

2021-2022 Certified Salary Schedule for Swan Valley School District #92

Career Ladder Placement	Salary Apportionment
RP1	\$40,369
RP2	\$40,990
RP3	\$41,611
P1	\$42,991
P2	\$44,836
P3	\$46,681
P4	\$48,526
P5	\$50,370
AP1	\$52,734
AP2	\$53,207

Effective July 1, 2021, the education allocation for full time instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty four (24) or more credits is \$2,000. Full time instructional staff and pupil service staff holding a professional endorsement and a master degree is \$3,500. (I.C. 33-1004B)

In addition to the above salary schedule, The Swan Valley School District #92 will provide the following for all full-time employees:

- Premiums on group health, dental, vision and group term life insurance.
- Employees may purchase additional insurance for spouse and/or dependent children. Spouse and family are NOT included in employees benefit package.
- One sick leave day for each month worked. (No limit on sick days accumulated)
- Three (3) personal leave days per year for the first through second consecutive years of employment. Four (4) personal leave days for the third or subsequent consecutive years of employment. Full time staff will be able to accumulate unused days year to year, up to five (5) days. Days not taken will be paid at an amount equal to the daily pay for substitute teachers of \$65.00 in June.
- The Superintendent may grant professional leave days. Professional leave is generally limited to two (2) days per year, but may be extended with the Superintendent's approval.

Business Manager, Secretary, & Clerk 2021-22 Salary Schedule

Step	Salary
1	\$ 35,360.00
2	\$ 35,880.00
3	\$ 36,400.00
4	\$ 36,920.00
5	\$ 37,440.00
6	\$ 37,960.00
7	\$ 38,480.00
8	\$ 39,000.00
9	\$ 39,520.00
10	\$ 40,040.00
11	\$ 40,560.00
12	\$ 41,080.00
13	\$ 41,600.00
14	\$ 42,120.00
15	\$ 42,640.00
16	\$ 43,160.00
17	\$ 43,680.00
18	\$ 44,200.00
19	\$ 44,720.00
20	\$ 45,240.00
21	\$ 45,760.00
22	\$ 46,280.00
23	\$ 46,800.00
24	\$ 47,320.00
25	\$ 47,840.00
26	\$ 48,360.00
27	\$ 48,880.00
28	\$ 49,400.00
29	\$ 49,920.00
30	\$ 50,440.00

Work Schedule:

8.0 hours per day for approximately 200 days (Days vary from year to year depending on number of school days).

In addition to daily responsibilities at the schools, this position is responsible for attending all school board functions.

Sick Leave:

12 days per year

Personal Leave:	3 personal days per year for first 2 years of employment, 4 personal days per year after
Vacation:	No vacation days for this position Vacation is taken during school vacation breaks while maintaining oversight of duties and roles as necessary.
Bereavement Leave:	Up to 5 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 5 of their own days and district will match those 5 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Child Nutrition Program Director 2021-22 Salary Schedule

Step	Hourly Rate	Salary (170 Day, 8 hours)
1	\$ 11.00	\$ 14,960.00
2	\$ 11.25	\$ 15,300.00
3	\$ 11.50	\$ 15,640.00
4	\$ 11.75	\$ 15,980.00
5	\$ 12.00	\$ 16,320.00
6	\$ 12.25	\$ 16,660.00
7	\$ 12.50	\$ 17,000.00
8	\$ 12.75	\$ 17,340.00
9	\$ 13.00	\$ 17,680.00
10	\$ 13.25	\$ 18,020.00
11	\$ 13.50	\$ 18,360.00
12	\$ 13.75	\$ 18,700.00
13	\$ 14.00	\$ 19,040.00
14	\$ 14.25	\$ 19,380.00
15	\$ 14.50	\$ 19,720.00
16	\$ 14.75	\$ 20,060.00
17	\$ 15.00	\$ 20,400.00
18	\$ 15.25	\$ 20,740.00
19	\$ 15.50	\$ 21,080.00
20	\$ 15.75	\$ 21,420.00
21	\$ 16.00	\$ 21,760.00
22	\$ 16.25	\$ 22,100.00
23	\$ 16.50	\$ 22,440.00
24	\$ 16.75	\$ 22,780.00
25	\$ 17.00	\$ 23,120.00
26	\$ 17.25	\$ 23,460.00
27	\$ 17.50	\$ 23,800.00
28	\$ 17.75	\$ 24,140.00
29	\$ 18.00	\$ 24,480.00
30	\$ 18.25	\$ 24,820.00

