

**LATROBE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2019-20**

All rates of pay are calculated hourly

Title	Time Base	Longevity Steps										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8-9	Step 10-14	Step 15-19	Step 20
Clerical/Secretarial												
Secretary I	10	16.06	16.55	17.04	17.56	18.08	18.63	19.18	19.76	20.73	21.77	22.85
Secretary II	12	18.21	18.74	19.32	19.90	20.48	21.10	21.77	22.39	23.52	24.70	25.92
Instructional Aide	10	14.14	14.56	15.00	15.44	15.91	16.38	16.88	17.38	18.25	19.17	20.13
Library/Media												
Instructional Media Rsc	10	16.80	17.32	17.82	18.35	18.91	19.48	20.06	20.66	21.69	22.78	23.92
Custodial/Maintenance												
Custodian I	12	16.33	16.82	17.34	17.85	18.39	18.94	19.51	20.09	21.10	22.16	23.26
Custodian II	12	16.80	17.32	17.82	18.35	18.91	19.48	20.06	20.66	21.69	22.78	23.92
Maintenance Supervisor	12	24.00	24.74	25.47	26.24	27.02	27.87	28.69	29.55	31.03	32.59	34.21
Maint Supervisor w/ T3	12	25.68	26.51	27.24	28.06	28.90	29.77	30.66	31.57	33.15	34.80	36.54

WORK YEAR 12 month employee = 260 or 261 days depending on calendar
School Term Employee = 185 days

MEDICAL INSURANCE

The primary purpose of the District health benefit program is to provide health insurance for all employees who need it. District contributes up to a maximum of \$500 per month (\$6000 annually) of medical insurance premiums for full-time School Term and 12-month employees working at least 6.5 hours/day, and their dependents. District portion is pro-rated for employees working less than 6.5 hours/day. If the employee elects a medical insurance option which is less costly than the maximum payable of \$500, the difference will be paid as cash in lieu of benefits.

DENTAL/VISION INSURANCE

District contributes the full cost of dental and vision insurance premiums for full-time School Term and 12-month employees working at least 6.5 hours/day, and their dependents. Pro-rated for employees working less than 6.5 hours/day.

SICK LEAVE

12 month employee = 1 day per month.
School Term employee = 1 day per month (10 days).

EMPLOYEE ASSISTANCE PROGRAM (EAP)

District participates in the EAP program which provides up to 7 mental health visits per year

VACATION PAY

No more than one (1) year of earned vacation time may be carried over from year-to-year. Vacation time accumulated above this cap and not taken as of June 30th shall be paid out at the employee's rate of pay as of June 30th.

12 month employee = 15 days per year
School Term employee = 10 days per year, paid monthly

PAID HOLIDAYS

New Years Day	Labor Day	Floating Holiday
Martin Luther King Day	Veteran's Day	<u>Two additional holidays for 12 month employees:</u>
Lincoln's Day	Thanksgiving Day	Fourth of July
Washington's Day	Day after Thanksgiving Day	(Second) Floating Holiday
Memorial Day	Christmas Day	

Effective 7/1/19 (Adopted: 5/21/19; Revised 2/18/20)	3.5% increase; Increase cap to \$500; full time benefit status for 6.5 hours/day
Effective 7/1/18 (Adopted: 2/19/19; Revised 5/21/19)	5% increase; Add Maintenance T3 position
Effective 7/1/17 (Adopted: 1/19/17; Revised 2/20/18)	2% increase; Increase cap to \$450; add Floating Holiday
Effective 7/1/16 (Adopted: 1/19/17)	3.5% increase
Effective 7/1/15 (Adopted: 6/16/15; Revised 2/23/16)	1% increase; Add Longevity Steps & Instructional Media
Effective 7/1/14 (Adopted: 11/18/14; Revised 1/20/15)	3% increase, add EAP eff 12/1/14
Effective 7/1/13 (Adopted: 2/18/14)	2% increase
Effective 7/1/07 (Adopted: 12/18/07)	10% increase
Effective 7/1/06 (Adopted: 11/21/06)	8.82% increase
Effective 7/1/05 (Adopted: 11/15/05)	4% increase
Effective 7/1/04 (Adopted: 3/15/05)	2.25% increase