

**LATROBE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

2020-21

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
Secretary I	10	19.12	19.69	20.28	20.89	21.52	22.17	22.82	23.51	24.69	25.93	27.21
Secretary II/Acct Tech	12	21.18	21.82	22.46	23.14	23.83	24.54	25.29	26.05	27.35	28.72	30.15
Instructional Aide	10	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.37	20.34	21.36
Yard Duty	10	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.37	20.34	21.36
Instructional Media Rsc	10	17.30	17.84	18.35	18.90	19.48	20.06	20.66	21.28	22.34	23.46	24.64
Custodian	12	17.30	17.84	18.35	18.90	19.48	20.06	20.66	21.28	22.34	23.46	24.64
Maintenance Supervisor	12	24.72	25.48	26.23	27.03	27.83	28.71	29.55	30.44	31.96	33.57	35.24
Maint Supervisor w/ T3	12	26.45	27.31	28.06	28.90	29.77	30.66	31.58	32.52	34.14	35.84	37.64

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 \$575 per month (\$6900 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 \$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 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 7/1/20 (Adopted 2/18/20; Revised 2/16/21)	3% increase; adjust Sec'y positions; increase cap to \$575
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