Work Schedule: 8.0 hours per day for 170 days during the school year

Sick Leave: 9 days per year

Personal Leave: 3 personal days per year for first 2 years of employment, 4 personal days per year after

Vacation: No vacation days for this position

Bereavement Leave:	Up to 5 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 5 of their own days and district will match those 5 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Custodial, Maintenance, and Grounds 2021-22 Salary Schedule

Step	New Proposed	Salary (30 Hours)
1	\$ 14.00	\$ 21,840.00
2	\$ 14.40	\$ 22,464.00
3	\$ 14.80	\$ 23,088.00
4	\$ 15.20	\$ 23,712.00
5	\$ 15.60	\$ 24,336.00
6	\$ 16.00	\$ 24,960.00
7	\$ 16.40	\$ 25,584.00
8	\$ 16.80	\$ 26,208.00
9	\$ 17.20	\$ 26,832.00
10	\$ 17.60	\$ 27,456.00
11	\$ 18.00	\$ 28,080.00
12	\$ 18.40	\$ 28,704.00
13	\$ 18.80	\$ 29,328.00
14	\$ 19.20	\$ 29,952.00
15	\$ 19.60	\$ 30,576.00
16	\$ 20.00	\$ 31,200.00
17	\$ 20.40	\$ 31,824.00
18	\$ 20.80	\$ 32,448.00
19	\$ 21.20	\$ 33,072.00
20	\$ 21.60	\$ 33,696.00
21	\$ 22.00	\$ 34,320.00
22	\$ 22.40	\$ 34,944.00
23	\$ 22.80	\$ 35,568.00
24	\$ 23.20	\$ 36,192.00
25	\$ 23.60	\$ 36,816.00
26	\$ 24.00	\$ 37,440.00
27	\$ 24.40	\$ 38,064.00
28	\$ 24.80	\$ 38,688.00
29	\$ 25.20	\$ 39,312.00
30	\$ 25.60	\$ 39,936.00

Work Schedule: 30 hours per week year around

Sick Leave: 12 days per year

Personal Leave: 3 personal days per year for first 2 years of employment, 4 personal days per year after

Vacation: 10 vacation days per year

Bereavement Leave:	Up to 5 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 5 of their own days and district will match those 5 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Paraprofessional 2021-22 Salary Schedule

Step	Hour Rate (High School Diploma)	Hourly Rate* (College)
1	\$ 11.00	\$ 12.50
2	\$ 11.20	\$ 12.70
3	\$ 11.40	\$ 12.90
4	\$ 11.60	\$ 13.10
5	\$ 11.80	\$ 13.30
6	\$ 12.00	\$ 13.50
7	\$ 12.20	\$ 13.70
8	\$ 12.40	\$ 13.90
9	\$ 12.60	\$ 14.10
10	\$ 12.80	\$ 14.30
11	\$ 13.00	\$ 14.50
12	\$ 13.20	\$ 14.70
13	\$ 13.40	\$ 14.90
14	\$ 13.60	\$ 15.10
15	\$ 13.80	\$ 15.30
16	\$ 14.00	\$ 15.50
17	\$ 14.20	\$ 15.70
18	\$ 14.40	\$ 15.90
19	\$ 14.60	\$ 16.10
20	\$ 14.80	\$ 16.30
21	\$ 15.00	\$ 16.50
22	\$ 15.20	\$ 16.70
23	\$ 15.40	\$ 16.90
24	\$ 15.60	\$ 17.10
25	\$ 15.80	\$ 17.30
26	\$ 16.00	\$ 17.50
27	\$ 16.20	\$ 17.70
28	\$ 16.40	\$ 17.90
29	\$ 16.60	\$ 18.10
30	\$ 16.80	\$ 18.30

*An individual must have at least 30 college semester credits to be placed on the college salary schedule.

