	\$19.84	\$22.34	\$25.12	\$26.13	\$27.18	\$28.27	\$29.39
10	\$23.19	\$26.11	\$29.36	\$30.54	\$31.76	\$33.03	\$34.34

Step 4* applies only to employees beginning at least the 11th fiscal year of service, and at least one year on Step 3.

Step 5** applies to employees after completion of the 17th fiscal year of service to Millard School District, and at least one year on Step 4.

Step 6*** applies to employees after completion of the 19th fiscal year of service to Millard School District, and at least one year on Step 5.

Step 7**** applies to employees after completion of the 24th fiscal year of service to Millard School District and at least one year on Step 6.

#Steps frozen for 2012-2013 school year - Does not count toward future steps

1. No employee will work more than 40 hours per week.
2. Retirement for all employees who qualify.
3. Each lunch worker will be given a \$100.00 per year uniform allowance. Each Maintenance and Custodial worker will be provided shirts and/or jacket not to exceed \$120.00 per year. Bus Drivers will be provided a jacket bi-annually with cost not to exceed \$50.00, or yearly if employee pays any amount over \$25.00.
4. Bus Drivers: Activity Runs - \$22.50. Drivers taking special trips shall be paid on Lane 6, Step 3 for actual driving time, Minimum wage (\$7.25) per hour for lay-over time (up to a maximum of 10 lay-over hours per day on special trips.) Drivers assigned special trips will receive one-half cost of routes missed for call-out to take field trips. Up to three routes will be allowed.
5. Sick leave will be granted for full-time employees on the basis of one day for each month worked. This Sick Leave will accumulate to 124 days. (See Negotiated Agreement 1985-86 & 1988-89 for Long Term Disability qualification.) Part-time employees will be allowed to accumulate up to 18 days of sick leave / Part-time 12 month employees 24 days of sick leave. These accumulated days are equal to the amount of time worked each day.
6. Accumulation of Sick Leave for reimbursement was frozen as of 7/1/85.
7. See Millard School District Policy for 12 month employee vacation allowance.
8. The following employees qualify for the District group insurance program: Full-time; Lunch Workers; Custodians; Maintenance Personnel; Bus Drivers (prior to 7/1/2012); School Secretaries, District Secretaries.
9. Employees working 12 months are not scheduled for work on the following days: Except as noted*, these days are not paid as part of the 250 working days.

July 4th (3rd)	Fall Break (Oct.19th)	New Year's Day (Jan. 1st)
July 24th	Thanksgiving Day (Nov. 26th)	Martin Luther (Jan. 18th)
Labor Day (Sept. 7th)	Thanksgiving (Nov. 27th)*	Presidents Day (Feb. 15th)
Fall Break (Oct. 16th)	Christmas Dec 24th (1/2Day)*	Easter (March 24th)
	Christmas Day (Dec. 25th)	Easter (March 25th)
		Memorial Day (May 30th)
10. Substitute Custodians, Substitute Lunch Workers, & Substitute Instructional Assistants will be paid \$8.00 per hour. Those who work more than 3 consecutive weeks will receive \$8.25 per hour. Sweepers will be paid \$7.50 per hour beginning 8/16/2015. (Minimum Wage + \$0.25)