

Wage and Benefits

Nonaffiliated Personnel

Clio Area Schools

2022-2023



**INSPIRE
EMPOWER
ACHIEVE**

Early Education Director - GECS

Salary and Benefits Schedule

Salary Schedule

<u>Step</u>	<u>Salary</u>	<u>26 Pays</u>
	FY23	
A	\$58,470	\$2,248.85
***FOLLOWS BA COLUMN		

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and the following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is year-round (52 weeks). Directors are not required to work on non-teacher work days during the school year.
9. The employee work schedule is 8 hours per day (2080 hours per year).
10. Health (90%), vision (100%), and dental (100%) paid for by District.
11. Employee will receive fifteen (15) vacation days per year.

CCHS Social Worker-GECS

Salary and Benefits Schedule

Salary Schedule

<u>Step</u>	<u>Salary</u>	<u>26 Pays</u>
	FY23	
A	\$59,897	\$2,303.73

*****FOLLOWS BA COLUMN**

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 227 CCHS teacher work days.
9. The employee work schedule will be 8 hours per day.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

Behavior Interventionist-GECS

Salary and Benefits Schedule

Salary Schedule

<u>Step</u>	<u>Salary</u>	<u>26 Pays</u>
	FY23	
A	\$40,800	\$1,569.23

*****FOLLOWS BA COLUMN**

Benefits

1. Employee will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 186 teacher work days. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
9. The employee work schedule is 7.5 hours per day.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

GSRP TEACHER-GECS

Wage and Benefits Schedule

Salary Schedule

<u>Step</u>	<u>Salary</u>	<u>26 Pays</u>
	FY23	
A	\$35,566	\$1,367.92
B	\$37,345	\$1,436.35
C	\$39,212	\$1,508.15

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Early Elementary Director and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 186 teacher work days. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
9. The employee will work 8 hours on Monday-Thursday and 5.5 hrs on Friday.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

Student Services Coordinator-District

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
B	\$26.50
C	\$27.50
D	\$28.50
E	\$29.50
F	\$30.50

Benefits

1. Employee will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 186 teacher work days, plus an additional 14 days. Additional days may be approved by the Deputy Superintendent.
9. The employee work schedule is 7 hours per day (1400 hours per year).
10. Health, vision, dental, life, life (\$30,000) benefits same as other District groups.
11. Longevity:

11-15 years:	\$500
16-20 years:	\$550
21-25 years:	\$600
26+ years:	\$650

Athletic Trainer-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$24.11
B	\$25.32
C	\$26.58

Benefits

1. Employee will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Athletic Director and approved by the Assitant Superintendent of Curriculum and Instruction.
7. The employee work schedule is 200 days per year. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is August-June.
9. Overtime will be calculated after 40 hours per week.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

Preschool Teacher-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Teacher</u>	<u>Aide</u>
	FY23	FY23
A	\$24.11	\$13.34
B	\$25.32	\$14.01
C	\$26.58	\$14.71

Benefits

1. Employees will receive nine (9) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis. (Teacher: 6.25, Aide: 5.68)
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is two fifteen week semesters per school year: 120 days
Plus an additional five days to be scheduled as needed, for a total of 155 days.
9. The Supervisor's work schedule is 6.25 hours per day for the school days and 5 hours for the additional five days (962.5 hours).
The Aide's work schedule is 6.25 hours Tuesday, Wednesday, Thursday, 4 hours Monday and 5 hours for the additional five days (707.5 hours).
10. Teacher: Health care benefits will be provided as required under the ACA (Single Subscriber).
Aide: Health care benefits will not be provided.

Computer Technician-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$19.07
B	\$20.03
C	\$21.03

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Director of Technology.
8. The employee work year is year-round (52 weeks).
9. The employee work schedule is 8 hours per day (2080 hours per year). Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
10. Health (90%), vision (100%), and dental (100%) paid for by District.
11. Employee will receive fifteen (15) vacation days per year.

At-Risk Liaisons-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$15.44
B	\$16.22
C	\$17.03
D	\$19.07 Corlew, Fowler, Moore

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 186 teacher work days. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
9. The employee work schedule is 8 hours per day (1488 hours per year). Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

Special Education ParaProfessional-District

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
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	FY23
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C	\$14.71
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Conway & Anthony-Sudberry ONLY

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 181 days - 180 student days plus Back to School Welcome. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
9. Employee may not be assigned more than 6.5 hours per day (1176.5 hours per year).
10. Health, vision, dental, life, life (\$30,000) benefits same as other District groups.
11. Longevity:

11-15 years:	\$385
16-20 years:	\$435
21-25 years:	\$485
26+ years:	\$535

ParaProfessional Aides-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$13.34
B	\$14.01
C	\$14.71

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assitant Superintendent of Curriculum and Instruction.
8. The employee work year is the 181 days - 180 student days plus Back to School Welcome. Additional days may be approved by the Assitant Superintendent of Curriculum and Instruction.
9. Employee may not be assigned more than 29.5 hours per week (1068 hours per year).
10. Health care benefits will not be provided.