Benefits for full time Paraprofessional employees (30 hours or more per week)

Work Schedule: Full time is 8.0 hours per day for 170 days (contract days varies from year to year)

Sick Leave:	9 days per year
Personal Leave:	3 personal days per year for first 2 years of employment, 4 personal days per year after
Vacation:	No vacation days for this position
Bereavement Leave:	Up to 5 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 5 of their own days and district will match those 5 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Bus Driver 2021-22 Salary Schedule

Steps	Lower Route	Upper Route	High School Route (Includes Shuttle)
1	\$ 30.00	\$ 30.00	\$ 45.00
2	\$ 30.50	\$ 30.50	\$ 45.50
3	\$ 31.00	\$ 31.00	\$ 46.00
4	\$ 31.50	\$ 31.50	\$ 46.50
5	\$ 32.00	\$ 32.00	\$ 47.00
6	\$ 32.50	\$ 32.50	\$ 47.50
7	\$ 33.00	\$ 33.00	\$ 48.00
8	\$ 33.50	\$ 33.50	\$ 48.50
9	\$ 34.00	\$ 34.00	\$ 49.00
10	\$ 34.50	\$ 34.50	\$ 49.50
11	\$ 35.00	\$ 35.00	\$ 50.00
12	\$ 35.50	\$ 35.50	\$ 50.50
13	\$ 36.00	\$ 36.00	\$ 51.00
14	\$ 36.50	\$ 36.50	\$ 51.50
15	\$ 37.00	\$ 37.00	\$ 52.00
16	\$ 37.50	\$ 37.50	\$ 52.50
17	\$ 38.00	\$ 38.00	\$ 53.00
18	\$ 38.50	\$ 38.50	\$ 53.50
19	\$ 39.00	\$ 39.00	\$ 54.00
20	\$ 39.50	\$ 39.50	\$ 54.50

The following hourly rate is used for training, field trips, sporting events, cleaning buses, etc.

Step	Hourly Rate
1	\$ 16.00
2	\$ 16.25
3	\$ 16.50
4	\$ 16.75
5	\$ 17.00
6	\$ 17.25
7	\$ 17.50
8	\$ 17.75
9	\$ 18.00
10	\$ 18.25
11	\$ 18.50
12	\$ 18.75
13	\$ 19.00
14	\$ 19.25

15	\$	19.50
16	\$	19.75
17	\$	20.00
18	\$	20.25
19	\$	20.50
20	\$	20.75

Extra Hours: All bus drivers are required by law to have 10 hours of training time every school year. In addition, drivers are allocated 2 hours per month and expected to use this time to ensure buses are orderly and clean.

Work Schedule: Morning routes are from approximately 7:00 – 8:30 AM everyday school is in session.

Afternoon route are from approximately 2:00 -3:30 PM on Wednesdays and 3:00 – 4:30 PM other days school is in session.

Benefits: No benefits for part time employees

Pay Period: Pay Period is 16th of the month to 15th of the month. Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day.

Placement: The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note: Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Extra-Curricular Activities 2021-22 Salary Schedule

Athletic Director - \$750

Responsible for scheduling volleyball and basketball games for our students.

Girls Volleyball Coach - \$750

Responsible for coaching girls in grades 3-8 in basic volleyball skills after school during the months of September and October. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Girls Basketball Coach - \$750

Responsible for coaching girls in grades 3-8 in basic basketball skills during the months of November and December. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Boys Basketball Coach - \$750

Responsible for coaching boys in grades 3-8 in basic basketball skills during the months of January and February. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Pay Period

Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day. Stipends are paid once the season is complete.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Substitute 2021-22 Pay Rates

Daily Pay Definitions

Half Day – assignment that are up to 4 hours in duration

Full Day – assignments that are over 4 hours in duration

Certified

Regular Pay: Substitutes will be paid \$80.00 per full day when working in certified positions.

Long Term Pay: Substitute Teachers who work for the same teacher for 10 consecutive days or more will be paid \$90.00 per full day from the beginning of the assignment.

Classified

Regular Pay: Substitutes will be paid \$75.00 per full day when working in classified positions.

Long Term Pay: Substitutes who work for the same classified staff member for 10 consecutive days or more, will be paid \$85.00 per full day from the beginning of the assignment.

Custodial/Facilities

Regular Pay: Substitutes will be paid \$75.00 per full day when working in custodial/facilities positions.

Food Service

Regular Pay: Substitutes will be paid \$75.00 per full day when working in food service positions

All substitutes are required to monitor their own timecard to ensure accuracy.

Pay Period

Pay Period is 16th of the month to 15th of the month. Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).