



USD 234 Non-exempt Employee Beginning Pay Range by Position

Class I	Class II	Class III	Class IV	Class V
\$15.74 - \$21.97	\$13.26 - \$19.49	\$11.33 - \$17.36	\$10.45 - \$16.68	\$9.42 - \$15.65
Maintenance (I)	Bus Driver Secretary (I)	Custodian Maintenance (II)	Secretary (II) Kitchen Mgr. Van Driver Paraeducator Ticket Clerk	Teacher Aide Cook

*Employees will be granted an hourly rate based on previous work experience and education.
***There is no cap on classified employees.*

Employees will earn a health insurance benefit of \$456.96 per month per employee. Employees must participate in the USD 234 health insurance plan and be considered a full time employee to receive this benefit.

Substitutes

Substitutes will be paid minimum wage (\$7.25) unless otherwise stated below.

Kitchen Manager/Ticket Clerk (In-house)	\$1 above current hourly rate
Bus	\$10.00 - \$13.00
Van Driver	\$9.50
Summer Part-Time (contract employees)	\$9.00
Summer Part-Time (not on contract employees)	\$7.25
Nurse	\$15.79
Bus Monitor	\$7.96

Classified substitutes will be placed on the pay schedule at the beginning rate of the pay schedule position after 15 days in the same position.

Substitute Teachers

Teacher	\$12.25
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Substitute teachers are considered long-term subs after 10 days will be paid \$15.79 per hour.