GSRP Associate & Aide-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Associate</u>	<u>Aide</u>
	FY23	FY23
A	\$15.44	\$13.34
B	\$16.22	\$14.01
C	\$17.03	\$14.71
D	\$19.07	Wilson

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and the following Friday, December 24th, December 25th, and New Year's Eve. Associate teachers will be paid 8 hours, Aides will be paid 7.5 hours.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Early Elementary Director and approved by the Assistant Superintendent.
8. The associate teacher work year is the 195 days: 186 work days plus 9 holidays. The classroom aide work year is 164 days: 155 work days plus 9 holidays.
9. The associate teacher will work 8 hours on Monday-Thursday and 5.5 hrs on Friday (1475 hrs). The classroom aide will work 7.5 hrs Monday-Thursday (1230 hrs).
10. Health care benefits will be provided as required under the ACA (Single Subscriber).

CCHS Attendance ParaProfessional-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$13.34
B	\$14.01
C	\$14.71

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assitant Superintendent of Curriculum and Instruction.
8. The employee work year is 227 days - the same as CCHS teacher work year.
9. Employee may not be assigned more than 29.5 hours per week (1340 hours per year).
10. Health care benefits will not be provided.

Latchkey-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Supervisor</u>	<u>Aide</u>
	FY23	FY23
A	\$12.10	\$10.20

Benefits

1. Employees will receive ten (10) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Employee will not receive Holiday Pay.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the building principal and approved by the Assistant Superintendent of Curriculum and Instruction.
8. The employee work year is the 180 student days. Additional days may be approved by the Assistant Superintendent of Curriculum and Instruction.
9. The Supervisor's work schedule is 5.75 hours per day, (1035 hours).
The Aide's work schedule is 5 hours per day, (900 hours).
10. Health care benefits will not be provided.

Lead Custodian-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$21.30
B	\$22.37
C	\$23.48

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clío Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year).
Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health (90%), vision (100%), and dental (100%) paid for by District.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days

Maintenance-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$18.40
B	\$19.32
C	\$20.29

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year).
Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health (90%), vision (100%), and dental (100%) paid for by District.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days

Groundskeeper-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$15.90
B	\$16.69
C	\$17.52

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year).
Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health (90%), vision (100%), and dental (100%) paid for by District.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days

Custodian-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$13.73
B	\$14.42
C	\$15.14
D	\$15.90 LUCERO ONLY

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the lead custodian and approved by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year). Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health (90%), vision (100%), and dental (100%) paid for by District.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days

Lead Mechanic-District

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$28.54
B	\$29.97
C	\$31.47

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days. Personal Days may not be carried over to the next year. Use of personal days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year).
Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health, vision, dental, ltd, life (\$30,000) benefits same as other District groups.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6-15 years: 15 days
16+ years: 20 days
11. Longevity:
10-15 years: \$425
16-20 years: \$475
21-25 years: \$525
26+ years: \$575
12. Tool Allowance: \$1,100 per school year. Original receipts must be turned in after approval from Director of Operations and Transportation
13. Boot Allowance: \$150 per school year. Original receipts must be turned in after approval from Director of Operations and Transportation

Mechanic-District

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$24.66
B	\$25.89
C	\$27.19

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days. Personal Days may not be carried over to the next year. Use of personal days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including, termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employee work schedules will be developed by the Director of Operations and Transportation.
7. The employee work year is year-round (52 weeks).
8. The employee work schedule is 8 hours per day (2080 hours per year).
Overtime will be calculated after 8 hours IF employee has not used any sick or personal time during the week. If employee uses sick and personal during week, overtime will be calculated after 40 hours worked.
9. Health, vision, dental, ltd, life (\$30,000) benefits same as other District groups.
10. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days
15+ years: 20 days
11. Longevity:
10-15 years: \$425
16-20 years: \$475
21-25 years: \$525
26+ years: \$575
12. Tool Allowance: \$1,100 per school year. Original receipts must be turned in after approval from Director of Operations and Transportation
13. Boot Allowance: \$150 per school year. Original receipts must be turned in after approval from Director of Operations and Transportation

Lead Driver-GECS

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
A	\$21.30
B	\$22.37
C	\$23.48

Benefits

1. Employees will receive twelve (12) sick days per year. Sick days will be credited if the employee works the first day of the school year. After that date, employees will receive sick days on a prorated basis.
2. Four (4) of the sick days accrued each year may be used as Personal Days. If the employee does not use four (4) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and the following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Director of Operations and Transportation.
8. The employee work year is year-round (52 weeks).
9. The employee work schedule is 8 hours per day (2080 hours per year). Overtime will be calculated after 8 hours IF employee has not used any paid time off during week. If employee uses sick, personal, or vacation during week, overtime will be calculated after 40 hours worked.
10. Health (90%), vision (100%), and dental (100%) paid for by District.
11. Vacation
0-1 years: 5 days
2-5 years: 10 days
6+ years: 15 days

