

**LATROBE SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE**

2021-22

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
District Secretary	12	27.05	27.86	28.69	29.56	30.43	31.37	32.29	33.27	34.93	36.69	38.51

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 \$625 per month (\$7,500 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 \$625, 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

PAID HOLIDAYS

13 paid holidays:

- | | | |
|------------------------|------------------|------------------------|
| New Year's Day | Washington's Day | Veteran's Day |
| New Year's Eve | Memorial Day | Thanksgiving Day |
| Martin Luther King Day | Fourth of July | Day after Thanksgiving |
| Lincoln's Day | Labor Day | Christmas Eve |
| | | Christmas Day |

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| Effective 7/1/21 (Adopted 2/16/21; Revised 2/15/22) | 4% increase; Increase cap to \$625 |
| 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 |