

**LATROBE SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE
2020-21**

Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Longevity Steps			
									Step 8-9	Step 10-14	Step 15-19	Step 20
District Secretary	12	26.01	26.79	27.59	28.42	29.26	30.16	31.05	31.99	33.59	35.28	37.03

WORK YEAR

12 month employee = 260 or 261 days depending on calendar

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 \$575 per month (\$6,900 annually) of medical insurance premiums for the employee and his/her dependents. If the employee elects a medical insurance option which is less costly than the maximum payable of \$575, 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 the employee and his/her dependents.

SICK LEAVE

12 month employee = 1 day per month.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

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

VACATION PAY

12 month employee = 15 days per year

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.

PAID HOLIDAYS

11 holidays plus two floating holidays:

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|------------------|----------------------------|-----------------------|
| New Years Day | Martin Luther King Day | Veteran's Day |
| Lincoln's Day | Christmas Day | Labor Day |
| Memorial Day | Thanksgiving Day | Fourth of July |
| Washington's Day | Day after Thanksgiving Day | (2) Floating Holidays |

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| Effective 7/1/20 (Adopted 2/18/20; Revised 2/16/21) | 3% increase; increase cap to \$575 |
| Effective 7/1/19 (Adopted: 5/21/19; Revised 2/18/20) | 3.5% increase; Increase cap to \$500 |
| Effective 7/1/18 (Adopted: 5/21/19) | 5% increase |
| Effective 7/1/17 (Adopted: 1/19/17; Revised 2/20/18) | 2% increase; Increase cap to \$450, add 2nd 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 |
| 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 |