Drivers-District

Wage and Benefits Schedule

Wage Schedule

<u>Step</u>	<u>Wage</u>
	FY23
Regular	\$17.34
Field Trips	\$15.34

Benefits

1. Employee will receive ten (10) sick days per year. Sick days will be computed by using the average daily work hours during weeks two and three (6 hours).
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and the following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Director of Operations & Transportation.
8. The employee work year is the 180 student days plus an additional twelve (12) hours. Additional hours are for run selection, dry runs, maps, training and cleaning.
9. Clio drivers will have preference on bid day, any run openings or additional job assignments
10. Health, vision, dental, ltd, life (\$30,000) benefits same as other District groups.
11. Longevity:

11-15 years:	\$385
16-20 years:	\$435
21-25 years:	\$485
26+ years:	\$535

Drivers-GECS

Wage and Benefits Schedule

Wage Schedule

Pay Scale	<u>Step</u>	<u>Wage</u>
		FY23
A	Regular	\$17.34
B	Sub Driver	\$15.34
C	Field Trips	\$15.34
D	Training	\$10.00

Benefits

1. Employee will receive ten (10) sick days per year. Sick days will be computed by using the average daily work hours during weeks two and three (6 hours).
2. Three (3) of the sick days accrued each year may be used as Personal Days. If the employee does not use three (3) Personal Days in one work year, the days may be carried over as sick days up to the maximum permitted. Personal Days may not be carried over to the next year. Use of Personal Days is subject to supervisor approval and district policies.
3. Deduct time will not be permitted except in extenuating circumstances approved in advance by the Superintendent or his/her designee. Unexcused absences will result in discipline up to, and including termination of employment with Clio Area Schools.
4. Holiday Pay will include New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving and the following Friday, December 24th, December 25th, and New Year's Eve.
5. Bereavement: Five (5) days for Spouse, Child, Stepchild, Mother, Father, Step-Parents, Mother-in-law, Father-in-law, Siblings, Brother/Sister-in-law, Grandparents, Grandchildren. Leave may only be taken at the time of death or memorial service.
6. Employees will be entitled to pay for up to six "Act of God Days" as determined by the district. Employees will be required to work any additional days to obtain full state aid at no additional expense to the district.
7. Employee work schedules will be developed by the Director of Operations & Transportation.
8. The employee work year is the 180 student days plus an additional twelve (12) hours. Additional hours are for run selection, dry runs, maps, training and cleaning.
9. Run openings or additional job duties will be assied by the Director of Operations & Transportation.
10. Health (90%), vision (100%), and dental (100%) paid for by District.

Community Education

Gymnastics

FY 23

Supervisor/Clio	\$16.08
Adult Instructor/GECS	\$11.25
Student Instructor	\$10.00

Summer Recreation

FY 23

Activity Coordinator	\$15.77	
Supervisor	\$14.19	
Adult Worker	0-2 years experience	\$10.00
	3-4 years experience	\$11.00
	5+ years experience	\$12.00
Student Worker	\$10.00	

Summer School

FY 23

Teacher	\$40
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Community Education Basketball 3/4 Grade

FY 23

Activity Coordinator	\$15.77
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Cheer Dance (non-summer program)

FY 23

Coach	\$11.25
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All employees in the above groups shall be paid only for hours actually worked.

MISCELLANEOUS POSITIONS

AIDES

FY 23

Lunchroom Aides	\$10.00
Playground Aides	\$10.00

CO-OP Students

FY 23

CO-OP students	\$10.00
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SUBSTITUTES

Teacher	1-15 DAYS	\$80.00	per day	(Daily Sub)
	16-30 DAYS	\$85.00	per day	(Daily Sub)
	31-45 DAYS	\$90.00	per day	(Daily Sub)
	46-60 DAYS	\$95.00	per day	(Daily Sub)
	61+	\$100.00	per day	(Daily Sub)
	LONGTERM	\$125.00	per day	
Secretary		\$10.00		
Aide		\$10.00		

ATHLETIC

FY 23

Head Ticket Taker	\$11.00
Ticket Takers	\$10.00
Night Manager	\$18.25

SERVICE CENTER/BUSINESS/TECH OFFICE

FY 23

Summer Grounds/Maintenance/Office/Tech Intern	
Step	Wage
A	\$11.00
B	\$12.00
C	\$13.00
D	\$14.00
E	\$15.00
F	\$20.00

All employees in the above groups shall be paid only for hours actually worked.