



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.

Classified Substitute

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

Substitutes working more than 15 days the prior school year will receive base pay for that position.

After 15 days worked in position, substitute will be paid the base rate for that position

Teacher Substitute

Worked less than 10 days the prior school year*** (\$12.25)		Worked more than 10 days the prior school year (\$15.79)	
Half-Day	\$45.94	Half-Day	\$59.21
Full-Day	\$91.88	Full-Day	\$118.43

***After 10 days worked, substitute will be paid \$15.79 per hour.